

## Kim Crangle

Kim is an associate in the Employment department.

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Kim's practice encompasses work for both employer and employee clients and advises on all aspects of contentious and non-contentious employment law. Kim's clients include the family offices of UHNW and HNW individuals and SMEs, including those in finance, the construction industry and the cosmetics industry.

On the advisory and corporate side of her practice, Kim advises on redundancy processes, TUPE consultations, post-termination restrictions, business relocations, the preparation of employment contracts, consultancy agreements and employment policies and procedures and severance terms.

Kim also has a wide range of litigation experience, acting for employees and employers in the employment tribunals and employment appeals tribunal, most recently in relation to sexual harassment, race discrimination and unfair dismissal. Her experience of acting on behalf of both claimants and respondents means that she has a good insight into her opponents' weaknesses, which she can use to her client's advantage.

She has particular experience in advising on employee management issues including dealing with business reorganisation, performance issues, grievances and disciplinary procedures, and providing general employment law advice to prevent workplace issues escalating into litigation.

Kim regularly provides training for clients on such matters as managing workplace disputes and regularly writes articles for a number of well-known publications, including Good Housekeeping and Wealth Management. Kim provides pro bono legal support to the Ellen MacArthur Cancer Trust.

Kim sits on the Employment Lawyers Association Training Committee, where she organises training for employment law practitioners.

Educated at Balliol College, Oxford, with a BA Law, Kim qualified in 2016 and joined Payne Hicks Beach in 2020.

### Memberships

The Employment Lawyers Association and Industrial Law Society