

FARRER&Co

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2025

# Workplace Investigations



Managing or participating in a complex workplace investigation can be challenging and it is essential to act swiftly and confidently.

With our extensive history of providing expert advice to organisations and individuals in sensitive and critical situations, Farrer & Co is well-equipped to offer strategic, practical support throughout the investigation process.

## How we help

We offer pragmatic and tailored advice, adding value beyond pure legal expertise. Leveraging our extensive experience advising businesses, organisations, and senior executives, we provide a range of services related to workplace investigations. Our services include the following:

- 1. Conducting independent investigations**  
We can conduct an external investigation on behalf of your organisation, utilising a team of experts to manage the process from initiation to the delivery of a comprehensive report. Our approach ensures credibility, independence, and efficiency, completing the investigation in the shortest time possible.
- 2. Investigation advice**  
We provide legal advice during investigations, supporting businesses, boards, directors, partners, or trustees who are conducting internal investigations or who have hired an external investigator. Our services include establishing the investigation, helping to shape the process, addressing complex issues as they arise, and advising on the appropriate steps to take post an investigation.
- 3. Advice to senior executives who are the subject of investigation**  
Being investigated by your employer is undoubtedly a stressful experience. We offer comprehensive legal advice and support to individuals who are subjects of such investigations. Our services include providing guidance on interacting with investigators in the initial stages, communicating effectively with the investigation team and employer, preparing witness statements, reviewing documents, preparing for interviews, and providing representation throughout the process.
- 4. Complainant advice**  
Our experienced and approachable lawyers offer sensible, pragmatic, and sensitive advice to individuals whose concerns have prompted an investigation or who wish to disclose concerns that may initiate an investigation.

# Who we help

Our investigation specialists are uniquely positioned to assist, possessing extensive experience in advising organisations and individuals on all aspects of investigations across various contexts and sectors. These sectors include:

| Financial Services | Businesses  
| Charities | Cultural and Sports  
| Education | Retail

Through our market-leading [Safeguarding Unit](#), we have spent years at the forefront of best practice, handling critical, complex, and highly sensitive matters. These include allegations of abuse, often involving interaction with the police or statutory authorities and necessitating a clear support plan for victims and vulnerable individuals. We are adept at managing investigations, whether related to recent or historical allegations, that run concurrently with police operations, criminal cases, civil litigation, and investigations conducted by regulators, as well as public and statutory inquiries.

Our renowned [Senior Executive](#) practice has extensive experience managing the complexities of investigations involving senior directors. This includes communication and liaison with shareholders, company boards, and regulatory agencies. We are leading advisers to businesses and senior executives on cases involving allegations of sexual harassment, bullying, and discrimination.

We collaborate closely with our [Data Protection team](#) to help individuals understand their data rights and ensure organisations comply with data regulations without compromising the investigation. Since investigations often involve the creation, disclosure, and processing of highly sensitive and confidential information, data management in this context is both crucial and complex. Our team has extensive experience drafting data-sharing protocols, overseeing disclosure exercises, and managing data subject access requests (DSARs), ensuring legal compliance while maintaining the integrity of internal investigations, litigation, or external investigatory processes.

# Recent examples



Conducting eight separate fact-finding investigations into serious and complex issues at a major university covering both staff and student misconduct and impact. Our thorough and carefully explained reports allowed the client to move forward to resolve these difficult issues via internal processes.



Advising an independent school on a complex external investigation conducted by a leading barrister into a number of serious complaints. We guided the school through the investigation and the hearing process.



We are currently advising a CEO of a company facing allegations against him of race discrimination and harassment.



Advising a law firm partner under investigation for allegations of serious sexual harassment, including in respect of an investigation commenced (and closed) by the SRA.



Advising and representing a senior member of the executive team of a large organisation in respect of his role in a major inquiry.



Advising a sports organisation on a sensitive investigation into alleged workplace misconduct by a senior person.



Advising a major law firm in connection with an investigation of allegations of sex discrimination and harassment brought by an associate, alongside proceedings filed in the Employment Tribunal.



Advising a senior trader on the investigation of allegations of market manipulation being conducted by a magic circle firm on behalf of the bank.

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Great teamwork to ensure issues can be addressed timely and professionally at the relevant level, providing high-quality legal knowledge and expertise which is translated to practical solutions and management of risk”

- Employment Law, Legal 500 2024



# Why Farrer & Co?

## Approach

We are independent lawyers with integrity who will take a robust, pragmatic approach, understanding the bigger picture. We pride ourselves on being lawyers with emotional intelligence in fraught situations as well as having a close eye to the commercial issues and pressures in the case. We understand the different roles in an investigation and can identify the key issues and concerns of all involved to help ensure a smooth process.

## Expertise

We have a specialist team of lawyers, including one in-house barrister, who are expert in dealing with employment/workplace investigations. Our team has developed a reputation for our expertise in acting in harassment and discrimination investigations, combining legal skills in employment, litigation and data protection along with sector expertise. Members of our team are also “Achieving Best Evidence” trained investigators.

## Scale

With one of the largest employment teams in London, and a pool of other specialists across the firm, we can quickly provide the right team for the work. We are experienced in advising across the full spectrum of cases, from smaller scale and self-contained organisation-led investigations to multi-faceted high-profile investigations involving external investigators and other third parties.

## Organisation

Our lawyers are trained in project management. During large investigations, our work is carefully planned and managed to ensure that work is carried out efficiently, quickly and at the appropriate skill level, whilst clients are kept regularly updated, often weekly, on progress and cost. We are also skilled in liaising with all types of stakeholders and regulators during an investigation which is increasingly important given the growing drive for more transparency across many sectors.

## Client-focused

All of our clients have a dedicated client partner but can expect to be able to contact all members of the team working for them. Our range of services include a dedicated secure extranet space for transmission of confidential documents, and access to leading reputational management advice.

# Who should I contact?



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Partners at the firm have considerable experience, and the team's junior colleagues are also engaged to provide thoughtful, sound and trusted advice”

- Employment Law, Chambers 2024

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