



## Fudia Smartt

Fudia is an employment lawyer with a wealth of experience. She is known for her even handed and thoughtful approach, marked by emotional intelligence. At byrne-dean, Fudia carries out investigations and training, often focused on diversity and inclusion.

Fudia has worked in leading firms across the City throughout her career, offering partner level advice to employers and employees. She is a trusted advisor to a wide range of organisations in the private, public and not for profit sector on contentious and non-contentious workplace matters. She also represents individuals, up to senior executive level, at times of difficulty and stress. Her cases have involved sport clubs, public sector bodies and the armed forces.

**Investigations** – Fudia draws on her experience of advising both employers and employees to make sure her findings are robust, fair and justified. She is comfortable dealing with individuals at any level, including senior leadership.

She has looked into a wide range of concerns, including bullying and harassment, sexual misconduct, race, sex and disability discrimination, whistleblowing, corporate governance concerns and dishonesty. She has undertaken general reviews of the culture of organisations. She is used to working closely with HR and investigating multiple allegations and joint complaints made by teams. Examples include:

- allegations of sexual harassment and bullying by a senior manager;
- a cultural review of an organisation after the departure of an employee from the trans community; and a grievance alleging bullying by a new managing director.

**Mediation and resolution** – Fudia is experienced in conducting and resolving workplace disputes. Most cases are settled confidentially and are not in the public domain.

A recent example involved representing an individual whose role was restructured during maternity leave in a way that raised concerns about discrimination.

**Change** – Fudia advises organisations and individuals on significant change, including reorganisations, redundancies and team moves. Examples include:

individual and collective consultation in redundancy and outsourcing contexts; and investigations into potential breaches of contract on team moves.

**Advising leaders and individuals** – Fudia is used to advising HR, leaders and managers facing major issues. She is used to advising on complex issues relating to #metoo and Black Lives Matter.

**Diversity, inclusion and social responsibility** – Fudia provides thought-provoking training sessions on diversity and inclusion matters. She also speaks regularly on issues such as ethnicity and gender pay gaps and employment issues arising from the Black Lives Matter movement.

Fudia has advised a number of household name charities on HR matters, as well as Unicef and Anti-Slavery International.

## Qualifications

LLB Hons – London School of Economics and Political Sciences

LPC (College of Law)

MBTI and DISC psychometric certifications