



Julie Morris

Julie is known as a specialist in C-suite, discrimination and grievance issues. At byrne-dean, she carries out independent investigations for organisations. Julie is insightful and identifies the real issues by applying her expertise in a common sense way. Her approach is sensitive - she has a deep understanding of the emotional strain for everyone involved. If requested, she can draw on her experience to make practical recommendations to address the underlying issues.

Julie also brings her experience as a go-to litigator for individuals to ensure that our approach to workplace issues is truly fair. She has seen the human and organisational costs of adversarial processes and joined us to improve workplaces by resolving issues in a better way.

She has over 20 years' experience and is ranked as a Tier 1 lawyer by Chambers and The Legal 500.

Experience

Senior leadership – Julie was head of the Employment Department at Slater + Gordon (previously Russell, Jones and Walker). She was heavily involved in strategic and HR issues and took on the leadership of other teams, including Criminal, Family and Property.

Employment law partner – throughout her career, Julie has been known for advising senior City executives, particularly in Financial and Legal services.

Investigations – Julie has experience of hundreds of investigations and grievance processes. Typical issues involve whistleblowing or allegations of discrimination, harassment or wrongdoing at senior levels. At byrne-dean Julie investigates grievances and potential disciplinary issues.

Recent examples of investigations that Julie has conducted include:

- investigating allegations of race discrimination against a senior director. The investigation report was accepted by both the director and the receiver of the behaviour; and
- investigating a complex and polarising dispute between a Chief Executive and a Chair of Trustees. The investigation was the foundation on which the matter was then resolved.

Litigation – most cases were settled confidentially and are not in the public domain. Exceptions include:

- sex, race and religious discrimination claims in the context of an inter dealer broker;
- a high-profile NHS whistleblowing claim; and
- a ground-breaking sex and race discrimination appeal involving the Ministry of Defence.

Change – as well as acting for leaders whose jobs were at risk, Julie led teams of lawyers through periods of change, including reorganisations, redundancies and team moves.

Inclusion and community – Julie has spent a lot of time on causes she believes in. This includes Caribbean death penalty appeals, maternity helpline volunteering, chairing the Employment Lawyers Association Pro Bono Committee, mentoring disadvantaged school children and advising both charities and deserving clients on a pro bono basis.

Qualifications

LLB (Law) University of Leeds

LPC (College of Law)

Trained in Diversity and Inclusion