



**Beth Baird**  
*Solicitor/Director*  
*Corporate/Commercial*



Beth is the Employment Director at 3CS with responsibility for all employment and HR services. She works across all areas of employment law, but has a particular focus on discrimination and whistleblowing claims. Although Beth has a reputation as a financial services sector specialist, her clients range across many industries such as food, education, recruitment, printing/design, technology, manufacturing and retail.

Prior to qualifying as a Solicitor in 2009, Beth had a successful finance career, holding senior positions at global financial institutions such as Dresdner Kleinwort, Société Générale and Deutsche Bank. Beth holds a BA (Hons) and MA in English Literature (both First class) from Warwick University.

Well-known for her work litigating and resolving high value Equality Act employment claims, and her expertise in unfair dismissal, restrictive covenants, regulatory and whistleblowing employment disputes, Beth has successfully defended clients in the Tribunal and High Court across the whole spectrum of employment issues. She is also known for her TUPE expertise and has undertaken sizeable M&A projects involving collective consultation and largescale redundancy programmes. Beth was personally recommended in the *Legal 500* for 2019 as a 'leading individual' for employment law, described as 'charming but tough in negotiations', and in *Chambers* for Employment.

Beth has extensive experience acting for claimants and respondents across a wide range of discrimination cases, including claims involving race discrimination, sexual harassment, disability discrimination, equal pay and pregnancy and maternity discrimination. She has acted on behalf of respondents in the Employment Appeals Tribunal and successfully obtained seven-figure damages for a client bringing a discrimination claim at Tribunal. Beth also has a keen interest in whistleblowing as an area of law, and has both prosecuted and defended multiple whistleblowing actions, with a particular focus on financial services sector complaints aided by her experience in front-office investment banking. She has also been asked to assist with FINRA arbitrations where UK whistleblowing law is engaged, and has extensive High Court litigation experience. She is very familiar with FCA and PRA regulations, and works closely with 3CS's commercial team in related regulatory and compliance matters.