



Rosa Thomas

Year of Call: 2023

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Employment and discrimination

Rosa Thomas has a busy employment practice acting for both claimants and respondents in final hearings, preliminary hearings, and judicial mediations. Rosa also regularly drafts pleadings and provides written advice.

Some of Rosa's recent work includes:

- Successfully representing a Claimant in a four-day constructive dismissal trial (liability and remedies).
- Successfully representing a Respondent in a three-day whistleblowing automatic unfair dismissal trial.
- Advising on quantum concerning losses to an employee who was a seller under a Share Purchase Agreement.
- Advising on the merits of a maternity discrimination claim under section 18 Equality Act 2010 leading to a successful settlement.

Rosa also acts in Equality Act claims brought outside of the employment context.

Articles

Rosa Thomas analyses the case of *Bailey v (1) Stonewall Equality Ltd (2) Garden Court Chambers & Ors* [2024] EAT 119, the first reported judgment that directly deals with what it means to cause or induce discrimination under s.111 Equality Act 2010.

This judgment provides helpful guidance, particularly on the mental element required under s.111 and what is required to establish causation under s.111(2).

[View Article](#)

Academic qualifications

- BVS, City, University of London, Merit
- GDL, City, University of London, Distinction
- BA History and Politics, St Anne's College, Oxford University, 2.1

Scholarships

- Bar Course Major Scholar, Inner Temple
- Serle Court/City Prize for Equity & Trusts

- GDL Exhibition Award, Inner Temple
- St Anne's College Scholar, Oxford University