

## Ben Smith

Senior Associate

125 Wood Street  
London EC2V 7AN United Kingdom  
main: +44 20 3375 0330  
direct: +44 20 3675 9828  
fax: +44 20 3375 0332  
bsmith@littler.com



---

## Focus Areas

Discrimination and Harassment  
Inclusion, Equity and Diversity  
General Data Protection Regulation (GDPR)  
Policies, Procedures and Handbooks  
Whistleblowing, Compliance and Investigations  
Emerging Companies and Venture Capital

## Overview

Ben Smith works across all areas of employment law including advisory, litigation and transactional support and has particular experience in defending complex Employment Tribunal litigation, including as part of the team that successfully appealed a long-running whistleblowing, sex discrimination, pregnancy and maternity discrimination, and victimisation claim to the Employment Appeal Tribunal. Ben regularly supports and manages international employment advisory projects. He also has significant experience of managing document review projects, such as disclosure and data subject access requests, leveraging technology and flexible resourcing solutions.

Drawing on a longstanding academic interest and experience working in the charitable sector, Ben is particularly interested in equality, diversity, and discrimination issues for employers arising in both contentious and non-contentious matters. Ben also supports the London office's knowhow and training capability, regularly keeping clients and the team informed of legal developments, as well as the legal technology workstream.

Ben is recognised as a key lawyer in the Legal 500 (2025), in which clients say he "plays a key role in any case we have. His ability to remember exactly what has been said is incredible!". Others say, "Paul Quain, Philip Cameron, Lisa Coleman and Ben Smith stand-out for their superb guidance and advice combined with a thorough knowledge of the law. Their approachability is second to none and the collegiate manner in which they work makes interactions with them a pleasure."

Ben joined GQ|Littler in 2017 as a Paralegal and qualified as a Solicitor in 2020 following the completion of his training contract. During his training contract, Ben completed a secondment at a boutique law firm in London where he saw practice in private funds, secondary transactions, and hedge funds. Prior to joining GQ|Littler Ben worked as a paralegal in the employment department at King & Wood Mallesons in London and was legal intern at the Equal Rights Trust.

## Professional and Community Affiliations

- Member, Employment Lawyers Association

## Recognition

- Ranked, Leading Individual, *Legal 500*, 2025

## Bar Admissions

United Kingdom (England and Wales)

## Publications & Press

### UK Government Seeks to Extend Tribunal Claim Limitation Periods from 3 to 6 Months

*Littler ASAP*

December 17, 2024

### UK Autumn Budget 2024: Key Points for Employers

*Littler ASAP*

December 3, 2024

### Right To Disconnect Plan May Erode Firms' Long-Hours Culture

*Law360*

October 25, 2024

### New workers' rights 'to cost firms £5bn a year'

*BBC*

October 21, 2024

### Dallas Cowboys Cheerleaders and Equal Pay: What the Hit Netflix Show Tells UK Employers

*Littler ASAP*

October 16, 2024

**UK: The Employment Rights Bill – Phase One of Employment Law Reform**

*Littler Insight*

October 15, 2024

**Day 1 Unfair Dismissal Right Risks Diversity And Justice Aims**

*Law 360*

October 11, 2024

**(Allegedly) Criminal Employees: How to Handle the Related HR Issues in the UK**

*Littler Insight*

September 3, 2024

**Staff contacted out of hours may get thousands more in compensation**

*The Times*

August 18, 2024

**UK: The King's Speech and What it Means for Employment Law**

*Littler Insight*

August 12, 2024

**The Global Guide Quarterly (Quarter 2, 2024)**

*Littler Global Guide Quarterly*

July 24, 2024

**Labour Gov't Spells Trouble For Return-To-Office Mandates**

*Law360*

July 12, 2024

**UK Election News: Labour – All “Change” for Employment Law**

*Littler Insight*

June 27, 2024

**UK: What Do Labour's Current Employment Law Proposals Mean for Employers?**

*Littler Insight*

May 1, 2024

**UK: New Regulations Will Extend Current Redundancy Protections for Individuals Who Are Pregnant or on Maternity, Adoption, or Shared Parental Leave**

*Littler ASAP*

February 1, 2024

**Just in Time for the Holidays: Big Changes in the Law of Holiday in the UK**

*Littler Insight*

November 30, 2023

**Agnew: A New Headache for UK Employers?**

*Littler Insight*

November 30, 2023

**A Deep Dive into Recent Pension Tax Changes in the UK**

*Littler ASAP*

April 27, 2023

**Littler Global Guide - United Kingdom - Q1 2023**

*Littler Global Guide Quarterly*

April 12, 2023

**UK: April Updates to Statutory Rates**

*Littler ASAP*

March 30, 2023

**Littler Global Guide - United Kingdom - Q4 2022**

*Littler Global Guide Quarterly*

January 26, 2023

**Littler Global Guide - United Kingdom - Q3 2022**

*Littler Global Guide Quarterly*

October 25, 2022

**Discrimination because of protected beliefs: What do employers need to know?**

*Personnel Today*

August 26, 2022

**UK: Harpur Trust v Brazel and Holiday Pay**

*Littler ASAP*

July 28, 2022

**Littler Global Guide - United Kingdom - Q2 2022**

*Littler Global Guide Quarterly*

July 18, 2022

**All Remaining COVID Restrictions in England to Be Lifted in Coming Weeks**

*Little ASAP*

February 24, 2022

**Little Global Guide - United Kingdom - Q4 2021**

*Little Global Guide Quarterly*

January 19, 2022

**EU Proposes New Legislation to Protect “Digital Labor Platform” Workers from Status Misclassification**

*Little ASAP*

December 14, 2021

**Little Global Guide - United Kingdom - Q2 2021**

*Little Global Guide Quarterly*

July 19, 2021

**COVID-19: What has changed for UK employers since March?**

*Little ASAP*

November 2, 2020

**Updated Covid-19 Considerations for UK Employers**

*Little Insight*

May 27, 2020

**Little Global Guide - United Kingdom - Q1 2020**

*Little Global Guide Quarterly*

April 15, 2020

**“Ethical veganism” is a protected belief in the UK – what does that mean for employers?**

*Little Insight*

February 10, 2020

**Little Global Guide - European Union - Q4 2019**

*Little Global Guide Quarterly*

January 22, 2020

**Little Global Guide - European Union - Q1 2019**

*Little Global Guide Quarterly*

April 15, 2019

**Littler Global Guide - United Kingdom - Q1 2019**

*Littler Global Guide Quarterly*

April 15, 2019

**Littler Global Guide - United Kingdom - Q4 2018**

*Littler Global Guide Quarterly*

January 16, 2019

**Littler Global Guide - United Kingdom - Q3 2018**

*Littler Global Guide Quarterly*

October 11, 2018

**Speaking Engagements**

**The Outcome of the UK General Election and What It Might Mean for Employment Law**

July 18, 2024