

Alison Sneddon

Senior Counsel

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Focus Areas

Whistleblowing, Compliance and Investigations
Financial Services

Overview

Alison Sneddon practises both contentious and non-contentious employment matters for businesses. She advises across a range of matters, often with a cross-border element. These include senior exits, team moves, restrictive covenants, whistleblowing frameworks and investigations, complex grievance and disciplinary matters and staff reorganisations. Alison is particularly experienced advising HR teams and Executive/Remuneration Committees on the employment aspects of international financial services regulatory investigations such as compensation freezing/adjustment and Conduct Rule breach assessments.

Clients in Legal 500 (2024) say: "Sophie and Alison have been exceptional in their responsiveness and flexibility, being available on short notice and providing advice as per timeframes requested. We value their commerciality, pragmatism and technical expertise on quite complex and challenging matters and their ability to distil this to varying levels of the organisation in a way that is easily understood is invaluable. I have certainly felt very well looked after by the GQ|Littler team, they are hardworking, diligent and a pleasure to work with."

Alison has a keen interest in managing whistleblowing, conduct and culture matters within the workplace. She has a breadth of experience handling sensitive whistleblowing investigations, including within financial services regulatory frameworks. Alison was previously a member of Nomura's Speaking Up Committee responsible for overseeing investigations into employee concerns and reporting to the Whistleblowing Champion.

Before joining GQ|Littler Alison worked as in-house European Employment Counsel at the global financial services group Nomura, as an Associate for leading global firm Linklaters and as an Employee Relations Advisor at RBS.

Professional and Community Affiliations

- Member, Protect Whistleblowing Charity
- Member, Legal Support Network
- Member, Employment Lawyers Association (ELA)

Bar Admissions

United Kingdom (England and Wales)

Publications & Press

Scrapping the UK Banker Bonus Cap — What Next for Financial Services Pay?

Littler Insight

December 4, 2023

UK: World Menopause Day 2023 - What Developments Have We Seen This Year?

Littler Insight

October 31, 2023

The challenges of making menopause a protected characteristic

Personnel Today

July 11, 2023

Regulatory Roundup – Key Developments in UK Financial Services

Littler ASAP

June 30, 2023

Ryanair chief pilot sacked over sexual harassment allegations

HR Magazine

June 19, 2023

A Deep Dive into Recent Pension Tax Changes in the UK

Littler ASAP

April 27, 2023

How should employers react to the UK government's recent announcements around menopause?

Littler Insight

August 26, 2022

Women's health, the workplace and 'big data' – what's the connection?

Personnel Today

August 19, 2022

Menstrual leave in the UK – a period of change?

Little Insight

May 31, 2022

European Whistleblowing Directive – Need to Know FAQs

Little Insight

October 4, 2021

Speaking Engagements

Why Employers Shouldn't Forget About Executive Compensation

March 10, 2022

International Women's Day – Supporting Women's Health in the Workplace

March 8, 2022

How to Comply with the New EU Whistleblowing Directive by the December 17 Deadline

November 30, 2021

Compensation in Financial Services: An International Perspective on Bonuses, Long-term Incentive Arrangements, and Rights on Termination

November 2, 2021