

Sophie Vanhegan

Partner

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Focus Areas

Business Restructuring and M&A
Discrimination and Harassment
Hiring, Performance Management and Termination
Leaves of Absence and Disability Accommodation
Litigation and Trials
Financial Services

Overview

Sophie Vanhegan is acknowledged as a 'highly experienced litigator and restrictive covenants expert' by Legal 500 (2024) and leading lawyer in the UK employment law arena by Chambers and Partners (2024), where she has been ranked for the past 11 years. Clients say "Sophie is excellent and my go-to person. She has supported us with some complex employee relations cases. She provides considered expert support." Sophie Vanhegan frequently advises employers on matters including TUPE, restrictive covenants and discrimination claims. She is commended for her knowledge of the financial services sector. Interviewees note that "Sophie is a good adviser to have on your side. She is good with clients and easy to deal with."

Experienced in all aspects of employment law and focusing on complex employment litigation, Sophie regularly advises on restrictive covenants, breach of confidentiality and team move matters which involve High Court injunctions and subsequent trials, as well as bonus disputes and high-value discrimination claims. Many of the cases she works on have cross-jurisdictional elements. She has worked on some of the most complex employment litigation matters and specialises in tailoring a strategic approach to her clients' risk and litigation appetite.

Before joining GQ|Littler Sophie worked for leading global firm Linklaters. During her time there she undertook a five-month secondment to global investment bank RBS to assist with restructuring issues, following RBS's acquisition of ABN AMRO.

Professional and Community Affiliations

- Member, Employment Lawyers Association

Recognition

- Ranked, *Chambers and Partners*, 2014-2024
- Named, Recommended Lawyer, *Legal 500*, 2019-2022, 2024
- Named, Best Lawyers in the UK, *Best Lawyers*, 2021-2024
- Named, IEL Elite, *International Employment Lawyer*, 2024
- Named, Women's Leaders, *International Employment Lawyer*, 2022
- Recommended, Labour & Employment, *Who's Who Legal*, 2024

Bar Admissions

United Kingdom (England and Wales)

Publications & Press

More than one million fit notes issued for mental ill-health last year – what can HR do to help?

People Management

July 3, 2024

Littler Attorneys in Four European Countries Recognized in the 2025 Editions of Best Lawyers™

Littler Press Release

June 21, 2024

Littler Attorneys in Five European Countries Named to the 2024 Editions of Best Lawyers™

Littler Press Release

July 18, 2023

Finance sector makes progress on mental health

Personnel Today

July 17, 2023

News focus: Employment law is changing fast

The Law Society Gazette

May 31, 2023

Number of UK fit notes increases 11% to hit record high 10.4m

HR News

March 21, 2023

Hybrid Working Keeps UK High Street Footfall 18 Percent Down on Pre-Pandemic Levels

The Epoch Times

January 25, 2023

190 flexible working employment disputes in the past year

HR News

December 8, 2022

Disputes Over Flexible Working Requests Are on the Rise

Bloomberg

November 16, 2022

Number of fit notes issued hits record high

People Management

July 18, 2022

Littler Attorneys in Six Countries Recognized in 2023 Editions of Best Lawyers[™]

Littler Press Release

June 24, 2022

Queen's Speech: Bill of Rights and Brexit Freedoms

The Law Society Gazette

May 10, 2022

Flexible working tribunal claims rise sharply

HR Magazine

January 17, 2022

Disabled receptionist 'petrified' of working with public who was denied back office role wins unfair dismissal claim

People Management Magazine

June 25, 2021

Lawyers' watchdog investigating record level of harassment complaints

Financial Times

March 21, 2021

Half of reports to health and safety regulator raise workplace social distancing concerns, analysis reveals

People Management Magazine

February 1, 2021

The Littler European Employer COVID-19 Survey Report

Littler Report

September 22, 2020

Don't want to return to the office? You could face bonus cuts and a higher chance of redundancy

Financial News

May 19, 2020

New covid-19 guidance for workplaces and the public: contractor sector has its say

Contractor UK

May 15, 2020

Office openings could open employers up to legal disputes

Recruiter

May 12, 2020

Firms face legal 'minefield' when staff return to work

Personnel Today

May 12, 2020

Rise in stress-related fit notes prompts call to investigate causes

Personnel Today

February 20, 2020

Work-related stress concerning employers

HR Magazine

February 11, 2020

Fit notes for stress-related disorders rise by 8 percent

Workplace Insight

February 11, 2020

Littler Global Guide - United Kingdom - Q4 2019

Littler Global Guide Quarterly

January 22, 2020

Sexual misconduct cases at record high in legal profession

The Guardian

January 20, 2020

Littler Global Guide - United Kingdom - Q3 2019

Littler Global Guide Quarterly

October 16, 2019

UK Supreme Court Revises Test for Evaluating Post-termination Restrictions

Littler Insight

August 1, 2019

Littler Global Guide - United Kingdom - Q3 2018

Littler Global Guide Quarterly

October 11, 2018

Speaking Engagements

Littler's Women's Leadership Initiative Presents: A Guide to Women's Issues in the Workplace

Littler Executive Employer Conference, Phoenix, AZ

May 8, 2024

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

March 8, 2022