



# Sandhya Drew

Called 1993

## Areas of Practice

Equality Law  
Employment Law  
Public Law  
Law of obligations  
Human Rights Law  
Public International Law

Recommended by the Legal 500 and Chambers & Partners in  
Employment

Times Lawyer of the Week, July 31<sup>st</sup> 2007

Sandhya is a recognised expert in all areas of the law of discrimination on grounds of sex, race, disability, religion or belief and sexual orientation, whether in the field of employment, education, housing, goods and services or where applicable public authority duties. Sandhya has acted for workers and trades unions in a range of employment disputes including trade union victimisation, whistleblowing, breach of contract and unfair dismissal. She is instructed in a number of equal pay cases brought by public sector workers.

Sandhya has expertise on transnational and multi-jurisdictional employment issues, with a particular emphasis on European and Asian jurisdictions. This ranges from acting for multi-national employers to acting for workers subjected to domestic servitude and sex trafficking.

Sandhya is also a public international lawyer and is sought after by bodies such as UNICEF and the ILO for her advice on issues of public international law.

She has also acted in cases of allegations of professional misconduct. She has considerable experience of advising complainants and defendants on cases before professional bodies. She has advised and acted in cases before the General Medical Council, CIPFA and the Nursing and Midwifery Council as well as the Care Standards Tribunal. She has successfully argued Article 6 in a number of these cases. Sandhya has acted in a number of judicial reviews of decisions by the police to disclose non-conviction information where the police decisions have been reversed.

She has also acted in personal injury cases, in particular cases concerning injuries at work. She regularly acts for victims bringing

tooks  
chambers

81 Farringdon Street  
London  
EC4A 4BL  
DX 68 Chancery Lane

Telephone  
020 7842 7575

Facsimile  
020 7842 7576

Emergency  
07850 823676

E-mail  
clerks@tooks.co.uk

Web  
www.tooks.co.uk

claims under the Criminal Injuries Compensation Scheme. She has a growing expertise in acting for victims of trafficking.

She was previously a visiting lecturer in Public law at the London School of Economics and has experience of using judicial review across a number of practice areas including equality law and reviewing decisions to disclose non-conviction information. She recently acted in a conceded judicial review of police inaction.

Sandhya has rare expertise in the field of human trafficking. She has published in the **European Human Rights Law Review** and in the **Common Market Law Review** on the issue and has carried out research in Europe and in Asia on human trafficking.

## Notable Cases

### Employment & Equality

**Sarkar v West London Mental Health Trust** [2010] EWCA Civ 289 [2010] All ER (D) 211 (Mar) (unfair dismissal restored by CA)

**Potter and others v North Cumbria Acute Hospitals NHS Trust** (period of evaluation in equal pay cases) [2008]1 ICR 910.

**John Reaney v Hereford Diocesan Board of Finance**, 2007 [sexual orientation and the Church of England]

**Adekunle v Metropolitan Police Authority, 2006** [fertility treatment and discrimination]

**Cavanagh v Thomas Cook** [Disability discrimination in goods and services]

**Farrell, Matthews & Weir v Hansen** [2005] ICR 509 [employee bonuses]

**R (on the application of AMICUS and ors) v Secretary of State for Trade and Industry** [2004] UKHC 360 [the organised religion exception to the sexual orientation regulations]

**Jones v 3M Healthcare Limited** (2003) UKHL 33 [post-termination victimisation]

**Pearce v Governing Body of Mayfield School** (2003) UKHL 34 [sexual orientation discrimination as sex discrimination]

**Jaffrey v Department of Environment Transport & Regions** (2002) IRLR 688 9 Race Relations Act) [race discrimination in pay]

**London Clubs Management v Hood** (2001) IRLR 719 [disability discrimination in ill health schemes];

**Leonard v Southern Derbyshire Chamber of Commerce** (2001) IRLR 19 [depression as disability]

**British Sugar v Kirker** (1998) IRLR 624 [disability discrimination];

**Harrods v Remick** (1997) IRLR 583. [race discrimination against contract workers]

### Public Law

Numerous judicial reviews (all settled with quashing of decision) of decisions to disclose non-conviction information, 2004-present.

**R (on the application of AMICUS and ors) v Secretary of State for Trade and Industry** [2004] UKHC 360 [the organised religion exception to the sexual orientation regulations]

## International Public Law

Advisor to UNICEF and Save the Children on the Reservation to the Convention on the Rights of the Child.

**Pannchi v State of India, 1998** [Effect of Convention on the Rights of the Child on the death penalty]

## Publications

Human Trafficking – Human Rights: law and practice ( Legal Action Group) April 2009

Common Market Law Review June 2007: Review on Human Trafficking in Europe

New Law Journal 4 August 2006 1237: Torture as Tort

*Educating the Educators*; Education, Public Law & The Individual [2006] Vol 10, Issue 2.

Human Trafficking; A Modern Form of Slavery? (2002) EHRLR Issue 4  
*Children and the Human Rights Act 1998* Save the Children 2000

## Speaking Events and Training, Seminars

February 2010 speaker Equality and Human Rights conference in Belfast

November 2009 judicial training on human trafficking for the International Labour Organisation

## What Others Say

*A tough opponent who fights her client's corner while preserving a personable manner*

Chambers & Partners 2010

## Membership and Societies

She is a Founder Member of the Discrimination Law Association

She is the Director, Disability Discrimination Act Representation and Advice Project

Association of Personal Injury Lawyers

British Institute of International and Comparative Law

Education Law Association

Employment Lawyers Association

Employment Law Bar Association

Human Rights Lawyers Association

Industrial Law Society

Institute of Employment Rights

## Other Relevant Information

Sandhya has good cross-cultural social and linguistic skills, enabling her to deal with clients from a variety of national backgrounds and jurisdictions. She speaks French, Italian, Spanish, Hindi and basic Polish.