



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 31st 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 acted for NGOs under Direct Public Access.

Sandhya 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.

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

Sandhya has completed the CEDR Training on Workplace Mediation Skills and is a CEDR accredited mediator.

Notable Cases

Employment & Equality

Julio v Jose UKEAT/0553/10 and other cases; [2012] IRLR 180 (EAT) (national minimum wage and domestic workers)

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

"can win the unwinnable" and "gets to grips with complex cases and deals with points of law with clarity" Chambers & Partners 2012

"Sandhya Drew is appreciated for her responsive service and excellent analytical skills. She is developing a strong reputation for employment cases with an international element." Chambers & Partners 2011

"A tough opponent who fights her client's corner while preserving a personable manner" Chambers & Partners 2010

"Excellently responsive, intellectually focused and hot on discrimination law" Chambers & Partners 2009

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
Executive Committee member, 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.

Recently ran first half marathon.