



Anna Bicarregui

Year of call: 2004

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“Very committed and personable, she has a very good manner with clients and is excellent in court.” Chambers and Partners

“Anna is a top-quality advocate who always remains calm and in command of both the witness and the case. She has excellent judgement in inquiries, understanding how really to make a difference for her clients.” The Legal 500 2023

Anna is a public lawyer who specialises in education law. Anna advises on all aspects of education law from admissions to exclusions, special educational needs, educational negligence, discrimination, academy conversion, higher education disciplinary matters. She regularly appears in the First-tier Tribunal, Upper Tribunal and High Court on education matters.

Between 2016 and 2022, Anna was one of the junior counsel to the Independent Inquiry into Child Sexual Abuse, working on the residential schools investigation, the Anglican investigation and as part of a team drafting the final report.

Anna has extensive experience of Court of Protection (COP) work, providing training on Deprivation of Liberty Safeguards (DoLS) and other aspects of the COP to local authorities and organisations. She regularly appears in both the Court of Protection and the High Court in deprivation of liberty cases.

Anna regularly advises on employment matters and appears in the employment tribunal and employment appeal tribunal. She is often instructed on employment matters which are related to educational institutions.

Areas of expertise

Education

Court of Protection

Inquiries and Investigations

Employment

Employment

Anna has wide experience of all areas of employment law ranging from unfair dismissal cases, to TUPE and discrimination matters and has a high rate of success in the Employment Tribunal and the Employment Appeal Tribunal. She has acted in a number of lengthy discrimination cases. Anna regularly advises employment solicitors acting for both individuals and large and small employers.

Anna has developed a specialism in education-related employment matters. She has acted in a number of cases for schools and local authorities defending discrimination claims.

Cases of note:

- ***Reilly v Sandwell Metropolitan Borough Council* [2018] UKSC 16** - The case was summed up by the majority of the Supreme Court as follows: "Ms Reilly, the head teacher of a primary school, is in a close relationship with Mr Selwood but it is not sexual and they do not live together. Mr Selwood is convicted of making indecent images of children. Ms Reilly has previously been unaware of his criminal activities. She fails to inform the school's governing body of his conviction with the result that, when it learns of it, her employer summarily dismisses her. The Employment Tribunal ("the tribunal") decides that, save in an irrelevant procedural respect, her dismissal has not been unfair. Should the tribunal's decision stand?"

Anna acted for Sandwell MBC in the Employment Tribunal, the Employment Appeal Tribunal and the Supreme Court. She was on maternity leave for the Court of Appeal hearing.

Judgment

- ***Otobor V Croydon College & Ors (Practice and Procedure : Striking-out/dismissal)* [2013] UKEAT 0285_13_0609** - Anna was successful in challenging a decision to strike out the race discrimination claim of a lecturer.

Judgment

- ***Bullock v. Norfolk County Council* [2011] UKEAT 0230_10_2401** - The Employment Tribunal did not err in holding that the claimant, a foster carer, was not a worker within the meaning of the Employment Rights Act 1996 and 1999. Accordingly, she could not claim the right to trade union representation pursuant to section 10 of the Employment Rights Act 1999 at a meeting of a Fostering Panel which was to consider withdrawing her approval as a foster parent.

Anna represented Norfolk County Council at the Employment Tribunal and the Employment Appeal Tribunal.

Judgment

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