



## CURRICULUM VITAE FOR DAVID STOTT

**Name and title:** Dr David Stott

**Date of birth:** 9 November 1970

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### QUALIFICATIONS

#### Secondary Education (1982-1989)

St Mary's Roman Catholic High School  
Chesterfield  
Derbyshire  
S41 8AG

9 "O" Levels (8 at grade A; 1 at grade B)  
1 GCSE (grade A)  
4 "A" Levels (all at grade A)

#### Higher Education

Undergraduate: King's College London (1989-1993)  
LLB Law with German Law: 1<sup>st</sup> Class Honours

Postgraduate: Lincoln College, Oxford (1994-1995)  
BCL

European University Institute, Florence (1993-1994; 1995-1999)  
Ph.D. on Comparative Anti-discrimination Law

Supervisors: Profs Yota Kravaritou and Silvana Sciarra  
External examiners: Profs Christopher McCrudden (Lincoln College, Oxford) and Spiros Simitis (Johann Wolfgang Goethe University, Frankfurt)

## Professional Qualifications

Oxford Institute of Legal Practice: Certificate in Legal Practice (1997-1998)

Admitted to Roll of Law Societies of England and Wales (2001) and of Northern Ireland (2011)

## **PRIZES AND AWARDS**

Hickling Price in Industrial Law, King's College London (1991)

Runner-up, University of London Leonard Sainer Price for Best Performance in Company Law Examination (1993)

Sir Thomas More Bursary, Lincoln's Inn (1993)

Hardwicke Scholarship, Lincoln's Inn (1993)

German Academic Exchange Service – Scholarship for LLM at University of Tübingen (1993)

DfES Scholarship for Postgraduate Study at European University Institute, Florence (1993)

## **PRESENT AND PREVIOUS APPOINTMENTS**

1999-2005: trainee and then solicitor specialising in Employment Law, Herbert Smith LLP, London

2005-2008: solicitor specialising in Employment Law, Eversheds LLP, Cardiff

2008-2010: associate and then senior associate specialising in Employment Law, Burges Salmon LLP, Bristol

Current: Managing Director of DMS HR Consulting Limited, a niche HR consultancy practice specialising in the delivery of employment law training and HR support services across the UK.

## **EMPLOYMENT LAW AND HR EXPERIENCE**

In setting up DMS HR Consulting Limited, David has been able to capitalise on over ten years' experience in top quality national and international law firms of advising and training public and private sector clients on the full range of employment matters.

The training courses and HR support services offered by DMS HR Consulting Limited directly benefit from David's hands-on experience of dealing with contentious and non-contentious employment matters such as the following:-

## Contentious matters

Advising on unlawful discrimination and unfair dismissal claims in the Employment Tribunal and Employment Appeal Tribunal.

## Non-contentious matters

- advising on general employment matters such as grievances, investigations and disciplinary matters, including as part of a dedicated client helpline team
- advising on appointments and terminations, including at senior executive level
- drafting employment-related documentation such as service agreements, employment contracts, bonus arrangements, policies and procedures
- advising on major redundancy and restructuring exercises, including site closures and business relocations, and on harmonisation of terms and conditions of employment
- advising on a range of transactions including takeovers, business asset and share sales, PFI projects (including NHS projects involving use of the Retention of Employment Model) and on the TUPE aspects of reorganisations, mergers, joint ventures and outsourcing projects
- advising on employment issues arising from insolvency related transactions

David has years of experience of providing employment advice and training to major private sector clients from a variety of industry sectors, such as telecoms, retail, financial services, transport and defence, and major public sector clients such as central and local government departments, NHS Trusts, housing associations, universities, FE colleges and schools.

## **PROFESSIONAL MEMBERSHIPS**

Law Society of England and Wales

Law Society of Northern Ireland

Employment Lawyers' Association

## **PUBLICATIONS**

Andrew Brown and David Stott, "Preferential Treatment in Favour of Women in the Workplace", in *Global Counsel*, Vol. VI No. 6, July/August 2001, 55

David Stott, "What Price Certainty?" (2002) 27 E.L Rev. 351

Sally Isaacs and David Stott, "Employment", in *The Education Law Handbook*, edited by Leila Segal (London: Optimus Publishing, 2005) 103-116

## **LANGUAGES**

German – fluent

Italian – working knowledge