



Courtney Step-Marsden

Year of call
2019

Email
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Courtney joined Chambers in 2020 following the successful completion of her pupillage.

She accepts instructions across all of Chambers' areas within the health and business departments. Her core practice includes Employment Law, Court of Protection, Education, travel, personal injury and industrial disease, international and commercial work.

As a barrister with disabilities herself, Courtney is particularly interested in matters relating to disabilities, including disability discrimination.

Courtney read Law at Somerville College, Oxford, where she won the prize for the highest performance in Law Moderations within her college. During her time at Somerville, she was an active member of her Junior Common Room, acting as Disabilities Officer. This involved advocating for and promoting the needs of disabled students in college and in the larger Oxford community. Courtney was also Undergraduate Representative for the Bodleian Libraries' Disability Sub-Committee.

London

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Dubai

Level 15
The Gate Building
Dubai International Financial Centre
Dubai, UAE

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Employment & Discrimination

Courtney has been instructed on a variety of employment law matters, acting for both Claimants and Respondents, including discrimination matters, unfair dismissal, and TUPE matters. Recent matters have included:

- Successfully representing clients in unfair dismissal matters
- Advising on redundancy situations and unlawful deductions in wages arising out of the COVID-19 pandemic
- Advising on the termination of Fixed-Term Contracts
- Representing and advising Claimants in Trade Union Detriment claims
- Advising on disability discrimination claims (direct, indirect, failure to make reasonable adjustments and Section 15 claims)
- Representing a Claimant in a four-day trial for claims of Section 15 disability discrimination, failure to make reasonable adjustments and unfair dismissal (judgment reserved).

Courtney has also undertaken pro bono work for Advocate, advising clients in EAT matters. As a member of the Attorney General's Junior Junior Scheme, Courtney has assisted in drafting witness statements and with disclosure.

As a pupil, Courtney was also exposed to a variety of employment law matters, including unfair dismissal, discrimination and whistleblowing claims including an employment dispute on whether the employment tribunal had territorial jurisdiction over a case. This involved complex matters of EU and domestic law.

Courtney has gained experience in pensions work, including *Beckmann* claims under TUPE and *Courage* fetters. She also Courtney assisted Naomi Ling in ***Speed v Teachers Pensions and Department for Education [2019] EWHC 3108 (Chancery Division)*** which involved an appeal from the pensions ombudsman in relation to the Teachers Pensions Regulations 2010 for applications for ill health pensions.

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Public Law

Courtney's public law practice consist of court of protection and education. She regularly appears in the Court of Protection, addressing the appointment of litigation friends, issues of capacity and suitable placements. Courtney is frequently instructed in Section 21a appeals to challenge Deprivation of Liberty Safeguards.

Courtney also has experience in Judicial Review proceedings, advising on Community Care matters and drafting Statements of Facts and Grounds. This has included reviewing respite, accommodation, the duty to assess and Local Authorities' failure to meet needs under Section 18 and Section 20 Care Act 2014.

Her Education Law experience often includes representing parents and Local Authorities in appeals of EHC Plans. This has involved extensive consideration of medical records and expert reports and witness examination of parents and experts. Most recently, Courtney assisted a parent in securing a waking day curriculum for the child and full time residence at boarding school.

As a pupil, Courtney also experienced matters relating to deputyship and has worked on cases on behalf of international civil servants who are victims of harassment. She has also assisted in drafting documents for International Administrative Tribunals.

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Personal Injury & Travel

Courtney advises on and represents clients in personal injury matters, including trip and slips, burns and road traffic accidents. Courtney is happy to consider working under CFAs. She has also advised and represented in infant approval hearings, settlements and criminal injuries compensation claim work.

She has experience of claims involving the Athens Convention (Athens Convention relating to the Carriage of Passengers and their Luggage by Sea, 1974) and claims brought under the Package Travel Regulations 1992.

Courtney also assisted [James Counsell QC](#) in a High Court case involving historic sex abuse. The case involved the responsibility of English professional football clubs for sexual abuse committed on young footballers in their charge (***DSN v Blackpool Football Club [2020] EWHC 595 (QB)***).

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Commercial & Chancery

Courtney has advised and represented clients in commercial matters, including advising and representing a client in relation to the failure to fulfil a commercial cleaning contract and advising and representing a client with regards to issues arising from new build homes.

Courtney was seconded to the Bank of England to work in Legal Services on a financial investigation to determine whether an insurer had breached its regulatory requirements prior to the potential issuing of a warning notice.

As a pupil, Courtney undertook legal research into the Financial Conduct Authority (FCA); in particular FCA authorisation and sanctions. She has focused on cross-border matters, including Mutual Legal Assistance treaties and Memoranda of Understandings that allow the FCA to obtain information from other jurisdictions. Furthermore, she assisted with work on cross-border investigations involving tax fraud.

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Awards

- Hebe Plunkett Scholar (Gray's Inn – 2018-2019)
- Highest mark in Professional Ethics (University of Law – 2019)
- Highest mark in Law Moderations (Somerville College -2016)

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