



Jessica Franklin

Year of Call: 2021

Direct Access: No

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Jessica Franklin specialises in **personal injury** and **employment**.

Jessica is ranked in the Legal 500 as a Rising Star for employment law (2025 and 2026). She is particularly experienced in Equality Act claims, claims for unfair dismissal and claims for whistleblowing. She is routinely instructed as sole counsel in multi-day employment trials, as well as in preliminary hearings covering issues such as worker status, jurisdiction and time limits. Jessica appeared in the EAT as junior counsel for the successful claimants in the case of *British Airways plc v Rollett & Others* [2024] IRLR 891. She appeared in the Court of Appeal as junior counsel for the appellants in *Abel Estate Agent Ltd & Ors v Reynolds* [2025] EWCA Civ 1357, the leading case on the implications of failure to comply with ACAS early conciliation.

In personal injury, Jessica is experienced in a range of areas including occupational illness (asthma, mesothelioma and other asbestos-related disease), employer liability, military accidents and stress at work claims. She has advised on several cases involving difficult vicarious liability issues and non-delegable duties of care. She has a particular interest in group litigation and is currently instructed as junior counsel on behalf of multiple South African claimants suffering from asbestos-related diseases as a result of living near asbestos mines. Jessica was junior counsel in the Court of Appeal in *Cuthbert v Taylor Woodrow* [2024] EWCA Civ 244, a leading case concerning the employer's duty of care in relation to asbestos exposure pre-1965.

Jessica graduated from the University of Cambridge with First Class honours. She achieved a Distinction in the GDL and BVS. She was awarded scholarships by Corpus Christi College, Cambridge, the City Law School and the Honourable Society of the Inner Temple.

Areas of Expertise

Employment

Jessica was junior counsel for the successful claimants in *British Airways plc v Rollett & Others* [2024] IRLR 891, in which the Employment Appeal Tribunal found that it had jurisdiction to hear claims brought under s19 Equality Act by claimants who do not themselves have protected characteristics. This type of claim is now preserved in s19A Equality Act. Jessica is

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very happy to advise on S19A claims and this novel area of the law.

Other examples of recent work:

- Representing the successful claimant in a multi-day trial for victimisation and indirect discrimination.
- Representing the successful respondent in a multi-day trial for disability discrimination and age discrimination.
- Representing the successful respondent in a multi-day trial for unfair dismissal and disability discrimination.
- Representing the successful respondent in a claim for breach of contract and deductions from wages, relating to unpaid commission payments on construction projects.
- Securing the strike out of a claim for breach of a settlement agreement on jurisdictional grounds, distinguishing the case from *Rock-It Cargo Ltd* [1997] IRLR 581.
- Junior counsel for the successful claimant at a PH on jurisdiction: the ET found that the Employment Rights Act extended to the claimant's contract, notwithstanding that he was a Danish national, living and working in Denmark.
- Securing the strike out of an entire whistleblowing and discrimination claim on the basis of employment status.
- Securing the strike out of an entire discrimination claim on the basis of time limits.

Personal Injury

Jessica was junior counsel in the Court of Appeal in *Cuthbert v Taylor Woodrow* [2024] EWCA Civ 244, a case concerning the employer's duty of care in relation to asbestos exposure pre-1965.

She is building a busy asbestos disease practice.

Other work includes:

- Junior counsel for multiple claimants, suffering from asbestos-related diseases, who bring claims against the owner of an asbestos mine in South Africa.
- Junior counsel for the claimant, a civil helicopter pilot, in a high value stress at work claim (£1m+).
- Counsel for the claimant in a military asthma claim.
- Counsel for the claimant in an accident in a glass factory.
- Counsel for the claimant in an accident in a mattress factory.
- Counsel for the defendant, a bonfire society, in relation to a firework injury sustained by a minor.
- Advising the claimant (junior counsel) in relation to a catastrophic military parachuting accident in the Middle East.
- Advising the claimant (junior counsel) in relation to a catastrophic assault course accident in the United States.

Appointments & Memberships

□ Attorney General's Junior Panel

□ ELBA

□ ELA

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Awards

- Inner Temple, Major Scholarship
- Inner Temple, Exhibition Award
- City Law School, Scholarship for Academic Excellence
- Corpus Christi College, Cambridge, Perowne Prize
- Winner, Lawson Moot
- Winner, Cecilia Moot
- Winner (joint), City GDL Moot

Recommendations



Privacy Policy & Data Retention Policy

Read Jessica's Privacy Policy [here](#).

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