

Nadia Stillwell

Associate

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With over 10 years' experience in dispute resolution and employment, Nadia is a talented Solicitor and well versed in an array of matters impacting both companies and individuals alike.

Nadia carries a rich legal career, with a refined specialism in litigation and employment law, alongside professional negligence, insurance matters, and significant expertise in high-value disputes.

Nadia started her legal career at large regional firms in Essex and recently worked for a top 20 International law firm.

Nadia's approach melds commercial pragmatism with empathy, always prioritising a high standard of service to ensure clients' needs are met proficiently. Her ethos revolves around seeking the most cost-effective, yet efficacious resolutions to disputes, showcasing her commitment not only to achieving favourable outcomes but also to upholding a client-centric practice.

Nadia demonstrates a well-rounded, sophisticated legal expertise that is instrumental in navigating the intricacies of the legal landscape.

Nadia brings over 10 years of comprehensive experience in dispute resolution and employment law, consistently delivering tailored legal solutions that meet the dynamic needs of both corporate and individual clients. Her extensive career spans prestigious regional firms in Essex and a top 20 international law firm, where she honed her skills in high-value commercial disputes, employment tribunal proceedings, and professional negligence claims.

Nadia's legal approach is defined by her unique combination of commercial pragmatism and empathetic client service. Her ability to dissect complex legal issues and offer straightforward, cost-effective solutions is a testament to her deep understanding of the legal landscape. Whether advising on intricate corporate litigation or navigating contentious employment matters, Nadia prioritises the delivery of clear, strategic guidance to help clients achieve optimal outcomes.

Her forward-thinking legal insight makes her a pivotal resource for clients looking to protect their innovations in the rapidly evolving tech space.

Expertise

Dispute resolution

Nadia's litigation experience is marked by a successful track record in representing clients in high-stake court proceedings, complex, and technical disputes. This experience, honed over numerous years, has equipped her with an ability to provide invaluable insights to clients, whilst strategically navigating the litigation landscape to secure favourable outcomes.

Nadia is highly experienced in handling high-stakes litigation across various sectors, representing clients in complex contract disputes, neighbour disputes, boundary disputes, and professional negligence claims. She has successfully navigated clients through both the Commercial and Technology Courts and has a reputation for achieving favourable outcomes through mediation and other forms of alternative dispute resolution (ADR).

Specialisations:

- Commercial litigation
- Contract disputes
- Boundary Disputes
- Professional negligence claims
- Alternative dispute resolution (ADR)
- Breach of contract and warranty claims

Employment

Nadia's dexterity in employment law encompasses a broad spectrum, ranging from negotiating settlement agreements to addressing everyday workplace disputes, and directing high-value tribunal proceedings. This specialisation, coupled with a profound understanding of professional negligence and insurance law, uniquely positions her in offering a well-balanced perspective on a multitude of legal challenges, opportunities, and the potential pitfalls inherent in various disputes.

- Settlement agreements
- Tribunal proceedings

Nadia is recognised for her extensive proficiency in employment law, providing both employers and employees with strategic legal advice tailored to their unique circumstances. With a wealth of experience handling complex employment disputes, Nadia has built a reputation for her unparalleled ability to secure favourable outcomes, particularly in the realm of settlement agreements.

Whether negotiating on behalf of senior executives, employees, or employers, Nadia excels at achieving results that protect her clients' financial interests and career prospects. Her approach is methodical, balancing assertive negotiation tactics with a deep understanding of employment law, which enables her to navigate even the most contentious situations to a successful resolution.

Nadia is skilled at dissecting the intricate details of settlement agreements, ensuring that her clients are fully compensated while avoiding unfair post-termination restrictions. She works diligently to craft agreements that not only reflect the immediate concerns of the dispute but also protect the client's long-term professional and financial future.

- Settlement Agreement Negotiation: Nadia is known for negotiating high-value settlement agreements, often surpassing her clients' initial expectations. She meticulously reviews every term of the agreement, ensuring that severance packages are fair and that non-compete clauses and other post-termination restrictions are reasonable and in line with her clients' best interests.
- Employment Tribunal Representation: With experience in representing clients in employment tribunals, Nadia effectively advocates for her clients in cases involving unfair dismissal, discrimination, and whistleblowing. Her thorough preparation and clear, persuasive argumentation frequently result in settlements or judgments that favour her clients.
- Discrimination and Unfair Dismissal Claims: Nadia regularly advises on workplace disputes related to discrimination and unfair dismissal.

Her client-focused approach ensures that sensitive matters are handled with the utmost discretion and resolve.

- Drafting Employment Contracts, Policies, and Procedures: She is proficient in drafting and revising employment contracts, employee handbooks, and workplace policies that meet legal requirements while reflecting the business's operational needs.

Notable Successes in Settlement Agreements:

- **Senior Executive Settlement Agreement** – £200,000 Outcome: Nadia recently secured a substantial £200,000 settlement for a senior executive after an unfair dismissal claim arising from a company-wide restructuring. Through tough negotiations, she achieved a severance package that far exceeded industry standards.
- **Favourable Settlement for Discrimination Claim:** In a high-profile discrimination case, Nadia represented an employee who had faced workplace discrimination due to gender and pregnancy. With her deep knowledge of equality law, she negotiated a confidential settlement that not only provided the client with significant compensation but also included enhanced provisions for future career support and professional development.

Intellectual property

Nadia harbours a keen interest in intellectual property and technology disputes, particularly within the realms of blockchain and cryptocurrency.

Case Studies

How we helped a client achieve £200,000 full settlement via mediation and preserved the ongoing commercial relationship.

Our client is a successful retail company. They were engaged in a contractual agreement with the organisers for one of the largest exhibitions that host a yearly show which attracts thousands of people every year to visit. The contract involved a substantial financial commitment from our client, amounting to approximately £350,000 for exclusive rights to showcase their product at the exhibition.

The crux of the dispute arose when our client discovered a breach of the exclusivity clause, evidenced by the presence of similar products from other exhibitors. This breach not only undermined the exclusivity agreement but also resulted in significant sales losses for our client. The organisers demanded full payment for the upcoming show, valued at £200,000, which included a similar exclusivity arrangement, while refusing to acknowledge their breach of contract.

In an effort to resolve this matter amicably and avoid litigation, our client proposed a compromise. This included their future participation in other exhibitions whilst seeking a refund for their exclusivity fee for the breached contract. Despite this conciliatory gesture, the organisers persisted in their demands for full payment for the next show and threatened legal action.

Recognising the urgency and the potential impact on our client's business, we initiated a mediation process. The strategy was twofold: to address the legal issues arising from the breach of contract and to negotiate a settlement that preserved the commercial relationship between the parties.

Through meticulous preparation and skilled negotiation, we successfully mediated the issue, culminating in a settlement of £200,000 in favour of our client. This settlement not only addressed the financial loss suffered due to the breach of contract but also included terms that were commercially beneficial to both parties. Notably, it preserved the business relationship, allowing for potential future collaborations in a more trustworthy and structured framework.

This case exemplifies our firm's commitment to achieving resolutions that uphold our clients' legal rights while recognising the importance of sustaining valuable commercial relationships. The successful outcome of this mediation underscores our expertise in navigating complex contractual disputes and our dedication to protecting the interests of our clients.