Hannah Slarks



Call: 2011

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Hannah Slarks was shortlisted as Legal 500 Junior Barrister of the Year 2026. She practises across public, regulatory, education and employment law. She has a particular specialism in complex discrimination and human rights matters, and is recognised as the *"leading junior at the intersection of discrimination claims and public law"* (Chambers and Partners, 2026).

In the past year, Hannah has been instructed in many of the leading cases exploring the impact of *For Women Scotland* on trans rights and single sex spaces. She appeared in the first case considering the use of isolation rooms in state schools. She acted in one of the first judicial reviews under the Online Safety Act.

Before coming to the Bar, Hannah worked with a number of charities and regulators, including the Public Law Project, the Equality and Human Rights Commission, INQUEST and the Care Quality Commission.

> ***A truly persuasive advocate with a gift for eloquence. Her intelligence sparkles in court.***
>
> **LEGAL 500**

Expertise

Employment

Hannah practices in both the Employment Tribunal and the High Court, as well as the appellate courts. She has a particular expertise in complex discrimination and human rights law. Her clients range from investment banks, tech firms and elite private schools to individuals and charities.

> ***Completely brilliant. She is careful and thoughtful, knows the law very well, and is very good on her feet; she is a very skillful cross-examiner.***
>
> CHAMBERS & PARTNERS

Peggie v NHS Fife

Acting for NHS Fife in the Scottish EAT in this appeal concerning the lawfulness of a trans-inclusive changing room in the workplace. Led by Jane Russell KC.

R (GLP) v EHRC

[2026] EWHC 279 (ADMIN)

Acting for the Claimants in this challenge to the Equality and Human Rights Commission's guidance following *For Women Scotland*, which is now before the Court of Appeal. This case may determine the proper approach to single sex toilets in the workplace. With a team including Dan Stilitz KC and Crash Wigley.

Sandhu v Enterprise

[2023] EAT 169

Acted successfully for the Respondent before the EAT in this case concerning the proper analysis of multiple cumulative acts of harassment. Hannah will appear as sole counsel before the Court of Appeal in the same matter. Instructed by Taylor Wessing.

Morais and others v Ryanair

CA-2022-000134

Acted for the Government in this important appeal regarding the scope of the Blacklisting Regulations, in light of the right to strike. Led by Dan Stilitz KC.

Shaima Dallali v NUS

Acted for the former President of the NUS, who was dismissed for alleged anti-Semitism. This case concerned anti-Zionism as a protected belief.

Zhang v Heliocor

[2022] EAT 152

Acted for the Respondent fintech company before the EAT in this case concerning the proper analysis of an application to add an individual respondent to a claim. Instructed by CMS.

HJ v Investment Firm (anonymised)

2020

Acted for this financial services firm, in a sensitive case concerning alleged serious sexual harassment of a personal assistant. With Hannah's assistance, it was settled out of Tribunal on favourable terms. Instructed by Weil Gotshal.

AC v CR (anonymised)

2020

Acted for an office services firm in this potential claim for injunctive relief. The case concerned an exiting employee's misuse of client information. Litigation was avoided at the pre-action stage, with the assistance of Hannah's advice and draft particulars of claim. Instructed by Allen and Overy.

Mercer v SoS for Business, Energy and Industrial Strategy

[2024] UKSC 12; [2024] IRLR 599; [2024] ICR 814

Acted for the Government in this landmark Supreme Court case on the right to strike. Led by Dan Stilitz KC.

Sigismund v Financial Conduct Authority, Bank of England and others

2020

Acted for the Bank of England at each stage of the litigation, from the Employment Tribunal through to the ongoing proceedings in the Court of Appeal. In this whistleblowing claim, a former adviser to the FCA brought a case on the basis that he had predicted the financial crisis and no one had listened to him. Instructed by Travers Smith.

Harrison v Barking, Havering and Redbridge University Hospitals NHS Trust QB

[2020] IRLR 62

Acted for the NHS Trust resisting this urgent injunction in the High Court. The case concerned when the Court may intervene when employers restrict an employee's duties during an ongoing disciplinary investigation. Instructed by Bevan Brittan.

Drake International Systems Ltd v Blue Arrow Ltd

UKEAT/282/15, [2016] ICR 445, EAT, JANUARY 27 2016.

Acted for the appellant company in the EAT in this leading case on the interaction between early conciliation obligations and applications to add new respondents to a claim. Instructed by Charles Russell Speechlys.

Achievements

Appointments

Attorney General's A panel

News, Articles & Publications

The Claimant's Pre-permission Checklist, co-authored with Clive Sheldon KC (Judicial Review, Vol. 21, 2016 – issue 2).

Tolley's Employment Handbook (2013-16 editions, Tolley).

Public Law and Judicial Review and Representing yourself in court: on the day in A guide to representing yourself in Court, co-authored (2013, guidance published by the Bar Council).

Positive obligations to provide access to information under the European Convention on Human Rights, co-authored with Karen Steyn (2012, journal article published in Judicial Review).

The Forum for Preventing Deaths in Custody: UK experiences with cross-sector cooperation in Police involved deaths – the Need for Reform (MacAlister Ed.) (2011, book published by the British Canadian Civil Liberties Association).

Service User Experience of the First Tier Tribunal (Mental Health) (2011, report published jointly by the Administrative Justice and Tribunals Council and the Care Quality Commission).

Where Human Rights and Development Meet (or fail to do so): The Constitutional Right to Housing in South Africa (2010, journal article published in the UCL Human Rights Review).

Analytical Overview of the 4th Session the Human Rights Council (2007, report published in the Council Monitor by the International Service for Human Rights).

Committee on the Elimination of Racial Discrimination – India 70th Session (2007, report published in the Treaty Body Monitor, by the International Service for Human Rights).

Education

Hannah has two Double First Class degrees. She was rated 'outstanding' on the Bar Professional Training Course.

Other

Conversational French.

While studying, Hannah won a number of high profile advocacy competitions, including the National Debating Championships and the Times Advocacy Competition.

Lord Megarry Scholarship – Lincolns Inn 2011

Lord Mansfield Scholarship – Lincolns Inn 2010

Advocacy Scholarship – Kaplan Law School 2010

Burnett Award – Hughes Hall, Cambridge 2009 and 2010

Lord Bowen Scholarship – Lincolns Inn 2008

Hardwicke Entrance Scholarship – Lincolns Inn 2008

Mary Morrison Prize – Bristol University French Department 2008

Convocation Award – Bristol University 2007

Hannah punches above her weight; it is difficult for a judge to disagree with her. Polished submissions. Strategic advice She thinks about the bigger picture at all times.

CHAMBERS & PARTNERS

A highly talented junior. Her star shines brightly.

CHAMBERS & PARTNERS

She is a first-class barrister. Clear, pragmatic and commercial. She inspires confidence in both clients and solicitors.

CHAMBERS AND PARTNERS

Hannah is very clear to define the issues and see a path through to success. Approachable and great client care too.

LEGAL 500

Hannah is excellent. She is very experienced in discrimination matters, with excellent technical skills. She is incredibly responsive and brilliant with clients – she is clearly operating beyond her year of call.

LEGAL 500

Brilliant in her advocacy.

CHAMBERS & PARTNERS

Hannah's advice is very thorough and to the point. Her performance in court is exceptional; she is a very astute advocate and tactically very aware.

LEGAL 500

Her advocacy is sharply focused and compelling, and she is excellent at addressing difficult points raised by the judge.

LEGAL 500

Great at advocacy and she has emotional intelligence –all-round brilliant.

CHAMBERS AND PARTNERS