

# Steph Marsh

Associate

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Steph Marsh is an Associate in the Employment Team.

Steph qualified as a Solicitor in 2020, and has since acted for both employers and employees on contentious and non-contentious matters.

Having grown up in South Wales, Steph moved to the Southwest following completion of her Law with Welsh degree at Bangor University.

## Expertise

### Employment

Steph is an Employment Law specialist and understands the need for a swift resolution in any dispute involving employers and employees. Steph has extensive experience, advising clients on discrimination issues, redundancy situations and data protection law.

Managing a workforce can have its challenges, and it is important that employers receive the right advice at the right time, to minimise any reputational damage and litigation costs.

Steph provides proactive and pragmatic advice, either on a one-off or ongoing basis, and tailors her advice based on the needs of her client.

#### Notable Employment cases

##### Employment Contracts & Policies

Steph regularly reviews and drafts employment contracts and policies. Steph drafts bespoke contractual clauses depending on the specific requirements of the employer and ensures that staff handbooks and policies are kept up to date and compliant with employment law.

##### Employment Tribunal Claims

#### Falmouth

Gwella House, 6B Falmouth Business Park, Bickland Water Road, Falmouth, Cornwall, TR11 4SZ  
T: 01326 318900  
E [info@coodes.co.uk](mailto:info@coodes.co.uk)

#### Truro

Elizabeth House, Castle Street, Truro, Cornwall, TR1 3AP  
T: 01872 246200  
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#### St Austell

St Austell Business Park, Carclaze, St Austell, Cornwall, PL25 4FD  
T: 01726 8747004  
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#### Liskeard

10 Windsor Place, Liskeard, Cornwall, PL14 4BH  
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8 Race Hill, Launceston, Cornwall, PL15 9BA  
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#### Penzance

49 and 50 Morrab Road, Penzance, Cornwall, TR18 4EX  
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#### Holsworthy

4 Bodmin Street, Holsworthy, Devon, EX22 6BB  
T: 01409 253425  
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Steph has successfully advised both claimants and respondents in Employment Tribunal claims, in multiple areas of employment law. Drafting required Tribunal documentation, including claim/response forms, witness statements, schedules of loss and bundles to comply with Tribunal directions.

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#### TUPE

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Steph provides TUPE advice in relation to business acquisitions, mergers and sales; ensuring clients are aware of their obligations and that the rights of employees are protected.

Recently advised a client on a service provision transfer, ensuring the TUPE Regulations were complied with and the necessary rights were protected.

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#### Performance & Absence Management

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Regularly advising employers who require assistance managing their workforce; whether that be facilitating a return to work with various reasonable adjustments or following a capability/absence procedure with a view to terminating employment.

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#### Settlement agreements

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Steph acts for both employers and employees in relation to settlement agreements; either drafting the terms or advising on them.

Steph regularly assists with the removal of individuals from their employment, negotiating the terms of their agreements and ensuring their interests are at the forefront.

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#### Training Sessions

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Running training sessions and webinars for employer clients on updates in employment law and any other required topics.

## Qualifications & Accreditations

- Solicitor (2020)

## Memberships

Steph is a member of the Royal Logistics Corps in the British Army Reserves. Having successfully completed Officer Selection, Steph is currently undergoing Officer training at Sandhurst.

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