

Investigations



Bellevue Law is a leading boutique law firm, founded to provide a genuine alternative to traditional law firms, for our people and our clients alike. We are proud to be a certified B Corp, with a commitment to business ethics, people and sustainability running through everything we do as a firm.

By creating a supportive, friendly and flexible working environment, we have built a team of partner-level workplace and dispute resolution lawyers with over 250 years of collective experience gained at leading City and global law firms.

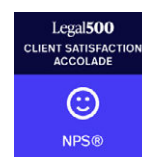
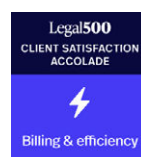
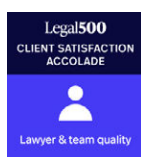
This means we can offer clients a compelling proposition: the same quality of expertise as the largest international firms, cost-effectively and paired with the holistic service of a boutique legal practice.

Many of our senior lawyers have extensive experience of both advising upon and conducting workplace investigations across a range of industries, including the financial services, technology, trade union, higher education, energy, media, healthcare, charity and professional services sectors.

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“Bellevue represents an extremely compelling value proposition: they are a team of highly trained lawyers who deliver all that the Magic Circle does in terms of expertise, judgement, client handling skills but at a fraction of the cost. Their success is richly deserved.”

LEGAL 500



Conducting investigations

Our team has extensive experience of acting as appointed investigators to conduct independent investigation processes, including interviewing witnesses, reviewing relevant documentary evidence and preparing investigation reports.

A lawyer-led investigation is most beneficial where the matter is particularly sensitive – for example where allegations are very serious, made against senior leaders or have significant reputational implications – or complex.

It is also often appropriate where allegations are framed in legal terms, such that a legally trained investigator will be best placed to look into them, or litigation is anticipated.

Our trauma-informed, detail-attentive approach ensures a thorough and respectful process for all involved and a robust, objective and defensible investigation report.

Our team's experience includes investigations into allegations of current and historical sexual misconduct (including serious sexual assault), bullying, discrimination and harassment (including by members of senior leadership team), workplace culture concerns, ethics violations, whistleblowing issues, financial misconduct and fraud.

Advising organisations upon investigations

We also regularly advise organisations which have received reports of concerns about such issues on how to respond to them.

In these cases – where another investigator (whether internal or external) is appointed – we provide privileged advice to clients on issues such as investigation scope, process and terms of reference, legal risks, data privacy and confidentiality concerns and next steps following delivery of the investigation report.

Our team is experienced in advising clients addressing complex and sensitive allegations and in working alongside our clients' other stakeholders.

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“Bellevue is very client-focused with a depth of experience and expertise.”

CHAMBERS

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“The team has particular strength in advising on sex discrimination and sexual harassment/assault claims, particularly in regulated industries.”

LEGAL 500

Our Team



Georgina Calvert-Lee

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Georgina is a highly experienced employment and equalities lawyer, a barrister and Senior Consultant at Bellevue Law.

Georgina is well known for her work in the fields of discrimination, harassment and whistleblowing. She also regularly advises both universities and students and, in partnership with the 1752 Group, co-authored proposed guidance on handling student allegations of staff sexual misconduct.

Georgina is an experienced investigator, having acted as an external investigator for unions and businesses (including law firms) in respect of allegations relating to whistleblowing, discrimination and harassment (including violent sexual assault), as well as fraud. She also regularly advises individuals in relation to disciplinary and grievance investigations.



Susie Al-Qassab

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Susie is a Senior Consultant in Bellevue Law's Workplace Law team and an experienced adviser and litigator.

Susie has extensive experience as an external independent investigator, investigating allegations of workplace bullying and harassment including serious allegations of sexual misconduct (current and historical). She has particular experience dealing with these issues within the media/arts sector.

Additionally, Susie advises employers on the conduct of internal workplace investigations, grievances and disciplinary processes, as well as representing individuals facing investigation of allegations of wrongdoing, including where the allegations are criminal and/or regulatory in nature.



Catherine Richmond

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Catherine is a Senior Consultant in Bellevue Law's Workplace Law team, and both a solicitor and barrister.

Catherine is a highly experienced investigator regularly instructed to conduct investigations relating to matters with significant financial and reputational risk, including allegations of serious misconduct, discrimination and bullying, allegations against senior leaders and investigations triggered by whistleblowers.

She has conducted numerous investigations on behalf of universities, local authorities and NHS Trusts, as well as regularly advising on investigations involving allegations of financial impropriety or non-financial misconduct in the financial services sector.



Rachel Clementson

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Rachel is an employment lawyer and Senior Consultant at Bellevue Law focussing almost exclusively on employer clients.

Rachel is a highly experienced investigator, who is regularly engaged to investigate workplace concerns, including ethics investigations, grievances and disciplinary matters. She has conducted high-profile investigations into concerns relating to whistleblowing and allegations of discrimination.

Rachel has extensive experience of conducting investigations for regulated financial services firms and across a range of industries, including the technology and charity sectors. She also advises employers on the conduct of investigations.



Rachel O'Connell

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Rachel is an employment lawyer and a Senior Consultant at Bellevue Law with expertise in all forms of discrimination, whistleblowing and misconduct.

Rachel has undertaken a variety of independent workplace investigations, including into allegations of serious impropriety (including fraud), sexual harassment, bullying and issues of wider workplace culture. She approaches investigative work with discretion and sensitivity, and is able to build rapport with interviewees when discussing sometimes difficult issues.

Rachel also has extensive experience of advising organisations on the conduct of disciplinary and grievance investigations.



Paula New

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Paula is a Senior Consultant at Bellevue Law, a seasoned investigator and a part-time Employment Judge.

Paula has experience in workplace investigations into allegations relating to misconduct, discrimination, harassment, sexual harassment and whistleblowing. She is experienced at conducting highly sensitive and complex workplace investigations.

Paula has conducted and advised upon investigations across multiple sectors including NHS employers, local authorities, educational institutions, financial services, construction, manufacturing, defence, agriculture and a range of SME businesses.



Sarika Rabheru

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Sarika is a Senior Consultant at Bellevue Law, and an employment lawyer, investigator and workplace trainer.

Sarika specialises in conducting complex workplace investigations across a wide range of sectors, with particular expertise in the technology and financial services industries. She has extensive experience leading investigations into sensitive matters including discrimination, harassment, bullying and professional integrity concerns, often at a senior or board level.

Prior to joining Bellevue Law, Sarika spent two years in-house at a global technology company, where she led and advised on investigations into employee conduct and workplace culture.

She has a strong understanding of organisational dynamics and human behaviour, enabling her to deliver clear, balanced findings and practical recommendations.



Catherine McBride

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Catherine is a Senior Consultant at Bellevue Law with over 25 years' experience in private practice (including as a partner at a leading U.S. firm) and in-house roles including Head of Litigation and interim GC. She advises on litigation, investigations, and regulatory matters, providing commercially focused guidance to financial institutions, corporates, individuals, PE firms, and professional services organisations.

Catherine has extensive experience managing domestic and cross-border investigations involving financial and non-financial misconduct, regulatory breaches, employee misconduct, conflicts of interest, anti-bribery and corruption issues, and financial crime. She also has significant expertise in whistleblowing and previously served as MLRO at a leading U.S. firm.

Her work covers all aspects of investigations, including scoping, data management, regulatory reporting, third-party engagement, interviews, disciplinary processes, root-cause analysis, remediation, and reporting.



Esther Langdon

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Esther is a Senior Consultant in Bellevue Law's Workplace Law team with over 20 years' experience.

Esther advises employers on reputationally sensitive investigations including whistleblowing, allegations of sexual harassment, allegations against senior leaders and those with far-reaching implications for workplace culture.

She has advised clients, including listed companies, across a range of sectors including financial services, energy, and education, and is experienced in coordinating as appropriate with clients' communications and compliance advisers and other stakeholders.