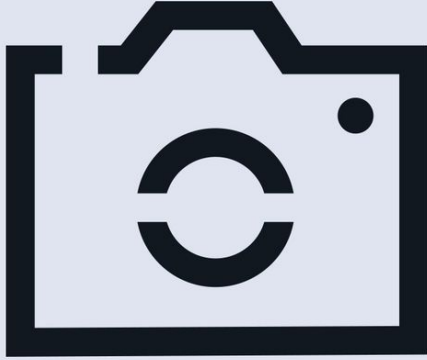




ROXANNA SARKAR-PATEL

Associate

London

Service Focus

- Counseling and Advice
- Employment Discrimination and Harassment
- Litigation and Trials

OVERVIEW

Roxanna Sarkar-Patel represents employers across the United Kingdom in a broad range of labor and employment matters, drawing on nearly a decade of experience advising and defending businesses in claims involving discrimination, harassment, retaliation, and wrongful termination under the Equality Act and related UK statutes. She counsels clients from small enterprises to multinational corporations on workplace policies, internal investigations, and risk management strategies, delivering practical guidance that helps employers navigate sensitive employee relations issues and minimise exposure to costly litigation.

With experience in both contentious and advisory employment matters, Roxanna handles disputes from pre-litigation through resolution, including defending employers before employment tribunals and advising on day-to-day HR challenges. She has litigated cases involving unfair dismissal, whistleblowing, and breach of contract, and regularly guides employers through drafting and implementing

workplace policies, conducting sensitive internal investigations, and resolving complex grievances. Roxanna's work as a board trustee at ThinkForward UK and as a school governor further enhances her insight into the challenges facing employers and her ability to deliver business-focused, pragmatic advice to leadership teams.

Before joining Fisher Phillips, Roxanna was a solicitor in the employment and commercial litigation practice at a full-service international law firm, where she represented corporate clients in a wide range of employment disputes and provided day-to-day counseling on workplace challenges.

Credentials

Education

- BPP Law School, LPC, 2018
- BPP University, GDL, 2017
- University College London, B.A., 2015

Admissions

- England and Wales – Solicitor

Languages

- Bengali
- French
- Spanish

Affiliations

Professional Activities

- ThinkForward UK (Board Trustee)
- John Whitgift Foundation (Governor and member of the Governance and External Relations Committee)

Community Activities

- Original Volunteers (Volunteer)

- Whitgift Snap (Volunteer)