Cooley

Ann Bevitt

Partner



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London

Commercial Litigation
Cyber/Data/Privacy
Labor and Employment
CooleyREG
Employee Mobility, Competitive Hiring and Unfair Competition

Ann's two key and complementary practice areas, employment and privacy, focus on helping companies manage two of their most important business assets – their employees and their data.

Ann's employment practice covers all aspects, both contentious and noncontentious, of employment law and employment-related matters. On the noncontentious side, she focuses on counselling clients throughout the employment life cycle, from the cradle (hiring) to the grave (firing). Ann also advises clients on employment issues arising out of domestic and cross-border reorganisations, outsourcings, insolvencies and mergers and acquisitions. Her contentious work includes handling employment-related claims arising during and on termination of employment, protecting confidential information and trade secrets before, during and after employment, and enforcing restrictive covenants against former employees.

In her privacy practice, Ann assists clients with privacy and data security compliance and risk management, and she advises on issues such as monitoring employees (with a particular focus on monitoring to protect the employer's trade secrets and other confidential information), effecting data transfers, drafting privacy policies, responding to data subject requests, notifying data breaches, undertaking internal investigations (domestic and cross-border) and dealing with eDiscovery.

Ann works with clients of all sizes, from multinationals and large corporations to startups and individual senior executives, from industry sectors such as technology, biotechnology and pharmaceuticals, venture capital and private equity, recruitment and employment.

Ann has rights of audience in all civil courts and significant experience as an advocate. She was called to the bar in 1992 and practised as a barrister with a focus on employment law for seven years before qualifying as a solicitor in 2000.

Ann has appeared on the BBC's 'World Business Report' discussing data transfers. She also regularly writes for legal and human resources publications, including the Financial Times, City A.M., Management Today and Personnel Today. She is co-author of 'A Guide to Hiring and Firing in Europe' and is a contributing author to 'Employee Privacy: Guide to US and International Law', 'Trade Secrets, and Sale and Supply of Goods and Services' and 'Data Protection: A Practical Guide to UK Law'. She is also on the editorial board of PDP Journals.

Ann leads Cooley's UK employment practice, which has been ranked in The Legal 500 UK.

Ann has also been personally ranked for her employment and data protection work in Chambers UK and for her privacy work in The Legal 500 UK, and she is described as 'excellent', 'providing advice that can be easily implemented', 'always coming through even in the most complicated scenarios' and 'demonstrating noteworthy strengths in the life sciences and tech sectors'.

Ann has also been ranked as a thought leader in Who's Who Legal.

Select recent publications

- Author, 'DSARs in 2026: How UK Organisations Are Getting Caught Out (and How to Stay Out of Trouble', PDP Journals, March 2026
- Author, 'Living in a Non-Material World – The Impact of *Farley v Paymaster* on GDPR Damages Claims', PDP Journals, October/November 2025
- Author, 'GDPR Damages: New Tests for Claims', PLC Magazine, October 2025
- Author, 'Data Protection in M&A: Considerations for Buyers and Sellers', PLC Magazine, March 2025
- Author, 'GDPR, AI and HR: A Guide to Compliance for HR Professionals', PDP Journals, January/February 2025
- Author, 'The New Guidance on Workplace Monitoring', PDP Journals, January/February 2024

Recent speaking engagements

- Speaker, 'Subject Access Requests – Advanced Strategies for Complex Cases', MBL Seminars, 10 March 2026
- Panellist, 'Holding the Line: The Impact of US Policy on Equity and Inclusion', BioIndustry Association, Women in Biotech Annual Conference, 5 March 2026
- Speaker, 'Subject Access Requests – Advanced Strategies for Complex Cases', MBL Seminars, 3 March 2026
- Panellist, 'Complex DSARs in Practice – A Roundtable Discussion', IAPP Intensive, 25 February 2026
- Speaker, 'Subject Access Requests – Advanced Strategies for Complex Cases', MBL Seminars, 27 January 2026
- Speaker, 'Handling Employment Investigations: Key Data Protection Issues', MBL Seminars, 4 December 2025
- Speaker, 'Handling Complaints Relating to Subject Access Requests', MBL Seminars, 5 November 2025
- Panellist, 'UK Legal Update: Navigating Change – Employment Rights Bill and Share Option Trends', Cooley HR Network, 25 September 2025
- Speaker, 'Employee Surveillance and the GDPR: Navigating Privacy, Compliance and Risk', MBL Seminars, 14 August 2025
- Panellist, 'The Data (Use and Access) Act: What Businesses Need to Know', Cooley, 10 July 2025
- Panellist, 'Non-Material Damage Claims Following Data Protection Violations', Privacy Laws & Business, 8 July 2025
- Speaker, 'GDPR & ESG: What You Need to Know', MBL Seminars, 21 May 2025
- Speaker, 'UK/EU Data Protection Compliance in Clinical Trials: A Guide for Life Sciences, Biotech, and Pharma Industries', MBL Seminars, 21 May 2025
- Speaker, 'UK Privacy Law and the UK GDPR', Albany Law School, New York, 5 February 2025
- Panellist, 'AI + Employment', Cooley AI Talks, 29 January 2025
- Speaker, 'Women in Work: Rights, Responsibilities and What's in Store in '24 (and Beyond)', BioIndustry Association, Women in Biotech Annual Conference, 12 March 2024

Education

Inns of Court School of Law Bar Vocational Course (BVC), 1992

College of Law Continuing Professional Education (CPE), 1991

University of Oxford MA, 1990

Admissions & Credentials

England and Wales

Rankings & Accolades

Chambers UK: Data Protection & Information Law (2025 – 2027)

Chambers UK: Employment: Employer (2022 – 2027)

Legal 500 UK: Employers (2022)

Who's Who Legal: Thought and Global Leader: Data Privacy and Protection (2021)

Who's Who Legal: Global Leader: Information Technology (2021)

Legal 500 UK: Data Protection, Privacy and Cybersecurity (2017)

Euromoney's Expert Guides: Labour and Employment and Women in Business Law

Memberships & Affiliations

National Employment Lawyers Association

European Employment Lawyers Association

International Association of Privacy Professionals