



ANDREW SMITH

MAIN AREAS OF PRACTICE:

Employment Law
Sports Law
Commercial Law
Discrimination and Equality
Arbitration
Mediation

Called to the Bar 2008

CONTACT:

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Alison Scanes, Senior Practice
Manager
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Andrew practises principally in the fields of employment and discrimination law, sports law and commercial law.

EMPLOYMENT

Andrew appears regularly in the Employment Tribunal, Employment Appeal Tribunal and High Court in complex employment claims. He is ranked as a leading barrister in this field by the legal directories Chambers & Partners, Legal 500 and Who's Who; published comments include:

"He is able to analyse complex cases, break down the legal issues and communicate them in simple and precise terms. His drafting is extremely concise yet detailed and his advocacy is second to none."

"Focuses his employment practice on tribunal representation, guiding clients through complex Employment Tribunal, EAT and High Court cases. He has notable expertise in bonus disputes and other contractual issues. Clients praise his fantastic advocacy and his innovative approach to his cases."

"He quickly condenses factually complicated issues and provides a thorough and prompt service." "He gains a client's trust immediately with his interpersonal skills and his grasp of the key issues."

Andrew is regularly instructed to advise clients and to represent them at trial in high value and complicated employment disputes. He has considerable experience of Employment Tribunal claims involving discrimination and whistleblowing, as well as those relating to employment status, TUPE issues, agency workers, holiday pay and unfair dismissal. Andrew also has experience of representing a trade union in proceedings before the Certification Officer and Assistant Certification Officer.

With regard to his High Court work, Andrew's practice includes disputes concerning bonus payments, restrictive covenants, obligations of confidence and fiduciary duties.

Andrew writes widely on the topic of employment and discrimination law and a selection of his articles / seminar presentations may be downloaded below.

SPORT

Andrew is regularly instructed to act in domestic sports arbitrations and civil proceedings, acting for a wide range of clients including players / athletes, managers, clubs and intermediaries / agents. Andrew was appointed by a

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PROFESSIONAL MEMBERSHIPS

Sports Resolutions Pro Bono
Advocates' Panel
Employment Lawyers Association
Employment Law Bar Association
Bar Pro Bono Unit

major sports governing body to conducting an independent grievance investigation arising out of a selection decision for the 2016 Rio Olympics.

Andrew has considerable experience of arbitral proceedings before the Court of Arbitration for Sport, having been appointed as an ad hoc clerk in several cases before the CAS.

Furthermore, Andrew acts as an assistant to Raj Parker, Arbitrator to the Basketball Arbitral Tribunal (the BAT). In that role he works on contractual and agency disputes between basketball players, clubs and agents, arising in different jurisdictions.

Andrew is also ranked as a leading barrister in the field of sports law; published comments from Chambers & Partners include:

"A dedicated junior who continues to attract attention from the [sports law] market due to his securing of instructions in employment-related matters. Those that seek his services include FIFPro, UEFA and other governing bodies."

"He is active in a range of sports matters and often acts for athletes in disciplinary cases."

"He is good on strategic issues and very tenacious on his feet." "He is very impressive and has a bright future in employment and sports law."

"Highlighted by peers for his growing football practice. He is an employment specialist who regularly acts for both managers and players in contractual disputes with clubs and governing bodies."

"He provides persuasive written submissions and fantastic advocacy skills. He is also very friendly and quick to respond to queries."

Andrew writes widely on the topic of sports law and a selection of his articles may be downloaded below. Andrew is a member of the LawInSport editorial board and was chosen to contribute three chapters to the forthcoming book 'Football and the Law' (Bloomsbury Professional).

COMMERCIAL

Andrew's civil litigation practice involves him representing and advising clients on a broad range of commercial matters, often with an employment element. He has been led by James Laddie QC in a complex commercial arbitration, concerning a dispute over agency fees/commission. Andrew is currently acting as junior counsel to Antony White QC in arbitral proceedings in the International Court of Arbitration, representing a foreign government in a high value commercial dispute.

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ACCREDITED MEDIATOR

In 2015 Andrew qualified as an ADR Group Accredited Civil & Commercial Mediator.

EDUCATION AND QUALIFICATIONS

Bar Vocational Course, Manchester Metropolitan University (Outstanding)
LLB, University of Sheffield (First Class)

SCHOLARSHIPS AND AWARDS

Lincoln's Inn:

- Lord Denning Scholarship
- Hardwicke Entrance Award
- Phoenicia Scholarship
- Buchanan Prize

University of Sheffield:

- Sir Basil Blackwell Award
- Tort and Contract Law Module Prizes
- Dibb Lupton Alsop Award
- Taylor-Emmett Award
- Sweet & Maxwell Law Prize (for obtaining the highest overall mark in the year)

Andrew accepts instructions under the Bar Council Standard Contractual Terms, details of which can be found on our website under Our Service.