



## JAMES LADDIE QC

### MAIN AREAS OF PRACTICE:

Arbitration  
Civil actions against the police  
Commercial and corporate law  
CSR, investigations and audits  
Discrimination and equality  
Election law  
Employment law  
Healthcare, mental health and  
mental capacity  
Human rights law  
Media and information law  
Mediation  
Sports law

**Called to the Bar 1995**

**Appointed to Silk 2012**

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### CAREER OVERVIEW

Called to the Bar of England and Wales: October 1995

Pupillage: 6 months at Cloisters (Chambers of Laura Cox QC); 6 months at 1  
Crown Office Row (Chambers of Richard Ferguson QC)

Tenancy: Cloisters (1996-2001); Matrix (2001 to date)

Appointed to silk (QC): 2012

Chair of Matrix Chambers Management Committee (i.e. Head of Chambers):  
2018-2020

### AWARDS

Legal 500 Employment Silk of the Year 2017

Chambers & Partners Employment Silk of the Year 2019

Shortlisted for both of these awards and for the corresponding Junior of the  
Year awards on multiple occasions.

Ranked in Band 1 in Employment in both Legal 500 and Chambers &  
Partners for many years. Also ranked in Election law and Police law.

### ADVOCACY EXPERIENCE

By way of introduction, my practice is advocacy-based, with an even  
distribution between trial work and appellate work. I am a specialist in the  
field of employment, but I also practise in the following areas of law:  
commercial, discrimination, election, media, police, professional regulation  
and sport.

I have appeared as counsel in more than 50 cases reported in the leading  
employment law reports (the Industrial Cases Reports and the Industrial  
Relations Law Reports) since 2006, which is more than all but 4 or so current  
practitioners at the employment Bar in England.

More broadly, I have appeared as counsel in the following hearings:

At least 50 substantive applications in the High Court in England.

At least 20 trials in the High Court in England.

Hundreds of trials in the Employment Tribunals in England, Wales and  
Scotland.

Approximately 20 jury trials in the Crown Court, County Court and High  
Court.

Approximately 50 appeals in the Employment Appeal Tribunal ("EAT").

Approximately 25 appeals in the Court of Appeal ("CA").

One appeal in the Supreme Court.

Recent examples of advocacy include (in reverse order):

[Queensgate Investments LLP v. Millet](#), (2021), EAT: whether interim relief hearings are to be held in public or private. (NB this has not yet been reported in the official reports because judgment was only handed down on 15 January 2021.)

[Square Global v. Leonard](#), [2020] IRLR 647, High Court: acting for company against an employee in enforcement of restrictive covenants.

[Goodenough v. Chief Constable of Thames Valley Police](#) [2020] EWHC 695, High Court: acting for family of man killed by police officers in a claim for assault. (Permission has been granted for an appeal directly to the Supreme Court.)

[Robinson v. Sheikh Khalid al Qasimi](#) [2020] IRLR 345, EAT: acting for Sheikh Khalid in an employment claim brought against his member of staff and in the subsequent appeals (the appeal and cross-appeal are to be heard in the Court of Appeal in May 2021).

[Tillman v. Egon Zehnder Ltd](#) [2020] AC 154, Supreme Court: acting for company against an employee in enforcement of restrictive covenants. This was the first English employee restraint of trade case to be heard by the Supreme Court/House of Lords in 100 years.

[Bawa-Garba v. General Medical Council](#) [2019] WLR 1929, CA: acting for junior doctor overturning an order that she be struck off following her conviction for gross negligence manslaughter. This is now the leading case on the approach to appeals from any professional disciplinary body in the UK.

[Jeffery v. British Council](#) [2019] ICR 929, CA: acting for the British Council in the leading case on territorial jurisdiction in employment cases.

[Abrahall v. Nottingham City Council](#) [2018] IRLR 628, CA: acting for local authority in respect of a challenge to the lawfulness of a pay freeze to 6,000 employees. A leading case on variation of contract.

[Air Products Ltd v. Cockram](#) [2018] IRLR 755, CA: acting for employee in a claim for age discrimination in relation to provision of employment benefits.

[Wilson Solicitors LLP v. Roberts](#) [2018] ICR 1092, CA: acting for claimant in whistleblowing complaint against a firm of solicitors. Leading case on causation of damage in whistleblowing claims.

[Chesterton Global v. Nurmohamed](#) [2018] ICR 731, CA: acting for the claimant in the first whistleblowing case to be appealed in relation to the meaning of “public interest”; designed the public interest test adopted by the Court of Appeal and now deployed in all whistleblowing claims in the UK.

[Day v. Health Education England](#) [2017] IRLR 623, CA: acting for the claimant in a whistleblowing claim determining the identity of the appropriate employer in such cases.

[Fallows v. News Group Newspapers](#) [2016] ICR 801, EAT: acting for Sir Elton John in the leading case on the making of privacy orders in the employment tribunals.

All the above are or (in the case of *Queensgate*) will be reported cases. In addition to these, I have undertaken dozens of unreported trials and applications. Insofar as judgments are in the public domain, I am happy to provide examples of these.