



NICHOLAS RANDALL QC

MAIN AREAS OF PRACTICE:

Arbitration
Commercial Law
Employment
Sports Law

Called to the Bar 1990
Appointed to Silk 2013

CONTACT:

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Alison Scanes, Senior Practice
Manager
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Nicholas Randall QC practises in the areas of employment, sports and pensions law and he is recognised by both of the principal legal directories as a leading practitioner in all three of these fields. He has experience of all aspects of employment law and has a client list that includes high profile individuals, banks and other financial institutions, trade unions and blue chip companies. He has been ranked in the first tier of the legal directories for employment work for many years. His sports work is primarily focused on football, cricket and rugby related matters. His clients include Kevin Keegan, Sir Bobby Robson, Roy Keane, David O'Leary, Wayne Rooney, the FA Premier League, the ECB, the Leeds Rhinos and many others. He regularly sits as an FA Arbitrator and is a member of the FA Premier League Panel. Nicholas also has expertise in the field of pensions work. He is regularly instructed by members, trade unions, employers and trustees as well as the Pension Ombudsman. He has a special expertise in public sector pensions litigation and advice including the interaction between pension entitlements and human rights in the context of proceedings for judicial review.

DIRECTORY RECOMMENDATIONS

Nicholas Randall is a "superb trial tactician" with an "easy and authoritative" manner, who is highly acclaimed for "getting to the heart of the argument and running the central points with great skill." He recently defended News Group Newspapers in a claim brought by Andy Coulson for legal fees under his termination agreement. **Chambers UK 2013**

Nicholas Randall continues to maintain a healthy pensions practice. Acknowledged as a leading employment law junior, he brings to the table a valuable understanding of the interplay between both practice areas. By way of example, he advised the NUJ on a BBC pension scheme restructuring challenge and the function of implied and contractual employment contract terms in the context of an employer's pension scheme duties. **Chambers UK 2013**

Nicholas Randall handles employment-related disputes in the sports sector. He principally represents footballers and football managers, but also acts in

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DIRECTORIES' RECOMMENDATIONS

HERES WHAT THEY SAY:

"A superb tactician with superior employment law knowledge who understands the sports sector and in particular the soccer industry."

"He's a go-to silk for football in particular, who regularly acts against regulatory bodies."
(Chambers & Partners 2017, Sport)

"He is efficient, responsive and reads the tribunal well." "He is calm and confident, has good client management skills and his tactics are sound."
(Chambers & Partners 2017, Employment)

'He has excellent knowledge of the football industry, and gives practical and commercial advice'
(Legal 500 2016, Sport)

'His approach is fantastic; he immediately gets to the heart of the issue and gives clear and understandable advice'
(Legal 500 2016, Employment)

"He is very clever and gets straight to the nub of the issues."
(Legal 500 2015, Employment)

"A real team player and a very good advocate, with excellent knowledge of the football industry."
(Legal 500 2015, Sport)

"Has a practice which covers employment, pension and sports law, and is highly regarded in the market for his courtroom skills."
(Chambers & Partners 2016, Employment)

"He understands the business of sport and is a very astute and impressive advocate."
(Chambers & Partners 2016, Sport)

cricket disputes. Sources single him out for his "excellent vision and flawless judgement." **Chambers UK 2013**

Nicholas Randall is a genuine star of the employment bar, who offers QC ability and presence, first class judgment and a complete command of the subject. **Legal 500 2011**

Nicholas Randall is ranked as a Leading Junior who is considered pre-eminent for sport work. **Legal 500 2011**

Nicholas Randall has a real talent for spotting the winning argument and knows his stuff inside out. **Pensions. Legal 500 2010**

Sources cannot fault the enormously bright and commercial Nicholas Randall who receives widespread praise for his creative mind and down to earth attitude. He is a great tactician and not afraid to tell it to you straight. **Chambers UK 2012**

Nicholas Randall has developed a fantastic reputation for his handling of cases within the football industry. He is acknowledged as a technically brilliant, first rate advocate, whose client skills are second to none. One client comments: "he is enormously approachable, never aloof or stuffy, and he understands our industry". **Chambers UK 2012**

Nicholas Randall is recognised as a heavyweight in the employment arena on account of his excellent judgment and fine cross examination skills. **Chambers UK 2010**

EMPLOYMENT

Practises in all areas of employment law including restrictive covenants and breach of confidence, share schemes, wrongful and unfair dismissal, TUPE and trade union related issues. His clients include blue chip companies, City institutions, trade unions and a number of high profile individuals including Kevin Keegan, Roy Keane, Sir Bobby Robson, David O'Leary, George Graham, Sir Alex Ferguson and Marcus Wareing.

Significant cases include:

Kevin Keegan v. Newcastle United FC - [2010] IRLR 94
New Star Asset Management v. Evershed - [2010] EWCA Civ 870
R (on the application of the Public & Commercial Services Union) v. Minister for the Civil Service - [2010] ICR1198
Stephen Dunn & Ian Davison v. AAH Ltd - [2010] IRLR 709
Wilson v. St Helens MBC - [1998] ICR 1141 (HL)
Mallone v. BPP - [2003] BCC 113 (CA)
Newham LBC v. Skingle - [2003] ICR 1008 (CA)
Dorling v. Sheffield CC - [2003] ICR 424 (Ch Div)
ADI Ltd v. Willer - [2001] IRLR 542 (CA)
Credit Suisse First Boston v. Lister - [1998] IRLR 700 (CA)
TSC (Europe) Ltd v. Massey - [1999] IRLR 22 (Ch Div)
British Airways Plc v. Stamer - [2005] IRLR 862 (EAT)
Edwards v. Derby City Council - [1999] ICR 114 (EAT)
Knowles v. Fire Brigades Union - [1997] ICR 595 (CA)
Bass Tavems Ltd v. Burgess - [1995] IRLR 596 (CA)
Baynton v. Saurus General Engineers - [2000] ICR 375 (EAT)

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Drage v. Governing Body of Greenford School - [2000] ICR 899 (CA)
Glennie v. Independent Magazines (UK) Ltd - [1999] IRLR 719 (CA)
Takacs v. Barclays Services Jersey Ltd - [2006] IRLR 877 (QBD)
British Airways Plc v. Stamer - [2005] IRLR 863 (EAT)
EB v. BA - [2006] IRLR 471 (CA)

SPORTS LAW

Has acted in several high profile football related disputes including:

Kevin Keegan v. Newcastle United FC
Sir Bobby Robson v. Newcastle United FC
David O'Leary v. Leeds United AFC
George Graham v. Spurs
David Pleat v. Spurs
Colin Todd v. Derby County FC
John Gregory v. Derby County FC
Keith Curle v. Mansfield Town FC
Gary Megson v. WBA FC
David Platt v. Nottingham Forest FC

Nicholas is a member of the FA Disciplinary Tribunal Panel and the Sports Dispute Resolution Panel. He is also regularly appointed to sit as an arbitrator in FA related disputes. He was a member of the FA Premier League appeal panel in the Carlos Tevez case.

As well as representing high profile individuals Nicholas also has a wealth of experience in representing football agents in disputes regarding other agents and clients. He is instructed in the high profile dispute between the Formation Group and its former director Paul Stretford.

He has also acted for the Leeds Rhinos Rugby League Club in its dispute with the Bradford Bulls and Iestyn Harris.

PAY, INCENTIVES AND PENSIONS

Acts for members, trustees and trade unions in a broad range of pensions disputes.

Has acted for the Pensions Ombudsman on numerous occasions. Also has experience of insurance issues relating to pensions mis-selling and associated disciplinary and regulatory matters.

Significant cases include:

R (on the application of the Public & Commercial Services Union) v. Minister for the Civil Service - [2010] ICR 1198
Roger Bunney v. Burns Anderson & Others - [2007] 4 ALLER 246
Duffield v. Pensions Ombudsman - [1996] OPLR 149 (Ch Div)
Wild v. Pensions Ombudsman - [1996] OPLR 129 (Ch Div)

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NHS Pensions Agency v. Pensions Ombudsman (Re Beechinor) - [1997]
OPLR 99 (Ch Div)

Kilvert v. Flackett - [1998] 2 FLR 806 (Ch Div)

Metropolitan Police Service v. Hoar - [2000] OPLR 267 (Ch Div)

Save & Prosper Group Ltd v. Loot Ltd - [2001] OPLR 273 (Ch Div)

Wirral BC v. Pensions Ombudsman - [2001] OPLR 73 (Ch Div)

NUS Officials Superannuation Scheme v. Pensions Ombudsman - [2002]
PLR 93 (Ch Div)

Ford Motor Company Ltd v. Carr - [2002] OPLR 315 (EAT)

Barking and Dagenham MBC v. Watts - [2004] BLGR 48; [2003] ICR 1059
(Ch Div)

Chapman v. South Holland DC - [2006] B.L.G.R. 437 (Ch Div)

Ward v. South Yorkshire Pensions Authority - [2006] PLR 29 (Ch Div)

APPOINTMENTS

Member of the FA Premier League Panel

Member of the Sports Dispute Resolution Panel

FA Arbitrator

MEMBERSHIPS AND ASSOCIATIONS

ELBA, ELA

Awards and Scholarships

Chambers UK 'Employment Junior of the Year' 2009

EDUCATION

St Andrews Comprehensive School, Worthing

London School of Economics LLB (hons)