



## TOM GILLIE

### MAIN AREAS OF PRACTICE:

Clinical Negligence  
Commercial  
Discrimination and Equality  
Employment  
Personal Injury  
Professional Discipline  
Public Law  
Sport

Called to the Bar 2013

### CONTACT:

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+44 (0)20 7404 3447  
Alison Scanes, Senior Practice  
Manager  
alisonscanes@matrixlaw.co.uk

Tom accepts instructions in all areas of chambers' work, including employment, equality, public & human rights, data protection and commercial.

He has appeared as sole counsel in the High Court and Employment Appeal Tribunal.

### EQUALITY, PUBLIC & HUMAN RIGHTS LAW

Tom has extensive experience across a broad range of equality, discrimination and public law matters. He is instructed by high profile organisations in discrimination law cases of public importance. He is currently acting as counsel to the Labour Party in relation to internal complaints of antisemitism, and the EHRC's investigation under section 20 Equality Act 2006. He has also advised the Muslim Council of Britain on the widely publicised All Party Parliamentary Group's Definition of Islamophobia, and islamophobia in the Conservative Party. He successfully defended the Labour Party against a claim brought by an MP seeking to lift his suspension from the Party in Christopher Williamson MP v Jennie Formby [2019] EWHC 2639 (QB). Tom also sits on the EHRC panel of preferred counsel.

Tom's other recent instructions include acting in a High Court claim on behalf of a victim of domestic slavery and human trafficking; and advising clients on claims for Judicial Review and applications for emergency injunctive relief. He also advises corporations on their duties under the Modern Slavery Act, and has advised the Government Equalities Office about guidance on non-discriminatory dress-codes and the Equality Act 2010 for employers. Tom was instructed in Howell v Evans & Anor [2020] EWHC 2729 in which a general civil restraint order was granted against a 'serial claimant'.

Tom is a member of the Equality and Human Rights Commission's panel of junior counsel.

### EMPLOYMENT & COMMERCIAL LAW

Tom is an established employment law practitioner who is instructed in complex, multi-day litigation. He has a growing practice in data protection law. His clients value his strategic and commercial acumen and his attention to detail.

He acts for a range of clients, from trade unions and members of the armed forces to blue chip companies. His cases include:

- **Gillett v Bridge 86 Limited (2017)** – Employment Appeal Tribunal – sole counsel in an appeal about employment law practice and

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procedure;

- **Browne v Commissioner of Police of the Metropolis (2018)** – Employment Appeal Tribunal – sole counsel in an appeal concerning reasonable adjustments and the necessity of medical evidence in disability discrimination cases;
- **DHL Supply Chain Ltd v Fazackerley (2018)** – Employment Appeal Tribunal – sole counsel in an appeal about the time limits to bring claims under the Employment Rights Act 1996;
- Enforcing successfully restraint of trade provisions;
- Successfully defending a large utilities company in a complex sex discrimination case;
- Obtaining favourable settlements for CEOs and senior managers in large national charities and the banking sector;
- Advising a primary school involved in the Birmingham ‘Trojan Horse’ cases on data protection rights and open justice;
- Advising one of the world’s best-known luxury department stores on transgender rights and sex discrimination in a goods and services context.

## REGULATORY & POLICY WORK

Tom acts in regulatory cases, specialising in investigations and representation in the health, education and armed forces sectors. His recent instructions include representing individuals before a range of regulatory bodies, including the Service Complaint Appeal Panel and teaching and health regulators.

Tom’s expertise is also sought by national organisations in policy development. He has coordinated policy round-tables at the House of Commons and the Law Society.

## HOUSING

Tom has particular interest in discrimination claims in housing cases. He has extensive knowledge of the housing sector having previously worked both for a large housing association and in a law centre’s homelessness team. In addition to representing housing providers and their employees in employment law disputes, Tom also acts for tenants in discrimination cases against landlords in the county court. Tom has been extensively involved in housing policy matters; he has addressed a policy panel in Parliament on tenants’ rights and housing in the UK; and has worked with policy partners including the IPPR, the Equality and Human Rights Commission, the National Housing Federation and trades unions. He was the Chair of Home: The Tenants Foundation and The Tenants Foundation Policy Network.

## EDUCATION

Tom has a developing practice in education law. Tom is familiar with drafting grounds of Judicial Review for school exclusion cases. He recently represented a GCSE pupil in an appeal against permanent exclusion, securing the pupil’s re-admittance to the school and a complete overhaul of the school’s disciplinary policy.

## CLINICAL NEGLIGENCE AND PERSONAL INJURY

Tom acts for claimants in clinical negligence cases, including ‘never event’

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cases. Tom's recent clinical negligence advisory work includes advising claimants in cases involving:

- necrotising fasciitis;
- wrong site surgery and negligent anaesthesia;
- negligent heart surgery.

Tom has extensive experience of drafting Schedules of Loss and Particulars of Claim in complex and high value PI cases. Tom also has experience representing clients in costs applications and RTA hearings in the County Court.

## APPOINTMENTS AND MEMBERSHIPS

- Industrial Law Society
- ELA
- PIBA
- Franco-British Lawyers Society
- HOME: The Tenants Foundation (Chair)
- Bar Human Rights Committee

## AWARDS

- Inner Temple Major Exhibition Award
- Churchill College Cambridge Scholarship Award

## PUBLICATIONS AND TRAINING

- Bar On Straight Civil Partnerships is Lawful
- Settling Injury to Feelings: A Taxing Time
- Race Discrimination and Housing in Post Brexit Britain
- Housing, Race and the Right to Rent post Brexit
- Can Judicial Assessment help Claimants and Respondents in the Employment Tribunal?
- Bakers lose 'Gay Cake' case
- '2017: the year of the discount rate: a claimant's perspective' (co-author with Martyn McLeish), Journal of Personal Injury Law, (2017) No.2 Pages 109-117
- A guide to using statistics in equality and employment litigation

## QUALIFICATIONS

- BA First Class with mark of Special Excellence in Modern Languages, University of Cambridge
- BPTC

Tom speaks fluent French and Italian

Tom is regulated by the Bar Standards Board and accepts instruction under Standard Contractual Terms. To find out more information on the

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way we work at Matrix, including our fee transparency statement, please see our [service standards](#).