
Aileen McColgan KC

Aileen is recommended by the directories as a leading silk in administrative & public law, education law, civil liberties & human rights, employment law and independent investigations. She has particular interests in discrimination/equality and human rights law, including the law relating to information/freedom of expression, and extensive experience in conducting independent investigations for a variety of bodies including FTSE 100 and multinational companies, local authorities and national charities, law firms, political parties and universities.

Aileen's interests in human rights and discrimination law have been reflected in litigation and investigations concerning the boundaries between free speech and alleged antisemitism and transphobia as well as between religious freedom and anti-discrimination rights. She has extensive experience on advising in relation to trans-related issues in the context of education, employment and policing. Recent cases include *Forstater v CGD Europe & Ors* (on discrimination and gender critical beliefs), *R (AI) v London Borough of Wandsworth* (on the PSED and the provision of education to trans students) and *R (AB) v A county council & Anor* (a challenge brought by a teacher in relation to a child's social transition at school). Aileen has also advised many organisations on the investigation and management of complaints of sexual harassment/ assault and harassment/ bullying, including at the highest levels.

Aileen is recommended by Chambers & Partners (2024) as 'very responsive and very good with clients... tactically astute and able to cut through large quantities of information and provide clear, strategic and commercial advice quickly'; 'A great advocate to have in your corner'; 'really able to think outside of the box'; 'exceptional in every aspect of advice and client relationships... a true expert'. The Legal 500 currently recommends her 'an expert on discrimination law' whose 'no-nonsense approach gives confidence to the client', and as having 'an encyclopaedic knowledge and really in-depth understanding of the law of equality and discrimination as applicable to schools'.

Previous editions have praised Aileen as 'a top-class practitioner', 'an excellent KC and a pleasure to work with' (Chambers & Partners 2003) and 'a leading lawyer [whose] understanding of the key issues and fundamental principles really sets her apart' (Legal 500 2023); 'a fierce advocate' who 'distils complicated issues into manageable areas ... has a phenomenal ability to cut through swathes of information to get to the heart of the matter and has a genuine partnership approach' (Legal 500, 2022), and as having a 'stellar academic background [which] means that she is totally on top of the law, and [who] draws on that fountain of knowledge to provide comprehensive but commercial advice' (Chambers & Partners 2022).

Aileen has a distinguished history as an academic and is internationally recognised as a leading academic in discrimination, equality and human rights law. Her academic work has been cited in the ECHR and the domestic courts. She is the former Chair of the Human Rights Lawyers Association (2019-2021); a current or former member of the editorial committees of *Public Law*, *European Human Rights Law Review*, *International Journal of Discrimination and the Law* and *Education Law Reports* and former Executive Committee Member of the *Industrial Law Society*. She has been trustee of the *British Institute of Human Rights* and was until 2016 the UK's National Expert on the European Networks of Legal Experts in the Field of Gender Equality and of Experts in the Non-discrimination Field. She has published very widely on human rights, discrimination and employment law.



Professional Summary

Called 2001
Appointed KC 2020

Contact Details

Aileen.McColgan@11kbw.co.uk
+44 (0)20 7632 8500
Clerk Michael Smith
Clerk Thomas Belcher
Clerk Jake Foote
[Contact Clerks](#)

Specialisms

Education Law (non-university)

In addition to her university-related work Aileen has extensive experience in litigation and advisory work relating to schools and local authorities' education-related functions. Recent cases in this area include *R (AI) v LB Wandsworth* [2023] EWHC 2088 (Admin), which concerned a challenge to the respondent's approach to trans pupils with special educational needs and *R (AB) v A County Council & Anor* [2022] EWHC 2707 (Admin), which concerned an attempted challenge by a teacher to the social transitioning of a primary school pupil. She argued the first successful challenge by a school to a local authority decision to name it in an EHC Plan (*R (An Academy Trust) v Medway Council* [2019] EWHC 156 (Admin)), and recently secured an admission by another authority that it had acted unlawfully in naming her client school in a plan. Aileen is currently instructed in a breach of contract and discrimination claim against a school arising from its conclusion in internal disciplinary proceedings that one pupil had sexually assaulted another. Aileen has also advised numerous organisations, including local authorities, on policies and guidance relating to trans children in schools. She has acted in cases concerning the termination of academy funding and appeared for Southall Black Sisters and Inspire in the Court of Appeal in *HM Inspector of Education, Children's Services & Skills v Al-Hijraj School* [2017] EWCA Civ 1426 [2018] 1 WLR 1471, a challenge to sex segregation in schools. Aileen was editor of the *Education Law Reports* until 2020.

Recent cases

R (AI) v Wandsworth LBC [2023] EWHC 2088 (Admin). Aileen successfully defended the local authority on a PSED challenge to its delivery of SEND education to trans children and young people.

London Borough of Camden v KT [2023] UKUT 225 (AAC). Aileen represented the local authority in a challenge to an EHCP issued by the FTT.

R (AB) v A County Council & Anor [2022] EWHC 2707. Aileen represented the local authority in a successful defence to a challenge by a teacher to its treatment of a trans child.

R (Khalsa Academies Trust Ltd) v Secretary of State for Education [2021] EWHC 2660 (Admin), [2022] ELR 55: Aileen represented the trust in a challenge to the termination of its funding by the Secretary of State

R (An Academy Trust) v Medway Council [2019] EWHC 156 (Admin): Aileen represented the trust in a successful challenge to an EHCP issued by the respondent

HM Inspectorate of Education, Children's Services & Skills v IEB of al-Hijraj School [2017] EWCA Civ 1426, [2018] 1 WLR 1471: Aileen represented Southall Black Sisters and Inspire who intervened in a successful challenge to sex segregation by a school

Employment Law

Aileen has expertise across the range of employment law and is regularly instructed in high-value discrimination and whistleblowing cases for both claimants and respondents. She has considerable experience in appellate and High Court employment work. Aileen recently represented Arts Council England in a harassment claim brought by a gender critical feminist.

Recent cases

Forstater v CGD Europe & Ors [2021] IRLR 706 (EAT): Aileen appeared for Index on Censorship in this case which established that gender critical feminism was a protected belief for the purposes of the Equality Act 2010.

R (Lidl Ltd) v CAC and GMB [2017] EWCA Civ 328, [2017] ICR 1145: Aileen represented the GMB which successfully defended a CAC decision on successful defence of the CAC's bargaining unit decision

Human Rights/ Civil Liberties/ Discrimination

Aileen has extensive experience across the range of civil liberties/ human rights challenges including discrimination claims, claims relating to freedom of expression (*Forstater v CGD Europe Ltd* [2022] ICR 1) and privacy law (*Fearn & Ors v Board of Trustees of the Tate Gallery* [2023] UKSC 4, [2023] 2 WLR 339).

She has a particular interest in the balance between competing non-discrimination rights (eg the balance between the protection of gender-critical rights and of those with competing beliefs and/or the protected characteristic of gender reassignment, or between freedom of expression and the right not to be discriminated against because of religion). Aileen provides advice in relation to discrimination/ equality matters to a range of organisations from police forces and regulatory bodies to schools and charities. She is currently defending a claim of race discrimination arising in connection with the Russian sanctions regime.

Recent cases

University of Bristol v Abrahart [2024] EWHC 299 (KB): Aileen represented the University in an appeal from findings of disability discrimination arising from the suicide of a student.

R (AI) v Wandsworth LBC [2023] EWHC 2088 (Admin). Aileen successfully defended the local authority on a PSED challenge to its delivery of SEND education to trans children and young people.

R (AB) v A County Council & Anor [2022] EWHC 2707. Aileen represented the local authority in a successful defence to a challenge by a teacher to its treatment of a trans child.

Fearn & Ors v Board of Trustees of the Tate Gallery [2023] UKSC 4, [2023] 2 WLR 339: Aileen appeared for the Tate in this case which concerned nuisance and human rights. The Tate succeeded throughout in defending the human rights claim.

Forstater v CGD Europe & Ors [2021] IRLR 706 (EAT): Aileen appeared for Index on Censorship in this case which established that gender critical feminism was a protected belief for the purposes of the Equality Act 2010.

Big Brother Watch & Ors v UK [2018] ECHR 58170/13 (ECtHR): Aileen represented the EHRC in a challenge to state surveillance

HM Inspectorate of Education, Children's Services & Skills v IEB of al-Hijraj School [2017] EWCA Civ 1426, [2018] 1 WLR 1471: Aileen represented Southall Black Sisters and Inspire who intervened in a successful challenge to sex segregation by a school

Information/ Data Protection Law

Aileen has been instructed in a number of freedom of information and data protection claims including claims involving the Cabinet Office and the Ministry of Defence. She has acted in a significant number of protection from harassment claims which concerned the balance between freedom of expression and harassment. Aileen has provided extensive advice on data protection and privacy matters arising in connection with the publication of reports dealing with child sexual exploitation/ abuse, on questions of data protection arising in connection with disclosure within the context of litigation and on data protection and related issues arising in connection with gender reassignment.

Recent cases

Ward & Ors v McGovern HQ18M0026 (2019, High Court): Aileen secured injunctive relief for the claimant under the Protection from Harassment Act in which freedom of expression was in issue

Big Brother Watch & Ors v UK [2018] ECHR 58170/13 (ECtHR): Aileen represented the EHRC in a challenge to state surveillance

Cabinet Office v Information Commissioner & Ashton [2018] UKUT 208 (AAC): Aileen represented the claimant in a successful defence of a FTT's disclosure order

Inquiries and Investigations

Aileen has an extensive investigations practice across a wide range of organisations and subject areas. She recently completed a major investigation for Brighton & Hove City Council into allegations of widespread harassment and bullying. She has conducted investigations into CEOs and Chairs of FTSE organisations and partners in law firms. Her investigations have spanned sectors from financial and legal services through higher education to local authority waste services. Aileen was Junior Counsel to the

Independent Inquiry on Child Sexual Abuse during 2015- 2016, and in that capacity led the investigations into the Anglican and Roman Catholic Churches. She also worked on the EHRC's Formal Investigation into the BBC's pay practices.

Professional regulatory

Aileen is regularly instructed by professional regulatory bodies including the BSB and GMC and has acted for individuals facing regulatory action.

Public Law

Aileen's public law practice encompasses (in addition to education-related cases) every kind of public law from challenges by commercial bodies against public authority decision-making through social care challenges to PSED/ Article 14/ HRA discrimination claims and judicial reviews by and against police forces as well as election law. Aileen is regularly instructed by Arts Council England in connection with a range of matters including challenges to grant-related decision-making.

Until 2022 Aileen was on the editorial committee of *Public Law*.

Recent cases

R (AI) v Wandsworth LBC [2023] EWHC 2088 (Admin). Aileen successfully defended the local authority on a PSED challenge to its delivery of SEND education to trans children and young people.

London Borough of Camden v KT [2023] UKUT 225 (AAC). Aileen represented the local authority in a challenge to an EHCP issued by the FTT.

R (AB) v A County Council & Anor [2022] EWHC 2707. Aileen represented the local authority in a successful defence to a challenge by a teacher to its treatment of a trans child.

R (Khalsa Academies Trust Ltd) v Secretary of State for Education [2021] EWHC 2660 (Admin), [2022] ELR 55: Aileen represented the trust in a challenge to the termination of its funding by the Secretary of State

R (AW) v St George's, University of London [2020] EWHC 1647 (Admin), [2020] ELR 626: Aileen represented the university in a judicial review brought by a former medical student

R (An Academy Trust) v Medway Council [2019] EWHC 156 (Admin): Aileen represented the trust in a successful challenge to an EHCP issued by the respondent

St George's, University of London v Rafique-Aldawery [2019] ELR 119, [2018] EWCA Civ 2520: Aileen represented the university in a case concerning alternative remedies in judicial review

R (Thilakawardhana) v OIA [2018] EWCA Civ 13, [2018] ELR 223: Aileen represented the OIA in the successful defence of a judicial review claim by a student

HA v University of Wolverhampton [2018] EWHC 144 (Admin), [2018] ACD 35: Aileen represented the university in a successful defence of a judicial claim by a former student

Cabinet Office v Information Commissioner & Ashton [2018] UKUT 208 (AAC): Aileen represented the claimant in a successful defence of a FTT's disclosure order

HM Inspectorate of Education, Children's Services & Skills v IEB of al-Hijraj School [2017] EWCA Civ 1426, [2018] 1 WLR 1471: Aileen represented Southall Black Sisters and Inspire who intervened in a successful challenge to sex segregation by a school

Universities

Aileen's background as an academic gives her a particular insight into disputes arising in the context of higher education. She has appeared in many higher education judicial review challenges for universities as well as for the Office of the Independent Adjudicator. She has undertaken investigations for universities including in relation to sexual harassment and antisemitism complaints and has provided extensive

advice to universities including in relation to disciplinary, grievance sexual harassment and whistleblowing procedures. She has also represented universities in employment-related and other claims brought by academics, and has acted for academics in internal disciplinary procedures relating to allegations of antisemitism and harassment. Aileen recently represented the University of Bristol in the *Abrahart* case which concerned the duties of universities under the Equality Act 2010 and common law. She is acting for a number of universities in contractual claims brought by current and former students.

Recent cases

University of Bristol v Abrahart [2024] EWHC 299 (KB): Aileen represented the University in an appeal from findings of disability discrimination arising from the suicide of a student. The High Court refused the University's appeal but declined to consider the claimant's appeal against the finding that the university had not breached any duty of care towards the student.

R (AW) v St George's, University of London [2020] EWHC 1647 (Admin), [2020] ELR 626: Aileen represented the university in a judicial review brought by a former medical student

St George's, University of London v Rafique-Aldawery [2019] ELR 119, [2018] EWCA Civ 2520: Aileen represented the university in a case concerning alternative remedies in judicial review

R (Thilakawardhana) v OIA [2018] EWCA Civ 13, [2018] ELR 223: Aileen represented the OIA in the successful defence of a judicial review claim by a student

HA v University of Wolverhampton [2018] EWHC 144 (Admin), [2018] ACD 35: Aileen represented the university in a successful defence of a judicial claim by a former student

Recent Notable Cases

University of Bristol v Abrahart [2024] EWHC 299 (KB): Aileen represented the University in an appeal from findings of disability discrimination arising from the suicide of a student. The high Court refused the University's appeal but declined to consider the claimant's appeal against the finding that the university had not breached any duty of care towards the student.

R (AI) v Wandsworth LBC [2023] EWHC 2088 (Admin). Aileen successfully defended the local authority on a PSED challenge to its delivery of SEND education to trans children and young people.

London Borough of Camden v KT [2023] UKUT 225 (AAC). Aileen represented the local authority in a challenge to an EHCP issued by the FTT.

R (AB) v A County Council & Anor [2022] EWHC 2707. Aileen represented the local authority in a successful defence to a challenge by a teacher to its treatment of a trans child.

Fearn & Ors v Board of Trustees of the Tate Gallery [2023] UKSC 4, [2023] 2 WLR 339: Aileen appeared for the Tate in this case which concerned nuisance and human rights. The Tate succeeded throughout in defending the human rights claim.

Forstater v CGD Europe & Ors [2021] IRLR 706 (EAT): Aileen appeared for Index on Censorship in this case which established that gender critical feminism was a protected belief for the purposes of the Equality Act 2010.

R (Khalsa Academies Trust Ltd) v Secretary of State for Education [2021] EWHC 2660 (Admin), [2022] ELR 55: Aileen represented the trust in a challenge to the termination of its funding by the Secretary of State

R (AW) v St George's, University of London [2020] EWHC 1647 (Admin), [2020] ELR 626: Aileen represented the university in a judicial review brought by a former medical student

R (An Academy Trust) v Medway Council [2019] EWHC 156 (Admin): Aileen represented the trust in a successful challenge to an EHCP issued by the respondent

St George's, University of London v Rafique-Aldawery [2019] ELR 119, [2018] EWCA Civ 2520: Aileen represented the university in a case concerning alternative remedies in judicial review

Williamson v Formby [2019] EWHC 2639 (QB): Aileen represented the claimant in a challenge to Labour Party disciplinary proceedings

Synexus Ltd v Fernando F90LS455 (2019, High Court): Aileen secured injunctive relief for the claimant under the Protection from Harassment Act

Ward & Ors v McGovern HQ18M0026 (2019, High Court): Aileen secured injunctive relief for the claimant under the Protection from Harassment Act in which freedom of expression was in issue

Big Brother Watch & Ors v UK [2018] ECHR 58170/13 (ECtHR): Aileen represented the EHRC in a challenge to state surveillance

R (Thilakawardhana) v OIA [2018] EWCA Civ 13, [2018] ELR 223: Aileen represented the OIA in the successful defence of a judicial review claim by a student

HA v University of Wolverhampton [2018] EWHC 144 (Admin), [2018] ACD 35: Aileen represented the university in a successful defence of a judicial claim by a former student

Banwait v Bettany [2018] EWHC 3263 (QB): Aileen represented the claimant in an election petition

Cabinet Office v Information Commissioner & Ashton [2018] UKUT 208 (AAC): Aileen represented the claimant in a successful defence of a FTT's disclosure order

HM Inspectorate of Education, Children's Services & Skills v IEB of al-Hijraj School [2017] EWCA Civ 1426, [2018] 1 WLR 1471: Aileen represented Southall Black Sisters and Inspire who intervened in a successful challenge to sex segregation by a school

R (Lidl Ltd) v CAC and GMB [2017] EWCA Civ 328, [2017] ICR 1145: Aileen represented the GMB which successfully defended a CAC decision on successful defence of the CAC's bargaining unit decision

Recommendations

"Aileen is exceptional in every aspect of advice and client relationships. She is a true expert", "I entirely trust Aileen to deliver", "She is able to think outside of the box, coming up with solutions and providing advice in a way clients want to see", "She is absolutely strong in education and has an extremely good understanding of the principles and underlying issues", "Aileen combines encyclopedic knowledge of the relevant case law and sophisticated understanding of the issues. Her advice was invaluable in finding pragmatic ways forward", "Aileen is very responsive and very good with clients. She is tactically astute and able to cut through large quantities of information and provide clear, strategic and commercial advice quickly"; "A great advocate to have in your corner who knows what to say, when to say it and more importantly how little to say when required"; "Aileen is knowledgeable and really able to think outside of the box. She often comes up with solutions and provides advice in a way clients want to see it"; "Very responsive, approachable and strong with the clients" (Chambers & Partners 2024)

"An expert on discrimination law, and her no- nonsense approach gives confidence to the client"; "Aileen has an encyclopaedic knowledge and really in-depth understanding of the law of equality and discrimination as applicable to schools" (Legal 500 2024)

"Aileen is a top-class practitioner", "Aileen is very effective in bringing all the knowledge she has to the fore in a case", "She is an excellent KC and a pleasure to work with", "Aileen is very passionate about what she does." (Chambers & Partners 2023)

"Aileen is a leading lawyer. Her understanding of the key issues and fundamental principles really sets her apart." (Legal 500 2023)

"She is accessible and provides clear and robust advice on a timely basis", "She goes that extra mile for her clients", "She really knows discrimination law and she is very effective in cases in that area", "Aileen McColgan's stellar academic background means that she is totally on top of the law, and she draws on that fountain of knowledge to provide comprehensive but commercial advice", "She is easy to engage with and provides high-quality, commercial and sensible advice" (Chambers & Partners 2022)

“Fierce advocate, readily available and approachable to speak about issues as they arise”, “She distils complicated issues into manageable areas. She has a phenomenal ability to cut through swathes of information to get to the heart of the matter and has a genuine partnership approach”, “She knows an awful lot about universities”, “Aileen is able to pick up the matter, and the factual and legal detail, very quickly at the last minute before the final hearing, and does a good job of cross-examining claimants” (Legal 500 2022)

“A highly accomplished barrister with an impressive performance in both written advice and advocacy skills”, “Works extremely hard for her clients and her advice is always commercial”, “Her work on complex pleadings has been exceptionally good”, “Aileen is an absolute star. She is quick to understand issues and to provide advice in a succinct and clear manner. She has an ability to break down legal language and to address matters in a manner that is easily understandable” (Legal 500 2021)

“She is well versed in discrimination law and extremely knowledgeable in the area”, “Aileen is very knowledgeable and provides clear and practical advice”, “She is very calm, thorough and logical on her feet with a sharp awareness of the judge’s thinking. A barrister with an excellent client manner, she’s always available and prompt to respond to any needs for urgent advice”, “An expert in discrimination law, who is very, very bright.” (Chambers & Partners 2019)

“A tenacious advocate with a reassuring manner”, “She is calm, dependable and sensible and is wonderful on women’s rights”, “She has many strengths and is plainly expert in her field”, “Hugely authoritative and well versed in the law. A great advocate.” (Legal 500 2018)

“One of the best counsels on higher education institution matters ... often a scramble to instruct her first. She knows the area inside out and is impressive on paper and on her feet. Very responsive, pragmatic and

easy to work with, she sets the bar high”, “Technically excellent, always available and with a pragmatic approach.” “She shows a real understanding of discrimination law and is clear, impressive and persuasive.” (Chambers & Partners 2018)

“Provides insightful and penetrating analyses”, “Authoritative in discrimination law and a great advocate for women”, “A true expert in school disputes, who impresses clients effortlessly” (Legal 500 2017)

“A recognised expert in the fields of education and discrimination law, and an excellent advocate”, “very responsive, highly pragmatic, and ha[ving] a deep and outstanding knowledge of the law”, “Known for her excellent technical knowledge of employment law ... highly praised for her client service”, “certainly knows her onions when it comes to discrimination and jurisdictional questions”; “Very technical, very client-friendly and highly responsive” (Chambers & Partners 2016)

“Providing insightful and pragmatic advice” and “Very user-friendly” (Legal 500 2015) “attentive, client friendly, extremely thorough and straight-talking” (Chambers & Partners 2015) “Easy to work with and always on top of her case” (Legal 500 2014)

Books

Discrimination Law: Text, Cases and Materials (Bloomsbury, 2024)

Special Educational Needs and Disability Discrimination in Schools (LAG: 2017) with Sarah Hannett and Elizabeth Prochaska

Labour Law (Cambridge University Press, 2019) with Hugh Collins and Keith Ewing (2nd ed)

Discrimination, Equality and the Law (Hart: 2014)

Labour Law (with H Collins and KD Ewing), Cambridge University Press: 2019 (2nd ed) and 2012 (1st ed)

Labour Law: Cases and Materials (with H Collins and KD Ewing), Hart: 2005 (2nd ed) and 2000 (1st ed)

Discrimination Law: Text, Cases and Materials (Hart: 2005 (2nd ed) and 2000 (1st ed))

Discrimination Law Handbook(ed.) (LAG, 2005 (2nd ed) and 2002 (1st ed))

Equality and Diversity (ed), (London: Institute of Employment Rights, 2003)

Women under the Law; the False Promise of Human Rights (Essex: Longman, 1999)

Just Wages For Women (Clarendon Press, 1997)

The Future of Labour Law (ed) (Mansell, 1996)

The Case For Taking the 'Date' out of Rape (London: Pandora, 1996)

Pay Equity – Just Wages for Women? (London, Institute of Employment Rights, 1994) With K.D. Ewing,
Law at Work (2nd ed, London, UNISON Education and Training, 1994)

Recent Articles/Chapters in Books

“Undue Spiritual Influence: A Historical Analysis” (2017) 28 *King’s College Law Journal* 279

“Reporting Public Protest and Events” in G Millar and A Scott, *Newsgathering: Law, Regulation and the Public Interest* (OUP, 2016)

“Britain Alone! The Implications And Consequences of UK Exit from the EU: Social Policies”, in P Birkinshaw and A Biondi, *The Implications And Consequences of UK Exit from the EU* (Wolters, Kluwer, 2016)

“Litigating the Public Sector Equality Duty: The Story So Far” (2015) 35 *Oxford Journal of Legal Studies* 453

“Religion and (in)equality in the European Framework”, in L. Zucca and C Ungureanu, *Law State and Religion and in the New Europe: Debates and Dilemmas* (Cambridge University Press, 2012)

“Equality and Multiculturalism” [2011] *Current Legal Problems* 1

“Lessons from the Past? Northern Ireland, Terrorism now and then and the Human Rights Act” in T. Campbell, K.D. Ewing and A. Tomkins, *Rescuing Human Rights* (OUP, 2011)

“*James v Eastleigh*” in Hunter R., McGlynn C. and Rackley, E., *Feminist Judgments: From Theory to Practice* (Oxford, Hart, 2010)

“Class wars? Religion and (In) equality in the Workplace” (2009) 38 *Industrial Law Journal* 1- 29

Chapters on Article 14 and domestic discrimination provisions in S. Bailey and N. Taylor, Bailey, Harris & Jones: *Civil Liberties Cases, Materials and Commentary* (6th ed OUP, 2009)

“Prohibitions against discrimination and Integration of Welfare Functions into EU Law: Potential Pitfalls?” in U. Neergaard, R. Nielsen & L. Roseberry (eds.), *Integrating Welfare Functions into EU Law: From Rome to Lisbon* (DJOF Forlag, Copenhagen, 2009)

Contributor to R. Clayton and H. Tomlinson, *The Law of Human Rights* (2nd ed, OUP, 2009)

Chapter on Article 14 in M. Janis, R. Kay and A. Bradley, *European Human Rights Law: Text and Materials* (3rd ed, OUP, 2008)

“Harassment” (Chapter 4) in D. Schiek, L. Waddington and M. Bell (eds.) *Cases, Materials and Text on National, Supranational and International Non-Discrimination Law* (Oxford, Hart Publishing, 2007)

“Reconfiguring Discrimination Law” [2007] *Public Law* 74-94

“Cracking the Comparator Problem, ‘Equal’ Treatment and the role of Comparisons” [2006]

European Human Rights Law Review 650 – 677

“Do Privacy Rights Disappear in the Workplace?” (2003) *European Human Rights Law Review* 120-140

“Principles of Equality and Protection from Discrimination in International Human Rights Law” (2003)
European Human Rights Law Review 157-175

“Discrimination Law and the Human Rights Act 1998” in T. Campbell, K.D. Ewing and A. Tomkins (eds),
Sceptical Approaches to Human Rights (Oxford: Oxford University Press, 2001)

“Women and the Human Rights Act” (2000) 51(3) *Northern Ireland Law Quarterly* “Regulating Pay
Discrimination” in H. Collins, P. Davies and R. Rideout (eds.), *Legal Regulation of the Employment
Relation* (Kluwer, 2000)

Speeches

Aileen is a frequent speaker at conferences and seminars both academic and practitioner. She regularly addresses European audiences and has given lectures and seminars in Japan, New Zealand, Singapore, Hong Kong, Belgium, Turkey, Croatia, Austria, Germany and elsewhere as well as, domestically, to the Industrial Law Society, the Discrimination Law Association, the Employment Lawyers’ Association and the Institute of Employment Rights on a wide variety of subjects including equal pay, discrimination/ equality, privacy, data protection and human rights. She has also delivered extensive equality training to regulatory bodies, commercial organisations and judges.

Aileen accepts instructions under Standard Contractual Terms, details of which can be found on our website under Code of Conduct.

ADDRESS

11KBW
11 King’s Bench Walk
Temple
London
EC4Y 7EQ

CONTACT US

T +44 (0)20 7632 8500

OUT OF HOURS CLERK

T +44 (0)7824 365 991

EMAIL

clerksroom@11kbw.com
