Julian Milford KC

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Julian Milford was called to the bar in 2000. His main areas of practice are public law, information law, and employment law. Julian undertakes advisory and judicial review work in the field of public and constitutional law for central and local government, other public authorities, and individuals, and has been instructed for and against government on issues of major public importance. He advises on and acts in cases concerning information rights in the civil courts and statutory tribunals, and has been instructed in significant data protection and freedom of information cases, having a particular specialism in national security cases and proceedings in the Investigatory Powers Tribunal. He acts in employment cases in the civil courts and Employment Tribunal, and has experience across the Tribunal's statutory jurisdiction, including extensive experience of acting in large-scale discrimination/equal pay claims and industrial action cases. His experience in discrimination law and the breadth of his expertise makes him well placed to undertake investigations and inquiries in the employment or regulatory context. He also practices in the field of education law, particularly in cases involving higher education institutions.

> ***His manner in conference is beautiful. He's approachable, articulate and very good at dealing with with clients and understanding their perspectives.***
>
> CHAMBERS AND PARTNERS

Expertise

Recent cases

Wieder and Guarnieri v United Kingdom

(2024) 78 EHRR 8

The European Court of Human Rights determined challenges by individuals based outside the United Kingdom to the UK's practices concerning the bulk interception, retention and analysis of data on national security grounds

R(BEL) v Secretary of State for Foreign, Commonwealth and Development Affairs

[2025] EWHC 1970 (ADMIN), [2025] 4 WLR 103

The court determined challenges to the lawfulness of the Secretary of State's decision to refuse consular assistance to members of a family sharing "family life" with a family member in the UK, on both human rights and domestic public law grounds

Apple Inc v Secretary of State for the Home Department

[2025] UKIPTRIB 1 (APRIL 2025)

The Investigatory Powers Tribunal determined an application by the SSHD for complete restriction on public reporting of a claim concerning her powers to issue technical capability notices

R (Transactual CIC) v Secretary of State for Health and Social Care

[2024] EWHC 1936 (ADMIN), KBD (ADMIN CT), JULY 29 2024; [2025] PTSR 1; [2024] HRLR 14; (2024) 200 BMLR 108

The court determined challenges to the lawfulness of Regulations which limited the prescription, sale or supply of 'puberty blockers' to children and young people under 18 who were experiencing gender dysphoria and gender incongruence

The Royal Parks v Boohene

[2024] IRLR 668

Claims by contract workers for discrimination, comparing their contractual pay to that of the principal's own employees, were not within the scope of the prohibition on contact worker discrimination in s.41 Equality Act 2010. Error in defining "provision, criterion or practice" in an indirect discrimination claim brought by multiple contract workers had led to an indefensible pool for comparison, such that the claim could not succeed. Julian acted for the respondent Royal Parks.

Webster v HMRC

[2024] STC 602, [2024] BTC 9

This is a claim challenging the system for the automatic transfer of tax data of US citizens from the UK to the US. The Claimant's application to strike out HMRC's abuse of process defence, asserting that the claim should have been brought by way of judicial review rather than civil claim, was refused. The issue of abuse of process should be determined at trial. Julian acted for HMRC.

Various Claimants v Security Service and others

[2023] 2 ALL ER 949 (INVESTIGATORY POWERS TRIBUNAL).

The Tribunal set out the scope of its jurisdiction to deal with complaints about vetting of employees/contractors by the security and intelligence agencies, and the principles that it should apply to the determination of those complaints both under the ECHR and as a matter of common law fairness. Julian acted as Counsel to the Tribunal.

Liberty v (1) Security Service (2) SSHD

[2023] HRLR 5

Liberty challenged the actions of the Security Service in the Investigatory Powers Tribunal in connection with large scale data holdings as being contrary to the ECHR and EU law.

Sainsbury's Supermarkets Ltd v Clark

[2023] EWCA CIV 386, [2023] ICR 1169

Court of Appeal proceedings concerning the interpretation of early conciliation rules, and when the employment tribunal should reject claims for non-compliance with the rules.

R(Liberty) v (1) SSHD (2) SSFCO

[2023] EMLR 22, [2022] 1 WLR 4929, [2020] 1 WLR 243, [2019] QB 481

Liberty challenges a range of surveillance powers in the Investigatory Powers Act 2016 on the basis that they are inconsistent with EU law and Articles 8 and 10 ECHR. The ongoing challenge was listed by "The Lawyer" as one of the 20 most important cases of 2018.

R(AB) v Secretary of State for Work and Pensions

[2022] PTSR 1092

Transitional provisions for claimants entitled to severe disability premium within legacy benefits, who had transitioned to Universal Credit, discriminated against them in breach of Article 14 ECHR.

R (Motherhood Plan) v HM Treasury

[2022] 3 ALL ER 727

Scheme to provide for payments for the self-employed who had lost income because of the coronavirus pandemic did not indirectly discriminate against self-employed women who had taken maternity or pregnancy leave.

R (Driver) v Rhondda Cynon Taf

[2021] ELR 193

Schools reorganisation – Sixth form education – Interpretation of bilingual legislation

R(Adiatu) v (1) Her Majesty's Treasury (2) SSWP

[2021] 2 ALL ER 484

The Coronavirus Job Retention Scheme was not discriminatory contrary to the ECHR or EU law.
The lower earnings limit within, and rate of, statutory sick pay were not discriminatory contrary to EU law against BAME workers in the context of the Covid-19 pandemic.
The Government had not failed to comply with the public sector equality duty.

Killock v Information Commissioner

[2022] 1 WLR 2241

An application by a data subject for a remedy under the Data Protection Act 2018 s.166 was limited to procedural failings by the Information Commissioner.

Big Brother Watch v United Kingdom

(2022) 74 EHRR 17

State powers to intercept communications and share information with foreign intelligence agencies – Articles 6, 8 and 10 ECHR

R (Delve) v Secretary of State for Work and Pensions

[2021] ICR 236

Legislation which raised the state pension age for women born on or after 6 April 1950, with the aim of equalizing the state pension age between men and women, did not discriminate directly or indirectly against women or breach any requirements of notice.

Achievements

Publications and Appointments

Contributor to Tolley's Employment Handbook and Butterworth's Employment Service.

Julian sits as a Recorder (Crime) on the Western Circuit.

Education

Julian read English at St. John's College, Oxford, and studied piano and piano accompaniment at the Hochschule für Musik in Vienna, the Curtis Institute of Music in Philadelphia and the Guildhall School of Music. He spent a number of years as a full-time professional pianist and chamber musician.

> ***He's highly responsive and a pleasure to deal with; he has an exceptional ability to distil highly complex issues and is extremely practical***
>
> THE LEGAL 500

> ***He is intellectually rigorous and works very well with clients, commanding their complete confidence.***
>
> THE LEGAL 500

> ***He is effective and charming.***
>
> THE LEGAL 500

> ***He has an exceptional mind as well as being extraordinarily good with all kinds of different clients.***
>
> THE LEGAL 500

> ***Julian is a very considered advocate. He strongly advocates for his client but he is not unnecessarily aggressive or combative, which is a real strength in my view in a public law barrister.***
>
> THE LEGAL 500

> ***Extremely knowledgeable and a good communicator who cuts to the chase and puts people at ease.***
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> CHAMBERS AND PARTNERS

An exceptional barrister, who is very bright and has excellent technical knowledge. He has a razor-sharp mind, and is able to unravel the most complex of factual and legal cases into concise and convincing submissions.

THE LEGAL 500

Expert, client-friendly, phenomenally clever and hard working. A perfect combination in a data barrister.

THE LEGAL 500

He is a star of the public law Bar

THE LEGAL 500