

# Ronnie Dennis

Call: 2010

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Ronnie is ranked as a leading junior in employment law. He has extensive experience in all areas of employment litigation, with a particular focus on discrimination and whistleblowing claims. He is regularly instructed in complex, high-profile and high-value claims, and frequently conducts lengthy hearings in the Employment Tribunal on behalf of both claimants and respondents. He also specialises in employee competition claims and has acted in a number of confidential information, restrictive covenant and team move cases.

Ronnie's public law practice encompasses all areas of judicial review. He has acted in several high-profile judicial review claims on behalf of private companies, local authorities and central government. Recent cases include acting for a private hire app defending a challenge to its licence to operate in the High Court and Court of Appeal: *R. (United Trade Action Group Ltd) v Transopco* [2023] 1 WLR 367.



***He gets on top of complex facts and law, he works incredibly quickly, he works well with the client, and his analysis is superb in drilling down into what really matters to advance the best possible case***

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# Expertise

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## Commercial Dispute Resolution

Ronnie has acted in a broad range of employee competition disputes, including claims for breach of restrictive covenants, misuse of confidential information and team move cases. His other commercial work includes claims for breach of contract, misrepresentation and professional negligence.

- Acting for employees and employers bringing/ defending claims for unpaid bonuses and commission;
- Acting for an outdoor goods supplier defending claims for breach of the Commercial Agents (Council Directive) Regulations 1993;
- Acting for a property asset manager defending claims for negligence and breach of contract in connection with an interest rate hedging arrangement;
- Acting for a Cloud Software company claiming an employee had failed to carry out his work with reasonable skill and competence;
- Obtaining a High Court injunction to prevent a sampling agency from dealing with clients in breach of a contract for the sale of goodwill.

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### Team move litigation in the insurance sector

2008 EWHC 1583 (QB)

An insurance broker brought claims against two former employees and their new company, alleging they orchestrated an unlawful team move. The claims included breach of the duty of fidelity, fiduciary duty and post-termination restraints, inducing breach of contract and conspiracy, all of which were denied. Ronnie acted for the defendants. [Read more about the case here.](#)

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### Equity broker competition

2008 EWHC 1583 (QB)

The claimant was an equity broker who resigned without notice to join a competing firm. He sought declarations against his former employer that his notice period and restrictive covenants were unenforceable. His former employer counterclaimed for the opposite declarations and overpaid commission. Ronnie acted for the former employer, led by James Laddie KC.

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## Non-compete and confidentiality clauses

2008 EWHC 1583 (QB)

A global chemical manufacturer sought an interim injunction to prevent its former Head of Marketing from joining a competitor in breach of a non-compete clause, or using its confidential information. Ronnie acted for the departing employee.

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## Multinational team move litigation

2008 EWHC 1583 (QB)

A leading business advisory firm claimed that former employees in the UK, Dubai, Hong Kong and India had orchestrated an unlawful team move to a competitor. Claims included breach of express and implied duties of loyalty and fiduciary duty, inducing breach of contract and unlawful means conspiracy. The parties also sought declarations as to the enforceability of non-compete, non-dealing and non-poaching clauses in the employees' contracts. Ronnie acted for the former employer, led by James Laddie KC.

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## Team move litigation in the commercial property sector

2008 EWHC 1583 (QB)

A commercial property consultancy claimed two former employees had conspired together and with others, including a recruitment agent and their new employer, to execute an unlawful team move. Claims included breach of the duty of fidelity and post-termination restraints, misuse of confidential information, inducing breach of contract and unlawful means conspiracy. Ronnie acted for the departing employees.

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## Confidentiality and data protection

2008 EWHC 1583 (QB)

An asset management firm accused a serving Fund Manager of hacking its email accounts and misusing its confidential information. Claims included breach of the duty of fidelity and fiduciary duty, breach of confidence, the DPA and GDPR, and misuse of private information. Ronnie acted for the Fund Manager, led by Anya Proops KC.

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## Urgent injunction without notice

2008 EWHC 1583 (QB)

The High Court granted an urgent injunction at a hearing without notice, to prevent a solicitor from using or disclosing client lists and other confidential information he had taken from his employer. Ronnie acted for the successful applicant.

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## Non-solicit and non-dealing clauses

2008 EWHC 1583 (QB)

The High Court granted an interim injunction to enforce non-solicit and non-dealing clauses in a former employee's contract of employment. Ronnie acted for the successful applicant.

## Cahane v The Investigative Journal Ltd

2008 EWHC 1583 (QB)

A journalist claimed she had been induced to join the defendant as Editor-in-Chief by fraudulent misrepresentations about the nature of the journal and the role she would carry out. No defence was filed and she obtained default judgment. At this hearing, Senior Master Fontaine awarded her damages and costs in excess of £225,000. Ronnie acted for the successful claimant.

## Achievements

## Education

University of Oxford, Bachelor of Civil Law, Distinction & Law Faculty Prize

University College London, Law LLB, First Class



***He gets on top of complex facts and law, he works incredibly quickly, he works well with the client, and his analysis is superb in drilling down into what really matters to advance the best possible case***

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***An immensely valuable junior***

LEGAL 500



***He adopts a collaborative approach and has the ability to get to the crux of a case quickly***

LEGAL 500



***He is laser-focused, client-friendly and a relentless cross-examiner***

LEGAL 500

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***A tower of strength with incredible capacity for work and someone you would always want on your team***

LEGAL 500

“

***He's very bright, very helpful and has a very quick turnaround of work***

CHAMBERS UK

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***Keeps things simple and to the point, effectively manages the litigation, and makes the key points heard***

CHAMBERS UK

“

***He's an excellent all-round barrister; he's very commercial, gives a pragmatic view and is very impressive on his feet***

CHAMBERS UK

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***Very smart and diligent. Very good with numbers***

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