

Thomas Ogg

Call: 2012

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Tom is a leading junior in employment, commercial, and regulatory law.

His employment work encompasses all areas of statutory and commercial employment law, with a particular focus on cases with a regulatory angle. Tom's commercial work usually arises in an employment context, but not exclusively.

Tom is also a regulatory / professional discipline specialist. He is well-known for his work in financial services, and also acts in the accountancy and legal sectors.

Chambers & Partners recognise Tom *"for his considerable expertise in matters at the intersection of financial services regulation and employment law."*

He has significant experience in equality law, investigation/inquiry work, and public law matters, particularly in the education sector.

Tom acts in a range of jurisdictions within and around the UK, including ETs in Scotland and Northern Ireland. He has been instructed in a range of disputes in the Dubai International Financial Centre (DIFC) and the Qatar Financial Centre (QFC). Tom is registered in Part II of the DIFC's Register of Legal Practitioners.



Very bright and technically astute.

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Expertise

Public , Equality and Education Law

Tom acts in a range of administrative law matters, particularly those relating to equality law, regulatory matters, and education.

Tom has experience of the Firefighters Pension Schemes and issues relating to injury awards. He completed a lengthy investigation in relation to the payment of injury awards at Buckinghamshire and Milton Keynes Fire Authority. He has advised a number of fire authorities on similar matters.

Equality law

Tom acts in a range of discrimination and equality matters in the County Court, Employment Tribunal and First-Tier Tribunal. Examples of Tom's cases include:

- Tom represented the defendant in a County Court disability discrimination claim brought by Mr James Plummer, whose claim was funded by the Equality and Human Rights Commission. The main issues were whether Tom's client, Royal Herbert, was a service provider, and whether it had failed to make reasonable adjustments to its premises to permit Mr Plummer, a wheelchair user, to access the swimming pool on the estate.
- Tom advised a leading bank on the question of reasonable adjustments in the context of a consumer redress exercise.
- Tom represented a leading independent school in a challenge in the First-Tier Tribunal to its use of an aptitude test in its admissions arrangements.
- Tom represented a leading university in defending a reasonable adjustments claim in the County Court in respect of its admissions procedures.
- Tom represented a national supermarket in a disability discrimination and harassment claim brought against it.
- Tom has advised the Flying Disabled campaign, which aims to ensure that wheelchair users can travel in aeroplanes using their own wheelchair, without having to transfer to a seat (problems relating to which BBC journalist Frank Gardiner has documented).
- **R(C) v Secretary of State for Work and Pensions** [2014] EWHC 2403 (Admin). Tom was instructed by the Treasury Solicitor to assist in the preparation of the evidence for the judicial review.

Public and regulatory law

Tom regularly advises clients in a contested disciplinary context as to their options in public law vis-à-vis regulatory action: see the 'regulatory' section above.

- **R (BTE) v LB Lambeth (2025)**. Tom acted for Lambeth in this judicial review of the decision of an Independent Review Panel to uphold the permanent exclusion of a child.
- **R (Admiral Wealth Management) v Financial Ombudsman Service**. Tom was instructed to act for the FCA, which was an interested party in a judicial review of the brought by Admiral.
- **R (Hoebeck) v Financial Ombudsman Service**. Tom represented the FOS in defending this judicial review of the ombudsman's decision.

Education

Tom's education law practice concentrates on discrimination claims, exclusions, and contractual/negligence issues, particularly in a University context. Tom appears in the High Court, First-Tier Tribunal and the County Court in relation to his education work. Many of his cases have an equalities angle; see the 'Equality Law' section above.

- **R (BTE) v LB Lambeth (2025)**. Tom acted for Lambeth in this judicial review of the decision of an Independent Review Panel to uphold the permanent exclusion of a child.
- **R (J) v Ofsted**. Tom acted for a nursery seeking an interim injunction against Ofsted seeking to restrain the publication of a critical Ofsted report.
- **R (ME) v Cornwall Council**. Tom acted for the interested party in this judicial review challenging the funding decisions relating to the provision of special education at a sixth-form college.

Tom has been instructed by the University of Oxford in a range of High Court and County Court claims brought against it by current and former students.

Tom has particular expertise in school exclusion matters on account of his previous work as a teacher, and his continued pro bono work on the School Exclusion Project, of which he is a barrister director.

Prior to joining the Bar, Tom was a teacher at the London Boxing Academy Community Project, for teenage boys, many of whom had been permanently excluded from school.

Achievements

News, Articles and Publications

Tom is the co-editor of *Conduct and Pay in the Financial Services Industry: the Regulation of Individuals* (link) (with Richard Leiper KC), Informa from Routledge, 2017.

Boxing Clever, (2012), Civitas. This book describes Tom's career prior to the Bar, in which he was a teacher at the London Boxing Academy Community Project in Tottenham, North London, a school which catered for teenagers who had been expelled from mainstream schools.

A New Secret Garden? Alternative Provision, Exclusion and Children's Rights, (2010), Civitas.

Tom Ogg, Anna Zimdars, and Anthony Heath (2009) 'Schooling effects on degree performance: a comparison of the predictive validity of aptitude testing and secondary school grades at Oxford University', *British Journal of Educational Research*, Vol. 35(5) pp.781 – 807 (concerning the impact of attending either a state school or an independent school upon performance in final examinations at Oxford University).

Education

University of Oxford, BA (Hons) Politics, Philosophy and Economics (PPE), Corpus Christi College.

University of Oxford, MSc Sociology, Nuffield College.

City, University of London, Graduate Diploma in Law.

City, University of London, Bar Professional Training Course.

Other

Tom is a Barrister Director of the School Exclusion Project (link).



From a pure technical legal analysis standpoint, his judgement is excellent.

CHAMBERS & PARTNERS



He is a really accessible and approachable barrister with huge expertise in employment issues for regulated financial services employers.

CHAMBERS & PARTNERS



Tom is very professional, offers sound and thorough advice, also strikes a good rapport with the client

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He is very accessible and down to earth in his approach, yet comprehensive and confident in his advice

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