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.

> ***He is exceptionally bri of being technically on top of every detail while being a pleasure to work with***
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> CHAMBERS AND PARTNERS

Expertise

Employment

Julian regularly acts for both claimants and respondents in a wide range of employment disputes, where his clients include major national and international companies, banks, local authorities, police forces, unions, and healthcare providers. He has appeared before the High Court, the Employment Appeal Tribunal and the Court of Appeal on behalf of clients in employment cases. He has wide experience across the employment tribunal's statutory jurisdiction and in High Court employment issues, including industrial action cases. He is recommended in the directories for his employment practice, Chambers and Partners most recently stating: *"He is exceptionally bright; he is articulate and he strikes the perfect balance of being technically on top of every detail while being a pleasure to work with"* and *"he is a go- to person and a formidable barrister; he is not somebody you would want to be against"* , while the Legal 500 states: *" Julian is an incredible intellect, and he is exceptionally responsive and personable. A pleasure to instruct and a privilege to have on your side".* His recent and current experience includes:

- Acting for The Royal Parks in proceedings concerning claims by contract workers for pay- related discrimination, raising novel questions about the scope of contract worker discrimination, currently on appeal to the Supreme Court: see most recently *Boohene v The Royal Parks* [2024] IRLR 668.
- Acting for Sainsburys in current major supermarket equal pay litigation by thousands of retail staff, claiming equal pay with workers in depots.
- Acting for various local authorities in current mass equal pay proceedings based upon "task and finish" practices in refuse services.
- Recent Employment Tribunal cases include acting for the BBC in equal pay cases brought by claimants including the presenter Samira Ahmed; and acting for London Heathrow Airport in large-scale holiday pay litigation addressing issues of holiday pay calculation in light of *Bear Scotland, British Gas v Lock and Dudley MBC v Willetts*.
- Strike injunctions in the High Court on behalf of British Airways, Virgin Atlantic Airlines, Thomas Cook Airlines, and Govia Thameslink Railway (the franchise holder for the Southern Rail network). Julian acts regularly in cases involving industrial action/union recognition issues.
- Complex employment tribunal discrimination/whistleblowing claims including a claim in which he obtained for a client what was at that time the highest employment tribunal award for disability discrimination.

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- Test cases concerning the National Minimum Wage, including the largest mass NMW employment tribunal claim yet brought, concerning around 50 claimants in the care sector.

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.

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