Tom Cross KC

Silk: 2025 Call: 2007

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Tom Cross KC is recognised in the legal directories as one of the country's leading Silks in seven areas: Administrative & Public Law, Civil Liberties & Human Rights, Education, Professional Discipline, Local Government, Employment, and Data Protection.

The latest edition of Chambers & Partners describes him as "*an extraordinary talent*", "*at the very top of his game*", and *"a phenomenal lawyer doing exceptional work".*

He is principally known for his work at the top of the fields of public law, human rights and discrimination, across a wide-range of subject-matter and for all types of client. Before Silk, he was described in the Legal 500 as: *"the best junior at the public law bar, without question",* and served for many years on the Attorney-General's most senior panel of junior Counsel in civil cases.

His industry awards include UK Public Law Junior of the Year 2018 and UK Employment Law Junior of the Year 2019, and his nominations include UK Public Law Junior of the Year 2022 and Public Services and Charities Junior of the Year 2023.

> ***He's very approachable and provides incredibly clear and insightful advice". "He's hard-working, strategic and encyclopaedic in his knowledge***
>
> **CHAMBERS & PARTNERS, LEGAL 500**

Some of his recent instructions include: the challenge to the Equality and Human Rights Commission's Interim Update on single-sex spaces (GLP); Sussex University's challenge to its fine by the Office for Students for breaching free speech duties; the judicial review of the admission arrangements for the Hampstead Heath ponds; the claim against the Care Quality Commission's registration of the country's first private gender hormone clinic (Evans); the leading case on whether faith-based school admissions criteria may be race discriminatory (CKT); the challenge to the Police's participation in Pride (Smith),the judicial review of VAT on private school fees (*ALX*); Tommy Robinson's challenge to his prison conditions; the leading case on considering equalities impacts in school exclusions (*TZA*); the leading case on the application of freedom of expression in the workplace (*Higgs*); defending Katharine Birbalsingh's ban on prayer rituals at Michaela School; the "Hogwarts Express" judicial review (*West Coast Railway Company*); the Supreme Court claim by Deliveroo Riders to worker rights (*IWGB*); the British Generic Manufacturers Association's challenge to the negotiation of a new scheme for the supply of medicines to the NHS; the Part 8 claim on whether mentally unwell patients could be sectioned following "remote" assessments (*Derbyshire NHS Trust*); Lucy Letby's Article 6 claim to an additional legally aided advocate for her defence at her criminal trial; the lockdown judicial review (*Dolan*); advising on what constitutes non-discriminatory pornography in prisons; the dispute about Manchester United's away supporter allowance at Stamford Bridge; the challenge to the Census 2021 guidance (*Fair Play for Women*); Charlie Hughes' battle for medicinal cannabis on the NHS; the challenge to Bermuda's prohibition of same-sex marriage (*Ferguson*); the claim by Sir Philip Rutnam against the then Home Secretary Rt Hon Priti Patel; the dispute between Christ Church, Oxford, and its Dean; the Article 50 / Gina Miller litigation; the challenge to the Parole Board's decision to release the "Black Cab Rapist" (*DSD*); the school sex segregation case (*Al-Hijrah*), representing Strictly Come Dancing Professional Kristina Rihanoff in pregnancy discrimination proceedings, and acting in claims concerning abortion rights, the crime of female genital mutilation, and the recovery of silver from a shipwreck which was sunk during World War Two in the Indian Ocean.

Expertise

Employment

He appears in the Court of Appeal, EAT, High Court and ET, invariably in the more complex and higher value cases. His expertise includes all forms of discrimination, whistleblowing, wrongful dismissal, unfair dismissal, business protection claims, disciplinary hearings, and employment-related aspects of public and human rights law.

> ***tactically astute***
>
> CHAMBERS & PARTNERS, LEGAL 500

> ***He is worth his weight in gold.***
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> CHAMBERS & PARTNERS, LEGAL 500

> ***As an advocate he is always poised, polished and well prepared***
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> CHAMBERS & PARTNERS, LEGAL 500

> ***A slick performer.***
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> CHAMBERS & PARTNERS, LEGAL 500

> ***Clear, commanding, convincing, and calming***
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> CHAMBERS & PARTNERS, LEGAL 500

> ***He is very easy to work with***
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> CHAMBERS & PARTNERS, LEGAL 500

> ***He is very personable***
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> CHAMBERS & PARTNERS, LEGAL 500

> ***He finds creative solutions to problems***
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> CHAMBERS & PARTNERS, LEGAL 500

> ***He has the great skill of delivering a complex idea in a straightforward way***
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> CHAMBERS & PARTNERS, LEGAL 500

> ***Decisive, deft and devastating in drafting***
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> CHAMBERS & PARTNERS, LEGAL 500