

Tom Cross KC

Silk: 2025 Call: 2007

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Tom Cross KC is highly ranked by each of the principal legal directories in seven areas: Administrative & Public Law, Civil Liberties & Human Rights, Education, Professional Discipline, Local Government, Employment, and Data Protection.

He took Silk in 2025. He is described in the directories as *"a powerhouse in litigation"* who *"inspires great confidence"*. Before Silk, he was described as: *"the best junior at the public law bar, without question"*. He was nominated UK Public Law Junior of the Year 2022, and Public Services and Charities Junior of the Year 2023. He was UK Public Law Junior of the Year 2018 (Legal 500) and UK Employment Law Junior of the Year 2019 (Chambers & Partners).



He has an exceptionally approachable and supportive manner

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Some of his most 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.

He acts for claimants, defendants, and other parties, principally in litigation. His private and public sector clients range from major companies to private individuals, UK and foreign governments, and regulatory bodies. He is on the Panel of Silks used by the Crown in civil cases (having previously been on the Attorney General's 'A Panel' when junior Counsel) and is one of the Counsel to the Equality and Human Rights Commission.

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

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He is worth his weight in gold.

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As an advocate he is always poised, polished and well prepared

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A slick performer.

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Clear, commanding, convincing, and calming

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He is very easy to work with

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He is very personable

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He finds creative solutions to problems

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He has the great skill of delivering a complex idea in a straightforward way

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Decisive, deft and devastating in drafting

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