

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 has a razor-sharp mind, and is an excellent listener and phenomenal in front of the judge. His legal advice and understanding are spot-on throughout and he is a pleasure to deal with.

CHAMBERS UK

Expertise

Employment

Ronnie's employment practice covers:

- the full range of claims in the Employment Tribunal, with a particular focus on discrimination and whistleblowing (including applications for interim relief);
- industrial relations disputes; and
- breach of contract and employee competition claims: see further under "Commercial Dispute Resolution" above.

Other Employment Tribunal cases include:

- Acting for employees and employers at hearings to determine issues under TUPE, including whether there has been a relevant transfer and assignment;
- Acting for a leading UK housebuilder defending claims of disability and age discrimination, victimisation and unfair dismissal at a 10-day hearing;
- Acting for a national bank defending claims for discrimination, whistleblowing and automatic unfair dismissal on a TUPE transfer at a 15-day hearing. Led by Jane Mulcahy KC;
- Acting for a high street bank defending claims for disability discrimination, failure to make reasonable adjustments and unfair dismissal at a 7-day hearing;
- Acting for a national rail company defending its shift premium policy against claims for indirect sex discrimination;
- Acting for a nationwide retailer defending claims for indirect sex discrimination and unfair dismissal arising out of a redundancy process at a 7-day hearing.



Ronnie Dennis is a calm and confident advocate who instils confidence.

CHAMBERS & PARTNERS

Tribunal dismisses whistleblowing claims against world leading technology company

2008 EWHC 1583 (QB)

The claimant was employed by the respondent as its Head of Technology. She was dismissed after failing her probation period due to her poor performance and behaviour, but claimed it was because of disclosures she had made about data security. She also claimed she had been subjected to 21 other detriments and victimisation. Ronnie acted successfully for the employer at the interim relief hearing and 8-day final hearing, when all the claims were dismissed.

Tribunal dismisses employee's claim his dismissal was related to disability

2008 EWHC 1583 (QB)

The claimant was a manager for one of the world's largest oil and gas companies. He was dismissed after his employer concluded he had stolen items from work and then returned them whilst suspended. He denied theft and claimed the actions that led to his dismissal arose from depression. The Tribunal dismissed his claim for disability-related dismissal, as well as claims for harassment and indirect discrimination in respect of earlier events. Ronnie acted for the employer at the 9-day hearing.

Tribunal dismisses 68 allegations against vehicle recovery company

2008 EWHC 1583 (QB)

The claimant brought claims for constructive unfair dismissal, sexual harassment, sex discrimination and whistleblowing detriment against her former employer, a vehicle recovery company. The Tribunal dismissed her claims in respect of 68 alleged detriments and found that she was not constructively dismissed. Only one claim was upheld, in respect of a single WhatsApp exchange. Ronnie acted for the employer at the 11-day hearing.

Tribunal upholds unfair dismissal, harassment, victimisation and whistleblowing claims

2008 EWHC 1583 (QB)

The claimant was employed by a global financial services firm in a senior role. He made disclosures to HR about his manager being guilty of misogyny and sexism, and was then dismissed on terms forfeiting his equity. The Tribunal found that his equity treatment was influenced by his disclosures and therefore constituted victimisation and whistleblowing detriment. The Tribunal also found he had been harassed by the events he disclosed to HR, which were related to gender, and that announcements about his departure were further acts of victimisation and whistleblowing detriment. Ronnie acted for the claimant at the 9-day hearing.

Investment adviser's whistleblowing claims

2008 EWHC 1583 (QB)

The claimant was employed by a European hedge fund as an investment adviser. He claimed he was subject to a series of detriments for making protected disclosures about breach of FCA Principles and conflicts of interest in how the fund was managed. The alleged detriments included subjecting him to a performance improvement plan, deferring his annual bonus and suspending him pending a disciplinary investigation. He resigned and brought claims for whistleblowing detriment and constructive dismissal. Ronnie acted for the claimant at the interim relief hearing and subsequently.

Tribunal dismisses claims for trade union detriment and disability discrimination

2008 EWHC 1583 (QB)

The claimant was a trade union representative who claimed he had been victimised and dismissed for Trade Union activities. He also claimed he had been discriminated against because of something arising from his depression/ anxiety, and that his employer failed to make reasonable adjustments by requiring him to carry out a particular role. The Tribunal found his dismissal was procedurally unfair but that he would have been dismissed in any event, and rejected all other claims. Ronnie acted for the employer at the 4-day hearing.

Gypsy discrimination claims

2008 EWHC 1583 (QB)

The claimant, who had gypsy ethnic origins, brought claims against his employer for direct and indirect race discrimination, harassment and whistleblowing detriment. The claims related to comments made to him at work, his unsuccessful application for promotion and his employer's policy that employees had to live nearby to carry out a particular role. Ronnie acted for the employer at the 7-day hearing.

Dadhania v SAP (UK) Ltd & Ors

2008 EWHC 1583 (QB)

The claimant was a 61-year-old woman of Indian ethnic origin, who had been employed by a software solutions company as an Account Manager. She resigned when her two key accounts were reallocated to younger, white men, and brought claims for constructive dismissal, discrimination/ harassment and victimisation. The Tribunal upheld her claim for constructive unfair dismissal, but dismissed her Equality Act claims by a 2:1 majority. Ronnie acted for the claimant at the 7-day hearing. Read more about the case [here](#).

Council Chief Executive wrongfully dismissed

2008 EWHC 1583 (QB)

The claimant was the former Chief Executive of the defendant council, who claimed she had been unfairly and wrongfully dismissed for making protected disclosures about the new Council Leader. The Tribunal found she had been wrongfully but not unfairly dismissed after a 5-day hearing. Ronnie acted for the claimant.

Covid-19 whistleblowing claims

2008 EWHC 1583 (QB)

The claimant was a financial recruitment consultant, who claimed he had been subjected to detriments and dismissed for making protected disclosures about breach of Covid-19 regulations. The Employment Tribunal dismissed all claims after a 4-day hearing. Ronnie acted for the successful employer.

Queensgate Investments LLP v Millet

2008 EWHC 1583 (QB)

The EAT ruled that interim relief hearings in whistleblowing claims must be heard in public, unless the Tribunal makes an Order under Rule 50 of the ET Rules 2013. Ronnie acted for the Appellant, led by Sean Jones KC.

Bird & Rashid v Morrison Data Services (Water) Ltd

2008 EWHC 1583 (QB)

The claimants were two Trade Union Representatives who claimed their employer had subjected them to detriments for their trade union activities. The Tribunal dismissed all claims after a 5-day hearing.

Beal v Avery Homes (Nelson) Ltd

2008 EWHC 1583 (QB)

The High Court conducted the equivalent of a "Stage 2" hearing in equal pay claims brought by over 70 female care workers. The judgment contains helpful guidance on what constitutes a person's work for the purposes of any equal value assessment. Ronnie acted for the claimants, led by Sean Jones KC.

Patel-Jones v Babylon Partners Ltd

2008 EWHC 1583 (QB)

The Employment Tribunal dismissed claims for direct disability discrimination (including by association), harassment, failure to make reasonable adjustments, whistleblowing detriment and automatic unfair dismissal after a 12-day hearing. Ronnie acted for the successful employer.

Headley v Sensyne Health plc

2008 EWHC 1583 (QB)

The claimant had been employed by Sensyne as its Chief Financial Officer. He claimed he was dismissed for making protected disclosures and brought claims against the company and its CEO, Lord Drayson. Ronnie acted for the claimant at the interim relief hearing. The litigation was reported in the Times, Telegraph and Financial Times.

Law firm's bonus policy not discriminatory

2008 EWHC 1583 (QB)

The Employment Tribunal ruled that a bonus policy operated by a multinational law firm, which did not reduce hours targets for time spent on holiday, was neither directly nor indirectly discriminatory on grounds of maternity or gender. Ronnie acted for the successful law firm.

R. (Independent Workers Union of Great Britain) v Central Arbitration Committee

2008 EWHC 1583 (QB)

Supperstone J rejected claims that workers have a right to compulsory collective bargaining with a third party who is not their employer under Art. 11 ECHR. Ronnie acted for the University of London, led by Christopher Jeans KC.

Ayodele v Citylink Ltd

2008 EWHC 1583 (QB)

The Court of Appeal ruled that employees bringing claims for discrimination bear the initial burden of proof under the Equality Act 2010, despite the change in wording as compared with the pre-EqA legislation. Read more about the case here.

Extraterritorial discrimination claims

2008 EWHC 1583 (QB)

The Employment Tribunal ruled that it had territorial jurisdiction to determine claims for unfair dismissal and discrimination brought by an Engineering Manager against a multinational oil and gas company, relying on acts alleged to have occurred in the USA. Ronnie acted for the successful claimant.

Tribunal grants interim relief in whistleblowing claim

2008 EWHC 1583 (QB)

The Employment Tribunal granted interim relief to a Senior Director of Business Development in his whistleblowing claim against his former employer, a multinational computer services company. The Tribunal was satisfied that the claimant was likely to succeed in showing that he was dismissed for making protected disclosures about sexual harassment and tax fraud, rather than for poor performance as alleged by the company. Ronnie acted for the successful claimant.

Merseyrail Electrics 2002 Ltd v National Union of Rail Maritime and Transport Workers

2008 EWHC 1583 (QB)

Merseyrail sought an injunction to prevent RMT members from going out on strike in connection with the introduction of driver only operated trains. Ronnie acted for Merseyrail, led by Bruce Carr KC.

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

CHAMBERS UK

“

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

“

An immensely valuable junior

LEGAL 500

“

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

“

Very smart and diligent. Very good with numbers

LEGAL 500