Zac Sammour



Call: 2014

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Zac is sought-after as both junior and sole counsel across a wide range of practice areas, including commercial, data protection, defamation, employment, privacy, public, public international and sports law.

Zac is recommended in the legal directories in six of his practice areas: civil liberties and human rights; employment, data protection, defamation and privacy, public and administrative law and sport. He is recommended for:

- **His advocacy**: "*He is an excellent, confident advocate*" (Chambers & Partners 2026); "*He is one of the best cross-examiners in the business*" (Legal 500 2025); "*His advocacy skills are some of the best I've seen*" (Chambers & Partners 2025);
- **His analytical ability**: "*Zac's ability to analyse complex legal issues is incomparable.*" (Chambers & Partners 2026); "*Zac Sammour has a brilliant mind*" (Chambers & Partners 2026); "*Zac is an exceptional barrister. He is smart, insightful, thoughtful and tactically brilliant*" (Legal 500 2026)

> ***Zac is carving out a name for himself at the forefront of discrimination law.***
>
> LEGAL 500, 2026

- **His ability to work in a team**: *"Zac has fantastic leader qualities in someone who is so junior. He ensures the team operate effectively and he really delivers with high-quality work"* (Chambers & Partners 2026); *"Zac is a brilliant tactician and works seamlessly with solicitor teams to provide timely pragmatic and commercial advice"* (Legal 500 2026); *"He is down to earth, bright, and speaks clear, simple English. He is commercial and pragmatic"* (Chambers & Partners 2026).

Zac has appeared in high profile and complex cases in all of his practice areas, dealing with matters from free speech in the workplace (***Miller v University of Bristol***) to the regulation of online platforms (***TikTok v ICO***); arms exports during armed conflict (***Al Haq v Secretary of State for Business and Trade***) to large-scale team moves involving software copying and document misappropriation (***SS&C v Zilo***); and racism in sport (***Yorkshire Cricket Disciplinary Proceedings***) to the international obligations of occupying powers (*ICJ* ***advisory opinion proceedings***).

Expertise

Employment

Zac regularly appears as sole counsel in the Employment Tribunals and Employment Appeal Tribunal in high value and complex claims. Zac has particular experience in whistleblowing and discrimination claims, and an interest in cases involving discrimination on grounds of belief.

> ***Zac is an exceptional barrister whose written work is very tightly drafted. He is an excellent, confident advocate.***
>
> CHAMBERS AND PARTNERS, 2026

Miller v University of Bristol.

2008 EWHC 1583 (QB)

Zac acts for Professor David Miller in a high profile claim against the University of Bristol in which Professor Miller alleges discrimination on grounds of his holding anti-Zionist beliefs. An appeal to the EAT is due to be heard in 2025.

Beldica v British Council

2008 EWHC 1583 (QB)

Zac acted for the British Council in its successful appeal to the EAT in a case concerning the interplay between the ET's jurisdiction, the Human Rights Act and the law of diplomatic immunity.

Rustambekov v Fieldfisher

2008 EWHC 1583 (QB)

Zac acts for Filedfisher in a claim concerning alleged sexual misconduct by a senior associate. Fieldfisher has been granted permission to appeal to the EAT. The appeal is due to be heard in 2026.

Gale & Ors v Yorkshire Cricket Club

2008 EWHC 1583 (QB)

Zac acted for Yorkshire Cricket Club in relation to high profile claims for unfair dismissal, victimization and (in two cases) race discrimination brought by former coaches of Yorkshire Cricket Club who were dismissed by the Club in connection with the widely publicised allegations of racial discrimination and harassment made by former player Azeem Rafiq. Zac was successful in obtaining deposit orders in relation to claims of racial discrimination. All claims were settled before trial.

Thompson v Informatica

2008 EWHC 1583 (QB)

Zac acted for the Respondent in both the Employment Tribunal and the EAT. Before the ET, the Respondent successfully defended a whistleblowing and ordinary unfair dismissal claim brought by a senior executive who had been dismissed for breaching the employer's anti-bribery and corruption policies. The trial was heard over 6 days. The Claimant appealed the dismissal of his unfair dismissal claim to the EAT. That appeal was dismissed.

Fleming v East of England Ambulance Service NHS Trust

2008 EWHC 1583 (QB)

Zac acted for the appellant, who successfully challenged a decision of the Employment Tribunal to exclude his covert recording of the private discussions of a disciplinary panel. The EAT ruled that the recordings were admissible, except those parts that were caught by legal professional privilege (led by Jane McCafferty, instructed by Steeles Law).

Achievements

Education

London School of Economics, LLB (First Class)

Oxford University, BCL (Distinction)

Awards

- Sweet and Maxwell Prize for Best Performance in final year exams (LSE)
- Clifford Chance Prize for Best Performance in Property II (LSE)
- Archibald Jackson Prize (Somerville College, Oxford)
- Denning Scholarship (Lincolns Inn)
- Hardwicke Entry Award (Lincolns Inn)

Other

Zac enjoys combat sports and competed for several years at an amateur level in boxing and Muay Thai. Zac competed for Oxford in the 2013 Varsity Match, where he beat the Cambridge captain and won Oxford's award for Best Technical Boxer. He now competes (recreationally) in Brazilian Jiu Jitsu. He is a fan of Newcastle United FC.

An excellent advocate who demonstrates abilities well beyond his year of call. Both a razor-sharp mind and a natural manner with clients. A barrister who solicitors always trust to do a good job – a real star of the employment Bar

LEGAL 500, EMPLOYMENT, 2022

Zac is exceptionally bright, has an incredible work ethic and demonstrates abilities well beyond his year of call. Zac is a complete star and absolutely someone you want on your team

LEGAL 500, DATA PROTECTION, 2023

He does an excellent job and is very bright

CHAMBERS & PARTNERS, EMPLOYMENT, 2021

Zac is very flexible and will go the extra mile. He really thinks outside the box and is incredibly imaginative but has a down-to-earth demeanor

CHAMBERS & PARTNERS, EMPLOYMENT, 2024

Zac provides an excellent level of service for us in complex tribunal cases

CHAMBERS & PARTNERS, EMPLOYMENT, 2024

Zac is responsive, has great attention to detail, puts clients at ease and has strong advocacy skills

LEGAL 500, EMPLOYMENT, 2024

Brilliant mind with a good eye for detail. Works very hard – prepares assiduously

LEGAL 500, SPORTS LAW, 2024

Zac's cross-examination approach is tenacious and gives confidence that he is in complete control of the witness on the stand. His submissions are well crafted without being unnecessarily verbose; and he is excellent at managing lay clients, ensuring they feel involved and understand what is happening

LEGAL 500, EMPLOYMENT, 2023

Zac is very personable and is a very strong team player. He has a first-class knowledge and intellect and is very good on paper. He is a superb advocate and is definitely a junior star

LEGAL 500, DEFAMATION AND PRIVACY, 2023