

Jack Steele

Call: 2025

E: Jack.Steele@11kbw.com

T: +44 (0)20 7632 8500



Jack practices across public and human rights law, commercial and employment law, privacy law, international law, and sports law.

In public law, Jack has acted in significant and high-profile claims including: representing the Secretary of State in Reform UK's challenge to the postponement of local elections in May 2026 (led by Sir James Eadie KC, Julian Blake, and Ruth Kennedy); acting for the Secretary of State in a challenge to the prohibition on police officers joining trade unions (led by Jason Pobjoy KC and Patrick Halliday); and acting for the London Mayor's Office in *Palantir Technologies v Mayor's Office of Policing and Crime* (led by Joe Barrett KC, Rupert Paines and Jennifer MacLeod).

In commercial and employment law, Jack acted in major team move litigation in *Guy Carpenter v Willis Limited and others* [2026] EWHC 361 (KB) (led by David Craig KC and Jamie Susskind). He represents Sainsburys Supermarkets in a mass equal pay claim (led by Dan Stilitz KC, Julian Milford KC and Michael Lee), and acts for a Claimant in a significant discrimination claim against a Premier League football club (led by Dan Stilitz KC).

In privacy law, he acted for the Information Commissioner in *RTM v Bonne Terre Limited* [2026] EWCA Civ 488 (led by Heather Emmerson) and acts in the Court of Appeal proceedings in *Clearview AI v Information Commissioner* (led by Timothy Pitt-Payne KC and Jamie Susskind).

In his first year of practice, Jack also acted as Embedded Counsel in the Foreign, Commonwealth and Development Office, advising on public and public international law. Separately, he has advised a State on its maritime boundary, led by Philippe Sands KC and Remi Reichhold.

Prior to coming to the Bar, Jack worked for several years at the human rights NGO Reprieve, where he assisted on death penalty, torture, extrajudicial killing and unlawful detention cases. He worked previously as a teaching fellow in political philosophy at Harvard University, as a paralegal at the Infected Blood Inquiry, and as a legal analyst at Herbert Smith Freehills Kramer.

He holds a first-class BA in Jurisprudence from Oxford University and a LLM from Harvard Law School.

Expertise

Employment

Jack accepts instructions across all areas of employment law. Recent highlights of Jack's work include:

- *Guy Carpenter v Willis Limited and others* [2026] EWHC 361 (KB): Acting for the First and Second Defendants in major 'team move' litigation, settled on confidential terms (led by David Craig KC and Jamie Susskind);
- *Ahmed & Ors v Sainsburys*: Acting for Sainsbury's in major equal pay litigation;
- Acting for a high-profile defendant in a major whistleblowing and unfair dismissal claim (led by Jane McCafferty KC, Dan Isenberg and Aliya al-Yassin);
- For the claimant in a high-profile discrimination claim against a Premier League football club (led by Dan Stilitz KC);
- For the claimant in a racial discrimination claim against a large multi-national bank (as a pupil, assisting Tom Ogg);
- An appeal to the Employment Appeal Tribunal concerning disability discrimination (as a pupil, assisting Jamie Susskind);
- An appeal to the Employment Appeal Tribunal concerning the scope of a COT3 settlement in a whistleblowing claim (as a pupil, assisting Jamie Susskind).

Leeks v Royal Marsden

[2024] EAT 178

appeal to the Employment Appeal Tribunal concerning limitation rules in the NHS 'whistleblower' regulations (the Employment Rights Act 1996 (NHS Recruitment – Protected Disclosure) Regulations 2018) (as a pupil, assisting Paddy Halliday)

Heinl and Laikko v Moving Brands Ltd and ors

2204235/2021 AND 2204238/2021

Application to the Employment Tribunal for costs and wasted costs orders against the defendants and their representatives arising out an unfair dismissal claim (as a pupil, assisting Jamie Susskind)

Achievements

Education

- BA Jurisprudence, Oxford University
- LLM, Harvard Law School

- BVC, Inns of Court College of Advocacy

Awards and Scholarships

- Bedingfield Scholarship, Gray's Inn
- Horace Cecil Fisher scholarship, Harvard University
- Bertha Justice Fellowship, Bertha Foundation
- 2nd in cohort in Civil Litigation, Inns of Court College of Advocacy