Sean Jones KC

Silk: 2012 Call: 1991

E: Sean.Jones@11kbw.com
T: +44 (0)20 7632 8500



Sean has a leading practice focused on complex and high profile cases. He acts for both claimants and defendants in claims covering the a wide range of Employment, Commercial Employment and Sport-related disputes. Clients value his approachability and commitment to team-working, the breadth and depth of his specialist knowledge, his persuasiveness in argument and his effectiveness in cross-examination.

> ***He gives clear, practical and commercial advice on resolving disputes in court.***
>
> CHAMBERS & PARTNERS

Expertise

Employment

Employment Law is at the heart of Sean's work. Widely-regarded as one of the leading Employment lawyers in the UK, his practice covers the entire range of employment-related matters from multiple equal pay, pension and employment status claims through to individual dismissals, whistleblowing claims, bonus and restrictive covenant disputes, and industrial action cases. He is instructed by individuals, trade unions and every kind of employer including large private sector companies such as Amazon, Easyjet, Ford, Lloyds Bank, Marks and Spencer, Tesco and Sainsburys; public sector bodies such as the BBC, the HMRC, the Metropolitan Police, and a number of local authorities and Education sector employers such as the University of Oxford and Nottingham University.

> ***Sean's submissions in tribunal are highly persuasive and he is constantly available to us. Even extremely demanding clients are blown away – Sean is the brightest star of the senior employment Bar.***
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> LEGAL 500

Sport

Sean has advised and represented a number of football clubs in disputes with players, managers and staff including Aston Villa, Everton, Newcastle United and Nottingham Forest. He has also been instructed by the League Managers' Association and acted for former managers in actions against Fulham, Leeds United and the Football Association of Wales and for a former player against Tottenham Hotspur.

Away from football, he represented the RFU in its dispute with Bristol over the recruitment of a rugby forwards coach. He has sat as chair of disciplinary panel for British Ski and Snowboarding and conducted a disciplinary investigation on behalf of the Olympic Park Legacy Corporation.

Having run 13 marathons it is beginning to dawn on Sean that he is never going to qualify for the Boston Marathon.

> ***A leading sport employment silk, who is usually the first choice for clubs in high-profile employment issues.***
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> CHAMBERS & PARTNERS

Recent cases

SPI Spirits v Zabelin

[2023] EAT 147, EAT, DECEMBER 6 2023; [2024] IRLR 285

An employment tribunal had been entitled to uplift awards made against a company and its majority shareholder jointly and severally in respect of detrimental treatment, and against the company in respect of automatic unfair dismissal

Element v Tesco Stores

[2022] EAT 165, EAT, OCTOBER 31 2022, [2023] IRLR 102

The meaning of a Job Evaluation Study under the Equality Act 2010.

K v Tesco Stores

[2021] ICR 1524; [2021] 3 CMLR 33, CASE C-624/19, ECJ, JUNE 3 2021

Female employees in supermarket stores claiming comparison with male distribution network employees – Claim based on equal pay for 'work of equal value' – Whether FEU Treaty having direct effect

Pitcher v University of Oxford; Ewart v University of Oxford

[2021] IRLR 946, EA-2019-000638-RN; EA-2020-000128-RN, EAT, SEPTEMBER 27 2021

Two employment tribunals which had reached different conclusions in respect of the proportionality of the University of Oxford's application of its policy in respect of the compulsory retirement of two professors at the age of 67 had not erred in law. Both appeals dismissed.

Queensgate Investments v Millet

UKEAT/0256/20/RN, EAT, JANUARY 15 2021, [2021] ICR 863; [2021] IRLR 637

Hearings to determine applications for interim relief should be made in public

Royal Mencap Society v Tomlinson-Blake; Shannon v Rampersad

[2021] UKSC 8, SC, MARCH 19 2021, TIMES, MARCH 30 2021

Care workers not entitled to be paid national minimum wage during periods of on-call time when they were on sleep-in shifts.

Radia v Jefferies International

UKEAT/0007/18/JOJ, EAT, FEBRUARY 21 2020 [2020] IRLR 431

An appeal against a costs order which provided that the employee pay the employer's costs in respect of unsuccessful disability claims was dismissed.

Royal Mail Group v Jhuti

[2020] IRLR 129, [2019] UKSC 55, SC, NOVEMBER 27 2019

Hidden reason for employee's dismissal applicable to claim.

East of England Ambulance Service NHS Trust v Flowers

[2019] EWCA CIV 947, [2019] IRLR 798, CA, JUNE 10 2019

Whether voluntary overtime should be taken into account in the calculation of overtime pay.

Naeem v Secretary of State for Justice

Supreme Court, April 2017
Landmark case on indirect discrimination which clarified and simplified a notoriously difficult area of Discrimination Law.

Achievements

Appointments

Fee-paid Employment Judge

Senior Trustee of the Free Representation Unit

Employment Law Bar Association Management Committee

Bar Council

News, Articles & Publications

Employment Law Columnist for Solicitors' Journal

General Editor of Tolley's Employment Law Handbook

Education

Worcester College, Oxford, Andrew Dixon Scholar; BA (Hons) Jurisprudence, First Class; BCL.

> ***Tactically brilliant.***
>
> CHAMBERS & PARTNERS

> ***So good, lay clients ask him if they can applaud after hearings***
>
> LEGAL 500

> ***He is sharp and decisive, and has an extraordinary ability to present complex arguments simply***
>
> LEGAL 500

He is an excellent sport employment specialist.

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He thinks things through very clearly and has a very sharp mind.

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A leading sport employment silk, who is usually the first choice for clubs in high-profile employment issues.

CHAMBERS & PARTNERS

A master advocate who is incredibly personable and extremely generous with his time.

CHAMBERS & PARTNERS

Absolutely outstanding. He has real gravitas and is strikingly bright and sharp.

CHAMBERS & PARTNERS

He grasps the intricacies of a case with astonishing speed.

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