

Andrew Edge

Call: 2003

E: Andrew.Edge@11kbw.com

T: +44 (0)20 7632 8500



Andrew is widely regarded as a market-leading junior specialising in employment and commercial law. Since 2009, Andrew has been recommended by both the leading directories as a leading junior who is a great team-player in large scale litigation, as well as being a tough cross-examiner.



***Broad commercial
experience...***

CHAMBERS & PARTNERS

Expertise

Employment

Andrew is a leading employment law specialist. His practice encompasses high court matters, including unlawful means conspiracy claims, breaches of fiduciary duty, misuse of confidential information, breaches of contract and bonus disputes. He also practices across the breadth of statutory employment law, having particular interests in high value whistleblowing claims (often within regulated environments) and multi-party discrimination claims.



Andrew is one of the very best juniors at the employment Bar. In every case, Andrew adds value, bringing new ideas and enabling solicitors to develop the case. This is what one looks for in a junior and Andrew has the ability to think about and advance cases – one of the very best out there.

LEGAL 500

KWM v Goodwin Procter and Richard Lever

(HIGH COURT 2016-17)

Andrew (alongside Paul Nicholls KC) acted on behalf of the defendants in a highly publicised and high value multi-jurisdictional claim, arising from a “team-move” of a group of solicitors, which alleged unlawful means conspiracy, breach of fiduciary duty and claims under French law.

Capital Markets Co v Tarver and Others

(HIGH COURT CHANCERY, ONGOING)

Alongside David Craig KC, Andrew is instructed by a Defendant in a conspiracy claim in the fintech sector involving allegations of breaches of intellectual property rights and the diversion of business opportunities.

X v Y

(CENTRAL LONDON ET, ONGOING)

Andrew is currently acting as sole counsel in a high value whistleblowing claim, acting for a Chief Executive Officer who alleges that his discretionary bonus was significantly reduced following him raising serious protected disclosures relating to market manipulation. The matter is listed for an 11-day hearing in May 2017 against Simon Devonshire KC.

Spectron Services Ltd v Clarkson and another

(HIGH COURT, 2016)

Andrew (leading Zac Sammour) acted on behalf of the 2 defendants in this High Court matter relating to a claimant employer seeking to enforce garden-leave provisions and post-termination restraints against its departing employees.

Elefante v Augustea Shipping

(CENTRAL LONDON ET, 2015)

Andrew successfully acted (as sole counsel) for an international shipping organisation in a claim brought against it by its former Financial Controller who alleged direct and indirect sex discrimination arising from the company's decision to recruit a Chief Financial Officer without providing the claimant with the opportunity to apply for such position.

Quaid and others v IBM

(ONGOING)

Alongside Christopher Jeans KC, Andrew is acting for IBM in highly publicised and long-running litigation arising out of IBM's closure of its early retirement policy and other changes to its pension provision. The claims are brought by a significant number of ex-employees who allege direct /indirect age discrimination and constructive unfair dismissal.

Gallagher v Ross and Others

(HIGH COURT, 2015)

Alongside Daniel Oudkerk KC, Andrew acted on behalf of the claimants in a high profile conspiracy and breach of fiduciary duty claim, which arose out of an alleged team move and the diversion of maturing business opportunities. The matter also included a cross claim arising out of surveillance. Daniel and Andrew recovered £20m under the subsequent settlement of the action (FT 27 March 2015).

A.T. Kearney v Baigorri and Oliver Wyman Ltd

(2015 HIGH COURT)

Acting for the Claimants alongside Paul Nicholls KC, Andrew successfully acted in this application for interim injunctive relief seeking to restrain English Defendants from taking further steps to orchestrate an alleged 'team move' of employees from the Claimant to a competitor in the UAE. This matter involved significant issues relating to jurisdiction and conflict of laws.

A v B

(MANCHESTER ET, 2014-15)

Andrew successfully acted on behalf of a primary school teacher who was alleged to have inappropriately touched one of his students. As a result of Andrew's cross examination of the school's management team, it was shown that the school had no basis to dismiss or objective grounds for believing the serious misconduct had taken place.

Cofely Workplace v Moyer-Lee [2015] IRLR 879

(CAC EAT, 2015)

Andrew successfully represented Cofely both before the CAC and the EAT. The case is now the leading authority on the application of the Information and Consultation of Employee Regulations in relation to employers that have a business spread across multiple sites.

CD v ST [2014] IRLR 551

(CJEU AND ET, 2014)

This is the leading case on surrogacy and maternity discrimination / the right to paid maternity leave of 'receiving' surrogate mothers. Andrew successfully represented the employer both before the Employment Tribunal and (along side Chris Jeans KC) before the CJEU.

Moty Cristal v Manchester Mental Health and Social Care NHS Trust and Unison

(2014-2015)

In this matter, Andrew (led by Christopher Jeans KC) successfully acted for Unison in this internationally publicised claim, brought before the UK civil courts by a prominent Israeli individual who claimed that he had been subjected to direct race discrimination by Unison and an NHS Trust.

Commercial Litigation

Andrew is a leading employment law specialist. His practice encompasses high court matters, including unlawful means conspiracy claims, breaches of fiduciary duty, misuse of confidential information, breaches of contract and bonus disputes. He also practices across the breadth of statutory employment law, having particular interests in high value whistleblowing claims (often within regulated environments) and multi-party discrimination claims.

South Humberside Suspended Ceilings v Burton

(HIGH COURT, 2016-17)

Andrew acted on behalf of the defendant (both before the High Court and Court of Appeal) who was facing claims of fraudulent misrepresentation, conversion, breach of contract, breach of fiduciary duty and a claim in debt.

3Q Engineering v Nutt and others

(HIGH COURT, 2016)

Andrew acted on behalf of two defendant directors who were facing claims brought by their company alleging that they had fostered a competitive business and thereby engaged in an unlawful means conspiracy, breached their fiduciary duties and misused confidential information. The matter also included a counterclaim relating to alleged unlawful misuse by the company of the defendants' private information.

KWM v Goodwin Procter and Richard Lever

(HIGH COURT 2016-17)

Andrew (alongside Paul Nicholls KC) acted on behalf of the defendants in a highly publicised and high value multi-jurisdictional claim, arising from a "team-move" of a group of solicitors, which alleged unlawful means conspiracy, breach of fiduciary duty and claims under French law.

Davis v BNP Paribas

(HIGH COURT, 2016)

Andrew acted on behalf of BNP Paribas in this matter relating to a bonus claim brought by an ex-employee.

Capital Markets Co v Tarver and Others

(HIGH COURT CHANCERY, ONGOING)

Alongside David Craig KC, Andrew is instructed by a Defendant in a conspiracy claim in the fintech sector involving allegations of breaches of intellectual property rights and the diversion of business opportunities.

Gallagher v Ross and Others

(HIGH COURT, 2015)

Alongside Daniel Oudkerk KC, Andrew acted on behalf of the claimants in a high profile conspiracy and breach of fiduciary duty claim, which arose out of an alleged team move and the diversion of maturing business opportunities. The matter also included a cross claim arising out of surveillance. Daniel and Andrew recovered £20m under the subsequent settlement of the action (FT 27 March 2015).

A.T. Kearney v Baigorri and Oliver Wyman Ltd

(2015 HIGH COURT)

Acting for the Claimants, alongside Paul Nicholls KC, Andrew successfully acted in this application for interim injunctive relief seeking to restrain English Defendants from taking further steps to orchestrate an alleged 'team move' of employees from the Claimant to a competitor in the UAE. This matter involved significant issues relating to jurisdiction and conflict of laws.

J Sainsbury v Bibi-Hudson

(HIGH COURT, 2012)

Andrew successfully represented the applicant at both 'ex-parte' and on notice hearings before the Queen's Bench Division, obtaining a stay of execution of a judgment against Sainsburys that an individual was seeking to enforce prior to an appeal. Andrew also successfully overturned the underlying judgment, appearing as sole counsel in the EAT.

Recent cases

Swiss Re v Sommer

[2022] EAT 78; EAT, APRIL 12 2022; [2022] IRLR 650

'Without prejudice' letter inadmissible at a merits hearing

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.

KWM v Goodwin Procter and Richard Lever

(HIGH COURT 2016-17)

Andrew (alongside Paul Nicholls KC) acted on behalf of the defendants in a highly publicised and high value multi-jurisdictional claim, arising from a "team-move" of a group of solicitors, which alleged unlawful means conspiracy, breach of fiduciary duty and claims under French law.

KWM v Goodwin Procter and Richard Lever

(HIGH COURT 2016-17)

Andrew (alongside Paul Nicholls KC) acted on behalf of the defendants in a highly publicised and high value multi-jurisdictional claim, arising from a "team-move" of a group of solicitors, which alleged unlawful means conspiracy, breach of fiduciary duty and claims under French law.

KWM v Goodwin Procter and Richard Lever

(HIGH COURT 2016-17)

Andrew (alongside Paul Nicholls KC) acted on behalf of the defendants in a highly publicised and high value multi-jurisdictional claim, arising from a "team-move" of a group of solicitors, which alleged unlawful means conspiracy, breach of fiduciary duty and claims under French law.

Capital Markets Co v Tarver and Others

(HIGH COURT CHANCERY, ONGOING)

Alongside David Craig KC, Andrew is instructed by a Defendant in a conspiracy claim in the fintech sector involving allegations of breaches of intellectual property rights and the diversion of business opportunities.

X v Y

(CENTRAL LONDON ET, ONGOING)

Andrew is currently acting as sole counsel in a high value whistleblowing claim, acting for a Chief Executive Officer who alleges that his discretionary bonus was significantly reduced following him raising serious protected disclosures relating to market manipulation. The matter is listed for an 11-day hearing in May 2017 against Simon Devonshire KC.

X v Y

(CENTRAL LONDON ET, ONGOING)

Andrew is currently acting as sole counsel in a high value whistleblowing claim, acting for a Chief Executive Officer who alleges that his discretionary bonus was significantly reduced following him raising serious protected disclosures relating to market manipulation. The matter is listed for an 11-day hearing in May 2017 against Simon Devonshire KC.

Capital Markets Co v Tarver and Others

(HIGH COURT CHANCERY, ONGOING)

Alongside David Craig KC, Andrew is instructed by a Defendant in a conspiracy claim in the fintech sector involving allegations of breaches of intellectual property rights and the diversion of business opportunities.

Capital Markets Co v Tarver and Others

(HIGH COURT CHANCERY, ONGOING)

Alongside David Craig KC, Andrew is instructed by a Defendant in a conspiracy claim in the fintech sector involving allegations of breaches of intellectual property rights and the diversion of business opportunities.

X v Y

(2021 – 2023)

acting for the Respondent insurers in an ad hoc arbitration defending a claim in excess of £100million for alleged business interruption losses caused by COVID-19

Quaid and others v IBM

Alongside Christopher Jeans KC, Andrew is acting for IBM in highly publicised and long-running litigation arising out of IBM's closure of its early retirement policy and other changes to its pension provision. The claims are brought by a significant number of ex-employees who allege direct /indirect age discrimination and constructive unfair dismissal.

Quaid and others v IBM

(ONGOING)

Alongside Christopher Jeans KC, Andrew is acting for IBM in highly publicised and long-running litigation arising out of IBM's closure of its early retirement policy and other changes to its pension provision. The claims are brought by a significant number of ex-employees who allege direct /indirect age discrimination and constructive unfair dismissal.

South Humberside Suspended Ceilings v Burton

(HIGH COURT, 2016-17)

Andrew acted on behalf of the defendant (both before the High Court and Court of Appeal) who was facing claims of fraudulent misrepresentation, conversion, breach of contract, breach of fiduciary duty and a claim in debt.

Davis v BNP Paribas

(HIGH COURT, 2016)

Andrew acted on behalf of BNP Paribas in this matter relating to a bonus claim brought by an ex-employee.

South Humberside Suspended Ceilings v Burton

(HIGH COURT, 2016-17)

Andrew acted on behalf of the defendant (both before the High Court and Court of Appeal) who was facing claims of fraudulent misrepresentation, conversion, breach of contract, breach of fiduciary duty and a claim in debt.

Davis v BNP Paribas

(HIGH COURT, 2016)

Andrew acted on behalf of BNP Paribas in this matter relating to a bonus claim brought by an ex-employee.

3Q Engineering v Nutt and others

(HIGH COURT, 2016)

Andrew acted on behalf of two defendant directors who were facing claims brought by their company alleging that they had fostered a competitive business and thereby engaged in an unlawful means conspiracy, breached their fiduciary duties and misused confidential information. The matter also included a counterclaim relating to alleged unlawful misuse by the company of the defendants' private information.

3Q Engineering v Nutt and others

(HIGH COURT, 2016)

Andrew acted on behalf of two defendant directors who were facing claims brought by their company alleging that they had fostered a competitive business and thereby engaged in an unlawful means conspiracy, breached their fiduciary duties and misused confidential information. The matter also included a counterclaim relating to alleged unlawful misuse by the company of the defendants' private information.

Spectron Services Ltd v Clarkson and another

(HIGH COURT, 2016)

Andrew (leading Zac Sammour) acted on behalf of the 2 defendants in this High Court matter relating to a claimant employer seeking to enforce garden-leave provisions and post-termination restraints against its departing employees.

Gallagher v Ross and Others

(HIGH COURT, 2015)

Alongside Daniel Oudkerk KC, Andrew acted on behalf of the claimants in a high profile conspiracy and breach of fiduciary duty claim, which arose out of an alleged team move and the diversion of maturing business opportunities. The matter also included a cross claim arising out of surveillance. Daniel and Andrew recovered £20m under the subsequent settlement of the action (FT 27 March 2015).

Spectron Services Ltd v Clarkson and another

(HIGH COURT, 2016)

Andrew (leading Zac Sammour) acted on behalf of the 2 defendants in this High Court matter relating to a claimant employer seeking to enforce garden-leave provisions and post-termination restraints against its departing employees.

Gallagher v Ross and Others

(HIGH COURT, 2015)

Alongside Daniel Oudkerk KC, Andrew acted on behalf of the claimants in a high profile conspiracy and breach of fiduciary duty claim, which arose out of an alleged team move and the diversion of maturing business opportunities. The matter also included a cross claim arising out of surveillance. Daniel and Andrew recovered £20m under the subsequent settlement of the action (FT 27 March 2015).

Gallagher v Ross and Others

(HIGH COURT, 2015)

Alongside Daniel Oudkerk KC, Andrew acted on behalf of the claimants in a high profile conspiracy and breach of fiduciary duty claim, which arose out of an alleged team move and the diversion of maturing business opportunities. The matter also included a cross claim arising out of surveillance. Daniel and Andrew recovered £20m under the subsequent settlement of the action (FT 27 March 2015).

Elefante v Augustea Shipping

(CENTRAL LONDON ET, 2015)

Andrew successfully acted (as sole counsel) for an international shipping organisation in a claim brought against it by its former Financial Controller who alleged direct and indirect sex discrimination arising from the company's decision to recruit a Chief Financial Officer without providing the claimant with the opportunity to apply for such position.

Elefante v Augustea Shipping

(CENTRAL LONDON ET, 2015)

Andrew successfully acted (as sole counsel) for an international shipping organisation in a claim brought against it by its former Financial Controller who alleged direct and indirect sex discrimination arising from the company's decision to recruit a Chief Financial Officer without providing the claimant with the opportunity to apply for such position.

A.T. Kearney v Baigorri and Oliver Wyman Ltd

(2015 HIGH COURT)

Acting for the Claimants alongside Paul Nicholls KC, Andrew successfully acted in this application for interim injunctive relief seeking to restrain English Defendants from taking further steps to orchestrate an alleged 'team move' of employees from the Claimant to a competitor in the UAE. This matter involved significant issues relating to jurisdiction and conflict of laws.

A.T. Kearney v Baigorri and Oliver Wyman Ltd

(2015 HIGH COURT)

Acting for the Claimants, alongside Paul Nicholls KC, Andrew successfully acted in this application for interim injunctive relief seeking to restrain English Defendants from taking further steps to orchestrate an alleged 'team move' of employees from the Claimant to a competitor in the UAE. This matter involved significant issues relating to jurisdiction and conflict of laws.

A.T. Kearney v Baigorri and Oliver Wyman Ltd

(2015 HIGH COURT)

Acting for the Claimants alongside Paul Nicholls KC, Andrew successfully acted in this application for interim injunctive relief seeking to restrain English Defendants from taking further steps to orchestrate an alleged 'team move' of employees from the Claimant to a competitor in the UAE. This matter involved significant issues relating to jurisdiction and conflict of laws.

A v B

(MANCHESTER ET, 2014-15)

Andrew successfully acted on behalf of a primary school teacher who was alleged to have inappropriately touched one of his students. As a result of Andrew's cross examination of the school's management team, it was shown that the school had no basis to dismiss or objective grounds for believing the serious misconduct had taken place.

A v B

(2021 – 2022)

acted as sole counsel for the Respondent in an ICC arbitration advanced on the basis of the Commercial Agency Regulations

A v B

(MANCHESTER ET, 2014-15)

Andrew successfully acted on behalf of a primary school teacher who was alleged to have inappropriately touched one of his students. As a result of Andrew's cross examination of the school's management team, it was shown that the school had no basis to dismiss or objective grounds for believing the serious misconduct had taken place.

Cofely Workplace v Moyer-Lee [2015] IRLR 879

(CAC EAT, 2015)

Andrew successfully represented Cofely both before the CAC and the EAT. The case is now the leading authority on the application of the Information and Consultation of Employee Regulations in relation to employers that have a business spread across multiple sites.

CD v ST [2014] IRLR 551

(CJEU AND ET, 2014)

This is the leading case on surrogacy and maternity discrimination / the right to paid maternity leave of 'receiving' surrogate mothers. Andrew successfully represented the employer both before the Employment Tribunal and (along side Chris Jeans KC) before the CJEU.

Moty Cristal v Manchester Mental Health and Social Care NHS Trust and Unison

(2014-2015)

In this matter, Andrew (led by Christopher Jeans KC) successfully acted for Unison in this internationally publicised claim, brought before the UK civil courts by a prominent Israeli individual who claimed that he had been subjected to direct race discrimination by Unison and an NHS Trust.

Cofely Workplace v Moyer-Lee [2015] IRLR 879

(CAC EAT, 2015)

Andrew successfully represented Cofely both before the CAC and the EAT. The case is now the leading authority on the application of the Information and Consultation of Employee Regulations in relation to employers that have a business spread across multiple sites.

CD v ST [2014] IRLR 551

(CJEU AND ET, 2014)

This is the leading case on surrogacy and maternity discrimination / the right to paid maternity leave of 'receiving' surrogate mothers. Andrew successfully represented the employer both before the Employment Tribunal and (along side Chris Jeans KC) before the CJEU.

Moty Cristal v Manchester Mental Health and Social Care NHS Trust and Unison

(2014-2015)

In this matter, Andrew (led by Christopher Jeans KC) successfully acted for Unison in this internationally publicised claim, brought before the UK civil courts by a prominent Israeli individual who claimed that he had been subjected to direct race discrimination by Unison and an NHS Trust.

J Sainsbury v Bibi-Hudson

(HIGH COURT, 2012)

Andrew successfully represented the applicant at both 'ex-parte' and on notice hearings before the Queen's Bench Division, obtaining a stay of execution of a judgment against Sainsburys that an individual was seeking to enforce. In related proceedings, Andrew also overturned the underlying judgment, appearing as sole counsel in the EAT.

J Sainsbury v Bibi-Hudson

(HIGH COURT, 2012)

Andrew successfully represented the applicant at both 'ex-parte' and on notice hearings before the Queen's Bench Division, obtaining a stay of execution of a judgment against Sainsburys that an individual was seeking to enforce prior to an appeal. Andrew also successfully overturned the underlying judgment, appearing as sole counsel in the EAT.

Achievements

News, Articles & Publications

Contributor "*Transfer of Undertaking*" (Sweet & Maxwell looseleaf),

"*Brearley & Bloch: Employment Covenants and Confidential Information*" and

"*Employment Law Practice and Procedure*" Butterworths

Education

Andrew graduated from King's College London with a first class degree in History, receiving a first class grade in all nine papers, obtaining the highest first of his year and the second highest in the past decade.

Other

Major Scholar, 2002-2004 (Inner Temple)

Andrew is a member of the Employment Law Bar Association, the Employment Lawyers Association, COMBAR and the Bar Pro Bono Unit / the Free Representation Unit.



He regularly appears in the Employment Tribunals and the High Court

CHAMBERS & PARTNERS



Good natured with an excellent temperament

CHAMBERS & PARTNERS



Broad commercial experience...

CHAMBERS & PARTNERS



An excellent courtroom manner

LEGAL 500



Fantastic potential... Industrious and a good team player...He is great to work with

CHAMBERS & PARTNERS



...Forms part of a new generation who are making waves at the employment bar... confident, pleasant to deal with and clearly on the ball, he is thoroughly deserving of recognition

CHAMBERS & PARTNERS



A strong employment law practitioner with a strong commercial focus to his practice...He's an exquisitely charming individual and is extremely tough in court.

CHAMBERS & PARTNERS



I'd go the extra mile to instruct Edge

CHAMBERS & PARTNERS



Andrew operates very much as a member of the client's team. He is friendly, determined and a good strategist...He is technically skilled and has a charming manner with clients – he is a pleasure to work with.

CHAMBERS & PARTNERS