Ronnie Dennis

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Ronnie specialises in two of Chambers' main practice areas – employment and public law.

Clients describe him as "excellent all-round" –

- "great tactical insight",
- "an encyclopaedic knowledge of the law", and
- "phenomenal in front of the judge."

He is ranked as a leading junior in employment law and has extensive experience across all areas of employment litigation, with a particular focus on discrimination, whistleblowing and employee competition. He is regularly instructed in complex, high-profile and high-value claims, and frequently conducts lengthy hearings in the Employment Tribunal. He has also acted in a number of notable appeals to the Employment Appeal Tribunal and Court of Appeal.

> ***He adopts a collaborative approach and has the ability to get to the crux of a case quickly***
>
> **LEGAL 500**

In his public law practice Ronnie has acted in several high-profile judicial review claims on behalf of private companies, local authorities and central government. Notable cases include acting for a private hire app successfully defending its licence to operate in London: *R (United Trade Action Group Ltd) v Transport for London* [2023] 1 WLR 367.

Expertise

Commercial Litigation

Ronnie specialises in employment-related commercial litigation. He has acted in a broad range of employee competition disputes involving restrictive covenants, confidential information and team moves. Outside the area of employee competition, Ronnie has acted in a number of high-value claims for wrongful dismissal, unpaid bonuses and commission.

Team move litigation in the insurance sector

(JANUARY 2022 TO APRIL 2023)

An insurance broker brought claims against two former employees and their new company, alleging they orchestrated an unlawful team move. Claims included breach of the duty of fidelity, fiduciary duty and post-termination restraints, inducing breach of contract and conspiracy, all of which were denied. Ronnie acted for the defendants. Read more about the case .

Equity broker competition

(AUGUST 2021)

The claimant was an equity broker who resigned without notice to join a competing firm. He sought declarations that his notice period and restrictive covenants were unenforceable. His former employer counterclaimed for the opposite declarations and overpaid commission. Ronnie acted for the employer, led by James Laddie KC.

Multinational team move litigation

(FEBRUARY 2021)

A leading business advisory firm claimed former employees in the UK, Dubai, Hong Kong and India had orchestrated an unlawful team move to a competitor. The parties also sought declarations as to the enforceability of non-compete, non-dealing and non-poaching clauses in their contracts of employment. Ronnie acted for the former employer, led by James Laddie KC.

Cahane v The Investigative Journal Ltd

[2021] EWHC 2344 (QB)

A journalist claimed she had been induced to join the defendant as Editor-in-Chief by fraudulent misrepresentations about the nature of the journal and the role she would carry out. No defence was filed and default judgment was issued. At this hearing, Senior Master Fontaine awarded the claimant damages and costs in excess of £225,000. Ronnie acted for the successful claimant.

Hacking and confidential information dispute

(NOVEMBER – DECEMBER 2018)

An asset management firm accused a serving Fund Manager of hacking its email accounts and misusing confidential information. Claims included breach of the duty of fidelity and fiduciary duty, breach of confidence, the DPA and GDPR, and misuse of private information. Ronnie acted for the Fund Manager, led by Anya Proops KC.

Urgent injunction without notice

(NOVEMBER 2016)

The High Court granted an urgent injunction at a hearing without notice, to prevent a solicitor from using or disclosing client lists and other confidential information he had taken from his employer. Ronnie acted for the successful applicant.

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 Litigation" above.

> ***Ronnie Dennis is a calm and confident advocate who instils confidence.***
>
> CHAMBERS & PARTNERS

Nunn v G and MJ Crouch and Son Ltd

[2025] EAT 187

The ET rejected numerous allegations of harassment on the grounds that the conduct was not "unwanted" by the claimant and did not have the proscribed effect on her. In doing so they relied on her failure to complain at the time and the fact that she appeared to go along with it. The EAT found that, in the context of this case and having regard to all the evidence, the ET was entitled to take these points into consideration and to reach the findings of fact which they did. Ronnie acted for the successful employer.

Tribunal dismisses 169 complaints against university

(DECEMBER 2025)

The claimant sued his former employer for harassment/ direct discrimination related to disability/ race/ age/ sex, victimisation, failure to make reasonable adjustments, automatic and ordinary unfair dismissal and breach of contract. The ET dismissed 169 out of 172 complaints. The ET found that the claimant had been unfairly dismissed, but that any compensatory award should be reduced by 85% to reflect the chance he would have been dismissed in any event. Ronnie acted for the employer at the 2-week hearing.

Tribunal dismisses 41 complaints against local authority

(OCTOBER 2025)

The claimant was dismissed from her role as the respondent's Monitoring Officer after failing her probation. She brought 43 claims for racial harassment/ direct discrimination, including in respect of the Chief Executive's recommendation that she be dismissed, and Full Council's decision to approve that recommendation. The ET dismissed those and 39 other claims. Only 2 claims were upheld relating to an earlier comment and WhatsApp message. Ronnie acted for the employer at the 4-week hearing.

Tribunal upholds unfair dismissal, harassment, victimisation and whistleblowing claims

(SEPTEMBER 2024)

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

Dadhania v SAP (UK) Ltd & Ors

(JANUARY 2023)

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 .

Queensgate Investments LLP v Millet

[2021] ICR 863

The EAT ruled that interim relief hearings in whistleblowing cases must be held in public, unless the Tribunal makes an Order under (what is now) Rule 49 of the ET Rules 2024. Ronnie acted for the Appellant, led by Sean Jones KC.

Headley v Sensyne Health plc

(APRIL – MAY 2020)

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 , and .

Beal v Avery Homes (Nelson) Ltd

[2019] EWHC 1415 (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 work for the purposes of any equal value assessment. Ronnie acted for the claimants, led by Sean Jones KC.

Ayodele v Citylink Ltd

[2018] IRLR 114

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 .

Law firm's bonus policy not discriminatory

(JANUARY 2020)

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

[2019] IRLR 530

Supperstone J rejected claims that workers have a right to 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.

Tribunal grants interim relief in whistleblowing claim

(JUNE 2017)

The ET 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 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

[2017] EHWC 515 (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.

Public

Ronnie has a broad public law practice and has acted in a number of high-profile judicial review claims. These have included disputes over the scope of human rights protection, the legality of central government policy and the enforceability of legitimate expectations.

Archibald v East Sussex County Council

[2026] EWHC 732 (KB)

Tipples J dismissed the claimants' appeal against an order striking out their claims for breach of Art. 8 ECHR and misfeasance in public office. The claims were an abuse of process because they could and should have been brought as part of the claimants' earlier application for judicial review. Tipples J also upheld the judge's decision that a school headteacher was not a "public officer" for the law on misfeasance. Ronnie acted for the successful defendant in the County Court and High Court on appeal.

R. (United Trade Action Group Ltd) v Transport for London

[2023] 1 WLR 367

A trade union challenged TfL's decision to grant a licence to operate the FreeNow app in London. They argued drivers using the app were 'plying for hire' and therefore acting unlawfully unless they also held hackney carriage licences. The Court of Appeal upheld the Divisional Court's judgment dismissing the claim. Ronnie acted for the successful operator at first instance and on appeal, led by Philip Kolvin KC. Read more about the case .

R. (City of Wolverhampton Council) v Secretary of State for the Home Department

[2022] EWHC 1721 (ADMIN)

Seven local authorities in the West Midlands challenged the Home Secretary's policy for the dispersal of asylum seekers in the UK. They argued the policy was irrational and unfair for relying on areas to volunteer but not allowing volunteers to withdraw their consent. Shortly before the hearing the policy was changed, and the claim was withdrawn. In this judgment, Fordham J made no order as to costs. Ronnie acted for the local authorities, led by Peter Oldham KC.

R. (Williams) v Caerphilly County Borough Council

[2020] EWCA CIV 296, [2020] PTSR 1130

The Court of Appeal dismissed a challenge to the Council's decision to adopt a 10-year leisure strategy. The strategy was not a relevant arrangement within the scope of the Welsh improvement duty (akin to best value in England), or contrary to the Council's budget, so the decision could properly be taken by Cabinet. Ronnie acted for the Council, led by James Goudie KC. Read more about the case .

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

[2019] IRLR 530

Supperstone J rejected claims that workers have a right to 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.

(Sky Blue Sports and Leisure Ltd) v Coventry City Council (No. 2)

[2018] EWCA CIV 2252

The owners of Coventry City Football Club challenged the Council's decision to sell its stake in the Ricoh Arena to Wasps RFC. The Court of Appeal upheld the Judge's decision that the claim was unarguable. The Council was entitled to rely on an independent valuation that showed it had complied with the private vendor test and the sale was not a state aid. Ronnie acted for the Council, led by James Goudie KC. Read more about the case .

R. (Justice for Health Ltd) v Secretary of State for Health

[2016] EWHC 2338 (ADMIN)

Green J dismissed claims that the Health Secretary's decision to approve a new contract for junior doctors in England was unlawful. The decision was within the scope of his powers, complied with his duty of transparency and was not irrational. Ronnie acted for the Health Secretary, led by Clive Sheldon KC. Read more about the case .

R (Logan) v Havering LBC

[2016] P.T.S.R. 603

Blake J ruled that a Council Tax Reduction Scheme, under which all taxpayers paid some council tax except in cases of exceptional hardship, was not discriminatory on grounds of age or disability. Ronnie acted for the Council, led by Clive Sheldon KC.

(Sky Blue Sports and Leisure Ltd) v Coventry City Council (No. 1)

[2016] EWCA CIV 453

The owners of Coventry City Football Club challenged the Council's decision to lend £14.4m to a company operating the Ricoh Arena. The Court of Appeal upheld the Judge's decision that the loan was not a state aid because it was at a commercial interest rate and safeguarded the Council's 50% share in the company. Ronnie acted for the Council, led by James Goudie KC. Read more about the case .

Achievements

Education

University of Oxford, Bachelor of Civil Law, Distinction & Law Faculty Prize

University College London, Law LLB, First Class

Ronnie drafted my interim relief claim in an employment dispute that attracted significant media attention. He had the courage and strategic insight to advise me to set aside some of my allegations in order to sharpen the focus on the most compelling elements. The resulting draft was incredibly strong — clear, forceful, and persuasive. My employer chose not to face it in tribunal and settled the matter on exceptional, possibly unprecedented, terms.

CLIENT TESTIMONIAL

Ronnie is the complete all-round package. He is incredibly bright and capable of promptly absorbing complex facts, then applying them to complicated legal situations. His cross examination skills are impeccable.

LEGAL 500

Ronnie is the complete, all-round package; he is incisive, professional, approachable, knowledgeable, personable and inspires confidence every step of the way.

CHAMBERS & PARTNERS

He is a safe pair of hands, he pays great attention to detail, he is hard-working and he can cut through the 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

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

Keeps things simple and to the point, effectively manages the litigation, and makes the key points heard

CHAMBERS UK