

Oliver Mills

Call: 2021

E: Oliver.Mills@11kbw.com

T: +44 (0)20 7632 8500



Oliver practises across all areas of Chambers' work, with a particular focus on employment and discrimination law. He is ranked by Legal 500 as a "Rising Star" in employment law and is described as "a superb barrister".

Prior to coming to the Bar, Oliver was the Judicial Assistant to the Senior President of Tribunals in the Court of Appeal and taught law at the London School of Economics and Political Science.



Oliver is a superb barrister. He does not shy away from a legal scrap and is engaged by the human angles as well as the legal ones.

LEGAL 500

Expertise

Employment

Oliver is regularly instructed by both claimants and respondents to appear in the Employment Tribunal in complex cases involving claims of discrimination, whistleblowing, unfair dismissal and equal pay.

He is often instructed to advise from an early stage of proceedings and has experience dealing with the full range of substantive and procedural issues arising in the preliminary stages of Tribunal litigation.

He is also instructed in High Court proceedings and before international bodies considering questions of international labour law.

Current and recent cases include:

- *Melki v Bouygues E and S Contracting* [2025] EWCA Civ 585; [2025] R.L.R. 614 – acting for the claimant (pro bono) in the Court of Appeal in the first case to consider the application of the EAT's new power to extend time under amended EAT rule 37(5) (led by James Goudie KC).
- *Aon UK Ltd and others v Howden Group Holdings Ltd and others*: acting for the claimants in this major reinsurance broking 'team move' claim (led by Amy Rogers KC).
- *Stevens v (1) 0001 Capita Plc (2) Capita Customer Management Ltd* – acting for the successful respondents in a trial concerning claims of unfair dismissal, discrimination and equal pay.
- Acting for a claimant in a high-profile sexual harassment claim (led by Sean Jones KC).
- Acting for a respondent, a Belgium-based financial services company, in claims of discrimination and victimisation.
- Assisting with the United Kingdom's written statement in the advisory proceedings before the International Court of Justice on the Right to Strike under ILO Convention 87 (led by Daniel Stilitz KC and Phillipa Webb).
- Advising a state on its obligations in international labour law in relation to a case before the ILO's Committee of Freedom of Association (led by Marcus Pilgerstorfer KC).

Oliver is a contributor to Tolley's Employment Handbook and a producer of 11KBW's employment podcast.

Public Law, Human Rights

Oliver advises and acts for individuals, non-governmental organisations, and local and central government in all aspects of public law, both led and unled.

Oliver also has a particular interest in human rights litigation in Southern Africa. He does pro bono work for the Southern African Litigation Centre and was involved in a successful appeal to the Supreme Court of Eswatini challenging the decision of the Registrar of Companies to refuse to register an LGBTI advocacy organisation.

Public International

Oliver accepts instructions in all areas of Public International Law. Recent highlights include:

- Acting for the State of Palestine in advisory proceedings before the International Court of Justice on the obligations of Israel in relation to the presence and activities of the United Nations, other international organizations and third States in and in relation to the Occupied Palestinian Territory (led by Paul Reichler, alongside Zac Sammour, Aliya Al-Yassin and Samuel Willis).
- Assisting with the United Kingdom's written statement in the advisory proceedings before the International Court of Justice on the Right to Strike under ILO Convention 87 (led by Daniel Stilitz KC and Phillipa Webb).
- Advising a state on its obligations in international labour law in relation to a case before the ILO's Committee of Freedom of Association (led by Marcus Pilgerstorfer KC).

Achievements

Education

University of Oxford, BCL, Distinction

University of Oxford, BA Jurisprudence, First Class

Awards

Queen Mother Scholarship, Middle Temple

Harmsworth Entrance Exhibition, Middle Temple

Peter Carter Prize: Proxime Accessit, Wadham College Law Society

College prizes for performance in Final Honours School and BCL Examinations, Wadham College