

Oliver Mills

Call: 2021

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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 an experienced employment practitioner who regularly appears for both claimants and respondents in complex cases involving claims of discrimination, whistleblowing, unfair dismissal, and equal pay.

Oliver also acts in commercial employment disputes in the High Court, including claims involving team moves, misuse of confidential information, breach of fiduciary, contractual, and equitable duties, and restrictive covenants — both led and as sole counsel.

Ibrahim v Lee Overlay Partners Limited

Acting as sole counsel for the claimant, seeking negatory declaratory relief concerning the enforceability of a covenant.

Aon UK Ltd & Others v Howden Group Holdings Ltd & Others

Acted for the claimants in this major reinsurance broking 'team move' claim (led by Amy Rogers KC).

Melki v Bouygues E and S Contracting

[2025] EWCA CIV 585; [2025] R.L.R. 614

Acted 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 the amended Rule 37(5) of the EAT Rules (led by James Goudie KC).

Employment Tribunal litigation

Acting for a wide range of employers and employees in Tribunal litigation.

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