

Rachel Kamm

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Rachel is an Associate Member at 11KBW who specialises in investigations. Her experience covers a broad range of workplace issues (including allegations of bullying, discrimination and victimisation) across different sectors. Her background in public law (including a strong focus on education law, regulation, information law, health and community care) also gives her the knowledge and skills to work in many other investigation contexts, including those relating to university students, schools, public sector service provision, governance and culture reviews. Recent investigations have involved various complaints by university students about sexual harassment by fellow students and academic staff; a headteacher's grievance alleging bullying by a school governor; safeguarding concerns in respect of a sports coach; and an employee's complaints of bullying, harassment and disability discrimination by the partners (and HR) in a law firm.

Whilst she qualified as, and used to practise as, a barrister, Rachel does not provide any legal services to clients and her investigation work is not covered by many of the rules which regulate practising barristers. Her sole role is to undertake an impartial investigation for a client. That work will usually be undertaken alongside (but separate from) related legal advice and litigation services, but she will not be involved in any way in that legal advice or litigation service.

Rachel works closely with clients to agree terms of reference for each investigation, ensuring that there is as much clarity as possible from the outset about not only the scope of the investigation, but also the likely number of interviews and the proposed format for her report. During an investigation, she has the experience to identify quickly any issues affecting the scope of the investigation and she keeps in regular touch with clients. She is sensitive to the impact of an investigation on all involved, working hard to balance the needs for a timely resolution and a proportionate investigation. Given her impartial investigative role and broad experience of communicating with people from different backgrounds in a range of sensitive situations, she is well-placed to build trust and have the important discussions in interviews. She is equally effective at analysing large volumes of documents. Her reports are clearly written, answering the relevant questions and (where requested) making practical and insightful recommendations.

Achievements

Experience

Current experience:

Principal Consultant at Byrne Dean (workplace behaviour and wellbeing experts: resolution team) (January 2020 to date).

Fee-paid Judge of the First-tier Tribunal (Social Entitlement Chamber) (April 2013 to date).

Past experience:

Visiting Lecturer at the University of Law (September 2019 to August 2024).

Practising barrister at 11KBW Chambers (October 2007 to July 2017):

- In 2017, Chambers & Partners recognised Rachel as a Band 3 Junior in the Education and Data Protection fields at the London Bar and the Legal 500 Directory described her as a leading junior in administrative and public law (including local government). "She provides practical solutions" and is "A well-rounded, approachable and intelligent individual" (Chambers & Partners, 2017).
- Attorney General's 'B' Panel of Junior Counsel to the Crown (September 2015 to July 2017).
- Attorney General's 'C' Panel of Junior Counsel to the Crown (March 2011 to August 2015).
- Called 2006.

Paralegal (housing law) at Tyrer Roxburgh & Co Solicitors (January 2005 to August 2005).

Policy Advisor at the (then) Lord Chancellor's Department (January 2002 to December 2004).

Education

- Postgraduate Certificate in Higher Education: Distinction (University of Law, 2022-2023).
- Bar Vocational Course: Outstanding (College of Law, 2005-2006).
- Diploma in Law: Distinction (College of Law, 2003-2005).
- BA Hons in Philosophy, Politics and Economics: 1st class (Worcester College, Oxford University, 1997-2001).