

Jack Steele

Call: 2025

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Jack practices across public and human rights law, commercial and employment law, privacy law, international law, and sports law.

In public law, Jack has acted in significant and high-profile claims including: representing the Secretary of State in Reform UK's challenge to the postponement of local elections in May 2026 (led by Sir James Eadie KC, Julian Blake, and Ruth Kennedy); acting for the Secretary of State in a challenge to the prohibition on police officers joining trade unions (led by Jason Pobjoy KC and Patrick Halliday); and acting for the London Mayor's Office in *Palantir Technologies v Mayor's Office of Policing and Crime* (led by Joe Barrett KC, Rupert Paines and Jennifer MacLeod).

In commercial and employment law, Jack acted in major team move litigation in *Guy Carpenter v Willis Limited and others* [2026] EWHC 361 (KB) (led by David Craig KC and Jamie Susskind). He represents Sainsburys Supermarkets in a mass equal pay claim (led by Dan Stilitz KC, Julian Milford KC and Michael Lee), and acts for a Claimant in a significant discrimination claim against a Premier League football club (led by Dan Stilitz KC).

In privacy law, he acted for the Information Commissioner in *RTM v Bonne Terre Limited* [2026] EWCA Civ 488 (led by Heather Emmerson) and acts in the Court of Appeal proceedings in *Clearview AI v Information Commissioner* (led by Timothy Pitt-Payne KC and Jamie Susskind).

In his first year of practice, Jack also acted as Embedded Counsel in the Foreign, Commonwealth and Development Office, advising on public and public international law. Separately, he has advised a State on its maritime boundary, led by Philippe Sands KC and Remi Reichhold.

Prior to coming to the Bar, Jack worked for several years at the human rights NGO Reprieve, where he assisted on death penalty, torture, extrajudicial killing and unlawful detention cases. He worked previously as a teaching fellow in political philosophy at Harvard University, as a paralegal at the Infected Blood Inquiry, and as a legal analyst at Herbert Smith Freehills Kramer.

He holds a first-class BA in Jurisprudence from Oxford University and a LLM from Harvard Law School.

Expertise

Public and Human Rights

Jack accepts instructions in all areas of public law and human rights.

Recent highlights of Jack's instructions in this field include:

- *Reform UK Limited v Secretary of State*: Acting for the Secretary of State in the Reform Party's challenge to the postponement of certain local elections in England (led by Sir James Eadie KC, Julian Blake, and Ruth Kennedy);
- *Broadbent v Secretary of State for the Home Department*: Acting for the Secretary of State in the challenge to the prohibition on police officers joining independent unions (led by Jason Pobjoy KC and Patrick Halliday);
- *Palantir Technologies UK Limited v Mayor's Office of Policing and Crime*: acting for the Mayor's Office in a challenge to the Mayor's Office declining to approve a £50m policing contract to Palantir (led by Joseph Barrett KC and Rupert Paines);
- *Mandarin v HM Commissioner for the British Indian Ocean Territory*: a challenge, presently in the British Indian Ocean Territory Court of Appeal, to the constitutionality of the British Indian Ocean Territory (Constitution) Order 2004 (as Embedded Counsel)

In his first year of practice, Jack acted as Embedded Counsel to the Foreign, Commonwealth and Development Office, advising on public and public international law.

Wikimedia Foundation v Secretary of State for Science, Innovation and Technology

[2025] EWHC 2086 (ADMIN)

A challenge to the Secretary of State's decision in making regulations prescribing criteria for Category 1 online services under the Online Safety Act 2023 (as a pupil, assisting Rupert Paines and Raphael Hogarth);

Meagher v The Chancellor, Masters and Scholars of the University of Cambridge

[2025] EWHC 30 (KB)

an appeal from the county court regarding the applicable principles as to strike out for abuse of process in claims under the Equality Act 2010 (as a pupil, assisting Christopher Knight);

Commercial Litigation

Jack practises across a broad range of commercial litigation.

Recent highlights of Jack's work include:

- *Guy Carpenter v Willis Limited and others* [2026] EWHC 361 (KB): Acting for the First and Second Defendants in major 'team move' litigation, settled on confidential terms (led by David Craig KC and Jamie Susskind);
- *Ahmed & Ors v Sainsbury's*: Acting for Sainsbury's in major equal pay litigation;
- For a defendant in a high-profile whistleblowing and unfair dismissal claim (led by Jane McCafferty KC, Daniel Isenberg and Aliya al-Yassin);
- For the Claimant in a high-profile discrimination claim against a Premier League football club (led by Dan Stilitz KC);
- For the claimant in a racial discrimination claim against a large multi-national bank (as a pupil, assisting Tom Ogg);
- Dual proceedings in the High Court and Dubai International Financial Centre concerning the enforcement of restrictive covenants (as a pupil, assisting Amy Rogers KC and Tom Ogg).

Pejjic v Storm Global and Ryanair

ET CASE NO: 3202454/2023, 3200263/24 &
3200411/24

Employment Tribunal claim raising scope of international and territorial jurisdiction of the Tribunal post-Brexit (as a pupil, assisting Tom Ogg)

Employment

Jack accepts instructions across all areas of employment law. Recent highlights of Jack's work include:

- *Guy Carpenter v Willis Limited and others* [2026] EWHC 361 (KB): Acting for the First and Second Defendants in major 'team move' litigation, settled on confidential terms (led by David Craig KC and Jamie Susskind);
- *Ahmed & Ors v Sainsburys*: Acting for Sainsbury's in major equal pay litigation;
- Acting for a high-profile defendant in a major whistleblowing and unfair dismissal claim (led by Jane McCafferty KC, Dan Isenberg and Aliya al-Yassin);
- For the claimant in a high-profile discrimination claim against a Premier League football club (led by Dan Stilitz KC);

- For the claimant in a racial discrimination claim against a large multi-national bank (as a pupil, assisting Tom Ogg);
- An appeal to the Employment Appeal Tribunal concerning disability discrimination (as a pupil, assisting Jamie Susskind);
- An appeal to the Employment Appeal Tribunal concerning the scope of a COT3 settlement in a whistleblowing claim (as a pupil, assisting Jamie Susskind).

Leeks v Royal Marsden

[2024] EAT 178

appeal to the Employment Appeal Tribunal concerning limitation rules in the NHS 'whistleblower' regulations (the Employment Rights Act 1996 (NHS Recruitment – Protected Disclosure) Regulations 2018) (as a pupil, assisting Paddy Halliday)

Heinl and Laikko v Moving Brands Ltd and ors

2204235/2021 AND 2204238/2021

Application to the Employment Tribunal for costs and wasted costs orders against the defendants and their representatives arising out an unfair dismissal claim (as a pupil, assisting Jamie Susskind)

International Law

Jack accepts instructions in public and private international law.

In 2026, he acted as Embedded Counsel within the Foreign, Commonwealth and Development Office, advising on public international law.

Recent highlights of his work in this domain include:

- Advising State X on its maritime boundary with State Y (led by Philippe Sands KC and Remi Reichhold)
- Acting for the Information Commissioner in *Clearview AI v Information Commissioner*, concerning the presumption of extra-territorial effect (led by Timothy Pitt-Payne KC and Jamie Susskind);
- *Pejic v Storm Global and Ryanair*, concerning the post-Brexit territorial and extra-territorial jurisdiction of the Tribunal (assisting Tom Ogg, as a pupil)

Information, Technology and Media

Jack practices across a broad range of information, technology and media law.

Recent highlights of Jack's work in this field include:

- *RTM v Bonne Terre Limited* [2026] EWCA Civ 488 (led by Heather Emmerson)
- Advising a public authority on the Online Safety Act 2023 (as a pupil, assisting Jamie Susskind);
- Advising the Attorney General on allegations of contempt of court by a multinational publication (as a pupil, assisting Julian Blake).

Information Commissioner v Clearview

APPEAL NO. UA-2024-001563

appeal concerning whether enforcement action against a US facial recognition company was within the territorial jurisdiction of the UK regulator (as a pupil, assisting Timothy Pitt-Payne KC and Jamie Susskind)

Wikimedia Foundation v Secretary of State for Science, Innovation and Technology

[2025] EWHC 2086 (ADMIN)

A challenge to the Secretary of State's decision in making regulations prescribing criteria for Category 1 online services under the Online Safety Act 2023 (as a pupil, assisting Rupert Paines and Raphael Hogarth);

Sport

Jack accepts instructions on a wide range of sport related matters. Recent highlights include:

- Acting unled for West Ham United in a successful strike-out application;
- Acting for the Claimant in a significant discrimination claim brought against a Premier League Football Club (acting unled at the preliminary hearing stage);
- Acting unled for a boxing promoter in an arbitration (under Sports Resolutions Arbitration Rules);
- Advising an international sports governing body on their eligibility regulations (as a pupil, assisting Ruth Kennedy).

Hull City Tigers v the Football League

Appeal concerning the imposition of a transfer restriction on the appellant football club (as a pupil, assisting Ruth Kennedy)

Achievements

Education

- BA Jurisprudence, Oxford University
- LLM, Harvard Law School
- BVC, Inns of Court College of Advocacy

Awards and Scholarships

- Bedingfield Scholarship, Gray's Inn
- Horace Cecil Fisher scholarship, Harvard University
- Bertha Justice Fellowship, Bertha Foundation
- 2nd in cohort in Civil Litigation, Inns of Court College of Advocacy