

**Charles Bourne QC**

**Call: 1991**

**Appointed QC: 2014**

**Mediation Experience:**

Qualified as CEDR accredited mediator 2000.

Has undertaken mediations as sole mediator in cases involving:

- Termination of employment contracts
- Discrimination claims in employment
- Claims for educational negligence
- University examinations
- Disability discrimination at university
- Instruments of government for a Foundation School
- Family partnership disputes

Has acted as representative in mediations in cases involving:

- Central government
- Local government
- Discrimination on grounds of race, sex, disability, age
- Termination of employment contracts

Has advised on conduct of mediations and mediation agreements, in particular for Government departments and local authorities.

Charles is experienced and expert in guiding mediation parties towards settlement wherever possible. He builds a strong rapport with each party, gaining a profound understanding of their position, providing the necessary empathy and encouraging robust analysis without being judgmental. He is skilled in providing the interface which can take the heat out of a dispute by communicating with patience, calm, clarity and realism. His stamina as mediator helps the parties to engage throughout what can be a lengthy and difficult process, finding the path to a compromise which properly recognises all parties' interests.

**Professional background:**

He is a well known silk with extensive experience in public law, local government and employment law. He is regularly instructed to carry out investigations, in fields ranging from child protection to university governance and defence procurement. He also sits as a Deputy High Court Judge and as a Crown Court Recorder.

He has a first class degree from Trinity College Cambridge, a Masters from Paris Sorbonne, qualified in law at PCL then was called to the Bar in 1991, taking silk in 2014. He has served on the Attorney General's A Panel, the counsel panel of the Equality and Human Rights Commission, the panel of counsel to the Welsh Assembly Government, the Chartered Accountants Compensation Scheme and the Bar Council Disciplinary Tribunals.

Charles has been described by the directories as "an elegant advocate", "stellar", "a fearsome intellect" and "a fantastic lawyer".