
Andrew Edge

Andrew is widely regarded as a market-leading junior specialising in employment and commercial law. Since 2009, Andrew has been recommended by both the leading directories as a leading junior who is a great team-player in large scale litigation, as well as being a tough cross-examiner.



Specialisms

Employment

Andrew is a leading employment law specialist. His practice encompasses high court matters, including unlawful means conspiracy claims, breaches of fiduciary duty, misuse of confidential information, breaches of contract and bonus disputes. He also practices across the breadth of statutory employment law, having particular interests in high value whistleblowing claims (often within regulated environments) and multi-party discrimination claims.

Examples of his work in this field include:

KWM v Goodwin Procter and Richard Lever

(High Court 2016-17)

Andrew (alongside Paul Nicholls QC) acted on behalf of the defendants in a highly publicised and high value multi-jurisdictional claim, arising from a “team-move” of a group of solicitors, which alleged unlawful means conspiracy, breach of fiduciary duty and claims under French law.

Capital Markets Co v Tarver and Others

(High Court Chancery, ongoing)

Alongside David Craig QC, Andrew is instructed by a Defendant in a conspiracy claim in the fintech sector involving allegations of breaches of intellectual property rights and the diversion of business opportunities.

X v Y

(Central London ET, ongoing)

Andrew is currently acting as sole counsel in a high value whistleblowing claim, acting for a Chief Executive Officer who alleges that his discretionary bonus was significantly reduced following him raising serious protected disclosures relating to market manipulation. The matter is listed for an 11-day hearing in May 2017 against Simon Devonshire QC.

Quaid and others v IBM

(ongoing)

Alongside Christopher Jeans QC, Andrew is acting for IBM in highly publicised and long-running litigation arising out of IBM’s closure of its early retirement policy and other changes to its pension provision. The claims are brought by a significant number of ex-employees who allege direct /indirect age discrimination and constructive unfair dismissal.

Spectron Services Ltd v Clarkson and another

(High Court, 2016)

Andrew (leading Zac Sammour) acted on behalf of the 2 defendants in this High Court matter relating to a claimant employer seeking to enforce garden-leave provisions and post-termination restraints against its departing employees.

Professional Summary

Called 2003

Contact Details

Andrew.Edge@11kbw.com

+44 (0)20 7632 8500

Clerk Harry Gilson

Clerk Martin Pownall

[Contact Clerks](#)

Gallagher v Ross and Others

(High Court, 2015)

Alongside Daniel Oudkerk QC, Andrew acted on behalf of the claimants in a high profile conspiracy and breach of fiduciary duty claim, which arose out of an alleged team move and the diversion of maturing business opportunities. The matter also included a cross claim arising out of surveillance. Daniel and Andrew recovered £20m under the subsequent settlement of the action (FT 27 March 2015).

Elefante v Augustea Shipping

(Central London ET, 2015)

Andrew successfully acted (as sole counsel) for an international shipping organisation in a claim brought against it by its former Financial Controller who alleged direct and indirect sex discrimination arising from the company's decision to recruit a Chief Financial Officer without providing the claimant with the opportunity to apply for such position.

A.T. Kearney v Baigorry and Oliver Wyman Ltd

(2015 High Court)

Acting for the Claimants alongside Paul Nicholls QC, Andrew successfully acted in this application for interim injunctive relief seeking to restrain English Defendants from taking further steps to orchestrate an alleged 'team move' of employees from the Claimant to a competitor in the UAE. This matter involved significant issues relating to jurisdiction and conflict of laws.

A v B

(Manchester ET, 2014-15)

Andrew successfully acted on behalf of a primary school teacher who was alleged to have inappropriately touched one of his students. As a result of Andrew's cross examination of the school's management team, it was shown that the school had no basis to dismiss or objective grounds for believing the serious misconduct had taken place.

Cofely Workplace v Moyer-Lee [2015] IRLR 879

(CAC EAT, 2015)

Andrew successfully represented Cofely both before the CAC and the EAT. The case is now the leading authority on the application of the Information and Consultation of Employee Regulations in relation to employers that have a business spread across multiple sites.

CD v ST [2014] IRLR 551

(CJEU and ET, 2014)

This is the leading case on surrogacy and maternity discrimination / the right to paid maternity leave of 'receiving' surrogate mothers. Andrew successfully represented the employer both before the Employment Tribunal and (along side Chris Jeans QC) before the CJEU.

Moty Cristal v Manchester Mental Health and Social Care NHS Trust and Unison

(2014-2015)

In this matter, Andrew (led by Christopher Jeans QC) successfully acted for Unison in this internationally publicised claim, brought before the UK civil courts by a prominent Israeli individual who claimed that he had been subjected to direct race discrimination by Unison and an NHS Trust.

Commercial

Andrew has a broad commercial practice. He regularly appears in the High Court dealing with such matters as fraud, breach of contract, bonus disputes, conspiracy claims, misrepresentation and professional negligence.

Examples of his work in this field include:

South Humberside Suspended Ceilings v Burton

(High Court, 2016-17)

Andrew acted on behalf of the defendant (both before the High Court and Court of Appeal) who was facing claims of fraudulent misrepresentation, conversion, breach of contract, breach of fiduciary duty and a claim in debt.

3Q Engineering v Nutt and others

(High Court, 2016)

Andrew acted on behalf of two defendant directors who were facing claims brought by their company alleging that they had fostered a competitive business and thereby engaged in an unlawful means conspiracy, breached their fiduciary duties and misused confidential information. The matter also included a counterclaim relating to alleged unlawful misuse by the company of the defendants' private information.

KWM v Goodwin Procter and Richard Lever

(High Court 2016-17)

Andrew (alongside Paul Nicholls QC) acted on behalf of the defendants in a highly publicised and high value multi-jurisdictional claim, arising from a "team-move" of a group of solicitors, which alleged unlawful means conspiracy, breach of fiduciary duty and claims under French law.

Capital Markets Co v Tarver and Others

(High Court Chancery, ongoing)

Alongside David Craig QC, Andrew is instructed by a Defendant in a conspiracy claim in the fintech sector involving allegations of breaches of intellectual property rights and the diversion of business opportunities.

Davis v BNP Paribas

(High Court, 2016)

Andrew acted on behalf of BNP Paribas in this matter relating to a bonus claim brought by an ex-employee.

Gallagher v Ross and Others

(High Court, 2015)

Alongside Daniel Oudkerk QC, Andrew acted on behalf of the claimants in a high profile conspiracy and breach of fiduciary duty claim, which arose out of an alleged team move and the diversion of maturing business opportunities. The matter also included a cross claim arising out of surveillance. Daniel and Andrew recovered £20m under the subsequent settlement of the action (FT 27 March 2015).

A.T. Kearney v Baigorri and Oliver Wyman Ltd

(2015 High Court)

Acting for the Claimants, alongside Paul Nicholls QC, Andrew successfully acted in this application for interim injunctive relief seeking to restrain English Defendants from taking further steps to orchestrate an alleged 'team move' of employees from the Claimant to a competitor in the UAE. This matter involved significant issues relating to jurisdiction and conflict of laws.

J Sainsbury v Bibi-Hudson

(High Court, 2012)

Andrew successfully represented the applicant at both 'ex-parte' and on notice hearings before the Queen's Bench Division, obtaining a stay of execution of a judgment against Sainsburys that an individual was seeking to enforce prior to an appeal. Andrew also successfully overturned the underlying judgment, appearing as sole counsel in the EAT.

Recommendations

"Brilliant on his feet and can make mincemeat of the opposition." **Chambers and Partners**

"Very commercial, very client-friendly and very persuasive in tribunal." **Chambers & Partners**

"Good on his feet." **Chambers & Partners**

“He is an excellent strategist and always looks ahead to find a good outcome.” **Legal 500**

“He is highly responsive and practical” **Legal 500**

“He is in command of his subject matter, and combines that with being very charming and client-friendly” **Legal 500**

“A strong employment law practitioner with a strong commercial focus to his practice...He’s an exquisitely charming individual and is extremely tough in court.” **Chambers and Partners**

“a stand-out Junior” who “gets amazing results” **Who’s Who Legal**

“Repeatedly singled out by sources for his exceptional client handling skills and his approachability. Specialising in both employment and commercial law, he is recognised for his aptitude in handling complex injunctive relief issues and for having expertise in unfair dismissal claims.” **Chambers and Partners**

“Andrew operates very much as a member of the client’s team. He is friendly, determined and a good strategist...He is technically skilled and has a charming manner with clients – he is a pleasure to work with.” **Chambers and Partners**

“I’d go the extra mile to instruct Edge” **Chambers and Partners**

“...Forms part of a new generation who are making waves at the employment bar... confident, pleasant to deal with and clearly on the ball, he is thoroughly deserving of recognition”
Chambers and Partners

“Fantastic potential...Industrious and a good team player...He is great to work with” **Chambers and Partners**

“An excellent courtroom manner” **Legal 500**

“Broad commercial experience...”Good natured with an excellent temperament” he regularly appears in the Employment Tribunals and the High Court” **Chambers and Partners**

Recent Cases

KWM v Goodwin Procter and Richard Lever

(High Court 2016-17)

Andrew (alongside Paul Nicholls QC) acted on behalf of the defendants in a highly publicised and high value multi-jurisdictional claim, arising from a “team-move” of a group of solicitors, which alleged unlawful means conspiracy, breach of fiduciary duty and claims under French law.

Capital Markets Co v Tarver and Others

(High Court Chancery, ongoing)

Alongside David Craig QC, Andrew is instructed by a Defendant in a conspiracy claim in the fintech sector involving allegations of breaches of intellectual property rights and the diversion of business opportunities.

X v Y

(Central London ET, ongoing)

Andrew is currently acting as sole counsel in a high value whistleblowing claim, acting for a Chief Executive Officer who alleges that his discretionary bonus was significantly reduced following him raising serious protected disclosures relating to market manipulation. The matter is listed for an 11-day hearing in May 2017 against Simon Devonshire QC.

Quaid and others v IBM

(ongoing)

Alongside Christopher Jeans QC, Andrew is acting for IBM in highly publicised and long-

running litigation arising out of IBM's closure of its early retirement policy and other changes to its pension provision. The claims are brought by a significant number of ex-employees who allege direct /indirect age discrimination and constructive unfair dismissal.

South Humberside Suspended Ceilings v Burton

(High Court, 2016-17)

Andrew acted on behalf of the defendant (both before the High Court and Court of Appeal) who was facing claims of fraudulent misrepresentation, conversion, breach of contract, breach of fiduciary duty and a claim in debt.

Davis v BNP Paribas

(High Court, 2016)

Andrew acted on behalf of BNP Paribas in this matter relating to a bonus claim brought by an ex-employee.

3Q Engineering v Nutt and others

(High Court, 2016)

Andrew acted on behalf of two defendant directors who were facing claims brought by their company alleging that they had fostered a competitive business and thereby engaged in an unlawful means conspiracy, breached their fiduciary duties and misused confidential information. The matter also included a counterclaim relating to alleged unlawful misuse by the company of the defendants' private information.

Spectron Services Ltd v Clarkson and another

(High Court, 2016)

Andrew (leading Zac Sammour) acted on behalf of the 2 defendants in this High Court matter relating to a claimant employer seeking to enforce garden-leave provisions and post-termination restraints against its departing employees.

Gallagher v Ross and Others

(High Court, 2015)

Alongside Daniel Oudkerk QC, Andrew acted on behalf of the claimants in a high profile conspiracy and breach of fiduciary duty claim, which arose out of an alleged team move and the diversion of maturing business opportunities. The matter also included a cross claim arising out of surveillance. Daniel and Andrew recovered £20m under the subsequent settlement of the action (FT 27 March 2015).

Elefante v Augustea Shipping

(Central London ET, 2015)

Andrew successfully acted (as sole counsel) for an international shipping organisation in a claim brought against it by its former Financial Controller who alleged direct and indirect sex discrimination arising from the company's decision to recruit a Chief Financial Officer without providing the claimant with the opportunity to apply for such position.

A.T. Kearney v Baigorry and Oliver Wyman Ltd

(2015 High Court)

Acting for the Claimants alongside Paul Nicholls QC, Andrew successfully acted in this application for interim injunctive relief seeking to restrain English Defendants from taking further steps to orchestrate an alleged 'team move' of employees from the Claimant to a competitor in the UAE. This matter involved significant issues relating to jurisdiction and conflict of laws.

A v B

(Manchester ET, 2014-15)

Andrew successfully acted on behalf of a primary school teacher who was alleged to have inappropriately touched one of his students. As a result of Andrew's cross examination of the school's management team, it was shown that the school had no basis to dismiss or objective grounds for believing the serious misconduct had taken place.

Cofely Workplace v Moyer-Lee [2015] IRLR 879

(CAC EAT, 2015)

Andrew successfully represented Cofely both before the CAC and the EAT. The case is now the leading authority on the application of the Information and Consultation of Employee Regulations in relation to employers that have a business spread across multiple sites.

CD v ST [2014] IRLR 551

(CJEU and ET, 2014)

This is the leading case on surrogacy and maternity discrimination / the right to paid maternity leave of 'receiving' surrogate mothers. Andrew successfully represented the employer both before the Employment Tribunal and (along side Chris Jeans QC) before the CJEU.

Moty Cristal v Manchester Mental Health and Social Care NHS Trust and Unison

(2014-2015)

In this matter, Andrew (led by Christopher Jeans QC) successfully acted for Unison in this internationally publicised claim, brought before the UK civil courts by a prominent Israeli individual who claimed that he had been subjected to direct race discrimination by Unison and an NHS Trust.

J Sainsbury v Bibi-Hudson

(High Court, 2012)

Andrew successfully represented the applicant at both 'ex-parte' and on notice hearings before the Queen's Bench Division, obtaining a stay of execution of a judgment against Sainsburys that an individual was seeking to enforce. In related proceedings, Andrew also overturned the underlying judgment, appearing as sole counsel in the EAT.

News, Articles & Publications

Contributor "*Transfer of Undertaking*" (Sweet & Maxwell looseleaf),

"*Brearley & Bloch: Employment Covenants and Confidential Information*" and

"*Employment Law Practice and Procedure*" Butterworths

Education

Andrew graduated from King's College London with a first class degree in History, receiving a first class grade in all nine papers, obtaining the highest first of his year and the second highest in the past decade.

Other

Major Scholar, 2002-2004 (Inner Temple)

Andrew is a member of the Employment Law Bar Association, the Employment Lawyers Association, COMBAR and the Bar Pro Bono Unit / the Free Representation Unit.



ADDRESS

11KBW
11 King's Bench Walk
Temple
London
EC4Y 7EQ



CONTACT US

T +44 (0)20 7632 8500

F +44 (0)20 7583 9123

OUT OF HOURS CLERK

T +44 (0)7824 365 991



EMAIL

clerksroom@11kbw.com

DX NUMBER

LDE 368
