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## Sean Jones QC

Since taking silk, Sean has quickly built a leading practice focused on complex and high profile cases. He acts for both claimants and defendants in claims covering the a wide range of Employment, Commercial Employment and Sport-related disputes. Clients identify, variously, team-working, approachability, breadth and depth of specialist knowledge and effectiveness in cross-examination as the particular skills Sean has to offer..



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## Specialisms

### Employment

Employment Law is at the heart of Sean's work. Widely-regarded as one of the leading Employment lawyers in the UK, his practice covers the entire range of employment-related matters from multiple equal pay, pension and employment status claims through to individual dismissals, whistleblowing claims, bonus and restrictive covenant disputes, and industrial action cases. He is instructed by individuals, trade unions and every kind of employer including large private sector companies such as Amazon, Easyjet, Ford, Lloyds Bank, Marks and Spencer, Tesco and Sainsburys; public sector bodies such as the BBC, the HMRC, the Metropolitan Police, and a number of local authorities and Education sector employers such as the University of Oxford and Nottingham University.

### Sport

Sean has advised and represented a number of football clubs in disputes with players, managers and staff including Aston Villa, Everton, Newcastle United and Nottingham Forest. He has also been instructed by the League Managers' Association and acted for former managers in actions against Fulham, Leeds United and the Football Association of Wales and for a former player against Tottenham Hotspur.

Away from football, he represented the RFU in its dispute with Bristol over the recruitment of a rugby forwards coach. He has sat as chair of disciplinary panel for British Ski and Snowboarding and conducted a disciplinary investigation on behalf of the Olympic Park Legacy Corporation.

Having run 13 marathons it is beginning to dawn on Sean that he is never going to qualify for the Boston Marathon.

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## Recent Cases

### **Naeem v Secretary of State for Justice**

Supreme Court, April 2017

Landmark case on indirect discrimination which clarified and simplified a notoriously difficult area of Discrimination Law.

### **Dudley MBC v Brettle**

Employment Appeal Tribunal, June 2017

Does pay received for working voluntary overtime have to be taken into account when calculating holiday pay?

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### Professional Summary

Called 1991

Appointed QC 2012

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### Contact Details

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**Clerk** Lucy Barbet

**Clerk** John Davitt

**Clerk** Christopher Smith

[Contact Clerks](#)

### **Lloyds Bank GMP Litigation**

High Court, Business and Property Court May 2017

Having been involved in the earliest litigation on the equalisation of GMPs, Sean is instructed as the discrimination specialist by the Trustees of the Lloyds Bank pension funds in this landmark litigation.

### **Argos v Unite**

High Court, May 2017

Strike injunction dealing with a dispute relating out-sourcing and the protection of terms following a TUPE transfer.

### **Pemberton v Inwood**

Employment Appeal Tribunal, December 2016

Representing a priest denied the qualification necessary for him to take up a post as a hospital chaplain after he entered into a same-sex marriage. The case is due to be heard in the Court of Appeal in 2017.

### **Royal Mencap v Tomlinson-Blake**

Employment Appeal Tribunal, April 2017

Application of the National Minimum Wage regime to sleep-in shifts worked by care workers. The case is due to be considered by the Court of Appeal.

### **Adesokan v Sainsburys Supermarkets Limited**

Court of Appeal, January 2017

Negligence as an act of gross misconduct.

### **Beal v Avery Homes**

High Court, 2017

Multiple claimant Equal Value claim fought in the High Court.

### **Hermes Parcelnet**

ET, June 2017

Multiple Claimant case on employment status and the gig economy.

### **Scott v University of Oxford**

ET, October 2016

Acting for the University in an equal value claim brought by a professor at the business school.

### **Gibbs v Leeds United**

High Court, June 2016

Constructive dismissal of a football manager.

### **Gutierrez v Newcastle United Football Club**

ET June 2016

Acting for the club in disability discrimination case brought by a player diagnosed with cancer.

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## **Appointments**

Fee-paid Employment Judge

Senior Trustee of the Free Representation Unit

Employment Law Bar Association Management Committee

Bar Council

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## **News, Articles and Publications**

Employment Law Columnist for Solicitors' Journal

General Editor of Tolley's Employment Law Handbook

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## Education

Worcester College, Oxford, Andrew Dixon Scholar; BA (Hons) Jurisprudence, First Class; BCL.

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## Recommendations

“He is sharp and decisive, and has an extraordinary ability to present complex arguments simply” **Legal 500**

“So good, lay clients ask him if they can applaud after hearings” **Legal 500**



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