

Edward Legard

Barrister

Overview

Edward has particular expertise in defending lengthy, complex and high value discrimination and unfair dismissal claims. He works for both employers and employees, from large PLCs through to small family businesses and Chief Executives through to care workers on the minimum wage.

He has an outstanding ability to master a large amount of detail and is skilled in translating sometimes complex legislation into plain English, sound argument and practical advice.

By being able to draw on his experience as Judge and Mediator Edward is able to focus on what matters and maintain the confidence of the client throughout.

Edward has a strong reputation for robust but fair advocacy (whether in an adversarial or advisory role).

He has over eighteen years' experience of presenting and defending cases of alleged professional misconduct with specific emphasis on Police and NMC disciplinary matters.

Edward also has over fifteen years' experience of mediating a wide range of commercial, employment and personal disputes, almost all of which have resulted in settlement.

He has a strong appellate practice covering all major aspects of employment and equality law and involving regular appearances before the Court of Appeal.

Edward represents a range of clients including a range of trade unions, and blue chip companies. He is equally at ease acting for claimants and respondents/defendants.

He has extensive experience in conducting long and complex trials. He has a particular interest in confidentiality and privacy, whistle blowing, sex, age and disability claims and is very familiar with the issues that arise in cases which attract media interest.

Edward is also a very experienced appellate practitioner and has had numerous reported cases in the last decade. These reported cases illustrate the breadth of his practice, covering all forms of discrimination, whistle blowing, human rights, contract, restrictive covenants, TUPE, working time and more.



Year Of Call:

1996

Practice Areas

[Employment](#)

[Mediation](#)

[Regulatory](#)

Directory
Recommendations:



"Concise but effective in his cross-examination."

LEGAL 500 2015

"Concise but effective in his cross-examination."

LEGAL 500 2014

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Continued. . .

This year, at the Liverpool Employment Tribunal, Edward won a high value and complex maternity discrimination case on behalf of a senior Nuclear Waste expert employed by the Nuclear Decommissioning Agency.

In recent weeks Edward has also successfully appealed a Tribunal's finding of disability discrimination made against a School by a long serving member of the teaching staff.

Professional Negligence:

Edward has considerable experience of professional negligence claims involving solicitors, architects, surveyors and accountants.

Professional Misconduct:

Edward has wide-ranging experience of prosecuting and defending individuals before their respective professional bodies.

Recent experience includes:

- Presenting officer at a police disciplinary hearing where two serving officers had been charged in connection with the death in custody of an elderly lady who, at the time of her arrest, was suffering complicated mental health problems;
- Successfully defending a geriatric ward nurse charged with misconduct following a care home enquiry;
- Advising a firm of solicitors in connection with an enquiry by the SRA arising from inappropriate facebook entries concerning the Alton Towers Rollercoaster accident.

Mediation:

Edward has extensive experience of mediating a wide range of commercial, employment and personal disputes, almost all of which have resulted in settlement. Edward was CEDR trained and qualified in 1999. Examples of recent mediations include:

- A sex discrimination/constructive dismissal case brought against the Police Force. This took place over two days and resulted in financial settlement and reinstatement.
- A stale boundary dispute.
- A contractual dispute concerning copyright and CD-rom manufacture.
- A dispute concerning the supply of seafood.
- Partnership disputes between retiring and remaining partners.
- Tripartite litigation in a construction dispute between homeowners, a firm of architects and a building firm.

"He gets the job done with a minimum of fuss"

LEGAL 500 2013



"He is very approachable, knowledgeable, and clients like him; he's a good advocate."

CHAMBERS & PARTNERS 2016

"He is rightly rated as one of the leading employment barristers on the North Eastern Circuit. He is a good advocate, really thorough, with a good manner about him in tribunal and a sensible approach outside"

CHAMBERS & PARTNERS 2015

"Particularly highly regarded for his expertise on discrimination cases"

CHAMBERS & PARTNERS 2014

"Excellent cross-examiner" who is able to "hit the right notes when putting his point across."

CHAMBERS & PARTNERS 2013

Notable Cases

Van Straten v Nuclear Decommissioning Agency 2411909/13 :

A complex and high value maternity/sex discrimination claim where Edward successfully represented a leading expert on nuclear waste decommissioning. Against James Laddie QC of Matrix Chambers.

Powell v OMV Exploration Ltd [2014] IRLR 80 (Langstaff P) :

This case represents the cutting edge of employment law and concerns the jurisdiction of British Employment Tribunals over claims brought by peripatetic oil workers.

Woods v Pasab t/a Jhoots [2013] IRLR 305, CA :

Authority on 'causation' in a case where religious discrimination was alleged. Successful at both EAT and Court of Appeal.

Yerrakalva v Barnsley MBC [2012] IRLR 420, CA :

Mummery LJ issuing guidance on the approach to be followed when one party seeks to recover costs on account of the other's unreasonable conduct. Successful in persuading the Court of Appeal to overturn the EAT (Underhill P).

Horizon Recruitment Limited v Vincent [2010] ICR 491. :

A case concerning the jurisdiction of an Employment Tribunal and specifically whether Tribunals have the power to set aside compromise agreements for misrepresentation.

B & C v A [2010] IRLR 400 EAT (Underhill J) :

Where I acted successfully for a Local Authority defending sex discrimination and harassment claims where the central allegation was one of rape and where the remedy claimed was in excess of 1m.

Kimberley Group Housing Ltd v Hambley & Os [2008] IRLR 682. :

This case, in which I acted for the Claimants, concerned the impact of a service provision change ('spc') as defined by reg. 3(1)(b) of TUPE 2006 in circumstances where the 'service' is split between 2 or more incoming providers and specifically the determination of who should take responsibility for the employees' contracts after the spc.

Flett v. Matheson [2006] IRLR 277, CA. :

An interesting case concerning the status of a "modern" apprentice with potentially far-reaching consequences. The Court of Appeal accepted the argument that, for employment law purposes, a "modern" apprenticeship and a traditional one could be one and the same.

Appointments:

Employment Judge
(Fee Paid) 2010

Assigned to the
East Midlands region

Professional Qualifications

1995 - 1996 The Inns of
Court School of Law:
Bar Vocational Course
(Graded 'Very Competent')

1994 - 1995 The College
of Law: Common
Professional Examination

1989 - 1990 Royal Military
Academy, Sandhurst:
Officer Training

1985 - 1989 University
of St Andrews

MA (Hons) English Literature

Continued. . .

McCall and Northern Rail [2007] EAT, HHJ McMullen. :

A case concerning the interpretation and application of the (now redundant) s.98A(2) ERA, the so-called 'Polkey-reversal' section. Successful on appeal.

Ramsay v. Walkers Crisps [2004] IRLR 754, EAT. :

A case concerning the use of anonymous witness statements in the disciplinary process.

2022 Campbell v. Leeds United Football Club :

In which I acted for the club in a case attracting widespread publicity and concerning race and sex discrimination.

Campbell v. Leeds United Football Club :

In which I acted for the club in a case attracting widespread publicity and concerning race and sex discrimination.

Morgan & Others v. Middlesbrough Borough Council [2005] EWCA Civ 1432, :

CA. An equal pay claim in which I represented a large number of female applicants (primary school staff paid on a 'term-time only' basis).

Berry v. Scottish Courage Limited, EAT. :

A complex claim concerning contractual redundancy provisions and incorporation of terms agreed collectively. Successful at both first instance and on appeal.

Cunningham v. Glasgow City Council [2007] EAT (Scotland) Lady Smith. :

A contract 'test' claim concerning bonus entitlements and collective agreements and affecting a large number of council employees.

GMB v. Dewhirst [2003] EAT :

Concerning large-scale 'collective' redundancies following a clothing factory closure in the north-east.

Duffy v. Leeds City Council. :

A DDA claim concerning an individual with debilitating bipolar disorder.

Singh v. Durham Racial Equality Council, EAT. :

A race and sex discrimination claim brought by a Sikh woman (again successfully) and upheld on appeal.

Miller v. Durham County Council. :

A sex discrimination claim concerning selection for an internal post at senior manager level. Successful and resulting in substantial damages.