

12

King's Bench Walk

Joel C. T. Kendall

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AREAS OF EXPERTISE

Personal Injury, Employment & Discrimination, Clinical Negligence, International & Travel, Insurance, Product Liability, Inquests, Aviation

Joel is one of a small number of senior juniors at 12KBW specialising in both personal injury and employment law. Within these specialisms, he has a wide-ranging practice, from catastrophic injury work to multi-day discrimination litigation. He enjoys working at the interface of personal injury and employment, in particular in the areas of workplace stress and harassment. He is regularly instructed by some of London's leading firms, as well as by public authorities and Trade Unions. He acts for both Claimants and Defendants/Respondents.

In addition Joel has a well-established Claimant clinical negligence practice.

He is known for his superb attention to detail and client care, and is adept at turning papers round efficiently. He will attend conferences at a location convenient to the client.

He gives regular lectures in both chambers and at solicitors' offices on a variety of employment and personal injury areas, including the operation of the Johnson exclusion area, a difficult and complex subject affecting both personal injury and employment litigation.

Outside the law Joel continues to suffer the anguish of supporting Wycombe Wanderers FC.

Employment & Discrimination

Joel regularly appears in the Employment Appeal tribunal, and had acted in many high profile cases on behalf of both Claimants and Respondents. He has extensive experience of multi-day complex cases in the tribunals.

Recent EAT appearances include acting on a *pro bono* basis for the Appellant in [Enamejewa v British Gas Trading Ltd](#) (strike out) and representing the Appellant in [G4S Cash Solutions \(UK\) Ltd v Powell](#) (reasonable adjustments) – see "Interesting cases". Recent tribunal appearances have included multi-day discrimination cases (race and disability).

Joel has wide experience in all types of discrimination work (including harassment), cases involving TUPE, collective and individual redundancies, protected disclosure, working time cases, agency workers, breach of confidence and, of

course, unfair dismissal.

He is a member of the EAT's ELAAS scheme

Qualifications & Awards

Astbury Scholar of the Middle Temple (1993)

BA (Hons) Jurisprudence, Exeter College Oxford (1992)

Memberships

Personal Injuries Bar Association

Employment Law Bar Association

Directories

Rapidly identifies the key issues in the case – Legal 500, 2014

Cases

G4S Cash Solutions (UK) Ltd v Powell UKEAT/0243/15 – guidance on whether the duty to make reasonable adjustments encompassed pay protection when the employee is moved to a lesser role

Enamejewa v British Gas Trading Ltd UKEAT/0347/14 – the first authority on the proper interpretation and application of r.38 of the 2013 ET Rules relating to reinstatement of cases that have been struck out for non-compliance with unless orders

Olulana v LB Southwark [2014] EWHC 2707(QB) – workplace stress claim. Considered the jurisdiction of the High Court in relation to claims under the Equality Act 2010

Boylin v The Christie Hospital [2014] EWHC 3363 (QB) – workplace stress claim. Considered the principles underlying the Protection from Harassment Act 1997 and common law negligence in relation to psychiatric injury of employees

Hodgson v Carr November 2014 – 2 day High Court trial (Newcastle DR) on liability only in catastrophic injuries road traffic accident claim

Burden v Stevenage Borough Council UKEAT/0587/10/ZT – guidance on affirmation in constructive dismissal cases and drawing inferences of discrimination

Veakins v Kier Islington Ltd [2009] EWCA Civ 1288 – Guidance on the proper interpretation of the Protection of Harassment Act 1997.

Sayers -v- Cambridgeshire CC [2006] EWHC 2029 (QB), [2007] IRLR 29 – no justification for imposing cause of action for breach of statutory duty in respect of regulation 4 of the Working Time Regulations 1998.

G4S Justice Services (UK) Ltd -v- Anstey & others [2006] IRLR 588, EAT: retrospective operation of TUPE after transfer.

Securicor Security Ltd -v- Toujani [2005] All ER (D) 240 (Jull) – reverse burden of proof in discrimination cases.

Pitt -v- Industrial Roofing Ltd [2005] All ER (D) 392 (Apr) – interpretation of s.1(3)(b) of the Fatal Accidents Act 1976.

Laing O'Rourke Group Services v Woolf & Jones UKEAT/0038/05: strike out for non-compliance with tribunal orders.

Securitor Custodial Services Ltd v Williams UKEAT/0042/02: causation in discrimination case, race specific discrimination.

Hockney & Marshall v DW Bennett & Sons (1), Johnson (2), Barton (3) CA 19.10.00, Lawtel AC9900060: apportionment of liability in road traffic accidents