

12

King's Bench Walk

Tim Goodwin

Call: 2019
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AREAS OF EXPERTISE

Employment & Discrimination, Personal Injury, Professional Regulatory & Discipline, Industrial Disease, International & Travel

Tim's practice is focused on all types and elements of employment disputes, together with a broad range of personal injury matters. Tim also has an expanding practice in a wide range of 12KBW's other specialist areas, including employer's liability, confidentiality, industrial disease and travel.

Tim has considerable advocacy experience, and appears in tribunal, small claims, fast track and other civil court forums on a near-daily basis. He combines his court work with advisory and drafting work, and can be depended on to deliver results consistently and quickly. Tim also has experience in alternative dispute resolution, including formal, informal and judicial mediations, settlement negotiations and arbitration.

Prior to joining Chambers, Tim was a Senior Associate in a Tier 1 rated City employment practice, where he was responsible for and gained considerable experience of running cases at all levels, including in the High Court, Court of Appeal and Employment Appeal Tribunal.

Tim accepts instructions on a direct / public access basis in respect of employment matters. He also undertakes pro bono work in some cases.

Employment & Discrimination

Tim has considerable experience of all aspects of employment litigation having practiced for seven years in top-rated City practices before moving to the Bar. He regularly appears in the Tribunals for both individuals and businesses, and has previous experience of working for trade unions.

As a solicitor specialising in employment disputes, Tim managed cases in the Tribunal, EAT, High Court and Court of Appeal, acting for employers, employees and trade unions. Tim practised as a qualified solicitor at two leading City firms, and his experience and expertise enables him to take on cases well beyond his year of call.

Tim's experience of employment litigation includes:

- Unfair dismissal claims
- Whistleblowing cases
- Direct and indirect discrimination issues
- Disability-related claims, including reasonable adjustments disputes
- Equal pay claims
- TUPE issues, including advice in respect of transfers and disputes arising from the same

- Redundancy claims, including particular experience of collective consultation procedures
- Union recognition and works council disputes
- Wages and unlawful deductions claims
- Education claims, including the specific rules relating to teachers employed in the public sector
- Professional disciplinary and regulatory matters
- Costs cases in the Employment Tribunal

Tim's recent experience whilst at 12KBW includes:

- Representing a large employer in a multi-day discrimination and unfair dismissal Tribunal hearing.
- Advising an individual in an unfair dismissal and unlawful deductions case worth over six-figures, and achieving settlement in respect of the same.
- Representing a respondent employer in successful strike-out and costs applications in the Tribunal.
- Acting as junior on a complex whistleblowing, discrimination and unfair dismissal claim, including seeking damages in respect of personal injury arising from the same.
- Representing an employee in a acrimonious harassment, discrimination and dismissal claim, culminating in an all-day judicial mediation.
- Appearing for an individual in a professional regulatory dispute.

Tim also has experience of giving advice in respect of employment appeals, including:

- Acting for a claimant in a leading whistleblowing appeal at the Court of Appeal stage.
- Advising an individual on the potential scope for appealing their claim to the Supreme Court.
- Advising an employer as to grounds of appeal in the EAT regarding matters of quantum.

In addition, Tim has specialist knowledge and experience of advising on worker status and gig economy issues, and his commentary on the subject has been quoted by the *Guardian*, the *Independent*, the *Wall Street Journal*, *Vanity Fair* and the *BBC*. Tim has also provided media commentary on a range of other topics, such as the *Unison* Tribunal fees case, employment law pledges in election manifestos and settlement payments for high ranking officials.

Tim's experience as a solicitor enables him to work well with those instructing him, especially where there is a need for him to take on a greater degree of the responsibility in order to reduce costs. He also undertakes employment work on a public / direct access basis, and his skills and experience as a solicitor enable him to provide an invaluable additional perspective when doing so.

Tim also set up and co-edits 12KBW's *Employment & Discrimination* blog.