

## Tim Goodwin

Call: 2019  
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### AREAS OF EXPERTISE

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

2019: Called to the Bar | 2012: Admitted to the Solicitors' Roll

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Tim is recognised as a leading employment junior who is described in the current edition of Legal 500 as “*first-rate*” and “*quick on his feet*”. His employment work is complemented by a personal injury practice that is focused on psychiatric injuries arising from workplace stress, harassment and bullying. Tim is currently Head of 12KBW’s Employment Practice Group and was a finalist for the Legal 500’s *Employment Junior of the Year 2023* award.

Tim qualified as a solicitor in 2012 and, before being called to the Bar, practiced as a Senior Associate in a Tier 1 rated City employment firm. In that role he was responsible for cases at all levels and across the broad spectrum of employment disputes. Tim’s considerable experience of employment disputes and civil litigation has furnished him with a level of expertise and knowledge that is well beyond his year of call, meaning that he is frequently instructed on complex, difficult and high-value cases.

Tim has considerable advocacy experience, appearing in tribunals and county courts on a near-daily basis. He also appears in the High Court and Employment Appeal Tribunal, often unled. Tim combines his court work with advisory and drafting work, and can be depended on to deliver results consistently, quickly and commercially. Additionally, Tim has extensive experience of alternative dispute resolution, including formal, informal and judicial mediations, settlement negotiations and arbitration.

### Stress & Harassment

Tim has particular experience and expertise in psychiatric injury claims that arise from exposure to excessive workplace stress, harassment and bullying. Tim is able to utilise his significant experience in the employment field to bring a unique perspective, and provides added-value advice where there are crossovers between potential employment and personal injury claims.

Recent examples of Tim’s experience of stress and harassment claims include:

- Appearing, unled, for an individual in High Court proceedings arising from a course of harassment over more than two decades and incurring very substantial damages.
- Advising on a string of cases in which a group of workers were subject to a course of racist and homophobic bullying, causing psychiatric injuries.
- Representing police officers who have suffered post-traumatic stress disorder caused by experiences they have been subjected to in the course of their duties.
- Advising on and drafting a claim for an employee who suffered a major psychiatric episode as a result of being subjected to significant over-working.
- Assisting a large UK Government department with a claim for psychiatric injuries arising from alleged overworking and racial harassment.