

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

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.

Investigations & Consultations

In addition to his statutory and High Court employment practices, Tim also conducts disciplinary, grievance and redundancy investigations, consultations, hearings and appeals. Tim’s broad experience of employment disputes, together with his independence as a barrister, means that he is well-placed to step in where employers need an external third party to provide a fresh, independent perspective.

Recent examples of this sort of work include:

- Conducting a redundancy consultation process involving the closure of a business, including running a number of face-to-face and virtual meetings over two weeks.
- Considering and determining an employee's appeal against the employer's decision to dismiss for gross misconduct, including managing a detailed investigation into the background facts.
- Managing a grievance process and advising HR and business leaders on the appropriate steps to take.

Tim's previous experience as a solicitor is invaluable in this context, as it means he is used to working directly with and alongside lay clients as well as ensuring the advice he provides is always commercial, easily understood and not overly legalistic.