

## 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.

### Cases

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*F v CS & Anor (ongoing, 2023)*: Tim has been instructed by an employer in Employment Appeal Tribunal proceedings that will consider how time limits for bringing dismissal and wages claims operate.

*D v H & Ors (2023)*: Tim appeared for the Claimant in a whistleblowing claim brought against one of the UK’s largest political parties, listed for 15 days. Prior to the hearing, Tim had been involved in advising on all aspects of the claim, including strategy and settlement, for a period of nearly two years.

*E & Ors v C (2023)*: Tim advised on a complex age and disability discrimination claim brought by five employees against a semi-autonomous Government body. Tim appeared, led, for the Respondent at a judicial mediation in early 2023. Tim's detailed financial analysis of the claim led to settlement being agreed at approximately 10% of the value pleaded.

*Da Silva v Elis UK (2022)*: Tim, instructed by Lewis Silkin, acted for the respondent to a disability discrimination claim at a multi-day hearing in November 2022, successfully defending all claims.

*Boateng v Croydon LBC (2022)*: Tim defended a London Borough Council from claims brought by a serial litigant for pregnancy and maternity discrimination and holiday pay. The claims were universally rejected following a five-day hearing in July 2022.

*Moore v Southern Housing (2022)*: Tim represented the respondent employer in a claim brought by a member of a far-right party for political belief discrimination. The claims were rejected following a multi-day hearing in March 2022 which received **press coverage**.

*J v P & Ors*: Tim advised on and appeared in a complex claim brought by former Managing Director of a medical organisation against his former employer and a number of employees and agents. The claim was listed for a 16-day hearing. Tim was heavily involved in negotiations, achieving a substantial financial settlement for his client.

*Veselinovic v Curtin Communications Limited (2021)*: Tim appeared (led by Carolyn D'Souza) for the Claimant in a successful seven-day Tribunal hearing for a Finance Director who was dismissed because of protected disclosures she had made many years previously.

*Chesterton Global Ltd & Anor v Nurmohamed & Anor [2018] 1 All ER 947*: Tim worked on the first case to consider the public interest test in whistleblowing legislation, whilst employed as a solicitor. Tim worked on the early stages of the Court of Appeal proceedings.

*Ojelade v Genesis Housing Association Ltd (2018)*: Tim acted for the respondent in a discrimination and dismissal claim whilst employed as a solicitor. Tim represented the respondent at a hearing in which he successfully applied to have the claims struck out and the claimant pay the respondent's costs.

*National Union of Mineworkers v Scargill [2012] EWHC 3750 (Ch)*: Shortly after qualifying as a solicitor, Tim assisted the Claimants in their successful, high-profile action concerning contractual employment benefits claimed by a former President of the Union after retirement