
CHARLOTTE DAVIES

Call: 2006



Overview

Recommended by Chambers & Partners, Charlotte is a *“talented junior”* with a *“thriving practice”*. She specialises in commercial litigation and employment law, and has a particular interest and expertise in business protection issues including competitive activity, fiduciary duties and confidential information.

With significant experience across her areas of practice, Charlotte acts regularly in the High Court, County Court, Employment Appeal Tribunal and the Employment Tribunal. She has also appeared in both the Court of Appeal and the Privy Council.

As well as being noted for her *“growing High Court practice”*, Charlotte is recommended and sought out for complex discrimination and whistleblowing complaints in the Employment Tribunal.

Charlotte’s practice includes substantial arbitration experience, including a recent appointment as the Arbitral Secretary for a multi-million dollar ICC arbitration and a previous appointment in a SIAC arbitration. Charlotte is also a member of the LCIA and the Young International Arbitration Group. She welcomes instructions in all arbitral matters as counsel as well as for the role of Arbitral Secretary.

What the Directories Say

The Directories have consistently praised Charlotte for her range of skills:

“Highly capable” (Chambers & Partners 2016), *“extremely intelligent”* and *“quick on the uptake”* (Chambers & Partners 2014), she is recommended for her *“technical excellence”* (Chambers & Partners 2012).

“An advocate of formidable skill” (Chambers & Partners 2016), noted for her *“superb advocacy”* and *“first-class presentation”*, *“her cross-examination and her submissions are fantastic”* (Chambers & Partners 2015) and regarded as *“a highly fluent and confident advocate”* (Chambers & Partners 2013).

“Praised for her ability to handle difficult opponents” (Chambers & Partners 2015) and has a *“fiery and competitive edge”* (Chambers & Partners 2012).

Known for her “Charming manner” (Chambers & Partners 2016), *“clients love her down to earth manner”* (Chambers & Partners 2015), *“very good at managing clients”* (Chambers & Partners 2014) and *“goes beyond the call of duty”* (Chambers & Partners 2013).

Business Protection

Charlotte has particular experience in cases involving business protection issues, including competitive activity, fiduciary duties and confidential information. Cases include:

- **Re a Financial Services Platform Provider** (2016): acting for the claimant in a claim for misuse of confidential information. Led by Adam Solomon.
- **Dorma UK Ltd v Bateman and others** [2015] EWHC 4142 (QB): acting for successful claimant in obtaining wide-ranging springboard relief against a competitive business and former employees. Led by Adam Solomon.

- **Davies v Hart** [2015] EWHC 607 (QB): acting for claimants in case involving breaches of restrictive covenants contained in a share sale agreement and employment contract.
- **Re an Insurance Broker** (2015): representing the defendants against allegations of misuse of confidential information and breach of duties and restrictive covenants.
- **Re a solicitors' firm** (2015): representing a firm of solicitors in relation to the misuse of confidential information and competitive activity of a former employee.

Commercial Litigation

Charlotte undertakes general commercial work, with her practice including the areas of breach of contract, company disputes and commercial fraud. Cases include:

- **Re a Security Services Company** (2016): representing the claimant in a claim of breach of a share purchase agreement and conspiracy against the vendor of a business and other defendants. Led by Jonathan Cohen Q.C.
- **Re an Online Retailer** (2016): acted for the defendant in a claim of breach of contract in a case involving insolvency issues.
- **Re a Pharmaceutical Distributor** (2015): represented the claimant in a claim of misrepresentation / breach of contract in respect of a distribution agreement.
- **Steven Kent Jervis & Others v Victor Skinner** [2011] UKPC 2: appeal to the Privy Council from the Supreme Court of the Bahamas, in a case concerning breach of a profit share agreement and an employment contract. Led by Adam Solomon.
- **Polymer Vision R&D Ltd and others v Van Dooren** [2011] EWHC 2951: jurisdictional dispute arising in the context of claims of breach of contract/misrepresentation against a liquidator in the Netherlands. Led by Charles Samek Q.C.

Injunctions

Charlotte is frequently instructed in injunctive proceedings and has significant experience of applications in respect of restrictive covenants, fiduciary duties and confidential information. Cases include:

- **Dorma UK Ltd v Bateman and others** [2015] EWHC 4142 (QB): acting for successful claimant in obtaining wide-ranging springboard relief against a competitive business and former employees. Led by Adam Solomon.
- **Davies v Hart** [2015] EWHC 607 (QB): successful in obtaining wide-ranging injunctive relief for the Claimant against a former director.
- **Re an Aviation Group** (2015): represented the defendant in an application for relief to enforce covenants and protect alleged confidential information pending a speedy trial.
- **Re an Insurance Broker** (2014): acted for the claimant (led by David Reade Q.C) in application for enforcement of restrictive covenants and other relief.
- **Warm Zones CIC v Thurley & others** [2014] EWHC 988 (QB): instructed by one of the defendants following the interim hearing in this claim relating misuse of confidential information.
- **CEF Holdings Ltd & others v Munday & others** [2012] EWHC 1524 (QB): acted for the claimants on the return date to consider the continuance of the Claimants' injunction against a number of ex-employees. Led by David Reade Q.C. and Thomas Kibling.

Employment

Charlotte is recognised as a leading junior by Chambers and Partners, and has a breadth of experience across the range of statutory employment claims. She is recommended and sought out for complex discrimination and whistleblowing complaints in the Employment Tribunal. Cases include:

- **Novakovic v Tesco Stores Ltd** UKEAT/0315/15/RN: acted for the claimant in this successful appeal of a decision on affirmation.

- ***Re an Asset Management Company*** (2015): acted for the claimant in this widely publicised case concerning claims of direct sex discrimination, harassment and unfair dismissal.
- ***Re an Energy Company*** (2014): acted for the respondent in this 8-day discrimination and unfair dismissal case. Discrimination claims dismissed, 100% reduction to compensation for unfair dismissal and costs ordered against claimant.
- ***Engel v Joint Committee for Parking and Traffic Regulation outside London*** [2013] ICR 1086: acted for the appellant in the EAT in case concerning whistleblowing and judicial immunity (led by Adam Solomon).
- ***Spaceright Europe Ltd v Baillavoine and another*** [2012] 2 All ER 812: acted for the appellant in the Court of Appeal in case concerning the meaning of reg.7 TUPE 2006 (led by Gavin Mansfield Q.C.).
- ***Johns v Solent SD Ltd*** [2008] IRLR 820: acted for the respondent in Court of Appeal in case concerning stay pending judgment from the ECJ (led by Adam Solomon).