

## GEORGINA LEADBETTER

Call: 2013



Georgina specialises in employment and commercial litigation. Since joining chambers in October 2015 she has been instructed on matters in the Supreme Court, Court of Appeal, High Court, Employment Appeal Tribunal, and employment tribunals and county courts.

Before her pupillage, Georgina spent a year working at Bates Wells Braithwaite LLP (London, Employment) and WeirFolds LLP (Toronto, Litigation). She recently completed a secondment to the employment department of a leading City law firm.

Clients and instructing solicitors have praised Georgina's "**professional, calm and assured manner**" and "**extremely valuable strategic advice**", noting "**she consistently produced work of the highest standard**" and remarking "**we could not have been more impressed**" by her representation.

### High Court Employment and Business Protection

Georgina has experience of High Court employment litigation beyond her year of call, and frequently acts in disputes regarding restrictive covenants, duties of confidentiality, and team moves. She is regularly instructed to prepare and resist urgent applications for interim injunctive relief.

Having acted in employee competition disputes both as counsel and from a solicitor perspective (while on secondment to a leading City law firm), Georgina is well placed to advise on each stage of the process, from discovery of breach through to injunction application and expedited trial.

Georgina's experience includes:

- Currently instructed by the Claimant in a restrictive covenant dispute regarding whether covenants were entered into at all, involving expert evidence from a handwriting expert (2019, sole counsel).
- Led by Adam Solomon QC, acted for the Claimant in insurance industry claim relating to breach of non-compete and confidentiality restrictions (2019).
- Led by Gavin Mansfield QC in employee competition matter, seeking injunction to enforce restrictive covenants (2017).
- **Arthur J Gallagher Insurance Brokers Ltd and others v Aston Scott Group Ltd and others** [2016] EWHC QB: Resisting insurance industry team move conspiracy injunction (led by Gavin Mansfield QC).
- **Praxis Capital Ltd v Burgess** [2015] EWHC 2631: Part of the legal team representing the successful Defendant at trial in a case concerning alleged breaches of post-termination restrictions and obligations of confidentiality in the investment management industry (as a pupil, assisting Daniel Tatton Brown).

## Employment and Discrimination

Georgina has significant experience of employment tribunal proceedings and appellate work. She is regularly instructed as sole counsel in complex multi-day proceedings including whistleblowing, discrimination, unfair dismissal, TUPE, and employment status disputes. Georgina also has experience of discrimination claims in the county court, in particular in the education sector.

Georgina's cases frequently involve issues of particular sensitivity, such as claims brought by or against very senior individuals, allegations with potential regulatory implications, cases involving claimants with severe disabilities, and tribunal claims brought in the context of High Court or criminal proceedings.

Her experience includes:

- **Egbayelo v Ocado**: Representing the Respondent in the Employment Appeal Tribunal, in an appeal concerning contractual variation (2019, sole counsel).
- Representing the Respondent, a regulator, in seven day disability discrimination trial (2019, sole counsel).
- Represented a CEO dismissed for alleged financial mismanagement in unfair dismissal claim (2018, sole counsel against a silk).
- **Vigo v London Underground Ltd**: Successfully obtained reinstatement for Claimant, a tube driver (2018, sole counsel, against counsel of 2004 call).
- **Biddle v Amey Services Ltd**: Represented the successful Respondent in five day discrimination trial, securing a substantial costs award.
- Acted for the Respondents in two claims brought by Claimants with schizophrenia, relating to perceived campaigns of surveillance and discrimination (2018, sole counsel).
- **Boath v Barclays**: Whistleblowing and bonus claims relating to events of 2008 and SFO investigation (see coverage [here](#)) (2016, led by Jonathan Cohen QC).
- **Campbell v Secretary of State for Justice**: Represented the successful Claimant in discrimination proceedings arising from a prison officer being rendered unable to work after being seriously assaulted on duty (2016 sole counsel, against counsel on Attorney General's B Panel).
- **Department of Work and Pensions v Mughal** UKEAT/0343/15/JOJ: Represented the Claimant in full hearing before the Employment Appeal Tribunal concerning reinstatement and contributory fault and the reliance by the tribunal on matters not canvassed at the hearing (2016, sole counsel, against counsel on Attorney General's B Panel).
- **McAlinden v Lazarov and others**: Represented the successful Respondent in the first case on whether fringe theatre actors in a profit share production are workers. This case generated national interest and was reported by the **BBC**, **The Independent** and **The Stage** (2015, sole counsel).
- Represented the Respondent (a well-known charity) in constructive unfair dismissal claim in which the claim settled immediately after Georgina's cross-examination of the Claimant.

## Commercial

Georgina frequently acts in commercial disputes (both as a junior and as sole counsel), including those raising questions of contractual construction and rectification, partnership, and fiduciary and directors' duties. She has particular experience of anti-suit injunctions.

Georgina brings to her practice the experience of large-scale commercial litigation she gained whilst at WeirFoulds LLP (Toronto), where she assisted on matters including a Competition Bureau investigation into

criminal bid-rigging, a Privy Council appeal, and a class action against General Motors Canada Limited.

Georgina's recent and current work includes:

- Instructed in dispute regarding sum due under TUPE indemnity (led by Adam Solomon).
- Instructed to seek relief from sanctions in a music industry dispute.
- Assisted with successful application for freezing injunction arising from non-payment of a significant business loan.
- Assisted BT with large-scale litigation relating to the entitlement of utility companies to recover the costs of repairing negligent damage to their networks.
- Represented the Defendant in a dispute arising from alleged breach of a software license contract (sole counsel).
- Successfully defended county court proceedings brought in breach of a settlement agreement (sole counsel).
- Assisted with partnership disputes, including drafting particulars of claim in an accountancy firm dispute and advising on a claim arising from a merger of firms of solicitors (sole counsel).

## Regulatory/Disciplinary

Georgina has experience of acting for regulators, professional bodies and regulated individuals in disciplinary proceedings, tribunal claims and High Court litigation. Recent and current work includes:

- ***Royal Institute of Chartered Surveyors v Rushton*** [2017] EWCA Civ 1995: Successfully upheld injunction protecting employees of RICS from harassment and resisted application for permission to appeal to Court of Appeal (led by Adam Solomon).
- Assisted with preparation of Rule 5 statement stating charges against solicitor (acting for Solicitors Regulation Authority).
- Georgina has experience of representing doctors bringing tribunal claims against their former medical practices, including cases involving allegations of professional misconduct.

## Education, Scholarships and Prizes

### Scholarships and Prizes

- Harold G Fox Scholarship (2013-2014) (working in litigation department of WeirFoulds LLP, with secondment to the Court of Appeal for Ontario)
- Evan Ashfield Memorial Prize (2012-2013)
- Inner Temple Major Scholarship (2012-2013)
- Inner Temple Duke of Edinburgh Entrance Award (2012-2013)
- Winner, Inner Temple Pepperdine Moot (2012)
- Finalist, Inner Temple Lawson Moot (2013)
- Inner Temple Exhibition Award (2011-2012)
- City University/11 King's Bench Walk Prize for Public Law (2011-2012)

### Education

- 2012-2013 Bar Professional Training Course (Outstanding)
- 2011-2012 Graduate Diploma in Law (Commendation)

- 2008-2011 BA English, University of Cambridge