

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.

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.

Georgina's recent and current work includes:

- **Boath v Barclays**: Ongoing whistleblowing and bonus claims relating to events of 2008 and SFO investigation (see coverage [here](#))(led by Jonathan Cohen QC).
- **Arthur J Gallagher Insurance Brokers Ltd & ors v Aston Scott Group Ltd & ors** [2016] EWHC QB: Resisting insurance industry team move conspiracy injunction (led by Gavin Mansfield QC).
- Led by Gavin Mansfield QC in employee competition matter, seeking injunction to enforce restrictive covenants (2017, details confidential).
- **Royal Institute of Chartered Surveyors v Rushton**: Successfully upheld injunction protecting employees of RICS from harassment and resisted application for permission to appeal to Court of Appeal (led by Adam Solomon).

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

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:

- Led by Gavin Mansfield QC in employee competition matter, seeking injunction to enforce restrictive

covenants (2017, details confidential).

- **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).
- Prepared an application for injunctive relief arising out of misappropriation of confidential information from an international publisher.
- Resisted an application for injunctive relief in an oil and gas industry dispute.

Employment

Georgina is regularly instructed to advise and represent clients in all areas of statutory employment law including **unfair dismissal, redundancy, discrimination, whistleblowing** and **TUPE**.

Georgina's cases frequently involve issues of particular sensitivity and significance, such as alleged criminal wrongdoing on the part of employer or employee. She is experienced in seeking and resisting measures such as hearings in private, restricted reporting orders and anonymity orders as appropriate.

Her recent experience includes:

- **Boath v Barclays**: Ongoing whistleblowing and bonus claims relating to events of 2008 and SFO investigation (see coverage [here](#))(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 (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 EAT concerning reinstatement and contributory fault and the reliance by the tribunal on matters not canvassed at the hearing (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**.
- 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.
- Appeared for the Claimant in tribunal proceedings concerning discrimination on the basis of EU nationality (settled in advance of final hearing).
Acted for a Managing Director claiming automatically unfair dismissal relating to his functions as a pension fund trustee (settled in advance of a final hearing).
- Advised on and litigating highly sensitive situations involving allegations of discrimination made by current employees (including allegations relating to flexible shift requirements, missed promotion opportunities and pay).

Before pupillage Georgina worked in the employment department of Bates Wells Braithwaite and assisted with matters including the TUPE litigation arising out of the administration of Thomson Local, and a successful appeal to the EAT on worker status (**MacAlinden v Lazarov UKEAT/0453/13**).

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).

Georgina has an interest in civil fraud work and in 2017 attended the C5 Fraud, Asset Tracing and Recovery conference in Geneva (supported by the Commercial Bar Association International Grant Programme).

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:** 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).
- **Carson v General Dental Council:** Represented the General Dental Council in employment tribunal proceedings, successfully defeating all allegations of discrimination.
- Represented a doctor in employment tribunal proceedings against her former medical practice, successfully obtaining statutory and contractual redundancy payments.

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