

## Charlotte Davies

Call: 2006

### Barrister

---

Email: [cdavies@littletonchambers.co.uk](mailto:cdavies@littletonchambers.co.uk)

---

Email Clerk: [ian@littletonchambers.co.uk](mailto:ian@littletonchambers.co.uk)

---

Telephone Clerk: +44 (0)20 7936 5016

---



Recommended by the legal directories, Charlotte is a **“talented junior”** with a **“thriving practice”**.

She specialises in commercial litigation and employment law, and is particularly recommended for her expertise in business protection issues including competitive activity, fiduciary duties and confidential information. As well as being noted for her High Court practice, Charlotte is recommended and sought out for complex discrimination and whistleblowing complaints.

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.

#### What the Directories Say

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

The current directories recognise Charlotte as follows:

#### Chambers & Partners

**“Her client relationship skills are exceptional; she just puts clients at ease and instils great confidence.” “Goes the extra mile to be available when the case demands.”**

#### Legal 500

**‘Easy to work with, very responsive and extremely intelligent.’**

#### Who’s Who Legal

**“personable and ferociously bright barrister”**

Previous comments have included:

**“Able to grasp complex legal issues quickly... great attention to detail”** (Chambers and Partners 2018); **“Highly capable”** (Chambers and Partners 2016); **“extremely intelligent”** and **“quick on the uptake”** (Chambers and Partners 2014); recommended for her **“technical excellence”** (Chambers and Partners 2012).

**“Brilliant advocacy - confident and competitive”** (Chambers & Partners 2017); **“An advocate of formidable skill”** (Chambers and Partners 2016); **“superb advocacy”, “her cross-examination and her submissions are fantastic”** (Chambers and Partners 2015); **“a highly fluent and confident advocate”** (Chambers and Partners 2013).

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

**“Very client-friendly”** and **“Very client-focused and accessible”** (Chambers & Partners 2018); **“Charming manner”** (Chambers and Partners 2016); **“clients love her down to earth manner”** (Chambers and Partners 2015); **“very good at managing clients”** (Chambers and Partners 2014); **“goes beyond the call of duty”** (Chambers and Partners 2013).

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

**“Very client-friendly”** and **“Very client-focused and accessible”** (Chambers & Partners 2018); **“Charming manner”** (Chambers and Partners 2016); **“clients love her down to earth manner”** (Chambers and Partners 2015); **“very good at managing clients”** (Chambers and Partners 2014); **“goes beyond the call of duty”** (Chambers and Partners 2013).

## RECOMMENDATIONS

---

“Able to grasp complex legal issues quickly... great attention to detail”

**(Chambers and Partners 2018)**

---

“Very client-focused and accessible”

**(Chambers & Partners 2018)**

---

## AREAS OF LAW

---

### Business Protection

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

- **Re an investment bank** (2017): advising an individual in respect of employee competition issues.
- **Affinity Financial Awareness Ltd & others v Ferguson & others** [2016] EWHC 2319 (QB): instructed following the trial to act for claimants in an inquiry on a cross-undertaking (led by Jonathan Cohen Q.C.).
- **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.

### 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:

- ***Re a travel company*** (2017): acted for claimants in team move case which settled following the provision of undertakings to a speedy trial (led by Adam Solomon).
  - ***Dorma UK Ltd v Bateman and others*** [2015] EWHC 4142 (QB): acted 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.
  - ***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:

- ***Re an international defence company*** (2017): acted for the respondents in case involving claims of unfair dismissal and race discrimination, listed for 10 days. Case settled following claimant's cross-examination. Led by Jonathan Cohen Q.C.
  - ***Re an international law firm*** (2017): acted for the claimant, a senior lawyer, in claims of sex discrimination and whistleblowing.
  - *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.
  - [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).
- 

## Sports Law

Charlotte is increasingly sought out to act in sports law matters and has been involved in a number of high profile disputes. She has a particular expertise in employment and discrimination issues within the sports sphere. She is also a contributor to the LawInSport blog. Cases include:

- *Re a Governing Body* (2015): representing a governing body against a claim of discrimination brought by a coach.

- Re a Paralympic Athlete (2015): advising a Paralympic athlete on a withdrawal of funding.
  - Re A Professional Football Club (2014): advising a former manager in respect of possible claims arising out of termination of employment.
  - Re A Professional Football Club (2014): advising a football club in respect of an internal disciplinary process.
- 

## **Arbitration**

Charlotte's practice includes substantial arbitration experience, including:

- Instructed as counsel in a multi-million dollar LCIA arbitration (2017). Led by Jonathan Cohen Q.C.
- Appointed as Arbitral Secretary for a multi-million dollar ICC arbitration (2015-2016)
- Appointed as Arbitral Secretary in a SIAC arbitration (2013).

Charlotte is also a member of the LCIA and the Young International Arbitration Group.

---

## **Professional Memberships**

Professional Memberships:

- COMBAR
  - LCLBA
  - YIAG
  - ELBA
  - YFLA
-