

Gavin Mansfield QC

Silk: 2013 | Call: 1992

Queen's Counsel

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Gavin Mansfield QC is Head of Littleton Chambers.

Gavin specialises in employment, partnership and related areas of commercial law. He has a particular expertise in business protection disputes and has acted in many complex team move cases. His modern, no-nonsense approach combined with outstanding advocacy skills has seen Gavin feature prominently in all the legal directories. He was shortlisted for Employment Silk of the Year by Chambers & Partners in 2018 and by Legal 500 in 2016. He has been described by the directories in the following terms:

"He's superb: extremely client-friendly, able to get to the point very quickly and a tenacious advocate."
(Chambers & Partners 2020)

"He has a keen eye for detail but is always aware of the bigger picture and understands when a pragmatic and commercial approach is required." (Legal 500 2019)

"Highly regarded silk known for his injunctive work, handling high-profile restraint of trade and team move cases in the High Court" (Chambers & Partners 2019)

"He's great in court and really fights your corner", "He's on top of his game and excellent on his feet." (Legal 500 2018)

Gavin sits as Deputy High Court Judge in the Queen's Bench Division and Administrative Court and as an Additional Judge of the Employment Appeal Tribunal

RECOMMENDATIONS

"He's superb: extremely client-friendly, able to get to the point very quickly and a tenacious advocate."

Chambers & Partners 2020

"He has a keen eye for detail but is always aware of the bigger picture and understands when a pragmatic and commercial approach is required."

Legal 500 2019

"Highly regarded silk known for his injunctive work, handling high-profile restraint of trade and team move cases in the High Court."

Chambers & Partners 2019

"He's great in court and really fights your corner", "He's on top of his game and excellent on his feet."

Legal 500 2018

AREAS OF LAW

Business Protection

Notable recent cases have included complex team move cases in the insurance, wealth management, IT and private equity sectors. His expertise in restrictive covenant, fiduciary duty and confidentiality cases has seen him instructed by clients across a wide range of business sectors including ship broking, e-commerce, sport, recruitment consultancy, digital marketing and engineering.

Examples of Gavin's cases include:

- **Alesco Risk Management Services Ltd v Bishopsgate Insurance Brokers Ltd.** [2019] EWHC 2839, QB (unlawful means conspiracy)
- **Forse v Secarma Ltd.** [2019] IRLR 587, Court of Appeal (springboard injunction)
- **Argus Media Ltd. V Halim** [2019] IRLR 442, QB (non-compete covenant)
- **Bluefin v Bruce and Global Risk Partners** (2016) (springboard injunction)
- **Willis Ltd. v JLT Group plc** [2015] EWCA Civ 450 Court of Appeal, [2016] EWHC 723 QB (team move springboard injunction and damages claim)
- **UK Power Reserve Ltd. v Read** [2014] EWHC 66, Ch (freezing order and non-compete injunction)
- **Churchill Retirement Living v Luard** [2012] ALLER (D) 92, Ch (confidential information)
- **Caterpillar Logistics Services UK Ltd v Huesca de Crean** [2012] IRLR 410, Court of Appeal, (confidential information/chinese wall injunction)
- **Standard Life Health Care Ltd. v Gorman** [2010] IRLR 233, Court of Appeal, garden leave injunction
- **UBS Wealth Management v Scott, Vestra Wealth LLP and others** [2008] IRLR 965 springboard injunction obtained in large scale team move of stockbrokers

Employment

Gavin's long experience of whistleblowing and discrimination claims in the employment tribunal has seen him advising and representing clients at the cutting edge of discrimination law. His extensive experience of High Court litigation sees him well suited to contractual employment issues, and cases with an overlap between the statutory employment law, and contractual/tortious issues.

Examples of Gavin's recent cases include:

- **Christie v Canaccord Genuity Ltd.** [2020] EWHC 149, QB discretionary bonuses
- **Smith v Gartner UK Ltd.** (2016, EAT) construction of employer PHI obligations
- **Adebowale v Isban UK Ltd.** (2015, EAT) race discrimination
- **Arriva London South Ltd. v Graves** (2015, EAT) dismissal for trade union activities
- **Wraith v Driving Standards Agency** (2015, EAT), disability discrimination
- **Saad v University Hospital Southampton NHS Trust** (2014, EAT) definition of disability

- **Patel v De Vere Group Ltd.** (2013) Manchester Mercantile Court (incorporation of enhanced redundancy terms)
 - **Spaceright Europe v Baillavoine** [2012] IRLR 111, Court of Appeal (TUPE and insolvency)
 - **May & Baker Ltd. v Okerago** [2010] IRLR 394, EAT (agency and vicarious liability)
 - **MacCullough v ICI** [2008] IRLR 846 EAT (age discrimination challenge to ICI's contractual redundancy scheme)
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Commercial

Gavin undertakes a broad range of commercial litigation, and has particular experience in partnership disputes, director's duties and confidentiality disputes arising out of business sales and joint ventures.

Recent examples include:

- **Trailfinders Ltd. v Travel Counsellors Ltd.** [2020] EWHC 591, IPEC - breach of confidence
 - **MacInnes v Gross** [2017] 4 WLR 49 - oral contract - sports data business
 - A vendors warranty claim arising out of share sale of a payment software business
 - A dispute over confidential information between the founders of a challenger bank
 - Advice relating to wrongful termination of an international distribution agreement in the engineering sector
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Sport

Gavin's work ranges across a wide range of sports including football, motor sport and horse racing. He has acted for clubs and individuals in relation to manager terminations, directors' disputes, misuse of confidential information, and club sales.

Partnership and LLPs

Gavin acts frequently for hedge funds, private equity firm and professional services firms (particularly in accountancy and law) in relation to disputes within their firms, in the High Court and in arbitrations. He has advised and represented partnerships and LLPs in relation to claims concerning contractual disputes over partnership deeds, restraint of trade, partnership status, expulsions of partners, and discrimination. He is listed as a leading silk in the field of partnership law by both Chambers & Partners and Legal 500.

Recent Publications

- General Editor of "*Blackstone's Employment Law Practice*" 2019 (OUP)
- Contributor to "*Brearely and Bloch: Employment Covenants and Confidential Information*" (Bloomsbury 4ed 2018)
- Contributor to "*Rogers & Oudkerk: International Employment Disputes*" (Sweet & Maxwell 2019)

Gavin lectures and leads seminars widely on employment law topics, both on public courses and in-house for solicitors. Gavin is an advocacy trainer for Middle Temple.

Pro Bono

Gavin is committed to Pro Bono work, he is a case reviewer for, and undertakes cases through, the Bar Pro Bono Unit, and undertakes pro bono work through the ELAAS scheme at the Employment Appeal Tribunal.

Education & Membership

Memberships

- Employment Law Bar Association (Former Chair 2015-2017)
- Employment Lawyers Association

- Industrial Law Society
- COMBAR
- London Common Law & Commercial Bar Association
- Master of the Bench, The Honourable Society of the Middle Temple

Education

- Called 1992 (Middle Temple)
 - Jesus College, University of Cambridge MA (law), Foundation Scholar
 - Nottingham High School
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