

Kieran Wilson

Call: 2016

Barrister

Email: kwilson@littletonchambers.co.uk

Email Clerk: ian@littletonchambers.co.uk

Telephone Clerk: +44 (0)20 7936 5016



Kieran joined Littleton in October 2017 upon successful completion of pupillage. His practice spans Chambers' core areas of work, including employment, commercial, and company law.

Recent client feedback on Kieran's work:

- *"He had a lovely manner with the tribunal, read them well and showed an ability far beyond his number of years call might suggest".*
- *"An absolute delight to work with ... extremely client friendly, down to earth and approachable".*
- *"...incredibly thorough, very smart and extremely responsive to me as an instructing solicitor".*
- *"He is tactful and patient with sensitive lay clients and inspires confidence with professional clients".*

Kieran recently completed a secondment in the employment department of a top-tier City law firm, working predominantly with financial services clients. He is also co-author of a chapter of Bloomsbury Professional's Termination of Employment, focusing on protection of business interests on termination of employment.

Kieran read Law at the University of Cambridge, graduating in 2014 with First Class Honours. Prior to coming to the Bar, he spent a year working at the Law Commission conducting research into property law reform.

Having grown up in Edinburgh, Kieran actively welcomes instructions to appear in the Employment Tribunals in Scotland as well as in England and Wales. He is a keen theatregoer, and can also be spotted on-stage (acting and singing with varying degrees of competence) each Christmas in the Gray's Inn Miscellany.

RECOMMENDATIONS

AREAS OF LAW

Employment

Kieran has a broad practice across the full spectrum of employment law, with a particular interest in discrimination (including

equal pay), whistleblowing, business protection, and matters involving trade unions and their members. He is regularly instructed to appear at all stages of proceedings in both the Employment Tribunal and in the civil courts in employment-related matters.

As well as appearing in Court and Tribunal as an advocate, Kieran is regularly instructed to draft pleadings and other documents for use in proceedings. His experience of drafting spans the range of employment law causes of action, as well as documents for appeals to the EAT.

Kieran's recent employment law experience includes:

- Acting for a care sector client in proceedings brought by a former CQC registered manager for **automatic unfair dismissal, whistleblowing detriment, race discrimination, and victimisation**.
- Acting for an airport in a four-day trial concerning allegations by a security officer of **unfair dismissal and discrimination arising from disability**.
- Advising a PR firm during the immediate aftermath of a senior employee's departure where questions of **breach of restrictive covenants, directors' duties, and breach of confidence** were in issue. The parties reached a settlement shortly after service with draft Particulars of Claim.
- Successfully representing a Claimant in an appeal in the County Court concerned with **enforcement proceedings** of an Employment Tribunal award. The appeal concerned a point of statutory interpretation of the Employment Tribunals Act 1996.
- Acting for an NGO operating in Lebanon in a claim brought by a Syrian refugee making allegations of **race discrimination and philosophical belief discrimination**.
- Successfully representing a chain of pubs in a five-day trial for **constructive unfair dismissal** and sexual orientation related **harassment**.
- Appearing for the Claimant (a teacher) in an application for **interim relief** in the Employment Tribunal in a claim for automatically unfair dismissal for making **protected disclosures**.
- Appearing for a professional services firm in a claim for **unfair dismissal** by a former senior manager dismissed for expenses fraud.
- Appearing at Preliminary Hearings on various points of law, including: **employment status, strike out / deposit order applications, limitation, and agency status**.

As well as claims in the Employment Tribunal, Kieran has a particular interest in wider **professional discipline and regulatory matters**, including investigations.

Kieran is co-author of a chapter of Bloomsbury Professional's *Termination of Employment*, focusing on protection of business interests on termination of employment.

Employment Crossover

Kieran has experience in matters involving a cross-over between employment law and other areas of law, including:

- Acting for a clergyman in a claim brought by a transgender parishioner for **gender reassignment discrimination** in the provision of services.
 - Drafting a letter before claim, and subsequently advising in writing, in claims against an employer relating to entitlement to **Permanent Health Insurance** benefits and discrimination in the provision of those benefits.
 - Drafting a Defence for a company in a County Court claim under the Equality Act 2010 and Protection from Harassment Act 1997, alleging **sexual harassment** by a company employee and victimisation by the company itself.
 - Assisting in a dispute between a FTSE 100 company and its former Group Finance Director concerning entitlement to various **share options** and **bonus payments**. The case gave rise to questions surrounding the scope of the "*Braganza implied term*" and settled shortly before the trial was due to begin.
 - Drafting a Defence and Counterclaim in relation to **post-retirement benefits** owed to a former senior employee of a trade union.
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Commercial and Company Law

Kieran has been instructed in a range of commercial and company law matters. Recent instructions include:

- A high-value **international arbitration** relating to alleged breaches of contract arising out of the termination of a long-standing foreign distributorship (led by Rupert D’Cruz).
- Petitions for **compulsory winding up** of companies in the High Court (including adjournment and dismissal of petition).
- Appearing in **bankruptcy petitions**, acting for both the petitioning creditor and debtor. Kieran recently acted for an alleged debtor in respect of a disputed debt, having the petition dismissed and obtaining indemnity costs against the petitioning creditor.
- Successfully resisting an application for **strike-out** of a claim concerning alleged damage to telecoms equipment.
- Applications to rectify the company charges register and to extend time to register charges under the **Companies Act 2006**.

Kieran also has extensive drafting experience in commercial law matters, including

- Drafting Particulars of Claim in claims:
 - For alleged **breach of warranties** under a share purchase agreement relating to private education facilities.
 - Against a local authority for **breach of contract** (including implied terms when exercising contractual discretions) in relation to a proposed property development scheme.
 - For **contractual commission** and/or **restitution** of a reasonable sum for management services provided to an artist in the music industry.
- Drafting a skeleton argument for **summary judgment/strike** out of a claim for a financial reward advertised in a national newspaper.
- Drafting written advice in a claim against a bank involving allegations of **breach of contract**, misrepresentation, and **breach of duty in tort**.

Education, Scholarships and Prizes

Kieran graduated from the University of Cambridge in 2014 with First Class Honours in Law. Following this, he spent a year working at the Law Commission conducting research into and developing policy on property law reform.

Education:

- 2016 Bar Professional Training Course: Outstanding (ranked second in a year of 335).
- 2014 BA (Hons) Law, University of Cambridge (Jesus College): First Class Honours.
- 2011 Visiting Studentship, Hamilton College (Clinton, NY).

Scholarships and Prizes

- Runner-up, James Hunt Prize for Advocacy, Gray’s Inn, 2017.
 - Scarman Scholarship, The City Law School, 2016.
 - Bedingfield Scholarship and Residential Scholarship, Gray’s Inn, 2015.
 - Glanville Williams Prize for Part II Law, Jesus College, Cambridge, 2014.
 - Hogan Lovells Prizes for Part IA & Part IB Law, Jesus College, Cambridge, 2012 & 2013.
 - Foundation Scholarship, Jesus College, Cambridge, 2012-2014.
 - Benefactor’s (2004) Prize, Jesus College, Cambridge, 2012.
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