

Kieran Wilson

Call: 2016

Barrister

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Kieran is an employment and equality law specialist, recognised as an “up and coming” practitioner in Chambers & Partners UK Bar 2022 and a “rising star” in Legal 500 2022. He practises across the full range of employment law matters, in both the statutory and business protection spheres, acting for a wide range of clients across various sectors. He has particular experience in complex discrimination cases and other multi-day Tribunal matters engaging technical points of law. Examples of Kieran’s recent work can be found under the tabs on the right.

Kieran is praised for his black-letter legal ability, but also his ‘big picture’ approach and understanding of the important commercial factors at play in a particular dispute. He is commended as being “*exceptional on his feet*” and “*an absolute delight to work with ... extremely client friendly, down to earth and approachable*”.

Further client comments on Kieran’s work include:

- “*He had a lovely manner with the tribunal, read them well and showed an ability far beyond his number of years call might suggest*”.
- “*...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 has completed secondments in the employment departments of two top-tier law firms and so is alive to the pressures that solicitors face in their day-to-day work. During these secondments, Kieran gained particular experience in working with financial services clients, clients in the education sector (including cases involving safeguarding issues), partners and partnerships, and senior executives.

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

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 has experience at both preliminary hearing and full merits hearing stages in proceedings in Scotland.

AREAS OF LAW

Statutory Employment Law

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 advising on strategy prior to cases reaching litigation.

Kieran is also 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 employment law experience includes:

- Representing a Big Four professional services firm in claims for unfair dismissal and race discrimination brought by a former senior manager dismissed for expenses anomalies, and by a graduate trainee for unfair dismissal, disability discrimination, and race discrimination.
- Acting for a school in relation to a claim for indirect religious discrimination relating to paid time off for religious holidays.
- Appearing for 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.
- Representing a university press at a preliminary hearing concerning territorial jurisdiction in a claim brought by the former head of its operations in Pakistan.
- Acting for an NGO operating in Lebanon in a claim brought by a Syrian refugee making allegations of race discrimination and philosophical belief discrimination.
- 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.
- 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.

As well as claims in the Employment Tribunal, Kieran has a particular interest in wider professional discipline and regulatory matters, and claims relating to trade unions and their members.

Business Protection / Commercial Employment

Kieran is regularly instructed in business protection matters and matters in the civil courts following issues arising upon termination of employment. Recent experience includes:

- 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 of draft Particulars of Claim.
- Advising a former CEO in relation to entitlements under a settlement agreement following the termination of their employment.
- Advising as to the enforceability of restrictive covenants in the talent management sector.
- Advising a former senior employee of a luxury fashion brand in relation to entitlements under various long-term incentive plans.
- Drafting a Defence and Counterclaim in relation to post-retirement benefits owed to a former senior employee of a trade union.

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

Civil Discrimination Matters

In addition to his work on employment matters, Kieran is often instructed in discrimination matters being pursued in the civil courts under Equality Act 2010. Recent experience in this area includes:

- Acting for a clergyman in a County Court claim brought by a transgender parishioner for gender reassignment discrimination in the provision of services.
 - 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.
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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 contributing to policy development in 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 in Liberal Arts, 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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