



Jason Searle

Head of Employment

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Year of Call: 1993

“Well versed in handling very high-profile employment cases, Searle frequently appears in the Employment Tribunal, Employment Appeal Tribunal and High Court. Within his wider employment law practice he has considerable expertise in discrimination claims.

Strengths: “He is extremely personable and very relaxed.” “Great to work with; he gives clear advice in an assured manner.” **Chambers UK Bar 2021**

“Jason always displays an air of calmness and confidence, which reassures clients and puts them at ease. He is adept at identifying the key issues and evidence in complex and paper-heavy cases. Very approachable and technically good, Jason is a team player and someone you want to have on your side.” **Legal 500 2021**

Head of Employment Law Team

Jason Searle is a specialist employment and equality law barrister, representing employers and employees in employment and HR litigation. He generally acts for high net worth individuals, law firms (and other professional advisory firms) and a range of FTSE listed companies/SMEs. He is proud to be the head of the St Johns Building's Employment Law Team and immensely enjoys the responsibility of this role.

“His advice is always thought through, pragmatic and realistic” – **Legal 500 2014**

Jason is particularly committed to trying to ensure that the Bar is representative of the community it serves. He has spent three years on the pupillage committee and is a volunteer speaker for schools for the Bar Council. He spent two years working at a Law Centre.

Jason spent three years with UK Special Forces.

Memberships

- Employment Law Bar Association
- Employment Lawyers Association

EXPERTISE

Employment

Jason acts for employers and employees, with an even split. Jason has a wealth of experience of discrimination cases. He has successfully resisted and presented claims brought by doctors and senior NHS executives. He has been responsible for presenting some of the most heinous campaigns of discriminatory treatment before the employment tribunals.

Jason has become the 'lawyer's lawyer' and is regularly instructed by solicitors privately and in house barristers. He has advised in cases for and against National firms of solicitors and is often against Leading Counsel. He has acted in cases involving National Security and has been responsible for training solicitors and others in discrimination law. He frequently appears in the Employment Tribunal; EAT; County Court and High Court.

Jason is also an expert in Social Media in the Workplace and the legal ramifications for employers and employees. He has handled a number of cases where the use of Twitter, Facebook, MySpace and other social networks has led to disciplinary action (including dismissal) by an employer, leading to Employment Tribunal cases. He is frequently called upon to advise when solicitor's employee clients find themselves accused of IT misuse.

Jason has also appeared in regulatory and disciplinary tribunals. He has advised teachers, doctors, nurses and those involved with FCA compliance.

Royal Mail Group PLC; NHS Trusts; Local Authorities, Police and Prison Services are just some of his regular clients.

Jason is accredited by the Bar Council to undertake direct public access work and has advised and represented a significant number of SMEs and individuals on this basis.

Cases

Ashby v Cathelco Ltd (2011): Sexual discrimination and constructive dismissal. [Click here for press coverage.](#)

Davies v Burnley Borough Council (2009) All ER (D) 186 (Aug): On issues of reasonableness and

compensation.

Lee & Dodds v. Iceland Frozen Foods PLC EAT 1147/00: On issues of Res Judicata and cause of action estoppel.

Manchester Evening News front pages:

Nissan GB: <http://www.manchestereveningnews.co.uk/news/greater-manchester-news/nissan-car-dealership-bosses-deny-801135>.

Sale Private Day Nursery: <http://www.manchestereveningnews.co.uk/news/greater-manchester-news/sale-private-day-nursery-staff-1741043>.

Jason was also involved at the unfair dismissal stage of the Fecitt litigation which remains one of the leading authorities on whistleblowing.

Legal Directory Recommendations

Jason has received a number of legal directory recommendations, as follows:

2020: Strengths: *“He’s very good with clients and well prepared. I have lots of different clients and he’s very good at explaining things in a way that suits them and making them feel looked after, as well as giving top-quality advice.”*

2019: Strengths: *“Excellent with clients and respected by judges. He’s polite, charismatic and very good to work with.”*

2018: Strengths: *“He is able to tackle large amounts of information and quickly cut through the complexities to recognise the reality of a matter.”*

2017: Strengths: *“He is succinct and articulate in his preparation of pleadings and advice.”*

2016: *“Highly experienced in employment and equality law, especially in matters of discrimination. He is frequently instructed to represent individuals in the healthcare sector in high-profile cases with national impact. He also has considerable expertise in cases relating to social media, both internal disciplinary instances and Employment Tribunal claims.*

Recent work: Successfully defended the respondent organisation in Sadler & Ingham v Sale Day Nursery, a case concerning claims of unfair dismissal.”

2015: *“A very talented barrister who works most prominently in the healthcare industry, with great success acting for claimants in complex discrimination cases. He is very well versed in handling cases involving social media in the workplace.”*

2014: *“A vastly experienced employment specialist who is particularly highly regarded for his expertise in discrimination cases. He has considerable knowledge of claims in the healthcare sector. Recent work: He was instructed in Helen McGinlay v Aprite, a highly publicised case concerning sexual harassment in the workplace.”*

2013: *“Attracts widespread praise for his assured and highly effective advocacy and his vast*

employment experience. His main areas of work are whistle-blowing and complex discrimination matters.”

Legal 500

2020: *“He engenders confidence in clients with his impressive technical ability.”*

2019: *“Very approachable and can quickly identify the key issues in a case.”*

2017: *“He has a great ability to put clients at ease.”*

2016: *“Very approachable, thorough in his preparation and an excellent advocate”*

2015: *“He works hard for clients, invests in their battles, delivers clear advice and fights their corner.”*

2014: *“His advice is always thought through, pragmatic and realistic”*

2013, 2012, 2011, 2010: ‘Recommended’.

2009: ‘Very good, we use him if he’s available’.

2008: ‘A heavyweight junior in employment who is ‘very good’.

2007: ‘Usually instructed on more complex cases, provides an excellent service’.

Education

Jason regularly represents local authorities, employees and others in cases involving the education sector in his employment practice. He often deals with complex discrimination and whistle-blowing cases and has appeared before Chairs of Governors on behalf of teachers. He has undertaken work for the National Association of Head Teachers and been instructed directly by them.

Jason has a growing practice in the area of education law. He is direct access qualified and is available to act for local authorities and parents in a range of education cases including:

- Admission and exclusion appeals in front of independent panels.
- Appeals to the Special Educational Needs and Disability Tribunal (‘SEND’ Tribunal) concerning EHC assessments and/or exclusions
- Upper Tribunal appeals arising from decisions of the SEND Tribunal
- Advice and representation regarding judicial review
- Issues in transitioning SEN students to EHC assessments
- Cases involving further and higher education

Public Access

Jason is accredited to receive instructions directly from members of the public through the Public

Access Scheme.