



## David Jones

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Year of Call: 2019

David specialises in Employment & Discrimination, Regulatory and Sports law work.

Having qualified as a Solicitor in 2008 and enjoyed a successful career in private practice, David transferred to the Bar in 2019. Since transferring, David has continued to represent some of the UK's largest employers, national retailers, professional football clubs, public bodies, Police forces and high net worth individuals in a range of complex casework and hearings.

As a former Police Officer, David has an interest in all aspects of police discipline, misconduct and employment tribunal claims involving the police and civilian members of the police force.

David is qualified to accept direct access instructions in appropriate circumstances.

Next Generation Lawyer – Legal 500 2019

Recommended and regarded as “excellent on commercial matters” – Legal 500 2018

Highly commended, Young Lawyer of the Year 2018 – Business Insider Awards

## Memberships

- The Employment Lawyers' Association UK
- Association for Disciplinary and Regulatory Lawyers
- The Society of Mediators

## Publications

- [Employee Benefits: Managing employees during Covid-19](#)

# EXPERTISE

## Employment

David is regularly instructed to appear in employment tribunals across the United Kingdom. He has also appeared in the Channel Islands and the Isle of Man. He has successfully conducted hundreds of tribunal hearings and has experience of the Employment Appeals Tribunal. He has particular expertise in:

- Unfair and wrongful dismissal
- Disciplinary hearings before professional regulatory bodies
- Professional sports related employment law issues and disputes
- Investigations
- Mediation (whether as a representative or mediator)
- Collective labour disputes and Trade Union litigation
- Executive terminations (high profile and value)
- Discrimination and equal opportunities
- Redundancy (individual and collective)
- TUPE
- Whistleblowing
- Working time regulations
- Harassment and victimisation
- Maternity, parental leave and flexible working.

David undertakes both Claimant and Respondent work. He has acted for clients across a wide range of industries in the private sector (including construction, engineering, manufacturing, FMCG, retail, professional services, telecommunications, aviation, professional sports clubs and individuals). He has also represented public and third sector clients (including education establishments, local authorities and non-departmental government bodies).

Recent cases include high value multi-day complex discrimination, whistleblowing and unfair dismissal claims.

Recent feedback includes:

*“...but for David’s tenacity and resolve this morning, the outcome I’ve no doubt would have been very different. The client is delighted and it goes without saying that this firm remains committed to sending all of our litigation work to David.”*

*“...clearly very technically able and I very much liked your style and delivery. Cross examination and submissions were skilfully done, punchy and persuasive.”*

## Example cases

<https://www.gov.uk/employment-tribunal-decisions/mr-l-coppell-v-comvergent-field-services-ltd-1600744-2018> (Unfair Dismissal)

<https://www.gov.uk/employment-tribunal-decisions/mr-t-lyons-v-whittle-programmed-maintenance-ltd-3327972-2017> (Public Interest Disclosure)

<https://www.gov.uk/employment-tribunal-decisions/mr-f-ward-v-moorcroft-construction-ltd-2404037-2017> (Unfair Dismissal)

[https://www.bailii.org/nie/cases/NIFET/2014/58\\_13FET.html](https://www.bailii.org/nie/cases/NIFET/2014/58_13FET.html) (Unfair Dismissal, Discrimination, Harassment and Victimisation)

## Solicitor recommendations

“He always acts in the best interests of the client; gives clear, concise and accurate advice; and is able to build a rapport with the clients that, frankly, is second to none.” Associate – Hill Dickinson LLP

“David’s record of success at tribunal speaks for itself; he very rarely loses a tribunal claim. He is a tenacious advocate and provides the client with an all-round excellent, professional service. He explains the process and procedure well to the clients and puts them at ease before and during the hearings, and he always acts with the upmost respect inside the tribunal.” Partner – Hillyer McKeown LLP

“David’s confidence in Tribunal coupled with his broad legal knowledge makes him a formidable advocate. He is able to process large volumes of information quickly and formulate an effective strategy for each case, delivering results under pressure with confidence and clarity.” Partner – Richard Hall & Partners

“David Jones is one of the best lawyers in labour and employment law that I have ever worked with. He quickly built trust between the employees at all levels. There was no disruption in operations and no legal issues going forward.” Executive Vice President Human Resources – AFGlobal Corporation (USA)

## Regulatory

David has expertise in dealing with disciplinary proceedings in all professions and at all levels, from

healthcare and education sectors, to assisting Police officers and staff. He is able to deal skilfully and efficiently with all stages of disciplinary proceedings of any type, from employers' internal disciplinary procedures to proceedings before regulators. David is often asked to advise at an early stage in relation to internal disciplinary or grievance matters to ensure compliance with the ACAS code, internal policies and procedures, and ultimately minimise the risk of tribunal proceedings.

In addition, David is able to conduct internal investigations as an external source of independent expertise, with an eye to avoiding the many pitfalls open to unwary employers. In industry and in professional life, this enables the employer to get on with their core activities, confident that investigations will be conducted with a detailed and forensic eye.

## Sport, Media and Entertainment Law

David has represented professional athletes, sports clubs, associations, and non-departmental government bodies in a range of regulatory and commercial matters. His experience includes:

- Disciplinary and regulatory proceedings
- Anti-Doping
- Employment issues and dispute resolution
- IP and commercial protection

David is an accredited UKAD adviser and as former retained legal counsel for UKAD, he drafted a world first tripartite agreement between UKAD, WADA and RUSADA for the provision of testing and analytical services to Russian athletes in advance of the Olympic Games. This agreement since its inception has been widely publicised in the international press.

As a trusted professional adviser, David has drafted and negotiated player and manager contracts and terminations on behalf of professional football league clubs and teams in the British Basketball League.

Recent instructions include the representation of two professional football league clubs in high profile proceedings both internally and before UK tribunals.

## Public Access

David is accredited to receive instructions directly from members of the public through the Public Access Scheme.

[Click here](#) to view our Public Access pages and details of the process for instructing public access accredited barristers.