

## Camille Ibbotson

CALL: 2016

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### Overview

Camille practises across the full spectrum of employment and discrimination law, acting for both claimants and respondents. Camille is also building a strong reputation as an independent investigator, conducting complex and sensitive workplace investigations with rigour and discretion.

#### Academic

BPTC, Very Competent, City Law School (2016)

BCL, Distinction, Keble College, Oxford (2015)

LLB, First Class, University College London (2013)

#### Awards & Prizes

Lord Mansfield Scholarship (highest award) (Lincoln's Inn) (2015)

Hardwicke Entrance Award (Lincoln's Inn) (2015)

Postgraduate Scholarship (City Law School) (2015)

Graduated on UCL's Dean's List for undergraduate students of excellence (2013)

Winner of the UCL & Slaughter and May Senior Moots Competition (2013)

Best Senior Speaker at the UCL v King's College London Moot (2013)

Agha-Abdur-Rashid Niazi Prize for Mooting (UCL) (2013)

1 Garden Court Family Law Chambers Prize (UCL) (2013)

Linklaters Prize for Excellence (UCL) (2011)

Simon Wallace Memorial Prize for Contract Law (UCL) (2011)

### Employment & Discrimination

Camille advises and represents both claimants and respondents across the full spectrum of employment and discrimination law. She is regularly instructed in complex, multi-day hearings and has developed a growing appellate practice, having appeared as sole counsel in the Employment Appeal Tribunal.

Her clients include employers in the financial services, media, technology, retail and higher education sectors, as well as individuals supported by many of the leading trade unions, including the UCU, Unison, the BMA and the NEU.

#### Recent and current work

- Recent appearances in the **EAT** include successfully appealing a finding of **direct race discrimination** on behalf of an NHS Trust; overturning a finding that a GP had **affirmed** her contract; and successfully resisting an appeal against the Tribunal's decision that the claimant was not a "**contract worker**" for the purposes of section 41 of the Equality Act 2010.
- During a secondment at an international law firm (December 2024-February 2025), Camille advised businesses and senior executives on

### Expertise

- Employment & Discrimination
- Investigations

### Recommendations

"They have good coverage at all levels, meaning you can always find the right barrister for the case in question." Chambers & Partners

"Old Square are my preferred set of chambers and have been throughout my career. They will always try to accommodate needs and the set are very down to earth and approachable. We have developed very good working relationships with the team over the years." The Legal 500

### Key contacts

#### Lee Jennings

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#### Twinkle Plowman

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#### **employee competition and related matters.**

- **Represented** members of Humberside Forces Covert Authorities Bureau, establishing that time spent on stand-by at home constitutes 'working time' under the **Working Time Regulations**.
- Successfully defended an **NHS Trust** against claims of **whistleblowing** and **direct race discrimination**, involving 15 allegations over an 8-year period.
- **Represented** a group of **trade union members** in a successful **145B TULRCA claim** against London Ashford Airport.
- Advised on and drafted a claim involving serious allegations of **sexual harassment** by a junior teacher against her line-manager.
- Successfully defended a **family run coffee shop** in a multi-day **pregnancy discrimination** The Claimant was assisted by a Japanese interpreter.
- Successfully defended a well-known **professional services firm** in a high-value **unlawful deduction from wages** claim and secured a **costs award** against the Claimant.
- Successfully represented a group of Claimants in an unfair dismissal claim, establishing that their employment had '**TUPE transferred**'.
- Successfully represented a **university employee** in a multi-day **disability discrimination** hearing, securing approximately £70,000 in compensation.

## Investigations

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Camille is frequently instructed to carry out highly sensitive, confidential, and complex workplace investigations. Recent examples of her work in this area includes investigations into:

- a whistleblowing complaint brought by an employee at a software company;
- allegations of misconduct by a senior figure within a religious organisation;
- allegations of incompetence raised by a departing teacher about her line manager at a public school;
- allegations of antisemitism and sexual misconduct against pilots at a commercial airline;
- allegations of bullying and unfair dismissal due to whistleblowing by a senior employee at a charitable organisation;
- race and sex discrimination allegations by in-house lawyers.