



Camille Ibbotson

CALL: 2016

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Overview

Camille's areas of expertise are employment and discrimination and professional regulation and discipline.

Camille is committed to pro bono work. She is a member of Advocate and provides assistance on the Employment Tribunal Litigant in Person Support Scheme (ELIPS).

In her spare time, Camille enjoys cycling, netball and yoga.

Camille speaks French fluently.

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 represents both claimants and respondents in preliminary and final hearings in all areas of employment and discrimination law. She has experience of employment litigation in the Employment Tribunal and the Employment Appeal Tribunal.

Recent work

- During a recent secondment at Farrer & Co (April-July 2023), Camille advised businesses and senior executives on **employee competition matters**.
- Successfully represented the Claimant, a nurse, in a 3-day **race harassment** hearing against an **NHS Trust**.
- Successfully defended the Respondent, **a family run coffee shop**, in a 5-day **pregnancy discrimination** hearing. The Claimant was assisted

Expertise

- Education & Safeguarding
- Employment & Discrimination
- Finance
- Health
- Investigations
- Personal Injury
- Professional Regulatory & Discipline
- Public Law
- Travel

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

Team Leader

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by a Japanese interpreter.

- Successfully defended the Respondent, a well-known **professional services company**, against a **high-value unlawful deduction from wages** claim. Secured a **costs award** against the Claimant.
- Successfully represented the Claimant in a 4-day '**whistleblowing**' hearing against a **local council**. A **favourable settlement** was achieved.
- Successfully represented a group of Claimants in an **unfair dismissal** claim, establishing that their employment had '**TUPE transferred**'.
- Successfully defended the Respondent, a well-known **construction company**, in a 5-day **sexual orientation discrimination** hearing.
- Successfully represented the Claimant in a 5-day hearing against a **university** in her claims of **disability discrimination**, securing damages of circa £70,000 at a remedy hearing.

Professional Regulatory & Discipline

Camille has represented registrants in the Health and Care Professions Tribunal, both in interim-order application hearings and in multi-day final hearings.

Camille has experience of MHPS proceedings at consultant level on both sides. She assisted [Mark Sutton KC](#) and [Betsan Criddle KC](#) in *Smo v Hywel Dda University Health Board [2020] EWHC 727 (QB)*, a successful application to the High Court for injunctive relief on behalf of a doctor facing disciplinary proceedings.

Investigations

Camille regularly accepts instructions to conduct investigations in the workplace. Recent examples of her work in this area include investigating allegations of incompetence made by a departing employee about her line-manager at a public school, of antisemitism and sexual misconduct at an airline, and of bullying and unfair dismissal for whistleblowing at a charity.