Gareth Deane

CALL: 2021

Email Clerk: jennings@oldsquare.co.uk

Telephone Clerk: 020 7269 0303



Overview

Gareth accepts instructions across Chambers' core practice areas and has particular experience in employment law, discrimination and across the law of negligence. He is regularly on his feet in the Employment Tribunal and civil courts, alongside of which he maintains a busy paperwork practice.

Gareth's employment practice involves routinely appearing multi-day and multi-week Employment Tribunal hearings, as well as public and private preliminary hearings. Recent cases have included claims of discrimination, whistleblowing, breach of contract, restrictive covenants, dismissal and a large array of preliminary issues. He regularly advises on those areas, as well as on matters pertaining to TUPE, trade union rights, tribunal procedure and appeals. Gareth also deals with, and has recently been instructed in, employment matters heard in the civil courts such as injunctive proceedings and breach of contract claims (both intermediate and multi-track).

Gareth is regularly instructed in discrimination claims outside of the employment context in the County Court and First-Tier Tribunal, such as service provision discrimination and in education.

In Gareth's personal injury work and negligence work more generally, he represents both Claimants and Defendants. He accepts instructions in matters brought in the fast, intermediate, and multi-track, and regularly attends the civil courts in CCMCs, applications and final hearings. He has been instructed, and successfully appeared, in cases involving fundamental dishonesty and fraud.

Gareth also accepts instructions in other areas of Chambers' work, such as costs and breach of contract, inquests, information law/privacy rights, professional discipline, and education law.

Academics

LLM with Distinction (University of Pennsylvania, 2022)

BCL, Distinction (Jesus College, University of Oxford, 2021)

BPTC, Very Competent (BPP Law School, 2020)

LLB Law with Hispanic Law, First Class Honours (UCL, 2019)

Awards

Thouron Scholar (Thouron Award & University of Pennsylvania, 2021)

Peter North Scholar (Jesus College, University of Oxford, 2021)

Advocacy Scholar (BPP Law School, 2019)

Leonard Sainer Scholar (UCL, 2019)

Dean's List (UCL, 2019)

Old Square Chambers Employment Law Prize (UCL, 2019)

Memberships

ILS

Expertise

- Clinical Negligence
- Data Protection & Information Law
- Employment & Discrimination
- Inquests & Public Inquiries

Recommendations

"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

Senior Team Leader

Phone: 0207 269 0303
Email: jennings@oldsquare.co.uk

Twinkle Plowman

Junior Team Leader Assistant

Phone: 020 7269 0305
Email: plowman@oldsquare.co.uk

Louis Lockwood

Senior Team Leader

Phone: 02072690329
Email: lockwood@oldsquare.co.uk

ELA

ELBA

Advocate

Employment

Gareth accepts instructions in all areas of employment law and has significant experience across it despite his junior Call. He is accustomed to working in cases ranging from those involving vulnerable claimants to high-net-worth individuals, from small employers to large public bodies and health trusts. His personable style ensures he is adept at managing client relationships throughout.

Recent cases include:

- Successfully defended an appeal in the EAT on behalf of a charitable organisation relating to issues of economic duress and settlement agreements;
- Successfully defended an appeal in the EAT for a claim struck out at a preliminary stage;
- Successfully defended 10-day victimisation, disability and age discrimination claim for a large public body;
- Successful in 5-day unfair dismissal, reasonable adjustments and s.15 hearing in a claim against a large public body;
- Successfully defended a 5-day discrimination claim and was awarded substantial costs;
- Successful in 5-day contractual redundancy and discrimination claim;
- Represented a large union in inform and consult proceedings;
- Successfully defended several discrimination claims valued in excess of £100,000 at multi-day hearings;
- Represented multiple claimants in a *Hogg v Dover* dismissal claim, as well as a dismissal claim regarding implied terms and unilateral variation;
- Represented multiple claimants in multi-track proceedings for breach of contract/wages;
- Advised a large trade union on internal disciplinary and election processes;
- Advised on the application of collective agreements in proceedings brought against a public body;
- Advised on TUPE implications for a large public body;
- Attended PTR & application hearing in multi-track civil claim involving multiple claimants;
- Assisted a senior colleague in Chambers in prospective injunction proceedings regarding post-termination restraint;
- Assisted a senior colleague in advising on a prospective breach of contract claim for a large number of potential claimants;
- Assisted **Ben Cooper KC** in prospective injunction and derivate claim proceedings;
- Assisted **Mark Sutton KC** in EAT proceedings on bias and the scope of the rule in *Hollington v Hewthorn*.

Negligence

As noted above, Gareth is regularly on his feet in the civil courts and balances that with a paperwork practice in which he regularly drafts statements of case, applications and advises at various stages of proceedings.

Recent cases include:

- Advising on prospects, settlement and quantum in fast, intermediate and multi-track;
- Regularly appearing in proceedings concerning road traffic accidents, employer's liability and public liability (both claimant and defendant);
- Advising on, and defending, a High Court contribution claim;
- CCMC and allocation hearing in a multi-track property damage claim;
- High Court proceedings brought under the Solicitors Act 1974;
- Successfully defending arguments of fundamental dishonesty for claimants on several occasions in fast-track proceedings.

Information Law

Gareth has experience advising and acting in cases involving data protection, the GDPR and privacy rights.

Recent cases include:

- Advising a claimant on liability and quantum in a claim brought against a large public body for breach of data protection;
- Drafting statements of case in a claim for damage and distress following breach of data/privacy rights;
- Advising a defendant regarding proceedings which concerned its actions in responding to a DSAR.

Inquests

Recent cases include:

- Representing a family at a one-day inquest.