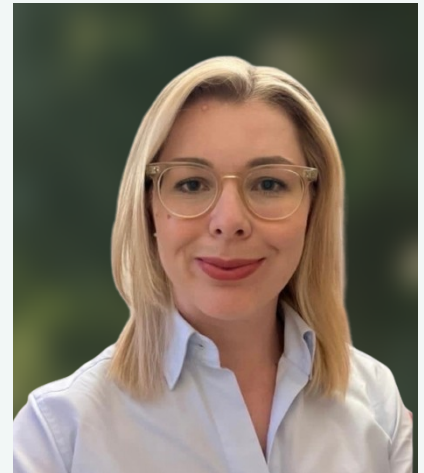


## Laura Gould

CALL: 2009

Email Clerk:

Telephone Clerk:



### Overview

Laura Gould's practice encompasses employment, sports and commercial law.

Laura has been recognised as a leading individual in both employment and sports law by both Chambers & Partners and Legal 500. Laura's expertise was recognised by her nomination for Employment Law Junior of the Year at The Legal 500 Bar Awards 2023. She is one of only four juniors ranked for Sports Law outside of London in Chambers & Partners (2024) and one of only five in Legal 500 (2024). She will continue to pursue her practice throughout the UK.

Laura appears in employment tribunals throughout the UK for both Claimants and Respondents including British Airways, John Lewis PLC, Rolls Royce, Unite the Union and the National Education Union. Laura also acts in employment-related High Court actions, as well as discrimination claims pursued in the civil courts, and civil claims brought against unions by their members.

Laura's work has a particular focus on health sector employment, acting for various NHS Trusts and GP practices as well as private medical and care providers. She also acts for medical professionals, being instructed both on a private basis and through the BMA.

Laura's commercial employment work has involved issues of breach of confidentiality, restrictive covenants, inducement, conspiracy and conversion. She also deals with overlapping TUPE and insolvency matters.

Laura has experience in a wide range of other commercial work including insolvency proceedings, partnership disputes, contractual disputes and consequent enforcement proceedings.

Laura's growing sports law practice has included advising and representing parties on matters such as allegations of racism, club to club bonus contractual disputes, anti-doping breaches in both people and horses, contested boxing promotional rights and FA Agents Regulations. Laura sits on appeal panels for British Cycling.

Laura provides regular CPD training and has had articles published in the Financial Times, Personnel Today, People Management Magazine and the Manchester Evening News. She has recorded a podcast for CPDCast entitled 'A Practical Introduction to Employment Law'.

#### Memberships:

- Employment Lawyers Association
- Employment Law Bar Association
- Employment Appeal Tribunal User's Group
- Women in Sports Law
- R3, Association of Business Recovery Professionals
- The Honourable Society of Lincoln's Inn
- Chair of the Lincoln's Inn Bar Representation Committee, 2022-2024
- Northern Circuit
- North Eastern Circuit
- British Cycling, Appeal Panel Member
- Committee member, Bar Golfing Society

#### Awards:

### Expertise

- Commercial Law
- Employment & Discrimination
- Sport

### Recommendations

"Laura is a tenacious character and an excellent advocate who fights the points for her clients." "She's very sharp, gets to the heart of the issues quickly and instils great confidence in clients and witnesses." "She gives very good advice and is very clear on the case. She produces robust counsel and very good advocacy too." Chambers UK Bar 2023

Laura is a fantastic, no-nonsense barrister. She gets the bottom of issues quickly, is strategically astute and is brilliant at putting clients at ease.' The Legal 500 2023

### Key contacts

#### Samantha Jones

Deputy Senior Clerk

Phone: 020 7269 0307

Email: sjones@oldsquare.co.uk

#### Jordan Bater

Team Leader Assistant

Phone: 020 7269 0300

Email: bater@oldsquare.co.uk

#### William Meade

Senior Clerk

Phone: 020 7269 0360

Email: wmeade@oldsquare.co.uk

- Cholmondley Studentship (Lincoln's Inn)
- Pupillage Accommodation Award (Lincoln's Inn)
- Dean's Award, BVC (Manchester Metropolitan University)
- Leonard Sainer Legal Education Scholarship, sponsored by Dechert LLP
- Pro Bono Award (University of Liverpool)

#### Qualifications:

- Bar Vocational Course: Very Competent, Manchester Metropolitan University
- Degree: LLB (Hons) Law, University of Liverpool
- Secondary Education: Sandbach High School, South Cheshire College

## Employment & Discrimination Law

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Laura appears in employment tribunals throughout England and Wales, and Scotland.

Her work often involves allegations of mental health disability discrimination, particularly neurodiversity-related claims, and detrimental treatment/dismissal for having made public interest disclosures.

Laura's work has a particular focus on health sector employment, acting for various NHS Trusts and GP practices as well as private medical and care providers. She also acts for medical professionals, being instructed both on a private basis and through the BMA.

In her non-medical work, Laura regularly acts for large employers, particularly in the retail sector; this includes regularly representing John Lewis plc, a loyal client for many years. Recent instructions have also included acting for companies such as Rolls Royce and Babcock International (a large multi-national defence contractor), as well as public sector employers, such as local authorities.

Additionally, Laura acts in employment-related High Court actions, as well as discrimination claims pursued in the civil courts, and civil claims brought against unions by their members.

Recent examples of Laura's work include:

- In early 2023, acting for s suspended Chief Executive of a high profile NHS Trust in seeking an injunction to restrain her continued suspension.
- Acting for a defendant NHS Trust in a High Court claim brought by a consultant arising from his suspension by the Trust.
- Acting for a claimant former teacher in a remedy hearing involving issues of substantial pension loss in which the award exceeded (and was therefore limited) to the statutory cap.
- Representing a claimant in a 10-day liability hearing involving allegations of detrimental treatment due to making protected disclosures and disability discrimination. Claims of disability discrimination succeeded and an expert has been instructed to report on the claimant's neurological disorder.
- Representing a respondent NHS Trust in a 15-day liability hearing involving allegations of trade union detriment, direct sex discrimination (brought by a man in a predominantly female workplace), direct disability discrimination, discrimination arising from a disability as well as harassment on the grounds of sex and disability.
- Acting for a respondent NHS Trust in a claim of unfair dismissal and disability discrimination, including an appeal against the finding of disability status at a preliminary hearing, where Laura obtained a strike out of the unfair dismissal claim. The claimant withdrew her remaining claims during the final hearing, following Laura's cross-examination of her.
- Acting for an international economic forecasting company at first instance and appeal in successfully resisting a claim of automatically unfair dismissal, and the subsequent appeal, contended to arise from the claimant's membership of the reserve armed forces.
- Acting for a Welsh local authority in a hybrid hearing with elements of simultaneous translation. Claims were brought alleging unfair dismissal and disability discrimination. The Tribunal decided to hear the respondent's evidence and that of various witnesses in support of the claimant first. The claimant withdrew her claim on the morning of day 7 of the hearing, whilst part-heard in her evidence, after Laura had cross-examined her for one day.

## Sport

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Laura's practice spans a wide range of sports, including football, rugby union, rugby league, cycling, squash, boxing, wrestling, harness racing, basketball, sailing and golf. She has dealt with a wide range of contractual, disciplinary, safe-

guarding and regulatory issues, including anti-doping violations, Rule K and Sports Resolutions-administered arbitrations. Examples include:

- **Rugby Union:** Laura regularly presents/prosecutes cases on behalf the Rugby Football Union. Such cases have involved race discrimination at local clubs up to very senior participants. Cases have included issues of jurisdiction in relation to social media posts and interpretation of sanctions since the wider recognition and awareness of structural racism. Cases have also involved anti-doping, safeguarding, and breaches of Covid regulations involving players up to international level.
- **Cycling:** Laura sits on disciplinary and appeal panels for British Cycling. This involves sitting as a wing member of a 3-person panel, and determining appeal procedure compliance on the papers.
- **Football:** Advising and acting on football matters including:
  - Breaches of contract in relation to payments to members of a management team following relegation from the Premiership;
  - Club to club bonus contractual disputes at EFL Championship level;
  - Breach of contract by a player undertaking international duties;
  - Disputes about the application of FA Rule K arbitration requirements; and
  - FA Agents' Regulations.
- **Squash:** Acting for the squash world champion in an appeal against disciplinary conduct findings and sanction.
- **Wrestling:** Sitting as an independent observer on the Commonwealth Games selection panel of a national governing body.
- **Boxing:** Successfully representing a promoter in the Mercantile Court, in obtaining a world-wide injunction and damages arising from a dispute with a boxer's former agent.
- **Horse-racing** Acting in a case seeking to invoke the High Court's jurisdiction to review disciplinary sanctions in a harness racing case.

Laura recently wrote and delivered a seminar on dealing with race discrimination complaints in a sporting context, following her instruction in a number of race discrimination cases acting both for governing bodies and separately for sports participants, including a professional referee. She has also provided training to sports organisations on neurodiversity and whistleblowing complaints.

## Commercial Litigation

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Laura has experience in a wide range of other commercial work including insolvency proceedings, partnership disputes, challenges to business rates, contractual disputes and consequent enforcement proceedings including charging orders and orders for sale.

Laura has a particular interest and experience in the overlapping areas of TUPE and insolvency proceedings.

Laura has been instructed in commercial employment work including applications for urgent injunctive relief, issues of breach of confidentiality, restrictive covenants, inducement, conspiracy and conversion, breaches of directors' duties and breaches of employment contracts.

In addition, Laura undertakes work involving breaches of non-employment contracts, non-employment related injunctions, professional negligence, insolvency and enforcement proceedings.

She is experienced in civil court litigation and is able to deal with applications and other instructions on an urgent basis. Laura provides a pragmatic and commercial approach to proceedings. Her employment law practice has allowed her to gain significant experience in trial advocacy.

## Publications

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- What are the main maternity rights of a surrogate mother? Financial Times
- In sickness and in holiday ANGED v FASGA, Personnel Today
- Redman v Devon Primary Care Trust case review, People Management Magazine
- Life-long medical condition or disability? Sussex Partnership NHS Foundation Trust v Norris, People Management Magazine
- Common sense over sensitivity? Heafield v Times Newspaper Ltd, People Management Magazine
- Permanent health insurance payments and age discrimination Witham v Capita Insurance Service Limited, People Management Magazine
- Review of TUPE Changes, Manchester Evening News
- 'A Practical Introduction to Employment Law'  
CPDCast: <http://bit.ly/13fr7XV>

## Professional Recommendations

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“Laura is a tenacious character and an excellent advocate who fights the points for her clients.” **Chambers UK 2023**

‘Laura is very down to earth and personable. She is bright and easy to deal with, clearly knowledgeable, articulate and straightforward.’ **Legal 500 2023**

Laura is a fantastic, no-nonsense barrister. She gets the bottom of issues quickly, is strategically astute and is brilliant at putting clients at ease.’ **Legal 500 2023**

“She’s very sharp, gets to the heart of the issues quickly and instils great confidence in clients and witnesses.” “She gives very good advice and is very clear on the case. She produces robust counsel and very good advocacy too.” **Chambers UK 2022**

“A real professional with an exceptional intellect.” **Legal 500 2022**

“Excellent with clients. She gets on with witnesses and puts them at ease. She is very knowledgeable and practical.” “She is strong junior, who has a really good grasp of the law. She has a commanding presence in court.” **Chambers UK 2021**

“A highly intelligent and forceful advocate who is very knowledgeable in all things NHS.” “She has a particularly commercial approach, which is refreshing. She also takes the time to provide valuable details of the proceedings after the event.” **Chambers UK 2021**

“Laura is approachable and well-liked by clients. She has a practical and common-sense approach to issues but that is supported by an ability and confidence which belies her years.” **Legal 500 2021**

“Builds instant rapport with clients.” **Legal 500 2021**

“Laura is thoughtful and clients find her easy to engage with. She is quick to grasp the issues and has a down-to-earth approach. She is robust and very willing to fight a client’s cause.” “Very good at getting to the crux of a case quickly and identifying the key issues. She builds an instant rapport with clients, bringing an air of calm in even the most complex of cases. She presents the client’s case in tribunal passionately and very effectively.” **Chambers UK 2020**

Chambers and Partners, Employment Bar Northern, recommended as Up and Coming:

“She is very good at getting to the crux of a matter quickly and she brings an air of calm to even the most complex of cases.”

‘She brings an air of calm to the most complex of cases.’

“She is very good at getting to the crux of the case quickly and building an instant rapport with clients and instilling confidence.”

“Her technical knowledge of the difficult levels of employment law is exceptional; she’s always thoroughly prepared, she’s personable and good with clients.

“Laura represents clients’ interests well, manages client expectations with a keen eye for detail.” Lisa Joyce, DTM Legal

“When it finally went to court you arranged for a barrister to defend me and she was perfect for me as she was so professional and down to earth” Feedback from an employment lay client sent to Laura’s Instructing Solicitor.