

## Rachel Owusu-Agyei

CALL: 2015

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### Overview

Rachel is building a diverse and busy practice across all of Chambers' core areas of work, with a particular focus on Employment, Discrimination, Education and Professional Regulation and Discipline. Rachel also has experience in Public law, having acted as a junior in [one of the first judicial reviews arising out of the Covid-19 pandemic](#).

As well as being an experienced advocate, Rachel is developing an impressive practice as an independent investigator.

Rachel is regularly praised by her clients and peers as **"talented and promising"**, a **"particularly effective cross-examiner"** and **"exceptionally easy to work with"**.

Rachel read Law at Queens' College, Cambridge. She was called to the Bar in 2015 and was awarded a Major Scholarship by Inner Temple.

Rachel maintains a keen commitment to pro bono work and accepts instructions in a number of pro bono matters each year. Rachel has provided assistance on the Employment Lawyers Appeals Advice Scheme, the Employment Tribunal Litigant in Person Scheme and gives free, monthly advice at the South West London Law Centre surgeries.

#### Professional Memberships

- Employment Lawyers Association
- Employment Law Bar Association
- Industrial Law Society
- Administrative Law Bar Association
- Association of Regulatory & Disciplinary Lawyers

### Employment & Discrimination

Rachel is regularly instructed in multi-day hearings in all areas of employment and discrimination law, including breaches of the Equality Act 2010, unfair dismissal, unlawful deductions from wages, whistleblowing, health and safety detriment/dismissal and detriments related to trade union activities. Rachel works for a wide range of clients, on behalf of both Claimants and Respondents. She has a particular expertise in all areas of discrimination law, issues concerning employment status, cases involving trade union activities, holiday pay and privacy applications. Rachel has a busy advisory practice, as well as providing drafting services for both Claimants and Respondents.

Rachel is also developing an appellate practice, having appeared in front of the EAT both led by [Jack Mitchell](#) and in her own right. Most recently, Rachel successfully represented the Appellant in [the first appellate case on flexible working applications](#).

Rachel has burgeoning experience as an independent investigator, including conducting investigations into disciplinary allegations and dealing sensitively with allegations from an anonymous complainant.

Rachel also has unique experience assisting with an internal race equality review at a school in the wake of the BLM movement, touching on every aspect of the organisation.

### Expertise

- Administrative & Public Law
- Civil Liberties and Human Rights
- Clinical Negligence
- Education & Safeguarding
- Employment & Discrimination
- Environment
- General Civil Litigation
- Investigations
- Motor Defence
- Personal Injury
- Professional Regulatory & Discipline
- Public Law
- SHE & Criminal Regulatory

### Recommendations

"Rachel doesn't put a foot wrong. She is excellent - her preparation and written work are very strong, and her cross-examination is very fluid." Chambers & partners 2024

"Rachel is an impressive and eloquent advocate." The Legal 500 2024

'Rachel's advocacy is excellent, and her cross-examination is fluent, flexible and with a coherent structure. She has mastery of the papers and manages to extract a lot of useful evidence from clients. Her closing submissions (both written and oral) are forceful and convincing, and she has an excellent grasp of the law and a keen turn of phrase. A formidable opponent for one so junior - her ability sits far above her years of call.' The Legal 500 2023

"A very good junior who is progressing quickly owing to her thoughtful, pragmatic and intelligent approach." "Rachel's written work and advocacy are excellent; she is very good at controlling cross-examination and clearly masters the documents." Chambers & Partners 2023

### Key contacts

**Joe Kallas**

**Team Leader**

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Rachel is also able to provide assistance with internal hearings, having represented an NHS Trust in internal MHPS proceedings against a senior doctor.

Before coming to the Bar, Rachel spent a year working as a paralegal in the employment department of a leading City law firm, assisting with all aspects of employment litigation on behalf of Claimants and Respondents. Her work included conducting a large disclosure review, preparing for an interim relief application in a whistleblowing matter, drafting witness statements and advising during grievance and disciplinary matters.

Rachel recently provided training to a number of organisations on discrimination law issues arising out of the Covid-19 pandemic. She has also provided specific training on sexual harassment and disability discrimination matters.

Rachel has co-authored an article published in the Employment Law Association Brief on the topic of exclusivity clauses in zero hours contracts. She has also co-authored various Westlaw Insight articles on industrial relations.

## Education

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Rachel has been instructed to represent parents, young people and schools in SEN appeals in the First-tier Tribunal (Special Educational Needs and Disability). Rachel's experience in this area includes advising on various aspects of litigation in the education context, including on appeals to the Upper Tribunal. Rachel has also conducted internal investigations on behalf of schools, including an investigation relating to the conduct of a staff member towards pupils.

As a discrimination specialist with a particular interest in education, Rachel has invaluable insight into all forms of discrimination litigation in the education context. For example, Rachel was recently [instructed in connection with a school uniform religious discrimination case](#).

Rachel also has unique experience assisting with an internal race equality review at a school in the wake of the BLM movement, touching on every aspect of the organisation.

Rachel is a school governor for an alternative provision school and a sixth form. As such, Rachel has a wealth of experience in education matters whilst having a unique perspective on litigation in the education sector.

## Investigations

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Rachel is developing an impressive practice as an independent investigator.

Her recent work includes:

- Investigating allegations of bullying and discrimination from an anonymous complainant against a senior member of staff in a public sector organisation;
- Investigating allegations of unprofessional conduct by a staff member at a school;
- Investigating allegations about an alleged conflict of interest at an arts organisation;
- Investigating allegations of sexual harassment against a senior member of staff in a private sector organisation;
- Assisting with an internal race equality review at a school in the wake of the BLM movement, touching on every aspect of the organisation.

## Professional Regulatory & Discipline

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Rachel has been instructed to represent registrants in front of a range of regulatory panels in the healthcare sector and is keen to develop this area of practice.

Rachel is a member of the Association of Regulatory & Disciplinary Lawyers.

## Administrative & Public law

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Rachel has been instructed as a junior and to assist in the preparation and conduct of various judicial reviews. Rachel acted as a junior in [one of the first judicial reviews arising out of the Covid-19 pandemic – R \(Adiatu & IWGB\) v HM Treasury \[2020\] EWHC 1554 \(Admin\)](#).

Rachel takes a keen interest in human rights and public law matters and their overlap with discrimination law. Before coming to the bar, Rachel assisted Dame

### Evie Cocker

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### Lee Jennings

Team Leader

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Linda Dobbs DBE drafting a lecture on the impact of the Human Rights Act 1998 on UK law, and potential plans to repeal the Act.

Rachel is a member of the Administrative Law Bar Association.

## General Civil Litigation

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Rachel has a broad knowledge of general civil litigation. Rachel has wide experience of credit hire litigation, having appeared in both the fast-track and small claims track on behalf of both Claimants and Defendants. Rachel has also conducted advocacy in interlocutory applications in credit hire litigation.

Rachel's general civil litigation experience extends to enforcement proceedings, where she has appeared in the High Court securing a charging order to enforce a high value judgment debt.

## Professional Recommendations

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"Rachel doesn't put a foot wrong. She is excellent - her preparation and written work are very strong, and her cross-examination is very fluid."

### Chambers & Partners 2024

"She is excellent at tribunal, being all over the detail with a very calm manner. Very good with witnesses."

### Chambers & Partners 2024

"Rachel is a very promising junior barrister with excellent client and court skills."

### Chambers & Partners 2024

"Rachel is an impressive and eloquent advocate."

### The Legal 500 2024

"A very good junior who is progressing quickly owing to her thoughtful, pragmatic and intelligent approach."

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### The Legal 500 2023

"She produces a goosebump-making quality of advocacy, and her grasp of the law and her ability to respond to legal points at short notice is very good." "She really gets to the nub of the issues and she is really approachable and clear."

### Chambers & Partners 2022