Rad Kohanzad

CALL: 2007

Email Clerk: Lockwood@oldsquare.co.uk

Telephone Clerk:



Overview

Rad specialises in employment & discrimination law and professional discipline. He has appeared in the Employment Appeal Tribunal on over 100 occasions, including at least 70 final hearings, and regularly appears in the Court of Appeal unled. He appears before judges across the judicial spectrum, from lay magistrates to Lord Justices of Appeal. This broad experience demands versatility as an advocate, adapting to the demands of his tribunal, and is reflected by his wide client base which includes individuals, trade unions, police forces, national and multinational companies, charities, and NHS Trusts.

Rad is well known in the employment law sphere, acting for employees and employers. He tends to defend healthcare professionals and prosecute police officers at disciplinary hearings.

Rad is listed as a leading junior in both Chambers and Partners and The Legal 500 for employment and was shortlisted as ‘Employment Junior of the Year’ at the Chambers UK Bar Awards 2023.

Before pupillage, Rad worked as a research assistant to Professor Alan Dershowitz at Harvard University and ran a niche employment law litigation practice.

2026 25+ HOURS PRO BONO RECOGNITION LIST ENGLAND & WALES

Employment & Discrimination

Rad is a leading employment and discrimination law specialist and has been shortlisted by Chambers & Partners as employment junior of the year, 2023. He is regularly instructed across a wide range of cases covering the employment and discrimination law spectrum, including unfair dismissal, redundancy, discrimination, maternity/pregnancy rights, flexible working, whistleblowing, breach of contract, unlawful deductions of wages, and equal pay. He has a particular interest in TUPE and industrial action claims.

Rad has a wide client base which includes individuals, trade unions, national and multinational companies, charities, police forces and NHS Trusts. He has appeared in the Employment Appeal Tribunal on over 100 occasions, including at least 70 final hearings, and regularly appears in the Court of Appeal unled. Rad’s appellate experience is close to unparalleled for his level of call. His appellate cases include:

- Phipps v Priory Education Services Ltd [2023] ICR 1043
- Aspect Windows (Western) Ltd v Retter [2023] IRLR 816
- Richards v Waterfield Homes [2023] IRLR 144
- Rodgers v Leeds Laser Cutting [2023] ICR 356
- Charalambous v National Bank of Greece [2023] ICR 1192
- Owen v Network Rail Infrastructure Ltd [2023] EAT 106
- Field v Steve Pye [2022] IRLR 948
- Mackereth v DWP [2022] ICR 1609
- Rentplus v Coulson [2022] ICR 1313

Expertise

- Employment & Discrimination
- Inquests & Public Inquiries
- Professional Regulatory & Discipline

Recommendations

"Rad is always calm under pressure. His technical knowledge is first-rate, and he is very good with clients and judges alike." Legal 500 2026

"Rad Kohanzad is an effective tactician who spots appeal points that others miss." Chambers and Partners 2026

"Rad is an excellent barrister who is personable, easy to deal with, and a first-class advocate." Chambers and Partners 2026

"Rad Kohanzad is sharp, has good advocacy, and is easy to work with." Chambers and Partner 2026

Key contacts

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- Emuemukoro v Croma Vigilant [2022] ICR 327
- Polyclear v Wezowicz [2022] ICR 175
- Penicela v Sanctuary Care [2022] EAT 181
- Holmes v Tellemachus [2022] EAT 71
- Paczkowska v R-Com Consulting [2022] EAT 70
- Leacy v Building Craft College [2022] EAT 59
- Citizens Advice Merton & Lambeth v Mefful [2022] EAT 11
- All Answers v W [2021] IRLR 612
- Aramark (UK) Ltd v Fernandes: [2020] IRLR 861
- X v Y: [2020] IRLR 762
- E & O Laboratories v Miller 2020 SLT 24
- Martin v Southwark LBC UKEAT/0239/20
- Secure Care UK v Mott UKEAT/0122/20
- Lasila v APCOA Parking UKEAT/0012/20
- Awan v ICTS UK Ltd [2019] IRLR 212
- Smith v Intelling UKEAT/0307/19
- Roseberry Care Centres v Jackson UKEAT/0279/19
- Ikejiaku v British Institute of Technology: UKEAT/0243/19
- Cox Motor Group v Hodgson UKEAT/0168/19
- Parkview Care Ltd v Fenn UKEAT/0112/19
- Retirement Security Services v Wilson UKEAT/0019/19
- Harrison v Aryma Ltd UKEAT/0085/19
- Parnaby v Leicester City Council UKEAT/0025/19
- Upton-Hansen Architects v Gyftaki UKEAT/0278/18
- Cyril Nicol v Blackfriars Settlement [2018] EWCA Civ 2285
- Caretower Limited v Jonathan Posner, Epaton Limited, NG Security (UK) Limited [2018] EWHC 2455 (QB)
- Kouchalieva v London Borough of Tower Hamlets UKEAT/0188/18
- Mr A Hawkes v Ausin Group (UK) Ltd UKEAT/0070/18
- East Kent Hospitals University NHS Foundation Trust v Mrs P Levy UKEAT/0232/17
- Mr R Simpson v Secretary of State for Justice UKEAT/0274/17
- Amey Services Ltd v Mr J Bate & Others UKEAT/0082/17
- Dr C Fanutti v The University of East Anglia UKEAT/0182/17
- Crown Prosecution Service v Fraser, [2014] EqLR 535
- Zaki v Marston's PLC, [2014] All ER (D) 72
- Gahir v Blackbay Ventures Ltd T/A Chemistree, [2014] IRLR 416
- Boon v Chief Constable of Leicestershire [2014] EqLR 347
- Gillingham Football Club v McCammon, [2014] EqLR 4
- Cetinsoy and others v London United Busways Ltd UKEAT/0042/14
- Secretary of State for Works & Pensions v Higgins, [2014] ICR 341
- Healey v Wincanton UKEAT/0400/13
- Cumbria County Council v Bates, [2013] All ER (D) 165
- Redbridge London Borough Council v Dhinsa, [2013] ICR D33
- Cheeld v Alliott, [2013] EWCA Civ 508
- McCammon v Gillingham Football Club, [2012] EqLR 899
- Roberts v Whitecross School, [2012] All ER (D) 233
- John Guest Engineering v Vaio [2012] EWCA Civ 504
- Gillingham Football Club v McCammon, [2012] All ER (D) 218
- Bournemouth Borough Council v Leadbeater, [2011] ICR D15
- Mirikwe v Wilson & Co Solicitors UKEAT/0025/11
- Stuart Peters v Bell, [2009] IRLR 941
- EPI Coaches Ltd v Lafferty, [2009] All ER (D) 81
- Shirmardi v Capital Limo Ltd, UKEAT/0225/08
- Power v Regent Security Services, [2007] IRLR 226

Professional Recommendations





Rad Kohanzad

"Rad's work is all optimal."

Chambers and Partners 2025

"We consistently find Rad to be an exceptional employment barrister who always exceed expectations in his professionalism and knowledge."

Chambers and Partners 2024

“He has a good combination of technical skill and knowledge as well as an approachable and flexible working style. He also has a good rapport with clients.”

Chambers and Partners 2024

“Rad is very personable and easy to work with. He has a flexible approach and always strikes an excellent rapport with clients. A robust advocate.”

The Legal 500 2024