



Investigations Experience

Whether the need for an investigation has been prompted by an internal grievance, whistleblower, external complaint or by a desire to review internal processes or culture, our team of independent investigators at Old Square Chambers are experts in their field, and well placed to help your organisation navigate through what can otherwise be a complex and time consuming process. Instructing us to conduct an independent investigation can reduce the strain on internal resources, assure a rigorous and impartial outcome and reduce the risks of litigation or other adverse outcomes.

We have extensive experience of conducting investigations in a wide range of sectors, including Finance, Education, Healthcare, Charities, Legal, Public Sector, Sports, the Arts, and other areas in both the public and private sector. We are used to addressing both current and historic allegations, as well as those arising out of movements such as #metoo and Black Lives Matter.

Our team is comprised of barristers established in the employment law field, with a range of seniority from QCs and Employment Judges to those at the more junior end. We work independently or sometimes in teams with each other, solicitors or experts in other fields. We are able to tailor our service to meet the needs of your organisation; we are used to conducting large scale investigations, often in the public eye or involving senior individuals, but can also offer junior barristers to conduct investigations which are less complex or smaller scale.

We are able to provide a full suite of services, including: drafting terms of reference, interviewing witnesses and report writing as well as addressing important matters that often arise in the course of investigations such as privilege, confidentiality, data protection, regulatory issues and safeguarding. If requested, we provide recommendations and learning points for your organisation arising out of our findings. We are also able to provide post-investigation training for individuals or teams and workplace mediation where relationships have soured or broken down. As well as being legal and technical experts, we also pride ourselves on being approachable and emotionally intelligent.

We are set up to conduct investigations safely both in person, whether at your organisation or in our conference rooms in Chambers, and remotely.



Instructing our team:

Our team of independent barristers can be instructed through a solicitor. Alternatively, some of our team are able to accept instructions on a Public Access basis; this gives HR teams the advantage of being able to instruct barristers directly.

The following are examples of investigations undertaken in the sectors we cover:

Education Sector:

- Investigating allegations of race discrimination against a black pupil by the Head and several staff members of an independent school. The allegations spanned a number of years and numerous incidents, but the catalyst for the parents' complaint was the Black Lives Matter demonstrations in the US and UK.
- Investigating allegations of serious sexual harassment and assault by the CEO of a national academic body against a female member of staff.
- Investigating allegations by a teacher against senior members of the teaching staff at a leading London independent school. The allegations were wide ranging including race discrimination and harassment, sexual harassment and bullying;
- Investigating allegations of bullying and harassment raised by an academic against other academic staff within a leading UK business school. The complainant had apparent mental health issues which had affected his perceptions and needed to be addressed in the investigation report;
- Investigating complaints of sexual harassment and bullying against the headmaster of an independent secondary school;
- Investigating wide-ranging allegations of discrimination raised by a PhD student within an Oxbridge school of science against various academics;
- Investigation into disciplinary and capability concerns around a senior teacher at a special needs school;
- Investigation into allegations of breaches of directors duties, procurement law and conflict of interest against the Head of Finance at a leading university;
- Acting for a University in undertaking a department-wide review of the practices and procedures of its HR department, with particular focus on how it dealt with complaints involving equality issues. The report has been relied on by the University in a number of subsequent proceedings and has received praise from the Judges hearing the case.

Creative Arts:

- Investigating allegations of sexual harassment going back some 11 years against a senior manager at a national arts organisation. The allegations were prompted by the revelations against Harvey Weinstein;
- Investigation into an allegation of race discrimination by a staff member against a member of the public in performing arts institution;
- Investigation into bullying and harassment at ballet schools involving multiple complainants within different jurisdictions;



Private Sector:

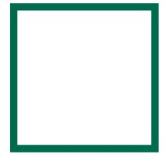
- Senior member of an investigating team and report writer in a 3 month investigation, involving interviews with 75 witnesses, following allegations of sexual harassment and bullying made in the Financial Times against Chief Executive of a web hosting company;
- Investigation into allegations of sex discrimination and breach of contract by a senior staff member in a global bioscience business against global C-suite members;
- Investigation into allegations that a senior manager was mishandling expenses;
- Investigation into whistleblowing allegations for a US based corporation.

Legal Sector:

- Highly sensitive and confidential investigation into regulatory breaches and alleged harassment said to have been perpetrated by a managing partner;
- Investigation involving allegations of sexual harassment made by a partner in a firm of solicitors against another;
- Investigating allegations of bullying and pay inequality within a large firm.
- Investigation into serious allegations of bullying and harassment and disability discrimination against two equity partners and the managing partner of a well known law firm
- Investigation into grievance arising out of an individual's unsuccessful application for partnership at a leading law firm
- Investigation into allegations of bullying in a leading commercial Chambers

Financial Sector:

- Investigation into alleged bullying against a Director of an Investment Company, and associated grievance in relation to bonus award;
- Acting for a private equity group in investigating allegations of whistleblowing, race and sex discrimination and sexual assault against its Chief Executive;
- Instructed by a retail and investment bank to conduct a grievance investigation brought by an employee exhibiting signs of paranoid delusions and poor mental health;
- Investigation into allegations of sexual misconduct against the CEO of a large banking institution involving multiple complainants.
- Investigation into allegations of sex discrimination and breach of contract in relation to pay and bonuses brought by an analyst at a large investment bank



Healthcare Sector:

- Lengthy investigation into allegations of discrimination and misfeasance against the executive board of a well-known healthcare regulator;
- Independent review into Trust run disciplinary investigations over a number of years to assess whether those investigations had been being initiated, carried out and concluded appropriately;
- Investigation into allegations of bribery in relation to the provision of healthcare products to the NHS;
- Conducting investigation into alleged MHRA breaches.

Public Sector:

- Instructed by a local authority to conduct an after the event review following an award of nearly £500,000 in an employment tribunal claim by one of its employees. The issues concerned allegations of bullying by a single manager over a 3 year period, as well as systemic failings within the organisation to deal with the issues;
- Investigation into allegations of race discrimination brought by a senior staff member in a regulatory body;
- Acting for a non-departmental public body in conducting a grievance investigation at appeal stage brought by a lawyer against numerous senior employees.

Charities:

- Instructed by a leading UK charity to review the charity's handling of allegations of sexual assault made by a member of staff against a colleague, including a review of the charity's policies;
- Investigating whistleblowing complaints by three senior employees within a charity against the CEO, including allegations of financial misconduct, alleged manipulation of accounts and inadequate safeguarding;
- Instructed to investigate bullying allegations by a senior employee against the CEO of a major UK charity. Investigator reported to the Board with recommendations;
- Investigation into discrimination including on the basis of transgender status and political activism within a well known charity.

Politics:

- Instructed to investigate complaints of sexual harassment made by three female employees against the acting CEO of a high profile political advocacy and campaign group;
- Investigating a grievance brought by the Secretary General of an international parliamentary organisation against the Chairperson of the executive committee, involving race discrimination and a breakdown in relationship.

Trade Unions:

- Instructed by the General Secretary of a trade union to investigate and determine complaints of breach of the Union's Rule Book against 5 members of the NEC in conduct that amounted to an alleged internal "coup";
- Investigation into a complaint under Trade Union rules in respect of the conduct of an NEC member;
- Instructed by a major Trade Union to investigate internal allegations of race and sex discrimination by members of the national executive committee against a member of staff.

Professional Services:

- Part of a panel investigating allegations of sexual harassment. Made recommendations in relation to disciplinary processes under the partnership deed;
- Investigation into allegations of harassment and bullying in the leadership of a major engineering institution.

Sports:

- Conducting a high-profile investigation into allegations of race discrimination and bullying against the manager of the England Women's Football Team;
- Investigating allegations of sexual harassment by various female members of staff against a member of the senior management team of a world renowned sporting body.
- Instructed to investigate whistleblowing complaint alleging bullying, inappropriate behaviour and safeguarding issues involving a Premier League football club youth team;
- Instructed as part of a team to investigate allegations in a Premier League club, interviewing first team players, coaches and staff.



Queen's Counsel



Oliver Segal QC
Silk: 2011
Call: 1992



Mark Sutton QC
Silk: 2011
Call: 1982



Simon Cheetham QC
Silk: 2018
Call: 1991



Ijeoma Omambala QC
Silk: 2020
Call: 1989



Deshpal Panesar QC
Silk: 2020
Call: 1993



Rebecca Tuck QC
Silk: 2020
Call: 1998



Katharine Newton QC
Silk: 2020
Call: 1999

Junior Counsel



Louise Chudleigh
Call: 1987



Jack Mitchell
Call: 1994



Elizabeth Melville
Call: 1994



Melanie Tether
Call: 1995



Hilary Winstone
Call: 1998



Spencer Keen
Call: 1998



Stuart Brittenden
Call: 1999



Eleena Mista
Call: 2001



Betsan Criddle
Call: 2002



Nadia Motraghi
Call: 2004



Kara Loraine
Call: 2006



Laith Dilaimi
Call: 2011



Ben Jones
Call: 2015



Rachel Owusu-Agyei
Call: 2015

Honorary Member



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(no longer practice as a barrister)

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