



Ian Scott



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Profile

Chambers and Partners says that Ian is **"a heavy hitting senior junior and a formidable advocate"** and **"he's a barrister of choice for multi-area discrimination cases."** Ian has a strong specialist practice in employment law. He is a recognised leading junior in the field.

Ian is instructed in a substantial number of sensitive and high value discrimination claims including whistleblowing, race and sex discrimination. Ian has detailed knowledge of employment issues in the public sector in particular the NHS and local government. For example, he recently appeared in the widely publicised NHS whistleblowing cases of *Dr Hayley Dare v. West London Mental Health NHS Trust* UKEATPA/0194/15/MC; and *Dr K.J.Beatt v. Croydon Health Services NHS Trust* UKEATPA/1133/14/JOJ.

Ian also advises and appears in private sector employment issues, both collective and individual, including sectors such as the car industry.

Ian has specialist knowledge of trade union and labour law including recognition. He is experienced in appearing before the Central Arbitration Committee.

Furthermore, Ian has trained as and has held the position of a part-time Employment Tribunal Judge. In addition, to his legal background he has an M.Sc. in Industrial Relations from the London School of Economics and has experience as an elected councillor in a London Borough.

Recent and current work

- *Mr C Moran & Others v. Ideal Cleaning Services Ltd (1) Celanese Acetate Ltd (2)* [2014] ICR 442
- *Ford Motor Company Limited v. Mr K Elliott & Others* UKEAT/0327/14/MC
- *Croydon Health Services NHS Trust v. Dr K.J.Beatt* UKEATPA/1133/14/JOJ
- *Mr Sandy Elijah Jacobs v. South West London & St Georges Mental Health Trust.* UKEAT/0379/14/DM
- *Croydon Health Services NHS Trust v. Mrs P.K. George.* UKEATPA/0227/15/JOJ
- Ian's most recent reported case in the Employment Appeal Tribunal was [Ford Motor Company Limited v. Mr K. Elliott & Others](#) UKEAT/0327/14/MC. The case concerns a multi-party claim of age discrimination by the company's pensioners which required the interpretation of the ambit of section 108(1) of the Equality Act, 2010 governing "Relationships that have ended". Judgment was handed down on 24 September 2015. The Employment Tribunal was held to have applied the wrong test when assessing whether section 108(1) of the Act applied.



- Ian also recently appeared in the EAT in the case of [Elijah Jacobs v. South West London & St Georges Mental Health Trust](#) UKEAT/0379/14/DM (Judgment handed down on 12 August 2015). The case concerned the scope of the required investigation in career ending dismissals including *A v. B* [2003] IRLR 405 EAT; and *Salford Royal NHS Foundation Trust v. Roldan* [2010] ICR 1457.
- Ian also appeared in the widely commented on agency workers EAT judgment concerning the meaning of 'temporary' in the Agency Worker Regulations 2010 (in force from 1 October 2011). There is no previous authority on the meaning of the Regulations: [Moran & Others v. Ideal Cleaning Services Ltd \[2014\] IRLR 172](#). Permission has been granted for appeal to the Court of Appeal and is scheduled to be heard in March 2016.
- As indicated above Ian has recently conducted the high profile NHS whistleblowing cases of *Dr Hayley Dare v. West London Mental Health Trust* (Employment Tribunal Case No.3300052/2014; UKEATPA/0194/15/MC) and *Dr K. J. Beatt v. Croydon Health Services NHS Trust* (UKEATPA/1133/14/JOJ).
- Ian also recently appeared in the EAT in [Cleeve Link Ltd v. Bryla \[2014\] ICR 264; \[2014\] IRLR 86](#) dealing with the important current issue of law of whether a repayment agreement reached with an employee recruited in Poland amounted to a penalty clause and whether the repayment sum was an unlawful deduction of wages.