



Jane McNeill QC



Practice areas

- Employment & Discrimination
- Personal Injury
- Clinical Negligence
- ADR/Mediation
- Professional Regulatory & Discipline

Call: 1982
Silk: 2002
Clerk: William Meade
Email clerk: wmeade@oldsquare.co.uk
Tel: 020 7269 0300
Email: clerks@oldsquare.co.uk

Profile

Jane McNeill QC was called to the Bar in 1982 and became a QC in 2002. She specialised in the fields of employment, discrimination, personal injury and clinical negligence. As junior and then leading Counsel, she was involved in many leading cases (see the list below), including, latterly, cases with a specific employment/personal injury law overlap.

She sits as a Recorder in the County Court (appointed 2006) and as an Employment Judge (fee-paid) (appointed 2000). Since 2014, she has been a member of the Council (board) of Acas, where she has chaired committees and been involved in overseeing good practice guidance aimed at supporting good relationships between employers and employees and managing conflict in the workplace where it arises. She was joint Head of Old Square Chambers from 2009-2015 and, having ceased to practise as a barrister in 2018, is now an Honorary Member (door tenant) of Old Square Chambers.

Jane qualified as a mediator in 2002. She has facilitated the resolution of many difficult disputes across a range of sectors, including the education, health and finance sectors. Following a recent mediation, the lawyer for one of the parties described her as “the perfect mediator” who had handled the mediation in a way which was “professional, courteous and patient”.

Jane also carries out investigations and chairs panels considering disciplinary, grievance and wider cultural workplace issues. In the past, these have included investigations in the legal, schools and higher education sectors.

Jane has been ranked as a leading silk in the directories for many years, most recently (2018) being described as “a brilliant counsel, who is patient, firm and decisive” and “highly knowledgeable in the crossover between employment and medical law”.

She is an Honorary Fellow of Lucy Cavendish College, Cambridge and has been a Bencher of Lincoln’s Inn since 2007.

The well-known and leading cases in which Jane has appeared include:

Beatt v Croydon Health Services NHS Trust [2017] EWCA Civ 401 – whistleblowing

Chhabra v West London Mental Health NHS Trust [2014] ICR 194 – Supreme Court, application of disciplinary processes in the NHS

Yapp v Foreign and Commonwealth Office [2013] IRLR 616 – mental ill-health caused by failure of due process in application of disciplinary procedures

British Airways plc v. Williams & Others [2012] UKSC 43, Supreme Court and CJEU – leading cases on the principles and calculation of holiday pay brought by c. 2700 pilots

Michalak v. Mid Yorks Hospitals NHS Trust ET 2011 - doctor awarded £4.3 million compensation for sex and race discrimination

Gibb v. Maidstone & Tunbridge Wells NHS Trust [2010] EWCA Civ 678 – ultra vires payment of compensation and restitution

Guttridge & others v. Sodexo Ltd [2009] EWCA Civ 729; [2009] IRLR 721: Test case on time limits under the Equal Pay Act



1970 where TUPE transfer

BA v. Grundy [2008] IRLR 74: assessing disparate impact in a predominantly female workforce

Hallam v. Avery [2001] ICR 408 – House of Lords vicarious liability for acts of discrimination;

Preston v. Wolverhampton Healthcare NHS Trust [1998] ICR 227 – House of Lords and ECJ the test cases involving the pension rights of part-time workers

Barclays Bank plc v. Kapur and others [1991] ICR 208 – House of Lords – test cases on continuing acts of discrimination.

Other

Jane has served on Bar Council committees and was the first equality and diversity representative on the General Council of the Bar. She edited the 2004 Bar Equality and Diversity Code. She was a member of the Standards Committee of Islington Council and now chairs the Staff Committee at Lincoln's Inn and is a Member of the Advisory Benchers Committee.

She speaks reasonably fluent Italian and French, improving German and basic Spanish. She has a CELTA qualification, enabling her to volunteer as an English language teacher, teaching English to asylum-seekers and refugees.

Since 1995, she has volunteered as an advocacy trainer (now Lead Tutor) for Lincoln's Inn and the South Eastern Circuit

Education

BA Hons in Modern Languages (French and Italian): University of Oxford 1975-1979

Diploma in Law: City University – 1980-1981