



Laith Dilaimi



Call: 2011
Clerk: Graham Smith
Email clerk: gsmith@oldsquare.co.uk
Tel: 020 7269 0300
Email: clerks@oldsquare.co.uk

Profile

Laith's principal areas of practice are employment and discrimination law, professional discipline and regulatory law, and education law.

Laith has particular experience in cases involving the healthcare sector and the education sector, as well as the public sector more generally.

In his employment law practice, Laith appears in the employment tribunals, the Employment Appeal Tribunal, the County Court and the High Court. He regularly acts in multi-week hearings in the employment tribunals. Laith acts for both claimants and respondents. In the healthcare sector, Laith has particular expertise in representing NHS trusts in employment law matters. In the education sector, Laith has expertise in representing teachers and school leaders.

In his discrimination law practice, Laith acts in the County Court, the employment tribunals and the First-tier Tribunal (Special Educational Needs and Disability). Laith appears in education discrimination cases involving universities in the County Court, and acts in education discrimination cases involving schools in the First-tier Tribunal and in the Upper Tribunal. Laith acts in discrimination cases involving service providers and associations in the County Court. Also, he regularly appears in employment discrimination cases in the employment tribunals. Laith has particular expertise in disability discrimination cases.

In his professional discipline and regulatory law practice, Laith represents professionals in disciplinary proceedings before their regulators. In particular, Laith represents healthcare professionals in front of their regulators and represents teachers (including school leaders) in front of the National College for Teaching and Leadership. He has experience of misconduct cases, lack of competence/deficient professional performance cases, conviction cases and health cases. Laith is instructed in multi-day and multi-week proceedings.

In his education law practice, Laith accepts instructions across all areas of education law. He regularly represents parents and young people in SEN appeals in the First-tier Tribunal (Special Educational Needs and Disability), often dealing with Section B, Section F and Section I appeals. He also appears in disability discrimination cases in the First-tier Tribunal, representing both parents and schools, and appears in discrimination cases in the County Court involving higher education institutions. Laith appears in the Upper Tribunal (Administrative Appeals Chamber) and advises on judicial review proceedings in the High Court. Laith sits as an IAP/IRP panel member and chair for school admission appeals and school exclusion reviews, so he is able to bring this experience to his work in the area of school admissions and school exclusions.

Laith has considerable experience of working closely with solicitors from the beginning to end of cases, not least from his secondments to employment departments and regulatory departments of leading firms of solicitors in the healthcare sector. This has given Laith an insight into how he can best help solicitors and lay clients.



Before joining chambers, Laith read Classics at Magdalen College, Oxford, where he took a Double First, won the Fotheringham Prize for Ancient History and was made a Demy ('half fellow') of Magdalen College. Laith completed the Graduate Diploma in Law at City Law School, gaining a Distinction. He was graded Outstanding for his Bar Professional Training Course at BPP. He has been awarded three scholarships by Gray's Inn, including the Birkenhead Award. Laith is also a trained mediator and is accredited by ADR Group.

Professional memberships

- Association of Regulatory and Disciplinary Lawyers
- Education Law Association
- Employment Law Association
- Employment Law Bar Association
- Industrial Law Society
- Institute of Employment Rights
- Personal Injury Bar Association
- London Common Law and Commercial Bar Association

Recent and current work

- Laith was involved in the Jimmy Savile child abuse litigation, advising several potential claimants on their prospects of recovery against Savile's estate;
- [*Oyesanya v. Secretary of State for Health*](#) (UKEAT/0335/13/JOJ): successfully acted on behalf of the Secretary of State for Health at the EAT in resistance to an appeal against an order striking out the Claimant's claim following payment of a deposit order out of time;
- Representing a hospital chaplain in an eight-day employment tribunal case involving claims of disability discrimination (all six strands), whistleblowing and unfair dismissal;
- *Riley v. Crown Prosecution Service* (UKSC 2013/0260): represented the Appellant (led by Simon Gorton QC) in her application for permission to appeal to the Supreme Court in relation to an employment tribunal's decision to strike out her claim on the ground that a fair trial was not possible. The Appellant had been unrepresented at the Court of Appeal;
- Successfully resisted a specific disclosure application in the High Court. Laith acted on behalf of two employers resisting six-figure claims of unlawful deductions from wages brought by several former employees. Laith also amended the defences of the employers (acting as junior to Melanie Tether);
- Instructed to advise and represent a disabled medical student who had been deregistered by his university in county court proceedings (disability discrimination and breach of contract) and internal appeal proceedings against the university. A favourable settlement was achieved and the student has now returned to his course;
- Successfully defended a disabled PhD student from strike out and/or summary judgment of her county court claim for disability discrimination and breach of contract against her university. The university was represented by Peter Oldham QC;
- Advised two foster carers facing deregistration proceedings before the local Fostering Panel on procedure and next steps.