



Simon Cheetham QC



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Profile

Appointed as Queen's Counsel in 2018, Simon is an employment and discrimination law specialist, with a wide-ranging practice in the employment tribunal, High Court and appellate courts. He has written and lectured extensively on employment law and has been recognised as a leading junior and now silk in employment law by Chambers & Partners and The Legal 500 for many years. Simon was recognised by Who's Who Legal 2018 as one of the most highly regarded barristers in Labour and Employment Law.

Although his primary area of practice is employment and discrimination law, he also practises in the areas of pension law, professional regulatory and discipline and data protection. His practice covers both private and public sectors, including education, financial services and healthcare.

He is also a CEDR trained mediator.

Simon is recommended by Chambers & Partners as a leader in employment law and **'is noted for his skill in handling discrimination cases and is commended for his "light touch and great presence in court"'**.

The 2011 edition had him marked down as **"an employment specialist who writes extensively on discrimination law. In court his ability to adopt the right note is much admired"**.

Appointments

- Employment Tribunal Judge - fee-paid (London South); appointed 2002
- Bar Standards Board, Professional Conduct Committee 2008 – 2014; reserve panel 2014 - 2016
- Chairman, Royal Mail National Appeals Panel 2011 - 2018
- ELBA Executive Committee 2014 – 2016
- ELA Training Committee 2016 - 2018
- International Paralympic Committee; Anti-Doping Committee panel member 2016 - 2017

Simon has also been featured on [BBC's Panorama](#) and – in February 2016 - on Inside Out, commenting upon working time and



minimum wage issues, particularly for migrant workers.

Recent and current work

Simon's recent work includes: a high-profile High Court injunction, in which he represented the NHS Trust (Jahangiri v St George's University Hospital NHS Foundation Trust); the leading holiday pay case of [Lock v British Gas Trading Ltd](#), in which Simon successfully represented the Claimant in the Employment Tribunal, European Court of Justice, Employment Appeal Tribunal and the Court of Appeal (where he was led by [Michael Ford QC](#)); the appeal in [Fulton & Baxter v Bear Scotland](#) in the Scottish Employment Appeal Tribunal concerning the three-month rule; R (on the application of [Boots Management Services Ltd](#)) v CAC in the Court of Appeal (led by [John Hendy QC](#)), which concerned trade union recognition.

In the area of data protection, he was heavily involved in advising employers and employees' organisations on GDPR and the changes to data protection law. His pensions work has focused largely on discrimination challenges to the transitional provisions in the public sector pensions reforms.