

George Molyneaux

Year of call: 2015
Degree: BA Modern History (Oxford): 1st class, top of year; DPhil History (Oxford); GDL (City): Distinction, top of year; BPTC (City): Outstanding, top of year
Languages: French (working knowledge), German (working knowledge)



George commenced practice in September 2016, since when he has developed a broad practice across all of Chambers' main areas of work. He has acquired extensive experience of working both as a member of large teams (e.g. in a 3-week Commercial Court trial, a 5-week tax appeal, and NGO interventions in the Supreme Court) and as sole counsel. He has appeared unled before the High Court, the County Court, Employment Tribunals, and disciplinary panels.

George's clients include individuals (ranging from a vulnerable prisoner to a billionaire), charities, campaigning organisations, political parties, trade unions, government departments, regulators, and businesses large and small. He is a member of the Attorney-General's C Panel of Counsel and the Equality and Human Rights Commission's Panel of Counsel.

George has a strong commitment to pro bono work, and was nominated (by the Citizens Advice Bureau) for Young Pro Bono Barrister of the Year at the Bar Pro Bono Awards 2018.

Before training for the Bar, George was a Prize Fellow of All Souls College, Oxford, where he wrote a book on Anglo-Saxon history.

EXPERIENCE

Public & Regulatory

George has wide experience of acting both led and unled on a broad range of public and regulatory matters. His clients include charities, regulators, government departments and businesses operating in regulated industries. He is a member of the Attorney-General's C Panel of Counsel and the Equality and Human Rights Commission's Panel of Counsel.

Cases

British Overseas Territory Brexit advice

(2019)

Advised the government of a British Overseas Territory on the implications of Brexit for its legal framework (unled).

Prisoner v Prison Operator

(2019)

Advising a prisoner on potential claims against the operator of a privatised prison, following an assault by another inmate (unled).

Freedom of information

(2019)

Advised the government of a British Overseas Territory on a freedom of information issue (unled).

EU law advice

(2019)

Advising a regulator on an issue of EU law (unled).

Decriminalisation of same-sex sexual acts

(2019)

Advising an NGO regarding potential constitutional challenges in overseas jurisdictions to laws which criminalise consensual sexual acts between adults of the same sex in private (with Tim Otty QC and others).

Advising a political party

(2018)

Advising a political party on a constitutional issue (with Tim Otty QC).

Utilities enforcement

(2018)

Acting for a utility company in relation to enforcement action taken by its regulator (with Michael Fordham QC).

[Benefits Claimant] v Secretary of State for Work and Pensions

(Upper Tribunal, 2019)

Acted for an individual in a successful appeal regarding Employment and Support Allowance (unled).

Ingenious Games LLP and others v HMRC

[2019] UKUT 0226 (TCC)

Acted for the Ingenious appellants in a high-profile and high-value tax appeal (with Pushpinder Saini QC and others).

Article 258 TFEU

(2018-19)

Advising a government department on potential infraction proceedings under Article 258 TFEU (with James Segan).

Immigration appeal

(First-tier Tribunal, 2018)

Acted pro bono for the child of a refugee in a human rights appeal against a refusal of entry clearance for family reunion. UK Visas & Immigration withdrew the refusal following the lodging of the appeal (unled).

GDPR advice

(2018)

Advised several professional bodies in the financial services sector about the General Data Protection Regulation and various contractual issues (with Alan Maclean QC).

Tax JR

(2018)

Advised HMRC in respect of an application for judicial review of a decision relating to VAT offsetting (with Michael Jones).

Public sector pensions and discrimination

(2018-)

Advising a trade union on statutory interpretation, indirect discrimination and potential restitutionary claims in respect of a public sector pension scheme (with Alan Maclean QC).

EDF & SSE v Gas and Electricity Markets Authority

(Competition and Markets Authority, 2018)

Acted for GEMA, successfully defending an appeal to the CMA under section 173 of the Energy Act 2004. The case focused on the interpretation of an EU Regulation on charges for electricity transmission (with Alan Maclean QC and Iain Steele).

R (Bashir) v Secretary of State for the Home Department

[2018] UKSC 45

Acted pro bono for the AIRE Centre, intervening in a case about whether the Secretary of State is obliged to permit refugees in the UK's sovereign base areas ("SBAs") in Cyprus to enter the metropolitan UK. The Secretary of State agreed to admit the Claimants after the Supreme Court held that the Refugee Convention applied to the SBAs (with Mike Fordham QC and others).

Community Protection Notices

(2017)

Provided pro bono advice to an organisation concerned about a local authority's issue of Community Protection Notices to homeless people, prohibiting them from leaving their belongings on the pavement (unled).

R (Sipra) v ACCA

(2017)

Acted for the respondent accountancy regulator in successful defence of an application for judicial review of a disciplinary decision (with Shaheed Fatima QC). (Subject to a possible appeal to the ECHR by Mr Sipra.)

Environmental JR

(2017)

Advising an environmental NGO on a potential judicial review (with Nathalie Lieven QC).

Commercial judicial review

(2017)

Acted unled for an interested party company, successfully resisting an application for permission to judicially review a decision of its regulator.

ECHR articles 8, 10 and 14 advice

(2017)

Advising a government department on articles 8, 10 and 14, and various issues of statutory interpretation (with James Eadie QC).

Legitimate expectation, A1P1 and contractual interpretation

(2017)

Advising a government department on legitimate expectation and A1P1 issues. The case also involves interpretation of a complex commercial contract (with James Eadie QC).

Flooding compensation

(2017)

Advising an environmental NGO pro bono on the availability of compensation (under statute and at common law) to persons affected by flooding and/or flood risk management activities.

Delegated legislation

(2016)

Advising pro bono on a potential judicial review of a Minister's failure to make delegated legislation (with Diya Sen Gupta and Daniel Cashman).

Planning application - fracking

(2016)

Advised an environmental NGO pro bono in relation to a company's application for planning permission to frack for shale gas (unled).

Telecommunications data protection

(2016)

Advising a telecommunications company on data protection issues (unled).

Chatwani and others v National Crime Agency

(High Court, 2016)

Acting for the defendant in a substantial damages claim arising out of a police operation conducted pursuant to warrants that were later quashed. The claim involves allegations of false imprisonment, assault, trespass to land, wrongful interference with goods, breach of article 8 ECHR, breach of confidence, misfeasance in public office and unlawful means conspiracy (assisting James Segan).

R (LK) v Independent Monitor

(Administrative Court, 2016)

Acting for the claimant in a challenge to the Independent Monitor's decision to approve the disclosure on an enhanced criminal records certificate of charges of which the claimant had been acquitted (assisting Ben Jaffey).

Privacy International v Secretary of State for Foreign and Commonwealth Affairs and others

(Investigatory Powers Tribunal, 2016)

Acting for the claimant in a challenge to the compatibility with article 8 ECHR of the intelligence services' use of bulk personal datasets, bulk communications data and directions under section 94 of the Telecommunications Act 1984 (assisting Tom de la Mare QC and Ben Jaffey).

Privacy International and others v (1) Secretary of State for Foreign and Commonwealth Affairs and (2) GCHQ

[2016] UKIPTrib 14_85-CH

Acting for the claimants in a challenge to the compatibility with articles 8 and 10 ECHR of the intelligence services' computer hacking activities (assisting Ben Jaffey and Tom Cleaver).

R (McKenzie) v Director of the Serious Fraud Office

(2016)

Acting for the SFO in a dispute about the handling of electronic documents said to be subject to legal professional privilege (assisting James Segan).

Ipswich Town Football Club Company Limited v Chief Constable of Suffolk Constabulary

[2016] EWHC 1682 (QB)

Acting for the club in a claim for restitution of sums paid for policing near its stadium, on the basis that the payments had been made under a mistake of law. The case concerned the scope of the power to charge for "special police services" under section 25 of the Police Act 1996 (assisting Nick De Marco).

Reich v Ministry of Justice

(County Court, 2015)

Acting for the defendant in a claim concerning sanitation arrangements in a high-security prison. The case raises issues of disability discrimination and articles 3 and 8 ECHR (assisting Ben Jaffey).

R (Roberts) v (1) Commissioner of Police of the Metropolis and (2) Secretary of State for the Home Department

[2015] UKSC 79

Acting for the Secretary of State in resisting a challenge to the compatibility with article 8 ECHR of no-suspicion stop and search (assisting Lord Keen QC, James Eadie QC and Ben Jaffey).

Private Bill ECHR compatibility

(2015)

Advising on the ECHR compatibility of a Private Bill providing for restructuring of a corporation (assisting Ben Jaffey).

Lease finance & academy schools

(2015)

Advising a lease finance company on a dispute with a local authority. The case raised issues concerning the powers of academy schools, contractual interpretation, novation, equitable assignment, restitution and limitation (assisting Ben Jaffey).

Art export licences

(2015)

Advising on a threatened judicial review of a decision to refuse an export licence for a medieval artwork (assisting Ben Jaffey).

TPIMs

(2015)

Advising on articles 2 and 3 ECHR in relation to a terrorism prevention and investigation measures (TPIM) order (assisting Ben Jaffey).

School exclusions

(2013-15)

Acted pro bono (while a student) for two families in separate Independent Review Panel challenges to school exclusions. One of the two exclusions was quashed as being ultra vires.

Civil Liberties & Human Rights

George has experience of a broad range of civil liberties and human rights work. He has acted for and/or advised individuals, campaigning organisations and government departments, in respect of cases from the County Court to the Supreme Court. He is a member of the Attorney-General's C Panel of Counsel and the Equality and Human Rights Commission's Panel of Counsel.

Cases

Lungowe and others v (1) Vedanta Resources plc and (2) Konkola Copper Mines plc

[2019] UKSC 20

Acted for NGO interveners in a case concerning the circumstances in which a parent company may be liable in negligence for environmental damage associated with the activities of an overseas subsidiary (with Tim Otty QC and others).

Prisoner v Prison Operator

(2019)

Advising a prisoner on potential claims against the operator of a privatised prison, following an assault by another inmate (unled).

Decriminalisation of same-sex sexual acts

(2019)

Advising an NGO regarding potential constitutional challenges in overseas jurisdictions to laws which criminalise consensual sexual acts between adults of the same sex in private (with Tim Otty QC and others).

Advising a political party

(2018)

Advising a political party on a constitutional issue (with Tim Otty QC).

Qassim v Trump

(United States Court of Appeals, 2018-19)

Acting for the Commonwealth Lawyers Association as amicus curiae in a case about due process rights and access to evidence, in the context of a habeas corpus petition by a detainee at Guantanamo Bay (with Tim Otty QC).

R (Bashir) v Secretary of State for the Home Department

[2018] UKSC 45

Acted pro bono for the AIRE Centre, intervening in a case about whether the Secretary of State is obliged to permit refugees in the UK's sovereign base areas ("SBAs") in Cyprus to enter the metropolitan UK. The Secretary of State agreed to admit the Claimants after the Supreme Court held that the Refugee Convention applied to the SBAs (with Mike Fordham QC and others).

Immigration appeal

(First-tier Tribunal, 2018)

Acted pro bono for the child of a refugee in a human rights appeal against a refusal of entry clearance for family reunion. UK Visas & Immigration withdrew the refusal following the lodging of the appeal (unled).

Prison race and disability discrimination

(County Court, 2017-19)

Acted for a prisoner in disability discrimination, race discrimination and Human Rights Act (Articles 8, 14 and A2P1) claims against the Ministry of Justice. The case settled (unled).

Community Protection Notices

(2017)

Provided pro bono advice to an organisation concerned about a local authority's issue of Community Protection Notices to homeless people, prohibiting them from leaving their belongings on the pavement (unled).

ECHR articles 8, 10 and 14 advice

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(High Court, 2016)

Acting for the defendant in a substantial damages claim arising out of a police operation conducted pursuant to warrants that were later quashed. The claim involves allegations of false imprisonment, assault, trespass to land, wrongful interference with goods, breach of article 8 ECHR, breach of confidence, misfeasance in public office and unlawful means conspiracy (assisting James Segan).

R (LK) v Independent Monitor

(Administrative Court, 2016)

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Privacy International and others v (1) Secretary of State for Foreign and Commonwealth Affairs and (2) GCHQ

[2016] UKIPTrib 14_85-CH

Acting for the claimants in a challenge to the compatibility with articles 8 and 10 ECHR of the intelligence services' computer hacking activities (assisting Ben Jaffey and Tom Cleaver).

Reich v Ministry of Justice

(County Court, 2015)

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(2015)

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TPIMs

(2015)

Advising on articles 2 and 3 ECHR in relation to a terrorism prevention and investigation measures (TPIM) order (assisting Ben Jaffey).

Commercial

Cases

Lungowe and others v (1) Vedanta Resources plc and (2) Konkola Copper Mines plc

[2019] UKSC 20

Acted for NGO interveners in a case concerning the circumstances in which a parent company may be liable in negligence for environmental damage associated with the activities of an overseas subsidiary (with Tim Otty QC and others).

AMP Advisory & Management Partners AG v Force India Formula One Team Ltd (in administration)

(Commercial Court, 2019)

Acting for the defendant in a claim relating to an alleged agency agreement (with James Segan).

Company v Former Employee

(County Court, 2019)

Acting for a company in an unjust enrichment claim against a former employee, arising out of the issue to him of certain shares (unled).

Telecommunications contract advice

(2019)

Advising the government of a British Overseas Territory on the interpretation of a contract relating to a telecommunications cable (unled).

Bilta (UK) Ltd (in liquidation) and others v Tradition Financial Services Ltd and others

(Financial List, pending)

Acting for a financial services company in defence of claims alleging dishonest assistance and under section 213 of the Insolvency Act 1986, in connection with an alleged Missing Trader Intra-Community (MTIC) VAT fraud in the carbon credits market (with Andrew Green QC).

Telecommunications dispute

(Commercial Court, pending)

Acting for the claimant telecommunications company in a dispute with BT about the Standard Interconnect Agreement and alleged artificial inflation of traffic (with Alan Maclean QC).

Elsom v Greystone Financial Services Ltd

(Chancery Division, pending)

Acting for the claimant in various claims (including deceit, negligence and breach of statutory and fiduciary duties) against a financial adviser, in respect of tax advice (with Kieron Beal QC).

Claim against independent school

(2018)

Advising a family in respect of a potential claim against an independent school (with Robert Howe QC).

Care homes - contractual dispute

(2018)

Advising a care home operator on a contractual dispute with a local authority (unled).

Rosalina Investments Ltd v New Balance Athletic Shoes (UK) Ltd

[2018] EWHC 1014 (QB)

Acted for the defendant sportswear supplier in successful defence of contractual claims brought by companies which hold rights to the image of a Premiership footballer (with Ian Mill QC).

Baturina v Chistyakov

[2017] EWHC 1049 (Comm)

Junior counsel in a 3-week Commercial Court trial of a €89m civil fraud case, arising in the context of a joint venture agreement. The case involved claims in deceit, breach of contract and breach of fiduciary duty (with Andrew Green QC and Adam Baradon).

Share option dispute

(Commercial Court, 2017)

Acted for the defendant in a dispute about an ex-employee's share options. The case settled shortly before trial (with Andrew Green QC).

Share sale dispute

(County Court, pending)

Acting for the vendor in a dispute about the sale of shares and related matters. The case involves a debt claim, counterclaims for breach of warranty and misrepresentation, and issues relating to reflective loss (unled).

Contractual interpretation - music rights

(2017)

Advising on the interpretation of contracts concerning rights to the music of a well-known artist (with Andrew Green QC)

Film finance dispute

(2017)

Advising a producer on a claim for breach of a film financing contract (unled).

Civil fraud - freezing injunction

(Commercial Court, 2017-18)

Acted for the claimant in a claim for deceit, breach of fiduciary duty and unjust enrichment. The proceedings included successful applications for freezing injunctions and third party disclosure. The case settled shortly before applications for committal and summary judgment were due to be heard (with Ian Mill QC).

Lombard North Central plc v Ramnial

(County Court, 2017)

Acted unled in successful application to vary an instalment judgment to require immediate payment. The case also involved issues regarding enforcement procedures and the respective jurisdictions of the High Court and the County Court.

Contractual dispute - gambling

(County Court, 2017)

Acted unled for the defendant gambling company in a breach of contract claim brought by a former customer. The case settled.

Unpaid commission claim

(County Court, 2017-)

Acting for a music agency business in a claim against a prominent singer for unpaid commission (unled).

Consumer contract dispute

(County Court, pending)

Acting unled for an individual in a dispute with a car hire company. The case involves contractual interpretation, penalty clauses and the Consumer Rights Act 2015.

Legitimate expectation, A1P1 and contractual interpretation

(2017)

Advising a government department on legitimate expectation and A1P1 issues. The case also involves interpretation of a complex commercial contract (with James Eadie QC).

Assignment of judgment debt

(2017)

Advised (as sole counsel) on the drafting of an assignment of a judgment debt, and the potential implications for enforcement.

Unwired Planet International Ltd and others v Huawei Technologies Co Ltd and others

(High Court, 2016)

Acting for a telecommunications manufacturer in High Court competition law damages proceedings relating to the technical standards for 4G, 3G and 2G devices (assisting James Segan).

(1) England and Wales Cricket Board Ltd and (2) Sky UK Ltd v (1) Tixdaq Ltd and (2) Fanatix Ltd

[2016] EWHC 575 (Ch)

Acting for the claimants in a successful claim for breach of their copyrights in broadcasts and films of England cricket matches. The case involves issues of both domestic and EU law (assisting Robert Howe QC and Nick De Marco).

Macron S.p.A. v Leeds United Football Club Limited

(High Court, 2016)

Acting for a kit supplier in a contractual dispute over payment for football strips (assisting Nick De Marco).

Ipswich Town Football Club Company Limited v Chief Constable of Suffolk Constabulary

[2016] EWHC 1682 (QB)

Acting for the club in a claim for restitution of sums paid for policing near its stadium, on the basis that the payments had been made under a mistake of law. The case concerned the scope of the power to charge for "special police services" under section 25 of the Police Act 1996 (assisting Nick De Marco).

Robert Tchenguiz and others v Director of the Serious Fraud Office

(2016)

Acting for the SFO in the Commercial Court and Court of Appeal in applications concerning CPR rule 31.22 and the collateral use of documents disclosed in litigation (assisting James Segan).

Legal professional privilege

(2016)

Advising on the scope of legal advice privilege and litigation privilege (assisting James Segan).

Contractual dispute – football agency

(FA Rule K arbitration, 2016)

Acting for a football agency business in FA Rule K arbitral proceedings, claiming substantial contractual debts and resisting a restitutionary counterclaim. The case involves issues of illegality, contractual estoppel and estoppel by representation (assisting James Segan).

Venture capital dispute

(2016)

Acting for a venture capital finance business in a claim for breach of contract, breach of fiduciary duty, unconscionable receipt and economic torts (assisting Nick De Marco).

Film distribution arbitration

(IFTA arbitration, 2016)

Acting in an arbitration between two film distributors, under the Independent Film & Television Alliance rules (assisting Nick De Marco).

Lebara Mobile Ltd v Lycamobile UK Ltd

[2015] EWHC 3318 (Ch)

Acting for Lebara in a dispute arising out of Lyca's blocking of its customers' access to Lebara's website and services. The case involves claims under common law, EU law and the laws of 4 other jurisdictions (assisting Tom de la Mare QC, Ben Jaffey and James Segan).

Lease finance & academy schools

(2015)

Advising a lease finance company on a dispute with a local authority. The case raised issues concerning the powers of academy schools, contractual interpretation, novation, equitable assignment, restitution and limitation (assisting Ben Jaffey).

Employment

George acts both led and unled in a broad range of employment matters. His experience includes Employment Tribunal claims for unfair dismissal, wrongful dismissal, whistleblowing, holiday pay, deductions from wages, equal pay, direct and indirect discrimination (involving a range of protected characteristics), harassment and victimisation. He also has experience of judicial mediation; IR35 issues; pensions disputes; and High Court wrongful dismissal, employee competition and share option litigation.

In addition to his discrimination work in the context of employment, George acts for and against service providers in County Court discrimination claims; for details, please see the "Discrimination" section of his CV.

Cases

Senior Executive v Ex-employer

(Employment Tribunal, 2019)

Acting for a well-known business defending a whistleblowing unfair dismissal claim brought by a former senior executive (with Paul Goulding QC).

Senior Executive v Ex-employer

(High Court, 2019)

Acting for a well-known business defending a high-value wrongful dismissal claim brought by a former senior executive (with Paul Goulding QC).

Company v Former Employee

(County Court, 2019)

Acting for a company in an unjust enrichment claim against a former employee, arising out of the issue to him of certain shares (unled).

Disability discrimination and unfair dismissal

(2019)

Acting for the respondent in a disability discrimination and unfair dismissal claim brought by an employee who had been imprisoned. The case raises issues relating to the frustration of contracts of employment (unled).

Confidential employment matter

(2019)

Advised the government of a British Overseas Territory on an employment matter (unled).

Pension scheme discrimination

(2019)

Advised a trade union regarding a potential sex discrimination claim in relation to the rules of a public sector pension scheme (unled).

Maternity discrimination and unfair dismissal

(Employment Tribunal, pending)

Acting for the claimant in claims for maternity discrimination and unfair dismissal (unled).

Sex discrimination

(2018)

Advising on a potential sex discrimination claim (unled).

Sex/sexual orientation discrimination and whistleblowing

(2018)

Advising on potential claims relating to whistleblowing, sex discrimination and sexual orientation discrimination (unled).

Equal pay advice

(2018)

Advising a trade union on potential equal pay claims by its members (with Dinah Rose QC).

TUPE and asset preservation

(2018)

Advising a trade union on TUPE issues and measures to ensure that a potential defendant's assets are preserved pending determination of claims (unled).

Judicial mediation - disability discrimination and unfair dismissal

(Employment Tribunal, 2018)

Acted for a teacher in a judicial mediation of a disability discrimination and unfair dismissal claim. The mediation resulted in a substantial five-figure settlement (unled).

IR35 / employment status

(2018)

Advising a company in the legal sector on IR35 / employment status issues (with Jane Mulcahy QC).

Whistleblowing detriments

(Employment Tribunal, 2018)

Acted for the respondent in a successful application to strike out whistleblowing detriments claims (unled).

Whistleblowing and unfair dismissal

(2018)

Advising a deputy headteacher on potential whistleblowing and unfair dismissal claims (unled).

Judicial mediation - race discrimination and unfair dismissal

(Employment Tribunal, 2018)

Acted for 3 former casino workers in a judicial mediation, in respect of claims for race discrimination and unfair dismissal. The case settled at the mediation, with each claimant receiving a 5-figure sum (unled).

Whistleblowing and disability discrimination

(2018)

Advised a claimant on whistleblowing and disability discrimination claims. The case was listed for a 3-day hearing, but settled shortly before (unled).

Unfair dismissal (redundancy) and age discrimination

(Employment Tribunal, 2018)

Acted for the respondent at a preliminary hearing in an unfair dismissal (redundancy) and age discrimination claim.

Public sector pensions and discrimination

(2018-)

Advising a trade union on statutory interpretation, indirect discrimination and potential restitutionary claims in respect of a public sector pension scheme (with Alan Maclean QC).

Equal pay / sex equality

(2017-)

Advising several female employees on equal pay and other sex equality claims (with Jane Mulcahy QC).

Race discrimination, harassment, victimisation and wage deduction claims

(Employment Tribunal, 2018)

Acted for the respondents in claims alleging race discrimination, harassment, victimisation and unlawful deductions from wages. The case was listed for a 5-day trial but settled shortly before (unled).

Unfair dismissal

(Employment Tribunal, 2018)

Acted for the respondent car park operator in an unfair dismissal claim, achieving a 100% reduction in compensation for contributory fault (unled).

Sports coach - unfair dismissal and wrongful dismissal

(2018)

Acted for a national-level sports coach in claims for unfair dismissal and wrongful dismissal. The case settled (with Pushpinder Saini QC).

Share option dispute

(Commercial Court, 2017)

Acted for the defendant in a dispute about an ex-employee's share options. The case settled shortly before trial (with Andrew Green QC).

Unfair dismissal and wrongful dismissal

(Employment Tribunal, 2017)

Acted unled for the claimant in successful claims for unfair dismissal and wrongful dismissal against a major hospitality company.

Working Time Regulations advice

(2017)

Advising an employer about various issues under the Working Time Regulations 1998, including night working and holiday pay (unled).

Wrongful dismissal and holiday pay

(Employment Tribunal, 2017)

Acted unled for the respondent in wrongful dismissal and holiday pay claim. The claimant withdrew his claim shortly after the preliminary hearing, and the respondent was awarded substantial costs.

Confidential information and database rights

(2017)

Acting for a company in the healthcare sector against its former senior executive, in claims for breach of confidence and breach of database rights (with Diya Sen Gupta).

Confidential information and restrictive covenants

(2016-17)

Acting for an employer in a claim against an ex-employee who has sought to set up a competing business. The case involves restrictive covenants, breach of confidence, breach of database rights and various economic torts (with Diya Sen Gupta).

Foxtons Ltd v Clarke

[2016] EWHC 429 (QB)

Acting for the claimant in a claim to enforce restrictive covenants in the contract of an ex-employee who had moved to a competitor. The case settled after the claimant obtained an interim injunction (assisting Nick De Marco).

Rutt v Moody's Investors Service Ltd

(Employment Tribunal, 2016)

Acting for the respondent in a claim for wrongful and/or unfair dismissal. The claimant withdrew her claim at a preliminary hearing (assisting Nick De Marco).

Redundancy – EAT

(EAT, 2016)

Acting for the respondent in an appeal to the EAT, resisting a challenge to the Employment Tribunal's conclusion that the appellant was fairly dismissed by reason of redundancy (assisting Diya Sen Gupta).

Whistleblowing and unfair dismissal

(Employment Tribunal, 2016)

Acting for the respondents in an 8-day Employment Tribunal trial of unfair dismissal and whistleblowing claims (assisting Paul Goulding QC and Diya Sen Gupta).

Employee poaching

(2016)

Acting for an employer in a claim arising out of a competitor's poaching of a senior employee. The case involves claims for inducement of breach of contract, causing loss by unlawful means and unlawful means conspiracy. The case settled shortly before a 5-day speedy trial (assisting Paul Goulding QC and Diya Sen Gupta).

Rectification of playing contract

(FA Rule K arbitration, 2016)

Acting for a footballer, claiming rectification of his playing contract and damages in FA Rule K arbitral proceedings (assisting Nick De Marco).

Frustration of employment contract

(2016)

Advising on possible frustration of an employment contract (for Diya Sen Gupta).

Reinstatement orders

(2016)

Advising on the potential implications of a reinstatement order in a claim for unfair dismissal (for Diya Sen Gupta).

EU & Competition

George has worked on several EU and competition matters, and is a member of the committee of the Bar European Group.

Cases

British Overseas Territory Brexit advice

(2019)

Advised the government of a British Overseas Territory on the implications of Brexit for its legal framework (unled).

EU law advice

(2019)

Advising a regulator on an issue of EU law (unled).

Article 258 TFEU

(2018-19)

Advising a government department on potential infraction proceedings under Article 258 TFEU (with James Segan).

Bilateral investment treaty arbitration

(2018)

Acting for the claimant in a bilateral investment treaty arbitration, in respect of issues relating to the interaction of international and EU law (with Pushpinder Saini QC).

EDF & SSE v Gas and Electricity Markets Authority

(Competition and Markets Authority, 2018)

Acted for GEMA, successfully defending an appeal to the CMA under section 173 of the Energy Act 2004. The case focused on the interpretation of an EU Regulation on charges for electricity transmission (with Alan Maclean QC and Iain Steele).

Unwired Planet International Ltd and others v Huawei Technologies Co Ltd and others

(High Court, 2016)

Acting for a telecommunications manufacturer in High Court competition law damages proceedings relating to the technical standards for 4G, 3G and 2G devices (assisting James Segan).

(1) England and Wales Cricket Board Ltd and (2) Sky UK Ltd v (1) Tixdaq Ltd and (2) Fanatix Ltd

[2016] EWHC 575 (Ch)

Acting for the claimants in a successful claim for breach of their copyrights in broadcasts and films of England cricket matches. The case involves issues of both domestic and EU law (assisting Robert Howe QC and Nick De Marco).

Lebara Mobile Ltd v Lycamobile UK Ltd

[2015] EWHC 3318 (Ch)

Acting for Lebara in a dispute arising out of Lyca's blocking of its customers' access to Lebara's website and services. The case involves claims under common law, EU law and the laws of 4 other jurisdictions (assisting Tom de la Mare QC, Ben Jaffey and James Segan).

Discrimination

George has considerable experience of equality and discrimination matters, including direct and indirect discrimination, harassment, victimisation, equal pay, and failure to make reasonable adjustments for persons with disabilities. He is a member of the Equality and Human Rights Commission's Panel of Counsel.

Cases

Pension scheme discrimination

(2019)

Advised a trade union regarding a potential sex discrimination claim in relation to the rules of a public sector pension scheme (unled).

Disability discrimination and unfair dismissal

(2019)

Acting for the respondent in a disability discrimination and unfair dismissal claim brought by an employee who had been imprisoned. The case raises issues relating to the frustration of contracts of employment (unled).

Maternity discrimination and unfair dismissal

(Employment Tribunal, pending)

Acting for the claimant in claims for maternity discrimination and unfair dismissal (unled).

Sex/sexual orientation discrimination and whistleblowing

(2018)

Advising on potential claims relating to whistleblowing, sex discrimination and sexual orientation discrimination (unled).

Equal pay advice

(2018)

Advising a trade union on potential equal pay claims by its members (with Dinah Rose QC).

Sex discrimination

(2018)

Advising on a potential sex discrimination claim (unled).

Judicial mediation - disability discrimination and unfair dismissal

(Employment Tribunal, 2018)

Acted for a teacher in a judicial mediation of a disability discrimination and unfair dismissal claim. The mediation resulted in a substantial five-figure settlement (unled).

Judicial mediation - race discrimination and unfair dismissal

(Employment Tribunal, 2018)

Acted for 3 former casino workers in a judicial mediation, in respect of claims for race discrimination and unfair dismissal. The case settled at the mediation, with each claimant receiving a 5-figure sum (unled).

Public sector pensions and discrimination

(2018-)

Advising a trade union on statutory interpretation, indirect discrimination and potential restitutionary claims in respect of a public sector pension scheme (with Alan Maclean QC).

Race discrimination, harassment, victimisation and wage deduction claims

(Employment Tribunal, 2018)

Acted for the respondents in claims alleging race discrimination, harassment, victimisation and unlawful deductions from wages. The case was listed for a 5-day trial but settled shortly before (unled).

Whistleblowing and disability discrimination

(2018)

Advised a claimant on whistleblowing and disability discrimination claims. The case was listed for a 3-day hearing, but settled shortly before (unled).

Prison race and disability discrimination

(County Court, 2017-19)

Acted for a prisoner in disability discrimination, race discrimination and Human Rights Act (Articles 8, 14 and A2P1) claims against the Ministry of Justice. The case settled (unled).

Equal pay / sex equality

(2017-)

Advising several female employees on equal pay and other sex equality claims (with Jane Mulcahy QC).

Unfair dismissal (redundancy) and age discrimination

(Employment Tribunal, 2018)

Acted for the respondent at a preliminary hearing in an unfair dismissal (redundancy) and age discrimination claim.

Disability discrimination

(County Court, 2017)

Acted unled for the defendant operator of a major sports ground in a claim brought by a visually-impaired person, who alleged a failure to make reasonable adjustments. The case settled.

Caste discrimination

(2016)

Advising on issues relating to caste discrimination (with Diya Sen Gupta).

Guide dogs & disability discrimination

(2016)

Advising an individual on a potential disability discrimination claim against a food outlet which refused entry to his guide dog (assisting Diya Sen Gupta).

Reich v Ministry of Justice

(County Court, 2015)

Acting for the defendant in a claim concerning sanitation arrangements in a high-security prison. The case raises issues of disability discrimination and articles 3 and 8 ECHR (assisting Ben Jaffey).

Professional Discipline

George has worked on several professional discipline cases, and represents both regulators and the regulated.

Cases

Sports disciplinary proceedings

(2018)

Acted for a former national-level sports coach in disciplinary proceedings. Applied successfully for the bulk of the charges to be struck out, and the governing body then dropped the remaining charges (unled).

R (Sipra) v ACCA

(2017)

Acted for the respondent accountancy regulator in successful defence of an application for judicial review of a disciplinary decision (with Shaheed Fatima QC). (Subject to a possible appeal to the ECHR by Mr Sipra.)

Haywards Heath Town FC v Southern Combination Football League

(Football Association Appeal Board, 2017)

Acted for the Club in an appeal against a points deduction imposed by the League for fielding an ineligible player (unled).

Covert recording admissibility

(2017)

Advised a professional body (in the financial services sector) on the admissibility of a covert recording in disciplinary proceedings (unled).

World Rugby v (1) Willmott and (2) Rugby Football Union

(CAS, 2016)

Acting for the RFU in an appeal to the CAS in relation to a player found guilty of attempted trafficking of a prohibited substance (assisting James Segan).

Rugby Football Union v Stapley

(2016)

Acting for the RFU in anti-doping proceedings against a player (assisting James Segan).

Football Association v Judge

(2016)

Acting for a footballer in anti-doping proceedings before an FA Regulatory Commission (assisting Nick De Marco).

Anti-doping – independent review

(2016)

Conducting an independent review of a charging decision for UK Anti-Doping (assisting Nick De Marco).

Environment

George has a strong interest in the environment, and has worked on a variety of matters in this area.

Cases

Lungowe and others v (1) Vedanta Resources plc and (2) Konkola Copper Mines plc

[2019] UKSC 20

Acted for NGO interveners in a case concerning the circumstances in which a parent company may be liable in negligence for environmental damage associated with the activities of an overseas subsidiary (with Tim Otty QC and others).

Flooding compensation

(2017)

Advising an environmental NGO pro bono on the availability of compensation (under statute and at common law) to persons affected by flooding and/or flood risk management activities.

Environmental JR

(2017)

Advising an environmental NGO on a potential judicial review (with Nathalie Lieven QC).

Planning application - fracking

(2016)

Advised an environmental NGO pro bono in relation to a company's application for planning permission to frack for shale gas (unled).

Civil Fraud, Asset Recovery & Injunctive Relief

George has acted in several civil fraud cases. He has experience of both trial and interim applications, including for freezing injunctions and committal.

Cases

Bilta (UK) Ltd (in liquidation) and others v Tradition Financial Services Ltd and others

(Financial List, pending)

Acting for a financial services company in defence of claims alleging dishonest assistance and under section 213 of the Insolvency Act 1986, in connection with an alleged Missing Trader Intra-Community (MTIC) VAT fraud in the carbon credits market (with Andrew Green QC).

Elsom v Greystone Financial Services Ltd

(Chancery Division, pending)

Acting for the claimant in various claims (including deceit, negligence and breach of statutory and fiduciary duties) against a financial adviser, in respect of tax advice (with Kieron Beal QC).

Baturina v Chistyakov

[2017] EWHC 1049 (Comm)

Junior counsel in a 3-week Commercial Court trial of a €89m civil fraud case, arising in the context of a joint venture agreement. The case involved claims in deceit, breach of contract and breach of fiduciary duty (with Andrew Green QC and Adam Baradon).

Civil fraud - freezing injunction

(Commercial Court, 2017-18)

Acted for the claimant in a claim for deceit, breach of fiduciary duty and unjust enrichment. The proceedings included successful applications for freezing injunctions and third party disclosure. The case settled shortly before applications for committal and summary judgment were due to be heard (with Ian Mill QC).

Sport

George has worked on a range of sports matters, including commercial disputes and regulatory proceedings. He is a co-author of the chapter on "Stadia, Hillsborough, Health & Safety, and Policing" in Nick De Marco (ed.), "Football and the Law" (2018).

Cases

AMP Advisory & Management Partners AG v Force India Formula One Team Ltd (in administration)

(Commercial Court, 2019)

Acting for the defendant in a claim relating to an alleged agency agreement (with James Segan).

Rosalina Investments Ltd v New Balance Athletic Shoes (UK) Ltd

[2018] EWHC 1014 (QB)

Acted for the defendant sportswear supplier in successful defence of contractual claims brought by companies which hold rights to the image of a Premiership footballer (with Ian Mill QC).

Sports coach - unfair dismissal and wrongful dismissal

(2018)

Acted for a national-level sports coach in claims for unfair dismissal and wrongful dismissal. The case settled (with Pushpinder Saini QC).

Sports disciplinary proceedings

(2018)

Acted for a former national-level sports coach in disciplinary proceedings. Applied successfully for the bulk of the charges to be struck out, and the governing body then dropped the remaining charges (unled).

Haywards Heath Town FC v Southern Combination Football League

(Football Association Appeal Board, 2017)

Acted for the Club in an appeal against a points deduction imposed by the League for fielding an ineligible player (unled).

Disability discrimination

(County Court, 2017)

Acted unled for the defendant operator of a major sports ground in a claim brought by a visually-impaired person, who alleged a failure to make reasonable adjustments. The case settled.

Ipswich Town Football Club Company Limited v Chief Constable of Suffolk Constabulary

[2016] EWHC 1682 (QB)

Acting for the club in a claim for restitution of sums paid for policing near its stadium, on the basis that the payments had been made under a mistake of law. The case concerned the scope of the power to charge for "special police services" under section 25 of the Police Act 1996 (assisting Nick De Marco).

(1) England and Wales Cricket Board Ltd and (2) Sky UK Ltd v (1) Tixdaq Ltd and (2) Fanatix Ltd

[2016] EWHC 575 (Ch)

Acting for the claimants in a successful claim for breach of their copyrights in broadcasts and films of England cricket matches. The case involves issues of both domestic and EU law (assisting Robert Howe QC and Nick De Marco).

Macron S.p.A. v Leeds United Football Club Limited

(High Court, 2016)

Acting for a kit supplier in a contractual dispute over payment for football strips (assisting Nick De Marco).

World Rugby v (1) Willmott and (2) Rugby Football Union

(CAS, 2016)

Acting for the RFU in an appeal to the CAS in relation to a player found guilty of attempted trafficking of a prohibited substance (assisting James Segan).

Rugby Football Union v Stapley

(2016)

Acting for the RFU in anti-doping proceedings against a player (assisting James Segan).

Football Association v Judge

(2016)

Acting for a footballer in anti-doping proceedings before an FA Regulatory Commission (assisting Nick De Marco).

Anti-doping – independent review

(2016)

Conducting an independent review of a charging decision for UK Anti-Doping (assisting Nick De Marco).

Rectification of playing contract

(FA Rule K arbitration, 2016)

Acting for a footballer, claiming rectification of his playing contract and damages in FA Rule K arbitral proceedings (assisting Nick De Marco).

Contractual dispute – football agency

(FA Rule K arbitration, 2016)

Acting for a football agency business in FA Rule K arbitral proceedings, claiming substantial contractual debts and resisting a restitutionary counterclaim. The case involves issues of illegality, contractual estoppel and estoppel by representation (assisting James Segan).

Financial Services

George has experience of a range of financial services matters.

Cases

Bilta (UK) Ltd (in liquidation) and others v Tradition Financial Services Ltd and others

(Financial List, pending)

Acting for a financial services company in defence of claims alleging dishonest assistance and under section 213 of the Insolvency Act 1986, in connection with an alleged Missing Trader Intra-Community (MTIC) VAT fraud in the carbon credits market (with Andrew Green QC).

Elsom v Greystone Financial Services Ltd

(Chancery Division, pending)

Acting for the claimant in various claims (including deceit, negligence and breach of statutory and fiduciary duties) against a financial adviser, in respect of tax advice (with Kieron Beal QC).

R (Sipra) v ACCA

(2017)

Acted for the respondent accountancy regulator in successful defence of an application for judicial review of a disciplinary decision (with Shaheed Fatima QC). (Subject to a possible appeal to the ECHR by Mr Sipra.)

Covert recording admissibility

(2017)

Advised a professional body (in the financial services sector) on the admissibility of a covert recording in disciplinary proceedings (unled).

Data Protection, Freedom of Information & Privacy

George has worked on several matters which involve issues of data protection and/or privacy, including in relation to the General Data Protection Regulation.

Cases

Freedom of information

(2019)

Advised the government of a British Overseas Territory on a freedom of information issue (unled).

GDPR advice

(2018)

Advised several professional bodies in the financial services sector about the General Data Protection Regulation and various contractual issues (with Alan Maclean QC).

Covert recording admissibility

(2017)

Advised a professional body (in the financial services sector) on the admissibility of a covert recording in disciplinary proceedings (unled).

Telecommunications data protection

(2016)

Advising a telecommunications company on data protection issues (unled).

Privacy International and others v (1) Secretary of State for Foreign and Commonwealth Affairs and (2) GCHQ

[2016] UKIPTrib 14_85-CH

Acting for the claimants in a challenge to the compatibility with articles 8 and 10 ECHR of the intelligence services' computer hacking activities (assisting Ben Jaffey and Tom Cleaver).

Privacy International v Secretary of State for Foreign and Commonwealth Affairs and others

(Investigatory Powers Tribunal, 2016)

Acting for the claimant in a challenge to the compatibility with article 8 ECHR of the intelligence services' use of bulk personal datasets, bulk communications data and directions under section 94 of the Telecommunications Act 1984 (assisting Tom de la Mare QC and Ben Jaffey).

Chatwani and others v National Crime Agency

(High Court, 2016)

Acting for the defendant in a substantial damages claim arising out of a police operation conducted pursuant to warrants that were later quashed. The claim involves allegations of false imprisonment, assault, trespass to land, wrongful interference with goods, breach of article 8 ECHR, breach of confidence, misfeasance in public office and unlawful means conspiracy (assisting James Segan).

R (LK) v Independent Monitor

(Administrative Court, 2016)

Acting for the claimant in a challenge to the Independent Monitor's decision to approve the disclosure on an enhanced criminal records certificate of charges of which the claimant had been acquitted (assisting Ben Jaffey).

R (McKenzie) v Director of the Serious Fraud Office

(2016)

Acting for the SFO in a dispute about the handling of electronic documents said to be subject to legal professional privilege (assisting James Segan).

Legal professional privilege

(2016)

Advising on the scope of legal advice privilege and litigation privilege (assisting James Segan).

Telecommunications

George has experience of a range of telecommunications matters.

Cases

Telecommunications dispute

(Commercial Court, pending)

Acting for the claimant telecommunications company in a dispute with BT about the Standard Interconnect Agreement and alleged artificial inflation of traffic (with Alan Maclean QC).

Telecommunications contract advice

(2019)

Advising the government of a British Overseas Territory on the interpretation of a contract relating to a telecommunications cable (unled).

Telecommunications data protection

(2016)

Advising a telecommunications company on data protection issues (unled).

Unwired Planet International Ltd and others v Huawei Technologies Co Ltd and others

(High Court, 2016)

Acting for a telecommunications manufacturer in High Court competition law damages proceedings relating to the technical standards for 4G, 3G and 2G devices (assisting James Segan).

Lebara Mobile Ltd v Lycamobile UK Ltd

[2015] EWHC 3318 (Ch)

Acting for Lebara in a dispute arising out of Lyca's blocking of its customers' access to Lebara's website and services. The case involves claims under common law, EU law and the laws of 4 other jurisdictions (assisting Tom de la Mare QC, Ben Jaffey and James Segan).

Media & Entertainment

George has experience of a range of media & entertainment matters.

Cases

Contractual interpretation - music rights

(2017)

Advising on the interpretation of contracts concerning rights to the music of a well-known artist (with Andrew Green QC)

Film finance dispute

(2017)

Advising a producer on a claim for breach of a film financing contract (unled).

Unpaid commission claim

(County Court, 2017-)

Acting for a music agency business in a claim against a prominent singer for unpaid commission (unled).

Film distribution arbitration

(IFTA arbitration, 2016)

Acting in an arbitration between two film distributors, under the Independent Film & Television Alliance rules (assisting Nick De Marco).

ACHIEVEMENTS

Education

BA Modern History (Oxford): 1st class, top of year; DPhil History (Oxford); GDL (City): Distinction, top of year; BPTC (City): Outstanding, top of year

Prizes & Scholarships

- Scarman Prize (highest mark on BPTC), 2015
- Busfield Prize (highest mark in Opinion Writing on BPTC), 2015
- Bar Association of Commerce, Finance and Industry Prize (highest mark in the BPTC Commercial Practice Options), 2015
- Worshipful Company of Arbitrators Prize (highest marks in Civil Litigation and Commercial Law on BPTC), 2015
- Inner Temple Princess Royal Scholarship (BPTC), 2014-15
- 3 Verulam Buildings Prize (highest mark on GDL), 2014
- Inner Temple Princess Royal Scholarship (GDL), 2013-14
- Royal Historical Society Alexander Prize (best published article by a current or recent graduate student at a UK university), 2010

- Gibbs Prize (highest mark in Oxford Modern History finals), 2006
- H.W.C. Davis Prize (highest mark in Oxford Modern History preliminary examination), 2004

Publications

- The Formation of the English Kingdom in the Tenth Century (Oxford University Press, 2015) and several articles on medieval history.
- (with Michael Beloff QC and Shane Sibbel) "Stadia, Hillsborough, Health & Safety and Policing" in Nick De Marco QC (ed.), Football and the Law (Bloomsbury Professional, 2018), pp. 331-340.

Memberships

- Administrative Law Bar Association
- Association of Lawyers for Animal Welfare
- Bar European Group
- Commercial Bar Association
- Employment Law Bar Association
- Employment Lawyers' Association
- Human Rights Lawyers' Association
- Justice
- Liberty

Other relevant experience

- From 2013 to 2015, George was involved in running a scheme to provide free advice and representation to the parents/carers of children who had been excluded from school. George advised dozens of parents/carers by telephone and email, and conducted two cases in the Independent Review Panel, which operates on judicial review principles. In one case, the exclusion was quashed as being ultra vires.
- George also has extensive advocacy experience through participation in debating while at school and university. He reached the semi-finals of the World Schools Debating Championships twice (representing Scotland), and won the Inner Temple Intervarsity Debating Competition as a student. He has also taught debating workshops in a wide variety of contexts, including to inmates at Feltham Young Offenders Institution and HMP Pentonville.