

## 3PB Barrister Profile



### James Dawson

Call 1994

Email: james.dawson@3pb.co.uk

#### Academic Qualifications

LLB (Hons) University of Southampton

#### Employment

*?Very Bright James Dawson is an experienced EAT advocate? (Legal 500)*

*?Rated highly by solicitors? (Legal 500)*

James has been an Employment Judge since 2003 and before joining 3PB was Head of the Oriel Chambers' Employment Law Group. He was subject leader in employment law on the Bar Vocational Course at Manchester Metropolitan University and frequently lectured at Salford University.

He has a nationwide practice, regularly representing both employers and employees at all levels and in all areas of discrimination and unfair dismissal law. As a specialist in commercial law as well as employment law, James is well placed to advise on matters that go beyond traditional tribunal cases including areas such as the enforceability of restrictive covenants (and associated injunction applications) and the use and abuse of confidential information.

#### Recent Tribunal Cases

##### Race Discrimination and Unfair Dismissal

Acting for the respondent in a multi-day hearing. All claims dismissed. In the judgment Judge Hardwick stated *?he [James Dawson] conducted a difficult hearing in an exemplary fashion?*

##### Sexual Harassment and Unfair Dismissal

Acting for the respondents in a sexual harassment and constructive dismissal case.. The case was widely reported in the national press. The claimant withdrew her claim after being cross examined by James.

Acting for a professional solicitor in a 9 day case who was accused of actions amounting to sexual assault. All claims were dismissed by the tribunal.

## **Disability Discrimination**

Acting for the claimant in a multi-day trial against Hampshire Police where the allegations were that the claimant had been discriminated against because of her depression. The claimant's claim was upheld.

Acting for an Oxford College in a claim brought by an employee alleging discrimination on the grounds of physical disability. All claims were dismissed.?

## **Testimonials from clients**

*An "excellent choice of barrister"* (lay client)

*"it was very reassuring to be so ably represented"* (lay client)

*"Thanks for giving me Mr Dawson for this job. He excelled and got us a good result"* (instructing solicitor)

*"I would definitely instruct him again"* (instructing solicitor).

*"We consider he conducted a difficult hearing in an exemplary fashion"* Extract from the judgment of the tribunal in *Uche v Oxfordshire County Council*.