

JAMES LEWIS-BALE

Call 2018

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James Lewis-Bale is a specialist barrister in **Employment & Discrimination** law.

He specialises in a broad range of claims within this area of dismissal, whistleblowing, TUPE, redundancy, unpaid wages and discrimination claims and appeals for both employees and employers.

Outside of Chambers, James enjoys being a Trainee Helm with the Royal National Lifeboat Institution, having been involved with the institution since 2012.

Expertise

Employment & Discrimination

James acts for claimants and respondents in a wide range of employment law matters. He offers comprehensive advice and advocacy.

He is often instructed to provide advice on the merits and quantum of tribunal matters, in addition to providing specific advice on questions which arise in respect of a claim.

James has already been instructed to appear in several multi-day employment tribunal hearings including discrimination claims. He has previously appeared in several preliminary hearings including determining employment status, jurisdiction and disability status.

Featured Employment & Discrimination cases

Representing a claimant in a 5-day employment tribunal in respect of maternity discrimination and automatic unfair dismissal. Claimant obtained over £47,000 in compensation.

Representing 2nd respondent in a 4-day employment tribunal in respect of pregnancy discrimination. Claim against 2nd respondent dismissed in its entirety.

Securing the dismissal of a claim at preliminary hearing for a respondent on the grounds that the claimant did not hold employee status.

Representing the claimant as sole counsel in a 3 week employment tribunal in respect of race discrimination, harassment related to race and unfair dismissal. Thanked by Employment Judge for the manner in which proceedings were conducted.

Representing the claimant in a 4-day unfair dismissal claim, in respect of dismissal by redundancy.

Representing the claimant in respect of unfair dismissal on the grounds of redundancy. Compensation secured.

Commercial Dispute Resolution

James has an interest in commercial matters which compliment his practice in employment and discrimination.

He has acted for parties in respect of injunctions and matters regarding restrictive covenants in the County Court. He has appeared in claims before the County Court arising out of breach of contract for matters arising from employment contract such as breach of wages claims which were more suited to the County Court than the Employment Tribunal.

He has previously also been involved in disputes relating to international master franchise agreements and other franchise issues.

Education

- Accredited Civil-Commercial Mediator, ADR-ODR International
- Harmsworth Scholarship and Blackstone Entrance Exhibitioner, Middle Temple
- Foot Anstey LLP Prize for Most Enterprising Law Graduate, University of Plymouth
- BPTC (Very Competent), University of the West of England
- LLB Hons, University of Plymouth

Memberships

- Employment Lawyers Association