

## PAUL GILROY QC



### Head of Employment Group

**YEAR OF CALL**  
1985, Gray's Inn

**YEAR OF SILK**  
2006

**EDUCATION**  
LLB (Hons)

### ASSOCIATIONS

Employment Law Bar Association  
Employment Lawyers Association  
Professional Negligence Bar Association

### MEMBERSHIPS

Employment Lawyers Association  
Employment Law Bar Association

CMC accredited Mediator

Part-time Employment Judge  
(Appointed 2000)

21 years in this role, hearing all forms of discrimination claims, including NHS based.

### MEDIATION

- *Mr R v XYZ University Healthcare NHS Trust* (Feb 2021)  
Successful mediation of dispute between Colorectal Consultant and NHS Trust. Acting as Mediator.
- *Mr O v X (a Lloyd's syndicate)* (2019–2020)  
Successful 7 figure mediation, acting on behalf of a Claimant. Discrimination (race and disability). Client: senior lawyer.
- *A v B* (2015)  
Successful 7 figure judicial mediation, acting on behalf of former employee of global superstar (who the claim was against). Claims included sex discrimination and serious sexual harassment.
- *Multiple Premier League Arbitration Mediations* (2009 to date)  
Acting for managers against clubs in wrongful dismissal claims. Compulsory mediation stage in each of those claims.
- *Operation Elveden and News International* (20015–2016)  
Acting in 15 separate mediations for senior journalists and management at the Sun newspaper in relation to disputes arising following multiple arrests in the investigation concerning payments by journalists to public officials. Compensation deals agreed on career loss basis.

### PUBLIC INQUIRIES

- *Ashworth Hospital (2)* (1997)  
Acting for Chief Executive of the Hospital. Escapée patient blew the whistle on practices at the hospital. Major issues re: management within the NHS. Cross-examined the CEO of NHS England.
- *Harold Shipman* (2002 to 2005)  
Acted for the families of the patients/victims. Substantial exposure to the workings of the NHS, in particular in primary care. Again, cross-examined the CEO of NHS England.

### INVESTIGATION

- *Mr Z v FGH Acute Hospitals NHS Trust* (2018–2019)  
Appointed by NHS Trust as external investigator to investigate complaints of whistleblowing by a Consultant Orthopaedic Surgeon. 12 month project.

### LITIGATION

(Examples of experience re: NHS, and discrimination claims within the NHS and generally)

- *X v Y LLP (a firm)* (2020–2021)  
3 week disability discrimination claim. Acting for Claimant (equity partner solicitor). Successful. Settled at mediation for over £3.2m (no offers having initially been made).
- *Jackson v Health Education England (Health Education England) & Count Durham and Darlington NHS Foundation Trust* (2015 to 2019)  
Defence by HEE of Employment Tribunal claims by medical trainee for disability discrimination. Two separate multiple day hearings at ET. Appeal to EAT.

Littleton Chambers  
3 King's Bench Walk North  
London  
EC4Y 7HR



Manchester M3 4DN  
T 0161 955 9000  
F 0161 955 9001  
civil.clerks@9sjs.com  
www.9sjs.com

- *Mr M v ABC Foundation Trust*  
(2017–2018)
- *Dr A v X Hospitals NHS Trust*  
(2016)  
25 day employment tribunal hearing – race discrimination. Acting for medical trainee against host trust.
- *Dr T v CBA Acute Hospitals NHS Trust*  
(2015)  
Successful defence of race discrimination claim by doctor against NHS Trust.
- *Mr Q v X NHS Trust*  
(2014)  
Represented Consultant Ophthalmologist. Employment dispute. Disciplinary proceedings. Reached settlement.
- *Dr Z v ZYX Teaching Hospitals NHS Foundation Trust*  
(2014)  
Represented Consultant Neurologist. Employment dispute. Race discrimination (national origin). ET and EAT proceedings.
- *Miss Y v OPQ Hospital Foundation Trust*  
(2014)  
Successful defence of 7 figure sex discrimination and victimisation claim by Consultant Cardiologist against NHS Trust.
- *B v ABC Hospital Foundation Trust and anr*  
(2014)  
Represented CEO of NHS Trust against employers in multiple day sex discrimination and victimisation claim.

Littleton Chambers  
3 King's Bench Walk North  
London  
EC4Y 7HR



NINESTJOHNSTREET  
EMPLOYMENT

Manchester M3 4DN  
T 0161 955 9000  
F 0161 955 9001  
civil.clerks@9sjs.com  
www.9sjs.com