

Bruce Frew

Year of Call: 2005

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Introduction

Bruce has an extensive practice specialising in Employment Law. He represents both Claimants and Respondents in equal measure and is instructed from a variety of sources, including individuals, small undertakings, regional and nationwide companies, trade unions and the public sector extending to Universities, Local Authorities, and solicitors practices. He regularly appears in the Employment Tribunal, on matters ranging from application hearings to multi day, multi-party, complex cases, and he has appeared in the Employment Appeal Tribunal on numerous matters also. In recent years a number of his EAT cases have been reported.

In addition to representation in tribunals Bruce undertakes both advisory and drafting work. He has drafted and advised on a number of compromise agreements, service agreements and commercial agency agreements and has been involved in the negotiation on a direct access basis of terms of settlement on the termination of employment. Bruce has also represented parties in employment mediations, both judicial and non-judicial.

Bruce is accredited to take instructions on a direct access basis and is happy to do so where cases are suitable for instruction on this basis. Recently he has seen significant growth in his direct access instructions.

Bruce regularly provides CPD training on a variety of topics including the Equality Act 2010, continuity of employment, what to expect in employment law and participates in mock Employment Tribunal training with the CIPD and Institute of Directors.

What the Directories Say:

- "A charismatic and robust cross-examiner." – Legal 500 2019
- "A pure employment specialist." – Legal 500

Reported Cases:

- BT Managed Services Ltd v Edwards
- Azmi v Kirklees MBC [2007] UK EAT 2009 : religion and belief discrimination – school teacher wearing a veil at work
- Harris v NKL Automotive Ltd [2007] UK EAT : religion and belief discrimination – whether Rastafarianism constitutes a "religion" for the purposes of the Race Relations Act 1976)
- Eddie Stobart Ltd v Moreman and Others UKEAT/0223/11/2T: Successfully represented the Respondent at EAT (Claimant at the ET) – test on meaning of organised grouping under TUPE
- Callow Building Services Ltd v Mr C P Anthony: Successfully represented the Appellant at the EAT (Respondent at the ET) on conduct and contribution to dismissal
- Warby v Wunda Group Plc UKEAT/0434/11/LEN: Successfully represented the Respondent (both at ET and EAT) where ET were entitled to find that an accusation of lying about miscarriage was not pregnancy harassment.
- East Midlands Trains Ltd v Mr D M Hogg UKEAT PA/0906/11/RN: Successfully represented the Respondent at the EAT (Claimant at ET) – resisting a claim that the ET had substituted its view of the employer in an unfair dismissal.

Qualifications and Appointments:

- LLB, University of Dundee
- LLM, University of Leeds

- Lincolns Inn

Memberships:

- Honourable Society of Lincolns Inn
- Employment Law Bar Association
- Employment Lawyers Association
- Industrial Law Society North East Circuit

Sports

Bruce is a member of the St Philips Sports Law Group and is currently developing a practice in this area of law. Recent instructions include:

- Advising on breach of contract regarding a premiership rugby union club
- Advising on a liquidated damages clause within a clause in a football league championship coaches contract
- Advising on a settlement agreement of a Premier League marketing manager

Bruce is willing to provide pro bono legal advice and assistance to parties of limited means who are involved in disputes before sport resolutions panels and other NGB tribunals particularly specialising in employment and discrimination, discipline and immigration.

Bruce's specialism in employment and discrimination law enables him to take instructions of a complex nature and within his expertise.

Bruce has extensive experience in immigration, asylum and nationality law having been the Managing Supervisor of the Immigration Advisory Service for a number of years. Bruce has represented at tribunal hearings in excess of 1,000 occasions. His expertise covers representation in court, the drafting of urgent grounds of appeal and he has the ability to advise businesses on day to day immigration issues which he does on a regular basis. Bruce has acted on a pro bono basis for victims of trafficking. His pro bono work has extended to the assistance of the Manual Bravo Project in Leeds. Bruce's focus is on Business Immigration.

Reported Cases

- Romanowska –v- Aspirations Care Ltd UK EAT/0015/14/SM

Employment

Bruce is experienced in all areas of employment law, including:

Unfair and wrongful dismissal

TUPE

Breach of Contract

Restrictive Covenants

Working Time Regulations

Victimisation

Redundancy (individual and collective)

All types of discrimination, including: sex, race, pregnancy, sexual orientation, religion or belief, age, and disability.