

## Ed Beever

Year of Call: 1991

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## Introduction

Ed is a specialist employment practitioner with substantial commercial litigation experience.

The legal press has described him as "among the top juniors in his field" for thorough preparation and outstanding court performances, Ed is a "highly approachable barrister whose academic talents are matched by his ability to manage and communicate effectively with clients".

Ed deals with the range of employment disputes in tribunal, including high value and complex litigation. His High Court experience extends to claims for senior executives and involving directors' duties. He frequently is engaged to advise and represent in injunctive relief in employment disputes.

A member of the Attorney General Panel of Counsel, Ed's clients include numerous central government departments and external agencies. His private clients include national companies, plcs as well as numerous SMEs.

His employment experience includes:

- Junior Counsel in a complex breach of fiduciary claim in the insurance industry sector, including dishonest assistance, knowing receipt,
- Financial derivatives, in the context of directors' negligence and constructive dismissal employment tribunal proceedings
- Appeals to the EAT: Discrimination (relevance of inadequate explanations), age discrimination (strike out/costs) , interim relief and complex whistleblowing allegations
- Freezing Injunctions and commercial pre-emptive remedies
- Substantial TUPE and insolvency issues

Ed gives seminars extensively with particular emphasis on commercial/employment issues, such as restraint of trade; TUPE and insolvency; fiduciary duties; performance management. He is an accredited advocacy trainer.

He has also been involved in restrictive covenant matters acting for respondents.

### What the Directories Say

Ed is featured in the 2019 Chambers & Partners directory as a leading expert in commercial dispute resolution and employment law. He is also ranked in the Legal 500 2019 as a top-tier practitioner in employment law. Ed has been described in the directories as:

- "A fantastic barrister who is technically astute and commercially savvy in equal measure.", "He handles the case in a really sensible and intelligent manner." and "He gives clear, robust and commercial advice." – Chambers UK 2019
- "Unflappable and hardworking." – Legal 500 2019
- "He's very responsive, sensible, pragmatic and always makes himself available." "He's very cool, calm and collected and very good with restraint of trade instructions." Chambers & Partners (2018)
- "His advice was clear, concise and direct. I was particularly impressed by the commercial emphasis to his advice, balancing

the risks with the overall commercial objectives to deliver pragmatic results." "He's efficient, helpful and always available. His strength is his ability to look at a situation from every angle – and also to talk to everyone on a good level." Chambers & Partners (2018)

- "He has a fine analytical mind." Legal 500 (2017)
- "He's probably the go-to barrister for restraint of trade cases in the Midlands." "He's good in front of clients, always gets great results, is super-easy to deal with and he knows the law backwards." Chambers & Partners (2017)
- "He is a very good advocate and a very effective cross-examiner; he is able to be forceful and also be in control without being aggressive. He is very composed." "He is exceptional in tribunal; he will not get the judge's back up and due to his presentation skills, he makes everybody listen." Chambers & Partners (2017)
- "A specialist employment barrister handling discrimination and commercial employment matters." Legal 500 (2016)
- "Every bit as good as the leading senior juniors in London." Legal 500 (2015)
- "He has an ability to master complex briefs and is able to give a firm steer on a case." "He's extremely experienced, thorough, pragmatic and he's very good with clients." Chambers & Partners (2016)
- "He has extremely good advocacy skills and is also very good with the clients. He builds a rapport and is very approachable." "He is good at communicating advice to clients in a way that makes the legal issues clear, and he sees the strengths and weaknesses of a case." Chambers & Partners (2015)
- "He is charming with sensitive clients. He's a confident and excellent advocate." Chambers & Partners (2014)
- "He has superb attention to detail." Chambers & Partners (2014)
- "Seen as a "go-to-guy" by numerous solicitors working in commercial litigation. He is recognised widely as a highly approachable barrister whose academic talents are matched by his ability to manage and communicate effectively with clients." Chambers & Partners (2013)
- "The "utterly charming" Edmund Beever is a highly respected figure at the Employment Bar. One particularly impressed source was keen to highlight his ability as a cross-examiner, saying, "you would be hard pressed to find anyone who is as skilled" in this regard. Chambers & Partners (2013)
- "... brings an "analytical mind and a great work ethic" to his cases. He has impressed numerous people in the region, not least because he is considered to be "a really good guy to work with." Interviewees praise his work on contractual and employment claims." Chambers & Partners (2012)  
His "thorough preparation and outstanding court performances" place him among the top juniors in the field. Chambers & Partners (2012)
- "...valued for giving "unambiguous, realistic advice" and "doing it with good humour." His commercial and employment expertise has come to the fore in recent cases where he has been involved in some high-value directors' breach of duty and information claims." Chambers & Partners (2011)
- "Clients say that he has a good rapport, communicates clearly and is an effective cross-examiner." Chambers & Partners (2011)

#### Qualifications and Appointments:

- Merton College, Oxford, BA (Hons), Jurisprudence
- Member of Attorney General Panel of Counsel (re-appted 2007; 2012)
- Fee Paid Employment Judge, 2013

#### Memberships:

- Employment Lawyers Association
- Midlands Commercial and Chancery Bar Association

## Employment

Ed deals with the range of employment disputes in tribunal, including high value and complex litigation. His High Court experience extends to claims for senior executives and involving directors' duties. He frequently is engaged to advise and represent in injunctive relief in employment disputes.

A member of the Attorney General Panel of Counsel, Ed's clients include numerous central government departments and external agencies. His private clients include national companies, plcs as well as numerous SMEs.

Appointed as a Fee Paid Employment Judge, Ed is the ideal choice for effective advise and representation in employment matters, whether complex or unusual. He is praised for having "superb attention to detail" and "an excellent advocate".

## Reported Cases:

Templeton Insurance v Brunswick and others [2012] EWHC 3319: – fiduciary duty- directors’ liabilities – breach of trust – knowing receipt – bankruptcy- fraud – costs

Re Infinity Lifestyles Ltd: [2009] BPIR 290: s.8 of CDDA – Directors of a Company engaged in money circulation schemes

A F Blakemore & Son Ltd (2) Trustees of the A F Blakemore & Son Ltd Staff Retirement Scheme v (1) N D Machin (2) J H [2007] EWHC 963 (Ch) – Compromise Agreements; Findings of Fact; Oral contracts; pension benefits; pensions ombudsman; effect of compromise with employer on former employees’ right to complain about pension administration

Wightman v Bennett [2005] BPIR 470: Directors’ duties: High Value property development – misfeasance

SSTI v Blunt [2005] 2 BCLC 463: directors’ disqualification. Misappropriation and dishonesty.

## Discrimination

Recent discrimination cases have included public and private sector employers, from the Prison Service to schools and both SMEs and national plcs, Ed’s practice regularly involves complex and factually heavy disputes. With a 70% respondent profile, Ed is still highly regarded in his claimant work, including senior employees and Trades Unions. Examples include:

- Age and disability discrimination – instructed by senior employee of national plc (surveying industry)
- Whistleblowing, race discrimination – instructed by Birmingham City Council
- Multi party redundancy in teaching profession – instructed by NUT
- Defending a claim based on philosophical belief brought by high profile politician

Ed’s discrimination practice also extends to most aspects of equality, including outside the employment field: in education; the provision of goods and services.

## Reported Cases:

Millwood v Birmingham City Council [2012] EqLR – Discrimination – burden of proof – effect of inadequate explanations

Jadoo v Birmingham City Council [2004] AER (D) 410: unfair dismissal, disability and race discrimination claim – covert surveillance – long term losses. The liability and remedies hearings lasted 16 days. President of EAT, Burton J – quantification of loss, career long losses and the use of the Ogden Tables in employment cases.

Wright v Bilton School [2002] ICR 1463: disability discrimination – the extent of the employer’s knowledge of disability – duty to make reasonable adjustments.

## Employment in the High Court

Ed has acted in numerous commercial disputes relating to senior and board level employees and directors; ranging from well-known national companies to SMEs and both public and private sector. His work covers both contentious high court proceedings, including breach of fiduciary duty claims, and emergency injunction work.

“Highly respected” and “among the top juniors in his field” (Chambers and Partners) for his employment work, his recent cases have involved the insurance sector and recruitment industry in which he successfully represented corporate national leaders in pursuit of emergency injunctive relief

Ed is a member of St Philips Restraint of Trade and Confidentiality Team [\[CLICK HERE FOR MORE INFO\]](#)

Ed lectures extensively on directors’ duties and restrictive covenant work, emphasising the practical aspects of preparing for or defending injunction claims.

## Reported Cases:

Templeton Insurance v Brunswick and others [2012] EWHC 3319: – fiduciary duty- directors’ liabilities – breach of trust –

knowing receipt – bankruptcy- fraud – costs.

## Commercial Litigation

Edmund Beever is a member of the following specialist practice groups where detailed CV's can be viewed by clicking on the links below:

- [General Commercial](#)
- [Restraint of Trade](#)