
CHARLOTTE DAVIES

Call: 2006



Overview

Charlotte joined chambers in October 2008 on successful completion of pupillage and has built a busy practice specialising in commercial litigation and employment law. Please use the links below for further details of her practice in these areas.

Education

First Class degree, Modern History, Oxford University (2001-2004)

Graduate Diploma in Law, BPP (2004-2005)

Bar Vocational Course, BPP (2005-2006)

Awards

Lord Mansfield Scholarship, Lincoln's Inn (2005)

Lord Bowen Scholarship, Lincoln's Inn (2004)

Hardwicke Entrance Award, Lincoln's Inn (2004)

Helen Smith Prize, St Hilda's College (2004)

Gertrude Easton Award, St Hilda's College (2003)

Rickard's Scholarship, St Hilda's College (2002)

Talks

Charlotte is available to give talks and training on a variety of topics, and has recently spoken on 'The extent of the implied term of trust and confidence' and 'Directors' duties of disclosure'.

Publications

Recent articles include:

- 'Door not yet closed on age discrimination claims' for the Bar Pro Bono Unit Newsletter; and
- 'Backpay disaster for GMB' for the Employment Law Journal (co authored with Alexander Robson).

Professional Memberships

ELBA

Employment Law

Charlotte has extensive experience in a wide range of employment matters including unfair dismissal, discrimination, whistleblowing, breach of contract, redundancy and TUPE. She is regularly instructed by both claimants and respondents to advise and draft pleadings, and has appeared in the Court of Appeal as well as regularly appearing in tribunals.

Charlotte also has experience of High Court employment litigation, including high-value bonus claims and cases involving restrictive covenants and breach of confidence. She recently acted as junior counsel in high-value injunctive proceedings brought by a leading firm of agronomists, and has also acted for an inter-dealer brokerage in injunctive proceedings against an ex-employee.

Notable employment cases include:

- *Johns v Solent SD* [2008] IRLR 820 in the Court of Appeal, concerning the stay of claims based on the Employment Equality (Age) Regulations 2006 (appearing as junior counsel);
- *Jacos & Others v DTZ Debenham Tie Leung*, a five day collective redundancy case in which Charlotte acted for a number of ex-directors of the company; and
- *Jagdash v Home Office (UK Border Agency)*, a five day unfair dismissal and race discrimination case in which Charlotte appeared for the successful claimant (unfair dismissal).

Commercial Litigation

Charlotte is regularly instructed to act in a variety of contractual and other disputes in the county courts and the High Court. She acts for a wide range of clients including individuals and companies, in particular a number of high street banks. She has undertaken hearings in the Companies Court, and has experience in both company and personal insolvency. She has also acted in a variety of related matters including applications for security for costs, an order for sale of partnership property and for an interim payment by administrators.

Charlotte also has experience of injunctions, having successfully applied for injunctive relief for the claimant following judgment in the case of *Mahdi & Others v Al Harbi & Others* [2008] All ER (D) 36 (Sep) (concerning a possession order against an ex-employee). In addition, she has been instructed on ancillary matters including an application to vary the terms of a freezing order.

Commercial cases of note include *Colliers CRE plc v Pandya & Others* [2009] EWHC 211 (QB), a five day unlawful means conspiracy claim in the High Court in which Charlotte acted as junior counsel for the claimant company.

Before pupillage Charlotte gained valuable commercial litigation experience working for nine months in the Intellectual Property department of Lovells LLP London office on a complex and long-running multi-jurisdictional patent dispute, *Qualcomm Inc v Nokia Corp* [2008] EWHC 329 (Pat).