
JEFFREY BACON

Call: 1989



General

Jeffrey's practice encompasses all aspects of business and commercial law with an emphasis on commercial and employment issues facing companies, public authorities and bodies (schools/NHS trusts etc) and employees. He has a solid grasp of company and insolvency law issues and his practice has regularly involved practise in both areas, has an in-depth knowledge and experience of all aspects of professional, partnership and shareholder disputes. He has been involved on both sides in various commercial fraud disputes and has a regular practise in sports law and sports related issues (clients including the Football Association, various football and rugby clubs, Formula 1 and UK Sport in relation to the Olympics).

Clients are extremely comfortable with his style and approach and solicitors regularly comment on the strength of the rapport which he achieves with clients. He is a tough advocate who is at home in all forums from high intensity commercial and restraint of trade injunctions, the gamut of professional negligence fields (apart from medical negligence) and the sensitivities of cases involving discrimination, stress and bullying.

Commercial and Partnership

Jeffrey's career started with his working in the city as in house counsel to a bank where he drafted the Bank's first Compliance Manual. He then started pupillage in an insolvency/company set and this led to his early years of practise being heavily company and insolvency focused.

Jeffrey's practice still embraces a wide range of commercial and partnership and joint venture cases. He is regularly asked to advise and appear in litigation relating to commercial or joint venture agreements, disputes between shareholders, carriage and sale of goods and other commercial disputes. Recently he has been engaged in cases involving jurisdiction disputes relating to cases in the Bollywood film industry and the growing and export of fruit and nuts from South America and India. Recent completed cases include a commercial court trial relating to the BIFA conditions and a mediated settlement just before trial relating to agreements for the supply of large supermarkets with apples and pears and a similar dispute relating to the sale of commodities. Joint venture and commercial fraud cases are also a regular part of practise, the Bollywood and supermarket cases involving alleged joint ventures.

Jeffrey has been engaged in several cases connected with franchising in the fields of printing, pest control, car rental and others.

Partnership disputes have always figured in his practice. Recent cases include 3 different solicitors partnerships on internal disputes, drafting provisions following team move acquisitions or losses, advising on LLP covenants, garden leave and the various duties of liabilities of partners.

Employment

Jeffrey has extensive experience in employment cases. He has enormous experience of injunctions and other interim remedies and his practice has a regular stream of disputes related to restraint of trade and search and seizure/freezing order relief. He has acted in all sectors in a series of individual and team move cases (some notable reported cases include Kynixa –v- Hynes, First Global Locums –v- Cosias, Brake Brothers –v- 3663 Food or Foodservice) and is constantly advising on all sides of team moves, confidential information and other active cases. He also speaks regularly to solicitors and other bodies on a wide range of employment issues. His recent webinar with Adam Solomon on bringing and defending restrictive covenant cases was very well received.

Jeffrey has acted and advised in all areas of discrimination, equal pay, stress and bullying and whistleblowing (recent cases of note include various reported decisions in Abbey National –v- Woodward, Faria Alam –v- The Football Association), fully contested trials in the last 18 months include matters involving restraint of trade, equal pay, whistleblowing and sex discrimination.

He has acted in a wide range of cases involving TUPE

Recent cases include:

- (a) advising employees at John Lewis owned fabric suppliers on sale of factories by John Lewis
- (b) advising company taking over contracts for point of sale printing for large supermarket
- (c) advising employees of private care homes on change of service provision).

A further part of Jeffrey's practice which has a separate website section concerns stress at work, bullying and ill health cases.

Jeffrey has a strong reputation as an advocate and as a cool head under pressure, which his busy injunction practise demands.

Sports Law

Jeffrey's practice includes a series of sports related disputes. He has a very wide knowledge of sport and sporting issues. He has advised some of the major sporting bodies in relation to high profile disputes. Early in his practice, he was engaged by the BBC when Des Lynam was replaced by Gary Lineker, both to advise as to whether Lynam could be stopped and to draft new contracts for the Match of the Day team. He has since been engaged in an advisory and litigation capacity in a wide range of matters. He has acted and advised in managerial disputes involving football clubs, the Welsh national rugby team and in advising on a variety of contractual disputes involving players, managers and coaches. He has advised on issues relating to Formula 1, boxing matches and promotions. Jeffrey acted for the FA in the very high profile successful defence of sex discrimination and victimisation claims brought by Faria Alam. He advised and drafted the agreements for elite athletes and elite coaches with the BOA prior to the Beijing Olympics. He has acted on a number of matters involving Portsmouth Football Club, including drafting agreements for players and the CEO and advising when criminal charges brought against Peter Story. He is acting in TUPE claims brought by employees dismissed immediately before the sale of Crystal Palace.

Professional Negligence and Disciplinary Law

Jeffrey has significant experience in all aspects of professional negligence disputes. His trial experience includes many cases involving solicitors and claims against surveyors, architects and brokers. Under SIF he acted for most of the panel firms and was lead junior in the House of Lords in Hall –v- Simons. He continues to be instructed by the insurers and in private cases.

Jeffrey has acted as advisor, advocate and as Chairman of disciplinary matters involving, schools and universities (including relating to allegations of discrimination, harassment and bullying and drug testing), hospitals and other bodies. He has also acted in relation to a number of internal partnership disputes on a variety of issues including acting as chairman to a grievance appeal within a firm of solicitors.