

Sarah Ismail

Call 2019

"Sarah is exceptionally well-prepared, brilliant with clients and very good on her feet. She makes her points very well and has meticulously planned cross-examination. She has a swift grasp of the issues, and is very personable to deal with. She is also reactive and keeps instructing solicitors well-informed"
Legal 500

EXPERTISE

Employment

Sarah is listed in the Legal 500 as a Rising Star in employment law. She has a nationwide practice representing Claimants and Respondents in England, Wales and Scotland covering all areas of employment and discrimination law. Her client base is diverse and includes trade unions, private individuals, NHS Trusts, businesses, private health care providers and local authorities. She regularly advises on liability in employment disputes and welcomes instructions to draft pleadings.

Recent cases include:

- Successfully defending Citizens Advice Gateshead in a 6-day hearing against 10 claims of direct race discrimination and harassment related to race, and one claim of victimisation. The Tribunal found that the claims were wholly without merit. Further details [here](#).
- Defending a care company against claims of unfair dismissal, historic sexual harassment and failure to make reasonable adjustments. The claim was brought by a care assistant who was dismissed after she was charged with murder and named in the press in relation to the charge. Further details [here](#).
- Successfully representing a Policy Advisor at a multi-day hearing for discrimination claims against the Department for Education. Further details [here](#).
- Defending a Respondent in a 5-day hearing against allegations of unfair dismissal, wrongful dismissal, holiday pay, unauthorised deduction of wages and breach of contract. A finding of unfair dismissal was made however the Judge made a 100% deduction to compensation due to the Claimant's severe misconduct. The remaining claims were dismissed.
- Successfully securing protective awards for 40+ Claimants due to the Respondent's failure to collectively consult on redundancy contrary to section 188 TULRCA 1992.
- Defending a fashion designer in a 6-day hearing against allegations of unfair dismissal, automatic unfair dismissal, maternity discrimination, victimisation and wrongful dismissal. The case involved deciding whether to depart from any retained EU case law by virtue of section 6(4)(ba) of the European Union (Withdrawal) Act 2018.

Professional Discipline/Regulatory



Expertise

Employment

Regulatory

Business & Commercial
Litigation

Property

Social Housing

Costs

Sarah accepts instructions in professional regulatory matters and represents professionals at fitness to practise hearings in England and Scotland. Recent cases include:

- Successfully representing a care worker in a 5-day fitness to practise hearing before the Scottish Social Services Council (SSSC). Charges were proven against the worker, including a charge of dishonesty, however the Panel were persuaded that a finding of impairment does not automatically fall from a finding of dishonesty and the case against the worker was dismissed.
- Successfully representing a nurse in a 14-day hearing at the Nursing and Midwifery Council (NMC). The nurse faced charges of verbal and physical abuse against a schizophrenic patient dating back to 2013. Sarah made a successful submission of no case to answer in respect of one charge and the Panel found the remaining charges unproven in their entirety.

Business & Property

Sarah accepts instructions in a wide range of business and property matters. Her areas of practice include:

- Contractual disputes
- Contempt proceedings
- Commercial landlord and tenant disputes
- Injunctions (High Court and County Court)
- Misrepresentation
- Interim applications
- Real property disputes
- Claims under the Consumer Credit Act 1974

Housing

Sarah accepts instructions in all housing matters. Sarah is regularly instructed to draft pleadings and has experience bringing and resisting Equality Act 2010 and Human Rights Act 1998 claims. Sarah has particular experience advising and defending public and private landlords faced with allegations of housing disrepair. She also has experience in:

- Statutory nuisance (EPA 1990) prosecutions
- Possession trials
- Allocation hearings
- Anti-Social Behaviour
- Injunctions
- Interim Applications
- Homelessness
- Unlawful eviction

EDUCATION

- BPP University, LLM Legal Practice Course (Barristers) (Distinction)
- BPP University, Graduate Diploma in Law (Commendation)
- University of Huddersfield, English Literature with Creative Writing BA (First Class)

Clerking team



Steve Walker
Lead Business, Property & Employment Clerk
0191 245 9589



Lisa Tyczynska
Employment Clerk
0113 3235 955



Aimee Cummings
Business & Property Clerk
0191 245 9556



Paul McNab
Lead Housing, Personal Injury & Public Law Clerk
0113 3235 955



Molly Sinnott
Junior Civil Clerk
0191 3009 359



Shannon Burns
Junior Civil Clerk
0191 245 9543



Chris Gibbin
Criminal & Family Clerk
01642 247 569



Fiona Bullock
Direct Access Clerk
01642 247 569

AWARDS

- Dere Street Barristers Employment Law Prize (for achieving the highest Employment Law grade on the BPTC) (2018)
- Leeds Medico-Legal Society Personal Injury and Clinical Negligence Prize (for achieving the highest PICN grade on the BPTC) (2018)
- Internship Award, Inner Temple (2018)
- Sir Joseph Priestley Award, Inner Temple (2018)
- BPP Award for Outstanding Contribution to Pro Bono (2018)
- BPP Advocacy Award (2017)
- BPP Excellence Award (2017)
- The Spirit of the Humanities Award, University of Huddersfield (2016)
- Exhibition Award, Inner Temple (2016)

MEMBERSHIPS

- Employment Lawyers Association (ELA)
- The Honourable Society of the Inner Temple



What Others Say

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Employment, Rising Star, Legal 500 2026

"I obviously found the hearing extremely difficult, but Sarah was absolutely brilliant. I am so grateful not just for her excellent representation in court but also the clarity and sensitivity of her communication with me around the case."

Feedback from a client in Employment Tribunal proceedings

"Sarah when cross examining as well is very quick witted and wasn't trying to use cheap tricks to win the case, she argued it on its merit and challenged where appropriate and didn't labour points where not necessary. Sarah is also very courteous to the judge and panel which comes across really well and shows she is an absolute professional and prides herself in this. I honestly feel no one else could have tried this case as well as Sarah. "

Feedback from a client in Employment Tribunal proceedings

"I would like to recognise Sarah as someone who conducted herself very professionally, and was excellent in representing us in this case. She showed integrity and clearly cared for our case which ultimately helped us to win. "

Feedback from a client in Employment Tribunal proceedings