

# Andrew Crammond

Call 2008

"Very approachable and extremely conscientious - on his feet, nothing fazes him" Legal 500

## EXPERTISE

Andrew is an employment and business, property and commercial law practitioner.

Andrew has been at Trinity Chambers since 2008 and has vast experience in Employment Tribunals, Courts and Regulatory Hearings nationwide across England and Scotland.

Andrew currently acts as a junior being led by Mr Simon Goldberg in an ongoing, complex commercial dispute.

Andrew is a member of the Regional Panel of Counsel for the Government Legal Department having been appointed since 2015.

### Employment & Regulatory

"Very approachable and extremely conscientious - on his feet, nothing fazes him" Legal 500 2021

"Very passionate and puts everything into his cases." Legal 500 2020

Andrew regularly represents both claimants and respondents (of all sizes from small businesses to FTSE 100 organisations, as well as local authorities and government bodies), including against Silks, in complicated employment law matters.

Andrew is well placed to deal with employment law matters and commercial and business matters relating to employees and business (such as restrictive covenants, confidentiality clauses and injunction applications).

Andrew has appeared at the EAT (in both London and Edinburgh) and regularly provides advice and drafting in relation to Employment Tribunal and Employment Appeal Tribunal matters.

Andrew routinely represents clients in all matters of employment law and has acted in numerous complex Employment Tribunal cases.

Andrew also has particular experience in cases involving the medical, health care and social work professions - including doctors, nurses, social workers and veterinarians, as well as a range of other health care and professional practitioners. Andrew has successfully represented clients in numerous difficult and complex regulatory hearings, including in cases lasting over 10 days.

Andrew regularly delivers seminars and training in relation to regulation in the health care and social professions, in relation to which Andrew has been described as an: **"Excellent presenter who brought the subject to life. Great insight on a challenging but interesting area of law"**

### Business, Property & Commercial



## Expertise

Employment

Business & Commercial  
Litigation

Costs

Regulatory

Property

Consumer Law & Professional  
Negligence

Insolvency & Restructuring

Andrew has substantial experience in numerous areas of business, property and commercial matters. This includes in relation to high value disputes and claims or applications for injunctions (interim and permanent). Andrew represents claimants and defendants in claims relating to:

- Restrictive covenants, restraint of trade and injunctions
- Breach of confidence, misuse of confidential information, breach of legal privilege and breach of fiduciary duties
- Unlawful means conspiracy, procuring a breach of contract and knowing assistance
- Insolvency matters (including directors duties, statutory demands and petitions for winding up and bankruptcy, abuse of process arguments and appeals)
- Professional negligence
- Financial mis-selling, including under the Consumer Credit Act 1974
- Partnership disputes
- Landlord and Tenant disputes (commercial and residential)
- Contractual disputes and sale of goods
- Possession proceedings

Andrew has also gained invaluable experience working offshore (Guernsey) in a well known, reputable firm of Advocates for an extended period of time, working on large, complex business, commercial and chancery/insolvency cases.

## Personal Injury & Costs

Andrew undertakes both claimant and defendant work in a range of personal injury matters, from road traffic to industrial injury/disease claims (including complex mesothelioma claims). He represents clients at CCMCs, applications, final hearings (including multi-track hearings) and on all matters relating to costs and assessment of the same. He also has experience in holiday related claims, employer's liability and occupiers' liability cases.

## MEMBERSHIPS

- Regional Panel of Counsel for Government Legal Department (formerly Treasury Solicitor)
- Lincoln's Inn (since 2006)

## EDUCATION & AWARDS

- Law LLB, Durham University (2004 – 2007) – First Class (Honours)
- BVC, Nottingham Law School (2007 – 2008)
- Ward Hadaway Bursary winner – 2004 (financial award and two summers of work experience)
- Lincoln's Inn Hardwicke Entrance Scholar

## ADDITIONAL INFORMATION

Andrew is authorised to accept instructions under the Bar Public Access scheme.

## Clerking team



**Josh Stewart-Tilling**  
Lead Employment Clerk  
& Civil Clerk  
0191 300 9359



**Steve Walker**  
Lead Civil Clerk  
0191 245 9589



**Paul McNab**  
Civil & Criminal Silks'  
Clerk  
0113 3235 955



**Aimee Bloxham**  
Civil Clerk  
0191 245 9556



**Chris Gibbin**  
Clerk  
01642 247 569



## What Others Say

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"Andrew's experience and knowledge assisted in achieving a good outcome for the claimant. He was also easy to get in contact with and responded quickly to urgent matters." "Andrew has handled some complex cases and is always excellent." "Andrew is a top quality barrister. He demonstrates exceptional attention to detail and is passionate about delivering high level service"

**Employment, Chambers & Partners 2024**

"Andrew is excellent: personable, able to grasp complex issues, and very good with clients"

**Employment, Chambers UK 2023**

"A junior with excellent court skills, knowledge and advocacy. Ranked: Tier 1 "

**Employment, Legal 500 2023**

"He is always great with clients and our team, and is a consummate court performer." "Andrew has great technical knowledge and is very easy to work with." "He is a thorough and skilled advocate who was clearly well prepared, keen to work with his instructing solicitor, and very reassuring to the client"

**Employment, Chambers & Partners 2022**

"Very approachable and extremely conscientious - on his feet, nothing fazes him"

**Legal 500 2021**

"Very passionate and puts everything into his cases"

**Legal 500 2020**

## Notable Cases

### Mr N v S Plc

hearing lasting over 30 days for whistleblowing (detriments and automatically unfair dismissal) claim for a Respondent, successfully defending such claims

### Ms C v DC

hearing lasting 3 days, successfully representing a Claimant in a claim for numerous acts of disability discrimination arising in consequence of disability, harassment and victimisation

### Mr D v N Council

3 days hearing representing a claimant against a local authority in a whistleblowing detriments claim

### Ms G v Council

uccessfully advising and representing a local authority in a disability discrimination claim made by an employee on long term sickness absence, which included various allegations of disability discrimination (including victimisation)

### Mr A v CE Ltd

successfully representing a respondent in a claim for sex discrimination, failure to deal appropriately with a flexible working request and constructive (unfair) dismissal

### Mr T v NPS Ltd

successfully representing a respondent in defending a constructive unfair dismissal claim and successfully bringing a counterclaim against the claimant

## **Mrs H and W v Trust**

representing and advising individual claimants in complex equal pay claims

## **Mr B v ASW**

10 days hearing successfully representing a claimant in a victimisation (race) claim

## **Mr F and Another v G Ltd**

- 8 days hearing successfully representing two claimants in an unfair dismissal claim involving complicated issues as to anonymous witnesses
- representing, advising and drafting pleadings in relation to historic and complex claims of disability, sex and other discrimination, whistleblowing and multi-handed (including against five respondents) TUPE transfer and unlawful deduction of wages claims