

Jack Feeny

Employment



Year of Call: 2005

Email Clerks: employment@no5.com

Jack has been ranked as a leader in the field for employment law by Chambers and Partners and Legal 500 for a number of years. His directory entries describe him as “technically excellent”, “diligent”, and “meticulous”.

Jack is regularly instructed to act on behalf of FTSE-100 companies and international corporations in retail, manufacturing, logistics, hospitality, sport, leisure and energy. He also has a busy public sector practice, acting on behalf of the Government, local authorities, and NHS Trusts.

Jack has for many years been instructed to represent police officers in claims arising out of equality and employment disputes in the Employment Tribunal and High Court. As a result, he has a detailed knowledge of police law and other public law issues including pension appeals, judicial review, and claims under the Human Rights Act.

He acts and advises both employers and employees in High Court actions for injunctive relief arising out of restrictive covenants and misuse of confidential information.

He regularly appears in the EAT and Court of Appeal and he has been involved in a number of significant cases including direct discrimination because of perceived rather than actual disability, pension loss and grossing up, and recovery of fees.

Jack also acts in professional discipline proceedings.

In addition to his court work, Jack is often instructed to carry out internal investigations including handling internal grievance and disciplinary proceedings, as well as advising on compromise agreements, business restructures, TUPE transfers, and policies and procedures.

Jack is registered for direct access.

Recommendations

"Jack is technically excellent and can digest, understand and explain complicated claims and complex legal issues efficiently and clearly. He is commercially astute and easily able to develop a good rapport with clients."

Legal 500 2024

"Jack is an expert in complex discrimination."

Chambers UK 2024

"Jack Feeny is very quick at getting to grip with issues and very good with clients. He gets great results." "He is a truly safe pair of hands. He is extremely technically capable, excellent in cross-examination and very thorough."

Chambers UK 2023

"Jack is a diligent, trusted and highly competent counsel. He has an impressive ability to understand legal issues and the clients' perspectives quickly."

Legal 500 2023

"He's very personable, gets on with clients well and builds up a good relationship." "An excellent all-round choice as an employment barrister. He's proactive, gets to grips with the issues and is easy to work with."

Chambers UK 2022

"Jack's approach is collaborative, supportive and not patronising. He explains complex legal issues succinctly and in an easily digestible way and ensuring they feel well-supported."

Legal 500 2022

"He is professional and effective." "He is very competent and knowledgeable, and punches above his weight." "He is diligent and brilliant with clients."

Chambers UK 2021

"Technically excellent." "Meticulous, on top of the issues and in court is able to go in at the right time with the pertinent points."

Chambers UK 2020



Notable Cases

Kalam v. Chief Constable of West Midlands Police (Employment Tribunal, 2024)

Secured a judgment of over £820,000 for a female firearms officer, widely reported in the national media

Olatunde v. Viewber Ltd [2023] EAT 158

Appeal on amendment applications

Chief Constables of Derbyshire & West Midlands Police & Home Secretary v. Clark and Bell [2023] EAT 135

Appeal on the definition of an occupational pension scheme in the Equality Act 2010

Cox & Others v. Secretary of State for the Home Department [2022] IRLR 502, et al

Represented various Government departments in the “check off” litigation in the High Court and Court of Appeal, led by Clive Sheldon KC

Health and Safety Executive v. Jowett [2022] EAT 151

Appeal on admissibility of documents where retained in breach of GDPR

R (on the application of White) v. Police Medical Appeal Board [2022] EWHC 385 (Admin)

Judicial review claim on the test for injury awards under the Police (Injury Benefit) Regulations 2006

The Chief Constable of Greater Manchester Police v. Aston & Others UKEAT/0304/19/RN

Appeal on whistleblowing protection for police officers

The Chief Constable of Norfolk Police v. Coffey [2019] IRLR 805, CA

Authority on direct discrimination because of perceived disability

Aziz v. The Fremantle Trust (a charity limited by guarantee) [2018] EWCA Civ 2605

Appeal on contractual mobility clauses and unfair dismissal

Mirek v. Graysons Automotive Services UKEAT/0198/18/RN

Appeal on conduct extending over time in discrimination claims

Look Ahead Housing and Care Ltd v. Chetty [2015] I.C.R. 375

Authority on recovery of EAT fees

The Chief Constable of Northumbria Police v. Erichsen UKEAT/0027/15/BA

Appeal on remedy in discrimination claims including pension loss and grossing up

Appointments

- Jack is a member of the Attorney General’s London B Panel of Junior Counsel to the Crown.
- Jack sits as a fee paid judge in the Employment Tribunal (England and Wales)