

## **Kawsar Zaman**

### Public Law



Year of Call: 2018

Email Clerks: [public@no5.com](mailto:public@no5.com)

Kawsar Zaman is a highly-respected and experienced barrister enjoying a diverse practice with particular expertise in Public Law, Regulatory and Employment Law. He has appeared before a range of courts and specialist tribunals and is regularly instructed in complex matters - beyond his level of call – both as an advocate as well as in an advisory and investigatory capacity.

Before becoming a Barrister, Kawsar was a solicitor at ‘Magic Circle’ law firms Clifford Chance LLP and Allen and Overy LLP in London.

Kawsar graduated with a First-Class law degree from the London School of Economics, before reading for the BCL at Oxford University as an OCIS Scholar, and then the LLM at Harvard Law School, where he was Fulbright Scholar. In 2009, he was a Global Fellow of the Prime Minister.

He is currently a senior publicly elected official as an Alderman of the City of London.

Kawsar is accredited to accept direct instructions from members of the public where appropriate.

### Public Law Practice and Experience

Kawsar Zaman is a specialist education, equality, and public law barrister.

He regularly acts on behalf of children and young people, vulnerable adults, parents and carers, schools, local authorities, charities / NGOs, government departments, students, and universities.

Kawsar has significant experience in working with children and young people with disabilities, mental health conditions, and special educational needs. He appears frequently before the First-Tier Tribunal in disability discrimination claims and appeals relating to the contents of Education, Health and Care Plans.

As a secondary school governor for the past 8 years and as a visiting member of the teaching staff at two leading universities in London, Kawsar has a very strong understanding of all aspects of issues and policies concerning educational establishments from safeguarding to school exclusions.

With a significant related practice in Employment Law and Investigations, Kawsar has substantial experience in discrimination matters, particularly those arising under the Equality Act 2010.

In addition to court work, Kawsar provides training and seminars to clients on a range of regulatory matters ranging from safeguarding to GDPR implications. He is instructed in pre-litigation matters including advising on: policy reviews; handling internal grievance and disciplinary proceedings; and drafting policy documents.

Kawsar is a CEDR Accredited Mediator, internationally recognised as the standard of excellence for mediators. He accepts instructions to act as a Mediator or as a Mediation Advocate, from both professional clients and on a direct access basis.

## Experience of Investigations

Kawsar is an experienced investigator and has led, as sole investigator, internal investigations and inquiries in the corporate, public and charitable sectors, including those involving multiple jurisdictions. He is adept at interviewing witnesses and producing reports with findings and recommendations.

For three years, Kawsar investigated the actions of senior and junior undercover police officers as a security-cleared counsel to the Public Inquiry into Undercover Policing. As a result, he has good knowledge and experience of handling complex investigations and dealing with related legal issues arising, including public disclosure, privilege and security matters.

Recent instructions have included, investigating:

- a complex and sensitive race discrimination grievance at a mainstream school requiring interviews with numerous staff;
- a 70-page employment related grievance from two employees within a major charity requiring interviews with 10+ individuals; and
- allegations of improper conduct against a senior employed solicitor at a regional law firm.

As a senior public official holding the office of an Alderman of the City of London, he is highly respected and sought-after counsel for investigations.

## Other Related Practice Areas

Kawsar is also regularly instructed in professional discipline proceedings. He has acted for doctors, osteopaths and nurses in full and interim order hearings before the Medical Practitioners Tribunal Service, General Osteopathic Council's Professional Conduct Committee and the Nursing and Midwifery Council's Fitness to Practise Committee.

As a member of the Attorney General and Government Legal Department's 'Junior Junior' Panel, he enjoys a busy public sector practice in all types of Public Law proceedings.

## Previous Experience

- Associate (Lawyer), Allen and Overy LLP
- Trainee Solicitor, Clifford Chance LLP

## Sector Experience

Education, Banking, Finance, Leisure, Healthcare, Social Care, Local Government, Police, Fire and Rescue and the NHS.

## Testimonials

*"Kawsar is an excellent advocate and skilled negotiator. He was able to assist in bringing a very long and challenging case with a difficult appellant to a close. He is a pleasure to work with and can swiftly get to the crux of an issue."* Ealing Council, Education Legal Team

## Legal Appointments

- Counsel, Public Inquiry into Undercover Policing (2019 - 2022)
- Guest Teacher in Law, London School of Economics & Political Sciences
- Visiting Lecturer in Law, University in Law
- JJ Counsel, Government Legal Department / Attorney General's Civil Panel Counsel
- Level 1 Prosecutor, Crown Prosecution Service Advocate Panel
- Judge, Women & Diversity in Law Awards

## Other Appointments

- Elected Alderman of the City of London
- Honourary Member, Honourable Artillery Company
- Governor, Morpeth Secondary School
- Trustee, Wembley Stadium Foundation

## Awards

- Ann Goddard Scholarship, Gray's Inn (2019)
- Prime Minister's Global Fellow (2009)
- Shortlisted, Junior Lawyer of the Year, Law Society of England and Wales (2018)
- Excellence in Advocacy, Criminal Bar Association Award (2018)
- Tun Mahathir Scholarship OCIS, University of Oxford (2012-13)
- 2HC Scholarship, London School of Economics (2009-12)
- Fulbright Scholarship, Harvard Law School (2013-14)

## Qualifications

- Harvard Law School, Master of Laws (LLM), Fulbright Scholar (2013-14)

- University of Oxford, Bachelor of Civil Law (BCL), Tun Mahathir Scholar OCIS (2012-13)
- London School of Economics, Bachelor of Laws (LLB), First Class Honours, 2HC Scholar (2009-12)

## Memberships

- Roll of Solicitors, Law Society of Ireland (2018)
- The Honourable Society of Gray's Inn
- Accelerated Postgraduate Diploma in Legal Practice (LPC), University of Law (2014-15)
- Roll of Solicitors, Law Society of England and Wales (2017)
- Member, City of London Law Society
- Member, City of London Solicitors' Company

## Languages

- English
- Bengali