

Changez Khan

Call: 2008

"Changez uses his obvious intellect to the great benefit of clients. He quickly identifies the nub of an issue, and is able to articulate his argument in a concise and persuasive, winning style. Clients, both employers and employees, seldom fail to comment on his friendly, focused and professional manner. He is able to break the ice quickly and provide the reassurance clients need that they are being represented by counsel who is able and astute."

Legal 500 2023

Expertise

Employment

Changez practises in employment and discrimination law with a particular interest in cross-over commercial/employment disputes. The Legal 500 singles him out for his "calm and thorough" approach and his ability to build empathy for his clients' cases. In addition to ET work, Changez has appeared in the Court of Appeal (3 times), the EAT (6 times) and the High Court (numerous times). He is appointed to the Attorney General's London B panel.

Sectors

Changez is experienced across a range of public and private sectors including:

- Professional services: he has represented accountants, lawyers and FCA-approved persons who exercise "controlled functions". These have involved subconscious race/age/disability discrimination; whistleblowing; or professional misconduct.
- Schools and social care: Changez handles sensitive cases where there is a tension between employment rights, safeguarding duties and the broader regulatory framework (Disclosure Barring Service/Teachers' Regulation Authority).
- Universities: Changez understands how university statutes and internal HR policies operate alongside employment law principles. He has acted for or against several universities, including: Anglia Ruskin, Cambridge, London Metropolitan and Newcastle.

Birmingham

103 Colmore Row
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B3 3AG

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Telephone: +44 (0) 121 606 0500

London

Fifth Floor
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London WC2R 0EX

DX: 449 London Chancery Lane
Telephone: +44 (0) 207 420 7500

Bristol

30 Queen Square
Bristol
BS1 4ND

DX: 7838 Bristol
Tel: +44 (0) 117 917 8501

Commercial-employment

In commercial-employment cases Changez offers a seamless service across the ET and High Court jurisdictions. He helps clients to identify and formulate their best claims, then pursue them in the right forum. His specific experience includes:

- Civil claims for breach of contract: Changez advises senior executives on service agreements including discretionary bonus and severance pay claims.
- Restrictive covenants: he is known for his swift work under pressure in business protection cases. In a recent case over stolen client lists, Changez secured an interim injunction followed by damages and an order for committal.
- Directors' duties: Changez has succeeded in cases involving breach of the no-conflict duty (s.175 Companies Act 2006) and client poaching.
- Shareholders' rights: Changez has advised in relation to unfair prejudice (s.994), valuation disputes, minority discounts and "bad leaver" provisions in a company's articles.

In appropriate cases, Changez accepts instructions on a direct access basis.

Business & Property

Changez focuses on (1) commercial-employment cases and (2) fall-outs between business partners in owner-managed SME's. He has succeeded at trials, at contested injunction hearings, and in obtaining a committal order.

He has advised and acted in several reported High Court cases, including on appeal.

Commercial-employment

Changez is experienced in disputes that typically arise on the exit of senior employees and directors, for example: restraint of trade covenants, unpaid bonuses or dividends, and contests over share valuations (fair value, bad leaver, minority discount). For examples, see "Notable cases" below and also his separate "Employment" profile.

Fall-outs between business partners

Changez has acted in several cases involving business ventures that have been set up by family members or friends, then soured. He is alive to the particular challenges. Often, the arrangements are informal and poorly documented; there is a degree of non-compliance on both sides; and the true business arrangement is coloured by personal relationships or cultural context. Changez has succeeded in cases involving allegations of breach of fiduciary duty, unfair prejudice of minority shareholders or civil fraud. For examples, see "Notable cases" below.

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Awards



Accreditations

- Clifford Chance prize for outstanding performance. King's College, London
- Lord Denning scholarship, Hardwick entrance award and Levitt award. Lincoln's Inn

Memberships

- Discrimination Law Association (Executive Committee)
- Employment Bar Association
- Employment Lawyers Association
- London Common Law and Commercial Bar Association

Appointments

- Attorney General's panel of counsel – London B panel

Qualifications

- LLB English and French Law: King's College, London
- Maitrise en droits francais et anglais Sorbonne Universite, Paris I
- LLM: King's College, London
- BVC: College of Law

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Languages

- French including legal French: fluent
- Urdu: basic

Press and Articles

- Neurodiverse employees: "don't ask, don't tell?"
- ELA Briefing, November 2019: "Lies, damned lies and discrimination: Base Childrenswear Ltd v Otshudi"
- The Times, 7th November 2018: "Luxury goods giant Richemont UK spied on black worker it discriminated against"
- <https://www.thetimes.co.uk/article/luxury-goods-giant-richemont-uk-spied-on-black-worker-it-victimised-2htkm9zwm>
- ELA Briefing, July 2018: "Morris v Metrolink: trade union activity and confidential data"

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