

Helen Barney

Call: 1999

"Helen is superb."

Chambers UK 2025



Helen Barney is an Employment law specialist, with significant experience having undertaken related cases for 15+ years.

Expertise

Employment

"Fiercely intelligent", "undeniably fantastic", "outstanding", "highly skilled", "goes the extra mile" (Legal 500, Who's Who Legal and Chambers UK)

- Ranked Band 1 – Employment barrister in the Midlands (Chambers UK)
- Employment and discrimination law specialist
- Consistently recognised for her top rate performance in the legal directories (see below).

Helen is a modern, approachable barrister who is renowned for her excellent client-care skills and working in partnership with those that instruct her. She is well adept at explaining complex legal arguments in simple plain language and brings to every claim sound case management and tactical awareness.

Helen started her career as an in-house barrister in the employment team of a leading national firm. Since then Helen has accrued 15+ years experience as a practicing barrister with significant experience in the following fields:

Public Sector:

- NHS Trusts – Police Authorities – Local Authorities
- Education – Ambulance Service – Fire Service
- Private Sector
- Universities – Security Industry – Engineering/manufacturing – Property Management
- Social Housing – Gaming and Betting – Banking
- Recruitment – Media – Food supply and distribution

Birmingham

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- Education – Delivery/transport – Care homes

Helen also undertakes work on behalf of claimants by way of union supported complaints, insurance backed claims and privately paying individuals.

Helen regularly appears before the Employment Tribunal in complex and lengthy hearings, invariably involving multiple allegations of discrimination on varying grounds, whistle-blowing and thorny unfair dismissal complaints. She is often the go-to barrister for difficult and complex preliminary hearings to include jurisdictional issues, TUPE complaints and interim relief hearings. Helen also appears before the EAT and provides advice (oral and written) on the whole breadth of employment law issues.

Helen has experience in advising employers on the adequacy of internal investigations, provided guidance on additional steps needed and conducted independent investigations. A recent investigation concerned an international company, looking into the issue of alleged bullying and harassment by its HR Director and counter-allegations.

Helen has delivered countless training sessions to solicitors, HR personnel, business owners, managers etc. More recently she has provided training on TUPE Reg 3(1)(b) transfers, and changing terms and conditions, harassment and practical tips on disability discrimination.

Helen is well known for her meticulous preparation of cases, contributing to her impressive success rates. For more details please ask the employment clerks.

Notable Cases

Read v University Hospitals Birmingham NHS Trust - 2021 - ET

10 day case - Discrimination arising from disability, failure to make reasonable adjustments and unfair dismissal. On conclusion of cross-examination, all claims withdrawn.

Amaro v Jaguar Land Rover - 2020 - ET

Age discrimination – Applicability of the Pension Exemption Order - Justification - high value claim dismissed.

Hussain v i.) University of Sussex ii.) Professor Schot - 2020 - ET

10 day multi-discrimination complaint successfully defeated.

Ijomah v Nottinghamshire Healthcare NHS Foundation Trust – UKEAT/0228/19 – HHJ Auerbach

Guidance given on the approach to be taken by Tribunals in striking out claims for non-compliance of an unless order.

Dr Rahim v i.) Heart of England NHS Trust ii.) Dr Shakher - ET

6 week hearing - lengthy and hard fought complaint of race discrimination, victimisation and disability discrimination involving consultants. The allegations

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spanned over a period of 10 years. All claims successfully dismissed.

Hussain v Nottinghamshire Healthcare NHS Trust - UKEAT/0080/16/DM

Consideration of when an Employment Judge can hear an application for costs following Judgment, in circumstances where a costs warning had been given during the trial. The case of Oni v NHS Leicester City [2013] ICR 91 considered.

Thon Hak v St Christopher's Fellowship [2016] IRLR 342

Guidance given by President Langstaff on the use of interpreters and the correlation with the Article 6 right to a fair hearing - Counsel commended for her "well-structured and carefully considered argument"

Birring v Michael Rogers and Carolyn Moore t/a Charity Link UKEAT/0388/14/RN - 2015

Correct composition of an employment tribunal - guidance given by President Langstaff as to when a Judge should sit alone or with members in dual or multiple claims.

Awards



Memberships

- Employment Lawyers Association
- Discrimination Law Association
- Employment Law Bar Association

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Qualifications

- Approved for direct public access

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