

# Tim Sheppard

Call: 1995

"Tim is an excellent advocate. He is calm, thoughtful and measured in his approach and very reassuring with clients. He is also able to quickly get to the heart of a claim and the issues whilst somehow remembering all of the little details, which a lot of barristers skim over."

Legal 500 2025



Tim Sheppard is a leading practitioner in employment and discrimination law, who has over 25 years' experience in the field.

## Expertise

### Employment

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Tim is a specialist employment and discrimination barrister.

He has a truly national practice and regularly appears in person and virtually in the Employment Tribunal, the EAT, the High Court and he is instructed to undertake work in the Court of appeal as well. Tim works for respondents and claimants. He is regularly instructed by large organisations including the NHS, universities, charities and multi-national companies, in multi-day, complex employment disputes. Tim has been consistently ranked in the legal directories for over 10 years.

Tim also undertakes work as an investigator in whistleblowing and internal disciplinary and grievance proceedings.

Tim is a regular public speaker, appearing at No5 and other events, including master-classes and webinars. Has appeared on TV and radio.

### Notable Cases

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#### MacLennan v British Psychological Society [2025] IRLR 4

Instructed by the Respondent in a case which provided guidance on the approach to be taken where a claimant is not a worker but alleges that he should be given protection under the whistleblowing legislation pursuant to Article 14 of the ECHR read with Article 10.

#### Birmingham

103 Colmore Row  
Birmingham  
B3 3AG

DX: 16075 Fountain Court Birmingham  
Telephone: +44 (0) 121 606 0500

#### London

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7 Savoy Court  
London WC2R 0EX

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### Carozzi v University of Hertfordshire [2024] EAT 169

An important case on the meaning of “related to” a protected characteristic in claims of harassment.

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### Trentside Manor Care Limited and ors v Mrs Raphael [2022] EAT 37

Represented the Respondent in successfully resisting the employer’s appeal against the decision that advice by non-legal advisers was not covered by legal advice privilege.

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### Brangwyn v South Warwickshire NHS Foundation Trust [2018] EWCA 2235

Successfully defended the Trust up to and at the Court of Appeal, in its defence of a claim of a failure to make reasonable adjustments. A high-profile disability discrimination claim that centred on whether a PCP had been imposed.

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### Graham v Agilitas Communications Limited (2017) UKEAT/0212/17/DA

Important case on the correct approach to without prejudice discussions and section 111A of the Employment Rights Act 1996.

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### Basildon and Thurrock NHD Foundation Trust v Weerasinghe [2016] ICR 305

Successful in appeal against decision of the ET in relation to the approach to section 15 of the Equality Act 2010. Regularly cited as a major authority on the correct approach to section 15 claims.

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## Awards



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## Qualifications

- BSc(Hons), Edinburgh University LLM, UCL

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