

Tom Perry

Call: 2016

"Tom deals with complex matters confidently and gives clear feedback to those instructing him, without 'fence sitting' on the strengths or weaknesses of the matter."

Chambers UK 2024



Tom Perry is an employment specialist who regularly appears in the Employment Tribunal and Employment Appeal Tribunal. Tom has extensive experience of all aspects of employment litigation including interim relief hearings, preliminary hearings, full merits hearings, remedy hearings and appeals.

Tom is ranked as a leading junior in employment law by the Legal 500 and as Up and Coming by Chambers & Partners.

Expertise

Employment

Tom regularly conducts complex and high-profile multi-day unfair dismissal, discrimination, and whistleblowing cases.

Tom has a busy public sector practice and regularly acts for NHS employers, local authorities, and government departments.

Tom also works with a wide variety of private sector employers including in hospitality, retail, manufacturing, and the charity sector.

Tom has extensive experience of advising on mediations, settlement agreements, day-to-day HR issues, grievance and disciplinary proceedings, and the applicability of TUPE.

Tom has been appointed to investigate grievance and disciplinary matters in industries including construction, biotech, and financial services.

Before joining the Bar, Tom worked as an employment solicitor for 7 years at leading London law firms. Tom is used to working closely with clients and understands the importance of client care.

Tom acts for Claimants and is registered for public access.

Birmingham

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London

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

Bristol

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

Notable Cases

E Cohen v K Mahmood MP 2022

Acted for the Respondent at a six-day final hearing defending allegations of racial and religious discrimination, automatically unfair dismissal and detriment due to whistleblowing.

Tashmatova v Essex County Council 2022

Acted for the Respondent local authority at a seven-day final hearing defending 13 allegations of race, religion and pregnancy or maternity discrimination.

Callaghan v Lidl Great Britain Limited 2022

Acted for the Respondent at a six-day final hearing defending multiple allegations of sex and disability discrimination.

M v P Limited and T 2021

Successfully acted for the Claimant at an eight-day final hearing regarding an allegation of rape at a work social event.

A v M Hill MP 2021

Acted for the Respondent at an eight-day final hearing regarding allegations of sexual harassment at work.

Kelly v Sense, The National Deafblind and Rubella Association 2021

Successfully acted for the Respondent charity at a six-day final hearing defending claims of detriment and automatically unfair dismissal related to whistleblowing.

Korniak v National Association of Citizens Advice Bureaux 2020

Successfully acted for the Respondent charity at a multi-day final hearing defending claims of direct disability discrimination and failure to make reasonable adjustments.

Sandford v Harwood Hutton Limited 2020

Successfully acted for the Respondent at a multi-day final hearing defending claims of direct associative disability discrimination.

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Bellingham v Eurorail Crash Barriers 2000 Limited 2020

Successfully acted for the Respondent at a multi-day final hearing defending claims of harassment, discrimination arising from disability and failure to make reasonable adjustments.

Shah v Cortel UKEAT/0252/18/OO 2019

Successfully appeared for the Appellant in the EAT in a case regarding the employer's right to bring an employer's contract claim.

Awards



Appointments

- Tom is a member of the Attorney General's Regional B panel of Junior Counsel to the Crown.
- Tom sits as a Fee-Paid Employment Judge.

Qualifications

- LPC (BPP)
- GDL (BPP)
- MA (Oxford) Modern History

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