

COLIN PETER BOURNE

CALLED TO THE BAR OCTOBER 1997: GRAY'S INN

Specialist employment and discrimination law practitioner

Head of Employment Law Team at York Chambers

Named as a leading junior in employment law - 'Knows his employment law and is a talented advocate' Chambers UK 2005

Recommended in employment by Legal Experts 2007, Chambers UK 2007

With a balance of Claimant and Respondent work I act for private and corporate clients in the whole range of employment related litigation:

Unfair dismissal, information and consultation, redundancy claims; National Minimum Wage and working time cases.

Contractual terms for senior employees, including restrictive covenants and other post-termination restraints;

Transfer of businesses and the TUPE Regulations;

Extensive experience of police work including discrimination and the Police Pensions Regulations; police discipline;

Discrimination cases

- I am a member of the Disability Rights Commission litigation panel

REPORTED CASES

Junior counsel in Connolly v Sellers Arenascene [2001] EWCA Civ 184; [2001] ICR 760 CA - a case concerning whether a controlling shareholder can be an employee.

Lincolnshire County Council v Hopper [2002] ICR 1301 - whether a registrar of births marriages and deaths can be an employee.

Christie & others v John E Haith Limited [2003] IRLR 670 - an equal pay case.

Street v Derbyshire Unemployed Workers' Centre [2004] EWCA Civ 964 [2004] IRLR 687 CA - the leading case on the requirement for good faith when making protected disclosures.

B v A [2007] UKEATS/0029/06/MT - concerning the extent of the employer's duty to make enquiries following criminal records check and 'soft disclosure' under the Police Act 1997.

QUALIFIED MEDIATOR

- Accredited mediator with Centre for Dispute Resolution (CEDR)

- I have had involvement in wide range of commercial dispute mediations and have long been an advocate of the use of mediation in complex cases, particularly where there is a need to preserve existing relationships and where adversarial litigation is likely to have a destructive effect. Discrimination and harassment claims are especially suited to the process of mediation and I have experience both as mediator and as an advocate for parties in mediation.

OTHER RELEVANT EXPERIENCE:

Speaker at Employment Law conferences for Industrial Relations Training Services, IBC and The Institute of Personal and Development.
Regular speaker at seminars for the Employment Lawyers' Association

Subjects include:

Whether injury to feelings awards permissible in unfair dismissal claims

Protected disclosures and the requirement for good faith

The statutory dismissal and discipline and grievance procedures

TUPE 2006

Parental pay and leave

PROFESSIONAL MEMBERSHIPS

EMPLOYMENT LAW BAR ASSOCIATION
EMPLOYMENT LAWYERS' ASSOCIATION
INDUSTRIAL LAW SOCIETY
CENTRE FOR DISPUTE RESOLUTION
ASSOCIATION OF NORTHERN MEDIATORS

WORK EXPERIENCE

1981-1996: Trade Union Officer, National Union of Journalists, including:
individual representation; collective bargaining;
representing members at employment tribunals and County Court.

Specialist adviser on Pensions and European Works Councils.

Prepared and presented evidence to:

Monopolies and Mergers Commission (now the Competition
Commission);
House of Commons Employment Select Committee.