Nicholas Bidnell-Edwards

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Introduction

Nicholas was called to the Bar in 2012. He has a broad employment and civil practice. He has received praise for his conduct of cases from opponents, and High Court Judges have remarked on how "*skilfully" he develops his submissions. A leading employment silk has described his advocacy as "confident, and very persuasive*", and remarked that his written submissions were "very well structured, and thorough".
In addition to advisory work, Nicholas appears frequently in Employment Tribunals, County Courts and in the Employment Appeal Tribunal. He has acted in the Court of Appeal, and has drafted successful pleadings, and Notices of Appeal.

Commercial

Nicholas has acted for both Claimants and Defendants in a broad range of disputes involving private individuals and companies. He appears in the County Court and in the High Court in matters relating to contract disputes, general debt recovery, and has successfully resisted an application for injunctive relief.

Accreditations

- A leading employment silk has described Nicholas as an advocate who puts his case "forcefully and elegantly".
  Clients say "Nicholas is a brilliant advocate"..

Indicative cases include

In the Employment Appeal Tribunal

- Remploy Ltd. v. Lowen-Bulger UKEATPA/0103/18/RN – HHJ Eady QC considered the law in respect of Witness Attendance Orders to determine whether an Employment Tribunal had erred in refusing an order made two weeks before the start of a seven-day hearing.
- Stewart v. Barnwood Construction Limited UKEAT/0425/14/MC – HHJ Kerr considered an appeal which raised questions of perversity, and commented on how “skilfully” Nicholas developed his submissions.
- Afolabi v. London Borough of Barking & Dagenham UKEAT/0309/14/JOJ – HHJ Clark accepted Nicholas’ submission that the question raised in the appeal was the subject of conflicting authorities of the Employment Appeal Tribunal.
- Partners in the Cornerstone Practice v. Mrs Crockford UKEAT/0370/13/SM –HHJ Slade permitted the appeal brought by Nicholas to reverse a finding of unfair dismissal on the ground that the outcome was perverse.
- Gwara v. Mid Essex Primary Care Trust [2013] ALL ER (D) –HHJ Richardson allowed an appeal against an award of costs, and accepted Nicholas’ submission that the Claimant had not been afforded a reasonable opportunity to make submissions against an order for costs.
- Five Elms Medical Practice v. Hayes & Tilley UKEAT/0345/12/KN – HHJ Clark refused an appeal against the finding of constructive unfair dismissal, which Nicholas had succeeded in establishing before the original Employment Tribunal.

In Employment Tribunals

- Daly & Green v. The Contact Company – Acted for the successful Claimants to amend their claims, to represent them during the Employment Tribunal hearing to prove that a so-called employment agency had in fact been the Claimants’ employer.
- Westray v. Sterling Press Ltd – Acted for the successful Claimant to establish an unfair dismissal, and to obtain an uplift for breaches of the ACAS Code of Conduct.
- H v. The Secretary of State – Represented the Claimant at a four day discrimination hearing, and succeeded in obtaining a very positive settlement from the Respondent on the final day of the hearing.
- Terry v. Arla Foods Ltd. – Acted for the successful Claimant to amend her claim, to represent her in the six day Tribunal hearing, and to secure a finding of unlawful harassment on the ground of transgender discrimination. He also obtained a costs order against the Respondent.
- Daniel & Others v. All Security Limited – Acted for three Claimants to succeed in claims for victimisation, and unfair dismissal.
- Carrington v. Sanofi Ltd – Acted for the Claimant against a major pharmaceuticals company to bring claims of whistle-blowing and constructive unfair dismissal in a five day hearing against a leading employment silk.
- Hayes & Tilley v. Five Elms Medical Practice – Acted for the Claimants in a three day hearing to succeed in a claim for constructive unfair dismissal resulting in a substantial award of damages.

Education

- BPTC – The City Law School
- GDL – City University
- MA (Cantab) Classics, Corpus Christi College, Cambridge University

Scholarships and Awards

Lincoln's Inn

- Lord Levitt (pupillage) Scholarship
- Lord Denning (BPTC) Scholarship
- Lord Haldane (GDL) Scholarship
- Hardwicke (Entrance) Award

Cambridge University

- Perowne Prize for Classics (Corpus Christi College)
- Fanshawe Prize (Corpus Christi College)
- Countess Martinengo Travel Award (Classics Faculty)
- Half Blue (Cambridge University)

Professional Memberships

- Employment Law Bar Association
- Employment Lawyers' Association
- South Eastern Circuit – Nicholas has contributed to the 2017 South Eastern Circuit's Response to the Ministry of Justice Review of the Introduction of Fees in the Employment Tribunals

Other information

- Nicholas is a published author on the Lexis Nexis PSL service
- In his spare time he enjoys running, mountain-biking and outdoor theatre.