

## Stefan Liberadzki

Call 2013

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### Introduction

Stefan has a well-established practice in employment, housing and landlord & tenant law. His clients range from individuals to local authorities and multinational businesses. Stefan offers straightforward and practical advice, and a thorough and measured approach to litigation.

Solicitors have described Stefan's preparation and delivery at court as "excellent" and commented that he "is extremely personable and manages to put the client at ease." Feedback from lay clients includes: "Within my twenty years of dealing with a variety of lawyers, very few have come across the way that Stefan presents himself and his client, putting their interests and welfare first".

Stefan has been a member of 42 Bedford Row, where he undertook pupillage, since 2014. Before coming to the Bar he worked in the Property, Family & Trusts team at the Law Commission and as a visiting tutor in Property Law at King's College London. He is a co-author of Daniel Barnett's Employment Law Handbook (8th edition, 2020).

### Employment Law

Stefan is regularly instructed on multi-day hearings including complex discrimination, whistleblowing and constructive dismissal claims. As well as acting for claimants, his employer client base includes supermarket chains, transport authorities, logistics and distribution businesses, banks, local authorities and schools. He understands the particular needs and challenges faced by clients in different sectors of the economy.

Stefan has particular experience of cases where employee or worker status has been disputed, with notable successes for claimants including:

- Crawford v Image IT: a graphic designer who worked under a 'casual worker' contract was found to have employee status.

- **AB v Albemarle Club:** a ‘hostess’ who worked for a private members’ club claimed to have suffered detriments for attempting to organise her colleagues to join a union. The claim challenged the traditional ‘self-employed’ status of workers in the adult entertainment industry. It was settled after the Respondent’s application to strike out the claim failed. Stefan also successfully sought an order under rule 50 of the Employment Tribunal Rules of Procedure to protect the Claimant’s anonymity.
- **Patel v The Gym:** a gym instructor was found to have ‘employee’ status under the Equality Act, even though the contract described him as self-employed and he negotiated and received payments directly from gym users. [Click here to read more.](#)

His recent experience of acting for respondents includes:

- **Curran v Network Rail Infrastructure:** unsuccessful breach of contract claim in the County Court, where the Claimant had not received performance reviews (and the corresponding opportunity to receive a pay rise) for several years. The issues included terms implied by custom & practice, the extent of employers’ contractual obligations when handling grievances, and causation of loss.
- **Ayub v DHL Aviation (UK):** Stefan successfully defended the Respondent from claims of race discrimination, victimisation and part-time worker discrimination.
- **Greenfield v London Underground:** claim for disability discrimination and unfair dismissal which raised difficult issues over the correct legal and medical approach where there is a combination of persistent short-term absenteeism and long-term underlying illness, none of which is the employee’s fault. All claims were dismissed.
- **Hipkin v Sainsbury’s Supermarkets:** a five-day hearing of claims of unfair dismissal, victimisation, failure to make reasonable adjustments, direct disability discrimination and discrimination arising from disability. The Tribunal dismissed all claims, including a finding that the Claimant was not disabled.

Stefan is a co-author of Daniel Barnett’s Employment Law Handbook (8th edition, 2020). He contributed to chapters on employment status, contracts of employment, working time and annual leave, family-related leave, and Tribunal procedure.