Benjamin Uduje MCIArb

Call 1992
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Benjamin provides high-quality legal advice, advocacy, and dispute resolution services to corporate clients, public bodies, and individuals across a broad range of commercial, employment, and public law matters.

He is a dual-qualified legal practitioner, maintaining an active practice in both the United Kingdom and Nigeria. An accredited mediator and qualified arbitrator (MCIArb), Benjamin offers clients a distinctive blend of domestic and international experience, combining litigation expertise with strong adjudication and alternative dispute resolution capabilities.

Benjamin's approach is strategic, clear, and client-focused. He identifies key issues early and collaborates to deliver practical, effective outcomes. He has particular experience in matters that attract public scrutiny and involve sensitive or complex issues.

Clients value Benjamin for his responsiveness, commercial awareness, and ability to work seamlessly within a wider professional team. He is a persuasive advocate and an effective communicator, translating complex legal issues into clear, actionable advice.

Areas of Practice

- International and Domestic Labour & Employment Law
- International and Domestic Human Rights & Equality Law
- International and Domestic Dispute Resolution
- Professional Regulation and Discipline
- Civil and Commercial Litigation

Employment, Labour and Industrial Law

Benjamin acts for both employers and employees across the full spectrum of employment law, including breach of contract,

restrictive covenants, wrongful dismissal, whistleblowing, trade union and industrial disputes, HR advisory services, and unlawful discrimination. He also advises on claims arising from workplace injuries and work-related stress.

Over more than 25 years at the Bar of England & Wales, Benjamin has been instructed in numerous complex and high?profile matters, including:

- *Vyas v the Commissioner of Police of the Metropolis* [2025] – successfully acted for the Commissioner of Police in a complex claim of race discrimination, harassment, and victimisation arising from multiple incidents between 2019 and 2022, securing key concessions from the claimant during cross-examination. This demonstrated that the Claimant must have known that several alleged treatments were not based on a protected ground, prompting the tribunal to be highly critical of the claimant's evidence, though it stopped short of finding that the claimant lied under oath, which would have severe implications for him as a serving Police Sergeant.
- *Mead v ASDA Stores Ltd* [2025] - sex discrimination, harassment, unfair dismissal, and wrongful dismissal of a senior manager – successfully acted for the Respondent in a case concerning an undisclosed affair between two married colleagues, allegedly conducted in the workplace during official hours. I advised solicitors on how to navigate some of the issues, including the quality of the evidence, the absence of an express prohibition on personal relationships, and the disparity in the treatment of both colleagues.
- *F Mohammed & Others v Grocery Delivery E-Services UK Ltd T/A HelloFresh* [2025] - Claims of unfair dismissal pursuant to s. 237 of the Trade Union and Labour Relations (Consolidation) Act 1992 – instructed to represent a group of lead claimants dismissed for participating in industrial action in a strike application. The key issue was whether they retained the right to claim unfair dismissal after an unsuccessful interim relief application.
- *Artem Limited v Karen Edwards (EAT)* [2025] – Direct race and sex discrimination – drafted the grounds of appeal and successfully represented the appellant, overturning a finding of unlawful discrimination and an award exceeding £100,000 for loss of earnings and injury to feelings.
- *Rodrigues v Al Semat UK Limited* [2024] – a breach of contract and unlawful deduction from wages claim – successfully acted for the Claimant, who was the Office Manager/Supervisor of domestic staff for a wealthy Middle Eastern family and was required to be on call beyond her contracted hours, despite an express clause excluding payment for overtime.
- *Rollett & Others v British Airways Limited* [2024] – discrimination - acted for a group of lead claimants in a complex case of discrimination arising from the fire-and-rehire of legacy flight attendants, advised on the merits and disclosure issues, and worked with the Instructing Solicitor to develop effective strategies for a 5-week common issues hearing
- *Saeed Ahmed v Pakistan International Airlines Corporation* [2024] - acted for the Respondent against a group of Claimants in proceedings arising from a mass redundancy exercise during COVID-19 – claims included age and disability discrimination and unfair dismissal. Following three days of hearings on preliminary and jurisdictional issues, including the admissibility of legally privileged and prejudicial documents, the matter proceeded to ADR, resulting in a reasonable settlement of all claims.
- *Kapasi v Royal Borough of Kensington & Chelsea* [2020] – Represented the claimant in a high-value, multi-day disability discrimination claim
- *Looi v Bard Pharmaceuticals* [2020] – Successfully defended a disability discrimination claim by challenging disability status
- *Tiffin v Chief Constable of Surrey* [2017] – sexual orientation discrimination - acted for the Chief Constable in highly contested, nationally reported discrimination proceedings
- *Lodwick v London Borough of Southwark* [2004] ICR 884 (CA) – Leading authority on apparent bias in employment

tribunals

(A full list of reported and unreported cases is available on request.)

Commercial Litigation

Benjamin has extensive experience in advisory work and commercial disputes arising from agency and distribution arrangements, business and share sale agreements, franchise agreements, insurance policies, joint ventures, and contracts for the sale and supply of goods and services.

- [2025] – Advised an energy company on the terms of a Service Agreement for structured financing and provided legal support during the negotiation and execution of the agreement.
- [2023-2024] – Advised and provided legal support to a group of investors in a telecommunications start-up operating across several African countries.

Professional Regulation

Drawing on his employment and commercial practice, Benjamin regularly acts in professional regulatory and disciplinary matters. He has particular experience representing NHS bodies and medical professionals before regulatory panels.

Alternative Dispute Resolution (ADR)

Benjamin is an ADR Group–accredited mediator and a qualified arbitrator (MCIArb). He has extensive experience mediating workplace, discrimination, and commercial disputes and can adapt his approach to a wide range of subject areas.

Recent mediations include:

- [2024] - A civil dispute between neighbouring property owners arising from mixed residential and commercial use
- [2023] - A complex disability discrimination claim brought by a military veteran against a London transport authority.
- [2022] - A high-value business and property dispute arising from the breakdown of a personal relationship

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Professional Background

Benjamin was educated in Nigeria and the United Kingdom, and read law at the University of East London, graduating in 1991. He was called to the Bar of England & Wales by the Honourable Society of the Middle Temple in 1992 and has been a tenant at 42BR Barristers since 1997. During a sabbatical from practice in 2015, he attended Nigerian Law School, was admitted as a Barrister and Solicitor of the Supreme Court of Nigeria in 2016 and joined Charles Anthony LLP as a Partner in March 2017.

He is a member of the Chartered Institute of Arbitrators, the Employment Lawyers Bar Association, the Employment Lawyers Association, the Industrial Law Society, the Bar Pro Bono Unit, the Nigerian Bar Association (Section on Business Law), and the British Nigerian Law Forum.

Appointment

- Legally Qualified Chair of Police Misconduct Panels (2021 -)

Professional memberships

- Employment law Bar Association
- Employment Lawyers Association
- Association of Regulatory and Disciplinary Lawyers
- Accredited Civil and Commercial Mediator (ADR Group)
- Accredited Workplace Mediator (ADR Group)
- Associate of the Chartered Institute of Arbitrators,
- Rolls of the Supreme Court of Nigeria
- British Nigeria Legal Forum
- National Association of Legally Qualified Chairs: member & regional

Education

- 1991 LLB (Hons) University of East London, United Kingdom
- 1992 Inns of Court School of Law, London, United Kingdom
- 2015 Nigerian Law School, Abuja, Nigeria

Jurisdictions

- 1992 Admitted to Bar of England & Wales by the Honourable Society of the Middle Temple
- 2016 Admitted as a Barrister & Solicitor, Supreme Court of Nigeria

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Quotations:

- *"Benjamin Uduje is strategic and is able to get to the heart of a case very quickly."*
  "Benjamin Uduje is unflappable, knowledgeable and has a commanding presence which is felt by all."
  "Benjamin is quick to grasp complex facts and the issues in challenging tribunal cases."

  Chambers & Partners 2026

- *"Benjamin is extremely knowledgeable and able to get to the heart of the issue in cases and to produce a strategy for coming to a successful conclusion."*

  Legal 500 2026

- *"He provides a solicitor with exactly the service they require - a listening ear, strategic advice and an excellent sounding board."*

  Chambers & Partners 2025

- *“Benjamin is very good at getting the heart of the case and understanding what the key issues are.”*

  Chambers & Partners 2023

- *'Benjamin is unflappable, with an excellent manner which puts nervous clients at ease. His ability to get to the nub of the issue is very helpful on complex matters.'*

  Legal 500 2024

- *‘Excellent at putting clients at ease. He provides advice in a measured and commercial manner, and is well prepped for conferences and hearings, which is very reassuring. He is intelligent, empathetic and very helpful, and his reputation for being an excellent barrister is well deserved.’*

  Legal 500 2023

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- *"He is a hard-working barrister who gets on well with clients, is engaging with the tribunals and has a down-to-earth manner."*

  Chambers and Partners 2022

- *"Benjamin is a very committed barrister; he is thorough, and a team player who is open to discussing matters and receiving feedback/questions. He also has an open and friendly style, which is much appreciated by lay clients."*

  Legal 500 2022

- *"An excellent advocate, with extensive knowledge of employment law and practice, and he puts clients and witnesses at ease."*

  Legal 500 2021

- *'I have instructed Ben for over 15 years and recommend him, particularly for complex discrimination and/or whistleblowing claims. Ben always works in partnership with me to ensure we achieve the best result for our clients. He is an excellent advocate and always seeks to gain the confidence of clients and witnesses (whether junior or senior) to ensure that they can present themselves in the best light at Tribunal.'*

  Paul McFarlane, Partner at Capsticks LLP