

Jake Davies

Employment Team Leader
Called: 1997
jakedavies@fivepaper.com

“He provides robust tactical and legal advice, and is excellent on his feet.” “His preparation is meticulous and he always seems to find the right argument.” The Legal 500



Profile

Jake is a member of both the employment and commercial teams. He is recommended as a leading individual in employment law in the Legal 500. Comments from solicitors include: “robust tactical and legal advice” and “excellent on his feet”.

Description of Practice

Jake Davies is a discrimination, unfair dismissal (including constructive) and whistleblowing specialist and is regularly instructed in complex and lengthy tribunal hearings and at appeal level by various public bodies. He provides advice on internal procedures and contracts to public bodies and corporate clients. He has represented schools and local authorities at NCTL appeals.

His commercial practice includes restrictive covenants, professional negligence, director liability and insolvency.

Jake has considerable experience of various mediation schemes. He accepts instructions on a direct access basis and is chair of chambers DPA committee.

Directory Quotes



“He has an incredible mind that can sort an extraordinary amount of information.”
The Legal 500 UK 2019

“He is great on his feet and achieves good outcomes for his clients.”
The Legal 500 UK 2017

“His preparation is meticulous and he always seems to find the right argument.”
The Legal 500 UK 2016

“He provides robust tactical and legal advice, and is excellent on his feet.”
The Legal 500 UK 2015

Recent Cases

Recent employment cases at appeal level include:

- **Horlorku v Liverpool City Council** (UKEAT/0020/15/DA) (race discrimination) <https://twitter.com/bailii/status/619090245368217600>.
- **Ukegheson v London Borough of Haringey** [2017] EWCA Civ 1140 and [2015] ICR 1285 (EAT) (race, religious and sex discrimination).
- **Steel v London Borough of Haringey** [2015] All ER (EAT) (unlawful deductions) co.uk › Cases › 2014 › December.
- **Mba v Merton** [2014] ICR 357 (CA) (religious discrimination) bbc.co.uk/news/uk-england-london-25229807.
- **McIntosh v St Marks Primary School** [2014] All ER (EAT) (race victimisation)
- **Durrani v Ealing LBC** [2013] All ER (EAT) (whistleblowing and race discrimination)

Jake is currently involved in a number of complex disability discrimination cases, two different group TUPE claims and professional negligence claims involving accountants, recruitment consultants and solicitors.

Professional Memberships

Jake is a member of ELBA, ELA, Combar and the London Common Law and Commercial Bar Association.

Qualifications

Jake received a First Class Degree in History from Cambridge. He worked for a number of years as a researcher for an MEP, based in Italy and Spain. He completed a law conversion course at City University and was called to the Bar in 1997.

Other Interests

His main interests are family, literature, Iberia and football.