

Bayo Randle

CALL 2012



Areas of Expertise

• Employment • Tax • Commercial Litigation and Disputes • Inheritance Tax (IHT) • Restrictive Covenants & Injunctions • Off-payroll working (IR35) • Investigations • Equality • Industrial Relations • Pay, Incentives and Pensions • Employment Income Taxation

Bayo is a leading junior barrister with a distinguished multi-disciplinary practice spanning **Employment, Tax, Commercial Litigation, Investigations, and Public Law**. He is ranked annually in *Chambers UK Bar* and *Legal 500* and was appointed to the Attorney General's B Panel of Counsel in 2024.

He is frequently instructed in complex, high-value matters—particularly in the banking, financial services, media, technology, and public health sectors—where employment and tax issues intersect with commercial, reputational, or regulatory concerns.

Praised for being “technically astute, commercially focused and pragmatic” with a “very natural and persuasive advocacy style,” Bayo is known for his strategic clarity and his ability to build trust with clients, witnesses, and tribunals alike. He appears regularly before the Employment Appeal Tribunal, Upper Tribunal (Tax and Chancery), High Court, and Court of Appeal.

His clients include central government, major corporates, and individuals navigating complex litigation, tax risk, or internal accountability processes.

Recommendations

"He's very bright, very diligent, very hardworking and well prepared for cases." - Employment, Chambers UK 2025

"Bayo is a great all-rounder who is brilliant with clients and witnesses." - Employment, Chambers UK 2025

"He is technically astute, commercially focused and pragmatic. He is diligent with his preparation, and has a very natural and persuasive advocacy style. Clients love him." - Employment, Legal 500 2025

"Bayo is strategic and conscientious. He is very effective at putting witnesses at ease." - Employment, Legal 500 2024

"Bayo is particularly good with witnesses in the run-up to trial. During a hearing, he can think on his feet, is calm in the face of unexpected developments, and has a great, likeable advocacy manner - extremely helpful to instructing solicitors." - *Employment, Legal 500 2023*

An in-demand junior barrister with expertise across the employment law field, demonstrating an in-depth knowledge of contract breaches, discrimination, harassment and whistle-blowing claims. He is also trusted by the government, serving on the Attorney General's C Panel. **"He is charming and he is a safe pair of hands."** **"He is friendly, approachable, and he is good with witnesses."** - *Employment, Chambers UK Bar 2022.*

"Really puts the effort in to achieve the result for solicitors and lay clients" - *Employment, Legal 500 2022.*

'A team player, with huge attention to detail and good strategic skills.' - *Employment, Legal 500 2021.*

"Bayo is very precise and considered in his approach, particularly in complex litigation. With a clinical ability to review significant amounts of material and legal arguments, Bayo has demonstrable laser like focus, well able to identify the key issues in dispute." - Head of Litigation, FTSE 100 Energy Company

Expertise

Employment

Bayo Randle is a leading junior barrister specialising in employment law, recognised in both *Chambers UK Bar* and *Legal 500* since 2021 for his incisive advocacy, strategic clarity, and client-friendly manner. He is frequently instructed by major financial institutions, media giants, and technology companies—particularly in high-stakes litigation involving whistleblowing, discrimination, injunctions, and complex industrial relations disputes. His practice also includes specialist work in the crossover area between employment and tax, particularly IR35. Bayo regularly appears in the Employment Appeal Tribunal (EAT), High Court, and Court of Appeal.

He is described in the directories as:

"technically astute, commercially focused and pragmatic... a very natural and persuasive advocacy style. Clients love him". **(Legal 500, 2025)**

“brilliant with clients and witnesses” and “very hardworking and well prepared”. (Chambers UK, 2025).

Appellate

Bayo regularly appears in the Employment Appeal Tribunal and Court of Appeal, often as sole counsel in legally complex appeals involving discrimination, procedural rules, and employment status. His appellate work includes:

- **Parker v West Midlands Trains Ltd [2026] EWCA Civ 357 (CA)** – Acted for the Respondent in an appeal concerning the application of Rule 37(5) of the EAT Rules and the exercise of discretion to extend time following a procedural defect in instituting the appeal.
- **Mangwanya v National Association of Citizens Advice Bureaux [2025] EAT 175 (EAT)** – Acted for the Appellant in an appeal concerning the exercise of discretion to extend time, where a short delay arising from human error was weighed against significant prejudice to the respondent.
- **Jones v Secretary of State for Health [2025] ICR 738 (CA)** – Acted for the Secretary of State in a race discrimination appeal concerning internal recruitment processes and the application of the ‘just and equitable’ time extension test.
- **Secretary of State for Business and Trade v Karpavicius (EAT, unreported, 2025)** – Acted for the Secretary of State in a successful appeal concerning the proper approach to employment status, including whether a tribunal erred in treating sole shareholding and control as irrelevant to the assessment.
- **Attorney General v Mallon [2025] EAT 168 (EAT)** – Acted for the Attorney General in an application for a restriction of proceedings order under s.33 Employment Tribunals Act 1996, concerning habitual vexatious litigation and the proportionality of an indefinite order.
- **Badara v Pulse Healthcare Ltd [2020] ICR 819 (EAT)** – Acted for the claimant in a case confirming that employers cannot rely solely on negative Home Office checks when withholding work.

Discrimination & Whistleblowing

Bayo has extensive experience in multi-strand discrimination and whistleblowing cases, often acting for large employers in lengthy and high-profile proceedings. Recent cases include the following:

- **G v NHS South Central and West Commissioning Support Unit (2024)** – Successfully defended a senior-level claim involving allegations of race discrimination, harassment and victimisation.
- **S v Serious Fraud Office (2024)** – Acted for the SFO in a two-week constructive dismissal and whistleblowing claim brought by its former Head of HR. Successfully defended all claims.
- **K v BBC (2022)** – Acted for the respondent in a high-value and complex multi-strand discrimination claim brought by a senior executive. All claims were dismissed after a 15-day hearing.

TUPE

Bayo is also highly experienced in TUPE matters and frequently advises on complex transfer scenarios involving outsourcing, insourcing, and business acquisitions. His work covers contractual variation, post-transfer liabilities, and disputes over employee rights within restructured governance frameworks. See for example:

- **Buckley v Greenwood Academies Trust [2018] EWHC 2441 (Comm)** – Successfully defended a TUPE-related wrongful dismissal claim brought by a teacher, in which the court rejected arguments that dismissal procedures breached contract or natural justice following academisation.

Restrictive Covenants & Injunctions

Bayo regularly appears in High Court applications concerning non-compete clauses, team moves, and breaches of confidentiality. Recently he acted in **H v W (2024)** defending an application for interim relief seeking to enforce post-termination restrictions against a senior tech executive.

Industrial Relations

Bayo advises and acts in disputes involving trade union recognition, collective consultation and industrial action, with particular experience under **TULR(C)A 1992**. Recent cases include:

- **Laura Frank & Ors v AGL Realisations Ltd (Arcadia Group) (2024)** – Acted for the employer in protective award litigation concerning collective redundancies across the Arcadia retail group.

IR35 and Employment Status

Bayo is frequently instructed by HMRC and major employers in high-profile IR35 and employment status litigation, particularly involving personal service companies in the media and tech sectors. His cross-disciplinary expertise in employment and tax law allows him to navigate these disputes with authority.

- **S&L Barnes Ltd v HMRC [2024] UKUT 262 (TCC)** – Led by Christopher Stone KC (sole counsel in the FTT). Acted for HMRC in a media-sector IR35 appeal involving Sky Sports punditry. The case turned on mutuality of obligation and hypothetical contract construction.
- **Alan Parry Productions Ltd v HMRC [2022] UKFTT 194 (TC)** – Acted as sole counsel for HMRC. The tribunal found the broadcaster would have been an employee under the hypothetical contract test.

Tax

Bayo has a wide-ranging tax practice, regularly acting for HMRC in complex and high-value litigation before both the First tier and Upper Tribunals. His expertise includes inheritance tax, business property relief, the remittance basis, carried interest and investment management taxation, employment-related tax disputes such as IR35, and questions of income and capital characterisation. He is frequently led in matters of strategic and legal complexity but also appears unled in technically demanding cases—often against senior silks.

Inheritance Tax & Business Property Relief

- **Tanner v HMRC [2025] UKFTT 00328 (TC)** – Acted in a BPR case concerning whether a commercial letting operation qualified as a trading business.
- **Lincoln v HMRC [2024] UKFTT 886 (TC)** – Acted alone in a domicile and IHT dispute concerning Maltese properties and their inclusion in the UK estate.
- **Butler v HMRC [2023] UKFTT 872 (TC)** – Successfully defended HMRC in a BPR dispute involving a mixed-use wedding venue business.

Income and Capital Gains Tax

- **Ferguson-Davie v HMRC [2024] UKFTT 350 (TC)** – Led by Akash Nawbatt KC. Acted in a lead case on carried interest and base cost shifting.
- **Millican v HMRC [2024] UKFTT 351 (TC)** – Led by Akash Nawbatt KC. Case concerning the scope and operation of the carried interest rules.
- **Moore v HMRC [2023] UKFTT 399 (TC)** – Acted as sole counsel in a significant case on the scope of deductible consideration under s.480 ITEPA, concerning whether RSUs issued post-sale were taxable as employment-related securities or formed part of the share consideration.
- **Mullens v HMRC [2023] UKUT 244 (TCC); [2021] UKFTT 0131 (TC)** – Led by Akash Nawbatt KC and Christopher Stone KC. Acted in both the FTT and UT in a high-profile appeal concerning nearly £40 million in payments to a former legal adviser to the Ecclestone family. The case centred on whether the payments were taxable income or exempt gifts.

Remittance Basis & Offshore Funds

- **Sehgal v HMRC [2024] UKUT 74 (TCC)** – Led by Christopher Stone KC in the FTT and UT. Acted in a major remittance basis case involving offshore gains and indemnities arising from a prior settlement.

Employment Status & IR35

- **S&L Barnes Ltd v HMRC [2024] UKUT 262 (TCC)** – Led by Christopher Stone KC (sole counsel in the FTT). IR35 appeal involving media punditry and construction of the hypothetical contract.
- **Alan Parry Productions Ltd v HMRC [2022] UKFTT 194 (TC)** – Acted alone in a broadcaster

IR35 dispute. Tribunal held the hypothetical contract reflected employment.

Residence & Jurisdiction

- **Houldsworth v HMRC [2023] UKFTT 119 (TC)** – Acted for HMRC in an application to strike out public law-based residence grounds outside the FTT's jurisdiction. Successfully argued such claims could only be advanced via judicial review.

Construction Industry Scheme

- **RMF Construction Services Ltd v HMRC [2022] UKUT 67 (TCC)** – Represented HMRC in a CIS case concerning the revocation of Gross Payment Status.

Commercial Litigation and Disputes

Bayo is regularly instructed in commercial litigation involving contract, tort and fiduciary issues, including disputes with overlapping regulatory, employment, or insolvency angles. He acts in shareholder, partnership, and boardroom disputes, and is adept at managing litigation involving concurrent internal or reputational sensitivities. He frequently appears in the High Court and has advised on appellate strategy in business-critical and multi-party commercial claims.

- **Smith v McAlpine [2024] EWHC 3408 (KB)** – Acted for McAlpine in follow-on litigation arising from the long-running landmark Construction Industry Vetting Group cases (One of The Lawyer Top 20 Cases of 2016, in which he was also instructed). The follow-on litigation related principally to collateral use of evidence from the prior proceedings in a third-party TU internal investigation.
- **Acquisition 395445638 Ltd v Sicovs [2019] EWHC 2320 (QB)** – Successfully defended a solicitor's firm in a strike-out and summary judgment appeal involving alleged contractual obligations in a credit hire recovery scheme. The case raised complex issues around referral arrangements and third-party payment instructions.
- **Energy Company v Associated Entities (2023)** – Acted in High Court proceedings concerning complex contractual liability across a network of associated companies.
- **Confidential Oil & Gas Enforcement Matter (2022)** – Advised on cross-border enforcement strategy for a multi-million pound judgment in the energy sector.

Administrative and Public Law

Bayo has a growing public law practice, enhanced by his appointment to the Attorney General's B Panel in 2024. He regularly appears in statutory proceedings concerning vexatious litigants and systemic abuse of process.

- **Attorney General v Mallon [2025] EAT 168 (EAT)** – Acted for the Attorney General in securing a restriction of proceedings order under s.33 Employment Tribunals Act 1996 in respect of habitual vexatious litigation.
- **Attorney General v Hardy [2024] EWHC 3306 (Admin)** – Acted as sole counsel for the

Attorney General in securing an all-proceedings order under s.42 SCA 1981 against a vexatious litigant.

- **Attorney General v Gray [2024] EWHC 718 (Admin)** – Successfully represented the Attorney General in s. 42 proceedings concerning systemic abuse of court process.
- **Attorney General v Branch [2021] EWHC 1735 (Admin)** – Acted for the Attorney General in a contempt application against a vexatious litigant who repeatedly represented another person in breach of a court order.

Investigations

Bayo is frequently instructed as an independent investigator in complex internal matters, particularly within the legal, banking, and media sectors. His investigation work includes grievances, bullying and harassment complaints, and disciplinary and appeal processes. He is valued for his discretion, forensic approach, and ability to distil complicated and emotive issues into clear, defensible conclusions.

He also advises employers on investigation frameworks and legally robust internal procedures, ensuring procedural fairness and minimising litigation risk.

Memberships and Associations

COMBAR, ELA, ELBA, PNBA, RBA, London Bar Association (committee member)

Appointments

2024 - Junior Counsel to the Crown (B Panel)

2019 - Junior Counsel to the Crown (C Panel)

Awards and Scholarships

Lincoln's Inn:

Lord Denning Scholar (2011)

Hardwicke Entrance Award (2011)

University of Nottingham:

Law Graduates' Association Moot Prize (2011)

The George Norton Memorial Prize (2011)

The Azlan Shah Prize (2011)

Academic

BCL (Conflict of Laws, Commercial Remedies, Personal Taxation, Principles of Civil Procedure), Corpus Christi College, University of Oxford (2013)

Bar Professional Training Course, Kaplan Law School (Very Competent) (2012)

LLB Law with European Law, University of Nottingham (First Class Honours, ranked 3rd on degree) (2011)

Erasmus (European and International Law), University of Copenhagen (2010)

Awards



For enquiries & instruction please contact



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