devereux

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Bruce Carr KC

SILK 2009 CALL 1986



Areas of Expertise

• Employment • Dismissals & Employment Rights • Pay, Incentives and Pensions • Equality • Industrial Relations • Restrictive Covenants & Injunctions • Mediation • Investigations • Arbitration • Alternative Dispute Resolution (ADR)

Bruce practices exclusively in the field of employment law. His work spans the breadth of this area and he is particularly sought after for his expertise in relation to industrial action, restrictive covenants, company re- organisations, union recognition and de-recognition, and discrimination. Bruce won 'Employment Silk of the Year' at the Chambers UK Bar Awards in 2017, and was nominated for Employment Barrister of the Year in 2025. He was twice nominated in his first two years in silk by both The Lawyer Awards as 'Barrister of the Year' and Chambers UK as 'Employment Silk of the Year'. He was also named Lawyer of the Week by The Times newspaper in January 2010 following his success in the BA 'Christmas' injunction. Prior to taking silk, Bruce was twice nominated as 'Employment Junior of the Year' in the Chambers UK Bar Awards.

He is ranked as a Star Individual in Chambers UK 2025 and as a Leading Silk in Legal 500 2025.

Bruce's principal areas of practice are broadly as follows:

Collective disputes and industrial action – he has acted for both employers and trade unions on a wide range of collective issues ranging from injunctions to restrain strike action to multi-Claimant claims under section 145B Trade Union & Labour Relations Act 1992 as well as claims relating to business restructuring.

Recent examples of his work include acting for:

- Birmingham City Council in injunction and committal proceedings relating to the 'bin strike';
- BALPA in Blacklisting claims brought on behalf of pilots employed by Ryanair;
- British Airways in multi-Claimant Employment Tribunal proceedings following business

restructure during Covid pandemic;

- Serco in multi-Claimant Employment Tribunal proceedings under section 145B TULRCA, currently the subject of an appeal to the EAT.

High value/multi-party discrimination claims – he has acted in large-scale multi-party discrimination claims in the ET and appellate courts.

Recent examples include acting for:

- Citibank in a multimillion-pound age discrimination claim which went to the EAT;
- British Airways in the Covid related proceedings referred to above;
- McDonalds in age and sex discrimination claims following on from ECHR investigation.

High value contractual employment claims in the High Court

Recent examples of his work in this area include:

- Acting for the former director general of the CBI (Tony Danker) following his dismissal from post;
- Acting for a former director of Sun Life Assurance in multimillion-pound bonus claim brought against his former employer.

Reports, inquiries and investigations – he has been commissioned to write significant reports in a variety of areas relating to employment law or organisational issues.

Bruce is the author of:

- *The Carr Report: The Report of the Independent Review of the Law Governing Industrial Disputes*, published in 2014; and
- *The Independent Review of the Culture of the Royal College of Nursing*, published in 2022.

In addition, he is frequently instructed to undertake disciplinary or grievance investigations, up to and including conducting disciplinary, grievance or appeal hearings.

Recent examples include:

- Conducting a disciplinary investigation into directors employed by Zaha Hadid Design Limited;
- Conducting a grievance appeal on behalf of the government of St Helena following a complaint by a senior law officer;
- Chairing an appeal against expulsion from the RCN by its former Chair of Council.

Mediation and alternative dispute resolution – he has significant mediation experience as an advocate, having acted for employers, individuals and trade unions in such events. He is also an accredited mediator, having trained with the Society of Mediators. Even before this accreditation, he was regularly in demand as a mediator and has continued to act in the role since the completion of his formal training. He was appointed by ACAS as an arbitrator in 2019.

Recent reported cases across his wide practice areas include:

- *Morais v Ryanair* [2025] ICR 863 - Acted for Capt Morais and others (instructed by BALPA) in the first Court of Appeal case to deal with the scope of the Blacklisting Regulations 1999 in which the court ruled that strike action was within the scope of 'activities of an independent trade union' for the purposes of the Regulations.
- *British Airways v Rollett* [2025] ICR 242 - Acted for British Airways in the first EAT decision on indirect associative discrimination and the decision of the CJEU in Chez.
- *Manning v Walker Cripps* [2023] ICR 1265 - Acted for the Claimant in successful appeal to the EAT on worker status in relation to independent financial advisors.
- *Citibank v Kirk* [2022] IRLR 925 - Acted for Citibank in successful appeal to the EAT in high value age discrimination claim
- *USDAW v Tesco* [2022] ICR 722 - Acted for Tesco in a fire and re-hire contractual claim in the High Court
- *Stuart Delivery v Augustine* [2022] ICR 511 - Acted for Stuart Delivery in appeal to the Court of Appeal on worker status and the right to provide a substitute
- *Royal Mail v CWU* [2020] ICR 940 - Acted for Royal Mail in successful application for an interim injunction to restrain national postal strike in the run up to Christmas and the 2019 general election. Royal Mail succeeded at first instance and on appeal to the Court of Appeal.
- *Unite v Nailard* [2019] ICR 128 - Acted for successful Respondent (Ms Nailard) in landmark Court of Appeal hearing on employer liability for third party harassment and trade union liability for acts of paid officers and lay officials.
- *IPL v Osipov* [2019] IRLR 52- Acted for successful Respondent (Mr Osipov) in ground-breaking Court of Appeal hearing on individual liability for dismissal-related detriment in whistleblowing cases. Award against individual directors in excess of £2m made in favour of Mr Osipov.
- *Green v SIG Trading Ltd* [2019] IRLR 52 - Acted for successful Respondent in Court of Appeal hearing on territoriality and application of Lawson v Serco to expatriate employee.
- *BALPA v Jet2.com* [2017] IRLR 233 - Acted for successful Appellant trade union in first ever Court of Appeal hearing on scope of collective bargaining rights where trade union granted statutory recognition.

Bruce is a frequent lecturer on employment subjects including restrictive covenants and confidential information, discrimination, trade disputes, employment related injunctions, TUPE and whistleblowing.

He has been a Recorder (in civil and criminal cases) for over 20 years and in 2019 was appointed as a Deputy High Court Judge. He is also a temporary judge of the Employment Appeal Tribunal.

Recommendations

Winner of 'Employment Silk of the Year' - Chambers UK Bar Awards 2017

"A phenomenal leader, and a fluent and assured advocate who clearly has the respect of the courts." - Employment, Legal 500 2026

"A vastly experienced employment barrister" - Employment, Legal 500 2026

"Bruce is one of the best advocates at the bar." - Employment, Chambers UK Bar 2025

"Bruce fully prepares and doesn't overcomplicate things. He is an incredibly effective advocate." - Employment, Chambers UK Bar 2025

"Bruce is excellent on the law and very effective before the Employment Appeal Tribunal." - Employment, Legal 500 2024

"Bruce has excellent technical expertise but is also commercial and a pleasure to work with." - Employment, Chambers UK Bar 2023

"He has an assured manner and a quiet confidence that leaves clients at ease and the other side scrabbling for a response." - Employment, Chambers UK Bar 2023

"He is a very strong advocate and a very effective cross-examiner." - Employment, Chambers UK Bar 2023

"Bruce is a leading expert in the field of industrial relations law. He's hands on, hugely intelligent and a razor-sharp advocate." - *Employment, Legal 500 2023*

A skilful advocate, widely recognised for his unbeatable expertise in industrial relations and trade union matters. He is also highly proficient in whistle-blowing and discrimination cases. **"He is absolutely at the top of his game. He is hugely user-friendly and a fantastic advocate who gets to the heart of the matter; he is succinct and he puts across complex issues in an easy and understandable way." "He is a passionate and effective advocate, and one of his best qualities is that he uses surgical precision to demolish the other side's case." "He is extremely knowledgeable, commercial, approachable and responsive, and he is able to deliver complex advice within exact time-frames."** - ***Star Individual***, *Chambers UK Bar 2022*

"Bruce is extremely user friendly, able to distil complex issues into an easily digestible form, and an excellent advocate." - *Employment, Legal 500 2021.*

A skilful advocate, widely recognised for his unbeatable expertise in industrial relations and trade union matters. **"He's a really strong advocate; incredibly clever and absolutely the person you want to have on your side." "He's a fantastically persuasive advocate with a wealth of knowledge of trade union-related issues. An absolute star for industrial relations work and very easy to work with.".** He is also highly proficient in whistle-blowing and discrimination cases - ***Star Individual***, *Employment, Chambers UK Bar 2021.*

'A real heavy hitter in the employment world. He is a skilled advocate and tenacious at representing his client's interests' - *Employment, Legal 500 2021.*

"A born advocate who does miracles in the courtroom. He's a brilliant strategist, an excellent tactician and truly a game-changer in the proceedings." "An industrial relations titan and the first choice for complex union-related matters." Acted in Unite v Nailard, obtaining a Court of Appeal judgment establishing that unions were to be held liable for discriminatory acts by lay officials, who are elected but not employed by unions. - **Star Individual**, *Employment, Chambers*

UK Bar 2020

"He is a first-class act with an assured manner and quiet confidence that leaves clients at ease and the other side scrabbling for a response." - *Employment, Legal 500 2020*

"Authoritative and thorough. Clients are always impressed." "Really persuasive and very well prepared in court. He is also very pleasant to work with." Acted successfully for the claimant in *Osipov v International Petroleum and Others*, a case concerning alleged whistle-blowing. - ***Star Individual**, Employment, Chambers UK Bar 2019*

'He is very impressive and easy to work with.' - *Employment, Legal 500 2019*

"Excellent advocate with unparalleled knowledge and experience of employment contract and industrial issues." "A first-class operator and a very smooth advocate. He is top of his game in terms of trade union and collective labour law injunctions." Acted for BALPA in its claim against Jet2.com regarding the scope of the right of a trade union to collectively bargain pursuant to statutory recognition. - ***Star individual**, Employment, Chambers UK 2018*

"Highly regarded for industrial action and union work." - *Employment, Legal 500 2017*

"He is an exceptional advocate who is good at both closing submissions and cross-examination." "Very quickly gets to the nub of the issue and dispels very technical legal arguments from the other side that have no weight with the commercial realities." Sources also highlight his proficiency in whistle-blowing, discrimination and strikeout cases, alongside his high level of client service and determination that he brings to his cases. Instructed in Lokhova v Sberbank, a high-profile sex discrimination case in which Carr obtained a £3.2 million award for the claimant. - *Employment, Chambers UK 2017*

"An outstanding advocate, who creates the minimum amount of work for his instructing solicitors along the way." - *Employment, Legal 500 2016*

"A major figure in industrial relations disputes, whose advice is much sought after. His advocacy style and work ethic are also highly praised, and he was recently engaged in a governmental review of industrial relations law." "A very fluent advocate, who is very user-friendly." "Fantastic to work with, he has an excellent manner with clients." "Straightforward, immensely likeable, pragmatic and solution oriented." Acted in a multimillion pound sex discrimination claim brought against the largest bank in Russia." - *Employment, Chambers UK 2016*

"He is very client-friendly, and positions his advice strategically and commercially." - *Employment, Legal 500 2015*

A pre-eminent employment and discrimination expert who has unrivalled experience and expertise on issues relating to industrial relations. He is highly sought after for his union expertise, and has handled significant work for employers in high-profile cases. He is singled out for his courtroom presence and is widely viewed as one of the leading advocates in the business. **"He is innovative and has clever ideas about how to tactically deal with situations." "Unflappable, he has a very cool head, and is very calm and authoritative." "Terrier-like, he's a difficult opponent in court but totally charming outside of it."** Acted for Lloyds in defending a multi-claimant indirect discrimination and equal pay claim relating to an attempt to harmonise terms and conditions after the bank's acquisition of HBOS. - *Employment, Chambers UK 2015*

"A robust cross-examiner, who is able to dominate a tribunal" - *Employment, Legal 500 2014*

"Real gravitas, excellent judgement, great advocacy skills and a calm and commercial manner with clients." His areas of expertise include high-value discrimination claims, contractual issues arising from change management and industrial relations. His recent highlights include his representation of Haringey Council in claims brought by the social workers in charge of Baby P. - *Chambers UK 2013*

"One of the cleverest and most impressive barristers in this field." He is highly sought after for his expertise in industrial relations, an area in which he is **"obviously storming ahead,"** as evidenced by work on behalf of British Airways. Not only does he combine **"excellent commercial judgement with engaging and persuasive advocacy,"** but he is also "a great team player and willing to roll his sleeves up." - *Chambers UK 2012*

"A real class act – he never seems to get phased and thinks incredibly fast on his feet." - *Legal 500 2011*

A standout barrister who provides clients with the full package and presents opponents with a tough fight. An absolute superstar who **"rises to any challenge,"** he has made waves in his first couple of years as silk, not least appearing in the recent BA litigation. **"Cool as a cucumber,"** his flair and charm reassure clients and woo courts. Solicitors hail him for being **"witty, diplomatic and blessed with faultless judgment."** - *Chambers UK 2011*

Appointments

2023 – Appointed as a temporary judge of the Employment Appeal Tribunal

2019 - Appointed as Deputy High Court Judge

2019 - Appointed to the ACAS Panel of Arbitrators

2014 - Appointed to conduct Carr Review of the law governing industrial disputes

2009 - Appointed Queen's Counsel

2002 - Appointed to the DRC and EOC Panel

2002 - Member of Bar Pro Bono Unit case reviewing panel

2001 - Appointed Junior Counsel to the Crown (A Panel)

2000 - Appointed Recorder

1999 - Appointed Assistant Recorder

1998 - Appointed member of Bar Council Professional Conduct Committee

1995 - Appointed Junior Counsel to the Crown (B Panel)

Memberships and Associations

ELA, ELBA, ILS

Education

Inns of Court School of Law - Bar Final. Grade: Upper Second

Ede & Ravenscroft Prize

Treasurer Prize for highest mark in Bar Finals by a member of Inner Temple

Queen Mother Scholarship, Inner Temple

University of Westminster - Post Graduate Diploma in Law

London School of Economics - B.Sc(Econ) - International Relations. Grade: Upper Second

Hills Road Sixth Form College, Cambridge

Cambridgeshire High School for Boys

Awards





For enquiries & instruction please contact



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