



Richard Owen-Thomas

Year of Call: 2000

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Employment and discrimination

Richard Owen-Thomas has practised employment law since 2000, acting for employers and individuals in the Employment Tribunal, Employment Appeal Tribunal, High Court and County Court. He regularly represents multi-national companies, public bodies and small businesses, as well as claimants under the Direct Public Access scheme.

He has extensive experience advising on and drafting employment contracts, policies and procedures, settlement agreements and COT3s, and on employment issues arising from corporate transactions.

Richard has particular expertise in discrimination claims, having acted extensively for both employers and employees in sex, race, religion, age and disability cases. He also appears in regulatory proceedings before professional bodies, including the Health and Care Professions Council.

He is a member of the Chartered Institute of Arbitrators and is willing to accept appointment as an arbitrator in employment and commercial disputes.

Richard is appointed to the barrister panel of the Employment Lawyers Appeals Advice Scheme (ELAAS), providing pro bono advice in EAT cases where parties are unrepresented.

Selected Cases

Court of Appeal

Padden v Bevan Ashford (A Firm) [2013] EWCA Civ 824

Padden v Bevan Ashford Solicitors [2011] EWCA Civ 1616

Bagum v Hafiz [2015] EWCA Civ 801

High Court / Upper Tribunal

Baker v Hemming [2019] EWHC 2950 (QB)

Clutterbuck v Brook Martin & Co [2019] EWHC 1040 (Ch)

Ocean Healthcare Ltd v Sigma Pharmaceuticals Plc [2014] EWHC (QB)

Rayner v Seaborne-Hawkins [2020] EWHC 2895 (QB)

Cano Malaga Rosa v Barclay [2017] EWHC 3562 (QB)

Suresh v Samad [2017] EWHC 76 (QB)

Raja v Aviram [2016] UKUT 102 (LC)

Anthony E Madu v GMC [2017] EWHC 1000 (Admin)

Emil Kirkegaard v Oliver Smith [2019] EWHC 3393 (QB)

Employment Appeal Tribunal

Zarkasi v Anindita [2012] ICR 788

Metroline Travel Ltd v Auvergne UKEAT/0214/19

Rathbone & Roche Ltd v Madureira UKEAT/0185/19

Ottimo Property Services Ltd v Duncan UKEAT/0321/14

Blackburn v Aldi Stores Ltd UKEAT/0185/12

McKinson v Hackney Community College UKEAT/0237/11

Riley v Secretary of State for Justice UKEAT/0438/14

Dawes v Lidl [2006] – appeal concerning unfair and wrongful dismissal

Professional bodies

- Employment Law Bar Association (ELBA)
- Employment Lawyers Association