

Robin Pickard

Year of Call: 2022

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Overview

Robin Pickard is a barrister and probationary tenant/3rd Six pupil, specialising in employment and discrimination cases. He joined 3PB in March 2024, having completed a specialist employment law pupillage at a boutique employment law firm in London.

Robin's focus during his pupillage was on discrimination, misconduct and whistleblowing cases, producing opinions, particulars of claim, lists of issues, schedules of loss and various applications across a broad range of employment disputes, including equal pay, disability, sex and race discrimination and whistleblowing. This included drafting a skeleton argument that persuaded an Employment Tribunal Judge to strike out a claim because the claimant had destroyed key evidence and drafting EAT Respondent Answers (including in an appeal about correspondence being covered by Without Prejudice Privilege) and a successful application for disclosure of pay information in an equal pay complaint. He also prepared position statements in high value mediations, securing favourable settlement agreements for clients.

Robin has worked for the Free Representation Unit (FRU) since 2016 and his cases have included winning a case before the Employment Appeal Tribunal about the correct interpretation of a litigant in person's ET1 claim form; drafting the claimant's Section 6 notice in respect of the respondent's appeal to the Court of Appeal; winning a complex disability discrimination claim, securing a six-figure award for the claimant; analysing a core and medical bundles of over 2,000 pages; won an unfair dismissal case after a two-day hearing; represented the claimant at her preliminary hearing in a case involving alleged disability discrimination (withdrawal of a job offer).

Earlier Robin worked as a judicial assistant in the Court of Appeal and a research assistant with the Law Commission, and was part of their award-winning Public law team for exceptional contributions to the "Simplifying the Immigration Rules" project. He's also been the Immigration Legal Practitioners' Association (ILPA)'s Legal and Parliamentary Officer, kept on top of fast-developing immigration policy changes and raising policy and case specific issues with Home Office officials.

Academic qualifications

- BTC, Distinction, BPP Law School
- Master of Laws, LL.M, Distinction, London School of Economics and Political Science (LSE)
- LLB/Hons, Law, First Class, University of Sussex

Scholarships

- Middle Temple's Lechmere Essay Competition Winner
- Inns of Court Major Scholarship for the BTC
- Middle Temple's Certificate of Honour for excellent results on the Bar Course
- BPP Excellence, Advocacy and Pro Bono Awards
- The Law Commission Prize for exceptional research contributions
- European Human Rights Moot Competition
- LSE's Anniversary Scholarship to pursue postgraduate study

Professional bodies

- Employment Lawyers Association (ELA)
- Middle Temple