



# Simon Tibbitts

**Year of Call:** 2006

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## Recommendations

Simon Tibbitts has a thriving practice in which he represents public sector organisations, private sector employers and employees, particularly in unfair dismissal and discrimination claims.

Strengths: "We have great faith in his professionalism, even in trying circumstances." "He is meticulous in his preparation and clients feel assured he is fighting their corner."

### **Chambers UK 2024**/Employment/Western Circuit

Strengths: "Simon has demonstrated an excellent all-round ability."

"He is very reassuring to clients and great to have on your side."

"Simon is excellent, thorough and extremely diligent in his preparations."

"Simon can read a tribunal very well."

"He is very good with clients and takes a pragmatic approach to cases."

"Simon's preparation is very good."

### **Chambers UK 2023**/Employment/Western Circuit

Strengths: "He went beyond the call of duty and his level of preparation against a QC was remarkable. He is a QC in the making."

Recent work: Successfully represented Nadine Lee, a high-earning IT software sales professional, in claims of sex discrimination, victimisation, equal pay and constructive unfair dismissal.

### **Chambers UK 2022**/Employment/Western Circuit

Strengths: "I had an excellent experience working with him. He is meticulous on detail, an excellent reassuring voice to clients and prepares extremely thoroughly. He is willing to go the extra mile."

Recent work: Defended the MoD in numerous race discrimination, victimisation and harassment claims.

### **Chambers UK 2021**/Employment/Western Circuit

Strengths: "An excellent barrister who is well prepared and has great attention to detail." "Engaging and sensible."

### **Chambers UK 2020**/Employment/Western Circuit

'Simon has excellent strategic thinking abilities and quickly gets to grips with even the most complex of issues. He is excellent in cross-examination and summation, carefully treading the line between robustly asserting a client's case and displaying empathy to the position of the other side.'

### **Legal 500 2024**/Employment/Leading Juniors/Western Circuit

'Simon is incredibly diligent and knowledgeable, with a good eye for detail and identifying novel legal points.'

**Legal 500 2023**/Employment/Leading Juniors/Western Circuit

'He goes the extra mile and is unafraid to take a robust position where merited. Clients always know their corner is being fought.'

**Legal 500 2022**/Employment/Leading Juniors/Western Circuit

'Simon is an excellent advocate. He has superb attention to detail and is meticulous in his preparations. He is willing to go the extra mile. I have found him always to be a very safe pair of hands and he is able to get to grips with complex cases very quickly.'

"Simon Tibbitts represented the Crown Prosecution Service in defeating a disability discrimination case in which the claimant was unusually subjected to a costs order."

**Legal 500 2021**/Employment/Leading Juniors/Western Circuit

'Noted for his expertise in unfair dismissal cases.'

**Legal 500 2018/19**/Employment/Leading Juniors/Western Circuit

'Simon frequently represents clients in tribunal courts nationwide, as well as at the EAT, in complex employment matters. He acts largely for respondents, with particular expertise in discrimination and whistle-blowing cases.'

'He always has the confidence and respect of the tribunal.'

'He is practical, and good at explaining difficult concepts in simple terms.'

**Chambers UK 2015**/Employment/Leading Juniors/Western Circuit

Simon Tibbitts 'has been instructed on a number of difficult cases with poor prospects, but he won those employment disputes against the odds'

**Chambers UK 2014**/Employment/Leading Juniors/Western Circuit

'Recommended for unfair dismissal matters.'

**Legal 500 2017**/Employment/Leading Juniors/Western Circuit

'Very thorough and very bright.'

**Legal 500 2016**/Employment/Leading Juniors/Western Circuit

'He goes above and beyond what one would expect.'

**Legal 500 2015**/Employment/Leading Juniors/Western Circuit

'He has vast knowledge of employment law, and is always on hand to answer queries.'

**Legal 500 2014**/Employment/Leading Juniors/Western Circuit

'a safe pair of hands'

**Legal 500 2013**/Employment/Leading Juniors/Western Circuit

'incredibly diligent and knows the papers inside out and backwards'

**Legal 500 2012**/Employment/Leading Juniors/Western Circuit

**Client Testimonials – Seminars:**

Simon regularly provides tailored in house seminars and workshops to clients on a range of employment law issues.

“Excellent – let’s do it again!”

“Zero Hours contracts particularly useful”

“Really valuable information, thought provoking, really relevant topics which are going to be useful in day to day HR issues”

## **Academic qualifications**

- University College London, LLB in law (Upper Second Class Honours)
- Inns of Court School of Law, Bar Vocational Course (Very competent)

## **Professional qualifications & appointments**

- Attorney General’s Regional Panel of Counsel (Panel B) (April 2018)
- Panel Member – Independent Police Misconduct Hearings (November 2015)

## **Professional bodies**

- Employment Lawyers Association