

# Jane Mulcahy KC

*"Jane is an absolutely outstanding KC."*

– CHAMBERS & PARTNERS, 2024

Year of call: **1995**  
Appointed to silk: **2014**  
Degree: **BA Hons (London)**



Jane Mulcahy KC is co-Head of Blackstone Chambers. She is recognised as a leading silk in two key areas: employment and sport. She also acts as a mediator and conducts investigations in a range of different areas.

In relation to employment, she deals with complex and difficult litigation concerning employee competition, whistleblowing and discrimination. She has recently acted for the Open University in a high profile case defending discrimination and victimisation claims concerning a protected belief.

Her sport work is high profile and varied, including disciplinary and regulatory issues (she acted for the ECB in the case against Yorkshire County Cricket Club and others, as well as for footballers Kieran Trippier and Daniel Sturridge in cases alleging betting violations brought against them by The Football Association). She sits as an arbitrator and conducts investigations (for example, "The Mulcahy Report" for Manchester City concerning historic sexual abuse allegations in football).

Jane is recognised by latest editions of both the leading independent legal directories, Chambers UK and Legal 500, for her expertise in employment, sport and independent investigations. Key recent quotes include:

- "She is at the top of her game and brings a unique blend of intellect and commercial sensitivity." - Chambers UK, 2024
- "Jane is an exceptional advocate who can be relied upon to make the most difficult of concepts clear and understandable." - Legal 500, 2024

Previous comments include:

- "Jane's advocacy is first class." - Legal 500
- "Jane's advocacy is excellent, and she is very approachable and very good with clients." - Chambers UK
- "She is razor-sharp on the facts, hugely compelling throughout cross-examination and she feels very passionately about her cases." - Chambers UK
- "Brilliant with clients. Incisive analysis and highly effective, measured advocacy that you can see is appreciated by judges." - Legal 500

She is a fellow of the Chartered Institute of Arbitrators, a CEDR accredited mediator, a member of Sport Resolutions' arbitrator and mediator panels, an Appeal Steward for the British Boxing Board of Control and formerly sat as an Anti-Corruption Hearing Officer for international tennis.

## EXPERIENCE

### Employment

Areas of work include team moves, restrictive covenants, garden leave, confidentiality, whistleblowing, discrimination, breach of contract, wrongful dismissal, unfair dismissal and redundancy.

Current and recent work includes acting for the Open University in a discrimination case concerning a protected belief; a fire and rescue authority in an appeal to the EAT; a large law firm in a claim brought by a former partner; a large US-based technology company in a discrimination case; a UK insurance broker in relation to a team move; a US-based food company defending multiple wide-ranging allegations of whistleblowing and an overseas bank in relation to a potentially reputationally damaging whistleblowing claim.

Further examples of Jane's recent work in specific areas of Employment law can be found below.

***“Jane demonstrates the ability to assimilate the detail of a complex and long-running case very quickly and identify the critical arguments to present to the tribunal. Her advocacy is exemplary and client skills excellent.”***

— CHAMBERS & PARTNERS, 2024

### Cases

#### **Jo Phoenix v The Open University**

Defending a discrimination claim based on a protected belief.

#### **A large law firm**

Representing a large law firm in a claim of disability discrimination brought by a former partner.

#### **Carrie Gracie and others against the BBC**

Acted for former BBC China editor Carrie Gracie and also advised other women as to potential equal pay claims against the BBC.

#### **Argus Media v Mr Mounir Halim**

Acted for the individual in successfully resisting an interim application seeking a non-compete injunction and the imaging of the individual's electronic equipment.

**Dr N Malik v Cenkos Securities Plc**

UKEAT/0100/17/RN

Acted for Dr Malik in a whistleblowing claim in the Tribunal and also on appeal in the EAT.

**Sport**

Jane acts in the civil courts, arbitrations and sports tribunals, including the Court of Arbitration for Sport. Areas covered include breach of contract, employment, disciplinary and regulatory matters, doping, corruption, player transfers, competition/restraint of trade, agency disputes and child protection.

Jane sits as an Appeal Steward for the British Board of Boxing Control and formerly sat as an Anti-Corruption Hearing Officer for international tennis. She advises sport governing bodies on a range of issues and is on Sport Resolutions' panel list of mediators and arbitrators. In respect of the latter roles, she has experience of arbitrating disputes between players, agents and clubs, both alone and as one of a panel of arbitrators and has mediated sports cases. She conducted, with solicitors Pinsent Masons, the investigation for Manchester City concerning historic allegations of sexual abuse (resulting in "The Mulcahy Report"). She has recently conducted an investigation into allegations of bullying in a high profile sport.

***"Jane has fantastic advocacy skill, really knows how to read the room, gets the client and is just an excellent leading counsel."***

— CHAMBERS & PARTNERS, 2024

**Cases****ECB v Yorkshire County Cricket Club**

Acting for the ECB prosecuting allegations of race discrimination.

**FA v Kieran Trippier**

Defending the player from charges involving betting brought by the FA.

**FA v Daniel Sturridge**

Defending the player from charges involving betting brought by the FA.

**Re: a Premier League footballer**

Acting for a Premier League footballer in arbitration proceedings brought by his former agent.

**Manchester City: inquiry into sexual abuse**

Leading the internal City investigation (from 2016 to March 2021) into alleged sexual abuse (in light of allegations and then criminal proceedings against Barry Bennell).

### **Jess Varnish v UK Sport**

Acted for UK Sport in successfully defending a claim that Jess Varnish was an employee.

### **Age discrimination advice**

Advised a large sporting organisation on possible age discrimination in relation to retirement ages.

### **Disciplinary proceedings**

Acted for a Premier League football club in disciplinary proceedings concerning an agent.

### **Footballer dismissal disciplinary proceedings**

Acted for a Football League football club in disciplinary proceedings arising out of the dismissal of a footballer.

### **Re: a Premiership goalkeeper**

Acted for a Premiership goalkeeper in arbitration proceedings against his former agent.

### **Unpaid commission claim**

Acted for a football agent in a claim for unpaid commission against a Premier League football club.

### **Re: a Premiership footballer**

Acted for a Premiership footballer in a claim by a former agent for monies allegedly owed.

### **Unfair dismissal claim**

Acted for a Conference football club in a claim for unfair dismissal by a former player.

### **Re: a Premiership football manager**

Acted for a Premiership football manager in disciplinary proceedings brought by the FA.

### **Re: a doping allegation**

Acted for a sportsman in relation to an allegation of doping.

**Re: Doncaster Rovers Belles**

Acted for Doncaster Rovers Belles in an appeal against the Football Association's decision not to admit the club to the Women's Super League.

**A Rugby Union club appeal**

Acted for a Rugby Union club in an appeal against a decision that one of its players had not been racially abused.

**Re: a Premiership football club**

Acted for a Premiership football club in claims against its former manager and another club.

**Re: a Championship footballer**

Acted for a Championship footballer in a claim for payments owed by his former club.

**FA disciplinary proceedings**

Acted for a football agent in disciplinary proceedings brought by the FA.

**Re: a football agent**

Acted for a football agent against a Premiership footballer in a claim for non-payment of fees.

**Re: a Championship football club**

Acted for a Championship football club in a claim arising out of the departure to a rival of the club's former coaching team.

**Re: a Premiership club**

Acted for a Premiership club in a claim by a former employee alleging age discrimination and unfair dismissal.

**Re: a Premiership club**

Acted for a Premiership club in a claim for breach of contract brought by a former employee.

**Ian Atkins v Bristol Rovers**

Acted for Bristol Rovers in a claim for commission brought by Ian Atkins, a former manager.

## Investigations & Inquiries

Jane has substantial experience of conducting both high profile and highly sensitive confidential investigations for a range of clients. In relation to the former, she is currently conducting a review for ITV, a summary of which ITV intends to make public. In relation to the latter, her experience includes investigating:

- Allegations of sexual misconduct in a large media organisation.
- Bullying allegations in a high profile sport.
- Multiple separate allegations concerning the actions of senior lawyer in a City law firm.
- Allegations against a barristers' Chambers.
- Discrimination allegations against a senior manager in an insurance company.

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– CHAMBERS & PARTNERS, 2024

## Employee Competition

Examples of Jane’s recent Employee Competition work can be found below.

### Cases

#### Team move

Acted for a UK insurance broker in relation to a team move after a number of employees left to work for a competitor. The case, due for trial in early 2022 but now settled, also involved allegations by the individuals of breach of Article 8 of the European Convention on Human Rights

#### Restrictive covenants

Acted for a large recruitment company, advising it as to implementation of restrictive covenants.

#### Restrictive covenants

Advised a large quasi-governmental organisation concerning restrictive covenants for senior employees.

#### Argus Media v Mr Mounir Halim

Acted for the individual in successfully resisting an interim application seeking a non-compete injunction and the imaging of the individual’s electronic equipment.

## Whistleblowing

Examples of Jane's recent Whistleblowing work can be found below.

### Cases

#### **Re: an overseas bank**

Acting for the bank in wide ranging allegations of whistleblowing involving potential reputational issues.

#### **Re: a large US-based food company**

Acted for the company in a case concerning multiple allegations of whistleblowing by in-house Counsel.

#### **Dr N Malik v Cenkos Securities Plc**

UKEAT/0100/17/RN

Acted for Dr Malik in a whistleblowing claim in the Tribunal and also on appeal in the EAT.

#### **Re: an overseas bank**

Acting for an overseas bank in whistleblowing claims brought by former employees.

#### **Re: a large European bank**

Acted for an individual bringing a claim of whistleblowing against a large European bank.

#### **Re: a large investment bank**

Acted for a large investment bank in a whistle-blowing claim by a former employee.

## Discrimination

Examples of Jane's recent Discrimination work can be found below.

### Cases

#### **Re: Global HR Manager**

Acting for a senior manager alleging pregnancy, maternity and sex discrimination led to her dismissal.

**RE: a US-based technology company**

Acting for the company in remedy proceedings following a finding that the company had discriminated against a former senior salesperson.

**Re: an overseas bank**

Acting for an overseas bank in claims for discrimination brought by former employees.

**Re: a renowned sporting organisation**

Acted for a renowned sporting organisation in defending claims of sex discrimination, victimisation and unfair dismissal.

**Re: a large insurance company**

Acted for a large insurance company in claims of discrimination and unfair dismissal.

**Re: a senior interior designer**

Acted for a senior interior designer in relation to liability and remedy in a successful claim for discrimination and victimisation against a well-known design-led property company.

**Re: a Premier League football club**

Acted for a Premier League football club in a claim of disability discrimination and unfair dismissal concerning a member of staff.

**Re: a senior woman solicitor**

Acted for a senior woman solicitor claiming discrimination because of disability, sex and age in a potentially multi-million pound claim against a very large international law firm.

**Re: psychometric testing specialists**

Acted for psychometric testing specialists in a claim brought by a former employee for race discrimination and victimisation.

**Re: a high profile commercial organisation**

Acted for a high profile commercial organisation in a claim for indirect sex discrimination.



**Re: a senior woman banker**

Acted for a senior woman banker alleging sex discrimination against a large investment bank.

**Re: two senior bankers**

Acted for two senior bankers in claims of race discrimination against a large investment bank.

**Re: Lloyd's managing agency**

Acted for a Lloyd's managing agency in a discrimination claim brought by its former Group Finance Director.

**Re: City law firms**

Acted in various cases for City-based solicitors' firms in relation to allegations of discrimination and victimisation.

## Bonus & Remuneration

Examples of Jane's recent Bonus & Remuneration work can be found below.

## Cases

**Re: an international outsourcing provider**

Acted for an international outsourcing provider in relation to a claim for commission brought by a former employee in the High Court.

**Re: an individual in Jersey**

Acted for an individual based in Jersey in a claim for wrongful dismissal, including bonus.

## Employment Status & Contracts

Examples of Jane's recent Employment Status and Contracts work can be found below.

## Cases

### **Jess Varnish v UK Sport**

Acted for UK Sport in successfully defending a claim that Jess Varnish was an employee.

### **Re: a major international sporting organisation**

Acted for a major international sporting organisation in a claim brought by its former managing director for unfair dismissal and breach of contract.

### **Re: a Premiership football club**

Acted, on several occasions, for a Premiership football club in claims involving holiday pay, employee status and confidentiality.

## Financial Services & Regulatory Disputes

Examples of Jane's recent Financial Services & Regulatory Disputes work can be found below.

## Cases

### **Re: a major bank**

Acting for a major bank in a claim for unfair dismissal arising out of an FCA investigation into FX.

### **Re: a City broking firm**

Acting for an individual in a whistleblowing claim alleging regulatory breaches by a former employer, a broking firm in the City.

### **Re: a senior banker**

Acted for a senior banker in a claim arising from his dismissal from a large European-based bank.

## Arbitration

Jane is a fellow of the Chartered Institute of Arbitrators and is included in Sport Resolutions' panel of arbitrators.

***“Searingly intelligent, astonishingly hardworking, strategically astute.”***

— LEGAL 500, 2021

She has experience of arbitrating disputes between players, agents, clubs and managers, both alone and as one of a panel of arbitrators, as well as arbitrating employment disputes, including issues concerning employee competition. She also sits as an Appeal Steward for the British Boxing Board of Control and formerly sat as an Anti-Corruption Hearing Officer for world tennis.

## Cases

### **Re: an employment dispute**

One of three arbitrators in a dispute concerning employee competition and the alleged unlawful use of confidential information.

### **Re: tennis**

Various corruption cases brought by tennis against international players.

### **Re: sporting disputes**

A range of cases including disputes involving football agents.

## Mediation

Jane is CEDR accredited and has mediated a range of employment, sport, music, media, shareholder and partnership disputes.

In facilitating settlement, she draws on her long experience of acting for both sides in litigation in the relevant areas and understands the particularly stressful and delicate nature of mediations in these fields, particularly when relationships are ongoing. She is a member of Sport Resolutions' mediation panel.

## Cases

### **Mediation**

Dispute between a solicitor and her firm concerning allegations of discrimination.

### **Mediation**

Dispute between a former employee and a property company.

### **Mediation**

Dispute between former employee and employer in the luxury goods business.

**Mediation**

Dispute between a doctor and a health authority.

**Mediation**

Dispute between an employee and a quasi-government body over capability issues.

**Mediation**

Dispute between two governing bodies over use of resources in the countryside.

**Mediation**

Dispute between an employee and her employer over allegations of disability discrimination.

**Mediation**

Dispute between two senior employees and their former employer, a colliery.

**Mediation**

Dispute between a football manager and his former club.

**Mediation**

Dispute between a senior employee and his employer, a large insurer, over allegations of disability discrimination and terms of severance.

**Mediation**

Dispute between a former employee and his former employer, a large housing association.

**Mediation**

Dispute between a rugby club and its former coach.

**Mediation**

Dispute between a senior executive and his former City employer re alleged age discrimination.

### **Mediation**

Dispute between a senior banker and an investment bank after the banker was dismissed while ill.

### **Mediation**

Dispute between a senior police officer and the relevant police authority concerning allegations of whistleblowing and discrimination.

### **Mediation**

Work place dispute with a current employee over reporting structures.

### **Mediation**

Shareholder dispute.

## ACHIEVEMENTS

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### Education

Diploma in Law (City): distinction

### Publications

- Joint author of “Garden Leave” and “Practice and Procedure” in Employee Competition: Covenants, Confidentiality and Garden Leave, OUP, 3rd ed., 2016.
- Jane is the joint author of three chapters, on human rights, employment and child protection, in Sport: Law and Practice, Lewis and Taylor, Butterworths, 3rd ed., 2014. She is Case Editor for the International Sports Law Review (“ISLR”).

### Appointments

- Anti-Corruption Hearing Officer for world tennis.
- Appeal steward for the British Boxing Board of Control.
- Panel member for Sport Resolutions (Legal Arbitrator and Mediator).

### Memberships

- Member of the Employment Lawyers Association (“ELA”) and the Employment Law Bar Association (“ELBA”).

## Selected earlier reported cases

### Employment

- Tradition Securities & Futures v Mouradian [2009] EWCA Civ 60, 11 February 2009
- Boland v Absolute Taste, McLaren, ET, January 2009
- F&C Asset Management v Switalski, EAT, 9 December 2008
- Extec Screens & Crushers Ltd v David Rice [2007] EWHC 1043 (QB), 4 May 2007
- Bloxham v Freshfields, ET
- Hair v ICC, ET
- Joel Stransky v Bristol Rugby Limited [2003] ISLR SLR-27
- Crystal Palace FC (2000) Ltd v Stephen Bruce [2002] ISLR SLR-81
- Clancy v Cannock Chase Technical College [2001] IRLR 331

### Sport

- Andrew Webster v Heart of Midlothian [2008] 1SLR – SLR 37
- Sheffield United v FAPL [2007] ISLR SLR-77
- Christine Ohuruogu v UKA, BOA
- FAPL v Ashley Cole
- Adrian Mutu v Chelsea
- WCM-GP Limited v FIM [2003] ISLR SLR-91
- Joel Stransky v Bristol Rugby Limited [2003] ISLR SLR-27
- Crystal Palace FC (2000) Limited v Stephen Bruce [2002] ISLR SLR-81

### Media & Entertainment

- Far Out Productions v Unilever UK & CN Holdings Ltd and others [2009] EWHC 3484 (Ch)
- JHP Ltd v BBC Worldwide [2008] EWHC 757 (Ch), (2008) FSR 29
- Mark Taylor v Rive Droite Music Ltd [2005] EWCA Civ 1300; Mark Taylor v Rive Droite Music Ltd [2004] EWHC 1605 (Ch)

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Barristers regulated by the Bar Standards Board