Gwynn Price Rowlands

Year of Call: 1985



Practice Summary

Gwynn Price Rowlands is a highly experienced employment law barrister, called to the Bar in 1985, and a respected member of the employment law team at 4-5 Gray's Inn Square in London. He brings a rare combination of extensive advocacy experience, deep legal knowledge, and a practical understanding of workplace and civil disputes.

Gwynn's career includes over a decade's service as a part-time employment judge, giving him unique insight into tribunal practice and procedure from both sides of the bench. He is regularly instructed in complex employment and discrimination matters for both employers and employees, including cases involving public law and human rights issues.

Areas of Practice

Gwynn's employment law expertise includes:

- Complex discrimination and unfair dismissal disputes
- Whistleblowing and statutory rights claims
- Redundancy and restructuring issues
- TUPE and contractual disputes
- Advising on and drafting employment contracts and workplace policies
- Representation before Employment Tribunals and appellate courts (EAT)

He is a member of both the Employment Lawyers Association and the Employment Law Bar Association, demonstrating his professional engagement and standing in the field.

Advocacy & Advisory Work

Gwynn has appeared extensively before Employment Tribunals throughout England and Wales, and in appellate courts including the Employment Appeal Tribunal, High Court, Administrative Court, Court of Appeal, and Divisional Court, representing a wide variety of claimants and respondents.

His advisory practice includes drafting employment contracts, advising on workplace procedures, and providing strategic guidance on litigation risk. Gwynn's judicial experience as an employment judge further enhances his capability to assess cases from multiple perspectives and inform clients on likely tribunal thinking and outcomes.

Approach

Gwynn is recognised for his:

- Strategic and analytical legal thinking
- Practical, results-focused advice grounded in deep tribunal experience
- Clear and persuasive advocacy, especially in complex factual scenarios
- Understanding of public law dynamics in employment and discrimination cases

He works closely with instructing solicitors, in-house counsel, and HR professionals to help clients navigate challenging workplace disputes with confidence.

Notable Work & Cases

Gwynn's broad litigation experience spans employment, discrimination, public law, and commercial matters. Examples of cases he has been associated with include:

- Dr Varma v North Cheshire NHS Trust – medical discrimination claims
- Dr Jindaal v Harrogate NHS Trust – discrimination dispute
- Jones v HM Prison Service – constructive dismissal and abuse of process
- Buckingham & Singh v UPS Limited – employment contract interpretation issues
- Graham v BNP – unfair dismissal involving internal matters

Commission for Equality and Human Rights v Griffin & Others – public law and discrimination issues

Professional Background

Before joining the Bar, Gwynn was a commercial partner at a major City of London law firm and holds an MBA from a well-known business school, equipping him with strong commercial insight to complement his legal expertise.

His broad practice also encompasses commercial litigation, professional regulatory work, and complex civil disputes, reflecting a versatile and highly capable legal career.

Appointments

- Employment Judge (p/t)
- Standing Counsel DTI

Case Profile

- Dr Varma v North Cheshire NHS Trust (medical discrimination)
- Dr Jindaal v Harrogate NHS Trust (medical discrimination)
- Dr Al Ruby v Suffolk NHS Trust (medical discrimination)
- Kirk v South Wales Police (veterinary surgeon: abuse of process)
- Commission of Equality and Human Rights v Griffin and others (public law and discrimination)
- McDonald v Burger King (High Court: copyright dispute)
- Wilstar Securities v Stern (High Court: involving the World’s biggest bankrupt)
- Heron International (High Court: Gerald Ronson’s companies)
- Neath and Port Talbot Council v Lewis (public law)
- Buckingham and Singh v UPS Limited (application of mobility clauses to national carriers)
- Graham v BNP (unfair dismissal: members’ leaks case)
- Jones v HM Prison Service (constructive dismissal and abuse of process)
- Sohal v Syeds (dispute over trainee solicitor’s contract)
- Unison (several cases) (application of European law to national contracts)

Areas of Expertise

- Employment
- Commercial
- Professional Discipline And Regulatory