

Keith Webster

Year of Call: 2006

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Practice Summary

Keith Webster (Call: 2006) is a specialist employment barrister based at 4-5 Gray's Inn Square in London, where he practices across the full spectrum of employment and discrimination law. He is recognised for offering clear, commercial, and practical advice, combined with robust advocacy skills developed through extensive tribunal and civil litigation experience. Keith's earlier career as a senior business executive gives him valuable insight into workplace dynamics and commercial decision-making.

Employment Law

He specialises in matters involving:

Unfair Dismissal – including unfair, constructive dismissal claims, unfair and sham redundancies.

Dismissal due to whistleblowing.

Suffering detriments due to whistleblowing.

Director's duties, Shareholders' Agreements, Removal of directors and senior executives.

Enforcement and defence of actions relating to Restrictive Covenants.

Asserting the rights of Minority Shareholder/Directors and senior executives.

Discrimination on the grounds of Race, Gender, Pregnancy, Maternity, Religion or belief and Age;

Disability Discrimination – Direct, Indirect, Discrimination Arising from disability and Failures to make Reasonable Adjustments.

Whistleblowing – suffering detriments due to having made Public Interest Disclosures.

He also has deep knowledge of Partnership Law and particularly of matters involving the expulsion or compulsory retirement of Partners.

Commercial

His knowledge of management and workplace practices gives him a real edge in getting to the heart of Employment Law matters. Before his Call to the Bar in 2006, Keith enjoyed rapid progress in a career as a business executive and entrepreneur.

Account Director at Saatchi & Saatchi Advertising, London.

Co-founder and Joint Managing Director – Sutch Webster Direct. Subsequently ranked the UK's No.5 Direct Marketing agency in 1993 – working for, inter alia, Virgin Atlantic, NatWest, RAC and FedEx.

Great Universal Stores PLC – Subsidiary Commercial Director – Managing budgets of £25m and staff of over 1200 in the UK and Ireland.

Interim turnaround specialist – bringing ailing companies back to health. Most significantly, Vetstream PLC.

Areas of Practice

Keith's employment law expertise includes advising and representing both employers and employees in:

Unfair and constructive dismissal claims, including unfair redundancy

Discrimination on grounds of race, gender, pregnancy, maternity, religion or belief, age, and disability (including reasonable adjustments)

Whistleblowing and detriment claims arising from protected disclosures

Restrictive covenants and confidential information disputes

Rights of minority shareholders, directors, and senior executives

Partnership law matters including retirement or expulsion of partners

TUPE and post-termination claims (as part of employment disputes)

Advocacy & Advisory Work

Keith regularly appears before Employment Tribunals and provides strategic guidance throughout all stages of employment disputes. He is appreciated for his calm and methodical case preparation, forensic cross-examination, and ability to explain legal options, risks, and likely outcomes clearly to clients. His advisory work includes drafting employment contracts and policies, and guiding employers through complex disciplinary and grievance procedures.

Approach

Clients and solicitors value Keith for his:

Practical, commercial advice focused on realistic outcomes

Thorough preparation and attention to evidential detail

Measured and persuasive advocacy in Employment Tribunals

NHS and Healthcare sector experience

Insight from business experience, enhancing his understanding of workplace and corporate issues

Clients

Keith represents a wide range of clients including:

Individual claimants, including senior executives and professionals

Private and public sector employers

SMEs and large corporations

Directors, minority shareholders, and partnership entities in employment-related disputes

NHS & Healthcare

Notable Cases & Experience

Examples of Keith's experience include:

Representing a respondent in C v Z, a lengthy tribunal involving allegations of discrimination, harassment, and victimisation where the panel found in favour of the respondent on all substantive issues.

Securing judgment for a claimant in Tolley v Birmingham City Council in relation to unfair dismissal and whistleblowing detriment.

Acting in complex unfair dismissal and whistleblowing cases involving CEOs and senior executives, including claims of detriment for whistleblowing and unlawful deductions from wages.

Appearing in appeals and applications involving restrictive reporting and anonymisation orders.

Directories & Recognition

Keith's profile at 4-5 Gray's Inn Square and inclusion in the set's specialist employment team reflects his standing in the field. He complements a growing team of employment specialists brought together to enhance the chambers' tribunal and advisory offering.

Publications & Speaking Engagements

While specific publications are not currently listed on his chambers page, Keith's employment practice is informed by ongoing engagement with developments in employment and discrimination law, and he is experienced in presenting complex legal arguments in tribunal and advisory contexts.

Notable Cases

- C v Z - Restricted Reporting & Anonymisation Orders. Represented the Respondent in a case heard over 20 days and relating to Claims of direct discrimination, harassment, and victimisation. The panel made findings in favour of the respondent on all 49 issues relating to the substantive claims.
- Tolley v Birmingham City Council 2003. Secured judgment in favour of the Claimant in relation to Unfair Dismissal and Suffering Detriments due to Whistleblowing.
- X v Sandwell & West Birmingham Hospital Restricted (Reporting & Anonymisation Orders). Obtained an Order for Strike Out on day 2 of a 20-day trial.
- A v H Disability Discrimination [Dyslexia and ADHD], Unfair Dismissal. For the CEO of a charity.
- J v A Unfair Dismissal, Detriment due to whistleblowing, Unfair dismissal, Unlawful deductions from wages. For the CEO of an international, venture -capital backed, company after his dismissal following allegations of misleading shareholders.
- Phillips v Madine, For the Respondent in the 'My Big Fat Gypsy Wedding' Unfair Dismissal Case. Instructions in relation to remedy only. Minimised remedy ordered to less than 10% of the schedule of loss after a long forensic cross examination of the Claimant in respect of her business finances which followed complex applications for specific disclosure of financial records.
- D v A -Complex claim for suffering detriments due to whistleblowing claim involving allegations of corrupt tendering practices in international energy contracts. Represented the Claimant. Settled by Mediation.
- Office Equipment Systems Ltd v Hughes [2018] EWCA Civ 1842 - Court of Appeal - against a first instance decision upheld by the EAT debarring a Respondent from making submissions on remedy following a default judgment in a complex and high value unfair dismissal claim.

Education

- MBA, Warwick
 - GDL, College of Law
 - LLM (Employment Law), Surrey
 - Gray's Inn - Bacon Award 2006
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Appointments

- Gray's Inn - Ethics Trainer

Areas of Expertise

- Employment
- Commercial