

Keith Webster

Year of Call: 2006

0207 404 5252

clerks@4-5.co.uk

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.

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. Led by David Reade KC.

Education

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

Appointments

- Gray´s Inn - Ethics Trainer

Areas of Expertise

- Employment
- Commercial