Kevin Harris

Year of Call: 1999

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Practice Summary

Kevin Harris is a specialist employment barrister with significant experience advising and representing clients across a wide range of employment law matters. He is known for his practical, commercially focused advice and his calm, effective advocacy in Employment Tribunal proceedings.

Kevin acts for both employers and individuals, including senior executives, and is frequently instructed in complex and sensitive disputes. He combines strong technical knowledge with a clear understanding of workplace realities, enabling clients to make informed and strategic decisions.

Areas of Practice

Kevin's employment law practice includes:

- Unfair and constructive dismissal
- Discrimination, harassment, and victimisation claims
- Whistleblowing and protected disclosure claims
- Redundancy and restructuring disputes
- Wrongful dismissal and breach of contract
- Restrictive covenants and post-termination obligations
- TUPE and business transfers
- Employment status and worker classification

He advises clients at all stages of proceedings, from early advice and settlement strategy through to final hearings.

Advocacy & Advisory Work

Kevin appears regularly before Employment Tribunals and is experienced in acting as sole counsel in both straightforward and complex matters. He is valued for his thorough preparation, measured advocacy style, and ability to present cases clearly and persuasively.

Alongside his advocacy work, Kevin provides strategic advisory support, including drafting and reviewing employment contracts and policies, advising on disciplinary and grievance procedures, and assisting with risk management in contentious situations.

Approach

Kevin is recognised for his:

- Clear, pragmatic advice focused on achieving client objectives
- Careful preparation and attention to evidential detail
- Calm and persuasive advocacy in tribunal hearings
- Commercial awareness and proportional approach to disputes

He works closely with instructing solicitors, HR professionals, and in-house legal teams to deliver practical and effective solutions.

Clients

Kevin acts for a broad range of clients, including:

- Private and public sector employers
- SMEs and large organisations
- Senior executives and professionals
- Charities and not-for-profit organisations

Professional Background

Kevin is a qualified barrister specialising exclusively in employment law. He keeps abreast of developments in employment and equality legislation to ensure that his advice is current, accurate, and commercially relevant.

Notable Cases

Acted for senior executives in high-value exit disputes, including unfair dismissal, constructive dismissal, and negotiated departures following board-level breakdowns.

Represented clients in whistleblowing and detriment claims, including matters involving protected disclosures and regulatory concerns.

Successfully handled discrimination and harassment claims under the Equality Act 2010, including multi-ground claims involving disability, race, and sex discrimination.

Advised and represented parties in redundancy and restructuring disputes, including consultation process challenges and associated discrimination claims.

Acted in wrongful dismissal and breach of contract claims, covering notice pay, bonus entitlement, and post-termination restrictions.

Directories & Rankings

Kevin is recognised for his employment law expertise and tribunal advocacy. He is noted for his clear advice, thorough preparation, and effective handling of complex employment disputes.

Publications & Speaking Engagements

Kevin writes and speaks on a range of employment law topics, including:

Employment Tribunal procedure and advocacy

Managing dismissal and disciplinary risk

Discrimination and equality law developments

Whistleblowing and regulatory issues

He also provides training to solicitors, HR professionals, and in-house teams.

Client Testimonials

"Kevin provides practical, well-judged advice and is a reliable advocate in Employment Tribunal proceedings."

"A calm and effective barrister who presents cases clearly and focuses on achieving the right outcome for the client."

Areas of Expertise

- Employment