

Simon McCrossan

Year of Call: 2010

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Practice Summary

Simon's main practice areas encompass employment and discrimination law, contractual disputes and general civil litigation (including Equality Act claims)

He advises across in a wide range of matters and is regularly instructed by a number of membership organisations. Simon has particular experience in cases concerning freedom of expression in the workplace. He also has a developed understanding of the litigation issues faced by public sector bodies and third sector organisations.

Simon is qualified for Direct Access and licensed to conduct litigation. He is an experienced external investigator and trained workplace mediator.

Simon enjoys walking the family guide dog and is an avid armchair sports fan.

Employment

Simon specialises in employment and discrimination disputes. He acts in both advisory and contentious matters. Simon holds a specialist LL.M in Employment Law (Distinction) and is instructed by both claimants and respondents nationally across a broad range of sectors to advise on a wide number of employment issues including:

- Unfair dismissal
- Constructive dismissal
- Discrimination
- Harassment
- Victimisation

- Whistleblowing
- Jurisdiction
- Corporate investigations
- Contractual disputes
- Policies and procedures
- Restrictive covenants
- Settlement agreements
- Workplace training.

Simon has particular expertise in advising upon the specific employment and discrimination law issues faced by public sector and faith based organisations arising from own professional experience in this area.

Simon is also experienced in undertaking external investigations in relation to a range of organisations from large international airports to family-owned businesses. He is also a trained workplace mediator.

More widely, Simon has also advised and represented individuals in regulatory proceedings arising from employment disputes.

In October 2025, Simon successfully defended a client in an 14-day whistleblowing trial, obtaining dismissal of all allegations.

Discrimination Law

Simon is experienced in advising upon the application of Parts 3 , 6 and 7 of the Equality Act 2010 in relation to County Court claims arising from the provision of goods and services, education and private associations.

Commercial

Simon has successfully advised and represented parties in both fast-track and multi-track contractual disputes. As a former lecturer in contract law, he holds a particular interest in commercial disputes and consumer law.

Simon accepts instructions across a wide range of civil matters and is experienced in undertake a wide variety of interim applications including summary judgment, strike out and relief from sanctions.

Education Law

As an experienced teacher and lecturer, Simon advises upon the application of the Equality Act 2010 to various education matters beyond employment. He has specific experience in advising clients on matters relating to the application of the Independent School Standards, Out of School

Settings, and the application of section 407 of the Education Act 1996.

Public Law

Simon has experience acting as employed counsel in a number of public law matters and he accepts instructions in the following areas:

Given his knowledge of equality law, Simon holds a particular interest in public law cases that engage discrimination law principles.

Education

- LL.M Employment Law (Distinction) University of Leicester
- Bar Vocational Course (Very Competent) BPP Law School
- Graduate Diploma in Law (Commendation) BPP Law School
- BBA Management (1st Class Hons) University of Lancaster
- QTS

Awards and certifications

- Lord Birkenhead Award (Gray’s Inn)
- Anthony Bessemer Clark Award (Gray’s Inn)
- Baroness Cohen Scholarship (BPP Law School)
- The Colin Bourn Prize (University of Leicester)
- New Walk Chambers Prize (University of Leicester)

Notable Cases

- W v A – Acted for a Government Department in successfully resisting all allegations of unlawful whistleblowing detriments and automatic unfair dismissal over a fourteen-day hearing.
- J v A – Successfully obtained a finding of worker status for a Claimant dentist operating under a BDA contract following a three-day preliminary hearing.
- N v H - Secured judgment in favour of the Respondent against claims of direct race discrimination and automatic unfair H&S dismissal over a three day hearing.
- M v G - Acted for the Respondent over a three-week period defending claims of automatic unfair dismissal, whistleblowing, detriments, multiple heads of discrimination, harassment, victimisation and unlawful deduction from wages. The panel dismissed 62 out of the 65 pleaded allegations.
- P v E - Successfully resisted all claims of employee status, discrimination and victimisation in a multi-day hearing on behalf of a job agency.
- R v X - Obtained a significant settlement on behalf of a Claimant from a local authority for unfair dismissal and disability discrimination in relation to the application of COVID policies and associated practices.

- A v SoS - Successfully obtained group protective awards under s.189 TULR(C)A 1992 on behalf of various Claimant groups.

Advisory Work

- Advised a professor in a high-profile public dispute with his university and student union leading to the retention of his office.
- Successfully acted for an MP placed under investigation from the Parliamentary Standards Commissioner.
- Negotiated a substantial settlement for a Claimant who was unfairly dismissed and subjected to detrimental treatment by her employer on the grounds of her menopausal symptoms.

Memberships

- ELA
- ELS
- ALBA

Areas of Expertise

- Employment
- Professional Discipline And Regulatory
- Administrative Public Law
- Commercial