

Barnaby Large

(2007) Barrister

Specialist Areas

Private Law Children: Residence and Contact

Family: Finance

Chancery and Commercial

Out of Court Solutions (NCDR)



Who is Barnaby Large?

Barnaby is a member of the employment, insolvency and family finance teams. He is often praised for his detailed approach and ability to quickly distil the issues, something for which he has been recognised in the Legal 500 where he features as a tier 2 junior of the Western Circuit for his employment law work.

Prior to joining chambers, Barnaby completed placements with the Commonwealth Human Rights Initiative in Accra in Ghana, the formerly named Department for Constitutional Affairs and held the post of Chair of the Free Representation Unit.

Further to his contentious and non-contentious work, Barnaby currently serves as Chambers' Head of Pupillage and holds a position as Case Editor for the leading employment law title Harvey on Industrial Relations & Employment Law.

🏠 **No.18 Chambers**
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No.18 Chambers is a distinguished set of barristers based in Southampton, recognised for its strong reputation and presence across the South Coast of England. Our expertise cover a range of practice areas, including Family Law (Care Proceedings and Adoption, Private Law Children, Matrimonial Finance), Employment, Chancery and Commercial Law, Property Disputes, together with Dispute Resolution and Mediation. Our members are committed to delivering expert legal advice and representation to clients nationwide, offering extensive experience in handling both complex and sensitive matters.



Legal Expertise

For more information or to get in touch with Barnaby please contact the clerks room who will be happy to assist you.

Private Law Children: Residence and Contact

Private Law Children: Contact and Residence Disputes Under the Children Act 1989

Barnaby continues to accept instructions in private law matters including –

- Child arrangements orders;
- Prohibited steps and specific issues orders;
- Orders for search and recovery;
- Parental responsibility and declarations of parentage;
- Non-molestation orders;
- Occupation Orders

Family: Finance

Divorce & Separation

Family Finance – Barnaby regularly appears for husbands and wives at FDA, FDR and Final Hearing concerning financial provision including all interim and final applications and matters under Children Act 1989 Schedule 1.

Barnaby comfortable with enforcement of financial orders for both respondents and applicants. He also has good experience of cross-over work including insolvency and intervener proceedings.

Barnaby also has experience in representing and advising petitioners and respondents in defended divorce and nullity applications.

Barnaby has experience acting and advising family members, dependants, former marital partners and cohabitants in actions concerning the administration of estates.

Cohabitation including Trusts of Land & Appointment of Trustees Act 1996

Barnaby has experience of advising and representing claimants and defendants in matters concerning the Trusts of Land & Appointment of Trustees Act 1996.



Legal Expertise Continued

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Inheritance Act Claims

Barnaby has experience advising and representing personal representatives, dependants, cohabitants, blood relatives and spouses in probate matters including:

- Inheritance (Provision for Family & Dependents) Act 1975 claims;
- Caveats and warning off;
- Administrations of estates;
- Undue influence and capacity

Barnaby has experience acting and advising family members, dependants, former marital partners and cohabitants in actions concerning the administration of estates.

Employment & Discrimination

Barnaby represents and advises both employees and employers in contentious and non-contentious work at interlocutory, final and appellate stages of litigation for which he is recognised in the Legal 500 as a Grade 2 Leading Junior and recently appointed as a Case Editor for Harvey on Industrial Relations & Employment Law assisting the lead contributor on the Unfair Dismissal and Discrimination Remedies Division.

Barnaby accepts instructions in all aspects of employment tribunal work including –

- Unfair and constructive unfair dismissal;
- Redundancy;
- Wages and breach of contract (including bonuses, commission and particulars of employment);
- Whistleblowing and other automatically unfair dismissals;
- TUPE;
- National Minimum Wage (including assessments of wages, automatic unfair dismissals under the National Minimum Wage Act and production notice claims);
- Discrimination (including matters under the Equality Act, Part-time Workers (Prevention of Less Favourable Treatment) and Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations);
- Equal Pay;
- Holiday pay.

Barnaby also accepts instructions in employment matters issued in the civil courts concerning –

- Contractual disputes including wages and wrongful dismissal;
- Negligent misstatement in respect of employee references;
- Enforcement; and
- Appeals on behalf of employers contesting illegal working penalties.

Barnaby has also advised in respect of restrictive covenants. He has also advised and appeared for clients in disputes concerning the Equality Act in housing and goods & services matters.



Legal Expertise Continued

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Chancery and Commercial

Traditional Chancery

Inheritance Act claims

Barnaby has experience advising and representing personal representatives, dependants, cohabitants, blood relatives and spouses in probate matters including:

- Inheritance (Provision for Family & Dependents) Act 1975 claims;
- Caveats and warning off;
- Administrations of estates;
- Undue influence and capacity

Barnaby has experience acting and advising family members, dependants, former marital partners and cohabitants in actions concerning the administration of estates.

Trusts and Trustees

Trusts of Land– Barnaby has experience of advising and representing claimants and defendants in matters concerning the Trusts of Land & Appointment of Trustees Act 1996.

Wills, Probate and the Administration of Estates

Trusts of Land– Barnaby has experience of advising and representing claimants and defendants in matters concerning the Trusts of Land & Appointment of Trustees Act 1996.

Commercial Chancery

Insolvency and liquidation

Barnaby acts for debtors, creditors and insolvency practitioners and accepts instructions in matters including –

- Bankruptcy;
- Applications to set aside statutory demands;
- Extensions of the bankruptcy term;
- Orders for possession and sale.

Barnaby has acted on matters involving interventions of insolvency in other jurisdictions including transferring confiscated proceeds of crime funds to the trustee in bankruptcy, matrimonial finances, locus standi in the Employment Tribunal and applications under TLATA.



Legal Expertise Continued

For more information or to get in touch with Barnaby please contact the clerks room who will be happy to assist you.

Out of Court Solutions (NCDR)

Private FDR

Single Joint Advices/Early Neutral Evaluation

Round Table Meetings/Joint Conferences

Merits, Advice, Drafting And Support Package



Professional Info

For more information or to get in touch with Barnaby please contact the clerks room who will be happy to assist you.

Qualifications

University of Kent (2006) – LLB (Hons)

College of Law, London (2007) – BVC (Very Competent)

Attorney General's Pro Bono Heroes (2009)

Inner Temple Exhibition and Duke of Edinburgh Scholarship (2006)

University of Kent Judge Rooke Mooting Prize (2006)

Free Representation Unit (London) Chairman (2008 – 2009)

Education and Exclusion Appeals Panel Member (2009 – 2010)

Membership

Employment Lawyers Association

Western Circuit

Free Representation Unit

Appointments

Independent Funding Adjudicator (2021 – onwards) – Ministry of Justice

Case Editor (2020 – onwards) – Harvey on Industrial Relations & Employment Law Divisions DI & L

Editor (2023- onwards) – Tolley's Employment Law Handbook (Wrongful Dismissal)



Professional Info Continued

For more information or to get in touch with Barnaby please contact the clerks room who will be happy to assist you.

Publications

A Whistle-stop Tour of the Without Prejudice Principle in Employment Tribunals (2023)

Day Seminar Concerning the Definition of Disability, Knowledge of Disability, Discrimination Bundles, Reducing Compensation in the Tribunal and Advocacy in the Tribunal – NatWest Mentor, Glasgow (February 2020)

“An Overview of the Law Relating to the Giving of References” – Hampshire Law Society Seminar (September 2019)

“When the Battle is Only Half Won: Enforcing Tribunal Awards” Central Law Training (July 2018)

“Compromising Litigation” – Hampshire Law Society’s Civil Seminar (May 2018)

“Dealing with Litigants in Person” – Hampshire Law Society’s Civil Seminar (May 2017)

Barnaby maintains the post of Case Editor to Divisions DI and L of Harvey on Industrial Relations & Employment Law and is also a regular contributor to Daniel Barnett’s Employment Law Bulletins

Personal Info

When away from Chambers Barnaby enjoys spending time with his family. He is a keen amateur scuba diver (holding a master scuba diver ticket) and dinghy sailor. He also enjoys surfing and skiing.

Barnaby tries to maintain his support for the Charitable sector when he can, maintaining a commitment to pro-bono work, though his marathon running days and volunteering abroad are perhaps something of a distant memory.



Cases of Note

For more information or to get in touch with Barnaby please contact the clerks room who will be happy to assist you.

Barnaby Large, a barrister at No.18 Chambers, is highly regarded for his work across family and civil law, with particular strength in public and private children cases, financial remedies, and domestic abuse matters. He is known for his calm, strategic approach and effective advocacy, representing clients ranging from individuals to public bodies. His casework often involves complex legal and factual issues, contributing to outcomes of real significance:

Main v SpaDental Ltd & Ors [2024] EAT 200

An appeal as to whether the EU Principles of Equivalence and Effectiveness compelled a tribunal to include interest on holiday pay and whether holiday pay could form part of a bankruptcy estate.

Harvey on Industrial Relations & Employment Law Bulletin 558 January 2025

P v Chief Constable of a Constabulary (2024)

Acting for a constabulary in an 8-day stage 1 final hearing determining disability, knowledge, whether legitimate aims were operated and the proportionality of such aims.

Bugden v Royal Mail Group Ltd [2024] EAT 80; [2024] ICR D39

Instructed for the first time on appeal, securing permission to appeal and to rely upon amended grounds and thereafter overturning a finding of unfair dismissal on grounds that the trial judge should have considered whether a failure to redeploy the claimant rendered the dismissal unfair, despite this not having been advanced at first instance.

Harvey on Industrial Relations & Employment Law Bulletin 551 June 2024

Harvey on Industrial Relations & Employment Law Div Q [772]

Harvey on Industrial Relations & Employment Law Div DI [1274.01]

Employment Law Brief, 174 NLJ 8077

Liepa v Polystar Plastics Ltd (2023)

Successfully defended a race discrimination claim involving alleged isolation through use of languages other than English.

Karimi v Orcan Intelligence Ltd (2023)

Successfully defending a claim for commission by a senior employee on grounds of breach of terms of the Employment Contract concerning non-disparagement and confidentiality.

Polystar Plastics Ltd v Mr M Liepa (EA-2022-001040-JOJ); [2023] EAT 100

Harvey on Industrial Relations & Employment Law Div Q [1535]

Harvey on Industrial Relations & Employment Law Bulletins 541 August 2023

Mr D. Kostakakis v Charles Briggs Ltd (2023)

Successfully defending a small firm against claims concerning direct and indirect philosophical belief discrimination and harassment, victimisation.

Mr R. Newland v Veolia ES (UK) Ltd & Ors (2023)

Resisting a finding of vicarious liability against a Local Authority and securing dismissal of the claim against the party at preliminary hearing.



Cases of Note Continued

For more information or to get in touch with Barnaby please contact the clerks room who will be happy to assist you.

Mr J. Laranjinha & Ors v Khan [2022] UKET 2410853/2019

Representing and advising Fatalukan claimants in a long running matter concerning sizable awards for claims concerning national minimum wage failures, annual leave and wrongful dismissal.

Beach v Angelfish (Southampton) Ltd (2022)

Successfully acted for a claimant at a preliminary hearing establishing the effective date of termination as being considerably earlier than as asserted by the respondent and establishing alleged WP correspondence was not a genuine attempt to settle & the respondent was in any event estopped from relying on the without prejudice principle.

Mr C. O'Neill v Currency Solutions Ltd (2021)

Obtaining dismissal of claims for disability discrimination and discrimination arising from disability claims concerning the termination of a Forex trader on long term sick leave following a three-day remote final hearing.

Successfully resisting a claim for consequential loss through application of Edwards v Chesterfield which the tribunal had initially favoured.

Mr T. Goacher v Merchant Seamen's War Memorial Society (Incorporated) t/a Care Ashore & Ors (2020)

A finding that G, who suffered with clinical depression, was not disabled for the purposes of the Equality Act 2010.

Subramanian Babu v Slough Children's Services Trust [2020] UKET 3322621/2019

Obtaining a finding that a claimant social worker was not an employee and therefore unable to bring claims concerned with her contract and for unfair dismissal.

Mr J. Dos Santos & Ors v K Best Partner Ltd & Ors [2021] UKET 1308239/2019 (2021 – 2023)

Securing sizable damages for two Fatalukan claimants in claims concerning national minimum wage failures, annual leave and unfair dismissal

Thereafter advising and acting for the claimants in obtaining charging orders and subsequent orders for sale.

Brice v Synapps Ltd [2020] UKET 3321615/2019

Successfully resisted all but a minimal award arising from an unclear commission scheme in a high value wages claim turning on the interpretation of 'gross' and 'margin'.

Jepson v Ace Car Hire (Worthing) Ltd (2020)

Resisting all discrimination and harassment claims and limiting quantum on three acts victimisation to ventoband 1 given the Claimant's stoic character & short duration.

I Elston v Robbies Photographics UKEAT/0282/18/RN & [2019] UKEAT 0282_18_0705

Victimisation (the manner of the protected act, contributory conduct & Polkey)

Responding to an unfair Dismissal involving Polkey deductions & Contributory fault, together with victimisation discrimination. Initial claims for Equal value, aiding discrimination and miscellaneous claims dismissed.



Cases of Note Continued

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T Ryan v Shakeaway Worldwide Holding Ltd (2019)

Rejection of an ET1 under R.10 for use of the branch as a care of address.

Hood v Camps International Group Ltd (2019)

A marketing manager with PTSD was found to have been dismissed by her employer in order to avoid having to allow for potential adjustments/sick leave.

[Harvey on Employment Law & Industrial Relations [1053.3]]

D Gould v 1) The Corsham School Academy Group; 2) Protocol Education Ltd (2019)

Strike out of AWR claim seeking to assert an agency teacher be paid for summer holidays

HCPC v F (2015)

Case against a social worker struck out at conclusion of HCPC's evidence for no reasonable prospect of success

HCPC v E (2019)

Radiologist privacy breach & improper interaction with patient -sanction limited to caution

A v M (2020)

Successful resistance of an application to set aside of a statutory demand concerning a foreign debt against an applicant already bankrupt abroad

re SSC (in liquidation) (2017)

Successful declaration of trust & vesting order for a social club in liquidation against uncooperative trustee of the former unincorporated association.

re P (2023)

Advice and representation of father securing both the dismissal of allegations of harm to his child whilst in utero and positive findings the other parent maintained an untrue picture of events to subvert his contact.

P v P (2021)

Successful enforcement of a Mesher order made without a deferred order for sale by way of mortgage possession proceedings.

C v C (2020)

Successfully obtained a s.37 freezing order with costs and costs thrown away for lost hearing

M v S (2019)

Successful resistance of SPPOs at final hearing despite FDR indication given impact on means tested benefits



Reviews Continued

For more information or to get in touch with Barnaby please contact the clerks room who will be happy to assist you.

Barnaby has a real strength in being prepared for anything. He is meticulous and thorough, and his advice is clear and incredibly helpful. - Legal 500

I very much appreciate your thinking of the wider picture and helping the client to build upon his relationship with his eldest child. - CBJ – family dispute – February 2020

1st class - Shentons Solicitors

... brilliant result! Thank you so much for your help on this. - Helen Savage – Coop Legal – contested divorce Jan 18

Is a star April 2015 - Louise Ervin, Head Partnership

It was a pleasure to work with you during the case February 2015 - Deborah Lawrence of Five Rivers Ltd via Mentor

Dear Barnaby, just a short note to acknowledge your efforts today and thank you for putting in your best efforts on our behalf. Thank you also for your patience and assistance throughout the day. - TS – Disability Discrimination and Whistleblowing Claim – December 2020

Excellent news!! Really happy for the Fathers and many thanks for your help over the last 2 days! - Louise Jack - Churchers Solicitors – internal relocation final hearing April 2018

Thank you for the fulsome support you have shown [the Company] this week and congratulations on a splendid outcome. It was interesting to have to sit through the 'Costs' section of the discussions and understanding that the equivalent amount of effort goes into determining the 'costs gateways' and discretionary options open to the judge. That's 40 minutes of my life I will never get back but it seemed to achieve what I believe we all wanted to do – namely, to draw a line under this procedure. October 2014 - Simon Dover of Ideology via NatWest Mentor

'Barnaby has a very detailed understanding of niche and complex areas of employment law. he has an extremely good bedside manner and always puts clients at ease. An effective advocate with a calm and measured style.' (Tier 2) - Legal 500

Barnaby is extremely knowledgeable and takes great care in his work. He is a fantastic advocate who not only knows the case well but also judges the personalities involved on the other side and uses that when considering the best way to attack the case. Barnaby's advocacy is direct and considered, which is the best approach for most employment matters. - Legal 500

Thank you so much for today. You have no idea how much of a cloud you have shifted off my business. May 2015 – Marc Smith GHS Mechanical & Electrical - Kingswell Berney Solicitors

Able to adeptly hone in on the pertinent points of each case. - Legal 500



Reviews Continued

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... brilliant, calm, professional and excellent with your cross-examination – we couldn't have asked for a better barrister
- Mrs T (Company MD) - Equal Pay, Sex Discrimination & Victimisation final hearing October 2019

I received... judgment this morning... [it was] as you expected... Thank you for your help on this one. Much appreciated as always - Joanne Wyper – NatWest Mentor – high value commission and expenses dispute Sept-2020

He has a keen eye for detail, provides insightful analysis, and is commercially pragmatic (Tier 2) - Legal 500

Thank you for your update and for getting us a good result. - Catherine Gritt – Kuits Steinart & Levy LLP – relief from sanctions – June 2017

Worth every penny March 2015 - James Howard of Gales Solicitors on Hotchkiss

Mr Large is a fantastic counsel I have to say. Been incredibly impressed with the last few cases we've done together.
- Dan Norris – Churchers Solicitors

The client has just been on the phone. An excellent result thank you. You are officially on our list of preferred Counsel now! June 2011 - Tom Watkins – Watkins Ryder LLP

I received... judgment this morning... [it was] as you expected... Thank you for your help on this one. Much appreciated as always. - Joanne Wyper – NatWest Mentor – high value commission and expenses dispute Sept-2020

"... brilliant result! Thank you so much for your help on this - Helen Savage – Coop Legal – contested divorce) Jan 18

I have just spoken to Mr [H] - you will be pleased to know that he described you as a "jolly good man" and "1st class" – he said he would be happy to recommend you to others... - Zoe Minton – Shentons Solicitors – matrimonial dispute – March 2017

Provides meticulous and well written opinions. - Legal 500

I have just spoken to Mr [H] - you will be pleased to know that he described you as a "jolly good man" and "1st class" – he said he would be happy to recommend you to others... - Zoe Minton – Shentons Solicitors – matrimonial dispute – March 2017

Yesterdays outcome was what I had wanted, and I have to say Barnaby was a wonderful barrister and was so helpful in explaining everything to me... - Mr S – matrimonial final hearing – Feb 18

... brilliant, calm, professional and excellent with your cross-examination – we couldn't have asked for a better barrister
- Mrs T (Company MD) - Equal Pay, Sex Discrimination & Victimisation final hearing October 2019



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It does sound as though the Preliminary Hearing was well worth while, so thank you! - Angela West – Goughs Solicitors - Whistleblowing and Agency Worker Regulations contested PH Oct 2019

Yesterdays outcome was what I had wanted, and I have to say Barnaby was a wonderful barrister and was so helpful in explaining everything to me... - Mr S – matrimonial final hearing – Feb 18

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Thank you again for all your hard work, I thoroughly enjoyed the experience. After a long time coming, yesterday's result was a huge weight off of my shoulders and it couldn't have been done without your fantastic work and support. - DP – Unfair dismissal claim – October 2020
