

Richard Oulton

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Richard Oulton is a specialist employment and commercial lawyer, who was called to the Bar following a successful career as a litigation solicitor at City law firm, Travers Smith.

Richard has a wide range of experience and is highly commended by his public and private sector clients for his excellent performances in courts and tribunals, his thoroughness and attention to detail, and his personable and friendly approach to clients. He has been described as “fantastic” and credited for “putting in an enormous amount of work for the Force ... and providing excellent advice and counsel throughout”.

Much of Richard’s work is done for police clients up and down the country. He also acts for individuals and corporate clients, including:

- Mercedes AMG High Performance Powertrains Ltd;
- Virgin;
- UK Power;
- Ladbrokes;
- Dormeo UK Ltd;
- The British Council.

Expertise

Employment

Richard acts for both claimants and respondents. His practice covers all the main aspects of employment law, including discrimination, unfair dismissal, wrongful and constructive dismissals, redundancy, TUPE, restrictive covenants, restraint of trade and whistleblowing.

Richard’s main expertise lies in disability discrimination. He is co-author of “Disability Discrimination in Employment” published by Oxford University Press, and is frequently instructed in complex and high value cases for respondent employers.

Notable Employment cases

Acting for Mercedes in successful defence of constructive dismissal claim by one of its Formula 1 team engineers. [Issues of affirmation and waiver raised];

Acting for Cambridgeshire Constabulary in successful defence of disability discrimination claim by officer suffering from PTSD. [Issues included whether referral to social care was capable of amounting to a detriment];

Acting for Gloucestershire Constabulary in successful defence of claim of discrimination brought under Part Time Workers Regulations;

Acting for Metropolitan Police in successful defence of claims of disability and sex discrimination brought by part time worker with dyslexia. [Issues of correct calculation of pay for part time workers raised];

Acting for Ladbrokes in successful defence of claims for race discrimination and unfair dismissal brought by employee;

Acting for Thames Valley Police in successful defence of claim of sex discrimination brought by serving police officer;

Acting for Metropolitan Police in successful defence of claim of disability discrimination claim brought by officer with ADHD.

Personal Injury

Richard regularly acts for both claimants and defendants in personal injury cases. He has a specific interest in employers' liability for work-related stress and mental health issues, and the potential overlap between such claims and claims of disability discrimination.

Notable Personal Injury cases

Advising a police force in connection with claims brought by the estate of a murder victim alleging negligence, race and disability discrimination, and breaches of the Human Rights Act;

Acting for a police force in connection with negligence claims brought by a dog handler suffering from PTSD;

Acting for a police force in connection with claims in negligence and breach of statutory duty causing psychiatric injury brought by officers working in a child sexual exploitation team.

Police Law

As well as advising on and acting in employment claims and personal injury claims for police forces, Richard is also frequently instructed in misconduct proceedings under the Police (Conduct Regulations) 2012. He is also instructed in an advisory role in stage 3 performance/attendance hearings.

Commercial

Richard also has considerable experience of commercial dispute resolution, both as a solicitor and as a barrister. He has acted in numerous High Court and County Court

actions, covering a wide range of commercial and contractual disputes, professional negligence, partnership disputes, insolvency, inheritance claims and property cases.

Education & Qualifications

- 1995 – Called to the Bar by Middle Temple
- 1983 – College of Law
- 1979 – Oriel College, Oxford, BA (Hons) Classics (1st)

Memberships

- ELBA
- PIBA

Awards

