

## Andrew Wastall

Call 2005



### Clerks' Details

👤 Ian Spencer  
☎ 0113 203 1971

👤 Rebecca Bennett  
☎ 0113 203 1985

### Education

- BA (Hons), University of Southampton (Class II i, 2000)
- Postgraduate LLB (Hons), City University (Class II i, 2003)
- Bar Vocational Course, Inns of Court School of Law (Very Competent, 2005)
- William Shaw scholarship, Gray's Inn (2004)

### Beyond the Bar

Andrew has previously worked as a political delegate. He also founded and directed a homelessness and mental health charity.

### Employment CV

#### Overview

Andrew has substantial experience of all aspects of employment law. He represents both claimants and respondents in the Employment Tribunal and Employment Appeal Tribunal. He is experienced in conducting multi-day hearings, especially in cases concerning the following areas:

- Constructive, wrongful and unfair dismissal
- Sex and race discrimination
- TUPE claims
- Whistleblowing

Whilst sensitive and empathetic to the situations facing his clients, he offers firm, independent and realistic advice, whilst adopting a practical and proactive approach.

## Recommendations

“His personable manner makes it easy for him to deal with clients and solicitors alike.”  
**Legal 500 2015**

“Experienced in conducting multi-day hearings.” - **Legal 500 2014**

“Knowledgeable and enthusiastic.” - **Legal 500 2013**

## Cases

A TUPE claim concerning the purpose for which insolvency proceedings had been opened, under TUPE regulation 8(6) and 8(7) and following *OTG Ltd v Barke*;

A pre-hearing review, to establish whether Claimant's mental condition amounted to a disability. The Claimant was suffering with complex memory loss;

An EAT case as to whether the ET was wrong to make a deposit order in a case involving factual dispute in claim for race discrimination;

Acting for a GP Practice in an unfair dismissal claim arising from allegations of bullying treatment;

Acting for a Solicitor as a lay client in claim against his Solicitors firm for unfair dismissal. EAT case on meaning of time limits under principle in *Matuszowicz -v- Kingston-upon-Hull City Council* [2009] 3 All ER 685.

Defence of claims of institutional racial and religious discrimination against college. Has acted regularly for schools, colleges and local councils in cases of unfair dismissal, discrimination and claims arising from maternity pay.