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Jane Mulcahy KC

"Jane is a wonderful barrister and she has an excellent client manner."

— CHAMBERS AND PARTNERS, 2025



Year of call: **1995**
Appointed to silk: **2014**
Degree: **BA Hons (London)**

Jane Mulcahy KC is Joint Head of Blackstone Chambers. She conducts a broad range of work, including commercial and regulatory matters, and is recognised as a leading silk in the areas of employment and sport. She also acts as a mediator and conducts investigations, both confidential and in the public domain, as well as sitting as an arbitrator.

In relation to employment, she deals with complex and difficult cases including those involving employee competition, whistleblowing and discrimination. She is currently acting for a large UK facilities management company, a US-based law firm and a company producing an actor's directory (in relation to whether or not the organisation constitutes an employment agency), as well as for an emergency service of a public authority. She acted for the Open University in a high-profile case concerning allegations of discrimination and victimisation arising out of a protected belief.

Her sport work is varied, including disciplinary and regulatory issues: she has recently represented a regulator in a doping case and a Championship club concerning training compensation. She acted for the ECB in a case against Yorkshire County Cricket Club and others, as well as for footballers Kieran Trippier and Daniel Sturridge in cases alleging betting violations brought against them by The Football Association. She was part of the investigation team which produced "The Mulcahy Report" for Manchester City (concerning historic sexual abuse allegations in football).

Jane is recognised by latest editions of both the leading independent legal directories, Chambers UK and Legal 500, for her expertise in employment, sport and independent investigations. Key recent quotes include:

- "Jane is a wonderful barrister and she has an excellent client manner." - Chambers UK, 2025
- "Her manner with clients is phenomenal and she builds trust in an instant." - Legal 500, 2025
- "She is at the top of her game and brings a unique blend of intellect and commercial sensitivity." - Chambers UK, 2024
- "Jane is an exceptional advocate who can be relied upon to make the most difficult of concepts clear and understandable." - Legal 500, 2024

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Previous comments include:

- "Jane's advocacy is first class." - Legal 500
- "Jane's advocacy is excellent, and she is very approachable and very good with clients." - Chambers UK
- "She is razor-sharp on the facts, hugely compelling throughout cross-examination and she feels very passionately about her cases." - Chambers UK
- "Brilliant with clients. Incisive analysis and highly effective, measured advocacy that you can see is appreciated by judges." - Legal 500

She is a fellow of the Chartered Institute of Arbitrators, a CEDR accredited mediator, a member of Sport Resolutions' arbitrator and mediator panels, an Appeal Steward for the British Boxing Board of Control and formerly sat as an Anti-Corruption Hearing Officer for international tennis.

EXPERIENCE

Employment

Areas of work include team moves, restrictive covenants, garden leave, confidentiality, whistleblowing, discrimination, breach of contract, wrongful dismissal, unfair dismissal and redundancy.

"A class act."
— LEGAL 500, 2025

Current and recent work includes acting for Talent Systems Europe Ltd in the High Court, successfully resisting a claim by the actors' union Equity that the company's directory for actors, Spotlight, rendered the company an employment agency; a fire and rescue authority in an appeal to the EAT; a large facilities management company in a claim by a former consultant alleging discrimination and whistleblowing; an international property firm concerning claims of sex and age discrimination as well as harassment; a world renowned motorsport company defending allegations of whistleblowing and discrimination; a large law firm in a claim brought by a former partner; a US-based technology company in a discrimination case and a UK insurance broker in relation to a team move.

Further details concerning Jane's recent work in areas of Employment law can be found below.

Cases

Equity and others v Talent Systems Europe Ltd
[2025] EWHC 2254 (KB)
Successfully resisted a claim in the High Court that Talent Systems Europe Ltd was an employment agency.

Re: Fire and Rescue authority
Appealing to the EAT against findings in favour of a male firefighter, including sex discrimination.

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Re: Facilities management company
Defending claims by a former consultant alleging discrimination and whistleblowing.

Re: International property company
Defended claims of sex and age discrimination as well as harassment.

Re: Motorsport team
Defended allegations of whistleblowing and discrimination.

Re: Large law firm
Defended claims of discrimination brought by a former partner.

Sport

Jane acts in the civil courts, arbitrations and sports tribunals, including the Court of Arbitration for Sport. Areas covered include breach of contract, employment, disciplinary and regulatory matters, doping, corruption, player transfers, training compensation, competition/restraint of trade, agency disputes and child protection.

Jane sits as an Appeal Steward for the British Board of Boxing Control and formerly sat as an Anti-Corruption Hearing Officer for international tennis. She advises sport governing bodies on a range of issues and is on Sport Resolutions' panel list of mediators and arbitrators. In respect of the latter roles, she has experience of arbitrating disputes between players, agents and clubs, both alone and as one of a panel of arbitrators and has mediated sports cases. She conducted, with solicitors Pinsent Masons, the investigation for Manchester City concerning historic allegations of sexual abuse (resulting in "The Mulcahy Report"). She has recently conducted an investigation into allegations of bullying in a high-profile sport.

> *"I really value Jane's advice, particularly when encountering a complex issue."*
>
> — CHAMBERS AND PARTNERS, 2025

Cases

Re: Professional Football Compensation Committee ("PFCC")
Acted for a Championship Club before the PFCC in a dispute with a Premier League club over training compensation.

Re: Doping
Acted for the regulator in charges of doping against a player.

Re: Agents
Advised a regulator as to the status of agents under employment legislation.

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Re: Discriminatory rules
Advised the organiser of a high-profile event concerning the possibility of qualification rules being indirectly discriminatory.

The Premier League v Nottingham Forest, Leicester City FC
Acted for the Premier League in relation to the Profitability and Sustainability Rules.

ECB v Yorkshire County Cricket Club
Acted for the ECB prosecuting allegations of race discrimination.

FA v Kieran Trippier
Defending the player from charges involving betting brought by the FA.

FA v Daniel Sturridge
Defending the player from charges involving betting brought by the FA.

Investigations & Inquiries

Jane has substantial experience of conducting both public and confidential investigations for a range of clients. In relation to the former, she conducted a review for ITV concerning Phillip Schofield and "This Morning". In relation to the latter, her wide experience includes investigating:

- Historic allegations of abuse.
- Bullying allegations in an insurance company.
- Allegations of harassment in a City organisation.
- Alleged inappropriate use of social media in a large law firm.
- Allegations of sexual misconduct in a large media organisation.
- Bullying allegations in a high-profile sport.
- Multiple separate allegations concerning the actions of a senior lawyer in a City law firm.
- Allegations against a barristers' Chambers.
- Discrimination allegations against a senior manager in an insurance company.

> *"Jane is becoming a real leading barrister on high-profile media investigations."*
>
> — CHAMBERS AND PARTNERS, 2025

Employee Competition

Examples of Jane's recent Employee Competition work can be found below.

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Cases

Team move
Acted for a UK insurance broker in relation to a team move after employees left to work for a competitor. The case involved allegations by the individuals of breach of Article 8 of the European Convention on Human Rights.

Restrictive covenants
Advised a large recruitment company on implementation of restrictive covenants.

Restrictive covenants
Advised a large quasi-governmental organisation concerning restrictive covenants for senior employees.

Argus Media v Mr Mounir Halim
Acted for the individual in successfully resisting an interim application seeking a non-compete injunction and the imaging of the individual's electronic equipment.

Whistleblowing

Examples of Jane's recent Whistleblowing work can be found below.

Cases

Re: Facilities management company
Defending claims by a former consultant alleging discrimination and whistleblowing.

Re: Motorsport team
Defended allegations of whistleblowing and discrimination by a former employee.

Re: Law firm
Defended claims of whistleblowing by a senior associate.

Re: Large European bank
Acted for an individual bringing a claim of whistleblowing against a European bank

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Re: Large investment bank
Acted for a large investment bank in a whistleblowing claim by a former employee.

Discrimination

Examples of Jane's recent Discrimination work can be found below.

Cases

Re: Fire and Rescue authority
Appealing to the EAT against findings in favour of a male firefighter, including sex discrimination.

Re: Facilities management company
Defending claims by a former consultant alleging discrimination.

Re: Motorsport team
Defended allegations of discrimination.

Re: Large law firm
Defended claims of discrimination brought by a former partner.

Re: International property company
Defended claims of sex and age discrimination brought by a senior employee.

Arbitration

Jane is a fellow of the Chartered Institute of Arbitrators and is a member of Sport Resolutions' panel of arbitrators.

She has experience of arbitrating disputes between players, agents, clubs and managers, both alone and as one of a panel of arbitrators, as well as arbitrating employment disputes, including issues concerning employee competition. She also sits as an Appeal Steward for the British Boxing Board of Control and formerly sat as an Anti-Corruption Hearing Officer for world tennis.

"Searingly intelligent, astonishingly hardworking, strategically astute."
— LEGAL 500, 2021

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Cases

Re: Football agent and a player/his new agent
Chaired a panel of three determining issues arising out of alleged breach of contract and inducement to breach.

Re: Tennis
Various corruption cases brought by tennis against international players.

Re: Employment dispute
One of three arbitrators in a dispute concerning employee competition and the alleged use of confidential information.

Mediation

Jane is CEDR accredited and has mediated a range of employment, sport, music, media, shareholder and partnership disputes.

In facilitating settlement, she draws on her long experience of acting for both sides in litigation and understands the particularly stressful and delicate nature of mediations, particularly when relationships are ongoing. She is a member of Sport Resolutions' mediation panel.

Cases

Mediation
Dispute between a director and shareholder and his former company.

Mediation
Dispute between hedge fund and former employee.

Mediation
Dispute between former senior employee and international management consultants.

Mediation
Dispute between a student and her university.

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ACHIEVEMENTS

Education

BA Hons in History (London); Diploma in Law (City), distinction

Publications

- Case editor for the International Sports Law Review ("ISLR").
- Joint author of "Garden Leave" and "Practice and Procedure" in Employee Competition: Covenants, Confidentiality and Garden Leave, OUP, 3rd ed., 2016.

Appointments

- Appeal steward for the British Boxing Board of Control.
- Panel member for Sport Resolutions (Legal Arbitrator and Mediator).

Membership

- Member of the British Association of Sport ("BASL"); Employment Lawyers Association ("ELA"); Employment Law Bar Association ("ELBA") and Combar.

VAT registration number: 680703438

Barristers regulated by the Bar Standards Board