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# Kerenza Davis



*"Kerenza Davis is extremely diligent and conscientious. She is thorough and detail-oriented while also being able to step back and see the bigger commercial picture."*

— CHAMBERS AND PARTNERS, 2026

Year of call: **2012**
Degree: **BA Hons in English First Class; LLB First Class**

Kerenza is recognised as a leading junior in employment law, professional discipline and sports law.

She is regularly instructed as sole counsel on complex and high value matters usually reserved for silks. She frequently appears in multi-day hearings in the Employment Tribunal and before professional discipline panels, including sport and anti-doping tribunals. This has given her extensive experience cross-examining witnesses and making submissions on complicated points of law.

Kerenza is recognized by both of the independent legal directories, Legal 500 and Chambers UK. Current comments include:

- "Kerenza Davis is extremely diligent and conscientious. She is thorough and detail-oriented while also being able to step back and see the bigger commercial picture." - Chambers UK, 2026
- "Kerenza is an excellent barrister in every respect. Not only is she an expert in employment law, but she is also incredibly commercial, practical and strategic in the advice she delivers. Her advocacy is incredibly impressive." - Legal 500, 2026
- "Kerenza ticks all the boxes across all aspects of her work. She is creatively intelligent, strategy-minded and approaches all issues with a comprehensive analysis." - Chambers UK, 2025
- "Kerenza is a brilliant, persuasive advocate with a wonderful manner with both clients and judges. She is fiercely intelligent, and an excellent case strategist and commercial thinker." - Legal 500, 2025

Previous comments include:

- "Insightful, analytical, commercial, and a highly effective advocate – measured but extremely powerful when required. She picks up esoteric points with ease."- Legal 500, 2024
- "She is great with clients and judges, wielding the law like a scalpel."- Chambers UK, 2024
- "She is a go-to junior for complex discrimination claims - she just 'gets' it."- Chambers UK, 2023

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- "Kerenza is everything you would want in a barrister."- Chambers UK, 2023
- "Kerenza is insightful, thorough, practical, responsive and very clear in her advice, as well as being a pleasure to work with."- Legal 500, 2023

Kerenza has wide-ranging experience in employee competition law, acting for both employers and employees on restrictive covenants, garden leave, misuse of confidential information and team moves cases. She has successfully represented clients both seeking and resisting urgent injunctive relief and has been instructed as both junior and sole counsel in speedy trials. Recent client feedback states "she is very easy to get on with, personable, down-to-earth, intelligent, capable, insightful, pragmatic".

Kerenza has acted for individuals and regulators in professional disciplinary processes in a wide-range of fields including the law, education, engineering and accountancy. She has also acted for numerous high profile clubs and individuals from the sports world, including Premiership football clubs and Olympic athletes in defending and prosecuting claims in courts and tribunal, as well as in mediations and arbitrations.

# EXPERIENCE

## Employment

Kerenza is recognised as a leading junior for employment law in both independent legal directories.

> *"Kerenza Davis is always thoroughly prepared and a persuasive advocate."*
> — CHAMBERS AND PARTNERS, 2026

Kerenza routinely works on cases involving unfair dismissal, wrongful dismissal, redundancy, whistleblowing, TUPE, holiday pay, national minimum wage and the Working Time Regulations. She also has extensive experience acting for both employers and employees in employee competition, employee status and discrimination cases (see separate sections below).

Kerenza is regularly instructed to act as sole counsel in lengthy Employment Tribunal hearings usually reserved for KCs. For example, she has recently acted as sole counsel in:

- A complex race and sex discrimination claim, which was reported in Times, the Guardian and the Telegraph and received coverage on the ITV news.
- An age discrimination claim in which the Claimant was claiming £820,000.
- A 10 day maternity discrimination and whistleblowing claim.

Kerenza was instructed as junior counsel for Uber in the follow-on litigation arising out of the Supreme Court's decision in Uber BV v Aslam [2021] UKSC 5.

She also recently acted as junior counsel (to Jane Mulcahy KC), representing five Respondents in a substantial piece of litigation including claims of whistleblowing, sex and race discrimination, victimisation, harassment and unfair dismissal, which settled during the first week of a four week trial.

Kerenza has particular experience of the technology sector (clients have included HP Enterprise Services, Virgin and IBM) and the education sector (clients have included primary and secondary school teachers, primary, secondary and Higher Education institutions).

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# Cases

## Alleged Race discrimination in Boxing

Acting for the British Board of Boxing Control in a six-day trial to consider allegations of race discrimination and harassment, in a case that received coverage in the Daily Mail, the Sun and boxing press.

## Disability Discrimination Claim

Acting for a magic circle law firm to defend claims of disability discrimination in a four week trial listed for the Autumn 2024 (as junior counsel to Jane Mulcahy KC).

## Social media Comments on Middle East Crisis

Acting for a Respondent to defend claims of discrimination on the grounds of race and religion after the Claimant was criticised for posting comments about Israel, the Israeli Defence Force and the situation in Palestine on her LinkedIn account.

## Quantum Mechanic Learning tool

Acting for a biotech company to defend a claim of unfair dismissal after it dismissed the Claimant for having exaggerated the capabilities of a quantum mechanic learning tool he claimed to have designed that would assist in developing treatments for auto-immune conditions and cancers.

## Tesfagiorgis v Aspinals Club & Ors

Acting for the Respondents in a 14 day hearing to determine the Claimant's claims of direct and indirect race discrimination, victimisation and harassment. 25 out of 26 of the Claimant's claims were dismissed, with one claim of direct discrimination succeeding on the basis that a reasonable steps defence was not made out. During the hearing Kerenza cross-examined 6 witnesses and successfully dealt with several interlocutory issues, including getting some of the Claimant's evidence excluded on the grounds of relevance and dealing with a specific disclosure application. The full jment is available here.

## Former in-house counsel whistleblowing claim

Acting for 5 Respondents including a multi-national food company in a 4 week trial, defending claims of whistleblowing detriment/dismissal, direct sex and race discrimination, victimisation, harassment and unfair dismissal (as junior counsel to Jane Mulcahy KC). This was a substantial piece of litigation (the hearing bundle ran to 62 lever arch files) in which the Claimant relied on 30 alleged protected disclosures and 11 alleged protected acts. The case also raised the issue of the legal privilege exception in whistleblowing cases.

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## Kahn v VisitDenmark

Successfully defending claims of age discrimination and unfair dismissal at a 5 day hearing, including cross-examining four witnesses. The Claimant claimed £820,000 after being dismissed for engaging a company owned and operated by his son, without permission from his superiors. The Tribunal was persuaded to discount the Claimant's explanations as the answers elicited during cross-examination demonstrated a lack of credibility. The full jment is available here.

## Maternity Discrimination /Whistleblowing

Acting for the Respondent in a 10 day hearing to defend the Claimant's claims of maternity discrimination, whistleblowing and constructive unfair dismissal, after the Claimant walked out the office on her second day back at work, having purportedly made protected disclosures to the father of her child (a former executive at the Respondent).

## Anonymity order

Advising an international sports player in relation to proceedings against their club, in which they had been named in witness statements, including in relation to the prospects of obtaining an anonymity order to protect their identity.

## Discrimination, status and vicariously liability

Acting for seven Respondents to defend claims from the Claimant arising out of an alleged sexual assault she had suffered 15 years previously by a now deceased executive. The claim raised complex issues of employee/worker status and vicarious liability under the Employment Rights Act and Equality Act and involved an application under Rule 50 for anonymity of parties and witnesses.

## Protective Award Claims

Acting for the administrators in relation to the claims for protective awards from former employees following the high-profile collapse of their employer company.

## Wade v Wargrave CE Primary School & Ors

Successfully acting for the Claimant in a 7 day hearing bringing claims for unfair and wrongful dismissal, following an investigation into maladministration in the Key Stage 2 SATs at the school where she worked. Click here to read the full judgment.

## Equal pay/Sex Discrimination

Acting as sole counsel for the Respondent in a 15 day hearing in the Employment Tribunal to defend claims for equal pay, direct discrimination and victimisation. The Claimant relied on 15 comparators and claimed both like work and work of equal value.

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### Investigation at High End Retailer

Undertaking an investigation on behalf of a high-end retailer, when a senior member of staff made allegations of discrimination and claimed to have made protected disclosures in response to concerns being raised about her performance.

### Dismissal arising from Historic Allegations

Advising an individual following his dismissal from his employer, a global technology company, on the basis of allegations of misconduct, which was alleged to have taken place five years previously.

### Equal pay claim by Investment Manager

Acting for a boutique investment management firm to defend claims for equal pay and sex discrimination, including representing the firm at a day-long judicial mediation.

### Dishonesty during disciplinary investigation

Acting for the Respondent bank defending a claim of unfair dismissal. The Claimant had originally received a written warning for participating in inappropriate behaviour on a charity tour. During the internal appeal, additional evidence came to light, which led to the Claimant being dismissed for dishonesty.

### Food delivery app

Acting for the Respondent, which operates an app facilitating the delivery of food, securing strike out of the Claimant's claims for unfair and wrongful dismissal. Judgment available here.

### Patel v IBM UK Ltd

Successfully acting for the Respondent to defend the Claimant's claim of unfair dismissal following a redundancy process. The Claimant's claims were dismissed following a two day hearing. Click here to read the full judgment.

### Holiday pay while furloughed

Acting for the Respondent company to deal with a series of linked claims for holiday pay for employees who had been on furlough and claimed they had not been given appropriate notice under the Working Time Regulations that they were required to take holiday during their time away from the workplace.

### Walker v The Sanctuary Group & Ors

Acting for a large charity defending a claim concerning redundancy and TUPE.

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### Devis v IBM

Acting for the Respondent to defend the Claimant's claim of unfair dismissal at a 4 day hearing (having successfully resisted his application to add a claim of age discrimination). The dismissal was held to be procedurally unfair but compensation was reduced by 70%. The full judgment can be read here.

### Logo transfer

Successfully defending a proposed claim based on TUPE following the termination of a planned joint fashion venture, where the intellectual property in the branding was retained for possible future use but the intended colloboration was dissolved.

### Theft by Security Guard

Acting for the Respondent, the Trustees of a national museum, to defend a claim for unfair dismissal following their dismissal of a security guard they had found guilty of stealing.

### Whistleblowing in the Crypto-currency world

Acting for the Claimant in his claims against his former employer after his manager and the manager's entire team were dismissed following the submission of a whistleblowing report and further protected disclosures by the Claimant.

### Working hours at an Investment bank

Acting for the Respondent company to defend claims of breach of the Working Time Regulations and disability discrimination arising out of the working hours and culture at the bank.

### Disability Discrimination & Unfair Dismissal

Advising the Claimant on her prospects of successfully appealing the decision in her disability discrimination and unfair dismissal claim to the Employment Appeal Tribunal.

### Work-related stress

Advising an individual suffering from severe work-related stress in her job at an international film production company on tactics for negotiating a compromise agreement with her employer, including advising on potential claims under TUPE, for wrongful/unfair constructive dismissal and for negligence causing personal injury.

### Bullying & Whistleblowing

Carrying out an investigation into a workplace grievance, raising questions of bullying and whistleblowing (as junior counsel to Gemma White).

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# Employee Competition

Kerenza has wide-ranging experience in employee competition law, advising both employers and employees on restrictive covenants, garden leave, misuse of confidential information and team moves.

She has successfully acted for employers and employees in obtaining and resisting urgent injunctive relief and has acted as sole and junior counsel in speedy trials, as well as in employment disputes in the High Court more generally involving employee poaching, garden leave and restrictive covenants.

Kerenza has acted for clients in such diverse areas as private security services, biotech research, recruitment consultants and property developers, as well as for clients in more traditional employee competition battlegrounds such as insurance broking and derivative trading.

Kerenza regularly contributes to chambers' employee competition bulletin and speaks at the annual employee competition seminar. She has recently co-authored an article published in the ELA bulletin on employees retaining confidential documents post-employment.

Kerenza is recognised as a leading junior for employment law in the latest edition of both independent legal directories.

## Cases

### Restrictive Covenants Advice

Providing advice to various employees, employers and potential employers, most recently including advising a magic circle firm on the enforceability and effect of the restrictive covenants in the contract of an intended hire and advising a CEO on the enforceability and effect of the restrictive covenants in his contract in light of an attractive offer from a competitor.

### Biotech company

Acting for a biotech company focused on developing novel treatments for cancer and auto-immune diseases, to restrain its Senior Director of Business Development departing to work for a competitor in breach of restrictive covenants in his contract.

### Departing director

Advising a company on potential claims against a former employee and statutory director who had gone to work for a competitor, attempted to solicit clients and sought to backdate his removal from the Companies House register when it was pointed out to him that his earlier actions could amount to a breach of his statutory duties.

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### Recruitment consultants

Acting for a departing employee (one of four defendants) to defend urgent applications for delivery up, provision of information and enforcement of restrictive covenants and an application for a speedy trial to determine the employer's claims for breach of contract, misuse of confidential information, unlawful conspiracy and inducing breach of contract.

### Private Security Services

Acting for a private security services company in claims against its departing COO and four implicated companies/individuals to obtain urgent injunctive relief, including provision of information, disc imaging, delivery up, enforcement of restrictive covenants and springboard relief.

### Telecommunications company

Advising a telecommunications company on potential claims following the departure of two employees who appeared to have been misusing confidential information, acting for other businesses during working hours and seeking to obtain secret profits from their employment.

### Confidential information and computer forensic expert

Acting for the defendant company following a claim that one of their recent recruits had removed and made use of the confidential information of his former employer, including advising on the practicalities of working with a computer forensic expert following an order for delivery up and inspection.

### Square Global v Leonard

Acting for the Defendant employee in a speedy trial to determine whether the Defendant was wrongfully dismissed and if not whether the non-compete, non-poaching and non-solicitation covenants in the employment contract should be enforced (junior counsel to Tom Croxford QC). The full judgment is available here.

### Team Move

Acting from the Claimant insurance company in a high value team move, employee poaching, solicitation of clients and misuse of confidential information case, which has attracted attention in the insurance press (as junior counsel to Jane Mulcahy QC).

### ICAP v Berry

[2017] EWHC 1321 (QB)

Acting for the Second Defendant in a speedy trial concerning the departure of a high ranking employee from the Claimant to one of its main competitors. The Claimant sought injunctions to enforce garden leave and confidentiality clauses (junior counsel to Paul Goulding QC and Diya Sen Gupta). Click here to read the full judgment.

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### Misuse of confidential information and employee poaching

Advising a family run business on its options following the departure of several employees to a competitor, which then appeared to be making use of the company's confidential information, including client lists and intellectual property.

## Discrimination

Kerenza has extensive experience advising and acting for both Claimants and Respondents in discrimination claims, including those involving sex discrimination, pregnancy and maternity discrimination, discrimination on the grounds of age, sexuality, race, religion, gender reassignment and disability, equal pay claims and claims for victimisation and harassment.

Kerenza has also acted in cases involving claims of discrimination against service providers.

Kerenza was appointed to the Equality and Human Rights Commission's Panel of Counsel for 2020-2023.

Kerenza is recognised as a leading junior for employment law in the latest edition of the both independent legal directories, which identify her as "a junior of choice for tricky discrimination claims".

Kerenza has a particular interest in and expertise on conflicts of belief and conflicts between protected characteristics. She has written about the topic here, here and here provided training on it to employers, government bodies and law firms.

## Cases

### Alleged Race discrimination in Boxing

Acting for the British Board of Boxing Control in a six-day trial to consider allegations of race discrimination and harassment, in a case that received coverage in the Daily Mail, the Sun and boxing press.

### Disability Discrimination Claim

Acting for a magic circle law firm to defend claims of disability discrimination in a four week trial listed for the Autumn 2024 (as junior counsel to Jane Mulcahy KC).

### Equal pay claim by Investment Manager

Acting for a boutique investment management firm to defend claims for equal pay and sex discrimination, including representing the firm at a day-long judicial mediation.

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### Preferred pronoun policy

Advising a local authority on the application of its policy on bullying and harassment and the use of preferred pronouns to employees with religious and/or gender critical beliefs.

### Inappropriate Conduct/Disability Discrimination

Acting for a company to defend claims of disability discrimination when an employee was disciplined for highly inappropriate conduct in the workplace, which he attributed to his bi-polar disorder.

### Social media Comments on Middle East Crisis

Acting for a Respondent to defend claims of discrimination on the grounds of race and religion after the Claimant was criticised for posting comments about Israel, the Israeli Defence Force and the situation in Palestine on her LinkedIn account.

### Sexual harassment v Race discrimination

Acting for an academic institution in case where one employee accused another of sexual harassment, which the other employee claimed was motivated by racially discriminatory views.

### Gender Reassignment Discrimination

Acting for the Respondent company to defend claims of discrimination on the grounds of gender reassignment when the claimant's contract was terminated following customer complaints about performance and conduct.

### Tesfagiorgis v Aspinals Club & Ors

Acting for the Respondents in a 14 day hearing to determine the Claimant's claims of direct and indirect race discrimination, victimisation and harassment. 25 out of 26 of the Claimant's claims were dismissed, with one claim of direct discrimination succeeding on the basis that a reasonable steps defence was not made out. During the hearing Kerenza cross-examined 6 witnesses and successfully dealt with several interlocutory issues, including getting some of the Claimant's evidence excluded on the grounds of relevance and dealing with a specific disclosure application. The full jment is available here.

### Equal pay/Sex Discrimination

Acting as sole counsel for the Respondent in a 15 day hearing in the Employment Tribunal to defend claims for equal pay, direct discrimination and victimisation. The Claimant relied on 15 comparators and claimed both like work and work of equal value.

### Race discrimination claim

Acting for the Respondent, a high end fashion brand, as sole counsel in a 13 day trial defending claims of race discrimination and constructive unfair dismissal.

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## Maternity Discrimination /Whistleblowing

Acting for the Respondent in a 10 day hearing to defend the Claimant's claims of maternity discrimination, whistleblowing and constructive unfair dismissal, after the Claimant walked out the office on her second day back at work, having purportedly made protected disclosures to the father of her child (a former executive at the Respondent).

## Former in-house counsel whistleblowing claim

Acting for 5 Respondents including a multi-national food company in a 4 week trial, defending claims of whistleblowing detriment/dismissal, direct sex and race discrimination, victimisation, harassment and unfair dismissal (as junior counsel to Jane Mulcahy KC). This was a substantial piece of litigation (the hearing bundle ran to 62 lever arch files) in which the Claimant relied on 30 alleged protected disclosures and 11 alleged protected acts. The case also raised the issue of the legal privilege exception in whistleblowing cases.

## Kahn v VisitDenmark

Successfully defending claims of age discrimination and unfair dismissal at a 5 day hearing, including cross-examining four witnesses. The Claimant claimed £820,000 after being dismissed for engaging a company owned and operated by his son, without permission from his superiors. The Tribunal was persuaded to discount the Claimant's explanations as the answers elicited during cross-examination demonstrated a lack of credibility. The full jment is available here.

## Working hours at an Investment bank

Acting for the Respondent company to defend claims of breach of the Working Time Regulations and disability discrimination arising out of the working hours and culture at the bank.

## Face masks in supermarkets

Advising a well known supermarket chain on the application of the Equality Act, in particular provisions relating to disability discrimination, to their policy of requiring face masks to be worn in store by customers.

## Jessica Varnish v GB Cycling & UK Sport

Acting for the Second Respondent to defend claims by a former member of Great Britain's women's cycling team of unfair dismissal, direct discrimination, victimisation and detriment following protected disclosure. The case raised questions regarding employee status in the context of athletes performing at the highest level.

## Indirect Associative Discrimination

Advising an individual of Russian Jewish decent on a potential claim of indirect associative race/religious discrimination, raising complex questions on the interpretation of s.19 of the Equality Act in light of CHEZ Razpredelenie Bulgaria [2015] IRLR 746.

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## Discrimination claim against service provider

Acting for the Defendant bank in a claim for race discrimination and vicitimisation in relation to services provided to a customer.

## Disability Discrimination & Unfair Dismissal

Advising the Claimant on her prospects of successfully appealing the decision in her disability discrimination and unfair dismissal claim to the Employment Appeal Tribunal.

## Equal pay claim

Acting for a multi-national food company in 10 day trial defending an equal pay claim (junior counsel to Jane Mulcahy QC).

## Sex Discrimination

Acting for the claimant in an unfair constructive dismissal claim on the grounds of sex discrimination.

## Pregnancy & Maternity Discrimination

Current/recent cases include:

## Age Discrimination

Current/recent cases include:

Acting for an insurance broker to defend claims of age discrimination and unfair dismissal following a redundancy process. Securing strike out of the Claimant's claims of age discrimination claims following her dismissal from the Respondent school on capability grounds. Acting for a multi-national technology company to defend claims of direct and indirect age discrimination following an internal recruitment process.

## Race Discrimination

Current/recent cases include:

## Disability Discrimination

Current/recent cases include:

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# Whistleblowing

Kerenza has acted in numerous complex whistleblowing claims, including cases featuring interim relief applications. Kerenza has particular expertise dealing with whistleblowing in the context of in-house lawyers and the unique challenges this presents in relation to legal privilege and the exception set out in s.43B(4) of the Employment Rights Act 1996.

## Cases

### Former in-house counsel whistleblowing claim

Acting for 5 Respondents including a multi-national food company in a 4 week trial, defending claims of whistleblowing detriment/dismissal, direct sex and race discrimination, victimisation, harassment and unfair dismissal (as junior counsel to Jane Mulcahy KC). This was a substantial piece of litigation (the hearing bundle ran to 62 lever arch files) in which the Claimant relied on 30 alleged protected disclosures and 11 alleged protected acts. The case also raised the issue of the legal privilege exception in whistleblowing cases.

### Maternity Discrimination /Whistleblowing

Acting for the Respondent in a 10 day hearing to defend the Claimant's claims of maternity discrimination, whistleblowing and constructive unfair dismissal, after the Claimant walked out the office on her second day back at work, having purportedly made protected disclosures to the father of her child (a former executive at the Respondent).

### Whistleblower grievance

Advising the Respondent company on the handling of a grievance brought by a member of the senior management team, which purported to include protected disclosures and made allegations of victimisation.

### Investigation at High End Retailer

Undertaking an investigation on behalf of a high-end retailer, when a senior member of staff made allegations of discrimination and claimed to have made protected disclosures in response to concerns being raised about her performance.

### Whistleblowing in the Crypto-currency world

Acting for the Claimant in his claims against his former employer after his manager and the manager's entire team were dismissed following the submission of a whistleblowing report and further protected disclosures by the Claimant.

### Interim Relief Application

Successfully defending against an interim relief application in a whistleblowing claim (as junior counsel to Jane Mulcahy QC).

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### Bullying & Whistleblowing

Carrying out an investigation into a workplace grievance, raising questions of bullying and whistleblowing (as junior counsel to Gemma White).

## Employment Status & Contracts

Kerenza regularly appears in hearings dealing with the thorny question of employee/worker status and advises on the consequences of this for a range of issues including jurisdictional questions of standing to bring claims and quantification questions as to holiday pay and national minimum wage.

Clients in this area have included sporting bodies as well as some of the big names offering work through digital platforms (Uber, Deliveroo).

Kerenza recently acted as junior counsel for Uber in the follow-on litigation arising out of the Supreme Court's decision in Uber BV v Aslam [2021] UKSC 5.

## Cases

### Discrimination, status and vicariously liability

Acting for seven Respondents to defend claims from the Claimant arising out of an alleged sexual assault she had suffered 15 years previously by a now deceased executive. The claim raised complex issues of employee/worker status and vicarious liability under the Employment Rights Act and Equality Act and involved an application under Rule 50 for anonymity of parties and witnesses.

### Worker vs Employee status

Acting in a series of preliminary hearings where the claimants claim to have employee status where the employer contends they are workers.

### Food delivery app

Acting for the Respondent, which operates an app facilitating the delivery of food, securing strike out of the Claimant's claims for unfair and wrongful dismissal. Judgment available here.

### Jessica Varnish v GB Cycling & UK Sport

Acting for the Second Respondent to defend claims by a former member of Great Britain's women's cycling team of unfair dismissal, direct discrimination, victimisation and detriment following protected disclosure. The case raised questions regarding employee status in the context of athletes performing at the highest level.

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# Professional Discipline

Kerenza has experience representing both professional regulatory bodies and individuals facings charges of misconduct/breach of their professions rules in a range of fields including medicine, higher education, accountancy, law, civil engineering and sport. She has also advised clients in non-contentious contexts about the best approach to employ in respect of professional discipline procedures.

*"She is a fantastic junior; astonishingly bright and hard-working."*

— LEGAL 500, 2021

## Cases

### Alleged anti-doping violation

Advising an Olympic medallist on the best course of action following receipt of an allegation of an anti-doping violation (missed test).

### ICAEW

Representing the Investigation Committee of the Institute of Chartered Accountants in numerous disciplinary hearings, raising issues of misuse of client funds, unlawfully retaining confidential information, criminal convictions for fraud, improper preparation of accounts, non-compliance with Bye-laws and failure to comply with CPD requirements.

### Carmody v Institution of Civil Engineers

Successfully representing a member of the ICE before the Construction Industry Council Appeals Tribunal to overturn a finding that he had breached the ICE's rules on professional conduct, resulting in the sanction that had been imposed being revoked.

### Lancashire Lions

Acting for Blind Cricket England and Wales and the English Cricket Board to prosecute 8 players and a Blind Cricket club on charges of dissent towards the umpire, acts of violence, discriminatory conduct based on an individual's race or religion and bringing cricket into disrepute. All charges were upheld.

### Collateral proceedings

Advising a regulator on the best course of action when one of its members sought to stay disciplinary proceedings in light of ongoing civil litigation arising out of the same facts.

### Gosport Report

Advising a professional regulatory body on the implications of the report into Gosport Memorial Hospital Trust.

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### Tackling Sexual Assault & Rape in Higher Education Institutions

Advising a higher education institution on the impact relevant human rights, equality and public law principles would have on its internal disciplinary procedures as applied to students accused of sexual assault and rape (as junior counsel to Monica Carrs-Frisk QC).

### Solicitors' Code of Conduct and Account Rules

Advising a solicitor facing allegations of unprofessional conduct on the Solicitors' Regulatory Authority's Code of Conduct and the Solicitors Account Rules.

### R (Rahman & Ors) v the General Medical Council

Acting for the GMC in a judicial review of its decision not to certify two applicants as exempt persons under s.19 of the Medical Act, raising issues over the rights to free movement and equal treatment under EU law and the interpretation of the Immigration (EEA) Regulations (junior counsel to Alan Maclean QC).

### Misfeasance in public office

Acting for a government body in relation to a claim of misfeasance in public office and malicious falsehood against one of its employees.

### Compelling production of a file

Advising a professional body on its options in compelling a member to produce relevant documentation to it to facilitate its investigation into potential breaches of its disciplinary bye-laws and regulatory standards.

### Providing information to the police

Advising a professional regulatory body on whether it was entitled or obliged to provide information it had uncovered during an internal investigation of potential criminal activity by one of its members to the police.

### R (ICAEW) v Lord Chancellor

[2018] EWHC 1557 (Admin)

Acting for the Institute of Chartered Accountants to challenge the Lord Chancellor's refusal to approve its application to become a regulator and licensing authority in respect of five reserved legal activities (junior counsel to Nathalie Lieven QC).

### Braysher

Acting for the ICAEW in a one day disciplinary hearing, successfully establishing the defendant had made five serious errors in a set of accounts he had prepared.

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### UKAD

Acting for the UKAD before the National Anti-Doping Panel in respect of various anti-doping violation charges, including charges of evasion of testing made against a rugby player and a veteran runner and attempted use of a prohibited substance against an althete.

### Boxing Licence

Assisting the appeal panel in preparing to hear from a boxer whose licence had been suspended.

### Rugby player accused of racial abuse

Acting for a rugby club in an appeal from a citing hearing concerning an allegation of racial abuse made by one of their players against a player from another club (assisting Jane Mulcahy).

### Chen

Acting for UKAD to prosecute a student athlete for attempting to take a prohibited substance after UK Borders intercepted a large package of testosterone gel packs from Mexico on its way to the defendant. Under cross examination the defendant admitted he had lied when providing his initial account to UKAD's investigating officers.

### SRA Investigation

Advising a magic circle firm on SRA Investigation

## Sport

Kerenza is a highly experienced sports lawyer, having worked on cases before a variety of tribunals and panels in this field. She has worked for various Premier League football clubs, Olympic athletes, an International Cricketer, a team in the English Ice Hockey Premier League, the British Board of Boxing Control and individuals facing disciplinary charges. She has also represented UKAD in prosecuting anti-doping rule violation charges.

Cases Kerenza has been instructed on in this area have covered issues both on and off the field of play, including sponsorship and other commercial disputes, professional conduct matters, employment and discrimination issues and anti-doping rules.

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# Cases

## Alleged Race discrimination in Boxing

Acting for the British Board of Boxing Control in a six-day trial to consider allegations of race discrimination and harassment, in a case that received coverage in the Daily Mail, the Sun and boxing press.

## Alleged anti-doping violation

Advising an Olympic medallist on the best course of action following receipt of an allegation of an anti-doping violation (missed test).

## Former manager vs Premiership Football club

Acting for the club in three day arbitration before the Managers Arbitration Tribunal, in a dispute over a termination payment. As junior counsel to Nick De Marco KC

## Anonymity order

Advising an international sports player in relation to proceedings against their club, in which they had been named in witness statements, including in relation to the prospects of obtaining an anonymity order to protect their identity.

## Athlete's Sponsorship Agreement

Acting for a world-famous, Olympic gold medal winning athlete to enforce a Tomlin Order, relating to an underlying dispute over a sponsorship agreement.

## Championship Football Club Claim

Acting for a Championship Football Club to defend a claim of unfair dismissal by the coach of the youth team following a redundancy process.

## Chen

Acting for UKAD to prosecute a student athlete for attempting to take a prohibited substance after UK Borders intercepted a large package of testosterone gel packs from Mexico on its way to the defendant. Under cross examination the defendant admitted he had lied when providing his initial account to UKAD’s investigating officers.

## Exclusion from sport's club

Advising members of an unincorporated sports association on their options for redress when new management tried to exclude them from the club.

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## Jessica Varnish v GB Cycling & UK Sport

Acting for the Second Respondent to defend claims by a former member of Great Britain's women's cycling team of unfair dismissal, direct discrimination, victimisation and detriment following protected disclosure. The case raised questions regarding employee status in the context of athletes performing at the highest level.

## Lancashire Lions

Acting for Blind Cricket England and Wales and the English Cricket Board to prosecute 8 players and a Blind Cricket club on charges of dissent towards the umpire, acts of violence, discriminatory conduct based on an individual's race or religion and bringing cricket into disrepute. All charges were upheld.

## Premiership Football Club Dispute

Acting for a Premiership football club in claims involving unfair dismissal/redundancy and a dispute concerning confidential information (assisting Jane Mulcahy).

## F1 arbitration re Guy van der Garde

Acting for a Formula 1 racing driver in an arbitration under Swiss Intentional Arbitration Rules, successfully obtaining an award requiring the F1 team Sauber to honour its contractual obligation to nominate the driver as one of their two race drivers for the 2015 F1 Season (assisting Ian Mill QC).

## UKAD

Acting for the UKAD before the National Anti-Doping Panel in respect of various anti-doping violation charges, including charges of evasion of testing made against a rugby player and a veteran runner and attempted use of a prohibited substance against an althete.

## Rugby player accused of racial abuse

Acting for a rugby club in an appeal from a citing hearing concerning an allegation of racial abuse made by one of their players against a player from another club (assisting Jane Mulcahy).

## Ice Hockey Premier League rules

Advising a team in the English Ice Hockey Premier League in relation to possibly discriminatory provisions of the League's rules, age discrimination and unfair dismissal.

## Boxing Licence

Assisting the appeal panel in preparing to hear from a boxer whose licence had been suspended.

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# Civil Fraud, Asset Recovery & Injunctive Relief

Kerenza has worked on a number of high value cases involving civil fraud, including in the context of tax. She has experience of seeking and resisting applications for injunctive relief, including freezing injunctions, Norwich Pharmacal orders, Bankers Trust orders, interim and perceptual injunctions and claims involving conspiracy, dishonest assistance, knowing assistance, breach of trust, procuring breach of contract, unjust enrichment and deceit.

Kerenza has also worked on cases and provided advice to clients seeking injunctive relief in more unusual circumstances, including assisting a F1 driver to obtain an order requiring his team to nominate him as one of their two drivers for the season and advising the target of a hostile internet campaign about avenues for legal protection.

## Cases

### F1 arbitration re Guy van der Garde

Acting for a Formula 1 racing driver in an arbitration under Swiss Intentional Arbitration Rules, successfully obtaining an award requiring the F1 team Sauber to honour its contractual obligation to nominate the driver as one of their two race drivers for the 2015 F1 Season (assisting Ian Mill QC).

### Kyriakou v Christies & Ors

[2017] EWHC 487 (QB); [2017] 3 WLUK 223

Acting for the Applicant to obtain a Bankers Trust order against five Respondents, after his wife had travelled to London with 70kg of jewellery , watches and other valuables she had taken from the family home (junior counsel to Alan Maclean QC).

### Candy Ventures SARL v AAA Drivewise & Ors

Acting for the victim of a high value fraud perpetrated by a sophisticated computer hack, obtaining a Norwich Pharmacal order, Freezing Injunctions and pursuing claims for conspiracy, dishonest assistance, knowing receipt, unjust enrichment and money had and received (junior counsel to Victoria Windle).

### Access to Property

Acting for the Respondent property manager to resist an application for an injunction allowing the applicant access to all areas of a building, following the manager's decision to restrict access for security reasons.

### BE Fleet Street v BE Central

Successfully defending an urgent application for an interim injunction, which involved allegations of abuse of a dominant market position and raised questions about the application and scope of Access Directive (junior counsel to Alan Maclean QC).

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### Devonshire Appointments Limited v Rahman & Others

(QBD)

Acting for the Claimant recruitment consultants, in this fraud/ recovery claim against two ex-employees, for defrauding the company of several million pounds between 2007 and 2013. Various freezing orders and disclosure orders were obtained in support of the claim (assisting Leona Powell).

### Assigning Injunctions

Advising various companies about the possibility of varying or assigning the benefit of an injunction, ostensible/apparent authority, damages in relation to share transfers and potential claims arising out of misuse of intellectual property.

### Search order and disc imaging

Obtaining a search order and ancillary orders on behalf of a multi-national technology company, following the discovery that the defendant had been trading in counterfeit and unauthorised products (as junior counsel to Adam Baradon).

## ACHIEVEMENTS

### Education

BA Hons in English First Class; LLB First Class

### Prizes and Scholarships

- Recommended for the James Hunt prize for best advocate, Gray's Inn advocacy training program, 2013.
- Richard Reeve Foundation Award, 2011.
- Winner of College of Law's Negotiation Competition, 2011.
- The Shakespeare Memorial Award from Gray Inn, 2010.

### Publications

Kerenza regularly writes for Blackstone's Employee Competition Bulletin, the ELA Briefing and other legal and market publications. Her recent article on Managing Conflicts of Belief was viewed over 30,000 on social media. Drawing on the knowledge developed in writing this article and conducting cases in this area, Kerenza offers training on managing conflicts of beliefs and conflicts between protected characteristics to employers and law firms.

Conflicting beliefs and balancing rights

Bonus Clawback provisions

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FKJ v RVT

ELA's Response to Consultation on Non-Competes

“Profound” changes afoot for anti-suit injunctions?: Gray v Hurley

No Springboard Injunction for Breach of Confidence

Protecting/Exposing Confidential Documents

Before starting pupillage Kerenza worked for a charity representing the interests of women doctors.

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