clerks@blackstonechambers.com
+44 (0)20 7583 1770

Thomas Croxford KC

"Thomas is unflappable."
– CHAMBERS AND PARTNERS, 2025



Year of call: **1992**
Appointed to silk: **2018**
Degree: **MA (Cantab)**

Tom is widely recognised as a leading employment silk, with a practice that encompasses High Court and statutory employment cases, company, partnership and LLP disputes, civil fraud and asset recovery. He is instructed in the full range of complex employment litigation, with particular expertise in dealing with complex financial services, accounting and IT issues. Tom is highly rated in the latest editions of both legal directories, The Legal 500 and Chambers & Partners and is particularly noted for his expertise in whistleblowing and team moves cases. Recent comments include:

- "Thomas Croxford is willing to give robust, strategic direction and has an ability to win over challenging tribunal judges."- Chambers & Partners, 2026
- "Tom possesses an encyclopaedic mastery of employment law that borders on the formidable. Tom's ability to quickly absorb technical detail is almost unsettling, and his strategic instincts are consistently sound. He simply delivers results."- Legal 500, 2026
- "A formidable advocate who inspires confidence in clients."- Legal 500, 2025
- "Thomas is unflappable."- Chambers & Partners, 2025

Previous comments include:

- "A silk with an imperturbable demeanor and great client-handling skills."- Legal 500, 2024
- "Tom's supreme technical expertise speaks for itself, but the reason I instruct him is his unending ability to instil confidence in the most senior of clients."- Chambers & Partners, 2024
- "Undoubtedly one of the top employment barristers at the Bar and right at the top of his game in restraint of trade and whistleblowing claims – no one has more experience."- Legal 500, 2023

Recent highlights of Tom's practice include:

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- Nissan Motor (GB) Ltd v Passi [2021] EWHC 3642: a successful application for delivery up of privileged and confidential documents retained by Nissan's former Global General Counsel
- Passi v Nissan: high-profile whistleblowing case, much reported in international press, including successfully resisting application for interim relief by former general counsel
- Christie v Canaccord Genuity Ltd [2022] IRLR 672: major bonus related dispute in which summary judgment successfully sought on part of the claim prior to success at trial on the remaining aspect. A leading case on intention to create legal relations in relation to bonus promises.
- Lenton & Hardisty v Venture X: substantial shareholder dispute arising out of the termination of employment and operation of good-leaver bad leaver provisions
- Square Global v Leonard: dealing with the enforceability of restrictive covenants (reported at [2020] IRLR 607)
- Forse v Secarma [2019] IRLR 587 (Court of Appeal): leading case on springboard injunctions
- Housebuilder v Housebuilder & anor: substantial claim for misuse of confidential information and database rights
- Source Bioscience v Wheatcroft & Ors [2021] EWHC 2909: acting for a bioscience company repelling a corporate raid, dealing with misconduct by a departing executive and considering issues related to payment to third parties
- Yorke v GlaxoSmithKline [2021] 9 WLUK 117: complex disability discrimination claim. Acted pro bono.
- P v Bank: acting for a foreign-domiciled bank in a substantial whistleblowing and discrimination claim brought by a compliance officer
- Acting for professional services partnership: acting for a partnership in relation to the expulsion of a member, allegedly in bad faith

EXPERIENCE

Employment

Tom specialises in High Court employment litigation with an emphasis on cases involving injunctive relief in relation to confidentiality and competition. He is also able to combine commercial, company law and employment experience to provide assistance in relation to, for example, the litigation issues created by the dismissal of shareholder directors, the removal of partners and members of LLPs and the problems raised by the termination of consultancy arrangements in the financial services industry and the recovery of assets misappropriated by those inside a business.

He has appeared as an advocate at every level of the domestic courts in a broad range of cases concerning discrimination, whistleblowing, union rights, TUPE and all other forms of statutory employment claim, acting for Applicants and Respondents with a particular focus on the financial and professional services sectors.

Tom was awared Employment Junior of the Year at the Chambers Bar Awards in 2014 and in 2013 was ranked as one of Chambers UK's Top Junior Bar 100, in their inaugural listing of the top barristers practising at the Bar of England & Wales.

> ***"Tom possesses an encyclopaedic mastery of employment law that borders on the formidable. Tom's ability to quickly absorb technical detail is almost unsettling, and his strategic instincts are consistently sound. He simply delivers results."***
>
> — LEGAL 500, 2026

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Cases

Christie v Canaccord Genuity Limited

[2022] EWHC 1130

Successfully represented the defendant at trial in relation to a claim in contract and proprietary estoppel for an alleged £1m retention award.

Housebuilder v Housebuilder & another

(2021)

Acting in a substantial claim for misuse of confidential information and database rights arising out of the move of an employee from a housebuilder to a competitor.

Nissan Motor (GB) Ltd v Passi

[2021] EWHC 3642

The Court ordered delivery up of confidential and privileged documents retained by the former Global General Counsel and his instructed lawyers following the termination of his employment. Important issues relating to the law of privilege.

Source Bioscience v Wheatcroft & Others

(2021 - ongoing)

Acting for a bioscience company repelling a corporate raid and dealing with misconduct by a departing executive.

Yorke v GlaxoSmithKline

(2020-2021)

Acting pro bono for the appellant in a complex disability discrimination case at 3(10) hearing then substantive appeal.

Passi v Nissan & Ors

(2020 - ongoing)

Successfully resisting application for interim relief by former global general counsel.

Member v Firm

(2020)

A substantial arbitration in relation to enforceability of restrictive covenants in an LLP agreement of a large professional services firm.

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Christie v Canaccord Genuity Limited

(2020)

Mr Christie brought claims against his former employer for (1) his bonus determination in 2015, (2) his bonus determination in 2016 and (3) a failure to make a retention award. The total value of the claims was £2.32 million. The Court granted summary judgment in relation to both bonus claims. Acted successfully for Canaccord Genuity Limited.

Square Global Ltd v Leonard

(2020)

Acted 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.

Acting for a major broadcaster

(2019 - ongoing)

Acting for a major broadcaster in relation to misconduct by various presenters

Y v a firm

Potential removal of a partner amidst claims of disability discrimination.

Claim against a global consumer product company

Whistleblowing and race discrimination claim bought by former general counsel of a global consumer product company.

Forse & ors v Secarma Ltd & ors

Lead the case in relation to springboard injunctions arising out of the departure of a group of white hat hackers.

Weiss

Search orders obtained against former employees wrongfully acquiring confidential and copyright documents.

Company v Director

Breach of duty claims against a company director arising out of allegedly excessively generous termination provisions negotiated for themself.

Re: Removal of a Chairman

Advisal on removal of the chairman in a company limited by guarantee.

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MW Eat v Tamarind Group

Claim to enforce restrictive covenants in contracts of former employees and to restrain inducement of breach by the competing Tamarind restaurant group.

Superdry v Jack Wills

Acting for Defendant, Jack Wills, in pre-action disclosure application then claim arising out of theft of confidential information and property, allegations of infringement of design rights.

Rozanov V EFG Bank

(2018)

High value whistleblowing dismissal claim brought by former Head of CIS team against private bank. Acted for the successful respondent.

Tarazi v Virtu Financial

(2015)

Acted for the claimant in a claim for negative declaratory relief in relation to the enforceability of non-compete covenants and forfeiture provisions contained in multi-jurisdictional contracts pertaining to a former employee the claimant's contract of employment.

IBM v Morgan

(2016)

Acted for claimant enforcing extensive restrictive covenants and confidentiality provisions.

Atomico v Saiadan

(2015)

Acted for the defendant and his Delaware cell company in relation to alleged misappropriation of confidential information and breaches of covenant by a former employee of an investment advisory firm.

Bruno Rimini v Wigley

(2014)

Acted for the claimant in relation to applications to enforce covenants in both a share sale agreement and an employment contract, and for injunctions against inducing breaches of contract and conspiring by unlawful means.

Acting for an independent wealth management firm

Acted for the Respondent, an independent wealth management firm, in a high value whistleblowing claim arising out of a variety of alleged regulatory breaches.

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Re: A global investment bank

Acted for the Claimant in an exceptionally high value whistleblowing claim arising out of his dismissal following his complaints about the alleged mismarking of complex derivatives at a global investment bank.

Acting for the former CFO of a PLC

Acting for the former CFO of a PLC in relation to his dismissal and deprivation of share options and bonus entitlements following the making of disclosures as to improper conduct by other directors.

Race discrimination claim

Acting for the former managing director of a German business in relation to his dismissal. The claim is of race discrimination on the basis that he was English rather than German. The hearing is listed for 18 days.

Y v a firm

(2015)

Acted for a partner in a global law firm who brought claims of disability and age discrimination in relation to his expulsion.

British Aerospace v McDowell (EAT)

Acted for successful appellant in major age discrimination case concerning justification of age related taper for enhanced voluntary redundancy scheme. Highly significant case on justification of direct age discrimination. Valued at £10 million.

Bectu supported claimants v Picturehouse

Acting for Picturehouse in relation to a series of strikes art its cinemas which have garnered much press attention. Successfully defended interim relief application in ET brought by dismissed workers claiming dismissal on grounds of trade union activities.

Ferjani v Alaraby TV

Acted for respondent in claim for whistleblowing interim relief brought by claimant following governance dispute at major Arabic tv station. Defended on basis that claim was in effect fraudulent.

Ramon y Cajal v Pinsent Masons

Acting for Pinsent Masons in High Court claim relating to recruitment of lawyers from RyC on opening of Madrid Office.

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Employee Competition

Tom practises extensively in employee competition and examples of his current and recent work in this area can be found below.

Cases

Square Global Ltd v Leonard

(2020)

Acted 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.

Nissan Motor (GB) Ltd v Passi

[2021] EWHC 3642

The Court ordered delivery up of confidential and privileged documents retained by the former Global General Counsel and his instructed lawyers following the termination of his employment. Important issues relating to the law of privilege.

IBM v Morgan

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Acted for claimant enforcing extensive restrictive covenants and confidentiality provisions.

Tarazi v Virtu Financial

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Acted for the claimant in a claim for negative declaratory relief in relation to the enforceability of non-compete covenants and forfeiture provisions contained in multi-jurisdictional contracts pertaining to a former employee the claimant's contract of employment.

Atomico v Saiadan

(2015)

Acted for the defendant and his Delaware cell company in relation to alleged misappropriation of confidential information and breaches of covenant by a former employee of an investment advisory firm.

Bruno Rimini v Wigley

(2014)

Acted for the claimant in relation to applications to enforce covenants in both a share sale agreement and an employment contract, and for injunctions against inducing breaches of contract and conspiring by unlawful means.

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Mailfast LLC v Wilkinson

(2013)

Application by a company for a freezing order and other relief against its shareholding senior management team arising out of the receipt of secret profits. The injunctions were sought by way of derivative action by the majority shareholder in the Companies Court.

Confidential information

Sought, obtained and resisted delivery up of confidential information, database right infringement, springboard, fiduciary duty and covenant-based injunctions in addition to freezing and search orders and computer imaging orders.

Data theft

Tom has particular expertise in cases concerning the misappropriation of proprietary software and other forms of data theft and has a detailed understanding of the various forensic IT issues that may arise.

Whistleblowing

Tom has acted in many of the highest value whistleblowing claims that have been brought in recent years, most of which have been in the financial services sector.

Cases

Nissan Motor (GB) Ltd v Passi

[2021] EWHC 3642

The Court ordered delivery up of confidential and privileged documents retained by the former Global General Counsel and his instructed lawyers following the termination of his employment. Important issues relating to the law of privilege.

P v Bank

(2021)

Acting for a foreign-domiciled bank in a substantial whistleblowing and discrimination claim brought by a compliance officer.

Acting for an independent wealth management firm

Acted for the Respondent, an independent wealth management firm, in a high value whistleblowing claim arising out of a variety of alleged regulatory breaches.

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Re: A global investment bank

Acted for the Claimant in an exceptionally high value whistleblowing claim arising out of his dismissal following his complaints about the alleged mismarking of complex derivatives at a global investment bank.

Acting for the former CFO of a PLC

Acting for the former CFO of a PLC in relation to his dismissal and deprivation of share options and bonus entitlements following the making of disclosures as to improper conduct by other directors.

Claims against a large financial sector company

Acted for two claimants in claims against a large financial sector company where the claimants' disclosures had related to a fraud perpetrated by other employees of the Respondent which resulted in substantial regulatory fines and other losses or liabilities of over £100 million.

Claims against an invest bank

Acting for the claimant in claims brought against an investment bank arising out of disclosures as to the conduct of FX operations.

A number of multi-million pound whistleblowing claims

Acting for and against a variety of investment banks, hedge funds, private equity houses, law firms and other City companies in relation to a number of multi-million pound whistleblowing claims. Tom has a detailed understanding of City regulation in addition to a familiarity with many of the more technical aspects of the pricing of derivatives and other instruments.

Highest value whistleblowing claim

Acted for the claimant in what was asserted by the Respondent's leading counsel to be the highest value claim ever brought before an employment tribunal.

Ferjani v Alaraby TV

Acted for respondent in claim for whistleblowing interim relief brought by claimant following governance dispute at major Arabic tv station. Defended on basis that claim was in effect fraudulent.

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Civil Fraud, Asset Recovery & Injunctive Relief

Tom has acted on behalf of many of the leading factors and invoice-discounters and also many other banks, financial institutions and companies in relation to fraud and indemnity claims. These claims have involved numerous successful applications for Search Orders, Freezing Orders and other related interlocutory relief in the Chancery Division, Companies Court, Queen's Bench Division and the Commercial Court.

Substantial experience through court and advisory work in relation to all forms of injunctions commonly granted by domestic courts including Search Orders, Freezing Orders, Doorstep Disclosure Orders, ne exeat regno/Bayer v Winter relief and interim specific performance of contracts.

Cases

Forse & ors v Secarma Ltd & ors

Lead the case in relation to springboard injunctions arising out of the departure of a group of white hat hackers.

Ying Geng v Reignwood Investments UK Limited

Obligations of a fiduciary to account in relation to investments in wine.

RBS v Cornucopia & FHF Securities

(2013)

Application for freezing order and ancillary applications in relation to an alleged $18 million multinational fraud arising out of an agreement to purchase Twitter shares on the IPO.

University of the Arts London v 5Nines

(2013)

A successful application to set aside freezing order for material non-disclosure.

Cyril Sweett Group plc v GlobalKnowhow

A passing-off injunction and freezing order against former employees passing themselves off as associated with their former employer.

Gordon Ramsay v Chris Hutcheson & others

Acted for Gordon Ramsay (together with Pushpinder Saini QC) in a case concerning the hacking of Gordon Ramsay's personal and commercial communications by his father-in-law.

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MSCI v Axioma
(2011)

Acting for a vendor of business software in relation to the alleged misappropriation and misuse of source code by former employees.

G v Wikimedia Foundation Inc
[2010] EMLR 14

A Norwich Pharmacal against the foundation that runs Wikipedia. “Super-injunction” sought and granted.

ODL Derivatives v McGrath
(2010)

Proprietary and non-proprietary domestic freezing orders in a substantial fraud claim which was successful at trial.

Worldwide freezing order
(2010)

Non-proprietary worldwide freezing order in a nine figure sum with an ancillary Bayer v Winter order.

Commercial

Tom is involved with commercial and contractual disputes in a wide range of fields including directors’ duties, civil fraud, factoring and invoice discounting, FX trading, derivatives and other financial instruments and insurance. He has experience of unfair prejudice petitions and insolvency proceedings. He has developed a particular expertise in partnership and LLP disputes in the professional services sector.

Tom has particular experience undertaking commercial work in the context of the FCA-Regulated sector, combining his experience and knowledge of the role of the FCA with general commercial, fraud and fiduciary duty experience.

His experience in dealing with hedge funds (marketing, investment, redemption and valuation issues for long/short, long-only, fof, credit and quant funds), private equity houses (partnership/LLP issues, carried interest disputes) and investment and private banks (all forms of employment, share and remuneration disputes) is particularly significant.

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Cases

AAH Pharmaceuticals Ltd v Jhoots Healthcare Ltd

2020 EWHC 2524 (Comm)

In course of a substantial dispute between pharmaceutical wholesaler and pharmacy chain, acted in a hearing where the court gave significant guidance on what was then the PD 51U disclosure pilot.

Square Global Ltd v Leonard

(2020)

Acted 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.

Sogexia Financial Sarl v Raphaels & Sons PLC

Commercial banking mandatory injunction. Required continued provision of prepay credit card services.

Confidential information

Commercial dispute arising out of misappropriation of confidential information in context of a residential property manager.

Mr Petro Levchenko v Mr Glenn Lacey

Claim for the recovery of fraudulently obtained investments. Freezing order obtained.

Ying Geng v Reignwood Investments UK Limited

Obligations of a fiduciary to account in relation to investments in wine.

Richard Olsen & Olsen Partnership Ltd v Richard Griffin & ors

Start-up company on whether an alleged oral shareholders agreement was capable of overriding the later terms of the Articles of Association.

Lloyd Limited

Acting for shareholder in a pair of s994 petitions arising out of a dispute in a family car and tractor business.

Axle Holdings v Plunkett & others

Acting for former director and shareholder in relation to multi-million pound fraud and breach of fiduciary duty claims.

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Superdry v Jack Wills

Acting for Defendant, Jack Wills, in pre-action disclosure application then claim arising out of theft of confidential information and property, allegations of infringement of design rights.

X v A firm

(2016)

Acting for the respondents to an arbitration claim concerning breach of fiduciary duties by members of an LLP in expelling the claimant.

Bruno Rimini v Wigley

(2014)

Acted for the claimant in relation to applications to enforce covenants in both a share sale agreement and an employment contract, and for injunctions against inducing breaches of contract and conspiring by unlawful means.

Glengary Overseas Limited v JKX Oil & Gas

(2013)

Acted for claimant seeking injunctive relief to ensure that a shareholder's votes were counted at an AGM of a listed company. Claims ultimately upheld in the Supreme Court.

Mailfast LLC v Wilkinson

(2013)

Application by a company for a freezing order and other relief against its shareholding senior management team arising out of the receipt of secret profits. The injunctions were sought by way of derivative action by the majority shareholder in the Companies Court.

Cornucopia v FHF Securities

(2013)

Application for freezing order and ancillary applications in relation to an alleged $18 million multinational fraud arising out of an agreement to purchase Twitter shares on the IPO.

ODL v McGrath

[2013] EWHC 1865 (Comm), Flaux J

Acted for Claimant in a claim against its former senior manager and its Head of Corporate for fraud and breach of fiduciary duty arising out of improper loans made to A1 Grand Prix.

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Gordon Ramsay v Chris Hutcheson & others

Acted for Gordon Ramsay (together with Pushpinder Saini QC) in a case concerning the hacking of Gordon Ramsay's personal and commercial communications by his father-in-law.

MSCI v Axioma

(2011)

Acting for a vendor of business software in relation to the alleged misappropriation and misuse of source code by former employees.

Rahimian v Tchenguiz

(2011)

Acted for the defendants in a £25million claim for, amongst other things, commission alleged to have been earned in relation to certain property deals.

Director and shareholder claimant

Acted in a large number of cases in which the claimant is a director and shareholder, thereby raising issues of contract, fiduciary duties, Companies Act obligations, unfair prejudice petitions.

Partnership

Tom has acted for both individuals and firms in relation to claims arising out of membership or alleged membership of LLP and traditional partnerships, particularly in relation to legal, FCA regulated and other professional service sector LLPs.

Cases

Y v a firm

Potential removal of a partner amidst claims of disability discrimination.

Acting for professional services partnership

Acting for professional services partnership in relation to the expulsion of a member, allegedly in bad faith.

Re A firm

Claim and cross claim between firm and former partner relating to his departure with a team. Went to arbitration.

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B v HL LLP
(2016)

An arbitration of a dispute as to the expulsion of a member of an LLP under a "good reason" clause.

Dutia v Geldof & Others
[2016] EWHC 547

C claimed to have entered into a common law partnership whose business consists of an LLP operating a private equity fund in which C was also a member together with others of the alleged common law partners. Summary judgement obtained and upheld on appeal.

Reinhard v Ondra LLP
[2015] EWHC 26, 1869

Judgment awaited in relation to a claim by an employee who alleged that he had become a member of an LLP and where that membership was alleged not to have been effectively terminated giving him a continuing right to profit share and equity interest.

A v B
(2014)

A claim that A had become a common law partner of B in relation to practising as a solicitor in B's existing sole practitioner firm.

Discrimination

Tom practises extensively in matters concerning discrimination and equal pay and examples of his current and recent work in this area can be found below.

Cases

Yorke v GlaxoSmithKline
(2020-2021)

Acting pro bono for the appellant in a complex disability discrimination case at 3(10) hearing then substantive appeal.

Race discrimination claim

Acting for the former managing director of a German business in relation to his dismissal. The claim is of race discrimination on the basis that he was English rather than German. The hearing is listed for 18 days.

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Y v a firm
(2015)

Acted for a partner in a global law firm who brought claims of disability and age discrimination in relation to his expulsion.

Cheng Tan v McDermott Will Emery
(2013)

Acted for Respondent firm in relation to an age and maternity related discrimination claim brought by a former senior associate.

Seldon v Clarkson Wright & Jakes
[2012] ICR 716, [2011] ICR 60, [2010] IRLR 865, [2009] 176, 267 (ET, EAT, CA, SC), [2013] EqLR 739

Acted for a law firm in the first substantial case seeking to justify a mandatory retirement age for a partnership. Appeared with a junior in the Supreme Court.

Discrimination on grounds of nationality and by reason of pregnancy
Acted for the claimant in a substantial claim brought against a US law firm by a passed-over senior associate claiming discrimination on grounds of nationality and by reason of pregnancy.

Challenge to age-related taper provisions
Acting for respondent in challenge to age-related taper provisions in an enhanced redundancy scheme.

Acting for respondent law firms
Acting for a variety of respondent law firms in a series of cases related to the dismissal of partners and senior associates on grounds of sex, pregnancy, disability and age.

Claims against City banks
Particular experience and expertise acting for Claimants in very high value discrimination claims against City banks and other institutions.

Law firms and other professional partnerships
Substantial experience acting for and against law firms and other professional partnerships in relation to such claims.

British Aerospace v McDowell (EAT)
Acted for successful appellant in major age discrimination case concerning justification of age related taper for enhanced voluntary redundancy scheme. Highly significant case on justification of direct age discrimination. Valued at £10 million.

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TUPE

Examples of Tom's recent TUPE work can be found below.

Cases

Whitney v Monster

[2010] EWHC 1298, [2011] Pens LR 1

Engaged in an 8 day trial and then in the Court of Appeal considering, amongst other things, whether an alleged contractual entitlement to a sum reflecting the difference between a final salary and a defined contribution pension was capable of transferring under TUPE.

Contentious and non-contentious advice

Contentious and non-contentious advice and representation in relation to every form of TUPE-related problem.

ACHIEVEMENTS

Education

MA (Cantab)

Memberships

- ELA (member of management committee from 2001 to 2007)
- COMBAR
- Erstwhile member of the management committee of Bar Pro Bono Unit and employment case reviewer for the Bar Pro Bono Unit

VAT registration number: 627358129

Barristers regulated by the Bar Standards Board