



# PUMP COURT

## CHAMBERS

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## EZRA MACDONALD

"Ezra displayed all the talents that one would want from a barrister, copious preparation and an infectious sense of calm."

Call: 2012

For enquiries please call +44 (0)20 7353 0711 or email

Ezra Macdonald has a broad civil practice, with particular expertise in employment, commercial, and property law.

His advocacy experience is extensive, including appearances before the Employment Tribunals, the Employment Appeal Tribunal, the County Court, the High Court, the First-Tier Tribunal (War Pension and Armed Forces Compensation Chamber, Social Entitlement Chamber, Criminal Injuries Compensation Chamber; and Property Chamber); the Upper Tribunal (Administrative Appeals Chamber, Immigration and Asylum Chamber, and Tax & Chancery Chamber); the Magistrates' Courts, the Crown Court, and the Coroner's Court. He is frequently instructed on behalf of both claimants and defendants in civil proceedings; on behalf of union- and privately-funded claimants in the Employment Tribunals; and by large respondent organisations, including the third sector.

Ezra is Public Access ('Direct Access') qualified, and is available to accept instructions directly on matters relating to employment, property, or general civil law.

Before coming to the Bar, Ezra studied Philosophy at the Universities of Cambridge, Bristol, and St Andrews, where he completed a PhD on the foundations of ethics and was employed as tutor and examiner.

Ezra sits as a Fee-paid Employment Judge assigned to the Wales region, and is an advocacy trainer for both The Honourable Society of Gray's Inn and the Western Circuit.

## Property Law

Ezra is Head of the Property Law practice group in chambers and regularly provides advice and representation in property disputes, both residential landlord & tenant, and disputes involving commercial property.

On the residential side, Ezra primarily acts for landlords, often dealing with possession proceedings and notices under s 21 Housing Act 1988, and addressing breaches of covenant (whether of the landlord's covenants or of the tenant's), with related litigation involving Schedules of Dilapidations and disputes over the interpretation of leases. He has also acted for tenants, including tenants of local authority accommodation, and is able to advise on homelessness where necessary. He is able to do so on a direct access basis, particularly in cases where legal aid is unavailable.

In commercial property, Ezra has a focus on the correct interpretation and application of commercial leases, the enforcement of leasehold covenants, and dilapidations.

Ezra also deals with a range of issues relating to the sale of property, professional negligence actions against conveyancers, and leasehold enfranchisement.

He has a particular interest in procedural matters, such as the requirements for valid service of notices, and is happy to advise clients at any stage of litigation.

## Employment

Ezra has a busy employment practice, covering both paperwork and representation.

He has advised and represented clients across a range of issues, including claims relating to unfair dismissal; redundancy, including selection for redundancy and entitlement to enhanced redundancy payments; all forms of disability discrimination, including 'associative' discrimination and discrimination by perception; TUPE (including 'TUPE-analogous' cases in the public sector and the *Henke* exception); contracts of employment (including implied terms); and application of the Working Time Regulations. He has delivered seminars covering the provisions of the Equality Act 2010 (in their entirety); the Transfer of Undertakings (Protection of Employment) Regulations 2006 ("TUPE"); the Employment Rights Act 1996; and the key provisions of the Trade Union and Labour Relations (Consolidation) Act 1992. His experience extends to complicated pension calculations (involving substantial defined-benefit schemes), share options, and complex tax issues arising in high-value claims. He is able and willing to address any legal issue in employment law, no matter how niche.

Ezra has detailed knowledge of COVID-19 and Long COVID, and a particular interest in the relationship between Long COVID and disability discrimination. His slides on Long COVID as at August 2023 are available to download and/or view [here](#).

Ezra has extensive experience of personal injury law, and uses that experience to inform his employment practice – for example, when pleading claims, or drafting schedules of loss, in cases where personal injury is alleged as a consequence of unlawful discrimination.

At the interface between employment and property law, Ezra has dealt with cases involving disputes over “tied” accommodation. He also deals with matters involving issues of both commercial and employment law (e.g. sales of businesses involving transfers of both property and personnel).

His drafting experience includes all manner of pleadings, schedules of loss, applications to amend statements of case, applications to strike out, applications for review, and responses. He routinely provides advice on settlement agreements.

Ezra is frequently instructed to represent both claimants and respondents, in single- and multi-day hearings in the Employment Tribunals, and before the Employment Appeal Tribunal. His clients have included multi-national manufacturing and retail corporations, individual claimants from all walks of life, and charitable organisations.

## Commercial

Ezra has a well-developed interest in contractual disputes, and his commercial practice often relates directly to issues in employment law. He has advised parties on directors’ liabilities, post-termination restrictive covenants, entitlements regarding share options, fiduciary duties, and share purchase agreements.

He has advisory experience in disputes relating to consumer transactions, the sale of goods, and the enforceability of contractual terms in consumer contracts, contracts for the supply of services (gas, electricity, and so on).

## Direct Access

Ezra is Public Access (‘Direct Access’) qualified, and is available to accept instructions directly on matters relating to employment, property, or general civil law.

## Qualifications

- Accredited Mediator

## Professional associations

- ADR Group – Accredited Mediator
- AIRE Centre (London)
- Association of Regulatory & Disciplinary Lawyers (ARDL)
- Employment Lawyers Association (ELA)
- Employment Law Bar Association (ELBA)
- Personal Injury Bar Association (PIBA)
- Property Bar Association

## Outside Interests

Ezra occasionally finds time to practice kendo and is a Trustee of The Pituitary Foundation (charity).