



# PUMP COURT

## CHAMBERS

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## LOUISA SIMPSON

“Her support and understanding of the detail of the case was outstanding in every way. She delivered timely documents and advice throughout and gave us a level of confidence and reassurance we were doing the right thing in taking action. With Ms Simpson standing alongside us we felt empowered and confident throughout this stressful time in our lives.”

Pro Bono Athlete Client

Call: 2017

For enquiries please call 020 4524 1700 or email

Louisa is a specialist civil practitioner, who has a busy practice and accepts instructions in all areas of civil work, but with a specialist focus, interest and experience in Employment and Professional Regulation & Discipline. She is Deputy Head of the Sports Law Team, and also undertakes Personal Injury work.

Louisa is regularly instructed for both Claimants and Respondents, individuals and organisations, in multi-day final hearings in the Employment Tribunal for claims of whistleblowing and discrimination on the grounds of race, religion, disability, sexual orientation and sex. She is also frequently instructed on behalf of regulated individuals and professional bodies in respect of fitness to practise proceedings and registration appeals, and has a track record of successfully achieving positive outcomes for registrants of No Case to Answer, Charges Not Proven (including charges of dishonesty), and findings of No Impairment. Louisa advises and represents clients in respect of Appeals to the First Tier Tribunal, in particular of decisions of the Care Quality Commission. Louisa also has experience in respect of appealing decisions licensing authorities. Louisa has been appointed to the Sport Resolutions Pro Bono Service until 2027.

She is on hand to provide advice on merit, quantum, disclosure, settlement and tactics, and to draft grievance and appeal documents, pleadings, schedules of loss and without prejudice correspondence. Louisa's practice across employment, professional regulation and personal injury as well as commercial contracts, is informed and complimented each by the other.

Louisa often speaks at seminars for professional clients and is available to assist with providing talks and training on specific topics as requested. She regularly writes for [Pump Court's Blog](#), and co-hosts [The Civil Law Podcast](#) alongside Timothy Salisbury and Christopher Stead of Pump Court Chambers.

Louisa is Public Access ('Direct Access') qualified, and is available to accept instructions directly from members of the public in respect of matters relating to employment, professional regulation, or general civil law.

Prior to joining the Bar, Louisa managed clinical negligence claims against the NHS, and represented a healthcare regulator (HCPC) as Presenting Officer in fitness to practise claims against registered healthcare professionals. She has also worked as a County Court Advocate, representing clients in a range of civil matters, including interlocutory applications and small claims trials, stage three disposal hearings, infant settlements, housing, possession, bankruptcy and credit hire matters.

## Employment & Discrimination

Louisa is regularly instructed on behalf of both Claimants and Respondents, Individuals and Organisations (including public bodies), Union, Insurance and privately-funded clients in respect of multi-day final hearings in the Employment Tribunal. She advises, drafts legal documents and represents clients across the spectrum of employment law issues, including cases involving unfair dismissal; redundancy; whistleblowing; discrimination (including associative discrimination and discrimination by perception) on the grounds of race, religion, disability, sexual orientation, maternity and sex discrimination; TUPE; industrial action; contracts of employment (including implied terms, worker status and restrictive covenants); taxation of Tribunal awards and settlement figures; injunctions; costs; and judicial mediation.

Louisa provides representation and advice on merit, quantum and tactics, as well as drafting pleadings, schedules of loss, applications, responses, grievance and appeal documents, and without prejudice correspondence. She routinely provides advice on settlement agreements and negotiates exit strategies.

Louisa also often speaks at employment law seminars for professional clients and is available to assist with providing talks and training on specific employment law topics as requested.

Louisa's experience in personal injury law informs her employment practice in discrimination claims cases where personal injury is or may be alleged. Her expertise in professional regulation also compliments her employment practice in respect of regulated individuals and organisations. Louisa co-hosts [The Civil Law Podcast](#), and recently published [an episode regarding claiming for personal injury in the Employment Tribunal](#). Louisa is the Deputy Head of the Sports Law Team, and is available to represent individuals and organisations in respect of sporting employment matters.

Notable cases:

*Mr James Dunbar -v- Abellio London Ltd 2307750/2020*: The Claimant claimed he was automatically unfairly dismissed on the basis the reason for his dismissal was due to not returning to work due to concerns about contracting COVID-19. Louisa successfully persuaded the Tribunal that whilst there were "circumstances of danger", he could have "reasonably averted" that danger by following government guidance at the time (socially distancing, wearing masks and washing hands). The fact the Claimant did not feel these would have been sufficient

cannot be the Respondent's responsibility. The reason for dismissal was therefore not refusing to return to work while a danger persisted, but unauthorised absence. As such Louisa was successful in having the claim dismissed.

*Mr Anthony Courtney v AGTC Ltd 3312782/2021*: The Claimant claimed he was subjected to numerous instances of disability discrimination, harassment and victimisation, which Louisa successfully defended.

*[A Teacher] v [A School]*: The Claimant claimed against the School (her ex-employer) in the County Court as she was out of time to bring a claim in the Employment Tribunal. Louisa advised throughout proceedings and drafted the necessary documents and pleadings, as well as representing the School at a hearing. Louisa also advised on settlement and drafted without prejudice correspondence, leading to resolution by settlement on favourable terms to the School.

*[Multiple Claimants] v [A Care Home]*: The Claimants brought claims against their current employer of disability and race discrimination. Louisa advised throughout the life of the case and drafted all relevant advice, pleadings, Tribunal documents and correspondence. Louisa attended two Preliminary Hearings and a successful Judicial Mediation which resulted in settlement on terms favourable to the Respondent.

*Yvonne Wolkowska v SG Sports Coaching Limited*: Louisa represented the Respondent at an open Preliminary Hearing and successfully persuaded the Tribunal to dismiss all the Claimant's claims, on the grounds the Tribunal had no jurisdiction as they had been submitted out of time and the discretion to proceed should not be exercised.

*Zaremba v Hunter Lab Technologies & Lydia Ofori*: The Claimant brought claims of disability discrimination and harassment, indirect discrimination, failure to make reasonable adjustments and unauthorised deductions from wages, against her ex-employer and directly against the CEO. Louisa attended two Preliminary Hearings and the Full Merits Hearing, on behalf of the Claimant, succeeded in all her claims and being awarded judgment against the Respondents.

## Regulatory & Disciplinary

Louisa is regularly instructed to appear and advise in matters before professional regulatory bodies and tribunals, including the NMC and HCPC – primarily in the healthcare sphere, but also licensing, teaching, financial services and sports law. She acts for both the registered individual and the regulator, and advises on witness evidence, disclosure, admissibility of evidence and case tactics pre-hearing. She appears in fitness to practise final hearings, registration appeals, interim order hearings and substantive order reviews. Louisa represents clients in respect of a range of allegations including dishonesty, discrimination, violence, sexual misconduct, lack of competence, ill-health and bringing their profession into disrepute. She has a track record of successfully achieving positive outcomes for registrants of No Case to Answer, Charges Not Proven (including charges of dishonesty), and findings of No Impairment.

Louisa advises and represents clients in respect of Appeals to the First Tier Tribunal, in particular of decisions of the Care Quality Commission. She also has experience in respect of appealing the decision of licensing authorities, including taxi and private hire vehicle licenses.

Louisa's practice in the Employment Tribunals, as well as her experience before joining Chambers as a Presenting Officer and Case Manager for the HCPC, mean she is well-placed to represent and advise individual registrants or employees, trade unions, regulators, employers and other organisations in relation to the range of regulatory and disciplinary proceedings, including complex and multi-dimensional cases.

Notable cases:

*[An Athlete] v the UK Polocrosse Association (UKPA)*: Louisa represented an athlete in respect of their appeal to the British Equestrian Federation (BEF) of a disciplinary decision and sanction made by one of its member bodies (UKPA). The athlete was alleged to have breached the code of conduct and brought the sport into disrepute. Louisa advised the athlete on next best steps, drafted submissions and appeal statements, and compiled the appellant's bundle. Louisa was due to represent the athlete at a hearing before the BEF, but managed to facilitate an early resolution for her without any need for the hearing to take place. The resolution included the UKPA agreeing to all remedial aspects requested by the athlete, including overturning the sanction, issuing an apology and submitting themselves for an independent governance review of their policies and procedures.

*NMC v Catherine Geddes & Elizabeth Foster*: Louisa represented Nurse Geddes (instructed by the RCN) in a 22-day Final Hearing, facing Charges of acting dishonestly and without integrity in concealing documents, and unfairly and unprofessionally in submitting a nurse employee to disciplinary proceedings because they were a whistleblower. Louisa successfully achieved an outcome of No Case to Answer in respect of the vast majority of Charges, with those remaining being found Not Proven against her.

*NMC v Collis Mudarikwa*: Louisa represented Nurse Mudarikwa against the NMC applying for an Interim Suspension Order following repeated allegations of medicines mismanagement. Louisa was able to persuade the NMC Panel the risk of repetition was so low Nurse Mudarikwa should be permitted to continue practising without restriction whilst the investigation was underway.

*NMC v Reni Kirilova*: Louisa represented Nurse Kirilova at a Review hearing of her Substantive Suspension Order, following proven charges of dishonesty, and persuaded the NMC Panel Nurse Kirilova's fitness to practise was no longer impaired, and she should be permitted to return to unrestricted practise as a nurse.

*M Shafi*: Louisa represented an individual appealing the NMC Assistant Registrar's decision to refuse his application to join the NMC Register. The prospective registrant had a previous conviction in relation to unlawfully obtaining a colleague's personal details from case records. Louisa successfully persuaded the panel the prospective registrant was able to practise safely and effectively as a nurse and should be permitted to join the NMC register.

*NMC v Francesca Cottam*: Louisa represented Nurse Cottam at Final Hearing facing charges of dishonestly failing to

disclose previous periods of employment and suspension and dismissal from the same employer, in respect of future job applications. Louisa successfully achieved a finding that Nurse Cottam had not acted dishonestly but in error, and as a result her fitness to practise as a nurse was not impaired.

*NMC v Debbie Coward:* Louisa represented Nurse Coward at an Interim Suspension Order Review Hearing, and successfully persuaded the Panel the Suspension was disproportionate, and should be replaced with an Interim Conditions of Practice Order, permitting Nurse Coward to return to work subject to conditions.

*NMC v Florin Daraban & Mihai Damian:* Louisa represented Nurse Daraban at Final Hearing facing Charges he had dishonestly completed an untruthful reference for a friend making a job application. Louisa was successful in having all Charges found Not Proven.

## Healthcare

Louisa is regularly instructed to appear and advise in matters before professional regulatory bodies and tribunals, including the NMC and HCPC. She acts for both the registered individual and the regulator, and advises on witness evidence, disclosure, admissibility of evidence and case tactics pre-hearing. She appears in fitness to practise final hearings, registration appeals, interim order hearings and substantive order reviews. Louisa represents clients in respect of a range of allegations including dishonesty, discrimination, violence, sexual misconduct, lack of competence, ill-health and bringing their profession into disrepute. She has a track record of successfully achieving positive outcomes for registrants of No Case to Answer, Charges Not Proven (including charges of dishonesty), and findings of No Impairment.

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## Sports Law

Louisa is Deputy Head of the Sports Law Team. She has been appointed to the Sport Resolutions Pro Bono Service until 2027.

She has experience and expertise which lends itself to advising and representing individuals (professional and amateur sports men and women) and organisations (sports governing bodies, clubs, event owners and institutions) in sports law matters. Louisa is available to advise and represent in relation to disciplinary and regulatory tribunals and appeals; on the lawfulness of sporting rules, disciplinary decisions and sanctions, in order to protect financial and reputational risk; on selection and eligibility; employment matters in respect of athlete and player contracts; discrimination and whistleblowing; and liability for personal injuries caused in sporting endeavours.



Louisa is regularly instructed on behalf of individuals and organisations in the Employment Tribunal in respect of whistleblowing and discrimination on the grounds of race, religion, disability, sexual orientation and sex. She is also frequently instructed on behalf of regulated individuals and professional bodies, in respect of fitness to practise proceedings and registration appeals including allegations of dishonesty and bringing the profession into disrepute. She applies a variety of regulatory guidelines, rules and sanctions and has represented, advised and questioned children and vulnerable parties. Her expertise in these areas, as well as in respect of personal injury and commercial and contractual disputes mean she is well-placed to advise and act in sports issues which frequently interact with these areas of law.

Recently, Louisa has provided advice and drafted documents to resolve matters without resorting to litigation in respect of Equestrian Law – specifically Livery Agreements. She also recently represented an individual (licensed trainer) charged with failing to distribute pool money by the British Horseracing Authority (BHA).

Louisa also recently represented an athlete, in respect of their Appeal to the British Equestrian Federation of a disciplinary decision and sanction made by one of its member bodies (UK Polocrosse Association). Louisa managed to facilitate an early resolution including the UKPA agreeing to all remedial aspects requested by the athlete, including overturning the sanction, issuing an apology and submitting themselves for an independent governance review of their policies and procedures.

She received the following testimonial:

*“Her support and understanding of the detail of the case was outstanding in every way. She delivered timely documents and advice through out and gave us a level of confidence and reassurance we were doing the right think in taking action. With...Ms Simpson...standing alongside us we felt empowered and confident throughout this stressful time in our lives.”*

## Equestrian Law

Louisa is available and experienced in advising and representing clients in respect of Livery Agreements and licensing. She recently represented an individual (licensed trainer) charged with failing to distribute pool money by the British Horseracing Authority (BHA).

Louisa also recently represented a Polocrosse athlete in respect of their Appeal to the British Equestrian Federation of a disciplinary decision and sanction made by one of its member bodies (UK Polocrosse Association). The athlete was alleged to have breached the code of conduct and brought the sport into disrepute. Louisa advised the athlete on next best steps, drafted submissions and appeal statements, and compiled the appellant’s bundle. Louisa was due to represent the athlete at a hearing before the BEF, but managed to facilitate an early resolution for her without any need for the hearing to take place. The resolution included the UKPA agreeing to all remedial aspects requested

by the athlete, including overturning the sanction, issuing an apology and submitting themselves for an independent governance review of their policies and procedures.

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## Civil

Louisa accepts instructions in all areas of civil law. She has particular experience in personal injury claims and those arising from road traffic accidents, including credit hire and fundamental dishonesty. Louisa has also appeared in possession claims and bankruptcy proceedings.

Louisa is experienced in drafting written advice and pleadings in all areas of civil law.

## Direct Access

Louisa is Direct Access (‘Public Access’) qualified, and is authorised and available to accept instructions directly from members of the public.

If you need legal advice or representation in the courts or tribunals, it is possible to directly contact Louisa to work with you under the direct access scheme, enabling you to instruct Louisa as a barrister without first going through a solicitor (which could save you money in legal fees).

## Property Law

Louisa undertakes advisory and representation work in respect of the broad spectrum of property litigation, commercial and residential. This includes landlord and tenant disputes, housing disrepair claims, possession proceedings, boundary disputes, nuisance and trespass.

## Qualifications

- University of Nottingham – Bachelor of Laws, LLB – 2:1
- Nottingham Law School – Master of Laws, LLM – Distinction
- Nottingham Law School – Bar Professional Training Course (BPTC) – Very Competent

## Professional associations

- ELA (Employment Lawyers Association)
- ELBA (Employment Law Bar Association)
- ARDL (Association of Regulatory & Disciplinary Lawyers)
- PIBA (Personal Injury Bar Association)
- Middle Temple LGBTQ+ Forum Committee Member
- Middle Temple Young Barristers' Association (MTYBA) Advocacy Officer & Pupillage Officer

## Outside Interests

When not in court, Louisa likes to be cooking, dancing or halfway around the world – sometimes all three at once. She is also a keen runner and recently ran a Half Marathon in support of a charity close to her heart.

## Publications

- **Solicitors Journal** – “Supreme Court rules UK law on industrial action is incompatible with workers’ human rights” – a deep-dive into the recent SC ruling in *Secretary of State for Business and Trade v Mercer* [2024] UKSC 12, and the wider implications of the judgment.
- **Law & Audit** – Equal Pay Audits Under Regulation 2 of the Equality Act 2010 (Equal Pay Audit) Regulations 2014.
- **Check Your (Litigation) Privilege**