



PUMP COURT

CHAMBERS

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NAOMI GYANE

"Naomi possesses the capability to swiftly identify the critical aspects of a case. She demonstrates a rapid comprehension of the business operations and customises her legal advice to align with an organisation's specific needs. She effectively eliminates extraneous information and provides clear and concise counsel."

Legal 500 2026

Call: 2010

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

Naomi Gyane has established a strong specialist Employment law practice often representing in politically-sensitive, public-interest, high-value and complex employment-related disputes. Her expertise is especially honed in the area of whistleblowing and discrimination claims. This is due to her sound command of the complex legal tests involved and her ability to draw out the relevance of often dense factual matrices to support the case or defence being advanced.

Naomi represents both Respondents and Claimants which gives her the benefit of being able to advise dynamically, objectively, anecdotally and ultimately to anticipate the counter arguments, merits and weaknesses in a case at Final Hearing. She is regularly instructed by international Companies, Multi-national Corporations, Local Authorities, Police Forces and SMEs. She has also represented individuals whether classed as workers or employees and from entry level employment up to C-suite.

We receive instructions for Naomi on all aspects of employment law issues and litigation including, internal HR matters, independent investigations, advising on merits of claims and defences, drafting Tribunal pleadings and representation at Tribunal hearings, interim injunctions/relief and Mediations.

In addition to her employment practice, Naomi also specialises in Ecclesiastical law matters. This includes being appointed to sit as Panel Chair in the Clergy Disciplinary Tribunal and her appointments as Chancellor of the Diocese of Leicester and Deputy Chancellor of the Diocese of St Edmundsbury and Ipswich.

Testimonials

- "Naomi is both personable and professional, displaying considered cross-examination with advocacy that feels like she is fighting for justice." Legal 500 2026
- "The guidance provided by Ms Gyane is always pragmatic, precise and easy to implement. Her ability to offer clear and concise advice makes her an invaluable asset to our team." Chambers & Partners 2026

- “Naomi is an excellent advocate. She can tailor her advocacy based on the nature of the claim and is excellent at thinking on her feet.” Legal 500 2025
- “She was in a difficult situation and handled it really well, and dealt with it calmly and professionally.” Chambers & Partners 2024
- “She’s an excellent advocate who is well liked by clients and those instructing her.” Chambers & Partners 2023

Employment & Discrimination

Naomi has a diverse employment practice representing and advising companies, individuals and local authorities on all aspects of employment law, discrimination, whistleblowing and contractual disputes. She had appeared in Employment Tribunals, the High Court and the Employment Appeal Tribunal.

Businesses and Local Authorities regularly instruct Naomi at multi-claim, multi-day Final Hearings and to draft clear and compliant employment contracts and HR policies. She provides bespoke employment training to solicitors, HR staff and managers and undertakes grievance investigations. Her experience is invaluable to employers particularly to those with multiple interested stakeholders who instruct her to provide robust advice and effective representation in Tribunals.

Naomi represents both Claimants and Respondents and has represented in complaints of discrimination and harassment on the grounds of / related to sex, race, age, disability, sexual orientation and religion. She has represented in victimisation claims, unfair and automatically unfair dismissals, whistleblowing detriments and TUPE transfers.

Many clients and insurance providers find it useful to obtain written advice on prospects and quantum. Due to her extensive experience, Naomi is regularly instructed to provide Opinions on merits, disclosure, litigation strategy, quantum and settlement packages.

Naomi also drafts grievances, pleadings, interim relief applications, strike-out applications, schedules of loss and witness statements for Final hearings.

Selected cases

- **Grace Rouse v Andron Contract Services Ltd:** successfully represented the Claimant in the ET and EAT. Complex financial remedies hearing – legal arguments on medical evidence, injury to feelings, pension losses, remoteness, impact of Covid-19 pandemic on remedy and *Polkey*.
- **Tohou v Hampshire County Council:** successfully represented the Respondent in the ET and EAT. The Claimant brought claims of Disability discrimination and associative disability discrimination.

- **Rivers v Medway Council:** successfully represented the Respondent against claims of race discrimination, Whistleblowing detriment, Automatic unfair dismissal and disability discrimination (failure to make reasonable adjustments and discrimination arising from disability).
- **An officer v Police Force:** successfully represented the Respondent against a claim for £1.6 million brought by a former officer on the basis of whistleblowing detriment and dismissal, sex discrimination, part-time worker discrimination and victimisation.
- **Campbell v Devon & Cornwall Police:** successfully represented the Respondent at a Preliminary Hearing to determine whether the Claimant's ADHD amounted to a disability within the meaning of the Equality Act 2010.
- **Tokarczyk v Portico Property Limited:** Successfully represented Portico Property in which the Tribunal unanimously dismissed all claims brought by the Claimant.
- **Aabe v (1) Happy Care Limited (2) Axmed Carab (3) Ahmed Ibrahim:** Successful represented the Claimant who was a Director ousted by two of the remaining Directors after she whistleblew. The Claimant was successful in claims for religious discrimination, sexual harassment, whistleblowing detriment and automatic unfair dismissal etc. Naomi was also successful in obtaining a Tribunal order that the Respondents' pay the entirety of the Claimant's costs c. £67,000 (subject to detailed assessment).
- **XY v An international investment bank:** Represented an Associate Director with a portfolio worth c. £118 million who was dismissed for alleged FCA and CISI breaches. Case settled on favourable terms.
- **Allington v Grange Rose Hill:** Successfully represented the Claimant in her claim for indirect age discrimination and unfair dismissal. The Claimant was awarded over £140,000 in compensation.
- **A v R1 & R2:** Successfully represented the Respondents defending claims of employee status, sex and sexual orientation discrimination, sexual harassment, whistleblowing detriment, automatic unfair dismissal, and indirect discrimination. Naomi also secured for the Respondents lifelong anonymity orders, reporting restrictions and £9,000 in costs against the Claimant.
- **A multinational corporation:** Naomi provided ongoing advice to a large enterprise with over 10,000 employees on their appropriate response to the Coronavirus pandemic. During the first wave, she advised on the impact on their workforce, their legal obligations therein under the Equality Act 2010 and Employment Rights Act 2010. Thereafter, she has advised on the approach to furlough selection, Vaccine hesitation, procedures for collective redundancies and redeployment.
- **C v R1:** Represented the Respondent sued for alleged unfair dismissal, wages act breaches and breach of the working time regulations. The Claimant, alleged she had been brought to the country as a domestic help and had been mistreated. The case dealt with interesting issues regarding the Modern Slavery Act 2015, immigration, the extent of employment procedures in familial contexts, quantum assessments in light of deductions for accommodation and securing live-link evidence from witnesses based internationally. Claimant withdrew.
- **B v R1, R2 & R3:** represented the Claimant in this claim for automatic unfair dismissal. Drafted interim relief application to ensure she continued to receive pay until the determination of the complaint. Case settled.
- **Rawlins v LB Wandsworth:** Successfully represented the Respondent against claims of race discrimination

spanning several years, and automatic unfair dismissal due to whistle-blowing and/or Trade Union activities.

Investigations

Naomi is instructed to advise on redundancy matters, disciplinary matters, grievances and carry out independent investigations. Due to her experience advising on redundancy situations and undertaking independent Grievances and Disciplinary investigations she regularly advises Companies and individual employees on fair approaches to internal procedures. Naomi also receives instructions to Chair Grievances and Grievance Appeals where an external and independent decision-maker is required.

Notable matters:

- **Disciplinary investigation:** instructed by a Global multi-national company to advise on their disciplinary process including adjustments to the process for a neuro-diverse employee.
- **Disciplinary investigation:** Instructed by a Senior Manager to advise on approach to Disciplinary Hearing relating to matters amounting to gross misconduct and alleged sexual misconduct.
- **Grievance Investigation:** Instructed as Independent investigator to investigate whistleblowing allegations relating to a risk of corporate manslaughter and a Grievance against the Chief Executive. Investigation involved interviews with the complainant, the Chief Executive, Statutory Officers and members of the leadership team. Naomi's findings and recommendations were accepted by the Leader of the Council.
- **Grievance Appeal Chair:** Engaged as Independent Grievance Appeal Chair. Employee alleged racial microaggressions by Senior Vice-President.
- **Grievance Chair:** Appointed to investigate complaint against Head Teacher.
- **Parallel Grievance and Disciplinary procedures:** Instructed to advise a Local Authority on the approach to cross-complaints and parallel internal Grievance, Sickness and Disciplinary procedures.

Regulatory & Disciplinary

Naomi's experience in the areas of employment and crime, coupled with her knowledge of procedures in relation to a wide range of regulatory bodies, means she is well-placed to represent and advise individuals and organisations in relation to regulatory and disciplinary proceedings. Naomi has represented regulatory bodies and members in Professional Conduct hearings before the National College of Learning and Teaching (NCTL), the Nursing Midwifery Council (NMC) and the Institute of Chartered Accountants in England and Wales (ICAEW).

Qualifications

- Best Young Advocate Award, City Law School (2010)
- Major Scholar, Inner Temple (2009)
- Duke of Edinburgh Entrance Award (2009)
- BVC, City Law School (2009-2010)
- LLB Law, City University, London (2006-2009)

Professional associations

- Ecclesiastical Judges Association
- Association of Regulatory & Disciplinary Lawyers
- Employment Law Bar Association
- Southern Eastern Circuit
- Western Circuit

Professional activities

- Legally Qualified Chair – Medical Practitioners Tribunal Service
- Panel Chair – Clergy Disciplinary Tribunal
- Chancellor of the Diocese of Leicester
- Deputy Chancellor of the Diocese of St Edmundsbury and Ipswich

Outside Interests

Away from the Courtroom, Naomi is an avid Netballer, still playing at club level.