



PUMP COURT

CHAMBERS

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Contents

Employment & Discrimination	1
Selected Cases	2
Courts Martial	2
Selected Cases	2
Criminal	3
Selected Cases	3
Direct Access	4
Qualifications	4
Professional associations	4



RICHARD WAYMAN

Richard recently successfully represented our client in her constructive dismissal claim and we were very happy with the excellent service he provided. He was easy to work with and great with our client – taking care to explain everything clearly and to put her at ease. He was equally impressive in the hearing. His advocacy was rigorous and persuasive and his cross examination was some of the best I have seen.

Solicitor

Call: 2015

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

Richard Wayman is a specialist civil and criminal barrister, with a particular focus on employment law and court martial work.

Richard read law at Magdalene College, Cambridge (Upper Second Class) and went on to complete the Bar Professional Training Course at the City Law School (Outstanding). He was called to the Bar and awarded the Certificate of Honour by the Middle Temple in 2015 before joining Chambers in 2016.

Richard also holds a First Class Honours degree from the University of St. Andrews and a Postgraduate Diploma in Printing and Publishing from the London College of Printing (Distinction). Prior to coming to the Bar he worked for and ultimately managed a long-established family printing business, developing extensive commercial and employment law experience over a twelve year period.

Employment & Discrimination

Richard has a busy employment practice building on his previous career as an employer, appearing for both claimants and respondents in the Employment Tribunals in preliminary hearings, including strike out and deposit order applications, final hearings and remedy and reconsideration hearings. He has experience of dealing with a wide variety of cases from unfair dismissal, unlawful deductions from wages, whistleblowing and contractual issues through to complex discrimination matters, including race, religion and gender reassignment discrimination.

Richard thrives on document-heavy multi-day hearings, in which his painstaking preparation and focused cross-examination come to the fore. He is noted for his ability to put lay clients at their ease, whether dealing with claimants or senior management and company directors, where his extensive commercial experience is particularly valuable.

In addition to his work in tribunal, Richard drafts a wide range of documents on behalf of clients, including pleadings, schedules of loss, lists of issues and applications, as well as advising on evidence and points of law. His HR background led to him being recently instructed to chair a disciplinary hearing on behalf of an employer in a matter involving potential gross misconduct.

Richard is also a trained mediator and has represented both claimants and respondents at judicial mediations across the country, invariably securing favourable settlements for his clients. Richard worked with the Free Representation Unit prior to beginning pupillage, since when he has taken on a number of carefully selected pro bono cases, which have resulted in successful outcomes for his clients.

Selected Cases

A v JC Group

Richard appeared for the respondent company at a six day final hearing involving numerous allegations of religious discrimination, harassment and victimisation, at the conclusion of which all claims were dismissed save for one count of harassment and one of victimisation. Richard drafted the grounds and appeared at the subsequent reconsideration hearing relating to the harassment count, and represented the company at the successful judicial mediation.

N v C Limited

Richard acted pro bono for the claimant in a four day final hearing dealing with allegations of gender reassignment discrimination and constructive unfair dismissal, which centred on the issue of when the right of a transgender person to use the toilets of their acquired gender arises, and involved detailed consideration of the validity of the leading Court of Appeal authority on this issue, *Croft v Royal Mail Group PLC* [2003] ICR 1425, in the light of the differing approach taken in the Equality Act 2010. Before the tribunal could hand down its judgment on the legal issues, however, the matter was concluded by a substantial settlement from the respondent, including the claimant's full legal costs.

Courts Martial

Richard has a thriving practice in the Court Martial, appearing at both Bulford and Catterick representing members of the Armed Forces at initial hearings, trials and sentences.

Selected Cases

R v Cpl B

Richard defended a long-serving soldier of good character, accused of s. 20 GBH and battery while on exercise overseas, during a three day trial at Bulford. The case raised issues of pre-emptive self-defence and the proportionality of the force used, and resulted in acquittals on both charges.

R v Sig M

Richard represented a soldier accused of attempted administration of a noxious substance (LSD) to two other soldiers at an Army barracks during a party, securing an acquittal on one of the two charges at the end of two days of evidence, having successfully exposed the material inconsistencies in the evidence of one of the three key witnesses.

Criminal

Richard regularly defends in the Crown Court and has experience of cases involving offences against the person, sexual offences, burglary, fraud, drugs and arson, where he is noted for his compelling jury speeches and robust cross-examination.

Richard also represents private clients charged with driving offences in the Magistrates' Court and on appeal to the Crown Court, with a particular focus on representation and written advices with respect to special reasons and exceptional hardship arguments for clients facing bans from driving under the totting up provisions.

As part of Chambers' team, Richard also continues to grow his experience of regulatory and professional discipline work, building on his time spent on secondment to the Nursing & Midwifery Council where he was involved in a number of Fitness to Practice, Interim Order Review and Substantive Order Review hearings.

Selected Cases

R v AM and others

Richard acted for one of a number of members of a family in this multi-handed case, in which his client was accused of s.20 GBH, ABH and affray, securing an acquittal on the most serious charge at the conclusion of a six day trial at Winchester Crown Court in which the other defendants were convicted of all charges.

R v PE

Richard appeared before Bournemouth Crown Court in a case involving three counts of joint enterprise fraud to

which his client's wife had pleaded guilty. After a two day trial the jury were hung and subsequently Not Guilty verdicts were entered, following a decision by the Crown not to seek a retrial.

Direct Access

Richard is happy to accept instructions for advice and representation directly from members of the public in appropriate cases.

Qualifications

- 2015: ADR Group Accredited Civil and Commercial Mediator
- 2015: Certificate of Honour of the Middle Temple
- 2015: Bar Professional Training Course (Outstanding), City Law School
- 2013: B.A. (Law) (Upper Second Class), Magdalene College, University of Cambridge
- 1998: PGDip (Printing and Publishing) (Distinction), London College of Printing
- 1997: M.Theol (Hons) (First), St. Mary's College, University of St. Andrews

Professional associations

- Employment Law Bar Association
- Employment Lawyers Association
- Association of Military Court Advocates
- Criminal Bar Association
- Personal Injuries Bar Association