



# PUMP COURT

## CHAMBERS

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## RICHARD WAYMAN

"I find Richard excellent. Extremely professional, detailed, clearly on top of his brief. He is very sharp and can cut through the evidence/law to see the key picture. Very good with 'reading' and managing witnesses (from all backgrounds) and the judge/panel. Also pitches things just right with challenging litigants in person. Very responsive to me as his key client. He also produces an excellent and timely attendance note following a hearing. He gives me confidence."

Senior Solicitor

Call: 2015

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

Richard Wayman is a specialist employment barrister who has spent nearly a decade practising in this fast-moving area of law. Prior to this he developed extensive hands-on commercial experience of employment law as Managing Director of a long-established family printing business with 80 employees.

Richard went on to read law at Magdalene College, Cambridge (Upper Second Class) and complete the Bar Professional Training Course at the City Law School (Outstanding), before being Called to the Bar and awarded the Certificate of Honour by the Middle Temple in 2015. He also holds an Honours degree from the University of St. Andrews (First Class).

### Selected Feedback

"Richard is always my "go to" barrister when I have an Employment Tribunal case. Not only is he an excellent advocate but he is also great with clients – a combination that, in my experience, is not that easy to come by. His recent (successful) representation of my client in a pregnancy discrimination case demonstrated these skills in abundance. The client and my colleague were hugely impressed by Richard's meticulous attention to detail, his expert cross-examination of witnesses and his well-argued and concise submissions. I would recommend Richard to anyone who needs an employment barrister in any type of employment dispute." – *Solicitor*

"Richard Wayman, Pump Court Chambers, is a master of his craft. The Respondent didn't know what hit them with his incisive cross-examination. Caring and reassuring, yet razor-sharp and across every detail of the case, and the considerable bundle! He maintained my spirits in a serious situation and almost made the experience enjoyable with his well-timed witty remarks." – *Claimant*

"Richard Wayman recently represented one of our clients in a direct race discrimination claim which we won. He was tactical, thorough and highly effective in cross-examination. Richard has an excellent rapport with clients and he is highly responsive and easy to work with. We would recommend him and indeed have." – *Partner*

"I am so absolutely relieved I instructed Richard Wayman to represent me at my Tribunal hearing. After a 40 year unblemished professional career, I was facing discriminatory acts and victimisation by supposedly professional members of management. I instituted action at the Employment Tribunal but was soon out of my depth. I looked at reviews and quickly chose Richard Wayman. I am so grateful to Richard who immediately took all the stress off my shoulders. Richard is well versed in employment law, replies immediately, answers my numerous questions and drafts all my documents. He is calm, reassuring and I have absolute confidence in him to hold my hand and represent me at both the Preliminary and Final Hearing. Thank you Richard – I could not manage this without you." – *Direct Access client*

"A very effective advocate." – *Judge*

"Very impressed with the service provided by Richard Wayman during an Employment Tribunal. His sense of humour is much appreciated when nerves are tightly strung, but this doesn't prevent him from being highly knowledgeable and professional. His approach could be summed up as 'gentle and subtle, but still deadly'. It was a pleasure to watch him work." – *Claimant's partner*

"The way you conducted yourself has just been amazing, and that word deadly is right – the way you just do it, it's not like a performance, it's just so slick, but it's so effective ... You come across as a consummate professional. We couldn't have asked for better." – *Claimant*

"Richard is absolutely brilliant from start to finish. His advice is clear and he has a great manner with clients. The feedback from clients has been universally excellent. He's helped me with Tribunal claims and preliminary opinions – all of which he has carried out brilliantly. We honestly don't have any 'weaknesses' to mention." – *Partner*

"I just wanted to send a message to say thank you to Richard for an excellent result yesterday. I have a very happy client. Richard dealt with several last minute curve balls and I am deeply appreciative of all his work." – *Partner*

"Thank you for your guidance whilst trying to navigate the Employment Tribunal case. You steered us quietly the whole time in the right direction and patiently explained the vagaries of employment law when we got confused! It was just quite something to be part of your masterly follow through after the Preliminary Hearing which led to the withdrawal of the entire claim. It was a daunting process but we had you to take the strain! Thank you." – *Direct Access client*

"I just wanted to take a moment to thank you very much for your help and assistance in this matter. Although I didn't secure the outcome (as you pre-warned), I cannot thank you enough, for the assistance you provided, especially explaining the law in plain and simpler terms. Your advice and representation meant that I was significantly less anxious about the Tribunal hearing in the days leading up to it and on the day." *Direct Access client*

"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*

“Richard thank you for a truly formidable performance ... Your legal knowledge, thorough preparation, focus on the key facts, mental agility, impressive cross-examination and compelling closing statement resulted in an exceptional result. Always professional and respectful towards the Respondent ... you clearly commanded the respect of the Tribunal and succeeded against a very competent barrister of some 20 years’ experience.” – *Direct Access client*

“I learned a lot, both from working with you and from watching you in action. I thought a real strength was the way you engaged with the client, ensured he was involved and understood proceedings and got to grips with the complexities of his case so quickly. I also appreciated your preparation, stamina and concentration through the long sessions of cross-examination and calm, efficient and wise management of the settlement negotiations.” *Citizens Advice caseworker*

## Employment & Discrimination

Richard has a busy employment practice, representing both Claimants and Respondents in the Employment Tribunals and beyond, acting for individuals, SMEs and large employers, including the automotive and airline sectors, universities, police forces and other public bodies. He also accepts instructions in appropriate cases via Direct Public Access.

He is regularly instructed to appear in Preliminary Hearings dealing with issues such as time limits, employment status and territorial jurisdiction, disclosure issues, strike out and deposit orders, as well as Final Hearings on both liability and remedy, and Judicial Mediations.

Richard has extensive experience of cases involving unfair and constructive unfair dismissal; redundancy; discrimination, harassment and victimisation; whistle-blowing; restrictive covenants, and TUPE. He has particular expertise in complex discrimination claims, often involving multiple protected characteristics, including disability, age, race, religion, pregnancy and maternity, and gender reassignment.

Richard thrives on document-heavy multi-day Final Hearings in which his attention to detail and focused cross-examination come to the fore. A tenacious advocate in Tribunal, outside court he is noted for his approachable manner and ability to put clients at their ease, particularly those with mental health or neurodiversity issues. He gives clear, practical, commercial advice, whether dealing with individual litigants or senior management.

When not in Tribunal, Richard assists by drafting key documents on behalf of clients, including Grounds of Claim and Response, Schedules of Loss and Lists of Issues; advising on the merits of a case, points of law and settlement negotiations, and of course strategy and tactics at all stages of a case. Clients often find that early advice from Richard enables them to avoid costly and drawn out litigation.

## Selected Cases

### Mr B Forrester Hayes v Scania (Great Britain) Ltd [2025] ET

Richard appeared for the Respondent defending claims of unfair dismissal and multiple forms of disability discrimination relating to the Claimant's ADHD, succeeding in having all of the claims dismissed following a six day hearing.

### Mrs H Selkin v Opico Limited [2025] ET

Richard acted for the successful Claimant during this six day hearing involving claims of harassment related to sex and unfair dismissal, and also at the remedy hearing. The case attracted national press attention, which is covered in Richard's blog post (search this site for 'The Walk of Shame').

### Mr G Siapolya v North Kent College [2024] ET

Richard represented the Respondent College in this hearing in which the claim that the dismissal of the Claimant during his probationary period was direct race discrimination was dismissed.

### Mrs C Shorney-Jones v Multiple Sclerosis Society [2024] ET

Richard acted for the Claimant in this five day hearing, succeeding in establishing on the facts of the case that the Respondent's failure to undertake a pregnancy-specific risk assessment amounted to pregnancy discrimination and victimisation.

### Mr M Rahman v Your Mortgage People [2024] ET

Richard appeared for the Respondent in this claim involving unfair dismissal, race discrimination and public interest disclosure (whistle-blowing) detriment. All of the claims were dismissed.

### Mr B Belfedal v World of Books Ltd [2023] ET

Richard represented the Respondent in a claim in which a male employee was alleging sex discrimination and harassment in the allocation of manual tasks in a warehouse, succeeding on all points, having earlier secured a deposit order in respect of the sex discrimination claim.

### Mr W Gilmour v Syspal Limited [2023] ET

Richard appeared for the Respondent in this five day case, in which the age discrimination and whistle-blowing detriment claims were dismissed, while the unfair dismissal claim was subject to a 33% Polkey reduction.

### Ms M Spychaj v Dr K Lomax [2022] ET

Richard acted for the individual Respondent in this case, involving a claim of unfair dismissal for whistle-blowing and breach of contract. The Final Hearing ultimately proceeded in the absence of the Claimant, who then sought to appeal the dismissal of further claims at an earlier Preliminary Hearing, which Richard successfully resisted before the Employment Appeal Tribunal.

### Mrs L Cooper & Ors v Vanners Silk (1740 Limited) & Ors [2022] ET

Richard acted for a number of former employees of the various Respondents in a complex multi-day Final Hearing involving a disputed TUPE transfer and multiple successful claims of unfair dismissal and unlawful deduction from wages.

### Mr A J Foster v Arkaya Energy Ltd & Mr K Sharma [2021] ET

Richard appeared on a Direct Public Access basis for the Respondents in this case, successfully resisting all contested claims against both Respondents, including ordinary and automatic unfair dismissal, wrongful dismissal and whistle-blowing detriment.

### Ms McCarthy v Milford Del Support Agency Ltd [2021] ET

Richard acted for the Claimant in this case in which her claims for constructive unfair dismissal and wrongful dismissal were upheld, including a 15% uplift for failure to follow the ACAS Code of Practice.

### Mr R Penney v Renault Retail Group Ltd [2021] ET

In this case, Richard successfully established that the Claimant was not disabled on account of his mental health for the purposes of the Equality Act 2010, was not constructively or wrongfully dismissed, and had not been subjected to unlawful deductions from wages. Accordingly all claims were dismissed.

### A v JC Group [2019] ET

Richard appeared for the Respondent at a six day Final Hearing involving numerous allegations of religious discrimination, harassment and victimisation, at the conclusion of which all but two of the claims were dismissed. Richard appeared at the subsequent reconsideration hearing, and represented the company at the successful Judicial Mediation.

### N v C Limited [2018] ET

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 precisely when the right of a

transgender person to use the toilets of their acquired gender arises. 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.

## Direct Access

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

## Qualifications

- Bar Professional Training Course (Outstanding), City Law School
- B.A. (Law) (Upper Second Class), Magdalene College, Cambridge
- M.Theol (Hons) (First Class), University of St. Andrews

## Professional associations

- Employment Law Bar Association
- Employment Lawyers Association
- Industrial Law Society