



## **Adam Ohringer**

Year of Call: 2001

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### **Areas of Practice:**

Employment and discrimination

Equality / Discrimination / Human Rights

Personal Injury

Commercial and Common Law

### **Profile:**

Adam is an employment law specialist but still maintains a broad civil practice. He has appeared before C  
ourts and Tribunals at all levels up to and including the Court of Appeal.

He regularly acts for employees, employers of all sizes and trade unions.

### **Notable Cases:**

*Enable Care & Home Support Ltd v Pearson* (EAT, 26.05.10) – Successful appeal against the judgment of the tribunal on the grounds that it had entered the ‘substitution mindset’ in an unfair dismissal case.

*W Brewin & Co Ltd v Marvin* (EAT, 16.10.09) – Whether the Tribunal had substituted its decision for that of the employer in a redundancy dismissal case.

*Postworth Ltd (t/a Skyblue) v Ashworth* (EAT, 19.06.08)

*McDougall v Richmond Adult Education College* [2008] ICR 431, Court of Appeal

*Tamborrino v Kuypers* [2005] All ER (D) 334

*Hickson v London Fitness Consultancy* [2005] All ER (D) 232

*Flett v Matheson* [2005] ICR 1134

*El-Hoshi v Pizza Express Ltd* [2004] All ER (D) 295; IDS Brief 768

*Descombes and another v Firthglow Ltd (trading as Protectacoat)* [2004] All ER (D) 415

*John Wyndham T/A John Wyndham Hair Care v K.L. Miller* (EAT, 1 July 2003)

*Sands-Ellison v One Call Insurance* ([2003] All ER (D) 389, EAT)

*Elkouil v Coney Island Ltd* [2002] IRLR 174

**Qualifications and Other Relevant Achievements:**

University College London, LLB (Hons)  
Inns of Court School of Law, Bar Vocational Course  
Winner of the Bar Law Reform Committee Essay Competition 2003 in the pupil category.  
Harmsworth Scholarship from Middle Temple  
Finalist in 1998 UCL Client Interview Competition  
Finalist in UCL Mooting Competition 1997

**Articles:**

Case Report on *SCA Packaging v Boyle* [2009] IRLR 54 in the 'ELA Briefing' (February 2009)

Case Report on *Royal Bank of Scotland v Harrison* [2009] ICR 116 in the 'ELA Briefing' (November 2008)

Case Report on *London Borough of Lewisham v Malcolm* [2008] IRLR 700 in the 'ELA Briefing' (August 2008)

**Recent Seminars:**

'Associative Discrimination'

'Lewisham v Malcolm – An Unreasonable Adjustment?'

'Disability Discrimination Update'

'Age Discrimination - Out with the old, in with the new?'

'New TUPE - So What's Different?'

**Memberships:**

Employment Lawyers Association

Employment Law Bar Association

Free Representation Unit

Bar Pro Bono Unit

Adam has run 'Advocacy for Employment Lawyers' workshops for the Employment Lawyers Association over the last three years. He has also provided in-house training for solicitors at Lyons Davidson, Law for All the London Discrimination Unit and acts as supervisor for the Fulham Legal Advice Centre's Tribunal Representative.

**Pro bono work:**

Adam is committed to the principle of representation for all. He is a trustee of the Fulham Legal Advice Centre and holds clinics for the Centre's clients approximately once a fortnight. He also undertakes cases for the Free Representation Unit, the London Discrimination Unit, the Islington Law Centre, Law for All and the Bar Pro Bono Unit. He regularly appears before the EAT under the ELAAS scheme.

**Interests and Hobbies:**

Flying light aircraft, mountaineering, cycling, skiing and photography.

(Updated June 2010)