



Name: Ashley Lord

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Summary:

Ashley joined Chambers in September 2018.

Before coming to the Bar Ashley worked for one of the Commonwealth's largest employment law consultancy organisations where he gained extensive advocacy experience and successfully conducted complex multi-week hearings involving complex disputes of fact and law.

Ashley is adept at picking cases up at short notice and is able to digest large amounts of information quickly before delivering effective performances at trial thereafter. He is no stranger to cross examination and is able to assess when a robust approach is necessary or where a more conservative approach will be more successful.

Ashley has appeared in the County Court, High Court and the Court of Appeal on behalf of clients.

Public Law Children:

Ashley is part of the Chambers Public Law Children team and he represents Local Authorities, parents, children and interveners in all forms of public law children work.

Ashley has particular experience in cases involving domestic abuse (including violence) and also substance misuse. Ashley has a fast-growing practice in cases involving allegations of Non-Accidental Injury and is keen to maintain this growth.

Throughout his practice to date, Ashley has appeared in the High Court in various matters including cases that involve children with degenerative conditions that result in highly complex needs.

Ashley has appeared in the County Court, High Court and the Court of Appeal on behalf of clients.

Notable Cases:

R (A Child) [2019] EWCA Civ 895:

Ashley appeared as counsel for the Appellant in her appeal against a finding that she was in the pool of possible perpetrators for the infliction of injuries to her 11-week-old granddaughter. The appeal was allowed, and the grandmother was removed from the pool. The Court also gave guidance on the meaning/interpretation of "reasonable prospect of success" in the test for permission to appeal in the family law arena.

LCC v M, R, R, C and others (2018-2019):

27-day finding of fact hearing being led by Amanda Ginsburg. Represented the Paternal Grandmother who faced allegations of causing NAI to her 11-week-old granddaughter. The child was found with suspicious bruising and 3 fractured ribs. This case also involved a high level of inter familial conflict between the maternal and paternal families. Due to unforeseeable circumstances, Ashley became the sole counsel instructed in this matter in January 2019 shortly before delivery of submissions.

NLC v L and K:

Representation (as Junior Counsel, led by Jon Wilson) of a mother who faced allegations of causing Non-Accidental Injuries to two of her children. Mother had faced serious hardship in her home country and was recognised as a refugee. Mother suffered from various mental health conditions. Following the conclusion of the medical evidence the LA confirmed that it was no longer pursuing the allegations of Non-Accidental Injury and relied only on mental health concerns for the purposes of threshold.

SCC v A and M:

5-day final hearing representing the respondent mother who faced allegations of having allowed her severely autistic child to watch horror films over a period of 18 months. Mother was also alleged to have allowed her second child to become highly obese through a failure to manage eating patterns.

Private Law Children:

Ashley is part of the Chambers Private Law Children team and he represents all parties within private law proceedings. Ashley has particular experience in cases involving allegations of:

- adults coaching children;
- domestic abuse (including violence);
- sexual abuse (of adults and children).

Ashley also has particular experience in handling non-molestation applications.

Ashley has experience of cases involving alleged Honour Based Violence and appeared in the High Court before Keehan J. on behalf of a local authority client which was involved as an intervenor. Ashley successfully secured his clients discharge from proceedings following a dispute as to appropriate local authority designation.

Notable Cases

K v G:

Ashley represented the respondent mother who alleged serious domestic abuse (including violence) from her former partner. The allegations included allegations extending to periods where the mother was pregnant with the child. Ashley successfully secured all findings sought and an order that no contact was to take place with the child until the former partner had completed a domestic violence perpetrators course.

K v M and A Local Authority:

Ashley represented the local authority (intervenor), in private law proceedings involving allegations of domestic abuse and a risk of honour-based violence. This case was transferred to Keehan J. sitting at the Royal Courts of Justice where Ashley successfully secured a direction that his client be discharged from proceedings. Ashley successfully argued that his client had been incorrectly designated in light of the children's ordinary residence being out-with its boundaries.

N v R and NR:

Ashley represented the applicant mother in her application for a child arrangements order ("live with"). Early in proceedings the respondent father raised serious allegations of sexual abuse by the mother (and latterly her new partner) against the child. The allegations were said to have been made by the child. Ashley secured a finding that the father had coached the child to make allegations of sexual abuse. Ashley further secured a change of residence from the father to the mother. A contact order providing for supervised contact only pending the completion of work by the father was made.

Education Law:

Ashley is part of Chambers growing Education Law Team.

Ashley is frequently instructed by Local Authorities to advise on issues relating to Education, Health and Care Plans ("EHC Plans") and to advise on Appeals filed with the First-Tier Tribunal (Special Educational Needs and Disability) by parents of young people with special educational needs.

Ashley regularly appears on behalf of Local Authorities at Appeal hearings in the First-Tier Tribunal (Special Educational Needs and Disability) in respect of amendments to EHC Plans, inclusive of issues as to "Section I" placements.

Employment:

Ashley has extensive experience representing Respondents in employment tribunals across England, Wales and Scotland. He has represented businesses of varying size and industry in a wide range of matters. His experience varies from appearing at short preliminary hearings to successful conduct of lengthy and complex multi-week composite hearings.

Ashley is particularly experienced in all aspects of:

- Unfair Dismissal
- Constructive Unfair Dismissal

- Discrimination (all variations)
- Harassment
- Victimisation
- Wages
- Breach of Contract
- Holiday Pay
- Public Interest Disclosure
- Employment Status

Ashley has extensive experience of drafting responses in both simple and complex cases. He is available to provide written advice and/or representation at hearings or judicial mediation.

Notable Cases

M v A (L) Limited (2018):

The Claimant alleged that abusive and discriminatory comments were made to him by way of electronic communications and further that he was pressured into attending work social events where the alcohol was consumed - the Claimant asserted that he did not drink alcohol due to his religion. The Claimant was a Muslim. The Claimant brought a complaint of Breach of Contract. Ashley successfully defended this claim and secured a finding that the Claimant drank alcohol.

F v A (L) Limited (2018):

The Claimant was employed as a bus driver in London. The Claimant alleged that he was discriminated against on the grounds of race, disability, sex and religion. The Claimant further alleged harassment, victimisation and a failure to make reasonable adjustments. After filing his Tribunal claim in April 2014, the Claimant was later involved in a road traffic collision whilst on duty in September 2014. The Claimant was ultimately dismissed for conduct reasons following an investigation into this collision. The Claimant amended his claim to include a complaint of unfair dismissal. All claims were dismissed, and the Tribunal accepted the Respondent's limitation arguments confirming that all claims were time-barred.

W v WASS (2017) - 12 days:

Successful defence of complaints of constructive unfair dismissal, a failure to make reasonable adjustments and direct disability discrimination. The Claimant had raised 53 individual allegations. The complaints raised by the Claimant dated back to 2014/2015 with the factual allegations within those complaints spanning close to 18 months. This case involved sensitive issues such as attempted suicide and allegations of sexual and financial abuse of a vulnerable person.

M v GCIL (2017) - 9 days:

Successful defence of complaints of unfair dismissal and of disability discrimination.

The Respondent accepted that the Claimant was a disabled person within the meaning of the Equality Act 2010, but the tribunal accepted that the Respondent did not have knowledge of either the disability or of the alleged substantial disadvantage.

The tribunal found that the Claimant was dismissed for reasons of gross misconduct and that the Respondent had reasonably believed, on the evidence obtained during its investigations, that the

Claimant had conspired with a service user for whom he provided support, to de-fraud the Independent Living Fund.

Appointments & Professional Memberships:

Trustee, Impact Multi Academy Trust
Trustee, Spire Foundation
Family Law Bar Association
Lawyers for Children
Employment Law Bar Association
North Eastern Circuit
Inner Temple

Testimonials:

"The appeal has been argued by Mr Ashley Lord for the grandmother... Both made submissions of very high quality - concise, focused, realistic and fair."

Lord Justice Peter Jackson - R (A Child) [2019] EWCA Civ 895 at [17]

"Mr Lord's analysis of limitations in the evidence relied upon by the judge is convincing"

Lord Justice Peter Jackson - R (A Child) [2019] EWCA Civ 895 at [27]

"I have been extremely happy with the way Mr Lord has dealt with the representation of my attendances at court. He has been thorough and prepared even when presented with documentation at short notice. He is pleasant in his manner and is a credit to his profession. I would have no hesitation in recommending his services to anyone if asked to do so".

A lay client, August 2018.

"Mr Lord... was courteous and professional throughout the proceedings"

When faced with "unjustified hostility" from the Claimant, Mr Lord responded with "considerable patience and courtesy"

Employment Judge Eccles in judgment, October 2017.

Interests:

Away from court Ashley is an avid football supporter and can be often found in the stands at Old Trafford (for his sins). Ashley is also a keen traveller and enjoys many outdoor activities.

Endorsements:

Legal 500 2021 Rising Star - "Very good at putting clients at ease and ensuring they understand the process of the proceedings and what is happening on a particular day for a particular hearing. Very calming influence on clients when dealing with emotionally charged situations. Knowledge of the law is extensive, and is able to explain complicated matters in a very down to earth way for all clients to understand."

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Lay client, August 2018.

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