

STEVEN FLYNN

Year of call: 2006

Clerked by: Avais Saleem Gary Young

AREAS OF EXPERTISE:

Arbitration Banking & Finance Commercial Litigation
Company Employment International & Offshore Partnership
Sport



Employment

Steven's practice is directed toward business protection. He has particular experience of dealing with employment related issues in the High/County Court. These include:

- Breach of Contract claims in the High/County Court;
- Breach of confidence;
- Misuse of confidential information;
- Partnership disputes;
- Restrictive Covenants.

Some examples of his work in different areas can be found below.

Contracts and Exit Agreements

- Office Holders – Advising on the establishment of a QUANGO; including the transfer of employees and the employment status of Office Holders.
- Service Agreements – Drafting employment service agreements for company directors.
- Share Options – Advising whether share option entitlements are discretionary or not.
- Exit packages – Advising a senior safety executive on his exit from a market leading automotive company in circumstances where he may be required to give evidence in the event of a product recall.
- Financial Services – Advising a director of a publicly traded company on his position in the event that he chose to blow the whistle to the FCA on insider trading and market manipulation within his company.
- Collective agreements – providing guidance as to whether collective agreements were incorporated into contracts of employment following numerous TUPE transfers and an absence of detail as to the date of agreement.

Restrictive Covenants

- Obtaining springboard injunction against a PLC who had poached a senior executive.
- Advising a senior executive as to whether he had been constructively dismissed so as to render void the restrictive covenants contained within his employment contract.
- Representing a solicitors' firm in circumstances where an associate who had been made redundant set up in competition and attempted to poach clients.
- Drafting restrictive covenants for former owner/directors where their company has been bought out and they are to be engaged as employees.
- Advising a professional football coach as to whether his media work could amount to a breach of his contract of employment.

High Court/County Court

- Advising a stockbroker on his claim for breach of contract against his former employer. Value of claim is £4,3 million.
- Injunction to prevent use of information obtained during course of employment.
- Reference – representing a company that was accused of giving an inaccurate reference.
- Advising a long-term, senior employee who has been promised a payment of £10m upon sale of a company.

- Breach of a restrictive covenant – claim for losses arising from breach of covenant.
- Bonus claim by employee for \$300,000.
- Representing a director-employee who was alleged to have misappropriated funds from his employer.
- Claim by company to recover £110,000 that had been lent to an employee but never repaid.

Profile

Steven is 'one of the top sports law juniors in the UK' (Legal 500), working across the gamut of sports law. He frequently advises various participants including professional athletes, teams, governing bodies, agents, and players' associations on contractual, commercial and regulatory matters.

Away from the sports sector, Steven's practice is directed towards business protection. He is regularly instructed to deal with issues arising from employment contracts, breach of confidence, partnerships, restrictive covenants, and shareholder rights/obligations.

Steven is recognised as being, 'technically very astute' and 'liked by judges' (Chambers UK), with ability to "put clients at ease in an instant in even the most stressful of cases." (Legal 500)

Steven has a wealth of experience in arbitration and has been admitted as a Member of Chartered Institute of Arbitrators. He accepts appointments to sit as a sole arbitrator or as a member of a panel (including as chair).

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Areas of Expertise

Arbitration

Banking & Finance

Commercial Litigation

Company

Employment

International & Offshore

Partnership

Sport

Memberships

British Association for Sport and Law

Employment Law Association

Employment Law Bar Association

The British Irish Commercial Bar Association

Appointments

Visiting Sports Law Fellow at the Centre for Sports Law Research, Edge Hill University

British Gymnastics Disciplinary Appeal Panel Member

British Cycling Disciplinary Appeal Panel Chair

England Boxing Disciplinary Panel Member

Sports Resolutions' Pro Bono Legal Services Panel

Qualifications

Member of the Chartered Institute of Arbitrators

Cardiff University

Cardiff Law School

Gray's Inn

Recommendations

Chambers UK 2021

"Thoroughly confident and liked by judges."

"Technically very astute"

Legal 500 2021

"Steve is one of the top sports law juniors in the UK, with experience across a number of sports and expertise in commercial and regulatory disputes."

"Steve is very knowledgeable of the sports sector, and extremely user friendly. He is contactable at all times, day or night and can put clients at ease in an instant in even the most stressful of cases."

"Consistently good and very reliable."

Chambers UK 2020

"Very clear and concise in his advice to clients. Extremely knowledgeable when it comes to rugby, in particular when dealing with regulatory matters." "He has the best knowledge of on-field disciplinary work and is a go-to in the area."

Legal 500 2019

"A very grounded barrister with a great intellect."

"[Has] niche experience in handling employment disputes within the professional sports world."

Legal 500 2017

"Very knowledgeable, thorough and technical."



Steven Flynn