

**ROSIE KIGHT | MANCHESTER,  
LEEDS & BIRMINGHAM**

Year of call: 2018

Qualifications: LLB Hons: Law with  
French Law and Language

Clerked by: Paul Clarke

**AREAS OF EXPERTISE:**  
Employment Sport



## Profile

After qualifying as a Solicitor in September 2004, and working at both Eversheds and Addleshaw Goddard, specialising in employment law, Rosie transferred to the Bar in 2018 and became a tenant at Kings Chambers in April 2019.

Since transferring to the Bar, Rosie has built a strong and varied employment law practice, accepting instructions from both respondents and claimants. She has acted for several major retailers, NHS trusts, local authorities and companies and individuals working in the leisure and hospitality and industrials sectors. She has acted on a wide range of claims, including unfair dismissal, whistleblowing detriment, TUPE, agency workers and discrimination.

Recent highlights include:

- Securing the strike out of a claim for race discrimination and constructive unfair dismissal for a major supermarket on the grounds of no reasonable prospects of success;
- Successfully defending a claim of indirect sex discrimination and constructive unfair dismissal brought against an international fashion retailer following an unsuccessful flexible working request;
- Succeeding in a claim for disability discrimination relating to home-working acting for a former RMG employee (failure to make reasonable adjustments and discrimination arising from disability); and
- Acting for an NHS trust in an ongoing and longstanding set of discrimination claims brought by a dentist against the Trust, recently securing the dismissal of out of time parts of one of the claims.

Rosie's practice also encompasses sports law disputes, including acting for players in FA disciplinary matters and as a Disciplinary Chairperson for British Cycling.

**Year of Call:** 2018

## Areas of Expertise

### Employment

### Sport

Rosie is an employment specialist with experience of dealing with a variety of disputes and issues arising within a sporting context.

Most of the work she has undertaken in this area is protected by the cloak of confidentiality and includes:

- Advising a senior rugby union exec on their departure from their club;
- Representing a Speedway racer in relation to immigration issues;
- Representing sports and social clubs dealing with grievances and disciplinary matters;
- Advising a leading university in relation to TUPE issues in the sale of their old sports facilities to a premiership club;
- Providing training and legal support to the English Institute of Sport in relation to employment issues and claims; and

- Advising in relation to appeals to the FA

## Memberships

Northern Circuit  
Employment Lawyers Association  
Inner Temple

## Qualifications

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LLB Hons: Law with French Law and Language  
Legal Practice Course: distinction  
Bar Transfer Test

## Recommendations

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**Legal 500 2023** 'Rosie has a superb grasp of all issues and is an excellent and available support to lay clients. She marshals the arguments to achieve a successful outcome.'

**Legal 500 2022** "Rosie is extremely good and delving through the detail and getting to the crux of the issue very quickly. She gives bold, strategic advice and doesn't sit on the fence. She is very user friendly and great in front of clients (helped by her years as a solicitor). She is great to work with, gets great results and a very safe pair of hands."

