

SAM PROFFITT

Year of call: 2020

Qualifications: BA (Hons) Sociology – University of York

Clerked by: Paul Clarke

AREAS OF EXPERTISE:
Employment



Profile

Sam was called to the Bar in October 2020, and joined Kings Chambers as tenant in March 2021 having cross-qualified as a Solicitor Advocate.

Prior to joining Kings, Sam spent almost 9 years in the Employment team at DAC Beachcroft LLP, qualifying as a Solicitor in February 2016. There, he specialised in employment tribunal litigation, conducting hundreds of claims on behalf of major respondent clients, including undertaking advocacy at complex and high value multi-day hearings. He obtained Higher Rights of Audience (Civil) in March 2018, and joins Chambers as an experienced practitioner, having been granted a full exemption from all elements of the Bar Transfer Test and Pupillage. He was also noted to be a “key lawyer” within the Tier 1 Employment team in the Legal 500 UK 2021 rankings.

Sam has a particular interest and experience dealing with discrimination and whistleblowing claims, including in a regulated environment with large public and private health sector organisations. He also brings real commercial insight to his practice, having spent a year on secondment as in-house counsel at a FTSE 100 client.

Sam also had substantial exposure to appellate litigation during his time as a Solicitor, and can draw on his experience working with a number of leading employment silks across several ground-breaking cases in the Employment Appeal Tribunal and Court of Appeal.

Recent highlights include:

- Successfully defending a national charity in a 4-day whistleblowing detriment and constructive dismissal claim;
- Securing strike out of a long-running disability discrimination claim following persistent breach of Orders for a FTSE 250 client;
- Persuading the tribunal that a commission scheme had been wrongly applied over a period of 20 years - no unlawful deduction from wages by withholding payments;
- Successfully defending a race discrimination claim brought by a Nurse applicant for a major private healthcare provider client; and
- Representing an NHS Trust at preliminary hearings for 2 complex and overlapping discrimination cases - Sam is also instructed for the resulting 6-day and 9-day final hearings due to take place in late 2021.

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