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## Changez Khan

Called in 2008 +44 (0)20 7583 9241

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Changez has an inter-disciplinary practice: his core areas are employment law, PI and commercial disputes. He appears in the ET, County Court and High Court (QBD and Business List). He has appeared in the Court of Appeal three times (unled).

Changez is approachable and believes in a team approach. He aims to understand the client's goals; give no-nonsense advice on merits and strategy; and then follow through robustly in court.

He accepts instructions for both claimant and defendant work inside and outside of London. He has a masters degree in French law and happy to accept instructions in French.

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## Employment

Changez' practice focuses on discrimination, unfair dismissal and restrictive covenants. Recent successes include winning a 13-day race discrimination trial against the parent company of Cartier, a case which involved allegations of subconscious bias and spying by an employer [reported in The Times](#).

He has appeared three times in the Court of Appeal: *R & R Plant Hire (Peterborough) Ltd v Bailey* [2012] EWCA Civ 410 (age discrimination); *Morris v Metrolink* [2018] EWCA Civ 1358 (data security); and *Base Childrenswear Ltd v Otshdi* (race discrimination, decision pending).

For 10 years, he has acted for employers and employees alike. This balance has helped him develop well-rounded judgement and an understanding of tactics on both sides. He is adept at handling delicate issues, where the integrity of regulated professionals is under scrutiny. In other cases, sensitive issues of disability or ill-health arise and it is here that his parallel personal injury practice is an asset.

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### Location

Farrar's Building,  
Temple,  
London, EC4Y 7BD  
United Kingdom

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### Contact Us

T: +44 (0)20 7583 9241  
F: +44 (0)20 7583 0090  
E: [chambers@farrarsbuilding.co.uk](mailto:chambers@farrarsbuilding.co.uk)  
DX: 406 Chancery Lane

Changez also acts in employment disputes which present a more commercial flavour, including boardroom disputes (see further below).

One solicitor commented: "Changez is a capable advocate who inspired confidence in my client and handled some difficult issues very well. I would not hesitate to recommend him for employment tribunal work."

## Commercial

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Changez has an expanding commercial law practice and is always keen to accept instructions in this area. He has acted for directors, shareholders and SMEs in the High Court. Cases have involved breach of directors' duties (ss.171ff CA 2006), unfair prejudice petitions (s.994 CA 2006) and misuse of confidential information. He has also secured or resisted interim orders including freezing orders, orders for delivery up and orders for substantial interim payments (in one current case, £600k).

Recent reported cases in the High Court include *Re Delmergate Ltd* (in the Chancery Division), *Re Icon College of Technology and Management Ltd* (in the Business List).

## Personal Injury

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Changez acts for Claimants and Defendants in cases arising out of workplace accidents, public liability and RTAs. Recent cases have involved CRPS, amputations and a case of recurrent depression leading to suicide.

He is experienced in cases involving conflicting expert evidence, issues of credibility or thorny loss of earnings calculations. He is happy to advise, settle pleadings and present cases at trial.

## Civil Fraud

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Changez has a good track record of defeating claims that are suspected to be either fraudulent or dishonestly inflated. His experience covers both personal injury and commercial fraud. He is skilled at identifying the gaps in disclosure. He often advises on the interpretation of medical evidence or dubious financial accounts. He also advises insurers on where to pitch competitive offers for costs protection. At trial he adopts a forensic approach, which he tailors to the particular features of each case.

## Notable Cases

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*Morris v Metrolink RATP Dev Ltd* [2018] EWCA Civ 1358

Automatic unfair dismissal for trade union activity (s.152 TULRCA 1992); misconduct and data leaks.

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R & R Plant Hire (Peterborough) Ltd v Bailey [2012] EWCA Civ 410

Age discrimination; compulsory retirement at 65; interpretation of an employer's duties under the Employment Equality (Age) Regulations 2006, Schedule 6.

Hall v DHL Excel (County Court)

Chronic pain claim arising out of accident at work.

Re Delmergate Ltd (High Court, Chancery Division)

Shareholder dispute; breach of directors' duties; tax fraud and diversion of monies off-shore.

S v GA Constructions Ltd (County Court)

Fatal Accidents Act claim; amputation injury leading to depression and ultimately suicide.

Dee v Suffolk County Council (ET)

Unfair dismissal of a headmaster accused of using unreasonable restraint on a pupil.

Bahous v Pizza Express Restaurants Ltd (2012) All ER D 191 (EAT)

Race discrimination; "just and equitable" extension of time must consider the balance of prejudice.

P v SCR Envelopes Ltd (High Court)

Restrictive covenants and breach of fiduciary duty; alleged solicitation of former clients.

H v Reignwood Group (ET)

Pregnancy discrimination; withdrawal of job offer upon; HR found to have doctored evidence.

P v Medical and Healthcare Products Regulatory Agency (ET)

Redundancy and TUPE following public sector re-organisation; challenge to fairness of staff transfer scheme.

If you would like to instruct Changez Khan or would like help or advice in doing so, please call and talk to our excellent clerking team, led by senior clerk Alan Kilbey MBE. Our phone number is +44 (0)20 7583 9241. Alternatively, please email us at [chambers@farrarsbuilding.co.uk](mailto:chambers@farrarsbuilding.co.uk)

For more information about our clerking team, please [click here](#) for the clerks page.

## Appointments & Memberships

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- Bar Pro Bono Group
- Employment Lawyers Association
- Personal Injury Bar Association
- London Commercial & Common Law Bar Association

## Education & Qualifications

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- LLB English & French law, King's College London

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- Maitrise en droit prive, Universite de Paris I (Pantheon-Sorbonne)
- LLM, King's College London
- BVC, College of Law
  
- Clifford Chance Prize for highest overall mark in second year LLB
- Denning scholarship
- Hardwicke award
- Levitt award

## Previous Employment

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Law Commission: research assistant 2006-07.

## Personal Interests

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Changez enjoys foreign travel and playing the alto sax. He is a member of his local astronomy club in Bedford.

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