

# EMPLOYMENT LAW BAR ASSOCIATION

## Chair's Report

AGM, 12 JUNE 2026

### Introduction

1. The 2025/2026 ELBA Executive Committee ('the Committee') comprised:
  - a. the Officers: Jack Mitchell as Chair, **Marianne Tutin** of Devereux Chambers as Vice Chair; **Lucy Bone** of Littleton Chambers as Treasurer and: **Daniel Brown** of 3PB as Secretary.
  - b. the elected members: Jane Russell KC of Essex Court Chambers; Jeffrey Jupp KC of 7BR; Kerenza Davis of Blackstone Chambers; Benjamin Gray of Littleton Chambers; Robert Lassey of Nine Chambers.
  - c. the co-opted members: Stephen Daw of Free Representation Unit; Ben Cooper KC and Nadia Motraghi KC of Old Square Chambers, Alice Stobart of Westwater Advocates; Andrew Sugarman, Parklane Plowden; Deshpal Panesar KC.
  
2. I am grateful to the Executive Officers and all the Committee members for their hard work on behalf of members over the last year.
  
3. Thanks are also due to our administrator Nick Walsh for his continued support.
  
4. Our current membership is 804 members.
  
5. With the support of the Committee, we have continued to attend meetings with various relevant stakeholders, including the Bar Council, meetings with the EAT President (through the EAT User Group meeting), the AG's Pro Bono Committee, the Employment Tribunal's National User Group and various regional user group meetings.
  
6. Since the 2025 AGM, ELBA has:
  - a. held a number of speaker events, predominantly on-line, and ELBA is grateful to all speakers and to those chambers that have hosted, and continue to host, those events together with their administration teams;
  - b. provided regular updates to members from the Employment Tribunal and the EAT.

## Event and speaker Programme

7. Highlights over the last year have included:
  - a. **October 2025** – *Personal Injury for Employment Lawyers*, delivered by Anna Beale KC;
  - b. **October 2025** – the Bar Council Pupillage Fair;
  - c. **November 2025** – *For Women Scotland*, kindly hosted by Matrix Chambers, with Aidan O’Neill KC, Karon Monaghan KC and Ben Cooper KC.
  - d. **January 2026** – *Eating to Support Resilience*, kindly hosted by Old Square Chambers, presented by Dr Anne-Claire Marsden, The London Wellbeing & Nutrition Clinic;
  - e. **March 2026** – *ELBA Annual Dinner*, with Lord Justice Bean as guest speaker;
  - f. **June 2026** – *How is AI being used now by clients who use employment lawyers?*  
Presented remotely by Chris Davies, Remote.
8. Unfortunately the planned *Managing Stress at the Bar* event had to be cancelled. ELBA is nevertheless grateful to Professor Neil Greenberg, President of the Society of Occupational Medicine, for his willingness to provide this event.

## ELAAS (Employment Law Appeal Advice Service)

9. Work has continued with the EAT to ensure that ELAAS goes from strength to strength, with more employment specialists having signed up for the scheme over the last 12 months.
10. During 2025 and into the first half of 2026, ELAAS provided support for over 250 appeal days. The EAT currently lists two appeals per day, but, in light of the present backlog of appeals, consideration is being given to increasing that to three appeals on each ELAAS appeal day.
11. The work undertaken through ELAAS is not only enormously valuable to unrepresented parties, but is also greatly appreciated by the judges who sit in the EAT.
12. Thanks are due to the EAT staff who work hard behind the scenes to help deliver this initiative, and to every ELAAS representative for their work over the last 12 months.

## **Future events**

13. The Committee is currently looking to arrange the following for the autumn:
- a. a session on **collective bargaining** following Nexus v RMT and Tesco v USDAW;
  - b. a practical training session on **appellate advocacy**;
  - c. a session on the implications of Wicked Vision v Rice;
  - d. a members' event in Manchester.
14. Suggestions for future talks or seminars would be warmly welcomed, and members are encouraged to contact any Committee member with proposals.

## **New Committee Members for 2026-2027**

15. Over the last two years, fewer than six applications for Committee membership have been received. This year, there were at least six available positions on the Committee. Five members were successfully nominated and, accordingly, no election was required.
16. Thanks are due to Andrew Sugarman for acting as Returning Officer, supported by Daniel Brown.
17. It is my pleasure to announce that:
- a. Marianne Tutin, Charlotte Goodman of Cloisters, Laith Dilaimi, Tom Kirk from Old Square Chambers and myself were duly elected; and
  - b. the Committee has agreed to co-opt Lucy Bone; Stephen Daw; Ben Cooper KC, Nadia Motraghi KC, Deshpal Panesar KC, Alice Stobart and Andrew Sugarman.

18. The Executive Officers for 2026-2027 Committee will remain:

- a. Chair: Jack Mitchell;
- b. Vice-Chair: Marianne Tutin;
- c. Treasurer: Lucy Bone;
- d. Secretary: Daniel Brown.

## **Conclusion**

19. ELBA owes a considerable debt of gratitude to all Committee members for all their hard work and dedication over the past year.