

James Tait

Partner

 **Birmingham**

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James is recognised by the legal directories as a leader in his field. He advises and represents the firm’s corporate clients in a number of sectors including in energy and infrastructure, retail and food and drink. He also acts as the employment lead for the firm’s higher education clients. James’ clients have instructed him in the Employment Tribunal, Employment Appeal Tribunal, High Court and Court of Appeal. A number of his cases have appeared in the law reports as leading UK authorities on employment law.

James undertakes all employment law related work, often with an international angle. He is known for his pragmatic and robust approach to matters, never ‘sitting on the fence’. He has trained the firm’s clients and speaks at local and national conferences on employment law. He has published articles in the Times, Times Educational Supplement and is a member of the Employment Lawyers Association where he is also extensively published. He also sits on the Law Society’s Employment Law Committee and is involved in consultation on new and proposed legislation.

James is passionate about music and the arts and is a Board member of B:Music, which manages the world renowned Town Hall and Symphony Hall in Birmingham. He is also President of the GBCC Transatlantic Chamber (formerly the British American Business Council) and he has hosted and participated in events on some of society’s biggest issue ranging from world economy to carbon emission reduction with Liz Truss MP, Woody Johnson (Donald Trump’s Ambassador to the UK), Andy Street (Mayor of the West Midlands), and the High Commissioner of Canada.

Expertise

Sectors

Automotive

Food and drink

Manufacturing and industrials

Education

Further education

Not for profit and charities

Energy and infrastructure

Higher education institutions and universities

Featured experience

Advising independent retailers

Advising a number of independent retailers about reorganisations and restructuring. Despite a number of redundancies being involved, no claims were brought against any of the organisations in question.

Advising a global client

Advising a global client about serious allegations of harassment against the managing director of a subsidiary of the company. We managed to deploy one of our HR consultants to the north of Scotland at one working day's notice to deal with a disciplinary and grievance investigation to support the HR function there. The managing director was ultimately dismissed with no adverse repercussions for the company and with glowing feedback from the client.

Advising a global business

Advising a large global business in relation to a team-move setting up in competition and minimising risk to the client.

Whistleblowing

Defending a national client in relation to a 15-day whistleblowing claim involving serious allegations of pollution of the waterways and damage to the environment with significant media interest.

Testimonials

Directories

"James has an excellent understanding of our organisation and we have always been very satisfied with his work."

Chambers and Partners 2023,

"Over the years, James Tait has gained an excellent understanding of our organisation which helps tremendously when dealing with difficult matters. Furthermore James understands French very well. Being able to have initial discussions with James without having to translate every single piece of documentation first is invaluable."

Legal 500 2022 ,

"James Tait is extremely personable, easy to engage, helps remove complexity from situations and supports myself and the wider team when needed. He is also super responsive."

Legal 500 2022 ,

"James is very knowledgeable and insightful. We find his advice clear and helpful."

Chambers 2021 ,