

Arbitrators

AT 24 LINCOLN'S INN FIELDS



Jane Russell

Jane is an exceptional mediator and also accepts arbitral appointments. She is ranked as a leading Junior for Employment, described as “super-intelligent”, “brilliant” and “insightful” by Chambers and Partners in 2018 and “incredibly hardworking and very user-friendly” by Legal 500 in 2018. Jane specialises in commercial employment disputes, particularly those with a deceit angle, as well as pure employment disputes and disputes with a European dimension. She has a wealth of experience in bonus disputes, share scheme disputes, breaches of fiduciary duty and urgent and injunctive matters, including injunctions against employees: to enforce post-termination restraints and to preserve confidential information.

Jane is equally adept in High Court proceedings and Employment Tribunal proceedings.

In the last few years, Jane has assisted in some of the leading cases in the commercial employment area, often led by leaders in their fields.

Jane is also on the Attorney General’s “B” Panel of Junior Counsel to the Crown. She has acted on a range of matters for the United Kingdom Government in the High Court and tribunals and was part of the team who obtained a permanent injunction against the Prison Officers Association.

Jane is currently Junior of the European Circuit (currently led by Hugh Mercer QC) and a committee member of the Employment Law Barristers Association.

Jane is a regular speaker on employment matters on radio station LBC and has appeared on the Nick Ferrari and Ian Dale programmes.

Arbitration (including arbitration-related court applications)

Jane is regularly instructed in arbitrations (as arbitrator and counsel) and in mediations (as mediator and counsel). She also has experience of working as adjudicator and expert determinator.

Arbitrations

Jane has recently been appointed as a party appointed arbitrator in an arbitration concerned with Commercial Employment issues under the LCIA rules.

Jane has also acted as Counsel in arbitrations. Most notably, Jane acted in a complex, high-value partnership dispute arbitration involving a prominent law firm and a former partner and including allegations of conspiracy and fraud.

Adjudicator

Most recently, Jane was instructed by the Bar Council to be an expert determinator in a contract dispute.

In 2021, Jane was instructed by the Liberal Democrats to be the adjudicator in a complex set of matters involving 7 linked cases concerning allegations of homophobia, transphobia and Islamophobia.

Mediator

Jane was recently instructed as mediator in a dispute between an insurance company and a former employer with Post-Traumatic Stress Disorder concerning disability issues, personal injury issues and claims in the employment tribunal worth several million pounds. Jane achieved a successful resolution for the parties on the day of the mediation.

As an employment practitioner, Jane has acted in numerous mediations over the years, including a sensitive mediation involving a central London museum and allegations of transphobic harassment, a complex mediation involving a government department and serious allegations of sexual harassment and a high-value mediation involving a manufacturing company and the misappropriation of hundreds of tons of steel.

Career

2015: Appointed to Attorney General's "B" Panel of Junior Counsel to the Crown
2012: Joined Essex Court Chambers
2004: Joined Toaks Chambers
2004: Called to the Bar (Middle Temple)
2003: Visiting lecturer in Employment Law, South Bank University
2002: Deputy Head of Employment, Fisher Meredith
2001: Qualified as Solicitor Advocate (All Proceedings)
2000: Assistant Solicitor, Employment department at Herbert Smith (until 2002)
1998: Assistant Solicitor, Employment department at Linklaters

1998: Qualified as a Solicitor (England & Wales)

1996: Trained at Mishcon de Reya

Education

1996: LPC, College of Law (London)

1995: BA (Law), Cambridge University

1992: MA (History), Aberdeen University (First Class)

Awards

1996: Victoria Fisher Memorial Prize

What others say

Jane is recommended as a Leading Junior by Chambers & Partners and Legal 500. Recent directory comments include:

“Jane is extremely user-friendly, charming in court and extremely sharp in her analysis.”

“A great advocate.”

“Jane clearly has the ear of the court and an excellent team player.”

“A super-intelligent junior. She is incredibly friendly and approachable, which makes her a real asset to have on a case.”

“She is extremely easy to deal with and she is a very astute barrister who it is great to have fighting your corner.”

“A real enthusiast.” “She has a way of building a good rapport with clients and keeping them focused on the key issues. She’s also extremely good at putting them at ease in emotionally charged situations.”

“Unfailingly responsive and good under pressure. Her manner with clients is exemplary, whether she be dealing with vulnerable individuals or corporate executives who are not used to being told no.”