



Alice Defriend

Year of Call: 2022

Alice joined Devereux as a tenant in October 2023 following successful completion of her pupillage. She is developing a busy practice in chambers' areas of expertise, including employment, tax and personal injury and clinical negligence. She is regularly instructed in multi-day hearings in the courts and tribunals and has a busy advisory practice.

Before coming to the Bar, Alice worked as the Judicial Assistant to Simler LJ in the Court of Appeal, assisting on a range of civil appeals including in employment and tax law. She also worked as a Judicial Assistant to various judges in the High Court King's Bench Division where she assisted predominantly on personal injury and clinical negligence claims. During pupillage she was the recipient of the Gray's Inn Reid Scholarship, one of the Inn's most prestigious merit-based scholarships.

Alice accepts pro bono instructions where appropriate.

Employment

Alice acts on behalf of both claimants and respondents in a wide range of employment and discrimination matters.

Recent instructions include:

- Instructed as junior counsel (led by Laura Bell) in a 9-day final hearing for a bank defending claims of whistleblowing, victimisation, and disability discrimination. She assisted in drafting the grounds of resistance;
- Instructed as junior counsel (led by Kate Balmer) in a 8-day final hearing for a bank defending claims of sex discrimination and victimisation;
- Representing the claimant, a former partner at one of the Big Four, in an ongoing bonus claim. She drafted the grounds of claim;
- Successfully represented the claimant at a 3-day final hearing in claims for, inter alia, unlawful deduction from wages, breach of the Working Time Regulations. The case raised complex legal issues concerning the applicability of the Agricultural Wages Order 2012;
- Successfully represented a bus company in a 2-day final hearing for an unfair dismissal claim;
- Successfully represented the claimant at a 3-day final hearing concerning pregnancy discrimination (the claim settled on the first day of the hearing after Alice provided written opening submissions);
- Advising an international investment bank on issues of employment status and the territorial reach of statutory employment rights.

As a pupil to Talia Barsam and Jesse Crozier, Alice gained extensive employment law litigation experience, including in high value discrimination, unfair dismissal and breach of contract claims.

Alice is a member of the Employment Lawyers Association and the Employment Law Bar Association.

Tax

Alice acts on behalf of both taxpayers and HMRC in both advisory and litigation work.

Recent instructions include:

- Acting for the Revenue (led by John Brinsmead-Stockham KC and Marika Lemos) in R (Refinitiv Ltd and ors) v HMRC [2024] EWCA Civ 1412, a judicial review concerning the applicability of advance pricing agreements under Part 5 of TIOPA and the transfer pricing rules. Alice is also instructed in the FTT proceedings;
- Acting for the Revenue (led by Adam Tolley KC) in HMRC v Ducas and ors [2024] EWHC 3132 (Ch), applications for freezing injunctions in a high-value dispute concerning an alleged labour supply fraud. Alice is also instructed in the FTT proceedings. Alice is also instructed by the Revenue in another dispute concerning an alleged labour supply fraud;
- Acting for the Revenue (led by Aparna Nathan KC) in a dispute concerning whether licence fee payments were taxable as income as part of circular financing arrangements;
- Acting for the Revenue (led by Chris Stone KC) in a dispute concerning the correct tax treatment of pension income under a double tax treaty;
- Acting for the Revenue (led by Joshua Carey) in a judicial review claim worth approximately £52 million;
- Assisting Marika Lemos in advising on the availability of business property relief in respect of property investment and development activities;
- Assisting Marika Lemos in advising on the applicability of the group relief provisions in the Corporation Tax Act 2010.

As a pupil to Aparna Nathan KC, Alice gained a wide range of tax advisory and litigation experience.

She provided research assistance in SSE Generation v HMRC Ltd [2023] UKSC 17 concerning whether parts of a hydroelectric power scheme qualified for capital allowances as plant and machinery. She also provided research support in Murphy and Linnett v HMRC [2023] EWCA Civ 497 on the interpretation of extra-statutory concessions.

Alice also gained experience of advisory work on behalf of both taxpayers and the revenue, including issues of: discovery assessments, residence and domicile, IHT/CGT/income tax liability under trusts, the TOAA provisions, the GAAR rules and Ramsay challenges.

Alice is a member of the Revenue Bar Association.

Personal Injury

Alice is developing a busy personal injury practice. Alice has appeared in numerous fast-track trials in RTAs, employers' liability, occupiers' liability and travel illness claims, representing both claimants and defendants. Alice also regularly represents clients in CCMCs.

Recent instructions include:

- Representing the claimant in an ongoing multi-track matter in which the Defendant's unsafe working

practices are alleged to have caused a serious spinal injury to the Claimant which renders him unable to work for the rest of his life. The Claimant requires ongoing pain management as a result of his symptoms.

- Advising the claimant in a fatal clinical negligence claim concerning failure to administer VTE prophylaxis, resulting in fatal pulmonary embolism.
- Representing the claimant in a multi-track matter raising complex issues of medical causation and acceleration periods in respect of a back injury causing chronic pain. The claim settled before trial.
- Drafting a schedule of loss for an adult dependent claimant in a fatal accidents claim.

As a pupil to Stephen Cottrell, Alice gained significant litigation and advisory experience in a wide range of road traffic accident, catastrophic injury, clinical negligence, fatal accident and employer's liability matters. She has experience in drafting pleadings and schedules of loss in high value claims.

Alice is a member of the Personal Injury Bar Association.

Investigations

Alice is experienced in carrying out investigations into grievances raising serious allegations of discrimination, harassment and workplace bullying. Recent instructions include investigations into complaints of:

- Multiple allegations of sex discrimination, sexual harassment and bullying by a senior manager at a multinational tech company;
- Multiple allegations of sex discrimination, constructive unfair dismissal, failure to implement flexible working and bullying by senior managers at a national education provider;
- Multiple allegations of sexual orientation discrimination, disability discrimination and bullying and harassment involving multiple alleged perpetrators.

Memberships and Associations

ELBA, ELA, RBA, PIBA, COMBAR

Academic

LLB: Durham University – First

LLM: University of Cambridge – First

BVC: Inns of Court College of Advocacy – Merit

Personal Interests

When time permits, Alice enjoys hiking and tolerates running. She follows both the men's and women's teams of Manchester United FC.

Awards and Scholarships

Gray's Inn

Reid Scholarship (Senior Scholarship, the Inn's most prestigious merit-based scholarships awarded to pupils of

distinction)

The Nicholls Memorial Prize for Excellence in Mooting

Beryl Cooper Scholarship

Residential Scholarship

Murray Edwards College, University of Cambridge

Rosemary Murray Scholarship (awarded for outstanding results in the LLM)

The Stephen Korner Scholarship (awarded to one postgraduate student of Murray Edwards College per year)

Durham University

OUP Criminal Law and Advanced Issues in Public Law Prizes for the top performance of the cohort