



Bayo Randle
Year of Call: 2012



Bayo's principal areas of practice are employment, commercial litigation and tax.

Bayo has been instructed in many high profile cases and was part of the legal team in *The Construction Industry Vetting Information Group Litigation*, a case highlighted by *The Lawyer* as one of the Top 20 Cases to watch in 2016. He remained instructed in ongoing related proceedings until they were finally resolved in 2020

In 2024, Bayo was appointed to the Attorney General's B Panel of Counsel.

Recommendations

"He's very bright, very diligent, very hardworking and well prepared for cases." - Employment, Chambers UK 2025

"Bayo is a great all-rounder who is brilliant with clients and witnesses." - Employment, Chambers UK 2025

"He is technically astute, commercially focused and pragmatic. He is diligent with his preparation, and has a very natural and persuasive advocacy style. Clients love him." - Employment, Legal 500 2025

"Bayo is strategic and conscientious. He is very effective at putting witnesses at ease." - Employment, Legal 500 2024

"Bayo is particularly good with witnesses in the run-up to trial. During a hearing, he can think on his feet, is calm in the face of unexpected developments, and has a great, likeable advocacy manner - extremely helpful to instructing solicitors." - *Employment, Legal 500 2023*

An in-demand junior barrister with expertise across the employment law field, demonstrating an in-depth knowledge of contract breaches, discrimination, harassment and whistle-blowing claims. He is also trusted by the government, serving on the Attorney General's C Panel. **"He is charming and he is a safe pair of hands."** **"He is friendly, approachable, and he is good with witnesses."** - *Employment, Chambers UK Bar 2022.*

"Really puts the effort in to achieve the result for solicitors and lay clients" - *Employment, Legal 500 2022.*

'A team player, with huge attention to detail and good strategic skills.' - *Employment, Legal 500 2021.*

"Bayo is very precise and considered in his approach, particularly in complex litigation. With a clinical ability to review significant amounts of material and legal arguments, Bayo has demonstrable laser like focus, well able to identify the key issues in dispute." - Head of Litigation, FTSE 100 Energy Company

Employment

Bayo is ranked as a Leading Junior in employment by Legal 500 2024.

Bayo is an experienced employment practitioner with a wealth of experience across the full range of workplace disputes for claimants and respondents. This includes TUPE, restrictive covenants and injunctions, whistleblowing, trade union disputes and claims regarding dismissal and discrimination.

Examples of recent cases and matters include:

- Acting for the successful Appellant before the EAT in *Badara v Pulse Healthcare* [2020] ICR 819.
- Acting for defendants in *The Construction Industry Vetting Information Group Litigation*. Currently instructed in ongoing related proceedings brought by additional claimants.
- Acting for the successful defendant in *Buckley v Greenwood Academies Trust* [2018] EWHC 2441 (Comm), a claim alleging civil fraud and breach of contract by a former employee against a multi academy trust.
- Acting for a respondent in a multi-day hearing against 15 claimants who brought claims for unpaid wages, redundancy pay and holiday pay following a disputed TUPE transfer.

Click here for a copy of Bayo's article on the correct treatment of overtime payments for the purposes of holiday pay.

Commercial Litigation and Disputes

Bayo has experience in a broad range of commercial disputes in the County Courts and High Court. He is available to accept instructions in all areas of commercial law.

Examples of recent cases and matters include:

- Acting for defendants in *The Construction Industry Vetting Information Group Litigation* - one of the Lawyer's Top 20 cases of 2016 - in which approximately 700 claimants brought claims for defamation, unlawful means conspiracy, misuse of confidential and private information, and breach of the Data Protection Act 1998. Currently instructed in ongoing related Part 20 proceedings.
- Appearing in the High Court to defend a claim of civil fraud and breach of contract against a multi-academy trust.
- Appearing in the High Court to set aside an injunction against an energy company.
- Appearing for an energy company in the High Court in respect of a high value claim against multiple associated companies.
- Advising an oil and gas company on the appropriate means of enforcing a multi-million pound judgment.

Tax

Bayo has a broad tax practice, acting for HMRC and taxpayers.

Examples of recent cases and matters include:

- *M v HM Revenue & Customs*

- Acting on behalf of HMRC in respect of an appeal to the FTT by a high profile taxpayer of assessments and penalties in respect of VAT, Income Tax and Capital Gains tax (led by Akash Nawbatt QC and Chris Stone)

- *H & Others v HM Revenue & Customs*
– Instructed as junior Counsel for the appellant in respect of this FTT appeal (led by Jolyon Maugham QC) of a significant number of HMRC assessments of income tax, VAT, capital gains tax and corporation tax
- *G v HM Revenue & Customs* – Instructed as junior Counsel by HMRC in a residence FTT appeal (led by Chris Stone)
- *HM Revenue & Customs v TGHCL (Commercial) Ltd* – Instructed as junior counsel by HMRC (led by Marika Lemos) in an Upper Tribunal VAT appeal. Successfully defended an application by the Respondent for a protective costs order
- *Hargreaves v HMRC* – On behalf of HMRC, two day appeal in the UT concerning the issue of whether the FTT had erred in its decision that the question of the competence of HMRC's discovery assessment should be determined at the substantive hearing.
- *Daniel v HMRC* – On behalf of HMRC, a one-day appeal to the FTT by the appellant to set aside the judgment of a differently constituted FTT in respect of a decision that the appellant was not UK resident in the relevant tax year and that a discovery assessment in the same year was valid.
- *Glyn v HMRC* – On behalf of HMRC, one-day appeal in the UT against the FTT's refusal of permission to appeal.
- *Trigg v HMRC* – On behalf of HMRC, two day hearing in the FTT concerning the issue of whether certain securities were qualifying corporate bonds, such that any gain accruing on their disposal would be a chargeable gain.

Click here for a copy of Bayo's article in which he analyses the effect of the costs sharing decision in Eclipse 35 and considers a few methods to avoid paying the full costs of bundle preparation, pending the Supreme Court appeal.

Investigations

Bayo has conducted investigations for various organisations: this includes those within finance/accountancy, education, law and other sectors.

Bayo also has experience of conducting collective grievance investigations, his most recent involved complaints of sex and race discrimination within the education sector.

Memberships and Associations

COMBAR, ELA, ELBA, PNBA, RBA, LCLCBA (committee member), Black Barristers' Network (committee member), Legal Outreach Partnership Group, Commercial Court Users' Group

Appointments

Attorney General's B Panel of Counsel (2024)

Awards and Scholarships

Lincoln's Inn:

Lord Denning Scholar (2011)

Hardwicke Entrance Award (2011)

University of Nottingham:

Law Graduates' Association Moot Prize (2011)

The George Norton Memorial Prize (2011)

The Azlan Shah Prize (2011)

Academic

BCL (Conflict of Laws, Commercial Remedies, Personal Taxation, Principles of Civil Procedure), Corpus Christi College, University of Oxford (2013)

Bar Professional Training Course, Kaplan Law School (Very Competent) (2012)

LLB Law with European Law, University of Nottingham (First Class Honours, ranked 3rd on degree) (2011)

Erasmus (European and International Law), University of Copenhagen (2010)