

Damian Phillips

Partner



DDI:
029 2082 9126

Mobile:
078 1805 5757

Email:
dphillips@darwingray.com

Qualified
1997

Education
Cheltenham College
Manchester University
College of Law, York

After training at Charles Crookes, Damian specialised in commercial litigation for the first 4 years of his career before moving into employment law. In 2002 he joined the employment team at a firm in Bristol, and then moved to Hugh James where he spent the next 6 years.

Damian joined Darwin Gray in March 2009 as a partner in our Employment Department. Damian advises employers and senior executives on contentious and non-contentious employment law issues and has considerable experience in all aspects of employment law, including unfair dismissal, sex, race and disability discrimination, business reorganisation, redundancy (including collective consultation), TUPE and disciplinary procedures.

Damian regularly works on company policies, procedures, employee contracts, and service agreements, and has significant experience in advising senior executives on negotiating exits. He is an experienced advocate in employment tribunals and regulatory hearings.

Damian is head of Darwin Gray's Sport department due to his considerable experience of acting for a number of professional sportspeople and Clubs on employment law issues, with a particular emphasis on rugby players and coaches.

Damian presents training courses on a range of employment law topics, appears as a legal commentator on BBC Radio, and is a regular contributor to employment law articles and bulletins. Damian was the elected South Wales Representative of the Employment Lawyers Association (ELA) between 2008 and 2012. In 2012, he was elected Treasurer, which he carried out until he stood down in 2014. Throughout this time, Damian sat on ELA's National Management Committee.

Memberships

- Employment Lawyers Association
- Vice-chair Newport and Monmouthshire Enterprise Board

Personal Interests

Damian used to enjoy playing rugby and football, but now sticks to sports that are a bit kinder on the body! He cycles, runs half marathons and plays tennis when he is not spending time with his family. Cooking is a hobby his wife and children thoroughly appreciate.