

JAMES HAZEL

MEDIATOR

PROFILE

James Hazel has a wealth of experience in civil, commercial and employment dispute resolution across a wide range of sectors and disciplines.

James qualified as a solicitor in 2008 and has held various different departmental headships as a partner in two regional law firms including Dispute Resolution, Employment and Corporate. In 2015, he left mainstream legal practice to become a business and employment relations consultant with In-House where he specialises in complex commercial and HR issues.

James is accredited by CEDR as a mediator, having undertaken both the general mediation skills course and a specialist course in workplace and employment mediation.

He has a breadth of experience in a number of different sectors including care, education, charity, health, property management and development.

PRACTICE

WORKPLACE AND EMPLOYMENT

As well as being a former employment lawyer and now an employment relations consultant, James is also a business owner and understands more than most the potential damage a workplace dispute can cause. He is able to draw on eighteen years of experience in employment relations to bring a pragmatic and creative approach to resolving workplace disputes.

James has a Masters in Law of Employment Relations with distinction and considerable experience and success as an advocate in employment tribunals where he has represented both Claimants and Respondents. He also regularly acts as an investigator for large companies who need to outsource disciplinary and grievance investigations. He has a particular interest in race relations, and works alongside the Black Lives Matters movement to assist with legal matters on behalf of their stakeholders.

Often complex, acrimonious and personal, workplace and employment mediations have to be approached with sensitivity, patience and empathy.



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WORKPLACE

EMPLOYMENT

CIVIL

COMMERCIAL



CIVIL AND COMMERCIAL DISPUTE RESOLUTION

Formally the head of dispute resolution at a leading Lincolnshire law firm, James is used to handling complex and multi-party disputes in the county courts, RCJ and Court of Appeal involving issues from fraud to breach of contract. He has been involved in scores of mediations as mediator, advocate and party and knows intimately the fundamental importance that ADR plays in modern day litigation.

RESIDENTIAL LEASEHOLD DISPUTES

James has considerable experience of proceedings in the Property / Land Chamber of the First-Tier and Upper Tribunals concerning complex disputes involving service charges, right to manage, enfranchisement, and RTAs, having been involved with disputes for landlords, management companies and tenants. He has also been involved with disputes relating to cladding and fire safety works and understands the emotional damage and worry that can be associated with defective tower blocks.

CHARITIES AND VOLUNTARY SECTOR

The bulk of James's private practice for In-House is on behalf of third sector organisations on a local and national level. This includes both contentious and non-contentious work involving corporate governance; mergers and acquisitions; partnership, joint ventures and consortiums; and employment. He is very familiar with the challenges faced by the voluntary sector and the entrepreneurial work of charities and social enterprises.

PROPERTY AND DEVELOPMENT

Having been an adviser to a house builder amongst his other roles, James has been involved in residential and commercial construction and development and land acquisition from both a business and legal perspective. He is also a Board Member of a regional housing association / RSL and has been involved in numerous mediations involving property litigation, boundary disputes, restrictive covenants, adverse possession and development agreements.

EDUCATION

James acts as an adviser to both primary and secondary schools and is familiar with the unique dynamics of the working relationships between teachers, SLT, Unions, Governors, support staff, pupils and parents. Having been involved in a number of mediations and disputes in this sector, he has acquired an invaluable working knowledge of the ins and outs of employing teaching staff, but also in the area of school discipline, SEND, exclusions and conflicts between schools and parents, including the SEND Tribunal and exclusion appeals.

MEMBERSHIPS

- Accredited by CEDR
- Associate Mediator registered with the Civil Mediation Council
- Member of the Employment Lawyer's Association

