SQUIRE PATTON BOGGS

James Pike

Partner

Manchester
T +44 161 830 5084
M +44 759 045 3191

james.pike@squirepb.com



About James

James Pike is a partner in the Labour & Employment Practice based in the Manchester office.

James has extensive experience supporting corporate clients with complex employment-related issues. He provides commercial and business-focused advice, which supports his clients in securing their desired outcomes and navigating them through the associated legal risks.

Clients regularly come to James for his support with board-level disputes, complex discrimination matters, large-scale redundancies and complex TUPE transfers. He also advises clients in relation to industrial relations matters, such as recognition/derecognition of trade unions, navigating pay negotiations and disputes, and resolving threatened and taken industrial action. James has a particular specialism in advising clients in relation to National Minimum Wage compliance, which includes undertaking internal audits and advising clients during HMRC investigations.

James is also an experienced litigator, having supported clients with defending the full gambit of employment tribunal claims, from unfair dismissal, to multiparty discrimination, whistleblowing and TUPE-related claims. He has significant experience in navigating complex pieces of litigation and securing clients' desired outcomes.

Clients have praised James in *The Legal 500*, saying, "James Pike is an exceptional individual. He is very straightforward to work with, is available and responsive and provides advice in a pragmatic manner. He is calm and reassuring in his communication and has a key strength in encouraging us to think through broader implications." James has also been recognised in *Chambers & Partners* as an Associate to Watch, and where clients have stated that "He gives clear, straight-to-the-point advice" and "he is exceptional at what he does".

Credentials

Admissions

- England and Wales

Recognitions

- Recommended in *Chambers UK* 2027 for Employment – Manchester (North West)
- Recognised as an Up and Coming Partner in *Legal 500 UK* 2027 for Employment – North West

Expertise

Services

- Labor & Employment

Testimonials

- "James is an exceptional lawyer and leader. He is able to explain complex matters in a commercial and pragmatic way and always offers options and solutions." *Chambers* 2027
- "James is an all-round expert. He is highly sophisticated whilst also giving a personal feel to all interactions. We hugely trust his wealth of expertise." *Chambers* 2027
- "James is highly knowledgeable and responsive, gives practical advice and maintains an appropriate level of oversight over each matter." *Chambers* 2027
- "We always feel in safe hands when James advises on a case." *Chambers* 2027
- "What an absolute legend James is; he is my go-to person for anything employment-related." *Chambers* 2027
- "Superb experience with James – his experience, insight and knowledge were invaluable." *Chambers UK*
- "James is consistently a star for us. He has the complete trust of my people team colleagues and, importantly, our CEO." *Chambers UK*
- "We always take his (James') advice. He is excellent at explaining what we need to do and why we need to do it." *Chambers UK*
- "James Pike has an excellent approach to employment litigation and strikes a clear balance between risk and commerciality. He is not afraid to hold us to account as the client, which is greatly appreciated and helps us to make appropriate decisions." *Legal 500 UK*

About our firm

One of the world's strongest integrated law firms, providing insight at the point where law, business and government meet. We deliver commercially focused business solutions by combining our legal, lobbying and political capabilities and invaluable connections on the ground to a diverse mix of clients, from long-established leading corporations to emerging businesses, startup visionaries and sovereign nations. More than 1,500 lawyers in over 40 offices across four continents provide unrivaled access to expertise.