



Owen John
Partner

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Owen is a highly skilled and experienced employment lawyer. He is a Partner in the firm's widely-regarded employment team and advises employers and employees on a wide range of employment law issues.

He has extensive experience of bringing and defending complex and high-value Employment Tribunal claims, and has been involved in several successful and high-profile discrimination and unfair dismissal claims reported widely in the national media.

He also regularly advises well-known and large-scale employers in the private, public, and third sectors on employment law issues as diverse as contractual disputes, disciplinarys and grievances, changing terms and conditions and dismissals. He also advises on restructures, discrimination, drafting contractual documents, TUPE and data protection. Owen also draws on his wealth of experience to advise and assist individuals and senior executives with their employment disputes.

Owen is very experienced at delivering training on employment law and HR, to clients and to wider audiences, and is a regular contributor to the national media, on television and radio, on employment law and HR matters.

A fluent Welsh-speaker, he regularly advises clients through the medium of Welsh and is one of the co-founders of Cyfreithwyr.com, a first-of-its kind Welsh language legal service.

"I have worked with Darwin Gray for a number of years and the level of service, professionalism and timely response is second to none. Owen John is an outstanding lawyer at the firm. I would highly recommend Darwin Gray to any business for employment counsel and support" - Becs Beslee, Chief People Officer, Dice FM Ltd

"We have worked with Darwin Gray for several years and have always found their services and advice to be first class with a particular mention to go to Owen John and his assistance with the employment issues and queries we have had over the years" - Karen Gale, HR Manager, Stepping Stones Group

Recent work

For Employers

- Successfully defending several complex and potentially high-value unfair dismissal and discrimination claims in the Employment Tribunal on behalf of a UK-leading business protection company.
- Training all 600 employers of a well-known national organisation on employment law and HR best practice.
- Handling and resolving contractual disputes and data protection issues (including subject access requests) on behalf of a leading care sector company.
- Advising on large-scale redundancy exercise, including collective consultation, on behalf of a global ticketing platform company.
- Assisting a global radio station with the departures of senior employees, including advising on departure terms.
- Providing day-to-day employment law and HR advice to several well-known national organisations on a retained basis.
- Advising an international performing arts organisation on multifaceted grievances presented by employees.
- Drafting contracts and handbooks for a national media company.
- Advising a major national organisation on several internal disciplinary cases involving serious and gross misconduct.

For Employees

- Successfully bringing a high-profile discrimination claim against British Airways in the Employment Tribunal, widely reported in the national media.
- Advising senior executives leaving the employment of a national newspaper on disputes relating to post-termination restrictions.
- Assisting senior international football and rugby players with the termination of their playing contracts.
- Handling complex TUPE queries for one of the UK's leading property support service providers.
- Advising and negotiating high-value settlements for individuals leaving senior roles at a major financial institution.

Expertise

- Contracts and policy drafting
- Contractual changes
- Data protection and GDPR
- Disciplinary and grievances
- Discrimination and the Equality Act 2010
- Employment Tribunal claims
- Post-termination restrictions
- Redundancies and Restructures
- Trade unions and collective bargaining
- Training
- TUPE transfers

Career

Experience

- Partner, Darwin Gray, 2019 - present
- Senior Associate, Darwin Gray, 2016 - 2019
- Associate, Darwin Gray, 2014 - 2016
- Solicitor, Darwin Gray, 2010 - 2014
- Trainee Solicitor, Darwin Gray, 2008 - 2010

Education

- University of Wales, Aberystwyth
- Cardiff Law School

Membership

- Member of the Employment Lawyers Association
- Co-chairman of Cwlwm Busnes Caerdydd
- Member of Urdd Human Resources Sub-Committee
- Former board member of Age Cymru
- Former board member of Cardiff YMCA Housing Association



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Mae Owen yn gyfreithiwr cyflogaeth medrus a phrofiadol iawn. Mae'n Bartner yn nhîm cyflogaeth uchel ei barch y cwmni ac mae'n cynghori cyflogwyr a gweithwyr ar ystod eang o faterion cyfraith cyflogaeth.

Mae ganddo brofiad helaeth o ddwyn ac amddiffyn hawliadau Tribiwnlys Cyflogaeth cymhleth a gwerth uchel, ac mae wedi ymwneud â nifer o hawliadau llwyddiannus a phroffil uchel o wahaniaethu a diswyddo annheg a adroddwyd yn eang yn y cyfryngau cenedlaethol.

Mae hefyd yn cynghori cyflogwyr adnabyddus ar raddfa fawr yn y sector preifat, y sector cyhoeddus a'r trydydd sector yn rheolaidd ar faterion cyfraith cyflogaeth mor amrywiol ag anghydfodau cytundebol, disgyblaethau a chwynion, newid telerau ac amodau a diswyddiadau. Mae hefyd yn cynghori ar ailstrwythuro, gwahaniaethu, drafftio dogfennau cytundebol, TUPE a diogelu data. Mae Owen hefyd yn defnyddio ei gyfoeth o brofiad i gynghori a chynorthwyo unigolion ac uwch swyddogion gweithredol gyda'u hanghydfodau cyflogaeth.

Mae Owen yn brofiadol iawn mewn darparu hyfforddiant ar gyfraith cyflogaeth ac AD, i gleientiaid ac i gynulleidfaoedd ehangach, ac mae'n cyfrannu'n rheolaidd i'r cyfryngau cenedlaethol, ar deledu a radio, ar gyfraith cyflogaeth a materion AD.

Yn siaradwr Cymraeg rhugl, mae'n cynghori cleientiaid yn gyson trwy gyfwrng y Gymraeg ac yn un o gyd-sylfaenwyr Cyfieithwyr.com, gwasanaeth cyfreithiol Cymraeg cyntaf o'i fath.

"Rwyf wedi gweithio gyda Darwin Gray ers nifer o flynyddoedd ac mae lefel y gwasanaeth, proffesiynoldeb ac ymateb amserol heb ei ail. Mae Owen John yn gyfreithiwr rhagorol yn y cwmni. Byddwn yn argymhell Darwin Gray yn fawr i unrhyw fusnes am gyngor a chymorth cyflogaeth" - Becs Beslee, Prif Swyddog Pobl, Dice FM Ltd

"Rydym wedi gweithio gyda Darwin Gray ers sawl blwyddyn ac wedi canfod bod eu gwasanaethau a'u cyngor o'r radd flaenaf erioed gyda phwyslais arbennig i'w roi i Owen John a'i gymorth gyda'r materion cyflogaeth a'r ymholiadau rydym wedi'u cael dros y blynyddoedd" - Karen Gale, Rheolwr Adnoddau Dynol, Grŵp Stepping Stones

Prosiectau diweddar

Ar ran Cyflogwyr

- Amddiffyn nifer o hawliadau diswyddo annheg a gwahaniaethu annheg cymhleth a gwerth uchel o bosibl yn y Tribiwnlys Cyflogaeth ar ran cwmni diogelu busnes sy'n arwain y DU.
- Hyfforddi pob un o'r 600 o weithwyr mewn sefydliad cenedlaethol adnabyddus ar gyfraith cyflogaeth ac arfer gorau AD.
- Trin a datrys anghydfodau cytundebol a materion diogelu data (gan gynnwys ceisiadau gwrthrych am wybodaeth) ar ran cwmni blaenllaw yn y sector gofal.
- Cynghori ar ymarfer diswyddo ar raddfa fawr, gan gynnwys ymgynghori ar y cyd, ar ran cwmni platfform tocynnau byd-eang.
- Cynorthwyo gorsaf radio fyd-eang gydag ymadawiadau uwch weithwyr, gan gynnwys rhoi cyngor ar delerau gadael.
- Darparu cyngor cyfraith cyflogaeth a AD o ddydd i ddydd i sawl sefydliad cenedlaethol adnabyddus ar sail wrth gefn.
- Tai Cynghori sefydliad celfyddydau perfformio rhyngwladol ar gwynion amlochrog a gyflwynir gan weithwyr.
- Drafftio cytundebau a llawlyfrau ar gyfer cwmni cyfryngau cenedlaethol.

- Cyngori sefydliad cenedlaethol mawr ar sawl achos disgyblu mewnol yn ymwneud â chamymddwyn difrifol a difrifol.

Ar ran Gweithwyr

- Llwyddo i ddod â hawliad gwahaniaethu proffil uchel yn erbyn British Airways yn y Tribiwnlys Cyflogaeth, a adroddwyd yn eang yn y cyfryngau cenedlaethol.
- Cyngori uwch swyddogion gweithredol sy'n gadael cyflogaeth papur newydd cenedlaethol ar anghydfodau yn ymwneud â chyfyngiadau ar ôl terfynu.
- Cynorthwyo uwch chwaraewyr pêl-droed a rygbi rhyngwladol i derfynu eu cytundebau chwarae.
- Delio ag ymholiadau TUPE cymhleth ar gyfer un o brif ddarparwyr gwasanaethau cymorth eiddo yn y DU.
- Cyngori a thrafod setliadau gwerth uchel ar gyfer unigolion sy'n gadael uwch rolau mewn sefydliad ariannol mawr.

Arbenigedd

- Trosglwyddiadau TUPE
- Contractau a drafftio polisi
- Newidiadau cytundebol
- Diogelu data a GDPR
- Disgyblaeth a chwynion
- Deddf Gwahaniaethu a Chydraddoldeb 2010
- Hawliadau Tribiwnlys Cyflogaeth
- Cyfyngiadau ar ôl terfynu
- Diswyddiadau
- Ailstrwythuro ac ad-drefnu
- Undebau llafur a chydfargeinio
- Hyfforddiant
- Trosglwyddiadau TUPE

Gyrfa

Profiad

- Partner, Darwin Gray 2019 – Presennol
- Uwch Gydymaith, Darwin Gray 2016 – 2019
- Cydymaith, Darwin Gray 2014 – 2016
- Cyfreithiwr, Darwin Gray 2010 – 2014
- Cyfreithiwr dan Hyfforddiant, Darwin Gray 2008 – 2010

Addysg

- Prifysgol Cymru, Aberystwyth
- Ysgol y Gyfraith, Caerdydd

Aelodaeth

- Aelod o Gymdeithas Cyfreithwyr Cyflogaeth
- Cyd-gadeirydd Cwllwm Busnes Caerdydd
- Aelod o Is-bwyllgor Adnoddau Dynol yr Urdd
- Cyn aelod o fwrdd Age Cymru
- Cyn aelod bwrdd Cymdeithas Tai YMCA Caerdydd