

Trish D'Souza

Legal Director

 Cardiff

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Trish is the Education lead for Browne Jacobson's Cardiff office. Recognised as a next Generation Partner in Legal 500, Trish advises a variety of Schools/Academies, and further and higher education providers. on safeguarding, regulatory matters, consultation obligations, complaints, special educational or additional learning needs, and equality law including transgender queries.

Education clients really value Trish's ability to turn the complex into the practical. She regularly settles disputes relating to admissions, exclusions (illicit drugs or serious violence), child protection, funding issues, disciplinary matters, racial or disability discrimination, freedom of speech, sexual misconduct, and governance concerns. As a college governor, Trish has a deep understanding of the need to receive solution-focussed advice that address topical issues in the context of relevant legal obligations.

Trish's passion is DEI and advising on judicial review proceedings which challenge decision making. She regularly trains on public law decision making, discrimination law and safeguarding. She also frequently represents at exclusion/disciplinary hearings. She has contributed to focus groups relating to the Welsh Government's Anti-Racist Wales Action Plan, and updated regulatory guidance on sexual harassment and on LGBT+ support. She has also chaired an Ethnicity network which highlights societal issues affecting those from a non-majority heritage within the UK.

Expertise

Corporate

Dispute resolution and litigation

Education law

Featured experience

Equality law

Advised regulator about terminology to include in sexual harassment guidance for under 16s and controversy around research undertaken by those supporting LGBTQIA+ groups.

Independent School

Resolved complaints from parent/employee over inappropriate support for child with special educational needs and claim for reimbursement of boarding fees.

Exclusions

Successfully defended five secondary schools against challenges to exclusions relating to the consumption of cannabis and ketamine and chaired an exclusion hearing relating to sadistic violence.

Governance

Provided bespoke training to governing bodies on the principles of good governance relying heavily on her own lived experience as a college Governor.

Testimonials

"She always puts the client first and will have the knowledge you're looking for or will go the extra mile to ensure you get advice."

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