

Lucy Chapman

Call: 2019

Public Access Qualified

Practice Areas

- Professional Discipline & Regulation
- Family

An engaging, creative and tenacious advocate, Lucy combines meticulous case preparation and strategy with a down to earth manner and impeccable client care. Lucy's unique background and multidisciplinary practice equip her to advise clients and approach cases in a holistic manner.

Lucy specialises in professional discipline and regulation, particularly with regard to the healthcare professions, and family law, having previously practised in employment and criminal law. Prior to coming to the Bar, Lucy had an eclectic career which included her role as a trade union workplace advocate.

Lucy has extensive experience in dealing with vulnerable and socially excluded individuals. In 2019 Lucy received the [Access to Justice Foundation](#) award (Highly Commended) at the [LawWorks](#)/Attorney General's National Student Pro Bono Awards, which recognises individuals and organisations who have made a significant contribution to access to justice.

Lucy benefits from several years' experience in her previous career for a local authority, representing employees in workplace employment, discrimination and health and safety matters, and negotiating with the employer as a representative for UNISON. Lucy was elected Vice Chair of her union branch.

Having personal experience of housing and social welfare issues that affect social housing tenants, Lucy has volunteered extensively in this area. Lucy founded and ran her own award winning social housing pro bono project, CommUnify, advocated for tenants' rights as an executive committee member of the [National Federation of Tenant Management Organisations](#) (NFTMO) and through chairing her estate's tenant management organisation (TMO), and represented clients in disability benefits appeals in the social security tribunal for the [Free Representation Unit](#).

An interest in international fundamental rights led Lucy to research and volunteer with NGOs in the UK and in Latin America. This included communications work for Justice for Colombia, casework for Bail for Immigration Detainees (BiD) in the Article 8 Deportation Advice Team, and a delegation to Cuba, where she explored human rights under the embargo. Lucy has written on her research for various publications, highlighting legal and social issues such as the marginalisation of social housing tenants and the injustice of the US Cuban blockade.

Lucy was a Bar Council Social Mobility Advocate, having joined the Bar from a 'non traditional' background. Lucy is a proud South-East Londoner, is of mixed heritage and has various disabilities, including ADHD. Whilst her ADHD has presented challenges, Lucy uses it to her advantage and has proven that her unique perspective is an asset as a barrister, giving her the ability to think fast and hyper-focus on her work. Lucy demonstrates that social mobility at the Bar is an important and realistic goal and she aims to help and inspire the next generation of barristers.

Lucy is direct access qualified, and in suitable cases can be instructed directly by members of the public.

Professional Discipline & Regulation

Lucy specialises in professional discipline and regulation, with a focus on the healthcare professions. Lucy acts in defence of professionals as well as for regulators.

Lucy appears before professional disciplinary tribunals and in the High Court. She is involved in proceedings with both statutory and non-statutory PSA accredited bodies. She is instructed across the spectrum of professional disciplinary proceedings including fitness to practise hearings involving misconduct, competence/deficient performance, conviction, language and health matters; interim order applications, reviews, and matters in the High Court; fraudulent entry cases; restoration appeals; registration appeals; and substantive order reviews.

Lucy has been involved in legally and factually complex matters and those involving discrete points of law. She is able to handle complex substantive hearings with ease. Lucy's examination of witnesses is a particular strength, having previously practised in criminal law. She is skilled at handling highly sensitive subject matter, having a parallel family law practice which involves matters of domestic abuse, including the most serious allegations of sexual assault and rape of adults and children.

Lucy undertook an advocacy secondment in 2022 with the Nursing and Midwifery Council (NMC), where she presented cases on a daily basis which gave her valuable insight into the UK's largest regulator and enriched her

practice. She is well placed to represent regulators and professional bodies, understanding and furthering their aims and interests in court.

The majority of Lucy's work is in defence of regulated professionals. Lucy is direct access qualified and can be instructed by members of the public for suitable matters. Lucy's detailed case analysis, robust advocacy and down-to-earth manner have made her a particularly popular choice of counsel with the Royal College of Nursing (RCN), acting in defence of registered nurses, midwives and nursing associates. Lucy provides exceptional client care and views her cases with a tactical eye. She is approachable, adaptable and well-liked by lay and professional clients alike. Lucy's background working with significantly vulnerable clients allows Lucy to not only effectively advocate for and fearlessly defend her clients' interests, but to support them through what can be a highly distressing process. Lucy is engaged by the RCN to provide training to its legal team as part of its internal CPD program.

Lucy's experience prior to the Bar, particularly her trade union advocate role, lends itself to professional disciplinary work. She offers practical representation skills combined with a sharp legal and analytical mind. Lucy has represented workers from a wide variety of professions and is able to quickly become accustomed to jargon, workplace terminology, policies and procedures in order to effectively represent her clients. She has particular knowledge of policy and practices relating to public services.

Lucy is available for work chairing and advising disciplinary committees and panels. She sits as a co-opted Legally Qualified Chair for the General Pharmaceutical Council (GPhC) and as a Legal Advisor to its Fitness to Practise Committee. She is known for fair and thorough decision making and the quality of her in depth legal advice. Lucy has extensive experience of chairing. She held the position of Vice Chair of Southwark UNISON, one of the largest branches of the union in the country, and held Chair and Vice Chair positions for her previous housing estate's Tenant Management Organisation for several years, representing a membership of around 400 residents at regular meetings with residents, shareholders, the Local Authority and contractors. Her reputation in this regard saw her elected to NFTMO, the national body representing TMOs and the social housing sector, with a focus on public safety, tenant's rights and social housing policy including feeding back to government. Given her background, Lucy has been asked to chair various panels on topics such as disability at the Bar and careers for those from 'non-traditional' backgrounds.

Family

Lucy has a busy family law practice, predominantly in private children and Family Law Act work. She is able to assist clients at short notice with what can be very emotive and distressing issues. Lucy provides exceptional client care and views her cases with a tactical eye. She has a background working with significantly vulnerable clients and children, and is approachable, adaptable and well-liked by lay and professional clients alike.

Lucy is experienced in handling complex private children and domestic abuse fact finding and final hearings, including those featuring serious allegations of rape and sexual assault of both adults and children, parental “alienation” and influence, often encompassing multi-jurisdictional matters. Lucy has advised on and undertaken appeals.

Having a multidisciplinary practice which has included criminal work, Lucy is able to effectively cross examine witnesses, having performed forensic case analysis. Having previous experience of immigration matters and housing law, Lucy is often able to identify factors which support a client’s case, such as evidence that allegations appear to be made to have been made in order to secure social housing or immigration status.

Lucy is regularly instructed to represent the Metropolitan Police Service in the Family Court, in disclosure applications, third party cost orders and other matters, which include complex public interest immunity issues in high profile matters involving death and serious injury to children.

Lucy also undertakes financial remedy work assisting clients from FDA to final hearing and successfully negotiates settlements. Lucy has experience of ancillary matters such as applications under s37 MCA.

For appropriate cases, Lucy can be instructed directly by the public as she is direct access qualified.

Notable Cases

Professional Discipline & Regulation

- **NMC v HM 2026** – acting on behalf of the regulator in a case that attracted press attention. Successfully secured a striking off order against a senior nurse lecturer of previously unblemished character found to have committed acts of sexual and sexually motivated touching of student nurses.

- **UKCP v AE 2025** - instructed in the first appeal made by the UKCP under its rules, appealing a sanction imposed by its Fitness to Practise Committee; a conditions of practice order for a case of sexual misconduct. Successfully argued that the sanction imposed was unduly lenient, securing a striking off order.
- **NMC v KK 2026** – defending a senior manager within a detention centre, facing allegations of bullying, victimisation and racial harassment. Successfully defended charges that the registrant victimised an agency nurse by ending her contract in response to a complaint of racial abuse, despite an employment tribunal having found this fact proved. Argued that the two minor charges found proved were not misconduct, no sanction imposed.
- **NMC v HD 2025** – acting for the Registrant opposing the extension of an interim conditions of practice order in the High Court. Successful in obtaining a variation to conditions. The case and alleged actions of the nurse registrant were subject to previous negative press attention.
- **UKCP v JB 2025** – acting for the regulator. Striking off order obtained for a senior registrant psychotherapist highly respected in his field, in a case involving historical sexual misconduct allegations over several years with a client.
- **NMC v AA 2025** – acting for a registered nurse accused of dishonesty retrospectively completing paperwork and safeguarding failures which allowed a vulnerable mental health patient to abscond from a secure unit by jumping from a first floor balcony, sustaining injuries that required hospitalisation. The case against the registrant was based on witness testimony and paperwork describing CCTV, the footage being allegedly unobtainable. Succeeded in arguing that the delay was unreasonable and all reference to the CCTV evidence ought to be excluded. In response, the regulator offered no evidence on all charges.
- **NMC v PK 2025** - defending a care home manager who faced 10 charges of misconduct including dishonestly instructing a junior nurse to falsify patient documents after the death of a patient in order to mislead others, undermining the employer's whistleblowing policy, racial abuse, and insulting and aggressive behaviour towards colleagues. The NMC sought a strike off. Successfully mounted a positive defence of bad faith by the employer, submitting that the employer had scapegoated the registrant to cover for their own failings, which included a poor CQC report and the unexplained death of a patient. After a two week hearing, all charges were dismissed.
- **NMC v MM 2025** – successful submission of no case to answer for all charges on behalf of the registrant facing allegations of dishonesty and pressuring five colleagues to provide false references for NMC proceedings.

- **NMC v MG 2025** - defending a registrant in a senior clinical governance role accused of wide ranging bullying behaviour, including racist and transphobic remarks. Successful no case to answer on the prospects of misconduct being found proved for several charges. Of the remaining charges, the majority and most serious were not proven, of those that remained no impairment was found, despite bullying being found present.
- **NMC v ET 2025** – defending a nurse who defrauded an NHS trust of £30,000 over 5 months. Secured a conditions of practice order, the NMC sought a striking off order. The conduct occurred on 59 separate occasions, where the nurse forged a manager’s signature on timesheets and claimed wages for each shift. The shifts were then cancelled without alerting the trust, resulting in the emergency department being left short staffed on each occasion, during the pandemic. There were no financial pressures present and the nurse could not explain her conduct. Successfully argued that the conduct would not have occurred but for the registrant’s anxiety and depression, and convinced the panel that it was an exceptional case, despite it being misconduct as opposed to a health case.
- **NMC v LB 2024** – defending a nurse who dishonestly obtained financial benefit from an NHS trust totalling £6000, by using a patient only taxi account for 134 journeys. Evidence was adduced that the journeys included numerous personal trips to restaurants, pubs and spas as well as from work to home. Secured a caution order for the registrant, the regulator sought a striking off order.
- **NMC v KH 2024** – representing a nurse working as a benefits assessor, accused of dishonestly completing a report on a claimant’s disability so he would not receive benefits, failing to undertake a proper assessment and inaccurately recording findings, including wholesale fabrication of a detailed physical examination. Able to rely on knowledge of the applicable regulations, law and procedure relating to disability benefits, resulting in the 37 charges against the registrant not being proved.
- **NMC v IA 2022**– acting for the NMC in a complex multi-week substantive hearing. Obtained a result of 55 charges found proved out of a possible 64. Given the seriousness of this matter, a striking off order was sought and obtained
- **NMC v CS 2023** – acting for the registrant. Convinced the panel to exclude the evidence of two key witnesses, one being inadmissible opinion evidence purporting to be from an expert, and the other hearsay. The associated charges were dismissed.
- **NMC v MA 2024-2026**– quartet of interim order cases representing the same registrant, who was accused of sexual assault of multiple patients. No order imposed on each occasion as successfully argued, variously, that there was no jurisdiction to make an order, that the allegations were not properly particularised so the registrant could not respond to the case against him, that there was no real risk due to the allegations

having been made too long ago, and there was lack of jurisdiction and inherent unfairness in bringing the application a fourth time.

Reported Cases

- **NMC v Manirajan [2025] EWHC 1233 (Admin)** – Acting on behalf of the registrant. The High Court considered the issue of jurisdiction to extend an interim order where it had previously been revoked, then a fresh order imposed on the same facts on the basis of new evidence, where the totality of duration of the order extended over the 18 month maximum period for which a High Court extension would be required.

Family

- **CB v AB and ZB** (Bournemouth Family Court) – successful in disproving multiple allegations of sexual assault and rape of a child by the father. Lucy secured findings that the mother and social work professionals had influenced the child in making the allegations, and that the mother had acted unreasonably. The week long fact finding hearing followed 18 months of complicated proceedings in what were the fifth set of multi-jurisdictional proceedings since the birth of the child dealing with similar issues. Lucy further negotiated with the mother for lengthy direct unsupervised contact to resume between the father and child the day immediately after the hearing, despite there having been a gap in contact of two years, and the guardian's recommendations not being before the court yet, save an indication any reintroduction ought to be gradual.
- **BP v IP and OP** (Croydon Family Court) – successful international relocation application for the child to live abroad with the mother, following a fact finding hearing where it was found that the child had made false allegations of abuse against the father, and had been coached to make allegations against the father. The final hearing followed three years of difficult proceedings between the parties which Lucy was involved.
- **G v K** (Barnet Family Court) – succeeded in having an Occupation Order application against the respondent dismissed at the PTR stage as having no real prospects of success. The court agreed, very unusually, to list the matter for consideration of wasted costs despite the applicant being publicly funded, which resulted in the client obtaining a settlement out of court.
- **K v K and K** (Barnet Family Court) – court recognised significant and sustained parental alienation against the client by the mother such that it would likely justify a change of residence.

- **A v A** (Cardiff Family Court) – multi-day FFH in which allegations of domestic abuse, sexual abuse and coercive and controlling behaviour were disproved on behalf of the client. Lucy secured a positive finding that the mother had made the allegations falsely solely to secure her immigration status under the domestic violence route of the immigration rules.
- **M v M** (Uxbridge Family Court) – FFH representing the husband in an occupation order application. Secured a finding that the father’s behaviour was not controlling in the legal sense and therefore not coercive.
- **I v I** (Central Family Court) – FFH representing a father facing allegations including revenge porn and covert recordings.

Scholarships and Awards

- Bar Council Social Mobility Advocate, 2021 - 2023
- Access to Justice Foundation Award (Highly Commended), LawWorks/Attorney General’s National Student Pro Bono Awards 2019
- Rosie Keane Memorial Scholarship, City Law School, 2018
- Writer’s Award for Excellence, City Law Society Journal, 2018
- Runner Up, Pitch for Good, Social Enterprise Festival, 2018
- PASS Scholar, Honourable Society of the Inner Temple, 2017

Professional Memberships

- The Honourable Society of the Inner Temple
- The Association of Regulatory and Disciplinary Lawyers