

Stephanie Hayward

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Stephanie undertakes work across a range of criminal offences, from rape, serious violence, and abuse in a domestic context, to organised criminality involving drugs, firearms, and fraud. Stephanie enjoys being led as junior counsel; to date, this has included controlling prostitution and modern slavery; fraud following the Grenfell Tower disaster; and assisting unlawful immigration.

Appointed to the CPS RASSO list in 2022, Stephanie has prosecuted 'acquaintance' rape, historic indecent assault, and child sexual abuse. Stephanie has a particular interest in the definition, and interpretation of, 'consent', and has spoken on the advantages of an 'affirmative consent' standard at Jesus College Intellectual Forum, Cambridge.

Stephanie receives instructions relating to police misconduct. She has advised the Metropolitan Police on breaches of the Standards of Professional Behaviour under The Police (Conduct) Regulations 2020 and, as an independent legal adviser, has worked alongside Assistant Commissioners presiding over accelerated misconduct hearings. Stephanie has twice interviewed First Senior Treasury Counsel, Tom Little KC, about the prosecutions of [Wayne Couzens](#) and [David Carrick](#).

Stephanie is experienced in healthcare regulatory work. She has acted as legal adviser to lay panels imposing interim orders on behalf of Social Care Wales. Stephanie has also represented nurses, midwives and social workers before their regulatory bodies; likewise, Stephanie has case presented for the Nursing and Midwifery Council.

Stephanie spearheads the organisation [Behind the Gown](#). She wrote, produced, and presented a film commemorating the centenary of women in law, [Retaining women at the Bar. 1919 – 2019: is the past inhabiting the present? – YouTube](#). In 2024, Stephanie's interview with Marina Wheeler KC on reforming the law on whistleblowing and sexual harassment was the front-page article for COUNSEL magazine.

Stephanie is a member of Chambers' Lateral Recruitment and Equality, Diversity, and Inclusion Committees.

Areas of Expertise

Crime

Notable Crime cases

R v Hamer (2024)

Junior prosecution counsel for multiple offences of rape and serious sexual offences against teenage and underage victims. 21 convictions following 4-week trial. Defendant pleaded to voyeurism and indecent image counts. Prosecuted, alone, 41 counts at sentence resulting in extended sentence of 36 years <https://www.bbc.co.uk/news/articles/c6264vyxz1eo.amp>

R v Jackson and others [Operation Petaev] (2024)

Prosecuted 4-handed case for being concerned in the supply of crack cocaine and heroin over an 8-month period. Operation utilised undercover officers to test purchase class A drugs in the West London area. All defendants pleaded guilty prior to, or during, the trial listing.

R v Little (2024)

Secured 8 convictions for historic indecent assault committed in 1987 and 1988 against an underage, female victim. Victim waived anonymity and was interviewed for [The Times](#).

R v Glew & Murphy (2023)

Doublehanded 'acquaintance' sexual assault requiring robust counteraction of rape mythology and stereotypes. Secured 5 convictions for assault by penetration and sexual assault following 9-day trial.

R v Palage and others [Operation Obliginglly] (2023)

Junior prosecution counsel in 6-handed conspiracy to assist unlawful immigration into the UK. All defendants convicted following 4-week trial.

R v C (2023)

Unanimous convictions for 3 offences of making indecent images.

R v Metalsi (2022)

Junior prosecution counsel in fraud following Grenfell Tower tragedy. Defendant falsely represented to the Royal Borough of Kensington and Chelsea, Rugby Portobello Trust, and other charities, that she was a resident and eligible to claim emergency accommodation, free housing and grants. Whilst she owned a property in the tower – at the time of the fire – she was living elsewhere, affecting her entitlement to monies claimed. Defendant convicted after trial.

R v Heffron (2022)

Secured conviction for s.18 wounding. Defendant assaulted ex-girlfriend with glass bottle causing multiple head wounds and permanent scarring. Involved careful analysis of cellsite evidence and drafting non-conviction bad character application. Defendant pleaded on first day of trial.

R v Ismail and others (2022)

Secured unanimous acquittal in multi-handed trial involving violent assault in South-West London.

R v Borowka and others [Operation Skawa] (2022)

Junior prosecution counsel in 5-handed conspiracy to traffic women and control prostitution. All defendants convicted following 9-week trial.

R v Vodden and others (2021)

Secured unanimous conviction for robbery in multi-handed case where victim robbed of moped and stolen BMW driven dangerously. Defendant cross-examined in the presence of intermediary.

R v Basilwudike (2021)

Secured 4 robbery convictions following threats to stab and use firearm against 4 teenage boys. Intermediary appointed for defendant requiring compliance with ground rules questioning. Defendant pleaded on first day of trial.

R v Middleton (2020)

Successfully prosecuted defendant charged with exposure on a bus.

R v Ejem (2019)

Secured 2 convictions for sustained domestic ABH and perverting the course of justice. Rigorous cross-examination exposed

psychological, emotional and ultimately physical abuse levelled against vulnerable victim through painstaking analysis of chat logs and text messages.

R v Chughtai (2019)

Sole prosecution counsel in trial severed from multi-handed conspiracy to defraud the 'Redundancy Payment Service'.

R v Balciunas (2019)

Junior defence counsel in multi-handed, widespread conspiracy to ring and sell stolen vehicles with theft value exceeding £700,000.

R v Mcleod and Ors [Operation Chum] (2018)

Junior prosecution counsel in multi-handed conspiracy to defraud 'Redundancy Payment Service'. Fraud value exceeded £700,000. 9 convictions. Also acted as junior counsel in linked VAT fraud, where first Defendant claimed in excess of £100,000 in VAT refunds following death of Director, [Op. Curate].

R v Rogers (2018)

Sole prosecution counsel in aggravated burglary involving imitation firearm and pepper spray.

Regulatory & Professional Discipline

Stephanie has defended Registrants before the Health and Care Professions Council and Nursing and Midwifery Council. She can ably acquaint herself with unfamiliar subject matter to skilfully represent clients. For example, Stephanie successfully defended a clinical scientist against an allegation of misusing an embryo development system. Due to the pandemic, Stephanie was instructed by Thompsons Solicitors to defend a Band 7 Physiotherapist against an interim suspension order. On the force of written submissions alone, the Panel acceded to Stephanie's argument and no interim order was imposed.

Notable Regulatory & Professional Discipline cases

PG v NMC (2020)

represented nurse who admitted accessing confidential patient records. Persuaded panel that despite NMC application for suspension and admitted misconduct, Registrant's practice was not currently impaired. Panel agreed and no sanction was imposed.

AP v HCPC (2020)

on written submissions successfully defended application for an interim suspension against a Band 7 Physiotherapist on the basis clinical safeguards militated against the necessity for suspension or conditions of practice.

GC v NMC (2019)

successfully defended allegation of fraudulent entry on the Register. Despite Registrant's admission of "incorrect entry", Panel imposed no sanction.

BP v HCPC (2019)

successfully defended Clinical Scientist for misuse of "EEVA" system which monitors embryo development. Allegation of misconduct not proved. Despite Registrant's admission for failing to transport liquid nitrogen safely, persuaded panel that practice was not impaired.

ES v HCPC (2019)

represented Paramedic suspended from practice for admitted cannabis use (outside of work duties). Pursuant to advice which Registrant followed, secured early lift of suspension order at substantive order review.

RC v HCPC (2018)

successfully persuaded Panel that despite allegation of assault an interim order was neither necessary nor in the public interest. Panel imposed no interim order.

Police Law

Stephanie has received instructions from the Metropolitan, Devon and Cornwall and Bedfordshire Police forces, to advise on matters relating to PACE and POCA. Stephanie has been instructed to review sensitive and privileged material on an historic murder conviction referred by the CCRC to the Court of Appeal. Additionally, Stephanie was instructed disclosure counsel for the Metropolitan Police investigation into the Grenfell Tower disaster.

Notable Police Law cases

MPS v Dyer [2021]

Successfully defended appeal against sexual risk order where appellant faced 15 allegations of assault, rape, and sexual violence from 13 complainants, none of which resulted in a successful prosecution. Required analysis of over 1000 pages of crime reports & robust submissions on why an SRO remained appropriate despite lack of prosecutions, in view of deliberate targeting of vulnerable complainants.

Parole and Prison Law

In 2016, Stephanie was seconded to the Parole Board Litigation Team for 5 months which was sponsored by the Kalisher Trust. Stephanie developed her experience of public law, successfully responding to a claim for judicial review against a decision made by the Board not to order an MRI scan when assessing a prisoner's risk. Stephanie's core work involved adjudication of claims for compensation for breaches of Article 5 (4) ECHR due to delays in oral hearings being listed and heard.

Stephanie's interest in parole work was borne out of representing a prisoner recalled to HMP Wayland following breach of licence.

Education

- LLB (Hons) University of Reading (2010)
- Inner Temple Exhibition and Duke of Edinburgh Scholarship (2010)
- BPTC Kaplan Law School (2011)

Memberships

- Behind the Gown
- Criminal Bar Association
- Women in Criminal Law
- South Eastern Circuit

Appointments

- CPS RASSO Panel
- CPS General Crime Panel, Level 3
- CPS Serious Crime Panel, Level 3
- CPS Fraud Panel, Level 2

Notable Cases

- **R v Mcleod and Ors (2018)** – junior prosecution counsel in multi-handed conspiracy to defraud ‘Redundancy Payment Service’ – the first prosecution of its kind in the U.K. (Op. Chum).
- **R v West and others [Operation Treat Mike] (2025)** Junior defence counsel in extensive conspiracy to sell firearms and manufacture ammunition.