

# Karen Moss

**Year of Call:** 2002

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## County Court/High Court

Karen Moss is frequently instructed on High Court applications for interim injunctions concerning an employee's breach of express and implied terms during and after their employment, including breach of fiduciary duty and directors' duties, breach of confidentiality, protection of Databases and Trade Secrets, enforcement of restrictive covenants and third party liability. Successful applications have included interim and final injunctions, springboard relief, orders for delivery up and destruction, and substantial damages.

She has advised claimants and defendants, including C-suite executives, on negotiating appropriate undertakings, enforceability and severability of covenants, team moves and the use of garden leave, in addition to providing practical tactical guidance both before and after a claim is issued.

## Recommendations

Karen Moss is a widely acclaimed barrister with a tremendous depth of experience handling an array of employment matters including discrimination and whistle-blowing claims. She also expertly represents her clients in breach of contract and confidentiality disputes, and litigation concerning the disclosure of trade secrets.

Strengths: "Karen is an excellent advocate who has won cases we thought we might lose!"

"I work with Karen a lot and wouldn't do so if she wasn't excellent at what she does. Whether it's drafting, advocating or anything in between, Karen is the safest pair of hands going."

"Karen is extremely good and very thorough."

"Karen is excellent at handling complex matters."

### **Chambers UK 2025**/Employment/South Eastern Bar - ranked in Band 1

In recent work, 'excellent drafter' Karen Moss acted as leading counsel for Vodafone Ltd in *Romain v Vodafone Ltd*, a case involving accusations of direct race discrimination, harassment and victimisation.

'Karen is effortlessly calm and collected with complex matters and tricky clients. She is brilliant, sound advocate, persuasive and robust. Her written advice is always clear, concise and practical.'

### **Legal 500 2025**/Employment/Leading Junior/South Eastern Circuit - Tier 1

'Her knowledge, advocacy and experience in employment and discrimination law far exceed her year of call. Her command of the court room and even the most difficult of judges and opponents is admirable.'

### **Legal 500 2025**/Employment/Leading Junior/London Bar

Strengths: "Karen is very good at dealing with complex matters and giving intelligible advice."

"She is helpful and willing to work with you as a solicitor, approaching me as part of a team."

"Karen is very thorough and straightforward in her approach."

### **Chambers UK 2024**/Employment/South Eastern Bar

Strengths: "She is really strong, very detailed and thorough."

"Karen Moss manages opponents and judges with skill and control."

**Chambers UK 2023**/Employment/South Eastern Bar

Strengths: "Karen has a sharp mind and gets straight to the point. She is able to quickly grasp and identify the key issues in even the most complex of cases. She is excellent to work with, being amiable, accessible and clear in her advice." "Karen is great with clients and really good in cross-examination."

Recent work: Acted in Dampier v Bovis Homes, defending the respondent against claims of alleged constructive unfair dismissal in relation to an implied mobility clause in the claimant's contract.

**Chambers UK 2022**/Employment/South Eastern Bar

Strengths: "She's absolutely fantastic with clients and also just gets the legal issues instantly. She is my go-to barrister for absolutely everything because she can turn her hand to anything – she's absolutely incredible." "She routinely impresses me with opinions and her advocacy. She is very quick at cutting through the complex factual background to get to a clear legal view."

Recent work: Acted for the respondent in an appeal brought by an employee who claimed disability discrimination, where the Employment Tribunal had found that he was disabled by reason of difficulty with handwriting.

**Chambers UK 2021**/Employment/South Eastern Bar

Karen Moss successfully represented Boots in claims of unfair dismissal and disability discrimination raised by an employee of the company and is known for 'providing excellent objectivity, getting into the nub of the issue and demonstrating her ability to reassure nervous witnesses'.

'Karen is an excellent lawyer. Her advocacy skills are superb, and she shows an excellent quality in all she does.'

**Legal 500 2024**/Employment/South Eastern Circuit - Tier 1

'A junior with exceptional knowledge of the law.'

**Legal 500 2024**/Employment/Leading Juniors/London Bar

Karen Moss recently successfully represented a claimant in the recovery of substantial notice pay against a care provider and was praised for her 'great attention to detail and the ability to look at the bigger picture and work toward a resolution' 3PB 'Karen is very experienced in dealing with employment cases. She clearly understands tribunal requirements with regards to strike out applications and how to effectively use preliminary hearings to achieve the outcome desired for her client.'

**Legal 500 2023**/Employment/South Eastern Circuit - Tier 1

'She is extremely organised and methodical, and always provides her written work on time. A first-rate junior for large and complex cases, with excellent attention to detail.'

**Legal 500 2023**/Employment/Leading Juniors/London Bar

'Karen possesses an extremely sharp and quick mind, and her advice is clear, direct, and to the point. She is masterful at handling the most difficult of clients, and has the rare ability to see both the wood and the trees, without losing focus of either. In court, she is a powerful and persuasive advocate.'

**Legal 500 2022**/Employment/Leading Juniors/South Eastern Circuit

"Very sharp but extremely user friendly and very clear. Quick turnaround and generally very impressive."

**Legal 500 2022**/Employment/Leading Juniors/London Bar

"Karen Moss is praised for being 'personable with all clients' and being able to 'put witnesses at ease while keeping them focussed on their evidence'."

'She is a superstar: a lawyer of the strongest calibre and an excellent advocate with strong cross-examination and client care skills.'

**Legal 500 2021**/Employment/South Eastern Circuit

'Superb at processing complex matters and cutting through to the core legal and commercial issues in play, her technical knowledge is extensive and impressive.'

'Extremely tenacious in pursuit of her client's case and their best interests.'

#### **Client testimonials**

"Karen's expert advice and support helped to secure a significant settlement on my employment tribunal case. She identified the case's strengths and promptly addressed any possible weaknesses with evidence which was present but not previously included. Her approach, expertise and confidence led me to the outcome which was required and desired. I feel lucky to have had Karen on my side."

"Karen provided us with an excellent service in (a number of) cases. One case in particular involved two litigants in person and considerable documentation. The clients were extremely pleased with her handling of what was a sensitive case for them and of the successful result. Her manner with clients was good and put them at their ease. She has also performed well on cases where there was a need for greater intellectual input and skilful advocacy. Her reporting back is excellent. She is backed up by clerking at 3PB which is first class."

"Karen was outstanding over the two days and secured the very best possible outcome for us."

"I would also just like to say a massive thank you to you and to congratulate you on the excellent result yesterday, which I put entirely down to you. I am so impressed and I must say you have been a pleasure to work with throughout. I will 100% try and book you for any upcoming hearings I have in the future and cannot recommend you highly enough."

"your understanding of these matters and the manner in which you conveyed it to what appeared to be the most strict judge ever, was great. Furthermore, your cross examination of the cohort of (claimants) certainly taught them a lesson and was a pretty merry occasion for the three judges who could not contain themselves sometimes at the answers being received as well as the manner in which you had shown these (claimants) to be lying about various if not all statements they had made earlier. You had clearly shown (the first claimant) potentially what would happen to her when her case started and she was very fearful of your attendance at her hearing. Even more so, you obtained a costs hearing and costs against the claimants... Once again our heartfelt thanks and gratitude for your assistance."

"Karen's strategy, foresight in the approach and cross-examination seemed to me to be truly exceptional. I never for one moment expected that the Respondent would seek to settle part way through the hearing, and I am convinced their surprising haste to settle part-way through the hearing was completely due to Karen."

## **Academic qualifications**

- LLB(Hons) from Sussex University
- BVC at Inns of Court School of Law

## **Scholarships**

- Diplock scholar, Middle Temple

## **Professional qualifications & appointments**

- ELAAS (the Employment Lawyers Appeals Advice Scheme)
- Accredited Mediation Advocate.

## Professional bodies

- Employment Law Bar Association
- Employment Lawyers Association