



Eindra Cho

Year of Call: 2024

Email Address: eindra.cho@3pb.co.uk

Telephone: 0117 928 1520

Overview

Eindra (pronounced: 'Ain' like in 'rain'- dra) Cho is a specialist Employment and Discrimination barrister at 3PB.

She is regularly instructed in the full spectrum of employment matters from unfair dismissal and whistleblowing to all forms of discrimination. She has appeared in multi-day hearings before the Employment Tribunals across England, Wales and Scotland, and is experienced in advising on merits, quantum and litigation strategy.

Eindra brings a practical insight on dispute resolution developed through extensive experience prior to pupillage conducting employment litigation, and assisting on high-profile public inquiries such as the Post Office Horizon Inquiry and the COVID-19 Inquiry in Burges Salmon LLP's Dispute Resolution team.

Some highlights during pupillage include:

- Drafting a complex whistleblowing Grounds of Complaint.
- Successfully defending a sex discrimination claim, and obtaining a 70% contributory conduct reduction and a 3-month capped Polkey reduction for both the basic and compensatory awards in a 5-day trial.
- Successfully securing a 'drop hands' settlement from the claimant while acting for the respondent on Day 5 of a 7-day disability discrimination trial.

Eindra has an excellent number and quality of employment cases handled before her pupillage including:

- **Hughes v Aardvark Clear Mine Ltd (4103151/2023):** Successfully defended the respondent against an age discrimination and harassment claim in a 5-day hearing.
- **Maslouh v MBA Michael Bailey Associates Ltd (2213425/2023):** Successfully defended the respondent against complaints of direct disability discrimination, reasonable adjustments, automatic unfair dismissal for whistleblowing and notice pay in a 4-day trial.
- **Efetie v Accor UK Business and Leisure Hotels Limited:** Successfully defended the respondent against 15 complaints of whistleblowing detriments in a 3-day trial.
- **Pople v Mrs L Newman-Ford (T/a Shear Divine) (6007765/2024):** Successfully defended the respondent against a constructive unfair dismissal claim with 31 heads of complaint in a 2-day trial.
- **Endrojono v High Commission of Brunei Darussalam (2200486/2022):** Successfully got numerous heads of complaint in a claim for whistleblowing detriments, and age and race discrimination struck out in a 1-day public preliminary hearing.

Her commitment to volunteering and pro bono work includes supporting Advocate as a Pro Bono representative and participating in mentorship schemes as an International Future Barrister Mentor and a Bridging the Bar Mentor. She was named on Lady Chief Justice Carr's Pro Bono Recognition list in 2026.

Originally from Myanmar, Eaindra has been educated internationally thanks to academic scholarships. Outside of legal work, she enjoys singing, lifting heavy weights and cooking for her loved ones.

Recommendations

"She did an excellent job managing the client and getting the matter to a final resolution" **Solicitor, WorkNest**

"A big thank you for the List of Issues. You did a magnificent job." **Associate, Davies and Partners Solicitors**

"Eaindra, I'd especially like to acknowledge how exceptionally you handled today's discussion. Your professionalism, calm approach, and clear advice were fantastic – you managed the situation with such confidence and tact. It really helped move things forward smoothly and ensured everything remained productive and respectful." **Lay client, following a successful judicial mediation**

"Dear Eaindra, I just wanted to say thank you for steering our case to a successful outcome. We were all very impressed with your advocacy and command of the key issues and greatly appreciative of your commitment." **Lay client, following a successful 2-day trial**

"Thank you, wonder-woman Eaindra!" **Lay client, for whom Eaindra successfully secured a 100% settlement award**

Academic qualifications

- BPC, University of Law, Very Competent
- LLM (Exon), University of Exeter, Distinction
- LLB Hons. (Exon), University of Exeter, Upper First Class Honours

Scholarships

- Ashworth Scholarship, The Honourable Society of the Inner Temple
- Exhibition Scholarship, The Honourable Society of the Inner Temple
- 100% Joint-Scholarship, The University of Exeter and INTO University of Exeter
- A*STAR Merit Award, Singapore Ministry of Education and Agency of Science, Technology and Research

Professional bodies

- Attorney General Junior Junior Panel
- Employment Law Bar Association
- Employment Law Association
- Pro Bono Recognition List
- The Honourable Society of the Inner Temple

Expertise

Employment and discrimination

Eaindra Cho is a barrister at 3PB specialising in employment and discrimination and has extensive experience beyond her year of call. She completed her 12-month specialist employment pupillage with 3PB in April 2026,

Earlier, Eaindra conducted litigation on behalf of both claimants and respondents in the Employment Tribunal while working as an Employment Litigator at Direct Line Group and a Litigation Consultant at Croner Group respectively. These cases ranged from TUPE, Working Time Regulations and unfair dismissal claims to discrimination and whistleblowing claims.

Eaindra has successfully assisted clients from a wide range of industries, from remote submarine engineers and chief financial officers to sole traders and companies such as Accor UK Hotels, KFC (GB) and Zhong Lun Law Firm Limited.

She is experienced in drafting pleadings, undertaking disclosure, advising on on-going litigation risks and strategy, conducting negotiation in alternative dispute resolution and conducting advocacy in preliminary hearings and multi-day trials in the Employment Tribunal. Some of her reported cases prior to pupillage are listed in her overview above.

Eaindra also brings a unique insight into commercial disputes from her paralegal experience in Burges Salmon LLP'S Dispute Resolution team where she assisted on high-profile public inquiries such as the Post Office Horizon Inquiry and the COVID-19 Inquiry, as well as multi-jurisdictional high-value commercial claims.

Articles

Eaindra Cho reviews *L Tarbuc v Martello Piling Limited* [2026] EAT 58, a case which highlights that the inadmissibility of 'protected conversations' under section 111A only applies to ordinary unfair dismissal claims and not to other claims, like discrimination or unauthorised deductions from wages.

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