

# 3PB employment and discrimination law team – 2022 Chambers and Partners rankings

---

Barrister	Specialism	Bar	2022 ranking
Craig Ludlow	Employment	London	Band 5
Karen Moss	Employment	South Eastern	Band 2
Mark Green	Employment	South Eastern	Band 2
Andrew MacPhail	Employment	South Eastern	Band 2
Sarah Clarke	Employment	Western	Band 2
Katherine Anderson	Employment	Western	Band 4
Gareth Graham	Employment	Western	Band 2
Simon Tibbitts	Employment	Western	Band 3
Matthew Curtis	Employment	Western	Band 4
Sarah Bowen	Employment	Western	Band 4
Andrew MacPhail	Employment	Western	Band 4
Stephen Wyeth	Employment	Western	Band 2

## LONDON BAR

### Craig Ludlow – Band 5

Craig Ludlow leads the set's employment and discrimination practice. He regularly advises public and private sector clients, and he has a particular interest in handling employment cases in the transport sector. His skills include unfair dismissal, whistle-blowing, discrimination and breach of contract claims.

**Strengths:** "He is a commercially minded barrister; he has excellent attention to detail, he listens and seeks to resolve obstacles in a polite, pragmatic and respectful manner and he is assertive and firm at the appropriate times." "He is a really good advocate, who is really approachable and is able to explain difficult concepts."

**Recent work:** Successfully defended Tower Transit Operations in a case involving claims of automatic and ordinary unfair dismissal.

## SOUTH EASTERN CIRCUIT

### **Karen Moss – Band 2**

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 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.

### **Mark Green – Band 2**

Mark Green is experienced in handling claims of harassment and discrimination. He represents clients in the Employment Tribunal, Employment Appeal Tribunal and Court of Appeal. He acts for employers including private companies and charities, and for employees.

**Strengths:** "I have had a very positive experience working with Mark. He is quick to get on top of issues and is a good communicator. He is an excellent advocate and a well-organised barrister."

**Recent work:** Acted in *James v Lancaster Motor Company Ltd*, representing the respondent against claims of race discrimination.

### **Andrew MacPhail – Band 2**

Andrew MacPhail acts for private companies, public bodies and individuals in employment tribunal claims. He is adept at handling a range of employment matters including unfair dismissal, discrimination and whistle-blowing detriment claims.

**Strengths:** "Andrew is very technical and really good on equal pay claims."

**Recent work:** Represented the respondent in *Miss J Shrubsole v Swalecliffe Pharmacy*, in which age-related harassment was alleged by the claimant.

# WESTERN CIRCUIT

## Employment - Western Bar – Band 2

3PB Barristers has an excellent profile in discrimination law and other employment issues. In addition to claimants, the barristers have defended government departments and other high-ranking public bodies in complex claims. They also represent large private sector employers in unfair dismissal and related matters. The set has strength in areas including whistle-blower protection, equal pay and union law.

### ***Client service:***

"The clerks at 3PB go above and beyond." "I have found the set's clerking to be exceptionally collaborative, and their prices to be competitive." "3PB are friendly, pragmatic and helpful - they usually have an employment barrister available and respond to enquiries very promptly. The clerks are excellent and easy to work with." Mark Heath leads the clerking in Bristol.

### **Sarah Clarke – Band 2**

Sarah Clarke is experienced in a range of employment matters including discrimination claims, whistle-blowing, unfair dismissal and TUPE work. She also has experience acting in cases involving restrictive covenants and bonus payments, and acts for both claimants and respondents.

"She seems to be getting cases beyond her call. She is never one to be intimidated and will happily go toe to toe with barristers much more senior than her. Clients really like her no-nonsense approach."

**Recent work:** Successfully represented the respondent in a four-day trial involving allegations of detriment on the ground that the claimant had made protected disclosures in respect of alleged unsafe dust levels at a Crossrail site.

### **Katherine Anderson – Band 4**

Katherine Anderson is a strong advocate who enjoys a varied caseload which covers employment and education law.

"She has excellent attention to detail on difficult cases and responds extremely promptly."

"She is diligent and has very great attention to detail. We consider her a very technically adept lawyer, who can really drive down into conflicting case law."

### **Gareth Graham – Band 2**

Gareth Graham is highly experienced in discrimination law and unfair dismissal. He is widely respected for his strategic approach to complex cases. He acts for NHS trusts across the country as well as a number of high-profile private employers. He has notable expertise in discrimination claims and whistle-blowing.

"He is an excellent barrister who is very good with clients and he knows how to manage the client's expectations in a friendly and personable way. He is very good at putting himself in the client's shoes rather than just dealing with the legal issues." "He is very pragmatic and personable, he is very good at building relationships with clients and he can inspire confidence. He is not afraid to tell you what his view is rather than sitting on the fence."

**Recent work:** Successfully defended BAE Systems in a claims of disability and sex

discrimination, whistle-blowing and unfair dismissal. The claims were withdrawn following cross-examination.

### **Simon Tibbitts – Band 3**

Simon Tibbitts has a thriving practice in which he represents public sector organisations, private sector employers and employees, particularly in unfair dismissal and discrimination claims.

"He went beyond the call of duty and his level of preparation against a QC was remarkable. He is a QC in the making."

**Recent work:** Successfully represented Nadine Lee, a high-earning IT software sales professional, in claims of sex discrimination, victimisation, equal pay and constructive unfair dismissal.

### **Matthew Curtis – Band 4**

Matthew Curtis is a barrister with a wealth of experience handling discrimination claims. He undertakes work on behalf of respondents arising from a variety of sectors, including from the fields of healthcare, retail and technology.

"He is a great advocate who was able to handle a difficult self-representing claimant." "He is a competent and courteous opponent." **Recent work:** Acted for John Lewis, defending claims of disability discrimination and unfair dismissal.

### **Sarah Bowen – Band 4**

Sarah Bowen is a skilled employment and discrimination law barrister who is often instructed to handle equal pay, unfair dismissal, TUPE and breach of contract claims. She regularly acts for local authorities, the NHS and education sector clients.

"She is probably our go-to person, who is technically excellent with a real ability to dissect complex matters, and a really excellent advocacy style that is non confrontational but gets the point across." "She has excellent attention to detail and she really does go above and beyond."

**Recent work:** Successfully represented VIVID Housing in resisting an application to extend time in respect of multiple claims which were brought out of time but were subject to the generous just and equitable test.

### **Andrew MacPhail – Band 4**

Andrew MacPhail's employment practice often focuses on complex multi-day discrimination and whistle-blowing hearings. He also has experience of TUPE and breach of contract work.

"His ability to review papers and to understand not only the legal issues in the case but also the commercial aspects and implications, in a very short time, has been astounding. Andrew has an eye for detail and nothing is lost on him. He has made himself available to assist us with ongoing work on the case as needed. His calm and confident manner has been of great reassurance to the client."

**Recent work:** Successfully defended Swalecliffe Pharmacy in a claim for age-related harassment concerning the alleged use of the phrase 'stropky child'.

### **Stephen Wyeth – Band 2**

Stephen Wyeth is experienced in high-value discrimination cases and has had notable recent success in complex multi-day discrimination claims with an emphasis on disability issues, acting for both claimants and respondents. He is also highly regarded for his knowledge of the enforceability of restrictive covenants and confidentiality clauses. He has

significant experience in TUPE claims, and is able to handle cases involving multiple respondents.

"Stephen is passionate about standing shoulder to shoulder with his clients. Whether his opinion is positive or negative he will always try and go the extra mile. He takes no nonsense from opponents."

**Recent work:** Represented the claimant in the EAT in resisting the DWP's appeal against a finding of discrimination arising from disability following her dismissal for long-term absence.