

# 3PB employment and discrimination law team – 2023 Legal 500 rankings

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## LONDON BAR

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### EMPLOYMENT

#### Leading Juniors

**Sarah Bowen** – **3PB** ‘Sarah’s drafting and written opinions are a particular strength of hers. She is also a solid advocate, who is persuasive and credible.’

Ranked: Tier 3

**Craig Ludlow** - **3PB** ‘A forceful and knowledgeable advocate, who is always well prepared and quick to put pressure on the other side. Craig is a good communicator and excellent with clients.’

Ranked: Tier 4

**Karen Moss** - **3PB** ‘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.’

Ranked: Tier 4

**Andrew MacPhail** - **3PB** ‘Andrew is meticulous in his approach - no corner is left unturned. He is good at probing questions for the client to consider, so the case strategy is clear; and he is effective in his cross-examination of witnesses, drawing out concessions along the way.’

Ranked: Tier 5

**Daniel Brown** - **3PB** ‘Daniel was excellent. He engaged well with the client and provided a superb strategy to a difficult claim.’

Ranked: Tier 5

**Mark Green** – **3PB** ‘A very able, stealthy barrister with a huge intellect, and astute in his analysis of the law and facts. He takes points and develops them well with his capable demeanour in court or tribunal.’

Ranked: Tier 5

# SOUTH EASTERN CIRCUIT- TIER 1

## EMPLOYMENT

**3PB** is 'a very good set with many excellent barristers who cover a variety of commercial and employment dispute matters'. **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'. **Andrew MacPhail** handles all complex discrimination and whistle-blowing matters with 'a holistic approach that benefits all clients'. Rising star **Naomi Webber** is 'an incredibly capable, strong, and diligent barrister' and successfully represented an employer in direct and indirect sex discrimination claims relating to breastfeeding and childcare.

## Rising stars

**Naomi Webber** –**3PB** 'Naomi is excellent – she is extremely thorough and capable. She is highly approachable and has excellent attention to detail. Her attendance notes are always comprehensive.'

**Grace Nicholls** –**3PB** 'Grace is the full package – excellent knowledge of the law, sharp written and oral advocacy and fantastic client care. She is a sharp advocate with precise and powerful cross-examination and boundless energy in trials. She is meticulous and systematic in cross-examination and a formidable opponent. She manages multiple witnesses well.'

## Leading Juniors

**Karen Moss** –**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.'

Ranked: Tier 1

**Andrew MacPhail** – **3PB** 'Andrew is extremely thorough, knowledgeable, and approaches cases with a holistic approach that benefits all clients. He is excellent with clients providing both honest and pragmatic advice.'

Ranked: Tier 1

**Mark Green** –**3PB** 'Highly knowledgeable, incisive and a very effective barrister.'

Ranked: Tier 2

## Testimonials

### Set

'3PB has a very cohesive employment group and offer good training and a good range of counsel.'

'Good proactive chambers – seeking to provide stronger embedded relationship, cost-effective and pragmatic service.'

'The Chambers are progressive, supportive, and responsive. Availability of counsel is generally good and, in the event where availability is limited, the Clerks provides the other options.'

### Clerking

'Russell Porter is very supportive and proactive – exemplifies above approach.'

*'Patrick Robson is very efficient and quick at responding to queries. He is also very polite, helpful, and understanding.'*

*'Excellent service from the clerks. They are always happy to help and try to assist us in seeking a barrister who is the right fit for the case.'*

## WESTERN CIRCUIT – Tier 2

### EMPLOYMENT

Led by the 'organised and efficient' **Craig Ludlow**, 3PB's employment group has 'a great strength in depth regarding employment law'. Ludlow and **Sarah Clarke** are highly regarded for their expertise in representing respondents and claimants in cases involving discrimination issues, whistleblowing matters and unfair dismissal claims. In a recent case highlight, **Stephen Wyeth** successfully represented the claimant in *Preen v Coolink Ltd and Mr R Mullins*, an automatic unfair dismissal claim for a health and safety reason arising from the Covid-19 pandemic. **Gareth Graham** is regularly instructed by NHS Trusts and health boards in whistleblowing and discrimination cases.

### Leading Juniors

**Sarah Clarke** - 3PB 'Sarah is a force of nature. She is fantastic at cross-examination, has incredible mastery over the details and is very personable; clients love her.'  
Ranked: Tier 1

**Gareth Graham** - 3PB 'Gareth quickly grasps the issues in hand, and is extremely approachable. His straight-talking and pragmatic approach is of real benefit.'  
Ranked: Tier 1

**Stephen Wyeth** – 3PB 'Stephen is a skilled and tenacious cross-examiner. He is analytical and driven, with a no-nonsense approach. His knowledge of employment law and his understanding of nuances of litigation in the tribunal are exceptional.'  
Ranked: Tier 1

**Craig Ludlow** – 3PB 'Craig's detailed and thorough understanding of discrimination law inspires confidence. He is tactful but direct - someone who can help steer strategic decisions at pivotal moments. He builds great rapport with clients.'  
Ranked: Tier 1

**Matthew Curtis** – 3PB 'Matthew is an extremely persuasive advocate with a calm style which employment judges like. He is incisive without the need for gratuitously aggressive tactics.'  
Ranked: Tier 2

**Andrew MacPhail** – 3PB 'He is fastidious, comprehensive and highly attentive to detail.'  
Ranked: Tier 2

**Mark Green** - 3PB 'He is astute, balanced, and has sound judgement. A junior with an excellent tactical mind and great client empathy.'  
Ranked: Tier 3

**Simon Tibbitts** - 3PB 'Simon is incredibly diligent and knowledgeable, with a good eye for detail and identifying novel legal points.'  
Ranked: Tier 3

**Sarah Bowen** – 3PB 'A talented barrister and a consummate professional. Sarah is very approachable and goes out of her way to explain complex matters in a language the lay person can understand.'  
Ranked: Tier 3

## Testimonials

### Set

'3PB always has excellent strength in depth with a wide range of highly experienced counsel.'

'Good employment set.'

'The set is responsive and flexible to our needs and the needs of our clients.'

'Reliable and friendly set.'

'3PB is a very impressive set which delivers an excellent service at competitive prices. It has a large number of very experienced employment barristers.'

### Clerking

'Russell Porter is first-class.'

# MIDLANDS CIRCUIT

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## EMPLOYMENT

### Leading Juniors

**Daniel Brown** – 3PB 'Daniel has a great analytical mind, and his real strength is assessing papers in detail at pace. He practices beyond his year of call.'  
Ranked: Tier 3