

# Employment and discrimination law team

## 2024 Chambers and Partners rankings

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### Team rankings

South Eastern Circuit:      Ranked Band 1 with 5 individual rankings

Western Circuit:              Ranked Band 1 with 9 individual rankings

Midlands Circuit:            3 new individual rankings

### Individual rankings

Barrister	Specialism	Bar	2024 ranking
Craig Ludlow	Employment	London	Band 4
Craig Ludlow	Employment	Midlands	Band 3
Sarah Bowen	Employment	Midlands	Band 3
Daniel Brown	Employment	Midlands	Band 3
Karen Moss	Employment	South Eastern	Band 2
Mark Green	Employment	South Eastern	Band 1
Andrew MacPhail	Employment	South Eastern	Band 2
Naomi Webber	Employment	South Eastern	Up and coming
Grace Nicholls	Employment	South Eastern	Up and coming
Sarah Clarke	Employment	Western	Band 2
Katherine Anderson	Employment	Western	Band 3
Gareth Graham	Employment	Western	Band 2
Simon Tibbitts	Employment	Western	Band 2
Matthew Curtis	Employment	Western	Band 3
Sarah Bowen	Employment	Western	Band 3
Andrew MacPhail	Employment	Western	Band 4
Stephen Wyeth	Employment	Western	Band 1
Joseph England	Employment	Western	Band 4

## LONDON BAR

### **Craig Ludlow – Band 4**

“He is affable and good at drilling down into the issue. He is calculated and erudite and has the respect of judges.”

“Craig is a very skilled advocate and has the complete confidence of our clients, furthering their interests in all ways.”

“I am very impressed by Craig. He is absolutely meticulous, persistent and reliable. His exceptional advocacy inspires confidence in clients.”

## MIDLANDS CIRCUIT

### **Craig Ludlow – Band 3**

“Craig is very personable and understands the industry inside and out.”

### **Sarah Bowen – Band 3**

“Sarah will always be very well prepared, whilst being pragmatic and commercial.”

### **Daniel Brown – Band 3**

“Daniel is an excellent barrister, engaging and strong rapport with clients.”

“He is always a safe, cost-effective option for counsel and a strong addition to any case.”

“Daniel is an excellent barrister, who is engaging and has a strong rapport with clients.”

“Dan is exceptional for his year of call and operates well beyond that. He is always a safe, cost-effective option for counsel and a strong addition to any case.”

“Daniel is very good with clients. He puts witnesses at ease, and explains things easily. Daniel is also an articulate and bright person whom you want on your side.”

## SOUTH EASTERN CIRCUIT – Band 1

### **Karen Moss – Band 2**

“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.”

**Mark Green – Band 1**

“Mark Green is fun to work with. He is reliable and down to earth.”

“Mark is very expert in this area. I've been impressed by his court work and he's very easy to deal with. He is certainly one of my barristers of choice for High Court employment disputes.”

**Andrew MacPhail – Band 2**

“Andrew provided excellent representation throughout.”

“He brought a hearing listed for many days to an abrupt and early end by demolishing the claimant with his cross-examination.”

“Andrew is fastidious in attention to detail. He is very thorough and well prepared.”

**Naomi Webber – Up and coming**

“Naomi was really commercial with what we needed and did it quickly, which was a large part of what allowed us to attack and ultimately settle.”

**Grace Nicholls – Up and coming**

Grace Nicholls is ranked by Chambers and Partners for Employment in the South Eastern Circuit.

**WESTERN CIRCUIT – Band 1****Sarah Clarke – Band 2**

“Sarah is a very effective and formidable advocate.”

“She is top notch on legal analysis.”

**Katherine Anderson – Band 3**

“Katherine was very helpful. I would recommend Katherine to colleagues.”

“Katherine is a very skilled advocate with substantial legal analytical skills.”

“Katherine's very responsive; she provided particularly useful written submissions, and gave helpful advice in relation to strategy.”

**Gareth Graham – Band 2**

“He presents his arguments in the tribunal in a concise and logical way, he is always polite and composed.”

“He explains points clearly, is very patient and the clients are always impressed by Gareth's abilities.”

“Gareth is very popular with our clients. He explains points clearly and is very patient, and the clients are always impressed by his abilities. He presents his arguments in the tribunal in a concise and logical way.”

“Gareth was commercial and very good at handling the client and their needs.”

“Gareth is extremely knowledgeable and provides robust, practical advice. He is very responsive and his approach is solutions-driven. Gareth is very popular with clients of the firm, which I believe is due to his commercial approach and ability to put witnesses and decision makers at ease.”

### **Simon Tibbitts – Band 2**

“Simon has demonstrated an excellent all-round ability.”

“He is very reassuring to clients and great to have on your side.”

“Simon is excellent, thorough and extremely diligent in his preparations.”

“Simon can read a tribunal very well.”

“He is very good with clients and takes a pragmatic approach to cases.”

“Simon's preparation is very good.”

### **Matthew Curtis – Band 3**

“He is stellar. Matthew is incredibly commercial and a safe pair of hands. He knows how to ease concerns and gives robust advice when needed.”

“He is unbelievably strong with clients; he is also approachable and is never patronising”

“Matthew is very well respected and is doing work beyond his call.”

### **Sarah Bowen – Band 3**

“Sarah is very knowledgeable and up to date. She is ahead of us in knowing the shape of the case and where it is going.”

“Sarah is incredibly thorough; she picks up on things most of us would miss. She is very sensible commercially, and is able to call out the legal risk, and how outcomes might affect the business and the wider sector.”

### **Andrew MacPhail – Band 4**

“Andrew provided excellent representation throughout.”

“He brought a hearing listed for many days to an abrupt and early end by demolishing the claimant with his cross-examination.”

“Andrew is fastidious in attention to detail. He is very thorough and well prepared.”

### **Stephen Wyeth – Band 1**

“He is tenacious and straightforward in his advocacy and being against him is hard work.”

“Stephen is a switched-on operator.”

### **Joseph England**

“Joseph has a good manner in court and is well liked.”

## Clerks quotes

### Employment South Eastern

“Patrick Steptoe and Patrick Robson are both proactive in managing upcoming listings and are responsive to emails.”

“The clerking from Russell Porter is excellent; he goes the extra mile.”

“Russell Porter, the senior clerk, is excellent. He is very responsive and always willing to offer a suitable alternative option if the first choice is unavailable.”

### Employment Western

“There can be no criticism of the service provided by the clerks - it is sublime.”

“The clerks always respond promptly, even if it is just to touch base while they are assessing options.”