

3PB employment and discrimination law team – 2024 Legal 500 rankings

Group rankings

- The Legal 500 has promoted our team to **Tier 1 in Western**
- Our Team in **South Eastern remains in Tier 1**

Individual Rankings

Barristers ranked in Legal 500	Legal 500 section	Bar	2024	
Andrew MacPhail	Employment	South Eastern	yes	Junior
Andrew MacPhail	Employment	Western	yes	Junior
Andrew MacPhail	Employment	London	yes	Junior
Craig Ludlow	Employment	Western	yes	Junior
Craig Ludlow	Employment	London	yes	Junior
Daniel Brown	Employment	London	yes	Junior
Daniel Brown	Employment	Midlands	yes	Junior
Gareth Graham	Employment	Western	yes	Junior
Grace Nicholls	Employment	South Eastern	yes	Rising star
Karen Moss	Employment	South Eastern	yes	Junior
Karen Moss	Employment	London	yes	Junior
Mark Green	Employment	South Eastern	yes	Junior
Mark Green	Employment	London	yes	Junior
Mark Green	Employment	Western	yes	Junior
Matthew Curtis	Employment	Western	yes	Junior
Naomi Webber	Employment	South Eastern	yes	Rising star
Sarah Bowen	Employment	London	yes	Junior
Sarah Bowen	Employment	Midlands	yes - NEW	Junior
Sarah Bowen	Employment	Western	yes	Junior
Sarah Clarke	Employment	Western	yes	Junior
Simon Tibbitts	Employment	Western	yes	Junior
Stephen Wyeth	Employment	Western	yes	Junior

SOUTH EASTERN CIRCUIT- TIER 1

SOUTH EASTERN CIRCUIT > EMPLOYMENT TIER 1

A 'first-class set' **3PB** has a 'very good depth of experienced counsel in all areas of employment law' and garners praise for providing 'an effective and beneficial service'. **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'. Rising star **Grace Nicholls** is a 'well prepared, responsive and skilled advocate with good client skills' and successfully defended a respondent in a case concerning a dismissal that was alleged to be unlawful on TUPE grounds.

Rising stars

Naomi Webber –**3PB** 'Naomi has the ability to explain fairly technical aspects of employment law clearly, thoroughly and without unnecessary jargon.'

Ranked: Tier 1

Grace Nicholls –**3PB** 'Grace is a considered and tactful barrister who builds a good rapport with clients and witnesses to put them at ease. Her advocacy is well thought out, prepared and compelling.'

Ranked: Tier 1

Leading Juniors

Andrew MacPhail – **3PB** 'Andrew is a very strong and commanding advocate. He is able to put forward his arguments clearly and concisely, even when addressing matters. His knowledge of the law and how to get the best out of any situation is second to none.'

Ranked: Tier 1

Karen Moss –**3PB** 'Karen is an excellent lawyer. Her advocacy skills are superb, and she shows an excellent quality in all she does.'

Ranked: Tier 1

Mark Green – **3PB** 'Mark is very knowledgeable and a strong and resourceful advocate.'

Ranked: Tier 2

Testimonials

'Russell Porter and Patrick Robson do a great job and are very helpful and reasonable.'

'Russell Porter is worth a special mention. He goes out of his way to make sure that the client has the right counsel and is always keen to support the client.'

'The clerks are brilliant. Patrick Robson is always extremely helpful and polite and goes out of his way to find a solution for whatever is asked of him.'

'3PB chambers is brilliant. The team is always able to help and support when someone requires assistance, even at the last minute. It has an array of counsel who can help and support on any given matter, and clients are in safe hands when working with them.'

'3PB is a fantastic chamber with a great offering of counsel, training, off-the-cuff advice even when not instructed and a desire to go the extra mile to assist you.'

'3PB offers an incredible breadth of employment specialists at all levels. They always go above and beyond, offering bespoke training for solicitors and clients.'

WESTERN CIRCUIT – Tier 1

WESTERN CIRCUIT > EMPLOYMENT TIER 1

3PB's 'go-to' employment and discrimination group boasts 'a broad range of technically excellent lawyers across all levels of experience'. **Sarah Clarke** is a 'really strong and tenacious advocate' with a broad practice that includes regular claimant and respondent instructions. She has recently acted for the claimant in *Rajput v Commerzbank and Société Générale*, a high-value sex and maternity discrimination case against two investment banks. **Sarah Bowen**, 'skillful at getting to the nub of an issue', regularly handles a wide variety of discrimination cases, while **Matthew Curtis** is 'fantastic with witnesses' and specialises in whistleblowing cases in regulated sectors – recently he appeared for the respondent in *Biggs v A Bilbrough & Co & others*, a widely publicised sex discrimination and whistleblowing case brought by a solicitor employed in a shipping firm.

Leading Juniors

Sarah Clarke – 3PB 'Sarah has a vibrant personality and clients really warm to her. She explains things thoroughly and clearly, breaking down complex elements so clients can understand them. She is also a skillful advocate and her cross-examination is concise but thorough.'

Ranked: Tier 1

Gareth Graham – 3PB 'Gareth is very good at giving advice in a clear and logical way. The manner in which he advises clients gives them confidence in his ability to obtain the best outcome. He is also commercially aware.'

Ranked: Tier 1

Stephen Wyeth – 3PB 'Stephen is client-focused, incredibly engaging and a superb advocate.'

Ranked: Tier 1

Craig Ludlow – 3PB 'Craig is a first class advocate. He quickly gets a grasp of the key issues of a case and is keen to understand a client's objectives and how he can get there.'

Ranked: Tier 1

Matthew Curtis – 3PB 'Matthew is the complete all-round package. His technical expertise is excellent and he is incredibly knowledgeable and gets to grips with even the most complex of cases incredibly swiftly. He is also a skillful advocate, easily able to articulate complex arguments.'

Ranked: Tier 2

Andrew MacPhail – 3PB *‘Andrew is a very strong and commanding advocate, able to put forward his arguments in a clear and concise manner even when addressing matters which have litigants in person. His knowledge of the law and how to get the best out of any situation is second to none.’*

Ranked: Tier 2

Simon Tibbitts – 3PB *‘Simon has excellent strategic thinking abilities and quickly gets to grips with even the most complex of issues. He is excellent in cross-examination and summation, carefully treading the line between robustly asserting a client's case and displaying empathy to the position of the other side.’*

Ranked: Tier 3

Sarah Bowen – 3PB *‘Sarah is a superb lawyer. Frankly, she doesn't have weaknesses.’*

Ranked: Tier 3

Mark Green – 3PB *‘He is very knowledgeable in employment matters in general, and the intricacies of national security law in particular. He is also very calm and measured in his advocacy.’*

Ranked: Tier 3

Testimonials

‘All clerks are very helpful and polite and always willing to help- Patrick Robson in particular goes above and beyond.’

‘Matthew Scanlan is always friendly, efficient and great to work with.’

‘The 3PB clerks are responsive, flexible and helpful – Patrick Steptoe and Patrick Robson are both excellent.’

‘3PB is an excellent set. They have a broad range of technically excellent lawyers across all levels of experience and will always make every effort to meet the needs of clients.’

‘3PB is a go-to barristers chambers. They are friendly, responsive, they invest time in relationships and make you feel like their only client.’

'The clerks at 3PB are second to none. The level of service is unparalleled and the clerks are proactive, efficient and dedicated to meeting client needs.'

LONDON BAR

LONDON BAR > EMPLOYMENT

Leading Juniors

Sarah Bowen – 3PB *'Sarah is incisive and very personable in the court room. She has a compelling manner with judges.'*

Ranked: Tier 3

Karen Moss - 3PB *'A junior with exceptional knowledge of the law.'*

Ranked: Tier 3

Craig Ludlow – 3PB *'Craig's strengths include making you feel at ease and confident in terms of how quickly he can pick up a matter and understand what's important.'*

Ranked: Tier 4

Daniel Brown – 3PB *'A confident and assured junior who provides pragmatic advice.'*

Ranked: Tier 5

Andrew MacPhail - 3PB *'An accomplished advocate with an incisive approach.'*

Ranked: Tier 5

Mark Green – 3PB *'A user-friendly junior, who is very knowledgeable and a compelling advocate.'*

Ranked: Tier 5

MIDLANDS CIRCUIT

MIDLAND CIRCUIT > EMPLOYMENT

Leading Juniors

Sarah Bowen - 3PB *'Sarah is very thorough in her preparation and is very good with supporting witnesses. She is quick on her feet, and her cross-examination is robust.'*

Ranked: Tier 3

Daniel Brown - 3PB *'Daniel's advocacy style is confident and persuasive.'*

Ranked: Tier 3
