

Employment and discrimination law team

2025 Chambers and Partners rankings

Team rankings

South Eastern Circuit: Ranked Band 1 with 6 individual rankings

Western Circuit: Ranked Band 1 with 8 individual rankings

Individual rankings

Barristers ranked in Chambers & Partners	Area of law	Circuit	2025
Craig Ludlow	Employment	London	yes
Craig Ludlow	Employment	Midlands	yes
Daniel Brown	Employment	Midlands	yes
Sarah Bowen	Employment	Midlands	yes
Andrew MacPhail	Employment	South Eastern	yes
Grace Holden	Employment	South Eastern	NEW
Grace Nicholls	Employment	South Eastern	yes
Karen Moss	Employment	South Eastern	yes
Mark Green	Employment	South Eastern	yes
Naomi Webber	Employment	South Eastern	yes
Gareth Graham	Employment	Western	yes
Joseph England	Employment	Western	yes
Katherine Anderson	Employment	Western	yes
Matthew Curtis	Employment	Western	yes
Sarah Bowen	Employment	Western	yes
Sarah Clarke	Employment	Western	yes
Simon Tibbitts	Employment	Western	yes
Stephen Wyeth	Employment	Western	yes

LONDON BAR

Craig Ludlow – Band 4 – Employment - London Bar

"A very able counsel, Craig is very good in tribunal and his client handling skills are of the highest level."

"His advice and feedback at all times is very good."

"Craig always has an excellent understanding of the cases."

"Craig is very calm, respectful and professional."

"Craig has the unique quality of putting the clients completely at ease while grappling with complex legal issues."

MIDLANDS CIRCUIT

Craig Ludlow – Band 3 – Employment - Midlands Bar

"Craig is unflappable in advocacy."

"Craig is an excellent advocate and is very knowledgeable in his field."

"Craig is an excellent advocate and clients always request to use him."

Sarah Bowen – Band 3 – Employment - Midlands Bar

"Sarah is very meticulous on the most complex matters."

"Sarah is an excellent advocate and is very knowledgeable in her field."

"Sarah Bowen is my go-to barrister, a very technically astute lawyer."

Daniel Brown – Band 3 – Employment - Midlands Bar

"He's technically excellent and very personable."

"Daniel is my go-to."

"Daniel has fantastic knowledge and an ability to explain the law."

"Daniel is a very strong advocate and his technical legal knowledge is superb."

SOUTH EASTERN CIRCUIT – Band 1

Karen Moss – Band 1 – Employment - South Eastern Bar

"Karen is excellent at handling complex matters."

"Karen is extremely good and very thorough."

"Whether it's drafting, advocating or anything in between, Karen is the safest pair of hands going."

"I work with Karen a lot and wouldn't do so if she wasn't excellent at what she does."

"Karen is an excellent advocate who has won cases we thought we might lose!"

Mark Green – Band 1 – Employment - South Eastern Bar

"He is very patient and makes people feel like they are heard."

"We use Mark in really complex matters."

"Mark advises comprehensively in conference and is able to provide clear, concise and commercially sensible advice amongst a broad range of options."

"His advocacy is impeccable and he's always around to act as a sounding board in the pre-trial stages."

"Mark Green is simply phenomenal."

"He prepares thoroughly."

"Mark really knows his stuff on his feet as well as he does on paper."

"He pays great attention to detail and is a tenacious negotiator."

"Mark is a really reliable, impressive advocate."

Andrew MacPhail – Band 2 – Employment - South Eastern Bar

"He is able to adapt quickly as cases progress at pace and prepares comprehensive documents at speed as and when needed."

"Andrew's advocacy and cross-examination is extremely strong."

"He fully masters complicated matters and adopts an understated advocacy strategy that resonates very well."

"Andrew is very commercial and relates well to clients."

Grace Nicholls – Band 2 – Employment - South Eastern Bar

"She is excellent with clients and an absolute pleasure to work with."

"Grace is always very well prepared and provides great advocacy."

"She's very good on her feet, and her client manner is excellent."

"She is very well prepared and very diligent, and is excellent with client witnesses."

"I cannot speak highly enough of Grace's legal ability as an advocate and her level of client service."

"She is very pleasant to deal with and reassuring to clients."

"Grace is an impressive junior."

**Grace Holden – Up and coming – Employment - South Eastern Bar -
NEW**

"Grace presents well before the judge."

"Grace grasped the issues and worked with me and the client to identify appropriate next steps."

"Grace dissects and clarifies the relevant legal issues and claims, which leads to commercial settlements."

"She is a good advocate and a pleasure to work with."

"Grace has great technical ability and has excellent attention to detail."

"She understands the commercial issues and has the bigger picture in mind."

"Grace is an effective and solicitor-friendly barrister who balances between identifying all key issues and being pragmatic."

Naomi Webber – Band 2 - Employment - South Eastern Bar

"A fantastic counsel, she is knowledgeable and experienced."

"She is a good advocate."

WESTERN CIRCUIT– Band 1

Sarah Clarke – Band 2 - Employment - Western Bar

"Sarah is a fierce advocate for her clients, and capable of breaking down complex matters to ensure her verbal and written advice is easily accessible."

"Sarah is very knowledgeable and a safe pair of hands on any matter that is presented to her."

"She is a pleasure to work with and very confident and assured in her advice."

"Sarah is brilliant and clients love her."

"Sarah Clarke has fantastic advocacy skills: a very rounded people person."

Katherine Anderson – Band 3 – Employment - Western Bar

"Katherine has phenomenal attention to detail and technical knowledge."

"Katherine is reliable and tenacious in how she advances her advocacy."

"Katherine is a superb advocate and my personal choice for complex EAT cases."

"I highly recommend her."

"She is very able in court, concise and provides well-thought-through written work."

"Katherine has very good attention to detail, is diligent and has a good client manner."

Gareth Graham – Band 2 – Employment - Western Bar

"I am always impressed with how well Gareth manages the client and witnesses while also still ensuring the instructing solicitors are kept updated."

"He has obtained some incredibly successful and well-received outcomes for our clients."

"Gareth approaches each case with an incredible enthusiasm and energy."

"He is decisive and responsive, and assimilates information quickly."

"Gareth is brilliant with clients and in making a case feel like a team effort."

"Getting Gareth on board helped clarify the issues and he was really excellent at the final hearing."

Simon Tibbitts – Band 2 – Employment - Western Bar

"Simon always impresses with his forensic analysis and ability to know the detail, even of the most complex cases, inside out."

"We know our clients can rely on Simon for excellent representation and advice in complex employment matters."

"Simon is incredibly intelligent and very good at grasping the law and getting to grips with complex matters very quickly: very thorough and meticulous."

"He takes time to understand the factual nuances of each case and is able to deal with unpredictable matters with reassuring ease and calm."

"Simon fully understands our clients and their needs/wants."

"Simon handled the proceedings, the client and the loss calculations supremely - he was genuinely excellent."

Matthew Curtis – Band 2 - Employment - Western Bar

"Matthew Curtis is one of our leading juniors when it comes to employment matters."

"Matthew is an extremely strong and effective advocate, remaining calm while dealing with complex matters."

"I would not hesitate to instruct him or recommend him."

"Matthew's advocacy is superb."

Sarah Bowen – Band 3 – Employment - Western Bar

"I know clients can rely on Sarah for excellent representation and advice in complex employment matters."

"She has achieved some great results for our us."

"Sarah is very thorough in her preparations, which comes through in her dealings with clients."

"Her cross-examination is also seamless."

"Sarah knows her papers like the back of her hand."

Stephen Wyeth – Band 1 – Employment - Western Bar

"Stephen's analysis of complex issues is exceptional."

"He is very frank and really understands the pressures from our side."

"Stephen is outstanding."

"Stephen is an exceptional barrister who is a safe pair of hands for any client, whatever the client's needs and however complex the matter."

"He clearly has a significant level of expertise and I would have no hesitation in instructing him."

"Stephen is a delight to work with and a real team player."

"Stephen is one of our first choices for extremely complex and multifaceted claims."

Joseph England – Band 4 – Employment Western

"Clients love him and we know they are in safe hands."

"Joseph is often instructed to act in relation to high-value and complex matters, which he gets to grips with incredibly quickly."

"Joseph handled the cross-examination with great skill, pitching questions in a carefully constructed and gentle manner to maximum effect."

"His relaxed approach to a case is incredibly reassuring to clients, and his sharp attention to detail is significant."

"In terms of his knowledge and advocacy, he is a considerable talent at the Bar."

"Joseph is excellent in preparation as well as very impressive in his written work."

"Joe is trusted with our most important employment clients for his technical ability and down-to-earth approach."

Clerks quotes

Employment – South Eastern Bar

Client service:

"3PB's clerks are very responsive, useful and really accommodate us. They are also reasonable on proposed fees."

"As an instructing solicitor, I have found all the clerks to be immediately responsive, knowledgeable and flexible."

"At 3PB we have really good working relationships with many clerks. In particular, chambers director Russell Porter, Patrick Robson, Lewis Edwards and Patrick Steptoe are all great."

"The clerks at 3PB are always very responsive and very helpful."

Employment - Western Bar

Client service:

"The clerks are alive to client sensitivities and present their proposals commercially."

"The clerks are fantastic, super helpful and willing to go the extra mile."

"The clerks are all incredibly polite and transparent. We have very good relationships with the team, particularly Russell Porter, Matthew Scanlan, Patrick Steptoe and Patrick Robson."

"Patrick Robson and Patrick Steptoe are both incredible clerks. They understand the members of their chambers enough to know who would be a good fit."

"At 3PB the clerks are absolutely brilliant and go the extra mile. They are a standout from all sets we use."