

3PB employment and discrimination law team – 2025 Legal 500 rankings

Group rankings

- Our Team in Western remains in Tier 1
- Our Team in South Eastern remains in Tier 1

Individual Rankings

Barristers ranked in Legal 500	Legal 500 section	Bar	2025
Andrew MacPhail	Employment	South Eastern	yes
Andrew MacPhail	Employment	Western	yes
Andrew MacPhail	Employment	London	yes
Craig Ludlow	Employment	Midlands	
Craig Ludlow	Employment	Western	yes
Craig Ludlow	Employment	London	yes
Daniel Brown	Employment	London	yes
Daniel Brown	Employment	Midlands	yes
Gareth Graham	Employment	Western	yes
Grace Holden	Employment	Midlands	NEW - Yes
Grace Holden	Employment	South Eastern	NEW - Yes
Grace Nicholls	Employment	South Eastern	yes
Grace Nicholls	Employment	Western	NEW - Yes
Joseph England	Employment	London	NEW - Yes
Karen Moss	Employment	South Eastern	yes
Karen Moss	Employment	London	yes
Katherine Anderson	Employment	Western	NEW - Yes
Mark Green	Employment	South Eastern	yes
Mark Green	Employment	London	yes
Mark Green	Employment	Western	yes
Matthew Curtis	Employment	Western	yes
Matthew Curtis	Employment	London	NEW - Yes
Naomi Webber	Employment	South Eastern	yes
Sarah Bowen	Employment	London	yes
Sarah Bowen	Employment	Midlands	yes
Sarah Bowen	Employment	Western	yes
Sarah Clarke	Employment	Western	yes
Simon Tibbitts	Employment	Western	yes
Stephen Wyeth	Employment	Western	yes

Team Commentary

Regional Bar > South Eastern Circuit > Employment – Tier 1

3PB is ‘an excellent set’ with an employment team ‘packed full of top-tier barristers’ and an excellent track record for advising across the full spectrum of employment law matters. **Andrew MacPhail** garners praise as ‘an excellent advocate whose written arguments are formidable’ and provides ‘practical and sound advice’ on matters spanning whistleblowing, discrimination and harassment. **Grace Nicholls** is instructed by individuals, employers and local authorities in a wide range of employment matters, including TUPE issues and unfair dismissal cases, and is ‘able to get to the crux of a dispute very swiftly’. In recent work, ‘excellent drafter’ **Karen Moss** acted as leading counsel for Vodafone Ltd in *Romain v Vodafone Ltd*, a case involving accusations of direct race discrimination, harassment and victimisation. **Mark Green**, who is ‘a tenacious advocate’, successfully defended Oxford Health NHS Foundation Trust in a case involving whistleblowing and disability discrimination claim by a social worker. **Grace Holden** is known as ‘a safe pair of hands’ and has an excellent track record in advising on employment issues.

Regional Bar > Western Circuit > Employment – Tier 1

3PB is ‘a chambers with a wide skill set and many highly skilled barristers’, advising on the full spectrum of employment law, including unfair dismissal cases, TUPE transfers, redundancy, unlawful deductions from pay and trade union disputes. **Sarah Clarke** is representing the claimant in *Lo Bianco v South West Ambulance Service*, a case concerning allegations of race and sex discrimination, and is known for her ‘first-class attention to detail’. **Gareth Graham** recently acted for IBM (United Kingdom) Ltd in an unfair dismissal claim by a part-time employee and is well regarded for his ‘exceptional courtroom command’. ‘Brilliant barrister’ **Stephen Wyeth** successfully defended a pre-school in *Jones v St Mark’s Pre-school*, a claim for unfair dismissal and detrimental treatment for whistleblowing. The other name to note is **Craig Ludlow**, who garners praise for his ‘persuasive advocacy’.

Individual Commentary

Karen Moss - Regional Bar > South Eastern Circuit > Employment – Tier 1

Karen Moss – 3PB 'Karen is effortlessly calm and collected with complex matters and tricky clients. She is brilliant, sound advocate, persuasive and robust. Her written advice is always clear, concise and practical.'

Karen Moss - London Bar > Employment – Tier 3

Karen Moss – 3PB 'Her knowledge, advocacy and experience in employment and discrimination law far exceed her year of call. Her command of the court room and even the most difficult of judges and opponents is admirable.'

Andrew MacPhail - Regional Bar > South Eastern Circuit > Employment – Tier 1

Andrew MacPhail – 3PB 'Andrew is a very experienced advocate, deals with the most complex of cases with a logic and unfaltering rationality that is exceptionally calming to nervous clients.'

Andrew MacPhail - Regional Bar > Western Circuit > Employment – Tier 2

Andrew MacPhail – 3PB 'Andrew is an excellent advocate. He is clear, concise, and always able to get to the bottom of any issue. He is knowledgeable and provides practical guidance and support when dealing with tricky matters.'

Andrew MacPhail - London Bar > Employment – Tier 5

Andrew MacPhail – 3PB 'A measured and methodical advocate.'

Craig Ludlow - Regional Bar > Western Circuit > Employment – Tier 1

Craig Ludlow – 3PB 'Craig is efficient and responsive with meticulous attention to detail. He is a strong advocate.'

Craig Ludlow - London Bar > Employment – Tier 4

Craig Ludlow – 3PB 'Craig is an exceptional advocate. He leaves no stone unturned and inspires confidence in clients.'

Sarah Clarke - Regional Bar > Western Circuit > Employment – Tier 1

Sarah Clarke – 3PB 'Sarah is very competent and instils confidence in clients and instructing solicitors. She is very approachable and able to handle both tricky cases and tricky opponents.'

Katherine Anderson - Regional Bar > Western Circuit > Employment – Tier 3

Katherine Anderson – 3PB 'Katherine has good attention to detail, is diligent, and has a good client manner.'

Sarah Bowen - London Bar > Employment – Tier 2

Sarah Bowen – 3PB 'Sarah is very sharp and tenacious. She has a persuasive yet elegant advocacy style, and is a devil in cross examination.'

Sarah Bowen - Regional Bar > Midland Circuit > Employment – Tier 3

Sarah Bowen – 3PB 'Sarah is incredibly thorough and gets into the detail of all her cases, which can include some very technical points of law, which she is then able to advise upon. She's a very firm but fair advocate and puts clients and witnesses at ease, whilst also explaining processes and risks. She has a very good sense for when to argue points and when to concede certain elements without damaging the case.'

Sarah Bowen is ranked in the Regional Bar > Western Circuit > Employment – Tier 3**Gareth Graham - Regional Bar > Western Circuit > Employment – Tier 1**

Gareth Graham – 3PB 'Gareth is a fierce cross-examiner. He approaches advocacy with skill and determination to succeed. He is excellent with clients and witnesses, providing much-needed support and reassurance when explaining complex legal issues.'

Mark Green - Regional Bar > South Eastern Circuit > Employment – Tier 2

Mark Green – 3PB 'Mark is an astonishing advocate who ties the other side up in knots. He is also wonderfully responsive and always available to advise in the pre-trial stages.'

Mark Green - Regional Bar > Western Circuit > Employment – Tier 3

Mark Green – 3PB 'Mark is fantastic with clients. He is a proficient and robust cross-examiner. He is a true safe pair of hands.'

Mark Green - London Bar > Employment – Tier 4

Mark Green – 3PB 'Mark always has a command of the details of a case. A fantastic cross-examiner with extensive knowledge of employment law.'

Matthew Curtis - London Bar > Employment – Tier 3

Matthew Curtis - 3PB 'His cross examination is pointed but not combative - a silent assassin in his advocacy.'

Matthew Curtis - Regional Bar > Western Circuit > Employment – Tier 2

Matthew Curtis – 3PB 'Matthew is a phenomenal counsel. He is an entirely safe pair of hands, and his technical knowledge is brilliant. He is thorough and gives considered thought to strategy on each case.'

Simon Tibbitts - Regional Bar > Western Circuit > Employment – Tier 3

Simon Tibbitts – 3PB 'Simon is an excellent and confident advocate. His preparation is immaculate, and he quickly grips with complex legal matters.'

Stephen Wyeth - Regional Bar > Western Circuit > Employment – Tier 1

Stephen Wyeth – 3PB 'Stephen is an exceptional barrister who is a safe pair of hands for any client.'

Joseph England - London Bar > Employment – Tier 5

Joseph England – 3PB 'An extremely meticulous junior.'

Daniel Brown - London Bar > Employment – Tier 5

Daniel Brown – 3PB 'He is a safe pair of hands in the employment tribunal and clients are comfortable with him.'

Daniel Brown - Regional Bar > Midland Circuit > Employment – Tier 3

Daniel Brown –3PB 'Daniel's technical ability is unrivalled. He really gets to the crux of complicated issues and makes it look easy. He works tirelessly to ensure the right outcome is reached for clients and this really comes across with his style of advocacy which is always thinking ahead and putting the points across in such a way to ensure the desired outcome. He is excellent.'

Grace Nicholls - Regional Bar > South Eastern Circuit > Employment – Tier 2

Grace Nicholls – 3PB 'Grace is excellent with clients and has a great grasp of complicated legal issues.'

Grace Nicholls - Regional Bar > Western Circuit > Employment – Tier 3

Grace Nicholls – 3PB 'Grace has an appropriate advocacy style and is extremely considerate and measured.'

Grace Holden - Regional Bar > South Eastern Circuit > Employment – Tier 2

Grace Holden –3PB 'Grace is always well-prepared with a keen grasp of the issues in the case. She is proactive in preparations for any hearing and is always available to discuss matters. Her advocacy is impressive and well-received by clients.'

Grace Holden - Regional Bar > Midland Circuit > Employment – Tier 3

Grace Holden – 3PB 'Grace is a very calm and intelligent barrister. She's well prepared for hearings and deals with witnesses well. Grace can be trusted to handle any type of employment tribunal claim.'

Naomi Webber is ranked in the Regional Bar > South Eastern Circuit > Employment – Rising Star