

3PB Employment and discrimination law team

2026 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
Midland Circuit:	Ranked Band 2 with 3 individual rankings - New
London Bar:	3 individual rankings

Individual rankings

Barristers ranked in Chambers & Partners	Area of law	Circuit	2026
Craig Ludlow	Employment	London	Yes
Karen Moss	Employment	London	NEW
Mark Green	Employment	London	NEW
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	Yes
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

Karen Moss – Band 6 – Employment - London Bar - NEW

"Karen Moss's advocacy is clear and well-pitched, both in terms of content and presentation."

"Karen is an exceptional counsel who has a lot of commerciality about her and is a fierce advocate. Clients adore her."

"Karen Moss is calm and reassuring to clients and witnesses and firm with judges and respondents."

Craig Ludlow – Band 4 – Employment - London Bar

"Craig Ludlow is an exceptional advocate and has the ability to translate complex legal points into easily accessible information for clients."

"Craig Ludlow is a very strong advocate who gets to the nub of an issue very quickly."

"Craig Ludlow is a brilliant barrister who puts everyone at ease, even through the most difficult and sensitive of cases."

Mark Green – Band 6 – Employment - London Bar - NEW

"Mark is very skilled at advocacy and his cross-examination is fantastic to watch. He slowly disarms opponents without them even realising it."

"Mark Green is a confident and experienced advocate who can make sense of even the most complex of disputes."

"Mark Green is a good communicator and his ability to clearly explain complicated matters of law was appreciated by the client."

MIDLANDS CIRCUIT- Band 2 - NEW

Craig Ludlow – Band 3 – Employment - Midlands Bar

"Craig Ludlow is a brilliant barrister who puts everyone at ease, even through the most difficult and sensitive of cases."

Sarah Bowen – Band 2 – Employment - Midlands Bar

"She has a very good eye for detail and the technicalities of a legal argument. She is always thoroughly prepared."

"Sarah works incredibly hard and is a very good advocate, who plans well and communicates clearly and consistently with those instructing her."

"Sarah Bowen is an extremely diligent and safe pair of hands, who you can trust will focus on the detail and act with precision."

Daniel Brown – Band 3 – Employment - Midlands Bar

"Daniel will offer his thoughts and provide advice on strategy prior to a hearing and will provide a debrief and his advice for future conduct of the case, which is helpful."

SOUTH EASTERN CIRCUIT – Band 1

Karen Moss – Band 1 – Employment - South Eastern Bar

"Karen is exceptional. Her experience far outweighs her year of call."

Andrew MacPhail – Band 1 – Employment - South Eastern Bar

"Andrew MacPhail was excellent both at supporting the client witnesses and getting to the heart of the complicated issues for the tribunal."

"Andrew is a competent, straight-to-the-point barrister, which I value."

"He is generous with his time and helping clarify any points of uncertainty."

"Andrew was an excellent barrister to work with. He is professional, responsive, and he had an impressive comprehension of complex facts and law."

Mark Green – Band 1 – Employment - South Eastern Bar

"Mark is knowledgeable and we know that he will get the job done."

Grace Nicholls – Band 2 – Employment - South Eastern Bar

"Grace Nicholls is very capable and strong on preparation and advocacy."

"She has a very good presence for clients, and she makes clients feel reassured when they're with her - she always goes above and beyond."

Grace Holden – Band 2 – Employment - South Eastern Bar

"She presents cases well and is very knowledgeable and thorough."

"I found Grace to be accomplished and diligent in her approach, with a good client manner."

Naomi Webber – Band 2 - Employment - South Eastern Bar

"She communicates complex legal points with precision and confidence. Her calm demeanour makes her a pleasure to work with."

WESTERN CIRCUIT – Band 1

Sarah Clarke – Band 2 - Employment - Western Bar

"Sarah is brilliant and exceptionally thorough, very personable, and has an excellent rapport with clients and instructing solicitors alike."

"Fiercely intelligent with fantastic cross-examination skills, Sarah can explain complicated matters to clients in clear and simple terms."

Katherine Anderson – Band 3 – Employment - Western Bar

"Quietly spoken such that opponents do not expect such crushing advocacy; she's a future star."

"Katherine grappled with concepts and ideas that were new and different and presented them eloquently to the Employment Tribunal."

Gareth Graham – Band 2 – Employment - Western Bar

"Gareth is a go-to counsel for us and has done a great job on a number of complex whistle-blowing claims."

"He's very good with clients, very calm and a team player."

Simon Tibbitts – Band 2 – Employment - Western Bar

"He prepares very thoroughly and is very popular with clients."

"He's very personable with clients and he's very good to have on your side. His legal knowledge is excellent."

Matthew Curtis – Band 2 - Employment - Western Bar

"Matthew Curtis is very practical and has a good rapport with clients and witnesses."

Sarah Bowen – Band 3 – Employment - Western Bar

"Sarah works incredibly hard and is a very good advocate who plans well and communicates clearly and consistently with those instructing her."

Stephen Wyeth – Band 1 – Employment - Western Bar

"Stephen is a composed and confident advocate who exudes charisma in his approach to cases."

"Stephen is my go-to - he always makes the client feel like he is on their side, no matter what. He is tenacious and not afraid to go out on a limb."

"He has an astute eye for appeal points. He is superb."

Joseph England – Band 3 – Employment Western

"His experience as an employment judge is invaluable in complex situations."

Clerks quotes

Employment – Midlands Bar – Band 2 - **NEW**

Client service:

"The clerks are able to offer suggestions based on the types of claims our clients are facing."

"The clerks are excellent; they understand us and what we need."

"3PB's clerking team are superb and work hard to develop strong relationships with the solicitors they work with."

Employment – South Eastern Bar – Band 1

Client service:

"The clerks are very approachable and helpful at arranging support from appropriate counsel."

"The clerks at 3PB are particularly efficient and helpful, going above and beyond to ensure that counsel work to the standards and protocols agreed with our clients."

Employment - Western Bar – Band 1

Client service:

"3PB's clerking team are superb and work hard to develop strong relationships with the solicitors they work with."

"The clerking at 3PB is excellent - they're thorough, clear and attentive."