

3PB employment and discrimination law team – 2026 Legal 500 rankings

Group rankings

- Our Team in Western remains in Tier 1
- Our Team in South Eastern remains in Tier 1
- **Our Team is now ranked in the Midlands – Tier 2**

Individual Rankings

Barristers ranked in Legal 500	Legal 500 section	Bar	2026
Andrew MacPhail	Employment	South Eastern	Yes
Andrew MacPhail	Employment	Western	Yes
Andrew MacPhail	Employment	London	Yes
Craig Ludlow	Employment	Midlands	New
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	Yes
Grace Holden	Employment	South Eastern	Yes
Grace Nicholls	Employment	South Eastern	Yes
Grace Nicholls	Employment	Western	Yes
Joseph England	Employment	London	Yes
Joseph England	Employment	Western	New
Karen Moss	Employment	South Eastern	Yes
Karen Moss	Employment	London	Yes
Katherine Anderson	Employment	Western	Yes
Katherine Anderson	Employment	London	New
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	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 remains the leading set for employment law work on the South Eastern Circuit and offers a 'wide range of barristers' with varied experience. **Karen Moss** has an excellent reputation for being 'calm under pressure, incredibly pragmatic and experienced'. She is regularly instructed by both claimants and respondents in relation to discrimination, harassment, victimisation, and whistleblowing claims, among others. **Mark Green's** varied experience encompasses age, disability, and race discrimination claims as well as whistleblowing and redundancy cases. **Naomi Webber** successfully represented the claimant in *Sturgess v Cambridge Country Club*, who was found to have been unfairly dismissed following allegations of inappropriate sexual advances made towards colleagues. **Grace Nicholls** is noted particularly for her recent work in connection with unfair dismissal claims and is widely praised by clients as a 'strong advocate with great technical skills'.

Testimonials

'Patrick Robson is very helpful and responds promptly to enquiries.'

'The clerks' room is really helpful. Russ Porter specifically is great, he understands what makes a great barrister in relation to supporting our clients and makes it clear that he views us as one team.'

'The service from the 3PB clerks is excellent. They are responsive and helpful. Recently the clerks and a number of barristers assisted us with a client event which was run seamlessly and received excellent feedback from the client.'

'The clerks are helpful, accommodating and responsive.'

'An exceptional chambers, from the first point of contact with the clerks through to the end of the matter. Nothing is ever too much and counsel are approachable and available. They are down to earth and have a broad offering particular in the employment law space. Their growth is testament to their success and breadth and depth of their experience.'

'3PB is excellent with a wide range of barristers who are superb at employment law.'

'3 Paper Buildings is a first port of call for assistance on employment law matters given the size of the chambers and high calibre of the barristers available as well as their competitive fees. Their training sessions are also well run and informative.'

'3PB has a good choice of counsel of varying call.'

Regional Bar > Western Circuit > Employment – Tier 1

3PB's employment team has a strong reputation on the Western Circuit for providing a wide range of 'well-rounded and knowledgeable counsel'. **Craig Ludlow** has considerable experience acting for private and public sector respondent organisations, including corporate clients in the financial, retail, transport, and aviation sectors, among others, as well as NHS trusts, county councils, and education providers. He is regularly instructed by these in relation to whistleblowing and discrimination claims. **Andrew MacPhail** is deputy head of the employment team and stands out for his experience in multi-day discrimination and whistleblowing hearings. **Gareth Graham** regularly represents NHS organisations, police authorities, large multinational companies, and SMEs in connection with a wide range of employment law issues. **Katherine Anderson** impresses particularly for her experience handling claims relating to disabilities, mental health issues, and personal injuries. Joseph England is recognised by clients as a 'thorough professional of the first order' with experience spanning the full spectrum of employment law matters.

Testimonials

'Russell Porter is a legend amongst clerks - they should build him a statue!'

'Patrick Robson, Patrick Steptoe, Matthew Scanlan, and Charlotte Dewhurst are all so great, helpful and quick to reply and pick up the phone.'

'The clerking at 3PB is excellent, with the clerks always working proactively to support matters. Patrick Steptoe in particular is a great support.'

'The clerks' room is really helpful. Russell Porter specifically is great, he understands what makes a great barrister in relation to supporting clients and makes it clear that he views them as part of his team.'

'3PB is the best in their field.'

'3PB has excellent availability of well-rounded and knowledgeable counsel.'

'3PB has a number of excellent employment barristers and tends to have good availability and flexibility.'

'3PB is excellent with a very wide depth of barristers who are leaders in their field, offering city-level service for a regional rate.'

Regional Bar > Midlands Circuit > Employment – Tier 2

3PB is well known as a strong set for employment work on the Midlands Circuit with 'a wide range of counsel of varying seniority and expertise'. Craig Ludlow primarily acts for private and public sector respondent organisations, including corporate clients in the financial services, retail, transport, and aviation sectors as well as NHS trusts, county councils, and education providers. Sarah Bowen is 'exceptionally detail focused' and stands out particularly for her work in the education, healthcare, and regulatory sectors. With 'a strong eye for detail and procedure', Daniel Brown is a discrimination law specialist who often represents doctors and other healthcare professionals, NHS trusts, and care homes.

Testimonials

'Patrick Robson is a real credit to chambers. He is always available and has a really personable demeanour.'

'Patrick Robson is very helpful. He is always prompt to respond to enquiries.'

'The clerks are always inordinately helpful and creative in finding solutions. Patrick Robson looks after clients very well, as do Patrick Steptoe, Mattie Scanlan and Edd Holdstock. They are very transparent and trustworthy.'

'The service from the 3PB clerks is excellent. They are responsive and helpful. The clerks and barristers are also able to seamlessly assist clients with events.'

'The quality of advocates, and the number thereof, is testament to the practice that 3PB has built over a number of years. Everybody from the clerks to the Head of Employment are first rate and it is a privilege working with them.'

'A strong set of barristers with employment experience and good availability.'

'3PB has a broad range of barristers with a range of experience and their prices are extremely competitive.'

'Chambers tends to have a range of counsel options available and offers helpful training sessions.'

Individual Commentary

Karen Moss - London Bar > Employment

'Karen is fantastic. In the courtroom, she is in complete control. Her demeanour is calm and collected but she is always ready for the fight.'

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

[Karen Moss](#) has an excellent reputation for being 'calm under pressure, incredibly pragmatic and experienced'.

'Karen is an exceptional barrister and has an unparalleled ability to comprehend and manage a vast volume of information with remarkable ease. Her proficiency in handling complex multi-day cases is truly impressive and showcases her keen attention to detail and unwavering dedication to her clients. Overall, Karen is a remarkable legal professional whose combination of expertise, gravitas, and client-centric approach make her a first choice for all complex employment law matters.'

Andrew MacPhail - London Bar > Employment

Andrew demonstrates a keen attention to detail, impressively navigating complex legislation and fact patterns. He is a calm and composed advocate who effortlessly adapts to new scenarios and information, ensuring clarity and understanding in all interactions.'

Andrew MacPhail - Regional Bar > Western Circuit > Employment

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

'Andrew has a very keen eye for detail and the intricacies/technicalities of a legal argument. He is always thoroughly prepared and is a consummate professional in terms of preparation and focus. He is also very technically astute and is always considered in his advice and assured in his interactions with clients.'

Craig Ludlow - London Bar > Employment

Craig is clear and precise in his approach to the merits of a case, focussing on the real issues.'

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

'Craig is highly intelligent, decisive and strong in both his written advice and advocacy. He is a real client favourite and incredibly easy to work with. He consistently brings value to every case he is involved in and is a go-to when a dependable and skilled pair of hands is needed.'

Craig Ludlow - Regional Bar > Midlands Circuit > Employment - NEW

'Craig is a first-class barrister. He is able to get to grips with complex legal issues with ease and the quality of his advocacy is inimitable. He not only explains the legal position, but takes a commercial approach to litigation, seeking his client's objectives and tailoring his advocacy toward those.'

Sarah Clarke is ranked in the Legal 500 2026 for Employment in the Western Circuit – Tier 1

Katherine Anderson - London Bar > Employment - NEW

'Katherine is a fantastic barrister. A superb attention to detail and ability to translate complex issues easily, as well as to interrogate a case for the client's best answer.'

Katherine Anderson - Regional Bar > Western Circuit > Employment

[Katherine Anderson](#) impresses particularly for her experience handling claims relating to disabilities, mental health issues, and personal injuries.

Sarah Bowen - London Bar > Employment

Sarah's eye for detail is second to none – she will consider aspects of a claim you have not yet thought of, and test your preparation such that nothing is a surprise when you enter the tribunal.'

Sarah Bowen - Regional Bar > Midland Circuit > Employment

'Sarah is technically excellent, fantastic with clients and has an unparalleled ability to think on her feet. She can adapt her style to suit the case and its circumstances, and is a trusted adviser to ourselves and our clients.'

Sarah Bowen is ranked in the Regional Bar > Western Circuit > Employment

Gareth Graham - Regional Bar > Western Circuit > Employment – Tier 1

'Gareth is well liked by clients. He can work well with respondents and employees and delivers complicated points clearly and in a way that clients will understand. He also takes time to understand commercial imperatives.'

Mark Green - London Bar > Employment

Mark is a formidable talent in the legal arena, very skilled advocate and a quietly disarming cross-examiner.'

Mark Green - Regional Bar > South Eastern Circuit > Employment

'Mark is quick to get to the heart of issues and is clear in his advice.'

Mark Green - Regional Bar > Western Circuit > Employment

'Mark has always been a great servant to his clients, and his quiet and unassuming confidence makes them feel at ease as soon as they meet him. His experience allows him to explain, in layman's terms, why exactly a judge will/will not be persuaded by a particular argument. His preparation to a brief is diligent and considered – nothing is taken for granted or overlooked.'

Matthew Curtis is ranked in the Legal 500 2026 for Employment in the London Bar

Matthew Curtis is ranked in the Legal 500 2026 for Employment in the Western Circuit

Simon Tibbitts - Regional Bar > Western Circuit > Employment

‘Simon has excellent attention to detail and can quickly get to grips with the nuances of complicated matters. Clients consistently find Simon to be genuine, knowledgeable and charismatic. His ability to present arguments with clarity and confidence instills trust, while his natural presence in the courtroom makes him highly persuasive. He is not only knowledgeable but also approachable, making clients feel heard and well-represented.’

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

‘Stephen is an excellent barrister – a superb advocate, very knowledgeable and with an eye for detail. He inspires confidence in clients and the solicitors he works with. He is diligent and thorough and can present complicated legal arguments clearly and simply.’

Joseph England - London Bar > Employment

Joseph has an encyclopaedic knowledge of the law, especially protected interest disclosures. His advocacy is well-prepared, succinct, and garners the respect of the judge as he is clearly exceptionally competent.’

Joseph England - Regional Bar > Western Circuit > Employment - NEW

‘Joseph’s analytical skills and strategic insight make him an indispensable asset. He is highly responsive and demonstrates an impressive ability to grasp complex matters with ease.’

Daniel Brown - London Bar > Employment

Daniel is a strong advocate in whom clients always have great confidence. He always has a strong grasp of the facts and the law.’

Daniel Brown - Regional Bar > Midland Circuit > Employment

‘Daniel has a strong eye for detail and procedure. He has a good understanding of the best practical way to present a tactical point or argument to a Tribunal. Daniel is also willing to take the time to discuss his approach and will adapt this dependent on feedback.’

Grace Nicholls - Regional Bar > Western Circuit > Employment

‘Grace is thorough in her preparation, excellent with clients, and strong on her feet.

Grace Nicholls - Regional Bar > South Eastern Circuit > Employment

‘Grace is thorough and meticulous. She has an excellent grasp of the law and a very reassuring presence for clients. Grace’s drafting is very good and she can grasp complex

nuanced issues very quickly. She is a superb advocate, who is willing to go above and beyond for the client.'

Grace Holden - Regional Bar > Midland Circuit > Employment

'Grace is very thorough and detailed and good at summarising the complex issues in a case. She is also a very respectful and friendly barrister with brilliant communication skills.'

Grace Holden - Regional Bar > South Eastern Circuit > Employment

'Grace is a very respectful and friendly barrister who has brilliant communication skills. She is always willing to help and assist wherever she can. Grace is also very realistic; she presents the case in the strongest possible way, as you would expect, but she also advises solicitors and clients of potential weaknesses or flaws in the case, so there are no surprises along the way.'

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

'The quality of Naomi's service is unparalleled. Especially given her year of call, she is very good at distilling cases to their essentials and avoiding over-complicating matters. She is commercial and pragmatic, but also very strong on detail when this is called for. Furthermore, she is very friendly and responsive. For these reasons, she is a go-to barrister for employment work.'