



# Phoebe Mather

Year of call 2022

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Phoebe is a member of Kings' Employment team, having successfully completed her pupillage under the supervision of Ben Williams and Helen Gardiner.

Phoebe acts for individuals, businesses and public authorities (including NHS Trusts and regulators) across the range of preliminary hearings, in judicial mediations and at final hearings. Throughout her pupillage, Phoebe also gained experience in regulatory law, particularly licensing and acts for both licence-holders and local authorities before licensing committees and in the appellate courts.

During her practising second six, some of Phoebe's cases included:

- Successfully defending a respondent company in a multi-day discrimination and victimisation claim, despite the response having been struck out for unreasonable conduct of the case
- Successfully representing a respondent company in a preliminary hearing considering jurisdiction with all claims dismissed (addressing both the reasonably practicable and just and equitable tests)
- Successfully representing the claimant in a multi-day unfair dismissal case
- Representing a public body at a judicial mediation where the claimant agreed to settle for less than 1% of the claim value
- Advising on a novel Employment Appeal Tribunal matter involving alleged procedural impropriety
- Successfully representing a respondent NHS Trust in a strike out application on the basis the claim had no reasonable prospect of success
- Representing a business in an application for a new alcohol premises licence before a licensing sub-committee, successfully obtaining the licence with full trading hours sought, despite having received representations from local councillors and residents
- Advising on a complex trading standards prosecution involving retrospective company directorship changes
- Successfully defending a transport company in a services discrimination claim in the County Court

Phoebe also has experience of delivering online and in-person talks to lawyers and professionals.

Having completed Advocate's Pupillage Pledge, Phoebe is committed to pro bono work.

Before joining Chambers, Phoebe was Legal Officer at the UK's whistleblowing charity Protect, where she designed and led whistleblowing best practice training and consultancy for a range of not-for-profit, private and public sector organisations including national and international banks, Government departments and regulators. She also advised hundreds of individual whistleblowers on both strategy and legal issues. Phoebe co-authored Protect's Environmental Whistleblowing Toolkit which was 'Highly Commended' at the LexisNexis Legal Awards 2024.

In the summer of 2024, Phoebe was an intern with the Democratic Freedoms team at the Human Rights Law Centre in Sydney, Australia.

## Expertise

## Employment & Disciplinary

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## Licensing

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## Memberships

- The Honourable Society of Inner Temple
- Employment Lawyers Association (ELA)
- Employment Law Bar Association (ELBA)
- Northern Circuit
- Institute of Licensing

## Qualifications

- First class: Religion and Theology BA, Durham University
- Distinction: MA Law (incorporating qualifying law degree), University of Law
- Very Competent: Bar Training Course, BPP

## Awards and Scholarships

- Sir Joseph Priestley Scholarship, The Honourable Society of Inner Temple
- Internship Award, The Honourable Society of Inner Temple
- Excellency Scholarship, BPP
- Advocacy Scholarship, BPP
- Winner, Cecilia Moot