



PUMP COURT

CHAMBERS

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EMMA SOLE

‘Very accessible and helpful in employment cases, and very technically competent, while combining it with a good manner with clients. Emma is also good at explaining to clients the weaknesses in cases and the need to focus on strengths.’

Legal 500 2021 - ranked a leading junior

Call: 2005

For enquiries please call +44 (0)20 7353 0711 or email

Emma joined Pump Court Chambers in 2023, after establishing a mixed and successful civil practise over ten years’ work in London (where she retains an associate tenant).

Emma specialises in employment law, representing both employee and employer clients in a wide variety of claims, including unfair dismissal, discrimination and “whistle-blowing” matters. Emma has also advised in, and drafted pleadings, in a number of high value restraint of trade claims (including at first instance in **Customer Systems Plc v Ranson** [2011] EWHC 3304 (QB)).

Over the years Emma has successfully made use of the Employment Tribunal judicial mediation scheme, for the benefit of both Claimant and Respondent clients.

In the field of personal injury, Emma’s extensive practice involves Employers’ liability, tripping and slipping cases and road traffic accident claims. The experience of working in employment law and personal injury provides Emma with an invaluable overlap of knowledge and expertise; which is put to particular use in work-place stress claims which often cross over with disability discrimination/reasonable adjustment cases. Emma also has an interest in both pursuing and defending claims alleged to be either fundamentally dishonest and/or fraudulent and has persuaded Courts to make enforceable costs orders against Claimants.

In addition, Emma advises and acts on credit hire claims and in numerous common law areas, including commercial and consumer protection cases as well as contractual disputes.

She is able, and happy, to accept instructions on a direct access basis and will also consider undertaking work on a CFA basis.

‘Very easy to work with and approachable, amazing attention to detail and very knowledgeable about the law. A brilliant and tenacious advocate, who is client friendly, sympathetic, and fantastic at drafting.’

Legal 500 2023 Ranked: Tier 5

'Very accessible and helpful in employment cases, and very technically competent, while combining it with a good manner with clients. Emma is also good at explaining to clients the weaknesses in cases and the need to focus on strengths.' **Legal 500 2021 ranked a leading junior**

Notable Cases:

- Lipton Group PLC v Cudd (2015) UKEAT/0360/14/DM
- Mauritius Tourism Promotion Authority v Wong UKEAT/0185/08/LA
- Customer Systems PLC v Ranson & Ors (2011) EWHC 3304 (drafted the Fourth Defendant's Defence – unavailable for trial due to the arrival of first child).

Qualifications

- BVC Exhibition 2004, Inner Temple
- BVC, Inns of Court School of Law, London
- BA Jurisprudence, Trinity College, Oxford

Professional associations

- Personal Injuries Bar Association
- Employment Lawyers Association
- Free Representation Unit

Outside Interests

In a previous life Emma's main hobby was playing hockey – she received a Blue at Oxford and played for Canterbury and Southgate. All of that seems to be squarely behind her now as she spends most weekends traversing the Kent countryside or coast, or scrambling around in parks with her husband and two young daughters.

Basic French