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Paul Johnson

Year of Call: 2006 (Solicitor 1990)

“Paul Johnson is brilliant. He is incredibly good at dealing with more complicated work. I find he is really easy to work with”

Chambers HNW, 2025

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Practice Overview

Paul Johnson is one of the leading mediators in the UK. He is a former solicitor/partner (1990 to 2006) who transferred to the Bar in 2006 to focus solely on mediating disputes. He has mediated over 1200 disputes in a wide range of areas. He has, for many years, been listed as a Leading Mediator in:

The Legal 500, (Hall of Fame)

Chambers & Partners

Who's Who Legal/ Lexology

Chambers & Partners High Net Worth

He has been described as: *“exceptional”, “brilliant”, “sensational”, showing “great insight and sensitivity”, with a “wonderful understated” and “affable manner” that “belies his steely determination and intelligence” together with a “skill and expertise” that “inspires confidence in the process” and “makes mediation appear easy”.*

As a mediator, Paul Johnson’s success rate is very high. He creates a confidential, respectful and focused environment for parties to reflect on the issues and consider/ build/ agree solutions that work. He has helped many litigants achieve settlements that have enabled them to progress from the dispute, both personally and professionally.

Areas of Expertise

Mediation

Paul has mediated many types of disputes within areas listed below (with some examples):

Banking

- Enforcement
- FSMA/COBS
- Fraud
- Hedging and derivatives products

Commercial/Contract

- Competition
- Defective machinery
- Terminations
- Renegotiations
- Franchises
- Logistics
- Service contracts
- Warranty claims

Construction

- Commercial and domestic sectors
- Design, construction & M&E claims
- Claims against architects, surveyors, valuers and sub-contractors
- High value development projects

Divorce

- Financial resolution

Employment

- Breach of covenants
- Disability discrimination
- Fiduciary duties
- Race discrimination
- Share options
- Springboard injunctions
- Unfair dismissal
- Wrongful dismissal

Fraud

- Employees
- Financial advisers
- Local Authorities
- Insurance
- NHS trusts
- Property
- Supply chains
- Tax

Group Action

- Costs
- Nuisance (noise/ odour)
- Traveller's community

Inheritance/Probate

- Breach of duty by trustees
- Capacity
- Duress
- Deputy claims

- Forgery
- Fraud
- Calumny
- Estoppel
- Farms
- Removal of Executors
- Undue influence
- 1975 Act claims

Insolvency

- Financial assistance
- Fraudulent trading
- Public interest winding up petitions
- Voidable transactions
- Wrongful trading

Intellectual Property

- Branding
- Copyright and design
- Website ownership

International/Overseas Parties

- Belgium
- Brazil
- Canada
- France
- Germany
- Greece
- Ireland
- Isle of Man
- Italy
- Japan
- Singapore
- Spain
- Switzerland
- Taiwan
- UAE
- USA

Partnership

- Accountants

- Architects
- Doctors
- Farms
- Solicitors
- Surveyors

Personal Injury

- Civil claims for serious assault
- Disability discrimination
- Mental capacity issues

Professional Negligence

- Accountants
- Agronomists
- Architects
- Barristers
- Financial advisers
- Insurance brokers
- Solicitors
- Surveyors

Property & Planning

- Agricultural tenancies
- Boundary disputes
- Commercial Developments
- Dilapidations
- Forfeiture
- Hazardous waste disposal
- Overage
- Property mismanagement
- Rent Act tenancies
- TOLATA

Public Sector

- Charities
- Local authorities
- Government departments

Shareholders (and Directors)

- Directors' duties
- Shareholder s994 petitions
- Quasi partnership
- Warranty claims

Sport

- Cricket
 - Football
 - Rugby
 - Triathlon
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Quotes

Paul has been consistently recommended in Chambers and Partners and The Legal 500 since 2008. He is also listed in the Legal 500 Hall of Fame, Dispute Resolution: Mediators Category.

"Paul is good at building rapport. When you have difficult personalities, he's great at making people look past that; people warm to him." Chambers and Partners 2026

"Paul is very commercial." Chambers and Partners 2026

"Paul will always tell me his view on the law to gently steer towards a settlement. He'll sometimes let the clients have a session to vent and get it out." Chambers and Partners 2026

"Paul Johnson is a highly capable mediator, who is extremely likeable and a master at getting into the nitty gritty." Legal 500 2025

"Paul knows when to push, when to back off and, most importantly, how to guide warring factions to that elusive deal." Chambers HNW 2025

"Paul has great insight and the ability to bring people together in a mediation with great sensitivity. He is warm and friendly." Chambers and Partners 2025

"He is an exceptional mediator." Chambers and Partners 2025

"Paul is someone who is very personable." Chambers High Net Worth 2024

"Paul is fantastic and great at managing expectations. He is also extremely bright and personable. I would use him again in a heartbeat." Chambers High Net Worth 2023

"He would be my go-to. He somehow makes the process not as painful as it might be. It is charisma and the way he communicates, looking at the dispute in a sympathetic way." Chambers High Net Worth 2023

"Paul Johnson brings a vast amount of experience to his broad mediation practice, which includes trusts matters." Chambers High Net Worth 2023

"Paul Johnson is thorough, well prepared and personable." Chambers and Partners 2023

"He is a very strong mediator who does not let parties get away with taking unreasonable stances or refusing to engage." Chambers and Partners 2022

"Bright, reliable, trustworthy and fun to work with." The Legal 500 2022

"Always on top of the papers and very affable." "He is very good at de-escalating disputes." Chambers and Partners 2021

"Excellent at gaining the trust of all parties and very pragmatic and empathetic, which helps see where the settlement is likely to lie and encourage all parties towards it." The Legal 500 2021

"A mediator who 'doesn't take any nonsense from the parties. He gets them really focused on what they need to do, which makes him particularly good at handling disputes involving numerous parties.'" ... "He is capable of handling the full range of commercial disputes and has added experience of mediating clinical negligence and probate cases." Chambers and Partners 2020

"Approachable, commercial, pragmatic and persistent - if anyone can get a settlement, Paul can." The Legal 500 2020

"Valued by his clients for his ability to 'get the legal arguments and factual issues very quickly, and then concentrate on finding a pragmatic solution' ... and is "very experienced and has a commercial approach that can cut through the issues." Chambers and Partners 2019

"A mediator of choice for complex and high-value disputes' ... who "understands complex factual and legal issues and has an enviable ability to digest and recall the facts of the matter being mediated." The Legal 500 2018

"Paul Johnson impresses market sources with his "relaxed style which delivers results in difficult situations" ... "He can bridge the unbridgeable ..." Chambers and Partners 2018

"An excellent mediator for complex, multi-party disputes; he has the ability to cut to the chase and change the position of the most intransigent parties ..." Legal 500 2018

Previous entries describe Paul as: attracting praise for his *"calm, realistic and measured 'approach"* and his ability to 'engage with the parties' *"the top choice for many with technically challenging disputes"; being "incredibly patient", with a "clear structure in mind"; an "ability to focus on finding a commercial solution"; and one who is "not afraid to tackle the big issues from the start"; whilst at the same time allowing parties "to feel that they are in control of the process".*

Client Testimonials

Below are some extracts from comments received from parties and their lawyers:

"I just wanted to drop you a quick thank you for your hard work as mediator today, and to congratulate you on doing a fantastic job in very difficult circumstances. It was easily the best run mediation I've been involved in, not least because of the result you achieved – somehow managing to bring the parties to agreement in the face of unhelpful "contracts", a very contentious factual matrix and litigants deeply embedded in hostility."

"A quick email to thank you for your help today. You inspired great confidence in my client when she needed it, and I am immensely grateful. Your calm reassurance throughout the day was invaluable – thank you."

"Paul's affable manner belies his steely determination and intelligence"

“Quick to engage with the parties and quick to identify and communicate the issues that mattered. Equally quick and adept at facilitating constructive negotiations”

“Brilliant”

“A wonderful, understated manner”

“He was sensational. The most accomplished mediator I’ve ever come across”

“He is unfailingly charming and persuasive, even in challenging and seemingly intractable disputes” “His style was very positive and encouraged open constructive dialogue. He was excellent”

“Very courteous, but tough when needed to be”

“The facilitative approach worked wonderfully ... settlement would have been far less likely within the time span we had, if you had not been the mediator”

“I liked the way he got to know everybody and got everyone talking without realising they were actually talking” “(He) has a wealth of experience and knowledge and as a practitioner in this field he excelled”

“You are an absolutely brilliant mediator. Your professionalism, communication skills and open communication is exemplary. The interventions you took to progress mediation were in short acts of genius. It is not an exaggeration to say that the demonstration of your skills is the main reason why mediation was successful within the short time frames agreed. I will most definitely recommend you to any colleagues/ friends who need a mediator in the future.”

Memberships

Sport Resolution - Mediation Panel Member

Chancery Bar Association
