


Paul Johnson

Call 2006



Clerks

 Nick Buckley
 0161 817 2757

 Joe Mawson
 0161 817 2753

Appointments

Accredited Mediator

Memberships

Sport Resolution – Mediation Panel
Member

Chancery Bar Association

Education

- St Joseph's RC Comprehensive School
Port Talbot
- Brunel University London 1983 – 1987
- College of Law 1987 – 1988

Mediator

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

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

Banking & Financial Services

Enforcement/ FSMA/ COBS/ Fraud/ Hedging 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 advisors/ local authorities/ insurance/ NHS
trusts/ property/ supply chains/ tax

Group Actions

Costs/ nuisance (noise/ odour)/ traveller community

Inheritance/ Probate/ Trusts

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/
Uruguay/ 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

Alternative Dispute Resolution Cases

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
- Franchises
- Logistics
- Mismanagement of a steam boiler plant
- Renegotiation of contracts: a luxury car design contract
- Service contracts; for example, the wrongful termination of a contract between a Greek co and UK company with a value of circa £37m
- Theft of valuable goods (£m's) from safe in hotel accommodation
- Warranty claims

Construction

- Cases involving many of the large construction companies in the UK in both the commercial and domestic house-building sector
- Design and construction claims against subcontractors, architects and surveyors
- Development projects – value range in excess of £100m
- High value domestic property/construction disputes (£10m range)

- M&E claims

Divorce

- High value ancillary relief disputes

Employment

- Covenant claims
- Disability discrimination
- Fiduciary duties
- Race discrimination
- Share options
- Springboard injunctions
- Wrongful and unfair dismissal

Fraud

- Financial advisers
- Insurance
- Local Authorities
- NHS trusts
- Supply chains
- Unlawful diversion of trade and assets

Group Action

- Costs in a group action
- Noise nuisance
- Traveller's community against a local authority

Inheritance/Probate

- Capacity
- Duress
- Farming partnerships and proprietary estoppel claims
- Forgery
- Fraudulent calumny
- Removal of Executors
- Trustee claims
- 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

Nuisance

- Noise
- Odour

Partnership

- Accountants
- Architects
- Doctors
- Farming
- Hedging and derivatives products
- Solicitors
- Surveyors

Personal Injury

- Civil damages claim for serious assault
- Disability discrimination

Professional Negligence

- Accountants
- Architects
- Barristers

- Financial advisers
- Insurance brokers
- Solicitors
- Surveyors

Property

- Boundary disputes
- Developments
- Dilapidations
- Forfeiture
- Hazardous waste disposal
- High value domestic property/construction disputes (£10m range)
- Mismanagement of commercial property
- Overage
- TOLATA

Sport

- Cricket
- Football
- Rugby
- Triathlon

Shareholders

- Directors' duties
- Shareholder disputes
- Quasi partnership
- Warranty claims

Trustees

- Breach of duties
- Removal

Recommendations

Legal Directories

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 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 email thank you for your hard work as a 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"

Beyond the Bar

Paul and his wife Samantha have two children. His interests range from cycling, surviving on a snowboard, music, struggling to play the guitar and above all coping with the pleasure and pain of supporting the Wales rugby union team.