

Leeds & Yorkshire Lawyer

The Official Journal of Leeds Law Society

Leeds
Law Society

April 2020

Issue 163



150 years

A century and a half in
operation has seen Leeds
Law Society go from
strength to strength

Focus

Recent policy initiatives and progress made in Yorkshire to tackle climate change risks

News

Leeds Law Society and partners are funding research into local legal technology

Society

The Leeds Annual Legal Dinner took place in March, as the society celebrated its 150th year

Last Word

Pascale Adam is a solicitor and the recently appointed head of family law at Milners

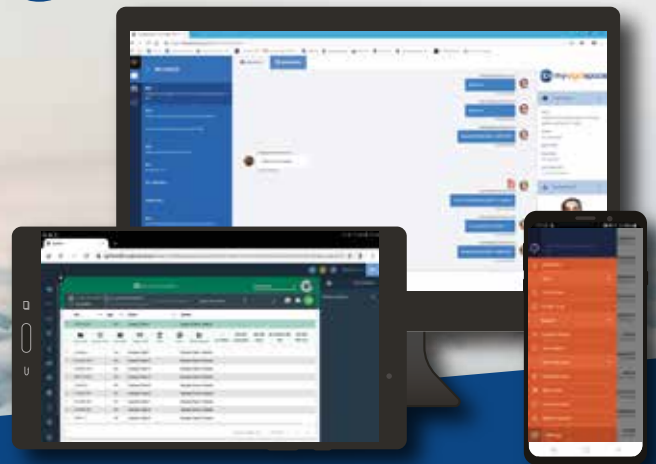
Comment

In his latest column, Patrick Walker finds his boundaries narrowed and his mind widened



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Leeds Annual Legal D

Despite the outset of coronavirus crisis threatening to stop the event from going ahead, 270 representatives of the Leeds and Yorkshire legal community attended the annual dinner on 12 March

Almost 300 guests gathered for Leeds Law Society's Annual Legal Dinner, hosted by President Emma Pearmaine, on 12 March at The Queens Hotel, Leeds.

Pearmaine reflected on Leeds Law Society celebrating 150 years in operation, and revealed what the society is working on to help shape its future. President of the Law Society of England and Wales President Simon Davis also gave a speech to attendees.

Guests of the Annual Legal Dinner supported the Child Friendly Leeds Fund, raising money during the evening to help local businesses and individuals contribute and make a real difference to the lives of the most vulnerable children and young people in the city.

Leeds Law Society would like to thank the kind sponsors of the Leeds Annual Legal Dinner.



Matthew Taylor, President of Manchester Law Society; Linden Thomas, President of Birmingham Law Society; Emma Pearmaine, President of Leeds Law Society; and Julie O'Hare, President of Liverpool Law Society



Emma Pearmaine, President of Leeds Law Society. Directly behind: Tim Maddison, Head of Law at BPP Law School



The Honourable Mr Justice Snowden, Vice Chancellor of the County Palatine; Simon Davis, President of the Law Society of England and Wales; Nicholas Emmerson, Deputy President of Leeds Law Society; Mr Paul David Lawrence Esq, The High Sheriff of West Yorkshire; Lord Mayor's Consort, Mr Audley Taylor; Lord Mayor Councillor Eileen Taylor; Emma Pearmaine, President of Leeds Law Society; Mr Tim Hare, Vice Lord-Lieutenant of West Yorkshire; and Sue Rumbold, Chief Officer of Partnerships and Health, Children and Families Services, at Leeds City Council

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inner 2020



Emma Pearmaine, President of Leeds Law Society, and Speaker



Sue Rumbold, Chief Officer of Partnerships and Health, Children and Families Services, at Leeds City Council, speaking about the president's chosen charity, 'Child Friendly Leeds'



Simon Davis, President of the Law Society of England and Wales, giving his speech



A privilege and a pleasure



Emma Pearmaine is managing director of Ridley & Hall Legal and president of Leeds Law Society

It has been my privilege to be president of Leeds Law Society this past year and I hand over to my successor in challenging times as our Leeds and Yorkshire firms all face the personal, professional and economic pressures of coronavirus and the impact this is having on society.

Our annual dinner on Thursday 12 March was the last event hosted by Leeds Law Society this year. Four hundred tickets were sold and we had a waiting list of firms wanting to book tables. The week of our dinner was the week government guidelines ramped up a gear and we were watching the news wondering what the impact would be for all of us. On the day of the dinner, 130 ticket holders were unable to attend due to underlying health concerns or as a result of decisions being made by firms that they would prefer their teams not to attend, which is understandable.

We were in a quandary as to whether to cancel the event, however, the government guidelines at the time did not prevent the event from taking place and the financial cost to our society would have been significant. In hindsight, I'm glad that we enjoyed the opportunity for the remaining 270 representatives of our local legal community to get together and enjoy a great night out. It will be our last one for some time to come and we will now have to work very hard to maintain our close professional links and support each other remotely.

This year we celebrate 150 years of Leeds Incorporated Law Society. I have really enjoyed looking back through our archives and finding out about our predecessors and the history of Leeds legal. One day, our successors will look back in history at the impact of coronavirus on the Leeds and Yorkshire legal sector and I hope they will see that while the economic and personal impact was great, we met the challenge and went on to continue to grow and maintain our position as the biggest regional legal centre. Good luck, best wishes and hope to see you as soon as we are all out and about again.

Celebrating 150 years at Leeds Law Society

President **Emma Pearmaine** looks back at the past 150 years of Leeds Law Society, as well as ahead to what's to come



This year we celebrate 150 years of being incorporated, although the society itself is much older, having been founded in January 1805. We have been digging through old documents in the cellar at our premises in Wellington Street. In 1870, the year of incorporation, Leeds Law Society had only 33 member solicitors. Now, 150

years later, we have more than 1,700 member solicitors here in Leeds.

For years our society met at an eating establishment once a month in the city centre by rotation, a favourite being the White Horse, where dining was no less important than transacting business. I note that at our Leeds Law Society board meeting recently we shared two bags of crisps and a punnet of grapes—how times have changed!

Rules for attendance at meetings were laid down and strictly enforced. Latecomers paid a fine of 2s and 6d in addition to their share of the dinner bill and bigger fines were imposed for non-attendance. Six months of arrears of fines meant expulsion. The only excuses for non-attendance allowed were ill health—and in one case, 'domestic calamity'!

In 1972, the name of our society changed from 'The Incorporated Leeds Law Society' to its present name of 'The Leeds Law Society'.

We are the envy of all regional law societies because of our financial security, although even we are not going to be immune from the economic downturn we are now facing.

In 1876, premises were rented in Albion Place on a temporary basis and fitted up as an institute with office library and rooms for letting as a general meeting place or for auction sales. A telephone was installed in 1894 and electric lighting fitted at the same time. In March 1920, our society received notice to quit and the bold decision was taken to purchase the premises next door for the substantial sum at the time of £8,750. The members themselves donated £5,360 and a mortgage was

obtained for £5,000.

In 2015, Leeds Law Society made another bold move—by letting out the Wellington Place premises to Bill's Restaurant and thereby securing a significant annual rental income and moving to smaller and more modern premises in Wellington Street. This rental income means that we can maintain reasonable membership prices and can initiate and support projects for the growth of legal services in Leeds, campaign to retain youth talent in Leeds, and provide what is in effect a court liaison service as well as deliver a large schedule of events, seminars, training and networking meetings at little or sometimes no cost to our members.

The Leeds legal sector today and of the future

Today, the Leeds legal sector is as strong as it's ever been. Just take a look at these statistics:

- There are 1,071 firms within a 25-mile radius of Leeds, which has experienced the fastest growth in the number of law firms of any regional legal centre in the last 10 years
- There are 5,661 solicitors in Leeds, the fastest growing legal sector with £300 million+ of output
- Leeds legal sector employment has increased by 20% in the last five years
- Our Leeds economy is worth in excess of £21.3 billion per annum. Our city's economy has grown by more than 34% in the last decade and is forecast to grow by another 21% in the next 10 years
- Leeds is the UK centre of excellence for legal services outside of London, so said Judiciary UK in its publication about our business and property courts
- Law firms in our city donate an estimated 82,000 hours of pro bono work to good causes and that doesn't include all the hours of free legal advice given to members of the public directly by our high street direct-to-consumer law firms
- Leeds is one of the few cities that can boast a full legal aid

offering, which is crucial for the Leeds community because access to justice is the bedrock of any civilised society

Our past president, Bill Barton, was instrumental in a collaboration between Leeds Law Society and Leeds City Council that researched and investigated Leeds legal services, culminating in a report that was launched at our first Leeds Legal Conference in 2017. Our conference has become an annual event, with the focus being on the business of law in Leeds and feedback confirms there is something for everyone. Last year, we changed the format to a half-day conference to make it easier for delegates to attend and the new format seems to have been successfully received.

The big new project this year results from our newest collaboration with Leeds City Council and looks to the future of the city's legal sector

It's a little-known fact that Leeds has leaders in legal tech. We want to sell Leeds as the biggest regional centre for legal tech, helping our law firms to bring more national and international business into our city, supporting us to be leaders in our field and helping us to attract and retain youth talent in legal and tech.

We now have a stakeholder group that has crowdfunded the instruction of Whitecap Consulting, which is delivering this project for us. Stakeholders and funders include:

- Leeds City Council
- Leeds Law Society
- University of Law
- Harrogate Borough Council
- Addleshaw Goddard
- DAC Beachcroft
- Eversheds Sutherland
- Pinsent Masons
- Reed Smith
- Squire Patton Boggs
- Shoosmiths
- Stewarts
- Walker Morris
- Blacks Solicitors

The Leeds Law Society contribution is led by our director, Tom Matusiak, from Stewarts. A report will be published in September that will be used to support Leeds tech events and to empower Leeds legal firms and our city council to bring more work and investment to our region.

We know that while legal tech is in its infancy, there are significant drivers and barriers. Most of the activity seems to be generated by large law firms, but in Leeds we are exploring how firms of all sizes can benefit from legal tech.

The argument against legal tech is often that it will devalue the role of solicitors. It won't—it will simply redefine where we apply our professional skills.

If you are interested, there is room for your involvement in the project and the stakeholder group. Contact us to find out more.

People of the future: Women in law, junior lawyers, diversity and inclusion

During my presidential year, we celebrated 100 years of women in the law. I have tried to identify our first female member but haven't yet been able to do so.

One of our most successful events of this last year was the Women in the Law: Keeping it Real event in December. We held a 'Loose Women'-style panel event at which 100 of our Leeds paralegals, trainee solicitors and solicitors attended to hear from successful senior women here in Leeds, who kept it real and gave a 'warts and all' Yorkshire insight into being a woman at the top of the career ladder, juggling life responsibilities at firms here in Leeds. Our panel members didn't include Stacey Solomon or Christine Lampard, but did include Christina Blacklaws and senior women from Gordons, Weightmans, Squire Patton Boggs and Pinsent Masons. The honesty and positivity from these influential women radiated in the room and feedback after the event was just fantastic.

Youth talent has also been a focus this year. We are very proud to work with Leeds City Council to launch a work experience initiative for looked-after children in Leeds. These are children in care who are thriving academically, aspire to future education including university education, and need additional support to be able to secure and complete work experience. Firms have volunteered and will be working with Leeds City Council as the project develops. We are putting it on hold for Easter and Summer but this is something we can pick up as we all start our business recovery.

We also continue to work very closely with the Junior Lawyers Division and our local universities in the development of youth talent, with a focus on keeping that talent in Leeds, which we know is very important to all our Leeds firms, which are always looking for the next generation for their businesses.

Diversity, equality and inclusion has also been a priority for us and our director, Matthew Jones, has organised our attendance at Leeds Pride this past year, which was supported by law firms from across our city. He has also delivered several events focusing on LGBT+ issues in the legal community here in Leeds. We have just welcomed our first BAME director to our board and we are really excited about the work she will be doing.

We continue to liaise between the courts and our member firms and we enjoy a good relationship with our local judiciary, in particular with our family court and our business and property court.

We have in this last year extended admission to Leeds Law Society to non-voting, non-solicitor corporate and associate members, to improve collaboration between professionals and service suppliers to law firms and to continue to boost our membership to ensure our society continues to grow and thrive. Counsel and business partners are keen to join.

You may not know this, but Leeds Law Society has four fantastic and dedicated employees. Operational manager Rachel Windle, as well as Lucia, Louisa and Rachel. They are now all working from home and we have temporarily closed the doors of our offices at Wellington Street, although it is business as usual otherwise, for as long as we can sustain it.

Our programme of projects and events are the collective brainchild of our board of directors, who are effectively volunteers and who all have day jobs at firms in Leeds. We thank them for giving their time to maintain and develop the good work of our society.

Many thanks to all our members and sponsors for your continued support of our society, which continues to meet the ever changing needs of our Leeds legal community. I wonder what the next 150 years will bring?

Pride Profile: Richard Fisk

As part of the Leeds Law Society's ongoing LGBT+ project, the society will be inviting LGBT+ solicitors to feature in a Pride Profile segment. In this issue, we have the pleasure of speaking with **Richard Fisk**, associate at Addleshaw Goddard



How did you get into the profession?

Before I started my route into the profession, I was usually found in a pair of wellies helping to run the family farm, but once I'd decided on a career in law, my route was relatively traditional—even if my path did have a few curves along the way.

I ended up studying law at the University of Hull, which involved a year at the Universities of Utrecht and Amsterdam studying European legal studies through the ERASMUS

programme. I then went on to do my legal practice course at the University of Sheffield.

Whilst studying for the legal practice course, I also worked as a paralegal at one of the country's leading legal aid law firms, which was very challenging as nearly all of my clients had mental health and/or physical health problems. At the same time, it was very rewarding as I could see the positive impact my work had on my clients' lives.

After my legal practice course and a bit of time at boutique travel law firm, I joined Addleshaw Goddard in March 2013 as a paralegal in the transactional services team in our Manchester office, where I stayed for seven months before going on a client secondment to Copenhagen for two years! On my return to the UK, I secured a training contract in our Leeds office and I have been here ever since, qualifying into the commercial real estate team in March 2018.

What are the biggest challenges facing the legal profession?

One of the biggest challenges legal professionals continue to face is how to provide quicker and cheaper legal services while maintaining the highest standards for their clients.

At Addleshaw Goddard, we have sought to make these economies through the development and use of technologies

and through strengthening our paralegal support across the firm, but it will be interesting to see what comes next.

But it's not just about dealing with the client-focused effect of this challenge, the other key factor is how legal professionals will deal with the increased stress (to an already stressful profession) that this high expectation brings.

To help focus on this and bring some humanity into the profession, we (Addleshaw Goddard) have not only been the driving force behind creating and developing the Mindful Business Charter, but we have also set up partner-led groups whose focus it is to help develop and implement behavioural changes at every level across the firm so that prolonged and unnecessary stresses can be avoided.

What do you think the profession could do to improve on equality and diversity?

There are so many things that could be changed to improve equality and diversity, but at the core of any initiatives has to be to listen.

For far too long minority groups have not been allowed to use their voice, but now is the time for change.

We need to let those voices be heard. We need to be open to change. We need to be willing to recognise that the heteronormative ways of tradition are not necessarily the only way forward. We need to make changes and ensure that they are changes for the better.

What advice would you give to other LGBT+ legal professionals?

Be you and be proud. As cliché as it sounds, I think this really is the best piece of advice to give anyone, but I appreciate that it can also be one of the hardest things to do.

Many of us in the legal profession feel the pressure to conform or are not comfortable being ourselves or talking about our personal life in the same way that others might be because of the fear of discrimination/being judged. This often leads to feeling excluded and isolated, but if you can be true to your authentic self, it will help break down those barriers and start conversations to facilitate change and acceptance, and improve mental health and wellbeing.

If you could turn back the clock to the start of your legal career, what words of advice would you give to yourself?

"You've got this." The legal profession can be tough with long hours, high pressure and complex and challenging work, but remember to back yourself and, if you do need some help when facing adversity, don't be afraid to ask for it.



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Lockdown and not out



Patrick Walker is an independent mediator:
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Patrick Walker finds his boundaries narrowed and his mind widened

"The train slid slowly into the dark and dripping cutting just outside Guiseley, and there it stopped. The engines died, the hydraulics hissed and clicked, and the passengers were silent. We waited, and waited. Eventually the public address system crackled into life and we waited to hear whether autumn leaves remained on the line in March. But the familiar message was not that informative: 'See it, say it, sorted. If you see anything unusual please contact a member of staff.'"

"One passenger stirred. 'That would be if a train was on time,' boomed out and the mood in the carriage lightened until the second announcement that we were stuck behind a broken down train and when (if) we reached a station, the train would terminate there."

As I wrote that I had no idea that within a couple of weeks any train journey would seem

a distant memory and in common with most of the population of Europe, I would be confined to my home and precluded from the social interaction that I had taken for granted: friends for over supper, neighbours popping round, a browse round the garden centre, and a dog walk in the Dales. The value of these things and the NHS are late learnt but I hope never forgotten.

My original piece continued: *"As the reported cases multiply and the value of shares divide, it is always good to look for an upside. In my case, it is the staff in Waitrose no longer assuming I'm an alcoholic when I spend my entire £100 voucher on beer. 'Ooh,' she says, 'so you're self isolating?'. 'Just for the evening,' I reply, and head for home."* With deaths in four figures and likely to be in six, such levity is perhaps as outdated and inappropriate as the idea of going to the shops for beer: I have been nowhere since! But humour does persist alongside real caring and kindness and there is certainly more time to do properly all those things I have habitually rushed, from brushing my teeth to preparing the vegetable garden.

When my father knew he was close to death, he spent most of his time considering who and what in his life had really mattered. While all of us are at significant risk (and the odds for my age, gender and blood group are currently put at about 1 in 50), I am thinking that as lockdown restricts our physical activities, it gives the mind ample time and space to work out what and who are really important, and to devote time and energy to each, at a time hopefully long before we die.

In my case, I am sad enough to have discovered I love my job, and am grateful that video technology is now so good that mediations are continuing with zero risk. But deprived of their company, I have soon regretted not making more time for some close friends in the past, and have discovered that my most important world revolves around a handful or so of lovely girls. And before you look too disapproving, I have a great partner, two sisters and two very fit girls waiting to exercise and help me pick wild garlic for the potato chive and wild garlic soup planned for lunch. Got to go, I can hear them woofing!





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Leeds Law Society and partners fund research into local legal tech



Leeds Law Society and other partners have instructed Whitecap Consulting to conduct an analysis of legal tech and innovation in Leeds over the coming months.

Whitecap Consulting, the Leeds-headquartered regional strategy consulting firm, will conduct the analysis during the first half of the year, engaging with key players in the legal and tech sectors, as well as a range of organisations with an involvement in this area.

The output will be a published report detailing the findings and recommendations as to how the region can collectively build its competitive advantage in legal tech and innovation.

The work is being supported and co-funded by a number of organisations in the region, including Leeds Law Society, Leeds City Council, University of Law, Harrogate Borough Council, Addleshaw Goddard, Blacks, DAC Beachcroft, Eversheds Sutherland, Pinsent Masons, Reed Smith, Squire Patton Boggs, Shoosmiths, Stewarts, and Walker Morris.

The legal sector in Leeds is the fastest growing in the UK and is said to be worth £300 million per year to the regional economy.

It is hoped the output of the analysis will help increase collaboration between the legal and tech sectors in Leeds, including across the region's core strengths in technology development, data analysis, health tech and fintech.

Emma Pearmaine, president of Leeds Law Society, said: "Leeds is the UK centre of excellence for legal services outside London. In addition to the top quality legal expertise, our region's law firms and related firms of different sizes are

innovating in terms of legal technology, in terms of client experience and service delivery, and in many other ways."

"Leeds Law Society has a great relationship with Leeds City Council and we are excited to be collaborating with them and with many other stakeholders in the region to showcase and promote the expertise in our region."

Commenting on the research, Judith Blake, leader of Leeds City Council, said: "Finance and law have been core to the Leeds economy for centuries, and as the landscape changes and digital moves forward at a phenomenal pace it is important we bring together leading names in both the legal and tech sectors to work together and act as a catalyst to open up new opportunities in the city."

"As a city I believe we agree that any growth we see needs to be for the good of our people and our communities, so therefore it is fantastic to be at the start of this new collaboration and to see what can be achieved in the future."

Richard Coates, managing director of Whitecap Consulting, said: "As with many industries, the legal sector faces a number of challenges and opportunities arising from advancements in technology and innovation. Technology-related advancements are now commonly being badged as 'legal tech' and a significant focus is being placed on user experience, process improvements and efficiencies available via technology enhancements, artificial intelligence and automation. There are increasing signs of disruption in the sector on a national and international basis, including significant investment into legal tech startups."

Knights acquires Shulmans for £20.1m

Knights is continuing its expansion in Yorkshire with the £20.1 million acquisition of Leeds-based Shulmans.

Hot on the heels of the listed legal services business's relocation to bigger premises in York, Knights has lined up the deal for independent law firm Shulmans in Leeds, which it is funding through a placing.

Knights said the acquisition significantly increases its footprint by providing entry into Leeds, where Shulmans is among the longest established independent commercial law firms.

Comprising 130 fee earners operating from a single office, Shulmans offers a full spectrum of commercial legal services, including corporate, litigation, employment and real estate.

The acquisition provides Knights with a platform for growth in one of the largest regional markets for legal services in the UK, as well as access to city relationships for its recently established York office.

Shulmans itself recorded revenue of approximately £17.6 million for the financial year ending 31 March 2019.

Knights said the acquisition of Shulmans, together with its deals for ASB Law and ASB Aspire and the placing, is

expected to increase its earnings by a high single digit percentage in the financial year ending 30 April 2021.

Following completion of these acquisitions, Knights will have 900 fee earners across 15 office locations.

Commenting on the acquisition of Shulmans, David Beech, chief executive officer of Knights, said: "We are delighted to announce the acquisition of Shulmans today, marking our entry into a new and important market with the addition of this quality full service commercial law firm which is recognised as a Top 200 UK law firm by revenue."

"With their ambitious team and progressive approach to law, the firm has a strong cultural fit with Knights and provides an exciting platform for growth in Leeds, in line with our strategy to build the leading legal and professional services business outside London."

Tim Halstead (pictured), managing partner of Shulmans, said: "We have achieved significant growth in recent years to become a leading independent law firm in the North. Having worked alongside Knights previously, we believe its collegiate approach, range of services and broad client base will provide an excellent match for us to continue to grow as part of the wider group."



Wake Smith launches new business HR support package

Wake Smith Solicitors has launched its new employment law and HR support package to businesses across all sectors.

The new retainer service from the Sheffield law firm offers a monthly help and support subscription service providing practical, common sense advice to guide businesses through any HR issues they face.

WorkSense allows businesses to access highly experienced employment solicitors offering assistance and advice when they need it, accurately budget for HR support services with a cost-effective monthly fee and keep up-to-date with the latest employment law legislation to ensure full compliance.

Companies signing up also benefit from discounts on other HR and employment law services, and access other business and individual legal services from Wake Smith.

Holly Dobson, director and employment law solicitor at Wake Smith in Sheffield, said: "WorkSense means you can take advantage of our expertise for a fixed monthly fee. Our market experience and commercial intelligence also means that we have in-depth experience of a range of HR problems and solutions."

"Businesses can tap into our specialist HR capability and knowledge base, make sure they are implementing best HR practice, reduce their exposure to risk, offer peace of mind and leave more time to run and grow their own business."

"Wake Smith will support you and your management team in dealing with your company's specific HR requirements offering peace of mind that your business is compliant with HR legislation."

WorkSense will be handled by Dobson, who has more than 30 years of experience in HR and employment matters, and employment law solicitor Briony McDermott, who has worked in the sector for 10 years, advising private and commercial clients on all aspects of employment law, both contentious and non-contentious.

Wake Smith's WorkSense fixed monthly HR retainer fee includes document reviews of contracts, staff handbooks and policies; unlimited telephone and email advice



**Briony McDermott
and Holly Dobson
from Wake Smith
Solicitors**

during normal business hours; advice, assistance and second opinions on day to day HR issues, including poor performance and absence; access to regular HR updating seminars and HR bulletins; and a 20% discount on other HR and employment services falling outside of the retainer.

The firm's employment team already provides strategic advice and guidance on a range of employment law issues and HR matters for businesses, including contracts of employment; director's service agreements; business transfers and TUPE; unfair dismissal; discrimination; redundancy and re-structuring; settlement agreements, and disciplinary and grievance procedures.

Keebles advises on Shepherd Cox acquisition

Yorkshire law firm Keebles has advised the Shepherd Cox Hotel group on its acquisition of Lincolnshire hotel The Olde Barn from its administrators—resulting in more than 100 jobs being saved.

The national hotel firm Shepherd Cox has strengthened its national portfolio with the acquisition of the 103-bed purpose-built hotel.

Led by Keebles partner Craig Law and senior associate James Burdekin, who both boast significant expertise in the hotel sector, the corporate and property teams at the firm acted as legal advisers to Shepherd Cox on the deal.

The Keebles team advised Shepherd Cox management on the terms of the purchase agreement and on certain due diligence and provided the necessary expertise involved in making a purchase from administrators.

Keebles partner Craig Law said: "We were delighted to work with the team at Shepherd Cox to facilitate the

acquisition. The transaction is a fantastic fit for Shepherd Cox and will now save more than 100 jobs in the area. It was a pleasure to play a role in this important deal as the company continues its plans for further expansion."

The Shepherd Cox Hotel group includes 21 hotels across the UK and is a mix of independent hotels and properties operating under brands such as Best Western, Holiday Inn and Comfort Inns.

Lee Bramzell, owner of Shepherd Cox, commented: "We're delighted to add The Olde Barn as the 21st hotel to our portfolio."

"It is the perfect addition that will not only strengthen our offering, but the deal will help save jobs which is great news for everyone involved."

"Thank you to Craig and the team at Keebles for advising us throughout the process to ensure the deal went through smoothly."

Rollits plans bold 2020



Rollits has signalled its intention to recruit new team members, invest heavily in internal systems and embrace new technologies with the launch of a new campaign.

The 2020 Vision of Rollits was launched at The Deep in Hull and The Grand in York, where the law firm has offices, with clients, partners and other stakeholders in attendance.

Rollits client relations and marketing director Pat Coyle explained the thinking and ambition behind the new campaign, saying: "As the world rapidly changes around us, focus, vision, and an ever-growing need to evolve has become paramount in everything we do as a law firm. As we

come into a new decade, at Rollits it's our mission to embody this through the launch of our '2020 Vision' campaign. It provides a real sense of direction and consistency for our team and our clients."

The 180-year-old firm currently has 99 staff members made up of 21 partners, 40 lawyers and 38 admin staff.

Its 2020 Vision has been designed to be as pivotal internally to Rollits just as much as it is externally to clients, in order to become a benchmark in all the law firm does and truly raise the bar in quality of service and client experience, providing a non-jargon approach, and offering honest, valuable insight through a partnership approach with clients.

Managing partner Ralph Gilbert (pictured) said: "We are currently in a real growth phase—growing and nurturing our own 'talent' from the ground up is massively important to us, as well as recruiting at a more senior level when the opportunity arises."

"Our York office is a good example of this, in particular it has seen an increase in many new recruits over the last 18 months."

"It's our mission to carry on evolving and refining our services and brand, to ensure we continue to strive for new horizons, excellent client service, and our 2020 Vision is a great way of showcasing this."

McCormicks supports sale of Wycombe Wanderers

A team of lawyers at Harrogate-based McCormicks Solicitors has completed the successful sale of the majority shareholding of League One football club Wycombe Wanderers.

McCormicks, the club, Wycombe Wanderers Supporters Group Limited and Frank Adams Legacy Limited, a subsidiary of the trust that owns the football stadium, spent six months on the deal.

The transaction was completed by James Towler and Emily Steed from the corporate and commercial department at McCormicks, along with Heather Roberts, head of commercial property.

Towler, who leads the commercial team at McCormicks, said: "The transaction involved the investor Felician EFL Limited, a company owned by Rob Couhig and his family, taking a 75 percent stake in the club at completion, which enabled our clients to repay all debt in their companies. Felician has also committed to provide financial facilities to the club to support its future activities."

At the time of writing, Wycombe Wanderers were in third place in League One. Towler said: "The deal means that our clients are in good shape for the future. If they continue their run of success in League One, they have a good chance of promotion to the Championship at the end of this season."

Trevor Stroud, who, as chairman of both the football club and the supporters trust, led the negotiations with Felician, said: "We are deeply indebted to James Towler, Emily Steed and Heather Roberts at McCormicks, Solicitors, who advised us throughout what proved to be a complex transaction."

"Their deep knowledge of the legal intricacies of



Heather Roberts and James Towler of McCormicks Solicitors

the football world was of enormous help to us during the extended negotiations, and they were a pleasure to deal with. Their advice was always clear, pragmatic and constructive, and enabled us all to focus without distraction on the key issues which needed to be resolved. We really appreciate the way they handled the transaction for us."

McCormicks has a strong reputation in football matters. Senior partner Peter McCormick has been a member, then chairman of, the legal advisory group of the Premier League since 1996 and is also chairman of the football board. He is also vice chairman of the FA.

The firm acts on behalf of a number of clubs, including Leeds United, and is currently working on a number of other football-related instructions.

Schofield Sweeney advises YPP on LS1 The Headrow acquisition



Schofield Sweeney has acted for Yorkshire-based property company YPP in its latest acquisition.

YPP Lettings has acquired LS1 The Headrow, a highly sought-after office building in Leeds city centre, on behalf of the group's clients for £2.635 million.

LS1 The Headrow is a boutique office space in the

professional heart of Leeds city centre and it comprises of a ground floor retail unit and newly refurbished offices on the upper floors.

The building is located immediately opposite the Light. Surrounded by a variety of restaurants, bars and coffee shops, it is five minutes' walk from the train station and the city's main shopping district is on the doorstep.

The strategic deal follows the purchase of Westgate Point for £9.3 million in December 2019, as well as the acquisition of 23 Butts Court for an undisclosed sum.

Farooq Zar (pictured), partner in Schofield Sweeney's commercial property team, said: "We are delighted to have advised YPP's clients on the purchase of such a high profile property in central Leeds. The purchase demonstrates their commitment to the City. YPP continue to grow at a rapid pace and it is a pleasure once again to work with them."

In January, Schofield Sweeney promoted Laura Salvati to partner. She joined the law firm in 2012 and now leads the property litigation team in Leeds. She acts for a broad range of clients, including developers, national retailers, shopping centres and owner-managed businesses.

Hägen Wolf wins transport clients

Leeds-based Hägen Wolf has won a series of appointments from major transport operators, marking a rapid expansion in the sector for the new property litigation firm.

The recently established Hägen Wolf has secured work with LNER, West Midlands Trains, Stagecoach and Northern Rail.

James Carter, network access manager at West Midlands Trains, said of the decision to appoint Hägen Wolf: "The team at Hägen Wolf understand the business-critical nature of our property assets. It's vital that we have a legal partner that can act quickly to protect our interests and ensure we can deliver great service to our customers"

Hägen Wolf recently secured an injunction for West

Midlands Trains to ensure unrestricted public access to a station that was being obstructed by the actions of a nearby hotel operator.

Matt Pugh (pictured), managing partner of new property litigation firm Hägen Wolf, said: "Train operating companies, and indeed operators across the transport sector, have operationally critical needs from their property assets and need a law firm that can move quickly to defend their interests."

"Our fast-growing team has a proven track record in the transport sector, and this reputation continues to support our expansion."



Lupton Fawcett launches HR consultancy

Lupton Fawcett has launched an HR consultancy to provide employers with one-stop support to meet HR goals or tackle a crisis.

The new team brings together employment law solicitors and CIPD-qualified consultants who will work together to tackle issues ranging from disciplinarys and grievances to restructuring and redundancies.

The service is aimed at small- and medium-sized entities without a full HR team, as well as larger companies that prefer to use external expertise.

Deborah Carr, HR director at Lupton Fawcett, who has more than 20 years of experience in HR, is leading the team.

She said: "We're here to support organisations that might not have in-house HR support and require a specialist to guide them through challenging situations. We're also here to help when your HR function is over-stretched and you need some extra help."

"Our role is to manage the task from start to finish, minimising lost time and stress on all sides, allowing directors and managers to get on with the day job of running their businesses, confident that they have all the specialist information to hand."

The HR consultancy also provides support around performance management, recruitment and talent management. It advises on disciplinary action, grievances and



Members of Lupton Fawcett's HR consultancy and employment team: Alexandria Evans, Lucy Smyth, Angela Gorton, Andrew Gilchrist, Deborah Carr and Joan Pettingill

appeals and offers guidance on employment contracts and documentation.

The service is available as a standalone service or as part of Augment, Lupton Fawcett's fixed fee employment/HR retainer service, which also includes training and a 24/7 helpline.

ELITE and radar launch business accelerator

Litigation and commercial law firm radar and ELITE, London Stock Exchange Group's (LSEG) international business support and capital raising platform for private high-growth companies, are collaborating on a business accelerator.

The 18-month programme, called ELITE radar Lounge, will help selected companies prepare and structure for their next stages of growth. radar will support the initiative through sharing professional legal and risk management advice, training, knowledge and support.

The collaboration was launched by Tom Tyler, global head of business development for ELITE, and Gary Gallen, chief executive officer of radar, at an event at LSEG headquarters in London in February.

In 2017, radar became the first law firm globally to join LSEG's platform, which combines education, business support, mentoring with access to expertise and funding. Its comprehensive programme focuses on founders and managers, stimulating organisational review and change to support companies' growth ambitions.

The law firm graduated from ELITE in 2019 and their latest collaboration marks the first time the platform has partnered with an alumnus.

Commenting on the launch of ELITE radar Lounge, Gallen said: "The collaboration with ELITE will enable radar to share its knowledge and vision with other entrepreneurial organisations. This initiative with ELITE is an opportunity to bring our expertise to businesses, so they are prepared and structured in a way that mitigates their risk and paves the way for further growth."

"We are pleased to work with ELITE, who are collaborating with an alumnus for the first time. We believe this really recognises the unique business model that radar has built, the value our services can bring to clients and is a testament to the hard work that everyone at radar has put in. This collaboration is recognition that we can add significant value to ELITE's proposition."

He continued: "This agreement further cements radar's mission, combining education, innovation and technology as key parts of our business and we welcome the opportunity to work with ELITE to extend their network and platform across the UK, as well as work with likeminded companies on their initiatives. The combination of our unique take on delivering smarter legal services and integrating technology into our solutions for our clients, with ELITE's programme for growth, is a winning formula for businesses."

Tyler said: "We are delighted to collaborate with radar, the first such initiative with an alumnus of ELITE. radar has been a member of the ELITE community since 2017, when it joined the platform, and graduated last year. This collaboration highlights the benefits of ELITE for ambitious high-growth companies and strengthens the ELITE ecosystem."

"ELITE is focused on connecting ambitious private companies that are looking to scale up, structure for the next stages of growth and access capital. We believe that partnering with radar leverages their extensive expertise and networks, is aligned to our vision and will bring significant value to our stakeholders."

Andrew Jackson partner becomes accredited family lawyer

Andrew Jackson Solicitors partner Oliver Hall was recently awarded accreditation from the Family Mediation Council (FMC), after successfully undertaking and passing its mediation foundation training.

Hall is now one of four accredited family lawyers in Andrew Jackson's specialist mediation service, Family Solutions, which is one of the region's largest and most experienced teams of its kind.

Adele Wilkinson, partner and head of the Family Solutions service at Andrew Jackson, said of Hall's accreditation: "Gaining accreditation as a family mediator is a fantastic achievement for Oliver, involving a great deal of time and effort in meeting the very high bar set by the FMC. Oliver is now able to mediate independently for private and legally aided clients."

"Rather than see families torn apart by bitter court battles—with children often caught in the middle of high conflict situations—we encourage clients to consider mediation, which has helped many separating couples build a constructive future for their family, without a court imposing decisions on them."

Wilkinson, who has more than 20 years of family mediation experience and is also a mediation supervisor, said research shows that mediation is often the best way for families to resolve conflicts, adding: "With four accredited mediators in our team, we can help even more separating couples to choose mediation, which is proven to be quicker, less



expensive and, importantly, far less hostile than going to court—an important consideration, particularly where children are involved."

Langleys appoints new managing partner



Langleys Solicitors has promoted Tim Cross to managing partner.

Cross takes over from David Thompson, who had led the firm, which has offices in York, Lincoln and Manchester, for the past 10 years.

He will be responsible for the strategic direction of Langleys, and instill the law firm's philosophy throughout the organisation and implement its values across the core sectors of business, insurance and private.

For the past 10 years, Cross has been head of the commercial division at Langleys, where he led on the relationships with some of the firm's biggest clients, including Helmsley Group and In-site Property Solutions. He has also played a major role in the firm's leadership team for the past decade.

The promotion to managing partner will now see Cross work closely with the business service heads and senior leadership team, to take the law firm into its next phase of growth across its three sites.

A commercial property lawyer by background, Cross specialises in retail, investment and development work. Prior to joining Langleys, he sat on the board of directors at Lupton Fawcett, having been an equity partner at various leading firms since the early 2000s. He originally qualified in 1988, and has spent his 30-year career in law firms throughout Leeds and Yorkshire.

Commenting on his promotion at Langleys, Cross said: "It is an honour to be appointed to managing partner at Langleys Solicitors, the firm that has been a fantastic and inspiring home to me for the past ten years."

"David has taken Langleys Solicitors' on an incredibly exciting journey over the last decade; now it is time to consolidate that work, and further develop our values and behaviours in order to build a sustainable platform for the next phase of growth. Langley's is a sum of its people, and putting them first makes for a successful firm of happy, dedicated and ambitious lawyers."

Crawford Legal Services continues rapid expansion with move to Leeds

The legal services arms of claims management giant Crawford & Company has established a presence in Leeds with the appointment of Sarah Cartwright.

Cartwright has joined Crawford Legal Services as head of insurable risks. The former Plexus Law partner will be based in the new Leeds office.

With more than 15 years of experience in insurance and public sector disputes and litigation, Cartwright and her team will specialise in insurable risks, subsidence and recoveries.

Launched in 2016 as an alternative business structure (ABS), Crawford Legal Services, which is already operating in Liverpool and Manchester with more than 40 people, has also established a presence in Birmingham.

Today, the ABS includes the counter fraud services team and has specialisms in property/insurable risks, casualty, motor/transport, travel, indemnity solutions, fraud and recovery/subrogation.

Through its new operation in Birmingham, Crawford Legal Services will establish a cross-class recovery and subrogation

team, including technology and policy indemnity. The operation currently provides clients with a recovery service across all lines of business, from low value to large complex losses, and will expand its capabilities in numerous specialty lines over the next 12 months.

Commenting on the announcement, Jason Spencer, managing director of Crawford Legal Services, said: "Crawford Legal Services is entering a period of accelerated growth. Since the launch of Crawford Legal Services in 2016, we have achieved phenomenal success and today's announcement forms part of our ongoing efforts to expand our capabilities to meet increasing client demand."

"Our unique approach, operating as an independent alternative business structure while being fully embedded within the core activities of Crawford UK, enables us to offer a unique operating and commercial model, to develop highly customer-focused solutions and provide a fully integrated single-supplier service that delivers on our mission to restore and enhance client lives, businesses and communities."

LCF Law moves into new Leeds office

LCF Law has moved into a new office on 33 Park Place in Leeds after a sustained period of success for the Yorkshire law firm.

LCF Law's move from its current base on Sovereign Street in Leeds follows an 11% increase in turnover in its last financial year.

The firm, which also has offices in Bradford, Harrogate and Ilkley, recruited seven new people within the same timeframe, and plans to create a further 20 jobs in the next 18 months, in Leeds alone.

Solicitor Andrew Donaldson joined the dispute resolution team from a South Yorkshire-based law firm last month.

In total, 35 of the firm's 145-strong team from across its corporate, commercial, disputes and property divisions are now based in the 6,000 square foot office on Park Place.

The building has recently benefitted from a £1 million investment and refurbishment programme. LCF Law signed the lease on the space at 33 Park Place in January.

Commenting on the expansion, Simon Stell, managing partner at LCF Law, said the time had come to significantly expand the firm's Leeds city centre office.

He said: "In recent years we've worked hard to become more efficient and improve productivity, as well as continually investing in our team, assisting them to achieve their full potential, and we're now seeing the benefits of this ongoing strategy. With increased levels of repeat business

and significant new client wins, the firm is poised for considerable future growth."

"From our new base in Leeds, as well as from our other offices in Bradford, Harrogate and Ilkley, our experienced lawyers and support staff, many of whom are award winning, will continue to deliver legal services that exceed our client's expectations. Our focus on communicating clearly, listening to our clients and acting in accordance with agreed instructions, timescales and budgets is what sets us apart from our competitors."



Disputes lawyer Roger Raper and managing partner Simon Stell from LCF Law

Jones Myers shares expertise with next generation of family lawyers

Jones Myers experts have shared insights with students from Leeds Beckett University into how collaborative family law and mediation can assist divorcing couples.

Consultant Norman Taylor and partner Nicki Mitchell, who is also a trained mediator, explained how the processes can help to avoid costly, traumatic and public litigation in court and put particular emphasis on the interests of any children involved.

The session, which took place at the Leeds office of Jones Myers, which also has bases in Harrogate and York, received positive feedback from students.

Commenting on the session, Emily Hughes said: "It was very insightful to see a genuine, no nonsense view of what it is to be a family law solicitor. We could not have had nicer or more approachable people leading the session."

Tailer Puntun commented: "I am grateful to Jones Myers for allowing us to find out more about collaborative family law and the process of mediation. So, thank you to you all, the insight has encouraged me to go even further in my legal aspirations."

Fellow student Sian Thurkettle added: "As a law student we don't really get the opportunity to talk to solicitors and I would say that the session offered me a wealth of knowledge in regard to life in the family sector."

"Not only did it provide me with helpful advice but also an opportunity to work with in the group and look at examples of situations we may deal with. Giving a more realistic idea of what day to day life would entail. I believe this has been a useful stepping stone in seeing where I want to be in the future."

Taylor, whose involvement with Leeds Beckett University



Norman Taylor and Nicki Mitchell with students from Leeds Beckett University

and mentoring students spans several years, said: "Aligned with the firm's ethos of helping to mentor and develop the next generation, it's rewarding to receive such upbeat feedback and help students with their aspirations and careers."

Mitchell added: "It was a pleasure to spend time with young people at the start of their legal career. Their enthusiasm and interest gave us a real boost."

Wilkin Chapman reveals equal employments strides

Ahead of International Women's Day on 8 March, East Yorkshire and Lincolnshire firm Wilkin Chapman revealed the strides it has made in the area of equal employment within its offices.

Over the past two decades, the number of equity and fixed share partners has risen from just two women to 17. While this does lag behind the number of men in these roles—with that total standing at 30—the gender divide will continue to

decrease with a high percentage of females coming through the ranks, according to the firm.

Wilkin Chapman also revealed that 44 of its 63 senior solicitors and solicitors are women. There are 10 trainees and all of those positions are filled by females.

A gender diversity study that was compiled and released by Wilkin Chapman last year showed how the support teams across the firm's offices in Grimsby, Lincoln, Beverley and the Lincolnshire Wolds are female-dominated.

Those roles directly supporting the firm's lawyers are 100% filled by women, with 70% of people within business and managerial support also being female.

Lisa Boileau (pictured) is head of the family department and was the first woman to be appointed a partner at Wilkin Chapman more than 15 years ago—followed, on her return from maternity leave, by Claire Parker.

Boileau said: "When I was training to become a solicitor, I was invited to a business dinner. I walked in the room of approximately 200 people and counted eight women, including myself in the room. Now, I walk into a room and I don't give it a second thought. I have no need to count."

"I feel blessed not to have to give issues over gender equality a thought in my day-to-day life. Twenty years ago, the world was very different, and it is wonderful to see how much can change in one generation."



Coronavirus updates and information



The UK government has confirmed that keeping the justice system running during the current coronavirus (Covid-19) pandemic is vital and that certain practitioners are being recognised as key workers during the crisis.

The Ministry of Justice has issued further guidance on which legal practitioners come within the limited category of key workers during the coronavirus pandemic.

According to the Law Society of England and Wales, which has analysed the guidance, the legal practitioners covered are those who are essential to the running of the justice system, particularly the courts and tribunals.

These legal practitioners are:

- Advocates (including solicitor advocates) required to appear before a court or tribunal (remotely or in person), including prosecutors
- Other legal practitioners required to support the administration of justice, including duty solicitors (police station and court) and barristers, solicitors, legal executives, paralegals and others who work on imminent or ongoing court or tribunal hearings
- Solicitors acting in connection with the execution of wills
- Solicitors and barristers advising people living in institutions or deprived of their liberty

Only legal practitioners who work on these types of matters, cases and hearings will be permitted to be classified as a key worker, according to the Law Society's analysis of the guidance.

Some legal practitioners will intermittently fall into the key worker category because they need to provide advice or attend a hearing for an urgent matter relating, for example, to safeguarding children or vulnerable adults, or a public safety matter.

For the limited time required to deliver this work, a legal practitioner will be a key worker.

Legal practitioners categorised as key workers can ask schools to continue to take their children, but the Law Society advised that such a request "should be an exceptional step where this is essential in order to keep the wheels of justice turning" during the coronavirus pandemic.

"The government's guidance makes clear that even if you are

a key worker, if your child can be looked after at home, they should be," the Law Society explained.

"In the current climate schools are not open just for education, but as places of safety for the few children who cannot safely be looked after at home, because those who are caring for them are key workers doing essential work."

"Solicitors will need to decide responsibly for themselves whether they fall within the categories outlined, within the spirit of being essential to the running of the justice system, in accordance with the overriding objective of keeping children at home wherever possible."

The Law Society has produced a comprehensive hub of advice and updates legal practitioners during the coronavirus pandemic, which can be accessed via: www.lawsociety.org.uk/support-services/advice/articles/coronavirus-advice-and-updates

Law firms across Yorkshire have developed information and resource hubs for clients and colleagues to find out the latest about the coronavirus (Covid-19) pandemic and how they can manage during this unprecedented crisis.

Below are the hyperlinks to where they can be found.

These were all correct at the time of writing, but are subject to change by their respective owners. Visit each law firm's homepage if they are inaccessible. Alternatively, visit the Yorkshire Legal website, where this resource is being updated regularly.

Banner Jones Solicitors

www.bannerjones.co.uk/articles/protecting-your-business-and-your-employees-during-difficult-trading-periods

Blacks Solicitors

www.lawblacks.com/category/coronavirus-updates

Chadwick Lawrence

www.chadwicklawrence.co.uk/corona-virus-covid-19-updates

Clarion

www.clarionsolicitors.com/blog

Langleys Solicitors

www.langleys.com/news/2020/covid-19-practical-guidance-for-businesses

Lupton Fawcett

www.luptonfawcett.com/about-us/blog/coronavirus
www.luptonfawcett.com/about-us/blog/keep-calm-and-dont-forget-the-gdpr

Pinsent Masons

www.pinsentmasons.com/topics/coronavirus?pageNumber=1
www.pinsentmasons.com/out-law?pageNumber=1

Wake Smith Solicitors

<https://www.wake-smith.co.uk/news/tags/coronavirus>

Walker Morris

www.walkermorris.co.uk/client-resources/coronavirus-covid-19

Friends of Dorothy receives charitable status thanks to Leeds firm

Weightmans in Leeds is proud to have worked with a local LGBTQ+ organisation to set them up as a registered UK charity.

The organisation, Friends of Dorothy, was founded by Craig Burton whose aim is to help combat isolation and loneliness among older LGBTQ+ people through engagement and support. Over recent years, Friends of Dorothy has grown buoyed by high-profile endorsements including Alan Bennett and the patronage of Diane Lascelles, Countess of Harewood.

As a firm, Weightmans recognises the important work that Friends of Dorothy does within the local LGBTQ+ community and has been supporting and working with the organisation on a pro bono basis to help it become a registered charity.



Helen Brown, regional head of Weightmans Leeds, said: "I am delighted that we have played out part in helping Friends of Dorothy achieve charitable status. This organisation provides much need support to ensure the older LGBTQ+ generation are supported and not forgotten."

Gemma Fairbrother, a solicitor within the corporate-commercial team of Weightmans Leeds who acted on behalf of Friends of Dorothy, said: "It has been a pleasure to work with the team at Friends of Dorothy and learn more about the amazing work they do."

"We hope that charity status will open up more funding opportunities to help the organisation grow. We have developed a great relationship with the charity and hope to continue our work with them in the future."

Blacks chooses Breast Cancer Haven for charity of the year

Leeds-based Blacks Solicitors has announced Breast Cancer Haven as its charity of the year for 2020.

The charity and corporate social responsibility (CSR) team at Blacks is aiming to raise £12,000 from a range of fundraising events throughout the year. Activities include a tombola and cake sale, endurance style sponsored walk, charity rowathon and Christmas jumper day.

Breast Cancer Haven was founded in 1997 to offer emotional support and therapies to help people put their lives back together.

Money raised by the team at Blacks will enable the charity to continue offering its vital services, including counselling, therapy sessions and support groups to help with the emotional and physical side-effects of breast cancer.

Dave Paterson, partner on the CSR team at Blacks, commented: "At Blacks we're committed to supporting worthy causes. The Leeds foundation and the incredible work

carried out by Breast Cancer Haven led to the firm voting to fundraise for the charity this year."

"We hope that 2020 will see us continue to build on the fundraising successes of previous years and enable us to give back to such a deserving charity which helps so many people in need. We have an exciting year of fundraising activities ahead and welcome any support and donations."

Matt Jameson, fundraising manager at Yorkshire Breast Cancer Haven, added: "The support of companies like Blacks and the people who work there is vital in spreading our message and ensuring that we can continue to support people diagnosed with breast cancer. We will be working closely with the CSR team throughout the year and are excited to be involved in the events and activities."

For more information about the planned fundraising activities and the charity of the year, contact the CSR team on csrteam@lawblacks.com.



Moving on up

A round-up of the latest appointments and promotions in Leeds and Yorkshire



Clarion is continuing to invest in its real estate team with the appointment of an experienced commercial property lawyer as a legal director.

Gill Farry has spent 20 years working for some of the leading law firms in Leeds and has acted for a range of clients.

She has dealt with the sale, acquisition and management of investment portfolios, providing support on corporate transactions, as well as acting for both companies and individuals on the leasing of retail premises and office space.

Having acted for a number of clients within the retail and leisure sector, Farry has experience in taking and granting leases for a national supermarket and dealing with property matters for a number of businesses that either operate on the high street or within multi-let shopping centres and retail and industrial estates.

Commenting on her appointment as a legal director at Clarion, Farry said: "Clarion's real estate practice is renowned for the focus it places on building close, long-term relationships with clients."

"This very much fits with my own approach—I enjoy really getting to know clients and understanding what is important to them about their business and how this needs to translate into the property documents I am negotiating for them. I am excited to be joining such a respected specialist team."

Clarion's 24-strong real estate practice provides a full range of property expertise, from development, investment, asset management, business lease and owner/occupier work through to retail, leisure and secured lending.

The Leeds-based law firm recently added Phillip Feather to its real estate-focused litigation team, which is a part of the wider 24-strong practice.

Martin Grange, head of Clarion's real estate practice, commented: "We are very fortunate to have someone joining the team with Gill's strong track record in

commercial property law and specialist knowledge in the retail and leisure sectors."

"Over the last couple of years, we've seen huge growth in demand for our services and have doubled the size of the team in response—with four partners and now four legal directors, we have become one of the largest dedicated teams in Yorkshire."



Jenny Perry joined the employment team at **Mills & Reeve** in Leeds.

Perry joined full practice firm Mills & Reeve as a senior associate from Womble Bond Dickinson. She has previously worked in-house at Asda, as well as in private practice at DAC Beachcroft.

As a specialist in employment law, Perry advises public and private sector clients on discrimination, redundancy processes, TUPE, whistleblowing, employment contracts, termination of employment and settlement agreements.

The employment team has grown in size since partner Stuart Craig moved to Mills & Reeve in Leeds to launch it in 2016.

The team now includes five employment law specialists, who advise organisations and individuals across key sectors including health, technology, education, charities, government, mid-market and owner-managed businesses, food and agribusiness, and life sciences.

Commenting on Perry's arrival, Craig said: "We are delighted to welcome Jenny to the team. She brings a wealth of expertise and experience and will play a pivotal role in advising our burgeoning client base across the public and private sectors."



Taylor&Emmet expanded its expert business services department with the appointment of an experienced employment law specialist.

Chartered legal executive Clare Moore will provide advice to clients on a range of employment-related matters.

Having spent the last six years at Gordons in Bradford, Moore welcomed the opportunity to return to work in Sheffield, where she lives.

She brings to Taylor&Emmet's employment law team

a range of experience in working with companies and individuals, along with a particular interest in discrimination and whistleblowing.

Commenting on her appointment, Moore said: "It is a pleasure to re-join South Yorkshire's thriving legal sector, as part of a firm with such an excellent reputation for client care and no-nonsense legal advice. I worked with head of department, Kelly Gibson, ten years ago and it is great to rekindle that relationship. I am already fielding a wide variety of enquiries from clients and I look forward to finding positive outcomes to their issues."

Taylor&Emmet's employment law team acts for individuals and businesses of any size, across a range of sectors. It deals with all matters encountered in the management of people, including redundancy, TUPE and tribunal cases.

Taylor&Emmet's head of employment law, Kelly Gibson, added: "Clare's knowledge, skills and contacts will be a huge asset to the firm and I have no doubt her approachable, empathetic manner will be equally popular with clients. She has already fitted seamlessly into our team and I am really enjoying working with her once again."

In January, Taylor&Emmet appointed a new chief executive to take over from Anthony Long, who retired last year.

Steve Hinshelwood is responsible for running all of the firm's non-legal operations. He previously worked as a consultant to the conveyancing and probate teams.

Neil Riley, a member of the Taylor&Emmet management board, said in January: "In his time with us so far, Steve has already identified opportunities for growth and we are confident his enormous amount of leadership experience will be a real asset to the firm. He is well known and respected across Sheffield and the wider region and brings with him a wealth of knowledge and contacts that will give him an excellent strategic overview of our operations."



Yorkshire law firm **Lupton Fawcett** appointed Ed Taylor to its private client department.

An associate solicitor, Taylor has specialised in private client work for more than 10 years. He graduated from the College of Law, York, and joins Lupton Fawcett's York office from

Raworths in Harrogate.

Taylor advises clients on estate and trust administration, will writing with estate planning and powers of attorney. He is a member of the Society of Trust and Estate Practitioners and Solicitors for the Elderly.

Hugh Thompson, partner and head of private client at Lupton Fawcett, said: "We are very pleased to welcome Ed to our private client team. His considerable knowledge and experience will enhance the professional and personal services we provide to our clients."

Lupton Fawcett, which has offices in Leeds, Sheffield and York, launched an HR consultancy last month to provide employers with one-stop support to meet HR goals or tackle a crisis.

The new team brings together employment law solicitors and CIPD-qualified consultants who will work together to tackle issues ranging from disciplinarys and grievances to

restructuring and redundancies.

The service is aimed at small- and medium-sized entities without a full HR team, as well as larger companies that prefer to use external expertise.

In January, newly qualified solicitor Sarah Proctor boosted the Lupton Fawcett dispute resolution team in York, while Lilly Grant joined the family law team in December.



Leeds-based boutique **Tyr Law** strengthened its commercial property team with the appointment of senior associate Marcus Watson.

Watson joins Tyr Law from Clarion where he had worked on a variety of commercial property transactions, including on both commercial and residential development projects.

He is the latest addition to the Tyr Law team following the arrival of Monika Whittingham last year.

The firm, which was launched on 1 May 2019 by partners Alistair Kennedy, Dean Jowett and Matthew Fidler, moved into new office space at 36 Park Row after an initial expansion over the summer.

Jowett, managing partner and head of Tyr Law's commercial property team, said "Marcus is a great addition to our commercial property team and fits with our ethos of putting together the best lawyers who will offer the highest levels of advice and service to our clients."

"Marcus already has great experience in the sector and is making a name for himself in the market. I look forward to working with him as we continue to develop our commercial property services here at Tyr Law."

Watson added: "I'm excited to join a dynamic, growing team who already have a great reputation within the market. Tyr Law mirrors my ambitions within the legal sector and I'm excited for the future with them and look forward to developing the commercial property practice further."



Hull-headquartered law firm **rradar** appointed one of the UK's top digital and partnership consultants to lead its strategic growth programmes.

Naomi Timperley joins rradar as head of growth programmes and is responsible for developing and managing the firm's strategic relationships with key business partners to build innovative educational programmes that support its growth strategy and service delivery for its clients.

With more than 20 years of experience, Timperley is an accomplished partnerships and engagement leader with established relationships across the UK and globally.

She has worked extensively with startups and growth businesses, particularly in the tech, digital and creative sectors, and has mentored more than 250 businesses

throughout her career.

An immediate focus for Timperley is to oversee the management and performance of the ELITE radar lounge.

Timperley is a published author, speaker and panellist, a graduate of the Meridian programme by Common Purpose and the Socrates programme by the Aspen Institute.

In 2016, she co-founded Tech North Advocates, which is part of Global Tech Advocates. In 2015, Timperley was part of the original Maserati 100, a definitive list of Britain's most successful business leaders actively supporting the next generation of entrepreneurs.

Timperley is also chair of the University of Salford Business School industry advisory board, sits on Greater Manchester Combined Authority's innovation board and is chair of digital culture organisation Future Everything.

Commenting on Timperley's appointment, Gary Gallen, founder and chief executive officer of radar, said: "I am very excited that Naomi has joined radar in this role. Her ambition, strategic mindset, network and wealth of experience will help drive our future success by strengthening the relationships with key network partners and build new long-standing partnerships."

"Naomi has a highly impressive reputation and track record, not only in partnerships and engagement strategies, but also across the digital and tech sectors and her incredible range of talent and experience will be extremely valuable to us."

"Her appointment greatly strengthens our ability to extend our services, products and proposition to new clients and strategic business partners, driving our business forward into a new decade."

Timperley said: "I have had my eye on radar for some time and it really has built a strong reputation in the market, not only as a leading law firm, but also through its application of technology in its service delivery to clients. I am excited to join radar at such an exciting time in its growth journey."

"radar is doing some really exciting things and truly disrupting the legal sector, and I am looking forward to working with Gary and the radar team to deliver on its ambitious strategy and vision for its clients."



JWP promoted four experienced solicitors to senior positions in order to support the continued growth and expansion of the Yorkshire law firm.

Lois Monks, Damien Dobson, Tahira Rahman and Joanne Whitehead have each been promoted to the position of senior solicitor within the family and childcare departments at JWP.

The promotions come a few months after the firm opened its fourth office in Batley, a site which Whitehead and Dobson were instrumental in setting up.

Between them, the four senior solicitors have a wealth of experience representing clients in family and children cases,

and they hold numerous accreditations with organisations such as Resolution and the Law Society children panel.

Commenting on the promotions, Amanda Steele, director at JWP, said: "Jo, Damien, Tahira and Lois have each played a key role in the development of the family and childcare departments here at JWP over the last decade or so. These new roles bring increased responsibility and team managerial duties, putting them at the centre of our plans for development."

JWP Solicitors has served the Yorkshire community for 20 years, having been formed in 2000 at the site of a former wool stapler in Cheapside, Wakefield. Since then, the firm has continued its commitment to the Yorkshire region with three additional sites in Pontefract, Leeds and Batley.

The new office in Batley, which opened in late 2019, is located at the Al Hikmah Centre, allowing the law firm to serve the communities of both Batley and Dewsbury.

Clients can access all of JWP's legal services from the new site, including family and children law, wills and probate, and personal injury.



Agricultural solicitor Jenni Bartram joined North and East Yorkshire law firm **Harrowells**.

Bartram, a long-standing member of the Agricultural Law Association and former president of the Yorkshire Law Society, joins York-based Harrowells, which has a strong presence in

agriculture throughout Yorkshire, as a consultant solicitor.

Since she qualified as a solicitor in 1981, Bartram has developed extensive experience in many areas of law involving farm businesses and landowners, including partnerships, wills, taxation and succession planning, as well as diversification schemes, including holiday and leisure developments, and business tenancies, property, planning and renewable energy schemes.

She will work in these areas from the law firm's York and rural offices.

Bartram, who has worked with the National Farmers' Union as a panel member, also sat on a legal committee of Agricultural Law Association and Central Association of Agricultural Valuers (CAAV) members on the introduction of the IAACS predecessor of the Basic Payment Scheme.

She also advises racehorse trainers and is a trustee of several landed estates where she is involved in their strategy planning and issues arising from both tenanted land and that farmed by the estates.

Commenting on her appointment at Harrowells, Bartram said: "I am delighted to join Harrowells as the firm is developing a dedicated and very able team with depth and ability to look after the agricultural sector. I look forward to supporting them."

"There will be vast changes for British farming during the next five years. As we leave the EU, we currently have no idea whom our future trading partners will be and what rules and regulations will apply."

"Support under the existing Basic Payment Scheme will also end which is going to cause a large drop in income and profit for many agricultural businesses which should now be forward planning very carefully in light of these changes."



Four specialist injury law barristers joined **Parklane Plowden Chambers**.

Justin Crossley, Bronia Hartley, Colin Richmond and Peter Yates, who are all former members of Zenith Chambers, will undertake personal injury and clinical negligence work. They bring with them considerable expertise and a well-established client following.

Their arrival brings the number of specialist injury law barristers working out of Parklane Plowden to more than 60. It also means that with 120 barristers, the chambers is now the 11th largest in the UK, according to Chambers & Partners.

Michael Stubbs, director of clerking and business development at Parklane Plowden, said: "We are thrilled to welcome such highly regarded and talented barristers to our team. These new additions enhance and further strengthen our injury law to clients from across the region and beyond."

Leeds-based Zenith Chambers closed its doors on 28 February after 60 years in operation.

Thirteen family law barristers and pupils moved to Parklane from Zenith Chambers, while Leeds- and Bradford-based Broadway House Chambers welcomed 10 from the now-closed chambers in January.



Exchange Chambers expanded in Leeds with the addition of Simon Ross as a new member.

Ross joined Exchange Chambers from Zenith Chambers, where he was head of the personal injury group.

An experienced personal injury practitioner, Ross is dual qualified and practised as a solicitor for many years before transferring to the Bar in 2004.

He was appointed as a deputy district judge in 2010 and was recently appointed to the attorney general's panel of junior counsel to the crown.

Ross is experienced in advising and representing parties at trial in all aspects of personal injury work, including road traffic accidents, employers' liability claims, fatal accidents,

occupational illness and clinical negligence.

He is repeatedly instructed by leading firms that specialise in disease work. His experience includes deafness, work-related upper limb disorders and asbestosis.

He has also acted in claims concerning more obscure illnesses, such as his successful representation of a claimant who had developed hypersensitivity pneumonitis following exposure to fungal spores in his workplace.

Ross has also advised in a complex claim concerning an individual diagnosed with toxic encephalopathy, multiple sensitivity syndrome and multiple chemical sensitivity.

Commenting on his decision to join Exchange Chambers, Ross said: "I am delighted to join Exchange Chambers—a set with an outstanding reputation in personal injury work."

"With an ever-growing presence in Leeds, Exchange Chambers's silks and juniors have an exceptional reputation in handling high value, complex cases involving injuries of the utmost severity, as well as a variety of niche personal injury matters."

Tom Handley, chief executive officer at Exchange Chambers, said: "Simon is a highly-regarded personal injury practitioner with wide-ranging expertise. His arrival further strengthens our Leeds chambers and our personal injury team across the north."



DLA Piper appointed Andrew Dyson as its new office managing partner in Leeds.

Dyson replaced Allison Page, who stepped down following a successful three-year term at the helm in Leeds.

Dyson leads the UK privacy and security practice at DLA Piper and is co-chair of the global privacy practice. He will continue in this role alongside his new position leading the Leeds office.

A DLA Piper partner since 2006, Dyson is an internationally recognised leader in the field of data protection, privacy and cyber security, advising major banks, insurers and airlines on privacy matters on a UK and global basis, through a team of lawyers based in Leeds.

He is also a visiting fellow at the University of Leeds in the field of data ethics and a retained adviser on privacy matters to the UK government.

Commenting on his appointment, Dyson described Leeds "as an integral part of the heritage of DLA Piper", with the law firm able to trace its origins back to a founding office in the city 250 years ago.

He continued: "The government's recent commitment to continue the development of HS2 is a clear illustration of the interest and investment in the north of England. Our Leeds office is perfectly placed to support growth in the region through a tremendous community of lawyers delivering outstanding client service. I am looking forward to supporting everyone at this exciting time for the region."

DLA Piper UK managing partner Liam Cowell added: "Andrew brings to this role a real energy, focus and determination that will add a real boost to the great work that Allison has put in to developing the Leeds office over the past three years. Our Leeds office is a critical part of the firm, doing world class work for our local, national and international clients within the Leeds city region."

Embrace remote working: Work from home with confidence and efficiency

John Espley, CEO of LEAP UK, writes about the rise of remote working and the long-term benefits it can bring to a law firm.

The culture of remote working is fast becoming the norm for most companies. There are occasions when remote working is a

necessity, for example when there are travel problems, bad weather, flooding, power outages, health issues or office closures.

During times of disruption, it is essential that your practice and staff are able to continue working as normally as possible. By ensuring your practice is able to function when people are working remotely, you will help protect your business from external threats.

Forward thinking practices are implementing remote working policies to ensure business continuity and productivity—empowering employees to continue performing business-critical operations remotely and managing business as usual. Implementing the correct technology is one factor that is playing a vital part in helping to facilitate this move to working from home.

Cloud technology is by no means new and has become a game changer in that people can be just as productive at home as in the office. Cloud-based practice management software enables a legal professional to work anywhere and anytime and from any connected device.

A practice needs legal software that:

- Enables full management of matters and access to key information away from the office
- Allows real-time collaboration with colleagues across various locations
- Provides smartphone apps that allow your team to work and stay informed anywhere
- Keeps your practice fully operational even in exceptional circumstances

Remote working is not just about a contingency if people can't physically be in an office. It's the burgeoning trend of making staff more able to perform their roles without the shackles of a daily commute, enabling them to work from outside the office and giving them flexibility that can mean your team is more fulfilled and motivated.



The next generation of lawyers demand this use of remote and mobile technology and won't consider working for a firm

that does not have a laptop and mobile-dominated technology structure with remote working as part of the practice culture.

Here are some dos and don'ts about remote working:

Do

- Have remote working as part of your business culture—make it the 'norm'
- Realise that a happy remote worker is a productive team worker
- Fully include people as active participants in video conference calls
- Make colleagues aware of your schedule
- Communicate goals and objectives throughout your whole team
- Realise when it's best to use email/chat/phone/video conferencing
- Help staff understand how the technology works and how to set up new systems at home

Don't

- Assume that because someone is at home that they are on the sofa watching TV
- Let someone be the only remote person on a poor quality video call
- Leave people out of key office conversations or communications
- Leave it solely to the individual working remotely to ensure that their technology and software is secure

Developing a remote strategy for your practice makes it easier for legal professionals to collaborate without being limited to their office desks. Remote working makes it irrelevant where work is done and gives added flexibility, be it office, home, on the move or at court.

LEAP Legal Software has been helping small to mid-sized law firms to become more efficient and profitable, globally, for more than 25 years. Visit leap.co.uk.

Tackling climate change in Yorkshire

Judith Hopper, partner at Bevan Brittan, looks at recent policy initiatives and progress made in Yorkshire to tackle the risks and challenges posed by climate change



Climate change has become one of the most urgent issues we face as a society.

The recent announcement by Drax that from March 2021 it will no longer burn coal at its site in Selby, four years ahead of the government target to end coal fired production nationally, marks the end of an era. While the power station has been moving away from coal to biomass for over a decade, its statement comes at a time of increasing awareness of the risks and challenges posed by climate change, which touches on many sectors of our regional economy.

Leeds City Council is just one of a number of councils to declare a “climate change emergency”, and has committed to making the city carbon neutral by 2030.

Its ambitions have arguably seen a boost from the recent UK government budget. Significantly, the chancellor announced a devolution deal for West Yorkshire worth some £1.8 billion over 30 years.

The agreement, the biggest ever of its kind, includes a government commitment to support the development of a West Yorkshire mass transport system, as well as £317 million from the Transporting Cities Fund to improve access to public transport, cycling and walking. For residents in Leeds, where 53% of commuters still drive, the lack of investment in the transport system has been seen for decades as an obstacle to the region's economic growth; when transport is responsible for 36% of the city's emissions, it is also a significant barrier to achieving carbon neutral status.

The budget was also welcomed by the recycling industry, with the plastic packaging tax of £200 per tonne seen as a breakthrough for investment in the circular economy.

A move to a low carbon, green economy poses challenges for some sectors. Construction, for example, currently represents 10% of UK carbon emissions. Increasingly, consumers, customers and investors will look to companies to demonstrate their green credentials when making decisions about how to spend.

The former governor of the Bank of England, Mark Carney, recently called for companies and banks to join the Task Force on Climate-Related Financial Disclosures, which asks participants to disclose exposure to climate risk to investors.

Large and medium-sized UK companies and their auditors are already required under the Companies Act to report on the impact of business activities on the environment and on energy use and carbon emissions. The obligation to also address principal risks and uncertainties in company accounts will require some businesses to focus on the challenges posed by a move to a net zero carbon economy and heightened public awareness of the issues.

The solutions may well lie in innovation, changing technologies and collaboration. At Bevan Brittan, we are working on a number of schemes with councils, private companies and investors working in partnership to address carbon emissions, whether it be district heating schemes, retrofitting social housing, or on smart city schemes that seek to use digital connectivity to reduce carbon emissions.

In the next decade, we are likely to see further legislation and policy initiatives as both local and central government try to meet their zero net emissions targets. Businesses and organisations in the region will have a crucial part to play. Companies which can adapt quickly to changing technologies and demonstrate their green credentials are likely to see greater opportunities going forward.

An inclusive society

Georgina Parkin, managing director of Truth Legal and president of the Harrogate and District Law Society, reveals what members can look forward to during her presidency



I received the great honour of being appointed president of the Harrogate and District Law Society in January 2020. When I was asked to write this article a few weeks ago about my plans for the Harrogate and District Law Society, the world was a considerably different place and many of the events and focuses of my year as president have had to change as a result of the coronavirus (Covid-19) pandemic. It is likely our next committee meeting will take place by way of video conference.

As I write this, I am sat working from home in self-isolation for the next 12 weeks as a result of being pregnant with my first child. As far as I am aware, I am the first pregnant president of the Harrogate and District Law Society in its 102 years of existence. Times are changing! Our vice president, Emma Doughty of Harrogate Family Law, will kindly be assisting me towards the end of my pregnancy and into the start of my maternity leave.

Harrogate is an excellent place to work. It is consistently voted the number one place to live in the UK. We also have many talented solicitors working here. With most of the firms being small or medium sized, we can make decisions faster and it allows us to have the ability and opportunity to be progressive in how we meet our clients' needs. How we meet our clients' needs is going to change due to the current climate. As a society I consider we have an obligation to our local community in highlighting how lawyers may be able to assist them through the coronavirus pandemic.

The Law Society on a national level prior to the general election last year set out its manifesto for legal reform and key asks that it wanted the elected government to adopt. On a local level, I am of the view that our society should follow the national Law Society's lead in our public interest role in upholding the rule of law and achieving access to

justice for all.

My intention was to try and arrange an event where our members have the opportunity to put questions to their local MP about the issues affecting their practice and their clients. I still plan to do so although this event is unlikely to be until much later this year.

In my role as president, I am keen to establish networking opportunities for the Harrogate and District Law Society with other professionals and local barristers' chambers. I am pleased to report that there has already been some success and progress here. The Harrogate and District Law Society will be jointly hosting a summer drinks event at Manahatta in Harrogate with Parklane Plowden Chambers on 16 July, with Parklane Plowden kindly providing sponsorship towards the event. This event will not be limited to the members of the Harrogate and District Law Society and it would be wonderful to see you there.

We had planned to hold a spring conference where a number of speakers including counsel, leadership coaches and social media experts were going to provide training at a day-long CPD event. It is likely that this event will now be held in the autumn, in either September or October.

This event will be open to other local law societies and to all lawyers whether they are qualified solicitors or not.

Being an inclusive society is something I very much want to promote during my year of being president. I am delighted that the membership of the Harrogate and District Law Society continues to diversify. Trainee solicitors are able to join our society as associate members. In the past year, chartered legal executives have been able to become members and more recently paralegals. Our junior lawyers are important. We should be mentoring and encouraging our colleagues who would like to qualify as solicitors.

Enter the Yorkshire Legal Awards 2020 and celebrate your achievements

The 2020 awards will take place on
8 October 2020 at New Dock Hall in Leeds

Key dates for your diary

Entry deadline: 26 June 2020

Awards ceremony: 08 October 2020

FAQs

- **What is the dress-code?**
Black-tie and formal wear.
- **What time do the awards begin?**
7pm sharp, until late.
- **What is the structure of the evening?**
The evening begins with a champagne reception. Dinner follows, with the awards ceremony and then entertainment to end the evening.
- **Is there a set menu?**
Yes, across three courses. But individual dietary requirements are catered for. Let us know when you book your tickets / confirm who will be attending.
- **What if my question isn't covered here?**
Get in touch with Simon Krawczynski via simon.krawczynski@barkerbrooks.co.uk.

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The Yorkshire Legal Awards is the ideal event at which to meet key decision makers within the legal profession.

A reminder of 2019's winners and recipients

- | | | |
|--|--|--|
| • Law Firm of the Year: Small
Ridley & Hall | • Regulatory & Compliance Award
DWF | • Intellectual Property Award
Walker Morris |
| • Law Firm of the Year: Medium
Ramsdens | • Residential Property Award
PM Property Lawyers | • Private Client Award
Roche Legal |
| • Law Firm of the Year: Large
Eversheds Sutherland | • Commercial Property Award
Walker Morris | • Rising Star of the Year
Sadie Simpson, Switalskis Solicitors |
| • Diversity & Inclusion Award
Thrive Law | • Litigation & Dispute Resolution Award
Stewarts | • Trainee Solicitor of the Year
Annie Beaumont, Blacks Solicitors |
| • Niche Law Firm of the Year
Torque Law | • Debt Recovery Award
DWF | • Partner of the Year
Richard Obank, DLA Piper |
| • In-House Team of the Year
Drax Group | • Family Law Award
Irwin Mitchell | • Managing Partner of the Year
Tim Halstead, Shulmans |
| • Chambers of the Year
Spire Barristers | • Corporate & Commercial Award
Addleshaw Goddard | • Yorkshire Lawyer of the Year
Kama Melly QC of Park Square Barristers |
| • Employment Law Award
Chadwick Lawrence | • Criminal Law Award
Park Square Barristers | • Lifetime Achievement Award
Mary Butler, Bell & Buxton |
| • Banking & Finance Law Award
Clarion | | |

The Yorkshire Legal Awards brings together the region's legal community to recognise and celebrate its many achievements.

Launched in 2000 to recognise the outstanding talent across our region, this is a key date on the calendar and offers professionals the chance to come together for a memorable evening of networking, socialising and celebrating. The award categories cover everyone from the biggest corporate firms to leading barristers, from senior partners to rising stars, and the event itself is a glittering black-tie affair, and always sells out—so early booking is recommended.

The awards are judged by a prestigious independent panel made up of experts from across the Yorkshire legal community. Representatives from the region's leading societies, business groups and local public bodies lend their expertise and experience to assess hundreds of written and video entries, and decide who should be recognised as Yorkshire's leading legal lights. The panel is reconstituted every year to ensure variety in views and backgrounds, and is bound by confidentiality and conflict of interest requirements to ensure its integrity and independence.

2020 categories

The Yorkshire Legal Awards is open to individuals and teams in private practice and in-house, at law firms and companies across the region. Each category is designed to recognise the outstanding achievements of the entrant. Of course, if there is something you'd like to mention but isn't covered in the criteria, make sure that you include it anyway. The deadline for entries is 26 June 2020.



Organisations

Suitable for law firms, barristers chambers and in-house legal departments

- Chambers of the Year
- Diversity and Inclusion Award
- In-House Team of the Year
- Law Firm of the Year: Small
- Law Firm of the Year: Medium
- Law Firm of the Year: Large
- Niche Law Firm of the Year

Individuals

Suitable for individuals practising within Yorkshire, in private practice. In-house lawyers are eligible to enter all but Partner and Managing Partner of the Year

- In-House Lawyer of the Year
- Managing Partner of the Year
- Partner of the Year
- Rising Star of the Year

- Trainee Solicitor of the Year
- Yorkshire Lawyer of the Year

Practice areas

Suitable for individuals and teams

- Banking & Finance Law
- Commercial Property
- Corporate & Commercial
- Criminal Law
- Debt Recovery
- Employment Law
- Family Law
- Intellectual Property
- Litigation & Dispute Resolution
- Private Client
- Regulatory & Compliance
- Residential Property

Judging

The awards are judged by a prestigious independent panel made up of experts from across the Yorkshire legal community. Representatives from the region's leading societies, business groups and local public bodies lend their expertise and experience to assess hundreds of written and video entries, and decide who should be recognised as Yorkshire's leading legal lights. The panel is reconstituted every year to ensure variety in views and backgrounds, and is bound by confidentiality and conflict of interest requirements to ensure its integrity and independence. The full judging panel will be confirmed soon.

How to enter

Entering the Yorkshire Legal Awards is easy and free. Follow these simple steps and you'll produce a submission that our independent panel of judges will find clear, concise and memorable

Pick your categories: There are lots of categories to choose from. Read the criteria carefully for each and decide which will give you the best opportunity to demonstrate your strengths.

Choose the form of your entry: We accept written submissions of between 250 and 1,000 words per category. Written submissions are at their best after several drafts, with input from everyone involved. Remember that your entry needs to stand out from the crowd, so keep it active, free of jargon, and don't forget to proof your words before entering. Alternatively, you can enter a video submission. You'll have a maximum of three minutes to demonstrate why you, your team or business should win the particular category. Videos are easy to digest and revisit, and they allow the judges to put a face to an entry.

Submit your nomination online via the entry form: Entries can only be accepted via the entry form. Fill out all of the required information, and make sure you choose the correct category from the list. The form must be filled out and submitted for every category. The form removes all formatting, so don't worry about italics, bolding, underlining or hyperlinking, as these won't make it through our system. Furthermore, no supporting documents and attachments are allowed, so don't use the attach buttons for CVs, promo videos, PDFs and Word docs—these won't make it through our system, either. Client testimonials must be collated by you and included within your written submission (and are included in the word count). Anything sent separately will not be accepted. For video entries, fill out the entry form as normal, mention that you are submitting a video, and submit the video file via www.wetransfer.com to simon.krawczynski@barkerbrooks.co.uk.

Attach your logo: If you make it to the shortlist, we'll need a high resolution version of your logo for the ceremony, programme and associated marketing campaigns. We accept the JPEG, PNG and .PDF formats, but prefer .EPS wherever possible. If you don't have this, don't worry.

Attach nominee's photo: This is for the individual awards. Colour photos are preferred, and high resolution JPEG is best.

Sit back and wait for news: That's it, you're done! Approximately two weeks following the entry deadline, our judging panel will convene to make their final decisions. We'll then get in touch with every entrant to give them the good news.





Yorkshire Legal Awards 2020

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Always a need for family lawyers

Pascale Adam is a solicitor and head of family law at Milners



Why did you decide on law as a career, and family law as your specialism?

The law degree I chose to study was law with psychology followed by attending law school in Leeds. I have a specific interest in people and relationships. My studying of this area really drew on my strengths of analytical skills, communication and the

love of hard work! This naturally led to an interest in family law, which I specialised in at law school and which I have pursued throughout my career with a focus on Yorkshire firms that specialise in family law.

How in demand are family law specialists in Yorkshire, and where are you seeing the most work?

There is always a need for family lawyers given the nature of the work that we do. I think the trajectory that family law is going in means that our role is changing into facilitating parties reaching agreements rather than making knee-jerk applications to court which are often more costly and emotionally draining for the parties involved. If the cases that are capable of being settled are away from the court then this frees up court time to deal with the most serious cases, such as where there are issues of domestic abuse, and also protection of children from harm.

What are the reforms on the horizon for divorce and separation, and how will lawyers have to react for their clients?

There are some interesting developments currently in motion for family law. Firstly, the most significant changes to the law on divorce in more than 30 years. The Divorce, Dissolution & Separation Bill is currently going through Parliament, which will overhaul the law on divorce as I have known it throughout my career. The draft bill aims to remove the requirement for parties to 'blame' the other for the breakdown of the marriage and will also mean that, in most cases, the divorce proceedings will not be finalised in less than six months.

In my view, the reform of divorce law is long overdue as the 'blame game' (ie, one party relying on adultery or unreasonable behaviour as the reason that the marriage has come to an end)

can often be a cause of extreme acrimony between separating couples. This can then lead to a breakdown of communication and difficulties in resolving the more important issues such as the arrangements for the children and the division of finances

There are further law reforms being considered with the draft Domestic Abuse Bill, which aims to raise awareness and understanding about the devastating impact of domestic abuse on victims and their families. There will finally be a definition of domestic abuse that goes further than physical violence which a lot of people do not realise. The bill aims to provide further necessary protection to vulnerable parties who have been victims of domestic abuse to ensure they have the support they need.

Congratulations on your appointment as head of family law at Milners—what do you hope to achieve?

Thank you very much. With my appointment, Milners can now offer advice on family law specialisms such as divorce proceedings, the division of finances, pre- and post-nuptial agreements, children arrangements disputes and cohabitee disputes, to their already established loyal and far-reaching client base. We are looking to build and expand a strong team of family lawyers who are similarly minded in delivering excellent client care.

What advice do you have for school leavers considering a career in law?

Yorkshire born and bred, I took what may be considered the standard route into law by obtaining a law degree and I then attended BPP University Law School in Leeds to study the legal practice course. I was fortunate to be taken on by a Leeds law firm for work experience during my studying. After a couple of weeks, the firm then offered me a full-time paralegal position when I left law school. Shortly after that, the firm then offered me a training contract followed by a job on qualification.

I am aware that over recent years many law graduates have faced a fiercely competitive market with positions for graduate jobs being limited compared to the numbers leaving law school. There are many routes into law now that are developing, with a new focus on apprenticeship schemes to get people into work at an early stage. Milners employs a number of apprentices and also offers work experience for young adults who have ambition to become lawyers. I consider it important for school leavers who want to embark on a legal career to have the experience of working in a law firm, giving them the opportunity to decide whether a legal career is the right move for them.



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