

# Leeds & Yorkshire Lawyer

The Official Journal of Leeds Law Society

 Leeds  
Law Society

October 2020  
Issue 166



## Diversity & Inclusion Conference: Bold and beneficial

More than 500 online attendees  
heard from dozens of speakers

### Focus

Leeds United and Harrogate Town have achieved promotion, promising a bright future

### News

Leeds is ideally positioned to capitalise as the legal sector nears a point of major transformation

### Society

While the profession has made great strides in diversity and inclusion, there is still work to do

### Last Word

David Kilduff, chairman of Parklane Plowden, on navigating the new normal

### Comment

Patrick Walker wonders if he has been missing out and wishes he could be more like his Labradors



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Leeds Law Society  
62 Wellington Street, Leeds,  
LS1 2EE  
DX 12079 Leeds  
Tel: 0113 245 4997

**EDITORIAL**

**Editor:** Mark Dugdale  
01423 851 150  
mark.dugdale@barkerbrooks.co.uk

**Founding Editor:**  
Ian McCombie

**PRODUCTION**

**Head of design:**  
Compton Sheldon

**ADVERTISING**

**Project manager:**  
Matt Gotting  
01423 851 150  
matt.gotting@barkerbrooks.co.uk  
**Published by:**  
Barker Brooks Communications Ltd  
26 Airedale House, 423 Kirkstall Road,  
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Tel: 01423 851 150  
Fax: 01423 740 704  
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info@barkerbrooks.co.uk

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Nicholas Emmerson,  
president of Leeds  
Law Society

# Honesty was the best policy at Diversity & Inclusion Conference

Anyone climbing into a time machine in the future will probably avoid going back to 2020. We have all had to deal with a tremendous amount this year as the world turned upside down and inside out. As a profession, we even had to defend the rule of law in our own country.

As doubts creep in as to whether 2021 will be any better, Leeds Law Society's virtual Diversity & Inclusion Conference provided a real breath of fresh air.

Held over three weeks on consecutive Tuesday and Thursday evenings, the conference covered Social Mobility, Mental Wellbeing, Gender, Disability, LGBTQ+, and Race and Ethnicity on separate evenings.

Organised with the support of the Law Society of England & Wales, this ambitious and ground-breaking conference tackled the lack of diversity and inclusion in our profession head on. Speakers were asked to bring their experiences (good and bad) to our virtual table and they did just that.

Individuals spoke about their experiences in life and most recently in lockdown. Powerful true stories about their own lives. Their struggles and their victories. Not fake news. Not based on a true story. Real stories by real people about themselves.

I was humbled by their honesty and emboldened by their spirit. Through no fault of their own, life had been harder than it should have been and our profession not as embracing as it could have been.

I was asked to provide the introductory welcome to the conference at the first session. As the first session was on social mobility, I strayed from my welcome brief into the topic itself.

I am a northerner who went to state school and a non-Oxbridge university. Social mobility was the topic to get my teeth into, especially as I had faced colleagues and other solicitors throughout my career who had constantly wanted to make their southern, private school and Oxbridge social superiority very clear.

Topic hijacked, I began my research and was on a roll but soon came to a grinding halt.

A report entitled *Elitist Britain 2019* found that power rests with a narrow section of the population—the 7% who attend private schools and 1% who graduate from Oxford and Cambridge. The report revealed a “pipeline” from

private schools through to Oxbridge and into top jobs.

The report added that “senior judges are the most socially exclusive group of all of the professions examined” and their figures are getting worse; not better.

The Lawyer also recently reported that: “The magic circle recruit state school graduates, but they don't promote them.” Magic circle partnerships are still dominated by the 7% that go to private schools.

Great material. I then hit the buffers.

Senior judges and the magic circle proved very soft targets. As I read on, I discovered that I am also part of the problem.

*Elitist Britain 2019* acknowledges that: “Comprehensive school attendance on its own is not necessarily a marker of disadvantage. There are high levels of social segregation even within the comprehensive school system, with many of the best performing schools in the country located in wealthy areas, serving advantaged populations.”

I went to an excellent comprehensive school with dedicated and inspiring teachers.

All the senior judges included in the report went to university and even those who did not attend Oxbridge still, in the main, attended a university in the Russell Group, with only 9% attending a non-Russell Group institution.

I went to a great Russell Group university that flooded me with opportunity and adventure and, in those days, it did not cost a penny.

Please feel to call me naïve but it came as a bit of a revelation that I could be seen as a social mobility blocker to others. I confessed this to the conference.

Leeds Law Society is blessed with directors and members who voluntarily give up their time to contribute and our Diversity & Inclusion Committee did an amazing job pulling the conference together.

Our next challenge is, having heard the stories, to change our profession for the good so that future speakers will have a different story to tell of fewer challenges and more victories. I will also do my best to be part of the solution and work with Leeds Law Society to provide social mobility ladders for those who are smart but less fortunate. You are very welcome to join and help us.



# Diversity & Inclusion Conference 2020 welcomes over 500 attendees

The overall theme of the recent Diversity & Inclusion Conference was a recognition that while the legal profession had made great strides in becoming more diverse and inclusive, there is still much work to be done



Leeds Law Society held a first-of-its-kind virtual conference dedicated to diversity and inclusion in September, attracting more than 500 attendees.

Organised in conjunction with the Law Society of England & Wales, the event was supposed to be physical and in-person, but the global pandemic's disruptive effect meant that wasn't possible.

Instead, Leeds Law Society acted quickly to move the Diversity & Inclusion Conference online, recreating the conference format through six two-hour Zoom-based panel discussions.

As the event was to be held online, it didn't need to be restricted to one or two days. Held over the course of three weeks from 15 September, the Diversity & Inclusion Conference covered Social Mobility, Mental Wellbeing, Gender, Disability, LGBTQ+, and Race and Ethnicity.

Approximately 40 speakers participated, including Leeds Law Society's Sarah Wmales, Nick Emmerson, Shanika Varga, Catherine Woodward, Emma Pearmaine, Leanne Coyle, Matthew Jones and Itohan Odukunle.

The Law Society of England & Wales was also well represented, with participation from president Simon Davis, deputy vice president I. Stephanie Boyce, head of diversity and inclusion Sally Brett, evaluation manager Alexa Sage, Lawyers with Disabilities Division chair Jane Burton, and diversity and inclusion advisers Chris Seel, Sarah Alonge and Jerry Garvey.

The overall theme of the conference was a recognition that while the legal profession had made great strides in becoming more diverse and inclusive, there is still much work to be done.

Although too many to recount here, the speakers offered genuine insight into their own situations and careers, revealing that, for example, there are not enough lawyers coming out of the state school system in certain parts of the country, and law firms are without a significant number of women in their partnerships.

Law firms need to ensure that reasonable adjustments are made for lawyers with both visible and invisible disabilities, while intersexuality is still widely misunderstood and the mental wellbeing of colleagues must be carefully assessed, particularly during the ongoing pandemic.

There is also a recognition that law firms must be challenged on their diversity and inclusion policies in the wake of the George Floyd protests around the world, if they purport to have one but do not have a person of colour among their leadership. A major message since the onset of the protests across society has been

that actions need to be taken to improve racial equality because words are no longer enough.

The onus is on law firms to enact diversity and inclusion policies while ensuring that they are having the intended impact.

One way of doing this is to effectively measure the impact and take steps if that impact falls short or is misplaced. Law firms should follow the cycle of good impact practice—plan, do, assess and review—so that lessons can be learned and fed back into the cycle.

Law firms should also plan backwards, so that they can decide what they want a particular diversity and inclusion initiative to achieve before dedicating time and resources to outcomes, outputs, processes and inputs.

On the points of outputs and outcomes, bear in mind that they are not one and the same. For example, an output is the number of training sessions delivered, while an outcome is the number of staff who participated reporting that their awareness had increased. So both are important, but only the outcome brings a law firm closer to achieving its desired impact.

Data is also crucial to delivering an effective diversity and inclusion programme, because they will highlight where barriers for certain groups exist within an organisation.

To ensure that data is working effectively for a law firm in the context of diversity and inclusion, a law firm must set out its aims and objectives early on, while communicating to staff as to why monitoring is being carried out.

Confidentiality is crucial, so staff must be reassured that their data will be kept secure and anonymous. It is difficult to get support for a diversity and inclusion programme, and participation, without this reassurance.

Law firms must also consult with their diverse staff, to find out how they view the needs of their group and what should be done to bring down barriers within the organisation.

Every Law Society of England & Wales representative who participated in the Diversity & Inclusion Conference referenced committees, initiatives and resources that lawyers and firms can and should access. Visit [lawsociety.org.uk/topics/diversity-and-inclusion](https://lawsociety.org.uk/topics/diversity-and-inclusion) for more information.

If you missed the Diversity & Inclusion Conference or would like to rewatch the sessions, get in touch with Leeds Law Society via [info@leedslawsociety.org.uk](mailto:info@leedslawsociety.org.uk) and the society will be happy to provide the recordings.

Leeds Law Society's chosen charity for the Diversity & Inclusion Conference was Friends of Dorothy. The charity champions social inclusion for older LGBT+ people by hosting regular activities and events. If you would like to donate, visit [justgiving.com/fundraising/leeds-law-society](https://justgiving.com/fundraising/leeds-law-society).

# Whitecap publishes report on legal tech in Leeds city region

Leeds is ideally positioned to capitalise as the legal sector nears an inflection point of major transformation, according to a new report from Whitecap Consulting.

The report is the result of a six-month project analysing the legal sector in the Leeds city region, supported and co-funded by Leeds City Council, Leeds Law Society, University of Law, Harrogate Borough Council, and law firms including Addleshaw Goddard, Blacks, Pinsent Masons and Reed Smith.

The project, involving 130 stakeholders, found the legal sector has changed through innovation and technological adoption over the past five years and will continue to do so over the next five years.

Although innovation and technology in the legal profession is not yet as advanced as in fintech and insurtech, Covid-19 has accelerated its digital adoption, with the report highlighting examples of changes to working practices in law firms, the courts and internal legal teams.

Moving forward, the report says there is an opportunity to form stronger links between the legal and tech sectors in the Leeds city region, to unlock the opportunities legal tech and innovation can offer.

The combination of the size of the region's legal sector, its multi-sector digital tech capability, and a large pool of experienced and graduate talent are the key factors identified as representing the foundation of a significant opportunity for the region in terms of legal technology and innovation.

Highlights from Whitecap Consulting's report include:

- More than 1,560 legal companies are based in the Leeds city region, including 28 of the UK's top 100 law firms. The sector employs in excess of 14,400 people and generates approaching £1 billion per year. One in four people working in the legal sector in North England is based in Leeds, and the region offers a standard of support and advice substantively the same as that available in London as a

result of the high concentration of quality legal advisers and related infrastructure.

- The Leeds city region is home to 8,500 digital tech companies employing 57,000 people, including numerous prominent tech providers and digital consultancies. The wider Yorkshire region has seen 48% growth in digital sector employment over the last three years, more than any other region, including London. In 2019, Leeds was cited by Tech Nation as the best place in the UK to work as a data scientist, and this year digital tech productivity per worker in Yorkshire and the Humber has been found to be 16% higher than the national average.
- The nine universities in the Leeds city region have 117,840 students and produce 49,480 graduates per year, of which 3,700 are law graduates, making the region responsible for 15% of the UK's law graduates. One of the largest providers of legal education in the UK, University of Law, has its only innovation and tech hub in Leeds.

Nick Emmerson, president, Leeds Law Society, said: "Leeds is the UK centre of excellence for legal services outside of London, and this report highlights the region's strengths across the legal sector. Exponential changes with technology, communications, data and algorithms mean we are now experiencing revolutionary change in the legal industry, and the Leeds legal offering is responding and leading the change in many areas."

He added: "This report is the beginning not the end of a process—and combined with the backing from regional stakeholders, it shows that Leeds is perfectly placed to continue to thrive in the new world of legal services."

Richard Coates, managing director of Whitecap Consulting, said: "We are delighted to have had the opportunity to conduct the research and analysis which has informed this

report focusing on the role of technology and innovation in the legal sector across the Leeds city region, which is a well-known hub for regional, national and international legal work."

"Leeds is a collaborative city, and the fact this research has been co-funded by a number of organisations, many of whom compete with each other, is a clear illustration of the collective desire to see the region's legal sector develop and grow."



Guide to Legal Services Providers categorisation: Large law firms - top 100 in UK, Mid-sized law firms - top 200, SME law firms - all others, Challengers & A&B Firms, Legaltech, non-standard business models.



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## Clarion helps secure 20% increase in Court of Protection hourly rates

Leeds law firm Clarion has helped to win a landmark case that will result in a significant change to national guideline hourly rates for Court of Protection (COP) lawyers.

Master Whalan handed down the judgment on 30 September following a hearing on 26 May, indicating a 20% increase to the rates payable in COP cases.

Four professional deputies from Wrigleys Solicitors, Freeths, Boyes Turner and Gillhams Solicitors acted to bring the issue before the Senior Courts Costs Office, highlighting that the Guideline Hourly Rates (GHR) had not changed for 10 years, but factors such as inflation, increasing workload and growing responsibility on professional deputies, had caused concern about the sustainability of COP work.

Clarion prepared the four bills of costs for submission, claiming the GHR of 2010 plus a percentage uplift to reflect RPI inflation (of approximately 31%) between 2010 and 2019.

Stephanie Kaye, who leads Clarion's COP costs team, commented: "This outcome is very welcome news for COP practitioners, providing overdue ratification for the vital work they conduct. Importantly, the outcome will mean that this crucial area of work continues to be sustainable."

"We are proud to have been a part of this case. We will be applying the 20% uplift to all cases going forward to ensure COP lawyers recover their fair rates, and are happy to revise existing bills which have not yet been assessed to reflect the changes."

A directions hearing took place on 17 April and the parties were asked to produce evidence in support of the claim. All four deputies, Clarion and willing members of the Professional Deputies Forum produced evidence, further reinforcing that the 2010 rates were not fit for purpose.

Richard Wilcock of Exchange Chambers represented the parties at the final hearing, and relied on the relevant factors in the Civil Procedure Rules, the GHR Review Committee and recent case law in his submission, all pointing to the fact that changes to the rates payable were essential.

He made two key arguments; the first being that COP work is specialised, combined with the fact that deputies carry, in general, higher overheads, which should mean that the current rates are paid with an uplift.

His second argument was presented as an alternative solution, in that if the Senior Courts Costs Office wanted to rely on the GHR as a starting point, then it must apply an empirical uplift to reflect the incidence of inflation between 2010 and 2019.

Due to inconsistencies in the evidence produced relating to overheads, Master Whalan was not convinced by the first argument. He said that the findings "do not, in my view, demonstrate that the burden is one that is exclusive to COP work or that it is atypically high in comparison with that experienced by practitioners in comparable areas of practice."

He confirmed that the approach set out in *Re: Smith and others (2007)* and *Yazid Yahiaoui and others (2014)* was still correct and applicable.

Master Whalan then moved on to Wilcock's secondary argument. He emphasised that he had no power to review the GHR, but recognised that they couldn't provide "reasonable remuneration unless these rates are subject to some form of periodic, upwards review".

Importantly, Master Whalan stated in his judgment: "I do not merely express some empathy for deputies engaged in COP work, I recognise also the force in the submission that the failure to review the GHR since 2010 threatens the viability of work that is fundamental to the operation of the COP and the court system generally."

On the topic of inflation, Master Whalan questioned whether CPI was more appropriate than RPI. He said: "I am satisfied that in 2020 the GHR cannot be applied reasonably or equitably without some form of monetary uplift that recognises the erosive effect of inflation."

He further specified that "if the hourly rates claimed fall within approximately 120% of the 2010 GHR, then they should be regarded as being prima facie reasonable"; and provided a suitable table of the GHR with a 20% uplift to assist costs officers undertaking future COP assessments.

Master Whalan concluded by saying that the provided rates are applicable to all outstanding assessments, regardless of the year the work was undertaken. He also advised that the recommendations of the GHR Working Group must be adopted in preference to his findings

## Gordons advises Rising Phoenix maker on funding rounds



Yorkshire law firm Gordons has successfully advised the startup film production company behind Netflix's hit Paralympics documentary, *Rising Phoenix*, on its first two funding rounds.

The funding for HTYT (Harder Than You Think) was originally secured to enable the company to produce its first documentary charting the history of the Paralympics, which premiered on Netflix last month. Since then, the London-based startup has outlined plans to create further documentaries, including films about sport and business

James Fawcett, head of corporate at Gordons, and solicitors Amy Pierechod and Stephanie Houghton advised HTYT on its first two funding rounds.

HTYT was founded in 2018 by head of marketing for the 2012

Olympics, Greg Nugent, and Tony Blair's former spokesperson and director of government communications for London 2012, Godric Smith.

Earlier this month, the production company, which employs 10 staff, announced that former director-general of the BBC, Lord (Tony) Hall, is to become its chairman.

Fawcett said: "We are very pleased to have played a small part in helping HTYT tell the story of the Paralympic Games and are looking forward to seeing its future productions."

The firm's expertise in early stage investments also saw Gordons recently advise a group of angel investors on a significant investment in electric vehicle tech startup, Mina, through its partnership with tech and digital investment platform NorthInvest.







## Wake Smith helps drive growth for car repairs company

Sheffield law firm Wake Smith Solicitors has helped a car repair and maintenance specialist double the size of its premises.

German Autocentre, which is part of the DSA Group and was formed in 2010, offers dealer-level servicing, diagnostics and repairs, and has taken on 11,000 square feet space on Brightside Lane in Sheffield.

The move will see the company, which now employs 38 people, add to its current premises on Attercliffe Common in Sheffield with the new modern industrial space that features a works area, yard and offices.

Garry Maddison, general manager at German Autocentre, said: "This is a progressive move forward for the company."

"We started looking for a new site due to the increasing demands of our business. We needed more space as we had outgrown our previous site."

"The new premises has a larger work area with 16 work stations, a private well fenced yard, ample on site car parking and offices and will allow us to continue our expanding car

repairs and services, diagnostics service and high standards of customer care."

It also benefits from a prominent location on Brightside Lane and in close proximity to the recently opened Sytner main BMW dealership."

Wake Smith advised on the lease for the new premises, marketed by property firm Mark Jenkinson & Son, for German Autocentre.

Maddison added: "We used Wake Smith's commercial property team and found their services to be exceptional."

"Tom Weightman was very professional. Working with Wake Smith was an excellent experience; their dedication and professionalism was second to none, delivering on all points."

Weightman, a commercial property solicitor at Wake Smith, said: "We were really pleased to be able to advise German Autocentre on the unit's lease requirements."

"We are delighted to have helped another independent business expand and wish them the best of luck for the future."

## Myton Law assists boat builder on contracts for vessels worth more than £5 million



Hull-based Myton Law has acted for Whitby boat builder Parkol Marine Engineering to negotiate build contracts, worth more than £5 million in total, for two new vessels just launched for sea trials.

Members of Parkol Marine Engineering's 80-strong team launched the 200-ton, twin-rig trawler Reliance III at Whitby Harbour on 4 September. The trawler is destined for Banffshire where it will work netting prawns and white fish.

The 260-ton Havara was launched at Middlesbrough on 10 September. A salmon feed support vessel, it will eventually head for the Shetland Islands.

Specialist shipping, rail and logistics law firm Myton Law has written and negotiated boat build contracts for Parkol Marine Engineering for a number of years.

Shipping lawyer John Habergam said: "Parkol is widely recognised as one of the leading boat builders in this sector in the UK and Myton Law is proud to advise the highly regarded Parkol team. After working on the contract detail for these two vessels, it is exciting to see them take to the water."

Director Sally Atkinson, who is Parkol Marine Engineering's project manager, said "It is always a pleasure to work with John and his team. We have completed numerous contracts together, some of which have been very challenging. We have always been able to rely on Myton Law to provide a professional service and to have our best interests at heart."

## Consilia Legal launches online mediation solution



Yorkshire-based Consilia Legal is offering access to remote mediation services spanning family, workplace and civil disputes.

Through the service, Consilia Legal's specialists and mediators will facilitate mediations through video calls via smartphone and tablet apps as well as traditional computer-based systems, with options to use platforms including Zoom, Skype, Facebook Messenger and WhatsApp.

The service has been designed to ensure that the mediation process remains both safe and confidential, with Consilia Legal assessing the suitability of the case before proceeding and outlining rules against the presence of others and recording mediation from the outset.

The solution also offers methods to improve on traditional safeguarding issues, which avoids the need to stagger start and finish times, arrange separate waiting areas or conduct mediation on a shuttle basis. Boosting security, the digital format enables any documentation to be exchanged and stored electronically, and calculations to be shared on screen.

A mediator on the digital service will be able to minimise the potential for adversarial meetings or power imbalances, through online breakout rooms and the

ability to mute participants to ensure all parties are being listened to and have the space to speak.

"While recent months have been difficult for many, we're proud that we have been able to make a timely move and expand our offer, enabling us to continue providing expert mediation services to those who need it," said Sarah Manning, senior associate solicitor and Mediator at Consilia Legal.

Manning continued: "From accessibility to empowerment, online mediation has many further benefits beyond being Covid-secure, and we look forward to helping lead the way with an efficient, effective solution for many families in the long term."

Laura Clapton, director, family solicitor and mediator at Consilia Legal, said: "Covid-19 has had a significant impact across many lives and sectors, so we're proud to have developed our new virtual mediation offer in a forward-thinking step for the legal sector."

"This type of solution is typical of our way of working—we want to be at the forefront of what is possible in our field, and we've already seen significant interest from our referral partners in the legal sector, as well as businesses and individuals. The fact that we have dedicated experts in each field of practice, allows us to tailor a digital solution to individual needs."

## Womble Bond Dickinson advises on I'm a Celebrity relocation

Womble Bond Dickinson has advised television production company ITV Studios Entertainment on its upcoming reality show I'm a Celebrity...Get Me Out Of Here.

A multidisciplinary Womble Bond Dickinson team, led by partner Claire Wilkinson, legal director Lucy Pringle, associate Sarah Wales and solicitor Tim Barber, advised on the show's new location for 2020, which is set to take place in the UK this year due to the Covid-19 pandemic. The firm provided key commercial, real estate, and construction advice.

Last year, ITV appointed Womble Bond Dickinson to handle all of its UK property work.

ITV recently announced that the 2020 series, which will be broadcast this autumn, will be filmed at Gwrych Castle in Abergele, North Wales, instead of its usual location in the Australian jungle.

Wilkinson commented: "It has been a pleasure working with the ITV team on this very exciting project and we're thrilled that the 20th season of I'm a Celebrity...Get Me Out Of Here is going ahead despite the coronavirus pandemic."

"Our legal expertise and our ability to provide a multidisciplinary team of experts at short notice has enabled us to secure the best possible outcome for ITV."

## Andrew Jackson advises SMS Towage on vessel purchases worth in excess of £19 million

Andrew Jackson Solicitors advised marine firm SMS Towage on several vessel purchases worth in excess of £19 million, as the East Yorkshire-based company continues to expand its fleet across the UK.

Rebecca Hardy of Andrew Jackson's shipping and transport team advised SMS on the purchase of a new tractor tug, the Roman, equipped with two Deutz main engines capable of developing 3,500hp, together with the purchase of the Manxman and Marksman vessels from the Dutch builder Damen.

Having previously operated the Manxman and Marksman under a lease hire agreement, SMS's refinancing of the vessels takes its fleet to 18. These two vessels currently operate in the River Humber and in Portsmouth.

Gareth Escreet, managing director of SMS Towage, said: "The arrival and purchase of the two Damen tugs provides a clear message to our very supportive client base of our desire to provide modern towage assets of the very latest design, capable of safely handling the larger vessels, which visit the ports where we operate."

"In recent times the Manxman has been utilised to berth large tankers and ore carriers on the Humber, whilst the Marksman has been used to assist the Royal Navy in berthing the aircraft carrier Queen Elizabeth."

Escreet added: "We continue to be delighted with the advice and help we receive from Andrew Jackson's shipping and transport team. Rebecca helped us overcome a number of complicated hurdles relating to the purchase of our latest tug the Roman, including some very difficult negotiations with lawyers representing the previous owners."

"She also dealt quickly with the refinancing and subsequent purchases of the Manxman and Marksman, liaising promptly with the Registry Of Shipping & Seaman in Cardiff, ensuring a smooth transition of ownership."

Dominic Ward, senior partner and head of Andrew Jackson's shipping and transport team, said: "Andrew Jackson has worked with SMS Towage for over 20 years, so it is particularly pleasing that we have been able to assist our long-standing client with the purchase of these latest additions to their growing fleet."





## Yorkshire Union of Law Societies names new president and vice president

Switalskis associate Natalie Cosgrove has been appointed as the next president of the Yorkshire Union of Law Societies, the umbrella organisation for all local law societies in the region.

Cosgrove, a specialist in clinical negligence based in Sheffield and a former president of Sheffield & District Law Society, was appointed at the quarterly meeting of the Yorkshire Union of Law Societies yesterday. She succeeds David Barraclough, who has held the position since 2017.

Andrea Pashley, senior director and head of family at Malcolm C Foy & Co in Doncaster and current president of Doncaster & District Law Society, was appointed to the role of vice president, succeeding Cosgrove.

Commenting on her appointment as president of the Yorkshire Union of Law Societies, Cosgrove said: "I am delighted to follow in David's footsteps. He truly resurrected this society and it is my honour to continue his incredible work."



"For now my focus is to provide support to local law societies as they support their member firms to navigate the ongoing difficulties that Covid-19 presents to the legal industry."

## Leeds Law Society selects joint vice presidents



Leeds Law Society has selected commercial litigation solicitor Catherine Woodward of Gordons and commercial property solicitor Matthew Jones of Weightmans as its new joint vice presidents.

Woodward, a former treasurer and secretary of the society, will serve in the role alongside Jones, who has led on LGBT+ issues and awareness of Leeds

Law Society since 2018. The 12-month appointments will see Woodward and Jones hold their positions until September next year.

Commenting on the appointment of Woodward in a press

announcement from Gordons, Leeds Law Society president Nicholas Emmerson, who is a partner at Gateley, said: "I'm very pleased to see Catherine take on her new role and look forward to working with her to continue to drive the society forward."

Woodward joined Gordons in 2011 and trained with the firm while becoming qualified. Her extensive litigation experience includes intellectual property, banking litigation, contractual disputes, professional negligence and partnership disputes.

Commenting on her appointment, Woodward said: "I'm proud to become joint vice president of one of the most prestigious law societies in the country. It's an honour to follow on from Nicholas Emmerson, who was deputy president last year, and build upon the great work he has done.

"There is a thriving legal sector in Leeds, and I am looking forward to helping represent more than 1,000 members of the society whilst carrying on the work that I've been doing with the judiciary through the Leeds Law Society's court liaison group."

## Fenchurch Law opens Leeds office

Insurance firm Fenchurch Law has opened a new office in Leeds to bolster its presence in the North of England.

Senior associate Daniel Robin will lead the new Leeds office, which is being opened to improve access to the law firm's claims and wordings disputes support across a range of business classes for insurance brokers in this part of the country.

The expansion coincides with Fenchurch Law's launch of a new dedicated claims advocacy service for brokers.

Fenchurch Advocacy Services will provide brokers and their clients with access to experienced and qualified professional support, advice and assistance on claims-related issues for a fixed monthly fee. The service complements the firm's legal services in claims and wordings disputes.

Launched in response to a growing demand from brokers for broader claims support, Fenchurch Advocacy Services will enable regional and smaller UK brokers to access the high

quality, specialist claims advocacy that larger and national brokers already provide their clients.

Phil Taylor, who has joined Fenchurch Law after 15 years as regional claims director at Jelf (now Marsh Commercial), will lead the new service.

David Pryce, managing partner of Fenchurch Law, said: "The launch of our advocacy service builds on the valuable legal support we offer brokers and their clients in claims disputes. In attracting Phil to the team, we can now offer brokers strong, multidisciplinary claims support covering legal and non-legal issues."

"Many brokers are unable to access the wider claims services that the larger national brokers deliver to their clients. As a firm our purpose is to help level the playing field between policyholders and their insurers, and the launch of Fenchurch Advocacy Services is an important milestone in that journey."



## Bevan Brittan reaches five-year milestone in Leeds



Bevan Brittan is celebrating five years of operation in Leeds, having opened its Toronto Square office in the city back in September 2015.

The office originally opened with just eight lawyers but has significantly expanded to now have 13 partners and a total of 55 staff, including recent new partners Judith Hopper, James Teagle, Christian Hunt and David Kitson.

During this time, Bevan Brittan has also doubled the size of its office space in Toronto Square to allow for future expansion, signing a new 10-year lease in 2018.

The legal teams in the Leeds office have the skills and specialisms to advise across a range of markets and services, including housing, commercial and healthcare property, commercial, construction, employment and litigation, owner-managed businesses, local government and healthcare.

More than 380 national clients are managed out of the Leeds

office, including Yorkshire Housing, Hornbeam Park, Shawbrook Bank, Dematic, and a range of NHS trusts and local authorities.

The firm has played an active role supporting local communities and initiatives around Leeds and Yorkshire.

The office donated £5,000 last Christmas to Harrogate-based adult mental health charity Claro, which staff have also raised further funds for during the last year. Other causes the Leeds office has raised funds for include the Charlie's Angels bereavement centre and St George's Crypt.

Commenting on reaching the five-year milestone, Michael Boyd, head of the Leeds office at Bevan Brittan, said: "We are delighted and proud to have been part of the Leeds business community for five years. It seems like only yesterday that a small team of us were settling into the office in 2015!"

"The office has won and developed a great list of clients across Leeds, the Yorkshire region and nationally. Through them, we have been involved in complex and high profile instructions across the public and private sectors. This is a vibrant and resilient region and, despite the challenges of Covid-19, we look forward to continuing to work with our clients and helping them achieve their objectives. We expect the growth we have achieved over the last five years to continue."

Duncan Weir, managing partner at Bevan Brittan, added: "Opening our Leeds office was a key strategic objective within Bevan Brittan's business plan. It has been an investment that has certainly proven its value, enabling us to advise and support a whole range of clients across Yorkshire and beyond. We will continue to invest in our people, services and systems in Leeds as we continue to grow the number of clients in the region."

## Lupton Fawcett partners with Leeds United Business Club



Lupton Fawcett has signed a three-year partnership deal with the Leeds United Business Club to demonstrate its support as the club makes their long-awaited Premier League return.

The Business Club, operated by Eleven Sports Media on behalf of the football club, will provide Leeds-, York- and Sheffield-based Lupton Fawcett with a digital platform

to promote its private client, corporate and commercial legal services to the club's supporters.

As a Business Club member, Lupton Fawcett will appear on both pitch and crowd-facing digital LED boards, as well as featuring on StadiumTV screens within the Elland Road concourses. The club will also share social media posts enabling the firm to engage with the club's wider fan base.

James Richardson, managing partner of Lupton Fawcett, said: "Leeds United's promotion back to the Premier League after 16 long years has brought a real buzz of excitement to the city. It is hugely important for the profile of Leeds and the wider region, both of which will benefit from the national exposure of brand 'Leeds United.'"

"Our association with the Business Club will enable us to reach a much wider audience and, as a Yorkshire firm through and through, we are delighted to support the club and look forward to 'Marching on Together.'"

## JWP reaches 20-year milestone with 20 solicitors



JWP Solicitors is celebrating the milestone of 20 years in business with the appointment of two new recruits.

Tom Grice joined the JWP team this month as head of private client. Since qualifying in 2016, he has specialised in both wills and probate and conveyancing, and has led his own teams in

Wakefield. He joins the firm from Newtons Solicitors.

June Kelly has taken up a position in the growing care team at JWP. She joins with a wealth of experience in the area. Since qualifying in 1994, she became a child panel member in 1998, and was a member of the Law Society's mental health panel for 14 years.

John Wood, founding partner at JWP, said: "This year is a milestone for us in many ways. We reached 20 years in business on 1 July, and to cap it off, we've taken on two experienced solicitors to boost our care and private client teams, taking us to 20 solicitors for the first time."

"Every one of those 20 years has brought unique challenges, and this one more so than most, but our commitment to finding and retaining the best people has always stood us in good stead."

JWP 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.

## Philip Edmondson of McCormicks joins British Weight Lifting board



Philip Edmondson of McCormicks Solicitors has joined the board of British Weight Lifting (BWL).

The Harrogate-based solicitor, who is a partner and head of commercial and sports litigation services at McCormicks, is a non-executive director for BWL.

Edmondson has extensive experience in breach of contract, sports disputes (arbitrations, tribunals and FA, Premier League and English Football League regulatory matters), insolvency, partnership disputes, professional negligence, Land Registry, and matters with multi-jurisdictional elements.

His particular specialisms are in sports and professional negligence.

Ashley Metcalfe, chief executive officer of BWL, said: "I am delighted that Philip has been appointed to our board. His legal knowledge and expertise in commercial and sports litigation and regulation will be invaluable as our organisation continues to move forward and our sport continues to grow and engage with a much broader and more diverse customer base. I look forward to working with him to drive British Weight Lifting forward."

Edmondson said: "I am excited and honoured to join the team at BWL. Having met the board, I can see we have a great mix of personalities and expertise to help continue to grow and improve the sport and bring it to new audiences."

McCormicks is renowned for its expertise in sports law and counts both the newly promoted clubs in the region, Leeds United and Harrogate Town, among its long-standing clients.

## Mills & Reeve posts record turnover of £114 million

Mills & Reeve has enjoyed a solid year of growth with turnover rising to £114.1 million—an increase of 2.9% on last year.

The national firm, which has an office in Leeds, demonstrated a strong financial performance, despite a challenging last quarter that ended in May, and has announced an all staff bonus of around £1,000 for every employee depending on length of service.

The results follow a year in which Mills & Reeve has achieved some significant milestones, not least of which included migrating nearly 1,000 employees from the office to working from home within 24 hours of the first government request to do so.

Pre-lockdown achievements included several award wins, a commitment to the Mindful Business Charter and the launch of various initiatives to back its diversity and inclusion objectives.

Commenting on the last 12 months, Claire Clarke, managing partner at Mills & Reeve, said: "It's easy to forget the months

before lockdown and focus instead on how we meet the challenges and opportunities presented by the pandemic but I am enormously proud of everyone in the firm and what we have achieved throughout the year."

"Our growth last year has, without doubt, been affected by the coronavirus pandemic impacting our final quarter. Undaunted, we have worked incredibly hard maintaining our commitment to and delivering for our clients. We are responding to the challenges through new ways of working, maintaining our culture and commitment to our people as a great place to work and continuing to invest in technology and infrastructure."

"Whilst we remain in challenging times this has put us in a really strong position as we launch our 2025 strategy, outlining our ambition to become a leader in client experience, innovation, talent development and in the sectors and markets in which we operate."

## LCF Law acquires corporate and commercial firm in York



LCF Law has acquired York-based corporate and commercial firm Sachedina Solicitors.

Its founder, Jane Sachedina, will now work as a consultant at LCF Law.

The deal is the second acquisition LCF Law has made since March. The Leeds-, Bradford- Harrogate- and Ilkley-based law firm acquired Crooks Commercial Solicitors in Wakefield earlier this year.

Since 1987, Sachedina has specialised in company and commercial law, working for a range of national and international business clients, from startups to PLCs.

She started Sachedina Solicitors in 2004 and the law firm has a reputation for providing specialist focused advice to owner managed businesses on corporate and commercial issues,

including acquisitions and disposals.

Sachedina said: "Entrepreneurial by nature, I enjoy being involved with my clients' businesses as their legal adviser. My successful method of working is born out of thorough research and an understanding of what my clients want from their business law solicitor."

"Having worked with the partners and lawyers at LCF Law for many years, I am delighted to be joining my legal practice with theirs, as we share the same values, ethos and dedication to our clients."

She continued: "The key to being successful in law is to understand the needs of your client. It's simple really—we must listen, communicate clearly and then act upon the agreed objectives within the anticipated timescale and budget, but so many firms get it wrong."

"Empathy with the client coupled with clarity as to the cost and issues involved is what makes a successful relationship. I am confident that those businesses and people with whom I have worked with over the last 16 years will benefit from this new relationship and exciting next chapter for Sachedina Solicitors."

Simon Stell, managing partner at LCF Law, said: "Sachedina Solicitors has a great reputation for providing a high quality service with strong principles, which made it an ideal fit for LCF Law as we continue growing."

"This acquisition will also benefit Jane's clients, because as well as still having her expertise, they will be able to access a much broader range of legal services spanning the corporate and personal spheres."

## A fixture of Hull's legal scene for more than 200 years

Hull Incorporated Law Society is active and ready to represent and support local legal professionals



Hull Incorporated Law Society (HILS) was founded in 1818 and represents legal professionals practising in Hull and parts of East Riding of Yorkshire.

The society was founded "to encourage liberal and fair practice among attorneys and solicitors and to support the privileges and respectability of the profession". To this day, HILS exists to represent and promote the interests of lawyers in the area and to support the whole of the profession locally.

The members recently elected Libby Clarkson as president of HILS. Libby is an associate Solicitor at Rollits, specialising in planning and development matters. The treasurer is Sarah Thomsen and the secretary is Hugo Moore, both of Burstalls.

HILS benefits from long-standing council members who are practising solicitors and barristers in the local area.

One of the aims of HILS this year is to amend the constitution to welcome barristers' pupils, paralegals, legal executives and licensed conveyancers as associate members.

HILS is already pleased to welcome barristers, chartered legal executives and trainee solicitors into the membership and wishes to extend its membership from the next EGM.

The 2019 annual ball was held at the Hilton Hotel and was



extremely successful, with more than 200 attendees. The ball raised £1,165 for Homeless Outreach.

Unfortunately, the 2020 annual ball was cancelled due to the Covid-19 pandemic, but preparations are underway for the 2021 annual ball.

Throughout the Covid-19 pandemic, HILS has continued to hold virtual and socially distanced committee meetings, with the AGM held via Zoom.

The society has also continued to provide the following services:

- Virtual CPD courses
- The provision of a legal recruitment service
- Assisting with will searches
- Liaising with and representation to the Law Society on professional matters
- Providing assistance to the court for civil mediation referrals
- Liaising and representation with the Yorkshire Union of Law Societies

Libby recently created a LinkedIn profile for HILS in order to engage with members during this unprecedented time. Libby also intends to create a Twitter profile shortly to share news and events with members. These will compliment the HILS Facebook page.

If you wish to become a member of HILS or have any queries regarding any services that the society offers, please contact manager@hils.karoo.co.uk.

# Moving on up

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



**Rollits** appointed a new solicitor who will work across its offices in Hull and York.

Lucy Trynka, who joined Rollits in September 2018, has completed her period of recognised training across the firm's various departments and, as a newly qualified solicitor, moves into the employment team.

Trynka said: "As a trainee solicitor I have really enjoyed the challenge of working across the many different areas of law and adapting to the differing needs of each discipline but I'm looking forward very much to concentrating on the specialist work of a single department and putting my experience into practice."

A former student at Hymers College in Hull, Trynka gained her law degree at Newcastle University in 2017 and then completed a one-year legal practice course at the University of Law in Leeds, which she passed with distinction, before joining Rollits.

Ralph Gilbert, managing partner at Rollits, said: "Lucy has made excellent progress during her two years as a trainee and we are delighted that her achievements have led to this appointment. Lucy becomes the sixth member of our employment team and we are confident she will make an important contribution at a time when the department's workload is expanding."



Sheffield-headquartered **Taylor&Emmet** welcomed four budding legal eagles who are embarking on their journey to become fully fledged solicitors.

Despite the challenges of providing mentoring under coronavirus restrictions, the firm is committed to supporting the quartet, along with its three existing trainees.

Amy Pawson, Natalie Savva, Lucy Carrick and Millie Clamp have begun the first six months of their training contracts, entering Taylor&Emmet's clinical negligence, property litigation, probate and childcare teams, respectively. All have worked previously for the firm while studying, in both full- and part-time roles.

The new recruits join existing trainee solicitors Beth Jenkins and Martha O'Toole, who are about to start their third seats

with family and personal injury, and Kris Little. He is in the final stages of his qualification with the residential conveyancing team and is due to qualify in February next year.

Taylor&Emmet also appointed recently qualified trainee Laura Hardy to its wills and probate team. She was offered a permanent position in December last year, subject to the successful completion of her studies, after demonstrating excellent client care skills and future potential.

Hardy will now split her time between the firm's Arundel Gate and Ecclesall Road offices.

Sharna Poxon, head of human resources at Taylor&Emmet, said: "I would like to congratulate Laura on her qualification as a solicitor and wish her every success in her new role."

"We have bright, enthusiastic and committed trainee solicitors, who have continued to work hard and develop during the pandemic and I have no doubt our four new recruits will rise to the challenges we still face. Technology has and will continue to support agile working and learning and this will only be enhanced in the future."



Leeds-based law firm **Blacks Solicitors** is continuing to support the development and progression of its employees by offering training contracts to three paralegals in its September 2020 intake.

This brings the current number of trainees at Blacks to six, all of whom will become fully qualified solicitors once they have completed their two-year training contracts, which will see them work with a range of teams across the firm.

Ellie Stansfield, Jack Dodd and Jenna Keough previously worked as paralegals in the family, commercial property and residential property teams, respectively.

Stansfield is also secretary for the Leeds Junior Lawyer Division and will become vice chair in December, which will see her continue to support the committee and the chair in providing educational and social events across the year.

Tom Moyes, training partner at Blacks, commented: "Jenna, Ellie and Jack all went through a challenging training contract application process and should be very proud for reaching this



point in their careers. We remain fully committed to recruiting quality trainees to assist the firm's continued growth in the marketplace, and our clients will undoubtedly benefit from their talent and commitment."



**Walker Morris** is retaining 94% of its second-year trainees when they qualify this year.

The Leeds-headquartered law firm has provided the 17 newly qualified solicitors with positions in the specialist areas they are most passionate about, as well as continued exposure to a wide range of deals and clients to support their development as high calibre, commercially-minded legal professionals.

As a part of its graduate training offering, Walker Morris provides a six-seat training programme instead of the standard four, ensuring trainees have greater opportunity to experience working in a variety of departments to gain insight into more aspects of law.

The format of the Walker Morris graduate programme also ensures all trainees have invaluable contact with partners and clients throughout the firm to enhance their experience and provide solid foundations for their careers.

Francesca Poole, one of the newly qualified solicitors at Walker Morris, said: "I've had a fantastic experience at Walker Morris so far. It's been great to have gained exposure to different departments in order to determine which area of law I would like to specialise in. I'm thrilled to be working as part of the regulatory and compliance team going forwards and can't wait to see where my career with the firm takes me."

Duncan Lole, graduate partner at Walker Morris, commented: "Investing in future talent is really important to us at Walker Morris, especially as many of the partners—myself included—joined as graduates and have been able to rise through the ranks over the years. We are proud to be able to retain 17 out of 18 trainees this year, especially during the pandemic, and we look forward to seeing them thrive in their careers here."

"Each and every one of our ambitious new appointments has demonstrated a real flair and ability to meet the high standards of work expected, and we're confident they will all have bright futures at Walker Morris."



**Lupton Fawcett** strengthened its commercial property team with the appointment of Adam Wilkinson as partner.

Wilkinson joined Lupton Fawcett from a top 20 law firm. He brings with him more than 10 years of experience specialising in development and retail work. His experience also spans the charity,

offices, industrial and local authority sectors.

He has extensive experience dealing with all aspects of acquisition, disposal and site assembly of development and strategic land sites.

Career highlights include acting for Leeds City Council in connection with the Victoria Gate development and acting for Opera North on the redevelopment of Premier House and the Howard Assembly Room at the Leeds Grand Theatre.

Wilkinson also acts for international retailers on the management, acquisition and disposal of their property portfolios.

James Richardson, managing partner of Lupton Fawcett, said: "Adam brings extensive expertise in the commercial property sector to Lupton Fawcett and his appointment will further enhance the professional services offered to landlords, tenants and developers by our strong team. We are delighted to welcome him to the firm."



**Switalskis Solicitors** appointed Tim Halstead to the new role of chief operating officer.

The former Shulmans managing partner will work alongside Switalskis managing director John Durkan, across its 11 offices throughout the Yorkshire region.

Halstead was managing partner at Shulmans for 26 years, until its £20 million takeover by Knights earlier this year.

A well-respected legal industry figure, Halstead helped to grow Shulmans from a £1 million to an £18 million turnover business that enjoyed impressive average growth of more than 10% per annum since 2010.

Among his industry achievements, Halstead won the coveted Managing Partner of the Year Award at the Yorkshire Legal Awards in 2019. He is also chair of the board of trustees at Martin House Children's Hospice at Boston Spa.

Commenting on Halstead's appointment, Durkan said: "I am very excited to welcome Tim to our management team and know that his knowledge and industry experience will be put to good use with immediate effect. He will work closely with the board and directors on key strategic matters and operational functions to ensure the firm is well placed to capitalise on growth opportunities.

Tim will also concentrate on developing our staff to reach their full potential, as well as being a sounding board for them."

"Tim's vast experience of law firm management, his strategic approach and bringing with him a different perspective will be invaluable and puts us in a strong position as we continue to grow and develop our business."

Halstead added: "I have looked at various opportunities over the last few months but was particularly attracted to Switalskis' culture, values and its solid approach to running a business. The firm works in a number of different areas of law to my previous firm, but the fundamentals of running a legal business are the same."

"What matters to me is to work with people who share my approach to the way that legal services should be delivered and the importance of putting people at the heart of the business."



**Ramsdens** appointed five newly qualified solicitors to the firm after they successfully completed their two-year training contracts.

The new Ramsdens solicitors work across employment, commercial property and private client.

Alastair James and Thomas Jagger are a part of the private client team in Halifax, while Eve Sellens and Holly Dale work in commercial property in Huddersfield.

Newly qualified solicitor Nicole Natur is a member of the employment team in Huddersfield. She said: "I am very proud and looking forward to progressing my career and enhancing my skills with Ramsdens. I'd also like to thank the trainee team for being so hugely supportive throughout the last two years."

Natalie Lang, trainee solicitor mentor at Ramsdens, commented: "At Ramsdens we firmly believe our people are our greatest assets and this is reflected in the time and care we invest in our trainees. Career development is important to us and where possible we aim to tailor the training provided, to reflect the interests and ambitions of our candidates, to help develop them into the lawyers they aspire to be."

Managing partner Paul Joyce said: "I'm excited to welcome our [newly qualified solicitors] into their new roles across our business and wish them every success in their chosen teams."



**Schofield Sweeney** welcomed Kanika Sohpal back to its private wealth and succession team.

Sohpal returned to the Leeds-, Bradford- and Huddersfield-based firm after three years at Clarion.

Her expertise is in wealth protection and succession planning, with a particular focus on acting for business owners and high net worth individuals in order to protect a client's wealth for them and their family.

Sohpal's expertise also extends to dealing with the administration of high value

and complex estates, particularly those with foreign assets and cross-border issues.

Commenting on her return to the firm, Sohpal said: "I am delighted to return to Schofield Sweeney as a partner. Schofield Sweeney has always had a great reputation in the market as one of the leading providers of legal services for business clients and high net worth individuals."

"I am joining the firm at an exciting time of growth and expansion, which is unusual for many firms in this strange and uncertain period. This is a testament to the firm's strong position during this time and its determination to continue to deliver clear legal advice and outstanding client service."

John Feaster, partner at Schofield Sweeney, said: "I am delighted to welcome Kanika back to our team. Kanika is a fantastic addition to our private wealth and succession offering, a lawyer of the highest calibre joining our dynamic team at a time of significant opportunity and growth."



Laurel Sleet and Daniel Lewis were offered permanent roles at **Wrigleys Solicitors**.

The new qualified solicitors, based in Leeds, are members of the charity and social economy team at Wrigleys, where they worked closely with a number of partners across the niches sectors that it specialises in.

Sleet, who joined Wrigleys as a legal assistant within the property team in 2017, undertook training seats in the firm's property, charity and social economy, and pensions teams.

She said: "I had a fantastic experience as a trainee at Wrigleys and I'm excited to be qualifying into the charities and social economy team. It is a leading charities team outside of London which advises a wide range of clients in the charities and not for profit sector, so it is an excellent place to develop as a newly qualified solicitor."

Lewis joined Wrigleys as a trainee in 2018 and has undertaken seats in the charity and social economy, pensions, and private client (including Court of Protection) teams at the firm.

He was also seconded to Wrigleys client Youth Futures Foundation to gain an insight into how a charity operates.

Lewis said: "I am really excited to qualify into the charities and social economy department at Wrigleys. I very much enjoyed my six-month training seat in the department, working on a diverse range of interesting matters, whilst learning from nationally recognised experts in this area of law. I really appreciate the friendly and collegiate way of working at Wrigleys, look forward to rejoining the charities and social economy team and contributing going forward."

The Wrigleys charity and social economy team includes its leader, Malcolm Lynch, who is a former chair of the Ecology Bank and has advised on employee ownership schemes since 1987.

The team also includes Sylvie Nunn, who specialises in governance, Peter Parker, who focuses on community-led housing and charity funding, and Chris Billington, who covers the education and employment sectors.

Congratulating the new solicitors on their qualification, Lynch said: "The talent and enthusiasm both Laurel and Daniel bring to the department is an asset for us. The range of sectors the team works in is broad and our newly qualifying solicitors have the experience across the sectors to also be an asset to the client's legal team."

Sue Greaves, training principal at Wrigleys, said: "We aim to retain all of our trainees on qualification, and it's always gratifying to find a strong match between a department and qualifying trainee. We are delighted to have found two trainees who fit so well within our expanding and nationally recognised charity and social economy team."



Experienced low carbon, energy and renewables lawyer Christian Hellmund joined Leeds-based **Clarion** as a partner in its commercial and IT law practice.

Specialising in national and international energy, renewables, waste and infrastructure projects, Hellmund joins from a global law firm where he held the role of head of renewables.

In 2006, prior to undertaking his legal training, Hellmund spent two years as associate counsel at the International Capital Market Association in Zurich.

Over the past 14 years, Hellmund has advised on a range of national and international energy and infrastructure projects, such as electricity and gas generation, transmission, distribution and supply, and low-carbon and renewables projects, including solar photovoltaics, onshore wind, wave and tidal, battery storage, energy from waste, and bioenergy.

Hellmund has spent considerable time advising National Grid Gas Plc's gas transmission and distribution business, Scottish Power's energy management team, and Drax Power's fuel procurement and trading team while being there on secondment.

Matthew Hattersley, the partner who leads the commercial law team at Clarion, said: "With his strong credentials and outstanding expertise advising on low carbon, renewable energy and energy regulation issues, Christian enables us to add new service lines in the energy space, complementing our commercial offering and building on the firm's strategy of expanding the specialisms we offer to clients."

Hellmund added: "I am excited to be joining an ambitious, growing firm with a great internal culture and excellent existing client base. Heading up Clarion's energy and renewables sector, I am looking forward to assisting the firm's clients to structure and deliver low carbon energy projects in order to achieve ambitious governmental climate change targets and overcome energy regulatory challenges."

"This is an exciting time in the energy and renewables sector, particularly given the current climate of change which presents a great opportunity to alter the ways in which we generate, distribute and use energy to drive down carbon emissions, creating a cleaner and healthier environment while also reducing costs and ensuring energy security."



Experienced solicitor Clare Presley joined York-based **Roche Legal**.

Presley is a private client solicitor with 12 years of experience. She is also a fully accredited member of Solicitors for the Elderly (SFE), an independent, national organisation of lawyers who provide specialist legal advice for older and vulnerable clients, their families and carers.

Roche Legal was set up by Rachel Roche in 2014

and specialises in wills, powers of attorney, Court of Protection, probate and elderly client law.

The firm has focused on using technology to enhance the legal services that it delivers. Following her arrival, Presley said: "Client care is central to everything we do at Roche Legal where we are a paperless office and committed to ensuring the process is as streamlined as possible. Six months ago many clients may not have heard of Zoom or used WhatsApp and it is clear that technology is and will continue to play, an increasing role and Roche Legal is at the forefront of embracing new ideas."

"Because Rachel has been ahead of the curve in the way new technology has been integrated in how we work, we are able to offer clients a range of meeting options and it is about being flexible. People are very proud of being from York and value a local connection."

There are further plans to expand the Roche Legal team, as Rachel Roche explained: "With everything that has happened in the world this year, like many businesses, we have made changes to adapt to what has been an uncertain time. As part of our forward planning, we are looking to add a paralegal/legal assistant 'right-hand person' to join our team of bright, energetic, organised, and flexible individuals, who are willing to work together to take the firm to the next level."



# Trinity Chambers in Leeds

**Trinity Chambers** is becoming an established part of the local legal community



Following an increase in instructions from clients in Yorkshire, Trinity Chambers opened its premises in Park Square, Leeds, at the start of the year. Trinity is already firmly established in the Northeast with chambers in the historic Custom House on Newcastle's Quayside, the recently refurbished Ridley Place and Middlesbrough town centre. Now with more than 100 practitioners working with clients across the North Eastern and Northern Circuits, expansion into Leeds, increasingly regarded as one of the largest legal hubs outside London, was a logical step.

Not long after opening in Leeds, Trinity was delighted to welcome specialist housing barristers Tom Tyson, Peter Marcus, Vilma Vodanovic and Helen Greatorex. They were joined by the highly experienced Paul McNab, who manages the clerking in Leeds.

On the family side, Trinity is a longstanding member of WYLAW, a group of local authorities that procured a framework of barristers delivering childcare legal services for Wakefield, Kirklees, Bradford, Calderdale, Leeds and York City Council. Trinity's family team also includes three IFLA Chartered Arbitrators, who, following the impact on the already congested court listings of Covid-19, have seen a significant increase in family and children arbitrations

and private FDRs, some of which have been carried out remotely.

Despite lockdown restrictions, Trinity is becoming an established part of the local legal community. Trinity Silk and Criminal Bar Association Chair Caroline Goodwin QC and insurance barrister Graham Bartlett have each delivered seminars as part of Leeds Beckett Law School's Law in Practice events. Trinity also supports the students by sponsoring various law school competitions, including most recently the Trinity Chambers Prize for Advocacy LLB.

Trinity's Leeds move dovetails with the wider expansion of the regional Business and Property Courts. Head of Trinity's business and property team, Simon Goldberg, said of the move: "Members have been seeing increasing levels of instruction from clients in Yorkshire over the last couple of years, so a move to a permanent base in Leeds seemed like an obvious step. We are looking forward to working together with local practitioners, the judiciary and the local business community to cement the role of the Business and Property Court in Leeds as a centre of excellence for dispute resolution."

Trinity supported the inaugural Leeds Business and Property Courts Forum held online in July. Chaired by HH Judge Malcolm Davis White QC, there were contributions from Vice Chancellor Mr Justice Snowden and District Judge Claire Jackson.

Trinity will be delivering its first Annual Leeds Business, Property and Employment seminar programme between November 2020 and September 2021. Six free seminars will take place at the Met Hotel in Leeds, which will be livestreamed for those not comfortable with or able to join in person. The seminars will include updates on Landlord & Tenant, Contentious Probate, Company & Insolvency, Employment and Real Property, as well as a practical 'toolkit' session for more junior litigators.

The latest development has been the joining of three senior door tenants: international dispute resolution Silk, mediator and arbitrator James Corbett QC; local government law specialist Kelvin Rutledge QC; and property expert Andrew Francis. Looking ahead, two new pupils start in October with a further three lined up for 2021.

Reflecting on what has been a challenging but also rewarding few months, Head of Trinity Chambers, Toby Hedworth QC (pictured), said: "The provision of the highest quality independent advice and advocacy is now more important than ever. With a secure financial base and careful strategic planning, Trinity has been able to push ahead with answering the demands of our professional and lay clients to have a greater presence in Leeds."

To find out more about Trinity Barristers Chambers, visit [trinitychambers.co.uk](http://trinitychambers.co.uk). For any clerking or events queries, contact telephone 0113 3235 955 or email [info@trinitychambers.co.uk](mailto:info@trinitychambers.co.uk).



# Trinity Chambers is pleased to announce the first Annual Leeds Business, Property and Employment Seminar Programme.

These lectures are free of charge and are designed to provide an update on recent case law and practical guidance on issues relevant to all those practising in business, property and employment law. Six seminars will take place between November 2020 and September 2021 offering a total of nine hours of accredited CPD. Early booking is advised, as places are limited.

**11 November 2020**

## **LANDLORD & TENANT UPDATE**

Tom Tyson  
Vilma Vodanovic  
Alice Richardson

**24 February 2021**

## **EMPLOYMENT UPDATE**

Jane Callan  
Jamie Anderson  
Andrew Crammond

**24 March 2021**

## **CONTENTIOUS PROBATE UPDATE**

James Kemp  
Jamie Morgan  
Nigel Kidwell

**26 May 2021**

## **JUNIOR LITIGATORS TOOLKIT**

Chris Hegarty  
Paul Kerfoot  
Henry Percy-Rain & Jack Cottrell

**7 July 2021**

## **COMPANY & INSOLVENCY UPDATE**

Simon Goldberg  
Jonathan Rodger  
Richard Stubbs

**15 September 2021**

## **REAL PROPERTY UPDATE**

Charles Holland  
Nicola Allan  
Morgan Brien & Matthew Crowe

All Seminars will take place at the Metropole (Met) Hotel in Leeds City Centre with registration at 4.45pm and consist of three 30 minute presentations. All seminars will also be livestreamed as webinars for those not comfortable with or able to join an attended event. Delivery of these sessions will be in strict accordance with government social distancing guidelines relevant at the time of each event. Should those guidelines advise against gathered events, the affected seminar will be moved online and delivered as a webinar.

Full details for each individual seminar will be advertised in due course. To register for any of these seminars and to ensure you receive details of this programme and all Chambers' events in Leeds, please sign up to our training and events mailing list by contacting us at [events@trinitychambers.co.uk](mailto:events@trinitychambers.co.uk) check our website at [www.trinitychambers.co.uk](http://www.trinitychambers.co.uk) or call **0113 323 5955**.



[www.trinitychambers.co.uk](http://www.trinitychambers.co.uk)

# Leeds United and Harrogate Town promotions promise ripple effect for region



Leeds United and Harrogate Town have achieved promotion to the Premier League and English Football League, respectively, and in doing so, secured themselves and their local communities a bright future, writes **Peter McCormick OBE**, senior partner of McCormicks Solicitors

Two long waits in football have ended and both represent great news for the Leeds and Harrogate areas, and for the whole region.

After an absence of 16 years, Leeds United are back, finally, in the Premier League and the world of football has welcomed them with open arms!

Harrogate Town have ended an even longer wait. Formed in 1914, they have progressed through the Yorkshire League, Northern Counties East League,

Northern Premier League, National League North, the National League and finally to the English Football League (EFL) for the first time in the history of the club.

Leeds United were crowned Champions of the EFL Championship and were promoted automatically to the Premier League, finishing the season 10 points clear of the second-placed club.

Harrogate Town earned their promotion the hard way, by fighting to persuade the football authorities to allow play-

offs for the National League promotion to the EFL, after the National League voted to curtail its season. The play-offs did take place, with some financial assistance from the Premier League, and Harrogate Town had the delight of playing at Wembley in the final against Notts County, winning promotion with an exhilarating 3-1 victory.

For this lawyer and football fan, and it was the same for millions of people, July and August 2020 produced two fantastic boosts for the region at a time when Covid-19 was depressing the whole country. The only thing that could have made both achievements even better would have been if their loyal fans could have been there in person.

So, what do the promotions mean for the two clubs and, indeed, for the region?

Leeds United rocket overnight into a different financial league. In the Championship, a club can expect to earn about £5 million from central broadcasting contracts. In the Premier League, even the team that finishes bottom of the Premier League will earn more than £100 million from broadcasting alone in a season. Leeds will benefit from being part of the most watched football league on the planet. Games are shown live in more than 220 territories and watched by 4.4 billion people. The commercial and sponsorship opportunities will supplement the club's turnover and have enabled Leeds to compete in the transfer market this summer with tens of millions of pounds spent on players.

Thanks to the personal and financial commitment of the club's owner, Andrea Radrizzani, coupled with the increased revenues, Leeds is now very much at the top table of world football and considering the manner in which they played their first game, away at defending champions Liverpool, they mean business!

The region benefits substantially from the promotion. For years, people have been saying that Leeds deserves to have a Premier League club and it is a one club city. With Leeds in the Premier League, there is a spring in the step of people in the region and there are huge commercial benefits for so many businesses. Estate agents will be rubbing their hands together at the thought of players on Premier League salaries buying their houses in the 'Golden Triangle'. Motor dealers will be equally as excited, particularly at the luxury end of the market! Travel companies will receive a much-needed injection of new business.

The ripple effect continues down the line and even the proverbial 'pie man' will see takings substantially increase. There are myriad other businesses, which at first glance do not seem obvious beneficiaries, that will see extra business as the season progresses, from taxi drivers to hardware suppliers, who will benefit from the need to keep Elland Road in top condition.

It is also fair to say that Leeds United's history has given it a head start in terms of being able to build on a brand that is already well-known and recognisable across much of the world. Having such a long-established fan base has got to be appealing both to potential sponsors and to the broadcasters who know they will attract great viewing figures.

For Harrogate Town, the financial rewards of promotion

may be nothing like the spectacular improvements at Leeds but, on a pro rata basis, they are just as significant. Under the caring and ambitious ownership of Irving Weaver and the coaching skills of Simon Weaver, the club have progressed to EFL status. They will benefit from enhanced gates, broadcasting revenues and solidarity payments from the Premier League.

The club has taken part in the Carabao Cup for the first time in its history and, having won the first round match, were drawn against Premier League side, West Bromwich Albion, and, not surprisingly, Sky Sports selected the game for live transmission, resulting in an appearance fee of £100,000! Imagine what that means to a club previously used to playing in front of crowds of under 2,000.

For Harrogate Town, promotion does come at a cost, however. Previously, as allowed by the National League Rules, the club played on an artificial pitch, but the EFL requires every club to have a grass pitch. Work had to begin rapidly, following the Play-Off Final, to remove the artificial pitch and replace it with a grass one. Additional seating has had to be put in to comply with EFL Rules and a new stand is in the course of being constructed. The club is having to play its early games in the EFL at Doncaster, while the work is completed. Nonetheless, there may be a cost to the club but the rewards that will be reaped far outweigh that expenditure and that very expenditure benefits a wide range of businesses in a time when the local economy needs all the help it can get.

On a smaller scale compared with Leeds, businesses in the town will benefit, including hotels, hospitality venues and travel companies, right down to the reappearing proverbial pie man!

I suppose it is only right that I acknowledge that one further business will benefit from the two promotions. It is with a combination of pride and joy that I am obliged to confirm that both Leeds United and Harrogate Town are clients of McCormicks! Indeed, our commercial team, led by James Towler, has already played a significant role in advising Leeds on its sponsorship agreements as they step back into the Premier League, including working with executive director Paul Bell on the shirt sponsorship by SBOTOP, which has been described as the largest commercial deal in the club's history, and the training kit sponsorship by Clipper Logistics.

We were delighted, also, that our sports litigation team, led by Philip Edmondson, played its part in helping Harrogate Town to persuade the National League to pursue the intention to have play-offs, despite the curtailment of its season.

At the time of writing, there are still many unknowns about how the future of the season will take shape, not least in terms of fans' attendance, which has again been postponed in recent weeks. Work continues apace to try to address this in the best way possible. An influx of away fans coming to watch their own teams play at Elland Road will undoubtedly be a major contribution to the city's economy in future.

However, in the meantime, Leeds' promotion will secure the opportunity for fans to see many matches on television, if not in person, and I am sure their loyalty will be rewarded with some great entertainment!

# FOMO for Labradors

**Patrick Walker** wonders if he has been missing out



**Patrick Walker** is an independent mediator:  
[www.imediate.co.uk](http://www.imediate.co.uk)

It's good to stay in touch with the extended family and, in these times, all too often that means an exchange of texts, or, more likely, something similar on one of at least five social media apps that I am supposed to check night and day, but which mostly I forget. Eventually, I get a "see WhatsApp" text and I am confronted by another acronym that clearly needs no explanation but leaves me guessing. Then, just as I start to worry that my ignorance of modern vocabularies means I will be missing out on something important, I work out that "Fear Of Missing Out" spans the generations and is exacerbated by Covid-19.

Through the summer I have followed friends and family as they post the highlights of their trip abroad that has dodged quarantine, or the staycation that has provoked childhood memories of Runswick Bay and Southport, or reminded me of the pleasures of the Tate Liverpool or just standing in front of Buckingham Palace. I confess to a degree of envy that is particularly unwarranted as the decision not to go abroad or unnecessarily take over a hotel room occupied hours before by a distant stranger has been entirely mine. So my FOMO is tempered with not exactly JOMO (yes, I had to look that up too), but a reluctant acceptance of missing out (AOMO?).

There is a growing list of things I miss but am resigned to doing without for a while. I have

previously mentioned handshakes as one Covid casualty in business life, but with good friends, I really, really miss a big hug and I think the winter months will be harder without the cinema or a concert to look forward to. Genesis at the Leeds First Direct Arena in December would be great but even if it goes ahead, I doubt whether I will be there. Of course, some tell me I am much too cautious, that rules are there to be broken and that the risks are overstated. I wish I could agree.

Sometimes I wish I could be more like my Labradors. Their world is one of opportunities and no regrets. Every morning is another chance to show us how much they love us. They abide by the rules (mostly) but find a way to get the last drop of excitement out of every walk, every mealtime, and every gesture of affection towards them. As I write this in the garden, they are sitting at my feet, one head on my lap, the other on my feet. Like all of us, they do not know what tomorrow will bring but if they just do everything, they need have no fear of missing out.

Still, sometimes, even for Labradors, it is a challenge. A moment ago they heard the unmistakable rattle of the Sunday roast tin in the kitchen. Here in the garden, alongside a cold pale ale, I have some cheese sticks that periodically crumble to the ground. Two silky black heads are in turmoil—they know precisely how it feels to have FOMO!







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# Building value and improving outcomes

**David Kilduff**, chairman of Parklane Plowden, on navigating the new normal, the current state of play in courts, and how the legal profession can provide certainty to clients



***Congratulations on your appointment at Parklane Plowden, particularly amid so much uncertainty. How is it going at the chambers?***

Starting any position mid-lockdown will have its challenges. Parklane Plowden has been welcoming and supportive.

It was quickly clear to me that this is an incredibly well led, managed and motivated organisation with a strong identity and collaborative ethos that bodes well for the future.

Robert Kennedy built on an old Chinese saying: "Like it or not, we live in interesting times. They are times of danger and uncertainty; but they are also the most creative of any time in the history of mankind." This holds true today for the Covid-19 crisis, which impacts on our economic, social and physical wellbeing.

We are determined to emerge from these challenges robustly—continuing to build on our reputation for being accessible and helping clients achieve their goals and being an attractive environment for talent.

## ***Going forward, what will be required of the modern barristers' chambers?***

Barristers' chambers are not immune from the pace of change in what we do and how we do it—propelled by Covid-19 but articulated through the needs of clients, members and staff. As a professional services environment, modern chambers must have a genuinely specialist offering, but expertise alone is not enough. They must be agile, flexible, accessible and collaborative in their behaviour, in the provision of services for clients, and in the way they work to attract and retain the best barristers and staff. They must be resilient.

Covid-19 has re-emphasised the need for effective IT investment—promoting resilience, delivering flexible working, remote and hybrid hearings. It has also caused financial challenges for chambers in terms of their premises strategy, with many redefining their requirements to maintain agility, reducing footprint and overhead while investing in better quality, more flexible space and remote working.

Successful modern chambers will work collaboratively with clients and other stakeholders at every stage—building value and improving outcomes. They will invest in the business of chambers: assuring their ethical and cultural wellbeing, providing a vital hub not only for members to network and collaborate, but also to provide professional development, mentoring and pastoral support.

## ***How is the court system shaping up at the moment?***

The court system is working reasonably well but there are some notable disparities between how the different courts in Yorkshire are coping with the current situation. Bradford has

excelled in providing very clear directions and instructions to all those involved in the case, as too has the Leeds Family Court. Barristers are well-informed and know in advance if there are any conference facilities at court, or if witnesses need to take their own bundles.

In hybrid hearings, the technology differs from court to court. In Sheffield, for example, every lay party in the courtroom has an iPad made available to them so that they can follow the evidence.

Court lists are extremely busy and are expected to be so for some time to come. Deputy district judges are being used a lot to help clear the backlog, but the main problem is that the civil courts are not digital and paperless. Until that is properly addressed, the backlog will continue.

## ***How can the legal profession in Yorkshire provide some certainty for clients?***

Barristers' chambers represent a significant element of the professional services landscape in Yorkshire, with Leeds retaining its status as second only to London for high-quality legal services. What we can offer is leadership and commitment in terms of playing our part in continuing to deliver service that is not compromised by current problems, by going the extra mile for our clients and by supporting our members, staff and suppliers, and those that depend on them.

Lawyers need to find ways to bridge the gap left by the lack of face-to-face contact and court delays, each of which brings added stress to legal proceedings. The courts have generally adapted well to remote hearings by phone and video hearing platforms, which is a positive, but delays remain. We have launched an enhanced range of alternative dispute resolution services to help resolve cases through mediation or arbitration and by remaining available, accessible and flexible through our use of IT and customer-focused approach.

## ***What can barristers' chambers do to make the profession more accessible?***

Diversity and inclusion is a key plank of Bar Council policy. It is an everyday responsibility of not just the board but also an individual responsibility of every member of chambers and staff working in chambers. We work hard to promote opportunity and accessibility, encouraging the best candidates to enter the profession and we rigorously review and challenge our delivery on this commitment.

Parklane Plowden is a proud partner of the Bridging the Bar mini-pupillage scheme, which promotes equal opportunities and diversity at the Bar. We are also supporters of the I Am the Bar campaign, which was launched in 2018. In that regard, our own Chloe Branton is one of 10 new social mobility advocates and was recently nominated for the Phoenix Award as part of the She Has No Limits celebration of women's achievements in the workplace.

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