

Leeds & Yorkshire Lawyer

The Official Journal of Leeds Law Society

Leeds
Law Society

February 2022

Issue 174



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Moving a practice forward, a career on course

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Fit for the 21st century

Leeds is a core commercial hub and the biggest legal centre outside London but, as with many other things this city excels at, we can often get overlooked



Catherine Woodward is a solicitor in the commercial litigation department of Gordons and president of Leeds Law Society

As we enter 2022, the world remains a tumultuous place. I hope that you all had a good break and have returned to work restored for whatever challenges 2022 has to bring.

At the start of my presidential year in June 2021, I was looking forward to a year of meeting our members and reconnecting with friends and colleagues across the profession.

This has unfortunately not been possible to the extent hoped due to ongoing Covid restrictions. Leeds Law Society has chosen to limit the number of in-person events it has hosted, both to protect our members and as a reflection of the number of our members now working from home.

Given this, you may have seen that Leeds Law Society have also made the decision to move our dinner from March to 12 May 2022.

While this change was mainly related to ensuring the safety of our members, it should also mean that the weather is slightly better—I am sure some of you will remember the year it snowed and we ended up picking our way across Leeds in our finery!

I hope you can all still attend the dinner for what should be a wonderful night celebrating the success of Leeds as a centre of legal excellence and will take the opportunity to reconnect with friends and colleagues.

On an entirely different note, in my day job, I am a commercial litigator. As part of my work at both Gordons and Leeds Law Society, I am a member of the Leeds Court Liaison Group and the Leeds Business and Property Court Forum—groups that focus on supporting commercial litigators and connections with our local courts and all key to promoting Leeds as a legal centre.

You may have seen a survey from Leeds Law Society regarding court facilities in the city. As a solicitor in Leeds and as a litigator, I am

keen to see the Business and Property Courts and the Commercial Court in Leeds reflect the quality of work and practitioners in Leeds and Yorkshire.

Leeds is a core commercial hub and the biggest legal centre outside London but, as with many other things Leeds excels at, we can often get overlooked.

Along with the North Eastern Circuit, Leeds Law Society is calling for the Business and Property Courts and associated business-related courts in Leeds to be provided with improved facilities fit for the 21st century and to reflect the quality of work we do in Leeds and Yorkshire.

This would include smart court facilities and a flexible space for larger as well as smaller court hearings, arbitrations and mediations.

This would be an important facility for Leeds but also for the legal community across Yorkshire and would demonstrate to corporate clients that we mean business.

Another important factor would be the freeing up of much needed space for the backlog of work in the criminal and family courts in the Combined Court Centre at Oxford Row.

This is an ongoing project but one we would appreciate your support with. If you have any comments or questions about it, please do get in touch to discuss it further.

“ [Courts in Leeds need] to be provided with improved facilities fit for the 21st century and to reflect the quality of work we do in Leeds and Yorkshire

New year, new committee

After a highly successful 2021, **Leeds JLD** will continue to promote and support junior lawyers and their wellbeing in 2022



Leeds Junior Lawyers Division (JLD) is an organisation for junior lawyers across Leeds providing the opportunity to network with likeminded individuals to build relationships, confidence and develop networking skills as they begin their legal career. In 2021, we represented more than 250 junior lawyers from across the legal community in Leeds and West Yorkshire.

In December, Leeds JLD elected its new committee members and welcomed the following individuals: Olamide Owajori of Stewarts (treasurer), Leanne Gibson of Ramsdens (events officer) and Eleanor Folger of Ramsdens (national representative).

Ellie Stansfield of Blacks Solicitors moves from vice chair to chair for the year of 2022 and our previous treasurer, Samantha Patel of Weightmans, moves to vice chair. Ellie commented on organisation's activities in 2021: "We have managed to successfully host online and when possible, in-person events for our members this year. It was great to socialise with other juniors in a particularly difficult time. I am confident that the Leeds JLD will continue to be there in 2022 for our members with many events to keep the legal community connected."

Ellie looks forward to the year ahead and working closely alongside Samantha as they have done for the previous two years. Leeds JLD will continue to promote and support junior lawyers and their wellbeing further in 2022. With this in mind, we launched the year in style at Lost & Found on 26 January with more than 80 junior lawyers in attendance and an inspiring opening presentation by Deborah Ogden on making the most of 2022, both personally and professionally.

The year of 2021

We have had an excellent 2021, despite the start of the year being in lockdown. Our events have included: terrarium making, the first in-person networking event at the Good Luck Club to 'meet the committee', cheese tasting with George and Joseph, Intro to the Bar and Journey to Partnership talks. We're proud of all the events we have hosted and, judging by the number of attendees, we believe our members have enjoyed them too.

Our Winter Ball and Summer BBQ also went ahead, and it was

brilliant to see our traditional and much-loved events back in action. Both events were a great success, with the Winter Ball selling out in just two weeks. Like always, we offer our members priority for tickets to big events. In addition, we supported our charity of the year, Zarach, and have raised more than £1,600 at events during the year.

We have continued to keep our members connected and helped them to grow their professional networks. We hope these connections will serve our members well, both now and throughout their careers.

Our Twitter and Instagram handle is @JLDLeeds, where we share what we are up to and details of upcoming events, as well as legal updates we think our members will benefit from.

We have also reduced our membership cost for the year of 2022 to make things more affordable for our members and to enable more individuals to be part of Leeds JLD.

Finally, a big thank you to Elizabeth Russell who is stepping down, for all her hard work and dedication to organising events.

Leeds JLD 2022 Committee

- Chair: Ellie Stansfield (Blacks Solicitors)
- FELT/In-House: Harvey Blake (Gordons)
- Vice Chair: Samantha Patel (Weightmans)
- Treasurer: Olamide Owajori (Stewarts)
- Publicity: Danielle Hutchison (Ramsdens)
- Sponsorship: Haseenah Ali (Irwin Mitchell)
- Charity and Education: Laurel Sleet (Wrigleys)
- Sports: Kate Imeson (Gordons)
- Events: Anna Schiavetta (Howarths) and Leanne Gibson (Ramsdens)
- Secretary: Arooj Amer (Womble Bond Dickinson)
- Bar: Jade Ferguson (Parklane Plowden)
- National Representative: Eleanor Folger (Ramsdens)
- Law Society Liaison: Kimberley Woodhead (Wrigleys) and Sinead Frost (Weightmans)

LEEDS ANNUAL LEGAL DINNER 2022

**Celebrating the success
of Leeds as a centre
of legal excellence**

Leeds Law Society would like to
invite you to the Leeds Annual Legal
Dinner on Thursday 12th May 2022.

Drinks Reception - 6.30pm
Call to Dinner followed by Speeches - 7.20pm
Dinner to be served - 8pm
Live music in the Palm Court
Carriages - 12pm

The Queens Hotel, City Square, Leeds, LS1 1PJ
Black Tie Attire



LEEDS LAW SOCIETY SPONSORS

Gordons launches service for Yorkshire tech startups and emerging companies

Yorkshire tech startups and high-growth businesses can now access a specialist emerging companies service from Leeds- and Bradford-based law firm Gordons.

The firm, which has been sole legal partner to digital and tech startup investment network NorthInvest for more than three years, can provide emerging companies and investors with advice on initial set-up, fundraising and exiting.

Its startup and emerging company clients include marketing technology platform ContentCal, which entered into an agreement to be acquired by Adobe in December 2021.

The firm has advised ContentCal for a number of years and helped the business secure series A investment from Fuel Ventures and Guinness Asset Management last March.

Other Gordons startups and emerging company clients include film production house HTYT, construction web application company C-Link, and many private and corporate investors.

The firm's head of startups and emerging companies is solicitor Amy Pierechod (pictured), who also oversees its relationship with NorthInvest. She leads a multi-disciplinary team from Gordons that advises owners of tech startups and high-growth businesses as well as investors.

Commenting on the new service from Gordons, Pierechod said: "Through our work with NorthInvest we have built up a great network of founder and investor clients and we recognise that they need fast, to the point advice that focuses on what is important to them."

"The launch of our startups and emerging companies service is to show we recognise the particular challenges faced by companies in these early stages and want to work with those businesses to help them grow."

The Gordons startups and emerging companies team has advised on all aspects of business operations, including series A fundraises, licensing and exploiting



ideas and technology, commercial contracts, and incentivising employees.

Pierechod added: "There is a tremendous amount of entrepreneurial talent in Yorkshire. Our aim is to be a first-choice law firm for startups and emerging companies to enable entrepreneurs to realise their growth potential as quickly and effectively as possible."

Knights to acquire Langleys Solicitors for £11.5m

Legal and professional services business Knights has agreed to acquire Langleys Solicitors, the law firm in York and Lincoln.

Knights will acquire the law firm for a total consideration of £11.5 million.

Langleys brings 72 fee earners to Knights, significantly strengthening its presence in York, where it already has an office. The business also has a base in Leeds, following its acquisition of Shulmans.

Knights said the acquisition will also allow the business to further expand its operations in the East of England by providing entry into Lincoln, an attractive growth market for legal and professional services.

The law firm's real estate and corporate offerings closely align with Knights's existing services, and it is particularly strong in private wealth, where there is significant growth potential, according to Knights.

Knights will also acquire the Langleys legal aid child law practice and its residential conveyancing business, Home Property Lawyers, as part of the deal.

The law firm's acquisition follows the sale of its insurance division in Leeds to Kennedys last year.

Commenting on the acquisition, David Beech, chief executive officer of Knights, said: "We are delighted to announce the acquisition of Langleys, a leading firm that has a strong cultural fit with Knights and expertise closely aligned with our existing services."

"The acquisition sees us become the leading law firm in York and provides a strong base for organic growth in the East of England through Lincoln, as we continue to strengthen our position as the leading legal and professional service business outside of London."

Tim Cross, partner at Langleys, added: "Having built a strong reputation over a number of years, now is the right time to join Knights, whose growth journey we have followed in York and elsewhere across the regions. We believe Knights' scale, ambition and ability to invest will enable us to unlock significant growth potential and we look forward to achieving this as part of a larger group."

BRM Solicitors advises on Sheffield restaurant franchise agreement

BRM Solicitors has advised Northern Quality Food Group on a franchise agreement with Piri Fino Restaurant Franchises.

The successful negotiation of the franchise agreement has enabled the opening of the first Piri Fino outlet in Sheffield, which is owned by the Northern Quality Food Group.

Northern Refrigeration and Catering Equipment (NRCE) situated in Eckington business park provided the full turn-key shop fit and catering equipment installation solution for this new venture situated on 833 Ecclesall Road Sheffield.

NRCE has spent 25 years supplying designing and manufacturing commercial kitchens for the hospitality sector.

BRM acted as legal adviser to owner Mike Brown on the agreement and ensured the process ran smoothly, led by corporate and commercial solicitor Matthew Lilley.

The first Piri Fino outlet has opened on Ecclesall Road, Sheffield, serving fresh Portuguese Piri Piri-style food, with further outlets planned for Kellam Island and Crystal Peaks in Sheffield, as well as Chesterfield, Doncaster, Barnsley, and Rotherham.

Lilley said: "We were delighted to advise Mike on his franchise agreement, to facilitate, hopefully, the first of many new Piri Fino Franchises in the North. Mike is a fantastic businessman, he is driven and enthusiastic about the franchise, and I'm confident that the franchise will be a success."

Brown added: "My thanks must go to Matthew and the team who have supported me through the process, and I'm looking forward to working closely with them on future projects."



Addleshaw Goddard joins government legal services panel

Addleshaw Goddard has joined the Crown Commercial Service's new legal services panel.

The panel will provide a range of legal advice to central government and its associated bodies. Addleshaw Goddard is one of 12 firms to be appointed.

As a member, Addleshaw Goddard's team, led by Paul Hirst in Leeds and Michael Rainey, will advise the UK government on legal matters such as construction, commercial contracts, dispute resolution and litigation, employment, pensions, outsourcing, real estate, and public procurement.

Commenting on the appointment, Hirst said: "We are very pleased to be appointed by the Crown Commercial Service following a rigorous application and selection process. Addleshaw Goddard has a long track record of working closely with government and the public sector, and so we are

very much alive to the pressures and sensitivities of working in these frequently-complex areas."

"We are also aware that now, more than ever, there is a demand for the best possible advice as the public sector grapples with a number of issues that have direct effects on communities and individuals. Many of the issues facing government, whether local or national, have repercussions for years if not decades to come, so making the right decisions is vital for getting the right results both now and in the future."

"This appointment is a reflection of the depth and breadth of our experience. We are both delighted at this recognition and excited about the opportunities it offers to further develop our relationship with public sector providers and engage with new work."

Yorkshire lawyer celebrates four decades at Atherton Godfrey

John McQuater, one of the Yorkshire's best-regarded litigation lawyers, marked 40 years in January since he started his career at Atherton Godfrey, where he is now responsible for the personal injury, clinical negligence and dispute resolution teams.

Born in Sheffield, McQuater (pictured) joined the Doncaster-based law firm in January 1982. Having qualified in 1983, he became a partner at Atherton Godfrey just two years later.

McQuater prides himself on offering access to justice for people who have been injured. He cites having helped

build the law firm over the years and counts its acquisition by Switalskis Group in last year among his career highlights.

He is also proud to have been president of the Association of Personal Injury Lawyers (APIL) and to have received accredited status as a senior fellow of APIL—the only lawyer in Yorkshire to hold this accolade and one of only 11 people nationally.

A personal injury lawyer for 35 of his 40 years at Atherton Godfrey, McQuater is passionate about the legal sector's role in society. He commented: "It's important that the legal system remains accessible, treating everyone fairly whatever their background and wherever they are from. People who have suffered injury must be able to access an open and fair justice system which recognises the difficulties faced by an individual



tackling a well-resourced financial institution."

"I am proud to help people in Doncaster, across Yorkshire and beyond, secure compensation to help get their lives back on track following serious injury or bereavement. I hope this, in turn, encourages people to take better care of others."

Atherton Godfrey became part of the Switalskis group in January 2021 in a move that put the combined business into the top 150 law firms in the country and created one of the largest law firms in Yorkshire with offices solely in the region.

McQuater said: "A year on we are still enormously excited about this positive step for our business. We are a like-minded team of quality lawyers and we are determined to provide the best services, with satisfactory conclusions, for all our clients."

"There have been many changes in the industry over the years but being part of a forward looking and flexible business that has accommodated these changes has meant we have continued to move forward and thrive."

Looking to the future, McQuater said: "I still learn something every day and strive to become a better lawyer and mentor. I hope to do so for many years to come. The last 40 years have flown by. It's been an incredible journey so far and I feel fortunate to work with excellent colleagues and to have the privilege of helping clients when they most need support."

Congratulating McQuater on his 40-year milestone, Switalskis Group managing director John Durkan said: "John is a tremendous credit to Atherton Godfrey and the Switalskis group and also to the entire legal profession. His work has changed the lives of many people by giving access to outstanding legal counsel. He has also helped develop the law through cases he has led that have gone to the Court of Appeal."

"He has an enviable skill set and industry knowledge combined with empathy, integrity and determination to do the right thing for clients. As a growing group we have a strong reputation in claimant services and John's contribution to the business and his generosity in the support he gives our up-and-coming lawyers is invaluable."

Peter McCormick OBE becomes Premier League chair

Harrogate-based solicitor Peter McCormick OBE has become interim chair of the Premier League for the second time.

McCormick (pictured) was also chair of the FA, English football's governing body, making him the first person to hold both roles.

His appointment took effect when current chair Gary Hoffman stepped down on 1 February and comes just after he ended his term as interim chair of the FA.

Premier League clubs have unanimously approved his temporary appointment while the recruitment process for a permanent chair continues.

Peter, senior partner of McCormicks Solicitors, will remain as chair of the Premier League's football board and legal advisory groups, which are both executive positions. He previously served as the league's interim chair between March 2014 and June 2015.

Commenting on the appointment, he said: "I am delighted to receive the confidence and approval of the 20 Premier League clubs and the board as they work to recruit the new chair."

Premier League chief executive Richard Masters said: "On behalf of the Premier League and clubs, I would like to



welcome Peter to this role. He is well known to us all and a trusted pair of hands who will see us through this transition period. The board's aim is to have a new permanent chair in place before the start of next season."

Ison Harrison moves to employee ownership model

Ison Harrison has become entirely owned by its employees after the three shareholder directors agreed to sell the business to an employee ownership trust.

The directors opted against a traditional business sale or merger options, choosing an employee ownership trust instead with the workforce now owning 100% of the business.

Under the new ownership model, the management structure is made up of eight directors, with five new ones welcomed to the existing board, including James Thompson, Gareth Naylor, Jenny Bland, Sarah Laughey and Richard Coulthard.

Jonathan Wearing, who has been head of the firm for 15 years, continues in his role as managing director, with Richard Timperley and Dominic Mackenzie, the other two shareholder directors, remaining as finance director and head of private client, respectively.

Ison Harrison, which has a network of 16 offices throughout Yorkshire, now employs more than 230 staff across the region and offers a broad suite of legal services, representing around 20,000 clients each year.

The growth of the firm over the past decade has been primarily driven through the development of an extensive branch network with residential property, wills and probate, and family work in particular taking the lead.

The last two years have seen the firm focus further on diversification by expanding its commercial offering substantially, to include corporate, litigation, employment and commercial property.

Wearing commented: "Richard, Dominic and I have enjoyed many successful years in growing the business and strengthening the firm's footprint across Yorkshire but given our size we felt a new structure was necessary for us to continue to grow."

"By becoming an employee-owned business and extending the breadth and reach of the board, we feel that we are really well set up for whatever the future holds. The move offers stability, continued job security for all of our dedicated staff and



Ison Harrison's Richard Timperley (back, left), Jonathan Wearing, Dominic Mackenzie (back, centre), Richard Coulthard (front, left), Sarah Laughey (front, centre), Jenny Bland (front, right), Gareth Naylor and James Thompson (back, right)

a platform for further growth."

He continued: "Employees will have a greater influence over the future direction of the firm, will financially benefit from the ongoing success of the business and continue to deliver unrivalled client service in the multitude of private and commercial arenas in which we operate."

"It will allow us to involve and reward everyone, attract talent in the region and demonstrate a genuine point of difference in a competitive market."

"In short, converting into an employee ownership trust is great news for every single employee of the firm and everyone now has a stake in the business and can share in the success and profits that are made going forward."

SSB Law begins large recruitment drive

SSB Law has big growth plans for 2022 after taking on an additional 43,110sqft of office space next door to the firm's current premises at Navigation House on the prestigious Victoria Quays development in Sheffield.

The expansion comes on the back of further new business wins in SSB Law's volume litigation department, which acts for thousands of clients nationally.

The new office will house 610 members of staff. Recruitment is already underway, with the firm aiming to fill positions ranging from office juniors to experienced litigation solicitors.

SSB Law group commercial director Wesley Bower (pictured) commented: "Despite the many challenges of the last two years we've not only met the ambitious targets we had set ourselves, but we have exceeded them in all aspects of the business."

"We have continued to specialise in niche areas of litigation where we can help clients across the country obtain expert advice and compensation for their losses."

"We have already secured some significant new business partnerships for 2022 and we're looking to attract the best legal talent from across the region to join our firm. All members of our team benefit from a unique working environment with an equally unique work life balance, investment in training and personal development with genuine opportunities for advancement"

"To enable our growth, we're also investing significantly in our IT infrastructure, support and operational teams."



Shoosmiths celebrates five years in Leeds

Shoosmiths is celebrating five years since the opening of its Leeds office, as it continues its ambitious growth strategy.

Led by real estate partner Simon Meek (pictured), the West Yorkshire base has expanded exponentially in terms of client wins, deal volumes, and team hires.

Since its launch in December 2016 with seven members of staff, the office has grown to almost 100 people.

The office resides in state-of-the-art workspace at Platform, home to flexible working space and some of the city's most disruptive and innovative firms.

Key clients include Morrisons, Sports Direct, Travelodge, LDC, Northedge, London Luton Airport, Torsion and Extra MSA.

Recent highlights for the Shoosmiths Leeds office include advising real estate fund manager Moorfield group on its £600 million partnership with Bricklane and handling the £500 million acquisition by Berkeley De Veer of Avant Homes, one of the UK's leading residential property developers.

The office has also acted for Wild Life Group on its equity



and debt raise by BGF and Lloyds Banking Group, and supported Euro Vital Pharma on the cross-border acquisition of European Vitamin and Supplement manufacturer Principle Healthcare group.

Such notable work has led to the firm's recognition at various award ceremonies. The Leeds team has also been commended for its support within the local community.

This includes volunteer work through Pathways to Law with the University of Leeds, supporting A-level students from under-represented backgrounds interested in a law career.

The Leeds office has also raised £35,000 in two years for its nominated charity, Candlelighters.

Meek, Leeds head of office for Shoosmiths, commented: "The firm's five-year anniversary in Leeds is an important time to reflect on the sheer growth and impressive reputation that has been built within the city."

"Leeds isn't short of lawyers, and I'm proud of our successes with the best talent forming our team—given our award-winning firm culture matched with an impressive client list.

We deliver advice with a passion by partner led teams, with a real interest in the best outcome for our clients—alongside a commitment to our people and the wider community."

"We look forward to continuing to build this northern hub of expertise, growing our ambitious targets and brand reputation in this exciting market."

Banner Jones signs Menopause Workplace Pledge

Banner Jones has signed the Menopause Workplace Pledge in a further demonstration of its commitment to the health and wellbeing of its staff.

Created by the charity Wellbeing of Women in partnership with Hello! Magazine, and sponsored by Bupa, around 300 organisations have added their signatures to date, including large businesses such as Sainsbury's, Tesco, BMW Group, Channel 4 and First Direct.

By signing the pledge, Banner Jones has committed to recognising that the menopause can be an issue in the workplace and that women need support to talking openly, positively, and respectfully about menopause; and to actively supporting and informing employees affected by the menopause.

This is the latest in a series of wellbeing initiatives introduced at the law firm, which also signed the Dying to Work charter in 2018, showing a commitment to protecting employees with a terminal diagnosis.

Lisa Gill, human resources manager at Banner Jones, said: "The continued health and wellbeing of our staff has always been of real importance at Banner Jones, but it has become even more of a focus over the last year or so during Covid-19."

"We have an open-door policy in place, and we encourage our team members to come to us with any concerns that are affecting them in the workplace so that we can best support them."

"This pledge is a further commitment to that, and to putting our staff at the heart of every decision we make in order to provide a positive workspace for everyone."

According to Wellbeing of Women, around 900,000 women



have left their jobs because of menopause symptoms, and a further 25% have considered resigning from their roles.

Katie Ash, head of employment law at Banner Jones, said that in addition to the firm's own commitment to the pledge, her team has also seen an increase in the number of enquiries from businesses wanting to put policies in place to support staff experiencing menopause symptoms.

She said: "The mental and physical health and wellbeing of staff is a very important issue, and one that has truly taken centre stage since the start of the pandemic almost two years ago. Thankfully, like Banner Jones, most employers are taking a very proactive approach to updating practices and policies."

"As part of this, many businesses are now looking to ensure that they retain their best staff by better accommodating their needs during key life changes—be that having children, losing a loved one, or experiencing symptoms linked to the menopause."

"In doing so they are likely to also improve productivity and facilitate a far more diverse workforce."



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Moving on up

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



Leeds-based **Parklane Plowden Chambers** has welcomed a new tenant to its 44-strong family team.

Naakesha Michl, who was called to the Bar in 2013, specialises in all aspects of family law, including public and private children law and finance.

She joins from Leeds-based KBW Chambers, where she spent the first six years of her career at the Bar combining a criminal and family law practice. This has given her particular expertise in analysing police evidence, forensic reports and data.

Michl acts for all parties in public and private law proceedings, including parents, grandparents and other family members, intervenors, children and local authorities.

She is regularly instructed on behalf of the most vulnerable clients and as a result is well-equipped to represent clients who require extra sensitivity.

In addition, Michl advises and acts in finance proceedings and is well-known for her ability to assist in reaching fair settlements at all stages in the court process.

Commenting on her new tenancy, Michl said: "Parklane Plowden's family law practice has an outstanding reputation, and it is a chambers with a progressive approach and clear growth plan."

"I am very pleased to join the set and look forward to playing my part in further developing the family team's expertise for the benefit of current and future clients."

Parklane Plowden's senior practice director to the family team, Mark Williams, said: "Naakesha is a great addition to our team."

"She is renowned for being a tenacious advocate in all aspects of her work who puts clients at ease through excellent communication skills and a commitment to preparing every case with the utmost care."

"Naakesha's extensive experience in family law will play a key role in further enhancing Parklane Plowden's reputation for excellence on the North Eastern and beyond circuit."

Wakefield-based **Hawkswell Kilvington**, the niche

construction and engineering law firm, has appointed Ross Galbraith as a legal director.

Galbraith specialises in drafting and advising on all types of bespoke and standard form construction contracts and related documents.



Rachel Heald, who is a partner at Hawkswell Kilvington and head of the firm's non-contentious department, said: "This is a really exciting appointment for us. Ross is a vastly experienced solicitor who I am confident will be a great addition to the team, and will significantly strengthen our non-contentious offering."

Galbraith added: "Hawkswell Kilvington have grown considerably over the last few years, and their capabilities, reputation and standing are superb. I really am looking forward to working with Rachel and the rest of the team, and being part of the continued development of the firm."



Law firm **Rollits** is celebrating the talent on its own doorstep in Hull as it builds for the future by putting local people at the heart of its recruitment strategy.

Rollits has revealed that nine lawyers joined the firm during 2021 and most have either grown up in the region or graduated from the University of Hull.

Ed Jenneson, the firm's HR partner and head of the employment team, said: "Over the years in developing our diverse team, Rollits has attracted people from much further afield and we place a very high value on that, but it is interesting that so many of the most recent recruits have such strong local links."

"Some grew up here—as I did—and completed their legal

studies elsewhere before returning to the city. Others graduated from the University of Hull and decided to return in the area and some never left—growing up locally and graduating locally!”

Trainee solicitors Zaneta Andraszcyk and Jordan Collinson are University of Hull graduates, who both come from Hull and attended school and sixth form colleges in the city. They joined Rollits in March 2021 to begin their training.

Other new arrivals who began their training contracts in September 2021 include Olivia Keith, Joshua Hobson and Emma Richards.

Hobson studied at Manchester University but he comes from Hull, having attended Endeavour High School and St Mary's Sixth Form. Richards, who comes from Kirkella, is a University of Hull graduate. Keith from York, went to school in Pocklington, graduating from Liverpool University before moving back to the area.

The three newly qualified solicitors appointed by Rollits in November 2021 were all from the Hull area.

Lily Dobson attended Beverley High School and Wyke Sixth Form College and Harry Spice studied at Archbishop Sentamu Academy in Hull. They both gained their LLB (Hons) at the University of Hull in 2018 and followed that by securing a distinction in their legal practice course at Leeds.

Enisha Ali attended Beverley High School and Beverley Joint Sixth Form before progressing to complete her Law LLB (Hons) at Hull. She then completed her legal practice course as part of her master's in professional legal practice, which she passed with distinction at the University of Law in Leeds.

The latest new recruit, Ruth Maltby-Sinkler, graduated from the University of Hull in 2012. Maltby-Sinkler worked for a number of firms across the north of England before returning to the city to join Rollits in November 2021 as an experienced associate in the commercial property team.

Jenneson, who is now in his 20th year with Rollits, said: “We are excited to be able to recruit and retain professional services talent into the region and in some cases attract Hull University graduates back into the local area. That's important to us because people are the future of our firm and it's encouraging that quality local talent are choosing to work for Rollits.”

Property lawyer Olivia Buck, a specialist in listed buildings and other properties of unusual historic or architectural interest, has joined North and East Yorkshire law firm **Harrowells**.

Buck, previously a senior solicitor at City of London firm Macfarlanes, will be based at Harrowells's York city centre office at St Saviourgate as a partner in the residential conveyancing department.

After gaining a BA in history at Oxford and an MA in architectural history from the Courtauld Institute of Art, London, Buck trained at Macfarlanes and qualified in 2012. Her expertise in specialist, high-value property is recognised in independent legal directory Chambers & Co High Net Worth Guide 2021.

She has more than 10 years of experience in advising individuals, charities, property companies and funds that are purchasing, or selling, residential properties, ranging from a city flat to a country estate, where the high value, historic or unusual nature of the building often requires specific technical expertise.

Buck, who will work throughout the Harrowells office network and handle property work in London and other regions, also acts for landlords of historic residential blocks and people wanting to



extend their flat leases or enfranchise leasehold houses.

Commenting on her appointment, she said: “My interest in architecture means I am always keen to understand people's vision for their special property and help them achieve that goal. I am excited to join such a highly-regarded and well-established firm and looking forward to being a partner in a region with such a wide range of historic and unusual properties, from industrial conversions to town and country houses and rural estates.”

Michelle Colborne QC has returned to **Broadway House Chambers** after taking a sabbatical in 2019.

During that time, Colborne pursued her passion as an open water swimming coach and established Take the Plunge, where she hosted open water swimming and mindfulness sessions.



She will continue to work with Mental Health Swims and will host monthly swims in the Yorkshire Dales.

Abigail Langford, head of the crime team at Broadway House, which has offices in City Square, Leeds, and in Little Germany, Bradford, said: “I am delighted that Michelle is re-joining the criminal team. She has been missed and it is fantastic to see a leading woman in the profession coming back to do what she loves.”

Colborne was called to the Bar in 1993 and took Silk in 2010. She is known on the North Eastern Circuit for prosecution and defence and has particular specialisms in homicides, baby deaths, and serious sexual offences.

She has a particular interest in representing vulnerable defendants and those charged with offences committed while mentally ill.

Colborne is renowned for her work in the Rotherham child sexual abuse trials, the prosecution of Alexander Smith (gangland murder), the murder acquittal of Trevor Isles, prosecuting one of the first forced marriage cases taking place abroad (Bangladesh) under Section 121 of the Anti-social Behaviour Crime & Policing Act 2014, the prosecution of Frank Cochran for sexual assault and coercive or controlling behaviour,

and the defence of Adam Grant (murder).

Stephen Wood QC, joint head of chambers at Broadway House, said "We are delighted that Michelle has decided to return to the Bar and that she has 'come back home' to Broadway House Chambers."



Lupton Fawcett has promoted private client lawyer Charlene Vilia to associate.

Based at the firm's Sheffield office, Vilia joined Lupton Fawcett just a year ago as a senior solicitor, as part of the expansion of the private client team in the city.

She has worked as a private client solicitor since qualifying in 2012. She is experienced in all aspects of private client work, including the administration of estates following bereavement, tax planning advice, the preparation of wills, and advice and assistance in the preparation and registration of powers of attorney.

James Richardson, managing partner of Lupton Fawcett, said: "Congratulations to Charlene on this well-deserved promotion. Since joining us she has transformed our private client offer in South Yorkshire and made a huge impact in putting the firm on the map in the region."

"Charlene's promotion is in recognition of the tremendous drive, work and commitment she has put in so far and in anticipation of the great contribution she will continue to make in the future."

Leeds-based **Clarion** has appointed four lawyers to new associate positions across the law firm.

Anna-Elise Harvey has joined the employment team as a specialist in employment and business immigration. She advises on day-to-day HR issues, corporate mergers and acquisitions, and contentious matters in the Employment Tribunal.

Her specialism is in business immigration and she has particular expertise in conducting right to work checks, and also advises on all aspects of sponsoring migrant workers.



Zaigham Jaffri has become the latest associate to join the real estate team. With experience of property finance transactions, representing banks and other institutional lenders, he is able to advise lenders about security relating to purchases, refinances and development, secured over a range of commercial and residential property.

Jack Farrer, the third associate to join Clarion, strengthens the commercial team. Specialising in data protection and privacy law, he has experience of advising both private and public sector clients.

His expertise includes the auditing of business functions to ensure compliance with data protection and privacy law, and the preparation and negotiation of data processing and sharing agreements, privacy and cookies policies, and other internal data protection policies.

In addition to Farrer's general commercial experience, he will support Clarion's corporate team by assisting in due diligence exercises on both the buy and sell sides of corporate transactions.

Finally, the costs and litigation funding team has also welcomed a new associate. Having spent more than 10 years as a costs lawyer, Andrew Crisp advises on a range of matters, including those that have proceeded all the way to the Supreme Court.

He often attends hearings, and also advises on a variety of funding and retainer issues.

Roger Hutton, joint managing partner at Clarion, commented: "After another very busy year, we are committed to further investing in expanding and developing our team as demand for our services continues to grow alongside our clients."

"We are pleased to welcome all four talented young lawyers to Clarion—we know they will make a vital contribution to helping us to provide high levels of client care, and we look forward to supporting their career progression."



Harrogate-based law firm **McCormicks Solicitors** has appointed a new member to its crime and fraud department.

Kate Develly joins the practice as a criminal law executive and will assist partner Peter Minnikin and associate solicitor Brian Nuttney in all aspects of criminal work and client care.

Develly graduated from the University of Lincoln with a joint honours degree in criminology and English before embarking on a nine-year career with the police.

She then helped her husband to establish his own business before completing the graduate diploma of law followed by the legal practice course with a master's, in which she gained a distinction, at the University of Law in Leeds.

Commenting on her appointment at McCormicks, Develly said: "I think my previous experience gives me an in-depth insight into the criminal justice system from both sides of the fence and I look forward to using this perspective in my new role."

Minnikin said: "We are very pleased to welcome Kate to what is a busy department working with clients who are often at a very difficult time in their lives."



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It's a wonderful world

Patrick Walker runs out of puff, loses trees and sows his seeds



Patrick Walker is an independent mediator:
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Some of you may know Black Hill. It's a steep 20% incline linking Arthington to King Lane and my decision to cycle up it, particularly in windy sub-zero temperatures, was probably a mistake. A bigger mistake still, was to have filled my panniers with seed potatoes. Struggling to stay positive as a grey January dribbled into a dark grey February, I was doing my bit to save the planet sharing seeds and tubers and travelling by pedal power.

The trouble was that no more than half way up the hill my fuel filter clogged, my accelerator cable seized and I was as near stationary as is possible without actually falling off. If I stopped completely, I would never restart and I momentarily considered whether I could reach the potatoes

and jettison them without stopping pedalling. I rejected that bad idea, and without any good ones, continued up the hill very slowly,

wanting to curse but finding that wheezing took priority.

My friends were pleased with my delivery and I was moderately pleased with my achievement, which tends to support the 'no pain no gain' school of thought. But actually, I could have avoided that hill, arrived exercised but less knackered, and the gardening recipients would have been just as happy. Perhaps my preferred school should be 'everything in moderation (except chocolate)'.

Seeds excite me. You may think me sad but every year I marvel at how a pinch of fine seeds can brave an uncertain world and, in a few weeks, stand proud and tall. I suppose if they knew I was going to dig them up and eat them, they might not bother, but mostly they do, sometimes barely holding on as they battle with mixed weather, mice and an army of slugs. I don't know what the slugs are doing right now as sleet batters against the window but

I know the mice are snug... in the padding material they have chewed up inside the bag I use for bike air transit. "Well," they said, "he hasn't used this for a while."

In fact, I have just passed the second anniversary of my last trip abroad and who knows when or where will be the next surge in infections. But in many ways nature makes me optimistic. As global warming throws flood, wind and fire at us, plant life seems better

at bouncing back than people. We have lost nearly a dozen trees in the storm but we will replant and they will grow. They won't mature in my lifetime but they will help the next generation have a fighting chance to enjoy what, despite man's gross

negligence, remains a wonderful world.



**Lisa Linklater on
how she keeps
moving her
practice forward**

One barrister's road to silk

Lisa Linklater, barrister at Exchange Chambers, is to be appointed Queen's Counsel (QC) on 21 March 2022 following the approval of her appointment by Her Majesty the Queen in December 2021.

Linklater is the first female barrister from the North Eastern Circuit practising in the field of Commercial Chancery to take silk. She specialises in shareholder and partnership disputes, corporate insolvency and contractual disputes. She has developed her practice from chambers in Leeds.

How has practising from Leeds contributed to the development of your career?

Linklater: Practising from Leeds has enabled me to build

strong working relationships with instructing solicitors from across the North of England over many years; three of the cases on my QC application form were from solicitors who had instructed me from the very early years of my practice. From the start of my career, I have enjoyed many and varied opportunities for advocacy, including trial advocacy, in the High Court, Chancery Division (now known as the Business and Property Courts) in Leeds, Newcastle, Manchester and Liverpool, as well as appellate advocacy as sole counsel in the Court of Appeal. I have always found that the judges 'keep you on your toes', which has been very beneficial for the development of my advocacy and expertise. As the cases in which I have been instructed have become ever more complex, this experience has been invaluable.

The principal clerks I have worked with have positively supported and encouraged me and enabled me to develop my practice and successfully apply for silk.

I have always worked on the basis that the best marketing is the work you do—both in and out of court—and I have always set very high standards for myself. This has led to increasingly challenging and specialist work throughout my career. Having a practice focused on certain courts (in my case the Business and Property Courts of the High Court in Leeds, Manchester, Liverpool and Newcastle) has also helped me to achieve important career milestones such as being recommended in the legal directories and appointment to panels because the referees really know your work well.

At the same time, I have also always really enjoyed being part of both the legal and local community and contributing where I can. I am enjoying being on the committees of both the Northern Chancery Bar Association and the Leeds Business and Property Courts Forum. I think that the various Business and Property Courts Forums across the North of England have been very successful and really raised the profile of the work we do here. They have also contributed to the professional development of practitioners at all levels of experience. The forums have also connected us with the Business and Property Courts nationally.

When work is up to date, easy access to a wide variety of landscape and leisure opportunities has been a great balance in my career. As it turned out, two of the cases in my QC application form stemmed from chance meetings with instructing solicitors when out and about at the weekend—one at RHS Harlow Carr and another at Hadrian's Wall—that is work/life balance in action!

Please tell us about your practice (including any particular highlights)?

Linklater: I specialise in shareholder and partnership disputes, corporate insolvency (both litigation and technical applications) and contractual disputes. I think that every case is a highlight, particularly those where I am instructed from before action to a successful finish and which involve a variety of professional challenge both for myself and the team that I am leading.

One recent case that stands out in my mind is a shareholder dispute in which I was instructed from before proceedings to successful resolution before trial after some very hard-fought and unusual interim applications against a QC. The case is now not only in a leading company law practitioner textbook, but also involved me making important strategic decisions under time pressure, effectively leading a team with different levels of experience and advocating and negotiating at an online mediation that was full of emotion for my clients.

Why did you apply to become a QC?

Linklater: Over the last five and more years I was increasingly being instructed on cases at silk level and

against QCs and enjoying the challenge. At the same time, I was starting to compete for work against QCs, which could create an additional hurdle to instruction if the instructing solicitor or client had not worked with me before. Therefore, I applied to become a QC to keep moving my practice forward.

What does the QC application process involve?

Linklater: The application process is rigorous and independent and was introduced in its current form in 2004. The process involves three main stages—a written application form including 12 substantial cases, assessments from four judges, three practitioners and two clients (selected by the Queen's Counsel Selection Panel from around 30 assessors named by applicants in the application form and linked to 12twelve substantial cases) and an interview by two members of the selection panel. Applicants must provide evidence of their excellence in law, written and oral advocacy, as well as working with others and diversity.

As a QC, how will you be looking to further develop your practice?

Linklater: I would certainly like to maintain the excellent working relationships with the solicitors and clients who have instructed me to date. At the same time, I am looking forward to continuing to develop my specialist fields of practice and receiving instructions from solicitors and clients who may not have worked with me before.

What sort of feedback have you received since December's QC announcement?

Linklater: The feedback has been overwhelming. So many friends and colleagues across the legal profession have been so kind and generous with their warm wishes, which I really appreciate. It has been lovely that people with whom I have worked throughout my career have reached out to me at this exciting time; many memories have been evoked.

What impact has the pandemic had on your practice? How has it changed the way you work?

Linklater: The Business and Property Courts moved seamlessly and quickly to remote working. We received early and excellent support from the Chancery Bar Association with electronic working. Therefore, my practice did not change really—I was conducting a shareholder dispute trial in the High Court against a silk in June 2020, which was one of the first trials to take place remotely in the North of England.

Who (or what) has had the biggest influence on your career?

Linklater: My pupilmasters, Lord Justice Snowden and Jonathan Peacock QC, have been a significant influence

on how I approach cases, apply the law and analyse the facts. In the early years of practice, HHJ Klein, who was then a colleague in my former chambers, gave me excellent direction, which included pointing out the advert for Junior Counsel to the Crown in Counsel magazine. I applied successfully and served for three consecutive terms, representing different government departments, particularly HM Revenue and Customs and the Department for Business, Energy and Industrial Strategy in complex and precedent cases across the North of England.

He also introduced me to other barristers and judges in Chancery work in Leeds and Manchester through Northern Chancery Bar Association events, which put me at ease in my practice and made me part of a wider legal community from an early stage in my career. More recently, HHJ Cawson QC, my former colleague in chambers before his elevation to the Bench, has been a positive influence during the last decade and is an excellent role model for me in silk.

What challenges have you met as a woman in law?

Linklater: I think that the main challenge I have met has been not having many female role models or colleagues in my practice area, particularly when I became pregnant and returned to practice after my children were born. I did receive some excellent advice and did have a lot of support from most of my colleagues, although there were challenges. There are certainly now more visible female role models across the legal profession and the judiciary compared to when I started in practice and this creates a

positive cycle.

I am really enjoying being part of the North Eastern Circuit Women's Forum, which is very inclusive. The events are very supportive and forward-thinking with the link between wellbeing and consistently excellent performance a central theme. I think it is very important to ensure that women are not isolated at any stage of their career so that we can achieve our career potential and fulfil our ambitions, while balancing this with other responsibilities, demands and our health. One way to achieve this is to have a variety of formal and informal support networks both within and across Chambers and firms and to be as inclusive and positive as possible in the workplace.

How do you achieve work/life balance?

Linklater: I think the balance will always alter throughout any year. For example, during and in the lead up to a trial, the balance will very much be in favour of work. I try and have a range of activities I enjoy and that take up different amounts of time—some that I can enjoy at home such as cooking, listening to music and watching a film—and others such as swimming and, more recently, golf. I am also enjoying catching up with friends more regularly again.

What would your advice be to anyone wishing to follow in your footsteps as a QC?

Linklater: Believe in yourself and don't wait for a tap on the shoulder.



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Confidence, achievement and freedom

Michelle Colborne QC is a senior barrister at Broadway House Chambers

Michelle Colborne QC has returned to Broadway House Chambers after taking a sabbatical in 2019. During that time, Colborne pursued her passion as an open water swimming coach and established Take the Plunge, where she hosted open water swimming and mindfulness sessions.

Here, the senior barrister has the last word.

It's great to have you back in the profession—what can you tell us about your sabbatical and your reasons for taking it?

Colborne: Hitting 50 was a defining moment for me. I was working far more than I had planned to in silk. This took me away from my family a lot more than intended and involved a near impossible juggle to both work and meet their needs. The actual idea of the sabbatical struck me when I was on holiday that same year with my family. I was answering emails at 3am while they slept and realised I hadn't left the job behind. I was inundated with work and at the closing point of a series of long child sexual exploitation trials emanating from the Rotherham investigations.

This coincided with a challenge I embarked on to swim 50 wild swims for a children's cancer charity in memory of my nephew who had passed away before his 12th birthday. I have always loved open water swimming and this rekindled a long held dream to introduce others to its many joys and benefits. I qualified as a swim teacher and an open water swimming coach and set up Take The Plunge.

What's involved with Take the Plunge and what benefits does it bring to those that take part?

Colborne: Take The Plunge has two aspects to it: learning to swim and swimming for improved mental health. This creates confidence and an enormous sense of achievement and freedom. There are huge benefits to getting out in natural surroundings, letting go of life's stresses and feeling the therapy that cold water immersion provides.

Being with a small group of people in a river, especially at night under a clear sky surrounded by nature's sounds, is as mindful a place as any human can be in. It instills a calm and serenity, and most importantly, it calms the mind's chatter. Repeated cold water dipping is a magnificent way to ease anxiety.

What's your view on mindfulness and mental health in the legal profession? How well equipped are employers and employees for managing these issues right now?

Colborne: Lockdown and remote working has facilitated a change in attitude towards the need for mental wellness. Having had time to step back from the stress of commuting, the push to achieve targets with constrained time, has shown how in this profession there was an impossible juggle between work and life, with injurious consequences to mental health. That is being acknowledged. Law firms and barristers chambers are seeking to redress that imbalance. Wellness officers are a good start.

In my view, there is a lot that can be done, including the facility for mindfulness training, meditative pursuits and time away from technology, work stresses and pressure on a regular basis. It requires financial investment from the government through tax incentives to facilitate it or it won't actually happen.

On your area of practice, how are you finding criminal law compared to when you took your sabbatical?

The practice of remote hearings can now be used in a profitable way, that is a huge improvement for busy practitioners. It reduces hours of travel time, permits parents to work from home and it promotes reduced work pressure.

It is important to use remote hearings sensibly, though. Face to face contact is still crucial for trials where evidence is called before a jury. No defendant would be expected to face a jury with their representative appearing over a link. New national guidance has just been issued on this very topic: <https://www.judiciary.uk/announcements/message-from-the-lord-chief-justice-remote-attendance-by-advocates-in-the-crown-court/>.

What's your view on the criminal justice system in 2022 and beyond?

Colborne: The burden on the Bar is enormous and the remuneration still inadequate to compensate for that burden. I fear that will take its toll on people's mental health, family life and inevitably will lead to an exodus to seek better arrangements.





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