

Leeds & Yorkshire Lawyer

The Official Journal of Leeds Law Society

 Leeds
Law Society

August 2022
Issue 177

Leeds Pride 2022

Leeds Law Society returned to Pride to achieve
a more diverse and inclusive profession



Leeds JLD

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Comment

Patrick Walker is privileged to watch the Tour de France and a much more amazing challenge



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There's no one-size-fits-all approach to pursuing a career

Dan Western is a chartered legal executive specialising in commercial property at Gordons





Matthew Jones is an associate solicitor in the real estate team at Weightmans and president of Leeds Law Society

The famous Gerry Anderson TV Show *Stingray* started with the exclamation, "Anything Can Happen In The Next Half Hour"—and it certainly did! For 30 minutes, there was plenty of action with the heroic Troy Tempest battling King Titan and his band of evil sidekicks. If anything can happen in 30 minutes, imagine what can happen in a period of three months, which is when I last had the opportunity to write to you all.

Since my last article, there has been a tidal wave of change. We are now in the middle of a fierce leadership campaign, the country is faced with a drought and the cost-of-living crisis dominates the news.

While Leeds Law Society would not become involved in a leadership campaign nor be able to call on the heroic Troy Tempest to end the drought, the society recognises that the cost-of-living crisis represents one of the biggest challenges facing the country since the start of the global pandemic. My predecessors, Nick Emerson and Catherine Woodward, carried out sterling work during those turbulent years, ensuring that Leeds Law Society offered as much support as it possibly could, and my tenure is going to be no exception.

From speaking with our members, many of you have concerns as to what lies ahead over the coming months. Rest assured, your local law society will, as it has always done, be there to support you. Our aim is to grow one of the most

Stay tuned

important sectors for our local economy, to promote justice and to attract and retain the talent we need to ensure that Leeds continues to be recognised as the biggest legal centre outside of London. To achieve this, we continue to deliver quality events and training. We promote our city as the great legal centre that it is. Myself and my fellow directors strive to deliver the best that we can for our members in an ever-changing world—and this will continue.

Coming up soon, I am pleased to share with you details of our Back to Basics Networking event at Harvey Nicholls on 29 September 2022. The global pandemic has shifted the way that we work forever, with agile working now very much here to stay. This has meant that it is often very difficult to find the opportunity to meet one another face-to-face. The idea behind our Back to Basics event is simple: to bring us together and afford us the opportunity to network. No lengthy speeches, no team building exercises, just the opportunity for us all to come together socially over drinks and canapes in the luxurious surroundings of Harvey Nicholls. I am very much looking forward to meeting as many of you there as possible.

Aside from what we have coming up, I wanted to take some time this issue to talk about the society's participation in Leeds Pride on 07 August. This was not the first time that we, as a society, have taken part, having done so in 2018 and 2019, but it was by far the biggest event that we have held since our annual dinner. This year we had almost 150 people take part in our entry to show their support for the LGBTQ+ community. Our walking entry was a riot of colour and with the support of Bare Brass Band, who joined us throughout the day, we were certainly a talking point of this year's parade.

I would like to give my sincerest thanks to Weightmans for hosting our pre-parade reception at the firm's new office at Whitehall Riverside as well as to Selborne Chambers, which kindly

sponsored our post-parade refreshments at Rolands Bar on Call Lane. A special thanks must also go to Out Together/ Friends of Dorothy, our nominated charity of the year, which joined us after the parade for a well-earned drink.

Most of all, however, I would like to thank all our members who took part. When I started my legal career, I certainly could not have imagined that I would see Leeds Law Society and so many of its members marching in Leeds Pride. It was something that I was immensely proud to see.

Pride to me means solidarity, it is the expression of unity among the LGBTQ+ community. Not only that, it is also the opportunity for allies to show their support for the LGBTQ+ community by coming together and marching as one.

The display of solidarity shown through the Pride march is tremendously important. It is a clear demonstration of support. Support that an individual can be their true selves regardless of their sexual identity or sexuality. That they can be themselves at home, at work and in every aspect of their lives.

It is often asked whether Pride is still relevant today and my answer is simple: yes it is. For so long as members of the LGBTQ+ community face and experience prejudice, then Pride, together with the support of organisations such as those that our members represented on 07 August, is paramount.

Seeing so many of our members take part in Pride has never made me feel prouder to be a solicitor practicing in Leeds.

While Leeds Law Society may not, on the face of it at least, resemble Troy Tempest and his heroic team, our focus on tackling the issues facing the Leeds legal sector, our continuous work on diversity and inclusion, as well as delivering the best possible training and events for our members, mean that we continue to promote Leeds as an exciting place to practice and ensure that it is recognised as one of the biggest legal centres outside of London.

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Leeds Pride 2024



Leeds Law Society returned to Pride to achieve a more diverse and inclusive profession

Leeds Pride made a welcome return to the city on 07 August after a two-year hiatus.

Directors and members of Leeds Law Society aimed to make this year's event the biggest and best ever for the society, as it works to achieve a more diverse and inclusive legal profession.

Here are many of the highlights from the event.



2022





Upcoming Leeds Law Society events

Howley Hall Shotgun Golf Day: 08 September 2022

https://my.leedslawsociety.org.uk/calendar_detail.html?eid=CF80EBC3-7473-4582-B939-0CD51863FFAB

Millennials and Gen Z—Influence and Engage your Firm's Future Stars: 14 September 2022

https://my.leedslawsociety.org.uk/calendar_detail.html?eid=AB8E4A21-2AEF-44D5-9972-12F0734B0435

Actions Against the Police: 28 September 2022

https://my.leedslawsociety.org.uk/calendar_detail.html?eid=C30C68D4-A4EB-4135-884C-58AE538ABCEC

Choosey Customers? Why your Firm Needs to Become "Customer Centric" to Remain Competitive in 2022: 28 September 2022

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Andrew Jackson supports Livett's Group on sale of Thames Luxury Charters business



Andrew Jackson Solicitors has advised Livett's Group, a specialist in the provision of marine services on the River Thames, on the sale of Thames Luxury Charters to Oceandiva London Shipping.

Andrew Jackson's corporate partner, Martin Frost, provided legal advice to Livett's Group during work on the multi-million-pound transaction.

Frost was supported by corporate paralegal Nicole Waldron, along with a multi-disciplinary team comprising Dominic Ward (senior partner and head of shipping and transport), Amanda Fenton (real estate partner), and Nick Wilson (employment partner).

Directors Belinda and Chris Livett, operators of Livett's Group, are longstanding clients of Hull-, York-, Scarborough- and Grimsby-based law firm Andrew Jackson.

Their company is one of the most respected and trusted marine service suppliers on the Thames. It has been involved in legacy projects including the 2012 Olympics and has provided complex marine services to the TV and film industry, such as iconic filming sequences on the Thames for the James Bond movie, *Spectre*.

Chris Livett said: "The Livett family has been ever-present on the River Thames for hundreds of years, over which time the company has innovated and grown to include Thames Luxury Charters, operators of a three-strong fleet of elegant vessels

(pictured) moored at Butler's Wharf Pier with stunning views of Tower Bridge and the City of London."

"As Livett's Group continues to grow and expand the events and filming parts of the business and diversify further into other areas, we took the opportunity to sell Thames Luxury Charters to Oceandiva as it looks to grow its portfolio on the Thames. The sale provides a great opportunity for Oceandiva to develop Thames Luxury Charters further whilst allowing the Livett's Group to focus on our other ventures."

Chris Livett added: "We were delighted with the service and support that Martin, Dominic and all the team at Andrew Jackson provided to us on this transaction."

"There were a number of complex elements to the deal. However, Andrew Jackson's expertise in both corporate transactions and maritime and shipping law meant that they were able to work proactively with the other advisers to structure a deal that worked for all parties and helped us navigate our way through to a successful conclusion."

Frost commented: "It has been a pleasure working with our long-standing clients, Belinda and Chris, on the sale of Thames Luxury Charters. This key transaction presents a great opportunity for all involved; Livett's can focus on its future growth areas, whilst Oceandiva has acquired a highly regarded business that provides it with a well-established foothold in the Thames' luxury vessel market."

Thrive Law secures major award for NHS whistleblower

Leeds firm Thrive Law has secured an award of £462,512.26 for claims of unfair dismissal and whistleblowing on behalf of its first ever client.

Linda Fairhall became the first client of Thrive Law when the firm launched in Leeds four years ago, after being dismissed from her position at North Tees and Hartlepool NHS Foundation Trust.

Fairhall worked for the trust for almost 40 years before she lost her job and was unable to work again.

In 2015, Fairhall raised concerns regarding the trust's policies, expressing the need for reforms to meet a demand for more nurses in order to monitor patients' prescriptions.

According to Thrive Law, this 'essentially would have required an additional 1,000 extra visits from nurses per month for the service, however, she was told these additional resources were not available'.

Within the next 10 months, Fairhall reported 13 separate incidents of the health or safety of patients and staff being or likely to have been put at risk. She also voiced her concerns about the extreme stress caused by the heavy workload her nurses were experiencing.

The following October, a patient unfortunately passed away. This incident resulted in a meeting where Fairhall expressed that this death could have been prevented if the trust had addressed her concerns. She had already explained how the nurses she oversaw were unable to cope with the demand and therefore could not properly fulfil their roles due to the lack of staff.

As a result, Fairhall informed the director of North Tees and Hartlepool NHS Foundation Trust that she wished to begin a formal whistleblowing procedure.

Upon her return from annual leave, Fairhall was unfairly suspended in October 2016 pending an investigation

following allegations of gross misconduct made against her concerning her leadership. Her suspension lasted 18 months before she was dismissed in April 2018.

At tribunal, the NHS's treatment towards Fairhall was considered to have been grossly unfair and a culmination of a process involving numerous people that had purposely been designed to get rid of her in response to the protected disclosures she had made, which was found to be the primary reason for her dismissal.

The judgment stated: "This was an employee of thirty-eight years unblemished service who was suspended from her role in circumstances where that suspension was unjustified and unreasonable."

The tribunal added that her employer's investigation into her alleged misconduct was inadequate and unreasonable as the evidence brought to the disciplinary panel did not support the allegations of gross misconduct.

Fairhall was awarded a top-end Injury to Feeling of Award of £35,000 along with loss of earnings, as well as future losses as she will never work as a nurse again due to the impact this ordeal has had on her mental health.

Commenting on the award, Jodie Hill, managing partner of Thrive Law, said: "This is a huge victory for Linda and for Thrive Law. I am so pleased this is finally concluded for her, and that we were able to secure a top band injury to feelings award and compensation for the costs of her ongoing therapy and career loss."

"Most importantly though, this is a big win for all whistleblowers who selflessly stand up for what is right"

"As Linda says herself, 'If it changes things for others, then it will be worthwhile. I am relieved it's over. I want other nurses to know you can and should speak out. The law does protect you.'"

Employment law offering expands at Blacks Solicitors

Leeds-based Blacks Solicitors is offering a new employment law service.

The internal investigations service has been established to provide expert and impartial advice to the SME market from the six-strong employment team.

Paul Kelly (pictured, right), head of employment law at Blacks, explained: "External investigations conducted by solicitors are rarely seen in the SME market but their popularity is growing. We've therefore identified a need in the SME marketplace for professional, cost-effective investigations advice."



"We are experienced employment lawyers and understand the steps that must be taken to conduct a thorough and comprehensive internal investigation and we're looking forward to supporting clients with this new service."

The employment team will work with SMEs to enable them to find cost-effective solutions when conducting impartial investigations into staff wrongdoing, and support the production of comprehensive outcomes that can stand up to scrutiny in subsequent tribunal proceedings.

Chris Allen (pictured, left), managing partner at Blacks, added: "As the firm continues to grow, we're always looking for new areas where we can expand to offer our clients the full service that they're looking for. With the requirement for internal investigations support continuing to grow, it was a clear choice for our employment team to offer this service."

"It's an exciting time for Blacks with teams across the firm expanding and I'm looking forward to seeing the positive impact that our new employment service has on our current and future clients."

Alongside the new employment law service, the corporate team at Blacks also recently expanded with the appointment of Richard Morton to lead the firm's new banking law offering.

Hill Dickinson adds commercial real estate team to Leeds office



Hill Dickinson has boosted its service offering in Leeds with the addition of a commercial real estate team.

The latest addition builds on the firm's appointment 12 months ago of a new, Leeds-based, corporate team as it continues the expansion of its business advisory services into Yorkshire and across the North.

Heading up the commercial real estate team in Leeds is partner Richard Outhwaite (pictured, left), who joined the firm from Shoosmiths.

He is joined by several more appointments, including partner Emma Roche, senior associates Katherine Lee and Dian Johnson, and paralegal Anna Moore (pictured, right, second from left, second from right and middle, respectively).

The team acts for high-profile retailers, developers, investors, banks and financial institutions with clients including Fraser Group, Alteri Partners, Asset Capital, Stirling Investments, Park Lane Group, Westcourt Group, and Helmsley Group.

The new commercial real estate team adds further breadth and depth to Hill Dickinson's national real estate and construction offering which now numbers more than 60 lawyers, with a wealth of experience in areas such as investment, development and real estate finance.

Craig Scott, head of the firm's business services group, commented: "I am delighted to welcome Richard and his

team to the firm as we continue to grow our nationwide business services offering by investing in Leeds. It's an exciting part of our ongoing plans for further, sustained growth of our business services group both in the city of Leeds and nationally."

He continued: "Appointing a Leeds-based commercial real estate team positions us at the heart of the city's thriving property market with the twin advantages of local market knowledge and the backing of well-established teams in our Liverpool, London and Manchester offices. Our investment—as with the introduction of a Leeds-based corporate team in 2021—reflects the growing reputation of the city as a centre for business and is a natural next step in our growth strategy."

Esther Venning, Hill Dickinson's head of office in Leeds, added: "The addition of a commercial real estate team in our Leeds office comes in response to identified market and client demand. Richard and his team have already marked their arrival with completion of the sale of Green Park Business Centre, York, and by securing a new instruction from Helmsley Group to deal with the regeneration of Coney Street, York."

The Leeds office opened in 2017 and has since grown from three to almost 40 people.

The firm also announced the opening of an office in Newcastle—its sixth UK office—on 1 July 2022.

BRM advises on East London apartment development

Regional law firm BRM has advised on acquisition, pre-let, and development funding for an £83 million apartment development in East London.

Reinforcing its position as one of the largest real estate teams in the Sheffield city region, this deal takes the total value of BRM's development deals over the last three years to more than £300 million.

In this recent deal, Adrian Sheehan, head of real estate, and the specialist team of Sarah Rowland (construction) and Chris Hey (real estate) advised R Blue Regen HQ on a brownfield industrial site for apartment development.

The firm's support included site identification, through acquisition, pre-let, and development funding. BRM is continuing to advise on the £83 million development as construction commences.

Sheehan said: "This has been a fantastic project to work on, bringing this site from identification and acquisition, to pre-let, development funding and construction."

"I was ably supported by the BRM real estate and construction teams in advising our client, settling all necessary documentation and our dealings with the fund and tenant in general.

"This forms one of the multiple sites that we have advised on for local and national developers that are in construction and others which are coming toward fruition."

After completing a high number of deals in the previous 12 months, Sheehan is predicting another strong year for the real estate team.

He commented: "We haven't seen a drop in transactions, the market has remained confident, the firm's regional and national client development portfolio has grown significantly in the past three years, and we are now acting on potential developments of increasing size and value."

The property team at BRM advises on all aspects of property management and transactions, including portfolio management, finance, and development with specialisms in hospitality, commercial and residential developments.

Significant rebrand for Taylor&Emmet, the law firm now known as Taylor Emmet

Sheffield law firm Taylor Emmet has undergone a significant rebrand following a period of investment across the business.

The rebrand has seen the firm take the step to alter its name for the first time in its 150-year history. By removing the ampersand from the previous name, Taylor&Emmet, the firm aligns itself with its digital profile while modernising and future-proofing its identity.

The rebrand also sees the launch of an all-new website offering a modern experience, helping contribute to the firm's promise to provide a first-class client service from the first interaction to the completion of a matter.

Steve Hinshelwood (pictured, left), chief executive officer at Taylor Emmet, said: "Previously, if you were to ask clients about Taylor&Emmet you would get varied answers, from how they said our name, through to how we positioned ourselves in the market. With the Taylor Emmet brand, we draw all that together in a simple, recognisable brand that shows our forward-thinking outlook.

"The removal of the '&' is a seamless shift, giving us a single recognisable name and removing issues with digital platforms that many businesses will have experienced."

Hinshelwood continued: "Our new brand not only positions us as an approachable, efficient and forward-thinking firm but embraces our history and longevity within the Sheffield City Region."

"We have invested heavily in the business in the past couple of years, from IT infrastructure to training, benefits,



and new modern office buildings. The rebrand brings all these elements together and provides a strong platform for Taylor Emmet to launch itself forward as we look to write the next chapter in our history."

Taylor Emmet used Yorkshire-based On Fire Agency to support the re-brand. Karl Lakin, director at On Fire, said: "Retaining elements from the colour palette was important to us, to maintain that all-important visual association with the brand equity."

"As the brand has always been about people, we have reinforced that with a human reportage photography that conveys real people working together with each other and the clients. But for us, dropping the ampersand was key; taking Taylor Emmet into a new modern era, whilst allowing us to convey many of the brand's values and service level messages in a simple, memorable way."

As part of Taylor Emmet's rebrand, the firm has appointed South Yorkshire-based PR and creative agency HRM to provide strategic public relations and communications support

Ex-HSBC senior leader joins radar as chief operating officer



Litigation and commercial law firm radar has appointed ex-HSBC executive Richard Crabb to the role of chief operating officer.

Crabb (pictured) will be in charge of the strategic and operational delivery of the legal teams at the Hull-based firm, together with the corporate governance and change management functions, with a focus

on delivering an integrated service model.

Reporting directly to radar's chief executive officer, Gary Gallen, Crabb will be a key member of the firm's senior leadership team.

During his 10-year tenure at HSBC Bank, Crabb held several senior executive posts, including global head of commercial, tech and innovation. In this role, he was responsible for the development and implementation of the bank's commercial and innovation strategies for its global legal function—working with 1,200 lawyers and business professionals in more than 34 countries.

Before joining HSBC, he was a corporate and commercial partner at McCormicks Solicitors in Harrogate.

Commenting on the appointment, Gallen said: "I am delighted to welcome Richard to radar in another key appointment for the business. Coming from the multinational banking and financial services organisation, HSBC, Richard

brings significant legal and commercial leadership experience and expertise to radar."

"He has a clear understanding of how to drive efficiencies across an integrated service delivery model, having led the implementation of technology, best-practice legal, compliance and risk management processes."

"Once again, radar's pioneering and proven history of growth has attracted a top global talent, which will ultimately enable us to maximise our performance, deliver growth and ensure that we achieve our short and long-term objectives."

Crabb said: "I'm delighted to have joined radar at such a pivotal juncture. We have an incredible journey ahead of us, expanding and growing our legal services business with a key focus on driving our private legal services capabilities and offering, including our training and consultancy services."

"My priority is optimising efficiency and service quality through collaborative leadership and by implementing first-class processes."

"Driving performance across our insurance legal services business for our clients and partners remains at our core, and you can expect continuous innovation and new developments."

Crabb is the latest in a string of high-profile leadership appointments at radar, alongside chief technology officer Andy Clarke and commercial director Richard Sheridan, as well as non-executive directors Kieran Rigby and Jeremy Cohen, who were recently elected to the firm's expanding board.

Lupton Fawcett appoints new head to lead York office



Lupton Fawcett has appointed regulatory and corporate defence lawyer Jeremy Scott to lead its office in York.

Scott (pictured, right) joined Lupton Fawcett as head of regulatory and corporate defence in 2013. For more than 30 years, he has represented regional, national and international businesses and their directors, advising on regulatory investigations and high-profile criminal prosecutions.

As head of the York office, he will be responsible for leading the firm's business development activity in and around the city, attracting new clients and building partnerships with other professional services firms.

Commenting on his appointment, Scott said: "I am delighted to take on this role and to lead the further growth of the business in York. I believe the way we do law at Lupton Fawcett is the right way—putting clients' interests first, always striving to get the right result for them, whether it's a private client purchasing a house or preparing a will, or a business facing investigation by a regulatory body."

"I am looking forward to helping to make Lupton Fawcett the first port of call when clients in the region or further afield have

a legal problem, and the first legal firm other business advisers recommend to their own clients."

Lupton Fawcett managing partner James Richardson (pictured, left) said: "I'm very pleased to welcome Jeremy to his wider role as head of our York office following many years of success leading our regulatory and corporate defence team."

"He has huge energy and enthusiasm for delivering the best results for clients and a strong commitment to supporting and motivating colleagues. I'm looking forward to working more closely with him as we drive our continued growth in York and beyond."

Lupton Fawcett provides a full range of commercial and personal legal services to clients throughout the UK from its offices in Leeds, Sheffield and York.

Its Leeds-based team recently moved to a new office in the southern professional quarter of the city. It now occupies the entire first floor of the newly refurbished 2 The Embankment building on Sovereign Street, close to Leeds Station.

The relocation of its Leeds office coincided with the launch of a new website and brand identity for the firm.

Wilkin Chapman to give £1k to 350+ employees

East Yorkshire law firm Wilkin Chapman is awarding £1,000 to its staff to help with the cost of living.

The sum, coming in addition to pay reviews and performance bonus decisions, "will go some way to help with the unprecedented increase in the cost of living", according to the firm, which employs 46 partners and more than 330 members of staff in Grimsby, Lincoln, Beverley, Louth and Horncastle.

Wilkin Chapman has introduced agile working in recent months to help employees and offers an extensive employee assistance programme that includes a range of wellbeing initiatives, a comprehensive healthcare scheme, and other benefits such as alternative therapy treatments.

Robin Simmonds (pictured), chief executive officer at Wilkin Chapman, commented: "It's been a challenging few years, and now with the burden of increased cost of living, we're making this payment to help our people combat rising prices."

"This payment reflects our concern for the challenges being faced by everyone in our business and although this



will not mitigate the national economic climate, we hope it will go some way towards helping our Wilkin Chapman family in the months ahead."

Guiseley School pupil turned Gordons lawyer becomes governor at alma mater

A Guiseley School pupil who left after his A-levels in 2016 to embark on a legal apprenticeship at law firm Gordons has been appointed as a co-opted governor by his alma mater.

Dan Western (pictured, left), who grew up in Guiseley, fully qualified as a chartered legal executive specialising in commercial property-related matters last December.

During his apprenticeship, he experienced mentoring from Leeds- and Bradford-based Gordons partners and experienced hands-on training to develop him professionally and personally. This has proved instrumental in providing Western with the confidence and skills to become a school governor.

He accepted the co-opted governor role offered to him after discussions with headteacher Paul Clayton (pictured, right), with whom he stayed in touch after leaving.

In his role as governor, Western will help the school implement its strategic vision while also being involved in decisions around performance, resourcing and personnel.

Guiseley School has 1,450 pupils and a 'Good' Ofsted rating. Having undertaken an extensive re-build programme over the last four years, the school now benefits from two new three-storey buildings.

These are home to sports, arts and science classrooms, as well as facilities for general teaching, and provide enhanced facilities for pupils, staff, and the local community.

Clayton, Guiseley School's head teacher, said: "We are very pleased to welcome Dan to our board of governors. He has always been an advocate of the school and came and spoke to our students on a number of occasions about his legal apprenticeship at Gordons."

"We look forward to Dan bringing his energy, enthusiasm and insight to the role and helping further develop Guiseley School for the benefit of its pupils, parents, carers and the



community it serves."

Commenting on his appointment, Western said: "It is a privilege to become a governor of any school, but to become one for a school you attended is particularly special!"

"I am grateful for the education that Guiseley School provided me with as it created the opportunity for me to pursue a career in the law."

He added: "There is no doubt that my apprenticeship at Gordons gave me the confidence to accept this role and developed my acumen as an adviser, which are both key to being a good governor."

"I will be working hard to ensure the school continues to develop young people both academically and personally to enable them to make the most of any opportunities in life."

Minster Law appoints chief operating officer

Wakefield-based Minster Law has appointed Paul Taylor to the role of chief operating officer.

Taylor (pictured) has been working in a consultancy role for the Yorkshire-based legal services firm, which has a strong focus on insurance, for much of this year and will now formally take up the permanent position, reporting to chief executive officer Shirley Woolham.

A senior insurance claims specialist at AXA for a number of years, Taylor moved to Plantec in 2011 as director of operations. He later took on senior operations roles at Crawford & Co and Horwich Farrelly before joining Kindertons in 2016 as managing director.

Taylor is also a director of Platinum78, a specialist consultancy working in operations.

Commenting on his appointment, Taylor said: "Minster Law is a forward-thinking organisation that I have long admired and supported as a business partner."

"The business has a track record of innovation in a conservative sector, such as their digital claims journey, and I wanted to join an organisation that is open to thinking differently about delivering the best possible customer experience."



Woolham said: "It's great that Paul has chosen to join us as chief executive officer. He has already made a significant and positive contribution to our volume claims operations. He shares our forward-thinking approach and will be pivotal in continuing to evolve our low cost, digital claims model for volume motor personal injury and delivering a market-leading service to our customers and business partners."

Rollits rallies clients and contacts to raise vital funds for charities



Two of East Yorkshire's most high-profile charities have cheered the contributions in cash and kind of the region's business community after the latest fundraising event by law firm Rollits.

More than 22 clients and contacts of Rollits took part in the firm's annual charity golf day at Brough Golf Club and helped to raise over £3,500 for Dove House Hospice and Muscular Dystrophy UK.

Jethro Shearring, senior fundraiser (trusts) for Dove House Hospice, said the golf day along with the firm's contribution to Make A Will Fortnight, which is coming up in October, make "a crucial difference" to the charity.

Ann Newlove, head of business and communications at HEY Smile Foundation, which was one of the teams playing in the competition, said the connections made at these events are also of vital importance to charities as they face one crisis after another.

Rollits, which has offices in Hull and York, has been holding its golf day for 35 years and has now raised more than £150,000 over the years.

Pat Coyle (pictured, right), director of marketing and client relations at Rollits, said: "We are delighted that our golf day is recognised as a firm fixture in the local golfing calendar and for that we are extremely grateful to our clients and contacts who support it by taking part and by sponsoring holes and prizes."

"This year we welcomed 22 teams and once again they helped us raise a significant amount of money and took the opportunity to meet representatives of the two charities. The interaction on the day helps us start the process of planning next year's event, which is provisionally booked for Thursday 6 July 2023."

Shearring said Dove House Hospice receives only 10% of its funding from the government, making corporate support all the more vital.

He said: "The hospice is completely reliant on the generosity of the local community and we are incredibly grateful for the continued support from Rollits, whose efforts help to make such a crucial difference to the patients and those closest to them accessing specialist care at Dove House."

"Annual events such as the golf day ensure that the hospice

can continue to be at the forefront of palliative care across Hull and the East Riding of Yorkshire. The contributions that Rollits have made over a great number of years have been instrumental in helping to shape and develop the services Dove House offers and more recently have provided a lifeline in the face of the pandemic and rising costs."

"Alongside the golf day, staff at Rollits will also once again generously give their time as part of this October's Make a Will Fortnight, which will help to raise further vital funds. We cannot thank all those involved enough for their kindness, which allows patients and their loved ones to continue to make cherished memories even in the most difficult of times."

Martin Lauer entered a team in the event as founder and chief executive officer of The One Point, which operates its own foundation to raise money for local and national charities through organised events, fundraisers, payroll raffles and more.

Lauer said: "We are regulars at the Rollits golf day and we are aware from our own programme of events of the importance of getting people together, helping the charities meet their needs now and working with them and other businesses to come up with the ideas which will safeguard the support in the future."

Newlove underlined the appreciation felt by charities to their corporate supporters: "It never ceases to amaze us how businesses in this region want to support its voluntary and community sector and, as we move from the COVID crisis to a cost-of-living crisis and whatever lies beyond, this support is going to continue to evolve and develop as we're all stretched to give and to do that little bit more."

"Charity golf days, black-tie dinners and the like have always been the mainstay of a charity's fundraising calendar. They provide vital fundraising and a platform to promote and showcase the charity's work to the corporate sector."

"At Smile, we've always believed that events like these are the doorway to relationships and it's those relationships that are really vital to charities and the beneficiaries they serve. Whether it's using manpower and other assets to transform places, sharing expert skills and knowledge, or raising funds to enable services to be delivered, corporate support to the voluntary and community sector will always have impact."

Leeds inner-city primary schools learn about legal careers

Primary school children from inner-city areas across Leeds engaged with legal firms in June and July through a series of exciting World of Work Days.

Delivered by Ahead Partnership, the Leeds Law Society president's chosen community partner for 2021-22, the Leeds Law Society Education Programme enabled businesses to reach-out to the next generation of talent, engaging young people with different skills and perspectives within the sector.

Gordons, Gateley and Ward Hadaway volunteered their support and sponsorship to the initiative to help students from Carr Manor Primary School in Meanwood (pictured); Greenmount Primary School in Beeston; and Raynville Primary School in Bramley to better understand jobs available in law, meet role models and develop key skills for employment.

Helping to inspire the future workforce, the programme encouraged 99% of the students involved to say that it had improved their understanding of how to get into different careers, and 91% said that they were now motivated to work harder at school.

Commenting on the programme, Megan Lipp, head of development at Ahead Partnership, said: "It has been fantastic to lead the delivery of this year's Leeds Law Society Education Programme, working closely with the society and some really forward-thinking sponsor firms and volunteers to generate the most impact for young people across East, South and West Leeds."

"The city's professional services sector offers many ways

to build a rewarding career, and this type of work helps us to ensure that young people from right across the city are aware of the opportunities available to them in this sector and beyond. In turn, the local economy can then go on to benefit and thrive from harnessing a diversity of perspectives."

Matthew Jones, president at Leeds Law Society, said: "Our Education Programme is always a great opportunity for legal firms across Leeds to engage with the local community and encourage the next generation of talent to develop their skills and ambitions for employment from an early stage."

"It is in our collective interest to protect and develop our talent pipeline, and this type of activity enables primary school children to develop meaningful connections with businesses for the future. We're really pleased to have been able to work with Ahead Partnership, our chosen community partner for this year, to deliver a programme of activity that has made a real impact in terms of changing perspectives and enhancing understanding of the working world."

Christina Kettlewell, real estate director at Ward Hadaway, added: "Sponsoring activity as part of this year's Education Programme has been a great way for us to show our support for the talent of the future."

"We're really proud of our volunteers who gave their time to get involved in the World of Work days; it has been a really practical way for our colleagues to give back to the local community and play their part in developing a more diverse and inclusive workforce in Leeds."



Moving on up

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



Fenchurch Law has expanded its insurance disputes team in Leeds with the appointment of Catrin Wyn Williams and Chloe Vine.

Wyn Williams has joined the firm as an associate solicitor, bringing with her experience of representing insurers in a variety of areas including property damage and professional indemnity. Catrin was previously a solicitor at BLM, and experience of working in-house at Hiscox.

Vine has joined as a trainee solicitor from a national insurance broker, where she was the group claims technical manager. Chloe has experience handling all aspects of insurance claims, including taking the lead in relation to coverage disputes.

The new appointments will bolster Fenchurch Law's team in Leeds, which was set up to support the insurance broking community in the North of England, and their policyholders.

Daniel Robin, senior associate and head of the Leeds office, commented: "In a short space of time we have built the leading policyholder practice in the North of England, providing the same high quality specialist services as our colleagues in our city office."

"Catrin and Chloe come from different professional backgrounds, but both bring with them an excellent combination of insurance and legal knowledge that will be invaluable in our mission to level the playing field for policyholders."

Wyn Williams added: "Fenchurch Law impressed me from the outset; not only for their commitment to assisting policyholders in challenging coverage disputes, but also for their progressive and unique values. For me, this set Fenchurch Law apart from other law firms."

Vine concluded: "I was attracted to Fenchurch Law for their policyholder-focused approach. Having worked for insurance brokers' previously, this company mission really resonated with my own ambition to better equip policyholders in disputes with insurers."

Lupton Fawcett has appointed Damian Harrison as the new manager of its growing debt recovery team.

Harrison has 20 years of experience in debt recovery, debt litigation and insolvency, gained at several of the region's debt recovery specialists, including Lowell Financial and DWF.

His sector expertise spans banking, retail, utilities, property

and manufacturing, and he has worked on behalf of organisations ranging from small to medium-sized businesses to large corporations and government departments.

Harrison will be based at Lupton Fawcett's Leeds office, where he will be responsible for the day-to-day management of the firm's debt recovery team as it seeks to expand its client base.

James Richardson, managing partner of Lupton Fawcett, said: "Damian's wide-ranging experience and the breadth and depth of his industry knowledge will be invaluable in continuing to develop our services and build our reputation as a provider of commercially viable debt solutions to organisations of all types and sizes."

Harrison said: "I was attracted to Lupton Fawcett by its forward-thinking approach to debt recovery and its vision to grow this part of its business through new ways of working and services that enable us to deliver the best possible results for clients."

"I'm looking forward to playing my part in the team's ongoing success."



Harriet Thornton has been promoted to lead the real estate department at **LCF Law**.

Thornton is an award-winning property lawyer who is skilled in all aspects of commercial property, with a speciality in leasehold enfranchisement. Following

her promotion, she will now lead LCF Law's 18-strong real estate department.

Thornton provides legal advice to clients on acquisitions, new developments, commercial leases and portfolio management. She works across all sectors but has a particular focus on the third sector, representing several well-known large national charities.

Commenting on her promotion, Thornton said: "I'm particularly proud of the work I have done growing the firm's leasehold enfranchisement division, helping both landlords and tenants with lease extensions as well as purchases and sales of their freeholds. We created a fixed fee staged costs

model so when dealing with collective enfranchisements for blocks of apartments, every leaseholder knows exactly where they stand.

“Working with developers on projects across Leeds, London, Manchester and Harrogate is also particularly rewarding, as I get to assist them at every stage of the project, from site acquisition through to setting up the estate development and subsequent plot sales. I also help developers with purchase and development finance and always take a proactive approach to every project.”

Simon Stell, managing partner at Bradford-, Leeds-, Harrogate- and Ilkley-based LCF Law, commented: “Harriet is a very capable and dependable lawyer who is well-liked by clients and colleagues. Having won and been shortlisted for several industry awards over the years, she has carved out an impressive career, built and enviable client list and led the way in providing first rate services that exceed clients’ expectations.”



Harrogate law firm **McCormicks Solicitors** has promoted one of its solicitors to senior associate.

Brian Nuttney is part of the McCormicks crime and fraud department and appears regularly in the magistrates’ courts and police stations across North Yorkshire and further afield, representing clients across a wide

range of criminal and motoring offences.

He is a qualified police station representative and holds Duty Solicitor status.

Peter Minnikin, partner and head of the department at McCormicks, said: “Brian is an important part of what is a very busy team—as illustrated by our recent appointments of two new lawyers—and his promotion is well deserved.”

Nuttney has substantial experience preparing cases for the crown court, advising clients and instructing counsel in a range of matters including serious sexual offences, violence, drugs and fraud.

Prior to his career in law, Nuttney was a successful journalist and worked as deputy editor for a number of regional newspapers.

Secerna has welcomed a new trainee patent attorney to its team in York, bolstering the Intellectual property firm’s electrical and mechanical engineering expertise.

Jay Ruaux has joined the law firm to support a growing worldwide client base of multi-national corporations, listed companies, universities, spin-out companies, small businesses and innovators.

Having completed an MEng in engineering at Cambridge, Ruaux brings a wealth of knowledge on materials science, electronic devices, artificial intelligence and semiconductors to his role at Secerna. He will work across a broad range of sectors, including engineering and electronics.

Ruaux said that Secerna’s size and global client base attracted him to the firm: “The opportunity to work closely with the partners and senior members of the team was a big part of my decision to join the firm. Add in that straightaway



I got to gain real experience working on cases for large global businesses from start to end and the choice was easy to make.”

He added: “Recently I have been involved in innovations on the forefront of computing. It is exciting to be working on new technologies

that only a few people know about.”

Secerna partner Jason Boakes said: “We are very happy to welcome Jay to our team. His knowledge of electronics and manufacturing methods is already proving incredibly valuable to our work with clients across the UK and beyond.”

“The firm is experiencing significant growth. We are keen to continue attracting and providing development paths for part and fully qualified patent attorneys, and talented young science and engineering graduates who, like Jay, are looking for an alternative to a career in industry.”



A new solicitor has been appointed to the commercial property team at **Wilkin Chapman**.

Sarah Diak has joined the Beverley branch of the firm and will be involved in local, regional and national work for the commercial property department.

Born in Hull, Diak went to St Mary’s college before studying law at Northumbria University where she graduated with first class honours. She carved out her specialism while training and starting her career at a law firm in Hull.

“I’m a self-confessed property nerd and I find property law to be very interesting and varied,” she said.

Diak, who has a young son, said she was attracted to Wilkin Chapman due to its regional reach and flexible working ethos: “It was time for the next stage of my career and I am very happy to have joined a firm that has such an excellent reputation for its work and its employee relations. I have been made to feel very welcome.”

She will be involved in day-to-day landlord and tenant work, along with commercial property sales, purchases and refinances. She will also assist the wider firm, in particular on property-related insolvency matters.

Also joining Diak in the Beverley office is commercial property executive Brian Gray.

With 17 years of experience in local government, Gray will work directly with high-profile clients assisting on major projects relating to development that will benefit the community.

Gray said: “I’m passionate about delivering a great service to

my clients. I believe everyone should have access to the law and strive to ensure clients are satisfied with what we can do for them as a firm."

Gray, who is also a published author, is looking forward to working locally, helping the people of Beverley and surrounding areas.



Wilkinson Woodward has made two new appointments to its expanding legal practice.

Property solicitor Afreen Mhar and trainee solicitor Grace Smith have both joined the firm's Halifax office.

Mhar qualified as a solicitor in 2015 after graduating and completing her legal practice course at the University of Huddersfield.

Having gained experience as a commercial property development solicitor in Norfolk, Mhar returned to Huddersfield in 2019 to be closer to her family.

Since graduating, she has retained close ties with the University of Huddersfield Law School where she mentors the next generation of legal professionals.

She specialises in all aspects of residential conveyancing, including property sales, purchases, re-mortgages and transfers of equity.

Afreen's first career was as a personal stylist, working with high-net-worth clients in London, Manchester and Barcelona. Nowadays, while she has her hands full caring for her young son, Mhar still indulges her passion for fashion in her spare time.

Smith graduated with a first in 2021 after completing her degree, master's and legal practice course at Northumbria University.

After a short spell in the family team at another law firm, Smith started a training contract with Wilkinson Woodward in June 2022.

She will spend the next two years gaining experience in various departments and is due to qualify as a solicitor in June 2024.

Smith is currently based in the wills and probate team, handling a mix of will writing, probate matters and lasting powers of attorney.

Born and bred in Greetland, Smith is a keen theatre-goer and gym enthusiast.

Omar Ghaffoor and Jade Fairless at **Morrish Solicitors** have recently qualified as solicitors.

Ghaffoor joins the firm's employment team and Fairless takes her place in the clinical negligence team.

They both joined Morrish in 2018 as legal assistants and qualified in June 2022, and will be based at Morrish's head office in Leeds city centre.

Ghaffoor, who originally studied law at Huddersfield University



and completed his master's at Leeds University, said: "I am extremely thrilled to be joining the employment team as a qualified solicitor after four years of working at the firm as a legal assistant, and more recently as a trainee solicitor."

"I am also very grateful for the support that has been given to me by everyone at Morrish and I look forward to continuing to support and advise our existing trade union and private clients."

Fairless, who studied law at Newcastle University before also completing a master's in law at Leeds University, added: "On completion of my training contract, I was thrilled to be offered a newly qualified role in the clinical negligence department."

"I am looking forward to further developing my skills and knowledge with the support of both the team and everyone at Morrish. I am excited for this new chapter and where this path will take me."

Commenting on the qualifications, David Sorensen, managing partner at Morrish, said: "The whole team at Morrish offers its congratulations to Jade and Omar on their qualification. They are both diligent young lawyers and will be a benefit to their respective teams. Hopefully this will be the beginning of a long career for them both at Morrish."



Berwins has boosted its senior team with new appointments for two of Yorkshire's brightest legal stars.

Natalia Guest and Oliver King have both been promoted to associate director at the Yorkshire-based law firm.

Reflecting on the appointments, managing director Paul Berwin said: "Outstanding people sit at the heart of every successful business and the ability to recognise and reward that excellence is key. These promotions recognise exactly that, and we are thrilled to see these two talented solicitors progress in their careers at Berwins."

Litigation lawyer Natalia Guest, who has 15 years of experience supporting clients to constructively resolve disputes, added: "This is an exciting time for the firm, with developments to both grow the business and further improve the way we deliver legal service for clients bearing fruit. I'm thrilled, through promotion to associate director, to be playing an active part in that."

In addition to boasting deep legal expertise, the pair also

have a strong following in York, the location of Berwins' latest office. Based in the prestigious Guildhall development, the initiative is helping clients based in and around the city have more direct access to the expertise they require.

"York is a very special place to do business and it is a privilege to be part of our development within the city," commented experienced corporate lawyer Oliver King. "In addition to being a personal honour, the appointment of both Natasha and I to senior positions in the firm is a reflection of the importance Berwins places on this new and exciting venture."



Leeds law firm **Emsleys** has appointed Jane Harrison, Anna Barnard and Poppy Walker to its personal injury, family law and wills and probate teams, respectively.

Harrison returned to Emsleys in March. She originally completed her training and qualified as a solicitor with the firm in 2001, where she remained for a further nine years before moving on to gain further experience elsewhere.

Andrew Greenwood, managing director and head of the department at Emsleys, said: "We are delighted to welcome personal injury solicitor, Jane Harrison, to Emsleys and the personal injury team."

Harrison is an expert in dealing with employer's liability, public liability, fatal accident, catastrophic injury and industrial disease claims, according to Emsleys. She has successfully pursued countless claims for claimants and has had success at Court of Appeal level.

Commenting on her return to the firm, Harrison said: "Returning to Emsleys has been a great move for me. I am part of an excellent and knowledgeable team, and after one month back, I feel like I have never been away. I really enjoy working for such a reputable and dedicated firm and feel I am here to stay this time!"

Associate solicitor Anna Barnard joined the busy family team at Emsleys earlier this year.

Barnard, a Polish national and fluent in the language, completed her LLB law degree as well as the legal practice course at Huddersfield University. She qualified as a solicitor in 2018 and completed her training contract in small boutique firm in North Yorkshire where she worked for five years before moving to another firm in West Yorkshire.

Commenting on Barnard's appointment, Gabbie Clasper, head of family law at Emsleys, said: "I am very pleased to welcome Anna to our team at Emsleys. She combines a friendly approach with professional and clear advice to help clients understand the process and ensure that they feel fully supported throughout their case."

"Anna's excellent listening ability is also important to be able to build relationships and engender confidence. Client care is paramount in this specialist area of law and Anna

demonstrates sensitivity and empathy for each and every client that she represents."

Barnard said: "I am delighted to further my career at Emsleys. Creating a great place to work is the difference between a good company and a great company, and I am proud to be an employee of a latter."

Finally, Poppy Walker has joined the wills and probate team. She qualified as a solicitor in 2020 with another firm before recently moving back to her home county of Yorkshire to continue her career with Emsleys.

Walker specialises in Court of Protection work, preparing wills and lasting powers of attorney, and administration of deceased estates.

Elizabeth E Webb, head of wills and probate at Emsleys, said: "I am thrilled that Poppy is now part of the team, we are a very busy team and Poppy has proven herself already, gaining really positive feedback from our clients, she has certainly hit the ground running."

Walker added: "I am really looking forward to specialising in an area that I have always enjoyed in my career so far and am already enjoying working with my colleagues and clients at Emsleys who have made it so easy to settle in."



Leeds-based **Parklane Plowden Chambers** has announced that a new barrister has accepted an offer of tenancy after successfully completing their pupillage.

Harriet Stacey has joined Parklane Plowden as a tenant having initially been called in 2021 and will sit within the

family practice area.

A specialist in family law with a particular focus on finance, Stacey commenced her specialist family finance pupillage in April 2021 under the supervision of Parklane Plowden's Elizabeth Darlington and Julia Nelson.

She has gained experience in complex and high-net-worth financial remedies work, including pre- and post-nuptial agreements, and the non-disclosure of assets.

Prior to her pupillage, Stacey worked as judicial assistant to at the High Court (Family Division). During this time, she gained experience across a broad range of family and Court of Protection work through providing research, reviewing the merits of applications to appeal, and drafting judgments.

Commenting on her acceptance of tenancy, Stacey said: "Parklane Plowden has a fantastic reputation as a progressive chambers, with a family law practice renowned for its outstanding expertise."

"Following the completion of my pupillage, I look forward to helping further develop and strengthen the family team's expertise as a tenant to help our existing and future clients."

Parklane Plowden's senior practice director to the family team, Mark Williams, said: "I am very pleased Harriet has accepted the offer of tenancy with chambers."

"Throughout her pupillage, she has been able to gain experience within family finance which will only benefit the set and our clients across the North Eastern Circuit and beyond."

Work smarter, not harder

It is up to junior lawyers to set the precedent for how they would like the future landscape to look in the legal sector, as **Eleanor Folger**, national representative at Leeds JLD and a trainee solicitor at Ramsdens Solicitors, explains

It is widely accepted that working in the legal sector can be challenging and demanding. Even the utterance of an interest in a legal career as a student is often met with warnings of how demanding this line of work can be. We go into this career expecting to work long hours, but with firms increasingly focusing on wellbeing post-pandemic, is it time to stop measuring success by the number of hours worked and instead focus on working smarter, not harder?

Since graduating university and starting work as a legal assistant in 2018, the legal sector has come a long way. With the pandemic came technological advancements, and the need to work from home forced us to become less reliant on paper and physical files. Lawyers now work much more efficiently, which in turn has afforded us more time to focus on actual legal work rather than administrative, time-consuming tasks. There should therefore be appreciation of how much more we are able to do now in less time compared with when I first entered this profession in 2018.

As a junior lawyer who started this career with the expectation of working long and hard hours, I and many others feel there is an incessant need to fill as much time as possible with work, despite this not necessarily being an expectation. However, with the advancements of legal technology, is there a need to continue working lengthy hours because this is what we think junior lawyers should do? Or should we allow ourselves more down time for a better work-life balance?

It is welcomed that firms are



to everyone's benefit that we as junior lawyers endorse the attitude of working smarter over working harder. While there is sometimes the need to work until a job is completed, which may of course mean working beyond 5pm if necessary, there is a benefit of making the effort to finish on time where possible for a better work-life balance.

As junior lawyers, it is up to us to set the precedent for how we would like the future landscape to look in the legal sector. Not only would we benefit from allowing ourselves downtime, but we can also promote each other's wellbeing.

This can be done in many ways, but some of my tips are:

- Not emailing colleagues during annual leave.
- Where work necessitates working unsociable hours, delay delivery of emails where possible so those not working at that time do not feel an immediate need to reply.
- Offering support to colleagues who appear stressed, whether this be offering to alleviate some of their workload, or giving them advice.

The Leeds Junior Lawyer Division is an advocate for the wellbeing of its members and has hosted events such as Taking Charge of Your Mental Health with Jodie Hill to explore ways junior lawyers can look after their wellbeing, and promote the wellbeing of their colleagues. If you are interested in becoming

a member of Leeds JLD, or would like any further information about any

of our upcoming events, please contact us by visiting www.leedsjld.com or emailing us on leedsjld@outlook.com.



Everyone's a winner



Patrick Walker is an independent mediator:
www.imediate.co.uk

Patrick Walker is privileged to watch the Tour de France and a much more amazing challenge



As a 'mature' 15 year old jostling at the entrance to a Status Quo concert, I laughed at the earnest fans nervously clutching their autograph books and watching for any sign of movement around the stage door. Half a century later, I surprise myself when I realise that I am stood on an Alpine mountain side, not admiring the view but reacting to every twitch of the curtain draped across the door of the UAE Team coach.

If you are interested in the Tour de France, you will know that last year's winner and this year's favourite, Tadej Pogacar, is the leader of that team, and I found myself childishly delighted when he emerged and chatted to onlookers whilst other riders seemed only focused on the imminent departure of the next stage of the race. As it turned out, Pogacar didn't quite manage a third win, but nobody could question his commitment, energy or focus.

The same must be said about an amazing group of guys I had the pleasure to meet in the Yorkshire Dales. Each one seriously addicted to alcohol or drugs, or in most cases, to both.

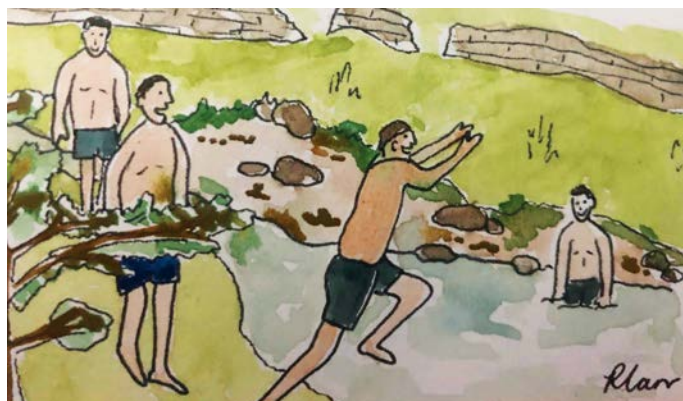
Each one engaged in a zero-tolerance recovery scheme so strict that rum and raisin ice cream is off the menu. Many had served time in prison and at least one had an electronic tag, which, like a medieval brand, was a constant reminder on a blazing hot t-shirt and shorts day.

They were staying in our village and the assumption locally was that I had engaged a rough team of builders. But those who spoke to them soon regretted their prejudices and preconceptions. Each and every one was there by virtue of a commitment that few athletes would better. And like Pogacar, they impressed not only with their determination but with their courtesy and sense of humour. I remarked to one that a village resident could not understand how they had been able to party on the Village Green with mugs of tea. The response was a wry smile and, "I don't either!"

These guys are part of the Growing Rooms: St George's Crypt rehabilitation project. Most of them have hits lows that I cannot even imagine, and every day is a struggle—not for three weeks of a bike race but certainly for many months and perhaps for the rest of their lives. I can't resist chocolate for a week and their fantastic focus on staying clean fills me with more admiration than any yellow jersey or sporting medal.

The same is true of their supporting staff, many of whom have been on a similar journey. When I am lucky enough to be with them, I am acutely aware that I am standing by the side of the road whilst they pedal up a steep incline in searing heat. But like at the Tour de France, I know I am privileged to see such achievement and I am proud to be amongst their fans.

St George's Crypt, Leeds, welcomes donations and volunteer support:
<https://www.stgeorgescrypt.org.uk/>.



Trust is the foundation of the lawyer-client relationship

Thrive Law recently secured an award of £462,512.26 for claims of unfair dismissal and whistleblowing on behalf of its first ever client. Trainee solicitor Annabelle Oliver explains how the firm maintained a close relationship with the client over a number of years



Thrive Law began representing its very first client around five years ago, as the claimant against an NHS trust. The case centred on employment law and claims for unfair dismissal and whistleblowing, after she reported numerous failings and was subsequently suspended and eventually dismissed for doing so.

After recently securing a favourable award for our client, we reflected on the lengthy process and what we as a law firm had to do to maintain a successful relationship with her during that time. We concluded that our success came down to building a partnership based on trust that allowed us to collaborate closely.

Managing a lawyer-client relationship built on trust

This case was particularly sensitive, with a high injury to feelings and a complete career loss, which made it even more important that our client had confidence in us and could rely on the process.

How did we maintain a level of trust in these circumstances? These are our top tips:

Ensure that your emotional intelligence and soft skills are always in use to prevent coming across as purely transactional. In other words—be human! It is no use just having legal competence, especially when maintaining a relationship with a client for around five years, as it will not be genuine. It is important to show that you care about the situation and the person, within professional boundaries, of course. Balancing the personal relationship with the professional one comes when you have self-awareness and empathy. We always look to support our client's mental health as often this has deteriorated throughout the many years of fighting a case.

Always be there when a client needs you and actively listen. We can often forget that we are born with two ears and one mouth and the art of listening does not come easy at times when you would like to give your input at the earliest opportunity. Actively listening and allowing your client to tell you about their emotions and issues can be important to maintain a relationship over time because they feel acknowledged. To caveat that though, it is equally as important to avoid destructive communication, set boundaries and know what is appropriate in the situation.

Effectively communicating. Where a case continues for a significant length of time, there can be many external factors occurring that the client will not be aware of without effective communication. For example, barristers being instructed, the tribunal sending directions, witnesses being in touch, the lawyer for the opposing party emailing further documents, and many others, just to name a few. If you do not communicate this type of information to a client in a timely manner, it can cause a strain on the relationship and require the trust to be rebuilt.

Managing expectations. Promising results that are not definitely going to transpire can be irresponsible and cause problems with the faith a client has in you. Being realistic about the prospects and future of the case is imperative. Even if the news you are going to deliver may not be the best news to your client, for example, in our case the remedy hearing was delayed several times, it is better to be honest and manage this or it could be at the cost of the relationship. Being prepared and organised will help to achieve this because the client should always be clear on what is happening or what is expected to happen. Practically, you can set expectations regarding options, outcomes and timescales to avoid any disappointment.

Make reasonable adjustments (when necessary). Often clients can feel disconnected to lawyers if, for example, they are not communicated with in the way that they prefer. This, along with other factors, can be exacerbated if a client has a disability. It is important to recognise that to facilitate a level playing field between the client and the lawyer, adjustments should be made. Even when a client doesn't necessarily have a disability, but just ways in which they prefer to communicate, this can build trust. By offering to make adjustments, it can build trust in the relationship because it shows empathy and that you would like the client to be able to communicate in the partnership as their best self.

As lawyers, we are expected to be honest and reliable and know the law that we are practicing. Clients, however, will expect at the basic level, when a relationship can really thrive, a law firm to make sure that they feel heard, supported and respected.

If you would like to read more about the Linda Fairhall case, you can find it here: https://assets.publishing.service.gov.uk/media/5df25c0bed915d09322e22ad/Ms_L_Fairhall_v_University_Hospital_of_North_Tees_and_Hartlepool_Foundation_Trust_2501673-18_Judgment.pdf.

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There's no one-size-fits-all approach to pursuing a career

Dan Western, a chartered legal executive specialising in commercial property at Gordons, on recently becoming a co-opted governor at Guiseley School, taking a legal apprenticeship, and much more



Congratulations on your recent appointment as a co-opted governor by your alma mater—what does this role mean to you and what do you hope to achieve?

Thank you! It is a privilege to become a governor of any school, but to become one for a school you attended is particularly special. I am grateful for

the education that Guiseley School provided me. It created the opportunity for me to pursue a career in law.

There is no doubt that my apprenticeship at Gordons gave me the confidence to accept this role and developed my acumen as an adviser, which are both key to being a good governor.

I will be working hard to ensure the school continues to develop young people both academically and personally to enable them to make the most of any opportunities in life. I would like to have an impact to help the students understand that there are different routes to pursue a career you want and not a one-size-fits-all approach.

You took the apprenticeship route to become a fully qualified chartered legal executive—what is your feedback on this route into the legal profession and the opportunities that it represents?

I am often asked why I chose a law apprenticeship. The truth is I was never 100% sold on the idea of going to university because I was ready to get stuck into the world of work. I was initially sceptical about apprenticeships because I didn't want to be handicapped by not obtaining a degree. An apprenticeship in law offered me the ideal alternative and it was exciting to take a role at Gordons, which had been the pioneer of legal apprenticeships.

Apprenticeships aren't for everyone. Some see apprenticeships as the 'easy option', but working full-time and studying for exams to become a qualified lawyer is far from easy. It takes hard work, determination and a large amount of self-discipline.

It has been very rewarding, and I'd definitely recommend it to young people who are looking for a career in law.

I'm asked whether I regret not going to university. The answer to this question is simple: absolutely not. I've had hands-on experience of working with great clients since day one, which is something that the traditional route wouldn't have given me at that stage in my life.

In terms of wider commercial property practice within Yorkshire and beyond, what are some of the trends that

you've identified that you think your colleagues and peers need to be aware of?

There's obviously a lot of talk at the moment around inflation and rising costs, which are starting to have an impact in the commercial property market. That said, the Yorkshire market seems to be thriving in the current climate.

I've noticed a shift, particularly since the pandemic, towards a greater emphasis on reimagining space to meet modern needs. This is particularly prevalent in the more traditional high street and office sector. It's exciting to see and be involved in.

There's also been a massive emphasis on sustainability and energy efficiency, in line with the government's target to reach net zero by 2050. This is certainly a trend that my colleagues and peers need to be aware of both professionally and personally.

How do you find practicing in Yorkshire, and how would you sell the region to a lawyer, graduate or student considering moving to the region from, say, London?

Much is said about the Northern Powerhouse, but it truly is something special to be working at a law firm based in Yorkshire. I am fortunate at Gordons to be carrying out work nationwide but from a fantastic county with all that it has to offer in my leisure time. Both Leeds and wider Yorkshire are growing and helping the region prosper, making it a highly attractive place to practice from and enjoy.

Leeds is fast becoming the North's go-to place for business, with a host of global and national brands now having a presence here, including Channel 4, which has just moved its headquarters to the city. In turn, this has enabled a thriving business community of brilliant talent to be built across all sectors and industries—and the legal sector is no exception.

With the ongoing efforts to further promote levelling up across the region, I can only see this community growing and becoming stronger.

From a social perspective too, Leeds has a fantastic culture, entertainment and leisure scene which makes it a great city to be a part of. I would certainly recommend the city as a place to be for those looking to forge their career in the legal sector.

Are there any modernisations or improvements that you think firms in the region need to implement to better serve clients, either in commercial property or other areas of law?

As with everything, the only constant is change. Both the commercial property sector and legal practices are always evolving, so it's imperative that law firms stay ahead of the curve through utilising the latest technologies and methodologies to provide clients with expert advice and counsel.



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