

# Leeds & Yorkshire Lawyer

The Official Journal of Leeds Law Society

 **Leeds**  
Law Society

February 2023  
Issue 180



## The importance of coming together

Celebrate our city's wonderful and unrivalled legal  
sector that we, together, have built

### Leeds JLD

Samantha Patel from  
Weightmans on the year  
ahead at Leeds JLD

### News

Sills & Betteridge has  
acquired Sheffield city  
centre practice Acclaimed  
Family Law

### Society

Bring colleagues, clients  
and friends to join us at  
Leeds Law Society's flagship  
black-tie event on 18 May  
2023

### Last Word

John Habergham was  
elected chair of the  
Leeds Marine Insurance  
Association in late 2022

### Comment

In his latest column,  
Patrick Walker counts the  
cost of free speech





# Let lawyers do the job they love.

Attracted by the option of flexible, hybrid or fully remote working, highly skilled lawyers are looking to join forward-thinking law firms that put technology at the heart of their business.

LEAP, the cloud-based legal practice productivity solution, enables firms to offer genuine flexible working opportunities to help create a highly productive and loyal workforce.

**Scan the code to download our recent whitepaper on overcoming the skills shortage and retaining talent in the legal sector.**



**Find out more**

Strategic Partner



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

**EDITORIAL**

**Editor:** Mark Dugdale  
0113 5216092  
[mark.dugdale@barkerbrooks.co.uk](mailto:mark.dugdale@barkerbrooks.co.uk)  
**Founding Editor:**  
Ian McCombie

**PRODUCTION**

**Head of design:**  
Compton Sheldon

**ADVERTISING**

**Project manager:**  
Matt Gotting  
0113 5216087  
[matt.gotting@barkerbrooks.co.uk](mailto:matt.gotting@barkerbrooks.co.uk)  
**Published by:**  
Barker Brooks Communications Ltd  
26 Airedale House, 423 Kirkstall Road,  
Leeds, LS4 2EW  
Tel: 0113 5216092  
[www.barkerbrooks.co.uk](http://www.barkerbrooks.co.uk)  
[info@barkerbrooks.co.uk](mailto:info@barkerbrooks.co.uk)  
© 2023 Leeds Law Society & Barker Brooks  
Communications Ltd. All rights in and relating  
to this publication are expressly reserved. No  
part of this publication may be reproduced,  
stored in a retrieval system or transmitted in  
any form or by any means without written  
permission from the publishers. The views  
expressed in Leeds & Yorkshire Lawyer are not  
necessarily those of the Leeds Law Society or  
the publisher. While the publishers have taken  
every care in compiling this publication to  
ensure accuracy at the time of going to press,  
they do not accept liability or responsibility for  
errors or omissions therein however caused.  
**SUBSCRIPTIONS:**  
Subscriptions are available to  
*Leeds & Yorkshire Lawyer* at £70  
for one calendar year (10 issues).  
Unless requested otherwise, your  
subscription will start with the issue  
following receipt of your payment.  
To subscribe contact publishers  
Barker Brooks Communications on  
01423 851 150, or email [accounts@barkerbrooks.co.uk](mailto:accounts@barkerbrooks.co.uk).



# Leeds & Yorkshire Lawyer

The Official Journal of Leeds Law Society

February 2023 | Issue 180

## Society

### President's column.....04

The importance of coming together  
*Matthew Jones is an associate solicitor  
in the real estate team at Weightmans  
and president of Leeds Law Society*

### Events.....06

Celebrating Leeds as a centre of legal  
excellence at The Queens Hotel on 18  
May 2023

### President's Charity.....07

Out Together is celebrating February's  
LGBT+ History Month 2023 at Leeds  
Playhouse on 21 February from 6pm  
to 8pm

## News

### Business development.....08

- Andrew Jackson Solicitors  
advises on development of York  
Minster Refectory restaurant
- Levi Solicitors expands into  
employment law
- Dealmakers at Brabners enjoy a  
£550m year as team grows with  
expansion in Leeds
- Wake Smith launches new will,  
trust and inheritance disputes  
team

### Community.....10

- Sills & Betteridge acquires  
Sheffield's Acclaimed Family Law
- Truth Legal begins 2023 with  
new office opening
- Hawkswell Kilvington moves to  
Leeds

### National.....11

All the latest news from the Law  
Society of England and Wales,  
including JLD dates and more

### Appointments.....12

The latest promotions and  
appointments from across Yorkshire

## Focus

### Charity.....15

The Access to Justice Foundation  
Yorkshire is planning another year of  
vital fundraising

### Young lawyers.....16

New year, new committee  
*Samantha Patel is a trainee solicitor at  
Weightmans*

### Comment.....17

A time for straight talking  
*Patrick Walker is an independent  
mediator*

## Last word

### John Habbergh.....18

The lawyer, from Myton Law, was  
elected chair of the Leeds Marine  
Insurance Association in late 2022





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

I would like to begin by wishing you all a Happy New Year. I hope that everyone had an enjoyable and restful break and that 2023 will be a prosperous and fruitful year for you all.

For me, Christmas and January were an unusually busy time. While the holiday season brought with it the customary gatherings of family and friends, it was also a milestone for me personally as I got married.

When writing to you, our members, I tend to steer clear from boring you with matters of a personal nature, but as I am still riding high following my nuptials, I have strayed from my self-enforced embargo.

Unquestionably the day ranks as the most important and enjoyable for me personally matched only by my appointment as president of Leeds Law Society.

It was a day in which all of the people that my partner and I hold dear came together to celebrate. Not only was it emotional in the sense that my partner and I declared our love for one another and became

# The importance of coming together

bound together in matrimony, but it was incredibly moving to have the opportunity to gather together en masse following the early days of the pandemic when social restrictions governed our daily lives.

Our ceremony and subsequent reception reinforced my belief that human and social interaction is an important aspect of our daily lives.

While we are still experiencing the aftereffects of the global pandemic and our working lives have changed dramatically since 2019, the importance of coming together and interacting with people in a social setting cannot be underestimated.

Each of us are taking our own journey and social interaction in a post-COVID world takes many forms. Not everyone is ready to take the step to meet physically with friends, family and colleagues and it is important that we recognise and appreciate the different stages that we are all at in our lives in this very different world.

For those who are comfortable embracing social interaction, the networking opportunities that cross our path are invaluable.

One of the most significant in-person events for your society is of course the Annual Dinner, which is once again taking place in the luxurious surroundings of The Queens Hotel in Leeds on Thursday 18 May 2023.

For many individuals, companies and organisations, 2023 brings fresh challenges. While many of us are still finding our feet with regards to social interaction, we are also being faced with an ongoing cost of living crisis. As always, Leeds Law Society is here to help in any way that it can. This is your society, and we are here to help our members in whatever way that we can.

It is not lost on me that in the

face of this cost of living crisis, attendance at the Leeds Law Society Annual Dinner may not be at the top of people's agenda. Therefore, to help ease the burden that many of us face, your society has been able to minimise its increase to the costs of both table and individual ticket prices.

If you, your company or your organisation can attend our flagship event, I urge you to do so. As I saw first-hand during my wedding in January, the chance for people to come together brings with it unparalleled benefits. If you can attend, please endeavour to do so and join me along with your fellow members to celebrate our city's wonderful and unrivalled legal sector that we, together, have built.

For my partner and I, our marriage marks a new beginning. It marks the start of our life together as one, as a married couple but 2023 brings with it a new beginning not only for us, but also for our nominated charity. I am pleased to share with you that Friends of Dorothy will this month be re-launching as Out Together. This issue includes an article from Tim Gittins of Out Together and I urge as many of you as possible to have a read and learn about the sterling work that they are doing for the LGBTQ+ community.

Finally, Leeds Law Society will continue with its ongoing diversity and inclusion strategy by marking LGBTQ+ History Month. For those of you who are not familiar, this is an annual month-long observance of lesbian, gay, bisexual and transgender history as well as the history of the gay rights and related civil rights movements. I hope that you will join us in our celebrations and that you and your own firms and organisations will take the opportunity to mark the event in your own way.





# Let lawyers do the job they love.

Attracted by the option of flexible, hybrid or fully remote working, highly skilled lawyers are looking to join forward-thinking law firms that put technology at the heart of their business.

LEAP, the cloud-based legal practice productivity solution, enables firms to offer genuine flexible working opportunities to help create a highly productive and loyal workforce.

**Scan the code to download our recent whitepaper on overcoming the skills shortage and retaining talent in the legal sector.**



**Find out more**

Strategic Partner



The Law Society





# Join us for the 2023 Leeds Law Society Annual Dinner

Celebrating Leeds as a centre of legal excellence at  
The Queens Hotel on 18 May 2023

## Leeds has a bright future—let's take a moment and celebrate that!

Bring colleagues, clients and friends to join us at Leeds Law Society's flagship black-tie event on 18 May 2023, hosted by the president of Leeds Law Society, Matthew Jones.

This will be a spectacular evening at The Queens Hotel in Leeds, with speeches from highly acclaimed guests

A welcome drink will be available on arrival followed by a scrumptious three-course meal. Each table will be provided with a 1/2 bottle of wine per person.

Ticket prices and details are in the next column. See the Leeds Law Society website for all terms and conditions.

### Individual tickets

- Members: £100 + VAT
- Non-Members: £130 + VAT

Please book online via: [https://my.leedslawsociety.org.uk/calendar\\_detail.html?eid=F69AEE05-D645-474F-BB7B-F90789999D12](https://my.leedslawsociety.org.uk/calendar_detail.html?eid=F69AEE05-D645-474F-BB7B-F90789999D12).

### Tables of 10

- Members: £1,000 + VAT
- Non-Members: £1,300 + VAT

If you require a table, please contact [events@leedslawsociety.org.uk](mailto:events@leedslawsociety.org.uk).



#### LEEDS LAW SOCIETY SPONSORS





## Out Together is celebrating February's LGBT+ History Month 2023 at Leeds Playhouse on 21 February from 6pm to 8pm



Leeds Law Society's 2022/23 President's Charity is celebrating February's LGBT+ History Month 2023 with a reception at Leeds Playhouse. Guest

of Honour and Mayor of West Yorkshire Tracy Brabin will highlight the special needs of older LGBT+ people across the region. Matthew Jones, president of Leeds Law Society, will also be speaking.

Out Together aims to prevent the loneliness and isolation that for decades has damaged the physical and mental health of older and vulnerable members of the LGBT+ community more than their straight peers.

The host will be Out Together's ambassador, Matt Jameson. Part of the first gay couple to star in TV's *Married at First Sight*, he will spotlight the need for all LGBT+ generations to support their senior members. "We all hope to enjoy old age but many LGBT+ people are more likely to have poorer outcomes as result of the greater social barriers they have had to overcome," he explains.

The longer-term goals of the charity are to create a diverse, vibrant and enduring intergenerational LGBT+ community, which supports the social needs of older members, and involves other generations who will themselves benefit in years to come.

According to chair of trustees Tim Gittins, social and cultural barriers to equality still exist despite the legal and other improvements made in recent decades. He identifies the lack

of family and other support networks as one causal factor why loneliness and isolation are a greater problem for the non-LGBT+ community.

Gittins says: "We are far more likely to live alone, not have children to depend on, or have sympathetic neighbourhood networks to support us. For some there is a reluctance to be 'out' for fear of prejudice in their local communities or health and social care institutions they rely on. One of the greatest benefits of being part of Out Together is to be able to talk to other people who understand who they really are."

Employers with younger professional LGBT+ staff are now supporting the charity. Gittins singles out Leeds Law Society and Weightmans as being at the forefront in encouraging the trend: "Matthew Jones [who is president of the society and works for Weightmans] has put diversity and inclusion at the top of his agenda. When he chose us as his charity of the year it was a real breakthrough."

Gittins adds: "Weightmans helped us draw up and register our constitution and introduced us to its LGBT staff network. The close partnership we now have is a beacon for other employers."

Out Together has plans to expand its operations by:

- Encouraging social activities closer to where people live—the new Huddersfield group is the first outside Leeds;
- Reintroducing the online meetings that maintained connections during the pandemic for those who are prevented from physically attending events;
- Increasing the reach of its regional telephone-based befriending service for those who prefer to talk to other LGBT+ people; and
- Evaluating the provision of an advocacy service to help people stay independent longer.

For more details of the 21 February event, contact [hello@outtogether.lgbt](mailto:hello@outtogether.lgbt).





## Andrew Jackson Solicitors advises on development of York Minster Refectory restaurant

Andrew Jackson Solicitors has advised The Star Group of Restaurants on its development of a restaurant on the site of the historic former Minster School.

Following extensive restoration works, GEM Construction has begun the sensitive refurbishment of the grade II-listed building (pictured) into a refectory restaurant, and the creation of a new public space—Minster Park—in the heart of York.

Set to be completed by June 2023, GEM Construction chairman Mike Green is working alongside his business partner, Michelin-starred chef Andrew Pern, and interior designer Rachel McLane, to create York Minster Refectory, which will be managed by award-winning chef Bex Toppin and Will Pearce of Robinsons Café, York.

The Star Group's legal advice for a flagship lease, reflecting the unique location and nature of the building, along with the collaborative arrangement anticipated between landlord and tenant, was provided by a team including Helen Mellors, property partner at Andrew Jackson Solicitors.

Green said: "I am absolutely delighted that we are making great progress with the restaurant renovations. The painstaking interior work will ensure that we take in all of the superb original features whilst the four windows look directly onto York Minster's famous Rose window, which dates back to 1515.

"Helen and the Andrew Jackson team have provided me with trusted, commercially astute advice for many years, including for the opening of The Star in the City in York.

"I had no doubt that we were in safe legal hands for our latest venture and I am grateful for the advice we have received throughout."

Mellors added: "I am absolutely delighted that we have helped to bring this exciting project to fruition. Mike and the rest of the team have ambitious plans to create a high quality, welcoming restaurant, which respects the site's historic setting.

"I'm excited to see that plans are well underway to create what will undoubtedly be a wonderful refectory in the heart of the city."



## Levi Solicitors expands into employment law



Levi Solicitors has expanded into employment law with the appointment of Natalie Saunders.

Saunders (pictured), an HR expert and employment lawyer, is leading the Leeds-based law firm's new employment offering after returning to the firm. She was previously an employment partner at Levi Solicitors for more than three years.

She subsequently left to set up her own niche award-winning employment practice and latterly has worked in-house in various sectors, including financial services

and higher education.

Steven Newdall, managing partner at Levi Solicitors, said: "We are delighted to be working with Natalie again and be able to offer HR and employment law advice once more, supporting our clients with the best possible technical knowledge, practical support and superb service."

Commenting on her appointment, Saunders: "I am thrilled to be able to bring my combination of HR and employment law expertise back into Levi Solicitors, supporting clients with a complex legal area that can prove tricky and costly to navigate. It's an exciting time to be part of the firm, working alongside its capable and dedicated team to enable its ambitious growth plans."



## Dealmakers at Brabners enjoy a £550m year as team grows with expansion in Leeds

The corporate team at Brabners finished last year having advised on £550m-worth of deals, with mergers and acquisition activity remaining strong despite challenging economic conditions.

The 49-strong team, which is one of the largest corporate law practices in the North, advised on 127 transactions throughout 2022, marking a second consecutive year in which the team exceeded its pre-pandemic performance.

The firm's dealmakers supported on deals in a range of sectors, including a number of cross-border transactions.

Key activity included advising on several substantial transactions, including the sale of Sentric Music to Utopia and supporting the floatation of healthcare firm Probiotix.

The team has also been advising Terminal Investment on various container terminal port transactions in Europe, Africa and the US, and supported The Hague Group's acquisition of PSL Print Management.

Brabners continued to support the transition of a range of businesses to employee ownership following the launch of its specialist employee ownership trust (EOT) team, with clients including Evolve Family Law, Creed Communications and Dent Instrumentation.

The corporate team's performance reflects a positive year for

Brabners as a whole, which saw the firm achieve B-Corp status and complete relocations for both its Lancashire and Manchester teams to new office spaces.

The firm also launched its new Leeds office, including the addition of three senior hires within the corporate practice—with more expected in 2023.

Sam Mabon, head of corporate (Manchester) at Brabners, said: "While 2022 may not have heralded the long-awaited return to economic stability that firms have craved post-Covid, M&A activity held up remarkably well during a year of rampant inflation, declining consumer confidence and ongoing labour shortages.

"Indeed, after an uptick in deal activity at the beginning of the year, we've seen a steady flow of high value deals driven by market consolidation and we would expect to see more inward investment in the next 12 months as multinational firms look to take advantage of weak sterling.

Mabon added: "From a personal perspective, it's been a pleasure to welcome new faces to the firm—including a number of leading partners in our new Leeds office, which will continue to strengthen our position across the North and nationally."

## Wake Smith launches new will, trust and inheritance disputes team

Sheffield-based law firm Wake Smith Solicitors has launched a new will, trust and inheritance disputes team with the appointment of solicitor John Breeze.

Breeze (pictured, right), an experienced litigator and contentious probate solicitor, will lead the team, which has been created to formalise the support offered to individuals and professionals on disputes around inheritance, wills and trusts.

He has worked at a South Yorkshire law firms since 2005 and will be joined at Wake Smith by his teammate of almost a decade, experienced paralegal Rachel Valentine (pictured, left).

Breeze is a member of the Association of Contentious Trust and Probate Specialists (ACTAPS) and the Society of Trust and Estate Practitioners (STEP). Valentine has a background in family law and more than 10 years of experience in contentious trusts and probate.

The main bulk of the newly established team's workload will involve high-value Inheritance Act claims, will validity challenges, financial abuse and contentious attorney matters, and professional negligence claims against solicitors.

In addition, the team will advise and act on complex claims arising from the administration of estates and trusts.

Breeze, director and head of will, trust and inheritance disputes at Wake Smith, said: "There are only a small number of established firms which attract this type of work, and this will be a niche department specialising in disputes.

"This is an exciting challenge for us. We want to resolve disputes and represent clients sensibly, at what is often a very sensitive and emotional time around a bereavement, and to push our reputation, and standing, as experts in this growing sector.

"I have always had a high regard for Wake Smith as a long-standing law firm with its roots firmly in the city. This is a forward thinking move by the company."

Liz Shaw, head of litigation at Wake Smith, commented: "This move is part of exciting expansion plans for the firm. The new team will complement Wake Smith's already strong, and growing, private client department, and also align with its very capable litigation team."



## Sills & Betteridge acquires Sheffield's Acclaimed Family Law



Sills & Betteridge has continued its expansion drive with the acquisition of Sheffield city centre practice Acclaimed Family Law.

Acclaimed Family Law will continue to operate under its own well-established name from Cathedral Chambers,

Campo Lane in the city.

The award-winning niche firm deals exclusively with private divorce and family law matters. It will now make available to its clients the full range of personal and commercial services provided by Sills & Betteridge.

Explaining the acquisition, Sills & Betteridge chief executive Martyn Hall (pictured, right) said: "This move is a strong strategic

fit both for our existing operations in Yorkshire and our ongoing investment aspirations.

"[Acclaimed Family Law director] Michelle [Cooper] and her team are dynamic and enterprising and share our service-first culture. We are delighted to have them onboard and look forward to building on the strong foundations both firms already have in the area."

Cooper (pictured, left) commented: "We will continue to provide the exceptional service we are renowned for as Acclaimed Family Law under the Sills & Betteridge umbrella so our clients will benefit from direct access to other departments, including commercial, probate and conveyancing, to provide them with an enhanced service from beginning to end, which other standalone family teams cannot offer."

The acquisition sees Sills & Betteridge's Yorkshire network grow to five offices.

## Truth Legal begins 2023 with new office opening



Truth Legal has opened a new office in Hull and recruited two lawyers to the firm.

The new office at K2 Tower, Bond Street is Truth Legal's third Yorkshire branch since the law firm launched a decade ago in Harrogate in 2012.

A Leeds office was opened in 2021. The firm now employs a total of 27 members of staff across all three locations.

Two new team members have also joined the expanding firm. The Hull office will be led by specialist immigration lawyer

Frances Ledbury, who is joined by experienced paralegal, Olivia Pickering.

The appointments significantly bolster the firm's immigration law service.

Commenting on the official launch of the new office, Georgina Parkin, Truth Legal's managing director and co-owner, commented: "2022 was a great year for the business, our most successful to date during which we celebrated our tenth anniversary.

"To kick off 2023 with the opening of a new branch gives us the best possible start to the New Year.

"We've experienced a rapid period of expansion, particularly over the past three years, opening successful immigration law, family law and business services departments in that time.

"A real upturn in demand for our services prompted the decision to open in Hull, offering the East Riding and Lincolnshire greater access to a dedicated, specialist legal team with a proven track record."

## Hawkswell Kilvington moves to Leeds

Specialist law firm Hawkswell Kilvington has relocated from Wakefield to Leeds to fulfil its ambitious growth plans.

The firm, which is celebrating 21 years in business, has moved its team to a modern office space at Thorpe Park in Leeds, a thriving and progressive hub with a raft of amenities.

With significant space for growth, the new office design incorporates state-of-the-art technology and provides a welcoming environment in which its team can work collaboratively and efficiently with clients.

As part of the move, the firm has also invested heavily in its IT infrastructure, enabling its team to work more effectively, in the office or remotely.

Daniel Silberstein, partner at Hawkswell Kilvington, said: "This is an incredibly exciting time for the firm. We have brilliant people, superb clients and a great future.

"The move is a significant investment, and underlines the confidence we have in our growth plans. The new office perfectly reflects our ethos as being a forward-thinking law firm."

Thomas Salter, also a partner at the specialist construction firm, added: "We are also focused on driving the firm forwards in a more eco-friendly and sustainable way. We recently achieved the Carbon Neutral Plus Standard, which recognises our efforts to reduce carbon emissions through energy and resource efficiency.

"The new space, including its EV charging points, will allow us to continue on our journey to a more sustainable future."



# All the latest news from the Law Society of England and Wales



The Law Society of England and Wales sent a pre-action letter to the UK government last month to challenge its decision making around the decision not to increase criminal defence solicitors' legal aid rates by the recommended bare minimum as unlawful and irrational.

"We argue the lord chancellor's decision not to remunerate solicitors by the bare minimum 15% recommended by the government's own independent review is unlawful," said Law Society president Lubna Shuja in a statement.

**Find out more:** <https://www.lawsociety.org.uk/topics/legal-aid/raab-should-rethink-funding-legal-aid-or-face-judicial-review>

The 2023 dates for the Junior Lawyers Division (JLD) national committee meetings, which occur three times a year, have been announced.

The meetings serve as a forum to discuss issues affecting junior lawyers and represent an opportunity for local JLD members to have their feedback heard on a national level.

This year's meetings will be held on 4 March, 10 June and 9 September.

**Find out more:** <https://www.lawsociety.org.uk/topics/junior-lawyers/national-jld-committee-meetings-2023>

The Law Society has launched an online community for in-house lawyers.

Law Society Connect, which launched at the end of January, provides a messaging board, virtual hangout and online community for in-house legal professionals, to enable them to ask burning questions, share insights and network with their peers.

Any in-house lawyers interested in checking out Connect should head over to their My LS account.

**Find out more:** <https://www.lawsociety.org.uk/topics/in-house/law-society-connect-launches-for-in-house-lawyers>

The Disabled Solicitors Network has responded to the Law Society's 2022 practicing certificate (PC) holder survey results, calling them unsurprising.

The Law Society recently published the results of its 2022 PC holder survey, which asked 1,951 members about their working

lives, use of technology and opinions on access to justice.

According to the Law Society, the survey aimed to find out more about members and whether it is meeting their needs. But some of its conclusions highlighted disparities faced by disabled legal professionals.

Compared to those respondents who did not identify as disabled, disabled solicitors were less likely to feel that their:

- Job fully utilises their skills and abilities (67% v 79%)
- Work is distributed fairly in their teams (49% v 64%)
- Job has good prospects for career progression (38% v 52%)

In a collective response, the Disabled Solicitors Network (DSN) were "unsurprised" at the findings, as they correlate with the results of the Legally Disabled (LD) research in January 2020.

"Working practices including performance, social and cultural value, career progression and advancement were key sections in the LD research.

"This survey appears to suggest that disabled lawyers are still stigmatised if they disclose or are fearful of disclosing, thereby only disclosing 'if absolutely necessary' or 'on a need-to-know' basis.

"There is a fear of being viewed as incompetent due to an impairment, disability or condition and there is an unceasing pressure to perform, to be 'ideal', or 'fit in', so perhaps disabled lawyers will 'mask' and to an extent, accept the ill-treatment, the side-lining, the undervaluing of the skills and talents of disabled people have due to misplaced paternalism—and the seemingly good intentions to protect the disabled lawyer paradoxically limit the opportunities for progression, promotion and advancement."

Reena Parmar, chair of the DSN, added: "The profession can never be truly diverse or inclusive if the needs of disabled people in the profession are ignored.

"While some progress has undoubtedly been made and there is broader awareness of the challenges faced by disabled solicitors in the profession, [the PC] survey findings demonstrate that much more still needs to be done by law firms and organisations by way of action, in order to improve the experience of, and prospects for, disabled solicitors."

**Find out more:** <https://www.lawsociety.org.uk/topics/lawyers-with-disabilities/disabled-solicitors-network-respond-to-the-law-societys-2022-pc-holder-survey-results/>



# Moving on up

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



**Mills & Reeve** has made two appointments to its Leeds employment, pensions and immigration team.

Gemma Sherbourne joins as a senior associate from LCF Law.

She is a specialist employment lawyer who advises on the full range of employment issues, from TUPE, directors' service agreements and discrimination to board and other senior level exit agreements for both individuals and companies.

Sherbourne has particular experience in the manufacturing, education and retail sectors.

Alexandra Byrne has been appointed as an associate. Byrne, who joins from Gordons, advises companies and individual on all employment law matters.

The two appointments take the Mills & Reeve employment, pensions and immigration team in Leeds to seven lawyers. Further recruitment is planned over the next 12 months.

Stuart Craig, partner and head of the Leeds employment team, said the appointments follow a period of rapid growth, with several high-profile client wins.

Craig continued: "Our client base across key sectors, particularly in corporate, health, education and charities, has grown significantly with wins from major public and private sector organisations.

"Gemma and Alexandra have the experience and skill set to advise on the strategic and complex employment law requirements of these clients and I'm confident both will play a pivotal role in the further development of the team."

**Best Solicitors** has strengthened its trusts and estates department with the appointment of two legal advisers.

Ellie Whitehead and Alicia Mate join the 21-year-old law firm, which has four offices including in Sheffield and Barnsley, from Co-op Legal.

The trusts and estates department offers advice on wills, lasting powers of attorney, Court of Protection matters, and tax and estates planning.



Anne Rogers, director of private client, wills and probate at Best Solicitors, said: "We are delighted to welcome both Ellie and Alicia to the team to further strengthen our service and offer to clients. Working with families to ensure that they protect their assets and loved ones is close to our heart.

"We pride ourselves on providing empathetic advice and support to help clients plan, and protect their, and their family's future.

"Ellie and Alicia are a great addition to the firm. The team has recently received dementia training to help us further improve our skills, and understanding, when supporting the most vulnerable of clients.

"Considering what, and who, to include in a will, having a lasting power of attorney in place, and managing probate or Court of Protection matters, can involve emotive and sensitive considerations and conversations. Our clients are supported every step of the way of their journey."

Rogers joined Best Solicitors in September 2022 and the department appointed Emily Ward as a legal assistant in trusts and probate in October. It is also supported by trainee solicitor Ishbel Saward.



**Brabners** has extended its corporate team with the appointment of a new legal director specialising in mergers and acquisitions within the dental sector.

Hewi Ma joins the new Brabners office in Leeds from Goodman Grant, after working for more than 15 years to support a range of clients, including independent dentists,

corporate dental groups and NHS professionals.

Ma joins a 50-strong corporate team that advised on more than £500m-worth of deals in 2022, including transactions totalling more than £78m in the dental sector.

Her appointment is part of a broader programme of investment focusing on healthcare, with further appointments expected in the coming months to support its dental specialism.

The firm currently operates a 400+ strong, full-service team across its offices in Liverpool, Manchester, Lancashire and Leeds.

Nicola Lomas, partner and dental sector lead at Brabners, said: "Surging demand for cosmetic treatments alongside an industry-wide trend towards consolidation means that M&A activity is on the rise in the dental sector.

"After supporting a high volume of transactions in 2022, Hewi is a welcome addition to the team and brings with her a wealth of experience operating in what is a competitive sector.

"Her expertise will be invaluable as we continue to invest in the team to support the growing number of practice owners reviewing their position and plans for the future."

Ma said: "Alongside its position as one of the UK's leading businesses to work for, Brabners' standing as one of the most active advisers in the dental sector made joining the team incredibly appealing.

Looking ahead, we have ambitions to strengthen our position in the market and I'm looking forward to playing my part in supporting our growing client base."



Two lawyers have joined the private wealth team at **Clarion**.

Taking the team to 10 people, Brindley Meredith joins Leeds-based Clarion as an associate solicitor and Natalie Goldfinch as a paralegal.

Meredith is a six-year qualified solicitor and has spent the last five years with a firm in London.

As well as having extensive experience of managing matters for wealthy individuals, including inheritance tax planning, trusts and wills, he has specialist knowledge of acting for commercial property owners.

Goldfinch has more than three years of experience and a particular expertise in trust administration.

Stephanie Parish, legal director in Clarion's private wealth team, commented: "It's great to be attracting the best talent as we continue to grow. These latest appointments add further depth and demonstrate Clarion's commitment to invest in our strong private client offering."

Explaining his attraction to the firm, Meredith said: "Having heard great things about Clarion, when I was looking at moving back to Yorkshire, I was keen to talk to them.

"It quickly became apparent that Clarion would be a place I would enjoy working, and that the private wealth team would be not only a great personal fit, but would also provide a fantastic opportunity to further develop as a private wealth lawyer."

Goldfinch added: "Given the private wealth team's strong regional and national reputation, coupled with its inter-departmental relationships, particularly with the contentious private client team, I'm excited that I will be collaborating on a wide variety of matters that promise to be highly interesting and rewarding.

"I was also attracted by Clarion's positive culture as a firm that cares deeply for colleagues and the outstanding client service it provides."

**Ison Harrison** has made a series of promotions across its network of Yorkshire offices.

Among the promotions from solicitor to partner are Claire Loftus, Abbie Churchill and Helen Donaghy.

Daniel Kenworthy has been promoted to assistant head of residential conveyancing across the whole firm, Natalie White takes on the role of finance director and Claire Guthrie is promoted to head of accounts and cashiers.

This latest round of promotions follows Ison Harrison's successful transition to becoming entirely employee owned



at the beginning of 2022 after the three shareholder directors agreed to sell the business to an employee ownership trust.

Loftus, an expert in property law with more than 20 years of experience in all aspects of conveyancing, joined Ison Harrison at the beginning of 2021.

She was recruited specifically to manage the firm's 15th branch based in Bingley and, in the first 12 months, helped establish the new office as one of the firm's highest earning branches.

Churchill joined Ison Harrison at the end of 2019 and took over the management of the Barnsley office in July 2021.

An experienced and well-respected family solicitor, Churchill has successfully grown the firm's presence in Barnsley and across South Yorkshire to the point where an additional family solicitor has been appointed.

With 25 years of experience, Donaghy is a specialist clinical negligence lawyer with a national reputation.

She joined the firm in October 2020 and has made a significant contribution to growing the firm's clinical negligence team.

Newly promoted to assistant head of residential conveyancing, Kenworthy joined the firm in April 2019, became manager of the Pontefract office a month later and a partner in July 2021.

This year has seen his role extend beyond his own branch office to support division head Jenny Bland to deliver the residential property offering across the entire firm.

White has been promoted to finance director following 15 years of service with the firm. She previously led the 13-strong accounts team as head of accounts and cashiers.

In her new role, white will assume overall financial responsibility for the firm's 17 regional offices.

Guthrie has been promoted to the position of head of accounts and cashiers. She has been with the firm for seven years and has become an integral part of the accounts team alongside White.

Her new role includes the analysis and reporting on financial performance, the preparation and review of budgets, ensuring compliance with the SRA accounts rules, tax and audit compliance, and supervision of the accounts team.

Commenting on the promotions, Jonathan Wearing, managing director at Ison Harrison, said: "I'm delighted to see these promotions off the back of one of our most successful years in our history. The contributions to the firm from the promoted individuals are all richly deserved."



**Morrish Solicitors** has added a new member to its family law team.

Shamila Hussain has joined the family team as a solicitor, moving to Leeds from Manchester where she specialised in both private family law and publicly-funded children's cases.

Hussain graduated from Leeds Metropolitan University in 2012 having completed her LLB and LPC, and has experience in personal injury and immigration, before specialising in family law.

She spent some years working in finance before moving back to the legal profession.

Hussain joins department head Noelle Heath, who was promoted to partner in October 2022, and a trainee solicitor in Leeds-headquartered Morrish's expanding family team.

Commenting on her appointment, Hussain said: "I am delighted to join Morrish Solicitors and to be part of the family department, and am excited to join the wider team.

"Morrish Solicitors has a brilliant working environment and I am grateful to have been given the opportunity to continue my

legal career with such a reputable firm.

"The whole team at Leeds have welcomed me and it is a pleasure to work with Noelle. I'm sure together we can grow the family team and continue to deliver an exceptional service."

David Sorensen, managing partner at Morrish, commented: "The partners and I are delighted to welcome Shamila to the Morrish team.

"She will be a fantastic asset for the firm, further developing our family and divorce work, and increasing the first-rate service we offer to our private and trade union clients alike."



**LCF Law** has bolstered its disputes team with the appointment of solicitor Will Bates.

Bates joins LCF Law, which employs more than 135 people and 24 partners across offices in Leeds, Bradford, Harrogate and Ilkley, from McCormicks Solicitors.

He has advised companies and individuals on all types of commercial disputes over the last five years and has particular expertise in sport-related disputes.

A keen cricketer, Bates is captain of Harrogate Cricket Club's first team, and he also coaches at the club.

Bates said: "I wanted to join LCF Law because its disputes and litigation team has a great reputation for being cohesive and effective on behalf of a broad spectrum of clients. The firm is also well-known for encouraging career progression."

Charles Abraham, head of the disputes team at LCF Law, said: "Will will be working on a wide range of commercial disputes, as an associate solicitor in our six-partner dispute resolution team.

"He has an impressive track-record for getting the best possible outcome for his clients and is also skilled at mediation. He is a welcome addition to our team."



**Hill Dickinson** has added further senior partner capacity to its fast-growing business services in Leeds with the appointment of corporate lawyer Alison Starr.

Starr joins from Eversheds Sutherland, bringing a breadth of knowledge and experience in advising public and private companies, financial institutions and

investment banks.

She is a specialist in all aspects of company law and corporate transactions, including public company matters and equity capital markets, and adds further senior leadership to Hill Dickinson's corporate services in Leeds.

Her areas of focus include mergers and acquisitions, disposals and takeovers, initial public offerings and secondary issues on AIM and the main market of the London Stock Exchange, as well as capital reductions and share capital reorganisations.

Welcoming Starr to the team, Craig Scott, national head of business services at Hill Dickinson, said: "We're delighted that Alison has joined our rapidly growing Leeds team.

"As a lawyer with a well-established reputation for the quality of her corporate work, her arrival heralds the start of what promises to be an exciting year of continued growth and investment for our Leeds office as we push forward with plans to further expand our range of client services in 2023.

"Alison joins corporate partner Sandip Khrouf and his team in bringing significant new business and clients into the firm."

Khrouf, head of corporate in Leeds, who joined Hill Dickinson's with his team in 2021, said: "Alison's arrival is the next chapter of our planned investment in the growth of our corporate team

presence in Yorkshire."

"It follows the establishment in 2022 of our new real estate team in the region under Richard Outhwaite and Emma Roche and, most recently, the addition of our first construction team in Leeds following Anjon Mallik's arrival at the end of last year.

"The speed with which we have been able to grow our business services offering for our Leeds clients has exceeded our expectations and reflects the quality of the ambitious talent in Leeds and the city's potential for growth as a thriving northern business hub, despite challenging economic conditions in the UK generally."



The **Switalskis** group has promoted 25 employees to associate and senior associate positions in its largest ever cohort of promotions.

The promotions span the group, including people from the integrated Atherton Godfrey and Pryers Solicitors businesses, which were acquired by Switalskis in 2021.

Twenty people have been promoted to associate solicitor, with five new senior associate appointments and director positions to be announced in the near future.

The growing legal services group employs more than 400 people working from offices in Yorkshire and London.

Switalskis has promoted people across the majority of its departments, from conveyancing and clinical negligence to family and child care.

Its new senior associates include Ewan Bain in Doncaster, Georgina Peckett in Sheffield and Leesa Hullah, who works in Wakefield and Leeds.

Among the newly promoted associates are Becky Whitfield in Doncaster, Ryan Dhinsa in Knaresborough and Sharon Woodward in Wakefield.

The promotions stem from the Switalskis career development programme, which is designed to help colleagues take the next steps in their careers to become an associate, senior associate or director.

The programme was created to bring clarity and transparency to the promotion process at Switalskis and to provide a valuable structure for career development.

Ruth Coneron, who chairs the Switalskis career development programme, commented: "We are a people business and take pride in providing our staff with the opportunities to progress and to fulfil their career ambitions.

"That so many of our valued employees are progressing their careers with us is a good indication that our career progression paths are working well for our business."

John Durkan, managing director of the Switalskis group, added: "I'm delighted to see so many staff achieve associate and senior associate status, as these promotions will further bolster growth across the business as we continue to support the development of our people across the firm."



# Yorkshire legal walks 2023: Dates, details and what it's all for



The **Access to Justice Foundation Yorkshire** is planning another year of vital fundraising for the provision of support available to vulnerable people requiring access to the legal system

The Access to Justice Foundation Yorkshire (formerly the Yorkshire Legal Support Trust) has announced the dates of the 2023 Yorkshire 10K legal walks to be held in Doncaster, Leeds, Sheffield and York:

- York Legal Walk: Tuesday, 6 June 2023
- Sheffield Legal Walk: Thursday, 15 June 2023
- Leeds Legal Walk: Wednesday, 21 June 2023
- Doncaster Legal Walk: Wednesday, 5 July 2023

The Yorkshire legal walks are the principal fundraising activities of the Access to Justice Foundation Yorkshire. Pre-lockdown, more than 550 walkers took part in the 2019 Leeds Legal Walk, raising just under £20k—a fantastic achievement for the largest legal walk ever held outside London.

Following a successful year of fundraising in 2022, the Access to Justice Foundation Yorkshire is eager to once again exceed previously raised amounts. As such, Leeds Law School at Leeds Beckett University is returning as the principal sponsor for the Leeds Legal Walk and will host the end-of-walk drinks reception at the Rose Bowl on the Leeds Beckett University campus.

## Ensuring access to justice

As a regional committee of the Access to Justice Foundation, which is a nationally registered charity formed 15 years ago, the Access to Justice Foundation Yorkshire aims to further the mission of its parent organisation.

This means increasing the provision of support available to vulnerable people requiring access to the legal system through strategic grant making and supporting the advice sector.

The Access to Justice Foundation Yorkshire raises funds in Yorkshire and those funds, topped up centrally by the Access to Justice Foundation, are distributed by way of grants to those agencies and charities in Yorkshire providing free legal

advice to the poorest, most disadvantaged members of society who are struggling with homelessness, debt, family difficulties, mental health issues, discrimination and other problems. It should be stressed that funds raised in Yorkshire are spent in Yorkshire.

Four statements made on the Access to Justice Foundation website merit repeating. Firstly, that two thirds of the UK population do not know how to get legal advice; secondly, that 14 million people live in poverty and cannot afford access to justice; Thirdly, that the annual legal aid budget is in real terms £950m less than it was in 2010; and fourthly, that up to a million people live in areas with no legal aid provision for housing.

In addition to the public facing events, which include the legal walks, the annual Great Legal Bake and the Great Legal Quiz, the Access to Justice Foundation raises funds from pro bono costs orders and residual client balances.

Pro bono costs orders are not unlike ordinary awards of costs but can only be made where one party has free legal representation. If the party with free legal representation wins, the person giving the free legal advice can seek a pro bono costs order from the losing party, which by statute is payable to the prescribed charity, the Access to Justice Foundation.

Residual client balances are funds that lie dormant in law firms' client accounts where either the rightful owner cannot be traced, the rightful owner will not provide instructions on how the funds should be dealt with, or where funds returned to clients have not been cashed.

Further information relating to the legal walks, pro bono costs awards, residual client balances or any other aspect of the work of the Access to Justice Foundation Yorkshire can be obtained from David Barraclough, the committee's chair, via [dwm.barraclough@yorkshireunion.org.uk](mailto:dwm.barraclough@yorkshireunion.org.uk).

# New year, new committee

**Samantha Patel** from Weightmans on the year ahead at Leeds JLD



I am pleased to write this article on behalf of the Leeds Junior Lawyers Division (JLD) as the new chair for 2023. We are an organisation for junior lawyers across Leeds and West Yorkshire providing the opportunity to network with likeminded individuals, build relationships and confidence, and develop their networking skills as they begin in their legal career.

## The year of 2022

In 2022, we had our most successful year yet. Our membership doubled and we represented more than 500 junior lawyers from across the legal community in Leeds. We also hosted 27 events that involved either social, training or educational elements. I am extremely proud of all the events we have hosted and with the increasing number of attendees and great feedback, we believe our members have enjoyed them, too.

The year kicked off with a fantastic member-exclusive launch event at The Lost & Found with an inspiring talk from Deborah Ogden on making the most of 2022, personally and professionally. Our most popular events, the Winter Ball and Summer Social, were also bigger than ever with more than 300 attendees collectively, both of which sold out in a week!

Some of our other events included a mooted competition, a talk on mental health while working in the law, speed networking, jiu-jitsu, cocktail making, a social media masterclass and many more.

Throughout the year we also supported our charity, Leeds Refugee Forum, at a number of our events and raised more than £2,500. In addition, we also partnered with a number of local companies to provide our members with exclusive discounts and member perks.

## Looking ahead

In December, Leeds JLD underwent a large shake up and elected six new committee members, had three position changes and sadly said goodbye to six long standing members.

We therefore welcome the following individuals: Sophie Hudson, Ellie Whitehead, Macy Wyn, Thomas Yau, Darcey Sutcliffe and Sarina Leone Mazza (all of the new committee roles and members' respective are listed in the next column).

I would also like to say a huge thank you on behalf of all our members to Ellie Stansfield, Laurel Sleet, Harvey Blake, Anna Schiavetta, Kate Imeson and Haseenah Ali, for all their hard work and dedication to Leeds JLD over the last three years.

## Leeds JLD 2023 committee (some of whom are pictured)

- Chair: Samantha Patel (Weightmans)
- Vice chair and publicity: Danielle Hutchison (Stowe Family Law)
- Treasurer: Olamide Owojori (Clarion)
- Secretary: Ellie Whitehead (DAC Beachcroft)
- FELT/in-house: Sarina Leone-Mazza (BUPA Legal)
- Sponsorship: Thomas Yau (Blacks Solicitors)
- Charity and Education: Sophie Hudson (Weightmans)
- Sports: Eleanor Folger (Ramsdens)
- Events: Leanne Gibson (Ramsdens) and Macy Wynn (Irwin Mitchell)
- Bar: Harry Dyson (Kings Chambers)
- National Representative: Darcy Sutcliffe (Mills & Reeve)
- Law Society Liaison: Kimberley Rhodes (Wrigleys) and Sinead Frost (Weightmans)

We have had a successful start to the year with our annual launch event at Banyan on 1 February 2023 with more than 100 junior lawyers in attendance. We are also pleased to announce our new charity of the year, Andy's Man Club.

Our upcoming events include an evening of workouts and mingling at RYDE Leeds and an opportunity to meet the committee at a cheese and wine night. These are both already sold out but please keep your eyes peeled for a workshop on advocacy and how to instruct counsel and other future events.

I am confident that the Leeds JLD will continue to promote and support junior lawyers in 2023. Myself and the rest of the committee look forward to the year ahead and working together to put on the best events and keep our community growing. We will continue to keep members connected and help them to grow their professional networks. We hope these connections will then in turn serve our members well, both now and throughout their careers.

To find out more and keep up to date with Leeds JLD, our Instagram and Twitter handle is @JLDLeeds, or you can find us on LinkedIn at 'Leeds Junior Lawyers Division'. Please do make sure to follow us. We regularly share what we are up to, details of upcoming events and legal updates we think our members will benefit from. We also report on our events and topical issues facing junior lawyers by posting blogs and contributing to articles to Leeds & Yorkshire Lawyer every few months.

Should you or any junior lawyers within your firm be interested in joining the Leeds JLD, more information on our membership can be found on our website at [www.leedsjld.com/shop](http://www.leedsjld.com/shop). As a member, you will receive exclusive access to events, discounted/free tickets and the opportunity to connect with other junior lawyers and increase your professional network.

# A time for straight talking



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

## Patrick Walker counts the cost of free speech

When I am mediating there is a noticeable north/south divide when it comes to the way in which questions are asked or demands made and, sometimes, it is part of the job to 're-frame' the message when delivering it in the other room.

But mostly when the Yorkshire team want their opponents to understand just how weak their position is, the message is relayed verbatim, sometimes with the explanation that 'bollocks' is a Northern Chancery term! And when the response is that they are consulting the train timetable, minded to make an early return to the capital, it may be time for a reminder that 'bollocks' or not, if they have owt more constructive to say, it might be helpful to say it before the other side leggit.

Of course, I am generalising and many of my clients from all over the UK and beyond

are pretty adept at communicating in a direct but unthreatening way, and in successfully negotiating the sometimes-fine distinction between blunt and rude.

A colleague recommended I should watch Extraordinary Attorney Woo on Netflix and I have become intrigued by the sometimes difficult to watch but often successful advocacy of the main character. She is autistic, her approach is logical but unpolished, and she commands a curious respect from colleagues, opponents and even the judiciary. If you haven't seen it then I will tell you it should be high on your list, but then my spouse will tell you that it is whimsical rubbish. Whimsical? Did I mention that whales feature large in Woo's thinking and can often be seen swimming through the courtroom or past the office window. Okay, so now you are on my wife's side, but trust me, on this as one or two other things, she is wrong.

In personal life as in business, straight talking seems to me the best approach. But even I recognise that some truths are hurtful and some compliments, however genuine, offend modern concepts of courtesy and political correctness. I was brought up to believe that asked whether I liked a particularly gruesome hat, I should reply that it was 'striking', and that food even within a pinch of inedible could be 'interesting'. I failed from an early age by asking loudly why the fat lady had a squashed meringue on her head. Since then, I have tried but largely failed to disguise my true feelings about anything and even when I keep my mouth closed, I am told that my facial expressions are transparent.

So then it was inevitable that I would be attracted to Woo's world where no words are minced and few truths, however unpalatable, are left unsaid. I met with the colleague who had recommended the series and told her how I could see the attraction of being able to speak my mind without worrying about the social niceties. She met me with a steely stare. "I think Patrick," she said without hesitation, "you are quite direct enough already". It made me think—perhaps I should try harder—but then again, she is from London.





# Keeping our competitive edge

**John Habbergham, from Yorkshire's specialist shipping, rail and logistics firm Myton Law, was elected chair of the Leeds Marine Insurance Association in late 2022**



***Congratulations on your election at the association—what does it do and what do you hope to achieve during your term?***

Thanks! The Leeds Marine Insurance Association (LMIA) is made up of insurance companies, brokers, loss adjusters, marine surveyors and members of the legal profession who all specialise in underwriting, broking or claims relating to marine, cargo and freight.

Following a few quiet years due to the pandemic, I aim to grow the association's membership and promote best practice. My goal is to further the LMIA's objectives, which include facilitating cooperation between members and providing opportunities for education.

***How high on your agenda is membership engagement through workshops and visits, particularly here in Yorkshire?***

Workshops and visits are essential. For educational purposes, I'm currently arranging two site visits, to a port and to a rail terminal, so that members can see first-hand the type of activity they are insuring—how things are done on the ground. Also, we have an annual workshop in the autumn.

***What's your view on Leeds as a principal regional market for marine, aviation and goods in transit insurance?***

***Are we doing all we can to attract and look after this business?***

Birmingham, Bristol and Liverpool used to have similar associations. The fact that Leeds still has the LMIA is indicative that this region has maintained its capabilities in this sector and that marine, cargo and freight insurance business is still done here.

If we can keep our competitive edge, particularly compared with London and Manchester, then we should continue to attract the business. Cost is always an issue, but in a downturn, it's more so. Here in Yorkshire, we can provide the excellence, but beat London costs. Downturns always provide opportunities—this region could well see an influx of work from clients who are price-sensitive.

***Tell us about developments in your practice area affecting your clients and colleagues—what are you most keen to draw their attention to?***

The Electronic Trade Documents Bill, which is now going through Parliament (it went before the Commons in October), will be the most significant change to English international trade law in generations. The bill aims to ensure trade documents will have the same legal effect, whether they are in electronic or traditional paper form. It has implications for this region's forwarders, warehouse operators, insurers, brokers and just about all businesses involved in logistics. Those businesses should be taking advice and planning now for the bill coming into effect.

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

Modern communication means there's no barrier to providing a top-notch service from Yorkshire. As a Hull-based, specialist shipping, rail and logistics law firm, Myton Law wins high quality regional, national and international work, but, in comparison with London lawyers, we don't have hour long commutes. What we do have is reasonably priced housing, good education, and the coast and beautiful countryside on our doorsteps

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

Not just in this region, but nationally, and not just in this sector, but across all business sectors, the cost of litigation needs to be capped. It can't be right that only PLCs can afford to go to trial. We need more abbreviated court procedures or fixed cost regimes. The introduction of a requirement for case management conferences was meant to facilitate a stricter regime for budgeting, but it hasn't lessened the costs of litigation, just front-loaded them. It was the right idea, but hasn't worked in the implementation.



# Let lawyers do the job they love.

Attracted by the option of flexible, hybrid or fully remote working, highly skilled lawyers are looking to join forward-thinking law firms that put technology at the heart of their business.

LEAP, the cloud-based legal practice productivity solution, enables firms to offer genuine flexible working opportunities to help create a highly productive and loyal workforce.

**Scan the code to download our recent whitepaper on overcoming the skills shortage and retaining talent in the legal sector.**



**Find out more**

Strategic Partner



The Law Society



# Let lawyers do the job they love.

Attracted by the option of flexible, hybrid or fully remote working, highly skilled lawyers are looking to join forward-thinking law firms that put technology at the heart of their business.

LEAP, the cloud-based legal practice productivity solution, enables firms to offer genuine flexible working opportunities to help create a highly productive and loyal workforce.

**Scan the code to download our recent whitepaper on overcoming the skills shortage and retaining talent in the legal sector.**



**Find out more**

Strategic Partner

