



the Messenger

May 2024

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Moving with awareness



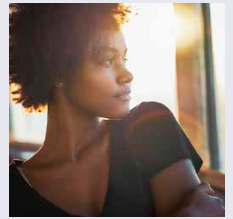
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Pioneering Supreme Court President



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The Solicitors' Charity



Shortlist revealed for Manchester Legal Awards 2024

Many congratulations to all the individuals, teams, firms and chambers who made it onto the shortlist! And a heartfelt thank you to everyone who submitted entries, even if they didn't make it this time.

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MIL AWARDS 2024

BOOK YOUR PLACE!

SHORTLIST ANNOUNCED!

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Manchester Legal Awards 2024 Headline Sponsors

President's Charity of the Year



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MIL AWARDS 2024

BOOK YOUR PLACE!

Thursday 6th June 2024 at The Midland Hotel

For more information:

www.manchesterlegalawards.co.uk @MLAwards

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From the President

David Anderson, President

One of the more interesting roles of MLS President is the opportunity to judge the [Manchester Legal Awards](#) .

The award entries give a great insight into the exceptional talent we have in the region. The judging process is incredibly rigorous and entirely independent and transparent. It starts with the judging of all of the written submissions to determine the shortlist, who are then all interviewed on the 10th of May.

I can't disclose which categories I was asked to consider and I am not told which judges considered the same categories as me, but across the four categories I saw were multiple examples of truly exceptional client service, fantastic and interesting cases and committed and brilliant people.

Every category had applicants who would be deserving of significant praise and yet, in some cases, candidates will not make the final shortlist of those who are interviewed and named on the night, let alone win the award. There was not a single entry that was easy to dismiss and I am looking forward to the next phase of judging, at which shortlisted candidates will be interviewed by the judging panel.

The awards feel like they are rapidly approaching. They are guaranteed to be another great night in the Manchester Legal calendar. I have attended every year since their inception and this year will be no different, although it comes with slightly more pressure, given that I have to introduce the evening and the Lifetime Achievement Award recipient, but I am still looking forward to it.

Other presidential responsibilities I have attended to this past month have included

attending the national Law Society's Bicentenary Forum meeting. 2025 marks 200 years since the Law Society was founded. Completely separate to the Manchester Law Society, the National Society was created as the designated regulatory and representative body for solicitors, enabling the profession to have a clear set of regulations and to control access to the profession and use of the term "solicitor". It has been carrying out that task for 199 years (albeit the role of regulation has been delegated to the SRA since 2007) and is now planning a series of events to show off what it has achieved during that time.

More information to the profession is bound to follow, but the meeting gave an insight into the Society's early planning. It is worth repeating, that Manchester Law Society is not affiliated to the national Society. It is our goal to represent the interests of local lawyers, even where those interests clash with the views or interests of the national Society and we operate as an effective sounding board for local views, providing those views to national Society, but also to regulators, government, local MPs and City Council and the wider public. We also arrange a great event, whether training or a celebration such as the Legal Awards.

Speaking of celebrations, I write this having just presented Carla Jones with a bunch of flowers to congratulate and thank her for 10 years of contribution as an employee of Manchester Law Society. Carla is the Operations Manager and particularly responsible for ensuring our committees and events run smoothly and she does a fantastic job. As one member of Council pointed out, she deserves more than flowers for putting up with Fran for ten years!

the Messenger



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Manchester Law Society
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Manchester Law Society

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by following us on social media?





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Manchester Law Society

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Manchester Law Society

Chandre May
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The Society welcomes articles and letters from members on any topic and items should be sent to messenger@manchesterlawsociety.org.uk

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Upcoming events

1 May 2024

Communications Committee Meeting

9 May 2024

Equality, Diversity & Inclusion Committee Meeting

10 May 2024

Manchester Legal Awards Judging Day

14 May 2024

MLS Council Meeting

15 May 2024

Legal Education Committee Meeting

16 May 2024

Family Law Committee Meeting

21 May 2024

MLS Officers Meeting

22 May 2024

Private Client Committee Meeting

23 May 2024

Spring Posh Pub Quiz

24 May 2024

Messenger Deadline

30 May 2024

Crown and Magistrates Court Committee Meeting

4 June 2024

MLS Council Meeting

5 June 2024

Communications Committee Meeting

6 June 2024

Manchester Legal Awards Ceremony

12 June 2024

Civil Litigation Committee Meeting

18 June 2024

MLS Officers Meeting

21 June 2024

Messenger Deadline

26 June 2024

Regulatory Conference

2 July 2024

MLS Council Meeting

3 July 2024

Communications Committee Meeting

4 July 2024

Employment Law Forum Meeting

10 July 2024

Local Authority Conference

12 July 2024

"It's Not The Euros!" MLS Football Tournament in aid of We Love MCR Charity

16 July 2024

Equality, Diversity & Inclusion Committee Meeting

16 July 2024

MLS Officers Meeting

19 July 2024

Messenger Deadline

07 August 2024

Communications Committee Meeting

20 August 2024

MLS Officers Meeting

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Upcoming events (continued)

23 August 2024

Messenger Deadline

24 August 2024

Manchester Pride Brunch 2024 in aid of Out Together

04 September 2024

Communications Committee Meeting

05 September 2024

Crown and Magistrates Court Committee Meeting

10 September 2024

MLS Council Meeting

11 September 2024

Civil Litigation Committee Meeting

17 September 2024

Equality, Diversity & Inclusion Committee Meeting

18 September 2024

Property Law Conference

18 September 2024

Private Client Committee Meeting

20 September 2024

Messenger Deadline

24 September 2024

MLS Officers Meeting

25 September 2024

Private Client Conference

1 October 2024

MLS Council Meeting

2 October 2024

Communications Committee Meeting

3 October 2024

Employment Law Forum Meeting

9 October 2024

Family Law Conference

15 October 2024

MLS Officers Meeting

18 October 2024

Messenger Deadline

5 November 2024

MLS Council Meeting

6 November 2024

Communications Committee Meeting

12 November 2024

Equality, Diversity & Inclusion Committee Meeting

19 November 2024

MLS Officers Meeting

20 November 2024

Private Client Committee Meeting

22 November 2024

Messenger Deadline

3 December 2024

MLS Council Meeting & AGM

4 December 2024

Communications Committee Meeting

11 December 2024

Civil Litigation Committee Meeting

13 December 2024

Messenger Deadline

17 December 2024

MLS Officers Meeting

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Menopause for fitness enthusiasts

Throughout my life I've always been one of those people who enjoys exercise. I have tried many different sports and at the age of 40 took up triathlon as part of my rehabilitation for a back problem.

As a result of taking up triathlon I have also participated in 100mile bike rides, long distance open water swims and half marathons; I now am unable to envisage myself not being active and enjoying the outdoors. I never win events and am a decidedly 'average' athlete, but I do enjoy taking part and following a training plan with the aim of trying to better my times.

Hindsight is a wonderful thing and as a very sporty and "active" woman there are things I could have done differently in my late 30s and early 40s. Specifically, the types of training, which if I had included, it would have helped my athletic self now

I am in my early 50s and wanting to continue my active lifestyle. I have also been incredibly lucky in terms of never

historically having had ongoing injury struggles to hinder my progress or training plans apart from in my late 30s with a back issue. It's also very common for women who participate in endurance activities such as running, cycling and triathlon not to naturally be the sort who also frequent gyms and invest in personal trainers as this would mean sacrificing valuable training time for their primary sport. That said there will be many personal trainers out there, whilst incredibly knowledgeable about strength and conditioning, lack awareness and understanding of the impact of menopause on their female clients.

For active women there is nothing more frustrating as you go through perimenopause to discover that you are gaining weight, seeing decreased performance, and feeling exhausted when following the same training regime that has previously brought success. Quite often this experience can result in women training harder and eating less to try to regain the fitness levels they want. Never has the adage "train smarter not harder" been more applicable than to menopausal athletes! Inevitably as we age our fitness levels will show signs of regression but why do women who have always been fit and athletic feel that literally overnight they begin to struggle when they reach this time?

Perimenopause (the time prior to periods stopping completely) is driven by continually changing hormone levels particularly with regards to sex hormones (estrogen, progesterone, and testosterone). Fundamentally all hormones act as chemical messengers, responsible for coordinating many functions in the body with nearly all cells and organs responding to them. If



Lisa Wright

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you have three of the most fundamental hormones in your body widely fluctuating, then it is not surprising that you experience metabolic chaos and changes in your physiology.

As perimenopausal/menopausal athletes we need to be thinking much more about the intensity of our exercise rather than just the amount of exercise as well as allowing time to truly recover from your training. Even those who consider themselves to be endurance athletes (i.e. participating in events that last longer than a couple of hours) should be incorporating a couple of sessions per week based upon much shorter periods of higher hard intensity exercise.

Sprint interval training sessions help to provide menopausal women with metabolic stimulus replacing the performance boosting stimuli previously supplied by our hormones. Sprint interval training can take the form of Tabata (20/10), 40/20s, 30 on 30 off, hill repeats or kettlebell workouts i.e. very short periods of very high intensity work followed by rest periods e.g. 40 seconds on / 20 seconds off.

However, it is important to remember to not to overdo it if you have not trained this way before and to allow plenty of recovery time during your training week. We should also be adding strength training into our weekly regime. We lose 8% of our strength every decade after the age of 30, and maintaining strength as we age is critical to all aspects of our daily lives not just exercise.

If you haven't strength trained before then it can take as long as six months to move from "body sculpting (i.e., light weights with lots of repetitions), to moderate lifting (i.e., 10-12 reps of moderate weights) to heavy lifting (i.e., 3-5 reps maximum per set). Heavy lifting will increase your metabolic

rate, help strengthen bones, and improve bone density, help manage blood pressure control and maintain body composition.

Perimenopausal athletes should also introduce plyometric (jump) training into their weekly program. Research studies show that plyometrics improves muscular strength, bone health, body composition, posture, and physical performance. However as with strength training, it is really important to gradually introduce plyometric training and build up over time (and with appropriate guidance) the amount of multi-directional impact work you undertake so as to prevent injury.

Finally, I want to touch on recovery and injury prevention. Now more than ever it is important to listen to your body so as to enable you to recover properly and to prevent injury. As our muscles and tendons lose elasticity as a result of our decreasing hormones, we are more susceptible to injury, and it also takes more time to recover. Schedule in a weekly rest day as a minimum, and if you do feel too tired on another day change your planned training to an active recovery session such as walking, swimming or some other low intensity activity. Most importantly do not "chase" missed sessions i.e. try to cram them back into your training schedule when you feel better, let them go and move on to your next planned workout.

The key to maintaining your fitness and performance levels when you reach menopause is to accept that you will have to make some changes to what you do and that training smarter not harder should be your menopause fitness mantra!

*(*For the purpose of this article where menopause is used it is defined as both the perimenopause and menopause phase of life.)*

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MIL AWARDS 2024

SHORTLIST ANNOUNCED!

Thursday 6th June 2024 at The Midland Hotel

For more information:

www.manchesterlegalawards.co.uk @MLAwards

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Neuroscience nugget for Mental Health Awareness Week ... Moving with awareness

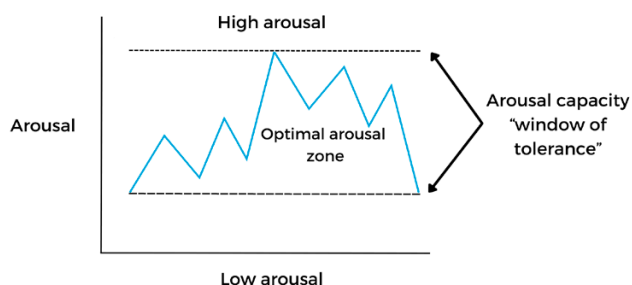
By **Claire Jacques** from Lawsight Ltd

We all know that being active is important for our physical and mental health.

However, I am going to look beyond the obvious benefits of being active and take a deeper dive into the field of neuroscience, which demonstrates the interconnectedness of our mind and body when it comes to our mental health.

Developing awareness of the way we move and understanding our body's signals can help us regulate our emotional and physical states, particularly during times of stress.

Neuroscience research shows how our nervous system plays a crucial role in how we experience and respond to stress, anxiety and other difficulties in our brains and bodies. Each day we ebb and flow between the states of our nervous system that either activate or calm us.



Whilst fluctuations in our mood and energy are normal as we respond to daily challenges if we spend too long at the extreme end of either state it can negatively impact our physical and mental health. There is a healthy range around



Claire Jacques

the middle of this spectrum, called 'the window of tolerance'. Within this range we can cope with the challenges of life without completely withdrawing or feeling overwhelmed. When we find ourselves out of balance, one of the ways to return to and broaden our window of tolerance is through awareness and the intentional use of movement.

Awareness as our starting point

Find a comfortable sitting position and then close your eyes. Scan your body to track what sensations you notice. This might be an unfamiliar or uncomfortable activity but give it a go. Can you feel the beating of your heart, tension in your muscles, the clenching of your stomach? Maybe you sense something else? Perhaps you are not detecting anything at all. Welcome to "interoception" – your brain's perception of your body's state, transmitted from receptors in our internal organs. Interoception can be strengthened by physical activity as it shifts our focus away



from our thoughts and into the present moment. Our sensitivity to interoceptive signals can make us more aware of how our thoughts and feelings are affected and help us connect our general state with what's going on in our life.

Why it's not that easy

Although the benefits of being active and moving with awareness are clear that doesn't mean it's always easy to do. There can be health limitations, competing priorities and various other challenges. Externally - prioritising family and work commitments. Internally - traits of perfectionism, workaholicism and negative beliefs such as feeling not good enough. These patterns can keep our nervous system activated and perpetuate cycles of stress and pressure, which can mean we are unaware of our bodies and how we move them. We can lose the motivation to focus on ourselves and it can feel frustrating to be reminded of the importance of movement. It might seem insignificant in the context of the challenges and difficulties in our lives. Noticing how little we prioritise ourselves and taking stock of our belief systems (that might judge us as selfish or indulgent to be focusing on ourselves), is an important part of the process.

Tips for moving with awareness

Our relationship with our bodies and our overall health is a lifelong journey, but to see change and really get the benefits, it's important to have a few strategies to experiment with.

1. Get to know your existing relationship with movement and your body - what works and feels good; what keeps you stuck in your chair.

- 2. Create a new movement habit** that works for you and which you enjoy - the simple act of practising any behaviour every day helps it become a larger habit.
- 3. Start small** - try small movements such as changing posture and observe any difference. If you find yourself hunched over your laptop during a busy day and are tempted to reach for your smart phone to distract you instead try:
 - gentle neck stretches from left to right and lowering your chin to your chest.
 - lengthening your spine and gently twist the torso to each side, sitting upright.
 - putting your hands on your hips and breathe in deeply and then sigh out. Repeat.
- 4. When your stress response is switched on:** you might be holding your breath, feeling tension in your muscles, restlessness, fear - try any activity that gets you out of your head and into your body: strength training, vigorous exercise, or yoga. Physical activity can reduce the level of stress hormones that are activated, and it boosts chemicals such as dopamine and serotonin which can improve mood as well as brain functions like memory and cognition.
- 5. If you notice that your energy has dropped:** you might feel lethargic, disconnected, depressed, foggy brained or numb. These are signs to activate the energy in your body. Try any physical activity that increases your heart rate and gets your body moving; stretching, changing posture or walking.

Can you take time to pay attention to what your body is communicating to you? Notice

Continued on page 16



shifts in your internal state by listening to your body with intention, attention and using the action of movement. If you find you don't have time for that.... that might be the first thing to pay attention to.

Claire Jacques is a former lawyer who has retrained as a UKCP registered psychotherapist, group facilitator and trainer with [Lawsight Ltd](#). Claire is also a supporter and Champion for LawCare.

The legal sector is known for its high stress, long hours, and sedentary nature. During Mental Health Awareness Week (13 to 19

May) LawCare, the mental health charity for the legal sector, are encouraging us all to move more for our mental health. Find out more by visiting the LawCare website (www.lawcare.org.uk) and following LawCare on social media.

LawCare also offers a safe and confidential space to talk, without judgment, whether you're just having a bad day, or you are facing something longer lasting. If you need support, call LawCare on **0800 279 6888**, email support@lawcare.org.uk, or visit www.lawcare.org.uk to use the live online chat.

LawCare events for Mental Health Awareness Week

[Moving with awareness workshop](#)

Tuesday 14th May
12:30 to 13:30

Don't miss this free, online, practical workshop with Lawsight Ltd about the importance of moving with awareness and the science behind it.

Lawsight Ltd are a team of psychotherapists with a background in the legal profession. In this workshop they will look beyond the obvious benefits of being active and take a deeper dive into the field of neuroscience to show the interconnectedness of our mind and body and how moving with awareness is a key resource for supporting our physical and mental health.

[Read more about it and book your place here](#).

[Let's talk about the billable hour webinar](#)

Thursday 16 May
12:30 to 13:30

The legal sector is striving to be more sustainable, diverse, and inclusive. However, does the billable hour impede this progress?

In this webinar we will explore the pros and cons of the billable hour, its impact on legal culture, its effect on client relationships and mental health, and how it can hinder access and progression within the profession.

We won't only focus on the well-known challenges; instead, we will explore actionable strategies for effecting change. Get ready for a lively debate on this enduring topic. Join us!

[Read more about it and book your place here](#).

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IT'S NOT THE EUROS CHARITY 5-A-SIDE TOURNAMENT



12 July 2024

Registration 14:00

Kickoff 15:00

Trophies presented 17:00



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Presentations – Why they sometimes fall a little flat

I recently watched a presentation at a training conference down in Birmingham. I was really looking forward to hearing the presentations, but just 5 minutes into listening to the first one I was sat along with everyone else thinking, “What on earth is she on about?”.

The speaker was using loads of jargon and prattled on about absolutely nothing for 20 long minutes. I very quickly switched off and started to think about more important things such as should I have red or brown sauce on my bacon butty at first break.

Presentations that don't go according to plan can leave the presenter kicking themselves and in some cases a reluctance to carry out future presentations. Here are my top tips on making sure your audience don't start thinking about what condiment to have on their butty:-

No point

It's easy to forget what the point of your presentation is. You get so sucked up in the content that you forget the original reason that you were supposed to get up there and speak in the first place. Always ask yourself:-

- What's the point of the presentation?
- What's my key message?
- What do I want/need the audience to know?

The audience

View your presentation through the eyes of the audience, they are the most important people in the room. If you were sat there listening to you, what would you want to hear? What would keep you listening intently? What would switch you off?



Too long

If you are given a time slot, stick to it, never overrun. If you don't have a timescale, make sure you don't waffle on or go off point. The audience will inevitably switch off or at worst, drop off!

Break it up

Chunk up your presentation and vary how you deliver your message. Use real life stories, or case studies. Stories will help to put into context what you are saying. Use slides (as long as they are clear and concise) and definitely don't do 'death by power-point'. Wherever possible, involve the audience, ask them questions etc. As adults, we have a very short attention span so mixing up how you convey your message will help to keep your audience listening.

I've spoken to many people after their presentation didn't go according to plan. It's no coincidence that the majority didn't do some, if not all of these tips.

If you want a chat about how we can help you to improve your presentation skills, contact Mike: mike@potentialunearthed.co.uk or 07825301660

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Manchester Pride Brunch

Have you decided how you'll be celebrating Manchester Pride yet? Why not come along, with your friends, family and colleagues, and join us for our exclusive Manchester Pride Brunch?

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Women in the Law UK members gather to hear from pioneering Supreme Court President

Women in the Law UK members explore the positive side of imposter syndrome and look forward to events on menopause, the next 100 years of women in the law, in-house legal careers and the power of mentoring.

27 March 2024: Members and supporters of [Women in the Law UK](#) heard from Lady Hale, the first female President of the UK Supreme Court, at two events marking International Women's Day in March.

Lady Hale was keynote speaker at the professional development organisation's annual International Women's Day dinner, held at The Midland Hotel in Manchester on the evening of 7 March, where she shared highlights from her career, insights into the obstacles she has overcome, and her thoughts on the position of women in today's legal profession.



Lady Hale and Sally Penni



It was hugely inspiring to hear once again from Lady Hale, whose perceptiveness and wisdom are second-to-none. She is a legal legend, an icon and a great speaker

The following day, 8 March, Lady Hale topped the bill at the Women in the Law UK International Women's Day Conference, sharing her insights and experience in a "fireside chat" format. Held at the Manchester offices of law firm Irwin Mitchell, the conference took the theme "turning imposter syndrome into your superpower," with other speakers including Victims' Commissioner Baroness Helen Newlove, Irwin Mitchell partner Ros Bever and Women in the Law UK founder and chair Dr Sally Penni MBE.

Dr Penni said, "It was hugely inspiring to hear once again from Lady Hale, whose perceptiveness and wisdom are second-to-none. She is a legal legend, an icon and a great speaker, and I would like to thank her for taking the time to come and share her insights with us.

"I would also like to thank the other speakers at our conference, our hosts Irwin Mitchell, and, of course, all the members and supporters who attended both events. Women in the Law UK is, at heart, a community, and events like these showcase our organisation at our very best."

Other events in the Women in the Law UK calendar this spring include a virtual conference on the evening of Friday 26 April exploring themes around the menopause, and a Q&A discussion at the Manchester offices of CMS on Thursday 9 May entitled, "The Next 100 Years of Women in the Law."

On Friday 14 June the organisation will hold a half-day conference for general counsel and in-house lawyers at the City of London office of HFW. This will be followed, on Thursday 20 June, by an event at the offices of Fieldfisher in Manchester themed around career progression and the power of mentoring.

Women in the Law UK's events are held under the Chatham House Rule, enabling speakers and audience members to speak freely and learn from each-others' experiences in a confidential environment. Previous events have covered subjects including career progression, why lawyers need to sit on boards, how to network and make it work for you, and what lawyers can learn from inspiring businesswomen.

To book places at Women in the Law UK events readers should visit www.womeninthelawuk.com or book directly via www.eventbrite.co.uk. Individuals and businesses that are interested in joining Women in the Law UK or applying for the Women in the Law UK Charter should email womeninthelawuk@gmail.com

22 Regulation Update & News

By **Andrea Cohen**, Compli, Weightmans



Other than SRA and SDT disciplinary and regulatory decisions, it's been a fairly quiet month in the world of risk and compliance, but that could, of course, just be the calm before the storm.

AML – SRA guidance on firm inspections

On 16 April 2024 the SRA confirmed that it is starting its new round of AML inspections in May and [published its updated guidance](#) on what to expect on an inspection with two key changes: the SRA will be looking more closely at AML controls and may not always interview fee earners. Prior to the review you will be asked to send documents within 14 days of the request, including:

- your firm's AML risk assessment (FWRA)
- risk assessment in relation to proliferation financing, which may be a separate document or included within the FWRA
- AML policies and procedures (PCPs)
- ongoing monitoring and management of compliance with PCPs, e.g. random file audits, checklists.
- client AML risk assessment template
- Independent AML audits, including any recommendations or follow-up action arising from them
- AML-related training records

If you have any concerns, require an independent AML audit or general advice, please get in touch with the Compli team if we can be of assistance.

AML – HM Treasury consultation

As reported in the MLS Weekly newsletter mid-April, HM Treasury is consulting on changes to the MLRs as part of a wider programme aimed at reducing money

laundering. There are four main themes of focus: making customer due diligence more proportionate and effective; strengthening system coordination; providing clarity on the scope of the MLRs, and reforming registration requirements for the Trust Registration Service. The consultation closes on Sunday 9 June 2024. If you want to respond, you can do so directly or send your comments to Michelle Garlick, MLS Joint Honorary Secretary and Chair of the COLP/COFA/MLRO/Regulatory Forum at michelle.garlick@weightmans.com.

The next meeting of the Forum is on Wednesday 1 May at Weightmans, No 1 Spinningfields, Hardman Square, Manchester M3 3EB, with tea/coffee from 8.30, and the meeting from 8.45–9.45. All welcome, but please let Chandre May know you will be attending. If you can't make it in person, Chandre will send you a virtual link.

SQE “working well” - or is it?

Having reported on 10 April that latest reports have shown SQE 'continues to perform well and there can be confidence in this rigorous assessment', on 15 April the SQE assessment provider Kaplan apologised for a marking error which meant that 175 of the 6,262 candidates who sat SQE1 in January were wrongly told they failed one of the two assessments, both of which need to be passed. The error was only spotted when candidates appealed the results, but by then, apparently, a number of people have had their training contract rescinded or lost their jobs.



New practice notes and guidance

Rather unusually, other than the guidance referred to above, there have been no new practice notes and guidance published by the Law Society or the SRA since our update last month. We understand that the SRA are redrafting the Sanctions Guidance, so watch this space!

Disciplinary and regulatory decisions:

There has, once again, been a number of decisions and judgments reported since our last update. Notable decisions include:

Solicitor who falsely represented client struck off by SDT

A solicitor has been struck off after the SDT found that he had falsely represented to a client and/or the Court that the firm was representing the client when it was not. He was also ordered to pay costs of £20,000.

Solicitor struck off over 'misleading' time records

A solicitor who created time records which were 'inaccurate' and 'misleading' has been struck off. The SDT found that by creating time records in excess of the time worked, the solicitor's conduct was dishonest and misleading.

Ordering the strike-off, the tribunal added: "All solicitors, irrespective of their experience, knew that it was improper to record time for work that had not been performed."

Solicitor struck off for 'inappropriate and offensive' tweets

For the third month in a row, a decision has been reported of a solicitor who has fallen foul of the rules in connection with social media use. He was struck off in relation to tweets which were posted on his public profile and deemed to be antisemitic. It was found that these tweets breached SRA Principles 2, 5 and 6.

Firms fined for failure to maintain relevant documentation

One firm has been fined over £17,000 and another just under £10,000 for failing to have in place or to maintain relevant documentation to prevent activities relating to money laundering and terrorist financing as required by the MLR 2017.

Another firm has been fined over £20,000 for AML failures, including failure to have in place adequate policies, controls, and procedures.

Solicitor fined for own interest conflict

Following a finding by the Tribunal that a solicitor had entered into financial arrangements or given loans to clients where there was an own-interest conflict or significant risk of one, he has been fined £30,000 and ordered to pay £20,000 costs.

How Compli can help...

The Compli Solicitor Regulatory and Professional Discipline Team can provide expertise and advice in with risk and compliance, AML, disciplinary assistance etc. If we can help in any way, please get in touch at compli@weightmans.com.



Stress Awareness Month is observed every April to increase public awareness about the causes and cures for stress. Since its inception in 1992, it has served as a platform to discuss stress and its effects on mental and physical health.

For Stress Awareness Month 2024, the theme is **#LittleByLittle**, which emphasizes the transformative impact of small, consistent actions towards self-care and stress reduction.

The idea is that even the smallest steps can lead to significant improvements in mental health over time.

In the fast-paced and demanding world of law, taking care of our mental health is paramount. The Manchester Law Society is dedicated to supporting the well-being of our members, and we believe that sharing personal strategies can be incredibly beneficial.

With Mental Health Awareness Week also coming up from 13-19 May we asked our members:

“What is your top tip for looking after your mental health, or that of others, in your personal or professional life?”

Seraphina Wilkins-Tolliday

Senior Associate, Corporate, TLT LLP

My top tip is to take a walk! So often I find myself jumping from one task to another, glued to one of my screens, and the day can get away from me. I like to block out some time in my diary to head to the park with my dogs and a coffee, take some deep breaths and enjoy the full spectrum of Manchester spring weather. Just don't forget your broly!



Ruth Peters
Solicitor and
Director of
Business
Development &
Marketing, Olliers
Solicitors



My top tip is to make sure I get sufficient exercise, even if it's just a gentle walk. Walking my dog (preferably when it's

not raining!) and getting outside in the fresh air always makes me feel far less stressed, especially if I leave my phone at home!

Dogs are my answer to most things as a cuddle with my dog will always makes me feel million times better!

On a similar note, going to the gym, especially when I really don't feel like it always helps. It allows me to not think about work for an hour and re-focus and charge up my batteries!

Oh ... and some chocolate always helps!

Nick Johnson

Senior Partner, Glaisyers ETL

Every day finding time for yourself to do activities you enjoy and to appreciate the simple pleasures of life which surround you.



Samantha Labor

Partner, Fletchers Solicitors

Doing litigation work is quite stressful and it is good to see that May is National Stress Awareness Day in the workplace. We all have various strategies to cope with stress. Hitherto I ran several miles a week to destress. I found it valuable thinking time. However,

my running days are now behind me after an injury, and I now have a more prosaic past time. My now stress busting activity is yoga. I attend yoga classes and practice on my own. And I must add that a glass of Malbec does the trick for me quite nicely too.



Rasneet Sohal

Director of Community & Well-Being, Excello Law

My top tip for looking after my mental health would be practising self-care. Whether it is setting aside



time for relaxation, engaging in hobbies that bring joy, prioritising physical activity or seeking professional help when needed, taking care of yourself is essential. In both personal and professional

life, making self-care a priority can help reduce stress, increase resilience, work productivity and improve overall wellbeing. Over time, I have learnt that taking care of myself and setting aside some "me" time isn't selfish; it is a vital step towards leading a fulfilling life.

Iwona Durlak

Senior Partner, IMD Solicitors LLP

Without looking after ourselves, we won't be able to look after others. Our mental health should be prioritised by us. We need to be kind to ourselves in personal lives and at work. It is difficult for me to always remember about it and it was, at some point, a very

abstract idea. For long-term tips, I think it's important to connect with your feelings and emotions, difficult and pleasant ones alike. Finding time to exercise, each day, even if it's just to go for a walk, is key for me. Separating our work and personal time, especially for those working from home should be clearly

defined. Our rest cannot be underestimated. Lastly, we are not alone, motivating each other to stay active and "dream big", and celebrating our small successes will get us closer to achieve the big ones whether in personal or professional lives.





Fiona Ledden

City Solicitor, Manchester City Council

I think the hashtag for this years stress awareness little by little sums up my approach in my personal life to tackling stress one way of finding time for my self is a lovely hot bath with some candlelight and some essential oils – Lavender in

particular. However my favourite way of relieving stress when there is more time is having a massage which I find healing for body and soul, managing your time so you can have that indulgence I think is really important. In work I think the most important thing is having



space and taking time to talk we In the City Council Legal time have a number of groups who do different activities including crochet and more mobile activities too time to talk listen and be there for each other is what works best.

Lucy Cresswell

Solicitor, JMW Solicitors LLP

As a newly qualified Solicitor, I prioritise my mental health professionally by ensuring that I maintain ensuring that I factor in things I enjoy into my working day life where I can



fit it in. Such as, networking events after work at new gym classes, new restaurants and coffee dates! Those breathing spaces, by leaving the office, engaging with others and switching off for at least thirty minutes allows

my mind to travel somewhere else than work and embrace what life is about! The main tip I would advise is having balance, you can always find time for those things that you prioritise, but if one of those things is not yourself it becomes impossible to do anything at all!

Nik White

Managing Partner, Brabners

My top tip is to try and be as open as you can with others about your stresses, strains and challenges and encourage them to do the same. In my experience family, friends and colleagues generally listen without judgment and want to do whatever they can to support you and they appreciate the

trust you've shown them by talking openly. Bottling things up, stewing and loading everything onto just yourself to manage and resolve isn't healthy or realistic. The old adage 'a problem shared is a problem halved' is so true and even if those you open up to don't have the answers,



it generally won't be for want of trying and just the fact you've talked about and shared whatever it is you're struggling with will probably lift some of the weight from your shoulders. It's far better to avoid feeling lonely about what's troubling you when there are others there for you.



**POSH
PUB
QUIZ**

Thursday 23 May 2024

Book in and bubbles: 18:00 – 18:30

Quiz: 18:30 – 21:30

Entry is £25.00 + VAT (£30.00) per team member

Maximum 5 per team

**Manchester Hall, 36 Bridge Street,
Manchester, M3 3BT**

In aid of



JOIN US

From p.1

We're on a record breaking streak - surpassing last year's record with a remarkable number of entries. Thank you to everyone who submitted entries!

Once again, we're astounded by the exceptional quality of the entries we've received.

This serves as a true testament to the remarkable legal talents within our region.

Let us also take a moment to acknowledge the surge of first-time contenders who have left their mark on the shortlist? It's fantastic to see fresh faces bringing their A-game to the table. Let's maintain this momentum for the coming year!

The Manchester Legal Awards 2024 Shortlist:

CSR Champions of the Year

Eversheds Sutherland (International) LLP
Fieldfisher LLP
Manchester Metropolitan University

Health & Wellbeing Champions of the Year

Fletchers
IMD Solicitors LLP
Leigh Day

Trainee/Paralegal/Apprentice of the Year

Jenny Fell, Leonard Curtis Legal
Martha Odysseos, Olliers Solicitors
Joe Williams, Weightmans LLP

Solicitor of the Year

Ryan Bradshaw, Leigh Day
Georgina Garner, Slater Heelis
Reece Johnson, Vardags
Lucy-Allena Mcilroy, Irwin Mitchell LLP
Julie Struthers, Leigh Day

Equality, Diversity & Inclusion Champions of the Year

Brabners LLP
Fletchers
HCC Solicitors





**Team of the Year – Corporate/
Commercial**

Beyond Corporate
Eversheds Sutherland (International) LLP
Mills & Reeve
Pannone Corporate

Team of the Year – Crime

Burton Copeland Ltd
Olliers Solicitors
Slater Heelis
Tuckers Solicitors

Team of the Year – Employment

Eversheds Sutherland (International) LLP
Myerson Solicitors
Ward Hadaway LLP

Team of the Year – Family

Brabners LLP
Hall Brown Family Law
Maguire Family Law
McAlister Family Law

Team of the Year – Litigation

Addleshaw Goddard LLP
Eversheds Sutherland (International) LLP
Hill Dickinson LLP
Trowers & Hamlins LLP

**Team of the Year – PI/Clinical
Negligence**

Express Solicitors
Fieldfisher LLP
Fletchers

Team of the Year – Private Client

Glaisyers ETL
Hugh Jones Solicitors
Weightmans LLP

Team of the Year – Property

DWF Law LLP
Fieldfisher LLP
Mills & Reeve
Slater Heelis

Team of the Year – Regulatory

DWF Law LLP
Kuits Solicitors
Stephensons Solicitors LLP
TLT LLP

Barrister/KC of the Year

Brad Pomfret, 23 Essex Street Chambers
Sophie Cartwright KC, Deans Court
Chambers
Andrew Ward, Exchange Chambers
Lisa Edmunds, Unit Chambers

Partner of the Year

Clare Campbell, Leigh Day
Carol Couse, Mills & Reeve
Ruth Hetherington, McAlister Family Law
Claire Parrott, Tuckers Solicitors
Claire Petricca-Riding, Irwin Mitchell

Barristers' Chambers of the Year

18 St John Street Chambers
23 Essex Street
Deans Court Chambers
Exchange Chambers

Continued on page 30



Law Firm of the Year – small (1-5 partners)

Bromleys
Hudgell Solicitors
IMD Solicitors LLP
Private Client Solicitors
Pearson Solicitors & Financial Advisers

Law Firm of the Year – medium (5-20 partners)

Hall Brown Family Law
HCC Solicitors
Tuckers Solicitors

Law Firm of the Year – large (20+ partners)

Brabners LLP
Mills & Reeve
Eversheds Sutherland (International) LLP
Weightmans LLP

Lifetime Achievement Award

This award is voted for by the Manchester Law Society Council from the nominations received. The winner will be announced LIVE at the Manchester Legal Awards Dinner on Thursday, 6th June 2024



The awards offer the opportunity for our wonderful legal community to celebrate their hard work and fantastic achievements from the past year.

In person judging takes place on Friday, 10th May with our winners being announced at the black-tie event on Thursday 6th June at the Midland Hotel. We look forward to seeing everyone on the night and to celebrating our fabulous legal profession!

A massive thank you to our Headline sponsors [Azets](#), [Excello Law](#), [Interlink Recruitment](#), and [Sparkle Capital](#), our welcome drinks sponsor [Docutech Office Solutions](#), our band sponsor [Document Direct](#), our media partner [TheBusinessDesk.com](#), our marketing partner [RMS PR](#) and our charity partner [We Love MCR](#).

manchesterlawsociety.org.uk

For more information visit:

www.manchesterlegalawards.co.uk

and follow [@MLAwards](#)

For sponsorship and advertising opportunities contact FranEccles-Bech@manchesterlawsociety.org.uk for further information.

We look forward to seeing everyone at the Awards Dinner in June as we congratulate and celebrate our thriving legal community in Manchester and beyond. Request your tickets [here](#)

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Thursday 6th June 2024 at The Midland Hotel

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Tameside-based solicitors raise hundreds of pounds for local hospice

Bromleys Solicitors are delighted to confirm that through colleague fundraising efforts in 2023 the law firm has been able to raise £862.50. The money will be contributed towards their nominated Charity Partner, Willow Wood Hospice.

Last week Chris Eaton and Lauren Healy, from Bromleys' Staff Committee, proudly presented the Cheque to Samantha Kitch, Fundraising Manager at Willow Wood Hospice.

Speaking on the presentation of the contributed Bromleys cheque, Samantha said: "We would like to say a huge thank you to Bromleys for choosing Willow Wood as their Charity of the Year last year and to everyone at the firm who helped to raise a fantastic amount for the Hospice. The money will make a difference to patients from Tameside and Glossop with a life-limiting illness in our care. With only 20 per cent of our annual funding coming through central government, the generous support of our community is vital so we can continue to provide a wide range of services to improve the quality of life for our patients and those closest to them."

Chris and Lauren described the Firms fundraising efforts as "incredible".

Chris said: "Throughout 2023 the staff committee at Bromleys organised a number of lunches, dress down days and sweepstakes to raise funds for Willow Wood and their incredible work, as well as attending the Willow Wood Grand Ball in November, which was a brilliant evening!"

Lauren added: "It is great to hear what a positive difference the money raised will



Lauren Healey (Bromleys) Samantha Kitch (Willow Wood) and Chris Eaton (Bromleys)

have on the hospice and its patients and we hope to continue our support in the future."

This year the hospice celebrates its 25th year of service to the Tameside and Glossop community, providing patients who are experiencing serious illness and coming to the end of their lives with love, care, and support. The hospice enables its patients to experience the lives they have left to the full, in a tranquil and dignifying setting, whilst also providing family support services through a variety of channels.

The Bromleys Social Committee are proud to be supporting community services throughout the Tameside and Glossop community and will continuously strive to do so.

Please consider supporting the services that Samantha and all the staff at Willow Wood provide by clicking here: [Make a donation - Willow Wood Hospice](#)

Glaisyers ETL's Gareth Farrelly reappointed to global sports dispute resolution panel

Gareth Farrelly has been reappointed to the Sport Resolutions Panel for the period 2024-2027. Sport Resolutions is a UK-based independent, not-for-profit dispute resolution service for sports that operates globally, offering arbitration, mediation, tribunal and investigation services.

Mr Farrelly, who was first appointed to the panel in 2018, is a former Republic of Ireland, Everton, Bolton Wanderers and Aston Villa footballer who retrained as a solicitor following his retirement from professional football. He is a senior associate at the Manchester-headquartered national law firm [Glaisyers ETL](#), specialising in commercial litigation and sports law.

Commenting on his reappointment, Mr Farrelly said, "It is an honour to have been appointed once again to the Sport Resolutions Panel. It carries out vital work ensuring that all parties are treated fairly when, as inevitably happens in all fields,

disputes arise in the world of sport, and I am proud to be able to play my part in resolving these matters equitably."

Glaisyers ETL, whose Legal 500-listed commercial litigation practice Mr Farrelly joined in 2023, advises a wide range of clients throughout the sports sector, including some of the biggest football clubs in the world, and overseas investors requiring corporate advice on the acquisition of UK sports clubs. It also advises individual players and athletes on a range of contractual, intellectual property and tax regulation matters.

In 2018 Glaisyers became part of the ETL GLOBAL network of accounting, tax, legal and audit professionals. This network includes some of the UK's leading accountancy and tax practices specialising in the sports and entertainment sectors, providing clients with access to a full range of professional services and advice tailored to their needs.





Browne Jacobson officially launches REACH mentoring scheme to support aspiring Black lawyers

Twenty aspiring Black lawyers have been offered the opportunity to kickstart their careers in the legal profession after signing up to a pioneering mentoring scheme run by Browne Jacobson.

The UK and Ireland law firm has officially launched its [REACH \(Race, Equality and Cultural Heritage\) mentoring programme](#) following a two-year pilot that provided support to 25 individuals, with 16 of those going on to secure employment within the business.

REACH aims to address the disproportionate under-representation of Black lawyers working in UK law firms, which stands at just 3%, by growing, nurturing and creating a sustainable pipeline of future Black talent.

Each of the 20 students, aged 16 and over, will enrol on a six-month programme in which they are paired with a mentor from Browne Jacobson or one of its partners.

Mentors will share their skills, knowledge and insights to help them gain an understanding of what it is like to work in the legal profession. The scheme also includes a two-week work experience

placement in one of Browne Jacobson's seven offices.

[Bridget Tatham](#), Partner at Browne Jacobson and REACH programme sponsor, said: "The legal profession should be accessible to everyone regardless of their race, gender or background. However, the reality is there are still many barriers that prevent individuals from under-represented communities, particularly those of African and Caribbean heritage, from pursuing a career in law.

"We know this is a problem that needs to be addressed, and as a business we are committed to building an inclusive and diverse pipeline of talent, where Black lawyers are not only provided with a level playing field but are equipped with tools and interventions to place them on an equitable and just footing with their peers. We want to provide opportunities for talented individuals of African and Caribbean heritage to thrive in their legal careers.

"This is why we designed a specific initiative to drive positive change in our REACH mentoring programme and our two-year



pilot has delivered exceptional results. We are incredibly proud of the programme's success and the outstanding talented Black potential lawyers it has allowed the firm to recruit, retain and hopefully in due course promote. But we know there is a huge amount of work still to do.

"By officially launching the programme and collaborating with clients that are market leaders in their sectors, the aim is to scale up to further increase the positive impact we can achieve."

Solicitors Regulatory Authority (SRA) figures show that in 2015, the proportion of Black, Asian and UK minority ethnic lawyers working in law firms was 14%. This figure increased to 19% in 2023, but just 3% of all lawyers were Black the same year.

By partnering with universities and sixth form colleges, Browne Jacobson has been able to identify under-represented students in social mobility 'cold sports' and offer programme places to those who are most in need of the opportunity.

Since it was first piloted in March 2022, REACH has already increased the proportion of Black trainees at Browne Jacobson from none in 2016 to 31% in 2023 and 29% in 2024.

The firm has also audited recruitment processes to understand where applicants from Black backgrounds fell down and implemented impactful changes to create a fairer playing field.

These include anonymising training contract and apprenticeship applications, removing grade requirements to apply, deploying a contextualised recruitment system to gain a deeper appreciation of candidates' backgrounds, and introducing a 'second-look' policy that seeks to gain a deeper understanding of Black candidates from lower socio-economic backgrounds.



Oliver Holmes, Head of Diversity and Inclusion at Browne Jacobson, added: "Our commitment to diversity, equity and inclusion (DEI), in particular driving race equality, is one of our core values as a business – to be at the forefront of, and make a positive impact on, society's biggest issues. It also helps us to better serve the needs of our clients, as well as better represents the communities in which we operate.

"The legal profession is a notoriously competitive environment when it comes to attracting and retaining the best legal talent around. As such, our strategy's core objective has been to ensure we have a diverse and engaged talent pipeline from which we can recruit our work experience students, apprentices, legal assistants and, in due course, future junior solicitors."

REACH is the latest diversity, equity and inclusion (DEI) initiative developed by Browne Jacobson, which has won numerous awards including being ranked the top law firm in the Social Mobility Foundation Index.

Its [FAIRE \(Fairer Access into Real Experience\) scheme](#), which offers in-person and virtual work experience opportunities to candidates from lower socio-economic backgrounds, has engaged more than 30,500 students aged between 16 and 19 at a series of events since 2021.

Leigh Day celebrates 10 years of fighting for justice in Manchester

Law firm Leigh Day is marking a decade of success in Manchester, celebrating its commitment to securing justice for people across the North West.

Opened in 2014, the [Manchester office](#) is now a cornerstone of the firm's national operations, known as a trusted advocate for clients.

With a growing team of lawyers working in employment law, [human rights](#), clinical negligence, and personal injury, the team has secured significant victories regionally and nationally.

After starting as a team of ten, Leigh Day's North East Manchester base now has over 280 staff, and a fifth of the firm's partners. The office in Central Park has also provided

significant career opportunities in what has been seen as an under-funded area of the city.

As the official providers of legal support for British Cycling and British Triathlon and their 150,000+ members, the Manchester office was initially opened to enable Leigh Day to expand its cycling-related [personal injury](#) work. An office close to the National Cycling Centre and the home of [British Cycling](#) was therefore ideal.

Heading up the [cycling team](#) in Manchester, Andrew Bradley was joined by [Clare Campbell](#), arriving to head Leigh Day's now renowned travel team. These teams have secured millions of pounds of compensation for cyclists and people injured whilst travelling abroad. Clare's team are currently pursuing a landmark claim for compensation for harm caused to Liverpool FC fans after events at the 2022 [Champions League final](#) in Paris.

The Manchester legal services offering expanded to [employment](#) claims, with [Lauren Loughheed](#) joining late 2014 to manage the firm's equal pay claim [against Asda](#). Lauren was soon joined by [Linda Wong](#) to bring equal pay claims on behalf of [Sainsbury's](#) store workers. [Mike Cain](#) arrived in 2015, with a focus on individual employment claims. Mike leads a nationwide practice acting for private clients including senior executive claimants. The employment team has celebrated multiple award successes, winning Employment Firm of the Year at the Legal 500 Northern Powerhouse Awards, as well as Employment Team of the Year at the Manchester Law Society Legal Awards and at the LexisNexis Awards.



Andrew Bradley



In 2015 leading [clinical negligence](#) partner [Stephen Jones](#) made the move to launch a specialist Manchester department at Leigh Day. With a long track record of bringing successful cerebral palsy and spinal injury claims, Stephen has consistently secured million pound plus awards for those who have suffered medical negligence. Today, alongside [Brendan Hope](#), Stephen leads an expert team in Manchester. The team was recognised for its success when, along with the personal injury team, they took home Team of the Year at the 2023 Manchester Legal Awards.

Leigh Day's Manchester asbestos team was introduced in April 2015, marking the firm's commitment to work with the Greater Manchester Asbestos Support Group in helping the thousands affected by industrial disease. [Steven Dickens](#) now heads up the Manchester team and focuses exclusively on asbestos-related disease cases. Steven has over 20 years' experience in occupational disease, with specialist experience in asbestos and mesothelioma claims.

In just a few years the Manchester office had grown to over 100 staff. Numbers soon grew substantially over lockdown, as the firm continued to take on emissions cases representing tens of thousands of UK vehicle owners.

Most recently, Leigh Day expanded its [human rights](#) department to Manchester. Headed by [Ryan Bradshaw](#) and [Stephanie Hill](#), the launch brings greater capacity to help people in the North West with claims in discrimination, welfare rights and migrants' rights.

With human rights at the centre of Leigh Day's history, Ryan and Stephanie belong to a firmwide team that has successfully championed the rights of thousands of people under the provisions of the Human Rights Act 1998 and the Equality Act 2010.

“

I'm incredibly proud of the impact our Manchester team has made over the past ten years ... we've consistently delivered results that make a real difference to people's lives – Andrew Bradley

Today, the team in Manchester works across five departments, with a shared goal fighting injustice and representing society's most marginalised.

[Andrew Bradley](#), who heads up the Manchester office said: "I'm incredibly proud of the impact our Manchester team has made over the past ten years. From landmark settlements to holding powerful institutions accountable, we've consistently delivered results that make a real difference to people's lives. I'm excited to see what we can achieve in the next decade, continuing to serve the North West community and fight for justice wherever it's needed.

"We're particularly proud to play a role in supporting the local community by actively recruiting and nurturing legal talent from all areas of Manchester. This allows us to build a team that truly reflects the diversity of the city we serve and brings valuable local perspectives to our work."

[Chris Benson](#), managing partner at Leigh Day, said: "Manchester is a vibrant and dynamic city, and we're proud to be part of its fabric. We see real potential for further growth in the region, and we're committed to investing in our Manchester team and expanding our expertise to meet the evolving needs of local communities."

Pearson Solicitors and Brownies Go Green and Get Planting

A group of eager brownies and staff from [Pearson Solicitors](#) took part in a tree-planting exercise in Saddleworth to help provide screening, nesting sites, and natural habitats, and increase evergreen planting in the Friezland area.

Some of the trees and hedges planted were part of the 'Planting Roots for the Future' campaign which the green-fingered firm launched a couple of years ago.

As part of the scheme, on completion of every house purchase, Pearson delivers an appropriate tree to the new homeowner to help reduce climate change.

Planting trees like this contributes to reducing emissions in the local area, as one tree could remove 1 tonne of CO2 over its lifetime.

"Our green initiative aims to help local areas and I'm so pleased we were able to get staff and brownies working together," said Head of [Residential Property, Victoria Marshall](#), who is also Brown Owl at the 8th Oldham Brownies, who took part in the event.



"We had a lot of trees and bushes to plant as some clients live further afield or do not want a tree, they perhaps do not have room or have a garden, if that's the case they are planted in designated open countryside, or parks and at schools, this joint effort used donated Pearson trees and bushes, and at the same time we were able to teach our brownies about conservation and environmental issues," added Victoria.

The recent hedge planting task was run in conjunction with a volunteer task group, the Friezland User Group (FUG) who work in partnership with Oldham Council to help maintain the horse arena at Friezland.

"It was lovely to work alongside the FUG and I would like to thank them for their patience, for some of our girls it was the first gardening they had done, so it really was a joint effort," said Victoria.

The brownies said they had really enjoyed their morning and would be walking past to check on the trees in the future and looked forward to seeing them grow.

Brownie, Lilly Tindall, said it was lovely to be able to help the environment and although it was a muddy morning and tough to dig some of the planting holes, it was a fun event.

The planting future roots campaign pearsonlegal.co.uk/future-roots was Victoria's initial idea:

"I just thought of all my clients, families, and individuals putting down roots when they move into a new home and wanted to do something to recognise that.



"We also send seeded '[welcome to your new home](#)' cards to every client to hopefully plant out in pots or gardens, so there is something green for everyone to enjoy," she said.

Local suppliers are used to source the trees which include Rowan, Apple, Birch, Field Maple, Oak, and Hornbeam, and at the Friezland area brownies and solicitors planted holly as well to provide evergreen cover.



Victoria and Harriette Marshall

"It's important we don't take nature for granted and the Pearson Future Roots campaign creates a legacy for future generations," added Victoria.

Pannone marks 10 year anniversary with ambitions for future growth

[Pannone Corporate](#) is targeting future growth as it marks its ten-year anniversary.

The firm, which was established following a management buyout from top 50 law firm Pannone LLP in 2014, has almost doubled turnover and increased lawyer headcount by over 50 per cent since its launch, with clear ambitions for future growth.

Paul Jonson, senior partner at Pannone Corporate, said: "We've gone from strength-to-strength in the last ten years and have firmly established ourselves as the leading independent commercial law firm in the North West.

"Our success is founded on our people-centric culture which rewards collegiality and team-working for the benefit of our clients. We put our clients first and centre of everything we do."

Pannone works with some of the UK's and region's most successful brands across a diverse range of sectors. These include: boohoo group, L'Oreal, Iceland, Hilti, Manchester City Council, TfGM, SSP and



Paul Jonson

Brother, as well as New Balance, Bestway, Morson, Costcutter, IGT plc and Silentnight, alongside many of the most dynamic growth businesses in the North West.

Jonson added: "Our ethos is focused relentlessly on forming deep and longstanding relationships with clients and providing clear, practical commercial advice. We see ourselves as business advisers first and lawyers second. We are continually attracting new clients who see the value of the relationship led approach, coupled with sensible fee structures, and anticipate continued growth as a result."

Hugh James announces new charity partnership with POPYRUS

Hugh James is pleased to announce a charity partnership with **POPYRUS**, after employees in its Manchester office voted to partner with the charity for 2024.

POPYRUS is a national charity dedicated to the prevention of suicide and the promotion of positive mental health and emotional wellbeing in young people. Suicide is the leading cause of death among individuals aged 35 and under in the UK. POPYRUS firmly believes that suicide is preventable and offers a suicide prevention helpline, known as HOPELINE, to provide support and advice. Additionally, the charity delivers training programs and advocates for legislative changes to enhance suicide prevention strategies.

A firm rooted in community, Hugh James employees are well underway with the planning of fundraising events alongside an annual donation supporting suicide prevention and positive mental health in young people. Last year, the firm donated more than £30,000 for charity and stepped

up its commitment to supporting the mental health of its employees with 17 mental health first aiders trained across its offices in England and Wales.

Ged Flynn, Chief Executive of POPYRUS, said: "We are delighted to be partnering with Hugh James and welcome the company's valuable support. By working together, we will raise greater awareness of the vital help which is available to children and young people who are struggling with their self-esteem, self-worth and struggling with life itself.

"The partnership with Hugh James will help to pay for potentially life-saving calls, texts and emails to our confidential HOPELINE247 service, which offers support and advice to young people and anyone who is worried about a young person who may be having thoughts of suicide.

"The support will also help POPYRUS to engage with local communities and volunteers in suicide prevention projects





and support the training we deliver to individuals and groups. Suicide is the biggest killer of young people under the age of 35 in the UK and we must reduce the number who take their own lives by breaking down the stigma around suicide and equipping people with the skills to recognise and respond to suicidal behaviour. Together we must continue giving hope to young people who are struggling with life."

Partner and Divisional Director at Hugh James, Stephen Webber commented: "We are pleased to announce POPYRUS as our national charity partner in the Northwest

and to support the real difference they're making to the lives of the young people who need it most. Mental health is so important, and we're keen to do what we can as a firm to support our colleagues, clients and communities. I'm thrilled that our colleagues in Manchester have voted for a charity that really resonates with them, as we seek to create meaningful connections that make a difference in the regions our colleagues live and work."

For practical, confidential suicide prevention help and advice please contact POPYRUS HOPELINE247 on 0800 068 4141, text 07860 039967 or email pat@papyrus-uk.org.

Arshnoor Amershi named rising star at Powerhouse Awards

Arshnoor Amershi has been crowned Corporate Rising Star of the Year at the 2024 Legal 500 Northern Powerhouse Awards.

The Associate Partner at [Pannone Corporate](#) was one of 49 winners at the annual event in Leeds, with nearly 400 people shortlisted across 25 categories.

Arshnoor, who recently co-led the corporate team on the sale of the MIDEL and MIVOLT businesses to Shell plc, commented: "I'm still absolutely speechless! To win the Corporate Rising Star of the Year Award is a real privilege and testament to the incredible team at Pannone, our fantastic clients, and everyone who has supported me along my journey."

The Legal 500 Northern Powerhouse Awards recognise the array of legal talent across the North, North West, North East and Yorkshire & the Humber, celebrating their achievements over the past year. This is the second year the awards have been held, following last year's inaugural event in Manchester.



Based on The Legal 500's market-leading independent research for the annual directory, winners are selected by a judging team spearheaded by The Legal 500 UK editor Georgina Stanley, with the support of a 40-strong team of in-house and freelance researchers.

Paul Jonson, senior partner at Pannone, said: "Huge congratulations to Arshnoor! This award is truly deserved and highlights the dedication and passion she has shown, while building an excellent reputation in the corporate finance market across the North."

Why cyber insurance isn't a substitute for cyber risk management

So you think buying cyber insurance means your firm will avoid a major nightmare?

You've bought a cyber insurance policy to help protect your firm against devastating cyber attacks. It looks comprehensive so you can finally sleep at night. But before you get too carried away, is that really the case? Many law firms which have been victims of a cyber attack held cyber insurance policies. That cyber insurance did not prevent them from being the next victim. Of course, you will be glad you had the policy if the worst does happen, but it is essential to understand the difference between cyber risk management and cyber insurance. Simply put, cyber insurance is the transfer of residual risk once you

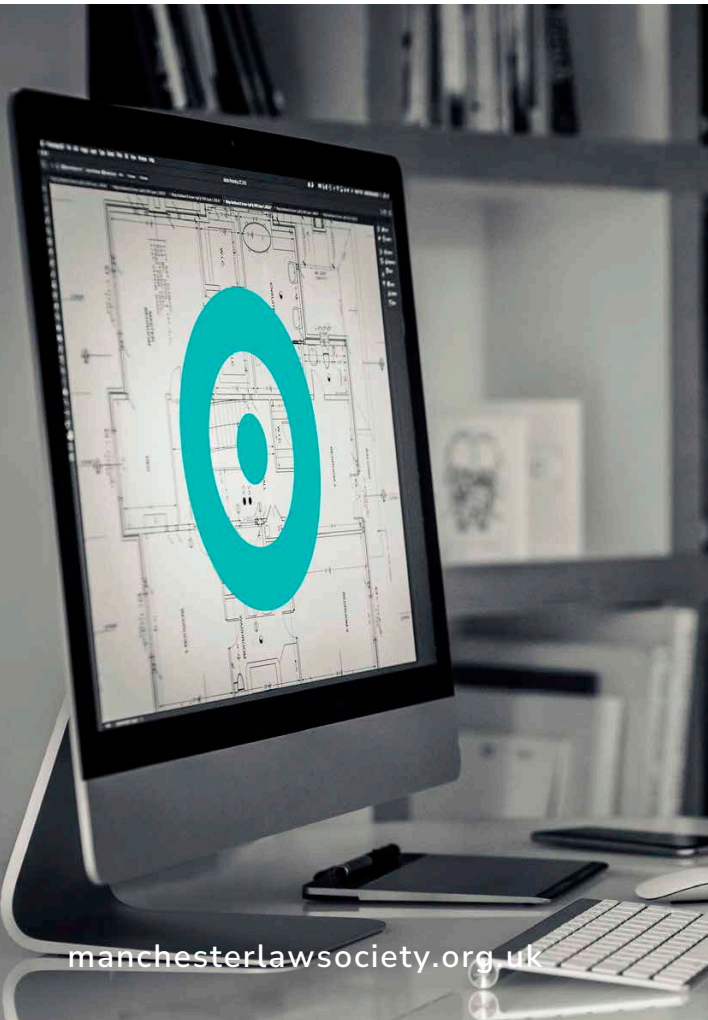
have taken the right steps to manage your cyber risks in the first place. That includes carrying out proper cyber risk assessments and implementing robust cyber security controls.

What is not covered by cyber insurance?

There is no substitute for having proper cyber risk management in place. Cyber insurance may allow some costs to be recouped, provide cyber specialists to help deal with the immediate crisis and may even allow payment of a ransom demand in some cases, but there is a range of issues that cannot be resolved by simply putting insurance in place.

Difficulties that we have seen firms trying to manage after a cyber attack include:

- Senior management working through the night trying to work out how they are going to continue to run the business with no functioning systems
- Fee earners unable to work while locked out of their systems
- Having difficult conversations with clients explaining how and why their confidential information has been breached and the fact that their transactions are unable to proceed
- The requirement to communicate the problem to clients, staff, other law firms and the press, again without being





able to use the firm's usual methods of communication

- The need to report the incident to the ICO, the SRA and law enforcement agencies
- Internal disruption, as well as blame and condemnation among personnel
- Extensive lost time
- The arguments over fault and liability in cases of diverted payments
- Trying to negotiate with criminals over their ransom demands for the return of confidential data or decryption of systems
- The fact that the underlying weaknesses that allowed the cyber attack to happen will still need to be identified and eliminated

The National Cyber Security Centre (NCSC) notes that: "Cyber insurance will **not** instantly solve all of your cyber security issues, and it will not prevent a cyber breach/attack. Just as homeowners with household insurance are expected to have adequate security measures in place, organisations must continue to put measures in place to protect what they care about."

Why is cyber risk management essential for law firms?

The legal industry is a high-risk sector when it comes to cyber security. Criminals have found a variety of methods, including email account takeover and ransomware attacks to be particularly profitable in a profession where data protection and client confidentiality are crucial.

The major risks of failing to proactively implement strong cyber security measures that cyber insurance will not help with include:

Breach of legal and regulatory obligations

The SRA requires all law firms to comply with legislation. This includes compliance with UK GDPR for the protection of personal data. Basic requirements include:

- Carrying out regular risk assessments for the security of data
- Putting effective controls in place, including:
 - Providing relevant training to personnel and having policies in place outlining expected behaviour
 - Having secure technology
 - Having the right policies and framework in place in respect of governance
- Regularly testing, assessing and evaluating the controls
- Being able to provide evidence of compliance with the above

Failure to comply with legal and regulatory obligations can result in substantial fines – fines by the way, that your cyber insurance policy won't cover.

Data breaches

In the case involving law firm Tuckers LLP, the ICO issued a fine of £98,000. A ransomware attack resulted in a personal

Continued on page 44

data breach. Files were encrypted by the hackers, including court bundles, and a number were offered for sale on the dark web. The ICO found this was a result of the firm's failure to implement appropriate technical and organisational measures and Tuckers had failed to process personal data in a way that ensured its security and protection.

The ICO stated that due to the confidential nature of data held, schemes such as Cyber Essentials and Cyber Essentials Plus were **NOT** sufficient security standards.

The ICO also highlighted breaches of the SRA Code of Conduct which it regarded as an aggravating factor. These included provisions relating to the need for effective governance structures, systems, and controls for compliance; identification, monitoring and managing all material risks; keeping up to date and following laws and regulations; and safeguarding money and assets.

In the Interserve case, the ICO fined the company £4.4m over its failure to protect its employees' data from cyber attacks. The Information Commissioner said companies should "expect a similar fine from my office" if they fail to put proper protections in place. The ICO made it clear it will have regard to "relevant industry standards of good practice" such as ISO 27001; the National Institutes of Standards and Technology; the various guidance from the ICO itself; from NCSC and from any sector regulator.

Breaches of client confidentiality

A breach of client confidentiality will have implications for your clients, your cases and your reputation. It is very hard to remedy the loss of confidentiality in any meaningful way and there is a substantial risk that

major clients could look elsewhere for advice or representation.

Business disruption

Business disruption can also result in substantial losses, both in momentum and for clients who may lose trust in a firm that has failed to put adequate security in place. The initial difficulties can be crippling, and the long-term issues can last for many weeks or months whilst those involved scramble to restore systems and databases and persuade clients not to jump ship.

The importance of dealing with cyber security at partner level

Given that cyber security failures have the potential to devastate a firm, it must be understood that this is a matter for the senior leadership team in the firm. It is the senior partners who will have to face the consequences, answer to regulators, the ICO, clients, other affected third parties and their own colleagues. The senior leadership team need to have the appropriate management information in place that is discussed regularly at partners meetings.

The Government's draft Cyber Governance Code of Practice, aimed at executive and non-executive directors and other senior leaders, highlights the fact that cyber risk should have the same prominence as financial or legal risks and that responsibility and ownership of cyber resilience is a Board level matter.

The importance of independent assurance

It should also be recognised that proper cyber risk management requires some independent assurance carried out by genuine cyber security specialists with in-depth knowledge of the latest security risks



and experience of the attacks taking place in your sector. They should be independent of your IT provider, because having your IT mark their own homework is a non-starter from a compliance perspective.

Who are Mitigo and how can we help?

At Mitigo, we offer specialist advice and cyber security services to law firms, barristers' chambers and other legal businesses. We are not an IT company. We know that you are a prime target for cyber criminals and our experts have the understanding needed of both your business and potential cyber risks to give you the protection you need.

We can work with your business and your IT partner to identify potential risks and eliminate them without delay. So don't rely on your cyber insurance to save the day. The only way of effectively protecting your organisation is to ensure that your security protocols and systems are as strong as possible.

Mitigo are Affiliate partner of the Law Society of England and Wales, Strategic Partner to The Law Society of Scotland and Service Partner to the Bar Council. Our bespoke service takes into account the particular requirements of the legal industry and the threats you face.

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AFG LAW appoints two new Directors as Firm continues growth

AFG LAW have announced the appointment of two new company Directors in a move which will support the continued growth of the firm.

AFG, with offices in Bolton and Bury, is a long established, multi-disciplinary law firm providing a range of services across the region and beyond. With experts in aspects of law including Family, Conveyancing, Commercial Property, Dispute Resolution and Wills and Probate, it is built on traditional foundations combined with modern values and a fresh, forward-thinking approach.

The new Directors, who are part of the existing management team, are Stacy Fox and Kate Bullen.

Stacy Fox joined the Family Law team in 2018 and is a Children's Panel accredited representative and a High Court advocate, having gained the Higher Rights of Audience qualification in 2022 which enables her to represent her clients and children in family cases within the High Court, including matters such as Deprivation of Liberty Orders and applications made under the Inherent Jurisdiction.

She said: "I am proud and excited to become a Director at AFG. Having worked for the firm for over five years, I have seen it grow rapidly, in the family department where I work and across the firm as a whole. I am looking forward to working with all the Directors to continue to support the firm to thrive, for the benefit of our fantastic team and our clients."

Kate Bullen joined AFG just 18 months ago to build a new Commercial Property team, which has gone from strength to strength. She commented:

"I am delighted to have been invited to become a Director at AFG and it is an exciting prospect to become part of a young, dynamic and forward thinking management team. I am looking forward to the future and further successes for both my team and the firm."

The appointments reflects AFG's ambitious strategy for growth across all areas and reinforces the firm's continued focus on delivering exceptional service to it's clients and employees, with both new Directors contributing considerably to the success of the firm moving forward.

The new appointments come hot on the heels of an incredibly busy six months for the firm, which saw several new staff, a move to a new, modern office in Bolton and a win of a top business award for the Family Law department.

AFG LAW has a rich 126 year history and is led by joint Managing Directors Anita Boardman and Greg French.

Greg French who is also a solicitor in Commercial Property said : "We are thrilled to announce these new appointments as



Kate Bullen



Stacy Fox

we move in to 2024. AFG is built on long-standing values with a modern approach and we feel that Kate and Stacy can bring great things to the board with their energy and dynamism.

Emma Cordock, Head of the Family Department said: "I am extremely pleased

that Stacy has joined AFG as Director, her hard work and commitment shines through; I am looking forward to her being part the continued development and growth of the family department and the firm as a whole. I am also looking forward to working with Kate on the Board, having only heard positive things about her from my fellow Directors."

Bexley Beaumont makes 'pivotal' senior appointment

Bexley Beaumont [✉](#) has set its sights on further growth after making a "pivotal" appointment to its management team.

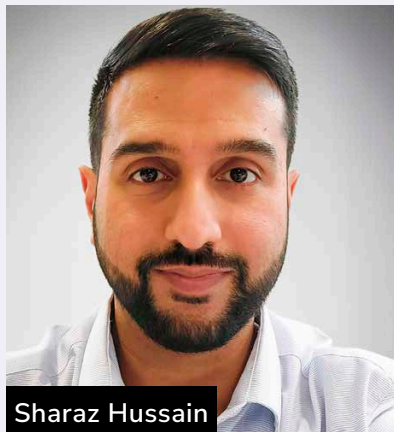
Just weeks after winning a prestigious national law award, the firm has recruited Sharaz Hussain as Head of Finance.

He joins having spent more than a decade spent in key roles with well-known brands in a range of business sectors and industries, retail, media and professional services.

Bexley Beaumont Chief Executive Karen Bexley said that Mr Hussain's arrival was a "coup" which coincided with the start of another critical phase of the firm's development.

"When we launched, we were convinced that by having a clear vision, talented people and very capable support, we would have the best possible chance of success.

"Within the last year alone, both we and our clients have seen the benefits of the decision to stick to that strategy.



Sharaz Hussain

"We have expanded our services, added a number of talented lawyers and launched a series of new initiatives to help them develop their individual practices and improve collaboration across the different specialisms within our firm.

"However, we don't just measure our momentum in partner numbers. Sharaz is evidence of our desire to have real strength in depth in our management team too.

"His experience complements our existing skills and makes us even more robust as a business.

"We have no intention of resting on our laurels, though, and this announcement sets us up perfectly to make further progress in the months to come.

"All in all, it really is a very exciting period for everyone associated with the firm."

Mr Hussain's new post is the latest in a career which has seen him work for a range of international and UK-based companies, including the likes of STA Travel, the N Brown Group and Deloitte.

He will work alongside Bexley Beaumont's Senior Compliance Executive, Harry Monaghan, and joins with the firm having started its fifth year in business on a definite high.

New Associate Solicitor hire for criminal defence firm

Leading criminal defence firm Olliers Solicitors has appointed a new associate solicitor to support the firm's ongoing focus on pre-charge engagement work.

Saskia Abbot undertook her training contract with Olliers, working at the firm between 2011 and 2016. She left to join another leading firm within the Manchester area and has now re-joined Olliers, bringing with her a wealth of knowledge in criminal defence.

Saskia is known for her empathetic nature and dedication to providing clients with the utmost support during what may be the most traumatic period of their lives. She has a genuine passion for criminal defence, having specialised in criminal law since qualification.

Saskia is proactive during the ongoing investigation stage of a case and has developed a talent for pre-charge investigation work. She always endeavours to bring an investigation to a conclusion without the need for a prosecution. She is known for her strategic approach to liaising with investigators throughout and her ability to utilise a combination of formal and informal representations to police and prosecutors, ensuring that the chances of prosecution are substantially reduced.

Speaking of her role, Saskia commented: "Olliers is where I discovered my passion for criminal law and having trained at the firm, I know just how exceptional the approach to criminal defence is.

"Olliers is unique in how proactive the team is during a criminal investigation. Of course, the firm has an excellent reputation for



L-R: Saskia Abbot, Nathalie Potter, Alex Close-Claughton and James Claughton

representation before the criminal courts. Still, the best possible outcome is when an investigation ends without our client being prosecuted, and the work we undertake during this stage of the criminal process goes way beyond police station attendance.

"I'm thrilled to be back and look forward to working alongside all the new talent that has joined in the years I've been gone."

In addition to bringing Saskia back on board, the firm has announced a string of promotions from April 2024. Nathalie Potter, current Head of Olliers' DBS Department, will be promoted to Associate, as will James Claughton, while Alex Close-Claughton will be promoted to Senior Associate.

Alex's main focus is on serious crime, and he has significant experience in dealing with a wide range of matters, including murder, firearms offences, serious assaults, armed robberies and drug conspiracies.

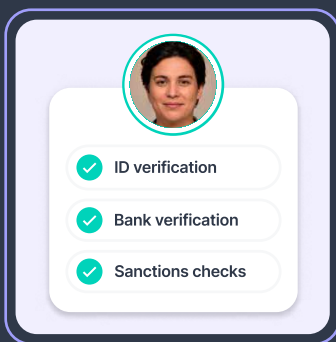
Olliers has also grown its non-fee earning team, recruiting Jake Greenhalgh as a marketing assistant and Tilly Affleck in a support role.

Managing director Matthew Claughton concluded: "It's fantastic to welcome Saskia back to Olliers – she's a hugely talented criminal specialist and a real asset to the team. We're growing in all areas of the firm due to continued regional and national demand, and 2024 is already proving to be quite the year."

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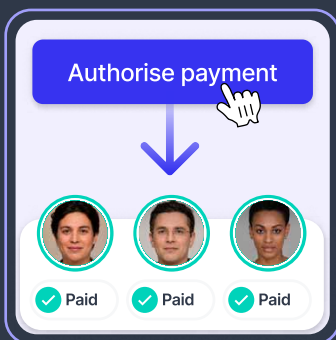
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Carley Dhand joins Pearson's Employment Law Department

The Employment Department at [Pearson Solicitors and Financial Advisers](#) goes from strength to strength with the appointment of Senior Associate Solicitor, [Carley Dhand](#).

Carley brings added experience and enthusiasm to an already well-established employment law department.

Welcoming Carley to the firm, Director and Practice Manager, [Joanne Ormston](#) said:

"Every year our employment team gets busier, and Carley has fitted right in and is a valuable addition to the team."

"Acting for both business owners and employees gives Pearson a great insight into the complex world of employment law and Carley is well versed in dealing with both respondent and claimant work."

"This appointment is part of our strategic development to provide high-quality commercial advice to employers, as well as helping to develop our niche Protective Awards claims and Carley has experience in dealing with high-value Employment Tribunal claims involving complex whistleblowing claims and discrimination."

Interview with Carley Dhand

Why did you decide to join Pearson Solicitors and what attracted you to work for a local law firm?

I decided to join Pearson having previously worked with [Alan Lewis](#). Being part of

such a great team is important to me and I was thrilled when Alan asked me to join him here. I was also excited to be working with [Susan Mayall](#), who has a strong reputation in the local market.

I have come from an international practice with a strong sense of commercial acumen and saw that replicated within Pearson's Employment Department.

What do you enjoy most about employment law?

I enjoy the eclectic mix of work it entails, from advising employers on non-contentious issues such as the handling of disciplinary grievances, right through to contentious Tribunal litigation. No day is the same. I particularly enjoy Tribunal litigation and have a passion for helping others - there is nothing more rewarding to me than achieving great results for my clients.

How do you see your future as a solicitor?

Every day I strive to be a better lawyer by opening myself up to new challenges and constantly keeping abreast with employment law changes. I would like to see myself one day being a role model for young students who are looking for a career in law. (Carley has a 1st Class Degree in Law & Criminal Justice from Liverpool John Moores University).

What changes have you seen in the legal sector and how do you see it changing?

Employment law is always evolving and it has been refreshing to see that several



Carley Dhand and Alan Lewis

recent changes have been introduced that not only advocate women's rights but also are family-focused. For example, April 2024 saw two pieces of new legislation come into force aimed at making the workplace fairer for families.

This includes making it a day-one right to make a flexible working request. In addition, the introduction of The Protection from Redundancy (Pregnancy and Family Leave) Act coming into force expands the current laws protecting pregnant employees or those on or returning from maternity/adoption/shared parental leave facing redundancy.

In 2024, there are many employment laws put in place that prevent us from experiencing unfair treatment in the workplace. The scope and range of legislative changes over the years has been significant and the future of employment

law (with particular emphasis on equality) looks promising, particularly when one considers the changes that have been made since the 19th century during a time in which employees were servants to their 'master' employers and had little, if any, employment rights or protection.

In your opinion what's the next big hot topic in employment law?

The level has mostly certainly gone up for the #metoo movement. In October 2024, the Worker Protection Act will come into effect, requiring employers to take proactive steps to prevent their employees from being sexually harassed at work. This new duty will raise the existing threshold and expectations on the proactive steps that employers must take to root out and challenge sexist or discriminatory behaviour, workplace cultures, and norms.



Promotions for ‘Magnificent Seven’ as Hall Brown growth continues

Hall Brown Family Law [↗](#) has revealed that a continued focus on recruiting and developing staff talent has spurred it to further growth.

The award-winning boutique firm is on course to see turnover rise by one-sixth to £7.2 million in the current financial year.

It follows a year in which it opened its fifth office – in Birmingham – and moved to new, larger premises in Leeds on the back of a surge in casework.

The increase in workload has also seen Hall Brown strengthen its support team with a string of appointments, including Will Taylor as its Chief Financial Officer.

Managing Partner James Brown has described how seven staff were being promoted for their contribution to the firm’s success.

Three solicitors at its Manchester headquarters – Hannah Currie, Hannah Pilling and Jodi Ford – have all been made Associate Solicitors, while Emma Hubbard’s role in Hall Brown’s Sheffield team is now that of Senior Solicitor.

In addition, Joanne Wilson has become Operations Manager, Eve Fitzpatrick is the new Secretarial Manager and Annelise Stephenson is made up to Accounts Manager.

Mr Brown said that the changes reflected how Hall Brown’s emphasis on appointing “immensely capable people” and helping them realise their full potential had been fully vindicated.

“We feel genuinely proud of the progress which all seven individuals and the firm as a whole has made, not just this year but every year since we first opened our doors.

“Every single person makes a terrific contribution and enables us to live up to the high standards which we set when we launched.

“Each of our offices has seen growth in terms of personnel and client instructions. Our decision to open in Birmingham was also a direct response to a demand for our services in the Midlands.

“The last 12 months have been notable for expansion in what we do, with a new nationwide mediation service generating strong performance almost instantly.

“Our Children Law team is not only the largest specialist department of its kind in the North West but now handles a full range of matters from domestic child arrangement orders, complex international cases, surrogacy and adoption.”



James Brown

Hall Brown now employs a total of 69 people, 51 of whom are fee earners.

Mrs Wilson was Hall Brown’s first employee, joining as Legal Secretary when it was founded in April 2016.

Mr Brown explained that her new position underlined the “instrumental” role which she had played as Hall Brown had taken off.

Likewise, he said that Ms Ford had progressed through the firm since joining as a paralegal in 2018, while Ms Stephenson had earned her elevation after being a “strong constant” in the expansion of the Accounts team in recent years.

Mr Brown added: “Our success is down to recruiting carefully and allowing both experienced and junior individuals to prosper.

“We do not believe in hiring people and simply trusting that the work will follow but are convinced that identifying individuals who are the right fit, then retaining and training them is essential.

“Those who have secured very deserved promotions demonstrate both the breadth of home-grown talent and those who have arrived from elsewhere and grasped the opportunities which our work presents them with.”

Hudgell Solicitors appoints its first ever Senior Associates

Eight solicitors have been promoted to Senior Associate roles at [Hudgell Solicitors](#) and a further two to Associate roles; the career progressions follow on from the firm’s move to employee ownership.

The promotions, across its core services of medical negligence, serious injury, travel,

civil liberties and group actions, follow a record-breaking year in business growth and recognise the contributions made by the ten individuals.

The appointments, at the firm’s Hull headquarters and its expanding Manchester

Continued on page 54





base, are made regardless of qualifications or the number of years' service; one employee has been with the firm 16 years while two others joined less than 3 years ago.

Those senior associates are: *Caroline Murgatroyd, Michelle Tebbutt, Hayley Collinson, Terry Wilcox, Leanne Windass, Samuel McFadyen, Matthew Gascoyne* and *Tracy Stansfield. Samantha Gardner* and *Abigail Frudd* [↗](#) become associates.

Career development that rewards colleagues with varied skillsets

"We are incredibly proud of the contribution that these colleagues have made to our business and the part they have played in our success," said Rachel Di Clemente, Hudgell Solicitors' Chief Executive.

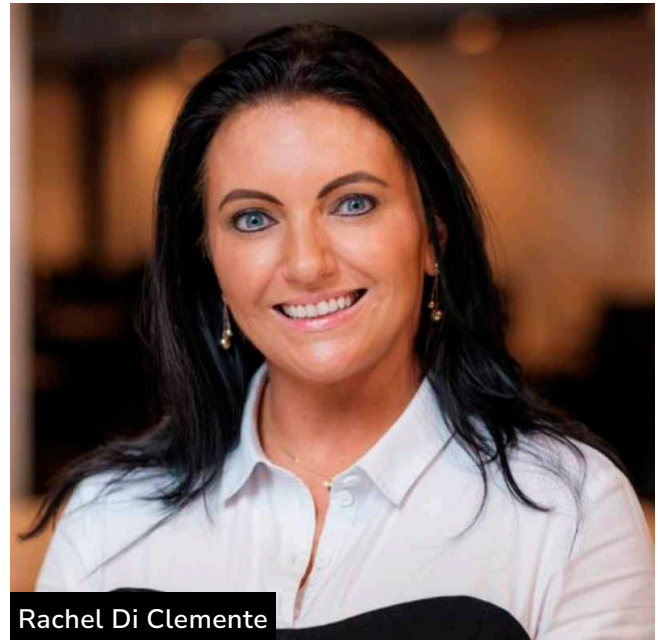
"The criteria for a successful senior associate position cuts through traditional conventions of length of service and seniority and rewards business initiative whether it be growth, training and development, financial performance or excellence in client care.

"The promotions include colleagues who have been with us for over 15 years, alongside colleagues who have joined us more recently. It is also an important step in upward mobility as we recognise that not everyone has had the same career and education opportunities, and we are committed to ensuring that everyone has an equal opportunity to succeed.

The promotions are equally split between Hudgells' offices in Hull and Manchester.

Employees benefit from profits

The diversification of career progression at the firm follows Hudgells' decision to



Rachel Di Clemente

become one of the largest law firms to take the employee-ownership route.

Employees at Hudgells have collectively acquired the majority stake in the business as a group, held on trust, enabling them to become involved in the firm's decision-making as well as benefitting from profits.

In 2023, at the time of the announcement of the employee ownership trust (EOT) executive chairman Neil Hudgell said: "It's about harnessing those different mindsets and different ways of working and encouraging the people with the ideas and energy to help themselves."

The firm is expanding

The firm is also expanding, particularly in serious injury, clinical negligence and civil liberties work.

Hudgells is involved in a number of group actions including representing hundreds of sub postmasters following the Horizon scandal and representing the survivors and families of those who lost loved ones in the Manchester Arena Bombing.

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Clarke Willmott's Manchester office announces 2024 promotions

The Manchester office of [Clarke Willmott LLP](#) has announced a series of internal promotions for 2024.

Included in the announcement are three lawyers who are due to be promoted to partner, subject to approval from the Solicitors Regulation Authority.

Matthew Dootson in the corporate and commercial team specialises in multi-site partnership structures within the healthcare sector, mergers and acquisitions, corporate structuring, joint ventures, corporate finance, commercial contracts and data governance.

Mark Christie specialises in both contentious and transactional construction law acting for all types of clients including funders, developers, professional consultants, main contractors and sub-contractors.

The final partner announced is Harriet Atkin, who specialises in contentious construction law. Harriet has developed a particular specialism in assisting clients with technical engineering projects and has recently acted for a number of different clients in relation to various automotive, power generation and marine projects and has conducted multi-million pound litigation and adjudications on behalf of those clients.

Also promoted in the Manchester office is Geraldine Stephens who becomes a senior associate in the commercial litigation team. Geraldine specialises in legal disputes ranging from breach of contract, professional negligence, injunction proceedings, complex debt recovery, shareholder disputes, misrepresentation and contentious probate.



Peter Swinburn (left) and Matthew Dootson

Clarke Willmott CEO, Peter Swinburn, said: "I'm pleased to announce this year's internal promotions. We're delighted to be celebrating the exceptional contribution of all colleagues recognised with promotion this year.

"As ever, this process has been a great opportunity to see the strength of talent and diversity we have across the practice. During discussions with candidates, it was also evident how our commitment to great client service and great people experience is being brought to life across the work throughout the practice. And it really has been a pleasure to see so many excellent examples of how those being promoted have stepped up in readiness for their new roles."

Dan Jones, Clarke Willmott's HR director, said: "We are clear that our people sit at the centre of our success. Developing our colleagues is absolutely fundamental to us as a business, and the excellent service we provide to our clients is only possible due to the great people we have within the firm. The skills those being promoted have demonstrated will be vital as we take advantage of the opportunities available to us in the future."



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As a legal practitioner, you're always in the front row witnessing exciting developments. Innovative companies closing a partnership, a startup securing funding, important events in people's personal lives: you make sure that what is unofficial becomes official. It's a rewarding job, but it doesn't stand still, much like your clients and the evolving world around us.

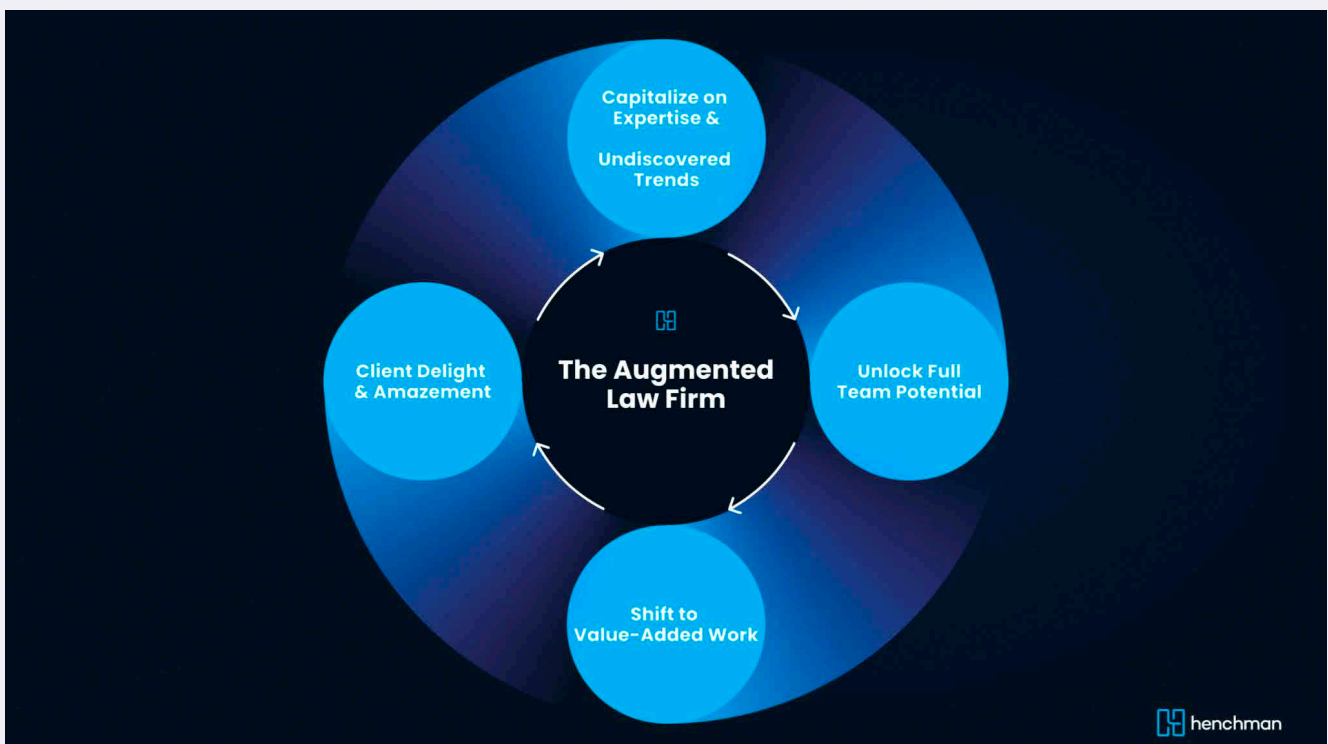
The legal landscape is becoming more complex, with complicated contracts that capture the nuances of this ever-changing environment. Each contract contributes new data and insights to the internal knowledge base of your law firm. However, most firms

have yet to fully unlock and leverage this collective knowledge. That is why leading law firms in the future will be those that focus on effectively tapping into this wealth of information. **By making your expertise the core of your operations, you will continue to attract clients and top legal talent.** In other words, the era of the augmented law firm has arrived.


Expertise as your strategic priority

When we say the world is changing for lawyers, several factors come into play. Clients are more demanding than ever. They look for value-added services that are rooted in deep expertise. However, expectations are shifting not only externally but also internally. Attracting and retaining talent is increasingly challenging, as legal professionals want to focus on meaningful

Continued on page 58



work that brings satisfaction. Practices that were common for decades are being questioned. Talented lawyers no longer want to work as they did twenty years ago.

Law firms today face a paradox in their pursuit of efficiency while traditionally billing by the hour. This way, working faster does not seem to be in your best interest. The real goal, however, is to deliver proactive value to clients. This means working smarter, not just faster, by minimizing time spent on administrative tasks and focusing on high-quality, client-focused legal solutions. Data and technology are accelerating this transition to more innovative and efficient practices, a trend confirmed by [insights from more than 7,000 law firms](#) .

“

There's a clear shift towards innovation-led growth in law firms”

Enter the Flywheel

Leading law firms are unlocking their collective team knowledge and taking advantage of a new work culture. This sets an example for others to follow. They leverage flywheel dynamics to gain momentum, **creating a self-reinforcing cycle in which today's insights and achievements fuel tomorrow's expertise.** Here's how these law firms effectively scale their legal excellence:

1. Capitalize on Expertise & Undiscovered Trends to Create a Sharing Mindset

Capitalizing on expertise involves recognizing and using the unique skills, knowledge, and experience within your

legal team. Each team member brings their own strengths and expertise in specific legal areas, including soft skills such as negotiation and conflict resolution.

Acknowledging and capitalizing on these unique skills helps you build a more dynamic and productive legal practice. **It motivates team members to refine their skills and knowledge, uncovering hidden trends in the process.**

These hidden trends reveal themselves through analysis of a law firm's extensive data. Think of **data as the new gold – it's all the knowledge a firm has built up over the years.** By diving into this, firms can gain insight into emerging legal issues, regulatory changes and shifts in client needs. **This positions your firm as a thought leader and proactive problem solver, moving beyond the role of a reactive service provider.**

The result is a sharing mindset within your team where each member is encouraged to share their knowledge and insights, leading to better collaboration and continuous learning.

2. Unlock Full Team Potential Leading to Deeper Expertise & Agility

Market trends show that the best-performing legal teams are those where each member's potential is fully utilized. This often involves identifying and improving competencies through targeted training. **These teams not only function more effectively, but also gain a deeper understanding of specific legal areas,** setting a higher standard for your practice.



This makes your firm a top choice for clients seeking specialized legal guidance. After all, **a team that combines deep expertise with adaptability can respond quickly to changes** in the legal landscape, allowing you to meet new challenges with ease.

“

“A team that combines deep expertise with agility can respond quickly to changes”

3. Shift to Value-Added Work Leading to More Meaningful Work & Proactivity

Rather than reacting to legal issues, **your focus should shift to identifying areas where your legal expertise can proactively add value to clients.** Moreover, when team members are involved in work that benefits clients with high impact, it leads to greater job satisfaction and a sense of purpose. As a result of this shift in determination, team morale and motivation get a boost as well.

In larger firms, this strategic shift is especially relevant to the ramp time of juniors. Junior profiles usually know the legal theory but lack hands-on practical skills, such as contract drafting or negotiation. By giving them access to your team’s collective knowledge through technology, they can get ramped up faster. **This allows juniors to contribute to more meaningful work quicker and more efficiently.**

Additionally, value-added work leads to a proactive mindset. Team members will spot potential legal issues or opportunities before clients even realize them. Addressing these matters

proactively enhances service quality and strengthens client relationships.

4. Client Delight & Amazement Creating Newly Built Expertise & Insights

Following the progress of the flywheel, providing service that amazes your clients becomes the natural outcome of your previous actions. This includes personalized attention, innovative solutions, and anticipating their needs.

By actively listening to and learning from client feedback and experiences, your team gains new perspectives and insights. These valuable insights are then integrated into your legal practice, allowing you to serve clients even better. **This ongoing feedback loop of learning and improvement leads to the development of new expertise and insights within your firm, starting the whole cycle anew.**

Incorporating these concepts into your legal services flywheel will likely result in **a more dynamic, client-centric, and successful legal practice.**

The power of contract drafting & negotiation software: Henchman, the fastest contract drafting experience ever made, enables a sharing mindset among hundreds of organizations across 30+ countries, turning their collective knowledge into a superpower. Using state-of-the-art technology, Henchman intelligently gives instant access to legal teams’ previously written clauses, definitions, and metadata in Microsoft Word, Outlook, and Copilot.

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New Manchester Young Solicitors Group Committee Incoming!

The 11th April was a big day for the 2023 MYSG committee as they held their last event of the year at Crystal Maze.

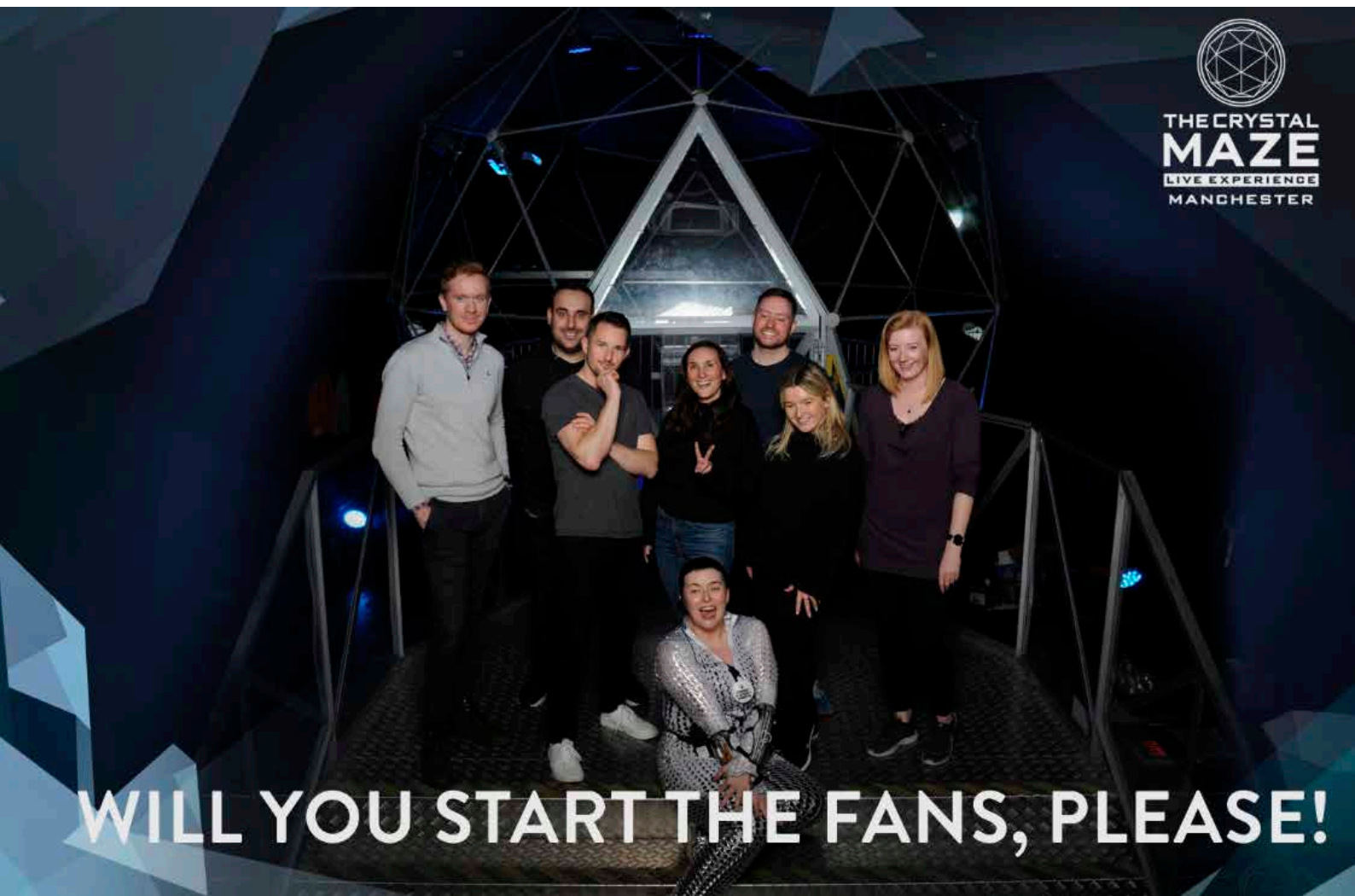
The 2023 committee have gone out with a bang, having sold out the last event within 24 hours!

On the night, four teams competed to win as many crystals as they could to secure the most time in the Crystal dome and score as many points as possible! The 2023 committee sadly just missing out on being crowned the champions.

With that, we would like to thank the following members of the MYSG committee,

who are resigning from their posts, for all of their hard work on the committee:-

- Ruth Thomas, Associate Solicitor specialising in Clinical Negligence at Irwin Mitchell
- Liam Whitfield, Senior Associate in the Regulatory Department at TLT Solicitors
- Alex Streeter, Private Client Associate Solicitors at JMW
- Madeleine Langmead, Medical Negligence Solicitor at JMW
- Jack Bookey, Solicitor specialising in Clinical Negligence at Irwin Mitchell



WILL YOU START THE FANS, PLEASE!

Liam Whitfield and Alex Streeter have now launched a new golfing society, the Manchester Professionals Golfing Society, which aims to connect professionals in the Greater Manchester area over 18 holes. This group includes professionals from various backgrounds including legal, finance and business owners and will involve playing competitive golf at great quality courses in the North West. Events will be running in April, June, July and September in this maiden year so if you are a golfer with a handicap and want to expand your network then please get in touch with Liam.Whitfield@TLT.com .

And last, but certainly not least a massive congratulations to the successful applicants of the new committee:-

Social Directors

- Megan Lee, Solicitor at Brabners
- Ana-Victoria Coast, Solicitor at Crawford Legal Services

General Director

- Hannah Smale, Solicitor at Browne Jacobson

Inter-Professional Director

- Ron Leong, Solicitor at Clarity Solicitors

Charities Director

- Lauren Scott, Solicitor at JMW

Health and Well-Being Directors

- Emma Whitehead, Solicitor at Hall Brown
- Grace Matthews, Senior Associate at JMW

JLD Director

- Emily-Jo Moore, Solicitor at Irwin Mitchell
- The new MYSG Committee Directors join the following existing committee members:-

Chair

- Helen Royle, Solicitor at Maguire Family Law

“

Throughout the year, the committee will be organising a range of social, networking and professional development events at some of the city's finest venues

Professional Development Directors

- Sam Bumby, Solicitor at Eversheds
- Tom Moody, Solicitor at Fieldfisher

General Director

- Claudia Arends, Solicitor at Irwin Mitchell

Inter-Professional

- Cori McKeown, Solicitor at Irwin Mitchell

Charities Director

- Hannah Mycock, Solicitor at Charles Hague Lambert

Manchester Young Solicitors Group is a social and professional network for qualified solicitors and Chartered Legal Executives (CILEX) 10 years' PQE and under.

Throughout the year, the committee will be organising a range of social, networking and professional development events at some of the city's finest venues.

If you aren't already a member, the group is free to join via the website: www.mymsg.org.uk

We look forward to seeing you at an event soon!

MLS Advantage



More **added value** for members of the Manchester Law Society

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SearchFlow is one of the UK's largest providers of legal due diligence data for residential and commercial property transactions, having supported over 5,000,000 instructions with more than 26,000,000 searches.

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What is MLS Advantage?

MLS Advantage partners are able to identify and advise on core issues facing your business and using their experience, expertise and market knowledge can bring you the right solutions for these issues.

We know that our members recognise the value that technology, outsourcing and

business services can deliver to the client experience as well as business processes and operational efficiency.

Our MLS Advantage partners all offer special packages to Manchester Law Society members.

Why not contact one of them today?

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Continued on page 64



We know you want to be the best law firm you can be, and we can help you.

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- Improving your client service by enabling you to send your letters, contract and response out much quicker.
- Reducing your overheads so that you can become more profitable.
- Helping you achieve the greater flexibility by hybrid working has been giving us in recent times.
- Helping optimise your head count, and your HR and infrastructure.

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Mitigo provides cybersecurity and cyber risk management services to members. Mitigo will give you visibility of your cyber risks, and secure you against attacks and business disruption. Cybersecurity is not the job of IT support: it requires independent advice from cyber risk management specialists.

Without adequate protection in place, victims face ransomware attacks, serious disruption, email account takeover, theft of confidential information, financial loss, as well as reputational damage, and potential for regulator actions and fines.

Mitigo's support has been designed for law firms to offer proportionate and affordable security. After assessing your risks, Mitigo will take care of the three areas needed to keep your business safe. Services include:

- Technology
- People competence
- Governance framework

Mitigo also provides an emergency cyber breach response, which includes:

- Emergency incident response and containment
- Forensics and investigation
- Assistance with reporting obligations

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Continued on page 66

CLICK FOR MORE INFO



Manchester Law Society
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Property Law Conference

WEDNESDAY 18 SEPTEMBER 2024

Don't miss our annual Property Law Conference returning on 17th April!

This half day conference is a great opportunity to network with colleagues while receiving an update on the latest developments in the sector.

Topics covered will include:

- VAT, Capital Allowances, environmental reliefs
- International Property Measurement Standards
- Case Law update
- Environmental searches
- Structural warranty insurance cover for defects in residential and commercial premises

The conference will end with a networking lunch at 13:40 where attendees can continue the conversations of the day.



**WEDNESDAY 18TH SEPTEMBER
09:00 TO 14:30**



**MANCHESTER HALL, 36 BRIDGE STREET,
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**MLS MEMBERS £75.00 + VAT (£90.00)
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Benefits delivered to law firms include: TPMA's will not be appropriate for every firm, but TPMA's can be a great option for firms looking to reduce their risk exposure to handling client money and in the case of specific transactions or arrangements, including:

- Full client money services
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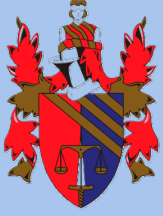
If you'd like to find out more about our Agile Digital Workplace or any of the other products we offer, please call us on the number below or book a 30 minute Teams call for a no obligation conversation and demonstration of what we achieve for law firms. We look forward to hearing from you!

Tom Speddings on 0333 358 2222

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Continued on page 68



Manchester Law Society

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REGULATORY CONFERENCE

Save the date! The MLS Regulatory Conference will be back on 26th June 2024.

Details of the programme will be announced soon but you can register your interest in the event by emailing ChandreMay@manchesterlawsociety.org.uk

Delegates at our 2023 conference said:

“Very informative conference with lots to take back and act on”

“A really useful event!”

“Excellent speakers and content”



**WEDNESDAY 26 JUNE
09:00 TO 15:30**



**MANCHESTER HALL, 36 BRIDGE STREET,
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**MLS MEMBERS £100.00 + VAT (£120.00)
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MLS Member Benefit: Chamber Space Access

Greater Manchester Chamber of Commerce HQ is based at Elliot House, Deansgate, right in the heart of Manchester City Centre. Over the course of the pandemic, the Chamber doubled the size of the Members' Lounge and added a hot-desking facility, so why not pop in, grab a free coffee and network?

As members of Manchester Law Society, you're welcome to use the facilities there, just notify a member of staff on

arrival. The Chamber also has a suite of 16 meetings rooms at Elliot House from conference facilities, boardrooms through to gallery rooms – and members of the Chamber get 20% off.

To find out more, visit:

www.chamberspace.co.uk  If you're interest in Membership, the Members' Lounge or Chamber Space, then feel free to get in touch with the team on benefits@gmchamber.co.uk 

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Pathways to Promotion – Navigating Your Legal Career

Date: Wednesday 22 May – 18:00pm

Venue: Sunset Bar, Australasia

BSN North are delighted to invite you to a discussion with a distinguished panel of Manchester-based partners and senior in-house counsel who will share their expertise on navigating the journey from junior to leader. Learn practical tips and gain valuable insights in areas such as:

1. The Art of Building Your Brand
2. Business Development Essentials
3. Mentorship and Sponsorship
4. Balancing Billable Hours and Business Development
5. Is it worth it?

Guests will also receive a delicious three-course meal with drinks in Australasia's Sunset Bar – this event has been kindly sponsored by MJN Legal Recruitment and so tickets are just £15 via our booking platform [here](#).

Places at this event are very limited, so please book early to avoid disappointment.





Pathways to Promotion: Navigating Your Legal Career



Samantha Labor (Partner, Fletchers)



Ryan Brown (Partner, Browne Jacobson)

Mercy Mba (Group Corporate Counsel,
Inizio)



Darren Ormsby (Partner, DWF)



Melissa Worth (Partner, Bexley
Beaumont)

Management Matters

By **Bill Kirby**, director of Professional Choice Consultancy



This Month

- **Get strategy, process, procedures, authorisation in place**
- **Compliance**
- **Protection**
- **Performance**
- **Client satisfaction**
- **Resourcing**

Attention Generation

During April, I participated in a very useful update about law firm management of AML hosted by [Brian Rogers FCMI](#) that got me thinking that there are a large number of key issues within law firms that require strategy, process, education, measurement, authorisation and commitment.

Although ok with some firms - certainly not all and some functions and certainly not all.

Within the AML environment alone the cost can be catastrophic – not just in fines but also reputation and Pii renewal.

Brian's summary "Recent fines for AML breaches all came as a consequence of the firms involved failing to have compliant firm-wide risk assessments and appropriate policies, controls and procedures in place, the former being a key strategic document that drives the creation and implementation of the latter. Since October last year more than 20 firms have been fined over £120,000 for these breaches, but what these fines don't show is the damage done to reputations, PII insurance profiles and accreditations; the majority of these firms hold CQS/Lexcel!"

There are so many other areas of business

operation that are requiring the right attention, process, authorisation. Cannot be ignored.

All of the suggestions below need thinking through, documenting, training and accountabilities can demonstrate compliance achievement but also a return on investment (ROI) plus a renewal and update process – not forgetting who has the authority to sign off.

Job Roles and Accountabilities

First example being the head of legal departments where accountability needs to be very clear – achievement of Revenue, the appropriate Gross Profit (efficiency and process levels across all in the department), working capital management (finishing files, billing, collecting), client acquisition, retention, satisfaction levels, recommendations and referrals, cross selling, perpetual review of performance with appropriate trends, exploitation of opportunities, recovery of shortfalls, action plans for the next 3 – 6 months across everything from BD, on boarding, efficiency and quality of work, client communications – yes system updates from the CMS but also responsiveness and attitude, the right staff working in the right way – so training, development and motivation.

Strategy, policies and procedures need to be in place for all of this along with the appropriate MI and BI available in the appropriate time and in the right format for short term actions, monthly achievements, perpetual forecasting (essential now) - capitalising on recovering shortfalls and exploiting opportunities.



Systems Usage

The effective use of IT. Yes, there could well be reasons to change, especially what is currently going on, however the firm has already invested in a PMS and CMS system and legal teams need to ensure that they are using the solution in the most effective way. There are so many cases where firms are not necessarily utilising the latest upgrade or indeed using the full facilities. Fundamental to any new system consideration too.

Essential performance, supervision and compliance criteria need to be part of the process – not just AML challenges.

It is not just an IT issue for discussion between suppliers and in-house IT support. The teams needing the efficiencies need to meet with the appropriate staff from the suppliers to either vent their frustrations or be shown the best method.

The return on this can be very quick, without a full solution change but even if that is what is opted for the best effective use is a priority.

Data Security

I saw an article in April that indicated that 80%+ of businesses are suffering Cyber issues – particularly difficult for law firms with so much information about their clients – at the same time only 40% are seeking expert advice, only 30% doing a risk assessment and only 20% of staff are getting appropriate training.

There are desperate needs for a programme and the right advice.

There certainly needs to be considering cutting back on e-mail with clients and utilising secure portals for review, updates and signatures – this even enhances the client firm relationship.

In Bound Enquiry Handling

With the right attention there can be a 65% conversion rate rather than a benchmark lack of attention 20% - stimulating 500 enquiries a month for a 100-person firm is not unusual - getting 325 new deals monthly is a lot more profitable than 100 particularly with 60-65% GP.

We need to:

- Set up system and SLAs who responds, how and how quickly
- Establish a methodology/script for the initial enquiry handling, asking for the order and later gathering further information
- Staff need training and expectation levels set
- We need to ensure the capturing of data and recording responses against SLAs
 - Mystery shopper potential
 - Comparisons by individual and department
- There is also added value on boarding technology – including AML, ID

Client Communication Handling

A recent survey identified that 42% of live matters clients are dissatisfied with communication.

There needs to be a process and SLAs to provide information – about case status but

Continued on page 74



also advising in terms of reasons to update or consider additional services – all timed and planned.

The right security and methodology for access to data needs to be in place – again there are now available secure client portals to proactively assist this.

Secure Access to Files and Documents

Clients need to have easier access to documents such as Wills in a secure way and be able to ask for updates and then provide signatures and witnesses. This also generates efficiency/productivity for the law firm and more client satisfaction.

There are now added value solutions available.

This can apply to corporate and personal clients – becoming attractive to accountancy businesses too – document distribution re HMRC, accounts submissions and sign off.

People Development and the Right Recruitment

It is essential for recruitment that not only are job descriptions and accountabilities clear but also the profile of the sought after person – communications, intellect, management, motivation, ambitions.

We have also to recognise that once on board, things change for individuals (development or change in circumstance) and the needs of the business which can be a new commercial environment and strategy and performance of the firm.

Job and people specifications in the new or changing environment should be reviewed regularly.

The firm's appraisal system needs to operate well to consider not just performance against current needs but where are we going - going forward.

Honesty from both sides about performance, satisfaction and development is key and individual training and development programmes should be in place for everyone.

Resourcing – The Right Number of People and the Essential Skills

Irrespective of the size of a law firm, skill needs are essential – whether it be legal skills to meet the needs of clients in terms of legal channels, the speed and effectiveness of response, out of hours availability and so on. The firm needs to be on top of this scenario and not just for the budget year but including the impact of market dynamics by activity – conveyancing, family, private, commercial – but also business development expectations, IT and efficiency contributions. The perpetual forecasting application should assist here.

Then there is IT, Security, Finance, Business Development, HR and support. This is then further challenged by what is a commercially changing market and the firm's ambitions and business performance within it plus a changing working methodology, the availability of essential IT security and added value solutions.

Because of the demand there is increasing availability through third parties (due diligence essential) that can provide legal skills (consultancy or part time or matter related) where thought to be temporary but essentials for client relationships – private and commercial.

Skills are needed in all activities – financial and cash flow planning, financing and bank

relationships and compliance/taxation, potential M & A. An increasing number of accountancy firms are offering part time skills. IT skills are needed for planning purposes to ensure a reliable and secure infrastructure with all the appropriate security. Compliance and regulation processes and training. Business development plans, HR structure and process.

Administration activities (due diligence essential) with rapidly growing outsourcing are telephone answering, web chats, document transcription and production, bookkeeping and accounting at all levels, enquiry generation and conversion.

Brand and Image of the Business

Another essential consideration for the firm leaders. The firm needs to be clear about who and what are we – for both staff, clients and potential clients.

At least demonstrating that we are good, nice, performing experts with a care and empathy to the client base and staff

It is also becoming essential to both staff and clients that the firm meets the criteria of support to the social community and the new environmental challenges.

Bill Kirby is a director of professionalchoiceconsultancy.com offering advice to firms on business issue from strategy, planning, business development, the effective use of IT applications and IT hosting for compliance, business continuity and DR. He can be contacted at billkirby@professionalchoiceconsultancy.com and [LinkedIn](#)

News from HQ

Exclusive offers coming on the app!

You have probably heard by now we have an app where you can see all our news, message your colleagues and peers, and post your news.

Soon we will be announcing some exciting and exclusive offers which will ONLY be available for our members and will ONLY be available by using the app. Suppliers include the likes of Hawksmoor, The spa at the Midland Hotel, 20 Stories and Dakota.

So [download the app](#) and keep your eyes peeled for the offers going live!



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Legal Costs Update



By **Nick McDonnell** (left) and **Colin Campbell** (right)

Here, in **Kain Knight Costs Lawyers'** regular monthly legal costs update, we focus on those cases which we believe are likely to have a practical relevance for its members. We welcome feedback and if there is an area, topic or case you would like us to address, please let us know

A bumper month for judgments with space dictating we can provide just short summaries!

We start with three (yes three) decisions of the Court of Appeal. In **Heathcote v Asertis Ltd** [2024] EWCA 242, a single claim form had been issued to start two claims which were capable of disposal within the same proceedings. The Claimant succeeded in one claim but failed in the other. Below, the court had ordered the defendant to pay 75% of the Claimant's costs. That decision was upheld on appeal: the Judge had not erred in exercising his discretion and the parties had not invited him to distinguish between the claims for the purpose of the costs order and had, in fact, asked the judge to consider the question of costs globally.

Next, an unusual case on interest on costs. In the never ending dispute between Mr Vik and his company's former bankers, in **Deutsche Bank v Vik and Sebastian Holdings** [2024] EWCA Civ 24, on appeal from Dias J (see [2023] Costs LR 881), the court reversed her decision about interest which had been disallowed owing to limitation. The Limitation Act 1980 Pt I s.24(2) states that "*No arrears of interest in respect of any judgment debt shall be recovered after the expiration of six years from the date on which the interest became due.*" Dias J had held that "due" meant the date on which the interest liability accrued which was on the date of a Costs Order back in November 2013! Since the detailed assessment had not been completed until 2023, that had meant that the bank could not collect 3 ½ years' interest on the assessed costs, worth £775,000. On appeal, the court held that "due" meant "payable" and where costs were ordered to

be assessed, time began to run for limitation purposes on interest on those costs from when the costs were quantified in the final costs certificate, which was when they became enforceable. It followed that Dias J had been wrong, so the appeal was allowed.

Finally in the Court of Appeal, in **Brearley v Shepherd & Co** [2024] EWCA (Civ) the court upheld the decision below that where a residual beneficiary had challenged (under the Solicitors Act), the entitlement of one of the executors to charge fees for administering his late mother's estate without a charging clause in her will, nothing was payable. To establish an entitlement to charge, the executor would need to rely on (i) s.29 of the Trustees Act 2000 which required "each other trustee" to agree in writing to the executor's remuneration or (ii) the inherent jurisdiction of the Court to a permit such remuneration. Since not all trustees had agreed and in the absence of any evidence to explain the lack of a charging clause in order to justify the exercise of the inherent jurisdiction in the executor's favour, the appeal failed.

Next a warning to solicitors about wasting court time. In **Rainer Hughes Solicitors v Liverpool Victoria Co Ltd** [2024] EWHC 585 (KB), Martin Spencer J upheld the decision below that the claimant's solicitors pay wasted costs in a personal injury claim, plus the costs of the wasted costs application, on the basis that their failure to provide properly translated statements for the claimant was negligent, and a breach of its duty to the court. There was a public interest in costs which had been wasted due to a solicitor's negligence or misconduct in the proceedings, being visited on the solicitor

in the form of a wasted costs order. The judge below had been entitled to make the order that he had.

Two cases on Part 36 this month. In **Bell v Commissioner of Police of the Metropolis** [2024] EWHC 650 (KB), the claimant had beaten his own Part 36 offer. Hill J held that the CPR 36.17(4) benefits would apply. The defendant's conduct had prolonged and exacerbated the claimant's distress. Accordingly, the enhanced interest would be 10% above base rate on damages awarded, plus the additional sum of 10% of £104,399.48 (the award for general damages and past losses), plus indemnity basis costs from the date that the offer should have been accepted. Interest would be allowed on those costs at 10% above base rate plus a payment on account of 90% of the claimant's budgeted costs, that being the "common" figure to allow. A lesson there for those whose conduct becomes misconduct!

More conduct issues in the second case. In **ABFA Commodities Trading Ltd v Petraco Oil Co SA** [2024] EWHC 706 (Comm), in October 2019, Petraco had made a valid Part 36 offer to settle for \$24m. On 30 January 2024, Foxton J upheld its claim for \$27,034,184.87 but there had been misconduct in the conduct of the action. So far as the CPR 36.17(4) consequences were concerned, that did not lead to the conclusion that the Part 36 consequences should be disapplied. Foxton J held that the appropriate means of addressing disapproval of conduct was through the costs order. It followed that taking the misconduct and all other relevant factors into account, the recoverable costs from 10 July 2021 would be reduced to 40% on the indemnity basis, with standard costs at 100% to apply until that date.

Next, a warning about using leading counsel when a junior would do. In **Coram v DR Dunthorn & Son Ltd** [2024] EWHC 672 (KB), a mesothelioma claim had settled for

£75,000, and the claimant had served a bill for £178,207 net of VAT. That had included a brief fee for leading counsel for the trial of £25,000 plus 27.5% success fee discounted by 50% of the full fee to reflect the stage at which the settlement had occurred. Below, the Master had disallowed the brief fee. That decision had been correct. The case had been listed category C and the costs judge had been entitled to weigh the absence of any explanation from the claimant's solicitor or junior counsel as to the thought process which justified the significant and costly decision to instruct leading counsel. Thus, the claimant lost the fee as between the parties: whether there was "informed consent" by the client to its being incurred, the judgment does not tell us.

Finally, in **Various Claimants v Mercedes-Benz Group AG** [2024] EWHC 695 (KB), in the NOx Emissions Group Litigation, the issue for the court was whether a disclosure order should be made in respect of the way the claimants were funding of the litigation. This was a prelude, if appropriate, to applying for security for costs under CPR 25 against someone other than the claimant. The court held that whilst the power existed, an order would not be made but the issue would be re-visited after (a) budgets through to 2025 had been fixed and (b) the Claimants had had the opportunity to make good their intentions as to the provision of ATE insurance, which could make the question of security redundant.

As always, these are a selection of the principal recent cases which are likely to be of use to practitioners and if any further information is required, please contact either Nick McDonnell or Colin Campbell at Nick.McDonnell@kain-knight.co.uk or Colin.Campbell@kain-knight.co.uk

Sarah's lifeline at a time of financial and emotional crisis

'The Solicitors' Charity gave me breathing space at a time when I was struggling to make ends meet'

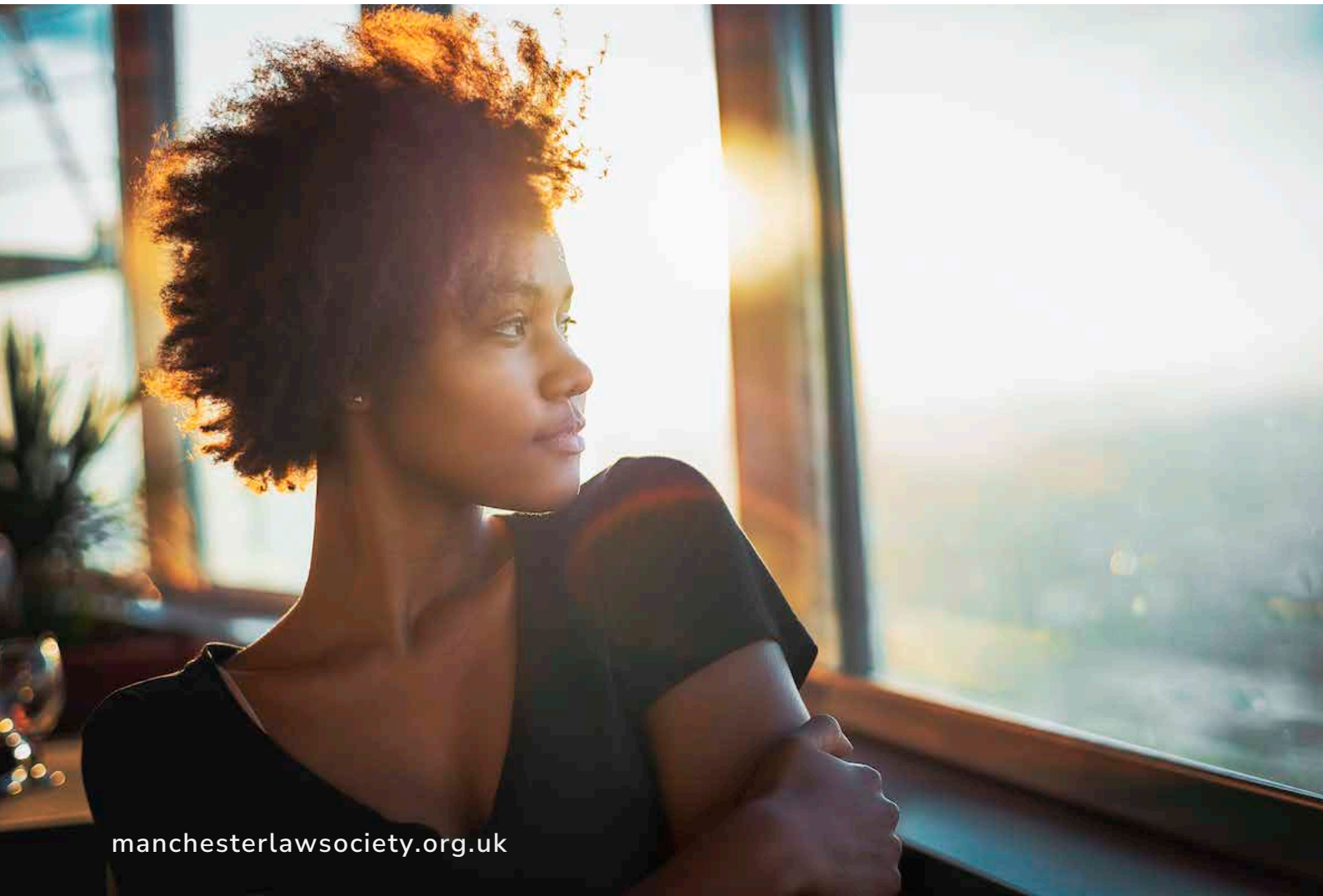
Britain's cost of living crisis has left many families and individuals feeling the pinch over the past few years – and it may be surprising to hear that solicitors are no exception.

Busy mum of two Sarah worked as a solicitor for a local authority after qualifying in 2010, and then for the Law Society. While she and her partner were expecting her first child, she was made redundant and using the redundancy money and maternity

allowance, the couple were just about managing to pay their bills when their baby daughter arrived.

In 2022, during the tail end of the coronavirus pandemic, Sarah returned to work part-time as a locum solicitor for another local authority – but six months later, she became pregnant again.

That was the turning point for the family's finances. The maternity benefits given to a contracted solicitor weren't enough and she soon realised there was too little coming in each month to cover the costs of her growing family.





“

The Solicitors' Charity gave me breathing space at a time when I was struggling to make ends meet”

As a legal professional, she was directed to The Solicitors' Charity for support when using an online benefits calculator. “I was aware of the Charity through my earlier work with the Law Society, but never even thought their services would cover my situation,” she explained.

“I submitted an application and thought I'd never hear back. But instead, a caseworker contacted me and told me they'd be able to help me. It was a real lifeline during hard times.”

Sarah was financially supported for the duration of her maternity leave, including funding to pay for garage repairs when her car failed her. In addition to the short-term financial support offered, she also took up the offer of emotional help in the form of psychotherapy sessions.

It's testament that The Solicitors' Charity takes a holistic approach to individuals coming to them for support and recommends a package of wellbeing services to help people through challenging times.

Just before she started working again, she received additional support to help with her children's nursery costs and the Charity also paid for Sarah's practising certificate – without which she could not get another job.

“The Solicitors' Charity gave me breathing space at a time when I was struggling to make ends meet,” said Sarah.

“I had been naive in thinking we could cope, but it was overwhelming. My caseworker really helped me chat through things and put me on the right road.

“I would urge anybody in the profession who has difficulties with the cost of living to make an application for support. Often talking about money is a taboo subject but the Charity isn't judgemental or stuffy, they can really help you.”

Sarah's fortunes have been turned around. She has started a new job and has a salary coming in again, her children are in nursery, the car is back on the road – and the bills are paid. Sarah was keen to tell her story as she was surprised at what varied and tailored support she has had from the Charity from financial wellbeing support, all the way to psychotherapy which helped her overcome the emotional challenges she faced.

“I'm telling my story to encourage others like me to seek help from The Solicitors' Charity, I am very grateful to them,” she says.

Visit thesolicitorscharity.org 



Pet of the month

Name: Julie Mogan

Firm: Excello Law

Pet Name: Frank (pictured with his brother Spike)

Pet Nickname: Francis, Francisco, Frankie Dettori

What kind of pet do you have? English Bulldog

Is your pet: Male

How old is your pet: 6 (but thinks he is 60)

Favourite Toy: Every hosepipe he can bite right through and anything he can take off Spike (the stupid Frenchie) or the cat (Tabasco)

Favourite Activity: Sleeping and eating – just like his owner

Favourite Treat: Cheese, carrots, cherry tomatoes and hosepipes

What would your pet say, if they could speak, to the following –

My perfect day would be... one without Spike the stupid, annoying Frenchie at least for a few hours with mum's undivided attention, unfettered access to chasing our cat, eating a hosepipe and a plentiful supply of cheese. Then a stroll to the pub to see all my fans, eat all the available bar snacks and endure all the belly rubs and kisses

My favourite thing my parents do is... shouting at Spike for things that I did to get him into trouble (like wrecking the hosepipe) and giving me kisses



Is your pet the perfect poser? Whether you have a cute cat, delightful dog, fabulous fish, gorgeous guinea pig, happy horse, brilliant bird, smart spider, luscious lizard - you get the picture – whatever animal you own we want to see and hear about them!

Each month we'll pick a couple of 'Pets of the Month' for the next edition so keep a look out to see if your pet has made it, modelling in *The Messenger* magazine!

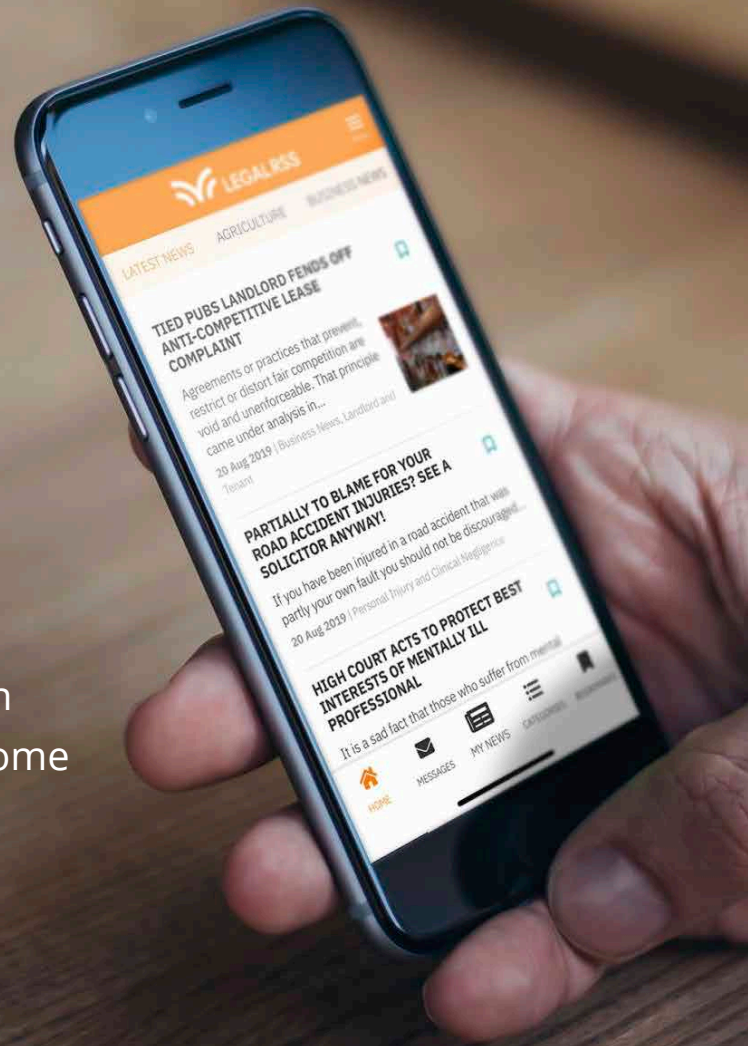
You can download a copy of the questions here then send your answers and photo to Messenger@manchesterlawsociety.org.uk

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