



the Messenger

September 2025

Inside this issue...

16

JAC launching selection exercise



18

Another success story from Future Stars



34

This month we highlight on important charities



Celebrating with Pride!

Saturday 23rd August saw us celebrate our fourth Pride event and our first afternoon tea.

The 2025 event saw a new venue, new time slot and a new charity to support but it had the same plan - to celebrate Pride, honour the diversity of our community, and have a fabulous time!



Photo credit: CJ Fawn

Continued on page 30

Members Preferred Partner Group

Manchester Legal Awards 2025 Headline Sponsors

Manchester Legal Awards 2025 Headline Sponsors

President's Charity of the Year

Manchester Law Society Newsletter Sponsor



Are **you** missing out?

Networking and referrals with over 4,600 members

An industry sounding board

Lobbying – have your voice heard

Support your local profession and join a committee

Individual and corporate memberships available

Training, development and social events throughout the year

News and insightful updates delivered directly to your inbox and MLS App

Valuable discounts from legal suppliers

Help, advice and support

Out of city members welcomed

Manchester Legal Awards

Promote your successes in our monthly magazine

Together we can make a difference!

Be part of the most vibrant local Law Society in the UK.

For more information on membership visit:

www.manchesterlawsociety.org.uk



Manchester Law Society
Instituted 1838 Incorporated 1871



From the President

Fiona Ledden, President

Can you believe September is now here? I hope you managed to take a breath over the summer and enjoy the good weather.

I went to our Pride Afternoon Tea celebration for Manchester Pride, over the bank holiday weekend. We were in a new venue, the Peter Street Kitchen at The Edwardian and the event was kindly sponsored by [Slater Heelis](#) ☺.

We had a brilliant space to watch the parade, which was full of fun floats, and people having a ball. The parade was full of magnificent and sometimes extravagant costumes, the food was great the cocktails beautifully mixed.

We raised money for [The Proud Trust](#) ☺ who led the parade with a fabulous phoenix in fabulous orange and red. You will see lots of photos and more on the event in this month's cover story.

I thought the new venue was great! We would love to hear from those of you who were there as to your thoughts what could we improve further. Did you like the venue as much as The Midland? Huge thanks to Carla, Grace, and Chandre for all their hard work in putting on a wonderful event.

In the parade there was a lot of support voiced towards inclusion for all, and in particular for our trans colleagues. There

“

We are keen to expand ways of bringing young people into careers in the legal sector

is an expectation that the regulations from EHRC following the Supreme Court Judgement in relation to definitions of sex, and in particular women, will be published this Autumn, which should give further advice on the issue.

I saw the results for both A-levels and GCSEs in Manchester were better than last year. Well done to all those sitting the exams and those supporting them.

We are keen to expand ways of bringing young people into careers in the legal sector. If you know a young person keen to join the profession please encourage them to apply for the [Future Stars Programme](#) ☺ for 2026. Applications are now open and close later this month.

Enjoy this edition of *The Messenger*, and I invite you to think of whether you want to join any of the committees to make that real difference, please do talk to Fran or Carla.

Fiona

the Messenger



In this edition...

- 03 From the President
- 06 News from HQ
- 22 Mental Wellness
- 24 Professional Development
- 26 Regulation Update & News
- 30 Cover Story
- 34 Talking Heads
- 40 Member News
- 50 TheBusinessDesk.com
- 52 Recruitment
- 54 MLS Advantage
- 60 ED&I Update



Manchester Law Society
Instituted 1838 Incorporated 1871

Manchester Law Society

4th Floor, Arkwright House, Parsonage Gardens,
Manchester, M3 2LF

www.manchesterlawsociety.org.uk

Send your stories to: messenger@manchesterlawsociety.org.uk

Why not join the conversation
by following us on social media?





72



50



60

62 Movers & Shakers

64 Management Matters

68 Legal Costs Update

72 The Solicitors' Charity

74 Pet of the Month

Communications Committee

Fran Eccles-Bech
Manchester Law Society

Carla Jones
Manchester Law Society

Grace Lindsay
Manchester Law Society

Chandre May
Manchester Law Society

David Anderson
St John's Buildings

Julia Bednarczyk
Clyde & Co

Martyn Best
Document Direct

Emma Bowie
18 St John Street Chambers

Adam Entwistle
JMW Solicitors LLP

Mark Fitzgibbon
Hill Dickinson LLP

Michelle Garlick
Weightmans LLP

Arwa Graf
Manchester City Council

Hafsah Jahan
Trowers & Hamlin

Nick Johnson
Wealth Recovery Solicitors

Steve Kuncewicz
Glaisyers Solicitors LLP

Fiona Ledden
Manchester City Council

Jeff Lewis
Brabners LLP

Julie Mogan
Excello Law

Brigid O'Malley
McAlister Family Law Limited

Cheryl Palmer-Hughes
Stewarts Law LLP

Shane Smith
Slater & Gordon Lawyers

Molly Souter
McAlister Family Law Limited

Matthew Taylor
Eversheds Sutherland

Seraphina Wilkins-Tolliday
TLT LLP

All rights reserved, reproduction in whole or part without written permission from Manchester Law Society is not permitted.

Photographic material and manuscripts are supplied at owners' risk, neither the company nor its agents accept any liability for loss or damage.

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

The views and opinions expressed in The Messenger are those of the individual contributors and not of the Manchester Law Society

Thank you to our Messenger supporters

More information can be found in this edition



See page 7



See page 9



**Deadline for the
Sept 2025 edition
of The Messenger**

The Messenger is published by



Advertising enquiries:

Please contact Martyn Best:
Mobile: 07798 700500

Email: martyn.best@legalrss.co.uk

Design by Andy Bellis Creative



First International Committee Meeting and DBT Joins the Initiative

Following the launch announcement of the Manchester Law Society International Committee earlier this summer, momentum is building, and our first meeting is now confirmed for Wednesday 17 September at 1:00pm.

The Committee's purpose is clear: to bring together Manchester's legal professionals with an interest in cross-border work, promote our city as a global legal hub, and challenge the perception that London is the only gateway for international legal services in the UK.

Since the announcement, we've been encouraged by the level of interest from firms of all sizes, chambers and Manchester Metropolitan University. We are also delighted to welcome the involvement of the Department for Business and Trade (DBT), who will be represented at the Committee.

DBT's role in supporting international trade and investment aligns perfectly with the Committee's aims. Their input will bring:

1. Market intelligence on overseas opportunities for Manchester's legal sector
2. Connections to global networks and inward investment leads
3. Promotion of our work through national and international channels

“

Since the announcement, we've been encouraged by the level of interest from firms of all sizes, chambers and Manchester Metropolitan University”

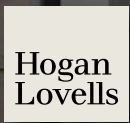
This collaboration will strengthen our ability to showcase Manchester's legal expertise worldwide and open new doors for international engagement.

The first meeting on 17 September will be a chance to shape the Committee's priorities, identify early initiatives, and set our vision for the coming years. We are keen to ensure the Committee reflects Manchester's diversity across practice areas, firm sizes, and career stages, and welcome anyone in the legal profession with an interest in international work.

If you would like to join the Committee, please contact Carla Jones at the Manchester Law Society on CarlaJones@manchesterlawsociety.org.uk @.

Transforming Legal Workspaces Across Manchester & the UK

TRUSTED BY LEADING LAW FIRMS:



EVERSHEDS
SUTHERLAND



In a fast-changing legal market, your workspace is your firm's competitive edge. From Deansgate to St Peter's Square, Oktra designs secure, future-ready offices that reflect your brand, inspire your people, and win the trust of your clients.

Whether you're relocating, reconfiguring, or redefining, we create spaces that adapt, attract the best, and help your business stay ahead.



LONDON

MANCHESTER

BIRMINGHAM

GUILDFORD

OKTRA.CO.UK

THE LEGAL WORKPLACE
LOOKBOOK

DOWNLOAD HERE 



Nomination for officers of the Manchester Law Society

The Annual General Meeting of the Manchester Law Society is taking place on Tuesday, 2nd December 2025 at which the Officers and Council of the Society will be elected.


If you would like to nominate yourself for the positions of Deputy Vice President, Joint Honorary Secretaries or Honorary Treasurer of the Society for 2026 please read below. Please note nominations will close at the Council meeting taking place on Tuesday 4th November 2025.

In accordance with article 21 of the Society's Articles of Association

- 2) The President, Vice President, Deputy Vice President, Treasurer and Secretary for the coming year shall be elected annually by the Council and their names shall be stated in the Notice convening each Annual General Meeting. The Officers shall take up office with effect from the close of the Annual General Meeting in each year.
- 3)
 - a) Nominations for the position of any of the Officers shall be made in writing and deposited with the Administrative Secretary (as defined in Article 23 (10)) during the period of 14 days prior to the Council Meeting to be held in November of any year and nominations will close at the commencement of such Council Meeting;
 - b) the Administrative Secretary will maintain a list of nominations received during such period which will be posted at the registered office of the Society;
 - c) all nominations must be proposed and seconded by members of Council and signed by the nominee as evidence of consent to serve, if elected;
 - i) Member of Council shall only be eligible for election to the office of President Vice President;
 - ii) All members of the Society shall be eligible for election to the offices of Deputy Vice President, Secretary, and Treasurer;
 - e) the Officers shall decide at the time when the nominations are open whether any office (other than that of President) shall be held by any person or whether there shall be joint holders for the year to commence after the Annual General Meeting next then ensuing;
 - f) all Officers may stand for re-election provided that:
 - i) No President or Vice-President shall hold such office for more than 2 consecutive years or such shorter period as when aggregated with any period of service as an ordinary member of the Council and/or as an officer (less any period of service which may be ignored by virtue of Article 21(4) (c) shall total 15 years or more);
 - ii) No Secretary or Treasurer shall hold office for more than ten consecutive years;
 - g) a person may stand for election to hold an office previously held by him provided that:
 - i) At the date of the meeting of the Council to hold such election less than 3 years have lapsed since he last held that office; and
 - ii) (Unless the office concerned is that of Vice President or President of the Society) at the date of the Annual General Meeting next following such meeting of the Council he shall not have served 15 years or more as a member of the Council or since re-election to

the Council pursuant to Article 21(4)(c) following retirement pursuant to Article 21(4)(a) (ii);

- h) A report will be given to the Council Meeting to be held in November of each year of all nominations received and in the event of there being only one valid nomination for any office the nominee will be elected at that meeting;
- i) In the event of there being more than one valid nomination there shall be an election by secret ballot and the following procedure will be adopted:
- i) a voting paper will be sent by the Secretary to each Council member entitled to vote at least 14 days prior to the meeting of Council to be held in December of any year;
- i) the voting paper will specify the office or offices for which such election is to be held, the nominations received for each such office together with the names of the proposer and seconder and shall include a space for the recipient to record his vote;
- ii) the voting paper will also state that votes may be cast by returning the voting paper to the Administrative Secretary at any time prior to the commencement of the Council Meeting to be held in December of that year;
- iii) the result of the voting will be announced at the Council Meeting in December

If you wish to discuss this matter further please don't hesitate to contact FranEccles-Bech@manchesterlawsociety.org.uk 

[Click for more info](#)

MANDERSTAM INTERNATIONAL GROUP

CONSULTING ENGINEERS IN PROCESS & INDUSTRIAL ENGINEERING



Founded in 1941

EXPERT WITNESSES FOR:

- Mechanical & Process Engineering
- Manufacturing Industries
- Oil & Gas Industries
- Petrochemicals & Chemicals
- Fertilizers & Pesticides
- Metallurgical Industries
- Safety & Environmental




www.mandertsam.com


PLumley@Manderstam.com


020 7730 9224


020 7823 3056

10 Greycoat Place, Westminster, London, SW1P 1SB

manchesterlawsociety.org.uk



Manchester Law Society's Legal Education Programme

One of our fundamental missions in running the Manchester Law Society is our commitment to providing an enriching legal education programme for our city's legal community.

Our legal education events provide the space to discuss, debate and learn from experts and peers in a number of different legal sectors – from private client to property. In our organisation of these events, collaborating with our committees, we strive to platform speakers who provide specialist advice and guidance, so that our attendees can build their knowledge along with their networks.

Please do explore our upcoming events and let us know if there are any other topics you'd like to see covered.

Private Client Conference 18th September 2025

The first conference taking place in our jam-packed event season is the '[Private Client Conference 2025: Practical Pointers Since the 2024 Budget](#) @.' Our Private Client Conference is a regular feature in our annual legal education event programme, and perhaps this year's is more important than ever. This conference will be the first held following the 2024 Autumn budget,

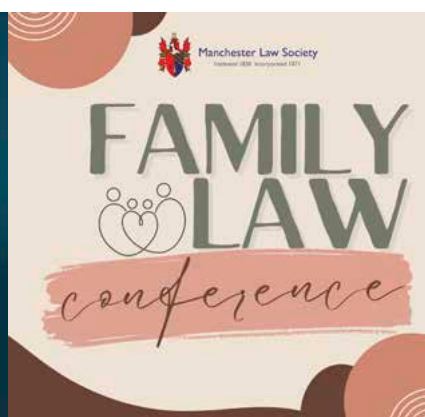
where new legislation had significant impact on the sector.

Our expert speakers will discuss these changes and share the ways they have been navigating private client law following the budget. Paul Davies, Partner and Head of the Private Capital Team at Clarke Wilmott's Manchester office, will be outlining the recent changes to the non-dom rules, reviewing the new foreign income and gains regime, while also considering the tax consequences of these new rules.

We will also be joined by Steven Appleton, Partner at Brabners and Head of their Manchester Private Client Team, who will focus on the budget's impact on business owners, exploring how the recent changes impact Will planning, how this can affect your cases, and what alterations may now be required.

This will be followed by a session on pensions and tax planning (non-business owners), delivered by Nick Nesbitt, Financial Planner and Partner at Forvis Mazars. Nick will reflect on the planned changes and how they may impact clients, the long term changes to pension planning and the challenges for estate administration.


The conference will close with a panel




discussion, allowing you to ask any further questions and receive some direct advice from our speakers.

[Find out more about the conference here](#) 

Family Law Conference 8th October 2025

The [Family Law Conference 2025](#)  will then take place on Wednesday 8th October, with an event programme split into two topics – the morning will cover children’s law and the afternoon will focus on finance.

We are pleased to open the conference with a session from Her Honour Judge Gaynor Lloyd, Designated Family Judge for North Wales. Her Honour Judge Lloyd will be discussing the recent Pathfinder pilot scheme, its rollout, and how it impacts children cases.

The morning also has a session on the significance of analytical cutoffs, delivered by [Lextox](#)  – the industry leading drug and alcohol testing service, who has kindly sponsored this year’s conference!

On the financial side, we will hear from Samantha Hillas KC from St John’s Buildings, providing a comprehensive financial remedy update. We will be joined by Matthew Leopold from Lexis Nexis, who will be speaking on the highly relevant topic of the use of AI in legal services, looking at the biggest changes hitting the industry and how lawyers can embrace and maximise the opportunities of this new technology.

The conference will close with a session from Edward Boydell KC of Deans Court Chambers, discussing coercive control in divorce cases.

Tickets are available for morning/afternoon sessions only or for the full day, allowing you to attend the sessions that best fit your needs – a completely tailored learning experience.

[Find out more about the conference here](#) 

Property Law Conference 16th October 2025

The [Property Law Conference 2025](#) , generously sponsored by [Landmark](#)  and [Searchflow](#) , will also focus on different areas in the morning and afternoon sessions. Attendees are able to choose which session best suits their specialisms, or attend for the whole day to gain a comprehensive update on both commercial property and development.

From Landmark outlining the recent Law Society Practice note on climate risk for property transactions to Cowgill’s discussing commercial property tax and funding property development, we aim to explore a wide variety of topics in property law. Please stay tuned for more expert speakers to be announced!

[Find out more about the conference here](#) 

Continued on page 12





From p.11

Criminal Law Update with His Honour Judge Dean KC | 13th November 2025

For all of our criminal lawyers, we are delighted to return with a second [Criminal Law Update](#) this time with His Honour Judge Nicholas Dean KC. His Honour Judge Dean, the Honorary Recorder of Manchester, will be providing an update on the most recent news and changes in criminal law.

We will then be joined by Jeannette Jackson and Dr Ram from the Manchester Stress Institute, sharing a unique approach to wellbeing, stress management and controlling burnout. The health experts will share sciencebacked strategies to accelerate recovery, sustain energy, and build resilience — transforming pressure into performance. [Find out more about the event here](#).

Training and Webinars with Mike Ode from Potential Unearthed

We know how much you all love Mike's webinars offering advice on management, presentation and communication skills, but have you ever wanted to delve a bit deeper into these topics than a webinar can allow? If so, we have great news for you! We are now paring the popular free webinars with the opportunity to join us for an in-depth training day on the same topic.

If you are one of the 70+ that joined us for Mike's Having Challenging Conversations webinar, or especially if you missed it, you can explore similar topics in more detail at the ['MLS X Potential Unearthed: Having Challenging Conversations and Managing Conflict Training Day'](#) on 30th September. This in-person session for a limited number of attendees will provide a more tailored training session to really look at the challenges impacting those taking the course and how to overcome them.

Attendees will complete a short assessment, which will uncover what their 'saboteurs' are when having challenging conversations. Mike will direct on how to overcome these saboteurs and have a successful constructive conversation, providing practical solutions and methods of communication.

The second topic Mike will tackle is [Proactively Managing Change](#), first in a free webinar on 3rd October and then in more detail at the [training day](#) on 19th November.

The webinar will delve into why some people love a spot of change and why some push against it (in Mike's words: Reggie the Resistor and Change Survivor Susie!). Mike will offer advice on how to manage your organisation's 'change culture', how to identify change opportunities and how to successfully communicate change, channelling the three Greeks: Ethos, Logos and Pathos.

Those attending the training day will be introduced to strategies that will help get buy in for change, teaching techniques that will help you to proactively lead your next change project and providing the safe space for attendees to focus and reflect. Mike will also assist in uncovering methods to improve the delivery of your new change opportunity through critical analysis of your organisation's change culture.

[See more about Mike's sessions here](#).

To book your place at any of these events please email events@manchesterlawsociety.org.uk

Please note that by booking a place at on of our events you are agreeing to our booking terms and conditions which can be found [here](#).



x *PotentialUnearthed*
Personal Development

PROACTIVELY MANAGING CHANGE TRAINING DAY

WITH



**MIKE ODE,
POTENTIAL UNEARTHED**

WEDNESDAY 19TH NOVEMBER
09:00 - 17:00

MANCHESTER HALL
36 BRIDGE STREET
MANCHESTER, M3 3BT



MLS charity football tournament: fixtures announced

The time has arrived. Yes, the Premier League may be well underway, but we have some MLS football of our own going on!

This month, our charity football tournament, in aid of We Love MCR, will be kicking off at Power League Manchester Central. On Friday 19th September, twelve teams made up of Manchester's finest legal professionals will go head to head to decide who has the best footballing skills.

See all the teams and the tournament's fixtures below:

Group One

- JMW vs Freshfields
- Bexley Beaumont vs JMW
- Freshfields vs Bexley Beaumont

Group Two

- Olliers vs Trowers & Hamblins
- BTG Advisory vs Olliers
- Trowers & Hamblins vs BTG Advisory

Group Three

- Tuckers vs Canford Law
- G2 Legal vs Tuckers
- Canford Law vs. G2 Legal

Group Four

- Burton Copeland vs. Wilson & Roe
- Rusell & Russell vs. Burton Copeland
- Wilson & Roe vs Russell & Russell

Group champions will advance to the finals, and teams eliminated in the initial round can continue playing just for the chance of the sportsman's trophy!

Trophies will be presented for the champions, the runners up and the winners of the sportsman's round in the bar afterwards. If you like to come along to cheer on your team and see the *very* prestigious trophy ceremony, please just drop us a line at events@manchesterlawsociety.org.uk @.

Will JMW be able to defend their title? Or will we see a good underdog story? Keep an eye on our socials to find out!

MLS FOOTBALL TOURNAMENT
in aid of We Love MCR

GROUP 1
Match 1 | 3:00 PM | Pitch 1
JMW VS FRESHFIELDS
Match 2 | 3:35 PM | Pitch 1
BEXLEY B VS JMW
Match 3 | 3:40 PM | Pitch 1
FRESHFIELDS VS BEXLEY B

GROUP 2
Match 1 | 3:00 PM | Pitch 2
OLLIER VS TROWERS
Match 2 | 3:20 PM | Pitch 2
JMW VS OLLIER
Match 3 | 3:40 PM | Pitch 2
TROWERS VS BTG

GROUP 3
Match 1 | 3:00 PM | Pitch 3
TUCKERS VS CANFORD
Match 2 | 3:20 PM | Pitch 3
G2 VS TUCKERS
Match 3 | 3:40 PM | Pitch 3
CANFORD VS G2

GROUP 4
Match 1 | 3:00 PM | Pitch 4
BURTON C VS WILSON & R
Match 2 | 3:20 PM | Pitch 4
RUSSELL & R VS BURTON C
Match 3 | 3:40 PM | Pitch 4
WILSON & R VS RUSSELL & R

QUARTER-FINALS
Quarter-Finals | 4:05 PM | Pitch 1
Quarter-Finals | 4:05 PM | Pitch 3
Quarter-Finals | 4:05 PM | Pitch 2
Quarter-Finals | 4:05 PM | Pitch 4

SPORTSMAN'S ROUND
Sportsman | 4:25 PM | Pitch 3
Sportsman | 4:25 PM | Pitch 4

SEMI-FINALS
Semi-Finals | 4:25 PM | Pitch 1
Semi-Finals | 4:25 PM | Pitch 2

FINALS
Finals | 4:45 PM | Pitch 1

g2 legal | 25 passionate
Manchester Law Society
Instituted 1838 Incorporated 1871

MITIGO
CYBERSECURITY



Keeping your business safe from cyber attack.

It's what we do. It's all we do.

Don't gamble on a generalist. Speak to a specialist.

www.mitigogroup.com



Manchester Law Society

Instituted 1838 Incorporated 1871



Fee-paid Judge of the First-tier Tribunal: Immigration and Asylum Pre-Application Seminar 2025

The [Judicial Appointments Commission](#) (JAC) will be launching a selection exercise in September to recruit Fee-paid Judges of the First-tier Tribunal, Immigration and Asylum Chamber.

The seminar

The Judicial Office is organising a pre-application seminar that will take place online via Microsoft Teams on Tuesday 9th September 2025 5-6pm.

The seminar aims to help applicants be better prepared to make an application and to receive up-to-date guidance and advice on the JAC's selection process. As well as the JAC, you will also hear from serving Tribunal Judges.

Who should attend?

Judicial office holders and practitioners from all backgrounds who have five years' legal post-qualification experience are welcome to attend.

Applications are particularly welcome from under-represented groups (women, ethnic minority candidates, disabled candidates, solicitors and chartered legal executives).

For more information on the Tribunal Judge role please visit their [website](#).

Register for the seminar [here](#).

Further information

Check out the JAC future vacancies page [here](#).

For any queries regarding the recruitment campaign/selection exercise please contact the JAC selection exercise team at FPFTTIAC289@judicialappointments.gov.uk.

For any queries regarding the pre-application seminar please email JudicialHROutreachEvents@judiciary.uk.

If you are interested in shadowing a judge, please check out the [Judicial Work Shadowing Scheme](#).

Please note that although the Judicial Office will be running the pre-application seminar, the actual recruitment campaign is being done and led by the Judicial Appointments Commission.





Urgent Court Bundle? No problem!

Is your paralegal away?

Are you facing tight deadlines with an urgent Court bundle?

Don't let absences or last-minute pressures slow you down.

Our eBundle Service is here to provide fast, reliable support – whether you need a same-day or next-day turnaround. Our specialist team can produce clear, Court-compliant electronic bundles, so you can focus on the case, not the admin.

- ✓ Fast turnaround – same day or next day
- ✓ Fully hyperlinked, paginated, and bookmarked bundles
- ✓ Experienced legal typing and document specialists

We're here when you need us most.

Get in touch today to find out how we can support your team.

 **01926 821900**

 **info@documentdirect.co.uk**

Document Direct facts:

More than 200 UK based typists

- All security and capability checked
- Specialists in legal and medical
- 24/7 service
- Fast turnaround times

Supports all workloads, peaks, holiday and absence cover

500+ UK and International Law firms use the service

Transcription and all document production – creation and enhancement

Endorsed by:

- Manchester Law Society
- LawNet
- LawSave
- Cheshire & North Wales Law Society

Fully compliant and secure:

- ISO 27001
- ISO 22301
- ISO 9001
- Registered with the Information Commissioner's Office
- GDPR Compliant
- B Corp Certified



Manchester Law Society
Instituted 1838 Incorporated 1871



lawshare.




Cheshire & North Wales
Law Society



Cert. no. 10046



Another success story from the Future Stars Programme

Hear from [Luke Watson](#) , a member of our Future Stars inaugural cohort, about his new role as a Paralegal at Clyde & Co and how the Future Stars Programme has helped him kickstart his legal career.

Last month, I started my first job in the legal sector as a fresh graduate from the University of Manchester. It was a privilege to join Clyde & Co as part of the Paralegal Academy, an initiative providing graduates with the opportunity to first gain experience as a paralegal, before being considered for the SQE Qualification Programme.

I sit in the SHE Reg (Safety, Health, Environment and Regulatory) team within the Casualty group of the Manchester Office. My first few weeks have been fantastic. I have enjoyed getting stuck into 'real' legal work, being given the opportunity to attend an inquest, prepare a bundle of

documents for the Coroner, and create a chronology of CCTV footage all in the first month. The office also has a vibrant social scene, I can honestly say I've made friends as well as work colleagues.

The Future Stars Programme facilitated my journey into the Paralegal Academy in a myriad of ways. The most direct means of assistance was the provision of a superb mentor. I was lucky enough to be paired with Louise Coutts, a senior associate at Eversheds Sutherland. Ahead of my interview at Clyde & Co, Louise was kind enough to go through what to expect from the strengths-based interview, how to approach the written task, and provided general tips and tricks that proved invaluable. I am truly grateful to Louise for being so generous with her time and for helping me to perform my best at interview.

Outside of mentoring, the Future Stars Programme gave me the opportunity to attend lots of legal events. A real highlight was being invited to the Manchester Legal Awards in July. Being surrounded by so many impressive legal professionals in a venue as stunning as the Kimpton is an experience I will never forget. I was also invited to a full day conference titled 'The Next Generation of Legal Professionals.' I listened to many excellent presentations on topics such as public speaking, personal brand, and court etiquette. At the Future Stars Launch Event, I got to speak to an array of legal professionals who generously shared insights into their individual career trajectories. Attendance at all of these events immersed me in the legal sector, allowing me to picture myself pursuing a career in the law.

Luke Watson



I am beyond grateful to Manchester Law Society for setting up this exemplary initiative. Thank you to everyone involved in the Future Stars Programme for making such a big impact on my legal journey. I recommend any aspiring lawyers in the Manchester area to apply to be part of the next cohort of Future Stars.

Applications for the Future Stars 2026 cohort are closing on Friday 12 September. Learn more [here](#) .

If you would like to support the programme as a legal professional, there are many ways to do so! You could sign up to be a mentor, offer work experience or shadowing, donate to our Educational Foundation Trust, or share the programme details with local schools, universities, teachers, and parents.

If you are interested in supporting the Future Stars Programme or would like some more information, please email enquiries@manchesterlawsociety.org.uk

The Judicial Competencies: completing the application form – Training for Solicitors

Date: Thursday 30 October 2025
Time: 10.00 – 4.30pm
Where: Online | Limited to 10 delegates



Thinking about a judicial role? [The Law Society](#) is holding an interactive online workshop designed for solicitors exploring judicial appointments who want to strengthen their Judicial Appointments Commission (JAC) application. If you have struggled to evidence your potential in writing, this session will equip you with the skills to present your experience effectively.

Led by Manjula Bray, a business psychologist, facilitator and coach, her experience as a former JAC lay assessor panel member provides unique insight into the qualities sought for judicial appointment.

This intensive workshop will focus on tailoring your submission to make a

positive impact at the JAC's competency-based application stage of the process. The session will provide practical advice on developing your examples of achievement in a group coaching format, incorporating your experiences, you will receive invaluable feedback from your fellow learners and the trainer/facilitator.

This training will also be useful for the interview and other competency-based selection processes such as public appointments. Pre-work (approximately 1 hour) is required to ensure you get the most out of this workshop. As places are limited to 10 delegates per course early booking is recommended

Visit their [event page](#) to find out more and book



Will-writing charity to help fight homelessness and the housing crisis homeless this year

Solicitor firms across the UK are being invited to join the 2025 [Will Aid](#) campaign – with two new charity partners announced for this year’s fundraising initiative.

Shelter and Crisis are set to benefit from this year’s scheme, now in its 37th year, and are appealing to solicitors to volunteer their time and waive their usual fees throughout November to write basic Wills.

Instead, clients are invited to make a voluntary donation to Will Aid - £120 for a single Will and £200 for a pair of mirror Wills – supporting a group of UK-based charities.

The two charities in the UK are joining long-standing charity partners including Age UK, Christian Aid, NSPCC, British Red Cross, SCIAF (Scotland) Trocaire (Northern Ireland).

Peter de Vena Franks, Campaign Director for Will Aid, said: “We are thrilled to welcome Shelter and Crisis as our newest charity partners.

“Their work tackling homelessness and housing insecurity here in the UK is more vital than ever, and this partnership gives participating solicitors the chance to directly support people in need – both through their legal services and the funds raised.”

More than 340,000 people have written their Will through the Will Aid campaign since it launched in 1988, helping to raise more than £24 million in donations and tens of millions more in pledged legacies.

Yet the need for professional Will-writing support remains high – and solicitor firms are now being encouraged to register for 2025.

manchesterlawsociety.org.uk

Peter added: “We’d love to hear from firms who want to get involved, as the sooner they register, the more support we can provide in helping them prepare, promote their participation, and maximise the benefit to clients, communities and charities alike.”

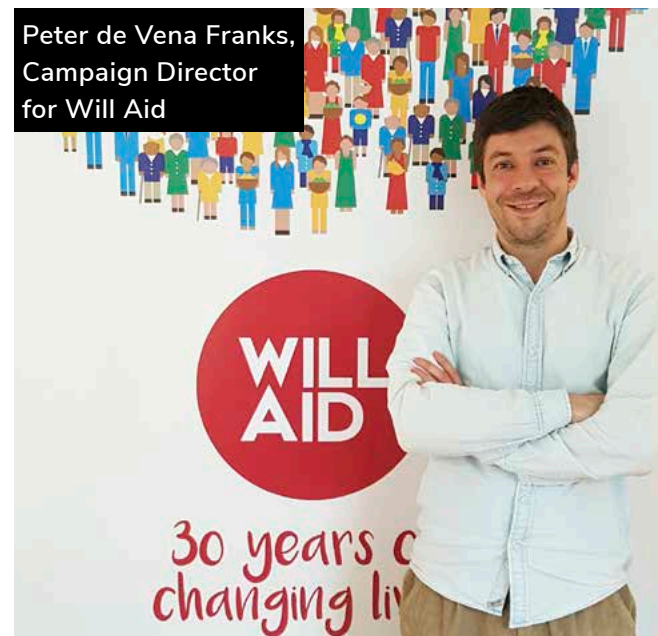
Participating firms have full control over their caseload and can opt in for remote appointments to expand their client base across the UK.

The list of participating solicitors goes live on September 1 and firms can continue signing up right up until the start of Will Aid month in November – but are encouraged to do so well in advance to benefit from the full range of promotional support, including national and regional press outreach, a secure solicitor dashboard, and listing on the Will Aid website.

Many firms see returning clients, boosted local visibility and team development as additional benefits of taking part.

To find out more or to register, visit their [website](#) or call 0300 0300 013.

Peter de Vena Franks,
Campaign Director
for Will Aid





x *PotentialUnearthed*
Personal Development

HAVING CHALLENGING CONVERSATIONS AND MANAGING CONFLICT TRAINING DAY



TUESDAY 30TH SEPTEMBER
09:00 - 17:00



MANCHESTER HALL
36 BRIDGE STREET
MANCHESTER, M3 8BT



MLS MEMBERS £200.00 PLUS VAT
NON MEMBERS £250.00 PLUS VAT



Mike Ode
Potential Unearthed

FIND OUT MORE



The hidden cost of thinking like a lawyer


“Think like a lawyer” is a phrase you often hear during legal training or in the workplace. But what does it really mean? Usually, it refers to being analytical, detail-focused, risk-aware, and planning for all possible outcomes. These are important skills for legal work. But when they start to shape how you think and behave outside work, they can take a toll on your mental health.

Many people drawn to the legal profession are what we might call *insecure overachievers*. They push themselves hard, want to be the best, and feel the need to constantly prove their worth. They often hold themselves to extremely high standards and rarely feel satisfied with their own performance, even when things go well. Instead of celebrating success, they focus on what they could have done better. When something goes wrong, at work or in life, it can feel overwhelming.

The working environment in law doesn't always help. It's high-pressured and highly regulated. Mistakes can carry serious consequences, and a culture of fear and blame is often present. This can make people feel unsafe to speak up if they're struggling. Many lawyers experience imposter syndrome, which is the feeling that they're not good enough and might be exposed at any moment, no matter how capable or experienced they are.

On top of all this, our brains are naturally wired to focus on the negative. We remember criticism more than praise, and we're quick to dwell on what went wrong. Lawyers, who often work long hours with little downtime, are especially prone to overthinking. Add everything together, and it's easy to see why stress, anxiety, and burnout are so common in the legal sector.

Unhelpful thinking patterns

At [LawCare](#) , we regularly hear from people in the legal sector who are caught in unhelpful thinking patterns. Here are some of the most common:

- **Catastrophising** – Jumping to the worst-case scenario. One mistake feels like the end of your career
- **Minimising** – Brushing off problems instead of facing them. You tell yourself it's no big deal, even when it clearly is.
- **Emotional reasoning** – Letting feelings become facts. If you feel like a failure, you assume it must be true, even when the evidence says otherwise.





- **All-or-nothing thinking** – Seeing everything as black or white. If something isn't perfect, it's a total failure.
- **Mental filtering** – Ignoring the positive and zooming in on the bad. Ten people praised your work, but you only remember the one bit of criticism.
- **Shoulds and musts** – Setting harsh rules for yourself which only adds more pressure.
- **Personalisation** – Taking the blame for things outside your control, like believing a client's disappointment is entirely your fault.
- **Labelling** – Defining yourself in negative ways based on one moment or mistake ("I'm not cut out for this"), which can stop you from growing.

What can actually help?

If you're feeling overwhelmed, here are a few things that can make a real difference. Even small changes can have a big impact.

- Come back to the present. Try to focus on what's happening right now, not what *might* go wrong. Your mind may race ahead, but grounding yourself in the moment can bring some calm.
- Talk it out. Whether it's a colleague, a friend, or a support service. Sharing how you're feeling can take the pressure off and help you see things more clearly.
- Remind yourself of your wins. Keep a folder or list of positive feedback, kind messages, or moments you're proud of. It's easy to forget the good outcomes when you're under stress.
- Watch your inner voice. If you wouldn't

say it to a friend, don't say it to yourself. Self-compassion isn't soft - it's a skill.

- Make time for what lifts you up. Whether it's a walk, music, seeing friends, or doing something creative.
- Take real breaks. Time off isn't a luxury; it is essential helps you stay well. Give yourself permission to rest, properly.
- Look around you. Ask yourself honestly: is your work environment helping your wellbeing, or making it harder? If it's the latter, it might be time to make a change.

If you're struggling, you're not alone. LawCare is here to support anyone working in the legal sector. Call us on **0800 279 6888**, email support@lawcare.org.uk [📧], or chat with us [online](#) ^{🗨️}. We've also got lots of resources and information on our [website](#) [🌐].

'Let's Talk About Your Career' Webinar - Thursday 11th September

Date: Thursday 11 September
Time: 12:30 - 1:30 pm

Career concerns are one of the most common reasons people get in touch with LawCare. People begin to question if law is right for them - because the pressure feels relentless, or their role isn't what they expected. For some, this leads to thoughts of looking for a new role or leaving the sector altogether.

Whether you're thinking about doing something different in your legal career, helping someone else make a change, or trying to make your workplace more supportive, this webinar is for you.

To register for this webinar, please click [here](#) [🔗]

Top tips for taking up your first management role

Rachel thought long and hard before applying for the management position in her team. She knew she was ready for the next step, but getting the job would mean Rachel would have to manage some of her close friends, not to mention two fellow colleagues who were also going for the same job. "It's now or never" she thought. Rachel took a massive slug of wine and began to update her CV.

Two interviews later and a stone lighter with worry, Rachel was offered the position of Team Manager within the Clinical Negligence department.

If I were to meet Rachel, I would take her for a brew and explain to her that a few things were about to change over the coming months. Here are just a few:

- 1) She will almost immediately stop getting invited to the pub on a Friday afternoon.
- 2) She will have to start making all her own brews. (Who knows what the team are dipping into her morning cuppa).
- 3) She will have to either sit on her own for lunch or move to the boring 'Big Wigs' table.
- 4) She was once the one telling all the jokes but from now on, she's likely to be the butt of them (never to her face though, always behind her back).

Of course, I'm only joking, well, apart from 1, 3 and 4.

Are you currently feeling like Rachel? Here's some tips from me to help you cope with your first three to six months in a new management role:

- **Don't dive in** – Use the first few weeks/months to observe and listen to the

team. You'll have your own ideas about how things should run but don't jump in. Not only do you have to adjust to your role, but everyone else does too. You'll get peoples backs up if you do things too soon.

- **HELP!** – Don't be scared to ask for help from the other members of the management team. Asking for help isn't a sign of weakness and they've all been where you are now at some point. Tap into their knowledge and experience and keep an open mind.
- **Teamwork** – Don't push your team away. Use them to come up with ideas and suggestions about how the team should move forward. Tapping into your team for ideas is a great way of building trust and credibility.
- **Trust them** – Don't feel like you must micromanage everyone. Let them crack on. By micromanaging them you will undoubtedly create a culture of distrust.
- **Be Patient** – Rome wasn't built in a day. Don't expect too much too soon. Implementing your methods will take time and lots of patience.

Here's wishing you all the very best of luck if you're currently finding yourself in the same position as Rachel.

If you want a chat about how we can help your management/leadership skills, contact Mike on mike@potentialunearthed.co.uk or Tel 07825301660



x *PotentialUnearthed*
Personal Development

PROACTIVELY MANAGING CHANGE WEBINAR






FRIDAY 3RD OCTOBER

13:00 - 14:00

ONLINE VIA TEAMS

COST TO ATTEND: FREE!

-  Reggie the Resistor and Change Survivor Susie:
The Differing Reactions To Change
-  Uncertainty v Certainty: How Managers Can Impact
Change Culture
-  How to Help Your Team Identify Change
Opportunities

Register Now!

(ALL SECTORS WELCOME!)

**MLS
VIRTUAL
EVENTS**

Hosted by Manchester Law Society

26 Regulation Update & News

By **Andrea Cohen**, Compli, Weightmans



Welcome to our monthly round-up of developments and updates from the regulatory sector, and an overview of recent disciplinary decisions. It already feels like Autumn (and I'm writing this in August!), it's the start of a new school year (does anyone else still feel that way about September, even though it's decades since you left school, and with no school age children needing new uniform, regulation shoes, pencil cases etc?) and the start of a busy time (not that it's ever not busy) in the world of risk and compliance with new regulations, conference 'season', SRA declarations, PC and PII renewal etc.

Hot of the press - SRA Declaration - High-volume claims

The SRA have today, 22 August, published the results of a review into how firms handle high-volume consumer claims which has 'highlighted significant concerns over poor practice'. It has also, to the surprise of a number of clients, emailed the COLPs of firms which handle high-volume consumer claims with a mandatory declaration to be completed by the managing partner, CEO or equivalent by no later than Friday 3 October 2025. The information required includes annual turnover; types of consumer claims work; number of legally qualified and non-legally-qualified fee earners; referral arrangements; marketing and publicity; client onboarding arrangements; litigation funding agreements; After-the-event insurance, client care, costs information, and advice. Depending on arrangements, there may be additional information forms to complete e.g. referrer information, ATE insurance provider information. The SRA estimates that if you have all the information to hand, it will take up to two hours to complete, but may take longer if you have multiple types of consumer claims, referrers, ATE insurers etc. It is suggested that you don't leave this until the last minute to complete, as the initial form runs to 121 questions over 16 pages, and the additional forms have between 6 and 25 questions.

PC Renewals 2025/26

Practising certificate and registration renewals will take place from 1 to 31 October 2025 (inclusive). You will be able to access the application form from 1 October. If you want to start preparing now, the questions in the form can be found [here](#) .

Financial crime

Economic Crime and Corporate Transparency Act (ECCTA)

Regular readers will know that we've covered the subject on a regular basis, but we would remind you that from 1 September 2025, ECCTA will introduce a new offence of failure to prevent fraud, which applies to 'large organisations', who will be guilty of the offence where: (i) an associated person commits a fraud offence intending to benefit that organisation, or any person to whom the associated person provides services on behalf of that organisation, or (ii) where an employee of an organisation commits a fraud offence intending to benefit that organisation, where that organisations' parent undertaking is a large organisation. Unless the organisations can prove it had taken reasonable steps to prevent fraud, it will be subject to an unlimited fine.



As you will be aware, ECCTA removes the cap on the SRA's fining powers in relation to certain breaches that involve economic crime. The SRA indicated in May 2025 that it would be making 'interim limited technical updates' to its fining guidance in the summer relating to ECCTA which will enable it to impose unlimited fines on economic crime cases using the existing policy framework, but at the date of writing, the updates have not been published.

From 18 November 2025, the identity verification requirement, which has been voluntary since April 2025, will become mandatory for all company directors and people with significant control (PSCs). The requirement will be phased in, so new directors must verify their identity when first appointed to a new or existing company and new PSCs must verify their ID within 14 days of being added to the Companies House Register, and existing directors must verify their ID when filing the company's next annual Confirmation Statement after 18 November 2025 with existing PSCs who are not directors of that company having to verify their ID in the month of their birth from November 2025. Failing to comply with these requirements will be a criminal offence both for companies and individuals.

SRA Sectoral risk assessment – Anti-money laundering and terrorist financing

Following the publication of the UK Government National risk assessment that we reported last month, on 31 July the SRA updated its risk assessment, which you can read [here](#) ². Emerging risks include capital flight from high-risk countries, client account issues which could potentially

facilitate money laundering, poor CDD scrutiny, where CDD has been gathered but not reviewed, and changing business models where consultants operating semi-independently bring additional challenges, technology and global economic uncertainty pressures. The following risks have been moved from 'emerging' to reflect they are part of the risk landscape, namely, vendor fraud, proliferation financing and supply chain risk.

If your firm is within scope, your FWRA, PCPs etc should be updated to reflect the changes and the updated documents or a note about the changes circulated.

Money Laundering Regulations (MLRs): consultation response

HM Treasury has now released its response to the 2024 consultation on the MLRs and there are a series of proposed amendments which aim to reduce regulatory burdens. The key proposed changes are:

- Changing an enhanced due diligence trigger from 'a transaction is complex or unusually large' to 'unusually complex or unusually large', allowing firms to take a risk-based approach on what is usual/unusual for them.
- Restricting high-risk third countries to those on the FATF call to action list
- Exploring the potential for guidance to include illustrative examples to clarify the requirement to undertake source of funds checks 'where necessary'

Continued on page 28



A draft statutory instrument will be circulated which HM Treasury hopes to lay before Parliament before the end of 2025. LSAG guidance will need to be updated in accordance with any changes, as will FWRAs and PCPs. Watch this space!

SRA training requirements

The SRA has said it will consult later this year on proposals to strengthen its continuing competence requirements, with a focus on reflection and maintaining professional ethics obligations. There is concern that while solicitors are completing learning and development activities to maintain competence, there was limited evidence to suggest regular learning and development to keep understanding of ethical and professional obligations up to date, and not 'making time to reflect effectively or not reflecting on all aspects of their practice'

Motor Finance Commission Claims – what the SRA expects from law firms

Following the UK Supreme Court judgment of 1 August 2025 on the motor finance commission claims, the SRA has published a statement setting out what it expects from law firms who have prospective or existing clients that this judgment may impact. The expectations include: an understanding of the judgment and its impact on clients; informing clients what the judgment means for them; Informing clients of the prospect of the FCA redress scheme – due to start by October; taking steps to ensure Claims Management Companies you deal with are compliant with FCA regulations, and ensuring any publicity in relation to your firm's practice is accurate and not misleading

Evidence of non-compliance will be met with action by the SRA.

New practice notes and guidance

SRA guidance/news

- [The scope of money laundering operations](#)
- [Guidance on desk based reviews](#)

Law Society practice notes

- [Preparing a will when your client is leaving a gift for you, your family or colleagues](#)
- [Handling complaints](#)
- [What to do when a complaint goes to the Legal Ombudsman](#)
- [Fiduciary roles and retirement or departure from practice by a private client practitioner](#)
- [How to use lawtech in your practice](#)

Disciplinary and regulatory decisions:

A number of decisions and judgments have been reported since our last publication, including:

AML fines

Firm fined £58,000 for failing to meet AML regulations for over six years

A law firm has been fined £58,000 and ordered to pay £20,000 in costs owing to a failure to have an AML risk assessment and policies, controls and procedures in place, and had not had an independent audit until January 2024, even though 80% of the firm's work fell within the scope of the MLRs. The tribunal found that there was no

good reason for this to have been the case, and it was sheer luck that criminals had not exploited this failure.

Manager fined £32,500 for AML breaches

A director whose client was a PEP but had failed to take adequate measures to establish source of wealth and funds, and who used the client account as a banking facility for the client and himself has been fined £32500 and had restrictions placed on his practice for five years, including not being able to practice as a sole practitioner or manager of a law firm or be COLP or MLCO, and was also ordered to pay £50,000 costs.

£173,000 for inadequate checks on non-domestic PEP

A firm which failed to identify the client as a PEP until two months after completion of the purchase and had previously given inaccurate information to another firm involved in the transaction when it said the identity of the buyer had been verified, has been fined £173000. It admitted failing to comply with AML legislation and failing to run its business effectively and in accordance with proper governance principles.

Solicitor struck off for misleading Employment Tribunal and clients

An employment solicitor has been struck off after fabricating IT issues, claiming IT problems had prevented her from receiving an email from the opponent's solicitors setting out the defendant's position, or a draft list of issues. She said that she had made several requests for assistance with the IT department of the firm and had been informed that the security system, had been partially disabled on her account

which resulted in a number of emails being kept "on hold", but there was no internal record of her raising the issue. At the SDT, she admitted she provided misleading information to the ET, agreeing to a settlement offer without client's instructions and misleading two other clients.


The SDT said the misconduct involved 'serious, deliberate, and repeated acts of dishonesty'.

"Overwhelm" not enough for partner who failed to inform client a deadline had been missed

A former partner has been struck off for failing to inform his client that he had missed a deadline in respect of a default costs certificate.

He told the tribunal that he was facing an "intense and unsustainable workload" and described his job as "firefighting". The tribunal, however, found that due to being a partner and a senior figure in the firm, it was at his discretion to effectively delegate his workload, and that it was "unacceptable" to blame a lack of time or capacity for his failure to notify his client of the document. The tribunal said he had adopted a "head in the sand" approach.

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 



From p.1

Celebrating with Pride! (continued)

This year the event was in aid of [The Proud Trust](#) [®], a Manchester based charity who provide support for LGBTQ+ young people both locally and across the UK. It was also kindly sponsored by [Slater Heelis](#) [®] and it was great to see so many of their team there to help celebrate!

As guests arrived at the [Peter Street Kitchen](#) [®] at [The Edwardian Manchester](#) [®] they were treated to a welcome mimosa courtesy of the venue.

Our incredibly talented face painters were back again on the Glitter Bar making sure everyone looked even more fabulous!

We were delighted to cheer on The Proud Trust, who headed up the parade, as well as the many other charities, community groups and companies that made up the parade.

Our guests watched from the steps of The Edwardian or through the floor to ceiling windows of the Peter Street Kitchen. We cheered on those marching, dancing to the music, waving our flags, wafting our fans, and blowing bubbles! It really is a joyful

experience watching the parade.

Once the Parade was tailing off it was time for the food. A delicious afternoon tea with sumptuous sandwiches (shout out to the chicken with truffle mayonnaise), mini quiches and sausage rolls, perfect scones, and indulgent patisseries.

Full of joy and cake, we waived the guests off to carry on the celebrations however they wished. I went home and had a nap – my favourite kind of celebration.

Following the event, we are pleased to announce that our Pride Afternoon Tea has raised just over £1000 for The Proud Trust! A massive thank you to all those who attended and to our sponsors, Slater Heelis, for their generous contribution.

Who are The Proud Trust?

Through their regional youth work and national support services, The Proud Trust empower LGBTQ+ young people and the adults in their lives to create positive change for the future. Their work is building a safer



environment for LGBTQ+ young people to thrive and achieve their full potential in all the spaces they exist. They do this because they believe all LGBTQ+ young people deserve to live happy, fulfilling lives. The Proud Trust won't stop until true equality is a reality for all LGBTQ+ young people.

Why did we decide to support them?

The MLS Equity, Diversity and Inclusion Committee decided to vote on which charity to support for this event. The Proud Trust were the clear winner with their roots in Manchester and their calling to support LGBTQ+ young people and their families.

How you can support The Proud Trust

Time to Be Proud Fundraising Campaign

The charity are currently spotlighting their 'Time to Be Proud' fundraising campaign this Pride season. All the money raised goes towards funding 1500 hours of vital support for LGBTQ+ young people, whether that is through their live chat service, youth groups, or career mentoring. To find out more, please visit their website [here](#).



Corporate Partnerships

If you are interested in becoming a local partner of The Proud Trust, you can find more information [here](#) . Packages start from just £750 and it is a wonderful way to give back to the community.

If you are an organisation outside the local area, you can find more ways to support through corporate partnership by clicking [here](#) . Current corporate partners include Primark, AutoTrader and Schuh.

If you are interested in corporate partnerships and/or having The Proud Trust as your charity of the year, please email: fundraising@theproudtrust.org

Continued on page 32



slaterheelis
SOLICITORS

**THE
EDWARDIAN**
MANCHESTER
A RADISSON COLLECTION HOTEL

Part of **Lawfront**



Room Hire

Another great way of supporting is by hiring the spaces in their Manchester city centre headquarters, The Proud Place. They have flexible spaces from their training room for up to 25 to their community lounge that can host a reception for 75. The whole building is accessible and welcoming. To see the range of spaces on offer and to book, please visit their webpage [here](#) .

Diversity Training for your team

The Proud Trust also offers corporate training for organisations to improve and maintain their diversity and inclusion efforts. Learn more about their training packages [here](#) .

Volunteer your time

If you want to contribute on a more individual basis why not volunteer with the Trust? They have a range of roles from mentoring LGBTQ+ young people to being a Trustee of the charity. [See the roles available and what they involve here](#) .

Or perhaps you'd be interested in volunteering your legal expertise to help empower LGBTQ+ young people to advocate for their legal rights?

For more information on supporting The Proud Trust please email fundraising@theproudtrust.org

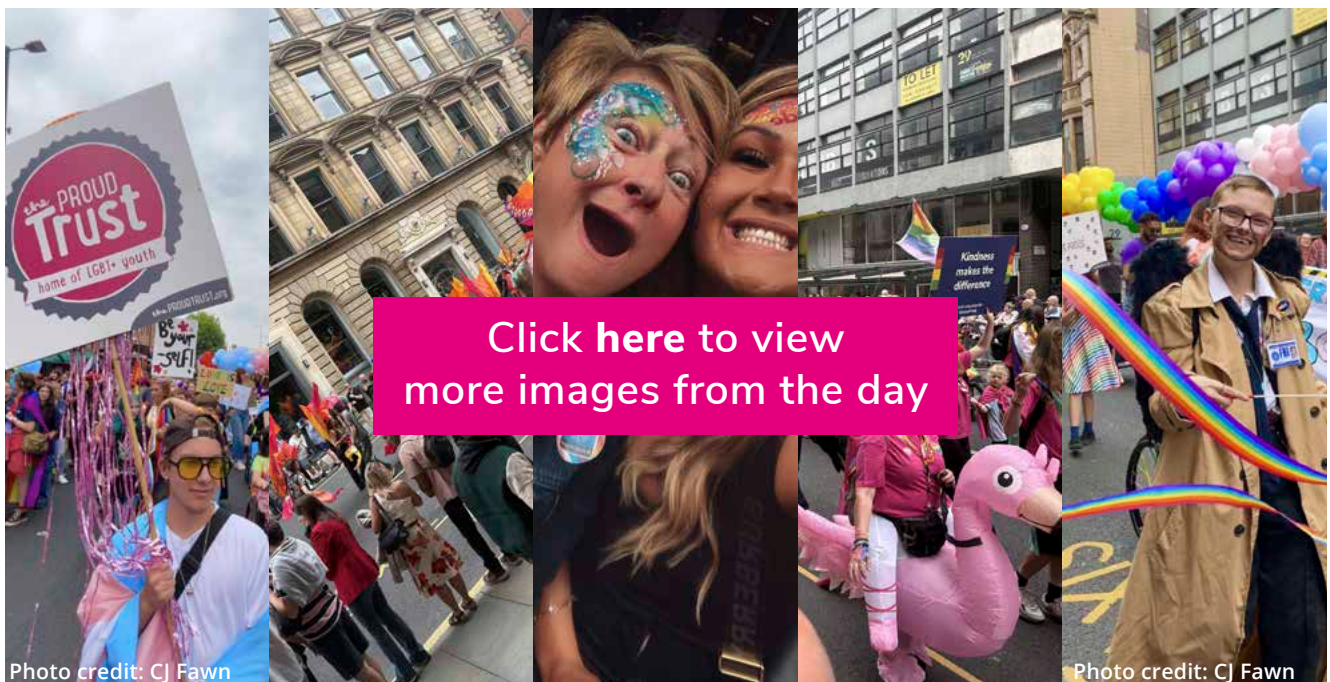


Photo credit: CJ Fawn

Photo credit: CJ Fawn



Manchester Law Society

Instituted 1838 Incorporated 1871

PROPERTY LAW CONFERENCE



Thursday 16th October



Manchester Hall, 36 Bridge Street, M3 3BT



Full day MLS Members £125.00 + VAT (£150.00)

Full day Non-Members £165.00 + VAT (£198.00)

Half Day MLS Members £80.00 + VAT (£96.00)

Half Day Non-Members £110.00 + VAT (132.00)

This year's Property Law Conference will be split into two parts, so attendees can choose what best fits their specialisms and interests. The morning will cover commercial property law while the afternoon will focus on development.



Find out more!

Kindly sponsored by

Landmark ● **SEARCHFLOW**
Information

The 5th of September is the International Day of Charity, and to mark this important occasion, we asked our Talking Heads to:

Give a shout out to your favourite charity and let everyone know why they are so great!

To start things off, a couple of charities that are especially close to our hearts here at MLS is our President's charity of the year **We Love MCR** ([donate here](#) ) and **The Proud Trust** ([donate here](#) ) – the charity chosen by ED&I committee to support through our Pride Afternoon Tea. We are immensely proud to support these organisations, who provide crucial, life-changing help to some of the most vulnerable people in our city.

Now, please do read on to hear about some more truly incredible charities – their missions, the invaluable work they do, the impact they have on the community, and what they mean to some of our members. Each charity listed has links to their website, where you can learn more about the organisation and choose to donate if you are able to.

Emma Cordock

Director & Head of Family and Billing, AFG Law


"For AFG Law, the charity to shout out, without hesitation, is [Maggie's](#) . Maggie's is a remarkable charity with centres across the UK which provides support to people facing



cancer, as well as their families. Last year, we lost a well-loved member of the team, Rhianne (*right*), to cancer when she was only in her thirties. Maggie's was there as a support mechanism for her, and her family, providing comfort, support, and guidance during such a difficult time. The team there provided



incredible support to someone we cared so deeply about, and we are so grateful for their tireless efforts in supporting so many people fighting cancer. They definitely deserve more recognition for their fantastic work."

You can donate to Maggie's [here](#) 

Marcin Durlak

Managing Partner, IMD Solicitors


"At IMD Solicitors, we have proudly supported [Europaia](#) for many years. This Manchester-based charity works tirelessly to empower and support European communities across Greater Manchester through advice, advocacy, and cultural projects. Their

mission aligns perfectly with our own purpose: to connect diverse communities and help minorities thrive.

We've seen first-hand the positive impact Europaia makes, from helping individuals access vital services and overcome



bureaucratic barriers to fostering inclusion and celebrating cultural diversity. Their work changes lives, and we are honoured to stand alongside them."

You can donate to Europaia [here](#) 



Louise Straw
Managing Partner, Burton
Copeland Ltd

“My favourite charity which we have partnered with this year is [Manchester Youth Zone](#) ☞

. It is an amazing charity which seeks to mentor, inspire and empower the youth of Manchester, providing them with a safe and happy environment in which to thrive. As well as providing food banks and hot and



healthy meals, it offers support and opportunities regardless of the child’s circumstances, background or where they live.

I attended an activity session and witnessed the awe-inspiring way that the staff and volunteers treat the children, but also the way that the children behave and interact with staff, with happiness and respect.

The youth of Manchester are the future of this fantastic city. This charity does so much to ensure that even youngsters from some of the most deprived areas can become the future eminent lawyers, iconic musicians, top sports stars, leaders in technological or scientific breakthroughs and much more!!!”

You can donate to Manchester Youth Zone [here](#) ☞

Georgie Clayton
Corporate Solicitor, JMW

“[Alzheimer’s Society](#) ☞ is my charity of choice.

“Dementia is a disease that is close to my heart having lost my grandpa to Alzheimer’s during the Covid pandemic, and watched my late nan suffer from vascular dementia in her later years.

Alzheimer’s Society is doing great work to spread awareness of the disease and are funding all types of

dementia research in the hope that they will one day end the devastation caused by dementia.

There are so many ways to get involved with Alzheimer’s Society (and some of these ways don’t involve you having to leave your house!) including donating, taking part in research, fundraising and taking part in the society’s events.



I first fundraised for Alzheimer’s Society during the Covid pandemic, when my brother and I challenged ourselves to walk as many kilometres as we could in a month. Since then, I have taken part in other fundraising activities such as the annual Memory Walk with my family.”

You can donate to Alzheimer’s Society [here](#) ☞

Continued on page 36

Give a shout out to your favourite charity and let everyone know why they are so great! (continued)

Matthew Skeoch

Paralegal, JMW

"I manage our relationship with [Foundation 92](#) [Ⓞ], a Salford based community charity aiming to use sport to engage the local community. We take part biweekly in a Dementia walking sports session in association with Bupa and Foundation 92. In addition, the charity is the official partner of Salford FC and we have been down on match days and engaged parties from community centres and schools in the area. The charity does a lot of work

with all ages from young to old – it's a charity for the whole community.

In addition, we also work with:

- Salford Youth Foundation
- Manchester Youth Zone
- Bleakholt Animal Sanctuary
- Manchester Refugee Support Network
- Social Mobility Business Partnership"

You can donate to [Foundation 92](#) [Ⓞ] [here](#) [Ⓞ]



Jon Davage

Managing Director & Head of Corporate, Bermans

"[Mahdlo](#) [Ⓞ] in Oldham is dedicated to supporting young people aged from eight to 19, and up to 25 for those with additional needs. Its mission is to provide a safe, inclusive and inspiring environment where they can discover their potential, build positive relationships and develop skills for life and work.

With over 3,000 members, most of whom are from areas of high deprivation, it is a vital part of the town's youth infrastructure. Mahdlo has to raise over £1.6m a year to keep providing these vital services that young people and their families need.



Supporting local charities is essential, whether via a business or individually. Funding is under unrivalled

pressure this year.

The set-up at Mahdlo is impressive, which is apparent when visiting its facilities. The impact on the local community, and particularly our young people, is clear to see and is needed more than ever.

Supporting Mahdlo is a privilege, and it is always a pleasure dealing with the team and attending the charity's marvellous events."

You can donate to [Mahdlo](#) [Ⓞ] [here](#) [Ⓞ]



Vicki Palmer
Senior Associate, Trowers & Hamlins LLP

“Trowers & Hamlins is supporting [Seashell Trust](#) in Cheadle as part of [#TrowersIncludes](#) and sparked by interest from the Trowers Disability Network.

Founded in 1823, Seashell supports children and young adults with complex learning difficulties, disabilities and additional communication needs. Seashell provides specialist education at their Royal School Manchester together with residential and respite care. During school holidays, Seashell runs

CADS, an inclusive sports holiday club for those who attend Seashell’s schools and from the wider community.

In July, Trowers held an Afternoon Tea event across the UK offices which raised over £500 for Seashell. In August, Jen Kantor and Olivia Harvey from the Trowers Manchester office volunteered at CADS holiday club and had a wonderful time with the participants and staff!

Seashell’s current Transforming Lives Appeal is fundraising for their



ambitious £50m campus transformation, which is part way complete.”

You can donate to Seashell [here](#)

Scarlett Banfield
Associate, Trowers & Hamlins LLP

[Lifeshare](#) helps to meet the needs of homeless and vulnerable people in Manchester and Salford, through offering them practical aid, support and information. The charity assists individuals to secure suitable accommodation, to maintain their tenancies and access initiatives to carry their lives forward.

Lifeshare also focuses on fighting food poverty. Over the last three years, Trowers staff have volunteered to help Lifeshare serve hot

breakfasts every weekend to around 300 people as part of Lifeshare’s Breakfast Project. The Project offers respite to vulnerable individuals, plus advice and support. Additionally, individuals have access to hot showers and a clothing bank.

Lifeshare formed the Manchester Digital Collective which aims to tackle digital exclusion by improving access to devices and the internet, and provides courses to develop digital skills.

You can join Trowers in fundraising to support Lifeshare’s Breakfast Project, clothing collections or the Digital Collective [here](#).



Continued on page 38

Give a shout out to your favourite charity and let everyone know why they are so great! (continued)

Elise Liquorish
Paralegal,
Hall Brown

"I would like to nominate [Overgate Hospice](#) in Calderdale, Halifax. Overgate Hospice does incredible work supporting



families whose loved ones are nearing the end of their lives, providing dignified, gentle, and supportive care for everyone involved. Having had

particularly close contact with this charity, I felt it was only right to nominate them due to their hands-on support for loved ones, as well as their ongoing assistance for family members after a death."

You can donate to Overgate Hospice [here](#)

Ryan Bradshaw
Partner, Employment and
Discrimination Department

"[Greater Manchester Law Centre](#) (GMLC) has been a beacon of hope for 10 years now. Out of the wreckage of the Legal Aid, Sentencing and Punishment of Offenders Act 2012 and the cruelty of austerity came something positive to get excited about.

From the Access to Advice campaign to initial meetings in the Mechanics Institute to victories in the Supreme Court, GMLC and friends have promoted social justice and improved lives.

In 2024, the welfare benefits team secured £3.04 million in benefits, an astonishing amount that will have significantly boosted the local economy.

The housing team has prevented hundreds of evictions and forced the government to increase housing allowances nationwide.

The employment team challenges rogue employers in the local area.



Beyond the case work, GMLC nurtures the next generation of lawyers and acts as an incubator and supporter of community campaigns.

All this positive impact is accomplished on a shoe string budget.

Please support them however you can!"

You can donate to Greater Manchester Law Centre [here](#)



David Higgins
Restructuring and
Insolvency Partner,
Bexley Beaumont

“Prostate Cancer UK

Prostate cancer has affected my family and so the charity is very close to my heart. Prostate cancer is the most common cancer in men. 1 in 8 men will get it and given the usual reluctance of men to discuss health issues, the charity has smartly targeted sports like football, golf, running and cycling where

men are keen spectators and participants. It organises events and challenges to get you involved. I’m a keen cyclist and I have just, thanks to Prostate Cancer UK, completed the 1st stage of this year’s Tour de France. Along with 150 other MAMILs (middle aged man in lycra) I cycled 195km from Lille in Northern France and together we raised over



£250,000 for the charity.

The whole experience was both incredibly rewarding and humbling as every one of the participants is living with or affected by prostate cancer in some way.”

You can donate to Prostate Cancer UK [here](#)

Laura Jones
Foundation Director,
gunnercooke

“Our favourite not for profit is a wonderful bookshop with a difference. Their sole purpose is to address loneliness and social isolation within the community, all through the power of books. Funded by global professional services firm gunnercooke, and based on King Street in the heart of Manchester, [House of Books & Friends](#) is a Community Interest Company and operates as an independent bookshop, café and events space. They host a whole range



of events, workshops and clubs, all designed to bring people together to form friendships and communities. The friendly team of ‘Bookworms’ ensure a welcoming, inclusive and safe space for people who want to escape the hustle and bustle and being a Community Interest Company, every pound spent with them goes that little bit further as any profits are ploughed back in to furthering their social mission.”

“The gunnercooke foundation works with over 170 small to medium sized

charity leaders, supporting them to develop and in turn, grow their charities. The foundation is fully funded by global professional services firm gunnercooke, whose partners are heavily engaged in supporting the charity through volunteering expertise and services in mentoring and facilitating the peer support network, inspire*. The foundation also supports the third sector through their Business For Good programme which works with charity leaders to develop sustainable revenue streams in turn making them less reliant on grant funding.”

Visit the House of Books and Friends website to find ways to support [here](#)



JMW reports excellent financial results

JMW [Ⓞ] has announced another record financial year, achieving a 15% uplift in revenue, with turnover up from £82m in 2023/24 to £94m in the year to 30 April 2025, against a target of £90m.

The firm, which has offices in Manchester, London and Liverpool, achieved £17m profit, up on the £13m of 2023-24. Chris Sutton, Managing Partner, said the results reflected the depth and breadth of talent and dedication of the 792-strong JMW workforce.

“Our people continually attract new clients while simultaneously maintaining excellent relationships with existing ones, an approach which is key to our success,” he said.

Key developments within the firm include a close to £1 million refit of the London offices, including the creation of a dedicated client floor, as well as signing a new lease for the City of London property for the next four years.

During the last financial year, many departments across the firm saw an increase in revenue: of particular note is the Restructuring and Insolvency team once again, growing fee income 60% following last year’s growth of 56%, JMW’s Private Client team grew fee income by 41% and the Corporate team’s revenue increased by more than 32%.

In addition, over the past year **Lawshare** [Ⓞ], the national referral scheme and support network for law firms, added 104 new members to its ranks - taking membership to 795 firms of solicitors.

There have been several key hires throughout the firm, including JMW’s new Head of IP John Buckby, a highly regarded intellectual property solicitor and trade mark attorney who joins the firm from Gateley. JMW also welcomed the arrival of partner Sara Stanger, who leads its newly established Liverpool-based clinical negligence team, adding to its existing teams in Manchester and London. A specialist in high-value, complex claims, Stanger is well known for her handling of high-profile public inquiries.

Mark Iveson has joined the JMW Commercial Real Estate team – one of the largest specialist teams in the North West - as the firm’s planning and highways partner and will apply his experience in large mixed-use and residential schemes amid a changing regulatory landscape.



Chris Sutton

Amanda Marsh, partner, Military Claims, joined the firm from Irwin Mitchell; she works closely with a number of well-known military charities, representing wounded, injured and sick military personnel across all serving, veteran, and reservist communities in making claims through the Armed Forces Compensation Scheme.

Mark Jones, who has practised commercial litigation and construction law for more than 25 years, has moved from his role as Head of Commercial Litigation to become Head of London.

Chris said: "We are pleased to have achieved this excellent financial performance particularly in light of the challenging economic conditions which face all businesses in the UK. We remain determined not to rest on our laurels

“

Our people continually attract new clients while simultaneously maintaining excellent relationships with existing ones”

but to continue our strategic programme of investment, not just in our systems, technology and offices but also, more importantly, in our people. This year we made 44 promotions and awarded over £1.7m in staff bonus payments across the entire firm in recognition of our people's ongoing commitment to their clients, the firm, and their colleagues.”



**Join 1000's
of law firms**

already outsourcing
their typing and
document production

[Try a free trial](#)





Myerson CEO Carl Newton marks 30 years at the firm

Work anniversary follows period of sustained growth and successful employee ownership transition

Myerson Solicitors [®] is proud to announce that its CEO, **Carl Newton** [®], is celebrating 30 years at the firm, including 20 years as the firm's CEO - a rare tenure in the legal sector.

Carl joined Myerson in August 1995 as a Corporate lawyer, having studied law at Lancaster University. Over three decades, he has played a central role in shaping the firm's growth, governance, and culture, helping to establish Myerson as one of the UK's leading independent law firms. He was appointed as CEO in 2005.

Under Carl's leadership, Myerson has more than doubled in size in the last five years, with turnover rising from £9.5 million in 2020 to £17.5 million in 2024. The firm has consistently ranked amongst the UK's Top 200 law firms, and is recognised for its high-quality legal services, strong leadership, and people-first culture.

The firm operates from a single site in Altrincham, Cheshire, and now employs over 160 people across legal and business support teams.

In September 2024, Carl led the firm through one of the most defining moments in its history; its transition to 100% employee ownership. Myerson became

Carl Newton





It's a privilege to mark 30 years at Myerson and to reflect on how far we've come. I'm proud of the culture we've built; one that puts people, trust and long-term thinking at its heart

the first law firm in Greater Manchester to adopt an [Employee Ownership Trust \(EOT\) model](#) [Ⓔ]. The move reflected Carl's long-held commitment to independence, shared success, and culture as a competitive advantage. At a time when the legal market is increasingly shaped by private equity investment, consolidation, and short-term strategy, Carl has consistently championed a people-first model; one that prioritises team collaboration and performance to deliver long-term, sustainable growth.

Earlier this year, Carl was named in [The Lawyer's Hot 100 list for 2025](#) [Ⓔ], in recognition of his leadership, strategic vision, and contribution to the legal profession.

Carl Newton, CEO of Myerson, commented: "It's a privilege to mark 30 years at Myerson and to reflect on how far we've come. I'm proud of the culture we've built; one that puts people, trust and long-term thinking at its heart. We've scaled while staying true to our values, and it's that culture, combined with the quality of our service, that continues to attract high-calibre lawyers and a broad range of clients, from ambitious start-ups to established national businesses.

You don't have to be in the city centre to be a truly regional firm. We've always done things a little differently at Myerson, from our single-site base in Altrincham and with a colourful culture that sets us apart."

Carl Newton's Top 3 tips for distinctive and sustainable leadership:

- "Build a company culture based on values and your purpose before you build a strategy": enduring success starts with values that differentiate, not just operational plans.
- "Trust your people and empower them": innovation and loyalty grow when people are given real ownership and responsibility.
- "Champion long-term client relationships": Carl's very first clients are still with the firm today.



St John's Buildings Chambers appoints David Anderson as Chief Executive

St John's Buildings Chambers [®] has announced the appointment of David Anderson as its new Chief Executive.

David, Manchester Law Society's Immediate Past President, takes over the role from Chris Ronan, who retires in September after more than 35 years at the set.

David joined St John's Buildings in 2008, firstly as Head of Corporate Services and subsequently as Chief Operating Officer. He was the first non-lawyer President of MLS and continues to sit on Council and act as an Officer of the Society. David said of his appointment:

"Having joined St John's Buildings when it had two sites and 130 barristers, I have been fortunate to support Chambers' growth and success. I am delighted to be trusted with the role of leading such a fantastic chambers into the next phase of its development and I look forward to continuing Chris Ronan and the Board's

excellent work and ensuring we continue to provide an exceptional service to our clients and barristers."

Described by the independent legal directories as a set with "unrivalled" strength in breadth and depth of knowledge, the Chambers has invested heavily in its wellbeing and support provisions as well as in information security, securing ISO27001 and Cyber Essentials Plus certification. These are all issues in which David has been instrumental.

"We have deliberately directed our resources at supporting our barristers and staff in achieving their career goals, while working in an inclusive and supportive environment. I want to continue to pursue an agenda that ensures our clients receive the very best service from barristers and staff who feel well supported, can set personal goals and have the opportunity to reach their potential. With the quality of support we offer and the exceptional knowledge and skill of our barristers, there is no limit to that potential."

Frances Heaton KC, Joint Head of Chambers, said: "David has been fundamental to our success in recent years, working closely with the Board in driving improvements in the way we deliver our service, the technology and facilities we use and our approach to client care and data protection. Appointing David as CEO is a natural step in our succession planning and we look forward to the positive impact David will have on the continued success of Chambers."

David commenced in the role on the 1st of September 2025.





Manchester Law Society

Instituted 1838 Incorporated 1871

PRIVATE CLIENT CONFERENCE 2025

PRACTICAL POINTERS SINCE THE 2024 BUDGET

18 SEP

09:30 - 15:00

MANCHESTER HALL
36 BRIDGE STREET
M3 3BT

TOPICS INCLUDE:

LONG RESIDENCE AND DOMICILE CHANGES
PLANNING POST BUDGET FOR BUSINESS OWNERS
PLANNING OPPORTUNITIES WITH PENSIONS

LEARN MORE





Leonard Curtis sells a majority stake to new investors

Leonard Curtis announces the sale of a majority stake in its business to Pollen Street Capital, a fast-growing private capital asset manager, with specialist experience in the financial and business services sectors and real estate.

Leonard Curtis, which is headquartered in Manchester, has over 30 years' experience in providing restructuring, legal, funding, M&A advisory and business services to SMEs and corporates throughout the UK and offshore.

The business has built a trusted brand, strong national footprint and deep sector expertise, as it has expanded rapidly through organic growth, geographical expansion and acquisitions, resulting in headcount increasing to over 330 employees across 30 offices.

The business has a well-established referral community throughout the business services industry, including its own Lifecycle network, which enables over 3,000 regional accountancy practices to help their clients by accessing support, advice and solutions

Leonard Curtis Senior Leadership Team: (L-R) CEO Dan Booth, COO David Brown and CFO Paul Birks



to financial and operational issues at every stage of their clients' business lifecycle.

The group will continue to be led by current CEO Dan Booth and Pollen Street's investment will accelerate growth across the platform through product expansion, technology and M&A.

Pollen Street was supported by Manchester-headquartered private credit investor TDC, and the deal will see the successful exit for family investment office Arete Capital Partners and SVELLA Plc, who took a significant stake in August 2021.

Jonathan Guest, Investment Director at Pollen Street, said: "Leonard Curtis is a high-quality business with a proven model, experienced leadership, and has demonstrated strong organic growth in the UK and offshore."

"We are proud of our track record of supporting fast-growing players in the financial and business services ecosystems and are looking forward to partnering with the team for the next stage of Leonard Curtis's growth, as it diversifies and scales organically, and further consolidates the fragmented UK professional services market."

Leonard Curtis CEO Dan Booth commented: "The partnership and investment from Pollen Street Capital, together with support from TDC, will allow the business to move forward and better execute our plans to grow and develop the group."

"We have our sights on building a business that is sustainable for many years to come and to represent something that we can all be proud to be a part of."

“

We have our sights on building a business that is sustainable for many years to come and to represent something that we can all be proud to be a part of”

"None of this would be possible without the hard work, commitment and brilliance of our people. We are building something very special here, and I truly hope we all continue this journey together to be better every day. In years to come, we all want to be able to look back and know we played a positive part."

Gary Davison, managing partner at TDC, added: "Leonard Curtis is a true Manchester success story, having expanded its presence across the UK and into new service lines. Together with Pollen Street, this deal will help to further accelerate this growth, with a strong management team in place to deliver on some ambitious strategic plans."

"As a Manchester-headquartered business ourselves, we're particularly proud to be supporting a business on our own patch, uplifting our region while driving UK-wide growth."

Advisors for Leonard Curtis included KPMG Corporate Finance, Hill Dickinson on legal, PwC on tax, BDO on financial due diligence and Graph on commercial due diligence.



Ward Hadaway merges with Teesside's The Endeavour Partnership

Ward Hadaway [®] has announced its merger with The Endeavour Partnership LLP, a successful and well-established Teesside commercial law firm.

Now operating under the Ward Hadaway name and identity, all of the existing team from The Endeavour Partnership will continue to operate from offices on Teesdale Business Park near Stockton, providing the same quality legal services to its clients for which it has become renowned over its 25 year history.

Clients will now benefit from legal expertise across a broader range of practice areas, including succession planning, matrimonial advice, construction and tax, as well as having access to the extended networks and

opportunities of the wider firm. Meanwhile, The Endeavour Partnership team will benefit from the extensive resource and business services support of Ward Hadaway, whose combined headcount will now stand at nearly 600.

Lee Bramley, The Endeavour Partnership's Managing Partner, will become Executive Partner of the Teesside office. In addition to leading the office, Lee will help to oversee the evolution as the team maintains and builds on its place at the heart of the Teesside business community under the Ward Hadaway name.

The addition of a Teesside office will mean Ward Hadaway now has five regional centres, after the firm recently announced

(L-R) Lee Bramley and Steven Petrie



the opening of a Birmingham office in June to add to its established offices in Leeds, Manchester and Newcastle.

Steven Petrie, Ward Hadaway's Managing Partner, said, "I am delighted that The Endeavour Partnership decided to merge with Ward Hadaway. The move is part of our strategic plans to grow revenue by 100% over the next 10 years. I've been clear about our ambitious growth plans since I became Managing Partner in 2024, and I'm proud to see our strategy coming to life.

"The alignment between our two firms has been obvious from those very first conversations. The Endeavour Partnership's commitment to client service excellence and to its people, close attachment to the Teesside region, and straightforward, commercial approach mirrors our own vision and values. We have worked closely together for many years, and so it was a natural progression to merge, adding additional services and support to the clients of Teesside and beyond."

Lee Bramley added, "We are delighted to be joining forces with Ward Hadaway. We have worked extremely hard over the past 25 years to create a firm trusted by valued clients and colleagues. The merger gives us an opportunity to build on that, adding scale and further expertise to our offering as part of Ward Hadaway.

"The growing regulatory landscape, new and emerging technologies and the competitive market for attracting top talent drive the need for innovative thinking in the legal sector. By joining forces, and benefitting

“

The alignment between our two firms has been obvious from those very first conversations”

from the additional resources Ward Hadaway brings, we can deliver even better support for our clients going forwards. Ultimately, that has driven our decision to become part of a larger firm but one that in essence shares our approach to providing legal services, albeit on a larger scale.

"It is clear that Ward Hadaway appreciates that character and distinctiveness are regional traits to be celebrated. We look forward to maintaining our Teesside focus, retaining and further building on the talent we have nurtured. We will continue to leverage our expertise and knowledge of the business landscape in this area, as part of a firm that prides itself on delivering a personal and quality service in a straightforward, respectful and ambitious manner."

These announcements follow a period of sustained growth at Ward Hadaway, recruiting more than 100 people during 2024 across its existing offices, including eight new partners. The growth of the Firm to £53.5m for the year to April 25 indicates the firm is well on track towards its strategic growth targets and comes on the back of its record financial results for 23/24.

I love the life that I've built here and remain that chippy northerner. Though I do cover crooks, liquidations and shady deals, I do so from the position of wanting to police the boundaries of a business community so good people aren't ripped off. I take being a journalist seriously, something I cherish having been offered the chance to return to the frontline after a period as a political adviser.

This August some big exclusive stories came thick and fast.

We'll start with the big positive one first. The sale of a stake in cult female fashion brand Adanola, which values the Manchester-based business at £400m (US\$530m) is a huge lift for the city.

Further south, Dr Nyla Raja known locally as the "Botox Queen" sold her aesthetics business to an American "consolidator". I'll keep an eye on this one. She received a stinging assessment from the Care Quality Commission in 2023 for the hair transplant service and she used to be in business with footballer's wife Dawn Ward, a star of Real Housewives of Cheshire.

The investment into Leonard Curtis by Pollen Street Capital was also a big deal for the city, as a really well-run, deadly focused business in the flux world of professional services looks to an exciting next phase.

I also attended court to get some more insights into the case of Stockport accountancy firm Bennett Verby and the charges they face for failing to prevent tax evasion.

“

I started out interviewing pop stars, artists and models for a music paper in Australia, but even then as a chippy English kid, I only ever gave five star reviews to New Order, Stone Roses and the Happy Mondays”

We also saw the conclusion of the scrap to buy Assura, a North West based healthcare property investment business where Primary Healthcare Properties beat off American private equity firm KKR, three initials that are known to send a chill down the spine of even the toughest business executive.

Finally, it was with a very heavy heart that I pressed send on a breaking news alert on a sunny Wednesday afternoon about the Greater Manchester Chamber filing a notice of intention to appoint administrators.

There are plenty of people there who I have the utmost respect for. The reason they gave for their financial perils is that its Chamber Space co-working and meeting room rental venture has become "an unsustainable part of the business" since the pandemic.

I'll be sure to keep you posted on these stories, and more, on [TheBusinessDesk.com](https://www.thebusinessdesk.com).



A message from Fiona Ledden, City Solicitor and Monitoring Officer at Manchester City Council

Are you interested in local government ethical standards?

Part of my role as City Solicitor for Manchester City Council includes being its Monitoring Officer. This role involves, amongst other things, supporting the Council's Standards Committee to handle complaints about elected members (councillors) and promoting and maintaining high standards of member conduct.

Manchester City Council is a metropolitan district council with 96 members. As a local authority, the Council provides a number of essential services for citizens and businesses and also has responsibility for the wider economic, social and environmental wellbeing of the City of Manchester. Members play an integral role in the decision making and vision for Manchester and act as an important link between council services and the communities they serve. Members are required to comply with a Members' Code of Conduct which draws on the Seven Principles of Public Life (also known as the Nolan Principles). These principles are selflessness, integrity, objectivity, accountability, openness, honesty and leadership. It is paramount that the Members' Code of Conduct gives assurance to the public that members of Manchester City Council act in accordance with high ethical standards.

The role of the Monitoring Officer in relation to member complaints

The Monitoring Officer is vitally important in shaping the behaviour and culture within a local authority through the standards system, including advising on standards issues, code of conduct matters and dealing with complaints made against members.

The Monitoring Officer is also responsible for dealing with complaints that parish councillors within their area have breached their parish council Code of Conduct.

Manchester City Council has a procedure in place for dealing with any allegations that the Members' Code of Conduct has been breached by its elected members or (voting) co-opted members. Where a complaint is received the Monitoring Officer has responsibility for filtering and investigating complaints in a fair and impartial manner in line with the Council's procedures. The Monitoring Officer must have the confidence not just of the member that is the subject of the complaint, the complainant and any witnesses involved, but also the confidence of all members representing the Council as well as the public.

The Monitoring Officer's role requires objective analysis, tact and diplomacy, strong leadership and interpersonal skills in dealing with a wide range of people as well as having political skills and awareness. The role is complex, high profile and subject to scrutiny. Although it can often be challenging, particularly in dealing with conflicts of interest or making difficult decisions, it can also be very rewarding.

The role of the Council's Standards Committee

The Council's Standards Committee comprises six city councillors, one parish councillor from Ringway Parish and two Independent Members. It is chaired by one of the Independent Members. The



Committee is responsible for promoting and maintaining high standards of conduct and ethical standards by Councillors and co-opted Members. It assists them in observing the Council's Code of Conduct for Members. A sub-committee of Committee also determines, where a complaint reaches the final Hearing Stage of the complaints process, whether a Council Member has failed to comply with the Council's Code of Conduct for Members and, if so, determines what action (if any) to take.

The role of the Independent Members

The Independent Members provide an external perspective in delivering the work of the Standards Committee. They assist the Council in promoting high standards of conduct by its elected and co-opted members and supplement the Council's skills, knowledge and effectiveness in relation to its ethical framework. One of the Independent Members chairs meetings of the Council's Standards Committee.

The work can be challenging and complex and would suit those looking to make a positive difference to cultures and behaviours in public life and a commitment to promoting high standards through shaping ethical standards and conduct.

There are no specific qualifications or experience required to fulfil the role of the Independent Member but they must have:

- good judgement;
- an ability to be objective and fair minded;
- an ability to demonstrate good analytical skills based on the facts and evidence presented which can be complex and detailed;
- good communication, partnership and teamworking skills;

- experience of working to deadlines; and
- political awareness whilst remaining politically neutral.

The Independent Members must have the confidence of the Monitoring Officer, members of the Council and the public. An enthusiasm for local government and a sound understanding of the ethical, legal and regulatory framework or principles relating to member standards would be an asset.

There are, however, restrictions on who can be an Independent Member. An Independent Member cannot be a councillor or officer of the Council or of Ringway Parish Council or be a relative (as defined in the Localism Act) or close friend of one. Additionally, an Independent Member cannot have been a councillor or officer of the Council or of Ringway Parish Council in the last five years. Finally, they must not have any unspent criminal convictions or be politically active.

Do you have an interest in local government governance standards and feel that could make a positive contribution as an Independent Member? Manchester City Council is currently recruiting for a new Independent Member. For more information about the role and how to apply, please see [here](#) or email demserv@manchester.gov.uk

For an informal discussion about the role, please contact me on 0161 234 3087

The closing date for receipt of applications is 4pm on 30 September 2025.

Fiona Ledden is President of the Manchester Law Society, but writes this article in her capacity of Manchester City Council's City Solicitor and Monitoring Officer.

MLS Advantage



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

SEARCHFLOW

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.

SearchFlow provides confidence and certainty, to any law firm that wants to embrace and benefit from this transformation journey. This is achieved, each day, by delivering concrete due diligence, advanced technology, intelligent data, unparalleled market experience, serious financial investment, and access to exceptional people.

By partnering with SearchFlow, the UK's property law professionals are able to deliver smarter, safer, and faster property transactions to their customers.

SearchFlow is a Landmark Information Group business, which is headquartered in the UK and is part of Daily Mail and General Trust plc (DMGT).

www.searchflow.co.uk 

Follow on Twitter @SearchFlow

LEGALRSS

LEGAL NEWS – up-to-date legal news and court judgments for your website and smartphone.

Legal RSS provides uniquely created, timely, well-written news on the latest court judgments. This can be used on your website and will ensure that your news section is up to date, current, and topical. In engaging with existing and prospective clients this will help your firm maintain and enhance its reputation as being expert in its field, plain-talking, on the ball and client-centred – key attributes for driving practice growth and profitability. This will also help you keep your website up to date with articles designed to drive in instructions and client acquisition. We cover over 60 different areas of the law, and our service can be seamlessly fed onto your website, or you can personalise each article with your own comment and key fee earner contacts. Legal RSS also provides a smartphone app which you can download for free to keep up to date whilst on the move, and we can also provide a bespoke firm version of our app.

martyn.best@legalrss.co.uk 

www.legalrss.co.uk 

Compli provides regulatory and compliance advice and assistance to law firms and



Manchester Law Society

Instituted 1838 Incorporated 1871

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?

Compli

others in the legal sector. Whether you are a partnership, limited company, ABS or sole practitioner, our flexible, tailor-made service is designed to support you in meeting the evolving regulatory, compliance and risk challenges you face. This is underpinned by incisive commercial advice on business management and structure, all delivered by specialist teams with outstanding experience in their disciplines. Confidentiality, legal professional privilege and peace of mind is assured.

Michelle Garlick: 0161 233 7330
michelle.garlick@weightmans.com 
www.weightmans.com 

Choose... DOCUTECH OFFICE SOLUTIONS

Docutech Office Solutions is the Manchester Law Society's preferred supplier for MFPs, Copiers, Printers, managed print services, secure electronic data storage and electronic signatures. We pride ourselves in great prices, focusing on cost and emission reduction, improving your efficiency whilst maintaining a second to none service.

Before recommending any of our products we make it our business to understand your business allowing us to supply the right solution to your specific needs, whether it be from our vast range of hardware, software, technical services, or a combination of everything.

0844 259 6155
info@docutechsolutions.co.uk 
www.docutechsolutions.co.uk 

Continued on page 56



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

Here's a few ways we do that:

- 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.

What do we offer you:

- A very deep understanding of your typing, transcription, document production and e-bundle needs.
- Free digital dictation software to reduce your hardware and software costs.
- A 24/7 typing service that matches your needs and your peaks and troughs in your own work levels.
- Outstanding customer service and responsiveness.
- The comfort of cyber and data security supported by our accreditations to ISO27001, ISO9001, AND ISO22310, and the endorsements of the Manchester Law Society, LawNet, Lawshare and the Cheshire & North Wales Law Society.

Martyn Best: 0345 340 3031

Martyn.Best@documentdirect.co.uk

www.documentdirect.co.uk



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

0161 883 3083

mls@mitigogroup.com

www.mitigogroup.com



How we help law firms

Trusted by a growing number of law firms across all practice areas and sizes, Shieldpay is the UK's leading ThirdParty-Managed Account and Digital Corporate Escrow provider. Shieldpay's multi-award winning platform streamlines KYC/AML, client money processes and gives you full transparency on the status of funds at all times. Shieldpay is authorised and regulated by the FCA, funds held by Shieldpay are safeguarded and held with tier 1 banks. Shieldpay is able to process transactions of any size and hold funds in escrow for whatever period of time required.

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
- Card and merchant services
- Corporate escrow arrangements
- Commercial rent deposits
- Trust and guardianship accounts
- Retention amounts

John Donigan: 07966 213957

jdonigan@shieldpay.com

www.shieldpay.com



As part of the UK's largest property and land data business, Landmark Information supports the entire value chain of the property industry.

With more than 25 years' experience, we provide real estate lawyers and property conveyancing professionals with accurate and relevant land and property data. We work closely with property lawyers to provide a dedicated personal approach, supporting the transaction risk and due diligence process. Our data, reports, software and services are in line with the Law Society and SRA requirements. They include environmental reports for both residential and commercial transactions such as, RiskView Residential, Argyll's SiteSolutions Combined, Landmark Flood, Landmark Planning, Landmark Coal and RiskHorizon for ESG due diligence.

www.landmark.co.uk or follow Landmark on Twitter: twitter.com/LandmarkUK

Continued on page 58



Miller Insurance Services LLP (Miller) is a leading specialist (re)insurance broking firm with a rich heritage of over 120 years. Our team of professionals harness their distinct expertise and knowledge to the benefit of our clients. It is our specialism, unparalleled service, and client-centric approach that sets us apart from the rest.

How we help law firms

We empower SRA and CLC regulated legal

firms with risk management services and insurance programmes that can include Professional Indemnity, Cyber, D&O, Office and After the Event cover.

With direct access to a broad range of A-rated insurers and exclusive market-leading facilities, we deliver high-quality, competitively priced and tailored solutions for every firm size and type – from new start-ups to freelancers and sole practitioners, high street practices and Top 100 firms.

Kerry Greenwood

kerry.greenwood@miller-insurance.com

www.miller-insurance.com/solicitors

Kimpton Clocktower Hotel - Member Benefits!

Manchester Law Society members can now enjoy exclusive offers from the [Kimpton Clocktower Hotel](#) and their in-house restaurant [The Refuge](#) .

Benefits include:

- 10% off all F&B when dining with 4 or less at The Refuge
- A complimentary bottle of champagne when booking a private dining room at The Refuge for 7 or more guests
- Preferential rates when booking events at their exceptional venue, with spaces including the city's largest ballroom and their Winter Garden

The Kimpton Clocktower Hotel, which also served as the venue for our highly

successful Manchester Legal Awards 2025, provides the perfect setting for any event.

Secure your exclusive benefits and contact them today! You can find their emails below.

The Refuge enquiries:

info@refugemcr.com

Event enquiries:

Sharon.Cameron@ihg.com

K I M P T O N
CLOCKTOWER
H O T E L

Leading PI insurance broker, Miller becomes MLS Advantage member

Miller Insurance Services LLP (Miller), the leading independent specialist (re) insurance broker, is delighted to become the latest MLS Advantage member.

Miller's partnership with Manchester Law Society cements our commitment to providing clients with local, regional expertise and service, alongside direct access to specialist and competitive insurance programmes that the London market is renowned for.

With direct access to a broad range of A-rated insurers and exclusive market-leading facilities, we provide SRA and CLC regulated legal firms with high-quality, tailored solutions for every firm size and type - from new start-ups to freelancers and sole practitioners, high street practices and Top 100 firms.

Zarina Lawley, Head of Solicitors at Miller, commented: "We are delighted to be working alongside Manchester Law Society to ensure that its members receive practical guidance and support with their professional indemnity and wider insurance needs."

Miller is also offering all MLS members a complimentary benchmarking service on their current Professional Indemnity insurance programme.

Why over 1,200 law firms trust Miller with their insurance needs

- Professional, prompt and personal service that truly adds value to your firm
- 30+ strong team of PII specialists, experienced in both hard and soft market cycles
- Regional account executives offering in-depth knowledge of the local landscape coupled with direct access to London market solutions
- Strong relationships with 13 'A-rated' PI insurers and exclusive insurer arrangements offering competitive premiums and commitment to rate stability
- Risk management guidance with templates, educational content and regional roundtables
- In-house claims team with qualified lawyers
- Confidential and objective benchmarking of your current policy or renewal terms
- Further specialist expertise and coverage solutions for Cyber, D&O, Office, Key person, After the Event, and personal lines insurance for high-net-worth individuals

To discuss any of your insurance needs, contact kerry.greenwood@miller-insurance.com or visit www.miller-insurance.com/solicitors



National Inclusion Week 2025: “Now is the time” – fairness on the line in a divided Britain

From 15–21 September 2025, thousands of UK organizations will join National Inclusion Week (NIW) under the theme “Now Is The Time”. Launched in 2013 by Inclusive Employers as a modest workplace initiative, NIW has grown into a nationwide fixture, embraced by schools, councils, NHS trusts, charities, and global corporations. Once defined by colourful posters and lunch-hour talks, it now drives staff training, leadership pledges, and organisational change.

This year, however, the celebrations arrive in a far more charged climate. Legal disputes over the definition of “sex” in the Equality Act — with the Supreme Court weighing in — have forced employers to navigate shifting government guidance on gender identity and single-sex spaces. HR teams are under pressure: a misstep could lead to costly tribunals or public backlash.

The political backdrop adds further strain. Britain’s so-called “culture wars” have turned issues like inclusive language, gender-neutral facilities, and diversity training into flashpoints. For some, NIW participation is a proud declaration of values; for others, it’s viewed as a political statement. Leaders must tread carefully, upholding fairness while managing increasingly polarised audiences.

Economic pressures deepen the challenge. With the cost-of-living crisis biting and public budgets under scrutiny, Diversity, Equality and Inclusion spending faces intense examination. Freedom of Information requests have revealed detailed DEI budgets, prompting debate over whether such investment is a moral necessity or a luxury. Across boardrooms and council chambers, the demand is the same: prove results. Inclusion work now requires hard evidence that it improves retention, builds trust, and strengthens performance.

Yet these same economic conditions make inclusion more urgent. Britain’s shortage of skilled workers — in healthcare,



Karol Prokopczuk

engineering, and green technology — means employers cannot afford to exclude talent from historically marginalised communities. Scholarships, apprenticeships, and targeted recruitment are no longer just ethical moves but survival strategies in a competitive market. In this sense, “Now Is The Time” is a warning against costly delay.

For organisations willing to commit, the rewards are significant. Inclusive workplaces tend to enjoy higher morale, greater innovation, and deeper ties with the communities they serve. Public institutions that visibly uphold fairness often face fewer grievances and gain stronger public trust. In an era of division, these advantages are strategic as well as moral.

National Inclusion Week 2025 is, therefore, more than a cultural event — it is a stress

test for Britain’s civic fabric. It asks whether leaders will go beyond press releases to make changes that last: clear governance, measurable action, genuine dialogue. The temptation to sidestep the week to avoid controversy will be strong. But doing so risks missing a rare chance to strengthen trust and unity at a moment when the country needs both.

When the banners come down and the speeches fade, the real test will be whether the promises of NIW survive into the months ahead. For a nation wrestling with its identity, one question remains: if not now, when?

Karol Prokopczuk
First Response Team Manager
IMD Solicitors

News from HQ

Applications open for the Honorary King’s Counsel Awards!


KC Honoris Causa - Honorary KC

We are pleased to inform you that the Ministry of Justice is now welcoming nominations for the 2025/26 Honorary King’s Counsel awards.

This is an honorary award unique to the legal profession. It is a dedicated opportunity, made by royal prerogative, to recognise those in the profession who have made a major contribution to, and impact on, the legal sector and the law of England and Wales outside the courtroom. The Ministry of Justice are especially keen to see

nominations that reflect the broad diversity of experience and background across the legal community.

Please note that nominations close on the **19th September 2025**.

Full details of the Honorary KC nomination process, including the nomination form and guidance, can be found on the [GOV.UK website](https://www.gov.uk) .





A new partner in crime for Slater Heelis Solicitors

Slater Heelis Solicitors has strengthened its crime and regulatory team with the strategic appointment of Michael Sophocleous as Partner, marking a significant expansion for the department.

Michael brings a wealth of experience in defending complex and high-profile criminal and regulatory cases which further bolsters the capabilities of the team which already punches above its weight; and which is currently ranked band two in the Chambers rankings.

Prior to joining Slater Heelis, Michael has acted in some of the largest fraud and serious crime matters, representing clients in prosecutions and investigations brought by the Serious Fraud Office and HM Revenue & Customs as well as representing clients in regulatory matters and defending large-scale conspiracy to supply and money laundering cases, with a particular specialism in the Proceeds of Crime Act.

Commenting on his appointment, Rachel Fletcher, Managing Partner and Head of Crime and Regulatory at Slater Heelis said: "Michael's arrival is a major boost to our department and I am delighted to have him on board, quite literally, as my partner in crime. His personable approach in hand-holding clients perfectly matches our ethos



Rachel Fletcher and Michael Sophocleous

at Slater Heelis and his proven track record in defending serious and complex cases, combined with his expertise in regulatory matters, further enhances the breadth and depth of services we can offer our clients."

Although based in Manchester, Michael has built a strong national and international client base, representing individuals and organisations across multiple sectors. Michael added: "Having had my eye on the incredible work Rachel and the team do for quite some time, I am delighted to be joining them in what is also an exciting time for the firm. The team's commitment to excellence in criminal and regulatory defence is second to none, and I look forward to contributing to its continued success and growth."

Messenger deadlines for 2025



Don't miss your chance to promote your news to the Manchester legal community. You can submit your news any time to Messenger@manchesterlawsociety.org.uk but if you have something time sensitive you want to get in a particular issue here are the deadline dates for 2025.

October 2025 19/09/2025

December 2025 21/11/2025

November 2025 24/10/2025

January 2026 12/12/2025



18 St John Street Chambers: New members and a welcome return

18 St John Street Chambers are delighted to welcome three new members:

Jonathan Cosgrove joins our Personal Injury and Costs Teams. Called to the Bar in 2015, Jonathan brings several years of experience as an employed barrister. He is regularly instructed in employers' liability, public liability, and road traffic claims and also has a strong costs practice, particularly in Detailed Assessment Hearings and under the pre-reform fixed costs regime.

Georgia Kennedy-Curnow accepted an offer to join Chambers following the successful completion of her pupillage under the supervision of Paul Treble. She accepts instructions in both criminal and employment law.

Millicent North successfully completed her pupillage under the supervision of Elahe Youshani. She accepted a tenancy in chambers which will begin on 1st September 2025 and welcomes instructions in personal injury and costs law.

We are also pleased to welcome back **Claire Brocklebank** from her maternity leave.

“

We are excited to see the continued growth of Chambers and warmly welcome the expertise and energy brought by the new and returning members

Claire is an experienced criminal barrister, who appears regularly in the Crown Court for both the prosecution and defence. She is a Category 3 prosecutor and member of the CPS Specialist Fraud Panel (Level 3) and the CPS Serious Crime Panel (Level 2).

Claire welcomes instructions in all areas of criminal law. She also serves as a member of the Independent Decision-Making Body of the Bar Standards Board.

We are excited to see the continued growth of Chambers and warmly welcome the expertise and energy brought by the new and returning members



Pictured: (L-R) Jonathan Cosgrove, Georgia Kennedy-Curnow, Millicent North and Claire Brocklebank

Management Matters



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

This Month

- **Essential compliance and regulation achievement**
 - Image
 - Performance
 - Cost
 - Insurance
- **Pii Brokerage**
- **Management Ownership and process contribution**
- **Research and some solution ID**

The joy of being a law firm is not limited to being a highly competent and great client relationship lawyer.

It goes very much further – adding and retaining clients, generating the right revenue and gross profit, ensuring that the working capital is strong and the right business decisions are being made, covering all the necessary skills for the work-type. Added to all of this is the need for law firms to follow and meet all regulations and necessary compliance – it is an extra weight but has to be met. There are the legal needs, compliance rules (includes AML, ID and data security), accounting skills. Firms do not want to be sued by clients and/or the SRA – cannot afford the cost and image destruction and maybe loss of insurance.

Last month, I ended the article with a 'let's not forget' piece which covered

- PMS/CMS strategy and essential added value needs
- Data security and systems availability and reliability

- Compliance and regulation essentials – we need our Pii insurance availability at a good price, certainly not SRA fines and being sued by clients and maintaining our image
- Client relationships and communications in a safe and proactive manner
- The right people, resourcing and development and the skills that performance, compliance. If not fully available internally decisions of finding the right resource for the right needs – stretches not just from legal but also accounting, banking, document production, HR and business development. This applies at all levels from doing the job but also the right strategic advice. We have reference document production, accounting, legal skills previously: [Document Direct](#) @, [Cashroom](#) @, [Lawshare](#) @
- We should not underestimate the skills needed to handle legal aspects – from who opens a new file for a new client, such as Wills. Are the right questions being asked? Are accountants/IFAs being consulted? Is the family structure clear? Are there any implications for equity release? Recent [WBT](#) @ research has indicated that a few clients will be taking poor action from their firms to court.
- Please make sure that strategy, objectives and team commitment are in place.

A post from legal futures from last month – yet another challenge. You can read it [here](#) @



Pii Brokerage

Coincidentally with this month's topic we are very pleased to announce that Professional Indemnity Insurance broker [Miller Insurance](#) [®] has become a member of the [MLS Advantage](#) [®] group amongst the approved added value suppliers. c1200 of multiple sizes – top 100 to sole practitioners – north west based lead.

The timing is potentially good with so many firms renewing in October.

In previous articles I have also recommended firms at least one month ahead of renewal are talking to brokers and the potential insurance companies with options. Trust firms have started. It is one of those projects to be reviewed all year, not just for renewal. Getting the applications, processes, rules and regulations right using the systems will enhance all of the business options.

Management ownership and multiple process Contribution

- The management of law firms really do need to take control of this challenge across all departments. It is not just an IT issue or accounts, legal – every department is affected. With the right approach also more than regulatory and compliance success is available.
- Client satisfaction, revenue and GP, working capital also
- IT is a potential major contributor across the piece but dialogue has to include legal staff, legal department heads. Is the firm on the latest release of software utilising latest technology and added

value workflows? Are the workflows up to date? Is the added value stuff available to ensure the fee earner actually reviews the AML return, define that on the system, send and get approval from the firm's management process There are too many where the box on return is just ticked.

- The IT infrastructure needs to be checked for security and strength. Unfortunately, not available from every supplier. Staff need to be up to date in terms of behaviour and e-mails. Secure portals for client communication need to be in hand
- Even if the PMS/CMS suppliers added value workflows don't handle this there are alternative added values available that can just be added. Although some of the PMS/CMS suppliers are responding better – it is not applying to all. There is definitely room for improvement. They need to step up their account management. Some of the newcomers are leading with added value solutions.
- Similar applies to on boarding data where often the PMS/CMS is limited, but there are options that integrate that allow through AI the capturing of enquiry data and all the necessary data collections and follow ups. Enhances prospect/client satisfaction and seriously upgrades the % conversions and provides the necessary data.
- Previously mentioned [Lexidesk](#) and [Omnichannel Solutions](#)

Continued on page 66



From p.65

Research and Solutions

Over the next few months this area is going to get more attention and research and feedback from firms would be good. Those PMS/CMS guys do need sorting further and response does vary. There is some good legal experience available on the added value sector.

Worth looking at [Forsyte](#) ☞. There is great legal sector hands on experience in the team.

- The provision of consultancy doing a risk assessment for a firm with a report and digitised assessment. The assessments are compliant by design, incorporating AML (Anti-Money Laundering) and CDD (Customer Due Diligence) policies across the client lifecycle.
- The firm's risk policy is uploaded and then Forsyte's risk rules applied. The platform then turns that into a digitally guided risk assessment workflow. All risk flags and assessment results are available firm-wide through an intuitive, AI-powered interface.
- Inconsistent Compliance = Major Exposure
Without digital standardisation, firms risk uneven policy application, leading to potential heavy fines, practice restrictions, criminal liabilities, or reputational damage.

Another is [Qanooni](#) ☞ – (scary name maybe) but good management experience in the UK team. Lead from an added value suppliers for many years.

Utilising enhanced technology to stop human error in document drafting and review, which is a leading cause of PII claims.

Stopping missed regulatory or compliance obligations due to manual processes or lack of up-to-date legal research.

Cutting Data privacy breaches and cyber risks associated with legacy systems or unsecured workflows.

Core benefits for firms – document content review reducing omissions and inconsistency, real time legal research keeping advice up to date, integration with the existing PMS/CMS – cutting the need to change.

Summary

All firms are facing multiple challenges with so many compliance and regulation things not in place and it affects everything – not just the insurance but also the firms performance – so getting sued by an authority or a client is one thing but overall performance is critical too – on boarding, client satisfaction, profitability, cashflow – so it is important that the whole management team is involved – not just the MP or head of IT or FD.

Don't forget our available gurus [Michelle Garlick](#) ☞ and [Brian Rogers FCMI](#) ☞.

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](#) ☞

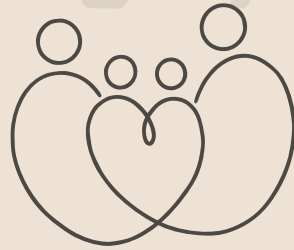
Click for more info



Manchester Law Society

Instituted 1838 Incorporated 1871

FAMILY LAW



conference

WEDNESDAY 8TH OCTOBER 2025

MANCHESTER HALL, 36 BRIDGE STREET, M3 3BT

SESSIONS TO INCLUDE

PATHFINDER

**ALIENATING
BEHAVIOURS**

**COERCIVE CONTROL
IN DIVORCE CASES**

**FINANCIAL
REMEDY UPDATE**

FIND OUT MORE



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.

The end of the Trinity Term on 31st July each year always results in an abundance of judgments delivered before or shortly after the High Court closes for the summer vacation and this year is no exception. For that reason, we have much to report this month.

We begin with an unusual case involving wasted costs. In [Abbotsley Ltd v Pheasantland Ltd](#) ^① [2025] EWHC 2076 (KB), HHJ Walden-Smith was asked to make an order that the second claimant pay wasted costs to the defendant before she had delivered her judgment on liability, because the fifteen day trial had overrun by five days due to her (the second claimant's) behaviour. The judge agreed that she had jurisdiction to do so under s.51 Supreme Court Act 1981 and that it was just to make the order because the second claimant had clearly wasted court time and delayed progress of the case. The combined total of wastage was one and a half days, representing a cost to the defendant of £6,300 which the second claimant was ordered to pay within 14 days.

Turning now to Qualified One Way Costs Shifting (QOCS), in [ALK v Chief Constable of Surrey](#) ^① [2025] EWHC 1964 (KB), the court below had dismissed a claim for false imprisonment and permitted the Defendant to enforce 70% of his costs against the

Claimants under CPR 44.16(2)(b). Bourne J allowed the appeal on liability, meaning that the appeal against the decision below on QOCS was academic. However, in case a further appeal restores the decision below, he set out his conclusions on QOCS, holding that the claim "in the round" had been for personal injuries. Accordingly, the claimants ought to have had QOCS protection in respect of all (viz 100%) of the Defendant's costs.

In [Kington SARL v Thames Water Utilities Holdings Ltd](#) ^① [2025] EWCA Civ 1003, the Court of Appeal dismissed an appeal against an order below sanctioning a restructuring plan (the "Plan") in respect of the defendant. As regards the costs, Kington argued that "costs follow the event" ought not to apply in the case of an appeal from a decision whether to sanction a scheme of arrangement or restructuring plan: if not, that they should be regarded as the successful parties because the Court in substance had agreed with their submissions on the legal principles to be applied. Those submissions failed, Flaux C holding that once the court exercised its discretion to sanction the Plan, the Plan Company needed nothing more from the court in order to implement the plan. Costs "followed the event" albeit that a discount of 40% was appropriate to take account of the appellant's success on the legal issues.

Next two cases which shows how willing the court can now be to carry out summary assessments involving large sums of money and one where it was not. In **Cohen & Anor v Co-Operative Group Ltd & Ors** (Re Costs) [2025] EWHC 1981 (Ch), joint liquidators applied unsuccessfully to amend their points of claim and to rely on expert business valuation evidence. The successful respondents served an updated statement of costs totalling £181,374.28 comprising £93,548 in solicitors' time costs, £86,900 in counsel's fees, and £926.28 in travel expenses for attendance at the hearing. HHJ Hodge allowed the hourly rates, but disallowed the time spent by two of the four fee earner attending the hearing (the liquidators had six!) and assessed the costs at £177,488.28. In **K v V and N** [2025] EWHC 1704 (Comm) Calver J had dismissed the Claimants' challenges under sections 67 and 68 of the Arbitration Act 1996 in a matter lasting more than one day. The defendant's schedule of costs claimed £261,295. He held (1) that "No sensible purpose would be served in forcing the parties to incur the delay and further costs involved in a detailed costs assessment" (2) "summarily assessing costs was a rough and ready exercise" (3) £200,000 payable within 14 days was the right sum to allow.

However, both these judgments can be contrasted with the approach in **Lime Technology Ltd v Liverpool City Council** (Re Costs) [2025] EWHC 2037 (TCC). Roger Ter Haar KC was asked to carry out a summary assessment following a challenge to a procurement decision and disclosure. The schedules claimed £77,468.25 and £90,372. The partner's hourly rate charged

£1,345.50 per hour; the senior associate £895.50 and the associate £463.50. The judge held that any rates he allowed might be adopted as being binding in two linked actions which would be potentially unfair, and he ordered a detailed assessment with a payment on account of £100,000. Given this "very rough and ready" process, successful parties might reflect that they would be better to argue their corner for a detailed assessment, with a good payment on account to keep them going pro tem, rather than a summary assessment which results in a large reduction to the costs sought.

No month would be complete without the Solicitors Act 1974. In protracted proceedings under the Act likened by Marcus Smith J to **Jarndice v Jarndice** in Bleak House, the latest judgement has been given in **The Winros Partnership v Global Energy Horizons Corporation** [2025] EWHC 2044 (Ch). In short, the Master had ruled on 28 August 2020 that conditional Fee agreements under which Winros had acted for Global were unenforceable, so the firm could recover none of their fees of about £6m. Trower J reversed the decision (see [2022] Costs LR 543) and directed that the senior costs Judge (SCJ) should carry out the detailed assessment. Before the SCJ, Global advanced a new argument that no statutory bill had been delivered and, even if it had, Global was not liable to pay the bills because they were delivered after the termination of the retainer when Winros had asserted a claim for damages in the Chancery Division. The SCJ ruled on

Continued on page 70



From p.69

29 February 2024 that it was not an abuse of process to take these points more than three years after the hearing before the Master, and went on, again, to assess the bills at nil. On appeal to Marcus Smith J, the judge could see no clearer case of an abuse of process but that did not get Winros home. The Master had given directions for the hearing of two preliminary issues before there had been any pleadings. That had been a major procedural error on the part of the court acting of its own motion. It followed that no criticism could be levelled at Global for not taking the point earlier, so the abuse point failed, leaving the “assessed at nil” argument to be heard in November. The modern-day Bleak House continues!

Next our old friend the indemnity principle - **McGivern v MBR Acres Ltd & Ors** [2025] EWHC 2070 (KB). In a dismissed contempt application brought by MBR against Ms McGivern (Ms M) for alleged breaches of an injunction, Ms M had had the benefit of a criminal legal aid certificate under section 16 of the Legal Aid, Sentencing and Punishment of Offenders Act 2012 (“LASPO”), which, while largely civil in nature, were classified as “criminal proceedings” for the purposes of legal aid under LASPO. In her bill, Ms M claimed £400 per hour for her solicitor at his private client rate, but MBR would only pay the significantly lower legal aid rate. They were right, Sweeting J held, upholding Master Whalan’s decision below. Although in civil proceedings, Regulation 21 Civil Legal Aid (Costs) Regulations 2013 and s.28(2) of LASPO explicitly override the indemnity principle in civil legal aid, there is no equivalent disapplication in criminal legal aid. Any perceived “absurdity” in a successful legally aided party being unable to recover full between-the-parties’ costs, was a matter for the legislature, not for the courts.

Next the burgeoning number of judgments about consequential. Following on from the judgment in **Turner v Coupland Cavendish** [2025] EWHC 1605 (KB), the parties could not agree the terms of the order. Sweeting J held in [2025] EWHC 2112 (KB) that as the claimant had won the appeal, he should have his costs, which he assessed at £14,057.76 against a schedule of £16,915.36 (counsel’s brief fee at £7,000 was ticked through). However, he made no order as to the costs below as the claimant had only succeeded on his Part 18 request (disclosure failed), and he had not served a schedule of costs in breach of CPR 44 PD.9.5(4). Another salutary warning that if you serve late, or not at all, you will be likely to lose any costs on a summary assessment to which you would otherwise be entitled!

Sweeting J has also given an interesting judgment in **Burger v JD Wetherspoon PLC** [2025] EWHC 1289 (KB) in which he reversed the decision below to award personal injury damages of £69,775.50 and costs on account of £90,000, and directed that these be repaid to Wetherspoons with interest. On the assumption (just that- no finding on that point) that the damages had long since been spent, Wetherspoons sought an order that the repayment be made by Mr Burger’s solicitors. In a useful reminder that recovered costs belong to the client and not to his solicitor, Sweeting J refused to make the order because the underlying liability, now extinguished by the successful appeal, was Mr Burger’s. An order for repayment should properly be made against the party who received the benefit of the order that has been set aside, and not against his solicitors.

Next, family law costs. In [Helliwell v Entwistle \(Costs\)](#) [2025] EWCA Civ 1071, the parties had made a pre-nuptial agreement in which, in the event of a divorce, neither would make any claim against the other. However, the wife had deliberately and fraudulently failed to disclose 73% of her assets. That was conduct out of the norm, and justified an indemnity basis costs order against her where the husband had succeeded in his appeal against a financial remedies order that had upheld the pre-nuptial agreement. In [Smith v Lord Chancellor](#) [2025] EWFC 241, legal aid had been given to the respondent in proceedings under the Children Act 1989 concerning her intention to re-locate their child to China. The applicant applied for a non-party costs order (NCO) against the Lord Chancellor to recompense him for his substantial outlay in costs, but his application failed. Sir Andrew McFarlane held that where a non-legally-aided party is successful in a case against a legally-aided party, the Family Court's general jurisdiction, under the Senior Courts Act 1981 Pt II s.51(1)(ba), is limited by the Civil Legal Aid (Costs) Regulations 2013 Pt 3 reg.9(2), so no NCO could be made.

Lastly, and hot off the press, comes [Saipem SpA v Petrofac Ltd](#) [2025] EWCA Civ 1106 involving a payment on account of costs under CPR 44.2(8) following an appeal about multimillion dollar Company Restructuring Plans. Saipem sought £3.75m being 60% of £6,231,195. Horrified, the Court of Appeal directed the service and filing of "... a schedule of costs, providing sufficient detail for the Court to determine the amount of a payment on account". When the schedule was provided, it now totalled £6,405,924 with the highest rate for the solicitors being £1,096 per hour, the leader's brief fee £125,000, the junior's £80,000, and his refreshers £7,500. Such restructuring costs were "extraordinarily high" and the court had not been provided with any justification focussing on the specific complexity or novelty of the issues raised by the Plans, any necessity for matters to be dealt with in a particularly expedited timescale, or the identifying of any particularly difficult international complications encountered by the solicitors that were not routine for a plan of the type under consideration. That also applied so far as the fees of counsel and financial experts were concerned. Despite these "manifest deficiencies, the court ordered a payment of £2m, but the lesson here is that the greater the payment on account you want, the better must be the material to back it up.

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

Celebrating the support success stories this International Day of Charity

The Solicitors' Charity @ is calling on legal professionals across England and Wales to take action this International Day of Charity (5 September) by helping colleagues who are facing life's toughest challenges.

Established by the United Nations in 2012 to honour the work of Mother Teresa, International Day of Charity is a global reminder of the power of giving to transform lives, strengthen communities, and promote solidarity.

Every day, The Solicitors' Charity witnesses the life-changing difference

charitable support can make to those in the legal profession. Through emotional, professional, physical, and financial wellbeing support, the charity is dedicated to ensuring solicitors receive the right assistance when they need it most.

To mark this year's International Day of Charity, the organisation is sharing powerful real-life stories from solicitors who have been supported during times of crisis:

Dan's story – Following a series of devastating personal losses, Dan reached out to The Solicitors' Charity. Immediate financial assistance and professional



How to get involved

- Make a one-off donation – Every contribution makes a difference.
- Join the Register – Receive updates about the charity's work.
- Transfer unclaimed client balances – Give with full indemnity protection.

For more information on how to play your part this International Day of Charity, visit their website [here](#) @ .



counselling helped him find stability and start rebuilding his life.

Sarah's story – When ill health forced Sarah to step away from her successful legal career, the charity provided vital financial support and access to rehabilitation, helping her regain both her health and independence.

Naomi's story – After being made redundant, Naomi received financial relief, coaching, and career development support, enabling her to regain confidence and explore new opportunities.

Read more [here](#)

Nick Gallagher, CEO of The Solicitors' Charity, said: "International Day of Charity is a powerful reminder that none of us

is immune to life's challenges – and that by standing together, we can make an extraordinary difference.

"Every donation, every act of kindness, and every bit of awareness raised for us and other charities all over the world helps us to be there for others when they need help. To mark the day within the legal sector, I encourage everyone in the profession to get involved, whether that's through giving or simply spreading the word about us."

The charity's recent [Big Report](#) highlights the scale and impact of its work, revealing how tailored support is helping solicitors overcome emotional, professional, physical, and financial challenges. This life-changing assistance is only possible thanks to the generosity of donors and the dedication of the charity's case managers.





Pet of the Month

Name: Sandra Morrison

Firm: DAC Beachcroft LLP

Pet Name: Morgan

Pet Nickname: Madam

What kind of pet do you have? (Part loan of a) Horse (Irish Sport Horse)

Is your pet: Female

How old is your pet: 31 years

Favourite Toy: anything which releases food

Favourite Activity: Being turned out with her herd and keeping them all in check and in order – she is the ‘Equine Police’ of the field

Favourite Treat: Carrots, apples, mints

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



My perfect day... I dream of being surrounded by an endless supply of food and treats, always coming my way. Once I have indulged enough (for now), I like to stretch my legs in the field – ideally with no hassle from my fellow equine friends, and left in peace to do my own thing, wandering wherever I please without being disturbed by all those energetic younger horses bouncing around.

My favourite thing my parents do... I absolutely love it when my mum pampers and grooms me - though she's a little obsessed. She has more brushes than a beauty salon and insists on using every single one of them. But I don't mind. I'm a model of patience, standing perfectly still while she works her magic. And yes, I do shower her with kisses (because horses do give kisses). She is always thrilled, convinced it's pure love. But between you and me...it's mostly about the carrot treats. A kiss for a carrot? Seems like a fair deal!

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!

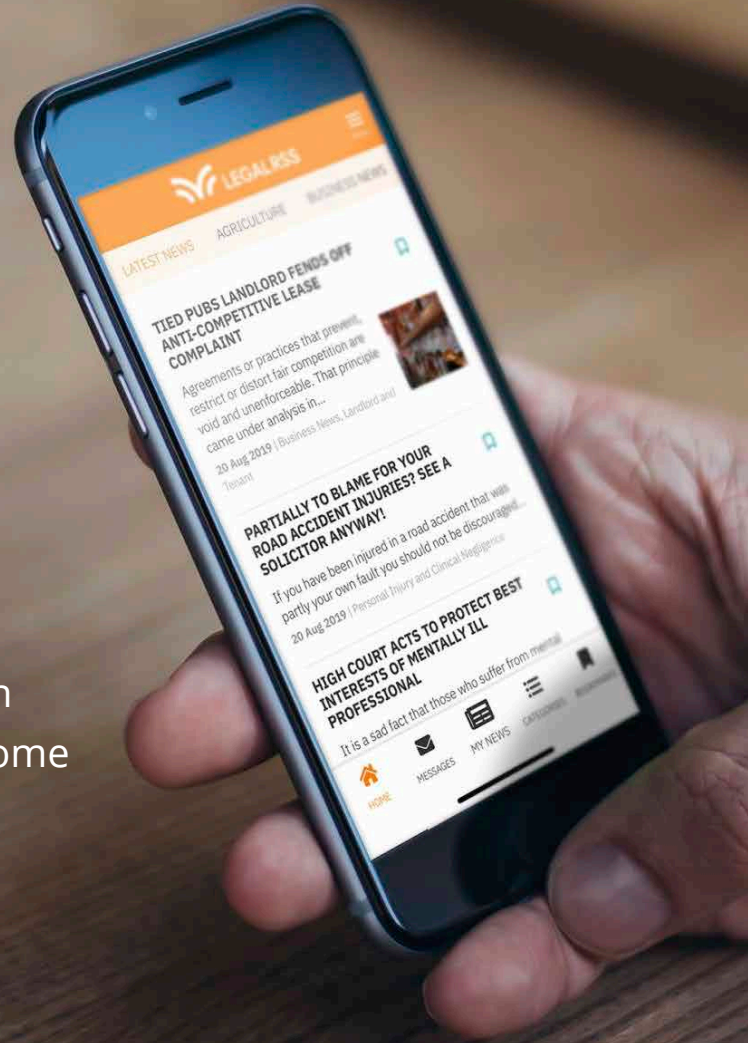
Each month we'll pick a couple of 'Pets of the Month' for the next edition so keep a look out to see if your pet has made it, modelling in *The Messenger* magazine!

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



Legal news content for your website, social media, and your smartphone

LegalRSS supports your client acquisition and retention efforts and helps you become a better and more profitable practice.



Keep up to date with the latest developments in the legal sector by downloading our **free** smartphone app today.



**If you have any questions about LegalRSS,
we'd love to hear from you.**

[CONTACT US](#)

Are **you** missing out?

Networking and referrals with over 4,600 members

An industry sounding board

Lobbying – have your voice heard

Support your local profession and join a committee

Individual and corporate memberships available

Training, development and social events throughout the year

News and insightful updates delivered directly to your inbox and MLS App

Valuable discounts from legal suppliers

Help, advice and support

Out of city members welcomed

Manchester Legal Awards

Promote your successes in our monthly magazine

Together we can make a difference!

Be part of the most vibrant local Law Society in the UK.

For more information on membership visit:

www.manchesterlawsociety.org.uk



Manchester Law Society
Instituted 1838 Incorporated 1871