

April 2025

Liverpool Law

Liverpool  Law Society

THE MAGAZINE FOR THE LEGAL SECTOR IN
MERSEYSIDE AND THE NORTH WEST



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April 2025

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 October 2025 edition: Tue, 23.09.25
 November 2025 edition: Tue, 21.10.25
 December 2025 edition: Tue, 25.11.25

Word Count Guidelines: Notes for Contributors

We receive many enquiries about submitting articles for LLS News and one of the questions that comes up every time is 'how long should it be?' While we don't (in theory) restrict the number of pages you can write, there are a few guidelines that you need to follow, like how many words fit on a page, how photographs, affect the word count etc.

With this in mind, the following is a rough approximation of how we calculate word counts for articles:

A full page of text is around 750 words without images, and 400 for a half page. The amount of text space an image takes up depends entirely on how it relates to the text (e.g. a by-line photo will take up less room than something illustrating the main theme of the article). So, we would suggest the following:

Full page with one small* image: 690 words
 Full page with two small* images or one medium** image: 480 words
 Full page with one large*** image: 480 words
 Half page with one small image: 330 words

The word counts do not include the main heading or secondary headings, but do include sub-headings.

* Spanning a single column
 ** Spanning two columns
 *** Spanning three columns



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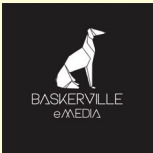
Liverpool Law Society Magazine is produced by and for Liverpool Law Society Members. This is our opportunity to share our news, events and celebrations with our friends in the legal community.

All members' contributions to Liverpool Law are warmly welcomed. Please send your article (and photo captions where possible) or request for further information, or assistance to the editor at editor@liverpoollawsociety.org.uk

Photographs should be provided in the highest resolution possible to ensure a good reproduction. Photographs must not be subject to copyright.

The views and opinions expressed in Liverpool Law are those of the individual contributed and not those of the Liverpool Law Society.

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Editorial Committee Dates 2025

Meetings start at 01.00 pm except where noted.

- Thurs, 10 Apr 25 at 12.00pm*
- Tue. 20 May 25*
- Tue, 17 Jun 25*
- Tue, 15 Jul 25*
- Tue, 19 Aug 25*
- Tue, 16 Sep 25*
- Wed, 15 Oct 25*
- Tue, 18 Nov 25*

Welcome to the April edition of Liverpool Law



It really does feel like this year is going so fast!

I know this time of year can be end of financial year for a lot of firms and that can bring a lot of pressure and stress. Please do ensure you are taking care of your own well being and resting where needed.

Our front page this month features a 'Journey to Justice' event which was organised by Broudie Jackson Canter and had almost 200 attendees. This is a fantastic turnout and shows the importance of collaboration on a joint cause and how there is strength in numbers to effect change. The Northern hub appears to be in its infancy so please do reach out to organisers if you are interested in being involved in the worthy effort.

Once again we have a theme of nurturing and encouraging future talent with the article of LLS' Pathways to the Profession event, use by more firms of newer routes to qualification and celebrations of those qualifying as NQs which is always nice to read. Good luck and congratulations to all involved.

We have an in depth article on the many changes to our working Worlds from the Equality and Employment Law Centre and this is also discussed in the Liverpool Commercial BID column of different expectations of nurturing office spaces in modern practice.

As always this is your magazine so if you have any feedback or suggestions on what you would like to see more or less of in these pages please do let us know.

Until next month.

Jennifer Powell, Editor
Weightmans
editor@liverpoollawsociety.org.uk

Welcome to new members

We would like to give a warm welcome to our new members who were approved for membership at March's General Committee meeting. There were 17 individuals from the following organisations:

- Bell Lamb & Joynson
- Hill Dickinson
- Bond Turner
- JMW Solicitors
- Enrique Sanchez Spanish Lawyer
- MSB Solicitors
- Guy Williams Layton
- Weightmans

Liverpool Law Society's membership now exceeds 2,380 individuals from 235 law firms, barristers' chambers, and other organisations with legal professionals in the Liverpool City Region and beyond.

From the President

The latest from the President, James Mannouch

Are lawyers optimists or pessimists? Hard to say, isn't it. Perhaps consider your own outlook on life? It is warm and sunny today, but how about tomorrow? As a group, lawyers often lean towards pessimism. The reason? Well, lawyers are trained to study the facts. Duke University conducted a study into the attitudes of lawyers.

"Optimism is a little like red wine," says Professor Manju Puri, *"in moderation, it is good for you; but no one would suggest for you drink two bottles a day."* The reason I am pondering all this relates to the recent bout of good weather. They say March comes in like a lion and goes out like a lamb and, as I pen this column, the adage holds true. Of course, William Shakespeare warned that *"Rough winds do shake the darling buds of May"* so perhaps my early optimism is misplaced.

Regardless of the weather, it has been a busy month. On 27th February I was a guest at Jackson Lees' event 'Journey to Justice' held at Liverpool Town Hall. It was interesting to hear the experience of individuals who have encountered misjustice. Justice will inevitably mean different things to different people but, at its heart, lays a notion of what is just by the exercise of authority or power. Each of the stories seemed to centre around a failing that could have been avoided. Of course, things can never go back to where they were, but mistakes should lead to learning, and learning should lead to positive change. Liverpool solicitor **Elkan Abrahamson** formed part of the panel discussion and Elkan subsequently appeared as a guest at LLS' recent meeting with MPs. At the meeting with MPs, Elkan provided an update on 'The Public Authority Accountability Bill' (also referred to as the 'Hillsborough Law'), a piece of legislation that aims to set a requirement on public institutions, public servants and officials and on those carrying out functions on their behalf to act in the public interest and with candour and frankness.

The Society held its annual Pathways to the Legal Profession event on 5 March and I was privileged to chair the event. You can read more about it in this month's edition but, from my own perspective, I was struck by the attendees' enthusiasm for the profession. When we consider that certain parts of the UK are now experiencing a shortage of solicitors – so called 'legal advice deserts' – it is reassuring to know that our region will be well served tomorrow.

On 6 March, I was guest at the Insurance Institute of Liverpool Annual Dinner. Thank you to the President, **Tracey Fisher** for her kind invitation. On 14 March, I attended Chester and North Wales Law Society Annual Dinner, and thanks go to its President, **Rachel Phillips**. I enjoyed both evenings immensely and was made to feel very welcome by the respective Presidents and their guests.



On 12 March, I was a guest at Oriel Chambers' Mooting Competition Final, held at the Athenaeum. It was an excellent moot on two complex points of law. The two student teams (University of Liverpool and Liverpool John Moores University) both did very well, and most spectators were at a loss as to the eventual winner. LJMU prevailed, and it was agreed that all four contestants have a bright future in law.

One of my aims for the year is to forge links between the Society and other representative bodies, and to deepen relationships with organisations with whom we enjoy an existing relationship. I have attended meetings with Liverpool Chamber of Commerce and Professional Liverpool. Both meetings were productive and will hopefully create opportunities to augment the Society's membership offer. I shall be seeking meetings with the Institute of Directors, Confederation of British Industry, and the Federation of Small Businesses. I am interested in members' views on where the focus of the society should lay, so please send any comments and suggestions to my email, below.

Members may be aware that the Society is to be granted the Freedom of Association by Liverpool City Council; an accolade to recognise and celebrate the work of LLS in

promoting and facilitating access to justice for the most vulnerable in society. The award is the equivalent of the Freedom of the City, an honour bestowed upon individuals in recognition of their contributions to the City of Liverpool and its people. We have requested the ceremony be held in 2027, which is an important year as we launch our bicentenary celebrations to mark two hundred years of LLS serving the local legal community as a representative body. I foresee a bright future for the Society at the heart of the Liverpool legal community. This view is due to the continued efforts of our staff and members. It is also because I am one of life's optimists. So, returning to the

earlier question, are you an optimist or a pessimist? If you are the latter, please do not be downhearted. **Martin Seligman** of the University of Pennsylvania says most optimists do better in life than merited by their talents alone. However, with lawyers, the opposite is true! Seligman's survey of law students found that pessimists got better grades and received better job offers. *"In law, pessimism is considered prudence."* And rightly so...

James Mannouch
President

president@liverpoollawsociety.org.uk

Spotlight on: Laura Spence



Laura Spence, an Associate in the Family department at Hill Dickinson LLP, has been elected Director of the Liverpool Law Society for 2025.

Born in Oldham and raised by her single mother, Laura moved to Warrington at age four, where she attended Cardinal Newman Catholic High School. A dedicated student, she excelled academically and developed a passion for music, learning piano, but despite her skill, she preferred not to perform publicly. After high school, she completed her A-levels at Sir John Deane's College in Northwich.

Laura then pursued a Law Degree at the College of Law in Christleton, completing a two-year accelerated undergraduate programme and receiving the College's award for the 'Best Overall Student', having

achieved the highest mark in her year.

Her interest in law was sparked in year nine when a barrister visited her school. Initially unfamiliar with the legal profession, a simple explanation from her mother—that barristers talked all day and got paid for it—resonated with her talkative nature. Combined with her admiration for the TV series 'Judge John Deed,' this solidified her desire for a legal career.

Following her undergraduate degree, Laura remained at the College of Law to complete her Legal Practice Course and a Master's Degree, spending a total of three years there.

Her first role was as a Paralegal at Jefferies Solicitors in Altrincham, assisting on personal injury and clinical negligence cases involving catastrophic injuries. From there she joined Morecrofts Solicitors and gained valuable experience in care proceedings and domestic abuse cases.

Laura then joined BPS Family Law in Hale, South Manchester, where she discovered that divorce and financial remedy cases was where she wanted to specialise. She obtained her training contract at BPS, which offered her focused Family Law training.

Laura's career in Liverpool began with an opportunity at Hill Dickinson LLP, where she joined the Family team on

the day she qualified as a solicitor. The team has experienced significant growth over the last few years – prior to Laura's arrival, Hill Dickinson had a team of two in Liverpool. This has grown to a team of eight, spanning the Liverpool and Manchester offices.

As Director of the Liverpool Law Society, Laura's goal for 2025 is to emphasise how the Society can support all of its members. Having relocated her career from South Manchester, and having no Liverpool-based network, she joined in 2021 and actively sought connections. She found the Society extremely supportive, with experienced practitioners more than willing to mentor younger lawyers. She aims to represent and connect young lawyers, showcasing the benefits of mutual support.

She believes it is important for the younger generation in the industry to connect with each other as they progress through their careers.

Outside of work, Laura enjoys baking sourdough bread, gardening with a glass of Prosecco, and training for a 10k run with her team in May for their office charity, Clatterbridge Cancer Centre. She married in October 2023 and lives in West Kirby with her husband and miniature Dachshund, Cooper.

We wish Laura every success in her role for 2025.

LLS Meetings & events – April/May 2025

Start Time	Meeting/Event
08/04/2025 13:00	General Committee
10/04/2025 12:00	Editorial Sub-Committee
17/04/2025 13:00	Non-Contentious Business Sub-Committee
29/04/2025 13:00	Finance & Policy Sub-Committee
30/04/2025 13:00	Education & Charities Sub-Committee
08/05/2025 13:00	In-House Lawyers Sub-Committee
08/05/2025 13:00	Family Business Sub-Committee
13/05/2025 13:00	Civil Litigation Update
13/05/2025 13:00	General Committee
15/05/2025 13:00	Future Planning Sub-Committee

Liverpool Law Society has a number of committees covering specialist areas of law which meet regularly throughout the year allowing members of Liverpool Law Society to discuss common issues, respond to consultation papers and contribute ideas towards the Society's comprehensive legal training programme.

Our committees are: Access to Justice; Civil Litigation; Criminal Practice; Employment Law; Equality, Diversity & Inclusion; Family Business; In-House Lawyers; Non-Contentious Business and Regulatory committees, which are open to members of Liverpool Law Society. To enquire about your membership status and/or being co-opted onto one of the above committees, please email committees@liverpoollawsociety.org.uk

Consultation Papers

Papers referred to committees:

The following sub-committee of Liverpool Law Society is considering responding to this consultation paper. If any member would like to send in a comment for consideration by the relevant committee, please do so to committees@liverpoollawsociety.org.uk

Committee	Consultation Paper title	Closing date
Criminal Practice	Publication: Criminal Appeals Consultation Paper	30.05.25

Another round of promotions as Fletchers Group appoints Office Heads

Personal injury and clinical negligence law firm, Fletchers Group is pleased to announce the promotion of six talented colleagues to Heads of Office across its various office locations, around the UK. This move reflects the firm's commitment to leadership development and its dedication to providing exceptional service to clients.

The newly appointed Office Heads are **Michelle Heyes, Saima Mazhar, Gillian Lakes, Tim Moulton, Claire Hutchinson, and Emma Semway** who have all demonstrated outstanding performance and leadership within the firm.

In their roles, the new Office Heads will assume overall responsibility of supporting colleague welfare and the Fletchers culture; they will act as day-to-day senior leader across their respective offices, and will become the office figurehead and role model, raising the profile and reputation of their office across each location and region in which they are located.



Michelle Heyes

Michelle Heyes, Partner and Head of Serious Injury, will become Head of Southport office

Michelle Heyes joined Fletchers in 1992 at the start of her legal career and

spent more than 25 years dealing with personal injury claims, specialising in complex orthopaedic injuries, before moving into leadership and then becoming Head of the Serious Injury department in 2022. Michelle now leads a team of highly skilled and experienced lawyers who work tirelessly to achieve the very best results for our seriously injured clients.



Tim Moulton

Tim Moulton, Partner and Head of Clinical Negligence, will become Head of Liverpool office

Tim joined Fletchers in 2018 and supports our overall leadership by managing skilled solicitors across the business. He specialises in claims involving orthopaedic injury & loss of fertility. Throughout his career, Tim has worked on a huge range of claims of from modest value to multimillion pound clinical negligence cases of utmost severity, achieving successful outcomes for the most vulnerable clients and families. He serves as a key point of contact for external partners, developing excellent working relationships with Counsel and Agencies.

Each new Office Head brings a wealth of experience and a proven track record of success in their respective practice

areas. These promotions underscores the firm's strategy to empower its leaders and enhance its operational effectiveness.



Adrian Denson

Adrian Denson, Chief Legal Officer of Fletchers Group, said: *"I am delighted to make these promotions to such key roles, and they reflect the strength and depth of talent that we have at Fletchers. Fletchers has always built on the strength of our people and invested in their development and I am proud of this latest example of that. Promoting these six individuals recognises their hard work and talent and puts them in key roles which positions us for continued growth and excellence in serving our clients across all of our office locations. We are excited to see how they will lead their teams, their offices and help to drive our mission forward."*

With this new leadership structure in place, and following the recent Managing Director appointments, Fletchers Group is set to strengthen its presence in the legal market and continue delivering quality legal services in the fields of personal injury and clinical negligence. The firm remains committed to fostering an environment that encourages growth and collaboration among its staff.



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Law reform charity unveils plans for a new north of England division



Fiona Rutherford, Tyrone Steele and Esther Leach

A law reform charity has announced plans to establish a north of England division to give individuals, communities and organisations in the region a greater voice in shaping UK law and policy.

JUSTICE is a cross-party charity which works to build a fairer justice system based on evidence-based law reform.

Its membership base ranges from students to senior judges across the UK, and its work spans the entire justice system, from family and housing law to policing, benefits decision-making and more.

Chief executive **Fiona Rutherford** said JUSTICE aims to establish a northern hub within the next 6 to 12 months, following consultation and engagement with communities, policymakers, businesses and other stakeholders.

She announced the initiative at a 'Journey to Justice' event at Liverpool Town Hall.

The event, organised with Liverpool law firm Broudie Jackson Canter, attracted almost 200 lawyers, community leaders and charity representatives.

Broudie Jackson Canter, which is part of the Jackson Lees Group, is the longest-standing law firm member of JUSTICE, having joined in 1963.

Fiona said: *"We believe justice must serve all communities, and this means reaching beyond the ambit of Westminster and not only in the courts, but also through the decisions of bodies such as local councils, housing authorities and NHS trusts with which the public interact on a daily basis."*

"We are pleased to unveil our plan to expand our presence with a new division dedicated to the north of England, under the banner of JUSTICE North."

"This serves demonstrate our commitment and reinforce our efforts to drive evidence-based reform in all parts of the country, ensuring that the voices of those in the region are heard in shaping policy and justice system improvements which impact people every day."

"For too long, Westminster has let down communities in the north who have long sought truth and justice. This must change. JUSTICE North will work to ensure that communities here are at the heart of shaping a fairer, more effective legal system."

"There is a clear, unmet need for a trusted, independent and expert voice."

She added that the success of JUSTICE North will be subject to securing critical funds necessary to hit the ground running.

JUSTICE has as its goal building a fairer UK justice system within everyone's reach, based on firmly establishing the rule of law as a key feature of our democracy, challenging discrimination and inequality, building a well-functioning justice system with trustworthy and effective data management, and increasing public understanding of the importance of the justice system.

Broudie Jackson Canter has a long history of helping individuals and groups to obtain access to justice, and the pro bono work of its team was instrumental in getting former prime minister **Boris Johnson** to agree to a statutory public inquiry into the handling of the Covid-19 pandemic.

The firm has also played a key role in the campaign for the Hillsborough Law, which will create a duty of candour on public authorities to help reduce injustices and provide parity of representation.

It will mean that officials or organisations which mislead or obstruct investigations could face criminal sanctions.

Esther Leach, managing director of Jackson Lees Group, said: *"As the longest-standing corporate members of JUSTICE, I am thrilled that they chose our event to announce the opening of a northern hub."*

"We're proud of our history fighting for justice in the north west, and we remain as passionate about upholding the rule of law today as we were when the firm first started."

The Journey to Justice event featured powerful testimonies from people directly impacted by systemic injustices.

Speakers included **Margaret Aspinall**, chair of the former Hillsborough Family Support Group, **Matt Fowler**, founder of the Covid Bereaved Families for Justice UK campaign group, and **Shane Smith**, a Liverpool-based advocate and campaigner on the Windrush scandal, who all detailed the obstacles they have faced in their pursuit of truth and accountability.

The event went on to hear from an expert panel chaired by former ITV home affairs editor and political campaigner **Jennifer Nadel**. The panel comprised former shadow attorney general **Baroness Shami Chakrabarti**, Liverpool West Derby MP **Ian Byrne**, Broudie Jackson Canter solicitor **Elkan Abrahamson**, head of the firm's major inquests and inquiries team, and award-winning civil liberties barrister **Christian Weaver**.

They discussed a range of issues examining the most pressing injustices in the UK today and why it often takes so long to address them, as well as the vital role that lawyers, journalists and whistleblowers play in calling out injustices, and how society can be empowered to challenge injustice more effectively.

The event concluded with **Pete Weatherby KC** and **Elkan**, two of the architects of the Hillsborough Law, reflecting on the path to making the law a reality. It will impose a duty of candour on public authorities and officials to tell the truth and proactively cooperate with official investigations and inquiries.

Elkan told the audience that he hopes and expects the new legislation matches the

assurances given by ministers.

Jackson Lees Group is part of MAPD Group, which was founded by **Brian Cullen** and **Joanna Kingston-Davies** in 2020 to power the growth of local law firms nationally through acquisition. The initials stand for Making a Positive Difference.

Photos © Darren Robinson Photography



Celebrate Liverpool's legal legacy at the Law Society bicentenary reception

To mark 200 years of the Law Society, president Richard Atkinson invites you to celebrate the incredible impact of our region on the legal profession. Join us at this complimentary event, to reflect on our achievements together and how we can continue to make a lasting impact.

- Date** Friday 20 June 2025, 6pm to 9pm
- Venue** Liverpool Town Hall, High Street, Liverpool, Merseyside, L2 3SW
- RSVP** Places are limited, [book your spot today](#).



Donna Scully Acclaimed in the 2025 IBUK Elite Women



Insurance Business UK conducted a far-reaching analysis of the insurance industry and is proud to recognize Donna Scully as one of the standout performers and celebrate their exemplary professional abilities and expertise.

Chris Sweeney, Managing Editor for Special Reports at Insurance Business UK shared his insights on the selection process, stating, *“Our experienced judging panel did an excellent job selecting the list of worthy winners. Donna Scully was recognised for her ability to deliver for clients and for her proactive mindset. She also stood out for making a positive impact across the industry as a whole.”*

Insurance Business UK’s 30+ strong Intelligence Unit compiled the final winners list after the completion of a rigorous process, canvassing the opinions of objective industry experts and collating leading-edge research. In addition, further insight was provided by IBUK’s esteemed judging panel. The prestigious list of honourees was then matched with the Elite Women’s precise criteria.

Donna Scully receives this honor with pleasure and is delighted to be included among the insurance industry’s top performers.

This award is testament to the professionalism and commitment Donna Scully brings to the industry and additionally showcases their desire to maintain their first-rate standards.

About Donna Scully:

Donna Scully is a Joint Owner/Director at Carpenters Group, a leading UK provider of insurance and legal services.

A global leader in the insurance world, based in Liverpool for over 25 years with a proud Irish heritage, Donna is a lawyer, experienced public speaker and podcaster who also works closely with the Ministry of Justice in relation to motor claims and civil justice reform.

Carpenters’ employ 1500 people across seven UK locations and work in partnership with insurers, brokers & MGAs to deliver a variety of outsourced claims.

Donna is renowned for her thought leadership on insurance industry fraud, reform and other matters that impact the insurance and legal market.

Donna received the Outstanding Achievement award at the 2014 Personal Injury Awards for her work in setting up AskCUEPI & in September 2018, she jointly won the Insurance Post Magazine’s Social Media Influencer Award.

Donna was awarded the Outstanding Achievement of the Year Award 2023 at the Modern Claims Awards and was named on the Insurance Business UK’s ‘Elite Women’ List 2024.

Beyond her work in the insurance and legal sector, Donna is passionate about social impact and dedicates her time and resources to helping a plethora of causes. A huge advocate and supporter for those in society that need extra care, Donna runs a homeless breakfast club every Sunday which she personally attends and provides food for. She is an Ambassador for Fans Supporting Foodbanks and mentors for the Girls Network and the Insurance Breakfast Club. She sponsors many grassroots organisations that support social mobility, homelessness and mental health.

Awarded the ‘Outstanding Charity Support’ Award 2021 at the Liverpool Echo Regional Business Awards for her charity work during the pandemic. Carpenters Group won the ‘Outstanding CSR Award’ at the YM Liverpool Property & Business Awards in 2022. Donna also won the ‘Metro Choice Award for Social Impact’ at the Employer’s Excellence Awards 2024.

Most recently, Donna received the Merseyside Woman of the Year 2024 and Business Leader awards for her outstanding work.

Donna is on the editorial Board of Modern Insurance Magazine & Chairs the Insurance Times Fraud Charter Group. She has twin men and lives in Merseyside.

About 2025 IBUK Elite Women:

Insurance Business UK invited insurance professionals from across the region to nominate exceptional female leaders for the seventh Elite Women list. Nominators were asked to provide details of their nominee’s achievements and initiatives over the past 12 months, including specific examples of their professional accomplishments and contributions to the industry.

To select the winners, the IBUK team relied on the help of an independent and esteemed panel of judges that included:

- Amanda Scott, Willis Towers Watson
- Leon Walker, Aon
- Nicola Maguire, British Insurance Brokers’ Association
- Paolo Cuomo, Insurance Women’s Inclusivity Network
- Karen Ko, Marsh

The judges and the IBUK team reviewed all nominations, examining how each individual had made a meaningful contribution to the industry, to whittle down the list to the final 75 Elite Women. To avoid conflicts of interest, self-voting and voting for relatives were prohibited.



John-Paul 'comes home' with new partner role at Jackson Lees Group

Solicitor John-Paul Dennis has come full circle in his career by joining law firm Jackson Lees Group as a partner and head of the wills, trusts and probate team.

He trained as a lawyer at Wirral practice Lees & Partners, which in 2016 joined forces with Jackson Canter to form Jackson Lees.

In his new role he leads an 11-strong team in the firm's private client division across offices in Liverpool, Heswall and Hoylake.

As well as advising on wills, trusts and the administration of estates, the team acts for clients on matters such as lasting powers of attorney and inheritance tax planning focusing on all areas of lifetime and post-death tax planning.

Its client base includes owners of family businesses in the commercial, farming and agricultural sectors, compensation protection and tax planning trusts, charities, executors of complex high-value estates, and non-domiciled people with

business or family assets in the UK.

John-Paul has moved from Prosperity Law, where he was a partner and head of private client.

Before joining Prosperity in 2023, he was chief executive and head of private client at Astraea Linskills, prior to which he was at Weightmans and Kirwans Solicitors.

He said: *"It feels like I've come home and full circle, returning 20 years after I began my career, although a lot has changed in that time,"* he said.

"I learned a lot from the partners I worked under at Lees & Partners. They saw something in me and I flourished there.

"Quite a few people from those days are still at the firm, and it's great to be working with them again.

"We have a really good team here, with great experience and qualifications. It's an exciting time to join the firm and I look forward to helping create additional revenue streams for the practice and

engaging with clients across the whole group to identify other opportunities with them."

John-Paul is an accredited member of the Association of Lifetime Lawyers, chairman of trustees of the Liverpool based specialist care charity Nugent and a director and treasurer of Liverpool Law Society.

Esther Leach, managing director of Jackson Lees Group, said: *"We are absolutely delighted to welcome John-Paul as our new head of wills, trusts and probate. John-Paul brings with him a wealth of experience. His expertise and vision will undoubtedly take our team from strength to strength, and we are excited to see the positive impact he will bring."*

Jackson Lees Group is part of MAPD Group, which was founded by **Brian Cullen** and **Joanna Kingston-Davies** in 2020 to power the growth of local law firms nationally through acquisition. The initials stand for **Making a Positive Difference**.

Bell Lamb & Joynson Celebrates Multiple Wins at the British Conveyancing Awards 2025



Bell Lamb & Joynson has been recognised as one of the UK's leading conveyancing firms after winning two major awards and two Highly Commended recognitions at the British Conveyancing Awards 2025.

The prestigious event, now in its fifth year, took place at 8 Northumberland Avenue, London, bringing together top professionals from across the industry to celebrate excellence in home buying and selling services.

Award Wins

Bell Lamb & Joynson was awarded:

- **Conveyancing Firm of the Year (North)** – Recognising the firm's outstanding work and commitment to excellence in the northern region.

● **Conveyancing Excellence Award**

– A prestigious award introduced in 2025, recognising the **best of the best** in the conveyancing profession. This award was given to the firm that, in the view of the judges, stood out as the top entry across all firm and individual categories demonstrating exceptional expertise, client service, and integrity.

In addition to their wins, the firm also received two Highly Commended recognitions:

- **Conveyancing Collaborators of the Year** – Recognising Bell Lamb & Joynson's collaborative efforts in the industry, particularly through its joint podcast Bricks & Banter with Rowlinsons Solicitors.

● **Residential Property Team of the Year (Large)** – Acknowledging the strength, expertise, and dedication of the firm's conveyancing team in managing high volumes of transactions while maintaining excellent client care.

- **Residential Property Team of the Year (Large)**

– Acknowledging the strength, expertise, and dedication of the firm's conveyancing team in managing high volumes of transactions while maintaining excellent client care.

Recognition of Excellence

The British Conveyancing Awards are highly regarded within the industry, celebrating firms that demonstrate innovation, technical expertise, and commitment to delivering exceptional client services. Bell Lamb & Joynson's achievements at the 2025 awards further solidify their reputation as leaders in the field.

Laura Cartwright – Partner, Head of Residential Property, and Co-Host of Bricks & Banter commented:

“Winning these awards is a significant achievement and a true reflection of the hard work and dedication of our conveyancing team. We are committed to delivering the highest standards of service, making what can be a stressful process as seamless as possible for our clients. I'm incredibly proud of our team and everything we have accomplished!”

Looking Ahead

Bell Lamb & Joynson remains focused on continuing to innovate and enhance its services, embracing new technologies, and providing expert guidance to clients navigating the property market.

For more information or to get in touch, visit www.bljsolicitors.co.uk





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Fab four at Jackson Lees become fully-qualified solicitors



Erin Sunderland, Zita Kiszko, Zoe McConville and Emily Hutton

Law firm Jackson Lees Group is celebrating the success of four trainee solicitors who have become fully qualified following the completion of their final exams.

Erin Sunderland, Zita Kiszko and Emily Hutton joined the group, which has offices in Liverpool and Wirral, as paralegals while **Zoe McConville** started as a conveyancing assistant.

Esther Leach, managing director at Jackson Lees Group, said: “Developing our people has always been and will remain a priority for us at Jackson Lees Group, and I feel incredibly lucky that we have been able to support these four brilliant lawyers all the way through their training and examinations to now being fully qualified.

“I am proud seeing how they have developed into confident, capable, excellent lawyers and I am very pleased that they will all be continuing their legal careers with us.”

Erin initially joined the group’s Actions Against the Police team and then during her training contract worked in the civil

litigation and community care teams. She has now returned to the Actions Against the Police team.

She said: “My journey to becoming a lawyer has helped me grow on both a personal and a professional level. I feel incredibly grateful not only to reach this milestone, but also to be working for a firm which perfectly aligns with my values and allows me the opportunity to do meaningful work that makes a real impact.

“I’m grateful to everyone who has supported me throughout this journey. I am so excited for this next chapter.”

Zoe has worked in the Covid Inquiry, wills, trusts and probate and Court of Protection teams since she began her training contract. She has returned to the Covid Inquiry team after qualifying.

She said: “The journey to qualification has been long and at times very challenging, but the hard work feels worth it now.

“I have worked with some brilliant lawyers during my training and I am grateful for all

of the help they have given. I am excited to begin my career as a qualified solicitor and I am lucky to do that whilst working on such a monumental Inquiry.”

Zita started at Jackson Lees in the Court of Protection team. She also spent time in the clinical negligence team during her training before returning to the Court of Protection team to qualify.

She said: “The support and experience I have gained here has been instrumental in my development and so I am thrilled to be continuing my journey as a Court of Protection solicitor.”

Emily’s career began in the family team and she has qualified with a specialisation in that area of law.

“I have been lucky to work closely alongside an incredibly talented and experienced team, and I couldn’t have done it without their endless guidance and support,” she said.

“I am looking forward to the next stage of my career in the O team.”

Breaking New Ground: Talented Graduate becomes Paul Crowley & Co's first Solicitor's Apprentice



Julie Jones and Emma Storzaker

Emma Storzaker's journey into the legal profession is a testament to her unwavering dedication and passion for Law. Her story began in 2019 when she excelled in Law at A-Level, achieving an impressive A*. This accomplishment solidified her aspirations to pursue a career in Law, and was thrilled to receive an unconditional offer to study LLB Law at the University of Liverpool in 2020.

Starting her undergraduate studies, Emma didn't just focus on academics. She actively sought out industry experience and additional qualifications, such as becoming a recognised mediator by the College of Mediators. These experiences enriched her understanding of the legal field and reinforced her commitment to it.

By 2023, Emma graduated with honours from the University of Liverpool, earning her Law LLB. Shortly after, she secured a position at a law firm, where she gained invaluable pre-litigation experience. This role provided her with practical insights into legal processes and further fuelled her passion for the profession.

In 2024, Emma was delighted to join Paul Crowley & Co Solicitors as a Paralegal in Property Litigation. Her time at Paul Crowley & Co has been instrumental in nurturing her passion for Law. The supportive environment and diverse cases have been pivotal in her professional growth. Emma has made significant contributions to the team, particularly in managing

complex property litigation cases and providing exceptional client service. Her dedication and attention to detail have been invaluable assets to the firm.

Julie Jones, owner of Paul Crowley & Co, commented, "Paul Crowley & Co's graduate solicitor apprenticeship program is designed to provide aspiring solicitors with a comprehensive blend of practical experience and academic study, ensuring they are well-prepared for a successful legal career. Emma's dedication and enthusiasm are truly inspiring. We are proud to support her on this journey and are confident she will achieve great success."

This year marked a significant milestone in Emma's career. She was offered a Training Contract through the innovative 'Solicitor Apprentice' route, which allows her to study for the Solicitors Qualifying Examination (SQE) while working full-time as a Trainee Solicitor/Solicitor Apprentice at Paul Crowley & Co. Unlike the traditional Legal Practice Course (LPC) route, this approach integrates practical experience with academic study. Emma is excited to be the firm's first Solicitor Apprentice and looks forward to qualifying as a Solicitor in 2027. She is confident that Paul Crowley & Co will continue to support her in every way possible, as they have since her first day.

Reflecting on her journey, Emma says, "The support and opportunities I've received from Julie and the Directors at Paul Crowley & Co have been incredible. I'm excited to continue growing and learning, and I look forward to the future ahead."

Emma's journey is a shining example of how determination and passion can lead to success in the legal profession. Her story is sure to inspire aspiring lawyers and professionals alike.

News from Liverpool Commercial BID

Our regular update from Julie Johnson, partner at Morecrofts Solicitors and chair of Liverpool BID Company's Commercial District BID operating board



This Spring, Liverpool BID Company joined the city-region's delegation to meet some of the world's biggest cities and property investors. Our main focus at MIPIM, in Cannes, was the area of the city where many of our legal and professional services are based: Liverpool's Commercial District.

Cities are always changing, always evolving, and at Liverpool BID, part of our role is to be able to identify those shifts and to help businesses to meet them.

In the same week as investors and city leaders were meeting at Cannes, we marked the five year anniversary of the Covid lockdown in 2020. The pandemic has had many economic and social hangovers, but it has had a profound effect on both our cities and our businesses.

For those who have office space and teams within the Commercial District, we know the new questions we are asking; how are our staff using the city? What time do they travel and

commute? What are they looking for from the office? Where do they live? These are not simply Liverpool questions, but ones impacting business districts and offices across the globe.

Liverpool BID is part of Global Business Districts Innovation Club, of which our CEO Bill Addy is a Director. The GBD Innovation Club is the world's most influential non-profit organization dedicated to global business districts, with 14 member institutions from regions including Paris, San Francisco, Tokyo and Casablanca from Europe, America, Asia and Africa.

At MIPIM, we invited Paris La Defense, one of Europe's major business districts, to reflect on the impact of changing culture on their neighbourhood. What they said was strikingly similar to what is happening in Liverpool; the character of the business district is changing, it is diversifying with residential areas, a demand for leisure amenities and more engagement at pavement level.

When we talked to Liverpool businesses before we left for MIPIM we found they had the same experience. They also reflected on the changing role of the office itself. Staff want something more from the office, and want a space that meets their working needs. It might be for meetings or collaborative working, for creative hangout spaces or for quiet zones for focused working. This completely redefines the office as a space for work, but it also shifts the commercial district it is based in. The office becomes a place to showcase culture and ethos, which can spill out into the street.

All of these factors are talking points we will be thinking about this year in relation to the Commercial District; how we marry its vibrant and rich heritage with its potential for the future and attractiveness for investors; how we upgrade its empty spaces while helping to provide a balance between commercial and residential. It's a vital conversation that will help us to share the very historic heart of Liverpool, while making it ready for the opportunities to come.

Julie Johnson



Pathways to the Legal Profession

Each one of us benefited from advice as students considering Degree course options and trying to discover how to work towards entering our profession. The Pathways event is one of the key means by which Liverpool Law Society (LLS) gives practical support to Year 12 (Lower Sixth Formers) trying to navigate their way through complex choices including apprenticeships.

This event was the brainchild of **Emlyn Williams** as President of LLS in 2014-15. It has migrated from an in-person event in the centre to an online session. The inter-personal touch has been lost, but the new system works efficiently. Costs and time out are avoided for LLS and for the individual Schools and their students.

The annual two-hour session attended by Schools around Merseyside took place on Wednesday 05 March. Twenty schools participated, 266 students booking to attend. The line up of invited speakers included academics at the Merseyside Universities, Barristers, Solicitors, Chartered Institute of Legal Executive

Staff and Solicitor Apprentices, plus those leading courses in particular organisations.

Speakers' contributions focused principally on the particular routes into their branches of the profession and how to access the training which each organisation provides. Some speakers gave valuable some glimpses into the nature of professional life and work and others talked through the routes available now that the SQE had bedded in

There was no shortage of points raised by students in the two Q&A Sessions which I had the privilege of moderating. These covered areas such as online learning, fees and living costs, moving from non-Law degrees, lengths of courses, and the Welsh Baccalaureate as an entry route. Also, questions were handled in the Chat box.

Many thanks are owed. Our President, **James Mannouch**, chaired the event and one of our own Directors, **Nicola Walker**, University of Law Programme Leader, was one of the contributors. Our

LLS team led by the CEO, **Sarah Poblete**, recruited contributors and liaised with Schools. This year's event was sponsored by Weightmans – a substantial provider of Solicitor apprenticeship training – and the speakers devoted time from busy professional lives to prepare and to participate.

There was feedback online both from teachers and students. Constructive criticism is always valuable and one teacher – whilst thanking LLS and describing the range as “*excellent*” – suggested that too much knowledge was assumed. That is a message which we could pass to future contributors and it guides us all when engaging.

In providing my own perspective on the event, I hope that I have encouraged our members to spread the message that LLS is helping to inspire and inform the next crop of potential practitioners.

Jeremy Myers
Chair
Education and Charities Committee

University of Liverpool Student Placements

The School of Law and Social Justice at the University of Liverpool has a Public Interest Lawyering module this year that places up to 50 students each semester in community settings where they give work and welfare rights advice. This year we started a new community care advice service. Students provide legal advice and support to members of the local community, and at the same time gain valuable experience, skills and academic credit. As part of the module students also write a policy report based on any issues they have encountered in their placements.

The placements are for half a day a week for 9 weeks each semester from October to December, and February to May.

The placements take place in a variety of settings where people need access to free legal advice. They take place in voluntary and charity sector organisations, such as Citizens Advice, Raise, law centres; in food banks and pantries; and also in health centres. We would also be interested to hear about any opportunities in local authorities or MP offices as we look to continue to grow this important work.

The students' work includes supporting access to community care, doing benefit checks for people, helping with benefit applications, checking their rights at work etc. They could provide information and advice in these areas to constituents attending MP surgeries, and/or help with research and follow-up work for individual cases, and with activities related to on-going wider campaigns. 2-4 students will usually be placed at one time.

If you would like to discuss further, please contact **James Organ** at james.organ@liv.ac.uk or 0151 795 8700.

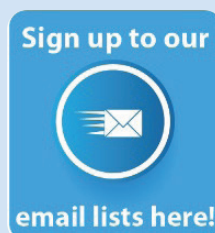
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Our training, member and general news & events emails will come from legalnews@liverpoollawsociety.org.uk and automated messages from our website (such as when making a booking for one of our courses or events) will come from enquiries@liverpoollawsociety.org.uk.

We suggest you regularly check your junk email and add both these LLS email addresses to your 'safe senders' list to ensure you receive news, events and invitations from Liverpool Law Society!

Not signed up?



Domestic Abuse Conference 2025

On 13th March 2025, the Liverpool Law Society hosted their annual domestic abuse conference. Her Honour Judge Reaney began the conference by introducing the guest speakers for the day, Kirsty Leedam from Weightmans, Nicola Harris partner at MSB, Lauren Maires family barrister, James Evans from OurFamilyWizard and Laura Ellis from South Liverpool Domestic Abuse Service.

Many areas of family law were covered within the conference including drafting Non-Molestation and Occupations Orders, Domestic Abuse Protection Orders and Domestic abuse within children proceedings. Further, the rise of tech abuse and manipulation of evidence through technology was highlighted as well as discussions surrounding the expansive definition of coercive and controlling behaviour.

The importance of drafting was highlighted by **Kirsty Leedam** from Weightmans who provided tips for drafting Non-Molestation and Occupation Orders. The need to ensure that the Order is practical was also addressed, for example, if there is a reason as to why the opposing party ought to attend a property which is covered in an exclusion zone, such as to attend the property to collect/drop off any children, then the order ought to be drafted to reflect this as to prevent any need for variation and/or potential breaches of the Order. **Kirsty** also discussed the power of arrest that can be attached and consequences of breaching a Non-Molestation Order.

Sponsors **OurFamilyWizard** representative, **James Evans**, also raised the issue of communication whereby a Non-Molestation Order exists and how drafting an order correctly can resolve any

potential issue. For example, where communication is necessary for child contact arrangements, the **OurFamilyWizard** app could be used to ensure safer communication between the parties with the ability for any conversation to be stored and admitted to Court if needed and the app itself prohibiting editing messages after they have been sent.

Further to this, James also highlighted the risk of online communications by presenting several anonymous cases in which parties had manipulated evidence by using advanced technology in Family Court proceedings. We were made aware of apps which can create a text conversation between parties with an exchange of messages, however, in reality the conversation does not occur, and the messages are dictated by the person creating the fake conversation.

In addition, we were informed of websites which allow a screenshot of a communication record that was made, to be changed and edited as well as the ability for iMessage and WhatsApp to edit messages after they have been sent. This demonstrated clearly the increased risk of evidence being altered using technology and the impact that this can have in court proceedings.

Laura Ellis from South Liverpool Domestic Abuse Service (SLDAS) who provides support to those suffering from abuse also addressed the issue of tech being used as a form of abuse. With the risk of being tracked and monitored through air tags, find my friends and social media apps as well as the ability for abusive persons to access online accounts, banking, emails and so forth.

The emerging use of Domestic

Abuse Protection Orders and the current pilot scheme was discussed by Nicola Harris from MSB. The introduction of the Domestic Abuse Act 2021 provided statute for DAPOs which are orders that protect a victim against domestic abuse or a risk of. There were many similarities between non-molestation orders and DAPOs raised, however, it would seem the purpose of the introduction of DAPOs is to permit cross jurisdiction between criminal and family law as well as a uniformed approach with one of the key differences being that DAPOs permit positive requirements as well as prohibitive, whereas non-molestation orders generally are prohibitive.

To conclude the conference, Lauren Maires who is a barrister practising family law discussed domestic abuse in children proceedings in particular coercive and controlling behaviour. Lauren defined coercive and controlling behaviour and clarified the clear difference between control and coercion by providing several insightful case authorities which have guided professionals in their application of the law. Discussion surrounding Practice Direction 12J took place as well as consideration as to when a finding of fact is necessary and/or proportionate in children proceedings.

The conference was a great insight into the upcoming changes in family law, law surrounding domestic abuse and risks which practitioners ought to be aware of.

Thank you to all the speakers, sponsors **OurFamilyWizard** and Liverpool Law Society for hosting the domestic abuse conference.

Eve Stott
Solicitor & Higher Court Advocate
Astraea Linskills

ADILA

**Liverpool Law Society's 2025
Annual Dinner and Legal Awards**
will take place on Thursday, 13 November
at the Rum Warehouse, Liverpool

**The Liverpool Region's legal community are invited to
come together to celebrate being part of
a proud and vibrant legal profession.**

Members and non-members can attend the Dinner.

**Nominations for the 2025 Legal Awards will open in
early July and close early September. Details on the
categories appear opposite.**

[Bookings now being taken - click here](#)

S P O N S O R E D B Y



ADILA

The Legal Awards are back for 2025!

Open to members of Liverpool Law Society

CATEGORIES

- RISING STAR AWARD
- OUTSTANDING TEAM AWARD - NON-CONTENTIOUS
- OUTSTANDING TEAM AWARD - DISPUTE RESOLUTION & LITIGATION
- OUTSTANDING TEAM AWARD - EMPLOYMENT LAW
- OUTSTANDING TEAM AWARD - FAMILY LAW
- EQUALITY, DIVERSITY & INCLUSION AWARD
- OUTSTANDING LAWYER AWARD
- LAW FIRM AWARD (1-49 EMPLOYEES)
- LAW FIRM AWARD (50+ EMPLOYEES)

With nine categories to choose from, we are confident there is something for everyone. Nominations will open in early July and close in early September.

The winners of the 2025 Legal Awards will be revealed at a glittering black-tie ceremony during the Annual Dinner on Thursday, 13th November 2025.

For further information and to book tickets for the Annual Dinner and Legal Awards, [click here](#).

S P O N S O R E D B Y



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Lisa Edmunds releases groundbreaking book on Fact-Finding Hearings in Family Law



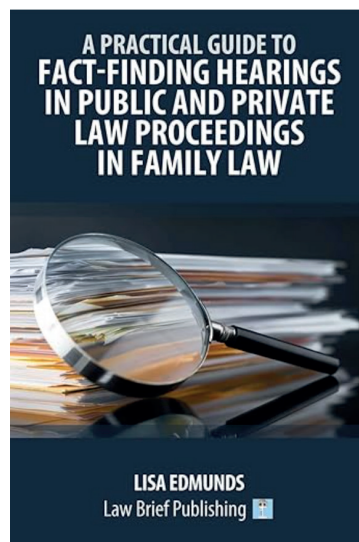
Lisa Edmunds

Leading family law barrister and CEO of Unit Chambers, Lisa Edmunds, has published her debut book, *A Practical Guide to Fact-Finding Hearings in Public and Private Law Proceedings in Family Law*. This essential guide offers legal professionals a comprehensive, strategic insight into the complexities of fact-finding hearings, equipping them with the tools needed to navigate one of the most challenging aspects of family law.

Drawing on over two decades of experience, Lisa provides practical strategies for case preparation, judicial presentation, and managing complex evidential issues. The book explores the fundamental differences between family and criminal courts, the role of transparency, and the emerging impact of AI on legal practice.

Lisa Edmunds, a Chambers & Partners Ranked Advocate and Legal 500 Leading Junior, is renowned for her fearless advocacy and meticulous approach to high-stakes children law cases. Under her leadership, Unit Chambers was awarded Family Law Chambers of the Year at the Lexis Nexis Family Law Awards and Lexis Nexis Legal Awards in 2024. She is also a dedicated mentor, trainer, and thought leader, delivering specialist education to social workers, police officers, and fellow legal professionals.

“This book was born from my passion for advocacy and



education. Fact-finding hearings play a crucial role in the pursuit of truth in cases involving children, and I wanted to create a resource that provides both practical guidance and strategic insight for legal professionals at every stage of their careers,” said Lisa.

A Practical Guide to Fact-Finding Hearings in Public and Private Law Proceedings in Family Law is now available to purchase.

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Council Member's Report



Jeremy Myers

In this edition I can report on two visits to Chancery Lane. It is very helpful that each time I am getting to know more Council members in The Law Society (TLS) and more staff who make a very effective team.

The first event was a two day Strategy session (26 – 27 February). TLS every three years must produce a Strategy document to fulfil responsibilities to the Legal Services Board (LSB) for funding from the Practising Certificate. The current Strategy is for 2022-25 and the new one will be finalised and agreed in Autumn 2025. About 75 of the 97 members attended.

A raft of issues was discussed. I shall cover some highlights. An ongoing issue is the restructuring of TLS's committees and discussion is ongoing to reflect points raised. Most of the first afternoon was devoted to the "Get Involved" programme. The idea is that a Forum of not-usually involved Solicitors will be created so that TLS can draw on the expertise of a validated group of experts. This is a topic which I had discussed with TLS staff on previous visits and on which I have been working. I have been online in conversations with staff members – led by Louise Hanson at TLS – to help in two ways. First, to draft a suitable

message to attract applications for the Form and – second – to consider whom I could suggest from local worthy practitioners.

It was not possible for me to attend on the second day so I made the most of the first day. I volunteered to take part in a three member panel discussion about Member engagement – which I was asked to chair – and in an hour we covered topics of concern. Amongst several were concerns about AI and that members do not feel that TLS is providing relevant services for them. TLS staff in each panel room were on hand taking detailed notes.

In advance, I e-mailed the CEO, Ian Jeffrey, to offer contributions on two points for the second day's discussions. First, to encourage publicity about the different ways in which pro bono advice can be provided. Second, to suggest that guidance to Solicitors in Wales needs to be extended as we have Welsh clients or act for those who have interests in Wales (a key matter for Liverpool solicitors).

The Council meeting on 19 March was not so well attended. 45 of the 97 attended in person and about 15 online. It was disappointing to see that several in-person people left at lunch time and more left during the afternoon. The morning sessions covered usual routine matters such as appointments to other bodies including KC Selection Panel and non-Solicitor members of the TLS Board. Outside the usual run was mention of how the Trump Administration's steps on Equality and Diversity could impact English Practices in the USA, and US Practices here.

The main feature of the afternoon – if not the day – was news about the launch of the new type of TA6

Conveyancing Form. Published the following day, after substantial consultation since last Summer, a new version will replace the controversial. TLS had reached out to the group which had campaigned against the earlier version. It will be paired with a Material Information form which will be for voluntary use at an earlier stage in the conveyancing process. You will have read about the proposals by the time this article appears.

I raised a question in the Regulatory matters section. This was on the topic of how the LSB is consulting about proposed Directions to the Solicitors Regulatory Authority (SRA) with news anticipated in May. Declaratory Proceedings might be pursued on possible oversight of Legal Executives (CILEX) by the SRA, TLS – opposing this potential oversight – might participate. There was a debrief on developments since the strategy event: Committee restructuring ideas remain on the table and input from February is being considered.

TLS elections are very much in the air. Nominations are open for election of the next Deputy Vice President of TLS and Hustings will take place on the day of the next Council (07 May). The Council members will elect the DVP who will in turn become President in October 2027.

Liverpool members might be keen to note that elections to Council this year will include expertise and experience seats, so do look out for nominations being invited.

Whilst I am finding my feet I am certainly very happy to share my experiences with Liverpool members who want to contact me.

Jeremy Myers
Council Member



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LLS Golf Day

Enjoy a day of golfing, networking and camaraderie with fellow professionals.

Date: Wednesday, 25th June 2025 **Time:** Tee Times start from 11am

Location: Heswall Golf Club

Address: Cottage Lane, Gayton, Wirral, CH60 8PB



Event Highlights:

1. **Tournament:** The day will feature an exciting golf tournament at Heswall Golf Club, a championship course with breathtaking views across the Dee Estuary. The course provides the perfect challenge for golfers of all abilities.

2. **Prizes:** Prizes will be awarded for various categories, including Longest Drive, Closest to the Pin, Team Winner and the overall Tournament Winner. Who might wrestle the trophy from the existing holders The Keith Jones Partnership?

3. **Networking:** It's not just about golf! This event will provide a wonderful opportunity to network and socialise with fellow members. Forge new friendships, catch up with old ones, and enjoy the company of like-minded individuals.

4. **Dinner & Awards Ceremony:** After the tournament, we will gather for a delicious dinner and an awards ceremony to recognise the tournament winners and share memorable moments from the day.

Entry Fee:

£500 + vat per Team of 4.

The entry fee includes light refreshments on arrival, green fees and evening dinner.

Registration Details

To book a team, go online to <https://www.liverpoollawsociety.org.uk/events/2025-golf-tournament/>

We look forward to welcoming you to the Liverpool Law Society Golf Day and making it a memorable experience for everyone.

Following the success of the inaugural golf tournament in 2024, we can't wait to see you on the green this year!

Teams to date include:

- Bermans
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- The Keith Jones Partnership – current cup holders!

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Regulation Update

April 2025

The latest Regulation news from Andrea Cohen of Weightmans LLP



Andrea Cohen

As we look forward to the Easter break – yes, it’s that time already – this is our monthly round up of what’s happening in the world of regulatory and disciplinary world.

Rearranging deckchairs on the Titanic
Well, they say things change quickly in the world of regulation, and these last few weeks have been no different.

Having closed the consultation on client money in legal services on 21 February, and received suggestions that rather than introducing swingeing changes the SRA focuses on improving its own internal processes, referencing the conclusions and criticisms of the SRA in the Axiom Ince report, and the report into the SSB debacle still awaited, within days, the news broke of the ‘loss’ of senior people in both the SRA and LSB. The SRA announced its CEO, **Paul Philip**, would retire ‘towards the end of 2025’ (apparently unrelated to Axiom Ince), the SRA Board in September 2024 having extended the Chair’s term again, until the end of 2026, and the Chair of the LSB announced he was stepping down with immediate effect.

There have been suggestions that the Axiom Ince and SSB report (when it lands), together with the loss of these key people should/may result in a pause on the potential changes to regulations, to allow stability within both the regulatory bodies and the profession as a whole, but at the same time, the LSB declared there is a decline in professional ethical standards, with gaps in understanding and support, and lawyers are unaware of their ethical requirements. The LSB issued a consultation last week ‘Upholding professional ethical duties’, which stated ‘the evidence of poor ethical conduct indicates that regulators’ core rules and regulations dealing with professional ethical duties are nevertheless not always properly understood or applied in practice, or – at worst – they are disregarded altogether’. The Law Society will be responding to the consultation, which closes on 29 May 2025 and, as with all consultations, we would encourage other groups, firms and individuals to respond. The conclusions from the consultation may result in extensive changes to existing regulation, or, possibly, a wholesale change, and perhaps, a return to the rules and principles of professional

conduct. For those who qualified some time ago, is it time to dust off your copy of ‘The Guide to the Professional Conduct of Solicitors’ 1999?

SRA statement SSB and Pure Legal

The SRA has updated its statement, confirming it has completed its SSB investigation, given disciplinary notices to a number of people and it is ‘aiming to make decisions’ before the summer. Four solicitors have had conditions placed on how they work, pending the final outcome of the investigation. More notices will be issued in due course. The SRA is continuing to review the high-volume consumer claims market generally, including targeted visits to firms working in the area. The updated statement also notes, in reference to the LSB’s independent review, ‘*We welcome the review and we will take on board any feedback it provides to us and consider any recommendations it makes to improve our work.*’

FOS charge for compensation claims

From 1 April there will be an application fee of £250 (with £175 refunded if the claim is successful) for compensation claims made through ‘*professional representatives*’, with the first 10 cases free per year. Submission of claims by complainants will not incur a fee.

High-Risk Third Countries (HRTC) – Key Changes

The Financial Action Task Force (FATF) has updated its list of high-risk jurisdictions following the February 2025 plenary session. FATF’s lists are updated regularly after plenary meetings in February, June, and October. The changes should be considered for your risk assessments and due diligence processes. Firms must apply enhanced due diligence for clients or counterparties established in HRTCs.

Key points to note are that Philippines has been removed and is no longer on the ‘grey list’ due to improved AML and CTF measures, and Laos and Nepal have been added and are now under increased monitoring (‘grey list’).

Sanctions

As you are aware, sanctions, unlike AML obligations, apply to all types of legal services.

The Office of Trade Sanctions Implementation (OTSI), under the Department for Business and Trade (DBT), has issued new guidance on its enforcement powers under the Trade, Aircraft and Shipping Sanctions (Civil Enforcement) Regulations 2024.

OTSI can impose monetary penalties of up to £1 million

or 50% of the breach's estimated value, whichever is higher. Penalties are applied on a strict liability basis, determined by the balance of probabilities.

Legal professionals must report suspected breaches of trade sanctions to OTSI and non-compliance with reporting requirements is a criminal offence. Firms should review their compliance frameworks, especially regarding mandatory reporting obligations, to avoid potential criminal liability.

The Office of Financial Sanctions

Implementation (OFSI) has, for the first time, brought enforcement action against a law firm, for breaking Russia sanctions, resulting in a fine of £465,000 for breaching UK financial sanctions. The SRA have apparently looked into the matter but cannot take action as it is outside its jurisdiction, as it does not regulate the firm, the former Moscow office, or any lawyers involved in the case.

Law Society Practice Notes

Since our last update, the Law Society have issued the following:

- Freelance solicitors: [Freelance solicitors | The Law Society](#)
- Accredited legal representatives in the Court of Protection: [Accredited legal representatives in the Court of Protection | The Law Society](#)
- Protection for client accounts: [Protection for client accounts | The Law Society](#)

Disciplinary and Regulatory Decisions

AML fines

AML fines continue to be imposed for breaches of AML regulations, the majority under a regulatory settlement agreement, including, in the last month, fines ranging from £2894 to £23,596. Examples include: £23,596 for failing to have a FWRA between 2017 and 2024, no PCPs in place from 2011 to 2024 and no client and matter risk assessments (CMRAs) on 6 files reviewed; £5215 for failing to nominate a MLRO, failing to seek approval for a BOOM, failing to have a FWRA between 2021 and 2023, no PCPs from 2021 – 2022 and failing to conduct CMRAs, and the consultant with conduct of 6 matters inspected being fined £5768; £2894 for failing to carry out CMRAs and failing to have compliant PCPs, and £3,305 for failing to conduct CMRAs between 2017 and October 2024.

Struck off for dishonesty

A partner who provided misleading information on the PII proposal form, breached the Accounts rules, transferred monies from client without authority, and attempted to mislead the SRA during the investigation was found guilty of dishonesty, misuse of client funds, and misleading the Solicitors Regulation Authority (SRA), was struck off and ordered to pay costs of £26,595.

Fine for failing to register client's interest

A solicitor who failed to register his client's interest following a purchase and failed to perform undertakings has been fined £5500 and ordered to pay costs of £1,350. As a result of the

failure he was dismissed and had found it difficult to work as a result of the publication by the SRA of the referral of the matter to SDT.

Fine for breach of undertakings

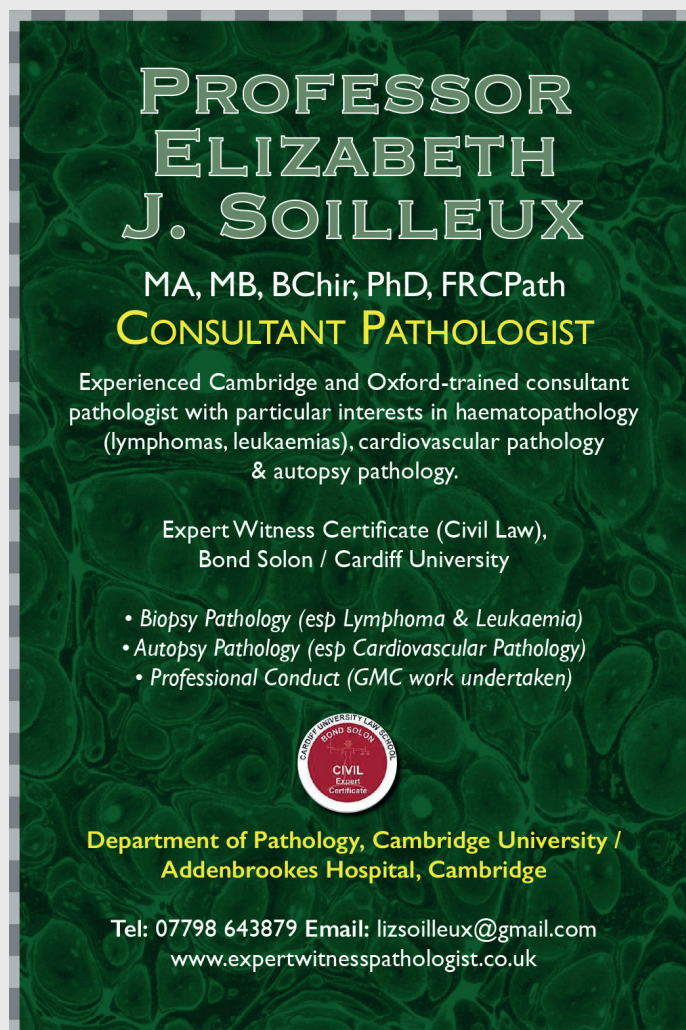
A solicitor, the owner, COLP, COFA, MLRO and MLCO of the firm, who failed to perform undertakings given to the buyer's solicitor in relation to a conveyancing transaction was fined £17,500 and costs of £5500, together with restrictions on his practice that he cannot practice as a sole practitioner or hold compliance roles for 18 months.

How Compli can help...

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

Andrea Cohen

Compli,
Weightmans LLP




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'Costs Budgeting made Simple'

The low-down on the new Pilot Scheme

As part of the Civil Procedure (Amendment) Rules 2025 and the 179th Practice Direction Update two new cost budgeting pilots have been introduced. The aim of these pilots is to explore alternative ways of managing costs during cases with a lighter touch from the judiciary. As such, the pilots introduce new Precedents (Z, RZ and TZ) which are aimed at being simplified in their preparation whilst still providing sufficient information to the Court to enable an informed management of costs.

When does the Pilot Start?

Both pilots apply to relevant claims issues on or after 1 April 2025 to 1 April 2028 (Despite the Practice Direction coming into force on 6 April 2025).

What claims are involved in the Pilot?

The 51ZG1 Pilot captures Part 7 Multi-Track claims which Cost Budgeting would apply but which are proceeding in the Business and Property Court of England and Wales, in the Business and Property Court in Manchester or Leeds or as Business and Property work in the County Courts at Manchester, Leeds or Central London.

There is a £1 million threshold under this pilot where the Court may decide not to costs manage a claim where it is worth more than £1 million. However, the filing and serving of simplified costs budgets appears to still be required for claims over £1 million.

The 51ZG2 Pilot captures Part 7 Multi-Track claims which Cost Budgeting would apply but which are valued at less than £1 million, are not covered by the 51ZG1 Pilot and which are proceeding in the County Court at Central London or at the Leeds or Bristol District Registries.

The new Precedents

The Pilot introduces three new precedents:

- A simplified Costs Budget (Precedent Z);

- A simplified Budget Discussion Report (Precedent RZ);
- A form to vary a simplified Costs Budget (Precedent TZ).

What are the timeframes?

Both pilots disapply the CPR 3.13 and 3.14 which are the rules that set out the usual timeframes and sanctions for non-compliance. However, both pilots require simplified costs budgets (Precedent Z) to be filed and served no later than 21 days before the first case management conference. The exemption for Litigants in Person to file and serve simplified costs budgets is maintained.

Both pilots also require that each represented party must (and each Litigant in Person may) file and serve a simplified budget discussion report (Precedent RZ) no later than 7 days before the first case management period.

What happens if the Court makes a Costs Management Order?

Where the Court makes a Costs Management Order then the usual rules under 3.15, 3.15A, 3.16, 3.17 and 3.18 will apply but with such modifications that any reference to a cost budget shall instead refer to simplified costs budgets.

Therefore, whilst the form and methodology of preparing a simplified costs budget and the subsequent discussion and setting of the costs management order may be different, the overall outcome of the pilots will result in costs management orders which have the same effect as if a 'normal' costs budget have been filed.

What happens if the Court does not make a Costs Management Order? Both pilots make it explicit that where a costs management order is not made then the provisions contained within PD 44 para 3.2-3.7 will still apply. These provisions refer to the need for reasoning to be provided if a costs budget is filed and exceeded by 20% even if there is

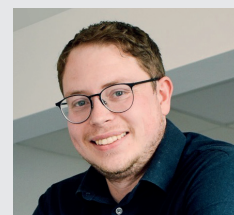
no costs management order made. It further provides that if a paying party can evidence reliance on the costs budget which was filed then the Court can take that filed cost budget into account when assessing costs and potentially even limiting costs to amounts claimed in that filed costs budget. It is therefore very important to monitor costs in cases where a costs budget has been filed but the Court has not made a costs management order.

Furthermore, both pilots also provide the Court the power to request updated simplified costs budgets be filed and served no later than 28 days before either: the start of trial, the start of any trial window, or 7 days before any pre-trial review, whichever is earlier.

What are the sanctions for non-compliance?

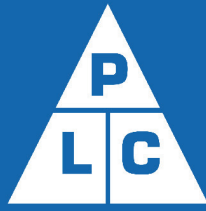
Whilst it is noted that both pilots explicitly disapply CPR 3.14, which contains the normally worded sanction for failing to file a costs budget, both pilots do contain a provision that if a party fails to comply with its obligations under the pilot practice direction (including the failure to file a simplified costs budget) the Court may impose sanctions which may include limiting recovery of the costs to be incurred to the applicable court fees.

As such, it is clear that understanding and complying with the new pilots is going to remain important because the sanctions can result in costs going forward not being recoverable on an inter partes basis.



Kris Kilsby is a Costs Lawyer at Paramount Legal Costs and a Council member of the Association of Costs Lawyers.

For any further questions or queries about costs and detailed assessment please get in touch at Kristopher.Kilsby@paramountlegalcosts.co.uk.



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Charity Spotlight: Alcoholics Anonymous



A.A began in 1934 in America and its first publication named “The Big Book” was printed in 1939.

Since then, this fellowship has enabled millions of people worldwide to recover from alcoholism and to lead full sober lives whilst repairing the damage their drinking caused themselves and others.

If this fellowship had never started, then I would not have been given the chance to repair the damage I did to those around me and I have no doubt I would not be alive today.

My drinking started when I was 17 and was problematic from my first drink. I usually “blacked out” (a drunken state where I continued to be awake but had no knowledge or control over what I was doing) This continued through most of my adult life and although I wasn’t a daily drinker to begin with every time, I drank I got drunk. I was unreliable and untrustworthy when I drank and the only certain outcome was that eventually I would fall asleep and awaken to experience what is known as the “four horsemen” – Terror Bewilderment, Frustration and Despair.

Terror because I would have no knowledge of what I’d done, where I’d been or if anything bad had happened and didn’t know what to expect when I faced anyone the next day.

Bewildered because I couldn’t understand how I’d got drunk again when I was only going for a quick drink.

Frustration at my inability to stay sober and drink like “ normal people” when all around me seemed to be able to do it.

Despair as I was becoming the person I most loathed, the parent I’d swore I’d never become and the partner who couldn’t be trusted to come home when she said. I couldn’t envisage a way out of the hole I’d dug for myself.

I was introduced to A.A by a friend who’d been sober for many years who despite having previously led a different life mixed up in minor criminality was leading a new life and was happy with his lot.

I came to A.A in 2008 and since that day I have not wanted or needed alcohol despite situations that I’ve had to face because life happens.

I found that this fellowship supported me through the good, bad and indifferent times. It gave me the ability to deal with situations that used to baffle me and gave my family a mother, grandmother and sister when they need me.

Living a sober life means looking at my behaviours and reactions through a programme called “The 12 Steps”. This programme has enabled millions worldwide to stay sober and help others achieve sobriety although A.A isn’t for everyone. The only requirement for membership is a desire to stop drinking. There are no dues or fees for membership, and we are self-supporting through our own contributions which means we pay any rent for room use, refreshments and for any literature out of contributions from alcoholics at the meetings. We decline outside contributions, and we are not allied with any sect,

denomination, institution or outside agency and we believe in attraction rather than promotion.

There are many people who consider A.A to be a religious cult or sect of some kind and this was certainly my family’s fear at the start however although we use the term God in our literature this describes the existence that something bigger than me that is not a human power helps me stay sober call it what you like – creator of the universe or whatever you wish all I know is that as much as I loved my children and as much as I would lay down my life for them I couldn’t put the bottle down for them.

My sober life hardly resembles my life before I came to A.A. I don’t have the prestigious career or the income I used to have in fact I now I am a state pensioner with a small NHS pension my income is a third of what it was in 2008 and yet despite inflation I am richer than ever and its all down to the Gift Of Desperation or Group Of Drunks who help me stay sober One Day At A Time.

Meetings are held several times a day at different venues all over Liverpool and the world. There is an A.A website which has a meeting finder and helplines that people can ring to talk to another alcoholic.

If you think you have a problem with alcohol, then you are welcome to attend meetings and have a chance at a better life.

Local Helpline 0151 709 2900
National Helpline 0800 917 7650

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If any agencies would like literature or attendance for team talks please do not hesitate to contact me Pi.liverpool@aamail.org



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Liverpool Law Society International Women's Day Event 06.03.2025



Vicki Harper & Hayley Evelyn Partners

Liverpool Law Society held their annual International Women's Day event on 6 March 2025, sponsored and hosted by Evelyn Partners at their offices in the Royal Liver Building. The afternoon offered attendees the opportunity to hear from a range of speakers, each sharing insights on resilience, development, and overcoming challenges. The event took place in-person, providing all those attending with a great opportunity for networking and sharing experiences.

The afternoon began with a warm welcome from **Lauren Cannon** of In-House Legal Solutions, who set the tone for a thought-provoking series of sessions. Attendees had the chance to mingle over refreshments before the afternoon's agenda of inspiring talks began.

Building Resilience in high-pressure environments

Laura Evans, Glass Ceilings Change Management

Laura Evans opened the event, sharing practical advice on how to build resilience when faced with high pressure situations. Her session focused on recognising your personal strengths,

or "superpowers", and how to use them to navigate challenges effectively, offering actionable strategies for attendees.

Breaking Barriers, Defying the Odds

Jacqueline Deans, Barrister, Exchange Chambers, Liverpool

Jacqueline Deans shared an insight into her journey as a female family law barrister and how the legal profession has progressed in relation to opportunities for women. She provided inspiring insight on how she dealt with adversity and provided really encouraging words to those starting out in the legal profession. She was very approachable and really enjoyable to listen to.

Be Less Ostrich!

Vicky Harper & Hayley Myers, Evelyn Partners

Vicky and Hayley tackled the often intimidating topic of personal finances, and how we can address our reluctance to deal with our financial futures and improve our financial literacy. The session was thought-provoking and spurred everyone to consider the handle they have on their own finances. Vicky and Hayley helpfully provided practical tools to help attendees better

plan for their financial well-being, both presently and in the future.

Self Development and where to start

Nadine Stanton, Professional Training

Nadine offered a practical and interactive session focused on self-development and what it actually means to try to develop our skills. She introduced a quick and effective tool to help attendees reflect on their areas for improvement and gave some practical pointers on how to address these on a day to day basis. Attendees were given a handout and were encouraged to reflect upon their own development and how they could take action to achieve their individual self-development goals. She encouraged us to take accountability for our growth and think meaningfully about what we want to achieve.

Sarah Nolan

Sarah Nolan concluded the talks with a really interesting session on career reinvention. She shared her journey of pivoting careers from the legal profession to personal training and highlighted the challenges and rewards of doing so. Sarah offered valuable insights on embracing new opportunities and pursuing what truly motivates you. It was really good to hear from Sarah about how to pivot within your career path to ensure that you are always learning with purpose and doing what makes you feel inspired. Lauren Cannon closed out the afternoon with a summary of the talks given, and a much-deserved round of applause for all involved.

A big thank you to the Liverpool Law Society, Evelyn Partners and all of the guest speakers for an inspiring afternoon. I'm sure everyone is looking forward to next year!

Emily Clegg

Solicitor, JMW Solicitors LLP

UK Government legal services delegation - International Bar Association (IBA) 2025 Conference



“It was exceptionally helpful to meet individuals from a different jurisdiction and discuss opportunities for collaboration. I personally learned about facts and matters of which I was not aware of previously in respect of Mexico and financial services.”

UK headquartered legal firms and chambers and UK based legal professionals are invited to apply to join the HM Government delegation to Toronto this November for the International Bar Association (IBA) Annual Conference 2025, delivered in partnership by the Ministry of Justice GREAT Legal Services campaign and Department for Business and Trade.

The delegation will provide UK legal professionals with access to a programme of activities including industry-leading roundtable discussions and exclusive networking events aimed at promoting UK legal services and growing UK businesses globally.

This programme will be delivered in collaboration with the Law Society of England & Wales and The Bar Council - as well as other expert partners. Our partners will provide guidance and support to delegates, including on how to get the most out of the IBA for those new to the conference.

Our programme will explore the latest developments in the legal sector. We will be using the information provided in applications to help us plan and there

will also be opportunity for you to shape the programme if your application is successful.

We welcome applications from SMEs, regional firms and those who may have not previously attended the IBA Annual Conference, as well as more established firms and chambers keen to grow their business.

We also invite any organisations interested in partnering with us on events to get in touch by emailing matthew.readett@justice.gov.uk for more information.

Applications close 27 April 2025 at 11:59pm GMT contact matthew.readett@justice.gov.uk for more details.

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Hear from previous delegates

Here's what two of our previous delegates have to say:

Charlotte Pope-Williams, 3 Hare Court:

Professor Mark-Watson Gandy, 3 Stone Chambers:

“Brilliant event. Such a useful opportunity to fly the flag for our legal services offering. Incredibly impressed by the energy, hard work and professionalism of the MoJ team. Thanks to contacts I made, I am now the “go to” advocate for a Dubai law firm – and, with the time difference, I can do my hearing before the DIFC courts on teams before I start work in the UK.”

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Navigating the New Working Landscape: Why Leadership, Learning, and Networking are your Cornerstones in a Changing World of Work

Can you believe it's April already? 2025 is flying past at the speed of light. Like many organisations, we are starting a new financial year and simultaneously reflecting on 2024-2025 as we prepare our annual review. Everything is moving so fast, and it can be overwhelming to keep up with what's going on. For the first time in history, we have five generations living on the planet and working together in multigenerational workforces. The economy is unpredictable, technology and AI are rapidly evolving, and the way we work and learn is transforming at an unprecedented pace. At our law centre, specialising in employment and equality law, we see firsthand the challenges organisations and individuals face in this dynamic, yet uncertain, environment. As we look ahead to 2026, when we will witness the biggest employment rights reforms in decades, it's clear that the key insights that really matter are how the way we work and the way we learn are transforming and evolving rapidly.

The Chartered Institute of Personal and Development (CIPD) Learning at Work 2023 survey

This CIPD survey provides valuable insights into the evolving nature of work and learning. It highlights the importance of continuous development and the need for organisations to align their learning and development strategies with overall organisational goals. The survey emphasises the role of a learning organisation, where a culture of continuous development is both encouraged and embedded into the organisation. [Learning at work 2023 | CIPD](#)

The Changing Nature of Work

The digital revolution has fundamentally altered how we work. Remote and hybrid working models have become the norm, driven by employee demand for flexibility and work-life balance. This shift has prompted organisations to rethink their operational strategies, cultures, and values. The rise of digital platforms has accelerated these changes, enabling firms to expand their boundaries and reach more people faster than ever before.

However, this transformation is not without its challenges. Organisations must navigate the complexities of maintaining productivity, fostering collaboration, and ensuring employee well-being in a hybrid work environment. The need for continuous learning and adaptability has never been more critical, as workers are required to develop new skills to keep pace with technological advancements.

The Emergence and Rapid Development of AI

AI is rapidly advancing, with new platforms emerging every day. This constant acceleration and pace of AI development present both opportunities and challenges for organisations. AI-powered platforms can free up managers from routine administrative tasks, allowing them to focus more on people management and performance development. Leading companies like IBM are investing in AI to enhance their operational efficiency and improve employee engagement.

Challenges Across Sectors

The private, public and third sector organisations are grappling with similar issues. In the private sector, companies

face the challenge of attracting and retaining top talent in an increasingly competitive job market. Social media platforms like LinkedIn have made job mobility higher than ever, with employees seeking better compensation, alignment with their values, and career progression.

Public sector employers, on the other hand, are dealing with staff shortages, unmet customer demands, and increased employee stress and burnout. The slower recovery from pandemic job losses has magnified these challenges, impacting the communities these agencies serve.

In the third sector, competition for grant funding and staff is fierce. Not-for-profit agencies must innovate and refine their strategies to attract and retain funders and employees. The competitive nature of fundraising, coupled with the need to demonstrate impact and effectiveness, adds another layer of complexity.

Multigenerational Workforce Challenges

Today's business environment is marked by the complex benefits and challenges of managing diverse values, work styles, experiences, and perspectives in the workforce while aiming for ever-steeper business targets. Current conditions in the global economy have introduced generational diversity into organisations where the chronological age range of employees may span from members in their teens to members in their 70s.

Several factors contribute to the significant rise in generational diversity within today's workforce, particularly in knowledge-based and highly skilled sectors. Longer life expectancies, and higher retirement age, allow individuals

to stay in the workforce beyond the traditional retirement age, leading to a blend of older and younger generations collaborating. Economic pressures, such as higher living costs and inadequate retirement savings, also contribute to individuals starting their careers earlier and extending their working years. Additionally, evolving retirement patterns such as phased retirement and part-time work add to the extended contributions of older employees in professional roles. Companies are increasingly recognising the value of age diversity and implementing workforce diversity initiatives that embrace employees from various age groups.

Approaching generational diversity as a form of cultural diversity allows for nuanced and respectful integration. Common labels define these generational cohorts, namely Traditionalists, Baby Boomers, Generation X, Generation Y (Millennials), and Generation Z. These groups are often described as possessing the following characteristics and professional expectations:

Generations



- **Traditionalists** (born 1922-1945): Dependable, straightforward, tactful, loyal.
- **Baby Boomers** (born 1946-1964): Value work ethics, loyalty, hierarchical structures, prioritizing stability, and job security.
- **Generation X** (born 1965-1980): Appreciate independence and adaptability, seeking work-life balance and flexibility.
- **Generation Y** (born 1981-2000): Seek meaningful work, personal growth, and immediate feedback. Also known as Millennials.
- **Generation Z** (born 2001-2020): Value diversity, social activism, and flexible schedules. This youngest generation in the workforce grew up in the digital age.

Traditionally, generational diversity has been viewed through the lens of

special-interest groups, categorisation, and stereotypes. This perspective often leads to oversimplification, conflict, and, ultimately, a reduction in team cohesion, resilience, and productivity. By reframing generations as cultures and identity groups, we adopt a more nuanced and respectful approach to integration. Instead of seeing generations as stereotyped groups, we need to view them as distinct workplace cultures. Leaders and managers must understand their responsibilities under the Equality Act 2010, as age is a protected characteristic, ensuring fair treatment and inclusivity in multigenerational workforces. Creating a culturally inclusive work environment that welcomes all generations is essential. This involves fostering a culture of respect and openness, where diverse perspectives are actively sought out and valued. Workspaces, both physical and virtual, should accommodate different working styles and preferences, reflecting the needs of various generational cultures.

Additionally, leaders and managers must adapt their styles to effectively motivate employees from different generational backgrounds while being mindful of age-related biases. Recognising the diversity within generations, including individual experiences, geographical and cultural backgrounds, and socioeconomic conditions, is crucial for successful integration. Developing generational cultural intelligence and an understanding of age identity involves cultivating awareness of different generational cultures' values, communication styles, and work preferences while also recognizing how age-related stereotypes and labels influence individual and group identities.

The Role of Leadership, Learning, and Networking

In this new working landscape, effective leadership, continuous learning, and robust networking are essential cornerstones for organisational success. Leaders must adapt to high-performance demands by fostering employee engagement

and empowerment. This all calls for a more comprehensive, communal leadership approach: leadership that is focused on serving other which prioritises employees' growth and development, crucial for creating a motivated and committed workforce.

Networking, often overlooked, is a powerful tool for career advancement and organisational growth. Leaders can leverage their networks to identify career opportunities, build their teams, and anticipate strategic changes within their organisations. By maintaining and expanding professional networks, leaders can navigate the complexities of the modern workplace more effectively.

Three key forms of networking

- **Operational Networking:** Building strong working relationships with those who help you do your job effectively, both within and outside your immediate team.
- **Personal Networking:** Connecting with individuals outside your organisation through professional associations, alumni groups, or personal interest communities to gain new perspectives and developmental support.
- **Strategic Networking:** Cultivating lateral and vertical relationships with individuals across different functions and business units, both inside and outside the company, to understand the broader strategic landscape and gain support for your ideas.

Leaders with strong strategic networks are better equipped to identify future priorities, navigate organisational dynamics, and mobilise the resources needed to achieve their goals.

The Evolving Role of Managers

The role of managers is evolving in response to these changes. Effective managers can make a tangible impact by empowering their teams rather than directing and controlling them. The traditional model of command and control is shifting towards a more fluid and empowering approach. Managers are now expected to coach their teams,

Navigating the New Working Landscape *continued...*

foster a climate of trust, and focus on employee well-being.

Leading companies are adapting to these changing demands by redefining the roles of managers. Unilever, for example, has changed the roles from managers to people leaders, creating a strong sense of community and investing in coaching skills across their business. This shift in power dynamics and skills is essential for navigating the complexities of the modern workplace.

Our Network and Support



In the Law Centre movement, we have a well-established and strong network across England and Wales. Liverpool stands out as the only city outside London with three law centres, fostering strong connections with **Ngaryan** at Vauxhall and **Liz** at Merseyside Network, which is our Liverpool Law Centre alliance. We can always call on Liz or Ngaryan to discuss strategies, seek support, or address common challenges. Our wider network in the city includes invaluable support and collaboration from the University of Liverpool School of Law and Social Justice and LATAN (Liverpool Access to Advice Network). Additionally, through the Liverpool City Region Skills Brokerage team, we discovered and enrolled our Senior Leadership Team on the Leadership for Growth programme, which offers fully funded online Chartered Management

Institute courses via Edge Hill University Business School. This investment is a key part of our learning strategy, reflecting our commitment to continuous development and the power of networking. We have also invested in the new 30-month Solicitor Apprenticeship at conversion Level 7, supported by Levy Transfer from Laing O'Rourke. In the financial year 2025/2026, we look forward to enhancing our network further.

Key Takeaways

- **Embrace Flexibility and Innovation:** Organisations must adapt to the changing nature of work by embracing flexible work models and innovative strategies.
- **Prioritise Continuous Learning:** Continuous development and alignment of learning strategies with organisational goals are crucial for success.
- **Leverage AI:** Utilize AI-powered platforms to enhance operational efficiency and focus on people management.
- **Empower Managers:** Redefine the role of managers to focus on coaching, trust-building, and employee well-being.
- **Cultivate Networking:** Develop operational, personal, and strategic networks to navigate organisational dynamics and achieve goals.

- **Integrate Generational Diversity:** Approach generational diversity as cultural diversity to foster a respectful and inclusive work environment.

While the new working landscape presents multifaceted challenges for employers and employees, it also offers numerous opportunities. The emergence of AI and a more connected world through technology are paving the way for innovative solutions, enhanced collaboration, and greater efficiency.

The Leadership for Growth programme has been invaluable to our leadership team, enabling us to think differently and approach challenges with innovative solutions. Through this programme, we've gained new perspectives, enhanced our strategic thinking, and developed essential skills that drive our organisation forward. As **Mahatma Gandhi** wisely said, *“Learn as though you will live forever, and live as though you will die tomorrow.”* This philosophy underscores our commitment to continuous learning and growth.

By embracing these advancements and opportunities, we can navigate the complexities of the modern workplace and unlock new potential for growth and success.



2025 PRIVATE CLIENT CONFERENCE

Liverpool Law Society

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14 MAY 2025



9.10 AM - 3.45 PM



INNSiDE by Meliá

43 Old Hall Street, Liverpool
L3 9PP

Lunch provided by Gino D'acampo restaurant

**Professional
Liverpool**

9.35 AM - 10.30 AM

Probate Update
Julie Bell, Read Roper

10.30 AM - 11 AM

Post-Budget insights: inheritance tax changes for the future
Vicki Harper, Everlyn Partners

11.20 AM - 12 PM

Trusts and Inheritance Tax
Iris Wuenschmann-Lyall

12 PM - 1 PM

Wills Bill 2025
Stephen Lawson, IDR Law & Ian Bond, Hockley Heath

1.45 PM - 2.25 PM

Family Investment Companies
Amanda Bailey, Brabners LLP

2.25 PM - 2.55 PM

How to plan for and deal with a Larke v Nugus request, a crucial aspect of private client law
Stephanie Kerr, Irwin Mitchell

2.55 PM - 3.25 PM

A failure to properly respond to a Larke v Nugus request: what next?
Norman Lamb, Nine St John Street

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Forthcoming Courses

DATE	EVENT	SPEAKER
29/04/2025	Developments in Boilerplate	Ed Davies
30/04/2025	Public Child Law Conference	Various
09/05/2025	Trial advocacy for solicitors	Mike Winston
13/05/2025	Civil Litigation Update	Andrew McLoughlin
13/05/2025	Personal Injury Update	Andrew McLoughlin
14/05/2025	2025 Private Client Conference in conjunction with STEP Liverpool & Professional Liverpool	Various
16/05/2025	Ogden tables and future losses	Mike Winston
21/05/2025	Legal Talent & Leadership Conference 2025	Various
10/06/2025	Adverse Possession and other Boundary Issues	Richard Snape
17/06/2025	The Complete Legal Aid Supervisor	Vicky Ling
18/06/2025	Tricky issues arising in constructive dismissals	Jolene Charalambous
25/06/2025	Restrictive and Positive Covenants in Freehold Land	Richard Snape
02/07/2025	Introduction to Private Client	Rebecca Roscoe
08/07/2025	Divorce and Financial Orders Certificate	Safda Mahmood

*** Training events open to legal professionals nationwide ***

ONLINE events are recorded, so if you can't make the date/time, no problem!

Booking onto any of our online events means you will receive a link to access a recording of the event to watch at your leisure!



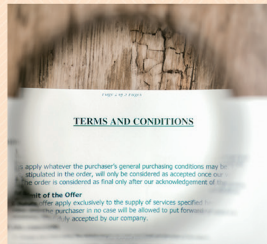
Developments in Boilerplate with Ed Davies

'Live' online, Tuesday 29th April, 11.30am - 1pm

This online course seeks to engender a practical approach to a vital part of all commercial contracts that many negotiators overlook. With his extensive experience in legal know-how and training, Ed will provide invaluable insights in this area.

Final content will depend on any recent developments and trends. Likely to consider many different boilerplate clauses, including:

- entire agreement clauses
- force majeure
- assignment and novation
- clauses relating to severance
- term and termination
- confidentiality
- notice provisions
- governing law and jurisdiction, and
- execution (including virtual execution and guidance relating to e-signatures, pre-signing, and witnesses)



[Click here for more information](#)



2025 PUBLIC CHILD LAW CONFERENCE

30TH APRIL 2025 | 9.30AM - 3PM
HYBRID - ATTEND IN-PERSON OR ONLINE

Do you act for parents, children, extended family or local authorities? If so, this conference is for you, providing an update on key issues surrounding public children law.

Getting your head around what psychological interventions are appropriate, and who is qualified to tell you
Dr Jaimie Craig

Contact Post Adoption..... has anything really changed...?
Ginnette Fitzharris, St John's Buildings

Supporting ND Diagnosis
Cathy Davidson, ADDvanced Solutions

Mind the gap: when a hair drug test is not enough
Ashley Friday, AlphaBiolabs

Liverpool welcomes its own FDAC! What we can expect and, what place for problem-solving courts in the public law family justice system?
Celeste Greenwood, Exchange Chambers

Seniors Top 10
Mark Senior, St John's Buildings

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Trial advocacy in the Civil Courts with Mike Winston

Friday 9th May, 9.30am - 4.30pm (Lunch & refreshments will be provided)

Venue: Liverpool City Centre

Increasingly, solicitors are choosing to conduct advocacy in their own cases in the lower courts. The ability to conduct a client's case from beginning to end is an attractive proposition from both a client care perspective and from the point of view of retaining litigation income within the firm.

On qualification, solicitors enjoy a right of audience in the County Court, both in chambers and in open court. However, many solicitors feel that a lack of formal training in trial advocacy inhibits their ability to present a client's case competently.

Who should attend: All litigators who wish to learn how to conduct trials and interim hearings in the County Court. Lawyers who wish to improve their understanding and appreciation of advocacy to improve their litigation practice.

This one-day course will cover all the essential elements for solicitors who wish to improve their ability as an advocate. Likewise, solicitors and other lawyers who only appear in chambers will find the techniques taught and discussed to be useful in their day-to-day practice.

To see the detailed content of this course, visit: [LINK](#)



Civil Litigation Update with Andrew McLoughlin

'Live' online, 13th May, 9.30am - 12.30pm

Where to begin! A 3-hour course you cannot afford to miss. The landscape continues to change at some pace following the introduction of FRC to procedure and practice.

This online course will cover the following topics:

- Relief from Sanctions-is it getting any better 10 years on
- Part 36 - developments in the last 12 months
- Procedure in Practice-case law for the last 12 months
- All the procedural changes in the last 12 months
- Mandated ADR
- Costs update/budgeting/assessments
- Civil procedure- NEW- a topic covering what it says including April's Rule changes

Can't make the date? Register to receive access to the recording

For more information, [click here](#)


Personal Injury Update
 with Andrew McLoughlin

'Live' Online, 13th May, 1.30pm - 4.30pm

This online course will provide practitioners with updated knowledge in the field of personal injury law and practice.

Topics covered include:

- Fundamental Dishonesty – review of the last 12 months' cases
- Qualified one-way cost shifting – proposed changes
- Road Traffic Accident claims – a case review
- Part 36 – its impact on personal injury in the last 12 months
- Occupiers Liability – an update
- Employers Liability – some recent cases
- Official Injury Claim Portal – pitfalls and solutions

For more information, [click here](#)


The Ogden tables and claims for future losses
 with Mike Winston
 Friday 16th May, 9.30am - 4.30pm
Venue: Liverpool City Centre

This course takes delegates from the absolute basics through all the major calculations required in a PI claim including more advanced uses of the Ogden tables including calculating bereavement and dependency awards in fatal accident and disease claims.

What you will learn:

- The new discount rate – what does that mean tactically?
- Introduction to the 8th edition of the Ogden tables
- Multiplicands and multipliers
- Discounting for early receipt and mortality
- Calculating losses for life
- Calculating losses to a fixed age
- Using the reduction factor tables
- Calculating loss of earnings
- Challenging evidential assumptions
- Using Conner v Bradman in disability claims
- Evidential uncertainty – is Blamire appropriate? & more...



For more information, [click here](#)



**LEGAL TALENT & LEADERSHIP CONFERENCE:
THE PEOPLE PERSPECTIVE**
 21ST MAY 2025 | 9.30AM - 3PM
 HYBRID - ATTEND IN-PERSON OR ONLINE

For anyone who currently is or is striving to create the best culture in their organization to attract & retain the best team. Suitable for Practice Managers, Managing Partners, Chief Legal Officers, Heads of HR & Innovation, & those with management responsibilities

- People, and The Perfect Legal Business**
Simon McCrum, MCCRUM LEGAL Management Consultancy / The McCrum Academy
- Breaking Down Barriers: Unlocking the Potential of Multigenerational Teams**
Gemma Ellison, Heart Leadership
- Embedding a good risk culture: a practical view**
Calum MacClean, Miller Insurance
- How Culture Drives Commercial Success ~ View from the Top: Can Culture Drive Commercial Success?**
Lindsey Kidd, MD of HM3 Legal
- The people bottom line: mental health matters**
Elizabeth Rimmer, Lawcare
- Breaking the Invisible Cage**
Cat Williams, Building Your Confidence
- How do YOU make a difference?**
Keith Harper, Harper Professional, Management Development and Consultancy for Lawyers

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Adverse Possession and other Boundary Issues
 with Richard Snape

'Live' online, Tuesday 10th June, 11am – 12.30pm

This is an area which frequently causes problems for conveyancers. This online course aims to look at some of the issues and suggest solutions. It will also cover Land Registry issues in relation to plans.

Topics covered include:

- Adverse possession in registered land
- Adverse possession in unregistered land
- Factual possession and intention to possess.
- Rights of light and rights of support
- Flying freeholds
- Presumptions in relation to boundaries
- Party walls
- Access to Neighbouring Land Act 1982 and Party Walls Act 1996
- Case law



For more information, [click here](#)


The Complete Legal Aid Supervisor
 with Vicky Ling
 Tuesday 17th June, 9.30am - 4.30pm
Venue: Liverpool City Centre

This is an in-person only event & is likely to be the only date we offer for 2025

Attending both parts will qualify a new supervisor who hasn't supervised before under Standard Contract Specification requirements for both the new Civil/Family Standard Contract 2024 and the Crime Standard Contracts 2022 and 2025. If you need to attend a course to qualify as a supervisor, this course is for you. It is also a useful refresher for experienced supervisors.

You will learn about:

- Latest developments in legal aid
- Relevant SQM and Lexcel provisions
- SRA Competence Statement requirements for supervision
- How supervisors qualify and maintain status, completing Supervisor forms
- The main types of legal aid audit, including Contract Manager visits and peer review
- Characteristics of good supervision
- What supervisors need to look for in file reviews
- An introduction to the inter-personal skills supervisors need; listening and feedback
- Different approaches to supervision
- Finding the time to supervise

[For further information, click here](#)

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<p>VALID FOR FACE-TO-FACE AND ONLINE EVENTS</p> <p>Watch online events 'live' or view the recording.</p>	<p>SIGN UP NOW</p> <p>CLICK HERE TO APPLY ONLINE</p>
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LLS PR Mentions:



The President, James Mannouch, gave an Interview to the University of Law's Legal Cheek Careers Team about the 'Power of Pro Bono: Gaining skills and standing out in law'.

After a diverse career spanning advertising and retail, James Mannouch made the leap into law — a decision that ultimately led him to his role as pro bono coordinator for The University of Law's (ULaw) Liverpool and Chester campuses.

Read the full interview [here](#)

Generative AI solutions laid bare by Jayva Global

Generative AI, or GenAI for short, presents real challenges and opportunities in your sector. We're here to help you figure out the practical elements of GenAI – to overcome challenges while grasping opportunities.

What exactly is GenAI?

While 'AI' encompasses a wide range of technologies including machine learning, natural language processing, robotics and computer vision, 'GenAI' is a content-creation tool with output based on the patterns and data it has learned from.

GenAI uses and benefits in a legal setting

As one of the systems in practices, GenAI is revolutionary with functionality enabling legal service providers to:

- Increase efficiency: Automating routine tasks such as document review, research and contract analysis thus saving time, reducing costs and allowing you to focus on complex and strategic work.
- Enhance accuracy: Minimising human error in areas like due diligence and compliance checks, and analysing large volumes of data with pinpoint accuracy, thus improving work quality.
- Improve client service: Introducing chatbots and virtual assistants to client interactions for instant responses to common queries and overall client satisfaction.
- Empower data-driven decision making: Analysing past case outcomes and trends for predictive insights to make informed choices and devise better strategies.
- Reduce costs: Automating repetitive work impacts efficiency and costs, which is particularly useful for managing overheads and driving up revenue.
- Introduce better training and development: Assisting in training new employees by giving access to knowledge and resources so they learn, familiarise and grow rapidly.
- Strengthen competitive advantage: Adopt and position your practice as innovative and forward-thinking,

thereby outshining your competition, attracting tech-savvy clients and retaining top talent.

Identifying and mitigating AI risks

To balance the 'hype' with the 'potential' of GenAI, considerations to be borne in mind include:

- Intellectual property: Potential infringements of copyright, trademarks, patents and related rights, and misuse or disclosure of confidential information.
- Data protection and privacy: Unauthorised access, sharing or misuses of personal and sensitive data.
- Cybersecurity breaches: Vulnerabilities to hacking, data breaches, corruption of data sources and other malicious cyber activities.
- Training concerns: The misuse of data to train GenAI models, which could result in biases or inappropriate outputs.
- Output integrity: GenAI can produce misleading, inaccurate or false outputs that are easily misconstrued or misapplied.
- Ethics and bias: The reflection or amplification of societal biases present in training data, leading to unfair or discriminatory results.
- Human resources and reputation: If GenAI causes negative consequences for clients, there may be brand damage.

Have you heard about the *Mata v Avianca* case in America? In sum, a law office submitted court documents that included non-existent, unverified case references and precedents generated by ChatGPT. As a result, the case was dismissed and a fine was imposed. This story highlights the dangers of relying on content that's generated by AI alone and the absolute need for human oversight in any GenAI process.

A new way of working

Without GenAI, if you're spending 80% of your time creating the administrative elements surrounding a case and only 20% of your time giving legal advice,

you risk losing rapport with clients. With GenAI's automation and content-creation features, your time is redirected into building and maintaining long-standing mutual client relationships. Simultaneously, non-billable time is reduced to increase productivity and financial performance.

Thanks to GenAI, then, lawyers can positively impact operational efficiency, delight clients and improve their bottom line.

At Jayva, the main area we've seen GenAI being used successfully is reporting. In legacy practice management systems, reporting functionality can be restricted, both in a core reports and data warehouse capacity. A simple visual analysis of data drawn from different systems is easily possible with GenAI, whether it's benchmarking information, fee earner performance, profitability from your nominal ledger, trends analysis from the last five years, whatever. Doing so manually is a weeks-long activity and is out of date by the time reports are complete. In this way, GenAI speeds up and supplements reporting.

So, GenAI augments and enhances day-to-day operations – with human oversight always.

What's Jayva's role in GenAI?

Our strapline is 'inspiring the people in law firms to harness the power of technology and thrive'. Technology is brilliant but if it isn't implemented and used properly, you don't have the necessary processes and procedures to back it up.




Our consultancy and training help practices to embrace technology, invest in their people, realign their data and fine tune their processes – for amazing outcomes.

This article is an abridged version of our www.jayvaglobal.com/news/generative-ai-solutions-laid-bare-blog. To get in touch with our friendly team, please email info@jayvaglobal.com or visit www.jayvaglobal.com/contact-us.





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-  0333 20 20 995

Our services

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-  **Power BI consultancy**
-  **Client trust accounting consultancy**
-  **Legal accounting consultancy**
-  **Training**



About Jayva

- + Legal sector experts
- + Launched in 2014
- + Offices in 6 countries
- + Client success centric
- + Global support 24/6
- + Gold Xero & Elite QuickBooks advisors
- + LEAP consultancy

Social Media Highlights

Each month we will be bringing you a selection of the latest social media posts by Liverpool Law Society and its members.

Bermans 2,297 followers
1w · Edited · 🌐

Earlier this week, to celebrate International Women's Day, Bermans' Manchester and Liverpool offices used the opportunity to raise awareness of imposter syndrome, an issue which is commonly experienced by women and a topic ...more

👍 Like 💬 Comment 🔄 Repost ➦ Send

Irwin Mitchell 74,170 followers
6d · Edited · 🌐

Irwin Mitchell offices across the country are 'Going Green for CP' this month, wearing green at various events to help raise money for charities supporting individuals with cerebral palsy and their families. ...more

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Morecrofts LLP 2,526 followers
2w · 🌐

Another very successful careers fair completed. Special thanks to **Freja Hopwood** and **Josh B.** for spending their Friday talking to students at The Blue Coat School and giving them an insight into a career in law. ...more

Josh B. · 3rd+ Private Client Solicitor | LPC/MSC in Law, Business and Managem...
2w · 🌐

Freja Hopwood and I had a brilliant day representing **Morecrofts LLP** at The Blue Coat School for their careers fair day. ...more

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Excello Law 5,163 followers
4d · Edited · 🌐

What a fantastic day at the Forest of Arden Hotel and Country Club for our Golf Hackers Day! The weather was absolutely glorious, and everyone had a brilliant time out on the course. ...more

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JMW Solicitors LLP 18,384 followers
3d · 🌐

Alison Parry, Candy Stockton, and Philip Hind, members of our Private Wealth and Property Litigation teams, are currently in Rome attending the Trusts in Litigation Conference and are well into their final day of activity after ...more

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Leigh Day 22,542 followers
3d · Edited · 🌐

Proud to support the amazing Motherhood Groups Black Maternal Health Conference, filled with inspiring insights from advocates, experts, and change makers. Driving change for better maternity care together. #BMHCUK25

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Brabners 16,030 followers
2w · 🌐

🌟 We had a great time discussing Liverpool City Region's priorities for 2025 during this morning's waterfront breakfast event at the Museum of Liverpool alongside our friends at **NatWest** and **Liverpool BID Company**. ...more

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If you have an interesting story to share, why not send it to us, clearly labelled 'Social Media Page': editor@liverpoollawsociety.org.uk

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