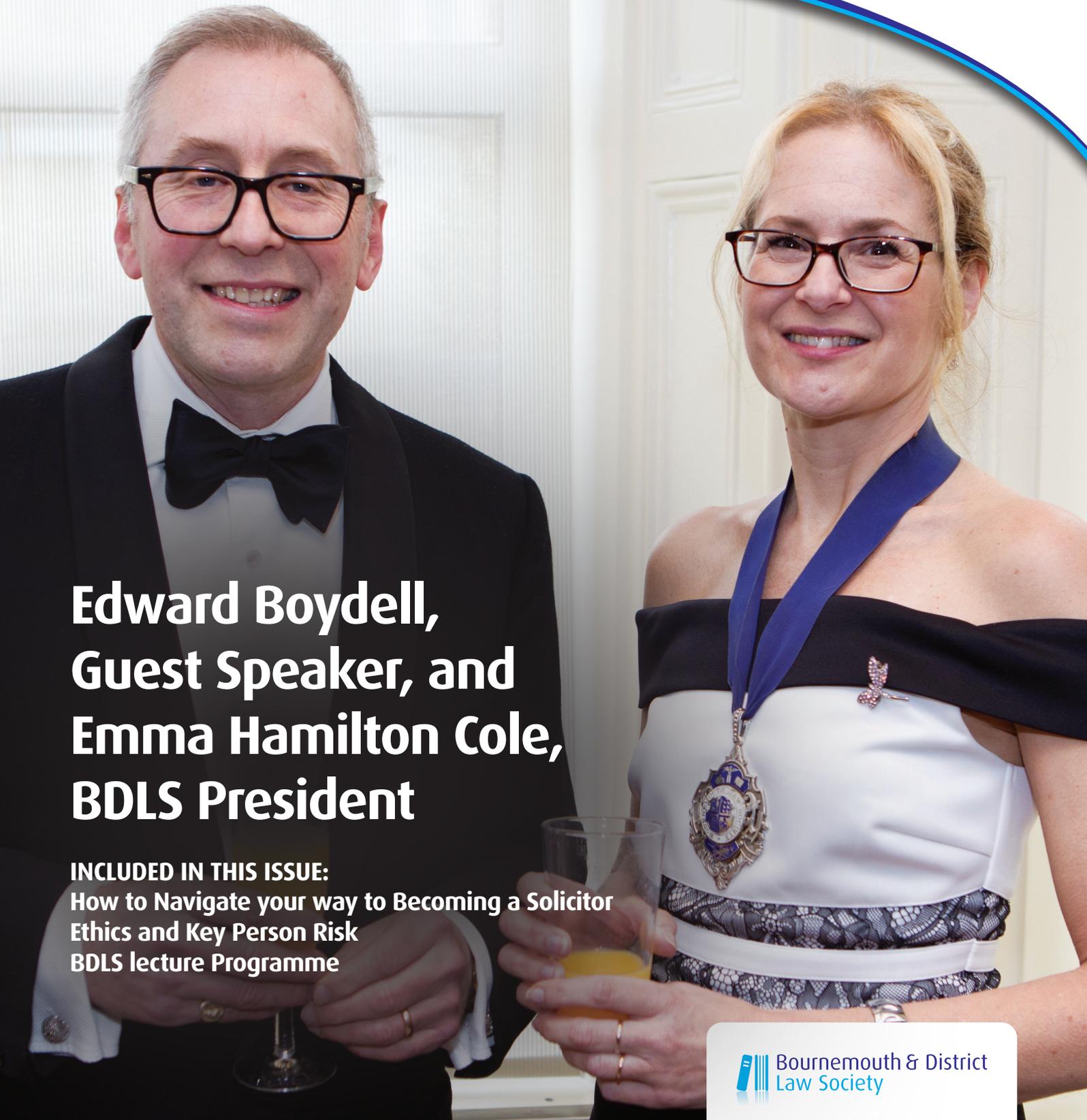


Bournemouth & District Lawyer



**Edward Boydell,
Guest Speaker, and
Emma Hamilton Cole,
BDLS President**

INCLUDED IN THIS ISSUE:
How to Navigate your way to Becoming a Solicitor
Ethics and Key Person Risk
BDLS lecture Programme



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BOURNEMOUTH & DISTRICT LAWYER Bournemouth & District Law Society Magazine

Members will receive our 'Bournemouth Lawyer' by email including the flyers for events, webinars and lectures.

Our Magazines are sent out quarterly as follows:

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Winter	December 2023	
Spring	March 2024	
Summer	June 2024	

We welcome your firms' news and any advertisements. Please send to office@bournemouthlaw.com.



Follow us on LinkedIn

COVER INFORMATION

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BDLS DIARY 2023/2024

19 June	Annual General Meeting at The Captains Club Hotel, Christchurch
3 October	BDLS Theatre Trip 42nd Street, Mayflower, Southampton
6-8 October	BDLS European Law Conference Cardiff
30 November	Christmas Wine Tasting at Marsham Court Hotel
7 February	BDLS Annual Lunch at The Pavilion, Bournemouth
19 April	BDLS Annual Dinner at The Highcliff Marriott, Bournemouth

The President's Column

Emma Hamilton Cole



I think every year the President reflects on how quickly the past 12 months has gone. It has been the same for me but much has happened in the last year. How lucky I feel to have had a 'full year' of events (so full in fact that I have not been able to accept every invitation I received – but hope my deputy has enjoyed the benefits of the overflowing diary!) How lucky I am also to have had the support of our brilliant Society membership and committee including senior and junior vice presidents. I am so very grateful to everyone who has helped me along.

Last year saw Julie Reeves retire from the BDLS office and Dawn Chisholm join us. Whilst I have been enjoying my one and only year, Dawn has embarked on a learning curve in her first (of hopefully many) years, and has settled in brilliantly. The work put in by her and Mandy this year has been amazing to witness and I have been so very well supported and encouraged by them both.

I was so pleased that our lunch was supported in record breaking numbers, and our dinner in large numbers too but, also, the smaller more intimate events such as our cocktail making and pub and walk (complete with mud bath). I'm hoping those might feature on the calendar in years to come!!

It has also been a privilege to represent our society at online 'Town Hall' meetings for the national Law Society and at the more local SAALS events. These meetings serve as a very useful reminder of the extraordinary Society we have here in Bournemouth and surrounding area and give us the opportunity to provide our views on developments at national level and the campaigns and focus taking place there. The variety of opportunities for learning and social meetings are

many and varied and our Junior Lawyers division is also extremely active supporting our younger lawyers in the region.

Since my last column I've hosted the Cocktail Masterclass at the Marsham Court which began with interesting and informative notes from our expert from Vingin, Gemma Withinshaw, followed by messy and fun recipe following (or not) for the rest of the evening. Thanks to all the members who joined me for another brilliant night (and to my husband for pouring me into the car at the end).

I've also just hosted the last 'big' event of the year – our Annual Dinner. Again, we had a huge turnout and thanks to everyone for coming out on a Friday night at the end of a busy week. Our speaker, Edward Boydell, was engaging and amusing and the food and service was as excellent as we have come to expect at the Highcliff Marriott.

Looking ahead, the AGM is to be held this year on 19th June and I do hope you will come along to support your President in waiting, Michael Newbold, as he starts his year at the helm. As we go into the Autumn, we have a theatre trip to the Mayflower to see 42nd Street and wine tasting to look forward to and, of course, the European conference to Cardiff.

And so finally, a very big thank you to everyone who has supported and helped me this year and made it a very special one for me. It has been a great privilege to serve you this year and I wish my successor, Michael, well for his forthcoming year. ■

EMMA HAMILTON COLE
BDLS President

Cocktail Masterclass

Marsham Court Hotel, Bournemouth

Friday 17 March



We had a fabulous evening on Friday 17 March for the Cocktail Masterclass. Gemma Withenshaw, the proud owner of Dorset Wine Tasting Company “VinGin” Wine and Gin Event Specialists, took us through a fast paced, fun cocktail masterclass evening; teaching us all the history of gin, rum and vodka with plenty of tasting, mixing and attempts at cocktail shaking!

The event was packed having sold out months before. We are grateful to our sponsors 3PB for once again sponsoring one of our events and to the Marsham Court Hotel for providing such a fabulous setting.

Look out for details of our forthcoming Wine Tasting Event later this year. ■

DAWN CHISHOLM
BDLS Events Organiser



L:R Amanda Loe, Mark Proctor, Neil White and Mark Kiteley



L:R Rona Tompkins, Jean Cross, Kevin Rigiani, Alex Urquhart, Kerry Houston-Kypta and Lydia Barnett



L:R Mark Hamilton Cole, Mandy Heath, Dawn Chisholm, Cath Porter, Barbara Corbett, Suzi Martin, Julian Heath and Emma Hamilton Cole



L:R Ash Scott, Bradley Charlton, Erica Leung, Jason Hayter, Anna Curtis and Olivia Parkinson

Annual Dinner

Highcliff Marriott Hotel, Bournemouth

Friday 21 April

Emma Hamilton Cole, the BDLs President hosted our Annual Dinner at the Bournemouth Highcliff Marriott Hotel on Friday 21 April. The evening was a great success with over 175 guests from the law attending.

The evening commenced with welcome drinks, followed by a delicious three course dinner and a glass of fizz to toast The King.

Edward Boydell of Pump Court Chambers was our guest speaker and kept everybody entertained with his speech regaling stories of local Judges and legal gossip.

We were joined by our distinguished guests and Presidents of the Bournemouth Junior Lawyers Division, Dorset Law Society, Hampshire Incorporate Law Society the Isle of Wight Law Society, Berks, Bucks & Oxon Law Society and the Southern Area Association of Law Societies' President and Honorary Secretary.

We were supported by College Chambers, Paragon Professional Indemnity Law Select, Index Property Information and PKF Francis Clark Accountants. We were delighted that representatives were able to join us as distinguished guests. We remain very grateful for their sponsorship.

Next year's dinner will take place on Friday 19 April 2024. ■

DAWN CHISHOLM
BDLS Events Organiser



Emma Hamilton Cole and Fiona Knight



Dawn Chisholm and Mandy Heath



L:R Harry Cull, Lizzy Tasker, Laura Hankins, Mark Timberlake, Brendan Herbert and Charlotte Grant

Please click here to view all the photos from this event <https://flic.kr/s/aHBqjABfjh>



Mandy Heath, Theresa Mills and Samantha Linford



Jeremy Tucker, Emma Menzies and Mark Broad



Stephen Bowden, Amanda Bartlett and Katie Bickerstaff



Andrew Carswell and James Braund



Leanne Lolley, Rob Panting and Mo and Alan Aldridge



Mike Collins and Michael Munns

Photos by Zelda De Hollander of Studio Shotz Photography.

StudioShotz
PHOTOGRAPHY

Please click here to view all the photos from this event <https://flic.kr/s/aHBqjABfjh>



Anyla Katanolli, Nia Caruana-Davies, Anthony Hand, Neil Maton and J-P Schulz



Peter Watson Lee, Edward Holmes, Fiona Knight, Emma Hamilton Cole, Carol Maunder, Neil White, Alex Jennings and Alan Turle



Henry Shirley, Conor Maher, Florence Newton, Cameron Hill, Luke Foot and Wayne Spolander.



Emma Menzies, Nadia Choudhury, Jayna Patel, Claire Bunton, and Carol Maunder



Kerry Houston-Kypta and Lydia Barnett

Thank you to our sponsors



Photos by Zelda De Hollander of Studio Shotz Photography.

BDLS

AGM

Monday 19 June 2023

Captains Club Hotel, Christchurch

This year's AGM will be held at the Captains Club Hotel, Christchurch.

The programme is:

- 16:45** Registration – tea/coffee/biscuits
- 17:15** **Lessons Learned – Start up to Exit Presentation by Warren Munson**
- 17:45** **ANNUAL GENERAL MEETING**
A short AGM to find out what is happening locally. AGM papers will be emailed to members separately.
- 18:00** Drinks reception -
Canapes with wine/soft drinks

- **The importance of a growth mindset**
- **Creating team excellence**
- **Importance of values**
- **Creating sense of belonging**
- **Employee / Team engagement**
- **Managing change**
- **Personal wellbeing**

Speaker Profile:

Warren Munson, was the founder of the multi award-winning tax and business advisory firm, Inspire, and founder of Evolve, an advisory firm for entrepreneurs and business leaders, author of 'Evolve to Succeed – The Entrepreneur's Journey' and podcast host of 'Evolve to Succeed' which explores the stories of everyday business leaders.

A forward-thinking, innovative, industry leader, Warren's own personal journey, together with his deep industry knowledge and experience working intensively with an array of entrepreneurs and business leaders, gives him a unique insight into what it takes to succeed – both personally and professionally.

Having sold Inspire in February 2022, Warren is still Office Managing Partner for the acquirer, Azets but also now spends further time developing Evolve. Evolve provides advice on starting, growing, and exiting a business, supporting the business, leader and team.

Please book your places via our website here: [Bournemouth & District Law Society Lectures \(bournemouthlaw.com\)](http://Bournemouth & District Law Society Lectures (bournemouthlaw.com)) ■



Warren will be reflecting on his journey in professional services. It will include the highs, lows and lessons learned through starting, scaling and exiting a business and tax advisory firm. Key topics that will be included are:

BDLS

European Conference 2023

Friday 6 – Sunday 8
October 2023 to Cardiff



This is now fully booked. Watch this space for our Conference 2024! ■



BDLS

Christmas Wine Tasting

Thursday 30
November 2023

We welcome back our wine, spirits and cocktail expert, Gemma Withenshaw, in November to guide us through wines for Christmas. Please save this date and further details will be sent out soon. ■





**BOURNEMOUTH & DISTRICT
JUNIOR LAWYERS DIVISION**



The last few months have been incredibly busy for the JLD. We are now lucky enough to have a healthy 19 strong committee, with each member focussed on bringing something different to the JLD. With that in mind, since the last edition, we have hosted a number of events aimed at supporting our members throughout the year.

In February, we co-hosted an evening of speed-networking at Revolution in Bournemouth. The evening boasted the opportunity for junior lawyers to get to grips with networking and to building upon their business development skills. We had great feedback and we intend to run more of these events throughout the year. We hope our members enjoy them as much as we do!

In March, we hosted a Cheese & Wine Evening at Renoufs in Southbourne, sponsored by Index Property Information. The event sold out and the restaurant owners kindly agreed to grant us the whole venue for the evening – we hope those in attendance thoroughly enjoyed themselves. It was great to see everyone over some cheese and wine!

On 28 March 2023, we hosted an educational event together with Bournemouth University aimed at our more junior members: "How to Navigate Your Way to Becoming a Solicitor". The event was a panel-lead talk discussing the numerous routes to qualification and adding our own experiences. The talk was chaired by our own Paige Abbott and Ash Scott, and featured Erica Leung, Tiff Elmer, myself (Florence Newton), Maria Blanco, and Howard Hassan as our feature panel. Please see the article from Ash in this Magazine.

More recently, on 27 April we hosted a charity quiz in support of our charity of the year, Sheltered Work Opportunities (SWOP). The charity was set up to provide sheltered work rehabilitation, in a supportive but realistic working environment, for people with severe and enduring mental illness. It was great to support such a noble cause. The evening saw our own Conor Maher take to the mike as Quiz Master for the second time – I am sure those in attendance will agree that he took to the role quite effortlessly! Well done to Lester Aldridge's winning team, together with Steele Raymond who won the best team name with "I'm Steele Standing". A whopping 72 people attended – as always, thanks to our members for showing their support.

Turning to the year ahead, our next event is on 27 May 2023 with our Day at Salisbury Races. The day is co-hosted by Southampton JLD and is kindly sponsored by 3PB. Tickets from Southampton and Bournemouth (which include travel and entry) are selling fast so please do not hesitate to purchase your ticket via our website.

Finally, our flagship Summer Ball event is set for 28 July 2023 at Marsham Court Hotel. After last year's success, make sure to save the date and secure your place once booking is available - this is an evening you will not want to miss!! ■



FLORENCE NEWTON
President for BDJLD 2022-2023
www.bdjld.co.uk



Oliver Jarvis, Rhiannon Appleby, Tara Jones, Lucy Taylor and Nathan Garnham



Florence Newton, Leanne Lolly, Georgia McWilliam and Amy Simpson

LawCare

Supporting the Legal Community

LawCare, in collaboration with The Open University, have two free online courses that may be of interest to members - Managing and Understanding Yourself and Working with Others. Both courses are about emotional competence and professional resilience and are aimed at upskilling legal professionals to promote psychologically and emotionally healthier ways of working in law. They can be accessed here [OLCreate: Fit for Law \(open.edu\)](#)

LawCare's free, independent and confidential helpline, email and online chat service provide a space for you to talk about anything that may be worrying you.

Call them on 0800 279 6888 or visit their website www.lawcare.org.uk ■

Wellbeing Support

Free, confidential, non-judgemental emotional support for anyone working in a legal environment. We provide a space for you to talk through whatever is on your mind. We can also signpost you to other support agencies. Please contact any of the following:



Mark Kiteley
mkiteley@rawlinsdavyreeves.com
Tel: 01202 558844



Nicola Lowe
Nicolalowe@hgwalker.co.uk
Tel: 01202 881454 or 07854 787358
(outside office hours)



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BDLS Lecture Programme 2023

DATE	LECTURE	FORMAT	LECTURER	VENUE
13 June 2023 13:30 – 16:45	Commercial Property	Face to Face	Richard Snape	Marsham Court Hotel
15 June 2023 11:00 – 12:00	WEBINAR Mergers and Acquisitions: Practical Points to Consider	Live Webinar	Chris Beanland	Zoom
19 June 2023 17:00 – 19:00	BDLS AGM (members only)	Face to Face	Warren Munson	Captains Club Hotel
20 June 2023 10:00 – 12:00	WEBINAR Personal Injury Update	Live Webinar	Live Webinar	Andrew McLoughlin
27 June 2023 11:00 – 12:00	WEBINAR Planning Law for Conveyancers	Live Webinar	Richard Snape	Zoom
4 July 2023 11:30 – 13:00	WEBINAR Anti Money Laundering and Client Due Diligence for Support Staff	Live Webinar	Kayleigh Smale, Teal Compliance	Zoom
20 July 2023 14:30-16:30	Employment Law Update	Face to Face	Craig Ludlow 3PB	Marsham Court Hotel
6 September 2023 14:00 – 17:15	SAVE THE DATE WEBINAR CQS for Partners	Live Webinar	Tracy Thompson	Zoom
7 September 2023 10:00 – 13:15	SAVE THE DATE WEBINAR CQS for Support Staff	Live Webinar	Tracy Thompson	Zoom
26 September 2023 10:00 – 11:00	WEBINAR – Land Registration	Live Webinar	Ian Quayle	Zoom
28 September 2023	SAVE THE DATE Compliance Conference	Face to Face	Various	Marsham Court Hotel
5 October 2023 14:00 – 17:15	Civil Litigation – A New Landscape	Face to Face	Andrew McLoughlin	Marsham Court Hotel
10 and 17 October 2023 09:30 – 11:00	WEBINAR Conduct Issues in Conveyancing	Live Webinar	Lorraine Richardson	Zoom
19 October 2023	SAVE THE DATE Private Client Conference	Face to Face	Various	Marsham Court Hotel
7 November 2023 11:00 – 13:00	WEBINAR: Risk Management – A Practical Guide	Live Webinar	Paul Bennett	Zoom
16 November 2023	SAVE THE DATE Property Law Conference	Face to Face	Various	Marsham Court Hotel
23 November 2023 14:00 – 17:15	WEBINAR Corporate and Insolvency Update	Face to Face	Chris Beanland	TBC

BDLS have a new online booking system. Please book your places on any of our webinars and lectures here: – www.bournemouthlaw.com/lectures or scan here: ■



Course Notes

For environmental reasons, BDLS will no longer be providing printed course notes at lectures. Lecture notes will be emailed to delegates in advance for either printing or accessing via their laptop or alternative device on the day.

Payment for lectures

Please be aware that payment must be received at the office before the lecture takes place. Course bookings will only be confirmed upon payment. All payments are to be paid by BACS. ■

Summary of upcoming live time lectures and webinars

LECTURE Tuesday 13 June 2023 – 13:30 – 16:45

Topic	Commercial Property
Lecturer	Richard Snape
Venue	Marsham Court Hotel, Bournemouth
Cost	£95 – Solicitor Member; Associate Member; Trainees (Solicitors; Cilex; Apprentices) £145 – Non Member of BDLS

This course will include:

- Commercial property is undergoing major changes in the post-Covid era. The course aims to look at some of the changes.

Topics covered include:

- Post Covid debt claims;
- Lease renewals in the post lockdown era;
- Break clauses in the light of the case of Thomas v Turner;
- Service charges in the light of the Supreme Court case of Sara & Hossein v Blacks;
- The latest on Energy Performance Certificates;
- The Levelling-Up and Regeneration Bill and high street rental auctions;
- Auction sales in the light of SPS v Mahil;
- Latest Developments in planning

WEBINAR Thursday 15 June 2023 – 11:00 – 12:00

Topic	Mergers and Acquisitions – Practical Points to Consider
Lecturer	Chris Beanland
Cost	£35 – Solicitor Member; Associate Member; Trainees (Solicitors; Cilex; Apprentices) £50 – Non Member of BDLS

- This webinar will give attendees some quick, practical tips for use in an M&A context. The webinar will follow the course of an M&A transaction and will deal with:

- Heads of Terms – remember, it's not all non-binding
- Some key points to note on the NDA
- Exclusivity agreement – lock out or lock in?
- Key areas for due diligence
- Key warranties
- The disclosure letter – standard of disclosure and buyer's knowledge
- Signing and closing

Summary of upcoming live time lectures and webinars

WEBINAR Tuesday 20 June 2023 – 10:00 – 12:00

Topic **Personal Injury Update**

Lecturer **Andrew McLoughlin**

Cost **£70 – Solicitor Member; Associate Member; Trainees** (Solicitors; Cilex; Apprentices)
£100 – Non Member of BDLS

- Nothing ever stays the same – a 2 hour webinar providing every practitioner with updated knowledge in the field of personal injury law and practice
Topics covered include:

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

WEBINAR Tuesday 27 June 2023 – 11:00 – 12:00

Topic **Planning Law for Conveyancers**

Lecturer **Richard Snape**

Cost **£35 – Solicitor Member; Associate Member; Trainees** (Solicitors; Cilex; Apprentices)
£50 – Non Member of BDLS

- A knowledge of planning law and its enforcement is essential for conveyancers and this is an area which is undergoing major changes. The course aims to look at some of the issues including recent changes.
Topics covered include: :

- Planning enforcement periods
- Planning breaches and the proceeds of crime
- Listed buildings
- Changes to use classes and permitted development
- Planning conditions
- Community Infrastructure Levy, S.106 Agreements and changes in England

Summary of upcoming live time lectures and webinars

WEBINAR Tuesday 04 July 2023 – 11:30 – 13:00

Topic	Anti-Money Laundering and Client Due Diligence for Support Staff
Lecturer	Kayleigh Smale
Cost	£65 – Solicitor Member; Associate Member; Trainees (Solicitors; Cilex; Apprentices) £65 – Non Member of BDLS

■ This webinar will cover:

- What is Money Laundering
- The Proceeds of Crime Act & The Money Laundering Regulations
- Client Due Diligence
 - Evidence for Individuals
 - Evidence for Corporate entities (including what is a beneficial owner)
 - Electronic Verification & Screening
 - Good Certification
 - Long Standing/personal relationships
 - Expired identification documents

LECTURE Thursday 20 July 2023 – 14:30 – 16:30

Topic	Employment Law Update
Lecturer	Craig Ludlow and Joanna Laxton of 3PB
Venue	Marsham Court Hotel, Bournemouth
Cost	£65 – Solicitor Member; Associate Member; Trainees (Solicitors; Cilex; Apprentices) £95 – Non Member of BDLS

■ The areas to be covered are:

1. Impact on employment law due to Brexit
2. Managing sickness absence, capability procedures, and potential disability discrimination claims
3. Schedules of loss
4. Recent case law update

How To Navigate Your Way To Becoming A Solicitor

The committee members within the Bournemouth District Junior Lawyers Division ('BDJLD') recently hosted a seminar to students at Bournemouth University on 'How to navigate your way to becoming a solicitor'. We touched on the different pathways to qualification, and the below sets out the basics. To quote the philosopher, Arthur Schopenhauer, "in action a great heart is the chief qualification. In work, a great head", each pathway certainly requires a great heart and a great head!

Traditional route:

1. You obtain an LLB (Hons) Law Degree;
2. You then pass the Legal Practice Course full-time within one year or part-time over two years;
3. You complete a two-year period of recognised training i.e. the training contract. Training time can be shortened if the trainee has experience recognised by Solicitors Regulation Authority ('SRA'). Experience includes transitional skills such as communication; email etiquette; time management; and case management etc;
4. During training, you complete the Professional Skills Course; and
5. You pass the character and suitability requirements of the SRA.

Note, the Graduate Diploma in Law course can slot in between points 1 and 2. For example, you hold a psychology degree, you could then do the Graduate Diploma in Law before undertaking the Legal Practice Course.

The Legal Practice Course is gradually being replaced by 2032.

During the seminar, Florence Newton, a Dispute Resolution Solicitor of Ellis Jones Solicitors, Tiffany Elmer, a Corporate Trainee Solicitor of Lacey's Solicitors and Maria Blanco, a Residential Property Trainee Solicitor at Rawlins Davy Reeves all explained how well this route worked for them.

Solicitors Qualifying Examination ('SQE') route:

The 'new' route that second-year law students are considering as they are the last year group to have the choice between the above route or the SQE.

1. You obtain a degree (in any subject, not specifically law), or equivalent Level 6 or 7 apprenticeship or professional qualification;
2. You pass the SQE assessments:
 - SQE 1: multiple-choice questions in twelve areas of law and

extensively tests your legal knowledge; and

- SQE 2: legal skills assessments such as client interview, advocacy, legal research and legal drafting;
3. You register your qualifying work experience ('QWE') with the SRA – much like the training contract it must be at least two years full-time (or equivalent) experience. Flexibly, you can gain your QWE before, during or after your SQE at more than one organisation and your QWE can be your law degree placement year, volunteering in a legal advice centre, paralegal work etc. Erica Leung, a Corporate Solicitor at Lacey's Solicitors is a qualified solicitor in Hong Kong and this was considered as QWE.
 4. You pass the character and suitability requirements of the SRA.

Howard Hasan, currently on legal placement at Ellis Jones Solicitors was knowledgeable recently choosing the SQE.

CILEX route:

'Earn as you learn', unique and a non-graduate route to qualification.

Current CILEX route:

1. You complete Level 3 Certificate & Professional Diploma in Law and Practice (equivalent to A-levels);
2. You complete Level 6 Diploma in Law and Practice (assessed at honours degree level);
3. You will work alongside studying building up your qualifying experience;
4. You complete the Work Based Learning portfolio; and
5. You apply to become a Fellow of CILEX once you have 3 years of qualifying experience;

Note, if you have a law degree then you enter at Level 6 and complete less modules.

New CILEX route - specialist lawyer:

1. You complete CPQ Foundation (approx 12-18 months):
 - 5 compulsory modules;
 - Ethics & professional responsibility I;
 - Professional experience; and
 - Assessments
2. You complete CPQ Advanced (approx 12-18 months):
 - 4 compulsory modules;
 - Ethics & professional responsibility I and II; and
 - Professional experience
3. You completed CPQ Professional (approx 12 months):

Image by Clarisse Meyer on Unsplash

- 1 optional module;
- Ethics & professional responsibility I and II;
- Professional experience; and
- Assessments.

Note, if you have a law degree then you enter at CPQ Advanced and if you have done the LPC then you enter at CPQ Professional.

Chloe Winstanley, a Commercial Property Chartered Legal Executive at Laceys Solicitors has kindly provided the information as above and would be happy to assist with any questions.

Solicitor Apprentice route:

Training and assessments are paid for by the apprenticeship levy fund.

1. You pass the aforementioned SQE assessments;
2. You work for six- or seven-years gaining hands on experience (you can reduce this time if you hold previous legal experience); and
3. You pass the SRA suitability requirements.

Note these routes apply in English Law and different pathways for Scotland and Northern Ireland and Republic of Ireland can be found on the SRA website.

The seminar was a joy to co-host with Paige Abbot, a Trainee Solicitor at Ellis Jones Solicitors. We discussed the importance of work experience and taking your time with your pathway. BDJLD is there for young legal people to keep a local community where we can see each other thrive as the years go by.

I'd be thrilled to assist with any questions and our events can be found at <https://www.bdjld.co.uk/> cohabittees of less than two years or children who lose a parent.

Article by



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Emily with her dog, Blue!

Spotlight on BDLS Committee Members

This month, we would like to introduce Emily Thompson.

Emily works for Trethowans LLP, based at their Poole Office. Her areas of expertise are personal injury and clinical negligence. She deals with all aspects of personal injury and clinical negligence claims, including, but not limited to, road traffic accidents, employers' liability claims, public liability claims, delay in diagnosis claims, birth injuries and claims involving incorrect/ substandard treatment.

She loves working in the law and the challenges it brings and has a particular desire to help those in need.

Emily has been on the BDLS Committee for a year now and enjoys being involved in the local legal community and interacting with likeminded professionals.

If Emily could change one law, it would be the law on bereavement damages as there are restrictions on those that can benefit from bereavement damages. Such as illegitimate fathers, parents of a child over eighteen, cohabittees of less than two years or children who lose a parent.

A lot of people won't know that she is a PADI qualified scuba diver! She also tells us that she is a keen netballer and enjoys anything to do with the beach, including walking her dog Blue there in her downtime! ■



The Law Society

MILESTONE CLIMATE CHANGE GUIDANCE FOR SOLICITORS

We launched our milestone climate change guidance in April.

The release of the guidance on the impact of climate change on solicitors follows on from our commitment to our Climate Change Resolution in 2021. Please click here to view the guidelines [Impact of climate change on solicitors](#) | The Law Society

“The effects of climate change – even on legal practices – are wide-ranging and constantly evolving,” said our president Lubna Shuja. “Solicitors should be aware of this changing landscape and its potential impact upon their organisations, as well as on the legal advice they provide. We encourage solicitors to take the initiative to understand and pre-empt the climate legal risks with the help of our guidance. This will ensure they can continue to run their businesses and advise their clients competently and compliantly. Solicitors and law firms should consider how the way they practise law may be affected by climate change. They should make sure they not only operate their business in accordance with current and future climate-related regulations and legislation, but also correctly advise clients on climate-related risk. Our guidance sets out how organisations can manage their business in a way which is consistent with the transition to net zero.

It also provides guidance for solicitors and law firms on:

- greenwashing both in the context of any statements their firm has made and any advice offered to clients
- how climate change physical risks and climate legal risks may be relevant to client legal advice
- issues which may be relevant when considering the interplay of legal advice, climate change and solicitors’ professional duties
- issues which may be relevant when considering the solicitor-client relationship in the context of climate change, including considerations when accepting client instruction

Caroline May, chair of our Climate Change Working Group, said: “I am delighted that on behalf of the Law Society, the Climate Change Working Group has produced the first guidance of its kind for the solicitors’ profession we believe anywhere in the world. This is a landmark event and I trust will enable the profession to be at the forefront of responding to the challenges of climate change which impacts all areas of the legal practice. Law and lawyers have an important role to play in shaping the changes necessary to meet the challenges of climate change.” ■



Photo by Chris LeBoutillier on Unsplash

Ethics And Key Person Risk



A key risk in any law firm is from within. The legal press is littered with examples of things that have gone wrong involving trusted colleagues. When a firm contact me for advice after the event the question is usually:

“This is unbelievable, what do we say to colleagues? Clients? What do we say to the SRA?”

We all trust partners, colleagues, employees and advisers. Ethically is everyone on the same page in our minds. In reality: How do you know? Starting to manage this internal risk is a delicate balance of building trust, instilling ethical thinking and building systems with safeguards.

The SRA expect you to manage this risk, ethical thinking is a good means of making their focus on regular staff checks a reality.

Common Threats

The issue is not new as the Solicitors Regulation Authority (SRA) Risk Outlook 2018 noted:

“Firms should carry out proper due diligence on potential employees. There have been two recent cases of fraudsters being employed by small firms and stealing client money. We have also seen cases where firms have employed staff that have a section 43 order against them. This check should also be part of firm’s recruitment processes.”

The section 43 order reference is to the Solicitors Act 1974 which permits the SRA to exclude non-solicitors from working in any firm regulated by the SRA. The Metropolitan Police’s booklet “The Little Book of Big Scams” identified that 1 in 4 businesses has been victims of fraud of some kind within the last twelve months, 56% of the identified offenders were internal. Your risks are more likely to be internal if that research holds true of our profession.

The insurer Travelers in its “Guidance Notes For Legal Practices” states:

“Theft, fraud and dishonesty are a risk for all businesses, but firms are doubly vulnerable. Not only do they often have significant amounts of money in their accounts, they are also at risk of being used to launder money.

Sadly such [internal] fraud is sometimes perpetrated at the highest level in the firm and by senior and respected staff.” Your colleagues put bluntly are a threat: internally because statistically that’s so and externally because law firms are a means to achieve the veneer of respectability.

Ethics

The changes to the SRA regime in 2019 elevated ethics. When you have key personnel, solicitors or not, in positions of trust irrespective of the compliance regime you will find they have to exercise judgment at some stage.

When was the last time you had ethics training? Never or for a couple of hours on your LPC 20 years ago? Training helps because it impacts on culture – it empowers junior colleagues to say: “I’m probably worrying over nothing, but Dave appears to have paid the wrong person and was very upset when I tried to check this. I’m worried about it.”

Ethics training embeds ethical thinking, it also gives the senior management team and compliance officers the chance to raise issues because the culture is focused on showing ethics in practice are working. Controlling money and payments rely on robust systems. Each payment should have two authorisers. A checklist of questions should be run through with each payment:

- Why are we making this payment? (Think about the SRA’s focus on treating payments to third parties as potentially provision of a banking facility – so what is the underlying legal transaction?)
 - Am I satisfied the purpose is legitimate and on instructions?
 - Are the recipient details correct and do they match the file records?
 - Ethically can I show the reasons for authorising this payment if asked to in 6 to 12 months?
- There should be no hiding place.

Conclusion

Thinking ethically about key person risks – from partners or compliance officers or accounts staff or anyone with access is key. When trying to manage that risk you then ensure everyone is aware it is good to ask: are we sure that’s ok? ■

Paul Bennett

Bennett Briegal LLP

www.bennettbriegal.co.uk

Paul will be presenting a webinar on **Risk Management: A Practical Guide** on Tuesday 7 November 11:00 – 13:00 Please visit our website for further details Bournemouth & District Law Society Lectures (bournemouthlaw.com)

Memoriam



Anton Howse

It is with great sadness that we announce the death of Anton Howse, a long-standing member of BDLS. Anton was born in Birmingham and moved to the Purbecks in 1973 at the age of 14 with his family. He worked for various local firms and gained his qualifications the hard way qualifying first as a Legal Executive and then as a Solicitor whilst working full time throughout. He was a partner at Humphries Kirk before joining Ellis Jones as a Partner in 1998. He worked incredibly hard and was a much valued member of the team. Although he took his work incredibly seriously, he was a very caring man with a great dry sense of humour. He specialised in commercial property where his attention to detail shone. He was much in demand from our developer clients who valued his work ethic and sound advice so much so that he was poached by one of them and became their in-house lawyer. It was our loss and their gain but fortunately for us, Ellis Jones continued to work closely with him in his new role.

Outside of work, Anton was a talented sportsman and played cricket for Swanage and football for Swanage, Harrow House and Wareham Rangers

When he wasn't working or playing sport, he loved nothing more than spending time in his adopted home of the Purbecks walking his dog or going on marathon cycle rides which he enjoyed but to the average mere mortal would have been torture.

His love of the outside life led him to New Zealand where he eventually emigrated while continuing to work for his developer client. He did send emails at weirdest times! While in New Zealand, he married his wife, Julia, and was looking forward to his retirement there enjoying the outside life where he was never happier.

For someone who had always been so fit and had looked after himself, it was a shock for him to be diagnosed with terminal cancer about 18 months ago. Anton dealt with his diagnosis in his typical stoic and organised fashion. He fought until the end but sadly lost his battle on 20th March. He was cremated in New Zealand and his family will be holding a small family service in his beloved Purbecks. He will be greatly missed by all who knew him. Our thoughts and wishes are with his family and friends. ■

Nigel Smith
Ellis Jones Solicitors



John Moore

16/11/41 - 23/1/23

John started his legal career in Christchurch with Barrington Myers. He replied to an advertisement wanting a solicitor to work on the South coast of England, only to find that the office in question was in Christchurch where in fact we then lived. Whilst working there he met John Truman who was at the Highcliffe office and they soon became friends. After a few years, when Barrington Myers decided on a change of direction within the law, both John's bought the practice from him. It was quite a commitment at the time as by then we had two young daughters.

John Truman remained at Highcliffe and John opened up at Ringwood and eventually they changed the name to Truman Moore. Over the years the offices expanded to New Milton, Verwood and Bransgore and partners Ian Coombs, Richard Field, Peter Durant and Robin James joined forces.

John was also for many years the "Solicitors' Friend" covering the southern area for the BDLS offering a listening ears to those in the law who had problems they wished to discuss with a third party not directly involved in their case. It made John realise how lucky he had been with his own practice and his partners.

Family life continued and by now we had four daughters - life was busy but not too busy for John to enjoy his classic cars, shooting, fishing and, at the age of 40, he took up riding to join the rest of the family and eventually became Chairman of the New Forest Hounds at the same time as Diana was Secretary of the NFH. We then lived in the New Forest at Ringwood with 18 acres of land and we all had horses so you can imagine life was hectic but so much fun. We all rode together with the NFH and made many friends in the Hunt.

Our four daughters and seven Grandchildren have brought us so much joy. We have been so very lucky to have had John in our life as a husband, father and much-loved grandfather and he will be so missed by us and our friends. ■

Diana Moore
Wife of John Moore



Keith Biggs

It is with great sadness we report the death of Keith Biggs who has lectured on probate applications for over 20 years for this Society. He has helped and advised so many members and will be greatly missed.

Keith died suddenly and unexpectedly at home in April. The most loved and cherished husband of Maureen (Mo). Devoted father of Emma, James, Georgina and Rebecca, inspirational grandfather to Megan, Charlie, Joe, Phoebe, Dominic, Rosalie, Hugo and Oliver.

Keith was for many years the Registrar at Winchester District Probate Registry and upon his retirement he continued in the probate world as a consultant, author, editor and lecturer. In recent days it has become apparent to his family the high regard he was held in within the legal profession and that he will be missed by many. ■

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The Council Member's Report

PETER WATSON-LEE
Law Society Council Member for Dorset

Climate Change Policy

If you don't think Climate Change legislation is relevant to you – think again. As well as looking at how we run our own practices, our clients will be expecting us to advise them on the implications of climate legislation on their properties and their businesses – and we could find ourselves breaching our duty of care if we don't. Should we be taking on clients where there are climate change issues that are beyond our competence – and would we recognise when that is the case? Should we be amending our retainers to exclude climate change issues?

These and many more issues are explored in the Law Society's ground-breaking Climate Change Guidance (click on to the Society's website to see it). It is the start of what is going to be a roller-coaster of new laws and ethical dilemmas that will be affecting us all.

New Lord Chancellor, Legal Aid & Our Judicial Review

It was good to wave farewell to Dominic Raab as our Lord Chancellor. Although a Solicitor, he was no friend to the profession. We have hopes that the new Lord Chancellor Alex Chalk, a Barrister, will have more sympathy towards the profession and, in particular, the need to support legal aid.

On which subject, the Society's Judicial Review of the government's failure to increase solicitor's legal aid rates in line with the recommendation of its own review is underway. Whether the new Lord Chancellor will have a change of heart and will look at increasing the legal aid rates is to be seen.

Politicians, Illegal Immigration Bill and other legislation

The Law Society's own survey of how we are doing as an influencing organisation as come up trumps. It shows that as far as politicians are concerns, we are a well-respected organisation providing reputable evidence.

Which is just as well given the amount of concerning legislation going through Parliament.

Fortunately, as I write this, it seems the government are sensibly reviewing the Retained EU Law Bill (that was going to summarily cancel much EU law from the statute books with little understanding of the consequences). Also Dominic Raab's departure raises hope that they will not press ahead with a review of the Human Rights legislation.

There is no doubt, however, that the government are set on proceeding with the Illegal Immigration Bill, which will

involve breaches of international law obligations. Against that, there is clear popular support for 'something to be done' on immigration and the real risk of 'lefty lawyers' being put into the frame as the bad guys if it doesn't go through. The Law Society, on behalf of the profession, needs to tread carefully.

Get Involved Strategy

Back at the Law Society itself, Council have given strong support to take forward a full review of how you, dear member, should be able to get involved with the work it does. Surveys tell us that Solicitors are keen to be involved. But whilst there are many avenues to join committees there is no overall joined-up policy. I suspect that many of the multitude of specialist committees which do important and useful work are unknown to most solicitors. Looking how they should be reformed to engage better with the wider membership is a priority.

Complete the Survey

Talking about getting involved, if you are reading this before 24th May, do go onto the Law Society's website and complete the annual Practising Certificate survey to record your thoughts on what the Law Society should be prioritising. The input of the survey does have a genuine influence on the direction of the Society's work.

Tic Tok

The Law Society continues in its quest to improve its engagement with Solicitors. Although it may not seem like it, the number of emails it send out is reducing. Much work has gone into the Friday end of week 'Professional Update' email it sends out. It now has pictures and catchy headlines. And the open rate (who knew it was measured so closely!) has increased from around 25% to as much as 50% on some weeks. Refreshing the social media channels the Society uses is also underway. We even have a Tik Tok page now along-side the Instagram page. Go on put 'Law Society' into the search box and see what you think! ■

Peter Watson-Lee
Law Society Council Member for Dorset

Pease, Chitty And Cousins

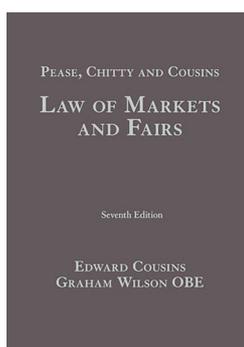
Law Of Markets And Fairs

7th Edition

By Edward Cousins and Graham Wilson OBE

A WELCOME NEW EDITION ON MARKETS AND FAIRS FOR 21st CENTURY FROM BLOOMSBURY PROFESSIONAL

An appreciation by Elizabeth Robson Taylor MA of Richmond Green Chambers and Phillip Taylor MBE, Head of Chambers, Reviews Editor, "The Barrister", and Mediator



The first edition of this excellent work appeared in 1899 and was published by Charles Knight and Co. It was originally entitled "A Treatise on the Law of Markets and Fairs" by J G Pease and Herbert Chitty.

The second edition appeared much later, in 1958. This new seventh edition for 2020 has been written and edited by Edward Cousins and Graham Wilson. The current authors quote from the original edition, the aims of Pease and Chitty which is "to state in a book of moderate size the whole of the English law of markets and fairs".

For 2020, the work continues the tradition of providing a practical handbook for "clerks of urban authorities and other persons concerned in the management of markets". Cousins and Wilson also state that owing to the original authors' "perspicacity, erudition and insight one hundred and twenty years ago, this work still remains of considerable relevance and value today". They add, encouragingly, that "it is relied upon by many" in this "somewhat esoteric area of law". The book remains of great use to local authorities who deal with markets, lawyers, and members of the public.

The new edition is now published by Bloomsbury Professional Law who took the title over from LexisNexis and Tottel. It continues to offer an in-depth commentary and analysis on the history of market and fair rights together with current developments in the law relating to franchise and statutory markets in the United Kingdom. We consider that this book remains the leading authority covering what is a complex area of law in the UK.

Today, the authors centre on specific aspects of practice and procedure, it provides practical guidance for local government and land law practitioners in the UK, and in Ireland, for local councils, and for private market officers. They offer useful legal analysis of all relevant UK and European legislation and case law.

For practitioners, the work covers these main areas: the practice and procedure in relation to rival markets and car boot sales by use of the tort of disturbance; United Kingdom regulation and control by means of byelaws, street trading and the laws relating to pedlars, tolls and stallage, and highway obstruction; and an important section on the law of markets, fairs, and street trading in the Republic of Ireland which we found useful for comparative studies.

Cousins and Wilson a practical toolkit of model byelaws and precedents for market officers and local authorities, in addition to a short review of EU implications post Brexit and the devastating effects of Covid-19 which are continuing. They point out that the virus has caused us all to question so many aspects of the way in which we live and go about our daily routines with the possible closure of around 400 Markets in the UK. Thank you very much for the new edition at a difficult time for many people. ■

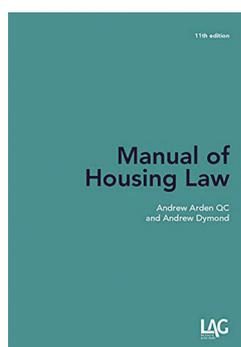
Manual Of Housing Law

11th Edition

By Andrew Arden QC and Andrew Dymond

A NEW EDITION ON HOUSING LAW FROM LAG AT JUST THE RIGHT TIME FOR THE POST-COVID ERA

An appreciation by Elizabeth Robson Taylor MA of Richmond Green Chambers and Phillip Taylor MBE, Head of Chambers, Reviews Editor, "The Barrister", and Mediator



The Legal Action Group comments that when the first edition of what is now the "Manual of Housing Law" was published in 1978, it was known as "Housing: Security and Rent Control". The title developed with the second edition, becoming "the Manual" as we now know it.

Today, the eleventh edition has been written by Andrew Arden QC and Andrew Dymond. The aim of the work as a "singular text" is to bring "together housing law as a subject

for practitioners starting out in housing law, non-specialist practitioners who need ready access to the subject, lay advisers and students both of housing studies and of law as well as officers of local authorities and housing associations". The authors succeed admirably with their mission and make our lives as practitioners much easier into the bargain!

The manual is designed to enable the reader to understand housing law as a whole and to apply it, whether it is to do with problems of individuals, or the policies and practices of landlords and local councils. That is its central message of the authors: that housing law is "a subject not to be studied in the abstract but to be applied". We found the book to be an invaluable reference guide for busy practitioners who need a quick answer or source of reference at their fingertips. That is exactly what you get with this manual.

The "Manual of Housing Law" throughout its editions brings a history and wealth of experience. Andrew Arden has been writing about housing law for over 40 years. He is recognised as being at the forefront of the development of housing law, contributing to, and helping to shape the subject through practice in leading housing cases in the senior courts. He has variously been described as the 'pre-eminent expert' on and 'godfather' of the subject: impressive titles indeed.

Andrew Dymond, also a founding member of Arden Chambers, is a leading expert on housing law and we are grateful for his expertise. Together, "the two Andrews" provide us with the most authoritative introduction to this area of law, taking the reader through the complex landscape in a clear and accessible style.

Contents for the eleventh edition cover these areas: classes of occupation; security of tenure and eviction; rent and other charges; other terms and rights; protection against rogue landlords; anti-social behaviour; domestic breakdown; regulation of social landlords; mobile homes and houseboats; homelessness and allocations; disrepair: contract and tort; and, finally, housing conditions including standards, environmental health, overcrowding, multiple occupation, and licensing.

The manual remains an outstanding and invaluable guide to the changing nature of housing law in England and Wales for lawyers, advisers, and students of housing law: in fact, "anyone who masters this book has mastered housing law". Thank you. ■

Firm's News



Woodstock Legal Services: two new additions to the team

Katherine Roberts has recently joined as Financial Controller. Katherine is a qualified accountant with 20 years of experience in finance. Her career has taken her from public practice to banking, and various industries including philately, medical and transport sectors. ■

Leonard Aiken has joined as a Legal Assistant in their residential landlord and tenant team. With 18 months of previous experience assisting tenants, Leo is able to provide a holistic perspective when assisting landlords. Leo also has experience with litigation as he has trained as a court advisor. Leo aims to complete the Solicitor's Qualifying Exam and progress to become a Solicitor. ■

Find out more about the rest of the Woodstock Legal Services team <https://www.woodstocklegalservices.co.uk/about>

WOODSTOCK
LEGAL SERVICES

Steele Raymond has appointed Associate Solicitor, Henry Barker, and Solicitor, Minaz Rahman, to its Residential Development team.

Following the recent appointment of Residential Development Partner Emma Pope from Paris Smith, her former colleagues, Henry and Minaz, have now both made the move from Southampton to Bournemouth.

Henry, who trained at Paris Smith and subsequently qualified into the firm's commercial property team, makes the move as a 6-year PQE Associate Solicitor. Minaz, also a former Paris Smith trainee, joins Steele Raymond as a solicitor 11 months after qualifying, also into commercial property. Prior to embarking upon her two-year training contract, Minaz gained invaluable experience as a commercial property finance paralegal. ■



SteeleRaymond^{LLP}
Solicitors

Firm's News

Four Lester Aldridge Trainees Qualify as Solicitors

Lester Aldridge is delighted to congratulate four trainees who have qualified as solicitors. Tara Jones, Rosalind Waite, Charlotte Jasicki and Helen Whitaker have completed their training contracts and have qualified into positions within the firm. Tara has joined the Real Estate group in Bournemouth and Rosalind in the Southampton Office. Helen and Charlotte join LA Marine, the firm's specialist shipping and marine law team. ■



Helen Whitaker



Rosalind Waite, Tara Jones, Tom Alder (Partner) & Charlotte Jasicki



Scott Bailey's new Senior Partner

Scott Bailey LLP are pleased to announce the appointment of our new Senior Partner, Sarah Unsworth. Sarah's appointment follows Nick Jutton's departure from the firm to enjoy a well-earned retirement.

Sarah has lived in Lymington for the last 31 years, having been with Scott Bailey for 20 of those, latterly as Head of the Family Department. Sarah is a keen sailor and a long-standing member of the Lymington Town Sailing Club, she can often be spotted on the Solent or walking her dog on the sea wall.

Sarah brings a wealth of knowledge to her new role and is as ever always available to assist with any family related issues arising from relationship breakdown. She is an accredited mediator, with the addition of being qualified to undertake direct consultation with children and a collaborative lawyer. Sarah is trained in Resolution Together (one couple-one lawyer) and is a member of Hampshire Family Legal Solutions, a multi-disciplinary team. ■



Nick Jutton



Sarah pictured on the 30th anniversary of her qualification as a solicitor with one of her original study books



Promotions and New Associate

Laceys has rewarded nine solicitors with new positions in its latest wave of promotions.

This is the highest number of promotions that have been made by Lacey's in one time. The promotions are for Jane Cole, Jeremy Channon and Matt Crampton to Partners, Alex Eddy, Amala Branford, Ella Gould and Victoria Boynes-Butler to Senior Associates and Byron Sims and Holly Woodhouse to Associates. The promotions reflect the talent across many of the firm's practice areas from Conveyancing, Corporate and Commercial, Wills, Probate, Tax and Trusts through to Family Law, Dispute Resolution and Licensing. ■

Laceys welcomes new Associate, Charlotte Dollimore, to its commercial property team, based in Bournemouth.

Charlotte, who has built a strong reputation in the legal sector over 25 years, brings with her a wealth of experience in a wide range of property work including acquisitions and disposal of commercial premises, commercial mortgages, non-contentious landlord and tenant matters, development site set-up and plot sales/lease for both commercial and residential developments, easements and auction purchases and sales. She has also worked for a large national housing association managing shared ownership sales as well as re-sales. With her extensive background in commercial property services, she will add tremendous value to our clients and future growth of the Commercial Property team. ■



Alex Eddy, Victoria Boynes-Butler, Amala Branford, Jane Cole, Byron Sims, Jeremy Channon, Holly Woodhouse, Ella Gould, Matt Crampton



Charlotte Dollimore

LACEYS SOLICITORS

Preston Redman defibrillator

Preston Redman are pleased to announce that they have installed a defibrillator on the exterior of their office building on Hinton Road, Bournemouth.

The defibrillator is registered on the national network and is available for public use; in the unfortunate event that you need to use it, the code to unlock it can be obtained by dialling 999 ■



Preston Redman's First Aiders (L-R): Rachel Giles, Kate McLaughlin, David Albans, Victoria Purdey, Michael Aitkenhead and Julie Coombes.

Partner promotions, appointments and new joiners at Trethowans Solicitors

There have been three new Partner appointments and joiners at Trethowans Solicitors, including two internal promotions.

Melia Hirst, based in the firm's Bournemouth office, has joined Trethowans from another leading Dorset law firm. Melia advises on insolvency and restructuring matters. She acts for insolvency practitioners, banks and financiers, as well as directors of insolvent companies. She also handles solvent liquidations and group reorganisations.

Mariana Crawford and Louise Thompson have also been promoted from Senior Associates to Partners and will be based in Trethowans' Salisbury and Southampton offices respectively.

All three new Partners will service work across the business' five offices in the region, including Hampshire, Dorset and Wiltshire and bring a wealth of knowledge and experience to the sectors that they work in.

Mariana joined the firm back in 2016 and created the New Build Team as part of the Residential Property Team. She works closely with local and national developers often as a recommended solicitor due to her ability to provide excellent client experience and deliver results while negotiating the demands and processes often involved within a new build purchase.

Louise, a long-standing member of the firm, joined Trethowans upon qualifying back in 2008. She is a commercial contracts lawyer with many years of experience in supporting clients from a wide range of



L:R Jacqueline Reeves, Bethanie Watson, Jonathan Sherman, Clare Bland

industries in relation to their commercial contracts from large listed groups to start ups and SMEs. She is also an expert on data protection law.

Trethowans has also recently promoted Jonathan Sherman to Senior Associate in its Corporate team, where he specialises in mergers, acquisitions and disposals, company law, employee share schemes and shareholders agreements

Jacqueline Reeves has also been promoted to Associate in the Family team. Jacqueline, who has worked in family law since 2005 and joined Trethowans in 2019, is known for her ability to empathise with clients, who she supports on cases relating to divorce, financial provision, child arrangements and non-molestation and injunction proceedings.

Trethowans is also celebrating the arrival of two new Associates, with Clare Bland joining the Private Client team and Bethanie Watson joining in Commercial Property. Having qualified in 2019, Clare brings experience in advising clients on wills, powers of attorney, estate administration, application for probate and inheritance tax planning. In her new role Bethanie will be dealing with all areas of commercial property practice, with a particular focus on commercial and residential development. ■



Marianna Crawford, Louise Thompson and Melia Hirst

TRETHOWANS
Law. As it should be.

Thinking about a new challenge?

As a people business, we recognise looking after our own team and thinking about our people experience, is as important as looking after our clients and the client experience.

We don't have a prescribed formula for how people grow and develop within Steele Raymond. Instead, we believe everyone within the firm needs to be enabled to thrive and supported to reach their potential, whatever that may be.

You may be thinking about what you want from a job, a career and from an employer. If you would like to even just have an exploratory conversation about a new role, we would love to hear from you.

We're actively recruiting for some fantastic people to join our team in the following roles:

- + Associate / Senior Associate - Estate Planning & Tax
- + Associate / Senior Associate - Residential Property
- + Associate / Senior Associate - Wills, Trusts & Probate
- + Associate - Employment Law (Contentious)
- + Solicitor / Associate - Corporate
- + New Homes Sales Coordinator (Paralegal) - Residential Development
- + Trainees - To join in Autumn 2024

To find out more, please review www.steeleraymond.co.uk/careers-with-us/opportunities/

What makes a Steele Raymond person?

Definitely someone who:

- + has a growth mindset, who regardless of amount of experience, believes they can still learn and develop;
- + is passionate about what they do;
- + enjoys working in a team and supporting others;
- + is super focused on client service and loves the idea of working in a dynamic and entrepreneurial business.

Beyond that, we're looking for individuals with character, who want to be part of something positive and make a difference. We don't have a defined personality type! The firm is full of many different characters - each of us with our own idiosyncrasies.

To apply for any of our roles, please contact Jennifer Rogerson, Managing Partner, or Liz Phipps, HR Manager.

jenniferrogerson@steeleraymond.co.uk
01202 204 510

lizhipps@steeleraymond.co.uk
01202 099 128

Situations Vacant

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Fees are:

Website: **£50** (*non-member £75*)
 Magazine: **£75** (*non-member £100*)

Situations Wanted

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Fees are:

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Poppy's second chance at love

Poppy's owner first contacted her local rehoming centre and said she needed to hand Poppy, a four year old Chihuahua cross, over to us as she had sadly recently been given a diagnosis that she had a terminal illness. She was advised to apply for a free Canine Care Card and nominate a Dog Guardian; someone she trusts to sign over the care of Poppy to Dogs Trust should she need it. She'd then be able to spend the most time possible with Poppy and feel reassured that she'd be given the best possible care at Dogs Trust when they could no longer be together.

When Poppy's Dog Guardian contacted us to advise that her owner was now receiving palliative care and that they needed to activate her Canine Care Card, Poppy was collected by Dogs Trust the very next day. After a vet and behavioural assessment we decided the best place for Poppy would be a loving foster home. We were able to advise the foster carers of all the information we'd been given by Poppy's owner regarding her life, diet and routine to enable us to make this transitional period as stress-free as possible for Poppy.

Within almost no time, we were able to find very affectionate Poppy a lovely new home for her second chance at love.

Poppy's story is one of many we come across at Dogs Trust.



Many owners are growing increasingly worried about gradually losing their independence or their health deteriorating. Dogs Trust want to offer owners peace of mind that we will be there at this difficult time to care for and rehome their four legged friends should the worst happen.

Therefore we're pleased to announce that we have extended our Canine Care Card service. Dogs Trust will care for your dog should you move into a care home, become seriously ill or pass away.

For more information on our Canine Care Card service and how to register your dog please type in this link www.dogstrust.org.uk/ccc where you will find our online application form and more information on our free service.

If you have any queries regarding the Canine Care Card please email CCC@dogstrust.org.uk or call **020 7837 0006** and we will be happy to help. ■



Who'll keep her happy when your client's gone?

We will – as long as your client has a Canine Care Card.

It's a FREE service from Dogs Trust that guarantees their dog a second chance a life.

At Dogs Trust, we never put down a healthy dog.

We'll care for them at one of our 21 rehoming centres, located around the UK.

One in every four of your clients has a canine companion. Naturally they'll want to make provision for their faithful friend. And now **you can help them at absolutely no cost.** So contact us today for your FREE pack of Canine Care Card leaflets – and make a dog-lover happy.

E-mail ccc@dogstrust.org.uk

Or call **020 7837 0006**

Or write to: **FREEPOST DOGSTRUSTL**

(No stamp required) Please quote **"334975"**

All information will be treated as strictly confidential. Service only available for residents of the UK, Ireland, Channel Islands & Isle of Man.

A dog is for life, not just for Christmas®
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