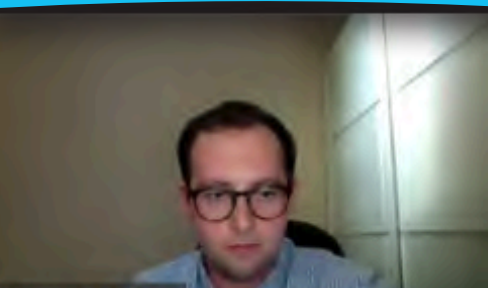
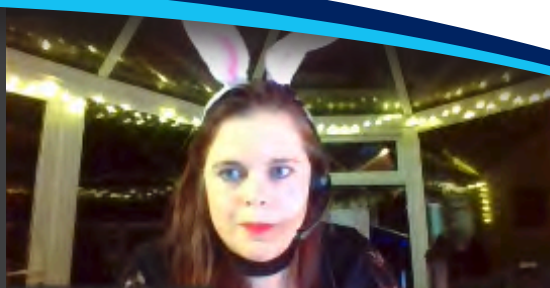


# Bournemouth & District Lawyer

Bournemouth & District Law Society Magazine



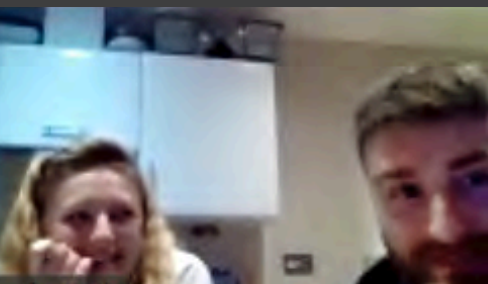
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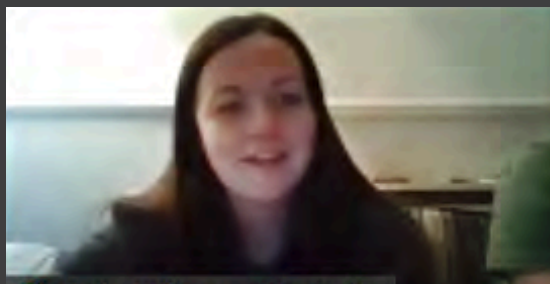
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Josh Peck



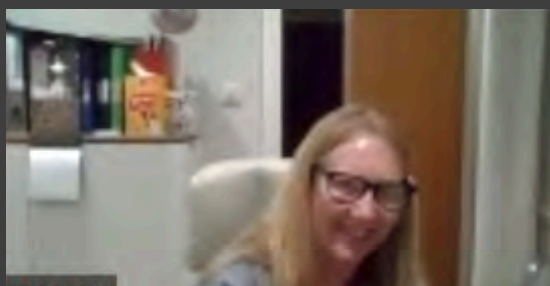
Katie Wilson



Teresa Lepsky



Julie Reeves



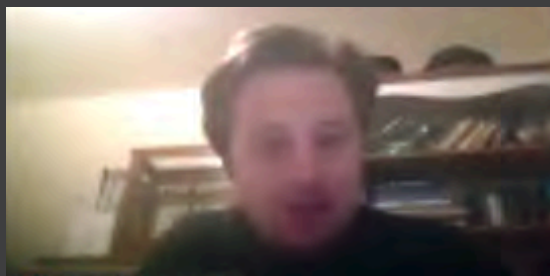
Victoria Hewitt



RDW



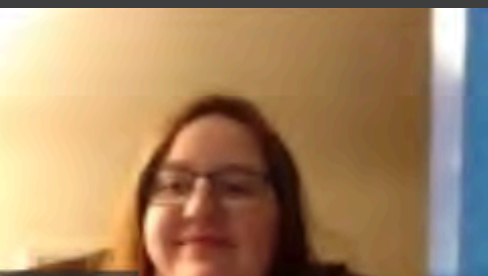
Jeremy Warren



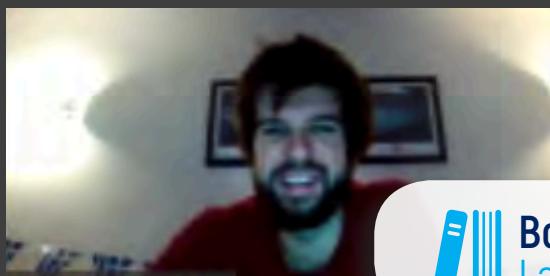
Daniel Lewis



Sandra



Hannah M



Alex Crabbe



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# Hello Summer

## 2021

SUMMER 2021 | ISSUE 197

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### BOURNEMOUTH & DISTRICT LAWYER – Bournemouth & District Law Society Magazine

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

Our Magazines are sent out quarterly as follows:

**Autumn** September 2021 / **Winter** December 2021  
**Spring** March 2022 / **Summer** June 2022

The copy deadline for receipt at the BDLS office for the next edition – the Autumn issue – will be the 2 August 2021

We welcome your firms' news and any advertisements. Please send to [office@bournemouthlaw.com](mailto:office@bournemouthlaw.com)

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[www.linkedin.com/groups/4374938](https://www.linkedin.com/groups/4374938)

### COVER INFORMATION

BDLS and Index's Great Virtual Charity Easter Quiz

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## THE PRESIDENT'S COLUMN

*Sandra Graham*



I wasn't sure in our last edition whether I would have the pleasure of addressing you in this edition as President. I am delighted to be given the honour of writing a final column before our President Elect, Neil White, takes over at the end of May.

Things are looking positive with, hopefully, an end to restrictions come June 21st. I am pleased to report that the Annual Luncheon is already booked and is set to resume in 2022 and here's hoping Neil will enjoy a return to physically attended social and educational events in the coming year. As the summer approaches, anticipation of good weather, optimism at return to 'normality', and the opening of leisure and entertainment facilities will impact positively on our spirits and well-being.

As I look back on my Presidential year, which has certainly been memorable though far from what was expected, I reflect on the wider ramifications of the last 12 months and wonder at the long-term effects on the business world of what we have experienced. Whilst it is reported that retail has not been impacted as hard as the Night Time Economy, the likely effects of the shift towards online shopping is expected to have a massive permanent impact on the manner of shopping and hence our High Streets. According to research, just short of 10,000 multiple retailers' stores have disappeared since the Covid-19 outbreak and this obviously has a knock-on effect on commercial property. By February this year it was reported that £4.2 billion worth of commercial rents remained unpaid in the UK. This must surely impact on our involvement with landlord and tenant transactional matters for the future. In turn, commercial property owners shape how, where and why people travel so this has had an effect on the manner and availability of transport, and hence business for the travel industries. The relaxation of planning laws has seen the increase in conversion of office and retail to residential. All of this is likely to affect the legal demands of clients and hopefully we can all be on the front-foot, anticipating requirements and be ready to adapt and respond to such challenges. The main

game-changer during this pandemic has been the exponential growth in technology and its adaptations and applications. I am sure we are experiencing what will go down in history as the Technological Revolution. It is hard to contemplate what would have happened during the last year without it. It has facilitated all manner of communications, meetings, events, retail and even exercise (our office emphasis on well-being includes weekly yoga classes online!). I am sure many readers are contemplating continuing working from home, at least part of the time, for the foreseeable future and firms are reviewing the office space required. There are downsides, of course, particularly the ability to be contacted (and the expectation of a response) at all hours - one solicitor referred to it as 'living at work', not 'working from home'!

The BDLs, and especially Mandy and Julie on whom we totally depend to keep the Society effectively running, have been quick to embrace change and continue to provide our membership with educational and social events in a smooth transition from physical to technological presentations. It is a credit to all our members that we have continued a 'business as usual' approach throughout and I am proud of our achievements, other local law societies have not been so fortunate. I have been supported by such a dependable and efficient team in our committee members, and especially Jo and Lauren as officers, together with Mandy and Julie, and I thank them all for what has been a most enjoyable, if somewhat different, Presidential year!

Despite all I have said, social interaction and physical communication is a fundamental part of human existence and the return to opportunities to do so will no doubt be an important agenda for the coming year. I suspect there is much suppressed energy eagerly awaiting release at any opportunity to attend a social event! I know you will all welcome Neil as our new President and embrace his year in office with great support and enthusiasm – over to you Neil, enjoy!

*Sandra Graham BDLs President*

### BDLS RESTRICTIVE COVENANTS REGISTER – 4TH EDITION – REVISED

There are two amendments to the above regarding Chewton Park Estate, Homesteads Ltd and William Carter.

You can view the revised Register and the supporting papers on our website by clicking on the links on this page:

**"[https://www.bournemouthlaw.com/restrictive\\_covenants.html](https://www.bournemouthlaw.com/restrictive_covenants.html)"**



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## BDLS DIARY 2021/2022

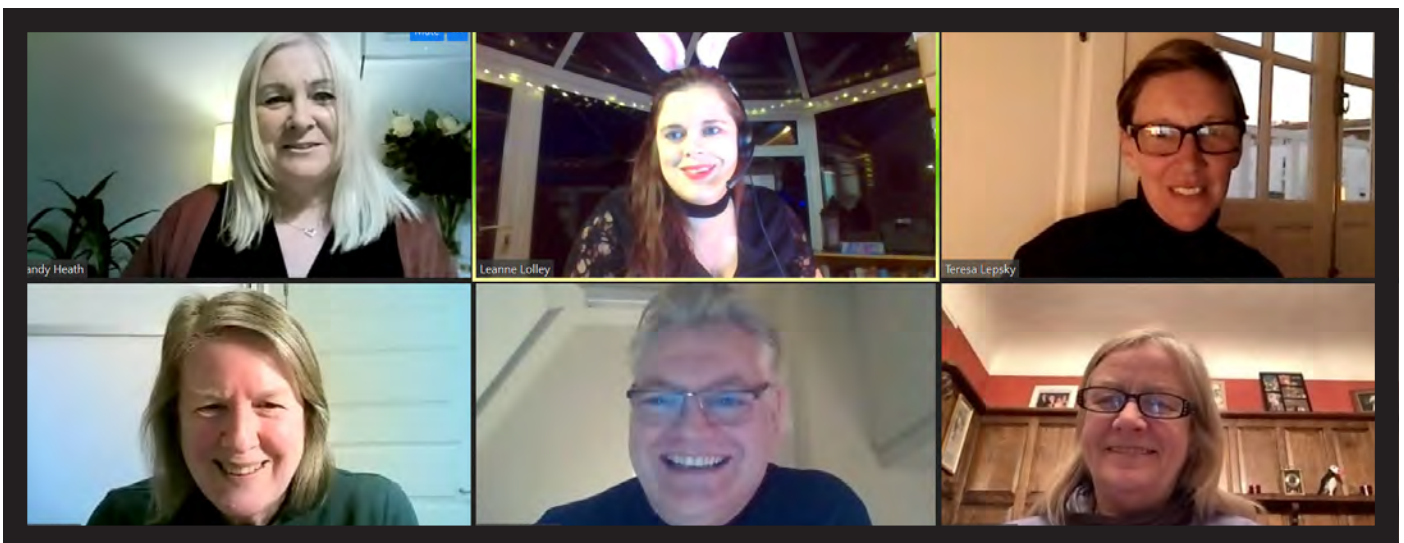
2021	July 24 2021	BDLS Walking for Leukaemia UK at Hengistbury Head
	July 30 2021	BDLS Barbecue evening at the Marsham Court Hotel
	October 7-10 2021	European Conference to Madrid
	November 4 2021	Fine Dining at Escoffier Restaurant
2022	February 9 2022	Annual Lunch at the Pavillion
	April 8 2022	Annual Dinner at the Highcliff Hotel

Further information, including flyers, for forthcoming events can be found on the BDLS website: [www.bournemouthlaw.com/events](http://www.bournemouthlaw.com/events) You can also make bookings on line and then would need to send payment by cheque or BACS.

All forms and lecture booking forms will be emailed to you. If you prefer, you can print the form and return your booking by post.



# BDLS AND INDEX'S GREAT VIRTUAL CHARITY EASTER QUIZ



Our President, Sandra Graham's, Quiz Night was held via Zoom on the 11 March. This was a Charity event to support South West Legal Support Trust – which supports free legal advice charities.

We had 9 teams made up of 42 members attending who were welcomed by Mandy Heath and then Index's Leanne Lolley (in bunny ears) hosted the evening – asking the questions, and her colleague Teresa Lepsky keeping the scores.

The winning team was Lester Aldridge – captained by Roger Woolley – who won a £100 Amazon voucher – but as this was a charity quiz night the team very kindly donated this sum back to the Charity.

The team who came in second was captained by Rebecca Bright and they won some chocolates which as far as I know were eaten and enjoyed!

£526.25 (total includes Gift Aid) was raised for the Charity which included the 2nd Easter Quiz with the Dorset, Hampshire and Isle of Wight Law Societies. The pot was divided equally between London and the South West Legal Trust.

*Julie Reeves* BDLS Office





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# FORTHCOMING EVENTS

## BDLS WALKING FOR LEUKAEMIA UK

**Saturday 24 July – 10:30 to 11:00 at the car park at Hangistbury Head**

Leukaemia UK is our new President's, Neil White's, chosen charity to support during his year in office. He would like to start this support with a walk – perhaps similar to the Legal Walks that have been done in the past, but this time it will be in aid of Leukaemia UK. All members, their friends and families and dogs, are very welcome to attend. Please click here to see the flyer:

**<https://www.bournemouthlaw.com/Events.html>**

We will meet up in the car park at Hengistbury Head by the Hiker Café at 10.30. The walkers will set off at 11.00 and walk over the Head to the Mudeford Spit. The group will stop for lunch near to the Beach House Café on The Spit. Those participating can bring a picnic and drinks, or will be able to purchase them at the Café. There are also toilets available. After lunch the group will return by the path back to the car park. There is a museum en-route which may be open by the 24 July which is very interesting and gives the history of the area.

Do support the walk – it will be a very pleasant way to spend a Saturday!

## SUMMER BARBECUE EVENING

**Friday 30 July Marham Court Hotel, Bournemouth**

Our new President, Neil White, has arranged to hold a summer barbecue for members to enjoy meeting up again after a very difficult year. This will be held at the Marham Court Hotel where we have a private garden area and terrace at our disposal together with a room indoors just in case the weather is not good. The ticket price of £25.00 includes 3 choices of meats with an equal number of vegetarian options, together with 4 salads and bread – followed by a choice of 4 desserts. There will be a bar available for people to buy their own drinks.

Friday is firework night in Bournemouth and although not confirmed yet, we are hopeful that we will be able to enjoy watching them.

Please click here to view the flyer with full details:

**<https://www.bournemouthlaw.com/Events.html>**

## EUROPEAN CONFERENCE 2021

**7 -10 October - Madrid**

Despite the uncertainty in the world, the BDLS European Conference 2021 is planning to go ahead in October this year, to the magical city of Madrid. There are still some places available, so if you are interested, please do not hesitate to contact Sian Smith, Conference Organiser.

The flyer will be forwarded to members with the email version of this Magazine or can be downloaded at:

**<https://www.bournemouthlaw.com/Events.html>**



## FORTHCOMING EVENTS CONT.

### FINE DINING AT ESCOFFIER RESTAURANT, BOURNEMOUTH & POOLE COLLEGE, LANSDOWNE, BOURNEMOUTH

Thursday 4 November

We have reserved the Escoffier Restaurant for BDLS members on Thursday 4 November in the evening. For those of you who haven't been before, it is a fine dining experience run by catering students at the college. Places are limited to 30. We will be in touch after the summer with the full details, menu and booking form. If you are interested do pencil the date into your diary!



## BDLS NEW JUNIOR VICE PRESIDENT MICHAEL NEWBOLD



I was honoured last November to be asked by Sandra Graham to be the new President of BDLS for 2023-2024. However, I wasn't sure if I would get permission to do so by the most important person I needed to ask – my wife Lara! We have a very young daughter, Leah, who inevitably takes up a lot of our time. I needn't have worried as Lara gave me her blessing saying "if you say no you might not be asked again!"

I then needed to ask my boss, Neil, who fortunately didn't need much persuading that it would be a good thing for me to do, especially when I said I thought it would be good for business!

Although I have lived in the Bournemouth area for most of my life, after I qualified (I did my training contract in Poole) I spent the next six and a half years living and working in Shoreham-by-Sea in West Sussex. I had decided when I was doing the LPC that I wanted to specialise in conveyancing and as nothing during my training contract persuaded me otherwise, this is what I did during my time in Sussex.

I was a member of the Sussex Law Society whilst I was there, including being on the General Committee for four years. One of the good things about being a member was that for all but one of the years I was there, the annual dinner took place at the Grand Hotel in Brighton. On one occasion they had a raffle for charity and there was a single prize – a night for two at the Grand. I was very glad that I participated (tickets cost £5 each) as I won! As I was single at the time, I gave the prize to my parents, who had a very enjoyable stay.

I moved back to the Bournemouth area in 2007, shortly before the recession hit. In the legal sector conveyancing was particularly affected and I ended up spending most of 2009 working part-time.

Then in 2010 I had the opportunity to move areas into private client. Although it was a little daunting at first moving to a completely new area of law (although I had some experience of writing Wills and Powers of Attorney) it was definitely the right decision for me to make. I am now very settled working in Ferndown for Luff Brook Carter.

Throughout most of my time working in the Bournemouth area I have been involved with BDLS. As a trainee solicitor I was on the committee of the Trainee Solicitors Group (as it was then). Once I had moved back to the area in 2007 I was almost immediately made treasurer of the Young Solicitors Group. From a personal point of view I was quite sad when a very few months later the Group was disbanded following the formation nationally of the Junior Lawyers Division (which the BDLS replicated). As I was more than five years qualified it meant that I was not eligible to be a member.

From 2009 to 2012 I was on the General Committee of BDLS. I have also been a Parliamentary Liaison Officer for over 10 years (at one point covering four constituencies but fortunately just the one now). I also helped form the Private Client Group in 2013, chairing it for the first five years.

Outside of work I enjoy sport, music and travel as well as spending time with family and friends. Having a very young child and as a result of the pandemic, one or two of my extracurricular activities have been on the back burner a bit of late, although we have a cruise booked for next year which I am already getting excited about!

I am looking forward to the next few years and working with some of the fine people who make up the BDLS.

*Michael Newbold Junior Vice President*

# BDLS RETIREMENTS



## ANNUAL LEGAL/MEDICAL DINNER

Back in 1986 Colin Bell as President of the BDLS rang me to ask whether I would be interested in joining the . Committee as Assistant Honorary Secretary. The role was one suitable for a newly qualified Solicitor and involved taking Minutes at Committee Meetings and organising two Committee Dinners and an Annual Dinner with the Doctors.

I accepted and remained as ' Assistant Honorary Secretary for over 20 years, a job I thoroughly enjoyed. I continued organising our Dinner with the Doctors.

Back in 1987 this function was · held at Bournemouth Hospital. My recollection is that it was quite a formal affair always with a guest speaker following dinner. We alternated arranging speakers. The Doctors' preference was for a presentation by an eminent medic often with a slide show in a lecture theatre. Sometimes this could be quite gory and not to everyone's taste following dinner. It certainly restricted drinking time!

The Lawyers on the other hand always endeavoured to make it more light hearted. Sheriff Payne entertaining us with light hearted stories of his life as a Coroner or Eric Baer just being Eric ....

When Dr Tim Battcock took on the organising role we decided to move the function to the Escoffier Restaurant at the Bournemouth and Poole College. Their function room at the time was very grand and imposing and could seat up to 100. The food which is prepared by students under the supervision of top Chefs as part of their catering course was always first class. It was extremely good value as it was subsidised and there was always a theme to the meal. We decided there should be

no formal speeches but it should be an evening to enjoy each others company in a relaxed environment over good food and wine. The room seated 100 and we regularly sold out with a waiting list. It was an instant hit.

A few years ago the Restaurant had to be moved to a prefabricated building as the plan was to re-locate the existing kitchen. Unfortunately as a result of a recession the funding fell through and the planned works still have not happened. The College have made the best of the new premises and the food and service and value for money are just as good as ever but with restricted numbers of 60 covers. This did mean that there was an even greater demand for places and we always sold out. The Escoffier Restaurant is a jewel in the crown and if you have not had an opportunity of eating there it is open to the public on certain days for both lunch and evening meals.

Over the last 30 years that I have been organising the Dinner it is fair to say that the Lawyers tend to drink more than their Doctor counterparts. The Lawyers regularly invite Doctors as their guests but the opposite is not true! The split of those attending is normally two-thirds Lawyers and one-third Doctors. This is because the BDLS have a much stronger . Committee and infrastructure than the Doctors do.

Tim retired from organising the function last year and as all good things must come to an end I have decided that now is the time for me to bow out as well. I have always had a great deal of fun organising the Dinner with Tim. I can guarantee that my name and Julie's will be the first to apply for places when the next Dinner can be arranged.

*Gary Pick*

## SBA REPRESENTATIVE



I was approached by Douglas Gillette a Partner at Morris and Gillette in Southbourne who wanted a successor as a director of the Solicitors Benevolent Association. I was a director for some years but it involved going to London every six weeks for a directors' meeting. At those meetings there were approvals and rejections for beneficiaries for the grants given by the SBA. It was great to meet solicitors from around the country who were covering the same sort of issues as I was with beneficiaries of the charity. At the time I stood down from being a director and became the area representative and then the beneficiaries' office at the society fed me cases for me to make home visits and check the detail given by the beneficiaries.

It has been a thoroughly worthwhile add-on to my nearly 44 years as a Partner in Preston Redman and to help people, who for whatever reason, have fallen on hard times and are unable to help themselves.





# JUNIOR LAWYERS DIVISION



***The BDJLD remains active despite the limitations within which we are all operating as the latest lockdown continues to ease. We are looking forward to arranging our first in-person events for well over a year and meeting our members face to face once again.***

## News

Our Educational Events Officer, Maria Evans of Ellis Jones Solicitors LLP, organised a constructive Zoom webinar on 24 March jointly with Bournemouth University and Chadwick Nott, the specialist legal recruiters. We had two guest speakers from Chadwick Nott, speaking to our members and students at Bournemouth University on the current market and useful tips for junior/aspiring legal professionals.

On 26 March, we hosted another event by Zoom – our virtual BDJLD quiz, the proceeds of which went to our charitable partners for 2021 Hope for Food. Winners on the night 'Professor Quiz Whitty' were joined by 'Living La Vida Lockdown' and a randomly selected team took the prizes on the night, and yours truly was assisted in hosting the evening by Patrick Herklots, our Publications and Communications Officer (Coles Miller Solicitors LLP) and Conor Maher, our Treasurer (also Ellis Jones Solicitors LLP).

## Upcoming Events

Upcoming events will be posted on our social media and of course the new website. Please check these sources for details of our plans, which include a charitable 'step challenge' as the weather picks up with prizes to be won and our next educational event scheduled for June, which will look at firms' views on the SQE.

We are also shortly proposing some constitutional changes for the BDJLD, which will necessitate calling a Special General Meeting, open to our entire membership.

If you have any questions about the JLD, or any suggestions, please contact me on:

**[alex.crabbe@rawlinsdavy.com](mailto:alex.crabbe@rawlinsdavy.com)**

*Alex Crabbe*  
***President for BDJLD 2020-21***  
**<https://www.bdjld.co.uk/>**

## MENTOR FOR NEWLY QUALIFIED SOLICITORS

Immediate Past President, Sandra Graham, is now the mentor for newly qualified solicitors.

She can be contacted by email: **[Sandra.Graham@trethowans.com](mailto:Sandra.Graham@trethowans.com)**



# BDLS LECTURE PROGRAMME 2020/21

Face to Face Lectures

Live Webinars

10.6.2021	10.00 – 12.15	Commercial Leases in 2021 – Where Are We Now? <b>Natasha Dunn - Zoom</b>
15.6.2021	10.00 – 13.15	SUPPORT STAFF – Land Registration for Residential Conveyancers <b>Ian Quayle - Village</b>
17.6.2021	12.00 – 14.00	LIVE TIME WEBINAR The Burn Bright Activation Programme (session 5) <b>Donna Smith - Zoom</b>
1.7.2021	12.00 – 14.00	LIVE TIME WEBINAR The Burn Bright Activation Programme (session 6) <b>Donna Smith - Zoom</b>
6.7.2021	14.00 – 17.15	Conveyancing Update <b>Richard Snape - Marsham Court Hotel</b>
13.7.2021	10.30 – 12.45	Live Time Webinar Tips and Traps on Administration of Estates <b>Lesley King - Zoom</b>
22.7.2021	14.00 – 15.00	Live Time Webinar Contract and Commercial Update <b>Chris Beanland - Zoom</b>
7.9.2021	14.00 – 17.15	Commercial Property Effective Reporting on title <b>Ian Quayle - Village Hotel</b>
30.9.2021	10.30 – 12.45	Developments in Domestic Abuse Law and consideration of the Revised Domestic Abuse Bill <b>Safda Mahmood - Zoom</b>
14.10.2021	TIMES TBC	Private Client Conference <b>- Village Hotel</b>
21.10.2021	14.00 – 17.15	Civil Procedure, Practice and Evidence 2021 - Where are we? <b>Andrew McLoughlin - Marsham Court Hotel</b>
17.11.2021	TIMES TBC	Property Law Conference <b>Ian Quayle, Tracy Thompson, Paul Clark etc Village Hotel</b>

For further details and booking forms please visit Bournemouth and District Law Society website [www.bournemouthlaw.com/lectures](http://www.bournemouthlaw.com/lectures) or contact the BDLS office at Borough Chambers, Fir Vale Road, Bournemouth, BH1 2JJ, Tel **01202 587551** Email [office@bournemouthlaw.com](mailto:office@bournemouthlaw.com)

## Price of Lectures

**BDLS have changed their pricing structure for lectures and webinar – details are as follows:**

### ***In person lectures of 3 hours***

members £95

non-members £145

### ***Webinars***

1 hour – members £35 – non members £50

2 hour – members £70 – non members £100

3 hour – members £95 – non members £145

## Payment for lectures

Please be aware that with online bookings, payment should be received at the office **before** the lecture takes place. Occasionally the level of bookings only just makes it possible to run a lecture and we therefore do need to be reassured that everyone will attend and pay.

## OFFER FOR FIRMS BOOKING MULTIPLE PLACES ON THE SAME COURSE

When a firm books 5 places on one course, we are able to offer a 6th place free of charge.

(This offer does not apply if the course is discounted)



# SUMMARY OF UPCOMING LECTURES

**Thursday 10  
June 2021  
10.00 – 12.15**

Topic:	<b>WEBINAR – COMMERCIAL LEASES IN 2021 – where are we now?</b>
Speaker:	<b>Natasha Dunn</b>
Cost:	£70 Member and Associate Members of BDLS/Trainee Solicitors - £100 Non BDLS Members
Venue:	<b>Zoom</b>

## This webinar will cover:

It is well known that the bargaining strength of landlords has weakened in the past year, with tenants insisting upon more favourable terms. But where exactly are we now? Are there standard terms one should expect to see and what would be regarded as “institutionally acceptable” in 2021? This session will give practitioners a clear indication as to what terms the parties to a lease might achieve in today’s market. It will cover the key areas as well as an outline of the new Lease Code and how this might impact negotiations further.

**Thursday 15  
June 2021  
10.00 – 13.15**

Topic:	<b>LAND REGISTRATION FOR RESIDENTIAL CONVEYANCERS – FOR SUPPORT STAFF</b>
Speaker:	<b>Ian Quayle</b>
Cost:	£95 for all
Venue:	<b>The Village Hotel, Bournemouth</b>

**This course is aimed at support staff, conveyancing assistants, trainees and anyone who wishes to expand their knowledge in this field. This course covers:**

- What to look out for when examining a registered title
  - The problem with title plans
  - Dealing with Notices and Restrictions
  - Adverse Possession and registered land
  - Rectification of Registered Title and Indemnity Claims
  - Land Registry Searches
  - Drafting Transfers and Registering Dealings
  - Dealing with Land Registry Requisitions
  - The requirements for CQS
  - Electronic signatures
- Registered Land and leases - key issues and problem areas

**Tuesday 6  
July 2021  
14.00 – 17.15**

Topic:	<b>CONVEYANCING UPDATE</b>
Speaker:	<b>Richard Snape</b>
Cost:	£95 Member and Associate Members of BDLS/Trainee Solicitors - £145 Non BDLS Members
Venue:	<b>Marsham Court Hotel in Bournemouth</b>

Conveyancing continues to undergo major changes. In particular, estate rent charges continue to cause problems. In addition, the External Wall System (EWS) certificates in relation to cladding are causing major problems.

## Topics covered include:

- The Help to Buy Scheme
- Changes to planning permission
- Recent case law
- Estate rent charges
- Latest on ground rents and mortgage requirements
- Septic tank replacement
- The latest TA6 enquiries
- EWSI Certificates and cladding
- Recent changes to stamp duty land tax





## THE COUNCIL MEMBER'S REPORT

*Peter Watson-Lee*



### ■ Law Society President Stands Down

So good was the Law Society's handling of some negative news, that you may have missed this unprecedented story. The Societies' President David Greene, all over the press when he took office in October last year, has stood down. It was all due to a judgement he and his firm obtained against a client in 2006 to pay costs of £7,218. The client was unhappy and, ever since, has been asking the courts to overturn the judgement. This resulted in a High Court Judge saying in January 2021 that the case ought to be looked at again. Without making any finding, the Judge added a comment that there may have been some deliberately misleading evidence. The papers picked this up and David Greene felt he had to stand down to avoid the 'distraction' the continuing case might cause.

### ■ First Law Society President of Colour

As a result, the Vice President, I. Stephanie Boyce has now stepped up and been inaugurated as the 177th President of the Law Society – and, historically, the societies' first ever Black President.

Stephanie says one of her missions is to leave a profession 'more diverse and inclusive than the one I entered'. She points to the Law Society's research suggesting that the pandemic has exacerbated inequalities and lawyers with disabilities, women, LGBTQ+ and black, Asian and minority ethnic lawyers continue to face obstacles. She is calling for genuine equal opportunities and for work to address the retention and progression gaps faced by many solicitors. Her plans also include standing up for the rule of law and addressing the role of technology in access to justice.

### ■ Membership Engagement

The Law Society exists for its members – we solicitors. High in my priorities is for greater engagement between the Law Society in London and the membership across the country. It is not currently very good at this.

A great start would be better links with the local Law Societies and I am pleased to report there are positive steps taking place to improve this and some direct connections are now happening and planned.

Another interesting project is some research called 'Value Proposition'. This is trying to establish via focus groups, what it is that we really want the Law Society to do for us. The work is not completed but the feedback is indicating that providing trusted resources, professional development and careers advice, connecting to a range of specialist legal communities and promoting the profession rank alongside the representation role that the Society concentrates on at present. Watch this space to see how this develops.

*Peter Watson Lee* BDLS Council Member



# ARE YOU A PERFECTIONIST?

Many lawyers who contact LawCare for support show signs of perfectionism. There are two types of perfectionists – adaptive and maladaptive. Adaptive or 'healthy' perfectionists have high standards, are disciplined and very motivated to do well. Maladaptive perfectionists on the other hand will have unrealistic standards which are often impossible to achieve, they will feel that their best is never good enough, and will constantly think about, and berate themselves for a mistake they have made, however trivial.

If you agree with most of these statements you may be a perfectionist.

**I am far more critical of myself than others**

**I have lots of negative thoughts about myself**

**I find it hard to overlook small mistakes in my work**

**I often procrastinate**

**The thought of failing scares me**

**I have low self-esteem**

**I find it difficult to accept criticism**

**I find it hard to bounce back when I don't achieve a goal**

**I often set unrealistic standards for myself**

**I am only focused on the end result**

Whilst culturally perfectionism is often seen as a positive trait, especially in a lawyer, research shows that perfectionistic tendencies can lead to depression, anxiety and stress. Here's some tips to combat it.

## **Silence negative chatter**

If your internal voice starts to be negative and critical, interrupt those thoughts. Speak to yourself as if talking to a friend – what would you say if they spoke to themselves this way? Every time a negative thought pops up into your head try to replace it with a positive.

## **Keep a record of your achievements**

Write a list of recent achievements and keep a folder of praise or nice comments you have received at work – it can help when you receive criticism to remind yourself of things that have gone well.

## **Stick to the list**

Breaking down a work project into items on a checklist and making sure you stick to the list can help stop you spending too much time and effort on something. For example, rather than checking something ten times you might list 'check document' -once you've ticked the item on the list you have to move on.

## **Ask for help**

Sometimes it can be good to get a reality check from someone else. Ask a trusted colleague to read over or check your work, or run your ideas past them to check you are on the right track. This can give you the confidence to move forward.

If you need emotional support call LawCare on **0800 279 6888** or visit **www.lawcare.org.uk** to access webchat, email support and other resources.







## Wellbeing & Diversity



# The Law Society

## A MESSAGE FROM THE LAW SOCIETY PRESIDENT



### Covid-19: Mental health & wellbeing must be prioritised

The Covid-19 pandemic has ushered in many changes in the legal profession – some positive and some negative.

It has been great to see our sector embrace more flexibility and humanity with increased remote working, more emphasis on work/life balance – particularly for parents – but we have also seen a stark deterioration in mental health and wellbeing.

A report published by the International Bar Association (IBA) in April found that lawyers' wellbeing levels are below the global average in every regional forum. Add to this the perceived stigma around wellbeing – 41 per cent of respondents wouldn't discuss their mental health with their employer for fear of damage to their career or livelihoods. It is abundantly clear that this is a real issue that must be prioritised.

The profession, it seems, feels the same way. 28 per cent of respondents said there needed to be increased levels of mental health awareness in the workplace while 23 per cent explicitly called for more resources for professional support and direct intervention.

#### **Ethnic minority lawyers disproportionality affected**

Junior lawyers, women, disabled lawyers and those who identify as an ethnic minority are disproportionately impacted, with those groups reporting wellbeing scores below the global average of other respondents.

The Law Society published its Race for Inclusion: the experiences of Black, Asian and minority ethnic solicitors report in 2020. This threw discriminatory behaviours and exclusions based on protected characteristics into the spotlight.

Our research found that black, Asian and minority ethnic solicitors report lower levels of workplace wellbeing compared to white solicitors, with the feeling of having no voice leading many to struggle with their mental health, pay for counselling or take a break from the profession.

We recommended that the profession includes questions in staff surveys to assess inclusion and wellbeing and analyse results by ethnicity, and other protected characteristics, and ensure there are confidential ways to report racism, discrimination, bullying and harassment so staff feel safe speaking up.

#### **What can be done?**

Issues around mental health and wellbeing are not new. Mental health in the profession has always been prevalent, as it is an emotionally charged and demanding career, with solicitors held to the highest standards.

I acknowledge this pressure and have experienced it myself. I understand first-hand what lawyers are facing in their day-to-day lives, which is undoubtedly exacerbated by the current situation. Good health and wellbeing must be valued and encouraged, and where environments don't facilitate this, change must be realised. I have made mental health and wellbeing a top priority for my presidential term and aspire to be a part of positive progress for the profession's wellbeing. As we emerge from the pandemic, there is opportunity to use this transition back to normality to evolve as a sector and wholly embrace diversity and inclusion, including mental health.

LawCare published its own research earlier this year, which found that 64 per cent of workers rated the ability to work



flexibly as the best feature of working from home, while 82 per cent missed the informal contact with their colleagues and noted this is the worst aspect of working from home.

LawCare recommended the ways in which employers can meet their employees' needs in a post-pandemic world. This included focusing on ways in which employers can support employee wellbeing by making practical adjustments to workloads and working practices, in order to ease intensity and promote a better work-life balance.

I have also spoken to solicitors across the country and have been impressed by the myriad of initiatives that have emerged in firms and in-house teams to address these vital needs, such as staff-led peer groups where people can share difficult personal challenges they are going through.

The Law Society celebrates and supports these initiatives and have complemented them by continuing to support LawCare, working with the firms and in-house teams, setting out our own virtual wellbeing and mental health hub, as well as producing guidance on how to work remotely and providing careers resources.

Looking to support those who suffer structural inequalities, I have ensured that equality, diversity and inclusion and social mobility are an essential part of my presidential plan.

As the first person of colour to become president of the Law Society, I stand as living testament to the diversity, dynamism and growing social opportunity in the legal profession.

We must challenge harmful stereotypes by creating genuine equal opportunities and equal treatment in the legal profession and judiciary – having achieved greater diversity at entry level, we must address the retention and progression gaps mid-career.

There is still much more to be done to address the stigma around mental health and wellbeing, but I am seeing a move towards being open and honest about how we are feeling, which I applaud.

The pandemic has brought these issues to light, but it is our job to ensure mental health and wellbeing remains a topic at the top of the agenda.

*Stephanie Boyce,  
President of the Law Society  
of England and Wales*



## Firms' News

### NEWLY QUALIFIED PERSONAL INJURY SOLICITOR

Carla joined Coles Miller in January 2020 as a trainee solicitor after completing her law degree at Royal Holloway University, London and her Legal Practice Course at Bournemouth University, and she has now qualified as a solicitor and will be doing personal injury work. She works at the Poole Commercial Office, Marshes End.

She has worked on personal injury and medical negligence claims in which clients have been awarded millions of pounds in compensation.

### EXAM PASSES

Coles Miller trainee legal executive Julie Morgan has passed her initial level 3 CILEx exam and is now undertaking her own matters. She is based in Broadstone, dealing with wills, powers of attorney and estate administration.

Wills and probate solicitor Kerry Hay, who works at Coles Miller's Poole and Wimborne offices, has just completed the first assignment towards her STEP diploma in Estate and Trust Administration.



Carla Jordan



Julie Morgan



Kerry Hay



## Firms' News



### PARTNER APPOINTED

**Amanda Watts** has been appointed as Residential Property Partner in Dutton Gregory's Bournemouth office.

Amanda brings a wealth of experience and expertise with her, having previously been Partner at firms based in Bishop's Stortford and Bath. Amanda has over 16 years' experience of working in property matters.



### APPOINTMENT OF A NEW MANAGING PARTNER

Trethowans has appointed a new managing partner – **Mike Watson**, who has led the firm's corporate team for more than 10 years and is part of the existing management board.

Trethowans has been offering legal services to businesses and individuals in the south of England for over 150 years with offices in Southampton, Salisbury, Poole, Bournemouth and Winchester.



### WOODSTOCK

#### PROPERTY LAW ANNOUNCE THAT THEY HAVE REBRANDED TO WOODSTOCK LEGAL SERVICES.

Woodstock Property Law have seen real growth in their existing property specialisms and have also welcomed some consultant lawyers from various other areas of law and from outside of Dorset. Given their broader range of services they took the decision to rebrand to Woodstock Legal Services to better reflect the services on offer to their clients.

Their growth meant they needed a bigger office space and Canford Cliffs seemed the perfect spot. Their team have always worked on a flexible basis with working from home being the norm even before the pandemic. This will still be the case but there will now be the space for people to work in the office and the admin support team will be based there.



L:R Nichola Turpin, Amy Cousineau, Simone Ritchie, Calry Jermyn, Eleanor Trapaud, Roger Clayson and Richard Ramshaw



## NEW TRAINEES START AND SOLICITOR QUALIFIES AT LESTER ALDRIDGE



A new wave of trainee solicitors have started their training contract at Lester Aldridge, while Thomas Harrigan has completed the training programme and qualified as a solicitor.

LA welcomes Emily Curtis-Bennett, Aneta Zaitlikova, Beth McCarthy, Luke Foot, and Jessica Slater, who started their two-year training contract on 1st March. The training programme offers an opportunity for each graduate to experience four 'seats' in a variety of practice areas across the three offices.

Thomas Harrigan joined the LA training programme in March 2019 and qualified as a solicitor on 5th March. He joins the firm's Litigation & Recovery team, where he will work with commercial clients, specialising in the recovery of unpaid debts and assets.



Left to right: Trainee Solicitors Emily Curtis-Bennett, Aneta Zaitlikova, Beth McCarthy, Luke Foot, Jessica Slater, and Solicitor Thomas Harrigan.

### Associate Solicitor Promotions at Lester Aldridge

Lester Aldridge is pleased to announce seven new Associates and two new Senior Associates from 1st May across their Bournemouth and Southampton offices.

In the Bournemouth office, promotions to Associate include Phoebe Chandler and Anna Perry in the Real Estate team, Danielle Slater and James Pantling-Skeet in the Corporate & Commercial team, and Lucy Wadley in the International Private Client team.

In Southampton, Paul Markides and Marianne Ironside will be promoted to Associates in the Real Estate team. Also in Real Estate, current Associate Sian Rogers will be promoted to Senior Associate, along with Jennie Harris from LA Marine, the firm's specialist marine law team.

In addition, Amy Lewis has completed her two-year training contract at Lester Aldridge, and qualifies as a Solicitor from 1st May, also joining the Southampton Real Estate team.



Phoebe Chandler, Anna Perry, Danielle Slater, James Pantling-Skeet, Lucy Wadley, Paul Markides, Marianne Ironside, Jennie Harris, Sian Rogers and Amy Lewis.





### NEW SENIOR ASSOCIATE

Ellis Jones Solicitors has recruited Damon Watt as a Senior Associate in its growing insolvency and business recovery team.

With 20 years of experience in the sector, he has worked on high profile insolvencies including Comet and Sealine International.

Damon, previously worked in London and Milton Keynes.

Damon is a member of the trade body for insolvency professionals R3, the Insolvency Lawyers' Association and the Insolvency Practitioners Association. He holds a Higher Rights of Advocacy (Civil) qualification. Damon edited the first and second edition of the book 'Corporate Insolvency Practice: Litigation, Procedure and Precedents' by Mark Watson-Gandy.



WARM WELCOME: Head of Insolvency and Business Recovery Caroline Palacio, left, and Managing Partner Nigel Smith, right, welcome Senior Associate Damon Watt

### NEW PARTNER FOR TRUSTS AND PROBATE TEAM

A highly experienced lawyer and member of STEP, Chris Pemberton, who specialises in inheritance planning for farmers and landowners has joined Ellis Jones Solicitors as a Partner.

His extensive experience also includes advice about trusts for people with learning difficulties and he is on the charity Mencap's panel of recommended advisors.

Chris has become the 18th Partner at Ellis Jones, which has more than 140 staff in Bournemouth, Canford Cliffs (Poole), Ringwood, Swanage and Wimborne as well as London.

He will divide his time between working in Ellis Jones' Swanage office and from home in Dorchester.



Partner Craig Wells, left, and Managing Partner Nigel Smith, centre, welcome new Partner Chris Pemberton, right



## SITUATIONS VACANT



### RAWLINS DAVY LLP - Family Lawyer

Rawlins Davy Solicitors and Mediators have a vacancy for a family solicitor. Established in 1832, Rawlins Davy are a forward-thinking law firm in central Bournemouth and Poole and are now investing in the staff that will serve our clients into the next generation. The successful applicant will have superb oral and written skills and be able to demonstrate how they rise above their peers in terms of capability, commitment and ambition. Our client list is enviable, and we will expect you to deliver a service to them that exceeds their expectations by some margin.

Our family team is based in delightful offices in Poole old town, and offers trusted advice on divorce, financial settlements and financial relief proceedings, cohabitee issues, Trusts of Land Act proceedings and Children Act cases. All work is privately funded. A particular emphasis is placed on Alternative Dispute Resolution work and a lawyer with Mediation or Collaborative Law qualifications (or the intention to train in these areas) would be welcomed.

We are fully committed to the principles of equality, diversion and inclusion and welcome all applications including those wishing to enjoy flexible working arrangements. An exceptional candidate should expect promotion within 12 months of appointment. For more information, or to discuss your suitability for the role in confidence please contact:

**[mark.kiteley@rawlinsdavy.com](mailto:mark.kiteley@rawlinsdavy.com)**.



### PRESTON REDMAN

#### Corporate and Commercial Solicitor

We are looking for an experienced Corporate and Commercial solicitor, with 3 – 5 years PQE to handle a full spectrum of non-contentious corporate and commercial law matters, including M&A, shareholders agreement, amending articles of association, corporate transactions and commercial contracts for clients.

The ideal candidate will be a motivated and driven individual who can assist in growing the team with the desire to be involved in business development for the firm.

Applications, to include full CV, should be made in confidence to **[careers@prestonredman.co.uk](mailto:careers@prestonredman.co.uk)**







## SITUATIONS VACANT



### WOODSTOCK LEGAL SERVICES - **We are hiring!**

Woodstock Legal Services are looking for an experienced Solicitor or Legal Executive to join our team - someone who really knows their Landlord and Tenant Law. The work is fast paced and requires a high level of client and third party service during these tough times for Landlords.

The successful candidate needs to be resilient, have experience with high volume cases, excellent attention to detail, the ability to multi-task and prioritise. You must have a great telephone manner with the main emphasis being on client service and being able to manage stressful situations.

Experience is required in notice-drafting, taking statements and residential possessions claims. Direct contact with clients and courts will also be required. You will be required to represent landlords at all stages, including defended matters.

Our culture is to inspire confidence in everything we do, whether that be the quality of our service, the legal work or being a great team player.

This position is full time and suitable for either a home worker or based in our lovely new office in Poole, Dorset.

Salary - £DOE

If this sounds of interest, we'd love to hear from you so please send over your CV to:

**[a.rollinson@woodstocklegalservices.co.uk](mailto:a.rollinson@woodstocklegalservices.co.uk)**



## SITUATIONS WANTED

### DANIEL BONATI

Second year law student at Bournemouth University, looking for a placement within a local law firm. Available to start as early as July and ideally looking for a minimum of 15 weeks. CV available on request. Please contact Daniel at **07568344295** or **[jalbonati@gmail.com](mailto:jalbonati@gmail.com)**

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