

Bournemouth & District Lawyer

Bournemouth & District Law Society Magazine



Summer

INCLUDED IN THIS ISSUE

- Annual Dinner
- Wine Tasting Evening
- BDLS Lecture Programme



**Bournemouth & District
Law Society**

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Summer 2022

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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 2022 / **Winter** December 2022 /
Spring March 2023 / **Summer** June 2023

The copy deadline for receipt at the BDLS office for the next edition – the Autumn issue – will be 29 July 2022.

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

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COVER INFORMATION

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THE PRESIDENT'S COLUMN

Neil White



When I wrote my last President's column, for the Spring Edition of Bournemouth & District Lawyer, it was a matter of a few days before the first of the two landmark events in any President's year, the Society's Annual Lunch, which was held on 9th February 2022. It was uplifting and genuinely moving to witness the energy of so many people wanting to enjoy socialising in the company of others after what, by then, was starting to feel like an eternity of lock-down and social isolation. I hope that the many who attended (some 320 people!) enjoyed the afternoon as much as I did. The Pavilion Ball Room hosted an excellent event and Gyles Brandreth was witty and charming company over dinner. It was particularly fitting for Gyles to be a guest of the Society, his grandfather Benjamin Brandreth having been not only a Solicitor who practiced in Bournemouth but who was also a member of our Society. I know from the comments both the office and I have received that his speech was as well received and appreciated as it was entertaining.



Mark Proctor, Neil White and HHJ Christopher Simmonds

The Society's Annual Lunch was followed in fairly short order (it certainly seems that way when you have to write another after dinner speech, anyway!) by the Society's Annual Dinner on 8th April 2022. The function room at the Marriott Highcliffe in which the event was held was at capacity, with the greatest number of attendees the Society have seen for nearly two decades. Our guest speaker, His Honour Justice Christopher Simmonds, who will be known to many members of the Society as our local Family Circuit Judge, sitting at Bournemouth, was a pleasure to entertain and gave a thoughtful and informative speech. An enjoyable evening was had by all who attended and the Marriott Highcliffe did their usual excellent job at hosting the event, the first Annual Dinner the Society have been able to hold for three years for obvious pandemic related reasons.

The Society's events continued with a traditional staple, which we were able to hold in person this time rather than on Zoom, with a Wine Tasting Evening, which was held at the Marsham Court Hotel on 12th May 2022. The event focused on lesser-known grape varieties and regions and commenced with a lesson in basic wine tasting technique, which was then applied to assess a series of wines in turn to facilitate a knowledge and discovery of countries of origin, region and grape variety and finish.



Standing Theresa Mills and Mandy Heath – seated Mark Proctor and Neil White

The evening was not only thoroughly enjoyable but genuinely educational, although possibly not to the extent as to qualify it for an award of CPD points without some push-back from the SRA! Our wine expert for the evening was Gemma Withenshaw, who has not only worked previously for two prestigious wine importers but also continues to act as a consultant to a number of Michelin-starred restaurants in advising upon their wine lists, was extremely knowledgeable and ensured that all who attended had a great time. I am pleased to report that again, the event was so well supported as to be at capacity for the venue.

So far as forthcoming engagements are concerned, I am now nearing the end of my Presidential term and at the time of writing this, my last President's column for Bournemouth & District Lawyer, the last event I am proud to be able to represent our Society at is the Hampshire Law Society Annual Dinner at the Hilton Ageas Bowl in Southampton on 26th May 2022. I will then be handing over the Presidency of the Society to Emma Hamilton Cole on 4th July 2022, which I suppose is either my or the Society's independence day, depending upon how you view matters!

I would like to take this opportunity to thank Mandy and Julie in the BDLs office and the members of the BDLs Committee for their hard work and unceasing support throughout my Presidential term, the Directors and staff at my firm, Rawlins Davy, for their forbearance and understanding and also, my long-suffering husband, Mark, for his unstinting support and wise counsel. Above all, I would like to thank the membership of the BDLs for their kindness and support throughout my Presidential term; I am truly grateful and have been genuinely surprised and delighted at the level of engagement and attendance that the Society's events have garnered after what has been a challenging couple of years.

It has been an honour and a privilege to serve as the Society's President and I wish my successor, Emma Hamilton Cole, every success for her forthcoming year. I hope she enjoys her term as much as I have and that she receives the same level of support from the membership of the Society that I have been so pleased and grateful to have received. Over to you, Emma!

All the best,

Neil White BDLs President



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BDLS DIARY 2022



2022

- | | |
|-------------|---|
| 4 July | BDLS AGM at the Carlton Hotel |
| 24 November | Newly Qualified & Trainee Solicitors' Reception |
| 2 December | 80s Night at the Marsham Court Hotel |

2023

- | | |
|------------|--------------------------------------|
| 8 February | Annual Lunch at the Pavilion |
| 21 April | Annual Dinner at the Highcliff Hotel |

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

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.



Local News

BDLS ANNUAL DINNER

8 APRIL 2022 AT THE HIGHCLIFF HOTEL, BOURNEMOUTH



BDLS Committee – Theresa Mills, Joanne Clarke, Emma Hamilton-Cole, Michael Newbold, Sandra Graham, Mark Kiteley, Neil White, Alex Crabbe, Peter Watson-Lee

Our President, Neil White, hosted our Annual Dinner at the Highcliff Hotel in Bournemouth this year. We had great support for the event with a total of 193 people attending. The end of the working week is always a special time for people ready to enjoy a weekend of leisure, and certainly everyone was in very good spirits on the 8th! The evening started with a pre-dinner drinks reception before going into the dining room for the meal and speeches.

Official guests included our guest speaker His Honour Justice Christopher Simmonds, Presidents of law societies from across the southern area, the President's personal guest, Mark Proctor, and our sponsors – Paragon, Index Property Information, College Chambers – and new sponsors Saffery Champness.

The service and helpfulness of the hotel staff was fantastic, and guests enjoyed delicious food in the company of colleagues and friends.

Once the meal was finished Neil gave his speech and then we were further entertained by our guest speaker His Honour Justice Christopher Simmonds.

Our thanks once again to all of our sponsors. Without their support we would not be able to include drinks within the price of the tickets for this event.



To see all the photos of the evening, please go to [BDLS Annual Dinner 2022 | Flickr](#) | Photos by Adam Lynk of Lynk Photography www.adamlynk.com



Mark Proctor, Tom Killick, Neil White, Rob Nickless, Helen Henson, Alan Stanley, Fiona Knight



Sponsors – from Index Rose Reed, Leanne Lolley, Magician Michael J Fitch, Sandra Richardson and Rob Panting



HHJ Christopher Simmonds



Heidi Cardoza, Sam Moore, Robert Leonard and Luke Ashby & James Braund



Sponsor from Paragon Piers Winton and Julie Reeves



Sponsors – Saffery Champness Ian Horlock-Smith and Collette Parry with President Neil White



Paul Smith, Dan Gardner and Andrew Carswell



Nikki Hague, Tiffany Craig, Allyson Walker and Babs Rowe



Simon Lacey, Nick Gurney-Champion, April Newton, Neil White, Andrew Caplen



Fiona Knight, Michael Newbold and Susan Buckler

SAFFERY CHAMPNESS

Saffery Champness
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Saffery Champness were delighted to be one of the sponsors for the 2022 Annual Dinner, which attracted over 190 individuals.

The Safferys Bournemouth based team support and work with a significant portfolio of clients within the local professional practices sector, acting for a number of local Dorset legal firms.

Our experience has given us an invaluable understanding of the issues and challenges faced by practices in the sector, which has enabled us to develop a range of successful strategies and solutions. Saffery Champness have a national in-house team to fully support clients on such matters as tax efficient structures and profit extraction, employee remuneration packages, VAT planning, business planning & strategy, funding arrangements and corporate finance transactions. Along with a comprehensive range of compliance services to ensure clients meet their statutory obligations.

For over 160 years, the firm's success has been founded upon providing clients with a genuinely partner-led service and working with them to create bespoke solutions that help them to achieve their personal and business objectives. For more information visit www.saffery.com or see Twitter @Safferys.

INDEX PI

index 
PROPERTY INFORMATION

Index PI were delighted to be able to support your Bournemouth & District Law Society Dinner again this year. Rob, Leanne, Rose, Sandra and our Magician Michael thoroughly enjoyed the evening and meeting so many of you.

We are unique because we are a local business serving our local property market but with full national coverage, this allows us to offer a truly bespoke local service for any property in England or Wales regardless of location. We pride ourselves on offering the best customer service in our sector on the South Coast.

Our personal service is provided by our exemplary local team: this ensures you are provided with the most efficient, accurate and cost-effective searches, resulting in quicker response times and fewer queries. Additional solutions such as document retrieval and contaminated land risk resolution, along with a comprehensive range of AML, Lawyer checker and other compliance tools further enhance our offering.

Specialist and full managed options are also available for agricultural, land at, new build and unaddressed transactions which can be very time consuming and cumbersome. It would be great to have the opportunity to explain more about how we can help your firm please and provide you with renewal terms from our exclusive Professional Indemnity facility, which:

- does not have a cap on conveyancing work.
- provides a discount for Lexcel or CQS accredited firms.

We are the premium choice for your conveyancing team and very competitively priced with no hidden fees. Our clients (including many of your members) are strong advocates and would recommend us.

Please contact Leanne on 07384 60024 to find out more.

College Chambers is a leading set of specialist Barristers based in Southampton with extensive and recognised experience across core practice areas. Our Barristers have excellent reputations and are known for their wealth of experience as specialist Advocates, Mediators and Arbitrators who are supported by a very experienced, professional, and responsive clerking team.

Over the last thirty-three years Chambers' reputation has continued to grow and we are committed to ensuring the highest level of service for our clients. Our traditional setting, combined with modern technology and facilities, provides both Counsel and Clerks with an effective base from which to offer our comprehensive range of services and enables us to provide consistently high professional standards to our clients. College Chambers is proud to work alongside the BDLS, and we hope that our Solicitor colleagues in the Bournemouth, Christchurch and Poole area have an enjoyable and rewarding summer.

PARAGON PROFESSIONAL INDEMNITY



As a specialist Professional Indemnity (PI) insurance broker, one of Paragon's skills is to help showcase our law firm clients in their very best light. Insurers are taking on millions of pounds of liability and paying significant claims as a result. This means they are required to be very selective with the firms they insure. To obtain the best terms available, it is therefore imperative to demonstrate why you are a preferred risk and sometimes the information contained in a standard PI application form will not be enough to bring your unique firm to life and differentiate you from the others.

Paragon will work with you to complete an additional question set, that will:

- give insurers a fuller understanding of how you and your firm are avoiding future claims,
- provide them with a holistic insight into your firm, and
- show them that you are a preferred risk.

As a client, you will receive our support all year round (not just at renewal) with access to regular risk management resources.

It would be great to have the opportunity to explain more about how we can help your firm please and provide you with renewal terms from our **exclusive** Professional Indemnity facility, which:

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- **provides a discount for Lexcel or CQS accredited firms.**

If this is of interest, please contact me.

Ryan Senior, Senior Vice President

Direct: **+44 (0) 20 7280 8254** | Mobile: **+44 (0) 7827 575652** | Email: **rseior@paragonbrokers.com**

FORTHCOMING EVENTS

Local News



BDLS ANNUAL GENERAL MEETING 2022 CARLTON HOTEL, BOURNEMOUTH

Monday 4 July 2022

This year's AGM will be held at the Carlton Hotel, Bournemouth with the option to join by Zoom, if members wish.

The programme is:

- 16:30 Registration - tea/coffee/biscuits
- 16:50 Zoom attendees to join
- 17:00 Reflections on her year as The Law Society President Speaker: I Stephanie Boyce
- 17:15 Life in the Law: Speaker: Mary Jackson, LawCare
- 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 Free finger buffet with wine/soft drinks

Please click here to download the flyer: <https://www.bournemouthlaw.com/res/AGM%20Lecture%20Notice%202022.pdf>

This event is open to members of BDLS and places can be booked by either emailing mandy@bournemouthlaw.com or booking online <https://www.bournemouthlaw.com/bournemouth-district-law-society-lectures>



WINE TASTING EVENING

12 MAY 2022 - MARSHAM COURT HOTEL

The last wine tasting event was held back in November 2017 so it was good to revive this function for BDLs members. We had a new wine expert GEMMA WITHENSHAW who shared her passion for wine with us and led us through a tasting of 6 wines made from lesser-known grape varieties and regions. Her guidance was given in an understated and fun way, which was not always easy when in a room with very lively “tasters”.

The hotel provided us with delicious and plentiful cheese boards half way through the event and everyone had a fun evening. As always the service from the hotel was first class.

We were sponsored by Paragon and Iceberg, whose representatives also came along to mingle and enjoy what was on offer. It was great to see such a large turnout – a sell out event in fact – from both seasoned samplers and those attending for the first time.



L-R Carrie Butterworth, Emma Ritchie and Laura George



L-R Julie Reeves, Gemma Withenshaw and Mandy Heath



L-R Heather Cameron; William Bowen Davies, Jean Cross, Kevin Rigiani, Rona Tompkins, Alex Urquhart



Back: Jon Dowty, Janice Webster, Julie Pick, Mark Rowlands – front: Gary Pick and Carol Maunder



L-R Georgina Galton, Alex Pappin, David Honour, Ryan Senior, Ethan French, Casper Rogers, Emma Sanders



JUNIOR LAWYERS DIVISION



The BDJLD's membership period has recently renewed, and we are delighted to welcome new and returning members alike for 2022-23.

News

We kicked off our 2022 programme of events with an evening of Cheese and Wine at Renoufs Southbourne on 23 February. A sell-out, we were delighted to see so many of our members and friends. The venue coped admirably with the demands of catering for 40 cheese-loving junior lawyers simultaneously.

We welcomed a healthy attendance from a broad spectrum of experience for our in-person Speed Networking Event on 22 March 2022 at Revolution Bournemouth, which was kindly supported by Chadwick Nott legal recruiters. Emily Chapman, our Educational Events Officer, organised the event, and we hope to arrange something very similar in the not-too-distant future to meet the demand. I certainly benefited from a chance to brush up after 2 years of minimal similar events!

On 21 April 2022 we co-hosted a webinar with our friends from Dorset YRes, during which speaker Daniel Gornall from Centurion Chartered Financial Planners gave an illuminating and well-received talk on cash flow modelling (not to mention a useful crib-sheet of general financial tips).

Upcoming Events

We soon expect to release details for a team quiz (non-Zoom, at last!), proceeds to support our charitable partners at MyTime Young Carers.

You may have seen a 'save the date' on our social media already for our Summer Ball, on 22 July at the Marsham Court Hotel. Keep an eye on social media/emails for ticket details; we're extremely excited to share our plans with you!

If you have any questions about the JLD, or any suggestions, please contact me on alex.crabbe@rawlinsdavy.com

Alex Crabbe

President for BDJLD 2020-21

<https://www.bdjld.co.uk/>

NEW TRAINEE SOLICITORS



Following our Spotlight on Trainees item in the Spring Magazine, I have heard that Burcu Bulbul is now a trainee in the area working for Jacobs & Reeves. She started with them in February of this year.



Also that Lauren Newman works for Coles Miller Solicitors and not Jacobs & Reeves as stated in the Spring Magazine.



BDLS LECTURE PROGRAMME 2022

Face to Face Lectures

Live Webinars

14 June	11.00 – 12.00	LIVE TIME WEBINAR - Corporate Update Chris Beanland - Zoom
27 June	14.00 – 17.15	Onboarding and due diligence issues in residential conveyancing Ian Quayle - Carlton Hotel
28 June	13.00 – 13.30	LIVE TIME WEBINAR - Menopause in the Workplace Nicola Green - Zoom
29 June	14:00 – 17:15	Family Law Update College Chambers - Carlton Hotel
4 July	17:00	BDLS Annual General Meeting – at Carlton Hotel and on Zoom I Stephanie Boyce (Law Society President) and Mary Jackson (Law Care)
6 July	11.00 – 13.15	LIVE TIME WEBINAR - Civil Litigation – Present and Future Andrew McLoughlin - Zoom
12 July	12.30 – 13.30	LIVE TIME WEBINAR - Self Sabotaging – How to overcome your Barriers Masterclass Donna Smith - Zoom
13 July	11.00 – 13.00	LIVE TIME WEBINAR - Capacity and Conveyancing: The Need to Knows in Practice Helen Forster - Zoom
13 September	14.00 – 17.15	Conveyancing Law Update Richard Snape - Village Hotel
21 September	12:30 – 13:30	LIVE TIME WEBINAR - Wellbeing Series: Imposter Syndrome Masterclass Donna Smith - Zoom
28 September & 5 October	9.30 – 11.00	LIVE TIME WEBINAR - Acting for a Buyer on a New Build – Pitfalls and Tips Lorraine Richardson - Zoom
18 October	13:00 – 14:00	LIVE TIME WEBINAR - Cryptocurrency TBC College Chambers - Zoom
20 October	TBC	Private Client Conference Various - TBC
7 November	9.30 – 16.00	The Complete Family Law Introduction Safda Mahmood - Village Hotel
22 November	14.00 – 17.15	Contract and Commercial Update Chris Beanland - TBC

For further details and booking forms please visit Bournemouth and District Law Society website 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

Course Notes

For environmental reasons, BDLS will no longer be providing printed course notes at lectures. We will email these to delegates and they then have the option of either printing them out themselves or accessing via their laptop or alternative device on the day.

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.



SUMMARY OF UPCOMING LECTURES

**WEBINAR
TUESDAY
14 JUNE
11.00 - 12.00**

Topic:	CORPORATE UPDATE
Lecturer:	Chris Beanland
Cost:	£35 Member and Associate Members of BDLS/Trainee Solicitors - £50 Non BDLS Members

It has been a busy few months on the corporate law front. From Supreme Court cases to new legislation there is plenty for lawyers to get their teeth into. This one hour course will deal with key developments over the last few months which will be of interest to corporate lawyers and those involved in litigating corporate matters.

The course will cover:

- The Rating (Coronavirus) and Directors Disqualification Act 2021, which makes it easier to investigate and pursue disqualification proceedings against directors of dissolved companies.
- Another Supreme Court case on attribution and ex turpi causa: CPS v Aquila Advisory Ltd [2021] UKSC 49
- Further clarification on the reflective loss principle: Primeo Fund v Bank of Bermuda (Cayman) Ltd [2021] UKPC 22
- Unfair prejudice: Taylor Goodchild Ltd v Taylor [2021] EWCA Civ 1135
- When will a court make a third party costs order against a director in respect of litigation to which his company is a party? GGMEILly SA v Aytacli [2021] EWCA Civ 1037
- a few tricks and tips when drafting a share purchase agreement

**LIVE LECTURE
TUESDAY
27 JUNE
14.00 - 15.15**

Topic:	ONBOARDING AND DUE DILIGENCE ISSUES IN RESIDENTIAL CONVEYANCING
Lecturer:	Ian Quayle
Cost:	Cost £95 for Member and Associate Members of BDLS/Trainee Solicitors - £145 Non BDLS Members

This course is aimed at Residential Conveyancers of all levels and will examine the following issues:

- Attracting new clients – unique selling points, initial points of contact
- Onboarding clients – verifying identity, AML checks, the engagement letter and setting realistic expectations
- Due diligence – searches, enquiries and client inspection
- Dealing with title – latent and patent defects and defects in title
- Advising on surveys and mortgages
- Reporting on title and recent case law

Extensive notes will be provided and there will be an opportunity for delegate questions



SAFFERY CHAMPNESS - JAMIE LANE

Saffery Champness Chartered Accountants look at what are the biggest worries for new partners?

Promotion season is approaching; the time of year where the votes are being cast on who might be lucky enough to join the partnership ranks. The process can be daunting, with future career progression dependent upon the outcome of that meeting.

But it's not all one-way, partnerships still need to continue to work hard to attract talent at all levels, but particularly at installing the next generation of partners who, one day, will lead the practice. As the age demographic of partners shifts, so does the view of what partners want and what 'partnership' should be. At our recent webinar we polled our audience of upcoming partners and revealed that there are still some key questions that remain unanswered about this big move.

What is the biggest worry for new partners?

In our recent webinar for new partners, we asked our audience what their biggest concern was about becoming a partner. With nearly one third of the vote, the key concern continues to be the impact of losing employment status and the protections that can afford the individual. Dependent on your attitude to risk, moving from an employed position to a self-employed one can sound particularly worrying. One way for partnerships to mitigate this is to allow potential partners to see the protections that they would be afforded by a Members Agreement. This, of course, depends heavily on the type of partner, as there are many types and many different partnership arrangements, so firms would do well to ensure their next cohort fully understand the provisions of the partnership.



Do you even want to be a partner?

The most surprising concern raised, as the audience were all aspiring partners, was that nearly a quarter said that they were unsure whether it was the right firm or role to be in. Clearly, some partnerships need to do more to demonstrate the benefits and rewards of joining the partnership. Becoming a partner is a hard transition, but it is one that is usually extensively planned by the existing partners, either through growth ambitions or through succession challenges.

How many plates will you have to spin?

The third top concern among our audience was having to take on new internal responsibilities within the firm – let's face it, it's not unusual for the most junior partner to have the 'opportunity' to take on internal responsibilities that have been handed down to the last one through the door for a number of years.

Ultimately, the role of the partner, especially in SME partnerships, is wide ranging. The amount of 'plate spinning' required across many different areas, such as business development, strategy, HR, and technical to name a few, leaves you questioning, when do you have the time to earn fees. But whilst the transition to partner can take time and lots of energy, it is still an incredibly rewarding role.

At Saffery Champness we can assist you and your firm with matters relating to your partnership structure, and succession planning. Contact Jamie Lane to find out more, E: jamie.lane@saffery.com



THE COUNCIL MEMBER'S REPORT

Peter Watson-Lee



SOLICITOR INDEMNITY FUND SUCCESS!

After strong campaigning by the Law Society – including a submission by the BDLS as well - the Solicitors Regulation Authority (SRA) have agreed to delay the closing of SIF for a further year; to give time for further consideration. You will recall SIF is a fund of some millions (left over from the mutual insurance fund previously run by the Law Society) and is currently used to cover insurance claims that arise after the expiration of the six-year post insurance cover that has to be bought by firms that close without succession. It is a vital safeguard for sole practitioners in particular - as the market does not offer insurance cover in these circumstances. The extension of time is an indication that the SRA is prepared to look again at whether or not the fund should be closed – but with no guarantee as to what the final outcome will be.

On **Criminal Legal aid**, the Law Society also campaigned strongly for the Government to accept the recommendation of the Sir Christopher Bellamy review (which some of our local members made contributions to) that the legal aid rate for criminal work must increase by 15% as an absolute minimum. The Government announced they accepted the recommendations and the rate would be increased by that amount – only for us to find that when the small print was investigated, the rate increase for Solicitors was far less. Campaigning continues.

Another success, less high profile but still important, has been an influencing campaign by the Law Society which has persuaded the government to retain the Judge's discretion as part of its proposed amendments to the **Judicial Review** process.

The **War in Ukraine** has also thrown up major and difficult ethical issues for those firms that had offices in Russia or who find some of their clients are now sanctioned. All firms involved closed their Russian offices shortly after the outbreak of the war and ceased acting for those sanctioned. But this hasn't stopped them being heavily criticised by the press and politicians for having acted, quite properly at the time, for Russian clients.

Local Law Society Engagement. Improving engagement with local law societies across the country remains a high priority. The President, I. Stephanie Boyce, has been touring the country - including a visit to the Bournemouth Compliance Conference run by the BDLS.

We have had another virtual 'Town Hall' meeting where all local Law Societies meet to discuss issues of the day. And planning for the Local Law Societies Annual Conference 2020 on the 14th July is well underway.

Local Law Societies Connect. A peer to peer platform for local law societies to talk to each other and swap ideas and thoughts has also been launched. And guess what, the BDLS excelled itself by being the top posting local Law Society following launch. Well done us!

A whole series of other projects are underway, including agreeing a new **Learning & Development strategy** to improve the societies offering to its membership (whilst not challenging the offerings of our local Law Societies).

Oh, and a further raft of elections for Council members representing work type seats (employment, in-house, personal injury etc) and Characteristic seats (Women's seats, LGBT+) are about to start. Even if you haven't the inclination to put yourself forward, you do need to go onto the Law Society webpage and **register on MyLS**. You will then be prompted to say what your specialities are and be able to vote for your relevant Council member. As a bonus, you will also get more focused emails and information from the Law Society. Go on, do it now.

Peter Watson-Lee
Law Society Council Member for Dorset





LAWCARE: ONLINE CHAT SERVICE

Legal mental health charity LawCare has extended its online chat service for legal professionals and will now be available every week Tuesday-Friday 9am-5pm. The charity, which offers free, confidential, emotional support to anyone working in the law, has been operating a helpline and peer support programme since 1997 and has supported over 10,000 people in the profession to date.

Elizabeth Rimmer, Chief Executive of LawCare, said: "We recognise that many people can't or won't pick up the phone to call us for a variety of reasons so we wanted to make it easier for people to reach out and get help with whatever is concerning them. We are keen to support anyone going through a tough

time, even if they just need to let off steam or talk through a situation, we're here anytime they need to talk. We don't ask for roll numbers or details of workplace and people don't have to give their name."

Anyone working in the law including support staff can contact LawCare for free, confidential, emotional support. Online chat is available at www.lawcare.org.uk. You can also call 0800 279 6888 or email support@lawcare.org.uk. The charity also has a team of peer supporters, people who work in, or have worked in, the legal profession who may have been through difficult times themselves and can offer one-to-one support, friendship and mentoring to those who need it.

LIFE IN THE LAW, WELLBEING AND UNHEALTHY COPING MECHANISMS

Earlier this year I spoke to Elizabeth Rimmer, Chief Executive of LawCare, about their first of its kind research "Life in the Law." Informed by feedback from over 1700 legal professionals the research found that most (69%) of participants had experienced mental ill health in the last 12 months, that legal professionals are at a high risk of burnout and that one in five had experienced bullying, harassment or discrimination.

I asked Elizabeth whether she was surprised by the findings?

"The burnout scores surprised me. We used a recognised scale (the Oldenberg Burnout Inventory) not anticipating that scores would be as high as they were. The intersectionality aspect confirmed what we know, in that the population is not homogenous - certain groups within the legal profession are more impacted by working practises and cultures e.g. junior lawyers, women, Black and Asian lawyers.

Do we see in the law culture wars being pursued elsewhere, with a younger demographic more comfortable talking about mental health and prepared to stand up and guard their wellbeing against people that have been part of a traditional law firm for a long time, putting all sorts of labels on wellbeing and sweeping them up into a bigger conversation?

"There may be an element of that. It is a changing profession. The pandemic opened up more conversations. Expectations of people coming into workplace are changing and we have a generation with a different perception of the working world out there. Wellbeing matters not only because of benefits to individuals but it gets into heart of legal work. To be a competent lawyer you need clarity of mind and focus. If your mental health is compromised you are going to exercise poorer judgement, make more mistakes, make poor ethical decisions and we see some of that coming through in SRA cases. Often a series of events have led people down that pathway. They have not set out to breach codes and be dishonest. Often there is a mental health component."

"LawCare was born out of a concern by the law society in the early 90's about how much solicitors were drinking and that there was a problem with using alcohol as an unhealthy coping mechanism for the pressures of life in the law, which led to us being set up as an independent charity in 1997. Perhaps in the 90s there wasn't the vocabulary to describe what was leading to using alcohol but there was a recognition that we had some problems. The issues predate the hyperconnected world and email. It is rooted in some of those cultural and practice issues in the law. There may be an element of society talking about the issues in a much bigger way colliding with the fact we often put a lid on what we see. There won't be a legal professional in the country who hasn't seen poor conduct in the workplace, seen people bullied and harassed. There are a number of factors but not just changing demographics. "Been there, done it, got the t-shirt, pull your socks up if you don't like it and leave" isn't going to wash anymore – just look at the challenge in retaining and recruiting in the law.

"We asked people what was the most useful measure to support wellbeing? What came out of that was "regular catch ups". We weren't expecting that to come through so clearly on the management aspect. On the other side we asked those in a managerial position how many had received training in how to manage others and the answer was less than half! We have a challenge in how we supervise and manage people in the law. What all organisations can be doing is a better job of managing people. You do not need to be signing people up for gyms, EAPS and Fitbits. What they want is time to sit down with their supervisor or manager and talk about work and what may be going on for them."

You can read the full report at www.lawcare.org.uk/media/14vhquzz/lawcare-lifeinthelaw-v6-final.pdf.

The BDLS has a subcommittee dedicated to wellbeing and diversity issues. If you would like to support that work please get in touch through the BDLS office. We also have a team of Mental Health First Aiders - detailed below. These are available to talk to anyone that works in a legal environment.

BDLS are committed to providing courses on wellbeing which we are able to offer members either for free or at subsidised prices. Take a look at our Lecture series for further information <https://www.bournemouthlaw.com/lectures>

Mark Kiteley Chair,
BDLS Wellbeing and Diversity Sub-Committee



BDLS MENTAL FIRST AID TEAM

The following at BDLS are available to talk through any worries you may have. All information will be treated confidentially and without judgement.

BDLS is hoping to run a further Mental Health First Aid Certificate course in Spring 2022. Please email mandy@bournemouthlaw.com to express an interest in this.

Robin Watson
robin@viewhr.co.uk

Janice Singleton
jsingleton@jacobsreeves.co.uk
Tel: 01202 674425

Mandy Heath
mandyjheath@hotmail.co.uk
Tel: 07763833256

Mark Kiteley
Mark.kiteley@rawlinsdavy.com
Tel: 01202 558844

Maria Evans
Maria.evans@ellisjones.co.uk
Tel: 01202 057718

Marielle Hemingway
mh@thecommerciallawpractice.com
Tel: 01305 544025

Alan Turle
a.turle@ntlworld.com
Tel: 07720 406962

Nicola Lowe
Nicola.lowe@hgwalker.co.uk
Tel: 01202 881454 or 07854787358 (outside office hours)

Sally Crawford
Sallycrawf@gmail.com
Tel: 07973148264

Maddy Longland
ml@mjplaw.co.uk
Tel: 01202 842929

Lauren Annicchiarico
lauren@frenchlawmatters.co.uk
Tel: 07764582128

Sarah Unsworth
Bacchante2012@gmail.com
Tel: 01590 676933

Edward Holmes
edward@bournemouthlaw.com
Tel: 01425 484420

Rachel Murphy
rmurphy_1991@hotmail.co.uk
Tel: 07971055367



Firms' News



Dawn Chisholm

AN INTRODUCTION TO THE NEW BDLS OFFICE ADMINISTRATOR

With Julie Reeves retiring on the 27 July, we are pleased to let you know that following interviews, a new office administrator has been appointed. She is Dawn Chisholm who some members may well remember from her time working at local practices in the area. Dawn is a qualified and experienced Chartered Legal Executive. She left the UK in 2011 to move to the Middle East and set up an international security business in Dubai, later retiring from that business and returning to the UK in 2019.

She will take up her position with BDLS on the 27 June, so members will come into contact with her from that date.



Victoria Riddleston

STAR LAWYER BECOMES 21ST PARTNER

Completing her training just over nine years ago and qualifying in 2012, Victoria Riddleston has become the 21st Partner at the law firm.

Victoria joined Ellis Jones three years after qualifying and during her time with the firm has been promoted three times. She works within Ellis Jones' Dispute Resolution Department and specialises in Contentious Trusts and Probate and Contentious Court of Protection work.

She is a member of the Association of Contentious Trust and Probate Solicitors (ACTAPS) and the Charity Law Association





LONG-SERVING LAWYER HUGH RETIRES

One of the South's longest serving solicitors has retired after a distinguished legal career spanning six decades. Hugh Craig stepped down after 57 years in the profession – including the last 11 years as a Consultant Solicitor in Business Services at Ellis Jones Solicitors.

Hugh called it a day with the best wishes of colleagues from Ellis Jones' six offices. Hugh consistently received independent endorsement of his expertise in The Legal 500 guide. He was named as a Recommended Lawyer for Business Services in the 2022 edition where he was recognised for his work on equity investments and described as a 'veteran transactional lawyer'. Hugh read law at the University of Cambridge's Downing College and graduated in 1962. He joined a Liverpool firm, Laces, for his traineeship and qualified as a solicitor in 1965.

Hugh moved to London in the mid-60s, joining Coward Chance, now Clifford Chance, where he stayed until 1970 when he joined Bates Wells.

Over the next 35 years Hugh worked as a corporate lawyer, senior partner and head of the company commercial department of Bates Wells until he retired as a partner and became a Consultant Solicitor with Ellis Jones.



Veteran Hugh Craig

NEW PARTNER AND ASSOCIATES AT COLES MILLER SOLICITORS

Coles Miller Solicitors has made Michelle Vick a Partner, named Lindsey Arnold Senior Associate and created six more Associates.

Michelle specialises in residential conveyancing. Her appointment brings the total number of Partners at Coles Miller to 12. She works in the firm's Broadstone office and joined Coles Miller from another law firm in 2012, subsequently qualifying as a Fellow of the Chartered Institute of Legal Executives.

Senior Associate Lindsey Arnold is also a Fellow of the Chartered Institute of Legal Executives and works in the firm's Poole office. She joined Coles Miller's Family Law Department in 2013. Lindsey specialises in complex cases involving divorce, dissolution of civil partnerships and separation, jurisdictional issues, cohabitation/pre-nuptial and post-nuptial agreements, financial remedy proceedings, TOLATA and Schedule 1 claims, complex private law regarding children (international and domestic) including the Hague Convention, adoption, domestic abuse and family injunctions.



Solicitors LLP



Michelle Vick



Lindsey Arnold

Coles Miller's six new Associates are:

- Clare Bland, wills and probate solicitor
- Anna Burton, family law solicitor
- Kerry Hay, wills and probate solicitor
- Charlotte Lilley, commercial property solicitor
- Katie Owen, conveyancing solicitor
- Laura Hall, conveyancing solicitor



Kerry Hay, Katie Owen Charlotte Lilley, Anna Burton, Clare Bland, Laura Hall



LESTER ALDRIDGE ANNOUNCES 14 LAWYER PROMOTIONS



Lester Aldridge is pleased to announce 14 promotions, including two new senior associates and 12 new associates, across its three offices.

Newly promoted associates include Nicola Highland, Ruth Chornolutskyy, Emma Feltham, Rebecca Antill, Luke Marshall, Wendy Tsang, Magdalena Lipinska, James Cavanagh, Shelley Cole, Tarron Dobson, Samantha Smith and Eloise Butterworth who is also LA's Compliance Manager.

In addition, real estate associate Ola Olayinka and dispute resolution associate Ben Kerley have been promoted to senior associates. The lawyers promoted are based across the firm's three offices in Bournemouth, Southampton and London and include promotions in the Residential Property, Corporate, International Private Client, Property Litigation, Personal Injury, Real Estate, Tax, Trusts, Wills & Probate and Compliance teams.



From L-R: Ben Kerley, Ola Olayinka, Nicola Highland, Ruth Chornolutskyy, Emma Feltham, Rebecca Antill, Luke Marshall, Eloise Butterworth, Wendy Tsang, Magdalena Lipinska, James Cavanagh, Shelley Cole, Tarron Dobson and Samantha Smith

LESTER ALDRIDGE WELCOMES NEW REAL ESTATE PARTNER

Lester Aldridge is pleased to announce that Adam Corcoran has joined as a partner in the Real Estate team. Adam has had twenty years' experience advising clients on a wide range of property matters. He joins the firm's established commercial real estate team based in Bournemouth.

Adam is experienced in the acquisition and sale of land and buildings, refinancing transactions as well as commercial landlord and tenant matters, acting for developers, charities, pension funds and others. Having run his own law firm previously he is ideally placed to understand the needs of his commercial business clients.



Matthew Barrow, Adam Corcoran



Firms' News



DUTTON GREGORY WELCOMES PARTNERSHIP DUO

Dutton Gregory has made two key appointments to its commercial services – Laurie Heizler and Ailsa MacLean to its Partnership. Laurie Heizler has over three decades' experience in commercial agreements and specialist knowledge of intellectual property and data protection matters. He started his career working for GlaxoSmithKline and the Kellogg Company. He has been at the forefront of the evolution of business online with contracts relating to digital activity and ensuring compliance with recent GDPR legislation.

Alisa MacLean joins the commercial team having worked on a long list of projects including Westfield, Lakeside and Salesforce Tower.



Caption Laurie Heizler and Alisa MacLean

ANOTHER NEW PARTNER AT FRETTENS AS THE FIRM CONTINUES TO GROW

We are delighted to welcome a new partner, James Hammersley to the firm. James becomes the 8th new partner at the firm in the last three years, and will head up the Wills, Tax and Trusts Team in Christchurch teaming up with Lee Young.

James joins Fretten's from a large regional firm, where he was a partner and head of team. As well as advising clients on wills, powers of attorney and probate, he can also advise on technical tax and estate planning matters.



James Hammerley

SRA-APPROVED LAW FIRM ILA HAS ENTERED THE SPECIALIST FINANCE AND MORTGAGE MARKET, SPECIALISING EXCLUSIVELY IN INDEPENDENT LEGAL ADVICE.

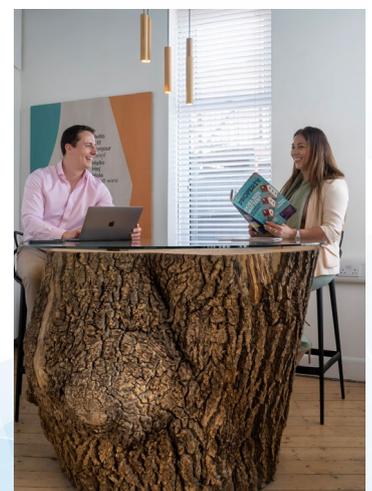


Its founders, Anastasia Ttofis and Luke Baldwin, set up the company after experiencing challenges in finding independent legal advice in the bridging and commercial finance market.

In a move to change the way this was provided, the duo — who are both qualified solicitors who diversified over the years, with previous experience brokering in the specialist lending industry — created a firm to bring innovative, fast and client-focused solutions for all banking and property-related independent legal advice.

- **same-day service**
- **seven days a week (8am-8pm)**
- **instant independent legal advice booking facility**
- **independent legal advice provided online via video**
- **fixed fees and no hidden costs**
- **specialist banking and property lawyers**

The team's background offers them a unique insight into the requirements of lenders and an understanding of the time pressures and constraints that can sometimes arise in transactions requiring independent legal advice.



Luke Baldwin and Anastasia Ttofis



SITUATIONS WANTED

ELLY BRADFORD - SEEKING HOLIDAY WORK EXPERIENCE

I am a passionate and driven LLB Law student, currently in my third year of university. I have a keen interest in pursuing a career in law as a solicitor. I am looking for a position within a law firm for some holiday work experience and am particularly interested in child related family work.

I have previous experience of working:

- as a legal assistant at a firm of solicitors
- in customer services at Mercedes Benz World
- as an assistant in the European Parliament

I have an administrative background and am a hardworking individual. I have learnt great communication skills and feel I have created a strong rapport with clients which I enjoy. I am eager to continue to learn more aspects of law.

If you have an opportunity at your firm, do contact me email: Ellybradford15@hotmail.com or tel: 07867 337597

SARAH MACEY - RESIDENTIAL CONVEYANCING LOCUM

I am semi retiring and returning to locuming both in office and remotely from September. I was a Locum in the area for many years before spending the last six years working full time for two well known practices. Please contact me by email, phone or on LinkedIn for any further details. sarahmacey@btinternet.com 07973 826783

ELENA BURGESS - WORK EXPERIENCE OPPORTUNITY

I am currently a high achieving Sixth Form student at Twynham School and am due to start an LLB Law degree in September. I am looking to gain some fundamental skills and experience in a law firm during the summer months so I have some practical knowledge of law before embarking on my degree.

I am a hardworking, highly conscientious, articulate communicator who is organised and able to work independently and in a team. I am eager to take any opportunities that may arise and would be delighted to hear from you.

Please contact me via my mobile: 07738 883739 or email elenanburgess@icloud.com



SITUATIONS VACANT

RESIDENTIAL CONVEYANCING SOLICITOR / LEGAL EXECUTIVE



We are looking for a Residential Property Solicitor/Legal Executive to join our friendly team in Southbourne. This is a fantastic opportunity to join a firm with a great reputation for providing an excellent service locally. For more information on this exciting opportunity please email your CV to emma.king@mm4law.co.uk

ALDRIDGE BROWNLEE SOLICITORS LLP



Due to partner retirement, an exciting opportunity for a dedicated and experienced Family Solicitor or Legal Executive has arisen in the Family Team at Aldridge Brownlee LLP. The role will require an expertise in Financial matters, Children matters, Divorce, Domestic abuse and Financial claims between unmarried couples. It is a full-time office position, however part time and some flexible working candidates will be considered.

- Excellent career progression and prospects
- The salary range is £35,000 - £65,000 depending on experience

Benefits:

- 26 days holiday (plus bank holidays) increasing on length of service
- Parking
- Employee Discount
- Bonus Scheme
- Pension
- Death in service cover
- Job Type: Full Time – Monday to Friday

RESIDENTIAL PROPERTY LAWYER / CONVEYANCER

In addition to supporting clients with sales and purchases, this is a chance to be part of a team who provide a full range of legal work relating to residential property including re-mortgages, equity release and transfer of equity, easements and rights of way, freehold and enfranchisement and leasehold extension, trusts and private mortgages. We're looking for someone who'll really get to know our clients' needs and ensure that we continue to get a high number of returning clients. Experience is important (at least 2 years PQE) but we're also looking for someone who is personable and has the self-motivation for business development and networking. Local knowledge is an advantage.

COMMERCIAL SOLICITOR

Laceys are looking for a minimum 2 years PQE commercial solicitor with experience in a variety of commercial contracts, intellectual property and data protection to work within our progressive award-winning Corporate and Commercial department. Hybrid working is an option.

There is the exciting opportunity to integrate into the existing dynamic team. We are looking for people who are personable and have the self-motivation for business development and networking as well as the experience to manage their own workload. Fixed term placements will also be considered.

DISPUTE RESOLUTION LAWYER

We're looking for a candidate with approximately 2 years PQE experience in landlord & tenant, general property and civil litigation. It is also important that you are personable with the self-motivation for business development and networking. This is long term position, which offers the genuine prospect of progression if desired. You will be an integral part of the team, advising predominantly on contentious property matters, but the department handles all types of disputes and civil litigation, including:

- Property and landlord and tenant disputes - experience of managing property and landlord and tenant disputes is an advantage
- Commercial disputes
- Professional negligence
- Intellectual property and trademarks
- Boundary disputes with a neighbour
- Contested Wills and estates

COMMERCIAL PROPERTY LAWYER – PERMANENT AND LOCUM OPPORTUNITIE

SA n opportunity to be an integral part of this well-established and growing team, advising on all types of commercial property matters. The team manage a wide client base including property developers, owners and investors, for all aspects of commercial property work, including sales, and purchases, of an extensive range of land and property types and landlord and tenant work. Experience for is important (at least 2 years PQE) but we're also looking for someone who is personable and has the self-motivation for business development and networking. As well as

offering a permanent opportunity, we're also seeking a reliable and experienced Commercial Property Locum Solicitor to provide cover from 21st July potentially until the end of September. We'd like to hear from you if you have a sufficient PQE enabling you to cover a broad range of commercial property matters, often at partner level. It's a change to become our 'go to' Locum.

PRIVATE CLIENT LAWYER

Our well-established and trusted Private Client team is recognised in the Legal 500 for our expertise in Personal Tax, Trusts and Probate. We provide clear, sound advice to individual clients and families in relation to a range of complex affairs. Due to sustained growth in caseload, we are looking for an experienced and qualified Private Client Solicitor or Legal Executive with 5+ years PQE to join the team to handle a caseload of Wills and probate matters to include administration of complex estates, trust creation and administration. Prior experience supervising junior members of the team is desirable, as is STEP accreditation.

FAMILY LAWYER (GENERALIST)

Are you a Resolution member? If you're as committed as we are to resolving matters constructively and with minimal conflict, this is a fantastic opportunity to join the team at a senior level. We're looking for a lawyer who is consistently sound in their approach and has the ability to hit the ground running in a wide variety of private client family work including:

- divorce;
- pre-nuptial and cohabitation agreements;
- private law childcare cases (contact and residence);
- financial remedy proceedings;
- family law injunctions; and
- child abduction (internal and external).

You will have at least 4 years PQE (probably more) and already be working on a range of complex cases, perhaps even at partner level. It will be a distinct advantage if you've developed a great reputation and following locally, have been collaboratively trained and / or are a member of the Law Society's Family Panel. This is a genuine opportunity for progression within the firm. If this sounds like you, and you are looking to work within an established team where you can provide support and supervision to more junior team members, we look forward to hearing from you.

CORPORATE LAWYER

If joining a successful and growing team might be of interest, we are always looking for experienced corporate solicitors with an existing following to work within our progressive award-winning Corporate and Commercial department. This is an exciting opportunity to integrate into the existing dynamic team. We are looking for people who are personable and have the self motivation for business development and networking.

The team's background offers them a unique insight into the requirements of lenders and an understanding of the time pressures and constraints that can sometimes arise in transactions requiring independent legal advice.

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