

**Minutes of CLLS Training Committee Meeting  
Thursday 5 December 2024 – 16:00 – 17:50  
at WFW and by Teams**

**Present (Committee members):**

Patrick McCann (Chair) ( <b>PM</b> )	Charlie Moore ( <b>CM</b> )
Charlotte Wanendeya (vice Chair) ( <b>CW</b> )	Julia Robinson ( <b>JR</b> )
Colin Shaw (vice Chair) ( <b>CS</b> )	Dominic Sedghi ( <b>DS</b> )
Richard Album ( <b>RA</b> )	Kathryn Smith ( <b>KS</b> )
Grace Best ( <b>GB</b> )	Nigel Spencer ( <b>NS</b> )
Peter Carrick ( <b>PC</b> )	Rosie Warren-Cafferty ( <b>RWC</b> ),
Katie Dyer ( <b>KD</b> )	Rachel Wevill ( <b>RW</b> )
Victoria Fearne ( <b>VF</b> )	Kirsty Wilkins ( <b>KW</b> )
Lindsay Gerrand ( <b>LG</b> )	
Joanna Hughes ( <b>JHu</b> )	Camilla Brignall (clerk to the committee) ( <b>CB</b> )
Greg Lascelles ( <b>GL</b> ),	
Louisa Mendes da Costa ( <b>LMdC</b> )	

**Apologies:** James Harvey (**JH**),

**Guests:** Aster Crawshaw of the CLLS (**AC**), Chris Walsh of Law Society (**CWa**),

The chairman opened the meeting.

**1. Minutes of 5 September 2024**

The minutes of the last meeting were approved.

**2. Report back from SRA summit on attainment – PM/CW**

PM/CW reported back on the SRA summit on attainment which took place on 2 October:

CW: key ideas that emerged from working groups:

- There should be review of SQE itself (going ahead already);
- Funding (how difficult it is for candidates to fund SQE);
- Contextual recruitment; and
- Results.

PM: main point was about progressing black lawyers into the industry.

SRA have commissioned IFF, a social and market research agency, to conduct the first independent evaluation of aspects of the SQE. They will be conducting a survey with candidates, employers and training providers to find out their thoughts and experiences of the SQE and qualifying work experience.

SQE letter: signed by CLLS TC – if were one to add £30 to solicitors practice certificate you could have 1000 people sit for free. Will be putting something on LinkedIn to see what people would think. Would like SRA to make hardship fund available.

**3. Report back from Future of Legal Education Network round table - NS**

NS reported back on the Future of Legal Education Network round table which took place on 28 November. The original workshop took place a year ago to bring educators and employers together.

Looked at what went well etc. Ran the subsequent round table and will do another in May - [ask Nigel for a brief summary for meeting – see document]

#### 4. Workshops

- **Supporting internal coaches in law:** RW provided an update on the session which took place on 16 September:
- **Partner Learning Development:** PC and RWC provided an update on the session which took place on 1 October, which was very well received.
- **Ideas for 2025:** CS ran through the ideas submitted by the Committee and contained in the attached spreadsheet. Favourites include continued coaching, generational differences. Ethics and wellbeing. Will circulate ideas and look for volunteers. Aim for 4 workshops next year as well. “Bring your training principal to committee day” work more closely with CLLS main committee re topics. RA to liaise

**Workshop 11 Feb:** CW confirmed the next workshop (run by CM, CS and CW) would be on generational communication challenges. There will be 3 sessions representing the 3 generations

#### 5. Thought Leadership pieces for 2025 - CS

CS ran through the ideas submitted by the Committee and contained in the attached spreadsheet

We have put something out on LinkedIn

PM: Everyone should try and contribute at least one piece. Videos are popular. Top 20 things that we have done well (CB). Add to a spreadsheet.

Colin ran through some of the ideas

#### 6. Review of the year (and update): City Century: PM

JS showed a video of highlights.

In addition there were the following highlights for City Century:

- February: CLLS got a “call out” for it’s work at the CLLS Annual Banquet
- March: QM1, City Century 100% series starts, City Century win “Diversity & Inclusion” and “Supporting the Industry (1-25 employees) awards at The Modern Law Awards
- April: City Century wins “Social Mobility: Best Initiative to Attract and Retain Talent” at Legal500 ESG UK Awards
- June: QM2 the CLLS AGM takes place, City Century gets another “call out” for it’s work, the 10 x 10 series is rerun and City Century Wins “Best talent and inclusion initiative” at The Lawyer Awards
- August: Virtual Work Experience launches
- October: the London Live events run (with more than 2000 attendees), CC hits more than 5,000 followers on LinkedIn, IG launches and lobbying work is underway re the proposed defunding of L7 solicitor apprentices
- November: Manchester and Newcastle Live events run (with more than 600 attendees) City Century gets more than 6,000 LinkedIn followers
- QM4

JH – Level 7 apprenticeships. Govt rerouting levy funding to lower-level apprenticeships. JH making representations about an exemption for a Level 6 SA. Will find out in early 2025.

AC asked whether the Committee thought firms would stop taking apprentices if funding were stopped.

#### 7. Review of the year (and update) SWSQF:

VF ran through some slides:

87 candidates funded – 20 qualified (see slides for statistics)

the following highlights for SWSQF:

- March: Year 3 awards were made and VF was highly commended in the “Innovator of the Year” category at the Women & Diversity in Law Awards (for SWSQF amongst other things);
- July: year 4 funding round starts
- October: year 3 candidate application window opens
- November: 20 candidates qualify, Year 3 candidate apps window closes and reopens

#### **8. Review of the year (and update) – LinkedIn update**

KS/RWC ran through the following:

1532 followers – the essays have done really well and caused an uptick in follows. Helen Pamely and Daren Weir did really well 1500 and 1100 views. The legal updates don't drive so many views. We have done 33 thought leadership pieces (so not quite one a week) but there is usually a post a week at least.

#### **9. Review of the Year – Committee Members - CW**

Membership of the committee currently stands at 20 members plus 1 clerk (and 1 friend – Chris Walsh from the Law Society), with the intention that two new members join in the new year.

New member – Julia returned; Chris joined as a friend of the CLLS

Jo and Charlie (volunteer) on CLSC on social committee

Expect applications from Jonathan Watmough and Richard Macklin

Will put advert out in the New Year.

#### **10. CLLS Plans for 2025 – Aster Crawshaw**

AC ran through this professional background and training experience. He is here as a Bridge Committee member with the main Committee. AC explained his role as Bridge. The main committee spends a lot of time talking about specialist committees! Guidance on membership etc. Talk a lot about advocacy for the profession. Colin P running some of his own campaigns – has some strong views about regulatory provisions. There is a PR agency employed by the CLLS who do a good weekly update on the profession – do you all see it? Should see it.

#### **11. Continuing Competence – CB/KW**

As per CB's email to the members on 26 November, the SRA mentioned during their Compliance Officers virtual conference that they are going to undertake a review of the current continuing competence regime and whether it is “fit for purpose” over the next 12 months and will consider whether they need to mandate a prescribed no. of training hours and/or subjects. The SRA seem particularly concerned about reflection amongst lawyers and also with ethics and professional conduct awareness.

#### **12. Access to Justice Foundation – request to host meetings - PM**

The access to justice foundation is looking for a new venue for the Social Justice Funders group which holds quarterly meetings (they are currently being hosted pro bono by another law firm, but that firm is moving and will no longer be able to offer them the space). Patrick has been asked about hosting and agreed to pass the request to the CLLS TC firms.

They are looking for a space that could accommodate up to 30 people (roundtable), has facilities for hybrid meetings, is accessible and if possible has light refreshments (tea, coffee, water).

The meetings usually take place on a Tuesday morning in the months of February, May, July and October running from 10:00-11:30 with some time before and after for networking.

**13. Junior solicitors network summit – request to host summit - CB**

PM and CB were contacted by the Law Society with a request for a venue for the Junior Solicitors Network Summit next September. Unsurprisingly, given the timing, the request to the CLLS TC member firms has not been successful.

**14. AOB**

RWC update on collaboration with Learning in Law

Patrick gave a review of the year which will be converted into a video

**15. Close and confirmation of meeting dates for 2025**

- Thursday 6 March (breakfast meeting) – Clifford Chance
- Thursday 12 June (afternoon meeting plus drinks) – Kingsley Napley
- Thursday 4 September (online and lunchtime)
- Thursday 4 December (afternoon meeting plus drinks) - NRF

The chairman closed the meeting.