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THE MAGAZINE OF THE CITY OF LONDON SOLICITORS' COMPANY AND THE CITY OF LONDON LAW SOCIETY

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EXPERTS... HELPING THE LEGAL PROFESSION

“NO MAN IS AN ISLAND ENTIRE OF ITSELF.” John Donne

Whilst lawyers are themselves experts, we are also highly dependent on other experts in order to do our jobs as well as possible. We talk to some of those experts who help our profession become better and who help us become better people.

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Sometimes the financial hurdles involved in qualifying to become a Social Welfare solicitor can be too prohibitive. The Social Welfare Solicitors Qualifying Fund goes some way to help with this. We talk to four solicitors-to-be who have benefited from the Fund and hear their stories and aspirations.



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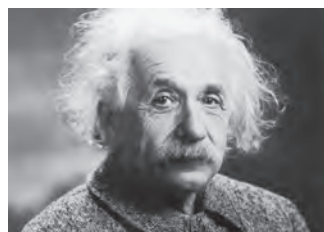
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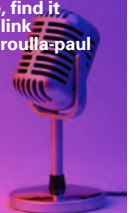
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editor's letter



IN RECENT YEARS, EXPERTS HAVE BEEN MOCKED, BELITTLED, AND CRITICISED.

Whilst some express the view that they are fed up with experts, the reality is that we all need expert advice and guidance. The City of London has always been a magnet for experts, and we should be immensely proud of the high quality and range of the legal expertise that we have available. As lawyers, our contribution does not just extend to advising our clients. Our contribution goes further, promoting the rule of law and the benefits of doing business in the City of London and the wider economy, and helping others. In this edition we talk to four very different experts who benefit our profession in very diverse ways.

We also look at what our profession is doing to help people who are not finding it that easy to become experts – because of financial restraints – and how the profession is helping those who need expert advice but cannot afford it.

We need to pass on our knowledge and expertise within our profession and to a wider audience. In this edition we are delighted to talk to the Chairs of two recently set up CLLS committees who exist to ensure that our expertise remains world leading, influential and is promoted to a wider audience.

In our out of office section, we talk to the world's most expert mixologist and reminisce about one of our most expert photographers.

A true mix as ever. We hope you will share with us your expert opinions on our topics and we hope you thoroughly enjoy the articles in the edition.

Philip Henson

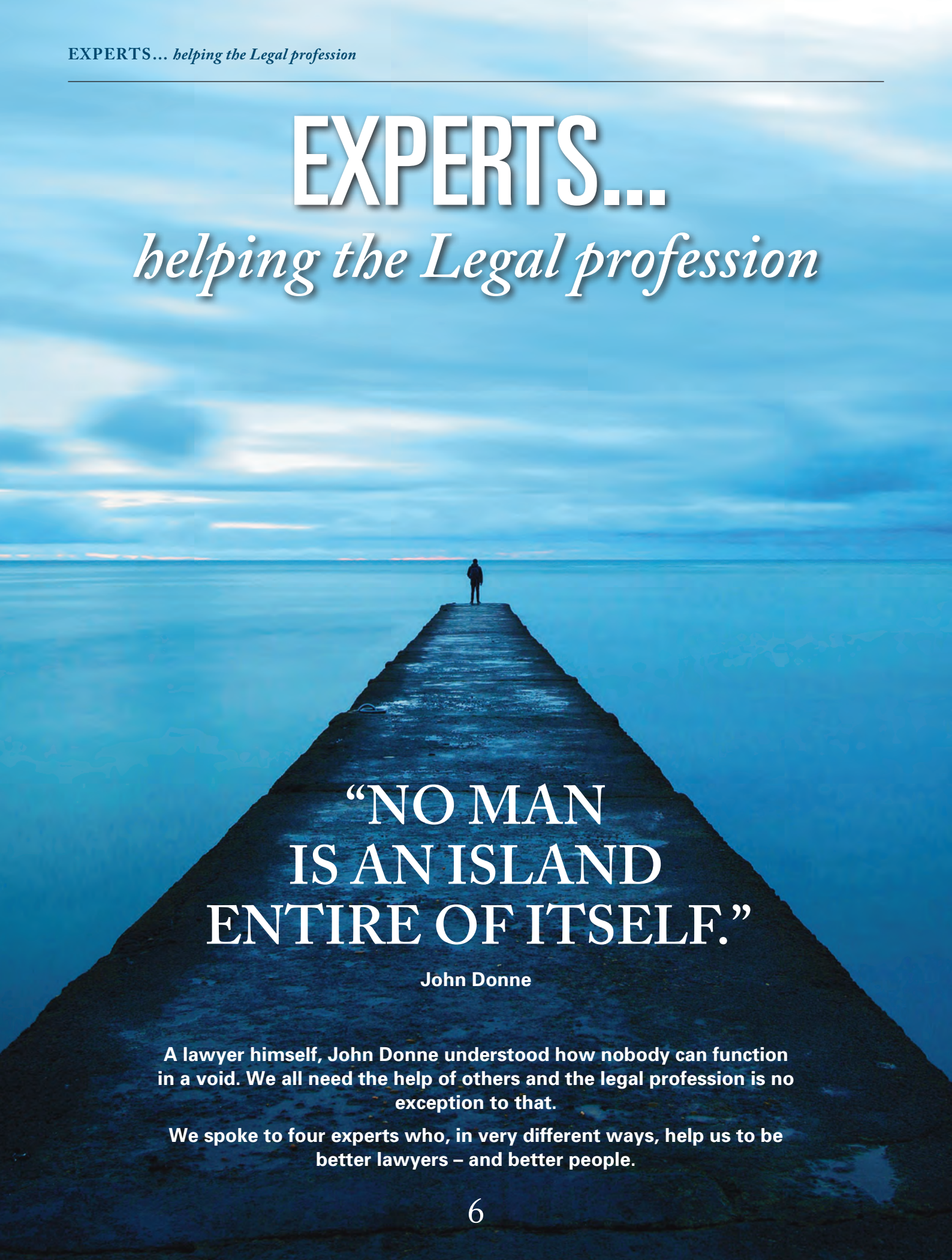
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“The City of London has always been a magnet for experts, and we should be immensely proud of the high quality and range of the legal expertise that we have available.”

EXPERTS...

helping the Legal profession



“NO MAN
IS AN ISLAND
ENTIRE OF ITSELF.”

John Donne

A lawyer himself, John Donne understood how nobody can function in a void. We all need the help of others and the legal profession is no exception to that.

We spoke to four experts who, in very different ways, help us to be better lawyers – and better people.



THE **EXPERT** WITNESS



David Griffiths studied Law at the London School of Economics and then went on to qualify as a barrister – although he says that this background did not lead him to where he is today and actually does not really help him in his work. He says studying Law was undoubtedly a good grounding but beyond that because the Law is a constantly changing and evolving thing, it is as useful as a 40 year old text book. David never practised as a barrister choosing instead to go into the world of finance. In banking, in the early 90s, David found himself getting more and more immersed in recoveries (i.e. following a loan default where the lender takes over the property). A fair amount of the work David was dealing with was to do with professional negligence claims as part of the recovery process of bad loans – something which at that time was highly prevalent and which had been no small part in causing the recession.

In this work, David found himself relying heavily on experts – valuation experts, banking experts – and kept in contact with some of them for many many years as

they proved themselves invaluable to his work.

It was around 2012 when David was approached by an ex-colleague, Dr Thomas Walford, who had been Head of Private Banking at the same bank and who had himself got into expert work – almost by accident as these things tend to happen. Thomas had set up a tax consultancy at the time in Israel where many United States citizens reside. The US charges tax to all citizens irrespective of their residency and many non US residents had not declared or paid tax leaving them subject to detention if they ever entered the US. One of the law firms he was dealing with

asked him to do some expert work – and that snowballed into a highly sizable flow of expert work. This led to Thomas founding Expert Evidence. It was when he found himself facing a problem with a case that involved the specifics of property lending that he contacted David, knowing him to be an expert in that field. He took David out to lunch and posed the problem to him and, without too much scratching of heads, David was quickly able to tell his ex-colleague how to solve that particular set of issues.

This led to the two men collaborating and keeping in touch – although David still had his day job at the bank at the time.

“A fair amount of the work David was dealing with was to do with professional negligence claims as part of the recovery process of bad loans.”

When David left the bank, he decided to do more expert work while working on other projects and this coincided with a large flow of work coming out of the recession – many loans made around 2006/7/8 had gone bad – some for straightforward reasons like market risk which nobody could do anything about, but others were fundamentally flawed giving rise to litigation so there was a very high demand for banking witnesses.

It seemed a natural transition for David. Having himself used expert witnesses whilst at the bank, he knew both sides of the coin and had a head start.

We asked David what a typical day as an expert witness looks like.

“There is no typical day. The cases vary considerably – as does the frequency they come in. Rather like buses they can all

tend to come along at once. There are periods of intense activity, followed by a lull, And then it repeats. Very occasionally the work is evenly spread, but that is the exception rather than the rule.”

Obviously not a job for someone looking for a regular routine.

As with all expert witnesses, David is appointed exclusively by litigation law firms and whilst he works with a wide range of firms, as with anything relationships are formed. The ultimate clients can be banks, solicitors, surveyors, insurers, receivers and private individuals.

David’s area of specialisation covers all forms of commercial and residential lending.

“I was fortunate in my work at the bank that whilst we predominantly handled residential development lending, I was

also responsible for the bank’s commercial investment lending, bridging loans, mortgages – the whole gamut – which gives me the knowledge needed as an expert witness.”

What is the sort of case David is called in on?

“One case I worked on that is quite typical – if there is such a thing as a typical case – is there was an allegation of professional negligence saying that the valuer had overvalued a particular property. The building society had written a twenty five year investment loan on an office block. Their policy was that loans would be able to repay over a certain period based on existing tenancies. Figures were run and it’s strange but when people look at computer print outs they never check them. There can be a rabbit in the headlights approach to anything that comes out of a computer. It is deemed to be correct – but it is not always. I set up a parallel spreadsheet to mimic the calculation that should have been done and showed there was not a snowflake’s chance of it being repaid in the time period it should have been.

“When people look at computer print outs they never check them.”





When those lending officers went to their credit committee saying the application ticked all the boxes, this was manifestly untrue. They weren't necessarily lying – they simply did not check the figures were correct. The loan should have been turned down at that point – the surveyor's valuation was a total red herring in all of this. The loan was approved on incorrect information. The claim was settled on very favourable terms for the valuer's insurer."

The sort of work David does is not something solicitors can do by themselves. It is not a question of not having enough time, but of not having enough knowledge in a specific area. Expert work requires digging deep. But also knowing what it is you are digging for and how to recognise it when you see it.

"To do this work well, you need to have amassed knowledge from experience of doing and analysing deals. Banking is not a homogeneous mass. It's a whole range of different disciplines. Commercial banking and property lending are two strands of one area but if you get into something like commodity trading – what I know about those products is completely superficial."

David's work is a bit like Hercule Poirot's – except he is a detective who only solves murders committed with a specific type of poison by people of a specified demographic!

David's expertise in property is enhanced by the fact that he also trained as a Chartered Surveyor which arms him with even more knowledge in the field.

Does David enjoy this work he fell into by chance rather than design?

"It can be tough. Although the Law aims to be about achieving justice, for the parties it can be simply about winning or getting the best result. But what I have to do is present an honest, independent view with a primary duty to the Court and a requirement to be unbiased, and impartial – and that sometimes means having to tell people the opposite of what they want to hear.

If we need to let people know we do not believe they have a case, we try and let them know that as early as possible to minimise costs – and their time and emotional investment. There is a tendency that it is all incredibly adversarial. When you are dealing with someone who wants to win at all costs irrespective of the realities of the situation, that makes the work very difficult. Pressure can sometimes be put on



experts to say something that they do not necessarily believe but I have to say that is mercifully rare.

It is a very rewarding job though. 75% is pretty straight forward – but the rest presents a real challenge. Not because it's outside of my scope of knowledge but because you have to go really deep into the files to try and piece together what actually happened. It's akin to a post mortem. Sometimes in a case, you think everything looks right but it feels wrong. That can bug you – but these feelings do actually stem from experience and from a depth of knowledge in a specialised area. That's when you have to look beyond what the files show was said at the time of the loan and check to see if those statements were actually true or an exercise in wishful thinking or now being said with the benefit of hindsight."

"It can be tough. Although the Law aims to be about achieving justice, for the parties it can be simply about winning or getting the best result"

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THE EXPERT LIBRARIAN

Emma Harris studied archaeology at university and then moved to London where she got a job in a bookstore, Books Etc – books being her passion. She moved to the London Wall department which had within it the Corporate Sales Department so found herself dealing with Law librarians ordering books. She found that she was really enjoying this and decided to look into how she could go about becoming a Law librarian herself. She discovered there are Masters Degrees in Information Science. Emma managed to get herself a one year traineeship at Eversheds LLP and they offered to pay her through the Masters providing she went back to Eversheds after completing the one year full time course and worked for them for two years.

This was a win-win-win situation for Emma. She got to study the thing she really wanted to do, did not have to pay for it herself and had a full time contract at the end of it!

Emma says the experience she gained from working in a library in such a huge law firm was invaluable and she stayed there for five years until she saw a

librarian's job advertised by the Law Society. She says whilst she was instantly attracted to this, she also felt a tad intimidated as there is an assumption that to work for the Law Society you have to have all of the knowledge already.

"You are moving into a hub of established expertise so there comes with that a feeling that you need the expertise yourself in order to be a part of it. Actually, the Law Society fully expects applicants NOT to have the expertise. In a strange way, you can't have it as the work that we do is not the sort of work a Law librarian in private practice sees on a regular basis but for us is something we do on a daily basis. Until you are here, it is not something you can learn. Law firms come to us precisely because they want us to do something they cannot do themselves. We are experts in the very unusual. We find, say, private Acts, local Acts, even information from year books dating back to Edward 11."

There is a big downside that Emma and her fellow librarians at the Law Society face which Emma describes as them being somewhat of a "Cinderella service".

"Take a scenario where a partner in a law firm says they need a certain piece of information. They go to the associate who in turn goes to the trainee who goes to the librarian who comes to us. We help answer the enquiry and find the elusive document. This goes back to the librarian who goes back to the trainee who strips out the library, back to the supervisor who strips out the trainee and then back to the partner who has absolutely no idea that the information came from us. In the past we have been told by law firm partners that they never use the Law Society – but actually they do, without knowing.

This can be a big problem. Nobody wants to admit that they do not know something, that they have no idea what the answer is so they strip out that they got the answer from someone else."

What sorts of queries do law firms go to Emma with?

"It can be legislation, case law, commentary – anything! We had a solicitor contact us saying they were still trying to close a Probate matter



from the early 1980s but the only living relative at the date of death was an illegitimate niece. They wanted to know if she could inherit under an intestacy. We had to go back to old edition books and the answer was no. Of course, law firms throw away their older editions for several reasons. Obviously, space is an issue but they also need to concentrate on current information. It would be too dangerous to have older editions on their databases as a solicitor may inadvertently go to an out of date book and get wrong information. We never throw books away and if you were to put all our books on one shelf, it would stretch for over five miles.”

(Interesting to note how in the previous interview, David talked about the uselessness of out of date text books in his line of work and Emma mentions how dangerous they can be for solicitors, for librarians to do their job they are an essential part.)

Whilst the Library is based in Chancery Lane, obviously all of these books are not housed there. There are stores everywhere, in the building itself, across the road, even in a salt mine in Cheshire. A judgement call needs to be made as to which books need to be close at hand and that comes with experience. The books that are not often needed can go offsite.

“Take the Encyclopaedia of Forms and Precedents, there are hundreds of previous edition volumes. They are all onsite because we need to use the whole work holistically for historical legal research enquiries.

Of course, our Library never shrinks, it only grows so we are constantly looking for more storage space. We can never throw anything away. Law firms are constantly shrinking their own libraries – they are always offering us books and they want the reassurance that the books they themselves may be discarding will always be available from us. They need a guarantee that if they need to use the books sometime in the future, we will have them. This, in essence, makes us the library of 209,000 solicitors.”

The Library itself is massively impressive and has a Grade 2* listed interior. It is a galleried room that – by nature of its listing – looks very old fashioned. But do not be fooled – the Library is actually very cutting edge. It may look like a National Trust house but the reality is a very well oiled functioning 21st Century Library.

For those of you who have not visited, take a look at this video; www.lawsociety.org.uk/contact-or-visit-us/law-society-library

Whilst the research offering is only available to members and their staff, anyone can use Lawdocs, the document supply service, and indeed such requests come from all over the world.

Some research requests can be quite vague and therefore challenging, this is exactly where the Library’s resources and the librarians’ expertise come into their own.

“Last Friday, someone needed Hansard research so I had to go and look at the old Parliamentary debates as they wanted to know if there had been any debate on a particular part of a bill as it was going through Parliament but they did not even know which clause it was, simply the topic area.”

The Library often gets enquiries from solicitors who sat the old Part II Law Society examinations asking for help with lost exam certificates. The Library has the examination pass lists going back to the 1960s so can provide replacement evidence that they sat and passed their Part II. They cannot however replace the actual paper certificates as these are all long gone.

Another common query is where someone wrote a will, say, 50 years ago, nobody has a copy and the law firm who executed it no longer exists. They use their collection of

annual legal directories to trace firms down the years. Usually, they manage to track it to an existing firm, so the enquirer can then contact them directly. This research is available for non-members as well (for a small fee) as it feels morally right to help them. The Library has the resources to hand that cannot be found in local public libraries, or anywhere on-line.

Emma loves her work, particularly the historical side of it but says the queries she deals with are hugely varied and cover every aspect. She says Google has a lot to answer for as many begin their search that way and more often the not can get the wrong answers. One person was asking about a specific Act which turned out to be a Swedish Act – it was quite embarrassing for Emma to tell the person that their Google search had led them to an Act that was nothing to do with English Law and they had been looking at the Laws of a different country.

Emma explains that like her, her fellow Law librarians come from all sorts of backgrounds but are not solicitors themselves.

“We can find commentary but we do NOT interpret. That is not our job, that is the solicitor’s work.”

It would be interesting to know how many of you reading this are thinking your firm never uses this facility. Here is a statistic that may make you rethink. Out of the UK top 100 law firms, 79 firms have used the Library in the last year.





THE EXPERT COACH

Sadia Salam is an Executive Coach who deals primarily with law firms. A lawyer herself, Sadia qualified in 2000 and trod the very traditional path. She did her training contract and qualified into corporate law and spent around 10 years in private practice at Osborne Clarke LLP in the City.

From there she went in-house with management consultancy, Oliver Wyman, and built a legal team there. She sees her career as being in three phases; the first decade was head down, work hard. She thought that was all she needed to do so it was a rude awakening when she went for partnership and realised that was not enough. It was a shock to her system but she sees it as a real learning phase and the foundation of her career.

Her second decade/phase was about building a team, putting everything she had learned into practice and also learning about herself. Whilst at Oliver Wyman, she was asked to sponsor their employee resource group for ethnic minority colleagues. Sadia says she had never sat in a room completely full of non-white people before and this was a changing point for her because she heard

the view of people who shared her views and her experiences.

“This was like opening a door for me. It felt like I was in some way ‘coming out’. This period was where I really brought my whole self to work and I was lifting people in a way I had never done before. I had always mentored, I had always been a supervisor and a manager, which I loved, but this was a very different way of helping people and being an authentic role model. It was at this point that I began to coach. I got coaching myself because I needed it. I got married, had two children, went on maternity leave – and came back to work and tried to do everything in the same way I had always done it. Clearly the way I had operated in the past was not going to work for me now – so I needed coaching to find my new way. I coached alongside my legal role and it got to a point where the two things I loved; coaching and inclusion work were more important to me than my legal career. At the end of 2018, I decided to stop being a lawyer and fully focus on what had up until then been my side hustle. It was the first time I stepped off the conveyor belt and I had no idea what happens when you do that. I had been

thinking about a career in Law from a very young age – I focussed on getting the right GCSEs, the right A levels and so forth so I had no other plan. I just knew this was something I needed to do.”

Sadia found herself speaking on a panel at a law firm and, as a result, lots of law firms approached her for help, saying they had a real issue attracting and retaining diverse talent. This coincided with the fact that more senior women of colour were coming to her asking for coaching.

“At the end of 2018, I decided to stop being a lawyer and fully focus on what had up until then been my side hustle”



“Things just started to come together very quickly. I was increasingly asked to go into law firms firstly because I was a woman and secondly because I was a brown woman. I found it strange that throughout my career, being a woman and a brown woman had never been my trump cards, but suddenly they were. Everyone wanted to talk to me because of these two things – and were open about saying it. That’s how my business took off. It felt as though I was taking everything I had learned in my career so far and sharing it but using my new skills. I did much more training on coaching, facilitation and inclusion and that brought me into two things I do now.

Firstly, I have a really great one on one coaching programme called ‘Dig Deep and Shine’ where I coach and support many women of colour to lead in a new sustainable way that works for them and their organisations. This is precisely what I had had to do myself, to dig deep to get rid of all of those layers of what we think we ought to do in order to succeed and actually understand what is natural to us and what our strengths and superpowers are and how we can bring them out. It’s about learning to lead sustainably; if we lead in a way that works for us – that is not being the best of the best, overworking, having to prove ourselves all the time, then this new way is more fulfilling and actually brings much more magic. If we show up in a very different way, we no longer have to chase after and fight for opportunities; instead, they present themselves to us.

Secondly, I work with law firms specifically to retain their diverse talent and promote



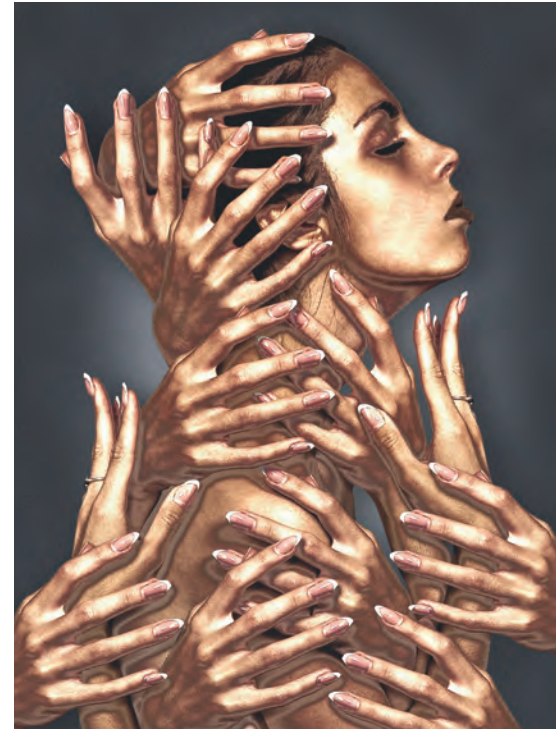
the ones they already have. I do that in a few ways. I go into law firms and conduct focus groups with their diverse talent. Having a third party come in who is independent but has also travelled the same journey has real resonance and value. I create a safe space by first sharing my own story. This is very different from having a review meeting with a manager – even one you love – saying tell me what you want and need. Yes, these are lovely questions to be asked but it does not mean you have the answers.”

Sadia believes that when you are in a room with people who look and speak like you probably for the first time in your career – as she found herself at Oliver Wyman – it is incredible what that space opens up and creates – things that you might never have thought of.

“When I facilitate these groups I always ask about what makes them happy. What stops us from being happy? What stops most people being happy are microaggressions which unfortunately happen in all of our organisations exactly as they happen in the world. It’s like a paper cut, every time you cut it again (with another microaggression), it really stings. This stops you from feeling as though you belong. It stops you from speaking up. Just when the pain starts to diminish, someone says something that makes it sting again. In a lot of law firms, there are fewer ethnic minorities. People from ethnic minority groups are mistaken for one another. It happened to me. People would say ‘you are the person working on x deal, aren’t you?’ when actually it was not me, it was my colleague. I was not seen for who I am, but as a brown woman. Another example is constantly being thought of as more junior. These things build up but just by saying them we are starting to let go of them.”

Sadia believes many from under-represented groups carry an invisible rucksack where every time they are subjected to a microaggression such as being mistaken for the person in charge of refreshments or the one who has to take the notes, this goes into the rucksack. Every time we get knocked back for promotion or we don’t get the pay rise that others get, that rucksack gets heavier. Every time we go to a meeting, we often carry the rucksack with us. It’s heavy and de-energising. Just learning to talk about what’s inside it, allows us to take it off and not constantly carry it with us.

“When we take that rucksack off it becomes much clearer and easier to see



what it is we do want and what will make us happy.”

Sadia believes there is an appetite within law firms to retain their diverse talent but the reasons why are as varied as mankind

“Yes, there are some genuinely phenomenal people who really do get that diverse people bring something different to their firms and who want their firms to look like the diversity in London. There are still a few dinosaurs – but they are changing because their clients are demanding it.”

Of course this work requires time and money – so sometimes it is not the priority. The firms that have started the behaviour change are the ones that will do really well because it opens the door to so much.

After Sadia has ended her focus groups, a programme of work is determined that can last for about six to eight months during which she checks in for progress. The results and changes are pleasingly positive. The lawyers are actively encouraged to share their learnings.

Sadia believes valid changes are happening – initially on an individual basis but then collectively that has major impact.

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THE **EXPERT** FOR LIVING WELL



Living well is an interesting concept. What does it mean to you?

Laura Willoughby runs a business called Club Soda (<https://joinclubsoda.com>) who define themselves in this way;

"Club Soda helps you live well by being more mindful about drinking. Whether you want to cut down, take a break from alcohol or stop drinking, you're welcome to join us."

How often have we all thought we drink too much? That we drink – habitually or under peer pressure – on occasions when actually we would prefer not to? That we look to a glass of wine to alleviate stress rather than to savour its taste? And, how often has our work culture made us feel under an obligation to drink?

My own career was in advertising in the 80s when bottles of champagne were cracked open from noon and lunch always entailed a gin and tonic, at least a bottle of wine per person and port to follow. Looking back I question how any of us functioned after.

Laura's background was in politics and campaigning and she was a local councillor with Islington. She says that – like advertising and, indeed, the Law – politics is "full of a lot of cheap white wine and endless receptions".

Laura admits to worrying about her drinking and, a decade ago, gave up completely. She says Club Soda was born,

in 2015, out of a desire to create something that was akin to a slimming club; an environment where you feel supported in being more mindful about your drinking.

"It started as a vehicle to help people on their self-guided journey. People who wanted to cut down on their alcohol intake, stop for a bit or quit completely. What happened really quickly was that everyone began questioning why there were not better non-alcoholic options available in bars and pubs; this set us on a journey to become experts in alcohol-free drinks, nudging pubs to be more friendly to their non-alcohol drinking customers."



Laura's timing could not have been more perfect. Since 2017, there has been a big boom in products on the market from alcohol free beers, wines and spirits and there is a building momentum towards more mindful drinking that seems to be a cross generational shift. The Gen X generation all began their careers at a time when going to the pub after work was almost obligatory.

"We are now realising that you can eat as much kale as you like, go to the gym as often as you like but by smashing back a bottle of wine every night you are undoing all good, hard work. Younger people are less interested in alcohol; they have less money and they are far more conscious of their mental health than any other generation and they understand the connection between alcohol and anxiety. Interestingly, when I set up Club Soda in 2015 most people said they were hoping to get fit by cutting down on alcohol whereas now the number one reason is mental health."

Over the years, Club Soda has worked hard to influence and change the way social occasions happen. They work closely with bars and pubs, they have really good lists of venues that have excellent alcohol free options and they also talk to in house caterers because they do not often have very interesting – if any – alternatives; the whole event becomes skewed towards alcohol and there is no option for anyone else.

"Our goal at Club Soda is not to ban alcohol; that is not what we are about. What we do want to do is make people

aware that they are absenting a lot of people from their events if they are solely booze-forward. Anyone who might not drink for religious reasons, anyone who is pregnant or on medication, anyone who is driving – all of these people are in essence being signalled as not being welcome at these events if they have no options other than alcohol. Even people who are drinking but who want to moderate are not given that opportunity if they have no choice. Tap water is not an alcohol free option; it is actually a legal requirement for the drinkers."

Club Soda does a lot of work with law firms, one being Macfarlanes. They have collaborated closely with Macfarlanes' caterers and their teams to work out what

"Over the years, Club Soda has worked hard to influence and change the way social occasions happen."





choice looks like. Club Soda has devised a range of cocktails for them and also created a secondary place where they can order non alcoholic options from as these were not easily available from their main wholesaler. Now they are able to offer a very comprehensive list for their weekly drinks trolley, their in-house lunches, corporate events – every occasion where drink is involved. They ran a cocktail class for a large number of Macfarlanes staff to show them how easy the drinks were to make, and how delicious they are to drink.



Laura says we all have a tendency to “forgo the team for the booze” and cites the occasion when England won the ashes in cricket and when they brought out the champagne to spray over the winning team, the three Muslim players had to leave the stage and didn’t take part in that part of the celebration. This happens all the time in every walk of life.”

In 2019 a study was carried out by the International Bar association looking into sexual harassment in the legal profession and it was evidenced that alcohol was behind a lot of cases. www.ibanet.org/bullying-and-sexual-harassment

Laura has spoken at the Law Society on this highly distressing topic and also consulted with several law firms. She and Laura Uberoi, a solicitor at Macfarlanes, have also published a podcast on the subject.

“The culture can be shifted firstly by giving people permission to not drink. It’s not necessary to drink at a lunchtime meeting with a client – and, in a lot of cases, the client would probably also prefer to be given permission not to drink. There needs to be a culture where nobody feels under any pressure to drink. It’s not healthy and it’s somewhat bullying. As a firm you can lead by example by giving them options. Instead of saying no, let’s try and give an additional and exciting yes.”

Club Soda has run ten alcohol free festivals; two a year in London, one in Brighton and one in Glasgow. It provides people with an opportunity to sample all the brands that

are now on the market. They also run behaviour changing courses to help people change their drinking habits. There are different courses such as “How To Drink Mindfully”, “How To Change Your Drinking Habits”, “How To Journal”. There is even a course that is free to anyone who works in the drinks industry so that they can carry on in a career that they love while still drinking mindfully.

Club Soda have also just opened a shop in Covent Garden (very near Lincoln’s Inn) which also has a tasting room and a bar. There are over 170 to choose from. There is space there to run workshops. Laura says she sees it as somewhere that is a learning and educational centre for everyone.

Laura stresses the importance of not making assumptions that everyone wants to drink – why do we give wine as a gift to clients and staff, for example?

A lot can be done just by stepping back for a moment and seeing how we can give permission to everybody to not drink if they don’t want to, to not put pressure on them to do so. The results can be quite transformational.

“The most important thing for us is that people should have a relationship with alcohol that they feel is helping them achieve their goals for the lives they want to lead. Don’t focus on what you are losing but on what you are gaining. Do you want to be more productive? Do you want to be more present for your kids? Do you want to have more energy? Do you want to not feel groggy in the mornings? Save drinking for the time and the place and the people you like the most. It seems simple but we live in a very alcohol centric society.

I see law firms as an ally in our mission. After all, if they can’t effect change, who can?”

A very good point. Maybe it’s time we took a long hard look at the choices we offer – and the choices we make. It could well lead to living better.

For more information;
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E: laura@joinclubsoda.co.uk
Also visit the Club Soda Tasting Room and Shop at:
39 Drury Lane, London WC2B 5RR



EXPERTS...

*helping those
who need it most*

“SOMEWHERE
ALONG THE WAY,
WE MUST LEARN
THAT THERE IS
NOTHING
GREATER
THAN TO DO
SOMETHING
FOR OTHERS.”

Martin Luther King Jr.

For most lawyers, the pro bono work we do, the clinics we volunteer at, the charitable organisations we get involved with are but a small part of our working lives. But there are some who only want to enter our profession in order to help those who cannot otherwise afford legal advice. Legal aid lawyers are the least well paid themselves and so for them finding the funds to qualify can sometimes be highly prohibitive as they have little hope of repaying loans later on. For many, a law degree and experience have to suffice. Some help without even being armed with these tools – they just have a huge desire to help and a willingness to learn in order to do so.

For these people aspiring to help others, their own biggest hurdle can be finding the financial resources to do the LPC or SQE and often is insurmountable. Which is why the Social Welfare Solicitors Qualification Fund (SWSQF) was set up.

The SWSQF is an initiative by the City of London Law Society, BARBRI and Young Legal Aid Lawyers ('YLAL') to provide financial assistance to aspiring solicitors working in social welfare law for organisations serving disadvantaged communities. The SWSQF funds the Solicitors Qualifying Exam (SQE) preparation courses and assessments. The fund works alongside other initiatives to provide greater access to justice and widen access to the legal profession.

The initiative – which looks to law firms, Law Societies and other organisations for monetary contributions – is a small way that all lawyers can contribute to helping those who need it most.

We spoke with four lawyers-to-be who qualified for the Fund. They shared their own stories with us and told us of their aspirations of helping others once they are fully fledged solicitors.

Martin Wilton's journey into the Law is definitely a long and winding road. His working life began in transport. He joined as an apprentice on a fast track scheme and became qualified in multiple areas; he could drive the trains, supervise the station, control the signals – everything. The idea being that

these multi-qualified people could step in at times of emergency and cover all aspects. However, at the end of the apprenticeship, it transpired there were no jobs for such multi-qualified individuals and Martin was told to choose one area. He chose to be a signaller – which he loved – then after a year was told it was not a permanent position, that he was no longer needed and so was sent to customer relations. Four weeks later, Martin – along with the entire workforce – received a letter inviting expressions of interest in his old job which he had been told no longer existed. Martin approached the Union who couldn't help as they were involved at the time in much bigger negotiations.

Martin found himself in a legal dispute with his employers around unlawful redundancy. Having no financial resources to go to lawyers to represent him, Martin began to dig into the facts around the redundancy to try and prove it was unlawful. He became heavily involved in this and put together a compelling case showing that his employers could not actually do what they were attempting. Martin did not just do this for himself but for the seven other colleagues who were in the same boat and he was successful. The dispute was settled and the workers involved were reinstated as permanent staff in their chosen positions. This really was a David and Goliath moment. Martin found he had thoroughly enjoyed putting the case together and his co-workers were hugely impressed telling him he was definitely in the wrong line of work. The timeline to victory was not a quick one. The matter took two whole years to resolve, during which Martin was downgraded. Deeply concerned with what he had experienced, Martin decided to become a Union representative and to help others with their own workplace disputes.

What had happened with his employers had, not surprisingly, left a bitter taste in Martin's mouth and he felt the last thing he wanted was to dedicate his life working there, so he began researching how to get into university to study Law. At 25, he decided to go for it and went to college for the first time as a mature student to do an Access to Higher education course. His experience with the transport company made him realise that people needed help – and perhaps he could help them. He had never before thought about being a lawyer but some things are just meant to be.

Martin went to Barking and Dagenham college who had a very small LawWorks clinic and the first thing Martin did was to join. At the time, there were no actual qualified lawyers there to supervise so they were not allowed to give legal advice but rather to assist the public navigate the early stages of their legal issue and signpost them to appropriate agencies. Martin always wanted the clinic to benefit from the supervision of qualified lawyers and is pleased to have played his own part in developing the clinic to include qualified barristers and solicitors participating in the sessions. In his second year of managing the clinic, they went on to win the National Association of Colleges Beacon Award which honours the far-reaching impact of colleges on their students and the communities they serve.



“He had never before thought about being a lawyer but some things are just meant to be.”

From college, Martin went to City University in London to study Law and found there was no pro-bono society – so he started one. It is still running today and is now the largest ever society at the university working alongside a number of organisations such as Amicus, Shelter, homeless charities and many more.

When Martin finished university, he needed a job. He was not successful in getting a training contract so he decided to volunteer as an unpaid intern in the legal department of his local authority. After six months they took him on as a paid member of staff. Martin says there is a lot of debate about whether interns should be paid or not but he feels he would never have got his foot in the door had he not offered to work for free. He was there for 18 months and describes it as a “baptism of fire”.

“Local authorities are very restricted on budgets and they need to get the most out of their staff so even though I was effectively a paralegal, I was doing the work of a solicitor. Every Friday we ran the Possessions List at Court; I would have about 20 to deal with every week ranging from rent arrears, anti-social behaviour, trespass etc.”

Martin's boss at the Council left to go back as a partner to the law firm where he had originally trained and when the opportunity presented itself, Martin applied for a position at the same firm hoping to train to become a qualified solicitor and join his former mentor. The firm recognised Martin's passion, talent and energy and offered to support him to become a solicitor. It was this firm, Sternberg Reed LLP, who made Martin aware of SWSQF. Martin applied for the scholarship and was successful.

“BARBRI SQE really is such a good course – I'm not just saying that. It's adaptive. It allows you to know a lot about a broad area.”

Martin is clear that when he does qualify he wants to carry on doing what he is doing – and where he is doing it. Sternberg Reed LLP has a proud heritage of being predominantly a legal aid firm – which suits Martin perfectly. About 90% of his current work is Legal Aid. He says doing some private work is beneficial as you get to see both sides of the arguments; when you work for a landlord you get to know what is likely to happen when you work for a tenant and vice versa

Through a twist of fate, Martin found his calling, he is where he should be and he is happy. And thanks to SWSQF he is able to qualify and take on even more complex work.

“Since I have been doing the course, my firm has been able to take on not one but two possession duty schemes which we would not have been able to do without me gaining this extra knowledge. I now run the Cambridge Duty Scheme on my own. I'm there every Monday advising people who are literally on a cliff's edge, people who are about to lose their homes, going before a judge 6 or 7 times a day. My firm's confidence in my ability to handle this is pretty much thanks to having gone on this course.”

Abdi Hassan is another successful applicant of SWSQF. He says he doesn't know “whether I chose the Law or the Law chose me.”

Abdi's journey is a fascinating one. He arrived in the UK as a refugee at 10 and admits his schooling did not go exactly as planned. In trying to find something to do, Abdi stumbled into youth work which he credits for saving him in a lot of ways.

Through that he ended up in a community advice centre working with schools and parents on the estate where he grew up. The people running it were the same people responsible for the youth



work he had been doing. They obviously spotted something special about him and asked him to help at the community centre. Working with parents, finding out the pressing issues they had and how that was impacting the children and their schooling, led Abdi to be involved with Social Welfare Law; issues such as housing and benefit. He began just by writing letters on their behalf and then he was sponsored to do a three month course that gave him the authority to do a little more.

He then went to AGE UK via several detours – he was homeless for a while and worked as a parking attendant for a while. Funnily enough, he says that the latter developed his interest in the Law.

“A parking contravention relates directly to certain legislature. I loved that aspect. What I didn’t like so much was the pressure to come back with, say, 30 tickets. I didn’t want to give out tickets merely to meet targets. I wanted to do so only where there was a clear contravention. I decided it was not for me so I walked away and ended up at AGE UK where I stayed for 10 years. That involved doing Community Care Law, Welfare Benefits, I became a qualified support broker and gathered experience in different areas. It opened up my eyes to Social Welfare Law and I decided I wanted to do a Law Degree so I went part time in the evenings to the University of West London. I completed my Law Degree in 2012 and had two years to complete my LPC which, for me, financially was out of the question. Because there was no way I could afford the £10,000 required to do LPC, I resigned myself to the fact I would never be a solicitor.”

Fortunately for Abdi (and for all of those he has gone and will go on to help) the two year rule changed and he regained hope that one day he might be able to afford to fund his qualification. Marriage and kids pressed another pause button.

Whilst at AGE UK, Abdi met the Director of the Ealing Law Centre and got to know the work that they were doing and was desperate to work there. He felt he had done all he could within the parameters of AGE UK who were not allowed to get involved in legal representation or tribunals – things that Abdi was passionate to get involved in.

Abdi applied for a job as Welfare Rights Officer at Ealing and has been with them for the past six years.

Abdi found out about SWSQF at the same time as a lot of his colleagues who all encouraged him to apply for it.

How has Abdi found the course?

“It’s been amazing. I didn’t realise just how much I actually needed to do this course. I knew I wanted to but I didn’t know I really needed to. It has opened up my eyes to so many aspects of law that I would never otherwise have had the opportunity to learn about or look into. When senior colleagues or supervising solicitors are talking about, say, Part 36 offers, that would have gone over my head in the past but now I know exactly what they mean. My employer can see the change it has had on me in terms of my knowledge and my confidence and they are willing to take more chances with me, to give me more opportunities and to trust me with new projects.”

Abdi says he feels sad at the prospect of the course coming to an end as he has enjoyed learning so much.

Like Martin, Abdi wants and intends to stay on at his current place of work after qualifying and is looking forward to getting his teeth stuck into housing.

“Working at Ealing Law Centre is more rewarding than I had imagined and I am surrounded by selfless and inspirational colleagues on a daily basis.”

Abdi says he definitely took the scenic route in becoming a lawyer. He says he was always confident, even as that 10 year old coming to a totally alien country. But he encountered some stumbling blocks on the way. Fortunately his perseverance and determination to help, aided by SWSQF have enabled him to get to a place where he can really make a difference to a lot of people.

“I would not have this opportunity without the good people I have met along the way and although talent is everywhere, opportunity is not.”

Izzy Ellis wanted to be a war correspondent or a Human Rights writer. As part of this journey, she went to refugee camps in Greece as a volunteer where she alternated between wanting to pursue her initial journalistic dream and wanting to work in humanitarian aid. After a few years she came to the conclusion that the best way she could help those who she wanted the most to help was actually by becoming a lawyer. She came back to the UK to study Human Rights Law and this coincided with a time which she felt was characterised by worsening treatment of migrants and refugees in the UK. During Covid, she worked for the New Humanitarian News Agency and then applied for a job in a legal aid law firm, Turpin and Miller LLP, in Oxford. She felt extremely happy there from day one – and is still there today. She works in the legal aid team

on deportation cases; foreign nationals who have been notified by the Home Office that they are liable for deportation from the UK after receiving criminal convictions.

One project Izzy has been involved in is a project with Huntercombe prison, which only houses foreign national prisoners, nearly all of whom require assistance in opposing deportation. Turpin Miller goes in there once a fortnight taking on new clients.

The firm has now also started working with women’s prisons including Bronzefield and Peterborough to assist foreign women facing deportation and Izzy works predominantly on these cases.

Why did Izzy apply to SWSQF?

“When I was studying for my degrees, I had to work in a pub to get myself through financially so I could never have afforded the SQE or the LPC myself. I really want to stay in this career and for me the way to do this is by qualifying as a solicitor – so I had to find a way.”

Izzy had taken her undergraduate Degree in Journalism which she finished in 2016 and she did an LLM in Human Rights Law at Bristol.

She finds the SQE course very intense, because she says she had never studied anything like Contract or Tort before.

“It’s been a very steep learning curve for me. It’s the first remote learning I have ever done. But it’s a very well set up course and at the moment I am studying Criminal Law and practice – which, obviously, is very useful to my work.”

Izzy believes that working in deportation law exposes you to many different issues that clients

*“Through a twist of fate,
Martin found his calling,
he is where he should be
and he is happy.”*





may be facing and so such a broad and well rounded education will be extremely useful.

Izzy says she loves her job and intends to stay at the firm working on deportation cases after she is qualified. She says;

"I think that people in prison subject to deportation are some of the most marginalised and vulnerable people in our society. It is also hard enough to find a legal aid lawyer anyway and if you are in prison those difficulties just multiply. By being a solicitor, I hope that I will be in a much better place to help people in these situations and to do my job better. The team I work with are incredibly supportive and that – together with very rewarding work that I know is desperately needed – makes it easier to get through any difficult moments."

Our last first year cohort of SWSQF is Ellen Layzell. Unlike the others, Ellen always wanted to be a lawyer from a very early age. As she was applying to university, her history teacher recommended that she did some voluntary work experience with Citizens Advice where she shadowed and worked with an Employment Law solicitor working on discrimination cases, unfair dismissal – people going through horrendous times. She loved it and stayed on there working through her summer holidays and at every other possible opportunity until she finished her degree. Ellen had taken a degree in Politics at Exeter and was intending to do a conversion. The experience with Citizens Advice affirmed what she had always wanted – to be a solicitor but it also taught her that she had a genuine desire to really help those in difficult situations.

After her degree, Ellen went to China for a year to teach English. She had spent a year abroad as an undergraduate which was an incredible opportunity and gave her the taste for living abroad – hence China. When she returned, she did the Graduate Diploma in Law. She knew she had to do this in order to become a solicitor but had no idea how she was going to fund it. Fortunately, she discovered you can get Masters funding and so did that.

After getting the Diploma, Ellen got a job at Lawstop LLP where she started off in Housing then Community Care and then a new team was created purely for homelessness of which Ellen was a part. The team was made up of lawyers who had very different



"Four incredible young people who are doing so much to help those who really need it."

areas of expertise so that between them they could deal with all the many and varied problems a homeless person might encounter. She finds this work hugely rewarding.

When Ellen saw an advertisement for SWSQF she applied and was accepted.

"When I got on the course, initially it just felt like another step in becoming a solicitor; something I needed to go through to reach my final goal. But I soon discovered it is so much more than that. It's incredibly useful. The biggest thing it has given me is confidence. It teaches you where to look to solve problems. I feel I have more holistic knowledge which feeds into how much I can provide for my clients."

Ellen intends to stay on at Lawstop. She loves the work and finds her colleagues share her views and passion to help those less fortunate.

We asked Ellen what is the one thing she wants to achieve as a qualified solicitor?

"Everyone wants to do a big case or effect policy change – but for me, it's the smaller things – to make clients feel heard is right up there for me. We work a lot with local authorities and sometimes there are not sufficient resources – monetary or people – to do what is necessary and we can step in and help. We can make sure things are done properly."

Ellen says if she had not got the SWSQF funding she would not have been able to qualify for a long, long time – if ever.

Four incredible young people who are doing so much to help those who really need it. They are doing this work selflessly, knowing that they will never be paid that much – but what they don't earn in money, they earn in satisfaction and respect. If it was not for law firms contributing to SWSQF, these four and the rest of their cohorts, would, by their own admission, never be able to qualify as solicitors and would not be able to do the amazing work they are doing.

In the first three funding years 28 organisations have collectively pledged over £600k – enough to put 65 social welfare workers through the solicitors' qualifying exams. Candidates come across the social welfare practice areas eg criminal defence, debt, housing, immigration etc.

You can do your bit to help our society, our profession and our world by donating yourselves to ensure that more expert social welfare lawyers can qualify.



Further information is available on the SWSQF website:
www.citysolicitors.org.uk/clls/social-welfare-solicitor-qualification-fund
If you are interested in helping, contact Patrick McCann at:
patrick.mccann@linklaters.



EXPERTS...

coming together

“IF EVERYONE IS MOVING
FORWARD TOGETHER,
THEN SUCCESS TAKES CARE
OF ITSELF.”

Henry Ford

Recently, the City of London Law Society (CLLS) set up two new Committees one in Environmental, Social and Governance (ESG) and one in Arbitration to 'develop the work in these spheres and the representation of the City legal profession in these important areas'.

These two Committees are populated by the finest experts in the respective fields. Working together, they aim to achieve a success they could not aspire to as mere individuals.

We spoke to the Chairs of both Committees to hear about precisely why these Committees have been established and what they hope to achieve.

Roger Leese is a Partner at Clifford Chance and when you read his credentials on the firm's website then you immediately understand why he was the obvious choice to chair CLLS's new ESG Committee.

"Roger Leese has a wide range of expertise in commercial, corporate, private equity, fraud, banking and financial services disputes. Roger co-heads the firm's Global Business and Human Rights practice which advises clients across a range of jurisdictions and sectors in connection with the UN Guiding Principles on Business and Human Rights ("UNGPs") and related international standards and local legislation. He also increasingly advises on climate change related business risk.



"Environmental law has been a specialist area for commercial lawyers for many years."

Roger is a member of the firm's ESG Board and also sits on the firm's Responsible Business Committee. He is responsible for the firm's pro bono and Community Affairs programmes. Roger is a co-founder and Chair of the legal charity Advocates for International Development (A4ID), and of the environmental charity, the Lifescape Project. He is also a Trustee of RCJ Advice & Citizens Advice Islington".

Roger says ESG is something that is being driven by client demand. They are referring to it more and more and asking their lawyers to advise them on the subject. When you break it down, lawyers have always advised on the separate elements that comprise ESG. Environmental law has been a specialist area for commercial lawyers for many years. Governance is something corporate lawyers have long advised their corporate clients on. Social issues are core to employment law, as well as the newer but growing practice of business and human rights. What brought three seemingly disparate strands together?

"Whilst sustainability has been around as a corporate issue for a very long time, the "ESG" tag gained more recent prominence from its adoption in the Asset Management industry. What they began to focus on, was if you are looking at how best to invest your clients' money, as well as looking at the financial accounts, you should also be looking at a range of

non-financial factors that might have an impact on the value of the investment. These non-financial factors have been grouped around the three headings of Environmental, Social and Governance issues. Together, these can be relevant to the success or failure of a business. Civil society was quick to follow in adopting this terminology. NGOs talk about ESG factors. Regulators have followed suit. And now lawyers have had to look at how we can best serve our clients by looking at these factors in a more holistic way."

But as ESG covers so very much, what does being an ESG lawyer actually mean?

"It's not going to be the same person who works in green bonds who does Human Rights legislation or who decides whether a corporation complies with FCA regulations on green washing. Lots of skills are required. And there are new areas emerging all the time. Human Rights is itself a relatively new subject in terms of business and, certainly, climate change is a new issue for lawyers. It involves so many facets and so many skills."

What is the new Committee trying to do?

"We need to look at what clients expect when law firms are assisting them with these broad ESG matters. But we also need to look at what society expects from the law firms themselves; how we can make ourselves more sustainable. Some of





the work is covered already by established Sub-Committees like Environment and Regulation. We need to work across all the Committees to cooperate, to bring people together and do a big mapping exercise to see what has already been done, who is doing what and what is not yet covered. This extends beyond the Committees themselves to other outside organisations that City lawyers are involved in like the Law Society and the Business and Human Rights Lawyers Association. A big feature will be communication and collaboration so we are not doubling up or reinventing the wheel. We need to identify what is not being picked up; areas where lawyers could benefit from guidance or training. Regulation is a big thing especially in relation to climate change and achieving net zero. Most regulatory lawyers are steeped in finance not climate change so there will be a learning curve. There will be many spheres like this. What I find exciting is that – whilst we (myself and my excellent vice-chairs, Anna Marie Slot and Greg Norman) have some ideas – we want to remain open minded about what the ESG Committee’s focus should be until we have completed the mapping exercise.”

Roger is keen to broaden the external profile of the work the Committee will do, and thinks webinars might be one way of doing this, as he believes there is a huge appetite at the moment for information on ESG topics. Within Clifford Chance, they have found that webinars on this topic have gained more engagement than anything else. One on the ‘Role of the in-house ESG lawyer’ had over 1000 people sign up. That’s easily several times the usual acceptance of webinars.

We asked Roger how he thinks the UK compares with the rest of the world on ESG.

“Because of the breadth of different topics within it, you need to break it down in order to speak meaningfully. If we take climate change, as a country we are relatively advanced as we were one of the first countries to have an Act committing the Government to net zero. But in terms of detailed regulation around this, Europe has a lot more coming through. For instance, the Corporate Sustainability Due Diligence Directive (CSDDD) is going through the legislative process and it will impose on many companies due diligence obligations in relation to social and environmental issues which is big news. Germany and France already have their own legislation in this area. Then there is the US that in many ways is behind as they don’t have the same amount of formal regulation or legislation

but, as is often the case, the SEC has been really active and already investigated and fined several financial investors in relation to alleged greenwashing. Also, Biden’s Inflation Reduction Act (IRA) is putting far more money into climate change than anyone else has done yet.

To summarise, it’s a varied picture. I would say that the EU is ahead on the formal regulatory side. The US is ahead with putting its money where its mouth is. The UK is a mixed bag with some things being done well and some not so well – for example on the Social side we have quite advanced modern slavery legislation. And I haven’t discussed the rest (in fact the majority) of the world, which is again a mixed but rapidly moving picture. For instance, Australia has gone from “zero to hero” on climate change with the recent change of Government.”

What is the single thing Roger would like to achieve in his term as Chair?

“I would like to establish that ESG is something relevant to almost all commercial lawyers’ practices.”

The Chair of the new CLLS Arbitration Committee is Michael Davison. Michael is the Deputy CEO of Hogan Lovells LLP and his credentials in Arbitration are second to none. His law firm’s website says;

“For close to 30 years, Michael has been helping clients avoid disputes and from 2014 to 2020 he was the sole head of the firm’s global Litigation, Arbitration and Employment practice, comprising

200 partners and 800 lawyers across 45+ offices.

Michael acts regularly in arbitrations for clients in the automotive, aerospace, defence, energy, and telecom industries. He has a particular interest in Energy and Commodities Law. Michael sits as an arbitrator, acts as a mediator, and lectures on arbitration topics.”

We spoke to Michael about the new Committee, about his role within it and what he wants to achieve.

“The CLLS has a variety of specialist Committees and it tries to identify those Committees where it feels the voice of the City of London needs to be heard. Clearly, London is a very significant centre for Arbitration which is a highly competitive market and one that the Government is keen to promote. It made sense, therefore, to add an Arbitration Committee – it’s a great initiative. In the global marketplace it is very important for London to have as many voices as possible. If you look at London’s competitors like Singapore or Dubai, they have very sophisticated PR machines sitting behind them and because of the way that our industry is organised, in part because of the split profession, in part because of the disparate nature of the professional organisations there are, we have not had that one consistent voice so the Committee definitely has a role to achieve that.

The Committee also has a role on a more functional level. For example, the Government, through the Law





“I think London has a fantastic reputation as a legal centre and that therefore gives great credibility to our reputation as an Arbitration centre also.”



Commission, has just introduced a consultation paper to reform the legislative structure around Arbitration; the Arbitration Act 1996, and one of the first jobs of the Committee will be to work on the response on behalf of the City of London to that paper.”

How did Michael get involved in the Committee? He was approached by the CLLS along with others, made his pitch and says he was thrilled to be selected as Chair working alongside Matthew Saunders as Deputy Chair and Roger Price as Secretary to the Committee.

What are Michael’s goals for the Committee?

“Firstly, it is important to have a forum where lawyers who work in Arbitration can come together to coalesce to form a vision for the City of London as THE centre for Arbitration. The Committee will provide that forum.

Secondly, it will be a clear and consistent voice on behalf of the City of London to both Government and international communities on how important London is as an Arbitration Centre.

Also, I am very keen to use it as a means to bring the new generation of Arbitration practitioners to the fore. We are giving quite a lot of thought about how we can get more people into the Arbitration community, how we can support them and how we can develop the next leaders of the profession going forward.”

If you look at Singapore, they have a lot of events organised by the Singapore International Arbitration Centre and Michael believes by the Committee having a presence at such international events, our profile and prestige as a leading Arbitration centre will continue to grow and prosper.

We also have no shortage of prestigious Arbitration events in London such as the

London International Disputes Week and Michael wants the Committee to be a touchpoint for international visitors coming to London to attend these events.

The Committee has a very broad spread of expert Arbitration lawyers ranging from those who have practised in London throughout their careers to others who have moved here from many international locations. They bring with them a huge depth and breadth of experience.

We asked Michael what is it about London that makes it such an important centre for Arbitration and what the Committee can do to maintain that vanguard position?

“I think London has a fantastic reputation as a legal centre and that therefore gives great credibility to our reputation as an Arbitration centre also. I think the work of the Committee looking at the report on the Act is very important because we have a very good Legislative system here and the Law Commission wants to improve that; to keep it up to date and modern. We are also working to ensure that any changes are understood by the international community so when they look at London, they can see its benefits. We are supported by a fantastic court system with some of the best judges in the world and the facilities here are excellent. We have to ensure that in a competitive market we offer value for money; so we need to look at how London can be looked on as an efficient and cost effective centre for Arbitration because it is a choice that people make, to arbitrate, so we need to persuade them that this is the right place.”

Who does Michael think are threats to our being world leaders?

“If you look around the world, everywhere that is a leading financial centre wants to have their own Arbitration centre in order to attract investment. There are new entrants springing up everywhere. In Europe, they have been long established – Paris, Stockholm and Geneva for example. Singapore has always played a prominent role. And there is also Dubai, Hong Kong.”

Two excellent new Committees headed up by two outstanding experts. The CLLS is not standing still. It is forging forward to ensure our City and our lawyers remain at the forefront. As Mr Ford so rightly said, by working together and by moving forward, our success should be assured.



EXPERTS...

in mixology and photography

“NO AMOUNT OF PHYSICAL CONTACT COULD MATCH THE HEALING POWERS OF A WELL MADE COCKTAIL.”

David Sedaris

STORIES OF A BYGONE ERA, TOLD THROUGH COCKTAILS,
PHOTOGRAPHS AND A JE NE SAIS QUOI

EXPERTS... *in mixology and photography*

Think of a cocktail bar. Doubtless the images that spring to mind are first and foremost glamorous. Cocktail bars magic you away from recessions and pandemics; they remove you from real life into a seductive world of beauty, elegance, luxe and even a little 007.

To call a cocktail a drink is like describing the Mona Lisa as a doodle. Cocktails are works of art created amidst huge theatre by Tom Cruise like mixologists who dazzle with their knowledge and expertise.

There is one man who stands at the top of this elite group of magicians. Someone who is revered the world over by anyone who knows anything about the art of cocktail making. A man who has set the bar so high that most just get a cramp in their neck having to look up that far. He is Italian – certo. He is known as the ‘Maestro’ – which, of course, he is. And he epitomises the word expert.

My best friend, Paul and I are suckers for a good cocktail bar. We are often found escaping the madness of our lives in the middle of the afternoon for a very decadent glass of champagne in the Fumoir at Claridges or Swans in Maison Assouline or for a Side Car or three at Scarfes or the Artesian bar. Our favourite haunt – by far – is the Donovan Bar in Browns and so imagine our delight when we heard that the man responsible for the Donovan Bar, the Maestro himself, was opening a new bar at the Corinthia Hotel. We needed no excuse to go. The new bar is aptly called Velvet and we scuttled around the Corinthia looking for signs and found none. We asked and were directed through the hotel’s main bar to some heavy velvet curtains which we tentatively opened and as we walked through we found ourselves going back a century into that very chic and indulgent world of the 1920s.

This place took glamour to another level. Its name perfectly captures the essence of the place. Velvet is lush, rich, soft, extravagant, tactile, chic – and of another era. You can almost see Oscar Wilde or Dorothy Parker sipping Martinis here.

Paul and I chose to sit at the bar – even though the little tables and gloriously comfortable looking armchairs were very beckoning – but we wanted to talk to the mixologists. As we sat, Vincenzo introduced himself to us and presented us with our menus. On the front page of the menu were the words “A bar is like a great theatre. Welcome to ours.” and this was signed by the Maestro himself, Salvatore Calabrese. The menu was divided into 1920s Classics and 2020 Modern Era and also featured a whole page of Velvet Martinis – the bar’s interpretations of the classic, Salvatore’s Signatures – some of the drinks the maestro has invented and which are now classics the world over – and also Golden Era Vintage – more of which later – plus a whole list of Mocktails all named after musical instruments and which really did sound divine.

We both ordered 1920s classics. I chose the Adonis; Fino Sherry, Mancino Rosso and Bitters and Paul went for the Champagne Charlie which was Botanist Gin, Lemon Juice, Seasonal Berry Syrup and Laurent Perrier Brut Champagne. As we sat there sipping these absolute exquisite drinks, chatting away, listening to some beautiful music and surrounded by rich draped velvet, it really felt like we were in the 1920s.



That was when I spotted him. Sitting alone on a corner table, dressed exquisitely, was the Maestro himself. I had wanted to interview this genius for City Solicitor for a long time now but despite going through all the correct PR channels at Browns who house the Donovan Bar, I somehow stumbled at every hurdle. But here he was. Right in front of me. In my grasp.

Needless to say, I did not want to be so pushy as to just go up to this hero of mine and introduce myself so I decided just to enjoy my drink, soak in the mood and the atmosphere and forget about this magazine for a few hours.

The next thing I know the Maestro himself comes over, introduces himself and welcomes Paul and I to his bar. He is the epitome of charm, his concept of hospitality was every bit as expert and appealing as his delicious cocktails. We chatted about our love of the Donovan Bar, how beautiful Velvet was and it felt like we were old friends. He left without me even mentioning the words interview or City Solicitor.

It was time for another cocktail. Paul was sticking to his guns. He had found something he loved and was not shifting. Being more fickle, I decided to try a

Salvatore Signature, the Velvet Rose; Ron Santiago de Cuba, Dom Benedictine, Peach, Raspberry, Laurent-Perrier Brut Champagne. The menu said it was a drink Salvatore had created for a very special lady.

As I was enjoying it (a lot) Salvatore came back and commented on the drink, telling me he had invented it in honour of his mother. It is not often that opportunity knocks twice so this time I had to grab it with both hands. I told him about the magazine and he delightfully gave me his card and a couple of weeks later I had the pleasure of interviewing the Maestro.

How did such an illustrious career begin?

“My career in hospitality began when I was just a child. In 1966, when I was aged 11, I found a job in my summer holidays working at the Hotel Regina in a village on the Amalfi Coast called Maiori. At first I was just cleaning the bar but I was enchanted with the glamour and theatre of cocktail making and wanted to be a part of it. To this day my favourite cocktail is a Negroni and not just because I love the taste but because of the memories it conjures up. I recall watching my manager at the Regina, Raffaello chatting to beautiful ladies at the bar. Not wanting to



interrupt him to ask him to make a Negroni which had been ordered, I took it upon myself to make the drink. He gave me a slap. He told me I was too young to be doing this and I should have respect for the alcohol. That stuck in my mind. To this day, every time I make a Negroni I say a prayer and duck to avoid a slap."

Salvatore says that his 56 years in the cocktail business have taught him that whilst the art of mixology is obviously hugely important, equally vital is the art of mixing – of hospitality, to care for your customers and make them feel wanted. A good cocktail bar is about having a good time as well as good drinks.

Salvatore worked at the Reginna until he was 16 years old. In 1976 he met his wife and in 1980 she persuaded him to move to England. In 1982 he got a job at Duke's Hotel and it was here that he began to create history. Whilst at Duke's, Salvatore concocted what has come to be known as the perfect Martini – something that was no mean feat.

"It took God six days to create the world, and it took me five to create the perfect Martini!"

What constitutes the perfect Martini? To us uninitiated is it not just vermouth and gin?

Salvatore explains it needs a perfect balance of measured ingredients but the key is that the drink must remain cold until you get to the last drop, however much time that may take. This means chilling or freezing the glass first. Duke's became famous all over the world for the Martini – which Salvatore perfected.

How did the quest to create what was later described as the "best Martini on the planet" come about? In 1987, a San Francisco journalist called Stanton Delaplane walked into Duke's and asked Salvatore for a Martini that was both very cold and very dry.

Salvatore achieved the coldness by stirring it longer but was then met with the criticism that it was not dry enough. For Stanton's second Martini, Salvatore stirred it less – making it drier but less cold! This conundrum troubled Salvatore for an entire week but he finally found that Eureka moment whilst eating fish and chips in the staff canteen. Salvatore noticed that someone was pouring malt vinegar very precisely over each individual chip before eating them. At that moment Salvatore decided to add vermouth to the Martini by using a dasher bottle. Abracadabra, this resolved the dryness problem. He also kept both the gin bottle and the glass in the freezer. On Delaplane's fifth day, Salvatore made the Martini by pouring the frozen gin directly into the chilled glass and then topped it with a dash of vermouth and a twist of lemon. Delaplane drank two. But said nothing. Salvatore was left not knowing if he had achieved his objective.

However, Delaplane then wrote these few words that were to be the making of the Maestro.

"We went over to the Dukes Hotel in St. James' Place for lunch. (Salvatore, the barman, makes the best Martini in England.)"

Other writers picked up on this and the rest is history with people making pilgrimages from all over the world to try Salvatore's perfect cocktail.

When Salvatore joined Duke's the bar was very small so there was not a lot of room for a wide array of drinks. Salvatore says it had to be about



quality rather than quantity and this was where his now famous concept of "liquid history" was born. This concept involves using spirits that are very, very old. This is a practice that Salvatore has continued and made his own. In 2012 the Maestro managed to get into the Guinness Book of Records with his Salvatore's Legacy cocktail for it being the oldest and the most expensive cocktail ever.

It was not Salvatore's first attempt to achieve this. His first effort ended in disaster when a £50,000 bottle of 1778 Clos de Griffier Vieux Cognac was dropped. Yes. You did read that correctly. Unlike what normally happens in bars when something is dropped and it is cleared up straight away, in this instance time literally froze. Everyone stared for ages. When it was eventually mopped up the story did not end there. The bartender who cleaned it up was stopped by the police on his way home and asked if he had been drinking!

Somehow Salvatore found a replacement bottle as well as a 1770 bottle of Kummel liqueur, an 1860 Dobb Orange Curacao and a tiny bottle of 19th-century Angostura bitters. Their combined ages were 730 years. Two of the bottles here are from the time of the American Revolution, of Captain Cook and Marie Antoinette. William Wordsworth was born in 1770.

After Salvatore opened all four bottles he tasted them to see if they were "still alive". He had but two words:

"Mamma mia!"

The cocktail had to be bought to get into the Guinness Book of Records. It was. The price tag? A mere £5,500. (Don't ask for a second one!)

That drink, Salvatore's Vintage, is still on the menu at the aforementioned Donovan Bar. Salvatore says he won't just make it for anyone. It's not about the money. There is no mark up. Salvatore bought the rare spirits and ingredients and sold them at cost. The history runs out every time a cocktail is mixed – and cannot be replaced. Salvatore only chooses worthy recipients of this liquid history.

Salvatore's journey from Duke's to the Donovan and Velvet is a dazzling one. After Duke's it was the Library Bar at the Lanesborough where the term "Maestro" began. It was here that in 1996 created his now iconic Breakfast Martini (I mean, who doesn't have a Martini for breakfast?) London Dry Gin, Cointreau or Triple Sec,

Fresh Lemon Juice, Orange Marmalade and Orange which has now celebrated 25 years as a modern classic and sounds a lot more yum than marmalade on toast to me! In 2004 he opened Salvatore at 50 in St James which won Best Bar in the World and was where he created the classic Spicy 50 (Stoli Vanilla Vodka, Elderflower Cordial, Fresh Lime Juice, Monin Honey Syrup, Red Chilli Pepper). In 2011 Salvatore Park Lane was born inside the Playboy Club and in 2015 Salvatore in Vegas.

It was in 2017 Salvatore joined Browns Hotel and the Donovan Bar which he describes as 'the most beautiful bar in the world and the one considered to be the best bar in the world' Paul and I fervently agree on both counts.

Browns has the honour of having had the two most famous, legendary and iconic mixologists ever; of course the Maestro, but also the very well known Harry Craddock who in the 20s and 30s was the bartender at the Savoy and then the Dorchester. It is less known that in 1947 he went to Browns. 70 years later, a man of equal stature and expertise and fame also joined Browns; Salvatore.

The fact that the Donovan Bar is housed in the oldest hotel in London, Browns, dating back to 1837, makes it a place where many iconic people have frequented and this was the inspiration for the "Once Upon A Time" menu.

Here are a few of the amazing drinks, stories and visitors.

'The Honey Bear', a sweet combination of Campari, rhubarb cordial, Sassy Cidre Brut and honey that nods to Winnie-the-Pooh and his creator AA Milne, who was a regular visitor to Brown's.

'The Winston' is a tribute to another regular guest, Winston Churchill, and contains a mixture of Dalmore Whisky, mandarin liqueur, orange bitter, eucalyptus and a smoke aroma. Served theatrically in a bubble-shaped glass, this 'British bulldog' whisky cocktail has complex undertones of





mandarin and eucalyptus with a swirl of cigar in the former Prime Minister's honour.

'The First Call' makes a playful reference to Alexander Graham Bell, who made the first call from the telephone – his invention – at Brown's.

But now please allow me to digress. The Donovan Bar stars not just the Maestro, but Donovan himself, that being photographer Terence Donovan, ironically a teetotaller.

Terence Donovan is my absolute hero on so many levels. He is described thus;

"Terence Donovan photographed everyone from Princess Diana to Sean Connery and models such as Jean Shrimpton and Naomi Campbell. In the process, the son of a lorry driver from East London became a self-made millionaire and one of Britain's most influential photographers."

He was a part of the triumvirate alongside Brian Duffy and David Bailey and the three of them changed British photography for the better and forever.

I once – in the 80s – had the opportunity to work with Donovan and it was a dream come true. It was

a fashion shoot. Zandra Rhodes designed the clothes. We had the top models of the time. Donovan was creative and collaborative and fun and respectful and a gentleman.

The night before the big day the advertiser we were representing was taken over by a massive American conglomerate who immediately put a halt on all marketing and cancelled the shoot. I drew the short straw of calling Terence's agent to tell him the shoot was off. Said agent was known to be a total witch and bitch and she did not take the news well and informed me we would have to pay 100% cancellation fees. Of course.

The next day I answered the phone to be told Terence wanted to talk to me. Yes I felt physically sick. I took the call expecting the worst bollocking ever. He was charm itself. Said he felt sad for me as he knew I must be gutted. And said he did not want a penny in cancellation fees. I told him the client was paying us so he should take the money. He point blank refused. We billed the client the half million. My MD loved me. Told me to take Terence out for the swankiest lunch ever – no expense spared. I called Terence and invited him to lunch; he accepted and asked if he could bring his assistant. He chose a swish, very expensive Japanese place

and my art director and I plus the two of them went off for a meal where no holds were barred.

At the end of the meal I asked for the bill only to be told it had been taken care of. I was confused to say the least. Terence told me he had never let a lady pay for a meal for him in his whole life and he wasn't going to start now.

I think that man was the definition of what it is to be a gentleman.

His photographs adorn the Donovan Bar. They are of another era. A less politically correct era. Women are displayed as objects of beauty; scantily dressed, teasing, evocative. As a woman, I see them as beautiful not offensive. They are all over the Donovan Bar and in the same way that Velvet takes you back to the glamour of the Roaring 20s, the Donovan Bar transports you to the 60s – black and white pictures, Cockney actors, sexy underwear, thick eyeliner. Both equal glamour.

There is even the Naughty Corner at Donovan. An area which features Terence's more risqué pictures, that is a little secluded and that ideal for a private party. It seats 10 and I am so looking for an excuse to have a party there.

Terence Donovan's charm and ability to connect are totally paralleled by the Maestro, Salvatore Calabrese. To think it is strange that a cocktail bar is named after a man who was teetotal is to be blind to the synergies between these two experts in their fields.

Salvatore says for him "more is more" Those words could have been on Donovan's tombstone. They are both men from bygone eras. Times when glamour and perfection and beauty were everything. Both epitomise theatre. Terence famously said;

"Fashion photography is an act of theatre."

The combination of the Maestro and Donovan is as iconic as gin and vermouth – they are the perfect cocktail.

I thank God for both. When things get dark, as these days they are doing more and more, they have created worlds for us to escape and remember and rejoice.

See you at Velvet or at the Donovan soon I hope.

Velvet at the Corinthia

10 Whitehall Pl, London SW1A 2BD

Sunday	Closed
Monday	Closed
Tuesday	5pm–1am
Wednesday	5pm–1am
Thursday	5pm–1am
Friday	5pm–1am
Saturday	5pm–1am

The Donovan Bar at Browns

33 Albemarle St, London W1S 4BP

Sunday	4–11pm
Monday	4pm–12am
Tuesday	4pm–12am
Wednesday	4pm–12am
Thursday	4pm–1am
Friday	4pm–1am
Saturday	4pm–1am



MEETING A MAN FROM THE MOTOR TRADE...

...and consigning tired stereotypes to the scrapheap.

By Joel Leigh

Those working in the car industry are all too familiar with the challenges posed by public pigeonholing, having suffered decades of negative stereotyping in the UK media ranging from Arthur Daley's 'nice little earner' to Swiss Toni's bouffant quiff and sexual innuendo.

Even the Beatles picked up on a certain snobbery toward the industry in the lyrics of the 1967 classic 'She's Leaving Home', in which an errant daughter abandons her seemingly middleclass parents in the early hours to 'keep the appointment she made' with 'a man from the Motor trade'.

In reality the public have become increasingly confident in their interactions with car dealers, with a recent multi dealership survey concluding that 69% of the public feel most confident buying used cars from a franchised or independent source and 26% would actively seek out the advice of a trusted dealer in advance of their next car purchase.

These statistics suggest that, in a market increasingly dominated by faceless online corporates and 'here today gone tomorrow' auto traders, genuine car enthusiasts – experts one might say – are becoming an increasingly valuable resource when a more in depth understanding of a particular market sector is required.

This came to mind when my wife I attended the Silverstone Classic late last year, to watch her old university friend and ex EY partner Nick Powell race his classic Lotus Elan to an impressive third place in the international trophy for classic GT cars (Pre '66), partnered by his son Eddie. After many years of competing, cars and GT racing have become a passion, but it's a hobby that requires careful sourcing, a backroom maintenance team, experience, and no small investment, in order to even think about succeeding at this level.

Thus, it was refreshing, a few weeks later, to be invited to visit the premises of efficient yet down to earth car finding service Palmdale Motors, to meet with founder Ashley Winston. Following a high-powered banking career in the City and a successful stint running his own marketing business, Winston set up Palmdale, building its significant reputation by helping a broad range of customers, from first time buyers to budding collectors, to navigate the notoriously tricky second hand and more recently luxury and sports car markets.

Having spent his youth attending a multitude of motor shows and hot rod events, Winston booked his first driving lesson at 9.00 a.m. on the morning of his 17th birthday. But whilst his newly qualified friends amassed Peugeot 205's or classic boy-racers, his first car was a 1967 Volvo 122S Amazon, its design inspired by US sedans of the early 1950's.

Childhood influences and a lifelong fondness for Americana persisted with his next purchase, a V8 powered Morris Minor pick up. Later he would acquire his personal all-time favourite and now the longest serving member of his collection, a 1964 Ford Mustang

Over the years dozens of cars from across the world passed through Winston's hands and pretty soon he was handing out motoring advice to many of his friends and clients and Palmdale, initially a side-gig, was born. It was his wife who urged him to follow his heart and make cars his full-time job, and after deciding to give it a go for six months, the company continues to thrive 17 years later.

An early collaboration with Which? gave Winston the publicity and market recognition to lease 2,500 square feet of dedicated West London premises and take on the requisite staff, but one of the keys to its success was understanding his target market and that whilst some people feel comfortable making their own buying decisions, many hate the time, effort and risks involved when it comes to making second-hand car purchases.



Palmdale's fee structure for sourcing cars is a model of simplicity; at time of going to press for those costing up to £20,000 this is £795, rising to £999 up to £50,000, then £1,095 for anything above that number. In addition, the company retains a third of any discount it is able to negotiate with the seller. It will even collect and bring the car to the customers door, for a fee and if required.

It's not hard to see the benefits of a specialist that allows you to hand over responsibility for potentially extended negotiations, avoiding the need to spend your precious weekends travelling between a succession of dealerships and private sellers. And this is aside from the fact that they can almost certainly negotiate a better outcome on your behalf. Winston backs his business with a personal promise that if you don't love dealing with Palmdale, and up to five days after delivery of your car, he'll refund your fee without hesitation.

In the past year, the company has also expanded into the luxury and sports markets via Palmdale Prestige, a venture which helps eliminate the risk of potentially overpaying or ending up with the proverbial lemon. It's an invaluable service for buyers feeling their way toward the upper end of the market.

Of course, buying a luxury or second-hand motor will never be entirely risk free, but with apologies to the Fab Four, Palmdale can make the long and winding road to ownership feel a lot shorter.

Joel Leigh is the motoring correspondent of City Solicitor and a Partner at Howard Kennedy LLP

Palmdale

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CLLS WELCOMES A NEW CHAIR

The definition of a City Solicitor

If there were a legal dictionary and the term 'City Solicitor' needed a definition, then Colin Passmore would fit the bill. Bar short stints in Hong Kong, and the Middle East, Colin has worked in the City, in legal practice, for over four decades. His practice is in commercial litigation, both domestic and international with a particular speciality in finance litigation, extradition disputes and large professional identity claims. Colin was the senior partner of Simmons and Simmons LLP for a decade and now is the Client Development Partner.

Last year when the City of London Law Society began to look for a new Chair, it is hardly surprising that the Committee appointed to identify potential candidates came up with Colin's name and, after interviews, he was the preferred candidate for the role to replace the outgoing Chair, Edward Sparrow.

The timing was perfect; having recently ceased to be senior partner, Colin found he had more time and could therefore take on such a position.

We asked Colin what it was about the role that attracted him;

"I am a City solicitor through and through and, therefore, I feel very privileged to have the opportunity to represent the City legal constituency, it is a very important constituency that makes a massive contribution to UK plc. The CLLS looks after the needs of its members and I want to work to help law firms maintain our business, our profile, to make sure people understand what we do and also to see how City legal firms make a much wider contribution through social mobility programmes, pro bono work and through various committees where we look at new legislation, new legal developments and try and help Government, constituents and clients."



Colin points out we should remember CLLS is a local Law Society, like Liverpool, Cambridge and the myriad of others but with the major difference being the number of members; with over 17,000 CLLS is the biggest by far.

"Most of our members are engaged in commercial work, the advice that helps to keep the wheels of the City itself turning – and, therefore, we make a huge impact on UK plc. The role of the CLLS is to ensure our members can operate in as fluent an environment as they can so that we can make representations to Government about legislation and ensuring the wider public understands that beyond being massive businesses we do 'give back'. Whilst we have never accurately worked out how much the pro bono contribution figure is exactly, it runs into tens of millions if not into a nine figure sum."

One thing Colin feels very strongly about is hearing from members about the challenges and problems they face and what they would like from the CLLS in terms of support. He asks that all of you reading this to contact the CLLS when you feel they can be of help.

"Lawyers in their day to day business are going to encounter things that I will not necessarily encounter myself – so I need feedback on what we are missing, what we can do to be doing better. We need to be on top of, and even ahead of the challenges that come our way. The Retained EU Law Bill is currently something that is genuinely of concern to all City lawyers – and goes wider too – in terms of how it is going to operate. That is just one example – we want to hear more directly from our members."

Colin is keen to share with members the work that the many specialist committees within CLLS are doing. In this issue we look at the newly formed Arbitration and ESG committees and in issues to come we will be highlighting other committees in order to help members be better aware of the work that has been done so that members can benefit from the findings and learnings.

The CLLS is doing incredible work. With the ultimate City solicitor as its chair – and with input from members – it can only go from strength to strength in supporting our profession and our City.

THE LAST WORD

DID YOU KNOW?

Even the most expert of experts have bad years

A wild shock of white hair frames a wrinkled forehead. A thick moustache and dark, expressive eyes. Albert Einstein's later years produced some of the most iconic portraits of the twentieth century. They are images that immediately conjure words like scientist, genius and brilliant.

Einstein had a brilliant mind with expertise that made him one of the most influential physicists of all time. If you aren't familiar with the detail of his theories of mass-energy equivalence, you'll probably know the equation – $E=mc^2$. Almost as widely known as "the world's most famous equation" (which is so famous it even has its own biography) is his theory of relativity.

In 1905, Einstein had his 'miracle year', publishing four groundbreaking papers that would later be brought together as the overarching theory of relativity. His ambition only grew from this place. In 1916, he outlined his theory of gravitation. By 1917, his mind slipped the confines of the earth by applying his general theory of relativity to model how the universe worked.

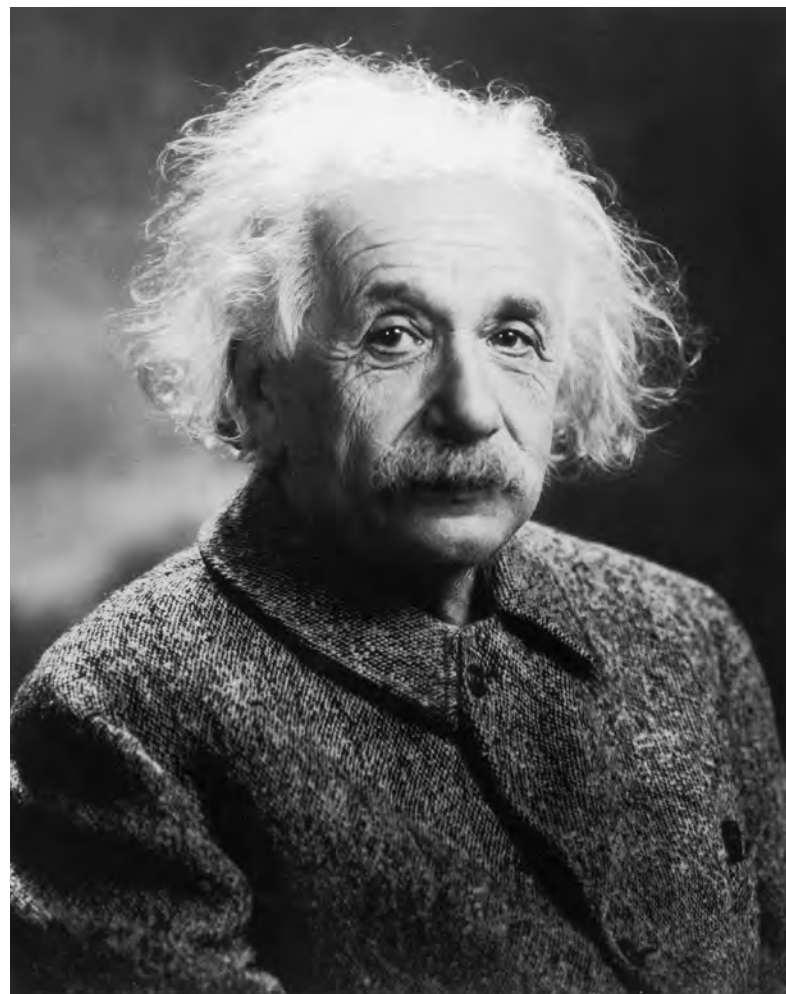
Einstein's reputation as "the ruling monarch of the mind" was cemented in the 1920s. He was awarded the 1921 Nobel Prize for Physics and the Royal Society's Copley Medal in 1925. He enjoyed an exalted position amongst a community of German scientists who forged the foundations for a new world.

His life was thrown into disarray by the rise to power of Adolf Hitler and the Nazi party. On 23 March 1933, the German Reichstag passed the Enabling Act. With it, the chaotic democracy of the Weimar Republic was instantly transformed into the brutal dictatorship of the Third Reich. Einstein was travelling back to Europe at the same time. He made what was almost certainly the life-saving decision not to return to Germany. Arriving in Antwerp on 28 March 1933, Einstein went to the German consulate, surrendered his passport, and formally renounced his German citizenship.

As an academic refugee, Einstein was still uncertain whether his future lay in Europe or America. But in 1935, Einstein decided to remain permanently in the United States and apply for American citizenship.

Einstein spent much of his later career working on the unified field theory, which he believed would be his greatest accomplishment. He devoted much of his time and energy to this pursuit. But this was not to be a golden coda to Einstein's career. The unified field theory could not be proved and would later be regarded as a failure. In its place, physicists pursued developments in quantum physics. Other research carried out by Einstein led to similar dead ends. It was a damp squib ending to a career that had, in earlier years, illuminated the heavens.

Einstein's later career provides some valuable lessons for experts in any field. First, even the most brilliant minds can be led astray by their own biases and preconceptions. Second, experts must remain open-minded and willing to change their minds when new evidence or information arises. Third, experts must also be aware of their limitations and avoid believing in any hype. Finally, it is worth being careful about investing too much time and energy in a single idea or theory.



This article was provided courtesy of Ian Chapman-Curry, Principal Associate at Gowling WLG and host of the Almost History podcast.

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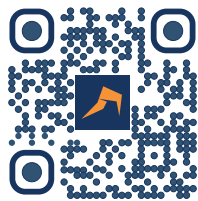


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