

**Minutes of CLLS Training Committee Meeting**  
**Thursday 4 September 2025 – 12:30 – 14:00**  
**by Teams**

**Present (Committee members):**

Colin Shaw (Chair) ( <b>CS</b> )	Charlie Moore ( <b>CM</b> )
Charlotte Wanendeya (vice Chair) ( <b>CW</b> )	Julia Robinson (vice Chair) ( <b>JR</b> )
Richard Album ( <b>RA</b> )	Dominic Sedghi ( <b>DS</b> )
Grace Best ( <b>GB</b> )	Kathryn Smith ( <b>KS</b> )
Peter Carrick ( <b>PC</b> )	Nigel Spencer ( <b>NS</b> )
Victoria Fearné ( <b>VF</b> )	Jonathan Watmough ( <b>JW</b> )
Lindsay Gerrand ( <b>LG</b> )	Rachel Wevill ( <b>RW</b> )
Greg Lascelles ( <b>GL</b> )	Kirsty Wilkins ( <b>KW</b> )
Richard Macklin ( <b>RM</b> )	Maddie Berry ( <b>MB</b> ) (Clerk)
Louisa Mendes da Costa ( <b>LMdC</b> )	Camilla Brignall ( <b>CB</b> )

**Apologies:**

Rosie Warren-Cafferty (**RWC**)

Katie Dyer (**KD**)

James Harvey (**JH**)

Deborah Carter (**DC**)

**Guests:** Chris Walsh of The Law Society (**CWa**)

The chair opened the meeting.

**1. Minutes of 6 March 2025 – CW**

The minutes of the last meeting were approved.

**2. Thank you to Camilla for work as clerk and welcome to Maddie as new clerk – CS**

CS thanked CB for her work as committee clerk over the past three years, noting her valuable contributions. RW confirmed that CB would be in the office on 4 September to receive a thank you gift from the committee and also from Patrick.

CB stated she was pleased to continue as a full committee member. CW also thanked CB for her contributions and handover to MB, who was welcomed as the new clerk.

**3. Update on Essay Prize – CW**

CW gave an overview of the essay competition, which was also held last year in conjunction with the CLSC. There were 25 submissions from trainees and solicitor apprenticeships. The title was about the rule of law. CW and a CLSC judge picked and interviewed five finalists, and Jude d'Alesio (A&O Sherman) was selected as the winner. Jude will receive the prize at the CLLS Celebration of Impact event, and an "essay a day" campaign will publish the finalists' essays leading up to the event. KW highlighted Jude's recent launch of a mentoring scheme, featured in the LS Gazette, and CW confirmed that this would be highlighted and referred to in the public announcement of him winning the prize.

#### **4. Information on CLLS Celebration of Impact Event (7 October) – JR**

JR reported that the Celebration of Impact event would be held on 7 October at 5pm at Founder's Hall, to celebrate the impact of the work of the CLLS and CLSC. CB will produce a short video for the event, featuring introductions to new committee members, thought leadership highlights and member quotes about what members take from the TC into their day-to-day. CB requested that CS, CW, JR and NS feature as talking heads to explain their roles on the committee. Volunteers were requested for video contributions.

JR noted that City Century (CC) and SWSQF will be mentioned elsewhere in the programme. CS noted that in particular KW and VF's contributions mean CC/SWSQF should be still included, and Patrick had confirmed this.

CB will liaise with KS and RWC.

RW suggested the video be multi-purpose, so suitable for LinkedIn as an end-of-year video.

TC members were encouraged to attend the event if interested. CS and CM confirmed their attendance at the event.

#### **5. SWSQF Update – VF/KW**

VF reported that the fourth cohort for SQE1 started in Spring, and fundraising is ongoing for the fifth cohort. The fund is almost at £1.5 million, which can support 134 candidates (see slide deck shared by VF).

KW discussed succession planning and resource challenges following Patrick's departure, with documentation stored on Links systems and people resource coming from Links.

CB noted that going forward Links is unlikely to be able to provide the same level of support.

CS discussed the need for a centralised information system, though firm restrictions pose challenges.

KS noted other committees post materials on the CLLS website, though CB highlighted difficulties in minutes being posted and CS noted it would be more for the TC to use internally. CM will explore Slack invitations for internal sharing.

#### **6. City Century Update – RW**

CS noted that CM will now give updates on CC following Patrick's departure. CM reported the shortlist for the award is live, with an upcoming afternoon tea for Year 1 solicitor apprentices.

#### **7. Update on Workshops – JR**

JR thanked CS for his firm's hosting of the Fireside Chat on NS and Mike Mister's book on partner careers, that took place on 3 July. The event received positive feedback and was well attended by L&D professionals and some partners. JR specifically thanked RW for asking the first question, and reported that a summary was shared via the LinkedIn page.

JR reported that the upcoming event in collaboration with the AI Committee was due to take place on 23 October but was likely to be postponed due to planning challenges. CB, NS and LG are also involved in the event.

CS thanked JR and NS for the fireside chat workshop, noting it was useful and well done. CS also thanked JR, LG, CB and NS for giving structure to this AI workshop.

#### **8. Update on LinkedIn and thought leadership pieces – KS/RWC**

KS reported that the fireside chat LinkedIn piece got good engagement (over 700 views). KS noted that asking members to re-share content has hugely increased number of views, and thanked everyone for their support. KS noted that she and RWC will follow up with those on the TC who are due to write articles.

KS confirmed that the essays for the essay prize haven't yet been received, and that they will need at least a week's lead time to post them. CW said she would follow up.

#### **9. Discussion on engagement in L&D – RW (Currently with Rachel for review)**

Following on from the previous online discussion, CS introduced the topic of engagement in L&D, noting the importance of fostering a learning culture within law firms. RW shared reflections from transitioning from a knowledge lawyer to an L&D role, referencing a Franklin Covey seminar and drawing analogies between promoting learning in law firms and reading in book clubs. RW observed that while trainees are initially eager to learn, motivation often wanes as lawyers progress in their careers, particularly after qualification – often for understandable vocational demands.

Committee members explored whether engagement issues are generational or related to career stages. CB described an exercise mapping lawyer personas—trainees, NQs, mid-level associates, seniors/counsel, and partners—highlighting distinct motivations and preferred learning methods for each group. For example, trainees seek foundational knowledge and practical skills, preferring peer learning and digital resources over traditional seminars. The group discussed the challenge of aligning firm objectives (developing well-rounded lawyers) with individual motivations (qualifying and career progression).

RA and JR questioned whether engagement is truly generational, noting that motivation and participation vary more by career stage than age. CB and RW suggested that workshops could be designed to address these differences, perhaps as a “best of” session drawing on previous committee work. RW proposed using vignettes from past workshops to illustrate successful engagement strategies, e.g. the workshop on intergenerational working and the interview with NS and Mike Mister with JR on the five phases of a lawyer’s lifespan.

RM emphasised the importance of leadership in driving a growth mindset and bridging the gap between firm and individual motivations. The group discussed the role of empowerment and accountability in encouraging engagement, and NS suggested incorporating client-facing elements into L&D initiatives to enhance relevance.

GL and CM highlighted the impact of recent changes in education and workplace dynamics, especially post-COVID, on younger lawyers’ attitudes toward learning. CM noted a disconnect for trainees who are accustomed to online learning and may not appreciate the value of in-person training. LMdC and RW discussed the influence of firm metrics, busyness targets, and lack of recognition for non-billable work as barriers to engagement.

JW reflected on the evolution of training, contrasting traditional partner-led learning with modern L&D programs. The committee debated the distinction between “training” (firm-driven) and “personal development” (individual-driven), with RW and others advocating for a shift toward personal growth and transferable skills.

The discussion concluded with consensus on the need for intentional, inclusive L&D initiatives tailored to different career stages and learning preferences. Suggestions for next steps included developing a workshop, short video, written piece, or podcast to share experiences and strategies for effective engagement. RW and MB will connect to propose a plan, and CS thanked all participants for their contributions.

## **10. AOB**

LMdC suggested meeting with Julie Swan (SRA) to discuss recent developments, including the Kaplan reinvestment fund and collaboration with the LSB, as well as updates on the press surrounding the Suella Braverman article.

CM announced her appointment to the BARBRI SQE advisory board and will provide updates on student feedback. CM also confirmed she had only received an automated response to her letter responding to the Suella Braverman piece.

JR noted that James Catchpole will attend the next meeting (he had contacted Kevin Hart to ask for an invite).

CW/CS/JR will consider inviting additional guests.

CW reminded members to respond to recent emails she had sent to some about their membership status.

## **11. Close and confirmation of next meeting**

The next meeting will be held online on 4 December 2025.

The chair closed the meeting.