

NORTHERN

INSIGHT

JULY 2017



TIER ONE CAPITAL

WHY PEOPLE ARE TALKING ABOUT THE LION IN THE ROOM

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issue 25

Northern Law Awards 2017



Thursday 1st June

at the

Hilton Newcastle Gateshead





NORTHERN LAW AWARDS HONOUR THE REGION'S TOP FIRMS

Celebrating the wealth of legal talent across the region, the Northern Law Awards are fast becoming one of the most prestigious evenings in the social calendar.

Returning for a third time, the event took place recently at the Hilton NewcastleGateshead and was compered by BBC Radio Newcastle Presenter and Comedian Alfie Joey.

The annual awards recognise achievement in a number of different categories and unite the best of the North East's legal community in celebration of their successes over the previous year. The awards are judged by some of the region's leading business professionals across a number of sectors whilst the main partner this year was NWG Property Solutions. The evening is a glamorous black tie event which features a drinks reception, 3 course meal and the awards ceremony itself.

The night's two leading prizes went to firms Swinburne Madison LLP and Collingwood Legal. The Durham-based Swinburne Madison LLP was named "Large Law Firm of the Year" in addition to taking home the "Litigation and Disputes Resolution Team of the Year" prize.

The "Small Firm of the Year" award honours companies with fewer than six partners and was this year presented to Newcastle-based Collingwood Legal.

Elsewhere, national firm Irwin Mitchell LLP scooped three awards including the "Personal Injury/Clinical Negligence Team of the Year" alongside the "Trainee of the Year" award for Kimberley Fryer and the "Rising Star" award for Emma

Crowther who delivered a highly impressive performance across all criteria.

Other big winners included Ward Hadaway who claimed the "Employment Team of the Year" and the "Corporate/Commercial Team of the Year" double and Newcastle-based Hay & Kilner who also won two awards receiving both the "Private Client Team of the Year" and the "Crime/Regulatory Team of the Year."

The "Property Team of the Year" proved the most fiercely contested category and the judging panel couldn't separate DAC Beachcroft and Jacksons Law who shared the award.

In other categories, the Teeside University Law Clinic won the "Pro Bono/Community Initiative" award whilst Beecham Peacock was named the "Family Law Team of the Year."

The "Law Practice Management" award went to Scott Garson of Cartmell Shepherd Ltd for his work across all areas of the practice whilst the newly-introduced "Employer of the Year" was awarded to TLW Solicitors for their impressive levels of staff retention and internal progression.

Finally, Judith Archibold who heads the legal team at Parkdean Resorts was named "Lawyer of the Year" while Toby Hedworth Q.C. Head of Trinity Chambers was recognised with the "Outstanding Achievement" award.

DUAL AWARD SUCCESS FOR DURHAM LAW FIRM



Swinburne Maddison award-winning team

Since its creation in 1998, Swinburne Maddison LLP has undergone significant change and development and has now been named winner in two categories at the recent Northern Law Awards – Law Firm of the Year (6+ Partners) and Team of the Year – Litigation and Dispute Resolution.

The firm has not only developed an enviable client base over the intervening 19 years, but has also established itself as the pre-eminent law firm in County Durham and one of the region's leading law firms.

With 10 partners, its ratio of partners to staff enables the firm to provide an exceptional, partner-led service; a factor which received plenty of positive client feedback in a recent independent market research exercise.

According to the judges, "Swinburne Maddison showed excellence across all criteria – a substantial increase in turnover in the past year, a clear and well-positioned strategy, excellent client feedback, staff training programme and CSR policy." And, "was to be praised for its wide client base and an impressive breadth of expertise as well as its strong home-grown team that delivers results for clients, who describe their services as 'first class'".

Commenting on the firm's success, Senior Partner, John Davison, said: "Excellent service delivery and client satisfaction are key drivers for us. We constantly strive for both while providing unrivalled partner access and a personal, tailored approach to all clients in our desire to achieve what is best for them.

"Currently just over 70 per cent of our professional staff are under the age of 40, which reflects our belief in recruiting, nurturing and developing young talent and choosing to evolve and grow organically. I believe this is a big factor in our success because there is a great sense of mutual respect and team spirit in the firm.

"Making the shortlist in eight categories of the Northern Law Awards and walking away as the winner in two is a tremendous result for us. Everyone in the practice is absolutely thrilled."

Over the last five years, turnover at Swinburne Maddison has increased by 55% and a progressive management style has seen the firm reposition itself within the market with a greater focus on commercial and corporate services.

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OUTSTANDING ACHIEVEMENT AWARD FOR TOBY HEDWORTH Q.C.

Head of Trinity Barristers Chambers, Toby Hedworth Q.C., was presented with the prestigious Outstanding Achievement Award which was the highlight of the evening.



The Award celebrates individuals who have made an outstanding impact on the legal profession in the region and to their organisation. Toby was recognised for his contribution to the legal community, as well as overseeing and inspiring the expansion and diversification of Trinity, making it an outward-looking, vibrant and commercial barristers chambers that has lost none of its commitment to publicly funded work. Welcomed by a standing ovation, the award was presented by Tonia Reeve from the Title Sponsor of the evening, NWG Property Solutions. Caroline Goodwin Q.C., also from Trinity, was one of the five Lawyer of the Year Finalists at the Awards.

Representing Chambers, fellow Trinity Silk, Nicholas Stonor Q.C. introduced Mr Hedworth by saying "to his great credit and to the great benefit of our regional legal community – his reputation for excellence extends nationally. He is a great ambassador for the North East."

Toby Hedworth Q.C. was born in Tynemouth, and educated in the North East before studying law at Cambridge. Happy to return to the North, Toby was called to the Bar in 1975 and undertook pupillage

and became a tenant at 60 Grainger Street, Newcastle, later to become Trinity Chambers. Toby rapidly established himself as a leading junior, specialising in prosecuting and defending criminal and regulatory cases. He was appointed Crown Court Recorder in 1991 and became Queen's Counsel in 1996. Toby has dealt with many complex and high profile cases, including the prosecution of child killer Robert Black. He also acted in the first ever prosecution under the Terrorism Act for membership of a proscribed organisation. As well as regular recommendations in the leading Chambers UK and Legal 500 directories, Toby is given specific recognition in the memoirs of high profile Silk, Michael Mansfield Q.C.: "Toby Hedworth QC...cool, calm and effective".

Toby became Head of Trinity Chambers in 1998. During his time as Head, he has driven the rapid development of Chambers, including the renovation of and move to the historic Custom House on Newcastle's Quayside in 2004, as well as opening a Chambers in Middlesbrough in response to a growing Tees Valley client base.

Under Toby's leadership, Trinity has tripled in size, now with approaching 80 barristers and Silks.

Through its specialist practice groups, Trinity provides specialist advice and advocacy in a wide range of legal areas including agriculture, business, chancery, costs, crime, employment, environmental protection, family and matrimonial finance, immigration, licensing, Court of Protection, personal injury and clinical negligence, planning and regulatory. Trinity has developed an Alternative Dispute Resolution team dealing with mediation and arbitration.

Many of the practice groups are recognised in the leading legal directories, Chambers UK and the Legal 500, where Trinity is listed as a Tier One Set. The directory highlights Trinity's range of counsel, who are 'easy to deal with and always high quality', with service rated as 'first class', thanks to the 'fantastic clerks', who 'always go the extra mile'.

Reflecting on receiving his Outstanding Achievement Award Toby Hedworth Q.C. concludes "Any professional success that I have enjoyed has been largely because of the guidance and support of those around me in Chambers. I regard this award as very much being for everyone, the barristers and the staff, at Trinity Chambers".

For further details about Trinity Chambers please contact Practice Director, Simon Stewart on 0191 232 1927, email simon.stewart@trinitychambers.co.uk or visit www.trinitychambers.co.uk

TLW SOLICITORS CELEBRATES ITS STAFF

Flexibility, investment in training and staff well-being came up trumps for TLW Solicitors at this year's Northern Law Awards.

The North-Shields based firm, which was also shortlisted in the Law Firm of the Year, Rising Star and Practise Management categories, beat off stiff competition from some much larger firms and budgets to win the Employer of the Year award.

To win the award, TLW had to demonstrate how it 'offers the best possible opportunities' for its employees.

Ongoing investment in staff training and well-being, staff away-days, charitable giving and regular internal communications were highlighted as part of the entry with judges praising TLW's flexible working policy and staff retention record.

Partner Peter McKenna said: "We are absolutely delighted to have won the Employer of the Year award. We invest a lot of time and effort into making TLW Solicitors a great place to work and pride ourselves on being the best – both for our staff and clients.

"This award recognises the continued self-improvement and learning of our staff and is something which we are very proud of."

This latest success follows another busy year for the firm which has seen it branch out into new areas of work including serious injury and mis-sold solar panels and successfully gain re-accreditation with Lexcel, the Law Society's legal practice quality mark for excellence in legal practice management and excellence in client care.



The firm has also continued to boost its expertise and learning by strengthening partnerships with charities such as Momentum.

Alistair McDonald, Head of Marketing and Business Development at TLW and shortlisted for the Law Practice Management award, said: "We work very hard to make sure our team is happy. We aim to get the best possible results for our clients and we know that investment in our staff, through training and well-being, means we'll get the best outcomes.

"Ultimately, our staff and our clients benefit from us bringing together the legal expertise and experience in our team with new partnerships, staff rewards and access to learning."

Established in 2000 and specialising in the areas of serious and personal injury, financial mis-selling, professional negligence, road traffic accidents and motoring law, TLW Solicitors has grown into one of the UK's leading accredited law firms.

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COLLINGWOOD LEGAL: LAW FIRM OF THE YEAR



Paul McGowan

Paul McGowan, Principal Solicitor and Founder of Newcastle-based specialist employment law firm Collingwood Legal, reflects upon the firm's last six years following its success at this year's Northern Law Awards.

Here at Collingwood Legal, we're extremely proud and humbled to have been named Law Firm of the Year at the Northern Law Awards 2017.

It feels like only yesterday when Collingwood Legal had its first day of trading in September 2010. Back then I was on my own working from a small serviced office in Corbridge. I was soon joined by Jane Sinnamon and the team has steadily grown to the 12 we are today.

Since those days we have achieved a great deal and external recognition such as the Legal 500's "leading Top Tier" employment law practice accolade has helped cement our reputation as the employment experts to turn to in the North East.

Being shortlisted for the Law Firm of the Year award was fantastic recognition in itself. Attending an assessment interview with an esteemed panel was a little daunting but as it turns out, the interview-style grilling resulted in success.

I first set up Collingwood Legal as I felt that there was a gap in the market for focused and dedicated specialist employment law experts who focussed on client service. Starting a law firm from scratch and with a blank sheet of paper has actually been

quite liberating. We have kept our core overheads low compared to many other firms and we make the best use of technology and resources to provide the best service to our clients.

However, the market for legal services keeps changing and whilst technology and software solutions help, as trusted legal advisors we recognise that strong client relationships are key and we work hard at maintaining them.

Winning Law Firm of the Year at this year's Northern Law Awards is fantastic recognition for our firm but what I am mostly proud of is that we have a strong team of grounded and practical employment lawyers and support staff who are passionate about what they do.

We always aspire to live and work by core values of candour, integrity and trust and to deliver brilliant client service and I believe this has genuinely set us apart from other law firms.

We also recognise that the market we work in is

extremely competitive and businesses clearly have a choice as to who they wish to represent them. This helps keep us all on our toes and our model of delivery means we remain nimble and fleet footed to quickly respond to any changes and client needs.

I believe that the way in which we operate is valued by our clients and it has also been recognised by some of the key independent legal guides. Indeed the latest edition of Chambers and Partners legal directory guide described Collingwood Legal as "small enough to care, large enough to battle" and I think that sums up the philosophy of all of the team at Collingwood Legal nicely.

In terms of the future, we do not have any immediate plans to change what we do at all other than keeping our eye on the ball, guiding our clients and responding to their needs. I would like to think that by continuing to focus on excellent client service that we can continue to expand our client base in the region.

Which leaves me just one more thing to say. We couldn't have done it without you so from all of the team, a huge thank you to everyone who has given us their trust, support and loyalty. Thank you!

COLLINGWOOD LEGAL

Law Firm of the Year (1-5 Partners)



**Northern
Law Awards
2017**

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Winner
Collingwood Legal
Firm of the Year (1-5 partners)

www.lawawards.co.uk

“We were delighted to receive the Law Firm of the Year Award (1-5 Partners) at the Northern Law Awards 2017 and wanted to say a huge thank you to all of our clients and contacts for your support.

THANK YOU!

”

IRWIN MITCHELL CELEBRATE AFTER TRIPLE AWARDS SUCCESS



The North East offices of national law firm Irwin Mitchell are celebrating more success after winning three awards at this year's Northern Law Awards.

Irwin Mitchell has had a presence in the North East for 14 years and has offices in Newcastle and Middlesbrough helping clients across the entire region.

The Northern Law Awards recognise the very best legal talent across the North of England and Irwin Mitchell won:

- Personal Injury/Clinical Negligence Team of the Year for the third year running
- specialist asbestos-related disease and child abuse lawyer Emma Crowther was named Rising Star of the Year
- and personal injury expert Kimberley Fryer was also awarded Trainee of the Year.

The Serious Injury team alone has recovered more than £45 million in damages for its clients and has several new team members including new Associate, Andrew McGowan who has 25 years' experience of high value PI work, two new Solicitors, Laura Gabbey-Cristofini and Alastair Elliot. Registered General Nurse Kim Davies has been appointed as a Client Liaison Manager delivering a unique support service to the firm's clients.

Commenting on this year's award wins, Paula Myers, Regional Managing Partner of Irwin Mitchell's Newcastle office, said: "We have enjoyed a huge amount of success in recent years and these latest award wins are another great tribute to the phenomenal work and great talent we have within the firm.

"We are very proud of all of those who have won prizes and are delighted that so many talented individuals have been recognised. However, this will not stop us from continuing to look to further develop our offering to ensure our clients always get the best possible outcome in their cases."

Fran Mayes, Lead Partner for the Personal Injury team at Irwin Mitchell's Newcastle office, said: "I am incredibly proud of the work that we do to support individuals that have suffered injury and illness."

"The damages we recover for our clients enable them to have access to the rehabilitation and care that they require rest of their lives. Our teams work hard to get the best possible outcomes for our clients so that they can live as independently as

possible and get the help and support they need to recover."

"The Personal Injury team works closely with our Court of Protection and Public Law and Human Rights teams to ensure that our clients are supported whilst their case is ongoing and after their personal injury claim has concluded."

"Our Court of Protection team has extensive specialist knowledge to assist clients who lack the requisite capacity to manage their own property and affairs such as those suffering from dementia or Alzheimer's, or brain injuries caused through medical negligence or severe head injuries in accidents or assaults."

It is not only their clients they help as last year the Irwin Mitchell Newcastle office raised over £14,000 for its charity of the year, Tiny Lives which helps to care for premature and sick newborn babies, their mothers and families at the Royal Victoria Infirmary. The firm is supporting Rape Crisis Tyneside & Northumberland in 2017 to help support survivors of sexual abuse.

WARD HADAWAY CHALKS UP DOUBLE AWARD WIN

Ward Hadaway's double win at the Northern Law Awards 2017 reinforces the firm's place as a leading adviser to the region's business community.

The Top 100 UK law firm was named Corporate and Commercial Team of the Year and Employment Team of the Year at the prestigious awards held at the NewcastleGateshead Hilton.

For Ward Hadaway Managing Partner Jamie Martin, the double victory is further evidence of the firm's position as a key partner for North East companies and a successful business in its own right.

Jamie said: "It is always gratifying to win such awards, not only because they recognise the hard work, dedication and considerable skill of the teams involved, but also because of what they say about our firm.

"As one of the largest independent law firms in the North East, we are dedicated to helping businesses and organisations to achieve their aspirations and to playing our part in helping to drive growth.

"We have worked hard to establish an enviable reputation for meeting companies' needs in a commercial way that helps to build and protect their businesses.

"Both of our award-winning teams from this year's Northern Law Awards are proof positive of that – the work which they carry out for a wide range of clients plays an important part not just in those



Major win – members of Ward Hadaway's Corporate team (from left) Tom Pollard, Danielle Kelly, Head of Corporate Martin Hulls and Imogen Holland accept the Corporate & Commercial Team of the Year award from Jo Aitken of Acritas at the Northern Law Awards 2017. Ward Hadaway also won Employment Team of the Year at the awards.

businesses but to the wider North East economy."

The corporate team, one of the largest pure transaction corporate finance teams in the North East, covers all types of corporate transactions, with specialists in private equity and venture capital investments, acquisitions and disposals, and IPOs.

The employment team is again one of the largest of its kind in the North. It is a multi-disciplined team

of Solicitors and Human Resources professionals who work together to ensure their clients receive commercial, practical and pragmatic advice and support.

Jamie Martin concluded: "The awards are richly deserved for these two outstanding teams who work hard to deliver the very best services to their clients."

For more information on how Ward Hadaway can help your business, head to www.wardhadaway.com or contact Jamie Martin on 0191 204 4341.



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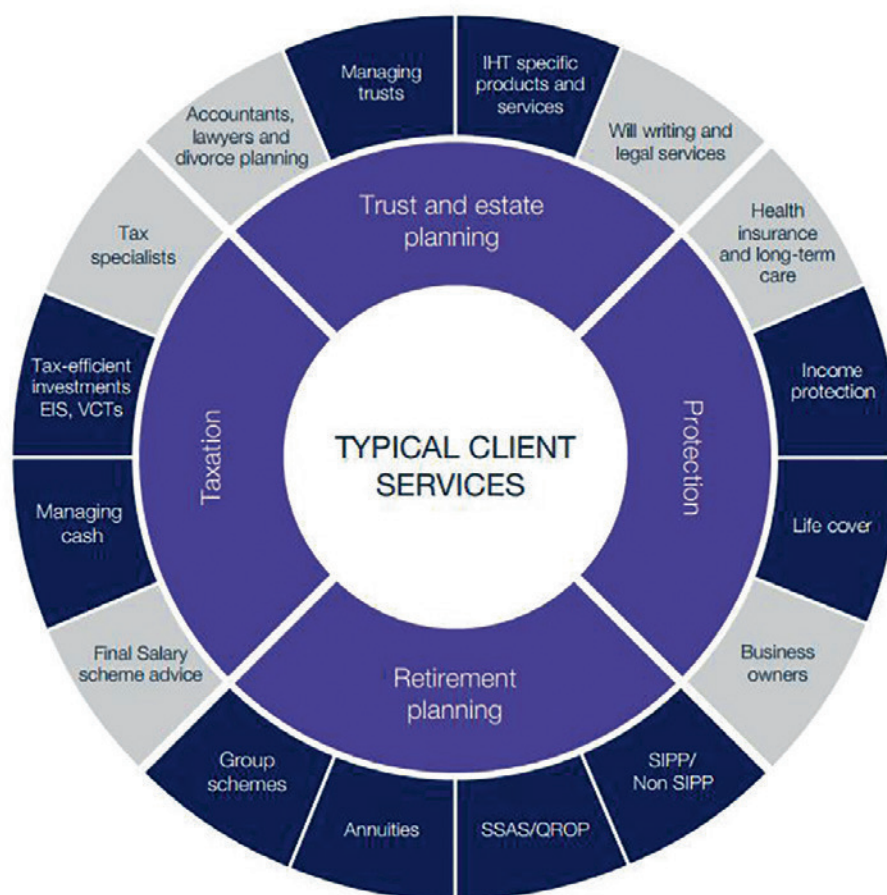


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Here at Brewin Dolphin, we appreciate that you may not have much time to deal with your own investments and financial affairs.



We help busy professionals manage their wealth so that they can concentrate on their careers and family life. Our goal is to make your life easier and to give you peace of mind by investing in securities that do not trigger a breach of independence rules.

If you think you may benefit from the trusted and expert guidance of a wealth manager, we can help you achieve your long-term financial goals. In the strictest confidence, we learn about your financial circumstances and quickly build an understanding of where you would like to be – and offer advice on how you can get there.

Our focus is on providing quality advice – not on selling products – and our goal is to inspire confidence so that you can make the right choices. Established more than 250 years ago, we are one of the UK's leading wealth managers. We work closely with over 300 law firms ranging from Big Four to medium-sized firms with national and regional offices. Our clients include a wide cross section of senior managers, associates and partners.

We can help you achieve your financial goals throughout every stage of your career – from your early partner years through to post retirement. Our guidance is provided by two types of wealth manager whose expertise, when combined, can provide you with the best long-term outcome.

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- We can identify your needs and inform you if they require external specialist support

- A financial planner can advise you on a wide range of financial matters and will be fully aware of the ethical standards you need to adhere to. They can help you to maximise your tax allowances, manage your savings and cash, help with retirement and education fees planning and with later life care (including how to pass your estate on to loved ones in the most tax-efficient way).
- An investment manager builds a portfolio for you based on your personal circumstances, objectives and attitude to risk. These investments are recommended by our award winning research team. Your investment manager will then manage your portfolio on your behalf to ensure it stays on track to meet your long-term objectives and remains compliant with respect to partner independence rules. You can meet them as often as you need to – however, they respond quickly on your behalf when market conditions change, adjusting your portfolio as appropriate.

Our clients tend to be self-employed partners who have worked for one or more firms for up to 20-25

years. They range from those who have just accepted a partnership right through to senior partners contemplating retirement in the near future.

We find our clients' financial needs change across the years as their careers and family circumstances evolve...

- In the early partner years, your disposable income typically increases and so planning for the future generally becomes more of a focus. Savings and pensions and the need for wider financial planning become more important as you look to safeguard and grow your wealth.
- Once you have been a partner for 10 years or so, your disposable income will typically be proportionally higher. The choices you make now can make a significant difference to your options later in life.
- Unless you have other career plans, there comes a time to make arrangements for retirement. The reality for most is that there is no ownership stake to sell and so, unless you have an alternative income, your retirement savings pot may have to fund your lifestyle.



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FIRST CUMBRIAN FIRM TO WIN NORTHERN LAW AWARD

Cartmell Shepherd are delighted to announce that the firm have won the Law Practice Management award at the recent Northern Law Awards.

Scott Garson, the firm's practice manager, was recognised at the prestigious legal awards held at the Newcastle Hilton Hotel. The Cumbrian law firm succeeded in fending off stiff competition which included some of the biggest firms in the North of England. This is the first time in the history of the awards that a Cumbrian firm has won.

Speaking about the win, Scott Garson said "this award is testament to the commitment, hard work and dedication from the whole team at Cartmells. I'm very proud to have received it and proud to work with such a forward thinking business." He added "it's great to work with a management team who listen to ideas and are not afraid to try something different."

Scott was short-listed along with 6 other finalists in what was described as a "hotly contested" category. Candidates had to demonstrate evidence of innovation and enterprise, leadership, strategic thinking and contribution to the success of the organisation. The judges described an "outstanding and clear winner" as they announced the award at the event.

Since joining Cartmell Shepherd in 2012 Scott has worked with the management team to drive the firm forward. Improvements in the firm's IT



infrastructure, management processes, business planning and internal communication are just some examples. The introduction of Skype for Business and a completely new pricing structure, for instance, has been revolutionary in the way Cartmells interact across the firm and with our clients.

Scott was the instigator in setting up the firm's

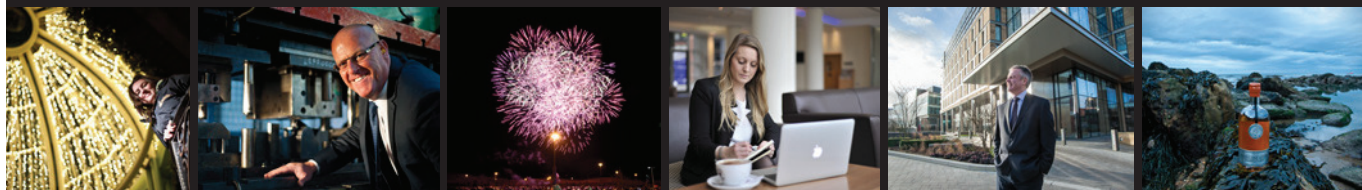
hugely successful Twitter account. He embraced and encouraged the use of social media for Cartmell Shepherd.

Cartmell Shepherd were finalists alongside Sintons Law, Swinburne Maddison, Jacksons Law Firm, TLW Solicitors, Irwin Mitchell and Parklane Plowden Chambers.

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