

**Minutes of CLLS Training Committee Meeting  
Tuesday 25 May 2021, by Webex**

**Present (Committee members):**

Richard Album  
Peter Carrick (**PC**)  
Lindsay Gerrand (**LG**)  
Caroline Janes (**CJ**)  
Patrick McCann (chair) (**PM**)  
Louisa Mendes Da Costa (**LMDC**)  
Frances Moore (**FM**)  
Catherine Moss  
Ben Perry (**BP**)  
Julia Robinson (**JR**)  
Sabina Clark (clerk to committee)

**Apologies:**

Edward Brown  
Greg Lascelles  
Stephanie Tidball

**Guests-** for agenda item 7 below

Stephen Denyer (Directors of Strategic Relationships)  
Nicole Poole (Policy Adviser)  
Nick Denys (Policy Adviser)

The chairman opened the meeting.

**1. Minutes of 25 February 2021**

The minutes of the last meeting were approved.

**2. Year planner 2021 – how are we tracking**

LMDC updated the committee on upcoming Learning In Law (**LIL**) events, and opportunities for sharing or getting involved. The next LIL event was on 8 June 'Building and maintaining successful relationships in a hybrid world'. PM noted the busy first half of the year, and invited comments for autumn/winter planning and events. Debrief from recent committee events followed.

**3. Training Committee's 'Highway to Hybrid' workshop event on 4 May 2021 debrief**

PC reported on this event, noting level of attendance- there was limited feedback and themes familiar to the committee.

**4. CLLS Symposium with Julie Brannan, SRA on 24 May 2021 debrief**

BP reported on this event and a discussion point around what would count as qualifying work experience for trainee solicitors. Julie Brannan gave guidance around this: to be QWE the experience must be in the 'provision of legal services' (not another role in a law firm). **ACTION:** BP to confirm whether any final note was to go to the committee. CJ raised a remuneration benchmarking query as regards paralegals who qualify as solicitors via SQE/QWE, whilst remaining employed as paralegals. Committee members noted that it was up to firms to determine the work and remuneration of paralegals.

## 5. Committee membership- further appointments

PM raised this item in the context of the committee's workload increase. The committee was supportive to further member appointments. PM reported there had been three expressions of interest following this year's committee events. **ACTION:** PM proposed and it was agreed that 1-2 vacancies should be advertised. PM to follow up with the three interested parties.

## 6. Legal Cheek Legal Ed Conference debrief on 19/20 May

JR reported on this event having circulated the discussion points (including from Julie Brannan of the SRA) in advance of the meeting: QWE experience to be logged at the end of the training contract; unlikely to be one best practice approach/ structure to QWE across firms; vast majority of CLLS sponsoring firms likely to expect trainees to sit SQE 2 before starting their period of QWE.

## 7. Collaboration with the Law Society

Stephen Denyer outlined the Law Society's engagement remit, which included the top 50 law firms, the top 30 in-house legal teams as well as other stakeholders including the CLLS.

Nicole Poole reported that press commentary to the [published](#) remote supervision of junior lawyers- good practice had been mixed. The guidance would be reviewed in January/ February 2022.

Nicole and LMDC will link up as regards collaboration with LIL, which the Law Society was not currently undertaking whilst it would be of interest to align with national law firms in the top 50.

Stephen Denyer noted that the structure of in-house legal teams was changing: they made up a quarter of the Law Society's membership, and are moving towards organically growth with their own trainees/paralegals rather vs lateral hires from law firms. PM noted that this (including D&I/ESG hiring criteria of in-house teams) would be an interesting area for the committee to collaborate with the Law Society (and potentially LIL) to explore further in a joint event.

Nick Denys is speaking with law firms on their Return to the office (**RTTO**) thinking and planning and noted that there would be guidance/ practice notes based upon operational trends.

PM noted that discussion points will be around skillsets to avoid bias in work allocation, mental health/ peak performance and burnout, addressing pressure to travel as well as trial and error around agile working and clients' as drivers in changes. CJ raised learnings from regional offices who had already returned from the office, and keeping the benefits of digitalisation/ screen-to-screen delivery, LG raised how successful screen-to-screen delivery had been as well as the cost-savings. Stephen Denyer raised the global law firm concern around the environmental impact of travel to development events/ offsites- and PC raised the issue of whether law firms can ask and expect their employees to travel and how hybrid events (in-person *and* onscreen, in parallel) would be challenging. BP referred to younger employees who will not have been vaccinated as influencing timings. FM raised the importance of role modelling hybrid working to support others through change and uncertainty around their visibility.

## 8. CLLS/Law Society Social Welfare Solicitors Qualification Fund Initiative

PM had shared a ppt presentation in advance of the meeting and outlined funding to allow for sufficient spaces. The spaces would go to aspiring solicitors working in areas of social welfare law helping disadvantaged communities, where the initiative would enable them to

qualify (on a part-time basis) and then contribute in their committed practice area at a higher level (backed up by an employer reference). FM asked whether there would be an ongoing link between candidates and sponsoring law firms. PM asked for volunteers to assist with next steps over the coming weeks, anticipating 2-3 hours a week on this initiative. PC would like to help, RA would like to help in due course. **ACTION:** Committee members to volunteer to assist, please.

**9. Committee's '*Emergent thinking– City law firm*' webinar event, date tbc**

PM confirmed that this event was in development, including thinking around suppliers to deliver content. **ACTION:** PM and RA to meet to discuss and bring back a plan to the committee in the next two to three weeks.

There being no AOB items, the chairman closed the meeting.