

**Minutes of CLLS Training Committee Meeting**  
**Tuesday 24 May 2022, 15:30-17:00,**  
**Linklaters, 1 Silk Street, London EC2Y 8HQ and by Webex**

**Present (Committee members):**

Richard Album ( <i>up to 16:30</i> )	Catherine Moss
Edward Brown ( <b>EB</b> )	Ben Perry ( <i>up to 16:00</i> )
Peter Carrick	Julia Robinson ( <b>JR</b> ) (vice chair)
Lindsay Gerrand	Dominic Sedghi ( <b>DS</b> )
James Harvey	Rosie Warren-Cafferty
Greg Lascelles	Kirsty Wilkins ( <i>from 16:20</i> )
Patrick McCann ( <b>PM</b> ) (chair)	Sabina Clark (clerk to committee)
Louisa Mendes Da Costa ( <b>LMDC</b> )	

**Apologies:** Rachel Wevill (**RW**), Frances Moore, Matthew Rous

**Guests:**

Dan Kayne (**DK**) (Founder, O Shaped Lawyer), Claire Stripp (Head of L&D at Browne Jacobson and member of O'Shaped Lawyer Board) – from 16:15pm  
Julie Brannan (**JB**), Karen Minns (**KM**), Maxine Warr (**MW**) and Tracy Vegro (**TV**) (SRA) – from 16:35pm

The chairman opened the meeting.

**1. Minutes of 9 February 2022**

The minutes of the last meeting were approved.

**2. Year planner 2022 – updates**

JR spoke to the thought leadership published in Law Society Gazette: “More is expected of partners than before” and the committee’s Coaching and mentoring in city law firms webinar of 9 May where 80 delegates joined across 38 law firms. **ACTION:** *Associated coaching survey results to be circulated (26 firm completed this).*

JR also spoke to the CLLS Chairs’ breakfast on 15 March where the CLLS/Law Society Social Welfare Solicitors Qualification Fund Initiative and CLLS committee LinkedIn pages were mentioned.

PM gave highlights from the Legal Cheek LegalEdCon that took place 12 May.

JR noted that four entries had been shortlisted to the CLLS Solicitors Company Trainee essay prize, the winner to be announced on 25 May. The essay topic this year was “How should City law firms respond to the worldwide climate emergency?”.

A reminder about Paulo Karat research and hosted focus groups this and next month around the future of mindfulness training for lawyers was given.

LMDC noted no update as yet from Learning in Law around collaboration and events.

**3. CLLS/Law Society Social Welfare Solicitors Qualification Fund Initiative- update and second round**

PM updated the committee about sponsorship for year 2 of the programme, plans for deepening branding and funding avenues, as well as the qualification timeline for the 22 candidates who started their programme this April.

**4. How can we make the best use of the legal practitioners on our committee?**

PM noted that EB was stepping down from the committee which prompted the agenda items around the committee’s staffing and the areas the committee’s legal practitioners would like to focus on within the committee’s work. Legal practitioner members of the committee shared

thoughts including: the evolving regulatory environment and how the profession is regulated to encourage good behaviours for the benefit of clients, issues affecting the quality of lawyers including risk and behavioural conduct issues and culture change, issues relevant to graduate recruitment. The L&D practitioners on the committee noted they particularly valued hearing from legal practitioner members on what culturally works (and what does not) within firms, thoughts around how to improve training uptake (without mandating it) and disseminate knowledge more effectively at all lawyer levels, what is realistic to expect, what the legal practitioners are hearing to ensure the committee's work and thought leadership stays relevant.

#### **5. Forward planning on committee events and thought leadership**

JR updated the committee on planned timing for the next events to be developed: the junior lawyer event will be planned for autumn with a legal tech event to follow. The junior lawyer event would likely be in person, longer than the committee's webinar events, invite law school speakers, to cover aspirations and expectations. PM and JR to speak with RW in regard to this. PM and JR to meet in June to come up with a 2022 H2 plan. **ACTION:** *Volunteers and suggestions for junior lawyer event to Rachel Wevill please.*

#### **6. Discussion with Dan Kayne**

Dan Kayne (**DK**) and Claire Stripp joined the meeting. PM introduced the committee's work and invited our guests to share more about their O Shaped Lawyer offering and plans, and their ask from city law firms. DK introduced his background as a former private practice and in house lawyer, contextualised from his consultations with the GC community (200 organisations) and the resulting goal of the O Shaped Lawyer initiative to close the perceived divide between client organisation legal teams and their external lawyers in firms, around how lawyers are perceived to create value for client businesses.

DK confirmed he was partnering with law schools (BPP, Barbri, College of Legal Practice) to prepare lawyers as business service professionals by developing skillsets and attributes including [relationship building, adaptability, EQ, courage, feedback, continued learning and communication] earlier in their careers and putting these into practice.

PM noted that a working group from the committee could meet with DK to discuss where the disconnect might be, share what is developed and provided for within city firms currently to demonstrate there is congruence in the outcomes sought. PM expected there to be views both complementary and not so to the O Shaped Lawyer approach. DK emphasised that the focus is about translating what is delivered into client relationships as GCs still perceived a disconnect. DK confirmed that the O Shaped Lawyer would position itself both as advocate/influencer with law firms as well as training provider. DK acknowledged a discussion around how O Shaped Lawyer development is put into practice, ROI and its measurement would be useful. **ACTION:** *Volunteers to meet with Dan Kayne to PM please.*

#### **7. Collaboration with SRA** with Julie Brannan, Karen Minns, Maxine Warr and Tracy Vegro)

JB confirmed the April SQE2 first sitting results were due end of August: 732 candidates overall sat across 25 countries and 89 test centres. This represented a good data set for the SRA's statistical analysis, whilst it is appreciated the candidate numbers will grow over time.

JB confirming timings for progression from SQE1 January sitting to SQE2 would be April in 2023. There was a wait this year with the launch of SQE2 but there will be sufficient sittings in future with extra SQE2s added to allow candidates coming from different pathways to progress to SQE2 within a reasonable timeframe. As regards SQE test centres, the SRA has a mechanism with its provider Pearson to set up alternatives as popular venues are booked up, e.g. for London test centres. The SRA will be asking candidates for feedback on their SQE booking experience and demand for venues/slots. JB reassured the committee that the system will improve as candidate numbers stabilise.

JB confirmed that international centres for SQE2 are planned – but not in the short or medium term (JB unable to confirm when).

JB confirmed that Kaplan has a block booking system in place but it is 'clunky' and that Kaplan believes the voucher system is easier and more reliable to use. It is anticipated that (larger) CLLS member law firms will want block booking options. JB to look into this so that we understand Kaplan's position more. TV will follow up with the booking system provider Kaplan to confirm that its block bookings system (for firms and law school providers) is preferred in city firms over the voucher system (for candidates).

TV spoke to the SQE1 ethnicity attainment gap: the SRA is conducting a review, from literature and with candidates' lived experience interviews to investigate perceptions and barriers into the profession beyond socio-economic factors as well, to consider solutions with an interim report to be published end of 2022. The SRA would also seek input from the profession. Note: PM is in the reference group.

MW confirmed that the SRA was conducting a survey into QWE later this year with the report to be published early 2023 around how QWE is working in practice, asking for example whether candidates are getting the experience they expected, where they are getting their experience and in what practice areas. The survey will be carried out each year going forward.

KM thanked the committee for its response to Legal Services Board consultation on continuing competence which had been helpful. KM outlined the SRA approach and actions to ensure ongoing competence of those it regulates. KM noted that the SRA's response to the LSB explained that the SRA would only make an intervention *if* there was evidence of an issue and that an intervention by the SRA *can* address the issue. The SRA is looking at data and information around ongoing competence- including from the Legal Ombudsman, the Land Registry and best practice from law firm interviews- to build a clearer picture around how obligations are being met, where there are issues, how best to target any SRA interventions. The SRA will also update its competence resources and look at how in house lawyers maintain their competence. The SRA timetable for this exercise is 18 months, aligned with the LSB timetable (whose report is due to be published in June).

The committee enquired about candidate results being provided directly to their firms (and/or training providers), confirming the convenience of this result. JB noted with GDPR it would involve obtaining the consent of each candidate to provide their results to a named recipient. The SRA would need to look into feasibility for this system and process change, including around impact of candidates changing their training provider and linking the process to the training provider booking.

JB's successor will be in post from 11 July 2022.

## 8. AOB

PM and the committee thanked EB for his service as a committee member. The CLLS will be asked to advertise for a vacancy on the committee. The committee member votes showed that we had authorisation for up to three new members, depending on quality of applicants, with a preference to include a practising partner/lawyer if we have two or more new members join.

PM and JR updated members that a LinkedIn page had been created for the committee. DS agreed to be responsible for monitoring and posting to this.

**ACTIONS:** *Liaise with Kevin Hart at CLLS and DS for advert to be uploaded to website and LinkedIn page. All members to 'follow' the committee's LinkedIn page (link to be circulated).*

The chairman closed the meeting.