



Junior Lawyers Division Engagement Programme 2018-2019



Foreword

Welcome to the Law Society's Junior Lawyers Division 2018-2019 engagement programme.

Whether it is the disparity between the number of Legal Practice Course (LPC) places versus training contracts, reforms to the training contract itself and the routes to qualification, trying to get a newly qualified solicitor position or even trying to weather out your first few years in practice – many junior lawyers are facing a combination of hurdles in their pursuit of a career in the law.

As a voice for junior lawyers, the JLD aims to represent the interests of its members. This ranges from campaigning and lobbying on matters affecting their career and development through to bespoke training events, online guidance and information including practice notes and FAQs as well as helpful blogs and articles.

The JLD represents approximately 70,000 individuals. Membership is free and automatic for LPC students and LPC graduates, trainee solicitors and solicitors up to five years qualified. Through our [executive committee](#), national committee, and network of [local groups](#), we engage with our members on both a political and social level. As a division of the Law Society with an independent voice, we represent our members both within and outside of the Law Society.

Our focus for 2018-19 includes:

- promoting access to the profession. This includes representing current and future junior lawyers in relation to the SRA proposal for a centralised assessment to qualify as a solicitor (the Solicitors Qualifying Examination, 'SQE') and other routes to qualification
- promoting access to justice
- supporting solicitors up to five years PQE in their career and skills progression
- increasing engagement with our members across the whole of England and Wales
- increase support and awareness of mental health issues affecting junior lawyers
- raising awareness and educating our members of the impact and development of legaltech.

The JLD is always looking for active participation. If you are a junior lawyer and have ideas and the drive to see those ideas actioned, why not get involved with the JLD at a local or national level? The JLD committee has seats open for elections each year and by joining the committee or attending our events you could help shape the future of your profession.

In July 2019 two of our Law Society Council members, Kayleigh Leonie and Prisca Wharton step down having completed their terms of office. The JLD has three Law Society Council members:

- One seat for LPC students and trainee solicitors (two-year term)
- Two seats for solicitors up to five years qualified (both four-year terms).

The main function of the JLD Council member is to represent the views of your constituency at Law Society Council meetings and any committees they subsequently sit on, and to communicate with their constituency about Law Society Council discussions and decisions.

Although Council members are technically independent of the JLD, they are nonetheless ex-officio members of the JLD committee. As such Council members are invited to attend all JLD meetings and events and provide a vital contribution to the representative work of the division. Council member representing the JLD are expected to update and keep informed the executive committee.

The JLD is all about its members and their needs. To enable the JLD committee to better represent you, we want to hear from you. Please get in touch at juniorlawyers@lawsociety.org.uk or through our social media channels to give us your thoughts, seek our support or just to connect.

I look forward working with our members over the coming year.

Amy Clowrey, chair of the Junior Lawyers Division Committee



Our vision

To represent, support and provide services to junior lawyers at the start of their careers to help them to develop, progress and diversify within the legal profession.

Who we are

The JLD is a division of the Law Society of England and Wales. The division, which has a committee with an independent voice, was established in 2008 to support:

- LPC students
- LPC graduates
- trainee solicitors
- solicitors up to five years qualified

The JLD is one of the largest communities within the Law Society with approximately 70,000 plus members. Membership of the JLD is free and automatic for those within its membership group.

What we do

The JLD provides members with an opportunity to:

- network and connect with other junior lawyers
- discuss issues of concern
- benefit from training, advice and career guidance
- ensure their views are heard
- contribute to JLD campaigns, lobbying activities and consultations

Tailored support for junior lawyers

To address the diverse needs of the junior members of the profession the JLD has created a programme of engagement for all sectors of its membership – from LPC students looking for training positions to solicitors settling into their chosen area of practice. The programme seeks to:

- provide career advice and guidance and personal skills development through a series of events, members support activities and services
- support, promote and represent junior lawyers by providing opportunities to share and develop best practice, to exchange ideas and experience, to learn from peers, and by providing research information
- provide opportunities for junior lawyers to influence the overall direction of the legal sector and the future of the profession
- provide greater protection for junior lawyers in the work environment
- help the Law Society to understand and represent junior lawyers more effectively
- continue to develop links with legal organisations, both here and abroad, to learn from and to further promote the JLD, the solicitors' profession and England and Wales as a jurisdiction of choice.

Events

Throughout the year the JLD aims to cater for its diverse and vibrant membership through its free one-day forums and annual conference and ball which focus on the skills and knowledge junior lawyers need to take control of their careers. We also support our colleagues at the Law Society with their events targeted on junior lawyers, for example, the City and career development. Details of these events will be advertised in the JLD newsletter – [Junior Lawyer Update](#) – and published on our [website](#). We also encourage our members to attend local JLD group events in their area and help support their local junior lawyer community. More JLD events will be added as the year progresses.

Forum: career development skills for junior lawyers

When: 2 March 2019 and 21 September 2019
Venues: Southampton / The Law Society, London
Cost: Free

These free one-day skills events are aimed at trainees, newly qualified solicitors and solicitors up to five years qualified. They are intended to equip those who are at the start of their careers with skills and advice necessary to progress within the law and the working environment. We invite delegates to join us for presentations, discussion and activities designed to be of value and assistance with speakers who are highly regarded and experienced in their field. Individual CV clinics are also held throughout the day.

Typical forum sessions may include some of the following topics:

- social media for solicitors and developing your personal brand
- moving in-house: what to expect and how to prepare
- application and interview advice
- achieving your career goals
- developing your specialism and changing practice area
- the art of public speaking and advocacy
- current trends in the work place and what firms and organisations are looking for in junior lawyers
- time management and maximising productivity
- raising your commercial awareness and understanding your business sector
- Brexit and the implications for the legal profession
- resilience and wellbeing
- LegalTech

[Register for the forum in Liverpool on 9 February 2019](#)

Forum: helping you to secure a training position

When: 9 February 2019 and 5 October 2019
Venues: Liverpool John Moores University / The Law Society, London
Cost: Free

These free one-day skills events are aimed at LPC students and LPC graduates to assist them in their research for a training position. We invite delegates to join us for presentations, discussion and activities designed to be of value and assistance with speakers who are highly regarded and experienced in their field. Individual CV advisory clinics are also held throughout the day. Typical forum sessions may include some of the following topics:

- tips from current trainees and newly qualified solicitors on how they secured their training position
- CV, application techniques, what organisations are looking for and how to stand out at interviews
- understanding assessment centres and how to prepare for them
- working in-house and alternative career paths for solicitors
- other routes to qualification including regulatory updates
- networking and social media for aspiring solicitors
- commercial awareness: what it is and how to get it
- resilience and wellbeing
- LegalTech

[Register for the forum in Southampton on 2 March 2019](#)



12th annual JLD conference and ball

When: Saturday 6 April 2019
Venues: The Law Society, 113 Chancery Lane, London WC2A 1PL
Cost: From £60

Offering a mix of keynote speeches and presentations, interactive group sessions, practical breakout workshops and networking opportunities, the 12th annual JLD conference and ball provides invaluable guidance on taking control of your career.

This year the JLD's keynote speaker is Dana Denis-Smith, founder of the First 100 Years project.

[Book your place now.](#)

JLD national committee meetings 2019

When: 26 January, 7 April, 12 October
Venues: The Law Society, 113 Chancery Lane, London WC2A 1PL
Cost: Free to attend – but prior approval necessary

The JLD national committee meets three times a year and includes the executive committee, Law Society Council members, representatives from the local JLD group network, LPC student representatives and representatives of other Law Society divisions (e.g. Lawyers with Disabilities Division). The purpose of the national committee is to provide:

- a forum for issues affecting junior lawyers to be discussed and policy positions to be settled and actioned accordingly
- an opportunity for the JLD committee to obtain feedback from the local JLD group network on issues affecting junior lawyers at a local level

If you are a JLD member (ie LPC student, LPC graduate, trainee or solicitor five years qualified or less) and want to get involved with the JLD, but are unsure where to start, you can attend a JLD national committee meeting as an observer and find out more about the JLD. Places for non-national committee members are limited and need to be approved beforehand. Please note that discussions during national committee meetings may be confidential.

Member Support

E-newsletter – Junior Lawyer Update

The JLD publishes a regular e-newsletter for junior lawyers – Junior Lawyer Update. The e-newsletter, which has a circulation of over 30,000, includes updates on news, features, events and activities which are relevant to junior lawyers. To receive the Junior Lawyer Update you can subscribe [here](#).

Representation, policy and lobbying

The JLD is proud of the policy work it has initiated and contributed to in recent years and the range of consultations it has responded to on behalf of its membership – not just on issues directly related to junior lawyers but also on wider matters which may impact the future career paths of junior lawyers, particularly with regards to regulation of the profession and the provision of legal services. Because of this the JLD has been successful in the adoption of new practices and procedures which have benefited the working lives of junior lawyers. This has included the introduction of the recommended minimum salary for trainees and retention notice periods for newly qualified solicitors as well as guidance for the profession on offering work experience placements for students and supporting resilience and wellbeing in the workplace. The JLD also invites its members to “[have their say](#)” and input into JLD policy development and consultation responses. JLD consultation responses can be read [here](#).

Social media

The JLD has an active social media presence. Join us on LinkedIn, become a member of our Facebook group and follow us on Twitter and Instagram. These sites are updated regularly with items of interest to junior lawyers and those in the profession who have an interest in junior lawyer issues. Access the JLD social media sites on the [JLD website here](#).

Law Society Excellence Award and LawWorks Pro Bono Awards

In recognition of the work of junior lawyers they have their own category of award at both ceremonies. The awards recognise the most outstanding junior lawyers’ contributions to the profession and to pro bono services.

JLD essay competition

The 2,000-word essay competition gives the JLD’s student and trainee members the chance to compete for prize money, as well as honing their drafting skills on a subject which is topical, it will engage junior lawyers and be of professional relevance. The essay competition will be launched in July 2019 and close at the end of November 2019.

Website

The JLD website is a source of information which tells you all you need to know about becoming a solicitor, issues facing junior lawyers and how the JLD is representing your interests. It includes information about legal career paths, latest policy and regulatory developments, surveys, national and regional skills events, training materials and good practice, FAQs and other sources of help and advice. We welcome your suggestions and contributions to the website, for example, articles, reviews, blogs, hints and tips. If you would like to submit an item or send us your suggestions for additional website content that junior lawyers would find helpful and informative, please email us at juniorlawyers@lawsociety.org.uk



Working with and influencing others

Over the course of the JLD's development it has forged links and working connections with a range of legal bodies and organisations– both here and internationally – which aim to strengthen the role of the JLD, raise the profile of junior lawyers as valuable members of the profession and promote the Law Society. For example, the JLD is represented on the legal professions wellbeing task force which is managed by LawCare, the Solicitors Qualifying Exam task force, the working parties which are reviewing the courts reform programmes and various Law Society committees on issues ranging from diversity and inclusion to education and training. In addition, the JLD committee has also cultivated the support of high-profile advocates in the profession, in particular the Lord Chief Justice, by updating him on the work of the JLD and the issues affecting the membership.

Exclusive benefits

The JLD membership benefits include many exclusively negotiated products, services and discounts aimed specifically at junior lawyers. This currently includes bespoke discount TM Lewin vouchers as well as discounted rates for many Law Society events and publications.

CV clinics

At all JLD forums and the annual conference the JLD offers individual CV advisory clinics to delegates seeking to update and tailor their CVs. This is an excellent opportunity for those seeking to obtain a training position or newly qualified solicitor post as well as those looking to move into a different practice area. Many of our CV advisers are themselves members of the profession who can pass on their experience. CV clinics are offered on a first come first served basis and should be booked in advance of the event by emailing juniorlawyers@lawsociety.org.uk. CV clinics cannot be offered on the day due to availability and resources.

Press and media

The JLD is regularly approached by the national and legal press to comment on matters affecting junior lawyers, particularly training and qualification requirements for entry into the profession and the impact upon aspiring lawyers and the JLD membership. These provide an excellent opportunity to showcase the work of the JLD and also junior lawyers in general. The JLD also provides monthly articles for the Law Society Gazette and Lawyer2B.

Webinars and podcasts

Webinars and podcasts give members the chance to listen to influential speakers talk about topical subjects of interest on matters of relevance to you as well as those more focused on training and career development. In recent years the JLD has introduced a series of bite-sized training webinars based on the sessions held at the JLD forums and will be looking to develop further podcasts and videos. For webinars visit the JLD website [here](#).

Regional junior lawyer groups

In the same way that the Law Society exists alongside local law societies, [local JLD groups](#) exist across England and Wales. They run events ranging from lectures to monthly meetings and social events and offer an opportunity to network with junior lawyers who work and live in the locality. They can often be a lifeline for trainees who may be alone in their firms, as well as giving junior lawyers the chance to connect and build their professional networks. Many local JLD groups are building contacts with other groups representing the junior professions in their area.

International outreach

The JLD has long standing links with other young international bar associations, specifically the European Young Bar Association (EYBA) and the American Bar Association Young Lawyers Division and, more recently, the International Association of Young Lawyers (AIJA). In 2018 we also supported the promotion of the International Bar Association's global bullying and harassment survey. Through these international connections the JLD can mirror the relationship between the Law Society and the more senior bar associations, to ensure a 'bow-tie' networking at all levels of the profession, as the junior end are the future leaders of the legal profession. We are able to provide our members with information about opportunities available for cross qualification purposes. We are also able to provide advice to international lawyers on the Qualifying Lawyers Transfer Scheme (QLTS) who may wish to qualify in this jurisdiction.

Research and surveys

The JLD appreciates the value of research and membership surveys as a way of identifying the needs of its members and thus ensuring that the JLD is able to meet the needs of its members, whether that be through events or lobbying for change.

- In early 2018 the JLD undertook its second annual resilience and wellbeing survey of its members which revealed that over 82 per cent of respondents had experienced negative stress at work in the last month, with 26 per cent of those experiencing severe/extreme levels of stress. 38 per cent of respondents had experienced a mental health problem in the last month (whether formally diagnosed or not) - an increase of 13 per cent from the year before. The [third annual resilience and wellbeing survey](#) was launched in January 2019. Following on from the 2017 and 2018 survey results, in 2018 the JLD released best practice guidance for employers which encourages organisations employing junior lawyers to adopt a more proactive and inclusive approach to mental health. Further information about the JLD's resilience and wellbeing work as well as sources of help and support can be found on the JLD website [here](#).
- In 2018 the JLD undertook a survey on LawTech as it was keen to gain insight into how technology is affecting junior lawyers and how, if at all, LawTech will impact junior lawyers going forward. The results of that survey will be published on 28 January 2019.

Members' queries

Members can engage with the JLD directly at any point by emailing juniorlawyers@lawsociety.org.uk. Members' queries can range from finding out if there is a local JLD group in their area, whether funding is available for the LPC or how to get involved with the JLD to more serious issues (such as where junior lawyers are being bullied at work or they are not receiving adequate training). Where the JLD is unable to provide direct assistance, it signposts its members to other sources of help and support.



Help shape the future of the profession

There are many ways junior lawyers can get involved and help influence the future of the profession, either at national, local JLD group or student level.

Contact your local group

The JLD has a network of local groups, which although affiliated, are independent of the main national JLD. The local groups hold regular events and activities and are always looking for new members to get involved. For details of a local group near you, please visit the [JLD website local group page](#).

Set up a local JLD group in your area

If there is not a local JLD group in your area, you may want to consider setting up one yourself or with a few of your colleagues. The JLD is working on a local group guide to assist you which will soon be available on our website.

Stand for a JLD committee position

Each year the JLD holds elections for positions on its executive committee. All JLD members are eligible to apply. Nominations open in September and close in October. Details are posted on the JLD website nearer the time and also advertised in the Junior Lawyer Update newsletter.

Stand for a Law Society Council seat or policy committee vacancy

Periodically, the Law Society advertises vacancies on its Council and various specialist practice committees, sections and divisions. The Law Society actively encourages applications from junior lawyers. Look out for vacancies on the JLD website, the Law Society website, and in the Junior Lawyer Update newsletter.

Attend a JLD national committee meeting

The JLD holds three national committee meetings a year at which issues affecting junior lawyers are discussed. The national committee consists of the JLD executive and representatives of the local JLD group network. Meetings are held on a Saturday (sometimes Sunday). A limited number of places are available for JLD members to attend these meetings although permission is required. Information about forthcoming national committee meetings can be found on the [JLD events page](#).

Let us have your views

The JLD policy issues and consultation responses are available on the JLD website. Members are welcome to share their views with the JLD on any of the policy, projects or campaigns set out on the website, or let us know of other issues the JLD should be focusing on, by emailing us at juniorlawyers@lawsociety.org.uk.

Committee

Thank you to our committee members

Junior Lawyers Division (JLD) executive committee members, who are themselves all junior lawyers, volunteer to serve a two-year term. During that time, they meet regularly to discuss key issues facing junior lawyers and how best to support and represent them as well as hosting and attending events and undertaking activities on behalf of the JLD. The JLD is supported by three Law Society Council members whose role is to represent junior lawyers on the Law Society Council.

The Law Society thanks all the committee and Council members, whose details are included below, for their time, commitment and contribution. You can view committee members' profiles on the JLD website www.lawsociety.org.uk/juniorlawyers

Committee Member	Committee Role	Status
Amy Clowrey	JLD committee chair	Solicitor, Wakefield (private practice)
Charlotte Parkinson	JLD committee vice chair	Solicitor, Leeds (private practice)
Adam Hattersley	Executive committee member	Solicitor, Manchester (private practice)
Mollie Ferguson	Executive committee member	Solicitor, Kent (private practice)
Gregory Smith	Executive committee member	Trainee, London (private practice)
Manda Banerji	Executive committee member	Solicitor, Nottingham (private practice)
Nicola Wilding	Executive committee member	Solicitor, Liverpool (private practice)
James Kitching	Executive committee member	Solicitor, Southampton (private practice)
Leah Caprani	Executive committee member (student representative)	Paralegal, London
Kayleigh Leonie	Council member (solicitors 0-5 years PQE)	Solicitor, London (private practice)
Laura Uberoi	Council member (solicitors 0-5 years PQE)	Solicitor, London (private practice)
Prisca Wharton	Council member (LPC students / trainees)	Solicitor, Manchester (private practice)



About the Law Society

The Law Society exists to represent, promote and support all solicitors, so they in turn can help their clients.

We also work to ensure that no-one is above the law and to protect everyone's right to have access to justice. We promote England and Wales as the jurisdiction of choice and the vital role legal services play in our economy. We work internationally to open up markets to our members and to defend human rights while supporting our members with opportunities in the domestic market.

The Law Society helps members by:

- representing solicitors by speaking out for justice and on legal issues
- promoting solicitors through publicising the value of using a solicitor at home and abroad
- supporting solicitors by helping them develop their expertise and their business, respective of whether they work for themselves, in-house or for a law firm



The Law Society represents the profession by:

- campaigning on the rule of law, human rights, access to justice and regulation. This includes lobbying in Brussels, Westminster and Cardiff and in the media.
- working with international legal bodies to position the Law Society as a thought-leader on global issues
- intervening in cases where solicitors and the law are under threat in the UK and abroad
- helping our members to represent key issues impacting the profession to their MP, AM or MEP
- using the law to challenge changes which will impact negatively on the profession and society
- championing and facilitating pro bono work



The Law Society promotes the profession by:

- internationally working to open and grow markets for English and Welsh law such as inward visits of foreign lawyers and trade missions
- providing and increasing awareness of Find a Solicitor – our website enabling consumers and businesses to find a solicitor who can meet their needs
- hosting our annual Excellence Awards which highlight and celebrate outstanding contributions across the profession
- recognising the contribution solicitors make to civil society and communities
- publicising the value of legal of the legal services to the UK economy



The Law Society supports the profession by:

- identifying issues and market trends affecting solicitors to help them prepare for the future
- developing a comprehensive and cohesive education and training offer
- providing practice notes and guidance on issues important to members
- giving advice through our library and helplines
- running accreditation schemes to support and demonstrate effective practice
- creating communities of members based on who you are and what you do
- supporting those who find it difficult to enter the profession through our Diversity Access Scheme
- offering consultancy services for members who want more detailed help
- assisting members who wish to practice abroad

How the Law Society works

Solicitors pay their annual practising certificate fee to the Solicitors Regulation Authority. The Law Society receives around 30 per cent of this fee to support, represent and promote the profession. Our other funding comes from commercial activities.

The Law Society Council governs our work, with Council members elected to represent members from England and Wales, including different demographic groups and parts of the profession.

We harness the knowledge of our Council members and around 300 volunteer board and committee members to deliver the advice, support and services our members want.

And we continually listen and respond to our members, so we can be sure we are meeting their needs.

For more information please visit
www.lawsociety.org.uk

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