MACFARLANES

Macfarlanes Insider Issue five - May 2022

Welcome to the fifth issue of Macfarlanes Insider.

In this issue we announce our recent partner and senior counsel promotions, share information on our mentoring and reverse mentoring programmes, share the launch of our new pronunciation tool, detail our legal technologist graduate scheme within the lawtech practice, highlight the opening of our staff gym and shine the spotlight on some of our people policies and practices. We also share some of our recent events and seminars.

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Macfarlanes Insider

Our managing partner, Luke Powell and COO, Katherine Milliken in conversation

On 1 May 2022, Luke Powell, co-head of our mergers and acquisitions group, became the managing partner and Kate Milliken, executive director, became the chief operating officer. We filmed a conversation between Luke and Kate to mark their transition into their new roles. They discuss how they will work together, what they think makes Macfarlanes different, and a little about their lives outside the firm.



Promotions

Partners

We are pleased to announce that the following eight associates became partners in the firm on 1 May 2022: Thomas French, Nicholas Page and Tim Redman (corporate and M&A), Harriet Miller and Chris Daniel (investment management), Charlie Maydon Grace (private client), Andrew Hughes (real estate) and Rasmus Berglund (tax). Half of the new partners trained at the firm, whilst the other half joined us after qualifying elsewhere.

Rasmus Berglund

Rasmus is an incentives partner with a particular interest in employee share plans, UK and international incentive arrangements and regulatory remuneration issues.

Chris Daniel

Chris' practice focuses on advising alternative asset managers on establishing and operating private funds and separate managed accounts, with a focus on credit strategies.

Thomas French

Thomas advises on a broad range of corporate matters, including acquisitions and disposals, private equity transactions and joint ventures.

Andrew Hughes

Andrew specialises in advising clients on direct and indirect equity investments into real estate.

Charlie Maydon Grace

Charlie specialises in private client work. She advises international families, trustees and family offices on a wide range of tax, trust law, HMRC enquiries and estate planning issues.

Harriet Miller

Harriet works on all aspects of private funds work, predominately focusing on fundraising for which she represents both fund managers and investors.

Nicholas Page

Nicholas advises on a wide range of domestic and cross-border transactions, including private equity, strategic M&A, joint ventures and restructurings.

Tim Redman

Tim is a corporate partner who concentrates on domestic and cross-border mergers and acquisitions, public takeovers, joint ventures and other corporate transactions.

Senior counsel

The firm made six new senior counsel appointments effective 1 May 2022. All six joined the firm having qualified elsewhere.

Caja Griesenbach

Caja advises on a broad range of competition law matters including Article 101/Chapter 1 and Article 102/Chapter 2 investigations, competition litigation (acting for both claimants and defendants), merger control and behavioural competition law compliance issues.

Madison Isted

Madison is a corporate insurance specialist with a range of experience of transactions and corporate advisory matters in the insurance sector, as well as experience in regulatory insurance matters and insurance de-risking solutions for defined benefit pension schemes.

Charlotte Kynaston

Charlotte advises individuals, family offices and trust companies on a wide variety of trust, tax and international estate planning issues.

Jim Roberts

Jim has experience across a wide range of real estate work, including development projects, acquisitions and disposals, commercial lettings (acting for both landlords and tenants), joint ventures and corporate real estate work.

Mark Stephens

Mark works on a broad range of corporate matters, with a particular focus on private equity transactions.

Ben Webster

Ben advises on a wide range of contentious tax matters for individuals, multi-nationals and FTSE-listed companies. His varied practice includes advising clients on disputes with HMRC, commercial disputes with tax aspects and the mitigation of tax risk on commercial transactions.

Mentoring and reverse mentoring programmes

Last month saw the start of the firm's annual MacsMentor programme, which connects people across the firm with more senior colleagues to gain career advice and support.

The programme offers many benefits for mentors as well as mentees and feedback on the programme has been excellent. We have 53 pairings, which is 12% of the firm, the highest number ever. The programme is open to all employees, and people can choose to be a mentor and/or a mentee. We have also launched our reverse mentoring programme, MentorMacs for the second time. The programme pairs senior members of the firm with reverse mentors connected to our staff networks (<u>Balance, DAWN, Pride and</u> <u>Reach</u>), encouraging them to share their perspectives and experience, helping us gain new insights.

Pronunciation tool

As part of our commitment to creating a more inclusive workplace, we have launched a new pronunciation tool on the firm's directory system. Everybody has been encouraged to submit an audio clip pronouncing their name, enabling people to hear how a colleague's name should be pronounced.



Staffgym

Last year we opened an onsite gym, which has been a welcome addition to the firm. The gym is free and accessible to staff at any time. There is a range of cardio and weight equipment to suit everyone, and an exercise and nutrition coach is present during the core office hours.

Everyone can use the gym independently and/or attend group personal training classes which cater for people of any fitness level.

We have recently launched a comprehensive, online coaching programme that focuses on the creation of healthy habits and routines. Each week the coach delves into a different aspect of a healthy lifestyle, including nutrition, fitness, sleep, reducing stress and increasing general wellbeing.

We have also installed brand new changing facilities complete with showers and lockers, and have increased storage capacity for bikes.

Legal technologist graduate scheme

Last month we launched our lawtech graduate scheme for the second year running. The scheme runs for two years, parallel to our existing legal training contract offering. We hired three graduates last year and we are now looking to recruit two graduates and an apprentice.

The scheme exposes the hires to legal technology in action and equips them with the skills to become a lawtech professional. Training includes emerging legal technologies such as artificial intelligence, document automation, process automation and robotics, expert systems, knowledge management systems, data visualisation tools and project management technologies. They will be taught how to apply them to legal practice, how to use them to develop sophisticated digital solutions and how to help nurture a culture of innovation and creativity across an organisation. They will also take part in "design and ideation workshops" with clients and internally to generate ideas for future projects. On successful completion of the scheme, the graduates will be offered a permanent position as a egal technology and innovation officer. There, the ndividuals will take on more responsibility for internal and client-facing projects as they hone their skillset urther and develop as a future leader.

Christopher Tart-Roberts, head of lawtech and chief knowledge and innovation officer, said: "We've seen a huge explosion in legal technologies over recent years. Those technologies are driving significant change within the legal profession - they're changing the way we do our work, how we deliver services to our clients and the range of services we offer to our clients. Our lawtech practice focuses on how we can leverage those technologies to benefit our clients".

Further information about the scheme is available here.



We continually review our people policies and practices to ensure we provide a safe and trusted working environment in which people feel included, supported and able to perform to the best of their abilities.

Here we share some examples of recently introduced policies. These were developed with a number of people across the firm who have shared experiences as well as an external consultancy.

Fertility treatment leave

The firm recognises the sensitivities associated with undergoing fertility treatment. We are supportive of both the person undergoing the treatment and their partner. We offer individuals and their partner paid leave for each round of fertility treatment.

Pregnancy loss

Pregnancy loss can be a traumatic experience. Everyone's needs will be different, and everyone will experience their loss differently. Our pregnancy loss policy details the support we offer to individuals and/or their partner.

Adjustments policy

We are committed to supporting employees with disabilities or those who need additional support on a short or long-term basis, through the implementation of workplace adjustments. Different types of adjustments can be made depending on the nature of the support the employee requires.

A few examples include physical adjustments to an employee's working environment, installing a range of assistive IT software to an employee's SurfacePro, and adjustments to an employee's working pattern if for example they are returning to work from a period of long-term absence.

For more information on our policies and how we can support prospective applicants to the firm, please contact a member of the <u>recruitment team</u>.



Staff seminars and events

Over the past few months, we have hosted a range of learning sessions and seminars for our staff. Some of the highlights are included below.

Understanding social mobility in the legal sector

As part of our spotlight on social mobility, we hosted a panel event focusing on social mobility in the legal sector. Chaired by Uma Akther (inclusion and CSR manager), the panel discussed a range of topics including: recruitment and progression, the impact of the pandemic, data and research and the actions we are taking at Macfarlanes.

Speakers included Ceinwen Rees (partner in tax and reward) and Catherine Morgan-Guest (graduate recruitment and trainee development manager), as well as external speakers from the following organisations with whom we have longstanding relationships:

- upReach, an organisation that helps disadvantaged students from across the UK realise their potential;
- SEO London, a charity that delivers educational, training, and mentoring support to young people from underrepresented and underserved backgrounds; and
- The Bridge Group, a non-profit consultancy that uses research to promote social equality and make real and meaningful change.

Neurodiversity Understood

To mark Neurodiversity Week, we hosted an online lunch and learn session to continue raising awareness of neurodiversity, which includes conditions such as dyslexia, autism, ADD and ADHD.

The session was hosted by Daniel Aherne of neurodiversity specialists Adjust and included an introduction to neurodiverse conditions, the positives of thinking differently and the support available at the firm.

Daniel was joined by two employees who shared their experience of having a neurodiverse condition and the support they have received.

We also delivered sessions for managers to equip them with the knowledge they need to support team members with neurodiverse conditions.





International Women's Day

To celebrate International Women's Day (IWD), we hosted an event in which award-winning ITV journalist Ronke Phillips discussed the recent increase in women taking on leadership roles within law firms and what more can be done to #BreakTheBias – the theme for IWD this year.

The event highlighted female partners Clare Breeze, partner and head of real estate, and Alicia Thomas, partner in tax and reward and member of the trainee solicitor committee, who are helping to lead the way at this pivotal moment for the legal sector. The event also included two female partners from Slaughter and May. Ronke moderated the panel as they shared their experiences of championing change and tackling structural and unconscious bias to empower women across the sector.

Macfarlanes is a member of NOTICED, the UK's first collaborative inter-law firm diversity network aimed at promoting opportunities to integrate, celebrate and educate on diversity across the legal sector, including a focus on ethnic minorities within the profession.

Keeping in Touch Day

In March we held our fourth annual group Keeping in Touch (KIT) day for those on parental leave. Babies were welcomed, with the option to have them cared for by nannies whilst parents attended two seminars and spent some time with their teams.

One of the seminars focused on children and sleep, and was presented by Anita Cleare, parenting speaker, writer and coach and co-founder of the Positive Parenting Project. The seminar encouraged participants to consider the possible causes of sleep issues and the nighttime traps that parents can fall into. The session explored the variety of strategies for creating a good bedtime routine and reducing the stress of bedtime battles and broken nights, including the pros and cons of different solutions. Staff were given tips on how to maximise the chances of success based on their family's needs. Alongside those attending the KIT day, we invited parents and carers of children aged three months to six years from across the firm to join the seminar.

The KIT day was a great opportunity for those on parental leave to meet new parents from across the firm and catch up with their teams. Below is some feedback from two employees who are currently on parental leave.

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Thanks so much for organising...it was really lovely to catch up with fellow parents from different areas of the firm. Thanks also for arranging the nannies for the day, a magic touch which was really appreciated.

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It was lovely to be back in the office and introduce my baby to colleagues, as well as a really useful opportunity to speak to my practice heads to discuss return to work plans.



Q&A with Uma Akther

Inclusion and CSR manager Start date: November 2018

What is it like working for Macfarlanes and the inclusion and CSR (corporate social responsibility) team?

My time at Macfarlanes has been rewarding in so many ways. When I joined the firm diversity and inclusion (D&I) was, and continues to be, at the forefront of people's minds, and the genuine desire to be better at it was evident from day one. Honesty and determination is so important because to me my job is more than just work; it is a personal passion and it is about fairness and equality for all. It is so refreshing to work for a firm that listens and strives for continual improvement.

The size of the firm enables my team and me to deliver meaningful events and reach everyone who works here. The culture is very human-sized; we know each other personally which means we work together with more cohesion and less formality. The firm genuinely values its staff and recognises their contribution. I feel valued as an individual and, as a function, we are an integral part of the firm.

Tell us about your role and how you got into it

I actually got into my role by accident – but it was the best accident of my life! I grew up with five siblings in East London. I was the only one with a real interest in attending university. After completing my degree I tried careers in politics and policing before I eventually decided I wanted to be a lawyer.

Trying to secure a training contract to become a qualified solicitor was tough (and depressing!). I then came across the "Eagles" programme run by the charity East London Business Alliance which provides paid internships in CSR and D&I teams within companies including City law firms. Two things happened; I discovered this area of work which I did not know existed and I realised how passionate I was about it.

What advice would you give to somebody looking for a career in inclusion and CSR?

Working in the Inclusion and CSR sector is challenging and satisfying. I have led on some really interesting projects with fantastic outcomes. If you enjoy collaborating with colleagues, finding opportunities and pursuing them and making a difference every day, you will enjoy working in this space.

Macfarlanes LLP

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