

The Herald **LAW AWARDS** OF SCOTLAND 2023

EVENT PROGRAMME

Wednesday, November 15, 2023
Doubletree by Hilton, Glasgow



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CATHERINE
SALMOND

Welcome

Good evening and welcome to The Herald Law Awards of Scotland 2023.

I have the privilege of welcoming you tonight, now in our 19th year, and it is our pleasure to acknowledge and celebrate the vital contribution made by the legal sector in Scotland.

With a broad range of categories, including new and updated categories for 2023, these awards ensure that excellent quality of work being undertaken by Scotland's most respected lawyers and law firms are recognised and rewarded.

Each year we are astounded by high calibre of entries across the categories and we are delighted to see so many of the nominees and winners in each of the categories in attendance tonight to celebrate their work.

A special thanks goes to the judging panel, chaired by Colin Anderson, who once again had a difficult job in choosing this year's finalists and

winners from an exemplary range of entries. Thank you also to our newest panel members for stepping up to the challenge.

Tonight's event would not be possible without the support of our sponsors, IDEX Consulting, Law Society of Scotland, Stirling Park and Thomson Reuters and we thank them for their continued support of The Herald Law Awards of Scotland.

I am proud, as editor of The Herald, to be able to bring so many of you together to celebrate and congratulate, to inspire and reward. Thank you to you all for entering and for coming. This is your night; an evening to recognise your hard work and the significant role you have played in the Scottish legal system. I wish you all the very best of luck.

Please enjoy yourselves and the celebrations.

Itinerary

6:30pm	Drinks Reception		
7.30pm	Opening Entertainment		
	Welcome & Introductions Jo Caulfield, Event Host		
	Opening address Catherine Salmond, The Herald		
	Dinner served		
	AWARDS PRESENTATION		
01	High Street Firm of the Year	10	Innovation Award <i>sponsored by Law Society of Scotland</i>
02	Criminal Law Firm of the Year	11	Corporate Team of the Year <i>sponsored by IDEX Consulting</i>
03	Family and Child Law Team of the Year	12	Corporate Social Responsibility Award
04	Up and Coming Award	13	Pro-Bono Award
05	Paralegal of the Year	14	Employment and Pensions Team of the Year
06	Rising Star at the Scottish Bar	15	Law Firm of the Year – Scottish Independents <i>sponsored by IDEX Consulting</i>
07	Solicitor of the Year <i>sponsored by Law Society of Scotland</i>	16	Outstanding Contribution Award <i>sponsored by Thomson Reuters</i>
08	Litigation Team of the Year <i>sponsored by Stirling Park</i>	17	Lifetime Achievement Award
09	Debt Recovery Team of the Year <i>sponsored by Stirling Park</i>	18	Chairman's Award
			Closing Address Jo Caulfield, Event Host
			Evening Entertainment
		1.00am	Carriages



JO CAULFIELD

STAND-UP COMEDIAN,
 WRITER AND ACTRESS

Host

Jo Caulfield is a Stand-Up comedian, writer and actress.

Whether you've seen her on TV shows such as "Have I Got News For You", "The John Bishop Show" or "Michael McIntyre's Comedy Roadshow," heard her on the radio on "Just a Minute" or "Breaking The News", or caught her live at one of her award-winning Edinburgh Festival shows, the chances are you're already familiar with Jo's work.

Jo can regularly be seen headlining the UK's biggest and best comedy clubs and has performed Stand-Up all over the world. Jo was one of the first women to do TV warm-up and worked as the warm-up artist on many high-profile TV shows. She is also in high demand on the corporate circuit, speaking at and hosting dinners and award ceremonies for many leading companies across the UK and beyond.

She has appeared on BBC Scotland's "Debate Night", BBC 1's "The Politics Show" and is also a regular on Times Radio giving her take on the news and politics. Behind the scenes Jo is a respected writer, having served as a writer/programme consultant on all five series of Graham Norton's BAFTA Award winning "So Graham Norton" and as writer on both Ruby Wax's "Waiting Game" and Zoe Ball's "Strictly Dance Fever". Jo has also written for, among others, Joan Rivers, Ant & Dec and Anne Robinson. She has written and performed in several of her own series on Radio 4 "It's That Jo Caulfield Again", "Jo Caulfield Won't Shut Up" as well as her own her own Stand-Up special. In 2022 Jo was voted "The Comedians Comedian" an award voted for by her peers and those in the comedy industry.



MENU



STARTER

Butternut squash bites, kimchi pickled cucumber and red onion ranch dressing, BBQ sauce



MAIN

Smoked chicken & beef served with parsley mash
 Mezze board, served with ciabatta and salad



DESSERT

Warm chocolate fondant, sour cherry and chocolate ice cream
 Tea & coffee

Dietary requirements catered to by pre-ordered request.

Judges



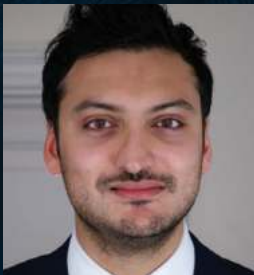
COLIN ANDERSON

DIRECTOR AND
COMPANY SECRETARY,
LEAD SCOTLAND



MEENA BAHANDA

HEAD OF LEGAL – SCOTLAND,
IDEX CONSULTING



USMAN TARIQ

ADVOCATE,
AMPERSAND ADVOCATES



**FRANCES
McMENAMIN KC**



ARLENE McDAID

FOUNDER,
LEGAL HACKERS SCOTLAND



SUSAN MURRAY

VICE PRESIDENT,
LAW SOCIETY OF SCOTLAND



ALEX PRENTICE KC

CROWN COUNSEL



**REBECCA
SAMARAS**

SENIOR LECTURER,
DUNDEE LAW SCHOOL,
UNIVERSITY OF DUNDEE



MURRAY McCALL

MANAGING PARTNER,
ANDERSON STRATHERN



**KENNY
ROBERTSON**

HEAD OF OUTSOURCING,
TECHNOLOGY & IP LEGAL TEAM,
RBS/NATWEST GROUP

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Are you looking for support with your talent or business growth strategy?

At IDEX Consulting we understand the cost and business implications of getting a key appointment wrong. That's why we partner closely with law firms and professionals to get under the skin of what they're really trying to achieve so we can find exceptional talent that will add long term value.

Meena, head of Legal recruitment for Scotland, has over 20 years' experience supporting businesses to find top talent, she recruits at all levels from Paralegal to Senior Associate and Partner level. Although focussed predominately on the Scottish market, she also has extensive experience working with firms in the Channel Islands and London. She deals with both in-house and private practice clients including international, magic and silver circle and mid-tier to boutique firms, covering a range of specialisms including IP/IT, Corporate, Banking, Contracts, Employment, Family, Commercial and Residential Property and Private Client.

Meena is a trusted advisor with extensive knowledge of the legal sector, enabling her to provide tailored solutions and successful outcomes. Our track record speaks for itself, 97% of IDEX placements are still in place after five years and we have a 100% success rate on retained projects.

For more information on how we can support your needs, whether that's business growth, sourcing new talent or finding your next career opportunity, contact:



Meena Bahanda

Head of Legal recruitment for Scotland

T 07384 795 772

E meena.bahanda@idexconsulting.com

Shortlist

HIGH STREET FIRM OF THE YEAR

• BERLOW RAHMAN HASSAN LIMITED, SOLICITORS AND NOTARIES

Berlow Rahman Hassan Limited, Solicitors and Notaries is a small niche High Street practice, mainly operating in legal aid work, the firm specialises in Family Law, Child Law, Asylum and Immigration, Criminal Law, Fatal Accident Inquiries and Extradition cases, championing equal justice for low-income, homeless, individuals with mental health, and the most vulnerable people in society, and remedy the conditions legally, that burden and marginalise them. Whilst the firm may be considered new, due to the change in name and new named Partner Director, its roots run deep, with loyal clients from 2009.

• MACPHEE & PARTNERS

MacPhee & Partners is one of the largest legal and property firms in the West Highlands, with offices in Fort William, Oban and Tiree. Renowned for our unwavering commitment to serving our local communities, we offer a wide range of services for individuals, families and businesses, covering all aspects of family, property, commercial, private client and crofting law. We combine traditional values with a contemporary approach and pride ourselves on the genuine, life-long relationships we have with our clients. MacPhee & Partners is a trusted name, synonymous with professionalism and integrity, in the heart of the West Highlands

• McGLASHAN MACKAY SOLICITORS

McGlashan MacKay are a Glasgow based Immigration firm providing across Scotland, the UK and beyond, splitting their work between a large asylum and human rights caseload which is mainly legal aid work, to a more boutique private immigration client base, taking in families, businesses and individuals.

CRIMINAL LAW FIRM OF THE YEAR

• LIVINGSTONE BROWN

Livingstone Brown's Criminal Litigation & Inquiries and Specialist Litigation practice units are best known for representing individuals in the most high-profile criminal cases before Scottish courts, making significant contributions towards the development of criminal law in Scotland. The team is spearheaded by Managing Director Stuart Munro, Director and Solicitor Advocate Paul Mullen and Consultant Gerard Brown CBE who are supported by an experienced team of Associates, Solicitors and Trainee Solicitors, which includes Dr Sarah Munro, Jennifer McEvinney, Alison Miller, Christie Allan, Chloe Thomson, Jennifer Noble, Laura Millar and Cameron McCormack.

• MCGOVERN REID

McGovern Reid are one of Scotland's leading criminal defence firms. The Firm is led by solicitor, Matthew McGovern, and criminal and civil solicitor-advocate, Bobby Reid. McGovern Reid have offices in Lanarkshire and Glasgow and provide expert representation in all aspects of criminal defence and road traffic law from the Justice of the Peace Court to the High Court of Justiciary. McGovern Reid are accredited Living Wage employers.

• MOIR AND SWEENEY LITIGATION

Moir and Sweeney Litigation is a multi-award winning Legal 500 law firm. We pride ourselves on having a reputation for defending our client's interests thoroughly and efficiently. At Moir and Sweeney Litigation we pride ourselves on offering high quality representation to all our clients, whether their case is self-funded or by the legal aid scheme. We offer a discreet approach to sensitive legal matters which our clients value, be they senior business executives, international athletes, celebrities or even peers of the realm.

Shortlist

FAMILY AND CHILD LAW TEAM OF THE YEAR

• ALLAN McDUGALL SOLICITORS

Allan McDougall Solicitors' small but highly impactful family law team punches well above its weight, handling a large volume of often complex cases. Dealing frequently with challenging client circumstances, increasingly with an international dimension, sometimes working to unusually tight timescales, liaising with numerous external specialists, and having to consider other relevant areas of law, the team never fails to rise to the challenge, think creatively when needed, and achieve the best possible outcome for clients. With a 100% client satisfaction score and outstanding testimonials from clients, the team has increased its caseload and fee income significantly in the past year.

• BERLOW RAHMAN HASSAN LIMITED, SOLICITORS AND NOTARIES

Berlow Rahman Hassan Limited is a small niche practice, mainly operating in legal aid work, the firm specialises in Family Law, Child Law, Asylum and Immigration, Criminal Law, Fatal Accident Inquiries and Extradition cases, championing equal justice for low-income, homeless, individuals with mental health and the most vulnerable people in society, and remedy the conditions legally, that burden and marginalise them.

• BLACKADDERS LLP

The family team handles an expansive caseload across a range of family law issues, including those with those with complicated international and cross-border elements. The team is experienced in and promotes the use of alternative methods of dispute resolution in order to empower clients to achieve the resolution that they desire. Described as "highly experienced and very knowledgeable in their field" by one client in the Chambers and Partners Guide, the family team is committed to providing excellence in terms of advice and client service.

• FAMILY LAW MATTERS SCOTLAND LLP

Family Law Matters Scotland is a boutique family law firm based in Glasgow. The firm provides expert advice on Scottish and international family law; from prenuptial/cohabitation agreements to child contact/residence cases to, separation/divorce and financial disputes, to international child abduction. The firm aims to minimise acrimony and prides itself on truly listening to clients' objectives and providing them with practical advice tailored to their individual circumstances. Each member of the team, solicitors and support staff alike, is acutely aware of the sensitive nature of clients' cases and assists them with care and compassion at each step of their case.

• LIVINGSTONE BROWN

Livingstone Brown is one of the country's leading firms of family and child law practitioners, with a stellar reputation for its expertise and accessibility among clients and peers alike. The firm's dedicated Family and Child Protection teams are led by Chair, Julia Donnelly, and Director, Paul Sturdy, respectively, supported by experienced teams of Associates, Solicitors and Trainee Solicitors, which include Nicola Watson, Claire Thomas, Gillian Russell, Amy Dobbin, Barry Moir, Cameron McCormack, Murray McKelvie and Forida Begum.

• MACNABS

The Macnabs Family team's commitment to delivering exceptional service and our strong reputation in this area has led to a significant increase in demand for our specialist services. We have continued to grow our team with a number of lateral hires further strengthening our offer, and we are now the largest and most experienced family law team covering Perthshire and the surrounding area. What sets us apart from other family law teams in this area is our ability to offer a full range of specialist family law services, smart solutions and strategic thinking for our clients.

Shortlist

UP AND COMING AWARD

• RUAIRIDH MORRISON, MBM COMMERCIAL

With three years of post-qualification experience under their belt, Ruairidh Morrison is exceptional attorney has already made an indelible mark in MBM Commercial's corporate law department. His dedication, passion, and unwavering commitment to excellence has not only set himself apart but has also significantly contributed to the success and reputation of our firm with clients. From navigating intricate mergers and acquisitions to crafting innovative legal solutions, Ruairidh has consistently demonstrated a profound understanding of the complexities of corporate law. Ruairidh is a well-respected corporate lawyer who receives regular positive feedback from both clients and other counsel.

• DR SARAH CUNNINGHAM MUNRO, LIVINGSTONE BROWN

The past year has been Dr Munro's most successful year to date since joining the legal profession; with her career progression going from strength to strength. Dr Munro has cemented herself as a key member of Livingstone Brown's Specialist Litigation team, gaining well-deserved respect among her peers. Dr Munro has been involved in various high-profile cases in the past year, with a particular highlight being the successful granting of intervener status to the Scottish National Party in respect of the Lord Advocate's reference of the Scottish Independence Referendum Bill, for which she attended the hearing at the UK Supreme

PARALEGAL OF THE YEAR

• CAROL HUNTER, CMS

Carol is a Senior Paralegal in our Legal Services Unit and focuses on real estate transactions. An early adopter of technology, she has implemented new tools and systems to her practice, leading to efficiencies, speed of delivery and more sustainable processes. Extremely experienced and knowledgeable, she nurtures upcoming new talent within the firm's central pool of paralegals. She has developed excellent relationships with external clients and the fee-earners she works with and continues to deliver outstanding standards of work. Her dedication to her team and to delivering a great outcome for her clients makes her a real role model.

• NATALIE O'DONOGHUE, MCSHERRY HALLIDAY LLP

Natalie is an Accredited Paralegal working within the Family and Life Services departments of McSherry Halliday LLP. Since joining the firm in 2012, Natalie has gained a wealth of experience across many departments within the firm. Natalie completed the Specialist Paralegal Qualification with the University of Strathclyde in 2017, becoming Accredited by the Law Society in 2018. With her drive and motivation, Natalie continues to excel with the profession.

• SHARON CONNOLLY, MACNABS

Sharon's dedication to her work, exceptional managerial skills, legal expertise, high level of client satisfaction, and caring approach make her an indispensable member of the property team and she is highly respected and admired by her peers and clients alike. Her commitment to excellence and unwavering dedication to her work make her an invaluable asset to Macnabs and her professionalism and dedication to her work set a remarkable example for others in the firm.

Shortlist

RIISING STAR AT THE SCOTTISH BAR

• CARLA FRASER, COMPASS CHAMBERS

Carla is an advocate at Compass Chambers. She called to the Bar in 2020 having gained considerable experience as a solicitor with an international firm. She has held extended rights of audience in the civil courts as a solicitor advocate since 2014. She was appointed as a Standing Junior to the Advocate General for Scotland in 2021. Regularly appearing in court throughout her career, Carla has experience in conducting substantive judicial review hearings, appeals, civil jury trials, criminal trials, fatal accident inquiries, proofs, debates and opposed motions, including urgent motions for interim orders. She also has significant experience in the field of criminal litigation, having both served as a Procurator Fiscal Depute and defended clients from prosecution.

• CHRIS MILLER, BLACK CHAMBERS

Chris is an advocate at Black Chambers. He called to the Scottish Bar in 2020 and has developed a busy mixed practice of Criminal and Civil Law, including Criminal Trials, Criminal Appeals, Human Rights, Extradition, Personal Injury, and Medical Negligence. He has appeared extensively as Junior Counsel alone and with Senior Counsel in the Sheriff Courts, The Court of Session, and The High Court of Justiciary at First Instance and Appellate level. He has a particular interest in Appellate Advocacy. He is an Ad-Hoc Advocate Depute in the Criminal Appeal Courts.

• DAVID WELSH, AXIOM ADVOCATES

David is an advocate at Axiom Advocates. He called to the Scottish Bar in 2017 as the Lord Reid Scholar and to the English Bar in 2019. He specialises in public and commercial law, and is regularly instructed in high-profile and novel constitutional challenges. He appears regularly in the higher courts, has appeared before a full bench of the UK Supreme Court in relation to the Prime Minister's attempted prorogation of parliament, and before a full bench of the European Court of Justice in relation to the UK's Article 50 notification during the Brexit negotiations.

• EMMA BOFFEY, AXIOM ADVOCATES

Emma is an advocate at Axiom Advocates. She called to the Bar in 2022 as a Faculty Scholar, following seven years' experience as a solicitor practising with international law firm, CMS. Emma specialises in commercial dispute resolution, including contract, technology and financial services matters. She also has a keen interest in company/corporate matters, where she acted as solicitor in a number of leading reported decisions.

As a solicitor, Emma was regularly involved in high value and complex first instance litigation before the Commercial Court and appellate proceedings before the Inner House of the Court of Session. She also has experience of resolving matters through mediation.

Shortlist

SOLICITOR OF THE YEAR *sponsored by Law Society of Scotland*



• **ANDY SIREL, JUSTRIGHT SCOTLAND**

Andy Sirel is a co-founding Partner and Legal Director at JustRight Scotland, responsible for supervision of legal casework. Andy also heads our Scottish Refugee & Migrant Centre. He has an LLM in International Human Rights Law and has been working in human rights law since 2010. He currently sits on the Law Society of Scotland's Immigration & Asylum SubCommittee as well as the Scottish Government's Child Trafficking Strategy Group. Prior to this, Andy worked as a Legal Officer at the Council of Europe in Strasbourg. He has taught European Human Rights Law for 7 years at the University of Glasgow.

• **JELINA BERLOW-RAHMAN, BERLOW RAHMAN HASSAN LIMITED, SOLICITORS AND NOTARIES**

Jelina Berlow-Rahman is the Senior Director of Berlow Rahman Hassan Ltd. She is a mother, wife and a kidney transplant recipient since December 2009. She uses her life experiences and legal skills that she has amassed over the years and assists the various organisations / charities she is associated with. They have benefitted from her expertise and with her proactive approach are able to swiftly achieve the goals set out at the meetings. Jelina Berlow-Rahman's community contribution extends to Politicians (MPs and MSPs), researchers, medical professionals, women, the youth, as well as the most vulnerable in our community.

• **PATRICK MCGUIRE, THOMPSONS SOLICITORS**

Despite once being reported as saying that he never really wanted to be a lawyer, Patrick McGuire has enjoyed a career being involved in some of the biggest, most important and most high profile civil cases. Patrick has a strong sense of social justice and doing the right thing that has always influenced the work that he does and the cases on which he personally leads. This is seen no more clearly than in relation to his work in 2022, pursuing Group Proceedings on behalf of the vulnerable and standing up to big business for his clients.

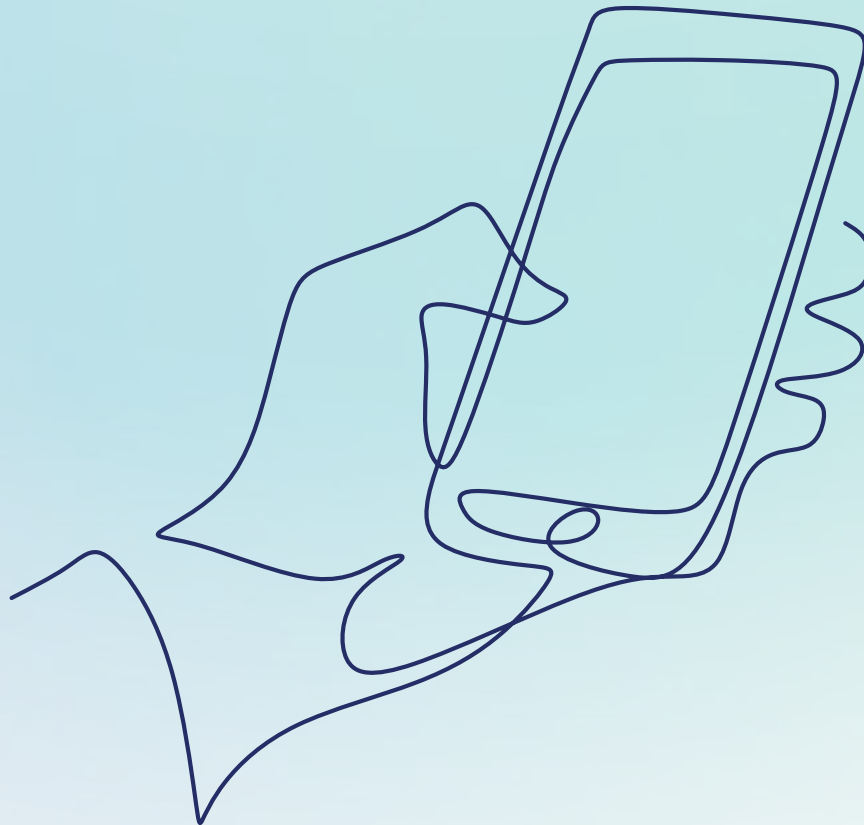
• **STUART KENNETH MUNRO, LIVINGSTONE BROWN**

The past year has been Stuart Munro's most successful year yet in a notable 30-year career. Following Whitehouse, in which Stuart exceptionally received a public admission from the Lord Advocate that he had maliciously prosecuted former Rangers directors, Stuart secured a significant settlement for the directors' employer, Kroll, for misfeasance in public office. Stuart was also instructed by the SNP in respect of the Lord Advocate's reference to the UKSC regarding the Scottish Independence Referendum Bill and was instrumental in persuading the court to grant the Party intervener status and in advancing arguments regarding the Scottish people's right to self-determination



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Shortlist

LITIGATION TEAM OF THE YEAR

sponsored by Stirling Park



• ALLAN MCDUGALL SOLICITORS

Allan McDougall Solicitors' approachable expert personal injury litigation team continues to excel, with exceptionally strong growth in fee income in the last year. Achieving outstanding results for clients time after time thanks to both their extensive legal expertise and empathetic client care, all team members receive glowing feedback from clients on a continual basis. With a resolute emphasis on continuous improvement, in the past twelve months the firm has deepened relationships with clients and referrers of cases, developed new areas of work, improved its marketing approaches, enhanced its staff learning and development programme, and supported corporate social responsibility initiatives.

• LIVINGSTONE BROWN

Livingstone Brown's Personal Injury Department provides specialist advice in relation to all areas of personal injury, in particular in relation to Historic Abuse and Medical Negligence cases. It has enjoyed continued growth over the last seven years. The team is committed to providing the highest level of representation to the most vulnerable.

DEBT RECOVERY TEAM OF THE YEAR

sponsored by Stirling Park



• GILSON GRAY

The Debt Recovery Team at Gilson Gray is expanding alongside the firm, achieving both financial success and a greater market presence. Focusing on commercial debt recovery, the team maintains strong connections within the UK business landscape and the insolvency and landlord/tenant sectors. Despite its modest size, the team continues to achieve high recognition, currently holding a Legal 500 ranking in band 2. Additionally, David Alexander, head of the team, is a recognised individual in Legal 500. The team is proud of its award from the previous year and aims to maintain its status.

• HARPER MACLEOD LLP

Harper Macleod's specialist debt recovery team assists clients collect what an organisation is due in Scotland and beyond and are experienced at providing a comprehensive legal service offering taking into account all relevant factors, namely the level of debt against prospects of successful recovery. The team are experienced in all aspects of debt recovery and advise a wide range of clients, including: Businesses, Individuals, Landlords, Public sector bodies, Housing associations and registered social landlords (RSLs). With offices across Scotland and experience in pursuing recovery in many other jurisdictions, Harper Macleod assist in debt recovery across a variety of geographical areas.

• SHOOSMITHS LLP

Shoosmiths LLP are experts in commercial debt recovery, with the resources and technology to provide whatever solution best meets the needs of your business. The team, led by Partner Andrew Foyle in Edinburgh, act for commercial clients across a broad range of business sectors, including construction, manufacturing, retail and financial services. Their ethos is built on collaboration between client and team.

Shortlist

INNOVATION AWARD

sponsored by Law Society of Scotland



• ALEGRANT

Alegrant is an award-winning advisory firm in Global Trade & Customs law with experts in over 25 countries. Based in Glasgow and Marseille, Alegrant's expert partners have been working for more than 30 years with companies and Customs authorities around the world.

• ASHURST

At Ashurst, we know our clients expect their legal advisers to provide innovative and cost-effective solutions to their legal and business challenges. Ashurst is a leading international law firm with world class capability and a prestigious global client base. Our experience across legal, consulting and delivery fully operationalises our legal advice and delivers innovation and real value for your business, clients and customers.

• McSHERRY HALLIDAY LLP

McSherry Halliday, a firm that has been a hugely successful business for over 40 years has always been a 'forward thinking' firm that provides quality legal and financial services. They believe that they represent the future of legal practices in Scotland with their hybrid working model and use of technology keeping their employees and clients at the heart of everything that they do.

CORPORATE TEAM OF THE YEAR

sponsored by IDEX Consulting



• MACDONALD HENDERSON

The Corporate team advised on over 40 transactions in 2022/23 (including unreported deals), ranking us as one of the most deal active corporate legal teams in Scotland. High profile transactions successfully completed in the last year include: Investments: JWF Process Solutions by Nevis Capital; Electric Heating Company by Foresight; Acquisitions: Wylie & Bisset by Opulus Financial; Financing: £10m fundraising by Opulus Financial with SME Capital; re-banking JP Mackie to Unity Bank; £4m re-banking Wholesale Domestic to Barclays; Disposals: Campbell Thomson and The Heathfield partnership, both to Verso/Cairngorm Capital; Arvill Plant & Tool Hire to FTH Hire Group

• MBM COMMERCIAL

MBM Commercial is a market leader in the Scottish legal landscape and are well known among Scottish businesses, particularly entrepreneurs in the technological field. MBM have demonstrated that they have the key competencies required to be a great legal advisor through their work as has been recognised by the many awards won already. MBM continue to be trusted by old and new clients to advise on a number of technically complex deals, worth multi-millions of pounds. MBM's support of the next generation of entrepreneurs and solicitors evidence their passion and commitment to both the business and legal world.

Shortlist

CORPORATE SOCIAL RESPONSIBILITY AWARD

• ALLAN McDUGALL SOLICITORS

With a long-established ethos of enabling under-privileged people in society to access high quality legal advice, Allan McDougall Solicitors has focused its corporate social responsibility programme on supporting less-advantaged young people to learn and achieve. Its three sponsorship partnerships in the last year, Scottish Disability Sport, Holy Rood High School and the Lawscot Foundation, have included not only significant financial contributions, but also extensive support providing the team's time and expertise. By building strong, mutually beneficial relationships, the firm has made a hugely positive impact on the lives of many young people, as evidenced by the partner organisations' glowing testimonials.

• LEDINGHAM CHALMERS SOLICITORS

A full-service law firm with offices in Aberdeen, Edinburgh, Stirling and Inverness, we are trusted advisors for organisations across a range of sectors that drive the national economy including energy, commercial property, construction, agriculture, leisure and tourism, education and insurance. We're committed to supporting local communities. As well as giving their time to support organisations, our charitable trust often match-funds colleagues' efforts, over the last ten years the trust has donated around £170,000 to a range of causes including animal and children's charities as well as mental health support, healthcare research and hardship support organisations.

PRO-BONO AWARD

• ALEGRANT

Alegrant is an award-winning advisory firm in Customs law and international trade law with experts in over 25 countries. Based in Glasgow and Marseille, Alegrant's experts have been working for more than 30 years with companies and Customs authorities around the world. Alegrant is a proud member of the Pledge 1% Movement. Alegrant Pledges to donate 1% of our time by dedicating its Customs expertise to help local entrepreneurs navigate the complex landscape of Customs regulatory and legal requirements.

• BERLOW RAHMAN HASSAN LIMITED, SOLICITORS AND NOTARIES

Berlow Rahman Hassan Ltd is a small niche practice, mainly operating in legal aid work, the firm specialises in Family Law, Child Law, Asylum and Immigration, Criminal Law, Fatal Accident Inquiries and Extradition cases, championing equal justice for low-income, homeless, individuals with mental health and the most vulnerable people in society, and remedy the conditions legally, that burden and marginalise them. Pro bono publico iustitia omnibus, for the good of the people, justice for all, is our moto.

• UNIVERSITY OF STRATHCLYDE LAW CLINIC

The University of Strathclyde Law Clinic is a student-led non-profit organisation, which provides free legal advice and representation. Student volunteers are primary responsible for managing cases and supervised by legally qualified staff. Over the last year, the Clinic dealt with: 84 Advice and Assistance Cases; 276 IAC Enquiries; 59 Online Enquiries; and 8 Asylum Project Cases. From June 2022-August 2023, our student volunteers dedicated 4171 hours to their casework. This work is carried out by approximately 120 volunteer student advisors, 25 volunteer solicitors, and 4 staff members (3 solicitors and one administrator) some of whom are part time.

Shortlist

EMPLOYMENT AND PENSIONS TEAM OF THE YEAR

• BURNES PAULL LLP

Burness Paull LLP has the largest Employment & Pensions law team in Scotland, with more than 40 specialist lawyers across its three offices in Glasgow, Edinburgh and Aberdeen. Each of these business centres is equally as important to the Scottish economy and the household name employer clients that the team represents UK-wide. But what really stands out for the Burness Paull team is its collegiate and 'human' approach. Their lawyers are no nonsense and straight talking, which sets them apart from the competition.

• DALLAS McMILLAN

Dallas McMillan's Employment Team is headed by David Hutchison, a Partner of the firm and a Law Society of Scotland Accredited Specialist in Employment Law. He is joined in the team by two Trainees, Shona Christie (a second year Trainee who is being retained by the firm post qualification) and Daniel Leyden, a PA Lorraine McGuire and Shannen Black, a Paralegal.

• LIVINGSTONE BROWN

Small but perfectly formed, the four members of the Employment Team are: Stephen Smith, associate – formerly a newspaper reporter, Stephen worked for national titles while training in law and in civil practice before specialising in employment. Euphemia Matheson, senior solicitor – Orcadian who volunteered with CAB there before working as a paralegal while training, with civil work before committing to employment. Amanda Rankin, paralegal – has worked in a range of administrative roles and now began an OU law course. Forida Begum, trainee – split her first year of training between family and employment law before deciding to commit to employment.

• SHOOSMITHS LLP

Shoosmiths' Scottish Employment Law and Immigration Team is led by Partner Michael McLaughlin who, at his own peril, encourages the team to bring challenge with conviction. The team operates as a collective with Principal Associate Jennifer Wright, Senior Associates Pavan Sumal, Grace Watson and Samantha Mackie, and Associates, Laura Jordan and Gillian Todd at the helm. Included within the team is Belfast-based Senior Associate, Emma Grossmith who leads the firm's Northern Irish employment law offering. The team's feet are kept on the ground by our ex-Royal Navy PA, Ann Freeburn.

Shortlist

LAW FIRM OF THE YEAR – SCOTTISH INDEPENDENTS

sponsored by IDEX Consulting



• DALLAS McMILLAN

Dallas McMillan were established in 1875 and are proud to be celebrating 150 years as an independent Law firm in 2023. The firm's main areas of expertise are Litigation, Commercial Property, Employment Law, Private Client and Conveyancing.

• LEDINGHAM CHALMERS SOLICITORS

We're thriving. We're ambitious. From offices in Aberdeen, Edinburgh, Inverness and Stirling, our full-service model has stood us in good stead for over 30 years. We work for public sector organisations and individuals as well as multinational companies and high potential SMEs across sectors including energy, commercial property, construction, agriculture, leisure and tourism, education and insurance. We have an international outlook, not least because we've been involved in the global energy sector for over 30 years. Plus, through our membership of Lawyers Associated Worldwide we help clients access strategic support in nearly 200 jurisdictions.

• LIVINGSTONE BROWN

Livingstone Brown has excelled in the past year, maintaining its stellar reputation of providing access to justice to clients across the country. The firm prides itself as a forward thinking and modern law firm who have adapted and ultimately triumphed with the challenges of recent years. The firm's continuing expansion and prosperity is testament to Managing Director, Stuart Munro's leadership with the guidance and expertise of Chairman and Director, Julia Donnelly and Directors: Kevin Pike, Paul Sturdy and Paul Mullen.

• MBM COMMERCIAL

As MBM Commercial are approaching their 20th anniversary, the firm has developed at a fast pace into a firm sought after by clients. MBM Commercial has a clear vision to be "Entrepreneurial Business Lawyers" focusing on supporting entrepreneurs, high growth companies and investors. The firm has continued to grow and attract clients and remains a standout practice with a high performing team. We are proud to represent many exciting entrepreneurial businesses that are going through significant growth, either by investment, acquisition or by international expansion. MBM are committed to helping our clients succeed and always aim to add value.

• McKEE CAMPBELL MORRISON SOLICITORS

McKee Campbell Morrison Solicitors are a modern, innovative and energetic firm. The firm was established during a worldwide pandemic and is now a successful legal business (both financially and reputationally) which has demonstrated significant growth. They are embedded in the Scottish legal market as an approachable, friendly but immensely capable team of lawyers. Their referral network is incredibly strong with quality introducers (including other law firms) trusting them to provide expert advice to clients. They have an impressive client base and deal list and they continue to go from strength to strength.

Shortlist

CONTINUED...

• **McSHERRY HALLIDAY LLP**

McSherry Halliday LLP, a hugely successful business for over 40 years, has always been a forward thinking, innovative law firm. The firm believes that it represents the future of legal practices across Scotland with the promotion of legal education to their staff who want to advance their careers, their hybrid model of home and office working and the embracement of technology all enabling them to continue to provide quality legal and financial services for their clients now and into the future.

• **ORMISTONS MENTAL HEALTH LAW PRACTICE**

Ormistons Mental Health Law Practice provides a specialist mental health legal service across the length and breadth of the Scottish mainland and Isles. On a daily basis, our team represents clients subject to the Mental Health (Care and Treatment) Scotland Act 2003. Ormistons is celebrating its 20th year in 2023 and was established by Trevor Ormiston who is an accredited specialist in the area of mental health law as recognised by the Law Society of Scotland.

• **THOMPSONS SOLICITORS**

The story of Thompsons Scotland since its formation in 1979 is one of business growth through strategic evolution; from a firm with 2 solicitors and 3 staff to a respected firm with 250 staff in 2023. Thompsons' most radical evolution crystallised with significant success in 2022. Recognising the limitations of the claimant personal injury market Thompsons evolved as 'first movers' and market leaders into entirely new areas of work that complimented and played to the strengths of existing staff without changing the fundamental DNA that makes Thompsons who they are and attracts the high calibre of staff to join Thompsons.

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