We are fladgate
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I’m Matt Williams, the training principal here at Fladgate LLP.

My role involves overseeing training and confirming to the SRA that our trainees have met the standards required of them to qualify as a solicitor. It’s something I take seriously: my responsibility to you, the firm and the profession, to ensure you’re fully equipped with everything you need to qualify as a solicitor.

To secure a training contract at Fladgate you will be bright, hardworking and able to demonstrate that you are eager and willing to work with and learn from everyone here.

Our trainees, like the rest of us here, do not all come from the same mould. They are individuals and self-starters but capable of working in teams; serious but don’t take themselves too seriously.

Many of our clients are entrepreneurs and, as such, expect their lawyers to give clear, direct and commercially astute advice. We look for that ability in our trainees.

If you apply to us, be concise on the application form and, if you are invited to an assessment day or interview, my advice to you is to be genuine and be yourself.

If you are successful we’ll expect you to work hard when you get here and learn from us. But we’ll want, and allow, you to retain your personality. After all, that’s why we offered you the job!
Fladgate is an innovative, progressive and commercially astute international law firm with a rich history dating back to 1760. From our base in the heart of Covent Garden, the firm services a wide range of corporate, institutional and private clients. Today we are one of the UK’s top 100 law firms, with over 80 partners and 250 staff.

Fladgate adopts a unique partner led approach in which partners not only take the lead but also do a significant amount of the detailed work. Many of our partners are individually rated across various accredited legal directories for their skills and contributions to legal practice. Fladgate trainees can be assured that they will receive first rate training and development working directly alongside some of the leading names in the industry.

About us

Covent Garden

Life at Fladgate is not all hard work and late nights. We are fortunate in our location: when the work is done we are in one of the liveliest, most attractive and best served parts of London.
Since October 2005, we have proudly held the Lexcel Quality Mark. This is a demonstration of our relentless commitment to delivering a quality service and we remain committed to raising standards.
What we do

Fladgate is organised into three main departments: corporate (which includes tax, private capital, intellectual property and employment groups), litigation and property (which includes separate planning, construction and property litigation teams). The firm also operates a number of specialist cross-department teams that provide co-ordinated legal advice on a range of issues.

In addition to a substantial UK-based client base, nearly 40% of our business is derived from international clients, serviced by experienced, multilingual and multi-qualified lawyers. Over 26 languages are currently spoken at Fladgate.
Our clients

Clients come to us to help them resolve challenges and address issues – they want jargon-free advice and recommendations that will lead to answers and results. Many of the matters we tackle require an innovative or bespoke approach. For us this is normal. We often work with entrepreneurs and clients who are doing something for which there is no precedent. These are circumstances in which we excel.

We understand the commercial imperatives driving our clients and we recognise their need for clear, unambiguous advice and recommendations. Our focus is on helping them to get the job done by delivering practical, cost-effective advice and outcomes.
Our culture

We want this always to be a great, friendly place to work. And challenging too, because our clients challenge us to challenge ourselves – and that’s a big part of our appeal.

Everyone here is encouraged to grow and develop, and while we work hard, we aim to give our people a sensible work/life balance.

What initially attracted me to Fladgate was the opportunity to develop my career in a partner-led environment. In some firms you can feel like a resource with little or no meaningful contact with clients and without a real role to play in the firm’s growth and development. This couldn’t be further from the case at Fladgate where there have been great opportunities to work alongside partners to develop existing and new client relationships.

Adam Baker, Senior Associate

I am exposed to extremely interesting work within a supportive environment where I feel like a valued member of the team.

Kim Fowler, Senior Associate

Fladgate is truly a friendly and enjoyable place to work. The partners are approachable and on hand to offer advice and guidance and I feel my professional development has benefited from such an open door policy. This is a hardworking firm without any expectation of ‘face time’ so I can still enjoy an active social life away from the office.

Isha Wurie, Trainee Solicitor

Fladgate has the perfect working environment; we support each other professionally to create an effective team that works incredibly hard, yet there is also an outstanding work/life balance. My colleagues are also my friends and we all come together as a true working unit.

Kathryn Davies, NQ Associate, Property

People across the firm are very approachable which makes for a pleasant working environment. I find the regularity and quality of training sessions, which are provided by fee earners of all levels, to be extremely valuable to my development. To complement the work culture, we have an active social committee and the social events are well attended.

Muhammed Bhaimohmed, Associate
We look for the best. We value academic ability, previous work experience and relevant extra-curricular activities. We seek candidates who demonstrate high levels of commercial awareness and business acumen, enthusiasm and leadership potential.
As a trainee at Fladgate, you are an investment in our future. We hope that your training contract is only the first stage in a long and successful career with the firm.

What sets us apart?

Training at Fladgate combines a first class education programme with real hands-on experience and client contact. The nature of our business and small intake of trainees each year means you will be given exposure to high quality work with lots of responsibility from an early stage. We don’t expect you to learn by sitting on the sidelines or standing at the photocopier; you will gain first-hand experience on a variety of deals both large and small. Where possible you will be given every opportunity to develop your drafting and negotiating skills in real life situations.

Our trainees have attested to this and as a result, we were winners of the “client contact” category in the 2017/2018 Lex 100 Survey.

Seat rotation

Our two year training programme is divided into four seats of six months. Each of our trainees will complete core seats within corporate, real estate and litigation, with the fourth seat either being a repeat of an old favourite or within one of our more specialist areas. We will use our best endeavours to ensure that the fourth seat is chosen not only in response to commercial need but also personal preference. We have maintained high retention rates by offering our trainees newly qualified positions in their desired areas.

“If the firm were a fictional character it would be… Luke Skywalker - from humble beginnings yet has established itself whilst retaining its core values.” The Lex 100
What we offer

We offer a comprehensive sponsorship package to our trainees who have yet to undertake the GDL and/or the LPC. We will pay the course fees of all our future students who study with our exclusive training partner the University of Law (ULaw) for the GDL and/or the LPC.

We will also provide a maintenance loan of £6,000 per annum for studying the course(s) in London and £5,000 per annum for studying the course(s) outside London. The maintenance loan is repaid during the training contract.

Remuneration

Fladgate remains highly competitive in the market when it comes to remuneration. As a trainee you are entrusted with a great deal of responsibility and it is only fair that we reward your performance with a salary and benefits package to reflect this.

We review our trainee and newly qualified rates every year. As of September 2018 our figures will stand at:

<table>
<thead>
<tr>
<th>First year trainee</th>
<th>Second year trainee</th>
<th>Newly qualified associate</th>
</tr>
</thead>
<tbody>
<tr>
<td>£38,000</td>
<td>£40,000</td>
<td>£67,000</td>
</tr>
</tbody>
</table>

Benefits

- Holiday: 26 days
- New business bonus
- Sports club discounts
- Life assurance
- Group income protection scheme
- Private medical scheme & flu jab
- Free personal training
- Free yoga
- Staff introduction bonus
- Interest-free season ticket loan
- Dental scheme
- Cycle to work scheme
- Group personal pension scheme
Progression at Fladgate is a merit based system which is very transparent. Much of our success is from strategic planning and a key part of that plan is organic growth.

There are various ways to progress at Fladgate but whatever your background, from the day you join, our “Route to Partnership” document will be made available to you. This details your road from associate to senior associate through to our tiered partnership.
Sports & social at Fladgate

Fladgate’s active social committee arranges a number of firm-wide functions each year as well as regular departmental events. You will also be able to join the sports and social clubs set out below.

Trainees play a huge part in our social calendar, ensuring that you are well integrated into the firm before, during and after your start date. Prior to joining, you are invited to Christmas parties, summer drinks and lunch events. We pair each future trainee with a “buddy”, giving you the opportunity to ask any questions and generally have a point of contact within the firm. Each year our trainees take responsibility for the hotly anticipated “Trainee Treasure Hunt”, which results in 80 Fladgate employees roaming the streets of Covent Garden in search of clues.

Netball  Football  Squash

Touch rugby  Table tennis  Tennis

Yoga  Book club  Knitting

Personal training  CSR committee  Social committee
CSR at Fladgate

CSR is extremely important to us, and representatives from all corners of the firm ensure that we run and participate in a number of fund raising initiatives each year such as the London Legal Walk, sponsored cycles and the occasional abseiling! We also have a ‘Monday Knitting Club’ producing garments and blankets for premature baby units within London. Each year we choose two charities, by firm-wide vote, to support: one local and one national.
At Fladgate we run our business in ways that promote equality of opportunity and respect for diversity. Ours is a business that thrives on bringing together people with different perspectives to address our clients’ challenges, so we value and encourage diversity, both internally and externally.

Promoting inclusivity and diversity is a key element of our commitment to being a great place to work, enabling us to attract and retain the best talent. We are committed to the fair treatment of everyone and to ensuring that each individual is valued and respected.

All our partners and staff attend diversity training, which encourages them to consider and be aware of how language and behaviour impact others. We support our people in maximising their potential within our inclusive culture. Our diversity statistics demonstrate that we are steadily broadening our racial, gender and age profile and we are continually looking for ways to further embed diversity in our firm.

For more information on our Inclusivity & Diversity policy scan here:

“Our Diversity Committee comprises individuals from all roles and levels across our business. Their active participation and contribution has been invaluable in supporting our progress to date.”

Sunil Sheth, inclusivity & diversity partner
Meet our trainees

Hattie Jordan
University of Exeter
Drama

Maddy McAra
LSE
Law

Rachel Studman
University of Stirling History

Isha Wurie
University of Birmingham Law

Tyler Hilborne
University of York Law

Laura Priestley
University College London
Law with French Law

Joshua Bennett
Cardiff University
Religion & Philosophy

Tim Reinhard
University of Exeter
Law with German Law

Alex Elliot
University of Kent Law

Yasmin Daswani
Durham University
Law

Cecilia Ricks
Cambridge University Politics + International Relations

Jack Foster
Bristol University of Law
Why did you choose law?

I chose law because I wanted a career that is dynamic, challenging and interesting. The law is constantly changing and client’s come to you with a myriad of different problems - I really like trying to come up with commercially viable solutions. The training contract is appealing in that you are able to spend time in a range of different departments before deciding which area to specialise in, and this gives you an all-round experience.

Why Fladgate?

Fladgate is, in my opinion, the perfect sized firm. Being one of six trainees, you really do feel like people in the firm make an effort to get to know you, and you’re not just one of many. Because we get instructed on both large and small matters, trainees are given significant responsibility and are sometimes given their own cases to run. This is exciting, and my friends at larger law firms are always envious when I tell them! Finally, people here take the time to explain things to you, and this is invaluable in terms of understanding why decisions are made and why we might choose to do things one way instead of another.

How would you describe our graduate assessment process?

The process starts with the standard online application form. Candidates who impress at this stage are sent a link to an online critical reasoning test, and if successful, are invited to an assessment day. The assessment day at Fladgate is tough, but the aim isn’t to try and catch you out. Every exercise is based around the core competencies and strengths that the firm is looking for.

Partners and associates come to engage with the applicants throughout the day which is a great touch - always try to keep in mind that it’s a two-way process and use every opportunity to ask questions about the firm’s culture, practice areas and social events. This information will also come in handy if you’re invited to the final interview!

Do you have any top tips for making a successful application?

Try and get your application done early so you can have someone look over it - get them to check for typos and make sure that you are really answering the questions. For the assessment centre definitely do your preparation; read up on the firm, and be up to date on current affairs, but try not to put too much pressure on yourself. At the end of the day it’s all a learning experience and you’ll perform better if you’re not stressed out.

What is a typical day for a Fladgate trainee?

I like getting in early and feeling like I’m on top of things by the time 9:30 arrives. I start the day by setting out my tasks and putting them in an order of priority. My first seat was very busy, and the day would fly by with emails coming in from different associates, partners and clients - and I would try to deal with each task as quickly as I could (without compromising on quality!) Because we move seats every six months the work is always challenging, and you’re constantly learning new areas of law and working with new people. Before leaving the office I consider the tasks still outstanding for the next day to ensure that I am on top of everything.

When work is less busy the trainees tend to go down to the 6th floor to have lunch together, and/or grab a drink after work (the Hercules Pillars is a favourite!) On Tuesdays and Thursday lunchtimes we have “Fladgate Fitness” which is a great way to keep fit and meet people in the firm.

Tell us something not on your CV

I moved to London from Hong Kong eight months ago to start my training contract! This was an exciting change, and I really enjoy exploring London after work and on the weekends.
8.15 - 8.30 – My day begins with reading the daily news update from the Guardian and FT during my journey in to work, as I have found it useful to maintain commercial awareness which may affect market trends in the firm.

8.30 - 9.00 – Upon arriving in the office I like to take some time to review emails and make a plan for the day, whilst also catching up with members of the team.

9.15 – With a cup of coffee in hand, I draft some responses to emails in relation to a mediation we have next week, including arranging a call with the client for later that day. I forward these on to the Senior Associate on the matter before being given the go ahead to send. As a trainee at Fladgate, you are encouraged to involve yourself in live matters as much as possible.

10.00 – Having sent out the emails, I head over to a partners office for a conference call with a client. On this particular matter, I am working directly for the partner, and following the call we discuss next steps, including responding to the most recent letter we have received. She asks me to draft a letter of response and to give her a first draft later afternoon, so we can send it out before the end of the day.

11.15 – I have a pre-arranged call with a funder over a potential new matter; I have already prepared a funding note which has been reviewed by the Partner. Following the call, I update the Partner on what we would need to provide in order to receive funding and he asks me to email the client an update.

12.00 – I catch up with one of the senior associates I am working with before they head to the free Fitness Sessions run by the firm twice a week. We agree to discuss the witness statements I have drafted on Monday morning. I return to my desk to get my head down and draft the letter for later that day.

13.00 – I head out to lunch with some of my fellow trainees; being in Covent Garden we always have a wide array of restaurants to pick from! Over lunch we have a good catch up and discuss the next trainee social which we are in the process of organising.

14.00 – Upon my return from lunch, I grab a quick coffee and finish drafting the letter I started earlier that morning. Upon completion I check it over one more time before sending it over to the partner to review.

14.30 – We receive confirmation from a client that they would like to issue a new claim today. I have already prepared the majority of the claim form, but the client has provided some new details for the particulars of claim, so I must make the relevant amendments. Having made the changes, I send them to the Senior Associate to review.

15.15 – The senior associate who reviewed the claim form is happy and gives me the green light to file the claim with the court!

15.45 – I meet with the Senior Associate in one of the conference rooms so we can have call our client about our final preparations for the mediation the following week. I am given a number of jobs to complete at the start of next week for the mediation, including liaising with the Defendant’s lawyers, so I make sure I take detailed notes.

17.30 – I have a quick chat with my supervisor about my capacity as we are heading for trial in the next month, and he wants me to help with the preparation.

18.00 – An email comes round inviting people to meet at the bundling table…for Prosecco Friday! This event is organised by one of the Partners in the Litigation Department and occurs every couple of weeks! Initially Prosecco Friday was a chance for staff on the 7th floor to have a catch up and a laugh; however word has quickly spread throughout the firm, and now staff from across the firm will come up to the 7th Floor for a drink! Following the drink everyone heads out to the one of the pubs next to the firm before heading off for the weekend.
My training contract at Fladgate almost seems like a distant memory, having joined the firm in 2010 a few weeks after it moved into shiny new Covent Garden offices. In my two years, I did four seats: litigation, corporate, property and tax. Each of them brought new challenges and hard work, but most of all a real sense of achievement and accomplishment. The structure of the firm is (and has always been) such that as a trainee you are very much involved, hands on and client facing.

I had the opportunity to work on some really exciting court cases, cross-border corporate transactions and multi-million pound property acquisitions and refinances all in the space of two years. For some, that’s daunting, but at Fladgate I had all the support I needed. There’s no such thing as a silly question, the partners’ doors are always open and there are plenty of smiling faces to help you along the way. There were times when I had complete responsibility for a file, which of course can be scary, but it was at those times that I was able to come into my own and “be a real lawyer”. Of course, there was always a pair of eyes checking my work, but the ability to front a deal, speak to clients directly and manage the work alone is what gave me the confidence to feel I really could do this, and do it well. Not all firms give trainees such responsibility but at Fladgate we believe that is the best way to develop into a successful lawyer, as shown by all our trainees who have remained after qualification.

During my final seat I began to think about my career options. I had such great experiences in all the departments where I trained, it was really difficult to make my choice. Each department had a great mix of people and interesting work, but ultimately I set my heart on the property department and was offered an NQ role there.

Four years after I qualified, I am still here. I have a good, balanced workload and a great relationship with all members of my department. I am familiar with many of the departments’ clients having now worked for them for over four years and also have some personal clients of my own. I run deals at all levels, the more complex ones with a partner, others entirely myself, and also supervise and coordinate teams where we need all hands on deck. At this level I also run deals with a more junior solicitor assisting me, which always makes me wonder how the time here has flown by!

Going onwards and upwards there is lots of scope to be promoted to senior associate and then partnership. Fladgate’s “Route to Partnership” guide is a really helpful tool for us as it sets out the clear parameters you need to meet to be promoted up the ranks. The document is easily available to anyone who is interested in applying for promotion, which helps with transparency.

Fladgate, for me, is about the people. I have made some wonderful friends here and anyone new who joins always notes what a friendly and positive atmosphere there is. The offices have a light hearted atmosphere and no one takes themselves too seriously. People are always available to bounce ideas off, to ask questions to, and for moral support, guidance and a helping hand. For me, that is what makes Fladgate unique to work for.

Aditi Sawjani started her training contract with Fladgate in 2010 and has been with us ever since. This is her story...
Gold for Fladgate

Every two years, Fladgate voluntarily submits responses to a very detailed questionnaire, sent out by the Law Society in respect of their Diversity Charter. The questions are under eight separate headings, and our responses enable us to see how we have scored and to what level we have progressed. In 2015, we scored gold in two categories and were awarded a ‘silver’ award overall.

This year’s results show that there has been significant progress; we scored gold in five categories and were awarded an overall ‘gold’ status – a fantastic achievement.
The firm recognises the importance of the health and wellbeing of all our people and that it can play a part in promoting an environment which allows everyone to flourish and reach their full potential. The various elements of our wellbeing programme are set out below. Our wellbeing programme consists of four key pillars: physical health, mental health, financial health and social & CSR. We continually review the programme, and how we can further build and develop this.

Social & CSR
- Corporate access to CityParents
- Sports/social events
- CSR committee

Financial health
We regularly host events with external experts offering guidance on a range of financial issues such as:
- Financial awareness and wellbeing
- Pensions
- Mortgages, including free mortgage clinics
- Access to financial advice with an independent financial adviser

Mental health
We provide a number of initiatives and benefits in this area including:
- An Employee Assistance Programme, available 24/7, including counselling sessions
- Basic annual holiday of 26 days (full time)
- Flexible holiday scheme and the opportunity to buy up to another two weeks’ holiday
- A recent mental health awareness session held by Mind

Physical health
We offer a number of benefits in this area, for example:
- Bupa private medical insurance
- Private dental cover
- Eye test vouchers
- Flu jabs
- Free yoga classes
- Discounted gym and sports club memberships and loans
- Various sports teams and groups across the firm, including netball, football, squash, touch rugby, table tennis and tennis
- Cycle to work scheme
- Free personal training sessions
I’m Ruth Elliot, Director of Human Resources & Business Services at Fladgate. My role here is to ensure that everyone who works here is successful and part of that is ensuring we recruit people who will thrive and grow in our environment.

We have a great team, we do high quality work and we focus on involving and mentoring our trainees from a very early stage in their training contract.

I am extremely keen to recruit people who we feel will have a long-term career at Fladgate, and I am delighted that over the last few years many of our trainees have chosen to stay with us as associates and now senior associates.

We pride ourselves on being an inclusive, friendly and collaborative firm, and I hope that has come across in our brochure.

Why don’t you apply? Hopefully, when we meet you, you will be able to judge for yourself.
Find out more about fladgate

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fladgate.com
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linkedin.com/company/fladgate-llp