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# Legal Wales Conference 2024

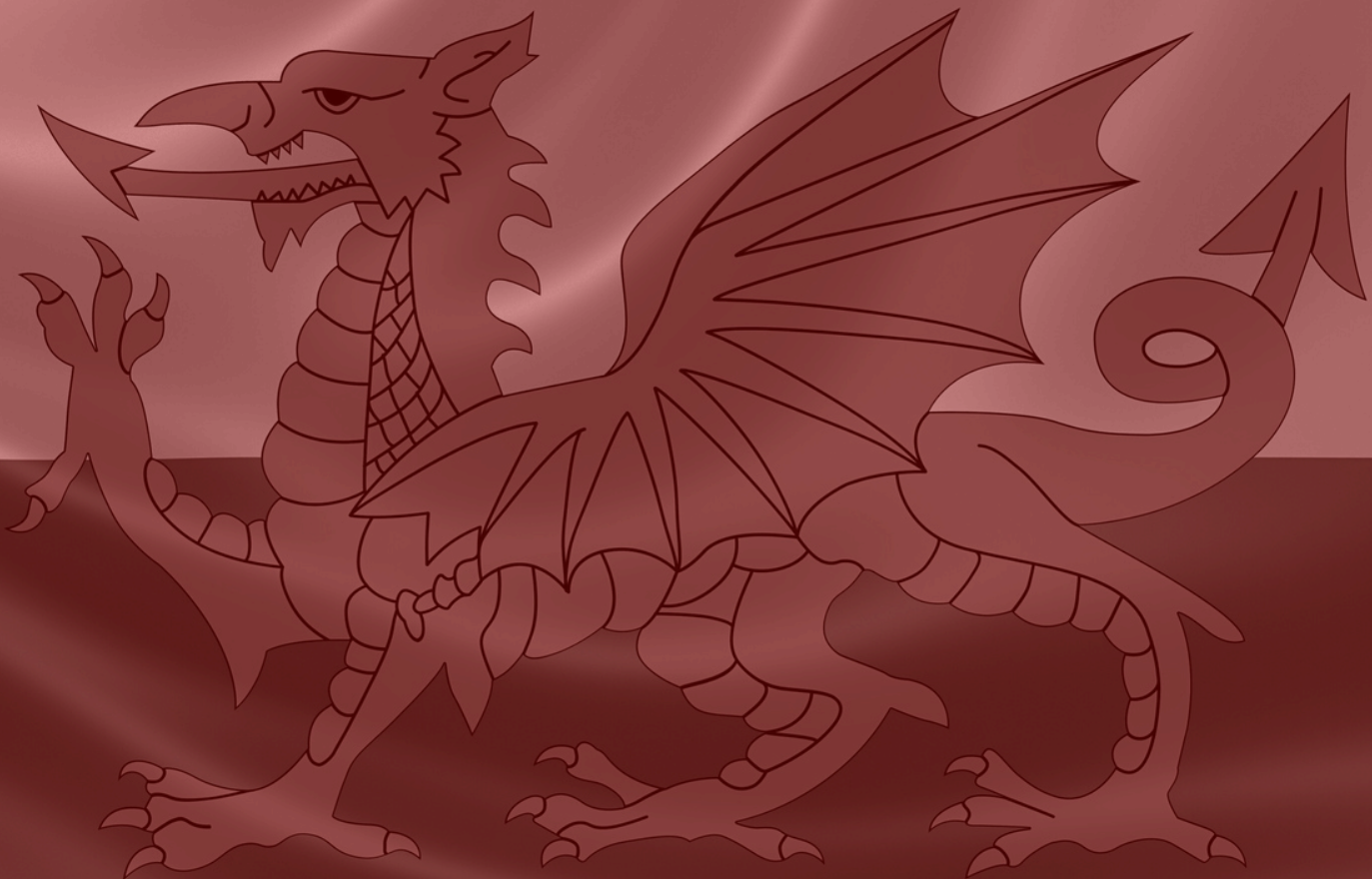
Friday 11th October, Pembrokeshire Archives

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# Welcome to the 21st Legal Wales Conference

## Delegate Pack Contents:

- Sponsors & Exhibitors
- Programme in Brief
- Breakout Room Allocation
- Full Programme
- Speaker Biographies
- Sir Samuel Evans Prize 2024 Winner
- Dinner Speaker Biographies
- LEDLET-Legal Wales Residential Summer Scheme
- **SAVE THE DATE:** Legal Wales Conference 2025

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## Programme in Brief

<b>9:00</b>	Registration
<b>9:30</b>	Conference Start
<b>10:45 - 11:10</b>	Mid-Morning Break
<b>12:45- 14:00</b>	Lunch <b>Kindly Sponsored by No5 Chambers</b>
<b>15:00 - 15:20</b>	Afternoon Break
<b>17:15</b>	Conference Close
<b>19:00</b>	Drinks Reception & Conference Dinner <b>Ty Milford Hotel, Milford Haven</b> (Dress Code: Business Attire)

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# We're Browne Jacobson.

The law firm for positive impact across business and society.

Our standing as trusted advisers to all aspects of government encompasses an enduring commitment to Wales.

We have had a well-established presence in the Welsh market for over twenty five years including a long-standing client relationship with the Welsh Government more than sixteen years.

We act for a number of other public bodies in Wales (Natural Resources Wales, Qualification Wales, Independent Monitoring Authority for the Citizens Rights Agreements, National Museum of Wales, Welsh Trunk Road Agency and several others), as well as a number of local authorities (Carmarthenshire, Ynys Mon, Flintshire, Neath Port Talbot, and Pembrokeshire amongst others). We have also acted on a number of property-based matters in Wales for local authorities.

We are therefore familiar with and understand key points of difference and nuance between English and Welsh law and policy, be that the planning regime, building safety legislation or emerging procurement legislation amongst other things.

**Wales and its laws are different.**

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# Case studies

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## Cardiff Council

### Housing Development Partnership

We are acting for Cardiff Council on their procurement of a new housing development partnership which will see around 2,000 new high quality homes (including affordable homes) developed across a programme of sites in both Cardiff and the Vale of Glamorgan.

We have extensive experience of all types of regeneration and are delighted to be working on one of the biggest housing programmes in Wales.

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## Welsh Government

### Implementation of the Additional Learning Needs and Education Tribunal (Wales) Act 2018 (ALNET)

We are advised the Education division of Welsh Government in respect of the implementation of the ALNET Act, including the secondary legislation consequential amendment programme conducting analysis of the required amendments and drafting the necessary amending legislative provisions.

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## Neath Port Talbot and Pembrokeshire County Councils

### Celtic Freeport

We are acting for the lead authorities of the recently approved Celtic Freeport. The Freeport will be one of the most important in the UK due to its size, location and its focus on green energy, and in particular floating offshore wind. We have extensive experience of advising on a number of Freeport projects across England and Wales.

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## Welsh Local Government Association

We worked with Flintshire County Council, the Welsh LGA and LLG Wales to update the model local authority constitution for Wales. This had previously been updated in 2013. The main driver for this update was the coming into force of the Local Government and Elections (Wales) Act 2021, which introduced a range of changes for local authority constitutions. We also advised on the publication of a constitution guide, which was a new requirement in the 2021 Act. This involved discussing the proposed format with a working group of monitoring officers and representatives of the Welsh Government.

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## Natural Resources Wales

### Flooding work

We have worked with NRW, and one of its predecessors, the Countryside Council for Wales, for more than 20 years. We have advised on significant flooding events on many occasions, often working closely with local authorities in the affected areas to learn lessons, improve flooding infrastructure and deal with claims. We also act for the Environment Agency and a large number of local authorities across England on flooding claims.

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## Local Health Boards

### Court of Protection

We have represented five out of seven of the LHBs in Wales, supporting them with a wide range of health advisory matters. In particular we have assisted with Court of Protection, Children Act and Inherent Jurisdiction proceedings as well as providing advice regarding the Mental Health Act 1983, information governance and policy drafting.



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# Our team



**Laura Hughes**  
Partner, Executive Lead  
for Wales

+44 (0)115 976 6582  
laura.hughes  
@brownejacobson.com

Laura is an expert in insurance and public risk and is client partner for our key Government clients acting for the Welsh Government and a number of Welsh local authorities on planning, environmental, education and governance matters.



**Tim Edds**  
Partner, Head of  
Cardiff Office

+44 (0)330 045 2721  
tim.edds  
@brownejacobson.com

Tim regularly acts for local and central government, operating as an extension to in-house legal teams, advising on the development of various, nationally significant policies and drafting legislation implementing such policies.



**Peter Ware**  
Partner

+44 (0)115 976 6242  
peter.ware  
@brownejacobson.com

Peter is an expert in public procurement, state aid and local authority law, advising both public and private sector clients. He has expertise in advising on regeneration projects and recently led advice for the Celtic Freeport.



**Bill Cordingley**  
Barrister (Senior  
Associate)

+44 (0)330 045 1000  
bill.cordingley  
@brownejacobson.com

Bill advises public bodies on environmental litigation, drafting subordinate legislation, air quality, pollution, opencast mining, the Habitats Regulations, the Wildlife and Countryside Act, the Forestry Act, environmental aspects of planning law (including Environmental Impact Assessment for the Forestry sector and matters relating to onshore wind farms) and the Well-being of Future Generations (Wales) Act.



**Julia Tune**  
Associate

+44 (0)330 045 2953  
julia.tune  
@brownejacobson.com

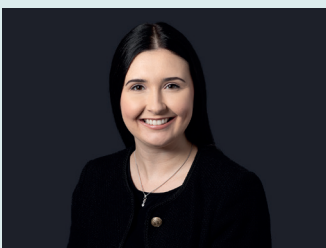
Julia has an in depth understanding of all aspects of litigation and has extensive experience in Criminal Courts, Civil Courts, the Employment Tribunal and in the High Court dealing with Judicial Review cases.



**Eleri Griffiths**  
Associate

+44 (0)330 045 2755  
eleri.griffiths  
@brownejacobson.com

Eleri advises on decision making and supports healthcare clients with judicial review, information law, statutory appeals and public law issues. She undertakes advisory work for public and private sector organisations in the health sector.



**Megan Rogers**  
Associate

+44 (0)330 045 1038  
megan.rogers  
@brownejacobson.com

Megan acts for Central and Local Government bodies, advising on powers and duties, development and implementation of policy and various planning matters.



**Halima Rashid**  
Associate

+44 (0)330 045 2112  
halima.rashid  
@brownejacobson.com

Halima is experienced in drafting legislation for Central and Devolved governments and arms-length bodies, also advising those bodies on a wide range of public law matters.



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## Morning Breakout Rooms

**PLEASE NOTE:** Each breakout strand is one hour long.  
You may choose to attend any of the one-hour sessions.

**11:45 - 12:45**

Strand 1: **Freeport Developments and Opportunities in South and West Wales.** Located in the Main Conference Room

:Strand 2: **Workplace Culture and Regulatory Considerations Post Covid.** Located in Room 3 & 3A

Strand 3: **The Youard Lecture on Welsh Legal and Social History.**  
Located in Room 5

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## Afternoon Breakout Rooms

**PLEASE NOTE:** In the afternoon only. Strand 1 is a one-hour session.  
Strands 2 & 3 offer two half hour sessions in each room.  
You may attend any of the stranded sessions.

**14:00 - 15:00**

Strand 1. **Major Public Inquiries: Challenges and Opportunities for Wales.** Located in the Main Conference Room

**14:00 - 14:30**

Strand 2, Afternoon Session 1: **Legal Apprenticeships in Wales**  
Located in Room 3 & 3A

Strand 3, Afternoon Session 1: **Law Commission of Wales and England.** Located in Room 5

**14:30 - 15:00**

Strand 2, Afternoon Session 2: **A Conversation on Accessibility at the Bar: Equality, Diversity and Inclusion in Legal Practice.**  
Located in Room 3 & 3A

Strand 3, Afternoon Session 2: **Pathfinder: Why the pilot was transformative in Wales.** Located in Room 5

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The background of the entire page is a close-up, high-resolution image of a wood grain, showing concentric, wavy lines in shades of brown and orange. In the top right corner, the word "geldards" is written in a lowercase, white, sans-serif font.

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## Legal Wales Conference 2024

11 October 2024, Pembrokeshire Archive Building, Haverfordwest

### Conference Programme

09:00	<b>REGISTRATION</b>	09:30
09:30	<b>Opening Address</b> <b>Jonathan Elystan Rees KC</b> Chair of Legal Wales	09:45
09:45	<b>Keynote address</b> by <b>Julie James AS/MS,</b> The Counsel General for Wales and Minister for Delivery	10:15
10:15	<b>Judge Barry Clarke</b> President of Employment Tribunals (England and Wales)  <b>Chair: Rt Hon Sir Gary Hickinbottom</b> (President of Welsh Tribunals)	10:45
10:45	<b>REFRESHMENT BREAK</b>	11:10
11:15	<b>Professor Laura McAllister CBE, FLSW</b>  Chair of the Independent Commission on the Constitutional Future of Wales  <b>In conversation with:</b>  <b>Huw Williams</b> (Chief Legal Adviser, Senedd Cymru)	11:45

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## Legal Wales 2024 Conference Programme

All strands: 11:45	<b>MORNING BREAKOUT SESSIONS</b>		All strands: 12:45
<p><b>Strand 1</b> <b>Freeport Developments and Opportunities in South and West Wales</b></p> <p><b><u>Panel:</u></b></p> <p><b>Samuel Pitchford</b> Pembrokeshire County Council</p> <p><b>Joanne Waters</b> DAC Beachcroft</p> <p><b>Huw Davies</b> 30 Park Place &amp; Qatar Freeport</p> <p><b>Paul James</b> Redkite Solicitors</p> <p><b><u>Chair:</u></b> <b>Peter Ware</b> Browne Jacobson</p>	<p><b>Strand 2</b> <b>Workplace Culture and Regulatory Considerations Post Covid</b></p> <p><b><u>Panel:</u></b></p> <p><b>Mark Evans</b> Vice President of the Law Society of England and Wales</p> <p><b>Elizabeth Rimmer</b> LawCare</p> <p><b>Richard Orpin</b> Legal Services Board</p> <p><b><u>Chair:</u></b> <b>Helen Snow</b> Geldards</p>	<p><b>Strand 3</b> <b>The Youard Lecture on Welsh Legal and Social History</b></p> <p><b>Giraldus Cambrensis as a Canonist:</b> <b>"Thrice to Rome"</b></p> <p><b><u>Speaker:</u></b> <b>Professor Norman Doe, KC</b> (honoris causa), Cardiff University</p> <p><b><u>Chair:</u></b> <b>Prof. Thomas Glyn Watkin KC</b> (honoris causa) Welsh Legal History Society</p> <p><b>The Pardon St Yves 2025</b> <b>Prof Thomas Watkin KC</b></p> <p>Invitation to lawyers from Wales to attend the 2025 Pardon at Tréguier, Brittany, in honour of St Yves of Kermartin, patron saint of lawyers, advocates, canon lawyers and notaries, and co-patron saint of Brittany.</p>	

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## Legal Wales 2024 Conference Programme

12:45	<p><b>LUNCH</b> Kindly sponsored by:</p> 	14:00
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### AFTERNOON BREAKOUT SESSIONS

**(PLEASE NOTE:** In the afternoon only, Strand 1 is a one-hour session. Strands 2 & 3 list two half hour sessions taking place in these rooms. You may attend any of the stranded sessions.)

14:00 - 15:00	14:00 - 14:30	14:00 - 14:30
<p><b>Strand 1</b> <b>Major Public Inquiries: Challenges and Opportunities for Wales</b></p> <p><u><b>Panel:</b></u></p> <p><b>Stephanie Needleman</b> Legal Director, Justice</p> <p><b>Christian Howells</b> 30 Park Place</p> <p><b>Angharad Hurle</b> Eversheds Sutherland</p> <p><u><b>Chair:</b></u> <b>Michael Imperato</b> Watkins &amp; Gunn</p>	<p><b>Strand 2 Strand 2 (session 1)</b> <b>Legal Apprenticeships in Wales</b></p> <p><u><b>Speaker:</b></u></p> <p><b>Bronwen Williams JP MStJ</b> Academic Director University Wales Trinity St Davids</p> <p>Joined by a panel of students and apprentices</p>	<p><b>Strand 3 (session 1)</b> <b>Law Commission of Wales and England</b></p> <p><u><b>Introductions by the Chair:</b></u></p> <p><b>Rt Hon Sir Peter Fraser</b> and the new Commissioner for the Law of Wales and Public Law:</p> <p><b>Prof Alison Young</b> Sir David Williams Professor of Public Law, University of Cambridge</p>

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## Legal Wales 2024 Conference Programme

### AFTERNOON BREAKOUT SESSIONS (continued)

**(PLEASE NOTE:** In the afternoon only, Strand 1 is a one-hour session. Strands 2 & 3 list two half hour sessions taking place in these rooms. You may attend any of the stranded sessions.)

14:30	AFTERNOON BREAKOUT SESSIONS	15:00
<p><b>Strand 2 (session 2)</b></p> <p>A Conversation on Accessibility at the Bar: <b>Equality, Diversity and Inclusion in Legal Practice</b></p> <p><b><u>Speakers:</u></b></p> <p><b>Joseff Morgan</b> 9 Park Place</p> <p><b>Angharad Price</b> Government Legal Department</p> <p><b>Rebecca Griffiths</b> Apex Chambers</p> <p><b>Ewen MacLeod,</b> Director of Strategy and Policy Bar Standards Board</p> <p><b><u>Chair:</u></b> <b>Tim Naylor</b> Barrister, Apex Chambers &amp; Former Director of Integrity &amp; Regulation, British Horseracing Authority</p>		<p><b>Strand 3 (session 2)</b></p> <p><b>Pathfinder: Why the pilot was transformative in Wales</b></p> <p><b><u>Speakers:</u></b> <b>HH Judge Gaynor Lloyd</b></p> <p>and</p> <p><b>District Judge Dylan Lloyd Jones</b></p> <p><b><u>Chair:</u></b> <b>The Hon Mrs Justice Morgan DBE</b> Family Presiding Judge for Wales</p>

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## Legal Wales 2024 Conference Programme

15:00	<b>AFTERNOON BREAK</b>	15:20
15:20	Law Council of Wales Update <b>Rt Hon Lord Lloyd-Jones JSC</b>	15:25
15:30	<b>Ambassador Stephen J Rapp</b>  Former US Ambassador at Large for War Crimes Issues & Senior Visiting Fellow, Blavatnik School of Government, Oxford  <b>Chair:</b> <b>Jonathan Elystan Rees KC</b>	16:00
16:00	The President of the Supreme Court <b>Rt Hon. Lord Reed of Allermuir</b>  <b>Chair:</b> <b>The Hon Mr Justice Griffiths</b> Presiding Judge of the Wales Circuit	16:30
16:30	The Lady Chief Justice of Wales and England <b>Rt Hon. Baroness Carr of Walton-on-the-Hill DBE</b>  (To include the Presentation of the <b>Sir Samuel Evans Prize 2024</b> for the best undergraduate result at a Welsh Law School)  <b>Chair:</b> <b>The Hon Mr Justice Nicklin</b> A Presiding Judge of the Wales Circuit	17:00
17:00	Close of Conference <b>Jonathan Elystan Rees KC</b>	17:15

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## Legal Wales 2024 Conference Dinner

<b>19:00:</b> Drinks Reception	<b>Friday 11 October</b> <b>Tŷ Milford Waterfront Hotel, Dulse Restaurant</b> Nelson Quay, Milford Haven SA73 3AA	
<b>19:15:</b> Guest Speaker	<b>Guest Speaker:</b>  <b>John Hyde</b> Deputy News Editor Law Society Gazette	Until late
<b>19:45pm</b> Call for Dinner	<b>Join us for a conversation between John Hyde and Emma Waddingham</b> , Editor, Legal News Wales, as John reflects on reporting on the Post Office Inquiry, its implications for lawyers and personal observations.  Pre-dinner drinks followed by dinner in the Dulse Restaurant	

## Related events in St Davids, Pembrokeshire

<b>Sunday 13th October 2024</b> St David's Cathedral
<b>Guided Tour of St David's Cathedral &amp; visit to Cathedral Library</b>
2:00pm - 3.30pm
This exclusive tour for delegates of the Legal Wales Conference and Dinner will be guided by Mari James, St Davids Cathedral Library Development Officer.
To book, please email <b><a href="mailto:email_library@StDavidsCathedral.org.uk">email library@StDavidsCathedral.org.uk</a></b>



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## Speaker Biographies



**Jonathan Elystan Rees KC** has been the Chair of Legal Wales since 2022.

Jonathan is a graduate of Jesus College, Cambridge and was called to the Bar by the Inner Temple in 2000, becoming a Bencher in 2020. Practicing from chambers in Cardiff, Chester, London and Manchester, Jonathan specialises in international criminal law, white collar fraud, serious crime and professional misconduct.

He has recently appeared before the Kosovo Specialist Chambers sitting in The Hague. Jonathan sits as a Recorder in the Crown Court.



**Julie James MS, Counsel General for Wales & Minister for Delivery**

Until she was elected as Member of the Senedd for Swansea West, Julie was a leading environmental and constitutional lawyer. Prior to this, she was Assistant Chief Executive at City and County Swansea Council. Julie spent most of her legal career in local government, working as a policy lawyer with the London Borough of Camden before returning to Swansea to work for West Glamorgan County Council and then the City and County of Swansea.

Julie was appointed Deputy Minister for Skills and Technology in September 2014. In May 2016, Julie was appointed as Minister for Skills and Science. Julie was appointed Leader of the House and Chief Whip on 3 November 2017. On 13 December 2018, Julie was appointed Minister for Housing and Local Government. Julie was appointed Minister for Climate Change on 13 May 2021, and Cabinet Secretary for Housing, Local Government and Planning on 21 March 2024. Julie was appointed Counsel General Designate and Minister for Delivery on 11 September 2024. She was appointed formally as Counsel General by His Majesty the King on 20 September 2024.



**Judge Barry Clarke** has been the President of Employment Tribunals in England and Wales since 2020. He is the tenth President since the Employment Tribunals (and their predecessors, the Industrial Tribunals) were established in the mid-1960s. He is also a Visiting Judge of the Employment Appeal Tribunal. As a Recorder, he sits on both civil and criminal cases.

Prior to joining the judiciary, Judge Clarke was a partner in a national law firm, an ACAS arbitrator and a trustee of a law centre. He is also a former national chair of the Employment Lawyers' Association and a former Deputy Chair of the Central Arbitration Committee. He started sitting on employment cases in 2005 and on immigration cases in 2006. He was a Regional Employment Judge between 2015 and 2020.

Judge Clarke has been a Diversity and Community Relations Judge and a member of the HMCTS Equalities and Inclusion Engagement Group. He is a member of the Tribunals International Board and, as part of the United Nations Global Judicial Integrity Network, he contributed to the development of international non-binding guidelines about the use of social media by judges. He is also a leadership tutor for the Judicial College.





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## Speaker Biographies



**Rt Hon Sir Gary Hickinbottom** is the President of Welsh Tribunals. Sir Gary was the fourth solicitor to be appointed a High Court Judge and who practised in commercial and public law until 2000 as a partner with the firm of McKenna & Co (now CMS Cameron McKenna) and also sitting as a part-time judge. His first judicial role was as a Parking Adjudicator.

Sir Gary's full time judicial career started as resident civil judge in Swansea while also hearing criminal cases throughout Wales and beyond. He was authorised within a year to take High Court work, becoming a Senior Circuit Judge by 2003 and undertaking specialist appointments in social security and pensions tribunals, the Technology and Construction Court, the Administrative Court, the Mercantile Court and even the Supreme Court of the Falkland Islands. He was judicial lead on the programme of tribunal reform under the Tribunals, Courts and Enforcement Act 2007, before being made a High Court Judge in 2008. Sir Gary served as a Presiding Judge on the Wales Circuit and was appointed to the Court of Appeal in 2017. Following his retirement Sir Gary was appointed in 2021 by the Governor of the British Virgin Islands to inquire into allegations of corruption, abuse of office or other serious dishonesty in public office in recent years, and if so, what conditions allowed this to happen. His report in 2022 recommended a temporary suspension of the Constitution. Sir Gary was appointed President of Welsh Tribunals in May 2023.



**Professor Laura McAllister, B.Sc., PhD, CBE, FLSW, FRSA** is the Professor of Public Policy and the Governance of Wales at Cardiff University's Wales Governance Centre. She is an expert on devolution, Welsh politics and elections, and gender representation in politics. Laura is a prolific author, commentator and keynote speaker. She holds Honorary degrees and Fellowships from the universities of Bangor, Cardiff, Cardiff Metropolitan, South Wales, Swansea, University of Wales Trinity St. David and Bridgend College.

Laura is a former member of Assembly Remuneration Board (2014-15), Independent Panel on AMs Pay and Support (2008-09), the Richard Commission on the Powers and Electoral Arrangements for the National Assembly for Wales (2002-04). Chair of Expert group on Local Government Diversity (2013-14); Chair of Assembly's Expert Panel on Electoral Reform (2017); co-chair of the Independent Commission on the Constitutional Future of Wales (2021-24).

Laura is the UEFA Vice-President and elected member of its Executive Committee. Chair of UEFA Social and Environmental Sustainability Committee. Deputy Chair of UEFA's Women's Football Committee.

She is a former Wales football international and national team captain with 24 caps, Chair of Sport Wales (2010-16). Until April 2016, she was a Board Member of UK Sport and is a former Director of the Football Association of Wales Trust. Laura chairs the Welsh Sports Hall of Fame. Laura is the Chair of the Wales Centre for Public Policy Advisory Board, a Fellow of the Learned Society of Wales, and a Fellow of the Royal Society of the Arts. She was inducted as a member of Gorsedd y Beirdd, Eisteddfod Genedlaethol Cymru, Boduan, in August 2023. She was awarded CBE in the Queen's Birthday Honours, 2016.



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**Huw Williams** originated the idea of a Legal Wales Conference over twenty years ago and is the chair of the Programme Sub-Committee for Legal Wales 2024.

After sending his early career in local government, Huw was a partner in the firm of Geldards LLP for over thirty years, where he was the Lead Partner – Public Law and Senior Partner in the firm's Cardiff office. Since 2029 Huw has been the Chief Legal Adviser to the Senedd.

Huw is a past Chair of Legal Wales and of Public Law Wales. He was a longstanding member of the Law Society's Planning and Environment Law Committee and the Wales Committee and was an inaugural member of the Law Society National Board for Wales.

Huw's other external roles have included serving as a Trustee of both the National Museum of Wales and of the National Library of Wales and for over twenty years as the Company Secretary of the Wales Millennium Centre.



**Samuel Pitchford** is a litigation solicitor at Pembrokeshire County Council. He is currently advising the authority on its Celtic Freeport bid, for which he won LLG Junior Lawyer of the Year 2024.

Samuel also conducts prosecutions and civil proceedings relating to breaches of planning, animal welfare, trading standards, and environmental health. He advises on governance, planning, education and licensing, and represents the council at courts and tribunals.



**Joanne Walters** is a Legal Director in DAC Beachcroft's shipping department specialising in dispute resolution. Joanne returned to Wales in 2022, following an extended period spent in international shipping practices in London, Hong Kong, and Singapore. Joanne has also worked as sole in-house legal counsel at an International Group P&I Club in Japan.

Joanne regularly acts for shipowners and charterers in relation to both P&I and FDD matters, and advises ports, ship managers and traders on claims arising across the entire lifecycle of a vessel and the full range of maritime operations. Joanne has successfully represented clients before the English and Hong Kong courts, and in international arbitration in LMAA, HKIAC, SCMA, SIAC and ICC proceedings.

Her practice also encompasses the decarbonisation and digitalisation of shipping, on which she provides advice on the adoption and procurement of innovative technologies, the ever-changing regulatory environment, contractual clauses, autonomous operations, cybersecurity, and paperless trading.



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**For more information:**

**Senior Clerk: Mark Dann**

**[clerksroom@11kbw.com](mailto:clerksroom@11kbw.com)**

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## Speaker Biographies



**Huw Davies** is a barrister at 30 Park Place chambers. He qualified as a barrister in the UK in 1998 and has since practiced in both the UK and Qatar. Huw's broad experience of employment issues, regulatory frameworks, corporate governance, commercial contracts, investment agreements and construction related matters, both within the public and private sectors as a lawyer, mediator and negotiator, has transitioned well into his alternative dispute resolution practice.

Huw previously worked in Qatar for 10 years and has extensive experience advising both private and public sector firms in developing and securing commercial contracts and regulatory frameworks and translating complex legal and compliance requirements into practical solutions. Prior to working in Qatar, Huw held a number of senior governmental positions in Wales, United Kingdom, working as a legal advisor to the government.

Huw is an accredited Royal Institute of Chartered Surveyors (RICS) commercial mediator and a Fellow of the Chartered Institute of Arbitrators and is a panel member of the London Court of International Arbitration, Qatar Chamber of Commerce, Sport Resolution and the International Court of Dispute Resolution Centre Qatar (Mediation).



**Paul James** is a partner and Head of Commercial Services at Redkite Solicitors. Since joining Redkite Solicitors in 2013 from Eversheds Sutherland, Paul has led the team in advising regional and national clients across all 17 of Redkite's offices on a wide range of commercial and contract law issues, as well as intellectual property and e-commerce matters.

Paul also specialises in corporate law and has a wealth of experience advising organisations on business exits, mergers and acquisitions, joint ventures, management buy-outs / buy-ins, investments and other general corporate matters. Paul also has an in-depth knowledge of public procurement and shared services models. Paul advises businesses of various sizes from across all sectors, as well as advising a number of local authorities, housing associations, charities and further education bodies.



**Peter Ware** is the head of Browne Jacobson's Government practice. Specialising in contentious and non-contentious procurement matters, Peter supports public and private sector clients to get the very best out of their regulated procurement activity. Peter's extensive experience also means that he can advise clients on a variety of commercial matters for both government and supplier-to-government clients in particular public to public and public to private joint ventures.

Prior to joining Browne Jacobson, Peter was a special projects adviser for Nottinghamshire County Council – meaning he really understands the pressures faced by in-house counsel when leading major projects. Peter is also the Finance and Membership Secretary of the Procurement Lawyers Association, and on the editorial Board for Lexis Nexis Local Government and a regular public speaker.



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## Speaker Biographies



**Mark Evans** is the Vice President of the Law Society of England and Wales. He represents North Wales. He will be president in October 2025.

Mark practised property and private client law for more than 28 years. He worked in North Wales and Chester.

Currently, he teaches various courses on real estate, private client and professional skills at the University of Law.

Mark was a member of the Law Society Wales Committee for nine years and acted as chair for four of those years.



**Elizabeth Rimmer** is the CEO of LawCare, the mental health charity for the UK legal sector. She started her working life as a solicitor specialising in clinical negligence, practicing at Leigh Day.

Elizabeth joined LawCare from the Institute of Group Analysis, a membership and training organisation for group psychotherapists. Before that she headed up Alzheimer's Disease International, a worldwide federation of Alzheimer associations.

She is Co-Chair of the Helplines Partnership (national charity for support and advice services) and a member of the International Bar Association's Professional Wellbeing Commission and chairs the Commission's regulatory and ethics committee.



**Richard Orpin**, Director, Regulation & Policy, Legal Services Board. Richard leads the policy, research and regulatory teams at the Legal Services Board.

Before joining the LSB, Richard was Public Policy Principal at Ofcom, leading Ofcom's engagement with Government and Parliament on all broadcasting and media matters. From 2017 to 2022, as Consumer Policy Principal, he led Ofcom's work on customer fairness. From 2014 to 2017, he managed Ofcom's review of the regulation of Royal Mail. Before joining Ofcom in 2014, he worked at the Department for Culture, Media & Sport (DCMS) for seven years, including as Head of Domestic Gambling Policy. He also held policy roles in broadcasting, school sport and culture during his time at DCMS.





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## Speaker Biographies



**Helen Snow** is a partner and Head of the Public Sector Wales team at Geldards LLP. She has an excellent reputation in public sector employment law, information law and data protection. Most recently described by her clients in Legal 500 2025 as "outstanding". Helen consistently deals with complex matters on behalf of Local Authorities, the National Museum of Wales, the Police and Crime Commissioner for South Wales, Welsh Government and the Senedd Commission. Helen is particularly experienced in dealing with Chief Officer disciplinary and grievance processes, severance terms and special severance payments. She also advises on complex contentious issues including equal pay, unlawful deductions, whistleblowing, employment status and collective redundancies. Helen was recently appointed by the Welsh Government to draft the Public Service Outsourcing and Workforce Code and the social public workforce clauses under the Social Partnership and Public Procurement (Wales) Act 2023. Helen regularly advises Welsh clients through the medium of Welsh.



**Professor Norman Doe, KC (honoris causa)** has taught at Cardiff University since 1985 and boasts an extensive and prolific academic CV. He is the founding Director of the Centre for Law and Religion, which began at the school in 1998, and is also the founder of the school's Canon Law programme (LLM) which started in 1991. Professor Doe was nominated for the honorary KC role due to his work in reviving the study of Ecclesiastical Law in England and Wales. His publications on the subject have been highly influential, being cited in decisions relating to the constitutional role of the Church of England and contributing to the revision of clergy discipline procedures.



**Thomas Glyn Watkin, KC (hon).** A native of Cwmparc in the Rhondda, Thomas Glyn Watkin was educated at Porth County Boys' Grammar School and Pembroke College, Oxford. He was called to the Bar by the Middle Temple in 1976. From 1975, he lectured at Cardiff Law School, becoming professor of law in 2001. In 2004, he was appointed professor and founding head of Bangor Law School, before returning to Cardiff in 2007 as First Legislative Counsel to the Welsh Government. Now retired, he remains active as literary director of the Welsh Legal History Society, a Council member of the Selden Society, a member of the Law Commission's Advisory Committee for Wales, a trustee of the Hamlyn Trust and of UWRET, a Fellow of the Learned Society of Wales and an academic bencher of the Middle Temple. Married with one daughter, he is also a non-stipendiary priest in the Church in Wales.



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## Speaker Biographies



**Stephanie Needleman** is the Legal Director for JUSTICE and is responsible for JUSTICE's legal and policy output. She studied Economics and Social and Political Sciences at the University of Cambridge before converting to law. Stephanie trained and qualified as a solicitor at Freshfields Bruckhaus Deringer LLP where she practiced as an associate in the Dispute Resolution team.

Stephanie left Freshfields to pursue a master's in Human Rights Law at the London School of Economics, following which she worked at the Supreme Court as a Judicial Assistant. She subsequently joined the Public Law team at DAC Beachcroft LLP. Stephanie has also represented appellants in the Asylum Support Appeals Tribunal and interned at the International Criminal Tribunal for Rwanda. She joined the staff of Justice in March 2021.



**Christian Howells** is a public and constitutional law specialist at 30 Park Place, Cardiff, having been called to the Bar in 2007. He has appeared in a number of high profile cases in the Administrative Court, Court of Appeal and Supreme Court.

Christian has also appeared in a number of important inquests and inquiries including the UK Covid 19 Public Inquiry, representing the Welsh Government, the Infected Blood Inquiry, on behalf of hundreds of infected and affected individuals, the inquest into the death of Emiliano Sala and into the Gleision mining disaster. He is a member of the Association of Regulatory and Disciplinary Lawyers, the Administrative Law Bar Association, the Immigration Law Practitioners' Association as well as the Wales Public Law and Human Rights Association.



**Angharad Hurle** is a Legal Director with Eversheds Sutherland. She was admitted in 2009 and now leads a team which specialises in public inquiries and internal investigations.

Angharad has acted as Solicitor to the Independent Jersey Care Inquiry, and has represented Core Participants in many of the UK's most prominent public inquiries. These have included the Post Office Horizon IT Inquiry, the Grenfell Tower Inquiry, the Infected Blood Inquiry and the Independent Inquiry into Child Sexual Abuse.



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**Michael Imperato** is the Head of Public & Administrative law at Watkins & Gunn. Having qualified in 1990, he has been involved in some of the highest profile Public Law cases in Wales. He has acted for a number of campaign groups fighting service closures such as schools, hospitals, libraries etc. Michael also has considerable experience in inquests in the Coroners Court and Public Inquiries. He heads the team acting for the majority of Welsh and Northern Irish victims in the ongoing UK Infected Blood Inquiry.

He is a member of the panel of chairmen of the Valuation Tribunal for England, an Independent Member (Legal) of Hywel Dda University Health Board, and deputy chair of the Local Democracy and Boundary Commission for Wales. He is a member of the Law Society Human Rights committee and a member of the executive committee of the Wales Public Law and Human Rights Association.



**Bronwen Williams JP MStJ** has worked in higher education for 17 years; she is currently the Academic Director for Law, Criminology and Policing at the University of Wales Trinity Saint David.

Bronwen works with many external agencies linked to these subject areas to design and develop programmes to help prepare students for the workplace. She has been working with the Law Society to bring Legal Apprenticeships to Wales for over 10 years and is delighted to explain more about this journey at the Legal Wales Conference. She will be joined in her session, by two students who are currently studying on the Paralegal Apprenticeship, and their employers who are going to give their perspectives of the provision in Wales and the importance and need for legal apprenticeships in Wales.



**The Rt Hon Sir Peter Fraser** was appointed as Chair of the Law Commission on 1 December 2023.

Sir Peter was educated at Harrogate Grammar School in Yorkshire and St John's College at the University of Cambridge (where he took both an MA in Law and a LL.M). He was called to the Bar in 1989 by Middle Temple and practised from Atkin Chambers between 1990 and 2015 when he was appointed to the King's Bench Division. As a barrister he specialised in international arbitration, technology, engineering and construction disputes.

He was appointed a Recorder of the Crown Court in 2002 and QC in 2009. He sits both as a judge of the Technology and Construction Court (being judge in Charge from 2017 to 2020) and the Commercial Court.

## The Bar Standards Board Consultations - Have your say!

The Bar Standards Board (BSB) has launched a public consultation on new rules to promote equality, diversity and inclusion at the Bar.

We want to ensure that the Bar has an inclusive culture and that it is accessible to people from all backgrounds and truly representative of the society it serves. Regulation alone cannot achieve that, but regulation can help by supporting barristers to challenge practices which work against diversity and inclusion.

**We are very keen to hear views on our proposals from all interested stakeholders, including members of the Bar, the Inns of Court and Circuits across England and Wales, the specialist Bar Associations, the wider Legal Sector, particular groups who may face challenges at the Bar, and consumers.**

We would greatly appreciate it if you could take the time to respond to our questions and share the consultation within your professional networks. It can be accessed by scanning the QR code below.

The **consultation will be open until 5PM on Friday 29 November 2024** and you can contact [equality@BarStandardsBoard.org.uk](mailto:equality@BarStandardsBoard.org.uk) for any questions you may have.

In addition to this, the BSB is in the process of developing its Strategy for 2025-2030. This Autumn, we will be launching a consultation document. This will be your opportunity to influence the BSB's future priorities, and we are particularly keen to ensure that we have the perspective of stakeholders in Wales. So please look out for this, and take the opportunity to share your views.

For more information on both consultations, or to share your views, please scan on the barcode below, or come and visit the BSB stand and talk to **Ewen MacLeod, Director of Strategy and Policy**, or **Laura Cassidy, Stakeholder Engagement Officer**.

**We hope that you will take this opportunity to share your views with us, so we can ensure our proposals are fully informed by your experiences of the Bar.**



*Please scan the QR code to read more about our consultations and find out how to share your views with us*



*Sganiwch y cod QR i ddarllen mwy am ein hymgyngghoriadau a darganfod sut i rannu eich barniau gyda ni*





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## Speaker Biographies



**Professor Alison Young** was appointed as Law Commissioner with responsibility for public law and law in Wales on 18 March 2023. She is the Sir David Williams Professor of Public Law at the University of Cambridge, and a Fellow of Robinson College. She is also an academic associate at 39 Essex Chambers and an Emeritus Fellow of Hertford College, Oxford.

Before joining the University of Cambridge, Professor Young studied for a Law (with French) degree at the University of Birmingham, spending a year at the Université de Limoges. She then completed the BCL and D Phil at Hertford College, University of Oxford. She spent three years as a Tutorial Fellow at Balliol College, Oxford, before returning to Hertford as a Fellow in Law and later Professor of Public Law at the University of Oxford.



**Ewen MacLeod** is the Director of Strategy and Policy at the Bar Standards Board (BSB). Ewen is responsible for ensuring the BSB properly understands the risks in the market that it regulates and that appropriate outcomes are achieved by the BSB's regulatory arrangements to address these risks, drawing on appropriate evidence and stakeholder views to meet the regulatory objectives (particularly in the BSB Handbook and related guidance).

He is also responsible for ensuring the BSB sets appropriate rules to support equality and diversity at the Bar and it also complies with its equality and diversity reporting duties and assess the impact of new policies on different groups. Ewen joined the BSB in 2011.

Before that, he undertook a variety of regulatory roles at the Scottish Water Commission and the General Dental Council, before working in central Government (Department of Work and Pensions) briefing ministers, developing policy and drafting legislation. He has a degree in Scots Law and a Master of Business Administration.



**Angharad Price** is an employed barrister in the Government Legal Department. She was called to the bar at Middle Temple on 22 July 2004. As a public sector lawyer, her work is varied.

She has severe asthma and long covid and has an interest in equality issues from her time as Welsh lawyer at the Equality and Human Rights Commission.

In 2013, she was awarded a merit for her LLM in Legal Practice by Cardiff University after writing a dissertation on disability discrimination and reasonable adjustments. She is currently studying for her professional doctorate in public policy.



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## Speaker Biographies



**Rebecca Griffiths** is a Barrister at Apex Chambers. She practises in regulatory law and general crime from Apex Chambers in Cardiff, having been called to the Bar in 2005. She was Chair of the Wales & Chester Circuit's Equality, Diversity and Inclusivity Committee for a number of years and is now an active committee member.

Rebecca has a health condition which fluctuates and presents both visible and hidden disabilities. Several years ago, she founded AllBar, an organisation to support disability at the Bar in England and Wales. Rebecca is also a member of BLEMI (Barristers with Lived Experience of Mental Illness).



**Tim Naylor** is a barrister at Apex Chambers in Cardiff and QEB Hollis Whiteman in London. He practices in crime, professional discipline and regulation with a specialism in sports law.

Tim is the former Director of Integrity and Regulation at the British Horseracing Authority and independent Non-Executive Director of the Football Association of Wales (FAW). He is currently an independent Non-Executive Director of Commonwealth Games Wales and sits on the EDI Board sub-committee. Tim sits as an Appeals and Safeguarding Chair for the FAW and as a Judicial Officer for the Rugby Football Union including their Diversity and Inclusion Panel.



**Her Honour Judge Gaynor Lloyd** was born and raised in Aberystwyth and is fully bilingual. After reading Law at University, she was called to the Bar at Lincoln's Inn in 1992. She practiced as a common law barrister in Chester and Manchester, specialising in family law.

She became a Recorder in 2012 and a full time Circuit Judge in 2015. She has sat in the Crown Court, Civil Court and Family Court. She is Designated Family Judge for North Wales, and sits as a nominated Judge of the Court of Protection. She sits as a Deputy High Court Judge, Family Division. Since February 2022, she has been leading a project being piloted in North Wales called "Pathfinder" for the Ministry of Justice, which focuses on a problem solving, non-adversarial approach to private law disputes, with a focus on speedy, child focused solutions upon family breakdown. She sits on various Working groups, and assists with training for other Pathfinder sites.



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## Speaker Biographies



**District Judge Dylan Lloyd Jones** sits in the County and Family Courts and is a Nominated Judge of the Court of Protection. Since 2022 he has also served as the Deputy Welsh Language Liaison Judge.

Before his appointment he sat as a Chair of the Education Tribunal for Wales and a Deputy District Judge on the Wales Circuit. He was a Solicitor in private practice for 20 years, specialising in Public Law Children cases.

He was a member of the Law Society's Wales Committee and Children Law Sub Committee, Secretary of the Legal Wales Foundation for nine years from 2010 – 2018 and was also a Solicitor Member of the Family Procedure Rules Committee from 2014 to 2021.



**The Hon Mrs Justice Morgan (Dame Sarah Morgan, DBE)** was born in Wales, the daughter of a teacher and a civil engineer. She spent some of her early childhood living in the Caribbean before her family returned to the UK and settled in the Midlands, where she attended state schools.

Dame Sarah studied law at Brunel University, graduating in 1987. She was called to the Bar at Gray's Inn in 1988 and practised from 1GC Family Law chambers in London where she specialised in Family Law, particularly relating to children. She was appointed a Recorder sitting in the criminal and family courts on the South Eastern circuit in 2009 becoming Queen's Counsel in 2011. In 2019, Dame Sarah was appointed as a deputy High Court Judge and in 2022 she was appointed to the High Court and assigned to the Family Division. In 2023 she became Family Presiding Judge for Wales, in succession to Francis J.



**Lord Lloyd-Jones JSC** is the President of the Law Council of Wales.

David Lloyd-Jones was educated at Pontypridd Boys' Grammar School. He was a Fellow of Downing College Cambridge from 1975 to 1991 before entering full time practice at the Bar. He took silk in 1999 and was appointed to the High Court in 2005, serving as a Presiding Judge of the Wales Circuit. Appointed to the Court of Appeal in 2012, also served as Chair of the Law Commission of England and Wales.

His tenure at the Law Commission, saw the publication of an important report on the "The Form and Accessibility of the Law Applicable in Wales" (2017), which pointed the way to subsequent consolidation and codification initiatives. In 2017, he was appointed the first Justice of the Supreme Court of the UK to come from Wales. Lord Lloyd-Jones is currently the Treasurer of the Middle Temple.





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## Speaker Biographies



### **The Right Hon The Lord Reed of Allermuir, President of the Supreme Court**

Robert John Reed, Lord Reed of Allermuir took up appointment as President of the Supreme Court on 13 January 2020, succeeding Lady Hale of Richmond. Upon this appointment, Lord Reed became a life peer.

Prior to his appointment as President, Lord Reed previously served as Deputy President of the Supreme Court from 7 June 2018 and was originally appointed as a Justice on 6 February 2012.

He studied law at Edinburgh University and undertook doctoral research in law at the University of Oxford. He qualified as an advocate in Scotland and as a barrister in England. He practised at the Scottish Bar in a wide range of civil cases, and also prosecuted serious crime.

He served as a senior judge in Scotland for 13 years. From 2008 to 2012 a member of the Inner House of the Court of Session, and from 1998 to 2008 a member of the Outer House of the Court of Session, where he was the Principal Commercial Judge.

As well as sitting on the Supreme Court and the Judicial Committee of the Privy Council, he is also a member of the panel of ad hoc judges of the European Court of Human Rights. Lord Reed is also the High Steward of Oxford University.



**Ambassador Stephen J. Rapp** is Senior Visiting Fellow of Practice with the Blavatnik School's Institute for Ethics, Law, and Armed Conflict's Programme on International Peace and Security. He also currently serves as Distinguished Fellow at the United States Holocaust Memorial Museum's Center for Prevention of Genocide, and as Chair of the Commission for International Justice and Accountability, which has collected and analysed more than 750,000 pages of documentation from Syria and Iraq to prepare cases for future prosecution.

From 2009 to 2015, he was Ambassador-at-Large heading the Office of Global Criminal Justice in the US State Department. During his tenure, he travelled more than 1.5 million miles to 87 countries to engage with victims, civil society organisations, investigators and prosecutors, and the leaders of governments and international bodies to further efforts to bring the perpetrators of mass atrocities to justice.

Ambassador Rapp was the Chief Prosecutor of the Special Court for Sierra Leone from 2007 to 2009, where he led the prosecution of former Liberian President Charles Taylor. From 2001 to 2007, he served as Senior Trial Attorney and Chief of Prosecutions at the United Nations International Criminal Tribunal for Rwanda, where he headed the trial team that achieved the first convictions in history of leaders of the mass media for the crime of direct and public incitement to commit genocide.

Before becoming an international prosecutor, he was the United States Attorney for the Northern District of Iowa from 1993 to 2001.

He received a BA degree from Harvard, a JD degree from Drake, and several honorary degrees from US universities in recognition of his work for international criminal justice.





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## Speaker Biographies



**The Hon. Mr Justice Griffiths (Sir Martin Griffiths)** is the senior Presiding Judge of Wales, following two years as junior Presiding Judge. His family is originally from Swansea and his great-grandfather played rugby for Wales. He graduated in History and Modern Languages from Oxford and then studied law at City University and the Inns of Court School of Law in London. He is a Bencher of the Inner Temple and was appointed Queen's Counsel in 2006, practising from Essex Court Chambers.

He was appointed as a Recorder of the Crown Court in 2009, a Deputy High Court Judge in 2016 and Deputy Chancellor of the Diocese of Peterborough in 2017. He was appointed a full time High Court judge assigned to what is now the King's Bench Division in 2019. He sits in the Crown Court, the King's Bench Division, the Administrative Court, the Employment Appeal Tribunal, on the Media and Communications List and in the Court of Appeal Criminal Division. He is a member of the Judicial Communications Committee and a board member of the Judicial College. He was appointed as a Presiding Judge of Wales with effect from 1 January 2022. He is Chairman of the Wales Training Committee, with responsibility for the training of Courts and Tribunals judiciary in Wales. He is a member of the Judges' Council Committee for Wales and on the Executive Committee of the Law Council of Wales. He is the Chairman of the Lord Chancellor's Standing Committee for the Welsh Language.



**The Hon Mr Justice Nicklin is a Presiding Judge of the Wales Circuit.**

Sir Matthew Nicklin was educated at Tasker Milward School in Haverfordwest and graduated from Newcastle University in 1992. He was called to the Bar at Lincoln's Inn in 1993 and practised from 1996, specialising in privacy and defamation law. In addition to practice, he is the author of *The Law of Privacy and the Media*.

He served as a Recorder from 2009 to 2017 and took silk in 2013. He was joint-head of chambers at 5RB from 2014 to 2017. He was a member of the Bar Standards Board from 2007 to 2013. In 2010, he was elected a Fellow of the Royal Society of Arts. Sir Matthew was appointed to the High Court in 2017 sits in the King's Bench Division. In February 2021, he became the Judge in Charge of the Media and Communications List and in 2024 as a Presiding Judge of the Wales Circuit.





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**The Right Honourable Baroness Carr of Walton-on-the-Hill DBE** was called to the Bar by the Inner Temple in 1987. She was educated at Wycombe Abbey, Buckinghamshire and Trinity College, Cambridge, where she read Modern Languages. She speaks French and German. As a barrister she specialised in general commercial law and took silk in 2003. She became chair of the Education and Training Committee of the Inner Temple, where she became a Governing Bencher in 2006; and head of chambers. In 2007 she became Chair of the Professional Negligence Bar Association, Chair of the Bar Standards Board Conduct Committee in 2008, and was appointed as the Complaints Commissioner to the International Criminal Court in the Hague in 2011. Her judicial career began in 2009 in crime, when she became a Recorder. She was appointed to the High Court, Queen's Bench Division in 2013, and became the second female High Court Judge to sit in the Commercial Court and the first female High Court Judge to sit in the Technology and Construction Court in 2014. In the same year she became a member of the Investigatory Powers Tribunal a role she held until 2016. She became a Presider of the Midland Circuit from 2016 until 2020, when she was appointed as a Lady Justice of Appeal. She was also appointed as the senior Judicial Commissioner and Vice Chair of the Judicial Appointments Commission, a position held until January 2023. She became Lady Chief Justice of England and Wales on 1 October 2023.

## Sir Samuel Evans Prize Winner 2024



**Claire Healey** graduated from Aberystwyth University in 2024 with an LLB (Hons) degree. She is this year's winner of the Sir Samuel Evans Prize 2024 for the best undergraduate result at a Welsh Law School. Her interest in law began during attendance at sessions and mock trials while undertaking a GCSE and then A level in law prior to commencing her university law degree. To further her understanding and application of the law, Claire 'has been privileged' to undertake mini-pupillages and work experience, working in the courts and probation service, and participating successfully in mooting competitions. This culminated in mooting before Lord Lloyd-Jones in the Supreme Court earlier this year, and being a finalist in the Wales Mooting Competition 2024. For her undergraduate dissertation, Claire chose to research whether the current legislation adequately protects victims of coercive and controlling behaviour from crimes that they are coerced into committing. This led to her applying, and being accepted, on a PhD course at Aberystwyth University where she will spend the next three years researching to produce a wider analysis of coercive and controlling behaviour and its legal implications - looking specifically at whether the law in place is sufficient based on our current understanding of the psychology of coercion. After completing her PhD, Claire aims to pursue a career at the Bar with the intention of specialising in either criminal or family law.





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# Dinner Speaker & Presenter Biographies



## **John Hyde** **Deputy News Editor, Law Society Gazette**

John Hyde is now recognised as one of the leading legal journalists in the country, with a reputation for breaking important stories and standing up for the sector in the face of attacks from other sections of the media.

In the last two years he has won plaudits for his reporting of the Post Office Inquiry, becoming an authority on the scandal and the role of lawyers. He has hosted numerous events and conferences and been a regular contributor on the BBC, as well as writing articles for the Independent and politics.co.uk.

John has a following of more than 25,000 on [Twitter](#) and a much smaller following on his nascent [TikTok](#) account.

View John's Gazette coverage and profile [here](#).



## **Emma Waddingham, Founder and Editor, Legal News Wales**

Emma has 16 years' worth of experience as a legal sector journalist and founded Legal News Wales in 2020 - now the largest independent news, insight, events and cross-sector network for the legal profession in Wales.

After 14 years in her adopted nation, Wales, Emma sits on the most significant legal sector committees or supports them. These include The Law Council of Wales and The Pro Bono Committee of Wales, and is the Conference Director for the annual Legal Wales Conference and Dinner. She is regularly asked to chair and speak at legal and professional services events and recently co-founded the first independent Equity Forum in the UK to share best practice, and support leaders in their equality and inclusion journey. Emma also sits as an independent advisory board member for Validient, a Wales-grown legal tech and compliance solution.

In 2023, Emma was elected as Junior Vice President of Cardiff and District Law Society. In 2025, she will be the first non-lawyer President and ninth female leader in its 140 year history.

In a speech given at the Legal Wales Conference 2023. Emma was dubbed the 'glue that holds the legal sector in Wales together' by the then Counsel General of Wales and Minister for the Constitution, Mick Antoniw MS.



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# Help us support aspiring lawyers

Your donation can ensure the Lord Edmund-Davies Legal Education Trust – Legal Wales Access to Law Summer Scheme continues to widen opportunities.

Every July, Legal Wales runs a week's residential Summer Scheme in Cardiff for 10-12 aspiring young lawyers who have no connections in the legal profession to help them understand, or enter, our world.

The aim is to encourage and help young people from Wales to follow Lord Edmund-Davies's motto: "Anela'n Uchel" – "Aim High" – a motto drawn directly from his own life as a state-school boy from the Cynon Valley, who rose to sit on the Judicial Committee of the House of Lords.

The Scheme was originally launched in London, in 2014, by the Lord Edmund Davies Legal Education Trust (LEDLET), whose President is Lord Lloyd-Jones, Justice of the Supreme Court. LEDLET and Legal Wales now run parallel programmes in London and Cardiff, effectively doubling the number of students who can be supported.

## **The Scheme is open to Year 12 pupils who:**

- live in Wales or have strong links with Wales
- will be under 18, and
- have no family links with the legal profession.

*Candidates are selected on a range of criteria, including academic ability, proven interest in the law, and determination to succeed.*

As the aim of the Scheme is to widen opportunities, Legal Wales and LEDLET look positively at applications from pupils receiving free school meals; from economically disadvantaged areas; who have a disability; who are "looked after" (in care) or are carers for others; or who are facing or have faced other challenges in life.

For more, visit [legalwales.org](http://legalwales.org) or [ledlet.org.uk](http://ledlet.org.uk)





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2024 marks the fifth year of the Legal Wales Access to Law Summer Scheme, in partnership with the Lord Edmund Davies Legal Education Trust (LEDLET).

It is a special year for us as we were honoured and thrilled to receive the Cardiff and District Law Society Annual Award for Equality, Diversity and Inclusion just a few days ago, on October 4th 2024 for the Scheme. The Scheme – and the award – are the product of the students we select, and of you, the legal firms, chambers, public sector organisations and universities that support it.

This year, Legal Wales again hosted twelve 17-year olds from LEDLET Cymru, throughout Wales. They travelled to Cardiff from Llandudno, Llangollen, Morfa Nefyn, the Aberystwyth area, Llanelli, Swansea, Port Talbot, Neath, Pontypool, Rassau and Blackwood, for five days of work-shadowing, court visits, lectures on routes into law, mootings and evening events that allowed them to chat informally to lawyers across many different areas of practice. Their feedback tells us that they were exhilarated, informed and inspired at the end of the scheme.

Crucially, given its aim, the Scheme is completely free of charge to the students - including travel and accommodation. Grants are also potentially available to help with additional costs such as suitable clothing, or costs of replacement care.

Students who are not selected for the Scheme are all offered a mentoring conversation with a lawyer, which may lead on to offers of work experience or a longer-term mentoring relationship. Legal Wales is mentoring three such students this year.

Any surplus made from the Legal Wales Annual Conference will go to support next year's Cardiff Scheme , but these profits alone are not enough to maintain the Scheme into the future, let alone to expand it further, as we would love to do – whether by increasing number of places available in Cardiff, or by taking the Scheme into other areas of Wales, in some form.





In 2024, the cost of each student place to Legal Wales was £480. Of this, accommodation and food per student equated to £250. Clothing bursaries are offered up to £160. Over the last three years, Legal Wales and LEDLET have received grants from the **Siôn Mullane Foundation** which have been crucial to the survival of the Scheme. Legal Wales is most grateful to this wonderful charity, which supports young people in Wales to raise their aspirations, achieve their potential and ultimately lead fulfilling lives that have a positive impact on others

We have also been touched and delighted by the wonderful support from Cardiff-based legal firms and Chambers for the Sponsorship Scheme we launched this year for the first time.

Particular thanks go to those organisations that donated financial sponsorship and also devoted their staff time, often at a very senior level, to providing our students with work-shadowing placements that have given them genuine insight into the joys and challenges of being a lawyer.

This year, work placements were generously provided by Acuity Law, Apex Chambers, Blake Morgan LLP, Capital Law, Civitas Chambers, Geldards LLP, Lewis Silkin LLP, Martyn Prowel Gartside, Senedd Cymru Legal Service, Watkins & Gunn, 9 Park Place and 30 Park Place. Capital Law and Geldards LLP also hosted highly successful evening receptions for the students to meet a range of lawyers informally.

Financial sponsorship for students has been generously pledged by Apex Chambers, Blake Morgan LLP, BrightLink Learning Limited, Civitas Law Chambers, Geldards LLP, Lewis Silkin LLP and Watkins & Gunn.

Legal Wales is also grateful to Cardiff University and University of South Wales for providing free venues and refreshments. Eversheds Sutherland kindly sponsored an evening meal for the students, attended by one of the partners who shared an account of his own legal journey.

If you or your organisation would like to support the Scheme with a donation, please contact the **Cardiff Programme Co-ordinator, Elisabeth Velina Jones**: [legalwales@gmail.com](mailto:legalwales@gmail.com).

We also be interested in hearing from you if you would like to offer a work-shadowing placement in 2025 or if you would like to discuss ideas about expanding the Scheme in some form to other locations within Wales.

## Testimonials

*"Since [the Scheme] I have gone on to achieve a law degree from a top UK university and secure a Training Contract at one of the world's largest commercial law firms. The experiences afforded to me through the Summer Scheme have been invaluable and I will feel forever indebted for the 'foot in the door' that LEDLET offered me. I would encourage anyone who is serious about pursuing a career in law to apply."*

**- James Tobin, LEDLET London 2014 cohort; Port Talbot**

*"The scheme was a great confidence booster for me to apply to study law at university. I was (and still am) truly inspired by all the professionals I met whilst on the scheme and am forever grateful for their continued advice and support. This is an opportunity not to be missed and I thoroughly encourage all young aspiring lawyers to apply. It's a once in a lifetime opportunity!"*

**- Nansi Eccott, Swansea area, LEDLET London 2019 cohort, Trainee Solicitor with Geldards LLP. Nansi has 'paid it forward' by helping plan and run the Scheme every year since her own experience.**

*LEDLET-Legal Wales residential summer scheme student cohort 2024 with Elisabeth Velina Jones.*



**Can you help us maintain these outstanding opportunities delivered by the LEDLET scheme?**

Email us to make a donation: [legalwales@gmail.com](mailto:legalwales@gmail.com)



*"I feel I have gained experience which will be invaluable for me going forward with university and my career that I never would have got access to without this scheme. Everybody I met was so supportive and lovely and I completely look forward to keeping in touch and being a part of the LEDLET-Legal Wales community."*

**- SR, South Wales, Legal Wales Cardiff 2022 cohort (2nd Year Law at Bristol University)**

*"The Legal Wales summer scheme has helped me to realise that there is definitely a place in the legal profession for someone from my socioeconomic background. It has been an indispensable tool of support for me beyond the week's placement and was invaluable in helping me through the difficult Oxbridge application process."*

**- Bella, South Wales, Legal Wales Cardiff 2023 cohort (1st year Law at Cambridge University)**

*"This has been such an exciting, informative and transformational week!"*

**- SO, South East Valleys, Legal Wales Cardiff 2024 cohort**

## **Alumni event 2024**

An important element of the Scheme is to keep in touch with past students and thus to build up a network of contacts for them within the profession – a network based entirely on merit and need, rather than on wealth, family connections or old school ties. In pursuit of this aim, LEDLET and Legal Wales hold a biennial Alumni Conference, with the 2024 edition being generously hosted by Blake Morgan LLP in Cardiff.

Twenty three Alumni from the years 2018-2023 attended this event, with some travelling from North Wales and others from Bristol, Exeter and beyond. They participated in sessions on Commercial Awareness and Dealing with Imposter Syndrome, as well as refreshers on routes into Law, building a legal career, and a range of different practice areas.

In line with our social mobility aims, LEDLET and Legal Wales subsidise travel and accommodation costs for alumni who are still in education.

**Can you help us maintain these outstanding opportunities delivered by the LEDLET scheme?**

Email us to make a donation: [legalwales@gmail.com](mailto:legalwales@gmail.com)







SAVE THE DATE

# Legal Wales Conference 2025

Friday 10th October 2025

Venue: North Wales

[legalwales.org](https://legalwales.org)

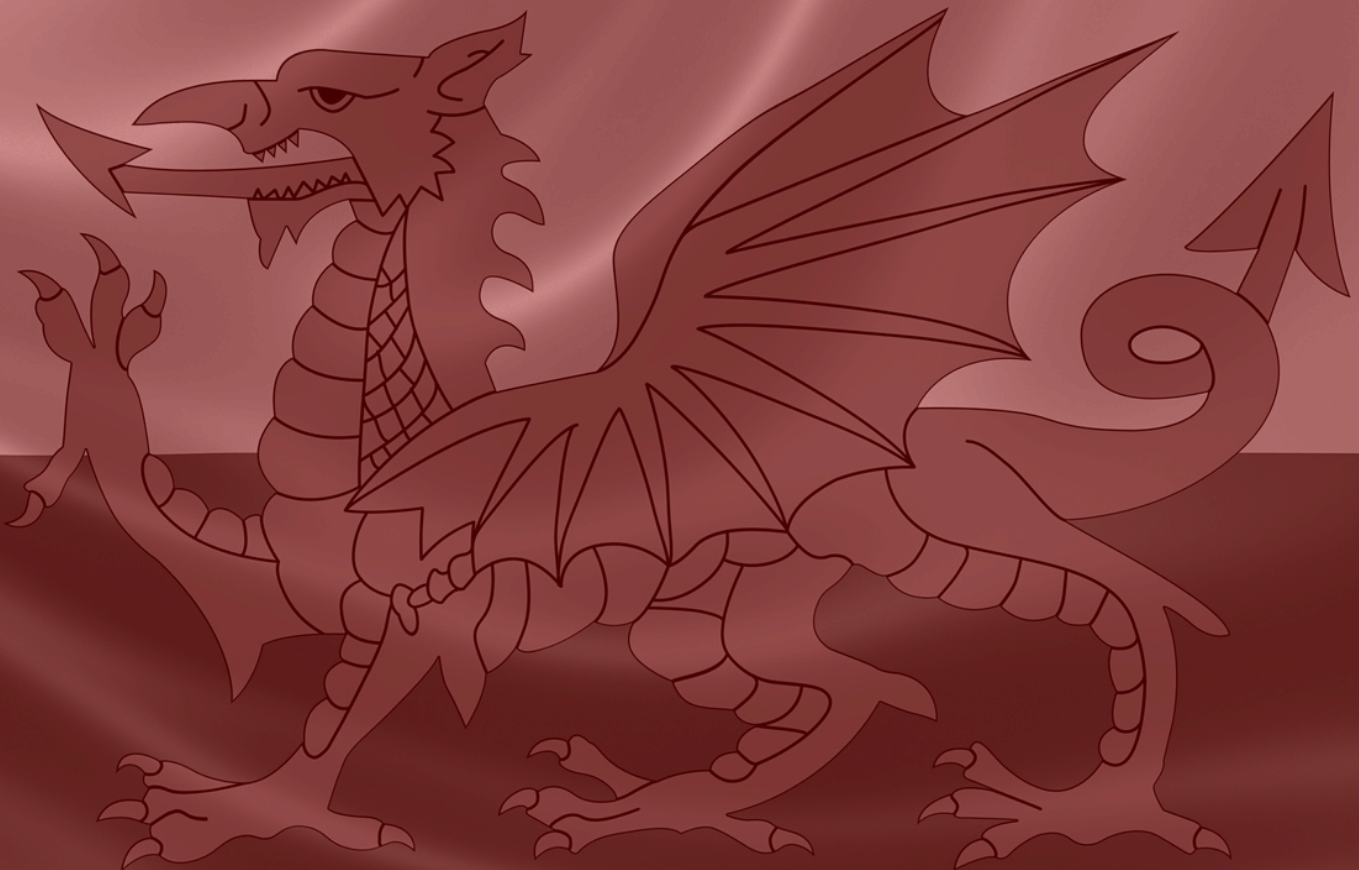
#LegalWales



CYMRU'R  
GYFRAITH  
LEGAL  
WALES

# Breakout Presentation: The Law Commission of Wales & England

Chaired by: The Rt. Hon. Peter Fraser  
Delivered by Professor Alison Young,  
Commissioner for the Law of Wales and England  
at the Legal Wales Conference, 11 October 2024





**Comisiwn y Gyfraith**

Diwygio'r gyfraith

**Law Commission**

Reforming the law

Legal Wales Conference  
11 October 2024

**Agricultural Law in Wales**



# Agricultural law in Wales

To review the law relating to agriculture in Wales with the aim of outlining the form and content of a code of agricultural law for Wales and recommending how the law may be simplified and modernised to improve its accessibility.

We aim to publish a scoping paper in **autumn 2025**.



Terms of  
reference

## Scoping phase

During the scoping phase the law commission will consider the following:

- (1) what legislation should form part of a Code of agricultural law for Wales;
- (2) what technical changes or adjustments to the law are desirable or necessary to simplify, streamline and modernise the law into the code of agricultural law; and
- (3) potential areas which may require further analysis.

Project stage

# Agricultural code for Wales

- In [The Future of Welsh law \(Revised\) Accessibility Programme](#) the Welsh Government has confirmed its intention to consolidate and codify the law that applies in Wales. This follows recommendations made by the Law Commission in the [Form and Accessibility Report](#).
- Codification involves bringing all the law on a specific subject matter, such as agriculture, together under a code of law. In practice, this could mean that all of the agricultural law in Wales is consolidated into one or more pieces of legislation, and that consolidating legislation is identified as forming a code of law for agriculture.
- Codification involves a process of simplification and modernisation of the law. The primary benefit of codification is that it will make the law on a particular topic easier to find, access and understand.

## Codification





Defining codification, agriculture and agricultural law.



Legislation implementing strategic objectives and core functions of the Welsh Ministers.



Agricultural Pollution Control, wildlife protection and nature conservation in the agricultural context.



Land management, planning, agricultural tenancies and holdings, statutory smallholdings and the Agricultural Land Tribunal for Wales.



Farm woodland, agroforestry and horticulture, organic and innovative techniques.



Livestock Welfare and the Prevention and Management of Livestock Disease.



Marketing standards and food and animal feed safety law.



Agricultural employment and any miscellaneous matters.

- Scoping stage includes identifying what technical changes or adjustments to the law are desirable or necessary to simplify, streamline and modernise the law into the code of agricultural law.
- Provisions that are obsolete, spent or no longer of any practical utility or effect.
- Updating outdated references from UK Ministers to Welsh Ministers.
- Modernising outdated language.
- Streamlining legislative provisions.



## Technical amendments

- (1) What is agricultural law?
- (2) The volume and sources of legislation.
- (3) Defining the boundaries of the code.
- (4) Audiences for the code.



# Issues





# Law Commission

Reforming the law

## For further information contact:

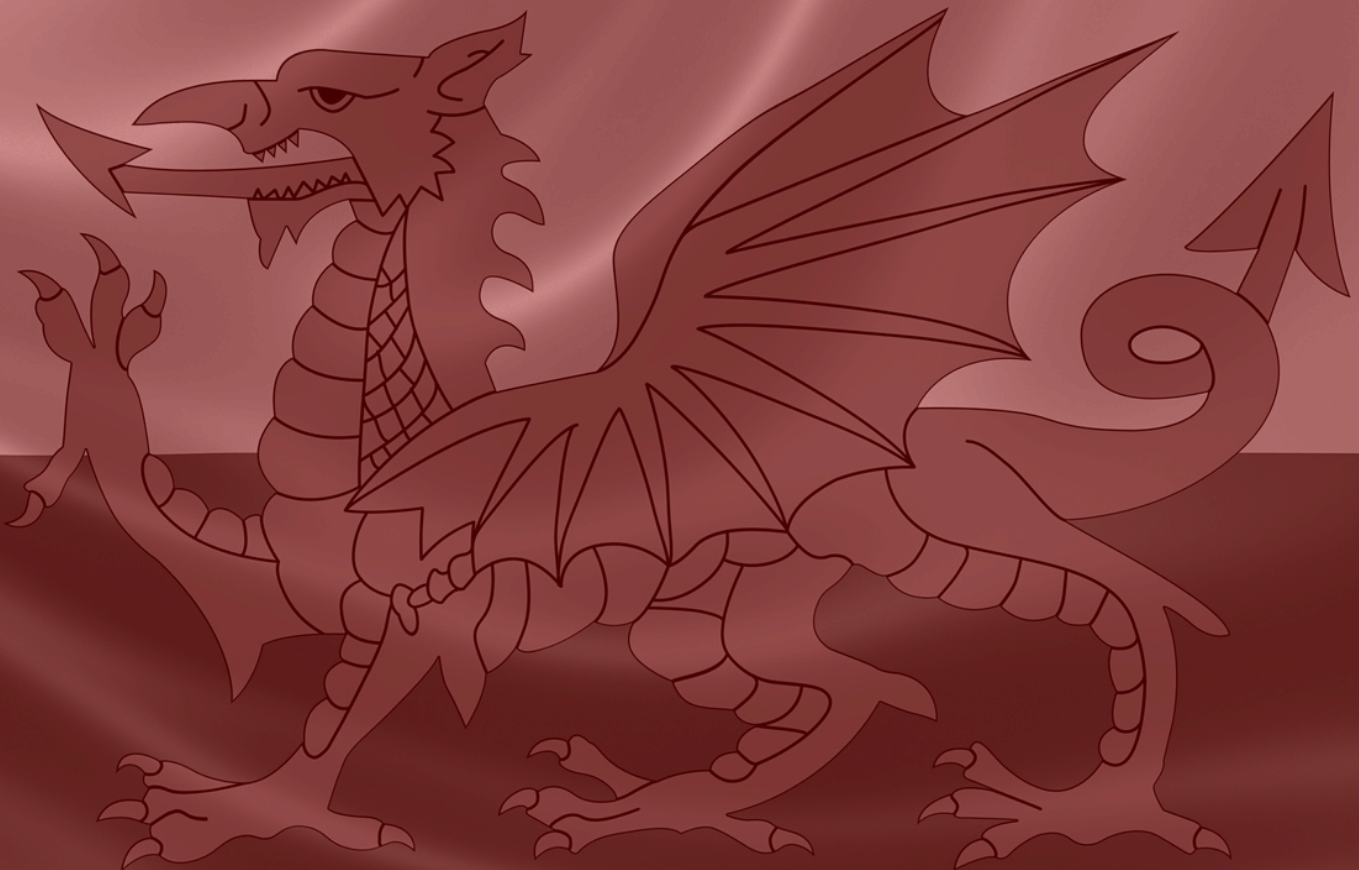
Address	<b>LAW COMMISSION</b> 1st Floor, Tower, Post Point 1.52, 52 Queen Anne's Gate, London, SW1H 9AG
Telephone	0203 334 0200
Email	agriculturewales@lawcommission.gov.uk
Website	<a href="https://lawcom.gov.uk/project/agricultural-law-in-wales/">https://lawcom.gov.uk/project/agricultural-law-in-wales/</a>
Twitter and LinkedIn	@Law_Commission



CYMRU'R  
GYFRAITH  
LEGAL  
WALES

# Breakout Presentation: Pathfinder Project

Delivered by HH Judge Gaynor Lloyd  
& District Judge Dylan Lloyd Jones  
at the Legal Wales Conference, 11 October 2024





Ministry  
of Justice

# **Implementing the Family Private Law Pathfinder Model in North Wales and Dorset.**

**Pilots launched on 21<sup>st</sup> February 2022**

**Legal Wales Conference, October 2024**

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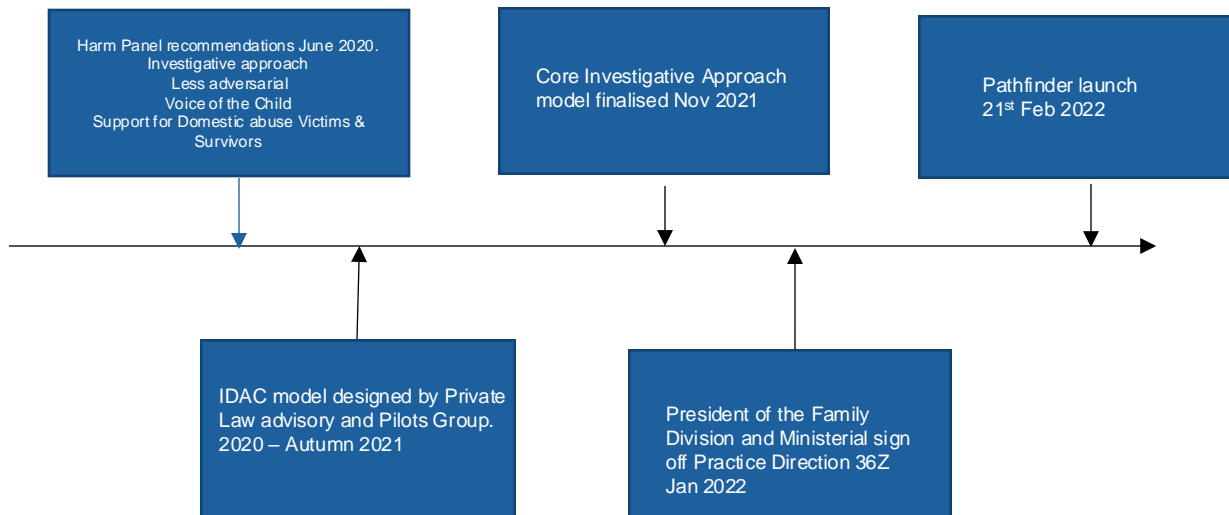


## Context to Pathfinder



- The Harm Panel Report provides an understanding of how effectively the family courts identify and respond to allegations of domestic abuse and other serious offences, in cases involving disputes between parents about the arrangements for their children, known as ‘private law children proceedings’.
- In response to the Harm Panel Report the Government (as part of wider commitments to address domestic abuse) and the Private Law Advisory Group made recommendations and work began to pilot a new investigative approach to private family law proceedings, which became our Pathfinder pilot.
- The Pathfinder process has been designed to improve the experience of the family court and outcomes for all participants, and in particular the survivors of domestic abuse, children and litigants in person.
- Practice Direction 36Z provides the legal underpinning for this pilot.

# Timeline for Pathfinder Creation and Implementation



## The pilot seeks to test a more investigative approach:

The procedure is designed to assist families to reach safe and child-focused agreements for their child/ren and, where possible, out of the court setting.

If parents / families are unable to reach agreement, and a court application is made, this procedure encourages swift resolution through the court.

Pathfinder is a three-stage approach, Information gathering and assessment, Intervention and decision hearing and a Review stage.

- Gatekeeping (a review of the application by a Judge or Legal Advisor)
- Information gathering, if applicable including school, health, CAMHS, probation, substance misuse service, legal representatives
- Safeguarding checks with Local Authorities and Police
- Independent assessment of risk (DASH) Domestic Abuse, Stalking and Honour Based Violence
- Engagement with parties
- Hearing the voice of the child



## A different approach in the Courtroom

- Frontloading information, including the voice of the child.
- Consistent non adversarial messaging and language.
- Focus on the impact upon the child of adult behaviour and disputes.
- Emphasis on reaching agreement and compromise, and better communication.
- Investigative approach, judge led management / evidence / issue identification / insistence on respectful listening
- Parties encouraged to respond to each issue in turn, rather than conventional evidence in chief / cross examination model.
- Emphasis on non court resolution for future disputes relating to exercise of parental responsibility [ non legal issues].



## Outcomes



- Speedier resolution to proceedings with the need for fewer hearings and attendance at Court
- Urgent matters being identified and dealt with earlier.
- Less complex cases will generally only require one hearing and will usually conclude within 10-12 weeks from issue (Adjudication Track – North Wales process)
- The more complex application will usually receive a directions appointment within 10 weeks, when the court will be ready to consider R16.4 appointments, PD12J rulings, PD3AA vulnerable person participation directions etc. matters managed through to a much earlier finding of fact and final hearing (Case Management track – North Wales process)
- Out of court solutions encouraged in appropriate cases for example, mediation, separating parents' information programme and Family Hubs (stigma free community resources).
- Problem solving approach much less stressful and damaging than conventional adversarial proceedings.
- Risk and safety is considered as a priority throughout the proceedings
- Supporting families come to an agreement on what is the best for the child/ren
- A review will be considered, where appropriate. This will usually be an out of court review held by Cafcass/Cymru. In more serious cases a court review may be necessary.

## The Voice of the Child

When completing the Child Impact report, the Author will consider *'the voice of the child'* where it is appropriate to do so, depending on the *age of child, the issues in the case, complexity and/or if a social worker has already been allocated.*

### ***The steps that will be taken include:-***

- *Consider the current impact on the child of the issues in the case and what will be the impact on them of the changes sought in the application.*
- *How likely is it that the arrangements will work long term for the child and what are the implications for their long-term wellbeing and welfare.*
- *Discussing, with the child, the author's recommendations, and reporting the child's feedback.*
- *The Author will summarise and analyse the outcome of any direct or indirect work to ascertain the views, wishes and feelings of the child in the Child Impact Report*

# Experience of Implementation: Key Successes

Example achievements from implementation period of Pathfinder pilots

- Practice Direction was very well received
- Positive impact of Case Progression Officer role
- Early engagement with court users. Communications, letters leaflets to families about the process and external support / Mediation
- Two day pathfinder training events (in 2022, 2023 and 2024) generated great interest
- Improved engagement (even outside of pathfinder) across FJS agencies/professionals as a result of pilots
- Agencies' involvement in process mapping leading to buy-in from all stakeholders
- Close collaboration between **both pilot sites** – mutual support, sharing protocols, local models and other materials. Pathfinder now rolled out to South East Wales and Birmingham.
- **Child Impact Reports** – anecdotal evidence that generally the quality of CIRs has been very informative and had a direct impact on cases. Personalising the reports with photos of children has brought the child/ren to the centre of the process ensuring the Voice of the Child is heard
- **Engaging with the FJYPB** and with the DA commissioner early in the process ensured that child centred approach was a golden thread running through the pilots



# Experience of Implementation: Early Lessons Learned

Points to consider from implementation of pathfinder pilots and early period following launch

We successfully implemented the Pathfinder pilots in February 2022 and have learnt some key lessons in doing so. Below are three areas where we experienced challenges.

## Engagement

- Key stakeholders (Local Authorities) not engaged early enough in the design phase to ensure easy 'buy-in'
- Protocols between partner agencies could have been better agreed before launch

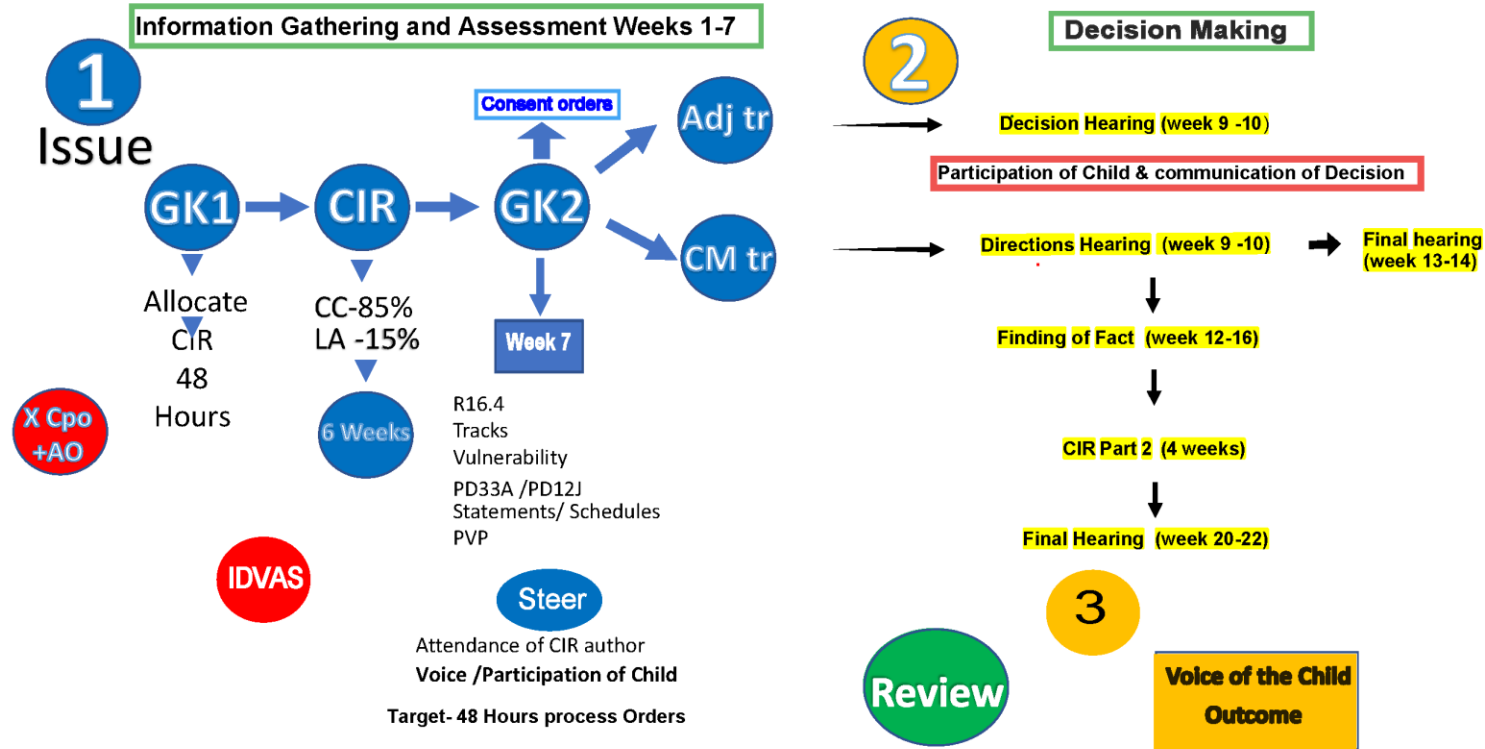
## Timings

- Pathfinder Implementation Manager and Case Progression Officer to be recruited earlier, during the design phase to help shape the early planning stage. This is crucial to stakeholder engagement & process mapping.
- Streamlining data collection pre-pilot to reduce burden. KPIs agreed in advance to track early progress

## Join up

- Need to better understand impact of rolling out a pilot on resources across HMCTS, Judiciary, Cafcass/Cymru and Local Authorities, including existing workloads and vacancies within teams
- Ensuring system compatibility between partners to enable key document sharing (MoJ/Cafcass Cymru/Judiciary)

# Pathfinder Process





Questions



**Thank you.**

**We are happy to take any questions.**

**HHJ G Lloyd**

**DJ Lloyd Jones**

**October 2024**