

THE CHEMISTRY OF  
COLLABORATION +





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# COLLABORATION IS AT THE HEART OF OUR APPROACH

## FOREWORD



I am delighted to introduce the 2017 edition of Insight, our annual report. This marks an important milestone in my first year as the firm's Senior Partner.

Continuing with the theme of collaboration, the following pages contain a range of stories about the benefits of working as part of a team with our clients and our local community. Collaboration is one of our core values. I hope that the way we work – collaboration in practice – is evident from these stories and will resonate with the many people and organisations we are proud to work with already, and will strike a chord with those we hope to work with in future.

Collaboration is also at the heart of the way we work internationally. We have continued to grow and deepen our relationships with our Preferred Firm Network of independent law firms for the benefit of clients in the UK and around the world. Our attendance at the International Bar Association (IBA) annual conference

in Sydney was a particular highlight of the year and provided confirmation, if needed, that there are many clients and like-minded professionals in other countries who value our independence.

This year we have refocused our business strategy around our Markets, our People, our Community and our Environment; the four core elements that together comprise a Responsible Business strategy. Being a responsible business is underpinned by our values and as a firm we are committed to ensuring that our business makes a positive contribution to all stakeholders and the wider community.

This is an opportunity for me to thank all our clients for their continuing support and all our people for their commitment to making Burges Salmon the independent UK law firm which delivers the best mix of advice, service and value.

**Chris Seaton**  
Senior Partner

'We live in interesting times' may be an overused expression, but the past year was certainly interesting, preceded by the Brexit referendum which was followed by a General Election, creating an uncertain environment for business. Our own performance reflected this uncertainty – satisfactory in the circumstances but a pause in what had been an unbroken run of growth since 2010.

However, during the year we have continued to invest in our business and to pursue a path of continuous improvement which we are embedding through the framework of ISO standards to add to our ISO 14001 Environmental certificate. Excellent client service has always been at the core of our approach to the delivery of legal services, so demonstrating our commitment to client focus, meeting client expectations and delivering client satisfaction by attaining the ISO 9001 Quality Management System (QMS) standard was an obvious next step. We are pleased to have received this certificate at the end of last year.

Innovation in the way legal services are delivered is much talked about in our sector. We are delivering change through our multi-disciplinary Business Solutions team, which combines the skills of lawyers, IT professionals and project managers to deliver practical solutions for clients using a range of technologies.

Finally, as a people business we continue to invest in all our people through our comprehensive learning and development programme, to ensure that they are equipped with the knowledge and skills they need to meet all our clients' needs and to develop their own careers.

Chris and I hope that you will enjoy reading this publication.

**Peter Morris**  
Managing Partner

# ON THE RIGHT TRACK

## WEST MIDLANDS TRAINS



175 years of experience has embedded in Abellio a social duty to passengers that extends beyond the journey on one of its trains, trams or buses.

The passenger is at the heart of everything it does. The delivery of safe, reliable and comfortable services is the starting point for every transport provider, but that is not enough for Abellio. Its services must play an integrated role in the socio-economic development of the societies it serves.

Briony Thomas, head of Rail at Burges Salmon, is delighted. She's just led the team that supported West Midlands Trains (WMT) with its winning bid for the West Midlands franchise and its mobilisation up to launch day.

"Some deals go further than others," she explains. "Some deals touch on more lives than others. We're very lucky in the rail team as we are trusted by franchisees across the country to do the legal work on a whole range of matters that will touch on the lives of millions of people over the coming years. I guess it's only when you step back that you realise the enormity of it, really."

WMT took over the West Midlands rail franchise on 10 December 2017.

It has committed to delivering nearly £1 billion of investment into the region with £680 million of this going into new and refurbished trains. The consortium is also notable as the first time any Japanese company has been successful in a bid for a UK rail franchise, with Mitsui and JR East working alongside Abellio UK.

Dominic Booth, Managing Director of consortium lead, Abellio UK, says:

**"Working alongside a team of experienced lawyers at Burges Salmon has simply made the process as pain free as is possible."**

"We are delighted to have been announced as the winning bidder for the West Midlands franchise, driving growth in one of the most exciting regions in the country. We will be investing significantly into the network, delivering new trains, better stations and a whole host of other benefits for passengers. Working alongside a team of experienced lawyers at Burges Salmon has simply made the process as pain free as is possible."

As part of the deal, 400 new carriages will be rolled out by 2021, creating space for an extra 85,000 passengers on rush hour services in Birmingham and London, while there will be free Wi-Fi on all trains by the end of December 2019.

"The creation of over 900 new apprenticeships over the course of the franchise is also something that clearly resonates with our own experience having been very positive to date," explains Briony. "Given the commitment to change over the course of the franchise, I think it's one of those deals that we will be able to look back on and be genuinely proud of what the client has achieved."



# COSY BUSINESS

## LOUNGERS



Am  
AMBITION

Loungers was founded in 2002 by a trio of long-standing friends, Dave Reid, Alex Reilley and Jake Bishop. Having spent years in the restaurant and bar trade – not to mention just as many propping up the bars in Bristol (all of course in the name of research) – they decided it was time they did their own thing.

The motivation was simple and very selfish; they wanted somewhere to drink themselves.

The group sitting on the sofas underneath the paintings in the Corn Street, Bristol branch of Cosy Club could be friends catching up or holding a serious business meeting. That's precisely the point behind the Loungers business model. Whether you come to socialise, do business or indeed both, you can enjoy a coffee, a drink or some great food as your mood takes you.

The four gentlemen sitting around the sofa are in fact Jake Bishop, Loungers' commercial director, Mark Shepherd, corporate partner at Burges Salmon, Nick Collins, Loungers' chief executive and Alex Reilley, Loungers' co-founder and chairman.

Thanks to this group, you have the opportunity to enjoy the hospitality at a Lounge or Cosy Club.

"We talk about the Lounges being democratic, ageless and classless and see the Cosy Club as the slightly more glamorous sibling. Lots of people refer

to them being a third space and how the atmosphere changes across the day. They are very flexible, so can be used precisely as our customers want to. It's a home from home," explains Nick.

"We're opening a new Lounge or Cosy Club at the rate of around one per fortnight at the moment," continues Nick. "We've taken a model that worked in our original Bristol market and expanded it across the UK. Our growth has been impressive, but it has never been at the expense of the customer or the principles of hospitality and quality on which the business was founded."

Mark picks up the story: "It's been a delight to be there for Loungers at various

stages in its growth. We've advised on day-to-day operational matters, incentive schemes and on milestone private equity investments to support its growth, together winning Insider's South West Deal of the Year in 2012 for Piper Private Equity's highly successful investment. Then we advised on the subsequent investment that Lion Capital made into the business in 2016, which brought its experience in leisure facilities. The business today is both familiar in format and yet also very different from the one on which we first advised in 2009."

There's something quintessentially British about a slightly slower paced business meeting in a lounge context and in the days of increasingly flexible, remote, and agile working, that is a model that appears to be attractive to business people of all generations.

Continues Alex: "As we were accelerating our rate of openings, we recognised very early on that people and culture were the most important aspects of the business and nurturing and evolving this side of the business was paramount to our continued success."

"You know, the advice hasn't been just one way," says Mark, rather tongue-in-cheek. "I remember in the early days of working for Loungers. They used to come into our offices, ignore our biscuits and bring their own more 'interesting' ones. We took the hint."

"It proves you listen to your clients," smiles Jake.

**"We've taken a model that worked in our original Bristol market and expanded it across the UK."**



# A REVOLUTION IN RENEWABLE ENERGY

## MAAS CAPITAL / SOLARPLICITY



Maas Capital is a dedicated investor with a long-term vision and focus on the Shipping & Intermodal, Oil & Gas and Renewables sectors.

Solarplicity is one the UK's leading renewable energy providers.

Since 2009 it has provided 100% renewable electricity with complete transparency, enabling more people to enjoy lower energy bills.

"There's a revolution afoot in producing renewable energy," says Burges Salmon's head of Energy Ross Fairley, "and it's going to change how we all see the market over the next couple of years."

Take 800,000 social housing houses and the creation of 1,000 new jobs across the UK, add in solar rooftops and a new business model and you've got Solarplicity.

"The model opens up huge possibilities for the deployment of green energy and was a great opportunity for us," explains Pieter Smit, Investment Manager at Dutch investor Maas Capital. "The many hundreds of thousands of rooftops available on social housing in the UK are attractive to solar power providers. So we worked with Solarplicity on its business model to make sure that tenants would benefit from having the panels installed – the programme could

result in annual energy savings of up to £192 million for 800,000 households – and that the excess power generated would be put back into the grid."

The proof of concept is not a small one – Maas Capital announced in late 2017 that it was looking to initially invest up to £160 million. The move is, according to industry watchers, the first step in a £1 billion programme. That means that Solarplicity would rank as one of the

UK's largest solar businesses and one of its largest energy providers too.

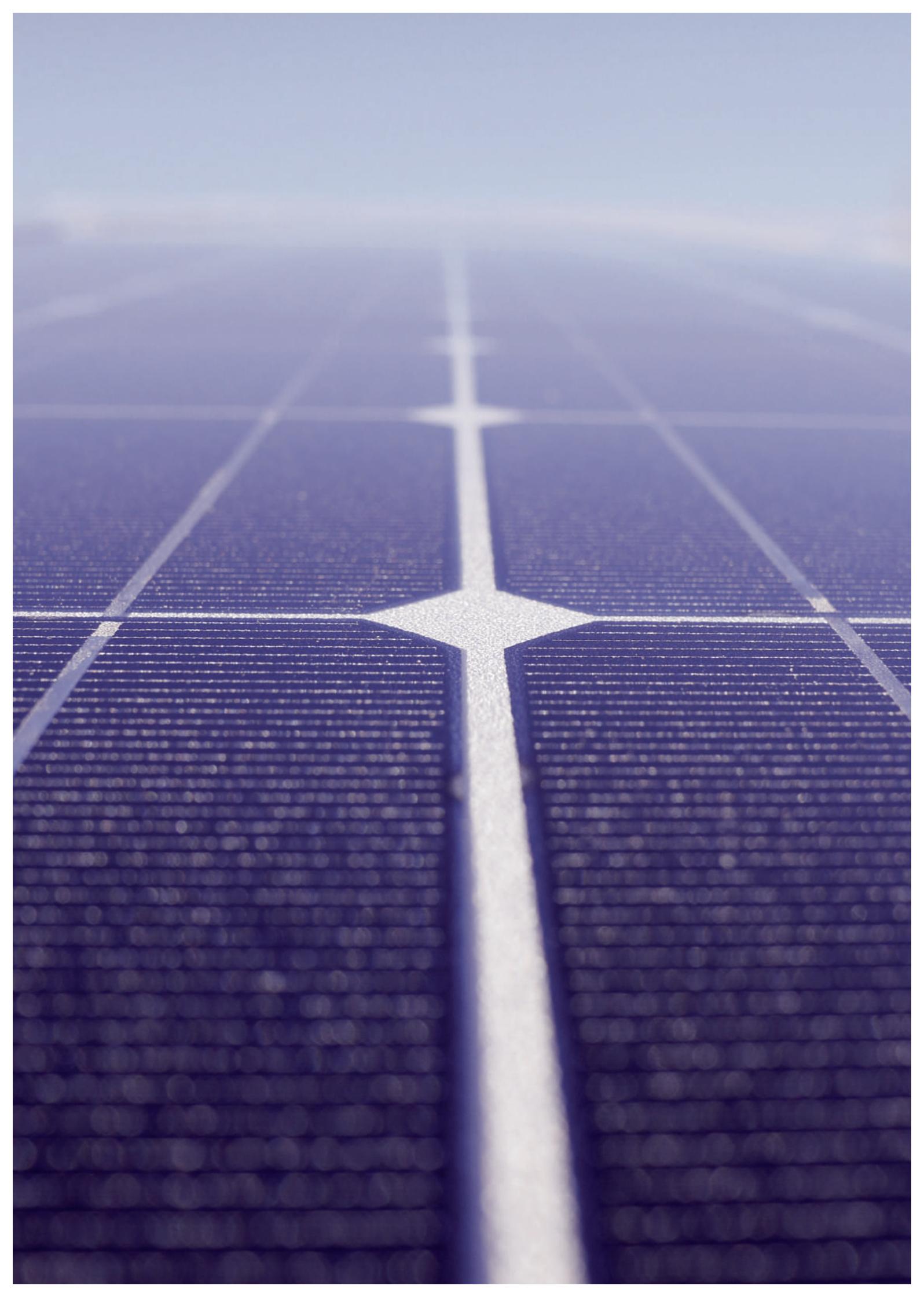
"We had to work around some significant challenges," says energy sector partner Jonny Eves who led on the deal for Burges Salmon. "Solarplicity and Maas wanted to make sure that the model was attractive to future tenants of the properties as well as today's, as more social housing becomes available it's a win for everyone. As Solarplicity is able to install more solar panels on roofs and is a larger player, the tenants get cheaper energy bills. Maas has a model that will reward its investment and the country has more local decarbonised energy."

"As well as getting cheaper energy, the model is structured to reward those who make payments regularly and on time," explains Jonny.

The investment, which was enabled through the help of the Department for International Trade (DIT), will see 100,000 households receive solar panels over the next 18 months, reducing their energy bills to an average of £240 a year.

"It's great to be part of a deal that has collaboration, ambition and some seriously green credentials at the heart of it," concludes Jonny.

**"It's great to be part of a deal that has collaboration, ambition and some seriously green credentials at the heart of it."**



# YEO

## YEO VALLEY



Yeo Valley is a real place in the Somerset countryside. The company has been farming there since 1961 and makes 100% Yeoganic dairy with milk from its award-winning British Friesian cows and other local organic dairy farms.

Yeo Valley has grown from a smallholding with just 30 cows into the UK's no.1 organic dairy brand, supported by a fantastic community of like-minded people.

Nestled in a beautiful part of the world with the kind of sleepy landscapes that inspire oil paintings, Holt Farm is home to Yeo Valley, one of the UK's biggest and best known dairy products brands.

"From the moment you walk into their reception," says John Barnett, "you know you're dealing with a different type of client. In big letters on the wall behind their reception, you're faced simply with one word: 'Yeo'. The obvious pun is not only powerful from a branding perspective but it also gives you a great insight into their culture. It's warm, it's friendly, it's personal, and it's different.

"They're not just one of our longest-standing clients; they're also innovative and forward-thinking, so we were excited to have worked on some strategically important projects for them this year," continues John, head of the Tax and Private Client team at Burges Salmon.

One of the projects that John refers to is the major reorganisation of Yeo Valley's corporate structure. This project represents

one of the most significant changes for Yeo Valley in recent years, with the Burges Salmon team providing them with advice across a range of legal areas including intellectual property, corporate, tax, private client, renewables, real estate, employment and incentivisation. "What makes it fascinating for me," explains John, "is that it is a multi-faceted transaction."

"The connections with Burges Salmon don't end there," continues Anita Calverley, HR Director of Yeo Valley Farms Production Ltd. "This year, the firm also took part in Yeo Valley's first ever Legal Social Mobility Partnership Programme. When we were approached by the LSMP to participate in the

programme it might have seemed impossible for Yeo Valley to do this without an in-house legal department to set the scene for the students. However, we knew we could jointly give the students a great experience by teaming up with Burges Salmon. That probably demonstrates how our relationship works with the firm: it's business, but our collaboration goes beyond the norm."

The Legal Social Mobility Partnership Programme offers bright Year 12 students work insight days in the legal sector. For this inaugural event, Yeo Valley and Burges Salmon hosted 14 students from Bristol state schools. For their visit to Yeo Valley, the students were treated to a tour of the manufacturing plant in Blagdon and were tasked with a business challenge to create and market an exciting new yogurt product. As part of their market research, they interviewed representatives from Yeo Valley's commercial, marketing, and production teams, before finally presenting their ideas to a panel, which included Yeo Valley's Managing Director Karl Tucker, HR Director Anita Calverley and Burges Salmon's Jamie Cameron.

"The event was a great success and all the students really learned and benefited from it. The ideas and names of the teams' products put a smile on your face – team Mooove Over (targeting gym-goers), Pasture Sell-by Date (targeting health-conscious dieters) and Yeo Yum (targeting parents who value nutritious, natural food for their toddlers), all wowed the panel with their pitches," concludes Jamie Cameron.

**"At the end of the day, it's really quite simple: we like doing business with great clients. And we certainly like doing business with Yeo Valley."**



# DRIVING FORWARD TECHNOLOGICAL CHANGE

## CAPRI



The CAPRI consortium brings together academic institutions, businesses, SMEs and public sector authorities with a range of skills, knowledge and needs in the connected and autonomous vehicles (CAVs) arena.

The CAPRI consortium was awarded the funding as part of a Centre for Connected & Autonomous Vehicles (CCAV) and Innovate UK competition to invest £35 million in industry-led research and development projects on CAVs.

A consortium of 20 parties have come together under the CAPRI consortium to make driverless pods a practical reality.

The consortium that Burges Salmon advises includes AXA, AECOM, University of Warwick, Transport Simulation Systems and other academic institutions, businesses, SMEs and public sector authorities who bring together their wealth of experience, skills, knowledge and needs in the CAVs arena.

What was once in the realms of science fiction, now feels firmly within our reach. Driverless vehicles and the revolution that will take place with their arrival, are fast becoming a reality.

Chris Jackson, head of Transport at Burges Salmon, explains: "There has definitely been a significant shift over the past year. We've worked on major projects for a few years now on the legal and insurance aspects of CAVs, which include driverless cars and pods. I see this as a great foundation to get the UK ready for CAVs. Earlier in 2017, the

second round of government grants were handed out for research and trials aimed at taking this project to the next stage. CAPRI is tasked with looking at how fleets of autonomous pods could carry out urban maintenance activities across the UK, in turn leading to the use of CAVs to move people around airports, hospitals, business parks, shopping and tourist centres."

David Williams, Technical Director, AXA UK, comments: "I am delighted that CAPRI has been chosen by Innovate UK in its latest round of funding dedicated to connected and autonomous vehicles.

"AXA has a proven track record for innovation in this area and we've enjoyed working with Burges Salmon on the prior projects, which are hastening the arrival of CAVs in the UK. The project focuses on the pedestrian and road environments, which will allow us to investigate and respond to the issues that arise from the public's perception and concerns around autonomous vehicles. Our extensive experience to date in this field means we are perfectly placed to examine the insurance and legal questions that CAVs pose.

"My sense is that the various consortia working together will solve the challenges we need to deal with more quickly than a purely technology-led approach. I am looking forward to working with the other partners in the CAPRI consortium to enable these vehicles to make a positive impact on society."

The trials, which are first taking place on private land (Filton Airport in Bristol, where Concorde was designed and manufactured) will then move on to public trials in London's Queen Elizabeth Olympic Park. The trials are due to last 15 months.

"Fifteen months is a long time in the world of CAVs," continues Chris. "The pace of change is definitely ramping up as the first public launches get nearer to becoming a reality."

**"My sense is that the various consortia working together will solve the challenges we need to deal with more quickly than a purely technology-led approach."**



Capri

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Capri

# LOOKING TO HELP THOUSANDS IN RETIREMENT

## SILENTNIGHT PENSION SCHEME



Silentnight has over 60 years' experience as the UK's favourite bed and mattress manufacturer and has made it its mission to help everyone find their perfect sleep solution.

Sleeping soundly is the bedrock of any person's sense of health and well-being, to help maximise performance in and out of work and enjoy a full and energised life.

"It's every lawyers' dream to help develop the law, to push to find a way forward for your client that sets a new market standard," explains Clive Pugh, pensions partner at Burges Salmon. "When we saw what had happened to the Silentnight Pension Scheme, it made us uneasy. Of course so many pensioners and their families suffer financially when parent companies enter into insolvency."

This is all at a time of fundamental change for pensions, with headline news and government promises of new laws to protect people in retirement. Suddenly pensions are being pushed centre stage.

It is fast emerging that the 10s of £billions at stake across the industry means specialist pensions thinking can add real value for trustees, companies and also for the UK's macro economy.

"This climate has never been more prevalent as it is in the area of pensions regulation," says Clive. "Powers are being reviewed, to see if they can work better to avoid the sorry outcomes that we have seen over recent years."

In the specific matter of Silentnight, the Pensions Regulator issued a second

Warning Notice (WN2). In the recent successful judicial review proceedings, WN2 warned of a potential liability to contribution notices in an amount equal to the pension deficit at the material time. The case is still progressing and therefore further comments and the final outcome will be for a later day, however the sums involved are substantial.

"Having spent five years at the regulator, I understand that the full spectrum of regulatory issues is essential to get the appropriate results," explains Clive. "We still await to see the final result in Silentnight but as is clear from the judicial review, there have been material developments."

Antony Miller, CEO/Director at 20-20 Trustees Limited, concludes:

"We enjoy working with Clive Pugh of Burges Salmon because he is often able to anticipate our needs, shares a similar ethos and energy, and operates in a commercially pragmatic but robust manner."

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# PARTNERING WITH THE PARTNERSHIP

## JOHN LEWIS PARTNERSHIP



The John Lewis Partnership is a visionary and successful way of doing business, boldly putting the happiness of Partners at the centre of everything it does.

It's the embodiment of an ideal, the outcome of nearly a century of endeavour to create a different sort of company, owned by Partners dedicated to serving customers with flair and fairness.

"I guess secondments can be a bit daunting for both the lawyer and the client. How do we make sure that everyone gets the most out of it? Will the chemistry work? Will I fit in? I needn't have worried," explains Natalie Jeffries who was on secondment to the John Lewis Partnership in 2017 for six months. "I worked four days a week in London and one day a week from Bristol on the Partnership's employment law matters. It is a fascinating business model with some very specific demands of its employment advisers. I really enjoyed my time with John Lewis.

"All employees in JLP are referred to as 'partners' and the number one principle in their partnership constitution is that partners' happiness is the key driver of their business. As someone who has worked at Burges Salmon for eight years, that resonated with me from day one. They are a friendly, highly collaborative and close knit group; and

that reflects how we work at Burges Salmon. To be honest, I didn't feel like a secondee, I was just part of the team."

Catherine Hasler, Head of Legal, Waitrose, says: "We've always felt that there was a strong cultural fit between the Burges Salmon way of doing business and our way of doing business. Both our partners and your lawyers have the same work ethic. High-quality work and partnership are the order of the day. They take the time to integrate with

us, to understand our unique culture, so we trust the quality of advice we get from our Burges Salmon lawyers."

"I'd already worked with JLP's legal team for 18 months before I went on secondment," continues Natalie, "but working there meant I made and deepened friendships. I still socialise with the team now that I am back at Burges Salmon."

Richard Hugo, who was also on secondment with JLP in 2017 says: "There are definitely synergies between JLP and us. Our Bristol office and their working environment in Victoria have definite similarities – the feel of the place, how friendly the people are. From the outset, we were welcomed as part of the team and in addition to the work, the team were keen to involve us in the social aspects, so we were always invited to birthday celebrations and evenings out. You don't have to go too far to find a good present, of course!"

Keith Hubber, General Counsel & Company Secretary at the John Lewis Partnership, concludes: "The secondees who have joined us from Burges Salmon were a fantastic asset to our team. The real differentiator was how quickly they became embedded from the start and built very strong relationships across the Partnership."

**"They are a friendly, highly collaborative and close knit group; and that reflects how we work at Burges Salmon. To be honest, I didn't feel like a secondee, I was just part of the team."**



# PROVIDING A DIFFERENT ROUTE INTO THE LEGAL PROFESSION

## FSCS



FSCS protects consumers when financial services firms go bust. It's the compensation scheme for customers of UK authorised financial services firms. Since 2001, it has helped millions of people and paid out billions of pounds.

FSCS can compensate customers if a firm has stopped trading or does not have enough assets to pay claims made against it.

"Burgess Salmon is committed to diversity and open access to the legal profession. Our legal apprentice programme, which has been running since 2016, reflects this commitment," says Kari McCormick.

"We have been very grateful that the Financial Services Compensation Scheme (FSCS) has allowed us the opportunity to show the value of the programme."

Kari is head of Financial Services at Burgess Salmon and client partner to FSCS. She is referring to the firm's legal apprenticeship programme and the fact that FSCS has had two of our legal apprentices on secondment in its team over the last year.

"It's been a great success," says James Darbyshire, General Counsel at FSCS.

"Chris Davies, a Burgess Salmon associate lawyer who has been on secondment with us, suggested the legal apprentices might be a good fit and be able to help FSCS. I'm a big supporter of legal

apprenticeships as they make a career in the legal profession more accessible. We have since had Tom Chamberlain and India Jenkins on secondment with us and they've really impressed. We now have more lined up – I think that says it all!"

"I wasn't sure if university was right for me," says Tom. "When I found out that through the legal apprentice route you could actually become a solicitor it really appealed to me."

Of her time on secondment with FSCS, India says: "It was such a great opportunity to have had the chance

to work at FSCS. All of the team there were really nice and helpful, and it was really easy to fit in because they work in a similar way to Burgess Salmon."

"I can honestly say that I've loved every single moment of being a legal apprentice," explains Tom, "and I've not had one regret and haven't given one thought about going to university at all."

James of FSCS says: "It's a very exciting programme because the apprentices really get an insight into the business of law and how law is actually delivered to clients. The Burgess Salmon apprentices that we have had are enthusiastic, professional and have all the makings of top quality solicitors. I'm really looking forward to working with the others soon."

The two-year apprenticeship programme includes a combination of through-the-job and classroom learning, with the apprentices spending one day a week studying at the BPP law school and four days a week working at Burgess Salmon. The legal apprentices achieve a paralegal qualification and the equivalent of a first year at university and, with further study, have the opportunity to become a fully qualified solicitor, by completing a solicitor apprenticeship.

Rachel Roberts, assisted by Jonathan Williams, heads up the legal apprentice team at Burgess Salmon: "We take very bright individuals and help them develop as lawyers. It's been a great success."

**"I can honestly say that I've loved every single moment of being a legal apprentice."**



# DARE TO DISRUPT

## TEDxBRISTOL



In the spirit of ideas worth spreading, TEDx is a programme of local, self-organised events that bring people together to share a TED-like experience.

TEDxBristol is one of the largest TEDx events in the UK, delivering talks to sell-out audiences, working with creative partners across the UK and reaching a global audience online who enjoy watching and sharing its talks and films – wherever they are on the planet.

The work was the firm's largest pro bono project of 2017 and it helped see over 3,000 people assemble to listen, watch, and share ideas under the theme #DareToDisrupt.

Mel is insistent that having the right lawyers on board has made a difference. "Definitely, definitely, definitely commercial and motivated lawyers are worth their weight in gold. Alicia and the team have created a legacy that means we can continue to operate the company during our fallow years, readying ourselves for the next event in, probably, 2019. That in turn means greater continuity for our commercial partners, so it's been something of a virtuous circle."

Alicia was also one of the Burges Salmon lawyers who got to attend the event itself. "I heard some amazing talks," she explains, "but my highlight was hearing Joshua Luke Smith's talk 'The World Within: Why Dealing With The Heart Of The Matter Begins With Healing Matters Of The Heart'. The energy levels in the room were just fantastic. Speakers mostly used their voice to tell their story – sometimes with a handful of visual slides along with some music – and I think that there's something in there for lawyers to learn from. Maybe I'll have a go at one of the talks myself someday."

Mel is planning some smaller salon events around the city in 2018 that will keep the momentum going. "We are really looking forward to innovating new ways of working with Burges Salmon in the future. Who knew lawyers could be so creative," concludes Mel.

Mel Rodrigues doubles over laughing. "No, I couldn't fit much more in," she agrees. By day, Mel is a BBC Producer based in Bristol and has worked on some of the nation's favourite TV shows. But her self-confessed passion project is TEDxBristol.

"I think passion project is a euphemism for 'doesn't get paid to do it'. But I do love it," she laughs again.

TEDx is a series of independently arranged talks around the world based on a model born in the US known as TED talks. Originally about Technology, Education and Design, the talks are now a recognised source for new ideas across pretty much any academic or social subject. They have been watched two billion times around the world. So TEDx is actually a natural fit for a firm like Burges Salmon whose advice often helps clients' businesses to change and facilitate new models.

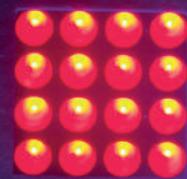
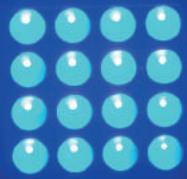
This year, Burges Salmon's Corporate, Commercial and Tax teams have been involved in helping set up TEDxBristol

as a Community Investment Company (CIC). Alicia Park led on data sharing arrangements that TEDxBristol needed to have in place with the host of this year's event, Colston Hall. The firm also supported the Community Partnership Programme, which meant TEDxBristol was able to give 260 places to community groups, young people and people from lower income groups.

"I jumped at the chance to help out," explains Alicia, who advised the team on a pro bono basis. "I love that notion of idea sharing, of adding to the greater good. I think the basic premise of TED talks – ideas worth sharing – inherently appeals to lawyers. We're made that way: to be inquisitive, having a lifelong thirst for knowledge."

**"I love that notion of idea sharing, of adding to the greater good."**

DARE  
TO  
DISRUPT



TEDx Bristol



# SHAPING THE MINDS OF FUTURE GENERATIONS

## FAIRFIELD HIGH SCHOOL



Fairfield is a school where everyone is valued for who they are and for what they can become.

Above all, it wants students to enjoy coming to school and being part of their community.

Fairfield is committed to the highest possible standards in everything it does and has a vision to prepare young people for the opportunities and challenges of our global community.

“It felt like a natural transition,” explains Burges Salmon’s Corporate Responsibility manager Catherine Correia about the firm’s partnership with Fairfield High, a school in the Horfield area of Bristol. “After working with so many different secondary schools over the past years, we were ready to focus our efforts on one school. We set ourselves an ambitious set of targets when we embarked on our three year plan. We’ve just finished the second year and, frankly, it couldn’t be going any better.”

Nick Lewis, Head of School at Fairfield High who works closely with Catherine on the programme agrees: “The partnership, the culture and the ambition between the two sides match up perfectly. When we began discussions, we quickly understood that each side was interested in really making a difference to students’ lives, particularly in terms of giving them real

life work experience opportunities. The students will tell you it has been a huge success and that it has made a genuine difference to their career outlook. We’ve joined forces so well – we have Burges Salmon mentors helping students, have had career talks and mock interviews and even a school governor who works at the firm. It’s a major commitment.”

The firm’s three-year partnership is called Business Class and is one of Business In The Community’s (BITC) programmes. BITC is the Prince’s Responsible Business Network.

In particular, five of the students at Fairfield worked on a programme called Envision, which improves young people’s employability by empowering them to tackle real life social problems. The students are paired with mentors from a business, in this case Burges Salmon.

Catherine is effusive about the results it has produced: “We worked with two teams at the school, one of which (Team Regen) aimed to regenerate the M32 Underpass. The team used drawings made by the primary students to help create their overall art work, which brightens and regenerates the area to the benefit of the local community. Beyond the undoubted success of the programme, it’s the results we produced working with both teams on their projects that have contributed to them believing that they can make it in the business world. This is what means the most to me.”

Nick agrees: “To watch a group of Year 10s presenting to the Mayor of Bristol to the sound of clapping and congratulations is a mental picture that will stay with me forever. The team won the overall Community Apprentice award and were competing against sixth formers, which is particularly impressive.”

In the picture on the right hand side are (balcony) Nick Lewis, Catherine Correia and Kelly-Ann Thomas, who coordinates the scheme for Fairfield, and (ground floor) the winning Regen team from the school.

**“The partnership, the culture and the ambition between the two sides match up perfectly.”**



# BURGES SALMON – OUR VALUES IN ACTION 2017

★ **EIGHT MENTORS**  
providing over  
★ **60 HOURS**  
OF THEIR TIME

**100%**  
**WASTE**  
recycled



**Our people  
RAISED**

**£70K**  
FOR



OVER  
**£27k**

**51** meeting rooms

**1,098** visitors

Value of in-kind support

**JULIAN HOUSE**

**STRICTLY LEGAL**

I'm a Partner get me out of here!

**DRAGON BOAT**

Engaged with **654**



**SCHOOL CHILDREN**, via mentoring  
**INTERVIEW SKILLS SESSION**  
Careers fairs presentations  
& work experience

Our people are our  
**BIGGEST ASSET**



**Sixteen**  
READING  
BUDDIES

**10**

NUMBER  
partners

Supporting 26 primary school  
children to support reading and maths

**55%**



COLLECTIVELY  
VOLUNTEERED

**3,709**

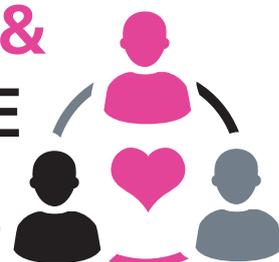
HOURS **HELPING IN**  
THE **COMMUNITY**

**93%\*** of our people  
**AGREE**

that the firm has

an **OPEN &**  
**INCLUSIVE**

**culture**



# Ambition – Commitment – Fairness – Quality – Respect – Collaboration

**75%** with the ability of being **themselves**

\*  
said they were **SATISFIED**



B U R G E S  
S A L M O N  
C H A R I T A B L E  
T R U S T  
D O N A T E D T O

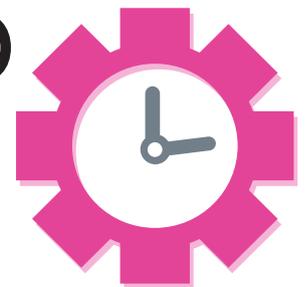
**67** ORGANISATIONS

**97%** said they would **RECOMMEND** the firm to a friend or contact



**PRO BONO**

**£304,205**  
**1,023HRS**



\*  
**72%** **SATISFIED**  
with the ability to express **ideas & SUGGESTIONS** TO PARTNERS & **managers**

**26%** **WALK** **17%** **CYCLE**

43% OF PEOPLE'S FIRM COMMUTE IS THEREFORE CARBON NEUTRAL

PARTNERSHIP WITH FAIRFIELD HIGH SCHOOL

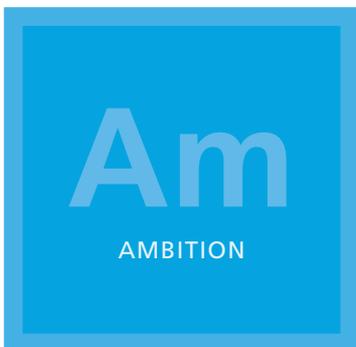
**427** STUDENTS involved

**VOLUNTEERS** involved

**28**



\* 2017 People survey 81% response rate



**JANUARY** Named RollOnFriday Law Firm of the Year • Appointed to Environment Agency panel • Appointed to NIBC panel • Appointed to Ofwat panel

**FEBRUARY** Citywealth Powerwomen Awards – Beatrice Puoti named Inspirational Woman of the Year • Beatrice Puoti wins Private Client UK category at the Client Choice Awards • Appointed to advise University of Oxford • Liz Dunn made panellist at Bumps and the Boardroom/Women in Property debate • John Barnett named Chairman & Presiding Judge at STEP Society Awards

**MARCH** Winner Legal Cheek Trainee and Junior Lawyer Firm of the Year • Appointed to CCS General Legal Services panel • Appointed to Ofcom panel • Appointed to HSBC panel • Named sponsor for South West Fairtrade Business Awards • Shortlisted for Legal Business Awards Energy and Infrastructure Team of the Year

**APRIL** Achieved 100% trainee retention rate • Shortlisted for Law Firm of Year at Citywealth Magic Circle Awards 2017 • Appointed to BT panel

**MAY** Winner LawCareers.Net Best Trainer – National/Large Regional Firm • Appointment of five new partners: Emma Folkes, Chris Worrall, Michael Ward, Ian Tucker, Jeremy Bell • Chris Seaton appointed new Senior Partner • Appointed to GLA/TfL Decentralised Energy Framework panel

**JUNE** Named legal partner on VENTURER Consortium • Appointed to advise BEIS • Won place on LUPC panel • Awarded excellent across eight standards for Bristol Workplace Wellbeing Charter • Awarded Planet Mark certificate by Planet First • Ranked Top 20 in UK's first ever Social Mobility Employer Index

**JULY** Achieved platinum accreditation in the STEP Employer Partnership Programme

**AUGUST** Shortlisted for Best Employer – Mentoring and Sponsorship Programme at the Citywealth Powerwomen Awards 2018

**SEPTEMBER** Named Private Client Legal Team of the Year at STEP Private Client Awards 2017/18 • Advised Anesco on UK's first subsidy-free solar farm

**OCTOBER** Hired four new legal apprentices • Shortlisted at Legal Week British Legal Awards 2017 in energy, pensions and private client categories

**NOVEMBER** Named Property Management Legal Advisory Firm of the Year at the Property Week Management All-Stars 2017 Awards • Named Best Law Firm at the Bristol Pride Gala Ball • Named UK's Happiest Workplace at Laughology National Happiness Awards

**DECEMBER** Highly Commended in all three shortlisted categories at the Legal Week British Legal Awards 2017



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