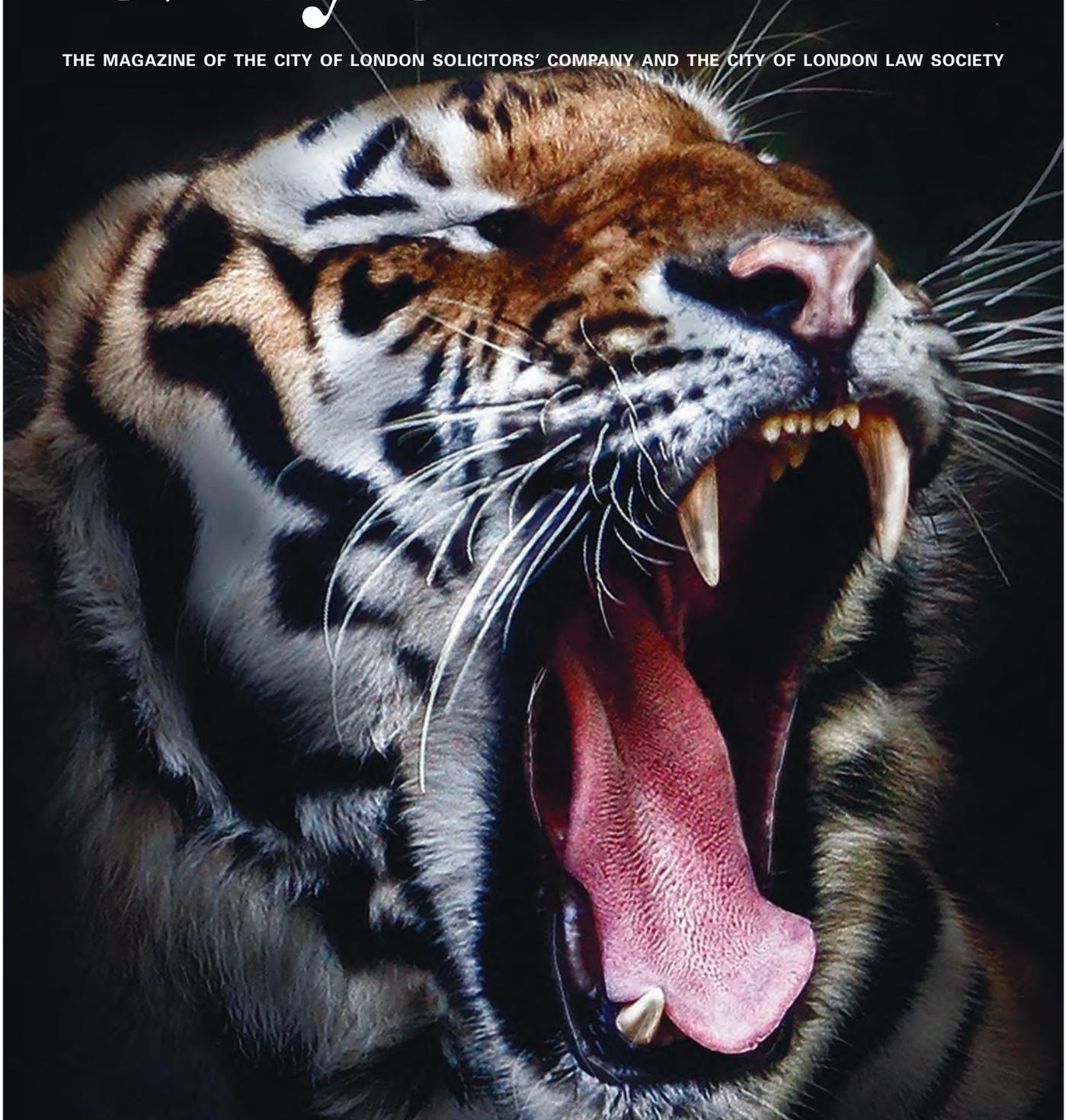


# CitySolicitor

THE MAGAZINE OF THE CITY OF LONDON SOLICITORS' COMPANY AND THE CITY OF LONDON LAW SOCIETY



*“Attitude is a little thing that makes a big difference.”*

WINSTON CHURCHILL

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heron

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IT'S THE LAST EDITION OF 2018,  
AND FOR THIS CHRISTMAS ISSUE,  
WE LOOK AT "ATTITUDES".

Our attitudes shape who we are, how we see life, how we do things. They are an intrinsic part of us. But what is it that forms these attitudes? Is it fact, experience, other people, the media? Maybe a combination of all?

Attitudes both within and towards the legal profession have altered hugely over time. A hundred years ago, women were not allowed to enter our profession. Today they form the majority of new entrants and the head of the Supreme Court is a woman. As we approach celebrating a centenary of women lawyers, we talk to some of the women who have been a part of our profession for many decades about how things have changed – and what still needs to be done.

We look at how fashion is not only responsible for changing the attitudes of consumers but how the consumer is responsible for changing the face of the fashion industry as well.

Our city, London, is constantly changing as are our attitudes towards its architecture, its culture and, not least, the food it offers. We explore King's Cross, an area that grew through industrialism and freight – then declined as it did – but which is now considered one of the most stylish areas of the capital.

As always, your attitudes are important to us and we would love to hear your thoughts on our publication.

May I also take this opportunity to wish all our readers and their families a peaceful, happy and safe Christmas and may 2019 bring joy into all of our lives.

**Philip Henson**

Editor

mail@citysolicitors.org.uk

*“Attitudes both within and towards the legal profession have altered hugely over time.”*

# WOMEN AND THE LEGAL PROFESSION

*One Hundred Years On*



**In December 1922 Carrie Morrison became the first woman to be admitted as a solicitor in England and Wales.**

2019 sees the Centenary of women being allowed to enter our profession. So, a hundred years on just how far have we come in our attitudes to women in the Law? And how much further is there to go?



They say it's a man's world. And a century ago that was very true.

It was only in 1918 that women were given the right to vote which obviously was a big win for feminists. But the world was far from equal and it was merely one battle in a very long war. Women were discriminated against in ways that are quite hard to believe today.

A woman could not open a bank account then. Yes, you did read that correctly. Women were seen as high risk investments by banks. In fact, it wasn't until 1975 that a woman could legally open an account in her own name, although this was not generally enforced. Single women were not allowed loans or credit cards without their father guaranteeing it. Mortgages too could only be obtained if a man guaranteed it. Lack of financial freedom did not change until the mid Seventies.

Nor could a woman inherit property in the same way that a man could. The Law of Property Act in 1922 allowed for a woman to inherit her husband's property. And legislation was passed in 1926 that gave a woman the right to hold and dispose of property as a man could.

Bebb v Law Society [1914] 1 Ch 286. Women could not sit on a jury or become magistrates. In 1919 the Sex Discrimination Removal Act gave women access to these professions and civil posts. However, it was not until 2006 that Karen Richardson became first female Master of the City of London Solicitors' Company.

In 1975, the Sex Discrimination Act made it illegal to discriminate against women in work, education and training.

The Equal Pay (Amendment) Act 1983 allowed women to be paid the same as men for work of equal value.

Today, we are living in a world where women lead our political parties, lead our country, run global corporations – yet equal pay is still an issue, with women losing out on nearly £140bn a year due to the gender pay gap.

According to a 2017 report by the World Economic Forum, it could still take another 100 years before the global equality gap between men and women disappears entirely.

In 2014 **Dana Denis-Smith** founded a unique history project ([www.first100years.org.uk](http://www.first100years.org.uk)) charting the journey of women in law through a video social history which comprises a library of filmed interviews.

Denis-Smith was a lawyer with Linklaters LLP and also an international journalist. In 2010 she founded Obelisk Support to allow ex City lawyers to return to more flexible working which allows for family and other personal commitments.

"There has been a seismic change in less than 100 years of women being in the profession. The biggest change is obviously in terms of numbers – we've gone from zero to the majority. For me, what is important going forward is what type of female leaders do we have, should we have? What should she look like?"

Some, like Lady Hale, present the perfect role model. She remains connected to the rank and file. She is emotionally intelligent, accessible and supportive of other women.

But there is another type. The sort who has never had anything go wrong for them and, as a result, don't make allowances for others.

Also women need to be valued equally. This is difficult when it comes to bonuses because of the number of women who are now working part time. Significant issues like this have to be discussed and addressed.

I set up First 100 Years not solely to celebrate the anniversary but also to inform women about their history. Women don't know enough, armed with knowledge they will be better equipped to hold their own. Some of the stories may unlock obstacles. The point of the library of role models is to make them more approachable. The documentary style covers not just their career but their whole life. Yes, we are all women. But each of us has a different path, a different set of challenges. We are diverse."

Enough to make you reach for a stiff gin! Except that up until 1982 a woman could be refused for trying to buy a drink with her own money and to drink unaccompanied!

And if that seems bad, across the Channel, it was illegal for a woman to wear trousers in Paris until 2013 although, again, this was generally not enforced.

It was not until the 1976 Domestic Violence and Matrimonial Proceedings Act that women could get a Court Order against a violent or abusive husband.

Then there was the matter of work. The old adage of a woman's place being in the home very much applied with women being forbidden to become accountants, lawyers, architects. Or many other professions. One of the most interesting things is that before this date it had been held that the reference to "person" in the Solicitor's Act 1843 did not include women,





**Dame Fiona Woolf** is a partner in the Energy Team at CMS Cameron McKenna Nabarro Olswang LLP. She was the second female Lord Mayor of London (between 2013–2014), after Mary Donaldson in 1983, and the second female President of the Law Society in 2006. It seems being a woman has not held her back in her career. She qualified 45 years ago. What differences has she observed in attitudes towards women in the profession between then and now?

“When I qualified in 1973, women in the Law were a curiosity. There was a feeling that women had some sort of role to play but that was restricted mainly to areas such as private client work, conveyancing and, above all, family work. I wanted to do Corporate and Commercial work; areas that were not considered appropriate for women as they would be put into situations where they would have to negotiate – obviously a skill men did not consider women had. I started work at Coward Chance where there were only three other women; a Property partner in her forties, one in conveyancing and a trainee. After that a steady trickle of women came in and there was no overt discrimination that I was aware of. I think my colleagues just didn't see me as a woman. After I had been qualified for seven years, I was working at McKenna and after lunch with the Managing Partner, I summoned up the courage to ask him if he would consider making me a partner. He looked at me in astonishment as he couldn't quite believe it was what I wanted. But he didn't hesitate and three months later I was a fully fledged partner. I wasn't treated any differently from any of the other partners; in fact, I was sent to the Bahrain office without a second thought about my gender.

Attitudes really began to change in the nineties. Supply of talent was exceeding demand and there was an increasing focus on quality. More women

*“A good workplace needs all sorts of diversity streams; not just women – everyone needs to develop their full potential.”*

were entering the profession and were making up 50% of new entrants. This got the profession's attention, helped by a number of both men and women saying that the number of female partners and women in senior positions was just not good enough. City solicitors started to ask what they needed to do to help women succeed. It wasn't just about fairness; the current position was not sustainable as large corporate clients were asking to see diversity figures.

In the last 10 years, there has been a huge amount of genuine enthusiasm for getting to grips with social mobility; hitherto, City firms were known for only recruiting 'pale and male' – and there was a real desire to change this.

It's still a work in progress. A good workplace needs all sorts of diversity streams; not just women – everyone needs to develop their full potential. The thing that would transform the situation today – and not just for women – is if we could crack the chargeable hours problem. The motivation and measurement in the City workplace of focusing on the delivery of chargeable hours means we are less motivated on focusing on talent, less focussed on developing leadership and management skills. The harsh reality is that client service and income come first.”

**Dorothy Livingston** is a consultant in Competition, Regulation and Trade. She was the second and between 1980–93 the only female partner at Herbert Smith (now Herbert Smith Freehills LLP).





"When I qualified, women were a novelty. There were very few women around in the profession, for us simply making it to first base was considered an achievement. When I made partner, it was a big deal. Look at the photograph taken of all the partners in 1982. Me and a bunch of men.

Today things are very different; there are as many, if not more, women entering the profession. The age one can expect to be partner has changed quite considerably too. In my time it was around 30. I was 32 when I made partner alongside similarly aged male contemporaries, but when, after that, I had my first daughter, I had to prove I was still up to the job, gaining equity somewhat after my male contemporaries in 1986, shortly before the birth of my second daughter. Today the average age of becoming partner is 35 plus. Whilst this is true for both men and women, it has bigger implications for women as these are the years they are starting a family. People are getting married in their late twenties or early thirties so just at the time they are trying to build a track record for partnership, they are probably having children too. For a woman to take maternity leave at this crucial point in her career can cause huge problems. This is a significant issue that needs to be addressed. When I was young, senior associates could afford a house and a nanny if their partner was in a similar job. Now it's just the fortunate few who are in this position. Even though they are paid more generously today, the price of property and of a nanny is huge. One thing we have done here at Herbert Smith Freehills is encouraging the concept of working at home one day a week. This gives not just women but men too the opportunity to manage everyday life stuff while still putting in a full day's work and to make sure you actually see your children even if a long commute would normally prevent this.

My advice to a woman entering the profession today would be the same as to a man. Look at all your options and do what you want to do. It's possible to achieve the full career range, regardless of gender, if you have the right approach and if you pay good attention as to how you manage your family life. With good planning you can achieve anything. Women shouldn't be put off being partners because they want or have a family because it's a great job and if it's your ambition it is totally achievable although this cannot be a 'solo effort',

it requires firms to provide a supportive environment. As time goes on, there is more awareness. Many more male partners have wives who are pursuing their own careers. There is nothing like personal experience to change attitudes, but there is still a baseload of unconscious bias to be overcome."



**Carolyn Kirby OBE** is a judge and has been President of the Mental Health Review Tribunal for Wales since 1999. In 2002–2003 she became the first woman to be elected President of the Law Society of England and Wales.

"When I started doing my articles, I was paid less than the two men who joined with me. The attitude was they have wives and families to support, whereas I lived with my parents. It shocked me that we were paid according to our perceived needs not to our abilities or the job we were doing. I was treated differently in other ways too. At my interview, I had the horrific experience of being left in a room with a blank sheet of paper and asked to redraft a money lender's agreement in accordance with the Consumer Credit Act. Meanwhile, the two men being interviewed were just having chats with the partners about rugby – but as a woman I had to prove myself because they simply couldn't believe a woman knew

enough. Once I got the job, I was the one expected to make the tea. I was tested more. The men could get away with anything but I had to prove my worth.

In recent times, we have seen a massive change in the proportion of lawyers who are women but a lot has been talked about the lack of women at the top. There are a number of reasons for this and I do not subscribe to that group of women who say it is men who are keeping us out. Women stay in the profession less time. They have children and want to bring them up. They are carers for other relatives. Perhaps firms still make it difficult for women to work part time. Slowly firms are switching on to the fact that they are losing talent because of their 24 hour culture. That applies to men as well as women. Being able to work from home actually makes people more productive as they are able to manage their time better and are not fretting about having to leave at a certain time.

Do women make good leaders? There are good ones and poor ones. The same with men. I don't believe in stereotypes and don't think women should try and emulate men in their leadership style. After a Council Meeting I once chaired, it was suggested I should try a more aggressive approach. But shouting is not my style. If I'm not getting the result I want to achieve, my attitude is 'let's talk again'. I don't think the way for a woman to become a great leader is by pretending to be a man.

I'm not a great one for feminism by rhetoric but would rather lead by example. I try and do things to the best of my ability, and if they are things that have not previously been done by women I hope that will encourage other women to have a go and inspire men to see us as equals. But equality means joining in not setting up a rival camp."



**Madeleine Heggs** set up her own legal practice over 60 years ago. She went to school at a time when girls became secretaries and the really smart ones became teachers. She was the very first girl from her

school to study Law, the only girl at Law School and the first woman employed by her law firm in Bedford Row, London. When she was expecting her first child, she made the bold move to go it alone and set up her own firm.

"When I joined the firm in Bedford Row, I was paid less than my male counterparts. I knew there was no way I would ever make partner there, no matter how good I was. Discrimination as a word didn't exist then. It was simply how it was. I left when I had my first child. There was no such thing as maternity leave or benefits then, their attitude was just 'come back and show us the baby'. So I set up on my own, with no prospects, in my home. It was a lonely time. But it worked well. I saw a lot of clients in the evenings which suited them as they didn't have to take time off work. Then out of the blue in 1975 I was asked to act as Chair of a National Insurance Tribunal which was great as it got me out of the house. In 1981 I was appointed a Social Security Commissioner. I was the first practising solicitor and the first woman amongst 14 male barristers. I experienced no discrimination, everyone treated me with courtesy and kindness. The men held doors open for me. It was a Utopia.

Today people are aware of discrimination so employers have to tow the line. But it's a tough time for women because, in most cases, they are still the first carer for their children and so in the end they finish up doing two jobs.

It's a different world today from the one I worked in. As a Judge I was never discriminated against but I never looked for it. In the eighties, the women's movements were very aggressive and vindictive and for women to get on they had to be one of the boys. My advice to women starting out in the profession today? Don't ever forget you are a woman. There is a huge advantage to that.

Today we have achieved equal opportunity which is right and fair. Whether we have equal pay is another question, harder to find out. As someone very aptly put it, we broke the glass ceiling only to find concrete above it."

So, can a woman today have it all? Can she be at the top of the legal profession and still have a happy and successful family life as well? The Children Act is a novel by Ian McEwan which was recently adapted by him into a film starring Emma Thompson, Stanley Tucci and Ben Chaplin and which precisely tackles these issues. Thompson plays a High Court Judge whose work consumes her time so absolutely that it comes at the cost of the health of her marriage as well as her mental health. Is this merely fiction? Or, is it fact that reaching the top of the legal profession as a woman comes with quite a heavy price tag? We certainly have come a long way in the last century, but different attitudes have brought with them different challenges. It seems we still have a long way to go before we reach complete equality, if, indeed, such a concept can exist.

# EXPLORE THE LATEST FASHION TRENDS

*(and we aren't just talking clothes)*

Does the fashion industry clothe more than just our bodies?  
Does it influence us in other ways too? Does it help shape our attitudes?

Or, is it, in fact, the consumer who is responsible for what happens  
within the fashion industry?

Where does the power really lie?



**Sustainability is a very fashionable word these days. It's very much on trend to care about the future of our planet, to be concerned about waste, to take care of precious resources.**

Notoriously, the fashion industry is known to be very wasteful. Surprisingly, it has been described as the world's second most polluting industry, after oil. Burning unused product is a common practice and recently it was Burberry who hit the headlines for burning £28.6m of products, including beauty products. Spokesmen for Burberry have said that the disposal was necessary in order to maintain the value of the brand and to prevent the unsold stock being sold at knock-down prices and explained their actions by saying that the burning was done in a responsible way in that the energy generated from burning the goods was captured.

According to Burberry's annual reports, over £105m of product has been destroyed in the past 5 years. What alternative ways could have been used to dispose of the products? Perhaps the products could have been auctioned and the funds donated to charity? Another option is to give such products to charities like "Dress For Success" which helps disadvantaged women get jobs by, amongst other things, providing them with free clothing that is suitable for interviews.

The consumer was not happy. Environmental campaigners waged a green war on the luxury British fashion house. And won. Burberry has announced it will no longer destroy unwanted products. They are the first major company to do this and this action shows just how much the media and the consumer can influence the fashion industry.

It is not just the high end, luxury brands that have been in the press for such practices. Swedish manufacturer, H&M is accused of destroying over 12 million tonnes of unsold product yearly, something which they vehemently deny saying that the products that were destroyed were either mouldy or not compliant with chemical restrictions.

Whatever the brands' rationale for destroying product is, one thing is clear; the consumer is simply not going to allow this to continue.

But whilst the environment-friendly consumer is in uproar about the luxury brands burning unsold product, what is its attitude to the fast brands? In the past decade much has been written about how many of these brands have used child labour in order to deliver their products at such exceptionally low prices. In 2013, Primark paid out \$12m in compensation after 1,100 garment workers died in Bangladesh when the eight-storey Rana Plaza factory providing some of their clothing collapsed. Panorama exposures and pressure from organisations such as War on Want have grown in momentum so that now Primark is amongst a growing group of companies who choose to disclose a list of their suppliers so offering transparency to their consumer. But is there a link between price and ethics?



In 2013, Primark paid out \$12m in compensation after 1,100 garment workers died in Bangladesh when the eight-storey Rana Plaza factory providing some of their clothing collapsed.

Is it possible that we can buy fashion from prime retail sites like Oxford Street for just a few pounds without someone paying the price? And whilst we are horrified at the thought of sweatshops and child labour, somehow when it comes to finding a great bargain and being able to buy a new outfit for virtually nothing, we too often choose to turn a blind eye.

Stephen Sidkin is a founder partner of Fox Williams LLP. Sidkin and is involved in advising many of Fox Williams' fashion clients on their agency, supply, franchising, and licensing arrangements. Stephen drove forward the creation of [www.fashionlaw.co.uk](http://www.fashionlaw.co.uk) and now chairs the Fashion Law Group.

Sidkin has considered how social, political and economic circumstances can influence what we wear. He cites, as an example, studies on how the length of women's skirts are claimed to be influenced by what

*“Whatever the brands' rationale for destroying product is, one thing is clear; the consumer is simply not going to allow this to continue.”*



*“Whilst Burberry has become the poster child we all criticise, we cannot ignore the dark side of fast fashion.”*

is happening economically. As such, in the sixties when the economy was not good, it is claimed that the mini skirt was born. Similarly it was claimed that the downturn caused by the financial crisis resulted in the shortening of dress and skirt lengths again.

He questions the interaction between what is happening in society and what is happening in fashion and which is the influencer.

“We are living in a somewhat fractured and increasingly judgemental society. People have views and they like to criticise. But, ultimately, how much do those opinions influence their actual behaviour?”

The Benetton family were reported to have an interest in the company responsible for the maintenance of the bridge in Genoa that recently collapsed. As a result they have been severely attacked but will that translate into less sales for the Benetton brand? Had Ivanka not closed down her brand, would people have carried on buying her product even if they were anti-Trump? I doubt it. Just as Primark may have been hung out to dry when their third world workers’ factory burnt down, people who wish to wear fashion and are on limited budgets just accepted it and carried on buying Primark clothes. Society is highly judgemental but on occasion people don’t think things through. Take the Burberry scandal. Many were concerned that there was a waste of limited resources and that damage was

being caused to the environment. But recognition was not given to the fact that, as a brand, Burberry has in the past 20 years reversed its trajectory and created a huge number of jobs and paid enormous amounts of taxes. Without brands such as Burberry, the UK economy would be weaker and the fashion industry would not be making the £32bn contribution that it does make to UK GDP.”

Carol Osborne of Bryan Cave Leighton Paisner LLP is a dual-qualified lawyer in the UK and the United States. Like Sidkin, she believes that the consumer is not acting in a way that is consistent with how they describe their values.

“We are all on the bandwagon of how it is wrong to buy plastic at the moment. But we need to be thinking bigger than that. Whilst Burberry has become the poster child we all criticise, we cannot ignore the dark side of fast fashion. Any store that sells you a garment that is not going to last more than three washes and is about constant consumption is madness. They are selling the concept of a disposable world and we simply can’t live like that. A couple of generations ago we made wiser choices. We saved up to buy nicer things which lasted. Now we buy cheaply and if we don’t like it, or it falls apart, we simply get rid of it and replace it.”

Paul Alger is International Business Director at the UK Fashion & Textile Association (UKFT) and has worked in the industry for about three decades. He has worked with UK designers and manufacturers in the fashion and textile industry, offering business advice and support, particularly relating to international trade and trade shows.

“I think it is probably overstating to say that fashion can change attitudes or opinions when it comes to big issues but it is true that the diverse backgrounds and the big melting pot that make up the global industry do provide an interesting background to conversations of what is going on in the world. The most obvious conversation at the moment is that of ethical fashion. My frustration is that most fashion designers and businesses are absolutely committed to ethical fashion production and to looking after the environment but the public, despite what they say, are not more sensitive or as concerned as they ought to be. Is it right to say buy two shirts for under a fiver? Think of air freight costs, import duty and do the sums. How much does that leave to pay the person who made it? Yes, as an industry we have a responsibility, but so does the consumer. Our generation blamed our parents for rampant consumerism but we have also failed spectacularly in the same way and on a bigger scale. University graduates enter the profession all fired up with ethical principles but the need for businesses to make money soon sees their dreams dissipate. A lot needs to be done to redress this. It’s the fickle consumer who is calling the shots. The consumer wants it cheaper. And they are getting it. The fashion industry is the only one where its product is becoming cheaper. The supply chain is being constantly squeezed. And you can be sure that somebody is paying the price.”

Much is being done within the industry towards sustainability and even towards using profits to help the disadvantaged. One shining example of this good work is Bottletop ([www.bottletop.org](http://www.bottletop.org)). The Bottletop Foundation was launched in 2002 by Cameron Saul and his father, Roger, who is the founder of Mulberry. Innovatively and sustainably, Bottletop did what the name suggests and created a luxury handbag made in Africa from recycled bottle tops and luxuriously lined with Mulberry leather. The fashionistas, the press and the public all loved it. Its success meant employment prospects in an area where it was critically needed and profits were ploughed back into education projects. The next bag to follow was a chainmail bag made from recycled ring pulls and held together by crochet. The proceeds from this helped many families in Brazil. On the back of the success of these bags, in 2012, Cameron Saul and Oliver Wayman set up the Bottletop Fashion Company to fund the Foundation which now empowers young people to protect themselves in Malawi, Mozambique, Rwanda, Brazil and the UK. Not only is the product wholly sustainable and to the highest ethical standards but its flagship store, at 84 Regent Street, is the world's first 3D printed store created by robots using upcycled coastal waste and plastic.

Saul believes that whilst both the industry and the consumer influence each other, the responsibility lies firmly with those with a voice to work together to shape the future of fashion and consumer behaviour.

"We are living in a fragile and fractured political and environmental landscape where it has never been more important that our attitudes should shape our actions. It is cause and effect. If we set an example through our actions in the fashion industry, we can inspire others to consider thinking and behaving in similar ways. We have the ability to learn quicker than ever before because of the immediacy of the news and media. We all have a role to play; nothing exists in isolation, we are all interlinked and this interconnectivity can be harnessed to deliver positive impact.

Yet all too often we are getting it wrong at both a luxury level and on the high street. What's important is that we start asking questions in terms of how and where products are made and what the impact of the supply chain is on the people involved and our increasingly fragile planet. It's all too easy to naively consume fashion items without understanding or asking what's going on behind the scenes."

James Eden is the CEO of Private White VC, ([www.privatewhitevc.com](http://www.privatewhitevc.com)) a Manchester based men's clothing manufacturer and brand. With the media pressing all fashion brands to be more transparent, Eden has pushed this concept to a whole different level. Private White VC now publicly publishes a pricing manifesto on its website showing consumers the exact percentages of how the money they pay for the product is spent. Staff wages, factory costs, fabric costs, labelling – everything is fully disclosed.

**Below:** Bottletop created a luxury handbag made in Africa from recycled bottle tops and luxuriously lined with Mulberry leather.





Eden sees Private White VC “as the antithesis of disposable, fast fashion. Our product is less travelled, properly and ethically made, and our transparency comes without compromise. We make 100% of our product in the factory itself, which we own, so we have total ownership and full accountability of our supply chain. We inform our customers about where and how and who is making their product. This is what our consumers want and appreciate – obviously underpinned by a fantastic product. But you can’t be everyone in the playground’s friend. Some customers are totally cost driven and want to buy as cheaply as possible. I get that. But the whole throwaway fashion, disposable culture grates on me. If you are buying a jacket for £7 from a store in Oxford Street, how can that come from the other side of the world and not be somehow aligned with awful conditions and practices? And I’m not just talking about in the country where it comes from. People are cutting corners right through the chain to be able to deliver at these prices.”

*“Some customers are totally cost driven and want to buy as cheaply as possible.”*

Ian Maclean is the Managing Director of John Smedley, ([www.johnsmedley.com](http://www.johnsmedley.com)) a luxury, top end brand where volume is low and quality is high.

“The topic of sustainability is moving up the agenda in our industry. We are incredibly wasteful at all levels. More garments are made than used. Material is purchased and not made into garments. So it goes on. But as awareness is growing, so the bigger brands and retailers are employing sustainability champions to improve things. Burberry, John Lewis, M&S – they all have them now. Their job is to educate buyers because today’s consumers are choosing to buy on different criteria than 25 years ago when it was the logo that swayed their decision. But tragedies like Rana Plaza have opened eyes that things are not always as they seem. When people are paid virtually nothing, where there is no insurance, no health and safety measures, the consumer wakes up to the fact that what is sometimes behind the logo is not as nice as the front face. John Smedley has been a Royal Warrant holder since 2013 and that means we have to demonstrate a certain level of ethical and sustainable practice. This is very much driven by Prince Charles who simply won’t issue the Warrant unless a certain school of thinking is demonstrated.”

Jennifer Ison was a corporate lawyer before she set up her own fashion brand, Jennifer Anne ([www.jenniferanne.co.uk](http://www.jenniferanne.co.uk)) in 2017 to cater for petite women. Her brand is about quality products that last so, in essence, the polar opposite of the fast fashion brands.

“I think both younger and older consumers are growing more reluctant to ignore such issues as how much workers are paid, what is good for the environment. They are increasingly looking for better made clothes that last them longer. It will take a while for the weight of public opinion to change things. Burberry’s actions in burning their unused products were shocking as indeed was their surprise at the backlash after the fact of the burning was openly noted in their AGM report. But we are all guilty in some way. Pointing the finger is not always the best or most effective way of dealing with problems. As an industry what we need to do is give the consumer more information; shout out about the good things we are doing to educate and encourage them to make choices that are good for the environment and the planet.”

It seems that at both ends of the fashion world, from the premium designer labels to the fast fashion that is dominating our high streets, we have seen costly mistakes being made. Mistakes that meant people were working in appalling conditions, not being paid enough, where waste was abundant and we were slowly but surely dangerously reducing our resources. But both within the industry, where manufacturers are working with transparency, fairness, innovation and care, and from the consumer and the media who are shunning and exposing bad practices and demanding more information as to the provenance of what we are buying, things are slowly changing. We need to maintain that momentum to ensure that something as beautiful, creative and fun as fashion is always accountable, responsible and sustainable.



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# LOOKING AT THINGS FROM **A NEW PERSPECTIVE**

*Gasholders and coal drops.*

Remnants of an industrial past?  
Or the housing for the ultimate food and design  
London has to offer today?



**About a century and a half ago, a triplet of gasholders was built in King's Cross to house the increasing energy needs of a fast growing city. The area was known for its industrial roots and for storing and transporting not just coal, but also potatoes and other goods.**

Times changed, life changed and the area changed. The transportation of goods by rail freight declined and a lot of the buildings were left unused and empty, becoming derelict. The area got more run down and became known for its somewhat dubious nightlife activities. It was a "no go" area for most Londoners.

But today it is the height of chic, of style, of desirability.

The gasholders have been stunningly transformed into state of the art apartments which are housed within the original structures.

The Victorian drops which originally housed the coal are now filled with the top fashion retailers. The original architecture has been interwoven with highly contemporary additions to form a dazzling fusion of old and new.

Then there is the original coal office. This houses the Tom Dixon empire and for anyone who loves design and beautiful things, it's an absolute must see. As well as a shop that is filled with jaw dropping stuff, there is also a studio, a workshop and a restaurant which is mouth wateringly delicious in every aspect, every detail.

Dixon's restaurant is a collaboration with chef, Assaf Granit, who co-owns both Palomar and Barbary and who is responsible for making Israeli food the new haute cuisine.



The restaurant showcases Dixon's designs, from his famous Melt lights to glasses, flatware, candle holders. We are talking art, and art of the finest calibre.

And that absolutely extends to the food. Sharing plates that are actually so divine, you really want them all to yourself. For those uninitiated to Israeli dishes, the menu may seem a tad indecipherable at first. But fear not. The service here is as superb as everything else and your waiter will guide you through each dish and suggest combinations and quantities. What is guaranteed is absolutely every single thing that goes into your mouth is utterly delicious so ultimately it's somewhat irrelevant what you actually choose.

Having said that, nobody should ever go through life without trying Machneyuda's Polenta which is the most magical dish of polenta, asparagus, parmesan and topped with a very generous amount of shaved black truffle.

Make sure there is space for desert which is another taste of heaven. Highlight is Uri's Mother's Fig Basbossa which is served with tahini ice cream and is the stuff dreams are made of.

The space is not just filled with beautiful food and design but with a fabulous atmosphere too. Music plays, everyone seems happy (who wouldn't be here) and despite the buzzy vibe, you can actually hear each other speak (my only criticism of Palomar).

And, when it's all over and you don't want it to be, go and have a digestiv or a cocktail (the Luisa is divine) upstairs in the bar which even has an outdoor terrace so you can look at history and history in the making coming together.



**The Coal Office Restaurant**

2 Bagley Walk, London N1C 4PQ

Reservations: 020 3848 6085 Email: [hello@coaloffice.com](mailto:hello@coaloffice.com)

**Tom Dixon Shop**

4-10 Bagley Walk Arches, Coal Drops Yard, London N1C 4DH

**OPENING TIMES**

Monday-Saturday: 10am-7pm, Sunday: 11am-4pm

**Gasholders London**

Residential Marketing Suite, 14-15 Stable Street, London N1C 4AB

**Gasholders**

1 Lewis Cubitt Square, London N1C 4BY

Tel: 020 3691 3969 Email: [enquiries@gasholderslondon.co.uk](mailto:enquiries@gasholderslondon.co.uk)

# LIVERY NEWS

A look at what has been happening.

## IS THE LIVERY RELEVANT FOR THE 21ST CENTURY?



Livery companies in the City of London have their collective roots in the 12th century with the ancient trades and guilds. After the Carmen received City livery status in 1746 (77th in precedence), no new companies were established until the Master Mariners in 1926 (granted livery in 1932). The next company to be granted livery (in 1944 and 79th in precedence) was our company, The City of London Solicitors' Company. The last 75 years has seen a revival in the livery with 31 further livery companies, many reflecting the financial and professional activities in the modern City and, indeed, in the modern world.

I joined the Company in 1986 as a "Freeman", primarily because at that time it was the only way of joining the local Law Society. I had very little interest in the livery, ancient or modern. It seemed to me that in the late 20th century the livery had little relevance to a professional working in the City of London. Indeed, I did not become a Liveryman until 1998. I was elected to the Court in 2011 and I am now the 74th Master: What changed my attitude?

In part, because I discovered that revival over the last 75 years in the livery movement, with many of those modern companies reflecting the financial and professional world of the modern City. For example, the Solicitors' Company with 12 of the other modern livery companies comprise the Financial Services Group of livery companies, which aims to support the Lord Mayor in his overseas visits, his meetings in the City with overseas delegations and his role of promoting the City brand of UK financial and other business services. The Financial Services Group also acts as a gateway for those wishing to establish businesses in the City or who require professional and financial services in their country of operation.

However, until being elected Master earlier this year, I had not fully appreciated the direct involvement of the livery movement with the civic City authority, i.e. the Corporation of London. Having now attended a contested election for the Sheriffs (who officiate over the Central Criminal Court (i.e. The Old Bailey)) and the election of the Lord Mayor, I have seen this incredible mixture of the traditions going back centuries with modern City professionals choosing or confirming key players in today's civic City. They may look quaint in their historic costumes but one's attitudes change when meeting them outside the pageant and understanding the livery's real influence today on the civic City authority.

But above all else, at the heart of today's livery are fellowship and charity. Some of the older livery companies have substantial charitable endowments. Others, like our company, less so, but the desire to undertake charitable action is strong across the livery movement. Our company's support of the Haringey Law Centre's "Dealing with Debt" project being just one example.

To complete this change of attitude I only needed to experience the fellowship across the livery movement. As a balance against a more corporate world with larger and larger firms, the human connection of fellowship between professionals working in differing aspects of the City is what I will take from my year. The pageant and the livery dinners are memorable but it is the people who I will remember and take strength from. To reach that destination I had to change my attitude. Is it time that you did so as well? As solicitors practising in the City, perhaps you just need to increase your involvement with your Company, the Worshipful Company of Solicitors of the City of London.

**Rupert Jones, Master.**

### The City of London Solicitors' Company – Diary 2019

<b>Mon. 21st Jan.</b>	Court/Committee of the City of London Law Society/Chairmen of Committees/Liverymen Dinner at 6.30p.m.
<b>Mon. 4th March</b>	Inter-Livery Bridge Competition at Drapers' Hall, Throgmorton Street, E.C.2.
<b>Fri. 29th March</b>	United Guilds' Service, St. Paul's Cathedral at 11.30a.m. followed by lunch. Liverymen only.
<b>Tues. 5th March</b>	Banquet, Mansion House, at 6.45p.m. Liverymen, Freeman and Guests.
<b>Mon. 13th May</b>	Annual Service at 6.30p.m. H.M. Tower of London, followed by Reception/ Supper at Trinity House. Liverymen, Freeman and Guests.
<b>Wed. 15th May</b>	Inter-Livery Clay Shoot, Holland & Holland, Northwood, Middlesex.
<b>Thurs. 16th May</b>	Inter-Livery Golf – Prince Arthur Cup. Walton Heath.
<b>Mon. 17th June</b>	Annual General Meeting and Champagne Reception at 5.30p.m. at Tallow Chandlers' Hall, Dowgate Hill, EC4. Liverymen and Freeman.
<b>Mon. 24th June</b>	Election of Sheriffs, Guildhall, noon. Followed by lunch. Liverymen only.



## The Lord Mayor's Show 2018

**On 10th November the City of London Solicitors' Company brought colour and cheer to the City's streets once again as they entertained the crowds in this year's Lord Mayor's Show under the banner of "Today's Lawyers for Tomorrow's World".**

The Company continued its association with Harlesden-based Mahogany Carnival who once again provided an amazing array of costumes including planets, a sun and moon, space cruisers, planes, silent discos, Mr Digital and London transport. Our thanks go to all the firms who supported our entry in this year's show, either by donating or taking part on the day. We were also grateful for the support of the Cadets from the Company's affiliated unit, the 71st London Irish Rifles based in Camberwell, who joined us on the parade.

This year, the Company featured twice in the parade with the Master, Wardens and the Clerk riding in a carriage in support of this year's Aldermanic Sheriff, Past Master Vincent Keaveny.

# ELECTRIC KICKS ON ROUTE 66

## Discovering how unlikely strategic alliances can be used to influence change

By Joel Leigh

London's Regent Street springs into life at Waterloo Place in St James's, meandering gently through Piccadilly and Oxford Circus, before ending at All Souls Church near Langham Place. Named after George, the Prince Regent and stretching a mere 0.8 miles, this grand John Nash masterpiece now houses 1.5 million square feet of prime retail space in what is arguably one of the city's premiere shopping destinations, attracting over 7.5 million visitors each year. It is also a firm fixture on the London tourist trail, leaving a significant hole in visitor's collective pockets.

By contrast Route 66 threads from East to West through eight US States and three time zones, spanning more than 2,400 miles from Lake Michigan on the outskirts of Chicago, to the world-famous sign announcing you've reached the 'end of the trail', at the very end of Santa Monica Pier in suburban Los Angeles. The road has left an indelible mark on the US's physical, historical and cultural landscape and endures in its collective soul, despite the emergence of the new-fangled Interstate Highway System. Perhaps most importantly it has shaped the country's attitudes to motoring for more than 90 years.

Save that Regent Street was declared open almost exactly 100 years earlier, there seems little to link these two famous thoroughfares. Yet on a bright morning in November, I took a shortcut to the heart of Americana courtesy of the Illinois Route 66 Regent Street Motor Show, retitled this year after its main sponsor the Illinois Tourist Board. The event is now a key component of the week-long London Motor Week, overseen by the Royal Automobile Club.

Mention Route 66 to any car enthusiast and they will happily reveal their fantasy selection of muscle cars, or possibly their favourite Harley Davison. Naturally, a healthy selection of both two and four wheeled petrol icons were present and correct at the Show, including a Dodge Charger, Ford Thunderbird convertible and a pair of Harley Davidson Sportsters.

Exhibiting at the other end of the automotive spectrum were Renault and Triumph, presenting state-of-the-art electric cars and motorcycles respectively. Their presence married well with the sponsor-led PR campaign promoting a joint initiative between the State of Illinois and the University of California to significantly increase the number of charger installations from Lake Michigan to the Mississippi River and beyond, thus addressing the concerns of electric vehicle drivers with 'range anxiety' (a term trademarked by General Motors in 2010) and those who might have previously dismissed a Route 66 experience out of hand because of the lack of charging infrastructure.

Unsurprisingly, this aggressive infrastructure and incentive program has seen many privately-run hotels, motels and restaurants lining Route 66 installing their own fast charging stations, often the now ubiquitous Tesla Supercharger, as a way of attracting new business.

Underlining the desire to move with the times, the State of Missouri has gone even further, announcing its commitment to cover a stretch of the Route's road surface with specialised solar panels which share the traction properties of asphalt, to provide clean energy to nearby rest stops.

It has been suggested that charging stations are fast becoming the modern-day equivalent of the 'Muffler Man' statues, the



bizarre yet visually arresting fibreglass figures which could be seen the length of Route 66 in the sixties. Designed to entice customers to pull over for a break, they rose up to 25 feet high and took varying forms from the 'Gemini Giant' spaceman (still guarding the Launching Pad diner in Wilmington) to 'Chicken Boy', originally an axe wielding 'Muffler Man' but later customised with a chicken's head and a large bucket before being perched on top of a fried chicken shop in downtown Los Angeles. Following the death of the owner, the colourful statue went into storage for more than 20 years before being resurrected in 2007 following restoration and was later recognised by California Governor Arnold Schwarzenegger with a Governor's Historic Preservation Award.

Although having considerably less visual appeal than the iconic Muffler men, I discovered at the Show that it's now theoretically possible to cover the length of Route 66 via 17 charging stations in just 39 driving hours, although wisdom might suggest that two weeks would represent a rather more enjoyable and leisurely timescale. The other key statistic to take home was that the road trip can now be made in an e-car at an estimated cost of just \$121, meaning the journey is now both easier and cheaper than ever before. And influencing consumer attitudes nationally by tying the US 'Mother Road' to affordable e-travel is clever to say the least.

So, whilst our grandchildren may remind us about that memorable family road trip to Amarillo in a gas guzzling tank, it seems increasingly likely they'll be clocking up the e-miles on Route 66 in their gap years instead, as the move towards greener car travel continues apace. As another American icon once wrote, for the times they are a-changin'.

**Joel Leigh is the motoring correspondent of City Solicitor and a Partner at Howard Kennedy LLP**

## ONE LAST WORD

# DID YOU KNOW?

## *Changing attitudes to dealing with dictators*

**Soon after the election of the New Labour Government in May 1997, newly appointed Foreign Secretary Robin Cook made a speech setting out a mission statement for ethical foreign policy.**

Realpolitik and ethics make uncomfortable bedfellows, with ethics often being expediently nudged aside. This shadowy world can throw together unlikely allies and none more so than when democracies support dictators.

Robin Cook's speech was uncompromising, holding his Government's foreign policy up to a standard that it would find difficult to meet in practice. Ten days after his party assumed power, he said:

"The Labour Government does not accept that political values can be left behind when we check in our passports to travel on diplomatic business. Our foreign policy must have an ethical dimension and must support the demands of other peoples for the democratic rights on which we insist for ourselves."

This concern for the democratic rights of other people was difficult to square with the economic need for trade and the opportunities to destabilise rival countries. One spectacularly clear example of this was the recruitment of an Italian agent by MI5 in 1917. Sir Samuel Hoare authorised payments



to the man, a journalist, in order to bolster the Italian public's rapidly disintegrating enthusiasm for war.

Our man in Italy was paid £100 a week, roughly the equivalent of £5,000 a week in today's money. This sizeable sum gave him the freedom and means to throw himself into politics.

Unfortunately, both for Britain's future interests and the chances of world peace, that man was Benito Mussolini.

By 1922, Mussolini was leading his Fascist Party in control of the Government and by 1925 he had eradicated opposition to become the dictator of Italy.

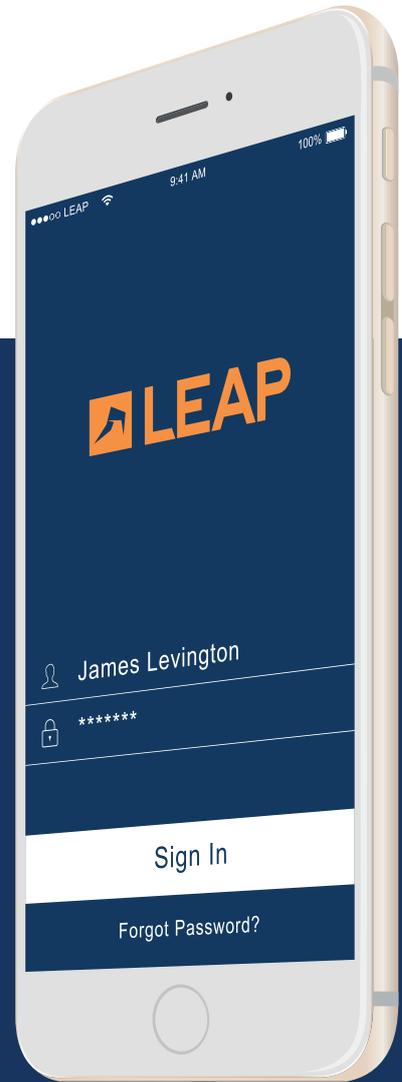


This article was provided courtesy of Ian Chapman-Curry, Principal Associate at Gowling WLG and host of the Almost History podcast.

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