



VACATION SCHEME & TRAINEE RECRUITMENT

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WE ARE FLADGATE



I'm Matt Williams, the training principal here at Fladgate LLP.

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

To secure a training contract at Fladgate you will be bright, hardworking and able to demonstrate that you are eager and willing to work with and learn from everyone here. Our trainees, like the rest of us here, do not all come from the same mould. They are individuals and self-starters but capable of working in teams; serious but don't take themselves too seriously.

Many of our clients are entrepreneurs and, as such, expect their lawyers to give clear, direct and commercially astute advice. We look for that ability in our trainees. If you apply to us, be concise on the application form and, if you are invited to an assessment day or interview, my advice to you is to be genuine and be yourself. If you are successful we'll expect you to work hard when you get here and learn from us. But we'll want, and allow, you to retain your personality. After all, that's why we offered you the job!

"A training contract at Fladgate means so much more than becoming a great technical lawyer.

We recruit our trainees with one question in mind: could this be a future partner?"

**Matthew Williams,
Training Principal**



ABOUT US

Fladgate is an innovative, progressive and commercially astute international law firm, underpinned by clear and dynamic thinking. We pride ourselves on our unique structure which allows us to deliver a partner-led model that is about keeping things personal, being agile, valuing intellectual rigour, and taking an enterprising approach.

From our base in the heart of Covent Garden, the firm services a wide range of corporate, institutional and private clients. Today we are one of the UK's top 100 law firms, with over 92 partners and over 230 staff, including 93 associates, senior associates and professional support lawyers.

In addition to advising a substantial UK-based client base, the firm provides a proactive and efficient service for clients with international business through specialist groups which serve continental Europe, India, Israel, South Africa, the Middle East, US, Canada and the Asia Pacific region.

Operating from London and comprising multilingual and multi-qualified lawyers, these groups facilitate cross-border activities for a diverse range of companies. The firm is a member of the International Lawyers Network, a worldwide non-exclusive association of high-quality full service law firms based in 67 countries.

WHAT WE DO

Fladgate has a broad skills base that covers a wide spectrum of legal services across the business lifecycle and shaped to operate collaboratively to move fast and flexibly:

- Dispute Resolution: which includes regulatory, corporate governance and investigations, banking and financial services litigation, contentious construction, international commercial arbitration, insurance, contentious trusts and family, civil fraud and asset protection.
- Corporate: including commercial, sports, IP, private capital, capital markets, M&A, tax, restructuring and employment.
- Real estate: including planning, non-contentious construction, real estate finance and real estate litigation.
- Funds, Finance and Regulatory: including investment funds, private equity, fund managers, asset and investment managers, promoters, sponsors and investors ; alternative finance providers, banks and debt funds, family offices, owner manager businesses, private equity funds and corporate borrowers FCA applications, advice on UK regulatory frameworks, fund related advice.

OUR CLIENTS



We have always built deep relationships with clients, creating true partnerships. In a world of change we think this matters, now more than ever.

Our single minded, 'no limits' focus is about keeping things personal and valuing agility and proactivity. We call this an "unlimited partnership"; unlimited because deep relationships generate exponentially better teamwork and results. Our clients scored us higher for collaboration and our enterprising solutions than any other law firm they've used.

Many of the matters we tackle for our clients are innovative or bespoke. For us, this is normal. We often work with entrepreneurs and clients who are doing something for which there is no precedent. There are circumstances in which we excel.

Our clients include some major names such as: Yo! Sushi, Zouk Capital, Guild Esports, Dobbies, The National Portrait Gallery, The Science Museum and SharedPlay.



TRAINING AT FLADGATE



What sets us apart?

Training at Fladgate combines a first class education programme with real hands-on experience and client contact. The nature of our business and small intake of trainees each year means you will be given exposure to high quality work with lots of responsibility from an early stage. We don't expect you to learn by sitting on the side lines or standing at the photocopier; you will gain first-hand experience on a variety of deals both large and small. Where possible you will be given every opportunity to develop your drafting and negotiating skills in real life situations. We invest a huge amount of trust in our Trainees and that is why we are committed to offering flexible working policy to ensure they are able to work from home up to 2 days per week, just like the rest of the firm.



Seat Rotation

Our two year training programme is divided into six seats of four months. Each of our trainees will complete core seats in contentious and non-contentious areas. Currently we have trainee intakes in the following groups:



We use our best endeavours to ensure that seats are chosen not only in response to commercial need but also personal preference. We have maintained high retention rates by offering our trainees newly qualified positions in their desired areas.



WHAT WE OFFER

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

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

We will also provide a maintenance grant of £7,000 per annum for studying the course(s) in London and £6,000 per annum for studying the course(s) outside of London.

We review our trainee and newly qualified rates every year. As of September 2025 our figures stand at:

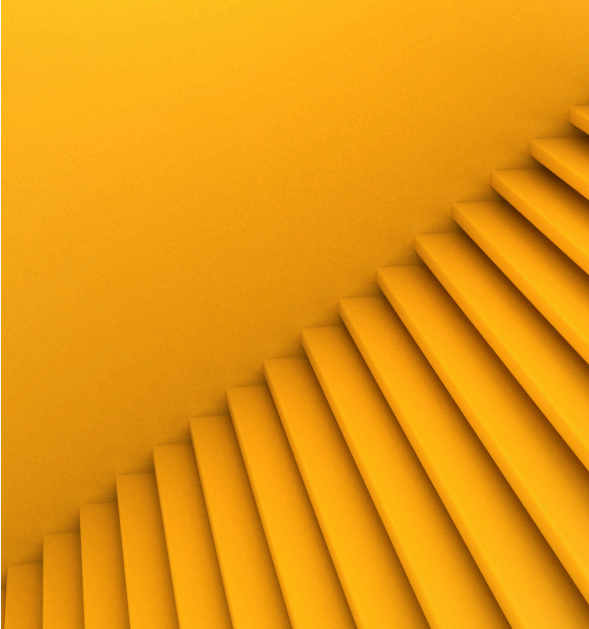


VACATION SCHEME; WHAT TO EXPECT



We carefully select our trainee intake from an annual Vacation Scheme which takes place during one working week over the summer. The scheme provides our future trainees with an opportunity to gain hands-on experience at the firm and a good understanding of what life as a Fladgate Trainee will be like. We also like to have a little fun along the way.

Over the course of this week, you will participate in a number of group and individual activities, and undertake work assignments from current trainees, associates and partners, ensuring our students have the opportunity to network with as many Fladgate people and partners will give you a truly rounded view of what the firm has to offer.



Examples of assignments and tasks set during the vacation scheme week:

- Reviewing a confidentiality agreement between a buyer and seller in a corporate transaction.
- Drafting a loan agreement for a Fund
- Drafting a letter to a client regarding a property dispute
- Reviewing particulars of claim in a litigation matter
- Reviewing registrations with Companies House
- Working on a client pitch presentation
- Drafting an internal memo to Partners

During the Vacation Scheme, we make the most of our fantastic location in Covent Garden and arrange social events throughout the week with your fellow vacation-schemers and current trainees and associates. Don't forget, our vacation scheme is a paid placement of £350 for the week...easily spent with all the amazing shops just a stone's throw from the office!



BENEFITS

We reward our staff for their continued commitment to the success of this firm with a comprehensive range of benefits.

- Life assurance scheme – 5x annual salary (non-contributory)
- Annual holiday entitlement – 26 days per calendar year (full time)
- Staff introduction bonus - £1,000- £5,000 depending on vacant role
- Personal training/yoga – free weekly sessions
- Free online GP service - 24/7 online video GP consultations

ON
JOINING

- Group personal pension plan - 4%-5% employer contributions, matching employee contributions of 4% -5% (automatically enrolled). Processed via salary sacrifice 50% of employer NI savings added to contribution

AFTER 2
MONTHS

- Company sick pay scheme
- Group income protection
- Season ticket loan
- Private Dental Plan – payable through monthly payroll
- Gym membership scheme – interest free gym membership loan
- Eye test vouchers – every two years

AFTER 3
MONTHS

- Private medical scheme insurance medical insurance scheme (non- contributory)

AFTER 6
MONTHS

DRESS CODE

It is important to Fladgate that everyone feels they can work in a way that works for them. This underlies our commitment to inclusivity and our desire to create a 'personal' culture. So we don't have a formal dress policy – you can dress as you feel appropriate to your day.

DON'T JUST TAKE OUR WORD FOR IT....



THE VACATION SCHEME AT FLADGATE HAS PROVIDED ME WITH AN INVALUABLE INSIGHT INTO LIFE AS A TRAINEE AND A LEGAL CAREER PATH. THE FIRM IS UNIQUELY PERSONAL, AND THE WHOLE TEAM AT FLADGATE IS EXTREMELY WELCOMING AND COMMITTED TO HELPING ITS VACATION SCHEMERS AND TRAINEES IN ANY WAY POSSIBLE.

THE WEEK DELIVERED A DISTINCTIVELY ENRICHING EXPERIENCE, FROM ENGAGING WITH EXPERIENCED LEGAL PROFESSIONALS AND LEARNING ABOUT DIFFERENT AREAS OF LAW TO ENJOYING A FUN AND MEMORABLE SOCIAL EVENING.

2023 VACATION SCHEME ATTENDEE

I CAN HAPPILY SAY, THAT IF THERE IS ONE KEY THING TO TAKE AWAY FROM MY EXPERIENCE, IT IS THAT THE PEOPLE AT THE FIRM WILL EXCEED ALL YOUR EXPECTATIONS

2023 VACATION SCHEME ATTENDEE

IT WAS AN AMAZING WEEK, FAR LESS SCARY THAN ANTICIPATED BUT AN EVEN BETTER, MORE HONEST, AND WELCOMING EXPOSURE TO FLADGATE'S CULTURE THAN I EVER WOULD HAVE IMAGINED.

2023 VACATION SCHEME ATTENDEE

I HAVE REALLY ENJOYED THE RECRUITMENT PROCESS AT FLADGATE; WHETHER YOU WERE SPEAKING WITH THE HR TEAM OR A PARTNER AT THE FIRM, EVERYONE WAS EXTREMELY FRIENDLY AND APPROACHABLE..

NAIEMA BEGUM, TRAINEE SOLICITOR

THE RECRUITMENT PROCESS AT FLADGATE WAS ENGAGING AND CHALLENGING. WE WERE TESTED ON REAL LEGAL SCENARIOS AND GAINED SIGNIFICANT INTERACTIONS WITH LAWYERS AT ALL LEVELS.

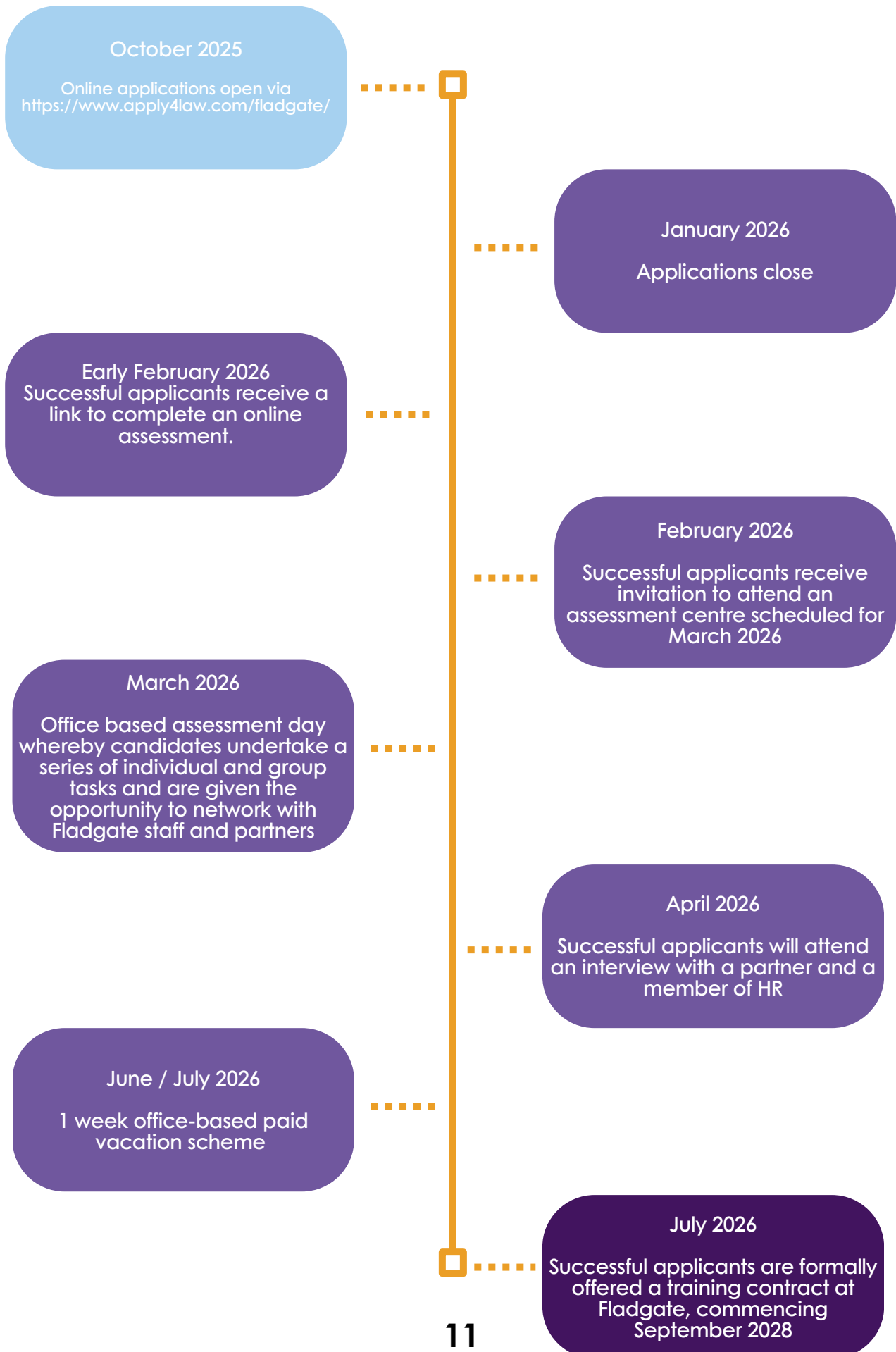
DHRUV KANABAR, TRAINEE SOLICITOR

WHAT IS THE BEST THING ABOUT WORKING AT FLADGATE ACCORDING TO OUR PEOPLE?

FRIENDLY & SUPPORTIVE CULTURE

THE PEOPLE

APPLICATION & SELECTION PROCESS



A DAY IN THE LIFE OF A FLADGATE TRAINEE



LUCY CRAWLEY

TRAINEE SOLICITOR

COMMERCIAL, SPORTS, AND INTELLECTUAL PROPERTY

8.30am: I tend to arrive at the office at around 8.30, but the floor usually won't be busy until 9.30. I'm lucky enough to be able to walk to work, sometimes stopping for a coffee on my way in.

8.45am: I start my day going through my inbox, responding to anything urgent and writing up a to-do list for the day. Having some time in the office before the office gets busy allows me to prepare properly for the day ahead.

9.15am: Each day/week in our commercial team looks different. This morning, I am preparing an advice note for our client addressing GDPR compliance in relation to their direct marketing strategy. I attended a client meeting with a Partner via teams last week, so I review my attendance note to remind myself of our client's instructions and the commercial considerations highlighted. It's important in CSI that our advice is not only legally sound, but also that it involves the right amount of common-sense and is fit for purpose in the given context. I decide on the structure of the advice note, drop a quick line to the Partner to sign off on my proposed approach, and then get started on the research making use of the various resources available at the firm.

10.30am: The team meets at the start of each week to give an update on our workload, and for Partners/Senior Associates to hand out new work. It's also an opportunity to catch up as a team, and flag any upcoming BD or social events, including those with the wider Corporate team. I volunteer to assist with a due diligence exercise on a Corporate transaction which has come in that morning.

11.30am: I finalise my advice note for the client and send this to the Partner to consider, along with an explanatory email I have drafted for the client. On another matter, I receive an email from a client approving the final draft of a manufacturing agreement, so I issue this to all parties for signing by DocuSign.

12.30pm: The trainees often eat lunch together. Being in the middle of Covent Garden means there's a huge range of options – Atis being the latest favourite. It's a good opportunity to socialise with colleagues outside your department and get some air with a wander round Lincoln's Inn (weather permitting!).

1.30pm: Fladgate opens up department-specific training to all the trainees, so we're encouraged to attend these and learn as much as possible about the work across the firm – this also means we're better positioned for future rotations in our training contract. Today, there's an external session delivered by a Barristers Chambers about Share Purchase Agreement claims, attended by our Corporate and our Dispute Resolution teams. As well as regular training, the firm hosts lunchtime yoga and weekly personal training sessions in nearby Lincoln's Inn Fields.

2.30pm: I catch up with the Corporate associate regarding the commercial due diligence required. They give context to the wider transaction, explain the scope of work and give an indication of the pertinent deadlines in the deal. Our client is acquiring a hotel, which means the deal is a cross-departmental effort with Real Estate, FFR and Employment. My first job is to review the hotel management agreement, the key commercial document in the transaction. I prepare a detailed report of its terms, identifying any issues we deem to be a 'red flag'. If I have any questions, I compile a list of these as I work through the document and then speak to the CSI associates for guidance. Fladgate has a very friendly culture and questions are always encouraged! Once I've completed my report, I send this to the Partner for review.

5.00pm: We run a trade mark 'watching' service for a number of clients. We receive daily email alerts, which the CSI trainee is responsible for reviewing on a weekly basis. I work through the alerts and identify a potentially infringing application, filed in the same goods and services classes as our client's. I email the associate running the matter for their view on the mark, offering to prepare an email notifying our client.

6.00pm: I check in with my supervisor ask if there's anything else I can help with. We agree to go for coffee the following day to catch up, check in on my workload and identify any tasks in my departmental trainee checklist I'm yet to tick off. I log off and go for a quick drink with colleagues at a pub nearby – we are spoilt for choice in Covent Garden!

VIEW FROM THE OTHER SIDE

ROBAIDH ALLIGHAN
ASSOCIATE
DISPUTE RESOLUTION



8.15am: I normally arrive at the office at around 8.15. Having cycled into work, I shower and get ready for the day.

8.30am: I like to clear out my inbox and plan my to-do list for the day. The office tends to be quiet before 9.30, so this is also a good time to finish any outstanding tasks before more work comes in later!

9.00am: I am working as part of a large team on one of the department's group action claims. We are currently working towards a witness statement deadline so it's all hands to the pump! I spend the morning attending a virtual interview with the witness and one of the matter partners. Following the interview I type up my attendance note and start drafting the witness statement for review by the partner.

10.45am: It is team day for the Dispute Resolution department which usually means there are snacks laid on in our department's kitchen. I grab a quick coffee and a danish and end up speaking with one of the partners about a new matter that has come in from a repeat client. We have been instructed by a software development company to defend a breach of contract claim brought by one of its clients. I agree to help out responding to the letter before action.

11.00am: I continue working on the witness statement and send my draft to the partner for review.

1.00pm: This week there is a training session put on by one of the local barrister's chambers. I have lunch on the client floor with the Dispute Resolution team while learning about spotting fake evidence. As well as regular training, the firm hosts lunchtime yoga and weekly PT sessions in nearby Lincoln's Inn Fields.

2.00pm: I amend the witness statement according to the partner's comments and send the draft to our counsel team and the witness for review.

2.30pm: I review the letter before action relating to the breach of contract claim, along with further documents provided by the client. We have a call with the client booked in for tomorrow morning so I note down my comments and questions to act as a draft agenda for the call. I spend some time researching exclusion clauses to determine whether we can rely on such a clause to attack the claim.

5.00pm: I send my comments on the letter before action and a draft agenda to the partner ahead of the call with the client tomorrow morning.

5.30pm: I review comments from counsel and the witness on the draft witness statement. There are a number of further points to address and I arrange a follow up interview with the witness for tomorrow afternoon.

6.30pm: I finish up and head for a drink with one of my old supervisors. Holborn and Covent Garden has some good pubs on offer for a post-work half!

INCLUSION & DIVERSITY

We are proud of the progress we have made, but there is always more that can be done. We will continue to strive for a diverse workforce and an inclusive culture, where everyone has the opportunity to thrive. We will hold ourselves to account by monitoring and publishing data that shows our progress.

Our focus:

Developing a diverse leadership. We are working hard to improve the gender balance of our partner team aiming towards 35% women in partnership by 2027 (currently 31%)

Attracting a diverse workforce. This means adopting a truly personal approach when connecting with those interested in joining our team and ensuring fairness in our processes.

Engaging with everyone to ensure they are heard, supported and understood. Encourage everyone to develop their own voice in shaping our culture, their future and our service to clients.

Helping all our people to achieve their full potential. We provide training, coaching, internal mentors and buddies, whatever works for each individual and their own personal development path.

Our strategy is led by the Director of People and Culture on behalf of the Executive Board, who works closely with our Partner Lead for I&D and Senior Culture and Inclusion Manager. We also have employee and partner led networks across the firm who support and inform our inclusive culture at Fladgate. We currently measure our success and progress in six key areas:

1. Leadership: to increase diversity in our leadership and ensure our leaders are inclusive
2. Recruitment and retention: to increase diversity across the firm
3. Experience and progression: to ensure a fair experience across all key people processes
4. Culture: to embed our inclusive culture and drive positive change
5. Wellbeing: to have happy and motivated people in a new world
6. Networks: to be collaborative and work together to achieve our strategy



Creating Possibilities
in East London



"As the I&D Partner Lead of the Firm, I am acutely aware that our vision and values are built around the word 'personal'. We are a people business dependent on brilliant client relationships. Inclusion and diversity objectives are therefore not 'soft' business aspirations, they are fundamental to our success"

Helen Curtis-Goulding

I&D Partner Lead

OUR VISION & VALUES



Who we are and where we're going

Fladgate's values underpin everything that we do at the firm. Our culture can be defined as:



Fladgate is committed to providing smart, enterprising, and commercial legal thinking. Renowned for not just understanding our clients' risks and opportunities but anticipating them. We will achieve this by combining:

- Brilliant teamwork and a truly personal service.
- High quality specialist expertise and products that meet their needs.
- Agility and connectivity across our clients' worlds.

The firm recognises the importance of the health and wellbeing of all our people and that it can play a part in promoting an environment which allows everyone to flourish and reach their full potential.

- Bupa private medical insurance (optional benefit to join after six months' service)
- Eye test vouchers
- Optional dental insurance
- Flu jabs
- Weekly personal (group) training sessions and yoga
- Gym and sports club loans and cycle to work scheme
- Various sports teams and groups across the firm



PHYSICAL HEALTH

- Employee Assistance Programme (EAP), available 24/7 and 365 days a year
- Counselling sessions available via the EAP where needed
- YuLife health and wellbeing app
- Annual holiday entitlement and flexible holiday scheme, and the opportunity to buy up to an additional two weeks holiday
- Resilience and stress management training
- Mental health awareness talks and training sessions



MENTAL HEALTH

WELLBEING



- Group personal pension and group income protection scheme
- Life assurance (4x salary) scheme
- Season ticket loans
- Recruitment bonus
- Marriage / civil partnership gift
- Financial management workshops inc. mortgage and pension management



FINANCIAL HEALTH

- Sports and social events, organised by our Sports & Social Committee throughout the year inc. summer and winter parties, bowling nights and quizzes
- CSR committee and fundraising activities
- Loyalty holiday bonus, rewarding long service
- Student mentoring for LPC and GDL students at the University of Law



SOCIAL & CSR



Corporate Social Responsibility is extremely important to the firm, and representatives from all corners of the firm ensure that we run and participate in a number of fundraising initiatives each year - such as the London Legal Walk, sponsored cycles and the occasional abseiling!

Each year we choose two charities, by firm-wide vote, to support, one local and one national. We are always looking for new CSR Committee members to come up with new ideas and initiatives to raise money.

This year, we will be partnering with St Christopher's Hospice and Macmillan Cancer Support.



A FINAL WORD

CLAIRE CHERRINGTON

DIRECTOR OF PEOPLE & CULTURE



I'm Claire Cherrington, Director of People & Culture at Fladgate. My role is to ensure that everyone who works at Fladgate is successful and feels supported in their growth and development. A big part of that is ensuring we recruit people who will thrive and grow in our environment.

We are part of a great firm; we do high quality work and we focus on involving and mentoring our trainees from a very early stage in their training contract.

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

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

Why don't you apply? Hopefully, when you meet us, you will be able to judge for yourself.

KEY CONTACTS

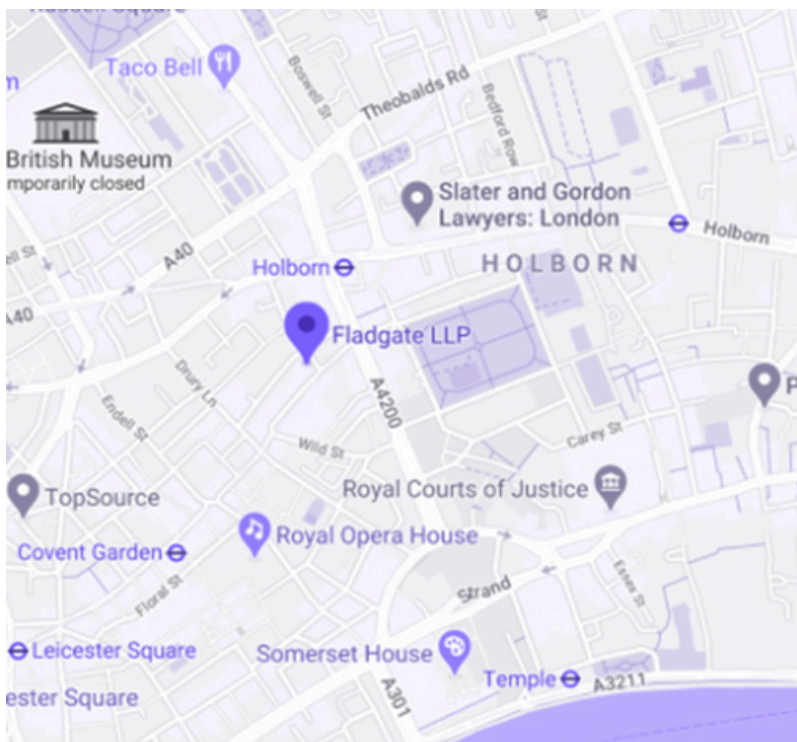
CONTACT US FOR MORE INFORMATION



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