

Celebrating Women in Law

As part of this issue's focus on Women In Law we shine a spotlight on a handpicked selection of trailblazing, brilliant, and aspirational women working in or around the legal profession.

Over the following pages they delve into the significance of gender diversity, the advantages of a varied workforce, and the critical steps required to empower and uplift women professionals in the legal field. Their perspectives offer invaluable insights and a roadmap towards fostering an equitable and inclusive environment that will shape the profession in the years to come.



Jo Hodges
Sales & Marketing Director,
Redbrick Solutions



Sarah Murphy
General Manager of Clio EMEA,
the global leader in legal technology.



Kirsten Roberts
Director, Box Legal



Simonne Llewellyn
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Charlotte Fogg
Director of Development,
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Rachel Di Clemente
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Julia Salasky
CEO at Legl



Helen Claydon
Founder, Director, and Chief
Legal Officer HAIG Legal Group
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Bri McCrory
CMO, BigHand



Natalie Foster
Chief Executive Officer at
Inspire Legal Group



Eve Dullabh
Co-Founder of Law Training Centre
and Access Law Clinic

Equal Opportunities

What do you think is the biggest hurdle women in law face and how can law firms help women overcome it?

Controversially, I believe that the biggest hurdle can be one of two things:

1. Ourselves. Lacking self-belief. I suffer from this, and I know many of my peers do as well. We feel like imposters. We, as a profession, are learning to recognise this and make allowances.
2. Women. Often, our own gender forms a barrier to us getting the recognition we deserve. We need each other for support. Competitiveness can get in the way of this.

At Box Legal, we have a team that is mixed but predominantly female. We are progressive and innovative. Cheerleaders for each other when things go well and understanding when times are tough. We are a team I would have looked at 20 years ago hoping to be a part of one day. It is vital as a gender and profession that we work hard to be inclusive and supportive. We all deserve to be part of that dream team.

What areas do you think still need progress?

There's a selective ignorance to progression. If we look back, changes are due to awareness. Socials and television have raised the profile of menopause, HRT is free on the NHS, we offer equal parental leave for children, flexible working and help for mental health continues to improve. We are learning to cut through boundaries that once would have made us less ambitious. However, those same mediums can help alienate. Feminism should not mean forging an army against men. The Me-Too movement, whilst prominent throughout the world, allowed sadly for a significant amount of generalisation that many men in the workplace were predators. This as we know is not the case.

It's ironic that we ask for progression with one hand and yet push it away with the other. To progress, we need to collaborate with women and men. Yes, we want a seat at the table and yes, we should have the opportunity to apply – but not at the detriment of our colleagues – if they work harder or are better at what they do than we are, male or female.

At Box Legal, I work alongside three male colleagues. Our roles are vastly different, we complement each other through our strengths and weaknesses. I feel valued. I am fortunate, but I have worked in companies where this wasn't the case—not always due to the men I worked with. When writing this, I chatted to female peers about their experiences. There seemed to be a recurring theme. Men like to take an 'I'm in charge role' which seemed to give carte blanche to altering copy for style reasons, interrupting women in meetings and adding their name to projects that they have simply read. However, a big issue seems to be women placing men on a pedestal. There are women who would only see a male surgeon, women who are concerned when they hear a female pilot's voice rather than a male's. This is disturbing but shows that the issues are wider than a problem with gender bias. Achieving a balance means educating both men and women.

People should receive the same opportunities. There should be respect between all parties. How do we achieve that? Being more inclusive, listening and valuing each other as people, no matter what our gender.

Kirsten Roberts

Director, Box Legal

