

A LAW FIRM
YOU'LL
LIKE +
TO WORK
WITH

LCF LAWTM
FAIR +
SQUARE

CORPORATE | PROPERTY | DISPUTES | PERSONAL



WE ARE LCF

LCF Law came into being in 1988. The business has grown to become an established member of the Yorkshire legal community.

The firm has offices in Leeds, Bradford, Harrogate and Ilkley.

We understand the importance of listening to our clients and those with whom we work to understand the issues and their objectives. We manage clients' expectations and their journey with us to ensure their needs are met and the desired outcomes are achieved.

We recognise that the difference between one law firm and another is the people who make up the law firm.

We support all our colleagues in their career development and maximising their potential. We aim to meet colleagues' aspirations for personal development and career progression, whether members of our legal teams or support staff. We value hard work and commitment but also recognise everyone has a life away from the office.

Happy lawyers are better lawyers. Colleagues who feel respected and appreciated better support their colleagues and our customers.

Our people are the core of LCF

Ragan Montgomery

Managing Partner LCF Law
www.lcf.co.uk

Some of our achievements:



LCF LAW™
FAIR +
SQUARE



OUR MISSION

To deliver legal services which meet or exceed client expectations.
To communicate clearly, listen to our clients and act in accordance with agreed instructions, timescales, and costs.

WE STAND FOR



LCF

Listen

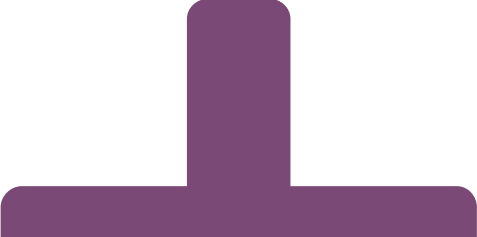
We listen to you as to the issues you face and the matters important to you.

Communicate

We communicate clearly and regularly with you. We provide clear practical advice.

Facilitate

We facilitate the agreed actions to meet your objectives in accordance with instructions within agreed timescales, and budgets.



OUR VISION

To be the best law firm to work with. To help our team to fulfil their potential and our clients to achieve their goals.

OUR VALUES

Quick witted

We're on the ball and find ways to make the law work for our clients.

Insightful experts

We know the law, and we know what we're talking about.

Open and friendly

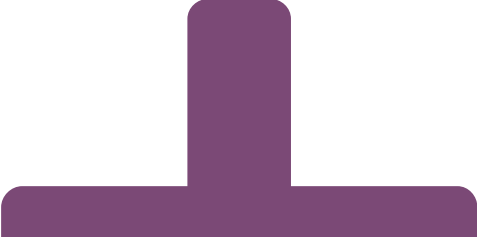
We aim to walk in our clients' shoes.

Up front and plain speaking

We don't hide behind jargon or hidden fees. We make the complex simple.

Trustworthy

We keep our promises.





WE ARE NOT LIKE OTHER LAW FIRMS.

LCF is a family; you will have a sense of belonging.

INFORMATION SHARING:

- We are ambitious and have big plans for growth. Everyone who joins us has a part in our journey.

REWARD AND RECOGNITION:

- If you are motivated, enthusiastic and want to be part of our team there is no limit to your pathway to progress. **You will not be pigeon-holed** or prevented from making your mark. **You can rise to the top.**

EMPOWERMENT:

- At LCF we engage with our colleagues and listen. **Everyone can make a difference** – we value our people and want to hear what they have to say about the future development of the firm.
- We have visibility in our teams – that means **you are seen and you are heard.** All colleagues are an essential part of the business. We allow you to take the initiative and responsibility for your role at LCF whilst being supported and mentored.
- We are proud to shout about our diversity and inclusion.

INSTILLING PRIDE:

- We are passionate to do the right thing for our clients and our people. Our lawyers are proud of the work they do. We provide a professional service with a personal touch, providing all the legal support our clients need as swiftly and simply as possible.
- **We encourage our people constructively.**

WELLBEING:

- We want you to have a life! We have embraced hybrid working and we love to hear about your life outside work.

JOB SATISFACTION:

- **We enable our people to be the type of person they want to be** – to achieve their ambitions. We do not set barriers. That might mean helping colleagues be the type of person they want to be outside work – we help you achieve your goals.





LCF CAREER + PATHWAY

As part of our mission statement, our aim is to support all colleagues in achieving their potential in terms of abilities and career progression.

At LCF Law we reward colleagues for their contribution and commitment to the firm. We support and mentor all colleagues in their development, education, training and progression.

We have developed a series of Pathways – guides to behaviours and conduct, that direct colleagues to what is expected of them to reach the next level of their career progression with LCF Law. The Pathways are supported by appropriate mentoring through Departmental Heads and continuing internal and external education and experiences. We recognise supporting the development of all colleagues within LCF gives strength to the firm and helps meet the ambitions and aspirations of colleagues.

PARTNER PATHWAY

The Partner Pathway provides guidance on what lawyers need to achieve to become a partner at LCF and how partners can progress within the partnership.

A partner needs to provide consistent and clear demonstration of seven core competencies:

1. Achieving Results – Understanding the business goals and how individuals can contribute to these.
2. Planning Ahead – Identifying how to approach work; prioritising and planning work in an organised manner, with awareness of cost and quality issues; monitoring and measuring work progress.
3. Teamwork / Team Leadership – Participating fully as a team member/ leader, demonstrating commitment and motivation to achieve team objectives and performance targets.
4. Influence – Using communication and influencing skills to sell ideas or concepts to others both internally and externally.
5. Clear Satisfaction – Identifying and addressing internal and external customer needs and demonstrating a commitment to a first class level of service in line with agreed standards and measurements.
6. Business Development – Generating income for the business by attracting new clients and managing existing relationships.
7. Way Forward – Taking positive action to continuously improve business performance and respond to, or plan and manage, change.





Hannah

LCF Law and the people who work there have given me the opportunity to achieve my ambitions. In my time at LCF Law I have made some brilliant friends – and was shortlisted for the award of Trainee Solicitor of the Year in 2022.

At school I was always interested in the prospect of a career in law. I wanted to work in an industry that was challenging, but also rewarding.

The offer of an apprenticeship with LCF Law offered the opportunity of hands-on practical training, alongside continuation of my studies.

I completed my Level 3 Civil Litigation Apprenticeship as LCF launched its Solicitors Apprenticeship programme, which gave me the opportunity of career progression to becoming a solicitor.

In 2003 I completed my studies and qualified as a solicitor.

Overall, the two apprenticeships lasted six years, from starting to qualifying. The key to successful study and completing a Solicitors Apprenticeship is commitment and self-discipline.



Personally, I feel the key to my successful qualification has been the guidance of my colleagues at LCF. I've been lucky enough to also play a part in client work, alongside my colleagues. They are always ready to explain and offer support and guidance.

LCF Law has been my biggest champion. The support, guidance and encouragement from the firm has been brilliant. It is great to know that LCF Law has been behind me every step of the way during my apprenticeship and beyond.

The office environment is friendly and supportive. Assistance and guidance are always on hand. Hybrid working is supported by LCF affording me the work/life balance I need. The career opportunities within the firm means LCF Law is somewhere I am hoping to stay.

“
The office environment is friendly and supportive. Assistance and guidance are always on hand.
”

Hannah Lynch-McShane
Disputes Solicitor and
Former Apprentice



ROLES + RESPONSIBILITIES

For our team

You will:

- Be treated fairly and valued for the skills you bring.
- Receive competitive remuneration linked to your contribution.
- Work in a professional, supportive, and social environment.
- Be kept informed about the firm's strategies and plans.
- Undertake quality work.
- Take responsibility for and be trusted to do the tasks allocated to you.
- Realise your potential and develop your career.
- Receive honest, timely feedback on your performance.

And as part of a team

We ask you to:

- Work to the best of your ability always.
- Produce high quality work and deliver excellent client service.
- Work with others and share your experience.
- Seek to continually improve your working practices.
- Participate in the development of the firm.
- Respect the people you work with.





Steven

I was an experienced solicitor and partner when I came to LCF Law. Yet the opportunities and job satisfaction the company provides are way beyond anything I had envisaged. The level of work, range of clients, and sense of collaboration among colleagues are second to none.

Our clients see us as an integral part of their team and business, and we are trusted with significant legal transactions. You certainly feel like you are much more than a cog in a large chain.

My journey in the law began as an assistant solicitor for a practice in Bradford, specialising in commercial property, and I became a partner at the age of 30.

I spent 15 years in-house for Yorkshire Co-operatives, returned to private practice in 2012, and then joined LCF Law in 2020. I had been aware of LCF Law and its great people since my early days as a solicitor.

I had been on the 'other side' of the company on numerous transactions through my career and knew the team to be extremely professional, well organised and dedicated to its clients.



From joining the company, I was impressed with the firm's strategy for business development, while meeting clients' needs amid an ever-changing legal landscape. Getting the job done while providing a seamless service to clients resonated with me.

LCF Law has a commitment to commerciality and dedication to achieving successful outcomes for clients, quickly and smoothly.

Dedication and talent are evident throughout the firm, from paralegals to junior partners and beyond. The quality seen across the practice ensures that the firm punches well above its weight.

It is simply a very good place to work, and its ethos and culture are one of support, help and protection. Individuals are encouraged to develop and meet their potential.

There are a range of social events and perks that demonstrate commitment to colleagues. These thoughtful touches make clear the care and commitment that goes into making the working experience at LCF Law pleasurable, happy, and rewarding.

“

The quality seen across the entire practice and the experts within ensure that the firm punches well above its weight.

”

Steven Silver
Senior Lawyer



COMPANY BENEFITS

- Hybrid working.
- Free conveyancing if buying and selling your own home.
- A free will for you and your spouse/civil partner.
- 15% off other legal work for you and immediate family.
- Full day off for your birthday.
- Perk box and Wellbeing Hub.
- Free fruit, tea, and coffee in all offices.
- YuLife employee benefits app.



- Support for individuals in attending any external studies or training.
- Westfield Health cash plan. This allows you to claim money back, up to set limits, towards the cost of your essential health care. It also provides access to valuable health and wellbeing services. You pay for treatment as normal and keep the receipt. Submit your claim online and receive the money into your bank account within two working days.
- Westfield rewards – exclusive discounts site with hundreds of retailers.
- 24 Hour Advice and Information Line through Westfield Health. Whatever the issue, support and advice are just a phone call away. This service gives you access to confidential guidance on medical or domestic issues.
- UNUM lifeworks (Employee Assistance Programme).
- Company sick pay scheme.
- Seven hours' paid wellbeing leave each year – to be used for medical appointments and alternative therapies.
- Death in Service Benefit (Aviva) – life insurance.

- Perk box and Wellbeing Hub.
- Purchase of additional holiday – up to five days for a full-time colleague.
- Carry over up to three days' unused holiday to the next financial year.
- Long service awards.
- Social events including Christmas party and summer BBQ (family members welcome).

WE RESPECT THE INDIVIDUAL

We look after the physical and mental wellbeing of all our colleagues.

We have 12 trained and accredited Mental Health First Aiders throughout the firm as part of that support network.

We were shortlisted for an award at the Yorkshire Post Excellence in Business Awards 2021 for our work in this area.

Our wellbeing roadmap is set each year with new activities and initiatives for everyone.

LAW
FAIR +
SQUARE



Hana

Life at LCF Law involves working with colleagues who are both supportive and motivated. It is also a very friendly place to work, with plenty of career progression opportunities. Our hybrid working policies help us to achieve high quality results for our clients.

I completed my training contract with a legal practice in Manchester, where I qualified in private client work and completed a diploma in trusts and estates with the Society of Trust and Estate Practitioners, achieving a distinction.

After five years in June 2020, I moved to LCF Law – a growing, modern firm with a good client base and firm connections in the region. The company is forward-thinking and wants to go places.

I am very happy here. There is a great culture, varied and interesting work and a good support structure. There is a clear drive to develop staff and to help them achieve their potential. Friendliness and culture were high on the list for me, as well as a good reputation for quality work.



The management team at LCF Law is always open to ideas and suggestions, and works hard to support the training needs of the team. There is trust between colleagues to work together to hit targets and produce excellent work for our clients.

LCF Law is full of down to earth, friendly, focused people. We rely on each other to collaborate and do every job well. There are always people to ask, or to help bounce ideas around, if required.

LCF Law has a great atmosphere and is the right place for me.



LCF Law is full of down to earth, friendly, focused, people. We rely on each other to collaborate and do every job well.



Hana Gwyn
Senior Associate
Personal Law



WE CARE, WE SUPPORT + WE GET STUCK IN!

Our colleagues in all offices take an interest in the local community and are regularly involved in local and regional projects.

We recognise that our day to day business activities have an impact on the wider society and community in which we operate. For that reason, we have developed a Corporate Social Responsibility (CSR) strategy which we believe not only ensures that we act responsibly in respect of our clients, employees and stakeholders but also in relation to the environment and our local community.

By setting high standards we are paving the way for profitable growth and a more sustainable future for our community.

Being part of LCF is more than just a job. It's about the people, being part of a team and the wider community.



We Act For



Being part of LCF is more than just a job.
It's about the people, being part of a team
and the wider community.

BRIDIE + RYAN

Bridie Johnson-Power and Ryan Cotton became solicitors at LCF Law having completed their legal training with the firm.

Bridie is based in the Disputes department, working on an extensive range of commercial litigation and insolvency matters spanning shareholder and contractual disputes, as well as breach of warranties and indemnity disputes, high-value money claims and injunctions.

Ryan is working in our Real Estate team managing both commercial freehold sales and purchases, as well as leasehold transactions including drafting and negotiating leases and dealing with the sale of businesses where property is the main asset.

“

Both Bridie and Ryan did extremely well throughout their training and had already built up plenty of experience with direct contact client work over their training with us. We're delighted that they decided to continue their careers with LCF Law and there's no doubt they both have promising careers ahead of them and can play integral roles within our well-established Disputes and Real Estate teams.

”

Simon Stell

Regulatory & Projects
Manager and Former
Managing Director
LCF Law



LAW FAIR + SQUARE

One example of our work in the community is our partnership with the Yorkshire Dales Millennium Trust (YDMT), where we are helping to address the climate and biodiversity crises.

Through funding and volunteer support, we are enabling the Trust's woodland creation and management work, creating beautiful woodlands for both people and nature to enjoy.



“We know that nature is in crisis and we need to take urgent action to address the climate emergency. Engaging people and local businesses is key to our efforts and we are so grateful to have the backing of LCF Law. It's been a pleasure welcoming LCF volunteers to the Dales, helping us to create and maintain vital woodland habitat that will help to reverse nature loss and tackle climate change.”

YDMT is a small charity doing big things to look after the people, landscape and wildlife of the Yorkshire Dales. They deliver diverse and inspirational projects that help to create habitats for our wildlife, tackle climate change and empower a diverse range of people to stand up for nature. With our support, they aim to create 6,000 hectares of woodland habitat in the Yorkshire Dales by 2040, taking the area covered by woodland from 4.3% to 7% in the least wooded of England's National Parks.

Richard Hore

Development Officer
Yorkshire Dales Millennium Trust



“We are hugely committed to working sustainably and offsetting our carbon footprint and we also want to leave a long-term legacy. The Woodland Trust says we need about 1.5bn more trees in the UK to achieve net zero emissions by 2050, which is a staggering number! Sometimes these figures and the issue of climate change can seem insurmountable, but if everyone does a small amount to help, positive change really is possible.”

“

In addition to the tree planting, we are keen for our team to have the chance to get to know more about the vital work of the Yorkshire Dales Millennium Trust by working with the charity.

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“This partnership enables us not only to plant a large number of trees, but also to volunteer at the trust.”

Ragan Montgomery

Managing Partner
LCF Law



We are proud to receive significant recognition from clients and peers in the market to be ranked by The Legal 500 year after year.

By choosing LCF Law, clients, prospective recruits and existing colleagues can be confident that they have chosen a practice recognised as one of the best in the region.



Leeds 0113 244 0876
Bradford 01274 848 800
Harrogate 01423 502 211
Ilkley 01943 601 020

lcf.co.uk

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