

Annual Report

1 August 2019 - 31 July 2020



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We are a student-led organisation continuing to increase access to justice in Glasgow and the surrounding areas. We provide legal advice and representation for those who do not qualify for legal aid but who cannot afford a solicitor.

2019-2020 AT A GLANCE:

This session we continued to expand and refine our services, helping more people than ever before in Glasgow and the surrounding areas to access the legal services they needed. Through the continued efforts of our student volunteers we were able to win or save a record amount of money for our clients in 2019/20. The Initial Advice Clinic users figure is an approximation as the in-office database is inaccessible due to covid-19 restrictions.



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DIRECTORS REPORT

The Law Clinic has had another very productive year not only helping clients with their cases but, with the support of the Alumni Fund, developing resources for those we cannot represent. Despite the many challenges presented by the COVID 19 pandemic we have continued to operate albeit in a very different way.

In March, like many other organisations, the Law Clinic had to switch very quickly to providing our services remotely and I am incredibly proud of how our staff and student volunteers adapted. Within days we had adopted various new procedures and protocols to allow us to continue to operate and by the summer months had our usual team of student workers in place to maintain case work and carry out various operational tasks associated with running the Clinic.

We have continued to take on cases, provide on the spot advice via our Initial Advice Clinics (all operating remotely) and deliver our online service. Many of those in our community unable to afford legal advice or obtain legal aid have continued to have access to the advice and representation offered by our students who themselves were faced with many challenges due to the pandemic.

We have seen great success this year in our Asylum Project (TAP) with a number of our applicants being successful in gaining refugee status with the help of our students and supervising solicitor Gillian Melville. The remit of the TAP project is to help destitute asylum seekers pursue fresh claims for asylum. These cases are particularly challenging and involve painstaking work to find fresh evidence to support a claim. To see cases succeed is testament to the hard work of volunteer students led very ably by Gillian. Nothing says it better than those we support and one successful applicant had this to say:-

“Words cannot be able to express my gratitude to the Law Clinic for being our voice and giving us hope. Thank you for being a driving force for a change in our lives. We are so grateful for everything you've done for us which has culminated to our freedom, you are our heroes, and thus we say thank you so very much.”

For some time we have been looking at ways to overcome geographical and other barriers particularly to our IAC service and the pandemic has forced us into providing a remote service much more quickly than we imagined was possible. This was partly driven by one of our volunteer solicitors, Paman Singh, a former Clinic member and long serving volunteer with our IAC service. Thanks to him and the dedicated team of students who run this service we have been able to advise many clients from various parts of the country at a time they were having great difficulty accessing advice elsewhere.

After the initial lockdown a significant challenge for our students and clients was how to manage case hearings remotely, or in person with various protection measures in place and in some cases hybrid hearings with some parties taking part remotely and others being physically present. The majority of our cases involve Employment Tribunal hearings and they were among the first to get hearings underway with their CVP (Cloud Video Platform). They provided opportunities for representatives to become familiar with this platform and explained their system well which was very helpful. Although sometimes daunting for students and clients alike they have conducted a variety of hearings successfully.

We have seen an increase in demand for representation at Scottish Social Services Council (SSSC) hearings. The SSSC are the regulator for social service workers in Scotland and they investigate and decide on questions of fitness to practice. The clients we present cannot afford the services of a solicitor and legal aid is not available for hearings before the SSSC. The stakes for them can be high as their livelihoods can be at stake as well as personal reputation. Following very helpful training for our students provided by SSSC during the summer months and at the start of our new term in 2019 we represented a number of clients (with some hearings being conducted remotely) and advised others. Although there are some advantages to students and clients appearing remotely, for example, previously the round trip from Glasgow to Dundee over a course of some days was very demanding, there are considerable challenges in conducting hearings remotely. Among these are the simple things that can go wrong when relying on technology, for example when an internet connection is lost or a party does not have access to a laptop or has difficulty managing technology. The other issues are not being able to communicate with a client, or support them as effectively during the course of a hearing, not having a co-advisor beside you to take notes, offer support, find documents in the bundle and not having

access to a copier to have a hard copy of the bundle to refer to. These challenges are common to hearings in most forums. Despite these challenges our students have stepped up to the considerable challenge of representing our clients in this way and have tackled these difficulties bravely and confidently and they should be very proud of their achievements. We certainly are!

While we prepare for the onslaught of cases which will inevitably result from the pandemic and its associated impact on the economy and physical and mental wellbeing we can look back with some satisfaction at what we have achieved over the past year, despite the circumstances. We have been on a steep learning curve since March 2020 and some of the lessons we have learned will lead to improvements overall in the service we provide. However we miss seeing the faces of our students and colleagues, shaking hands with our clients and listening to the general hubbub our clinic space creates. We will certainly look forward to that when the time comes hopefully in the not too distant future.

Kate Laverty, January 2021



HIGHLIGHTS AND AWARDS

ANNUAL GENERAL MEETING AWARDS

Some of the most important awards in each clinic session are those that we award internally to the students that allow the clinic to operate so effectively. These were awarded at our AGM on Wednesday 23rd October 2019.

This year, the members chosen by fellow advisors for recognition on account of their efforts during the year were as follows:

Best Newcomers	Claire Thomson
Best Project Work	Robert Dorrian and Scott MacDonald
Best Case	Elsbeth Drysdale and Kara Toal
Best Case Worker	Eilidh Campbell
The Amanda Benstock Award for Compassion	Ben Dickson
The Effie Shaw Award for Dedication	Anthony Pace
Best Overall Contribution	Rebecca Farquhar

EXTERNAL AWARDS

The University of Strathclyde Law Clinic was shortlisted for three awards over the last reporting year. Representatives of the Law Clinic attended the: Herald Society Awards 2019, Herald Law Awards of Scotland 2019 and Strathclyde Union Star Awards 2020.

THE HERALD SOCIETY AWARDS 2019

Our Supervisor, Gillian Melville, was named a finalist for the Herald Society Worker of the Year Award at the awards ceremony on 6 November 2019.

THE HERALD LAW AWARDS OF SCOTLAND 2019

The Law Clinic was shortlisted as a finalist in the category: Prob-Bono Award at the Herald Law Awards of Scotland 2019 on 27 November 2019.

STRATHCLYDE UNION STAR AWARDS 2020

The Law Clinic's Prisons Project won the Community Project of the Year at the Strathclyde Union Star Awards 2020. Prisons Project Coordinator, Emelia Conner, attended the Strathclyde Union Star Awards 2020 virtual award ceremony.

THE LAWWORKS AND ATTORNEY GENERAL STUDENT PRO BONO AWARDS 2020

The Law Clinic's Initial Advice Clinics was shortlisted as finalists in the category Best Contribution by a team of students at the LawWorks and Attorney General Student Pro Bono Awards 2020. As a result of Covid-19, the awards ceremony was postponed.

SUPERVISORS ATTEND GLOBAL ALLIANCE FOR JUSTICE EDUCATION BIENNIAL CONFERENCE



Law Clinic supervisors, Gillian Melville and Kathleen Bolt, attended the Global Alliance for Justice Education Biennial Conference held in Indonesia in December 2019.

The Biennial Conference which takes place in a developing country with the aim of extending participation in discussion and debate around justice was held in Indonesia in December 2019. The Alliance exists to promote justice education in a variety of ways with commitment to the use of clinical legal education and student participation in the delivery of legal education to achieve social justice.

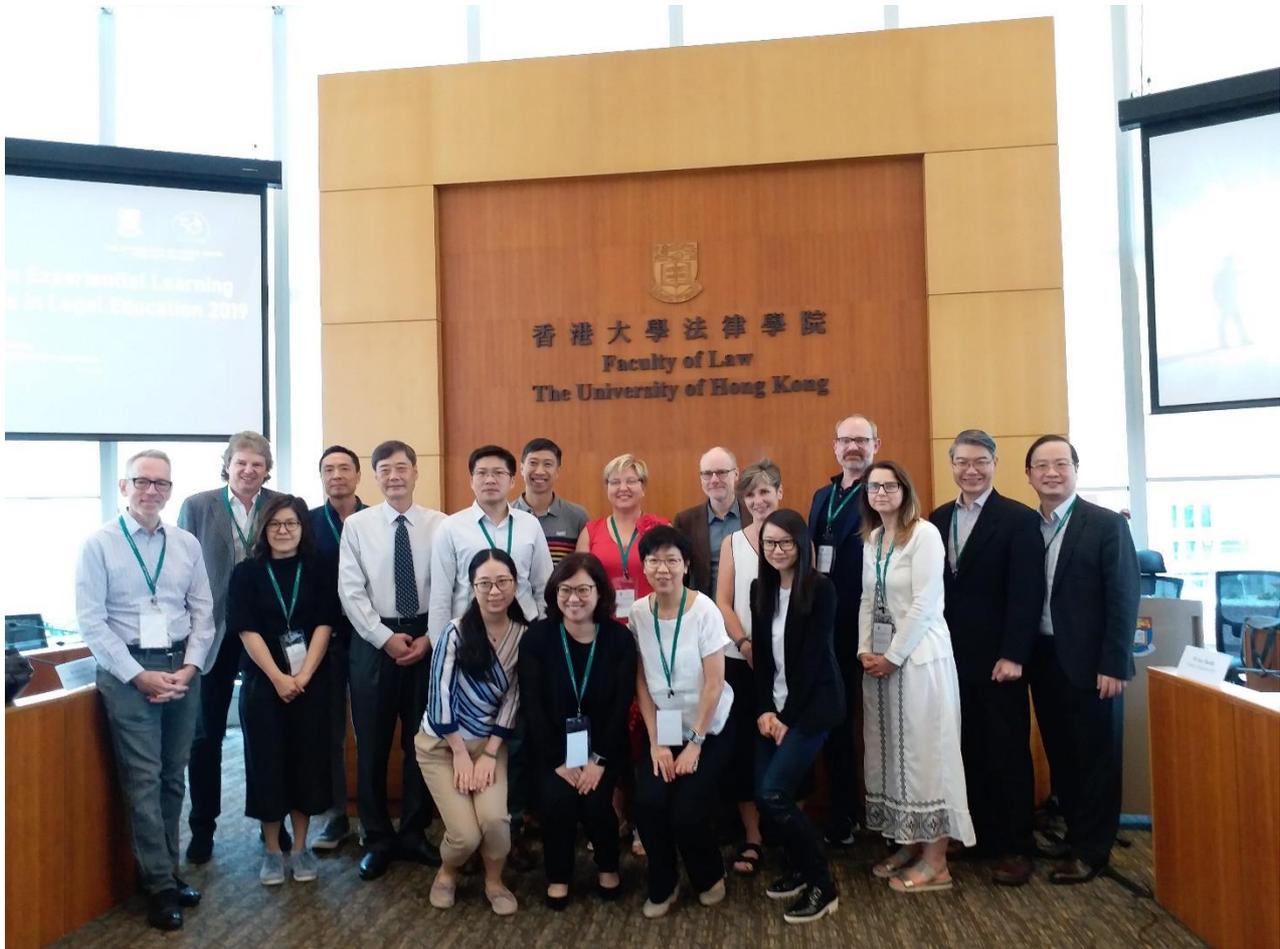
The Conference involved workshops over 5 days with two further days training in delivering clinical legal education and street law. Delegates from all over the developing and developed world participated by sharing experience of both clinical teaching methods and initiatives and the many ways in which University students and staff, local lawyers and paralegals are working together to try to deliver social justice for marginalised groups through street law and legal clinics. Several presentations were presented by students including those hosting the Conference at Pasundan University, Bandung.

The Conference highlighted the nature of the social justice issues faced across the world, including gender-based violence, trafficking of women, detention of prisoners without trial and the needs of street children. How do we consult and involve communities in identifying the issues that are important to them, how do we tackle the disconnect between what law promises to people and what it delivers-and how do we ensure that people are aware of the rights that they even have?

Kathleen Bolt reflected on the Conference saying:

“Everything we discussed could apply to any one of the communities in the countries and regions we represented in their own way. The Conference created an environment for sharing experiences and learning in a supportive and constructive way and represented all that is good about internationalism, a core value of this University.”

DIRECTOR ATTENDED CONFERENCE AT UNIVERSITY OF HONG KONG



Law Clinic Director, Kate Laverty, attended a Conference at the University of Hong Kong in October 2019.

The Conference was held to celebrate 50 years of the Faculty of Law at the University of Hong Kong. The Conference focused on experiential learning and innovations in legal education. The Conference drew from experiences of several experts from various parts of the world including, China, USA, Australia, Hong Kong and the UK. The Conference also drew from experiences in other fields such as dentistry, medicine and education regarding approaches to experiential learning.

STUDENT DIRECTORS PRESENT TO THAILAND JUDGES



Senior Judges from Thailand spent two weeks in Glasgow learning about the University of Strathclyde Law School and aspects of the Scottish Legal System.

The event organised, by Professor Paul James Cardwell of the University of Strathclyde Law School, was part of a two-week trip aimed to provide Thai Judges with an insight into the Law School and aspects of the Scottish Legal System.

The Senior Judges expressed an interest in learning more about the Law Clinic so Student Directors of the University of Strathclyde Law Clinic, James Anderson and Kirstie Webb provided a presentation to the Judges, describing the work the Law Clinic undertakes, how it operates and the student involvement in the Clinic.

Dr. Sutatip Yuthayotin, one of the judges from Thailand, assisted the Student Directors by translating their presentation, reflected on the event saying:

“As legal practitioners, we, the visiting judges from Thailand, have found that the law clinic at Strathclyde University offers important opportunity for young students to learn laws by their own practical experiences. This is a unique form of legal education that will be beneficial not only to individual law students but also to the community and public as a whole.”



OUR BACKGROUND

HISTORY

Established in 2003 by Professor Donald Nicolson OBE, we provide free legal advice and representation to people in Glasgow and the surrounding areas who cannot access this through other means.

We aim to complement existing services (like Citizens Advice Bureau) and we act for those who cannot afford professional legal services or access legal aid. We are the first of Scotland's current university law clinics. We build upon the tradition of clinics in the US, the rest of the UK, and the Commonwealth where clinics are recognised for their value to the community and to each new generation of lawyers.

ETHOS

Our aims are to help improve access to justice, to help address the local community's need for legal services and to put our clients' interests first.

Our students gain valuable experience through their involvement in clinic work in terms of developing legal skills, seeing law being applied in practice, while reflecting on the ethics and justice of legal practice. Students find their involvement challenging, rewarding and useful as an insight into law in practice.

The Clinic offers students a better understanding of the legal and other needs of their local community and the impact good quality advice and representation can have on the outcomes of disputes. It also encourages young lawyers to be more empathetic and altruistic in their future careers and to be aware of the barriers that exist for those struggling to access justice.

MODE OF OPERATION

The Clinic is a student-led, voluntary organisation based in the Law School at the University of Strathclyde. The Clinic is overseen by acting Law Clinic Director, Kate Laverty, who has considerable experience both advising low income clients as a practicing solicitor and supervising students in the Law Clinic.

Our Executive Committee is responsible for the day-to-day running of the Clinic. Our Executive Committee is made up of a majority of student volunteers alongside Clinic staff. Some of these volunteers are appointed to a role (e.g. Training Officer) while others are elected to represent the views of our entire student membership. Our Management Committee makes urgent decisions concerning the Clinic and is made up of the Director, Supervisors and Student Directors who lead the Executive Committee. Our Supervisory Committee is made up of non-members from the University, legal profession and local community and provides advice on the Law Clinic's strategy and direction.

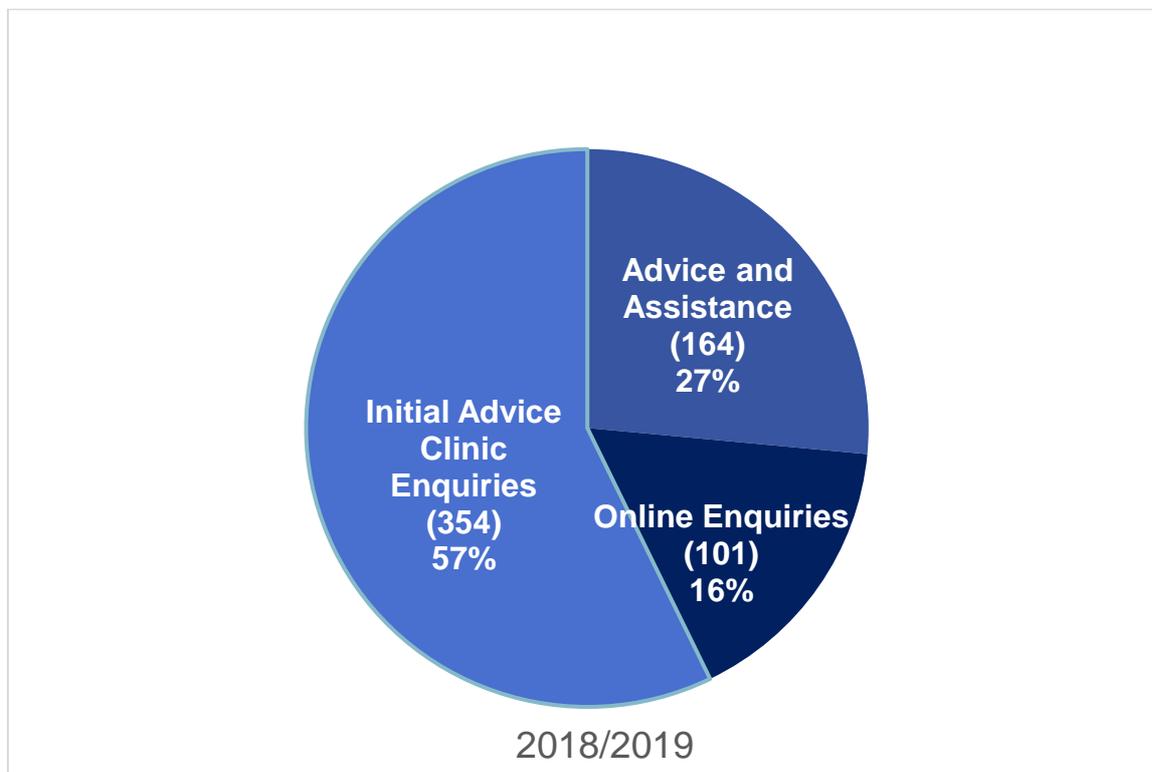
We had eight “firms” of student advisors from August 2019 to July 2020. Student Firm Coordinators lead each firm, acting as a mentor and line manager, assisting firm members with their cases and any problems arising. Students primarily work in pairs to assist clients, unless the case requires a larger team.

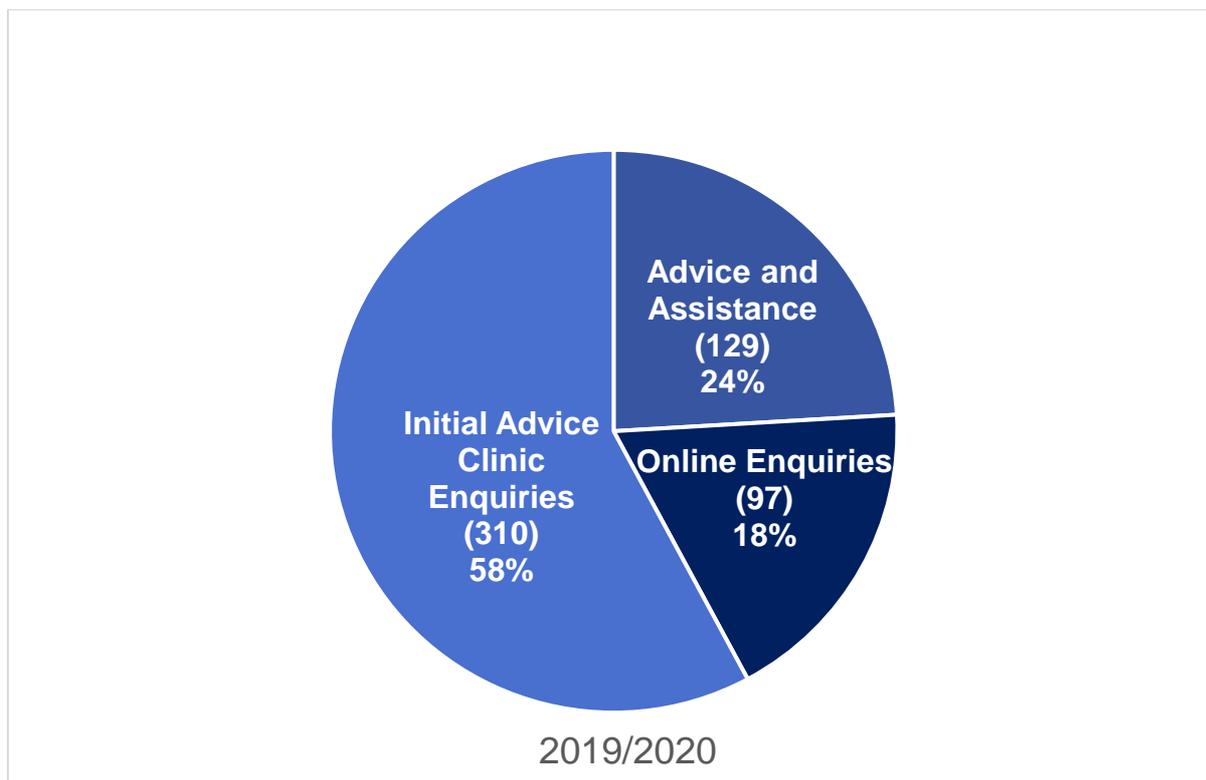
We never give any advice to a client without it first being checked by one of our legally qualified supervisors. Law School academics and solicitor volunteers offer additional specialised advice where this is needed. We have an insurance policy in place and all clients sign a disclaimer which highlights that the advice and assistance we offer is delivered by students who are not professionally qualified. We operate a strict policy of confidentiality, and all client files are securely stored in line with current GDPR standards. We apply, at a minimum, the same standards of ethics and professional conduct that apply to Scottish solicitors.

CASES AND CLIENTS

OVERVIEW

In recent years we have developed an innovative approach to offering our clients the services they need. The Law Clinic divides its enquiries into three separate casework ‘streams’, instead of offering an inefficient “one-size-fits-all” service. We resolve urgent and simple enquiries through our award-winning Online Advice Service. Clients can seek immediate and more detailed advice at our regular Initial Advice Clinics from volunteer solicitors and trainees. Finally, our traditional advice and assistance service offers the most complete service, over a longer period.





The decrease in Advice and Assistance cases has ensued from having one less supervising solicitor as funding for this post came to an end.

While the Initial Advice Clinic Enquiries have increased year on year since its inception we have seen a slight downturn this year due to the impact of COVID 19. We had to close the service over the first few weeks of the first lockdown in March 2020 until we could institute new procedures for remote working. The figure provided is an approximation as the in-house database is currently inaccessible however our estimate is that there is a slight reduction in the total number. Since then the Initial Advice Clinics have continued to run remotely and the Initial Advice Clinic Project Coordinators have kept the service running smoothly. We are indebted to the volunteer solicitors and students who continue to give their time to provide free legal advice remotely.

We provide a full package of services: legal problems are rarely isolated from other issues. We aspire, where appropriate, to empower clients by equipping them with the knowledge to help themselves and provide them with access to other resources. To do so, we have updated our website to include Disability Discrimination and Employment Tribunal related resources to assist those in the community, to inform them of their legal rights and the required knowledge for bringing such claims in the Employment Tribunal.

We refer clients to selected legal practitioners and agencies better equipped to deal with specialist issues to ensure that our clients receive the assistance they need. There is no single measure of our success rate as our clients are sometimes able to resolve their legal issues following basic advice, whereas others have cases without any prospect of success or where there is no legal remedy.

SUCCESS STORIES

DISABILITY DISCRIMINATION AND TUPE CASE

This client came to the Law Clinic after being diagnosed with a serious illness. Her dispute was with her employer about issues arising from her illness. The case had a number of complexities, involving TUPE and other issues, but disability discrimination cases are difficult to navigate without representation in any event. After appearing at a Preliminary hearing conducted by our students the case progressed to judicial mediation where a settlement was reached. One of the important elements of the settlement for the client was a commitment by her employer to improve practices and procedures relating to disability including enhanced training for managers on equality and diversity issues. This kind of change meant a lot to our client as it improved practice for other employees who might face similar conditions. Judicial mediation made this kind of resolution possible with a long lasting impact not just for our client but for others.

DISABILITY DISCRIMINATION AND UNFAIR DISMISSAL CASE

This year, three of our student advisers ran an employment tribunal claim for a client with severe long-term depression. He had been dismissed from his job for a reason connected with his disability. The advisers helped him lodge a claim and settled his case on the first day of his tribunal hearing for a sizeable sum. The client was very grateful and said 'The service provided by the Law Clinic was excellent from start to finish and for that I am very grateful . I wish to thank everyone involved in what was a great outcome for me and I can't thank you enough for that. The students acted in a very professional manner and I wish them every success for the future.'

ASYLUM PROJECT CASE SUCCESS

This year, the Law Clinic's Asylum Project assisted a client who had been a victim of domestic abuse in obtaining refugee status for her and her daughter. Her husband, who had joined a violent extortion gang, had threatened her with forced FGM so she sought refuge in the UK. Her initial claim for asylum had been refused. Our advisers gathered evidence for her and submitted a fresh claim for asylum, which was

successful, and now her and her daughter have refugee status in the UK. The client said:

"Words cannot be able to express my gratitude to you and university of Strathclyde Law Clinic for being our voice and giving us hope. Thank you for being a driving force for a change in our lives. We are so grateful for everything you've done for us which has culminated to our freedom, you are our heroes, and thus we say thank you so very much."

SUMMARY OF ADVICE AND ASSISTANCE CASES

STATISTICS

The outcomes of cases we helped with were many and varied with the measure of success often subjective. For some clients success was a good reference, their wages paid or an acknowledgement of unfair treatment. For others it meant a well negotiated financial settlement or a full hearing resulting in a judgement in their favour. Many were satisfied just to receive advice on their options. Some felt a measure of success even though hearings did not go in their favour but they got the chance to have their story heard.

Below is an attempt to record outcomes but they cannot reflect the nuances of how clients view success in a case.

In terms of financial gains alone our cases resulted in a total of £181,503.38 won or saved for our clients this reporting period.

Our statistics are measured across all the cases we closed this session. We exclude cases where no assistance could be given beyond advice alone. We consider a case to be a success where it results in our client meeting, at least partially, their objectives.

CASE OUTCOMES

Case Outcomes		Number
All Cases Closed		67
No Action Beyond Advice	- No Action Possible	16
	- Client Dropped Matter	5
	- Advice Only	12
	- Referred to Another Body	1
	Subtotal	34
Action Beyond Advice	- Case lost	3

	- Negotiated Settlement	20
	- Case Partially Successful	1
	- Other successful outcome	2
	- Case Won	7
	Subtotal	33

Advice and Assistance Cases

Category (Advice and Assistance Cases)	2018-2019	2019-2020	Change
Employment	96 (59%)	44 (66%)	-52
Housing	34 (21%)	15 (22%)	-19
Consumer	14 (9%)	2 (3%)	-12
Insurance	2 (1%)	0 (0%)	-2
Other	18 (11%)	6 (9%)	-12
Period Total	164	67	-97
Monthly Average	13.7	5.6	

Online Cases

Category (Online Cases)	2018-2019	2019-2020	Change
Employment	21 (21%)	28 (29%)	7
Housing	33 (33%)	21 (22%)	-12
Consumer	11 (11%)	16 (17%)	5
Other	36 (36%)	30 (32%)	-6
Period Total	101	95	-6
Monthly Average	8.4	7.9	

All Cases

Category (Online and Advice and Assistance)	2018-2019	2019-2020	Change
Employment	177 (44%)	72 (44%)	-105
Housing	67 (25%)	36 (22%)	-31
Consumer	25 (9%)	18 (11%)	-7
Insurance	2 (1%)	0 (0%)	-2
Other	54 (20%)	36 (22%)	-18
Period Total	265	162	103
Monthly Average	22.1	13.5	

TYPES OF CASE

Employment cases by their very nature are very complex and often involve tight deadlines. Time limits are shorter and there are generally more procedural requirements. In terms of volunteer student time Employment cases require a substantially greater number of hours per case. We are seeing an increasing number of disability discrimination cases which carry additional complexities and are demanding of both students and staff. Many of our clients facing discrimination are vulnerable and need additional support in managing their cases through the tribunal process. We reached a record number for our financial case gains this year and this reflects the type of cases we are dealing with.

Despite receiving proportionally the same amount of Housing cases, we have seen an increase in the number of cases before the First –tier Tribunal (Housing and Property Chamber). However, this remains low in comparison to Employment Tribunal claims. Our students are representing less often in Simple Procedure cases and perhaps that is reflected in the shift to the Housing and Property Chamber. More of our client’s consumer issues seem to be resolved more readily through our IAC service and Online service leaving us more time to dedicate to more complex cases.

Towards the end of this year we were required to reduce our service capacity as our legacy fund came to an end this resulted in a loss of a supervisor in the summer of 2019. This meant the law clinic had to lower the number of full advice and assistance

and online cases due to the lack of supervision. Despite this we managed to sustain the total number of people receiving advice through our IAC drop in service.

INITIAL ADVICE CLINICS

These provide the public with a drop-in service where they can obtain on-the-spot legal advice from a volunteer solicitor or trainee.

As with recent years, we ran two evening sessions per month at the Law Clinic's office.

This session was drastically different to previous years due to the impact of Covid-19. The IACs operated as usual between August 2019 and March 2020, supporting a significant number of clients through this initiative. Between 19 August 2019 and 16 December 2019, we supported an average of 15 clients per IAC. This average does not include the number of clients we couldn't advise on the night due to high demand. The most common enquiry type was employment, followed by housing then consumer then family.

A significant number of our volunteer solicitors and trainees are Clinic alumni. During this session, we advertised the work of the IACs on our social media platforms in an effort to find additional volunteer solicitors/trainees. After receiving positive interest, we held an open evening for the prospective volunteers to hear more about the format of advice provision and to see the Clinic office. We continually attract interest from solicitors who wish to volunteer with us. We have a good base of volunteer solicitors and trainees, particularly employment law volunteers to whom we are incredibly grateful for their commitment to providing pro bono advice in this way.

When the country was put into lockdown due to Covid-19, we began operating the twice monthly IACs remotely via Zoom. The first virtual IAC was set up relatively quickly meaning we only missed two scheduled IACs, albeit the first virtual IAC on 20 April 2020 was a pilot and we advised only 2 clients. Thereafter the virtual IACs have grown significantly with the help of our student and solicitor/trainee volunteers, seeing around 9 clients per evening. The virtual IACs provided an avenue for clients to receive advice at a time when free advice provision may have been less available, this was especially important as many legal issues arose due to Covid-19. The virtual nature of the service also allowed our volunteers to advise people irrespective of their location. With the help of some more students and solicitors/trainees, virtual IACs have the potential to help as many clients as an in-person session. The intention is to

continue operating virtual IACs until in-person IACs are safe to operate, but also to put in place arrangements to provide the remote service on a more permanent basis.

ONLINE ADVICE

Launched in 2014, the online project is an internet-based service which provides legal advice and assistance for enquiries without the need for a face-to-face interview. This service offers crucial access to the Clinic for those who are unable to attend our office and who need urgent legal advice. It therefore plays a crucial role in allowing us to deliver our flexible services.

This session, the service dealt with 88 online enquiries, a decrease of 4 on last year's 92. This decrease is due in part to pauses we made to our online services due to holiday periods. A point to note is that the service has remained operational throughout the Covid-19 pandemic, offering our clients with crucial advice at a time of great uncertainty.

We also offer an online library of legal resources for the public. These FAQs offer standard information on Employment Tribunal time scales and procedure, for example. They empower people to resolve their own basic legal enquiries, and free up our limited resources for clients most in need of our bespoke services.



PROJECTS

PUBLIC LEGAL EDUCATION

Prisons Project

The Prisons Project aims to offer people with convictions an easier transition back into employment and their community. We hope to provide them with some legal knowledge and information about relevant ongoing issues that could arise when offenders are released from Prison and seeking employment.

We have an arrangement with Low Moss Prison to visit on a weekly basis. Low Moss Prison is in the outskirts of Glasgow. It has capacity for 784 prisoners and it manages male offenders on remand, short term offenders (serving less than 4 years), long term offenders (serving 4 years or more), life sentence offenders and extended sentence offenders (Order of Life Long Restriction) primarily from the North Strathclyde Community Justice Authority area. The Project successfully visited the Prison between July 2018 and February 2019 every week and continued to visit around the Christmas period which within the prison is business as usual. Unfortunately, due to COVID19, we were not able to visit the prison from the beginning of March 2020 and it is still unclear when visits will resume. Two students visit the prison on a Friday and deliver a presentation followed by questions and discussion to a group of around 20 prisoners. The presentation continues to focus on the Rehabilitation of Offenders Act 1974, however, we have updated the presentation to include some additional information on employment issues as well as some more practical examples to encourage engagement with the prisoners.

Since the pilot of the project in 2010, the Prisons Project has experienced various levels of engagement. However, in 2019 we became more engaged with the Links Centre with HMP Low Moss and the staff there which has been productive. We are continually developing useful resources in response to feedback from prisoners and staff and the students involved have found their involvement in this work very rewarding. The project Co-coordinator, Emelia Connor, was awarded a Shining Star Award by the University of Strathclyde Union for her work in this project which was well deserved and recognises her commitment and enthusiasm for the programme.

Disability Discrimination Project

The Disability Discrimination Project was funded by Strathclyde Alumni fund and during this reporting period, the Disability Discrimination Project produced a number of resources for student advisors and the general public to assist with raising disability discrimination claims in the Employment Tribunal and ran two training sessions for students.

The aim of the project is to produce resources to enable volunteer Law Clinic students provide good quality advice and representation to those experiencing discrimination in the work place and to make those resources available to members of the public who cannot obtain advice elsewhere.

This area of law is complex and claimants can find it very difficult to articulate how their experience constitutes discrimination and thus find it hard to assert their rights. Many of our clients have been unable to obtain advice and representation because they cannot afford it and cannot obtain legal aid. This project aims to provide Clinic students with specialised knowledge and practical skills in this area of law, provide advice and representation to people suffering discrimination in the workplace and to create accessible practical resources to allow shared learning in this specialised area.

Over the course of the reporting period, the two students running the project worked on four disability discrimination cases. Two of these cases are still ongoing and the advisors involved have developed in-depth knowledge of the law in this area. The two concluded cases both achieved good outcomes for the respective clients by way of negotiated settlements.

The advisors involved in the project have now produced a range of slideshows for the general public which has been made available to the public free of charge via the Law Clinic website. These slideshows have been published on the website alongside the Employment Tribunal Project slideshows.

The advisors running the project delivered two training sessions to student advisors and law students at the University of Strathclyde during the reporting period. The training sessions were well received and provided in depth knowledge of how to run a disability discrimination case with helpful discussion on various matters following the presentation.

The Law Clinic would like to thank the Strathclyde Alumni Fund for its support of this project.

EXTERNAL COLLABORATIONS

SCOTTISH WOMEN'S RIGHTS CENTRE (SWRC)

The Scottish Women's Rights Centre is a partnership between the Law Clinic, Rape Crisis Scotland, and Just Right Scotland (JRS). The SWRC provides free legal information, advice, advocacy, and representation to women affected by violence and abuse. The Centre strives to fill the gaps that exist between women's experiences of gender-based violence and their ability to access justice by working with specialist solicitors and experienced advocacy workers. In 2019/20, 11 of our volunteer student advisors supported the SWRC solicitors in providing this service with the additional support of former Law Clinic advisors who have continued to volunteer and we have secured funding for the year ahead.

In January 2020, the SWRC received a very positive independent evaluation of our services and our model of delivery, which recognised the unique perspective achieved through a collaborative approach.

SWRC Helplines provide legal information and advice directly to survivors. Between 1st April 2019 – 29th February 2020, the Helpline answered 537 calls. The 'core' SWRC helpline service was increased to 4 sessions per week during 2019 and is complemented by a weekly legal helpline for survivors of sexual harassment. Callers are provided with initial information and advice and may be referred onto external solicitors, Women's Aid or Rape Crisis Scotland, or another appropriate service, including SWRC's legal team and Advocacy service.

SWRC legal advice surgeries are provided in collaboration with a network of local violence against women services in Glasgow, Lanarkshire, Stirling, Edinburgh, Dundee and Inverness and are an opportunity for survivors to discuss their case with our solicitors and get tailored legal advice. Over 80% of survivors said they found the service helpful or very helpful in progressing the options discussed. Since the COVID-19 pandemic, all surgeries are taking place remotely by telephone or video call and are open to self-identifying women located anywhere in Scotland.

The SWRC undertook varied casework, where doing so would address a gap in justice for survivors of gender-based violence, including civil damages, CICA compensation and appeals, protective orders, child contact, police complaints and Right to Review.

The FollowIt App was developed with survivors of stalking, the violence against women sector, police and the COPFS offering women survivors of stalking access to

a practical and secure tool to log incidents and aid investigations, should they decide to report to the police. Launched in December 2019, the FollowIt App currently has 94 users. For more information on FollowIt App please see our short video at: <https://vimeo.com/374390485> .

THE ASYLUM PROJECT (TAP)

TAP provides assistance and representation to destitute asylum seekers who, after having exhausted all of their rights of appeal, may have grounds for a fresh application for asylum.

As a partner of the Destitute Asylum Seeker Service (DASS), TAP works with Scottish Refugee Council, British Red Cross, Refugee Survival Trust and others in a large network of organisations that support the varied needs of the UK's destitute asylum seeker population.

Through the assistance of student advisers and our OISC accredited supervisor Gillian, TAP provides clients with legal representation, advice and support on a range of issues related to immigration. With the bulk of this work consisting of preparing fresh asylum claims, TAP members gather evidence and provide detailed research in preparation for a fresh claim. This work is not generally covered by legal aid and the work of TAP serves to fill gaps in Legal Aid provision. The majority of cases are then referred on to specialist solicitors for submission. Due to the slow-moving nature of the immigration system, these cases can be time consuming and span numerous reporting periods.

At the conclusion of the reporting period, TAP had 28 open cases. Of these cases, 10 have had fresh claims submitted. Two were refused but have gone to judicial review, and the remaining 8 are awaiting decision. The total number of new referrals was 33.

Since the start of the reporting period, from August 2019 to July 2020, TAP have closed 18 cases. The results of these were as follows:

- 3 successful fresh claims (granting 4 people status; 3 as claimants, 1 as dependent on a claim)
- 1 successful protection-based claim.
- 2 cases to use TAP's support to obtain documents as evidence for fresh claims.
- 8 claims for advice and support.
- 1 case passed on due to complexity issues.

-
- 1 case closed through loss of client contact.
 - 2 cases closed as client awaiting fresh claim decisions, but no further law clinic involvement required.

This year also saw the first incidence of TAP submitting 2 claims directly. Of these, 1 was successful and the other is awaiting decision.

TAP members also ran two public legal education sessions, which are currently being revised for online delivery. Another well received project was the running of two forum theatre performances at the Edinburgh Fringe Festival in August 2019, with thanks to the European Network on Statelessness for funding and Refugee Survival Trust for organisational support.

TAP has received positive feedback from both clients, partner organisations and members and received very positive comments in the formal evaluation of the programme. . The coronavirus situation has led to modifications in many working practises, however, TAP continues to provide a high level of support to clients in difficult situations. The general consensus from members is that although the work involved can be emotionally testing, cases are both important and rewarding.

Fresh claims notoriously difficult to succeed with, with estimated success rates being as little as 5 percent or fewer of cases. When a person's first asylum claim rejected, they normally lose all rights to public support including housing support and thus many become destitute, relying on charity to survive.

The impact of successful application can not be underestimated. A positive decision can really change someone life. Therefore the amount of time that needs to go into such cases is justified by the impact of a successful outcome.

TAP provides clients with a much needed service which is often misunderstood or nor appreciated by those external to the project. In the evaluation, one client summarised this as follows: They speak to you with compassion and take time to understand you and your case fully. They are very good at attention to detail and have picked up on significant material which was missing from the original submission. Communication is very good, effective and quick and they do it all with no recognition. It has given me psychological relief to know that people are actively doing a job on my case." This client's fresh claim was submitted directly by the law clinic in May this year with the outcome pending.

Another law clinic client whose claim the law clinic also submitted directly recently received a positive outcome. She said "Words cannot be able to express my gratitude to the Law Clinic for being our voice and giving us hope. Thank you for being a

driving force for a change in our lives. We are so grateful for everything you've done for us which has culminated to our freedom, you are our heroes, and thus we say thank you so very much.'

CRIMINAL CONVICTIONS UNIT

The University of Strathclyde Law Clinic works in Partnership with The Miscarriages of Justice Organisation Scotland (MOJO) to investigate potential wrongful convictions.

This collaboration provides students with high quality training on how to conduct a thorough investigation into the potential miscarriages of justice as well as an in-depth understanding of the unique legal rules within the criminal law discipline. This is done with a view to supporting applications to the Scottish Criminal Case Review Commission (SCCRC).

The Criminal Convictions Unit (CCU) provides Law Clinic student volunteers to our partner organisation MOJO who will then aim to identify and correct miscarriages of justice through structured investigations whilst providing support for their clients. Students learn about both the theoretical and practical aspects of the Criminal Justice System including fundamental case precedents and relevant legislation.

Cases that are eligible for review are those which concern claims of genuine factual innocence. Examples of such factual innocence include eyewitness misidentifications, inaccurate forensic evidence or false confessions. We were fortunate to recruit 6 volunteers from the Clinic to create a team of 7 students who work on cases at least one full day per week and collaborate with other MOJO Volunteers and workers from various professional disciplines.

MOJO is a key player within the legal sector and as such is regularly invited to contribute opinions on proposals to new legislation being introduced to the Scottish Parliament. The partnership with MOJO has allowed our students to voice their opinion in matters such as the *Hate Crime Bill Consultation* and the *Proposed Whole Life Custody Bill*.

In addition, on 8 November 2019, several students attended a training day at the Scottish Criminal Case Review Commission (SCCRC). This included an introduction to board members and the referral team. The SCCRC operate under ***Section 194C of the Criminal Procedure (Scotland) Act 1995*** so not only did our students gain legislative knowledge from this visit as this act and the powers it grants were

discussed at length but students were then given real life case examples on how each rule applies. To conclude the training session, the restrictions of the criminal justice system were examined in detail.

SCOTTISH UNIVERSITIES LAW CLINIC NETWORK

The Law Clinic remains part of the Scottish University Law Clinic Network (SULCN), formally launched in June 2012. This network provides a forum for the exchange of ideas between law clinics based in Scotland on subjects such as ethics, public legal education, practice and procedure in Law Clinics and clinical legal education.

The University of Strathclyde Law Clinic was due to host the ninth annual conference of SUCLN in May 2020, however, because of the COVID-19 pandemic we were unable to host this event at the University.

Despite the challenges and impact that the COVID-19 pandemic has had on everyone, we organised an alternative to the conference in the form of a webinar held over Zoom, hosted by Malcolm Combe of the University of Strathclyde. This took place on 27 May 2020 and was attended by the Student Directors, James Anderson and Kirstie Webb, the Director of the University of Strathclyde Law Clinic, Kate Laverty, Law Clinic Supervisor, Kathleen Bolt, one of the incoming Student Directors, Jordan Hamlett, the incoming Deputy Student Director, Rebecca Dyer, along with students and staff from Strathclyde, Glasgow Caledonian, Edinburgh, Edinburgh Napier, Dundee and Aberdeen Universities.

SULCN provides Law Clinics with the opportunity to discuss recent developments, operational changes, and the challenges faced by each. Additionally, in this year's event, the impact, and challenges that the COVID-19 pandemic has presented to Law Clinics and Pro Bono work was also discussed.

The event was opened by the University of Strathclyde Law Clinic Student Directors, James Anderson, and Kirstie Webb. The founders of SULCN, Ryan Whelan, Eamon Keane, and University of Strathclyde Law Clinic Alumni, Hannah Cosgrove all spoke of their experience in founding SULCN and reflected on the process. They also spoke of their experiences in doing pro bono work throughout their respective careers so far, and the current and future impact of pro bono work due to the COVID-19 pandemic. It was inspiring to hear from them and to see that their passion and commitment to improving access to justice has not wavered since they graduated from their various Clinics in Scotland.



Our student volunteers are at the heart of what we do. By inspiring more and more young lawyers to use the law in order to make a difference, we continue to provide a growing, invaluable service to the community.

MEMBERSHIP

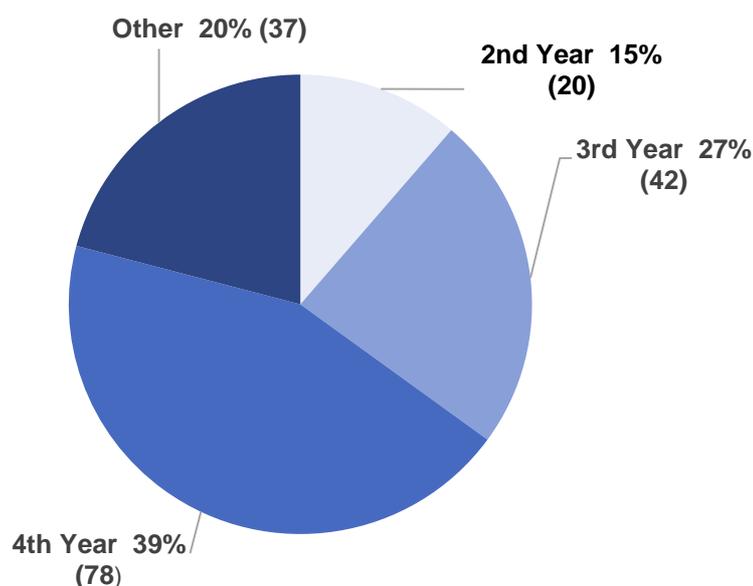
STUDENTS

The Law Clinic operated with a total of **177** student volunteer members over the reporting period. The statistics below represent the percentage of students across each stage of their degree. These statistics were recorded prior to the recruitment of new student volunteers for each reporting period.

Student Membership

Category (Student Membership)	2018-2019	2019-2020	Change
Second Year	20 (15%)	20 (11%)	0 (0%)
Third Year	36 (27%)	42 (28%)	6 (14%)
Fourth Year (Hons)	52 (39%)	78 (44%)	26 (62%)
Other (Diploma, LLM)	27 (20%)	37 (21%)	10 (24%)
Period Total	135	177	42

Student Membership 2019/20:



STAFF

We could not operate without our team of dedicated staff members who collaborate with our students to ensure a high quality of service provision and allow the Clinic to run smoothly on a day-to-day basis.

All work carried out by our student volunteers is first checked by one of our three Supervisors and Administrators prior to distribution. This ensures that the Strathclyde Law Clinic provides our clients with a consistent, high quality service.

Our staff team is made up of: Kathleen Laverty, Director and Supervisor (0.8 FTE); Gillian Melville, Supervisor (FT); Diane Inglis, Administrator (0.8 FTE); Kathleen Bolt, Supervisor (0.5); Karen Yuill, Administrator (0.2 FTE).

SUMMER WORK

We employ Student Advisors on a part-time basis over summer to ensure that our casework can continue, to provide administrative support and to develop new projects. Without these students, we would have significantly lower capacity over summer, and would struggle to develop our activities and projects effectively.

In summer 2020, we employed **7** summer students on a **15-hour** per week basis for a period of **12** weeks and **2** students on a **12-hour** per week basis for **12** weeks. We were able to maintain this crucial resource with thanks to the Scottish Women's Rights Centre, the University of Strathclyde Alumni Fund and the DASS project.



TRAINING

Training our Student Advisors is an important part of ensuring that we maintain our high standards of service provision for our clients.

Our new intake of 39 Student Advisors received induction training over four sessions in October 2019. This training focuses on providing them with the core skills needed to succeed as members of the Law Clinic such as client interviewing, case management, legal research, letter writing and professional ethics.

Beyond the Initial Advisor Training, we offered a Continuing Professional Development (CPD) programme over the course of the year. The programme aims to enhance our Student Advisors' existing skills and expand their legal knowledge in more specialised areas, allowing the Law Clinic to provide a more robust service.

During this reporting period, we offered our Student Advisors 12 hours of on-going training delivered by both internal and external trainers. These sessions covered areas such as Employment Tribunal cases, hearings at the Scottish Social Services Council,

and disability discrimination cases. This was supplemented by the six hours of project specific training including Asylum Project training offered over the course of the year by Jen Ang from Just Right, and four hours of Street Law Project training delivered by Professor David McQuoid-Mason from the University of KwaZulu-Natal. We are very grateful to all those who provided our students with training in particular to Professor David McQuoid Mason who has offered his time pro bono each year, without fail, over many years.

THE CLINICAL LLB OVERVIEW

Since 2011, the Law Clinic and Law School have provided the opportunity for some students to undertake ‘Clinical’ Law degrees rather than the regular LLB programmes.

The Clinical degrees require students to undertake a rigorous set of compulsory tasks and training activities in addition to their regular work in the Law School and the Law Clinic. These tasks include attending ‘case surgeries’ (where students benefit from sharing their experiences with their case supervisors, to improve how the students manage difficult case situations that arise in the Clinic); ‘continuing professional development’ (where students attend training in a huge range of areas including immigration, stress management, housing law); ‘Initial Advice Clinics’ (where students assist solicitors in providing free, on-the-spot legal advice to members of the community); training in advocacy, mediation and negotiation (which we have revamped this past year, into a programme focussing on continued and sustained improvement for each student); ethics training (where students are required to think about various ways in which clients, cases, and justice can be approached and how to do this in an ethically-aware manner); and finally, ‘reflective diaries’ (where students become adept at reflecting on their journey through Law School and the Law Clinic, and how their ethical and practical responses to legal representation have changed during that time). The Clinical LLB programme culminates in a ‘portfolio’ of work, representing all of the reflective diaries and a selection of the most outstanding cases in each student’s Clinic work.

During the reporting period, we recruited 15 new students to the Clinical LLB, thanks to the hard work of the Clinic supervisors in assessing a huge number of application forms, followed by interviews where the supervisors were assisted by members of the Law School. At the other end of the degree journey this year, we also graduated 12 students with CLLB (Honours) degrees, including a large proportion of these being First Class results.

In between these incoming and graduating classes, we continued to have a cohort of approximately 50 students enrolled in the Clinical versions of the Scottish Undergraduate LLB, the Scottish and English Dual Qualifying LLB, and the Graduate Entrant LLB programmes. The combination of these degrees, and the opportunity for Clinical LLB students to interact with others across a range of Clinical degrees, continues to enhance their education and to provide the community with invaluable access to legal services and justice now and into the future.

Over the past year our Clinical LLB students have excelled themselves, not only providing much needed legal advice to vulnerable members of the community, but also committing themselves to producing all of the additional work required by the Clinical programme to an excellent standard. Lecturers, tutors, supervisors, and clients continued to be both amazed by, and very proud of, our Clinical students' performance.

MAINTAINING A VOLUNTARY CLINIC

Having a voluntary Clinic is very important to us, and forms a key part of our ethos.

Students on the Clinical law programmes represent a very small proportion of the total number of students who work in the Law Clinic, because the overarching ethos of the Clinic remains one of 'volunteerism'. That is, our students provide legal advice to many of the most vulnerable members of our community, free of charge, without gaining any formal academic or other credit for their service.

The Law Clinic and Law School remain committed to this principle, and for that reason, much of the training and work in the Clinical law programmes is available to all Clinic members, and Clinical students are not given priority of access to casework in the Clinic.

This system continues to reflect the principles of the Law Clinic founder, Professor Donald Nicolson, whose main concern was always the welfare of the members of the community who, without the Law Clinic, would not be able to afford legal advice or to access Legal Aid.

WHERE ARE THEY NOW



CLARA SMEATON

I joined the law clinic in 2012, when I was starting my graduate entry LLB – the clinic was the reason that I decided to study at Strathclyde, so I was delighted to get a place in the clinic in my first year of studying.

In my second year as a clinic member, I applied to be the deputy training officer. I was surprised – and quite nervous! – to be made the training officer instead but I enjoyed my year of arranging training and CPD to clinic members. In my third year I was made the firm co-ordinator of firm d (objectively the best firm in the clinic!); and in my final year I was one of the student directors along with Lyndsay Monaghan.

After I left the clinic, I did my training contract at the crown office and procurator fiscal service and stayed there for three years in total. I was lucky to be able to work in the specialised domestic abuse courts at Glasgow sheriff court, and in the solemn team doing sheriff and jury trials before I left.

I had always had an interest in immigration law and refugee law, so with one year PQE I left the COPFS to work for a small, new immigration department in Jones Whyte LLP, where I work now. I have a varied workload working with asylum seekers and immigrants from across the world. The coronavirus has been challenging for this line of work, but we continue to work with our clients through conference calls with interpreters, and ‘meetings’ on zoom.

I’m delighted to see that the clinic keeps going from strength to strength and it continues to be one of the things I’m most proud of contributing to, during my time on the LLB.

STUART KELLY

When Karen emailed me to ask would I write a short piece on ‘where I am now’, I had a sense of déjà vu – hadn’t I done this before? It seems I had, many years ago. My career has changed a bit since then so my apologies to any avid readers who criticise the indulgence of this further retrospective!

I was a member of the Law Clinic between 2005 and 2009. I worked on many cases, and served on the committee in a variety of positions. It was an incredible opportunity and it became the defining experience of my time at university.

What then? Having trained at Harper Macleod, I qualified in to their Litigation team in Edinburgh. After a few years I moved to Shepherd + Wedderburn – a move which allowed me to move back to Glasgow, and also specialise on regulatory disputes with both financial and energy sector clients. One of S+W’s major clients is Scottish Power. It was in working with them on a major investigation that I was offered the chance to move work with them directly as an inhouse counsel. I had never anticipated that move, but the opportunity seemed a good fit, and it worked out well for me. I spent nearly 5 years with them where I dealt principally with contentious matters across the UK (both litigations and pre-litigation complaints) and regulatory investigations.

Throughout my time in practice as a solicitor I had taught at the university – initially as a tutor, and then as a guest lecturer. I really enjoyed these roles with the university, and found great satisfaction in working with students. Last year I was offered the opportunity to move full-time to the university to teach across undergraduate and postgraduate classes. As of this year I will be combining that with also being the co-director of the Diploma.

Why make the move? That is a question often asked of me, not least by colleagues in the profession. There is a sense of cynicism within the legal profession to the universities, and accusations are made of the latter being out of touch with the present realities of legal practice, etc. I have never bought into that argument, but I suspect there is some merit in the argument that universities could do more to work closer with lawyers in practice (and also vice versa).

I hoped that in working within the university my own background as a solicitor could help Strathclyde maintain and create contemporary relationships with the profession. I hoped too that I could utilise my own experiences to contextualise learning for students. I have used professional contacts across a range of classes this year, offering students what I hope are different but useful perspectives. So far so good! The Diploma is another obvious place for me to combine both academic interest with professional engagement.

From a personal perspective, the university allows (and necessitates) the time to read about the law. I know that might not sound too appealing to some students! I had always hoped to complete further study, and the university offers a working environment which encourages you to think. Not all jobs allow for that.

The Law Clinic is an ideal bridge between academic learning and the legal profession. In advising real clients, students are afforded the opportunity of using their knowledge to solve problems and improve people's lot. In solving their problems it requires clients to engage a lawyer at what can be the most difficult times in their lives. Helping people in those situation bestows a privilege on lawyers that should never be forgotten. You are learning skills now that will serve you well for the rest of your lives.

What I would also stress to students is not to set too many boundaries on how your career might progress. In my time at the Law Clinic a lot of my peers (then still students) seemed to know an awful lot about where the exact route their career would go. Ambition is of course to be encouraged, as is following a clear path. Yet my own experience is the path which winds in different ways can still be followed, and often it is more interesting. So keep an open mind. Do what interests you – and what interests you now might not be what interested you a few years ago. If you can, avoid being in a job and constantly thinking 'what if?' A career in the law can offer so many opportunities to you, both at home and abroad, so embrace those options and do what seems right for you. Who knows, you might even enjoy it!

PAMAN SINGH

Paman has had a long affiliation with the Law Clinic and was actually initially a part of the Clinic when it started, in the basement of the since-demolished Stenhouse building. He took a more active part as he progressed throughout his degree and served on the executive committee, as well as working as a Summer student advisor.

After completing his Diploma, Paman joined Law At Work, a specialist Employment Law firm as a trainee and then was retained when he qualified. Paman has now been promoted to Principal Litigation Solicitor and heads up this department at Law At Work.

Paman can be summed up succinctly by his most recent bio on Law At Work's website:



Paman Singh

Senior Litigation Solicitor | Glasgow

Since joining LAW in 2015, Paman has become an extension of his clients' teams, who all revere him. Such affection from these 'Pamanites' is understandable. Paman takes the time to immerse himself in his clients' businesses, learning the culture, the pressures faced and the focus of each client. Doing so gives him a unique understanding in how best to prevent or deal with any issues that arise. Paman maintains a core portfolio of clients, some of who he has worked with for years, but will often be found deep in negotiations or litigating cases in the Employment Tribunal and EAT. He also oversees all of LAW's Tribunal work. Tenacious and perspicacious as he humbly refers to himself as, Paman is an asset to any client. Paman also sees no benefit in adding a throwaway line about what he is passionate about outside of law, a testament to his ruthless pragmatism.

THANKS

We are indebted to a variety of people have given their help and supported us this period, which is crucial to us as a voluntary organisation.

We would like to thank the Alumni Fund and our regular monthly donors for their continued financial support. In spring 2020 we received the very welcome news that the Law School was very fortunate to receive funds from the Donald J Ferguson legacy and we are very grateful to the Law School for allocating this legacy in it's entirely to the work of the Law Clinic. This will be put to great use at the Law Clinic in increasing access to justice through the Donald J Ferguson post of supervising solicitor for a period of 3 years.

We would also like to thank Law Works Scotland for their generous donation to the Law Clinic.

We are also very grateful to those who take time out of their busy schedules to assist with our training. We would like to thank Professor Charles Hennessy as well as the Legal Services Agency who make available their own training for Law Clinic members at reduced rates.

We could not run our Initial Advice Clinics without the dedicated support of many solicitors from Glasgow and the surrounding areas who give up their valuable time to come along and provide free advice to our enquirers.

Particular mention should be made to volunteer solicitor Paman Singh for his dedication over a number of years and in particular with assisting the Initial Advice Clinic Coordinators with setting up the Virtual Initial Advice Clinics in response to COVID-19 as well as Keir Guilius for having consistently volunteered with the IACs over a number of years.

We would also like to extend our thanks to Alasdair Stewart for the provision of, and continuing assistance with, our Case Management System.

We would like to thank the Supervisory Committee for giving up their time and the benefit of their experience. Furthermore, the Dean, Professor Douglas Brodie,

Professor Alan Paterson and Head of School Professor Claire McDiarmid for their strong support and encouragement of the Clinic.

Thanks are also owed to the many Law School academics and support staff who have provided advice, help with interviews or administrative help to the Law Clinic.



APPENDICES

APPENDIX 1: STAFF DETAILS

For session 2019-2020, in addition to the Director, we had four staff members:

Director	Kate Laverty	
Supervisor	Gillian Melville	
Supervisor	Kathleen Bolt	
Administrator	Diane Inglis	Karen Yuill

APPENDIX 2: COMMITTEE MEMBERSHIP

The Supervisory Committee

Professor Alan Paterson (Chair)	Law School
Professor Claire McDiarmid (Head)	Law School
Kate Laverty	Law Clinic Director
Sheriff Ian Miller	Glasgow Sheriff Court
Judge Shona Simon	President of Employment Tribunals (Scotland)
Richard Farquhar	Solicitor
Dr Rose Mary Harley	University Graduate Association
Gwyneth James	Glasgow Central Citizens Advice Bureau
Professor Donald Nicolson	Law School, University of Essex
Heather Maclean	Solicitor
Alasdair Stewart	Age UK

The Executive Committee

The Executive Committee is responsible for the day to day running of the Law Clinic. It comprises the Clinic Director, Supervisors, Student Directors and Deputy Student Director, firm coordinators, project managers along with students appointed to take responsibility for different areas and aspects of Clinic management and members elected by the elected membership at the AGM each year to represent their views.

Until May 2020		
Student Directors	James Anderson	Kirstie Webb
Firm A Coordinator	Eilidh Campbell	Firm A
Firm B Coordinator	Rebecca Dyer	Firm B
Firm C Coordinator	Jordan Hamlett	Firm C
Firm D Coordinator	Monalisa Swira	Firm D
Firm E Coordinator	Karen Yuill	Firm E
Firm F Coordinator	Scott MacDonald	Firm F
Firm G Coordinator	Jordan Bird	Firm G
Firm H Coordinator	Benjamin Dickson	Firm H
Employment Tribunal Coordinator	James Anderson	
IAC Coordinators	Rebecca Farquhar	Chloe Morgan
	Karen Yuill	
Street Law Project Coordinator	Gabriella Poli	
SWRC Coordinator	Clare Green	
The Asylum Project Coordinator	Kudakwashe Chinyani	
Criminal Convictions Unit Manager	Denice Chalmers	
Prisons Project Manager	Emelia Conner	
Online Project Manager	Cameron Turner	
Communications Officer	Alanna Rooney	
Funding Officer	Alex Brock	
Training Officer	Anthony Pace	
Welfare Project	Robert Dorrian	

Elected Members	Alexander Donnelly	Carmen Rowat
	Faran Ahmed	Soffi Azizyan
	Tracey Wright	
From June 2020		
Student Directors	Karen Yuill	Jordan Hamlett
Deputy Student Director	Rebecca Dyer	
Firm A Coordinator	Nicola Maguire	
Firm B Coordinator	Carly Morrison	
Firm C Coordinator	Beth Muirhead	
Firm D Coordinator	Carmen Rowat	
Firm E Coordinator	Lauryn Dawber	
Firm F Coordinator	Daniel Leyden	
IAC Coordinators	Anthony Pace	Cara Hope
SWRC Coordinator	Erin Connor	
The Asylum Project Coordinator	Murray Kemp	
Criminal Convictions Unit Manager	Becky Kane	
Online Project Manager	Francesca Pozzo	Laura Hart
Prisons Project Manager	Emelia Conner	Ruari Peacock
Communications Officer	Mary Decolongon	
Funding Officer	Darya Burton	
Training Officer	Mhairi Strachan	Katie Gardner
	Sophie Rook	
Elected Members	Ronan Leslie	Caitlin McAllister
	Jonathan McNamara	Rosie McIntosh
	Youssef Abdul Azeez	Ashlie Henderson
	Adriana Cavallaro	Karen Lee-Johnston
	Peter Akehurst	Laura Nicol