

# Continuing competence – creating the best approach for your firm

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## Steps to continuing competence

# 1. Reflect

- Think about your practice to identify learning and development needs
- When to reflect
- Questions to help you reflect
- Use the competence statement and other resources on the website

## 2. Identify

- Reflection helps you identify your learning and development needs and how to address them.
- Use the competence statement to help with reflection and help identify any gaps
- Your needs are personal to you
- Use this process to build strengths and meet goals as well as addressing weaknesses

# 3. Plan and address

Formal  
training

In-house  
training

Shared  
learning

Feedback

‘Informal’  
training

Research,  
reading,  
discussion

File review

# 4 and 5. Record and evaluate

- Record activity undertaken to address your learning and development needs
- Demonstrate to us and your employer that you are addressing your development needs
- Evaluating helps identify any key points where further learning and development is required



# Role of firms

- All SRA firms must ensure that managers and employees are competent and keep up to date
- We can investigate where there are serious or repeated or persistent complaints about competence about a firm
- Firms need systems and processes in place to ensure competence of solicitors and employees

# **Julie Swan, Director of Education and Training, SRA**

# Ongoing work

- Legal Services Board review
- How do we maximise our current approach:
  - Thematic reviews
  - Training record reviews
  - Clearer standards and resources
  - Better use of available data

# **Karen Bailey, Owner, Bailey Wright & Co**

The logo for Weightmans, featuring the word "Weightmans" in white text on a dark teal, rounded rectangular background.

Weightmans

# Weightmans

Continuing Competence

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A decorative graphic at the bottom of the slide consisting of several overlapping, wavy lines in shades of blue and purple, flowing from left to right.

## To be continually competent, you need to

- Take responsibility for your own learning and development
- Reflect and learn from yourself and others
- Accurately evaluate your strengths and limitations re demands of work (not at home re who does the bins and laundry...)
- Maintain an adequate and up to date understanding of relevant law, policy and practice
- Adapt your practice to address developments in the delivery of legal services



## So how do we do this?

- Obviously we do it carefully.....!



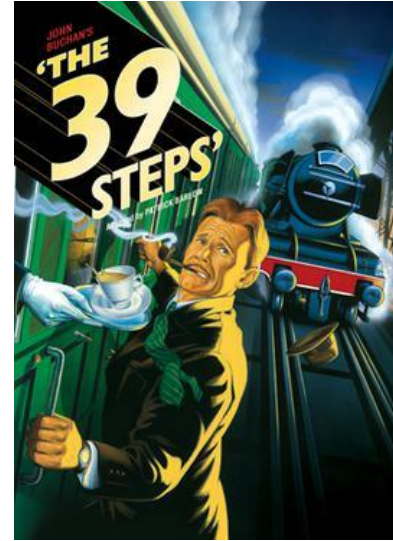
## Steps...





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Steps...





## Steps...





These steps...



## ...And the competence statement

- There are 91 competencies.....but you all know that...
- I was not planning on “testing” you on them



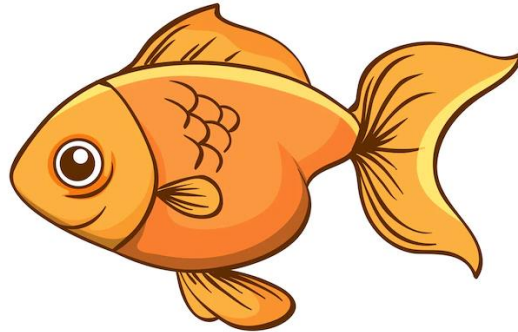
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If you get the first two steps right...

... the rest is “just” logistics



## “Reflect”



## “Identify”

What do I need and where can I find it?

- Learning Management System/Intranet
- Training schedule
- Learning and Development team
- Management and talent programmes
- Technical training
- Business Skills training
- External training and events
- Find and read some stuff



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Address it...



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A gift...



**Head:** an element of the session that was thought provoking



**Heart:** a particular element of the session you found useful



**Bin:** something we could do to improve the session



**Bag:** something you will do differently after attending the session



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## Be more Auntie Lillie





Phew...

*The End*