

lindsays life

Issue 25



Our Services

For you and your family

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Cohabitation and Prenuptial Agreements
Divorce and Separation
Housing and Letting
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Technology and IT



the life of this magazine

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FSC: C004309



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Welcome to our 25th issue of Lindsays Life and also to 2024. I hope the year has started well for you.

Looking ahead to 2024, we all know there are uncertainties ahead. Will inflation and interest rates come down? Who will win the UK and US elections? How will the outcomes affect our families or businesses? What arrangements should we put in place to cater for this – from doing (or updating) some inheritance planning to updating the HR policies in a family business?

Beyond the public sphere of politics and regulation, many of us will be navigating personal change too - a house move, a second marriage, a relationship breakdown, or some new plans for the family farm or business.

This issue of Lindsays Life offers you ideas and useful information on all of these matters, and more besides, including tips for charity trustees, guidance on Powers of Attorney, and information on a little-known area of personal injury law, called 'loss of society'. We also introduce you to our new team members and tell you about recent promotions.

I hope the articles are useful to you, your family and your business, as you chart your course through the uncertainties of 2024. With the right planning and protections in place, you'll be better equipped to deal with whatever happens in 2024 and beyond -both the 'known unknowns' and the 'unknown unknowns'. All of us at Lindsays are here to help you do that.

”

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Choose collaboration *over confrontation*

There's a temptation in divorce discussions to score points or lay down a marker that things weren't your fault. It's understandable but in most cases unhelpful

Tempting as it may be to go for an adversarial approach to divorce – whether in negotiating style or through litigation – the approach can make the process slower, more expensive and more damaging.

In contrast, a more collaborative and low-conflict approach, where ex-partners endeavour to act as 'we' rather than 'I', will usually lead to better outcomes for everyone, including children and wider family.

“ Collaboration can help to detox the divorce process. ”



1

Having four-way sessions with collaboratively-trained lawyers offers a blend of structure and flexibility to craft arrangements that cater for your own situation – something that the narrower range of options available in a Sheriff Court are unlikely to do.

2

Collaboration can help to detox the divorce process – this is really important when children are involved. The four-way process sets a more considered tone that will ideally extend beyond meetings – so children are less likely to witness emotional mayhem or family members pitted against each other.

3

Future arrangements – for example, about childcare – designed through constructive and mutual agreement with your ex-partner are far more likely to stick than those imposed by a court order or through people playing hard ball.

LOW-CONFLICT DIVORCE

There are various low-conflict options to choose from in divorce, using alternative dispute resolution approaches such as mediation.

An increasingly popular and well-regarded approach is collaborative divorce, where clients and their solicitors take part in 'four-way' settlement meetings, with a commitment to avoid resorting to litigation, even if discussions turn difficult. Other specialists, such as a financial adviser or counsellor, can also join meetings if all agree that some specialist guidance would aid progress.

If you're interested in choosing this approach to divorce, look for a solicitor qualified in Collaborative Law.

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New year, new rules *for employers*

Employers will have a lot to keep track of in 2024, including the outcomes of a UK General Election

Over the next few months, a number of significant changes to employment law are likely to be implemented or announced by the UK government.

However, in many cases, the timelines are not yet finalised. Nor do we have a date for the General Election, and a possible victory by the Labour Party, which has committed to introduce a new Employment Rights Bill within its first 100 days.

Obviously, the results of the election remain to be seen, as do the precise contents of the Labour Party's more detailed manifesto. What we do know, however, is that 2024 (and 2025) will bring significant change, and our Employment Law team can help you navigate it.

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Expected in 2024

Some changes have already passed through Parliament and are pencilled into the calendar for 2024.

Protection from Redundancy (Pregnancy and Family Leave) Act

Extends redundancy protection to 18 months after birth. This protection is also extended for adoption and shared parental.

Carer's Leave Act

Provides unpaid carers with a statutory right to up to a week's unpaid leave annually to care for a dependant.

Employment Relations (Flexible Working) Act

Makes changes to the regime for employees to request permanent changes to their working pattern and arrangements.

On the horizon

Also expected, though dates are not available at the time of writing, are changes to paternity leave; neonatal care leave; employers' duties in relation to harassment and bullying; and the permitted length of non-compete clauses, among others.

The government has also proposed amendments to the Working Time Regulations (e.g. simplifying the calculation of holiday pay and annual leave) and the TUPE Regulations, as part of its ongoing review of EU-derived laws.

New Deal for Working People

Speaking to the Trades Union Congress (TUC) in the autumn, Deputy Labour Leader Angela Rayner committed to a New Deal for Working People, including day one basic rights, a ban on zero-hours contracts, an end to fire-and-hire, and strengthened sick pay.

The ethics of *accepting money*

In today's financial climate, every offer of funding or sponsorship is welcomed for charities – or is it? It may not be as simple as that

Over the past few years, there has been a snowballing of criticism and scrutiny over the sources of charity funding, with some organisations being condemned for accepting money from “tainted” sources. A key example is the Sackler Trust (which is connected with the fentanyl crisis in the US) along with companies associated with, say, gambling or fossil fuels.

No charity too small to care

These are high-profile cases that may not seem relevant if you are the trustee of a small sports club or local charity; however, the ethical dilemmas around funding are relevant to all trustees. Poor decision-making or due diligence around this can cause significant reputational harm, or damage your standing with service users, other potential donors or partners.

At the same time, charity trustees have legal duties to act in the best interests of their charity, which may include accepting funding that will keep it financially sustainable.

8 principles for approaching funding sensitivities

- 1 Ask questions about the donor / sponsor / grant-giver and the source of their own funds.
- 2 Consider how their activities fit with your own charitable purposes and values.
- 3 Explore any reputational risk associated with the funding or the conditions attached to it.
- 4 Avoid having a lone trustee or staff member concluding or agreeing to funding without wider discussion.
- 5 Discuss the possibility of having a grant acceptance and reporting policy.
- 6 Look at the diversity of your board and staff – a wider mix of backgrounds and views may help with spotting reputational risks around funding sources.
- 7 Avoid the size of the potential grant clouding judgement.
- 8 Get trustee training on these issues if you're uncertain how to navigate them.

“ It comes down to two basic principles: carrying out proper due diligence, and having processes and training in place. ”

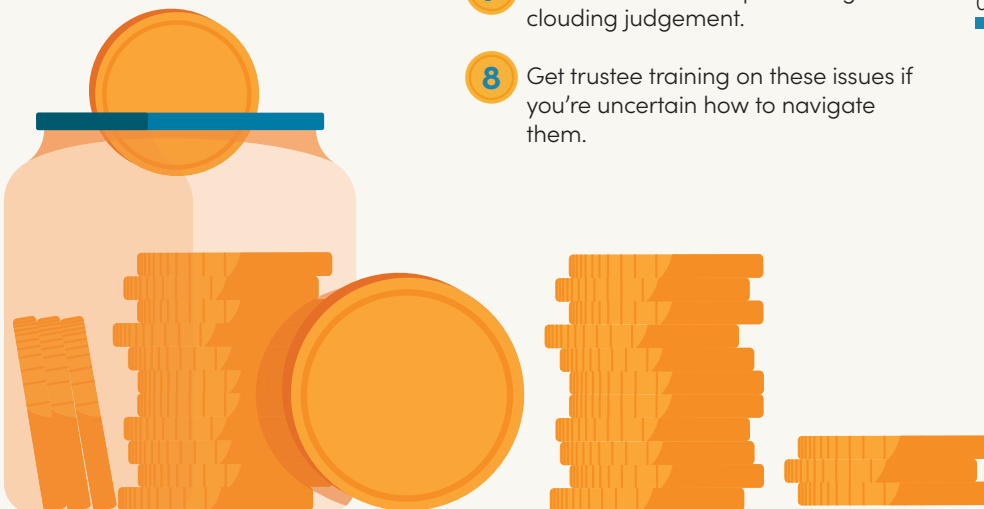
Help is available

There's no doubt such a situation can be a difficult dilemma, but by following certain principles, trustees can steer a steady path between forces that may sometimes seem to be opposing ones.

In general, it comes down to two basic principles: carrying out proper due diligence, and having processes and training in place. A solicitor experienced in charity law can help with both aspects.

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Investing in our team to *support our clients*

By developing our Private Client team, we're offering more support than ever to individuals and families across Scotland

This autumn we were pleased to make a number of promotions in our Private Client team, which now numbers 62 people across Edinburgh, Dundee, Glasgow, Perth and Crieff, following our merger with Miller Hendry in 2023. The team has almost doubled in strength since 2018, when it had 33 people.

By growing the team and investing in career development, we ensure the firm has a wealth of talent and experience to support clients. As our Managing Partner Alasdair Cummings explains:

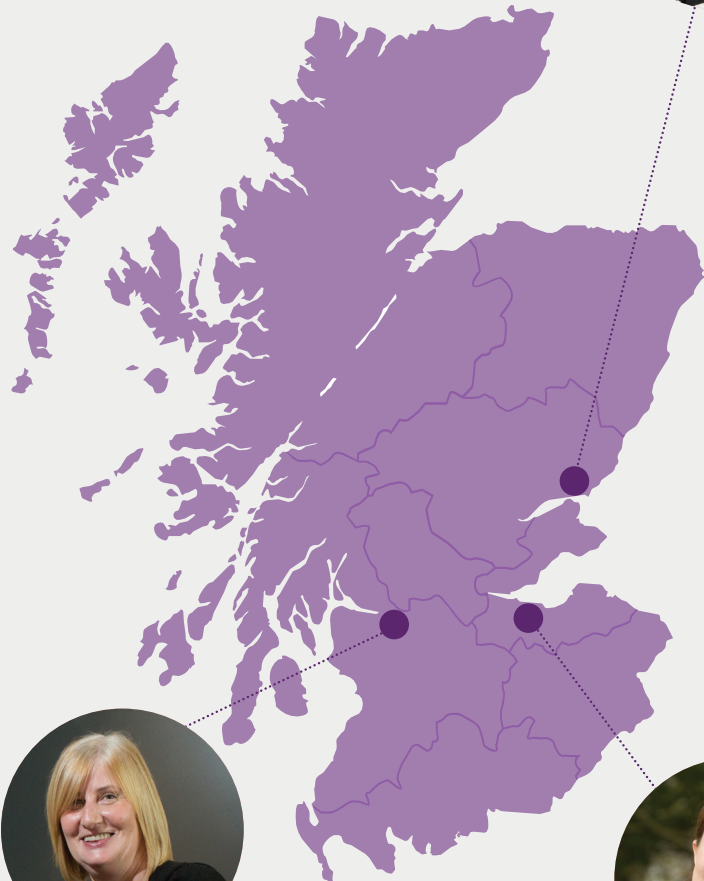
“ *Our people are Lindsays’ key asset. We pride ourselves on not only encouraging new talent to come to us, but also on the opportunities we provide for career advancement – thereby investing in the future of our clients, our people and our firm.* ”

In addition, four further members of the Private Client team moved up to Senior Solicitors (Caitlin Connolly and Rebecca Healy in Edinburgh, Lauren McGhie in Glasgow, and Catriona Black in Dundee) and similarly in other areas, Philippa Abernethy and Sam Miller became Senior Solicitors in our Family and Dispute Resolution and Litigation teams respectively.

Congratulations to all of them!

Dundee

Kirsty Preston has made the step up to Senior Associate.



Glasgow

Gillian Smillie has been promoted to Senior Paralegal in our Glasgow private client team.



Edinburgh

Harriet Waters has been promoted to Associate.

Two simple steps to *futureproof* your business

The on-screen dramas of *Succession* and the real-life power dynamics of the Murdoch empire are riveting but don't let them distract you from more relevant issues around succession planning

For spectators, the best aspects of succession planning are power struggles and sibling rivalry. For most family businesses, there's a much more pressing issue: the risk that your family business could be put in the hands of people completely unsuited to the task.

Sounds melodramatic? Far from it. It's an everyday consequence of Scotland's laws relating to inheritance and who can look after someone's affairs if they're incapacitated. The fallout for families can be devastating.

What it comes down to is that simple legal arrangements around Wills and Powers of Attorney can be as important to the survival and success of a family business as the commercial law side. We'll explain why.

Who inherits

If someone dies without a Will in Scotland, their estate is administered according to the intestacy laws that determine who inherits what – which could include their share of a business. Rather than the business passing in a planned way to, say, a sibling or partner, the law could hand their share to a young child or a relative they hardly know.

Such situations can be avoided by making a Will. When doing this, the personal and the commercial elements should be considered holistically – for example, the provisions of the Will and the business's articles of association or partnership agreements must align.

Who takes over in a crisis

Another important element of succession planning is a Power of Attorney (PoA), often viewed (wrongly) as relevant only to the elderly or infirm, and to personal issues around welfare and finances.

A Power of Attorney is also a business tool, setting out who runs the business if an owner cannot work through serious illness or accident. Without such an agreement in place, the business could be paralysed, with family members or other staff unable to access bank accounts or implement any decisions.

“ *Simple legal arrangements around Wills and Powers of Attorney can be as important to the survival and success of a family business as the commercial law side.* ”

Importantly, people don't have to appoint the same attorneys for their business and their personal affairs, so it's useful to consider who's best placed to make a success of the business in their absence. This could be a family member but it doesn't have to be.

In addition, as with making a Will, the PoA should be compatible with other governance elements, such as articles of association or partnership agreements.

If you are a business owner, it is crucial that you speak with your solicitor to protect both your business and personal interests. We can provide you with advice tailored to your particular circumstances and ensure that you have the appropriate legal documents to put safeguards in place, should the worst happen.

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Great moves: *how a good estate agent adds value*

In some markets, many properties almost 'sell themselves'; in others, the skills of a good agent come to the fore. How can you spot the good ones?

As we emerge from a sellers' market into a more balanced one, it's more important to find an agent with know-how. We describe four qualities that set an agent apart from the pack.

“*An agent's ability to price well is key to most successful sales, regardless of property type, location or size.*”

Beware the *ADS inheritance trap!*

Leaving property to younger family members can be a wonderful gift, but be aware of potential complications with Scotland's Additional Dwelling Supplement.

The Scottish Government has acknowledged that aspects of its Additional Dwelling Supplement (ADS) are unclear and need to be amended. It's a welcome admission but until new legislation is passed, the current drafting weaknesses may affect people leaving or inheriting a property in a Will.

1 Hitting the pricing sweet spot

Many agents set a high price because that's what potential sellers want to hear. However, overpricing can frighten off buyers and kill off interest in the sale. An agent's ability to price well is key to most successful sales, regardless of property type, location or size.

2 Understanding the seller's goals

Sellers are often buyers too, and a sale without a corresponding purchase may not achieve their end-to-end goals. A skilled solicitor estate agent can look at two halves of the whole deal, and deliver a perfect overall outcome.

3 Knowing the right people and places

What this means will vary from location to location, but a quality estate agent will be able to provide access to a fully joined-up combination of Property Centres, marketing portals and off-market contacts.

4 Negotiating

A good agent gathers information and then applies it effectively in the sale negotiations. In a market with a relatively even balance of power between buyers and sellers, having an experienced and tenacious negotiator on your team can be a game-changer.

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The good news is that inheriting a property does not give rise to an ADS bill. However, there can be an ADS shock when someone inherits a home, or share in it, and then buys another property.

A common scenario

Let's say a grandparent leaves their cottage in the Highlands to their three grandchildren, all in their 20s. Much as they love it, none of the three would live in it for themselves, so they let it or keep it for holidays.

One of them then decides to buy their first flat. Having never bought property before, they see themselves as a first-time buyer, but this is where the ADS shock can hit. Because they own a share of the cottage, there will likely be an ADS liability on the new flat – the 6% ADS means this could be £9,000 on a flat costing £150,000. They may also lose their entitlement to First-Time Buyer relief on Land and Buildings Transaction Tax (LBTT).

Change is needed

The ADS legislation is unclear about some aspects of owning inherited dwellings, as the Scottish Government has acknowledged.

Another less-than-ideal element of the current law around inherited property is that even if someone owns just 10% of the property, they are deemed to own the whole property for the purpose of ADS.

At the time of writing, we're still waiting for draft legislation to improve matters. In the meantime, anyone potentially affected should note the issues and take good advice.

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Pets and lets: *is change on its way?*

Among upcoming changes to residential lettings this year may be rules about keeping pets in rental properties

When the Scottish Government announces new proposals on residential lettings later this year, one possible change may allow tenants to keep pets in a rented property as standard. It's welcome news for animal lovers but maybe less so for landlords reluctant to open their doors to dogs, cats or other pets.

The change would bring Scotland rentals more into line with England, where landlords can no longer put a blanket ban on pets. If it does happen, it's likely that, as in England, there will be some protections in place for landlords, for example around responsible pet ownership and animals being well behaved.

Other issues that featured in the consultation in Scotland included giving tenants a default right to make certain minor modifications to a property such as painting walls.

The wider lettings landscape

The points above are part of a wider review into residential lettings, and as many landlords will know, this sector has changed greatly in the past few years, with the balance shifting more towards the rights of tenants. This shift resulted from Covid legislation in 2020, with subsequent legislation in 2022 retaining some of those emergency tenant protections.

Two issues in particular have shifted over the past few years:

1 Terminating a tenancy

Landlords used to be able to rely on certain grounds (such as rent arrears) to obtain an eviction order without needing to justify their decision. However, since October 2020, landlords have had to prove to the Tribunal that an eviction order would be reasonable.

2 Rent increases

Currently, landlords are prohibited from raising rent by more than 6% in any part of Scotland. This restriction lasts only until 31 March 2024, but the government may then put in place alternative restrictions limiting increases in certain parts of Scotland or across the whole country.

Those changes certainly apply for the foreseeable future, and we will watch carefully what happens to them in any new proposals in 2024. The Scottish Government's new proposals on residential lettings are expected to be announced this spring.

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Time to open *your farm gates*

From Clarkson's Farm to This Farming Life, there's a growing crop of ideas on TV about how to diversify a farming business and engage with tourists and visitors

Media stories about farming used to be confined to Radio 4's Farming Today and The Archers; now there are great (and not-so-great) ideas for running a profitable farm on every TV channel.

Love or hate these farm shows, they're an interesting glimpse into different opportunities for diversification, highlighting an A to (almost) Z of options from alpaca walking to veg boxes.

Agritourism features strongly on these shows – not surprisingly when Scottish Agritourism figures show the number of working farms and crofts offering visitors the chance to enjoy the countryside and experience food and drink direct from the farm has risen from 135 in 2022 to 217 a year later.

“ *The number of working farms and crofts offering visitors the chance to enjoy the countryside and experience food and drink direct from the farm has risen from 135 in 2022 to 217 a year later.* ”

Beware the pitfalls

These shows – most notably Clarkson's Farm – also illustrate the pitfalls of diversification, with the saga of whether his Diddy Squat restaurant would get council planning permission a staple of the tabloid press.

In some respects, Scotland's farmers enjoy more clarity over planning permission issues relating to diversification since our Permitted Development Rights (PDRs) allow some minor changes to certain buildings without the need to submit a full planning application.

However, even when the PDR conditions are met, farmers looking to diversify must pay close attention to a wide variety of requirements from environmental health issues for cafes and shops to licensing requirements for premises selling alcohol and the new licence arrangements for short-term lets.

Help is at hand

Firms with specialist rural teams can support on these issues alongside all the other legal aspects of running a farming business.

And if at any point the paperwork becomes daunting, it's worth reminding

yourself of the many benefits that diversification can offer – from providing opportunities for different generations to work on the farm, to boosting income year-round.

Diversification in action

Just a few of the recent diversification ideas put into practice by our clients:



Pumpkin patches



Outdoor adventure park



Soft play area



Glamping pods



Renewable energy projects

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Notes on a *(second) marriage*

Making a prenuptial agreement when you remarry could provide much-needed clarity and security, including for your children

Going into a second marriage – especially if your first one ended in divorce – can be simultaneously joyful and anxious. Are there lessons to learn from the first marriage? Are your families (including children from previous relationships) supportive of it? Are you happy with the arrangements for your existing assets or debts and future financial plans? And so on.

There's a lot to think about here, and whilst a prenuptial agreement (or pre-nup) cannot fix the first two questions, it can provide clarity and reassurance on the third one – to family members as well as yourselves.

“*...the territory can be complex if, for example, you use pre-marital assets to fund a home or enterprise.*”

Pre-nups explained

A prenup is a legally binding arrangement (if drawn up properly) that states what happens to some of your assets if you split up. It's up to you to decide which assets you include and how you ringfence them, but typical examples could be:

- Money you want to set aside for your children such as a college fund.
- A house owned before marriage.
- A share in a business.

Legally, any assets you acquire before the marriage would not, with few exceptions, form part of the value of the matrimonial pot available to share anyway if you split; however, the territory can be complex if, for example, you use pre-marital assets to fund a home or enterprise. Similarly, gifted and inherited assets generally remain separate property in the event of separation, but if used to purchase new assets during

the marriage, again, the new assets are matrimonial. By ringfencing assets with a pre-nup, you obtain certainty as to how some items will be dealt with in a divorce and by having agreement at a stage when you are on good terms..

It's not too late!

If you're already on your first, second or subsequent marriage and haven't done a pre-nup, there's a solution available to you. It's called a post-nup and we'd be happy to tell you more.

Also worth thinking about

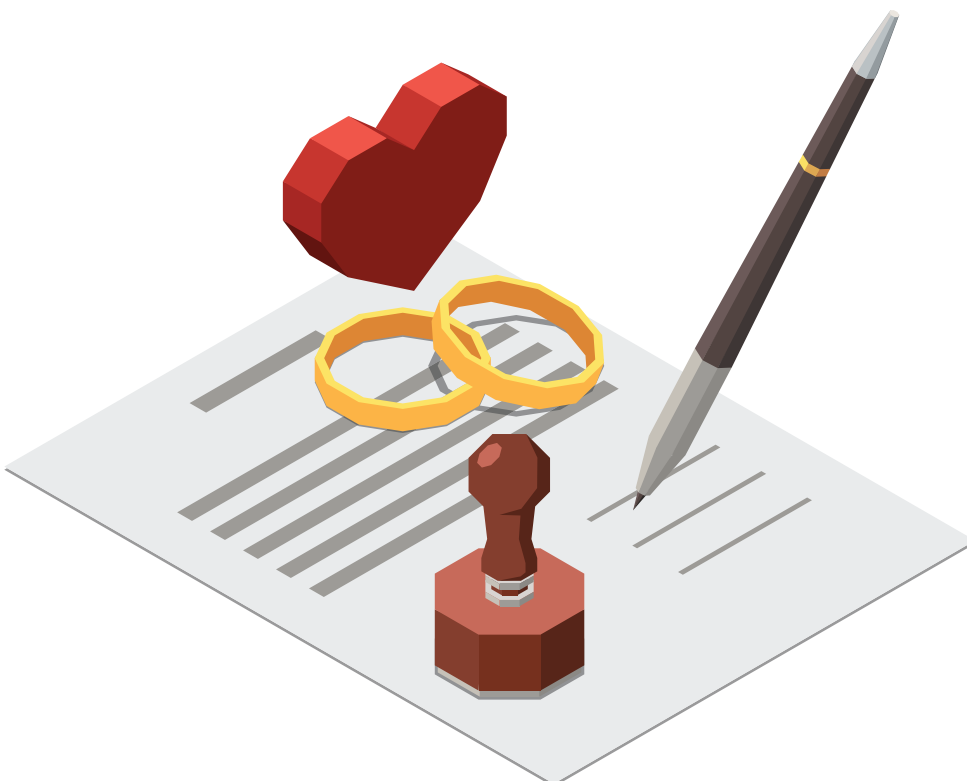
Other paperwork to review if you're heading for a second marriage could include:

- Your Will, including your executors.
- Pension and life assurance beneficiaries.
- Any Powers of Attorney.

A lawyer can help with this.

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Must my executor be younger than me?

This a common (and sensible) question we hear when clients make a Will; you can find out the answer below, as well as other useful considerations for choosing an executor

Making a Will is an important way to look out for your loved ones after your death; by taking care in your choice of executor(s) when making the Will, you can further ease the process of dealing with your death and estate.

“An executor represents you after your death, and is named by you in your Will (or by a court if you don't do this).”

An executor represents you after your death, and is named by you in your Will (or by a court if you don't do this). In doing so, you're assigning them a serious set of legal responsibilities including:

- Identifying and inventorying your assets
- Paying debts and taxes
- Gathering in money from banks and insurance policies
- Taking over landlord duties if you rent out property
- Distributing the estate to beneficiaries (and perhaps finding missing ones)
- Keeping records and accounts.

With that in mind, here are five questions worth bearing in mind when naming your executor(s).

Must I choose someone younger than me?

Not necessarily, nor do they have to be in better health, but in practice, you want your executors to be fully able to carry out their role when the time comes. Appointing someone much older than yourself may not be conducive to this.

Do they have to be a relative?

No. They could be a family member, spouse, partner, friend, colleague, your solicitor or anyone else. It's fine if your executor is set to inherit something under the Will but they cannot act as a witness when you sign it.

Should I have more than one executor?

It's possible to have just one or more than one. It may be practical to have two (or more) in case one of them is no longer available or no longer wants to take on the task.

Are your executor and attorney the same person?

Clients sometimes assume when they make a Power of Attorney (PoA) that their nominated attorney will be able to handle their estate on their death even if there is no Will. This is not so. PoAs and Wills are two separate legal documents, and you may decide to name different people for each.

Can an executor get help?

Yes, a lawyer can help. Documents such as the Scottish Government's 'What to do after a death in Scotland' also have useful information.

“PoAs and Wills are two separate legal documents, and you may decide to name different people for each.”

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Can you claim damages *for Loss of Society?*

In addition to financial and economic loss, it's sometimes possible to claim damages for the loss of a loved one

In claims for financial loss resulting from the death of a loved one through an accident or illness caused by a third party, it's also possible to claim for 'Loss of Society' damages. This is to compensate you for the loss of your loved one's company and guidance.

We answer some common questions about Loss of Society claims.

“ *The amount payable depends upon the type of relationship with the deceased and how close the relative was to them.* ”

Who can claim for Loss of Society?

Various relatives known as 'Qualifying Relatives' of the deceased can claim including spouses, civil partners, parents and children, grandparents and grandchildren and stepfamilies.

What do Loss of Society damages cover?

They cover stress, grief and sorrow caused by the deceased's wrongful death. The amount payable depends upon the type of relationship with the deceased and how close the relative was to them.

How do you claim for Loss of Society?

You have to firstly establish negligence on the part of the party responsible for your relative's death. It is possible for any

qualifying relative to instruct a solicitor to investigate the claim. Once fault is established, it is possible for the other relatives to then be included in the claim.

If you have concerns about the death of a relative, you should seek the assistance of a personal injury lawyer as soon as possible.

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Celebrating a long-running deal

We're pleased to extend our sponsorship for the Scottish Cross Country Season until May 2026

The 2023–24 Scottish Cross Country season is well underway, with clubs across Scotland braving wind, rain and mud to compete. The season culminates with the Lindsays XC Trophy, to be presented in May, and all eyes are glued to the results board to see if Glasgow southside club Giffnock North AC can retain the trophy.

However, new this season is the introduction of two more trophies as clubs are split into three divisions to enable those of a similar size or turnout rate to 'compete' against each other. The goal has always been to encourage more competitors to enter and finish at

three national events and this has been successful – last year 11 clubs had more than 100 finishers.

Ian Beattie MBE, our Chief Operating Officer and Chairman of UK Athletics said: *"This is one of the longest-running sponsorships in Scottish sport because we see the difference that it makes to the athletes, their clubs and the health of their communities. Well done to everyone who has taken part in the season so far, and we wish them good luck for the remaining events."*

As part of our sponsorship arrangements, Lindsays has designed a benefits



Athletics clubs will now compete for a Lindsays trophy in one of three divisions

package for local clubs and members of Scottish Athletics, which results in investment back into the clubs network.

You can more find details on our website: lindsays.co.uk/about-us/sponsorship/scottish-cross-country-season-members

Eilish McColgan

How will Eilish's long-awaited next chapter look? Read her latest update ...

2023 has brought its challenges. An injury sounds pretty insignificant when your family suffers a loss as ours did recently. But I'm trying my best to refocus for 2024, whilst supporting my family as best as I can.

Training has had to take a backseat whilst we navigate a new chapter, but it's given my body some much needed rest to try and get on top of this knee injury once and for all.

There's never been any real diagnosis regarding my knee. A few things have popped up on scans from time to time, but nothing significant. In a way it's a good thing – no damaged ligaments or cartilage. But sometimes I feel it would have been easier mentally to know it's definitely this, or 100% that.

The uncertainty is also part of the reason why I continued training for most of the summer in the hope I could race.

Rehab has gone well. Although a few months have gone by now with no running on my schedule I'm fortunate to have been kept busy with plenty of aqua jogging and cross training. I haven't had a chance to miss running too much as we are still working so hard in sessions. But recently my mind has wandered towards next year's Olympic Games.

It's still my goal to compete at my fourth Olympics. We don't know if the focus will be the marathon or the 10,000m, but I'm determined to be on the starting line.



Eilish McColgan with pupils from Balgathno Campus, Dundee

The next few weeks are important as I gradually build back into running. I've started some easy runs on the Alter G (anti-gravity treadmill) and I will continue to increase both my time and speed on this equipment with the view to be in full training from the New Year.

A new chapter begins. And I feel it's going to be worth the wait!

Welcome to our *new colleagues*

We've added to the strengths of our teams with 16 new appointments at all levels from partners to trainees solicitors

Over recent months, we've welcomed a galaxy of talented lawyers and trainees, including two senior appointments.

In Glasgow, Nicholas Howie has joined our growing Corporate law team as a Partner, using his extensive experience to support a broad range of businesses, including family firms, SMEs and start-ups.

Meanwhile, in Edinburgh, we welcomed Property Manager Simon Donaldson to our Estate Agency team. Simon's experience will be invaluable to clients navigating the housing market in and around the capital.

Also joining our firm are our five trainee solicitors, who will work across different departments as they embark on their legal careers.

“ We look forward to supporting our new colleagues in their roles. ”

Alasdair Cummings, our Managing Partner said: *“To be able to attract lawyers and trainees of this calibre to the team is an endorsement not just of our firm's standing within the legal profession, but of the expertise with which we deliver services to our clients.*

“We look forward to supporting our new colleagues in their roles, and will continue to invest in people and the growth of the firm in 2024 and beyond.”

Alasdair Cummings
Managing Partner

alasdaircummings@lindsays.co.uk
0131 656 5672



Nicholas Howie | Partner
Corporate Law | Glasgow

“ I have been really impressed by the people, ambition and ethos at Lindsays. ”



Simon Donaldson | Property Manager
Residential Property | Edinburgh



Lindsays Managing Partner Alasdair Cummings, centre, with new trainees, from left, Michael Higgins, Jennifer Philp, Scott Briggs, James Siwela, Dylan Ackerley

A warm welcome to...

Our new colleagues who join our offices in Edinburgh, Glasgow, Dundee and Perth in a range of roles and departments



Anelia Black | Senior Solicitor
Private Client | Edinburgh



Carla Mitchell | Solicitor
Corporate | Glasgow



Carolyn Mitchell | Senior Paralegal
Private Client | Crieff



Charlotte Anderson | Property Assistant
Residential Property | Dundee



Connor Barnes | Solicitor
Charities & the Third Sector | Edinburgh



Jenna Gillespie | Trainee Paralegal
Private Client | Glasgow



Juan Casal | Associate
Corporate | Edinburgh



Mhairi Rogerson | Case Co-ordinator
Personal Injury | Glasgow



Nadine Salem | Case Co-ordinator
Personal Injury | Glasgow



Peter Benham | Senior Solicitor
Personal Injury | Glasgow



Rachel High | Associate
Private Client | Dundee



Sophia Smith | Case Co-ordinator
Personal Injury | Glasgow



Stacey Rivera | Paralegal
Personal Injury | Glasgow



Una Pearson | Property Consultant
Residential Property | Edinburgh



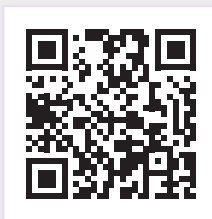
Zoe Scott | Paralegal
Personal Injury | Dundee

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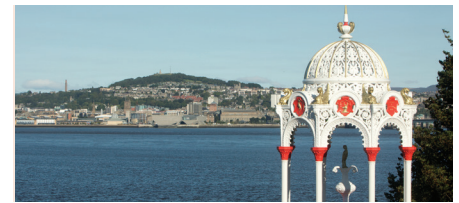
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A misty forest of evergreen trees, likely spruce or fir, with a dark red text box in the upper left corner. The trees are dense and layered, with mist or fog filling the spaces between them, creating a soft, ethereal atmosphere. The lighting is diffused, highlighting the textures of the needles and the overall green palette of the forest.

lindsays life

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