Write your own story



FRODSHAMS

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Amanda Woods
Senior Partner

A different approach

Welcome to our graduate brochure.

If you're finishing your undergraduate studies and considering the next steps for your career, you might be feeling somewhat at sea with the number of options facing you as a legal graduate. Solicitor, barrister, paralegal, apprentice - there's so much choice and so much terminology; it can be bewildering.

And if you're still on the course and yet to graduate, it's good to get ahead and start the research now.

In this brochure we've included testimonies from our own graduates, those that have been where you are now.

There's a Q & A from our newest graduate trainee, Elizabeth Rudgard and an introduction text to your first day as a trainee at Frodshams.

I hope this graduate edition helps to inform and inspire you on your next steps.

My own journey started over 25 years ago when the legal world looked very different to what it is today. I still remember my first day, it was scary and exciting in equal measure. Finally, being able to put into practice all that I had learned. Scared at the prospect of being the expert in the room. Here, the journey really began!

I was fortunate; I had good mentors excellent in their legal knowledge and kind in their impartation of it. I was inspired to innovate from an early stage in my career, something I think all trainees should be encouraged to do.

Today we see the fast rise of technology, the increased use and reliance of IT and the sharp learning curve of AI.

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Legal landscapes will forever change. The law isn't static but amidst all the change, there remains the constant of the client and solicitor relationship, in my opinion it is the most important element of the role, its here that your career will find its purpose.

When you receive a thank you for a job well done, or a recommendation from one client to another, you will feel career satisfaction that goes beyond the promotions and the salary increases, for me that feeling is still as rewarding today as it was 25 years ago!

As you embark on your career, keep your client and their needs in sharp focus, professionalism and care should go hand in hand.

At Frodshams, we remind ourselves that our values are intrinsically linked to how we succeed as solicitors. They are as much a part of our day job as our legal knowledge.

Our Firm values must be real and lived, sincere and evidenced, they should affect the environment that our members work within. I am encouraged therefore to read here that our graduates are experiencing a positive and supporting working culture.

When you start your training journey at Frodshams be encouraged to know that you won't be expected to know everything on day one. You'll receive expert legal tuition and guidance, pastoral support and practical help to assist you in achieving your career goals.

So be excited as you take your next steps and if you are starting here at Frodshams then be ready to join a team that wants to encourage you to excel in the legal world and make a tangible difference to those who need us.

We look forward to welcoming you!



Amanda Woods
Senior Partner

Our Values

Excellence.	We are committed to both technical excellence in the work we undertake on behalf of our clients and, also, the highest standards of service delivery with our clients at the heart of how we work.
Professionalism.	Our professional standards are sacrosanct and our professional integrity means we will be open and honest in our dealings with our clients and one another.
Care.	Knowing our clients is central to our ethos; we strive to provide a caring and personal approach in the delivery of our services to our clients and our conduct with one another.
Teamwork.	We can only achieve our aspirations by working as a united team appreciating the contribution which each of us is able to make and committing to help everyone achieve their own potential.
Community.	We are committed to making a meaningful contribution to the communities in which we work.
Achievement.	We help our clients fulfil their objectives and we achieve the challenging goals we set ourselves.

Elizabeth Rudgard

Legal Assistant

Elizabeth (Lizzie) is a Law graduate currently working as a legal assistant to the Head of Department in the Private Client team. Lizzie is in the process of completing her SQE part time alongside her full time job as legal assistant. We asked Lizzie some questions to talk us through her experiences and legal journey thus far.

Q1. How did your journey into a legal career start?

I had been considering a law degree as I had found the subjects of law very interesting.

I would always question why things were the way they were. I was an avid reader, and I could see myself doing well. I spoke with my mum about it and I researched and I thought it would be a good fit, I could see myself doing well in that career. I applied for the LLB Hons course and came to look at universities with my Mum. When I came to Liverpool I knew that was the place for me. I moved from Devon to Liverpool. It was scary but exciting.

I had to complete my law degree over COVID, which was an extra challenge but I loved it.

Q2. What next steps did you consider after completing your law degree?

I was ready to go after my degree. I was sure that I was ready for the practical. I knew there would be a teething period and I was trying to find my feet.

I started working for a sole practitioner who specialised in civil litigation work. I enjoyed working with her, but I knew that civil litigation wasn't the right fit for me. I wanted more exposure to different areas of law, I knew I needed to find my fit.

I came to work at Frodshams as a legal assistant within the private client department. I knew immediately this area was for me, there was an obvious meeting of minds. It made perfect sense to me. I loved this area and knew I had found my best fit.

Elizabeth Rudgard

Legal Assistant to the Head of Department

in the Private Client team



Q3. How are you finding the practical side of the law?

In terms of variety of learning, I really like the work. I get to go out and see people. It's not just behind the desk. Everything I do, the work I do, it becomes more realised when you're in front of that person (the client). I really enjoy meeting the clients. I enjoy assisting with the writing of wills, the court of protection work, and the probate work too. I like the admin side of the role still, so like the drafting. In terms of the area of law that I'm within, private clients is such a vast area. Not one file is actually the same as the other, it provides a challenge. I'm always learning something. It's technically challenging.

Q4. So far, can you describe what for you has been a career high and a career low and what have you learned from those experiences?

There are situations that are challenging. Law is not necessarily an easy path to take, but at the same time, it's very rewarding. A negative or a perceived negative, I'm quite a sensitive person so if someone isn't smiling at me I can read that as a bad interaction and I know that might not be the case but I can be sensitive like that and usually nothing hugely negative has happened. I love my attention to detail; I try to ensure that accuracy is there all the time. But at the end of the day, I'm also human. You can't always strive for perfection. As much as I'd really like to, I'm still learning. Everything can become a positive from it too. Take the negative and attribute it to experience and learning. It's really awful at the time when you make a mistake or you think that was a bit of a lapse of judgment there, I really wish I'd done better or I wish I was more organised, but you can learn from that. You don't know what you don't know. It's a journey at the end of the day, and it's incredibly rewarding.

If you like mental stimulation, then you're going to derive pleasure from the experience of learning in the long run. I think our work culture in our firm is hands down the best firm I've ever worked in. I feel very lucky. We all do. The other graduates really are too.

Q5. What makes a Firm the best firm?

I'd say that is in terms of support, where you are when really early on in your career, is so important. Obviously, you're not going to know everything. You are going to make mistakes. It's having that support there that makes a difference. I know I can turn around to our Head of Department and say, "I don't get this. Can you explain it? " And I know she will. She knows it's important that we understand what we're doing. She'll spend time in that, for me. And also in our PC team, everyone is so lovely and so willing to help each other. You don't get that in a lot of firms. In a lot of other firms people will be too busy; they won't care. Here, everyone will do anything for anyone. It's really important in such a junior stage of your career, to have those mentors you can rely on, those that will support your development and that you can trust.

Q6. What are your career ambitions now at this stage?

I've signed up to the SQE on a part time basis. My ambition is ultimately to accrue more knowledge on the ground whilst I'm working. I don't want to deskill myself. It's important to me that I'm working on the job, but then equally as important that I'm getting that academic knowledge. So this way I get both sides. I think it's really important because it will make me more rounded ultimately when I do qualify, I'm very lucky that our head of department is so open. I don't hesitate to say anything to her. In this department, our group, (there are two trainee solicitors and one other graduate) we all share the same journey, and we get on so well; it's invaluable. We have each other to support each other. And to have the support of the management is vital.

Q7. You work one day a week at home, four days in the office. Do you like that?

It's important to me that I work around people so I can get the help and support I need but I like to have that time to concentrate too, at home, if I have a technical piece of work, I can zone in like I used to at Uni, it's a good mix.

Q8. Was your academic learning experience a good set up for practice? What advice would you give to a Law Student now?

My degree gave me a good foundation, but practice is completely different because you're dealing with real people and real situations. A lot of things make more sense once you're actually working in the profession. My advice would be not to put too much pressure on yourself to have it all figured out straight away. I didn't find the right area of law immediately, and that's completely okay. Get as much practical experience as you can, ask lots of questions and be willing to learn. You don't know what you don't know, and honestly, some of the biggest lessons come from just getting stuck in and giving things a go. It's easy to forget that everyone has to start somewhere, but, gradually you'll get to where you want to be.



Connor Ramsahoye

Paralegal in the Private Client Team

Connor Ramsahoye

Paralegal

My experience at Frodshams has been incredibly rewarding, with the opportunity to take on responsibility from an early stage and contribute to a broad range of matters. My legal journey started when I went to The University of Liverpool in 2020, a three year undergraduate course doing straight Law LLB (Hons). Obviously Covid was with us and I think the first year or 18 months I was fully remote!

After completing my degree I started work straight away in another law firm in September 2023, this was my first legal job, I enjoyed the experience but I wanted something that would give me more personal contact with the clients and a wider experience of legal work, this is when I moved to Frodshams in early 2025.

I joined Frodshams in the Private Client Department as a Legal Assistant and it's been an incredibly rewarding experience. I have had the opportunity to take on responsibility from an early stage and contribute to a broad range of matters. I have particularly valued learning from those around me while developing my legal knowledge and confidence.

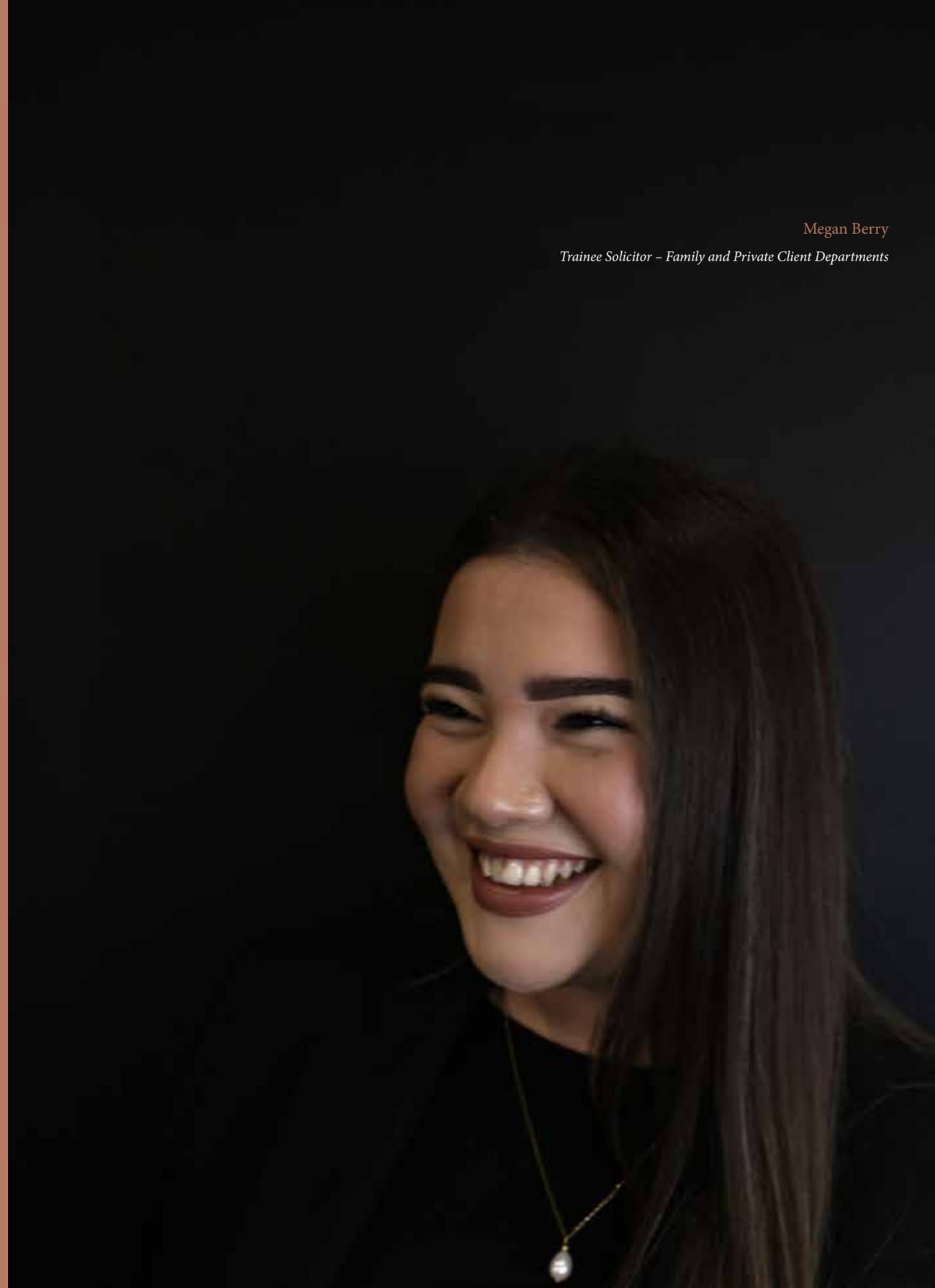
I am now capable and confident to not only complete a range of legal tasks independently but to help others who might need it. The team environment at Frodshams has enabled me to progress not only in a professional sense, but personally too. Overall, it has been a really positive experience and I look forward to continuing to learn and develop at the firm.

Megan Berry

Trainee Solicitor

I started my legal studies at Liverpool with a 3 year Law with Criminology degree followed with a year in China studying Mandarin and international relations at the Xi'an Jiaotong-Liverpool University in Suzhou. Studying abroad in China was an exciting time and I'm grateful to have had such an interesting experience. Whilst I was an undergraduate in Liverpool, though, I worked in the Law Clinic and I was assigned to the Family team which is where my interest in family law was firmly set. The interest stayed with me and as a result when I was finishing my year in China I applied for a legal assistant role within the Family department at Frodshams, that was in 2024 and I am still with the firm, imminently finishing my Masters course whilst completing my LPC, and midway through my training contract!

Balancing my training contract with my Masters and LPC hasn't always been easy, but I have thoroughly enjoyed it, I have felt very supported throughout my studies and with my work, both by my colleagues and by the management in the Firm. The people I work with play a huge part in making the day and work enjoyable, clients and colleagues alike, I have been fortunate to find the clients are some of the nicest people and grateful for my help. It is true that we spend most of our conscious day with those we work with and I am lucky to be able to say that the people I work with are lovely, they are all friendly and dedicated to helping me to learn. I have had hands on experience on client matters, helping with forensic enquiries in financial matters to resolve issues for a family client and assisting Partners to identify Court process in non-standard matters. These are career high points that will stay with me for a long time. Sometimes the work can be technically scary but having colleagues who can, and do, help has been a huge support and enabled me to develop personally and professionally.



Issabella Chang

Trainee Solicitor

I had an interest in a legal career after my A levels and therefore before embarking on a degree course I completed an internship at a Law Firm in Manchester to gain some more insight. In my time there I became certain I wanted to be a lawyer but instead of studying a Law degree I decided to broaden my field of knowledge and study Politics and Sociology at Leeds University, I thought that these subjects might help me to become a more well-rounded practitioner.

After graduating from Leeds I enrolled at the University of Law Manchester to complete the GDL and LPC courses on a full-time basis. I enjoyed my studies but I was ready for the next step, I took a graduate position in a litigation firm and although it was very interesting I wanted to try different areas, that's when I moved to Frodshams as a graduate legal assistant in the Private Client dept.

I have really enjoyed this area and I have now progressed to a full training Contract, I am due to qualify summer 2027. I have enjoyed working in a supportive and collaborative environment that has encouraged me to take on new challenges and develop my skills. Working with a Partner in the Firm has meant I gained exposure to some complex legal issues and I was able to observe and assist to gain more knowledge.

The relationships between me and my colleagues and the Partner I have worked under have been so supportive and this has helped me to strengthen my confidence and professional knowledge. I am excited to continue learning, broaden my expertise, and progress through my training contract in full qualification!



Further Insights

There is no single route into the legal profession, and one of the things we value at Frodshams is the different experiences people bring with them. Some of our lawyers joined straight from school through an apprenticeship, some came to law after university, and others started their careers as paralegals before deciding to qualify as solicitors.

If you are considering a future with us, we want you to know that qualification is rarely a straight line. What matters most is a willingness to learn, work hard and make the most of the opportunities available to you.

For school leavers, a solicitor apprenticeship can provide the opportunity to gain qualifications while developing practical experience within a law firm. Graduates may choose to follow the SQE route, combining legal studies with qualifying work experience. Others discover a passion for law while working as a paralegal and decide to pursue qualification alongside their role. We also recognise the valuable contribution made by Chartered Legal Executives, who follow their own respected route into the profession.

Whichever path you take, the reality of legal practice is that learning never stops. Qualification is not the end of the journey, it is the beginning of a career spent developing expertise, building client relationships and growing in confidence.

Your First Day

Starting somewhere new can feel daunting, but our aim is to make your first day as enjoyable and welcoming as possible.

You'll be greeted by a member of the team and shown around the office, giving you the opportunity to meet colleagues and get a feel for the firm. There will be some practical matters to cover, such as setting up your computer, accessing our systems and understanding some of the procedures that help us provide a professional service to our clients.

More importantly, your first day is about getting to know people. We encourage new starters to ask questions, introduce themselves and take the opportunity to learn about the different departments within the firm. Nobody expects you to know everything from day one.

During your first few days, you'll begin to see how matters are managed, how files progress and how different teams work together. You may spend time observing meetings, reviewing documents or assisting with straightforward tasks, depending on your role and level of experience.

We're not looking for someone who already has all the answers.

We value curiosity, professionalism and a positive attitude far more than technical knowledge. We want people who are willing to ask questions, take on feedback and demonstrate a genuine interest in the work they are doing.

Mistakes are part of learning. Every solicitor, legal executive and partner started out as a beginner. What matters is a willingness to learn from those experiences and continue developing.

In return, you can expect support, guidance and encouragement from colleagues who understand what it's like to be at the beginning of a legal career.

We are proud of the opportunities we provide to aspiring legal professionals and recognise that investing in people is one of the most important things we do as a firm.

Whether you're with us for a week's work experience, a placement year, an apprenticeship or the next stage of your journey towards qualification, we hope you'll leave with a better understanding of the legal profession and the confidence to take the next step in your career.

At Frodshams, your route may be different from someone else's, but every journey starts in the same place - with a first day, a willingness to learn, and a supportive team around you.

Notes

Jarndyce and Jarndyce drones on. This scarecrow of a suit has, in course of time, become so complicated that no man alive knows what it means. The parties to it understand it least, but it has been observed that no two Chancery lawyers can talk about it for five minutes without coming to a total disagreement as to all the premises. Innumerable children have been born into the cause; innumerable young people have married into it; innumerable old people have died out of it. Scores of persons have deliriously found themselves made parties in Jarndyce and Jarndyce without knowing how or why; whole families have inherited legendary hatreds with the suit. The little plaintiff or defendant who was promised a new rocking-horse when Jarndyce and Jarndyce should be settled has grown up, possessed himself of a real horse, and trotted away into the other world. Fair wards of court have faded into mothers and grandmothers; a long procession of Chancellors has come in and gone out; the legion of bills in the suit have been transformed into mere bills of mortality; there are not three Jarndyces left upon the earth perhaps since old Tom Jarndyce in despair blew his brains out at a coffee-house in Chancery Lane; but Jarndyce and Jarndyce still drags its dreary length before the court, perennially hopeless.

Bleak House Charles Dickens

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