

**MINUTES OF THE MEETING OF
THE BOARD OF DIRECTORS OF CILEx REGULATION LIMITED (CRL)
HELD ON 30 September 2025**

Present:

Jonathan Rees (Chair), Helen Astle, Douglas Blackstock, Aaron Porter and Patricia White

In attendance (CILEx Regulation):

John Barwick, Chief Executive Officer
Simon Blandy, Director of Regulation
Jonathan Levack, Director of Policy & Governance

Gerard McCarthy, Finance Manager (Items 13&14)

Angela Hesketh, Disciplinary Tribunal (Item 6)
Lisa Haythorne, Professional Conduct Panel (Item 6)

Note: the formal meeting had been preceded by a private Board discussion.

Note of the private discussion (not for publication)

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

- [REDACTED]
- [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

1 Welcome and Apologies

The Chair opened the meeting and welcomed everyone, including Aaron Porter who was attending his first meeting. All Board Members were present.

2 Declarations of Interests

Aaron Porter outlined his other roles as recorded in the declaration of interest register.

3 Minutes of previous meetings

The Board received and **APPROVED** as a correct record the minutes of the Board meeting on 18 July 2025.

The Board reviewed the Action Log and noted that all outstanding actions were accounted for.

4 Chief Executive's Report

The Chief Executive introduced his report, highlighting the following:

- Staffing issues, including a recruitment update
- PAS Team KPIs, which have largely shown improvements
- Enforcement KPIs remain a concern – the Executive intend to discuss enforcement with the Board at a meeting in early 2026.
- External engagement had been relatively quiet, owing to the summer period
- Staffing changes at the LSB and CILEX
- The risk register, which is due to be considered by the SRC in October
- The proposal to award a modest Christmas bonus to staff (that had been budgeted for) and to close the office from midday on Christmas Eve until January 2nd.

The Board **NOTED** the report. The Board **ASKED** that the impact of the recent an Mazur case is reflected in the Strategic Risk Register, with consideration given to including an additional risk, The Board **APPROVED** the proposals for a staff bonus and Christmas closure.

5. Business Plan and Strategic Objectives Update

The Chief Executive introduced the item and provided a brief overview of CRL performance against the 2025 Corporate Plan. He then outlined early thinking on 2026 priorities, with the intention that the Executive team will subsequently develop the annual Corporate Plan. This included BAU regulatory activity and anticipated policy work on professional ethics and the rule of law, EDI and first-tier complaints handling implementation to be priorities, driven by the LSB.

The Board considered their priorities for 2026. These were:

- i. To work with stakeholders to address the dispute with CILEX and, if possible, develop an alternative to redelegation
- ii. To manage the implications of the Mazur judgment
- iii. To improve CRL's enforcement performance
- iv. To progress CRL's 2025-28 EDI Strategy
- v. To progress CRL's communications and engagement strategy to achieve improvements in our stakeholder relationships
- vi. To develop the 'Law Firm in a Box' proposal

The Board **NOTED** the initial thinking, acknowledging the breadth of priorities, and **ASKED** the Executive team to present a fully developed 2026 Corporate Plan at the next Board meeting.

6. Reports from the Disciplinary Tribunal (DT) and Professional Conduct Panel (PCP)

Members from the DT and PCP presented their papers. The papers and presentations focused on trends, challenges and recommendations faced by the DT and PCP in recent years. Some of the challenges faced by the DT and PCP included age of cases, regulatory overlap, organisational uncertainty, a lack of training, recruitment and the amount of time given to members to consider cases.

The representatives and the Board discussed the challenges and experiences and proposed an action plan to address these. The action plan could include:

- Panel recruitment, which was considered in the Private Discussion
- Training needs
- Panel fees
- Panel communications
- Steps to address case age, which had been discussed previously

The Board **THANKED** the representatives from the Disciplinary Tribunal and Professional Conduct Panel for their reports, **ASKED** the Executive to consider and progress the action plan discussed and **COMMITTED** to annual reports from and discussions with the Panels.

7. Director of Regulation's Report

The Director of Regulation introduced his report and brought the Board's attention to the draft AML Supervision Report. The AML Supervision Report is due to be considered by the SRC at its upcoming meeting, after which it is due to be published. The Director of Regulation also noted that the SRC was due to consider CRL's risk register at its next meeting and would also be asked to make provision for an additional meeting in February 2026 to consider the 2026 Risk Appetite Statement.

The Board **NOTED** the Director of Regulation's report and specifically acknowledged the work undertaken as part of the AML Supervision Report and welcomed the breakdown of enforcement cases, noting the workload caused by paralegals.

8. Director of Policy and Governance's Report

The Director of Policy and Governance introduced his report, highlighting the following:

- The Regulatory Information Service has now entered private beta phase
- The Digital Exclusion research has now been finalised subject to publication
- That stakeholder perceptions work is being commissioned.

The Board **NOTED** the report.

9. Consultations Update

The Director of Policy and Governance updated the Board on the standalone litigation rights and first tier complaints handling policy work. Both had been subject to consultation over the summer period. The Board **APPROVED** the proposal to progress the two workstreams and to apply to the LSB to change regulation as soon as is practical.

10. 2025-28 EDI Strategy

The Director of Policy and Governance introduced a proposed 2025-28 EDI Strategy, which took account of Board feedback at the Board Strategy Day and the LSB's emerging policy work in this area. The Board **APPROVED** the strategy.

The Director of Policy and Governance also presented the draft 2025 Diversity Report, noting the small changes in the data. The Board **APPROVED** the report for publication and recommended that the Executive work with CILEX to publish the report.

11. Annual Cycle of Business

The Board **NOTED** the Annual Cycle of Business.

12. AOB

Mazur v Charles Russells Speechlys LLP Judgment

The Board discussed the impacts on the regulated community and CRL of the Mazur judgment. Recognising the uncertainty and distress it had caused many CILEX members, the Board considered CRL's response to the case. The Chief Executive outlined the current steps CRL are taking, including:

- Developing interim guidance on what the judgment means for the regulated community
- Engagement with the SRA and other stakeholders to ensure consistency of response
- Development of FAQs
- Review of our web content to ensure it is consistent with the judgment
- Consideration of the potential operational impacts of the judgment
- Quantifying the potential impacts
- Expediting an application to the LSB to offer standalone litigation rights

In conclusion, the Board recognised the impact the judgment has and considered its implications. The Board **ASKED** the Executive to submit an application to the LSB to allow standalone litigation rights as soon as possible, issue interim guidance on the conduct of litigation and ensure the impact on CILEX members be considered.

The following minutes are not for publication.

■

■

■
■
■
■
■
■

[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]