



**A Law Firm  
Like No Other**

Firmwide Prospectus

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# Redkite Solicitors

## About us in Numbers

**44** Partners

**20** Equity Members

**290+** Staff

**18** Offices

**59** Member team in Cardiff office

**4** Acquisitions across Herefordshire, Gloucestershire, Cotswolds and Vale of Glamorgan

**9** Teams ranked on Legal 500

**9** Practice areas listed on Chambers directories

**5** Chambers ranked individuals

**5** Legal 500 Leadings partners/Next Gen partners

**4.9** Average rating on Review Solicitors

**15%** Average growth over the last 7 years\*

**£20.4m** Turnover

**£5.2m** Combined annual fee income of our English offices

\*Excluding acquisitions

# Why you'll love working here

## A Friendly Culture, Rooted in People

We're a team of real people – approachable, supportive, and genuinely kind.

We believe that professionalism and warmth can go hand in hand.

- You'll work with people who care about each other, not just the task.
- We check in, lend a hand, and celebrate one another.
- It's a culture where you can be yourself and feel you belong.
- We support each other – in work and in life.

## A Career That's As Unique As You Are

We don't believe in one-size-fits-all careers. Instead, we help you build on your individual strengths – because success doesn't mean being brilliant at everything.

- Grow in ways that suit who you are and how you want to work.
- Progress with the support of leaders who listen and teams that collaborate.
- Shape a career that feels authentic and fulfilling.



Hear from Anna Cole, our Personal Injury partner in Cirencester

## High-Quality Work That Matters

- Our clients trust us because we deliver excellent work – with care, insight, and integrity.

We never cut corners, and we give you the space to build meaningful relationships.

- Do work you're proud of, with high standards and purpose.
- Take time to understand clients and create lasting impact.
- Collaborate without ego, we succeed together.

# Why you'll love working here

## Realistic Expectations. Real Life Balance.

We value people as people, not just professionals.

That means respecting your time, energy, and life outside work.

- Fair, transparent expectations – no hidden pressures.
- A culture that supports wellbeing, not burnout.
- A balanced life that fuels a fulfilling career.

## Connection That Powers Progress

Stronger connections make us better – with each other and for our clients.

- Regular away days to share ideas, reflect, and grow together.
- Learning and encouragement from colleagues who want you to thrive.
- Social moments that build trust and strengthen teams.

*I joined Redkite for the work, but I stayed for the people and the genuine opportunities to grow.*

**- Associate**



Hear from Sian, our Chief of People and Culture

*We believe in supporting real people, with real lives who happen to be great lawyers.*

**- Sian Fox-Loakes**



Hear from Neil Walker, our CEO

# Getting to know Redkite Solicitors

## This is who we are

### Friendly with a BIG sense of humour

We foster a friendly, open and supportive workplace where colleagues and managers are approachable, understanding and always happy to listen. We are serious lawyers but we try not to take ourselves too seriously.

### We pull together with a strong sense of TEAM

From day one our team members feel welcome and valued with a strong sense of collaboration across all offices. Open communication keeps everyone informed, connected and aligned with our goals. By way of example, we have Regional Leads who assist with fostering collaboration across their offices involving social activity, charity work and business development initiatives.

### Everyone aims for EXCELLENCE, but it's how you do it that matters

We are a firm on the move. Whether it is moving up Legal 500 or Chambers directories or entering into the Legal or Business awards, we are evolving, changing and improving. With this comes growing challenges that require a large dollop of trust and supporting each other through these moments towards our goals.

## Kind Leadership, BOLD results

Leadership here is grounded in empathy and trust:

Clear expectations and strong support.

Focus on crossing the finish line as a team, not alone.

## Wellbeing

At Redkite, wellbeing is woven into our culture – not just through initiatives but in how we work every day. We believe a truly positive workplace is essential to both individual fulfilment and long-term business success.

We focus on what matters to our people: purpose, autonomy, job satisfaction, safe environment, recognition, balance, health, happiness. We strive for an environment where everyone feels recognised, valued, supported so they can bring their whole selves to work.

Our published Flexible Working Framework is testament to this, giving people freedom to manage their working lives around what matters most.

An open, honest culture runs through all that Redkite does. With shared values at the core, systems, policies, processes, and support structures in place help ensure everyone can flourish in a kind, respectful environment.



### Keeping it Local

Our local involvement doesn't just end with having an office in one of our seventeen locations. We are active in supporting local charities that matter to our communities, with each office cluster adopting two or three charities and supporting them during the year.

"Local" for us means supporting local business and referrers and so we look to our immediate business community for our referral partners be they accountants, financial planners or estate agents.

### Our Journey thus far

Since our beginnings in West Wales in 1898, Redkite has grown ambitiously along the M4 corridor into the South West by maintaining it's truly local presence whilst offering a modern full service law offering to our clients.

### Our Clients

We combine our in-depth legal knowledge with a practical, solutions-oriented approach.

We believe in building strong and lasting relationships with our clients and referrers. We combine our in-depth legal knowledge with a practical, solutions-oriented approach.

Our local expertise, combined with our regional reach, allows us to provide tailored advice that reflects the specific needs of our clients in South West England and Wales.

# Our teams

## 'For Business' teams

Our commercial teams are comprised of experienced solicitors specialising in a range of business-related legal areas. They provide pragmatic and strategic advice to businesses of all sizes, from start-ups to established corporations. Our expertise includes:

- Corporate & Commercial Law: Advising on contracts, mergers, acquisitions, restructuring, and general commercial matters.
- Commercial Property: Handling acquisitions, disposals, leases, and all aspects of commercial property law.
- Employment Law: Providing guidance on employment contracts, disciplinary procedures, TUPE, and other employment-related issues.
- Commercial Dispute Resolution & Debt recovery: Representing businesses in commercial disputes, litigation, and alternative dispute resolution. We assist in the recovery of outstanding debts efficiently and effectively.
- Intellectual Property: Protecting your brand and intellectual assets through trademark registration, copyright advice, and enforcement.

## Meet some of the team



**Paul James**  
**Head of Commercial Teams**  
[Legal 500 Profile](#)



**Rhian Davies**  
**Partner & Head of Commercial Disputes**  
[Legal 500 Profile](#)



**Lucy Hollis**  
**Head of Commercial Property**  
[Legal 500 Profile](#)



**Carys Lodwick**  
**Head of Employment**  
[Legal 500 Profile](#)



**Siôn Tudur**  
**Partner & Head of Corporate and Commercial**  
[Redkite Profile](#)

## Some of the clients we work with:



apetito Limited  
(trading as Wiltshire Farm Foods)  
[www.apetito.co.uk](http://www.apetito.co.uk)



Bluestone Resorts Limited  
[www.bluestonewales.com](http://www.bluestonewales.com)



Castell Howell Foods Limited  
[www.castellhowellfoods.co.uk](http://www.castellhowellfoods.co.uk)



Forest Holidays Ltd  
[www.forestholidays.co.uk](http://www.forestholidays.co.uk)



Haygrove  
[www.haygrove.com](http://www.haygrove.com)



LATCH Welsh Children's  
Cancer Charity  
[www.latchwales.org](http://www.latchwales.org)



Lextan  
[www.lextan.co.uk](http://www.lextan.co.uk)



Port Milford Haven  
[www.mhpa.co.uk](http://www.mhpa.co.uk)



Swansea University  
[www.swansea.ac.uk](http://www.swansea.ac.uk)

## Meet some of the team



**Jess Llewellyn**  
**Head of Wills and Probate**  
[Redkite Profile](#)



**Katherine Simpson**  
**Head of Residential Conveyancing**  
[Redkite Profile](#)



**Catrin Griffiths**  
**Head of Family**  
[Legal 500 Profile](#)



**Sophie Jones**  
**Head of Personal Injury**  
[Legal 500 Profile](#)



**Louise Irvine**  
**Head of Court of Protection**  
[Redkite Profile](#)



**Alexia Thomas**  
**Head of Will Trust and Estate Disputes**  
[Legal 500 Profile](#)



**Emma Hughes-McEwan**  
**Head of Dispute Resolution**  
[Redkite Profile](#)

## 'For You' teams

Our private client teams understand that personal legal matters require sensitivity and understanding. They provide clear and compassionate advice on a wide range of issues, including:

- **Wills, Probate & Estate Planning:** Helping individuals secure their future and protect their loved ones through careful planning and administration of estates.
- **Will Trust and Estate Disputes:** Assisting clients with disputes concerning the validity of wills, how an estate or trust is being administered or inheritances under a will or intestacy.
- **Family Law:** Guiding clients through divorce, child custody arrangements, cohabitation agreements, and other family matters with empathy and expertise.
- **Residential Property:** Supporting clients through the complexities of buying, selling, and leasing property.
- **Personal Injury:** Assisting individuals in securing the compensation they deserve following an accident or injury.
- **Employment Law:** Advising on all aspects of employment law, from unfair dismissal to discrimination.
- **Dispute Resolution:** Representing individuals in resolving disputes effectively and efficiently.



# What can Redkite offer you?

We believe great people deserve great benefits. That's why our people enjoy a comprehensive package designed to support your wellbeing, growth and lifestyle

## Your Benefits

### **\*Flexible Working Framework**

Balance life and work your way.

### **Annual Leave**

25 days minimum, rising to 27 for Associates and 30 for Partners & Senior Leaders – plus bank holidays and the option to buy/sell a week.

### **Bonus Schemes**

Performance-based, transparent bonus schemes available for both Legal Services and Business Services.

### **Death in Service**

Peace of mind with 3x your salary paid to your loved ones.

### **Salary Sacrifice Pension Scheme**

Employer contribution starts at 3%, increasing to 5% for Associates and Partners.

### **Private Medical Insurance**

Exclusive to Partners & Senior Leaders.

### **\*Redkite Rewards**

Recognition gifts celebrating your achievements and values-driven contributions

### **Professional Development**

Published Career Pathways, funded qualifications and professional memberships.

### **Gym Membership**

We cover 50% of your local authority gym fees.

### **Eye Tests & Glasses**

We've got your vision covered with free tests and £50 towards glasses.

### **Employee Assistance Programme**

Confidential counselling support, whenever you need it.

### **Health & Wellbeing**

Enhanced sick pay, compassionate leave and qualified mental health first-aiders.

### **Staff Referral Scheme**

Earn up to £5,000 for helping us grow.

### **Social Events**

From summer parties to Christmas socials, we celebrate together.

### **Free Will**

For you and your partner.

### **Free Conveyancing**

For your primary residence.

### **Discounted Legal Services**

Preferential rates across all our services.

**\*Employee Favourites**

# Your Development

## Support Every Step of the Way

You'll never go it alone. Our open-door, kind leadership, mentoring culture and supportive colleagues mean you'll always have someone to learn from and grow with.

### Keep learning

We offer:

- In-house and external training
- CPD-accredited courses
- Legal tech workshops
- Leadership coaching
- Conference and webinar access
- Leadership Summit
- Department Team Days
- Legal Connect Days

### Development Beyond Legal Roles

Our development approach applies to all roles - from admin to IT, marketing, HR and beyond. Everyone at Redkite has the opportunity to grow.

## Qualification Routes

We support a range of paths into law:

- Trainee programme
- CLC Licensed Conveyancer programmes
- CILEx apprenticeships
- Solicitors Qualifying Examination (SQE)

Great lawyers come from all backgrounds, and we back you whichever path you choose.



*All Redkite training ties into the organisations' values, beliefs and practices and the training is delivered to each new employee, in the same way throughout the whole organisation, to ensure our customers receive the same level of excellence on every occasion.*



*I was really impressed with the on-boarding process. The communication before I joined was excellent. On my first day, there was a full programme organised for me, which included meetings with IT, marketing, my team, and senior leaders. It felt very professional and well thought out.*

**- Partner**



*There is a variety of people coming from different areas, which creates a dynamic and exciting environment. I've really enjoyed my time so far. The firm is approachable, and managers are open to feedback. Regular team meetings help maintain open communication.*

**- Receptionist**



*It's a positive, friendly environment that encourages self-development. Progression is clear and structured, but not necessarily linear—you can skip steps. You have to take responsibility for your own development, which is encouraging.*

**- Partner**

# Redkite Solicitors

## - Be Part of the Journey

At Redkite, we're not standing still. As we look to the future, we're actively evolving our Vision and Purpose to drive meaningful growth, enhance our client journey, and create a stand-out presence in the legal marketplace.

### We are **BOLDLY** Facing an Ever-Changing World

#### Redkite is embracing change with confidence and ambition:

- Client First - Innovating legal service delivery.
- Operational Excellence - Exploring smarter systems and agile processes.
- Sustainable Growth - Setting a bold strategic course for growth driven by shared values.
- Investing in People - Career progression, wellbeing, and leadership development

#### To support this transformation, we've made several strategic appointments, including:

Richard King, Non-Executive Chairman  
(former executive at Knights and Procter & Gamble)

Jeff Wright, Client Experience Director  
(former CX executive of Foot Anstey)

Mark Beardmore, Management Consultant  
(former executive of Eversheds)

#### What Kind of People Thrive Here?

Curious minds.

Thoughtful collaborators.

Bold thinkers.

People who care about their clients – and their colleagues.



Whatever your legal need,  
trust Redkite Solicitors,  
a full service law firm like  
no other.

Let's get connected

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[redkitesolicitors.co.uk](http://redkitesolicitors.co.uk)

