

**Sally Penni:**

Hello and welcome to Talking Law, the podcast where you can hear barristers, judges, solicitors, managing partners and more, talk about their lives and careers.

I'm Dr Sally Penni, MBE, I'm a barrister at Kenworthy's Chambers in Manchester, the Joint Vice Chair of Association of Women Barristers and founder of Women in the Law UK.

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Before you meet today's guests, a reminder that tickets for the Women in the Law UK Annual Dinner and Conference in Manchester this November are on sale now. Please visit [womeninthelawuk.com](http://womeninthelawuk.com) for more details.

I'd also love you to watch my recent Ted Talk, where I discuss whether love can conquer hate. Please head to [Ted.com](http://Ted.com) and search for Sally Penni.

Today I'm Talking Law with Erin Shoemith, a lawyer who has been awarded Higher Rights of Audience for both civil and criminal proceedings.

Erin is a partner at Addleshaw Goddard, and has a myriad of roles within the firm. I asked her to explain her different responsibilities.

**Erin Shoemith:**

So I'm head of safety here, which encompasses health and safety, fire safety, product safety, food, safety, anything safety related. Wow. I also head up the public inquiries and investigations and inquests as well, as well as, as holding the role of head of pro bono here AT.

**Sally Penni:**

Well, I was just coming to that. Yeah. So you wear a few hats which is quite interesting.

Let's go back to the beginning. You know, you are a Mum with two kids and your partner here quite a big job. How did you get into law?

**Erin Shoemith:**

So I had a fairly traditional route into law and the fact that I went to university, I did a law degree. I got a training contract and that's kind of where my journey started, but I suppose if you take me back further than that, I was the first person to go to university in my family. And I'd like to say the first and not the last, so that's great. But why law? I mean, it was something that obviously you saw on TV. I didn't know anybody who was in the law.

And I did, I think I may have been in year four. So what was it would've been... I dunno, year eight now, year nine? In current school years. And I did a kind of questionnaire as to what do you want to be when

you get older? And mine came out as either a journalist yeah. Or a lawyer. Wow. And that really was kind of the start of thinking, okay, I'm quite interested in this. Let me have a look around the edges. I'd approached people to do work experience. So I did that over in Bradford and Leeds and I thought, I really like this. It really piqued my interest. That's what I want to do. And that is pretty much how I fell into the law.

**Sally Penni:**

Well, do you know, you said something on all of that, which I was saying wow. At, but shocked really? Cuz you said you were the first person in your family to go to university and in an era where, you know, everybody - not everybody, obviously - an awful lot of people have got degrees. We just assume sometimes that everyone parents went to uni or whatever don't we? Was that unusual for you. And did you had university therefore have an imposter syndrome about that and, and if you did, how did you cope with that? I mean, you are quite a go getter sort of woman, mainly because I met your daughter. Maybe <laugh> a young young daughter, but did, did, how did that manifest herself?

**Erin Shoemith:**

I suppose many years ago though. I mean, well, I've been, I qualified in 2002. So if yourself back, I probably wasn't the only person there who didn't have parents who hadn't been to university. Sure. And I don't think I really recognized it then now I recognize it much more. And you talk about the imposter syndrome. And you can come across very confident as a person. But actually behind it. Yeah. You're kind of scrubbing away thinking, 'oh my God'.

Being that first person in your family to do that and actually trying to make your own way. I, I haven't had anyone to push me in that direction. It has been very much kind of, you know, take baby steps and see where the next step goes and then keep on pushing it. So, but I I'd say for anybody out there, the imposter syndrome, you know, is there, or is there underneath

**Sally Penni:**

Yeah.

What does your job entail? You know, I love law. I read so many books on law and I really believe we need to make laws more accessible and engaging with the public and law. So your area of law is seriously interesting. What's like your day to day?

**Erin Shoemith:**

So it's mainly on the crisis management side. So I mean, we do do proactive work as well, but it's usually when clients have got a problem. So, and it's usually a serious problem as you can see inquest. So usually there's a faith accident or there's a serious injury and we'll get the call, could be anytime of the day. And it's very much jump into action helping, supporting the client through the investigation, by the police or the health and safety executive or whatever regulator it might be and supporting them through that process through interviews under caution all the way through to court, inquests. And as we say, now, public inquiries, which are very fashionable at the moment.

**Sally Penni:**

What what's been sort of your, the most impactful case that you've done or a case in your career that you've thought, wow, that was either really heavy or 'can't believe we're doing this'.

Doing things like inquest and fatalities, you know, maybe cases where I didn't know the client, the directors done something, or whatever. Do you get those?

**Erin Shoemith:**

Yeah. I mean, particularly the fatals they always stick in your mind. And they're across so many different areas and sectors and, and, and different things that happen. But the one thing that I will always look back on and it's more recent than actually something that was at the start of my career. Oh, right. And it's also pro bono. And it's Manchester arena and obviously that happened. Yeah. You know, back in May, 2017, it happened in our backyard in Manchester. Yeah. And at the time, obviously you have 22 people who died. And I basically went to the to our managing partner at the time to say, I think we need to be involved in this. You know, my team has very much inquest experience. And at that time it was an inquest before it got converted to a public inquiry.

Yeah. And I was like, we have to be part of this, representing those families who left, who lost their loved ones. And for me, and for our managing partner and our pro bono committee who gave us the support to do that when actually, you know, many of our clients may have also been involved and may have needed representation. It was to stick our head above the parapet and say, let's do this. And let's support these individuals, which we've done all the way through to the public inquiry and with council who also active pro bono to start with. Yeah. So that is the one thing and using our skill to be able to help those people, those individuals, those families through, which is the most horrific time that you could ever imagine, or you can't even imagine that for me will, I think will be my legacy. And that's why I'm so interested in the, on the pro bono side side; because you can see the impact that it has.

**Sally Penni:**

Yeah. Now when we talk about pro bono, I just want to explain it for a moment for, we have many fans, I'm sure who watch the American program Suits and they're always doing pro bono work in that law firm and David Lamy has been talking about the need for law firms to be doing an extensive amount of pro bono work in, or even it ought to be compulsory. So tell me, what do you, why are you so interested in the pro bono work and how does it work here Addleshaws?

**Erin Shoemith:**

So you can see what piqued my interest in relation to pro bono and seeing, as I said, the, the kind of consequence that our support had for those individuals. Yes, absolutely. So that's really why I was quite happy to take on the mantle and, and head this up with Hugh and Laurenceson. Who's also a pro partner here. I mean the difficulty, we have a big firm like this, a big commercial firm is that actually we don't have some of the skills that actually the people who are in need really require. Yeah. So, you know, we, we are not family lawyers. We are not welfare specialists. You know, we don't have a big immigration or a charities practice, but what we try to do is use our skillsets to help both charities, social enterprises, to provide them with the support that they need. And it may be our litigation team who are helping people through the courts where they don't have representation. It may be just our, our real estate colleagues who are helping a charity, such as Survivors Manchester with their lease in relation relation to their properties. So money that they would've had to spend on lawyers doing that they're able to actually use that for their charitable works.

So we work with the like of law works, trust law support through courts, brilliant collaboration plan. And it really is about engaging our theater in a community and also our wider community here at AG. Yeah. So like our PAs by way of example, have set up this thing called AG Pass a program where they can use their PA skills to help some charities who may not need that from, you know, drafting up their board minutes. Yeah. Or helping them with documentation. Yeah. so what we're trying to do is bring everybody together yeah. In order to kind of give back, because in a way that's, you know, we are very privileged people.

**Sally Penni:**

Absolutely.

**Erin Shoemith:**

And we should be giving back a particular time when there's such a massive need for support on a pro bono basis.

**Sally Penni:**

Yeah. And let's not forget we're going into a recession. Absolutely.

**Erin Shoemith:**

And the cost of living crisis. Yes. Yeah. This is only going to get worse. Yeah. So what we're trying to do is collaborate with other law firms as well. So where we don't have the requisite skills. Yes. We can then hopefully collaborate with other law firms. So we can actually come to this as a partnership.

**Sally Penni:**

Yeah. But, but not out of pity, I think genuinely we do need that don't we absolutely.

As we record this, the lionesses, the England women team are in the final of the Euro world cup. I keep saying the world cup.

**Erin Shoemith:**

Euros.

**Sally Penni:**

It's Euro 2022. And what I wanted to ask you, cuz your daughters are very keen football. They're very, very good. And I know your husband, coaches, you know, girls football team, your actively involved. where you think we are with women's football? Ian Wright the commentator said last night this is about Legacy. Do you think we're getting there with women's football?

**Erin Shoemith:**

I have to say I am so excited. Yeah. I am absolutely over the moon that they are at Wembley on

**Sally Penni:**

Woop woop woop woop!

**Erin Shoemith:**

Absolutely. So, you know, from that perspective and obviously being involved like you are yeah. In, in, in girls

**Sally Penni:**

Football, football. Yeah.

**Erin Shoemith:**

I see the, the kind of impact that it has on our young women and the confidence that it gives to them. Yeah. But equally to be able to kind of play alongside the boys as well, and to demonstrate what they can do in this field, I feel like we're kind of on the cusp of something big here and to see the numbers, the crowds that have gone to this and also just the happy atmosphere yeah. That these games are giving and you know, we need some good news don't we? And to have that vibe that just to bring us all together is brilliant. Yeah. But I love the comment by Ian Wright. I have to say. And this football, so when I was at school, girls were not allowed to play football.

And actually we should be able to play football. Boys should be able to play netball. I feel like it should be - we're all on equal footing here, but I think it's just starting. Yeah. And I think there's going to be, you know, a real push behind it and hopefully, grassroots, upwards, we're going to be able to see that equality. Yeah. At that level, I think with some way away, but we're starting, we're on the trajectory

**Sally Penni:**

Yeah. Of, of going forward and actually the crowds watching from home.

**Erin Shoemith:**

And kudos to the BBC to actually showing all the games as well on BBC one, BBC two and BBC four. So I do think, you know, from that perspective you can just feel the excitement!

**Sally Penni:**

I know. Well, I kind of feel like we've already won.

I want to ask you a little bit about wellbeing. You are at a massive law firm. I alluded to it before you have a family and I remember, I think we met when you just became a partner or it feels like ages ago. Now. I remember when it was, and I really wanted to really ask about what you do for your wellbeing. You know, it's not easy having a family, young family at that.

So how do you look after yourself? What do you do?

**Erin Shoemith:**

I mean, I think COVID has helped in a respect. I mean, we were very busy during, COVID really busy, obviously health and safety was at the front of every one's mind.

PPE. I mean, my mum even knows what PPE is. I mean, let's face it. That was kind of like just the jargon that health and safety lawyers would use. Yeah. Yeah. But actually spending more time at home and being at home with the children actually helped. And actually the hybrid working then helps in that regard. Yes. I mean, I do have quite clear lines in that I do tend to, to leave earlier in order to spend the time with the kids. Yeah. And to, as you say, to take them to football or to cricket or to wherever.

**Sally Penni:**

Yeah.

**Erin Shoemith:**

And then I tend to log on later because I need to make sure that I finish for the day and, and, and that works for me. It doesn't work for

**Sally Penni:**

Everyone. Yeah, sure.

**Erin Shoemith:**

I do like running and I do like sport, although I'm probably less consistent than I would like to, <laugh> like to be, but for me,

**Sally Penni:**

Aren't we all?

**Erin Shoemith:**

Yeah, absolutely. And then, but for me, friends and family are a big part, you know, I, I just find it easy to kind of just slow down, not really think about anything cuz you're just chatting away and you're doing whatever, but that for me is kind of like my safe space around just defining work and home life.

**Sally Penni:**

Yeah.

Tell me about sort of any role models in law who inspired you, have you had a favorite legal character and, or a favorite book?

**Erin Shoemith:**

So I mean, as I was speaking to you earlier about this, you know, I, I remember Ally McBeal. I mean anyone our age, that, that is pretty much, I, I know pretty much what you remember. Clueless. I mean those kinda things, some people might say I'm clueless anyway, but you know,

**Sally Penni:**

Well I think your work speaks itself, so I'm not sure about that.

**Erin Shoemith:**

<Laugh> so, so that's probably kind of the, the characters and I remember my mum watching things like, you know Judge John Deed

**Sally Penni:**

Yeah, yeah, yeah. He's been on this podcast,

**Erin Shoemith:**

Things like that. But yeah, in terms of kind of books I mean all the Gresham novels. Yeah. But I am a massive, massive fan of true crime podcasts. Like Honestly. I'm really quite bad. I listen to them really all the time. Starting with the likes of Serial. Dirty John. All these kind of things that then made themselves onto TV. Yeah. I could be cleaning. I could be in the car being around, you know, the supermarket and I'm like digesting all this true, true crime. <Laugh> I mean, it's crazy.

**Sally Penni:**

Do you think it's because you, you know, you're not specializing in, in that area?

**Erin Shoemith:**

Maybe. I think if I was doing it day in, day out, I probably wouldn't be as...

**Sally Penni:**

I, I don't, I don't, yeah. I don't, I don't really listen to those, but interestingly Ayo Anotande who is a, a fictional crime reviewer. And she's actually also a clerk in a Supreme court. And so, you know, we know that crime fiction certainly is like, had a huge increase in listeners over lockdown. So actually in terms of real crime, no, I don't really, I like sort of forensic type stuff. Yeah. But I think my husband's more the obsessive one about those cuz he is not in law there, but yeah. It's, it's quite a, an interesting...

**Erin Shoemith:**

I probably wouldn't want to listen to one about health and safety.

**Sally Penni:**

No,

**Erin Shoemith:**

But the true crime kind of like, you know, grasped my attention. Definitely. And if you're walking around the supermarket, I mean, somebody's going,

**Sally Penni:**

<Laugh>,

**Erin Shoemith:**

You know, that's me

**Sally Penni:**

<Laugh> yeah.

**Erin Shoemith:**

Something's just happened.

**Sally Penni:**

Is that a shocker, tomatos going off or something!!

Well, Erin I've been concerned about people entering the law. Yeah. And social mobility, race, gender, but particularly young people entering. And I wonder if you had any kind of advice or guidance for people who might be entering the law. Cause there are less opportunities because of COVID. Yeah. We already alluded to the economic environment, but have you got any advice from maybe somebody who like you yeah. You know, thinking about going into law, but doesn't know anybody. Have you got any advice for that specific entrance level?

**Erin Shoemith:**

I mean, I think a lot of it is about gaining the knowledge about what is the law. And actually there's probably more available on, on like the internet than there there ever was before. And it's, you know,

things like you can observe court cases, you can go to the magistrates, you can go to the crown court and you, you can watch cases actually happening before your eyes. Or you can go onto YouTube now and watch public inquiries. The law in a way is more accessible than it was before in that, in that manner. Yeah. I realize in relation to, you know, entry, it's, it's much more difficult, but I think any experience that you can gather such as, you know, helping out a citizen's advice, looking to charities and social enterprise to see if you can volunteer. Yeah. You know, looking actually at those pro bono opportunities, if there's anything there to help you kind of in your, to put on your CV, I think that would be, you know, it's great for gaining that knowledge, but it's also great for networking.

And I don't think, I don't think somebody, you know, who went to my school probably understood about networking and how important that is and to build up network. Yes. You know, you were never given confidence skills at, at, at school. No, but actually that is such a big part of it. It's not just about doing the job. It's about being able to build up a network of whether it's council. Yes. Clients, yes. Experts. People who can support you in, in kind of the roles that you want to do. So it's very much about thinking ahead and not just, 'I'm gonna be this work doer'.

**Sally Penni:**

Yeah. That was so I was just making a note there, even for me, <laugh> after all these years <laugh>

And Erin, what about, you know, we are both women yeah. With families as I've I keep alluding to that because you know what,

**Erin Shoemith:**

It's an important part of who we are.

**Sally Penni:**

Yes it is. And actually when I came to the bar, people didn't talk about one. There weren't very many women, well in the profession. Yeah. And two, they didn't talk about families if they had one.

**Erin Shoemith:**

And that's why COVID has changed it as well.

**Sally Penni:**

Yes. Yeah. And, and then more people talking about having had families now or, you know, going off to things using yeah.

**Erin Shoemith:**

Yeah. I do. Partly because when we were at home and we were all on teams or zoom or whatever it was and the schools were closed and I still have posttraumatic stress disorder thinking about it. I know, you know, but you know, my little Frank would pop up in the background and you, you be just like, 'oh my God. I'm so sorry'. And everyone would be like, 'no, no, Don don't worry about it'. So your home life became your work life. Yes. So people really got an insight into your house. Yes. And what was on your drinks, trolley and things like that.

**Sally Penni:**

<Laugh> what the pajama, as the kids wore. I know there was a lot of that on my <laugh>,



Erin Shoesmith:

But I do think it opened things up to say, actually you are not just this lawyer who's giving them advice. You're a more rounded person who does have, you know, life skills and families and, and, and things around you. Yeah. To contribute to, to kind of who you are as a person.

**Sally Penni:**

Yes. But I do you think we need to maintain that going forward. Because a lot of the gains that we made in lockdown as sort of slowly disappearing, aren't they, you know, my garden for starters, lots of state <laugh>

**Erin Shoesmith:**

The drought!

**Sally Penni:**

<Laugh> Yeah. You know.

**Erin Shoesmith:**

You saw the pictures of Chatsworth with house couldn't you and the, and the beautiful garden that's been kind of shown through the drought.

**Sally Penni:**

Yeah. So, you know, but by comparison, you know, should we keep that going actually that, you know, showing that we are whole people bringing our whole selves to work. Yeah. Because we've quickly kind of gone back to what we were doing before really. Yeah. You know, keeping the lockdown gains would be quite important.

**Erin Shoesmith:**

I think so definitely the skills I, I have gained through work helped me negotiate with the children. <Laugh> not very well, most of the time I have to say <laugh> first skill succeeds, mine

**Sally Penni:**

<Laugh> I know. And we should just bring them to work, you know, to deal, to all bring our dogs to work as well.

Erin, you know, you are a partner you've done very well successful in your own career. I wonder if you had any tips maybe then for, you know, Mums like us or women at certain point in their career, thinking about progression mm-hmm <affirmative> and often specifically about partnership, any kind of advice about what to do, what to think about? I wondered if you might have any advice for on that subject. Really?

**Erin Shoesmith:**

Yeah. I mean, I think mentorship and sponsorship is key. It really is. Mm. And when I think back through my career, there have been people not always actually doing what I do. Yes. Who've given me a platform who may have gone out into the, the wider partnership and sponsored me in that respect. So there'd be kind of raising my profile often without me knowing about it. So I think that's really important

both internally and externally, because sometimes I found probably what I needed was the confidence to actually say, not wait for a tap on the shoulder, but the confidence to say, 'I'm ready. I'm ready now. I don't want to wait another year'. And sometimes you just need someone to give the, you that extra push yeah. In that respect. Yeah.

And the other point I think I would make is about visibility. So don't hide yourself under a bushel or whatever the saying may be. Yes. You know, don't think people, people must understand and think you are good. Actually you have to tell them, and there's a real fine line between I think being confident in that approach and perhaps coming across more arrogant. And I think women always kind of, this is generalization, but we always find that quite difficult.

**Sally Penni:**

Yes we do.

**Erin Shoemith:**

But I think someone just to give you that extra push or the platform to be able to succeed, I think is really, really important. Could be female. It could be male. I often I've had, you know, various male partners who've helped me and supported me throughout that. But I think that, that, that's kind of the, the tips I would give.

**Sally Penni:**

Yeah. And actually I think, you know, clever or a coach as you know, but clever coach, I think they sometimes call it queen bee syndrome. The women sort of wait for somebody to say 'Erin, you're brilliant, apply for this!'

**Erin Shoemith:**

Absolutely

**Sally Penni:**

Whereas actually we kind of need to be planning this on the way of finding people who can do that. Yeah. Because you

**Erin Shoemith:**

Know, and asking people to do that. Yes. So don't wait for them to come to you. You need to go to that. And most people, what I found at ag, if you ask somebody to help you, they will very much give you that support that you need. Yeah. And if they can't do it for whatever reason, they'll find you somebody else. So I think it is, yes. Don't wait to be asked.

**Sally Penni:**

Yes. Isn't that interesting? I suppose. No means not yet. If you if you ask someone, I'll tell you a funny new story. A QC who's been on this podcast you'll know who he is. Told me that when he was decided to apply to B QC, he went to see a judge to see if he might, if he thought it was a good idea. Yeah. In confidence and private. And and he said, no <laugh>.

I said, oh my God, you must be mortified. I would never live in down. And I think we're two different characters and maybe male, female. I don't know. He was like, no, he did me a favor. Because I knew not to ask him <laugh> as a reference!

Erin Shoemith:

<Laugh>

Sally Penni:

I was just looking, you know, shocked. So it's really interesting, you know, what you say about just, you know, take that approach and if he'd ask you earlier, that that would actually be quite, quite a good, quite good advice.

Erin, we're coming to the end and I want to ask you two quick questions. The first one is that you instruct a lot of counsel. Yeah. You know, advocates like me. And I wondered if you had anything that you would say about advocacy. What makes a good advocate? I mean, that's not always a reason you've structured council of course. But so just think about that for a moment. And then the final question I wanted you to move to is really what advice would you give to the young Erin, you know, who was starting out mm-hmm <affirmative> from the beginning, you know, I would've like to have more fun. I think I was just a bit of a swot and just worked all the time.

**Erin Shoemith:**

Yeah. I don't think I was that, but yeah. I think I had a lot of fun maybe too much. Maybe that would maybe I should maybe should swap roles. Yeah,

**Sally Penni:**

I know. Yeah. I'll be you, you be me <laugh>

**Erin Shoemith:**

So in terms of counsel, yeah. So you know, the counsel, I I'm obviously instruct are criminal. Yeah. Yeah. A regulatory council. The one thing I always look for is someone who will act as a team. So when we are acting for the client, we act as a team. Yeah. That is really important for me.

**Sally Penni:**

And then what advice would you give to the young Erin if, if it's not to have more fun.

**Erin Shoemith:**

So I think it would be, be more confident in yourself. I remember when I was first dating my husband we were out on night out and the one of his friends said to me and they all came from, they all were at Manchester Grammar and they said to me, 'so tell me about you'. And I was like, 'I'm a trainee Solicitor'. He's like, 'which school did you go to'? Oh gosh. I said, oh, I just went to a a Catholic school in, in Yorkshire. He was like 'Ambleside' or was that? Nope. <Laugh> I kinda said something to anyway. 'Oh, you have done well for yourself'. And when I look back, I think actually I have done well for myself. So, you know, know I will congratulate myself. Yeah. But it would be having the more confidence, I think, more confidence in myself. Yeah.

**Sally Penni:**

I love that. You know, I wrote a book about confidence. It's not hill book, it's a journal with loads of wonderful quotes, boost confidence for those days when you're feeling a little bit there. So a little bit that, and half of it's a journal about the times that you felt most confident. Yeah. The times that you looked great. Yeah. Or, you know, you did a case so well, and it's like so many pages to fill in because I

was asked by an undergraduate, you know, whether I'd always been confident and I thought, gosh, I was a short, fat kid at school. Of course I wasn't confident now I'm just know how to use my voice. Yeah. A little Bit more.

**Erin Shoemith:**

And you do it very well.

**Sally Penni:**

<Laugh> I love that about the confidence actually be more confident in yourself. I think it's even now at my old age, it is really good advice for all of us, Erin. We've come to the end. Is there one kind of call to action that do you have for people we've talked about a lot of different things on this podcast and you know, just laterally using your voice, figuratively and literally <laugh>. And I wondered if you had a call for action for you because you know, one of the things about you is your genuine and your authentic and you know, where my car was broken into and presents for children who were undergoing treatment for cancer was stolen. You came to my house with your kids with bin bags of all sorts of presents you know, wrapped so I could take them so that those children didn't go without. And to me, that often shows people's true colors in a crisis. You know, you can offer tea and coffee.

**Erin Shoemith:**

I'm very good in a crisis.

**Sally Penni:**

I thought so. And you were pragmatic. So I wondered if you had a call to action, so to speak yourself, you know, because that, to me showed a real character to you that I don't think often.

**Erin Shoemith:**

But I think that's what I put into my pro bono. Yeah. And that really is bolstering what we do in that, in that sphere. And being able to do that in Manchester as a collaborative piece as well. So I think that's my call for action. And, you know, I would ask anyone who kind of listens to this, get involved really kind of like invest yourself in this because it feels great to give back. Yeah. And that's really important. Bearing in mind, as I said, we're in such a privileged position to be able to do that. I think hopefully will also be other people's legacies.

**Sally Penni:**

Absolutely. You might get multi now. Cause I think this is listened to, by over 150,000 people all over the world. I haven't checked actually. I think that that was figures from three weeks ago. So I hope that you are mobbed and I hope that more people do pro bono work. Aaron Shoemith thank you so much for your time and for talking law with me.

**Erin Shoemith:**

Thank you, Sally.

**Sally Penni:**

A big thank you to Erin Shoemith for Talking Law with me, Sally Penni

And thanks again to Addleshaw Goddard LLP for supporting this episode.  
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Do make sure you catch up with previous episodes of Talking Law where you can hear my interviews with guests such as barrister and MP David Lammy and activist Joeli Brierly

Before I go, just a reminder to get your tickets for the Women In The Law UK annual dinner and watch my Ted Talk at [Ted.com](http://Ted.com)

Thanks to our production team, Sam Walker and Michael Blades at What Goes On Media.  
I'm Dr Sally Penni MBE, Bye for now.