

Gemma Copestick, Senior Manager of Employer Partnerships at STEP with senior solicitor Jocelyn Gilda, partner Roddy Harrison and associate Ross Brown of BTO Solicitors' Tax Planning, Wills and Estates team

## BTO Solicitors gains new tax and estates accreditation

Scottish law firm BTO Solicitors has been awarded Employer Partner accreditation by the STEP Employer Partnership Programme (EPP).

The accreditation cements the firm's commitment to delivering tax planning, wills and estates services of the highest standard and to cultivating a culture of continued professional development among employees.

STEP is the global professional association for practitioners who specialise in family inheritance and succession planning. STEP works to improve public understanding of the issues families face in this area and promotes education and high professional standards among its members. STEP members help families plan for their futures, from drafting wills to issues surrounding international families, protection of the vulnerable, family businesses and philanthropic giving. Full STEP members, known as TEPs, are internationally recognised as experts in their field, with proven qualifications and experience.

The EPP recognises companies which meet a set of learning and development standards aimed at supporting employees to complete STEP qualifications to become an accredited TEP. BTO was seen to meet the necessary standards for Employer Partner accreditation by allocating a STEP qualified mentor, by covering the financial costs of the qualification and giving employees paid leave to study and attend workshops and exams.

Commenting on the accreditation, Alan Borthwick, Chairman of BTO, said: "Our staff are our greatest asset and the professional development of our workforce remains a top priority at BTO. It is fantastic that our efforts to encourage uptake of the STEP qualification among those working in our trust and estates practice have been recognised by the Employer Partnership Programme."

Roddy Harrison, Head of BTO's Tax Planning, Wills \& Estates team, added: "In addition to highlighting the value we place on our people, it demonstrates our dedication to delivering a service of the highest standard and adhering to industry best practice. Four of our staff members have already been supported to attain the prestigious STEP qualification and are now practicing as fully accredited TEPs. We expect this number to keep growing as we continue to promote the highly accommodating and supportive training framework among our employees."

Gemma Copestick, Employer Partnerships Manager at STEP, commented: "BTO Solicitors LLP has demonstrated its commitment to providing some excellent learning and development provision and opportunities for the benefit of its staff and we congratulate the firm on this well-deserved accreditation."

