

LIVERPOOL LAW

Society to host fourth Legal
Profession event for Year 12 students

2017/18 Directors of Liverpool
Law Society

**Meet Nina Ferris,
The newly-elected President
of Liverpool Law Society**

Access to Justice Conference



LEAPTM

LEAP Mobile allows you to manage your matters from anywhere at any time



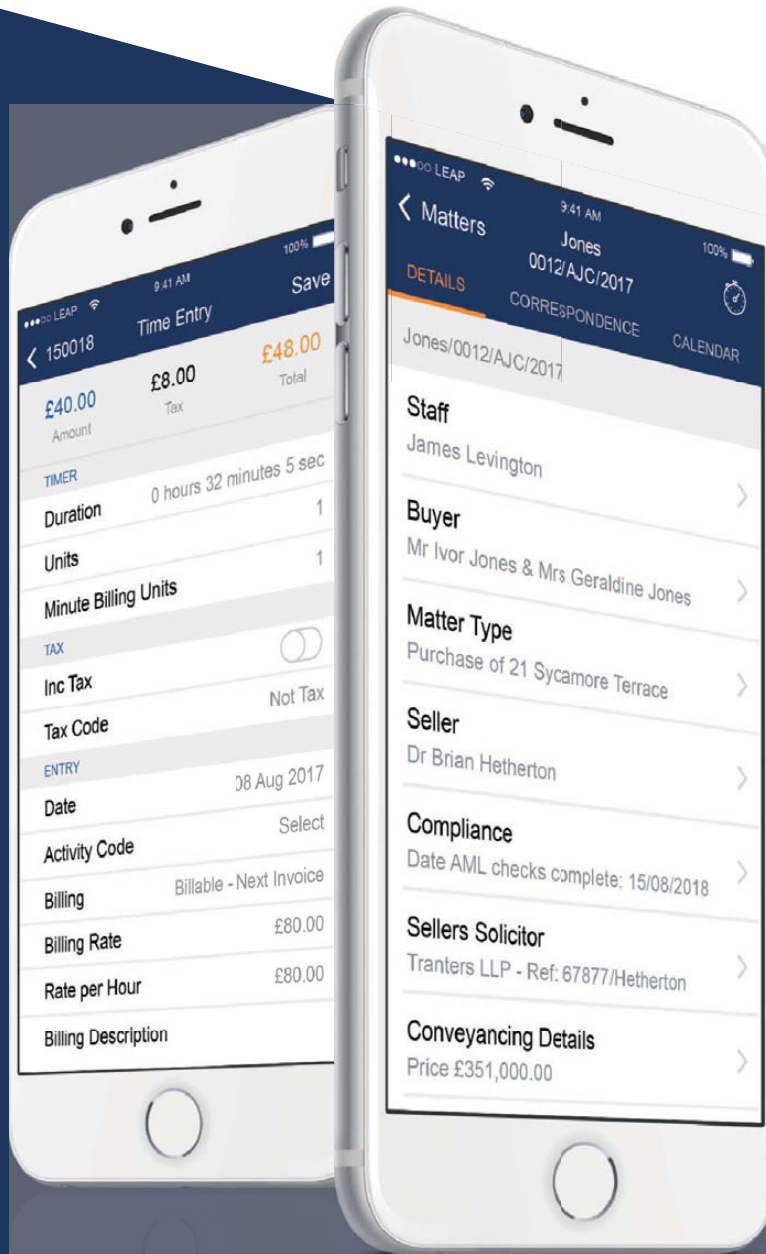
Time record



Access your matters



Stay in sync



React to



Digitise your documents



Dictate straight into the matter

smart, intuitive technology to you

0843 713 0135 | info@leap.co.uk | leap.co.uk/mobile/



January 2018

CONTENTS



5



6



7



11



20



17

5. Meet the President

Nina Ferris talks to Julia Baskerville about her career and plans for 2018.

6. The Wait is Over

Chair of the Access to Justice Committee, Chris Topping calls for evidence for review of LASPO.

7. Pathways to the Legal Profession

Liverpool Law Society announces fourth legal profession event for Year 12 students

8. 2017/18 Directors of Liverpool Law Society

9. Access to Justice For Those Without Means

Civil Justice Council 6th Annual Conference

11. Rape trial collapses after police fail to disclose

14. Movers & Shakers

Morecrofts continues female legacy with latest recruitment drive

17. Liverpool Law Golf Society

20.. Council Member's Report

Charlie Jones, Council Member for Merseyside reports on the latest news from the Law Society Council

20-23. Charity and CSR

The latest charity and news from Merseyside law firms

29. Book Review

Daniel Rawcliffe of Paul Crowley & Co Solicitors reviews a short story by Kristen Roupenian

30. Regulation Update

Like us on Facebook
www.facebook.com/LiverpoolLawSociety



Follow us on Twitter @LpoolLawSociety



Join us on Linked In
<https://www.linkedin.com/company/liverpool-law-society>



Liverpool Law Needs YOU!

Liverpool Law Society Magazine is produced by and for Liverpool Law Society Members. This is our opportunity to share our news, events and celebrations with our friends in the legal community.

All members' contributions to Liverpool Law are warmly welcomed. Please send your article (and photo captions where possible) or request for further information, or assistance to the editor at editor@liverpoollawsociety.org.uk

Photographs should be provided in the highest resolution possible to ensure a good reproduction.

The views and opinions expressed in Liverpool Law are those of the individual contributed and not those of the Liverpool Law Society.

Published by

Baskerville Publications Limited

Apt 327 Holden Mill
Blackburn Road
Bolton
BL1 7PN
Email:
j.baskerville@jbaskerville.co.uk



Welcome!

Welcome to the first edition of Liverpool Law for 2018, the first exclusively digital edition, and a new Liverpool Law Society year. A very Happy New Year to you all. We start 2018 with a new President and Vice-President in Nina Ferris and Chris Topping and I am sure you would like me to take this opportunity to wish them a wonderful year ahead, on behalf of all our members. We also have several new faces on the committee and they promise to bring much enthusiasm and inspiration for the year ahead!

Not every face is new, however..... I was delighted to agree to return to my old role as Editor of Liverpool Law to support Nina in her Presidential Year. However I don't want that to be seen as a backwards step for the magazine or the society, so I would be keen to have as much input as possible from all of you, to ensure that this publication keeps moving forward and reflecting the world we all now work in. This is an exciting time to be editor, with the move to online which means we have less limits on what we can include, more chances to respond quickly to breaking news or developments, and eventually we hope, more opportunities for interaction from the readers.

I therefore want to start now by encouraging as many of you as possible to contribute, and have a say in what goes into this magazine. We have heard people in the past grumbling that they think we should have more articles about issues such as ground-breaking cases and work you are all doing, or that they think some firms are featured more than others. We want you to enjoy

Welcome to the January 2018 edition of Liverpool Law

this magazine, but we can only publish what is sent to us. So tell us! Tell us about those tricky cases, those successes, lessons learnt, things that you feel strongly about that are affecting our profession. Or help your team see themselves in print by telling us about your new recruits, charity activities, great achievements, and anything else you are up to.

Why not join the editorial sub-committee and have a say about what news goes in here? If you want a magazine that reflects what you want to see, then that's one way to do it. You can contact the team at Helix and arrange to come along and find out whether it's for you. The dates of meetings are set out below - just email committees@liverpoollawsociety.org.uk, or contact me by emailing editor@liverpoollawsociety.co.uk if you'd like to know more. We are looking for people to take the magazine by the scruff of the neck and move it forward, and some of you are out there right now!!!

We have a brilliant legal community in Liverpool, and this magazine is your chance to be part of that and share your experiences and achievements with others. We may compete with one another, but it is important that we work together too, to keep the Liverpool profession strong and resilient, and support our President's message about promoting Liverpool as fantastic place to live, and to practice law. So in her words - #Letsbeavinyou !!

Alison Lobb
Editor
editor@liverpoollawsociety.org.uk

Editorial Committee Dates

Mon 8th January
Monday 12th February
Monday 15th March
Monday 9th April
Monday 14th May
Monday 11th June
Monday 9th July
Monday 13th August
Monday 10th September
Monday 8th October
Monday 12th November
Monday 10th December

All meetings start at 1pm

Diary Dates

Tue 16 Jan In House Committee Launch
Thu 25 Jan Newly Qualified Solicitor & Pupil Barrister Celebratory Reception
Thu 1 Feb Joint V in Liverpool
Wed 7 Feb Pathways to the Legal Profession aimed at Year 12 students
12 - 16 Feb NWLST - National Great Legal Bake
Wed 28 Feb Management Conference
Fri 9 March Directors' Meeting with Liverpool City Region MPs
Wed 14 March Costs Conference
Thu 15 March Conkerton Lecture by Sir Terence Etherton, MR
Thu 22 March Merseyside JLD and LLS Quiz night

Deadlines 2017

26TH JAN
23RD FEB
29TH MAR
13TH APRIL
28TH MAY
28TH JUNE
27TH JULY
23RD AUG
26TH OCT
23RD NOV

Meet the President

Nina Ferris of Hill Dickinson was elected President of Liverpool Law Society at the AGM in November. She talks to Julia Baskerville about her career and plans for 2018.

Nina Ferris, the newly-elected President of Liverpool Law Society clearly has boundless energy and enthusiasm. Not only will she be leading the profession in Liverpool, she is also a Legal Director at Hill Dickinson and is Mum to Antonia who is 5 and 3 year old Francesca.

Hailing from Oldham, Nina came to Liverpool to study law and German at Liverpool University and in Berlin. She fell in love with Liverpool and following a year at the College of Law in Chester and a year working as a paralegal in Manchester decided that she wanted to return to work here.

Nina joined Cuff Roberts as a trainee solicitor in 2003 and after that firm merged with Halliwells, qualified in 2005 when she started to specialise in commercial litigation. In 2010 she moved with the rest of the Halliwells Liverpool office to Hill Dickinson where she was promoted to Legal Director in 2014.

Nina now deals with contentious trusts and probate disputes, partnership, shareholder and warranty disputes and general commercial dispute resolution. Nina is an affiliate member of STEP and works closely with the firm's Private Client and Commercial teams.

Nina was persuaded to join the General Committee of Liverpool Law Society in 2008, after Past Presidents Tony Twemlow and Anne Heseltine plied her with a few glasses of wine at the Annual Dinner, but it's a decision she hasn't regretted, yet.

Nina has been the Society's Public Relations Officer, Social Secretary and Joint Honorary Secretary, although she did take a short break whilst she had her first daughter, the first serving Officer to have been on maternity leave.

Nina says that during her Vice President's address at the Liverpool Law Society Annual Dinner, she stressed the importance of the participation and engagement of members with Liverpool Law Society. She said "The Society can only do so much, the members have to get involved to push it forwards, to keep it fresh and to make sure it survives to support future generations of lawyers in Liverpool."

Nina will this year be overseeing the modernisation process of Liverpool Law Society, which will see membership being extended to trainee solicitors, barristers, members of CILEX and paralegals, following a survey of its members. Nina says "The profession has changed, the types of firms within the profession have changed and Liverpool Law Society needs to be in a position to represent all our members, and promote Liverpool as a fantastic place to practice law."

The profession has changed, the types of firms within the profession have changed and Liverpool Law Society needs to be in a position to represent all our members, and promote Liverpool as a fantastic place to practice law. This is likely to be a recurring theme throughout my year as President. Liverpool Law Society needs to take a new approach to its communication and interaction with its members."



This is likely to be a recurring theme throughout my year as President. Liverpool Law Society needs to take a new approach to its communication and interaction with its members."

Liverpool has an increasing number of large law firms in the city and Nina says that it's important that the Society needs to encourage people to bring business to Liverpool and ensure that our members' voices are heard. From 12-28 June, Liverpool is once again, hosting the International Festival of Business, which attracts 30,000 industry professionals to the city and will include 40 major global events across 9 high growth sector themed days.

Nina says that one of the biggest challenges for the Society is keeping members interested and being up-to-date and remain relevant to the modern legal professional. She adds "We need to ensure that what we are offering is significantly better or distinct from what members can get elsewhere. Where Liverpool Law Society is most valuable is by providing a forum where we can bring members together, to talk and to exchange views, but members have to engage with us."

Nina has a very busy year ahead and hopes that her solicitor husband Derek Dawson doesn't have too many plans for 2018 as he will be required for baby-sitting duties. Nina says that she is looking forward to representing the profession at the Joint V, meetings with Councillors and MPs and all of the dinners. She also plans to organise a charity "It's a Knockout" competition for members in April. Nina says that her strategy for coping with the demands on her time will be "the art of delegation".

The One Hundred and Nintieth Annual General Meeting

Liverpool Law Society's AGM took place on Monday, 27th November 2017. The president welcomed all to the meeting held at lunchtime at the Society's premises in Edmund Street. The formal business of the meeting was conducted and the President was pleased the following candidates were elected as directors of Liverpool Law Society for the term of three years:

Mr David Bushell, Ms Samantha Bushell, Ms Mickaela Fox, Ms Nicola Harris Mr Stewart McCulloch, Mr Jeremy Myers, Ms Julie O'Hare, Mr Alum Ullah and Mr Steven Zdolny.

These directors will join 17 other directors to form the new General Committee for 2017-2018. The new intake includes perhaps the first ever father and daughter team on General Committee, David and Samantha Bushell. They, along with Nicola Harris and Alum Ullah, are warmly welcomed onto the Society's management committee.

Other formal business included the approval of the accounts laid before the members. The Treasurer, Philip Rooney, delivered his report via the President and reported that the Society:

"...delivered the first operating surplus recorded by the Society since 2010. In addition, the surplus was delivered despite reductions in seminar income and in commission from the DX. Set against that, the Society also reduced our administrative expenses. That reflects partly the fruits of the project we have undertaken over the last couple of years to ensure that our overheads are in line with our trading and partly the unwinding of depreciation and a reduction in provisions for dilapidations on Cotton Exchange following our premises move.

The Society has four main income streams: subscriptions, training,

social events and sponsorship. I have provided that summary because I think it is important that members appreciate how these elements are intertwined. To echo the theme of the Vice President's speech at the Annual Dinner, we need members to step up to the plate and engage more with the Society to ensure its continued success."

The President, John Ballam, then delivered his address. John thanked all his Officers and the chairs of specialist committees for all the hard work they had put in during the last 12 months. John was very proud to have represented Liverpool Law Society at the various events, conferences and dinners he went to during his year as President and to hear what high esteem Liverpool lawyers and the Society are regarded in around the country.

There are many opportunities for members to get engaged with the activities and work of the Society. Please see box on page 8 for details on how to join the specialist practice area committees.

The Wait is Over

Some of the regular readers of Liverpool Law will know that in April 2013 the Government introduced an Act of Parliament known as LASPO. The effect of this act was to decimate the provision of Legal Aid by removing many areas of the law from the Legal Aid scheme.

At the time the government promised that it would carry out a review within five years. And so it came to pass that five years later the review is about to take place and then we will wait with baited breath to see what those in power do next.

The Ministry of Justice have called for evidence to be provided. At the December Access to Justice Committee it became clear that there will be a lot of evidence submitted from various different agencies within the advice sector.

Our view was that it would be a valuable addition to give a picture of what has happened to Legal Aid provision in the private sector of our region. To facilitate this we intend to send around a very short Survey Monkey questionnaire to glean from firms precisely what areas of work they now do which are legally aided compared to what they did before LASPO. This will be a tick box exercise which we hope will take no more than a couple of minutes to complete. Once done we will provide the results in report form to the Ministry of Justice as first hand evidence of the effects of the Act.

Please look out for the email and respond. Access to Justice is an issue for all of us and we must not pass up the chance of having our voice heard in this debate.

Chris Topping
Chair, Access to Justice Committee 2016/17



Are you paying too much for your fixed fee pagination services?

In our experience 76% of our clients pagination charges fall under £450.

With ALK Legal Support you pay for what you use. Nothing more.

Pricing options from £40 per hour with deferred payment available.

7 day turnaround.

Call Jan for more information on 01204 866563 or email jr@alklegal.co.uk

www.alklegal.co.uk



Society to host fourth Legal Profession event for Year 12 students

Liverpool Law Society will hold its fourth Pathways to the Legal Profession event on 7 February 2018 at Liverpool Town Hall. In keeping with the Society's desire to be inclusive and encourage entry to the profession from all backgrounds, students from all schools and colleges across Merseyside have been invited to attend. To date 120 pupils and teachers from 16 schools have registered to attend and we expect this number to increase.

A panel of speakers from key institutions across the city will outline the various entry routes into the Law – from the traditional university route to the modern apprenticeship route, and other options in between.

The thanks of the Society are given to Slater and Gordon who are not only sponsoring the event but also providing an apprentice speaker to talk about their day-to-day working life. Thanks also go to the other speakers and organisations supporting the event: BPP, CILEx, Hill Dickinson, Liverpool John Moores University, University of Law, and the University of Liverpool.

Much positive feedback was received from the students and teachers who attended the 2017 event:

"Enlightening experience which has only made my desire for a career in law even bigger and has inspired me to work even harder to reach my goal", Sacred Heart Catholic College student

"This has been a really useful opportunity for students to gain a better understanding of different routes through to different legal professions" teacher.

"The event reassured me on the details of conversion courses. Overall, a very beneficial experience. The event was comprehensive, covered a broad spectrum of topics, and was run efficiently" Cardinal Heenan Sixth Form student

"It was extremely informative and the exhibition stands were very helpful" Upton Hall School student

"It introduced me to the idea of being open-minded about my choice in law, instead of being solely focused on one path" West Derby School student



David Tournafond
Education & Charities Committee Chair
Liverpool Law Society

2017/18 directors of Liverpool Law Society

The following members of the Society have become directors and form the General Committee for 2017/18. The Committee meets every month bar August, to manage the business of the Society. All sub-committees report in to the General Committee. The Society is proud to have a range of small, medium and large firms represented around the table and looks forward to the next 12 months.

Officers

President - Ms Nina Ferris, Hill Dickinson
 Vice President - Mr Chris Topping, Jackson Lees
 Honorary Treasurer - Mr David Tournafond, Bermans
 Joint Honorary Secretary Miss Julie O'Hare, Carpenters
 Joint Honorary Secretary - Mr Steven Zdolyny, Riverview Law
 Immediate Past President - Mr John Ballam, FPH Law

Specialist Sub-Committee Chairs

Access to Justice Committee - Mr Steve Cornforth, Steve Cornforth Consultancy
 Criminal Practice Committee - Ms Eileen Chisnall, MSB Solicitors
 Civil Litigation Committee – Ms Kirsty McKno, Slater Gordon Legal Solutions
 Employment Law Committee - Ms Lindsey Knowles, Kirwans
 Family Business Committee - Ms Emma Palmer, MSB Solicitors
 In-House Counsel Committee - Mr Martyn Rodmell, Princes Ltd
 Non-Contentious Business Committee - Ms Naomi Pinder, Catherine Higgins Law
 Regulatory Committee - Ms Mickaela Fox, Weightmans

Other post holders

Public Relations Officer - Mr Stewart McCulloch, Auto Resolutions
 Parliamentary Liaison Officer - Mr Jeremy Myers, Husband Forwood Morgan

Other Members of the Committee

Ms Nicky Benson, Bermans
 Mr David Bushell, Brown Turner Ross
 Ms Samantha Bushell, Brown Turner Ross
 Ms Joanne Francis, BLM
 Ms Nicola Harris, MSB Solicitors
 Ms Alison Lobb (Editor of 'Liverpool Law' magazine)
 Mr James Mannouch, Educational establishment
 Ms Adele Schofield, The Berkson Globe Partnership
 Mr Alum Ullah, Armstrongs Solicitors
 Ms Gaynor Williams, Bennett Williams Solicitors

The specialist committees are a place where members of Liverpool Law Society can come together to discuss current issues by practice area, respond to government consultation papers and contribute towards the Society's legal training programme. If you would like to find out more about the work of the specialist committees and/or request to join one or more of them, please [click here](#).

Back row:

James Mannouch, Martyn Rodmell, Alum Ullah, Lindsey Knowles, Jeremy Myers, Gaynor Williams, David Bushell, Nicola Harris and Alison Lobb.

Front row:

David Tournafond, Chris Topping, Nina Ferris, John Ballam and Steven Zdolyny



Access to Justice For Those Without Means - Civil Justice Council 6th Annual Conference

There are very few one day conferences where there are 44 speakers on the platform!

The 6th Civil Justice Council Annual Conference in London was just such an event and whilst that may sound like overkill speakers of the calibre of The Master of the Rolls Sir Terrence Etherton, Lord Michael Briggs (Supreme Court) Lady Margaret Asplin (Court of Appeal), Professor Dame Hazel Genn (UCL), Christian Fleck (Managing Director of Lexis Nexis for UK & Ireland) and Bob Neill MP give you a flavour of the profile and expertise of those involved. When I tell you that Lord Justice Rupert Jackson, Sir Henry Brooke and Lord Justice David Bean were in the audience and didn't get to speak that gives an even clearer idea of the importance accorded to this annual event.

The stated aims of the conference were :-

- To engage and make connections with others addressing access to justice for those without means
- To update and share new learning; to enable challenge and to identify opportunities
- To look at what is next and to share vision for the longer term.

Whether those aims are achieved only time will tell. There is always a risk that a conference like this turns into a talking shop.

There are lots of exciting innovations ongoing and interesting partnerships beginning to develop.

- Lexis Nexis are working with the Islington Law Centre to try and develop some technological solutions to form filling.
- The University House Legal Advice Centre based at Greenwich are working on a new electronic way of navigating the maze that is Before the Event Insurance. Having already successfully persuaded various insurers to back clients with BTE they never knew they had, the advice centre are pioneering new ways of ensuring access to justice.
- Sidonie Kingsmill the Customer Director of Her Majesty's Courts and Tribunal Services gave an impassioned defence of the modernisation of the reform programme. She was supported wholeheartedly by Lord Briggs who called for an overhaul of the Civil Procedure Rules to make them fit for a digital age.

It was however a day to reflect again on how much we have lost through the decimation of Legal Aid. Bob Neill as chair of the Justice Select Committee was quite clear that Access to Justice should be viewed as being as important as health care and that we have to have practical means of ensuring those who do not have funds are assisted. It goes without saying that Liverpool Law Society will be at the forefront of ensuring Access to Justice for those Without Means but we need your support to turn the aim into reality.

If you are looking for opportunities then there are plenty coming – watch this space!

Chris Topping



Steve Cornforth
Consultancy
for lawyers

Steve Cornforth was formerly Senior Partner in a well known Liverpool firm and is a Past President of Liverpool Law Society.

Since establishing this consultancy he has

- **Successfully obtained an ABS licence for an established CMC,**
- **Advised in relation to mergers/take over**
- **Advised on retirement issues**
- **Advised numerous firms on compliance issues,**
- **Provided training on Clinical Negligence, HAVS and NIHL, Professional Negligence and Blogging for lawyers!**

**To discuss any of these matters or other management/training need visit -
www.stevicornforth.com**

Or ring Steve on - 07736925355

Conkerton Memorial Lecture

The Master of the Rolls, The Right Honourable Sir Terence Etherton



will present the 11th Conkerton Memorial Lecture on Thursday,
15th March 2018 at 5.30 for 6.15pm at Liverpool Town Hall, L2 3SW

The Master of the Rolls is the Head of Civil Justice and the second most senior judge in England and Wales.

In January 2001 Sir Terence Etherton was appointed a High Court Judge, becoming Lord Justice of Appeal in 2008 and Chancellor of the High Court in 2013. Shortly after being appointed Master of the Rolls in October 2016, Sir Terence was one of the three judges forming the divisional court of the High Court in proceedings concerning the use of the royal prerogative for the issue of notification in accordance with Article 50 of the Treaty on European Union (the Lisbon Treaty) (*Santos and Miller, Applicants v- Secretary of State for Exiting the European Union, Respondent*).

Prior to becoming a judge, he had competed on the British sabre fencing team and qualified for the 1980 Moscow Olympics. He boycotted the Games in response to the USSR's invasion of Afghanistan.

This event is free to attend and open to all members of the legal profession and students of law, be it undergraduates or those on LPC or GDL courses.

For enquiries or to book a place/places please [click here](#).

Please note all bookings are subject to the Society's terms and conditions, visit www.liverpoollawsociety.org.uk/general-terms-and-conditions for details. Liverpool Law Society is a company limited by guarantee, registered in England and Wales, Company Number 00004302.
Registered Office: Second Floor, Helix, Edmund Street, Liverpool, L3 9NY | DX 14100 Liverpool 1

Rape trial collapses after police fail to disclose

Following news last month of the controversial case of Liam Allan, the 22 year-old criminology student cleared of raping his fellow student after police failed to disclose vital evidence, Sean Sexton, partner and head of crime at MSB Solicitors offers his thoughts on how cuts to legal aid could continue to prevent members of our society to access to quality legal advice - and ultimately, access to justice.

The Government wants to cut Legal Aid by up to 30% in the most substantial criminal cases where there are thousands of pages of evidence to be considered.

This is the latest in a long line of cuts. The last time Legal Aid rates were increased for criminal cases was in 1992.

This isn't about grasping lawyers lining their pockets by getting lowlife off serious offences. Behind that stereotype lies a very different truth.

Consider Liam Allan, a 22-year-old criminology student, who faced up to 10 years in jail after being accused of raping a fellow student in 2017. His trial was halted at Croydon Crown Court last week and the judge, Peter Gower, called for a review of disclosure of evidence by the Metropolitan Police, as well as an inquiry at the Crown Prosecution Service.

It is understood that some 40,000 texts sent by the complainant, that left no doubt of Mr Allan's innocence, were not disclosed by the police working on the case. Now, Scotland Yard is said to be carrying out an "urgent assessment" after the prosecution collapsed due to the late disclosure of this evidence.

Most of my clients have never previously been in trouble with the police. Most are in work, have families and live law abiding lives. They include a taxi driver accused of making a homophobic remark to a passenger; a teacher accused of altering a form for the local council amounting to a forgery; a young lad celebrating his 18th birthday given a wrap of drugs by his mates; and a nurse accused of drinking and driving.

There are many more similar cases. All denied these offences. Most of them were at risk of losing their jobs and some were at risk of prison.



All were acquitted and are grateful for a Legal Aid system that meant that ordinary people of modest means could be represented by skilled, properly qualified lawyers.

Any experienced criminal lawyer could tell you hundreds of these life stories. Most of you never get to hear about them. Your neighbours are unlikely to tell you about their experiences when the full force of the state takes aim at you and the criminal justice system takes over your life.

The Legal Aid system was the fourth pillar of the welfare state. Now it is at risk of destruction and even opposition politicians are silent. There are no votes in defending it.

And this Government still wants to cut the number of firms nationwide carrying out criminal Legal Aid work. More than two thirds of existing firms will be wiped out and their staff will lose their jobs.

When you, your partner or child needs us next time, we will not be there to help if this Government forces through its plans.

Welcome to the brave new world of the criminal justice system. And let's thank our lucky stars that there are still old fashioned, honourable men and women (both prosecuting and defending) who strive every day to make a broken system work.

Welcome to the brave new world of the criminal justice system. And let's thank our lucky stars that there are still old fashioned, honourable men and women (both prosecuting and defending) who strive every day to make a broken system work.

Charity Spotlight



Jamie Carragher's 23 Foundation

Founded by the former Liverpool FC's number 23, Jamie Carragher, the 23 Foundation seeks to provide the youth of Merseyside with the means to make a difference in society by giving them an outlet through sport and education. Jamie set up the 23 Foundation, with the advice and support of the Community Foundation for Merseyside, at the beginning of 2009 in order to provide grants to young people in local communities. Funds raised from his September 2010 testimonial saw the endowment fund grow to over £1 million, securing the foundation's long-term charitable work.

The 23 Foundation encourages the youth of Merseyside to actively reach for their dreams by following their sporting interests. By providing a framework for achieving their goals, the Merseyside community - which Jamie himself is very much a part of - can develop more confident, well-rounded individuals.

Giving children a reason and the means to express their talents can show them there are many ways to succeed on a personal and professional level by being part of a team. It's no surprise therefore that the idea of 'we' is very important to the ethos of the 23 Foundation, Jamie Carragher explains:

"Being part of a team and achieving something together is much more satisfying and I know without the help of my team and teams I grew up with I would not have become the individual I am today. At the 23 Foundation, we promote the idea of "we" and "us" because together as a community, and with help from people like you reading this, we can accomplish anything."

The 23 Foundation believes that what makes the difference is working together to achieve so much more, whether you're in business or playing for a top premier side and that's why the foundation actively encourages businesses, schools, clubs, associations etc. to get involved and, if that's not possible, make a generous donation.

In 2015, the Liverpool legend added to his trophy cabinet with a top award for helping local children. Scooping a Beacon Award at the Community Foundations' biennial national event, Jamie was among 12 of the country's most inspirational philanthropists to be honoured.

To date the 23 Foundation, whilst protecting and growing the original donation, has awarded over £550,000 to support sports, education and tackle disadvantage across Merseyside.



For expert advice on the investment and management of charitable funds, contact Rae Brooke at the Community Foundation for Merseyside

rae.brooke@cflm.email | 0330 440 4900 | www.cfmerseyside.org.uk

Registered Charity Number: 1068887 Company Number: 03422207

The 7 Habits of highly effective law firm leaders

I met one of my favourite authors recently at a book signing. No, not the famous '7 Habits' author Stephen Covey (who is sadly no longer with us) but Robert Harris, whose latest novel 'Munich' is set 75 years ago during the negotiation of the Munich Agreement. The novel is a fly-on-the-wall take on Chamberlain's leadership in the face of adversity. Whether you believe Chamberlain's paper-waving declaration in Downing Street "I believe it is peace for our time so go home and get a nice quiet sleep" was a naïve act of appeasement or a clever tactic that won the nation a vital year to prepare for inevitable war, it makes a fascinating read.

The novel got me thinking about the obvious parallels between political leaders and business leaders and how they behave in the face of adversity. I found myself asking what it is about certain business leaders, and in particular those leading law firms, that keeps their businesses at the top of life's greasy pole, despite all the challenges.

Winston Churchill once defined a successful leader as someone who goes from failure to failure without loss of enthusiasm - a measure I can certainly relate to.

Having been lucky enough to work as advisers to some very successful law firm leaders over the years, we think they share a number of common habits. So, in a fond tribute to Stephen Covey, here is our take on **THE 7 HABITS OF HIGHLY EFFECTIVE LAW FIRM LEADERS**.

HABIT 1 - THEY ENSURE THEIR FIRMS HAVE A CLEARLY DEFINED BUSINESS STRATEGY Law firms that have a clear view of exactly what services they wish to offer, to whom and at what price tend to perform better than those that don't. Those that can demonstrate unique selling points, tend to do better still. Effective law firm leaders ensure their firms have a clearly defined business strategy that is articulated, internally and externally, with Tigger-like passion and energy.

HABIT 2 - THEY ADOPT BUSINESS MODELS THAT SUPPORT THE BUSINESS STRATEGY

Law firms that choose the right business model for the type of law firm they want to be tend to perform better than those that don't. This means selecting and implementing a governance structure that aligns ownership, leadership, decision-making, performance-management and reward in a way that drives behaviour which supports the strategy. As we all know, what gets measured gets done and what gets rewarded gets repeated, both good and bad. Effective law firm leaders adopt the right governance structure, see that it operates with integrity at all levels throughout the organisation and ensure that the right behaviour is measured and rewarded.

HABIT 3 - THEY INVEST IN BUSINESS SYSTEMS THAT SUPPORT THE BUSINESS MODEL

Law firms that invest in dynamic practice management systems and technologies that make it easy for every team member to do their job to the best of their ability tend to perform better than those that don't. Over the medium to long term, investment in systems that improve efficiency and productivity beats cost-cutting hands down. Effective law firm leaders make sure that every investment decision is well-informed, evidence-based and supports the firm's business model.

HABIT 4 - THEY EMPOWER EVERY TEAM MEMBER TO DELIVER THEIR BIT

Perhaps the greatest challenge in a law firm is getting everyone working together to deliver the firm's business strategy. Effective law firm leaders explain to each team member the role they can play in



support of the strategy, empower them to do what they believe is right and give them the management information to enable them to measure and monitor their own performance. The famous industrialist, Jack Welch, used to say that the best leaders he worked with possessed a 'generosity gene' in that they took more pleasure in celebrating the achievements of colleagues than their own achievements. This gene is not widespread in the legal sector, but it is the foundation stone upon which good communication, consultation and collaboration is built.

HABIT 5 - THEY HIRE BASED ON STAND-OUT SERVICE AND SECTOR SKILL

Law firms that have technical and market know-how that sets them head and shoulders above their competitors tend to perform better than those that don't. Effective law firm leaders ensure that their firm's recruitment, training and personal development plans align to the firm's key services and sectors and that lateral hires and bolt-ons enhance the teams that are focused on achieving this stand-out market position.

HABIT 6 - THEY ALLOW THEIR FIRMS TO HAVE A DISTINCTIVE PERSONALITY

Buyers of professional services identify with some law firms more than others (though this is probably the same for any service). If the marketing gurus are to be believed, this is down to the firm's brand and tone of voice. Effective law firm leaders play a significant role in the development of their firm's brand and tone of voice to make sure it aligns perfectly with the type of clients the firm wishes to attract. So, the chances are we all get the clients we deserve.

HABIT 7 - THEY LET EVERYONE GET ON WITH THINGS WHEN THEY'RE AWAY

If the first 6 habits are in evidence, the chances are this habit will be too. Law firm leaders who put culture and shared values at the heart of everything they do and empower everyone to do the right thing in any given situation, create a hugely powerful message of unity and purpose. This is, perhaps, the hallmark of any successful business.

© Nigel Wallis, O'Connors LLP. O'Connors is a Liverpool and London-based law firm that blends corporate, commercial, insurance and regulatory knowledge in advising all types of businesses operating in and around the legal sector on start-ups, structures, regulation, funding, mergers, acquisitions and disposals, contracts and insurance. The firm offers fixed-price sessions with its legal sector team for those law firm leaders who are keen to review their strategic options. For further information, please contact Nigel Wallis or Mark O'Connor via www.oconnorsllp.co.uk.

Morecrofts continues female legacy with latest recruitment drive

Morecrofts Solicitors has made several key additions to its team across Merseyside in the past three months - and the vast majority are women.

Of the 13 new faces to have arrived at the firm, 12 are female, while a further five trainee solicitors have taken their seats in new departments during the same period.

Among the new arrivals is solicitor Kim Young, a family law specialist with more than ten years' experience. She is based at the firm's Allerton Road office and is also a qualified mediator with FMA, as well as being a member of Resolution, the Family Law Committee and the Association of Women Lawyers.

Kate McEvoy and Cathryn McCorkindale have been recruited as paralegals in the private client team based in Crosby, while Hollie Randles, Laura Bond and Ella Neale have taken similar roles in the family law department in Wirral.

Three further paralegals have also arrived at the firm; Lois Williams, Emma Cafferty and Melissa Sedley will be based in Liverpool, Crosby and Allerton, respectively. Other new recruits include experienced legal support assistants Linda Ryder, Nikki McMahon and Kerry Simmons, while Liam Connelly has also joined the administration team in Liverpool city centre.

Meanwhile, five trainee solicitors have transferred into new departmental seats. Sarah Day is now part of the employment law and HR team, Rafael Donovan is in a property law seat, Claire Edwards has moved to the litigation department and Kelly Faulkner and Eleanor Slater are now in the family law team.

Alison Lobb, managing partner at Morecrofts Solicitors, said: "We have seen strong client and revenue growth across a number of departments in the second quarter of this year, resulting in the need to recruit in several positions.

"Morecrofts is widely recognised as a firm that allows female lawyers to advance their careers - indeed, nine of our 14 partners are women - and we are proud to promote gender equality. This means we receive a high proportion of applications from female candidates



Some of the new faces to have arrived at Morecrofts in recent months.

(L-R) Rafael Donovan, Sarah Day, Lois Williams, Kate McEvoy, Alison Lobb, Kelly Faulkner, Emma Cafferty, Cathryn McCorkindale, Kerry Simmons, Liam Connelly

who are keen to work in a positive environment, which in turn tends to be reflected in the dynamic of our team.

"It was simply an unconscious coincidence that so many of our latest recruits have been female and our rigid selection process ensures we employ the right candidate for the role, regardless of gender, age, ethnicity or any other factors.

"We are pleased to have been able to bring in the right blend of experienced practitioners and highly promising talent in each of our offices, which will give us the foundations to up the ante with our future growth plans and continue to deliver market-leading legal services to our clients."

Employment lawyer Chris Pavlou joins Excello Law

Employment lawyer Chris Pavlou has joined national, new-model firm Excello Law from his role as a senior associate at Brabners LLP, primarily working across the North West.

Chris qualified in 2007 and undertakes a wide range of contentious and non-contentious work in all aspects of employment law, advising a wide range of clients from multinational companies to SMEs and individuals, focusing on share and business sale and purchases, TUPE, settlement agreements, senior executive terminations and exit strategies, restructures, whistleblowing and employment tribunal litigation. He is also skilled in delivering bespoke training programmes to clients.

Chris has also spent time working at Bank of America Merrill Lynch, where he supported the Global Technology and Operations team. Chris was recently listed in the Legal 500 2017 directory being described as 'one to watch', 'friendly' and 'fiercely fights his clients' corner extremely well'.

On his move to Excello Law, Chris commented: "I am looking forward to being part of the future growth of this dynamic and entrepreneurial law firm."

Jo Losty, director at Excello Law, said: "Chris is a great addition to our team where his employment law expertise will support the wider commercial law and private client services we offer.

"Since opening our Liverpool office in Derby Square in 2015, we have enjoyed significant growth across the north west, sealed with Excello winning the City of Liverpool Business Award (COLBA) 2017 for Legal Firm of the Year."

THE GREAT LEGAL BAKE



12th - 16th February 2018

What is the Great Legal Bake?

The Great Legal Bake is a fantastic event which brings together the local legal and advice communities to celebrate the work of the entire profession in enabling access to justice for all. Also, it doesn't hurt that there are some pretty tasty cakes involved too! Last year, £33,000 was raised nationally, with over 250 organisations getting involved. We would love to #raisemoredough this year with your help!

Along with our other events, it is a way of promoting the work of charities which offer free legal advice and support to vulnerable people otherwise denied access to the legal system and the legal profession, whose support of the sector is vital. As the number of people desperately in need of free legal help rises, funding for free advice services is being continuously cut.

This lack of funding has meant some organisations have had to merge, stretching tight resources even further. Many have ceased to provide services altogether, leaving whole communities with almost no access to advice if they are unable to afford legal fees.

How to get involved?

Will you act as Bake Coordinator and register your firm to take part, or if not, could you find someone who might be able to? Anyone can get involved, it doesn't matter if you are a local firm, chambers, advice agency or just someone who loves to eat baked goods, all that matters is that you are dedicated to raising money for the provision of free legal advice throughout the North West. Don't love cake? Not a problem. Not all bakes have to be cakes, savoury snacks are just as welcome!

There is no registration fee.

1. Please complete the short registration form (contact us at events@nwlst.org.uk if you have any issues).
2. We will provide all the materials you need to hold a successful bake sale! Check out our website for posters, email footers, bunting and even price labels!
3. Get baking (and eating of course!) Our handy bake

guide containing top tips for holding a successful bake sale can be found here. Also, don't forget to send us pictures of your tasty treats after the bake (although no doubt they will make us really hungry!)

Thank you in advance for your help – we rely on your support to keep access to justice for all a reality.

Laura Cassidy
Fundraising and Development Manager,
The North West Legal Support Trust

PS: Remember, if you are...

- a) a legal advice agency 100% of the funds you raise can be kept by your charity!
- b) a law firm or chambers you can raise 50% for your favourite legal advice charity and 50% for the NWLST by telling us which partner agency you want to raise for.

The NWLST would like to thank our sponsors The Law Society of England and Wales for helping us make this event possible with support from The Access to Justice Foundation.

www.nwlst.org.uk



Commercial property specialist Victoria Jones joins Excello Law NW team

Victoria Jones has joined national, new-model firm Excello Law and will be based in the firm's Chester office.

Vicki specialises in commercial property acquisitions and disposals, pension fund acquisitions, all aspects of Landlord and Tenant work, option and overage agreements. She acts for a number of developers and portfolio clients across the UK.

She also has significant experience in property finance and secured lending, having acted on various panels for several mainstream lenders.

Vicki qualified in 1994 and was most recently a principal lawyer at Slater and Gordon in Chester. She also worked at Knights as a partner and Hillyer McKeown where she headed up the commercial property team.

Vicki commented on her move: "I am excited to have joined Excello Law. Working within a new-model firm is a breath of fresh air, giving me greater freedom to practice and focus 100% on meeting the needs of my clients."

Jo Losty, director at Excello Law, said: "Vicki is joining our fast-growing team in the north west and we are delighted to have her on board. Her significant commercial property expertise complements the broad range of services we are offering across the region."

Maxwell Hodge Solicitors forge links with all four Liverpool Universities

Maxwell Hodge Solicitors have just announced exciting new partnerships with the legal departments of all four of Liverpool's Universities.

The company, which has 8 branches across Merseyside and Wirral, are assisting the Universities both with student and solicitor led legal clinics, mentoring and offering opportunities to students to shadow their lawyers.

Claire Banks, Director of Maxwell Hodge said: "We at Maxwell Hodge recognise the importance of the next generation of lawyers and want to help students develop their knowledge and skills. We are very much looking forward to working with the universities to help students gain much needed practical experience that will assist them when they join the profession".

For more information about Maxwell Hodge Solicitors please visit their website www.maxwellhodge.co.uk



**Darren White,
Solicitor in Family
Law Team at
Maxwell Hodge
Solicitors.**

Hill Dickinson's health practice scoops two awards at 2017 Personal Injury Awards

Law firm Hill Dickinson is proud to announce that its national health practice celebrated a double awards success at the prestigious Eclipse Proclaim Personal Injury Awards, held on Wednesday 29 November at the Hilton Deansgate, Manchester.

The awards, now in their 10th year, highlight and celebrate the excellence of individuals and organisations across the personal injury claims sector.

The firm's health litigation team was hailed Clinical Negligence Team of the Year. Building on its solid reputation, the team has grown significantly in recent times having successfully won a number of major tenders as well as acting on two sector defining Court of Appeal decisions. The team has been on NHS Resolution's panel for clinical negligence litigation since inception in 1995 and is highly-regarded for handling group action claims. The team also won Outstanding Case of the Year for its work in the landmark Court of Appeal case of Reaney –v- University Hospital of North Staffordshire NHS Trust on assessing damages for additional injury.

The team is ranked in band one for 'Clinical Negligence Defendant – North West' in legal directory The Legal 500 UK 2017 where the team is praised for its 'knowledge of the healthcare industry - the scope of knowledge across the teams and within the teams is amazing and this knowledge is seamlessly provided to the client' and described as 'prominent and well-regarded with a national presence' in Chambers and Partners UK 2018.

Congratulating the team, Hill Dickinson's head of health Andrew Craggs, said: 'I am thrilled the team has been recognised and rewarded for its hard work and dedication to delivering consistently high levels of client care. The two award wins reflect the strength and expertise of our growing health litigation team and our unrivalled reputation in this area. This is an exciting time for the team as we continue our growth in the North West as well as our expansion in London and Leeds.' The team is also shortlisted for Clinical Negligence Team of the Year at the 2018 Modern Law Awards which will take place on Thursday 18 January in the grand setting of The Lancaster Hotel, London



Paul Allerston, Sean Cully, Chris Hardy and Jonathan Heap collecting the Clinical Negligence Team of the Year award at the Eclipse Proclaim Personal Injury Awards

Liverpool Law Golf Society - Tripartite Golf Cup involving Liverpool, Belfast and Dublin Law Societies



Close links have been fostered over the years between the Law Societies of Liverpool, Belfast and Dublin and it is proposed from 2018 onwards to establish an annual tripartite golf cup to be played for between the three societies.

For 2018 the day is to be hosted by Belfast to take place on Thursday 17th May at Malone Golf Club, Belfast. The aim is to send eight golfers from Liverpool Law Golfing Society to represent us on the day travelling on Wednesday 16th and returning Friday 18th May. At this stage any persons interested in representing the Society should contact Brian Lawlor email bl@morecroft.co.uk telephone 0151 924 9234.

Jonathan Berkson is the Society's captain for 2017 and 2018 in his article published in the August 2017 edition reported on the golfing year to that date.

In September 2017 the annual pairs competition was resurrected and an enjoyable afternoon was held at Wirral Golf Club with the winning pair being Val Duggins and Paul Stanton. Also in September the annual match against the Accountants was hosted by the Accountants at Heswall Golf Club where after a very close match the Accountants just managed to "scrape a win" a situation that we must resolve to reverse in 2018 when we will host the fixture in September of that year.



Commercial Property Update with Richard Snape

on Wednesday 24th January 2018, 1.30pm—4.45pm

Topics covered include:

- Recent commercial lease case law including break clauses, dilapidations and the Landlord and Tenant Act 1954
- The effect of the case of *Riverside Park v NHS*
- Legionnaires Disease Reports
- Flood Risk Insurance changes in 2016
- Recent Village Green case law
- Changes to Planning Permission
- Community Infrastructure Levy – the latest
- Leasehold minimum energy performance standard as of 2018
- Housing & Planning Act 2016 and its effect on development land
- The Electronic Communications Code 2017

Venue: Liverpool Law Society, 2nd Floor Helix, Edmund Street, Liverpool, L3 9NY

For more information or to book, [click here](#)



Death in Paradise (well, Spain & France): Adminstrating Deaths Abroad

with Antonio Guillen & John Kitching

on Wednesday 7th February, 2pm—4pm

Covering:

- Brussels IV
- Applicable law to British owning property in Spain and France
- Types of Wills i.e. Spanish and UK/ French and UK
- Administration of estates
- Tax
- Brief comment on the effect of Brexit

Aimed at: Private Client solicitors and legal advisors working in the Probate & Estate Planning.

Learning outcome: This course will give them some basic notions on how Wills, Probate and taxation work in France and Spain and how this will affect their clients with assets in those Jurisdictions.

Competency Statement section: 'B' Technical Legal Practice

Level: All

For more information or to book, [click here](#)

Venue: Liverpool Law Society, 2nd Floor, Helix, Edmund Street, Liverpool, L3 9NY

Council Member's Report

Update from Charlie Jones, Council Member for Merseyside

I am sorry to say that I was unable to get to the Council Meeting in December. I will be away for Christmas, and the pressure of 'work' work got too much at the last minute, and I was unable to get to London.

I believe the Council Meeting was lively and much good debate upon issues affecting Governance, and the size of Council, and how best to represent all the many different interests in our profession. By the time I write in January, I will have more detail and will provide a detailed update.

I was a Guest of the Warrington Law Society at their Dinner and AGM on the 24 November. I was made to feel very welcome, and many thanks to their (now retired) President Catrin Parry for the very warm welcome they gave me. Unfortunately it clashed with another invitation to The Southport and Ormskirk District Law Society Dinner on the same night. It is great that these smaller law Societies are still generating interest and enthusiasm. Well Done all concerned.

A belated but very sincere congratulations to Zoe Gascoyne for her very deserved award at The Law Society Legal Excellence Awards. She scooped the Solicitor of the Year Private Practice Award. Well done Zoe. This is just reward for the massive amount of work Zoe did on the criminal law front and the battle (ongoing) with the Ministry of Justice. Also wonderful to see, as usual, a local solicitor winning a national award for doing work that benefits the whole profession. All members of our profession in Merseyside and District should be very proud of her.

So, a short report this month. I hope 2018 brings health and happiness and prosperity to all of you, and your nearest and dearest. Enjoy a good break, and as ever, if you have views, let me know them.

**Charlie Jones, Weightmans LLP.
Co Council Member Merseyside and District.
01512427919
Charlie.jones@weightmans.com**



Employment Law Update with Professor Dominic Regan

on Tuesday 16th January 2018, 1.30pm - 4.45pm

**Tribunal claims have rocketed due to the
Supreme Court decision declaring that the
fees regime was unlawful**

Time for an update on key developments including:

When is dismissal effective?
Constructive dismissal
Status and the gig economy
Will TUPE survive Brexit?
A V B and dismissal for knowing a
sex offender—when someone can
be fired for passive behaviour



Venue: Liverpool Law Society, 2nd Floor, Helix, Edmund Street,
Liverpool, L3 9NY

For more information or to book, [click here](#)



Insolvency Update with Chris Beanland

on Friday 12th January, 1.30pm - 4.45pm

Covering:

The Insolvency Rules 2016 and any cases interpreting the new rules
Undrawn pensions and income payments orders: Horton v Henry [2016] EWCA Civ 989
Power under s.375 to review a bankruptcy order: Sands v Layne [2016] EWCA Civ 1159
Effect of lack of mental capacity on a IVA: Fehily v Atkinson [2016] EWHC 3069
Suspension of discharge of bankruptcy: Harris v Official Receiver [2016] EWHC 3433
Does the benefit of a car finance agreement vest in a trustee in bankruptcy? Mikki v Duncan [2016] EWCA Civ 1312
The new SIP 15 on creditors' committees
s.216 Insolvency Act and insolvent partnerships: Re Newton's Coaches Ltd [2016] EWHC 3068
Challenging a winding up petition out of time: Preston v Green [2016] EWHC 2322
Appointment of administrators: Randhawa v Turpin [2016] EWHC 2156
Application by former administrator to appoint administrator in capacity as creditor: Stares v Elgin Legal Ltd [2016] EWHC 2523

For more information or to book, [click here](#)

Venue: Liverpool Law Society, 2nd Floor, Helix,
Edmund Street, Liverpool, L3 9NY

Newly Qualified Solicitor & Barrister Celebration



**The White Star Grand Hall,
30 James Street, Liverpool, L2 7PQ**

on **Thursday 25th January 2018** at 6.00pm for 6.30pm

Liverpool Law Society would like to invite Newly Qualified Solicitors and Barristers from the Liverpool City Region and surrounding area who qualified during 2017 to celebrate the launch of their career in the legal profession.

There will be a complimentary drink on arrival and a selection of canapes with the opportunity to meet more experienced, local practitioners.

The Newly Qualifieds will be presented with a certificate of congratulations from

Mr Stephen Burrows Esq DL, The High Sheriff of Merseyside

Members of the Merseyside JLD are also invited to come along to meet and network with senior solicitors, partners and members of Liverpool Law Society.

This event is free to attend.

To book, or for further information please visit
www.liverpoollawsociety.org.uk/social-events/forthcoming

The legal profession: committed...caring...accomplished...

Sponsored by



Liverpool Law Society, Second Floor, Helix, Edmund Street, Liverpool L3 9NY, DX 14100 LIVERPOOL 1

Please note all bookings are subject to the Society's terms and conditions, visit www.liverpoollawsociety.org.uk/general-terms-and-conditions for details. Liverpool Law Society is registered in England and Wales, Company Number 00004302.

CHARITY AND CSR MATTERS



Happy new year everyone. I hope you all had an enjoyable Christmas and a good rest.

LLS readers got well and truly in the Christmas spirit as shown by this month's submissions. I can't wait to see what you've all got lined up for 2018.

By the time this article goes out I'll be starting my maternity leave and getting as much rest as possible before the chaos commences! I plan to keep up the article up whilst I'm on leave and so I ask that you send all submissions to j.baskerville@jbaskerville.co.uk who will then forward them on to me. The magazine has gone digital now and there is no limit on the amount of submissions- so keep them coming!

Thank you in advance.
Jennifer Powell
Solicitor
Weightmans

Wirral Mencap seeking new Trustees

Wirral Mencap is a small local charity that supports people with a learning disability and their families. The organisation is independent of the national charity both financially and in its management. It is governed by local people for the benefit of local people.

The charity provides a range of services including information & advice, social clubs, personal development programmes, befriending and supported volunteering.

These services are thriving - they currently support over 300 beneficiaries every year. They are able to achieve this through the support the local community and a number of grant-giving organisations.

Scope of the role:

In a nutshell, the Trustees support with strategic planning and decision making. They ensure that decisions are in the best interests of the beneficiaries and that there is good financial management and oversight. The Wirral Mencap Trustees meet with the Chief Executive monthly to discuss progress, challenges and to make key decisions. The Charity Commission outlines 6 key duties of a Charity Trustee:

1. Ensure the charity is carrying out its purposes for the public benefit
2. Comply with the charity's governing document and the law
3. Act in the charity's best interests
4. Manage the charity's resources responsibly
5. Act with reasonable care and skill
6. Ensure the charity is accountable

They are seeking new Trustees to complement the skills and experience of their existing board members and enhance areas of knowledge and are interested in hearing from the following people:

- Parents and carers (particularly of children and young people with a learning disability)
- Legal Professionals
- HR Professionals
- Business Professionals

They are also interested in talking to people who feel they have other skills that would benefit a small but growing organisation that is looking to develop new and innovative approaches to serving the local community. This post will be subject to financial checks and an enhanced DBS Certificate. Expenses will be made available to cover reasonable travel/other costs.

For more information please visit
<https://www.charityjob.co.uk/volunteer-jobs/wirral-mencap/trustee/538181>

Morecrofts Santa Dash

A team of Morecrofts employees raised over £1,000 at the Liverpool Santa Dash last month. Runners, which included Claire Edwards, Sarah Day, Sophie Kearney, Carly Philp, Ami-Lee Price, Rafael Donovan, Rhiannon McDonald, Carol Gordon, Jack O'Sullivan, Rebecca Airey, Kate McEvoy, Mike Gossage, Emma Cafferty, Caroline Jones, are from different branches of the firm.

Monies raised will be donated to the Merseyside Youth Association, which is Morecrofts' chosen charity of the year until April 2018.

The Santa Dash, which took place in Liverpool City Centre on Sunday 3 December saw 8,000 participants dressed up running 5K through the streets.

Runner Claire Edwards, who is based in the Liverpool City Centre office litigation team said: "As colleagues, we always look at different ways of raising money for the Morecrofts chosen charity and this was a great opportunity. Our target was £600, so to have raised almost £1,000 (£963) is fantastic. We are already planning our next challenge!"

Morecrofts' Managing Partner Alison Lobb added: "It makes me so proud when I see our teams getting together to take part in things like this. They really are the best, and they aren't afraid to go for it when it comes to raising charity funds".



Here Mike Lennon, Solicitor at DPP Law, tells us about his incredible journey to fight against cancer- literally!

"Up to February of this year, I was a picture of health and a bit of a fitness fanatic – I'd never even had a cold or the flu. Towards the very end of February, I discovered I had testicular cancer. Within 3 weeks I had been diagnosed and had removal surgery just a couple of days after my 38th birthday. I had a quick physical recovery and thought that was everything finished.

In late April, my consultant said I would need a course of chemotherapy – apparently, you are high risk of further cancers once you had another version. That news was a huge shock and I only had a few days to get ready for the treatment. Throughout May I had the chemo (initially spent 3 days as an inpatient at Clatterbridge and then going back weekly as an outpatient).

I was in recovery until around mid June when I was starting to get back into normal things again. I've always done a lot of long distance running so when I felt as though I was gradually getting better I trained for the Southport half marathon on 1 July and got through that and I then did the Wirral half marathon in September.

After I finished the Southport race, I decided I wanted to do something for charity (ideally a cancer related charity) that would be totally new to me and that would really push me – I decided to compete in an amateur boxing fight, under the white collar boxing programme – these are events run in association with Cancer Research UK. The transition from lawyer to boxing was not easy!

I'd never done anything resembling boxing before but the training side of it always interested me. I completed 8 weeks hard training (usually twice a day) and on Saturday 2 December won my fight with a technical knock-out. It was an amazing experience and a nice way to finish a challenging year.

To add to this I had a scan to make sure there was no other cancers and I actually only got the all clear on 7 December, so that was a nice bit of good news. I'm feeling positive about everything now.

We helped raise over £10,300 in donations alone and including the event proceeds, that figure should be much higher. Since Cancer Research UK joined with white collar boxing, more than £10 million has been raised – I'm just proud to have made a small contribution towards this".

Congratulations Mike on winning both battles!



New Year's resolution - Do something amazing. Become a new blood donor

It's New Year and you may be thinking about the year ahead and some changes you would like to make to your life. Maybe you want to cut down on drinking, eat less or are considering joining a gym? However, this January, you could change someone else's life, not just your own.

Across England, 900,000 people gave blood in 2017. This New Year, NHS Blood and Transplant are asking for your support to be part of an amazing group of people who save lives. In just one hour, you could make a quick and easy new year's resolution which saves lives.

This January, they're asking followers to consider blood donation as an alternative new year's resolution. They are also asking firms to consider hosting a blood donor recruitment event.

Start 2018 in the best way possible- by saving lives.

For more information please visit:
<https://www.nhsbt.nhs.uk/get-involved/promoting-donation-hub/>

Jackson Lees Foundation to donate £10,000 to four charities

The Jackson Lees Foundation has announced it will donate £10,000 to four charities as part of its commitment to support disadvantaged groups within the community.

The four charities that will receive £2,500 each are:

- Hope For Justice
- Charles Thompson Mission
- Wirral Mencap
- The Choir With No Name

The firm established the Jackson Lees Foundation because they believe that giving back to the community is part of who they are. The aim of The Jackson Lees Foundation is to support disadvantaged groups within the community, under three pillars: justice, social and education.

Hope For Justice has an aim to bring an end to modern slavery by rescuing victims, restoring lives, and reforming society. Their team of specialists work closely with the police and provide training for front-line professionals.

The Charles Thompson Mission is based in Birkenhead and has been supporting the local community since 1892. The Mission looks to help men and women who are homeless, poor and needy to get out of poverty. The drop in centre is open Monday to Friday and provides food, clothing, toiletries along with shower facilities on site.

Wirral Mencap is based in Birkenhead and promotes equality for people with learning disabilities, helping them to discover new opportunities, make new friends and to feel safe in their community. The Choir With No Name runs choirs for homeless and marginalised people. They now have four choirs, two in London, one in Birmingham and one in Liverpool. The charity was founded on the simple premise that singing makes people feel good and can help to build-up the confidence of an individual. Each choir gets together to rehearse every week and is guaranteed a decent dinner at the end of rehearsal.

The £10,000 donation brings the total donated to charities to £55,000 since the Jackson Lees Foundation was setup in 2015. Commenting on this latest award, Andrew Holroyd OBE & CBE (Chairman of the Jackson Lees Group) said "We are pleased to be contributing to these great charities providing life affirming support to the people they help and making a huge difference through their work in the community." The support from Jackson Lees Foundation extends beyond the financial donation – the firm will actively give their time and members of staff will embark on a programme of fundraising activity throughout 2018.

The Jackson Lees Foundation will be inviting applications for awards in 2018 from 2 January 2018 with a closing date of 2 February 2018. For more information visit www.jacksonlees.co.uk/jackson-lees-foundation



Firms supporting foodbanks

Carpenters have been working with staff to introduce food collection points in all six of their offices, including three offices based in Merseyside.

Once the donations come in, they then distribute items to Fans Supporting Foodbanks, a joint initiative between Everton (Est. 1878) and Liverpool (Spirit of Shankly) fan clubs and the Charles Thompson Mission in Birkenhead who work hard to supply basic provisions to those in need.

Since starting the initiative in September 2017 they've had an overwhelming response from staff donating much needed supplies to those less fortunate.

Foodbanks now play a vital part in supporting individuals and families. Through the volunteer organisations the firm have heard heart-breaking stories of parents going without food for days in order to feed their children first and children eating wallpaper to fill themselves up.

Carpenters want to encourage other businesses to get involved in supporting these essential community initiatives and are appealing to other Liverpool Law Society members to get involved and to raise awareness, encouraging other businesses in the region to come together to show their support and help local people in crisis.

Items required urgently:

- Sugar
- Milk (UHT or Dried)
- Coffee/Tea
- Tinned Food (Fish/Meat, Soup, Tomatoes, Puddings, Fruit)
- Jam
- Cereal
- Small chocolate or snack bars
- Pasta
- Pasta Sauces/Packet Sauces
- Rice
- Fruit Juice
- Biscuits
- Toiletries (new)

If you or your company would like to get involved, please contact Director Donna Scully at dms@carpenters-law.co.uk or 07771 874 399 for more details.

Weightmans' wrappers

I've mentioned previously the Christmas wrapping event I organised at Weightmans. I'm happy to report that it went really well (other than me being coerced into a television and radio interview!). In true Christmas style there was cheesy music, mince pies, chocolates and Santa hats.

As you can see from the photos lots of our staff came down and wrapped the lovely gifts provided by Weightmans and that the staff had been donating for months in the lead up to the event. Whilst there was some questionable wrapping skills, everyone got stuck in and the gifts (about 400 in total) were all wrapped in an impressive 20 minutes!

The beautifully wrapped gifts were donated to the Whitechapel centre and Yummy's Scouse Christmas to give to the homeless, lonely and families who were due to attend on Christmas day, including hundreds of children.

I get involved in many fundraising initiatives throughout the year, and financial support is always needed by charitable organisations, but this event is my favourite as it involves more than just giving a few pound. It is heart warming to see people make the effort to go and buy, wrap and deliver a gift they know will make someone smile, on what can be a very sad and lonely day for many.

I'll be back at Weightmans in time for next Christmas so I will be asking for your support again. In the meantime you can support the Whitechapel centre or the newly opened Labre House throughout the year with donations and volunteering.

Jennifer Powell
Solicitor
Weightmans



Leasehold Dwellings, Ground Rent, Service Charge, Management & Extensions Issues

with **Richard Snape**

on Wednesday, 24th January, 9.30am - 12.45pm

Topics covered include:

- Escalating Ground Rents and other Ground Rent issues
- CML Guidance on Ground Rents
- Service Charge Liability
- Administration Charges
- Building Regulations and Risk Assessments in the light of Grenfell
- Leasehold Extension and Enfranchisement issues
- Changes to Houses in Multiple Occupation

Here at:

Liverpool Law Society, 2nd Floor Helix, Edmund Street,
Liverpool, L3 9NY

For more information or to book, [click here](#)



Social Media for Lawyers

with **Steve Cornforth**

on Friday 26th January, 9.30am—1pm



Social Media is changing the world at a staggering pace. Apparently 85% of us own a smart phone. It is also changing the face of legal practice from marketing/networking to how we communicate with clients and each other.

In this course we will be looking at the most useful platforms for lawyers and how they can be used most effectively. Together we will learn to boldly go

Introduction to Social Media

Twitter – knowing you @s from your #s!

LinkedIn – growing and using your connections, marketing

Facebook – only for holiday photos? How to set up and use pages

Google+ - Google what?

Referencing across platforms

Additional tools

Think before you tweet and other important lessons

Venue: Liverpool Law Society, 2nd Floor, Helix, Edmund Street, Liverpool, L3 9NY

FOR MORE INFORMATION OR TO BOOK, [CLICK HERE](#)

Medical Records - the heart of Clinical Negligence claims

Clinical Negligence claims can be complex and drawn out. At the heart of any claim are the medical records. They form an essential, contemporary account of treatment. They also provide an essential summary of a client's medical history. Cases can stand or fall on what is recorded. Indeed, in the case of *FE v St George's University Hospitals NHS Trust* the poor standard of record keeping was a major factor in McGowan J's decision to find for the Claimant. This was case involving brain injury suffered at birth. She found that –

'the standard of record keeping was unsatisfactory, notwithstanding the workload.'

- All notes should have been acknowledged by signature or initial at the very least.
- Theatre records should not have been altered without acknowledgment.
- There should have been a method by which notes could be matched to the timing of an event on the CTC trace.
- If a time recording device is capable of going wrong then there should have been an adequate means of regular checks.
- It is unacceptable that the administration of oxytocin is not properly recorded; the doctors should not be working on the presumption that it had been stopped simply because they would have expected it to be stopped.'

These failings will have been apparent as soon as the records were considered by the Claimant's lawyers.

The earlier the records are obtained and reviewed the better.

There are a number of reasons for this. In many cases the treating professional will have little or no recollection of events. GPs for example see many patients during the course of a day and would not be expected to remember every detail. Patients are more likely to remember their

consultation but will not always appreciate technical matters, especially if not fully explained. Cases are often investigated long after the event and memories can become unreliable. Courts and medical experts will usually look to the records as the most reliable account.

The Pre Action Protocol for The Resolution of Clinical Disputes emphasises this –

'3.5 At the earliest opportunity, legible copies of the claimant's medical and other records should be placed in an indexed and paginated bundle by the claimant. This bundle should be kept up to date.'

ALK Legal Support has been established to work alongside law firms in relation to all aspects of clinical negligence cases. We convert any number of records into concise, understandable and workable files. We will also identify any missing records or imaging. As the case progresses updated records can be added helping to form the trial bundle.

An in-depth chronology can be prepared to enable fee earners and subsequent experts to easily navigate through the records. An additional advice note can also be prepared highlighting key issues and/or exact date, time/ incident. We are also able to advise on the experts required, including identifying a list of questions to ask the expert.

In most cases we will aim to return records within 7 days. If the records are particularly voluminous, we are happy to discuss time-scales. As an additional service, we are able to offer a medical advice line whereby you can speak to our nurse manager to chat through any medical queries you may have regarding a specific case.

For more information call Jan on 01204 866563 or email jr@alklegal.co.uk



Developments in Domestic Abuse with Safda Mahmood

on Tuesday 23rd January, 10am—4.30pm
(lunch included)

The topics covered will include amongst others, the following:

- Domestic Abuse - What protection is available?
- Family Law Act 1996 - Nuts and bolts
- Drafting Orders and Without Notice Orders - What has changed?
- Enforcement - What has changed?
- Changes brought about through the Domestic Violence, Crimes and Victims Act 2004
- Law and practice surrounding Forced Marriage Cases
- Changes to Protection from Harassment Cases

Venue: Liverpool Law Society, 2nd Floor Helix, Edmund Street, Liverpool, L3 9NY

To see more information or to book, [click here](#)



Elderly Client Update

with Helen Clarke on Tuesday 20th February, 10am—1pm

After this session, delegates should have increased their knowledge and understanding, including potential problems and pitfalls and where appropriate practical solutions in the following areas:

- Elderly client case law including assessment of testamentary capacity, undue influence and statutory wills
- Consideration of the pitfalls and problems of taking instructions remotely including the regulatory obligations for solicitors
- Financial Abuse case study – can you “protect” your elderly client?
- The new Law Society/STEP/SRA guidance about releasing copies of Wills to attorneys
- Awareness of recent guidance and news from OPG
- Increased their knowledge of deprivation of assets under the Care Act 2014
- Awareness of relative's occupational rights /carer's equitable interest in family home when care is being delivered at home

For more information or to book, [click here](#)

Venue: Liverpool Law Society, 2nd Floor, Helix, Edmund Street, Liverpool, L3 9NY

The EU application process post-Brexit

6 things to know

As we move towards Brexit, the European Commission and the UK government have now reached a deal in the first phase of exit negotiations. One of the core issues of this deal involves EU nationals' rights in the UK. The Home Office has previously started to take steps to confirm the 'streamlined' and 'low cost' application process they envisage for EU nationals wishing to live in the UK from 2019 onwards. The main points to take away from the deal and the Home Office guidance are as follows:

1. EU citizens who have completed 5-years' lawful residence before 29 March 2019 and who continue to be resident in the UK, will be entitled to apply for 'settled status'. This will not be an automatic right, even for those with permanent residence documents, and an application will need to be made. For those who are under the 5-year threshold, they will be allowed to remain in the UK until they reach 5 years when they can then apply for settled status.
2. There will be a grace period of 2 years from 29 March 2019 for all EU citizens, and their family members, to apply for settled status. After this time, any person who has not applied without serious and good reason, will be residing without permission and will be subject to removal.
3. The requirements to meet for 'settled status' will be the same as those applicable in an application for permanent residence under current regulations; an EU national will need to prove that they have 5 years' continuous and lawful residence in the UK as a worker, self-employed person, student, self-sufficient person, or family member of an EU citizen.
4. The aim is for the application process to be 'streamlined' and 'user friendly', with digital assistance available where possible. The cost is proposed to be no more than a British passport (currently £72.50), and the aim is to minimise the documentary burden of applying. A new online application system should be introduced integrated with other government records (such as HMRC) to allow applications to be processed quickly.
5. A 'pragmatic approach' to considering applications is promised with the Home Office stating that they will be flexible with their decision-making process. Significantly, requirements relating to Comprehensive Sickness Insurance

will be relaxed from the current position, benefitting many students and self-sufficient persons, such as non-working partners unaware of the current requirement to hold this for 5 years. In addition, the current 'genuine worker' test is likely to be relaxed, along with scrutiny of periods where an individual has been undocumented. A holistic view will be adopted to look at an individual's circumstances in the round. Finally, there will be no need to recall each and every absence from the UK during the qualifying period.

6. For those EU nationals already holding a permanent residence card under current regulations, a short application to exchange this document for a 'settled status' document will be required. This application will be free of charge and the applicant will only need to verify their identity, have a criminality and security check, and provide confirmation of their continued residence. They will not need to evidence ongoing working, self-employment, study, or self-sufficiency.

Overall, the plan suggests that the future application process will reduce the evidential burden on applicants seeking to prove their qualifying residence. The stated approach to contentious issues such as Comprehensive Sickness Insurance and absences is encouraging, and may urge those who are currently struggling with such matters to delay until the new process is in place. For those with straightforward circumstances, it remains clear that securing a current permanent residence card is a good way to simplify the process in 2019, giving a greater sense of stability now.

Implications for Businesses

To retain talent, employers should consider supporting workers in managing the process to settled status and do what they can to help them complete the reassertion of their immigration status. Further, as Brexit has delivered a double whammy for the UK's migrant workers by making their status in the country feel much more insecure, and sending the value of the pound plummeting (making living and working here much less attractive), it's worth exploring non-monetary incentives such as flexible working, funded training or enhanced annual leave packages to continue to appeal to a migrant workforce. Of course, employers should take detailed legal and accounting advice before rolling out incentive programmes, as there may be legal and tax implications in doing so.

Employers should also bear in mind right to work checks and how these will impact European citizens post-2019. Such checks are mandatory for all employees and will be become even more important once a European citizen's ability to work cannot simply be ascertained by a copy of their passport. Failure to employ proper checks can lead to fines of £20,000 per migrant worker encountered who does not have the right to work.

Sarah Goodwin
Latitude Law

If you would like to speak to one of our experts regarding the implications of Brexit or any other immigration matter, please call our Liverpool office on 0151 305 9600.

ATLANTIC  CHAMBERS

With over 60 members Atlantic Chambers is able to offer a wide range of expertise within our specialist practice groups.

**Civil Litigation including Clinical Negligence,
Family, Chancery & Commercial, Crime,
Employment, Proceeds of Crime & Public Law**

**4-6 Cook Street, Liverpool L2 9QU
T 0151 236 4421 F 0151 236 1559
DX: 14176 Liverpool 1.
E-mail: info@atlanticchambers.co.uk**

10 questions to ask your outsourced cashiers provider

By Julian Bryan, Managing Director, Quill

Outsourcing is a strategy increasingly adopted by law firms and ABSs eager to operate more efficiently and focus on their priorities of fee earning and business management. But, before engaging an outsourcing provider, careful screening is recommended.

To help you, we've compiled 10 top questions...

1. Who will manage my account?

As you'll be working together closely, will a dedicated individual be handling your day-to-day tasks and is there an assigned deputy for absence cover? Also, who heads up the team? Over time, you'll need to interact with your cashier, deputy and supervisor so chat over the phone or meet face-to-face to decide if you'll get on well.

2. Do you have a proven track record in my industry?

Specialist suppliers to the legal profession are well versed in how you work and the challenges you face. Check credentials, ask about service level agreements and request reference sites. Speak with a handful of these existing customers for honest feedback about service quality and overall satisfaction to assist your purchase decision.

3. What's the status of your financial health and ownership?

This is potentially the beginning of a long-term partnership. Probe into the supplier's profitability, stability and longevity. You might want to review their balance sheet at Companies House as a starting point. Successful, independently owned, long-standing businesses are preferable for obvious reasons.

4. What are the costs to outsource?

Secure detailed pricing up-front to avoid any nasty surprises from hidden costs later on. Do any add-on fees apply for various outsourced service components? What happens if your business changes? Will the service scale up or down alongside you? Finally, weigh up the final pricing structure against the in-house alternative – employing staff and purchasing software – to get the total pricing picture.

5. What are your security measures?

Enquire about encryption, firewalls, password protection, physical data centre anti-intrusion systems, regularity of software updates and back-up procedures. In the rare event of a security breach, what's the provider's response plan? How will they handle incidents and rectify any ensuing data or financial losses? Seek minimum ISO 27001 standards and a business continuity plan.

6. How quickly can I get up and running?

How long will it take to set up and configure your database in order to make the switchover to outsourced support? Likewise, for the supporting software package (if provided), what time period's required for granting access and delivering end-user training? Along the way, is there a migration plan to ensure a smooth transition? Allow up to 6 weeks.

7. What are my minimum contract terms and how do I terminate?

Life happens, circumstances alter and cancellation can become a necessity. What's your escape strategy and who owns your data? Read the standard contract small print so you know exactly how long you're committing yourself to at the outset. Your provider should act as custodians of your data so ensure you're offered transitional assistance with data provided in an appropriate format for your retention if the relationship comes to an end.

8. What happens if I have a problem out of hours or receive notification of a compliance visit?

The norm is 9am-5pm support with 24/7 system access for your accounts and matter data. If you're informed of a compliance visit from a governing body, however, can you contact your provider for assistance preparing reports and other documentation? And, are they available during the visit itself should any queries arise? Any self-respecting provider should be willing and able to provide this type of back up, even if it's over-and-above the normal call of duty.

9. What other outsourcing services do you offer?

Some providers will have an extended range of offerings so you can take advantage of optimum outsourced support, for example payroll and pension management. If they offer software too, better still. 'One-stop-shop' provision takes convenience to a new league because you have one point of contact for everything.

10. Why should I outsource anyway?

If you've got retiring, resigning or long-term absent employees, and if you're just a tiny bit curious what positive impact outsourcing may have on your business, then begin your enquiries. Outsourcing isn't always the answer but imagine the possibilities if it is.



Julian Bryan joined Quill as Managing Director in 2012 and is also the Chair of the Legal Software Suppliers Association. Quill is the UK's largest outsourced legal cashiers provider with 35 years' experience supplying outsourced services and software to the legal profession. To contact the Quill team, call 0161 236 2910, email info@quill.co.uk or visit www.quill.co.uk/cashiers.



Is there such a thing as work-life balance in the legal profession?

There's no disputing that the legal profession is renowned for its culture of long hours. And, if recent research is to be believed, this is as true as ever, particularly for those just starting out in their careers.

Legal Cheek's latest survey of over 2,000 trainees and junior lawyers at 61 firms reveals the average arrival and leaving time, with many firms' rookies arriving as early as 8:30am and still working in the office after 10pm. And, as one magic circle worker puts it: "I go home just to sleep. I am in the office for every other minute of the day. That being said, I have only had to work two weekends over the past four months, which has been nice."

So, if this is typical of so many firms, is it true to say that lawyers at smaller, regional firms have work-life balances which are as hectic as their big-city counterparts? Not according to Sara Duxbury, business psychologist at Carter Corson and former Head of People at Merseyside based Fletchers Solicitors. She says: "A long-working-hours culture is widely associated with a career in law, but it tends to be even more common within the culture of City firms,

where the huge workloads constantly roll in. Smaller firms are more likely to allow for greater flexibility with working hours, therefore creating a better work-life balance."

Of course, no one is suggesting lawyers in small suburban firms have it easy: statistics shows that they work similar hours, plus they face the additional challenge of having to generate work locally and tender against the big players. However, they may find that their long hours are offset by more opportunities to work in ways which fit in with other commitments, such as flexible working hours with remote working and less commuting.

But in an environment that's known for offering great salaries, perks, travel and fantastic career progression, can individuals really expect a great work-life balance? Are long hours and less time away from the office with friends and family simply the trade off? Can professionals have both? Arguably, this comes down to personal choice and what 'better quality of life' looks like to individuals. For some, working long hours for a major firm in exchange for a high salary and eventually reaching Partner status -

or early retirement - is not only manageable but positively desirable. Others may prefer a position at a smaller firm in a geographical area where the pace is slower and the salary lower, but a real respect for work-life balance exists.

At present, flexible working is the exception rather than the rule within the legal sector; however, with the rise of technology such as cloud storage facilitating remote working and ever-increasing awareness of the need for employers to offer attractive working cultures, law firms need to look closely at how they can help promote a better work-life balance. Otherwise, they will lose the best talent to more flexible competitors. So, if you're a legal professional looking for a firm with a working culture that better meets your needs, or are a firm keen to attract similarly forward-thinking professionals, get in touch with Clayton Legal to discuss your needs with our network of specialists.



Lynn Sedgwick is managing director of Clayton Legal, the leading legal recruitment specialist. For more information contact Lynn on ls@clayton-legal.co.uk or call 01772 259121

Clayton Legal
Recruiting talent, building the future

Outsource your
cashiering...

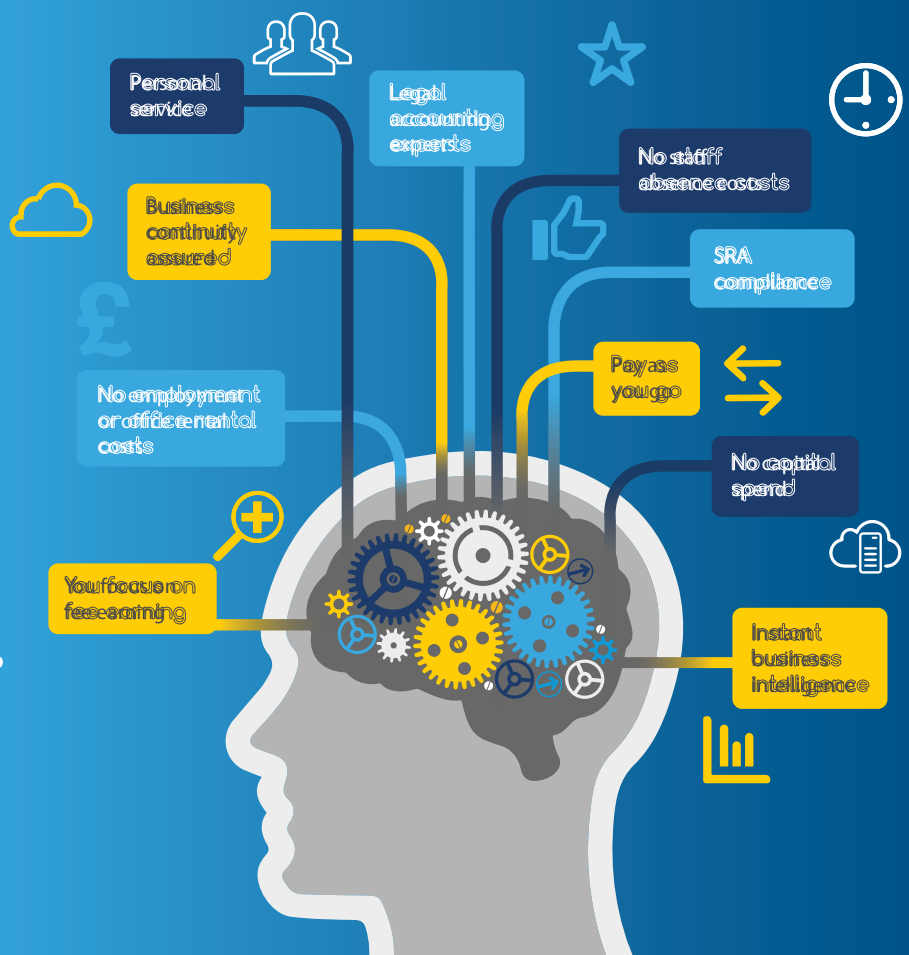
IT'S A NO
BRAINER!

QUILL

0161 236 2910

nobrainier@quill.co.uk

www.quill.co.uk/nobrainier



News from the

Beauty Bazaar Event at Harvey Nichols

The Committee decided to run the Harvey Nichols Beauty Bazaar event again this year on 30th November due to the fantastic feedback we have received from everyone who has attended previously. The evening started with some canapés and drinks and our guests were treated to a variety of beauty masterclasses and provided with some gifting advice. We hope that everyone enjoyed the evening as much as we did!

Thank you also to our sponsors for the evening, MSB Solicitors.

Committee Christmas Meal

December saw the WLD Committee attending their annual Christmas meal which was held at Neighbourhood this year.

Upcoming Events

We would like to wish everyone a happy New Year and we hope you all had a lovely Christmas.

We have some fantastic events planned for 2018 so keep an eye on our social media for more details.

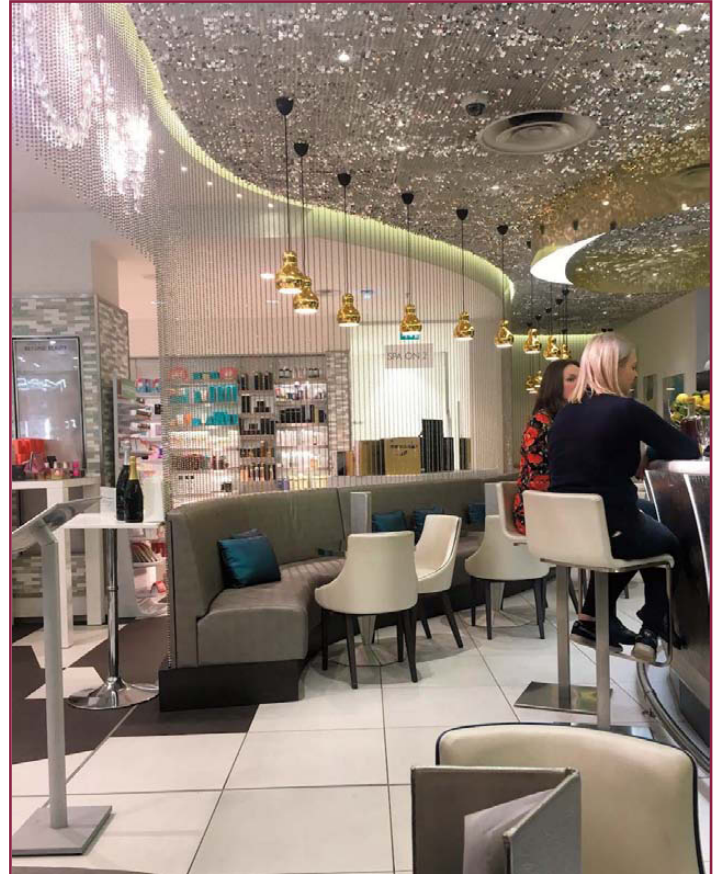
@MerseysideWLD Womens Lawyers Division – Merseyside

W: www.wldmerseyside.co.uk

General: merseysidewld@gmail.com

Events: wldevent@gmail.com

Membership: wldmembership@gmail.com



Stand and Deliver! Conducting Effective Advocacy in Child Care Cases

with Safda Mahmood on Tuesday 6th February, 10am - 4.30pm

This course will be of assistance to those lawyers acting for parents, children, extended family members and local authorities

The topics covered will include amongst others, the following:

- Understand good advocacy skills
- Become more confident, despite a 'difficult' opponent
- Effective preparation
- Calling Evidence
- Making good opening and closing speeches/submissions.
- Carry out effective examination-in-chief and cross-examination
- Emergency Protection Order Hearings
- Contested Interim Care Hearings
- Case Management and Issues Resolution Hearings
- Fact Finding Hearings

For more information or to book, [click here](#)

Venue: Liverpool Law Society, 2nd Floor, Helix, Edmund Street, Liverpool, L3 9NY

Book Review

Daniel Rawcliffe of Paul Crowley & Co Solicitors reviews a short story by Kristen Roupenian which recently appeared in the New Yorker

Dating – at any point in history let alone the early 21st century – can be a fraught business. Stressing over what to wear, where to go, what to say and how to act on a date with someone you barely know is a recipe for angst.

Kristen Roupenian's short story, *Cat Person*, recently published in the *New Yorker* (<https://www.newyorker.com/magazine/2017/12/11/cat-person>) has ignited a debate among women and men on multiple issues like consent, identity, dating and sex.

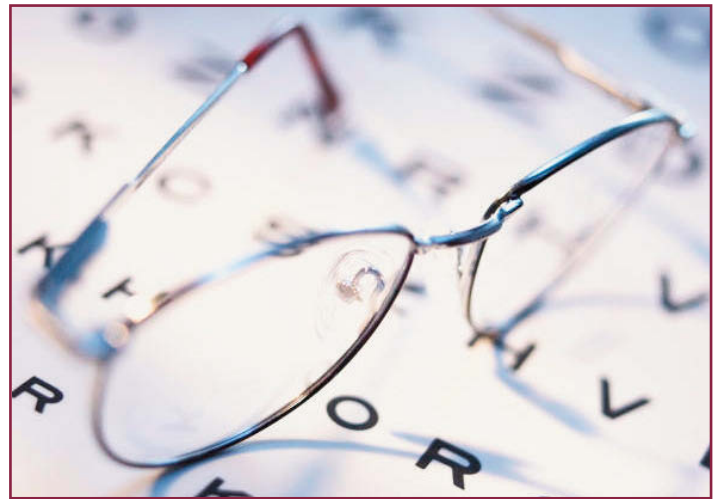
The story relates a brief relationship and casual encounter between Margot, a 20 year old college sophomore, and Robert, a 34 year old man. It is told from Margot's point of view and begins when she and Robert strike up a conversation in Margot's place of work. They exchange numbers and text one another with increasing frequency; constructing a network of in-jokes surrounding, amongst other things, their titular pet cats.

The story scrutinises how we date and how the people, for whom we swipe left on apps like Tinder, are still strangers no matter how many ways we may 'match' with them. Chief among the story's ironies is the fact that, whilst we may have created advanced methods of communication like the smartphone, when it comes to talking about desire, intention and relationships we can often find ourselves stuck in the dark ages.

It forces us to ask difficult questions about how we might come across whilst on dates or when messaging our crushes. It illustrates, in disconcerting detail, how in the absence of clear and sometimes difficult conversations, wires get crossed and egos become grossly inflated or badly dented.

Margot projects her own interpretation and understanding of Robert's character onto his actions despite knowing nothing about him and having internal misgivings regarding who precisely he is. Twice whilst alone with him she ponders if he will murder her and on entering his house she notes it could be "full of horrors: corpses or kidnap victims or chains". Does Robert even have cats? The truth is Margot does not really know Robert because her idea of him is derived entirely from her own naive interpretation of his behaviour. She does not know who he is.

In the same way none of us really know who, the people we choose to date, really are until much further down the line. The story captures all the nervous excitement that can accompany dating: the sweaty palms, butterflies in the stomach, obsessively checking your phone for that text to see if they've text back to that funny gif you sent them. It also captures the unpleasantness of dating. Robert is awkward and brittle toward Margot but instead of responding in kind, she feeds this behaviour into her own homespun version of who she thinks he is. She modifies her behaviour in order to dispel his nervousness and apparent anxieties. This serves as a comment and a valid criticism of the societal conditioning some, if not all, women find themselves subject to when



navigating what is arguably, a man's world.

Women, in the media and beyond, sharing their own experiences of sexual harassment and sexual assault make Roupenian's story all the more prescient. If literature can be said to hold up a mirror to real life then *Cat Person* holds up a high-definition tablet device whose reflection is, at moments, disturbingly real.

Regardless of your sexuality or gender *Cat Person* is a powerful and remarkable piece of short fiction which deserves your time.

Don't forget to submit your reviews You could win a bottle of wine or prosecco

All you need to do is write a review of a movie, gig, festival, book, concert, play, album or favourite box set and each month one will be rewarded with their choice of a bottle of prosecco, red or white wine, very kindly supplied by R&H Fine Wines of 12 Queen Ave (just off Castle Street) Liverpool.



Send your entries to
editor@liverpoollawsociety.org.uk

Regulation Update

The latest regulation news from Michelle Garlick of Weightmans LLP



I hope everyone had a fabulous Christmas and a relaxing break. 2018 is certainly looking like being a busy year for risk and compliance specialists with the GDPR now just round the corner (are you prepared?) and a new Handbook and Code of Conduct later this year resulting in greater competition, threats /opportunities (depending upon how positive you are feeling?!) The consultations on the 2nd phase of the SRA's Handbook reforms and on better information, more choice closed on 20 December. MLS submitted a response and it will be interesting to see whether the SRA takes any of the feedback on board.

December was otherwise a relatively quiet month but here's a round-up:

Risk Outlook identifies Money Laundering Continuing to be a Major Issue

The SRA's Risk Outlook Autumn update has identified that money laundering continues to be a principal issue affecting the profession.

The National Crime Agency's latest Annual Report highlights that although reported incidents of money laundering across all sectors has increased by 10 per cent, within the legal profession they have decreased by 10 per cent, the suggestion being that the legal sector is not reporting enough. The government has specifically targeted its 'Flag it up' campaign at helping solicitors and accountants identify potential money laundering signs and has also recently expanded HM Treasury's enforcement powers under **sanctions legislation**. These regulations reinforce the obligation on law firms to report to the Treasury if they act for anyone subject to financial sanctions. Significant financial penalties can be applied for serious breaches. The Office of Financial Sanctions Implementation have updated their **guidance**, and released a **quick guide**. In my discussions with firms, there seems to be limited knowledge/understanding of the sanctions legislation and what firms need to do to comply with it.

The SRA has warned that they will soon be asking solicitors and firms to tell the SRA about their compliance with the new regulations so if you haven't yet implemented your new policies/procedures, you will need to do so pronto!

Law Society Warning over Scam Emails

The Law Society are warning solicitors to refrain from opening and to delete scam emails which are suggesting that their profile on Find a Solicitor has been compromised and refer to a P1 and P2 form.

Should further details be required or other scam emails of a similar nature are received, The Law Society request you contact the Practice Advice Service at <http://www.lawsociety.org.uk/support-services/help-for-solicitors/practice-advice-service/contact-us/>

Law Society Urge SRA to Reconsider Relaxing the Rules on Unregulated Firms

As I mentioned in my opening paragraph, the SRA have held a consultation on part two of its 'Looking to the Future' programme. The Law Society has responded to the consultation criticising the proposals saying that it is likely to create a two-tier legal profession and has requested the SRA to back-out of their proposed changes to its handbook allowing solicitors to practice in unregulated businesses and as freelance solicitors without the protections which come with entity based regulation.

The President of the Law Society, Joe Egan voiced his concerns by stating 'This consultation represents an opportunity for the SRA to make the handbook clearer and simpler, by engaging directly with practitioners who use it... Instead the proposals have focused on creating flexible business models. Flexibility for solicitors should not come at the expense of client protections.'

Judge's Warning to Solicitors Harboring Dishonest Claimants

Mr Justice Warby highlighted the civil procedure rules committee should consider looking at whether solicitors acting for dishonest personal injury claimants could be held in contempt of court.

Sitting in the case of Liverpool Victoria Insurance Company Ltd -v- Mehmet Yavuz and ors in November 2017, Mr Justice Warby found nine claimants guilty of contempt of court for their continued lying and dishonesty during the litigation relating to personal injury claims allegedly arising from road traffic accidents in 2011.

Mr Justice Warby noted the claims were initiated via the online claims portal and submitted by the claimant's legal representatives, who signed statements of truth. He went on to highlight that the Pre-Action Protocol for Personal Injury claims does not address the issue of false verification of Claim Notification Forms and does not refer to the prospect of contempt proceedings and suggested that this should be addressed by rule makers.

Brexit Interrupts Potential Legal Regulation Review

The Legal Services Board (LSB) has confirmed an overhaul of the profession's regulatory framework is not likely to proceed within the next three years whilst the government is focused on Britain's exit from the European Union.

It was initially thought the LSB were to revisit the Legal Services Act 2007, to possibly include the introduction of a single regulator for the entire legal profession as well as solutions on how the legal services industry can address the risks associated with advancements in technology.

The LSB's Draft 2018-2021 strategic plan and 2018/19 business plan consultation remains open until 19 February 2018.

Firm deemed Negligent for Failing to Advise on Tax Avoidance Scheme

More than 10 years after failing to provide advice relating to a potential tax avoidance scheme the now defunct Baxendale Walker Solicitors and it's sole equity partner have been found negligent in relation to a claim from a former client who entered a settlement with HMRC to pay £11.29m in tax and interest relating to the scheme which was designed to avoid capital gains and inheritance tax by way of an offshore trust. Mr Baxendale-Walker was struck off as a solicitor in 2007.

The Right Honourable Lady Justice Asplin sitting in the Court of Appeal highlighted that even where a legal adviser was correct about the construction of a provision or scheme, they were still under a duty to point out the risks involved and were negligent in not having done so. The judge went on to conclude "The lawyer as part of the legal advice he is providing, must evaluate the legal position and determine whether in all of the circumstances, he should advise his client that there is a significant risk that the view he has taken about the substantive matter in question may be wrong."

The most "deplorable" case of dishonesty

Stephen John Acres who specialised in "advising the elderly", was struck off recently having been found by the SDT to have committed the "outrageous plundering" of his client's assets in a particularly "deplorable" case of dishonest conduct when he stole £300,000 from a vulnerable bed-ridden client.

That's all for this month. As always, if you have any testing compliance/regulatory questions that you need to run past me or any of my team, do get in touch.

Michelle Garlick
Weightmans LLP

S Code	Date	Time	January 2018	Speaker
S3853	12th	1.30-4.45	Insolvency Update	Chris Beanland
S4131	16th	1.30-4.45	Employment Law Update	Professor Dominic Regan
S3881	17th	10-12.45	The essential practical guide for the Money Laundering Regulatory Officer	Jo Morris
S4118	17th	1.30-4.30	The essential practical guide for the Data Protection Officer	Jo Morris
S4112	18th	1.30-4.45	Ensuring added value in estate administration and planning	John Bunker
S4083	23rd	10-4.30	Developments in Domestic Abuse	Safda Mahmood
S4022	24th	9.30-12.45	Leasehold Dwellings, Ground Rent, Service Charge, Management and Extensions Issues	Richard Snape
S4023	24th	1.30-4.45	Commercial Property Update	Richard Snape
S4119	26th	9.30-1	Social Media for Lawyers	Steve Cornforth

S Code	Date	Time	February 2018	Speaker
S4136	6th	10-4.30	Stand & Deliver: Conducting Effective Advocacy in Child Care Cases	Safda Mahmood
S4078	7th	2.00-4.00	Death in Paradise (well, Spain & France): Administrating Deaths Abroad	Antonio Guillen & John Kitching
S4079	20th	10-1	Elderly Client Update	Helen Clarke
S4024	21st	9.30-12.45	Restrictive Covenants, Overage and Conditional Contracts	Richard Snape
S4025	21st	1.30-4.45	Conveyancer's Guide to Easements, Access and Services	Richard Snape
S4004	28th	9.30-4	Management Conference 2018: Moving Your Legal Business Forward	Various

For full details & to book, visit: www.liverpoollawsociety.org.uk

Attention to detail.

In these unpredictable times, 'good enough' isn't good enough.

You can't risk using products or services that leave you open to mistakes.

Practical Law and Westlaw UK provide trusted answers, which are comprehensive, up to date and precise. So you can take the right action with speed and confidence.

[Register now for a free trial](#)

tr.com/confidence

The intelligence, technology
and human expertise you need
to find trusted answers.



the answer company™
THOMSON REUTERS®

RECRUITING TALENT, BUILDING THE FUTURE



PERSONAL INJURY SUPERVISOR

LIVERPOOL

A large defendant practice is looking for a PI Fee Earner to supervise a small team within their Motor Division.
Contact Lauren Connors: l.connors@clayton-legal.co.uk

CONVEYANCING SOLICITOR

ORMSKIRK

A reputable firm based in the centre of Ormskirk, is seeking a Conveyancing Solicitor to join the team. You must have at least 3 years PQE in conveyancing. Our prestigious Firm has a relatively large Conveyancing Department and the opportunity for progression.
Contact Dannie Moore: d.moore@clayton-legal.co.uk

CRIMINAL DEFENCE DUTY SOLICITOR

LIVERPOOL

To manage a personal caseload of various criminal matters as well as assisting either a partner or director when required whilst also acting as a Duty Solicitor and attend police station on a rota basis (both in and out of hours)
Contact Simon Scott: s.scott@clayton-legal.co.uk

EL PL TECHNICAL FEE EARNER

LIVERPOOL

Working for a National Law Firm, dealing with a mixture of EL PL matters, multi track experience is essential, great progression opportunities.
Contact Lauren Connors: l.connors@clayton-legal.co.uk

LAW COSTS DRAFTSMAN

PRESCOT

A legal firm is looking for a Law Costs Draftsman You will have previous experience in a similar role and be experienced in drafting bills, budgets, conducting negotiations, attending CCMCs, considering points of dispute and drafting points of replies.
Contact Matt Walwyn: m.walwyn@clayton-legal.co.uk

COMMERCIAL CONVEYANCER

LIVERPOOL

My client is a reputable and established Law Firm based just outside of Liverpool city Centre. The firm offers an excellent modern, friendly working environment. They are further expanding their team of conveyancers and they now seek to appoint an experienced Commercial Conveyancer to manage a caseload of Commercial files from start to finish. You will have at least 5 years experience in a similar role.
Contact Dannie Moore: d.moore@clayton-legal.co.uk

FAMILY SOLICITOR

ORMSKIRK

A village practice is looking to expand their Family team with an additional Solicitor to run Private funded cases.
Contact Lauren Connors: l.connors@clayton-legal.co.uk

CONSTRUCTION SOLICITOR

LIVERPOOL

The post involves principally non-contentious work with some contentious work for employers and contractors, construction professionals and funders. Reviewing and reporting on all forms of construction, engineering, oil & gas and infrastructure contracts
Contact Simon Scott: s.scott@clayton-legal.co.uk

INDUSTRIAL DISEASE SOLICITOR

WIRRAL

You will be conducting a variety of Asbestos cases; you will be responsible for successfully running cases through to issue of proceedings, using the RCJ specialist Asbestos lists, through to trial and/or settlement. Salary up to £40,000
Contact Simon Scott: s.scott@clayton-legal.co.uk

SENIOR PROPERTY SOLICITOR

LIVERPOOL

A accredited firm is seeking a Qualified Solicitor with a minimum of 3 Years PQE within Property and ideally possess previous experience of handling a mixed caseload.
Contact Dannie Moore: d.moore@clayton-legal.co.uk

PROCLAIM DEVELOPER

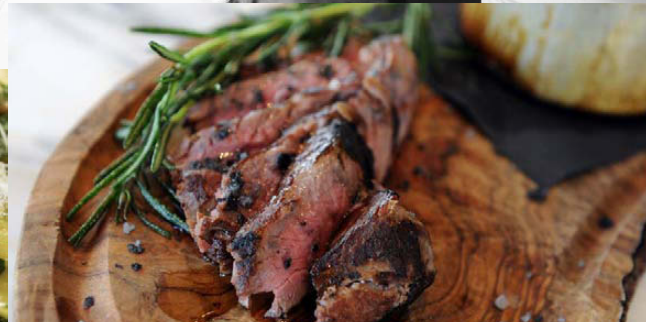
LIVERPOOL

An award winning firm based in the heart of Liverpool is seeking experienced Proclaim Developers to join their team. Due to expansion, they are looking to grow their IT team and recruit developers to be responsible for the development and maintenance of their Proclaim Case Management System.
Contact Grace Bolton: g.bolton@clayton-legal.co.uk

COMMERCIAL PROPERTY

LIVERPOOL

Our client, a Legal 500 firm are seeking to appoint a Commercial Property Solicitor with 1-5 years PQE to join their Housing & Regeneration Department in Liverpool City Centre. The role will involve handling your own varied caseload of Commercial Property, consisting of Acquisitions & Disposals, Property Development and New Build. You will have experience of Housing & Regeneration matters.
Contact Dannie Moore: d.moore@clayton-legal.co.uk



“SAN CARLO HAS THE INGREDIENTS
OTHERS CAN ONLY DREAM OF”

The Observer

**SAN
CARLO**



*Aldo Zilli now part of
the San Carlo team*

WWW.SANCARLO.CO.UK

 @SanCarlo_Group

41 Castle St, Liverpool, Merseyside, L2 9SH
liverpool@sancarlo.co.uk | T: +44 (0)151 236 0073

WINNER OF THIRTY FOUR PRESTIGIOUS AWARDS

