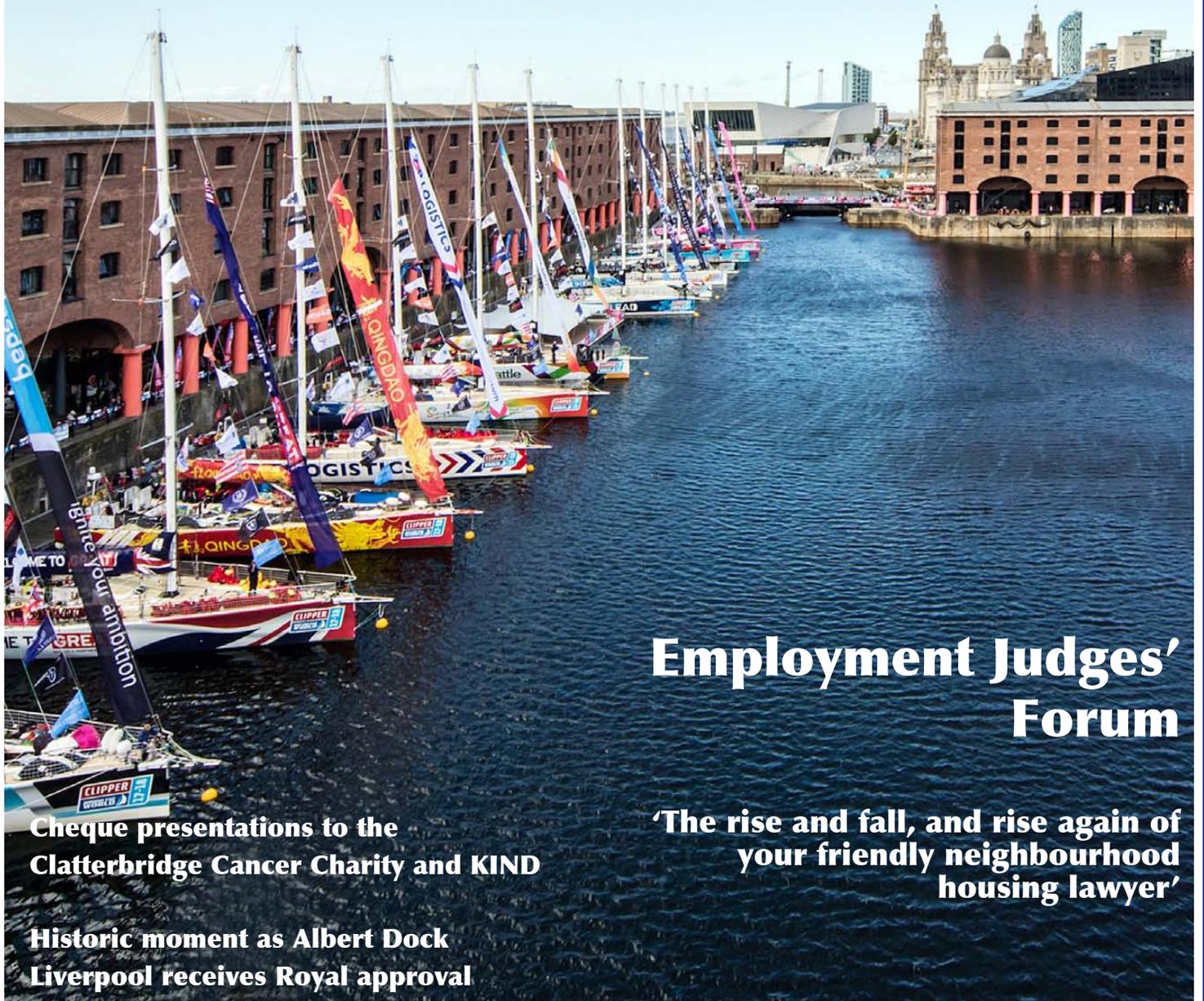


# LIVERPOOL LAW



## Employment Judges' Forum

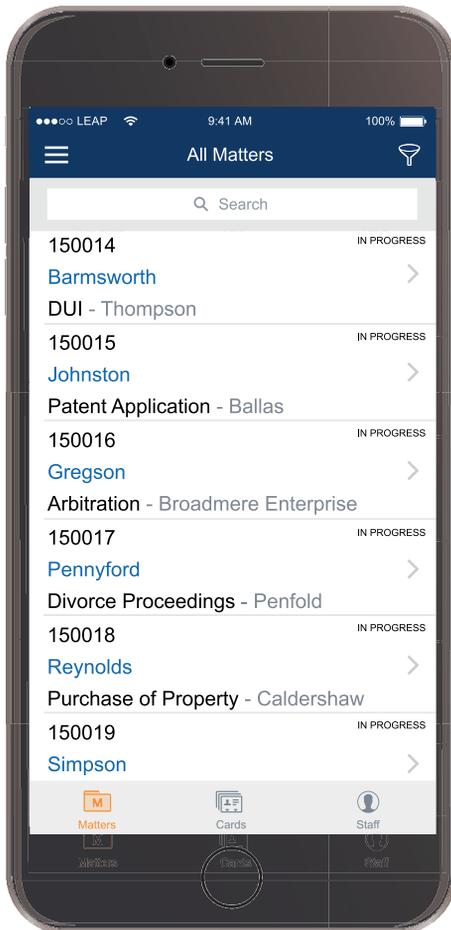
**'The rise and fall, and rise again of  
your friendly neighbourhood  
housing lawyer'**

**Cheque presentations to the  
Clatterbridge Cancer Charity and KIND**

**Historic moment as Albert Dock  
Liverpool receives Royal approval**



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## 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](mailto: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.

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**Hello all!**

Are you still enjoying the sunshine or is everyone now moaning about the heat? I think the last decent spell of good summer weather we had like this was 5 years ago – but I bet people are complaining! The hot weather isn't for everyone and I know there have been quite a lot of runs to the ice cream shop from our office recently..... Never mind. We'll be complaining about the rain and the wind again soon enough .....

I have been enviously looking back at those photos from it's a Knockout when everyone (including me as a spectator/photographer) got soaked at some point during the day. It's a pity we can't do it again now to cool us down! It seems like a distant memory, but the President visited the nominated charities and handed over two large cheques last week, and you can see some great pictures of that inside. Thank you again to everyone who took part and supported the event and those who went along to the cheque presentations on behalf of the participants.

Speaking of charities, it's great to hear about all the wonderful things people and firms are doing to support others, on our CSR pages. Please do continue sending this information in – I am sure there is a lot of good stuff being done out there by our members, which we don't even hear about. As well as sharing your achievements with other members, it also gives those charities and organisations the chance to be highlighted to everyone reading the magazine, and hopefully to gain further support. So the more coverage we can provide for those charities, the better, and we're happy to do so.

Did anyone get to the International Business Festival? I was there for a conference and had a look round, and would be interested to know what others have to say about it. Does it benefit you, your firms or your clients? Do you think they could do anything differently or better which would help the Liverpool City Region benefit? We would really like to hear your views.

As I said last month (and hopefully will still be saying in August)- Happy reading and let us hope the sunshine continues.....

**Alison**

**Alison Lobb**  
[editor@liverpoollawsociety.org.uk](mailto:editor@liverpoollawsociety.org.uk)

## Welcome to the July 2018 edition of Liverpool Law

### Editorial Committee Dates

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

Sat 14 July  
Wed 12 September  
Wed 26 September  
Tue 9 October  
Tue 16 October  
Wed 17 October  
Thu 1 November  
Wed 14 November  
Mon 26 November

Social Walk with Cheshire & North Wales Law Society  
Residential Property Conference  
Family Finance Law Conference  
Liverpool Legal Walk in aid of NWLST  
Joint Social with University of Liverpool  
Employment Law Conference  
Annual Dinner  
Clinical Negligence Conference  
AGM

### Content Deadlines 2018

27TH JULY  
23RD AUG  
24TH SEP  
26TH OCT  
23RD NOV

# President's Mentions

## The latest news from the President, Nina Ferris

And so July is here, who would have thought we would all be wilting in the heat!

To cheer us up we have been to see some fantastic places over the last couple of weeks – in particular the recipients of the funds raised from It's a Knockout earlier in the year. Representatives from the teams taking part went to KIND's centre off Hope Street and to Clatterbridge and reports on those visits can be found later in the magazine. I was blown away by the work that both of these great charities do and to find out what the money will be used for.

I have also been farther afield enjoying the hospitality of the Belfast Solicitors Association at their annual dinner at the Titanic museum, and the City of Westminster and Holborn Law Society at the Legal Charities Garden Party in Gray's Inn.

But it's not all Pimms and prosecco, we do also do plenty of work on our trips out. Not least when we visited Bristol Law Society for the latest Joint V meeting. There was a packed agenda which included an address from the incumbent President of the National Law Society, Christina Blacklaws who updated us on their campaigns including Brexit, LASPO and Early Legal Advice. In relation to LASPO in particular the Law Society are on 3 of the 4 committees reviewing the impact of LASPO and so if we can assist with information to shape that review we should use our links with the Law Society to put any evidence forward. We also talked about engaging the in house community as part of our wider membership.

There was a lengthy discussion about criminal practice including how the bar action and cuts in funding are affecting the other large legal centres of Manchester, Birmingham, Bristol and Leeds. They are facing much the same problem our own criminal practitioners are facing, including the lack of junior talent choosing to practise in criminal law. This is an issue for both the bar and solicitors, and it is hoped that the two branches of the profession will work together to improve access to justice for all.

We also had a presentation from Elizabeth Rimmer the CEO of LawCare. This was an eye opener. We all know that the law is a stressful profession, but the statistics of how many lawyers, particularly at the start of their careers, are turning to the charity for help was alarming. It really is up to us to be a more caring profession, to help people to give them the training to manage conflict, handle difficult clients and workloads and be able to open up to those around them for support. Staff wellbeing should be high on everyone's agenda and LawCare's resources can help with that.

After a long day of business we did enjoy the Bristol waterfront at the BLS summer party with a nice glass of West Country cider. A perfect end to the day.

**Nina Ferris**  
President



**There was a lengthy discussion about criminal practice including how the bar action and cuts in funding are affecting the other large legal centres of Manchester, Birmingham, Bristol and Leeds. They are facing much the same problem our own criminal practitioners are facing, including the lack of junior talent choosing to practise in criminal law. This is an issue for both the bar and solicitors, and it is hoped that the two branches of the profession will work together to improve access to justice for all.**

# Helix Highlights



I would like to use this month's column to introduce another one of the Society's members of staff to you, Ann Murphy. Ann is the Committees Administrator at Liverpool Law Society (LLS). In her own words....:



"I joined Liverpool Law Society on Monday, 3rd October 1988 as an Admin Assistant and was offered the position of Law Librarian when Mr Hughes retired in December '88. With help from the members, I quickly learned my way round the books and found I was able to assist them better if I asked questions about what they were researching.

One of my first jobs included putting the kettle on for Mr Hughes' daily 1pm cup of soup, which he drank with relish before eating his wad of foil wrapped sandwiches. Once, when he left at his usual time of 4pm, Judge Stannard came in and asked if he could see copies of the Journal of Planning and Environmental Law. Bearing in mind I was only just learning the ropes, I was convinced I knew where they were as I had seen them and actually assisted Mr Hughes in putting them away. Anyway after searching all over the library it turned out they were on

*the little shelf...right by my desk! I apologised to the Judge who kindly said "Don't worry. I haven't been over here in a long time but I thoroughly enjoyed the tour of the library. Thank you".*

*When the Law Library closed before moving to the Cotton Exchange over 12 years ago, I became the Committees Administrator for the committees of which there are currently 13. As you can imagine some of the Chairs like to keep me on my toes (thankfully, I like a challenge!).*

*My job now, amongst others, is to circulate agendas and minutes, update the website and diary. I also assist Jo Downey with the marketing of courses along with Kimberley Docherty, our newest member of staff. I am still based on reception and I greet all visitors to Liverpool Law Society's premises. My job at Liverpool Law Society provides me with daily challenges which leave me with a smile on my face at the end of the day.*

*Outside of work, I live at home with two brothers and a sister and in my spare time I like to socialise with family and friends, particularly if there is a game of bingo/wine involved! I am an avid reader (mostly I read on the way into work and on the way back home) and have recently taken up an old hobby of drawing with charcoal/pastels which relaxes me after a hard day's work. At the weekend I help out at my local church as a Eucharistic Minister."*

In other news from Helix, I recently met with Claire Delahunty from the Liverpool

LEP. She's a Sector Manager for the organisation with responsibility for international relations, and has been there 6 years. She was working on the final draft of the Baseline Report & Strategic Priorities for the Professional & Business Services in Liverpool City Region. The strategic priorities focuses on five issues facing the PBS sector:

1. Promoting the sector
2. Skills & talent retention
3. Access to finance & business base
4. Inward investment
5. Commercial space

Liverpool Law Society has offered its support with disseminating the report once finalised.

At our meeting we discussed what we do and how we might work together. The topic of innovation came up and it was suggested perhaps we could do a joint event/be on the same panel of speakers at an event. Following our meeting, the Society was asked to support the Liverpool LEP bid for 5G which the Society did.

I also met with Laura Cassidy, Fundraising and Events Manager at the Access to Justice Foundation. We talked about the 2018 Liverpool Legal Walk, which falls under her remit, and how to make it bigger and more successful than ever before. A few ideas were mentioned so keep a look out for publicity across the different media over the next few months in the lead up to the 9th October Legal Walk. In this edition, there is a flyer on



**Sarah Poblete**  
CEO

page 29 of this edition about the event including details of how to sign up. The Liverpool Legal Walk, organised by the North West Legal Support Trust, raises much-needed funds for local advice agencies. Previous recipients of grants include the Vauxhall Law Centre and the Liverpool Law Clinic so please consider putting a team together to support worthwhile local causes. The Walk finishes in a local pub where people get the chance to mix and mingle and there are fabulous raffles prizes to win, so put 9th October in your diary!

Until next month,

**Sarah**  
**Sarah Poblete**  
CEO  
sarah@liverpoollawsociety.org.uk  
0151 236 6998 Ext 30

# Latest Legislation

**This is an appropriate point at which to make a brief review of Public Acts passed since the start of the current Parliamentary Session.**

The Session began one year ago in June 2017 and, unusually, is a Session which will last for two years. Accordingly, there are many bills – including those to facilitate Brexit – still going through their Parliamentary stages.

On the contentious side, three Statutes are of note. Employment practitioners will see that the Armed Forces (Flexible Working) Act 2018 relates to the part-time opportunities and geographical locations of Regular personnel. Second, practitioners in the domestic violence and housing spheres need to be aware of the Secure Tenancies (Victims of Abuse) Act 2018. It enables the granting of “old style” secure

tenancies to such victims. Third, claims management services are amongst the issues covered by the Financial Guidance and Claims Act 2018.

Non-contentious practitioners will find that the Telecommunications Infrastructure (Relief from Non-Domestic Rates) Act 2018 may be of significance. It should be read in conjunction with the Local Government Finance Act 1988. The licensing of smart meters for utilities in the Smart Meters Act 2018 could be of significance in conveyancing.

Of broader application to the profession are two Statutes. First, The Data Protection Act 2018 applies separately from the General Data Protection Regulation. It refers processing of data, to the Information Commissioner’s functions, and also provides fair a code of

Conduct for Direct Marketing. Second, the Sanctions and Anti Money Laundering Act 2018 concerning money laundering’s prevention and detection generally, plus International obligations. It might be of use to criminal practitioners in addition.

Those practising in criminal law will also find that the Laser Misuse (Vehicles) Act 2018 is significant. It covers instances of lasers shone towards vehicles and towards air traffic.

The drama of the Brexit’s legislation’s return to the Commons is ahead as I write. I shall continue to monitor this plus the more routine legislation which our Clients expect us to assimilate.

**Jeremy Myers**  
Parliamentary Liaison Officer



**Jeremy Myers**

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# Personal Injury Conference 2018

Last month we held a sell out Personal Injury Conference that was very kindly chaired by first class reporter (& top tweeter!) John Hyde of The Law Society Gazette.

In the morning we heard from Matthew Maxwell- Scott, government relations leader for Slater & Gordon (UK) LLP who discussed the Civil Justice Reforms, followed by Donna Scully, Director of Carpenters who spoke about Fighting Fraud Collaboratively.

After coffee, we had the dynamic Kerry Underwood who talked about getting the retainer right and then delegates had the opportunity to network, whilst enjoying a light lunch.

The afternoon opened with sponsored speaker, Stewart McCulloch, Palladium ATE who discussed after the event insurance. The wonderful David



L-R: Matthew Maxwell-Scott, Donna Scully, John Hyde, David Pilling & Stewart McCulloch.

Pilling of Liverpool Civil Law Chambers followed with an update on fundamental dishonesty, CPR44.15, 44.16 & QOWCS.

There was then time for a quick refreshment break before the final session of the day –

Alternative Dispute Resolution for PI Lawyers, from the very charismatic Stephen Lawson, FDR Law.

Our thanks go to John and all the speakers, who very kindly took the time to participate and thanks of course to our principal sponsor Palladium ATE and also

to sponsors Speech Write Digital. Why not pop Wednesday 12th June 2019 into your diary now, so you don't miss out next year?!

**Jo Downey**  
Director of Education & Training, Liverpool Law Society.

## Liverpool Law Society Private Child Law Conference 2018

The Conference, which was held on 05.06.2018, was the first of its kind in a few years. Historically interest in this Conference had dwindled and so putting on a Conference this year was a risk. I am delighted however to say that the risk paid off as the Conference was attended by 30+ delegates from varying firms and backgrounds.

District Judge Mornington very kindly stepped in as Chairperson on short notice and she proved to be an excellent replacement. Her own speeches were interesting and informative whilst her engagement with the speakers was thought provoking and also entertaining. It was particularly rewarding to hear District Judge Mornington thank all of us lawyers involved in children law for our hard work – Thank you District Judge Mornington!

As to the speakers:-

- Sara Mann (St John's Buildings Chambers) – Sara broached the hot topic of "Relocation, Relocation, Relocation" and gave us an interesting walk through historic and recent cases, one of the recent cases being one we were both involved in. Sara helpfully set out some practical advice for those working in this area.
- Marissa Allman (Zenith Chambers) – Marissa wowed us all with her knowledge and expertise in the area of "Modern Families: A Practitioner's Guide to Family Planning". Her notes will be essential reading for anyone working in this niche area.

• Ginnette Fitzharris (St Johns' Buildings Chambers) – Ginnette talked about the difficult subject of "Emotional Abuse" and how to address this in private law cases. Ginnette covered the basic principles and talked about how we, as lawyers, can help limit emotional abuse to children.

• Tom Fazackerley (7 Harrington Street Chambers) – Tom drew the short straw for the last talk of the day but managed to hold our attention until the end. Tom's talk covered "Recent Developments in Private Child Law" and was littered with interesting cases. Tom enlisted the help of the Chairperson who provided her take on some of the cases he was talking about.

The Chairperson and all speakers were well received by the delegates and were mainly available throughout the afternoon for questions or discussion. I look forward to hopefully attending the Liverpool Law Society Private Child Law Conference 2019.

**Sarah McCarthy (FCILEx)**  
Hill Dickinson LLP

# Employment Judges' Forum

I was pleased to Chair the 7th Employment Judges' Forum on 6th June 2018 at the Liverpool Law Society which proved to be an engaging evening finished off with a well attended drinks reception.

Never mind Liverpool's three graces; we were privileged to be joined by Liverpool's four Judges – Employment Judges Keith Robinson, Kenderik Horne, Vincent Ryan, and Dawn Shotter together with Regional Employment Judge Jonathan Parkin. They all kindly gave up their valuable time to join us and candidly answer questions. The event really is an excellent opportunity to have a discussion with the Judges in a much more informal setting outside of the constraints of Employment Tribunal hearing room.

We had a good variety of questions sent in advance to put to the Judges ranging from tips for advocates in the Tribunal, and the appeal cases to look out for in the next 12 months, to the strangest thing that has ever happened during a hearing and the best and worst aspects of being an Employment Judge.

The evening started with questions around the implications of the summer 2017 Supreme Court decision in the Unison case that the Employment Tribunal fees which had been introduced in 2013 were unlawful. The removal of the fees saw an immediate dramatic increase of 64% in new claims brought to Employment Tribunals. This increase has continued with single claims lodged reported to have increased by a remarkable 90% between October to December 2017 compared to the same quarter in 2016 (according to the latest Ministry of Justice statistics published on 8 March). We were all interested to hear from the Judges first hand what this significant increase in claims has meant for the Employment Tribunal office and the claims being seen in the lists as well as what was going to be done regionally to address the evident administration shortages.

This led on to the next series of questions and we heard in detail from Regional Employment Judge Parkin about the forthcoming national recruitment for 54 full-time equivalent salaried Employment Judges. This is the first recruitment of Employment Judges since 2013 and the first time ever that the recruitment has been open to eligible candidates who do not have previous judicial experience. We gained a real insight into the process and useful guidance for anyone considering applying.

Particular highlights of the Forum included hearing of the unfortunate Barrister who found himself with a bleeding nose when he accidentally came in to direct contact with the Tribunal's Clerk clip board while she was quite vicariously attempting to reactive the motion censored



lights when the Hearing was plunged into darkness. We also took on board the 3 C's in terms of 3 main tips for success in appearing at the Employment Tribunal: Courtesy, Clarity and Concise as well as another Judges version - the 3 P's: Prepare, Precise and Polite - different letters, but clearly the same message!

The favourite case of the last 12 months was agreed by all to be that of the Supreme Court in Unison for obvious reasons! A view shared by all employment law practitioners.

A number of appeal cases were highlighted by the Judges to look out for. These included Mencap's appeal against the finding that its sleep-in shifts are working time under the minimum wage regulations which was heard by the Court of Appeal in March 2018 and the reserved judgement is expected to be delivered any day soon (Royal Mencap Society v Tomlinson-Blake). Another case highlighted to look out for was that of Lee v Ashers Baking Company Ltd, the so-called 'gay cake' case, where the Supreme Court has reserved its decision on whether refusing to make a cake bearing a pro-gay marriage slogan (an image of Sesame Street puppets Bert and Ernie below the motto Support Cake Marriage) by a Christian-run bakery was sexual orientation discrimination. The judgement is not expected until the autumn at the earliest.

The event was brought to a close with a sincere, warm and fitting tribute from Nicky Benson to Employment Judge Keith Robinson who after almost 16 years to the day retired on 6th June 2018 as a salaried Employment Judge (he had also sat as a fee paid Judge for many years before). Staff from the Liverpool Employment Tribunal office along with EJ Keith Robinson's family joined all those in attendance for a drinks reception directly following the Forum in toast to him.

The event was well supported by those who attended and I hope will continue to be a regular feature in the Employment Law events calendar at the Liverpool Law Society. My sincere thanks on behalf of the Employment Law Committee and the Liverpool Law Society as a whole again go out to our local Judges and Regional Employment Judge Parkin for making it such an interesting and insightful occasion.

**Lindsey Knowles  
Kirwans**



# Dreamvar: a view from the Professional Indemnity Insurance perspective

**A rash of publicity greeted the recent Court of Appeal judgement in *Dreamvar (UK) Ltd v. Mishcon de Reya* [2018] EWCA Civ 1082 (heard in February/March together with the appeal in *P&P Property Ltd v Owen White & Catlin LLP*). Head of QPI Legal and former practising solicitor, Richard Grayson examines what this means to firms from a professional indemnity perspective.**

The key question immediately raised by many clients is "are we actually insured under our SRA compulsory cover for the types of claims advanced?". Negligence and breach of contract are to most law firms assumed to be covered under the SRA's Minimum Terms and Conditions ("MTC") and indeed they are but what about claims against the firm for breach of undertaking, breach of trust and of warranty of authority?

The answer lies in the wording of the insuring clause required to be present by the MTC in all compulsory layer policies i.e. your primary £2 or £3m layer. It states that "the insurance must indemnify each insured against civil liability to the extent that it arises from private legal practice in connection with the insured firm's practice".

The key point here is the phrase "civil liability". Firms are covered for essentially claims arising from the work solicitors do ("private legal practice") and any form of civil liability claims arising therefrom. So, in short, the types of claims advanced in *Dreamvar* should be afforded cover under firm's compulsory primary MTC insurance both in terms of the actual claim itself and for attendant defence costs.

The nature of the cover provided by the MTC's is worth reiterating as we have experience of clients who have assumed that they were not covered for claims arising from for example, breach of warranty of authority and indeed wasted costs. We would always recommend you seek advice from your account executive or claims team should you be in any doubt about the cover you have purchased.

## What of *Dreamvar* itself and how the insurance market is reacting?

The issue at stake in the combined appeals was a fairly fundamental one, namely: "Who ought to bear the risk of loss when a fraudster pretends to sell a property?" The Court of Appeal's answer is that the loss should be shared across the solicitors for the buyer and seller. Reiterating all of the technical legal argument which drove this result is unnecessary as it has been well rehearsed but how will the insurance market respond and will it affect premiums?

Insurers look at statistical trends and actuarial analysis to assist in determining their pricing structure which, in essence, means areas of law that attract the most claims in terms of volume and value will inevitably be on the higher risk side for Insurers. Property work consequently has always been rated as high risk in stark contrast to criminal work where very few claims arise.

Let's look at some statistics then. There are approximately 1.2 million residential conveyancing transactions per annum according to Government figures, representing a value of over £300 billion.

According to figures from Land Registry, published in the FT last December, "the value of property identity fraud cases has more than tripled since 2013 when it was £7.2m, hitting £24.9m in the year to April 2017. The Land Registry has a counter fraud team which works closely with the police and other agencies to reduce the risk of property fraud. Since September 2009, it has prevented frauds on 254 applications; representing properties valued in excess of £117m."

Insurers have generally collected £225 million per annum in premium from the profession for the compulsory MTC cover. The reality therefore still remains, using the most basic maths, that these types of fraud are relatively rare in number and we can reasonably assume that not all funds were irrecoverable and that not all of the cases mentioned above led to claims against law firms.

Will Insurers therefore look to increase premiums for those firms who undertake conveyancing? Each Insurer will have their own claims statistics, relating to their own portfolio of Insured firms, which they will consider when setting premium levels but they will also look at risk more generally and the statistics mentioned above might suggest that although *Dreamvar* in isolation created a storm, it may well be in the proverbial tea cup.

That said, property claims continue to hit insurers not least from cyber related fraud but also investment led high yield property transactions e.g. student accommodation, nursing home units and this combined with *Dreamvar* and a more general concern about a property crash around Brexit may lead to much more scrutiny around conveyancing practice and premium levels.

Our advice to clients is to look carefully at your conveyancing risk management protocols around client selection and identification, review your cyber fraud and banking risk and, in *Dreamvar* terms, look for the transactions which may show red flags toward a possible fraud e.g. unmortgaged, vacant at the time of possession, high value and the seller is living abroad and wants a speedy completion.

Insurers will, in all probability, want more detail from firms about these issues so in one sense, *Dreamvar* has provided an opportunity to consider your conveyancing risk profile more carefully and in readiness for a renewal (if you have one) on the 1st October.

Finally, speaking as a former practising solicitor who did property work, I know that those who work in this field are resilient and innovative. There have been innumerable threats to property lawyers over the past three decades be it for example, claims trends, economic upheaval or digitisation and invariably the profession has risen to those challenges and drives on. I expect the same post-*Dreamvar*.



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# The Social Mobility Foundation

The Social Mobility Foundation (SMF) is a charity which aims to make a practical improvement in social mobility for young people from low-income backgrounds. With the help of professionals across 11 different career sectors, we support high-achieving students who have the academic ability to flourish in the top universities and professions, but who lack the encouragement, confidence and networks to help them get there.

SMF recently opened their full time office in Liverpool and are keen to work with law firms across Merseyside.

Natasha is an example of just one of the young people SMF work with.

'Coming from a working class background, a career in law always seemed out of my reach,' reflects Natasha. In 2014, Natasha, from Manchester, attended an Aspiring Professionals Programme ("APP") Law Residential with Linklaters in London. Today, Natasha is in her third year studying Law at Newcastle University and has recently secured a vacation scheme with a city firm.

'I am ambitious and hardworking. The only thing that I felt was holding me back in my career and education was a lack of connections. After all, in many cases it's more about who you know, instead of what you know. Thanks to the team at the SMF, I have been able to experience things that I could have never experienced without their help. I learnt a lot about what it takes to get my dream job, and came back from my law internship more motivated than ever before.'

## Our Support

Our APP is carefully designed to open up professions for those with the ability to join them in the future, but without the means or networks to get there. We aim to give students a real insight into top professions and to provide them with the skills needed to achieve their aspirations.

The programme starts in Y12 and we continue supporting students during their time at university, on school leaver programmes or gap years, until they enter the world of employment and become SMF alumni.

The support we offer students includes:

- E-mentoring by a professional
- Tailored skill sessions and career workshops
- University application support
- Internships with employers

In 2018 we are working with over 1600 year 12 students across the UK, of which over 250 are interested in a career in law. We opened our Liverpool office in January 2018, and this year have accepted 120 new students from over 30 different schools across Merseyside onto our programme. We are excited to be part of the continuing expansion of the programme across the country.

## Ways to Get Involved

Becoming an SMF mentor is a great way to see our students develop and help them to fulfil their potential. Mentoring takes place via email and is just a 15 – 30 minute commitment every fortnight. It is a crucial part of our programme, giving students key insights into how to get a job like yours.

If you are interested, you can sign-up for our 2019 mentoring

cycle at [www.socialmobility.org.uk/sign-up-professionals/](http://www.socialmobility.org.uk/sign-up-professionals/) Hosting an SMF student on work experience is an invaluable way to help students gain real, first-hand experiences of their chosen career, and begin to build the professional networks they may otherwise struggle to access.

SMF work experience takes place after students' first year of sixth form. You or your organisation would host one or more SMF students, usually for one or two weeks during the summer holidays or October half term.

By supporting or hosting an SMF skills session you can help SMF students develop their knowledge of their chosen career and increase their understanding of how to make the best impression professionally. A small but valuable use of your time, by discussing your career path and answering students' questions, you'll provide a real insight into the sector they want to work in.

## Our Results

- We increased the probability of students attending a university most visited by employers by up to 43%
- 86% of young people said they would have been unable to get their placement without the Social Mobility Foundation
- 96% of employers felt the young people they hosted on placements were the calibre that could be employed in their sector after university.

These results, and other information about our impact, can be found in our 16-17 annual review



## Further information

More information about our work can be found on [www.socialmobility.org.uk](http://www.socialmobility.org.uk).

**If you are interested in supporting the SMF and our ambitious young people across Liverpool and surrounding areas, please contact Hannah Jenkins at [Hannah.jenkins@socialmobility.org.uk](mailto:Hannah.jenkins@socialmobility.org.uk) or 0151 794 9160.**

## Liverpool Law Society presents cheques to KIND and Clatterbridge raised by “It’s a Knockout” teams

The President, Nina Ferris, Sarah Poblete, the Chief Executive Officer of Liverpool Law Society and participants visited The Clatterbridge Cancer Charity and KIND to present each with cheques for £965.50 raised in the recent “It’s Knockout” competition.



### Stephen Yip, the Chief Executive of KIND said

On behalf of all at KIND I would like to take this opportunity to thank you and all the team at Liverpool Law Society for the very kind and generous donation of £965.50 raised from your recent 'It's a Knockout' fundraiser. It was lovely to meet you and some of the team yesterday at the centre and I hope that you enjoyed your time with us. As I explained during the walkabout, KIND is only a small charity and receives no local or central government funding. We rely solely on the kindness and generosity of our friends such as those at the Liverpool Law Society.

I hope that you and all the members will be pleased to know that we shall be using your wonderful donation to help fund our forthcoming Summer Out of School programme. This programme also includes our Summer Residential Project in mid-Wales. Thanks to your support we shall be able to give our children the chance to experience and benefit from a wide range of fun, exciting and educational activities all designed to show them that they and life do have more to offer.

On behalf of everyone at KIND and especially the children who will benefit from our Summer Out of School programme, may I again thank you and all at Liverpool Law Society for your kindness, generosity and support.

On Thursday, 28th June, Nina Ferris, Sarah Poblete and participants from the It's A Knock-Out event, visited the Clatterbridge Cancer Charity to present a cheque and receive a tour of the Centre. The visitors learnt about the incredible ground-breaking work of the charity and saw in person where the funds raised by the legal teams will be used to support local cancer patients. Community Fundraising.

Manager Francesca D'Arcy said "It was lovely seeing you this morning at our centre and thank you to you & Liverpool Law Society for your phenomenal support for the charity which we really appreciate."

To find out more about the work of the charity, [click here](#).

# 'The rise and fall, and rise again of your friendly neighbourhood housing lawyer'

**My name is George McLoughlin. I am a Solicitor with over 30 years in practice; and still passionate and committed about trying to help my clients. I am a member of the Liverpool Law Society Civil Litigation Committee.**

I started off as a legal aid housing lawyer (and Industrial Deafness, and 'slips & trips lawyer, and a bit of Crime) in the late Eighties and I appear to have come full circle, at least, in regard to housing. In this article when I am talking about housing law, as such, I am really talking about poor housing conditions often referred to in common parlance as 'disrepair'.

I make no apologies in advance because I am going to begin by sounding a tad political and a lot nostalgic; but over the last 30 years I have witnessed the steady erosion of access to justice for the most deprived and vulnerable members of our society with the unapologetic cuts to legal aid. These cuts have been overseen by all the political parties whether Conservative, Labour or Coalition (so including the Liberals) – some perhaps more culpable than others. They know who they are.

This is a whistle stop tour of some of the changes that I have witnessed – some good, but a lot less so. The future, as always, has some positives upon the horizon, and, of course, some challenges for us all to be aware about. Forewarned is forearmed. I will begin by going back to a happier time because in 1985 the Landlord and Tenant Act became law and provided tenants with some important rights in regard to how a landlord should 'keep in repair' their rented homes. This act also provided a provision that landlords should only be allowed to let properties and keep them that way – which are 'fit for human habitation'. ['FFHH']

This seemed great news right? Well you would be wrong. This 'FFHH' provision only applied to properties where the yearly rent was less than £80 in London or £52 elsewhere – so a complete waste of time and a real lost opportunity!

Again going back in time to 1989 when I was a newly qualified Solicitor in Liverpool, with a lot more hair than I have now, a set of shiny braces and colourful Burlington socks – I thought of myself as an aspiring 'YUPPIE' – 'Young and Upwardly mobile Professional' (I can't explain the extra 'P' or the 'IE'). I was once mistakenly referred to a 'TOFFIE' by one client. I took that as a term of affection because I have been called a lot worse!

At that time the 1985 Landlord & Tenant Act was just bedding in and considered by Lawyers, Surveyors and Judges as 'new' law. This meant lots of claims and lots of contentious arguments, particularly against Liverpool City Council who were the largest landlord at that time.

I used to joke at this time that my favourite colour is 'green' because in those days I could spend an hour with any client that came to see me about housing and then be able to write a letter on their behalf to their landlord – which would certainly get the landlord's attention.

Green by the way was the colour of the legal aid help form that I used to fill in to claim back £50 plus Vat [which was 7.5% by the way- back then]. How much is that worth today I wonder? If I didn't get anywhere I could easily and would readily apply for legal aid to cover obtaining a surveyors report and involving a barrister to advice and, if need be to prepare the papers to take the landlord to Court.

At that time, I recall now with some fondness, the designated Housing Judge – His Honour Judge Stannard (called an 'official Referee' for some reason) would then make a decision as to how the act should be interpreted in regard what a landlord had to repair or, equally importantly, what they were not required to action.

It was a very chastening experience for a young Solicitor going before this particularly Judge; woe betide you, if you were not fully prepared, and said

those often spoken words 'but it's not my file'. He would go incandescent with rage – with the court bundle often been thrown back in your direction.

I was fortunate only to witness this once and I learnt my lesson; my saving grace was that the representative of Liverpool City Council on this occasion knew less about their file than me, and so took the majority of the Learned Judge's wrath.

This was an exciting time indeed and I felt able to help lots of people in a small way and a few people in a significant way. Clients would often obtain successful Court orders or settlement agreements; but because Liverpool City Council had no money to affect the repairs or pay compensation at that time, I often had to return to Court threatening contempt of Court proceedings to get Liverpool City Council's to pay up, which, of course, they eventually did – so, perhaps, everything was not so rosy after all.

In the early 1990s Legal Aid 'franchising' came into force which heralded specialism but meant that only certain Solicitor firms who held such a franchise could offer legally aided housing advice and representation. This had the practical effect of limiting the number of solicitors in this area of law.

I suppose it still meant that there were lots of experienced Solicitors out there if you needed help – it was just that little more inconvenient to get to an office close to where you lived.

The Law Commission in 1996 recommended that the fitness for human habitation term be extended so effectively it would cover the majority of tenancies; but unfortunately nobody was listening.

At this time the political and media rhetoric was all about trying to gain 'control' of an increasing legal aid budget 'spiralling out of control'. Solicitors knew which way the wind was blowing and started closing their legal aid



**George McLoughlin**

departments and moving into other lucrative areas of law such as personal injury. I should know because I was one of them voting with my feet.

Tenants with housing issues had fewer solicitors firms who were willing and able to offer advice in this area; and if they were, they would be in a city centre office – often 2 bus rides away.

In 2008 a 'radical' new funding arrangement was launched called a 'Conditional Fee Agreement' ['CFA'] which we all know as a 'No Win No Fee Agreement'. This was seen as a solution to incentivise Solicitors to provide representation to those people who could not afford lawyers. In 1990 one of the more positive developments in the housing law arena was the advent of the Environmental Act. This looked at housing problems from a public health perspective. This provided the framework for a quick and cheap mechanism for local authorities and tenants to seek redress for homes which were 'prejudicial to their health' 'as a statutory nuisance through their local Magistrates Courts. Solicitors saw this as an opportunity to earn money relatively quickly. The Courts soon put an abrupt halt to that notion.

I know a lot of Solicitors who did try to represent housing clients under a CFA to be told by the Courts that they should have declined to act for clients under a CFA.

The reasoning of the Courts was that because legal aid was still available, Solicitors should have properly advised their clients to visit their nearest legal aid lawyer rather than incur the burden and risk of unrecoverable insurance and loan agreements.

Solicitors only found out the hard way – by doing lots of work and incurring lots of expense – and never getting paid a penny. This meant that the housing lawyer became an endangered species; retreating to those larger firms who were content to permit their successful personal injury departments to subsidise them, or, alternatively surfacing in niche legal aid firms or Law Centres.

So for over a decade, in my experience, nobody I knew was considering as a career choice housing law anymore in terms of job security. Moreover, legal aid rates of remuneration were effectively frozen so recruiting young lawyers became a problem.

In very late 2003 the first working of the pre-action housing disrepair protocol came into force, and I believe this was generally applauded from both sides as a positive development. This was modified and updated some 12 years later in April 2015. Although this new version, I will concede is Claimant friendly (and what is wrong with that for a change) because it requires landlords and their lawyers to do quite a lot in an initial short period of time; but, more importantly it quite rightly promotes early dialogue and co-operation with a view to avoiding litigation and reducing costs.

In 2013 as far as I am concerned the availability of legal aid to help clients with housing disrepair issues came to an abrupt end. Technically a client can still get legal aid but only if your disrepair will cause you 'a serious risk of harm or health'. Fortunately, that is not that often.

However, on the flip side, and this was the catalyst for me returning to the housing arena, the preclusion to be able to act for housing disrepair clients, and being paid for it, had suddenly been lifted.

At that time, unfortunately the parallels with the 1980s housing stock were depressingly familiar due unprecedented government

led austerity since 2008.

In regard to social housing the big changes that occurred was that most local authorities transferred ('offloaded' more like it) their stock to Housing Associations; and, the rise of the very same Housing Associations.

This has meant that like me, other Solicitors have returned to this area of law, and as a direct consequence thousands of clients who had not had access to lawyers had their homes made a lot better [I would never say 'fixed'] then they had been. However, it can be seen from the recent English Housing Survey 2017-18, only published in January 2018, that 4.7 Million rented homes failed to meet the Decent Homes Standard. Which is quite shocking if you think about it; just take a second to digest the scale of that number. Relatively the real problem, it would appear, is to be found in the private landlord sector. Supply has not kept up with increased demand which has meant that there are little financial incentive for many private landlords to improve or maintain the conditions of the properties they let.

Thus in the same survey over 1.3 Million homes in the private rented sector were found to be below the Decent Homes standard with nearly 400,000 having damp problems.

I personally believe those figures may vastly understate the extent of the problem.

Tenants in the private sector are invariably less than vocal about reporting the problem due to fears of retaliatory evictions – or worse.

Lawyers with CFAs are reluctant to take on private landlord work bluntly because of the fear of not getting paid.

Credit should go where huge credit is due. Karen Buck Labour MP deserves all the plaudits coming her way in my opinion. She had tried to resurrect this change in the law in both 2015 and 2016 – but appears to have succeeded on the third time of asking, when the Government decided to support her private member's Bill on the 19th January 2018.

Timing like everything in life is crucial and the Government's U-turn no doubt had everything to

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**So for over a decade, in my experience, nobody I knew was considering as a career choice housing law anymore in terms of job security. Moreover, legal aid rates of remuneration were effectively frozen so recruiting young lawyers became a problem**

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do with needing some favourable tenant publicity following Grenfell.

This Bill is now due to go to the committee stage. At the time of writing I have yet to told of the date; because of Karen Buck's sterling campaigning work in obtaining cross party and even Landlord support, it may well with a fair wind, this change will be good law before the end of this year.

I should also pay tribute to the Welsh Assembly who intend to bring into law a similar provision under the Renting Homes (Wales) Act 2016. They are slightly ahead of the UK Parliament and have already asked for representations as to how 'fit for human habitation' might be defined. I understand that the results of that consultation are due to be published this month- which is very exciting.

There is potentially so much that this significant change in the law will mean for tenants living conditions and general wellbeing. From, a 'repair' perspective, I believe it will add a real weapon to my armoury to be able to compel landlords to do something about black mould by being obliged to, inter alia, improve insulation and provide modern heating and hopefully circumvent landlords' ability to be able play the 'tenant lifestyle' card.

Hopefully, at some point in the near future tenants will no longer be able to be fobbed off by being told to 'open a window' or 'wipe down' the black mould.

This change in the law has that ability to help millions of tenants. However, I urge caution as on the distant horizon I spy some potential dark clouds. We have all

witnessed the closure of our local County Courts; two recent quotes in the Law Society Gazette on the 5th June from Sue James a supervising solicitor from Hammersmith and Fulham Law Centre resonated with me. The first in regard to requiring housing clients to make unreasonable journeys. She feared that housing clients living on only '£31 a week' can't afford to travel to crucial Court hearings and run the risk of 'losing their homes'.

The offered solution to this problem by the government is the implementation of 'the online Court' platform; but as Sue James again highlights an obvious impairment 'Our clients would feel disconnected at a conference call. You can't Skype in this area of justice.'

I feel a lot more optimistic than I have done for a long time in being able to really help a lot of tenants in the near future - in a meaningful way.

I am in talks working with Liverpool Law Society in organising a Housing Disrepair Conference in Liverpool in February 2019. I have a number of leading and informative speakers in mind. If you have any ideas for the programme, please let Director of Education & Training, Jo Downey know at Jo@liverpoollawsociety.org.uk

These are my views and memories and do not necessarily represent the views of Curtis Law Solicitors LLP or Liverpool Law Society.

**George McLoughlin**

# Historic moment as Albert Dock Liverpool receives Royal approval

**172-year-old Albert Dock to be renamed Royal Albert Dock Liverpool**

Albert Dock Liverpool has been granted the prestigious title Royal in recognition of the pivotal role it continues to play in the city's fortunes.

The iconic destination attraction - which is located on Liverpool's UNESCO World Heritage Waterfront, and home to the largest group of Grade I listed buildings in the country - changes its name from today (June 6, 2018) to Royal Albert Dock Liverpool. This honour acknowledges the high standards represented by Albert Dock and highlights the numerous current and former sovereigns who have recognised the importance of the Dock both for its historical and architectural significance and its place within Liverpool.



Albert Dock requested Royal status as part of its preparations for a year of celebration in 2021 - 175 years since the Dock was officially opened by Albert, Prince Consort in 1846. The next three years aim to assert the Dock's position as a world-class, leisure destination for the visitors of the future, and a heritage asset that needs to be preserved and protected for future generations. Receiving Royal status marks a monumental milestone and endorses this vision.

Lord-lieutenant of Merseyside, Mr Mark Blundell, said:

"We recognise the important role Albert Dock has played in the history of this magnificent maritime city, its significance as an exemplar of pioneering architectural design and waterfront regeneration, and its Royal links with sovereigns past and present. We also identify the key role it will play in the future prosperity of Liverpool and the Liverpool City Region. Congratulations to Albert Dock and long may it reign."

Sue Grindrod, chief executive, Royal Albert Dock Liverpool, called the news a "game-changer" for both the Dock, the city and wider Liverpool City Region. She commented: "I

cannot tell you how happy we are that Her Majesty The Queen has bestowed this honour on Albert Dock. It marks the beginning of an exciting new chapter in the Dock's history, highlighting the important role heritage tourism can play within the city and city region context, and firmly repositioning the Dock on the international stage.

"It is also a tribute to the pioneering vision of the original Dock designer, Jesse Hartley, to Leonard Eppel and Michael Heseltine who helped shape its rebirth in the 1980s, and to the significant role the Dock has played in the history of this great city."

Aberdeen Standard Investments took control of Albert Dock's commercial interests in 2016, and a year later unveiled a long-term vision which aims to reinvent the Dock with a progressive and evolving retail and food offer.

Simon Moscow, of Aberdeen Standard Investments, welcomed the Royal news, saying:

"The realisation of Royal Albert Dock Liverpool is such an incredible moment for everyone involved. The future of the Dock is looking very bright and we are proud to be part of it."

Steve Rotheram, Metro Mayor of the Liverpool City Region, said: "It is fantastic for Albert Dock to be recognised in this way. The new Royal status is a vote of confidence in an attraction that has become an iconic representation of not just Liverpool city centre's recent renaissance but the continuing success of the Liverpool City Region as a whole."

Joe Anderson, Mayor of Liverpool, said: "This is fantastic news. Albert Dock holds a special place in the heart of Liverpool and this Royal recognition solidifies the significance of the Dock in this country and around the world. The regal stamp of approval is a reflection of this city's heritage and cultural importance and I am thrilled at this news."

The announcement was greeted at a special event at Tate Liverpool, where The High Sheriff of Merseyside, Peter Woods Esq DL, handed over official notice of Royal status. Hosted by Royal Albert Dock Liverpool and Aberdeen Standard Investments, civic leaders gathered to hear about how the Dock is responding to the 2017 Heseltine Institute report, which highlighted recommendations for the long-term future of this

much-loved destination attraction. Professor Michael Parkinson facilitated the event, with the Metro Mayor of the Liverpool City Region, Steve Rotheram and Deputy Mayor of Liverpool, cllr Gary Millar, as special guests.

## Notes

Today over six million people - from locals to national and international visitors - flock to Albert Dock every year to discover, explore and experience a progressive mix of culture, food, shopping and events.

Albert Dock is home to the largest group of Grade I listed buildings in the country and is located on Liverpool's UNESCO World Heritage waterfront. In June 2018 Albert Dock was granted the prestigious title Royal in recognition of the high standards represented by the Dock and the numerous current and former sovereigns that have acknowledged the importance of the Dock both for its historical and architectural significance and its place within Liverpool.

For more information about Albert Dock, please visit the website [www.albertdock.com](http://www.albertdock.com). Join us on Twitter, Facebook and Instagram - @thealbertdock #RoyalAlbertDockLiv



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# Lady Justice Arden DBE has been appointed a Justice of the Supreme Court

**Lady Justice Arden DBE will take up the position of Justice of the Supreme Court on 1st October 2018.**

Dame Mary Arden was born in Liverpool and attended Huyton College. Her grandfather, father and brother were partners in Liverpool firm, Gamon Arden and Co, which merged with Hill Dickinson in 2007.

She read law at Girton College Cambridge and Harvard Law School. She was called to the Bar in 1971 and admitted to Lincoln's Inn in 1973. From 1971 to 1993, she was in full time practice as a member of Erskine Chambers, specialising in company law. She became a Queen's Counsel in 1986, and served as Attorney

General of the Duchy of Lancaster between 1991 and 1993. In 1996 she was appointed the first female Chair of the Law Commission and served on the Court of Appeal of England and Wales from 2000 to 2018.

Her judicial career began in 1993 when she was appointed to the High Court of Justice of England and Wales as the first woman judge assigned to the Chancery Division. Alongside her judicial experience, she has written extensively on how the law keeps pace with social change. Her two-volume book *Shaping Tomorrow's Law* was published in 2015. It drew strongly on her knowledge of law reform, which she began to develop while serving as Chairman of the Law

Commission of England and Wales from 1996 to 1999.

Her Majesty The Queen made the appointment on the advice of the Prime Minister and Lord Chancellor, following the recommendations of an independent selection commission. The commission consulted across each of the Supreme Court's three UK jurisdictions before making its recommendations.

Lady Justice Arden DBE is an Honorary Fellow of Liverpool John Moores University and was the main speaker at the Liverpool Law Society Annual Dinner in 2010 and gave the Conkerton Memorial Lecture.



**Lady Justice Arden DBE**

## Training Seat Exchange

Liverpool Law Society has a Trainee Seat Exchange service. The purpose is to assist member firms and member in-house legal departments interchange trainees. The aim is to provide more training contracts on Merseyside and beyond by facilitating an exchange between firms and in-house departments who may otherwise find it difficult to offer their trainees the requisite number of seats in both contentious and non-contentious work.

The Training Seat Exchange, which is open only to members of Liverpool Law Society, is a free, online service. Details of what seat a member firm can offer and what seat they are seeking appears. The exchange must be discussed and agreed between each member firm on an individual basis.

If you would like to appear on the list, please complete our online form at [www.liverpoollawsociety.org.uk/training-seat-exchange-form](http://www.liverpoollawsociety.org.uk/training-seat-exchange-form) and the Society will be in touch with you.

## Enewsletter Sign Up

Subscribe to our email mailing lists to keep up to date with the latest news, legal training programme and other events from Liverpool Law Society.

**Sign up here**



## 2018/19 Training Season Ticket

**Ticket holders can then attend an UNLIMITED amount of training events, including our specialist conferences, From now until 31st May 2019 for only £380 plus vat**

Firms must name the individual taking up the offer as it is non-transferable. Training Season Tickets are exclusive to members.

*\*Offer excludes: Children Panel Qualification 3 Day Course and other occasional events when specified.*

**To see more information or to book, visit:**

[www.liverpoollawsociety.org.uk](http://www.liverpoollawsociety.org.uk)

# Escalate wins major collaboration award

Escalate, Bermans ground-breaking commercial dispute resolution process, has been named 'Best Collaboration Initiative' in The Lawyer Awards 2018.

This is the second national award that Escalate has won in the past 12 months, having previously triumphed in the 'Innovation of the Year' category at the British Accountancy Awards last autumn. The process was also highly commended at the recent Legal Week Innovation Awards.

Escalate helps SMEs to achieve a prompt settlement to a wide range of commercial disputes, with fixed fees payable only on a successful outcome and no upfront costs.

Nick Harvey, managing director of Escalate, said: "We're all incredibly proud to have won one of the legal industry's most prestigious awards. Being recognised by both the legal and accountancy professions is a major achievement, and a reflection of the unique approach that we've developed with our partner firms.

"We had a very clear vision for Escalate from the start: to bring together a team of leading professional services advisors and work in partnership to redesign the commercial dispute resolution process from the client's perspective.

"The fact that we've been honoured by our peers for collaboration and innovation suggests that we've been able to turn our vision into a reality.

"This is backed up by the demand that we're seeing from businesses for the Escalate process - we're already helping clients to recover more than £20 million that is locked up in commercial disputes and, through our ever-expanding network of partners, that number is growing weekly.

"We want to thank all of the Escalate partner firms for their role in winning this award. We also invite all professional service advisers - whether legal, accounting or business consultants - to join us and help make a difference."



**Nick Harvey**



## Divorce & Financial Orders Certificate

with Safda Mahmood

on Wednesday 11th July, 10am - 4.15pm (lunch included)

The course will equip you with the essentials in terms of what to do from the moment of being instructed in cases involving divorces, nullity and financial order (previously known as ancillary relief) cases and it will be of assistance to those who are new to this area of law, and those who want a refresher.

The areas to be covered are:

- Domicile, Habitual Residence and Nationality
- How Can a Marriage be ended? – Breakdown of Marriage
- Void and Voidable Marriages
- Law of Divorce – Various Facts
- Bars and Judicial Separation
- Divorce Procedure – Family Procedure Rules
- Children and Families Act 2014 - Changes to Divorce Procedure
- Public Funding in Family Cases • Drafting the Divorce Documents
- Financial Orders
- Type of Order and Procedure
- Financial Order Procedure – Family Procedure Rules
- Criteria for Financial Orders
- Consent Orders

**Competencies: B & C**

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

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



## An Introduction to Winning Package Holiday Claims

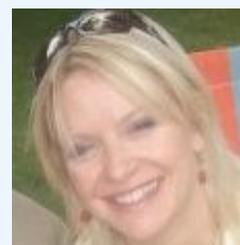
with Nicky Carter

on Thursday 12th July, 12pm - 3.15pm

**This course is aimed at those new to Package Holiday Claims.**  
**There is an increasing amount of work in this area which is not subject to fixed costs. Dealing with accidents that happen in other jurisdictions can be fraught with difficulty. When do the Package Tour Regulations apply? What are the provisions and when do other Conventions or regulations apply?**

Covering the following:

- When do the Regulations Apply?
- Athens Convention?
- Strict Liability?
- Food poisoning
- Diving – in and swimming
- Activities
- Investigation
- Causation
- Experts
- Procedure
- Costs regime



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

**Venue:** Liverpool Law Society, Second Floor, Helix, Edmund Street, Liverpool, L3 9NY

# Trio of partner promotions at Brabners

Independent legal practice Brabners has promoted three of its senior associates to partner across its corporate, family and private client teams.

Joanne Radcliff, who was a finalist in the Lawyer of the Year category at the Made in Manchester Awards 2018, is a specialist in family law and has considerable experience in complex and high value financial settlements. She supports clients with separation, divorce, civil partnerships, prenuptial agreements and issues relating to cohabitation and child matters. Joanne is also a trained collaborative legal practitioner, which offers an alternative method of dispute resolution to her clients.

David McGurnaghan is a private client lawyer with more than 10 years' experience. He specialises in wills, estates and tax planning for high net-worth individuals, trusts and owner-managed businesses, and has significant expertise in power of attorney and Court of Protection work. David will work closely with Duncan Bailey, head of the private client department, which was named Private Client Team of the Year at the Liverpool Legal Awards 2017, to drive the future growth of the team.

Nikki Whittle, who was recently named Lawyer of the Year at the North West Business Insider Young Professional Awards, is a corporate lawyer who also leads the firm's corporate team in Preston. She supports a broad range of clients, from SMEs to large corporates, with transactions including M&A, MBOs, JVs and retirement sales. She also deals with non-contentious and contentious insolvency matters.

Alongside these partner promotions, Brabners has also confirmed that its current cohort of seven second year trainees will all remain with the



**L-R Robert White, Nikki Whittle, Nik White, Joanne Radcliff & David McGurnaghan**

firm as newly-qualified solicitors in September – they are Will Eggleston (commercial), Adrian Horne (employment), Russell Kaminski (private client), Elke Kendall (litigation), Joshua Oxley (litigation), Alexander Thow (corporate) and Felicity Wimbush (planning and environmental).

Nik White, managing partner at Brabners, said: "Making sure we invest in the brightest talent is a vital part of our long-term growth strategy. Attracting quality lateral hires to the firm is a key part of that, as is ensuring that we nurture and promote the talent, ambition and success of the many great commercially-minded people already in our business. This latest round of promotions is testament to that and I'm also delighted that we are retaining 100 per cent of our second-year trainees on qualification. This reflects the quality of the young people we are bringing on board and also our positive growth mindset, all of which will help us to drive the firm forward into our next phase of growth."

These promotions follow a period of investment in talent at the firm, which has recently announced the senior hires of corporate partner Jon Close, financial litigation partner Phil Sheard and his team, in addition to Lisa Robinson-Behnejad as director of marketing and business development and Ruj Dev as head of commercial finance and project management.

## Maxwell Hodge Solicitors provide schools and nurseries with training on family issues

Maxwell Hodge Solicitors have just announced that they are offering free guidance sessions to schools and nurseries on family issues such as Parental Responsibility, Live with and Spend time with Orders.

The company, which has 8 branches across Merseyside and Wirral, have already delivered a number of sessions to schools and nurseries across, Merseyside, the Wirral and Halton.

Darren White, Family solicitor with Maxwell Hodge said: "At Maxwell Hodge, we recognise that Family Law issues can be confusing and by offering these sessions we are hoping to both educate schools and nurseries on what the law says and what their responsibilities are and assist them in dealing with those difficult situations. The feedback we have already had has been amazing".



**Public Law:**  
**An update on Case Management**  
 with  
**Her Honour Judge de Haas QC**  
 on  
**Tuesday 10th July, 3.30pm - 4.45pm**

We are delighted that HHJ de Haas QC will be coming to Liverpool Law Society to provide this essential update to local practitioners.

Places will be limited so prompt booking is advised.

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

## Corporate partner Matt Noon joins Hill Dickinson's board



Leading commercial law firm Hill Dickinson is delighted to announce the appointment of partner Matt Noon to its board.

Matt is a corporate partner based in Hill Dickinson's Liverpool headquarters. He joined the firm in 2010, became a partner in 2013 and has more than 16 years' post-qualification experience acting primarily on mainstream M&A and venture capital work.

Well-known in the North West business community, Matt also sits on the board at business membership organisation Professional Liverpool, a role which he has held since 2016. He is also a trustee of the Wirral Youth Zone (The Hive) and company secretary at the Liverpool City Region Local Enterprise Partnership.

Hill Dickinson CEO, Peter Jackson, said: "We are thrilled to be welcoming Matt to the board. He has worked with us for eight years and during this time has made a great impact with clients and colleagues alike. Not only is Matt a fantastic lawyer, his business acumen is second to none and I have no doubt he will be a great asset to the board."

He added: "Matt's appointment reflects the wealth of developing talent that we have coming through the business and the role that younger partners can play within senior management."

Matt said: "I'm delighted to have been elected to the board at what is a really exciting time for Hill Dickinson as we look to further develop and enhance the offering of our three core business groups: business services, health and marine. Hopefully I can make a meaningful contribution to the development of the business moving forward."

The international law firm has more than 840 people across offices in Liverpool, Manchester, London, Leeds, Piraeus, Monaco, Singapore and Hong Kong.

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## Morecrofts' Managing Partner honoured for support of Independent Business

Alison Lobb, Managing Partner of Morecrofts Solicitors, was awarded with the "Spirit of the City Award" at the Merseyside Women of the Year Awards on Friday 22nd June, ahead of the Merseyside Independent Business Awards 2018.

The purpose of the Merseyside Women of the Year event is to celebrate and reward the achievements of women and leave a legacy of role models for the next generation of women. Alison received the Spirit of the City accolade in honour of her commitment to the region's independent business community, notably the annual Merseyside Independent Business (MIB) Awards, which is organised and hosted by Morecrofts. This year's event takes place on 18th October at the Rum Warehouse and is currently open for entries. Alison said: "To spend an afternoon in the company of so many incredible women and to be nominated alongside them was a real privilege, so to actually receive an award was a really special moment for me.

"Morecrofts is proud to be a member of the regional independent business community. In addition to hosting the MIB Awards, on a daily basis our team delivers a range of seminars, training and mentoring advice to local businesses, so this award is testament to the hard work of the entire Morecrofts team."



**Alison Lobb**

# Liverpool BID Company announces new chair of Commercial District BID

Liverpool BID Company has appointed a new chair of its Commercial District BID.

Julie Johnson, business operations partner at Morecrofts Solicitors, steps up to the role after seven years on the BID operating board, being deputy chair for the last year. Julie also holds a position on the Liverpool BID Company executive board.

Outgoing chair, Jim Gill, steps down after five years in post, and leaves behind a safer, cleaner and more thriving Commercial District. Jim was also instrumental in winning the 2016 ballot, securing the support of BID levy payers, and extending the Commercial District BID until 2021.

It comes as the BID publishes its Annual Report for the Commercial District BID - which demonstrates what the BID has done on behalf of its levy payers in the area over the past 12 months. This includes tackling crime and grime, providing business support, and rolling out art and animation to boost footfall to the streets in and around Old Hall Street and Castle Street.

Setting out her goals for the future, Julie Johnson, chair of Commercial District BID, said: "We have seen some significant changes to our streets over the last seven years while I have been on the Commercial District BID Operating Board and I hope our levy payers will join me in ensuring that we deliver the objectives set out for the remaining three years of the current BID term until 2021.

"After delivering some significant public realm works over the last couple of years, we are introducing our own BID cleansing team working with Liverpool City Council to ensure that our streets are cleaner and greener than ever before and that the good work is built upon.

"Following the introduction of the two BID police officers who patrol the BID areas, we also have an aim to further reduce anti-social behaviour and security issues. This has now been extended into the evenings from Thursday to Saturday with the use of the Radio Link network and the BID evening ambassadors.

"We will continue to promote the district in partnership with other strategic partners in the Liverpool City Region to enhance the place-making of the Commercial District BID as a destination to live and work. We will also facilitate support for businesses within the district, with an emphasis on business growth and enhanced offering of employee wellbeing initiatives and training.

"I would like to thank Jim Gill for his support and guidance as chair of the Commercial District BID for the past five years. I look forward to my new role and hope to continue to develop the Commercial District BID together with our active board members and dedicated BID team, led by the CEO Bill Addy."

Jim Gill, outgoing chair of Commercial District BID, said: "Liverpool's Commercial District is changing - just look at Castle Street - but it remains the commercial core of the city and as such is one, if not the, main contributor to the Liverpool City Region economy. The BID has a crucial role to play in managing change, harnessing the new vitality in the area to create an environment which is attractive to investors, developers, established commercial businesses and which encourages the creation and growth of new businesses."

Bill Addy, chief executive Liverpool BID Company, added: "The



**Julie Johnson**

vision that we put forward in our 2016-2021 Commercial District BID Business Plan is becoming a reality; with many of the planned initiatives beginning to bear fruit, whether that's the new BID Street Rangers starting work this month, our partnership with Liverpool Biennial, the launch of the Liverpool Plinth or the Business growth support for the Commercial District BID.

"This year marks a change in the leadership of the Commercial District BID operating board and I would like to echo our new chair Julie Johnson in her thanks to the outgoing chair Jim Gill for his work and support to both the board and to me during his tenure.

"I think that the success of the Commercial District BID will be measured not only by our ability to deliver the BID Business Plan but also the strengthening of the relationships formed between the BID and our levy payers."

The Commercial District BID operating board comprises Colin Forshaw (Bruntwood), David Swaffield (Hill Dickinson), Dayle O'Hara (Fazenda), Gavin Sherratt (Mashbo), John Clegg (Downing), Paul Moran (Mason Owen), Sean Keyes (Sutcliffe), Shane Fitzpatrick (Merseytravel), and Takis Melitsiotis (Aloft Liverpool Hotel).

To access the Commercial District BID Annual Report 2018, please visit <https://www.liverpoolbidcompany.com/commercial-district-bid/>

And join us on social media:

Twitter - @LpoolBIDcompany  
 Facebook - LiverpoolBIDCompany  
 Instagram - LiverpoolBIDCompany  
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# Annual Dinner 2018

*Calling all members of Liverpool Law Society...*

Celebrate being part of a strong, proud and vibrant legal profession at the Society's 191st Dinner.

**Thursday 1st November 2018, 6.45pm for 7.30pm**

**Cunard House, Cunard Building, The Strand, Liverpool, L3 1DS**

A table of 10 is £800 + VAT (£960 inc vat) Individual reservations £80 + VAT (£96 inc vat)  
Limited tickets available for Merseyside Junior Lawyers Division members for  
£45 + VAT (£54 inc. vat) per person

Includes a welcome drink on arrival followed by a three course meal, and speeches.

**Dress code:** Black Tie

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

Sponsored by



# 'Triage', one of the most powerful words in the In-house legal dictionary

## Capturing foundational data that helps improve performance, evolve the legal operating model and make the function AI ready

### The latest article from Riverview Law on Technology and the Law

#### 1. Introduction

We all know how crucial triage is in a medical environment. Intuitively we know it makes sense to ensure that the most critical cases are seen quickly and efficiently.

Most business functions have applied triage based processes for years, decades. Sales to direct the right opportunities to the most relevant sales people. HR to allocate the appropriate resource to a particular case. IT to direct enquires to the right technician.

This should be no surprise. In French 'triage' literally means to sort or to categorise. What function would not want to sort and categorise its incoming work to ensure that it is handled by the right person, at the right time and at the right price?

#### 2. The power of triage

We used triage in the recruitment company we set-up in 1989 and ran until 1999 ([www.spring.com](http://www.spring.com)). We use it in AdviserPlus, the HR managed service business we founded in 2000. We use it extensively in Riverview Law.

When we deliver managed services to our customers it is really important that we know:

- Who the instruction came from
- What business unit they are in
- What the work type is
- What the urgency of the work is
- Whether the instruction is complete
- When we received the instruction
- Who we allocated it to (Riverview Law, In-house team or third party legal provider?)
- What its current status is
- How long each stage of the work took ... etc

This is the foundational data layer upon which all our real time and trend data is built. We cannot run our business effectively, or constantly improve our services to customers, reduce costs and improve quality without the data and insights it provides (see Appendix A).

This is why 'triage' is one of the most powerful words in the In-house dictionary. It is the foundational layer that drives not only a game-changing data strategy but the entire legal operating model; because it helps determine where work is coming from, what work should be done by whom and whether it should be done internally or externally.

Given how easy it is to implement an effective instruction management and triage process it is surprising how few In-house teams have the systems (not spreadsheets!) and real-time dashboards in place to cover this key part of the legal support process. The data it provides helps to allocate work effectively and answer what, in reality, are pretty fundamental questions; how many

matters do we have live today, who is handling them, what is their status ...? These answers should be readily available. In this context legal is no different from any other function in a business. If I ask a Finance Director equivalent questions they can answer immediately; what is our net cash position, what is the rolling three month profit forecast and how does it compare with budget, how is our capital expenditure tracking against forecast ...? If I ask a Sales Director what the sales pipeline looks like they can show me the number of opportunities in the pipeline, who is handling them and what the status is.

#### 3. The direct and indirect benefits of triage

A well-constructed instruction management and triage process has many benefits:

##### 1. Consistent and easy to use gateway to Legal

For both users of In-house legal services (the business) and legal team members, a well-constructed triage process makes life easier. For lawyers it provides consistency, complete instructions and it helps manage the influx of work. For business users, who are used to working in this way with other functions, it provides a quick and easy gateway through which to access legal support. Whenever we deploy our Virtual Assistants invariably the In-house legal team response is the same – 'why didn't we do this before?' The business response is usually, 'about time'.

##### 2. The right people doing the right work

Triage makes sure that the right work is undertaken by the right people, at the right time and at the right price. Because triage captures the data automatically In-house departments soon start re-allocating work. It is amazing how often the data highlights experienced In-house team members working on matters that are mid or low complexity while work they could/should be doing is being sent to expensive external law firms. By allocating the work properly, In-house morale increases because the team is working on more challenging matters. Net costs reduce because expensive, hourly billing, third party law firms are replaced by a combination of In-house team members and fixed priced managed services providers like Riverview Law handling the volume day-to-day work.

##### 3. Resource management and planning

In-house legal leaders often share with us their frustration about being unable to make the internal business case for more team members. They may or may not need more people. Whether they do or do not, the real-time and trend data that instruction management and triage provides is exactly the information needed to make a detailed analysis so that an evidence based case can be established. We have seen In-house use our data to change the mix of work they do. This has either avoided the need for more people or, typically, reduce the actual number of new team members required.

#### 4. Creating a Target Operating Model (TOM)

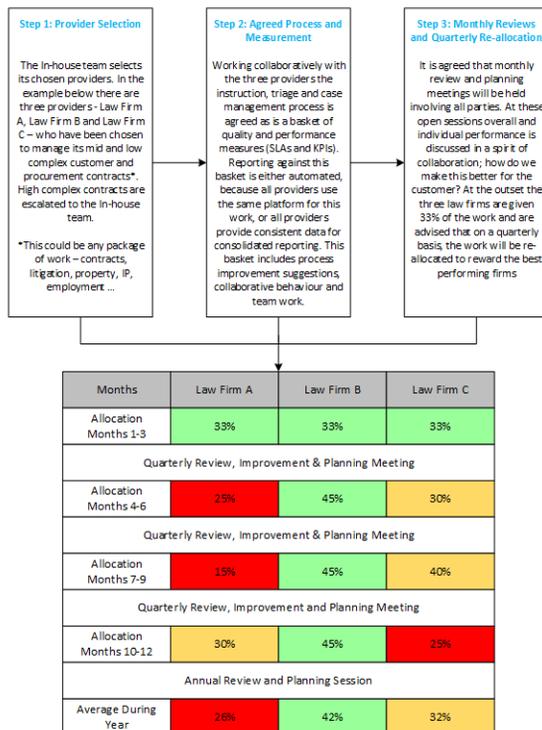
There is, rightly, a lot of talk across the In-house community about evolving legal operating models and the need to make decisions within a strategic framework rather than just fire-fighting and implementing tactical solutions. Legal leaders recognise that they need a target operating model that they can work towards. Yes, the TOM evolves over time. It should. But there needs to be a broad direction of travel and a plan. One of the key inputs into establishing a TOM is an understanding of the work the function is handling. Which brings us all the way back to the power of instruction management and triage.

#### 5. The foundational layer for a legal data strategy

The potential impact that Artificial Intelligence (AI) will have on markets, business models and company functions (sales, HR, legal ...) is covered daily in the media. The impact is unknown. However, irrespective of the potential of AI, it is clear that machine learning, analytics and smart assistants are driving change now. Indeed, many of these tools are AI enablers. But, to use existing technology effectively, let alone AI, it is critical that In-house legal has a clear data strategy. A clear understanding of what core data it should routinely and accurately collect from its internal and external teams (see Appendix B). Only with this in place will a function be AI ready. At the core of any legal data strategy is instruction management and triage because it is the start of the entire process.

#### 6. Management of third party law firms

One of the most effective ways to manage third party legal providers is to have accurate and transparent performance and quality data. With the right data an In-house team can move work, quickly, to the best internal and/or external providers. The diagram below reflects the model we recommend when In-house deploy our Instruction and Triage and other Virtual Assistants (many customers select Riverview Law as one of their managed service providers):



#### 4. Law firms beware

We have never seen an In-house function that is not busy.

But are its team members working on the right matters? Is the right work being done In-house and the right work being sent externally? Is the function being smart rather than just busy?

#### 4. Law firms beware

We have never seen an In-house function that is not busy.

But are its team members working on the right matters? Is the right work being done In-house and the right work being sent externally? Is the function being smart rather than just busy?

Instruction management and triage provide an easy to deploy answer. An answer which also makes the function technology and AI enabled because of the foundational data layer it automatically creates.

And law firms should beware.

Triage does not just help internal In-house effectiveness. Once In-house has mastered triage it will totally transform its relationship with external providers of legal services because it drives transparency. In-house will know what work it has sent to a firm, when it sent it, and how long the firm took to do it when compared with internal and/or competitor law firms.

When this inevitable shift happens, the legal providers that can prove their efficiency and effectiveness with transparent and tangible measures, such as quality, speed, proactivity and cost, will win out over their more opaque traditional counterparts. This is a world that we at Riverview look forward to – bring it on!

Karl Chapman  
CEO  
Riverview Law

## Contract Law Update with Helen Swaffield

on Tuesday 17th July, 10am- 4.30pm (lunch included)

**This is the essential round up of latest cases for both those who draft and litigate contracts. New cases discussed and the practical implications for drafting and litigating the clauses.**

Covering the following:

- Formation of a contract
- Construction and interpretation of contracts
- Implied terms
- Price and other commercial terms
- Indemnities after the GDPR
- 'Subject to contract' - is it working?
- Without prejudice and privilege
- Tests and endeavours clauses
- Remoteness- direct or indirect loss
- Limitation and exclusion clauses
- Material breach
- Termination
- Boilerplates
- Notices - gone wrong

Core competencies covered: D3, C1, B2, B3, B6, B7, A2, A4 and A5

**For further details or to book, [click here](#)**

**Venue:** Liverpool Law Society, Second Floor, Helix, Edmund Street, Liverpool, L3 9NY

# Criminal Bar Association votes to call off industrial action

Following on from last month's article by criminal defence barrister Olly Jarvis, the Bar have voted 51.55% to 48.45% to accept the offer to raise payment rates.

Members of the Criminal Bar Association (CBA) accepted a £15m offer from the MoJ to increase the rates for the Advocates' Graduated Fee Scheme. The revised scheme which came into force in April represented a cut of 8.5%, essentially a halving of fees since 2007.

Olly Jarvis commented: "Whatever view one takes of the decision to accept the offer, the CBA must be applauded for their organised approach and the way in which the whole criminal bar were consulted and given a voice. This was decided by less than a hundred votes, which sends a clear message to the MOJ that this is just the beginning of the fight for more investment from a profession that has learned how to mobilise and come together."

Chair of the CBA, Angela Rafferty QC said: "The Criminal Bar has very narrowly voted to accept the AGFS proposal made by the government. 3038 barristers voted, a massive turnout. 1566 (51.55%) voted to accept and 1472 (48.45%) voted to reject. Whilst the majority wishes to accept the proposal it cannot be said that the anger and disillusionment has gone away. Indeed, it is exceptionally strong. The Criminal Bar is not going to be quiet."

"As we said last week investment in the AGFS scheme is the first step in a long road to rehabilitation for the Criminal Justice System. The damage done in recent decades will not be undone in weeks, or

perhaps years. This proposal is the beginning and not the end of our campaign to improve the broken system we all work in every day. We still face exceptional difficulties, as do our solicitor colleagues. This will not fix the terrible conditions, the unhealthy and unreasonably onerous working practices and the general decrepitude. However, if we consider it a start we can build on it.

"The fact we have achieved this small gain shows that we as a profession are both capable and motivated to unite and unite we will if things do not continue to change in the near future."

"We also announce the launch of the official campaign to improve the lot of prosecutors. For too long prosecutors have tolerated the intolerable too. We must work towards changing this as well as the continued investment in AGFS in the future. Without the commitment and skill of those who prosecute the system would collapse quickly. Disclosure is still a huge issue. We make a commitment to you now to mirror our efforts on AGFS towards prosecution work."

"This outcome is neither a defeat nor a victory. The Criminal Bar has faced degradation and despair and it still does. This is a step forward. We must all ensure we do not take any more steps back."



## The Essential Practical Guide for Data Protection Officers with Jo Morris on Tuesday 4th September, 1.30pm - 4.45pm

This practical course is for anyone already in the DPO role looking to update and refresh their knowledge or for people taking up or thinking about taking up this important role.

The course will include:

- The Information Commissioners Office (ICO)
- The appointment of the Data Protection Officer (DPO)
- What are the responsibilities of the DPO
- Policies, registers and procedures – what do you have already and what will you need
- The DPO will have many hats to wear – what professional qualities should you have
- Dealing with data subjects rights including subject access requests
- Involvement in the Data Protection Impact Assessments (DPIA)
- Auditing – what is involved
- Training for all staff
- The recording and reporting of breaches
- The costs of getting it wrong!

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

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



## The Essential Practical Guide for the Money Laundering Reporting Officer with Jo Morris on Tuesday 4th September, 10am - 1pm

Under the MLR2017 and legislation it is a requirement by law to have a nominated money laundering reporting officer (MLRO) in the regulated sector. MLRO's and their deputies will need to ensure that all policies, procedures and internal controls have been updated to incorporate the changes and training has been provided for the staff.

The course will cover:

- The appointment of the MLRO
- Job description - what does the role cover
- The Money Laundering Regulations 2017:
- Risk assessment requirements and the role of the MLCO
- Changes made to due diligence
- Capturing of client information
- Identifying the source of funds and wealth
- The extended definition of a PEP
- Beneficial owners
- Record keeping
- MLR2017 and Data Protection
- Training – who, what, when and how
- Reporting to the NCA – what to report and how to complete a SAR
- Penalties for getting it wrong
- Template documents – what records should you be keeping
- The future – 5MLD and 6MLD

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

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

# Women now outnumber men in the legal profession

The Law Society has recently announced that its Annual Statistics report for 2017 has revealed that for the first time there are now 366 more women than men who hold practising certificates.

In 2017 there were 139,624 solicitors with practising certificates (PC holders), of these 50.1% were women and accounted for the 48% of the 93,155 solicitors working in private practice. Women made up 61.6% of new admissions in 2016/17. On average women solicitor are younger on average (40 years of age) than male solicitors (45 years).

President of the Law Society Joe Egan said: "With more women than men and a steadily growing proportion of solicitors from a Black, Asian and minority ethnic (BAME) background, it is more important than ever the profession recognises and rewards talent equally.

"Every step towards greater equality will benefit businesses, clients and solicitors alike. We are keen to support our members in adopting and shaping best practice so that law firms comply not just with the letter but also with the spirit of the law. Our diversity charter, diversity access scheme, social mobility ambassadors and our fair recruitment toolkit are just some examples of our work to help people succeed in the sector regardless of background.

"An important foundation is transparency, and this includes gender pay gap reporting. The Law Society supports the inclusion of partner pay alongside employee pay data in gender pay gap reporting as an important step towards greater equality. This will give firms a useful benchmark and enable an evidence-based action plan to tackle inequalities.

The report also found that the number of private practice firms increased, but the number of partnerships has decreased to 45% of firms, compared to 60% of firms five years ago. Alternative Business Structures increased to 600, a rise of 125 to July 2017.

The report also found that 6.5% of PC holders (with known ethnicity) are from BAME groups. Asian solicitors remain the best represented of BAME groups, making up 8.2% of all PC holders and two-fifths of those accepted onto first degree law courses for 2017/18 are BAME students.

However, ethnicity was unknown for 69% of new admissions to the profession. This follows a move to online self-provision of ethnicity by new solicitors through the Solicitors Regulation Authority website. The lack of complete data on ethnicity has an increasing impact on the ability to monitor diversity within the profession.

Joe Egan added: "It is becoming increasingly difficult to get an accurate picture of ethnic diversity in the solicitor profession as the regulator (the Solicitors Regulation Authority) has moved to online provision of ethnicity by new solicitors, and many choose not to provide this information.

"As a consequence, it will grow increasingly difficult to monitor and evaluate the effectiveness of diversity and inclusion approaches.

"As the professional body for solicitors, we want to see a sector that leads the way on promoting genuine equality across all workplaces. Transparency, monitoring and evaluation are essential components of any effective long-term strategy to achieve greater equality at all levels of the solicitor profession."

Christina Blacklaws, who takes over as President of the Law Society on 5th July added "As women solicitors practising in England and Wales outnumber men for the first time in history, people working in law



**Christina Blacklaws**

across the world have spoken out about the challenges the profession faces in achieving gender equality,"

She adds "I am a passionate believer in equality. Where there is inequality, I will not flinch from tackling it.

"I know I'm not alone in this - justice, fairness and the rule of law are what drew most of us to the legal profession.

"While more and more women are becoming lawyers, this shift is not yet reflected at more senior levels in the profession. Our survey and a wider programme of work during my presidency in 2018-19 seek to understand progress, barriers and support remedies.

"Unconscious bias in the legal profession is the most commonly identified barrier to career progression for women, while flexible working is seen as a remedy by an overwhelming 91% of respondents to our survey.

"Interestingly, while half of all respondents said they thought there had been progress on gender equality over the last five years, there was a significant difference in perception by gender with 74% of men reporting progress in gender equality compared to only 48% of women."

Please join us for **THE LIVERPOOL LEGAL WALK**

Walk with us to raise money for free legal advice charities which help those most in need.

**TUESDAY 9 OCT 2018**

bit.ly/LivLW18  
#LEGALWALK




# Liverpool Legal Walk 2018 – walk for justice!

**The Liverpool Legal Walk 2018 takes place on Tuesday 9th October at 5.30pm which raises money for the North West Legal Support Trust. The walk is supported by the Liverpool Law Society.**

The North West Legal Support Trust (NWLST) is a grant-making charity, which raises and distributes funds to support free legal advice services and access to justice for all in the North West of England. Working with the Access to Justice Foundation, the NWLST facilitates access to specialist legal advice for the poorest and most vulnerable people in our community. The organisations supported by the Liverpool Legal Walk make a huge difference to families facing homelessness, older people requiring community care, trafficked women and children, people with disabilities, those with mental health problems and many more.

Many local charities such as the Vauxhall Community Law & Information Centre have benefited hugely from the funds raised from the Liverpool Legal Walk.

Alan Kelly, Development Officer from Vauxhall Community Law says: *'Vauxhall Community Law & Information Centre suffered a major loss of funding in recent years with funding from the Local Authority and Legal Aid dropping from 100% to 0% over a short period of time. The North West Legal Support Trust (NWLST) was there to provide financial support to us to enable us to get through these very difficult times and to continue providing a free legal advice service in the heart of the community in North Liverpool.'*

The recent cuts to civil legal aid have drastically affected the legal profession and public services. The additional cuts to local government funding of advice services means many charities are fighting to survive. Some organisations have merged, meaning already tight resources are stretched even further. More and more frequently, these organisations cease to provide services altogether.

Vulnerable people like Mr. G have suffered the most as a result of reduced advice services.

*Mr G was the father of a terminally ill teenage boy. He had been refused respite care from the local authority and so was making himself ill trying to continue to work and care for his son during his final months. He sought specialist community care representation and his solicitor secured a package of respite care which enabled him to be with his son as much as possible until he passed away.*

The Liverpool Legal Walk is an enjoyable event celebrating the work of the legal profession and advice sector in protecting people's rights and prompting equal access to justice for all.

**To find out more about the work of the Trust or to register your team please visit the NWLST website at <http://www.nwlst.org.uk/liverpool-legal-walk>.**

**You can find the event on Facebook (<http://tinyurl.com/NWLSTFB>) or follow the walk on Twitter @NWLST or by using the hashtags #liverpool #legalwalk.**

## City accountants seek probate solicitor

We are a city centre firm of chartered accountants (20 people) registered to carry out probate work.

As well as an authorised director(partner) we employ one solicitor to do it, and we would like another-preferably with some existing clients-either full or part time. Position would suit someone returning from maternity leave or with family responsibilities.

We are a busy and civilised general practice firm with quality of professional life as one of our main aims.

We carry out all the usual accountancy and audit services as well as a great deal of personal and business advice including IHT planning, Wills, Powers of attorney and of course probate work for our own clients. We do not compete with solicitors and we don't advertise. All our work is from referrals.

We have many high quality clients both in Liverpool and London. We want to continue to build for the future.

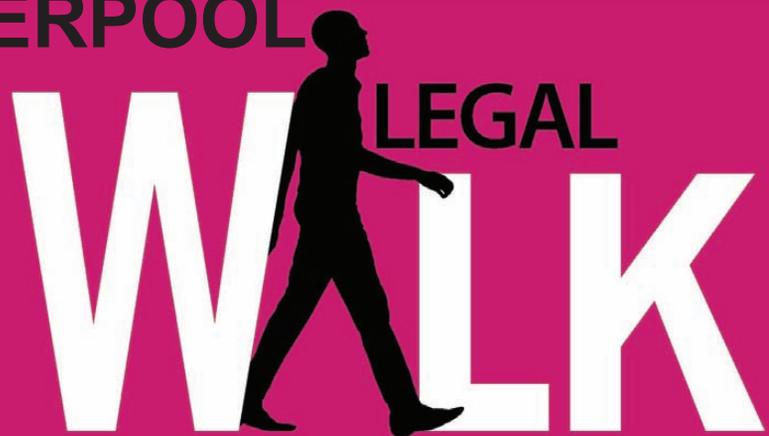
This post can offer a pleasant, calm(ish) and rewarding career to the right person.

**Please send a CV if you are interested to [recruitment@liverpoollawsociety.org.uk](mailto:recruitment@liverpoollawsociety.org.uk) with "City accountants" in the subject field, and we can tell you a lot more.**



# Walk with us at **THE LIVERPOOL**

Tuesday 9th October 2018  
from 5pm  
From:TBC  
End Venue:TBC



A 5km after work sponsored walk to raise funds for free legal advice charities in Liverpool and around the North West. Please join us in celebrating their work and helping the vulnerable people they support.

Get a team together and join others from the judiciary, law firms, chambers, government departments, house legal teams their friends, family and even a few dogs!



THE  
ACCESS  
TO JUSTICE  
FOUNDATION

Register at [www.nwlst.org.uk](http://www.nwlst.org.uk)

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[facebook.com/NWLST](https://facebook.com/NWLST)

# Council Member's Report

## Update from Charlie Jones

There has not been a Council Meeting since my last report. I am going to London for one on 4 and 5 July, and that will be followed by an MOC (Membership and Operations Committee) meeting on 23 July, and then that group is meeting in Liverpool on 14 August. It is an important group of the new Governance structure of the Law Society, and on 13 August Lubna Shuja, Chair of the MOC, is very keen that those who can should come to the Liverpool Law Society and meet with members of the Membership and Operations Committee (of which I am one), and other persons from Chancery Lane who are anxious to meet you all and discuss the concerns that you might have about our profession generally, where it is going and how it is going there, and what really concerns you as to the future. Therefore, if you are interested, please do contact north@lawsociety.org.uk by 6 August to book a place for the 13 August reception and have your say. Don't say you haven't been asked! I understand that places may be limited.

As you will be aware from reading the legal press recently, women now form the majority of practising solicitors in England and Wales. Congratulations to them. They have come a long way. 96 years ago, the first woman was 'allowed' to become a Solicitor. That brave lady was Carrie Morrison, who became the first woman to be admitted as a solicitor in England and Wales. The other three first women to pass the Law Society examinations were Maud Crofts, Mary Pickup, and Mary Sykes. It seems remarkable that just 96 years ago our profession was so stuffy and old fashioned and male focused that a lady was not allowed to become a Solicitor. Thank goodness things have changed so much. Our profession now reflects society, (many do not), although of course there are still massive gaps. There are not enough senior female solicitors in senior roles. There are not enough female judges.

It is interesting to reflect. The first MP that was a lady was in 1919, and of course as we all know due to recent press

coverage women only got the vote in 1919. Dame Elizabeth Lane became the first County Court Judge in 1962 and a First High Court Judge in 1965.

Progress has been slow. Hopefully in the year of Christina Blacklaws as President of the Law Society of England and Wales, which will commence on Thursday 5 July, more progress will be made. Good luck Christina. We hope you have a great year.

You might also have read in the legal press that there is concern about crumbling Britain 'the quiet decline of English courts'. Cuts by the Ministry of Justice – and it is euphemistically named 'Courts Modernisation Programme' – have led to the closure of 230 Crown, County and Magistrate's Court since 2010. Cases that were once heard in 2 court rooms at Buxton High Peak Magistrate's, part of a council owned building on the brow of a steep hill in the town centre, are now normally split between Stockport, 18 miles away in Greater Manchester, and Chesterfield, 25 miles to the East. In practice, they are now almost all heard at the latter and sometimes at Derby, 35 miles away. This situation is hard to justify, and it is certainly making the law harder for the 'person on the Clapham omnibus' to get access to the law. It is a sorry state of affairs. It is almost as bad as the approach to allowing women to be Lawyers over 100 years ago. I wonder what they will be reflecting on 100 years from now.

It is also an interesting debate that focuses upon the need for Lawyers and Judges to train in technology. We are encouraged by the Judiciary, to become suitably skilled in this department. Sir Geoffrey Vos, Chancellor of the High Court, says 'we are probably too hidebound by our procedural rules in our long established practices, and we need greater flexibility and imagination to cut through the most difficult questions and mean that oral evidence at a synchronous hearing could become the exception rather than the rule'. Vos enthused about the possibilities of 'TV presence, and

video conferencing'. Of course the problem is that this requires the courts to be able to work at the same level as the solicitors who participate in the courts, and also at the same level as the actual parties. In our firm we find that our clients are extremely advanced from an IT point of view. They cannot understand why the court is not in a similar position. The answer is simple. There is no money in the court. The Government, who try to encourage us to use IT, invest no money in the courts and therefore the court cannot get up to an IT speed. Yet again, the Government are letting us down, like they did 100 years ago.

You will all no doubt be pleased to hear that the practising certificate fee is to be frozen for 2018/19. As President Joe Egan has said recently 'by making considerable efficiency savings across the Society, along with an increase in the number of solicitors on the Roll, we are able to freeze fees while delivering greater value to our members. As Joe says, this is good value.

Beware keeping raffle prizes! You will no doubt have read in the Gazette on 21 June that an events organiser who tricked a donor to give raffle prizes – before keeping the prizes for herself – has been barred from the profession. Don't forget to declare any benefit you might get!

It is good to see that the Society is getting good press coverage. You will no doubt have heard, if you listen to BBC Radio London, Mary Kaye from Birmingham and Kayleigh Leonie from the Junior Lawyer's Division, (both Council Members), who were recently interviewed on BBC Radio London about the changing in demographics of the Solicitor profession, revealed by the Law Society annual statistics report. On being interviewed they discussed the prospects of women embarking on a career in the law, but also increasing diversity in the profession, and the challenges posed by Legal Aid cuts.

On a sad note, when I first became involved in the Law Society as a Council member, or



more particularly as President of the Liverpool Law Society, there was a very nice man from Surrey, a Conveyancer, who was the President of the Law Society: Paul Marsh. He was a very welcoming character, despite coming from the south (!), and the consummate professional, and everything that I imagined a President of the Law Society of England and Wales should be. He died this week age 70. Paul was admitted in 1972, became Senior Partner of his firm, Bells, in 1986, and remained on the Roll until 2006. As Joe Egan, our current President said 'Paul served our profession with great distinction. He was a perfect Gentleman with a great sense of humour. I still remember how he made Council laugh with his valedictory speech when he left Council after serving a wonderful term as President. He will be missed by great many people and my condolences go to his wife and family'. And so say all of us.

It is very sad news and our condolences and sympathies should go to the Marsh Family.

As usual, if anyone wants to contact me to make a point or ask a question or 'have a go' please do. I look forward to hearing from you.

Also, I look forward to seeing you in Liverpool at that reception on 13 August.

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



Cheshire & North Wales  
**Law Society**

## Come join us for a walk starting at Graig Fawr, Dyserth — all welcome!

Saturday, 14th July 2018  
12.30pm for 1.00pm



Members from Liverpool Law Society and Cheshire & North Wales Law Society are invited to come for a walk along part of Offa's Dyke taking in amazing views across to Anglesey, the North Wales coastline, the Clwydian range & beyond!

The *Offa's Dyke* Path is a popular National Trail which stretches 177 miles from the Severn Estuary near Chepstow to the coast of North Wales at Prestatyn. Our return journey from Prestatyn takes us along the Dyserth to Prestatyn Way which is a disused railway branch line transformed for walkers and cyclists.

You are encouraged to bring family members, friends, work colleagues and dogs along with you. The walk will be about 5 miles long and will take approximately 2—3 hours.

There is no cost to attend however please book your place by emailing [socialevents@liverpoollawsociety.org.uk](mailto:socialevents@liverpoollawsociety.org.uk) so we know to expect you. If you would like to join us for a meal afterwards please let us know.



***We look forward to seeing you!***

For our full terms and conditions please visit: <http://www.liverpoollawsociety.org.uk/BookingTerms.html> Liverpool Law Society is Registered in England and Wales under no.4302.  
Liverpool Law Society, Second Floor, Helix, Edmund Street, Liverpool L3 9NY Tel 0151 236 6998

# Reporting time is here again ... and its good news !

*Here's a question for you - can you tell your fugitives from your T&D losses? Well the answer is - if you reported using the LSA online carbon foot printing tool you could.*

It's that time of year again, when the Legal Sustainability Alliance (LSA) publishes the results for its annual carbon reporting process from the LSA member firms. This year the news is even better than last year – an enormously encouraging fact as it so often becomes harder to maintain year on year carbon reductions, especially for firms who have been committed to this process for many years. These longer term players have taken all the relatively easy steps, such as changing the lightbulbs, turning down the heating, reducing printing and paper use, so being able to sustain carbon emissions reductions for an eighth year running is a significant achievement. While there are still unsolved challenges for the legal sector overall the picture presented by the annual report is encouraging - as it saw a record 59 law firms (9 for the first time) reporting from the smallest with only 18 employees to the largest with well over 3000. Whatever their size these firms have all used the LSA as part of their strategy to make real, meaningful changes in behaviour happen.

## Local Liverpool law firm DWF celebrate success

The full report is out and available on the LSA website so I won't go into all the detail here, but we so often hear gloomy environmental news it makes a change to be able to share something positive. Manchester and Liverpool based firm DWF have good cause to celebrate as this year they recorded a significant reduction in their overall footprint. DWF per capita emissions were down an impressive 24% on last year and we were delighted they reported in 2018 having missed a year in 2017.

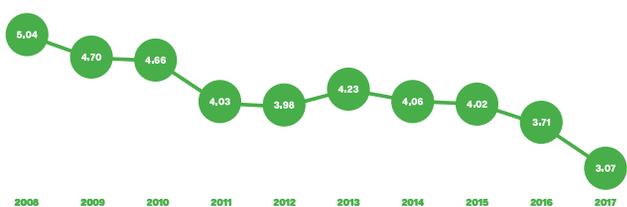
Although gathering the reporting data can seem a daunting task for new reporting firms such as Ward Hadaway who used the process to support their successful application for ISO14001 and while they readily admit it was hard work initially, finding and collating internal data, the effort was definitely worth it. As a free to use tool the carbon reporting process is supported by Greenstone who are always on hand with help and advice.

## 28 firms have reported every year for 8 years or more

Another positive trend is the continuation of the year-on-year reduction in overall tonnes of carbon emissions (tCO<sub>2</sub>e) per capita down 11% since last year. The firms reporting account for a total of 59,231 staff so these are significant reductions across a large part of the legal sector. This downward trend is reinforced by the reports from those LSA members who have consistently reported on their carbon emissions for eight years or more – some 28 firms who collectively report a 56% reduction in total tCO<sub>2</sub>e since reporting began in 2008. For these 28 law firms they have reason to be proud as their employee average carbon footprint has reduced by 39% from 5.04 CO<sub>2</sub>e to 3.07 CO<sub>2</sub>e.

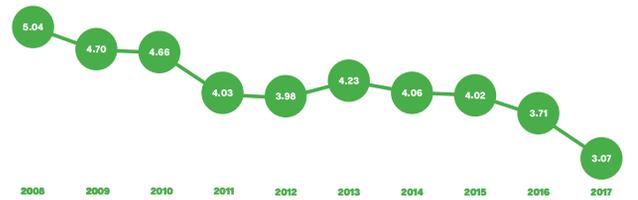
Firms that have reported each year over a number of years really see the benefits in being able to compare data, set targets and use the LSA reports as leverage in their organisation – gaining buy in and support from across the firm. Among this group are both the larger international businesses such as Slaughter and May, Allen & Overy, Burges Salmon, and smaller firms with less than 300 employees including Bates Wells Braithwaite and Cripps.

Reduction in the per capita emissions (tCO<sub>2</sub>e) of LSA member firms who have reported for 8+ years



Data taken from the LSA Annual Report 2018. To find out more go to [legalsustainabilityalliance.com](http://legalsustainabilityalliance.com)

Reduction in the per capita emissions (tCO<sub>2</sub>e) of LSA member firms who have reported for 8+ years



Data taken from the LSA Annual Report 2018. To find out more go to [legalsustainabilityalliance.com](http://legalsustainabilityalliance.com)



Paper use across the LSA was down as well, at reduction of around 9%, but the carbon associated with waste has risen as has water usage. However, the drive to reduce waste to landfill and cut back on single use plastics is really taking hold across the legal sector and many firms report initiatives such as banning single use plastic cups or bottles, introducing incentives for reusable plastic containers and increasing recycling as evidence of collective action.

## What can we learn from this report?

What this annual reporting process tells us is that we still have a long way to go: not all member firms of the LSA, in fact only about a third do. There is still much to be done to change the culture associated with the practice of law, in both large and small organisations. Business travel, particularly flights remains a massive challenge for international or multinational firms as well as ingrained habits associated with the fee earning, partner structure. Convincing senior colleagues that time spent on sustainability is not time wasted can be a challenge – many an LSA member has a story to tell about how hard it can be to persuade a partner to relinquish their personal printer or even their waste bin! While these seem small steps to take they all add up. Sustainable business practices are built on many small actions that combine to great effect.

As Jeff Twentyman, Chair LSA said in his foreword to this year's report "Just banning the humble plastic straw is not going to solve the crisis – however, it is a powerful signifier. Taking actions however small, such as avoiding take away coffee cups, or larger such as introducing plastic free supermarket aisles, have an impact. This sort of collective action is at the heart of the LSA: as an open, inclusive and collaborative movement of law firms we can lead the change, and influence not just our colleagues, but also our clients"

We would urge all firms to join the LSA and make use of the free carbon reporting tool, you will get a personal footprint to share with colleagues and clients and the LSA resources are there freely available to help your firm on its sustainability journey – however small your first step may be.

Oh and by the way for those readers who don't know - fugitives are the gases released (eg refrigerants) from plant maintenance while a T&D loss is the electricity lost during the transmission and distribution to the firm of the purchased electricity it consumes.

Find out more about the LSA on our website [www.legalsustainabilityalliance.com](http://www.legalsustainabilityalliance.com) while Planet Pod episodes can be found at [www.theplanetpod.com](http://www.theplanetpod.com) or on all good podcast providers.

Amanda Carpenter  
Achill Management

Achill Management host the LSA and run a weekly Podcast – Planet Pod.



Join the LSA here  
[www.legalsustainabilityalliance.com](http://www.legalsustainabilityalliance.com)  
or contact the team on  
[info@legalsustainabilityalliance.com](mailto:info@legalsustainabilityalliance.com)

# Charity Spotlight

## Community Foundation Launches Merseyside Women's Fund

The Community Foundation for Merseyside (CFM) is delighted to announce the launch of the new Merseyside Women's Fund after its national membership body UK Community Foundations (UKCF), secured a record £3.4 million award from the DCMS Tampon Scheme. This is the largest grant awarded to any organisation from this fund.

The Community Foundation for Merseyside will receive approximately £70,000 from this allocation to enable the launch of the new Merseyside Women's Fund and ultimately aims to raise £1 million to help support local women.

The Community Foundation for Merseyside helps people and organisations to invest in local communities where it is most needed and where it will have greatest impact. The Women's Fund will award grants to local groups working with women and girls, including women-only charities to help women throughout Merseyside.

A recent study, commissioned by the Community Foundation for Merseyside, reveals that there are a number of key issues affecting women and girls in Merseyside, which include confidence, aspiration, self-belief and resilience, mental wellbeing, social isolation and domestic violence and abuse.

In welcoming this new initiative, the Community Foundation for Merseyside Chief Executive, Rae Brooke, commented on the need to launch a specific fund due to significant cuts in local resources in recent years meaning many women have been left unable to access crucial support. 35% of women's groups recently consulted in Merseyside believe their sustainability in the next three years is questionable.

"Similar women-only funds are already in existence in the North East, Scotland and USA and have delivered real impact for women in their communities. We want women to feel safe, supported, empowered and confident when confronted by



GROWING STRONGER COMMUNITIES TOGETHER

abuse, discrimination and a lack of opportunities", Ms Brooke said.

"By highlighting key issues and difficulties facing girls and women in Merseyside, we can encourage others to support meeting the need. We hope sharing these findings amplifies the message. We want to equip girls and women in Merseyside with adequate resources to allow them to flourish", she concluded.

Karen Morris, Development Director, Community Foundation for Merseyside echoed these sentiments and added, "In order to achieve the ambitions and needs of women and girls in Merseyside we encourage more philanthropists, organisations and individuals to get behind this Fund and commit their support", said Morris.

Anyone can donate any amount to the fund, whether an individual, a corporate or an SME. Together we can make a difference to the lives of women in Merseyside.

**To donate or for more information visit**  
<http://www.cfmerseyside.org.uk/womensfund>



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

rae.brooke@cfm.email | 0330 440 4900 | [www.cfmerseyside.org.uk](http://www.cfmerseyside.org.uk)

Registered Charity Number: 1068887 Company Number: 03422207





**2018 Family Finance Conference**

Wednesday 26th September, 9.30am- 3.45pm  
(lunch included)

Chaired by His Honour Judge Andrew Greensmith

**Protecting your client from the impact of a bankrupt spouse: the legal framework**  
Abigail Bennett, St Johns

**Examining Kerman and Akhmedova**  
Matthew Brundson-Tully, 1 Hare Court

**Post Buehrlen v Buehrlen [2017] EWHC 364 when can you use an expert for evidence on earning capacity?**  
Lynsey Cade Davies 29 Bedford Row

**Interim Sale of the Family Home**  
Joe Switaliski, 29 Bedford Row

**Costs in financial remedy proceedings, and the demise of the Calderbank: good or bad?**  
Martyn Bennett, Oriel Chambers

**Schedule 1 Children Act 1989: A practical guide**  
Sam Hillas, St Johns

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



**Advanced Road Traffic Accidents Update**

With Nicky Carter

On Thursday 13th September, 12pm—3.15pm

This seminar will get you up to date on the latest liability arguments in more complex RTA cases. Ensure that you are familiar with the new MIB Uninsured and Untraced agreements.

Covering:

- Liability update
- Res ipsa? Kennedy v Mackenzie [2017] CSOH 118
- EU law relevance see Lewington v Motor Insurers' Bureau [2017] EWHC 2848
- New RTA Process - latest
- Criminal acts
- Animals Act Liability –Clear at last? Williams v Hawkes [2017] EWCA Civ 1846
- RTA? Wastell v Woodward (Deceased) QBD 2017
- Contributory Negligence Pedestrians Bruma (A Protected Party) v Hassan [2017] EWHC 3209 (QB)
- LVI –update Judgment for damages against unknown driver Cameron v Hussain 2017, [2017] EWCA Civ 366)
- MIB - Uninsured 2015 Agreement
- Whyatt & others v Powell [2017] EWHC 484 - Untraced 2017 Agreement

**Key Competencies Covered:** A2c & d, A4c & d

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

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



Training Room



Meeting Room



Both Rooms



**Venue Hire**

Liverpool Law Society's premises are **fully equipped** with modern technology. **Complimentary WiFi** access is included. The Society is situated in the heart of Liverpool's commercial business district, and is well-connected to the train and road network. The Society is a two minute walk from Moorfields train station (Old Hall Street exit) and there are several NCP car parks nearby.

**At Liverpool Law Society we can offer:**

Professional working environment  
Refreshments

Lunch ordering service  
Audio Visual equipment

*Room capacity and daily hire rates:	Classroom Style	Boardroom Style	Theatre Style
<b>Training Room</b> Members £150+VAT   Non-Members £175+VAT	32	20	60
<b>Meeting Room</b> Members £100+VAT   Non-Members £125+VAT	12	12	20
<b>Both Rooms</b> Members £250+VAT   Non-Members £275+VAT	44	32	60

\*Monday to Friday, 9.00am to 5.00pm. Additional charges apply for evening events.

**Enquiries:** [roomhire@liverpoollawsociety.org.uk](mailto:roomhire@liverpoollawsociety.org.uk) Tel: 0151 236 6998 Ext 33  
Liverpool Law Society, Second Floor, Helix, Edmund Street, Liverpool, L3 9NY

# Five Tips on what entails being a property owner in Spain

It is highly likely that you have a few clients with properties in Spain. Because of Spanish Law is quite different from English Law and because once the Spanish conveyancing is completed these clients can feel quite lost or confused on what else to do apart from enjoying their new property in the sun, we take this opportunity to give you some TIPS on what entails being a property owner in Spain:

## 1. OWNERSHIP:

It is important to bear in mind that there is no such thing as joint tenancy in Spain. When a couple buys a property in Spain, although they are married, the property will be owned in percentages. i.e. 50% each.

On the death of one the co-owners his/her share is not automatically transferred to the co-owner despite that they may be spouses (as it would happen with joint tenancy in the UK). On the contrary, the legal beneficiaries would inherit his/her share.

This is one of the reasons we would suggest you recommend your clients with properties in Spain, to sign a Spanish Will. There are some other reasons that we will be explaining further in future articles, but this is one of the main ones.

## 2. INCOME TAX:

Non-residents have to pay an annual Deemed Income Tax ("impuesto sobre la renta") for the simple fact of owning a property in Spain. It is advisable to appoint a Gestor as your "fiscal representative" to deal with your annual taxes.

It is important to comply with this tax rule, because at the time of selling the property, being non-residents, a 3% retention of the price will be withheld by the buyer and only if that non-residents Income Tax has been paid, your client will be able to claim this 3% back.

## 3. ANNUAL PROPERTY TAX:

Property owners are also liable for the annual property tax

("Impuesto sobre bienes inmuebles: IBI"). Its amount is fixed by the Town Hall and can be paid annually, quarterly or twice a year. This is something similar to your Council Tax. However, it is important to know, that although the property is rented, this should be paid by the owner.

Usually the above tax comes with an additional tax for waste collection and sewerage.

The Notary should send a communication to the Town Council informing about the property transfer and your clients will be responsible to contact the Town Hall to set up a direct debit for the annual charge, unless they engage a Spanish agent to deal with this.

## 4. NOTIFICATIONS:

It is important to note, that Spanish Authorities and banks will keep your clients' Spanish address as address for notifications. We strongly recommend ensuring the post is collected often either by the client or by some friends or neighbours otherwise they can lose important communications.

## 5. COMMUNITY OF OWNERS:

The Community of Owners will also be sending communications informing about the board meetings and potential costs at the property address. Attending the meetings is not always important but sometimes can be. We would recommend provide them with your clients' e-mail and ensure they are aware of the content of their letters. Some of our clients prefer to engage us to deal with the community owners.

Claudia Font & Antonio Guillen  
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**Claudia Font**



**Residential Property Conference**

**Wednesday 12th September 2018 9.30am - 3.40pm**

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

<p><b>Welcome and introduction</b> <b>Angela Hesketh</b></p> <p><b>Conveyancing 2030: what next?</b> <b>Eddie Goldsmith</b></p> <p><b>Overage - avoiding the elephant traps</b> <b>Peta Dollar</b></p> <p><b>Easements and covenants - where are we now, an update</b> <b>Peta Dollar</b></p> <p><b>Title Insurance - Crack Cocaine for Conveyancers?</b> <b>Robert Kelly</b></p>	<p><b>An update from HM Land Registry</b> <b>Jamie Winch</b></p> <p><b>Current Leasehold Issues, including Ground Rents</b> <b>Richard Snape</b></p> <p><b>Summary and thanks</b> <b>Angela Hesketh</b></p> <p>Sponsored by:</p> <p></p> <p></p>
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# Charity and CSR Matters



Hi everyone, I hope you're all as excited as me for the summer holidays and you get a chance to enjoy it.

We have some great entries this month which really show people getting stuck in and helping others, especially staff from Rowlinsons walking an incredible 34 miles- very well done to all involved. I have a favourite saying "It's nice to be nice" and this month we have opportunities for you to be nice. You can lend an ear to those in need by volunteering at LawCare, or put together a food package for Carpenters Food bank challenge.

I'm pleased to see Liverpool Law Society didn't back down from the challenge and I look forward to seeing plenty more photos.

Many thanks

Jennifer Powell  
Solicitor  
Weightmans

## #FoodbankChallenge

Carpenters have created a foodbank challenge and set up food collection points in all six of their offices across the UK, including the three offices based in Merseyside. Their staff have been generous with their time and donations, but sadly this isn't even scratching the surface of the food crisis facing people in our region, let alone the rest of the UK. Last year 1,182,954 emergency 3-day food supplies were given to people in crisis by the Trussell Trust food banks. This year that number has risen to 1,332,952, with 197,182 of these being distributed in the North West.

Carpenters currently work alongside Fans Supporting Foodbanks and Charles Thompson Mission who say; "There are lots of great ways to help us at the Mission, and we are always very grateful of individuals, groups or companies supporting us. A great way to help us with our everyday needs is by organising collections of items that we are always running out of. Together they make up a strange list (and some aren't food) but are all as important as each other: tinned rice pudding, tinned custard, tinned soup, tinned curry, tinned fray bentos pies, small individual cakes with a good date, rucksacks (old or new) and men's jeans size 30/32/34, as well as the normal men's toiletries of shower gel, razors and deodorant. To make it a bit more fun, suggest something like "July - tinned custard month" for example!"- Charles Thompson Mission

"Fans Supporting Foodbanks started back in 2016 when we began to notice the food crisis happening within our area. We started off small, with using bins to collect donations on match days to now having our foodbank van on site, and at events. Since we started 31 football clubs across the country have started foodbank collections, it isn't just the North West that are suffering. We were recently awarded the Bill Shankly Community Award which we feel is an award for the community and volunteers who help us, as without your donations and time we wouldn't be able to do the work we do." Dave Kelly, Fans Supporting Foodbanks

Speaking of their efforts Donna Scully, Director of Carpenters said: "As I'm sure you're all aware, foodbanks now play a vital part in supporting individuals and families – everyday people, who just can't put enough food on their table or feed their children. Through the volunteer organisations we work with, we've 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. At Carpenters, we believe it is not acceptable that people are going hungry in 2018 and we want to encourage other businesses to get involved in supporting these essential community initiatives."

Carpenters are doing their best to raise funds and donations and after seeing the scale of what is needed they are reaching out to others to help in any way they can. Last month they challenged Liverpool Law Society to the #FoodbankChallenge and, as expected, they turned up at Carpenters Food collection point with their arms full of donations!

The firm are asking for you all to please take part. Nominate a friend, family member, competitor to the #FoodbankChallenge. Simply take a picture of your donation, upload to your tweet, nominate someone to donate, and don't forget to include #FoodbankChallenge. Sending a tweet and donation isn't going to end the food crisis, but you will be making sure a family doesn't go hungry, a child doesn't go to bed on an empty stomach or a parent isn't skipping meals for days to make sure their children don't starve.



## Have you thought about volunteering?

Did you know that volunteering contributes to your wellbeing? There is a wealth of evidence that volunteering is good for you – it can make you feel happier and valued and improve your mental health.

If you want to support the legal community, why not think about volunteering for LawCare – their Trustees, helpline workers and peer supporters are all roles filled by volunteers. All their volunteers are legal professionals who want to give something back to the profession.

LawCare is the charity that promotes and supports good mental health and wellbeing across the legal community in the UK and Ireland. They are run by lawyers, for lawyers and have over 100 dedicated volunteers.

Life in the law can be tough and they've been supporting lawyers for 20 years through their free, independent and confidential helpline. The helpline is a safe place to talk without judgement and is available to anyone in the legal community, including families and support staff. They support all sectors of the legal profession – solicitors, barristers, barristers clerks, judges, chartered legal executives, chartered trade mark attorneys, patent agents, costs lawyers and paralegals, including those studying and in training. Calls and emails to the LawCare helpline are answered by trained staff and volunteers who have first-hand experience of working in the law. Last year they responded to nearly 900 calls, with half of those calling citing stress and depression. They deal with a wide variety of problems from sexual harassment and bullying to drugs and bereavement. They're there to listen.

LawCare also has a network of Peer Supporters, people who work in the legal profession who may have been through difficult times themselves and can offer one-to-one support, friendship and mentoring to helpline callers referred to them.

They're currently looking for the following volunteers:

- Peer supporters with experience of bullying or going through disciplinary proceedings.
- Peer supporters in the 20-35 age bracket
- People with a legal background who can spare time on weekdays to help on the helpline

For more information email [abuttimore@lawcare.org.uk](mailto:abuttimore@lawcare.org.uk). Full training will be given.

The LawCare helpline is open Monday to Friday 0900-1930 and 1000-1600 on weekends and bank holidays on 0800 279 6888.

You can find further information, resources and factsheets at [www.lawcare.org.uk](http://www.lawcare.org.uk)

You can also follow us on social media  
<https://twitter.com/LawCareLtd> and  
<https://www.facebook.com/LawCare/>

**LawCare**  
 Supporting the Legal Community

## Mission Complete

On Saturday 9th June staff from Rowlinsons Solicitors successfully walked the arduous 34 mile/55 kilometre Sandstone Trail in aid of OPAL Services in just one day. 25 people started the challenge from Whitchurch at 7:15am with the first finishers reaching the firms Frodsham office, 11 hours 30 minutes later at 6:45pm!

OPAL Services, Rowlinsons' charity of the year in 2018, provide services for elderly people in Frodsham and the surrounding areas, many of whom are war heroes, that often get forgotten about. They aim to prevent loneliness and isolation by enabling those elderly people that have little or no family and friends to get out and socialise with others.

Rowlinsons set themselves an initial goal to raise £2,500 for this worthy cause but have managed to significantly exceed their objective. As the last walkers arrived home a very impressive £4,000 including gift aid had been raised with donations and pledges still being received.

Ilene Hoyle, OPAL Services said "On behalf of all of us at Opal Services, an enormous thank you to everyone at Rowlinsons Solicitors of Frodsham for undertaking the Sandstone Challenge for us. Your fabulous sponsorship will enable us to ensure that we can carry on working creatively with older local people across rural West Cheshire, enriching their lives and preventing loneliness. Thank you for your generosity."

Donna Eland, a Director of Rowlinsons said "Thank you to my co-Directors, all of our staff and their friends and family who joined us and attempted this challenge. Importantly, a huge thank you to all our kind sponsors. We have raised so much money for this great charity and we hope that the funds we have raised enable them to continue their excellent work in the local community and also help raise their profile further. However we don't want to stop raising funds, so please continue to support us in raising money for OPAL by following the link to our fundraising page <https://uk.virginmoneygiving.com/RowlinsonsSolicitors>"



## Weightmans hit 129% of their CSR target!!!

Weightmans are absolutely delighted to announce that they have completely passed their CSR target of £17,600 with a total of £22,780! That is a whopping 129%! This total is made up of donations by their internal office activities ran by the CSR committee for things like dress down days, cake sales etc.

Their CSR budget goes towards external fundraising in addition to the above, each office has a pot of money which can be used to fund the staff personal endeavours outside of work. Overall, they have paid out a total of £15,272 which the staff turned into a huge £77,204 from their own fundraising!!!

# Update on the Clipper Race 2017/2018



The Clippers are on their way back to Liverpool. You will remember they started last August. They have been round the world, and have recently left New York on the penultimate leg of their race, to Derry Londonderry in Northern Ireland. From Derry Londonderry they will then race to Liverpool, arriving in Liverpool on Saturday 28 July.

It has been a long race. There has been personal tragedy with loss of life, and also the loss of a boat off the southern tip of South Africa. That boat was called 'Greenings' and indeed I sat with their crew at the pre-race dinner last August. They had had a tough time on the first leg to South America. Their skipper had to be taken off the boat, off the coast of Portugal, but they fought back and with a replacement skipper they did well in the race to South America and won it. They then won the race to Cape Town from South America. On the third leg however, going round the coast at the bottom of South Africa, the yacht went to ground, and was damaged beyond repair. Such are the vagaries of sail boat racing.

It has been a difficult race for Liverpool. They have had a couple of podium finishes but overall results have been disappointing and currently they lie 10th out of 11th racing on the overall chart but they are still in the race. On the current race they are lying 9th out of 11th. It is fairly early days in this leg, and they have every time to do well between now and Derry Londonderry.

They call it the race of a lifetime. It really is. These are real amateur sailors who will have learned masses over the last 12 months.

**They will have left as potentially novice sailors. They will be returning as very experienced round-the-world, ocean-going yacht persons. They deserve a rapturous welcome after such an epic voyage**

On Saturday 28 July, they will be returning to the Mersey. They will have left as potentially novice sailors. They will be returning as very experienced round-the-world, ocean-going yacht persons. They deserve a rapturous welcome after such an epic voyage. Well done to all yachts and crew members.

If you are free that Saturday, I can assure you there will be a grand spectacle in the Mersey as the 11 boats return. Try and get down to welcome them. Who knows: in the future it might be you taking off on this epic race.

**Charlie Jones**  
Partner, Weightmans LLP  
Co Council Member Merseyside and District

Please join us for



Charity no. 1131259

THE LIVERPOOL LEGAL WALK



WALK

TUESDAY 9  
**OCT**  
**2018**

bit.ly/LivLW18  
#LEGALWALK

Walk with us to raise money for free legal advice charities which help those most in need.

# Music Review

Charlie Jones reviews the recent Rolling Stones gig at Old Trafford...

## 'This May Be The Last Time.....I Don't Know'

I saw the Rolling Stones for the first time in 1972, in Manchester. Then, in 1982, I witnessed another great gig at Roundhay Park in Leeds, and again at Maine Road in Manchester in 1990. All classic gigs. I nearly bought a ticket for Glasto when they headlined, but dithered and lost my chance: all tickets gone. I thought I had missed my opportunity to see again 'the greatest rock and roll band in the world' (Sam Cutler).

But No! Old Trafford Manchester 2018, I was there! And some ..... WOW! What a day. Magnificent weather. Enormous, vibrant, baying, crowd. They had warmed up for us in London. Now in the North we had the real deal. After Richard Ashcroft told us the drugs don't work, Jagger bounded on like an 18 year old and I understood (again) why Roger Daltrey recently said that he has no equal as a front man.

And can he sing! I reckon his vocals are better than in 1972, 1982 and 1990. Like good wine, the whole band is mesmerising and seem to get better and better. From my namesake on drums to Keef and Ron's guitar play. And it's fun. Not too serious.....but how could they be anyway.

For 2 hours + they blasted out hit after hit, starting with JJF, and they gave it plenty of gas, gas, gas.. Their starting number had been a matter of much debate over lunch in the pre gig warm up: Street Fighting Man?, Sympathy for the Devil?, Gimme Shelter?

Throughout the gig and for over 2 hours it was only rock and roll, but we liked it! The dice tumbled, but we were not shattered. We were not just you fooled. After all we were all feeling like a Rolling Stone, not just the 4 Stones on the stage, plus their able support we spent the night together getting what we wanted. Honky Tonk women painted it black, and then we got the silver, before they made us run, the devil had sympathy, and we thought of our friends missing us. Midnight rambled up, before they started us up again with brown sugar, gave us shelter, ensuring that we did get satisfaction!

19 songs. 19 Hits. In truth, they could have played 199 other songs and it would still have been just as good!

May Be The Last Time? Oh No.....! Really hope not. After all, they are only in their seventies. Plenty of time to continue gigging.

And now I read that The Kinks are reforming. WOW again. Quite simply, The Waterloo Sunset ain't here yet!

Charlie Jones, Partner, Weightmans LLP  
Co Council Member, Merseyside and District.



Photograph by Jo Downey

**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](mailto:editor@liverpoollawsociety.org.uk)

# News from the



The MJLD Ball was the pinnacle of the year which was held at the Shankly Hotel. A massive thanks goes to our event sponsors; Thornton Legal, the University of Law and 7 Harrington Street Chambers.

The event helped to raise over £1,650 for Clatterbridge's new purpose-built cancer hospital being built in Liverpool City Centre, and adding to the grand total for the year of £4,300 raised by the MJLD. All manner of prizes were raffled off, including signed Tony Bellew boxing gloves, a night's stay in the Shankly hotel, and a weekend in London! Guests were treated to an impassioned talk from Law Society Vice Chair and Jackson Lees Director, Chris Topping, on the importance of Legal Aid - integral not only to those in need of it, but to the legal industry in general.

This was a fantastic end to the year with members able to enjoy the sunshine on the stunning 'Garden of Eden' roof top terrace and music from the international band Six15. Congratulations to our Star of the Year winners – Andrew Ball (Paralegal), Rachel Payne (Trainee Solicitor) and Hannah Bickley (CILEX).

We are now looking ahead to 2018/2019 committee with the election process well underway and we will be announcing our new committee in the next issue.



# News from the



**The WLD held their AGM on 26th April 2018 and welcomed the new Chair, Amelia Hayden and the committee members were appointed to the following roles:**

Elsbeth Beatty (Vice-Chair)  
 Kathryn King (Previous Chair and Centenary Event)  
 Camilla Waszek (Treasurer)  
 Kirstie Bork (Membership)  
 Kirsty Weyman (Charity)  
 Jennifer Mitchell (Website)  
 Elke Kendall (Social Media)  
 Nadia Rimmer (PR)  
 Amy Jackson (Education)  
 Gladuela Lawrence (Events & Centenary)  
 Katy Link (Events)  
 Eleanor Slater (Events)  
 Emma Beckett (General)  
 Jen Butler (General)  
 Natasha Collins (General)  
 Jayne Croft (General)  
 Ruth Eardley (General)  
 Rebecca Emmitt (General)  
 Natalie Hargreaves (General)  
 Vicky Moody-Smith (General)  
 Anita Noce (General)  
 Esme Poulter (General)  
 Antonia Williamson (General)

A welcome event will be held on 12th July 2018 at Harringtons between 6pm and 8pm. Email [wldevent@gmail.com](mailto:wldevent@gmail.com) to reserve your slice of the action.

The committee will introduce new and existing members. All are welcome and it is a good opportunity to network and find out what the WLD is about (and have a few drinks!) The welcome event will give an opportunity to renew or join membership to the WLD however membership can be sought using the contact details below. We hope to see you there!

<b>Twitter</b>	<b>@MerseysideWLD</b>
<b>Facebook</b>	<b>Womens Lawyers Division – Merseyside</b>
<b>Website</b>	<b><a href="http://www.wldmerseyside.co.uk">www.wldmerseyside.co.uk</a></b>
<b>General</b>	<b><a href="mailto:merseysidewld@gmail.com">merseysidewld@gmail.com</a></b>
<b>Events</b>	<b><a href="mailto:wldevent@gmail.com">wldevent@gmail.com</a></b>
<b>Membership</b>	<b><a href="mailto:wldmembership@gmail.com">wldmembership@gmail.com</a></b>

Liverpool Law Society

**Probate, Administration and Court of Protection:  
 A Practical Guide  
 with Safda Mahmood  
 on Friday 14th September, 10am - 4.30pm (lunch included)**

**This course will assist you in becoming more confident  
 in this area of law and practice**

Covers the following:  
 Benefits in Wills  
 Administrative Clauses  
 Intestate Succession and Family Provision  
 Inheritance Tax Issues and Residence Nil Rate Allowance  
 Grants and Inland Revenue Accounts  
 Obtaining Probate  
 Lasting Powers of Attorney and Procedure  
 Advance Decisions  
 Deputyship and Deprivation Cases

**Competencies: B and C**

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

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



## Relationship Management



## Update from the North Team

# Profile on the Practice Advice Section PAS – help for solicitors from solicitors

This month we turn the spotlight on the Practice Advice Section or PAS. Sitting within Membership Services, under the directorship of Peter Liver, the team provide an impartial, free, telephone support service to solicitors from solicitors. Read on to find out how they can help support your Local Law Society.

The nine strong team of qualified solicitors led by Practice Advice Manager, Anjali Mouelhi, provide confidential advice to solicitors and those who work for member firms on points of legal practice and procedure.

Their range of helplines such as the Practice Advice Service (PAS) can help with issues on client care and compliance, anti-money laundering, GDPR and pastoral care, details of these helplines are below.

Through their interaction with members, the PAS team also have their finger on the pulse of the profession. As qualified solicitors, they fully understand the issues and can identify emerging problems that the profession faces. For example, they are often the first port of call for solicitors who have fallen victim to cyber scams. As a result, they have been instrumental in encouraging the Law Society to publish advice on how to prevent firms from falling victim to criminal activity of this type.

The helpline has been running for nearly 30 years and deal with over 30,000 enquiries a year. The team can offer support on a wide variety of practice areas including :

- anti-money laundering,
- costs,
- conveyancing,
- membership of lender panels,
- private client problems and
- litigation.

The team find that many junior lawyers contact them if they are

hesitant in approaching someone more senior in their firm with what might appear to them to be a trivial question. The team offer reassurance and an objective sounding board. They may also be able to highlight issues that may not always be immediately apparent though they are impartial and are not able to give legal advice.

The PAS team also produce question and answer articles on a range of practice areas, which are very popular and these regularly appear on the Law Society website and in their newsletters.

### Other helplines

In addition to the main advice line, they also have other helplines such as:

- **Anti-Money Laundering - 0207 320 9544**
- **Lawyerline - a service which advises solicitors on how to deal with client care and complaints handling - 020 7320 5720**
- **Pastoral Care - a referral service which helps members with personal, professional, financial and employment problems. 0207 320 5795**

If you need advice on a point of practice or procedure, please call the Practice Advice Service on 020 7320 5675. Lines are open Monday to Friday from 9am to 5pm. Alternatively, you can email your query to [practiceadvice@lawsociety.org.uk](mailto:practiceadvice@lawsociety.org.uk).

For more information about the Practice Advice Service, please go to [www.lawsociety.org.uk/support-services/help-for-solicitors](http://www.lawsociety.org.uk/support-services/help-for-solicitors)

In addition, The Law Society produce a range of free Practice Notes on a wide range of issues. To access this service, you will need a My law society account. It is quick and easy to sign up to, follow the link below <http://www.lawsociety.org.uk/support-services/advice/practice-notes/>



## Help for solicitors Pastoral care helpline

Solicitors and their staff can call about:

- **personal and financial difficulties**
- **professional problems**
- **employment issues**



 020 7320 5795

Attend as many of the below as you would like, plus **MORE** for only £380 plus vat  
with our 2018/19 Training Season Ticket - MEMBERS ONLY OFFER

For details see:

<http://www.liverpoollawsociety.org.uk/society-news/latest/good-news-training-budgets>

<b>S Code</b>	<b>Date</b>	<b>Time</b>	<b>July 2018</b>	<b>Speaker</b>
S4181	4th	1.30-4.45	Understanding financial information to improve performance	Sara Hutton
S4098	5th	12-3.15	Slips and Trips-Public Liability	Nicky Carter
S4199	10th	3.30-4.45	Public Law: An update on Case Management	HHJ de Haas QC
S4088	11th	10-4.15	Divorce & Financial Orders Certificate	Safda Mahmood
S4095	12th	12-3.15	Introduction to Winning Package Holiday Claims	Nicky Carter
S4161	17th	10-4.30	<b>Contract Law Update</b>	Helen Swaffield

<b>S Code</b>	<b>Date</b>	<b>Time</b>	<b>September 2018</b>	<b>Speaker</b>
S4062	4th	10-1	The essential practical guide for the Money Laundering Regulatory Officer	Jo Morris
S4063	4th	1.30-4.30	The essential practical guide for Data Protection Officers	Jo Morris
S3997	12th	9.30-3.40	<b>Residential Property Conference</b>	Various
S4099	13th	12-3.15	Advanced Road Traffic Accidents Update	Nicky Carter
S4139	14th	10-4.30	Probate, Administration and Court of Protection: A Practical Guide	Safda Mahmood
N/A	18th	9.30-12.30	Vulnerable Witness Training (Hosting only, all bookings to be made directly with The Law Society)	The Law Society
S4051	19th	9.30-12.45	Appeals – Crown Court – Court of Appeal	Colin Beaumont
S4052	19th	1.30-4.45	<b>Evidence – res gestae – expert evidence – unfairly obtain evidence – etc</b>	Colin Beaumont
S4162	19th	10-4.30	Professional Negligence Update	Helen Swaffield
S4114	21st	1.30-4.45	Contract and Commercial Update	Chris Beanland
S3998	26th	9.30-4	<b>Family Finance Conference</b>	Various
S4192	28th	12.30-3.45	Costs and Funding 2018	Professor Dominic Regan

For full details & to book, visit: [www.liverpoollawsociety.org.uk](http://www.liverpoollawsociety.org.uk)

## Forget qualifications, experience is what your firm needs

Following its 2018 salary survey, Clayton Legal reports that law firms are facing serious challenges thanks to a lack of experienced solicitors. The survey, conducted in February and March of this year, is the most comprehensive of its kind in the UK and reveals a snapshot of the legal profession: challenges, remuneration, use of support staff, and how firms plan to hold onto talent.

"The salary survey has captured what firms and partners have been telling us for some time: the lack of experienced candidates poses a genuine challenge. Our clients tell us that they are not simply looking for law graduates – they need solicitors with skills developed in real-world situations. Qualifications are impressive, but commercial know-how and the ability to think outside of the box is far more valuable to firms," commented Lynn Sedgwick, Managing Director at Clayton Legal.

The shortage of conveyancers was a common theme among survey respondents and this fed into larger concerns about the property market, including the word on everyone's lips: Brexit. Lynn explained: "Law firms are really in a difficult position. On the one hand, the

demand for property experts exceeds supply, which inevitably pushes up salaries as candidates who specialise in that area can ask for more. On the other hand, partners and leaders in the sector are acutely aware that an economic downturn after Brexit would mean that residential and commercial property work would grind to a halt."

While the survey highlights some key areas of concern, there was also good news. 78% of survey participants felt that attrition rates had decreased, up from just 51% in 2016. Many of the firms surveyed employ individuals with qualifications such as CILEX, FILEX and CLC, and the majority (70%) of firms employ paralegals. It appears that law firms are becoming more adept at retaining star talent and that the make of law firms is growing more diverse.

"Pay is always going to be an issue for solicitors, as it is for anyone in employment. What the survey does reveal is that non-monetary benefits are of increasing importance to solicitors – and the firms that want to retain them. 66% of firms offer flexible working, second only to pension contributions as the most popular benefit offered. This shows that an enjoyable work culture is key to holding onto

the top legal talent as well as more traditional rewards."

Balancing the demand for quality professionals with fair rewards is no easy task. Add to that the challenges posed by Brexit, the shortage of skills and law firms are facing an interesting and difficult time. Lynn offered her advice: "We've seen an increase in flexibility and a change in approach from law firms over the last two years. If firms can maintain that attitude, listen to what their staff are telling them and be proactive in the face of difficulties then they stand a fighting chance of holding onto talent and thriving in the future."

For access to the full 2018 salary survey, including detailed information on pay and reward structures across the board, contact Clayton Legal using the details below:

Phone: 01772 259 121  
 Email: [enquiries@clayton-legal.co.uk](mailto:enquiries@clayton-legal.co.uk)  
 Salary Survey:  
<https://www.clayton-legal.co.uk/salary-survey>



**Lynn Sedgwick,**  
**Managing Director at Clayton Legal**  
**ls@clayton-legal.co.uk**  
**01772 259121**



### Corporate Member Training Offer 2018/2019

*Helping your staff to remain competent*

Save up to 30% on training costs with the Corporate Member Training Offer

Purchase 10 course credits in advance for only £800 + vat\*.

Purchase 25 course credits for only £1,800 + vat\*.

Then simply book **ANY** of your staff, including all support staff, on a wide range of LLS events, assigning credits as required - easy!

Any training event up to 3 hours in duration is 1 credit, anything over 3 hours up to one day is 2 credits, including our full day conferences.

Credits must be used within 12 months of purchase date.

For an application form, please contact: [training@liverpoollawsociety.org.uk](mailto:training@liverpoollawsociety.org.uk)

To see more information, [Click here](#)

### 2018/19 Training Season Ticket

**Ticket holders can then attend an UNLIMITED amount of training events, including our specialist conferences, From now until 31st May 2019 for only £380 plus vat**

Firms must name the individual taking up the offer as it is non-transferable. Training Season Tickets are exclusive to members.

*\*Offer excludes: Children Panel Qualification 3 Day Course and other occasional events when specified.*

To see more information or to book, visit:

[www.liverpoollawsociety.org.uk](http://www.liverpoollawsociety.org.uk)

# RECRUITING TALENT, BUILDING THE FUTURE



## CONVEYANCING FEE EARNER

## LIVERPOOL

Liverpool central, easy for parking, family-feel Firm – salary £30,000 – You do not need to be a Qualified Solicitor for this role but must have a minimum of 6 years experience of running a caseload of around 80 files.

Contact Dannie Moore: [d.moore@clayton-legal.co.uk](mailto:d.moore@clayton-legal.co.uk)

## CREDIT HIRE LITIGATOR

## SOUTHPORT

Our client, a specialist Litigation firm, are seeking to appoint a Credit Hire Litigator to handle a varied caseload at their Southport office. You will be able to demonstrate a good understanding of Credit Hire matters and have a history of dealing with a caseload from instruction to settlement.

Contact Lauren Connors: [l.connors@clayton-legal.co.uk](mailto:l.connors@clayton-legal.co.uk)

## LEGAL SECRETARY RTA

## LIVERPOOL

A well-established firm in the heart of Liverpool city centre, is recruiting for experienced Legal secretaries who possess RTA experience. The role is within a fast-paced department with a highly versatile team. You will be dealing with a high number of court bundles & must be able to multi-task.

Contact Leanne Taylor: [l.taylor@clayton-legal.co.uk](mailto:l.taylor@clayton-legal.co.uk)

## PRIVATE CLIENT SOLICITOR

## LIVERPOOL

A national UK law firm are seeking to appoint a Private Client Solicitor with 1-3 Years PQE to deal with a varied caseload of privately funded Private Client matters covering; Wills & Probate, Trusts, LPA, COP and Inheritance Tax issues.

Contact Lauren Connors: [l.connors@clayton-legal.co.uk](mailto:l.connors@clayton-legal.co.uk)

## LITIGATION EXECUTIVE

## LIVERPOOL

A Top-Tier Firm recruiting for a Litigation Executive to join a Industrial Disease Team in Liverpool. This is an exciting opportunity for a Litigation Executive who is interested in furthering their career dealing with challenging, complex cases such as noise-induced hearing loss, work-related stress, asthma and chemical poisonings.

Contact Leanne Taylor: [l.taylor@clayton-legal.co.uk](mailto:l.taylor@clayton-legal.co.uk)

## PERSONAL INJURY SOLICITORS RTA

## LIVERPOOL

A rapidly expanding firm are looking to recruit experienced Personal Injury Fee Earners and Personal Injury Solicitors who are well-versed in RTA. They are looking for a number of Claimant RTA Fee Earners or RTA Solicitors. The role will consist of solely litigated files arising out of RTA, such files including claim for personal injury and/or credit hire.

Contact Leanne Taylor: [l.taylor@clayton-legal.co.uk](mailto:l.taylor@clayton-legal.co.uk)

## SR COMMERCIAL PROPERTY SOLICITOR

## CHESTER

A Legal 200 Firm with an impeccable reputation need somebody skilled in all areas of Commercial Property & with experience of managing junior members of the team. Salary is above the market rate and comes with an unrivalled benefits package.

Contact Dannie Moore: [d.moore@clayton-legal.co.uk](mailto:d.moore@clayton-legal.co.uk)

## INDUSTRIAL DISEASE SOLICITOR

## BIRKENHEAD

A fantastic Firm on the Wirral, are recruiting for an Industrial Disease Solicitor for a firm in North Cheshire. They require an Industrial Disease Solicitor that has experience in the following case types: Noise-Induced Hearing Loss, Repetitive Strain Injury, Carpal Tunnel Syndrome and Cumulative Back Injury.

Contact Leanne Taylor: [l.taylor@clayton-legal.co.uk](mailto:l.taylor@clayton-legal.co.uk)

## FAMILY SOLICITOR

## LIVERPOOL

A Legal 500 firm based in Liverpool, are seeking to appoint a Family Solicitor with 2-4 Years PQE to join their expanding Family department. You will deal with a variety of Family matters including; Divorce, Ancillary Relief, Domestic Violence and Children matters.

Contact Lauren Connors: [l.connors@clayton-legal.co.uk](mailto:l.connors@clayton-legal.co.uk)

## CONVEYANCING FEE EARNER

## WIRRAL

A Wirral based, well-established Firm with long-standing history in the area are seeking a Conveyancing Fee Earning to join their team. You will have previous experience in a Conveyancing Fee Earning role. Salary from £26,000 - £36,000 DOE

Contact Dannie Moore: [d.moore@clayton-legal.co.uk](mailto:d.moore@clayton-legal.co.uk)

## LAW COSTS DRAFTSMAN

## PRESCOT

I am currently recruiting for a Law Costs Draftsman based in Prescott. 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. The salary on offer is between £20,000 - £30,000.

Contact Matt Walwyn: [m.walwyn@clayton-legal.co.uk](mailto:m.walwyn@clayton-legal.co.uk)

## 2ND LINE IT SUPPORT

## LIVERPOOL

An opportunity has arisen for a 2nd line support professional to join a vibrant Law Firm based in East Liverpool. You will be mainly providing both hands-on and remote IT Support for hardware / software issues within the company. There will be travel involved to each office so it is a necessity you drive. Salary up to £25,000

Contact Grace Bolton: [g.bolton@clayton-legal.co.uk](mailto:g.bolton@clayton-legal.co.uk)

