

LiverpoolLaw

April 2019

The magazine for the legal sector in Merseyside and the North West



Meet Julie O'Hare

Spotlight on Julie O'Hare, the Vice President of Liverpool Law Society



Leadership and the Law

Nik White of Brabners talks to Liverpool Law



New High Sheriff of Merseyside

David Steer QC, DL is selected by the Queen



Liverpool Law Society and MJLD Annual Quiz

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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

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Welcome to the April 2019 edition of Liverpool Law



Jennifer Powell
Editor

editor@liverpoollawsociety.org.uk

The theme this month seems to be women in law. We have had the publication of Christina Blacklaws' report on International Women's Day, the Merseyside Women Lawyer Division panel event and there are events lined up throughout the year to celebrate 100 years of women in law. There can be no doubt this issue is being discussed!

I have to admit until recently in my career I never saw/felt any gender stereotype. Maybe that's because I am part of the generation where there has always been more women in my classes than men, more women on the year of my trainee intake etc. Or maybe, and this has only dawned on me recently.... just maybe it was before I became a Mum?!

Before I had my beautiful little girl 'keeping up with' the men was never an issue. I put that in adverted commas because I am not convinced it is something men think about either. Or any of us consciously think about, as addressed in Christina's report.

I don't want men to think they are getting a raw deal or feel guilty for genuine unconscious bias because before I had my baby it wasn't something I thought about either as a woman. Staying late/getting in early (or sometimes even on time!) wasn't a problem, social/work events didn't have to be planned well in advance and strategically planned around finding reliable baby sitters or racing with my husband about which one of us put their event on the family calendar first/whose event is more important!

Thinking about it I did give great thought as to when I 'could' have a baby and how, to an extent, that fitted in with my intended career path and I suppose this isn't something our male counterparts have to really think about, or not in as much detail. I did look into sharing my maternity leave with my husband as I thought getting back to work would show I am still keen to progress and how I can still carry on.

I didn't take it up because my husband had the same

concerns, that taking a year out could hinder his career prospects. So this begs the question of whether that is a gender issue or not. Is shared maternity leave just a thing that makes it look like there isn't any gender bias when in reality it isn't a viable option for many families? There is also the other issue of whether to return to work full time/part time/term time/reduced hours/condensed hours. This also hits on the gender pay gap report which I won't go into or I will take up the entire magazine!

I would like to think that more solutions like shared parental leave, flexible hours and agile working to assist with family flexibility can only be a good thing, because having a family is a joint decision. Also having a young family is only a relatively short time compared to the longevity of our career spans, I've personally got at least another 35 years ahead of me in my career! Surely it is short sighted for firms to discriminate against women in their careers for having a family.

I've only just come back this month from my maternity leave and to be honest, it has been hard. But I have found organisational, multi tasking and other skills I never knew I had. I have become much more efficient with my time and it is things like this that show how amazing working women are and why they deserve to be in the Board room just as much as their male counterparts, if they are suitable for the job of course.

I'll get off my soap box and sign off. There can be no doubt that our eyes have all been opened and it seems no one can shy away from the issues anymore. I truly hope the discussions continue and actually materialise into some change for the better.

Jennifer Powell
Solicitor
Weightmans

Editorial Committee Dates

All meetings start at 1pm

Tuesday 16th April
Tuesday 21st May
Tuesday 18th June
Tuesday 16th July
Tuesday 20th August
Tuesday 17th September
Tuesday 15th October
Tuesday 19th November
Tuesday 17th December

Diary Dates

Wednesday 30 April	Commercial Property Conference
Tuesday 14 May	Private Client Conference in conjunction with STEP Liverpool
Friday 17 May	Legal Awards black tie Dinner & Ceremony
Wednesday 22 May	Compliance Conference
Tuesday 11 June	Liverpool Legal Walk (organised by NWLST)
Wednesday 12 June	Personal Injury Conference
Tuesday 18 June	Private Child Law Conference
Friday 5 July	Conference for In House Lawyers
Thursday 11 July	Professionals' Dinner in conjunction with the Chartered Institute for Securities & Investment

Deadlines 2019

25th April
28th May
26th June
22nd July
22nd August
25th September
25th October
25th November

**The latest news from Chris Topping,
the President of Liverpool Law
Society...**



President's Mentions

The last month (or more) seems to have been a time of holding one's breath and as a nation trying not to think too much about the future! (Not mentioned the B word yet!)

At Liverpool Law Society we have been trying to look forward and to shape the future in a positive way.

Women in Leadership in the Law

It was fantastic that the Law Society took the opportunity of International Women's Day to publish the report Women in Leadership in the Law. If you haven't read the report it can be downloaded here <https://www.lawsociety.org.uk/support-services/research-trends/gender-equality-in-the-legal-profession/> This report has been the culmination of a huge number of events involving both women and men in the law to look at and seek solutions for the barriers which exist to women in our profession. I was one of the Male Champions at the roundtable event last November here in Liverpool – and like many of the other participants was brought up short when challenged to think about Unconscious Bias. I like to think of myself as being entirely unbiased but the report asserts

"All human beings – women and men – are biased; we are hardwired to make implicit associations. This enables quick thinking, but it is also the foundation for stereotypes, prejudice and discrimination."

If we are honest it does not take much reflection before having to admit that there is more than a grain of truth in it. It is quite right that we should examine ourselves – whatever our gender, or indeed ethnicity, to consider whether we are in fact biased even if it is wholly unconscious. Once we are aware of the possibility then we are open to change and alter our behaviours.

The report goes on to focus on the Gender Pay Gap; Flexible Working and suggestions for Diversity and Inclusion. At a time when more than 50% of the solicitors in the legal profession are female this report does not come a moment too soon. The profession has been male, pale and stale for far too

long. It is time for each of us to be a torch bearer for diversity and inclusion at every level.

We were delighted to host The Merseyside Women Lawyer Division panel event at the Helix to discuss the findings of the report and to try and make some positive suggestions to implement change. (A longer report will appear in a later edition of Liverpool Law.) Watch this space as the work is not done yet.

Charities

The second initiative looking to the future was to decide upon the two charities which we will support this year.

The North West Legal Support Trust does not really require any introduction from me. If you have been on the Legal Walk you will know already about their work in providing grants to organisations such as the Vauxhall Law Centre to provide legal advice to those in most need in our city. This year's Legal Walk is to take place on June 11th so save the date and sign up now! <http://www.nwlst.org.uk/>

We will also be supporting Love, Jasmine in their work to support families who are dealing with the death of a child. The charity was set up by Rob and Kathy Lapsley after the death of their daughter Jasmine back in August 2014. <https://www.lovejasmine.org.uk/> It was my privilege to get to know them through the tragedy that they went through. What they are doing in supporting other families is truly humbling. If we can raise some funds to further their work then I know that this will be of benefit to many families in real need of expert support.

We cannot know what the future will bring but we can use our sphere of influence to try and make the future a better place.

Chris Topping
President

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Helix Highlights

Chatbots & virtual assistants

On 6 March, I attended the Chatbots and Intelligent Advisors presentation at the Hartree Centre at the Sci-Tech Daresbury. The Centre sits within the Science and Technology Facilities Council (STFC) and UK Research & Innovation, which falls under the Department for Business, Energy & Industrial Strategy. For those who are unfamiliar with this area of technology, a chatbot is a computer program or application that can simulate a conversation or "chat" with human users. They can be integrated into websites, applications or instant messengers to help businesses serve their customers 24/7 and provide an immediate response to their queries.

The Centre's remit from the UK Government is to accelerate the adoption of High Performance Computing, Big Data and Cognitive Technologies to UK businesses hence the contact with Liverpool Law Society to see about spreading the word amongst the members of the Society. The Centre has over 170 computational scientists, which include; engineers, chemists, life scientists and mathematicians who have an understanding of the underlying physics and science behind challenges, and know how to use a supercomputer.

They can facilitate access to Government grant funding, which can finance between 50% and 70% of the collaborative R&D costs. We are considering arranging a talk and tour of the Hartree Centre for the legal sector later in the year for you, our members. It would include optional technical workshops as well as a more general overview with examples from the legal services industry. If

this sounds like it would be of interest to you/your colleagues in IT/business development/innovation within the legal sector, please let me know.

Sponsor meetings/new sponsors

I am pleased to report that the Society enjoys good level of sponsorship support which enables the Society to offer the range of activities and events that we do. I am delighted to have welcomed on board MoneyPenny who sponsored the Innovation in Law Firms event held last month. We value the relationship we have with sponsors and enjoy long-standing relationships with many of them, and we hope that you find their services and products useful and beneficial to you.

Legal Awards 2019 – shortlist announced

Later in this edition you can find out the shortlist of the Legal Awards. Thank you to all the member firms who have taken part and congratulations to those shortlisted. These awards celebrate all the excellent work that is done in and around the Liverpool City Region. Individual tickets and tables are now on sale for the black tie awards ceremony and dinner which takes place on Friday, 17 May 2019 at the Rum Warehouse, Liverpool. For further information and to book a place/table, please click [here](#)

LLS in numbers

The Society currently has 2059 individual members from all branches of the legal profession – solicitors, barristers, legal executives, licensed conveyancers, trademark attorneys, patent agents, notaries and costs lawyers, and the judiciary.

228 entities are members of the Society, be they law firms, patent attorneys, cost companies, barrister's chambers, public and private sector in-house teams or educational establishments. 76% of member firms are based in the Liverpool City Region, 24% come from the surrounding areas including North Wales, Cheshire and Lancashire.

We arrange approximately 100 legal training courses a year which both members and non-members can attend. Delegates come from the local North West area and from further afield such as Mid Wales, Cumbria, Isle of Man, Edinburgh, Glasgow, Wolverhampton, Worcester, Huddersfield, York and London. In the last twelve months we have welcomed delegates from 153 non-member entities to our legal training programme.

We have 3,160+ subscribers to the general month e-newsletter which features a range of news items and events aimed at the local legal sector; 3,540+ followers on Twitter; 1,720+ followers of LinkedIn company page; 845+ followers on Facebook; 2125 subscribers to Liverpool Law; 52,000 website sessions in a year.

We wish to engage with all our stakeholders and are always keen to hear from our members, readers and delegates so do please get in touch with any queries or comments you may have.

Until next month, Sarah

Sarah Poblete
CEO

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Sarah Poblete
CEO

Meeting with local MP's

By the time you read this piece, the Brexit position just might be a little clearer. It was a topic of conversation at our meeting on 08 March but by no means the only one. The Rt Hon George Howarth MP (Knowsley), and Dan Carden MP (Liverpool Walton), were joined by Audrey Woods from the office of Margaret Greenwood MP (Wirral West), giving a cross-River flavour.

The availability of Legal Aid on Family Law matters is a key area of concern. Katie Camozzi of MSB had been invited to brief our visitors on this topic, via Emma Palmer as Chair of the LLS Family Law Committee. Katie highlighted the situations, such as Domestic and Sexual Abuse and other matters concerning Children, where Legal Aid remains available, and referred to eligibility criteria and "signposting" for the MP's.

February 2019 saw the Government's long-awaited review of the LASPO Act published. James Mannouch, as Chair of the LLS Access to Justice Committee, summarised the main elements. More funds were promised in the review for Child Law matters and for support for Litigants in Person. Additionally, a Means test review would be concluded by the Government in Summer 2020. James stressed that IT would form an important part of the how reforms would work, dependant on IT and wider literacy.

Audrey Woods referred to the pressing need for Housing Law advice, which LLS members confirmed can attract Legal Aid, and this signposting point was noted by the guests. George Howarth was keen to know more about advice Hubs which would provide advice, similar to medical GPs' practices, information unavailable at present, and he offered to table written Parliamentary Questions on the subject.

A summary of the national Law Society's Campaign on Criminal Justice was planned, but Eileen Chisnall as Chair of the LLS Criminal Law Committee has been delayed out of Liverpool. The President drew the visitors' attention to the Summary which had been circulated ahead of the meeting.

The Government's Draft Non-Contentious Probate Fees Order, for the introduction of a sliding scale of Probate Registry Fees, was raised for the MP's attention, by reference to the work undertaken by Naomi Pinder, Chair of the LLS Non-Contentious Business Committee. It was particularly helpful that Dan Carden offered to refer this matter to Richard Burgon MP, Shadow Justice Secretary. I confirmed I would liaise with Naomi and Dan, and by the time of writing, Naomi's submission has gone to Dan. The MP's confirmed that as a Statutory Instrument, this proposal could not be amended so would either be passed as proposed or would not progress.

Turning to Parliamentary business, I referred to a small number of Bills which were still progressing as the current Session nears its expected conclusion. The Leasehold Reform Bill, introduced by Justin Madders MP (Ellesmere Port & Neston), a regular visitor to LLS, concerning Enfranchisement and Leasehold terms, had not progressed, and the MP's present indicated that it was likely to fall at the end of the Session.

I also referred to the Hybrid Bill for HS2, construction work for the Crewe link might affect clients of LLS members (High Speed Rail (West Midlands – Crewe) Bill). The MP's explained that the social procedures for Hybrid Bills meant that those Members not on the Bill's Committee could not make representations to the Committee, but could speak at the Report Stage. They suggested that solicitors could contact the Committee's Clerk directly to make representations.

Audrey Woods, referring to the previous Minutes, explained how MP's are being consulted by Constituents about the implementation of Universal Credit. In particular, there are technical problems about



The Right Hon. George Howarth MP, guest speaker Katie Camozzi and members of Liverpool Law Society

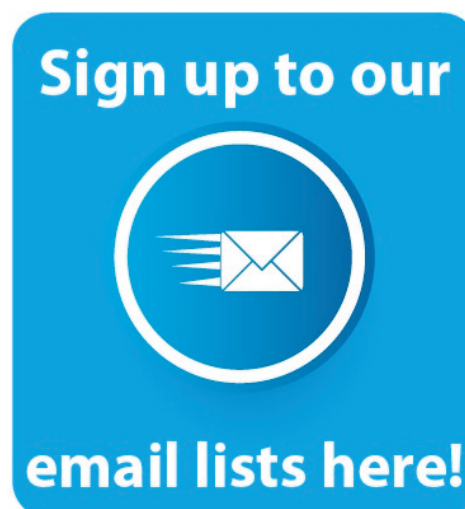
attribution issues, a matter of which those advising Legally Aided, and or Benefits Law clients, might need to be aware.

The meeting of one hour was – as usual – soon over and could well have gone on much longer to enable a fuller discussion of the matters covered. I hope that this summary gives a flavour and helps to update practitioners on some of the issues to which clients might refer.

Jeremy Myers
Parliamentary Liaison Officer
Liverpool Law Society

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News from the Sub-Committees

Email: committees@liverpoollawsociety.org.uk for further information

Non-Contentious Business Committee

The NCB meeting was clearly the happening place to be seen on the 28th February, there was a record turnout and we filled the large meeting room! It was great to see everyone and there was quite a buzz, this committee has grown in the last 12 months and there is a very good balance of experience and disciplines now represented within NCB.

This is an edited version of the minutes which I hope you enjoy reading:

The Chair welcomed Rob and Detta from Liverpool DPR and thanked them for making the time to come and address the committee. This is a time of great change in the way probate is managed and it is designed to make the process digital. The new style Grant which has been circulated will not be introduced on Monday as stated. There have been problems in the IT process and the migration of the existing cases is not in place. Rob did not have a date of introduction but expects that it will happen later in March. The problem in a digital process concerns the will itself which is a physical document.

The digital procedure will not be able to deal with all the different issues raised in probate / intestacy. The usual circumstances can be addressed.

At the moment there is a trial for personal applications.

It is intended that there will be a contact centre, new staff have been recruited and have received training. The applications are still being checked as usual.

The online application procedure for solicitors is not close to being ready.

The new style Grant of Probate will not have the will attached to it in any way at all. Copies may be obtained from the Probate Registry or possibly some other office, details are not known at this time.

There will be a hologram on the original and official copies of the Grant.

Apparently, asset holders- banks, have been consulted and are happy with this.

Rob has been informed also that the legal profession has been consulted and is happy with the changes. Six firms have been consulted but Rob doesn't know who they are. The Chair does not know how such consultation has been carried out, and there was no knowledge of STEP having been involved.

Re the Statement of Truth, this is working well. Affidavits are still required for additional matters as before eg plight and condition. The precedents on Laserform and T&C are wrong and may have been corrected.

Rob did not have any information regarding if the proposed new fees are being introduced. It is the correct procedure to send in the application pending receipt of the IHT 421.


The Chair thanked Rob and Detta and also for the excellent service provided by the DPR and the quick turn around in making Grants.

There was very little time left to deal with the items on the agenda.

Jo Downey has been working very hard on the training and there are 19 bookings so far for the commercial conference and 24 for the private client conference.

The Chair thanked Jo for all her hard work.

****Please note that the next meeting has been re arranged and will take place at 1pm on Thursday 2nd May ****


Getting your costs right
 with Professor Dominic Regan
on Tuesday 21st May, 9.30am - 12.45pm
The aim of this talk is to identify the various elements in costs that can sometimes be overlooked as well as looking at legitimate methods of enhancing recover

- Why your budget is so crucial
- Big payments on account
- The 2018 Part 36 decisions you need to know
- The various ways of getting indemnity costs
- Coping with proportionality arguments
- When are fixed costs coming?
- Part 44.11 explained

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



**Naomi Pinder
Chair**

Meet the Vice President

Julie O'Hare was elected Vice President of Liverpool Law Society in December 2018. She talks to Liverpool Law about her career and her aims for the year...

Julie O'Hare is one of the Defence Team Managers of Carpenters Solicitors. Born and raised in Liverpool, Julie's first choice of career was to be an artist and after school she went to Italy to study art and paint before embarking on an art foundation course. However, she decided that art was more of a hobby for her than a career (and it was less likely to pay the bills) and so she went to study law at Liverpool University.

Upon graduation Julie still wasn't entirely sure about a career in the law and joined a management trainee programme with the Halifax, but decided that banking wasn't a career she wanted and so she joined Mace and Jones as a paralegal. Julie says "I really enjoyed working at Mace and Jones and it gave me much more of an insight into the legal profession. Studying the law is so different to when you are working in a practice. It was after spending time being hands on that I then decided to embark on the LPC at the College of Law in Chester".

On completion of the LPC, Julie had the opportunity to join McLoughlins, a small criminal practice. Julie says "I loved my time with Pat McLoughlin but unfortunately he was unable to match the offer a training contract that I had received from Weightmans. I started at Weightmans in 2006 as a paralegal in their costs department and, straight away, I loved it! I was really pleased when they asked me to start my training contract a year earlier than expected in 2007. In 2009 she joined DWF and worked in the counter fraud team before moving to Carpenters in 2012. Julie was initially the only Defence solicitor at the firm, which was entirely Claimant based. The Defence team has since grown to more than 50.

Whilst at Weightmans, Julie was encouraged by Charlie Jones, an active member of Liverpool Law Society to become involved in the TSG and YSG, which was at the time going through a merger process to what would become the Merseyside Junior Lawyers Division (MJLD). Julie became Social Secretary and then was Chair for two years. Through the MJLD Julie attended the General Committee of Liverpool Law Society, she adds "It was like being invited to join the grown up's table!" Julie then joined the General Committee in her own right and became the Society's Social Secretary.

After encouragement from Nina Ferris and Alison Lobb, both past Presidents of Liverpool Law Society, alongside Chris Topping (who was then Vice President) Julie was proud to be asked to stand as Vice President this year. Julie says; "I am quite nervous at the prospect of being Vice President of Liverpool Law Society, but also really looking forward to the year ahead! I feel this year I need to get out there and meet more people from the legal profession as well as from other professional bodies. I am lucky to have Chris to guide me - he is a font of knowledge."

Julie says that the main theme of her year will be a focus on access to justice and the whiplash reforms in particular; she adds "The proposals are very relevant to Carpenters, where I work, but will also have a massive impact on many other local law firms."

Family is very important to Julie and she still lives just around the corner from her parents! Julie still enjoys art and continues to paint when she has the time. She says; "I used to paint with oils on huge canvasses, but I have had to scale down as I don't have the room. I did a huge painting on a 7 foot canvas when I was in Italy and shipped it home; my Mum had it on the wall for years, but now it has been relegated to a permanent place under the bed!"

Julie has always enjoyed socialising with family and friends but even more so since the birth of her amazing nephew, Austin!

Julia Baskerville



Liverpool Law Society

Personal Insolvency: a Practical Guide

with Chris Beanland

on Friday 26th April, 1.30pm - 4.30pm

Around 100,000 people a year enter a formal personal insolvency procedure. Lawyers of all disciplines should therefore be aware of the mechanics of personal insolvency law. This course aims to give lawyers from any background practical guidance on personal insolvency.

The course will cover:

- Debtors' petitions (and the new out of court adjudication process)
- Statutory demands
- Creditors' petitions
- Applications to annul bankruptcy orders
- Assets which vest in the trustee
- The matrimonial home
- Preferences and undervalues
- Bankruptcy Restriction Orders
- Debt Relief Orders
- Individual voluntary arrangements



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

The Criminal Justice system in crisis

The Law Society have published a Parliamentary Briefing on the crisis in the Criminal Justice system. Eileen Chisnall, Chair of the Liverpool Law Society Criminal Law Sub-Committee outlines the key issues and how you can help.

The decline in the number of duty solicitors

The diminishing number of duty solicitors which is likely to further decline given the average age of a criminal duty solicitor is 47 years old. It is predicted that in 5-10 years' time there will be insufficient duty solicitors in many regions. The low fees paid, which have not increased since 1990s, is having an adverse impact on the number of new, younger lawyers entering the duty solicitor profession. Low salaries coupled with high student debt levels is a "significant barrier" to pursuing a career in this area. The Government is due to publish a review of criminal legal aid fees however urgent increase is recommended as an interim measure.

Legal Aid means testing

Legal Aid means testing has become a bar to access justice for many accused and/or charged with criminal offences. The low threshold for either; contributions or refusal of legal aid all together is preventing many families on low incomes or in poverty from accessing justice. High contributions are pushing people below the minimum income standard. In 2017, the Supreme Court declared that the employment tribunal fees were unlawful because households on low incomes were expected to sacrifice an acceptable living standard to afford legal costs. The same impact can be seen in the formula for determining criminal legal aid. It is recommended that an upper limit should be set at a level which higher rate income tax is paid. Or restore the 2010 means test.

Disclosure

Disclosure Evidence number of high profile cases in recent years. Failures are partly due to increased digital evidence era and under-resourced police service and CPS along with inadequate expertise and resources. The system often relies on the defence being aware of material in order to ask for it. Disclosure failures impact on justice but case delays, collapsed trials etc. There should be different regimes for Magistrates and the Crown Court because the volume of unused material is far different. Effort and resources could be saved through early stage collaboration between defence and prosecution. However the legal aid payment structure needs to change to pay solicitors for this work.

Clients under investigation

Clients being released under investigation is having a big impact on the amount of on-going legal advice and support that clients are requiring who are placed under enormous stress during this, often, prolonged period. This makes legal aid work even more un-economic to law firms than it already is. The legal aid agency billing procedure should be amended to allow firms to submit a bill at the point the client is released under investigation.

Court closures

Court closures with a loss of 50.2% of the magistrates court estate severely restricts defendants, victims and witnesses from accessing justice. All are affected by distance, cost and safety to travel further with limited travel options. Whilst the government is investing £1bn in modernising our court system however there are examples of IT failings which further delay and frustrate the court process. The Government should halt the court closure programme until all new technologies are tried, tested and implemented. Some courts are over listed with an anticipation that not all cases will go ahead. Deferrals

can cause emotional distress to all parties and can often lead to defendants paying additional legal aid contributions. The government should act to ensure court listings work for all.

Expert Witnesses

The briefing also addresses the legal aid agencies preference for cheaper quotes for expert witnesses that are often not the most cost effective in the long term or of sufficient quality. The Government must amend the limit on what can be paid for expert reports.

Wasted Costs Orders

Wasted costs orders require the solicitor firms to undertake additional work in order to apply for the order therefore it is often punitive to the defence and are often not sought as a result. The 2017 Contract and Criminal Bills Assessment Manual should be amended to allow defence firms to benefit from orders made against the prosecution.

Innocence Tax

'Innocence Tax' limiting the recovery of a defendants costs to legal aid rates which are not in line with private fees meaning that defendants found not guilty are often left out of pocket. The Governments should restore the previous law allowing an acquitted defendant to recover reasonable costs of their defence.

Inconsistent policies in prisons

Prisons have inconsistent policies for booking visits and taking electronic equipment which can cause delays especially when prisoners are moved around establishments. These inconsistencies can result in legal practitioners being turned away. A centralised and uniform IT system is needed for booking prison visits and clear consistent rules for bringing equipment.

How can you help:

- 1. Write to Lord Chancellor and Chancellor of Exchequer highlighting your concerns**
- 2. Table Parliamentary Questions to bring the issue to the Governments attention and gather further evidence of the growing crisis**
- 3. Promote the Law Society campaign online #criminaljustice**

Eileen Chisnall
Chair
Criminal Law Sub-Committee

The full Parliamentary Briefing is available here.

Retirement of HHJ Goldstone

Chris Topping, President of Liverpool Law Society gave this valediction at Liverpool Crown Court to mark the retirement of HHJ Goldstone

HHJ Goldstone

My Lords ...

It is my privilege to represent the Liverpool Law Society on this auspicious occasion.

It is a rare event that a solicitor, who does not have Higher Rights of Audience, gets to address such an array of the judiciary. And something of a challenge to speak third as one is never quite sure what others may have already said however it does allow me to be respectfully brief which I am told is always welcome in this court. Having relied upon a number of sources of information in preparing for today one also wonders at this point just how reliable my information really was.

By way of example - it was suggested, my Lord, that you are a fan of the Radio 4 programme "Just A Minute" in that hesitation, repetition or deviation are against your rules and are likely to be met with an interruption. Further I am led to believe that the words "Adjournment" and "Postal Requisitions" are in the Goldstone lexicon of banned words.

As a consequence I will not seek to delay or extend proceedings unnecessarily.

LLS has been very grateful for the support that you have given to the Society over the time that you have been in Liverpool.

You will be remembered by many for leading the Legal Walk several years ago at a tremendous pace leaving less fit members of the profession trailing in your wake. We have been immensely grateful for your willingness to give up your time to support the walk and the work of the North West Legal Support Trust. Their work in this city is vital to support and fund organisations who provide legal advice to some of the most vulnerable in society. Your leadership has been invaluable in raising the profile of the charity and in establishing the Liverpool Legal Walk as a firm fixture in the calendar. This year's walk takes place on June 11th and so if retirement finds you at a loose end we would welcome your participation!

It is clear to me from the occasions when we have met that the LLS must have a place in your heart.

We were delighted that you agreed to be the guest of honour at our evening in January to welcome new entrants into the profession. It was only at the end of the evening that you told me that it was your wife's birthday that day. As president of Liverpool Law Society I salute you - you are a braver man than I to put the functions of the society ahead of the birthday of your wife.



As you will imagine in preparing for today I have spoken to a number of my fellow solicitors who appear regularly in this court. They tell me that they have always been treated fairly and equally by you. They draw a contrast with the initial experience of the earliest solicitor advocates who were maybe not always accorded the respect that they deserved when appearing in the Crown Court.

There is no doubt that your example as Recorder has done much to change the way in which solicitors appearing in the Crown Court are viewed and for that we are grateful. In particular your willingness to facilitate eulogies in court, as a mark of respect, for those solicitor advocates who have passed away is much appreciated by their families and across the wider profession.

We are indebted to you for the leadership that you have given as Recorder and how you have built on the legacy of your predecessors. I am told that practitioners are particular appreciative of the way in which you have chaired the Crown Court User Committee. This has been a most valuable forum to ensure that solicitors are appraised of what is happening, to raise their concerns and to work together to improve the systems. The role you played in the integration of the LCM into this building has not gone unnoticed and those who practice criminal law in the city are grateful for your lead on this issue. When His Honour Judge David Lynch presented you for your fellowship at Liverpool John Moores University he described you as an adopted son of this city.

As you retire we trust that you do indeed feel that you have been adopted here. I am not sure quite how you survived in this football mad city when your allegiance to the red side of Manchester became public knowledge. When I tell you my Lord that I am a lifelong supporter of Manchester City, another team not much loved in these parts at present, you will understand my personal surprise and my admiration that you were able to transcend the tribal divide of football!

It is a measure of the respect in which you are held that this court is packed today and I wish to add the best wishes of all members of Liverpool Law Society to those already given.

We trust you will enjoy a long, happy and fulfilled retirement and we hope that you will continue to be an ambassador for this city which you have served so faithfully since 2011.

Chris Topping

Photos courtesy of Ray Farley



Liverpool Law Society and MJLD Annual Quiz

The trophy goes to the MJLD again!

The annual Liverpool Law Society Quiz took place on Thursday 21st March at the Revolution Bar, Cavern Quarter. Organised by the Merseyside Junior Lawyers' Division and sponsored by Chadwick Nott, the event proved to be very popular. With over 100 participants this year, this was another competitive but fun evening.

It was a team of Lawyers from Morecrofts which came out on top, with an unbeatable 74/80 points. Earning the JLD another win, following on from last year, to retain the trophy.

Quiz Master Mark Owen (Hill Dickinson) put the teams through their paces with 8 rounds of trivia, pictures, music, and also Dingbats. Hailed as another successful Quiz, Mark did an excellent job and ensured the proceedings ran smoothly.

The Liverpool Law Society team, consisting of officers and Directors of the Society, managed a respectable 70 points out of 80, with President Chris Topping at the helm.

Unfortunately, the music round appeared to topple them and was their lowest scoring round. There were no sour grapes though, as Chris was delighted to present the winners with the prestigious trophy.

In all, the event was a resounding success and thanks must go to Hannah Bickley (Chair of JLD) and her Committee, Chadwick Nott for sponsoring the event, and to everyone who took part to make it a fun event.

On a more serious note, proceeds of the evening's raffle went to a local Charity, 'Chasing the Stigma', raising awareness of Mental Health issues, a really worthy cause.

Congratulations to Morecrofts again and to everyone who turned up to make the evening a huge success."

Alum Ullah



The winning team from Morecrofts with the President, Chris Topping



Ann Murphy won a bottle of Moët & Chandon



Lindsey Knowles won afternoon tea for two at Veno



New High Sheriff of Merseyside

Retired barrister David Steer, QC, DL, has been selected to be the new High Sheriff of Merseyside.

Mr Steer, who had a distinguished legal career, was chosen last month in an ancient ceremony by the Queen, in her role as Duke of Lancaster, using a silver bodkin, to prick a hole in vellum through the name of her choice.

Mr Steer was born in St Helens in 1951, was educated locally and still lives in the area with his wife, Elizabeth. He was called to the Bar in 1974, became Queen's Counsel in 1993 and was Head of 7 Harrington Street Chambers in Liverpool.

Until his retirement from practice in 2012, he prosecuted and defended in criminal cases throughout the North West. He was Leader of the Northern Circuit of the Bar for three years from 2002 and also sat as a Crown Court Recorder.

As an elected member of the General Council of the Bar he served on the Professional Conduct Committee from 1995 to 1997. He was commissioned as a Deputy to the Lord Lieutenant of Merseyside in 2016 and last year became Chair of the Board of Trustees of Merseyside Scouts.

Mr Steer, a father-of-one, said, "I am honoured, delighted and extremely proud to have been chosen as custodian of this ancient office for the forthcoming year.

"I am hoping to live up to the very high standards set by my predecessors."

The key objectives of the role of High Sheriff - which dates back more than 1,000 years - includes ensuring the welfare of visiting High Court judges, supporting the Royal Family, judges, police and other law enforcement agencies, the emergency services, local authorities, church and faith groups.

It also involves supporting the Lord Lieutenant on Royal visits and - after the Lord Lieutenant, who has precedence - to represent the Queen when visiting local groups and public services and to actively support charitable and other worthy institutions throughout the County.

Mr Steer - whose interests include gardening, horse riding, supporting St Helens Rugby League Club - is to be formally installed as High Sheriff at a ceremony at Knowsley Hall on the 18th April 2019.



David Steer Q.C., DL

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 and the Society will be in touch with you.

Leadership and the Law

Continuing our series of articles talking to the leaders of Liverpool law firms. In this edition, Nik White, Managing Partner of Brabners LLP gives an insight into his role...

Briefly describe your role as Managing /Senior Partner.

I serve the firm and the partnership. I work with the leadership team to set and deliver on our vision and strategy and help to drive the performance of our people and business. I use this platform to advocate ambition and drive positive change including on issues such as equality, diversity and inclusion. I also help to raise our profile, act in an ambassadorial capacity towards our clients and do all I can to encourage and support our people.

What do you like the most about your role?

The sheer breadth and variety of the role and the extent of contact it allows me to have with such a wide range of people inside and outside our firm. Also the ability it gives me to try and make a positive impact and help create an environment which provides opportunities for our people to develop, shine and contribute to our firm.

What are the biggest challenges?

Prioritisation and practising what I preach regarding the importance of a healthy work/life balance.

What aspects of your firm are you most proud of?

The sheer quality and calibre of our people and clients and the caring and friendly culture we have at our firm – a culture where having integrity and being respectful and supportive of each other is encouraged and celebrated.

Where do you see the firm in 10 years from now?

Nationally recognised as a high performing, profitable and successful law firm and which is renowned for being ambitious, progressive and innovative and for being a diverse and inclusive place where people love to work.

What career advice would you give to those starting out in a legal career?

Beyond merely developing your skills for legal practice and doing your day job, embrace every opportunity to develop yourself more broadly with 'softer' skills including people and business development skills. For most lawyers the ability to build and develop relationships will be crucial for their career success, be it winning and managing client relationships or working collaboratively in a team with colleagues. Do all you can right from the start of your legal career to develop yourself into a well-rounded person, lawyer and team player.



Nik White


2019 Commercial Property Conference
 Tuesday 30th April 2019 9.30am - 3.45pm
 Liverpool Law Society, 2nd Floor, Helix, Edmund Street, Liverpool, L3 9NY

Chaired by: **Angela Hesketh**

<p>RPI rent reviews – deceptively simple? Bill Chandler</p> <p>Property Taxes Update Peter Graham</p> <p>Application of MEES (Minimum Energy Efficiency Standards) to commercial property & the interaction with EPCs Sue Highmore, Landmark</p> <p>Information Break Clauses and Getting them Right Jac Armstrong, Atlantic Chambers</p> <p>VAT Update Jenni Christy, Grant Thornton</p> <p>IFRS16: Leases – more than just an accounting change Usha Sharma, Brabners & Jennifer Woods, Grant Thornton</p>	<p>FREE to 2018/19 Training Season Ticket Holders</p> <p>OR</p> <p>Only 2 Corporate Member Training Offer Credits</p>
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Costs Conference

Last month we held our annual Costs Conference, which was accredited by APIL Training and very kindly chaired by District Judge Lee Jenkinson. We were at max capacity in the Training Suite here at Helix, which is great to see.

The day began with Robin Dunne of Hardwicke Law Chambers, who provided a 'solicitor and client costs update'. Followed by Michelle Fanneran then discussed 'Misconduct in cost proceedings under CPR part 44.11'.

After a short refreshment break, seasoned speaker Kerry Underwood then gave the first of his 3 sessions: Costs budgeting general update. Delegates and speakers then had the opportunity to network, whilst enjoying a light lunch.

The afternoon opened with 'a mock detailed assessment with the electronic bill' by Shaman Kapoor, Matthew Waszak & James Laughland of Temple Garden Chambers.

Kerry did his remaining 2 sessions: Part 36 Update and then QWOCS & Extension of fixed costs, with a coffee break in between for those needing caffeine & sugar!

The day drew to a close just before 5pm and I would like to thank all those who took part and those who attend. These events can only continue if supported by you.

Thanks go to sponsors Mediate Legal & Temple, who both had great prize draw prizes on the day.

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



Michelle Fanneran, DJ Jenkinson, Kerry Underwood & Robin Dunne

Completion Day Nightmares

with Ian Quayle
on Wednesday 1st May, 1.30 - 4.45pm

This course is aimed at residential conveyancers of all levels. It explores the following issues:

- Dealing with practical problems at completion – the purchase monies are delayed, the seller won't give vacant possession, the OS1 reveals adverse entries and more
- Practical issues – advising clients, using licences, what do the standard conditions allow
- Notices to Complete – drafting issues, legal implications and key practical points
- Can we should we litigate – causes of action and potential remedies
- Using Counsel – how can we use counsel efficiently and cost effectively
- An examination of recent relevant case law

The course will include a number of scenarios and will provide practical tips and steps to avoid problems and how to deal with problems when they arise.

Competencies: A1, A2, A4, A5, B3, B4 & C2

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

Running Care Cases

with Safda Mahmood

on Wednesday 8th May, 10am - 4.15pm (lunch included)

The course will be of benefit to those delegates who seek to put the theory of public children law into practice.

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

The topics covered includes amongst others, the following:

- Steps to take Pre-Proceedings
- Working within the requirements of the Revised Public Law Outline
- Emergency Orders and Care Orders
- What to do when contact is an issue
- Essential Steps to take when acting for parents, children, relatives and local authorities
- Type of assessments and timescales.
- Drafting and Effective Preparation
- Threshold Statements and their responses
- Placement Orders, Agency Decisions, Panels and Assessments
- Public Funding Considerations
- Effective Case Management



Competencies: B & C

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

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**Vauxhall Community
Law & Information
Centre**

News from Vauxhall Community Law and Information Centre

This month sees the start of a new regular column from the team at Vauxhall Community Law and Information Centre who support the local community and promote access to justice.

The Vauxhall Community Law and Information Centre is a charity providing Welfare Benefits and Debt Advice to disadvantaged and vulnerable people living in the City of Liverpool

The Law Centre has recently received additional funding which is enabling the employment of a Full-Time solicitor and Welfare Rights Caseworker. We are looking to develop our services over the next 5 years, and are currently seeking additional resources for this development to support the local community and promote access to justice.

Almost without exception the people we advise are suffering from poverty, ill-health/disability and/or old age. The Law Centre provides face to face advice and over the telephone. The Centre opened in 1973 following meetings between the local community, Liverpool Law Society, Liverpool City Council and the John Moores Foundation all who have continued to offer various levels of support over the years.

We are based in the Kirkdale Ward of Liverpool. The area is a former dockland area and suffers from exceptionally high levels of economic and social disadvantage and fuel poverty. Kirkdale shows a high level of overall deprivation with 90.8% of the ward falling into the most disadvantaged 10% nationally. This is significantly higher than the city wide average (49.6%). Kirkdale has high levels of ill health. Life expectancy (73.8 years) is 7.4 years below the Liverpool average. Mortality rates are the highest in Liverpool, with the number of deaths from cancer, cardio-vascular disease and respiratory disease all high.

The Law Centre is based at the heart of this community and as well as providing advice we represent regularly at Tribunal; the Centre brings in well over £1,000,000 in additional benefit and debt advice to the local community p.a.

Can you help?

Currently our board has representatives from the local community, Liverpool City Council, a local trainee solicitor and the Law Centre solicitor acts as company secretary.

We are seeking additional members for our Board and would be absolutely delighted to hear from any Liverpool Law Society members who would be interested in supporting us in developing the organisation and its services in the coming years.

The board which meets bi-monthly and the meetings last for less than an hour normally. We would appreciate it greatly if you would consider applying to us to be a member of our board and are happy to talk with anyone who could possibly offer support for our work..

If you would like further information or would like to visit us please get in touch with us and we can arrange.

The email address is alan.kelly@lawcentre.vnc.org.uk and the telephone number is 07733223440.


In conjunction with


2019 Private Client Conference

Tuesday 14th May 2019 9.30am - 4pm

Venue: Crowne Plaza, 2 St Nicholas Place, Princes Dock, Liverpool L3 1QW

Chairperson - Susan Sherry

Capital Tax Update
Chris Whitehouse

10 year periodic charges – pitfalls/how to avoid planning
Mark Feeny

Post Death Rearrangements
Chris Whitehouse

Capacity issues for Private Client Practitioners
Professor Lesley King

Business property relief for IHT
Michael Sherry

Pension Death benefits & POA – practicalities
Mike Hunter

Will drafting for digital assets
Leigh Sagar

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

The Law Society Excellence Awards

The Excellence Awards showcase outstanding work by firms and individuals in the legal profession across England and Wales.

This year you can choose from 22 categories, including team awards such as Excellence in Business Development and Excellence In-house, alongside individual awards such as Woman Solicitor of the Year and Junior Lawyer of the Year. Plus, new for 2019 is a brand-new category: Excellence in Access to Justice. With so many categories to enter, there's a place for everyone to shine.

Help to compile a winning entry

Visit the Excellence Awards website – www.lawsociety.org.uk/excellence-awards – for a wealth of advice to help you compile your strongest possible entry, including guidance notes, top tips, advice from Excellence Awards judges, and answers to frequently asked questions.

Representing the north west on a national stage

In 2018, 62% of Excellence Awards winners were based outside of London. These included Manchester-based firm gunnercooke, who were victorious in the hotly-contended Law Firm of the Year – Large category, and Rowlinsons Solicitors, based in Frodsham, who impressed the judges with their demonstration of client focus, winning the Excellence in Private Client Practice award. In 2017, Liverpool Law Society member Zoe Gascoyne beat off strong competition to win

hotly-contested Solicitor of the Year – Private Practice award.

What our winners say

"I absolutely thank you for giving me the opportunity to show my staff how amazing they are."

Glynis Wright, Glynis Wright & Co Family Solicitors
Winner, Law Firm of the Year - Small 2018

"As a firm we have won other Law Society awards in the past, and it gives us an enormous boost, not only for staff morale, but in terms of putting the information out there to our clients. We decided the time was right to go forward for the private client award and are delighted to have won it – it's going to have a huge impact on us as a firm."

Donna Eland, Rowlinsons Solicitors
Winner, Excellence in Private Client Practice 2018

"To see what other people do shows you how great the profession is and how great it is to work in."

Ravi Naik, Irvine Thani Natas Solicitors
Winner, Human Rights Lawyer of the Year 2018

Don't miss out

Time is running out to submit your entry for the Excellence Awards 2019. Nominations are free and close at midnight on Friday 3 May 2019. You can enter online at www.lawsociety.org.uk/excellence-awards.



 The Law Society
EXCELLENCE AWARDS 2019

Represent the north west on a national stage

Register before **Friday 3 May 2019**
www.lawsociety.org.uk/excellence-awards

Pictured: Liverpool Law Society member
Zoe Gascoyne, winner, Solicitor of the Year –
Private Practice 2017

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Mediatelegal sponsor Housing Disrepair Conference

On 26th February 2019 Mediatelegal were fortunate to be the sole sponsor of the first ever Housing Disrepair Conference put on by Liverpool Law Society.

To say the event was a popular one is an understatement. Not only was it a sell-out, a larger venue was needed, and I believe there is already a waiting list for a second conference!

With a fabulous panel, and over 80 attendees, it was a great opportunity for us to showcase our bespoke Housing Disrepair mediation scheme. Every delegate received details of our scheme in the documents supplied at the conference, and we had a chance to chat with many solicitors working in housing disrepair throughout the day.

Our brief talk to the room was extremely useful for us and was made that little bit easier by seeing several solicitors in the audience who have already successfully used our mediation service to resolve housing disrepair cases.

We have received a number of enquiries and we have a few exciting meetings in the diary – all as a result of

our presence at the conference.

We also held the obligatory raffle, and we are pleased to confirm the following winners:-

Sian Evans (Weightmans) – a complimentary 4 ball at Formby Hall Golf Club

Louise Murphy (Knox Ellis) – a bottle of Liverpool Gin

Congratulations to both winners. We've made contact with both to share the good news.

Finally, thank you to everyone at Liverpool Law Society, and thank you to all of the delegates and speakers who were part of such a great event. We're co-sponsoring the annual Costs Conference and we're really looking forward to it.

To find details of the Mediatelegal mediation services, visit www.mediatelegal.co.uk, email at help@mediatelegal.co.uk, or call on 0151 363 3972.

Sir Geoffrey Vos Lecture at the School of Law and Social Justice

The School of Law and Social Justice, University of Liverpool, and the Northern Chancery Bar Association have the pleasure of inviting you to the following event on 2nd May 2019.

The Rt Hon Sir Geoffrey Vos, Chancellor of the High Court, will deliver a lecture entitled:

Digital assets as property: how can English law boost the confidence of would-be parties to smart legal contracts?

Sir Geoffrey was appointed Chancellor of the High Court of England and Wales on 24 October 2016. He holds responsibility for the conduct of business in the Business and Property Courts. Prior to this role, he was appointed a Lord Justice of Appeal in 2013 and acted as President of the European Network of Councils for the Judiciary from June 2014 to June 2016. He was appointed a Justice of the High Court in October 2009. He sat as a judge internationally, in the Courts of Appeal of Jersey and Guernsey between 2005 and 2009, and in the Court of Appeal of the Cayman Islands between 2008 and 2009, having begun his judicial career as a deputy High Court Judge in 1999.

Tickets to this event are free but you must register to attend.

Please click here to book



Introduction to Wills & Probate and Connection with Family Law with Safda Mahmood

on Friday 12th April, 10am - 4pm (lunch included)

This course will equip you with the essentials in terms of principles of wills & probate and as to how it links into other areas of law, particularly family law.

The areas to be covered are:

- Requirements for a Valid Will
- Capacity and Formalities
- Witnesses and Types of Gift
- Making Changes to Wills
- Revising and Revoking Wills
- Clauses to assist Children
- Family Provision Claims
- Divorce, Dissolution and Wills
- Intestacy and Contentious Probate
- Introduction to Probate and Administration
- Grants and Carrying out Probate



Level: Introduction/ Intermediate **Competencies:** B & C

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



Criminal Law Update with Anthony Edwards

on Wednesday 24th April, 1.30pm - 4.45pm

A review of all developments in criminal law from statutory change to investigations, law, procedure, sentencing, evidence, costs and legal aid.

Subjects include:

- Statutory developments including the Mental Health (Use of Force) Act 2018
- Appropriate adults and criminal record certificates
- New Code for Crown Prosecutors.
- Motoring Offences: SRA Transparency rules.
- New Criminal Procedure Rules and Criminal Practice Direction
- Reasonable lines of enquiry in disclosure
- PET forms and adjournments
- Defences to crime; lack of capacity
- Criminal law and public order
- Sentencing young offenders
- Sentencing guidelines
- Bad character and hearsay developments
- Litigators' and new advocates' fees



Competencies: B - Technical Legal Knowledge

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

Obituary: Felicia Aduke Oshodi

Jackson Lees Group lost one of its own in February. Felicia Aduke Oshodi had a long history with the firm from its early days in Liverpool 8 working as a secretary. When Liverpool 8 Law Centre opened Felicia was taken on there and was trained as a welfare benefits adviser. When the law centre closed Felicia worked for AS Law before joining us again in 2009 when we merged with AS Law. We are not sure of the exact dates but what we do know is that Felicia was one of the most loyal and dedicated staff members that any organisation could have wished for.

She worked 8am to 4pm and when I used to get in early Felicia was always at her desk getting on with her work before the office got busy. She was one of those people who never made a fuss, never sought the limelight, but was always there getting on with the job she was paid to do. There was an aura of calm and integrity that surrounded everything she did and she will be sorely missed in the office.

At her funeral the picture was overwhelmingly of a dedicated mother and family member. Employers sometimes forget that what we do at work is for the support and health of our families and those we love at home. It was clear to see that the picture we had of her dependability and integrity was demonstrated with knobs on at home! Although Felicia stopped doing welfare benefit advice with us, it appeared that members of the community valued her advice in an informal context as she was the person to go to for help and advice.

On the day I managed to catch up with a man named Wally Brown. I first met him at the Methodist Centre Youth Club on Princes Road in 1972 when I started volunteering there in the evenings. The church youth club was predominantly white until the David Lewis Centre closed and, looking for another place to call their own, the black kids found the Methodist. The youth leader Ewan Gilhespy was looking for an assistant and a guy from Aintree answered the advert. Wally was a black guy living in a predominantly white area who had been brought up in Liverpool 8. He was a junior manager with General Electric looking for a career change.

Me and Wally spoke of a time when we were trying to gain control of some mistrustful black attendees at the club. The Church was not going to be on their side and we needed some allies. Wally reminded me that the Oshodi family were one of the families that allowed us to gain trust by building a bridge with the children. This enabled the Methodist to play a huge role in the lives of young black kids in the neighbourhood. I don't remember Felicia from that time but I think that she must have been one of those young people.

When a business grows and develops, its long term employees are crucial to its success. We owe a lot to Felicia and to so many of our other staff who have spent long careers with us. It is only right that we look after them as best we can. Several years ago we decided to take out death in service cover for our staff members, an expense that a business might not pay. I think Felicia's family will be one of the first recipients of the scheme but thank goodness for being able to help the family in any way during this very difficult time.

As a member of the Liverpool black community, Felicia's prospects might not have seemed so good when she was growing up, however Felicia went on to thrive. I am very glad that we were a part of Felicia's life and played our part in supporting her family who loved her so much. One thing is for sure though, that Felicia repaid us handsomely with her loyal service.

Andrew Holroyd
Jackson Lees Group



FELICIA ADUKE OSHODI



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Launch of the Women in Leadership in Law Report

On the 8th March I had the pleasure and privilege of meeting the honourable and esteemed president of the Law Society, Christina Blacklaws. Hmm you say, it is rather unusual to describe a woman this way. And this was one of the very powerful messages of the day – there are more male specific epithets to describe someone in leadership, there are much greater numbers of men in the top positions in law, and there are greater challenges for women to “get and remain there”.

The event in London to launch the Report was held very fittingly on International Women’s Day. Christina started the presentation by reflecting on her experience when trying to find more information on the first women solicitors. She checked through historic information about women’s achievements and was dismayed to find very little about the first women solicitors in the Law Society archives of the 1920-ies. In fact “Carrie Morrison’s entry into the Register on the 18th December 1922 was the only notable information found”. Christina commented that “nobody considered it necessary or appropriate to focus on women in law. Rich and colourful history has been disregarded and will disappear if we do not do something about it.” She is now encouraging all of us to check through archives to find any newspaper information or any articles mentioning women in law. If you have or can find such information please email me at nadya.solicitor@gmail.com because I will continue working on this subject.

Since 1990 women have made up over 60% of new entrants into the profession. Moreover in 2017 there were more women than men practicing as solicitors *(The Law Society Annual Statistics report 2017) and the trend is set to continue. However only a small number of women are reaching the highest echelons of the legal profession and women business owners are mostly those who establish their own practices. Why?

To understand the key issues that affect women working in law, the Law Society conducted a number of surveys and supported in excess of 230 roundtables in 13 jurisdictions, capturing women across the legal profession including business leaders, solicitors, in-house counsels, barristers, academics and members of the judiciary. The Law Society also produced a number of Toolkits available to download from the Law Society website as a great way of engaging with colleagues.

During her presentation Christina focused on three issues for the legal profession : unconscious bias, pay and flexibility.

1. Unconscious bias is the biggest barrier. We all carry a set of biases but unchecked, unconscious bias leads to discrimination. It is important to be aware of the biases that we may have and implement policies, practices and processes that will “drip feed” positive information continually to raise awareness.

2. Research has found that there is disparity in pay for men and women. Men are dominant in the billable hours culture, presentism is considered important and many contributions by women are not recognised or rewarded.

3. The requirement for flexibility in working hours has resulted in women settling for lower paid, or less senior, positions.

These issues resonate in my own career. I could recognise what Christina was saying about female v male traits: “unless women use clear male traits such as being aggressive, assertive, working long hours – you are not taken into account, but when used – criticised”. Christina was supported by a very impressive panel: Janet Legrand QC (Hons), Consultant, DLA Piper; Rob McGargow, Director of Artificial Intelligence, PwC; Yasmin Sheikh, Founder, Diverse Matters; and Aniela Foster Turner, Principle legal Counsel, Siemens Gamesa. Janet joined our profession in 1981 and now has over 30 years experience, during which she has served as Senior Partner and



Chairman of the Board of DLA Piper from 2008 to 2012, and as Interim Senior Partner and Global Co-Chair in 2017-18. Reflecting on her own career Janet told us that as an ambitious student she made a list of firms she wanted to join but was told by her tutor, that she will have to go to an organisation that will discriminate against her the least. At the time, progression through the ranks was slow. There were no existing leadership lines for women and very few role models in the profession and none in her own firm. Janet joined the Board in 2008 and knew she had “responsibility to do something about” the inequality. She employed people who knew what to do – and now there is a director of leadership who has an agenda to deliver equality. She believes that once an individual is given such an agenda they will lead on this. In her organisation Janet is proud of new offices in London with collaboration spaces which promotes the expectation of remote and flexible working.

Rob was proud to be a “m-ambassador” on the panel, his experience is in technology and Artificial Intelligence (“AI”). Rob says that the risk of bias is “increasingly clear. Technology, if used right, can assist, but if not – can damage and even exacerbate the problem.” Rob shared an example of one AI recruitment system that taught itself that male candidates were preferable. It penalised resumes that included the word “women’s,” as in “women’s chess club captain.” In particular it downgraded graduates of all-women’s colleges. There were gasps in the audience when he told us this. Rob admitted that men are shy in championing such a cause, but now with the rise of a number of campaigns in various areas, such as Me Too and salary transparency in legislation, men feel like they “have permission to talk about it.” Rob agreed with Janet that now that the issues are on the agenda for all, men are empowered to be ambassadors and lead on the issues of equality. “Biases express themselves in different ways. Once you are

tuned to seeing bias – you cannot unsee it and notice it all the time.” Aniella represented the in-house counsel point of view. Growing up in Romania, then part of Soviet Russia, Aniella appreciated that such governance gave equal opportunities to men and women in the work place. I can concur on this subject from my personal experience too. Aniella is now dually qualified in both International Law and is a solicitor in England & Wales. She says that resilience and leading by example are her mottos. Aniella is personally committed to drive the diversity issues, seeing how bias brings anger and frustration and results in lower productivity and achievement for all.

Yasmin was a qualified solicitor, when in 2008 she became partially paralysed. Yasmin found that the “more boxes (woman, black/Asian, disability) you tick, the more you have to prove. Soft bigotry materialised in lower expectations from you.” The main issue that she identified and had experience in dealing with is awkwardness about disability. She felt invisible and overlooked for promotions – because she “must be lucky just to have a job in the first place”. Yasmin founded her own company to enable organisations and individuals to create a more inclusive culture in the workspace. She believes it is very important to normalise these conversations, to see how other industries do it, and to learn from them.

The presentation by Christina and the panel discussion were encouraging, empowering and motivational. But I also found it fascinating talking to some of the Panel members and other women in law while networking after the presentation as many from the central London area were not able to attend the presentation but joined for this networking opportunity after work. In particular, based on my conversations with colleagues from different firms in Liverpool, I quizzed Janet on whether her initiatives actually worked in offices outside London. It is all very well having amazing collaboration spaces in London, but other offices seem to be less keen to embrace the new wave?

Rob told me that he now refuses to join male-only panels, and that he shares on social media that he picks up his children from school when he is able to do so because he feels it is very important to inspire from the top and lead by example.

But I was also saddened to hear from one woman champion that even though she has been promoted the issue of salary has not been dealt with, and nothing changed other than her title on a business card. And there is still a widely accepted view that you should climb the career ladder to achieve a partner/director level and only then have children because otherwise taking time off will be detrimental to your career.

The positives I take from the event are that issues of bias are now acknowledged, there is a greater transparency in remuneration disparity and this should lead to greater equality. AI is being tweaked to ensure fairness and be used responsibly. Now, women are actively empowered and encouraged to lead and promote each other and men are also empowered to champion and to be ambassadors for change. Christina encouraged everyone to commit to one thing to advance the cause, and also to actively progress your own development. How many of us have a development plan?

The central theme of Christina’s presidency is to promote and support gender equality in the legal sector, and I believe that her efforts will accelerate the pace of change in our profession. For me personally – I am off to write my development plan and to deliver on my commitment to do one thing to promote and support another woman in law.

Nadya Makarova
Solicitor at Brown Turner Ross
Director – Liverpool Law Society



Liverpool Law Society

LEGAL AWARDS 2019

BOOK YOUR TABLE NOW

The black tie dinner and awards ceremony is taking place on the evening of **Friday, 17th May 2019** at The Rum Warehouse, Stanley Dock, Liverpool.

The evening will recognise the inspirational individuals, teams and firms in the region's legal sector with firms showcasing the excellent legal work happening in the Liverpool City Region.

We look forward to welcoming you.

6.45pm Drinks Reception

7.30pm Welcome

Three course meal and 4 bottles of wine per table of 10

Awards Ceremony hosted by **Roger Johnson**, BBC North West Tonight

Music and dancing

Tables of 10 are priced at £850 +vat (£1020 inc vat)

Individual places can be booked at £85+vat per person (£102 inc vat)

Carriages: **12.00am**

Dress code: **Black Tie**



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LEGAL AWARDS 2019 SHORTLIST

Liverpool Law Society is delighted by the number of nominations received for the 2019 Legal Awards from individuals, teams and firms across the membership. The competition has been fierce, the independent judging panel have met and now the shortlist can be revealed!

Congratulations go to the following firms and individuals:

Employment Law Award

Brabners
Morecrofts Solicitors
MSB

Family Law Award

Hill Dickinson
JMW Solicitors - Liverpool family team
Morecrofts Solicitors

Criminal Law Award

Bell Lamb & Joynson Solicitors
MSB

Private Client Award

Brabners
Hill Dickinson
Morecrofts Solicitors

Property Law Award

Hill Dickinson
Morecrofts Solicitors
MSB

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Niche Law Firm Award

Goodman Grant Solicitors
Knox Ellis (part of MSB)
Peter Edwards Law

Sponsored by QPI Part of PIB Group

Rising Star Award

Hannah Bickley, Jackson Lees Group
Christina Millan, O'Connors Legal Services
Rebecca Roscoe, Bennett Williams Solicitors
Matthew Taylor, Weightmans

Sponsored by University of Law

Work in the Community Award

DWF
Jackson Lees Group
Maxwell Hodge Solicitors
Morecrofts Solicitors

Commercial/Corporate Law Award

Hill Dickinson
O'Connors Legal Services

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Liverpool City Region Business Post

Dispute Resolution & Litigation Award

Bermans
DWF - Commercial Litigation Team
Hill Dickinson

Sponsored by BWM Chartered Accountants

Small Law Firm Award

Bennett Williams Solicitors
Donoghue Solicitors

Sponsored by Midshire

Medium Law Firm Award

Morecrofts Solicitors
MSB

Sponsored by Index PI

Large Law Firm Award

Brabners Jackson Lees Group
DWF Weightmans

The winners will be announced at the ceremony on Friday, 17th May 2019

Achieving a successful conversion to a Limited Liability Company

In this issue, we look at some of the main things to consider when converting a business to a limited liability company - whether from a sole trader, unlimited partnership or limited liability partnership ('LLP'). This type of transaction is commonly known as a conversion or incorporation. For this note, we've used the generic term 'conversion'.

Business owners are motivated to change the legal structure of their business for various reasons. Sole traders and partners in unlimited partnerships are often motivated to convert to an LLP or company by a desire to reduce their personal liability to third parties. Partners in LLPs are often motivated to convert to a company by a desire to build a tax-efficient balance sheet or attract third party investment. In all cases, conversions also present a good opportunity for some succession planning.

In a nutshell, the conversion of a business to a company involves the existing business owners selling the goodwill and assets of the business as-a-going-concern to a newly-formed company ('NewCo') at a fair value - or perhaps more accurately, at what HMRC accepts is a fair value. The value is rarely paid by NewCo to the sellers on completion of the transaction but is, instead, reflected in loan accounts in the names of the sellers within NewCo. These loan accounts are typically paid out to the sellers over a period of months or years, depending on NewCo's cash flow.

Sellers who remain as owners of NewCo will generally pay capital gains tax on their share of the value at the normal rate. Sellers who do not remain as owners of NewCo will generally pay capital gains tax on their share of the value at the Entrepreneur's Relief rate - assuming they are otherwise eligible for Entrepreneur's Relief and have not exhausted their lifetime limit.

On the face of it, conversions should be quite straightforward as there is usually some common ownership between the sellers and NewCo. However, there are a few bear traps for the unwary, so here are some TIPS FOR AVOIDING THE DIRTY DOZEN:

TIP 1 - BE CLEAR ON YOUR REASONS FOR THE CONVERSION

Conversion can take a lot of explaining to a lot of stakeholders, not least to employees, customers and funders, so be very clear about your reason for doing it and be ready to invest the time needed to bring everyone along with you.

TIP 2 - TAKE EXPERT VALUATION, ACCOUNTING AND TAX ADVICE

First, make sure your accountants are familiar with transactions of this type and, if they're not, consider engaging specialist accountants who are. Ask your accountants to re-draw your latest set of accounts in a limited company format, so you can see how things will look post conversion. Also ask them to flag up any changes in accounting methods, so you can prepare your internal systems. The key advice, however, should be in relation to valuation and tax. Valuation advice needs to be robust enough to withstand scrutiny from HMRC who tend to show great interest whenever their tax take is likely to be reduced. Tax advice should include financial modelling that will show where the cashflow pinch points are in relation to future tax payments.

TIP 3 - DECIDE IF YOU NEED TO RETAIN YOUR PREVIOUS VEHICLE

Once the assets of the previous business have been transferred to NewCo, theoretically at least, the previous business vehicle should be obsolete. But watch out. In some circumstances, important contracts cannot be effectively assigned to NewCo and NewCo may need to



Nigel Wallis

continue performing them as agent for the previous business. Also, guarantees may have been given by the previous business and closing the previous business vehicle may trigger a call for replacement (potentially personal) guarantees, which may not be possible or palatable. With good legal advice, these issues can be anticipated, considered and managed.

TIP 4 - MANAGE YOUR KEY STAKEHOLDERS CAREFULLY

It is important to make early contact with your key stakeholders, particularly your regulators, bankers, other funders, landlords, insurance brokers, pension providers and vital service providers to find out their requirements for a smooth transfer of their arrangements to NewCo. Banks may see this as an opportunity to renegotiate terms and this may trigger a need to review banking arrangements. The sooner you start the process of consultation, the less chance there is of last-minute surprises and delays. Your most important stakeholders are, of course, your employees and you should not underestimate the time and care needed to handle the consultation process during the conversion.

TIP 5 - AGREE OWNERSHIP STRUCTURE & GOVERNANCE EARLY

Sometimes parties seek to replicate the ownership of the previous business structure in NewCo, but this is rarely as simple as it sounds due to the way in which companies are governed and employees are rewarded. It is also increasingly common to use conversion as an opportunity to adjust ownership, with some parties retiring/leaving ownership and some new parties being admitted as new shareholders. Whatever the parties wish to achieve, early agreement of the ownership of NewCo is important in avoiding disharmony, as is capturing NewCo's governance rules in a professionally-drafted shareholders' agreement. Some industry sectors have special ownership rules that must be followed. For example, non-lawyer ownership of a law firm will require authorisation of NewCo as an Alternative Business Structure (ABS) by the Solicitors Regulation Authority.

TIP 6 - SET A DEADLINE

Provided it is realistic and with contingency built in, setting a deadline for the conversion will certainly help to keep everyone focused and motivated.

TIP 7 - REGISTER THE COMPANY NAME & WEBSITE DOMAINS

Preferably before you let everyone know what you're up to and find some scoundrel sneaks in before you.

TIP 8 - TAKE GREAT CARE OVER THE TRANSFER AGREEMENT

The transfer agreement is the core document dealing with the transfer of the assets of the current business to NewCo and needs to be drafted very carefully. If assets are to be excluded, they must be specifically referred to in the transfer agreement or will be deemed to be included. For example, the LLP partners may want to retain the freehold of the trading premises and grant a lease to NewCo. This should be dealt with specifically in the transfer agreement. HMRC may wish to see the transfer agreement as evidence of the deal and the price apportionment, so it is important to make sure it is well drafted and accurately reflects the terms of the conversion.

TIP 9 - WATCH OUT FOR CHANGE OF CONTROL ISSUES

It is not unusual to find change of control clauses in major contracts with customers and suppliers, entitling the customer or supplier to terminate the contract if the business changes ownership. Falling foul of such a provision may be awkward at best and mission critical at worst. As the timing of a conversion is in your hands, it is wise to conduct a thorough review of contracts to identify any such clauses and, if there are any, ensure that the counterparty pre-agrees to waive the provision.

TIP 10 - PREPARE A CHECKLIST FOR ALL THE PRACTICAL CHANGES

There are many small but important changes that will need to be made to reflect your new trading style. For example, changes may be needed to signage, stationery, marketing material, websites, social

media accounts, professional bodies, trade associations and directories. It is worth appointing one person to coordinate everything to avoid items falling between two stools.

TIP 11 - EXPLAIN THE BENEFITS TO YOUR CUSTOMERS

Having said your most important stakeholders are your employees, conversion can also be an unsettling time for your customers who may suspect something untoward when being told of your change of legal status. So, prepare a simple explanation of what you have done and why and, assuming there are any, what benefits your customers will gain from the conversion. For example, it may be that becoming a company will better enable you to raise funds to expand your range of services or geographical coverage to your customers' benefit.

TIP 12 - ALL CHANGE CREATES OPPORTUNITY

Conversion inevitably involves a period of change and presents the business with an opportunity to refresh its vision, plans and activity. This can create a new dynamic and energy within the business, particularly if new owners have joined the business. So, seize the moment and take the opportunity to involve everyone in the next phase of your business' evolution.

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Who knows what the future holds?

Having recently qualified I have to admit to being somewhat disconcerted about the sustained gloom that characterised the conversation of established practitioners. Clearly change is on the way. Older heads tell me that change and dire predictions about it are a constant at the Bar. Yet the Bar seems to survive and indeed prosper. However, there can be no doubt that the Civil Liabilities Act 2018 and its consequences will substantially reduce the work for junior civil barristers many of whom get by on a diet of whiplash based claims.

There are more fundamental reasons for change, in particular the impact of digitalisation which is creating opportunities for remote and flexible working. It is yet to be seen whether this change will go so far as to swallow up the activities of many legal firms into AI and block chain. With the inevitable squeeze on costs, solicitor firms will seek to retain what work they can and increasingly encroach on the areas of practice undertaken by barristers in significant numbers.

In his recent address to the 2018 Annual Bar Council Conference, Lord Sumption said:

'I think that the future will probably see a smaller Bar...I suspect that the Bar will meet the challenge presented by the high standards of the solicitors' branch, rising expectation of clients and declining levels of public funding by specialising even more than they do at present.'

'I have no doubt that the Bar will continue to flourish as a specialised and expensive referral profession.'

It is difficult to argue with this prediction. My dilemma as a recently qualified barrister was to find a career path which would hopefully lead me to being part of this smaller group of genuine specialists. Practising at a large, generalist set, I had ample opportunity to undertake bulk work. Whilst this gave me experience and produced a level of fee income, in reality the work was essentially processed based with little real variety or intellectual challenge.

I therefore took what some might consider to be a bold decision to leave chambers and join Complete Counsel. Complete Counsel was set up by Charles Feeny and Claire Labio in 2015 as an alternative to the traditional chambers model. Complete Counsel is not a chambers nor an ABS. It is a limited company not providing legal services but support services to barristers on a contractual basis. Barristers can elect the level of service they require and charging is based upon this decision. There are different charging models to include elements of fixed price or a simple percentage, in most cases 10% of fees received. Unlike many traditional chambers, barristers are able to use the IT systems themselves for routine operations obviating the need to employ unnecessary staff. The business operates out of a small office located at The Plaza in central Liverpool. Conference rooms can be hired if necessary although in practical terms nearly all conferences take place in solicitors' offices. This is clearly a more cost-effective way of practising, but the real advantage of Complete Counsel is that it offers dedicated practice development as part of the package. This is based on an agreed practice development strategy with Claire who is the Practice Development Manager and is tailored to the individual barrister's wishes. The support personnel are able to work flexibly and remotely as they wish. This fits in well with their commitments and lifestyle and makes them motivated for the business' success.

It is early days but as one recruit to Complete Counsel said, 'it is like a breath of fresh air'. The progressive nature of the model has attracted like-minded individuals with a genuine desire to specialise. They have a positive attitude to practice and support each other in problem solving and marketing initiatives.

This begs the question of the future for large, multi-disciplinary, sets relying substantially on bulk contracts. Many barristers will choose to stay in such chambers perceiving specialisation as too much of a risk. Whilst they may become increasingly disenchanted at levels of expenditures, which are bound to rise with falling incomes, they will not be able to identify a better alternative. The process of decline will



Charles Austin

probably be accelerated by the higher earners having the confidence to leave these sets and follow a route which would enable them to establish a genuine specialised practice. The emergence of essentially digital chambers offering basic services at a lower cost than a traditional chambers may attract many practitioners. Ultimately, there may be a very large electronic chambers which will be more akin to the library system as seen in Scotland and Ireland. Another possibility is the emergence of more free-lance advocates managing their own practices through a laptop.

Those who forget history are doomed to repeat it. Perhaps the process will result in a reversal of the emergence of barristers from serjeants in the 19th century. The serjeants were essentially generalists and free-lance advocates. Barristers developed as a group of specialists in advice and advocacy, and their special skills were recognised in the title 'barrister'. Since that time the Bar has grown enormously and many styled barristers are in practical terms operating the same way as the 19th century serjeants. This reverse process will therefore not see the barristers emerging from the serjeants but rather the serjeants drifting away from the barristers.

Whilst the focus of this piece has been on the changing nature of practice, on a broader level the digitalisation and de-regulation of the legal market has increased the choice available to consumers. Consumers will be able to access advice and advocacy at flexible levels of specialisation and cost. The challenge this presents for the young barrister is how to position him or herself now with a view to achieving their ultimate goals as a barrister. There is clearly risk in specialising too soon but also in becoming wedded to a bulk practice resulting in a perception that the barrister is only capable of such work. As Frank Sinatra said, who knows what the future holds only a fool would say.

Charles Austin
Complete Counsel

MSB steps up its diversity drive by establishing an Equalities and Diversity Committee

Liverpool law firm MSB is stepping up its renowned diversity agenda by setting up an Equalities and Diversity Committee that will meet every month. The committee will focus on specific groups, which will include women, LGBT+, BME, disability and general disability and each group will be represented by a partner at the firm.

As both head of the family department, and subsequently as managing partner of MSB, Emma Carey has been the main driving force behind MSB's diversity policies to the point where the firm is now recognised as one of the most progressive professional practices in the region.

MSB is committed to creating a working environment in which everyone feels valued, supported and empowered. It is the only law firm in the North West to boast the Navajo Kite mark, which demonstrates its commitment to the LGBT+ community.

Emma said: "We do amazing things at MSB and I think, for a firm of our size, we have an unrivalled commitment to giving back to the communities that we serve. And we are now at the point where we need to manage that agenda in a more structured way."

"Across all our activities - tenders, marketing, awards and business development - it is crucial we have a clearly defined social responsibility programme in place. That can only help us to articulate more clearly what we do."

"We are frequently asked to sponsor events, get involved with certain things. But in a world of limited resources it is fairer when making decisions, if you can explain what your policy is, what your aims and ambitions are in respect of social responsibility for the coming year. With this in mind, this is another good reason why I am establishing the committee."



MSB Partners

"In the business world it is so easy to think that you have ticked the corporate responsibility box when you have produced a policy and mission statement that says all the right things. The real challenge is to embed the right mechanisms within an organisation to ensure tangible equality and diversity outcomes. This is what this committee will focus on."

"I am very aware of the challenges involved, this is not an easy task but this should not be justification for doing nothing. While we already do much to promote social inclusion and mobility, now is the time to pull all this activity together."



The Duty Solicitor at the Magistrates Court with Colin Beaumont

on Tuesday 7th May, 1.30 - 4.30pm



This course will update you on the things you need to know when acting for a client as the Duty Solicitor in the Magistrates' Court. Never has it been so difficult to be a Court Duty Solicitor and the pressures and expectations upon you are really high.

The following 12 items are merely a selection of that which will be covered during this course:

- The requirements under the new Crime Contract for maintaining the status of being a Duty Solicitor – including the Duty Solicitor Guidance 2018 document – July 2018
- 50 things to know when acting as the Duty Solicitor in the Breaches Court
- 50 things to know when acting as the Duty Solicitor in the Youth Court
- 50 things to know when acting as the Duty Solicitor in the Adult Magistrates' Court
- Advising on alcohol offences under the Road Traffic Act 1988 as amended
- Advising on drugs offences under the Road Traffic Act 1988 as amended
- Youths in the Adult Court – the things you really ought to know
- Case Management issues following the entering of a 'not guilty' plea – in particular the PET form and the 2018 case of Valiati and the DPP and KM and the DPP
- The expectations of the Court at the first hearing in a purely indictable matter
- Rule 8 of the Criminal Procedure Rules 2015 (as amended) (Initial Details of the Prosecution Case)
- The clients for whom you should act and the clients for whom you may decline
- Payment issues

Competencies: A1a, b, c, d & e, A2a, d, A4 a, b, A5a, b, c, d & e & B1a, b, c, d, & e

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



The Duty Solicitor at the Police Station with Colin Beaumont

on Tuesday 7th May, 10am - 12.45pm

This course will update you on the things you need to know when acting for a client as the Duty Solicitor at the Police Station.

Mistakes made in the early stage of the investigation can be costly for the client as the case progresses through the criminal justice system.

The following items will be covered:

- Disclosure issues
- Written statements
- Opening statements in interview
- Awkward client scenarios
- 100 Questions on police station issues with 100 written answers
- Samples
- Payment issues
- Retention/Destruction of Biometric Material (DNA and fingerprints)
- Waiver of privilege issues
- Conflict
- Arrests and the 'necessity criteria' under PACE
- Encryption and the Regulation of Investigatory Powers Act (RIPA)

Competencies: A1 a, b, c, d & e, A2 a, d, A4 a, b, A5 a, b, c, d & e & B1 a, b, c, d, & e

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

Morecrofts secures ten new hires across firm

Morecrofts Solicitors has reinforced its property, family and litigation teams with a raft of senior appointments.

Christine Fisher has joined the firm as a solicitor in the property team after almost 30 years in the law and will be based primarily at its office in Crosby.

Fellow solicitor Derek Dawson arrives at Morecrofts' city centre office with more than 20 years' experience in commercial litigation and property dispute resolution, working on behalf of business owners and property developers.

Simon Higgs will work as a solicitor in the family law team across Morecrofts' south Liverpool offices in Woolton and Allerton after joining from PDA Solicitors in Chester. He has worked in the law for more than 25 years and specialises in divorce and financial settlements.

Their appointments are complemented by the arrival of five new paralegals across those teams.

Erin Spadafora, Alex Battle and Kathy McQuillan join the family and litigation teams in Liverpool; meanwhile, the arrival of Jessie Sun and Liam Fitzgerald bolsters the firm's property team in Allerton and its new Prescott office.

Liam Easson and Dominic Fayer have also been recruited as administration clerks in the Liverpool office.

Alison Lobb, managing partner at Morecrofts Solicitors, said: "Our client base and service offer both continue to expand, so it is crucial



Derek Dawson, Alison Lobb, Christine Fisher & Simon Higgs

that we continue to attract the best talent to deliver on behalf of those clients.

"We have been able to bring in three incredibly experienced solicitors alongside a host of talented young lawyers, leaving us well placed to grow even more in the coming months and years."

Brabners wins at the 2019 Mersey Maritime Industry Awards

Independent legal practice Brabners, which has offices in Liverpool, Manchester and Preston, has won in the Maritime Professional Services category at the 2019 Mersey Maritime Industry Awards, recognising the firm's expertise in advising business and services in the sector.

Now in their fifth year, the MMIAS are the UK's premier northern maritime awards, celebrating influential companies, individuals and projects within the industry.

Organised by Mersey Maritime, the representative body for the industry in the Liverpool City Region, the awards are open to organisations, businesses and individuals who operate in the industry, across the Northern Powerhouse and the Isle of Man.

Mark Rathbone, Head of Corporate, Liverpool, said: "The award highlights the difference we are making to our clients and to our community through our involvement in the regeneration and development of the Liverpool City Region.

"Having had a longstanding relationship with the industry, we're honoured to be recognised for the flagship projects we've supported our clients with, including Brookes Bell, Cammell Laird, Mersey Maritime, Peel Ports Group and Royal Albert Dock.

"Our thanks also go out to Mersey Maritime, which is gaining recognition, both nationally and across Europe, as a stand-out example of how a cluster can help to drive the region's economy.

"It is a privilege to be working in such a dynamic sector and to be shaping the regenerative growth of the Liverpool City Region, the North West, and beyond."



Claire Petricca-Riding, Kevin Manley, Mark Rathbone, John Connolly, Olivia Baden, Alex Davies, Sarah Nunnery Jones, Danny Greenland and Peter Blakemore

This year's ceremony, which took place on 14th March at the Titanic Hotel, hosted by presenter, Louise Minchin, was the biggest yet, with more than 400 industry professionals in attendance.

Entries were judged by a panel of experts and leaders from across the UK maritime industry, as well as a new voting platform introduced this year which saw more than 1,000 votes cast by the wider maritime sector.

Mandela taught us how our legal profession can make a huge difference to society

Liverpool has a long tradition of being at the forefront of the battle for social justice and so it was fitting that descendants of the great Nelson Mandela came to the city to see work start on a memorial dedicated to him.

'Madiba', as he was known, died in 2013, having risen from being the long-imprisoned figurehead of the fight against Apartheid in South Africa to become the president of the 'Rainbow Nation' and a living symbol of the very best of humanity.

Liverpool memorial

His eldest daughter, Dr Makaziwe 'Maki' Mandela, and granddaughter Tukwini paid a three-day visit to Liverpool in February to see where the city's planned Mandela memorial will stand.

The memorial has been commissioned by local charity Mandela 8, and will incorporate a 'Freedom Bridge', pavilion and 32 cylindrical stoneworks in Princes Park.

The three-day visit saw the Mandelas take part in a ceremony to officially launch work on the project, as well as a series of lunch and dinner functions with city figureheads. The visit was sponsored by Liverpool law firm MSB, which itself has a strong ethos of making the law "accessible to all".

MSB managing partner Emma Carey is a strong advocate of social justice and says her profession has a huge role to play in ensuring our legal system serves people at every level of society, whatever their means.

Life as a lawyer

Like the other great icon of the 20th century, Mahatma Gandhi, Mandela trained as a lawyer. In fact both men worked in the law profession in South Africa and were outspoken about their experiences with racial prejudice.

In 1943 Mandela enrolled at the University of the Witwatersrand to study law. He was the only black African student on the course in what was then a deeply divided and racist society.

Later employed as an articled clerk, he owned one hand-me-down suit and would often walk the five miles to work, saving his bus fare to spend on food.

He completed five years of articles and qualified as an attorney. This was also the period when he met many of his contemporaries in the anti-Apartheid movement and the African National Congress and his eventual imprisonment on Robben Island in 1964. He was released from prison in February 1990 and was elected president of South Africa in 1994.

Shared ethos

Emma Carey said: "We were proud and humbled to welcome the Mandela family to Liverpool. Nelson Mandela's contribution to social justice will never be forgotten and it is fitting that we will have a permanent memorial to him here in our city.

"And I am proud to be part of the same profession as Nelson Mandela. He showed us all how we can make a real difference to peoples' lives. I'm proud to say that ethos is shared by the whole team as MSB.

"As well as our commitment to providing Legal Aid, we also run regular pro bono legal clinics across Liverpool via organisations such as Blackburne House and we encourage our all staff to take on non-executive roles with local charities and not-for-profit organisations.



"Mandela himself rose from humble beginnings to become a lawyer and we are committed to ensuring we provide alternative paths to careers in the law for people from disadvantaged backgrounds.

"We live in an age of austerity and social upheaval and offering access to the law for all, as well as a path to advancement for as many people as possible, has never been more important."

Maxwell Hodge Solicitors working with the next generation of lawyers

Maxwell Hodge Solicitors have announced partnerships with all four Merseyside universities; the University of Liverpool, Liverpool John Moores University, Hope University and Edge Hill University.

The company, which has 8 branches across Merseyside and Wirral, is currently assisting students across Merseyside within the university legal clinics. The clinics, which are a combination of student lead and solicitor lead, offer free legal advice to members of the public.

Claire Banks, a Director for Maxwell Hodge, said "Maxwell Hodge is proud to be supporting students with these exciting projects. The clinics provide invaluable experience for students, dealing with real life situations. They give students some of the practical skills they will need as they move into practice. We are also pleased to offer members of the public access to justice, which they may not otherwise benefit from."

International Firm SPG Law hires two leading women in Senior Roles and make a push for equality

In the wake of International Women's Day, it is refreshing to see international firm, SPG Law, taking heed and hiring two power houses in the medical negligence area. Lisa Lunt of GAD Solicitors and Sara Stanger from 2020 Legal t/a Camps and Your Legal Friend, both heads of their respective teams. Lisa has joined as the Head of Medical Product Liability Department and is a Partner at SPG Law and Sara has joined to become Head of SPG Law's Medical Negligence Department.

Harris Pogust, Partner of SPG Law says "we are proud to welcome amazing solicitors such as Lisa and Sara to the Firm. We have been very lucky to be able to bring on board two of the best Liverpool has to offer."

Schooled and raised in Liverpool, Lisa qualified as a solicitor in 2004 and became a partner at a well-established local firm in 2007. She was promoted to Head of the Clinical Negligence Department in 2012.

At University, Lisa was awarded both the Sweet & Maxwell Prize and the Bob Fletcher Law Prizes. Now at the newly established SPG Law, Lisa is a Senior Litigator member of APIL.

Lisa deals with high value and complex claims of maximum severity. Lisa is experienced in running large group actions. She was one of 5 Solicitors in the Country on the Steering Committee for the metal on metal hip group litigation.

The hip claims provoked a great deal of media interest. Lisa's TV appearances included as an expert commentator on Granada Reports and of the BBC's Inside Out programme. As a keynote speaker, Lisa engagements included a Metal on Metal Hip Conference alongside Professor Peter Kay, past president of the British Orthopaedic Association and past Vice President of the British Hip Society. She has provided expert comment for local and national newspapers. Lisa recently joined SPG Law to head up their Medical Product Liability Department. She deals with large Group actions against manufacturers of defective medical products. Lisa works closely with the American arm of SPG Law who have aggressively litigated cases successfully against some of the World's leading manufacturers. Lisa is currently instructed as the lead solicitor by the Chair of the Association for Children damaged by Hormone Pregnancy Testing involving the drug, Primodos. She currently represents around 200 victims and regularly speaks at their AGM, as well as working with Sky TV journalists who have taken a keen interest in the cause. Other current group actions include Transvaginal Mesh and the Essure contraceptive device.

She now represents thousands of injured people seeking redress against huge corporations and she is the 'go-to' solicitor for defective medical products.

Lisa says "I feel honoured to represent victims in their fight against the manufacturers of these products. All too often I see cases where products have been introduced onto the market without the appropriate pre-market testing and surveillance. Sadly, the poor regulatory system in Europe assists the manufacturers to get away with this behaviour. Money is the main driver. I am in the fortunate position at SPG whereby I can draw on the power and experience of the American arm of the firm in order to bring the manufacturers to account".

Sara who is also a Liverpool native, is a qualified Solicitor and Head of the Medical Negligence Department at SPG Law. She has over 15 years' experience in this complex area of law. Her high level of knowledge, skill and experience has meant her being accredited by the Law Society for her specialism in Clinical Negligence. She has also been a Senior Litigator of APIL for 7 years. Sara was Head of Medical Negligence in 2020 Legal t/a as Camps and Your Legal Friend for the past 9 years which at it's height was a team of 38. She trained in large and respected claimant clinical negligence firm and has also worked for a large national defendant firm which gives her a unique perspective into defendant practices and the ability to assess cases from both sides. Sara also has first-hand experience of hospital practices having worked in the legal services department of a large North West hospital.

The 2017 Chambers UK Guide to the Legal Profession described Sara as "approachable, sharp and honest" and she has been ranked in Band 2 since 2017. The clinical negligence team she ran is part of at Your Legal Friend was described by Chambers 2017 as 'very responsive and on the ball'.

The Legal 500 has recommended Sara in their lawyer rankings every year since 2016 and in 2017 - "for her work on cases arising from a delay in diagnosis of cancer and orthopaedic matters including brachial plexus and Erbs palsy injuries". In 2018 her team was mentioned as a "very knowledgeable team that has a wonderful touch with clients". Sara Stanger is 'efficient, resolute and perceptive'. Sara has experience in running a wide range of clinical negligence cases with a particular interest in obstetric and amputation claims. Her most recent portfolio of claims includes failure to diagnose cancer and heart problems, negligent surgery, amputations and fatalities. She has secured millions of pounds for her client's.

Sara says: "I am proud to be a part of this dynamic firm, which enables me to properly represent injured patients and attempt to put them back in the position that they were in before any negligence occurred."

SPG Law's mission is to achieve justice for claimants around the world against some of the biggest companies.

In another effort for equality and with the backing of the Directors, SPG Law has endeavoured to hire at least 50% female barristers for their litigation teams.

Tom Goodhead, Barrister and Partner at SPG Law said "We need to lead by example as the most prolific group litigation firm in the UK and as a firm that will this financial year have incurred millions in counsel fees on a private basis"

This will help to break the glass ceiling for some excellent female barristers. Lady Hale, president of the Supreme Court, said: "I have heard from very competent women barristers that they don't feel they are getting the big cases that their skills and experiences deserve when compared with the men... (and) that this kind of "insidious" discrimination was a more serious problem than discourtesy or bullying."

SPG consider that by working together we can help thousands of clients whilst also helping to bridge the gender gap in the legal profession.

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Morecrofts have said goodbye to two of their Partners, who retired in March

Carole Brennan and Anne Heseltine collectively worked at the firm for 47 years.

Carole, a family solicitor specialising in divorce, mediation and collaborative law, has been at the firm for her entire career, starting as an articulated clerk in 1985.

Amongst other external roles Carole has been a long serving member of Liverpool Law Society Family Law Committee.

She says: "I came to Morecrofts straight from the college of law as a law student to take up my Articles. I still have my job offer!

"I will miss the wonderful people at the firm the most, and will remember many lovely little moments, for example keeping someone who has been a victim of domestic violence safe. People often don't know how they can be safe and it is my job to tell them and then get orders to ensure that security. I went into this job because I believed in justice and I have done my best to help people achieve that."

Carole will be using her retirement to study, and is currently enjoying undertaking a degree in medieval history. She will also be doing further studies in patchwork and quilting.

Anne Heseltine joined the firm as a Partner in the litigation department in 2006. Prior to this, she worked at Halliwell's (formerly Cuff Roberts) for 26 years.

Anne is a past president of the Liverpool Law Society and also sits as a Deputy District Judge.

Speaking of the biggest changes she has seen in the profession in her career, Anne says: "Technology. There were no mobile phones or emails. No computers or even word processors. I remember there was great excitement when a fax machine was installed in the office for the first time, in about 1982!"

In her retirement, Anne plans to enjoy time traveling with her husband Andrew, who also retired in March; "I never had a gap year, as in those days it was not the norm, so we plan to do a fair bit of travelling and knocking stuff off the bucket list.

"I will also play more golf and hope to catch up with friends. I might actually get to do some gardening!

"I will still have my role as a Deputy District Judge so I am not going to be completely retired."

Morecrofts' Managing Partner Alison Lobb adds: "Working with Carole and Anne has been a great pleasure and they will be missed in the Partnership, and in the firm as a whole.

"We wish them all the best with their retirements, and I can't say how thankful we are for their dedication over the years at Morecrofts."



Carole Brennan



Anne Heseltine



2019 Compliance Conference

Wednesday 22nd May, 9.30am - 4pm (lunch included)
Venue: Liverpool Law Society, 2nd Floor, Helix, Edmund Street, Liverpool

This conference will be your one-stop shop for best practice legal regulatory compliance and will give you practical support to help you stay ahead.

Chairperson ~ Mickaela Fox , with sessions:

Regulatory cases Focusing on Solicitors Workplace Stress?
Mickaela Fox

New Standards and Regulations
Chris Hanford, Director of Regulatory Policy, SRA

GDPR and Data Protection for Law Firms
Lisa Hunter, Head of Legal Services (Policy & Commercial) & Megan Duncan, Senior Policy Officer, ICO

Raising Risk Awareness
Colin Taylor, JLT

Handling Complaints Effectively
Shazia Zamir, Teal Consulting Ltd

SRA Handbook & Price Transparency
Pearl Moses, The Law Society

Anti Money Laundering Update
Jo Morris, Jo Morris Consultancy

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Hill Dickinson lawyer Lisa Nabou appointed as deputy district judge

It gives us great pleasure to share news of the appointment of Lisa Nabou, a consultant in health litigation with Hill Dickinson, as a deputy district judge on the Northern Circuit. Lisa has made the bench on her first attempt, aged just 38. The timing of Lisa's appointment is particularly inspiring, coinciding as it does with the one hundredth anniversary celebrations of Women in Law, in 2019.

Lisa qualified as a solicitor in 2004 and is an experienced lawyer, advising and protecting the legal and reputational interests of healthcare professionals including GPs, specialists and nurses. She has provided advice in a broad range of legal matters including high value/multiple party civil claims for clinical negligence, inquests, criminal investigations (including manslaughter) and professional regulation before Medical Councils. Having worked in Singapore and Hong Kong (and being dual qualified as a solicitor in Hong Kong where she was partner in a law firm), Lisa has also developed a good understanding of the different culture, market and legal systems in Asia. Lisa is praised in the Legal 500 as 'hardworking, energetic, committed and meticulous.'

Commenting on her appointment, Lisa said: 'A senior male solicitor once said to me that it was "admirable to try" to become a judge at this stage in my career, which made me temporarily doubt whether I could do it. I could, of course, and did so on my first attempt! This goes to show that anything is possible if you work incredibly hard, prepare well and surround yourself with aspirational peers who intrinsically want the best for you and provide support in the process.'

'My advice to anyone looking to apply is to prepare diligently for each stage of the assessment process, stay focused on the end result, enjoy the experience of the assessment day and, importantly, just be yourself. I encourage other solicitors to apply to the bench and would be happy to support anyone considering this.'



Lisa Nabou

Joanne Hughes, a partner with Hill Dickinson, with whom Lisa works as part of the firm's health team in Liverpool, said: 'Lisa's appointment as a deputy district judge is well deserved and I'm incredibly proud to have her as part of our team and to work alongside her. In this year marking 100 years of Women in Law, her success serves as an inspiration, in particular, to young female entrants to our profession, demonstrating that barriers to progression in law are increasingly being smashed down.'

Lisa will continue in her role at Hill Dickinson alongside her commitment on the bench

MSB announces two key hires in its family law and private client departments

Family law specialist, John Owens, is joining the family law department at Liverpool-based MSB on April 1 and Karla Cope is also joining to head up the firm's private client team.

Already well established in the Liverpool legal sector, John joins MSB from PMC Family Law and will be a senior associate solicitor based at the fast-growing firm's No 4 St Paul's Square headquarters.

He graduated with a law degree from the University of Ulster in Belfast and completed the Legal Practice Course (LPC) with the College of Law in Chester, before moving to Liverpool.

His background was initially in litigation but, after completing his training as a solicitor with PMC, he took then took the decision to specialise in family law. He has since developed specific expertise in dealing with mid to high net worth financial cases, those involving an international element and Children Act cases, with a particular focus on Fathers access rights.

John said: "I am able to draw on my varied experience and ability to work across different areas of law in order to achieve the best possible outcome for my clients. I like to put my clients at ease and to develop a rapport, whether they are individuals of high net worth, celebrities or vulnerable clients of modest means."

Karla is joining MSB from Hillyer McKeown where she was manager of the lifetime planning department. She said: "I'm delighted to join such a well established and still-growing firm and very much looking forward to the challenges the role will present."

"MSB has a well-developed portfolio of private client work, but there is room to grow this further. I hope to be able to apply my experience to embedding a strategy that will ensure steady growth of the



Karla Cope and John Owens (seated) with Emma Carey

department in the coming months. It's an exciting time."

MSB has already established a strong reputation in family law in the North West and has consolidated its position further over the past 12 months with a series of hires as well as the acquisition of specialist family law firm, Cheesmans. The department is now 45-strong.

Emma Carey, managing partner of MSB, said: "Hiring John and Karla is in line with our policy of identifying the best legal talent available and bringing them into our organisation. Their experiences and skills will make their respective departments even stronger and I am delighted to welcome them to the fold."



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Liverpool BID Company

Our regular update from Julie Johnson, Chair of the Commercial District BID

It was fantastic to see the future of Commercial District as one of the talking points at this year's MIPIM exhibition. Of course, in my roles as both chair of the Commercial District BID operating board and as partner of Morecrofts Solicitors, which is located at Cotton Exchange, I care passionately about the future growth of Commercial District for the benefit of levy payers and the wider city region economy.

Liverpool BID Company was in Cannes as part of the Liverpool delegation to discuss the BID's investment in the Commercial District SRF (Spatial Regeneration Framework), working alongside partners at city council, Liverpool City Region Local Enterprise Partnership and a consultant team led by Arup to attract new investment and allow planners to guide future development.

The SRF will establish a vision with fundamental principles including a new identity, improved connectivity, innovative transportation modes, and guidance to renew existing stock and protect opportunity plots for future commercial development. This will tackle the current shortage of Grade A office space, which is of ongoing concern.

Of course, ahead of MIPIM, the BID published its latest Commercial Office Market Review in partnership with Professional Liverpool, which showed some very encouraging figures. Office take-up in the Commercial District during 2018 increased by an impressive 46.8% compared to 2017, the highest take-up since records began!

As we said in MIPIM, we urge all those interested in investing in the Commercial District to get in touch with the BID. Together with our partners at Liverpool City Council and the LEP, we can all collaborate to get the very best deal for everyone off the ground.



Julie Johnson, partner at Morecrofts Solicitors and chair of Liverpool BID Company's Commercial District BID operating board

To view the 2018 Commercial Office Market Review document, please click here: <https://www.liverpoolbidcompany.com/record-year-for-office-take-up-in-liverpools-commercial-district-office-market-review-2018-now-available/>

To find out more about what Liverpool BID Company does please visit www.liverpoolbidcompany.com

And join us on social media: Twitter - @LpoolBIDcompany / Facebook – LiverpoolBIDCompany / Instagram – LiverpoolBIDCompany / LinkedIn - Liverpool BID Company

Liverpool BID Company

Liverpool BID Company is a private, not-for-profit organisation, representing the interests of 1,500 levy paying businesses in Liverpool city centre, across two BIDs (Business Improvement Districts) - Retail & Leisure BID and Commercial District BID.

The aim of Liverpool BID Company is to:

- Bring added value to levy payers and build on the core services already provided by Liverpool City Council and Merseyside Police
- Ensure both BID areas are clean and secure for businesses and visitors, and have the right environment for the private sector to succeed - whether a retailer, restaurant owner, or legal and financial service
- Work with the city and charities to tackle street dwellers
- Drive footfall and develop activity where needed
- Champion the voice of the levy payers it represents, pushing forward their agendas and making things happen

The Liverpool BID areas cover some of the most iconic locations in Liverpool city centre:

- The eclectic and diverse independents of Bold Street
- The thriving restaurant and hotel scene of Castle Street

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Regulation Update



Danielle Best
Weightmans LLP

The latest regulation news from Danielle Best of Weightmans LLP

Equality has quite rightly been a hot topic for the past few years. Hard work by individuals and firms is paving the way for enhanced equality and diversity in the profession and many took the opportunity to continue the good work in March to celebrate International Women's Day. It is therefore fitting to kick off this month's summary of what's been happening in the regulatory world with a word about developments relating to gender equality in the profession.

Law Society takes action to promote gender equality

When law firms were required to publish information on the gender pay gap last year, unequal remuneration between women and men with the same qualifications and experience was laid bare for all to see. And inequality is not limited to pay; whilst 50.2% of solicitors are women, women make up only 28% of partners. On International Women's Day the Law Society launched its report 'Influencing for impact: The need for gender equality in the legal profession' following the feedback from around 12,000 solicitors around the world. The report contains numerous recommendations on best practice to remove unnecessary barriers to gender equality. The Law Society has also produced two toolkits; one for men and one for women, which are designed to help people take action in their firms to promote gender equality.

The Law Society has also announced the imminent release of a pilot of a new accreditation scheme which will assist members in achieving excellence in equality, diversity and inclusion to a bronze, silver and gold standard. The accreditations will cover gender, race and ethnicity, disability and wellbeing, LGBT+ and social mobility. It is hoped that this new process will allow firms to identify areas of existing activity

and where there is room for improvement. If you would like to get involved you can apply through the Law Society website.

As a profession it is vital that we keep moving forward towards equality for all so it is great to see the Law Society championing the cause and taking positive action - hopefully we will see the wider profession following the Law Society's lead.

New rule book worries for solicitors

At the forefront of compliance issues in 2019 are the new SRA Standards and Regulations which it has now been announced will come into force on 25 November 2019, and in a recent survey almost two-thirds of solicitors said that they were concerned about the new rules. Staff retention was cited by many as a reason for concern with some lawyers being "increasingly attracted to virtual firms/in-house roles" and more areas being dealt with by DIY outfits and unqualified lawyers.

There is also a concern about costs as firms try to change their practices to ensure compliance with ever-changing rules; the latest change being the fourth in 12 years.

The SRA have offered some reassurance that "firms and individuals who do not want to make changes to their current arrangements will in the main not have, or need, to do so". This seems to confirm our view that if you're compliant with the current rules, then you will be close to compliance with the new Standards and Regulations. However, there are many changes which solicitors and COLPs will need to take into account to ensure that they and their firms do not breach the new Standards and Regulations inadvertently, so review and training is essential!

Record fine for ABS

The SRA has imposed its biggest

ever fine on ABS Findmyclaims.com, which was fined £124,436 after admitting sending millions of letters containing misleading statements.

The letters were sent in plain envelopes on which it was printed: "Important information enclosed" and "Authorised and Regulated by the Solicitors Regulation Authority". The letters claimed that PPI could not be hidden from the firm's "professional forensic investigators", but at the time the firm did not employ any investigators.

The firm also admitted to its procedures resulting in potentially misleading information being inserted into claim bundles and failing to carry out appropriate checks to verify potential clients.

The fine amounted to around 1.3% of the firm's annual turnover, reduced by 20% to reflect mitigating factors including the firm changing its procedures and fully cooperating with the investigation.

Since the deadline for PPI claims is now less than six months away, we are likely to see a drive in marketing activity from claimant firms. This fine should serve as a warning that firms must meet the required standards or the consequences could be severe.

Transparency and the SRA

Following its failed prosecution of Leigh Day and in light of concerns about the apparently disproportionate number of ethnic minority solicitors appearing before the SDT, the SRA is to publish a report on its disciplinary track record. This will make very interesting reading for those of us who have concerns about the transparency and consistency of the disciplinary process. There are also indications that the SRA will reconsider the closure of its

board meetings to the public and press following concerns raised by the Legal Services Board about the lack of transparency. Here's hoping that we will have a little more insight into the workings of the SRA in the near future!

Planning for Brexit

A survey of 176 solicitors has shown that 47% are worried about the economic and political instability caused by Brexit and the impact it will have on their business, but less than one in 10 has a contingency plan.

Whilst the 29 March 2019 deadline may be extended, it remains vital for firms to prepare for the outcome at some point, whatever it may be. Law firms need to consider and try to understand how the different outcomes of Brexit (including a 'no deal') will impact them and create plans to minimise risk and disruption. Key areas to consider are the impact on employees who are EU nationals, tax implications, clients and suppliers based in the EU.

UCL review of legal services regulation - Law Society response

The Law Society has released its response to the independent review of legal services regulation conducted by UCL last year which was critical of the regulatory framework. In short, the Law Society rejects the need for further legislative reform and considers that improvements can be made within the current framework as laid out by the Legal Services Act 2007. The Law Society has stated: "Put simply, we believe that the costs of a widescale regulatory reform, in terms of regulatory uncertainty, compliance burden, and international implications, would outweigh any perceived potential benefits."

Reports from the SDT

Jeffrey Allan Jackson, a former sole practitioner, has been fined £3,750 as a result of failing to secure around 4,000 files, 300 deeds and 400 wills when his firm closed in November 2016. Mr Jackson had contacted the SRA in 2016 to advise them of his financial difficulties and indicated that he could not afford the disposal, safe collection or storage of his files, but this was not sufficient. Whilst it would be prudent for solicitors who are struggling to afford to safeguard their files to maintain a dialogue with the SRA, this case confirms that it is

unlikely that they will be able to avoid their obligations.

Baljinder Hayre, a sole practitioner in Bradford, has been struck off and ordered to pay £7,270 in costs as a result of falsifying and relying on inaccurate notes to defend a negligence claim against him in which a former client was awarded £229,970. The negligence claim related to a purchase of land for £1.7 million in which Mr Hayre had filed the wrong plan with the Land registry, significantly reducing the value of the land. The SRA alleged that Mr Hayre had falsified file notes from years earlier to represent discussion, advice and/or instructions that had not taken place. Hayre denied these allegations and argued that Judge Saffman had found him to be negligent rather than dishonest. The SDT referred to findings of Judge Saffman that the integrity of the notes was "materially compromised" and that Hayre had misrepresented the true position in his attendance notes.

The SDT concluded that these findings "intrinsically involved deliberate concealment of the true position" and was satisfied that Hayre had falsified attendance notes.

Ending on a more positive note, a solicitor was recently restored to the roll following rehabilitation. Ahmar Hussain had been struck off in October 2010 after acting recklessly and failing to supervise staff within his firm. Six property transactions had been subject to fraud by others and, whilst Mr Hussain had failed to adequately carry out checks on new recruits, he was not found to have been dishonest. In 2014 Mr Hussain had been granted permission to work as a legal assistant and in 2016 he was allowed to undertake a limited number of hearings in the Immigration Tribunal. He has since been undergoing training, has received no complaints and his application for restoration was supported by references from the directors of his current firm. The SDT found Mr Hussain to be an 'honest and credible' witness, whose failings were exploited by convincing and determined fraudsters.

Danielle Best
Associate
Weightmans LLP



Anti Money Laundering Update

with Jo Morris on Tuesday 4th June, 10am - 12.45pm

The SRA have said they will be carrying out rigorous checks on law firms to make sure they are meeting their anti-money laundering obligations & will shortly be writing to an initial sample of 400 firms asking them to demonstrate compliance with the Government's 2017 Money Laundering Regulations.

There are around 7,000 SRA-regulated law firms who fall under the scope of these Regulations. Don't get caught out.

The course will cover:

- ◆ Introduction
- ◆ FATF inspection and the SRA thematic reviews
- ◆ What is AML and CTF
- ◆ Legislation including the Proceeds of Crime Act 2002 (POCA)
- ◆ The Money Laundering Regulations 2017:
- ◆ Reporting to the NCA – what to report and how to complete a SAR
- ◆ Facts and figures from the NCA
- ◆ 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



General Data Protection Regulations Update: One Year On

with Jo Morris on Tuesday 4th June, 1.30 - 3.15pm

This course will help to guide you through the changes looking at the DPA 1998, DPA 2018 & the GDPR considering the following:

- An introduction – DPA, GDPR and the Data Protection Act 2018
- The SRA Handbook and Risk Outlook in relation to Data Protection
- Change comparison:
 - Definitions – 27 new definitions in the GDPR
 - Principles – out with the old and in with the new?
 - Data subject rights – enhanced rights
 - Subject access requests
 - Data Protection Officer – what does the role entail?
 - Compliance – the reporting of breaches
 - Data Impact Assessments
 - Fines
- What's missing – how far have you got?
- How you can prevent breaches now
- Update and action plan for the future



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



Remedies

with Chris Beanland

on Wednesday 5th June, 1.30 - 4.30pm

This course will provide attendees with an overview of remedies available to an aggrieved party.

It is aimed at litigators and commercial contract drafters.

Covering:

- Damages in contract and tort
- Debt claims and actions for an agreed sum
- Remedies for breach of fiduciary duty
- Equitable remedies (injunction, specific performance, rescission, declaration and rectification)
- Self help remedies (set-off, retention of title and liens)
- Limitation periods

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



3 Day Child Law Accredited Course

with Safda Mahmood

on 6th, 7th and 14th June, 9.30am - 4.30pm (lunch included)

This course will be of benefit to those who seek to apply for membership of the Law Society's Children Law Accredited Scheme.

You will have 6 months to submit your application after attending the course.

Covering:

- Private Children law and Procedure
- Local authority procedures and duties
- Contact and assessments
- Threshold and use of experts
- Human rights issues
- Taking instructions from children and separate representation
- Care planning and Public Law Outline
- Evidence, procedure, advocacy and preparation
- Adoption, Placement Orders and Attachment
- Secure Accommodation
- Complaints procedures and Criminal Injuries Compensation



Competencies: B & C

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

Enquiries: roomhire@liverpoollawsociety.org.uk Tel: 0151 236 6998 Ext 33
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All change (again!) for the SRA Accounts Rules

By Julian Bryan, Managing Director, Quill

Where the SRA Accounts Rules are concerned, law firms are no strangers to change. The past few years have brought several phased changes including to the format of accountants' reports, role of the reporting accountant and exemptions for firms requiring an accountant.

In a continued concerted effort to simplify and modernise the legal system, the SRA is once again making changes to the rules with the current draft being just 7 pages long and containing only 13 rules. This is a significant departure from the existing 52 rules, several appendices and 80 pages.

With 25th November 2019 as the implementation date, there's no time to lose in getting prepared for the new rules. That's why here we're going to cover the why, when, what and how...

Why the need for change?

As already intimated, it's all about simplification but retaining an essential emphasis on protecting client monies. The SRA's intention is to allow legal practices greater flexibility over how they operate, the ability to judge independently and make legal services more accessible to the public.

To quote Paul Philip, SRA Chief Executive: "Our reforms focus on what matters: the high professional standards that offer real public protection rather than unnecessary bureaucracy that generates costs, constrains firms and hinders access to legal services. We believe that the changes will make it easier for firms and solicitors to do business and to meet the needs of those who need their services."

Can't say fairer than that. So, while the short term may cause you some pain as you begin to adopt the new rules, unless your existing set up already meets the new requirements, in the long term you'll be able to manage your accounts and run your business in a less prescriptive way.

When do the new rules come into force?

Guidance notes are likely to be circulated before the rules become mandatory. These notes will act as a toolkit. No official date has been set for the former – guidance notes – but 25th November has been confirmed for the latter – accounts rules.

What are the main changes?

At a glance, the 10 primary points of difference from the old to new rules are:-

1. Its much-abridged format means each of the remaining 13 rules are considerably condensed.
2. With no time deadlines, you've got the freedom to decide your own timeframes.
3. Following on from #1 and #2, the new rules are principle based rather than prescriptive and contain less definitions. Interpret how you wish and do what's reasonable.
4. A notable addition is the ability to use a third-party managed account as an alternative to the traditional client account.
5. Guidance notes, if made available, will be separate, not attached to the rules, and released any time.

6. There's no definition of office money. This means it's either client monies or not client monies.
7. There's no distinction between professional and non-professional disbursements. Plus, fees and disbursements can only be paid when a bill is raised.
8. Monies incoming from the Legal Aid Agency are no longer covered in the rules. This money can be held in the office account in future.
9. Bank accounts must still be reconciled every 5 weeks. This requirement has been extended to client's own accounts or "passbooks".
10. Although the exemption limits for accountants' reports are unchanged, definitions of statements or passbook balances has changed and includes joint or client's own accounts. As a result, firms currently exempt may not be exempt.

How can you prepare for change?

Ahead of implementation, the SRA has provided much-needed clarification on these important changes to empower legal practices to prepare accordingly.

In simple terms, if you're compliant with the current rules, complying with the new rules will be relatively easy. It could be a straightforward case of stating the new rules in your policies. An internal audit is advisable too. A few minor tweaks to procedures here and there may be all that's needed. At this review stage, define "promptly", document your systems and controls, and ensure everyone is aware of your processes – your cashiers, COFA, new starters and reporting accountants.

If you've been considering outsourcing your cashing, these new rules are the ideal time to do so. By outsourcing your accounts function to specialists in the field, such as Quill, your supplier keeps abreast of ever-changing solicitors' accounts rules so you don't have to. Become a Quill client and we'll manage your accounts in a compliant and timely manner, while you focus on other pressing business matters.

To find out more on Quill, please visit www.quill.co.uk/outsourced-legal-cashiering, email info@quill.co.uk or call 0161 236 2910. For further details on the SRA's new regulatory model, go to www.sra.org.uk/sra/news/press/standards-regulations-start-date-2019 page.



Julian Bryan joined Quill as Managing Director in 2012 and is also the Chair of the Legal Software Suppliers Association. Quill has been a leading provider of legal accounting and case management software, and the UK's largest supplier of outsourced legal cashing services, to the legal professional for over 40 years.



Charity and CSR Matters



Hi everyone,

This month you will see the amazing work that Brown Turner have been doing to support two cancer charities and other great work going on. As always send us your stories so we can feature them.

I've seen some pictures on social media of your lovely cakes for the Great Legal Bake, well done to all involved!

You will see on page 18 that Vauxhall Law Centre are looking for Board Members. If you are interested please get in touch with Alan Kelly direct.

As always send us your stories so we can feature them.

Many thanks

Jennifer Powell
Solicitor
Weightmans

Carpenters Update

Congratulations to the team at Carpenters for raising £769.41 for Rainbow Trust. Back in February, Carpenters took part in I Love Claims #WearItRedDay and held a raffle to raise funds for Rainbow Trust. The money that Carpenters have raised could provide over 30 hours of support from a Rainbow Trust Family Support worker, giving practical and emotional help to families when their lives have been turned upside down.

Find out more about how you can help raise money for Rainbow Trust here: rainbowtrust.org.uk



Your donations could provide over **30** hours of support from a Rainbow Trust Family Support worker, giving practical and emotional help to families when their lives have been turned upside down.

Caring for families with a seriously ill child

@RainbowTrustCC

facebook.com/RainbowTrust

rainbowtrust.org.uk

Registered Charity No. 1070532



Jackson Lees donation to RNLI

Jackson Lees marked the opening of its new office in Hoylake by making a generous donation to the town's lifeboat station

As part of the celebrations, Jackson Lees held a raffle which raised £200 for the station. Its board then agreed to match the amount raised, making a total donation of £400 to the lifesaving charity. Jade Newton, Hetal Hathiwala and Stuart Royden from Jackson Lees visited the lifeboat station to hand over the donation during a training exercise on Tuesday.

Ms Newton presented the £400 donation to coxswain Andy Dodd, before the visitors were given a tour of the station's facilities and state-of-the-art Shannon class lifeboat Edmund Hawthorn Micklewood.

Mr Dodd said: "We would like to thank everyone at the firm for organising the raffle for Hoylake RNLI and the board for matching the fantastic amount raised. As the RNLI is funded entirely by voluntary donations, we really value the support of the local community and local businesses that help us to continue saving lives at sea."

Brian Cullen, chief executive of the Jackson Lees, said: "We were delighted to see so many friendly faces and to meet the community. "There is something truly special about Hoylake, it is a place that we are proud to be a part of."



Brown Turner Ross take the cancer fight to Southport

Brown Turner Ross hosted a fundraising dinner in Southport on 7 March in partnership with national charity CLIC Sargent to support the fight for young lives versus cancer.

The firm pledged to support CLIC Sargent, the UK's leading children and young people's cancer charity, with fundraising and support as their official charity for 2019. For their first event in the new partnership, Brown Turner Ross hosted a 3 course dinner and night of entertainment at Auberge Brasserie in Southport, with all proceeds from the night being donated to CLIC Sargent.

Sam Bushell, director at Brown Turner Ross, said:

"It is unimaginable that almost everyone is affected by cancer in some way and the incredible work that CLIC Sargent are doing is vital in the fight against this horrendous disease.

"Making CLIC Sargent our chosen charity for 2019 was a very easy decision, they help not only young cancer patients and but their families as well. The BTR team hope this will be the start of a rewarding partnership."

The event featured a raffle draw with local organisations such as Red Star Brewery, Southport clothes store Muse, Christopher Maerevoet Hair & Beauty, Liverpool Everyman Theatre and Aiden Byrne's Restaurant MCR showing their support with prizes.

In 2018, CLIC Sargent supported over 800 families in the North West. The charity support young cancer patients and their families with emotional support and advice as well as financial giving. Last year alone CLIC Sargent gifted £128,946 to help families in the region with extra costs that can accumulate when a child is being treated for cancer.

Sophie Meadows, Fundraising Engagement Manager for Merseyside and North Wales at CLIC Sargent, said:

"We are so thankful that Brown Turner Ross chose to support us this year, having the generosity of companies like them back our project is vital to help as many people as we can.

"The fundraising dinner was a really fun event for everyone. We have been blown away by how many organisations offered to



Matthew Skeels and Thomas Rimmington of Brown Turner Ross

support the night. There are so many young people fighting cancer on a daily basis, not just in the North West but across the UK and we will do everything in our power to help them win the battle."

For more information about CLIC Sargent's work, go to www.clicsargent.org.uk

And there's more...

Brown Turner Ross Solicitors have also been recognised by Cancer Research UK after facilitating over £450,000 worth of gifts from people choosing to leave a legacy to the charity in their will.

Solicitors, Matthew Skeels and Thomas Rimmington were presented with a Bronze certificate by the charity in acknowledgement of the firm's ongoing support. The Merseyside law firm have been offering the Free Will Service to people aged 55 and over in Southport for the past 20 years, giving advice and support for those wishing to write a will or update an existing one. As part of the service Brown Turner Ross give free guidance for those wishing to leave a legacy gift for Cancer Research UK.

The charity receives no government funding for its research and relies heavily on the generosity of people leaving gifts in their wills. Over a third of its research into the prevention, diagnosis and treatment of cancer is funded through supporters leaving a legacy to the charity.

Thomas Rimmington, head of

private client at Brown Turner Ross, said: "It is never easy when dealing with any kind of bereavement but we hope our work with Cancer Research UK can help make it a little easier for everyone. We want to make honouring a person's wishes straight forward and easy for all involved.

"As a firm we have been working with the charity for over two decades and we are honoured to receive this recognition for all of the team's hard work. We hope to continue supporting Cancer Research UK and all of the families wishing to donate to the cause long into the future."

A legacy gift can be anything someone wishes to leave in their will. Traditionally this is money but it could be anything that has a monetary value like land or property or a specific item. Anything left to Cancer Research UK will free of tax and can be marked to be ring-fenced for research into a specific cancer type or research within a local area.

Clare Moore, Director of Legacies at Cancer Research UK, explained: "We all reach a stage at some point in our lives where we start to look ahead and consider what will happen to our financial affairs in the future, when we may no longer be around.

"At Cancer Research UK, we work with a number of local solicitors including Brown Turner Ross to offer local people aged 55 or over the chance to make an all-important first will or to update an existing one. The service has grown in popularity over the past couple of years and while it is

provided free of any obligation, the majority of people choose to kindly leave a gift to the charity. "By offering Cancer Research UK's Free Will Service the team at Brown Turner Ross have become well informed about our work and are very supportive of our life-saving research. Whenever their clients express a desire to support us, their team act with great sensitivity as they explain the various options and allow individuals or families to make the right choice in their own good time.

"It's quite astonishing to think that by simply combining enthusiasm with the highest professional standards Brown Turner Ross has helped secure over £451,000 worth of legacy gifts, which will go a long way towards helping our scientists, doctors and nurses to beat cancer sooner."

Cancer survival in the UK has doubled since the early 1970s and Cancer Research UK's work has been at the heart of that progress. Every step taken by its doctors, nurses and scientists relies on donations from the public and the kindness of supporters who choose to leave a gift in their will. The Free Will Service has been running successfully for over 20 years across a network of solicitors in the UK. Anyone who wishes to use the service is asked to consider leaving a legacy gift to Cancer Research UK but is under no obligation to do so.

For more information about leaving a legacy gift and Cancer Research UK's free will service, visit www.cruk.org/freewillservice or call Brown Turner Ross on 01704 542002

Weightmans Abseil – Peel Tower

On 16 March 2019, a team of 20 Weightmans employees from the Liverpool Office signed up to abseil down Peel Tower to raise money for the office charity, The Whitechapel Centre.

Co-ordinator Lucy Parr was part of the team which included Evie Niblock, Jenny Byfield, Joanne Hogan, Joanne Sutherland, Kelly Ryan, Louise Southern, Natasha Woods, Shannon Beckwith, Sharon Grugel, Richard Austin, Steve Peacock, Trish Howard, John Kemp, Gavin Clark, Laura Moore, Stuart Whitte, Sarah Irwin, Carole Hayward and Philippa Pickering.

Unfortunately, the sun did not make an appearance and Storm Gareth was out in full force. Despite this, the team battled through rain, sleet and high winds to complete the challenge ahead. Before the team even reached the tower, the team had to walk (or crawl!) up a hill which was completely flooded. This walk/swim/climb alone was arguably worthy enough for a sponsorship itself!

Each team member abseiled down the tower which was a terrifying 128ft high! The walk, or slide back down the hill also proved challenging, however, this has provided us with some entertaining stories.

Most importantly, the team has managed to raise an extremely impressive amount of money for The Whitechapel Centre - we have currently raised just over £3,700 and money is still being donated.



The 2019 Personal Injury Conference

Wednesday 12th June 2019, 9.30am - 4.15pm

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

Chaired by John Hyde, Law Society Gazette

with sessions

The Civil Liability Act: What will implementation look like?
Donna Scully, Carpenters

Using Algorithms to Predict Outcomes
Charles Ciumei QC, Essex Court Chambers

Portal/Stage 3 issue
Beth Wilson, Civil Law Chambers

Civil Liability Act 2018: What's next?
David Pilling, Civil Law Chambers

Relief from Sanctions: Recent Decisions
David Pilling

Costs Management
Professor Dominic Regan

Part 36 and Settling Claims
Professor Dominic Regan

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

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Send your entries to
editor@liverpoollawsociety.org.uk

Charity Spotlight



Supporting bereaved families following the loss of a child

Love, Jasmine provides support to families that have lost a child of any age (from 24 weeks gestation), including adult children. We take a holistic approach to the support that we provide as we understand that what works for one person will not necessarily work for another and we look to provide support to the whole family.

We categorise the work we do into four areas: -

Emotional – One to one counselling for both adults and children, couples counselling, family group work, support groups and coffee mornings.

Practical – Advice, Signposting, advocacy, help with travel to and from appointments.

Self-Care – Yoga and meditation classes, complimentary therapies and mindfulness and meditation classes for children.

Respite Breaks – Short respite breaks at Jasmine's Retreat which is based in Ribby Hall, Lancashire.

We strive to be a reliable source of support to

bereaved families and understand that when a family comes to us for support that they may be accessing our services for a very long time. We believe that families should receive the support that they need, when they need it for as long as they need it.

As an organisation we are also keen to break down barriers that would stop bereaved family members accessing support, such as location or a poor financial situation. We believe support of this kind should be in a non-clinical environment as many parents often have difficulty returning to the hospital where their child died or was treated prior to death. We also believe that a person's financial situation should not affect their ability to access vital support. For those that are struggling financially or who would have difficulty accessing our services because of poor public transport or mobility issues for example, we arrange for transport to pick them up and take them home and this part of our service is vital for many family members who access our service.

For further information contact
0151 252 3145/07566 225 253
enquiries@lovejasmine.org.uk
www.lovejasmine.org.uk

Avenue Coking Works Remediation: Making the Impossible Possible

In its heyday, the Avenue Coking Works in Chesterfield produced about 1,400 tonnes of coke and 765,000 m3 of manufactured gas per day. When the 98 ha industrial plant closed after 36 years in operation, the legacy it left behind was one of the most polluted pieces of land in Europe.

Future Climate Info's Chris Taylor examines the complex web of chemical and hydrogeological issues and how the site is being transformed today into a new vibrant community. The original Avenue colliery opened in the 1880s and later expanded to include lime and iron works. By 1938, it was all disused and large areas of the site were returned to agriculture.

Construction of the Avenue coking works began in 1952 and became operational in 1956, producing smokeless fuel through coal carbonisation. It was also designed to process chemical by-products. Gas was also produced and supplied to Chesterfield for industrial and domestic use.



250 ft chimneys lying idle at the former coking works in 1999, picture courtesy of Derbyshire Times.

The coking plant produced odourless fuels which were the by-products formed by the carbonisation of coal. These by-products included acid tar, ammonium sulphate, pure benzene and toluene, naphthalene, nickel, zinc, thiocyanate, phenols and other acids and organic compounds.

The site closed in 1992, with the loss of more than 500 jobs, due to market conditions and the changes in regulation requirements for plants of this type.

A 20 year Remediation Challenge

Following decades of industrial productivity, the heavy contamination of the site and the subsequent contamination of the adjacent River Rother, the Avenue site has been dubbed one of the worst single point sources of pollution in the UK.

Under the direction of The HCA (Homes & Communities Agency) and their executive non-departmental government body Homes England, the 20 year challenge to remediate a seemingly impossible set of pollution conditions began, using a wide variety of consultants and contractors. Homes England knew the site would be problematic from the outset due to its well-documented industrial history. Working with the former East Midlands Development Agency, it commissioned environmental consultancy Jacobs to develop a remediation strategy for the land.

So complex was the job that the actual physical remediation didn't start for a decade and hundreds of technical experts worked on the project over the years. SUEZ took up rehabilitating the seriously polluted land and restoring it to its natural state. The ultimate aim was to make the site compatible with tertiary, cultural and sporting activities and restoring a natural reserve. It took seven years from inception of the works and was completed in March 2017.

Deme Group was also tasked with purifying the runoff water, process water and groundwater. To remove the wide variety of heavy metal contaminants, a chemical and biological wastewater treatment plant was developed. The settled sludge was removed for bioremediation. As a final step ion exchange was used to facilitate the removal of cyanides/thiocyanate and heavy metals. Overall, some 2.5 million cubic metres needed to be excavated and 600,000 cubic metres of contaminated sludge had to be treated. Clean soils were then reapplied long after all of soil had been removed and groundwater treated. It's relatively quick to remove soil, but groundwater treatment can take up to two years. The Avenue Site's sensitivity close to the River Rother also made the process challenging in terms of containing pollution transmission paths.



The Avenue Washlands Reserve, created from 2005-2008. Picture courtesy of TEP

Restoring Nature

The Avenue Washlands Park was the first real community benefit delivered from the remediation. TEP were commissioned by Homes England to develop a

landscape masterplan. This included new areas of wetlands, grasslands and reed beds, diversion of the River Rother, new and enhanced woodlands and hedgerows, extended and improved habitats.

Following a period of ecological and landscape survey, Environmental Impact Assessment (EIA) and consultation, TEP's masterplan formed the basis of planning approval in 2004. The Washlands Nature Reserve was created between 2005 and 2008 and incorporates a Learning Centre, now managed by the Derbyshire Wildlife Trust.

The 50-hectare park also boasts a football ground, cricket pitch and fishing ponds as well as a number of walking, cycling and horse riding routes.

Delivers for Local Housing Demand

This is an important strategic site for North East Derbyshire District Council. There is clear housing need in the area and the Site's proximity to the A61 trunk route makes the area popular for new development. Mindful of its location close to the gateway to the Peak District, the Site is a valuable buffer to sprawl for to both the District and Wingerworth Parish Councils as it delivers against this housing demand.

The first properties started to be built in the autumn of 2017. Kier Living is now working to deliver 252 properties at Mill Lane in Wingerworth. Twenty-seven of the homes will be available for affordable rent or shared ownership. The site layout has shunned away from crowding in as many units as possible to ensure that residents get a sense of space. Bellway is also delivering units in an area off Mill Lane to be called Brailsford Park.



Martin Bessant, regional director at Kier Living, and Barry Cummins, of Homes England, are joined by councillors Graham Hill and Bryan Harrison for the official opening of the show homes at the development of the former Avenue coking plant. Picture by Jason Chadwick.

A village green will be created, together with footpath routes and the tree-lined central avenue. This takes inspiration from the historic Wingerworth Estate, a grand stately home which existed on the site from the early 1700s, but fell into decline in the 1920s.

The first show homes have launched this month, with the first units being ready for occupation in a few months.



Artist's impression of the tree lined avenue in the new Wingerworth estate. Picture courtesy of Kier Living

Three areas on the Avenue Site continue to undergo remediation and are not accessible to the public. These areas remain fenced off and are clearly marked.

In time, it is hoped that the site will boast:

- Up to 1,100 properties by 2033
- Around 12 acres of land for business uses
- A range of facilities including a new primary school and shops

Proves value of Brownfield Land

Although this is an exceptional case due to the size of the site, the fact it could be cleaned up shows what can be achieved with brownfield sites. If it can be done here, then it's technically feasible to deal with the vast majority of sites in the UK.

In a future article, we will explore the problems with identifying and bringing forward contaminated land to prioritise it for residential development. Given the current pace of the regime, it could be some while yet before huge tranches are brought to market and supply starts to bridge the gap to meet demand.

Chris Taylor is Commercial Director at Future Climate Info. He is also a Specialist in Land Condition (SiLC) able to advise commercial property lawyers on a wide range of re-development schemes on brownfield land.

For more information, visit www.futureclimateinfo.com, call 01732 755 180 or email info@futureclimateinfo.com

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Grid Reference: E: 123456 | N: 123456
Date: 27/04/2018

Report Reference: Sample
Report ID: 1000085407

Subject Site

Professional Opinion

1 ENVIRONMENTAL **PASS**
No further recommendations

2 FLOOD **PASS**
No further recommendations

3 GROUND STABILITY **PASS**
No further recommendations

4 ENERGY & INFRASTRUCTURE **PASS**
Consideration(s):
4.20 Power Stations

Assessed by: FCI Risk Team
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(1) RRP for residential properties less than 0.25 hectares. (2) These data modules can be purchased as stand-alone products. Commercial reports are also available.

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News from the MJLD

Event Review – Liverpool Legal Quiz

The MJLD were delighted to again join forces with the LLS for the highly anticipated Liverpool Legal Quiz 2019! The event was held at Revolution, Mathew Street, on 23 March 2018. Special thanks are in order to our very own quizmaster Mark Owen of Hill Dickinson. The quiz was extremely well attended and the MJLD successfully raised £166 for Chasing The Stigma. Congratulations to the winning team from Morecrofts which ensures that the MJLD retained the title! Finally, the MJLD would like to thank Chadwick Nott for very kindly sponsoring this amazing event. We look forward to seeing you at our next event, details of which will be revealed shortly!



MJLD Annual Charity Ball

It is that time of year again, the MJLD Annual Charity Ball 2019. Tickets are now on sale £50 per person or £500 per table of 10.

This year it is being held at 30 James Street on 25th May.



MERSEYSIDE JUNIOR LAWYERS DIVISION
CORDIALLY INVITES YOU TO
Annual Charity Ball
IN AID OF **Chasing Stigma**

THE MJLD INVITES YOU TO OUR ANNUAL CHARITY BALL IN AID OF CHASING THE STIGMA. DRINKS RECEPTION WILL START AT 6:30PM WHERE GUESTS WILL ENJOY A WELCOME DRINK OF PROSECCO. PREPARE FOR AN EVENING OF GLAMOUR, AWARDS, DRINKS AND FINE DINING. ENTERTAINMENT WILL BE PROVIDED BY NORTHERN LIGHTS.

£50 PER PERSON OR £500 PER TABLE OF 10 PLEASE
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KINDLY SPONSORED BY **bcl** **The University of Law**

25 MAY | 30 James Street, Liverpool, L2 7PQ
To reserve your place please email SarahMcGuinness@mslsolicitors.co.uk | **6:30 PM**

MJLD Stars of 2019

THE MJLD INVITES YOU TO NOMINATE THOSE AMONGST US THIS PAST YEAR WHO HAVE BEEN TRULY EXCEPTIONAL

Whether it be for charity work, fundraising, or other personal achievements, we would like to congratulate a number of our members for their hardwork over the past year.

This year there will be 4 awards:-

- Star Paralegal/ Apprentice/Costs Draftperson 2019
- Star Trainee 2019
- Star Solicitor/CILEX 2019
- Star NQ Barrister 2019

Nominations will close at 5pm on Friday 26th April 2019

To nominate yourself, a friend or colleague please prepare 250 words maximum submission on why you believe this person is a star of 2019! Please email your complete nomination to hbickley@broudiejacksoncanter.co.uk

The winner will be announced at the Annual Charity Ball on 25th May

MJLD Star of the Year Awards 2019

Nominations are underway for the MJLD Star of the Year Awards 2019!

We are looking for your nominations for junior lawyers who you consider to be the best paralegal / costs drafts person, trainee solicitor / legal executive, NQ solicitor / legal executive, and NQ barrister.

Nomination forms have been sent directly to all MJLD members and the voting is well underway!

If you would like a nomination form, or if you would like to submit a completed form please email hbickley@broudiejacksoncanter.co.uk.

Nominations close on 26th April 2019 – best of luck!



News from the WLD

Women in Leadership in Law Round Table Influencer Report

Thanks to all who attended our panel discussion on the Law Society's Women in Law Report on Monday 18th March 2019 at the Liverpool Law Society and asked fantastic questions for our panellists to discuss.

We would like to thank our panelists, Nina Ferris, DJ Campbell, Nik White and Chris Topping who gave great insight into their own experiences.



Charity

Help for Heroes is MWLD's current charity and in aid to raising money for this wonderful charity, our committee member Kirstie Bork is doing a 15,000ft tandem skydive on 27th April 2019!

We have the charity table set up at all of our events and Kirstie has set up a justgiving page if you would like to sponsor

<https://www.justgiving.com/fundraising/kirstie-bork1>



Annual General Meeting

The Committee will be holding their Annual General Meeting on Thursday 18th April 2019. If anyone is interested in joining the Committee please get in touch with via email wldevent@gmail.com.

What's Coming Up?

MWLD's Annual Charity Quiz will be on Friday 12th April 2019. This is always a popular event so don't forget to save the date! Full details will come shortly and we look forward to seeing you there!

Keep an eye out on our website and social media for further details about our events. The WLD are continuing to update their website with various content including a "5 minutes with...". In February 2019 we had 5 minutes with Julie O'Hare, Solicitor at Carpenters and Vice-President of the Liverpool Law Society.

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Womens Lawyers Division – Merseyside
www.wldmerseyside.co.uk
wldevent@gmail.com



Fridays are not what they used to be

The old adage 'Thank God it's Friday' used to refer to the sense of relief most of felt when the formal working week was drawing to a close and the prospect of a weekend loomed with all its usual pleasures (and chores!) such as walking the dog, going to see a match, taking the children out, spending time with friends and family, doing a bit of gardening. Normal, everyday, regular weekend activities that give us all down time, recovery time and help us build up resilience and strength to face the week ahead. Regular readers of The Messenger will know that I am very keen on work/life balance and anxious that we all get time to rest so it will be no surprise to hear me repeat the TIGI mantra.

However, the Friday Feeling has taken on a whole new meaning recently. On a political front Fridays mark the fact that our parliament has just about staggered through another tumultuous week, with the Government (at the time of going to press) still intact but many would say no longer in control. The week often seems unbearably long in politics these days with an endless round of votes, amendments, arguments and counter arguments. Out on the streets away from the hothouse of Westminster, Fridays are taking on a new meaning too.

Friday 15th March marked the second youth Climate Strike, the now global movement covering 2663 cities and towns in 128 countries with 1.4million young people taking to the streets to raise up their voices in protest. Started by Greta Thunberg as a solo protest last summer, this ever expanding movement of young people have taken inspiration from their Swedish heroine who is calling out her 'elders' but not necessarily 'betters' with a demand for a new way of working together

to tackle what many are now calling an existential crisis in the climate. *"We need to start cooperating and sharing the remaining resources of this planet in a fair way. We are just passing on the words of the science. Our only demand is that you start listening to it, and then start acting".*

These are not the words of a political leader or a seasoned campaigner, they are the words of a 16 year old who has channelled her sense of helplessness and frustration into action and inspired millions along the way. Her response to those who criticise her, and her fellow students, for missing school is to call us to account for the failures in our political and social systems *"We need a whole new way of thinking. The political system that you have created is all about competition. You cheat when you can because all that matters is to win. That must come to an end".*

The sight of thousands of UK students striking from school has evoked quite polarised responses. Many have been quick to praise them and applaud their energy and commitment, others have criticised and chastised them for missing school, and for being so actively politically engaged. I find the latter response odd, because it is so often those same voices that bemoan how disengaged the general public has become and how disinterested people are in politics.

The students of course are not the only ones on the move. During March and April an Extinction Rebellion March for Life starting in Lands End in Cornwall is making its way steadily to central London to meet up with marchers from Cardiff, Peasehaven, Brighton, Bristol joining in along the way.

While, as far apart as Lancashire



and Sussex, anti-fracking protesters and groups are mobilising to stop the destructive effects of fracking for shale gas at sites across England, over 300 groups at the last count have made banners, sung songs and sat down in front of lorries trying to access the drilling sites.

What is extraordinary about all these protests is that for the most part they involve people who have never seen themselves as protesters or law breakers. The Anti Fracking Nanas a group of women, who armed with feather dusters, cakes and bunting, broke into a Cuadrilla site at Preston New Road and put the kettle on – 'Operation Mothers and Grandmothers' – started with the quintessential English ingredient 'a nice cup of tea'.

What is it that is motivating all these diverse groups, why have we suddenly seen an upsurge in protest and campaigning and will it, does it, make a difference? I put these questions to Barrister Estelle Dehon, a leading planning and environment lawyer who specialises in climate change cases. Estelle will be in the Supreme Court later this year challenging the grant of permission for Fracking in Lancashire. Her other colleagues at Cornerstone Barristers have also been involved in defending some of the Preston New Road anti-fracking protestors. In answer to my questions, Estelle said she had often been inspired by the protestors she had met, men and women whose normal lives had been so disrupted and challenged by the events around them, that taking to the streets (or the fields!) seemed the only option. She is firmly of the view that mass protest has a part to play in

creating a wider narrative that will force policy and political change around key climate issues. The fight for climate justice sits not just in the courts, where every legal challenge, won or lost, helps to build a case for change, but also in the quiet roads of rural England, in the school playgrounds and classrooms and in the streets of our towns and cities.

As Greta said, 'We proved that it does matter what you do and that no one is too small to make a difference.'

So in the interests of balance I would echo Estelle and say we need both – activism in court and activism in the streets, and if you want to hear more tune into Planet Pod and hear an interview with Estelle where she answers my question is it ever right to break the law?

We also recorded a full programme on the link between the environment, health and the law. All available at www.theplanetpod.com or on iTunes, Google and Spotify.

Now as it's Friday I am off to knock up a banner for the March tomorrow.

Amanda Carpenter
CEO Achill Management & Presenter of Planet Pod – finalist in the Be The Change Awards



Merseyside Landmarks

In this edition we return to the Liverpool's rich maritime heritage and take a look at the history of the iconic India Buildings on Water Street...

The current India Buildings was built between 1924 and 1932 and replaced an older one which had been built in the 1830s for George Holt. India Buildings was damaged by a bomb in during the blitz 1941 but was later restored to its former glory by one of its original architects, Herbert J. Rowse.

The nine-storey new building was to be home to the Blue Funnel Line which was owned by Richard Durning Holt and Alfred Holt and Company. As was popular at the time, a competition was held, the winning plans were designed by Arnold Thornely and Herbert J. Rowse. The design incorporated offices for the Blue Funnel Line, other office spaces which were rented out to solicitors and government agencies and a shopping arcade through the centre.

The site on Water Street was at the heart of Liverpool and close to the ferry bringing in travellers from Birkenhead or Ireland. Water Street was originally known as Bonk Street, changing later to Bank Street and eventually to Water Street.

India Buildings was constructed to include a number of architectural styles, encompassing Italian Renaissance and also the American Beaux Arts and reminiscent of 20th century buildings in New York. The building is designated a Grade II* listed building. The exterior was a steel construction, clad with Portland stone and includes carvings of Neptune.



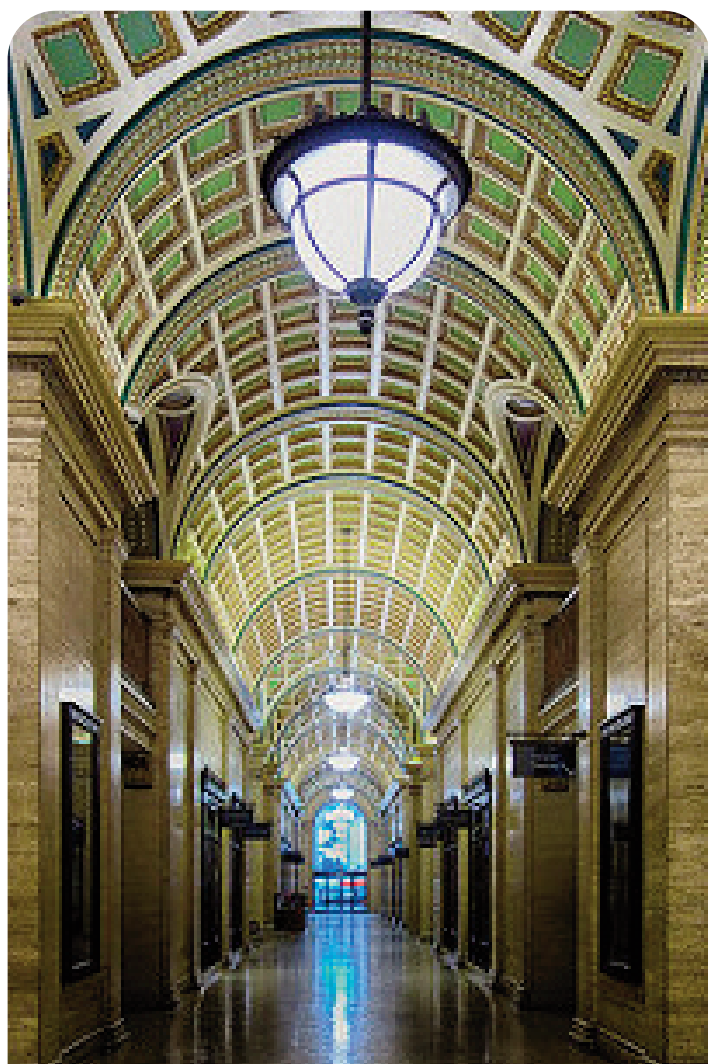
All of the entrances include Ionic columns constructed from Travertine marble and the arcade has decorative bronze fronts. The building was damaged in 1941, and all of the company records were destroyed, but the building itself was later restored.

Both architects were well known in Liverpool, Arnold Thornely was President of the Liverpool Architectural Society in 1910-11. His other designs include the Port of Liverpool Building, the Bluecoat School and Stormont in Northern Ireland. Herbert J Rowse trained at the Liverpool University School of Architecture and had travelled in both Italy and in the USA, where he was influenced by their distinctive styles, particularly the american 'beaux arts' movement which is reflected in the design of India Buildings. His other designs in Liverpool include the entrances to the Mersey Tunnel, Martins Bank and the Philharmonic Hall.

The Blue Funnel Line ran the world's first regular, long-distance cargo liner service and was the leading company to trade with China, and employed large numbers of Chinese sailors. They also operated a small number of passenger ships. One such liner, the "Ulysses" sank in 1942 after an attack by a German submarine but all of the 290 passengers survived. During WW1 and WWII, the Blue Funnel Line lost over 45 ships.

The Blue Funnel Line was the first company to employ a woman engineer. Victoria Drummond MBE (1894–1978), was the first woman marine engineer in Britain and first woman member of Institute of Marine Engineers. Named after her godmother Queen Victoria, Drummond began her apprenticeship as an engineer in 1916 at the Northern Garage in Perth. She initially joined the Blue Funnel Line in the engineering record office at India Buildings, but was eventually offered the post of tenth engineer aboard the Anchises. During World War II, Victoria Drummond served in the Merchant Navy and received awards for bravery under enemy fire. During her 40 year career, Drummond made 49 voyages as an engineer. Despite prejudice and discrimination from her superiors, she was both accepted and admired by fellow officers and crew.

Julia Baskerville





Relationship Management



Update from the North Team

Spotlight on the Public Affairs Team

This month we put the spotlight on the Law Society's Public Affairs team.

I caught up with their new Director, Paul Wilson, who explained a bit about his new role, what the Westminster team does and how it can help local law societies.

As a starter I asked Paul to sum up team in three words. He said 'Influencing for impact' He goes onto explain further.

The Westminster public affairs team lobbies the UK Government and Parliament on behalf of the profession. The Law Society recently launched a campaign on criminal justice, which is an example of the work they do (<https://www.lawsociety.org.uk/policycampaigns/campaigns/criminal-justice/>).

We recently launched a petition for members to be able to show their support for the campaign here (<https://lawsociety.e-activist.com/page/38338/petition/1>).

The overall aim of the team is to highlight problems to decision-makers and propose realistic solutions that work for members and for the public. The nine strong team include:

- **Alexandra Cardenas - Head of Public Affairs and Campaigns**
- **Rebecca Goshawk - Public Affairs Manager**
- **Vicki Butler - Campaigns Manager**
- **Emily Cooper - Project Manager (women in law symposium)**
- **Lauren Thornton - Project Co-ordinator**
- **Miki Bhalla - Public Affairs Adviser**
- **Joe Ferreira - Public Affairs Adviser**
- **Hugo Forshaw - Public Affairs Adviser**
- **Sam Lamont - Public Affairs Adviser**

Paul in his new role has responsibility for the Law Society's Welsh Office, which delivers the Law Society's activities in Wales. The team works with the Welsh Government, the National Assembly for Wales and legal and business communities across Wales as well as working on the developing law of Wales. There is a Commission on Justice ongoing now, on which the Law Society has spent a great deal of time in ensuring that members' views are heard.

Also, the International Team and Brussels Office. The international team supports members who are either based in other jurisdictions or looking to expand their operations there, as well as promoting the rule of law internationally. The Brussels Office is, unsurprisingly, focused heavily on Brexit at the moment, on which the Law Society has done a huge amount. If you haven't seen it, have a look at our website which provides clear and comprehensive guidance to help legal firms and solicitors prepare for the eventuality that the UK leaves the European Union without a deal. (<https://www.lawsociety.org.uk/support-services/brexit-and-the-legal-sector/>).

I asked him how his team fits into the wider Law Society structure and how it can help local law societies? His directorate sits in the same bit

of the organisation as the policy directorate and the communications directorate. He said, we work very closely together to ensure that we are influencing to achieve the policy goals which are of greatest importance to the members, then communicating this both to decision-makers and to members in a coherent way. This is a constant process of improvement, and we're always keen to hear feedback from members.

In terms of helping local law societies, there are some great resources on the Law Society website. The campaigns section gives local law societies tools they can use when lobbying decision-makers. Wherever possible, the team try and get the wider profession to support Law Society campaigns. Recently the Law Society lobbied against an increase in probate fees, which was supported by over 2,500 people writing to their local MP to raise concerns about the proposals (<https://www.lawsociety.org.uk/news/stories/take-action-against-probate-stealth-tax/>) That shows the value of the Law Society working in partnership with local law societies and the profession more widely.

I asked him what words of advice he would give to local law societies to help them with their own lobbying?

He said, when it comes to influencing, keep it simple. Whether you are looking to persuade the Solicitors Regulation Authority or the Government to make a policy change, the most effective way is to present a simple problem and a simple solution. That way, it's far more likely to be taken on board.

Finally, on a lighter note, I asked him If he had to liken his team to an animal – what would it be and why? Describing this question as the hardest on the list, he said a dog. One of the nice ones, not one of the scary, bitey ones.

He believes the team approach every problem and challenge with huge enthusiasm and energy. When you're trying to persuade Government or Parliament to change course, sometimes you'll be successful, and other times you won't, often for reasons outside your control. But if you don't start each new piece of work with the same levels of enthusiasm and belief, then you've got no chance.

Cath Carter
Relationship Management Executive North

S Code	Date	Time	April 2019	Speaker
S4169	5th	9.30-12.45	Key Issues Effecting Easements	Richard Snape
S4170	5th	1.30-4.30	Restrictive and positive Covenants in Freehold Land	Richard Snape
S4186	12th	10-4	Introduction to Wills & Probate and connection with Family Law	Safda Mahmood
S4238	24th	1.30-4.30	Criminal Law Update	Anthony Edwards
S4202	26th	1.30-4.30	Personal Insolvency: A Practical Guide	Chris Beanland
S4198	30th	1.30-3.45	2019 Commercial Property Conference	Various

S Code	Date	Time	May 2019	Speaker
S4234	1st	1.30-4.45	Completion Day Nightmares	Ian Quayle
S4248	7th	10-12.45	The Duty Solicitor at the Police Station	Colin Beaumont
S4248	7th	1.30-4.30	The Duty Solicitor at the Magistrates Court	Colin Beaumont
S4235	8th	10-4.15	Running Care Cases	Safda Mahmood
S4149	14th	9.30-4	The 2019 Private client Conference in conjunction with STEP Liverpool	various
S4339	21st	9.30-12.45	Getting Your Costs Right	Professor Dominic Regan
S4050	22nd	9.30-4	2019 Compliance Conference	Various

S Code	Date	Time	June 2019	Speaker
S4218	4th	10-12.45	Anti Money Laundering Update	Jo Morris
S4285	4th	1.30-4.15	General Data Protection Regulations: One Year On	Jo Morris
S4203	5th	1.30-4.30	Remedies	Chris Beanland

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



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The logo for Quill Pinpoint, featuring the word "QUILL" in a large, white, sans-serif font above the word "PINPOINT" in a smaller, white, sans-serif font. To the left of the text is a stylized icon of a quill pen, with the word "QUILL" partially overlapping it.