

April 2020

LiverpoolLaw

Liverpool Law Society

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

**Liverpool Law Society
moves online**

Leadership and the Law
Philip Nam talks to Liverpool Law

Routes to Qualification

**Working from home
and coping with lockdown**



#Stayathome

#Staysafe

www.liverpoollawsociety.org.uk



LEAP is the best system for lawyers
and staff to work from home

Book an online demonstration:
leap.co.uk/work-remotely

April 2020

4



4. The latest from the Editor,
Jennifer Powell

5. News from Julie O'Hare, President of
Liverpool Law Society

6. Helix Highlights

7. Liverpool Law Society moves Online

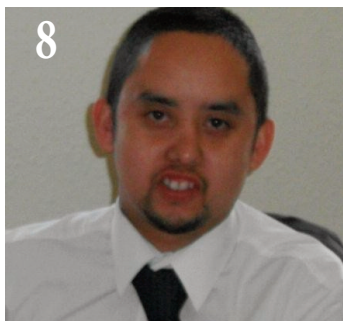
8. Leadership and the Law
Philip Nam of White Collar Ltd

10. Access to Justice
The latest from Vauxhall Community
and Law Centre and Merseyside Law
Centre

5



8



12. Living in Lockdown

14. Mental Health
Are you Thriving or Surviving?

16. Working from Home
Steve Cornforth offers some advice

16



22. Routes to Qualification
Apprentices talk about their route to
qualifying as a solicitor

26. Jackson Lees Group plans national
growth following MBO

32. Council Member's Report
Sarah Lapsley reports on the latest
from Chancery Lane

32



39. Charity Spotlight
WEB Merseyside

Cover picture: 'Rainbow of Hope'
drawn by Maisey Powell, aged 9

DEADLINES 2020

23rd April

28th May

25th June

27th July

21st August

24th September

27th October

24th November

Like us on Facebook
[www.facebook.com/
LiverpoolLawSociety](https://www.facebook.com/LiverpoolLawSociety)



Follow us on Twitter
[@LpoolLawSociety](https://twitter.com/LpoolLawSociety)



Join us on Linked In
[https://www.linkedin.com/
company/liverpool-law-
society](https://www.linkedin.com/company/liverpool-law-society)



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

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

Photographs should be provided in the highest resolution possible to ensure a good reproduction. Photographs must not be subject to copyright.

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

Published by

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

Welcome to the April 2020 edition of Liverpool Law



Jennifer Powell
editor@liverpoollawsociety.org.uk

It would be amiss of me to even attempt to write a column for this month without mentioning the corona virus, but I think there are enough frightening statistics on the news without me adding to it. Instead I want to provide some reassurance that we are continuing with the magazine and want to try and keep it as upbeat and positive as possible.

On that note I want to explain our front cover this month. This is an initiative my niece Maisey (creator of the brilliant picture) told me about and I have since noticed in many windows. They are designed to cheer people up whilst we are all spending more time indoors and for people to look out for on 'isolation walks'. They even have messages of hope on the pictures, which is just adorable and will put a smile on everybody's faces.

I'm hoping more of you will have time to read the magazine and, if you can, please contribute with your own submissions. Following our telephone editorial meeting we put out a tweet asking for your top tips for working from home, so please send them in. I used to struggle working from home and wasn't very productive- my dog loved the long walks though! Now it has become the norm, and I hope will remain this way after the virus, I really need to up my game. We have already received some great suggestions in but keep them coming.

We would also like to see pictures of your new office spaces, who has the best view out there? I'm unfortunately taking over a space in my bedroom and staring at a blank wall- not very inspiring! I'm really hoping with this brighter weather I can test the wifi connection and get out in the garden. Some vitamin D is well and truly needed at the minute.

Please make sure you are all looking after yourselves as much as you can, both your physical and mental health. It can be very lonely working from home, especially during these worrying times, so make sure you are keeping in touch with friends and family. If you do find you are struggling and need someone neutral to talk to then please contact Lawcare or any of the other amazing organisations out there.

I look forward to seeing your suggestions and pictures and, hopefully, articles. If you have any ideas of anything we can feature during this strange time please get in touch and we will feature them where we can.

Keep safe.
Jennifer

Jennifer Powell,
Editor

DIARY DATES

For further information on any of these events, please view our website or contact the Society.

Due to the coronavirus the following forthcoming meetings and events will be online to maintain safe distancing:

6th April 2020: Future Planning Sub-Committee

8th April 2020: Access To Justice in Liverpool Project Steering Group Meeting

14th April 2020: General Committee

15th April 2020: Editorial Sub-Committee

22nd April: Family Business Sub-Committee

23rd April 2020: *Building Regulations and Planning Permission for Conveyancers 2020

23rd April 2020: Non-Contentious Business Sub-Committee

23rd April 2020: *Conveyancing Guide to Easements, Access and Services

24th April 2020: *Company Law: The Essentials

28th April 2020: *Running Care Cases

28th April 2020: Finance & Policy Sub-Committee

29th April 2020: Equality, Diversity & Inclusion Sub-Committee

29th April 2020: *Cross-border Estate Administration

30th April 2020: Education & Charities Sub-Committee

Editorial Committee Dates

All meetings start at 1pm

Wed 15/04/2020 at 13:00

Tue 19/05/2020 at 13:00

Tue 16/06/2020 at 13:00

Tue 21/07/2020 at 13:00

Tue 11/08/2020 at 13:00

From the President

The latest from the President, Julie O'Hare

This month's column is probably the most difficult that I will have to write and I truly hope this edition finds you all safe and well as we navigate these difficult and unprecedented times.

It seems strange to think that only two weeks ago I was attending Leeds Law Society's annual dinner and three weeks ago the Manchester Legal Awards with over 600 attendees! How different life seems now!

It was great to see so many firms with Liverpool standing represented at Manchester's Legal Awards and congratulations to all of those who were shortlisted. Liverpool born Mike Devlin took away the Lifetime Achievement award and well deserved it was too!

Many other celebrations have sadly now been postponed, or cancelled altogether, and it feels as though March was possibly the longest month ... ever!

Many of us are having to adapt to a new way of working; some are facing weeks of self isolation with a laptop and mobile to keep us company and others trying to keep a sense of normal working practice with children and pets running wild in the background!

Whatever your current situation, it is important to ensure that we are all taking care of our physical and mental wellbeing. April is National Stress Awareness month and now, more than ever, we need to be a little kinder to ourselves as well as others! There are a wide variety of apps available, many free at this time, to help us face the lockdown blues. Please do share with us your favourite apps and tips on coping with the stress of home working – don't forget we are on Linked In, Twitter and Facebook!

Here at Liverpool Law Society we continue to be available to you all with our office staff being fully equipped for home working. Our meetings continue to take place remotely and we are delighted to maintain the majority of our training programme for you to attend via online facilities with the opportunity for speaker/attendee interaction. If you have not yet booked onto any of our courses then please do visit our website for more information.

For those of us fortunate to have the ability to work at home please spare a thought for our friends and colleagues who do not have that option. We are seeing many firms facing tough times at the moment and many worried that they will not come through this challenge. We are keeping a close eye on the situation and will seek the lobbying and support needed from the National Law Society. I understand that this week questions are being put to the Legal Aid Agency on a number of issues concerning fair access to advice and funding. We shall be posting updates as and when we receive any relevant information.

We also have friends and colleagues who remain in public facing roles; those who are dealing with the most vulnerable of people in some very trying circumstances. I have heard of members having to advise clients and witness wills through windows, other still having to attend police stations to represent as duty solicitors. I was shocked to learn of some of the conditions that our members faced on a daily basis. I have never felt so helpless and really do wish that I



Julie O'Hare

could do more to assist at this time. I have been working with our Joint V allies, the national Law Society and representatives from Merseyside Police to get more information and guidance readily available. I appreciate all of the support and assistance that has come through to the Society and it makes me proud to be part of such an amazing community!

I applaud our members who are considered key workers; those who remain positive and professional to ensure that advice is available to our vulnerable members of society and to see that justice is administered while they expose themselves to potential threat of contracting Covid-19. This service comes at a cost to practice areas who are already overstretched and struggling.

The Access to Justice Foundation is creating an "Emergency Matched Fund" to get the help and support to those who need it most; this was launched 1 April so please do visit our website for more information on how you can help. The link to donate will be <https://atjf.org.uk/donate/emergencyappeal> with all donations (up to a total limit of £100,000) being matched by the Foundation.

Lastly, I think it only right to acknowledge all of our key workers across the Liverpool region, in particular our NHS staff (many of whom are our nearest and dearest) saving lives while risking their own.

Be kind to each other, keep smiling and stay safe!

Julie O'Hare
President

Sponsored by





Helix Highlights

LLS Coronavirus Update

Writing last month's column, I would not have foreseen where we are today as I write this (26 March 2020). We are all having to change the way we work and live, and we are not sure for how long. We will all have faced many challenges these past few days and weeks, trying to keep apace with the rapid changes in our society and no doubt there are more challenges to come.

Here at Liverpool Law Society we are keeping the news page of our website updated as and when we receive notifications from the local courts and when our specialist committee chairs have messages to put out to practitioners in their area of work eg non-contentious, criminal, family and civil.

Visiting <https://www.liverpoollawsociety.org.uk/news/> is a good way for practitioners to see the latest news that might affect them. We highlight this information on our three social media channels (Twitter, LinkedIn & Facebook) so if you follow us on any of those, you should receive the updates that way too.

We have a 'useful links' page where you can click through to the latest coronavirus information and updates from the Government, the Law Society, LawCare and the SBA. If you are aware of other useful links that could appear here, please do let me know.

Related to keeping up-to-date, I have had a couple of Skype meetings with the Law Society and Joint V members (Bristol, Birmingham, Liverpool, Leeds and Manchester law societies) whereby we exchange information, pass on our members' concerns to the Law Society and hear updates as to the work going on at the Law Society by way of meetings with Government departments, the SRA and the courts. The Law Society's webpage on the coronavirus is updated regularly with the results from these meetings, offering the latest guidance to practitioners. Please see <https://www.lawsociety.org.uk/support-services/advice/articles/coronavirus-advice-and-updates/>. If you also scroll right to the bottom of this page you will see three links (as I write this) to (1) the Law Society's priority issues and government resources, (2) residential

conveyancing transactions and (3) support for wellbeing.

If you have any other particular issues or concerns around the coronavirus that either we or the Law Society could help with, please do get in touch.

LLS moving online

Here at Liverpool Law Society, we have moved all the events and meetings online where it has been possible to do so. A few of the conferences have been moved to late in the year, but the majority of our training courses should be able to run online. We hope to maintain the vast majority of our activities running virtually during this time which includes committee meetings, producing 'Liverpool Law' each month, and our regular e-newsletters. We are using the software Zoom and it includes video, audio, chat and notes functions for easy communication.

Liverpool Law Society's staff are all remote working from home for the time being so the best way to contact us is through our email addresses or the online enquiry form on the Contact page of www.liverpoollawsociety.org.uk.

In other news from the office, in March we said goodbye and good luck to Jordan Ryder, our Accounts Assistant who was a maternity leave replacement for Kimberley. On the one hand, we were sorry to see Jordan go and wish him well in his new stage of his professional career. On the other hand, we were pleased to welcome Kimberley back, it doesn't seem like a minute since she was last here. She has impressed us with stepping right back into the role and being a valued member of the team.

I am always keen to hear from members and readers so do please get in touch with any queries or comments you may have.

**Until next month,
Stay safe,
Sarah**

Sarah Poblete
CEO
sarah@liverpoollawsociety.org.uk

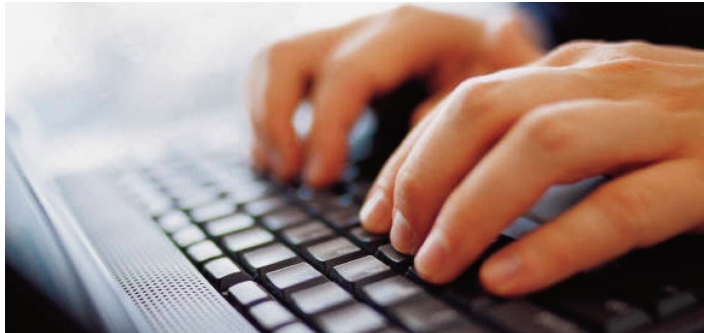


Sarah Poblete



Monthly competition update

Due to the current coronavirus situation we are suspending the monthly competition where you can win a bottle of wine or prosecco from R and H Fine Wines. We hope to resume the competition when the situation improves.



Liverpool Law Society Moves Online

Changes to courses, events and meetings

Due to the ongoing coronavirus outbreak and Government advice regarding social distancing, Liverpool Law Society has decided to move all meetings, events and courses online. We take the health and safety of our members, staff, and other visitors to our offices and events very seriously. We are taking the necessary steps to make sure our delegates can access valuable training from the safety of their own office or home, and similarly for the representation work carried out by the committees to continue remotely.

Anyone who has already booked on to a training course or meeting will be sent online joining instructions prior to the event taking place and supporting material will be circulated by email to course participants. The online software we will be using includes video, audio, chat and notes functions for easy communication.

We will continue to monitor the situation and will keep members, delegates and other users informed as time progresses.

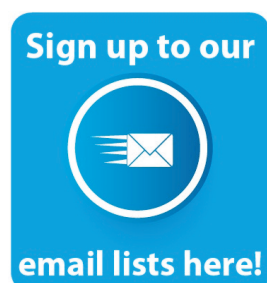
Our website, social media channels, regular e-newsletters and the monthly 'Liverpool Law' e-magazine are continuing as normal and are a good way for keeping informed about the activities of Liverpool Law Society over the coming weeks. To sign up to any of our e-newsletters click [here](#).

If you have any queries please contact
Liverpool Law Society via email
contactus@liverpoollawsociety.org.uk or by using the enquiry form on the website:
<https://www.liverpoollawsociety.org.uk/contact/>

Enewsletter Sign Up

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

Sign up here



Consultation Papers referred to committee:

The following sub-committees of Liverpool Law Society are considering responding to these consultation papers. If any member would like to send in a comment, please do so to committees@liverpoollawsociety.org.uk

Criminal
Police powers: pre-charge bail
 29th April

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.



Liverpool Law Society

Online: Compliance Conference

Wednesday 3rd June | 9.30am - 3.30pm (with breaks)

Full materials included

Due to the ongoing coronavirus outbreak and Government advice regarding social distancing, this event will be delivered online, using Zoom software.

To participate in this course you will need:

- A device: laptop, PC, tablet or phone
- Download Zoom (client for meetings), this is a free download and you do not need to sign up for an account with Zoom. Access the download [here](#)

Chaired by Michaela Fox, with sessions:

When things go wrong ~ **Frank Maher, Partner, Legal Risk LLP**

Update on the SRA's Standards and Regulations
Benedict Fisher, Solicitors Regulation Authority

What does unreasonable service look like? How do you decide on remedies? **Mariette Hughes, Head Ombudsman LeO**

Prevention and Damage Limitation effects of clear retainer letters
Victoria Prescott, Marsh JLT Speciality

Ready for Renewal?
Deborah Sullivan, Principal Associate, Weightmans LLP

Understanding the importance of legal ethics
Iain Miller, Partner, Kingsley Napley

Operational compliance: Problems we see at the coalface and how you can avoid them! ~ **Brian Rogers, Access Group**

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

Kindly sponsored by  **MARSH**  **MIDSHIRE**
 technology for your office

Leadership and the Law

Continuing our series of articles talking to the leaders of Liverpool law firms. In this edition, Philip Nam, Managing Partner of White Collar (Legal and Admin) Ltd gives an insight into his role...

Briefly describe your role as Managing Partner

Being called 'Managing Partner' seems a bit grand for my position as the sole director of a small law firm. My wife, my true partner, certainly won't agree that I am the managing partner. It's probably more of a joint role.

White Collar Legal is a paralegal law firm that I set up whilst still working a full time role as a fee earner in a medium sized personal injury firm in Southport back in 2013. Regular readers of this magazine will have heard a lot about paralegals from Amanda Hamilton, CEO of the National Association of Licensed Paralegals (NALP) and the ability of paralegals to potentially practice law in their own right. I am one such paralegal although I have no affiliation to NALP. My affiliation is with the Institute of Paralegals (IOP) and the Professional Paralegal Register (PPR). I am a Fellow of the IOP and I am a Tier 4 member of the PPR and hold a Paralegal Practicing Certificate with the PPR. The PPR provides me with voluntary regulation with a full consumer redress scheme – similar to that provided by the SRA. I also hold PII.

White Collar Legal is now an established practice based in Old Hall Street, Liverpool which provides civil litigation consultancy, advocacy and costs drafting services to solicitors, small business and litigants-in-person (we will be expanding this shortly to include mediation). My role is to keep the business open. With my strong administrative background and experience as an assistant to a COLP/COFA, I run my practice like a solicitors firm but without the heavy regulation. My role includes IT, HR, Accounts, Business Development and Customer Relations. I have one full time legal assistant and my wife helping me out in the background with the admin and accounts.

What do you like the most about your role?

It keeps me alive. Having my own business gives me (or it should give me) the freedom to enjoy life a bit more. I enjoy the everyday challenges of running my own law firm. It gives me the freedom to work anytime I want (and for those who have had contact with me will know, I do work all hours of the day, 7 days).

What are the biggest challenges?

Striking a work-life balance is certainly the biggest challenge and my joint managing partner will certainly tell you that even she struggles getting me to put down my laptop when I'm at home. The other challenges that I face is ensuring that I and the firm do not stray into the realms of conducting litigation. This certainly is a challenge which is not easy to overcome in the current climate where consumers cannot get access to justice. Educating consumers on what we can and cannot do is also a challenge. The public at large do not understand the difference between a paralegal and a solicitor. They do not understand the difference between a lawyer and a solicitor. I know this is a controversial subject but it needs addressing. The aim of White Collar is to provide accessible and affordable legal services. When it was set up in 2013, it was to help Litigants in Person deal with Small Claims after the Jackson Reforms. We started out by charging around £28 per hour. It is more now of course but we still aim to charge up to 67% less than solicitors to keep access to justice open.



Philip Nam

What aspects of your firm are you most proud of?

Progression & Recognition! Moving from a box room to the dining room table, to the purpose build shed in the back yard, to our established base in the City Centre is certainly something to be proud of. I am proud of the people that I work with on a daily basis and the people that have worked for us in the past. We have only ever had a maximum of 3 people working for us (including myself) and with the level of commitment my colleagues have given, I believe White Collar Legal now leads the way in the paralegal law firm sector (it does exist). We have built up a service which provides: solicitors with the support they need in civil litigation, advocacy and costs; small businesses with affordable legal support; and litigants in person with an affordable and accessible place to gain the legal advice and assistance they need to exercise their legal rights. White Collar Legal were finalists in the 2019 National Paralegal Awards. I was Highly Commended in the Paralegal of the Year category in the same year. In 2020, we will be attending the awards again where White Collar Legal are again up for the award of 'Paralegal Business of the Year' and I am up for the awards of 'Best Civil Litigation Paralegal' and 'Paralegal of the Year'.

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

We will be regulated. I am in the process of studying CILEx and I hope to be a Fellow of CILEx in 3 years. After that, I hope to be able to achieve the rights to run my own regulated practice. I expect the firm will still be providing the services that it does now but with more staff. Of course, we do not know what the future holds with the regulatory framework. Who knows the PPR may be an authorised regulator by that point. What I do believe may be a safe bet is that we still be able to provide accessible and affordable legal services to all.

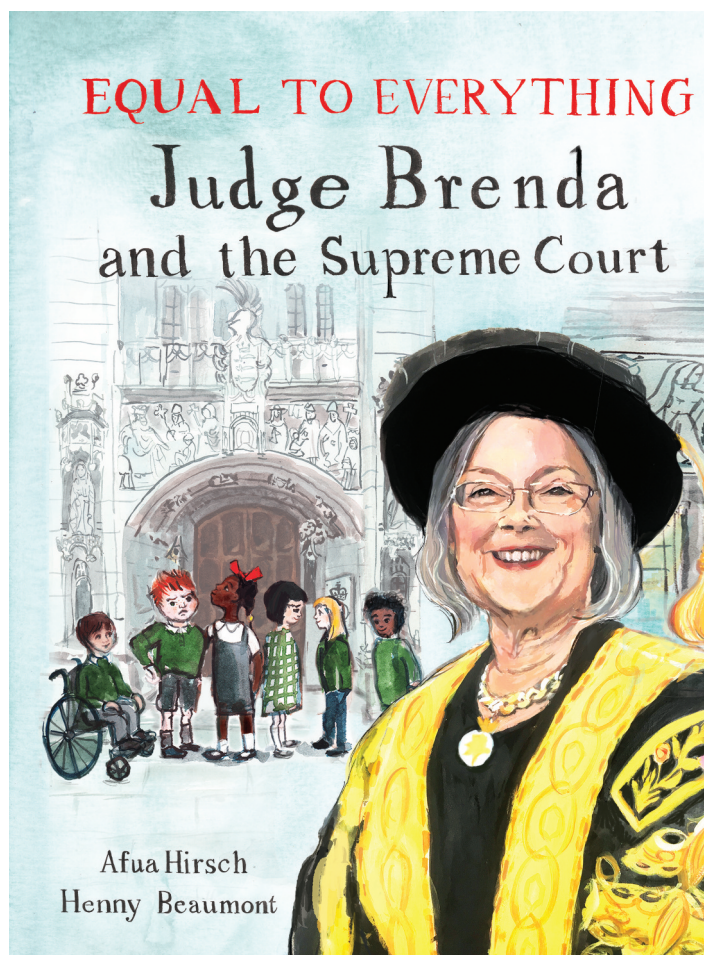
Legal Action Group (LAG) Campaign

Legal Action Group have launched an ongoing campaign to fund a copy of the children's book about Lady Hale 'Equal to Everything: Judge Brenda' and send them to primary schools across England and Wales as part of their commitment to Legal Education.

The book is based on the life of Lady Hale, the then President of the Supreme Court. It follows a young girl called Ama who starts a new school, and whilst on a class trip learns about the work of the court, how the law and justice system works and some interesting cases that illustrate how important law is to help others and how difficult it can be to make just and fair decisions.

This is a fantastic initiative from LAG, to educate children on the matters of justice and equality. They are also offering a discounted rate to firms and supporters. The standard price of the book is £12.99 or a discounted rate of £10 per copy if a firm or supporter purchase 40 or more copies. If over 100 books were ordered, LAG would increase the discount dependant on scale.

The campaign has been a great success so far, with donations to all of the primary schools in New Brighton & Wallasey. If you'd like to make sure your local school are receiving copies of 'equal to everything' find out how you can get involved by contacting Joanne Walters at Legal Action Group on joannewalters@mac.com



3 Day Children Panel Accreditation Course

Day 1: 2nd June, Day 2: 4th June Day 3: 12th June
All 9.30am - 4.30pm

Safda Mahmood is accredited to run this 3 day course, which is fully approved by the Law Society.

It is an intermediate specialist course for delegates who seek to represent a party in Public Law Children Act proceedings.

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.

The 3-day course is designed to enhance your legal knowledge, as well as to ensure that you are familiar with the requirements for membership. It will provide you with tips for good practice, as well undertaking case studies in groups, so as to apply your knowledge to various scenarios.

Competencies: B & C

[CLICK HERE TO BOOK](#)

[NOW ONLINE] Last Minute Conveyancing Problems and How to Solve Them

Wednesday 20th May, 1.30pm - 4.45pm
With Richard Snape

This course aims to look at how best to predict and deal with nightmare situations which might or are likely to arise between exchange and completion. The course will also update in relation to the 2019 Protocol and the Code for Completion

Topics covered include:

- Death of the client
- Last minute removal of fixtures and leaving chattels in the premises
- Apportionment problems
- Reports to the NCA and avoiding tipping off the client
- Last minute conflicts of interest
- Expiry of searches
- The Standard Conditions of Sale

& more...

Competencies: B

[CLICK HERE TO BOOK](#)



Vauxhall Community
Law & Information
Centre

News from Vauxhall Community Law and Information Centre

Our regular column from the team at Vauxhall Community Law and Information Centre who support the local community and promote access to justice.

Vauxhall Community Law & Information Centre visited by MP for Riverside Kim Johnson

The Law Centre was absolutely delighted to receive a visit from the MP for our Local Constituency, Kim Johnson.

We are looking forward to working with Kim on a number of different initiatives in the coming months. Kim has shown a keen interest in all of the work undertaken at the Law Centre and has kindly agreed in principle to Launch a Zero Hours Campaign meeting that is scheduled to take place later in the year.



Kim Johnson MP meeting with Ngaryan Li and Alan Kelly at the Law Centre

Coronavirus Hits the City and the Law Centre stops Face to Face Advice

In order to protect the health and safety of our clients, staff and volunteers Vauxhall Community Law & Information Centre was forced to close its door in late March 2020.

However, we are still managing to provide a service via the telephone and email. Our recently updated telephone system has proved to be invaluable as all of the staff can be reached on their direct dial numbers at home. We have had a steady stream of clients calling for advice. We expect this to increase rapidly in the coming weeks with the unprecedented increases in the numbers of people claiming benefits.

Our advice line is 0151 482 2540 and our email for advice is advice@vauxhallawcentre.org.uk

Thank you.

We would like to thank all supporters and volunteers of Vauxhall Community Law & Information Centre, without your help we couldn't

deliver the assistance we do to the Community across Liverpool and beyond.

We have had some amazing support recently particularly from Liverpool City Council and the GMB Trade Union. However, a special mention must go out to the Steve Morgan Foundation who have supported the Law Centre over the past 3 years. The Centre was almost at the point of closure 3 years ago when they provided us with a £55,000 grant over 3 years. They supported us to remain open and develop our services. The grant has enabled Vauxhall Community Law & Information Centre to turn around and begin to grow again. During this period, many law centres closed their doors for the last time and thanks to the Steve Morgan Foundation we remain to fight another day.

Volunteers

Vauxhall Community Law & Information Centre is looking for volunteers we welcome people with legal, administration and accountancy skills and are particularly desperate for people with IT skills to support us, we are in the process of redeveloping our website. We have received invaluable help from James Rowan, the CEO of WEBREVOLVE who has enabled us to access the site and given us excellent support voluntarily, incidentally it was his company that also redesigned the Liverpool Law Society website. We are also planning on developing projects in connection with zero hour contracts/gig economy and are looking to work in Partnership with Liverpool Domestic Violence Service

Please drop us a line if you or anyone you know is interested in assisting any element of our work at: recruitment@vauxhallawcentre.org.uk

If you are unable to help could you please circulate staff who may not see the Liverpool Law Magazine. Thank you.

Tribunal conducted over telephone due to Coronavirus emergency



Nancy Hatenboer

Vauxhall Community Law & Information Centre's Welfare Rights caseworker Nancy Hatenboer successfully represented her client at Tribunal over the telephone on 24th March 2020 due to the Coronavirus lockdown preventing a face to face hearing

The appeal was allowed. The panel recommended the DWP award the client standard daily living PIP of £58.70 weekly as from 7th June, 2019 up until 6th June 2022. This means the client will receive a back payment of 42 weeks which is £2,465.40.

Nancy has been very quick to adapt to the change in circumstances which mean appeals may be conducted over the telephone.



News from Merseyside Law Centre

Fighting for equality through social justice to combat poverty & homelessness



Celebrating Merseyside Law Centre

This month, we welcomed guests from the world of social justice into our office to celebrate Merseyside Law Centre's achievements, our Justice First Fellows and to toast the future of the centre. It was a truly uplifting and inspirational evening.

The speeches were kicked off by our Director, Mark Weights who spoke of the historical importance of the centre for the city and its people. Matthew Smerdon, the Chief Executive of the Legal Education Foundation, then spoke of the importance of the Justice First Fellowships for the future of social justice, ensuring that we have social diversity within the sector. He also spoke glowingly of our Justice First Fellows Siobhan Taylor-Ward and Tom Lavin, who are both excelling in their roles and proving how worthwhile the project is.

This was followed by hopeful words about the future of social justice law from Chris Topping, former president of Liverpool Law Society and a director at Jackson Lees and a great friend of the centre. One of

our clients Yew Fook Sam and a highly cherished volunteer of ours Tracy, finished off with moving words about the importance of Merseyside Law Centre and how our help changed their lives.

Being in a room full of people as passionate about social justice and equality as we are was truly fantastic and we would like to say a big thank you to everyone who attended.

Social Media

Follow us on social media

Twitter: @MerseyLawCentre

Facebook: Merseyside Law Centre

Living in Lockdown

This is an extremely difficult time for all of us with the outbreak of Coronavirus and the subsequent lockdown. This has meant many law firms and businesses have had to adapt to a new working regime. Advice is changing daily, in some cases hourly, so our aim is to provide you with sources of information on how we can all get through this unprecedented era.

This won't last forever. In the meantime, look after yourselves and each other.

The Law Society

The Law Society are constantly reviewing the situation in relation to COVID-19 which includes a regularly updated Q&A section

<https://www.lawsociety.org.uk/support-services/advice/articles/coronavirus-advice-and-updates/>

The Law Society have been engaging with Government agencies to seek clarification across a range of issues, you can access this information here

<https://www.lawsociety.org.uk/support-services/advice/articles/coronavirus-covid-19-priority-issues-and-government-resources/>

There are some specific issues arising around residential conveyancing transactions, please visit

<https://www.lawsociety.org.uk/support-services/advice/articles/coronavirus-covid-19-and-residential-conveyancing-transactions/>

The Law Society also recognise that there will undoubtedly be an impact on the wellbeing of members, there is some guidance and support available which can be accessed here - <https://www.lawsociety.org.uk/support-services/advice/articles/coronavirus-covid-19-support-for-our-members-wellbeing/>

The Courts

For up-to-date information on the courts visit

<https://www.gov.uk/guidance/coronavirus-covid-19-courts-and-tribunals-planning-and-preparation>

Legal Aid Agency

The Legal Aid Agency have published information setting out how they will work with Legal Aid providers.

<https://www.gov.uk/guidance/coronavirus-covid-19-legal-aid-agency-contingency-response>

Business Advice and Information

<https://www.gov.uk/government/publications/guidance-to-employers-and-businesses-about-covid-19/covid-19-support-for-businesses>

<https://www.gov.uk/government/publications/business-continuity-planning>

<https://www.acas.org.uk/coronavirus>

<https://www.businessgrowthhub.com/coronavirus>

<https://www.who.int/emergencies/diseases/novel-coronavirus-2019/travel-advice>

The SRA

The SRA have updated information relating to education and training rules

<https://www.sra.org.uk/sra/news/coronavirus-update/>



Looking after your mental health

There are numerous resources to help care for your mental health.

NHS

The NHS have a number of apps which can be downloaded. Some are free and others are paid for: <https://www.nhs.uk/apps-library/category/mental-health/>

Mental Health Foundation

<https://www.mentalhealth.org.uk/publications/looking-after-your-mental-health-during-coronavirus-outbreak>

World Health Organisation

https://www.who.int/mental_health/en/

LawCare

LawCare is the charity that promotes and supports good mental health and wellbeing across the legal community in the UK and Ireland. The helpline is a safe place to talk without judgement. You can call LawCare about anything – no problem is too small. LawCare also offers one-on-one peer support, and a wealth of information, resources and factsheets at www.lawcare.org.uk

Your call will be answered by trained staff and volunteers who have first-hand experience of working in the law and all calls are completely confidential.

Helpline Support 0800 279 6888

<https://www.lawcare.org.uk/>

Team Mental Health

Team Mental health have kindly written an article for Liverpool Law which appears on the page 14. They also have a series of blogs on their website which tackles the issues of mental health and coronavirus.

<https://teamentalhealth.co.uk/blogs/>

Mind

<https://www.mind.org.uk/information-support/types-of-mental-health-problems/>

Beating the Boredom

It's important for your physical and mental health to get outside and breathe in some fresh air whilst practising social distancing. According to the rules each person can take one form of outdoor exercise per day with their immediate family.

The Guide Liverpool has a list of walks in and around Liverpool

<https://theguideliverpool.com/10-winter-walks-less-than-a-hour-from-liverpool/>

For Culture Vultures

A number of Museums are offering virtual tours of their collections.

The British Museum

<https://britishmuseum.withgoogle.com/>

The Louvre

<https://www.louvre.fr/en/visites-en-ligne#tabs>

The Vatican Museum

<http://www.museivaticani.va/content/museivaticani/en/coll ezioni/musei/tour-virtuali-elenco.html>

Google Earth have also launched virtual tours of 31 of the world's most incredible national parks.

<https://earth.google.com/web/>



For Music Lovers

Montreux Jazz Festival are making 50 concerts available to stream free, visit

<https://www.montreuxjazzfestival.com/en/50-concerts-to-stream/>

Royal Liverpool Philharmonic Orchestra are running a series of past performances on Thursday evenings at 7.30 and Sunday afternoons at 2.30.

<https://www.facebook.com/LiverpoolPhilharmonic/videos/668501760643771/>

The Sage Gateshead also have a number of concert experiences on their website

<https://sagegateshead.com/nordic-symphonies-alternative-concert-experience/>

For Theatre Lovers

The Globe is streaming a Shakespeare play for free every fortnight

<https://globeplayer.tv/globe-to-globe>

The National Theatre are running plays every Thursday evening on their YouTube Channel

<https://www.youtube.com/channel/UCUDq1XzCY0NIOYVJvEMQjqw>

For Children

Joe Wicks, the Body Coach is running live PE lessons for children to keep them fit during school closures which will run Monday to Friday at 9am

<https://www.youtube.com/channel/UCAxW1XT0iEJo0TYIRfn6rYQ>

The Maths Factor are offering free maths lessons with Carol Vorderman for 4 to 11 years olds. The lessons start at 1pm each weekday

visit <https://www.themathsfactor.com/>

David Walliams, the childrens author has lots of resources for children on his website including films, books and fun activities.

Visit <https://www.worldofdavidwalliams.com/>

Thriving not Surviving

Dr Libby Artingstall and Dr Sile McDaid, Co-Founders and Directors of Team Mental Health offer some advice on looking after your physical and mental health...

For us, to thrive means to be able to grow, develop and be successful in life at work, and at home. If we are to thrive, our mental wellbeing is crucial, and this can be influenced by several elements including our physical health, our mental health and our relationships and social interactions. It's important to reflect and take the time to consider how we could positively influence each of these elements in our daily lives. To assist, we've jotted down some ideas below.

Physical health

- Engage in regular physical activity, even in small amounts. This stimulates the body and mind and can help you to feel energised.¹
- Eat sensibly. Foods with a low glycaemic index, such as wholegrains, nuts, beans & leafy greens release energy gradually. Therefore, they can assist in keeping us alert for longer.²
- Stay hydrated. One of the first signs of dehydration is fatigue therefore, to enhance performance and energy levels, make sure you drink enough water throughout the day.³

Mental health

- Sleep well. Sleep has a huge impact on both our mental and physical health and its importance should not be under-estimated. If you're experiencing difficulties sleeping, take action to implement a good sleep hygiene routine and if this doesn't work, seek support from a health care professional.
- Assess and manage stress. Engage with work-related stress risk assessments and act on them. Be aware of your own signs of stress and implement positive rather than negative coping strategies.
- Take time to relax. Explore different techniques and find out which work for you. Deep breathing, yoga, meditation and mindfulness can have a positive influence in terms of helping us regulate our response to, and recover from, stress. However, it's important to recognise that for some individuals, particularly those who may have experienced trauma, meditation or mindfulness may not be the right way forward.^{4,5}
- If you're experiencing difficulties with your mental health, let someone know. The earlier the intervention, the less risk there is of more complex, long-term problems and / or a crisis situation occurring.

Relationships and Social Interactions

- Connect with others. Having good support networks in place protects our mental health and wellbeing. By making meaningful connections with people who share common ground, ideas and values, we can develop a sense of community and belonging. This

can help us feel valued, cared for and supported.⁶

- Listen to understand. It's easy to be engaged in a conversation, to listen to respond and interrupt. It's not as easy to listen to understand but it's so important that we do. Active listening helps us to build and maintain healthy relationships which protect our mental health. It can also help us support someone if they are experiencing difficulties.

- Think win-win. It's important to recognise that our interactions with others are likely to be influenced by our own goals and ambitions, and the goals and ambitions of others. If there is a way to navigate a circumstance so as to find mutually agreeable and advantageous solutions, then take it because it can promote wellbeing, satisfaction and success.

References:

1. The New Economics Foundation (2008). Five ways to wellbeing. Government Office for Science. Available at: <https://www.gov.uk/government/publications/five-ways-to-mental-wellbeing>
2. Harvard T.H Chan: School of Public Health (2020). The Nutrition Source: Carbohydrates and blood sugar. Available at: <https://www.hsph.harvard.edu/nutritionsource/carbohydrates/carbohydrates-and-blood-sugar/>
3. Harvard Medical School (2020). Alcohol and fatigue. Available at: <https://www.health.harvard.edu/mind-and-mood/alcohol-and-fatigue>
4. Harvard Medical School (2011). Understanding the stress response: Chronic activation of this survival mechanism impairs health. Harvard Health Publishing. Available at: <https://www.health.harvard.edu/staying-healthy/understanding-the-stress-response>
5. Smith et al (2017). The State of Mindfulness Science. Greater Good Science Centre at UC Berkeley. Available at: https://greatergood.berkeley.edu/article/item/the_state_of_mindfulness_science
6. Covey, S (1989). The Seven Habits of Highly Effective People. Simon & Schuster UK Ltd.

Contact Team Mental Health
www.teammentalhealth.co.uk
@GoTeamMH



MENTAL HEALTH MATTERS AT WORK

The Organisation for Economic Cooperation and Development estimates that the cost of mental health issues such as stress, depression and anxiety costs the UK economy £70 billion each year.

There is a strong proven business case for organisations to promote good physical and mental health for all staff. It leads to greater productivity, better morale, better retention of staff, and reduced sickness absence.

Research by Mind, the UK mental health charity, shows that more than 1 in 5 people will call in sick rather than admit to a mental health issue, and over 3 out of 10 people feel they can't talk to their manager. Interestingly, the research also shows that over half of employers would like to do more about staff wellbeing, but don't know how.

Here are some tips on how organisations can start to create a culture that encourages people to be open and honest about their mental health, and to access the support they may need.

PROMOTE A CULTURE OF ACCEPTANCE

Get commitment from senior leaders, this sends a clear message that staff mental health and wellbeing matters – colleagues take cues from how leaders behave

Staff need to know that their mental health is important and that being open about it will lead to support, not discrimination

Develop clear policies about mental health and wellbeing, make sure these are implemented and communicated to everyone

Challenge the stigma that surrounds mental health by signing the Time to Change Employer Pledge (www.time-to-change.org.uk). It demonstrates commitment to change how we all think and act about mental health in the workplace

Look after others

Tips for good mental health and wellbeing at work

ENCOURAGE A BETTER WORK /LIFE BALANCE

Sustained pressure and a poor work/life balance can quickly lead to stress and burnout, reducing staff performance and morale

Monitor workloads to ensure staff are coping and not feeling under excessive pressure

Flexible working benefits both organisations and staff; organisations benefit from increased morale, commitment, productivity and reduced sickness absence – staff feel better able to balance the demands on them from different aspects of their lives

Flexible working can be an important intervention to prevent mental health problems from getting worse and leading to absence – it can also support a phased return to work after a period of absence

Senior leaders and managers can be positive role models for healthier work habits and can encourage staff by leading by example, such as taking lunch breaks and working healthy hours

RAISE AWARENESS

Embed mental health in inductions and training – staff will then understand how mental health is managed within the organisation and what support is available

Make sure the staff handbook/intranet site includes information about mental health policies and the support provided by the organisation

Invite a speaker to talk about mental health during a mental health or diversity event – the lived experience can help to break down stigma and stereotypes

Communication is key: use existing communication channels – staff meetings, blogs, factsheets, top tips, web links, FAQs, posters, noticeboards, staff newsletters

Encourage mental health champions – people at all levels talking openly about mental health sends a clear message that staff will get support and that a mental health issue is no barrier to career development

PROVIDE LEARNING AND DEVELOPMENT

Staff need to feel valued and supported and that their work is meaningful – foster a positive culture that values all staff by investing in their skills and development, this builds the trust and integrity essential to maintain commitment and productivity levels

Good line management can help manage and prevent stress – help staff who manage others to develop good people management skills

Consider training line managers in how to spot the early signs of mental ill health and how to respond, let staff know that there are people available who are trained to help

SIGNPOST TO SUPPORT

Early intervention can stop problems from escalating. Mind (www.mind.org.uk) Rethink Mental Illness (www.rethink.org) and Mental Health First Aid England (www.mhfaengland.org) all have helpful resources and offer training

If your organisation offers counselling services or Employee Assistance Programmes, ensure all staff know about them and how to access them

Ensure staff know about LawCare and the support available

Call our free, independent, confidential Helpline on
0800 279 6888 or go to **www.lawcare.org.uk**

Working from home - not as scary as it seems!!

With the Government's recommendation that everyone who can, should work from home, Steve Cornforth offers some advice on home working and to take advantage of the work/life balance opportunities...

Back in 2017 my working life changed forever! I finished as a partner in the Solicitors' firm where I had worked for over 25 years. I launched my own consultancy business and have worked from home ever since. This was quite a culture shock at first. I went from being Senior Partner in an office which at one point had over 100 staff, to being a one person business! Regular 7.30am starts to open the post became a laptop login at 8.00ish... I am now approaching the three years anniversary and wouldn't change a thing.

For obvious reasons, many people are going to be asked to work at home over the next few weeks. In many ways it is easier for me because I am in control of my own business, my own systems and also data. But here are some tips that might be of use. They are directed at lawyers, that's what I do, but might be helpful to others.

1. Formulate a working day

I need the structure of a working day to make sure that I get going. From the start, I made myself start work as close to 8.00am as possible. I allow myself a mid-morning break and force myself to stop for lunch, although Bargain Hunt on BBC can make this a challenge! I use Google Calendar to schedule calls or other tasks. I normally try to end the day in time to watch Pointless. My life does not revolve around TV, it is just a helpful anchor point for timing – ahem! Sometimes I might start later and I often start again in the evening but a structure, whatever suits you, is essential. If you are a lawyer and working to a task related system like Proclaim, this creates its own discipline.

2. Identify a least one human being to communicate with

When I worked in a busy office, my room was like Lime Street Station. People were coming and going all day, asking questions. Or I was in someone else's room doing the same. Isolation is a worry if you are working from home for more than a couple of days. We all need somebody to lean on as the famous philosopher, Bill Withers once said. There will be moments when you need to run something past a colleague. Most mistakes, or worse, are made, when someone is left on their own. A fresh pair of eyes will usually see the wood from the trees. It is always important to have someone to talk to, even more so when you are working in a different environment. If you are an employer whose staff are working from home, you must establish a clear line of communication.

3. Take advantage of work/life balance opportunities

This is opposite of 1. When you are working in an office it is very easy to be drawn onto a treadmill. You sit at your desk and barely lift your head until it is time to leave. When you work from home you take more creative breaks – dog walking (dogs can be provided!), a 10 minute news update, a couple of phone calls. The one advantage of being on your own is that you can't disturb anyone. You can be as chilled as you like – although working in pyjamas would never suit me...

4. Try to complete tasks in hand but also allow yourself some flexibility

I do tend to flit around from task to task. If boredom sets in on one I might move on to another and then another I can end up with lots of tabs on my laptop but then don't feel like going back to one that caused the distraction in the first place. So, I do now try and make myself finish one job before moving on. But equally, it is



Steve Cornforth

sometimes helpful to leave a tricky task for a short time and go back later. It is whatever suits you, but you should stick to it!

5. Never let your guard down

You may be at home but are still subject to the same legal and compliance obligations –

(a) What is your employer's data protection policy? Are you taking papers home? Many do. How are they tracked. Does your employer know exactly which papers are where? Before I left my former firm, I introduced a simple bar-coding procedure. If a file was taken from the office, for whatever reason, it was given a bar-code. It was scanned using a simple handheld device which recorded the file details, who had it, where it was and how long it might be absent. Where will papers be stored at home? Could an unauthorised person gain access to client data? You should check all of this. Employers – if you haven't addressed these things since 2018 then you need to review them now.

(b) This is not the time for a social media free for all. You still have professional obligations. You are still representing your employer or profession. Some of the worst social media disasters happen when someone thinks they are tweeting from the safety of their own living room. 240 twitter characters can be easily misinterpreted.

(c) What processes are there for checking post – in and out?

(d) How is the recording of receipts and payments managed?

(e) Employers – do you need to speak to your indemnity insurance brokers? If in doubt ...

I hope these are of some use. Any other suggestions gratefully accepted.

MSB at Home

The Covid-19 pandemic is rapidly changing the way we live our lives and, as such, has reset the agenda for businesses. Priorities have shifted for all businesses taking this seriously to protect their staff. The main challenge for businesses across the country is balancing welfare whilst protecting their business.

In the legal sector, the challenge is emphasised. Clients must remain protected. As a full service law firm, MSB must protect clients as far as possible by practising social distancing. But pivotally, protection comes through maintaining a service, particularly to vulnerable our clients who continue to depend on us.

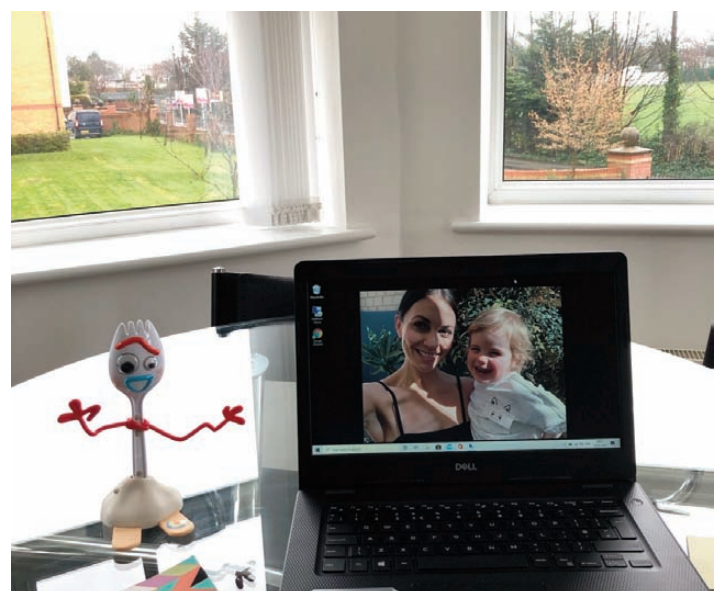
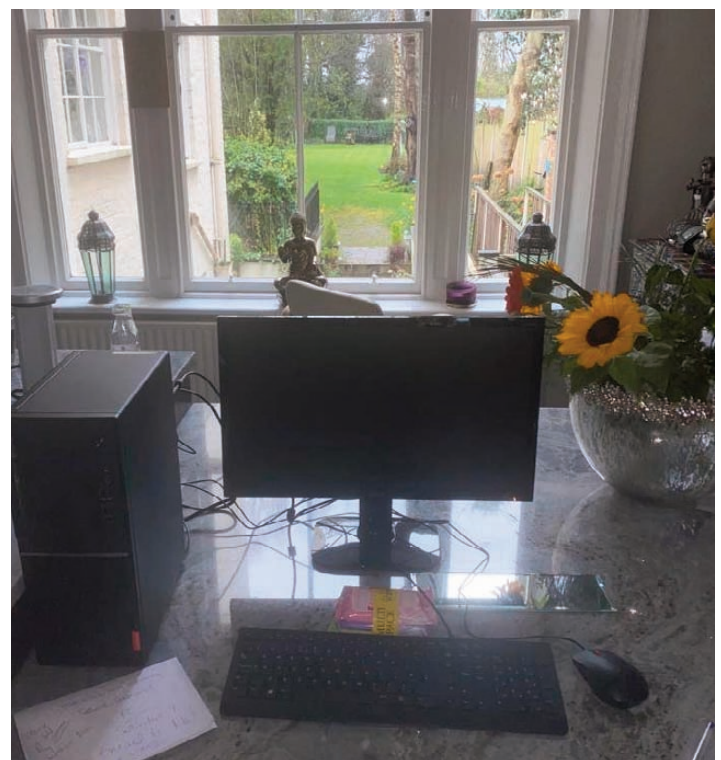
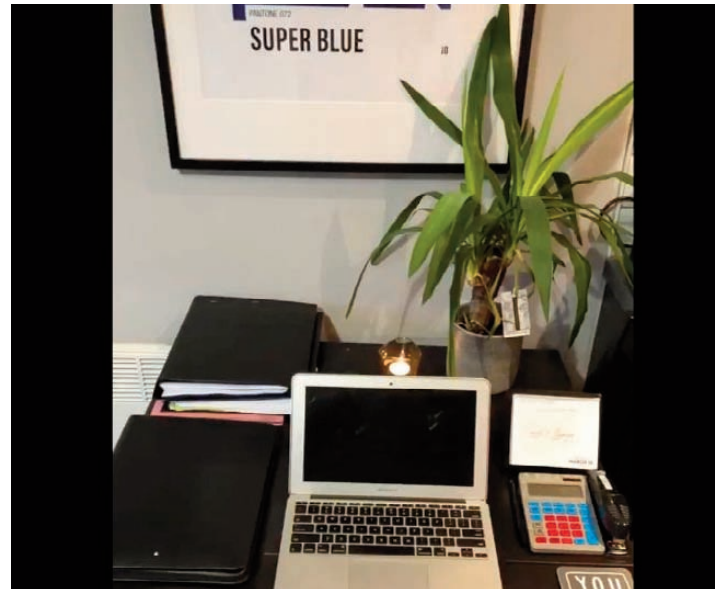


Developing systems to work from home has always been a priority for MSB. Home working can ensure equality for staff with children or disability by way of example. As a result, full existing continuity plans have been deployed and the firm is operating at full capacity. Solicitors and Assistants are delivering a full service from the safety of their homes.

Emma Carey, Managing Partner says, "This is probably the biggest challenge to business we have ever experienced, but we are ready. Protecting my staff, our clients and preserving our business that we have all built together is my upmost priority.

These are unprecedented times and I welcome conversations to share best practise and think creatively to overcome mutual challenges.

From all of us at MSB, please keep safe and well."



Study reveals link between Flooding and Poor Mental Health



People whose homes are damaged by extreme weather events like flooding are far more likely to suffer mental health problems, new research has found. As Tim Champney, Managing Director of Future Climate Info explains, the lingering uncertainty of repeat floods is having massive emotional impacts on settlements that once thought they were safe.

The study was led by the University of York and the National Centre for Social Research and published in the *International Journal of Environmental Research and Public Health*. It found that experiencing weather damage to one's home, even if it is relatively minor, is as much of a risk to mental health as living in a disadvantaged area.

Researchers concluded that with storms and floods likely to become more frequent and intense due to climate change, emergency planning for extreme weather events should include mental health support for those affected.

Professor Hilary Graham, the lead author of the study from the Department of Health Sciences at the University of York, said: 'This study shows that exposure to extreme or even moderate weather events may result in 'psychological casualties' with significant impacts on mental health.

'This is reflective of the huge impact storms and flooding have on people's lives as alongside the physical damage to homes and businesses, there is the emotional damage to the sense of security that many people derive from their home.'

Study findings

The researchers analysed data from the Adult Psychiatric Morbidity Survey (APMS), the leading source of information on the mental health of people living in England.

People were asked in 2014 whether their home had been damaged by wind, rain, snow or flood in the last six months – just after the UK had endured severe winter storms and extensive flooding during the previous winter.

In this period (December 2013 to March 2014) there were:

- More than four million flood warnings
- More than 10,000 properties left underwater.
- 1 in 20 survey respondents said they lived in a storm or flood damaged home in the last six months.

In this clip from ITV Border News, Linda, from Carlisle, says the devastation Storm Desmond left behind four years ago still affects her today.

The study found that people whose homes had experienced damage were around 50% more likely to report poor mental health issues such as Post Traumatic Stress Disorder (PTSD), stress and depression. A quarter still suffer such issues two years on – including suicidal ideation and suicide attempts.

Low-income households are eight times as likely to live in tidal floodplains. Yet 61% of low-income tenants have no home contents insurance – risking a huge financial shock if floods hit.

The Environment Agency has urged householders to "prepare, act, survive" – sign up for flood alerts, move valuables upstairs and keep a grab bag of vital medicines and documents.

In response to the widespread flooding in South Yorkshire in November 2019, Doncaster City Council invested significantly in mental health first aiders and specialists. They recognised that flood victims not only had a long haul physically

to clean up their properties and await insurance decisions (if they were lucky), but also deal with the lingering uncertainty of it all repeating.

The brutal reality of course hit home again this February, when Storms Ciara and Dennis wrought repeated devastation to communities in the Yorkshire Dales, Vale of York and Severn Valley once again this year.

Recognise lasting mental health impacts

The scientists said that with the number of properties in the UK at risk of flooding set to increase over the coming years, environmental and health policies should be brought together 'much more closely'.

Storms Dennis and Ciara also redrew many historic flood extents. Villages such as Staith and Cowick on the River Aire floodplain had thought they were safe as the floodwater had never extended to them in hundreds of years. Now, when better flood defences could be some years away and the next storm maybe a week away, the threat continues to play on victims' minds.

It should be recognition that protecting communities from floods is far more than building physical barriers, but looking after the mental effects too.

Julie Foley, director of flood risk strategy & national adaptation at the Environment Agency, said: 'The impact of flooding on people is devastating, and can last long after the flood waters have gone away.

A year after the devastating 2007 floods, some 5,500 residents of Hull were still not back in their homes, with 1400 living in caravans. The time taken to clean out, dry out, investigate, estimate repairs and renovate property took its toll on the population.

The damage caused in Hull was put at more than £40m and ultimately affected over 10,000 properties, leading to an **independent review of the region's flood defences** and millions spent on flood improvements.

However, more than a decade on BBC Humberside re-visited residents and businesses, where it was clear that they were still dealing with the knock-on effects.

Former Hedon resident, Sally Johnson said: "A friend is still finding problems with her home. When it rains she goes outside to monitor it to make sure it isn't flooding. It impacts the rest of your life."

Adapt or move out?

The findings come after **another study** declared that Storm Desmond in 2015 was our worst storm in 600 years on the basis of soil sampling.

They are indicative of a worsening trend that could have an even greater impact on the mental health of affected communities in future years as the climate continues to change.

The Environment Agency previously issued a stark warning that flooding may become so bad over the coming years that some of the worst-hit towns may have to be abandoned for good.

Our recent blog on the coastal community in Fairbourne, Gwynedd, becoming possibly the first UK climate refugees is a clear case in point. The same could be true for communities along our east and southern coasts, as well as communities regularly affected by flooding like Carlisle.

And with 90% of Hull standing below the high-tide line, can the UK's 2017 city of culture be retrofitted against disaster – or should its people think about moving on?

Understand the Real Risk

Moving into an area with a potential flood risk means that homebuyers must be more forensic about how it could affect their physical and mental well-being.

As part of the due diligence searches, conveyancers must be able to trust that the data and supporting guidance provides the clearest possible picture of future flooding. This must be based on a close examination of the past extents, claims, soil and slope profile, as well as accounting for climate change allowances and this could impact on communities in terms of extreme flooding.

At Future Climate Info, we build all of this into our **residential environmental reports**, so you don't need to get a separate flood report. Not only that, but where a flood risk is identified, you and your client can then access our **specialist flood risk services** to more forensically identify if the risk could affect your client in years to come.

For more information, contact us on 01732 755180 or email us at info@futureclimateinfo.com

The future of environmental searches

- One complete search
- Saves time & money
- Simple product choice
- Clear & concise
- Fewer 'Further Actions'
- Next steps guidance
- Innovative solutions
- Expert customer service

Premium Residential <0.25Ha
Environmental | Flood | Ground Stability | Energy & Infrastructure

Report Details

Address: Sample
Requested by: Sample
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 Ltd
www.futureclimateinfo.com/team

Regulated by RICS

If you require assistance, please contact your Search Provider or alternatively contact FCI directly with your Report ID: Tel: 01732 755 180 | Email: info@futureclimateinfo.com | Web: www.futureclimateinfo.com

Essential

From £39.00 + VAT⁽¹⁾

Meets the minimum requirements of the Law Society's guidance on flooding and Contaminated Land.

- Environmental
- Flooding⁽²⁾

Standard

From £45.00 + VAT⁽¹⁾

Contains all of the information from the Essential report and includes Ground Stability data.

- Environmental
- Flooding⁽²⁾
- Ground Stability⁽²⁾

Premium

From £50.00 + VAT⁽¹⁾

Contains all of the information from the Standard report and includes data on Energy & infrastructure such as wind farms, shale gas exploration, and HS2.

- Environmental
- Flooding⁽²⁾
- Ground Stability⁽²⁾
- Energy+Infrastructure⁽²⁾

For more information on FCI's suite of products, visit:

www.futureclimateinfo.com, call +44 (0)1732 755 180 or email info@futureclimateinfo.com



(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.

Regulated by RICS



Jackson Lees Group makes a positive difference with Culture Week

Award-winning law firm Jackson Lees Group has celebrated diversity in all its forms during a special series of events at its inaugural Culture Week.

The firm's core value is to Make a Positive Difference and the celebratory event aimed to embrace and explore the diverse range of cultures across the firm, with a fun-filled week of daily interactive sessions, including two guest talks from local diversity experts.

Zia Chaudhry MBE, Director of the Foundation for Citizenship at Liverpool John Moores, delivered his guest talk on the importance of diversity in the workplace. While university lecturer Rachel Boyle, a race, racism and ethnicity researcher, explored racism, perceptions and stereotypes during a session with the group.

She said: "It was an honour to be invited in to talk to the staff at BJC. The issue of race and racism is at a crucial point in our society and it was excellent to see the firm engaging in such a meaningful way. BJC is a dynamic, modern firm filled to the rafters with talent. Clear principles and commitment to social justice are evident everywhere and the discussions we had were so rich. It was incredibly nourishing to be in a space with such excellent people and I look forward to any future work we may do together."

The events were hosted by Jackson Lees Group's Diversity Committee with an aim to enable open, positive conversations exploring diverse cultures within and outside of the firm.

Hetal Hathiwala, a trainee solicitor at Jackson Lees Group chairs the Diversity Committee, she said: "We're living through turbulent times and we want to give all of our people a safe space to open up about their backgrounds, share their experiences, and talk about issues without fear of judgement."

"It's such a privilege to see colleagues and external speakers voicing their stories and opinions, feeling comfortable enough to share their own personal journeys with us. Being open and understanding is crucial to us as a firm and I'm honoured to see all the hard work paying off."

Educational talks included 'What's the Q?' which addressed the Q in LGBTQ+, while another session explored the concept of 'White Privilege'. The week ended with a celebration of diversity, encouraging people to bring and share food, drink and music that meant something to them/their culture.

Brian Cullen, Group Chief Executive Officer, said: "This has been a wonderful week, which has given us all the opportunity to reflect on our personal journeys and cultures and learn more about each other. As a firm, we're committed to creating a diverse, representative team, and embracing and celebrating our different cultures has been extremely uplifting and insightful."

"Our Diversity Committee is doing an incredible job and we look forward to seeing them continue their great work, reaching out and engaging with our local communities, and helping to encourage people from a wider range of backgrounds to explore a career in law."

The award-winning Jackson Lees Group provides full-service legal solutions to personal and commercial clients and has over 280 employees across six offices in Merseyside and Manchester.



**Chris Topping, Hetal Hathiwala,
Rachel Boyle & Esther Leach**



Liverpool Law Society

**[NOW ONLINE] Residential Conveyancing
for Support Staff (2 day course)**

Tuesday 5th May & Wednesday 6th May
Both 9.30am - 4.30pm With Ian Quayle

**This is an intensive two day training course aimed at
secretaries, paralegals, and lawyers returning to or
joining the residential conveyancing team.
The course is also useful for members of staff
completing CILEX Level 3 or 6 conveyancing
modules.**

Delegates will learn:

- The conveyancing process from receipt of instructions to file closure
- Preparing the contract bundle including drafting the contract
- Dealing with searches and enquiries
- Client inspection, surveys and acting for lenders
- Exchanging contracts

& much more

**Competencies: A1, A2, A3, A4, A5, B2, B3, B4, B5, B6,
C1 & C2**

CLICK HERE TO BOOK

'Coercive control' the focus of domestic abuse conference in Liverpool

The Domestic Abuse Conference 2020 featured a keynote speech by David Challen, whose mother Sally was eventually released after serving ten years in prison for the murder of her abusive and controlling husband.

Speaking about the hidden impact that coercive control had on his mother, David said that every person has "their own little CCTV cameras" that can be used to log examples of potential abuse and build a body of evidence that may ultimately make victims feel equipped to leave an abusive relationship.

Sally Challen became isolated from friends and family and emotionally and financially dependent on her controlling husband, Richard, and ultimately killed him at the family home following a period of separation and reconciliation.

David said, rather than asking why she had acted in such a way, it was more important to recognise the loss of control that led up to those events.

Almost 100 delegates attended the event at Liverpool's Crowne Plaza hotel, organised by Morecrofts Solicitors, which brings together abuse victims, parents, care providers, policy makers, academics and legal professionals to share their experiences and ideas to tackle domestic abuse.

Other speakers included Jasvinder Sanghera CBE, who discussed the dangers of so-called 'honour-based' abuse, telling delegates, "abuse is not part of any culture - cultural acceptance does not mean accepting the unacceptable".

She also highlighted the many teenage girls who disappear from school registers in the UK to be forced into marriage and the coercive control that is exercised at the heart of the 'honour' system of some Asian communities in the UK.

Dr Frank Maguire, consultant clinical psychologist at Merseycare NHS Trust, told delegates that the care system needs to create a context for recovery by understanding the trauma of living in an abusive family system where dominance and control sit at the heart of the family.

His work shows there are long-term mental health implications for children, who become hard-wired from a young age and develop 'mental maps' of how relationships should function and live in a 'lingering fear state'.

Charles Millett, employment law partner at Morecrofts, also spoke about the rights of employees suffering domestic abuse and what employers can do if they suspect an employee is a victim or perpetrator of domestic abuse.

There was also a dramatic performance by the Certain Curtain Theatre Company, presenting their award-winning play *Lady in Red*, which explores a woman's attempts to leave an abusive relationship and the barriers she faces.


Morecrofts partner Julie Waring, who hosted the event, said: "This conference has created a platform where professionals can come together each year to discuss all forms of domestic abuse, including coercive control.

"Domestic abuse impacts on so many aspects of people's lives, and we are incredibly proud to play our part in driving the necessary



(L-R) Dr Frank Maguire (Merseycare), Charles Millett (Morecrofts Solicitors), John Woudberg & Claire Moore (Certain Curtain Theatre Company), Julie Waring (Morecrofts Solicitors) and David Challen at the Domestic Abuse Conference 2020.

conversations and actions to root out the causes of this problem and support victims to break free from abuse."



 Liverpool Law Society

[NOW ONLINE] Building Regulations & Planning Permissions for Conveyancers

Thursday 23rd April 1.30pm-4.45pm
With Richard Snape

Building regulations continues to be a major area in relation to conveyancing and planning permission has changed significantly in the recent years.

Topics covered include:

- Building regulations enforcement periods
- The Lenders Handbook
- Specific current areas of interest in relation to building regulations
- Gas safe regulations changes
- Septic Tank changes and implications of the Grenfell disaster
- Planning enforcement periods

& much more...

Competencies: B

CLICK HERE TO BOOK

Routes to Qualification

In this edition we talk legal apprentices Bobby Jo Doherty of Carpenters and Jordan Coulton of Weightmans about their route to qualifying as a solicitor

Bobby Jo Doherty
Paralegal Apprentice
Carpenters



My current role is a Level 3 CILEX Paralegal Apprentice in the Serious Injury team at Carpenters Group. This involves a variety of work which differs from general administration to assisting solicitors, liaising with clients, preparing court bundles and drafting letters of instruction for experts in different disciplines. I find my role is very rewarding in that I am always learning new and transferrable skills. My colleagues are very encouraging and provide me with me with opportunities which aid my learning and development as a Paralegal Apprentice. An example of this is my recent attendance to a liability trial.

I started in July 2019 upon completion of A Levels in Law, Psychology and Sociology. In August 2019, I received my results and secured a place at the University of Liverpool to study Law but had, by that point, already concluded the experience I was gaining through this apprenticeship was a key requirement for any successful legal career. My apprentice training began in September 2019.

Initially I had every intention to take the traditional route into a legal career, I considered apprenticeships as an alternative if I didn't meet the requirements for University. I quickly realised that not everyone legally qualified attended University and that I didn't need to either. I am now just over 7 months into my role and have had the chance to work alongside people of varied legal experience and, most importantly, with different routes into their careers. I believe that going to University and academic ability no longer secures you a job in the way it once did and experience is a much-desired skill. This route enables me to learn both from a curriculum and the professionals around me who there to offer their knowledge and expertise. This is a benefit of working in the everyday environment.

My training is delivered by BPP University through a virtual platform. I attend this training one day a week and work in the office the remaining four days. I am required to produce a portfolio alongside the training to demonstrate that I have the necessary legal experience. I must sit exams after each module

and the portfolio is assessed upon completion of the course.

I believe there are advantages and disadvantages to both routes. One of the main advantages to the apprentice route is the ability to learn and gain a respected qualification without having to worry about any debt. A disadvantage could be that time management can be difficult as you must maintain a high standard in both work and studies. The traditional university route entails summer holidays and the student experience whereas an apprenticeship is full time work with limited holidays as per most full-time roles. I personally believe this was the best route for me, it allows me to still feed my passion to learn and study whilst working and earning a competitive wage for my age.

After completing this course in 2021, I hope to secure a place on a Level 7 Solicitors Apprenticeship and continue to progress at Carpenters. I would like to be a legal assistant with a developed understanding of the processes in file handling and continue to study. In the next 10 years, I would ideally be a qualified solicitor within the personal injury sector and manage cases of my own.

Jordan Coulton
Legal Apprentice
Weightmans LLP



Being an apprentice has enabled me to gain a great deal of legal experience in 3 practice areas; Employment, Disease and Regulatory. When I first started the firm as an Apprentice, this was my first ever legal job and so the first 3 months were spent in the support team of Employment which allowed me to become comfortable with the firm's case management system. After this, I then transferred to the case handling team and was assisting qualified lawyers in the preparation of their cases in the Employment Tribunal.

After a year within the Employment team, I then transferred to Disease in which I was running my own caseload of pre-litigated Noise Induced Hearing Loss and Vibration White Finger/Hand Arm Vibration Syndrome claims. I quickly rose through the ranks within the Department and transferred to

the litigation team where I was handling my own litigated Disease files. During this time, I was doing the same work as qualified lawyers within the team including; drafting, advocacy and complex negotiation.

I then took on a role within the Regulatory department in which I assist in the preparation of inquests on behalf of Healthcare clients. My role within the team is to draft client reports, draft submissions, conduct meetings with witnesses, advise on strategy and disclosure to the Coroner. During this time, I have also gained in-house legal experience at NHS Trusts by undertaking secondment in their legal departments.

The apprenticeship landscape has changed over time since I first enrolled on to my first apprenticeship with successive Governments in place. Based on the current standards, it would take up to 6 years to qualify as a Chartered Legal Executive but due to the changes in the standards and schemes during my time, this has added on an extra year unfortunately so it will have taken me almost 7 years.

I recall attending University on open days and not ever having “that” feeling I wanted to be there. This combined with the fact I was the first year to fall victim to the rise in tuition fees meant I did not want to invest a great amount of money into going to University if I was not 100% sure about it. I took a year out and during that time, I actually came across the vacancy at Weightmans by complete chance! I am glad I chose this route though due to the vast practical experience I have gained in law and I am sure my colleagues would agree that you do not need

a law degree to do this job! I had the opportunity to go to University but chose not to and I am glad I chose to undertake an apprenticeship.

The advantages of the apprenticeship route is that you get invaluable “hands on” experience practicing the law and this route sets you up more so to become a lawyer for that reason. It is also debt free and you get to be part of a law firm, learning their ethos and way of working from the ground “up”. I suppose the only con is that you are working 9-5, 5 days a week and so can't experience the “uni lifestyle” but I suppose that is not for everyone anyway! As an apprentice you are earning and learning but that's not to say that this route will be for everyone. It must also be mentioned that one route is not better than the other but the apprenticeship route is a real alternative to University.

If you would like to write about your own experiences of qualifying as a solicitor, whether that's through an apprenticeship, CILEX or the traditional university route, please email editor@liverpoollawsociety.org.uk

Liverpool  Law Society

[NOW ONLINE] Running Care Cases

Tuesday 28th April 10am - 4pm
With Safda Mahmood

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.

Topics covered include:

- Steps to take Pre-Proceedings
- Working within the requirements of the Revised Public Law Outline
- Emergencies 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 & more...

Competencies: B&C

[CLICK HERE TO BOOK](#)

Liverpool  Law Society

[NOW ONLINE] SRA Solicitors Accounts Rules for Fee Earners and non-finance staff

Friday 5th June, 10am - 12.30pm

With Ian Johnson

Aimed at fee earners, partners, practice managers and finance staff who need a working awareness of the SRA Accounts Rules, but perhaps don't work with them day to day.

Covering:

- An overview of the new SRA Accounts Rules and key principles of the previous rules that still apply
- The key differences and similarities and what firms should be doing to adopt the new rules
- Critical areas of focus: including provision of banking facilities and dealing with residual balances
- Overview of recent SRA guidance

Competencies: B & C

[CLICK HERE TO BOOK](#)

Helping Law Firms through a working crisis!



Given the uncertainty in our country and around the world, it has become increasingly important to focus on the way businesses share information. As many people are working remotely, we as businesses have a responsibility to ensure that staff members can access critical information when they need to, but also that it is done in a secure and compliant manner.

Docutech Office Solutions are market leaders in Document Technology and Security. We offer an extensive level of services due to our highly skilled and extremely diverse team, which is coordinated via the control hub at our head office in Manchester. We offer an impressive range of services which include.

- Managed Print Solutions
- Legacy Scanning
- Document Storage and Retrieval
- Managed IT Support, Secure Hosted Mail rooms
- Cloud Services
- Outsourced Print Solutions

This means we can centralise, and therefore streamline, the way that your business operates with the right balance of hardware, software and technical solutions.

Agile working has now become an essential part of life for the work force. We can help you to make the transition as smooth as possible with our Agile Working I.T bundles, which come complete with.

- HP desktop unit,
- Lenovo monitor with
- Compatible keyboard and mouse.

Docutech can also provide desktops printers and mobile phones to keep your organisation fully operational throughout this pandemic.

Docutech have been the main partner to Manchester Law Society for over 10 years and value our relationship with its members extremely highly. We therefore will ensure that even through the current working climate every client of Docutech Solutions is provided with.

- A dedicated account manager
- Fully accredited engineers,

- Technical support staff
- Manufacturer-trained specialists.

Docutech Solutions also offer market-leading IT support services. The team, which is fully accredited to ISO standards, has a thorough understanding of the business landscape and the IT issues that can arise. We are able to offer scalable solutions to suit every level of your business.

During the Covid-19 crisis Docutech will still offer our full support services, in accordance with government guidelines surrounding work and travel limitations. This means a sensible approach to helping your organisation function will always be our priority.

The ability to access critical information in a secure manner could potentially be the difference between whether or not your business can survive under agile working conditions. Docutech's storage and retrieval service means that you can rest assured knowing that data is being shared and accessed securely. Our collections team will arrive at your normal place of business with the appropriate equipment to collect, tag and transport your paper documents to our secure scanning facility. At this point your documents are scanned, indexed and uploaded to either a cloud solution or your existing workflow system. Docutech can then continue to store the documents or destroy them.

One very important thing to remember is, although we must adapt our current working processes to survive through this time. We must also continue to meet the regulations set out by the ICO and the expectations of our clients. Since the introduction of the General Data Protection Regulation (GDPR) on 25 May 2018, there has been a greater focus on data protection and the Information Commissioner's Office has issued huge fines to businesses for serious security failures and failing to protect personal data.

The Docutech Office Solutions GDPR Program is designed to be a complete solution to managing and controlling your personal data. In a world full of cyber threats and digital crime we want to be the safest pair of hands for the life cycle of a document.

For further information call 0844 259 6155 or email nathan@docutechsolutions.co.uk



DOCUTECH
OFFICE SOLUTIONS

Agile working bundles

HP 5810 Base Unit

Lenovo Monitor

Mouse & Keyboard

**HUGE
SALE**

NOW JUST

£150

ADDITIONAL EXTRAS
ON REQUEST

**COMPLETE
HOME-WORKING
SOLUTION**

Credit card payment available
Call 0844 259 6155 or email nathan@docutechsolutions.co.uk



DOCUTECH
OFFICE SOLUTIONS

Agile-working packages to enable your
workforce to operate from home

Lenovo ThinkPad x260

Intel i5 Processor

180GB SSD

WAS
£200

**HUGE
SALE**

NOW JUST

£160

ADDITIONAL DISCOUNTS
AVAILABLE FOR BULK
ORDERS

**20%
OFF**

 **Windows 10**



Credit card payment available
Call 0844 259 6155 or email nathan@docutechsolutions.co.uk

Jackson Lees Group plans national growth following MBO

Jackson Lees Group, which has over 280 staff across six North West offices, has been acquired by MAPD Ventures Ltd via a management buyout (MBO) led by its current CEO and COO, Brian Cullen and Joanna Kingston-Davies.

Having received funding from Shard Credit Partners to facilitate the MBO, MAPD Ventures now intends to invest heavily in the legal sector via a nationwide acquisition strategy. The business is currently in advanced discussions with three firms.

MAPD (Making a Positive Difference) is the single core value of the Jackson Lees Group and Cullen and Kingston-Davies felt it only natural that they would incorporate this ethos and vision into the name of the new parent company.

Brian Cullen, CEO of JLG, said: “the MBO begins an exciting new chapter in the growth of our business and now allows us to accelerate finding great businesses to join the Group. The relationship with Shard is founded on a mutual view of what a ‘Great’ business should look like, with a strong view of cultural alignment, putting people at the forefront of what we do both internally and externally, and we are delighted to have their backing.”

Joanna Kingston-Davies, COO of JLG, noted: “our strategy is predicated upon taking away the headache of “back office” for law firm owners to free up their time to focus on localised growth and development. By providing strong operating platforms and infrastructure with defined career structures and leadership, we will enable traditional law firms to deal with succession issues and to focus on what they do best.”

The award-winning Jackson Lees Group (which incorporates Broudie Jackson Canter and Jackson Lees) is a full service firm with an outstanding pedigree in providing legal services to commercial and personal clients across all levels of society in the North West.

The firm has represented families at the Hillsborough Inquest and Birmingham Pub Bombing Inquest and is currently working with families on the Manchester Arena Bombing Inquiry. The firm was also recently appointed by Stanley Dock Properties to advise the developer on the sale of hundreds of apartments at the prestigious grade II-listed Tobacco Warehouse. Its ‘accessible law’ provision is complemented with an extremely broad range of private client offerings across six offices in Merseyside and Manchester.

James Curtis at DSW Corporate Finance advised on the MBO, he said: “the work undertaken at Jackson Lees Group under Brian and Joanna’s leadership to consolidate its position has resulted in significant year on year growth following the acquisition of Lees Solicitors in 2016. The funding now allows MAPD Ventures to pursue its ambition of growing both locally in the North West and nationally, via an aggressive acquisition strategy as it looks to more than quadruple the size of the business across the next three years.”

Alastair Brown, CEO of Shard Credit Partners, said: “we are delighted to have been able to support Brian and Joanna in this transaction. This represents our first investment from our



Joanna Kingston-Davies and Brian Cullen

current fund in the North-West region, which will form the nucleus of an ambitious buy-and-build acquisition strategy to create a more significant legal services group”.

Advisers:

For MAPD Ventures and Jackson Lees Group:
Corporate Finance: James Curtis, Dow Schofield Watts Corporate Finance & Brian McCann, Shareholder Strategies
Legal: O’Connors Legal Services Limited; led by Mark O’Connor, John Spofforth & David Malone, supported by Phil Bowers, Christina Millan and Natasha Collins
Tax: RSM
Financial Due Diligence: Ros Jones and Rebecca Smith Dow Schofield Watts Transaction Services

For Shard Credit Partners:

Legal: Gateley plc; led by Partners Andrew Madden and Andrew Cowan, supported by Alison Davidson-Cox, Christian Wiltshire and Matthew Smith



Property development expert Peter Marsden joins Excello Law in the North West

Property development and real estate lawyer Peter Marsden has joined national, new-model firm Excello Law in the North West, from his role as legal director and board director at Harrow Estates plc, a wholly-owned subsidiary of FTSE 250 housebuilder Redrow plc, where he was responsible for all legal aspects of property development, acquisitions and disposals.

In addition, Peter was also a board director at Bridgemere UK plc, dealing with all day-to-day legal affairs for Bridgemere, a group of companies controlling land and assets throughout the UK and Europe.

Peter qualified in 2003 and spent a number of years in the commercial property teams at Aaron & Partners and Brabners before moving in-house to FTSE 100 housebuilder Taylor Wimpey.

As well as acquiring land for immediate development, Peter's experience includes the acquisition of strategic land including options, promotion agreements and hybrid arrangements together with collaborative working where sites are shared.

On joining the firm, Peter commented: "Excello Law provides me with a platform to provide a more personalised and agile service to developers, housebuilders and landowners alike. I am excited to have joined a firm with such a progressive and modern approach to the delivery of legal services."

Excello managing director George Bisnought, said: "Peter is joining a first-class commercial property team and will bring valuable additional expertise from his in-house roles with major housebuilders and landowners. We're delighted to welcome him to the firm."



Peter Marsden

[NOW ONLINE] Company Law: The Essentials

Friday 24th April, 1.30pm - 4.30pm

With Chris Beanland

This course will provide practitioners with a refresher on company law principles.

It will cover:

- Forming a company
- Separate legal personality
- Types of director
- Directors' duties and restrictions on directors
- Shareholder rights
- Unfair prejudice
- Derivative claims

Competencies: A2, A3, A4, A5, B3, B4, B6, B7 & D3

CLICK HERE TO [BOOK](#)

[NOW ONLINE] Conveyancing Guide to Easements, Access and Services

Thursday 23rd April, 9.20am - 12.45pm

With Richard Snape

This is obviously a fundamental area in relation to all forms of conveyancing. The course aims to look at some of the major issues and how problems may be solved.

Topics covered include:

- Vehicle access rights
- Access across open space
- Intensification of use
- Public rights of way and adoption of highways
- Services and wayleaves
- Adoption of Sewers: Implications and Section 104 Water Industry Act 1991
- Maintenance of private roads

Competencies: B

CLICK HERE TO [BOOK](#)

Covid-19 - could there be a green 'silver lining'?

At the time of going to press the UK is still in the relatively early stages of managing the global pandemic caused by Covid-19. We have seen instructions to socially distance, to work from home and most of the readers of this article will be doing just that, with their head offices dark and silent, and other measures from the suspension of church services to the closure of pubs. All designed to reduce the spread and the impact of the virus, the strain on the health service and ultimately, we hope, lower death rates.

As a non-lawyer, I am not qualified to comment as to where and how these measures impinge on our civil liberties, freedom of movement and freedom of choice as have been suggested by the emergency bill outlined on 3rd March. I am sure there is a case to be made in defence of our civil liberties but I am also sure that as a nation we will all accept the restrictions as we know that the needs of the common good outweigh the freedoms of the individual during this extraordinary time. It is hard to see our way out of this crisis. Those whose lives have been fundamentally disrupted might well find it impossible to find anything positive in the situation with millions of vulnerable people at serious risk.

However, I believe there may some lessons we can learn and also one possible silver lining that has a distinctly greenish hue to it.

For many years now climate scientists have been warning us of the impending Climate Emergency, that we are on track to create a world in which life on large parts of the planet will be untenable. If we don't limit the increase in the earth's overall temperature to 1.5 degree or below by 2030, we are in serious trouble. At the moment our trajectory puts the world on course for 4 degrees of warming based on our current behaviours, so we have some way to go. The commitment to achieving Net Zero by 2050 is considered by many as too little too late. Scientists don't come to these conclusions by scribbling equations on the back of an envelope, they are the result of detailed analysis, scenario planning and complex modelling.

Net zero" refers to achieving an overall balance between emissions produced and emissions taken out of the atmosphere. Like a bath with the taps on, an approach to achieving this balance can be either to turn down the taps (the emissions) or to drain an equal amount down the plug (removals of emissions from the atmosphere, including storage for the emissions such as "carbon sinks").

The Government's approach to managing the spread of the coronavirus is, we have repeatedly been told, "based on the science". It is telling that the Prime Minister gives his press briefings flanked by the experts. The scientists, not least the experts at Imperial College at the MRC Centre for Global Infectious Diseases, have been working night and day for weeks to develop models that help to predict the uncertain and unknowable in a desperate attempt to create a strategy to combat and defeat the virus. It is with a wry smile that some of us hear this newly adopted reliance on expert opinion – a position all too recently derided by politicians. It is this same expertise, this same approach to modelling that has been driving climate science and informing the climate emergency but which so many have refused to take seriously. Perhaps now governments globally will listen to climate science and take note when considering climate policy?

Another lesson emerging from the chaos is that we cannot just react to a crisis. We need resilient institutions; careful considered policies and we need to build in flexibility to the systems and management of the economy when we emerge from the pandemic. This is a good moment to think about black elephants and black swans.

A black elephant is a 'known unknown,' all the possibilities that we know about but don't want to consider that lurk in the background. With regard to the climate these are potential scenarios we just don't want to consider as they are too alarming or distressing – such as mass flooding and population migration, intense wildfires such as those in Australia becoming the new normal – events that are so disruptive they overwhelm us. The startling parallels between the disruption caused by the COVID pandemic and the climate emergency are all too obvious.

A black swan has been described as the 'enigmatic cousin' of a black elephant and was a term first coined by Nassim Nicholas Taleb, whose "black swan theory" refers to unexpected events of large magnitude and consequence. Or as Donald Rumsfeld famously called them "unknown unknowns". Taleb developed this theory in his 2007 book *The Black Swan* to explain:



- The disproportionate role of high-profile, hard-to-predict, and rare events that are beyond the realm of normal expectations in history, science, finance, and technology.
- The non-computability of the probability of the consequential rare events using scientific methods (owing to the very nature of small probabilities).
- The psychological biases that blind people, both individually and collectively, to uncertainty and to a rare event's massive role in historical affairs.

Black swans have three main characteristics they are outliers, they have an extreme impact and we create explanations for them after the event, so they become explainable and predictable.

As yet we don't know what the explanation for the black swan of coronavirus will be although there are already outlandish and frightening suggestions circulating across the internet and social media. In relation to the climate we have some black swans which actually are more positive with the potential for good, that a few years or even months ago no one could have predicted. Consider the rise of the Youth for Climate movement, the momentum of the climate justice campaign, or veganism becoming a global trend, or the energy market disruption caused by low cost low carbon technologies such as solar PV or wind power. Not all black swans are bad but by their very nature they are unpredictable and they, like their pachyderm cousins need to be part of a new way of thinking.

This brings me to my greenish silver lining. Already carbon emissions and pollution levels have dropped, people have met neighbours they didn't know and discovered new ways of working and being.

Our new way of working and living – home based, less travel, far fewer flights and reconnecting with our local community for shopping, living and making friends may not be perfect. It may present huge challenges and it may increase loneliness and isolation for some, but if we can rethink our work life systems slightly and reduce the frenetic pace of life we have all accepted as normal both the human race and the planet will benefit.

We can use the learning from the current crisis to help us plan a more sustainable and beneficial future one which doesn't just reflate the old economy and old systems but takes account of a new way of working. We of course have to be careful of those whose jobs and livelihoods will be changed forever (airlines and their staff, rail operators and car production workers to name but a few) but we do have an amazing opportunity to consider our priorities: in the workplace, in our communities and in the wider world.

Perhaps, just perhaps, this enforced slow down is the breathing space the planet needs. This could be a chance to think radically and halt, and start to reverse, the climate crisis. It won't be easy, and it won't be cheap, but it could be just the opportunity we need.

To find out more about Covid-19 and the climate crisis listen to The Planet Pod episode Black Elephant and Black Swans with Dr Ajay Ghambir from The Grantham Institute for Climate Change and the Environment. www.theplanetpod.com

Amanda Carpenter
Achill Management (Hosts of the Legal Sustainability Alliance)
www.achillmanagement.com





(Don't sign here)

With our innovative smart forms, you just need to click
– no handwritten signature necessary.

Handwritten signatures are so yester-century. That's why we've built electronic signature technology into all our smart forms. Which means no printing or postage necessary. Once the online form is completed, your client simply clicks the signature box and hits send, avoiding time-consuming mistakes. It's fast, easy, secure and entirely paperless. You can even monitor their progress and nudge them along. Request a demo and discover how to put the 'auto' in autograph for you and your clients.

After all, the experience is everything.

Visit www.infotrack.co.uk/dontsign or call us on **0207 186 8090** to book a free demonstration.



LEAP announces fully remote implementation – law firms can now purchase, install, migrate data and train with LEAP online

LEAP, the legal practice management software provider, has announced that it is offering fully remote implementation to law firms across the UK and Ireland to help expedite their transition from a server-based set-up to the cloud and enable staff to get up and running working from home as soon and as effectively as possible.

LEAP UK CEO John Espley said, “For many years, LEAP has been committed to developing software that supports small to mid-sized law firms and now this is more important than ever and it is vital that we work with the legal community through this difficult period. We have been working hard within the business to get our own processes in place to provide rapid installation to our customers and we have made our software available for demonstration, purchase, installation and training online. We are also offering to subsidise the transition between systems for the client as we want practices to implement remote working policies so that they can ensure continuity and maintain productivity throughout this difficult time.”

LEAP helps lawyers to:

- Fully manage their matters away from the office.
- Collaborate on work in real time across multiple locations.
- Access key information via any mobile device or browser.
- Continue working without an internet connection with state of the art technology.

Easy, quick and remote setup for your law firm.

Working from home requires a variety of tools to manage schedules and tasks, transfer files and share screens and data – infrastructure that many businesses lack. LEAP enables lawyers and staff to work from home and have access to all the tools that are available in the office. “Cloud technology is by no means new but it has become a game changer in terms of enabling the same productivity when working remotely. Cloud-based practice management software is empowering legal professionals to work anywhere at anytime from any connected device,” said Espley.

“We are also supporting law firms using LEAP to support their customers remotely, by providing them a Web Portal. This is an add-on to their website that integrates with LEAP that allows a customer of a law firm to schedule appointments, make enquiries 24/7 and make payments online.”

To learn more about getting your law firm up and running with LEAP, contact: info@leap.co.uk or for more information about how LEAP helps your law firm to work from home, visit: <https://www.leap.co.uk/work-remotely>.



HM Courts &
Tribunals Service

Keep up to date with **reform**



Check our blog:

insidehmcts.blog.gov.uk



Sign up to our mailing list:

bit.ly/hmctsemailalerts



Visit our web page:

gov.uk/guidance/the-hmcts-reform-programme



@HMCTS



Liverpool BID Company

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

It is no overstatement to say we are living in unprecedented times. This is a period of confusion and uncertainty. While it is heartening to see the daily stories of communities coming together, it is still a challenging and frightening time for many.

At Liverpool BID Company, the team has been working to identify how we can help our Levy Payers and our business community. This has been a rapidly changing and fast-moving situation and one of the major difficulties for business has been identifying the right advice and support.

Our role has been two fold. We've been talking to businesses about the help they need and helping them to access it. We've had direct contact with over 100 businesses, across all sectors. Each of them talked about the need for clear and concise information, so we developed a dedicated information hub - it's at liverpoolbidcompany.com/coronavirus - listing information on support, advice for workplaces and activity. We are emailing daily updates on email and across social media platforms. Having trusted sources of information is necessary in a period of uncertainty.

Along with our partners, The Guide Liverpool and Independent Liverpool, we've been working to tell positive stories about the city and the activity of businesses. Many have been offering vouchers or extending their services to support the wider community. This has been vital for those who need help, but it's also important for businesses to be praised when they work to support those who need it the most. It can be accessed at theguideliverpool.com/directory

Alongside that communication to business, we've been talking to the government, locally, nationally and internationally. The Chief Executive of Liverpool BID Company, Bill Addy, chairs the High Street Task Force leadership group, a team which is advising the Ministry of Housing, Community and Local Government on key issues around access and distribution of funding. Liverpool BID Company has also been working with business partners across Liverpool and the wider city region to establish a Business COBRA. Lobbying for business support, especially for key sectors and crucially for the self employed, this has been an important platform for business to have its voice heard.

We don't yet know what the impact on our economy will be, in the medium to long term. When we are ready to rebuild and strengthen ourselves, because we will be, we will do so knowing we worked together to weather the storm. In a city like Liverpool, we know the importance of supporting and championing each other. In this time of being physically apart, we're together, but separate.



Julie Johnson

Twitter - @LpoolBIDcompany
 Facebook - LiverpoolBIDCompany
 Instagram - LiverpoolBIDCompany
 LinkedIn - Liverpool BID Company

Council Member's Report



Council Member Sarah Lapsley
slapsley@excellolaw.co.uk

Looking back over the past month, I realise how significantly life has changed for most of us in such a short space of time and I marvel at the speed at which radical changes have been implemented to protect people and preserve the application of the rule of law.

Those working in the law have exhibited the characteristics that throughout history, we have come to expect from our profession, putting democracy and equity at the forefront of thinking. Cooperation and collaboration being the tools used to overcome adversity.

I write therefore with a sense of deep pride and admiration for those “on the front line” who have shown themselves to be caring and compassionate leaders, quick to make the difficult decisions necessary to deal with the current crisis and implement the changes needed. I applaud and thank you all.

I know that the past few weeks have been incredibly hard for many lawyers who have had to face unprecedented challenges in order to continue to meet their clients' expectations and provide much needed legal services in very difficult circumstances.

For some, the economic pressures that the current crisis brings, on top of the impact of Brexit and the continuing devastation wreaked upon the profession by LASPO, will be too much to bear and our profession will inevitably lose some of its valued members. That thought is heart-breaking and I hope that the Government continues in its efforts to mitigate the financial devastation that Covid-19 has brought to so many.

The Law Society has reacted quickly and effectively to offer support and guidance to solicitors, working closely with local Law Societies and the Bar, as well as Government, HMCTS, Law Care, regulators and the Solicitors Benevolent Association. The president Simon Davis, has been speaking to The Lord Chancellor, the Law Chief Justice, the Secretary of State as well as the Head of Access to Justice at the MOJ. It is

clear to me that everything that can be done, is being done by Chancery Lane to try and provide help and support to the profession. There is a sense of real determination to keep the “legal show on the road”, to ensure that solicitors are able to fulfil their duties to protect access to justice and uphold the rule of law.

Significant work has been done to provide information and resources on the Law Society website on issues including member safety, business continuity, regulation and compliance.

Online alternatives for planned events including training are being made available and the Law Society has cancelled all face to face events until the end of July 2020. Looking at recent news however I suspect that date may be extended further into the Autumn.

The dedicated Covid-19 pages on the Law Society website are updated daily and I urge anybody who is struggling with a Covid-19 work related issue to look at the information available as there may be something useful there. The Gazette is also doing a sterling job with its daily news update.

Should anybody have any specific concerns or issues that I might assist with concerning the Law Society, please email me at slapsley@excellolaw.co.uk. If I can help, I will.

Keep going, keep being the amazing lawyer that you are, keep doing the right thing by your client, your staff and your family and stay safe. My thoughts are with each and every one of you at this incredibly challenging time.

Sarah Lapsley
The Law Society Co-council Member for Merseyside



**The Law
Society**

**EXCELLENCE
AWARDS 2020**

ENTRIES ARE NOW OPEN

**ENTER BY
1 MAY 2020**

lawsociety.org.uk/excellence-awards

Regulation Update

The latest regulation news from Danielle Best of Weightmans LLP

I hope this update finds you all fit and well in this period of great uncertainty and change. Your business continuity plans have no doubt been implemented and hopefully they have been effective in minimising the impact of the Coronavirus on your businesses as far as is possible. Below is a summary of what is happening in the world of compliance.

AML

In March the SRA reiterated that AML work will remain a priority. Following the recent requirement for all firms to confirm that they have a risk assessment in place that meets the requirements of the AML regulations, the SRA will now embark on a rolling monthly programme of AML spot checks requiring firms to provide copies of their risk assessments so that the SRA can check compliance. When the SRA does make enquiries with a firm, it will interview the firm's relevant compliance officers, the MLRO and MLCO (if different). They will also follow up with firms that said they did not have an assessment in place and any that failed to respond.

The chair of the Law Society's AML taskforce, Amasis Saba, recently recommended that firms should review the number of suspicious activity reports submitted over the last 18 months, because they will need to be in a position to explain why to the SRA if their numbers are low.

As mentioned in previous updates, the fifth AML directive which came into force on 10 January introduced a number of changes aimed at tightening defences against money laundering. The practical impacts on law firms and their processes include further customer due diligence requirements, checking on relevant registries and changes around the definition of tax advice. The SRA will now also require sight of a clean DBS check before they will approve beneficial owners, officers

and managers including newcomers and those moving firms. The Legal Services Affinity Group, which includes both the SRA and the Law Society, is drawing up guidance on the new directive. Interim guidance has been produced and can be found using the following link: <https://www.sra.org.uk/sra/news/press/5amld-comes-into-force/>

A recent regulatory settlement agreement between the SRA and Withers LLP further underlines the importance for all firms to ensure that they are fully compliant when it comes to AML, not only in terms of having the correct policies and procedures prepared, but also by ensuring that they are properly implemented including training. Following the introduction of The Money Laundering, Terrorist Financing and Transfer of Funds (Information on the Payer) Regulations 2017, Withers had provided AML training to approximately two-thirds of the individuals it considered to be relevant employees by the end of 2018. The training of the remaining one-third was not completed until October 2019. As a result, Withers has been rebuked and ordered to pay the SRA's investigation costs in the sum of £1,350, after it admitted that, between June 2017 and October 2019, it failed to take appropriate measures to ensure that all of its relevant employees were given AML training as required by the regulations.

If you are concerned about whether your risk assessment and AML policy are compliant then you should take action urgently. Please get in touch if you need assistance.

AML Levy

It was announced by the Treasury in its March 2020 budget that organisations that are subject to the UK's AML regulations will face paying a charge to fund action

against economic crime. An AML levy would no doubt put firms under further financial pressure and would present an additional burden to the already very onerous AML regime. A consultation on the levy is expected this spring so be sure to have your say!

Closure of the Solicitors Indemnity Fund (SIF)

The SIF has been providing ongoing professional indemnity insurance (PII) to closed firms from the end of their mandatory six-year run-off cover. Owners of closed firms should be aware that the SIF will cease providing cover for new claims from 30 September 2020. Former firm owners should therefore consider whether they need to make arrangements to cover claims made after that date. The closure of the SIF will also affect anyone looking to close in the near future.

Nicholas Gurney-Champion, Chair of the Law Society's Professional Indemnity Insurance Committee, has indicated that, unless alternative arrangements are made, principals of firms that closed after 31 August 2000, their estates, and perhaps even individual employees, could be held liable for losses arising from previous work. He has recommended that if your firm closed after 31 August 2000, or is currently in run-off, you should contact your broker as soon as possible to see if they can extend your policy beyond the end of September 2020. Conveyancing, wills and child personal injury settlements carry the most risk because of the possibility of claims being made for "decades" after work has been completed.

The Law Society is looking into potential alternative arrangements to the SIF and will provide further information if a suitable solution can be found.

SRA updates

In its latest update the SRA provided details of a competence



Danielle Best

support package for those working with younger clients in the courts as well further guidance on cybercrime and tackling scams.

The SRA is also apparently working on 20 pieces of guidance to help solicitors better understand and take advantage of the Standards and Regulations on issues such as acting independently as an in-house lawyer, identity checks and undertakings, whilst its guidance on conflicts of interest has already been revised following a complaint from a local Law Society that the initial guidance was not clear enough.

Concern about conveyancers' relationships with developers

Concerns have been raised by the Competition and Markets Authority (CMA) that conveyancers' relationships with developers could compromise advice given to leasehold clients.

Although currently permitted, developers recommending panel solicitors can present issues if solicitors are concerned about losing recommendations. There are also concerns about the effect of inducements offered to purchasers to exchange contracts quickly.

Whilst a developer recommendation can be appropriate, for example because the conveyancer has handled a number of transactions on a development and is familiar with the documentation, there should be no penalty for buyers wanting to instruct a different firm, nor should they feel pressured to use a

particular solicitor via financial enticements.

The CMA referred to “worrying evidence” on advice in various areas including escalating ground rents, the cost of converting leasehold to freehold, the features of leasehold property and excessive service charges.

Solicitors should obviously provide impartial advice to their clients on all issues independently of developers and/or estate agents and we would recommend that all solicitors who act in conveyancing investment schemes should understand and follow the SRA warning notice on investment schemes including conveyancing: <https://www.sra.org.uk/solicitors/guidance/warning-notices/investment-schemes-including-conveyancing--warning-notice/>

We could see changes to the rules to address the CMA's concerns in the near future so watch this space.

Disciplinary decisions

“Surprisingly incompetent” solicitor fined

A solicitor with over 20 years’ experience who acted in a “surprisingly incompetent manner” has been hit with a substantial fine for failing to clarify whether instructions from a client living overseas were genuine and for allowing the proceeds of a property sale to be sent to a third party without authorisation.

In October 2013 the solicitor had been instructed to sell a UK property by a seller based in Pakistan. A power of attorney (POA) allowing a relative to act in relation to the sale had purportedly been signed in Pakistan. The same arrangement had been in place the previous year in relation to the sale of a different property.

In January 2014, the solicitor prepared a variation of the POA at the relative's request, allowing the relative to distribute the sale proceeds at his discretion. The variation was never sent directly to the seller; the solicitor left the relative to deliver it.

When the relative returned the POA, it appeared to be signed by the seller and attested by a lawyer in Pakistan, but the attestation stamp pre-dated the creation of the variation. The solicitor said later

that it was assumed that this was a mistake, but he did not check with the seller or the Pakistani lawyer.

Some time that year, the relative changed his name. When the property sale completed, proceeds of more than £100,000 were paid into accounts belonging to the relative in his old and new names. The seller later complained he had not given these instructions.

The solicitor was charged with recklessly failing to make enquiries of the seller or the Pakistani lawyer, independently of the relative.

He admitted to the SDT that he had exercised poor judgment, but denied that he had acted recklessly. The SDT agreed; because the solicitor had known the relative for years and trusted him, it was accepted that it did not cross the solicitor's mind that the seller had not given the instructions.

The SDT considered that since the revised POA was for the relative's benefit, the solicitor should have contacted the seller directly to check that the changes reflected his instructions.

In mitigation, it was submitted that the solicitor's misconduct was isolated and that he had shown insight and remorse. There was also no evidence that the seller had actually suffered loss.

The SDT determined that the solicitor's misconduct was “very serious” and that he had “acted in a surprisingly incompetent manner for a solicitor of his experience and ability”.

The reputation of the profession had been damaged because the police had investigated possible fraud, although ultimately it did not take matters further. The solicitor was fined £30,000 and ordered to pay £18,412 in costs.

Suspension following misleading holiday sickness letters

A solicitor who admitted sending letters containing incorrect or misleading information to tour operators in holiday sickness claims has been suspended for 18 months and ordered to pay costs of £21,000.

The solicitor admitted to sending letters on behalf of clients containing incorrect and misleading information that did

not reflect the instructions received. He also admitted that he was responsible for developing a case management system for holiday sickness claims which generated automated letters of claim purportedly reflecting information received from clients and to breaching accounts rules.

The SDT found that the solicitor, who was also COLP and COFA, had expanded his firm too quickly and had taken shortcuts in the handling of claims. In doing so it was found that he had lacked integrity and that he had acted recklessly. The SDT concluded that the matters were too serious for a fine or a reprimand to be appropriate and the solicitor was suspended for 18 months and ordered to pay £21,000 in costs.

Solicitor fined for forwarding ‘grossly offensive’ email to colleague

A solicitor has been fined for forwarding an email that was “highly derogatory and grossly offensive towards women and persons of a particular religious group”. Although he did not create the email and did not expressly endorse the content, he forwarded it without condemnation. At the time, the solicitor was a partner at a law firm. He admitted that he had failed to carry out his role in the business in a way that encouraged equality of opportunity.

In mitigation, the solicitor said the email did not reflect his true character and belief and that the behaviour would not be repeated. He also expressed remorse and stated that he was deeply ashamed of what was said in the email.

The SRA's view was that the conduct had the potential to cause

significant harm and that the solicitor had shown a reckless disregard of the risk of harm. However, the nature of the misconduct was judged to be low because the solicitor had cooperated with the investigation, his conduct had not continued and there was no pattern of wrongdoing. He was fined £1,600 and agreed to pay £600 costs.

Solicitor who practised unauthorised struck off

A solicitor who described himself as careless after he carried on practising for almost five months after his practising certificate (PC) and indemnity insurance expired has been struck off.

The solicitor argued that he was simply assisting clients at a time when they needed it and denied practising without authorisation on the grounds he was “running down the business”.

The SDT found that, although there had been an element of helping clients and wanting to wind down the practice, the misconduct was planned. The solicitor chose not to renew his PC but still took on at least one new matter and continued to practise resulting in clients being represented by an “unqualified, uninsured solicitor”.

It was determined that the court and other parties to litigation had been misled. In addition, the solicitor was found to have failed to keep proper accounts from at least 2012 and to have failed to co-operate with the Legal Ombudsman in relation to a complaint.

The solicitor was struck off and ordered to pay costs of £10,900.

ATLANTIC CHAMBERS

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

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

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

Should there be Regulation and Regulated Qualifications for Paralegals?

By Amanda Hamilton, CEO of National Association of Licenced Paralegals (NALP)

One of the more difficult issues to reconcile in the legal services sector is the extensive statutory regulation for solicitors, barristers and chartered legal executives. Each of these professions has a membership body and a regulator as well as an overseeing independent regulatory body.

The knock-on effect for consumers is that the cost of such regulation filters through in respect of the fees that are charged to them for services rendered.

Paralegals, on the other hand, are not statutorily regulated but are subject to voluntary or self-regulation and that means that they can charge a consumer a reasonable cost for access to justice.

What's the difference between statutory- and self-regulation?

Statutory regulation is where an organisation is checked by the Government under an Act of Law. It's an offence to practice a statutorily regulated profession without being listed on the relevant register for that profession.

Where a profession isn't governed by an Act of Law, it's often subject to voluntary or self-regulation. Such regulation can be drawn up and enforced by any appropriate body within that professional sector but will often take the form of a 'membership' body for the professionals operating in that sector. It relies on its members voluntarily joining and agreeing to abide by the codes and ethical principles of that body.

The consequence of this is that anyone can describe themselves as a paralegal (whether or not they have qualifications experience or training), but it's illegal to describe or infer that they are a solicitor or barrister or chartered legal executive unless they have actually qualified through the prescribed route set by the regulatory authorities for their respective professions.

The argument against statutory regulation for paralegals is based on the false premise that all paralegals work for solicitors and are would-be solicitors and therefore come under the umbrella of the solicitor they work for. This is not the case. Many paralegals are offering services to consumers who cannot afford the fees that the regulated professionals charge. Many are also working in different environments (other than legal services) both in the private and public sectors.

The most difficult issue to tackle for consumers of paralegal services, is how to distinguish between them regarding their competency to do the job.

Are Paralegals competent to perform legal services?

Since there's no statute prescribing how a paralegal gains their title, or any fixed and regulated format for qualification, how can a consumer know that they are competent? If the paralegal has voluntarily joined the membership body for paralegals, and has gained regulated paralegal qualifications, then surely this should be evidence in favour of their competency to do the job.

Regulated or unregulated paralegal qualifications

There are four qualifications regulators in the UK – Ofqual (England), Qualifications Wales (Wales), CCEA (Northern Ireland) and SQA (Scotland) – all of whom have statutory powers under various Acts of Parliament. Because of the strength of regulation behind the qualifications that they recognise, and the reputation of



Amanda Hamilton

these regulators, qualifications which hold any of these brands are accepted worldwide. They are the same regulators covering our GCSEs and A-Level qualifications.

Awarding bodies who have gained recognition by one or more of these regulators have to have shown that their qualifications are of a very high standard and are 'fit for purpose'.

Previously, professional membership bodies would offer their own qualifications, and these were generally accepted in their sectors, but over the last decade, more and more have become recognised awarding organisations because they have seen the value of having a regulator's logo on their certificates. Employers accept it as a badge of quality; an assurance that the person has the level of knowledge they're looking for.

So, despite the fact that the paralegal profession isn't statutorily regulated, a consumer should be looking to confirm the status of the paralegal by checking if they're a member of a recognised membership body, for example, the National Association of Licenced Paralegals, and that they have gained a regulated paralegal qualification.

Overall, we believe that regulating paralegals – both in terms of their training and the work they deliver – is absolutely essential. Keeping standards high and maintaining trust is imperative. Consumers and employers need to be able to trust the people whose services they use or employ.

Now is not the time to fight regulation or try to weaken it – now is the time for the profession to embrace the benefits that regulation can bring and step up to show just how important and how knowledgeable paralegals are within the legal profession.

Taking software integration from zero to hero

By Julian Bryan, Managing Director, Quill

When it comes to software, attempting to be 'all things to everyone' is a naïve goal necessitating a never-ending journey.

You're inevitably going to have a number of software applications in your business, from business intelligence and case management to document management and legal accounting, plus everything in between.

Central to any law firm, in every respect, whether software or service based, is of course, your clients and their matters:

- It's your clients you need to undertake checks for money laundering
- It's your clients for whom you need to complete statutory forms and e-submissions
- It's your clients for whom you need to present evidence for court
- It's your clients with whom and about whom you need to correspond
- It's your clients you need to service as best you can

That's why we focus software development on integration relating to managing clients and matters. With our complete practice management software, pick 'n' mix solutions and third-party integrators, you get the right systems for optimum client and matter management. Whichever route you select – Quill-only or Quill-and-other-suppliers – you enjoy best-of-breed IT with full and seamless integration. Meaning that everything operates as a coordinated whole.

Compared to the alternative – running standalone systems with data stored in different disparate places – integration streamlines processes, enhances efficiencies, simplifies administration, reduces costs, provides analytical insights in real time, strengthens security, improves collaboration and much more besides. These benefits add up to superior customer service provision. Happy clients bring repeat instructions and recommend your legal services to others. And that's good for business.

As we've established the plentiful advantages of software integration, let's take a moment to think how you go about your daily work. Your desktop is central to what you do, right? The majority of us begin, repeatedly return to and end the working day on our desktop. That's because our desktop is where we host shortcuts to our most-used systems and documents. To get technical, it's the central area behind the windows in our graphical user interface.

It's for this reason we've made integration with the desktop environment the focus of our recent software development efforts. The integration between your desktop and our Interactive Cloud application keeps getting cleverer.

You can now hop between a client's matter in Interactive and Word or Outlook, and vice versa, really quickly and easily. What's more, with our new qSync application, you can send any documentation – for example file, spreadsheet, picture, scan or PDF – from your desktop to Interactive's Document Hub with a simple right click. This allows you to save the correct documents against the correct client matter ready for reviewing or possibly bundling (more on this later!) on another day.

'Why is this important?', you may ask. Put simply, qSync empowers local working and global sharing. To all intents and purposes, you work locally on your desktop. In actuality, your desktop's connected to the cloud so you work collaboratively with the rest of your team.

We also effectively cater for the trend of spending each day working in Microsoft Word and Outlook. Our MS Office add-in is the tool that makes this happen. It's document management at its finest.

The add-ins create deep integration between your familiar Microsoft Office systems and your Interactive database and matter files, affording productivity enhancing features such as auto-detected-and-stored case-related emails, auto-saved documentation and appointment calendaring. A comprehensive library of folders of all Word-and-Outlook-generated correspondence is then readily accessible from your Document Hub.

On the subject of correspondence, Interactive Forms is the latest addition to our ongoing integration initiative. Comprising an extensive catalogue of essential legal forms, you sign in singly to Interactive, edit popular and

template forms from the customisable control panel, enter data once which is then populated from your database to merge fields, and assign part or fully completed forms to the relevant matter in your Document Hub.

There's a whole lot more to Interactive Forms than this though, not least e-submissions to government agencies, document bundling for court pack production, and sharing of forms with clients and counsel.

Even better, you can choose outsourced typing support for dictation via our Type App with auto-typed-up forms saved straight back into your Document Hub within agreed timescales. The bonus of our typing service is that our pay-as-you-go, flexible outsourcing model can lead to up to 40% reduction in administration overheads when compared with in-house costs and gives you more time for servicing your all-important clients.

Taking into account, too, the growing demand for flexible and remote working, due to court attendance and other off-site commitments, Interactive has its own smartphone app for iOS and Android. This is yet another example of smooth integration in play.

With an internet connection and using the same secure credentials to log in, users of our Interactive App can perform all manner of tasks to progress matters on the go. Functionality includes adding new clients and matters, viewing client and matter information, accessing listings of recent documents, using stopwatches, recording fee earner time and authorising e-chits. It's pretty much the same capabilities as the standard version of Interactive.

At the outset of this client-centric activity is the requirement to execute due diligence with reliable anti-money laundering and credit checks. Doing so ensures your customers' identities are legitimate and they have the funds to pay for your legal services. Our integrated AML tool is the ideal way to protect against financial crime. You undertake AML or AML plus credit checks during client set-up, with instant pass or fail status, and lifetime storage of results.

So far, we've covered only Quill products on their own and demonstrated how Interactive is more than just a legal accounts system. As intimated, there's the Quill-and-other-suppliers route as well. Our close API with a number of third-party software vendors facilitates the automated transfer of data – be it client and case details or time recording information – between the two systems. Whatever's entered into the third-party system is auto-populated to ours. Although there are two systems in use, they operate as one.

We currently have integrations in place with various suppliers of case management, legal forms, document bundling, compliance management and workflow automation software. And we're dedicated to continued third-party integrations in order to keep building our volume of integrators.

Reflecting back on our introduction, we offer this impressive range of integration options on a pick 'n' mix basis. You're totally in control. Our role is to sort out the integration accordingly. Every bespoke package can be yours for a surprisingly affordable sum and backed up by award-winning support. Do get in touch with your integration enquiries. We're all ears. Email info@quill.co.uk, call 0161 236 2910 or visit www.quill.co.uk.



Julian Bryan joined Quill as Managing Director in 2012 and was also the Chair of the Legal Software Suppliers Association from 2016 to 2019. Quill has been a leading provider of legal accounting and case management software, and the UK's largest supplier of outsourced legal cashiers services to the legal profession for over 40 years.



Hill Dickinson Foundation awards grants worth £60,000 to local grassroots organisations

Commercial law firm Hill Dickinson has awarded grants totalling £60,000 to support local grassroots projects across Liverpool, Manchester, Leeds and London.

Among the charities that have benefited are the Liverpool Homeless Football Club, an organisation that provides free access to sporting facilities for disadvantaged women and men; mental health charity The Anthony Seddon Fund; the Joanna Project in Leeds, which works with multiply disadvantaged women, and the London-based Door of Hope project, which helps women exploited by prostitution.

Administered by the Community Foundation for Merseyside, the Hill Dickinson Foundation was set up in 2009 with the aim of making make a positive contribution to the communities in which the firm operates.

To celebrate the Foundation's tenth anniversary in 2019, Hill Dickinson increased its overall grant fund by £10,000, giving more charities a chance to benefit. As a result, a total of 21 UK charities have benefited from a cash injection of up to £3000 in this year's awards. Beneficiary projects for 2020 were selected with an emphasis on the issues of homelessness, mental wellbeing and encouraging resilience, particularly among women.

Peter Jackson, chief executive at Hill Dickinson said: 'Hill Dickinson has UK offices in Liverpool, Manchester, London and Leeds and we see one of our duties as an employer to work alongside, and give back to, the communities in which we operate.

'Small charities and local grassroots organisations do extremely valuable work with some of the most vulnerable sections of the community, yet they often struggle to secure the funds they need. Our Foundation exists for precisely that reason, to prioritise local organisations and assist as many worthy causes as the funding allows. We are proud to have been able to help 21 beneficiary organisations this year and wish each of them ongoing success in the



Peter Jackson

support they provide to their individual community groups.'

The charities supported by the Hill Dickinson Foundation in 2020 in Liverpool/Merseyside are:

- Apex Charitable Trust Area
- Area 164
- Beautiful New Beginnings
- Family Tree Wirral
- Liverpool Homeless Football Club
- Next Chapter NW CIC
- The Postivetre

More information about how the Hill Dickinson Foundation is helping local communities and how organisations can apply in future funding rounds is available on the Hill Dickinson website:

<https://www.hilldickinson.com/about-us>

The next round of applications open in autumn.

Law firm donates care packages to the elderly to help during Covid-19 crisis

Brown Turner Ross has donated £2,500 to a local charity that will use the funds to provide care packages of household and food supplies and prepaid heating and electricity cards for the elderly, particularly for those living alone, which is much needed during this time of national crisis.

An Hour For Others is a Liverpool-based charity that works with businesses, schools and groups to support vulnerable members of the community. The charity builds communities from grassroots up, by calling on their network of volunteers and donors to offer support to the elderly, vulnerable children, struggling parents and community groups.

An Hour For Others reported that the elderly have been hit hard during the Coronavirus pandemic, as they have been fearful of actually going out to the shops to get supplies, but they also do not have the kind of money behind them to actually 'stock up'.

Brown Turner Ross, who have offices in Liverpool and Southport, made the donation from the firm's trust fund through their connection with Bruntwood.

Speaking about the donation, Matthew Skeels, director and probate specialist at Brown Turner Ross, said: "Supporting the most



Matthew Skeels

vulnerable in society is so important, even more so in times of national crisis when isolation and fear is high. It is an honour to work alongside Bruntwood to make this donation to An Hour For Others. Knowing that we are funding care packages for the elderly is even more rewarding as it is such a necessity during these times."

Charity Spotlight



WEB Merseyside: is an 'Award Winning' community-based service provider that supports women and girls (since 1993) and men and boys (since 2010) with complex needs who may be isolated, victimised, discriminated against, have low self-esteem and lack hope; a significant number of these being as a result of crimes such as domestic/societal violence, abuse, bullying, hate crime and other criminal activity.

Our aims: to continue to deliver a high-quality service providing the space, time and flexible support to help individuals regain confidence/self-esteem and promote opportunities for personal growth and skills development to enable them to get more from life.

WEB provides a wide range of holistic services from 1-1 therapeutic counselling, listening service, range of art/craft/holistic therapies. Confidence building training; weekly young women's/boys groups. 1-1 support, Service user inductions, Listening service and an Intensive Volunteering Programme of Support.

With a small staff team of just 6 paid staff and 32 volunteers; WEB provides support for 120 individuals per each week via a mixture of 1-1 and group support and counselling.

WEB also has an intensive volunteering programme which supports sustainability of our services as well as supporting local volunteers to gain valuable personal/practical skills & experience; increase their confidence/esteem; employability prospects; whilst also giving back to their local community.

WEB Merseyside has supported communities within the local area and throughout the wider area of Wirral for the past 25 years. Our proven track record for 'getting results' together with our ability to attract high calibre professionals who are always eager to join our team, means that we have been able to continue our key critical support services year-on-year.

Our volunteering programme is a key part of our sustainability; and we invest a lot of time and energy in ensuring we recruit and train, support and upskill appropriate volunteers who support all areas of project delivery. Last year WEB supported and trained 42 volunteers; all of who went on to achieve: further

training/development, qualifications, volunteer work and/or paid employment.

We have a successful recipe of recruiting, upskilling, and progressing volunteers onto paid work, and our long term reputation of valuing and supporting our staff and volunteers has enhanced our profile when it comes to further recruitment. Additionally word of mouth experience from our volunteers means that we have volunteers applying from various colleges and universities which include: Wirral Met College, Chester University, Southport & Liverpool University, John Moore's Uni, Salford & Hope Uni, Sixth Form College, Jean Little Training Agency; Edge Hill University to name but a few.

Research into the benefits of WEB's sunshine prescriptions on services users found that all service users valued the service; with several stating that WEB was the difference with them being able to cope on a daily basis, just a few sample quotes included the following comments:

"I get depressed when I am sat at home all day, I come here because I get to meet people, I don't get that at home. It enables me to keep going, to cope with life".

"If there was no WEB I would be alone in my house, then the depression would kick in and then I would need medical help".

"This group lets me get out with the girls, I forget about my anxieties and it helps me to be less frustrated that I cannot cry, it stops me doing silly things to myself".

"Without the women at WEB I have no other opportunities to make some friends, I would be sat home on my own".

For further information on how you can help WEB please visit

www.webmerseyside.org.uk

or email: info@webmerseyside.org

News from the MJLD

For what has been a quiet month for the whole nation in light of the recent coronavirus epidemic, we start off by reminding all of our members and fellow junior lawyers that given recent government advice and talks with our proposed sponsors for upcoming events, we have taken the decision to suspend our events and education programmes until May.

We promise to re-evaluate the position in May and consider whether the situation of Covid-19 has sufficiently resolved in order to continue hosting our social events and sending students to shadowing and marshalling placements. We do still aim to host our annual charity fundraising event in the summer and also host our first MJLD Sports event too.

Given the current circumstances, we would like to take the readers back in time to February when the MJLD were able to put on a great pizza and games event thanks to G2 Legal Recruitment. Guests were given the opportunity to get competitive, playing pool and table tennis against their legal peers in the city. It was great to see good humoured firm rivalries making their way onto the beer pong tables. A generous helping of pizza and drinks were also provided for everyone in attendance (not bad for a free event, eh?) and we received lots of positive feedback following the event. A special congratulation to our raffle winner taking home a bottle of champagne too!

The MJLD also celebrated international Women's Day earlier this month by recognising the developments and improvements that women have made to the legal industry over the last 100 years. As discussed in our recent newsletter sent out to all members, we



believe there is still a lot of things that can be done to improve women's status in the industry and urge all women junior lawyers to join the MJLD as a method of support, guidance and opportunity for those who have ambitions to change the current position and make positive changes in the profession. We are proud that over half of our committee and sub-committee membership is made up of females.

All of our events are a great opportunity for our junior lawyers to not only meet new people who are on a similar journey to themselves, but also enjoy the insight of what their future career may be like.


We will stay in touch in light of the current circumstances and ask those who may have any concerns relating to your status as a junior lawyer during this time to get in touch with the MJLD committee via social media or our email account of merseysidejuniorlawyers@gmail.com. The MJLD would also like to thank all of our members for their patience and understanding in these unprecedented times.

Twitter – @MerseysideJLD

Instagram – @Merseyside_jld

Facebook and LinkedIn – Merseyside Junior Lawyers Division

Molly Brislen (MJLD Publicity Representative)



**[NOW ONLINE] SRA for Accounts
Rules for Accounts Staff**

Friday 1st May 11am - 4.30pm
With Ian Johnson

Aimed at accounts staff (inc accounts managers,
financial controllers & accounts assistants),
cashiers, COFAs & practice managers.

Topics covered include:

- Detailed review of the new SRA Accounts Rules
- A look back at the key principles under the previous SRA Accounts Rules and how they still apply
- The key differences and similarities and what firms should be doing to adopt the new rules
- SRA guidance: what we know so far and forthcoming guidance
- Key systems and controls to ensure compliance with the Rules
- Reportable vs. non reportable breaches
- The ICAEW guidance for Reporting Accountants: what may lead to a qualified breach

Competencies: A1, A2, D1, D2 & D3
[CLICK HERE TO BOOK](#)

News from the WLD

2020-2021 Committee

MWLD will be holding the Annual General Meeting shortly. This was due to take place on 23rd April 2020 however due to the current climate the date may be postponed. Further details will be shared shortly however if you would be interested in joining the Committee in a specific role or as a general member please contact us at kirstie.bork@simpsonmillar.co.uk for more information.

Sponsorship

MWLD organises a wide range of events throughout the year including socials, networking and educational events such as financial seminars and career progression seminars. The committee is open to suggestions from members, partnerships and sponsors for new events which we may not have hosted previously.

MWLD relies on sponsors which have included law firms, chambers, recruiters, financial advisers and costs draftsmen to fund our events. We are therefore always interested in hearing from local and national businesses who may wish to sponsor our events.

Our events are well attended by a wide range of persons including solicitors, barristers, judges, costs draftsmen, recruiters and financial advisers. Our sponsors benefit from free tickets to attend the event they are sponsoring, presenting and distributing



their promotional materials at the event as well as being included on all of the material when we are advertising the event.

If you would like to be involved in sponsoring an event please contact our sponsorship coordinator Amelia Hayden (amelia.hayden@brabners.com).

What's Coming Up?

Our next event is our Annual General Meeting. This was due to take place on April 2020 however due to the current climate the date may well need to be postponed. We will be releasing further details about the AGM once a date has been confirmed via our mailing list, website and social media so keep an eye out for how to get your tickets!

Twitter
Facebook
Website
Email

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



[NOW ONLINE] Current Newbuild Issues for Conveyancers

Wednesday 20th May, 9.30am - 12.45pm
With Richard Snape

The newbuild market is becoming a major area of conveyancing and is undergoing various fundamental changes. The course aims to look at current issues and update the busy conveyancer. In particular, ground rents and estate rent charges which are causing major problems.

Topics include:

- Problems in relation to easements and transfer of part
- Current issues in relation to NHBC
- Extended completion dates
- The validity of professional consultant certificates after Hunt v Optima
- Estate Rentcharges issues and mortgage requirements

Competencies: A1, A2, A3, A4, A5, B2, B3, B4, B5, B6, C1 & C2

[CLICK HERE TO BOOK](#)



***NEW* [NOW ONLINE] Interpreting Company Accounts**

Friday 5th June, 1.30pm - 3.30pm

With Ian Johnson

Aimed at fee earners and partners – especially corporate lawyers, or those who work with year end accounts and business financial statements.

Covering:

- An overview of financial reporting – incorporated vs. unincorporated businesses
- Analysing and understanding company accounts
- Critical areas of error and judgement

Competencies: A5, B1 & D1

[CLICK HERE TO BOOK](#)



The Law Society

Spotlight on the Property Section

For the next few months we would like to profile the various sections that operate at The Law Society. Sections are subscription-based services based on your area of practice.

We hope to highlight, what they do, how they can help and benefit members and what they offer. This month we are putting the spotlight on the Property Section.

What does the Property Section do?

The Property Section is a community for residential and commercial property practitioners which provides exclusive access to support and guidance through webinars, events, case law commentary, thought-leadership and a subscription to the Law Society's flagship property magazine, Property in Practice.

The Section offering runs from November to November each year and is devised by the Law Society Product Manager and a Committee of property experts, who are representative of the property market in terms of specialisms, locations and roles.

The Committee and Product Manager meet five times a year to agree and review the Section programme and decide on what areas are topical to members and how these should be addressed. Together the Committee and Product Manager ensure the Section continues to offer a compelling member offer built around the researched needs of our members and ongoing market developments.

The Section also works very closely with the Law Society's Conveyancing and Land Law Committee, the Conveyancing Quality Scheme and other policy committees to ensure that a seamless and current service is offered.

How can it help?

The overarching purpose of the Law Society's Property Section is to keep members up-to-date, support professional development, provide networking opportunities and assist members manage their careers.

The key areas the Section covers include:

- Residential property and commercial property law
- Stamp Duty Land Tax
- Conveyancing Protocol
- Planning and Environmental Law
- Digitalisation of the conveyancing process
- New rules on leasehold reform and commonhold

- Regulatory matters
- Anti-Money Laundering Regulation and compliance
- Prop tech and emerging developments
- Cross-border transactions and Brexit

The 2019 - 20 Property Section offering

The section addresses these topical matters through an extensive offering of:

- Webinars - streamed live with the opportunity to ask the speaker questions.
- Inclusive entry to Property Section events, putting you in front of industry experts and providing you with the opportunity to network with you peers.
- E-newsletters
- Discounted entry to the National Property Law Conference
- Policy and best practice guides.

The link to the Property Section web page is here
<https://communities.lawsociety.org.uk/property/>

Subscription to the Property in Practice magazine - read a preview of the content **here**.

Podcasts are also available, which anyone can listen to.

The benefits of getting involved

There are two key ways you can get involved with the Property Section.

1. Through contributing to the content that we put out - we are always looking for contributors for events, articles, podcasts and webinars. Please do reach out if you would like to be involved.
2. Joining the Section: Section membership is £199 a year (November - November) and includes all the great benefits listed above.

What our members say

*"The Section is there to offer support and offer guidance."
"It gives you a means of keeping in touch and up-to-date with all developments in conveyancing."
"Effective way of keeping up-to-date in property law."*

If you would like to be involved in contributing to Section content, please contact the Section Product Manager, Caitlin Padmore, on caitlin.padmore@lawsociety.org.uk.

For membership queries, please contact msadmin@lawsociety.org.uk

Due to the ongoing coronavirus outbreak and Government advice regarding social distancing, Liverpool Law Society has decided all events will temporarily be delivered online rather than face to face.

Joining instructions will be sent to delegates in prior to the event taking place.

Zoom software is required, which is free to download at: www.zoom.us

S Code	Date	Time	April 2020	Speaker
S4329	1st	1.30-4.30	Spring Criminal Law Update	Colin Beaumont
S4305	2nd	9.30-12.45	Tricky Areas of Conveyancing	Richard Snape
S4306	2nd	1.30-4.30	Leasehold Dwellings Management, Service Charge and Ground Rent Issues	Richard Snape
S4307	23rd	9.30-12.45	Conveyancing Guide to Easements, Access and Services	Richard Snape
S4308	23rd	1.30-4.30	Building Regulations and Planning Permission for Conveyancers 2020	Richard Snape
S4321	24th	1.30-4.30	Company Law: The Essentials	Chris Beanland
S4383	28th	10-4	Running Care Cases	Safda Mahmood
S4330	29th	1.30-4	Cross border Estate Administration	Sara Jannion

S Code	Date	Time	May 2020	Speaker
S4431	1st	11-4.30	SRA for Accounts Rules for Accounts Staff	Ian Johnson
S4438 & 39	5th & 6th	9.30-4.45	Residential Conveyancing for Support Staff - 2 Day	Ian Quayle
S4309	20th	9.30-12.45	Current Newbuild Issues for Conveyancers	Richard Snape
S4310	20th	1.30-4.45	Last Minute Conveyancing Problems and How to Solve Them	Richard Snape

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



 INTERACTIVE

 PINPOINT

 TYPE

 PAYROLL

 PRECISION

 BOOKKEEPING

Pick 'n' mix Quill's software & services

legal accounts software | practice & document management software
smartphone apps | form packs | court bundling | outsourced cashiering
outsourced typing | outsourced payroll | plus much much more!

 0161 236 2910

 info@quill.co.uk

 www.quill.co.uk/picknmix