

June 2020

Liverpool Law

Liverpool Law Society

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



www.liverpoollawsociety.org.uk



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25th June

27th July

21st August

24th September

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24th November

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

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

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Welcome to the June 2020 edition of Liverpool Law



Jennifer Powell
editor@liverpoollawsociety.org.uk

I hope you're all keeping well and are starting to enjoy the slight easing of restrictions, if you're able to do so. From the photographs we have received it certainly looks like you've all been making the most of the lovely weather in your gardens, even the painted variety! I tried to grow my own veg when on maternity leave and failed miserably. I'm giving it another go now but my efforts certainly aren't photo worthy. Fingers crossed something edible appears!

We have a bumper edition full of lockdown diaries this month and I'm so pleased to see all your contributions- keep them coming. It's clear to see that everyone is enjoying more time with family at home and virtual efforts to keep in touch. I came across a meme online recently that really resonated: 'as we start to return to normal, think about what parts of normal you want to return to'. I hope from this mess everyone can continue to appreciate the time with family and take that step back from the hustle and bustle of our stressful jobs to live in the moment.

I'm still on furlough at the minute and whilst I am longing for the time to have a cup of coffee

in peace and a bit of office banter with my friends and colleagues, I'm trying to appreciate that we will never get this opportunity again to reassess our lives and what our priorities are. I will certainly never take my health, or my families health, for granted again after the losses and near losses my family have suffered, and reading the lovely obituaries this month has reinforced that.

It's so nice to see there is still good going on in the world. Many congratulations to Siobhan Taylor-Ward on being shortlisted for the Legal Aid Lawyer of the Year award and well done to everyone who has continued with their charitable efforts with everything going on. I know there is lots more going on out there than we have so please send all your submissions in on your efforts so we can give you the recognition you deserve.

Keep safe everyone.

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:

09/06/2020	General Committee	16/06/2020
10/06/2020	Whistleblowing	16/06/2020
10/06/2020	Frustration of contracts with Chris Beanland	17/06/2020
10/06/2020	Legal Quiz in aid of the Community Justice Fund	17/06/2020
11/06/2020	Access to Justice Sub-Committee	18/06/2020
12/06/2020	The Duty Solicitor at the Magistrates' Court	18/06/2020
15/06/2020	I am moving into family law – what do I need to know?	18/06/2020
15/06/2020	Police Station Advice for Experienced Practitioners	19/06/2020
		22/06/2020
		23/06/2020

National Minimum Wage Issues
Editorial Sub-Committee
Contract & Commercial Update
Family Business Sub-Committee
Private Children Law
Developments: Snappy Update!
Non-Contentious Business Sub-Committee
Public Children Law
Developments: Snappy Update!
Misrepresentation and mistake
The Billing of Police Station and Magistrates' Court work
Finance & Policy Sub-Committee

Editorial Committee Dates

All meetings start at 1pm

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

"It is always wise to look ahead, but difficult to look further than you can see" - Winston Churchill

As we start to enter a period of lockdown gradually lifting it is only natural that we feel apprehensive – we are, after all, still in a period of uncertainty. What will the world look like? How will working practices now be shaped? Will we ever return to life as we knew it?

After many months of putting new operations of practice in place I think its safe to say that for some the thought of returning to a 9 to 5 office life fills them with dread. For some, like our criminal practitioner colleagues, not much has changed during lockdown as they continue to do duty work and Court hearings.

Whatever the “new” normal will be I still think we have some way to get there although thankfully the task of getting us on the right work path locally is, in my eyes, in very safe hands. At the end of last month Liverpool Law Society held a meeting for Managing Partners, CEOs and Head of Staffing whereby local firms came together to discuss the process of lifting lockdown and how the new local legal landscape is set to look.

Thank you to all those who participated; I found it interesting and hopefully you found it useful. I shall be reporting to The Law Society the concerns we have locally and shall also report back to you on how the rest of England and Wales is starting to prepare for business after lockdown. I shall be looking to host another meeting in July to follow up on progress.

It was also great to hear that in times of struggles there have been some positives. One of the silver linings of this pandemic has to be the sense of community that most of us are experiencing now more than ever. I feel lucky that at Liverpool Law Society we have always had a strong community and a willingness to support those that need it – usually with a bit of humour thrown in to boot. Along those lines, I hope many of you will sign up and take part in the Great Legal Quiz on 10 June raising money for a great cause. Full details appear on page 17.

Now more than ever we have to continue pulling together and sharing ideas.

We are continuing to put together training programmes to suit members as the lockdown and new working practices develop. These can be taken from the comfort of your own home via Zoom and range from bite size updates to half day conferences.

We are hoping to be able to bring you our full day programmes as soon as we are able to gather again.

In the meantime, if you or your teams have any training needs please do contact us.

Likewise, if you have any concerns or issues you feel should be



Julie O'Hare

raised you can contact our office staff at any time. Despite working from home we are business as usual!

I don't know about you but as soon as we are able I feel we should be celebrating our friends and colleagues. As you will be aware we usually hold our Annual Dinner in November, quite a formal affair to come together and mark another year of our local profession. I am conscious that this year has a very different tone and, sadly, some will not be in a position to celebrate.

However, I do want to provide you with an opportunity to see those friends and colleagues that you will have been distanced from for some time and so with this in mind, should we be able, the Society will be looking to host an event which will have a much less formal approach than usual. Save the date for 12 November 2020.

Please keep us posted of how you are all getting on and I very much look forward to seeing you all as soon as possible!

Stay safe and take care.

Julie O'Hare
President

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Parliamentary Update

Julie O'Hare and I are keen to ensure that LLS maintains its links with the Merseyside Region's MP's during the lockdown. We were especially concerned to do as the last two meetings with the MP's had to be cancelled (October 2019: imminent Dissolution) and March 2020 (imminent lockdown). Accordingly, on 23 April, the LLS office sent this message to the MP's from Julie and me. One MP responded by return and I shall keep Liverpool Law updated if we receive a body of replies.

Jeremy Myers
Parliamentary Liaison Officer

"We hope that you are managing to stay safe and well at this time, together with your families, staff and colleagues.

It was unfortunate that we had to cancel our meeting on 20 March as the lockdown began, as we value our twice-yearly meetings with the Merseyside Region's MP's. We felt that a telephone conference might



Jeremy Myers

have been too complex at short notice.

Everyone is gaining familiarity with Zoom, so maybe later in 2020 we can arrange a remote meeting if the lockdown continues. We would welcome your thoughts on a phone or Zoom meeting.

LLS and its Committees are working on-line. We trust that that we might contact you with appropriate topics for written parliamentary Questions if applicable issues arise."

Liverpool Law Society members vote to extend full membership across the legal profession

The President of Liverpool Law Society, Julie O'Hare, explains: "At the Society's General Meeting on 14 January 2020, a vote was taken on the proposed Special Resolution to adopt new Articles of Association which would extend the eligibility for full membership from what it is currently (solicitors practising in the Society's core area) to include:

- barristers,
- trainee solicitors,
- FILEx,
- Registered foreign or European lawyer who is regulated by an Approved Regulator,
- any person holding a Judicial appointment or teaching law,
- Patent attorneys,
- Licensed conveyancers,
- Notaries public,
- Trade mark attorneys,
- Pupil barristers, and
- any person who is in a senior position at an organisation providing legal services which is subject to supervision by an Approved Regulator (according to the Legal Services Act 2007).

Cost Lawyers ought to be eligible for Full Membership if you are a practising Solicitor or fall under one of the categories outlined above.

I am pleased to say that the Special Resolution was passed with a majority of 86.2% of the vote. The General Committee believe these are important changes which show that the Society is representing a broad constituency and will effectively become the representative for 'the law' in its region, representing all lawyers and not just solicitors."

Society appoints new Trainee Solicitor Conciliation officer

Liverpool Law Society is pleased to announce past president Steve Cornforth as the new TCO, taking over from another past president Helen Broughton. Our thanks go to Helen and we're looking forward to Steve's new tenure. Steve says "I am delighted to have the opportunity to serve as Trainee Conciliation Officer for Liverpool Law Society. I have always been committed to bringing through quality young lawyers into the profession and look forward to working with trainees going forwards. Helen Broughton has done a fantastic job for many years and hers is a tough act to follow."



Steve Cornforth

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.

A word from the President about Liverpool Law Society and membership renewal

Dear Colleague

Firstly, on behalf of Liverpool Law Society, our thoughts are with you, your families, your colleagues and firms at this very difficult and unprecedented time and we do hope you are all safe and well.

I would like to take this opportunity to update you on the actions we have taken over recent weeks to help safeguard the organisation and staff. In line with Government advice, we closed the Liverpool Law Society office and moved our staff to working from home. We have taken the difficult decision to furlough a member of staff as we look to carefully manage our cashflow during the coronavirus crisis. This is a temporary measure and we look forward to being back to full strength as soon as possible.

In the meantime, I am proud to report that the team at Liverpool Law Society have worked extremely hard and under immense time pressures to ensure that, in many ways, work life carries on as usual albeit from separate home offices. The remote access that the staff have from their homes is working particularly well.

Since the last membership renewal in June 2019 you may be aware that a special resolution was proposed, and a subsequent vote passed, broadening the category of full membership to include a much wider category of lawyers. This change, I am pleased to report, also now sees the inclusion of any person who is in a senior position (at an organisation providing legal services which is subject to supervision by an Approved Regulator) being eligible for full membership; a welcomed decision for some of you I am sure. The following can also be full members of Liverpool Law Society:

- Patent attorneys
- Licensed conveyancers
- Notaries public
- Trade mark attorneys
- Pupil barristers
- any person who is in a senior position at an organisation providing legal services which is subject to supervision by an Approved Regulator (according to the Legal Services Act 2007).

Cost Lawyers ought to be eligible for Full Membership if you are a practising Solicitor or fall under one of the categories outlined above. I am pleased to say that the Special Resolution was passed with a majority of 86.2% of the vote. The General Committee believe these are important changes which show that the Society is representing a broad constituency and will effectively become the representative for 'the law' in its region, representing all lawyers and not just solicitors. You can read the press release about this change here.

In addition, the Directors and Committee members have worked hard in their voluntary roles by seeking to represent the legal sector in the Liverpool City Region at both a local and national level. This has involved various committee meetings as well as meetings that have taken place with a range of stakeholders from

the courts, to MPs and councillors, universities and business growth organisations. Our well-established and well-regarded legal training programme continues to offer updates and in-depth courses across a range of areas. We strive to bring the best local and national speakers to you, whether in face-to-face classrooms or, as is the case more recently, online.

As we do not know how long this current situation will last, we are unable to give an update on when face-to-face courses, events and social activities will resume. However, we will continue to offer the digital alternative with online courses and meetings and I believe we are in a good position to hit the ground running when restrictions are relaxed. Our communication options for members range from our website (which is updated daily and contains updates for the legal sector on the impact of coronavirus in News), to the monthly magazine 'Liverpool Law', e-newsletters and social media so please do ensure you are signed up to receive the communication you would like.

We value our membership greatly and over the past few years have frozen our subscription fees with no increase in line with inflation. We had planned to see a small increase of 3% for next year to cover our running costs ensuring that we bring you the very best value. That said, we understand that our members, like ourselves and many other businesses, are facing difficulties during the current pandemic. As such, after much discussion by the Directors, we have decided to issue the membership renewal invoices in the normal way but with no increase for the new membership year 1 June 2020 – 31 May 2021.

Our team is a small one and continues to work hard in support of our member firms, departments, in house teams and individuals.

Like all businesses, particularly at the present time, cash flow is crucial so we do ask you to please process payment of your subscription as soon as you can. We recognise that some members are experiencing issues in this period so please do contact us for a discussion around the options available if this is the case for you.

Please note, membership invoices are based on the information we hold about the number of solicitors in your organisation and these will be issued in early June. Do let us know if there are any changes, or any issues you have, by emailing subscriptions@liverpoollawsociety.org.uk.



News from the Sub Committees

Email: committees@liverpoollawsociety.org.uk with any queries or comments

Education and Charities

Report of the Education and Charities Sub-Committee's meeting held via Zoom on Thursday, 14th May 2020.

There was a review of the investments held by the three charities being Conkerton Memorial Fund, the Educational Foundation, and the Pritt Fund. Whilst all three funds had shown significant losses in recent months overall their financial performance was considered satisfactory against their benchmark.

It was decided to make a grant of £14,000 to the SBA to reimburse the SBA for some of the money it had expended assisting persons in our area. It was noted that the SBA had received a significant increase in requests for help in recent weeks due to Covid 19 and LLS through the Pritt Fund was ready and able to offer help either directly local solicitors and their families or through the auspices of the SBA. If necessary additional sub committee meetings would be arranged to authorise expenditure as requests were received.

Further information would be circulated of the help on offer from the Pritt Fund, as well as SBA and Lawcare.

The SBA had appointed a new local representative being Helen Broughton and this was welcomed.

The appointment of Steve Cornforth as the Trainee Solicitor Conciliation Officer was agreed.

Unfortunately the Conkerton Memorial Lecture to be given by Sir Mark Hedley had to be postponed and it was hoped to reschedule during the Autumn depending upon the social distancing rules applicable at the time.

It was hoped that an Academic Award Ceremony could be held in January / February 2021 in conjunction with the Newly Admitted Solicitors Celebrations.

It remains our intention to organise a Pathways Event for 6th Formers in Spring 2021 if possible.

We continue to publicise the existence of the Training Seat Exchange initiative which permits trainees to move between firms to fulfil their training needs.

David Tournafond
Chair

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

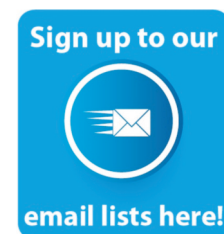
Assault Offences Consultation

15th September

Newsletter 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



60 minute online special

Whistleblowing

with Kevin McNerney

on Wednesday 10th June, 11am - 12pm

Covering:

- Where the fight lies at Tribunal
- Can the self employed blow the whistle and get protection
- How to plead a claim and how to defend a claim

CLICK HERE TO BOOK

Benefits of membership

1. Have your interests represented at the highest level – both locally & nationally
2. Raise your profile in the local legal and business community and make a difference
3. Meet your peers, gain knowledge and expertise, discuss topical issues and make your voice heard by joining the Society's specialist committees
4. Take advantage of links with other professional associations and the region's economic bodies
5. Interact with senior members of the judiciary, and civic and business leaders from the Liverpool City Region
6. Enjoy preferential rates on the Society's training events and other services
7. Receive referrals via the Society from members of the public who contact the Society searching for legal advice. Member firms/organisations are listed on our 'Find A Lawyer' webpage.
8. Take up free affiliate membership of the Liverpool & Sefton Chambers of Commerce
9. Receive and contribute to 'Liverpool Law', the monthly members' magazine

Values Statement

"Promoting the Liverpool City Region as a centre of legal excellence"

Our vision

A modern, inclusive, professional organisation to represent, support and promote the practice of law in the Liverpool City Region.

Our mission

Our mission is:

- To support and promote members,
- To lobby on a wide variety of issues to local and national government and agencies.
- To offer a year-round programme of legal training, networking and social events.
- To undertake charitable activities
- To promote the practice of law in our region
- To attract and retain talent and clients in our region.
- To champion access to justice for all.

Being a member of this Society gives members a sense of belonging, being part of a community and enables knowledge-sharing. We have a collective voice, we are stronger together.

Our values

The values the Society aspires to are:

- Integrity – doing the right thing in the right way
- Promoting Community – shared ideals through shared history
- Respect – for each other, our clients and the rule of law

Free affiliate membership of Chamber of Commerce for LLS corporate member firms

Members of Liverpool Law Society can benefit from a free 12-month affiliate membership (worth £150) of the Liverpool & Sefton Chambers of Commerce.

Affiliate Membership of the Liverpool & Sefton Chambers of Commerce entitles you to attend the Chambers' free events and other paid events at the reduced member rate. Full details appear below.

Request your application form from contactus@liverpoollawsociety.org.uk

Affiliate Membership

How can your Membership help get you #WellConnected?

Liverpool Law Society affiliate membership of Liverpool Chamber offers a 'Virtual' membership suitable for those who require an association with the Chamber of Commerce and a virtual access to services.

This includes:

- Company profile listed on the Chamber website
- An option to upload news and events to the Chamber website
- Member discounts on attending Chamber events
- Digital version of the Chamber's Well Connected Magazine
- Digital membership certificate
- Use of the Chamber logo on your business promotional material
- An opportunity to advertise job vacancies on the Chamber website
- Member discounts on room hire/hot-desking at One Old Hall Street (L3 9HG)

Notes
No events included – free or premium.
All communication would be electronically.

Upgrade to our Standard Membership package for £360+VAT per year

For details on upgrading to this package and other available upgrades please contact the membership team on 0151 224 1880.

Obituary: Elizabeth Steel DL

Former President of Liverpool Law Society, Liz Steel died on 23 April this year.

Liz was born in Walton, near Warrington in 1936, already a product of the law. Her father, then a practising solicitor but later a barrister and then a judge, had met his wife Mary through her brother Ken, another solicitor, with whom he had studied. Four years later her sister Heather arrived.

Her first experience of the law in action was when she was eleven years old, visiting St George's Hall when her father was assistant recorder there. She was particularly taken by a female police officer who told tales of Alice in Wonderland.

School in North Wales followed along with ambitions to be an actress. She would often tell of how she came second in a speaking competition to Vanessa Redgrave and her theatrical interest continued throughout her life. However, her parents told her that if she couldn't think of anything better to do she would have to go to study law.

She didn't think of anything better to do, so went to Liverpool University to study law. One of very few women on her course, she drew the attention of Stuart, her future husband, although it was many years later that they married.

Articles at Percy Hughes and Roberts followed in the mid-fifties. She was the second female articled clerk to work at the firm. The view of the senior partner when she joined, a man who qualified in 1912, was that "girls pass exams and boys play rugby".

When she qualified, the exams were announced in alphabetical order with the c530 men first and then the women's alphabet following after.

Her early practise was a mixed one across the magistrates and county courts. It was mainly

insurance based and led to her motoring across North Wales, South Cheshire and North Lancashire. The world was a different place then, there were very few women practising law, one potential client took one look at her and declared that he wouldn't have a woman looking after his affairs, others told her after a case was finished that they were worried that they had seen that it was a woman representing them but in the end they were glad that it was her.

From 1967-1969 Liz was on the Cripps Committee, invited by Ted Heath to report on the fiftieth anniversary of the Sex Disqualification (Removal) Act 1919. This was challenging and interesting work and as part of it she interviewed Margaret Thatcher. The committee made 34 recommendations, 32 of which were implemented. Examples of these are that family property was to be divided equally, recognising the contribution of women to the household, contributing to the Attachment to Earnings Act in relation to recovery of maintenance payments which were in arrears and, of the most personal significance, the separate taxation of a husband and wife's income if they so desired.

In 1968 she moved from Percy Hughes and Roberts to Behn Twyford and was a partner there until 1980. Her practice at the time was mainly for unions, spending her time up cranes and down the holds of machinery.

Liz was appointed to the Race Relations Board between 1970-1978, helping to shape policy and legislation further.

Stuart eventually plucked up the courage to ask Liz to marry him and, on 8 April 1972, the first Saturday of the new tax year which allowed for separate taxation of husband and wife, they were married. Two children followed, one who equally couldn't think of anything better to do and the other who has a far more exciting job in the theatre.



Elizabeth Steel DL

In 1980, Liz moved to Cuff Roberts where she spent many happy years with wonderful friends. Her practice moved away from Union work and towards larger business and businessmen, one of whom would always ring just as Sunday lunch hit the table,

In 1989 she became the first female President of Liverpool Law Society, carefully hiding the precious jewel underneath her pillow every time it had been taken out of the safe to come to a dinner.

On 5 November 1991 she was appointed as a circuit judge, the 21st female judge and also the 21st solicitor to be appointed a judge. The date sticks in the mind as there were fireworks across London to celebrate her appointment!

The judging took her across the North West, first based in Manchester and then moving in 1995 to sit in Liverpool, going down to London from time to time to sit as a Section 9 High Court Judge.

She retired from the bench in July 2007, finishing her last case in March 2009 as there were some matters that she had wanted to see through to the end.

Her retirement was spent involved on many committees, she was someone who never

liked a blank space in her diary.

Both pre and post retirement, Liz had many outside interests.

She was heavily involved with local theatre and at different times was on the board of both the Royal Court Trust and the Liverpool Playhouse, the latter for over 30 years. She was appointed an Honorary Fellow of Liverpool John Moores University in 2013, having served on its board of governors. Liz had also been a non-executive board member of the Royal Liverpool University Hospital Trust, a trustee of the Liverpool Cathedral Centenary Trust and was elected the first female President of Liverpool Athenaeum in 2002. In the early 80s she was on the General Advisory Council of the BBC and Chairman of its North West Regional Advisory Council. It is safe to say she didn't only contain herself to the law.

During the last few years, Liz's health declined through vascular dementia, dulling not only her memory but also the personality which had shone so brightly through her life and career. It has been of great comfort to her family to receive kind, happy memories from so many of her colleagues in the legal profession both inside and out of Liverpool Law Society.

Elsbeth Christie

Obituary: Paul John Stanton

**born 7 August 1964 – died
28 April 2020**

April is the cruellest month so it is said and that maybe so as my dear close and long-term friend Paul John Stanton did during the pandemonium of the current pandemic slip away from this world at home surrounded by his loving attentive and immediate family, wife Colette and children Paul and Issy (Isabelle).

Paul was not laid low by Covid-19 but rather defeated as was medical science, by a brain tumour known as Glioblastoma or GMB4 which unlike an inanimate calendar month is cruel especially to one so bright and that perhaps does not do justice to Paul who was fiercely and incredibly intelligent.

A product of Northwood Kirkby, Paul attended St. Kevin's Comprehensive in the town where he secured five A levels and with such, a place at Oxford and to be more precise St Edmund Hall. Paul spent four productive years at university achieving a BA in Jurisprudence and a post-graduate qualification in Civil Law, a BCL. Continuing his involvement at the University, he later became a St Edmund Fellow, a member of the Principal's Circle and the Vice Chancellor's Circle as well as the Floreat Aula Legacy Society

With his glittering CV, London beckoned except not for Paul who headed home to the bright lights of Kirkby Town Centre and a training contract at Canter Levin and Berg (with Michael Halsall as his Principal). After completion of his training contract, Paul very sensibly

joined Mr. Halsall at his fledgling PI practice in Maghull. After only a few years, Michael Halsall (equally sensibly) returned the compliment by offering Paul a partnership together with the late and talented Bernard Higgins.

The legal practice of Michael W. Halsall took flight to stratospheric levels finding few equals not simply in the North West but nationally. The firm was efficient well run and profitable with each Partner investing his respective talents but without doubt I would say as an outsider that Paul gave the business that extra push because he had the energy, the impetus and the relentless drive together with an unquenchable work ethic - he didn't slack and certainly did not put off until tomorrow what could be done today.

What makes a great lawyer? I would say high intelligence, a positive work ethic, acute perception and a keen analytical mind and that was Mr Stanton.

Paul was not pompous, did not take himself seriously outside of the work environment and saw the funny side in most situations. He lived life to the full, relentlessly! Money and the accumulation of wealth was not his mantra but rather he was keen to be the best at what he did professionally. He was not selfish, in fact he was incredibly generous both with his time and money. He was always happy to help others.

Socially Paul played squash tennis and badminton despite being hampered by knee ligament damage sustained

playing football as a younger man but golf was his favourite sport probably because of the craic - though he took it seriously enough to win several cup tournaments, at one time or another holding each of the available Liverpool Law Golfing Society titles.

Having fallen out of love with professional football Paul's spectator game of choice was rugby league particularly watching his beloved Wigan 'The Cherries' who looked after their supporters, a proper family club.

Paul was heavily involved in charitable work giving of his time as well as money. He joined the Liverpool children's charity KIND as a Trustee and no doubt Stephen Yip will confirm the efforts undertaken by Paul on behalf of the charity, part of which involved organising a charity golf day in which invariably there would be between 18 to 22 team of four which was difficult organisationally and was time consuming especially when the aim was to make as money as possible for the charity. When he had completed his stint at KIND the golf day continued with the Woodlands Hospice in St. Helens being the grateful recipient of monies raised. Paul had organised the golf day for over twenty years generating between £8000 to £10000 on each occasion. His enthusiasm did not waver even last year when his health had seriously diminished.

Somewhat surprisingly Paul made the decision to retire from Michael W Halsall at fifty and to look for other challenges. With the changes heralded by David Cameron

which continued thereafter with successive governments Paul saw that the PI market was going to shrink and he didn't want to be part of making sweeping redundancies.

Whilst trying to decide what to do Paul was able to enjoy more time and holidays with his family. He also used this time to give back to the local community where he grew up when he was appointed to the Governors' Board at Northwood Community Junior School in Kirkby. Paul was part of a team (he was always a team player) but with his involvement things happened. The school first of all ensured that all children received both a breakfast and lunch free of charge and thereafter nourishment of the mind with the introduction of inspirational speakers with the aim of trying to broaden the horizons of the pupils in one of the country's most deprived boroughs. Within a few months in 2018 the school received three significant awards, locally from Knowsley MBC the Liverpool Echo for Merseyside and then for the North West region from Educate Awards. Small steps but beginning to make a difference and then illness struck and Paul's involvement had to cease.

Paul never reached his 56th birthday and although sadly taken far too young, in his short but highly productive life he had already managed more in those fifty-six than many could hope to achieve in three score and ten.

Michael Wafer



**Vauxhall Community
Law & 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.

Bereavement Support



The North Liverpool Area, where the majority of our clients live contains many of the most disadvantaged communities in the UK. As a result there is an upward spike in the number of deaths from COVID-19 in the area. Currently the Law Centre is providing advice and support to families and friends of the Bereaved. A group of volunteers and staff, including Nancy Hatenoer (pictured) have met online to discuss the potential for developing bereavement resources including leaflets, website guidance and social media campaign highlighting issues. We are looking to:

To give advice, information and guidance to service users where they have lost a relative or close friend including:

- Help with funeral costs through social fund payments, grants and charitable support, fair cost funerals, help from funeral directors.
- Practical Information on what to do when a relative has died in a care home, hospital, at home, elsewhere. Death certificates, arranging a funeral.
- Employment: compassionate leave rights, caring rights etc.
- Welfare Benefits: What to claim due to change of circumstances, who to inform on deceased benefits. To include not just Universal Credit and Pension Credit but benefits and help people know or hear little about such as Bereavement Support Allowance and Council Tax single person occupancy.
- Legal information:- where can people get help with wills, deceased estate, disputes with care home costs, deceased home and possessions.
- Debts: - advice on deceased debts/liabilities.
- Signposting to Bereavement Counselling, well-being projects etc

Zoom in to Vauxhall Law Centre Board & Staff meetings taking place online.

Vauxhall Community Law & Information Centre held its first ever online Board meeting in May 2020. The meeting was well attended and progress reports were made on the changes in the way staff are now working as a result of the COVID-19 Emergency.

All staff are now working from home with telephones re-directed

to their home and network connections provided to the Vauxhall Community Law & Information Centre server remotely.

Although we are all looking forward to getting back to work it was agreed that volunteers and staff have managed to adapt very well to the Emergency.



Staff meetings have been taking place weekly online since Late March 2020 and have proved to be an excellent way to maintain communications between our remotely working staff who are continuing to provide legal advice and information in very difficult circumstances.

Tribunals

Vauxhall Community Law & Information Centre provided representation at 111 tribunals in the last financial year, winning 105. We have also appealed some of the one we didn't win. Nancy Hatenoer successfully supported 2 clients at Tribunal recently getting them both enhanced awards of PIP. As well as being awarded substantial arrears and a weekly increase the awards will enable the re-instatement of mobility cars too. A big round of applause for David Taylor, Nancy Hatenoer and Ngaryan Li for providing such an amazing service.

Appeal for Volunteers

Vauxhall Community Law & Information Centre are always looking for volunteers without who the Centre couldn't exist in its current form, although it may be difficult in the circumstance, we can provide support in terms of phones and computer software/hardware if required.

We welcome people with legal, administration, fundraising and accountancy skills and are particularly desperate for people with IT skills to support us.

Please drop us a line at:

Recruitment@vauxhalllawcentre.org.uk or call Alan Kelly on 0151 360 1126

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

Thank you for your support.



News from Merseyside Law Centre

Fighting for equality through social justice to combat poverty & homelessness



During a time where negative news has often been in abundance and often overwhelming, this month we have had some really positive highlights which have given us hope and made us feel more optimistic about the future of ours and other law centres.

Firstly, the UK government announced that Law Centres were to be awarded emergency support to continue their work through the Covid-19 crisis. The Law Centres Network (LCN) plan to distribute a grant of £3 million to its local Law Centres across England and Wales and we will be a benefactor of a portion of this money. This will allow us to continue defending the rights of the people of Merseyside, who live in communities badly affected by Covid-19 to protect their homes and access the financial support and benefits they are entitled to. This funding will also allow us to adapt to the inevitable changes we will have to make to how we run our services and also allow us to keep our staff and clients safe by adapting our office.

We are also celebrating the good news that Siobhan Taylor-Ward, one of our wonderful solicitors, has been shortlisted for a prestigious Legal Aid Lawyer of the Year (LALY) Award.

Shortlisted for the Legal Aid Newcomer award, Siobhan is a recently qualified solicitor specialising in Housing, Benefits and Asylum Support law. After starting as a Justice First Fellow and trainee solicitor at Greater Manchester Law Centre she moved to Merseyside Law Centre in November 2018 and

is a Trustee of Vauxhall Community Law Centre.

Siobhan said "I feel so privileged to be able to do a job that I love and to work alongside so many inspirational and committed people. I never expected to be nominated for this award, let alone shortlisted and it is a real honour to be recognised by my colleagues and clients for my work. This is an incredibly difficult time for legal aid lawyers and our clients and I am grateful to be in a position which allows me to try to change the situation for the better both for individuals and through campaigning for society as a whole."

Well done Siobhan, we are very proud!

We continue to be busy giving advice over the phone and by e-mail while our staff work from home, providing advice and assistance on housing, welfare benefits and asylum support

Our current contact details are below so please do pass these onto anyone you think may benefit from or require our services.

Tel: 0151-709-0504

E-mail: enquiries@merseysidelawcentre.co.uk

Twitter: @MerseyLawCentre.

The New Normal

Andrew Perrigo, a partner and head of the family care team at Morecrofts looks at how the law is evolving

As a youthful undergraduate nearly thirty years ago, one of the things I found fascinating about the law was how aged it was. How it muttered with tones of dusty old times, long forgotten. The Law of Property Act 1925 was still the go to statute for land law. *Donohue v Stevenson* the landmark judgment in the law of tort had been handed down in 1932, some seven years before the commencement of the second world war. And precedent had to stretch back even further, to 1868 in fact, for *Messrs Rylands v Fletcher* to explain something about mischief escaping from land which I struggled to understand at the time and the intervening years has not brought about any greater clarity on the point.

The law. It's old. It doesn't change. And you can rely on it. For a long, long time.

Even in my own area of practice of child protection, the main legislation is the Children Act 1989 which has been around longer than I have. It came into force the year I started my training contract so has been my constant companion for all of that time.

To keep us on our toes there are occasional significant cases that come along that cause ripples in the calm legal waters. Sometimes it is jurisprudence tourism, visiting places like Rochdale, Cleveland or Oldham. Sometimes it is a Sesame Street introduction to particular letters. Family justice case law is as easy as *Re A*, *Re B* or *Re C*. Although sometimes it is just *Re B-S*. However, the effect of the pandemic has been like a boulder in society as a whole of course, and its impact has been felt keenly in the legal world. A sphere that never changes has been much changed.

In the family justice system things are moving at a pace unknown in my lifetime. Physical hearings disappearing like the last biscuit in the tin. Remote hearings zoomed into view to replace them as we became accustomed to telephone hearings and video platforms – the latter of course requiring you to have an interesting bookshelf to provide a background with suitable gravitas and brush your increasingly lengthy hair.

Guidance is coming thick and fast. Macdonald J offered his first guidance on remote courts by 23rd March 2020. If you are a lover of sequels it had quickly advanced to Version 4 of the guidance within the month. We were slaloming up a rather unprecedented steep learning curve. (I pause to utilise both of my COVID19 clichés in one sentence).

Macdonald's guidance also provided my other favourite phrase of lockdown: smorgasbord, as video platforms moved in and out of favour. And was zoom a noun or a verb? And could skype for business be used for personal use? And houseparty definitely sounded like the case you wanted to be in.

Once the guidance had stopped the case law started *Re P* was handed down by The President. Closely followed by *Re A* and *Re B* bringing us ever closer to what lawyers strive for: certainty.



Andrew Perrigo

It would appear remote hearings are here to stay, certainly in the medium term but they will never replace the benefits offered by a face/face hearing. And what is clear how ever a hearing does take place it needs to be a fair one and there are many factors that are considered in determining that question.

So, our law continues to evolve at quite a pace, so much so that a further case has appeared whilst I have been writing this article (the ability to receive lay party evidence remotely for those suitably curious) so I am just off to read that.

The law. It's new. It does change. And you can rely on it. For about a day.

It's the new normal.

Andrew Perrigo

The Right to Rent: To Let or not To Let

Abs Lalji from MSB Solicitors looks at the recent judgment in relation the Right to Rent Scheme

On the 21st April 2020, the Court of Appeal handed down its Judgment in *R (JCWI) v Secretary of State for the Home Department* [2020] EWCA Civ 542, an appeal which considered whether or not the 'Right to Rent Scheme' was discriminatory to potential Black, Asian and Minority Ethnic ("BAME") renters.

The Right to Rent Scheme under the Immigration Act 2014 ("the Scheme") prohibits private landlords in England from renting to 'disqualified persons' who do not have leave to remain, or, whose leave to enter or remain is subject to a condition preventing them from occupying the property.

The Joint Council for the Welfare of Immigrants ("JCWI") brought the claim on the basis that the Scheme was unlawful, as it caused landlords to discriminate against potential BAME renters. It was argued that the scheme encouraged landlords to favour those who held a British passport, or appeared British by name, or other characteristic, in effort to avoid penalties for breaching the Scheme.

A landlord can be fined up to £3,000.00 in penalty fees for breaching the scheme by allowing a known disqualified person to rent or by failing to carry out the requisite Right to Rent checks. The risk of penalty is a natural incentive for landlords to favour the less risky option.

JCWI's Claim for judicial review was heard in December 2018, by Martin J, in the High Court. JCWI were successful and Martin J made two Orders under s.4 Human Rights Act 1998, declaring that, a) The Scheme was incompatible with Article 14 (Prohibition of Discrimination), read with Article 8 (Right to Respect for Private and Family Life); and b) The decision of the Secretary of State for the Home Department ("SSHD") to extend the Scheme to Scotland, Wales or Northern Ireland "without further evaluation of its efficacy and discriminatory impact would be irrational" and would constitute a breach of the Public Sector Equality Duty under s.149 Equality Act 2010.

The SSHD appealed both Orders of the High Court on six grounds (Paragraph 48 of the Judgment):

- i. The Judge erred in deciding that the Scheme fell within the scope of Articles 14 and 8 ECHR.
- ii. The Judge erred in finding to find that the Scheme caused discrimination.
- iii. The Judge erred in deciding that the SSHD was responsible for the discrimination of landlords.
- iv. Any discrimination caused by the Scheme was justified as a proportionate means of achieving a legitimate aim (reducing illegal immigration).
- v. The Judge was incorrect to grant a declaration of incompatibility in respect of the whole Scheme in sections 20-37 of the Immigration Act 2014.
- vi. The Judge was incorrect to have granted a declaration that extending the Scheme to other home nations would be irrational and a breach of the Public Sector Equality Duty.

Whilst the CoA agreed that, in a small percentage of cases, discriminatory treatment was displayed by landlords; the CoA was not able to find, on the evidence, that the Scheme caused landlords to be discriminatory in selecting tenants.

On the 21st April 2020, the Court of Appeal handed down its Judgment, setting aside both Orders of the High Court. It was decided that:

1. There was no interference with the Article 8 rights of those being discriminated against.
2. Martin J was incorrect to have found that landlords were discriminating as a result of the Scheme. Discrimination should be attributed to individual landlords and not the Scheme.
3. JCWI needed to show that the Scheme was not capable of operating lawfully, and that it operated unlawfully in almost all cases. This was not the case.
4. The Scheme was a proportionate means of achieving a legitimate aim of reducing illegal immigration.
5. Martin J's declarations of incompatibility and irrationality could not stand.

The Judgment therefore approves the continued use of the Scheme, reminding and encouraging landlords to take a fair approach to finding tenants, and to carry out the requisite Right to Rent checks, meaningfully. Whilst the Scheme remains in place for now, JCWI have indicated their intention to appeal the decision to the Supreme Court.

Landlords and/or their agents should therefore continue to carry out the same checks on ID, as they normally would, to comply with Right to Rent checks and help prevent tenancy fraud.

Abs Lalji,
Paralegal in the Social Housing and Regeneration Department
of MSB Solicitors
abslalji@msbsolicitors.co.uk





COVID-19 Personal Hardship Fund for Solicitors

The Solicitors' Charity (SBA) has announced it is now accepting applications to a £1,000,000 Personal Hardship Fund designed to support solicitors who find themselves in serious financial difficulty, following the outbreak of COVID-19.

The announcement of the new Fund follows the launch of the charity's online COVID-19 Support Hub last month. Together, these initiatives by the charity focus specifically on supporting all solicitors in times of need or crisis. They aim to alleviate and reduce some of the stress and worry that many in the legal profession are currently experiencing.

Once applications open, solicitors will be able to apply for Personal Hardship Fund support for reasons including:

Being placed on SSP due to self-isolation

If their employment status has been changed (and they are not supported by the Government's Coronavirus Job Retention Scheme)

If a person is self-employed, unable to practise and ineligible for Government help or can't manage during the delay in the help getting to them.

Nick Gallagher, CEO of The Solicitors' Charity said: "The Solicitor's Charity has been helping solicitors for 160 years and in 2019 we awarded over £986,000 to solicitors in need. The situation many currently find themselves in is unexpected, stressful and many will be feeling that there is no light at the end of the tunnel, so it's imperative the charity provides as much help as possible for those in need.

The creation of this extra fund, initially of £1,000,000, could

provide a financial cushion and peace of mind vital to so many at this time."

The Personal Hardship Fund requires applicants to be on or have been on, the Roll of Solicitors of England and Wales. It also focuses strongly on getting money to those most in need, and so requires applicants to have accessible savings within their household of less than £2,500. It is also expected that applicants will have taken advantage of available help such as mortgage payment holidays and will have started the process of applying for any applicable welfare benefits.

The Fund has been announced alongside the launch of the charity's online COVID-19 Support Hub which provides useful information, support and links to help individuals.

Nick said of the Support Hub launch: "There are so many different sources of information and support available at the moment both from the Government and third parties, we wanted to make it easy for solicitors to find the help most appropriate to their situation, in one place."

Full details on the fund and how to apply can be found on the charity's website.

www.sba.org.uk/covid-19

In addition, you can access the COVID-19 Support Hub. Here you can find up to date information and resources to support you during the outbreak.

***JOIN US ONLINE FOR THE
VIRTUAL***

THE GREAT LEGAL QUIZ



The Virtual Great Legal Quiz is taking place on Wednesday 10th June at 7pm. Join us!

Hosted by the Liverpool Law Society, we hope put our general knowledge to the test and bring the North West community together in supporting the Community Justice Fund (no Legal Knowledge required) The Virtual Great Legal Quiz is a fantastic way to have some fun and get competitive with your team or as an individual, whilst also supporting vital free front line legal advice services.

All proceeds will be donated to the Community Justice Fund which is now live and the application process is now open.

As a result of Covid-19, many specialist advice agencies across the United Kingdom will close over the next 6 months with risk of permanent closure unless they receive immediate financial extra support. Hosted by the Access to Justice Foundation, The Community Justice Fund was created in partnership with leading social justice organisations, who stressed the need for urgent, decisive action and maximum flexibility in how funding can be used.

Any donation you make to the Community Justice Fund will enable more advice services to continue to help the people most in need.

Taking part is simple – register as a team or as an individual using the registration form. From there, we shall send you a link to make a ‘pay what you can’ donation via Virgin Money Giving. Once registered, you shall receive virtual joining instructions on the day of the quiz.

[Register here](#)

Hill Dickinson announces 2020 promotions with 17 new partners and legal directors

Commercial law firm Hill Dickinson has announced its 2020 senior promotions, with a total of 17 lawyers being promoted to partner and legal director.

Of the seventeen, five have been made up to partner and twelve to legal director.

The promotions are firm-wide and this year include lawyers based in offices in Liverpool, Manchester, London, Leeds, Piraeus and Hong Kong, with specialist expertise ranged across practice areas including healthcare, employment, property, cargo, commodities, regulatory, commercial litigation and shipping.

Those promoted in Liverpool are: Nina Ferris, Partner, Commercial Litigation
Emma Ahmed, Legal Director, Employment Commercial



Rizvan Rasul, Legal Director, Health team (Costs)

Hill Dickinson chief executive Peter Jackson said the promotions were recognition of the effort and hard work put in over the previous 12 months by those who have been newly promoted, and that the current economic situation did not



change that. He said: 'I am delighted to announce our promotions to partner and legal director for 2020. We are a law firm that places huge emphasis on developing our people to be the best they can be, and it is only right that these 17 lawyers, all of whom have shown exemplary progress in their legal careers with Hill



Dickinson to date, should see their efforts recognised.'

He added: 'We grow our people so that the individual client relationships they build directly reflect the values we uphold as a firm. Their future is our future and, on behalf of our board, I extend my warmest congratulations to them all.'

Merseyside law firm "net" a big court battle win over fish in Lancashire lake, with the help of a Roman legal scholar

Brown Turner Ross, has won a High Court appeal after a row erupted over who owned fish in a lake in Lancashire, thanks to a Roman legal scholar from AD 161.

Borwick Lakes, located next to the M6 motorway near Carnforth, became the centre of a dispute between the site's current owners, Clear Water Fisheries (CWF), and the site's former owners, Borwick Development Solutions (BDS), who claimed ownership of more than £1 million worth of carp and other fish currently living in the lakes.

Representing CWF, Brown Turner Ross argued that the former owners no longer held any right to the fish in the land and lakes, which had been formed in holes left following the construction of the M6. However, solicitors for BDS attempted to sue the new owners, for £1.2m; stating it should not operate a business using fish stocks they said, still belonged to their client.

A hearing at the High Court in 2019 ruled in favour of BDS but the Court of Appeal has ruled this week that the company did not own the fish once the land had been sold, quoting an argument from Second Commentary, written in AD 161 by Roman legal scholar, Gaius, who said: "Wild beasts, birds, and fishes, as soon as they are captured, become, by natural law, the property of the captor, but only continue such so long as they continue in his power."

Speaking about the case, David Bushell, consultant solicitor at Brown Turner Ross said: "When a business falls into difficult

times and is in the hands of a receiver, the transaction to purchase the land will include, in this case, fish, but may include other animals classed as wild that inhabit that land unless otherwise arranged. My client bought the land complete with the fish and we are happy that the court has now ruled in this matter. Anyone in a similar position should seek expert legal advice. It is of particular importance to commercial fisheries."

Passing judgement, Sir Timothy Lloyd said that once the fish had been put in the lake they became the property of the landowner. The three judges acknowledged that the result was "hard" for BDS, which had paid to stock the lakes with fish during its ownership. Lord Justice Jackson added that BDS could have demanded payment for the fish had the sale of the land been conventional, but it had lost ownership when the land was sold by receivers.

Sir Timothy Lloyd, said: "The fish in the Borwick lakes, from which they cannot escape, were and are the subject of a general and exclusive right of the landowner to catch them, and then either to kill them or to do whatever else he pleases with them."

"In my judgment the case is the same when ownership of the land comes to an end, without the reservation of any right of access over the land such as would enable the previous owner to come and take the fish himself. From that moment on the former owner no longer has possession of the animals in any sense, and his former rights acquired per industriam no longer exist."

Leading inquest lawyer calls for immediate Public Inquiry into government's handling of Covid-19 pandemic – “We cannot afford to wait”

Elkan Abrahamson, who was at the helm of the much-publicised Hillsborough inquests, is calling for a Public Inquiry into how the Government has dealt with the coronavirus pandemic.

Elkan Abrahamson, Director and Head of Major Inquiries at Broudie Jackson Canter, is lobbying for immediate steps to be taken to hold government officials to account regarding some of the 40,000 or more deaths caused by Covid-19.

Elkan, who has represented those impacted by some of the UK's most catastrophic incidents, including the Manchester Arena terrorist attack, is already assisting a number of bereaved families who have lost loved ones to Covid-19 and says a Public Inquiry with an immediate launch is essential for the purpose of gathering and sharing evidence to fight for justice.

He highlighted growing concerns around the transparency of some decisions, emphasising the need for a framework to be put in place now. He believes this will ensure decision makers are held to account based on a robust record of events, not quickly fading memories.

Elkan said: “As someone who has been profoundly involved in a number of cases where the powerful have tried to hide their mistakes, I'm becoming increasingly concerned by the Government's apparent failure to accept responsibility for at least some of the 40,000 or more deaths caused to date by coronavirus.

“The latest grim calculation being made by the Government appears to be about getting the economy moving again, accepting that this will cause more deaths but saying, in effect, that as long as there aren't too many more, then that's fine.

“There are already worrying signs that we are heading for another state cover-up, in that we are not seeing a full and transparent presentation of the facts surrounding some decisions. For example, the Coronavirus Act abolished the need for juries at inquests into Covid-19 related deaths, with coroners being reminded that Covid-19 fatalities are ‘deaths by natural causes’ and, therefore, an inquest may not be necessary.

“In addition, coroners were told that, if they did hold such inquests, they should not look into government policy issues such as the failure to provide PPE.

“Of course, this means it could be much more difficult to hold our leaders to account for the steps they are taking. It's therefore imperative to start a Public Inquiry now, both to allow for information to be gathered and to ensure the life and death decisions currently being taken by the Government are scrutinised.

“The Government will then be compelled to make all the advice they claim to be relying on publicly available so we can judge for ourselves why they are taking the current action, ensuring we not relying on faded memories of such decisions.”

It is hoped that by opening an inquiry as soon as possible, those



Elkan Abrahamson

who have lost loved ones to Covid-19 will have their questions addressed, such as issues surrounding lack of PPE equipment for frontline workers and lack of widespread testing for the virus.

Elkan added: “We need to record the facts now – the chair of the inquiry should ensure that all relevant documents are maintained so that people will not be able to use the excuse that they have forgotten events.

“This approach will give the bereaved a forum to voice their concerns now, not in years to come when it's too late to have effective change.

“Let's implement the lessons we've learnt from other national tragedies so we can hold our heads high, knowing whether or not the Government have dealt with this appropriately, considering the life and death decisions that are being made now hour by hour.”

For the full article, please visit:
<https://www.jacksonlees.co.uk/broudiejacksoncanter/call-for-public-inquiry-covid-19-pandemic-uk>

Coronavirus: What can the legal sector learn through working from home?

Jessica Hampson of CEL Solicitors shares her key takeaways of working in lockdown and why it's more important than ever for businesses to adapt their culture to the needs of their employees.

As we enter another week of lockdown and become one day closer to restrictions being lifted, we've been thinking how the legal sector may rethink work practices and welcome more flexibility. While remote working and flexible hours are a staple in many industries, it's fair to say that the legal sector has been slower in adopting new ways of working. While there are logistical barriers, a significant portion of the industry is simply not geared up to promote innovative ways of working.

Flexibility – making it work for you

It's a buzzword that's been thrown about for a while now, but our current situation has truly highlighted which companies practise what they preach when it comes to offering their staff flexibility.

Even some of the most forward-thinking businesses will have spotted flaws in their remote working set-up, due to the sheer volume of employees having to transfer from their desk to kitchen table, makeshift home office or sofa.

But, what's important is that we realise what flexibility means to us and how it can drive results. Here at CEL, we've seen a huge spike in productivity despite the team working at home. Our main company value is that we put people before profit – this applies to both our clients and our employees. Our team is passionate about achieving results for their clients, and we put trust in them to make that happen, regardless of what their working day ultimately ends up looking like.

We're continuing to smash targets week after week, showing that working as #oneteam is possible remotely, too.

Equally, people are managing to split their working day between work and family time, with one of our team even being able to watch his baby's first steps due to being at home when he would have ordinarily been in the office – priceless!

This has, of course, got us thinking about how we can switch up our flexible working policies. For instance, we're now considering offering staff the opportunity to work one day a week at home and potentially bringing in hot desking options, when it is recommended as safe to do so. We want to be able to offer the best possible working solution to our team, while still getting amazing results for our clients.

At the moment, what we are experiencing is by no means 'normal' flexible working. Everyone is dealing with added pressures at home, whether that's juggling childcare and home-learning with their little ones, caring for vulnerable relatives or experiencing co-working alongside their other halves for the first time!

So, while this may not be a perfect test, it's certainly a good indication of what does – and doesn't – work for us and for our team on an individual basis.

Collaboration and motivation

As an extremely close-knit team, we were slightly concerned at how remote working could impact on team morale and the day-to-day comradery we take for granted in the office. Thankfully, we needn't have worried, as our regular Zoom calls and WhatsApp groups have made sure we're speaking to each other more than ever!

Little things like ringing our bell virtually when a case settles or regular check-ins on everyone's wellbeing have really helped us stay positive and adapt to our 'new normal'. We've also ensured we keep our 'early dart' incentive in place for when the team hits our monthly targets – we'd usually pat ourselves on the back with a team outing but, for now, a fun quiz on Zoom does us just fine!

I'm hearing a lot of people from a variety of sectors say they feel more in tune with their colleagues during this period and employees feel more trusted by their managers, eliminating any risk of micro-management. It seems we're all much more aware of each other's mental wellbeing and stress triggers, which can only be a good thing, right?

Taking a step forward

While this time is certainly showing us how adaptable we all are and highlighting qualities and skills we didn't even know we had, it's also shining a light on how our industry needs to move forward.

Something as simple as going paperless would make a huge difference to efficiency, for example, not to mention the environment! In the past, we've had a fight on our hands with things like electronic signatures, but a post-lockdown world will be a lot more tech-savvy so these barriers could be broken down.

It also goes without saying that the true value of company culture has taken centre stage. Clearly, our asset is legal advice, which comes from our team. We therefore need to ensure they are happy, fulfilled and, crucially, are motivated to succeed as without them, we would not have a business.

To do this, we have three core values that allow us to ensure this happens. 'People before profits', means we put our client and our employees at the heart of what we do.

The second, 'celebrating excellence in law', highlights how our team are experts at what they do. We develop our team so they're providing the best possible service and getting the best possible results. Finally, 'gratitude is our attitude' shows that we wouldn't be here without our team or our clients. We treat them with respect and hire people who fit our values and genuinely care about the clients, the law and their team.

As we move through these tremendously unprecedented times and begin to see some end in sight, I'm looking forward to seeing how our sector shifts its mindset and moves forward for the better.

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**

What has Covid-19 meant for The University of Law (ULaw) Students?

March 2020 will be remembered in the UK as the month that life changed rapidly for everyone and the repercussions of those changes will be felt for a very long time. There is no-one whose life has not been altered in some way by the pandemic for students and staff at ULaw it has been no different. At the beginning of March our students were attending classes, looking forward to what would be, for the vast majority of our students, their final term before taking the next steps in their legal careers. One set of exams complete, interviews to prepare for and even plans for end of term celebrations being discussed.

With the health and safety of the university community front of mind, the university closed every campus across the country and within 5 working days were able to continue to teach, assess and support our student body remotely. We also launched a dedicated Covid-19 web page to ensure students could access the most up to date information during a time of rapid change.

Fortunately, as ULaw already has a large number of students who choose to study with us online, there was a good deal of expertise within the university around what was needed to provide both the teaching and support our students needed. For academic staff, now working remotely, their task was to provide recordings of key content of their sessions for students to access at any time to allow for the greatest flexibility in their study and, in addition, to adapt to deliver their scheduled workshop sessions online. For students they had to adapt to this new mode of delivery. Within a week students were attending online sessions with their usual student peers being taught by their own tutors. The whole timetable was moved to online classrooms, materials were available through our learning portal and the learning experience continued seamlessly. Students whose lives had been changed overnight contacted us

to say they were delighted that they could continue to study in this way.

With teaching now running smoothly the next challenge was assessment. For our vocational programmes any changes to assessment methodology has to be approved by regulatory bodies, the university is not free to make unilateral changes to all assessments. The SRA and BSB had to agree to any changes proposed and the students themselves petitioned these bodies to accept these changes. We were impressed with how they used their legal training to present articulate and well-structured arguments to support their petitions. The university introduced new methods of online assessments and replaced some examinations with coursework where appropriate. A no detriment policy was drafted to allow for the students' award outcomes not to be negatively impacted by any disruption brought about by changes to assessment methodology or scheduling during the coronavirus period. Teaching and assessments were quickly dealt with to provide the much needed reassurance of what would happen next for the students academically and to provide some clarity in a time of uncertainty. In a very short space of time it was clear that finance was also an issue for some students. Some had been made redundant or furloughed from their part-time jobs that were being used to fund their study; some parents and family members who in the past could be leant on for support were also finding themselves in similar circumstances; some students were dealing with members of their family falling ill and having to put their own lives on hold to support them. In recognition of these new challenges, ULaw increased its hardship fund, giving students access to additional financial support. Longer-term the recognition of the financial hardship caused by the pandemic has been recognised by the university



introducing £2 million scholarship and bursary fund for students hope to study at ULaw from September 2020. This includes a Career Changer Scholarship specifically for any prospective student whose job has been impacted by the pandemic and is looking to retrain. We also aware of the many questions and concerns prospective students had about starting in September, so we created our September Study Guarantee outlining the detailed contingency plans the university had put in place to reassure them.

The university's national careers and pro-bono teams also responded quickly to the changes that had to be made and within days a full schedule of talks, seminars and workshops was available to the students to participate in online. The annual national law fair, usually held in London, will now also take place virtually with students able to engage with employers from across the country. We have had over 900 students register for some events and engaging enthusiastically during these sessions. Pro bono services continue to be delivered with supervisors, clients and students adapting to remote advice clinics and other schemes. Our welfare and counselling services have provided well-being sessions and given advice on working remotely for both staff and students. The university's library service have created a digital academy which will have a

positive impact way beyond this period. Social activities by way of quiz nights and even a virtual run have helped to keep the students spirits raised and remind them they belong to a wider community and network.

Covid-19 has presented challenges in a number of ways for everyone. At ULaw we are proud of the way our staff and students have adapted and risen to the challenges demanded so quickly. We have learnt a lot during this period and we are certain some of those changes made will remain with us for some considerable time. One constant is the students' appreciation of any time they can spend with people in practice and the opportunity to undertake pro-bono activities under expert supervision. If you can help at all with pro-bono, or by delivering a virtual session on what it is like to work in a specific subject area, or how your firm has adapted to the crisis and how it is likely to impact your practice going forwards please do contact us. Our employability team here in Liverpool would be delighted to discuss with you ways in which you can continue to support and inspire our students. Please contact: Lisa.Kemp@law.ac.uk (careers) or Lorraine.Watkins@law.ac.uk (pro bono).

Carol Draycott
Campus Dean
(Liverpool and Chester)

Looking forward to the future at LJMU School of Law

Just as the current public health emergency has thrown into sharp relief the need for innovation and creative thinking about how law firms offer their services, so those teaching Law at Universities are having to consider how best to educate the next generation of lawyers. Even before lockdown, however, LJMU's School of Law was already undergoing significant changes and re-imagining its law programmes.

At the end of November 2019 Professor Carlo Panara was appointed Director of the School of Law. Carlo joined LJMU in January 2010 after teaching at the Universities of Hull and Perugia, Italy. In 2014-15 he was a Senior Research Fellow of the Alexander von Humboldt Foundation at the University of Tübingen, Germany, and previously a doctoral and postdoctoral research fellow of the German Academic Exchange Service (DAAD) at the Max Planck Institute for Comparative Public Law and International Law in Heidelberg, Germany.

As well as appointing Professor Panara, the School has recruited a number of academics in the past few months and moved into the Faculty of Business, enabling us to forge close links with local commerce and enterprise. Professor Panara has also established the Centre for the Study of Law in Theory and Practice (LTAP): <https://www.ljmu.ac.uk/research/centres-and-institutes/centre-for-the-study-of-law-in-theory-and-practice>), which has four key areas of expertise: public law, business law, criminal law and legal practice. Building on its outstanding results in the Research Excellence Framework 2014, the School of Law is further strengthening its research profile with a view to becoming the leading research hub in Law in the North West in the near future.

The incoming Solicitors' Qualifying Exam is expected to

start replacing the LPC from 2021. The fact that the LPC has been taught at LJMU for more than 20 years means that 16 of the School's 41 staff are qualified solicitors, and this significant expertise will now be reoriented. During the past 18 months, we have redesigned the LLB to incorporate optional practice-based modules in addition to the core academic modules. This will allow students who are considering sitting the SQE at a later stage to study topics which will give them the underpinning knowledge and skills to do so.

This redesign incorporates two other important elements. The job market into which our future students will graduate in a post-pandemic, post-recession, post-Brexit world will be a highly competitive one. We are taking a pervasive approach to employability skills, mapping these throughout the curriculum at undergraduate and postgraduate levels. Students will be mentored by more senior students as well as members of the local profession and other graduate employers. Many of our undergraduates are first generation university students, with tremendous drive, ability and potential. Our employability strategy, combined with a rigorous and flexible academic curriculum, aims to develop their strengths in a flexible but focused way.

The pro bono Legal Advice Centre is also being grown to complement the redesigned curriculum. All students will be able to participate in carefully supervised pro bono work during their first year, with further options available in second and third year for students wishing to develop their practical skills in interviewing, research, case management, drafting and oral communication. Students considering becoming solicitors can build several months' worth of high-quality work-based experience – a total of two years being required by the

SQE, in place of a training contract – by the time they graduate. Clinical experience will also be valuable for students who wish to go to the Bar, or just want to develop their transferable, practical skills. We believe it is important for any student of the law to understand its power and responsibilities in society. The clinic's expansion will also allow the University to provide a wider range of free services to the local community for those unable to pay for legal advice, and better support the local third sector network, at a time of ever-greater economic uncertainty in our home city.

We are planning to re-start our academic year this September with our new intake of students on a face to face basis this September. The social distancing measures that will undoubtedly be in place at that time mean that we will be offering a blend of face to face and online methods of teaching. Our staff have pivoted to online teaching this semester at short notice but with great success, and the need for more digitally-focused offerings is continuously informing our curriculum design.

The first cohort of students who study our new curriculum will graduate in 2023 – the bicentenary of the establishment of Liverpool



**Professor Carlo Panara,
Director of the School of
Law.**

Mechanics Institute, the foundation for what would later become Liverpool John Moores University. The world has changed so much during those two centuries, and it is easy to feel that we have had an additional two centuries' worth of change in the past few weeks alone. However, the School of Law is fully equipped to begin a new era in its history and continue to deliver a programme of study which combines the traditional, academic aspects of the law which are so familiar to us, with the newest and best methods of digital and face to face teaching and practical experience.

If you wish to know more about the School of Law and the new LLB Law, click [here](#).



LJMU Law students winning the 2019 LawWorks Law School Challenge at the House of Commons.



Over the last two months Samaritans Liverpool and Merseyside Branch has had to adapt to the Covid-19 crisis. Some of our services have been curtailed but others have expanded. We have had to withdraw our face to face service at the branch in Clarence Street but we have increased to the amount of time which we have spent answering phone calls and replying to emails.

Due to the critical service we provide to support vulnerable people we have been classified as a key provider by the Government so our volunteers have been able to travel from home to work in the branch. We have had to modify the way we work so that volunteers can socially distance and to enable each work station to be properly sanitized at the end of each shift. This has meant that we have had to restrict each shift to two volunteers in the branch and one giving support from home. Some of our volunteers have had to self isolate but in spite of reduced numbers we have covered over 95% of our regular shifts from 10am until 3am the following day and have increased to a full 24hr service on Sunday/Monday. In March Liverpool branch answered almost 350 phone calls and replied to more than 400 emails.

With the withdrawal of face to face therapies many GPs and mental health practitioners are actively signposting patients to our helplines and Samaritans has set up a dedicated service for the NHS and other keyworkers. Liverpool branch is in the process of setting up a dedicated Freephone in the ED department at Aintree University Hospital for the use of staff, patients and relatives. We have also been working with the Leads for Public Health at Liverpool City Council and we are offering a 'Call Back' service to staff at local care homes.

Unfortunately, our work with Liverpool Prison has had to be reduced as we are not allowed to visit the prison during lockdown. As a result the amount of support we can give to the prisoner 'Listeners' we have trained is less than normal though our branch volunteer in charge of the prison team has a dedicated phone number to enable us to give some support. Hopefully, we will shortly be able to resume some face to face contact which will enable us to train more listener prisoners and to support them.

Normally we run 5 or 6 training courses for new volunteers for our branch each year. The training is detailed and consists of 5 on line modules with 5 or 6 three hour face to face training sessions in branch. The in branch sessions include group discussions, taking a number of practice calls and other skills practices. After that the new volunteer has a mentor for their first shifts to make sure they are supported in their role. Each training group consists of up to 16 new volunteers with 3 or 4 trainers present. We have not been able to train any new volunteers since lockdown started but we are working on how we might be able to start again as we need more volunteers to enable us to provide our service.

Needless to say our work with National Rail, Merseyrail, the Emergency Services (apart from giving them support) has all had

to stop and whilst this has meant some volunteers have had more time to devote to answering our callers on the phone we will be stretched when things return to normal and some of our younger volunteers return to work. We have also had to stop many of our fundraising activities but the bills continue to come in!

We are here to support all members of the legal profession on Merseyside, your staff and your clients whatever you are going through in these very unusual circumstances.

If you would like to support Liverpool and Merseyside Samaritans donations can be made via our Virgin Money account

<http://uk.virginmoneygiving.com/charities/samaritans17>

Samaritans is open 24 hours a day 365 days a year. Our free phone number is 116 123 and our email address is jo@samaritans.org

Tony Summers
Deputy Director and Trustee
Tony1@Liverpool-samaritans.org

25 Clarence Street, Liverpool L3 5TN
Samaritans of Liverpool and Merseyside is a Charitable Incorporated Organisation registered in England and Wales (117022).

LawCare

Supporting the Legal Community

Website

We have created a new section on our website with useful resources including signposting to all the professional bodies and regulators coronavirus information pages. We will be adding new content to this regularly.
<https://www.lawcare.org.uk/covid-19>

Information resources

We are putting out new resources each week based on the issues we are seeing raised by those turning to us for support, we have new resources on working from home, managing anxiety and dealing with difficult clients, these are on our website and have been promoted on social media. We have blogs and new resources in the pipeline for the next six weeks. Here is a link to our current drop box of resources
https://www.dropbox.com/sh/8w56vhcw68rdg2u/AAANy_t_7k73vv1RsY0nhi1Ca?dl=0 which is also being updated on a regular basis.

Webinars

We are regularly contributing to webinars and podcasts being organised by others, and where possible we will be adding these to our website. We ran two webinars this week on 'supporting employee wellbeing during the pandemic'; here is a link to a webinar we contributed to last week on managing mental health when working from home
<https://www.buzzsprout.com/979066/episodes/3212530>. We have been running a series of webinars/podcasts from May onwards.

Support contacts

We had our first contact for support about coronavirus on March 10, contacts about this have increased and now account for half of all our support contacts; key issues emerging so far are staff being expected to come into work despite government advice, anxiety about working from home and worries about the future. We are reviewing these weekly.

Elizabeth Rimmer
Lawcare

Covid exhaustion and the legal profession

This was a phrase used by my coach when describing how many of his clients have presented over the last few weeks.

No obvious symptoms but convinced that they retained some underlying ailment, undeniably linked to COVID 19.

Aches and pains, exhaustion, viral like symptoms, lack of sleep, apathy, the list went on and on.

The only real common denominator being that they all retained high pressured jobs, where competition, status, ego, targets all played a key role in their profession.

Is this ringing any bells?

The legal profession already retains undeniable levels of pressure, with a myriad of differing drivers. Throw both COVID19 and isolation into the mix and you have the perfect storm for lawyers (or anyone for that matter) who are susceptible to stress, anxiety, depression or any other mental illness.

But suddenly, as if by magic, mental health is no longer a taboo topic for the profession.

We find ourselves drowning in an abundance of tips around mindfulness, yoga, coping strategies and offers of mental wellbeing resources at every turn.

Whilst I appreciate that the profession is making such tools and resources available, I find myself asking the question; why now?

It is not as if our profession is a stress-free environment. On the contrary, being able to cope with high levels of stress is often worn as a "badge of honour".

The truth of the matter is that we as lawyers still exist in a culture where mental wellbeing remains a topic that, whilst slightly more acceptable as facet of our professional health, is still perceived to be a character weakness.

The message being: If you struggle with mental health issues, you will struggle in the legal profession.

The answer as to why lawyers are all suddenly more accepting of the importance of mental health is twofold:

Firstly, we are struggling with an unprecedented challenge. The COVID crisis lockdown has been compared to wartime

restrictions but many pensioners will tell you that it is actually worse, in that at least in wartime they could go about their business relatively unhindered.

Secondly, we find ourselves isolated from the competitive environment of suits and offices. We sit at home and the pressure of "image" is no longer a facet of our daily existence.

We are metaphorically in the "same boat" as everyone else and if everyone else is talking about mental health, then why can't we?

There is constant talk about this being a turning point for society and that we will be living in a new reality when the pandemic subsides.

If this is the case, then with mental health being at the forefront of our discussions, is this not a time for the legal profession to take a hard look in the mirror and accept the fact that mental health is of paramount importance for our people? Not just in terms of their wellbeing but additionally in terms of their productivity.

If you create a culture where mental health is discussed as an acceptable societal norm, then you remove the stigma attached to the conversation.

We have all experienced moments of uncertainty during the pandemic, from doubts of self-worth to fears for our own physical health and that of our loved ones.

Mental health is "health", and this has been the clear message to society during the COVID crisis.

Mental wellbeing is front and centre as a topic of conversation daily. Intrinsicly linked to the balance between physical health and the benefits that that brings.

So, my question to our profession is this:

"If mental health is an acceptable conversation now, then shouldn't it be one of the discussions that we should be having now, in preparation for our return to the office?"

By "conversation" I don't mean a management tick box exercise. It must be a conversation with full buy in from top to bottom, as only then will we see the change that our profession's people deserve.

So, thank you COVID 19 for giving us the opportunity to talk about our mental health.

It often takes a crisis to wake us lawyers up.

Nick O'Neill is the Governance & Business manager at Wirral Borough Council and a LawCare volunteer and champion.

The Lockdown Diaries

In this edition we talk to local practitioners about working from home and how life has changed during lockdown.



David Tarttlin
Trainee Solicitor
MSB Solicitors

What has been the biggest challenge of working from home?

Separating work from home. Luckily there is a spare bedroom in the house which is now deemed as 'the office' but dragging yourself from the kitchen table at breakfast seems a bit harder just to go upstairs rather than when you have to physically drive to work!

If you have children and/or pets, how have you coped with combining working and child/pet care?

It is only me and my girlfriend in the house at this time, and I don't think that counts as childcare!

How have you managed your mental health during lockdown?

Keeping in contact with friends and family has been key. Making sure that we are still socialising together (all via video link of course) is important as it makes us feel like we are still living in some kind of 'normality'.

What have you been reading, watching or listening to?

I've been watching 'Race Across The World' with great envy.

Have you found any positive aspects to lockdown?

I've definitely found that I've improved my tech savy-ness due to having to find alternative ways of working while not in the office. Who knew you could split PDF files without printing it off and scanning it back in?

And finally, if you could choose someone to be on lockdown with (apart from your family of course!) who would it be?

I would probably like to be in lockdown with David Lammy, so we could argue about football (him being a Spurs fan), and he could also help me with legal work (as well as getting the inside track on the ever-changing guidance from the MoJ).



Jenny Lomax
Paralegal
Morecrofts

What has been the biggest challenge of working from home?

I am used to working in a big office as part of a big team, we all act as a support network for each other constantly helping and bouncing off each other. Switching that relationship to Whatsapp has been really helpful because it has meant we have stayed connected but nothing can replicate our office atmosphere.

If you have children and/or pets, how have you coped with combining working and child/pet care?

I have two dogs, two bonkers border collies to be specific and they need a lot of exercise and attention and like to let you know every time someone walks past the house or when the postman has been, so the noise can sometimes be a little difficult to deal with. However, dog walks are a great way to clear your head after a busy day and get those steps in.

How have you managed your mental health during lockdown?

Sometimes it is really difficult to remember that this isn't the way we have always worked and frustrating when you don't feel as productive as you did when you could work as normal. I like to try and stick to my usual 9-5 routine whenever possible so there are clear boundaries between work and relaxation.

As well as regular exercise and trying my best to eat healthily I find nothing works better than a good old rant to your best friend when you feel like things might be getting a little much, because more often than not they are feeling the same.

Another tip would be taking Instagram and Facebook with a pinch of salt. No one posts when they are having a bad day! Social media is a highlight reel. If you feel like you're the only one struggling because everyone looks like they are loving lockdown life. I can promise you; you are not alone.

What have you been reading, watching or listening to?

Reading- Spycatcher Peter Wright- 'a book so scandalous Britain banned it' This is a book that was published in the 1980s when Britain's intelligence services were still shrouded in mystery. Wright that took the British government to court over its publication. Details the inner workings of MI5 and MI6. Listening to- My go to working day radio is Radio X- it's a station that doesn't take itself too seriously and has a great playlist to

keep you motivated. Watching- Like many others I have invested in a Disney plus subscription and I am flitting between childhood classics, The Star Wars Saga and the Marvel Cinematic universe. It the perfect escapism.

Have you found any positive aspects to lockdown?

The biggest thing Lockdown has taught me so far is to appreciate the little things. Whether that's a walk in the sunshine, a good cup of coffee or a couple of hours of silliness at this week Zoom quiz. I find myself taking a minute to appreciate how lucky I am to be in the position I am in. Able to stay at home, stay safe and keep working. Whilst so many others are putting themselves at risk daily to save lives and keep the country moving.

If you could choose someone to be on lockdown with (apart from your family of course!) who would it be?

As a serious answer I would choose my best friend and housemate from university. We both know how to live together in close quarters under tremendous stress rather harmoniously. Silly answer, if they weren't fictional, I would have to say Tony Stark/ Ironman. Imagine a house that was essentially a huge robot. You would have everything you could ever need as well as things you never thought you would.



**Adele Gallagher,
Deputy Team Manager,
Solicitor
Carpenters Group**

What has been the biggest challenge of working from home?

There is no doubt technology played an integral part in the sudden adaptations the legal industry was forced to make as a result of the COVID-19 lockdown. Carpenters were fortunate to have the personnel skills and technology already in place to enable the firm to become fully operational remotely in a short space of time, with IT support on hand 24/7.

The industry has also had to adopt the use of technology such as Zoom and Microsoft Teams to ensure that communication channels with clients, colleagues and 3rd parties have been maintained whilst working remotely. The speed of the change has been challenging -- particularly the production and delivery of documents in the face of Court deadlines as well as adjusting to the conducting of Court hearings remotely. Thankfully there has been a good degree of collaboration within the industry since the lockdown -- and communication with your opponents and the Courts has proven key.

If you have children and/or pets, how have you coped with combining working and child/pet care?

Myself and my husband both work for Carpenters. We are currently working from home, along with our youngest son Harry, who is now back from University. He keeps us on our toes! He's constantly telling us not to go out, despite the fact that we follow all the social distancing rules when we do leave house. How the tables have turned!!

We have 2 cats and a Cavalier King Charles Spaniel Lily. We usually walk Lily after logging off from our working day which helps switch off from work mode.

It is fair to say we don't have the added stress of caring for a younger family, nor having to combine work, family and home schooling!

How have you managed your mental health during lockdown?

It is normal to feel stressed and anxious in what are unprecedented times. I have found that keeping to some form of routine helps whilst I am working from home -- combined with exercise and eating a healthy diet.

I try and plan my day to maintain some form of structure. I also limit my amount of news exposure each day. It is helpful to connect with friends and family during lockdown via Zoom, Skype, Houseparty etc -- it really does give you a boost. We are all in this together!!

It is also important to communicate with our teams regularly, especially with younger members who may feel isolated with no one to ask about work concerns etc. Carpenters have produced a Working from Home Booklet with lots of tips and advice on adapting to working from home as well as providing guidance on how to look after, and manage, physical and mental health.

What have you been reading, watching or listening to?

Reading: Normal People by Sally Rooney -- now adapted as a BBC drama, The Familiars by Stacey Halls -- a fictionalised account of the Pendle Hill Witch Trials in Lancashire Becoming by Michelle Obama -- delighted I've finally had the time to read this book as it's sat on my shelf for 12 months!

Watching : Friday Night Dinner -- this one is new to us so we're enjoying catching up on all 6 seasons! The Nest -- BBC drama -- I won't spoil the ending if you've not watched it yet! The Morning Show on Apple TV. My husband has been re-watching highlights of old Rugby league Challenge Cup Finals..... alone.....

Listening to: SMA Podcast with Rosie and Chris Ramsey

Have you found any positive aspects to lockdown?

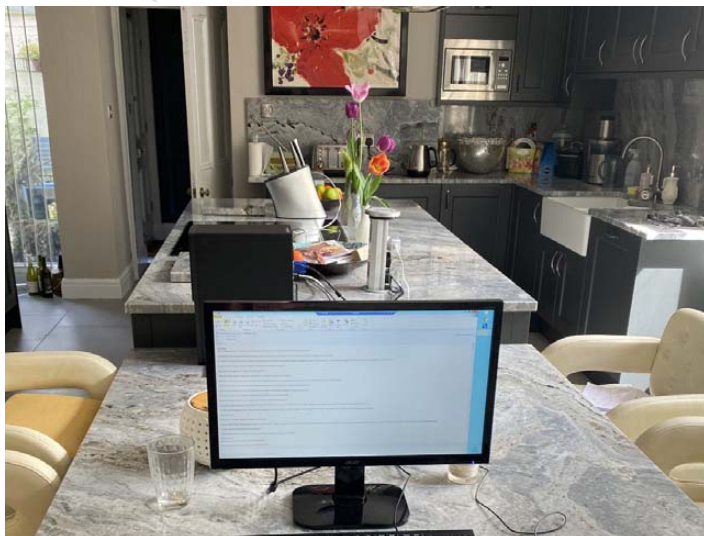
There is no doubt that coronavirus has turned our lives upside down -- but there have been some positive aspects including a change in focus to our daily lives. We have effectively been forced to press the "pause" button and have found enjoyment in the more simple things in life; to be able to spend quality time with our families, taking a walk or exercise in the fresh air and trying out new activities. Bread making and baking seems to have become very popular -- although I'm still no expert on those fronts!

The community spirit has certainly improved. There have been lots of "good news" stories from Captain Tom and his amazing fund raising for the NHS to the rehoming of pets from animal rescue centres. Since the lockdown I've been speaking with neighbours who I have previously rarely spoken to, especially when joining together for Clap for Carers each Thursday.

And finally, if you could choose someone to be on lockdown with (apart from your family of course!) who would it be?

That's easy -- Jurgen Klopp!! Despite my best efforts I've still not managed to catch a glimpse on my daily walk around Formby!

Continued overleaf



Emma Carey
Managing Partner
MSB Solicitors

What has been the biggest challenge of working from home?

My style of management is very much collaborative. I like to involve others in decisions and obtain other people's opinions and ideas. Obviously during this time, we have had to come up with other ways of communication such as video calls, but in my view nothing beats face-to-face meetings. However, so far the greatest challenge has been avoiding the fridge!

If you have children and pets how have you coped combining working and child pet care?

I don't have children, but I can only imagine how difficult it has been for people. I'm sure their multitasking skills will have been perfected. My friend's mum lives with me and is shielding as she is vulnerable, so I have had to be especially cautious. I haven't left the house since the 17th of March and food deliveries are like a military operation!

How have you managed your mental health during lockdown?

I've always enjoyed yoga but over the last two years I haven't found time to practice. During lockdown I've done daily yoga classes and have really enjoyed getting back into it. I'm also very fortunate in that I have a beautiful garden and I have made myself take regular walks throughout the day in the garden. It is a great source of pleasure and relaxation and something I had totally taken for granted before. Like many others, I did become slightly obsessed with reading all the newspapers and constantly listening to the news, which was starting to have a detrimental effect on my mental health, so I have tried to reduce the amount that I'm consuming. It's a balance between being informed and hysterical – I did start to tip slightly the wrong way!

What have you been reading watching or listening to?

The news was my obsession for a while: newspapers, BBC Radio 4 and the daily briefing, but I have toned it down a bit now. I love Desert Island Discs, so have been listening to lots of episodes from the archive. I don't really watch a lot of TV so I am doing more of that, but am mainly spending the evenings catching up with friends. It's so important to keep in touch.

Have you found any positive aspects to lockdown?

I now know the name of every politician around the world! It has confirmed to me the qualities in people that I respect and the qualities I have no time for. This is a global crisis and as a world

we need to come together. There is no room for self-obsessed, self-publicists, who can see no further than themselves.

If you could choose someone to be on lockdown with who would it be?

Captain Tom Moore – what an amazing, inspirational man. I'm sure he has led a very full life and would keep me entertained with his stories!



Kristina Stoddern
Company Director
Maxwell Hodge
Solicitors

What has been the biggest challenge of working from home?

The biggest challenge has been learning how to do all of the administration tasks myself and surviving without the crucial staff who support us every day.

If you have children and/or pets, how have you coped with combining working and child/pet care?

It has been very difficult balancing home schooling and work. I have found it easier to work in blocks of time for both tasks. Working earlier and later is the new norm! In addition, who decides to get a new kitten and throws that in to the mix also?! I didn't know that my laptop had so many different settings that little paws can press and you cannot work out how to get the old trusty settings back again! The kitten has actually kept my little girl entertained and has given us lots of much needed laughs.

How have you managed your mental health during lockdown?

I have been using the Headspace app for night time meditations and have been doing lots of running. This has been a great way to de-stress. I bought some new running shoes and a new Fitbit to drive me on!

What have you been reading, watching or listening to?

I have been watching Treadstone, the series on Amazon Prime, and have bought quite a few new books. I am currently reading the Shadow of the Wind.

Have you found any positive aspects to lockdown?

It has been very enjoyable spending so much time with my partner and daughter. We would normally be dashing off here, there and everywhere, so it has been nice to not be "busy". We have had game nights and film nights, which have been lovely. Oh, and being able to work in bed with PJs on is awesome!

And finally, if you could choose someone to be on lockdown with (apart from your family of course!) who would it be?

My daughter's teacher!



Donal Bannon
Partner
Morecrofts

What has been the biggest challenge of working from home?

Getting used to new ways of working and missing work colleagues.

If you have children and/or pets, how have you coped with combining working and child/pet care?

Difficult to manage childcare and a dog all of whom are delighted to see more of me but which require regular feeding (or treats), home schooling and have the knack of interrupting me when I am in the middle of drafting documents.

How have you managed your mental health during lockdown?

Helping my parents in law who are being shielded, doing crosswords, walks with the dog and zoom meetings with colleagues.

What have you been reading, watching or listening to?

Reading latest James Patterson novel, watching Father Ted re-runs and listening to 70s music.

Have you found any positive aspects to lockdown?

Don't miss commuting or long meetings and I see more of my family.

If you could choose someone to be on lockdown with (apart from your family of course!) who would it be?

Peter Kay – he can always be relied upon to cheer everyone up.



Darren White
Family Solicitor
Maxwell Hodge
Solicitors

What has been the biggest challenge of working from home?

The biggest challenge is not having the face-to-face interaction I would normally have with my clients. My clients are facing extremely challenging times, and having that face-to-face meeting is important to them.

If you have children and/or pets, how have you coped with combining working and child/pet care?

I do have children. I am not a teacher and have a newfound

respect for teachers. It is extremely challenging trying to juggle home schooling and work. My days are a lot longer than previously.

How have you managed your mental health during lockdown?

Lockdown over a prolonged period has obviously had some impact on all of our mental health. It is important to value the time we are having with our families and to keep positive. I have made best use of the time undertaking activities with my children and my wife.

What have you been reading, watching or listening to?

I have been catching up on box sets on Netflix and have recently started on a couple of biographies.

Have you found any positive aspects to lockdown?

Apart from spending time with my family, a positive outcome has been our neighbours. I feel we have bonded a lot seeing each other on a Thursday, to clap for our carers, and having quizzes whilst sat in our gardens. Everyone is always keen to look out for each other and support those more vulnerable in our community.

And finally, if you could choose someone to be on lockdown with (apart from your family of course!) who would it be?

I do not think there is anyone else I would rather be in lockdown with other than my family.



Molly Brislen
Paralegal
Weightmans

What has been the biggest challenge of working from home?

I think the biggest challenge of working from home constantly is that 'get up and go' feeling in the morning. Sometimes it's hard to get up and find the motivation knowing that you are going to be sat at the same desk, without your colleagues and not get distracted!

If you have children and/or pets, how have you coped with combining working and child/pet care?

I have two Dobermans who like to bark whenever the postman or delivery people come to the door, so it's definitely important for me to be clever in picking a good time to make the phone calls I need to make. I also make sure that they are walked first thing in the morning to ensure they're not on their toes all day waiting for their walk! I still live with my mum and dad so we all alternate in taking them for a walk. If it's not my turn, I will make all the phone calls I need to make whilst the dogs are out!

How have you managed your mental health during lockdown?

I have set myself weekly goals. Whether they are big or small I think its therapeutic for me to tick things off and feel like I'm still achieving things whilst the days feel monotonous. I also try and range the goals. For example, one goal for work, one for university, exercise, and general organisation like sorting out my ever-growing wardrobe!

Continued overleaf

What have you been reading, watching or listening to?

Normal People on BBC iPlayer has been the best so far me. I don't really read that much outside of university but I think it's a good mood-lifter to listen to music whilst working from home too!

Have you found any positive aspects to lockdown?

Loads! Getting to know my family on a different level has been nice. We are close anyway, but it's easy in normal life to get into a habit of coming home from work, getting changed, having tea and going to bed. That ties in with making the most of the day as well. There's lots of time to do things in one day if you are organised and have the flexibility of working from home.

And finally, if you could choose someone to be on lockdown with (apart from your family of course!) who would it be?

Khloe Kardashian. Then I would have the motivation to exercise!!



Kim Okell
Family Solicitor
Morecrofts

What has been the biggest challenge of working from home?

Finding a suitably quiet place to work without distraction and finding a makeshift desk to work from.

If you have children and/or pets, how have you coped with combining working and child/pet care?

This has been very challenging but luckily my husband is home to assist, which helps a lot although still difficult especially when contacting clients or dealing with court hearings remotely and our child is in the background.

How have you managed your mental health during lockdown?

Ensuring regular breaks are taken, exercising in or out of home and taking time to relax where possible.

What have you been reading, watching or listening to?

Audible has been a lifesaver and greatly helps to relax as you can get lost in any book.

Have you found any positive aspects to lockdown?

Yes, being all together with family and especially my child. Taking time to think more about the positive changes you want to make in your life and what's most important in your life. Without lockdown, we would be rushing around as usual.

If you could choose someone to be on lockdown with (apart from your family of course!) who would it be?

That's a hard one, can you choose an animal? A pygmy goat! If I had to choose a person, it would be David Attenborough – he is amazing!!



Femi Ogunshakin
Consultant Solicitor
Nexa Law

What has been the biggest challenge of working from home?

I'm a litigator, so I do miss the hustle and bustle of meetings with clients, the other side and court appearances. That said, I work for a virtual law firm so cloud based case management systems, office 365 etc have been part of the business model for a while, but this doesn't stop using Zoom, Google Meet and Skype for client and court hearings any less daunting: I'm not a fan of seeing myself on screen.

If you have children and/or pets, how have you coped with combining working and child/pet care?

My children are now 29 and 27 and have long since left home and started their own lives. That said, it is a challenge to keep Dolly (the cat) entertained. She seems to think that my being home is a good enough excuse for her to demand more time – and food from me. Bless her!

How have you managed your mental health during lockdown?

By keeping to a semi-strict regime of demarcating work space from 'home' space has helped, so I'm at the breakfast table in the morning, ignoring the living room and seem to get through as much work as I would in the office. The lighter days and warmer weather helps as the kitchen backs out into the garden (a temptation in itself). I stay in touch with the children, extended family, friends and dare I say, clients (for sometimes mundane calls to say 'hello'), has helped. I've also rediscovered the art of going for long walks or (shock, horror) bike rides in the evenings.

What have you been reading, watching, listening to?

The lockdown has presented fabulous opportunities to catch up on boxsets such as: Homeland, Killing Eve, Noughts + Crosses, Gangs of London and Normal People. For music, I alternate between listening to Classic FM and Smooth Jazz Global (www.smoothjazz.com) – both excellent for background music while working. I've also caught up on reading my Christmas gifts: Nomad by James Swallow, Blue Moon by Lee Child and An Improbable Life by Trevor McDonald

Have you found any positive aspects to lockdown?

Far too many to mention. Suffice to say it's great to hear the variety of bird songs throughout the day. There's far less traffic on the roads, the sky is clear and the double decker bus into St Helens has stopped trundling down our road!

And finally, if you could choose someone to be on lockdown with (apart from your family) who would that be?

Easy. That would be the rather splendid Michael McIntyre, although I'm not sure I'd get any work done, but it would be pure joy to find out exactly how he works on his observational comedy material. The man's a genius and should be up there with the great names in British comedy.



**Pamela Lacey,
Paralegal
Maxwell Hodge
Solicitors**

What has been the biggest challenge of working from home?

Making sure my clients know I am still here to speak with them and help them.

If you have children and/or pets, how have you coped with combining working and child/pet care?

At first, it was difficult, as I wanted to ensure that my son was doing his work and that my work was also a priority. As the weeks have gone by, it has become a routine that agrees with everyone and my work is being dealt with and my son's school work is being done in sync.

How have you managed your mental health during lockdown?

My family are my main support system, so remaining hopeful that things will go back to normal has been a great help.

What have you been reading, watching or listening to?

Our house tends to have the radio on and for a good boogie, we tend to listen to Smooth.

Have you found any positive aspects to lockdown?

Running. Whilst working from home, I did not want to get into the habit that sitting down would be the norm and whilst I have never been a runner, I decided to give it a try and see how far I could push myself. Therefore, during my working from home lunch hour, myself and my son will go out where I will run and he will ride his bike.

And finally, if you could choose someone to be on lockdown with (apart from your family of course!) who would it be?

It is a difficult choice as I have about five, but my number one would be Matt Hardy.



**Peter Pownall
Licensed Conveyancer
Morecrofts**

What has been the biggest challenge of working from home?

Not being able to access physical files when needed. Also it is sometimes more difficult to concentrate on the task in hand when not being in an office environment.

If you have children and/or pets, how have you coped with combining working and child/pet care?

Our children have grown up and we do not have any pets.

How have you managed your mental health during lockdown?

Trying to keep to a routine is sometimes difficult working from home but so far I believe my wife and I have coped well except for not being able to see our family especially our grandchildren.

What have you been reading, watching or listening to?

Probably watched more films than before the lockdown and generally have background music on whilst working except when watching webinars.

Have you found any positive aspects to lockdown?

Not particularly. Connecting with colleagues via our App has been useful but I have realised that there is no substitute for being able to talk with colleagues and clients face to face.

If you could choose someone to be on lockdown with (apart from your family of course!) who would it be?

Anyone who didn't talk about Covid!



**Alexandra Battle
Paralegal
Morecrofts**

What has been the biggest challenge of working from home?

Being able to structure a normal working day 9-5pm.

If you have children and/or pets, how have you coped with combining working and child/pet care?

A new puppy has been a challenge but a great time to train him. Child care has been managed by an online schooling structure from 8.45AM till 15:30PM..... PERFECT!

How have you managed your mental health during lockdown?

The wave of emotions has been a challenge but plenty of walks with a new furry friend and bike rides with the children has kept us all sane.

What have you been reading, watching or listening to?

I have watched more films than I would normally. A lot of real life judicial enquiry films.

Have you found any positive aspects to lockdown?

I have learned how to bake lots of lovely treats (Call me Mary Berry). Having more time to cook dinners for the family is great rather than grabbing cheap quick meals during a normal week.

If you could choose someone to be on lockdown with (apart from your family of course!) who would it be?

Ohhhhhh..... for looks it would be Anthony Joshua. For intelligence and a great conversation it would be Nelson Mandela.

Good Cake, Bad Bake

Lockdown has seen many people return to the kitchen to bake bread, cakes and pastries with differing results. We left no scone unturned to bring you the baking delights and disasters of the legal profession on Merseyside...

Jo Downey, Director of Education and Training



My 'good scone, bad scone'. I realised I'd rolled out too flat with the first batch so rectified for second. The sponge cakes – I forget to line the baking tins... and finally success! 'Nigella's Nutella Cheesecake' – the fact that there was no baking involved meant a successful assembly rather than bake. Thanks Nigella!



Gaynor Williams, Bennett Williams

My daughter had her 18th on 6 April in lockdown, birthday party cancelled, family meal cancelled, and we had limited flour and couldn't order a cake. I improvised with an old pack of Betty Crocker mix and icing sugar but I dropped half the cake when I took it out of the oven! Here was the final result of half a cake with 'Leah' crafted from icing sugar and her hair made out of spaghetti! - we also made 18th 'balloons' from cardboard and put them up with string! Leah had a lovely day albeit she didn't eat any cake!



Siobhan Taylor-Ward, Merseyside Law Centre

My 8 year old son and I have tried to make a rainbow cake on a number of occasions, but this time we were delighted at the outcome. We were both fed up and decided to mark the occasion of 50 days in lockdown with cake.



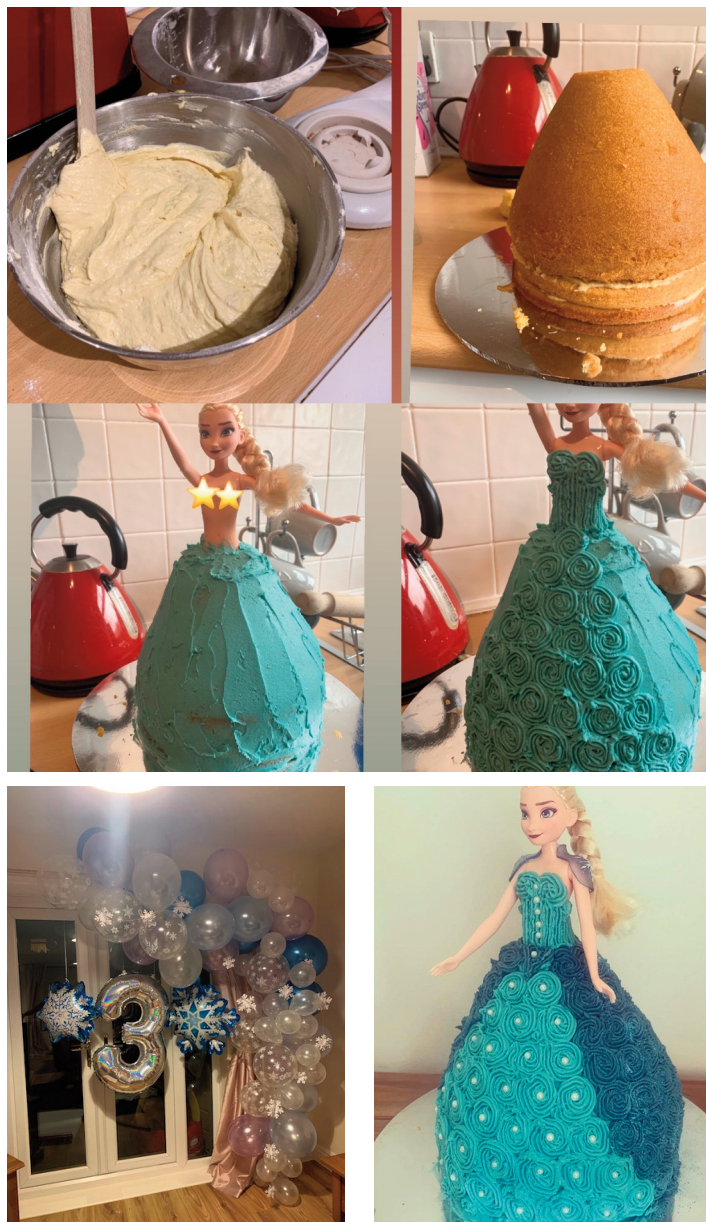
Beyza Asik, Paralegal, Broudie Jackson Canter

Since being on lockdown I have spent a lot of time in the kitchen learning to make traditional desserts from my home country, Turkey. As it was also the holy month of Ramadan for Muslims, I made sure that we had a nice dessert to look forward to for when we break our fast at night. It was a delicious treat for the family! Attached is a photo of my first attempt at making Baklava.



Amy Tagoe, CEL Solicitors

My daughters 3rd birthday was a couple of weeks into lockdown so we had to do a DIY birthday celebration including a cake and balloon arch. Balloon art is definitely a new found skill. I have included a picture of the cake as a work in progress and the finished cake.



Melissa Bosoboe, MSB Solicitors

Melissa of MSB Solicitors has been busy baking coconut buns, a childhood favourite.



Katie Tunstall, Trainee Solicitor, Jackson Lees

I have included some of my bakes I have done for VE Day or just generally. To be honest, I love to bake so in lockdown I'm enjoying having the time to do this and get to know my neighbours sharing these with them.

My next door neighbour lives alone and he's in his 80's. He's relying on his daughter bringing shopping at the moment. So he is appreciating my going round for quick doorstep chat with the cakes I've been bringing him.

The afternoon tea was chocolate and fruit scones, the loaf cake is a Jaffa drizzle (chocolate and orange) and then the biscuits are chocolate fudge crinkle biscuits from BBC good food. Over lockdown, BBC has created a Facebook group and all the subscribers are going mad for these biscuits at the moment. They are a cross between a brownie and a biscuit. Delicious!



Donna Scully of Carpenters & Gordon Exall

Donna Scully and barrister, Gordon Exall went head to head to create the best banana bread on Twitter, followed by a poll. Donna took the prize despite the slightly charred finish! Donna was given a donation of £250 for the winning bake for Fans Supporting Foodbanks, so all for a great cause.



How does your garden grow?

During lockdown, many people have turned to gardening as a way of filling their time and looking after their mental health. Here are some of our readers beautiful gardens.



Jessica Hampson of CEL Solicitors

Jessica put up a climbing frame and painted it for her daughter's birthday and has been busy in the rest of the garden.



Jo Downey, Director of Education and Training

I've mostly been tending my hanging baskets and pots (20+!), I've given up the rear part of my garden for wildflowers as I want more butterflies and bees but at the minute its mostly unmowed grass, daisy's and dandelions!

The rest of my lawn has been taken over a an entertainment space – trampoline, swing ball and table tennis! We've definitely eaten more meals in out garden during lockdown too.

Julia Baskerville, Publisher of Liverpool Law

I don't have a garden, but a balcony and, not being very green fingered, I decided to paint cacti onto the walls to create my own 'virtual garden'.



Katie Tunstall, Trainee Solicitor, Jackson Lees

I have been growing chilli and tomato plants since 19th of April. The chilli plants were from seed and are doing really well, as you can see from before and after. Never ever been this into gardening but I've really enjoyed watching these grow. Something positive to focus on.



Chris Topping of Broudie Jackson Canter

The top photos show the same view as the time has passed – the first one taken on 25th March and the second on 25th May – whilst every day seems the same the seasons have changed and the natural world has continued – the sun has risen, the plants have grown, the leaves have come on the trees and spring is slowly turning into summer.

The third photo shows a different part of the garden taken in April with the bulbs in flower.

The garden is a place of tranquillity where it is amazing to be able to spend a quiet moment each day.

Samantha Williams, Accounts Assistant, MSB Solicitors

Samantha has been making and painting her own garden furniture during lockdown.



Melissa Bosoboe, Commercial Property Solicitor at MSB Solicitors

Melissa doesn't have much outside space so is growing vegetables in compost bags in the garden.



If any member of Liverpool Law Society wants to send in photographs of their gardens, cakes and bakes, or other interests they have cultivated during lockdown, then please email editor@liverpoollawsociety.org.uk

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For an application form, [click here](#)

Contingency planning with Quill

By Julian Bryan, Managing Director, Quill

The SRA expects its regulated law firms to ‘continue to meet the high standards the public expect’ and have ‘appropriate contingency plans in place for disruption’ during the coronavirus pandemic.

With that in mind, it should be no surprise that as the largest combined legal cashing and payroll bureau in the UK, we at Quill have always been hot on our business continuity and disaster recovery (BCDR) planning.

And for good reason: if you were the back office for 7,000 lawyers and paralegals, with annual billing in the order of £1 billion or responsible for generating 8,000 payslips on behalf of various employers with accompanying transfer of over £54 million to employees’ bank accounts, wouldn’t you be hot on it too?

As we’re now living and working through difficult times, this forethought is serving our clients well. I’m sure none of us could have made a New Year’s Eve forecast that we’d have an international pandemic on the scale of coronavirus within 100 days, and yet here we are navigating the biggest health crisis the world has ever experienced.

Our contingency planning has most definitely benefited our clients as we’ve helped them maintain the compliance standards which the SRA and other regulators demand on behalf of consumers. That, coupled with our legal accounts, practice and document management applications all hosted in the cloud, has meant Quill and our clients have had a relatively simple switch to a work-from-home model. There’s been no service disruption whatsoever.

Of course, our industry regulator admits these are ‘mitigating circumstances’ and acknowledges that some processes – financial management duties, in the main – may not be completed on time. As such, a level of leniency is afforded around submission deadlines.

However, the SRA maintains its absolute focus on protection of client monies. Ultimately, cashing tasks themselves still need to be done. This means you need to have a contingency plan just in case we hit a second spike, or if your cashier is unable to work for health or shielding reasons.

We’ve put together some practical notes on the actions we took – and might well still need to take – to keep our software servicing 7,000 legal professionals and our outsourcing staff servicing legal cashing and payroll compliance. Hopefully you can draw inspiration for your own BCDR reviews:

SMS system – We use an SMS alert system to send messages by text to any group of managers, teams, offices or role-based employees. SMS is still the easiest and quickest cross-platform messaging tool and, with the right SMS system, you can alert staff by job title or location to attend an office or stay at home.

Even before the pandemic was a pandemic, we took the opportunity to double check our staff’s personal details were present and correct – that’s mobile numbers, next of kin, etc – and, of course, our database was fully up-to-date and GDPR compliant.

With a return to physical premises unlikely until sometime later in the summer, if you haven’t already done so, now’s the ideal time to check or collate your own list of employees with latest contact details and set up a similar text alert system to ours. We use intellisoftware.co.uk.

Hardware & software – In the run up to lockdown and with the media getting increasingly excited – with hindsight, rightly so – we decided to examine working-from-home arrangements team by team. This helped us to iron out a few problems with regards to equipment at home.

It was only after we closed our offices that we realised one of our failings. We’d earmarked a pool of laptops that were put to good use during the trials but we hadn’t accounted for the fact we’d need every item in one pool simultaneously during the real-life event. A basic error!

Anyway, the problem was easily solved and we’re repurposing our hardware replacement strategy to a laptop-only model going forwards as we may end up with more home working, fewer desks in the office and more hot desking; something which is looking to become a plausible possibility for many organisations.

Is your own infrastructure fit for purpose? Not only hardware but also software? For the latter – software – cloud systems have become a necessity these past weeks. That’s exactly what we offer – a web-based complete practice management system. Even better, to help accommodate audits and reviews, it’s provided with a free accountant’s licence. Clients using Interactive can empower both their staff and accountant to work anytime, anyplace, any device with a straightforward online login thereby eliminating any impact from unforeseeable disaster.

Our own cashing team utilise Interactive to manage clients’ accounts as well. Whether you need cloud access to your matters, documents, legal forms, bundling tools or accounts, Interactive’s got you covered.

Phone system – Phones are the bane of every company but essential for communicating with existing and would-be consumers. Fortunately, we’d moved our phone system to the cloud several years ago. Clever functionality facilitated the diversion of our office phones to corresponding mobiles or landlines at home.

Now we’re enhancing our phone system by installing a soft phone on every laptop or PC. Together with a headset, every member of staff has our entire phone system functionality and address book to hand. We can receive and transfer your calls from home to home more readily.

But we mustn’t forget the loyalty and dedication of our staff typified by our receptionist – Lynda. She’s the glue binding everyone together across our offices. Being rather shy of techie things like soft phones, on lockdown she packed up her trusty phone kit and, with some careful labelling, re-assembled it on her dining room table!

Take our phone system advice and check out gamma.co.uk. It’s an infrastructure investment that’s proven to be worth every single penny at Quill.

Outsourcing services – Knowing that we’re the financial compliance backbone for so many practices and the payroll service provider for many businesses too, getting our staff socially isolated urgently whilst remaining in direct contact with clients, colleagues and team leaders was paramount. And with the SRA stressing the need for firms to put contingency measures in place, it might be somewhat easy to predict that we’ve had considerable interest in our outsourced cashing services during the coronavirus

outbreak. The same applies to our outsourced payroll and typing services.

The sudden move to home working has been quite a shock for certain individuals and companies. While Zoom has been a popular choice for many organisations, we've opted for Google Meet which allows for meetings to be open-ended, mimicking an open-door policy.

To try and keep morale high amongst Quill employees, we moved our regular staff 'News, Views and Eats' updates to Google Meet format and even held a two-hour all-staff AGM online at the end of April. Emotions ran high in the early days as we acclimatised to the new ways of working. As 'accountable to you' is our brand strapline and embedded into our ethos, we made a commitment to top up salaries for any furloughed staff, sent everyone some Easter chocolate and have branded facemasks in the pipeline!

The bottom line is this: we've always had fully operational legal cashiers, payroll and typing bureaus on hand throughout lockdown. If you're working on a skeleton staffing level, or looking for a contingency plan short- or long-term, we can bridge the gap for as long as required or be retained on standby in case a future need arises.

Insurance – Early on, we reviewed our insurance cover regarding empty offices and home working. Our brokers, romeroinsurance.co.uk, have been truly fantastic and advised us to regularly inspect our offices to make sure our policy stays valid. Insurance cover has also been extended to address company-owned computer equipment being used by employees at home.

Is your insurance policy suitable for your new set up? Perhaps a check in with your own broker is due?

There are other practicalities to bear in mind at this time too. As per all of the above, enabling remote working is a key priority at the moment. When Boris told us on that fateful Monday evening that we should work at home with immediate effect, we were ready. Decamping to home offices was an orderly event. We activated our well-rehearsed BCDR plans beginning with an SMS alert to staff initiating migration to home working within a 24-hour period. Which is exactly what we did.

The next stage is to begin planning for our collective returns to all of our offices. The Law Society has issued a framework, based on governmental guidance, which is about conducting a risk assessment and protecting your staff within the on-site environment. Read the lawsociety.org.uk/topics/coronavirus/practical-framework-for-law-firms-and-sole-practitioners-on-return-to-the-office web page.

Get in touch with Quill to strengthen your BCDR plan today. 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.



ONLINE: Contract & Commercial Update with Helen Swaffield

on Wednesday 17th June, 2020 10am - 2.45pm (inc breaks)

This course is suitable for in-house, contentious & non-contentious practitioners.

It is a new course comprising recent cases, drafting and litigation tips based upon Commercial Contracts with a brief review of Consumer Contracts.

Covering:

- Exclusion clauses - direct or indirect loss?
- UCTA 1977- new reasonableness
- Entire agreement clauses - how the run misrepresentation against them
- Indemnities - a separate cause of action or an add-on to liability?
- Warranties - the SOGA industry standard test
- Breach - material or repudiatory?
- Termination and the counterclaim
- Drafting to exit the contract safely
- Debt collection pitfalls



and more....

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ONLINE

Private Children Law Developments: Snappy Update!

with Safda Mahmood

on Thursday 18th June, 10am - 11.30am

The course will cover considering major case law developments, with a focus on more recent changes.

The principal areas to be covered are:

- Section 8 orders and Enforcement
- Parental Alienation and Solutions
- Domestic Abuse Allegations and Fact Findings
- Specific Issues Matters

Competencies: B

[CLICK HERE TO BOOK](#)

Are remote courts working well or badly? Announcing - 2nd phase of 'Remote Courts Worldwide'

Background

Remote Courts Worldwide (www.remotecourts.org) was launched in April 2020 to help the global community of justice workers (judges, lawyers, court officials, litigants, court technologists) to share news about the video and audio hearings which are now being conducted instead of traditional court hearings in physical buildings. As law courts have closed, this website has rapidly become the definitive worldwide source of information about remote courts in more than 40 countries.

Announcing 2nd phase of Remote Courts Worldwide – the next phase in the initiative will focus on inviting and presenting feedback from around the world – from court users, lawyers, and judges –

about how remote courts are working in practice. What is working well and what is not. This is intended to help court services to improve their existing remote courts and to inform policymakers when they come to consider the long-term implications of the current changes for the future of their courts.

Insights so far – analysis of the reports in Remote Courts Worldwide suggests that:

Technology has enabled courts to stay open – access to justice is being maintained around the world during the crisis by the wide deployment of video hearings and audio hearings.

The technologies being used are widely accessible to all – for example, Zoom and Skype, along with conventional

telephone conferencing.

There are variations in formality – contrast a laid-back Chilean arraignment hearing with the insistence of a senior Chinese judge that a sense of ritual must be maintained.

Judges are taking a robust approach – a Court of Protection case in England went ahead on Skype, because the judge felt that it would have been extremely risky to convene conventionally. An Australian judge refused an application for an adjournment, supporting the applicants' argument that a fair trial could not in that case be held by video.

The work of the courts has become more transparent – the pandemic has accelerated a trend of making proceedings more widely available to the wider public via the Web.

Remote Courts Worldwide is a collaborative project, involving the Society for Computers and Law, the UK LawTech Delivery Panel, and Her Majesty's Courts & Tribunals Service. It is being led by Professor Richard Susskind, President of the Society for Computers and Law, and an expert in online courts – "We are delighted by the popularity of our site and thank contributors from around the globe. This second phase of our service is vital – to find out what is working well and what is not. Remote courts are here to stay and we must work hard, in light of concrete experience, to improve their performance."

www.remotecourts.org

***NEW* Commercial Lasting Powers of Attorney**

Join Craig Ward online via zoom

on Wednesday 8th July, 1.30pm - 4.45pm

This course will show you how to; draft a commercial LPA, confirm mental capacity within a business environment, who to appoint as an appropriate attorney and choose which commercial LPA clause might be suitable for the business.

Covering;

- Why make a commercial LPA
- Reviewing business structures
- Confirming capacity to make a commercial LPA
- Choosing a commercial LPA attorney
- Personal & commercial LPA clashes
- Drafting a commercial LPA

[CLICK HERE TO BOOK](#)

Online Public Children Law Developments: Snappy Update!

**with Safda Mahmood
on Thursday 18th June, 1.30pm - 3pm**

The course will cover considering major case law developments, with a focus on more recent changes.

The principal areas to be covered are:

- Interim Care and Removal – Developments
- Assessments and Timetables
- Use of Inherent Jurisdiction in cases surrounding Deprivation of Liberty and Preventing Participation
- Revocation of Placement orders
- Special Guardianship and Developments

Competencies: B

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Council Member's Report



Council Member Nina Ferris
nina.ferris@hildickinson.com

The Coronavirus pandemic has changed the way of working for all of the Law Society's members and caused hardship almost unknown before the onset of this crisis. The Law Society's priority during this time has been to assist its members with safety, remote working, business continuity and wellbeing. Access to all of the Law Society's resources on working during the pandemic can be found at <https://www.lawsociety.org.uk/support-services/coronavirus/>.

TLS has continued to lobby government departments and seek feedback from members on matters they want prioritising. It continues to do so and any feedback or requests for assistance are welcome either via myself and Sarah as your council members.

We have met with other Council Members in the region to discuss the current issues faced by members and all had received similar feedback, there was a great fear amongst high street practitioners, especially those reliant on services such as conveyancing as to whether they would be able to weather the current storm. The same was true of criminal practitioners whose work has simply dried up due to court closures. TLS are prioritising work to try to avert the danger that such practices simply disappear, especially in areas where there is a dearth of advice available already.

Issues were also raised around training, supervision and qualification and how junior lawyers particularly will cope with working from home and isolation. There are also concerns over how the SRA will deal with issues arising due to the pandemic and this is something that will undoubtedly be discussed at the next council meeting.

A roundup of the continuing work from TLS is below:

Re Opening the Courts

The safety of members is key as the court starts to reopen its estate and feedback has been given on court tools to assess safety of buildings. The President has stated that priority in the coming weeks must be to balance access to justice with the safety of judges, lawyers, jurors, the parties and court users – without compromising on justice. Issues raised by members such as cleanliness, social distancing and security, have now been addressed in the assessment tool.

Family

TLS wrote to the president of the Family Division, on whether he should issue national guidance on remote hearings. There was concern that automatically adjourning particular types of hearings with particular parties would be too exclusive and prescriptive. The concerns our members continue to have with technology and case organisation were also put forward. Our recommendations focused on case-by-case decision-making, alongside the sharing of best practice and improving collection of data within HMCTS.

First virtual PAJE workshop

The Law Society hosted its first virtual Pre-Application Judicial Education (PAJE) workshops this month. The PAJE programme was launched in April 2019 aiming to support talented lawyers from underrepresented groups to feel more equipped, confident and prepared when considering applying for a judicial role. The programme is the first joint initiative of the Judicial Diversity Forum, which consists of the Law Society, the Judiciary, Ministry of Justice (MoJ), Judicial Appointments Commission (JAC), The Bar Council and the Chartered Institute of Legal Executives (CILEx).

These professional organisations deliver judge-led workshops to lawyers selected to partake in the PAJE courses. The virtual session, hosted on Microsoft Teams, follows four other courses since launch, delivered in London, Manchester, Leeds and Cardiff; however the spring round was interrupted by the Covid19 pandemic.

This live session was led by two judges and hosted 18 delegates of various backgrounds and qualifications (the majority of whom solicitors). It involved smaller discussion groups in which delegates could share views relating to judicial ethics and decision-making as well as competencies and skills required for the role. Based on the successful delivery of this online workshop we will continue to deliver the remaining workshops of the spring round online.

New legal aid fee for immigration appeals

The Law Society has written to the MoJ expressing concerns about a new legal aid fixed fee for immigration appeals that are subject to the new HMCTS online appeals procedure in the first tier tribunal. It is believed that the new fee is inadequate to cover the additional work required of practitioners in this process, and have called for the fee to be based on hourly rates. More details can be found here:

<https://www.lawsociety.org.uk/news/stories/new-legal-aid-fee-first-tier-immigration-tribunal-appeals/>. Additionally TLS has agreed to sign a joint letter with other representative bodies addressed to the president of the First Tier Tribunal requesting the suspension of directions under the new procedure pending the resolution of the legal aid fee issue.

LSB stakeholder meeting on the SQE

On Monday 18 May, the Law Society attended a roundtable discussion hosted by the Board of the LSB. Also in attendance were members of the Justice Select Committee, the SRA staff and members of the JLD. The discussion identified key issues that stakeholders have with the SQE and allowed the SRA time to respond. The LSB have suggested that attendees follow up with the SRA in writing on specific issues, which TLS will be doing shortly.

Meeting with the Bridge Group on the SQE

On Wednesday 20 May, the Law Society met with the Bridge Group which have been commissioned by the SRA to carry out an independent review of the SQE, specifically looking at

potential EDI implications. This is something we have lobbied for and that the SRA have undertaken as a result of the lobbying. The discussion covered the whole of the SQE and highlighted key areas of concern around disability access, social mobility, funding and the appropriateness of assessment arrangements. A follow up meeting will be held at the beginning of June to discuss findings.

Parliamentary

Paul Tennant our CEO met with chair of the Housing, Communities and Local Government Select Committee on Tuesday to discuss the conveyancing market and the vice chair of the Ethnic Minority Lawyers Division met the shadow lord chancellor on Thursday to discuss the impact of covid-19 on BAME lawyers.

AGM POSTPONED

Finally, the AGM of the Law Society has been postponed from July this year. It will now take place in October, so that TLS can focus on the task in hand, supporting solicitors and the public as they deal with the crisis.

President Simon Davis, vice president David Greene and deputy vice president I. Stephanie Boyce will remain in their current positions until the AGM. Elections of a new deputy vice president will happen alongside the AGM. The process for nomination of new council members will commence in June but the elections only take effect at the AGM.

Notice of the date of the AGM will be published in advance as required.



Online Acting as a Property & Financial Affairs Deputy: Getting it Right

with Caroline Bielanska

Friday 26th June 1.30pm - 4.45pm

This course will cover the following:

- Understanding the duties and responsibilities of a deputy
- Complying with the OPG professional standards
- Guidance on making gifts and family care payments
- Statutory wills
- What deputies need to know about state support for care

Also this course will cover the recent case of Re ACC and will look at the limitation of a general deputyship order and I will also be covering changes to health and social care as a result of the Coronavirus Act 2020

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Online: Profitability and working capital management

with Ian Johnson

on Friday 3rd July, 1.30pm - 3.30pm

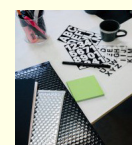
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Covering:

- The key drivers of profitability
- Understanding the difference between cash and profit
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- The importance of good quality management information

Competencies: B3, C3, D1 & D3

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SME law firms: embracing new working practices under a pandemic

By John Espley, Chief Executive Officer, LEAP Legal Software UK

Through acknowledging the challenges that law firms currently face in the COVID-19 crisis, this article discusses how leaders of SME law firms can maintain productivity, use the downturn to improve their business, embrace digital change and recognise new opportunities as we emerge into the new normal.

Stage 1 - Initial outbreak: Mobilise and adjust

This crisis has brutally exposed the different paradigms in which law firms operate. There are law firms that have invested in technology to mobilise and digitise, making the adjustment to home working and virtualising their businesses seamless. Meanwhile, office-rooted law firms have been unable to make such a successful transition, having a large impact on their productivity.

Law firms with limited mobile capacity have struggled. Predominantly paper-based practices initially continued to work from their offices with risk to their teams, and then when working remotely had to transport their paper files to their homes, bringing the risk of breaching legal privilege and client confidentiality.

Law firms have had to address the following priorities to ensure basic business fluidity:

- Ensuring work is an activity and not a place by providing all employees with the right technology to maximise productivity (web camera, high specification laptops, dual screens). Effective solutions to collaboration should also be entertained.
- The accurate and continued recording of time. With staff working from home it is vital that a practice continues to capture time effectively, ensuring that work is being carried out and staff activity remains transparent.
- Maintaining two-way communication is essential. Wherever possible the experience of visiting your practice should be replicated with face-to-face communication via the likes of FaceTime or Zoom. This time spent also needs to be captured accurately within your firm's practice management system.
- 'Right-size' your practice and ensure that you are operating lean, not incurring expensive overheads with obsolete technology or unnecessary support contracts.
- If you have investable capital, ensure that your business has the right technology and platforms to work digitally.
- This is an unprecedented situation. Make strategic decisions. Decisions which you make to save money now may not benefit your business in the long-term.

Stage 2 - Surviving lockdown: Take stock, develop, and improve

The current lockdown and any resulting downturn in the amount of work generated, although not great news, does present you with a good opportunity. Use this time wisely, take a step back, focus on improving your business and evaluating the future of your practice. This is the time to fine tune processes, assess performance, train staff and research the market to better position your business on the other side. Key areas you should consider are:

- Refocusing existing resources. Are there better performing areas of law that you practice in that you can switch your resources to? Can

you generate enquires for current work types through increased marketing? Wills work has clearly increased significantly, and employment disputes will undoubtedly grow.

- Developing and upskilling staff and paralegals to assist, so that as work volumes recover you can grow without increasing overheads and headcount. Online guidance tools are available from a variety of publishers and you should ask your current software provider if they offer this integration.

- Performing a technology audit, understanding what components you are missing that would provide your client with a complete digital experience.

Stage 3 - As restrictions relax: Communicate and adapt your firm's identity

Restrictions will have a significant impact over the next 18 months, so being able to work from any location at a moment's notice is essential.

The volume of work law firms receive is expected to increase as restrictions decrease, and being able to scale and adapt your business quickly will be important.

Law firms that have been smart will benefit and those that have not will be significantly weaker. For example, reduced staff numbers may hinder service levels and response times and for law firms that can react and transact quickly it will be an opportunity to attract new clients. To be successful you must:

- Have the ability to engage with your client digitally and market your firm on the basis that you have the right tools such as video calls, online digital payments, document sharing and E-signature solutions. Prospective clients will use this as a future criteria for placing business.
- Ensure that mobile working becomes an everyday part of your company culture and not just a temporary fix. It is important that your staff can work from home without it affecting a client's service experience.

Stage 4 - The light at the end of the tunnel: Secure the competitive advantage

By maintaining efficiencies and embracing change your law firm will have become lean and agile, able to handle the unexpected and exploit market opportunities as an expected resurgence in enquires takes place. When the pandemic ends the legal industry will have changed forever. The most adaptable law firms who realise this change by using an innovative approach will continue to succeed.

One of our clients, Gideon Cristofoli of Bookers and Bolton Solicitors, told us: "This pandemic is going to revolutionise the workplace and how we work. It's the realisation that you have not been using technology as you could, and now we are, we should be doing this all the time."

LEAP offers fully remote implementation to law firms across the UK and Ireland to help expedite the transition from a server-based set-up to the cloud, enabling staff to be working from home as quickly and as effectively as possible. For more information visit leap.co.uk.

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

Many people will head into June with mixed feelings. As some schools start to welcome back different age groups, as non-essential shops start to reopen and employees explore ways in which we start to return to offices, a sense of moving towards a kind of normal life will be felt. Yet, naturally, there is trepidation and anxiety.

At Liverpool BID Company, we have seen our role shift in the past three months. Before the lockdown and coronavirus crisis much of our work was focused on increasing footfall and promoting the work and businesses in Liverpool's Commercial District and Retail & Leisure BIDs. For the past three months we have been working to connect our Levy Payers, to help them access the support they need and to lobby on their behalf, locally, regionally and nationally, where there have been gaps.

The safety and security of the BID Area have been a priority, and we have been having regular meetings with partners, including Merseyside Police and Liverpool City Council, to address any issues arising. Offices and buildings being closed has not removed the need for us and our BID Police Team to be vigilant, while supporting key workers and customers in the city centre.

Now we move into a new phase, and one of the most powerful elements of our approach and work in the past 10 weeks continues; working together. It will become so important as people to start to plan to return to their offices and businesses for them to know the city is supporting them, and that so many different networks and organisations are working to make sure they can do so in as safe and protected a way as possible, a good example is the essentials checklist that we created with Professional Liverpool and Liverpool Chamber.

In some ways, our streets and public realm will look the same. The same striking buildings and beautiful architecture, the same views. In others they will change, like with social distancing. We are working with different partners in the city, including Marketing Liverpool and Liverpool ONE, for there to be signage across the city centre with clear core messaging focusing on safety and health. There will be queuing in place and one way systems where applicable.

We have been working with Liverpool City Council and Liverpool Chamber to change outdoor spacing to support the city's hospitality industry and increase their capacity, so many areas around Castle Street will look and feel different.

Confidence is everything, and the only way we can make everyone, from workers, business owners, visitors and consumers feel confident is by being clear, sure-footed and honest. Our return to a sense of normality has to be measured. Liverpool is used to working together and pulling together when it needs to, and that's one thing we can be confident of in the months ahead.

Twitter - @LpoolBIDcompany
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Julie Johnson



Online 60 minute special

National Minimum Wage Issues

with Emma Tegerdine
on Tuesday 16th June, 10am - 11am

This session covers some of the tricky issues around the National Minimum Wage. It includes consideration of what counts as working time (including a review of recent case law on time spent "on call"), how working time is measured, and recent developments around enforcement.

Covering:

- Who is entitled to the NMW
- What payments count towards the NMW
- What counts as working time for NMW purposes
- How working time is measured
- Enforcement and penalties for non-compliance
- NMW claims for underpaid workers

Competencies: A2, 4, B3, 4, & 7

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Regulation Update

The latest regulation news from Andrea Cohen of Weightmans LLP

I hope you are all keeping well and still managing to keep all the balls in the air, between work, children, family responsibilities and online ordering – is anyone else on first name terms with the people delivering vegetable and fruit boxes, 'treat' boxes, wine, Amazon etc., and taking in deliveries for items you have completely forgotten you've ordered? I can take the prize for the most discussed message on our street WhatsApp group, when I arranged, via Facebook, for an ice cream van to deliver on Sunday. I may not have learnt a new skill, but I've honed up on my social media abilities!

COVID-19 has brought a focus on the world of compliance as our round up of what's been in the news and of concern to practitioners indicates, and will continue to do so as lockdown eases (or is tightened up again, if there is a second wave). Manchester Law Society is running webinars and on-line discussions, so if you are interested, contact Fran or Carla for details.

SRA and Law Society advice and practice notes

Since our last bulletin, the Law Society has produced a further 17 advices and practice notes, ranging from Victims of Modern Slavery to Business Continuity toolkit, and a raft dealing with COVID-19, from virtual execution and e-signature to guidance to conveyancers advising clients on house moves. The SRA has a dedicated page in its website, which includes information about PII renewal, webinars etc. and has been engaging with the Law Society and the

government. You may also have noticed that you are receiving more emails with updates, but if you're not and want to receive the emails, check your mySRA, or contact the SRA. If you have any queries that we can assist with, please get in touch.

AML

EU countries are required to transpose the 6th Anti-Money Laundering Directive (6MLD) into national law by 3 December 2020, with relevant regulations being implemented by 3 June 2021. While 5MLD was mainly aimed at increasing transparency, 6MLD provides minimum requirements for the definition of money laundering offences, focused on eliminating loopholes, and the offences include cybercrime and environmental crime. One change under the 6MLD is the expansion of criminal liability to legal persons (i.e. companies or partnerships) where they neglected to stop the illegal activity provided by a 'directing mind' within the company. Even though the criminal activity that generated illicit funds may not be fully or even partially identified, an individual or legal person could be convicted. Conviction is another area that has been changed as imprisonment will be for a minimum of four years for money laundering offences, an increase from one year, and any sentence may be enhanced with 'effective, proportionate and dissuasive sanctions' which could be combined with fines, which can include the full shut-down of a business.

Business Continuity Plans

There has been much discussion about BCPs and

their effectiveness in the face of the challenges of COVID-19, including, as referred to above, the Law Society producing its BC toolkit. If you've not already done so, now may be a good time to review your plan, consider how it 'performed' and what, if any, changes need to be made. While it was not possible to have foreseen the pandemic, and therefore plan for it, there will be lessons to be taken from what did happen, what should/could have been in place and improvements that can be made.

PII Renewal

The SRA have said that firms that are unable to secure PII because of COVID-19 can extend the extended indemnity period by agreement and with regulatory approval. Under the usual rules, firms unable to obtain a new policy go into the extended indemnity period under their existing policy, namely a 30-day extended policy period (EPP) and then a 60-day cessation period (CP), and by the end of the 90 days, the firm has to either obtain cover or close. In situations where firms have not been able to sort PII due to COVID-19 related difficulties, the SRA have said firms should try and reach agreement with their insurer to extend the EPP, CP, or both, and then apply to the SRA for a waiver from provisions in the SRA indemnity insurance rules. Insurers may ask for payment of the premium in advance, and, if so, the firm will need to confirm in the waiver application that it has or will make payment to the insurer for any additional premium for the extension. Firms that cannot agree an extension and reach



Andrea Cohen

the end of the 90 days must notify the SRA and close.

Legal Services Board to review random sample of disciplinary decisions

Last year, the LSB completed a review of the enforcement processes used by the SRA and BSB, and one of the issues it identified was the need for assurance of the quality of enforcement decisions. As a result it is planning to review a "random sample" of disciplinary decisions to ensure the right processes and procedures are in place. The LSB said that although it lacked the power to appeal against legal regulators' decisions, there was "no impediment to the development of a considerably more rigorous approach" to oversight than it currently had. It will not be looking at whether a decision was correct, but will consider whether the processes and procedures used "support sound decision-making".

Disciplinary decisions

Theft of £294,000

The SRA has made a section 43 order in respect of a paralegal who stole almost £294,000 from the firm he was working at, which prevents him from being employed at any law firm without SRA permission. It was not explained how the

theft happened or how it was detected and it is now, according to the firm, the subject of an ongoing criminal investigation.

Using firm as a banking facility

A solicitor has been struck off and ordered to pay £28,000 costs after allowing the firm to be used as a banking facility for two years, during which more than £8m passed through the client account. The SDT heard that the solicitor effectively oversaw a cheque clearing scheme with a third party, paying out sums before cheques had been cleared by the firm's bank, often on the day deposits were made. She also withheld up to £40,000 that should have been sent to clients, in order to help the firm and for over a year, had failed to promptly replace shortfalls in the client account. The solicitor self-reported the £150,000 shortage on the client account and delays in making payments to clients.

The tribunal found she had acted with a lack of integrity, allowed her independence to be compromised, failed to act in the best interests of clients and had acted dishonestly.

Lying about PII

A solicitor, one of two partners in a law firm and its COLP and COFA, was struck off and ordered to pay £8000 costs for allowing his firm to operate without indemnity insurance and then lying about it to the SRA and a new insurer. The SDT said he denied all the allegations, describing himself as "mistaken perhaps, nothing more" over whether he had insurance.

The existing indemnity insurance policy expired at the end of March 2017 and an offer of insurance was accepted the same day, but the premium was not paid. The firm was advised at the end of

May that it was without cover and the offer of cover was withdrawn. He failed to notify the SRA. By mid-August 2017, he secured a policy from another insurer, having said that the law firm had cover at the time.

The solicitor denied dishonesty. The SDT said there was no evidence of harm caused to any individual clients, but "there was significant potential for substantial harm", while the damage to the reputation of the profession was "very substantial".

Residual balances

Four partners in a law firm have been fined for sitting on almost 1000 residual balances, ranging from 2p to £95,000 and totalling over £468,000, with the oldest going back to 2002. The firm's last five accountants' reports had all been qualified. The firm's COLP and COFA told the SRA he was aware of the residual balances but had delayed addressing the issue until the firm had installed a new account software package, but was still considering which one to install.

In an agreement with the SRA, approved by the SDT, the partners admitted: failing to keep properly written up accounting records, failing to carry out client reconciliations, breaching the rules on residual balances, causing or permitting a minimum client account shortage of at least £9,100 and operating client suspense accounts with overdrawn balances. The COLP and COFA was fined £10,000, reflecting his greater responsibility, and the other partners and the firm were each fined £7,500, with costs of £10,000 on a joint and several basis.

Andrea Cohen
Weightmans LLP

ONLINE: Divorce & Financial Orders Certificate

with Safda Mahmood
on Friday 10th July, 10am - 4pm (inc breaks)

The course will be of benefit to those delegates who seek to put the theory of family law into practice and will be of assistance to those who are new to this area of law and those who want a refresher.

The areas to be covered are:

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

Competencies: B & C

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Colin Beaumont has prepared a number of 1-hour training sessions for delivery via Zoom in order to keep criminal practitioners up to date

[Duty Solicitor at the Magistrates' Court](#)

[Advising the suspect at the Police Station](#)
(for the experienced practitioner)

[The Billing of your Police Station and Magistrates' Court work](#)

[The challenging issues of which you need to be aware when exercising your Higher Rights of Advocacy at the Crown Court.](#)

Each session will be interactive and questions will be welcome. You need only a pc, laptop, tablet or phone to attend!



How clients can get the sales proceed when selling property in Spain

After my previous article “Five tips when selling in Spain”, let’s see how clients can get the sales proceed when selling property in Spain. At the time of selling in Spain, you will find the process very different to what you would see in the UK and also how your clients will receive their money for their property in the sun might be source of confusion when selling abroad.

If your client has sold property in England or Wales before, it is very likely that the proceeds of sale went to their conveyancing Solicitor’s bank account by bank transfer and then the clients got the money from there. In Spain this works very differently.

At the time of completion, the buyer will not make any bank transfer to your client’s or to your firm’s bank account but will bring a bankers’ draft to the Spanish Notary’s office. Completion in Spain requires the parties (or their attorneys, if a Power of Attorney has been granted) being present and signing before a Spanish Notary. When the ownership is transferred to the buyer, by signing the deed of sale, is when the possession passes to the buyer and the price paid using a bankers’ draft (after deducting any deposits already paid on exchange of contracts or retentions such as the capital gain tax).

Therefore, is highly likely that your clients, or their representatives (if they have decided not to travel to Spain to attend completion), will get a banker’s draft.

There are a few ways your clients can choose to get their money from the bankers’ draft, being mainly the following:

A. If your clients have a Spanish bank account.

If the seller has a bank account in Spain, it can be a good option depositing the bankers’ draft into the Spanish bank account. The buyer should address the bankers’ draft to the client which will be deposited into their Spanish bank account. The clients do not need to be present if they have granted a POA in favour of their Spanish lawyer i.e. the attorney will go to the bank and deposit the banker’s draft into the seller’s account. It is likely that after selling property in Spain clients would like to transfer the money to the UK. If that is the case, they will then have two options:

- a. **Asking their Spanish bank to transfer it to their UK bank account.** Should your clients go for this option, they should check in advance the currency exchange rate and the bank charges that their banks (UK and Spain) will apply to the transaction, as this can be very costly.
- b. **Engaging a currency exchange company to make the transfer.** This option is more cost effective as these companies usually offer better currency exchange rates and less bank charges.



Claudia Font

B. If your clients do not have a Spanish bank account.

Unless your clients have more properties in Spain, it is likely that after selling the property they will not intend to keep the proceeds of sale in Spain. If they do not have a Spanish bank account, it might not prove cost efficient opening one only to get the money after the sale and close it later. In that case, the below options might be useful:

- a. **Paying the bankers’ draft into the client’s attorneys’ Spanish bank account.** Assuming that the attorney is someone that has been engaged by your client or but your firm if you have been liaising with a Spanish lawyer in the UK, the bankers’ draft can go to his/her Spanish bank account and then be transferred to the client’s UK account, once converted into Sterling. This could be a good option if your client does not have a Spanish bank account. It would be advisable engaging a currency exchange company to deal with the transfer from Spain to the UK.
- b. **Paying the bankers’ draft into the client’s solicitors’ account in the UK.** After completion, the bankers’ draft can be sent to the client’s Solicitor’s firm and be deposited into the firm’s Euro client account. This can be a good option if your client is attending completion, so a local attorney has not been engaged and in case the client does not have a bank account in Spain. It is important to note that bankers’ drafts from abroad can take around 6 weeks to clear into a UK account, therefore this might not be a good option if your client requires to have clear funds with certain urgency.
- c. **Paying the bankers’ draft into a segregated and protected client account managed by a currency exchange company.** Some currency exchange companies accept depositing the bankers’ draft

addressed to their clients into their protected bank accounts from where the money will be converted into sterling and transferred to the UK. In that case, someone from the currency exchange company will meet your client's Spanish lawyer at the Notary office and go to the bank to deposit the bankers draft. This can be a very good option if we make sure that we have engaged a reliable company and its terms and conditions are clear and accepted in advance.

Why is not advisable to ask the buyer to make a bank transfer to the client's account directly?

Unless a 'transfer via Central Bank of Spain' is arranged, which is also an option in some specific circumstances but not very common, paying the price at completion by an 'ordinary bank' transfer straight into the client's bank account is not advisable for the following reason:

A bank transfer, even if made in the clients' presence while sitting at the Notary office, has the risk of being cancelled and the clients do not want to sign the deed of sale and therefore, transfer their property into the buyer's name, unless the money safely received.

The buyer could make a bank transfer before completion and on the day bring a proof of transfer to enable your clients to check that the money is received into their bank account before signing the deed of sale. This would certainly give your clients security as a seller, but not to the buyer.

In consequence, receiving a bankers' draft on completion is the most common practice when selling in Spain and also, the most secure way to receive the proceeds of sale. I would recommend to discuss with a Spanish lawyer which option from above is better for your client and let the buyer representatives know in advance their choice, so they can arrange for the bankers' draft to be addressed to whomever suits your client's interests best. Also, it is important to consider the different possibilities in terms of currency exchange as your client could end up losing thousands of pounds with a bad exchange rate.

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Liverpool law firm donates computers to keep students connected

CEL Solicitors has upgraded and donated 23 computers to Clifford Holroyde Specialist SEN College to give students access to lessons during lockdown.

The college, based in Knotty Ash, is dedicated to supporting students who have social, emotional and mental health needs.

Teachers at the college are interacting with pupils online during the lockdown to limit the amount of learning lost and provide essential support to vulnerable families.

There is a concern across the country that lack of technology could lead to a barrier to education for many children and young people.

The PCs donated by CEL Solicitors to Clifford Holroyde will be distributed between key stage 3 and key stage 4 pupils who may otherwise have lacked access to such technology, enabling them to stay connected and access vital online learning from home.

CELs donation was supported by Liverpool IT specialists Parallel ICT who checked all computers for reliability and securely wiped them. As well as re-installing them with the latest version of Windows 10 including an antivirus and applying all relevant security updates.

Headteacher Jane Pepa said: "We are extremely grateful to CEL for its kind donation. The computers will be put to very good use and make a real difference to children who would otherwise have no access to IT for home learning.

"They will benefit our pupils in many ways. Firstly during this lockdown period they will be given to some of our more vulnerable pupils so they can access online learning and following the lockdown it will massively increase the opportunities within the classroom."

Director Amy Tagoe said CEL Solicitors wants to play their part in ensuring the crisis doesn't leave any child behind: "We know there are many families out there that do not have access to computers and now more than ever this is of vital importance to help children stay connected.

"With the schools still being closed to the majority of pupils, we wanted to do our part to help provide equipment for particularly vulnerable students to work from home, as well as stay connected with their friends.

"Seeing people come together during the crisis has given people hope and we will continue to support our local community wherever we can, whether that be through the computer and equipment donations or fighting for the rights of tenants during the pandemic to ensure vulnerable families are protected."

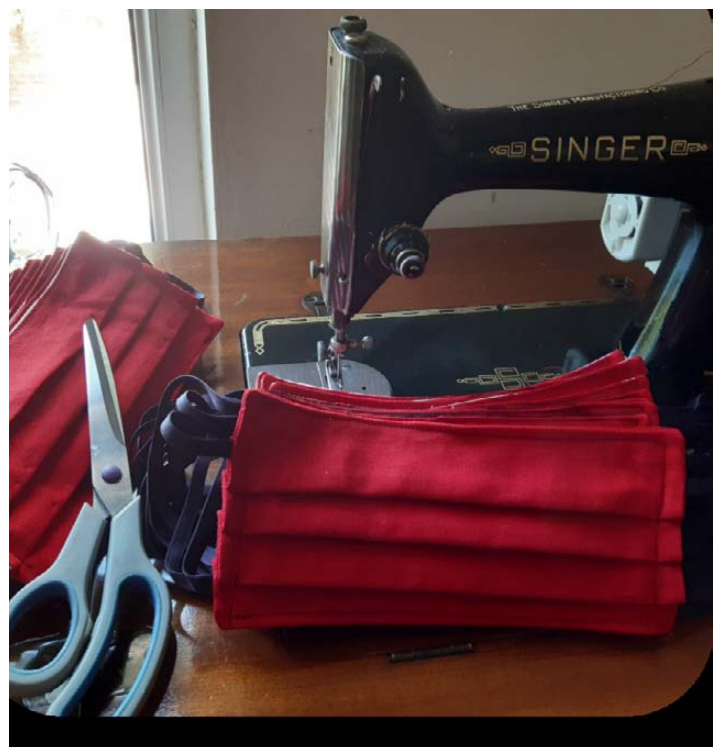


CEL Solicitors donating computers to Clifford Holroyde Specialist SEN College in Knotty Ash

Melissa sews for the NHS

Melissa Bosoboe, a Commercial Property Solicitor at MSB Solicitors has joined "Liverpool Ladies Sewing For The NHS". The aim of the group is to provide PPE for any key workers who need it at this time in the city. The group was created initially to create a small number of PPE and it has now grown into something much bigger, with more volunteers getting involved.

If you can help visit their Facebook page
<https://www.facebook.com/groups/235209827666831/>



Charity Spotlight

Community Justice Fund

The Community Justice Fund has been launched to sustain UK social justice advisers through Covid-19 pandemic.

The new fund aims to inject immediate money into specialist legal advice agencies, plus provide longer term support as catalyst for wider renewal and all grants will be as flexible as possible to ensure the money is spent where it is most needed.

A group of six grant-giving foundations have joined forces to launch the Community Justice Fund, giving financial and other support to specialist social welfare law advice agencies dealing with the impact of Coronavirus.

The fund was created in partnership with leading social justice organisations, who stressed the need for urgent, decisive action and maximum flexibility in how funding can be used.

Funders include the Access to Justice Foundation, Therium Access, Legal Education Foundation, Paul Hamlyn Foundation, AB Charitable Trust, Indigo Trust, Law Society, Linklaters, Allen and Overy, and London Legal Support Trust.

The Community Justice Fund will be hosted by the Access to Justice Foundation and opens with over £5m, including contributions from Ministry of Justice.

Funds are expected to be distributed quickly, and additional grant funders are expected to join the initiative in coming weeks and months, as the full impact of the pandemic becomes clearer.

Law Centres and legal advice agencies are invited to apply to the fund via a streamlined application process, with the first grants expected to be paid within two weeks. Grant applications can be backdated to 1 April 2020, to cover the urgent, unplanned spending organisations had to make in their initial response to the virus outbreak.

Grants from the new fund are expected to range from £25,000 to £100,000 and will be made to organisations specialising in key areas of social welfare law: immigration and asylum, community care, debt, disability, discrimination, education, employment, housing, immigration, mental health, public and administrative law, welfare benefits.

The social justice sector has become increasingly fragile after years of cuts, prompting fears that without decisive, concerted action, it would not survive the unprecedented extra pressure caused by Covid-19. Community Justice Fund grants will be flexible, and can be used to cover the cost of shifting to remote



working, maintaining, increasing or adapting services, as well as supporting the wellbeing of staff.

Early research by Law Centres Network shows its members are facing a surge in demand for legal advice, and a change in the kind of inquiries they are getting. One law centre reports receiving many calls from house sharers, whose landlords are insisting that, where one tenant cannot meet their rent, the others are liable to pay it. They are also seeing a large number of inquiries from employees, who have been sent home with no pay, or dismissed without explanation or notice.

In the research, other advice agencies reported struggling to adapt the way their services are provided because of outdated or limited IT:

Julie Bishop, Director of the Law Centres Network, says:

"We welcome the speed with which funders have come together and understood the desperate situation we are in. Law centres and other legal charities live on a knife edge and it takes very little to knock them over. The funders have spoken to us to understand what's needed and when. They are trusting the organisations to understand their own needs and how best this funding can help. That is very welcome."

"The simplified application process means this funding has the potential to reach organisations who really need it, but aren't skilled at writing funding bids. That will create quite a difference in those who get funding. It will have an immediate impact."

Ruth Daniel, CEO, Access to Justice Foundation, says:

"The Community Justice Fund will support specialist social welfare legal advice agencies who are providing essential support to people and communities now, and as we plan for life after Covid-19. Our funding will be flexible, so that organisations can respond to the challenges they are facing as they think best. Our aim is that the social justice sector doesn't just survive the pandemic, but emerges from it stronger and more resilient than it was before the crisis."

For further information visit

www.communityjusticefund.org.uk

News from the MJLD

The third month of lockdown has passed rather quickly and for now the Merseyside Junior Lawyers Division's position on future events remains the same. We are following strictly in line with government advice and hope that soon we will be able to resume our social networking events for all of Merseyside's finest Junior Lawyers!

In the meantime, we have been attempting to keep you all busy whilst stuck at home. We started this month with the #TwoPointSixChallenge in aid of our annual charity, Radio City's Cash for Kids. This challenge seen a range of contributions starting from 'Keepy-uppys' to a mound of cupcakes shaped into the numbers two and six! The charity was pleased with our level of support and involvement in this fundraiser and would like to thank everyone who participated. The challenge raised just under three and a half thousand pounds to help in particular with the impact of Covid-19 on the charity. For those who don't know or might simply be interested, the charity aims to respond to the needs of children in our local communities. In particular, those who suffer from abuse or neglect, who are disabled and have special needs or those who simply need extra care of guidance.

Shortly after our involvement in the charity challenge, we adapted to the new ways of lockdown by hosting an interactive quiz via Instagram. Our very own Mark Owens took the reins on this quiz and it is safe to say he did not disappoint. We invited all fellow junior lawyers, as well as their friends and family to join in and make the average Wednesday night, well, a bit less average! Rounds included local culture and a picture round which was projected through our social media channels.

We hope that in the coming weeks/months the position will have changed drastically but more importantly there will be less risk to people's health. The committee are working hard to assess the ever-changing situation and adapt to the needs of all Junior Lawyers across Merseyside.

Please remember to follow us on all social media to keep up to date with everything MJLD and our plans for upcoming virtual and hopefully non virtual events. As ever, if you're interested in getting involved with the MJLD in any capacity, please feel free to sign up through our website, or speak with one of the committee members. Stay safe everyone!

Twitter – @MerseysideJLD

Instagram – @Merseyside_jld

Facebook and LinkedIn – Merseyside Junior Lawyers Division

Molly Brislen (MJLD Publicity Representative)



Online: Commercial Property - Option Agreements, Overage and other issues for developers

With Ian Quayle

Wednesday 24th June 9.30am - 12.45pm

This is an intermediate course for commercial property lawyers undertaking development work it will explore:

- The role of the commercial property lawyer: the retainer, client objective and the duty to advise and explain
- Site acquisition and assembly: boundaries, plans and due diligence issues
- Using Option Agreements: drafting problems, compliance with Section 2 of the Law of Property (Miscellaneous Provisions) Act 1989, using formulae for land values and recent case law and developments.
- Overage: drafting issues, the provision of security and lessons from recent case law.
- Advising on existing and the creation of new easements and covenants
- Land Registration Issues: using notices, dealing with restrictions, developments in adverse possession
- Dealing with defects in title: title indemnity insurance and rectification of registered titles

[CLICK HERE TO BOOK](#)

Look After Yourself

Top 10 Tips for Good Mental Health and Wellbeing



Keep Active

Find a physical activity you enjoy and make it part of your life, you will feel better and boost your self-esteem



Take a Break

Use your lunchbreak to get away from your desk. Step outside for just a few minutes, it can re-energise you



Sleep is Important

Sleeping well can improve concentration and refresh you



Eat Well

A balanced diet rich in nutrients is good for both your mental and physical health



Drink in Moderation

Stay within the recommended alcohol limits: heavy drinking affects brain function and can cause disease



Keep in Touch

Maintain good relationships with friends, family and your wider community: strong connections can help you to feel happier



Share How You Feel

Talk about your feelings, it can help you cope with problems and feel listened to



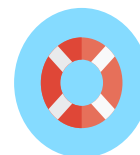
Give Back

It has been proven that giving – time or money – can make you feel valued and give you a sense of purpose



Be Mindful

Mindfulness – positive emotions and paying attention to the present – can help you enjoy life more



Ask for Help

Asking for help is a sign of strength, and can lead to the right support for you, whatever you're going through

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Coaching through Covid-19: Is now the time for coaching to come of age?

To say that the current context is uncertain would, of course, be an understatement. The last three months have challenged many of the assumptions on which our society and economy have been built. The global pandemic has forced new ways of working and innovation at an unprecedented rate. The profession has had to adapt in order to support clients who are facing considerable pressure and have rapidly changing needs. At the same time, remote working means that leaders need to motivate and support teams at a distance, in order to continue to deliver excellent quality work.

What will mark organisations out, for both clients and staff, will be their ability to navigate this complex and uncertain landscape, whilst remaining true to their principles and values. This will require a shift in the way leaders and teams work, to create a climate of adaptability and creativity, underpinned by strong working relationships and greater attention to employee wellbeing.

Traditional forms of leadership training and team development are unlikely to be able to keep up with the rapidly changing context. With its bespoke approach and increasingly solid evidence base, coaching could be the intervention to help leaders and teams develop the skills, behaviours and motivation to navigate the current uncertainty.

As it shakes off its image as either being the indulgent preserve of a privileged few or an unwelcome remedial intervention, we should ask: Is it time for coaching to finally come of age?

What is coaching?

Coaching is a powerful and personalised way of empowering and motivating people to achieve their potential and improve their wellbeing. By remaining goal-focused, yet paying attention to psychological and other factors that may impede behaviour change, coaching is increasingly evidence-based to support learning and development. It is used in an organisational context in areas as diverse as leadership development, complex problem-solving, managing relationships, resilience and navigating transition and change.

Leadership is about gaining and changing perspective

The quality of leadership will mark certain organisations out from others during this time. Uncertainty and change can provoke anxiety and fear. Leaders, more than ever, need to balance the commercial with the emotional, offering direction and support to their teams and clients, even if they cannot offer certainty about the future. Coaching can provide leaders with a space to think, through constructive challenge and a change of perspective. It is also evidence-based to increase leaders' self-awareness, enabling them to develop their strengths and style. In this way they can better develop the insight, skills and behaviours to lead both confidently and compassionately through the current uncertainty.

What can this team do that no other can?

Harnessing the collective power of teams to maintain and improve performance, innovate and creatively problem-solve to meet client needs has never been more important. However, this comes at a time when our teams are working from home and juggling other

demands on their time and mental resources.

Team coaching is a relatively new discipline which is rapidly gaining in popularity and, unlike team-building or facilitation, it involves working with a team over time, focusing on both the performance and output of the team as well as the dynamic and interpersonal relations of those within it. Crucially, it focuses on how the team can better deliver for, and work with, its wider clients and stakeholders, through a continuous process of learning and development.

Collaboration for the greater good – if we choose to accept it

The current global focus on addressing one problem has led to extraordinary feats of creativity and collaboration. The shift to remote communications has reduced some of the geographical barriers to sharing ideas and, paradoxically, improved discussion in many sectors. Whilst we remain in a competitive market, there are great opportunities to share knowledge and insight more regularly and systematically across teams, different organisations and systems. This is particularly marked where we need to focus on addressing 'wicked issues', such as climate change. Here, a group coaching environment, where people can learn from each other and jointly address certain questions, in a facilitated format, can be very beneficial. How much more powerful would your learning be if you shared your insights and ideas, and benefited from a wider diversity of views?

The future is both active and reflective

As leaders and managers, we often have a bias for action. However, we sometimes need to step back and reflect, developing new awareness, skills and behaviours so we can, ultimately, better support those we work with and in service of. The disruption and uncertainty caused by Covid-19 presents myriad challenges yet is also an opportunity to disrupt our own habits and ways of thinking and behaving, enable us to adapt and face the future with more creativity and confidence. This may be the chance for coaching to come of age.

Julie Flower is a leadership and team development consultant, facilitator and coach, specialising in navigating uncertainty in complex systems. She runs boutique consultancy The Specialist Generalist and is also an Associate with Achill Management.

Achill Management provide support for legal firms on sustainability and organisational issues including post Covid transition and a range of Senior Coaching programmes. For more information visit www.achillmanagement.com



To join in any of the below events, you need only a phone, tablet, laptop or pc

DATE	TITLE	SPEAKER	S CODE
10-Jun	Whistleblowing	Kevin McNerney	S4463
10-Jun	Frustration of Contract	Chris Beanland	S4461
12-Jun	The Duty Solicitor at the Magistrates Court	Colin Beaumont	S4452
15-Jun	I am moving into family law: what do I need to know?	Safda Mahmood	S4459
15-Jun	Police Station Advice for experienced practitioners	Colin Beaumont	S4453
16-Jun	National Minimum Wage issues	Emma Tegerdine	S4450
17-Jun	Contract & Commercial Update with Helen Swaffield	Helen Swaffield	S4409
18-Jun	Private Children Law Developments: snappy update!	Safda Mahmood	S4447
18-Jun	Public Children Law Developments: Snappy Update!	Safda Mahmood	S4448
19-Jun	Misrepresentation and mistake	Chris Beanland	S4462
22-Jun	The Billing of Police Station and Magistrates' Court work	Colin Beaumont	S4454
24-Jun	Commercial Property: Option Agreements, Overage & other issues for developers	Ian Quayle	S4390
26-Jun	Acting as a Property & Financial Affairs Deputy: Getting It Right	Caroline Bielanska	S4413
26-Jun	Challenging Issues for Solicitors with Higher Rights	Colin Beaumont	S4455
29-Jun	Financial Orders: Law & Practice - a snappy update!	Safda Mahmood	S4457
29-Jun	Co-habitation: Law Practice - a snappy update!	Safda Mahmood	S4458
03-Jul	Profitability and working capital management	Ian Johnson	S4434
03-Jul	Lasting Powers of Attorney, Deputyship and Court of Protection: Key Principles	Safda Mahmood	S4460
08-Jul	Commercial Lasting Powers of Attorney	Craig Ward	S4430

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