

# Liverpool Law

November 2020

Liverpool Law Society

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



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This month's front cover was taken by Lianne Mangan. Her work can be seen at:  
Instagram @limanganphotography  
Facebook /limanganphotography  
Twitter @limanganphotos

## DEADLINES 2020

24th November

15th December

27th January

24th February

24th March

21st April

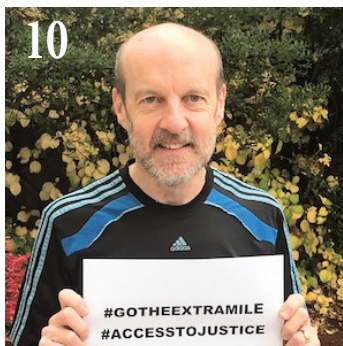
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Liverpool Law Society Magazine is produced by and for Liverpool Law Society Members. This is our opportunity to share our news, events and celebrations with our friends in the legal community.

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

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Blackburn Road  
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BL1 7PN  
Email:  
[j.baskerville@jbaskerville.co.uk](mailto:j.baskerville@jbaskerville.co.uk)



## Welcome to the November 2020 edition of Liverpool Law

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

I hope you like our front cover and it has put you in the mood for Bonfire Night, I know we are unable to mix households but hopefully the fireworks will give us something to look at from our windows and gardens (if this rain holds off!). I mention the front cover in particular as it is a local photographer, Lianne Mangan, who I found online through a friend of a friend and I thought it would be nice to help out a small local business. As we start to turn our minds to Christmas (yes I mentioned it!) I think it is important in these current times that we try and shop local and help our small businesses to survive. 2020 has been such a rubbish year all round and unfortunately it doesn't look like we are coming out of lockdown restrictions any time soon, so let us do what we can to help these business survive and hopefully thrive.

On the same theme I turn to resilience during the current times and, as we have seen over the many months of COVID, we have articles from firms and businesses showing their changes in approach to ensure business continues as efficiently as possible. But what about those seeking to join the profession (such as the LSA intern Charlotte) or our new trainees featured? They all seem to be doing remarkably well and, I have to confess, much better than I think I

would have done when I was a trainee. They have a great attitude of seeing the positives from working from home and increasing their independence- hats off to them.

Equally it would be amiss of me not to discuss those who are perhaps finding things a bit harder, whether financially or at home or work, you really are not alone. Within this magazine we have details of what the Samaritans are doing to continue helping, and also details of how you can help them. If you are unable to help with time or money we also have an article from LawCare and details of their research project, I would encourage everyone to take part if they can to make sure the project gets a true clear picture of our mental health right now and only then can we fully understand what help is needed to best shape the future of our careers.

As always please get in touch if you would like anything featured or if you would like to contribute.

Many thanks

**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:

10/11/2020 12:30	General Committee
11/11/2020 12:30	Equality, Diversity & Inclusion Sub-Committee
17/11/2020 13:00	Editorial Sub-Committee
19/11/2020 13:00	Civil Litigation Sub-Committee
19/11/2020 16:00	Criminal Practice Sub-Committee
24/11/2020 12:30	Finance & Policy Sub-Committee
26/11/2020 13:00	Annual General Meeting

## Editorial Committee Dates

All meetings start at 1pm

Tue 17/11/2020 13:00

Tue 19/01/2021 13:00

Tue 16/02/2021 13:00

Tue 16/03/2021 13:00

Tue 16/03/2021



# From the President

## The latest from the President, Julie O'Hare

Well here we go again as we head into a second national lockdown. There are further challenges ahead of us and I truly hope that this issue of Liverpool Law finds you and yours well!

What a long 8 months it has been and our NHS is now, once again, being put under immense pressure. It is so important that we all do our bit to keep each other safe and well during these strange times.

Charities are also under an ever increasing pressure and many are needed now more than ever. If you have a charity that you would like to feature in one of our future editions please let us know.

As (I cannot believe I'm going to say the word) Christmas approaches please spare a thought for those who are less fortunate than you - there are many more now than ever. It has been reported that there are many "newly hungry" and over the next few months foodbanks will be needing to hand out food parcels every 9 seconds. This is staggering and I would encourage you all to buy a few extra bits during your weekly shop and support your local foodbanks.

It is also important that you all continue to look after your mental health and wellbeing (particularly as the dark nights draw in). Why not take part in Go the Extra Mile for Justice and help us reach 20,000 miles by the end of 2020? Walking, running or cycling (while socially distancing of course) is a great way to keep fit and help clear the mind - all the while for a very good cause too! Free legal advice organisations are also under great demand at the moment and your donations can make a big difference to those needing their services available. Visit [atjf.org.uk](http://atjf.org.uk) for more information.

It is Pro Bono Week this week (2 to 6 November) and I feel it only right to thank those not for profit organisations who continue to strive for access to justice for all as well as our many member firms who contribute to pro bono initiatives - every little really does help. If you are looking to offer your time or funds to a pro bono initiative then please do have a look on our website for volunteering opportunities which lists a number of key organisations needing support.

It was announced recently that the SQE is now set to go live next Autumn which will see a shift in the training and qualification process. This will take some adjustment by some of our members and we will continue to work alongside our local Higher Education providers to bring you any updates. I understand that the JLD is not particularly happy that some their concerns seem to have gone unaddressed although the LSB has suggested that it will closely monitor the new scheme during the transition period. If you have any concerns then please do get in touch.

This last month I have continued to attend a number of online meetings and events, notably the national Law Society's AGM (Congratulations and the very best of luck to the newly appointed President, David Greene); a roundtable with the LSB (which was focussed on the availability of services and access to justice within the Liverpool Region) and a Law Extra talk at the University of Liverpool.

We also held our own General Committee meeting in readiness for the AGM later this month. We have a number of Directors retiring



**Julie O'Hare**

by rotation at this year's meeting. On behalf of the Society I have to thank them all for their time and dedication to the society for the years that they have been on the Board.

The deadline for nominations of Directors by election has now closed although if you are interested in joining the Board I am expecting a number of casual vacancies to become available so please do register your interest by email to [contactus@liverpoollawsociety.org.uk](mailto:contactus@liverpoollawsociety.org.uk)

Our training events continue to be online and we welcome any suggestions for training needs you and your colleagues may have in the coming months. We understand that you may not always be able to attend our events when they stream live and so I am pleased to report that we now offer recorded sessions to purchase so that you can watch at your leisure. Please do take a look at the website for further information.

This month would have seen our 193rd Annual Dinner taking place at the Rum Warehouse. I am disappointed that we could not meet and celebrate our members' success at navigating a very difficult year so far. However, I am very much looking forward to a time when we can look at bringing you all together again.

In the meantime, I wish you all a very safe November.

**Julie O'Hare**  
President

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# National Inclusion Week 2020

Last month, Liverpool Law Society took part in National Inclusion Week which ran from 28th September – 4th October. The theme for National Inclusion Week 2020 was Each One Reach One. The theme was about bringing people and organisations together to connect and inspire each other to make inclusion an everyday reality. That's why we asked our Equality, Diversity & Inclusion committee to answer a few questions on Diversity and Inclusion, what it means to them and how we can collectively make the legal community more representative. Here's what they had to say:

## What does inclusion mean to you in the workplace?

“Inclusion in the workplace is a goal that all employers would agree is desirable. We talk a lot about team working which is correct but actually making sure that every member of the team is valued for their role is critical. The business of law often prizes educational qualifications over anything else. To achieve an inclusive workplace we need to make certain that no one is felt to be too small or too insignificant to have a voice and that there is a proper recognition of the roles each person plays from the cleaner to the Chief Executive.

**CHRIS TOPPING**  
Director at Broudie Jackson Canter




## What do you think employers could do to improve diversity and inclusion within the legal sector?

“It is important that firms have a clear understanding that diversity and inclusion are two different concepts. In simple terms, 'diversity' relates to the characteristics that make us all unique. 'Inclusion' focuses on how we can create a sense of belonging for all employees. I firmly believe from my own experiences in the profession as an LGBT lawyer, that the foundation for diversity and inclusion in any workplace is ensuring that all your employees feel supported. I am fortunate to work in a firm where the workplace culture empowers everyone to be their authentic self; this is critical. Diversity and inclusion should never been seen as an initiative, it needs to be embedded in all that you do as a firm, and be part of its core values.

**VICTORIA JACKSON**  
Associate Solicitor and EDI Ambassador at BLM




## What value does diversity, of all types, bring to organisations?

“Diversity is of ultimate value. Our business, as solicitors, is a people business. If you are truly going to serve your client base you need to have a team who look and sound like your clients and can empathise with them. You also need people to influence your organisation from the inside and from their perspective, using their knowledge, backgrounds and history, in order to truly reflect society and drive innovation. Different views are invaluable for business growth and development.

**ALISON LOBB**  
Managing Director at Morecrofts






## What are the challenges faced by underrepresented groups in the legal sector?

“In my opinion, the number one challenge for those already working within the legal profession is visibility. If you cannot see yourself reflected in those who hold senior positions then it becomes even more difficult for you to imagine yourself in a similar position in the future. Challenges can begin from entry level. Often the traditional route into the legal profession via university, is simply out of reach from those from low income backgrounds.

It would be helpful if there was more publicity given to the non traditional routes. The lack of education in regards to the various routes into the legal sector and other similar professions is a real issue and should be addressed in schools in conjunction with the standard careers advice which is already provided.

**JOHN OWENS**  
Senior Associate at MSB

## What can we do as a legal community to become more diverse and inclusive?

“Diversity and inclusivity have to be key considerations in how we operate from recruitment to retention and everything in-between! Listen to employees and clients, review internal policies and be conscious as to whether the legal community adequately reflects those that we serve. Supporting and encouraging those with an interest in law regardless of their personal characteristics or social background will open the door to a new pool of talent and experience. Those who enjoy a sense of belonging will bring more to the table. Many local firms have taken very positive steps to be inclusive employers and this needs to reach the entire community. Sharing practice standards and policies will only serve to benefit us all.

**JULIE O' HARE**  
President at Liverpool Law Society




**If you want to get involved in Liverpool Law Society's EDI committee, then please email:**  
**[committees@liverpoollawsociety.org.uk](mailto:committees@liverpoollawsociety.org.uk)**  
**to register your interest.**



# Liverpool lawyers express concern over “lefty lawyers” statement by Home Secretary and PM

Liverpool Law Society President, Julie O’Hare, has expressed alarm over comments made by Home Secretary, Priti Patel, and Prime Minister, Boris Johnson. The Home Secretary when discussing her plans for changes to the immigration policy stated: “For those defending the broken system — the traffickers, the do-gooders, the lefty lawyers...they are defending the indefensible”. Subsequently the Prime Minister, speaking on the condition of the criminal justice system, said they would be: “stopping [it] from being hamstrung by what the home secretary would doubtless and rightly call the lefty human rights lawyers and other do-gooders”.

The Law Society of England and Wales has written to the Home Office requesting the Government change the language being used. Simon Davis, President of The Law Society, stating that the insults being alleged are risking verbal and physical abuse against members of the legal community for merely doing their job and undermines our legal system which ensures that power is not abused. He also later said that: “Legal rights cannot be rewritten through rhetoric”.

Liverpool Law Society wholeheartedly endorses these statements.

Reacting to the comments, Ms O’Hare said “The comments made by the Home Secretary and Prime Minister are a great concern. We support our members who may feel threatened or

undermined by these comments and stand alongside those who wish to challenge the language being used by the Government. We wish to support our colleagues so that they may continue to represent their clients, and simply do their job, without fear.

As a profession we are trained to not allow our personal views to influence the service that we provide. As a profession we owe a duty to our clients but we are, ultimately, officers of the Court with an overriding duty to uphold the rule of law and ensure administration of justice.

Many lawyers working in sectors with Legal Aid (such as immigration and crime) work extremely long hours and make no profit to ensure that the rule of law is fairly and equally applied in accordance with the fundamental principles of our legal system and the law as set by Parliament. It is disappointing that the Government feels it is appropriate to attack these hard working individuals for applying the laws of the land and should instead focus on making the long awaited positive improvement and changes in these sectors.

This society will continue to champion justice for all and uphold the rightful administration of the rule of law.”



## The Society’s AGM

The Annual General Meeting is an important opportunity for full members of the Society to come together not only to conduct formal business but also to reflect on the past year and look forward to the future.

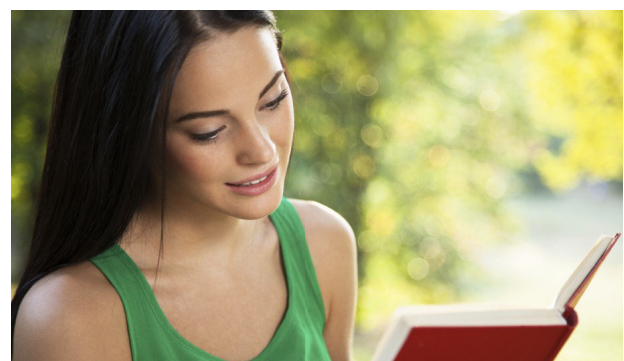
In early November, members will receive the notice and reports about the Society’s activities from committee chairs and office holders over the past 12 months via email. At the virtual AGM itself there will also be a speech from the President, Julie O’Hare.

Elections for nine places available on the Society’s General Committee will take place at the Society’s AGM. The meeting will be held at 1.00pm on Thursday, 26th November 2020 via Zoom.

**We look forward to seeing you online.**



## A Legal Quiz: 25 things you really ought to know With Colin Beaumont



**Friday 27th November, 2pm-3pm**

Colin Beaumont will present this 1 hour ‘virtual’ course which will consist of the posing and answering of 25 topical legal questions.

The course is extremely practical and will be of interest to anyone involved in the day-to-day practice of criminal law in England and Wales.

**Find out more here**

# The Show must go on...

Acting for a US financier on the instruction to pursue a judgment debt against a Debtor who had made various gifts of his assets prior to the money judgment and following contested litigation.

By a Liverpool business court claim issued in January 2019, the writer's client sought an order that the gifts to the debtor's wife of a Knightsbridge, London flat and his consultancy salary be set aside and reinstated as assets of the debtor and the gift of shares to an offshore trust be likewise set aside.

S.423 of the Insolvency Act 1986 provides the statutory power to the Court to set aside transactions entered into at an undervalue where it is satisfied that the transaction was entered into for the purpose of putting a debtor's assets beyond the reach of creditors. The debtor denied that the gifts were made to avoid his liability to the financier coming up with explanations for the transfers.

The claim was served abroad and by June 2019 a freezing injunction was obtained to protect the flat's equity from disposal. Defences to the claim were served by the end of July 2019 and the matter was listed for a cost and case management conference on 22 October 2019 in Liverpool.

The case was managed from the Liverpool High Court by the

Vice Chancellor, Mr Justice Snowden. The defendants lived in a tax efficient canton in Switzerland and the Trust company was based in Cyprus but despite this, the Defendants wanted the case transferred out of Liverpool to London. The court rejected the application to move the case finding that the Liverpool court more than suitable to hear the case. The case was listed for a seven-day trial in September 2020.

Disclosure was dealt with on the Disclosure Pilot Scheme that is being piloted by the business court and the case had interim hearings on 20 November, 20 December, 13 February 2020, 2 July 2020 and 28 July 2020. As will be noted, lockdown came prior to the July hearings. Those hearings were dealt with properly and without issue via Microsoft Teams and saved considerable travelling expenses and time.

Witnesses were required from England, Switzerland, India, USA and Singapore. It was agreed that he witnesses from India, USA and Singapore would provide evidence via Microsoft Teams and the other witnesses would attend the Liverpool trial in a socially distanced manner.

The court room was skilfully laid out by the court staff and provision was made for the Teams inter-continental evidence to be undertaken in a manner to ensure little or no interference on the system by having only the advocates and Judge on microphones and the other court attendees able to view and hear the evidence from large screens in front of the advocates' benches. The Courtroom comfortably accommodated 14 people (to include the 2 transcribers). The Trial bundles were provided both electronically and physically (to those in court), with the remote witnesses able to download all 8 trial bundles and have them available and easily navigable.

Things were working well for this "Covid" trial, save like all best laid plans, the case settles on the 1st day without the chance to do justice in strange times.


The story is told as the writer learnt a number of lessons from the trial preparation:

## 1. Application and Trial Bundles.

The key to any hearing is a well-prepared hearing bundle.

E- bundling can be easy if you have both a bundling specific software and well stored and labelled documents to be included.

Historically, bundles were prepared by the physical identification of the document and then passing the identified documents to a clerk to organize. E-bundles, however, require the documents to be electronic, identifiable electronically and/or electronically split from larger e-documents and then, labelled appropriately for the bundle that is being created. Once identified and labelled, it can be placed into the document bundling software in readiness to be bundled with other such documents. This job however cannot be delegated without duplication and no time saving on the fee earner's behalf. Once




## 2020 Conference for Legal Cashiers and Managers

Wednesday 18th November, 9.30am - 1.30pm (inc breaks)

**A 'must' attend event for; Cashiers, COFAs, Practice Managers, Solicitors Finance Directors & Accountants**

9.30am	Ian Johnson, Saffery Champness LLP Welcome & introduction
9.40am	Sue Mawdsley, Legal Risk <b>Anti Money Laundering Update</b>
10.25am	Lauren Watson, Legl <b>Electronic Identity Verification and CDD: Modernising the approach in the legal industry</b>
11.15am	Ian Johnson <b>The role of the COFA, key controls and preparing for the SRA Accounts Rules review</b>
12.40pm	Jatinderpal Loyal, SRA Policy Associate <b>SRA Update: a year with the SRA's STARS</b>
1.20pm	Ian Johnson Summary & thanks

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the bundle is prepared in the bundling software it can easily be manipulated, altered and amended to suit. The work is in putting it together.

Once the bundle is prepared and agreed, it needs to be lodged and served. In the above case we could lodge all but the trial bundles (which in some instances covered 1000 sides or 500 pages) on CE filing (which is the court's electronic filing system) and we were very helpfully provided with email addresses to lodge bundles that were able to take larger files than the mere 50 page bundle the court filing system uses. Needless to say, judges need good clerking to ensure the bundles make it to them. Thankfully, in Liverpool we have that.

Once completed and filed the E-bundle can be searched either through its index or its side tab making use of the label the bundler had supplied to the document or through a further side tab proving the bundle page number. Thus, an e-bundle page is easily referred to and identified. This process is quicker on e-bundles than physical ones. More than one bundle can be open on a computer at any one time and so physically e-bundles are more user friendly than hard copies. Clearly once an e-bundle is prepared, then anyone who has access to it can print it off at their leisure to make it a hard copy. The bundling software will paginate the bundle chronologically and in sections if desired.

## 2. Interim hearings;

With the use of e-bundles, interim hearings on skype or Teams do become easy and efficient, provided all parties have access to a strong WIFI signal. Staring at a screen for too long is no good for anyone and I do not suggest the use of remote hearings for hearings beyond 2 hours.

If such hearings are necessary, in these strange times, then the judges must provide ample opportunities for breaks in proceedings. Thus, time estimates need be properly considered.

Covid or no Covid there must be a good argument for all interlocutory hearings under 2 hours being dealt with remotely with e-bundles and Skype or Zoom.

From a solicitor's viewpoint such hearings provided better access to the advocate than would have been in court as not just the advocate need be connected to the hearing but the solicitor can be too (on mute with the camera off) and so, you are able to text or "whats app" the advocate with comments, as the arguments develop (a lot easier than leaning over benches and pulling on an advocate's coat tail).

## 3. Trials;

The above matter was a hybrid being both remote and actual.

A cross examiner needs both control of a witness and flow. Remote trials can therefore be unreliable in the event credibility is a large issue.

## 4. Remote witness evidence;

Co-operation or courts directions are required in this regard.

In the above case there was agreement that the remote witnesses should affirm their evidence with the affirmation

being taken over the wifi by the court clerk who was present in court.

The remote witness could have the e-trial bundles or a separately prepared bundle of documents agreed by the parties beforehand.


In the writer's case the parties agreed that the witness would be in a room on their own to give evidence and it is a good idea that on examination-in-chief for the witness to be asked to show the room off before taking cross examination.

## 5. Cost / cost budgeting.

The time to put the e-bundles together can be grossly underestimated. The time is in the individual identification of the documents and the need for the fee earner's involvement. Also, remote hearing will take longer due to technology's involvement, rest times and the physical swopping between screens for referencing. Whilst we all will have good document saving protocols, documents received from others, during disclosure or otherwise, may need renaming or resaving.

In short with good use of technology, good will with the court, the judge and the parties concerned, there need be no delay in bringing cases to trial. Good luck to all and let us see what procedures outlast Covid.

**Written by Jonathan Berkson who is a solicitor and partner in Bermans solicitors, Liverpool, a specialist commercial litigator, a director of the Liverpool Law Society and who sits on the Liverpool Business Court Users' Committee.**

  
 Liverpool LawSociety

## Adverse Possession and Other Boundary Issues

Tuesday 1st December, 1.30pm-4.15pm  
 With Richard Snape

This is an area which frequently causes problems for conveyancers. The course aims to look at some of the issues and suggest solutions. It will also cover Land Registry issues in relation to plans.

**Content breakdown:**

- Adverse possession in registered land
- Adverse possession in unregistered land
- Accuracy of plans
- Alteration of the Register and indemnities
- Presumptions in relation to boundaries
- Party walls
- Access to Neighbouring Land Act 1982 and Party Walls Act 1996
- Case law

[CLICK HERE TO BOOK](https://www.liverpoollawsociety.org.uk)

## Going the Extra Mile in Pro Bono Week

One of the great events of the year is the Liverpool Legal Walk where we raise money to support the Access to Justice Foundation.

This year the walk should have taken place in June and so when the pandemic was in its first wave we moved it to October. Well who knew that we would have to cancel that too?!

Sadly the pandemic is creating a real crisis in access to justice and the fact that we have had to abandon our fund raising event this year does nothing to help.

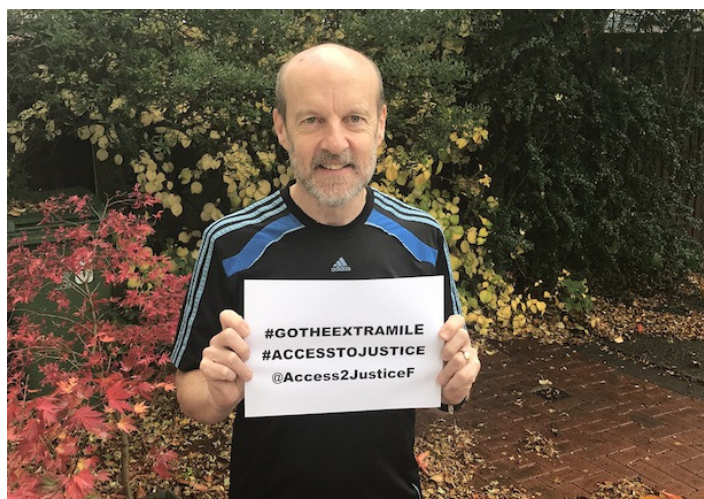
This year Pro Bono Week is 2-6th November and there are lots of events and initiatives going on to highlight the need for pro bono. The Access to Justice Foundation have designated Thursday 5th November the day to #gotheextramile

So here is the challenge - on Thursday 5th November could you go the extra mile to raise some much needed money?

There are details on the Access to Justice website - <http://atjf.org.uk/go-the-extra-mile-for-justice> and on page 40.

The Access to Justice Foundation have funded lots of projects across our region and by doing our bit we enable them to make grants to those organisations who are at the sharp end of giving advice to those in real need.

If you cannot do anything yourself then perhaps you could



Chris Topping

donate on my page. I have set myself a target of running 50 miles in less than two months and all being well I will be trying to do the last run on or before 5th November. If so then please go to <https://uk.virginmoneygiving.com/fundraiser-portal/fundraiserPage?pageId=1205679>

Chris Topping  
Broudie Jackson Canter

## Consultation Papers

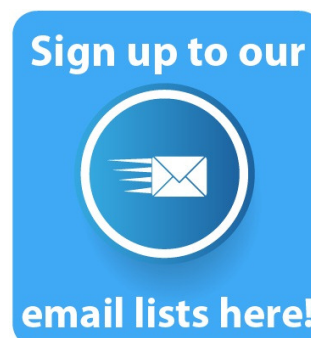
The following sub-committee of Liverpool Law Society is considering responding to this consultation paper. If any member would like to send in a comment, please do so to [committees@liverpoollawsociety.org.uk](mailto:committees@liverpoollawsociety.org.uk)

Criminal Practice Committee  
**Serious Violence Reduction Orders**  
8th November

## Enewsletter Sign Up

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

Sign up here



### Contract and Commercial Update

Friday 20th November, 1.30pm - 4.30pm

This course will cover developments in contract and commercial law over the last year. The course will concentrate on issues practitioners are likely to face in the 'real world'.

Chris Beanland will cover:

- The Law Society's updated guide on virtual and electronic execution of documents
- Umish Ltd v Gill* [2020] EWHC 1513 on virtual execution of a guarantee
- Can an agreement executed as a defective deed still be valid as a simple contract? *Signature Living Hotels Ltd v Sulyok* [2020] EWHC 257
- How are damages assessed for loss of chance in a procurement process? *FP McCann Ltd v Dept for Regional Development* [2020] NIQB 51
- Guidance on redaction when the issue is construction of a contract: *Hancock v Promontoria (Chestnut) Ltd* [2020] EWCA Civ 907

& much more!

[CLICK HERE TO BOOK](#)





## *Seminars now available to pre-purchase and watch as a recording at your leisure*

Have you ever missed out on one of our seminars due to other priorities – perhaps you already arranged to meet with a client, or had to attend a last-minute court visit? We have fantastic news for you! Liverpool Law Society are thrilled to announce that all seminars are available to purchase (before the live event takes place) to watch as a recording at a later date.

As you may know, since March 2020 our training events have moved online which has opened up endless opportunities! Although we long for the day we can have everyone back at Helix, with teas, coffees, and sandwiches at the ready; the team have put so much work into tailoring our training programme for online consumption.

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*"We aim to provide the same high-quality training programme without the added costs, providing total convenience to our very busy delegates."*

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In light of this 'new normal', we aim to provide the same high-quality training programme without the added costs providing total convenience to our very busy delegates. This means saving time and money otherwise spent traveling and maximizing the amount of people who can join us, or simply benefit from our training at a time that suits them! We will be going ahead with live training and offering a recorded version for you to watch at your leisure, meaning you can attend from anywhere, at any time.

*So, how will this work?*

From 1st October we will be offering pre-purchased recordings of our live seminars. These can be used as helpful refreshers, or copies for you to watch if you can't make the live event. If you would like to purchase a recording you must pre-book onto the seminar via our website; the same way you would if attending the live event. Although, we understand you may book with the intention of not attending the live event. Unfortunately we are unable to offer recordings to those that have not booked onto the live event. Once the live broadcast

has commenced, the full recording will be sent to you via email within 72 hours for you to watch when the time is right. All of our recordings will have a 3-month expiry date, giving you plenty of time to fit in the session.



### **Q&A Session**

**If I attend the live event, will I receive a link to the recordings?**

*Yes! Once you have booked the live event, whether you attend or not a link will be sent to you with the full recording to view as many times as you wish.*

**Will the recording be available to me if I have a Training Season Ticket?**

*The link to the recording will be sent to everyone that has pre-booked to attend and can be used in conjunction with any of our existing offers.*

**Are conferences going to be recorded?**

*At this time, conferences will not be recorded. We encourage delegates to attend conferences live and interact with our first-class speakers – asking questions, offering solutions and sharing stories. We feel in this case the live broadcast is much more valuable to our delegates.*

**Can I purchase a recording after the live event has taken place?**

*No, this will not be possible. You must register for the live event in order to receive the recording although we understand you may not attend the live event.*

# LawCare launches ground-breaking research study “Life in the Law”

Legal mental health charity LawCare has announced a new ground-breaking research study ‘Life in the Law’ to coincide with World Mental Health Day which was on 10th October.

The charity has teamed up with leading academics in the field Dr Emma Jones (University of Sheffield), Professor Richard Collier (University of Newcastle), Caroline Strevens (Reader in Legal Education, University of Portsmouth) and Lucinda Soon (Solicitor and PhD researcher) along with Nick Bloy (Executive Coach and founder of Wellbeing Republic) and Kayleigh Leonie (LawCare trustee and solicitor) to develop the research study which will look at the impact of work culture and working practices on the wellbeing of legal professionals. The research seeks to understand the day to day realities of life in the law and uses three academic research scales for burn-out, psychological safety and autonomy. Anyone working in the legal industry, including support staff, can complete the online questionnaire across the UK, Ireland, UK, ROI, Channel Islands and Isle of Man. The results will form the basis of an academic paper and will be announced next year.

Elizabeth Rimmer CEO of LawCare said: “This is the biggest ever piece of academic research into wellbeing in the legal industry in the UK and Ireland and we hope it will give us a clear picture of how the culture and practice of law affects mental health. The results will help us to improve the support available to legal professionals and drive long lasting change in legal workplaces so that people working in the law can thrive. We would urge anyone working in the legal profession to take part.”

Dr Emma Jones Senior Lecturer in Law at the University of Sheffield said: “This study is an opportunity to obtain important empirical data on the wellbeing of legal professionals. The findings will give us a valuable insight into the impacts of legal practice and legal culture on individual legal practitioners, raise understanding and awareness of the key issues influencing wellbeing and help shape the development of appropriate and sustainable responses.”

Take part at [lifeinthelaw.org.uk](http://lifeinthelaw.org.uk)

## Tell us about your LIFE IN THE LAW

Take part in our ground-breaking research study and help us find out how legal practice and workplace culture affect wellbeing



[lifeinthelaw.org.uk](http://lifeinthelaw.org.uk)

#lifeinthelaw  
#cultureandpractice

## TRAINING SEAT EXCHANGE

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

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

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

## Preparing for the end of the transition period

We are heading towards the end of the UK-EU transition period on 31 December 2020.

Find out what you and your firm can do now with helpful guidance and tools from @TheLawSociety to prepare you for the end of the transition period

Visit: <https://www.lawsociety.org.uk/topics/brexit/preparing-for-the-end-of-the-transition-period>



**Clatterbridge Private Clinic leading the way working with medical lawyers in the treatment of Mesothelioma with Immunotherapy. Mesothelioma is a type of cancer that develops in the lining that covers the outer surface of some of the body's organs and is usually caused by asbestos exposure. At Clatterbridge Private Clinic, we have expert consultants who specialise in Immunotherapy treatments for Mesothelioma patients.**

We are the only clinic in the northwest that provides a range of immunotherapy outpatient treatments for Mesothelioma. If you have clients claiming compensation for Mesothelioma due to asbestos exposure, we can provide them with the highest quality cancer care in a modern, relaxing, and safe environment. We can even provide a full breakdown of costs and treatments for you to use to support your client's claim, so they can recover costs from the Defendant or secure interim payments for their treatment.

Our Patient Liaison Team is always on hand to help you and your clients and provide any information they may need. We also have a concierge system in which we can arrange for travel to and from the centre for your client and even arrange for accommodation nearby if they have to travel long distances for their treatment.







**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.

### Advice Service Provision

Vauxhall Community Law and Information Centre continues to deliver a 5 day a week advice service despite the COVID Tier 3 restrictions facing the Liverpool City Region. We had re-opened our face to face advice service for urgent cases but unfortunately couldn't continue due to COVID issues.

It is of concern to us that some of the more vulnerable members of our community are suffering as a result of the lack of availability of face to face advice and we are seeking to re-instate this service as soon as possible.

Our tribunal representation continues with cases being conducted over the telephone and debt advice service is still available remotely.

Our funders have been amazing and have enabled us to continue providing services and supported us in improving the Law Centre by undertaking a total floor replacement to minimise risk in preparation for re-opening the Centre.

### Bereavement project



The Law Centre has received an increase in demand for advice on Bereavement related issues. Many additional people have died as a result of the coronavirus but whatever the cause of death,

advice is often needed and we provide it. We are producing a bereavement pack to cover all issues and hope this will be available before the end of the year.

If you need advice now have a look at our website and when ready the Bereavement Pack will be available here <https://www.vauxhalllawcentre.org.uk/latest-news/>

The project has been supported by staff and volunteers at the Law Centre, Kate Deeming, Elly Smith, Nancy Hatenboer, Diane Rosco, Dan Scrase, Alan Kelly and Ngaryan Li, also involved but not photographed have been Joy Elson and Ben Fry.

NB Elly Smith, pictured top right in the photo has worked on this project as a volunteer successfully applied for the apprenticeship at Vauxhall Community Law and Information Centre and will be taking up the post in November 2020.

Help available in the pack will include:-

- Accessing funeral grants and other charitable support
- Benefit entitlement & debt advice for relatives of the deceased
- Where to get help & access information.
- Housing Advice
- Other support available
- How to contact us?

### Please, please help us if you can!

The Law Centre has had brilliant support from its volunteers over the difficult lockdown period. We are always looking for volunteers without whom the Law Centre couldn't exist, although it may be difficult in the circumstances, we can provide support in terms of phones and computer software/hardware if required. We are particularly desperate for people with Accountancy or Website development skills to support us.



### Campaigning

The Law Centre also plays an active role in community issues such as supporting campaigns for justice for Grenfell and workers fighting for reasonable terms and conditions and we welcome support for all of the campaigns we are involved in.



### Please drop us a line at:

[development@vauxhalllawcentre.org.uk](mailto:development@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 but be interested in volunteering.

**Thank you for your support, it is appreciated.**





# News from Merseyside Law Centre

**Fighting for equality through social justice to combat poverty & homelessness**



This month we have been working with a group of Asylum Support lawyers and case workers challenging the decision made by the Home Office to pursue the evictions of Asylum Seekers and vulnerable migrants from Asylum Support accommodation despite assurances that areas in local lockdown would be excluded from the initial evictions. We have been lobbying local government, working with GMLC, GMIAU and Asylum Link Merseyside to publicise this inhumane strategy and using legal routes to challenge the seemingly irrational response of the Home Office. We intend to appeal all discontinuation decisions served on our clients. Our first appeal heard at the Asylum Support Tribunal on this point was successful on Covid grounds. The Judge accepted that conditions that led to the introduction of the policy to house all failed asylum seekers during the pandemic persist in Tier 3 lockdown areas, specifically Merseyside, and the appellant therefore remained entitled to the support in order to avoid a breach of their human rights. As well as pursuing legal challenges we will continue to campaign for better protections for people with NRPF particularly during the course of the ongoing pandemic.

This story featured in the Echo this month

(<https://www.liverpoolecho.co.uk/news/liverpool-news/home-office-eviction-policy-leaving-19066828and>)

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](mailto:enquiries@merseysidelawcentre.co.uk)**

**Twitter: @MerseyLawCentre.**

## Flooding: Out of Sight should not mean out of Mind

It would be very tempting to think that after the sunniest spring and summer on record for many, together with some of the lowest rainfall totals, 2020 has been, at least weather wise, remarkably calm. But we so often have short memories.

Tim Champney, Managing Director at Future Climate Info takes a look back at the year so far and as conditions turn decidedly autumnal, considers how, as we have been understandably distracted by Covid-19, climate change and the threat from flooding never went away.



Tim Champney

It was just seven months ago, pre-Covid and seemingly a world away, that the UK was hit by three major storm systems – **Ciara**, **Dennis** and **Jorge**. It left hundreds of people in communities up and down the country facing months out of their homes at the same time as the global pandemic took hold.

On Sunday 9 February, heavy rainfall from **Storm Ciara** caused severe disruption across the British Isles. The Environment Agency (EA) issued 186 flood alerts, 251 flood warnings and 1 severe flood warning in England. The highest rainfall total was recorded at Honister Pass in Cumbria, with some 179.8 mm (7.08 in) of rain over the weekend.

The Met Office have declared Storm Ciara as one of the worst of this century so far, rivalled only by the 19th December 2013 storm that caused widespread power cuts. Flooding forced residents to abandon their properties in parts of Lancashire and Yorkshire, including Whalley where homeowners had to be rescued by boat.

In Mytholmroyd, even intact flood defences do not guarantee protection and can fail under extreme conditions. The £30m flood scheme was not due to be completed until the summer and was unable to prevent the River Calder from bursting its banks. The problems were compounded by a steep path on the valley which had repeatedly been resurfaced with hardcore. The hardcore washed away, blocking the drains.

Still reeling from the effects of Ciara, **Storm Dennis** barrelled in just a week later. It was one of the most intense extratropical cyclones ever

recorded, reaching a minimum central pressure of 920 millibars. Much of the north of England, Wales and northern Europe endured yet more severe winds and heavy rainfall ranging between 40 and 80mm in 24 hours. The peak of the weather event and the flood emergency occurred on 16 February 2020. The Environment Agency issued 347 flood alerts, 282 flood warnings – the highest on record – followed by 7 severe flood warnings in England.

Many local councils established their emergency protocols to deal with the storm and its aftermath, including Calderdale Metropolitan Borough Council, who activated their Gold Command service with the local emergency services. In Hebden Bridge, Sourena Jowkar's business, Leila's Kitchen, had only been open for four months when it was crippled by Storm Ciara only for the clean up to be undone again by Dennis.

Residents pointed furiously to the fact that three serious floods had occurred in eight years. Previous flood damage had left a hole in the flood wall, which the EA has not yet prioritised for repair and proved to be the culprit, as water cascaded down to the bottom of the village.

Although less severe, **Storm Jorge** added a further 50mm and more misery to residents in South Wales, Shropshire and the North West as heavy rain fell on already saturated ground.



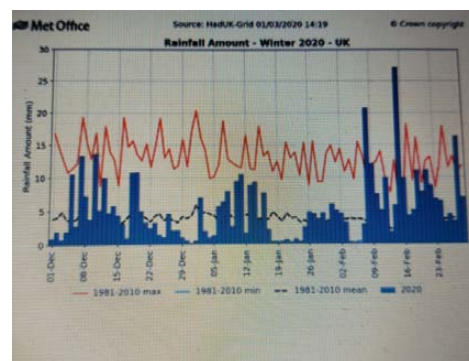
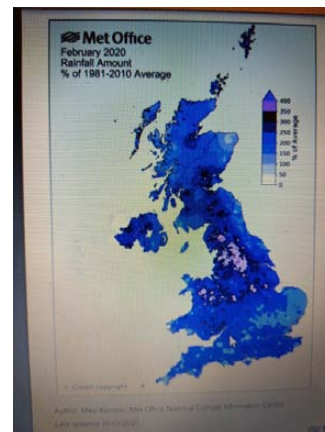
Image courtesy of Creative Commons

The iconic Ironbridge in Shropshire became the focus of intense media scrutiny over spiking river levels from Shrewsbury all the way down the Severn Valley as the catchment disgorged vast amounts of water off the mid-Wales mountains. Temporary barriers had been put in place when Ciara hit and as Dennis then Jorge came through, it became too much and on February 26, the sheer force of the water at an unprecedented height of 6.8m pushed back the defences and inundated houses along the bank.

The UK rainfall total for February 2020 was 209.1mm or 8 inches of rain, 237% of the 1981-2010 average. With three specific days – Ciara (8th), Dennis (15th) and Jorge (28th) spiking the totals.

It was the wettest February on record and fifth

wettest of any month. It was also the 5th mildest winter on record, underlining the impact of ever stronger Atlantic weather systems propelled along the jet stream, keeping colder drier continental air away.



Images courtesy of The Met Office

### Flooding raises Covid Vulnerability

But long after the water has subsided, it is the human emotional and mental cost that is taking its toll – compounded by the isolation and restrictions that were brought in due to Covid-19 in the spring. If you cast your mind back to November last year, you may recall the **events of the River Don flooding** and its impact on the community of Fishlake.

Pensioners Kath Smith and Mick Ryan had to flee their bungalow at 10pm on a bitterly cold Friday night as waist-high water swept inside. They thought it was the most traumatic thing to have hit them, until Covid-19 arrived.

They, along with about 300 other people spent lockdown living with friends, sleeping in spare rooms or staying in temporary accommodation following the floods. Local businesses which had barely survived following the floods faced a second wave of economic decimation.

With the threat of current and future re-infections, the results for the village would be utterly devastating: the population here is relatively elderly, while the wider region has a relatively high rate of lung disease – a hangover



from its mining heritage – a picture that could be easily reflected in many other similar communities.

When Boris Johnson announced on 23rd March that “we must all stay at home”, many of us looked outside at the sunny weather and got on with some DIY or opened our laptops and got working from dry and comfortable homes.

For the Fishlake residents, now some 5 months after the flood, extreme self-isolation while living with friends or temporary accommodation miles from home, felt like life was on hold. At this point, some 90 per cent of those evacuated from the 150 properties were still away from home.

The Association of British Insurers (ABI) has estimated the total industry payout for some 82,000 claims from Ciara and Dennis was £363m. While flood claims accounted for just 10% of the total, it took some £213m or 59% of the costs. Loss adjusters reported that up to 20% of claimants had been forced from their homes.

Recognising the impact of lockdown, ABI said that they prioritised the most vulnerable or key workers in terms of claim processing, but regulations forced their hand in terms of contractor availability.

The British Damage Management Association (BDMA) wrote an open letter to the government at the height of the pandemic in April to treat their members as key workers so they could rectify victims’ property. This fell on deaf ears until the easing of restrictions in the summer, so that only by June/July were properties able to be renovated for many.

It begs the question that when the storms and flooding return as they surely will, at a time when Covid-19 is now back with a vengeance, will residents be left isolated, potentially at major health risk as the winter nights and colder days draw in.

### Climate Change has not Gone Away

Ironically, climate scientists believe that 2020’s record spring and summer sunshine may have had something to do with the lockdown and reduced carbon and air pollution from cars and planes. But it also underlined the dramatic swings our weather is going through due to climate change.

Over the longer term, climate change is driving new, more extreme patterns of wetter weather in the north and west of the country, with a drier south and east. But nowhere is safe from sudden local deluges, and dry soil could also exacerbate very flashy surface water run-off if we were to experience sudden heavy rainfall in the coming weeks and months.

These variations are also affecting coastal areas with accelerated erosion, coupled with sea level rise.

The EA published revised climate change

allowances for major river catchments in 2016, with some updates on sea level rise in 2019, but this is already feeling very out of date, given the new standard set by the trio of storms earlier this year.

### More Forensic Flood Analysis

As we work our way through a new normal and a very uncertain future for us as communities, the threat of flooding remains the looming menace that people may have conveniently forgotten given all of the headlines from the pandemic.

**Future Climate Info has teamed up with Ashfield Solutions to provide a property specific, fully manually assessed report delivering expert independent insight.**

Detailed analysis of the flood risk, derived from complementary data sources and flood mapping coupled with unrivalled experience gives clarity, and ultimately makes those all important decisions on property acquisition that much easier.

The Flood Appraisal service is designed to complement our comprehensive range of due-diligence products, providing an enhanced view where a known flood risk exists. **Find out more information on the Flood Appraisal Service**

Or call us on 01732 755180 or email [consultancy@futureclimateinfo.com](mailto:consultancy@futureclimateinfo.com)



## In Too Deep?




## FCI Flood Appraisal

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- Property resilience or resistance measure recommendations
- Statement of insurability
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## Landlord concerns regarding eviction process

In the past few months, the world has been turned upside down, whether the concerns relate to health, wealth or employment situations.

Due to the current health crisis, the Government has put in place a series of packages to help secure finances for people and businesses. However, it is likely that Covid-19 will cause life to be very different for most people when we eventually come out of this crisis.

We have been approached by our landlord clients with concerns as to what they can and cannot do during the crisis. Questions such as “My tenant hasn’t paid. What can I do?” Or for landlords who had already begun the eviction process, “What will happen to the hearing listed to evict my tenant?”

These are valid concerns, especially in this unprecedented landscape, and the difficulty is that the situation is changing all of the time. Thankfully, our expert team are on hand to answer your questions and help guide our landlords through this difficult time.

On the 26th March 2020, the Government passed into law the Coronavirus Act, which would also prevent any landlord from attempting to evict their tenants.

However, with regard to any ongoing possession proceedings, providing the notice and court possession pack were filed prior to 26th March 2020, then the “Coronavirus law” would not apply. Any Notice served on the tenant after this date, with the landlord planning commencement of possession proceedings, would be more than likely dismissed at court due to the new law.

More recently, the Government extended the housing possession proceedings ban further again. This meant that the extension,

which was to be lifted on 23rd August 2020 for proceedings to resume, would now be extended until the 20th September 2020. However, this is not to say that the landlord could not serve the relevant and correct Section 21 or Section 8 Notice to the tenant. It would mean that the landlord would have to state on the Notice that no possession proceedings would begin for at least six months.

Why six months and how long will this go on for? Whilst the landlord can serve the relevant Section 21 and or the Section 8 Notice, they will now have to state that the possession proceedings will not begin until after the six-month notice period and unfortunately, this will be, for the time being the “norm” until March 2021. It is thought the Courts will be backlogged thus only prioritising previously issued cases.

However, it should also be mentioned that whilst in the majority of eviction cases, the six months’ notice would be required, this would not include evictions that involve anti-social behaviour or domestic abuse claims. It would appear those types of matters would still fall into the normal notice period for a Notice to Evict.

New amendments have been added to the required notices dealing with the Act, so it is important to use the right Notices. If a tenant is not paying the rent, consideration should be given as to whether there is a guarantor. The majority of tenancy agreements require the additional security of having a guarantor adding to the agreement. This provides landlords with peace of mind knowing that should the tenant default on rent, there is the guarantor to proceed against and attempt to recover the rent through a separate small claim.

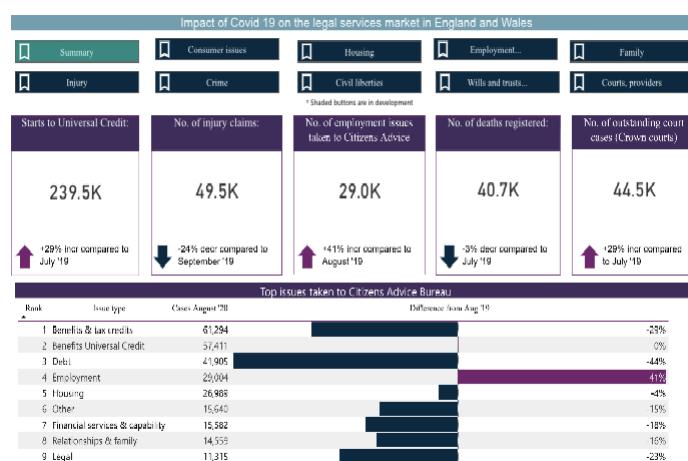
**Pamela Lacey**  
**Maxwell Hodge**

## LSB Coronavirus impact dashboard development

The Legal Services Board (LSB) dashboard aims to inform regulators and policy makers by indicating the impact on demand for legal services across different legal issues as well as the health of the legal services market in England and Wales. This is in development and will change, some indicators/pages are not yet available.

Data used for this dashboard are provided by a variety of institutions including the government and they will be updated on a monthly basis. Many indicators come from organisations’ operational or management data and have not been subject to the same quality checks used for official statistics. Numbers may also change as provisional data is revised in later releases. Full data can be downloaded [here](#).

The data should be interpreted with care. For example, there will often be a time lag before the impacts of Covid-19 are seen in the data. Some consumers may be experiencing issues but cannot, or decide not to, seek advice. Therefore, a reduction in numbers may reflect suppressed demand rather than lower legal need.



**For further information, click [here](#)**



# Committal Proceedings - It's all Change!

## Changes to Part 81: Applications and Proceedings in Relation to Contempt of Court

Proceedings for contempt of court are a common enforcement tool for practitioners in a plethora of practice areas in both civil and criminal work. In social housing, committal applications are a regular feature in enforcing breaches of injunctions made on grounds of anti-social behaviour or breaches of tenancy. Prior to the 1st October 2020, the 38 rules in Part 81 concerning contempt, supplemented by a Practice Direction to Part 81 and Court Forms in Practice Direction 4, were considered unnecessarily lengthy and archaic.

This year's changes, brought about by the Civil Procedure (Amendment No.3) Rules 2020, replace the former rules, revoke the former practice direction and introduce five new forms for contempt in Practice Direction 4. The reforms are intended to streamline and simplify the rules in order to make applications and proceedings for contempt of court more accessible and efficient.

The new Part 81 now comprises only 10 rules, on the following

<i>How to make a contempt application</i>	Rule 81.3
<i>Requirements of a contempt application</i>	Rule 81.4
<i>Service of a contempt application</i>	Rule 81.5
<i>Cases where no application is made</i>	Rule 81.6
<i>Directions for hearing of contempt proceedings</i>	Rule 81.7
<i>Hearings and judgments in contempt proceedings</i>	Rule 81.8
<i>Powers of the court in contempt proceedings</i>	Rule 81.9
<i>Applications to discharge committal orders</i>	Rule 81.10

This represents a significant reduction of the former rules and a complete revocation of the former Practice Direction in exchange for a more concise set of logically organised rules which cover the essential areas of practice and procedure.

Applications for committal proceedings will generally be commenced using the standard Application rules in Part 23, unless otherwise stated in rule 81.3. The contents and requirements of any committal application are detailed in Rule 81.4, but there is no change to the requirement for parties to rely on affidavit evidence, as opposed to Witness Statements, to meet the criminal standard of proof.

Parties will now be referred to as 'Claimants' and 'Defendants' as opposed to 'Applicants and Respondents' and a new feature of the rules, particularly favourable for Claimants, is an exception to the requirement for personal service of an application. Rule 85.1(2) now allows for personal service to be dispensed with, where "a legal representative for the defendant is on the record in the proceedings...". Whilst the rules are clearly aimed at assisting Claimants in avoiding issues from service, such as adjournments and the potential for sanctions we know that, in practice, it is unlikely that at the point when service is required, there are going to be solicitors on record for the Defendant with instructions (or indeed funding) to accept and pass on proceedings. Solicitors acting for Defendants are empowered to object in writing within seven days' of receipt of the application



**Abs Lalji**

(CPR 81.5(a)) at which point the issue of service shall be referred to a judge to be dealt with on paper (CPR 81.5(c)).

The new rules on Applications and proceedings in relation to contempt of court under Part 81 therefore seem like a welcome simplification and streamlining of the former rules and practice direction, and we hope that they will provide and create clarity and improved efficiency for both practitioners and Courts.

**This article has been written by Abs Lalji, Trainee Solicitor in the Social Housing and Regeneration Department of MSB Solicitors** [abslalji@msbsolicitors.co.uk](mailto:abslalji@msbsolicitors.co.uk)

### Missing Will

Does anyone know the whereabouts of the will of

**Diane Mary Herbert**

of 27 Missouri Rd, Liverpool L13 9BB

which was written approximately in 2006/7 and could have been written by a law firm which has now closed.

The Executor is Janet Chetland and can be contacted at  
**Janet.chetland@icloud.com**  
**Tel 07587 410 680**

## Bounce Back Loans: a disaster waiting to happen?

Recently, the National Audit Office published its findings following an investigation into the Bounce Back Loan Scheme.

Although the story was widely reported in the press, and I assisted them to gain a better understanding of the issues that surrounded the report, a fascinating angle has gone unreported. In addition to the headlines, that perhaps as much as 10% of the Bounce Back Loan Scheme – now valued at £48 billion – has already been transferred to fraudsters, the report provides an insight into the decisions that were made by the Government and how it is proposed to deal with those businesses that either go into default or which are involved in fraud.

Firstly, the Government's primary motivator was speed; it wanted to support SMEs as quickly as possible. It was aware that Germany and Switzerland had already put in place Bounce Back Loan schemes of their own, both of which offered safeguards in that businesses were not allowed to self certify; were not allowed to use the loans to repay existing lending, and could only in certain circumstances use the loans to pay dividends. Contrast those safeguards with the British Government's system, where no such safeguards were imposed, because the Government wanted to release funds to businesses within 48 hours of the application being made, whereas the usual time it would take for banks to process such applications is between four and 12 weeks.

The Banks and intelligence agencies were not ready for the launch of the scheme – it took about a month for them to get up to speed, by which time vast sums of money were already being lent. Gradually the banking system of safeguards, including fraud referral agencies such as CIFAS, lender due diligence and post-accreditation audits, started to kick in. However, the reporting system (Portal) the banks use does not highlight fraud risk. The British Bank provided training to the banks on best practice, but there was insufficient time to prevent duplicate applications being made. The self-certification process meant there were no credit checks where banks were going to lend to existing customers. Unviable businesses were able to access the loans. The British Bank highlighted that they were most concerned about fraud arising out of self certification; multiple applications; lack of legitimate business; impersonation and organised crime.

It was only in October that the banks started to provide the British Bank with monthly fraud reports through the Portal. Since bank credit fraud checks are interrelated (they don't distinguish between fraud and default risk) we won't know until May 2021 – when the loan repayments are due to commence – how many businesses will have gone into default.

Lenders use their existing recovery programmes and then claim from the Government after a reasonable period when loans go into default. The banks are not being paid to recover defaulted loans – responsibility for that falls on the British Bank. The report highlights that the 100% loan guarantee reduces lenders' incentives to recover the money. The report reveals that SME borrowing currently stands at £165 billion, of which 65% is owed to the big five banks. Those big five banks are responsible for lending 89% of Bounce Back Loans. It is therefore obvious that the big banks are encouraging their clients to take out additional 100% Government-backed lending to refinance their businesses. We have already heard reports from clients that this is the case, and it probably explains why lending through the Bounce Back Loan Scheme is much higher than originally estimated – the report suggests the figure could reach £75 billion.



Jeremy Asher

Whilst banks assessed fraud risk early, and some fraud risk can be mitigated, the risk of fraud remains “very high”.

So what does this mean for businesses and company directors going into default? Because the banks were not allowed to use the usual credit checks for own customer lending, they relied on their anti-money laundering, KYC and anti-fraud measures. This has led to a large number of CIFAS fraud markers being identified by the banks – such markers sit behind credit ratings and are used by the banks for their benefit. Invariably customers only find out about them after they have been refused credit. Once an application for a Bounce Back Loan has been flagged as fraudulent then it is likely that fraud markers will be issued. Therefore many businesses may not be aware that they have potentially stored up trouble for themselves by making multiple applications, and had they not availed themselves of the 90 day honesty window they were offered, directors could find themselves black listed from obtaining credit for up to six years. Where businesses have a board of directors, banks check against each director, so if one of them has a CIFAS marker it will also hamper the business itself from obtaining credit. It is possible to challenge such markers and businesses should take legal advice immediately they become aware of markers.

The National Investigation Service (NATIS) commenced investigating Bounce Back Loan fraud cases at the end of September. The lenders are now producing monthly fraud reports. The National Audit Office reported that the default level could be as high as £43 billion – when the scheme was originally devised the Government estimated between 35% and 60% would default; that estimate has been revised to between 15% and 80%.

**Jeremy Asher,**  
Head of Private Prosecutions, MSB Solicitors



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## The Case for Reform – A Codified Housing Act

### Introduction

In 1644, Sir Edward Coke was quoted as saying, "For a man's house is his castle." Our homes provide us with security, safety and warmth. They provide us with a place of refuge and somewhere we look forward to returning to after work. Whilst these may be sweeping generalisations, they are ones with which most people can identify.

But what happens if there is an issue with our homes? Would the ordinary person in the street know where to turn or what their legal rights and remedies are? Would they be able to navigate the plethora of legislation and case law that we as lawyers are so readily able to access?

### Sheer Volume of Acts and Statutory Instruments

A quick browse of legislation.gov.uk with the keyword "housing" as the title returns 1255 Statutory Instruments and 73 Acts of Parliament of which 42 relate to matters we are concerned with. "Property" likewise returns 1099 Statutory Instruments and 41 Acts of Parliament of which 18 relate to matters we are concerned with.

That is just on a key word title search and not including Acts such as the Administration of Justice Acts, the Commonhold and Leasehold Reform Act, the Deregulation Act, the Tenant Fees Act or the Coronavirus Act 2020 which have amended some previous Acts.

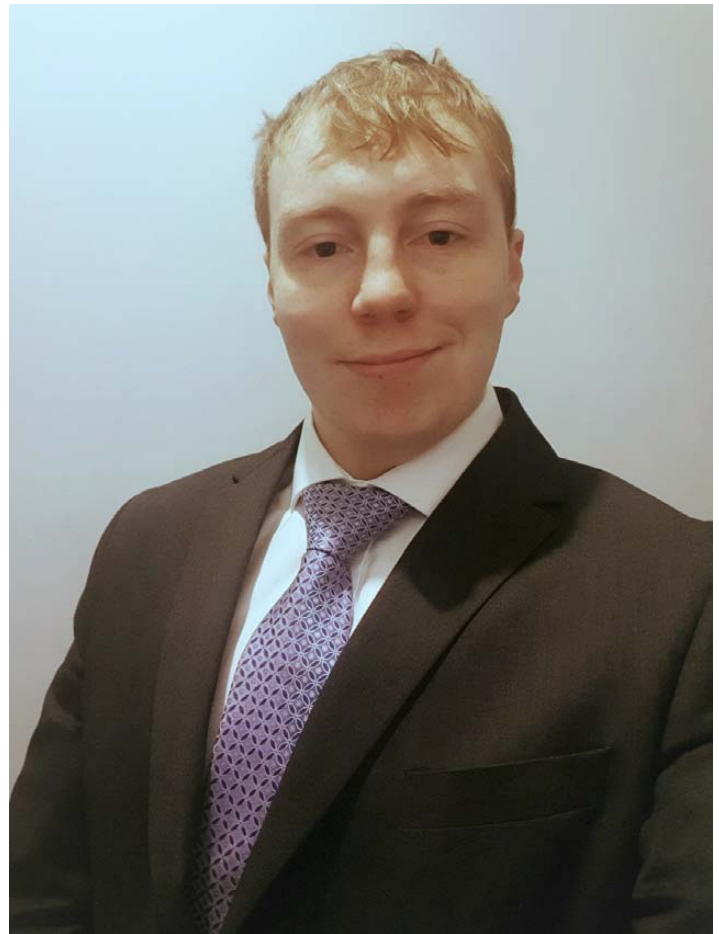
The question that I pose in light of this is, why do we not have a codified piece of legislation fit for the 21st century that is able to be accessed in one place and understood by all? Without wishing to bore the reader or make Santa want to climb back up the chimney, I will use two examples to highlight this issue; mortgage arrears and section 21 notices in both England and Wales.

### Example 1 – Mortgage Arrears

Let's start with a look at a mortgaged property and a very basic example of there being arrears on the property for one reason for another which may be all the more relevant in light of the COVID-19 pandemic and lockdown.

The mortgage company are threatening to issue possession proceedings. The Court has the power to, amongst other matters, suspend an order for possession if it appears likely that the arrears can be repaid in the reasonable period, under section 36 of the **Administration of Justice Act 1970** and section 8 of the **Administration of Justice Act 1973**. Further, the *Norgan* principle from the case of *Cheltenham & Gloucester Building Society v Norgan* [1996] 1 WLR 343, clarified that a reasonable period is the remaining term of the mortgage. There alone we have two different pieces of legislation and a key case set out in three different locations and requiring 26 years to interpret and clarify the initial piece of legislation.

In this day and age, when legal aid has been cut, free legal advice is not always available and the Courts are trying to modernise and make matters more accessible by removing "legalese" isn't it time that we simplified and codified the legislation into one document?



Andrew Pope

### Example 2 – Section 21 Notices, the Landlord and the Tenant

If we then look at a standard landlord and tenant relationship, according to Hamptons International, there were 2.66 million landlords in 2019; down from a peak of 2.88 million in 2017. In 2017, there were 4.5 million households living in private rented accommodation (ONS data). At the time of the 2011 census, there were 2.2 million tenants of local authorities and 1.9 million tenants of other social landlords (ONS census data).

In order for a section 21 notice to be valid it has to comply with certain, strict requirements.

We therefore are not just concerned with the **Housing Act 1988** (as amended by the **Deregulation Act 2015**) but also the **Housing Act 2004** (in respect of the deposit), **Tenant Fees Act 2019** (in respect of any unlawful fees or deposits that the tenant has been charged) and the **Assured Shorthold Tenancy Notices and Prescribed Requirements (England) Regulations 2015** which refers to the **Energy Performance of Buildings (England and Wales) Regulations 2012** (requirement to provide an energy performance certificate to a tenant or buyer free of charge) and the **Gas Safety (Installation and Use) Regulations 1998** (requirement to provide tenant with a gas safety certificate). There alone we have four Acts of Parliament and three Statutory Instruments.



The above concerns England only.

In relation to Wales there are additional requirements under the **Housing (Wales) Act 2014** and a requirement that a landlord be registered and licensed to carry out letting and property management activities under the Rent Smart scheme.

## COVID-19 Notice Extensions

This was before the COVID-19 pandemic, the world went into lockdown and the Coronavirus Act 2020 was passed in which Schedule 29, paragraph 7 amended section 21 of the Housing Act 1988 to extend the notice period from two months to three months if the notice was given between 26th March 2020 and 28th August 2020. Notices given on or after 29th August 2020 have to be at least 6 months.

For both a landlord and a tenant it is easy to see how this could become very confusing very easily. Would a tenant know what rights and protections they have and whether a landlord has complied with all of the above and conversely, would a landlord know whether they have complied with all the legislative requirements?

## Comparative Examples

When the Companies Act 2006 was given Royal Assent, it had the distinction of then being the longest Act in Parliamentary history with 1,300 sections, covering nearly 700 pages, containing 16 schedules and having a 59 page list of contents. It made changes to almost every facet of the law in relation to companies including codifying common law principles.

The Consumer Rights Act 2015 was lauded as an accessible piece

of legislation that can be easily accessed and brought together Unfair Terms in Consumer Contracts Regulations 1999, Unfair Contract Terms Act 1977, Sale of Goods Act 1979 and the Supply of Goods and Services Act 1982.

## Conclusion

All of this is before we even consider matters of counterclaims for disrepair and what impact the **Homes (Fitness for Human Habitation) Act 2018** will have as unfortunately there has been no guidance and interpretation from the superior Courts.

Does that not, in of itself, highlight the issues?

We have seen in the past a willingness to bring about codified legislation and should be looking to do it again with our housing legislation.

Much like the Consumer Rights Act, a codified Housing Act could be split into parts so that it will be easily identifiable and navigable for whoever may need to have recourse to it.

In the 21st century we deserve up to date, coherent and cogent legislation that can be navigated and accessed by all. In its current state, to paraphrase the late Eric Morecambe, we have all the right pieces but not necessarily in the right order.

**Andrew Pope**  
**Liverpool Civil Law**  
**Telephone: 0151 242 0500**  
**Email: clerks@liverpoolcivillaw.com**  
**pope@liverpoolcivillaw.com**

## Conveyancing Law Update

Tuesday 8th December, 1.30pm - 4.15pm (inc breaks)

With Richard Snape

**Conveyancing continues to undergo major changes. In particular, estate rent charges continue to cause problems and there is detailed guidance on conveyancing during the Coronavirus pandemic.**

### Content covered:

- The latest on Coronavirus
- Estate rent charges
- Latest on ground rents and mortgage requirements
- Septic tank replacement
- The latest TA6 enquiries
- The conveyancing protocol
- Recent case law
- EWS1 Certificates and cladding

**[CLICK HERE TO BOOK](#)**

## Conveyancing Quality Scheme: Demonstrating compliance & surviving the assessment

On Tuesday 17th November, 10am-1pm

With Tracy Thompson

This seminar is specifically designed for firms who are both CQS accredited, and those firms who are currently working towards attaining accreditation.

It will provide guidance to interpret the requirements of the standard whilst gaining practical experience of how to develop and implement those requirements.

The session will look at:

- *Changes to the CQS scheme*
- *Key requirements of the Core Practice Management Standard (CPMS)*
- *Implementing the required policies and procedures of CQS within your practice*
- *Key areas of The Law Society Conveyancing Protocol (6th Edition) & much more!*

Competencies: A, B & C

**[CLICK HERE TO BOOK](#)**

# Training Contracts during the Pandemic

**In this edition, Amanda Sime and Jemma Castell, trainee solicitors and members of the MJLD, share their experiences of their training during lockdown**

**Amanda Sime,  
Trainee Solicitor  
Canter, Levin & Berg**

I started my Training Contract on 1st September 2020; smack bang in the middle of the current COVID-19 pandemic. When I'd imagined my Training Contract over the years, I had always imagined it as a very 'face-to-face', shadowing based experience. This is not something that is available in the current climate!

I am lucky to work in a 'small' firm; we all know each other well and all of the team members have each other's phone numbers, which we constantly ring. This sounds basic, but it has made all the difference to being able to work effectively from home. Being able to pick up the phone to ask a question, just as I would shout a question across the office floor, has been very beneficial to all of us. Each morning at 9am, we have a group WhatsApp call to discuss our days ahead; this ranges from talking about the serious work tasks we need to urgently complete to what we're having for tea that night. This is exactly what we used to do each morning in the office over a cup of coffee, and it really helps to still be able to bounce ideas off each other and ask any questions needed. This also prevents us from feeling isolated.

On the flip side of this, working from home has made me a more confident Trainee. In the office, I would often ask questions I was 99.9% sure I knew the answers to, just for some reassurance. Now that I work physically alone, and although I could ask any member of the team on the phone, I am forced to trust my own instincts and believe in my experience and what I have learnt over the past few years. I do feel that working from home has made me a better, more confident and more efficient Trainee.

We, as a nation, have had to adapt to new and more technological ways of working. If you had told me last year that serious, multi day trials would take place via Microsoft Teams, I would have first asked you what an earth Microsoft Teams was, and then I would have laughed. "Important hearings can't take place outside of a court room!" I would have said; and I would have been wrong. I believe it is the same concept for training contracts; if I had been offered a Training Contract last year and been told I had to do it all from home, I would have panicked. Now, with experience of working well from home throughout the pandemic, I am taking it in my stride pretty well. As solicitors, we have to be able to adapt quickly to keep up, as has been proven by the events of 2020 so far.

I have nothing to compare my Training Contract to, as I have only ever done it from home, but I see no reason why partially home-based Training Contracts cannot carry on into the future, when a mix of office and home working will no doubt continue. If you work in firm with an 'open door' policy, this will simply

convert to an 'open phone' policy. With all of the technology we have available now, it is very possible your Training Contract can be just as beneficial online as it would be in an office-based environment. My Training Contract diary is still filled in and sent to my supervisor weekly; it is just emailed rather than printed out.

It is very easy when working from home to let your job consume you; to log on the minute your eyes open, and to be working late at night while half watching the latest Netflix series. I think this is especially true for trainees who want to make a name for themselves and prove just how great they are. Luckily, my employers are keen to make sure we take time off and do not work too many hours. I remember at the beginning of lockdown, when we had lots of staff on Furlough and we were busier than ever, I asked if I could work the Easter bank holidays and was horrified to be told no, that I would burn myself out; but my bosses were right. Even today, the first day of a really busy week for our department, my line manager rang me to tell me I needed to book some days off and make time for myself. If Training Contracts are to continue taking place at home, it is really important for Trainees not to feel like that have to work every hour to prove that they have what it takes.

I am lucky that my first seat is in Family, the department in which I have worked for the last 2 years. If everything is still the same when I move to my Employment seat, an area in which I have never practiced, I can imagine I will be more apprehensive. However, this pandemic has cost us enough this year; we cannot let it affect our careers too.

**Jemma Castell  
2nd Year Trainee  
CEL Solicitors**

Transitioning from working within the office to working from home within my firm was seamless. We are a paperless office and all of our systems are cloud based so everyone could easily access all the systems from our home computers. Prior to the stay at home order being given by the Government on 23 March 2020, the Directors of the firm has already implemented a flexible working policy for working from home and working hours, so everyone was already set up to work from home effectively.

Our office is a sociable place and we are an extremely close-knit team, so initially I was concerned about how I would find sitting at my desk in the dining room day-in-day-out without being surrounded by my colleagues.

The systems we have in place at CEL meant I never felt far away from them. We have an internal instant messaging system in which group chats were set up for each team meaning we were all easily able to collaborate with each other throughout the day



and bounce ideas around, the same way that we would have been doing if we were in the office. We also have a work WhatsApp group where every morning someone shared a joke of the day and rang a bell virtually via gif when a case settled!

Our team meetings moved onto zoom where we had motivational talks, team building exercises and quizzes every week. My firm also places a strong emphasis on mental health and wellbeing and as such we had regular checks with our designated mental health-officers to make sure we were all feeling okay and coping with the lockdown and all the challenges it brought.

As a trainee my main concerns were how lockdown and working from home for a prolonged period of time would work without the regular face to face contact I am used to. I was really pleased however, that the strong relationships I have with my senior colleagues and supervisors and our open-door policy that we have at the firm, simply carried over to remote working. I was regularly given feedback on my work by telephone and through electronic reviews. Rather than sitting down at my supervisor's desks or in one of the collaboration spaces, I would send them my work directly and they would then send it back with suggested amendments and feedback. If there was anything that needed to be discussed in more detail this was done by telephone or video calls.

I think the experience of being a trainee within lockdown working remotely could either have been a positive experience or negative experience and I feel like depended almost entirely on how working from home was approached within the firm.

I feel I grew in confidence as I was supported fully by my supervisors and was never left to worry or fret about tasks I had been assigned. There was always someone available throughout the whole lockdown period to answer any questions or queries I had or to help solve problems. We had to think of new ways of working and collaborating both internally as well as externally and as such I developed better relationships with Counsel and experts due to having arranged conferences by telephone. Most of all it was confirmed to me that I was truly trusted by my supervisors, the directors and the firm and that they believe in my abilities to successfully work independently and there is no better feeling as a trainee.

That being said, I was excited to get back to the office and see all my colleagues and whilst I will be taking advantage of the firm's newly implemented work from home days on the odd occasion, I enjoy the office atmosphere too much to want to work from home permanently.



**Amanda Sime**



**Jemma castell**

# National family law firm opens its first office in Liverpool

Stowe Family Law (Stowe) has opened an office in Liverpool, its first in the city, taking the firm's national presence to 31 offices and reinforcing its position as the country's largest specialist family law firm.

The new office will be headed up by Matthew Taylor, formerly of Weightmans, who specialises in all aspects of family law including divorce, separation, cohabitation issues, nuptial agreements, arrangements for children and financial settlements.

Senior Partner, Julian Hawkhead, said: "It is an important milestone in the development of Stowe to open our first office in Liverpool. The addition of this office enhances Stowe's national footprint and prominence in the family law sector in the North West of England."

He continues, "We have more specialist family lawyers than any other firm in the country, ensuring that we provide the very best legal knowledge and experience to our clients."

Matthew Taylor said: "I am delighted to join Stowe Family Law and head up their first office in Liverpool; the city in which I have practised as a family law solicitor for the past five years. I am hugely excited to help people from all over Merseyside with their family law matters and look forward to growing a team of



**Matthew Taylor**

talented and empathetic lawyers dedicated to achieving the best outcomes for their clients so that they can move forward with their lives constructively."

### Dealing with Break Notices – key issues

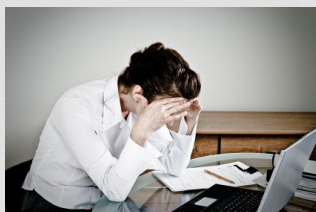
Monday 16th November, 2pm - 4pm

This training is aimed at the busy commercial transactional property lawyer.

Can't make the date/time or need to revisit the training? No problem, booking onto this event means you will receive a link to access a recording, for you to watch at your leisure!

#### Ian Quayle will cover:

- Options to break due to pandemic events
- Old fashioned break clauses
- Modern break clauses
- Break clauses and tenant insolvency



Competencies: B

[CLICK HERE TO BOOK](#)

### Lease Renewal for Commercial Property Lawyers

Monday 9th November, 2pm-4pm

With Ian Quayle

Can't make the date/time? No problem, booking onto this event means you will receive a link to access a recording of the event for you to watch at your leisure!

This training is aimed at commercial property lawyers who have to deal with lease renewal issues.

#### Topics covered:

- The basics – when does the Landlord and Tenant Act 1954 apply
- Negotiating a new lease – tactics, tips and traps
- Ground for opposing renewal
- An insight into 1954 Act litigation
- Interim Rent Applications
- Issues to watch on termination of the lease
- What happens when a business lease outside the 1954 comes to an end?
- Using PACT and Arbitration
- Recent Case law will be examined

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## Jackson Lees group recognised in leading sector Directory

Four lawyers from Jackson Lees Group have been recognised within the globally renowned legal directory, Chambers and Partners.

The highly respected guide independently researches the world's most outstanding legal firms and lawyers to produce a comprehensive listing of the sector's best and brightest.

The directory covers firms ranging from boutiques to multi-nationals, and has recognised four individuals within the firm's Housing, Clinical Negligence, and Actions Against the Police practice areas.

Three of the team retain their places within the directory, and have been recognised for continued excellence. Renowned human rights lawyer, Chris Topping, an access to justice champion and director in Broudie Jackson

Canter's Civil Liberties department, has been celebrated for his work across the UK; Julia Hurlbut, who leads Jackson Lees' Clinical Negligence department, and Martin Hood, Deputy Head of the Clinical Negligence department have both been lauded for their work within Liverpool and the surrounding region.

Jonathan Davidson, who works within Broudie Jackson Canter's Housing and Welfare department, is a new entrant in the directory. Jonathan has been recognised for his work across the North West representing tenants in a wide range of tenancy and housing matters, including housing disrepair, anti-social behaviour accusations, Committal Proceedings for Contempt of Court and possession proceedings. He also represents homeless clients in all aspects of Homelessness

Law.

Before training as a solicitor, Jonathan worked at the Whitechapel Centre for nine years, working his way up to manager in the floating support team, helping people with drug and alcohol issues. Jonathan has delivered training courses for Liverpool Law Society and the Royal Institute of Chartered Surveyors and acts as a mentor to law students from both the University of Liverpool and Liverpool John Moores University.

Esther Leach, Managing Director of Jackson Lees Group, said: "We're so pleased and proud to see the outstanding experience within our team being recognised in one of the world's most respected legal directories. As we all work together to Make a Positive Difference, it's brilliant to see our Housing, Clinical



**Jonathan Davidson**

Negligence, and Actions Against the Police departments receive this very well deserved recognition for their talent, knowledge and expertise. We're particularly pleased to see Jonathan's addition to the directory, which reflects his brilliant track record and deep commitment to securing justice for clients within our Housing and Welfare practice."

### Social Media in the Workplace

Wednesday 11th November, 1pm-3pm

The course looks at the risks associated with the use of social media by employees, the practical steps employers can take to protect their business and what action employers can take if employees use social media inappropriately.

#### Emma Tegerdine will cover:

- The risks associated with social media
- Do employees have a right to privacy?
- The impact of improper social media use by employees outside work
- Damage to reputation and disciplinary action
- Dealing with excessive personal use of social media during working hours
- Monitoring

Competencies: A2,4, 5 & B3, 4, 6, 7

[CLICK HERE TO BOOK](#)

### Using Resilience to build a healthy mind & a healthy business

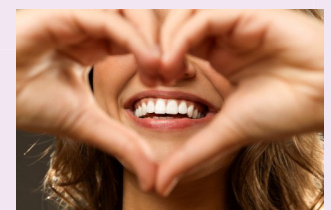
Friday 27th November, 10am-11.30am with Fran Costello

This event is aimed at anyone who would like to increase their own or team's energy and performance levels through increasing the protective factors of resilience.

Assisting you in creating sustainable resilience behaviours that increase energy for the individual, and create higher performance and profit for the business.

Fran will cover:

- Understanding of the six resilience dimensions, change agility, physical, emotional and mental energy, purpose and recovery
- Managing energy more effectively, optimising health, happiness, productivity and performance
- What drains and boosts our energy? How to avoid burnout or rust out



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## Boutique law firm Astraea Legal acquire city crime specialists Linskills Solicitors

Criminal and commercial litigation specialists Astraea Legal has announced its acquisition of Linskills Solicitors. The purchase marks the start of a rapid expansion for the progressive law firm who have offices in both Liverpool and London and the acquisition of Linskills Solicitors will see the team grow from 8 to 20.

Astraea, who specialise in a wide range of legal services, said that Linskills will continue to trade under their current name and founder Julian Linskill will remain very much part of the team for the foreseeable future.

Astraea Legal founder and Managing Partner Nama Zarroug commented, 'Our aim is to build on Linskills' exceptional reputation and take their legacy forward as part of our international practice. They have been a well-respected player in the Liverpool legal scene for over forty years and we are looking forward to be working alongside such experienced professionals.'

Nama went on to say that the acquisition will help fast-track the firm's commitment to championing access to justice for some of the area's most vulnerable clients.

'Linskills will remain the trading name for all of our publicly funded work and together with our expertise in areas such as crime, property, civil litigation, family and welfare this will expand and enrich our overall offering.'

Speaking about the acquisition, Linskills founder Julian Linskill commented, 'This marks a new era for the whole team here at Linskills. When the Astraea team approached us we were immediately impressed by their progressive approach and felt the merger would be a real meeting of minds. We are all delighted to be working alongside Nama and her team and look forward to adding further strength to our core services over the coming months.'

Astraea Legal was founded in 2016 by Nama Zarroug and fellow director Matt Reynolds and were subsequently joined by Directors James Roochove and Sara Perischine, along with a hand-picked team of highly experienced professionals. Astraea Legal service clients locally, nationally, and internationally and their combined areas of expertise span everything from all aspects of regulatory investigations, criminal, civil and commercial litigation as well as commercial property law, family, electoral, motoring and licencing law.

With an overriding aim to provide the best possible representation for the lowest possible cost, their acquisition of Linskills will now allow the team to offer legal aid support to vulnerable clients alongside their high-profile commercial work.

In a landmark week for Astraea, they have also been ranked as one of the top law firms in the UK with their inclusion in the Legal 500 list. The rankings, which are recognised globally, highlight law firms who are providing the most cutting edge and innovative advice, based on feedback from clients and a team of researchers who have unrivalled experience in the legal market.



**The Astraea Legal Team**

### **\*NEW\* Managing alcohol & substance misuse in the workplace**

Wednesday 11th November, 10am-12pm

Excessive alcohol consumption and the misuse of illegal & prescription drugs by staff is a growing issue for employers, who often have no idea how to address it. This course will tackle the thorny issue of substance misuse by employees, including whether it should be dealt with as a health or disciplinary issue and when it is lawful to carry out drug and alcohol testing.

Emma Tegerdine will cover:

- How to spot alcohol and drug misuse at work
- Whether substance misuse is a health issue, or a disciplinary issue
- Is alcohol or drug addiction a disability?
- The lawfulness of alcohol and drug testing
- Tips on developing an effective substance misuse policy
- Practical guidance on how to manage suspected alcohol or drug misuse

Competencies: A2,4,5 & B3, 4, 6, 7

**[CLICK HERE TO BOOK](#)**

# Broudie Jackson Canter appoints new employment and discrimination lawyer

Broudie Jackson Canter has brought a new employment and discrimination expert on board.

James Tinston, who has more than 14 years' experience, and has been a qualified solicitor for over 10 years, will work with the firm to bolster its offering across issues such as unfair dismissal, unfair redundancy and breaches of the Equality Act.

Having previously worked as a trade union lawyer, James plans to grow the employment law and discrimination team with the aim of achieving justice for more people across the region.

With the end of the Government's furlough scheme, James and the wider team are expecting an increase in the number of people requiring expert guidance as they face the prospect of changes to their employment.

James said: "I'm really thrilled to be part of Broudie Jackson Canter and am looking forward to working with the team to help grow our presence across employment law and discrimination.

"This year has been incredibly tough on both employers and employees, but it's essential that workers understand, and are aware of, their rights. Whether Covid-related or not, employees should be able to access quality, impartial advice so that they are confident they're being treated fairly.

"Of course, many employers will be doing all they possibly can for their staff during these unprecedented times but, unfortunately, there is a minority that do not act appropriately or fairly. I'm passionate about giving people a real voice and helping them to tackle the bigger issues that stop them from being treated equally.

"I know that Broudie Jackson Canter has a reputation for achieving results for its clients, but I was also especially excited to join a business that is committed to making a positive difference to its clients and staff."

As well as employment law, James and his team will work to support clients who may have experienced discrimination, in employment or in any other area of life. It is illegal to discriminate against anyone due to 'protected characteristics' including age, disability, sex, gender reassignment, being married or in a civil partnership, being pregnant or on maternity leave, race including colour, nationality, ethnic or national origin, religion or belief, and sexual orientation.

Chris Topping, director at Broudie Jackson Canter, said: "James has an impressive level of experience, particularly within the field of employment law, so we're confident that he can take this team to the next level.

"We're passionate about providing a route to justice for people who may struggle to secure appropriate representation, and we're excited to work with James in supporting individuals who need our support the most."



**James Tinston**



## Creating a Communications Strategy for Team Cohesion & Connection

Monday 23rd November, 10am - 11.30am

Remote working means that we need to construct an environment both for efficient dissemination of information and the more informal conversations that are integral to working life.

This session looks at ways our digital selves can become more effective and comfortable in order to support the team dynamic and cooperative, collaborative working relationships.

**Candy Bowman will cover:**

- Conducting a video conference for maximum participation
- How a video conferencing affects interpersonal communication
- Timing and frequency of team meetings
- What does the team need to develop and enhance working relationships?
- Formats for more informal interaction



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## An Update from the Chair of Liverpool Branch of CILEX

As a branch, we understand that the last several months have been difficult, the move to home working brought its own difficulties, some members have experienced furlough and just as we appeared to be getting back to some form of normality, tighter local restrictions were brought in. As we continue through the ongoing uncertainty, we hope that all members, and everyone in the wider legal community, are keeping well and managed to have a well needed break over the summer.

Early this year we decided to suspend all face to face social and training events and like many others, we have ventured into the world of online and virtual events. So far, we have covered the topics of mediation, motivation and revision skills with all donations going to our charity of the year; Headway Wirral. We hope that everyone who attended gained great insights and enjoyed the new online platform. We shall be extending our online programme for the remainder of the year; and have some exciting events in the pipeline; keep an eye on our social media for further details. As always, we are here for our members, so please do get in contact if you would like us to cover anything specific or if you would like to present to the Branch.

I would like to say a big thank you to our members for your continued support and to my fellow committee members for all the work that has gone on behind the scenes to continue our programme of events during these challenging times.

Whether you are starting out in your legal career or are an established practitioner, we are here to support you.

Paul Allonby, Chair  
Liverpool.branch@cilex.org.uk



Paul Allonby

## Li Mangan Photography

Based in Crosby near Liverpool, I operate as Li Mangan photography. I specialise in city scapes and shots of areas of natural beauty. I hope that my work reflects the beauty and the spirit of Liverpool and the surrounding areas.

My interest in photography began in my early 20s and is growing year on year. With Liverpool's such diverse culture, landscape and architecture it's never hard to find inspiration.



Examples of my work can be found on Facebook ([www.facebook.com/limanganphotography](https://www.facebook.com/limanganphotography)) and Instagram (@limanganphotography) or visit [www.colourpopz.com/limanganphotography](http://www.colourpopz.com/limanganphotography)

My photographs are available for purchase in many different mediums at reasonable rates.

I am also available for special commissions with rates to be negotiated based on your wants and needs and the time required to complete the work.

## Liverpool Good Business Festival

Over the course of two acts in 2020 and 2021, the smartest minds from around the world will join us to think big, galvanise our ambition and drive positive change. With compelling, thought provoking and unexpected programming, the festival will prove itself to be globally relevant and culturally essential. Alongside core events, our fringe, arts and social programming will ensure a true festival environment.

The first Good Business Festival took place on 8th October. The feedback received in response to our content, from the opening WTF Is Happening VT, featuring a range of names including Richard Curtis and Sadiq Khan, to our Raising the Game session, featuring moderator Gabby Logan and a host of sporting names, was incredible. It's 2020 and so we're still learning as we go, but we're really excited with how we've kicked things off.

Reading some of your comments has made all of the hard work worth it and it's great to hear that The Good Business Festival has not only given some valuable insights, but more importantly, has sparked action to make real change. Our

Action Klaxons have encouraged people to think about how people can get involved, and we're looking forward to supporting those causes as we talk about "what's next" for TGBF - stay tuned!

Want to relive it all? We're adding our sessions and films to our website in a brand new TGBF On Demand section, so you can always go back to watch anything you missed last week.

A recording of the first event Act 1 is available here: <https://thegoodbusinessfestival.com/programme/>

As we plan ahead for our next event, we'd love to find out how we can improve The Good Business Festival. If you could spare five minutes to complete our short survey, and tell us what you'd like to see next time. As a thank you, we'll put you into a prize draw for a £50 shopping voucher.

The next event is planned for March 2021, please visit [www.thegoodbusinessfestival.com](http://www.thegoodbusinessfestival.com) for more details

## ReviewSolicitors is partnering with Perfect Portal

**ReviewSolicitors is delighted to announce its recent partnership with Perfect Portal and are thrilled to be providing an integration for their mutual clients.**

The new integration enables law firms to collect client reviews and feedback directly via their Perfect Portal branded mobile app utilising the ReviewSolicitors questionnaire and feedback form.

On completion of a legal matter, a law firm can ask their clients to leave a review via their app which will automatically feature on the firm's ReviewSolicitors profile page to boost future client instructions.

Through ReviewSolicitors, each and every Perfect Portal review collected will now be displayed in organic Google search results, leading to boosted SEO and increased visibility for the law firm's genuine client reviews.

That's not all, this new partnership will help mutual firms collect more qualified leads and allow their clients to obtain a transparent conveyancing quote without any quote comparison, enabling firms to pick up new client instructions from the 4.5 million clients already using ReviewSolicitors every year, expanding their reach to grow their practice.

With a very similar ethos to ReviewSolicitors, Perfect Portal provides law firms with a competitive edge, digitising the client journey in order to boost growth and maximise client instructions. Firms using Perfect Portal are able to boast an impressive increase in their conversation rates. "Perfect Portal has been instrumental in our growth, we have seen an increase in our conveyancing instructions of over 150% since implementing the system." Mike Leeman, Managing Partner of Bell Lamb & Joynson Solicitors.



Perfectly complementing ReviewSolicitors' mission, Perfect Portal's CEO & Founder Yvonne Hirons says: "Consumers have an increasing level of expectation when choosing a law firm and many will turn to Google to research a firm before making a decision. ReviewSolicitors' impressive SEO captures these clients who can now receive a transparent quote whilst reading the firm's reviews which in turn can then be managed effectively using Perfect Portal's automatic lead conversion solutions."

Michael Hanney, Chief Operating Officer of ReviewSolicitors, also expresses his enthusiasm for the partnership, saying "We are thrilled to be able to offer visitors to the ReviewSolicitors site an enhanced experience through an integration with Perfect Portal. With over 4.5 million visitors a year, we're always looking for ways to improve our client journey and boost client acquisition for the firms that we work with - the innovation of Perfect Portal does just that".

The two leading legal service platforms joined forces on Monday, October 19th when visitors to the ReviewSolicitors site were able to utilise this exciting new service.





## Mental Capacity and Care Act Update with Helen Clarke

Tuesday 10th November, 10am - 12.30pm

After the first part of the session delegates should have increased their knowledge and understanding of the MCA 2005 including potential problems and pitfalls and where appropriate practical solutions in the following areas:

- MCA 2005 Update
- Increased knowledge of the knowledge of Court of Protection decisions including important costs decisions
- The impact of Covid-19 on the execution and use of LPAs
- Awareness of recent guidance and news from OPG
- The OPG LPA digital tool in practice.

The second part of the session will focus on some of the issues affecting clients currently receiving care and support under the Care Act 2014 during the pandemic or who may need care and support in the future. This includes changes to LA/NHS duties to assess/deliver care packages, retrospective charges for funding care, DHSC guidance on delivery of services and much more.

[CLICK HERE TO BOOK](#)



## Personal Injury Conference

Wednesday 9th December, 9.30am-4pm (inc breaks)

Chaired by HHJ Wood QC with sessions from

- 9.40am** Donna Scully, Carpenters  
LIP Portal/Whiplash Reforms
- 10.25am** Matthew Stockwell, Exchange Chambers  
Rethinking liability in RTA claims involving children and vulnerable adults
- 11.15am** Matthew Stockwell, Exchange Chambers  
How to recognize a brain injury and how it may overlap with other injuries
- 11.45am** Kerry Underwood, Underwoods  
Changes in the cost regime and update
- 1.30pm** Mark Holt, Frenkel Topping—Calculating Schedules of Loss: Recent updates and their implications
- 2pm** David Pilling, Liverpool Civil Law  
QQWCs and Fundamental Dishonesty Update
- 3pm** Craig Budsworth, AX Automotive  
Credit hire: a way forward

**Accredited by APIL Training:**

CPD hours: 5.25 Level: Litigator & Snr Litigator

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## Private Client Conference in Conjunction with STEP Liverpool

Wednesday 2nd December, 9.30am-3.45pm (inc breaks)

**\*OFFER\*** Each full paying delegate is permitted to book a colleague at half price!

Chaired by Graham Bevan with sessions from:

- 9.35am** Chris Whitehouse, 5 Stone Buildings Chambers  
Capital Tax Update
- 10.20am** Chris Whitehouse, 5 Stone Buildings Chambers  
Business and Agricultural Property
- 11.20am** James Hedley, Rathbones  
Portfolio management in uncertain times
- 11.40pm** Ruth Jones, 5 Stone Buildings Chambers  
Lasting Powers of Attorney for Property and Affairs
- 1.15pm** Leigh Sagar, New Square Chambers  
Taxation of Cryptocurrencies
- 2.15pm** Shazia Zamir, Teal Consulting—Don't get caught out by the Regs: how to stay safe and be compliant
- 3pm** Graeme Hughes, Brabners  
Charity Structures: Advising Charity Trustees

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Look forward

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## Public Child Law Conference

Wednesday 25th November, 9.30am-3.15pm (inc breaks)

Chaired by HHJ Parker with sessions from:

- 9.30am** HHJ Parker—Welcome & introduction
- 9.40am** Mark Senior, St Johns Buildings Chambers  
Seniors Top Ten
- 10.20am** Margaret Parr, Harrington St Chambers  
Special Guardian ship Orders: Chances, Challenges and Checks: where are we now?
- 11.20am** Ginnette Fitzharris, SJB  
Children and Vulnerable People as Witnesses
- 12.45pm** Mai-Ling Savage, Garden Chambers  
Appeals in Public Law Proceedings
- 1.30pm** Francis Stewart, South Liverpool Domestic Abuse Services  
The impact of Domestic Violence & Support
- 2.30pm** Lisa Edmunds, Unit Law  
What's love got to do with it: Lessons in Adoption
- 3.10pm** HHJ Parker—Summary & thanks

[Book Now](#)

## A new post pandemic generation: resilient, creative, innovative and connected

**In this article our LSA Intern, Charlotte, shares some of her thoughts on graduating during the pandemic and what it can teach her generation, and all of us, about 'Business as Unusual'**

**As a finalist, when the pandemic hit in March, I observed that there were two things on everyone's minds: how are we going to get through our exams, and will we be able to graduate? Fast forward seven months and in light of all the ongoing chaos, sitting exams in my bedroom are but a distant memory. Graduation is yet to happen!**

And now here we are, either job-starting or job-hunting in these 'unprecedented times', and neither situation is ideal. I find it easier to avoid reading headlines such as 'All the major firms predict job cuts since the start of the pandemic' or 'Every major brand halts recruitment' to at least give myself the illusion that my 'dream job' is just around the corner. Clearly this isn't the best time to be a graduate: But I have found that seeing it as an opportunity to develop some new skills means that we might come out of the pandemic as a generation unlike any other: resilient, creative, innovative, connected, and with unbeatable tech skills.

A recent article by LegalCheek found that 'over half of trainee solicitors are unable to cope with stress' during lockdown. Unfortunately, working from home can mean that the commute and social opportunities such as coffee catch-ups are replaced with longer working hours, and it can be tough to find a healthy work-life balance when your 'work' and 'life' spaces are under the same roof. Speaking to fellow graduates from my cohort, there seems to be a consensus that having started a new job during this period has made it challenging to meet people. Although there are a variety of online opportunities, there isn't the feeling of community that you get working in an office; firms can feel much more compartmentalised and you're unsure of what everyone else is getting up to. In terms of networking, it can be 'terrible' and you can feel isolated from people outside your team.

This situation is amplified for graduates who have had to move away from home to start their jobs. The pandemic has not made it easy to meet people in their offices, let alone develop social lives outside them. Additionally, recent graduates are more likely to be living in cramped house shares in the big cities, generally without home-offices. It's not uncommon to have three or four young professionals sat around the kitchen table, each trying to manage their respective Zoom calls. Living in cities, green spaces are often a luxury and it's easy to go multiple days without leaving the house (I know this from personal experience). However, working from home is not all doom and gloom. During the course of my research for an LSA project, a trainee solicitor explained to me that they found working remotely has given them much more client exposure and it's now second nature for a trainee to be included on a call, whereas before they might not have been invited. While learning through osmosis has been rendered impossible, this new exposure has taught them so much, and there is definitely an upside to working from home. Document editing has also been made easier and one trainee explained how they now better understand the changes made. The online structure has given them more of an opportunity to ask questions, whereas pre-pandemic there wasn't always the time to explain the changes.

Moreover, COVID-19 has also given us an opportunity to rethink

our impact on the planet, particularly as it looks like hybrid-working is here to stay. According to government reports, air quality has improved and according to BBC News, in New York levels of carbon monoxide from cars had been reduced by nearly 50% compared with last year. It seems there is a willingness across the legal sector to respond to these changes in a positive way to try and keep this momentum going. At Linklaters for example, one of their key strategies is to have an 'agile working' approach, where they change the way they work to meet the needs of the business and clients. It isn't just in the office that we can take action – there are a myriad of things home workers of all ages can do to reduce our environmental impact.

One obvious action could be to turn down the brightness of our devices, as reducing the brightness of our monitors from 100% to 70% can save up to 20% of the energy the monitor uses and also help to protect against eye strain. Moreover, let's turn off our devices when we aren't using as this can save a lot of energy and also means we can't just 'pop back on' to check an email before bed. Finally, how about just boiling the amount of water we need for our cups of tea? According to SWNS digital, Britain's tea drinkers waste over 70 million litres of water every day, boiling double the amount of water they need when making a cuppa. These changes are very easy to integrate into our daily routines and can have a really positive impact on the environment if we all committed to them.

Some more long-term changes we can make might help towards making our home spaces more sustainable. If you're lucky enough to have a garden, the RSPB website has lots of tips and hints on how you can 'give nature a home' in your garden or your balcony. If gardening isn't your thing, you could consider leaving a patch untended to re-wild. As always, make sure to tune into Planet Pod, the environmental podcast whose back catalogues include interviews on re-wilding, beekeeping, nature writers, and much more.

Finally, I am encouraging everyone I know to have a go at measuring their own carbon footprint using the WWF free online carbon calculator tool which shows just how your home emissions stack up. So, despite the strain of job hunting during a pandemic I am hopeful that the shift to working from home offers us all a chance to develop sustainable lifestyle habits that are here to stay. Let's take 'business as unusual' as a call to redefine 'the usual'.

**Charlotte Williams**  
LSA & Achill Management Intern  
(Currently job hunting for a training contract !)

**Achill Management provides sustainability consultancy and support to the legal sector**  
[achillmanagement.com](http://achillmanagement.com)  
For more on the LSA visit  
[legalsustainabilityalliance.com](http://legalsustainabilityalliance.com)





# The impact of COVID-19 on the legal profession, Black Lives Matter and representation within the legal sector

***Umar Kankiya is a Mental Health and Mental Capacity solicitor with over 10 years' experience in these fields and has been a qualified solicitor for the last eight years. As part of our ongoing listening project and research in the legal profession, The Solicitors' Charity asked Umar to share his own view on how the last six months have gone. In this special guest feature, he talks about the impact of COVID-19 on the profession, Black Lives Matter and representation within the legal sector.***

It's 31 December 2019, the clock hits midnight and we see in the New Year, 2020, full of new hopes, dreams and aspirations. The start of a new decade, 20 years into the 21st century, an apt year for new visions.

Little did we know however, that a virus called COVID-19 was about to change the way we look and do things.

The talk at the start of the year was about Brexit, how things will be new and different in a year to come, but suddenly this virus we had heard of in passing, was roaring across the world with a vengeance. I remember 20 March 2020. It was my 35th birthday but also the last day that my daughter would be at school for almost six months.

COVID-19 has had a devastating impact on our lives and perceptions of mortality. COVID-19 has had a knock-on effect on our working lives and economy. Suddenly solicitor firms were being forced to close their door and we couldn't see our clients face to face. Everything was thrown into a huge tailspin, people were being furloughed, or being made redundant. Not only were people having to contend with the physical and emotional toll of COVID-19, but also the financial toll too.

As someone who specialises in mental health, I'm an advocate for those who are detained under section of the Mental Health Act 1983 (as amended by the 2007 Act). If a person is detained, I would go and see them at the hospital where they are detained and advise

them and subsequently represent them at Mental Health Tribunals. Suddenly with COVID-19 and the lockdown being imposed, it meant not being able to go to hospitals to see clients face to face. Having to find a new way of doing things. The Ministry of Justice also suddenly had to find ways of doing things.

How will Mental Health hearings be conducted? How will court cases be conducted with social distancing in place? All of these were questions that were being asked and thus new solutions have had to be created.

Speaking from a mental health perspective, the new way of doing things has been to speak to clients by telephone or video link. Mental Health Tribunals are now conducted by video link, meaning that the panel and myself are often speaking and meeting from our homes. Anecdotally, we know that the Ministry of Justice has had huge savings as a result of this and will this lead to things being done differently once we are on the other side of the pandemic? I believe we will see a new norm in relation to these, mainly because it cuts out the expense caused by travel, by delays and allows tribunals to conclude cases even more swiftly than before.

Yes, there were teething issues at the start, but these continue to be ironed out. Then you have the issue of not being able to see clients in person. This can often be key because of being able to establish rapport and familiarity but as it has been for us as lawyers, clients have had to adapt as well.

With the use of remote working, it has also shone a spotlight on the profession in terms of how we work. For many years, firms would often say that remote working is not good for business reasons, but the three months between March and June have, on the face of it, proven otherwise. The legal profession has had to adapt, though many firms have been operating with remote working for years, it's just that this pandemic has forced many others to bring themselves into this way of working perhaps several years ahead of schedule.

In the middle of all of this we have had the heightening of Black Lives Matter due to the murder of George Floyd in the US. This has highlighted, even within the profession, the inequalities faced by black people in the profession for many many years. Black people will often be marginalised in their firms, be in middle management but not at the senior management of firms (i.e. partner). Black people will also see themselves at the lower rungs of the judiciary and to date, there is still no black supreme court or court of appeal judges.

Representation matters and COVID-19 has served to shine a spotlight, on so many levels, the fact that the old way of doing things is over.

We need to take the time and this opportunity to make a lasting change across the legal profession for all who engage with it. There is a huge need now to ensure that flexible and remote working is the new way of doing things to help provide



a healthy work and life balance.

There is a need to ensure that black people are represented and not in a tokenistic way, but with purpose and meaning across all sectors of the profession.

Finally, there is a need to ensure that we do not return to the old way of doing things once this pandemic is over.

***Umar Kankiya is married with two children aged two and five years old. Umar is involved with training people in the profession around equality and diversity in a meaningful way. In addition Umar is part of the leadership team at Dope Black Dads which is a community group seeking to change the perception of black fathers. The role of Dope Black Dads is to educate, inspire, heal and celebrate black fathers.***

Research by the SBA has indicated that solicitors from a BAME background are more likely to be impacted by COVID 19, they will be publishing this research very soon.

# 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**

Autumn is traditionally a time in business to plan for the year ahead. Boardrooms are filled by regular meetings examining the numbers, strategy documents are drawn up highlighting the objectives for the next twelve months. It's the start of a period of reflection that sees the year tied together.

Of course, this year is different, but those plans for the future need to be made, however uncertain that future may be. A message from our CEO, Bill Addy, on the eve of Liverpool entering Tier 3 restrictions said that this city often looks back to learn for the future. An important reminder that much of our planning for what lies ahead has to be already in place in lessons we've already learnt.

The most effective way to prepare for something undetermined is to look at our strengths. At Liverpool BID Company we have been doing exactly that. Much of this year, for everyone, has been done reactively. With little warning, little time for preparation, we have responded to an external threat. For the next few months we are not exactly sure what will happen, but we are working on plans to get us through the difficult winter months ahead.

What are our strengths as a city, and how can that protect us in the year ahead? Liverpool's economy has grown steadily in the last two decades and one of its greatest strengths is its diversity. From Professional Services to construction, property, communications, technology, retail, hospitality and manufacturing, the city's economy sees different industries balance to create a whole.

40% of Liverpool's jobs are in public administration, banking and financial services (albeit not quite on the same level as the City of London just yet) are growing, tourism is worth over £350m, the knowledge economy continues to build ties across the world. This is before we even mention the Port of Liverpool.

Planning for a city with such a mixed economy in a year like this has both its challenges and its opportunities. 2020 has not impacted every sector equally, although almost all have been dealt a blow. Support has come from central and local government for those unable to open their doors or facing strict curtails on their business. Making sure they survive when the storm has passed is vital.

Everyone has seen a shift to their working lives, but there have rumblings around those who may not have been affected as severely, who are still able to operate, albeit remotely. It is natural for us to think of our own circumstances first, but having empathy for other sectors



**Julie Johnson**

badly hit forces us to consider how we are all pieces in a jigsaw that make up our city's economy. If one is damaged, we can all feel the hit. Working together means recognising this.

The idea that, even if we reflect on 2020 and think our personal circumstances might not be badly affected, that we are still impacted by those who have been, is important as we think of our approach to the future. Liverpool, as a city, operates as a major operation, from dawn until dusk, the city rotates with its various stakeholders coming into play, from those who keep the city's streets clean, to the deliveries that fill the shelves of our stores, to the office workers arriving at their desks, to the retail workers opening the shops, the attractions that open their doors, the lunchtime trade, the rush hour home, the dinner trade, the evening shows, the bars and nightclubs. Each fits together and supports each other to make the greater whole, the city itself.

As we plan for the future our focus is this, to work to strengthen all the pieces of Liverpool's jigsaw and make its business community as strong as it can be in the year to come.

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**LinkedIn - Liverpool BID Company**



# Monthly Costs Update



**Welcome to our new monthly update in which we discuss recent trends and developments in Costs Law and Practice. If you feel that there are costs related issues of interest, please feel free to contact us!**

Welcome to our second costs update. As the country seems to be moving towards another lockdown, the effective recovery of costs is more important than ever!

So what changes are afoot? There is one thing that practitioners need to be aware of. This relates to the updating of budgets which came into effect on 1st October 2020. The revised Rule 3.15A says –

*3.15A.—(1) A party (“the revising party”) must revise its budgeted costs upwards or downwards if significant developments in the litigation warrant such revisions.*

*(2) Any budgets revised in accordance with paragraph (1) must be submitted promptly by the revising party to the other parties for agreement, and subsequently to the court, in accordance with paragraphs (3) to (5).*

A costs budget will need to be revised if there are significant developments. This might be upwards or downwards. The rule requires this to be done promptly. The party seeking the revision must firstly contact the other side and seek agreement using Precedent T.

3.15A (4) then says –

*(4) The revising party must submit the particulars of variation promptly to the court, together with the last approved or agreed budget, and with an explanation of the points of difference if they have not been agreed.*

Following this –

*(5) The court may approve, vary or disallow the proposed variations, having regard to any significant developments which have occurred since the date when the previous budget was approved or agreed, or may list a further costs management hearing.*

It is noticeable that the word ‘promptly’ appears twice! How promptly?

QB Master McLeod has said that there is not much excuse for a delay once there is a significant development. She also warned that the court was unlikely to be sympathetic to a revision application in the absence of a discussion with the other side. But she also acknowledged that this might be ‘tricky’ where the opponent was slow or unresponsive –

<https://www.litigationfutures.com/news/budget-revision-warning-as-new-rules-comes-into-force>

Under the old rules a budget could only be revised if there was ‘good reason’ to do so. This new rule will make it far more challenging to show this if you go over budget without having applied to revise. There is a tendency to put the budget to one side once agreed/approved and focus on the case itself. This is a

risky approach. You should see revising the budget as part of the ongoing life of the case whenever a significant stage is reached. In our last article we mentioned the numerous requests for files that firms were receiving from businesses seeking repayment of success fees and other deductions. These requests usually require disclosure of all funding documents and other correspondence with the client. Letters that we have seen go on to say that the file belongs to the client once the matter is concluded. This is not correct.

The Law Society has published guidance on this matter –

<https://www.lawsociety.org.uk/topics/client-care/who-owns-the-file>

The test is for whose benefit was the document created. So a copy of a letter is for the benefit and protection of the solicitor. The original was sent to the client and that is what they own. Any internal accounts documents belong to the solicitor. There is no general duty to hand over the entire file and these wide sweeping demands should be resisted. One possible exception to this is where the client has mislaid the retainer documents. In *Hanley v JC&A Solicitors and Green v SGI Legal* [2018] EWHC 2592 (QB) Soole J commented –

“To take one example, a refusal to comply with a former client’s request for a mislaid CFA (made on an undertaking to pay a reasonable copying charge) so that advice may be obtained on the prospects of a section 70 application, would surely entitle the client to issue such an application notwithstanding the inability to comply with the procedural requirement in PD 46 paragraph 6.4; and could have potential adverse costs implications for the solicitors within those proceedings, whatever their result.”

But this is clearly an exceptional situation and questions should be asked about what has become of the original documents. Something along these lines might be helpful –

“... the copies referred to belong to this firm, the originals having been delivered to your client. Please confirm that he/she has mislaid the requested documents and/or explain why they are unable to deliver their documents to you. Your request for copies of internal documents is refused. These documents clearly belong to this firm. If you wish to assert that there is some legal basis for disclosure we look forward to receiving your reasons”

Who knows where we will all be working by the time you read this! We remain available to help with any costs queries. Keep safe.

**If you require help in relation to any costs issues contact Robert Cook at [robert@cook-legal.co.uk](mailto:robert@cook-legal.co.uk) or Mike Yassin at [mike@cook-legal.co.uk](mailto:mike@cook-legal.co.uk)**

# Regulation Update

## The latest regulation news from Michelle Garlick of Weightmans LLP



**Michelle Garlick**

I hope you are all keeping safe and well we enter tier 3 lockdown. The less said about that the better! We are of course currently in practising certificate renewal season and I hope that this is going smoothly for you all. Other than that, it's been a fairly quiet month for compliance/regulatory news but here is an update of some of the things that may be of interest to you.

### **SRA publishes its 2020/2021 Business Plan**

The SRA's business plan which highlights key priority areas and areas of work for this year has been published. It has confirmed that its key areas of focus will be the following:

- preparing for the introduction of the Solicitors Qualifying Examination in September 2021
- supporting greater adoption of innovation and technology in the legal sector
- increasing activity to ensure compliance with anti-money laundering regulations
- supporting the legal sector during the UK EU exit transition
- undertaking research on equality, diversity and inclusion.

It has also announced that it is seeking charitable status for when it becomes a distinct legal entity within the Law Society group. It has described its charitable purposes as: "promoting the administration of the law and education and training in the law, through regulating solicitors and law firms to practise in England and Wales, and with the primary aim of protecting consumers of legal services and supporting the operation of the rule of law and the proper administration of justice."

**Legal Ombudsman news**  
The Legal Ombudsman (LeO)

has had a pretty tough time recently with criticism of significant delays in complaints handling so by announcing the appointment of Paul McFadden as chief ombudsman and Sandra Strinati as chief operating officer of the Legal Ombudsman, it hopes to "revitalise" its service, "stabilise operational delivery" and test "innovative ways to deliver the service more efficiently". Time will tell and I wish the new leaders well in their new roles.

It has also, in its overview of annual complaints data for 2019-20, identified holiday sickness claims as a new trend and warned law firms against making holiday sickness claims without "verifying the version of events" obtained by CMCs. It has said that this was leading to allegations that claims were fraudulent and law firms would usually be held responsible for "any poor service by the CMC".

Other common themes and complaint types have "remained fairly consistent" with previous years as have the number of cases where it found unreasonable service. Residential conveyancing remains top of the complaints list (28% of the total) mainly as a result of the "very process driven" nature of the market meaning that "anything out of the blue that isn't part of the regular transactions can cause issues".

Personal injury came second with 15% of the total. The report said: "Consumers are unlikely to understand the full process involved in a personal injury claim..." "While providers undoubtedly provide information about the terms of a CFA and cost implications at the outset of a matter, in our experience many consumers do not understand it, and often

believe that 'no win, no fee' is always correct."

Family and wills and probate (both on 13%) came next, with family law complaints "some of the most challenging to resolve informally".

### **Transparency rules**

There has been quite a lot of reporting on responses submitted by the SRA. Law Society and LSB on the CMA's review on pricing in the past month. According to the SRA, compliance with the rules on price and service transparency is improving but a stubborn minority are facing disciplinary action and it has also now confirmed that after ending a Covid-related hiatus on disciplinary action, it plans to go back on the hunt for firms flouting transparency rules.

The Law Society has said the rules have helped firms internally, with staff having a better understanding of pricing whereas the LSB says only 'limited' progress has been made to encourage competition in the sector since 2016 and feels that regulators and providers can do 'much more' to improve consumer engagement and competition in the sector.

According to the LSB, there is "still a significant dispersion of prices for the legal services sector. Where firms were behaving more competitively, we would have expected to see a narrowing of this dispersion. There is no consistent pattern of the spread of prices, nor any clear trend between 2017 and 2020. Indeed, our evidence suggests that most prices, regardless of complexity of case or practice area, are increasing." It has suggested that future reform might include promoting independent performance data,

such as complaint figures, publishing independent consumer feedback, giving general information about a lawyer's background and experience and possibly extending mandatory rules about which practice areas should publish costs information.

It clearly seems as though the LSB expected legal costs to be driven down as a result of the transparency rules whereas the SRA in its feedback to the CMA review has maintained that this was not its purpose but instead to make consumers better informed.

I don't think we will have heard the last of this and future changes might well follow. In the meantime, make sure you remain fully compliant with the rules as they currently are and do contact us if you would like an independent review or advice on this.

### **Conveyancing Standards Bill**

A Conveyancing Standards Bill has been placed before parliament under the 10 Minute Rule that would impose minimum standards on conveyancers to protect homebuyers from "unscrupulous" developers. While it is unlikely to become law, it is thought that it could indicate the appetite for reform of the conveyancing process in England and Wales.

### **Law Society guidance**

Guidance notes of interest issued by the Law Society this month include



1. Advice for law firms facing local lockdowns  
<https://www.lawsociety.org.uk/campaigns/reset-resilience-and-recovery/blueprint-for-law-firms-and-solicitors-facing-local-lockdowns>  
 2. Preparing for the end of the Brexit transition period  
<https://www.lawsociety.org.uk/to-pics/brexit/preparing-for-the-end-of-the-transition-period>

It has also produced a Lawtech, ethics and the rule of law discussion paper, seeking views on the ethical concerns faced by law firms in designing or buying lawtech. An expert group will examine the findings and a report with recommendations will be made shortly afterwards. David Greene, incoming president of the Law Society, has reminded the profession that "Behaving ethically is at the heart of what it means to be a solicitor, and, as we rely ever more on technology in our day-to-day business, this paper will seek views on whether lawtech principles will benefit the legal sector."

## Disciplinaries

### One of largest fines issued by SRA

Co-op Legal services has been fined £143,558 after it was alleged to have overcharged insurers for medical report costs. Reported in the Gazette as "one of the largest ever [fines] issued by the SRA, it follows an investigation related to alleged breaches of the indemnity principle whereby the firm had negotiated an agreement with a medical agency to pay report fees which incorporated a discount, but the firm then invoiced third party insurers the full amount as disbursements."

### Accounts rules breaches:

A "manifestly incompetent" partner, and COFA, whose "neglect and carelessness" led to a shortage in her law firm's client account of £214,000, has been suspended for 18 months by the Solicitors Disciplinary Tribunal (SDT).

The shortfall arose because client money to pay professional disbursements was held in the office account instead between

2014 and 2018. The problem was highlighted in two accountants' reports, dated April 2017 and April 2018.

There was "no system" for ensuring that invoices for disbursements were paid, "no control" to ensure that signed cheques were actually posted to the professionals involved, and the law firm relied on its accounts manager "remembering to pay" once the money was in office account.

### Dishonesty/exceptional circumstances

A junior solicitor who tried to cover up her mistake concerning a missed hearing has been found to have acted dishonestly but has been suspended instead of being struck off, with the SDT finding that exceptional circumstances contributed to her conduct.

Experiencing what she called a 'brain fade', the solicitor found a notification of a hearing date in the paper file and put two copies in separate confidential waste bins in full view of the rest of the office. This was witnessed by one of the firm's secretaries and reported. The tribunal cleared her of dishonesty over this act, but found she acted dishonestly in an email to the Employment Tribunal and in a meeting with her bosses, during which she denied having seen notification of the hearing.

### Falsification

A former claims handler has agreed to be removed from the profession after doctoring an email to another solicitors firm, indicating that insurers had accepted liability for an accident when this was not the case.

As always, if the Compli team can help in any way, whether due to reduced capacity during the pandemic or for specific projects, advice or representation, please don't hesitate to get in touch with me or one of my Compli team at [michelle.garlick@weightmans.com](mailto:michelle.garlick@weightmans.com) or [compli@weightmans.com](mailto:compli@weightmans.com).

Until next month....

**Michelle Garlick**  
**Weightmans LLP**

## \*NEW\* Running PI Claims for Minors From Start to Finish

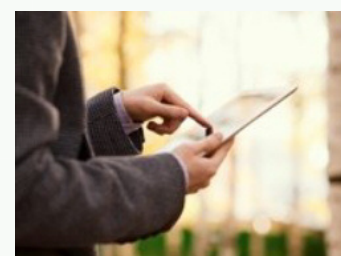
On Tuesday 24th November, 1pm - 2pm

Can't make the date/time or need to revisit the training?

No problem, booking onto this event means you will receive a link to access a recording of the event to watch at your leisure!

Nicky Carter will cover:

- Limitation Issues
- Portal Concerns
- a) Interims
- b) Approval
- c) Quantum Advice
- d) Documents
- Contributory Negligence
- Approval of Settlements



[CLICK HERE TO BOOK](#)

## Sentencing update in the Adult magistrates' Court

Tuesday 10th November, 2pm—3pm

Colin Beaumont will present this 1 hour 'virtual' course which will bring you up to date with the things you need to know. A full set of notes have been written to accompany the presentation

Covering:

- |  |   |
|--|---|
| • The effect of Covid 19 in the area of sentencing   | • of the Powers of Criminal Courts (Sentencing) Act 2000  |
| • The increased Victim Surcharge amounts   | • The Sentencing of Children & Young People in the Adult Magistrates' Court   |
| • Committals to the Crown Court for sentencing under Sections 3, 3A, 4, 5 & 6 of the Powers of Criminal Courts (Sentencing) Act 2000 | • Sentencing in the Adult Magistrates' Court that may require the offender to notify under Part 2 of the Sexual Offences Act 2003 (the 'sex offender register') |
| • Remittals for sentence under Sections 9 & 10   |   |

Core Competencies: A2 (a) (d) & B5 (d)

& much more!

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region

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We need your help to raise vital funds for free legal advice charities who support vulnerable people throughout the UK with our fun, virtual fundraising challenge: **Go the Extra Mile for Justice**

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**TOGETHER OUR TARGET IS TO COMPLETE 20,000 MILES BY THE END OF 2020**

## How far will you go for justice?

### GET INVOLVED

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Ask friends, family and colleagues to sponsor you for each mile you complete. Suggested donation of £10 per mile
- 4 Sign up**  
[atjf.org.uk/go-the-extra-mile-for-justice](https://atjf.org.uk/go-the-extra-mile-for-justice)
- 5 Let's go!**



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On your own, in a team, or with family and friends let's **Go the Extra Mile for Justice**







As we celebrated our 60th Anniversary this year we had planned to organise several events to raise awareness of our achievements in those years.

Our branch in Liverpool started life in St Nicholas church at heart of the city with the help of Chad Varah on 1st March 1960 with just a handful of volunteers. Who would have known then that we would have a branch of over 120 volunteer listeners who are still available around the clock.

What none of us could have guessed is that 2020 would bring to us new challenges and restrictions. We were delighted to be recognised by the Government as a critical service which meant that we could be allowed to operate from our branch through our telephone and email service, though we did sadly, have to close our door to face to face callers. Other restrictions meant that we had to reduce the amount of available listeners as we reduced numbers in our duty room but through the dedication of our volunteers we have adapted our building which has meant we can extend our listening hours, we have had kind donations of cleaning equipment and supplies which has meant we can cover all of the government recommendations and make our volunteers as safe as we can.

Although Covid-19 is not always the main focus of calls we have noticed that in 1 in 4 calls Covid is mentioned. We are expecting a rise again in calls to us as all our lives are affected even further through these times. We will always be there to listen, and support and we are finding new ways to adapt to meet the demand.

As an organisation we answer a call every seven seconds 24 hours every day, we don't, unfortunately, get to answer every call due to the volume of calls we receive and so we are constantly recruiting and training to fill that gap. We are having to adapt how we do this and thankfully we have the power of zoom to help and our training volunteers have picked up some useful skills along the way!

We also thought about how we reach out to our community and make sure we can be there locally. As we can't have our outreach volunteers supporting at Aintree ED until the pandemic is over we have provided the department with a telephone line which is dedicated to Samaritans for Staff, patients and their relatives to use which has been hugely beneficial. We would like to roll out this initiative to other hospitals in Liverpool and hope to raise enough funds to enable this.

We came runner up in the PENNA awards for the ground-breaking work we carry out in the ED ward, so we are feeling very proud of ourselves.

We rely on the generosity of the public and the hard work of our supporters to provide our income. By giving time or money, people help us to be there for anyone struggling to cope. The generosity of the public and business helps us get closer to realising our vision that fewer people take their own lives. Regrettably our normal fundraising activities are impossible due to the Covid restrictions. Raising our profile and awareness of what we do locally is vitally important so that more people will support us in what we do.

As a local charity want 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. As a former solicitor I am well aware that lawyers have clients who are experiencing many types of stressful life events and are struggling to cope. Samaritans are only a phone call or an email away and are always available to listen.

We are trying to create an income stream by encouraging small regular donations of £10 or £20 per month, though bigger donations are always welcome! I know that times are hard but if you could make a small donation either as an individual or as a firm it would help us keep the phone lines open. If you would like to support Liverpool and Merseyside Samaritans donations can be made via our Virgin Money account.

It costs our branch £5 to answer a call, £96 to train and support an existing volunteer, and £200 covers the cost for a new volunteer to build the skills they need to answer a call for help. If you would like to support Liverpool and Merseyside Samaritans donations can be made via our Virgin Money account here.

If you are interested in volunteering for Samaritans, you can find all you need to apply on our website <https://www.samaritans.org/branches/liverpool/> 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](mailto:jo@samaritans.org)

**Tony Summers**  
**Deputy Director and Trustee**  
**[Tony1@Liverpool-samaritans.org](mailto: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).**

## Norman on the Run - Again!

72 year old Solicitor Norman Jones, who has completed 30 10K and 20 5K races for charities, has undertaken a solo lockdown run in aid of organisations supported by Birkenhead Rotary Club. Norman was President of Liverpool Law Society in 2010/11.

With the Club donating over £20,000 last year, the majority of which supported local organisations, the need for finding other ways of raising funds during the pandemic is vital. So, Norman, who has been in strict training, completed a 5K run on Friday 23rd October.

Norman started at the Birkenhead Rotary Way – the roundabout by the entrance to the Birkenhead Tunnel and then traveled along Hamilton Street and completed 10 laps of Hamilton Square, raising funds from both Rotarians, his legal colleagues and the public but without supporters lining the route! Norman covered a total of 5.42K in 41.47 minutes and burned an impressive 7301 calories!

Club President Cath Hayes commented; “As with all charities, Rotary Clubs have lost the opportunity of raising much needed funds and, during this pandemic we are seeing increasing needs for our support. We are so very grateful to Norman for his efforts.”

Local causes supported by the Club have included Shaftesbury Youth Club – raising funds for a minibus, Claire House Children’s Hospice, local children in need, homeless charities, a community shop in Birkenhead, Talking Newspapers, Women and Children’s Aid, Charles Thompson Mission and donating following disasters.

Anyone wishing to support “Storming Norman”, who served as a major in the Territorial Army-now retired, can donate via his Crowdfunding page; <https://www.crowdfunder.co.uk/solo-lockdown-5k-run-by-norman-jones-aged-72> telephone him on 07834895786 or send cash or cheque donations; payable to Rotary Club of Birkenhead to; 9 Reservoir Road North, Prenton, Birkenhead CH428LT



**Norman Jones**

## Can you help local Foodbanks?

Now that the Merseyside region has been placed into Tier 3, many families will be struggling to pay their bills and put food on the table. In the UK, more than 14 million people are living in poverty – including 4.5 million children, and this will increase over the winter

One way to help is to donate to foodbanks around the region. We have compiled a list of foodbanks - please email [editor@liverpoollawsociety.org.uk](mailto:editor@liverpoollawsociety.org.uk) if you know of a foodbank which needs adding to the list.

### **The Trussel Trust** **[www.trusseltrust.org.uk](http://www.trusseltrust.org.uk)**

#### **Wirral Foodbank**

Unit 14 Wirral Business Centre, Dock Road, Birkenhead, CH41 1JW

#### **North Liverpool Foodbank**

16-18 Larkhill Ln, Liverpool L13 9BL

#### **South Sefton Foodbank**

60 Peel Road, Bootle, Liverpool, Merseyside, L20 4RW

#### **South Liverpool Foodbank**

Bridge Chapel Centre, Heath Road, Liverpool L19 4XR

#### **Knowsley Foodbank**

Huyton L36 6AP

#### **St Helens Foodbank**

Atherton St, St Helens, Merseyside, WA10 2DT

### **Fans Supporting Foodbanks - Twitter** **@SFoodbanks**

Fans Supporting Foodbanks is a joint initiative between rival Liverpool F.C. and Everton F.C. supporters, founded in 2015 to tackle food poverty in Liverpool. It provides a quarter of all food donations to north Liverpool food banks and has helped to develop a network of fan-driven food banks across the UK.

They are unable to make matchday collections creating a massive blackhole in stock and need to replenish supplies. Can you donate?

Online <https://donorbox.org/fanssupportingfoodbanks5years>

Text - FOODBANKFC to 70460 to donate £5

(Texts cost £5 plus one standard rate message)

### **MICAH Liverpool** **[www.micahhliverpool.com](http://www.micahhliverpool.com)**

Donations for Micah Liverpool can be left in the plastic donation boxes in the entrance aisle at Liverpool Cathedral or Liverpool Metropolitan Cathedral. Items can be ordered online and delivered to St James House, 20 St James Road, Liverpool, L1 7BY.

**Please ensure you check the opening times and any restrictions on access before going to any of the services providers.**



# Charity Spotlight

## The Inclusive Hub

The Hub began back in 2016 due to Liverpool Council requesting the Rotunda ABC to create inclusivity at the gym or face closure. Since then the Inclusive Hub has grown independently and separated totally from the ABC. We were inspired to grow more and more due to the results we were seeing in the children's behaviour, education and family life. There was also a huge demand in the service we were providing for disabled children and family respite. It became quite clear that boxing and general fitness has a massive positive influence in children with disabilities.

### **Why is the Hub important for Kirkdale/the local community-what's its main purpose?**

The main purpose of the Hub is incorporate inclusivity in sport and education to people who need it most. Our students have a wide range of needs ranging from behaviour problems to Downs Syndrome. The fact that you can take a young person off the street and potentially stop them from turning to crime for an example not only saves the Government money but it saves lives.

### **How has lockdown affected the Hub and what things have you done in response to this?**

Not having a premises to work from during the pandemic didn't really affect us as we done outdoor sessions around Kirkdale using safe green space. A lot of our autistic students suffered as they are used to a routine so we had to monitor and track our students physical and mental capacity. This helped us to identify if the workouts we were providing were getting them get back on track. Also in the local community we volunteered with Daisy Inclusive

to pack and deliver food parcels to those in need for around 3 months.

### **I believe that writer Billy Moore and his younger brother Joe are involved in working with the Hub and have made Twitter videos during lockdown to lift the local community's spirits-can you tell me a bit more about this?**

Billy and Joe have been volunteering for us since last year and they're really good to have around the place. Joe has autism and has progressed well with us in terms of his maturity and helping our staff on the front desk. I've watched a lot of Billy's videos, they are like a comedy double act and both up for a laugh. To find out more about Billy's ideas for his videos then you would have to ask him yourself!

### **What has the response been like from the local community towards the Hub pre and post lockdown (any statistics)?**

The local community response can be gauged by our social media outlets which has always been quite popular but numbers have been increasing in terms of followers on our Twitter, Facebook and Instagram pages up by around 30%. Our videos tend to receive views on average of around 20,000 views with the highest viewed video being 167,500 views...not that I'm counting!

### **Do you have any future plans regarding The Rotunda Inclusive Hub or anything else to help the local community?**

We are currently working with other local likeminded organisations to create projects to help the people of our city but as we are not funded by anyone so this is dependent on fundraising. We have created a programme targeting Autistic children pre and post Covid 19 and how our bespoke exercise sessions help them physically and mentally. The Ladies Moving Forward programme will continue which consists of local females who have been involved in domestic violence/crime progressing back into citizenship and work.

Some members just need pointing in the right direction and the fact you can take a young person off the street and potentially stop them from turning to crime for an example not only money but it saves lives across the board.

We have just moved into a new gym in the Kirkdale Community Centre which is fantastic for our 500 members. We need help and any donations or business sponsorship would be amazing for us.

To get involved and change a child's life for the better then please visit our website [www.theinclusivehub.co.uk](http://www.theinclusivehub.co.uk) or email us [www.theinclusivehub.co.uk](mailto:www.theinclusivehub.co.uk)



## October Social Media Highlights

Each month we will be bringing you a selection of the latest social media posts by Liverpool Law Society and its members

**LiverpoolLawSociety**  
@LpoolLawSociety

The Law Society Gazette reports Judicial review probe extends deadline to submit evidence to 5pm on 26 October

Judicial review probe extends deadline to submit evidence

Tweet your reply

**MSB Solicitors**  
@MSBSolicitors

We're incredibly proud that Melissa Bosoboe has been included in @awf\_liverpool and @openmediauk's #BlackHistoryMonth campaign. The campaign features black trailblazers on digital screens around the city, to inspire the next generation. Keep an eye out for Melissa! #SeeMeNowBHM

Tweet your reply

**Morecrofts LLP**  
@Morecrofts

Brilliant advice on how to cope in challenging times.  
#TuesdayMotivation

Tweet your reply

**Julia Baskerville**  
@JulesBaskerville

Members of @LpoolLawSociety Times are hard, but some people are going the extra mile to help others. We would love to hear from firms who would like to nominate their "legal community champion" and feature them in a future edition of Liverpool Law. Please DM me!

Add another Tweet

**LiverpoolLawSociety**  
@LpoolLawSociety

We are proud to be a part of a City that puts aside difference for the greater good ❤️💙

**Carpenters Group (at @...)** @... · 4d

Carpenters Group are very proud to support @SFoodbanks and their partners in every way possible. We have worked with them in our local region for a number of years and con...

17:55 · 16/10/2020 · Twitter Web App

1 Retweet 4 Likes

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All activity Articles Posts

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We are delighted to announce that our members have chosen Hetal as our new Equality, Diversity and ...see more

We are delighted to announce the

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**Chris Topping (Activist Lawy...**  
@ChrisPTopping

#tier3 running! 30/50 miles done on way to the target.  
#gotheextramile for @Access2JusticeF Please do join in to raise money for #Liverpool #accesstojustice projects it has never been more important  
uk.virginmoneygiving.com/fundraiser-dis...

Tweet your reply

**Vauxhall Law Centre**  
@VLCLiverpool

We have a duty of care to staff, volunteers and CLIENTS. & have reluctantly taken the decision to stop face 2 face advice. Don't come to the Centre. For advice call 0151 482 2540 or email advice@vauxhalllawcentre.org.uk & we will get back to you as soon as possible. Take Care

Tweet your reply

**Merseyside JLD**  
@MerseysideJLD

Entries are open now for our Halloween Pumpkin Carving Competition!! 🎃👻

To enter please follow the link in our bio to donate your £2 entry fee and then tag us or email us your photos. The competition closes 30 October 2020 and the winner will be announced 2 November 2020 🎉👻

Tweet your reply

**Donna Scully (at @...)**  
@Donna\_Scully

We're so proud to work with @SFoodbanks & wish them a Happy 5th Anniversary. Their work & journey has been incredible. They could not be more needed than now with Covid. Please support them if you can.  
#hungerdoesntwearclubcolours

Fans Supporting Foodbanks · 4d

Our journey has been a long but

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Changing Times: Opportunities for International Growth for Law Firms (Roundtable 1)  
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2



## Training events open to legal professionals nationwide

Attend from anywhere via Zoom software. Can't make the date/time or need to revisit the training? No problem! Booking onto any of our training seminars means you will receive a link to access a recording of the event to watch at your leisure!

DATE	TITLE	SPEAKER	S CODE
09-Nov	Lease Renewal for Commercial Property Lawyers	Ian Quayle	S4495
10-Nov	Mental Capacity & Care Act Update	Helen Clarke	S4467
10-Nov	Sentencing update in the Adult magistrates' Court	Colin Beaumont	S4485
11-Nov	Managing alcohol and substance misuse in the workplace	Emma Tegerdine	S4424
11-Nov	Social media in the workplace	Emma Tegerdine	S4425
16-Nov	Dealing with Break Notices: Key Issues	Ian Quayle	S4496
17-Nov	Conveyancing Quality Scheme: Demonstrating compliance and surviving the assessment	Tracy Thompson	S4440
18-Nov	<b>2020 Conference for Legal Cashiers &amp; Managers</b>	Various	S4296
20-Nov	Contract & Commercial Update	Chris Beanland	S4324
23-Nov	Creating a Communications Strategy for Team Cohesion and Connection	Candy Bowman	S4491
24-Nov	Running PI Claims for Minors from Start to Finish	Nicky Carter	S4478
25-Nov	<b>2020 Public Child Law Conference</b>	Various	S4394
27-Nov	Using Resilience to build a healthy mind & a healthy business	Fran Costello	S4520
27-Nov	A legal quiz—25 things you really ought to know	Colin Beaumont	S4486
01-Dec	Adverse Possession and Other Boundary Issues	Richard Snape	S4314
02-Dec	<b>2020 Private Client Conference with STEP Liverpool</b>	Various	S4290
07-Dec	25 Criminal Cases to make you a better Lawyer	Colin Beaumont	S4487

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

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