

# Liverpool Law

October 2021

Liverpool Law Society

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



Liverpool Legal  
Walk 2021

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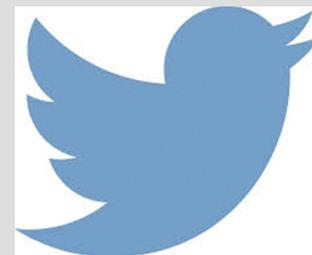
27th October

24th November

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

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

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## Welcome to the October 2021 edition of Liverpool Law

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

It is so nice to have a front cover from an actual event!!! We have featured some lovely pictures over the last 18 months but to see familiar faces and events is just great.

Well done to everyone who took part in the walk, Steve Cornforth's story about giving an explanation to the Police really made me smile. I also understand this was a record breaking year for the amount raised which is fantastic. There is still time to donate and you can find links within the magazine if so inclined.

Congratulations to all those shortlisted for the Awards you should be very proud and I wish you all the best of luck. I can't wait to see everyone glammed up for the Annual dinner, it really does feel like a return to some normality.

Congratulations also to the new MJLD committee on their election, you can find their full roles and lovely photographs in this months magazine. Again it looks like a return to business as usual with their line up of events.

Please send us in details of any CSR events you have going on, it really has been a noticeable gap in the magazine during the pandemic and I know charities have felt the impact of the missed fundraising. From the enthusiasm and funds raised from the walk it is clear the passion of our legal community hasn't waned and I look forward to featuring your charitable endeavours again soon.

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

## 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:

06/10/2021 13:00	Family Business Sub-Committee
07/10/2021 13:00	In-House Lawyers Sub-Committee
08/10/2021 10:30	Joint Forum on Access to Justice Group Meeting
12/10/2021 12:30	General Committee
15/10/2021 13:00	Directors' meeting with MPs, Lords and PCC
17/10/2021 11:00	Annual Service to mark the start of the Legal Year, Liverpool Cathedral
19/10/2021 11:00	Editorial Sub-Committee
20/10/2021 13:00	Equality, Diversity & Inclusion Sub-Committee
21/10/2021 09:30	Joint V Meeting (Bristol Hosting)
26/10/2021 12:30	Finance & Policy Sub-Committee
29/10/2021 13:00	Education & Charities Sub-Committee
04/11/2021 13:00	Non-Contentious Business Sub-Committee
04/11/2021 19:30	Annual Dinner

## Editorial Committee Dates

Tue 19/10/2021

Tue 16/11/2021

# From the President

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

This year seems to be flying by at an extraordinary rate and I can't believe we are only weeks away from the Annual Dinner (and Legal Awards)! Our nominees have now been shortlisted and it promises to be an exciting night! I hope that if you haven't already booked your place at the Dinner that you will do soon as it would be lovely to see as many of you as possible there to celebrate.

It has been great to see so many people returning to the office too – Liverpool has busier than I have seen it for a long time and although initially daunting many measures seem to be remaining in place to make it feel safe.

Hopefully we have seen a build of confidence in the return to some normality. We are looking to open our own office back up to members as soon as possible so that we can resume face to face meetings and training. We have Covid safe measures being finalised and cannot wait to welcome you all back!

I have also been further afield this last month as I attended the Annual Dinner at Birmingham Law Society. It felt surreal just getting on a train let alone having to sit at a dinner table with people other than my family! What a great night it was though and it filled me with hope for our own event. It was great to catch up with our Joint V Presidents in person for the first time in 18 months too.

My thanks to Liverpool Law Golf Society for inviting me to the Tripartite Tournament. While I did not dust off the clubs and partake in any rounds myself, I did have the pleasure of sitting on the winning table! Hard luck Belfast and Dublin but hope to see you next year when you have the chance of taking the trophy!

I also had the pleasure of recently meeting with (although sadly this time remotely) our Past Presidents to discuss our plans for the future. What a relief to hear that they approved of how the Society has navigated the pandemic and the direction we are heading for! I consider myself extremely fortunate to have had the support of such a wonderful group (and I very much look forward to seeing them in person as soon as I am able).

Many thanks to those who took part in The Legal Walk last month. And a huge thanks to those who donated! We had our biggest group of walkers to date – and thankfully the weather was kind – there is still time to donate too!



**Julie O'Hare**

We were fortunate enough to host a roundtable with Speakers for Schools recently. What a great initiative to promote social mobility and match young people with employers. I would recommend that you take a few moments to look at their website <https://www.speakersforschools.org/> to see how you can become involved.

As always we are looking to you to help build our programme of training events (and, as we regain some sense of normality, social networking) so please do let us have your ideas, comments and suggestions so that we can ensure we cater to your needs.

Please do take a few minutes to scroll through this edition to see what wonderful things our other members have been up to and continue to send us details of what you have planned over the next few months.

Until next time, stay safe and happy reading!

**Julie O'Hare**  
President

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## Private Child Law Conference

On Wednesday 8th September we held our annual Private Child Law Conference online, via zoom\*.

District Judge O'Neill kindly chaired the event and sessions began with a Domestic Abuse Update from Kate Burnell QC of St Johns Buildings Chambers. This was then followed by 'Tips on the successful pursuit and defence of relocation cases' with Ruth Kirby QC of 4 Paper Buildings Chambers.

Next up was Ashley Hodgkinson from sponsors Alpha Biolabs who covered; 'Alcohol Monitoring - making effective and appropriate use of the latest technology in childcare cases' after which delegates then took a short comfort break before Teertha Gupta QC on behalf of Unit Chambers, spoke about International Family Law.

Final session of the afternoon was from Lisa Edmunds who provided a 'Top 10 Private Law Update', which included alternatives to court proceedings.

DJ O'Neill then gave a brief summary and thanked speakers, sponsors Alpha Biolabs & delegates for their support, which I would echo.

Some feedback we received from a delegate; "Great speakers and interesting topical areas of law" – S McCarthy, Hill Dickinson Hopefully we will see you in person for this event in 2022?!

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

*\*Those who prebooked this event but were unable to attend on the day, can access the recording an unlimited numbers of times, for a period of up to 3 months post event.*

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## 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



## Residential Property Conference 2021

Last month we held our annual Residential Property Conference which was very kindly chaired by Eddie Goldsmith, Co-Founder of YouConvey and 'Millennium' President of Liverpool Law Society (2000/01).

It was held online via zoom & some brave delegates even switched their cameras on!

Stephen Ward of the CLC began the day discussing how we can manage risk in a changing environment. This was followed by an update from Leanne Wright from HM Land Registry.

Delegates then took a short comfort break before Lorraine Richardson of Adapt Law provided the first of her two sessions: Leasehold Pitfalls with Ground Rents.

Next up, we heard from our sponsors Landmark Information and their representative, Allie Parsons, talked about 'Making the property transaction easier for all'.

We then took a 45min comfort break, so people could grab a sandwich, check emails etc.

The afternoon began with Lorraine's 2nd session: 'Anti Money Laundering & Source of Funds', followed by an SDLT Update with Bill Chandler of Hill Dickinson.

Final part of the day, was dedicated to discussing 'The future path and challenges of Conveyancing/conveyancers' which chair Eddie Goldsmith did along with Stuart Young of The Property Log Book.

Thanks to sponsors Landmark Information. Thanks also to the speakers involved and each and every delegate who booked. Keep Wednesday 14th September 2022 free in your diary, so you don't miss out next year

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

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## Consultation Papers

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

Non-Contentious

Modernising Lasting Powers of Attorney

Consultation closes on 13th October

# Your local Law Society

All members of the Society will shortly be receiving an email inviting you to nominate yourself or a member of the Society to become a director at the AGM in November. We would like to have a Committee which is as representative as possible of the wide membership the Society enjoys. All members of the Society are eligible for election to the General Committee. You must be nominated by three members of the Society and serve a three-year term.

Becoming a director and member of General Committee is an opportunity to shape the future of one of the most active local Law Societies in England and Wales. You will make professional contacts and friends, learn from other's best practice and work shoulder to shoulder with other legal professionals, regardless of status and seniority.

The General Committee consists of up to 27 members, who each serve a three-year term. Every year, nine members of the General Committee retire by rotation at the Annual General Meeting: up to five of those due to retire may be nominated by the Committee for re-



election, and the others are not eligible for re-election until the next Annual General Meeting.

**Elections will take place at the Society's Annual General Meeting to be held at 1.00pm on Thursday, 25th November 2020. If you would like further information about the Committee or assistance with who is a member please visit <http://www.liverpoollawsociety.org.uk/about-the-society/committees> or email [committees@liverpoollawsociety.org.uk](mailto:committees@liverpoollawsociety.org.uk) with your query or request.**

## The Annual Legal Service

Members of Liverpool Law Society, their family and guests are invited to the annual Legal Service to mark the beginning of the new Legal Year.

### Date & time:

Sunday, 17th October 2021 at  
11.00am

### Venue:

Liverpool Cathedral

*This service is open to anyone in the legal profession and their guests.*

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Liverpool Law Society

# AADILA

2021 Annual Dinner featuring Legal Awards

Join President Julie O'Hare at the region's premier event for the legal sector. Hear from guest speaker Andy Grant who went from being a royal marine to a record-breaking amputee.

The Legal Awards ceremony will take place during the evening, showcasing the excellent legal work of local, regional and national firms, members of Liverpool Law Society

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Liverpool Law Society

**A D I L A**

2021 Annual Dinner featuring Legal Awards

**Legal Awards 2021 Shortlist**

**Rising Star Award** sponsored by **The University of Law**

Katie Camozzi, MSB Solicitors

Emily Driver, Jackson Lees

Eleanor Slater, Morecrofts Solicitors

**Outstanding Lawyer Award** sponsored by **DR&P**

Mark Goodwin, Provenio Litigation

Brian Noon, In-House Legal Solutions

**Law Firm Award (1-99 employees)** sponsored by **IndexPI**

174 Family Law

Bell Lamb & Joynson Solicitors

In-House Legal Solutions

Morecrofts Solicitors

**Law Firm Award (100+ employees)** sponsored by **Landmark**

Jackson Lees

MSB

The recipient of the **Lifetime Achievement**

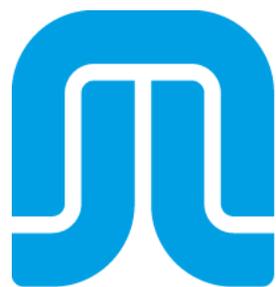
**Award** will be revealed at the Awards ceremony

on 4th November

**Book a table**



## SQE Insight Webinars by The College of Legal Practice



# The College of Legal Practice

The College of Legal Practice are running three free webinars exclusively for Liverpool Law Society Members, hosted by their CEO, Dr Giles Proctor. The webinars will help you explore some of the challenges and opportunities that the SQE brings to training our future solicitors.

### The second webinar of the series:

#### 13th October: Learning designed to pass the SQE

In this webinar, you will hear how the College has approached designing learning that prepares students to pass the SQE1. They will share student feedback from their first SQE1 preparation course.

How do you teach and support students to pass SQE1? What type of learning helps them both learn about the law and pass the exams? What kind of supervision best helps students prepare?

In the second of our SQE Insights Webinars offered to members by The College of Legal Practice, you will be the first to hear about the College's first hand experience of preparing students for the SQE. Dr Giles Proctor, CEO of the College, will share feedback from the students preparing for the very first SQE1 Assessment in November.

### Topics covered in the webinar:

- The format and style of the SQE1 Assessments
- The College's design of learning activities and supervision
- The student experiences so far of preparing for the SQE1 in November

There will be an opportunity to ask any questions you have about either the SQE or the training programmes.

To book a place, click [here](#).

### Hot off the press

The College of Legal Practice are launching their new Online by Design series for Legal L&D Professionals. This new series of blogs and guides offers advice to legal L&D professionals on digital learning. Isabel Parker, Executive Director, Digital Legal Exchange and Professional Scott Slorach, Director of Teaching and Learning at York Law

School have put together a series of resources to support firms with digital learning development in the post-pandemic age. You can access the series here: [Online By Design \(collegalpractice.com\)](#).

### Background information on The College of Legal Practice

The College of Legal Practice is an accredited postgraduate legal education provider offering highly flexible SQE preparation courses at a competitive price. You can find out more about their courses and how they work with the legal sector on their website.

The College's Head of Curriculum, Jane Waddell shares her views on the evolution of legal education: [The evolution of legal education and the potential of online learning \(collegalpractice.com\)](#)

### Background on Speaker - Dr Giles Proctor, CEO, The College of Legal Practice

Dr Giles Proctor qualified as a solicitor with Addleshaw Goddard in Manchester and practiced in corporate and commercial law before entering teaching and completing his PhD.

Giles has designed and delivered commercial diploma courses and corporate training for 'magic circle' law firms, whilst at Nottingham Law School and the University of Law. He managed the successful opening of a new law school for Kaplan, delivering postgraduate legal education, in partnership with Nottingham Law School, to over 16 City firms.

Giles helped found Roehampton Law School (the Law School), which opened in September 2015, the teaching at the Law School being guided by the philosophy of 'law in practice', teaching law to students in the context of legal practice, using tutors who are overwhelmingly ex-practitioners. He joined The College of Legal Practice as Chief Executive Officer in February 2020 and leads our business engagement, collaborating with firms and Universities to develop bespoke training programmes.



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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.

### Liverpool Legal Walk 2021

Our Special mascot for the Evening was Ms Luna, pictured below, with Elly Smith. Ms Luna led the team on the Sponsored Walk around Liverpool City Centre to raise money for the Access to Justice Foundation and the North-west Legal Support Trust



Vauxhall Law Centre pulled out all of the stops at the Liverpool Legal Walk in Liverpool on Tuesday 21st September 2021. We received amazing support from a wide range of people, community activists, councillors, MPs staff, volunteers, service users and Law Centre board and staff members. To date we have raised well over £1,300, including gift aid. It's not too late to donate. Donations can still be made.

If you wish to support the Access to Justice Foundation and North-West Legal Support Trust at the following link.  
<https://uk.virginmoneygiving.com/fundraiser-display/showROFundraiserPage?userUrl=VauxhallLawCentre&isTeam=true>



*Some of the Law Centre Team on the Night*

### Volunteers

Volunteers are the backbone of our organisation, their dedication to supporting our work and commitment to promote access to justice during a global pandemic has been immense. We get support from our volunteers in many different ways:-

- Our Board are volunteers, providing support and strategic direction for the organisation
- Volunteers assist with our advice provision and representation
- Volunteers help us with publicity, administration and fundraising, our legal walk was supported by many of our community supporters and helped us raise over £1,300

### New Volunteers sought

If you think you could support our work at Vauxhall please don't hesitate to contact us. We are looking for volunteers with skills in a wide range of areas such as Financial Management, HR, Technology, Fundraising, Advice. If you have any skills and would like to get on board with us please drop us a line at [recruitment@vauxhalllawcentre.org.uk](mailto:recruitment@vauxhalllawcentre.org.uk)

We are also interested in developing our Board too. Drop us a line to this email address and we will call you for a chat.

### #RightToFood Campaign



Vauxhall Law Centre was delighted to be able to support a fundraising night for the #RightToFood Campaign and the Bobby Collieran Trust, which provides bereavement support for families who have lost a child.

Members of our Board, Volunteers and staff attended the event which was held at the Marlborough Clubhouse in West Derby Liverpool. In addition to speakers from the #RightToFood Campaign we heard from Ian Byrne MP, a great supporter of Access to Justice and against poverty, Professor Ian Sinha, Paediatrician Alder Hey Hospital, a speaker from Marlborough Allotments and many others. It was a great night out raising money for good causes. We would like to thank the Tudor Trust for enabling our attendance on the Night.

### Law Centre Re-opened

Following long periods during the lockdown without being able to provide face to face advice we are now pleased to be able to report that the Law Centre has now re-opened for a limited number of face-to-face interview. We are still being careful, we are taking all possible steps to minimise risks to our volunteers, service users and staff.

People wanting to enquire about benefits advice are still being encouraged, if possible to do so online or via the telephone on 0151 360 777

We are also very pleased to announce that we are just about to appoint another member of staff to our team who will be a receptionist/administrator and they will be starting in October 2021. Watch this space for a full introduction and contact details next month.



# News from Merseyside Law Centre

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

We are extremely grateful to have received funding from National Lottery to support us to continue providing free social welfare law advice in the Dovecot community. Dovecot is one of the UK's most deprived areas. It is home to people whose potential is limited by poverty and disadvantage. From 40 years' experience, we know the first key to unlocking potential is to help people resolve the practical problems and stress caused by poverty, eg poor diet, hunger, bad housing (damp, disrepair, threat of eviction) etc.



### Our office on Dovecot Parade is closing with our new offices opening soon

Our free legal advice and representation helps people move on from these overwhelming worries and practical concerns about where the next meal is coming from or whether they will have a roof over their heads. Former clients regularly tell us they began to have 'headspace' to do things outside the home such as engaging in community activities, picking up old hobbies or just making friends and seeing relatives, once these things were under control.

Supporting free legal advice would save Treasury £4bn next year. New primary economic research released 20/9/21 has shown that the provision of free legal advice to the most vulnerable in society on issues such as housing, employment, welfare benefits and debt would save the taxpayer £4bn a year.

The detailed report, 'Defending the public purse: The economic value of the free legal advice sector', commissioned by the Community Justice fund comes as the Treasury is considering how to reduce public expenditure ahead of next month's Spending Review (SR21) and at a time of deep economic uncertainty for millions of people as the Government's furlough scheme finishes and it ends the £20 weekly uplift in Universal Credit.

The research shows that there is a saving to the public purse of £8,000 for every client in receipt of free specialist legal advice. On

average, the cost to Treasury of an individual experiencing a legal problem was £14,000 if specialist legal advice was not available, compared to just £6,000 per person in receipt of free specialist legal advice. With around 500,000 people benefiting from free legal advice delivered by organisations supported by Community Justice Fund alone, the total saving to the taxpayer amounts to £4bn.

Read the full report here

<https://atjf.org.uk/wp-content/uploads/2021/09/Defending-the-public-purse-The-economic-value-of-the-free-legal-advice-sector-September-2021.pdf>

MLC is working with Liverpool City Council to provide advice and assistance to people who received emergency accommodation to prevent street homelessness during the pandemic. This is extremely challenging work with clients who have complex needs.

We are working with Greater Manchester Immigration Aid Unit and other local providers to establish and grow capacity for legally aided immigration and asylum advice across Merseyside. The MLC Marvels recently took part in the Liverpool Legal Walk raising almost £300 (and donations are still coming in) for the North West Legal Support Trust (NWLST). NWLST provides grants to organisations to help to facilitate and support access to justice for the poorest, most vulnerable and most disadvantaged members of society. They provide free legal help to people facing problems such as homelessness, debt, employment, family issues, mental health problems, discrimination and injustice and they desperately need funds to support their work.

We were proud to be involved in this and of our walkers Mary Heery, David Kenny, Tracy Kofi, Mark Weights and Karen Woodside. Marvellous... Well done everyone!  
[www.nwlst.org.uk/liverpool-legal-walk.html](http://www.nwlst.org.uk/liverpool-legal-walk.html)

Please use this link if you would like to make a donation  
<https://uk.virginmoneygiving.com/Team/MerseysideLawCentreMarvels21>

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

**E-mail:** [enquiries@merseysidelawcentre.co.uk](mailto:enquiries@merseysidelawcentre.co.uk)  
**Twitter:** @MerseyLawCentre  
**Facebook:** Merseyside Law Centre  
**Website:** [www.merseysidelawcentre.co.uk](http://www.merseysidelawcentre.co.uk)  
**Tel:** 0151-709-0504

## Pride in the law: experiences of the LGBT+ community within the legal profession

During LGBT+ History Month 2021, LGBT+ legal professionals and colleagues who consider themselves allies to the LGBT+ community, were invited to take part in an online survey about their experiences of being LGBT+ or an ally in the legal sector. There were 617 individual responses to the survey, with 62% identifying as LGBT+.

### The report highlighted a number of pressing issues;

A lack of LGBT+ role models at work was the most cited pressing issue for gay men (42%), lesbian/gay women (55%) and bisexual individuals (78%). Positive role models at work can inspire and motivate us to reach our goals, show us what's possible, encourage us to share and be a source of invaluable learning – both personally and professionally.

Coming out to clients was cited as a pressing issue for around two-fifths of LGBT+ respondents (38%) and microaggressions (indirect, subtle or unintended slights or insults) were a challenge for about one-third (34%) of LGBT+ legal professionals.

Around two-fifths (42%) of respondents indicated there was nothing affecting them at work due to being LGBT+. Some lesbian, gay and bisexual (LGB) respondents commented that they didn't see their sexual orientation as their 'identity' and did not believe they experienced the workplace in a way that was different from others.

### Being out at work

In the survey, 82% of LGBT+ legal professionals indicated they were out to colleagues, and 38% were out to clients. This is an increase on 2009 survey findings where 63% of respondents were

out to colleagues and 24% were also out to clients.

The 2021 survey revealed that:

gay men were more likely to be out to colleagues and clients compared to lesbian/gay women and bisexual individuals

the majority of LGBT+ respondents in senior positions were out to colleagues; open responses suggested that the experience of being out was easier at a more senior level

### Experience of homophobia, biphobia or transphobia

Over one-third (37%) of respondents said they had experienced homophobia, biphobia or transphobia in their workplace

Under one-fifth (18%) of those experiencing such negative behaviours had reported these experiences themselves. A further 18% indicated that someone else had reported the incident

The most common reasons for not reporting incidents was that they felt the behaviours were not serious enough to report (40%), they lacked confidence it would be resolved effectively (26%), or they were too afraid to report it (14%)

Around three-quarters (78%) of respondents indicated there were opportunities to raise concerns anonymously or seek confidential support about homophobic, biphobic or transphobic behaviour in their workplace. Whilst 57% of respondents would be confident in making use of such routes, around one-fifth (21%) said they would not.

**The full report can be read here.**

## TRAINING SEAT EXCHANGE

Liverpool Law Society is delighted to offer the Trainee Seat Exchange free to members as a way of assisting member firms interchange trainees. The aim is to provide more training contracts on Merseyside and beyond by facilitating an exchange between firms who may otherwise find it difficult to offer their trainees the requisite breadth of work.

The Training Seat Exchange, which is open only to member firms of Liverpool Law Society, operates essentially as a noticeboard whereby the firms detail what seat they can offer and also what seat they are seeking. All those listed below are interested in seeking and/or offering a seat. It is up to each firm to ensure that the terms of the training code and contract are met during any exchange agreed. Liverpool Law Society does not take responsibility for any part of the exchange, or observance of the training code or contract by the firm. The exchange must be discussed and agreed between each member firm on an individual basis.

The Exchange is open only to Liverpool Law Society member firms and will be time-limited to 12 months at which point you will be able to renew for the following 12 months at no cost. If you would like to appear on the list, please complete our online form [here](#).

# New research into lawyer wellbeing makes case for profession-wide change

*Legal professionals at high risk of burnout, 69% have experienced mental ill-health, 1 in 5 bullied, harassed or discriminated against at work*

Legal mental health charity LawCare has released the findings of its research study **Life in the Law**. The research into wellbeing in the profession captured data between October 2020 and January 2021 from over 1,700 legal professionals in the UK, Republic of Ireland, Jersey, Guernsey, and Isle of Man. The aim of the research was to take a snapshot of mental health and wellbeing in the legal profession to help inform future steps the profession must collectively take to improve wellbeing in the sector.

The study questioned legal professionals on a range of areas, including work intensity (workload and working hours), and used three recognised academic scales for burnout (disengagement and exhaustion), autonomy (ability to control what, where, how, and with whom, work is done), and psychological safety (ability to speak up with ideas and questions, raise concerns or admit mistakes).

## Mental ill-health

The majority of participants (69%) had experienced mental ill-health (whether clinically or self-diagnosed) in the 12 months before completing the survey. Most common experiences of mental ill-health, experienced often to all of the time, included anxiety, low mood, and depression. Of those who had experienced mental ill-health, only 56% said they had talked about it at work. The most common reason for not disclosing mental ill-health at work was the fear of stigma that would attach, resulting career implications, and financial and reputational consequences.

## Burnout

Data from the study suggests legal professionals are at a high risk of burnout with participants aged between 26 and 35 displaying the highest burnout scores, and also reporting the lowest autonomy, lowest psychological safety, and highest work intensity score. Female legal professionals, those from ethnic minorities, and those with a disability also scored higher than average for burnout and lower for autonomy and psychological safety at work. Participants with lower autonomy at work and lower psychological safety at work displayed higher burnout.

## Negative effects of current working culture and practices

Being exposed to high levels of work intensity (having a high workload and working long hours) was associated with higher burnout, regardless of how much autonomy a person had, or how psychologically safe their work environment was. 28% of participants either agreed or strongly agreed that their work required them to be available to clients 24/7 and 65% said they checked emails outside of work hours to keep up with their workload.

## Sleep

The study suggests that many legal professionals are getting less than the recommended amount of sleep (7-9 hours a night) with just over a third of participants (35%) estimating they had slept between 6 to 7 hours a night over the 2 weeks before completing the survey, a quarter (25%) averaging 5 to 6 hours, and over one in ten (12%) indicating they had less than 5 hours a night. As the number of hours slept per night decreased, levels of burnout increased.

## COVID-19

Most participants were not furloughed (88%) and only 2% were made redundant because of the pandemic. Nonetheless, almost half expressed concern about their job security and 58% were more concerned about their finances during COVID-19. 59% reported being more concerned about increased pressures around work-life balance.

## Bullying, harassment, or discrimination at work

Just over one in five participants (22%) said they had experienced bullying, harassment or discrimination in the workplace in the 12 months before completing the survey. These individuals displayed higher burnout levels, lower autonomy, and lower psychological safety at work, and reported higher levels of work intensity.

## What makes a difference to wellbeing?

The most commonly provided workplace support measures were regular catch-ups or appraisals, mental health policies, mental health and wellbeing training, and signposting to external support. Of these, regular catch-ups or appraisals were reported to be the most helpful. Having these in place helped to bolster confidence in personal development and reduce anxiety. Despite this only 48% of those in a position of management or supervisory capacity had received leadership, management, or supervisory training.

Elizabeth Rimmer, CEO of LawCare said: "This research, the first of its kind in this country, provides robust evidence that the legal profession is stressed, tired, anxious, at high risk of burnout and that those working practices in the law that undermine mental health need to change. We want this research to be the catalyst for us to come together as a profession to create that change, to create a culture in law that puts the law's greatest asset – its people – first. The experience of living and working through a global pandemic has had a profound effect on us all and presents an opportunity like no other to reimagine the future and make it happen."

Full report available at [www.lawcare.org.uk/lifeinthelaw](http://www.lawcare.org.uk/lifeinthelaw)

# Environmental Sustainability

We are all seeing the huge impact of climate change on the world. This month we talked to a number of law firms about their initiatives and practical measures aimed at reducing the firm's carbon footprint and maximising environmental sustainability...

## CEL Solicitors



**Joseph Richardson, Paralegal at CEL Solicitors explains the measures they take and how individuals in the firm are taking responsibility for going greener.**

We can all see the damage that our actions are having on the environment and there are measures we can all take to protect our world. Here at CEL, there are a number of measures which we take in order to limit our impact on the environment. We are a paperless office and so we limit the amount of paper which we use at work. We email as often as possible and our email signatures have a sentence reminding the reader, and the sender, to consider the environment before printing the email. We also utilise e-signatures where possible to again save on our use of paper. Being paperless not only limits the amount of paper being used, but also the use of other resources such as the ink and energy used to print and post out documents. It is through the implementation of simple measures such as these which help our firm and those we come into contact with to keep the environment in mind.

There are times when using paper is unavoidable and, for this reason, we have a number of recycling bins around the office so that we can try to be as green as possible. We also look to reuse items and so, when we purchased new computers for our office, the old monitors were donated to a local school instead of being thrown away and wasted.

On Fridays at CEL, we end the week by having a talk from a member of the team on a topic which that person feels passionate about. The talk which I gave was about how we can make the office 'greener' and in this, we discussed ways that we can be more environmentally friendly as a firm. We discussed the things that we already do and other initiatives we can take. Some examples of this were to use re-usable water bottles instead of purchasing plastic bottles, taking public transport or car sharing for those who do drive to work and to purchase a desk plant. Desk plants can help to clean the air in offices as well as having other benefits such as reducing stress.

Another talk we had was from Cheryl, who spoke about her passion for re-designing old items, along with the issues of fast fashion, explaining how we should try to purchase clothes which will last longer and from companies which are eco-friendly. We also had a talk from Rachael on the topic of greenwashing, which brought awareness of the ways in which companies mislead customers on how its business, products or services impact on the environment, and we spoke about what we can do to try to combat this.

These are just some of the policies and practices which we have in place aimed at maximising our firm's environmental sustainability and we continue to look for ways we can improve. There are a number of members of our team who are passionate about protecting the environment and with everyone working together, we are continually working towards being greener as a company and as individuals.

## Carpenters Group



**Donna Scully, Director of Carpenters Group, explains why now more than ever Carpenters Group are prioritising the environmental impact that their business is having on the environment and what they are doing about it.**

We are now one of the UK's leading providers of insurance and legal services and very quickly our business has grown to around 1000 people spread across five locations throughout the UK. As our operations have grown, so too has our responsibility to our people, clients, suppliers and to the communities in which we operate. This responsibility now more than ever also extends to the environmental impact of our operations and to our commitment to reduce our businesses impact on the environment and also to put a clear plan in place to improve our environmental performance.

The global pandemic has really highlighted that everyone now needs to take notice of the impact that we as a race are having on the planet and it really is vital that we need to start looking after it. The pandemic has definitely shifted our focus to the

environment and the impact that our business has on it. I really do believe that the situation presented by COVID-19 can provide opportunities for us all to build back better.

In recent times one of the main things the we have done through an internal communications campaign is to have major refocus on highlighting to our people the importance that they each play in all of this as well, whether that be on how they chose to travel to work or the things that they can do from home to help improve the impact that they personally have on the planet.

We have also reconfirmed our commitments and objectives in relation to our environmental strategy. Essentially they are a commitment to continuous improvement, prevention of pollution, the reduction of our environmental impact and the utmost compliance with all relevant environmental legislation.

We have broken our strategy down into 5 distinct strands; energy and water, waste management and recycling, sustainable procurement, travel and transport and reporting. Within each of these areas there are numerous objectives around reduction of consumption of energy and water, increasing our recycling efforts, right down to things like making sure our suppliers have the same values around the environment that we have at Carpenters Group. Reporting is also something we are really going to build on over the coming months as I really want us to be able to showcase and celebrate our progress and successes.

Although we are doing a lot of work in this area, there is so much more we still need to do. If the pandemic has taught us anything it's that we can't return to our old ways of living, working and running our businesses. Our people and our clients want us to do more, we want to do more! That's why we have lots more plans in the pipeline to enhance and add to our current offering, because if nothing else, it's the right thing to do!

## Morecrofts LLP



**Sustainability is more than a buzz word, it's a word which requires action. With this in mind, early in 2021 Morecrofts Solicitors launched a staff-led sustainability team to dedicate time to help us change. Leader of the Green Team Rebecca Dobbs tells us what it's all about.**

My passion for helping the planet has been engrained in me for a long time, so when I was given the opportunity to lead this team at Morecrofts I jumped at it.

Myself and six colleagues from all levels in the business make up the Green Team. We work closely with the strategic decision board of the firm to make change.

Our goals are;

- To reduce the firm's carbon footprint through a series of practical measures and changes
- To educate all colleague on the importance of sustainability, both in the workplace and outside of the workplace.
- To find smart ways to invest budget in becoming more sustainable

We've made some great steps so far, and have some big planning for the end of 2021 and early 2022.

Practical changes we've made so far include committing to paperlite working – which is no mean feat for many of our teams. As a profession, law traditionally runs on large amounts of paper. We've worked with individual teams to train them in e-document handling, e-bundling, digital signing, enhanced online client communications and so much more.

Following a £250K IT upgrade, we've been in a great position to put relevant technologies in place quickly and make a swift positive impact in reducing the firm's carbon footprint. As with all business changes, communication is key. We communicate through internal newsletters regularly, updating members of the firm on current global issues as well as what we are putting in place internally.

We are changing mindsets throughout the firm with training on how to be more sustainable, both at home as well as in the office – things as simple as shutting down computers and reducing personal plastics are making a big impact.

In a recent survey, the vast majority of our colleagues said they have benefitted from making change, and want to adopt more new habits.

One of the small steps we will shortly be taking will be stationery amnesty, encouraging all staff to box up their unused items such as pens, labels, paperclips etc. and redistributing them across the firm, to reduce waste and ensure everything ordered is actually used.

In November 2021, we will publish our new sustainability policy. This will be a public document on our website, demonstrating our commitment to staying focussed on becoming more carbon neutral in the coming months and years.

You can't be what you can't see, and the investment to becoming more sustainable, both in money and time from the Partners at Morecrofts has been welcomed by us.

There are big plans in the pipeline and the Morecrofts Green Team are looking forward to sharing our triumphs – both big and small. Together we are working smarter, faster and more sustainably.

# Hill Dickinson sets out stall in bid to tap into returners talent pool

Hill Dickinson has launched the first in a series of initiatives aimed at improving diversity within the firm. Working in collaboration with the Law Society, the firm will kick off its campaign by targeting the untapped potential of the legal careers 'returners pool'.

The returners' initiative is aimed specifically at individuals looking to return to the law after taking a career break and who are seeking flexibility to accommodate other commitments, passions or lifestyle choices.

The initiative forms part of a wider campaign that Hill Dickinson plans to roll out over the next 12 months to improve gender and overall diversity across all areas of its operation. Its aims to build a more inclusive workforce, drawn from a much wider demographic, centre on the significant progress it has made in recent years to break down real and perceived barriers to recruitment, progression and retention.

Carolyn Morgan, director of HR at Hill Dickinson, said: "Lawyers who have taken an extended break from the law – for any number of reasons – often assume their ambition to achieve or maintain a senior position on their return may no longer be within reach. This is something we have seen at our own firm and we are determined to change that.

"We believe there is an untapped pool of talent when it comes to the legal recruitment market, especially for those who may be thinking of resuming their legal career but would like to do so on terms that also suit their lifestyle.

"We have worked hard to consider and remove any assumed barriers to progression and tell returning lawyers that they really can 'have it all' at Hill Dickinson. They can have a family, caring commitments, a hobby or passion, all while pursuing a successful legal career at a firm that offers quality work and great benefits."

Ms Morgan continued: "Hill Dickinson will provide returners with the support they need to regain their confidence, build their client base and restart their legal career. What's more, and in line with our culture and values, we're offering part-time and flexible hours so that you can truly build the work-life balance you want."

Even before the pandemic hit, Hill Dickinson had begun work on a comprehensive range of benefits to aid recruitment and retention and position itself as an employer of choice. Now, in collaboration with the Law Society, the firm will align itself with the Society's own initiatives to target returners and embark on a series of events to help spread the word.

Speaking for the Law Society, career development lead Rita Oscar said: "The Law Society is committed to retaining talent in the profession and as part of its Recharge programme has



**Carolyn Morgan**

been reaching out to returners as a specific target group. In the past 12 months the Law Society has developed several initiatives to support solicitors back to law and has seen interest grow. It is very encouraging that law firms also recognise the untapped potential of attracting this group of people, with their experience of life and the law, back into the workplace on their terms. We are delighted to collaborate with Hill Dickinson to help attract returners back into the profession and ensure that experience isn't lost."

**For more information, visit**  
[www.hilldickinson.com/returntothelaw](http://www.hilldickinson.com/returntothelaw).

# Jackson Lees bolsters new Corporate and Commercial offering with key appointments

Jackson Lees has expanded its corporate and commercial department with two new appointments.

The offering was launched in February with the appointment of head of corporate and commercial Charlotte Mills, a highly experienced and well-regarded corporate and commercial expert.

Now, with expansion plans in the pipeline, she has recruited two new colleagues.

Jen Goodwin, a corporate and commercial solicitor, joins the team following six years' experience at Lancashire practice Farleys Solicitors LLP. Specialising in general corporate work as well as a variety of commercial matters, such as data protection and terms and conditions of business, Jen will be leading her own cases.

Jen said: "I'm really excited to be joining the Jackson Lees team and it's fantastic to be coming into such a fresh department that's already beginning to expand."

From the outset, it was clear that Jackson Lees is incredibly passionate about growth and each individual's development, so I'm looking forward to being on board and a part of its future, helping to create a strong, robust department with Charlotte and the team."

Angela Kelly, joining the team from within the Jackson Lees Group, has been appointed as corporate and commercial paralegal, supporting Jen and Charlotte across cases.

With an abundance of experience in client liaison, business development and consultancy, she has been with the firm for almost two years and will now hone her skills in the new department.

Having been in corporate law for more than 15 years, Charlotte trained in the South East before working for a Lancashire-based firm and, later, making the move to Manchester where she has practised since 2013. She now works across the Jackson Lees Group offices in Manchester, Liverpool and Hoylake.

Charlotte said: "Following our practice area launch earlier this year, we've built a strong team with experience in corporate transactions, commercial contracts and client relations."

Having Jen and Angela on board broadens our skillset as well as our network with businesses and professional advisors across the North West. We look forward to working collaboratively with corporate clients, helping them to navigate and implement change within their business."



Angela Kelly, Charlotte Mills and Jen Goodwin

## FREE EVENT: Learning designed to pass the SQE with Dr Giles Proctor

on Wednesday 13th October, 12.30pm - 1.30pm

**In the second of our SQE Insights Webinars offered to members by The College of Legal Practice, you will be the first to hear about the College's first-hand experience of preparing students for the SQE. Dr Giles Proctor, CEO of the College, will share feedback from the students preparing for the very first SQE1 Assessment in November.**

Topics covered in the webinar:

- The format and style of the SQE1 Assessments
- The College's design of learning activities and supervision
- The student experiences so far of preparing for the SQE1 in November

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## Hampson Hughes expands Clinical Negligence Team

Hampson Hughes has appointed three new members of staff to its clinical negligence team, following a period of growth for the firm.

Lindsey Jenkins, Gemma Dixon and Jhay Mason have joined the firm in their head offices in Liverpool as a solicitor, assistant solicitor and clinical negligence litigation executive respectively.

Hampson Hughes specialises in clinical negligence and personal injury law, representing clients from across England and Wales across a number of areas of practice including clinical negligence, road traffic accidents, accidents at work, product liability and slips, trips and falls.

Gemma qualified as a solicitor in 2020 via CILEX, the professional body for Chartered Legal Executives, legal practitioner, paralegals and apprentices, previously working as a file handler for a large Merseyside based Personal Injury and Clinical Negligence firm.

Jhay Mason has moved to Hampson Hughes from Slater and Gordon, with a strong history within the clinical negligence field, as a paralegal and litigation executive, with proven casework experience and client care skills. Jhay has been involved in some significant and high value Clinical Negligence claims and is due to qualify as a Solicitor next year, with the support of Hampson Hughes.

Carlos Lopez, Director of clinical negligence at Hampson Hughes, said: “We are delighted to welcome Lindsey, Gemma and Jhay to the clinical negligence team at Hampson Hughes. As soon as I met them at interview, I knew that they would be an asset to clients and the firm. They are all passionate about this area of law and I know that they will achieve good results for clients, as well as developing their own careers with us. They now bring the team total to 11 and are part of our drive to solidify Hampson Hughes as a leading North West firm for Clinical Negligence work.

“Acting for those injured through sub-standard medical treatment is an incredibly rewarding occupation, and their passion, dedication and experience within the sector will prove invaluable to the firm as we continue to provide a first-class legal service for what can be incredibly vulnerable people.”



**Gemma Dixon, Jhay Mason and Lindsey Jenkins**

## Weightmans lawyer appointed to Ministry of Justice board

Glyn Thompson, Principal Associate at Weightmans, has been appointed to the Ministry of Justice's (MoJ) Official Injury Claim (OIC) Advisory Board.

Glyn is an expert in advising clients on Defendant RTA litigation, whiplash claims and Whiplash Reform. His expertise has seen him appointed head of the Motor Sector Focus Team at the Forum of Insurance Lawyers (FOIL) and he will now be acting as the Forum's representative on the OIC Board.

The Board has been set up to support the implementation of the government's Whiplash Reform Programme. One of the most significant changes is the introduction of the OIC Portal, operated by the Motor Insurers' Bureau (MIB), through which people can claim compensation for a minor injury sustained in a road traffic accident without the need for legal representation. The Board will discuss the operation of the OIC Portal, as well as the RTA Small Claims Protocol more widely.

The MoJ will chair the Board, with representation from expert organisations and representative bodies, and outcomes will be fed onwards to the MIB.

Glyn Thompson commented: “The reforms represent a landmark change to the way low value personal injury claims are assessed and will have a real positive impact on the claims process for both insurers and claimants if implemented effectively.

“My position on the board will allow insurers the opportunity to convey any feedback they have on the new system and the reforms to the MoJ and MIB in order to influence positive change.”

# DWF extends real estate expertise in Liverpool

The Real Estate team will be joined by two newly qualified solicitors this month – Charlotte Marshall and Adam Lynch – who have both undertaken their training contracts with DWF.

In addition, four further real estate specialists have also been newly appointed to DWF, which has flagship offices at 5 St Paul's Square. Associate solicitors James Ankers and Paula Doran join alongside solicitors Victoria Smith and Peter Greenway, who will take up his role in mid-September.

Julie Simms, Joint National Head of Public Sector Real Estate and partner at DWF in Liverpool, said: "It is a pleasure to welcome each of our six new colleagues into the Real Estate practice in Liverpool and we are especially pleased for our two soon-to-be qualified solicitors who have spent two years training with us, and will embark on their new roles as solicitors with DWF."

Toby Askin, Global Head of the Real Estate practice at DWF, added: "This year we have been joined by new colleagues in various roles across the global Real Estate practice, and I'm delighted to see the growth of our Liverpool team.

"We are increasingly working on multi-jurisdictional projects for clients across cities and specialisms, and our ability to work seamlessly as one team really resonates with our real estate clients."



**Julie Simms**

The new arrivals into DWF's Real Estate team in Liverpool are part of a recruitment drive by DWF in the city, which has this year seen 17 new growth roles created (not replacements) and more than 20 positions in a variety of specialisms currently available.

## **Commercial Property Conference**

Thursday 7th October, 9.30am-3.15pm

Welcome & Introduction

Commercial Leases in 2021 - Bill Chandler, Hill Dickinson

HM Land Registry Update - Leanne Wright, Land Registry

SDLT Half-hour Masterclass - Bill Chandler

Commercial Properties, a Focus on Flood Risk 2021:  
getting the analysis right

Mark Taylor, Landmark Information Group

Commonhold and Mixed Use Developments  
Ian Quayle, IQ Training

Topical VAT issues for commercial property  
Jenni Christy, Grant Thornton

Tips & Traps on Commercial Reports on Title  
Ian Quayle

**To book, [click here](#)**

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

with Tracy Thompson

on Monday 11th October, 1.30pm - 4.30pm

**Designed specifically for firms who are both CQS accredited & those firms who are currently working towards attaining accreditation.**

**The session will look in detail 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)
- Demonstrating compliance with the standard
- Common assessment issues
- The assessment process
- Assessment outcomes
- CQS overlap with other Quality Standards

**Competencies: A, B & C**

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## Carpenters Group strengthens Sustainability, Diversity and Development agenda with ESG appointment

Carpenters Group are delighted to announce the appointment of Emma McAvinchey to lead the Talent and Development team and Environmental, Social and Governance (ESG) for the business. Carpenters Group have an impressive history of philanthropy and this appointment will build on this to accelerate more positive change across the business.

They are continually looking at how they can better invest and develop their people and to support their local communities in the best possible way. Carpenters Group is a large employer in Merseyside and is looking to do more to ensure that their roles are attracting a diverse range of candidates from the communities in which they operate.

Carpenters Group CEO Donna Richards said: "Now more than ever businesses need to recognise the role they play in our society and work with their people, clients, suppliers, and alongside our communities to deliver a real and lasting impact"

As well as a genuine passion and enthusiasm for giving back Emma brings over 14 years' experience of driving all areas of development, leading diversity and inclusion initiatives and significant corporate social responsibility within the legal sector. A key aim of hers is to work closely with her stakeholders to deliver against their strategic objectives whilst maintaining the integrity and ethos on which Carpenters was founded.

Emma McAvinchey said: "I am absolutely delighted to join Carpenters Group to do this role. They genuinely value the importance of developing their people and doing the best by them.



**Emma McAvinchey**

Giving back and doing the right thing are, authentically, at the heart of their culture. It comes from the top, from their leaders! They really do understand how important it is to be doing what they can as a business from a Talent, D&I and CSR perspective, not because they have to, but because they want to, because ultimately, they truly believe and know that it's the right thing to do!"

### Drugs Offences, Evidence & Sentencing with Clive Smith

on Thursday 14th October, 1.30pm - 4.30pm

**With the Sentencing Council having recently published new sentencing guidelines in relation to drugs, this presents the perfect opportunity to update your knowledge around drugs sentencing. Before getting to sentence however, the issue of evidence in drugs cases will be covered.**

*What this course will cover:*

- **Drugs offences** – what is the law around psychoactive substances?
- **Admissibility of phone evidence** – guidance from the Court of Appeal
- **Possession** – what constitutes possession & what "knowledge" is required?
- **Joint possession** – multiple defendants in a car: who is in "possession"?
- **Aggravation of supply offences** – drug dealing around schools
- **New sentencing guidelines** – "spice", synthetic opioids & the issue of "harm" under the new guidelines

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### Estate Rent charges, Ground Rents & EWS1 Certificates with Richard Snape

on Thursday 14th October, 1.30pm - 4.45pm

**Estate rent charges on freehold developments are causing major problems and mortgage companies are frequently requiring mortgagee protection clauses. In addition, escalating and high ground rents continue to cause problems and is an area where lender part 2s are frequently changing. The EWS1 Certificates in relation to cladding are also causing major problems. The course aims to look at some of the issues.**

*Topics covered include:*

- ⇒ The law in relation to estate rent charges
- ⇒ Spotting an estate rent charge
- ⇒ Reporting to the lender in relation to estate rent charges
- ⇒ Reporting on ground rents
- ⇒ Higher ground rents and assured tenancies
- ⇒ Problems in relation to leasehold houses
- ⇒ Problems with the EWS1 Certificate

**Competencies: B**

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# MSB marks Black History Month with support for St George's Hall campaign

As Autumn comes upon us, MSB are again celebrating Black History Month 2021.

Previous years have seen the firm celebrate with longstanding partners Mandela8 and The Anthony Walker Foundation, promoting black history month across social media and hosting a firm wide quiz on black history.

This year, the firm are supporting friend of MSB, Claire Dove in her role as Chair of St George's Hall Charitable Trust and her quest to overhaul St George's archaic statue collection. The historical figures that line the impressive corridors and decorate the famous exterior of the neoclassical building are unsurprisingly, white and male. The likes of Prince Albert and the Duke of Wellington have been furnished in and around the building as far back as the hall's opening in 1854. It was only in 2012 that the trust successfully campaigned to erect the first female statue depicting Liverpool heroine Kitty Wilkinson, famous for her ground-breaking hygiene methods against disease.

There is still however no black, female statue in St George's Hall. The trust are determined to rectify the absence and have selected health pioneer and the first known nurse practitioner, Mary Jane Seacole to become the next historical figure installed in St



Mary Jane Seacole

George's Hall. Known as 'Mother Seacole' to her patients, Mary funded her own trip to the battlefields of the Crimean War, establishing the 'British Hotel' where she cared for and nursed thousands of wounded soldiers. She is often overshadowed in history by perhaps the most famous historical nurse, Florence Nightingale. In fact, Mary's hotel was closer to the battlefields than she would often visit under fire. It is no wonder then that Mary was voted the Greatest Black Briton in 2004.

MSB are committed to join in the efforts and raise contributory funds to see Mary Seacole take her rightful place on a plinth in St George's Hall. The Equalities Team have scheduled a series of fundraising events within the firm including a historical walking tour focusing on the city's role in the transatlantic slave trade. Managing Partner, Emma Carey says, 'as a Liverpool firm with social justice at its core, we are committed to supporting initiatives that celebrate diversity in our own city and of course the celebration of great women.'

The firm are also encouraging other businesses to join their efforts in fundraising and held a bake sale on the 1st October 2021.



## Rights of Way and Highways – issues tips & traps for residential conveyancers

with Ian Quayle

on Wednesday 6th October, 9.30am - 12.45pm

The issue of ensuring appropriate access can be gained to a residential property is an important issue in all residential conveyancing transactions. This webinar is **suitable for all residential conveyancers of all levels & experience.**

### Covering:

- **Rights of Way** – access and egress, the physical and legal extent of the way, repair and maintenance and reasonable use
- **Parking issues** – the right to park as an easement, parking problems in leasehold transactions
- **Highways issues** – Dealing with local search results, the benefits of adoption of the highway and problem areas including car parking, owning land adjoining the highway and the role of the highway authority

Relevant recent case law will be explored, extensive notes provided & there will be an opportunity for delegate questions.

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# Liverpool Legal Walk 2021

On Tuesday 21st September, a group of about 150 lawyers took to the streets of Liverpool City Centre for the 10th Liverpool Legal Walk. At one point, as we walked past the Merseyside Police HQ in Canning Place I was called over to explain what was going on! I didn't have time to give them the full rant! But was able to say that we were all involved in the legal profession and were raising funds for organisations that provide free legal help to those in need. And that we had a senior judge in our ranks!

Liverpool Law Society has a long and distinguished history of supporting Access to Justice. Indeed, the Vauxhall Law Centre, where I worked 40 years ago, was an initiative of the Society and were in fact my employers at that time!

The world has changed since those days, not least with the huge reduction in the availability of legal aid. All such centres are now dependent on fundraising to maintain their invaluable service. This year's walk saw the biggest turn out yet. On a beautiful early autumn evening we enjoyed a lovely sunset. We also enjoyed the lovely company of the largest group of lawyers that most of us had encountered, face to face, for 18 months. The diversity of the walkers reflects the diversity of the society itself. We had strong teams from larger firms including Hill Dickinson, Weightmans and Carpenters alongside many smaller firms and the city's three Law Centres.

As Chair of the North West Legal Support Trust (NWLST) I would like to thank everyone who took part and helped us to raise £5500 (and counting). I also want to thank our sponsors – Cook Legal Ltd, Complete Counsel and the University of Law and Lead Walkers – HHJ Hodge, Gareth Farrelly (former Everton FC player), Barrister and writer Sally Penni MBE and our own President Julie O'Hare.

Steve Cornforth



Four Presidents



HHJ Hodge and other walkers



Broudie Jackson Canter



Merseyside Law Centre



Chester and North Wales Law Society



University of Law



Liverpool Law Society



Equality and Employment Law Centre



Hill Dickinson



Legal Walk 2021 Lead Walkers



Carpenters



CEL Solicitors



Brabners

## Civil Procedure Rules Update 2021 with Helen Swaffield

on Tuesday 19th October, 9.30am - 12.30pm

The CPR Update is a chance to review key cases & their practical impact upon litigation strategy.

It is also a session aimed at checking up on some of new developments & how they change old rules.

Covering:

- Part 36 offers – key errors to avoid
- Service
- Disclosure – changes to the Pilot Scheme
- Evidence - witness statements
- Applications – striker, relief and set aside
- Trial and Costs – issue based and proportionate orders
- Settlement Agreements
- ADR - refusal
- Experts
- Updates



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## Personal Insolvency: A Practical Guide

with Chris Beanland

on Friday 22nd October, 1.30pm - 4.30pm

Around 100,000 people a year enter a formal personal insolvency procedure. **The fall out from Covid-19 is likely to significantly increase the figure. Lawyers of all disciplines should therefore be aware of the mechanics of personal insolvency law.** This course aims to give lawyers from **ANY** background practical guidance on personal insolvency.

Covering:

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



[CLICK HERE TO BOOK](#)

## 2021 PRIVATE CLIENT CONFERENCE

Wednesday, 20th October | 9.30am - 3.30pm | Online

PRIVATE CLIENT UPDATE  
PROFESSOR LESLEY KING

WHY IS HE TALKING ABOUT LARKE V NUGUS  
LETTERS AGAIN?

STEPHEN LAWSON, FDR LAW

USING BUSINESS RELIEF TO MITIGATE INHERITANCE  
TAX LIABILITIES

SIMON CLEAVER, INVESTEC

STATUTORY WILLS

RUTH JONES, 5 STONE BUILDINGS

AN INTRODUCTION TO ADVISING CLIENTS ON  
PHILANTHROPY

STEPHEN APPLETON, BRABNERS LLP

TAX AND TRUSTS UPDATE

JOHN BUNKER, IRWIN MITCHELL

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FREE EVENT:

## Experiences of the first SQE1 Assessment with Dr Giles Proctor

on Tuesday 23rd November, 12.30pm - 1.30pm

In the last of our three SQE Insights Webinars offered to members by The College of Legal Practice, you will be the first to hear about the College's students' experiences of taking the SQE1 Assessment in November. The College will share their learnings from their first course through to the assessments, and how they can help future students prepare fully for SQE1.

Topics covered in the webinar:

- The format and style of the SQE1 Assessments
- Feedback from students from the SQE1 Assessment in November
- Learning for the College and firms to improve preparation training for future students.

Sponsored by:



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# The importance of client-facing technology for law firms

By Christina Grzasko, LEAP Legal Software

The global pandemic has shown that the way clients want to communicate with their law firm has changed. The pre-pandemic model of clients turning up at the office and accessing legal services via traditional means is largely a thing of the past. Clients are embracing the digital shift. They now expect a better service, often for less, with technology playing a leading role, and expectations have changed following their experiences with other service industries, such as insurance and banking.

Clients want technology systems that face them, that they can engage with and that fit their lifestyle. The Internet and its way of helping people conduct business across all aspects of their lives means that access to information about a firm – good, bad, or indifferent – is supplanting local word of mouth, as is the ability to source alternatives to their local firm, regardless of location.

Clients can now select firms online using Google reviews or Trust Pilot to guide them with recommendations about a firm. This provides law firms the opportunity to engage with reviewers, and show potential clients that they not only provide a good legal service but that they care about customer service. This is a paradigm shift in the way clients view law firms, a firm needs to come out of the ivory tower, engage and become involved with clients, and accommodate the preferred method of communication.

Even now some law firms are not investing in technology despite the rug having been pulled from under them by the pandemic. Law firms, rightly, must consider the effect on their bottom line and for those investing in innovation they can count the ways in which cloud working, now readily available to firms of all sizes, enables reliable access to integrated and powerful case management systems in a way which helps save money and increases profit margins.

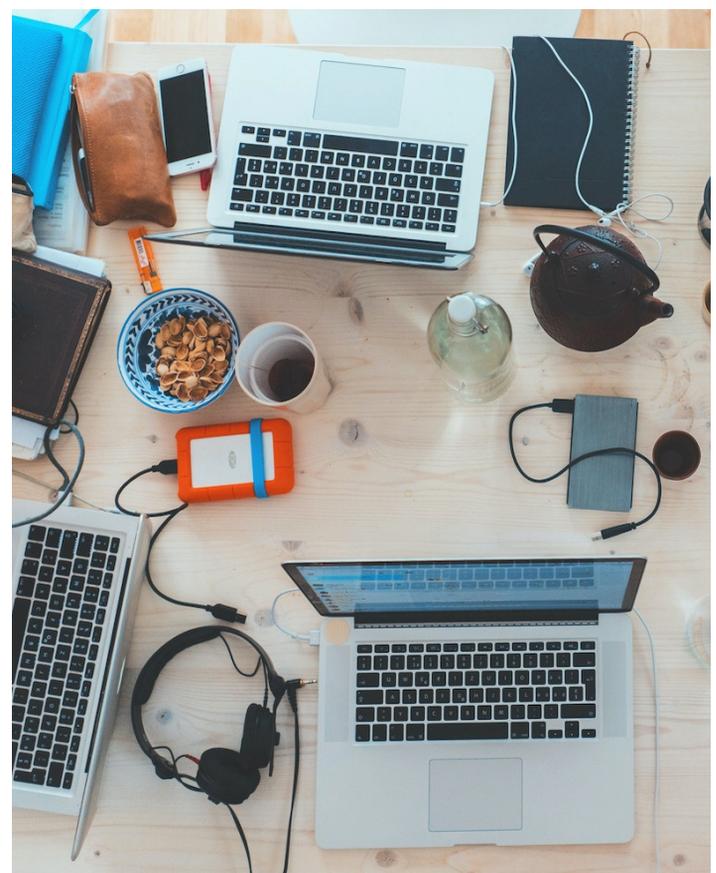
Before the pandemic most client interactions were carried out face to face. Out of necessity the use and reliance on technology has increased. Everyday more and more service interactions are through Apps, Web Chat facilities, Portals etc. and most clients have become comfortable with using these interfaces.

One of the most evident technological client-facing changes involves the use of online client portals, which can be held separate or be integrated within a firm's website. A web portal can incorporate secure online document sharing capabilities and enables clients to self-serve 24/7. Clients can book appointments, pay bills online, send instructions, read their case documents and comment on them. All this without coming near the office.

If a law firm is concerned about the thought of clients self-serving through a web portal, consider this: it's a reliable, fast-track way to client satisfaction as it removes the perpetual complaint that firms don't keep clients up to date. In real time, the legal team can make documents and correspondence available to a client through a secure platform and the client can read them at their leisure.

Technology is also a great way to acquire new clients. Previously, good personal service leading to strong word of mouth was required to increase local work. Now, alongside this, there is the ability to connect with prospects globally, interact and collaborate on documents online and with the use of Zoom or Microsoft Teams, which can and should be integrated with a firm's case management system, to communicate face to face from anywhere in the world.

Client-facing technology has fast become the norm with powerful, integrated cloud-based case management software such as LEAP providing innovative solutions that empower firms to develop their digital service, improve client experience, grow their reputation and attract repeat business.



# 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**

The start of Autumn often means a return to a more regular routine. This year at Liverpool BID, we have been looking closely at footfall data within the city centre, examining what it might mean for businesses and how Liverpool's Commercial District and business community are adapting to the new normal.

Two years ago at BID we co-published a master plan for Liverpool's Commercial District. The Spatial Regeneration Framework (SRF) examined ways in which the Commercial District could be improved for businesses, residents and visitors, making it more animated, improving connectivity and identifying sustainable opportunities.

The pandemic has impacted how we work, but at the heart of the SRF is an ambition which remains; how can we support the engine of Liverpool's business community to, in turn, support the city's economic growth?

According to our data, occupancy is returning to major buildings at around 35%. When we examine the footfall data, which covers Liverpool's retail areas, we can see how people are moving through the city centre at different times of day. The core commute times, between 7am and 9 am can help to identify people returning to public transport and their desks.

At the start of September we saw a significant rise in footfall at this key morning period compared with the week before. At 8am, footfall was up around 10% - 15% on the previous week, suggesting more people were in and around the city centre at that commuter hour. As we shift into the middle of September, that increasing trend has continued.

Culture remains a major draw, not simply to the Commercial District but beyond. Last month's Cream Classical on the Waterfront saw Nile Rodgers & Chic play on the Pier Head. Very Public Art continues at locations across Liverpool, with Winds of Change opening at St George's Quarter this month.

People are returning to their offices, and whether they are exploring hybrid solutions or not, the confidence and the draw of the Commercial District remains.

This confidence extends to openings and developments. INNSiDE, a new hotel by Meliá has opened on Old Hall Street within the old offices of Reach and the Liverpool Echo. With a vibrant and creative interior design, the hotel is colourful and lively, adding much needed animation to the street and a destination for visitors and businesses alike. The stunning restaurant within the Hotel is Gino D'Acampo Old Hall Street and is a fantastic modern space to meet up with colleagues and contacts to enjoy the wonderful menu.

That building will also house Sony who are moving their staff



**Julie Johnson**

from Wavertree to Liverpool's Commercial District.

The beloved Martin's Bank Building, one of the most stunning in the city, will soon become grade A office space for both small and large companies. The building has been purchased by Kinrise, who have said they will keep the ground floor public with a space for exhibitions, events, a cafe and flexible workspace.

The purchase by Kinrise is their first entry into the Liverpool market, which has five locations in Manchester. With India Buildings open and renovated on Water Street, the restoration of Martin's Bank will add to the bustle of this historic street and will mark a significant step in the Commercial District's sustainable future.

The new normal we are in will see us still having to navigate uncertain waters, but with the confidence of business returning we can see the economy and viability of Liverpool being restored.

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

# Monthly Costs Update



**Welcome to our 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 first costs update of the Autumn. We hope that everybody had an enjoyable summer and managed to have a holiday of sorts.

We have written before about the growth in Housing Conditions work and the particular costs rules that apply. We have to mention the recent case of **Jalili v Bury Council**. This is a non-binding decision from a district judge. But it raises issues that go to heart of allocation which in turn will impact on entitlement to costs.

CPR 26 provides that a matter will be allocated to the Fast Track if there is a claim for Specific Performance involving repairs the cost of which exceeds £1000 or if there is a claim for damages exceeding that amount. In *Jalili*, District Judge Haisley summarised the effect of this quoting Hughes LJ in the well-known case of **Birmingham Council v Lee [2008] EWCA Civ 891**

*“The effect of that: providing there is a claim for specific performance” - as there was here - “a tenant’s claim in a disrepair case will be a fast-track case if either the cost of repairs or the consequential damages claim exceeds £1,000.”*

As we all know, Small Claims Allocation = no costs.

This important principle begs an equally important question. How are we to assess the cost of repairs? And so to **Jalili v Bury**.

The Claimant's surveyor estimated the cost of repairs at just under £4000. This was based on the cost of works carried out by external contractors. The council's evidence was that the cost of repairs was £740. There was disagreement over the required work but the case turned on whether the Part 26 figure of £1000 was to be calculated by reference to open market costs or internal costs.

The district judge found in favour of the council i.e. that it was the in-house costs that should prevail.

The case is summarised by barrister Gordon Exall here - <https://www.civillitigationbrief.com/2021/08/30/the-costs-of-repairs-and-the-costs-of-the-action-how-should-the-value-of-repairs-be-assessed-for-the-purpose-of-allocation/>

This is a district judge decision and so does not create a binding precedent. But we can be sure that this will form the basis of allocation arguments going forwards.

It is hard to question the logic of the judgment. The tenant is seeking an order requiring the landlord to do the work. If a

local authority complies with their obligations under s11 and/or s9a Landlord and Tenant Act 1985, the work will be done by their maintenance department. If a tenant is seeking to enforce those obligations, why should the cost of the work be assessed on any other basis?

With this in mind, the decision in *Jalili* is probably correct.

How should practitioners respond.

The decision does not mean that the role of the claimant's surveyor will become irrelevant. It cannot be the case that courts will simply rubber stamp repair estimates provided by landlords. Otherwise, this would be a green light for many to engineer the repair costs to keep the costs below £1000 and avoid costs. There will need to be robust scrutiny of in-house estimates to check that they are realistic. This is likely to be lead to a shift in the emphasis of evidence on quantum. If anything, the role of the expert is likely to become even more critical, in testing the figures argued by the landlords.

In other news Slater and Gordon (S&G) have failed in an application to stay proceedings brought by Check My Legal Fees (CMLF), and for security for costs. This is part of a claims by a number of former clients attacking deductions made from damages. This application concerns an indemnity offered by against adverse costs. CMLF say that the reasoning behind this is that it has not been possible to obtain ATE insurance and claimants would otherwise be unable to pursue claims. S & G argue that this amounted to an unlawful contract of insurance. The argument for security of costs focussed on CPR 25.14, that CMLF had “agreed to contribute to the claimant’s costs in return for a share of any money or property which the claimant may recover in the proceedings”.

Costs judge Master Rowley rejected this argument and refused both applications.

This is just one of a number of claims that CMLF are pursuing against S & G and this saga is poised to run and run.

Finally, we were delighted to be the main sponsor of the 2021 Liverpool Legal Walk which had raised, so far, over £5k for legal advice charities. We are strong supporters of access to justice for all and are proud to support this cause.

**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)**

# Regulation Update

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

Autumn is upon us and many firms will have already returned or are preparing for their staff to return to more regular office working. With many new trainees starting with firms in September, it is hoped that they will benefit from more face to face learning than there has been to date. I also hope that those firms who have a 1st October PII renewal have come through the process unscathed. Here is our usual monthly compliance update.

### SQE Introduced

September 2021 did not just bring a change of seasons, it also brought a change in the way prospective Solicitors gain their legal qualifications with the introduction of the Solicitors Qualifying Examination (SQE).

Just to re-cap what it involves, the SQE is designed to test to the level set by the SRA's Threshold Standard, replacing the traditional Legal Practitioner's Course (LPC) and the Graduate Diploma in Law (GDL) for those graduating with a non-law degree. It will be split into two sections, imaginatively called the SQE1 and the SQE2, plus 2 years qualifying work experience.

The SQE1 will consist of two functioning legal knowledge assessments comprising 180 multiple-choice questions. The first assessment will cover business law and practice; dispute resolution; contract; tort; legal system of England and Wales; constitutional and administrative law and EU law and legal services. The second assessment will focus on property practice; wills and the administration of estates;

solicitors' accounts; land law; trusts; criminal law and practice.

Professional conduct will be examined pervasively across the two assessments with candidates expected to demonstrate their ability to act honestly and with integrity, and in accordance with the SRA Standards and Regulations regarding the purpose, scope and content of the SRA Principles and the Code of Conduct.

The SQE2 assessment is divided into two parts with just one pass mark for the assessment as a whole. It will focus on oral skills, specifically interviewing and advocacy, but also written skills, legal writing, drafting and research.

It remains to be seen whether the SQE will deliver on its promise to promote diversity, access to the profession and reduce the cost of qualification.

### More Price Transparency?

The LSB has warned legal regulators to clamp down more on firms who aren't doing enough to give clients the information they need on price. Concerns remain at the LSB that the Transparency Rules are not working as well as they could be with suggestions (in its policy statement on empowering consumers) that the regulators may wish to go further in determining what information is necessary, for example prices to both include and exclude VAT, and showing specific types of disbursements such as counsels fees. The LSB consultation ends on 8 December. Whilst we won't know yet what changes, if any,

will be made, we can I think be sure of one thing – pricing transparency will continue to be a key focus and is not going away any time soon!

### User pays?

The Council for Licensed Conveyancers has applied to the LSB to change the rules relating to how the contributions it receives towards the cost of the Legal Ombudsman from the firms it regulates is calculated. The change proposed would split the levy into 2 parts – a basic fee payable by all firms towards the upkeep of the Ombudsman and a usage fee based on the number of cases from a firm that have been accepted by LeO for review. The SRA currently has no plans to implement such a change.

### Cold calls

3 years after the regulation of claims management companies was transferred to the FCA, a survey commissioned by APIL reveals that members of the public continue to be plagued by cold calls/texts from CMCs about making a personal injury claim and the vast majority of those surveyed supported a total ban on calls and texts. Remember that, as solicitors, you have an obligation to ensure that any client referred to you by an introducer has not been acquired in a way which would breach the SRA's regulatory requirements if the person acquiring the client were regulated by the SRA, so make sure that your due diligence on introducers is robust enough at the start of any relationship but also on an ongoing basis.



**Michelle Garlick**

### Compliance Officers – updated Law Society Practice Note

The Law Society has updated its practice note on who can be a COLP or COFA and explaining what the roles entail and their recording and reporting requirements. Other updated practice notes to look at include:

- Who owns the file
- Residual client balances
- Closing down your practice: regulatory requirements
- Outsourcing
- Client information requirements
- Providing services and taking on roles outside your practice as a solicitor

### Disciplinary Decisions

#### Last minute admissions to avoid tribunal hearing rejected by SDT

A firm failed to avoid a full tribunal hearing by making last minute admissions, at 5pm the day before the 4 day hearing, to running a banking facility through its client account. The admission was accepted by the SRA, but opposed by the second respondent, a former partner. The SDT, while acknowledging it could be accepted in principle, said the firm had had sufficient time for discussions beforehand and an application made the day before the hearing without notifying the second respondent was unfair. The second respondent denied

there was a banking facility, and even if the SDT found there was one, she was a junior solicitor at the time and did not cause it. As a result of the failed application which took up the first day, the case went part-heard and has been adjourned to end October for the panel to continue deliberations.

## Feeling Blue

A stark reminder of the importance of acting with honesty and integrity, the Tribunal has suspended a solicitor for six months and ordered her to pay costs of £2300 after she was caught using a disabled blue badge she was not entitled to use just weeks after completing her training contract.

To compound this deceit, upon questioning, the solicitor said the badge belonged to her father, but later admitted that it didn't.

The Solicitors Disciplinary Tribunal accepted that whilst the solicitor had been dishonest, this did not warrant striking from the roll.

In mitigation, not agreed by the SRA, the solicitor said she needed to find a space to get into the office quickly, started to panic and without thinking of the consequences, used the badge left in the car by someone else.

## Breach of SRA Accounts Rules.

A firm was rebuked for allowing its client account to be used as a banking facility, and the lead fee-earner, a partner, was fined £2000 for enabling £44m to pass through the client accounts of two firms, saying she didn't appreciate that what she was doing was a breach of the accounts rules.

The SRA highlighted that a key failure of the firm was relying on the experience of the newly recruited partner and not ensuring that her work was compliant with the accounts rules.

## Ignoring AML obligations

A solicitor who ignored AML responsibilities, overrode an electronic AML search by using a manual override facility to change a non-compliant check to compliant, and failed to carry out an internet check which would have shown that the client was a PEP, has been banned from holding roles as COLP, COFA, MLRO or MLCO for three years, fined £25,000 (reduced by 50% due to his limited means) and the firm that he owns was fined £15,000. In the agreed outcome with the SRA, approved by the SDT, he admitted not having adequate risk assessments or procedures in place to manage the risks of money laundering, failing to undertake sufficient due diligence on clients' identities and parties making payments into client account and source of funds and providing a banking facility.

## Doctoring time recording

A paralegal in a PI claims preparation team who falsely logged entries on the case management system has been barred from working in the legal profession. The firm reviewed her time recording and found that no calls had been made in relation to 83 of the 323 time entries. No clients were affected as the firm identified the position before clients were over-charged. She was dismissed and reported to the SRA who noted she admitted the misconduct, co-operated with the investigation and gained no financial benefit.

## Social media abuse

A solicitor who sent offensive tweets over a 7 month period to MPs and government advisors, via his Twitter account which identified him as a solicitor, has been fined £2000, having reached a regulatory settlement agreement with the SRA.

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

## Public Child Law Conference 2021

24th November 2021, 9.30am till 4pm Via Zoom

*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 at your leisure! The link will be sent within approx 72hrs of live broadcast & be available for approx. 3 months, to view as many times as you wish.*

Chaired by His Honour Judge Malcolm Sharpe

*With speakers confirmed so far:*

**Kate Burnell QC , St Johns Buildings Chambers**

**Ashley Hodgkinson, Alpha Biolabs**

**Margaret Parr, Harrington St Chambers**

**Debbie Pedder, Advanced Childcare Assessments**

**Mark Senior, St Johns Buildings Chambers**

Sponsored by:



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## Corporate Update with Chris Beanland

Friday 26th November, 1.30pm - 4.30pm

This course will look at developments in the corporate field in the last year or so.

It will cover but is not limited to:

- Hurstwood Properties (A) Ltd v Rossendale BC [2021] UKSC 16 on piercing the corporate veil
- Tattersalls Ltd v McMahon [2021] EWHC 1029 on joint and several liability of directors
- Chalcot Training Ltd v Ralph [2021] EWCA Civ 795 on issuing shares at a discount and tax avoidance
- Primus International Holding Co v Triumph Controls Ltd [2020] EWCA Civ 1228, Hopkinson v Towergate Financial Ltd [2020] EWHC 984 and Dodika v United Luck Group Holdings Ltd [2021] EWCA Civ 638 on warranty claims
- Unwin v Bond [2020] EWHC 1768 on the content of an express duty of good faith in a shareholders' agreement
- Permavent Ltd v Makin [2021] EWHC 467 on penalties in the context of a SPA for the entire issued share capital of a company
- Russell v Cartwright [2020] EWHC 41 on implied obligations of good faith and joint ventures

[CLICK HERE TO BOOK](#)

# News from Merseyside Junior Lawyers Division

MJLD is a platform which brings together Junior Lawyers across Liverpool and the Wirral to provide opportunity and build connections. The aim is for the links which are formed through the education and social events we provide, to make the path a little less rocky for our members – whether that be into the profession or across roles.

Finding your feet in the world of law can be extremely overwhelming and worrying. As a committee, we hope to use our own experiences and connections to make that journey easier for lawyers across the city, so we, as a profession, can ultimately benefit from the talent they have to offer.

As we look towards an exciting year ahead, it is the perfect time to reflect on last year's successes and take this opportunity to thank our previous committee. In particular, the MJLD would like to thank Chelsea Kearns for the hard work and commitment shown by her during her first year as chair during a global pandemic. Chelsea accomplished many things during her first year as chair, all while supporting the committee through a very challenging time, and we are thrilled that she remains MJLD chair again this coming year. We look forward to seeing what she achieves this year – we have no doubt it will be brilliant!

Vice Chair, David Tarrtelin (Weightmans) has moved from his previous role as Sponsorship Representative to continue assisting our committee with his expertise and leadership skills. Our social representatives, Adrian Davies (EY Riverview Law) and Dan Pearson (Crawford Legal Services) have already organised the first 2021/2022 MJLD event on 30th September at Ma Boyles (sponsored by BCL legal recruitment) and we are really looking forward to this year's first event.

Kelsey Ryan (Weightmans) will stay on the committee this year in her new role as Treasurer and will work alongside our newly appointed Secretary, Beth Walker (Jackson Lees). Beth is eager to build connections with local firms this year and make our membership more inclusive of people taking alternative routes into the profession. Olivia Parrington (DLA Piper) will also retain her role on the committee, this year as Sponsorship Representative. Matthew Chorley (Weightmans) has taken on the role of National Representative and has been building relationships with other local JLD's in order to ensure we work together to voice the needs and concerns of Junior Lawyers.

This year's Careers & Education Representatives are both new to the committee. Erin Watkinson (Morecrofts) and

Jess Jones (MSB Solicitors) will be organising education talks and careers events while maintaining the MJLD's existing work-experience schemes. Eve Burns (Weightmans) joins the committee as our Equality, Diversity and Inclusion Officer and will spend her time exploring how to overcome issues in the legal sector such as race, religion, sex and social mobility (to name but a few!).

We have no doubt that the work of Amanda Sime (Canter Levin & Berg) and Jemma Castell (JB Leitch Ltd) working on Press and Publicity have already caught the eye of many of you over their last 12 months on the committee. Jemma and Amanda have made MJLD more accessible and informative than ever before in order to see more results from the work we do. They have created the 'Good News' section of our newsletter which focuses each month on celebrating the successes of Junior Lawyers in Merseyside, along with the 'Routes into Law' and 'In the Loop' pages. This year they are joined by Brook Holroyd (MSB Solicitors) who will be developing our website so it functions in a way that will keep junior lawyers updated and able to engage as easily as possible.

Last but not least, Victoria Evans (CEL Solicitors) and Shanice Mulla (Jackson Lees) are currently reviewing applications from charities who have applied to be the MJLD chosen charity this year and working towards an event to kick-start the fundraising for their cause. We look forward to sharing our chosen charity with you all.

To sign up for MJLD membership, please do so using our new website [www.merseysidejld.com](http://www.merseysidejld.com)

**Amanda Sime, Canter Levin & Berg**





## Adapting to new ways of marketing post-lockdown

Established in 1987, Estates and Law have been at the forefront of providing bespoke cost-free marketing products for law firms nationwide.

The Poulton-Le-Fylde firm have worked with over 2,500 law firms, providing them with the highest quality brochures which deliver detailed information on the range of legal services offered by the firm. This not only provides an attractive and professionally designed product to give to clients to store legal documentation, but is also the perfect solution to cross-marketing their range of services. As many marketing professionals espouse, marketing isn't just about finding new clients, it's also about retaining the clients you have and ensuring they are aware of all your services.

Estates and Law are continually evolving, looking at ways to improve their service and meet the ever-changing needs of the legal profession. They offer a full range of web, print and design solutions specifically for the legal profession. At the start of lockdown in 2020 Estates and Law recognised the need for online interactive brochures and marketing products which could be emailed direct to clients. Steve Cunningham, the Managing Director of Estates and Law said, "We realised at the start of lockdown that clients would be unable to have face-to-face meetings with their solicitors and so began to offer law firms the opportunity for fully interactive digital brochures which could be sent out to clients at the touch of a



button. We are very pleased this has been an extremely popular and successful option for our law firm clients and when face-to-face meetings resume I think most will continue to request our digital brochures alongside their physical ones to meet the changing needs of their clients who are becoming increasingly tech savvy."

If you would like to know more about the bespoke services for law firms, visit [www.estates-law.co.uk](http://www.estates-law.co.uk) or call 01253 892111

## Prepare your business for post-lockdown

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## Look After Yourself

### Top 10 Tips for Good Mental Health and Wellbeing



#### Keep Active

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



#### Take a Break

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



#### Sleep is Important

Sleeping well can improve concentration and refresh you



#### Eat Well

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



#### Drink in Moderation

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



#### Keep in Touch

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



#### Share How You Feel

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



#### Give Back

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



#### Be Mindful

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



#### Ask for Help

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

HELPLINE SUPPORT **0800 279 6888**

365 days a year

9am – 7.30pm weekdays, 10am – 4pm weekends and Bank Holidays

You can find useful information and resources on our website,  
as well as download our factsheets [www.lawcare.org.uk](http://www.lawcare.org.uk)

# Mental Health Matters

## The Pursuit of Happiness

As my 44 year old patient, who 6 months ago made junior partner at a law firm, sat in front of me on the brink of tears, I concluded my assessment with a final question “what makes you happy?”. He looked at me for a while, clearly searching for the ‘right’ answer and said, “well I used to love my work?”. I probed a little harder “no, I mean what do you do for pleasure, what brings you joy?” and as this 44 year old, father of two, highly driven and successful man allowed the tears to fall, he said “I’m ashamed to say, nothing.”

This is one of the most common areas I explore with my patients, especially those in the legal sector, why? Because our mental health is hinged on it.

Talking about how we used to do.....or how we have been thinking about starting to.....is not going to create and sustain good mental wellbeing, no more than me considering a healthy eating plan or hoping to go to the gym will get me to run that marathon. The awfully, overused, and pithy word that fills social media comes to mind when I consider these things, Manifestation. Now remove from your mind the linen wearing, no shoed guru who tells the world as they sip their smoothy out of a coconut that all we need to do is think about it and the universe will ‘manifest’ for us. This is our responsibility, not the universe, our children, partners or managers. We need to manifest our shoulds, coulds and hopefulls when it comes to the joy bringers in our lives.

Now it’s essential at this point to firstly highlight they need to be healthy, we discussed last month finding this in a bottle of Rioja is not a viable option, they need to increase our dopamine and serotonin thus making us neurologically happier. They need to be sustainable and I say this because it’s got to be a desire not a chore. They need to be individually chosen, I always say, the world is your oyster if you don’t have a

clue what tickles your fancy anymore, try new things but make sure they are “your things”. Just because Sarah in compliance loves going open water swimming does not mean this is your happy place, I can speak freely and say, the thought of this brings chills down my spine but let me run or garden and I am blissfully happy. And finally they need to be within your capability, for all the reasons above but additionally there is absolutely no point you embarking on an activity that pulls you away for significant amounts of time that you don’t have and creates more pressure.

Now one issue I have to address is the one that raises its ugly head every time I talk to a patient about this, guilt. Not the typical shouda, woulda, coulda guilt but the I have a partner and children, I have a comfortable life where I want for nothing, I have success that I desired, you can fill the rest with your individual narrative. The issue with this is that none of these as a whole create mental wellbeing, yes, remove them if they are of value and you will dip but they are not enough and that is ok, I am going to say that again for the reader in the back, it is ok to need more than family, success and money, it is ok to sit down in the evening with your now revised glass of sparkling water and feel an emptiness that only a personal joy, unique to you can fulfil. So now we have acknowledged it, it’s time to grab hold of the fear of failure, something I know in the legal profession is extremely heightened and allow yourself to try something that makes you happy.

The first thing you try may not be a winner, but that’s the exciting thing, you can pick up again old interest or start afresh, one thing to remember the pursuit of happiness is a journey not a destination.



**Ishbel Straker**

*Ishbel Straker is a Consultant Prescribing Nurse, she studied Psychiatric Nursing at University of Central Lancashire and gained her Masters in Prescribing at the University of West London. Over the past ten years she has held senior positions in several national organisations including Director of Nursing and Clinical Director. Her priority has always been quality care for her patients and this is what she strives for on an individual patient basis and nationally through her strategic work. She is an experienced Expert Witness and was an Honorary Clinical Lecturer for Middlesex University, supporting research and the training of clinicians. In 2019 she set up her private practice at 88 Rodney street in the city centre of Liverpool, which specialises in Anxiety, Depression and Addiction treatment in Liverpool, Merseyside and the surrounding areas. Ishbel and her team work with solicitors firms, investment banks, factories, the police and hospitality groups as well as private individual patients.*

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# Charity Spotlight

## Liverpool Cares

Before the pandemic, 5,500 younger and 11,900 older people (65+) in Liverpool reported feeling lonely always or often. That's enough people to fill Liverpool Arena 1.5 times over. And the distancing measures we've all faced during the pandemic have only made this problem worse. It's been harder for older people in our city to access services and support, and shielding measures have exacerbated feelings of isolation for many. But loneliness is not just restricted to older people - younger people are also at risk. Before the pandemic, 16% of young people aged 18-24 said they had felt loneliness, a number that has risen to over 44% over the last 17 months.

That's where we come in. Liverpool Cares is a community of older (65+) and younger (20 - 40) neighbours hanging out and helping each other across the city. Since 2017, we've been running group social clubs, a one-to-one friendship matching programme called Love Your Neighbour and more to connect older and younger people, and tackle feelings of social isolation and loneliness.

Liverpool was subject to some of the toughest restrictions in the country, and during that time many of our older neighbours couldn't even get online to connect virtually, whilst many of our younger neighbours faced new levels of physical isolation they had not experienced before.



*The neighbours that fundraise together, stay together! This group did us proud with a very early 5.30 am start Bootle Car Boot sale in August 2021*

So we transitioned our regular social clubs online; offering conversation and community virtually and on the phone via Zoom. Our one-to-one friendships shared time on the phone instead of face-to-face. And to tackle the digital divide, we've been mobilising volunteers to provide one-to-one tech training to their older neighbours, to help them connect online.

**Now we need your support to help our community begin to recover from the pandemic.**

We've been slowly transitioning back to in-person programming and now we need new businesses to help us bring older and younger people together to share time and improve the connection, confidence, skills, wellbeing, belonging, purpose and power of all participants; as well as bridge the gaps across generational, social, cultural and attitudinal divides.

**If your business is looking for a way to help Liverpool recover from the pandemic, contact [Rachael.forde@liverpoolcares.org.uk](mailto:Rachael.forde@liverpoolcares.org.uk) to have an informal chat about how you, and your staff teams could collaborate with Liverpool Cares to benefit the health and wellbeing of both your team and the wider community.**

One of the ways we work with businesses is by organising workplace visits. They are an opportunity for older neighbours – many of whom have been out of the workplace for a long time – to come and see a modern office and feel **connected and included** in the city they live in, - like below at HL Engineers where older neighbours discussed structural engineering and how it has changed over the years.



# September 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

**MerseysideLawCentre**  
@MerseyLawCentre

We, The Merseyside Law Centre Marvels, are signed up to the [#LiverpoolLegalWalk](#) to raise much needed funds for local advice agencies. Please sponsor us so we can continue to help the most vulnerable people in society. [#socialjustice](#)

Tweet your reply

**Carpenters Group** strengthens Sustainability, Diversity and Development agenda with ESG appointment.

[carpentersgroup.co.uk/news/carpenter...](http://carpentersgroup.co.uk/news/carpenter...)



Tweet your reply

**MSB Solicitors**  
9,240 Tweets

**MSB Solicitors** @MS... · 2d ...  
We're delighted to have been shortlisted for 'Family Team of the North' at this year's Family Law Awards!

We're so proud of everything our incredibly Family team has done over the past year, so this recognition couldn't be more deserved.

[#familylawawards](#)  
[#MeansSomethingBe](#)

Tweet your reply

**Steve Cornforth #justicefor...**  
35K Tweets

**Steve Cornforth** #jus... · 3d ...  
This is why lawyers are walking in cities across the UK  
[lawgazette.co.uk/features/criti...](http://lawgazette.co.uk/features/criti...)  
[#legalwalk](#)  
[#JusticeMatters](#)



lawgazette.co.uk  
Critical condition

Tweet your reply

**Liverpool Law Society**  
2,694 followers  
4d · 📌

2021 Legal Awards shortlist revealed

Many congratulations to ...see more



Tweet your reply

**CEL Solicitors**  
2,047 followers  
2h · 📌

On Friday we welcomed guest speaker [Philip Steventon GCILEx](#). Phil spoke to us about ...see more




Tweet your reply

**Morecrofts LLP**  
5,409 Tweets

**Morecrofts LLP** @Mo... · 4d ...  
We are thrilled to be shortlisted for two awards at this year's @LpoolLawSociety Legal Awards! 🏆

[#FamilyLaw](#) Solicitor Eleanor Slater has been shortlisted for the Rising Star Award AND Morecrofts has been shortlisted for the Law Firm Award! 🙌🙌🙌

[#Solicitors](#)

Tweet your reply

**Hill Dickinson LLP**  
6,371 Tweets

**Hill Dickinson LLP** @... · 5d ...  
As an employer, we understand that life happens. That's why flexible working was embedded into our culture long before the pandemic hit. Find out how we became a trendsetter here: [hildickinson.com/insights/artic...](http://hildickinson.com/insights/artic...)  
[#Flexibleworking](#)  
[#Flexibility](#) [#Employment](#)  
[#Legalcareer](#) [#Support](#)

Tweet your reply

**Vauxhall Law Centre Retweeted**

**Alan Kelly**  
@AlanRedKelly

Thanks @CllrSamGorst and all others supporting @VLCLiverpool and @Access2JusticeF we are so proud of the support we have across the community. Thank you all.

21:05 · 21/09/2021 · [Twitter for](#)

Tweet your reply

**IAFL: International Academy of Fam...**  
1,384 followers  
2d · 📌

IAFL welcomes [Emma Palmer](#) from England as a new Fellow of the Academy. View Emma's ...see more



Tweet your reply

**Steve Cornforth** · 1st  
'A walking encyclopaedia of legal practice'  
2h · Edited · 📌

I am looking at the rain bouncing off our pergola as I get ready for the journey to Carlisle for the next leg of my 3 Legal Walks to raise money for Access to Justice this afternoon. Thinking of digging out a snorkel!

Of course you can show solidarity by donating to this important cause 😊

**Virgin Money Giving | My Fundraising**  
[uk.virginmoneygiving.com](http://uk.virginmoneygiving.com)

3  
Like Comment Share Send

**MerseysideLawCentre**  
@MerseyLawCentre

Always such a lovely surprise when a happy, satisfied client sends us a gift 🎁💖 a big thank you to them, with these Ferrero Rocher you are really spoiling us! 😊❤️



Tweet your reply



**\*\* 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 events means you will receive a link to access a recording of the event to watch at your leisure!**

Some of our forthcoming events are below – for full details, visit: [www.liverpoollawsociety.org.uk](http://www.liverpoollawsociety.org.uk)

<b>Date</b>	<b>Title</b>	<b>Speaker</b>
06-Oct	Rights of Way and Highways – issues tips and traps for residential conveyancers	Ian Quayle
07-Oct	<b>Commercial Property Conference</b>	various
11-Oct	CQS: demonstrating compliance & surviving the assessment	Tracy Thompson
14-Oct	Drugs Offences, Evidence & Sentencing	Clive Smith
14-Oct	Estate Rent charges, Ground Rents & EWS1 Certificates	Richard Snape
19-Oct	Civil Procedure Rules Update 2021	Helen Swaffield
20-Oct	<b>Private Client Conference</b>	Various
22-Oct	Personal Insolvency: A Practical Guide	Chris Beanland



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