

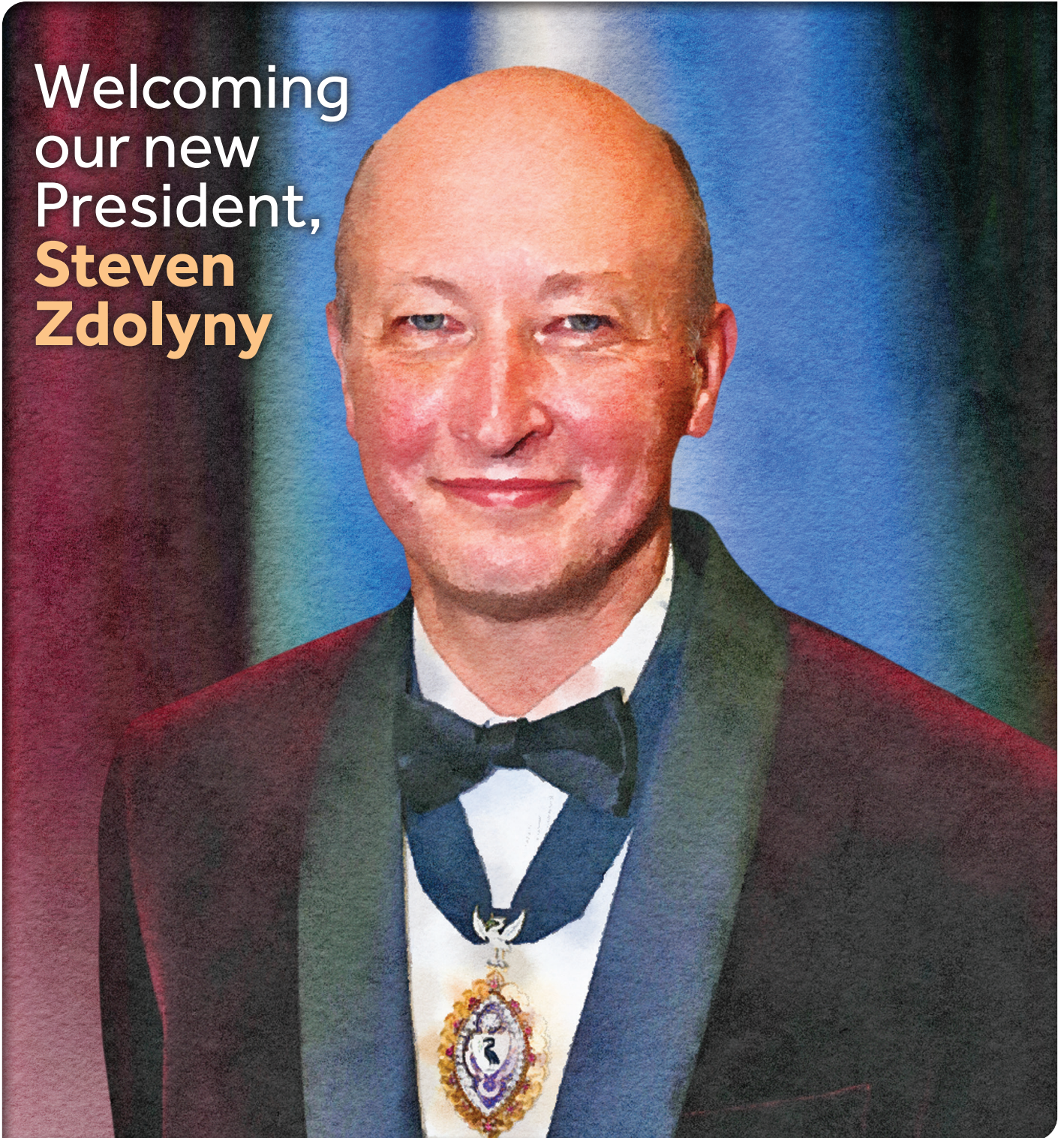
January 2022

Liverpool Law

Liverpool  Law Society

THE MAGAZINE FOR THE LEGAL SECTOR IN
MERSEYSIDE AND THE NORTH WEST

Welcoming
our new
President,
**Steven
Zdolyny**



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The Law Society

January 2022

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 28th November



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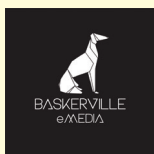
Liverpool Law Society Magazine is produced by and for Liverpool Law Society Members. This is our opportunity to share our news, events and celebrations with our friends in the legal community.

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

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Editorial Committee Dates 2022

Meetings start at 11.00 am

18/01/2022

15/02/2022

15/03/2022

19/04/2022

17/05/2022

14/06/2022

Welcome to the January 2022 edition of Liverpool Law



Welcome to the January 2022 edition of Liverpool Law

Happy new year to you all, I hope you had an enjoyable break.

At the time of writing it is unclear what the new year will hold for us in terms of restrictions. Over the past 2 years it has been a nervous time writing this column as things can change drastically between drafting and publication! Whatever the restrictions we must now have a sense of confidence that we have done it before so, as bleak as it

may seem, we can do it again.

If any of our readers or your loved ones are struggling there is help available and detailed in this magazine, so please reach out. We are a strong legal community and can support each other through these strange times.

The new year brings a new President. Many congratulations to Steven. You can see his hopes for his year as President within the magazine and I'm sure we will all support him in this.

This is also our first edition from our new publishers. We had an early deadline in December to accommodate for this and they have done a great job in turning the magazine around. I know a lot of our contributors liaised with Julia direct beforehand. She will still redirect any emails sent for now but going forwards please send all submissions to the editor's email address, editor@liverpoollawsociety.org.uk so nothing is missed.

Many thanks

Jennifer Powell

Editor

Weightmans

editor@liverpoollawsociety.org.uk

**THE GOOD
BUSINESS
FESTIVAL.**
March 2022

**THE GOOD
BUSINESS
FESTIVAL.**
March 2022

From the President

Welcome from the President, Steven Zdolyny

HAPPY NEW YEAR!

I hope you have all had a wonderful, safe and very restful, Christmas break with your loved ones.

I am extremely honoured to have been the elected the President of Liverpool Law Society, and I look forward to continuing the excellent work of so many distinguished predecessors.

It has been a privilege to serve as a Director of our Society, for the benefit of our members, for the last 7 years, and to have acted as Vice President for the last 2 years, and the Joint Honorary Secretary for the previous 3 years.

It is only right and proper to begin with special thanks to our Immediate Past President, Julie O'Hare, who will be remembered in history as the first female President of our Society to have served 2 full consecutive years. Julie has worked tirelessly for the Society and always done so with good grace, good humour and a welcome smile. We are much indebted to her and extremely grateful for leading the Society over such a challenging period.

Next, I should like to give thanks to all the wonderful staff at Liverpool Law Society. We are blessed by retaining such long serving, committed, conscientious staff, with all of their wealth of knowledge, immense hard work and continued dedication, particularly over the last two years.

Thanks is also due to the Officers, General Committee, Chairs and Members of Sub-committees who have generously devoted their time again over the last year to the smooth running of the Society and for their continued energy, enthusiasm and support.

My final thank you is to you, our members, new and old, for your support of our Society. Your membership fees, participation in our training, events and committees, as well as reading this wonderful publication, helps the Society to continue to thrive. We have a bright future if we continue to help and support each other.

My 2 themes for my President's year shall focus on RECOVERY and OPPORTUNITY.

- Recovery – the last 22 months has been extremely challenging for the Society and many of our members, so a key focus is to re-stabilise the Society's own financial position as well as support our members in doing so.
- Opportunity – following any hardship, there is opportunity, so the officers and staff of the Society will work tirelessly to extend whatever support we can to our members, so we can maximise future opportunities for our local professional community.



The Society's officers and staff want to ensure that we continue to offer excellent value for money, with exceptional professional products and services that you can trust to be of high quality and provide you with the outcomes and solutions you need, when you need them.

We can all be proud to belong to our incredible profession, which makes such a positive contribution to our community and wider society. The Society enables us to share best practice, network with colleagues and be stronger together. The Society is here for our members and will support you every step of the way to advance your career, through excellent training and development initiatives and organise first class events, like our recent flagship annual dinner and awards.

If you have any suggestions on how we can do more, please do contact myself, or any of the Society's officers or staff.

Wishing you and your families a very healthy, happy and prosperous 2022!

Steven Zdolyny

President

president@liverpoollawsociety.org.uk

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Liverpool Law Society Meetings & events – January/February 2022

These meetings and events will be held virtually unless notified otherwise:

Start Time	Meeting/Event
11/01/2022 12:30	General Committee
13/01/2022 13:00	Future Planning Sub-Committee
18/01/2022 11:00	Editorial Sub-Committee
19/01/2022 13:00	Equality, Diversity & Inclusion Sub-Committee
20/01/2022 13:00	LLS Directors and LCR Councillors' Meeting
25/01/2022 12:30	Finance & Policy Sub-Committee
26/01/2022 17:30	Newly Qualified, Pupil Barrister & Filex Celebration
27/01/2022 13:00	Civil Litigation Sub-Committee
27/01/2022 16:00	Criminal Practice Sub-Committee
01/02/2022 13:00	Employment Law Sub-Committee
03/02/2022 13:00	Access to Justice Sub-Committee
08/02/2022 12:30	General Committee
09/02/2022 13:00	Family Business Sub-Committee
10/02/2022 13:00	Non-Contentious Business Sub-Committee

Consultation Papers

Papers referred to committees:

The following sub-committees of Liverpool Law Society are considering responding to these consultation papers.

If any member would like to send in a comment, please do so to committees@liverpoollawsociety.org.uk

Committee	Consultation Paper title	Closing date
Non-Contentious Business	Mental Capacity Act: Small Payments Scheme	12th January
Access to Justice	Consultation to enhance legal support for those facing eviction or repossession	20th January
Access to Justice & Civil Litigation	Housing Legal Aid: the way forward	20th January
Regulatory	Future Regulatory Framework (FRF) Review: Proposals for Reform	9th February
Regulatory	Financial penalties	11th February
Regulatory	Post six year run-off cover and the Solicitors Indemnity Fund	15th February
Non-Contentious Business	Business Rates Review: technical consultation	22nd February

Home Street Home – seeking to end homelessness in the Liverpool City Region



Ending homelessness in the Liverpool City Region for good



Sarah Poblete

Homelessness Charter initiative <https://homestreethomelcr.co.uk/our-charter/>

Would you and your business like to help homeless people but are not sure where to start? Then why not look into and join the Liverpool City Region Homelessness Charter?

Any organisation that wants to come together in a collaborative stance against homelessness can join the Liverpool City Region

The Charter is aimed at any size of business. It is designed to be simple to sign up to, with no red tape. It should be helpful and inform users, and importantly the results will be measured in the coming months and years. When a business signs up to the Charter, it is signing up to two commitments:

1. Each organisation will have a designated Ambassador
2. The organisation will provide support from a menu of options on the Charter



Philip Rooney (pictured), a lawyer at DLA Piper and chair of Professional Liverpool, at the initial launch event said that there were three reasons why there should be a response from businesses:

1. Spread the word about homelessness and dispel the myths.
Businesses should cascade information and motivate people.
2. Mobilise the multiplicity of skills that exist to support the work being done by the public and voluntary sectors regarding homelessness.
3. Recover lost skills and talents of the homeless people.

We would encourage our members and other organisations to take a look at the LCR Homelessness Business Charter, sign up and support this initiative. Information and the Charter itself are available here <https://homestreethomelcr.co.uk/>.

Sarah Poblete

CEO and Homelessness Ambassador for Liverpool Law Society

EDI

Equality, Diversity and Inclusion

The Equality, Diversity and Inclusion (EDI) committee met on 17 November 2021 and the main topic for discussion was the planning of our next EDI event in 2022! We would welcome ideas from Law Society members as to what they would like to see at our next EDI event – are there any particular EDI issues that they would like to know more about for their workplace?

Any feedback would be welcome and please email your ideas to the chair: Nina.Sahu@hildickinson.com. At present, the committee is considering holding an event to look at best practice with speakers from different areas. We have recently welcomed new members to the committee and it's great to see the interest member firms are taking in EDI issues so please feedback your ideas!

Meet the new President



Steven Zdolny

Steven Zdolny is the new President of Liverpool Law Society, having served as Vice President for the previous two years. Although originally from Yorkshire, Steven has been very active in the Liverpool Legal Community since 1996, and his association with the Society started in 2014. Steven held roles as Director and Joint Honorary Secretary, before being elected as Vice President in 2019. He has won a number of awards, including The Lawyer, in house public sector Team of the year Award and 'runner up' and 'highly commended' in the Law Society Excellence Awards for 'solicitor of the year' in house. Winner of 'Innovation in Technology' award at FT Innovative Lawyers Europe Awards

Steven is a founding Director and currently General Counsel of Kim Technologies, an award-winning Global Technology business, which delivers innovative software solutions to the legal profession. Steven helped to set this up with colleagues in 2017, whilst at the same time being a Director of Legal Services, General Counsel and COLP at Riverview Law in Bromborough.

When Steven became Vice President in 2020, one of his aims was to meet Lawyers from firms across the region to get a better idea of how the Society could help its members. The pandemic interrupted these plans, but he was able to meet members at the managing partners dinner, held before lockdown. There were also a number of events which occurred virtually during this period where opportunities for interacting with members arose. The Annual Dinner in November had over 300 attendees and Steven made the most of his opportunity to mingle with members and guests.

One of Steven's main goals, going forward, is to grow the Society's revenue base. Currently, the main source is Membership fees, but raising fees is something he would prefer not to do. Covid has meant that there has been a reduction in event attendance, so the committee is considering combining training and social events, to make them more interesting and useful to members. Steven is also thinking

about how we can make our corporate member training offer even more attractive. His other objective is to gain more sponsorship for the Society and offer more compelling packages for organisations to financially support these events. A working group within the committee will be formed in January, to explore these ideas.

Sadly, Steven's beloved Cavalier King Charles Spaniel, Lilly, passed away in early 2021 at the ripe old age of 15. Now he has a new dog, Chester, who is a Cavapoochon, which is a poodle, Cavalier King Charles Spaniel and Bichon Frise cross. Chester has brought a lot of joy to the family and as a puppy is very active, quite demanding and often joins in on zoom meetings unannounced!

Steven has one daughter, Elysia, who is at Oxford University, studying Material Science. She tried a legal work experience placement, but decided against following in her father's footsteps, preferring a career in Engineering! Notwithstanding that, Steven is very keen to support new and aspiring solicitors from joining our vibrant local legal community.

We wish Steven every success for the coming year.



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Celebration for new entrants to the legal profession

Wednesday 26th January 2022 at 5.30pm for 6.00pm

Hard Days Night Hotel

Liverpool Law Society's directors would like to invite Newly Qualified Solicitors, Barristers and Fellows from CILEx from the Liverpool City Region and surrounding area who qualified during 2020 & 2021 to celebrate the launch of their career in the legal profession.

What's included?

✓ Arrival drink ✓ canapes ✓ professional photography ✓ training voucher

All those qualifying will be presented with a certificate of congratulations from

**His Honour Judge Parker QC,
Designated Family Judge for Merseyside & Cheshire**

Members of the Merseyside JLD are also invited to come along to network with senior members of Liverpool Law Society.

This event is free to attend but you must book your place.

[More Info](#)

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



Julie Johnson

The start of a new year is often a moment when we begin to plan. To do lists, annual planners, fresh diaries; it is not purely about organisation, but about asserting and defining what we want from this year. This is the first January of the Culture & Commerce BID Area, as well as our Retail & Leisure BID Area. What do we want from the next twelve months?

Many of us began 2021 hoping for a greater deal of certainty than we might have experienced. Much of the way we work continues to be very different to how it was as we embark on a new year where the path still feels unsteady. How do we plan amongst that?

At Liverpool BID Company we often begin by plotting in the key dates and events through the year. The Office Market Review will come in late Winter, the Liverpool Plinth will seek a new artist, LightNight Liverpool will return in May, regular networking events will be scheduled, festivals will be launched, a fresh group of graduates will arrive into the business community looking to embark on new careers, and, before we know it, we will begin to plan the next set of Christmas festivities.

And there are the other things we know will take place. New businesses will open, plans will be submitted for new developments, new connectivity plans will be revealed, old buildings will be brought back to life. We only need to look along Old Hall Street and reflect on how new openings and venues have transformed that single street.

There will be the things we cannot expect, cannot plan for and yet will have to respond to, possibly rapidly.

What becomes important is that as we respond to both those planned occurrences and the unexpected ones, we respond using the values that are ingrained within our work. At Liverpool BID we are a champion for business, creating a platform for it, ensuring business can work together to thrive and succeed in the city. We believe in creating a city centre that is welcoming, safe, clean and vibrant. We trust and support our community, which is always stronger when it works together. We will support businesses to be resilient and innovative in 2022. Encouraging best practice and knowledge sharing amongst our thriving business community.

The way we use the city has shifted in the past two years and we are using the data we generate using footfall and movement to provide an understanding of how that has changed. This will have an impact

on business and the city's economy as we move forward. Data and information can shape our decision-making, making us far stronger so that we can stay a step ahead, responding to the ongoing need for business as it navigates this new period.

Improving connectivity and sustainability across the city centre will continue to be vital. Making transport and journeys simpler and greener will fit with the ambition of many businesses to reduce their energy impact.

Ensuring the city is a welcoming place for business, that there is the support they need for growth remains a central focus. Liverpool's mixed economy means that there are many industries balancing and working together for the greater whole. At Liverpool BID, the next twelve months will see us continue to develop that platform for business and continue to make this a city where people can thrive.

COVID business support, guidance and advice

Message from Bill Addy, CEO of Liverpool BID Company and Chair of LVEN (Liverpool Visitor Economy Network)



Bill Addy

We await clarity on exactly what this proof of Covid status will involve. We are working with venues and organisations across retail, hospitality, culture and the wider Liverpool Visitor Economy to ensure they have clear guidance for both their staff, customers, visitors and audience. This is a huge,

logistical challenge for organisations and we would ask for everyone's patience.

As businesses shift to working from home guidance and those affected absorb the impact of new restrictions, we once again have to point out to this Government that it is those industries who have borne the brunt of restrictions over the past 18 months who are being asked to do so again.

Christmas is a crucial time for organisations within the city as people visit theatres, music venues, concerts and more. Culture, arts and entertainment lost 20% of its sector GVA due to COVID restrictions, with Merseyside one of the worst regions affected. This sector is a major employer in our city and a loss of income affects jobs, venues and risks us starting 2022 a step behind. These venues being forced to change their guidance to audiences deserve support for any loss of income.

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.

There has been an interesting judgment in November 2021 about Notices of Discontinuance and the QOCS – McDonald and Excalibur and Keswick Groundworks Ltd v Interserve PLC. This was reported by Costs Barrister, Andrew Hogan at:

<https://costsbarrister.co.uk/wp-content/uploads/2021/12/E27YY493-McDonald-v-Excalibur-Keswick-Groundworks-Ltd-HHJ-Freedman-29th-November-2021.pdf>

The original claim was for personal injuries suffered in an accident at work in May 2016. The claimant was climbing a ladder in order to fix a string line to the roof of a building to fix a drain pipe. The ladder slipped and he fell. His pleaded case was that *"The ladder was tied to scaffolding by a piece of string"* and that therefore it was inadequately secured.

The claim was defended. The defence alleged that there was no need for the claimant to have used a ladder because the scaffolding was adequate. If the ladder was inadequately secured, it was the defendant's case that this was the claimant's fault.

There was a problem with the Claimants evidence. In his statement he said – *"... the ladder I used in my accident was not secured ... I did not try to move it because I assumed it was tied, even though I do not actually believe that it was"*

So there was clear discrepancy between the pleaded case and the statement.

Following some discussion, the claimant filed a notice of discontinuance. Not surprisingly there followed a dispute about costs. Because it was a Personal Injury claim the claimant argued that QOCS applied. The Defendant disagreed. They said that in view of the factual issues, the claim should never have been issued. They said that the claimant *"was guilty of conduct which was likely to obstruct the just disposal of the proceedings"* and *"was not deserving of the protection of QOCS"*. The defendant submitted that the Notice

of Discontinuance should be set aside, that the claim be struck out and that QOCS be disapplied. The district judge agreed with the defendant. She found that his conduct was *"likely to obstruct the just disposal of the proceedings"*. She struck out the claim and disapplied QOCS on the ground that *"this Claimant was not deserving of such protection"*.

The decision was overturned by HHJ Freedman on appeal. The primary issue was that the District Judge had failed to consider whether there were reasonable grounds for filing a Notice of Discontinuance. It was entirely reasonable for such notices to be served following a re-evaluation of the merits of the claim. In the absence of some abuse of process it was wrong to set aside the Notices just to deprive the Claimant of QOCS.

"However, the mere fact that the claim became unsustainable because of differing accounts as to the precise circumstances of the accident, to my mind, is wholly outwith what is contemplated by conduct likely to obstruct the just disposal of proceedings."

So the District Judge was wrong to set aside the Notices. But what about the statement that the claimant was not deserving of QOCS protection. The judge found that there is nothing in the rules that deprives a claimant of protection just because they discontinue. The claimant could discontinue as of right. Permission was not required. He noted that the District Judge had not been given the opportunity to consider the authorities and said –

"With the benefit of the authorities, the District Judge would, I venture to think, have concluded that the mere fact that the Appellant was seeking to retain QOCS protection was not a reason to set aside the Notices of Discontinuance. Further, she would have been persuaded that there was nothing about the conduct of the Appellant which was so out of the ordinary as to warrant the unusual, if not exceptional, course of setting aside the Notices

of Discontinuance. Had she reached that conclusion, then there would have been no legitimate basis for her to go on to consider the exceptions to QOCS."

Late discontinuance of the claim on the basis of a reconsideration of the merits was not a bar to discontinuing or to exclude the application of QOCS.

This is good news for claimants who would otherwise have been deterred from such reassessments. It would have actually been less damaging to press on.

In other news the recent case of *Hall v Hall & Ors [2021] EWHC 3183 (Ch)* raises an interesting issue on service of costs schedules. One of the defendants raised a procedural argument that the claimant had breached a direction to serve a costs schedule because they had served it by email. This was relied on by the defendant to excuse their failure to serve submission in time. The argument was that the timetable had been terminated by the Claimant.

HHJ Judge Davis-White was not impressed. He noted that the solicitors had routinely accepted service by email and this overrode the note on their letterhead that they did not do so.

"I should note that I consider the approach taken by Chadwick Lawrence on this issue, and the ink spent upon it, to be contrary to the overriding interest" and "The failure to sensibly cooperate and take forward the proceedings was the conduct which caused me to make an order for costs on the indemnity basis against the third defendant on 28 September 2021."

So there you have it.

We do hope that you all have a wonderful Christmas and happy and healthy new year.

If you require help in relation to any costs issues contact Robert Cook at robert@cook-legal.co.uk

Time for Reform in Drug and Alcohol Testing Evidence in Court



Substance misuse has a devastating impact on our lives generally, but of particular concern is the devastation that it brings to children's lives. It puts the lives of children of all ages at risk, even before they are born and if they survive the traumas, their lives are often damaged irreparably.

Many legal and social work professionals have a very poor grasp of the complex science behind forensic testing for substance misuse. On many occasions, these professionals are being misled by the evidence produced from Hair Strand Testing because the quality of that evidence is very limited due in part to the limited nature of the instruction process.

Traditionally, a restricted drug or alcohol screening test is instructed by courts and the output from this testing is a 'Positive', concluding substance abuse, or 'Negative', no substance abuse. This process is useful for commercial, clinical and epidemiological screening but is not appropriate and in our opinion, should not be used in child care cases before the court.

Within the context of Family Court proceedings, Laboratories have a duty to report all findings, irrespective of the levels of substances in the samples. The requirement for this approach is exemplified in the judgment of Justice Jackson – *Re H (A child – Hair Strand Testing)* [2017] EWFC 641. This was also re-affirmed in a paper presented at The International Association of Forensic Toxicologists (TIAFT) by Professor Alexander Forrest; 'Presentation of Hair Strand Analysis Evidence in Court'.

Many professionals are unaware of the flaws in the present process, where something as simple as a person's hair colour leads to misleading evidence and discrimination against someone based on their hair colour, just one of many examples.

There is a false confidence in the evidence provided from the present screening undertaken and given the overdependence on the results to make decisions, this can lead to the wrongful removal of children or children left at risk of significant harm. Experience has shown that the current testing regime is not fit for purpose, cannot reach the appropriate standard of proof for use in these cases and is in desperate need of reform.

At FTS we now have the knowledge, experience and capability to drive much needed reform that will improve the safety of children affected by substance abuse. FTS have developed a process specifically designed for the family court, which was recognised by the Parliamentary Review Committee in 2019 as a Model of Best Practice. FTS do not rely upon cut offs, which were introduced for other sectors over 25 years ago when technology was more limited and very little was known about hair testing.

A crucial part of the FTS process is to establish what questions need to be answered in each case, so the investigation and testing profile can then be optimised. A detailed forensic investigation is carried out to establish all factors in each case that influences the findings from hair analysis. This incorporates a comprehensive 30 to

45-minute client questionnaire, collecting crucial context, chain of evidence and HD Photography at each stage of the process. All results, data and evidence then undergo a detailed examination by at least 3 experts to form an opinion on what the findings are more likely than not to represent.

FTS have also revolutionised the testing process, ensuring that much of the drug and alcohol abuse that presently goes undetected is reported in all cases using a novel and highly cost-effective approach.

FTS have one of the most sophisticated laboratories in Europe, based in West Yorkshire, UKAS accredited, Home Office licensed and hold certification from the Society of Hair Testing and Society of Toxicological and Forensic Chemistry. We have a significant commitment to research, working closely with major Universities in the UK and Europe on pioneering development work to address the ever-changing patterns of drug and/or alcohol use and culture. FTS presently offer the most comprehensive range of analytical services in toxicology and bio-analysis for this sector.

The FTS best practice model provides stronger and more reliable evidence and is designed to reduce the significant misuse of public funding that's associated with using the present flawed process. The service even offers evidence-based advice to target the use and level of spend in each case. This ensures that the funding allocated to each case can be fully supported as a 'reasonable and necessary cost', because the likelihood of success for each investigation can be objectively assessed.

Our comprehensive investigations offer expert opinions that are value for money and fit for purpose. Helping the courts and social services with evidence to identify when children might be at risk of harm is at the forefront of everything we do.

Further information can be found at our website www.forensic-testing.co.uk or contact us by telephone on 0845 5196472.

Is flexible working set to be the new norm?



In July 2019 the Government put forward a number of proposals under the Good Work Plan. One such proposal was to encourage and support flexible working through reform of The Flexible Working Regulations. Little did any of us know that flexible working would soon be pushed much higher up the agenda, with COVID-19 then hitting the UK not long afterwards and all employees being told to work from home in March 2020.

Post-pandemic, in a bid to aid economic recovery in the UK, the Government recently announced a consultation on flexible working, aiming to implement a 'world class approach' to work within the UK, reviewing both when and where employees can work and seeking to reduce the current 9-to-5 business model. The aim seems to be to attract and retain the best talent, no matter where or when you want to work.

In November, the Liverpool Law Society Employment Law Committee met to discuss the Government consultation and put forward a response.

Since 2014 all employees with 26 weeks' service have had the right to request a flexible working arrangement with their employer, be it location, hours or working pattern. The new reforms suggest the Government is now considering taking this to the next level.

The consultation indicates that there could possibly be an increased administrative burden on employers, whereby they should suggest alternative flexible working arrangements if an employee's proposed work pattern cannot be agreed. At the moment, an employer simply has to rely on one of the statutory reasons (cost, impact on quality of service, inability to meet customer demand etc.) for refusing a

flexible working request and employment tribunals cannot currently look behind that reason. By obliging an employer to suggest an alternative, the employer will really need to think about the flexible working request and, if the proposal would not work, to try to find a working pattern that will.

In addition, the current position is that an employee can only make one flexible working request within a 12-month period, with employers having 3 months in which to respond. The consultation suggests a reform to this framework, perhaps allowing employees to make requests more often and reducing the amount of time an employer has in which to respond.

Going forwards, and looking beyond COVID-19, the Government also seems to be suggesting that ad hoc requests for flexible working may become more prevalent, suggesting that employers should be encouraged to have flexible working policies in place (if they don't already) and allowing employees the ability to make informal requests for flexibility, which don't result in long-term or contractual changes.

The closing date for responses on the consultation was 1 December 2021. At the time of writing, there is no date given for the results to be published or for any proposed changes to come into force. With the pandemic showing no signs of disappearing any time soon, the Government seem intent on making reforms for flexible working, and sooner rather than later.

Rebecca Cairney
Associate Solicitor
Weightmans LLP


 Weightmans

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Directors of Liverpool Law Society for 2022

The Society's main committee is made up of up to 27 directors, all practising lawyers or lecturers in law. We have a representative group of people from a range of small, medium and large firms and educational establishments around the table and we look forward to a busy 12 months under the helm of the president, Steven Zdolny. For the time being, many of our meetings and training courses will be held online, via Zoom, whilst a limited number of events are being planned for face-to-face in the New Year.

Outside of the monthly meetings of the 'General Committee', the directors also meet twice a year with local MPs where there is an exchange of information. News about bills going through parliament and constituent issues are also raised and discussed and parliamentary questions are put down on behalf of LLS members. Separately, the directors also meet with the nominated councillors from the Liverpool City Region local authorities. This again is a useful way of ensuring our members' concerns and issues, including those of their clients, can be raised at one of these meetings. The councillors also come to the Society with matters their constituents are facing and we work together on joint initiatives where there is a common aim.

The Society also has good communication channels with The Law Society, the SRA and the LeO, where members' issues can be raised and matters affecting the legal profession discussed.

On a regional level, Liverpool Law Society is a member of the Joint V, a grouping of autonomous local law societies that meet and discuss common issues affecting membership organisations for legal professionals, sharing best practice. The members of the Joint V are Birmingham, Bristol, Leeds, Liverpool and Manchester Law Societies. United the Joint V have a strong voice nationally, representing over 10,000 legal professionals.

The current directors of Liverpool Law Society who form the General Committee for 2022 are:

Officers

President – Mr Steven Zdolny, *Kim Technologies*

Vice President – Ms Joanne Francis, *BLM*

Deputy Vice President & Joint Honorary Secretary – Mr Jeremy Myers, *Husband Forwood Morgan*

Joint Honorary Secretary – Ms Gaynor Williams, *Bennett Williams Solicitors*

Honorary Treasurer – Mr James Mannouch, *University of Law*

Immediate Past President – Miss Julie O'Hare, *Carpenters Group*

Sub-Committee Chairs

Access to Justice Sub-Committee – Mr James Mannouch, Solicitor – *University of Law*

Charities & Education Sub-Committee – Mr David Tournafond, *Morecrofts*

Criminal Practice Sub-Committee – Ms Eileen Chisnall, *Paul Crowley & Co*

Civil Litigation Sub-Committee – Mr Alum Ullah, *Bond Turner*

Editorial Sub-Committee – Ms Jennifer Powell, *Weightmans*

Employment Law Sub-Committee – Ms Lindsey Knowles, *Brabners*

Equality, Diversity & Inclusion Sub-Committee – Ms Nina Sahu, *Hill Dickinson*

Family Business Sub-Committee – Dr Emma Palmer, *MSB*

In-House Lawyers' Sub-Committee – Ms Rachel Stalker, *LJMU*

Non-Contentious Business Sub-Committee – Mr Michael Sandys, *GWL Solicitors*

Regulatory Sub-Committee – Ms Mickaela Fox, *Weightmans*

Other post holders

Parliamentary Liaison Officer – Mr Paddy Dwyer, *DLA Piper UK*

Public Relations Officer – Ms Millie Hayden, *Brabners*

Other Members of the Committee

Professor Warren Barr, *University of Liverpool*

Mr Jonathan Berkson, *Bermans*

Ms Haley Farrell, *Jackson Lees*

Ms Nicola Harris, *MSB*

Ms Sarah Mansfield, *Cullimore Dutton*

Mr John Owens, *Slater & Gordon*

Interested in getting involved with Liverpool Law Society but unsure where to start?

The specialist committees are a place where members of the Society can come together to discuss current issues in your area of practice, exchange information and best practice, respond to government consultation papers and contribute towards the Society's legal training programme. If you would like to find out more about the work of the specialist committees and/or request to join one or more of them, please click here.

The Society also arranges a wide array of training and events, which is a great opportunity to keep up to date, as well as network with colleagues from the local legal community. The full schedule of training and events are on our website.

Young Legal Aid Lawyers

Young Legal Aid Lawyers (YLAL) is a group of lawyers who are committed to practicing in those areas of law, both civil and criminal, which have traditionally been funded by legal aid.

The route to qualification as a solicitor has undergone a huge change following the introduction of the Solicitors Qualifying Exam (SQE) in September 2021. We know that the uncertainty caused by the introduction of SQE has created difficulties - both for firms and for those who are seeking to qualify - as we all attempt to understand the new rules and requirements in a more flexible, and therefore more complicated, system of qualification.

Since its inception, YLAL has been concerned about the impact of SQE upon access to the profession and social mobility. One of our key focuses has been upon the cost of qualification - in the pre-SQE era, this was already a difficult barrier for prospective solicitors to overcome, but we are concerned that this will be more so under SQE.

We understand that firms whose practice is predominantly legal aid are often in difficult financial circumstances, and are often not in a position whereby they can offer funding for their staff to go towards the costs of these courses.

The cost of qualifying was already a bar to qualification, but YLAL has been concerned that the existing barriers will become even more so under SQE. For example, the cost of sitting the SQE exams is separate to the fees for any preparation course, and the exams alone cost £4,000.

YLAL have produced a series of blogs and posts, designed to demystify SQE and explain the requirements of each step and the difference with the traditional LPC route. One of the big changes is from a 'training contract' at a single firm, to 'qualifying work experience' which can be completed in separate components, at a variety of organisations.

In light of the increased barriers to qualification, YLAL are excited to announce

that we have been working with other organisations to create a national fund which will pay for the SQE preparation courses and exams for the next generation of social welfare lawyers.

As part of the application process, those who are applying will need to provide a letter, on headed paper, from their employer. This letter will need to confirm that the employer will give them the opportunity to obtain their two years' qualifying work experience.

YLAL believes this is an incredible opportunity for law firms and organisations to promote the development and training of their junior staff who may not otherwise be able to afford to qualify under SQE.

We are really excited for the possibilities this fund brings, and we are looking forward to seeing way in which firms show their support for their incredible junior lawyers,

We believe this fund can have a huge impact, not just for the individual recipients, but for access to justice for each and every one of the clients our awardees will advise and represent throughout their careers.

We are all very aware of the crisis in recruitment, retention and succession which is faced by the sector. This fund will not fix these issues, which are endemic within the social welfare sector and which are decreasing access to justice for all of our clients. However, we hope it will go some way towards promoting social welfare law as an important career choice for brilliant junior legal minds.

We appreciate that many firms have not yet fully reconciled the changes brought in by SQE with their current systems - particularly given the additional stresses which everyone has been dealing with since last March!

If you have questions about the scheme, the requirements of the letter which must be provided by the firm, or anything else, we are very happy to answer these - our team can be contacted at ylalsqefund@gmail.com.



Katie McFadden

Best wishes

Katie McFadden, on behalf of YLAL

THE ACCESS TO JUSTICE COMMITTEE met in December 21. It was a lively and productive meeting. The meeting began with the Chair canvassing updates from Committee members. This was with a view to identifying policy areas where the Committee could exercise its lobbying function. Updates were thorough and several areas were identified, including poverty, housing, immigration, legal aid and court delays. This information will be distilled, and policy goals created.

As well as lobbying, the Committee retains a consultative function. It was resolved that the Committee should formally respond to the open Ministry of Justice consultation "Housing Legal Aid: the way forward". A working party will be formed and any member of the Society possessing experience of legally aided housing matters is invited to contribute. The working party will likely convene w/c 10th January. To join, please email annmurphy@liverpoollawsociety.org.uk

James Mannouch - Chair

News from Merseyside Law Centre

Fighting for equality through social justice to combat poverty & homelessness



This month, our Justice First Fellow Samantha Maher and solicitor Mary Heery attended the Court of Appeal for a pivotal case involving their client, which could see a change in Social Security regulations if won. The case has yet to be decided. The client, a vulnerable adult with serious disabilities appealed against the disallowance of DLA during a hospital stay. The current regulations are that an applicant aged 18 years or over is not paid Disability Living Allowance ('DLA') after he has been a hospital in-patient for a cumulative total of 28 days or more. The client argues that the Regulations should be repealed for adults, as they were for children, following the Supreme Court's decision in 2015. Amanda Weston QC, Desmond Routledge & Ollie Persey of Garden Court Chambers represented our client in this case, 'MOC v Secretary of State for Work & Pensions' before Lord Justice Peter Jackson, Lord Justice Singh and Lady Justice Andrews.

This case illustrates perfectly the absolute need for Legal Aid. Without access to Legal Aid, this important case would not have been heard as the cost would have proved impossible to pay for the client and attention may not have been drawn to the wider issues surrounding DLA which need reviewing for the welfare of Disabled people across the country. At the heart of this case, beyond all the talk of regulations, is the fact that someone who has no speech, is blind and cannot walk had their benefits taken away whilst in hospital, while at their most vulnerable. Benefits that allow them to retain an element of care, that ensure their carer has the funds to continue to visit them, to ensure they have everything they need to run their home whilst they are away. What kind of regulations punish people for being hospitalised? Legal Aid allows people on low income to have fair access to justice and must be preserved and funded well. We are

hoping for a positive decision on this case which could see a much needed change in regulations for the most vulnerable in society.

We are very excited to announce an upcoming collaboration with the LJMU Law Clinic. Under the supervision of an experienced solicitor LJMU trained students will be completing the application forms for Exceptional Case Funding for Legal Aid for suitable clients we will refer to them. ECF is a special type of legal aid administered by the Legal Aid Agency (LAA), part of the Ministry of Justice. ECF is made available to people who would not usually qualify for funding to help with their case because the

issues involved are generally excluded from legal aid. However, if without legal advice or representation an individual could suffer a breach of their human rights ECF must be made available. This is going to be such an important project as these types of applications are extremely time consuming and often there are not enough resources available to help complete them which in turn means that a client may not be able to gain access to the funding required to help their case move forward. We look forward to working with the LJMU Law Clinic on this project and hope to help many people going forward.

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Merseyside Junior Lawyers Division

This month, the MJLD have been busy planning for the return of our in person events! Our Christmas event, which took place on 9th December at Las Iguanas was a great success and it was wonderful to see our members in person. We hope all of our members and raffle winners had a great evening and offer our thanks to our sponsors, St John's Buildings Chambers.

This year's charity has been voted in as Refugee Women Connect, a women-only charity set up to support female asylum-seekers, refugees and survivors of trafficking. We look forward to working with the junior lawyers within our city to further this cause and supporting Refugee Women Connect with their mission. You can find more information about the charity at <https://www.refugeewomenconnect.org.uk>.

Our Careers & Education and Equality, Diversity & Inclusion Reps have been super busy this past month and organised different events aimed at different age groups of young people interested in law. We began with an evening Zoom session with the Girls Network where we spoke to around 30 girls and mentors about the different pathways into law, providing advice for those considering the university route into law with key tips for improving your Personal Statement and application and also those interested in applying for legal apprenticeships and school leaver legal employment positions. We aimed to provide the girls with greater insight into the legal sector and the jobs and opportunities available to them but also provide guidance on how to improve their personal skills and development.

We conducted the first of our Routes into Law series beginning with a discussion on Legal Apprenticeships where we had speakers from Weightmans LLP, Jackson Lees, Damar Training, Liverpool City Region Combined Authority and the Crown Prosecution Service. The aim of the session was to provide greater information about the opportunities available to students interested in a career in law, who may not be wanting to go to university or did not do law at university yet would like to enter the legal sector. It was a very successful start to the series!

We were invited to give a presentation at the University of Liverpool to discuss the pathways available to students following graduation, either towards solicitor or barrister qualification and our best advice for preparing for training contract and pupillage applications, first legal job applications and interviews. We discussed the differences between the LPC and the newer SQE, providing advice on the advantages and disadvantages for each postgraduate course. Keep your eyes peeled for our next Educational event!

We hope all of our members had a Merry Christmas and a Happy New Year! We look forward to seeing you all at events, both in person and virtual, this coming year.

Amanda Sime & Eve Burns, MJLD



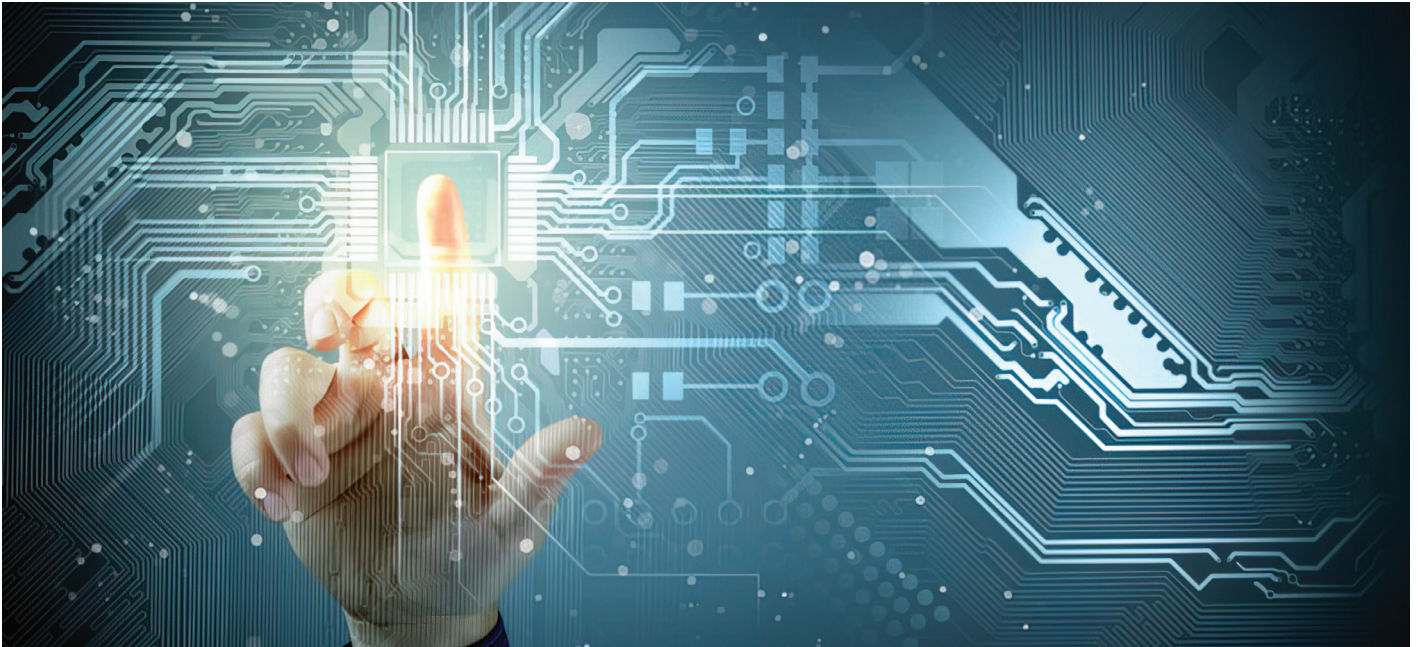
Amanda Sime



Eve Burns

LEAP celebrate further technology innovation

This month LEAP celebrated over 800 law firms accessing the InfoTrack integration from within the legal practice productivity solution. That is nearly a third of the law firms that use LEAP software.



Traditionally it's been conveyancing firms that have benefited from the two-way integration between systems. However, thanks to the ongoing development and progressive innovation of the InfoTrack team, law firms across all areas of law are now generating efficiencies due to this partnership and therefore becoming more adaptive, agile, and streamlined. John Espley, CEO of LEAP UK outlines the benefits of this new integration.

InfoTrack integration features and benefits now available in LEAP include:

The power of eSignatures

For busy legal practices, significant time is lost waiting for the approval and agreement of legal documents. By utilising eSignature technology across your practice client signatures can be easily obtained in minutes not days.

The use of electronic signatures grew five-fold in 2020 and via a simple, smart application available to LEAP users, law firms can easily obtain electronic signatures from clients on any legal document they wish. Using drag and

drop functionality firms can select where initials, dates or signatures are required on a specific document and send to the client for completion from directly within the electronic matter via secure email link, this enables the recipient to review and sign the documents with ease, significantly speeding up transaction times. In fact, 67% of documents that are signed via InfoTrack's eSignature technology available in LEAP are returned within 12 hours.

Streamlined client onboarding

With client expectations more demanding than ever law firms are considering alternatives to traditional client onboarding methods. However, there is a fine balance between providing a good client experience whilst implementing processes that drive efficiency and meeting compliance requirements.

Onboarding new clients can be a fragmented practise for law firms, sourcing and collating information and taking payments across multiple systems can take up considerable administrative time and effort and increase the length of time of a transaction.

Firms using LEAP and the InfoTrack integration are being provided a digital solution for tackling the key onboarding processes within a single, unified platform.

Remote client identity and source of funds verification

Client verification is a crucial piece of the due diligence process for law firms with the need to validate ID, documents and funds electronically becoming essential. Typically, solicitors relied on physical documents and in-person meetings that delayed the client onboarding process and transaction times, but this is no longer the case. Now your clients can verify their identity from anywhere in the world! And with a digital tool that captures real-time data from clients' bank accounts law firms can verify the source of funds and mitigate the risks associated with fraud, protecting all parties.

Through the ongoing development that is being done between LEAP and InfoTrack law firms can now access a suite of technology that delivers bank-grade, electronic client verification directly from their case management software with all results and documentation collated and returned.

Charity Spotlight:

Merseyside Tuesday and Thursday Clubs



The Tuesday and Thursday clubs are social clubs, based in Liverpool, that provide activities exclusively for adults with learning difficulties.

The Thursday Club was set up in 1966 by a small group of likeminded Liverpoolians who were members of the International Voluntary Service. They had come to recognise that while there were clubs and centres for children with learning difficulties in the city, these clubs were not able to cater to people who were aged 18 or over and that there was something of a lack of spaces for adults with learning difficulties to meet, socialise and have fun.

Initially meeting in a community centre in Toxteth, the Thursday Club went from strength to strength and grew quickly by word of mouth. The membership soon outgrew their surroundings and needed larger premises. The club moved to what is now their current home, a church hall off Ullet Road, just a stone's throw from Sefton Park. The Tuesday Club was formed shortly after and has been based in Halewood since the early 1970's.

Each club meets once a week every Tuesday and Thursday (believe it or not) and offers a fun, safe, caring environment for their members to meet, socialise with the other members and helpers (often with a cup of tea and a biscuit) and play games.

Each week the clubs have a mixture of ad-

hoc and planned activities, which include the likes of bingo, karaoke, rounders, quizzes or sometimes we even break out our indoor curling set.

The clubs will sometimes take their members on evenings out for meals, nights at bowling alleys, the Rock and Roll Panto at the Everyman Theatre and, in more recent years, we have attended the 'Under One Roof' raves at which the members get to meet people from other clubs and centres in the area.

Pre-COVID the clubs also took their members away on two weekends as well as a weeklong holiday each summer to various UK coastal resorts, including Bournemouth, Scarborough, Southend-on-Sea and Llandudno; with daytrips out each holiday to the likes of London, the Welsh Mountain Zoo and Poole Quay. The clubs are hopeful that they will be able to restart the weekends away in 2022.



Before joining the clubs, some members had never so much as left the city before and so the holidays have been a revelation to them and have the added bonus of providing well-earned respite to the families of the members.

In addition to the holidays, the clubs have also had days out at local attractions including Blackpool and Chester Zoo and have been regulars at the Rotary Club's 'Chester Fun Games'.

During COVID, the clubs were unable to meet in person and so took to weekly Zoom meetings for games, quizzes, and other online activities which the members looked forward to each week.

The Tuesday Club meets in Hollies Hall in Halewood and the Thursday Club meets in the Hall of the Unitarian Church on York Avenue. Each club meets for two hours a week and are ran independently by unpaid volunteers from all ages and walks of life.

We are always on the look out for potential new helpers who can bring new ideas, games and energy to either one of the clubs (or both for those that have the time). So, if you are looking to get involved with volunteering and would like to know more, or if you know someone who might be suitable for club membership, please feel free to email Michael.westcott@weightmans.com and be sure to check out the Thursday Club Instagram account @Thursday_Club_.



Registered charity number: Royal Navy & Royal Marines Children's Fund 1160182

Supporting children whose parents serve or have served in the Naval Service.

We help children with a wide range of needs especially at times of a family crisis. If you think you may need some help you can contact us in the office, visit our website for more information or go through NS FPS (Naval Service Family and People Support) or SSAFA.



Naval Childrens Charity,
311 Twyford Avenue, Stamshaw,
Portsmouth, PO2 8RN

www.navalchildrenscharity.org.uk
023 9263 9534
caseworkers@navalchildrenscharity.org.uk

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CSR: Weightmans



The Coronavirus pandemic has put on hold many key fundraising events for so many charities and there has been a massive concern from all law firms that their charitable work was going to be heavily impacted. However, Weightmans LLP has managed to continue their commitment to the community over the past 12 months and have raised some impressive funds for charitable organisations at the same time!

In an undeniably difficult year, Weightmans has focused their efforts on 'what can we do' rather than feeling defeated by the national lockdowns. Their staff have worked together to ensure that the firm's regular generosity has continued and of course their staff have been up to some rather bizarre things in the name of charity!

As the Euro's kicked off in June 2021, so did Weightmans' 'Strike it lucky' campaign that saw staff members picking teams made up of various players from different countries and submitting these teams to Andrew Jones and Cheryl Didsbury, along with a donation to the office charity, Zoe's Place; an amazing hospice which specialises in looking after young children with life-limiting conditions. Whenever a player scored a goal, points were allocated to each member of staff who had that player on their team. This virtual game saw serious tactics being considered, statistics from previous international games being reviewed (and more than one disgruntled spouse who was sick of watching re-runs of the international leagues with the justification 'it's all research for

charity'...). This event was a real success and demonstrated Weightmans' desire to make lockdown work for them in generating money for charity. It was also an amazing opportunity to get back some of that friendly rivalry that has been missed in not going into the office!

With the event being such a hit, and people enjoying the opportunity to force their families into watching football in the name of charity, Michael Wescott used the momentum to make football a continuing conversation at Weightmans and arrange his Fantasy Football league! This saw staff submitting their fantasy football teams with a league, knock out competitions and prizes for the winning teams, best managers etc. There were more Zoom meetings about Ronaldo's prospects of scoring in the 90th

minute than were necessary, however we can't deny that it all worked, and the two football events raised around £500 for Zoe's Place in total!

Not ones to let the professional football players do all the running, a group of staff from Weightmans participated in the 'Euro Enduro Challenge' – the challenge being to walk the distance from Manchester to Milan between a group of 6 between 1st and 31st July; that's a little over 1,300 miles! The team was made up of Evie Niblock, Stacey White, Becki Smith, Rachel Lim, Linzi

Perriman and Sarah Walton. This challenge of endurance saw daily targets increase gradually over the month, with the final day target being 17.51 miles per team member! The team got up early to get walks in before work, went for lunchtime hikes and then laced up those trainers for after work runs! All within their working day! This event was part of a wider campaign to raise money for The River Manchester, a domestic violence charity who work day and night to provide safety to victims of domestic abuse. The team saw this as an opportunity to raise some much-needed funds – and to get in

a little more exercise than I imagine they originally bargained for! The team didn't quite make it to Milan but they raised an amazing £975 for The River Manchester and were one of the final three teams standing in the whole competition!



With lockdown restrictions easing and more opportunities arising to take part in activities "in person", a group of very brave Weightmans staff made the courageous decision to scale the Liverpool Anglican Cathedral in July 2021! A group of nine members of staff left their fears (and potentially their sanity) at home and abseiled down the side of Liverpool Cathedral, which has a whopping height of 160ft! The group, made up of Richard Austin, Jenny Byfield, Matthew Chorley, John Kemp, Kerry McEwen, Josh McEwen, Lisa Woods and Andrew Ball all raised money for both Zoe's place and the Samaritans. The hugely brave feat was met with outstanding support from colleagues, family and friends and an amazing amount of £3,204 was raised for the two charities! We couldn't be more proud of our colleagues who both took part in the event, but also supported (and there was great relief when no one was injured during this daredevil experience!)



As the autumn approached, we were keen to try and keep up the momentum of charitable events and take advantage of people returning to the office. As has become an annual tradition, we hosted Macmillan coffee mornings across all Weightmans offices in aid of Macmillan



Cancer Support. The Liverpool office alone raised around £250 for this amazing charity and it was amazing to see so many staff still willing to donate time and money to worthy causes, despite the difficult year everyone has had! A number of our trainees also helped at the Zoe's Place Baby Hospice Ladies' Lunch – breaking the record for most raffle tickets held at a similar event.

After much competition in the firm's pumpkin carving competition arranged by Matthew Chorley, November saw us host our annual Pudsey bingo event, coinciding with Children In Need. The event is a staple in the Weightmans' calendar, and despite having originated in our Liverpool office, is now played in all of our offices across the country. Staff buy bingo tickets and a virtual 'call out' (complete with horrendously bad bingo lingo) is sent via email – the first to email when they have a line, two line or full house wins!

Weightmans have worked hard to ensure that their CSR activity is, and always will be, an integral part of their culture. To round off the year the offices are having their hugely popular '12 Days of Christmas' celebrations. Each day in the lead up to Christmas has a different charity event, such as marking out world maps to help Santa find his way (which actually doubles as assisting international charities complete world maps to provide aid to those in need), letters from Santa Claus for a small donation, participation in national Christmas jumper day, a Christmas lottery and so much more!

At the time of writing the Weightmans' Liverpool office has raised around £5,000 for its nominated charity, Zoe's Place Baby Hospice in what has been, at times, a challenging year. But despite the upheaval and uncertainty which has been inflicted upon all of us by the pandemic, the Weightmans Liverpool office has pulled together to maintain its sense of community spirit, and to channel the efforts and goodwill of its staff into CSR activities. There are already a number of activities and events lined up for 2022 – teams are already collaborating ready to take part in our "The Apprentice"-style competition which commences in January, we are busy rounding up volunteers to register to donate blood to mark the 75th anniversary of the National Blood Service and a team of volunteers are prepared to enter primary schools in the Liverpool city region to help children improve their literacy skills.

Here's to 2022 and doing even better for some amazing and worthy causes!

The event was the Business Fives event that involved 13 different businesses across Liverpool. It was a 5-a-side football tournament and between all 13 teams, Approx £4,50 was raised between everyone.

3 other law firms were involved, MSB, Brabners and JB Leitch. The aim was to win and get through to the national final with money up for grabs for our office charities, Weightmans got to the semi finals.



Liverpool Legal Walk - Update

According to the Walk organisers, the North West Legal Support Trust, the Equality and Employment Law Centre have raised £6,203.00 offline as part of the Liverpool Legal Walk 2021 campaign. EAEL are the top fundraisers of the Legal Walk and are largely the reason why the Liverpool walk is at a record near £11,500.

Julie Ehlen, CEO of Equality and Employment Law says:

"We were thrilled to join the Legal Walk for the first time , not only did our Discrimination Elimination team really enjoy taking part , it was fantastic to join such great initiative raising much needed funds for the vital work we all do. The turnout was impressive and we got chatting to fellow social justice champions along the way. Of course the route was splendid walking through our impressive city at dusk and ending at the pub was the perfect end to a great evening. Thank you so much for organising the walk and inspiring us all to participate. Count us in next year!"

Pictured above, the lead walkers were:

Julie O'Hare - President of Liverpool Law Society

Freddie Storrar - President of Cheshire and North Wales Law Society

Gareth Farrelly - Former Everton FC and Ireland International Footballer, Senior Associate at Bermans

HHJ Hodge - Senior Chancery Judge

Sally Penni MBE – barrister & diversity champion



Countdown begins to The Good Business Festival 2022!

Liverpool City Region's festival spirit that has previously delivered unforgettable global events such as The International Festival for Business and One Magnificent City, and is showcasing the city to the world again this week at the G7 summit, will return in 2022 with The Good Business Festival.



Major brands and inspiring leaders from business, media, music and academia are leading what is the world's largest responsible business festival, formed around six showcase events across Liverpool City Region and culminating in three days of events running from 22 - 24 March 2022.

Powerful ideas and transformational change will be on the agenda as some of the smartest and sharpest minds on the planet lead presentations, panel discussions, workshops and knowledge sessions showcasing how businesses of every size and sector have prospered by being purpose-led.

Since a digital version of the event took place in October 2020, The Good Business Festival has attracted global prominence for its imaginative blend of arts, culture and business focused on helping businesses future-proof themselves by adapting to new market realities and changing consumer and employee expectations.

The Good Business Festival's eagerly anticipated in-person return in 2022 will see events covering a range of topics, including housing, ethical consumerism, sustainable transport and ethical investment, as well as a focus on the young trailblazers who are designing sustainable systems for the future.

The showcase events will take place in Sefton, St Helens, Halton,

Wirral, Liverpool city centre and Knowsley.

Hosted across different quarters in the city centre, venues for next year's events include Oh Me Oh My on Liverpool Waterfront, The University of Liverpool Guild of Students in the Knowledge Quarter, and CONTENT in the Baltic Triangle.

Major names taking part include Innocent, Arbonne, musician and activist Louis VI, as well as Joe Iles from The Ellen MacArthur Foundation; Kelly Beaver, CEO of Ipsos Mori; Felicia Odamtten, Founder of The Black Economists Network; Jude Kelly CBE, CEO and Founder of The WOW Foundation; Forbes 30 Under 30 and Founder of Bundlee Eve Kekeh; and Andrew Sandoz, CCO at Deloitte.

Joining them at the event to also share their insight will be a host of local businesses and speakers, including Joanne Holden, Sustainability Director at Peel L&P; Carl Beer, Chief Executive Merseyside Recycling & Waste Authority; Dorcas Seb, multi-disciplinary artist; The Regenda Group, while Liverpool City Region Metro Mayor Steve Rotheram will also be speaking.

Mayor of Liverpool City Region, **Steve Rotheram** said: *"The Good Business Festival has been on quite a journey since it was first launched. What was originally planned as a three-day summit has transformed into a programme of virtual and in-person events lasting more than a year."*

"We know that the Coronavirus pandemic has hammered people and businesses across our region and around the world but the time in lockdown last year also gave us an opportunity to pause and think about the kind of city region, and world, we want to build."

"Throughout the last few years, we've delivered an unprecedented package of support to protect and grow the local economy before, during and after COVID, and have launched projects like The Good Business Festival to reimagine, revitalise and reshape the way that we do business. I'm sure we're all looking forward to be able to meet in person and have the festival we originally hoped for!"

The Good Business Festival showcase events, collectively known as Greater Good, will bring the event even closer to regional business audiences on a tour of interesting and unusual venues across Liverpool City Region's boroughs.

Councillor **Janette Williamson**, Deputy Metro Mayor, said: *"Consumer expectations are changing faster than ever before, creating opportunities for those who understand what's happening in the marketplace and risks for anyone who does not."*

"The Good Business Festival is an incredible opportunity for businesses of any size and in any sector to be inspired and see what can be achieved. We are very proud to take the festival and all that it offers around the city region and directly into every part of it."

"This is a world class programme and it's on our doorstep, ready to excite, inspire and challenge received wisdoms."

Greater Good will focus on local good business issues with national and international significance, highlight pioneering local sectors and good business leadership and champion a greater understanding of purposeful business practices originating from each borough.

Claire McColgan MBE, Director at Culture Liverpool, said: *"The Greater Good events are an extremely exciting addition and will allow us to build momentum ahead of March."*

"Each regional event will complement a topic we'll be tackling at the festival, taking expert thinking on important issues and translating it into relevant, practical and inspirational knowledge for local SMEs, business communities, start-ups and budding entrepreneurs."

"The events will be open to anyone to come and learn, teach and debate on the big topics of our time, whilst exploring one of the UK's most exciting cities."

As part of the build-up to the programme of events, renowned British photographer Rob Bremner has created In Good Company, an online

exhibition showcasing local businesses that are already flying the flag for good business.

It includes a mix of homegrown talent, such as HomeBaked Bakery, CNC Robotics, Draw & Code, Agent Academy, Make CIC, Kitty's Launderette, The Big Onion, and The Women's Org with Kuumba Imani.

Highlights to date for The Good Business Festival include the digital festival attracting audiences of thousands from across 43 countries, and the festival successfully hosting the first post pandemic face-to-face business event in Europe in April 2021.

The event garnered worldwide attention for safely bringing the business community back together to build on the conversation about returning from the pandemic with purpose.

In November 2021, the festival continued to play its part in tackling the world's greatest challenges, by presenting at COP26 in Glasgow on behalf of the North West region, to highlight the importance of young people taking a leading role in business in the coming decade.

Events will be curated by The Good Business Festival and run in collaboration with national and local partners.

For more information, please contact the team at Influential on TGBF@thisisinfluential.com



PAIN RELIEF FOUNDATION

RELIEVING CHRONIC PAIN THROUGH RESEARCH

CHRONIC PAIN - THE SILENT EPIDEMIC

- 1 in 10 people in the UK suffer from chronic pain – which does **not** go away.
- Over half of sufferers endure chronic pain all day, every day of their lives.
- Many sufferers say they can't remember what it is like **not** to be in pain.
- Thousands of sufferers lose their jobs because the pain is so bad that they **cannot** work.
- Pain stops sufferers enjoying walking, shopping, sleeping; even playing with their children.

Chronic Pain affects people of all walks of life, 43% of the population suffer from chronic pain. Research costs money, and there is always an urgent need to provide more funds for more research.

The Pain Relief Foundation DOES NOT receive funding from the NHS or any other Government body. Instead, our vital work depends entirely on donations and the generosity of people like you.

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Forthcoming Courses

DATE	TOPIC	SPEAKER
14 th January	Corporate Update (online)	Chris Beanland
27 th January	Post Pandemic Commercial Leases	Richard Snape
04 th February	Contract & Commercial Update	Chris Beanland
09 th February	Domestic Abuse Update (online)	Various
15 th February	A Guide to Harassment Offences (online)	Olwen Davies
16 th February	Housing Disrepair Conference 2022	Various
02 nd March	Clinical Negligence Update	Various
09 th March	Costs Conference 2022	Various
11-March	Private Child Law Update	Safda Mahmood
11 th March	Public Child Law Update	Safda Mahmood
15 th March	Conveyancing Update	Richard Snape
17 th March	The Complete Legal Aid Supervisor	Vicky Ling
30 th March	Employment Law Conference	Various
07 th April	Fraud under the 2006 Fraud Act (online)	Olwen Davies
29 th April	Criminal Law Update (online)	Matthew Hickling
05-May	Financial Orders: Law & Practice	Safda Mahmood
05 th May	Cohabitation: Law & Practice	Safda Mahmood
13 th May	Directors Duties & Shareholder Remedies (online)	Chris Beanland

**** Training events open to legal professionals nationwide ****

ONLINE events are recorded, so if you can't make the date/time, no problem!

Booking onto any of our online events means you will receive a link to access a recording of the event to watch at your leisure!

For full details, visit: www.liverpoollawsociety.org.uk

A Guide to Harassment Offences with Olwen Davies

Tuesday 15th February, 1.30pm - 4.30pm (online*)

This online course looks in-depth at what harassment actually is, busts a few myths & looks at a wealth of case law, leaving you fully prepared to prosecute or defend a s2/s4 harassment trial.

Topics include:

- Identifying the offences under s2/2A/4/4A Prevention of Harassment Act 1997
- Who is the complainant?
- Mens Rea
- Definitions – “harassment”, “course of conduct”, “cause fear”, “immediate violence” and other concepts
- Is the charge in time under s127 MCA?
- The need to particularise an allegation - & what if that isn't done?
- Why context matters
- Restraining orders on acquittal- common pitfalls
- Restraining orders on conviction and how they go wrong

*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!

[CLICK HERE TO BOOK](#)

Domestic Abuse Update 2022

Wednesday 9th February 2022, 1pm - 4pm

Online/Recorded session*

The view from the Bench
HHJ Malcolm Sharpe

Existing clients of other matters with underlying DA – asking the right questions etc?/Non violent aspects of DA – what does it consist of?

Adrienne Cox

Domestic Abuse: Legal Update
Jess Purchase, Unit Chambers

Domestic Abuse: Police Perspective
Denise Malcolm, Merseyside Police

*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!

[Book your place here](#)

Contract & Commercial Update 2022

with Chris Beanland

Friday 4th February, 9.30am - 12.30pm

at Liverpool Law Society, Helix, 2nd Floor,
Edmund Street, Liverpool, L2 9NY

The course will cover but is not limited to:

- Johnny Rotten's attempt to invoke every conceivable kind of estoppel rejected and defeated by implied term: Jones v Lydon [2021] EWHC 2321
- Exploiting monopoly position is not economic duress: Pakistan International Airlines Corp v Times Travel (UK) Ltd [2021] UKSC 40
- No implied term that obligation to pay rent suspended when premises closed due to Covid: London (Trocadero) (2015) Ltd v Picturehouse Cinemas Ltd [2021] EWHC 2591

& more...

Competencies: B

[CLICK HERE TO BOOK](#)

Post Pandemic Commercial Leases

with Richard Snape

Thursday 27th January, 1.30pm - 4.30pm

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

The commercial leasehold market is undergoing major changes post lockdown. In particular, the Commercial Rent (Coronavirus) Bill will come into force on 25 March 2022.

Topics covered include:

- The latest on the Coronavirus Act 2020
- Commercial Rent (Coronavirus) Bill 2021-2022
- Actions against tenants for rent arrears
- Commercial lease renewals post lockdown and recent case law
- Interim rents
- Business rates and empty properties: the latest
- Break clauses
- Other methods of termination of leases by the tenant
- Turnover rents

Competencies: B

[Click here to book](#)

SAVE THE DATE!

Of

Wednesday 2nd March 2022

For the

Clinical Negligence Update 2022

Details coming to the website soon...

Sponsored by



CLICK HERE TO BOOK

Private Children Law Update

with Safda Mahmood

Friday 11th March, 10am - 12.45pm

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

The course will equip you with a rounded up update on key issues surrounding private children law. It is set at a level to benefit those who are practicing in this field, and want to get an update on issues in this field.

The areas to be covered are:

- Parental Responsibility
- Section 8 orders – Update
- Contact (Child Arrangements) and Enforcement – Update
- Children and Families Act 2014
- Child Arrangements Orders
- Presumption of Involvement
- Leave to Remove Applications
- Funding Applications
- Special Guardianship Orders
- Key Case Law Update

Competencies: B

CLICK HERE TO BOOK

2022 Housing Disrepair Conference

Wednesday 16th February 9.30am - 2.45pm

This is a 'face to face' event—places will be limited

Welcome & introduction
District Judge Mark Lampkin

Tenancy & Lease Repairing Clauses
Philip Byrne, St Johns Buildings

Tips for Tenants
Jonathan Davidson, Broudie Jackson Canter

Pre-action Protocol for Housing Condition Claims
Mark Gannon & Josephine Morton, Brabners LLP

Surveyors Eye View and Update
David Walter, Restoration Design Partnership

Handling Complaints about Repairs
John Hoarey, Housing Ombudsman

Disrepair Witness Statements - Tips & Traps!
Louise Murphy, MSB

CLICK HERE FOR MORE INFO

The 2022 Costs Conference

Wednesday 9th March, 9.30am till 3.45pm

To be Chaired by DJ Jenkinson, with speakers confirmed so far:

Colm Nugent, Gatehouse Law Chambers

David Pilling, Liverpool Civil Law

Professor Dominic Regan

Matt Waszak, Temple Garden Chambers

& more...

This is a 'face to face' event so places will be limited

CLICK HERE FOR MORE INFO



Public Children Law Update with Safda Mahmood

Friday 11th March, 1.30pm - 4.15pm

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

This course will equip you with a rounded up update on key issues surrounding public children law. It is set at a level to benefit those who are practicing in this field, and want to get an update on issues in this field. It will be of benefit to those acting for parents, children, extended family and local authorities.

The areas to be covered are:

- Removal
- Contact and Children
- Assessments and Timescales
- Public law Outline and Timetable
- Leave Applications and Secure Accommodation
- Placement Applications and Adoption
- Special Guardianship
- Threshold Criteria

& more...

Competencies: B

[CLICK HERE TO BOOK](#)



The Complete Legal Aid Supervisor with Vicky Ling

Thursday 17th March, 9.30am - 4.30pm

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

If you need to attend a course to qualify as a supervisor for a new Crime contract starting on 1 October, this course is for you. It is also a useful refresher for experienced supervisors.

You will learn about:

- Latest developments in legal aid
- Relevant SQM and Lexcel provisions
- SRA Competence Statement requirements for supervision
- How supervisors qualify and maintain status
- The main types of legal aid audit, including Contract Manager visits and peer review
- The LAA's timetable for resuming audit and contract management activity
- Characteristics of good supervision
- What supervisors need to look for in file reviews

& more ...

[CLICK HERE TO BOOK](#)



Conveyancing Update with Richard Snape

Tuesday 15th March, 1.30pm - 4.30pm

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

Conveyancing continues to undergo major changes. In particular, estate rent charges continue to cause problems. In addition, the External Wall System (EWS) certificates in relation to cladding are causing major problems.

Topics covered include:

- The Help to Buy Scheme, First Homes and the new Model Shared Ownership Lease
- Estate rent charges
- The Leasehold Reform (Ground Rent) Bill 2021
- Competition and Markets Authority investigation of ground rents
- The Fire Safety Act 2021
- EWS1 Certificates and cladding
- Recent case law
- Solicitor's undertakings after the Supreme Court case of *Harcus Sinclair v Your Lawyers* (2021)
- Planning permission changes

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

**THE GOOD
BUSINESS
FESTIVAL.**
March 2022

Tips for dealing with winter

January and February are often considered the toughest months of the year. Christmas is behind us and it's a long stretch of winter ahead until Spring. The temptation is to hunker down indoors and hibernate, but our top tip for dealing with the winter months to get outside as much as possible. We may wake up a bit grumpy, feeling the winter blues but as the day progresses we can begin to feel happier if we spend some time outdoors.

So many of us, in the depths of winter, get most of our light artificially from screens and desk-lamps. Humans aren't meant to spend so much time indoors. Our ancestors were hunter-gatherers spending most of their time outdoors amongst trees, by water, studying plants and animals, in all seasons and weather. Could our health and wellbeing be compromised because we spend less time outdoors? The shorter days of light drain us of energy, meaning some of us will experience seasonal lethargy, Seasonal Affective Disorder (SAD) and depression. There is evidence that exercise outside can be more effective than antidepressants for those with mild to moderate depression.

There are several physiological and neurological changes that take place when we go outside which can boost the happiness chemicals in our brain. Serotonin is a compound that carries signals between nerve cells and there is link between the levels of serotonin in our brain and our mood. Time spent in the natural world and particularly in sunlight triggers an increase in serotonin. Bright morning light can advance our circadian rhythms helping us to sleep better at night and also suppresses melatonin – having an antidepressant effect. Sunlight helps the body produce the immune-boosting Vitamin D, and being outside also helps us breathe more deeply, get more oxygen into our lungs and chase away the stress hormones of adrenaline and cortisol.

Top tips for letting the light in

- Open your curtains and window in the morning even for just a few minutes to let a blast of cold air in.
- Try and work near a window if you can.
- Make sure you have appropriate outdoor clothes – if you're warm and waterproof you're ready for any weather!
- Go outside a few times a day for a few deep breaths of fresh air.
- Take work calls/meetings outside where possible, if there's no reason you can't be walking and talking.
- Take a lunch break and get into the light whatever the weather. It doesn't have to be an hour, or even at lunch time if that doesn't suit your working pattern, but try to get out in daylight hours wherever possible. Having a break outside can make all the difference to your productivity.
- Make a plan to get out every weekend – visit parks, gardens, countryside and beaches. Going outside and being in nature can reduce your anxiety and stress. There is scientific evidence that we feel calmer when we look at trees for example.
- Get a SAD light which replicates daylight and can boost your mood.
- Put fairy lights up, light candles, practice the Danish tradition of hygge at home to get through the long winter months. When darkness is illuminated by a few little flickering lights it seems more bearable.
- Take a Vitamin D supplement. Experts recommend everyone does in winter

If you are finding things difficult LawCare is here to listen. We provide emotional support to all legal professionals, support staff and their families. You can call our confidential helpline on 0800 279 6888, email us at support@lawcare.org.uk or access live chat and other resources at www.lawcare.org.uk

LawCare



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

Closing the door on 2021...



Ishbel Straker

Closing the door on 2021 and opening it onto 2022 may not feel quite as optimistic for some as it does for others.

A moment to look back and reflect on areas of positivity can feel like a legitimate space to chastise for those who are perfectionists. New year's resolutions can be an opportunity to place an

inordinate amount of pressure on oneself, focusing on a plethora of impossible goals. And for what? I have learned a great deal over these past 12 months, working so closely within the legal industry, supporting individuals and companies in how to increase the well-being of those in the sector. The one common thread that runs so tangibly through the industry as a whole is that no matter what an organisation encourages or offers, it is down to the individual to implement the preventative measures offered to them. Now I am not saying lawyers are their own worst enemy, but there is a culture of perfectionism that simply will not let up and is wounding its people. Are people attracted to the culture because it resonates with them or are they created within the culture? Maybe this is something organisationally to consider, but whether it is the chicken or the egg it really doesn't matter for the individual who is being wounded by the knife of perfectionism. So how is it eased, and I say eased because to entirely eradicate the situation feels impossible within a field that relies on such attributes. But the protective factor is to satiate the impact on one's personal life. This brings me right back round to New Year, New you! How about this year, the resolution that should be both individually and organisationally made, is a culture of supporting people to manage their wellbeing, encouraging time off, lunch breaks, eating away from your desk, exercise, early nights, and a few less boozy lunches. I can hear the horrified gasps echo around the city as the idea of a lunch away from your desk permeates the air, but I promise you, prioritising these things will have the opposite effect of what you think it will. You will work more efficiently, be switched on with your clients, focussed on your deadlines, less fatigued and the mental fog will clear, making you better at your job. But finally and most importantly, you will be a happier person in 2022, I can guarantee that.

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.



It's beginning to look a lot like an MSB Xmas!



Last Christmas, Partner and Head of Family Emma Palmer came up with the idea of challenging each of the MSB offices and teams to a Christmas Decorations Competition. Sadly, as the competition got underway the nation was plunged into another National Lockdown with homeworking restrictions in place, and the competition was postponed for a year.



This year, to save the firm from tears, the competition was reignited, and the creative juices began to flow. Each team was given a budget to transform their office with the hopes of bringing home a prize for their team. For two weeks MSB employees were hard at work making Santa's Grotto, The Grinch's Lair, cosy Christmas fireplaces and

Wavertree & Widnes Winter Wonderlands.

Competition aside, it was a great way to bring the teams together at the most wonderful time of the year. As the competition got underway, Partner and Head of Property Brad Armstrong was seen rocking around the Commercial Property team's Christmas tree dressed as Buddy the Elf. Head of Private Family team Pauline McNamara sits as an angel on the top of their festive Christmas tree. The firm's Associate and Head of the Private Client Department Rob Lee decked the halls with giant candy canes and a balloon arch. From the rumours circulating the offices and sightings from the handmade chimneys, it certainly looks like Santa Clause is coming to town!



Managing Partner Emma Carey stepped into Christmas as she attended each of the MSB offices to judge the fierce competition. The effort and creativity seen across the firm was excellent, one member of staff was heard saying "I wish it could be Christmas every day".



Whilst deciding on a winning team was difficult, there was a team who stood out as the worthy winner. MSB's Private Family Department handmade their Christmas decorations from second hand, recyclable and biodegradable materials. In a post COP 26 world, recognising the importance of focussing on a greener way to celebrate and

decorate is important to the firm and its employees. And if that wasn't enough to grab the team the winning prize, in true MSB spirit the team saved some of their budget and gave it to someone special - the firm's nominated charity and a charity close to the city's heart, the Anthony Walker Foundation.

MSB is delighted to have begun celebrating the festive season and would like to wish you all a very Merry Christmas.

Jessica Jones,
MSB Solicitors




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

Cel Solicitors @CelSolicitors · 3 Dec

Last week we had the honour of attending an awards evening at @edgehill to give away our very own, Celebrating Excellence in Law Award. Samuel Smith was awarded £1,000 for being the highest achiever in Advanced Lawyer Skills for this academic year. #celSolicitors #edgehill



1 5

Leah Selkirk @lawselek · 8 Dec

🎉🎁🎁 The @HD_Health Advisory team in #MCR have collected a team donation of food, toys and goodies for #FillACrateForChristmas to donate to our very worthy @HillDickinson #MCR office charity @MustardTreeMCR Delighted to support this amazing cause 🌟🌟



1 4 17

Brabners LLP @BrabnersLLP · 21h

We're pleased to have secured a second acquittal on behalf of British grime artist Bugzy Malone.

Our Head of Litigation Lachlan Nisbet led the team representing Bugzy Malone, alongside Litigation and Regulatory associate Charlotte McRae

Read more:



brabners.com


Second successful acquittal for Grime star Bugzy Malone | Brabners We're pleased to have secured a second acquittal on behalf of British grime artist Bugzy Malone.

5

Paul Crowley & Co @PaulCrowleyCo · 6 Dec

🌟 Congratulations too Gill (Smith) from Paul Crowley & Co solicitors in recognition of Gill's 25 years of loyal service

#paulcrowleyandco #liverpoolsolicitors #liverpoolsolicitors #personalinjurylawyer #workanniversary #25thworkanniversary #workanniversarycelebration



1 1 3

Leah Selkirk @lawselek · 8 Dec

🎉🎁🎁 The @HD_Health Advisory team in #MCR have collected a team donation of food, toys and goodies for #FillACrateForChristmas to donate to our very worthy @HillDickinson #MCR office charity @MustardTreeMCR Delighted to support this amazing cause 🌟🌟



1 4 17

Weightmans @Weightmans · 20h

Iain Batchen from our Finance team has a flexible working arrangement that allows him to spend more time with his little boy.

We're proud to be supporting @BritishInsurers' #MakeFlexibleWork campaign, to help make flexible working possible for more employees like Iain



0:05 444 views

3 8

Oriel Chambers @OrielChambers · 10 Dec

We're getting into the festive spirit today at Oriel Chambers today, all for a very important cause!

Our Christmas Jumper Day is helping raise money for @crisis_uk, an amazing charity helping people who experience homelessness.

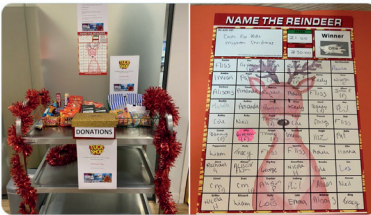
Help us donate: bit.ly/3toXN42



1 6

Nicola Harrison @Nicolahlaw · 20 Dec

We've totted up all the cash donations, sales from the Tuck shop and the name the reindeer game and Thompsons Leeds Staff have raised £165 in addition to all the gifts donated. Well done everyone. Mission Christmas for kids. @ThompsonsLaw #Leeds



1 1 19

Vauxhall Law Centre @VLCLiverpool · 1 Dec

VOTE FOR VLC 🗳️ In the @stevemorganfdn 20th Anniversary awards 🏆

🗳️ We need all your help to make it to the next round of shortlisting! 🗳️ The prize money will make a huge difference to our organisation & our community 🗳️

Please vote for us here 🗳️ tfaforms.com/4816743



friendsofwaltonpark and 9 others

3 30 27

DWF @DWF_Law · 19m

We continue our Rubie Award celebrations with the winner of #Innovation Mindset of the Year. Congratulations to Victoria Joules for consistently delivering innovative ideas and solutions to your clients. Find out more here: bit.ly/3OP3RcM #dwf @mindcrestinc



1

If you have an interesting tweet to share, why not send it to us: studio@baskerville-e.media

VIRTUAL ROUNDTABLE FOR MEMBERS

HOW TO MANAGE YOUR FIRM AND WORKFORCE IN A DIGITAL FUTURE

Thursday, 17 February 2022

1pm to 2pm on Zoom Free to attend

**THE EFFECTIVE IMPLEMENTATION OF A
DIGITAL WORKPLACE STRATEGY CAPABLE
OF DRIVING TRUE CULTURAL CHANGE.**

Doug Hargrove, MD for Education and Legal at Advanced, leads an exciting session with Liverpool Law Society, exploring how to manage your firm and workforce in a digital future.



Covering three key topics:

- ✓ People,
- ✓ Practice
- ✓ Security



More info & to book



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