

December 2023

Liverpool Law

Liverpool  Law Society

THE MAGAZINE FOR THE LEGAL SECTOR IN
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196th anniversary Annual Dinner and Legal Awards

Winners gallery and report on p. 20

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December 2023

CONTENTS



| | |
|----|---|
| 4 | The latest from the Editor, Jennifer Powell |
| 4 | Welcome to new members |
| 5 | From the President |
| 8 | LLS Meetings & events |
| 8 | Consultation Papers |
| 10 | Carpenters Group appointment |
| 11 | Hill Dickinson's November promotions round |
| 12 | GAD Solicitors boosts property team |
| 13 | Fletchers Group pushing AI boundaries further in the law |
| 14 | Hill Dickinson CEO to step down in 2024 |
| 15 | Material Information Changes |
| 16 | The Solicitors' Charity |
| 17 | Business & Property Court Autumn drinks |
| 18 | NWCRC urges businesses to step up cyber security |
| 19 | Legal Walk update |
| 20 | 196th anniversary Annual Dinner and Legal Awards |
| 24 | Bell Lamb & Joynson Wins LawNet Law Firm of the Year Award |
| 25 | Q&A with Sue Russell of LSTM |
| 26 | Follow the Green Brick Road |
| 27 | Traveling, working, studying, and staying in Spain after Brexit: do I need a visa? |
| 28 | Merseyside Law Centre |
| 30 | International Day for the Elimination of Violence Against Women and Girls |
| 32 | MJLD |
| 34 | Big bang vs bitesize training |
| 36 | Brightening the city |
| 38 | Conference Roundup |
| 40 | Regulation Update |
| 42 | What the best High St Law Firms do |
| 44 | Navigating the winter wonderland |
| 46 | Charity Spotlight: Stick 'n' Step |
| 48 | Forthcoming Courses |
| 52 | Social Media Highlights |

DEADLINES

Fri, 15.12.23
Tues, 23.01.24
Fri, 23.02.24
Mon, 25.03.24
Tues, 23.04.24
Fri, 24.05.24
Tues, 25.06.24
Tues, 23.07.24
Tues, 27.08.24
Tues, 22.10.24
Tues, 26.11.24



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*Cover image: President, Vice President
and Mr Mark Blundell, Lord-Lieutenant of
Merseyside (photograph by Ray Farley)*



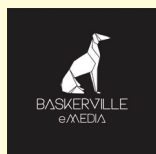
Liverpool Law Society Magazine is produced by and for Liverpool Law Society Members. This is our opportunity to share our news, events and celebrations with our friends in the legal community.

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 2024

Meetings start at 01.00 pm on a Tuesday, except where noted.

Feb - 16.01.24
Mar - 20.02.24
Apr - 19.03.24
May - 16.04.24
June - 21.05.24
July - 18.06.24
Aug - 17.07.24
Sept - 20.08.24
Oct - 17.09.24
Nov - 15.10.24
Dec - 19.11.24

Welcome to the December edition of Liverpool Law



This month we have the Annual Dinner and Awards winners comments and the link to the album of photographs. Everyone looked amazing and I hope you all enjoyed it as much as I did. I was thrilled Past President, Council Member and my very dear friend Charlie Jones agreed to join our table this year and I was able to catch up with him over a lovely meal and probably too many glasses of wine for a school night. Please take the time in your wind down to enjoy looking through them all and reading the comments from our winners and Highly Commended. My congratulations to all. I was speaking with one of the Judges on the night and had no idea about the length and depth of your submissions, but I was not surprised at all to hear of the amazing talent amongst our member firms.

We also have some photographs from the Business and Property Court Autumn drinks which I was also able to attend. Being recognised by **His Honour Judge Hodge QC** from my magazine picture was an amusing moment and he was more than happy to get on a photograph with some of our Directors- including **Nina Ferris** in her lamp hat!

I hope you all enjoy the festive season and preparing to enjoy some much needed time off. I am excited to take the few days off between Christmas and New Year, which is just 3 working days, but as you will all know whenever taking time off it takes two weeks (or more) to get ready for one week off in our work! Our deadline for the January edition is early to allow us time to get that sorted before some much needed rest, so please send your submissions in by 15 December 2023.

Have a lovely Christmas and happy 2024 from all here at Liverpool Law Society.

Jennifer Powell, Editor
Weightmans
editor@liverpoollawsociety.org.uk

Welcome to new members

We'd like to give a warm welcome to our new members who were approved for membership at November's General Committee meeting. There were 50 individuals from the following organisations:

- | | |
|--------------------------------------|------------------------------------|
| • Barrow & Cook Solicitors | • Liverpool John Moores University |
| • Bell Lamb & Joynson | • Maria Fogg Family Law |
| • Bermans | • Maxwell Hodge |
| • Bond Turner | • MSB Solicitors |
| • Brabners | • National Legal Service |
| • CEL Solicitors | • Stowe Family Law |
| • Fletchers Group | • Taylor Wessing |
| • Glenville Walker & Partners | • Unit Chambers |
| • Gregory Abrams Davidson Solicitors | • University of Liverpool |
| • Hill Dickinson | • Weightmans |
| • JMW Solicitors | |

Liverpool Law Society's membership now exceeds 2,580 individuals from 174 law firms, barristers' chambers, and other organisations with legal professionals in the Liverpool City Region and beyond.

From the President

The latest from the President, Jeremy Myers

Without a doubt, the Annual Dinner and Awards evening was the highlight of the last month's activities in Liverpool Law Society (LLS). Many of you reading this column will have attended and I do hope that you enjoyed it as much as I did.

A full report – with photos – appears in this edition. My personal guests were very taken with the vibrancy of the LLS and this reflects on all of you. I am delighted to report that £2,300.00 was raised for the nominated Charity, the Spinal Unit Action Group. A further £260.00 was added to the sum to go to SUAG from Conference Speakers' kind donations.

This is very much the season for Dinners. I was in Bristol one week earlier for its Law Society Dinner, invited to represent Liverpool as a fellow member of the Joint V group of regional Law Societies. A splendid evening was enjoyed by all, with numbers similar to our event and a set of Awards being presented. I had a helpful catch up with fellow Presidents

I was pleased to be a guest at the Southport and Ormskirk Law Society's Dinner on 17 November. As a Southport resident, I was on home ground so it was particularly enjoyable to catch up with some locals. Seven days later, I was a guest at the Liverpool Chartered Accountants' Dinner, another profession with whom we are fostering closer links.

The social side of our activities continued with the second get-together of members of our General Committee and sub Committees. Thus was held upstairs in a special area in the City Wine Bar (Old Hall Street) after work on 23 November. It was a chance for people to meet each other for the first time face to face and to get to know each other and to hear about how we each feed into LLS's work. This first happened in September and is set to be a fixture a few times each year.

The next couple of weeks are crammed with events. On 29 November, the next LLS / Chamber of Commerce event is a Quiz at Scruffy Murphy's bar, and a most convivial evening is expected. As I write, we are preparing for our inaugural joint drinks reception with Royal Institution of British Architects North. There will be a report in the next edition, and I am very much looking forward to promoting links between our two professions. I believe there are many potential contacts to be made, and mutually helpful links to be established not least in some of our training courses. The University of Chester is hosting the national Law Society's Carrie Morrison lecture – in honour of the first female solicitor – on 05 December – and I am attending



online. Our links with the University of Law are vital to developing our future Solicitors, and our own Deputy Vice President, **James Mannouch**, is a senior member of its staff. The national "Town Hall" meeting of local Law Societies will take place online on 06 December. Our LLS team will be taking part and hoping to raise at least a couple of points to contribute to the topical debates.

On the very practical level, there is much to report. **Frank Maher**, an eminent practitioner in Legal Risk based in Liverpool, drafted for us a proposed letter to the SRA on the matter of the Compensation Fund. It is currently in circulation to the Joint V, with a view to be finalised, signed by LLS on behalf of the Joint V, and then to be sent to the SRA. We shall await the SRA's reply.

An important meeting was held with the Police and Crime Commissioner, **Emily Spurrell**. I was pleased to visit the PCC's Allerton office with Vice President **Gaynor Williams** and Criminal Committee Chair **Paul Kilty**. Facilitated via **Roy McGregor** of the OPCC Office, we had a wide ranging conversation. The main result is that the LLS Criminal Committee Chair – or a representative from the Committee – will be invited to the quarterly Merseyside Criminal Justice Board. This will give LLS a voice with other key actors in the Criminal Justice sphere and I hope enable us to participate in its efficient running. *(Continues over page)*

From the President *continued*

One event which did not make it into my last column was one held on the day I completed that report. The Training Forum took place under the chairmanship of our Director of Education and Training, **Jo Downey**. It is an occasional gathering of practitioners to discuss and suggest idea of our Training Programme, which is a vital element of our service to members and accordingly of our income. Future courses will reflect some of those discussions.

The AGM is close at hand on 30 November which and it is to be followed by our General Committee

meeting on 12 December, when the new President will be elected. **Gaynor Williams** is a wonderfully supportive friend and colleague and she is brimming with ideas and plans for the coming year. **Gaynor** has kindly confirmed that I can conclude some unfinished business in developing the LLS website to promote how we can encourage our members to use their skills in pro bono work.

As a past President on the Committee, I will be keen to support LLS as it moves ahead and I hope you will join me in helping to make **Gaynor's** year a deserved success.

Gaynor and her husband **Harry**, so often at her side in supporting LLS, make a superb team.

I hope that in these columns I have provided a lively flavour of LLS's work and activities and of my own thoughts about this role and about our profession. It has been wonderful to meet so many of you and to work with such committed friends and colleagues. Thank you for providing me with this very special privilege.

Jeremy Myers
President

president@liverpoollawsociety.org.uk

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LLS Meetings & events – Dec/Jan 2023/4

These meetings and events will be held virtually unless notified otherwise (F2F):

| Start Time | Meeting/Event |
|------------------|---|
| 12/12/2023 12:30 | General Committee |
| 14/12/2023 13:00 | Non-Contentious Business Sub-Committee |
| 18/12/2023 18:00 | Liverpool Christian Fellowship Carol Service at Liverpool Parish Church |
| 21/12/2023 17:00 | LLS closes 5pm today for Christmas |
| 02/01/2024 09:00 | LLS re-opens today |
| 09/01/2024 12:30 | General Committee |
| 11/01/2024 13:00 | Future Planning Sub-Committee |
| 24/01/2024 18:00 | Celebration for new entrants to the legal profession |

Liverpool Law Society has a number of committees covering specialist areas of law which meet regularly throughout the year allowing members of Liverpool Law Society to discuss common issues, respond to consultation papers and contribute ideas towards the Society's comprehensive legal training programme.

Our committees are: Access to Justice; Civil Litigation; Criminal Practice; Employment Law; Equality, Diversity & Inclusion; Editorial; Family Business; In-House Lawyers; Non-Contentious Business and Regulatory committees, which are open to all members of Liverpool Law Society. To enquire about your membership status and/or being co-opted onto one of the above committees, please email committees@liverpoollawsociety.org.uk

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 for consideration by the relevant committee, please do so to committees@liverpoollawsociety.org.uk

| Committee | Consultation Paper title | Closing date |
|--------------------------|---|--------------|
| Non-Contentious Business | Making a Will: A Supplementary Consultation Paper | 08/12/23 |
| Regulatory | Draft OLC 2024-27 Strategy and 2024/25 Business Plan and Budget | 22/12/23 |

Consultation Paper responses submitted by Committees:

As part of Liverpool Law Society's role to represent our members, the following committees have responded to the consultation papers listed below. The Society is very grateful to the committees for all their hard work, which is all done on a voluntary basis.

| Committee | Consultation Paper title |
|--------------------------|---|
| Non-Contentious Business | (Law Comm.) Making a Will: A Supplementary Consultation Paper |
| Regulatory | (LSB) consulting on proposals to ensure that people who use legal services have access to fair and effective complaint procedures |
| Regulatory | (SRA) Arrangements for SRA regulation of CILEX members |



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SPEAKER

HHJ ANDREW MENARY KC
THE HON RECORDER OF LIVERPOOL



LIVERPOOL BRASS BAND

PLEASE DO JOIN US AFTER THE SERVICE FOR REFRESHMENTS



Carpenters Group appoints Kevin Perkins as Operations Manager and Fraud Lead in Defendant Department



Kevin Perkins

Manager and Fraud Lead for the Defence Team.

Since qualifying as a solicitor in 2009, Kevin has worked almost exclusively in the defendant personal injury field having joined from a national law firm where he held a role overseeing a large insurer-client account.

Kevin's expertise is multi-faceted and

Kevin joined Carpenters Group, the insurer claims service and legal firm, in October 2023 as Operations

involves monitoring performance and trends, ensuring continuity of service, providing strategic advice to clients as well as handling high value litigated cases. Kevin has particular experience in handling matters involving suspected fraudulent elements; he dealt with the reported case of *Paul Johnson v CIS General Insurance Limited* and the subsequent committal proceedings in the High Court which ultimately resulted in a custodial sentence for a dishonest claimant.

Sean Harris, Head of Defence and Large Loss Services at Carpenters Group is extremely pleased with Kevin's appointment and is looking forward to working closely, adding that Kevin's

technical ability and experience will not only assist our clients with meeting the various challenges that they have to face on a daily basis, but will also compliment the Carpenters Group Defence team with his positive and proactive approach.

Donna Richards, CEO at Carpenters Group said "We are delighted to continue to grow and develop our defence offering, and Kevin is a great addition to the team bringing with him leadership and fraud skills experience expanding further our offering."

Outside of work, Kevin is kept busy by his two children but enjoys being outdoors, following his local football team, cooking and dining out.

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RELIEVING CHRONIC PAIN THROUGH RESEARCH



Chronic Pain effects people of all walks of life, 43% of the population suffer from chronic pain.

Sure, we all experience pain. Whether its stubbing your toe or getting a papercut, we all know what it feels like. But for 43% of the UK population the pain is excruciating and a daily obstacle that is so hard to overcome; conditions include Back pain, Pelvic pain, Migraine, Fibromyalgia, Arthritis, Cancer pain, Nerve pain, Neuropathic pain, CRPS, Diabetic Neuropathy, Dental pain. These are known as chronic pain.

The Pain Relief Foundation based in Aintree, Liverpool is the only registered charity with the aims & objectives to fund research into chronic pain, seeking new treatments to fight the endless suffering it causes, using a multidisciplinary approach. We receive no official funding from the NHS or any Government body therefore we rely entirely on charitable contributions & fundraising.

- 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.
- Many 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 they can't work.
- Pain stops sufferer enjoying walking, sleeping, shopping and even playing with their children.

Help Support people with chronic pain with a legacy gift in your will or make a donation today.

For more information about the Pain Relief Foundation, please visit our website
www.painreliefoundation.org.uk
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Eighteen made up to senior associate in Hill Dickinson's November promotions round

November 2023 - Commercial law firm Hill Dickinson has announced the promotion of 18 associates to senior associate the firm's November promotions round.

The promotions span all three of the firm's three core business groups: Business Services, Health and Marine, and six of the firm's 10 UK and international offices, including in Singapore and Hong Kong.

Hill Dickinson chief executive **Peter Jackson** said he was proud of the firm's commitment to nurturing talent from entry level up, saying: *"I am delighted to announce the promotion of 18 of our associates to senior associate. We've seen a regular intake of incredibly bright and personable talent from a wide range of*

backgrounds and experiences in recent years. With each successive promotions round we are reaping the rewards from that as our junior lawyers begin to rise through the ranks.

"Having marked our sixth consecutive year of financial growth for the year ending April 2022 I am in no doubt about the role our people play in enabling us to achieve those results. I extend my warmest congratulations, and those of the board, to them all."

Widely recognised for its efforts to remove barriers that traditionally prevent women from achieving promotion as rapidly as their male counterparts, the firm is seeing greater numbers of women coming through. Overall this year, 11 of

the 18 lawyers promoted (just over 61%) are women.

Commenting on this, **Carolyn Morgan**, Director of HR, said: *"We are pleased that so many of our junior lawyers are successfully advancing their careers with us, in particular the increasing numbers of women. A renewed focus on Learning and Development in the past 18 months is playing an important role in this, enabling everyone, regardless of gender, work patterns, team and location, to access the same opportunities to progress, firmwide."*

Peter Jackson added: *"It is good news for Hill Dickinson as a firm, for us as an employer of choice and for our clients, for whom we strive always to provide the highest levels of service, knowledge and experience."*

(Summary of promotions split by business group):

Business Services

| | | |
|-----------------|------------------------|---------------|
| Phil Styles | Construction | Liverpool |
| Laura Marginson | Employment Commercial | London - City |
| Brian Maeng | Corporate-Commercial | London - City |
| Sara Mullen | Corporate-Commercial | London - City |
| Kelly Monaghan | Private Client | Liverpool |
| Carley Dhand | Employment & Education | Liverpool |

Marine

| | | |
|------------------------|-------------|---------------------|
| Amelia Villiers-Stuart | Yachts | London – St James's |
| Olga Newman | Commodities | London - City |
| Peter Thornton | Shipping | London - City |
| Bhieman Anadakumar | Shipping | Singapore |
| Pui Yip Leung | Shipping | Hong Kong |
| Felix Cheung | Shipping | Hong Kong |

Health

| | | |
|--------------------|---------------------------|------------|
| Maria Nicholls | Costs | Manchester |
| Kelly Miller | Litigation | Liverpool |
| Catherine Wheatley | Employment NHS | Manchester |
| Laura Myles | Litigation | Liverpool |
| Gareth Miller | Healthcare and Public Law | Manchester |
| Ella Casson | Litigation | London |

Liverpool-law firm boosts property team



Stephanie Thomas, Craig Passey, Emma Clayburn, Tracey Quirk

Gregory Abrams Davidson Solicitors, which has offices in Liverpool and London, has added new property experts in its residential property department, boosting the headcount in the firm's real estate division.

The firm, which recently opened an office on the Wirral in West Kirby, has made the appointments following increased demand for property services from residential and commercial clients.

Tracey Quirk joins the firm's Mathew Street office as a consultant solicitor with over 20 years' experience. She joined the firm from MSB Solicitors, where she was head of residential conveyancing, and was recruited to advise on auction enquiries and transactions and bridging finance transactions while also dealing with complex deals such as Islamic mortgages and general conveyancing work.

She said: "I've joined a dynamic firm with a dedicated and professional team committed to delivering outstanding service to clients in the residential property market. The firm has a fantastic reputation for providing clear legal advice, personalised and tailored to specific requirements, attracting more property clients."

Emma Clayburn, solicitor, will be based at the firm's recently opened Wirral office and has 20 years' experience. She joined RMNJ Solicitors, where she was a partner and specialised in residential property, often dealing with complex conveyancing matters.

Emma added: "I'm looking forward to working with a team dedicated to providing the highest quality legal services, and I'm looking forward to working with the wider team while helping them to grow the new Wirral office's footprint."

Craig Passey, property executive, will be based in the firm's Penny Lane office and has over 15 years' experience in residential property and joins from Vanquish Law. The final new member of the team is **Stephanie Thomas**, a trainee solicitor assisting the broader 13-strong real estate division. She will also be based at the firm's Penny Lane office.

Gregory Abrams, CEO of GAD Legal as it is known locally, welcomed the quartet. He said. "While the property market is facing challenges, we are still experiencing demand for property services, and it's excellent to welcome new talent to our team. I'm sure they will deliver the outstanding legal advice we've cultivated a reputation for."

"We have seen an increase in investors coming into Liverpool, which is a testament to the city's economy and buoyancy. The buy-to-let market is witnessing increased activity with several large developments coming on stream, and of course, people still want to own their own home."

The property division of Gregory Abrams Davidson Solicitors provides tailored legal advice for clients buying or selling commercial or domestic property, remortgaging, transferring equity, extending leases, tenancy agreements, probate sales, right to buy from a landlord and property acquisitions and auction sales.



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Fletchers Group to push the AI boundaries further in the law, signing new partnership with University of Liverpool computer science department

Fletchers Group is teaming up with the University of Liverpool for the second time to undertake a new legal AI development project.

The new partnership will build on the Group's earlier work on SIDSS (Structured Information Decision Support Systems), which Fletchers says has saved "tens of thousands of hours" in staff time previously spent deciding whether serious injury cases should continue to be investigated.

Liverpool University's computer science team will be headed by Professor **Katie Atkinson**. Fletchers is sponsoring two PhD students to complete their doctorates by undertaking the research for the new project.

At the same time, Fletchers has appointed **Noah Milton** into a new role of project director, AI, to head up the development programme, and head of data science **Quentin Debard** has also been hired by Fletchers to complete the team.



Dan Taylor

Dan Taylor, head of integration at Fletchers and AI lead, said the partnership with the University and two new specialist appointments underscored the firm's appetite to become a "pathfinder and innovator for the use of AI in the law."

Speaking about the project, **Dan Taylor** explained the brief as "building on our experience with AI and ML tools (SIDSS) to improve the service we offer and bring better outcomes for our clients."

"We want to build and deploy tools which make use of the latest AI technologies, including Large Language Models (LLMs) to support our colleagues, improve automation of simple tasks, and bring our collective business expertise to our lawyers and make it work for every one of our clients."

Citing examples of areas of particular focus, he noted: "Faster exploration of new cases, allowing us to consider more clients and widen access to justice (including where the claim might be low-value)."

"We're also aiming for better outcomes if we are able to channel more legal expertise into each case, and better learning for our colleagues (from other cases and/or drawing on the experience of other legal teams)."

With the key players now appointed, the partnership will kick off in November 2023. Funding for the four year multi-million-pound project will be through Fletchers as part of the firm's long-term commitment to AI research in the law in order to improve access to justice and client outcomes.

On behalf of the University of Liverpool, Professor **Katie Atkinson** said: "We are delighted to be continuing our partnership with Fletchers to build on our past successful project and keep pushing forward industrially relevant, cutting-edge research in AI. Fletchers' forward-thinking approach in embracing innovation makes this an exciting project to be involved in."

She added: "The PhD students will be working on research challenges for the development and delivery of explainable AI tools for law and the students will benefit

from operating in an environment where academic research is being advanced to meet real-world challenges in the legal sector."



Peter Haden

Fletchers Group CEO **Peter Haden** said: "This is a crucial project for Fletchers, our clients, and our sector in general. We have already shown that AI can be a force for good. We now intend to broaden the scope of AI to give many thousands more injured people the opportunity to benefit from the justice system, even for lower value cases where justice has been harder to access following government reforms and budget cuts."

He added: "In claimant law, we are all technicians now. I'm convinced that leveraging legal tech and AI is going to be the critical difference between success and failure in the 2020s."

"Our own people have seen the benefits derived from phase one of our partnership with the University, especially where tech is connected to our purpose of helping injured people who would otherwise have no one to turn to. I am excited by the potential for phase two to move the AI needle much further, and for this technology to be part of Fletchers DNA; in other words, just the way things are done around here."

Long-serving Hill Dickinson CEO, Peter Jackson, to step down in 2024 and be succeeded by Business Services Group Head, Craig Scott

International law firm Hill Dickinson has outlined its succession plans alongside the proposed retirement of CEO, Peter Jackson, who will step down from the CEO role at the end of the current financial year (30 April 2024).

A marine and transport specialist, he has been with the firm since 1983, where he was made managing partner in 2005 and became CEO in 2016.

Jackson will be staying with the Firm in an advisory capacity and will become a member of the Firm's Board.

Partner and head of the firm's Business Services Group, (BSG) **Craig Scott**, has been named as Peter's successor, assuming the role following more than 13 years as a corporate partner and former Head of Corporate at the practice.

Fiona Parry, partner and head of the Commercial Litigation team, based in Liverpool, who has also been at the firm since 2010, has been named as the new head of BSG, and will be succeeding Scott upon his change of role to CEO at the end of the financial year.

Established in 1810, Hill Dickinson is an international commercial law firm which employs around 950 people across 10 offices, six of which are in the UK and four in Hong Kong, Singapore, Piraeus and Monaco. It is one of the UK's top 50 law firms.

Says **Jackson**: "The past 18 years at the helm of the firm have been both exciting and rewarding and the business is now exactly where we want it to be. Since 2005, Hill Dickinson has grown from revenues of £31m to £128.6m as of April 2023 – our sixth year of consecutive growth – and the firm is a highly trusted brand, with people of great integrity and extremely loyal clients. "Craig was the clear and unanimous choice

for Hill Dickinson's new CEO. He has driven major growth in revenue and in team strength and depth in the BSG, which is now the firm's largest division. Under his strategic leadership we will continue to remain a large independent, profitable legal firm, with ambitious growth plans for all our services. I am very confident about the future of the firm with Craig at the helm."

With a headcount of more than 300 people, the BSG currently contributes close to half of the firm's total turnover.

The firm's BSG has made 18 Partner lateral hires during the past two years and has a further six partners who are expected to join the team shortly. The same period has seen five partners join Hill Dickinson's MBG with a further partner set to join imminently. The HBG has made six partner hires in the past two years.

Incoming Hill Dickinson CEO, **Craig Scott** said: "Put simply, my focus is going to be continuing to invest in the retention of our valued people, strategic recruitment of high performing talent and pushing on with our plans for further sustainable profitable growth in the Marine (MBG) and Healthcare (HBG) business groups as well as BSG, which has been serving us so well over the last three years.

"The record growth in profit levels that we have achieved in that recent three-year period has meant that we have been able to retain our cornerstone contributors of the Hill Dickinson practice and in turn invest significantly in acquiring talented ambitious people as part of planning the long-term foundations for future success across all our chosen growth locations.

"Some great people are being drawn to the firm, and major name clients are choosing to work with us, because we are continually investing in growing our standing as a large

independent law firm, big enough on the national stage to be a respected quality outfit, but without losing our strong presence and connection to our people and local networks in each of our chosen locations and their related business communities.

"It's no doubt that I have big shoes to fill, and I'm truly honoured to take the baton from Peter."

Said Hill Dickinson Chair, **Jonathan Brown**: "What Peter has achieved during four decades at the firm as a partner, custodian and CEO to help guide its evolution as a firm is a credit to him. His personal dedication to the success and stability of Hill Dickinson during his long tenure has been an inspiration to us all. Peter will be working closely with Craig and the team over the coming months to ensure a smooth succession."

Commenting on the announcement of **Fiona Parry** as his successor to be the new group leader of the BSG, Scott says: "As the head of our National Commercial Litigation team, Fiona has served on the BSG Board for many years and has worked closely alongside me during my time as BGL. She's a successful and popular team leader and has successfully overseen national recruitment and expansion of her team to support our group strategy. I know that in her new role as head of the business services group, she will bring clear thinking, a strong team mentality and has the experience needed to continue to develop our strategic vision for the BSG, as we push on with achieving our plans for further sustainable profitable growth."

Said **Peter Jackson**: "I would like to sincerely thank all our people for their unwavering commitment and demonstration of our core values of trust, collaboration, innovation and respect over the years in which I have had the privilege of being managing partner and CEO. The firm has an exciting future ahead."

Material Information Changes: Will this change the way conveyancers work?

The final two phases of the Material Information Changes have now been released by National Trading Standards Estate and Letting Agency Team. With the new guidance, conveyancers will be needed to work with estate agents to ensure that the correct information is collated before marketing a property as for sale.

John E. Jones, Director and Head of Residential Property at Jackson Lees, said: "I am really pleased at the publication of the much anticipated final guidance from Trading Standards (NTSELAT) on what is considered 'Material Information' under the Consumer Protection from Unfair Trading Regulations 2008. Estate agents now hold lists under Part B and Part C of the guidance detailing what information that must be made freely available to

potential buyers. We greatly welcome the new guidance, which means that agents must now disclose more property specific information during the marketing of a property to allow potential buyers to be better informed before making an offer.

"The guidance reminds me of the 'fence or ambulance' poem in that it is a better to erect a fence at the top of the cliff and prevent someone falling off it than have an ambulance waiting at the bottom of the cliff for when you have fallen! The material information will be that 'fence' allowing buyers to mitigate the risks and implications of buying their 'dream home' before they decide to make an offer. Material information is clearly of real benefit to potential buyers.

"Key to providing that benefit is ensuring

that the material information is current and accurate. NTSELAT suggest that agents engage the services of a conveyancer in gathering the information. Again, I support that suggestion wholeheartedly.

"Here, at Jackson Lees, we look forward to working alongside estate agents, for each other's benefit and the benefit of those buying or selling property, to collate and verify the necessary management information required to follow the guidance correctly. To achieve this, we encourage our agent colleagues and sellers to instruct us before the property is marketed for sale. Engaging us at that stage will also reduce transaction times once an offer has been made. "

To contact John and his team, please email enquiry@jacksonlees.co.uk or call us on 0151 282 1700.



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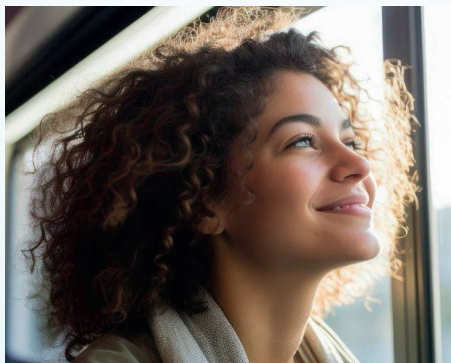
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'I don't know how I would have survived without the kindness and support of The Solicitors' Charity'



The Solicitors' Charity helped 'Naomi' find a brighter future.

Financial aid and new wheelchair provided for solicitor during long immigration battle

When solicitor 'Naomi' lost her job with a legal firm in Britain in 2017 due to work permit legislation, she was left without any financial support, and she struggled to survive.

Naomi, who lives with Muscular Dystrophy (MD) and uses a wheelchair, said: *"That was when the problem with my immigration status started. It continued for six years."*

Thankfully, The Solicitors' Charity proved to be a real lifeline for her survival. After contacting the Solicitors' Benevolent Association (SBA) as it was known in 2018, she received much-needed care and practical support.

She said: *"When I contacted the charity, I was treated like a human being and with kindness. I don't know how I would have survived without their support."*

"I was struggling to pay rent, bills, food, living essentials, and relying on the goodwill of friends who had their own families and expenses."

"The Solicitors' Charity provided me with essential support and relief in desperate

circumstances; they made it possible for me to live while waiting for a decision on my application for UK residence status."

Naomi's future is now looking brighter, having recently gained Refugee Status from the Home Office which will enable her to apply for jobs and a more permanent home, as she is currently living in temporary accommodation.

Naomi had a happy childhood and bright hopes for her future, but at the age of 13 she started having serious problems with her mobility.

She was misdiagnosed, and it wasn't until she came to the UK as a young woman that she received a proper diagnosis for MD, a muscle-wasting neurological condition.

Despite her poor health, she completed her first Law degree and finished law school in her country of birth, before taking the opportunity to study for her Master's degree in Britain. She says: *"I was happy despite my fear of how I would cope on my own."*

Having completed her Master's with Distinction, Naomi worked in Compliance for a couple of years and passed the Qualified Lawyers Transfer Scheme to become a Solicitor in England and Wales. She originally was granted residency in the UK as a firm of solicitors sponsored her; but when they ran into problems with their Work Permit Licence, she lost this job.

"I had no right to work and was not eligible for any support, it was a harrowing experience," she said.

"I had made several applications for UK Residence Status, based on the 13 years I had lived in the UK, my personal circumstances and human rights, but it seemed not to matter."

"Eventually, I had to make an application to become a Refugee as I could not imagine how I would cope if I was sent back. I had been able to make progress in the UK despite my disability because of the facilities available here."

While Naomi was unable to work, she volunteered for a disability charity and at the Refugee and Migrant Forum of Essex and London (Our Services - RAMFEL) to lend support to others in a similar situation.

"It made me focus on something else apart from my problems, give something back and help people, it gave me a purpose," she said.

Using a wheelchair to move around outdoors and to work was challenging – from commuting to accessing office buildings – and her old one had become tired and difficult to manage. In addition to financial support, The Solicitors' Charity provided her with a new power wheelchair and other aids and adaptations to make her life easier.

In October 2023, the Home Office finally granted her Refugee status, giving her Leave to Remain until 2028, after which she can apply for Indefinite Leave to Remain.

Naomi is delighted and very relieved to have the UK Government's support. She says: *"I can now work, apply for housing, apply for benefits."*

"When I receive my Biometric Residence Permit Card, I will start 'living' properly without too much fear and anxiety for the future."

"I want to thank all the team at The Solicitors' Charity for their great kindness throughout my ordeal, I don't know how I would have survived without them."

Liverpool Business and Property Court Autumn drinks at the Racquet club.

On 15 November several members of the Liverpool Law Society attended the Liverpool Business and Property Court Autumn drinks at the Racquet club. It was a great opportunity to meet with colleagues, students and members of the judiciary on an informal basis. The relationship between LLS and the Business and Property Court in Liverpool aims to assist in keeping cases local and for decisions to be decided at a local level rather than alternative courts and the discussions I was involved in certainly agreed this. Together we can aim to keep the best talent and business in the Liverpool Region- long may it continue.



NWCRC urges businesses to step up cyber security in wake of rising attacks



The North West Cyber Resilience Centre (NWCRC) is warning businesses to urgently step up protection in the wake of rising cyber crime figures. In particular, the police-backed not-for-profit organisation is cautioning against email compromise, as that is often a weak point for attackers to take advantage of.

Not only can a cyber attack completely wipe out a small business, but the lasting reputational and financial damage can be substantial.

DI **Dan Giannasi**, head of cyber and innovation at the NWCRC, said: “Usually the most common point of attack for an SME is by a phishing email, where an employee believes it to be a genuine email about an invoice or a service, for example, and clicks on a link.

“From that point, a cyber attacker can quickly take over a whole system and literally hold a business to ransom. One cyber attack can cause significant financial damage and could even wipe out a business completely.”

A recent report by Hiscox found that in three years, the proportion of small businesses with fewer than 10 employees

becoming victims of a cyber attack has increased from 23% to 36%.

On top of that, the number of overall businesses who have suffered at least one cyber attack in a year has steadily increased every year for the past four years, with 53% of businesses suffering a cyber attack, up from 48% the previous year.

The report also confirmed that the favourite entry point for hackers was once again business email compromise, mentioned by 35% of targeted companies. On the positive side, this figure has reduced, which shows that preventative work and education does make a difference.

DI **Giannasi** continued, “While cyber crime continues to be a big concern for SMEs, there are many practical and easy steps they can take to really step up cyber security and cyber health. A Microsoft report stated that by ensuring basic cyber resilience hygiene, like keeping devices and software up to date and enforcing multi-factor authentication, a business can prevent 98% of attacks.

“Our key messages are to carry out basic cyber health checks and ensure that your employees also understand what is good

practice regarding cyber security. The weak point for cyber criminals will be a single employee, so it’s good to train as many employees on good cyber practices as possible.

“From a policing point of view, we are working hard with businesses to educate and provide training for SMEs to prevent such attacks.”

Advice from the NWCRC cyber security consultants comprises of:

- Use a strong password and multi-factor authentication.
- Ensure you can recognise phishing emails, and also report any phishing attempts to Report@phishing.gov.uk.
- Ensure all business computer equipment and software is updated regularly.

The North West Cyber Resilience Centre works closely with the regional police forces to offer free training to SMEs, which is funded from the proceeds of crime funds (ARIS funding).

The organisation offered 300 free memberships and free training across Greater Manchester throughout 2021 to 2023. In August this year, they launched 300 free memberships with training to SMEs in Merseyside. Other regions in the North West are to be rolled out over the coming months as well.

The NWCRC runs funded or affordable training and education for small to medium businesses, as well as the education and charity sector. They also work closely with the NW Regional Organised Crime Unit, who investigate cyber crimes in the region.

Sources:

Hiscox Cyber Readiness Report 2023: <https://www.hiscoxgroup.com/cyber-readiness>

Microsoft Digital Defense Report 2022: <https://www.microsoft.com/en-us/security/business/microsoft-digital-defense-report-2022>

Legal Walk update

It is a truth universally acknowledged, that this years Liverpool Legal Walk was the best yet, with record numbers, record raffle prize sales and an all-round good night! The aim of the walk is to raise funds for Access to Justice. The amount raised up to 22nd November is £4419 which is a lot lower than previous years. But there is still plenty of time!! The giving page is still open until the end of the year. Donations can be made online at - [THE ACCESS TO JUSTICE FOUNDATION: 2023 Liverpool Legal Walk \(enthuse.com\)](https://www.enthuse.com/the-access-to-justice-foundation/2023-liverpool-legal-walk)




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The Winners!

Further photos are available to view here: <https://flic.kr/s/aHBqjB2PnP>

All photographs by Ray Farley

196th anniversary Annual Dinner and Legal Awards

On Thursday 9th November 2023, 440 members of the legal profession from the Liverpool City Region gathered together for Liverpool Law Society's glittering black-tie Annual Dinner and Legal Awards held at the Crowne Plaza in Liverpool city centre. The event brought together the region's legal sector to celebrate the successes of the profession, along with civic guests, presidents and chairs of other professional bodies and senior members of the local judiciary.

Under the glittering spotlight, the Liverpool Legal Awards 2023 revealed its deserving winners, who have demonstrated exceptional commitment to their clients and the legal profession. The awards recognised these accomplished individuals, teams and firms, acknowledging their contributions and celebrating their remarkable achievements. The judging panel were impressed with all those shortlisted and those who won, saying *"Many had glowing testimonials from clients and peers, which is testament to the fantastic work going on, in and around Liverpool."*

At the Annual Dinner, members and guests heard from the Lord-Lieutenant of Merseyside, **Mr Mark Blundell**, in an entertaining and informative speech, plus our President, **Jeremy Myers**, and Vice President, **Gaynor Williams**. There was a collection for the President's nominated charity, the Spinal Unit Action Group, a small charity based in Southport that supports patients who were undergoing lengthy treatment and rehabilitation following a devastating, irrevocable and life changing spinal cord injury, and their families. The amount raised at the Society's Dinner was a fantastic £2,300. Thank you to all who donated.

The Liverpool Legal Awards 2023 recognizes lawyers across various categories, spanning diverse legal disciplines, including litigation, dispute resolution, non-contentious, family law and more. The winners represent a diverse range of legal firms and practitioners, each leaving an indelible mark on Liverpool's legal landscape.

During the evening, the Legal Awards ceremony was held, which showcased the strength and excellence of legal work undertaken by firms and individuals in the area.

And the winners of Liverpool Law Society's 2023 Legal Awards are:



Law Firm Award
(100+ employees) –
Brabners

Winner of Law Firm Award (100+ employees) 2023:

"The past 12 months have been perhaps the most definitive in the near 30 years I have been with Brabners. From becoming a certified B Corp to being independently recognised by Best Companies as the UK's best law firm to work for, we are continuing to deliver sustainable, profitable growth while demonstrating that businesses can act as a force for good. We are proud of these achievements and it's really pleasing to see them recognised by our peers within the Liverpool Law Society. There's also a huge amount to be excited about for the next 12 months and beyond as we continue to strengthen our position as a firm with truly national reach, anchored in the North." **Nik White**, managing partner at Brabners



Law Firm Award
(1-99 employees) –
Maria Fogg Family Law

Winner of Law Firm Award (1 - 99 employees) 2023:

"I am immensely proud and humbled that Maria Fogg Family Law has been

recognized with the Law Firm Award at the 2023 Legal Awards. This accolade is a reflection of our team's unwavering commitment, collective effort, and the supportive environment we've nurtured together. A heartfelt thank you to each member of our team – your dedication, expertise, and collaborative spirit are the backbone of our success. This award is not just a milestone for us but a motivation to continue our pursuit of excellence in serving justice and upholding the highest standards in the legal field." said **Charlotte Fogg**, Director, Maria Fogg Family Law.



Outstanding Lawyer Award –
Emma Charnock
from Provenio Litigation



Equality Diversity & Inclusion Award–
Jackson Lees Group – Inclusion & Wellbeing Team

Winner of Equality, Diversity & Inclusion Award 2023:

Dottie Lee, Head of Recruitment, Inclusion and Wellbeing, said: "I'm delighted that Jackson Lees Group have been recognised for their ongoing commitment and passion in this area. As a MAPD Group business our ethos is to Make a Positive Difference through our work, to our clients and to our people and

I believe this award supports the work we do as a People Team. We are beyond proud that our Team walked away with this award; we were in excellent company in this category."

Mairi Probin, Chief People and Culture Officer, said: "Jackson Lees Group is part of the MAPD Group and we have one core value – Making A Positive Difference. My team are incredible with the work they do. We celebrate and support our colleagues who are neurodiverse and bring the most incredible value to our business. To be recognised for it, I'm just so proud."



Highly Commended in the Equality Diversity & Inclusion Award –
Taylor Wessing

Highly Commended in the Equality, Diversity & Inclusion Award:

"It's a fantastic achievement to be highly commended for Equality, Diversity & Inclusion at the Liverpool Law Society Awards 2023. The award is a testament to the collective efforts of over 150 colleagues in the Liverpool office who continuously dedicate their time, support and enthusiasm to drive forward positive change in our communities – a true reflection of Taylor Wessing's values." said **Saleem Fazal MBE**, Partner & Head of Liverpool Office of Taylor Wessing.





Rising Star Award –
Harriet Hansen
 from Peter Edwards Law



Outstanding Team Award (Dispute Resolution & Litigation) – MSB Solicitors
 (Social Housing & Regeneration)

Outstanding Team Award



(Non-Contentious) –
 Bell Lamb & Joynson Solicitors

Winner of Outstanding Team Award 2023 (Non-Contentious)

"We are thrilled that the hard work and dedication of our conveyancing team has been recognised with the Outstanding Team Award (Non-contentious) by the Liverpool Law Society. It's an honour for our team's commitment to going above and beyond for our clients to be acknowledged. This team consistently delivers an exceptional level of service and expertise to our clients, helping make the conveyancing process as smooth and stress-free as possible." **Mike Leeman**, Managing Partner, Bell Lamb & Joynson.



Outstanding Team Award
(Family Law) –
 JMW Solicitors

The President of the Society, **Jeremy Myers**, said "Many congratulations to all our worthy winners. Our Liverpool region has a fantastic wealth of talented lawyers and these awards showcase many of them. We should remember that there are also many people working under the publicity radar whose skills and contributions are equally valued."

The thanks of the Society go to all those who attended the event:

*Bell Lamb & Joynson Solicitors,
 Bennett Williams Solicitors,
 Bond Turner,
 Brabners,
 Burd Ward Solicitors,
 Carpenters,
 CG Professional,
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 Provenio Litigation,
 Spinal Unit Action Group,
 Stowe Family Law,
 Taylor Wessing,*

*The Keith Jones Partnership,
 The University of Law,
 Unit Chambers,
 University of Liverpool,
 VC Law,
 Weightmans*

The thanks of the Society go to the sponsors of the evening **Document Direct, Dye & Durham, Fazenda, Index PI, Landmark Information, Liverpool John Moores University, Miller Insurance** and the **University of Law**.

"Miller Insurance and our guests had a wonderful evening sponsoring and attending the 2023 Liverpool Law Societies Annual Dinner and Legal Awards. With an amazing number of attendees the award nominees showcased the amazing legal talent in and around the Liverpool area and it was an honour to sponsor the Outstanding Lawyer Award." **Kerry Greenwood**, Head of the North West Solicitors Team at Miller Insurance.

"Once again, we were delighted to continue to be a part of such a prestigious event in the Liverpool Law Society calendar. A fantastic evening enjoyed by all our guests and already looking forward to continuing our long-standing support to the society in 2024" - **John Roberts**, Regional Manager at Index PI

"Another fabulous dinner and awards evening organised by Liverpool Law society and showcasing the amazing legal talent that we have in Liverpool" said **Nicola Walker**, Campus Manager – Liverpool & Chester at The University of Law.





Bell Lamb & Joynson Wins Prestigious LawNet Law Firm of the Year Award



Chris Marston (LawNet Chief Executive), Andy Burke, Jessica Flaherty, Mike Leeman, Michelle Houghton, Jeremy Rawson, Suzanne Daley, Laura Cartwright, Lara Squires (judge), Helen Hamilton Shaw (LawNet Member Engagement)

Bell Lamb & Joynson is thrilled to announce that they have won Law Firm of the Year in the under £6 million turnover category at the 2023 LawNet Awards ceremony held at the Celtic Manor. This prestigious award recognises Bell Lamb & Joynson's outstanding achievements in strategic planning, client focus, people management, and financial growth.

"Winning Law Firm of the

Year is an incredible honour that reflects our team's dedication to excellence across all areas of our firm," said Mike Leeman, Managing Partner. "We are committed to setting the standard for legal service and innovation in the North West."

Bell Lamb & Joynson impressed the LawNet judges with their clear strategic vision focused on integrating advanced technology and empowering

employees. Initiatives like their client app, customer service training, and streamlined processes highlight their client-centric approach. The firm also invests heavily in professional development and workplace culture. Financially, Bell Lamb & Joynson saw remarkable growth this past year, with turnover increasing by 16% and headcount expanding by 21%. They also received industry honours for their

tech leadership. According to Leeman, *"This award is a testament to what we can achieve when we work together as a team united by a commitment to excellence."* With over 200 years of experience, Bell Lamb & Joynson is a leading regional firm known for quality service across a range of legal practice areas. This Law Firm of the Year win affirms their position at the forefront of the legal market in the North West.

Q&A with Sue Russell of LSTM

Why did you decide to become a trustee of LSTM?

I was approached to be a trustee, and specifically to chair the audit committee, against my background of being a corporate lawyer with many years' experience of corporate governance. That expertise comes both from giving advice to clients and sitting on other boards. The audit committee looks at the risks, not just the financial risks, that could affect LSTM and seeks reassurance, through evidence, that appropriate steps are being taken to mitigate those risks. Organisations like LSTM, which is both a research-led higher education institute and a charity in its own right, rely on volunteers donating their time as trustees, and Hill Dickinson has been very supportive in my doing that.

I felt that I could make a meaningful contribution to LSTM in this role and although it sounds a bit hackneyed it is genuinely rewarding to be able to give something back to an institution that does so much through its research to improve health outcomes in disadvantaged populations globally, through partnership in research and education.

Can you share a personal story or experience that inspired your commitment to LSTM's mission and work?

One of LSTM's priority research areas is in vector-borne diseases. The 'vector' is the carrier of the disease – think mosquitoes or tsetse flies. LSTM research looks both at deterring the vectors and treating the diseases. One of the solutions that LSTM is involved with is more effective insecticide-treated bed nets. I recently heard a story about a woman in Kenya who was explaining just how important such bed nets are for getting a good night's sleep. It's very difficult to imagine what it is like not to be able to get a good night's sleep – something we all take pretty much for granted – due to being constantly bothered by insects that might transmit a life-affecting disease, and that something as simple as an insecticide-treated bed net to sleep under can make such a fundamental difference.

LSTM is known for its impactful work in tropical medicine and global health. Could you describe a specific project or initiative that you find particularly compelling, and why it resonates with you as a trustee?

One of the things I learned at the very outset of my time as a trustee is how poor health contributes to poverty. If you are in a community that does not have easy access to affordable healthcare and you become ill, you are unable to go to school for the education you need or to work. If you have to take time off to attend medical appointments, you miss your education or if you're working you don't get paid. You then have the additional expense and time of traveling for treatment and if you can't work and earn money you can't buy decent food or pay for medical help. It becomes a downward spiral. So preventative health solutions become not just important but essential. In other words – better health solutions can start to alleviate poverty.

I'd also like to mention iiCON, which stands for the Infection Innovation Consortium. Formed and led by LSTM, it's a collaborative programme that brings together industry, academia, and clinicians to accelerate the discovery, development and deployment of new treatments and products – saving and improving millions of lives through collaborative innovation. It's the creativity, the entrepreneurial and partnership aspect of this that resonates with me.

As a trustee, you play a crucial role in shaping LSTM's strategic direction. What aspects of LSTM's mission and goals align with your own values and vision for making a positive impact in global health?

That's easy – equal opportunity in life. It seems really unfair that the accidental geography of your birth should have the potential to have such a profound effect on your life chances. So anything that can be done to improve or make a positive change to those life chances to make them more equitable – whether you are born in the Global South or Liverpool – has to be a winner.

Trustees often have a unique perspective on an organisation's impact and growth. In your view, what makes LSTM's work stand out, and what do you believe are the most significant contributions LSTM can make to address global health challenges?

There are two questions in one there! What makes the work stand out to me is its daily relevance, whether that's in the field of antimicrobial resistance looking for new antibiotics to replace those that no longer work, working in the field of Covid-19, not just on new vaccines but on combinations of existing drugs to assist recovery, or in the field of tuberculosis in the Global South, which has also translated back into other medical fields in the UK.

I'd struggle to sum up the most significant contribution to global health challenges because in my view there are so many, but if I had to pick one I'd say the outstanding quality of the research being carried out here, on our doorstep, in Liverpool as acknowledged by our recent ranking in the UK's Research Excellence Framework – which is the UK's system for assessing the excellence of research in UK higher education providers.

What advice would you give to people who might be interested in supporting LSTM, or for others in the legal profession working with clients who may be interested in supporting us?

It's perhaps not universally understood that LSTM is reliant for its work on grants and donations. In addition to the significant grants that we are fortunate to receive from scientific or government establishments, LSTM welcomes one off donations or bequests, whether those are to help fund research or to help fund early career research scientists just starting out on their journeys. In its special 125th anniversary year, LSTM has introduced the Founders' Circle initiative, providing an opportunity to support LSTM in reflecting and building on its history and to consider its future role in tackling the greatest health challenges, both now and into the future: <https://www.lstmed.ac.uk/founders-circle>.

Follow the Green Brick Road

MSB on the road to Net Zero Carbon Emissions with Climate Pledge

The legal sector's collective responsibility for the planet's well-being has become more critical than ever. MSB proudly steps forward to champion a sustainable future.

As a firm not only dedicated to legal excellence, but to sustainable business practice we're excited to confirm our latest step in our commitment to reducing our carbon footprint.

It's been a hot minute

In June 2022, MSB's Green Team, headed by Partner Andrew Fairman and Trainee Solicitor Jess Jones, reached out to Net Zero Now to apply to be a part of their law firm pilot scheme.

Net Zero Now is a national company supporting businesses with their commitment to measuring, reducing and offsetting their carbon footprint.

After Jess applied to the pilot scheme, we were delighted to be one of 15 firms in the UK with a place on the scheme and the opportunity to assess our carbon footprint with industry experts.

Then followed a long data collection and collation process using Net Zero Now's software to input all the firm's usage from milk consumption, to business trips, to water waste down to the individual energy providers of employees when they work from home.

The process took several months to complete by the deadline of January 2023, and officially received the sign off on the project last month.

Of the 15 firms initially accepted onto the pilot, only 8 completed the process and MSB are incredibly proud to be one of the first firms in the country to commit themselves to a sustainable future.



“I’m really proud that through working with **Net Zero Now**, MSB will be one of the **first firms in the UK** to establish our carbon footprint to set a Net Zero target.

Jessica Jones
MSB solicitors

netzeronow

What Next?

Whilst we know we are reducing our carbon footprint year on year with our Environmental & Sustainability Policy and accompanying Strategy, we’ve reached a point where we need to actively measure this. As MSB continues to grow it is our duty and responsibility to acknowledge our contributions to climate change and do all that we can to reduce and offset our emissions.

MSB is currently working towards setting a Net Zero Target date. But what does this mean?

Net Zero Carbon Emissions means operating business whilst reducing greenhouse gas emissions to as close to

zero as possible.

MSB will instead focus on greener, more sustainable supply contracts, products and operational services. The firm now hopes to see others across the sector rising to the challenge and prioritising the planet!



Traveling, working, studying, and staying in Spain after Brexit: do I need a visa?



For British citizens and other UK residents, since the Brexit in 2021 they cannot travel and stay in Spain as they used to. The exit of the European Union changed the relationship between UK and the European countries forever. But how does this affect to the British citizens who wants to spend some time in Spain?

90-day rule: do I need a visa?

One of the inconveniences of Brexit is the revocation of the freedom of movement for British citizens. After 1st day of January 2021, all British citizens are considered third country citizens for EU countries and they must apply for visa and special permissions to enter in the EU zone.

In general terms, **any British citizen can stay in Spain as a tourist for less than 90 days (in a 180-day period) without any problem.** If you are a citizen from another country, you must check if you need a short-term visa (called as well Schengen visa) to enter and Spain and stay less than 90 days.

The 90-day rule applies to the total number of days for all countries in the Schengen area. That means you do not have 90 days to stay in Spain, 90 days to stay in France... if you stay 90 days in Spain, you are not allowed to enter in any other EU country in the current 180-day period.

Your "90-day-rule" counter comes back to 0 after 180 days. So, in a period of one year, you have two periods of 90 days to stay in any EU country. In these 180 days, you can use the 90 days freely. You do not need to stay the 90 days in

a row. **You are able to come in and go back to UK as many times as you want as far as you do not complete your 90-day period.** For example, you can spend 20 days in Spain and then, go back to UK for one week. Then, you will have still 70 days to spend and enjoy in any EU country!

Can I stay more than 90 days? Can I work in Spain?

If you would like to spend more than 90 days (in a 180-day period) or like to work, study, or invest in Spain, you will need a visa. Please, keep in mind **you can not apply for residency if you got a tourist visa and there are just a couple of reasons you can convert your tourist visa into a working or residence visa.**

There are a lot of different kind of visas but, in general terms, we can talk about:

- Working visas
- Studying visas
- Residency visas (including non-lucrative visa)
- Law of support for entrepreneurs and their internationalisation visas (for investment)

Each kind of visa has its own categories (i.e., inside the studying visas, you can find a variety of visas like au pair visa, language assistant, student visa...). Feel free to ask us for more information!

The Consulate will ask you for different documents or information for each kind of visa but, in general terms, you will need the following documents:

- Visa forms fulfilled and signed
- Original passport
- Two recent photos
- Private insurance
- Medical certificate (not applicable for less than 6 months visa)
- Police Clearance from countries of residence for the last 5 years (not applicable for less than 6 months visa)

But these are just few of the documents you will need to show in the Consulate.

For example, for a **non-lucrative visa**, you must include some documents **proving sufficient financial means for your living expenses and accommodation** (€2,259.60 per month plus €564.90 per each family member). And, for a working visa, you must provide information about your labour contract or your employer. Contact us to obtain further information for each visa type.

Where can I apply?

And how can I do it?

Applications must be submitted directly to the Spanish Consulate where you live. There are three Spanish Consulates in UK (Edinburgh, London, and Manchester) and each of them covers a specific area of UK. So, you can only apply in the Consulate that corresponds to your county.

You must arrange an appointment and go there, personally, the appointment day with all the documents. They cannot help you to sort out all the paperwork. But, as Spanish Lawyers, we will be more than happy to help you to deal with this long and complex process.

The Consulate must give you an answer within 1 month (3 months for non-lucrative visa) and, if they refuse your application, you can do an appeal and/or going to Court.

As Spanish Lawyers, we have more than 16 years of experience helping British citizens to deal with their issues in Spain. And, for 10 years, we were as well the Honorary Consulate of Spain in Liverpool. We have a large and long experience in consular matters.

Enrique Sanchez
Spanish Lawyers

Contact Enrique Sanchez, Spanish Lawyers at Gladstone House, 2 Church Road (Penny Lane), Liverpool L159EG, Tel: 01518080449 or send us an email: info@spanishlawyerliverpool.com



The latest news from Merseyside Law Centre, providers of free specialist legal advice and assistance for the Liverpool City Region. Access to Justice for all.

New Debt Advice Service in Partnership with Raise Advice.

We are delighted to announce a new debt service in partnership with Raise which will be held every Thursday afternoon at Dovecot MAC. This will be an appointment-based service where we will be able to help with debt issues such as rent arrears, fuel arrears, court orders etc. We are hoping this service will be beneficial to the community especially during these times of increased cost of living issues and the terrible pressures this puts on individuals and families.

Our New In Court Housing Service

MLC now have shared use of an office adjacent to the main waiting area in Liverpool Civil and Family Court. We are sharing the office with James Murray Solicitors, Support Through Court and Citizen's Advice. This development evolved from a plan to extend the time we have to speak to our clients before we enter court. The result of this new space is that people facing possession claims etc at court have a far better chance of understanding their legal position and that we have a better chance of understanding the full nature of the court action against the client. This ultimately gives a better chance of succeeding with the defence. Previously often there would be just a minute or two in a corridor to talk, if the client had just turned up at court rather than getting an appointment with us prior.

We are in the main Attending Court on Wednesdays and Fridays and on these days our Housing Solicitor/ Caseworker (acting as an agent for James Murray) is responsible for running the Housing Duty Possession Scheme. This scheme is funded by the Legal Aid Agency and provides emergency advice and representation to defendants in possession cases, who may not have been able to obtain legal advice prior to their possession hearing. The duty adviser can assist tenants and borrowers who have rent arrears and mortgage arrears, and in proceedings for anti-social behaviour. A defendant who seeks advice on the day is much more likely to be able to reach an agreement and keep living in the property that they reside in.

Separately to the HDPS we can also provide advice and assistance to clients via our ITOLS project. This funding allows us to try and prevent legal action against a client by providing early intervention at / or prior to a Court hearing. We are not restricted by Legal Aid with this funding and so may be able to provide some assistance to clients who do not qualify for public funding. This has enabled us to widen our scope in terms of who we can assist and enables us to often avoid attending court which is much less stressful and time consuming for all involved in the case.

Prior to MLC agreeing to attend court on a Wednesday and Friday there was no-one available to provide Legal Advice or representation on these days, and defendants were often not represented in Court. Judiciary and court staff are so pleased that there is now complete coverage for the whole week in court, which is so vital to ensure access to justice for all those in need.

Struggling with debt?

Do you need help with:

- Rent arrears
- Council Tax arrears
- Fuel arrears
- Water arrears
- Catalogues, Bank debts
- Benefit overpayments
- Mortgages
- Court orders
- Or any other personal debts?

Our Money Advisor will be at Dovecot MAC Thursday 1pm to 4pm

To book an appointment

- Pop into a Merseyside Law Centre MAC drop in
- Submit a request at www.merseysidelawcentre.co.uk
- Call Raise on 0151 459 1556

We are funded by the Money and Pension Service and are a member of the Greater Merseyside Money Advice Partnership (GMMAP)

We are regulated by the Financial Conduct Authority registration number: 618822

www.raiseadvice.org.uk

0151 459 1556

admin@raiseadvice.org.uk

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Welfare Benefits Focus

Our client was receiving Child Disability Living Allowance and on turning 16 this benefit stopped. This meant he would need to apply for PIP to continue his support. On applying for PIP, his claim was denied and was denied once more after a mandatory reconsideration was requested by his parents. On reviewing the case, we saw the decision made by the DWP was unfair and that even though qualifying for PIP is generally more difficult than for DLA, we saw the merit in his appeal.

Our client has several mental health issues alongside related physical health issues and so we wanted to ensure that he was receiving the benefits he was entitled to and vitally needed. We lodged a new appeal and a new claim for PIP. In the new appeal and claim, we were able to gather more evidence and paperwork than were submitted previously by the client's parents. The DWP reversed their decision upon receiving our new claim and appeal and he was ultimately awarded enhanced rate PIP and awarded back pay for payments missed. This case shows the utmost importance of access to justice for claimants like our client. After the first PIP denial, they were left feeling helpless and unsure of their future. Without professional intervention and assistance, these types of cases often go unseen, and individuals suffer the consequences of not being able to claim the benefits they so desperately require.

Volunteer & Donation Opportunities

Volunteers are the backbone of Merseyside Law Centre. We are looking for like-minded individuals and organisations to get involved with the valuable work we do in the Merseyside City Region.

We are always looking for volunteers to help with the services we offer to the public. For example, advice work, reception and signposting or general admin work.

We have a second volunteer stream to help with our campaigns, community outreach, fundraising, social media presence and event organisation.

We would also love to hear from you if you are an organisation that would like to get involved or contribute to our work. We would really like to hear from fellow legal professionals who may be able to contribute their expertise or legal firms who may want to financially support the work we do.

Whatever your skills or experience, please do not hesitate to get in touch if you want to make a difference to the lives of people in your community and have a passion for social justice.

To download our Volunteer Application Pack, please visit www.merseysidelawcentre.co.uk/get-involved and e-mail the completed form to enquiries@merseysidelawcentre.co.uk

With the current cost-of-living crisis likely to get much worse, our services will be needed now more than ever. If you could consider donating to Merseyside Law Centre, it could make a massive difference to many people's lives in Merseyside. Our donation details are up on our website www.merseysidelawcentre.co.uk/donate

As always, our current contact details and drop in session details are below so please do pass these onto anyone you think may benefit from or require our services. If you are unable to attend a drop-in session, there is an online enquiry form on our website.

www.merseysidelawcentre.co.uk/enquiryform

Twitter: @MerseyLawCentre

Facebook: Merseyside Law Centre



Free Legal Advice Drop-in Sessions

**Monday & Thursday
10am-12pm**

**Dovecot Mac
10 Back Dovecot Place
L14 9BA**

International Day for the Elimination of Violence Against Women and Girls

The UN considers violence against women and girls ('VAWG') to be "one of the most widespread, persistent and devastating human rights violations in our world today".

The International Day for the Elimination of Violence Against Women (IDEVAWG), which takes place annually on 25 November has been established to raise awareness of the violence that women are subjected to.

The UK is not immune from this issue with the government labelling VAWG as a national threat. To combat this threat, a range of tools to protect women and girls against harm have been, or will be introduced.

Background

VAWG is an umbrella term, used to cover a wide range of abuses against women and girls, including:

- Domestic homicide
- Domestic abuse
- Sexual assault
- Honour-based abuse
- Stalking

In the year ending March 2022, the national statistics published by ONS show that, among other issues:

- 9% of women aged 16 and over were the victims of domestic abuse
- 3% of women aged 16 or over were victims of sexual assault
- 9% of women aged 16 and over were victims of stalking

This article highlights the legal support that is available for women in England and Wales and briefly examines some of the tools available to the Police utilised alongside their traditional criminal investigation powers, including: -

1. Family Law Injunctions: -
 - a. Non-molestation orders
 - b. Occupation orders
2. Domestic Violence Protection Notice / Domestic Violence Protection Orders

3. Offensive behaviour: -

- a. Stalking
- b. Sexual assault

Family Law Injunctions

If you require protection from an "associated person", you can apply for a protective injunction from the Family Court under the Family Law Act 1996 (FLA 1996). An injunction is a civil remedy and does not require criminal proceedings: however, the breach of a family law injunction may be found to be a Contempt of Court which is a criminal offence and any breach can result in a fine and/or imprisonment.

An "associated person" has a specific legal definition that includes long term partners, spouses or former spouses and other relatives. It is also possible to seek to extend the terms of a protective injunction to include a relevant child.

There are two types of injunction available under the Family Law Act: -

1. Non-molestation orders – An injunction used to protect a person from abuse or harassment, which prohibits a person from 'molesting' you or a relevant child. Molestation is not specifically defined but includes violence, harassment and threats. A non-molestation order may also include a provision to prevent a person from coming within a certain distance of you, your home address or your place of work.

A non-molestation order usually lasts between 6-12 months: however, they can be granted for longer periods of time in certain circumstances.

2. Occupation orders – An injunction which regulates who can, or cannot, live in the home or certain parts of it. An occupation order can extend to the entirety of the property, a zone around the property or just certain parts of the property. For example, it may prohibit someone from entering a bedroom. To apply for an occupation order, you must have a legal right to occupy the property, or you are or have been married to or are living with a

partner who is the owner or tenant.

Occupation orders are usually granted for up to 6 months. This can be extended in certain circumstances if you have a legal right to occupy the property.

To apply for a non-molestation or occupation order, you must complete a court application FL401 with a statement to support the allegations.

If there is a significant risk that the other party may cause you harm if they were aware of your intention to seek an injunction, you can ask the court to grant a non-molestation order "ex-parte", without giving notice to the respondent. This affords an extra level of protection as you will have the protection of the non-molestation order when the respondent is served with proceedings.

A "power of arrest" can be attached to both non-molestation orders and occupation orders. If a power of arrest is attached to an order and the order is breached, the person in breach of the order can be arrested without the need to obtain a warrant.

Weightmans has a considerable amount of experience in assisting with applications seeking non-molestation orders and occupation orders.

Domestic Abuse

The Police can seek a **Domestic Violence Protection Order ('DVPO')** if, on the balance of probabilities, there has been an act of violence or threatened violence and it is necessary to protect from that violence or threat of violence.

A DVPO is a civil order intended to fill a 'gap' in providing protection to victims of domestic violence by enabling the police and magistrates' courts to put in place protective measures in the immediate aftermath of a domestic violence incident where there is insufficient evidence to charge.

Since their introduction, Weightmans has secured thousands of DVPOs for police forces

across England and Wales and regularly appears in court to pursue those that breach them.

Despite the volume of DVPOs that have been secured, their effectiveness is limited due to the absence of criminal sanctions and, they can only last for 28-days. As a result, **Domestic Abuse Protection Orders ('DAPO')** introduced by the Domestic Abuse Protection Act 2021 are set to be piloted by several forces for two years, starting in June 2024.

Weightmans has already delivered training on DAPOs to a police force that is participating in the DAPO pilot.

Stalking

The Police can apply to the Magistrates' Court for a **Stalking Protection Order ('SPO')** where it appears that:

- The respondent has carried out acts associated with stalking.
- The respondent poses a risk of stalking; and,
- There is reasonable cause to believe that

a SPO is necessary to protect that person from that risk.

SPOs were introduced by the Stalking Protection Act 2019 to deal with those who pursued a pattern of unwanted, fixated and obsessive behaviour which was not quite criminal and the victim did not have the resources to deal with.

Weightmans regularly make applications for SPOs for police forces across England and Wales in both domestic abuse stalking (such as by a former partner) and 'stranger stalking'. Weightmans also offers advice clinics to police forces to help inform the decision as to whether a SPO application should be pursued.

Sexual Assault

The Police can apply to the Magistrates' Court for a **Sexual Harm Prevention Order ('SHPO')** if someone is engaging in behaviour of a sexual nature and has a previous relevant conviction and it is necessary for the public, or a member of the public's protection or, a **Sexual Risk Order ('SRO')** if the suspect has

no previous criminal conviction.

SROs and SHPOs are a long-established tool - introduced in 2014 as an amendment to the Sexual Offences Act 2003 - to combat sexual behaviour that did not meet the criminal threshold but warranted intervention to protect the public.

Weightmans has a considerable amount of experience in advising and applying for SHPOs and SROs for police forces across the country.

Comment

The statistics show that VAWG continues to be a problem across the UK. The government is right to identify VAWG as a national threat. Weightmans can help police forces and other law enforcement organisations across the UK combat this national threat. We can offer services from early advice through to representation in court.

Evie Niblock, Family team
Chris Wilkinson, Police team
 Weightmans LLP

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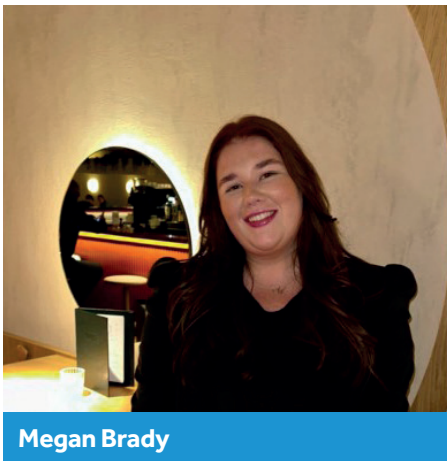


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Merseyside Junior Lawyers Division



The MJLD are delighted to share that Centre 56 is our nominated charity for the year.

Centre 56 have been an unwavering support system for children, women, and men who are victims of domestic abuse. The Centre is open for 50 weeks of the year and specialises in assisting families in crisis or those navigating traumatic experiences, offering free childcare for 2 to 4-year-olds, an afterschool club for older children and a holiday club during the school holidays.

The money raised will be used to fund activities that bring joy to these young lives – from everyday necessities to exciting adventures like trips out and bouncy castle hire.

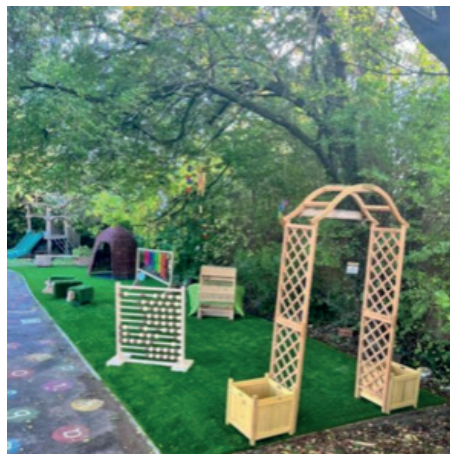
The MJLD charity representatives **Megan Brady** and **Beth Jones** recently had the privilege of meeting with Alex from Centre 56 and were taken on a tour of the Centre's facilities. The visit provided an insight into the vital work carried out within the nursery

rooms for younger children and the afterschool club for older attendees.

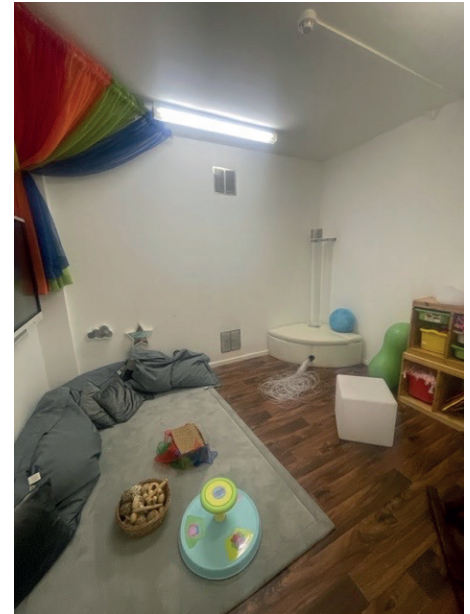
A highlight of the tour was Centre 56's new sensory room and garden, designed to offer additional support for children who need it most. **Paula**, a key figure at the centre, explained the critical role Centre 56 plays in supporting children undergoing crises, emphasizing the often-overlooked status of these young victims. The outside pantry, showcased by **Alex**, stood as a tangible representation of the centre's commitment, offering free food and school uniforms to families in need.

The Centre relies heavily on the kindness of fundraisers and donations to enable them to run on a daily basis.

The MJLD are in the process of organising a fundraising event for the charity in February 2024. This event will consist of the charity representatives hosting an auction with amazing prizes getting the community involved. We are excited to see how much can be raised for



this amazing charity and are looking forward to supporting this cause as much as possible.





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dealing with their estate, we can offer you trusted, sensible advice and the professional service you will need at this difficult time. Should you wish to proceed, we will collect your vehicle swiftly and FREE of charge.

Please do not hesitate to contact us on 0151 648 5488 to discuss how best we can assist you.



Big bang vs bitesize training

Training = PMS roll out success

When law firms roll out new practice management software (PMS), a training programme is an integral part of the implementation process. But, how one software provider delivers training is not the same as another. To help you get the best out of the training experience – and, therefore, your software – we've compared and contrasted two methodologies...

Option #1: Big bang training

Historically, end user training was face to face, large groups, on site, with each individual sitting in front of a PC around a boardroom table. There were myriad issues with this approach, not least:

Logistics – Coordinating everyone's busy-and-clashing diaries was an organisational ordeal. With accounting deadlines to meet, case milestones to achieve and other calendar commitments to fulfil, finding a training date convenient for everyone is impossible.

Income – There are still fee earning targets to attain. Imagine the financial impact of fee earning teams stopping client-facing work for an entire day. It's not an efficient use of time and it's disruptive to your in-progress matters, thus costly in terms of lost revenue.

Cost – There's the cost associated with paying for a day or more of your trainer's time, and covering his/her travel and subsistence expenses too. If you're a multi-site business, multiply this cost by the number of offices and factor in staff absences on the allotted training dates. A second round of training to mop up these staff comes at additional cost. Your outgoings begin to stack up.

Generic – There could be forty to fifty items on a standard PMS training checklist. Most individuals won't use fifteen of these features as not everyone creates completion statements, or time records, or runs reports, or even emails. By catering for the masses, employees are learning about functionality they'll never use.

Robotic – If training's focused simply

on which buttons to press to undertake a certain task, you're not going to get very far. While understanding the series of buttons required for a specific aspect of your job does have its advantages, it's not going to teach you about best-practice software usage.

Helpdesk heavy – In one long day's training, there's information overload. Your employees won't retain everything they were taught in six hours. Plus, there are absentees to consider. The volume of support calls increases in these scenarios. If the helpdesk technician isn't free, there's a disgruntled feeling of not being serviced correctly and causing a temporary pause to the day's work.

Covid effect – A global pandemic made the world rethink training delivery. Covid introduced online solutions to training overnight, with Zoom and Teams being popular choices. The post-Covid outlook is hybrid operations, comprising home and office working, so in-person training is not always practical anymore.

Option #2: Bitesize training

The modern training archetype necessarily looks very different to this now-outdated model and for good reason. This option is characterised by:

Manageable chunks – Breaking content down into 90 or 30-minute sessions aids learning and retention. Bespoke sessions covering role-specific duties are easy to slot into a hectic diary, take on board and remember longer term. With recording capabilities, employees can watch again and absentees can catch up later. Shorter training sessions ensure there are no repercussions productivity wise.

Consultative – There's no one-size-fits-all for training. A training plan should be a consultative procedure, between training provider and client, so it's totally tailored to your requirements, structure, size, set up and end users. The resulting training makes a significant difference to the PMS being utilised optimally.

Affordable – There are substantial cost

savings by avoiding all-staff, all-day, person-to-person training delivered by a trainer who's spent a day travelling, stayed overnight and spent another day travelling home. Plus, you won't be bleeding money by capping your fee earning opportunities as per option #1.

Rolling cycle – Ongoing training permits learning the essentials alone to avoid overwhelm at the outset with the ability to build upon these basics gradually. You can identify key initiatives to monitor how the system's being used to spot gaps in knowledge to form your future training development plan.

Autonomous – By reducing your reliance upon helpdesks and giving your employees self-serve skills, you're taking back control, and allowing staff to complete tasks and meet deadlines independently. This is a much healthier and happier environment.

SME friendly – Big bang training is a problem especially for SMEs with littler teams, lower budgets and limited (or no!) back-office administration resources. Conversely, bitesize training makes it a match made in heaven. Option #2 is equally beneficial for their larger counterparts.

Covid compliant – With virtual delivery, training continues uninterrupted. At Jayva, we've moved the bulk of our training online and become more sustainable. This means we're able to pass substantial cost savings onto our clients as well as support their sustainability and business continuity efforts too.

Final thoughts

A perfect fit for one firm will not be perfect for another. A blended approach to learning via multiple mediums is absolutely the way to go. At Jayva, we deliver training services that help practices reach their transformational efficiency goals. Discover more by visiting www.jayvaglobal.com/training-services, emailing info@jayvaglobal.com or calling 0333 202 0995.



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Andrew Horwich, Symes Bains Broomer Solicitors

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Andrew Gray, Truth Legal

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Get in touch to learn more:

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Brightening the city

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



Julie Johnson

We are into the final few weeks of the year, and with that we are in one of the most important times for many of our city centre businesses. From culture to hospitality, Christmas is a vital time of the year to help boost income. Similarly for professional services, whilst offices might close for the festive season, it provides an opportunity to connect, to plan activity for the new year and reflect on the work done over the last.

This festive season, you may notice that the Christmas lights stretch for further than is normal. That is because the BID Area has increased. This year, the successful Retail & Leisure BID Area extended up to Hope Street and the edge of the Georgian Quarter. With Culture & Commerce now spread to Lime Street, St George's Quarter and the waterfront, more of the city centre sits within a BID Area.

At Christmas that, more often than not, means festive celebrations and Christmas lights. Liverpool's BID Levy payers now contribute over £745,000 to the city centre's Christmas decorations and activities during the festive period over five years, more than any other partner.

Since 2017, the Liverpool BID Company has been the main contributor, funded by BID Levy Payers and contributing

Image © Liverpool BID Company



75% of Liverpool's overall Christmas lights, Christmas decorations, trees, and installations, having installed over 695 features in the last 5 years!

The BID also organises a number of festive events such as the city centre Advent Calendar Countdown, Elfie Selfie, and Christmas workshops along with multiple campaigns to encourage visitors to the city centre.

The Liverpool BID Company will continue to deck the streets of Liverpool not only next year, but for years to come.

Christmas lights and animation are not simply about festive cheer and celebration. It helps to attract visitors to the city centre. For many firms in

the city centre it is a critical quarter. Decorations and festive animation helps the city to play its part.

At the heart of BID's is the mission to create an environment for business to thrive. Christmas decorations are a festive part of that story. In the New Year the work will continue, with plans already being made to mark the 20th anniversary of Liverpool BID's beginnings. It will be an important moment to mark how much we have changed as a city centre, and how we want to focus our investment and energy in the years ahead to create a city centre that works for business.

Julie Johnson
Liverpool BID Company



CELEBRATION FOR NEW ENTRANTS TO THE LEGAL PROFESSION

Wednesday 24th January 2024 at 5.30pm for 6pm
Hard Days Night Hotel

Liverpool Law Society would like to invite Newly Qualified Solicitors, Barristers, Chartered Patent Attorneys and Fellows from CILEx from the Liverpool City Region and surrounding area who qualified during 2023 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 Cadwallader
Judge of the Business and Property Courts in Liverpool

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 Information Here](#)

Conference Roundup



Carolyn O'Shea and Sam Evans of MHA Moore & Smalley Cashiers

The 2023 Conference for Legal Cashiers & Managers

It was a real pleasure to be invited to host the Conference for Legal Cashiers & Managers at Taylor Wessing in November with fellow legal cashiers. I am really passionate about my role within Weightmans and it was great to learn and feed this back to the team.

We were joined by **Sean Hankin** (Head of Forensic Investigation and Intelligence at the SRA) briefing us on the upcoming amendments to the SRA Accounts Rules, guidance on common compliance issues and why these are so important.

Weightmans' very own **Michelle Garlick** (Money Laundering Regulatory Officer), aka the Rockstar of Compliance, talked about the Compli team at Weightmans who advises law firms of compliance,

regulation, and management of Money Laundering risks.

Jenny Esau, the expert of cashflow solutions, joined us on behalf of the Credit Management Group UK and gave valuable advice in how to engage clients for prompt and full payment of invoices.

The sponsors of the event, **Sam Evans**, and **Carolyn O'Shea** of MHA Moore & Smalley, gave excellent advice on gauging a fair deminimus on client account interest, how to accurately record SAR breaches, fraud awareness and the ever-complicated subject (and our favourite!); VAT.

It was really interesting to see a good-natured discussion regarding fraud between **Emma Wilkinson** (Fraud Risk Strategy Director at Barclays) and PC **Haroon Akram** (Northwest Regional

Organised Crime Unit). **Haroon** gave a hugely insightful presentation on how individuals can protect themselves and others from fraud and the lengths the police go to in preventing and protecting us. **Emma** talked in depth about how businesses, particularly law firms, can protect the business and its clients from online and telephone fraud.

All of the speakers brought extremely valuable points of discussion which has certainly encouraged food for thought with our processes on a business level, but also personally. I look forward to the next conference on 20/11/24!

Thanks again to kind sponsors MHA Moore & Smalley.

Joanne Houlston
Legal Accounts Manager
Weightmans LLP

Employment Law Conference 2023



Lindsey Knowles

In October I had the pleasure of once again chairing our annual Employment Law Conference. It was the first time we'd held this particular conference as a hybrid event, so we had delegates in the room (along with the speakers) & some delegates joining us virtually too. I would like to thank all delegates who supported the Society and I hope you got as much out of the day as I did.

The day began with a session on TU and industrial action from **Stephen Pinder** of Stephen Pinder Employment Law and currently Acting Legal Director of Unite. The session included an interesting discussion on the new minimum service level legislation (The Strikes (Minimum

Service Levels) Act 2023) and the legal consequences of non-compliance with the obligations. The challenges and inevitable conflict between industrial action and politics were expertly talked through. Time will tell depending on the political and industrial landscape what implementation in 2024 looks like for employers as compared to what appeared to be the case in 2022.

Next **Tom Wood** of St Johns Buildings went through in detail an emerging area of employment tribunal cases in relation to the menopause and the approach to those cases fitting in with the current equality legislation given the government's published response: Menopause and the workplace in January 2023 to the Women and Equalities Report from the summer 2022.

This year we were joined by **Employment Judge Benson** who provided an Employment Tribunals update covering judicial resources, caseload within the region and the current approach to dispute resolution together with the updated Presidential Guidance. The HMCTS Reform Programme is moving forward, and we heard the positive changes practitioners can expect in the Tribunal system over the coming months, including the recording of Employment Tribunal hearings.

We had a really interesting, engaging and thought-provoking session on Neurodiversity in the workplace by **Snoof Kattekop** on behalf of The Brain Charity. **Snoof** gave a unique perspective going through what neurodiversity means and approaches to recruitment, support and creating an inclusive and welcoming environment.

Following a buffet lunch we had our two final sessions of the day, firstly: **Lorraine Mensah** of Complete Counsel discussing holiday pay, providing a brief review of the Working Time Regulations 1998, the statutory instruments, EU Charter on Fundamental Rights and the EU (Withdrawal) Act 2018 which provided

a good history lesson for established practitioners and an excellent foundation for newly qualified practitioners. The session included a breakdown of the key aspects of calculating holiday pay with reference to the legislation and case law before looking at the impact of *Harpur Trust v Brazel* [2022] IRLR 867 and the ramifications of the decision.

Last but by no means least, the conference was brought to a close with the final in-depth and invaluable update session by **Daniel Northall** of Littleton Chambers who expertly went through the key employment law decisions and legislation changes over the last year. To benefit from such insightful and engaging sessions like this make sure you please keep 16th October 2024 free in your diary, so you don't miss out next year!

I would like to sincerely thank all of the speakers for giving up their time to join us and for providing such thorough and engaging sessions. I really enjoyed the day and will look forward to next year's conference! If anyone would like to get involved in helping to plan the next conference, as well as joining a group of fellow local employment law practitioners in discussing matters in practice and supporting your local law society please do get in touch to hear more about the Liverpool Law Society Employment Law Committee as we are currently inviting new members to join us and would love to hear from you.

Lindsey Knowles
Legal Director, Brabners LLP

Clinical Negligence Conference 2023

On 3rd October the wonderful HHJ Howells very kindly chaired our Clinical Negligence Conference. It was a hybrid event, so we had some delegates join us virtually & those who attended in-person enjoyed the lovely surroundings of our kind hosts Taylor Wessing.

The day kicked-off with our first of two

Exchange Chambers speakers – the knowledgeable **Mathew Stockwell** who covered Cerebral Palsy claims – back to basics. He was followed by **David Pilling** of Civil Law Chambers with an update on Secondary Victims in Clinical Negligence Claims.

Delegates then chance for a quick catch up over coffee & cake.

We then had our second Exchange speaker of the day – **Christian Taylor**, discussing Acute Ischaemia and Amputation claims. Following this, was a last minute, but very timely change to the programme, with **Sean Linley & Seamus Kelly** of Carter Burnett covering Fixed Recoverable Costs in Clinical Negligence claims.

A 50 minute break followed, which allowed in-person delegates to enjoy a buffet lunch, with the opportunity to network.

The afternoon commenced with a session on Fundamental Dishonesty and Exaggeration in clinical negligence claims with **Gemma McGungle** of 18 St John St, we then went straight into an essential Legal Update with **Aneurin Moloney** from Gatehouse Chambers.

There was a quick comfort break before the last session of the day – Professor **Alan Fletcher** of Sheffield Teaching Hospitals talked about 'The longer we delay, the more we will pay - implications for Emergency Care'. The last session scheduled with **Dr Lieberman** on 'Missed Cancers' has been rescheduled until 22nd November (all pre-booked delegates will receive a link).

HHJ Howells then brought the event to a close, thanking all the wonderful speakers involved and delegates who supported.

Those who did pre-book this event can access a full recording till circa early Jan.

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

Regulation Update

The latest Regulation news from Andrea Cohen of Weightmans LLP



Andrea Cohen

As 2023 draws to a close, we provide a short overview of what has been happening in the world of risk and compliance over the past month. As this is the last publication of 2023, we wish you all a good break over the Christmas holidays, and best wishes for 2024.

Economic Crime and Corporate Transparency Act 2023 (ECCTA 2023)

The long-discussed Economic Crime and Corporate Transparency Act (ECCTA) 2023 received Royal Assent on 26 October – earlier than previously anticipated – and introduced a number of changes, including Companies House reform, broader reforms to clamp down on misuse of corporate entities, crypto asset reform, and two developments to business crime in the UK: the introduction of a failure to prevent fraud offence, and a change to corporate criminal liability by expanding the class of persons to include ‘senior manager’.

The failure to prevent fraud offence imposes a criminal liability on a large organisation (having at least two of the following: turnover over £36 million; balance sheet total over £18 million, and more than 250 employees) that fails to prevent fraud intended

to benefit the organisation. Small and medium sized organisations are exempt for now, but the Act does include power for the requirements to be changed.

An organisation will have a defence if it can prove that it has ‘reasonable’ procedures in place to prevent fraud, or it was not reasonable to have any prevention procedures in place. An Impact Assessment carried out by The Home Office highlighted a distinction between ‘reasonable procedures’ under the failure to prevent fraud offence and ‘adequate procedures’ under the Bribery Act 2010. Whilst ‘reasonable’ has been identified as placing a lesser burden on organisations than ‘adequate’, it is as yet unclear how this distinction will work in practice.

Of major significance to those regulated by the SRA, the Act removes the £25,000 financial penalty limit for the SRA in relation to the economic crimes, which follows closely on the increased SRA fining powers introduced in July 2022.

In the realm of AML, ECCTA 2023 introduces two small exemptions to a money laundering offence to reduce the level of unnecessary Suspicious Activity Reports by effectively only making them relevant, in many situations, where the criminal property is worth more than £1,000.

While some of the provisions have come into force, the majority are not yet in place e.g. the Companies House changes will need increased resources and operations, and the failure to prevent fraud offence will require guidance on the adequate procedures defence. There is as yet no word on when this guidance will be issued, so watch this space in 2024.

In light of the forthcoming changes, we recommend that firms take a proactive

approach by reviewing policies and training in relation to preventing fraud. Can you/should you update an existing policy/should you create a new, separate policy/should you have an overarching economic/financial crime policy under which all policies such as AML, Anti-bribery, Criminal Finance act, Modern Slavery, fraud would sit?

SRA Transparency Rules report

The SRA has published a three-year evaluation of its Transparency Rules <https://www.sra.org.uk/sra/research-publications/year-three-evaluation-sra-transparency-rules/>, which were introduced in 2018/19. From just over 3,000 online surveys, 55% of individuals and 60% of SMEs who use legal services reported proactively comparing prices and services of legal services providers before engaging a specific supplier, up from 46% and 48% two years ago. Only 42% of the 271 firms surveyed said they were publishing all the required information on their websites. The SRA confirms in the report that it is now conducting spot checks in this area, and that it is finding that most firms are not compliant, even when they have declared that they are. As a result, we strongly recommend that you take the time to check your firm’s website is compliant with all of the SRA Transparency Rules, particularly as the SRA has just published details of the first fixed penalty notices of £750 issued against firms for failing to comply with transparency rules, namely failing to publish information on costs, service levels and the credentials of lawyers, and if they continue not to comply with the rules, they could potentially face a further fixed penalty of £1,500.

While fixed penalty fines are limited to transparency rules for now, the regulator has put forward the idea of expanding them for failures to

complete mandatory anti-money laundering and diversity data returns.

Axiom Ince intervention and its impacts

Following the issues regarding Axiom Ince, the suspension of individual practices of 3 of the directors and subsequent intervention in the business as a whole, together with considerable criticism from the profession, the SRA published a statement on 14 November <https://www.sra.org.uk/sra/news/press/axiom-ince-intervention-and-impacts/>. The matter is being investigated by the Serious Fraud Office and seven people have been arrested. The SRA has now raised the potential 'need' for changes in the levies raised on the profession to keep the Compensation Fund viable, with a potential shortfall in client account of £66m leading to claims on the Fund that at present has only £18m available. In her reflections on the October Board meeting, the SRA Chair, Anne Bradley, said that it is likely the SRA will increase the levies after years of keeping them stable, and that a move to an interim collection is currently under consideration. The proposal has met with considerable opposition from solicitors.

New practice notes and guidance

Law Society practice notes

The Law Society has published two new practice notes since our last update:

- Freelance solicitors (<https://www.lawsociety.org.uk/topics/regulation/freelance-solicitors>)
- Criminal prosecutions of victims of trafficking (<https://www.lawsociety.org.uk/topics/criminal-justice/criminal-prosecutions-of-victims-of-trafficking>)

Disciplinary and regulatory decisions:

In keeping with the SRA's focus on AML, this month's decisions notably include a number of which relate to anti-money laundering obligations, including one reported very recently

involving an agreed outcome of over £100,000 penalty and costs:

Firms fined for AML failures

Three firms have been fined a total of £18,245 for various breaches of AML regulations, which included failure to have a compliant firm-wide risk assessment (FWRA) in place, failure to have client/matter risk assessments on file, failure to have sufficient regard to the SRA's warning notice on FWRA's dated 7 May 2019, and failure to have compliant policies, controls and procedures in place.

In the most recently reported case (at the date of writing), a national firm agreed to a penalty of £101,357 and £1350 costs, for breaches of MLR, including not having source of funds information or CDD documentation on a matter, conflicting information regarding beneficial ownership and a potential link with an entity subject to UK sanctions. The firm had self-reported and there were procedures and controls in place, although they were not followed in the matters in question, and the SRA confirmed there was no suggestion of the involvement of money laundering or financial crime.

Ex-solicitor fined for failure to undertake proper client due diligence.

A former solicitor who was struck off in 2009 has been fined £6,750 and ordered to pay costs of £1,350 after failing to carry out adequate client due diligence (CDD) while working as a consultant. He also failed to apply enhanced CDD and enhanced ongoing monitoring in relation to transactions involving precious metals from a country identified as high risk in the firm's AML policy, resulting in a high risk of money laundering.

Solicitor struck off for dishonesty.

A solicitor has been struck off for holding himself out as a partner and misrepresenting to a close friend that she had been offered a training contract at his firm, providing untrue

statements to his employer about his employment history and withdrawing monies from a client account. The Tribunal found dishonesty proved in respect of all three allegations and ordered him to pay costs of £17,489.

Two solicitors struck off for misuse of client money

Two solicitors have been struck off for failing to ensure that disbursements were properly paid using payments received from the Legal Aid Agency on settled cases, resulting in debt owed to the third-party suppliers in excess of £647,000 at the time their firm went into administration. They were each ordered to pay costs of just over £6,500.

Family solicitor struck off for misconduct committed at three different firms

A solicitor has been struck off for a laundry list of misconduct, including denying she knew a process server she instructed outside work (when he was the father of her child); instructing another process server (the father of two of her other children) not based locally, in breach of Legal Aid guidance; dishonestly submitting inaccurate expense claims; submitting false/misleading CVs with inaccurate details of previous jobs, and conducting reserved legal activities through an unauthorised company owned by the process server she denied knowing. The misconduct covered a total period of six years and took place while she worked at three different firms. She was ordered to pay costs of over £74,000.

How Compli can help...

The Compli Solicitor Regulatory and Professional Discipline Team can provide expertise and advice on risk and compliance, AML, disciplinary assistance etc. If we can help in any way, please get in touch at compli@weightmans.com.

Andrea Cohen
Compli,
Weightmans LLP

What the best High St Law Firms do: Part 3 – Are you an agent of change?

Every great business has an agent of change driving it forward.

Is that you?

I'm a firm believer that in business you are only one smart decision away from completely changing your working life. I also believe that you can learn from those who have driven their business forward.

Emma King, Director at Complete Clarity Solicitors, did exactly that. She's taken on the mantle of spearheading a change in her firm. She recognised that change was required to allow her business to grow, move forward and prosper. We asked Emma about the change process...

1.What business issues were you facing that made you want new case management software?

As a business we were accustomed to using a Case Management System (CMS), however, I recognised that the system we were using was not delivering the efficiency we desired. We were content to plod along, like many firms do. However, as the challenges increased – such as connectivity to that system becoming an issue and a lack of modernisation of processes – they started to lead to us losing business. We felt the system did not provide us with necessary tools to transform our working environment. Nowadays we are so technologically dependent we felt change was needed to maximise our growth opportunity. We're a busy firm, so having a reliable case management system in place is paramount to our success.

2.How important was it for your business to find solutions to these issues?

It became business critical. The

frustrating thing was, I understand and recognise that faults happen with even the best of systems. We felt we could almost live with the connection issues, but we wanted the system to do more for us. We wanted the system to provide us with more automation, with better ways to manage our [clients onboarding process](#) and the ability to [report on our business performance](#), to name a few. There wasn't the same level of desire as was apparent on our side to get things rectified. As a result of the system issues shining a light on the existing CMS, it allowed for focus on areas which we could introduce far greater efficiencies and accountability.

3.How did you go about selecting new CMS? How did you find that process/ experience?

Quite simply we went to market – we sought recommendations from other practitioners as well as researching the marketplace. What we then did was reach out to our short list of providers, arranged meetings with each and explained to them our requirements both now and what we would anticipate and want to grow to in the future.

4.Why did Denovo become your preferred partners?

We were impressed by the fact that Denovo listened to what we wanted and were very responsive to that. With some other providers it felt very much like we would be getting an 'off the shelf' product and we were to fit in to that. In contrast, with Denovo, we felt that we were able to outline what we wanted the system to do. We were impressed by the response and how simple it was to customise the system. Allowing us to create a bespoke package which would let us work the way we want to. We felt that Denovo could become not simply our case management supplier but work in

partnership with us to help us achieve our goals and aims.

5.At this stage are your business aims being realised?

Absolutely. We have, within a short space of time, managed to introduce a working, refined case management platform which is allowing us to bring together different systems and processes which previously worked disparately and across a range of mediums, meaning that cohesive oversight was difficult to achieve. [Now we have everything we need in one place](#). However, the aims are never static. We are a firm who wish to continually grow and develop and through our experience with Denovo so far, I'm confident that as we grow, develop, and refine, our [case management system](#) will do so with us.

6.If you could give one piece of advice to another law firm about changing their case management software, what would it be?

Invest your time. The [introduction](#), or [change](#), of a case management system is a significant fiscal investment. For me this project would have been a massive failure if we had simply achieved a system which worked the way our previous one did. To make sure that wasn't the case we, as a firm, and me personally, have invested significant time in this project both in terms of the preparation for the changeover but probably and more relevantly since the changeover has taken place. The goals and objectives are to make sure that the system works as well as it possibly can to meet our business needs. Denovo's system is fantastic but to guarantee success, that requires input from us.

If you want to see and feel how building a partnership with Denovo can make your working life easier email info@denovobi.com or call us on 0141 331 5290.

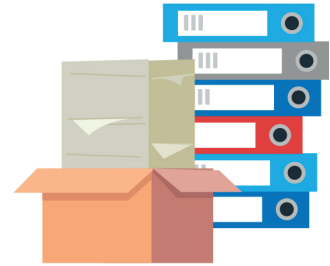
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Navigating the winter wonderland: a guide to thriving in the holiday season



‘Tis the season to be jolly’, but let’s be honest – the winter holidays can sometimes feel more like a whirlwind of stress and chaos, and in the current economic and global climate, it may not feel like a time of celebration. It’s easy to feel overwhelmed.

Here are some easy steps you can take to help you manage during this festive season.

- 1. Master the art of prioritisation:** The key to a stress-free holiday season is to prioritise. It’s time to let go of the idea that everything must be perfect. Make a list of your top priorities – the activities and traditions that truly matter to you and your family and friends. Focus your time and energy on these, and don’t be afraid to delegate tasks if they don’t have to be done by you.
- 2. Set realistic expectations:** The holidays are not a scene from a movie. Real life rarely matches the perfectly decorated homes and flawlessly orchestrated dinners we see on screen. Accept family and friends as they are even if they don’t live up to all your expectations.
- 3. Learn how to say ‘no’:** It’s okay to politely, but firmly, say no invitations or requests that will cause you unnecessary stress. Your mental health should take precedence over obligations that don’t bring you joy.
- 4. Create boundaries:** Setting boundaries is crucial during the holiday season. Communicate openly with friends and family about your limits, whether it’s about presents, parties, or even the length of a family visit. Establishing clear boundaries helps manage expectations and ensures that you have the time and energy to enjoy the festivities without feeling overwhelmed.
- 5. Make the most of the holiday season and take a break:** Resist the urge to check emails and work during the holidays. This is a time for relaxation and recharging, so try to fully disconnect from work.

6. Practice self-care: Amid the hustle and bustle, don’t forget to save some time for yourself, this could be a quiet evening with a book, a brisk winter walk, or a relaxing bath. Taking care of yourself is not a luxury but a necessity, especially during this demanding time of year.

7. Embrace flexibility: The holiday season rarely goes exactly as planned so be prepared to adapt to unexpected changes. Whether it’s a last-minute change in plans or a shift in the weather, having a flexible mindset will help you navigate the season with ease.

8. Connect with others: The holidays are about connection, so make an effort to strengthen your relationships. Reach out to friends and family members and go to those social gatherings that foster a sense of community. Connection and shared experiences can be powerful antidotes to holiday stress.

9. Reflect and give thanks: Take a moment to reflect on the positive aspects of your life; this could be work related or about the people you love and the experiences that have shaped you.

10. Plan for post-holiday recovery: Acknowledge that the period after the holidays can bring a sense of letdown. Plan activities for this time to help ease the transition back to normal work life. This could include planning a weekend getaway, starting a new hobby, or simply allowing yourself some downtime to recharge.

Managing and thriving during the winter holiday season is all about being kind to yourself and giving yourself space to find balance. By setting priorities, establishing boundaries, practicing self-care, and embracing flexibility, you can navigate the festivities with a renewed sense of joy and fulfilment. Remember, taking a break is not only beneficial for you but can also improve your overall productivity and creativity when you return to work. Enjoy the holiday season and make the most of your well-deserved time off.

Cheers to a happy and stress-free holiday.

.....

At LawCare we know that the holidays can be a difficult time for some people. If the thought of Christmas is causing you concern, then you can call our free, independent, and confidential helpline. It is open throughout the holiday period except weekends and bank holidays. Call 0800 279 6888 or visit www.lawcare.org.uk.

LEGAL ROLES IN LIVERPOOL



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Liverpool

A well-established multi-service law firm seeks a Private Client Solicitor to join their expanding team. They are open on the level of PQE but applicants need to be able to hit the ground running in the area of private client and able to work with little supervision. Hybrid role.

Contact: Justine - j.forshaw@clayton-legal.co.uk

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A prestigious firm which has a family-friendly culture, are seeking a Criminal Solicitor. The Legal 500 Law Firm offers a hybrid work model. With a keen eye on expansion, this firm seeks candidates to join the exciting challenge ahead! Salary £35,000 - £40,000.

Contact: Leanne - l.byrne@clayton-legal.co.uk

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A Personal Injury Law firm in Liverpool & The Wirral are looking to recruit a Litigation Manager. You will have experience in RTA, EL/PL and other main personal injury claims and have the ability to manage your own time and workload in a fast-paced environment.

Contact: Chris - c.orrell@clayton-legal.co.uk

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The client I am currently working with is looking to hire a Credit Hire Legal Advisor. You will have good working knowledge of the CPR, case law and legislation as well as excellent client care and communication skills. Suited for a Solicitor, Filex or handler with similar experience.

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A leading law firm seeks a Senior Private Client Solicitor to join their team. With a min. of 8 years' PQE, you will hit the ground running with your strong private client experience. You will be STEP qualified and experienced in managing a team. Hybrid working available.

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Charity Spotlight: Stick 'n' Step

21 years of enabling, inspiring and supporting local children and young people with cerebral palsy (Registered Charity Nr: 1136997)



Stick 'n' Step was originally set up in 2002 by a small group of parents of children with cerebral palsy. The charity now has two centres in Wallasey and Runcorn and delivers weekly conductive education (CE) sessions to over 100 children and young people from Cheshire and surrounding areas in the North West to help improve their mobility, confidence and independence.

Stick 'n' Step enables, inspires and supports children and young people with neurological conditions, primarily cerebral palsy. Cerebral palsy is a condition affecting muscle control, coordination and reflexes, and often leading to complex development issues. It affects about 1 in 400 children in the UK and is the most common motor disability of childhood. As a result of the condition, challenges and barriers are prevalent in the children's daily lives. This can range from struggling to walk, to getting dressed or going to the toilet independently. Simple tasks take longer, and require more effort and focus, which can lead to frustration especially as children reach their adolescent years when self-awareness increases and comparisons are made with their peers.

Stick 'n' Step has over 20 years of experience delivering specialist support for children and young people with cerebral palsy and other neurological conditions.

Conductive Education is a highly specialised and innovative programme, which looks at the whole person; delivering activities aimed at improving motor skills as well as supporting social emotional development. The sessions incorporate play, exercises, activity-based tasks, and music into structured routines. Children work towards realistic personalised goals to become more mobile and learn key life skills, including dressing, self-feeding, transferring from a wheelchair to a chair/sofa, and fine motor skills, like picking up objects and using a pen.

In the words of 16-year-old Owen, who

has been attending Stick 'n' Step since 2018, *"Before I started here, I was like a small apartment building but now I'm like a skyscraper."*

We believe that CE has a lot to offer all age groups, especially when started at an early age. CE aims to underpin inclusion and ensure that any barriers faced by young people with cerebral palsy doesn't result in reduced academic or career aspirations. Stick 'n' Step raises the aspirations of disabled children, young people and their families, by focusing on what the child can do and not on what they can't do. Children whose parents were told they would never walk independently have gone on to take their first independent steps at Stick 'n' Step. Children who were unable to talk often say their first words in one of our sessions.

Many parents don't get the diagnosis of cerebral palsy until their child starts missing developmental milestones, usually aged between one and two. Believing your child is healthy then discovering they have a disability which will affect them for the rest of their life can be a traumatic experience for parents and many have said that following diagnosis they didn't know where to turn. Understanding the long-term impact is one of the first challenges parents face. One Dad told us *"We felt completely lost walking home from the hospital that day without any support or clear idea of how to cope, so finding Stick 'n' Step has been amazing"*.

Everything we do is designed to reduce each child's dependency on other people and provide the best chances of them living a full, dignified and independent life.

With our new Early Intervention programme we can now help more babies and toddlers, to overcome life-limiting conditions and give every child the best start in life. Early intervention is critical for children with neurological conditions. We encourage parents to get in touch with us as soon as their child receives a specific diagnosis OR when they become concerned

about their physical development, e.g. not reaching expected milestones. The conditions we work with are caused by brain damage or maldevelopment occurring before, around or soon after a baby's birth. The first few months and years of a child's life is therefore the most sensitive time where the most progress can be achieved. This is not to say that children can't learn new skills and achieve important milestones later in life, but the sooner we can start working with them the better.

We offer CE sessions without charge as we believe a child's opportunity to overcome some of the effects of living with cerebral palsy shouldn't depend on their family's ability to pay.

We receive no statutory funding and therefore need to generate all the income we need through fundraising. This year we need to raise £750,000 with each child's place costing £7,000.

We always need and are extremely grateful for donations towards the core costs of the charity.

Every donation from grants, trusts, individuals and businesses makes such a difference to us and to the local children and families who use our services and is very much appreciated.

If you would like to visit one of our centres in Wallasey or Runcorn we would be delighted to show you around.

To find out more about our work please visit www.sticknstep.org or to help support us please contact Sarah Johnson (Head of Fundraising) sarahj@sticknstep.org or call 0151 638 0888.

In this our 21st Birthday year we reflect back - proud to have helped so many children and their families in our local communities - but knowing that in the future there will be so many more that will need our support.



Forthcoming Courses

| DATE | TOPIC | SPEAKER |
|-----------------|---|-------------------|
| 16/01/2024 | Making applications in the Court of Protection | Helen Forster |
| 17/01/2024 | Reporting to the Lender and Hot Mortgage Issues | Richard Snape |
| 19/01/2024 | Introduction to Wills and Probate, and Connection with Family Law | Safda Mahmood |
| 24/01/2024 | Current and Future Legal Leaders: Managing your law firm business or legal team | Various |
| 30/01/2024 | Artificial Intelligence: current developments for professionals & the lawyers of the future | Various |
| 31/01/2024 | Highways issues and development | Hannah MacKinlay |
| 05/02/2024 | New pathways and funding opportunities with the SQE | Dr Giles Proctor |
| 07/02/2024 | Housing Conditions Conference 2024 | Various |
| 09/02/2024 | Essential Statutory Wills Update | Helen Forster |
| 27 & 28/02/2024 | Probate & Estate Administration - Introduction and Refresher | Rebecca Roscoe |
| 01/03/2024 | Financial Orders: Law & Practice | Safda Mahmood |
| 01/03/2024 | Cohabitation: Law Practice | Safda Mahmood |
| 06/03/2024 | Costs Conference | Various |
| 08/03/2024 | Managing and Mitigating Directors' Conflicts under the Companies Act | David Impey |
| 12/03/2024 | Personal Injury Update | Andrew McLoughlin |

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

Making applications in the Court of Protection with Helen Forster


Tuesday 16th January, 1.30pm - 4.30pm

This online session will provide you with the latest practice & procedures to enable you to make applications in the Court of Protection, and give practical advice to assist in making this area of law a sustainable part of your business for the future.

What You Will Learn;

- Overview of the Court of Protection and their Authority
- Procedure for making applications and the Mental Capacity Act 2005
- DOLS requirements
- COP3 changes
- Fees, fee remission applications, and retrospective claims
- Making Urgent Applications in the Court of Protection
- Other applications you may come up against; Statutory Wills, trustee applications, and the death of P

[Click here to book](#)



Reporting to the Lender & Hot Mortgage Issues with Richard Snape


Wednesday 17th January, 1.30pm - 4.30pm

Reporting to the mortgage company is a perennial problem for the conveyancer. **This online course selects some issues and discusses solutions. In particular the Building Safety Act 2022 is causing major problems.**

Topics covered include:

- Conflicts of interest and valuation issues
- Leasehold issues and lender requirements
- Some specific areas:
 - Japanese knotweed
 - solar panels
 - planning issues, and flying freeholds
- Building Safety Act 2022 and Lender Requirements

[CLICK HERE TO BOOK](#)



Introduction to Wills & Probate, and Connection with Family Law

with Safda Mahmood

Live online: Friday 19th January, 10am - 4pm

This **online** course will equip you with the essentials in terms of principles of wills and probate, and as to how it links into other areas of law, particularly family law.

It will be of benefit to those delegates who seek to get an understanding of this area of law.

The areas to be covered are:

- Requirements for a valid will
- capacity and formalities
- Witnesses and types of gift
- making changes to wills
- Revising and revoking wills
- Clauses to assist children
- Family provision claims

& more ...

[BOOK HERE](#)

Liverpool Law Society

Current and Future Legal Leaders: Managing your law firm business or legal team

Wednesday 24th January 2024 | 9.30am - 3.35pm

A conference for anyone who is, or is striving to be, a leader in the law: Practice Managers, Managing Partners, General Counsels/Chief Legal Officers, Heads of HR, Finance and Innovation, Heads of Legal Tech, CEOs, those with management responsibilities and those preparing or aiming for a managerial legal position.

The Business of Law

Joanna Kingston-Davies, MAPD Group

Leading your firm for the future: Incorporating climate change risks and opportunities within your business strategy

Sally Redman, Landmark

Develop a leadership presence in the legal sector

Kelsey Greenaway, Dale Carnegie

Embracing neurodiversity in the workplace

Lee-Anne Crossman, Hill Dickson

Managing workplace mental health

Elizabeth Rimmer, LawCare

Agile working: best for business, employees or both – or neither?

Gaynor Williams, Bennett Williams, Alison Lobb, Morecrofts & Jeremy Myers, Husband Forward Morgan

Looking outside of the law: Lessons from sport on culture

Gemma Ellison, Heart Leadership

Our Iceberg is melting! An introduction to value-based pricing

Shaun Jardine, Big Yellow Penguin

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Information

[Book Here](#)



Liverpool Law Society

Artificial Intelligence: current developments for professionals & the lawyers of the future

Tuesday 30th January, 4pm - 6pm

Do you know what AI is and what it can do for your business?
Does the mention of it fill you with dread or turn you off – would you rather it was someone else's problem?

Many professional service firms are already using AI in its various forms & it is promised to revolutionise the world of work & make our businesses more efficient, in the not so distant future. If you'd like to know more about what AI is & what it could be used for in your business, with some live examples & practical help, then this event is for you.

This in-person event is for legal & business professionals, students & anyone in industry interested in AI & its implications for professional practice.

[BOOK HERE](#)

In conjunction with:

 **LIVERPOOL JOHN MOORES UNIVERSITY**

Liverpool Chamber.



Liverpool Law Society

Highways Issues & Development

with Hannah MacKinlay

Wednesday 31st January, 2pm - 4pm

Access to the highway is crucial for any new development, but working out whether land has appropriate access is not straightforward.

Local search and land registry records can be misleading. Ransom demands from third parties can destroy development value. Getting any of these wrong will result in negligence claims.

This **online** course will look at:

- Where is the highway boundary? Not where the LR red line shows.
- Local search replies & enquiries of highways authority
- Creation of highways – Dedication of highways and failed s.36s

& more...

[CLICK HERE TO BOOK](#)

Liverpool Law Society

 **The College of Legal Practice**

New pathways and funding opportunities with the SQE

with Dr Giles Proctor

Monday 5th February, 1pm - 2pm

SQE Roundtable Series with The College of Legal Practice: New pathways & funding opportunities with the SQE

The introduction of the SQE continues to open up new pathways and funding opportunities for law firms.

In this **online** SQE roundtable, the College will share examples of how graduate apprenticeships and non-traditional law conversion courses can help increase access to the solicitor profession and offer funding opportunities for firms to support their SQE candidates.

FREE to Members / £10 Non Members

[CLICK HERE TO BOOK](#)

Liverpool Law Society

Essential Statutory Will Applications

with Helen Forster

ONLINE: Friday 9th February, 1pm - 2.30pm

The Court of Protection is often just seen as managing the appointment of deputies, however, it is so much more than that. It has numerous powers to make decisions in cases where a person lacks capacity, further extended by the 2017 regulations.

The Court of Protection can make decisions to alter the intestacy rules and put in place a will for a person lacking capacity, known as a statutory will. Delays are caused when the process is not followed correctly, often increasing costs which cannot be recovered on assessment by the SCCO.

This **online** session is aimed at Court of Protection and private client practitioners. It will explain the procedure for making a statutory will and provide you with practical tips on the pitfalls and issues surrounding statutory wills, helping you to ensure your applications are processed smoother and faster going forward.

What You Will Learn:

- When a statutory will is required
- The information required to make an application
- The statutory will process
- Current case law and issues

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

Probate & Estate Administration: Intro & Refresher with Rebecca Roscoe

27th & 28th February, both 9.30am – 4pm

**A great refresher for experienced practitioners
and a must for NQ's and Paralegals.**

This online course uses a mixture of practical case studies & group discussions to ensure the maximum benefit from this two-day course.

Day 1

- Overview, PRs, initial steps, the validity of the Will
- Checking the Will and intestacy
- IHT part 1 (valuations, successive charges, taper, apportionments)
- IHT part 2 (grossing up, nil rate bands, transferring nil rate bands)

Day 2

- IHT recap – completing the IHT400
- Applications for the Grant – online & paper
- Administering the estate, dealing with debts
- Claims against the estate & post-death variation

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

Coming Soon.. The 2024 Housing Conditions Conference

Wednesday 7th February

For more details, click [here](#)

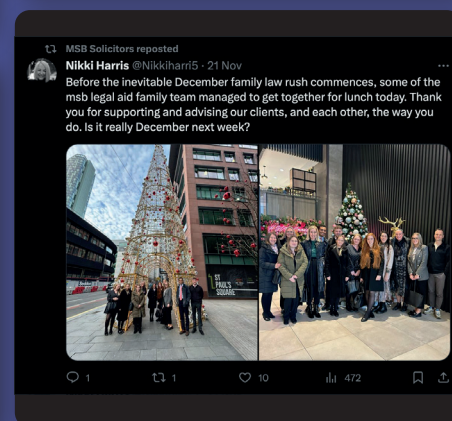
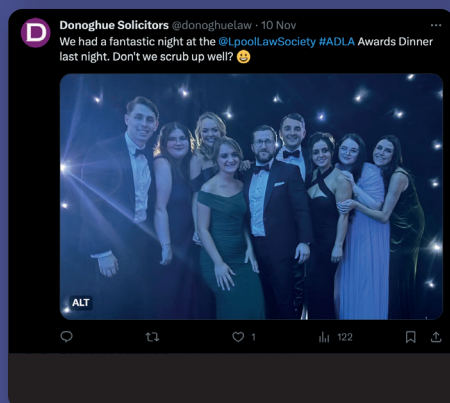
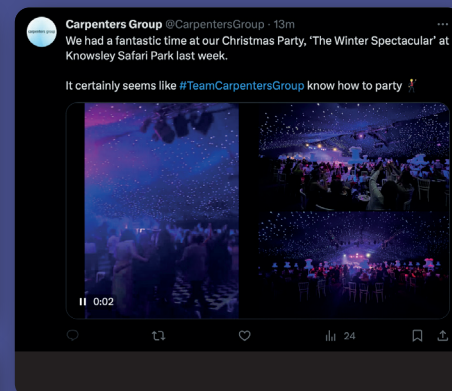
LIVERPOOL LAW SOCIETY WISHES YOU A MERRY CHRISTMAS & A HAPPY NEW YEAR

We are closed from Thursday, 21st December 2023 at 5pm
and we reopen on Tuesday, 2nd January 2024 at 9am



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.



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



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X-Press Legal Services provides professional property searches and reports to the conveyancing sector through our network of offices across England and Wales.

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The Respite Association

Caring for Carers



The Respite Association was born on May 16th 2001. A group of people, all with first-hand experience of the stress put on carers, had come to realise that there was very little support available for those caring for loved ones. That small but committed group of people decided that the best way forward was to create an organisation whose sole aim was to care for the carers by providing respite.

When you are caring for someone the task can be overwhelming. You can be 'on duty' for 24 hours a day, seven days a week, with no breaks or holidays. This is too much to ask of anyone.

So what do we actually do?

We are a small charity that makes a big impact. We provide short term assistance by funding appropriately qualified respite care for people with disabilities, long-term physical or mental health conditions, and those who are terminally ill in order that their regular unpaid carer can be allowed to take a much needed break.

Breaks can take the form of anything from enabling attendance at an evening class to a weekend break or longer. We also provide free week long seaside holidays to enable carers to recharge their batteries. In 2021 we purchased our first bricks and mortar respite facility – a purpose built holiday bungalow in Cornwall. We also have a caravan in North Wales.

Who will we help?

Many of the people who are at home caring for loved ones are forced to live on very limited incomes. It is these people that we are working to help.

What does it cost?

Whilst providing suitably qualified carers in the home or funding a temporary place in a residential care centre can be expensive, the benefits to the carer are beyond measure. The cost and level of support varies dramatically from a few pounds to several hundred. Our average grant is around £450.



Of all the unsung heroes in the world, carers come top of my list. It is humbling to read of the love, time and dedication that carers give so constantly to others: their voices are seldom heard, as they so seldom complain. When they DO call for help we must react at once, with support and understanding and gratitude.

And lovely money: what seems like peanuts to larger organisations would be a godsend to the Respite Association, as it means that we can help ease the burden (which would be intolerable in our own lives) and bring some comfort, escape and freedom to those who give their all to others every day and night, week after month after year.

These are my heroes: these are the stars I admire and applaud. Knowing that every gift to Respite will bring happiness touches me hugely.

Joanna Lumley
Patron



The Respite Association, Highfield Barn, Lewdown, Okehampton, Devon EX20 4DS

☎ 01566 783383 ✉ help@respiteassociation.org

🌐 www.respiteassociation.org

The Respite Association is a Registered Charity No: 1193232 (Formerly 1086598 from 2001 to 2021)

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