

August 2025

# Liverpool Law

Liverpool  Law Society

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

## ***Celebrating Liverpool Pride 2025***

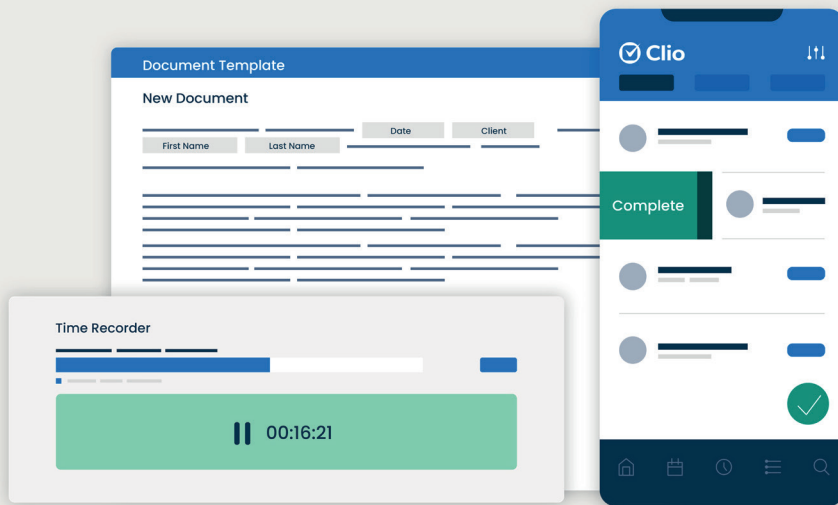
*See page 28*



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# August 2025

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## DEADLINES

September 2025 edition: Fri, 22.08.25

October 2025 edition: Tue, 23.09.25

November 2025 edition: Tue, 21.10.25

December 2025 edition: Tue, 25.11.25

### Word Count Guidelines: Notes for Contributors

We receive many enquiries about submitting articles for LLS News and one of the questions that comes up every time is 'how long should it be?' While we don't (in theory) restrict the number of pages you can write, there are a few guidelines that you need to follow, like how many words fit on a page, how photographs, affect the word count etc.

With this in mind, the following is a rough approximation of how we calculate word counts for articles:

A full page of text is around 750 words without images, and 400 for a half page. The amount of text space an image takes up depends entirely on how it relates to the text (e.g. a by-line photo will take up less room than something illustrating the main theme of the article). So, we would suggest the following:

Full page with one small\* image: 690 words

Full page with two small\* images or one medium\*\* image: 480 words

Full page with one large\*\*\* image: 480 words

Half page with one small image: 330 words

The word counts do not include the main heading or secondary headings, but do include sub-headings.

\* Spanning a single column

\*\* Spanning two columns

\*\*\* Spanning three columns



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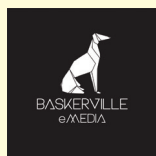
Liverpool Law Society Magazine is produced by and for Liverpool Law Society Members. This is our opportunity to share our news, events and celebrations with our friends in the legal community.

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

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#### Editorial Committee Dates 2025

Meetings start at 01.00 pm.  
except where noted

*Tue, 16 Sep 25 at 11am*  
*Wed, 15 Oct 25*  
*Tue, 18 Nov 25*

## Welcome to the August edition of Liverpool Law



**You would normally be hearing from our wonderful Editor and director of Liverpool Law Society, Jennifer Powell, on this page. She is away at the moment but hopefully she will be back soon, and we wish her all the very best.**

Onto this edition of 'Liverpool Law', we have more promotions and movers and shakers amongst members of Liverpool Law Society to share with you this month, as well as articles from organisations based in our region, namely Southport BID and Halton Chamber of Commerce, which we hope you find of interest.

Plus, we held the front cover to be able to feature Liverpool Pride this month which seems like it was a great success after being initially cancelled due to funding issues. It was good to see so many from the legal sector supporting it. We have our Equality, Diversity & Inclusion Committee here at the Society which is open to members to join. It meets every couple of months and will often feature a guest speaker. To find out more, see our website [here](#).

We have our 2025 Legal Awards ceremony in November to look forward to, a wonderful event that celebrates the successes and achievements of the legal sector in and around the Liverpool City Region. We are proud to champion our members. Nominations are open now; we encourage you to take part. The deadline is noon on Friday, 5 September so make sure you put your nominations in by then! More information about the Annual Dinner and Legal Awards is available in this edition.

In the meantime, I hope you continue to enjoy the summer and come back refreshed for what no doubt will be a very busy Autumn term for everyone.

**Sarah Poblete,**  
CEO and Acting Editor  
[editor@liverpoollawsociety.org.uk](mailto:editor@liverpoollawsociety.org.uk)

## Welcome to new members

We would like to give a warm welcome to our new members who were approved for membership at July's General Committee meeting. There were 15 individuals from the following organisations:

Aaron & Partners	MSB Solicitors
Brown Turner Ross	Prosperity Law
Keoghs	Victor Welsh Legal
Maxwell Hodge	

Liverpool Law Society's membership now exceeds 2,335 individuals from 228 law firms, barristers' chambers, and other organisations with legal professionals in the Liverpool City Region and beyond.



# From the President

## The latest from James Mannouch

Our former Prime Minister, Boris Johnson, once rebuked a journalist for asking what he described as a ‘minestrone’ of a question. The journalist had fallen into the trap of trying to cram too much in and, as a result, her question had lost impact. We have all done this from time to time, haven’t we? Mark Twain is misquoted as saying “I didn’t have time to write you a short letter, so I wrote you a long one” but it was in fact Blaise Pascal, the French mathematician and philosopher who wrote “I have made this longer than usual because I have not had time to make it shorter.”

I recall providing a written advice to the CEO of a chemical company regarding a complex, regulatory matter. My advice ran to some 14 (fourteen) pages, and when I read the advice back, I realised it was rather unmanageable. I therefore added a one-page summary at the front. My client replied in writing to thank me. In doing so, he made reference to Einstein’s groundbreaking explanation of the photoelectric effect - which helped launch quantum theory - and which would go on to earn him a Nobel Prize. My client highlighted the fact that Einstein managed to fit all his calculations onto one side of A4 paper. I took his point, but then my client went on to write *“you may find this remarkable... until you realise that all I need to know is that when I flick the switch the light comes on.”* Hmm.

Of course, the reason I am mentioning all this is to excuse the minestrone of a report that follows. It has been a busy month and there is much to report.

On 27 June, I had the pleasure of meeting the CEO of the Liverpool Bid Company, **Bill Addy**, along with LLS past president, **Steve Cornforth**. We enjoyed a productive conversation about how Liverpool Law Society and Liverpool BID Company might collaborate, and conversations will continue with view to attracting talent to the city. In a similar vein, on 18 July I met with

**David Meyerowitz**, Chair of the LCR Combined Authority’s Business and Enterprise Board. Again, a productive meeting which will be developed. As a sector, legal services perform well within the city region, but we must be minded of peer cities, in particular Manchester and Leeds. Each boasts double the number of legal professionals that Liverpool does, with Manchester having grown significantly over the previous 3 years. It is important that Liverpool Law Society works with strategic partners to ensure we maximise our potential.

I touched upon some of these trends when delivering a talk at Fletchers Solicitors on 10 July. **Tim Moulton** (Partner) had kindly invited me to address staff members at the firm’s Old Hall Street offices, and it was a pleasure meeting so many new people. Whilst giving the talk, I was struck by how much the working culture of law firms has changed over the past 20 years. Offices of law firms increasingly resemble the corporate environment I left behind to train to become a solicitor, and this is undoubtedly positive. Staff who are treated well are more likely to remain with their employer and, as we know, staff retention maintains expertise, reassures clients and protects morale.

On 17 July, Directors of the Society attended the Society’s biannual meeting with council elected representatives and their respective officers. It was a useful meeting with presentations from **Pamela Chesterman** concerning Land Registry delays, **Ian Towley** regarding the Legal Aid Agency’s cyber security incident, and **Lauren Cannon** who kindly provided a legislative update.

On 7 July, I attended a dinner with the SRA’s Executive Board with other members of the local legal community. Before dinner, I briefly spoke about ways ‘no win-no fee’ agreements can support access to justice and on how the use of artificial intelligence may dampen these benefits. I also addressed



the need for constructive regulation as a means of augmenting the value of legal services in the minds of clients. It was an enlightening evening, and the city played welcome host. The SRA is currently staging several consultations, and I am doing my best to attend each to represent the Society and its members. I would also encourage members to directly provide their own views, and a link may be found here <https://www.sra.org.uk/sra/consultations/>

Before signing off, I would like to mention Manchester Law Society’s Legal Awards and Dinner, which took place on 3 July. My thanks go to MLS President, **Fiona Ledden**, for her warm welcome. It was a lively evening which recognised no fewer than 23 award categories(!) and this puts me in mind of our own Legal Dinner and Awards, which will take place on 13 November at the Titanic Hotel. Nominations for awards are now open (<https://www.liverpoollawsociety.org.uk/legal-awards/>) and this year’s event includes an additional category (for Best Employment Law Team) meaning we shall have 9 in total. This is some way short of our Manchester colleagues, but I am sure **Pascal** would approve.

**James Mannouch**

President

[president@liverpoollawsociety.org.uk](mailto:president@liverpoollawsociety.org.uk)

# LLS Meetings & events – Aug/Sept 2025

Start Time	Meeting/Event
26/08/2025 12:30	Finance & Policy Sub-Committee
05/09/2025 12:00	Legal Awards nominations deadline at noon
09/09/2025 12:30	General Committee
11/09/2025 13:00	In-House Lawyers Sub-Committee
11/09/2025 16:00	Family Business Sub-Committee

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; Family Business; In-House Lawyers; Non-Contentious Business and Regulatory committees, which are open to 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](mailto:committees@liverpoollawsociety.org.uk)

## Welcome back Keith!



**Keith Harper**

**Keith Harper is an experienced consultant and trainer, specialising in management/leadership development and business skills for lawyers. He has advised, coached and trained lawyers from a wide range of solicitor firms since 1998.**

Keith had been Liverpool Law Society's sole provider of the 'Management Course Stage One', which had to be completed by solicitors within the first three years of admission, but the SRA decided to abolish in 2016 when reviewing the legal education requirements.

He had also provided the 'Management

Stage Two' course, for those who went on to supervise others, along with other ad hoc Partnership Development Programmes.

Although the compulsory requirement for all solicitors to attend the 'MCS1' may have been removed by the SRA, the core skills required of all solicitors remain as well as for those on the journey to becoming a successful manager. So, we are delighted to work with Keith again, to bring to our programme some training which will explore the key skills areas which all practitioners must develop; all of which are aligned to the 4 Core Competency sections of the SRA Threshold Standard in the Competency Statement.

Kicking off this autumn with an SRA Business Competencies course, aimed at all solicitors in their first 3 years of PQE, delivered online, over two sessions for maximum convenience.

The virtual classroom sessions will take place on the 16th and 23rd October 2025, both 9.30am till 12.30pm. Although we strongly recommend participating in the

'live' sessions, as with most of our online training, the sessions will be recorded, so those who prebook, would have access to the recordings, which would be available to view up to 3 months post event.

For more information visit: [SRA Business Competencies for 0-3 PQE Solicitors \(online\) | Liverpool Law Society](#)

Keith will also be offering an Intermediate Level (3 year PQE +) day on 11th November (in-person) see: [SRA Business Competencies Intermediate Level \(3 year PQE +\) | Liverpool Law Society](#)

A multiple delegate discount is available to members on both above courses.

Both courses can also be tailored for your firm and run in-house as a full day session or two half-day sessions. The content can be developed to meet the needs of other groups within the firm e.g. senior associates, new partners etc. Interested? Get in touch with [training@liverpoollawsociety.org.uk](mailto:training@liverpoollawsociety.org.uk) for a quote



## Spotlight on: Ian Townley



**Ian Townley, a Director at Broudie Jackson Canter, has been elected as a Director of Liverpool Law Society for 2025.**

Born in Liverpool, Ian attended St. Margaret's School in Aigburth. While in school, he had no initial thoughts of a career in law. This changed in the early 1990s when an opportunity arose during a period of job hunting. After leaving school, Ian had secured a place at the University of Hull, where he studied Business IT. During the summer break of his second year, he met Suzanne, who is now his wife, and began to consider his future. Upon returning for his third year, Ian decided to leave university and return to Liverpool to explore career paths that would suit him.

He eventually secured a position in the accounts department at Edwards Frairs. Ian found the work enjoyable, particularly as he was collaborating with Peter Edwards, Elkan

Abrahamson, and Peter Simm. These individuals were highly inspirational, advocating for people's rights and championing access to justice. Ian felt it was an excellent workplace where he was encouraged to learn and make decisions, fostering his career growth. He seized every opportunity that arose, gaining broad exposure to various areas of law, and the mentoring he received significantly deepened his understanding of the legal system's purpose.

Starting in accounts, Ian progressed to become a Cost Draftsman after self-teaching the necessary skills to draft bills. When Legal Aid contracting was introduced, Ian recognised a valuable opportunity to immerse himself in the intricacies of this field, aiming to understand its operational mechanisms and regulations. He managed the practice at Edwards Frairs for several years before deciding to work independently as a Cost Draftsman. In 2009, Ian joined Jackson Canter, now Broudie Jackson Canter, where he is currently a Director and head of the Costs team. In this role, he holds primary responsibility for running the Legal Aid Department, where he is committed to maintaining standards and hopes to influence the shaping of future Legal Aid policies. He provided evidence to the Parliamentary Select Committee in 2021 via MS Teams during the Covid pandemic and is scheduled to attend another in-person hearing

about Legal Aid this summer. Before his retirement, his primary focus is to secure improved funding and processes for Legal Aid, driven by his concern that current low rates make it financially unfeasible for many firms to undertake such work.

Ian's involvement with the Law Society is largely driven by his focus on access to justice and Legal Aid. As a Director of Liverpool Law Society, he aims to promote access to justice within the city region. He chairs the Access to Justice Committee, which provides him with greater insight into Legal Aid issues within the city, particularly concerning areas like housing and community care that profoundly impact people's lives. Ian hopes to see Legal Aid and access to justice on a much stronger footing than they are currently, advocating for a sufficient number of Legal Aid solicitors to manage the volume of cases required to meet public needs.

Ian and Suzanne have two daughters, Sophie, aged 26, and Ella, aged 20. He begins his day by walking his dogs, Luna, a Ridgeback Cross, and Gus, a Staffordshire Bull Terrier. Observing the seasonal changes in places like Calderstones Park and engaging in conversations during these walks prepares him for the demanding day ahead.

*We wish Ian every success in his role as Director and Chair of the Access to Justice Committee.*

# Leaders in Law: Mike Leeman



## 1. Briefly describe your role as Managing Partner at Bell Lamb & Joynson Solicitors and the main duties of this position.

As Managing Partner at Bell Lamb & Joynson Solicitors, I lead a 204-year-old high-street law firm with a focus on private client services. My role involves strategic leadership, overseeing operations across our five offices, and ensuring the firm remains innovative, client-focused, and people-first. I'm also the Compliance Officer for Legal Practice (COLP), responsible for regulatory compliance and risk management. A key part of my role is investing in our people, fostering a collaborative culture, and driving technological innovation to enhance client service.

## 2. What are the positive and negative aspects of the role?

### Positives:

Seeing colleagues grow and succeed is incredibly rewarding.

Leading a firm that's passionate about client care and innovation keeps me motivated.

I enjoy the challenge of shaping the firm's future and being part of a supportive, team-first culture.

### Negatives:

The weight of responsibility can be intense, especially during uncertain times like the pandemic.

Managing change and expectations across a growing team requires constant communication and emotional intelligence.

Regulatory burdens, particularly around compliance, continue to increase.

## 3. What do you see as your biggest challenges?

One of the biggest challenges is maintaining a balance between growth and preserving our culture. As we expand, it's vital to ensure our people feel supported and our client service remains personal. Another challenge is navigating the increasing regulatory and compliance demands, especially in areas like anti-money laundering. Lastly, adapting to evolving client expectations in a digital-first world requires continuous investment in both technology and people.

## 4. What aspects of the firm are you most proud of?

I'm proud of how far we've come as a firm in the last 6 years. We've grown our headcount significantly, invested massively in our people, embraced cutting-edge technology, and maintained a strong, compassionate culture. Our client-first ethos, gaining national recognition in the areas we practice combined with a number of national awards, and our 1,900+ five-star reviews are a testament to the dedication of our team. I'm also proud of our leadership approach—open, transparent, and collaborative.

## 5. What are your immediate short-term goals?

In the short term, we aim to continue expanding our team and client base, with a target of supporting over 10,000 clients annually (compared with the 7,500 we supported in the last year). We're also focused on further enhancing our digital services and client journey, while continuing to invest in our people's development and wellbeing. Strengthening our brand presence beyond our current locations.

## 6. Where do you see the firm ten years from now?

The ambition is for Bell Lamb & Joynson to be a leading national high-street brand, known for its innovation, client care, and people-first culture. The hope is for us to continue to grow, be a more geographically diverse firm, with a strong digital presence and a reputation for excellence in private client services. We'll continue to be early adopters of technology and a benchmark for modern legal practice.

## 7. What legacy, as Managing Partner at Bell Lamb & Joynson would you like to leave the firm?

I hope my legacy is one of meaningful transformation and genuine empowerment. My goal has always been to leave the firm stronger than when I took the helm—more resilient, more innovative, and filled with passionate individuals who feel truly supported and valued. If I'm remembered for cultivating a culture rooted in authenticity, compassion, and continuous growth, then I would consider my time as managing partner as a successful one.

*Thank you Mike!*





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# Fletchers Group promotes two senior lawyers to Partner

Fletchers Group, one of the UK's largest personal injury and clinical negligence law firms, is pleased to announce the promotion of two of its senior lawyers, Parbeen Alamgir and Gillian Lakes, to Partner, recognising their exceptional contributions, legal expertise and commitment to client care.

Both lawyers have been instrumental in some of the firm's most complex and high-value cases, with **Parbeen** playing a key role in Fletchers' Birth Injury Unit and **Gillian**, as Head of Serious Injury in Serious Injury Law.



**Parbeen Alamgir**

**Parbeen Alamgir** qualified as a solicitor in 2012 and joined Fletchers in 2018. She specialises in complex and catastrophic clinical negligence cases, with a particular focus on birth injury claims. Parbeen has extensive experience handling high-value matters involving hypoxic ischaemic encephalopathy (HIE), cerebral palsy, hypoglycaemic insult, and encephalitis, and regularly acts in cases valued

between £5 million and over £20 million in the High Court. Promoted to Associate in 2023, Parbeen now leads a dedicated birth injury team. She is a passionate supporter of several charities that help children and families affected by neurological/brain injury including the Child Brain Injury Trust (CBIT), Rainbow Hub, Brainwave, Spoons, Peeps-HIE. Following her own birth experience, Parbeen also supports Tommy's and Baby Lifeline and is passionate about improving maternity care and safety across the UK.

**Peter Rigby**, Managing Director of Fletchers Clinical Negligence, said: *"Parbeen joined Fletchers over seven years ago and has become known for her passion, empathy, and outstanding results in complex, sensitive cases."*

*"She's built strong client relationships, raised Fletchers' profile across the industry, and helped bring in new opportunities through her networking and external engagement so I am*



**Gillian Lakes**

*thrilled that she has been elected to Partner."*

**Gillian Lakes** has been a qualified solicitor for over 25 years, specialising in catastrophic injury. Gillian's expertise covers claims arising from road traffic accidents, workplace incidents, and military service. She has a particular focus on serious and catastrophic injuries, including brain and spinal injuries, amputations and chronic pain.

Gillian has been with Fletchers specialist serious injury practice, Serious Injury Law, since 2018. When Fletchers acquired the firm in 2024, Gillian was appointed Head of Serious injury for Bolton and was made Associate in August the same year. She is a keen supporter of a range of charities, including Headway Wigan and Leigh, for which she is a Treasurer.

**Caroline Morris**, Managing Director of Serious Injury Law, said: *"Gillian joined us with previous Partner-level experience and has consistently led her teams to achieve and exceed their targets. She is a people-focused leader who is deeply committed to mentoring and supporting those around her."*

*"Alongside her role as Head of Department, Gillian continues to manage her own caseload, contribute to business development, and serve as a Trustee at Headway. It's a real pleasure to see her recognised and rewarded for her dedication and hard work."*

The promotions come at a time of continued growth for the Group, as it recently announced the acquisition of the serious injury practice of Shoosmiths, welcoming 80 new colleagues - including eight partners - across Personal Injury, Clinical Negligence, Court of Protection and Costs.





# LIVERPOOL LEGAL WALK

6PM, THURSDAY, 2 OCTOBER 2025

5k fundraising walk in aid of



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THE LIVERPOOL LEGAL WALK GATHERS THE LOCAL LEGAL COMMUNITY AND SUPPORTERS OF ACCESS TO JUSTICE TOGETHER TO WALK 5K AROUND LIVERPOOL CITY CENTRE TO RAISE FUNDS FOR THE ADVICE SECTOR



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- Prevent families being made homeless
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At the end of the 5K fundraising walk, each walker will have a chance to relax, mingle and network at our post-walk drinks reception kindly sponsored by St John's Buildings and the University of Law.

[More info](#)

IN AID OF THE ACCESS  
TO JUSTICE  
FOUNDATION



This is a great opportunity for colleagues from across the region to come together and take part in a relaxed event after work.



# Leading Liverpool consumer law firm awards four prestigious training contracts to rising stars in its fraud team



CEL Solicitors is delighted to announce it has awarded four training contracts to aspiring solicitors **Thomas Danby, Hannah Lowe, Thomas Ali** and **Chloe Holman**. The quartet, all valued members of CEL Solicitors' award-winning fraud team, have each demonstrated exceptional commitment, talent and drive during their time at the firm.

The successful applicants join six other current and future trainees and solicitor apprentices from across the business, bringing the total to ten. The ten aspiring solicitors are training via different routes with some having embarked on the Legal Practice Course (LPC) route and others taking the new Solicitors Qualifying Examination (SQE) route.

The latest cohort, who have been with CEL Solicitors for between one and three years, have each played key roles in the continued growth and success of the firm's fraud department, which was recently named Outstanding Team at the Liverpool Law Society Annual Awards. They excelled in a rigorous training contract selection process, which included a team-based exercise and formal interviews, with each candidate impressing the panel with their legal knowledge, collaborative spirit, and client-focused approach.

As they begin their journey towards becoming fully qualified solicitors, **Thomas, Hannah, Thomas**, and **Chloe** will continue to contribute to the development of the fraud team while also gaining valuable insights into CEL Solicitors' diverse legal practice areas. These include fraud, cryptocurrency tracing and recovery, financial and commercial litigation, professional negligence, personal and medical injury, housing and property-related claims, and financial mis-selling.

CEO **Jessica Hampson** praised the appointments, stating:

*"At CEL Solicitors, we believe in rewarding hard work and loyalty. These four individuals have shown remarkable dedication and have contributed greatly to the firm's success. We're proud to offer them the next step in their legal careers and are excited to continue growing our own talent from within. This is a reflection of our culture – investing in our people to build a strong, sustainable future."*

The appointments come at a time of sustained growth for CEL Solicitors, which employs around 100 people at its Liverpool city centre offices. With a continued focus on excellence, innovation and client care, the firm is building a reputation as one of the UK's most dynamic and forward-thinking legal practices.

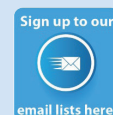
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Our training, member and general news & events emails will come from [legalnews@liverpoollawsociety.org.uk](mailto:legalnews@liverpoollawsociety.org.uk) and automated messages from our website (such as when making a booking for one of our courses or events) will come from [enquiries@liverpoollawsociety.org.uk](mailto:enquiries@liverpoollawsociety.org.uk).

We suggest you regularly check your junk email and add both these LLS email addresses to your 'safe senders' list to ensure you receive news, events and invitations from Liverpool Law Society!

Not signed up?





# Expansion at Jackson Lees Group continues as trio join the ranks

Law firm Jackson Lees Group has strengthened its ranks with a trio of new recruits.

The north west practice has appointed Angelika Motycka, Tim Passmore and Holly Duncanson as solicitors in the wills, trusts and probate, civil and commercial litigation and commercial property teams respectively.

**Angelika** specialises in estate planning, wills, legal powers of attorney, the administration of estates, trusts and the registration of trusts. She has joined Jackson Lees from Hill Dickinson and is the treasurer of the Society of Trust and Estate Practitioners' Liverpool branch.

She said: *"As a private client solicitor, I get the chance to help and advise my clients on a range of important matters. I feel very excited to start my journey with Jackson Lees and to continue developing my technical expertise, as well as helping clients."*

**Tim**, who was previously at a Chester firm, handles a variety of cases from debt recovery and possession matters to high-value, complex commercial disputes.

He said: *"I'm looking forward to achieving the best possible outcomes for my clients and making a positive difference for them."*

*"To work for a firm which promotes positive values and provides me with a platform to make a difference for my clients is extremely rewarding."*

**Holly** has joined Jackson Lees from Stephenson Solicitors in Wigan. She acts for clients on matters including commercial property acquisitions and disposals, all aspects of leasehold property for landlords and tenants, pension transactions, security of tenure and refinancing.

Her clients range from property investors, pension funds, lenders and SMEs to social housing providers, housing associations and charities.



Tim Passmore, Angelika Motycka and Holly Duncanson

Holly said: *"I'm delighted to join Jackson Lees as I take the next step in my legal career. I look forward to contributing to the team and supporting clients with their varied and complex property matters."*

Jackson Lees, Broudie Jackson Canter and Farrington Law make up the Jackson Lees Group. The group, which employs more than 280 people, has offices in Liverpool, Wirral and Southport.

Jackson Lees Group is part of MAPD Group, which was founded by **Brian Cullen** and **Joanna Kingston-Davies** in 2020 to power the growth of local law firms nationally through acquisition. The initials

stand for Making a Positive Difference.

**Esther Leach**, managing director of Jackson Lees Group, said: *"We are absolutely delighted to welcome Angelika, Tim, and Holly to the firm."*

*"All of them bring a wealth of expertise and a commitment to delivering exceptional client service."*

*"As we continue to grow and expand, it's vital that we bring in individuals who not only demonstrate legal excellence but also align with our firm's values and culture. We can't wait to see all the good work they do in the future."*



# Brabners' dealmakers double up in H1



Mark Rathbone

**The corporate team at purpose-led independent law firm Brabners has reported a strong start to 2025, supporting over £500million's worth of transactions as it continues to act as a trusted adviser to businesses and investors across the UK and internationally.**

The firm's 60-strong team, which is one of the largest in the North and ranked as one of the UK's most active M&A advisors by Experian, supported on more than 90 transactions between January and June 2025. The deals represent a combined value of £514million – more than double the value of the same period last year.

The significant growth reflects a resurgent M&A market in the first four months of the year and builds on a third consecutive year of growth achieved by the team in 2024.

Notable transactions supported in the first half of the year included the acquisition of Swiss electronic trading systems provider MACD by Foconis – a portfolio company of Main Capital Partners. The team worked alongside its Association of European Lawyers partner firm Noerr to ensure the success of the transaction.

The team helped its client, engineering

consultancy Omnia Projects as it was acquired by Egis and implemented the buy-in management buyout of Associated Polymer Services – a collaboration between DSG Chartered Accountants and Brabners' legal and deal advisory teams.

It also assisted long-term client **Simon Dykes** and others through their journey to their eventual exit from Haydock Commercial Vehicles and worked with Clearwater on the deal that saw significant new investment in long-standing client IMT Matcher, a global leader in fertility technology – from US private equity-backed buyer ReproTech. Recently, it advised on the sale of a majority stake in £350million turnover engineering firm William Hare Group to high-profile investor **Simon Orange**, working to support the growth of one of the North West's most established family-owned businesses.

The firm's specialist EOT team – which is the most active in the region – also continued to support the transition of multiple businesses to employee ownership, reflecting continued interest in the EOT model as a route to sustainable business succession. This included advising on the sale of Sheffield-based digital agency The SEO Works to an EOT, along with the associated fundraise.

The positive performance has been supported by significant investment in the team. Having appointed partner **Dan McCormack** within its fast-growing Leeds office at the end of 2024, the first half of this year has seen further strategic hires – including Lancashire-based automotive specialist **Brett Cooper** as partner. Brabners has also appointed partner **Euri Yoon** to enhance its tax advisory capabilities and strengthen the complementary services within the team as it remains the only UK law firm with a dedicated in-house deal advisory team. The appointments are part of a wider 15% increase in headcount since the start of the year.

Brabners' corporate practice is seen as a key driver in the firm's current three-year strategy, focused on client-centred, scalable growth. Recent supportive developments at the firm, which is recognised as the Best UK Law Firm to Work for by Best Companies, include its equity investment in ESG consultancy The Sustainability Academy and the launch of its H&S advisory service Brabners Protect.

**Mark Rathbone**, partner and head of corporate at Brabners, said: *"The first quarter of 2025 has seen clear signs of recovery in the M&A market, particularly in the past three months – driven in part by stabilising macroeconomic conditions and a renewed willingness among investors to deploy capital for growth – albeit we have seen a softening in the market into Q2.*

*"While activity levels vary across sectors, we're continuing to support businesses across the full lifecycle – from early-stage investments and scale-ups to international exits and employee ownership transitions. Our team's regional footprint and multi-disciplinary model ensure we remain a trusted partner for ambitious businesses looking to grow, innovate or restructure.*

*"Looking ahead, we expect deal volumes to regather the momentum seen in Q1 in H2, with an uptick post-summer, as interest rates ease further and confidence continues to return. Discussions are positive, and with a raft of transactions already in the pipeline, we are looking forward to helping clients old and new to capitalise on the opportunities in the market."*

For more information visit: <https://www.brabners.com/>

# Fletchers Solicitors expands clinical negligence product liability team with two new specialist hires



**Lisa Lunt**



**Sarah Samuel**

Leading personal injury and clinical negligence law firm Fletchers Solicitors is pleased to announce the appointment of two new Partners, Lisa Lunt and Sarah Samuel, who will bring their expertise to the firm's expanding medical product liability practice.

With a growing demand for expert representation in claims involving defective or harmful medical devices and products, Fletchers continues to strengthen its commitment to delivering exceptional legal support in this highly complex area of law.

**Lisa Lunt**, a seasoned solicitor with over 20 years of experience in clinical negligence and product liability, joins from Pogust Goodhead, where she was Head of Medical Product Liability.

Lisa led several high-profile group action cases involving defective medical products such as those involving hormone pregnancy testing, transvaginal mesh and Essure contraceptive devices against large multinational pharmaceutical companies and Government bodies.

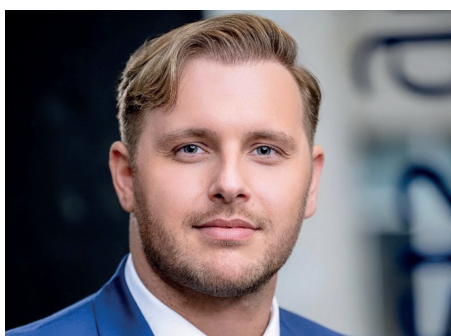
**Sarah Samuel**, previously a Legal Director at Pogust Goodhead, brings a strong background in healthcare litigation, having supervised the department, led on strategy and made key case decisions alongside Lisa Lunt. Having previously specialised in large scale group litigation against large corporations, Sarah and her team primarily represented women in claims against the manufacturers of medical devices. She was previously an Associate at Hill Dickinson.

*"We are thrilled to welcome Lisa and Sarah to the firm to lead on our medical product liability cases,"* said **Adrian Denson**, Chief Legal Officer at Fletchers.

*"Their combined expertise significantly enhances our capacity to support clients pursuing justice in cases involving clinical negligence and faulty healthcare products. This is a strategic step in line with our mission to be at the forefront of specialist legal services in this field."*

The new hires will be based in the firm's Liverpool office, serving clients nationwide.

# Carpenters Group Unveils Insights on Legal Operations: Driving Recovery, Litigation Strategy & Results



**Adam Daloub**

Carpenters Group is excited to announce the release of a new article titled *"Spotlight on Legal Operations: Driving Recovery, Litigation Strategy & Results"*, featuring insights from **Adam Daloub**, Legal Operations Manager.

In this comprehensive article, Adam Daloub shares his expertise and the remarkable achievements of the litigation recovery department at Carpenters Group. Leading a team of around 140

legal professionals, Adam discusses how the department partners with the majority of the UK's top insurers and other major organisations to deliver large-scale litigation services, strategic recovery solutions, and effective dispute resolution.

[Read the full article](#) to learn more about how Carpenters Group is driving results, strengthening partnerships, and shaping the future of litigation services.



Liverpool Law Society

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## Annual Dinner 2025

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Annual Dinner featuring Legal Awards

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- OUTSTANDING TEAM AWARD - DISPUTE RESOLUTION & LITIGATION
- OUTSTANDING TEAM AWARD - EMPLOYMENT LAW
- OUTSTANDING TEAM AWARD - FAMILY LAW
- EQUALITY, DIVERSITY & INCLUSION AWARD
- RISING STAR AWARD
- OUTSTANDING LAWYER AWARD
- LAW FIRM AWARD (1-49 EMPLOYEES)
- LAW FIRM AWARD (50+ EMPLOYEES)

With nine categories to choose from, we are confident there is something for everyone. Open to Liverpool Law Society members only.

For further details & to nominate, [click here](#).

Nominations close 12pm on 05.09.25



The winners of the 2025 Legal Awards will be announced at the Society's Annual Dinner on Thursday, 13th November.

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# New era begins as Atlantic and Oriel Chambers merge to form Hundred Court Chambers



Charles Prior and Paul Brant

**Two of Liverpool's oldest and most respected barristers' chambers, both of which work across the UK, have merged to create Hundred Court Chambers, a move its joint heads of chambers say will significantly enhance services to clients, while creating 'immense opportunities' for its members and staff.**

The merger between Atlantic Chambers and Oriel Chambers will see the newly-formed Hundred Court operate from full-refurbished ground floor premises at Exchange Station in Liverpool, opposite Liverpool's Civil and Family Court. Previously, Atlantic Chambers was on Cook Street, while Oriel Chambers operated from Water Street.

The merger will bring together 79 members, 20 employees and two pupils under one roof, with four new pupils set to join later in 2025. As part of the merger, the highly rated clerking teams from both chambers will be brought together into a single unit.

The name Hundred Court Chambers gets its inspiration from the medieval 'hundred court', once held in Allerton,

Liverpool. Before courthouses existed, these courts are believed to have convened in open-air settings, offering a place for gathering, deliberation and fair judgment.

Atlantic Chambers was originally established in 1939 as Melville Kennan's Chambers. It became Castle Street Chambers before rebranding to Atlantic Chambers in 2003.

It has long been recognised as a leading multidisciplinary barristers' set, with national expertise in chancery, commercial, civil litigation, clinical negligence, crime, family, employment and inquests. Atlantic has a number of barristers who are recognised in The Legal 500 UK Bar rankings as leaders in their fields.

The set has a distinguished history with past members including **Sir Brian Leveson**, former President of the Queen's Bench Division, **Lord Justice Edis**, the newly appointed Vice-President of the Court of Appeal Criminal Division and, until recently, Senior Presiding Judge, and **Mrs Justice Knowles**, one of the current Presiding Judges of the Northern Circuit. Its current judges include also **HHJ Natalie Cuddy**, **HHJ Horne**, **DJ Neil Downey** and **DJ Philip Emery**.

Oriel Chambers was established in 1965 and has built a strong reputation as a leading barristers' set on the Northern Circuit, acting for clients including the Crown Office, local authorities, global insurers and national law firms. Its members are frequently recognised in The Legal 500 for their excellence across multiple areas of civil and family law.

Past members of Oriel include **HHJ Stannard**, former Official Referee (Technology and Construction Court Judge) of Liverpool; **HHJ Trigger** (Civil Judge); **HHJ Norman Wright** (Criminal Judge); **HHJ Brandon** (Family Judge); **DJ John Baldwin** (Regional Costs Judge); **DJ Lindsay Clarke**; and **DJ Shirley Hennessy**.

**Charles Prior**, joint head of chambers at Hundred Court Chambers, said: *"From our first discussions it was clear that we shared a strong alignment in values, culture and ambition, and in a relatively short period of time, we felt that there was a huge opportunity to come together."*

*"Each set has worked tirelessly to build formidable reputations not only in the North West but throughout the UK. By joining together, we can bring together an even broader range of expertise and specialism, delivering significantly enhanced services and supporting our clients on the most complex of matters."*

*"The coming together marks the beginning of a new era, one that will open up immense career opportunities not only for our existing members and staff, but also for new barristers looking to join us on this exciting new venture."*

**Paul Brant**, joint head of chambers at Hundred Court Chambers, said: *"The new name reflects our heritage and vision. With deep local roots and a foundation of strength and integrity, Hundred Court Chambers is well positioned for an exciting future."*

*"Our new offices at Exchange Station are also symbolic. This proud, historic building has been transformed into a modern business hub, reflecting our forward-looking mindset. Located close to the courts, it's the perfect setting to mark this new era for the chambers."*

*"The merger enhances our collective excellence and operational capabilities, enabling us to better meet the evolving demands of all our clients in a fast-moving market for legal services."*

*"While mergers are often complex, this process has been seamless, which is testament to the cultural alignment across both teams."*



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# Jackson Lees group appoints new head of medical negligence team



Jeanette Aspinall, right, with Esther Leach

**Law firm Jackson Lees Group has appointed Jeanette Aspinall as head of its medical negligence department.**

The 23-strong team, based at offices in Liverpool and Wirral, handles all aspects of medical negligence claims, with particular experience in complex matters such as catastrophic brain and spinal injuries, serious birth injuries and life-changing injuries including amputation.

It also deals with surgical claims including unnecessary scarring and delayed diagnosis or treatment of diseases such as cancer, as well as care home claims, GP negligence, cerebral palsy and maternity claims.

**Jeanette**, who has nearly 30 years' experience in the fields of personal injury, industrial disease and clinical negligence, has joined Jackson Lees as a partner from Scott Rees & Co.

Prior to joining Scott Rees & Co, she was head of clinical negligence at Fletchers Solicitors and before that worked at Canter Levin & Berg.

Jeanette established the clinical

negligence team at Fletchers and built it to a department with 86 people. At Scott Rees & Co, she set up a team which grew to being 30-strong.

Jackson Lees is part of the Jackson Lees Group, a full-service practice which also includes Broudie Jackson Canter and Farrington Law. The group employs more than 280 people in total.

Jackson Lees Group is part of MAPD Group, which was founded by Brian Cullen and Joanna Kingston-Davies in 2020 to power the growth of local law firms nationally through acquisition. The initials stand for Making a Positive Difference.

Jeanette said: *"Jackson Lees is a well-known and respected firm, and its medical negligence department has an experienced team of lawyers dealing with a very strong caseload, including a range of high-level, high-value complex cases."*

*"Working for a business that is committed to providing excellent standards of client care is both rewarding and inspiring."*

*"Jackson Lees employees are empowered*

*to go the extra mile, listen actively to client needs and respond promptly. At the same time, it is important to be commercial, understand the broader business goals and make decisions that balance client care with profitability."*

*"I am excited to bring my experience of building teams and infrastructure alongside a commercially-focused approach to achieve further growth for the department."*

*"Being part of the wider MAPD Group also means there is an opportunity to tap into a whole range of shared legal services. The opportunity to join the group was too good to miss, and I look forward to playing my part in its future success."*

**Esther Leach**, managing director of Jackson Lees Group, said: *"We are really excited to welcome Jeanette. She has vast experience and a successful track record of building teams within medical negligence. She is very committed to getting the best outcomes for clients alongside her caring leadership style. We're delighted to have her on board and cannot wait to see the positive impacts she will make here."*

In addition to medical negligence matters, Jackson Lees advises clients across a diverse range of specialisms including family matters, wills and probate, conveyancing, commercial, litigation, Court of Protection and personal injury.

Broudie Jackson Canter specialises in civil liberties and social welfare, with teams working on actions against the police, inquests and inquiries, immigration, criminal matters, prison law and family and children law. It is representing around 1,500 clients at the Covid Inquiry and has been instrumental in shaping the Hillsborough Law.

Farrington Law specialises in private client services and commercial property.

# Council Member's Report

## The latest news from Council Member Jeremy Myers



Jeremy Myers

In attending the meeting in Chancery Lane on 01 July, we could look back on some key developments since the previous gathering on 07 May. About 86 of the 97 attended, with roughly one third of those online. This report also covers a follow-up meeting online on 15 July.

First, Council had elected the new Deputy Vice President (DVP) of the Law Society (TLS), **Dana Denis-Smith**, to take office this October. **Dana** will be national President in October 2027 and has been covered in the non-legal national press. Second, the TLS president **Richard Atkinson** had completed his regional visits to mark TLS's 200 years, including a memorable event at Liverpool Town Hall, covered in last issue and attended by many reading this item.

Some internal matters were covered in the early stages of the Council meeting. There was an update from the Equality Diversity and Inclusion Committee. The nature of TLS's representation in the body which evaluates applications for KC appointments was reported and discussed.

Changes to TLS rules on electronic voting and nominations for the DVP position – to go to the AGM – were approved and in that short debate I raised my concern that the nomination would no longer require mention about the nominee's local Law Society membership. This is because I feel that the relationship between Council

members should be in close contact with local Societies.

Another constitutional move was approved. The number of large practices comprising the electorate for the Corporate law seats on Council was agreed to be proposed to expand 35 to 100. Several practices with Liverpool office have votes in this group.

In my view, the most significant business of the day was the annual visit by the Chair (**Anna Bradley**) and CEO **Paul Philip** of the Solicitors Regulation Authority (SRA). They reported in short speeches and then took pre-filed questions. Axiom Ince's collapse formed the bulk of the report and the topics for questions. A willingness for the SRA to learn and reform was more evident to me.

Topics which were covered by the SRA duo were the Post Office Horizon issue – with referrals to the Disciplinary Tribunal, bulk litigation, SQE's coming review after 5 years' operation, Anti-Money Laundering checks and Ethics. The CEO responded to my prior-filed question about Minute Taking at key meetings – the SRA having been found lacking in the report about Axiom Ince – and I felt reassured. The new CEO – to be **Sarah Rapson** – is likely to be invited before one year passes, to appear before Council,

Later on that day, Council voted that it had not been Assured about SRA processes at the time of the Axiom Ince investigations. TLS through Council was making this decision as regulator rather than in its representative role. Views were more equivocal about whether or not Council was assured about the current position after changes had been planned and made within the SRA.

This led to the President calling a further (online) meeting. An hour's debate on 15 July led to a vote that Council was Partially Assured. I spoke in favour of this middle way as my question had – for example – been answered in part satisfactorily.

Break-out sessions always help to keep a day lively. This meeting's topic was Artificial Intelligence. We are each encountering AI at some level and the focus was on three areas for its input on practice – innovation, impact and integrity. Each group of about 20 – for those attending in person only – ranged around these topics with TLS staff taking notes. A key theme was the need for practitioners to check the accuracy of material produced by AI.

TLS's role in the wider commercial world was noted. The Government's recently-published Industrial strategy had contained key issues about professional services and this followed lobbying by TLS. However, Apprenticeship Level 7 funding had been restricted to ages 16 – 21 which would cover some – but not all – Solicitor apprentices.

Council approved proposals for the amount to be charged for the Practising Certificate Fee for 2025-26. TLS collects the Fee on behalf of itself and each of the organisations which receive funding from it such as the SRA, Legal Services Board and Solicitors' Disciplinary Tribunal. There is to be a reduction in the contributions to the Compensation Fund.

It was noted in Any Other Business that TLS has been in close contact with the Legal Aid Agency about the recent cyber-attack and how it has affected Solicitors and accordingly their clients.

The day was wrapped up with a Dinner in TLS HQ's Reading Room where Council members chatted with each other plus TLS staff and a handful of invited Judges. I feel that each time I am getting to know more people and building bridges.

Please do raise any issues that you would like me to refer to TLS and its applicable Officers and Staff. Council meets again in October.

**Jeremy Myers**  
Council Member

# Liverpool Law Society Directors Meeting with Liverpool City Region Local Authority Representatives.

One of the key objectives of the General Committee of Liverpool Law Society is to keep abreast of the issues that are affecting the local legal community in delivering an effective service to those who instruct them. On 17th July 2025, the General Committee attended a six-monthly meeting with the Liverpool City Region Local Authority Representatives to discuss ongoing issues and to explore what measures can be taken to address them.

Director and Non-Contentious Business Chair Pamela Chesterman raised concerns regarding the backlog of cases with the Land Registry and the resultant knock-on effect these delays can have, one of which being the inevitable impact upon commercial property. The legal and economic issues that are arising were flagged as were the potential penalties for

contactors. LLS confirmed it will provide any support it can in terms of lobbying and that evidence could be sought. The significant delays in registering interest were also discussed and the problems this causes for legal services.

Ian Townley, Director, and Chair of the Access to Justice Subcommittee raised the ongoing issues stemming from the cyber attack on the Legal Aid Agency's CCMS system which continues to create problems for both practitioners and users of legal services. Ian highlighted the fact that the current contingencies are not fit for purpose and the impact this could have for those who need representation on housing issues. The issue of there being a lack of provision of housing advice at an earlier stage for those who need it is resulting in additional expenditure for local authorities. Ian

highlighted the need for there to be a focus on early intervention to supporting people who are facing eviction or are in rent arrears as keeping people in their homes is a more sustainable solution.

Discussions then turned to legislative matters and Lauren Cannon, Parliamentary Liaison Officer brought the panel up to speed with several legislative changes being considered and implemented.

The meeting concluded with Past President Jeremy Myers extending an invitation to in-house lawyers who support local authorities to engage with LLS. The next meeting is scheduled to take place on Thursday 15th January.

## Anthony Neild

Director and Public Relations Officer of Liverpool Law Society.



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# DWF Comments on the UK labour market



**The UK labour market is facing increasing ongoing economic pressure with the latest figures showing a resilient but nuanced picture. On the positive side, the UK employment rate was estimated at 75.2% in March to May 2025. This is above estimates of a year ago, and up in the latest quarter. The UK unemployment rate for the same period was estimated at 4.7%, above estimates of a year ago, and down in the latest quarter.**

However, the estimated number of vacancies in the UK fell by 56,000 on the quarter, to 727,000, in April to June 2025 – the 36th consecutive fall. Few sectors are untouched by the decline, with vacancies decreasing in 14 of the 18 industry categories. UK businesses are scaling back recruitment and choosing not to replace departing staff, leading to a sharp drop in job vacancies, according to the official data. This trend is perhaps unsurprising with the raft of new employment protections on the horizon leading employers to taking a cautious approach to recruitment.

In March to May 2025, annual growth in employees' average earnings in Great Britain for both regular earnings (excluding bonuses) and total earnings (including bonuses) was 5%. Annual average regular earnings growth was 5.5% for the public sector and 4.9% for the private sector. This shows that, with the rise in employer National Insurance contributions, wage growth has begun to level off as businesses look to manage costs. When viewed alongside the reduced number of job vacancies, this suggests a level of concern amongst employers who also face a further challenge - the ONS has reported that the UK's inflation rate has risen to 3.6% in the year to June, an increase from 3.4% in May. This unexpected increase in inflation will put pressure on employers to raise pay as employees' purchasing power drops.

With the cost of living crisis biting, employers will need to find new and innovative ways to help support their staff and inspire loyalty in a volatile market. Building a positive culture, engaging employees, and communicating transparently are key to staying competitive.

**Joanne Frew**  
Global Head of Employment & Pensions  
DWF

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# From Law to the Limelight: Matt Campbell Opens for Sting



Photo © Anthony Mooney

When *Matt Campbell* isn't drafting Wills or guiding clients through sensitive legal matters, you might find him rehearsing with his band. What many clients might not expect is that Matt, known for his professionalism at Paul Crowley & Co, recently took to the stage with his band Traits supporting Sting at Liverpool's 'On the Waterfront' festival.

## A Legal Expert with a Musical Edge

Specialising in Wills, Probate, and Estate Planning, Matt is a valued member of Paul Crowley & Co's Private Client team. Known for his calm and thoughtful manner, Matt has built strong relationships with clients who rely on him for clear guidance through some of life's most sensitive legal matters.

But away from the office, he leads a very different kind of life. Matt is the guitarist for Traits, an indie-rock band — a creative contrast to his legal day job. "Music has always been a part of my life," Matt says. "I started learning guitar as a teenager and never stopped playing."

In recent times, Traits have built a strong local following, playing gigs across Merseyside and beyond. Yet nothing in their journey quite compared to what happened this summer.

## The Big Moment: Sharing a Stage with Sting

Traits were selected as an opening act for Sting at the Liverpool festival, one of the city's most anticipated musical events. "It was a bit surreal," Matt admits. "We'd been playing local venues and festivals, but opening for an artist of Sting's calibre, in our hometown no less, was next level."

The festival took place on Liverpool's iconic Pier Head, drawing thousands of music fans to the waterfront. With the River Mersey as a backdrop and the Royal Liver Building towering nearby, the atmosphere was electric. "Walking out onto that stage, hearing the crowd, seeing the skyline — it was a moment I'll never forget," Matt recalls.

The image captures the excitement of the performance with Matt, guitar in hand, commanding the stage in front of a sea of fans, before Sting would take to the same stage.

## Striking the Right Chord: Law and Music

Balancing the precision of legal work with the creative energy of live

performance may seem like a juggling act, but for Matt, the two worlds complement each other. "Law requires structure and focus, while music gives me space to be expressive and collaborative. Both teach you discipline — whether you're preparing a legal brief or rehearsing for a show."

The performance also left Matt with a sense of gratitude and perspective. "It reminded me how important it is to have outlets outside of work — and how supportive the firm has been of that. Having a passion doesn't mean choosing between careers. It can make you better at both."

## More Than Just Legal Advice

Paul Crowley & Co, believe in supporting the whole person — not just the professional. Matt's story shows that there's far more to legal professionals than case law and contracts. Behind every person in a law firm is someone with a story, a skill, or in Matt's case — an excellent song writer.

Because whether it's in the courtroom or on the stage, we're proud to stand behind our team as they pursue what moves them.



# Norman Jones vs. Race Wirral!



I'm pictured after I had just finished my last race. The 5 mile inaugural event run by Race Wirral which took place on Sunday 13th July 25. The event was held at the heart of Arrowe Park Birkenhead the location of the Third World Scout Jamboree back in 1929.

This is my third race this year. It proved



to be one of the hottest days of the year with the temperature reaching 27 degrees this was one of the most challenging races I have ever been involved in. The course included hills, a very large field, very tricky paths containing mud, roots and many tricky twists and turns on the way. To achieve the 5 miles I had to run the course twice!



I completed the course in 70 minutes. On this occasion I was last in the field of 85 but what a welcome I received as I sprinted to the finish line and was awarded another medal to add to my collection.

**Norman Jones**  
Past President

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# Planning Reform Bill and the environment: Key lessons from UKELA's conference 2025

On June 20-21, 2025, our Planning and Environment Team attended the UK Environmental Law Association's ("UKELA") annual conference in Bristol. Claire Petricca-Riding, Partner and National Head of the team, opened the first in-person plenary sessions by chairing a lively panel titled "Planning Reform: what does this mean for the environment, developments and critical infrastructure."

The panel brought together expert voices from across the sector: **James Stevens** (MRTPI - Director for Cities, Home Builders Federation), **Alexa Culver** (Legal Counsel, RSK Wilding), **Neil Beamsley** (Group Head of Biodiversity, Bellway Homes), and **Odette Chalaby** (Barrister, Landmark Chambers). The discussion centred on the Planning and Infrastructure Bill (the "Bill"), introduced in March this year. The Bill has three parts: Part 1 covers "Infrastructure", Part 2 "Planning", and Part 3: "Nature Recovery".

This Bill has quickly become a hot topic, sparking widespread debate across the planning and environmental sectors. So much so, that the Ministry of Housing, Communities and Local Government felt compelled to publish a blog on 2 June 2025 titled "Inaccurate Reporting of the Planning and Infrastructure Bill", which asserts that reports of the Bill removing environmental protections are not true. The panel discussion focused on Part 3: "Nature Recovery" and gave useful insights on several environmental aspects of the Bill, including Environmental Delivery Plans and the Nature Restoration Levy.

## Environmental Delivery Plans

Currently, under the Habitats Regulations, planning consent can only be granted if a proposed development poses no risk to EU-protected sites – or if no viable alternatives exist. Moreover, additional permits are required where protected species may be harmed. The Bill proposes a significant shift in this regime through a new strategic approach centred on Environmental Delivery Plans ("EDPs").

EDPs aim to deliver environmental mitigation in predetermined geographic areas in a more coordinated and strategic way, relieving developers from having to tackle complex issues—like nutrient neutrality—on a project-by-project basis. EDPs will be prepared and implemented by Natural England. Once an EDP is established, developers can opt to pay the Nature Restoration Levy to Natural England instead of implementing on-site mitigation measures themselves. To support their implementation, Natural England would gain new investigatory powers, including rights of entry onto land.

However, the rollout of EDPs has raised practical concerns. **Alexa Culver** pointed out that developers remain in the dark about when EDPs will be introduced and what species or habitats will be covered. This uncertainty, she argued, has already stalled some development and could weaken environmental protection by replacing current safeguards with a more ambiguous system.

Critics have also raised procedural issues. **Claire Petricca-Riding** asked whether the government had done enough to reassure stakeholders, while **Odette Chalaby** observed that much of the operational detail is being left to secondary legislation. "Even within this Parliament, there may be no practical difference on the ground", she noted. **Alexa Culver** further questioned the legitimacy of using emergency procedures—typically reserved for crises like pandemics—to pass such a significant environmental reform.

## Nature Restoration Levy

The EDP system is to be underpinned by a new mechanism: the Nature Restoration Levy ("NRL"), which is a tax intended to fund habitat improvement measures from the EDPs. If a development satisfies an "environmental improvement test" and the developer agrees to pay the NRL, no further assessment would be required.

**Claire Petricca-Riding** asked the

panellists for their opinion on the following quote from the Housing Minister, **Matthew Pennycook**: "It is plainly nonsense to suggest that the nature restoration fund would allow developers simply to pay Government and then wantonly harm nature. Instead, it takes payments from developers and hands them to Natural England, a public body with regulatory duties to conserve and enhance our natural environment, to develop environmental delivery plans, setting out how various conservation measures will not only address the impact of development, but go further to demonstrate how they will improve the conservation status of the environmental feature."

**James Stevens** echoed this sentiment, calling the reforms "perfectly reasonable" and "essential for economic growth." He also emphasised the voluntary nature of the scheme and stressed that small-scale harm could be balanced by broader environmental gains. He mentioned that for example, agriculture is the main contributor to nutrient issues, while housing development contribution is less than 1%. However, several housing developments are on hold due to nutrient neutrality issues. James considers that the NRL would greatly assist this situation as it would allow housing development to continue after paying the NRL, while work is being carried out by Natural England to deal with the biggest source of contamination.

Yet, scepticism remained amongst the panel. **Alexa Culver** warned that a chronically underfunded Natural England may lack the capacity to uphold its expanded responsibilities. **Odette Chalaby** echoed this concern, questioning whether the private sector alone could realistically fund the rollout and enforcement of EDPs under Part 3 of the Bill.

## Is there a win-win for environment and economy?

The panel explored the tension between economic development and environmental preservation, with a particular divergence emerging around the role of the NRL. This



debate echoed a pressing question posed in a Government FAQ on Part 3 of the Planning and Infrastructure Bill: “Won’t this lead to environmental regression?”

**James Stevens** characterised Part 3 as a pragmatic and necessary reform to support economic growth, arguing that it enables development to proceed while directing funds toward environmental enhancement.

On the other hand, **Alexa Culver** was critical of the shift from direct impact assessments to a compensation-based model, which she described as weaker and more fragmented. She warned that such a model risks institutionalising minimal compliance and could undermine environmental safeguards.

**Neil Beamsley**, drawing on his experience as a principal ecologist, acknowledges the pressing need to address neutrality issues. However, he emphasised that the real challenge lies in the lack of detailed guidance from the government, which contributes to uncertainty and impacts public perception. The need to strike a balance between safeguarding the environment and the economy is clear; the government’s mandate to deliver economic and housing growth remains relevant.

#### Concluding remarks

The panel closed by reflecting on the key challenges ahead: ensuring clarity, securing sufficient funding, and maintaining institutional independence. **Neil**

**Beamsley** offered an optimistic point, whilst cautioning against polarisation, that the strength of opposing views could be viewed as a great chance to find common ground. Perhaps there is potential for the proposed development framework to align with existing local nature recovery strategies.

Whether it brings a sense of frustration or reassurance, there is no doubt that a lot of detail has been left to be dealt with by secondary legislation. As the second reading of the Planning and Infrastructure Bill was set for 25th June, further updates should be expected!

**Stefano D’Ambrosio-Nunez**  
Irwin Mitchell

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# Liverpool Pride 2025

Special thanks to **Karen Birch** (CEL), **Ciara Bolton** (Carpenters Group), **Shea Carson** (Jackson Lees), **Jewels Chamberlain** (DWF) **Haley Farrell** (Jackson Lees) and **Nicola Harris** (MSB), for their invaluable assistance in sourcing the photos for this article!



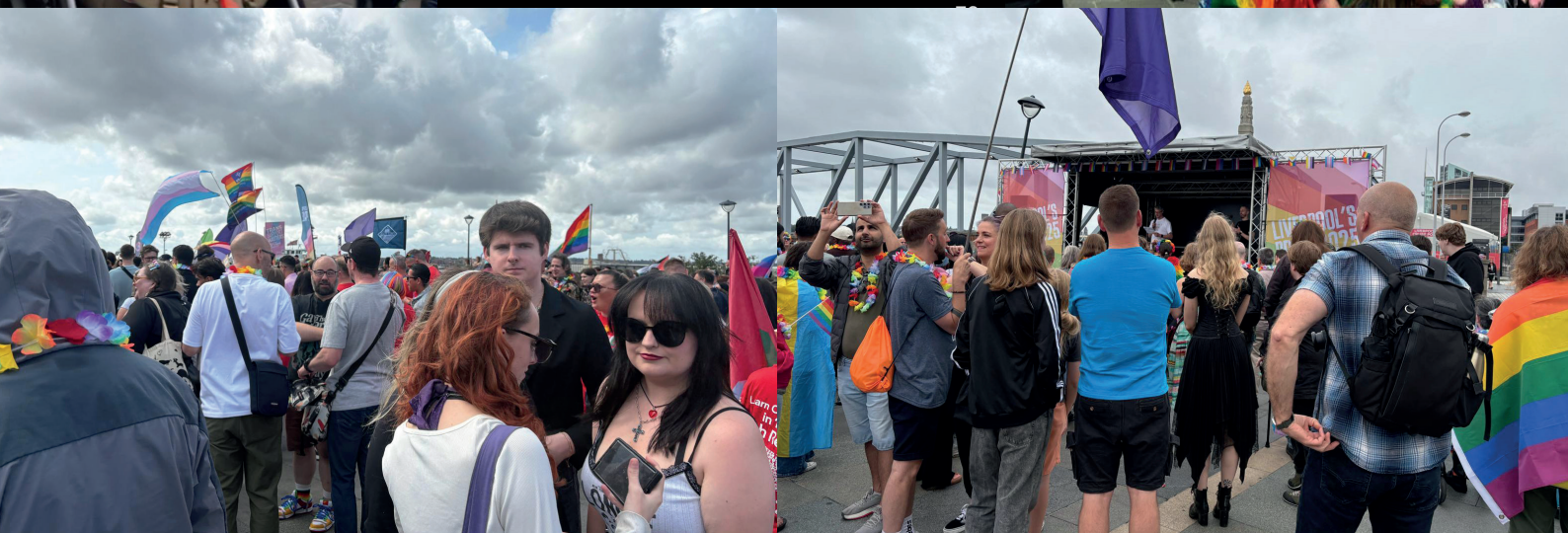
*A song in support of love and acceptance.*



*Karen Birch (in pink top) and her son Cameron (with cap).*



*Immediate Left: MSB learning and development Co-ordinator Grace Connor, photographed with her friend, and (below) Annie Rose Turner's view of the parade as it passed along the Strand.*







*Carpenters Group were also pleased to support Sahir House and Liverpool Pride.*

*As a team we are 'Forever Proud' and so it gave us great pleasure to join in the celebrations.*

*We commend Sahir House, fellow corporate partners and all who attended for making the event such a success.*

**Sahir**  
WELL+PROUD

Sahir (a charity in Liverpool) has received a grant of £3,000 from the DWF Foundation to support the delivery of alternative PRIDE activities in Liverpool this year (particularly the celebration event). The funding comes in response to the unfortunate cancellation of the main Liverpool PRIDE 2025 event by LCR Pride Foundation, a decision they will not have taken lightly but is due to ongoing funding and resource challenges.

Sahir has stepped in to help facilitate and coordinate a community-led Pride in 2025 - supporting local people, volunteers, creatives, community organisers and other LGBTQ+ organisations to come together and deliver. Sahir aims to ensure that the spirit of PRIDE continues to thrive in the city through a series of inclusive and community-focused events. These activities will celebrate LGBTQ+ identities, promote visibility, and provide safe spaces for connection and expression during a time when the community needs it most. The DWF Foundation's contribution highlights its ongoing commitment to supporting initiatives that promote equality, diversity, and inclusion across the UK.



# SCCO issues guidance on assessment of costs subject to a Group Litigation Order



**In the matter of *The Personal Representatives of the Estate of Maurice Hutson (deceased) & Ors v Tata Steel UK Ltd* [2025] EWHC 1594**

(SCCO) Senior Costs Judge Rowley was tasked with considering and assessing a number of preliminary issues which arose following the group litigation known as the British Steel Coke Oven Workers Litigation.

The claims originated out of a number of diseases which were contracted by some 200+ workers during their employment. The initial claims were first brought in 2012 and it was not until 2017 when a Group Litigation Order was made and a ‘streamlined’ scheme was introduced to assist the settlement of the claims. All of the claims had been resolved by 2024 with an aggregate damages sum of £3.5 million.

Some areas of agreement had been reached between the parties in respect of the common costs (up to the introduction of the ‘streamlined’ scheme) in the sum £8.5 million. However, the later common costs and the individual costs remained in dispute.

The parties decided to attempt to deal with the individual costs with reference to a sample of 20 Claimants. There were a number of issues which were raised by the Defendant in respect of the individual costs with the underling point of dispute maintaining that there were types of individual costs claimed which should be correctly categorised as common costs. The court was asked to consider a number of preliminary issues including hourly rates and the recoverability of probate costs.

## Hourly Rates

The first point of contention between the parties related to which guideline hourly rates should apply as the starting point given the length of time the litigation had

been going on for. The Claimant firms had claimed the following hourly rates:

Grade	Claimed
A	£315
B	£278
C	£233
D	£147

SCJ Rowley confirmed the position that guideline hourly rates are only a starting point for the court at detailed assessment and that the court will have regard to the ‘seven pillars of wisdom’ set out in CPR 44.4. SCJ Rowley considered that factors relating to value, complexity and skill and expertise, are generally the most important factors to be considered.

When it came to considering the issue of complexity, the Defendants submitted that there was a general principle that common work was naturally more complex than individual work and, therefore, the individual costs should result in lower hourly rates being allowed. Further reference was made to the introduction of the ‘streamlined scheme’ as further evidence that a lower hourly rate should be allowed because of the reduced complexity in dealing with individual work.

SCJ Rowley considered the complexity of the individual work in detail and also the level of input that was still required by the solicitors under the ‘streamlined scheme’ and reached the conclusion that the level of investigation and work which had to be incurred was still significant and proceeded to allow the hourly rates as claimed.

There was the usual disclaimer that the hourly rates that were allowed are for the work done by the relevant grade of fee earner which is justified by the nature of that work and the level of fee earner would also have an impact on the amount of time which would be considered reasonable for the particular task.

## The Recoverability of Probate Costs

Another aspect raised by the Defendants

was in respect of the recoverability of costs relating to the obtaining of a grant of probate or letters of administration. The Defendants relied on the case of *Mosson v Spousal (London) Ltd* [2016] EWHC 54 (QB) which found that costs of probate cannot be recovered as damages in claims pursued under the Law Reform (Miscellaneous Provisions) Act 1934.

*Mosson* was easily distinguished and the court considered the reframed point that probate costs should not be recovered on an inter partes basis if the costs were going to be required in any event as part of dealing with the estate of the deceased. Subsequently, it would be necessary for any solicitor seeking to recover probate costs to provide evidence that those costs were incurred solely in respect of the litigation. Arguments regarding what evidence would be required to prove this point and how the court should resolve any doubt which may occur were considered.

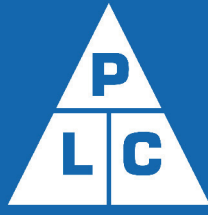
SCJ Rowley held the following:

*“the bar for establishing that the grant was obtained for the purposes of the litigation is not a particularly high one. If the personal representative or administrator attended court on the assessment of their costs, it would require no more than their confirmation that the grant had been obtained for the litigation for the costs of so doing to be allowed in principle”*

So, as long as evidence can be provided that demonstrates that a grant of probate was required in order to commence the litigation on behalf of the deceased’s estate then the costs should be found to be recoverable on an inter partes basis.

Kris Kilsby is a Costs Lawyer at Paramount Legal Costs and a Council member of the Association of Costs Lawyers. For any further questions or queries about the assessment of costs or if you are interested in further in-depth training on the topic please get in touch at [Kristopher.kilsby@paramountlegalcosts.co.uk](mailto:Kristopher.kilsby@paramountlegalcosts.co.uk).





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# Halton Chamber of Commerce & Enterprise

A united voice for Runcorn and Widnes businesses

## About Halton Chamber

On the 2nd September, Halton Chamber are hosting a breakfast networking event at the Catalyst Science Discovery Centre and Museum in Widnes. All businesses are welcome at 1st Tuesday breakfast networking events, with over 50 people regularly attending, these meetings are Halton's go to for information, business leads and an informal catch up. Booking is now open at [https://www.haltonchamber.co.uk/events/1stuesday-breakfast-networking-\\_745.html](https://www.haltonchamber.co.uk/events/1stuesday-breakfast-networking-_745.html)

Currently, Halton Chamber is working collaboratively on the Local Skills Improvement Plan (LSIP) and would like to involve organisations of all sizes from the legal sector/professional services so that together we can make sure that everyone has access to the skills and future expertise that they need. If you'd like to know more, please get in touch.

Halton Chamber of Commerce is a not-for-profit organisation committed to driving business success and economic growth across Runcorn and Widnes. Representing a vibrant network of over 400 member businesses, the Chamber plays a pivotal role in supporting enterprise, fostering innovation, and promoting prosperity throughout the Halton region.

### Key Services:

- **Networking Opportunities:** Regularly hosted events bring businesses together to exchange ideas, make new connections and explore opportunities. Guest speakers from across the region address key strategic and sector-specific issues, encouraging knowledge sharing and collaboration.
- **Business Support:** From startups to established enterprises, the Chamber offers tailored services and support to help businesses thrive at every stage of the business lifecycle, across all sectors.
- **Advocacy:** Halton Chamber acts as the collective voice of the local business community, ensuring that members' interests are represented in regional decision-making and that businesses have influence on the issues that matter most.
- **Training, and Development:** Delivering high-quality, locally accessible training, the Chamber helps ensure businesses have access to the skills they need to succeed—now and into the future.

Above all, Halton Chamber is a welcoming organisation, keen to support and foster collaboration and innovation among members and key stakeholders to ensure that Halton is a great place to do business.

[www.HaltonChamber.co.uk](http://www.HaltonChamber.co.uk)

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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.
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- 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.

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For more information about the Pain Relief Foundation, please visit our website  
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# Southport Business Improvement District: 2025 So Far



**SOUTHPORT BUSINESS  
IMPROVEMENT DISTRICT**

**Southport BID is an independent not-for-profit organisation that represents over 700 businesses in Southport town centre.**

We work in partnership with businesses and stakeholders to deliver a wide range of programmes and services throughout the year, all made possible by the investment of BID businesses.

Our focus in 2025 has been to deliver initiatives that promote our vibrant business community and increase engagement with the town centre, whilst also enhancing the overall experience for visitors.

## Events

The We're Going on a Bear Hunt sculpture trail arrived in Southport in February, designed to boost footfall during the winter months. The trail attracted tens of thousands of visitors from across the North West and proved a major hit on social media throughout its twelve-week run. Feedback from surveys showed that 79% of visitors used three or more businesses during the trail and 99% of those surveyed said they would attend similar events in the future.

We also collaborated with hospitality venues to organise Southport Beer Week; a four-day celebration of the town centre's pubs and bars. The event was a roaring success with twenty venues taking part in a busy weekend of events and activities.

Looking ahead, the first Coastal Jam will bring a weekend of exciting live music to Southport in early September. We'll soon be announcing plans for Halloween and Christmas, offering even more reasons to visit the town centre in 2025.

## Your Southport

Your Southport is the brand we use to showcase the very best of what Southport has to offer. Earlier this year, we launched a brand-new website to build on the success of our existing social media platforms.

The site features vibrant imagery and content on bars and restaurants, family activities, shopping, and stories from the first of our new 'Local Guides'

You'll find inspiration for days out, shopping guides, health and wellbeing features, as well as information on business and upcoming developments.

## Business Awards

The annual Your Southport Stars Awards celebrates the vital contribution of Southport town centre businesses and, most importantly, provides a platform for people to voice their support for local businesses.

This year, over 100 BID businesses took to social media to campaign for votes. The public responded in force, with tens of thousands of votes being cast.

Victoria Health and Leisure Club, The Engine Room, and The Windmill were among the winners at the glittering awards night in May.

## Ongoing Projects

Our commitment to promoting a safe and secure town centre has continued this year through the coordination of Southport Pubwatch, comprehensive first



aid training, and collaborative working with Merseyside Police and other partners.

Improving the street scene remains a cornerstone of our activity. New summer flowers have recently been planted across the town centre, and we continue to provide year-round lighting installations such as 'The Boulevard of Light' on Lord Street.

To find out more about Southport BID (Business Improvement District) visit [www.southportbid.com](http://www.southportbid.com)

To discover the latest from Southport town centre, visit [www.yoursouthport.com](http://www.yoursouthport.com)

## Luke Randles

Head of Operations,  
Southport BID





# Elite Law Solicitors discover £270K in a hidden account



Elite Law Solicitors have uncovered £270,000 held in a previously unknown account while managing an estate administration case. The discovery was made following a Financial Profile Search carried out through the legal technology group Estatesearch, which provides a range of estate administration services to help legal teams save time and mitigate risk during probate and deputyship cases.



**Meg Wilton** CILEX Lawyer and TEP, Elite Law Solicitors explains: “We pride ourselves on offering comprehensive advice to clients.

This often means asking the right questions and checking the wider picture to see if there is a recommendation we can make beyond our services which is in the best interests of our client.

“We have used Estatesearch’s services for several years and it is not uncommon to discover the odd account or asset but no one was prepared for what transpired on this occasion. The search yielded a positive match, and further enquiries revealed an account containing over

£270,000 which no one was aware of.

“This represented a huge windfall for our clients. Although funds and the estate was now subject to IHT, both beneficiaries will both still receive a substantial sum once the HMRC account and legal fees are settled. By contrast, if the asset had been discovered after the estate had been distributed, it would have been likely they would have needed to pay interest and penalties to HMRC, so they were pleased and relieved this bank account was discovered thanks to the Estatesearch’s Financial Profile Search we recommended. It was rewarding to work on a case which had such a positive impact on our clients.”

Estatesearch’s Financial Profile Search makes enquiries of more than 150 organisations, searching over 450 companies and brands including banks, building societies, investment managers, share registrars, pension providers and insurers to help identify accounts. Private client solicitors then make further enquiries if a financial institution confirms the subject holds, for example, an account or a pension of which they were previously unaware.

**Meg Wilton** continues: “This case has also been a useful example to share with clients to explain about the importance of an asset search. It’s not just about the potential of finding ‘buried treasure’ but also avoiding any penalties or fines relating to IHT or potential additional legal fees should assets become known, even years later and the estate needs to be re-distributed.”

**Ben Furlong**, Managing Director, Estatesearch confirms: “While it is unusual for our Financial Profile Search to contribute to the discovery of an account containing such a significant sum of money, identifying unknown assets is not. Feedback from the 2,000 legal firms we work with regularly shows that 70% of private client firms have identified assets their clients were previously unaware of, thanks to our Financial Profile Search. The report also acts as a due diligence record, a liability bridge should anything surface later. If an asset is found after estate distribution, we can help firms seek to recover re-administration costs from the financial institution involved, supporting clients and helping to protect legal firms.”

For more information about Estatesearch’s Financial Profile Searches or Will Searches or to read Elite Law Solicitors’ full case study please see: <https://www.estatesearch.co.uk/>

For more information about Elite Law Solicitors please see: <https://www.elitelawsolicitors.co.uk/>

# Reimagining legal operations: Why strong change management is key to successful software transition

Following

**In the fast-paced legal setting, the tools you use are just as critical as the people who use them. If your case and practice management software is beginning to feel outdated, clunky or unable to meet the evolving needs of your law firm, it's time to consider a switch. But implementing a new system isn't just about installing better software – it's about managing change effectively.**

New software offers huge potential: improved workflows, process automation, streamlined billing, better client communication and robust reporting, to name a few. Yet even the most advanced system can fall flat without proper change management. Why? Because people – not technology – are the real engine of transformation. Without supporting your team through the transition, you risk low adoption, internal resistance, missed opportunities and more – culminating in project failure.

At Jayva Global, we've helped practices globally implement legal tech solutions with clarity, listening skills, empathy and structure. To assist you with doing the same, we're sharing why adopting a change management strategy is your best bet for a smooth, successful software swap out – and how to do it right.

## The multiple benefits of change management support

A well-mapped change management plan brings more than just peace of mind – it delivers measurable business advantages. Here's what the right approach can unlock for your law office:

- **Maximise user adoption:** Training alone doesn't guarantee usage. Change management means your team is not just shown how to use

the new system, but also why it matters – securing buy-in from day one.

- **Minimise disruption and resistance to change:** Change can be uncomfortable. Proactively listening, addressing concerns, expectations and impacts eases anxiety and keeps day-to-day operations moving.
- **Empower teams with new skills:** By embedding structured learning and support into the roll-out, your staff gain confidence and competence – thereby increasing efficiency and reducing reliance on help desks or super users.
- **Boost employee engagement and satisfaction:** When people are consulted, involved and supported, they feel valued. This sense of inclusion creates enhanced morale and enthusiasm for innovation.
- **Improve communication and collaboration:** Clear, consistent communication is a cornerstone of effective change management. It ensures alignment across teams and augments the quality of inter-departmental collaboration.
- **Sharpen organisational efficiency and agility:** Simplified change management mechanisms, streamlined workflows and intuitive software introduce fewer bottlenecks and faster response times – allowing you to adapt to change and pivot quickly as client needs evolve.
- **Drive innovation:** Change management fosters an environment where experimentation is safe and encouraged. This change mindset inspires continuous improvement beyond the initial implementation.
- **Reduce risks of project failure:** Without proper change management, software projects can fail due to lack of buy-in, poor planning or mismatched expectations. A formal strategy

mitigates these risks from the outset.

- **Align with strategic objectives:** The best implementations aren't about new tools – they're about enabling broader business goals. A change management framework marries up with your organisation's long-term vision.
- **Achieve return on investment of technology:** With proper adoption and optimal use of the new toolkit you've invested money and time into, you get the most out of your expenditure – both financially and operationally.
- **Foster a culture of continuous improvement:** Embedding change management principles encourages your team to keep evaluating, learning and improving beyond the early installation and familiarisation phases.
- **Increase customer satisfaction, loyalty and competitive advantage:** Efficient systems fuelled by change management translate into robust service levels. Happy clients stay longer, refer more and give you an edge in a competitive market.

## Implementing change management effectively

Successful change management is not an afterthought – it starts from the beginning. Here's how to implement change management effectively during a case and practice management system upgrade:

- **Get leadership buy-in:** Executives and senior partners must be fully committed. Their support, visibility and communication set the tone for the entire project.
- **Involve your team early:** Include stakeholders from every department in planning and decision-making stages. Their insights shape better




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- + Client success centric
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solutions and give a sense of ownership.

- **Set clear goals and communicate them often:** Why are you changing systems? What's the vision? How will success be measured? Keep these answers front and centre, and personalise messaging for different audiences within your business.
- **Invest in meaningful training:** Tailor training to different user roles and requirements. Consider blended learning – be it live sessions, e-learning, drop-in support, whatever – for maximum results.
- **Assign change champions:** These are enthusiastic, respected team members who advocate for the new system, offer peer support and share their own success stories.
- **Monitor progress and adapt:** Change isn't linear. Collect feedback by really listening, address concerns, and be prepared to adjust timelines or approaches if needed – in other

words, act upon feedback.

- **Celebrate milestones:** Recognising progress keeps the momentum going. Observe successful go-lives, early wins and team achievements along the way – not just at the project's conclusion.

#### Diagnose post-project success

How do you know if your change management efforts have worked? Look out for:

- High adoption and user satisfaction with the new system
- Fewer support queries and smoother workflows
- Improved employee morale, performance and productivity
- Achievement of business outcomes, from increasing profitability to saving time
- Increased client satisfaction, retention and revenue streams

- A philosophy embracing constant learning and development

#### Final thoughts

Technology migrations can be challenging – but they're also a chance to re-energise your people, processes and purpose. With expert-led and empathy-focused change management, your law firm can go beyond just installing new software. Instead, you can create a truly revolutionary shift in the way you operate.

At Jayva Global, we specialise in guiding practices through these transitions with precision, care, sensitivity, attentiveness and a people-first mindset. Whether you're switching systems or scaling up, we're here to help you make change stick.

Learn more about our tailored training and consultancy services at [www.jayvaglobal.com](http://www.jayvaglobal.com).



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## The latest news from the Equality & Employment Law Centre.

### Investing in People: Building a Resilient, Engaged and High-Performing Legal Team

**At the Equality and Employment Law Centre, we've been investing in employee engagement and exploring some new and exciting initiatives that support both professional and personal growth — all while maintaining the high standards of service our clients rely on.**

We work very hard in the fight for justice, and we deeply value the dedication of our staff. Staff wellbeing is vital to any organisation, especially when working with some of the most vulnerable people in society. The demanding nature of the work we do can take its toll on staff wellbeing.

Protecting our own mental health, emotional wellbeing and resilience is essential to sustaining the work we do. When our clients come to us for advice and assistance, legal advice is often just one part of what they need. Many are vulnerable due to multiple disadvantages — such as disability, poverty, or trauma — and life can easily become overwhelming.

As a Law Centre delivering legal aid contracts, we are acutely aware of the systemic challenges facing the sector. It is well known that the legal aid system is in urgent need of investment — not only in technology and infrastructure, but in the long-term sustainability of legal aid itself. Rates have not increased in real terms for over 30 years, and the recent cyber-attacks have placed even greater pressure on the already stretched resources of firms and Law Centres like ours.

Outdated bureaucracy and administrative burdens also take their toll on staff, compounding the emotional and operational challenges of the work. These realities make it even more critical that investment in learning, development,

and staff wellbeing remains high on the agenda. Supporting our team to grow, reflect, and innovate is not a luxury — it's a necessity for survival and impact.

We also recognise the importance of downtime and connection as a team. Recently, we've been busy doing just that — attending the annual National Law Centre Conference in Leeds, the Law Society's Bicentenary events, the recent SRA event in Liverpool discussing critical issues shaping the legal landscape and the moving Merseyside Women of the Year Awards.

Our team had a fantastic time networking and celebrating the quietly brilliant people working behind the scenes to improve lives and access to justice. Hearing about the work the Law Society are doing to highlight the sector pressures including the development of the Reframing Justice Toolkit: Developed in partnership with Frame Works UK, an excellent model to help legal professionals and organisations communicate more effectively about the

importance of access to justice and the rule of law. Aiming to shift public perception and build support for justice as a public good. Find more information at [How to talk about access to justice and the rule of law | The Law Society](#)

It was also inspiring to see women from the Liverpool City Region receive the recognition they deserve for their work in creating and supporting various communities at Merseyside Women of the Year a truly remarkable and uplifting event. [Merseyside Women of the Year – MWOTY](#)

### Merseyside Women of the Year – EAEL team

Attending these events as a team enables us to forge new connections and strengthen existing relationships with organisations that support vulnerable clients like ours — expanding both our outreach and the depth of support we can offer. It's also a rewarding opportunity for our team to step away from their desks and connect with like-minded people who





share our commitment to equality, access to justice and fairness.

As well as working hard and playing hard, we regularly focus on mental health in the workplace and consider it paramount. We recently attended an excellent Law Care session on Trauma-Informed Legal Practice, which introduced a toolbox of techniques and interventions to help manage the presence of trauma, conflict, or legal stressors in our work.

We also collaborated with **Jill Barlow** CEO of Jigsaw Coaching who developed a programme for us “*A Coaching Approach to Wellbeing and Resilience in Legal Practice*” Jigsaw is a Liverpool-based social enterprise with a vision to make self-discovery and growth accessible to everyone. Through its Thrivability programme, Jigsaw helps organisations cultivate positive cultures by celebrating strengths, tackling challenges, and generating new opportunities.

EAEL recognised the benefits that Jigsaw could offer through its innovative employee engagement programme to individuals, the team and the organisation as a whole.

To address our team’s needs, Jigsaw offered one-to-one coaching and conducted confidential interviews to gain insight into our organisational dynamics. Staff were encouraged to speak openly about their thoughts, concerns, and ideas through a guided process that ensures they felt supported and valued in a safe environment. Unsurprisingly, the coaching surfaced some of the common pressures in our sector — tight court deadlines, complex cases, funding constraints, bureaucracy of the Legal Aid contract, constant demand for our services and the emotional toll of supporting vulnerable clients.

These sessions were a fantastic opportunity to reflect on our internal processes and identify development opportunities — from training and communication to shared responsibilities. The insights were anonymised and summarised for a feedback workshop with the whole team. This group session reflected our open-door

culture and helped boost self-awareness, innovation, and team cohesion.

Jill noted that “*ultimately, the findings showed the benefits of cultivating a culture where staff can openly discuss when they are struggling, without fear of judgment. Group sessions were identified as a way to build resilience and offer a safe environment for peer support.*”



*An employee engagement session at EAELC with Jill Barlow*

A Long-Term Commitment to Engagement and Growth we’ve been working with Jill over a number of years, and these employee engagement sessions have become a valued part of our organisational rhythm. Periodically, Jill returns to carry out updated engagement work, reporting back to the whole team in a dynamic and inclusive session. These workshops facilitate open, productive discussions about what’s working well and where we can continue to improve — all with the aim of enhancing wellbeing, productivity, and building a high-performing team.

**Julie Ehlen** CEO, Equality and Employment Law Centre: “*At EAEL, we believe that having a voice at work is not just a nice-to-have — it’s fundamental to building a healthy, high-performing team. Our long-standing collaboration with Jill Barlow of Jigsaw Coaching has been instrumental in creating a culture where*

*staff feel safe, heard, and genuinely valued. Over the years, Jill has facilitated a series of engaging and non-judgemental feedback sessions with our team, presenting insights in a way that sparks open, honest discussion. These sessions are not just reflective — they’re energising. They help us identify what’s working well and where we can improve and grow, both individually and collectively. This approach aligns with our belief that meaningful employee engagement is essential to wellbeing, innovation, growth and delivering the best outcomes for our clients.*”

Through this ongoing collaboration, we’ve also identified that career development is a key priority for our staff. In response, we’ve seized the opportunity to enrol team members in fully funded Chartered Management Institute (CMI) courses offered through the Liverpool City Region Growth Hub Growth Platform - Liverpool City Region Growth Company. These programmes support the development of both operational and strategic leadership capabilities, helping our staff grow professionally while strengthening the future of our organisation. Additionally, we welcome the opportunities the solicitor apprenticeship programme presents, and our aim is to enrol a new apprentice each year committed to social justice.

It’s important to us that every team member feels heard and valued. Working collaboratively helps us all feel stronger and more supported. When we feel confident in ourselves, we’re better equipped to support our clients and generate creative, innovative ideas in an ever-evolving legal landscape.

Jill summed it up perfectly: “*By addressing these core issues, the collaboration between Jigsaw Coaching and EAEL demonstrates how a proactive, coaching-based approach can help legal practices and charities navigate the challenges of their vital work and foster a more resilient and connected team.*”

We couldn’t agree more — and we remain committed to embedding the practices Jill has helped us develop.

# Regulation Update

## July 2025

The latest Regulation news from Andrea Cohen of Weightmans LLP



Andrea Cohen

Welcome to the Compli monthly round-up of developments and updates from the regulatory sector, and an overview of recent disciplinary decisions.

### Financial crime:

SRA anti-money laundering and sanctions data collection exercise

The SRA's annual AML and sanctions data collection exercise opened on 7 July and closes on 15 August. Information must be provided by all regulated firms, not just those within scope of the AML regulations, and must be submitted on the SRA's reporting site. It's a regulatory requirement to complete the form and the SRA may take regulatory action against firms who fail to respond.

### UK's National Risk Assessment of Money Laundering and Terrorist Financing (NRA)

In the latest NRA report (the first for five years) jointly produced by HM Treasury and the Home Office, solicitors remain at 'high risk' of being exploited by money launderers, although the report acknowledges that AML non-compliance is relatively low and lawyers are low-risk for terrorist financing. Conveyancing, trust and company services remain at the greatest risk of the misuse and

exploitation of client accounts but sham litigation, which was identified in 2020 as an emerging risk, is no longer viewed as a widespread problem as there has only been one related prosecution. Following the publication of the report, the SRA will be updating its sectoral risk assessment, which was last updated 5 March 2024, and we'll cover that when it comes out. Firms will need to review the reports and update their FWRA and, if necessary, their PCPs.

While the Law Society have raised concerns about the evidence that exists to conclude the legal sector as being high risk when there have been very few convictions relating to money laundering, there is no doubt that the SRA will continue its investigations of breaches of anti-money laundering regulations, and we can expect to see fines continuing to rise, particularly with the unlimited fines available to it for breaches related to economic crime.

### Increase to DAML threshold

From 31 July 2025 the thresholds for submitting a Defence Against Money Laundering (DAML) Suspicious Activity Report (SAR) rose to £3,000 from £1,000 in line with the Proceeds of Crime (Money Laundering) (Threshold Amount) (Amendment) Order 2025. Firms can return money to a client to end the business relationship without committing a criminal offence if the value of the suspected criminal property is below £3,000. It is important to note that while the exemption threshold has increased, firms must continue to comply with CDD obligations before transferring money or other property to a client and submit a Suspicious Activity Report (SAR) if there is knowledge or suspicion of criminal property, regardless of value.

### OFSI launches online forms

OFSI has launched new online forms to help users comply with UK financial sanctions, including Financial Sanctions

and Counter-terrorism suspected breach reporting; Licensing applications; Legal services General Licence reporting; Designated Persons reporting, and reporting a suspected designated person.

### SRA implementation plan following LSB Axiom Ince findings

Following the Legal Services Board sanction, in the form of Directions, on the SRA on 27 May 2025, in respect of its acts and omissions in connection with the findings of the Axiom Ince review report, on 4 July the SRA provided its proposed implementation plan, setting out steps to be taken by the SRA and their respective implementation dates, over the next 12 months, including:

- Putting in place governance changes that deliver improvement in regulatory effectiveness and efficiency
- Strengthening risk functions and market intelligence to ensure a proactive approach to identifying and responding to risk
- Strengthening authorisation controls, including mitigating risks associated with one individual holding multiple roles
- Strengthen the regulation of client money
- Introduce oversight mechanisms for firm consolidation activity
- Improve capacity to intervene early and proportionately to prevent serious regulatory failures

We can expect to see consultations, rule changes, new/updated guidance etc. over the next year, so watch this space. We need to also bear in mind that these steps and the timetable may be affected by the still awaited report into SSB. On the basis the Axiom Ince review was announced in December 2023 and published October 2024, the SSB report announced April 2024 'should' be published soon. As we often say, life in the world of risk and compliance is ever changing and never dull!



In other news relating to Axiom Ince, the SRA has been recognised as an unsecured creditor in the e bankruptcy of former Axiom Ince owner, opening the way for it to recover the £5m intervention costs incurred (so far).

### Legal Aid Agency data breach

The effects of the cyberattack on the LAA's digital services on individuals and law firms continues. While outside the control of the providers, e.g. firms and barristers, as pointed out in a recent article by **John Kunzler** of Marsh and my colleague **Thomas Barrett** of CyXcel:

- providers will have to satisfy themselves that they are 'acting compliantly in relation to their various legal obligations, including data protection ones'.
- Operating practices should be reviewed together with any data shares with LAA,
- insurers should be notified of a claim circumstance
- As the data breach was not caused by the firm, the SRA's position was that it did not need to be reported, but the risk for clients will need to be considered and addressed, particularly vulnerable clients.

As with most major incidents, there are lessons to learn and processes that can be put in place, even by those not directly affected by the particular event.

### New practice notes and guidance

The Law Society has published the following practice notes since our last update:

- [Supervision | The Law Society](#)
- [Solicitors offering legal services to the public from unregulated entities | The Law Society](#)
- [Client information requirements | The Law Society](#)

- [Solicitors Regulation Authority \(SRA\) powers of investigation | The Law Society](#)
- [Handling complaints | The Law Society](#)
- [What to do when a complaint goes to the Legal Ombudsman | The Law Society](#)

### Disciplinary and regulatory decisions

A number of decisions and judgments have been reported since our last publication, including:

#### AML fine

A firm, with 80% of its work within scope of MLR, was fined £58000 for AML breaches over 6 years in an agreed outcome with the SRA, approved by the SDT, as it exceeded the maximum limit for SRA fines of £25,000. It did not have a compliant FWRA, the one it had being "deficient" on the geographic risks posed, the products and services it provided and it lacked detail on the firm's client base; it did not have compliant AML PCs in place; did not conduct client and matter risk assessments between 2017 and 2022, and from June 2017 until January 2024 failed to have an independent audit. When the firm was made aware of the SRA's concerns in December 2022, it did not take any action until contacted again over a year later. The SDT said it was a 'matter of luck' that it had not been targeted by criminals. It was also ordered to pay £20,000 costs.

#### Barred from working in regulated firm without SRA permission

A paralegal who copied and pasted a client's signature, having realised a letter had not been sent to the client and therefore not signed, was given a section 43 order preventing him from working for any law firm without SRA permission and ordered to pay £300 costs.

In another case, a fee earner who emailed details of clients to both his personal email address and his new work address was given a section 43 notice and must also pay £600 costs. The SRA said he had shown a lack of integrity and failed to understand his duty of client confidentiality.

### Struck off for trying to prevent complaint to SRA

A solicitor breached an undertaking in relation to a property sale and then tried to prevent the seller and their solicitors reporting the matter to the SRA, saying his client would agree to a settlement on the basis that there would be no action taken against him or his firm, including reporting it the SRA. It was reported and the solicitor denied acting recklessly over the breach of undertaking and denied attempting to stop a complaint, claiming he was just putting forward settlement terms. The SDT found all allegations proved, finding there was a serious lack of integrity, a failure to self-report, and he had attempted to persuade a fellow solicitor not to fulfil their own regulatory reporting responsibilities. He was struck off, with no order for costs due to his limited means.

#### 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](mailto:compli@weightmans.com).

.....

**Andrea Cohen**  
Compli,  
Weightmans LLP

# Charity Spotlight:



**25 years. 32,900 children. 24,940 families.**

Those aren't just statistics, they're stories.

Each one tells of a moment when someone reaches out for help, and Koala North West is there.



As the charity celebrates its silver anniversary, it does so not with fanfare, but with fierce pride in its legacy: supporting families through their toughest days, and helping them find light on the other side. Koala North West is a family support charity powered by something simple but powerful: real-life parenting experience. Every volunteer is a parent themselves, offering genuine understanding and empathy that only lived experience can bring. Through peer

support, Koala helps families feel more confident, connected, and never alone on the journey of raising children.

Parenting is never simple. It can be beautiful, bewildering, exhausting, and joyful, often all in the same hour. For parents and carers facing additional challenges: from financial strain, to mental health struggles, to the fathers learning to navigate their child's autism diagnosis, to the mothers struggling to breastfeed their newborn, to carers attending their Child Protection Plan meetings, those everyday moments can feel as overwhelming as they are rewarding. With nearly 33,000 children supported since its founding in 1999, this quiet but powerful charity is a lifeline for thousands, proof that a little empathy, delivered at the right time, can transform lives. Operating in Merseyside and Cheshire, this small but vital charity provides emotional and practical support to families with compassion, facilitating resilience and community in the local area.

What begins as a grassroots volunteer-led initiative grows into a trusted community resource that helps thousands of families every year feel seen, heard, and supported.

*"At the heart of what they do is lived experience," says CEO **Bev Morgan**, "Our volunteers are parents themselves. They understand the pressures of raising a family and bring empathy and insight that's hard to replicate."*

From one-to-one home visiting and early years support to group workshops and SEND services, Koala offers a holistic approach that strengthens families and builds confidence. Their community charity shop in Claughton Village also plays a vital role, both as a fundraising hub and as a point of local connection.

As demand for services rises, the charity calls on the public for continued support.

*"These aren't just numbers, they're real families who need someone to walk alongside them," says Bev "They're proud of their past, but they know there's still so much more to do."*

## SEND Support

Navigating the world of Special Educational Needs and Disabilities (SEND) can feel overwhelming. Koala North West offers support tailored to each family's unique journey; whether that's understanding a diagnosis, accessing services, or simply having someone who listens without judgment. Group sessions and one-to-one support help parents feel





less isolated, more empowered, and better equipped to advocate for their children.

### Family Support

Koala North West steps in when families need it most, for instance, if they're facing mental health struggles, financial hardship, or involvement with social services. Trained volunteers offer consistent, compassionate support that builds trust, reduces stress, and prevents crisis.

They meet families where they are, at home, in community spaces, or over a cup of tea, and walk alongside them, without pressure or judgment.

### Early Years

From pregnancy to school readiness, Koala's Early Years services focus on helping families build strong foundations. They support bonding, routines, play, and parenting confidence during those crucial first years, especially for families facing added pressures like postnatal depression, single or co-parenting, and isolation.

*"The early years shape everything," says Stephanie Leason Early Years Service Manager, Cheshire & Merseyside "By supporting parents early on, they help children feel safe, nurtured, and ready to thrive. That's at the heart of everything they do."*

### Breastfeeding Support

Breastfeeding is often described as natural, but for many new parents, it's anything but straightforward. From latch issues and supply concerns to the emotional toll of feeding challenges, those early days can feel daunting.

Koala North West's breastfeeding peer support service ensures no parent has to face those challenges alone. Their trained volunteers, many of whom have overcome their own breastfeeding difficulties, provide calm, practical, and non-judgemental support at a time when reassurance matters most. It's a model that works: 80% of families supported by Koala North West go on to breastfeed for



at least 6–8 weeks, a crucial foundation for long-term health and bonding.

For many mothers, it's this support that transforms an isolating struggle into a more confident, supported start to parenthood.

### #25for2025KoalaNW

This year, as Koala NW marks 25 years of impact, they invite you to be part of the story.

They're asking businesses, organisations and individuals to challenge themselves to raise £25 for Koala NW. Whether that's through hosting bake sales, sponsored walks, dress-down days or creative community events, every pound raised goes directly to supporting local families when they need it most.

Koala North West doesn't rely on headlines or high-profile campaigns. Their work happens quietly behind closed doors, in living rooms, in phone calls and group sessions, and in the moments that matter most.

If you'd like to learn more about Koala North West, access support, or find out how you or your organisation can help, visit [koalanw.co.uk](http://koalanw.co.uk) or call 0151 608 8288.



Or [donate online](#) and support their work with local families.

Follow us on Facebook at [www.facebook.com/KoalaNorthWest](http://www.facebook.com/KoalaNorthWest), Instagram at [www.instagram.com/koala.northwest](http://www.instagram.com/koala.northwest), or LinkedIn at [www.linkedin.com/company/koala-north-west](http://www.linkedin.com/company/koala-north-west) to see the incredible difference your support could make.

# Forthcoming Courses

DATE	EVENT	SPEAKER
09/09/2025	Introduction to Trusts	Rebecca Roscoe
10/09/2025	<b>Private Child Law Conference</b>	Various
11/09/2025	Costs Litigation for Junior Lawyers	Anthony Neild
16/09/2025	Cyber Security "The Good, The Bad and The Amusing"	Rob Gibbons & Andrew Allen
17/09/2025	<b>The Property Conference 2025</b>	Various
19/09/2025	Managing the performance of others – The Hybrid team	Denise Chilton
24/09/2025	<b>Family Finance Conference</b>	Various
01/10/2025	Navigating the Risk: What Conveyancers Need to Know About SDLT	Amanda Perrotton
03/10/2025	Will Drafting & Estate Planning Update	Prof Lesley King
07/10/2025	Introduction to Private Client Tax	Rebecca Roscoe
08/10/2025	<b>Clinical Negligence Conference</b>	Various
10/10/2025	Trial advocacy for solicitors	Mike Winston
14/10/2025	Building Safety Act & other post Grenfell Issues	Richard Snape
15/10/2025	<b>Employment Law Conference</b>	Various
16 & 23/10/2025	SRA Business Competencies for 0-3 PQE Solicitors	Keith Harper
17/10/2025	Ogden tables and future losses	Mike Winston
21/10/2025	Practical Probate: the works	Rebecca Roscoe
22/10/2025	Costs Masterclass	James Miller & Thomas Mason
24/10/2025	Advanced Communication	Denise Chilton

## **\*\*NEW\*\* MULTI DELEGATE DISCOUNT FOR MEMBERS**

Commencing September we are launching our brand-new members-only benefit - booking multiple delegates on the same legal training course will enjoy substantial discounts, making it ideal for teams looking to learn together or firms aiming to offer equal training opportunities across departments.

This offer cannot be used in conjunction with the Training Passport.



  
**Introduction to Trusts**  
 with Rebecca Roscoe

**\*Multi Delegate Discount Offer for Members\***

'Live' online, 9th September, 9.30am - 4.30pm

**Level: Introduction**

This seminar will be of use to will writers, solicitors and practitioners who want to refresh their knowledge of trusts and their practical application.

Trusts are an integral part of the practitioner's toolbox and this course will give the practitioner confidence when advising clients who wish to protect their assets from sideways disclaimers, third parties or to simply protect their beneficiaries from themselves.

The main focus of the course will be Will Trusts and covers the following:

- Foundations
- Types of trust
- Including ROO's, FROO's, LIT's and FLIT's
- Band Discretionary Trusts
- Discretionary Trusts
- Discretionary Trusts for minors
- On
- ing the "right trust"



For further information, [click here](#)

  
**2025 PRIVATE CHILD LAW CONFERENCE**  
 Wednesday 10<sup>th</sup> September | 9.30am - 3pm  
 Attend in-person or online  
*A must-attend training event for legal professionals involved with family law, providing a round-up key developments in law & practice*

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**A-Z of spotting an abduction and knowing what to do next**  
Ruth Kirby KC, 4PB

**Enforcement of Child Arrangements Orders**  
Gemma Thomas, 7 Harrington Street

**The changing drugs landscape in the UK**  
Alpha Biolabs

**Covert Recordings in Family Proceedings: Practice & Procedure**  
Sasha Watkinson & Beth Morton, Deans Court Chambers

**How the court should/will deal with allegations of Parental Alienation**  
David McCormick, Exchange Chambers

**Panel Discussion: Covert Recording & Alienating Behaviours: in theory & in practice**  
Dr Jaime Craig & others

*Multi delegate discounts available*

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**Cyber Security "The Good, The Bad and The Amusing"**  
 with Robert Gibbons & Andrew Allen  
 Tuesday 16th September, 2pm - 4pm  
**Venue:** Liverpool City Centre  
[This course is Free for Members](#)

**This event is aimed to educate businesses and people on how to be more cybersecurity aware and safer (includes a live demo).**

**Topics Covered:**

- How to find if your user credentials are in the dark web?
- What's the worst that can happen?
- Are employees secure at work?

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 For more information, [click here](#)


  
**2025 Property Conference**  
 Wednesday 17<sup>th</sup> September 9.30am - 4pm  
 Attend in-person or online  
 Join us for an event designed specifically for legal professionals working in the property sector. Whether your focus is residential or you're looking to expand your knowledge into commercial transactions, this event offers practical insights and updates to support your practice.

**The Lender's Handbook: Helpful or Handcuffs?**  
John Jones

**The Customer is always right! Right?**  
Alex Gregory Chialton, Dutton Gregory

**Reporting on Leasehold Property**  
Tom Kerwin, InfoTrack

**HMLR: Local land charges and HMLR collaborating with MHCLG on data standards**  
Keith Lloyd & Pam White, HM Land Registry

**The Leasehold and Freehold Reform Act 2024**  
Richard Snape

**The Landlord & Tenant Act 1954: when it applies**  
Richard Snape

**Climate risks and property transactions**  
Keith Davidson, Irwin Mitchell and Groundsure

**Building Safety Act**  
Sarah McGuinness, Freeths

**Option to attend the full day or just half day, with multi delegate discounts available**

Sponsored by  


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## Managing the performance of others – The Hybrid team with Denise Chilton

'Live' online, Friday 19th September, 12pm - 1.30pm



By the end of the bite sized session, you will have some practical tips about how to: –

- Create the right environment for your team to flourish
- Develop connection and cohesion in a hybrid team
- Adapt your communication style to enhance working relationships

For more information, [click here](#)

## 2025 FAMILY FINANCE CONFERENCE

WEDNESDAY 24TH SEPTEMBER 9.30AM TILL 3.10PM  
ATTEND IN-PERSON OR ONLINE

A must-attend training event for solicitors, barristers & other practitioners involved with family law. Providing a round-up of key developments in law & practice and an opportunity to hear directly from some first-class speakers

**The Concept of Matrimonialisation**  
Margaret Parr, 7 Harrington Street

**You can't make an omelette without breaking eggs:  
nuptial agreements after Entwistle v Helliwell**  
Nicholas Bennett, 29 Bedford Row

**Needs vs Resources: Modest Asset Divorces**  
Liam Kelly, Deans Court Chambers

**Matrimonial Business Valuations: Interpreting  
accounts & using experts**  
Jack Clitheroe, BTG Advisory

**Disability and Divorce**  
Lee Speakman, Exchange Chambers

**Financial Remedies Update**  
Sam Hillas KC, St Johns Buildings

Multi delegate discounts available

[Book Here](#)



## Navigating the Risk: What Conveyancers Need to Know About SDLT with Amanda Perrotton

'Live' online, 1st October, 11am - 12.30pm

This event is aimed at anyone in the residential conveyancing team, commercial property team, private client who find themselves inadvertently giving tax advice within their transactions, when they are not insured to do so. This applies to most.

### Covering:

- Identifying when a fee earner could be giving uninsured or unqualified advice
- Demonstrating the pitfalls and risks of doing so
- Discussing how the SRA deals with Solicitors firms giving tax advice
- Reviewing departmental policies, procedures and letters of engagement to reduce the risk
- Areas of Risk
- Surcharges on second homes
- CGT exemptions
- Transfers of Equity
- Case studies
- Money Laundering Terrorist Financing and Transfer of Funds Regulations 2017
- CQS SDLT policy



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



## Will Drafting & Estate Planning Update with Professor Lesley King

'Live' online, 3rd October, 11.15am - 1.15pm

Nobody wants to draft a will which gives rise to litigation or which fails to meet the needs of the deceased and family. It is particularly important at the moment to draft flexibly to allow provisions to be adapted if changes in legislation make it desirable.

Problems often arise as a result of failure to take initial precautions and failures of communication. 'Deathbed' wills provide particular challenges. This session will suggest some routine processes and procedures which can minimise the risks.

Many clients worry about the possibility of 1975 Act claims. The decision in *Sim v Pimlott* provides a possible route to minimising the risk.

The session will also consider how to approach will drafting and estate planning in the light of the changes coming to the treatment of undrawn pension funds and the cap on business and agricultural property relief.

The webinar is suitable both for newly qualified and for more experienced practitioners.

### \*Multi Delegate Discount Offer for Members\*

Pay £80 for 1st delegate, then £45 for 2nd & only £22 for all other delegates (+vat)

Booking total will show full price but invoice will be discounted.

Multi delegate discounts cannot be used in conjunction with the Training Passport


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





## Introduction to Private Client Tax

with Rebecca Roscoe



'Live' online, Tuesday, 7th October, 9.30am - 4.30pm

This introductory course is designed to give practitioners a foundation in private client taxation covering inheritance tax, income tax and capital gains tax. For those practitioners who are new or returning to the subject this will give you the confidence to understand the fundamental principles when dealing with estate planning, will preparation and estate administration.

Covering:

- A summary of income tax rules with a focus on estate administration and interest in possession trusts.
- Understanding the principals of CGT when making gifts and also in the context of estate administration/trusts.
- Considering the fundamentals of IHT when making lifetime gifts and dealing with estate administration introducing simple application of the residence nil rate band.

\*Multi Delegate Discount Offer for Members\*  
Pay £175 for 1st delegate, then £99 for 2nd & only £49 for all other delegates (+VAT)

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



## 2025 CLINICAL NEGLIGENCE CONFERENCE

Wednesday 8<sup>th</sup> October | 9.30am - 3pm  
Attend in-person or online  
**Multi Delegate Discount Available**

**Chairperson**  
HHJ Catherine Howells



**Fixed Costs and Hourly Rates update**  
James Miller, 18 St John Street Chambers



**Fatal Accidents: the latest**  
Sara Stanger, JMW Solicitors



**Prove it! Evidence gathering & case building**  
Chris Gutteridge, Exchange Chambers



**Intermediate Track Costs in Clinical Negligence Cases**  
Charlene Turner, Peak Costs



**Hyper-acute stroke: tips, traps, thrombolysis and thrombectomy**  
Dr John Bamford



**From Operating Theatre to Court Room; the experiences of anaesthesia and general surgery expert witnesses**  
Dr David Raw & Rob Macadam




**Legal Update 2025**  
Aneurin Moloney, Gatehouse Chambers

Sponsored by




[Book Here](#)





## Trial advocacy in the Civil Courts

with Mike Winston



Friday 10th October, 9.30am - 4.30pm, Lunch provided

**Venue:** 7 Harrington Street Chambers, Liverpool, L2 9YH

Increasingly, solicitors are choosing to conduct advocacy in their own cases in the lower courts. The ability to conduct a client's case from beginning to end is an attractive proposition from both a client care perspective and from the point of view of retaining litigation income within the firm.


On qualification, solicitors enjoy a right of audience in the County Court, both in chambers and in open court. However, many solicitors feel that a lack of formal training in trial advocacy inhibits their ability to present a client's case competently.

**This one-day course will cover all the essential elements for solicitors who wish to improve their ability as an advocate. Likewise, solicitors and other lawyers who only appear in chambers will find the techniques taught and discussed to be useful in their day-to-day practice.**

**Who should attend:** All litigators who wish to learn how to conduct trials & interim hearings in the County Court. Lawyers who wish to improve their understanding and appreciation of advocacy to improve their litigation practice.

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

\*Multi Delegate Discount Offer for Members\*  
Pay £175 for 1st delegate, then £99 for 2nd & only £49 for all other delegates (+VAT))  
Booking total will show full price but invoice will be discounted.



## Building Safety Act & other post Grenfell Issues

with Richard Snape

'Live' online, 14th October, 1.30pm - 4.30pm

**The Building Safety Act is a notoriously complicated piece of legislation which has fundamentally changed the nature of leasehold conveyancing. It is now being litigated, and various areas are still little understood. In addition, problems with EWS1 certificates have risen in the light of Tri Fire. This course aims to look at some of the important issues.**

Topics covered include:

- Changes to Building Regulations in England
- Higher-Risk Buildings and Registration in England
- Case Law on the Height of Buildings
- Leaseholder Protection Issues and Case Law
- Latest Statements from the Welsh Government
- UK Finance Guidance on EWS1 certificates
- Proposed statutory changes
- Case law on Remediation Orders and Remediation Contribution Orders
- & Other Post-Grenfell legislation

[For more information, click here](#)

# Feeling anxious about mistakes? You're not alone



**Mistakes are a normal part of life. But in the legal sector, where accuracy and high standards are expected, the fear of making a mistake can feel overwhelming. At LawCare, we often hear from people who worry about past mistakes or feel anxious about what could go wrong in the future.**

For some, this fear takes over. We've spoken to people who keep going over past decisions, questioning themselves, and believing they've made a huge mistake they can't fix. Others worry so much about making a mistake that they struggle to focus, put things off, doubt their choices, or even avoid tasks completely.

These worries don't just disappear when the workday ends. Many legal professionals tell us they struggle to sleep because of anxious thoughts, replaying case details or conversations in their heads late into the night. Some describe waking up with a racing heart, feeling physically sick at the thought of what might happen if they make a mistake.

Why does this happen in the legal sector? The legal sector places high expectations on its people. Lawyers, paralegals, trainees, and support staff often work in environments where mistakes can have serious consequences - for clients, cases, the reputation of the employer and careers.

There are several reasons why people have a strong fear of making mistakes:

- **Pressure to be perfect** – Many people in law feel they must get everything right, often setting impossible standards for themselves. The work can be complex with tight deadlines and high regulatory standards.
- **High stakes** – In legal work, even small mistakes can feel significant due to the potential for serious outcomes.
- **Fear of judgement** – Worrying about what colleagues, supervisors, or clients think can make mistakes feel like personal failures.
- **Blame culture** – In some workplaces, mistakes aren't treated as learning experiences, making it hard for people to admit errors or move forward after making one.

## The impact of constant anxiety

When the fear of making mistakes takes over, it doesn't just affect work - it can harm mental and physical health too. Constant worry can lead to burnout, making it harder to focus and stay motivated. It can also knock confidence, causing self-doubt even when things are going well. Some people start putting off tasks or avoiding opportunities because they're afraid of getting things wrong. Anxiety can also show up in physical ways, like headaches, stomach problems, tense muscles, and trouble sleeping.

## Moving forward: how to manage fear of mistakes

If this all sounds familiar, here are a few ideas that might help:

1. **Acknowledge negative thoughts** – It's common when we're under stress to jump to worst-case scenarios, particularly in law where it's often part of the training. If you keep stressing over a mistake, take a moment to acknowledge those thoughts. What would you say to a friend feeling the same way? Indulge in some self-care, which might free

up some headspace to think things through more clearly.

2. **Speak to someone you trust** – Whether it's a mentor, colleague, or a support service (like LawCare). Talking about your worries can help you see things more clearly
3. **See mistakes as a chance to learn** – No one gets everything right 100% of the time. Instead of viewing mistakes as failures, try to see them as opportunities to grow and improve.
4. **Be realistic** – No one is perfect. Focus on doing your best instead of trying to be flawless.
5. **It is so important to be kind to yourself.** Mistakes don't define you; they're a normal part of life.

## You're not alone

If you're feeling anxious about making mistakes, you're not alone - lots of people in the legal sector feel this way too. Support is available, and you don't have to deal with it on your own.

Talking about your worries can help. At LawCare, we provide confidential, non-judgemental support to anyone in the legal sector who is struggling with stress, anxiety, sleep problems, or anything else that's making life difficult. We're here for you.

- Call LawCare for a confidential chat on 0800 279 6888
- Use LawCare's online chat at [www.lawcare.org.uk](http://www.lawcare.org.uk) to connect with a real person who understands
- Email LawCare at [support@lawcare.org.uk](mailto:support@lawcare.org.uk)

**LawCare**  
Supporting the Legal Community





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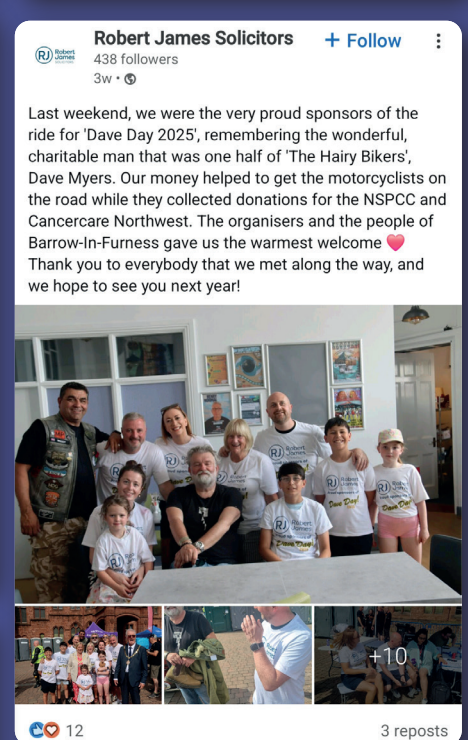
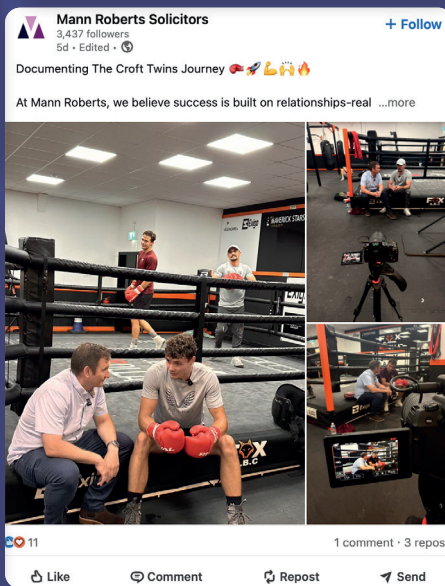
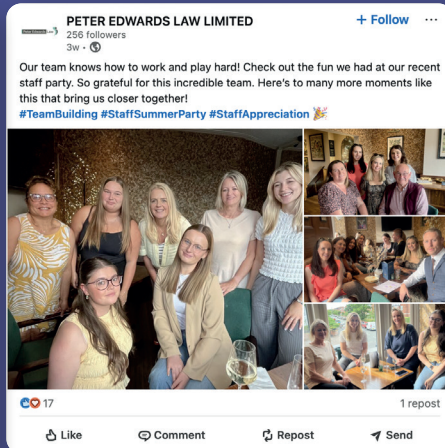


# FINDING YOUR VOICE IN TODAY'S DIGITAL LANDSCAPE



# 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 story to share, why not send it to us, clearly labelled 'Social Media Page':  
[editor@liverpoollawsociety.org.uk](mailto:editor@liverpoollawsociety.org.uk)



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really?**

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