

September 2025

Liverpool Law

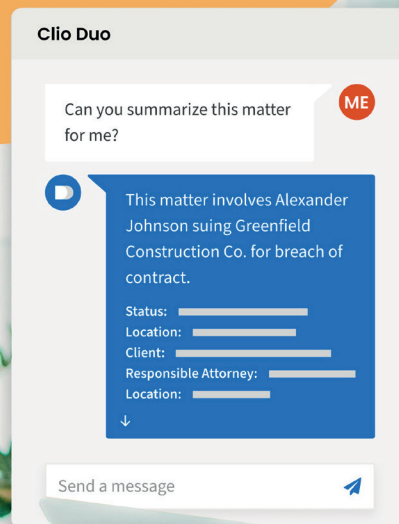
Liverpool  Law Society

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

The MJLD Ball
2025 9th August
at The Bentley, Liverpool p.24



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September 2025

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DEADLINES

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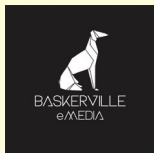
Liverpool Law Society Magazine is produced by and for Liverpool Law Society Members. This is our opportunity to share our news, events and celebrations with our friends in the legal community.

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

Photographs should be provided in the highest resolution possible to ensure a good reproduction. Photographs must not be subject to copyright.

The views and opinions expressed in Liverpool Law are those of the individual contributed and not those of the Liverpool Law Society.

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Editorial Committee Dates 2025

Meetings start at 01.00 pm.

Tue, 16 Sept '25 at 11am
Wed, 15 Oct '25
Tue, 18 Nov '25

Welcome to the September edition of Liverpool Law



With our editor Jennifer still away, I've been invited to write this month's introduction—a privilege I'm delighted to accept.

I hope you enjoy this issue and the contributions from member firms, including announcements of new appointments, promotions, and expanded services.

Warm congratulations to former Law Society President Andrew Holroyd, who celebrates an extraordinary 50 years of service with Broudie Jackson Canter. Congratulations also to Bell, Lamb and Joynson on surpassing £5 million in turnover—a remarkable achievement.

As the holiday season draws to a close, the autumn calendar is packed with events that we hope many members will find valuable. Details can be found on page 46

On Saturday 20th September, Liverpool Law Society will host a joint walk with Chester and North Wales Law Society. Members from both societies are invited to enjoy scenic routes through the beautiful countryside of Higher Burwardsley. Further information is available on page 13.

If you or your firm have articles or announcements for inclusion in the e-magazine, please email editor@liverpoollawsociety.org.uk by the 20th of each month. Don't hesitate to get in touch if you need any assistance.

Wishing all members of LLS a happy and successful autumn.

Simon Castell,
Guest Editor
Baskerville e-Media
simon@baskervillemedia.co.uk

From the President

The latest from the President, James Mannouch

I am sitting down to write this column on the eve of my annual summer break. 2025 has been such a busy year that I have yet to find time to take leave. On reflection, this seems a bit daft. The notion of finding time to 'take time' is oxymoronic but, these days, it is where many of us find ourselves.

I have a friend who works in investment management. He once told me he was required to take off at least two weeks' annual leave in one stint - in other words, he had to book off a fortnight whether he wished to do so or not. I asked him if this policy was to enable staff to relax properly, as I understand investing other people's money can be a rather stressful pastime. He replied to say that, whilst a prolonged rest was a consideration, it was not the main reason for the policy. Instead, it existed because a two-week absence would necessitate a colleague taking over a fee-earner's files, and this generated scrutiny and aided governance. Rather clever when you think about it.

The need to clear-down before we go off is becoming increasingly common - as is the need to catch-up upon our return. Which of us hasn't envied an individual who can simply 'down tools' and rely on others whilst they are away. I certainly have; but I cannot honestly remember a time when I found myself in this position. We talk about the need to 'switch-off' but what do we really mean by this? An internet search suggests it is a figurative phrase. 'Switching-off' *"refers to the importance of disconnecting from work and other obligations to prioritize rest, relaxation, and mental well-being"*. Fine, but doesn't 'switching-off' really mean doing just that, i.e. switching-off my Outlook, switching-off my Teams? Shouldn't switching-off be taken literally, these days? I certainly think so, and I shall be merrily switching everything off this August.

Before I do so, I should perhaps look forward to the Autumn. As I type, it is 23 degrees outside but in a little more than a month it will be time for coats and scarves. I think the Autumn is an ideal time for getting things done and the Society has a busy programme of events to look forward to.

On Saturday 20th September, Liverpool Law Society members are invited to join colleagues from Chester and North Wales Law Society and enjoy a country walk around Burwardsley, Cheshire. The day is divided into two halves. The morning walk will take in Bulkeley Hill, and an afternoon walk will enjoy views of Beeston Castle and Peckforton Castle. Attendance is free and you may sign up here <https://www.liverpoollawsociety.org.uk/events/a-walk-in-cheshire-with-views-over-the-plain/>

Less than a fortnight later, on Thursday 2nd October, the



annual Liverpool Legal Walk takes place in and around the City Centre. The Walk gathers the local legal community and supporters of access to justice to raise funds for the advice sector. At the end of the 5K walk, you will have a chance to relax, mingle and network at the Dale Street Social pub with a complimentary drink on arrival kindly sponsored by St John's Buildings and The University of Law. For details on entry, please access the following page <https://www.liverpoollawsociety.org.uk/events/liverpool-legal-walk-2025/>

A final mention goes to the Annual Dinner and Legal Awards, which take place on 13th November at the Titanic Hotel, Liverpool. I am very much looking forward to the evening and I hope that everyone has submitted their nominations for awards. **Mark Evans**, President-elect of The Law Society, will be attending as special guest, and we have received enquiries for tickets from far and wide. Some tickets are still available so please visit <https://www.liverpoollawsociety.org.uk/events/2025-annual-dinner-featuring-legal-awards/> to secure yours today.

Right, time to switch-off...

James Mannouch
President

president@liverpoollawsociety.org.uk

LLS Meetings & events – Sept/Oct 2025

Start Time	Meeting/Event
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
16/09/2025 11:00	Editorial Sub-Committee
17/09/2025 13:00	Civil Litigation Sub-Committee
18/09/2025 13:00	Future Planning Sub-Committee
20/09/2025 12:00	Joint Walk with Cheshire & North Wales Law Society
22/09/2025 13:00	Access to Justice in Liverpool Project
25/09/2025 16:00	Criminal Practice Sub-Committee
29/09/2025 13:00	Equality, Diversity & Inclusion Sub-Committee (in-person)
30/09/2025 12:30	Finance & Policy Sub-Committee
02/10/2025 13:00	Access to Justice Sub-Committee
02/10/2025 17:30	Liverpool Legal Walk 2025
07/10/2025 13:00	Employment Law Sub-Committee
10/10/2025 13:00	Directors' Meeting with MPs
14/10/2025 12:30	General Committee (in-person)

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

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Bell Lamb & Joynson Surpass £5 Million Turnover as Team Expands by 21% in Record-Breaking Year



Bell Lamb & Joynson Solicitors, one of the UK's longest-established and most forward-thinking law firms, is proud to announce another year of exceptional growth and achievement as it closes its financial year ending June 2025.

Financial Highlights

Following a record-breaking year in 2024, the firm has continued its upward trajectory. Turnover from client fees rose by 17.79%, reaching £5.2 million, marking the first time in the firm's 200+ year history that turnover has surpassed the £5 million milestone.

This growth reflects the continued trust clients place in the firm's services and the strategic investments made across departments to enhance service delivery, efficiency, and client care.

Team Expansion and Internal Growth

To support rising demand, Bell Lamb & Joynson expanded its team by 21% over the past 12 months, welcoming 28 new starters across its now five offices. New hires have joined every core department, from solicitors and legal assistants to operations, marketing, and leadership roles.

Key senior appointments include:

- Helen Hynes – Head of Operations

- Paul O'Toole – Head of People and Culture
- Martha Clayton – the firm's first in-house Marketing Executive

This expansion ensures the firm is well-resourced to maintain high standards of client care, respond efficiently to enquiries, and support sustainable growth. By investing in the right people at every level, Bell Lamb & Joynson continues to deliver clear, timely and expert legal support to individuals and families across the North West and beyond.

Two team members also qualified as solicitors this year:

- **Millie Broadbent**, who joined the Family department as a Trainee Solicitor in 2022
- **Talitha Shandley**, who began as a Paralegal in the Private Client department in 2022

These internal promotions highlight the firm's commitment to developing and retaining future talent.

Office Expansion and Client Reach

As part of its ongoing growth strategy, the firm opened a new office in Ashton-in-Makerfield, its first outside of Liverpool and Cheshire, marking an expansion into a new geographical area.

The office enhances accessibility for clients in and around Wigan, St Helens, and Greater Manchester, extending the firm's presence while maintaining its high standards of personal service.

To further meet client demand, Bell Lamb & Joynson is also launching a new Contentious Probate & Disputes department in August 2025. This specialist team will support clients facing contested wills, inheritance disputes, and estate-related claims,

offering expert advice and sensitive handling during often complex situations.

Trusted by Clients, Recognised by the Industry

The firm continues to lead with a people-first approach, reflected in an employee Net Promoter Score (eNPS) of +50, considered excellent by industry standards. This score measures how likely staff are to recommend the firm as a workplace and supports strong retention and recruitment.

Client satisfaction remains equally strong, with a 98.66% satisfaction rating and more than 1,800 verified five-star reviews on Review Solicitors.

Bell Lamb & Joynson's commitment to quality, development and innovation has also been recognised nationally, with recent awards including:

- Team of the Year (Crime) – LawNet Awards
- Private Client Team of the Year – Modern Law Private Client Awards
- Conveyancing Firm of the Year (North), and Conveyancing Excellence – British Conveyancing Awards
- Female Trailblazer of the Year – awarded to **Laura Cartwright** at the Modern Law Conveyancing Awards

A Word from Leadership

Managing Partner **Mike Leeman** said: *"Our growth this year, both in terms of turnover and team size, speaks volumes about the strength of our culture, our client relationships, and our long-term strategy. Welcoming 28 new starters, opening a new office, and seeing team members qualify as solicitors are achievements we're incredibly proud of. Most importantly, they enable us to support more people, more effectively, every day."*

Licensing specialist boosts Bermans' offering to leisure and hospitality clients



Cosmin Armene, David Crank and Fergal O'Cleirigh

Law firm Bermans has bolstered its offering to the leisure and hospitality sector with the appointment of David Crank to head its licensing operations.

David has joined after 18 years at DWF and is based in Bermans' Liverpool office. He acts for a range of leisure and hospitality clients across England, Scotland and Wales, including hotel and restaurant chains and sports clubs.

David advises on a variety of licensing matters for premises, including those permitting alcohol, music, dance, film and theatre as well as addressing hours of operation.

He will be supported by **Cosmin Armene** in Bermans' property team to grow the firm's presence in the sector.

Fergal O'Cleirigh, senior partner at Bermans' Liverpool office and the head of its property and construction team, said: "David is a well-known operator in the north west business community with an

excellent reputation and vast experience in the field of licensing, and we're delighted to welcome him to the practice.

"We have always had a specialism in the leisure and hospitality industry, and David's appointment will enhance our offering in the sector.

"He is bringing with him clients which are all household names, and they will continue to receive the same outstanding quality of service with us. David will work closely with Cosmin to assist clients on a wide variety of licensing matters."

Bermans, which has offices in Liverpool and Manchester, provides a full-service commercial legal offering to owner-managed and SME businesses, including property advice to developers, investors and funders.

Since 2022, Bermans has been 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.

David said: "It's an exciting time to join Bermans and the opportunity was too good to miss.

"I look forward to continuing to serve my client base and working with colleagues to expand Bermans' offering to the leisure and hospitality sector."

He is the latest addition to Bermans' ranks in Liverpool, where **James Harris** joined as a partner in the property and construction team earlier this year. Other recent arrivals there include property partner **Usha Sharma**, corporate partner **Paul Edels** and paralegal **Paul Rabette**.

Among David's interests outside of work is an involvement in rugby union, formerly as a player then as a spectator, and recently he has taken on the role of chairman at Firwood Waterloo Rugby Club.

Business law firm O'Connors adds competition law specialist to its regulatory team



Laurence Pritchard, Consultant Solicitor with David Malone, O'Connors CEO

Liverpool-based business law firm, O'Connors, has appointed competition law specialist, Laurence Pritchard, as a Consultant Solicitor in its legal team to broaden its regulatory support for clients.

Laurence is a nationally recognised competition law expert and has successfully handled many high-profile competition law matters for national and international businesses. He is consistently highly ranked for

competition law by legal directories such as Legal 500 and Chambers & Partners.

Laurence's appointment has added competition law and National Security and Investment Act (NSIA) advice to its PLUS+ service which enables other law firms, accountants, and professional advisers to plug O'Connors' regulatory expertise into their advisory teams when they are helping clients to manage risks in projects and transactions.

Laurence said: "I have worked with the O'Connors team on a number of matters over the years and it is great now to have the opportunity to add competition law expertise to their unique blend of corporate, commercial, insurance and regulatory advice."

Commenting on Laurence's appointment, O'Connors' CEO, **David Malone**, said: "Laurence is a key strategic appointment for us as we continue to develop our team for the future. His heavyweight competition law experience adds new depth to our service offering as we support our clients doing business throughout the world. I am delighted to welcome him to the firm as a Consultant Solicitor and look forward to introducing him to our clients and business friends."

O'Connors was founded in 2003 and comprises more than twenty senior lawyers and support staff, bringing together best of breed advisory teams to help clients achieve remarkable and long-lasting business success.

Court Confirms Complexity Banding in Major Costs Win for Carpenters Group



In this case, *Campbell v Cornell*, our Costs Team successfully argued that a property damage claim following a road traffic accident should be categorised under Complexity Band 1, not Band 4. The Court agreed, resulting in an 87.2% reduction in the Claimant's costs—a major saving for our insurer client.

Matt Williams, Costs Operations Manager at Carpenters Group, said:

"This decision not only provides a favourable resolution in this case for our client, but it also establishes a valuable precedent for challenging inflated fixed costs claims in subsequent cases."

This ruling highlights the importance of accurate Complexity Banding and showcases the technical expertise of our Costs Team in navigating the 1st October 2023 rule changes.

Fletchers Group announces another wave of promotions with 14 new Associates across key practice areas



Leading personal injury and clinical negligence law firm, Fletchers, is proud to announce the appointment of 14 new Associates, reinforcing its continued investment in talent and client service excellence.

The new promotions will strengthen the firm's capabilities across its core personal injury and clinical negligence teams, supporting continued growth and demand for legal expertise nationwide.

Based across Fletchers' offices nationwide, the newly promoted Associates bring a wealth of expertise across serious injury, personal injury, clinical negligence, and court of protection matters.

"We're delighted to welcome this talented group of lawyers to the firm," said Adrian Denson, Chief Legal Officer at Fletchers. "Each of them brings not only strong technical ability but also the empathy and dedication that defines our approach to client care. Their promotions marks an exciting step forward as we continue to expand and evolve."

The new Associates are:

- **Stephen Hussey**, Head of Personal Injury (EL/PL)
- **Kathryn Sharkey**, Team Leader in Clinical Negligence
- **Mary Lomas**, Motorcycle Serious Injury Solicitor
- **Lucy McNally**, Solicitor in Court of Protection
- **Claire Barnes** and **Danielle Allan**, Heads of Serious Injury in Serious Injury Law
- **Jerard Knott**, **Natalie Richardson**, **Antonia Jones** and **Molly Birchall** who are all Solicitors within the Clinical Negligence teams
- **Claire Williams**, Team Leader in Personal Injury (EL/PL)
- **David Eyres** and **Sarah Ouko**, Solicitors in Serious Injury Law
- **Paul Pike**, Team Leader in Serious Injury Law

These appointments come at a time of momentum for the firm, which has seen significant expansion in its serious injury and complex litigation teams over the past 12 months, alongside increased investment in digital systems, wellbeing initiatives, and talent development.

"We're committed to providing clear progression pathways and meaningful

opportunities for our colleagues," added Tim Scott, Director of HR: "Seeing so many talented individuals join us as Associates reflects that commitment — and the exciting future that lies ahead for Fletchers."

Adrian Denson said: *"We are delighted that such a talented group of colleagues have been successful in their applications to become Associates. They enhance what is already a very strong and impressive Associate group."*

"They represent a wide span across the legal teams and we were impressed by their calibre and the standards they set."

"They were able to evidence their commitment to our shared mission of helping the firm to grow and to get better, and each successful candidate was able to demonstrate excellent performance in their day-to-day legal roles along with clearly defined ways in which they bring something extra for the benefit of clients, colleagues or the wider business."

"I'm proud to confirm the promotion of these 14 colleagues, bringing the total number of Associates across Fletchers Group to 58."

Liverpool law firm unveils bold rebrand



A leading consumer law powerhouse is unveiling an exciting rebrand.

Shaped by research with real clients and in partnership with two North West agencies, CEL Solicitors is launching a new brand identity as part of a commitment to empathy-led legal support.

Researchers at Mustard Manchester and creative partner BGN Manchester have helped develop a new visual identity, tone of voice and a fresh website.

Jessica Hampson, Founder and CEO of [CEL Solicitors](https://www.celsolicitors.co.uk) said: “When someone has been wronged and doesn’t know where to turn, we’re here to help.”

“We believe everyone deserves access to expert legal support – delivered with care, a lack of judgement and complete transparency.”

“Our new rebrand has this mission at its forefront. We wanted to ensure our identity was a true representation of who we are. The logo and colour palette feel more approachable, the tone of voice is much more compassionate and our website is more accessible and informative than before.”

“As a proud Liverpool firm, we thought it was important to collaborate with other North West businesses to help us bring our vision to life.”

In their research, CEL Solicitors

found that 85% of people are unaware when they have a valid claim.

The new brand was unveiled in August, alongside a new ‘Just tell CEL’ campaign launching across social media, online video, radio and TV, helping more people recognise when they need legal support.

Mrs Hampson added: “Whether it’s sharing the latest scams doing the rounds, informing tenants their housing rights or showing that you could be owed compensation from a professional organisation - we’re experts in these sectors and we share this knowledge and value with everyone.

“We aim to make the law as simple as possible. We don’t use complicated legal jargon to bamboozle clients, we are open and transparent to ensure legal services are as accessible as possible.”

“The motto ‘just tell CEL’ is a promise that we will listen, be empathetic and do our very best to help.”

The legal firm initially started nine years ago, with Mrs Hampson as a one-woman housing disrepair specialist. But it now has helped thousands of clients fight back against a mass of consumer issues.

It is now a major player in fraud and scam recovery, as well as covering professional and medical negligence, personal injury, pension mis-selling and much more.

Since taking on fraud cases, the team has recovered more than £135 million for victims of investment, crypto, employment and romance scams.

In the last 12 months, a new crypto investigations team has launched and is working with authorities

and trading platforms to expose scammers and recover stolen cryptocurrency.

Mrs Hampson said: “Our rebrand is a celebration of the thousands of people we’ve already helped and how we’ll continue innovating and adapting to help thousands in the future.

“Housing and tenancy issues have always been my specialty, but as the team grew, so did our breadth of knowledge, meaning we could help more people.”

“We are empathetic, vigilant and we are constantly evolving. We see what’s going on in the world and we’re eager to act, delivering justice for those who need it.”

With more than 10,000 client reviews and an Excellent rating on TrustPilot, the firm feels this speaks volumes on their dedication to becoming a trusted entity.

“Our rebrand has been years in the making. We undertook extensive quantitative and qualitative research to understand the needs, emotions and expectations of our clients and those who might come to our door in future,” Mrs Hampson added.

“The results were clear - people want more than legal support, they want empathy. They want someone to listen and understand their story. This research led us to reposition our brand with a more human and compassionate tone at its core.”

“This new look showcases our approachability but we’re also making changes to our website and outreach. We want to continue to educate and raise awareness of important issues and injustices that are affecting millions every day.”



**Cheshire &
North Wales**
Law Society

Liverpool  Law Society

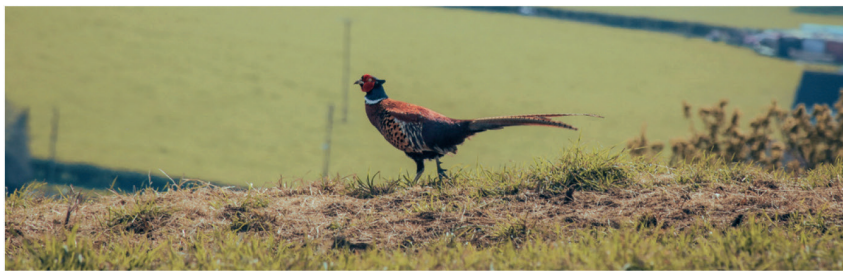
Joint walk for members of Cheshire & North Wales & Liverpool Law Societies

Saturday, 20 September, between 10.30am and 5pm

Where: A choice of walks around Higher Burwardsley, Tattenhall, Cheshire or do both and make a day of it!

Walk 1: Bulkeley Hill 10.30am – 1pm

Walk 2: Beeston Castle 2pm – 5pm



Everyone welcome – bring a friend, your family and your dog!

What to expect

Meet new people, enjoy the outdoors, and support mental well-being together.

What to bring

A packed lunch and drinks, walking boots and waterproofs in case of rain.

Confirm which walk(s) you would like to go on by registering and you will receive all the joining information including where to meet.

[Register](#)

Former law society president Andrew Holroyd celebrates 50 years with Merseyside firm



Andrew Holroyd

A former president of the Law Society is celebrating 50 years with the same Merseyside firm – and even at the age of 77 has no plans to retire.

Andrew Holroyd has enjoyed a distinguished career with Jackson Lees Group, receiving an OBE in 2003 for publicly-funded legal work in Liverpool and a CBE in 2009 for services to the administration of justice.

He was president of Liverpool Law Society in 1993-94 and national president in 2007-08.



Andrew Holroyd with Esther Leach

During his career he has been a solicitor, partner, senior and managing partner and chairman, spearheading strong organic growth for the practice as well as a series of mergers.

He is currently head of risk and compliance for the firm as well as MAPD Group, which acquired Jackson Lees Group in 2020. Jackson Lees Group employs 240 people across offices in Liverpool, Wirral and Southport.

Fresh from his honeymoon in Italy – Andrew and his wife **Caroline** celebrated their golden wedding anniversary last month – he joined Jackson & Canter as a solicitor in August 1975, when a pint of milk cost 7p, a loaf of bread was 10p and a pint of beer was 27p.

Major news stories of the year saw Margaret Thatcher become leader of the Conservative Party, a new law giving women rights to equal pay and status in the workplace, and the Vietnam War ending with the fall of Saigon.

The first Britons conquered Everest, oil

began to flow from the North Sea for the first time, and **Bill Gates** founded Microsoft with **Paul Allen**.

At Jackson & Canter, Andrew undertook a variety of work, dealing with housing and family law matters to criminal defence and welfare benefits, will-making and probate, immigration and asylum cases, and pursuing shipping claims for sailors injured at sea. He became a partner in 1977.

In 1981, the firm's office in the Rialto Buildings in Toxteth was destroyed by fire during the notorious summer riots. Nothing could be salvaged, but the firm chose to remain in the area, initially in a temporary building before moving into new premises.

By 2008, Andrew was managing partner of Jackson & Canter. In 2012, it merged with RM Broudie and the enlarged practice consisted of two trading styles, Jackson Canter and Broudie Jackson Canter. In 2016, it acquired Wirral-based Lees Solicitors and became Jackson Lees Group.



Andrew Holroyd during his time as Law Society president



Andrew and Caroline Holroyd on their wedding day in July 1975

Previous mergers had seen Jackson & Canter join forces with Chadwick and Haggis and AS Law.

Andrew said: “When I started at the firm, everyone could fit around one table – now there are 240 in Jackson Lees Group and over 500 in MAPD Group as a whole.

“I’ve had a very varied career in law, managing the business, chairing its board and now undertaking its compliance. I’ve never done anything for too long to become bored – I’ve always moved on to something else, which has brought lots of new challenges.

“Even now, I have no plans to retire. I would rather carry on, especially while I have something to contribute.

“My current role keeps the brain active as it’s full of intellectual challenges every day, and I can use my experience to help our younger lawyers navigate their way through the challenges they face in their work.”

He added: “The ethos of the firm’s founding fathers of making a difference – they chose to open offices in areas of Liverpool where they could support disadvantaged people – still underpins the work that we do, and I’m extremely proud of our achievements, in particular our role in acting for Hillsborough families.

“The way of delivering law has changed immensely over the years. The universal availability of data means people can find out a lot for themselves, but the application of law to a person’s individual circumstances is where the skill of a lawyer comes in, and I don’t think that is going to change.

“It’s still a career I would recommend – there is a variety of roles, there are always new areas of law emerging as legislation is passed by Parliament, and

it’s an opportunity to make a difference.”

Esther Leach, managing director of Jackson Lees Group, said: “Andrew’s list of achievements is just incredible and he deserves every credit. He’s spent 50 years dedicated to our community, the legal profession and the fight for justice.

“He’s an absolute force to be reckoned with. His energy, motivation and drive for change and improvement never ceases to amaze us.

“His forward-thinking and innovative approach to everything is an inspiration to all who work with him. He genuinely brings massive pragmatism to all the issues he encounters. We are so incredibly lucky to have him.”

Father-of-two Andrew, who was born in Keighley, West Yorkshire, spends his leisure time walking, looking after his grandchildren and playing golf.

When he became president of the Law Society, he was the first Liverpool lawyer for 25 years to take the role.

Andrew was presented with a wine hamper from the MAPD Group to mark his milestone.

Members: is your organisation’s record with us up-to-date?


 Liverpool Law Society

**Find A Lawyer
service**

The staff at the Society receive dozens of calls a week from members of the public and sometimes organisations looking for legal advice.

We give out the name and number of corporate members of Liverpool Law Society to callers who contact the Society seeking legal advice according to the relevant area of practice the call relates to.

Check out your entry on [our website](https://www.liverpoollawsociety.org.uk) and if it needs updating (perhaps an area of law adding or removing, or a new telephone number), let us know at contactus@liverpoollawsociety.org.uk

Carpenters Group Discusses Landmark Decision in Tescher vs. DAMS

Carpenters Group is excited to announce the release of a new article titled “Tescher vs. DAMS: A Landmark Decision,” featuring insights from Chris Dibb.

In this insightful article, **Chris Dibb**, Technical Lead – Credit Hire, explores the recent Court of Appeal decision in the case of *Tescher v Direct Accident Management Ltd*, which has been hailed as a significant victory for the defendant side in the ongoing battle of credit hire. The article examines whether the decision, described as “landmark” and “transformative,” will

bring real change to the industry.

The judgement, delivered by **Lord Justice Birss**, addresses the issue of non-party costs orders (NPCO) against credit hire organisations (CHOs) and highlights the increased risks for CHOs in litigating cases. The decision clarifies that CHOs, rather than claimants, are the real beneficiaries of litigation for credit hire charges and that the protections of Qualified One-Way Costs Shifting (QOCS) do not extend to CHOs.

Chris Dibb also discusses the implications

of this judgement for future credit hire cases, suggesting that NPCOs may become the norm rather than the exception. The article provides a detailed analysis of the judgement and its potential impact on the volume of credit hire claims passing through the courts.

Read the full article to learn more about this significant decision and its implications for the credit hire industry:

[Tescher vs DAMS: Landmark Court of Appeal Decision on Credit Hire | Carpenters Group](#)

Qualifying Work Experience Exchange



Liverpool Law Society

**QUALIFYING
WORK
EXPERIENCE
EXCHANGE**

Helping members help aspiring solicitors

Liverpool Law Society offers the Qualifying Work Experience (QWE) Exchange free to members. For those who are looking to qualify under the SQE route and who need to undertake a period of recognised training (often known as the Training contract), the QWE Exchange is a way of assisting member Practices to offer those looking to qualify a broader experience of different areas of work.

All candidates looking to qualify through the SQE route need to complete two years' full-time (or equivalent) qualifying work experience. QWE helps aspiring solicitors by giving them experience of real-life legal work and the opportunity to develop some or all of the competences needed to be a solicitor. The QWE Exchange gives candidates the opportunity to develop a wider range of competencies.

The Exchange, which is only open to member Practices of Liverpool Law Society, is essentially a noticeboard whereby the member Practice details what seat or area of practice they can offer and also what seat/area of practice they are seeking. All those listed below are interested in seeking and/or offering a seat or area of practice.

It is up to each Practice to ensure that the work experience complies with the requirements laid down by the Solicitors Regulation Authority. Liverpool Law Society does not take responsibility for any part of the exchange or that it meets the requirement set down by the SRA. The exchange must be discussed and agreed between each member Practice on an individual basis.

The Exchange is open only to Liverpool Law Society member Practices and will be time-limited to 12 months at which point you will be able to renew for the following 12 months at no cost.

To view the online noticeboard and access the form, visit our website [here](#).

Weightmans appoints new office head for Liverpool



Sam Gittoes

Law firm, Weightmans, has appointed a new office head for Liverpool.

Sam Gittoes has been with the firm for

almost 20 years and is the Head of Client Delivery in the Fraud department.

As the new Regional Office Head for Liverpool, Sam will work with the firm's leadership team – including new Managing Partner, **Sarah Walton** – to drive forward a strategy that champions innovation, collaboration and client excellence.

Sam said:

"As the largest legal employer in the Liverpool City Region, I am incredibly honoured to take on this important role."

I look forward to building on our strong foundations here in the city, nurturing new talent, supporting our amazing clients, and contributing to the region's legal and professional landscape."

Sam succeeds **Martin English**, who stepped down from the office head role in April.

The news also follows the appointment of **Chantal Hannell**, who joined the firm as its new IT Director earlier this year, based in the Liverpool office. Weightmans' Liverpool office is located on Old Hall Street and employs over 750 people.

DWF Comments on the UK labour market



Joanne Frew

The UK labour market continues to cool against a backdrop of ongoing economic pressure. The UK employment rate was estimated at 75.3% in April to June 2025. This is above estimates of a year ago, and up in the latest quarter. The UK unemployment rate was estimated at 4.7%, above estimates of a year ago and up in the latest quarter.

The estimated number of vacancies in the UK fell by 44,000 on the quarter, to 718,000, in May to July 2025 – the 37th consecutive fall. The downturn has spared few industries, with job vacancies falling in 16 of the 18 industry



sectors. According to official figures, UK businesses are pulling back on recruitment and choosing not to replace staff who leave, leading to the steep fall in job vacancies. This trend reflects growing caution among employers, likely driven by upcoming changes to employment legislation leading to uncertainty. Further, employee numbers on payroll have fallen in ten of the past twelve months, with hospitality and retail experiencing the steepest declines.

Whilst this continuous decline in available jobs will be concerning to the Government they may take comfort that the decrease is not as steep as some predictions had suggested.

In April to June 2025, annual growth in employees' average earnings in Great

Britain for regular earnings was 5% and for total earnings was 4.6%. Annual average regular earnings growth was 5.7% for the public sector and 4.8% for the private sector. The higher labour costs driven by the employer National Insurance contributions hike in April this year creates a predicament for employers facing demands from employees for increased wages due to rising costs.

When navigating the current economic climate building a supportive workplace culture remains key. Engaging employees and communicating openly, inspires both loyalty and resilience in a challenging market.

Joanne Frew

Partner and Head of Employment & Pensions, DWF

Liverpool Law Society



Annual Dinner featuring Legal Awards

Annual Dinner 2025

Join President James Mannouch at the region's premier event for the legal sector.

Hear from guest speaker

Mark Evans

**President-elect of
The Law Society**



The Legal Awards ceremony will take place after Dinner.
Nominations are now open, see page opposite for details.

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HHJ George Anthony (Tony) Ensor

4 November 1936 – 11 August 2025



Tony Ensor at the Past Presidents' Lunch in 2024

When Tony Ensor declined the offer of a deferred place at Cambridge University in favour of Liverpool University in 1955, there began a long and hugely successful legal career in the city and wider region. It was a decision for which all those who knew him will be forever grateful.

Born in North Wales and educated at Malvern School, Tony's cheery and inquisitive character made him a natural fit for his chosen profession and adopted city. After completing his Articles with the long-established Rutherfords, he was to remain with the firm throughout his practice, including as senior partner following its successful merger with Weightmans in 1988.

Alongside a focus on licensing advocacy and a caseload of defendant personal injury work, his practice included some family matters and, latterly, an increasing professional negligence portfolio. In addition (his keen commercial talents and sound judgment having been noted with admiration) he acted for many years for Liverpool FC, including for some years as a director. In that role he travelled extensively and gained the warm recognition of friends and opponents alike, a recurring theme throughout his storied career.

If he were not busy enough in the office, he also took on a series of other demanding roles. He was appointed in

1967 as Assistant Coroner in Liverpool just after completing the requisite post-qualification period, and for a brief interregnum held the position of Coroner of the City of Liverpool. Now on the judicial radar, he sat on the Legal Aid Committee and then the Employment Tribunal, before becoming a Deputy Recorder in 1978 and the first solicitor Recorder in Merseyside in 1983, the year after he was President of the Liverpool Law Society. When he decided to retire from Weightman Rutherfords in 1995, he was appointed at the age of 59 as a Circuit Judge based in Manchester, a role he enjoyed and at which he excelled until his retirement in 2008.

In retirement he was able to devote more time to family and friends, and to his many interests outside the law. He was an enthusiastic golfer and proud member of Formby GC, where he served as Captain in 1998. He continued to attend some Liverpool matches and greatly enjoyed watching Waterloo RUFC from the terraces, as he had done for many years with his steady band of friends. Many of them were also members of the Artists' Club in Eberle Street, a frequent luncheon venue and place of palpable camaraderie.

All those fortunate to have met and known Tony were enriched as a result. Whether as a partner or colleague, opponent or advocate, friend or acquaintance, he was always his uplifting and charismatic self.

Tony's wife of many years, Jenny, survives him, together with their daughters Libby and Jane and their five grandchildren. May the many happy memories of a life lived to the full continue to sustain them.

Nick Peel
Consultant
Weightmans LLP

Astmoor Industrial Business Improvement District (BID) in Runcorn Delivers



Our regular update from Halton District BID



It's over 20 years since the first Business Improvement Districts were piloted in the UK. Initially 20 BIDs were formed with the original pilot in October 2003 and then brought into law with the 'The business improvement districts (England) regulations 2004'. Four years later, Astmoor BID in Runcorn was formed, an industrial BID which is now in its 4th Term. Astmoor BID is one of 350+ BIDs operating across the UK: a geographical defined area of a town or city where a levy is charged on all eligible business rate payers. Every five years, eligible businesses vote in a ballot to decide whether the BID and its levy should continue.

Astmoor BID in Runcorn delivers a range of day-to-day services which include regular litter picks, removing graffiti, gate painting, security patrols, connecting businesses and training. Astmoor BID currently serves approximately 135 businesses spanning

a range of sectors, all located within the BID boundary on Astmoor Industrial Estate. The current BID was created having successfully won a business rate payers ballot in March 2023 and will continue until 2028. For this term additional focus has been given to enhancing estate safety by expanding extensive CCTV/ANPR coverage and supporting the further development of a well-educated, highly skilled local workforce through additional courses and fully funded, workshops.

"Halton BID ensures that everyone across the estate is better connected and fully informed with monthly newsletters, an annual AGM and regular networking meetings."

Rachael Owen, Director of 'Halton BID' and CEO of 'Halton Chamber of Commerce and Enterprise Ltd', explained: "We work with a number of local contractors to deliver a breadth of services. This model allows us to remain agile and respond quickly to sometimes

changing business needs, as and when required. The Astmoor Industrial BID is a great example of organisations voting to have a say over their business environment and working together to deliver additional estate wide services and facilities for the betterment of all. It's a true partnership with organisations from across the estate volunteering to serve on the Operating Group which guides investment decisions and identifies areas for further action/improvement."

The BID in Runcorn is run by 'Halton Chamber Enterprises Limited' t/a 'Halton BID', a not-for-profit organisation which runs two industrial BIDs, Astmoor BID in Runcorn and Halebank BID in Widnes, serving approximately 210 organisations across both estates.

For more information about Astmoor BID please visit our website www.haltonbid.co.uk

What does the law say about hair strand testing?

For years, companies providing hair strand testing (HST) for child proceedings have been largely self-regulating. Providers have often chosen what is quickest and cheapest for them, not necessarily what is best for the courts and families.

However, there is well-established case law that sets out how HST evidence should be instructed, presented and explained. Below we outline what the law says and how Forensic Testing Service (FTS) respects this.

15 years of legal guidance

The most recent case to consider HST was [Re D \[2024\] \(Children Interim Care Order Hair Strand Testing\)](#), which noted that “hair strand test drug results cannot be viewed in isolation, separately from the wider environmental factors” that might influence findings.

These include anything from the colour of their hair to whether the client shares a bed with a regular user of drugs, chemically treats or dyes their hair, or uses specific hair products. Because labs all have their own equipment and processes, **Re D** notes the variability of findings does not call into question the underlying science behind HST but rather highlights the need to “*treat data with proper caution*”.

Re D elevated an earlier case, [Re H \(A Child: Hair Strand Testing\) \[2017\] EWFC 64](#), **Peter Jackson J**, to court of appeal level, which noted hair strand testing will often be interpreted by experts expressing an opinion. To be of real use, the expert must:

- Describe the process,
- Record the results,
- Explain their possible significance in a clear and understandable way,
- Fully and faithfully report all findings.

So while hair strand testing evidence is

factual, what those findings mean and how those conclusions were reached requires explanation by an expert.

It follows that companies providing clients with a short report or certificate of analysis where results have had Society of Hair Testing (SoHT) cut-off levels applied, and omitting findings below those cut-offs, are not respecting court guidance.

Many companies continue to report only levels found above SOHT cut-offs, often presenting them as “positive” results, which can be mistaken to mean use.

Indeed, **Re H** warned that because HST results appear as numbers, there is a risk that results acquire a “*pseudo-certainty*”. The ruling acknowledged multiple “*variables in relation to hair colour, race, hair condition (bleaching and straightening damages hair), pregnancy and body size*” that will affect the results of HST, in addition to the “*variable inherent in the testing process*.”

Re D also made it clear there is a duty on advocates to tell the courts what HST can and can’t tell you.

[London Borough of Islington v M and another \[2017\] EWHC 364 \(Fam\)](#), likewise found that HST “*should never be regarded as determinative or conclusive*” and that the SoHT published guidelines on cut-off levels are only guidelines, not “*a straight jacket of rules*”. Yet many companies still treat them as such.

Further guidance was suggested at The International Association of Forensic Toxicologists in 2019: “*Toxicologists reporting hair strand analysis results should move away from simply providing results by the application of cut-offs, to a process of assisting the Courts as experts by providing evidence-based opinions.*”



[London Borough of Richmond v B & Ors \[2010\] EWHC 2903 \(Fam\)](#)

determined that HST is expert opinion evidence and that it can be challenged in the courts. It noted: “*the courts and parties need to have available all the information necessary to understand what weight can be placed on the evidence.*”

The case also noted that the [Practice Direction](#) on the duties of an expert applies to all expert evidence. It noted the guidance given in the Practice Direction “*is mandatory.*”

In summary, 15 years of UK case law clearly outlines that HST is expert opinion evidence and findings needs to be fully and faithfully explained to the courts to be useful. The law highlights that HST forms just one piece of the puzzle within family law proceedings.

This would infer that the application of cut-offs denies the courts the full context of the case and potentially causes miscarriages of justice. Yet most HST tests are still not properly instructed, interpreted or presented to the courts.

How FTS reports differ

For the reasons above, FTS reports do not use misleading positives/negatives or present a simple certificate of analysis.

FTS never applies SOHT cut-offs to findings, always reports all results, no matter the level present, and provides expert explanation as to what those results mean. We also take a full forensic history from the client to enable more informed interpretation.

You can be confident that when you instruct FTS expert services, you will get the full context of the case every time, in a way that respects and upholds the rigour demanded by law.

To instruct FTS Expert services, call 01924 480 272 or email expert@forensic-testing.co.uk

Your local Law Society: AGM

The Society's Annual General Meeting will be held at 12.30pm for 1.00pm on Thursday, 27th November 2025 at The Racquet Club, Chapel Street, Liverpool city centre. The formal business of the meeting will finish around 1:30pm with networking until 2pm.

The AGM is an important opportunity for us to conduct our formal business but also to reflect on the past year and look forward to the future.

We will be recapping the work of the Society over the last year and outlining what we have achieved and where the challenges lie in the future.

Please feel free to attend the AGM whether or not you are standing for election. Current directors and staff appreciate the opportunity to meet and mix with members.

Members will receive an email in mid-October about the AGM with an RSVP link.

If you would like further information about the Society and the work of the General Committee and sub-committees, please visit our website [here](#).



Did you know?

Liverpool Law Society staff answer dozens of calls a week from people seeking legal advice.

We refer them to our members who appear on our 'Find A Lawyer' search facility.

Check our website to see if your organisation's record is up-to-date and let us know of any changes needed.

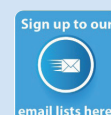
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We suggest you regularly check your junk email and add both these LLS email addresses to your 'safe senders' list to ensure you receive news, events and invitations from Liverpool Law Society!

Not signed up?



Merseyside Junior Lawyers Division



The Merseyside Junior Lawyers Division hosted its annual ball on 9th August, and it proved to be one of the highlights of the year. Held at The Bentley Liverpool,

the evening brought together junior solicitors, trainees, and paralegals from across the city for a night of celebration, connection, and well-deserved fun.

Guests enjoyed Prosecco on arrival before taking their seats in the Bentley's Port of Liverpool room for a three course meal followed by a reception of music and dancing in the venue's Cunard Room. Guests were treated to entertainment ranging from a violinist on arrival to sax and bongos post-award ceremony making for a memorable night.

In between the courses of the meal, attendees enjoyed a speech from the committee chair, **Beth Walker**, celebrating the committees achievements from 2024/2025, as well as celebrating the hard work and dedication of junior members of the profession. The ball was not just a chance to relax, but also a reminder of the importance of community within the legal field.

The event was a resounding success,



Emily Hutton receiving her award for Legal Excellence

and huge thanks go to the committee members who worked tirelessly to organise the evening. The ball once again proved that while the legal profession demands long hours and commitment, there is always time to come together, celebrate achievements, and enjoy the journey. We would also like to take this opportunity to congratulate the award Winners; **Weightmans** who won Support of Rising Talent, **Emily Hutton** (Jackson Lees) for Legal Excellence and **Georgia Close** (Brabners) for Care in the Community. They all proved that hard work really does pay off.

As this year's committee draws to a close we are excited to welcome the new committee. New energy, ideas and dedication will no doubt bring fresh momentum to the year ahead and we look forward to seeing all that they accomplish.

Beth Walker
Chair of MJLD

Faye Morris
Vice Chair of MJLD



The celebrations carried on late into the evening. For many, it was a rare opportunity to unwind and connect with peers outside of the office, building friendships and networks that will last throughout their careers.

MJLD would once again like to extend thanks to Fletchers for their generous sponsorship of the ball. The support of firms is absolutely vital to the work that the committee do, including the hosting of events, providing opportunities for development and create a strong network for junior lawyers. Quite simply, without the commitment and encouragement of sponsors, none of what the committee achieves would be possible.



Businesses seeking clarity over the Employment Rights Bill



It's no secret that businesses are facing a multitude of challenges at present, and that sentiment is certainly reflected among our membership at Liverpool Chamber.

The feedback from our latest Quarterly Economic Survey showed confidence among firms remains weak. In the largest survey of business sentiment since April's employer National Insurance rise, just 55% of responding firms from the Liverpool City Region said they expected their turnover to increase over the next 12 months.

Tax remains the biggest concern cited by firms, while only a third say domestic sales have grown over the last three months. Combine this with geopolitical factors causing instability, and the looming threat of further tax hikes in the future, and it's clear that this is not an easy time to be running a business. Another topic giving rise to nervous headaches among business owners is the potential implications of the Employment Rights Bill. While the Bill has received high-profile media coverage for many months and the recent publication of the roadmap has clarified some elements, there remains a great deal of confusion and concern around what it might mean in practical terms over the next few years.

Plans to expand flexible working, and improve access to make it the 'default'

where practical, is the area of proposed reform which many employers feel is likely to be the most challenging. Other concerns centre upon the strengthening of legal protections for workers taking part in industrial action and the extension of employment tribunal time limits, which some fear could lead to an increase in claims.

This is the case even where businesses are prospering. One Liverpool Chamber member told us: "Our order book is growing and that will continue in the future, but I am very concerned about Government proposals on employee's rights. In a highly skilled industry you need time to assess new employees' ability to meet standards. New proposals of instant rights from day one will affect our decisions to employ new people."

As legal professionals working at the heart of our local business community, we would welcome opportunities for Liverpool Law Society members to engage with our membership and help businesses to navigate their way through a potentially complex landscape. Major

policy changes often create large burdens of cost, time and resources for businesses (which are usually overlooked by policymakers) so clear guidance would help to ensure an effective and compliant response within their limited resources.

In broader terms, we would also welcome your insights into the Local Skills Improvement Plan, for which we are the main convenor, to help align the needs of employers more closely with the curriculum provided by schools and colleges in the Liverpool City Region.

At a time when the cost of employing people has risen considerably, thanks largely to government policy, it is understandable that businesses may see the Employment Rights Bill as further reason to pull back from employing more people, or be forced to make uncomfortable decisions around job losses. Hopefully, this approach can be avoided by demystifying the Bill and helping employers to plot a more positive path through the legislation.

Paul Cherpeau
Liverpool Chamber



Paul Cherpeau

Supporting Dyslexia in the Legal Workplace: Insights and Recommendations



Hannah Lowe

Recently, I had the privilege of presenting to the EDI Sub-Committee on the topic of dyslexia in the workplace, specifically focusing on how we can better support our colleagues in the legal industry.

Dyslexia, often misunderstood as a condition solely affecting reading and writing, actually impacts information processing, memory, organisation, and

concentration, among other skills. This is crucial to understand in professional environments, especially within the legal sector.

Dyslexia affects approximately 10% of the UK population and is genetic, running in families. Interestingly, a quarter of CEOs are dyslexic, highlighting the potential for individuals with dyslexia to excel in leadership roles.

Reflecting on my personal journey I shared how my undiagnosed dyslexia led to struggles during my school life. However, with the right support in college, I excelled, ultimately achieving top marks and pursuing a career in law despite initial discouragement due to dyslexia.

Common indicators of dyslexia include difficulty scanning text, erratic spelling, challenges in maintaining focus, and confusion with visually similar words. It can also affect personal

organisation, time management, and task prioritisation. Fortunately, the British Dyslexia Association provides valuable recommendations to implement changes in the workplace.

At CEL Solicitors, we have embraced several strategies to support dyslexic employees. These include using tinted screens, employing transcription apps, and providing spell check software. Verbal instructions are encouraged, and 'Do Not Disturb' signs help create environments conducive to concentration. Managerial support and organisational tools like 'to-do lists' further assist in overcoming these challenges.

Promoting awareness and implementing supportive measures not only enhances productivity but fosters an inclusive and diverse workplace.

Hannah Lowe,
Paralegal at CEL Solicitors



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HM Land Registry previews new service to the LSSA

HM Land Registry



HM Land Registry previewed its new digital registration service at a recent meeting of the Legal Software Suppliers Association (LSSA), ahead of its planned launch in October.

James Rippin, Integration Support Manager, and **Sophie Rickards**, Lead Product Manager at HM Land Registry (HMLR), introduced the new Registration Service and shared an update on the organisation's digital roadmap. Their presentation focused on areas most relevant to the legal software industry.

From October, the new service will apply stricter automated checks to incoming applications, accepting only those that are both valid and correct. This change is expected to reduce the volume of administrative requisitions significantly by eliminating common submission errors.

In the year to September 2024, HMLR estimated there had been 114,000 variations in names and 110,000 submissions with missing information. The cost of these errors alone was put at between £1M and £7M alone.

The new service will also bring greater consistency across HMLR's digital channels. Features include improved handling of attachments and a new API to support push notifications and future automation.

"Reducing errors and delays is at the heart of our digital transformation efforts," said **James Rippin**, Integration Support Manager at HMLR. *"We're excited to see the impact it will have on streamlining conveyancing and improving outcomes for all parties involved."*

Kevin Horlock, CEO of the LSSA, added: *"It's encouraging to see HM Land Registry working so closely with our members. This new service directly tackles issues that have affected legal software providers and their clients for years. We're looking forward to supporting a successful launch."*

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The money you raise goes towards the most vulnerable in society to fund access justice and legal advice. The organisations the Access to Justice Foundation supports help:

- Prevent families being made homeless
- Prevent destitution
- Allow older people gain the support to which they are entitled
- Support women and children who have been trafficked for domestic servitude or prostitution.

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.

IN AID OF THE ACCESS
TO JUSTICE
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This is a great opportunity for colleagues from across the region to come together and take part in a relaxed event after work.



[More info](#)

Cybersecurity in the Insurance and Legal Sectors: A View From the Front Line

Cybersecurity has become one of the most pressing challenges facing the insurance and legal sectors today.

With vast amounts of sensitive data and a growing reliance on digital infrastructure, organisations are under constant pressure to stay ahead of increasingly sophisticated cyber threats.



Mick Tennent

We spoke to **Mick Tennent**, IT Security and Cyber Lead at Carpenters Group, about the current threat landscape, the rise of ransomware, and how the business is protecting its people, clients and systems.

The Threat Landscape

There's no real difference between the insurance sector and other industries like banking or pharmaceuticals when it comes to cyber threats. The data we hold is just as valuable. Legal services have been targeted for years, and the threat landscape is incredibly active. It's not something that switches on and off, it's always on.

We're seeing continuous attempts to breach systems, and it's our job to make sure they don't succeed. That means staying alert, adapting quickly, and making sure our defences are always evolving.

Ransomware and Its Impact

Ransomware is still the biggest threat we face. It used to be the domain of

highly skilled hackers, but now anyone can pay a fee and launch an attack using ransomware as a service. These aren't just shady individuals, they're structured companies operating globally.

For personal devices, the ransom might begin at a few thousand pounds. For organisations, it starts at around £4 million. Ransomware typically begins with a phishing email. A user clicks a link, unknowingly downloads malicious software, and suddenly their files are encrypted. The attacker demands payment to unlock the data, often with no guarantee of recovery.

Building Strong Defences

We've put in place strict controls to ensure that only the right people can access sensitive data. If you don't need access, you don't get it. We also monitor outbound data. For example, if someone in IT tries to send claim data to a personal email, we block it. It's not appropriate, and it's a potential risk.

We've invested heavily in Microsoft's security suite, which enables real-time threat detection and response. If a machine is compromised, we isolate it immediately. It stops the attack from spreading and gives us time to investigate.

These measures are part of a layered defence strategy that includes endpoint protection, network monitoring, and behavioural analytics - all designed to catch threats before they escalate.

Daily Threats and Vigilance

Cybersecurity is a daily operation. My team monitors activity across the organisation, filtering out false positives and responding to genuine threats. We get alerts every day. Most are legitimate business activity, but we do see malware attempts regularly. We work quietly in the background to stop these threats before they become incidents.

One particularly unusual case involved a fake website that mimicked our domain. It was almost identical - just a slight misspelling. We flagged it, issued a takedown notice, and it was gone within a day. It was clearly an attempt to launch a scam. These kinds of incidents highlight the importance of proactive monitoring and rapid response.



Managing AI Risks

Artificial intelligence is transforming the way businesses operate but it also introduces new risks. We've set up an AI Council to oversee how AI tools are used across the business. Nothing gets used unless it's approved. That includes tools like Copilot, which we've licensed for legitimate use.



“We’re working hard to block unauthorised tools and educate staff”

The concern is that once data is uploaded, it may become accessible to others. We’ve seen it happen. That’s why we’re working hard to block unauthorised tools and educate staff. The AI Council includes board members and senior leaders, ensuring that decisions are made with both technical and strategic oversight. It’s a model that balances innovation with accountability.

Balancing Security and Efficiency

Security should never be a barrier to productivity. We work closely with business

units to understand their workflows and tailor protections accordingly. Finance handles data differently than Legal or HR, so we need to understand how each team operates so we can support them without getting in the way.

This collaborative approach ensures that security measures are effective without being disruptive. It’s about enabling the business to function securely - not restricting it.

Educating Our People

Education is a cornerstone of our cybersecurity strategy. Staff are kept informed through internal communications and the MyCyber portal, which provides updates, guidance and

supplementary resources.

If there’s a major incident in the industry - like the Marks & Spencer Co-op breach - we send out alerts and provide extra info online. We want people to understand the risks without overwhelming them.

We also align our practices with industry standards and client expectations. Our clients demand strong security, and that pushes us to keep improving. For new organisations, my advice is simple: start with a secure foundation and build up from there.

Mick Tennent,
IT Security & Cyber Lead
Carpenters Group



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Cyber Risk Is a Business Threat - But It Doesn't Have To Be Your Burden



Half of UK businesses suffered a cyber attack or breach in the last year.*

Most lacked the time, skills, or capacity to manage it properly.

With threats evolving, regulations tightening, and the cyber skills gap widening, it's no wonder business leaders can feel overwhelmed, especially when cyber security isn't your core focus.

That's where we come in.

At Taylorored Solutions, we help organisations take control of cyber risk, without the panic, pressure, or tech jargon.

As your Virtual CTO, we work directly with business owners, boards, and IT teams externally or internally to bridge the gap between risk and resilience. Whether you need strategy, structure, or a second opinion, we give you confidence and clarity.

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We support you with:

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- Practical guidance aligned with business priorities
- Strategic IT leadership without the full-time commitment and cost

With skilled cyber professionals in short supply, our clients gain timely, expert advice, without waiting months or stretching budgets.

If you're already thinking about your cyber risk, this is your opportunity to act with confidence. Let us help.

**Source: UK Government Cyber Security Breaches Survey 2024/2025*



About Taylorored Solutions

Taylorored Solutions is an IT consultancy company based in the Isle of Man and the UK, supporting businesses and their IT providers with cyber strategy, digital resilience, and independent technology advice.

We offer a range of services, including Virtual CTO support, helping organisations bridge the gap between technology and business goals, without the commitment or cost of a full-time in-house role.

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



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Deadline: Midnight on Sunday 31st August



We are Hiring!

We are looking for a Legal Assistant to support the housing team in the delivery of legal advice and assistance, primarily through client-facing, administrative, and record-keeping support. We're looking for a team player who has great organisational skills, a real interest in social welfare law and a commitment to access to justice.

The need for our services has never been greater and we are increasing our capacity to help meet growing demand and achieve better outcomes for our clients at all stages of the legal advice process.

For more information on the role and how to apply, please visit www.merseysidelawcentre.co.uk/vacancies

Fighting an unjust PIP decision

We recently worked with a client who had severe breathing difficulties and other notable health complaints arising from his former trade. The client had applied for Personal Independence Payment in 2024 and been awarded only

the standard (lowest) rate of daily living. The client was struggling with both the additional cost of disability and with the emotional strain of not being able to live independently. We represented the client at 1st tier tribunal, and the panel awarded him the highest possible award of PIP (double enhanced rates) and with the longest recommended award (10 years) that the tribunal is empowered to give. Upon hearing the news, the client became very emotional. He explained to the panel that the relief was huge that the severity of his conditions had finally been recognised and that now he would be more able to navigate his disabilities with the added income of enhanced rate PIP benefit. **The award was backdated for over 12 months and the total gains recorded for the client amounted to over £11,000.**

“Andrew did a fantastic job for my PIP tribunal and was very professional. He kept in touch all the way through the process and made me feel at ease on the day. I can't thank Andrew Wilson & Merseyside Law Centre enough for what they did for me.”

Merseyside Law Centre have represented 11 clients since April '25 at 1st tier tribunals.

Without our help in challenging unjust DWP decisions, many of our

clients would continue to struggle with everyday life and worsening mental and physical health issues.

West Derby Centre for Social Justice Update

The West Derby Centre for Social Justice is now up and running and delivering great results for clients. The centre's aim is to increase and diversify the provision of advice in the area and to help address the evident inequalities within the community. Our partner organisations provide a broad spectrum of advice; all aimed at delivering access to justice. Our aim is to grow a sustainable and holistic service at the heart of the local community to elevate the quality of life for future generations. Our timetable is as below, please note it is subject to change. For any enquiries about this service, please e-mail sophie.brown@merseysidelawcentre.co.uk

Volunteer & Donation Opportunities

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


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

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

West Derby Centre for Social Justice Timetable

Elevating local lives through access to justice.



Monday	Tuesday	Wednesday	Thursday	Friday
Merseyside Law Centre Drop-in Session Weekly 10am-12pm Housing & Welfare Benefits	ACORN Union Drop-In Session 1st Tuesday of the month (check social media for dates) 12pm-2pm	Partners Credit Union Drop-in session Weekly 10am-3pm	Merseyside Law Centre Drop-in Session Weekly 10am-12pm Housing & Welfare Benefits	Broudie Jackson Canter Drop-In Session Weekly 9.30am-11.30am Family Law
Located at: Dovecot MAC 10 Back Dovecot Place L14 9BA		Neurodiverse Family Support Appointment only Once a month (check social media for dates) 12.30pm-2.30pm	Raise Advice Weekly Appointment only 1pm-3pm Debt advice	

To find out more, please e-mail:
sophie.brown@merseysidelawcentre.co.uk

ever. If you could consider donating to Merseyside Law Centre, it could make a massive difference to many people's lives in Merseyside. Our donation details are up on our website www.merseysidelawcentre.co.uk/donate. As always, our current contact details and drop in session details are below so please do pass these onto anyone you think may benefit from or require our services. If you are unable to attend a drop-in session, there is an online enquiry form on our website.

www.merseysidelawcentre.co.uk/online-enquiry-form



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To download our Volunteer Application Pack, please visit [Get Involved | merseysidelawcentre.co.uk](http://GetInvolved.merseysidelawcentre.co.uk) and e-mail the completed form to enquiries@merseysidelawcentre.co.uk

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Liverpool Civil and Family Court
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Check website for info on how to book.

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Appointment only.
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If you are unable to attend a drop in, please fill in the enquiry form on our website. Links below.

www.merseysidelawcentre.co.uk/enquiryform



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Mon & Thurs 10am-12pm



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The solicitors of Merseyside Law Centre are regulated by the Solicitors Regulation Authority.

Regulation Update

September 2025

The latest Regulation news from Andrea Cohen of Weightmans LLP



Andrea Cohen

Welcome to Compli's monthly round-up of developments and updates from the regulatory sector, and an overview of recent disciplinary decisions. It already feels like Autumn (and I'm writing this in August!), it's the start of a new school year (does anyone else still feel that way about September, even though it's decades since you left school, and with no school age children needing new uniform, regulation shoes, pencil cases etc?) and the start of a busy time (not that it's ever not busy) in the world of risk and compliance with new regulations, conference 'season', SRA declarations, PC and PII renewal etc.

SRA Declaration - High-volume claims

On Friday 22 August, just before Bank Holiday, the SRA published the results of a thematic review into how firms handle high-volume consumer claims which has 'highlighted significant concerns over poor practice'. It has also, to the surprise of a number of clients, emailed the COLPs of firms which handle high-volume consumer claims with a mandatory declaration to be completed by the managing partner, CEO or equivalent by no later than Friday 3 October 2025. The information required is set out in a long and detailed

questionnaire and includes: annual turnover; types of consumer claims work; number of legally qualified and non-legally-qualified fee earners; referral arrangements; marketing and publicity; client onboarding arrangements; litigation funding agreements; After-the-event insurance, client care, costs information, and advice. Depending on your arrangements, there may also be additional information forms to complete e.g. referrer information, ATE insurance provider information.

The SRA estimates that if you have all the information to hand, it will take up to two hours to complete, but says it may (we anticipate it will) take longer if you have multiple types of consumer claims, referrers, ATE insurers etc. It is possible, depending on the size and structure of the firm that as the scope of the questions are so wide-ranging, the person required to sign the declaration - managing partner, CEO or equivalent - may not have detailed knowledge of the information so will need to verify it. Declarations will need to be carefully completed - firms are still being investigated by the SRA for declaring in 2017 that they had a compliant AML firm-wide risk assessment in place at that time.

We strongly recommend that if you have received the declaration you don't leave it until the last minute to complete, particularly as this is also the time for PII renewal and PC renewals, and the initial form runs to 121 questions over 16 pages, and the additional forms have between 6 and 25 questions.

PC Renewals 2025/26

Practising certificate and registration renewals will take place from 1 to 31 October 2025 (inclusive). You will be able to access the application form from 1 October. If you want to start preparing now, the questions in the form

can be found at [SRA | Bulk renewing your practising certificates \(2025/26\) | Solicitors Regulation Authority](#)

Financial crime

Economic Crime and Corporate Transparency Act (ECCTA)

Regular readers will know that we've covered the subject on a regular basis, but we would remind you that from 1 September 2025, ECCTA introduced a new offence of failure to prevent fraud, which applies to 'large organisations', who will be guilty of the offence where: (i) an associated person commits a fraud offence intending to benefit that organisation, or any person to whom the associated person provides services on behalf of that organisation, or (ii) where an employee of an organisation commits a fraud offence intending to benefit that organisation, where that organisation's parent undertaking is a large organisation. Unless the organisation can prove it had taken reasonable steps to prevent fraud, it will be subject to an unlimited fine.

As you will be aware, ECCTA removes the cap on the SRA's fining powers in relation to certain breaches that involve economic crime. The SRA indicated in May 2025 that it would be making 'interim limited technical updates' to its fining guidance in the summer relating to ECCTA which will enable it to impose unlimited fines on economic crime cases using the existing policy framework. At the date of writing, the updates have not been published.

From 18 November 2025, the identity verification requirement, which has been voluntary since April 2025, will become mandatory for all company directors and people with significant control (PSCs). The requirement will be phased in, so new directors must verify their identity when first appointed to a new or existing company and new PSCs must

verify their ID within 14 days of being added to the Companies House Register, and existing directors must verify their ID when filing the company's next annual Confirmation Statement after 18 November 2025 with existing PSCs who are not directors of that company having to verify their ID in the month of their birth from November 2025. Failing to comply with these requirements will be a criminal offence both for companies and individuals.

SRA Sectoral risk assessment – Anti-money laundering and terrorist financing

Following the publication of the UK Government National risk assessment that we reported last month, on 31 July the SRA updated its risk assessment.

[SRA | Sectoral Risk Assessment - Anti-money laundering and terrorist financing | Solicitors Regulation Authority](#) Emerging risks include capital flight from high-risk countries, client account issues which could potentially facilitate money laundering, poor CDD scrutiny, where CDD has been gathered but not reviewed, and changing business models where consultants operating semi-independently bring additional challenges, technology and global economic uncertainty pressures. The following risks have been moved from 'emerging' to reflect they are part of the risk landscape, namely, vendor fraud, proliferation financing and supply chain risk.

If your firm is within scope, your FWRA, PCPs etc should be updated to reflect the changes and the updated documents, or a note about the changes, circulated.

Money Laundering Regulations (MLRs): consultation response

HM Treasury has now released its response to the 2024 consultation on the MLRs and there are a series of proposed amendments which aim to reduce regulatory burdens.

The key proposed changes are:

- Changing an enhanced due diligence trigger from 'a transaction is complex or unusually large' to 'unusually complex or unusually

large', allowing firms to take a risk-based approach on what is usual/unusual for them.

- Restricting high-risk third countries to those on the FATF call to action list
- Exploring the potential for guidance to include illustrative examples to clarify the requirement to undertake source of funds checks 'where necessary'

A draft statutory instrument will be circulated which HM Treasury hopes to lay before Parliament before the end of 2025. LSAG guidance will need to be updated in accordance with any changes, as will FWRAs and PCPs. Watch this space!

SRA training requirements

The SRA has said it will consult later this year on proposals to strengthen its continuing competence requirements, with a focus on reflection and maintaining professional ethics obligations. There is concern that while solicitors are completing learning and development activities to maintain competence, there was limited evidence to suggest regular learning and development to keep understanding of ethical and professional obligations up to date, and not 'making time to reflect effectively or not reflecting on all aspects of their practice'

Motor Finance Commission Claims – what the SRA expects from law firms

Following the UK Supreme Court judgment of 1 August 2025 on the motor finance commission claims, the SRA has published a statement setting out what it expects from law firms who have prospective or existing clients that this judgment may impact. The expectations include: an understanding of the judgment and its impact on clients; informing clients what the judgment means for them; Informing clients of the prospect of the FCA redress scheme – due to start by October; taking steps to ensure Claims Management Companies you deal with are compliant with FCA regulations, and ensuring any publicity in relation to your firm's practice is accurate and not misleading.

Evidence of non-compliance will be met with action by the SRA.

New practice notes and guidance SRA guidance/news

- [SRA | The scope of the money laundering regulations | Solicitors Regulation Authority](#)
- [SRA | Guidance on desk-based reviews | Solicitors Regulation Authority](#)

Law Society practice notes

- [Preparing a will when your client is leaving a gift for you, your family or colleagues | The Law Society](#)
- [Handling complaints | The Law Society](#)
- [What to do when a complaint goes to the Legal Ombudsman | The Law Society](#)
- [Fiduciary roles and retirement or departure from practice by a private client practitioner | The Law Society](#)
- [How to use lawtech in your practice | The Law Society](#)

Disciplinary and regulatory decisions

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

AML fines

Firm fined £58,000 for failing to meet AML regulations for over six years

A law firm has been fined £58,000 and ordered to pay £20,000 in costs owing to a failure to have an AML risk assessment and policies, controls and procedures in place, and had not had an independent audit until January 2024, even though 80% of the firm's work fell within the scope of the MLRs. The tribunal found that there was no good reason for this to have been the case, and it was sheer luck that criminals had not exploited this failure.

Manager fined £32,500 for AML breaches

A director whose client was a PEP but had failed to take adequate measures to establish source of wealth and funds, and who used the client account as a banking facility for the client and himself has been fined £32,500 and had restrictions placed on his practice for five years,

including not being able to practice as a sole practitioner or manager of a law firm or be COLP or MLCO, and was also ordered to pay £50,000 costs.

£173,000 for inadequate checks on non-domestic PEP

A firm which failed to identify the client as a PEP until two months after completion of the purchase and had previously given inaccurate information to another firm involved in the transaction when it said the identity of the buyer had been verified, has been fined £173,000. It admitted failing to comply with AML legislation and failing to run its business effectively and in accordance with proper governance principles.

Solicitor struck off for misleading Employment Tribunal and clients

An employment solicitor has been struck off after fabricating IT issues, claiming IT problems had prevented her from receiving an email from the opponent's

solicitors setting out the defendant's position, or a draft list of issues. She said that she had made several requests for assistance with the IT department of the firm and had been informed that the security system, had been partially disabled on her account which resulted in a number of emails being kept "on hold", but there was no internal record of her raising the issue. At the SDT, she admitted she provided misleading information to the ET, agreeing to a settlement offer without client's instructions and misleading two other clients.

The SDT said the misconduct involved 'serious, deliberate, and repeated acts of dishonesty'.

"Overwhelm" not enough for partner who failed to inform client a deadline had been missed

A former partner has been struck off for failing to inform his client that he had missed a deadline in respect of a default costs certificate.

He told the tribunal that he was facing an "intense and unsustainable workload" and described his job as "firefighting". The tribunal, however, found that due to being a partner and a senior figure in the firm, it was at his discretion to effectively delegate his workload, and that it was "unacceptable" to blame a lack of time or capacity for his failure to notify his client of the document. The tribunal said he had adopted a "head in the sand" approach.

How Compli can help...

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

.....
Andrea Cohen
Compli,
Weightmans LLP



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Can we mention that our Live-in Care Support is an alternative to moving into a Care Home?

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Able Community Care also provides Home from Hospital support for discharged patients who would like to fully recover in their own home. Our Holiday Care Companions support people to holiday and travel throughout the UK and internationally. Our Planned Respite Care is for families who support a loved one, but need to take a break.

Support is available throughout the UK and the offshore islands.

www.ablecommunitycare.com

Solicitors' Professional Indemnity renewal: insights from an underwriter



Sarah White

Recently, the solicitors' professional indemnity market has seen an increase in the number of insurers offering firms primary insurance. With more choice available, how should firms best present their risk — and why should they choose HDI?

At HDI, how do we assess you as a firm?

As your insurer, we are there for you when the worst happens. However, insurance is just one tool in your armoury against risk. We look for firms that invest in a clear and robust risk management strategy. We want to hear about how you identify and manage risk in your firm. This can include how you structure your firm, risk management planning, business continuity plans, file review and supervision policies, and external audits.

When reviewing a firm's proposal form, I like to pay particular attention to the answers that provide insight into the workings and values of your firm. Your submission can be really enhanced, for example, by sharing your firm's history, any particular specialisms, your future goals, the type of work you like to do and the type of work that you would turn away. These details allow me to take a more holistic view of your firm.

Getting your submission in early and in full order is vital. Work with your

broker to ensure you have up-to-date claims summaries. It is also very helpful to include a narrative around any open and closed claims — for example, what the allegation was and what lessons were learned. The fact that you may have experienced a claim is not necessarily an issue — at HDI, we recognise that there is often a story behind every claim, and we are open-minded and willing to listen.

What are the key concerns for Insurers currently?

Whilst the frequency of claims appears stable, the severity of claims has notably increased in recent years. Contributing factors include rising asset values, more complex transactions and defence cost inflation. Worryingly, the market has begun to see more claims exceeding the compulsory primary limit. Firms should have heightened risk management measures in place when taking on matters of high value, or when acting for clients of considerable net worth.

Conveyancing remains the main source of claims, both in frequency and overall cost. Conveyancing firms continue to be prime targets for property fraud. Being aware of key red flags and undertaking rigorous due diligence is vital to protect your firm from such claims.

Additionally, there has been a notable rise in claims from wills, trust and probate work. The drivers for this are a combination of more complex family structures, increases in overall estate values and the challenges that can arise with people living longer. Our advice is that this would be a good time to conduct a review of policies and procedures and implement targeted refresher training for staff.

Beyond this, insurers will be taking into account the economic environment, technological development and other similar contextual factors as drivers for claims, such as the impact of AI, and

the continued cyber threat we all face. Sharing your firm's policies and risk management strategy for these areas helps provide insurers with reassurance that your firm is well equipped to navigate such challenges.

Why choose HDI as your insurer?

In the past, we have seen volatility created by insurers entering and exiting the solicitors' professional indemnity market. At HDI, we have the experience, strength and stability to support you now and into the future. Our recent credit rating upgrade by international rating agency S&P Global Ratings to AA- (Very Strong) is a testament to our financial resilience, enabling us to be your trusted insurance partner.

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By **Sarah White**,
Underwriting Manager,
HDI Global SE.

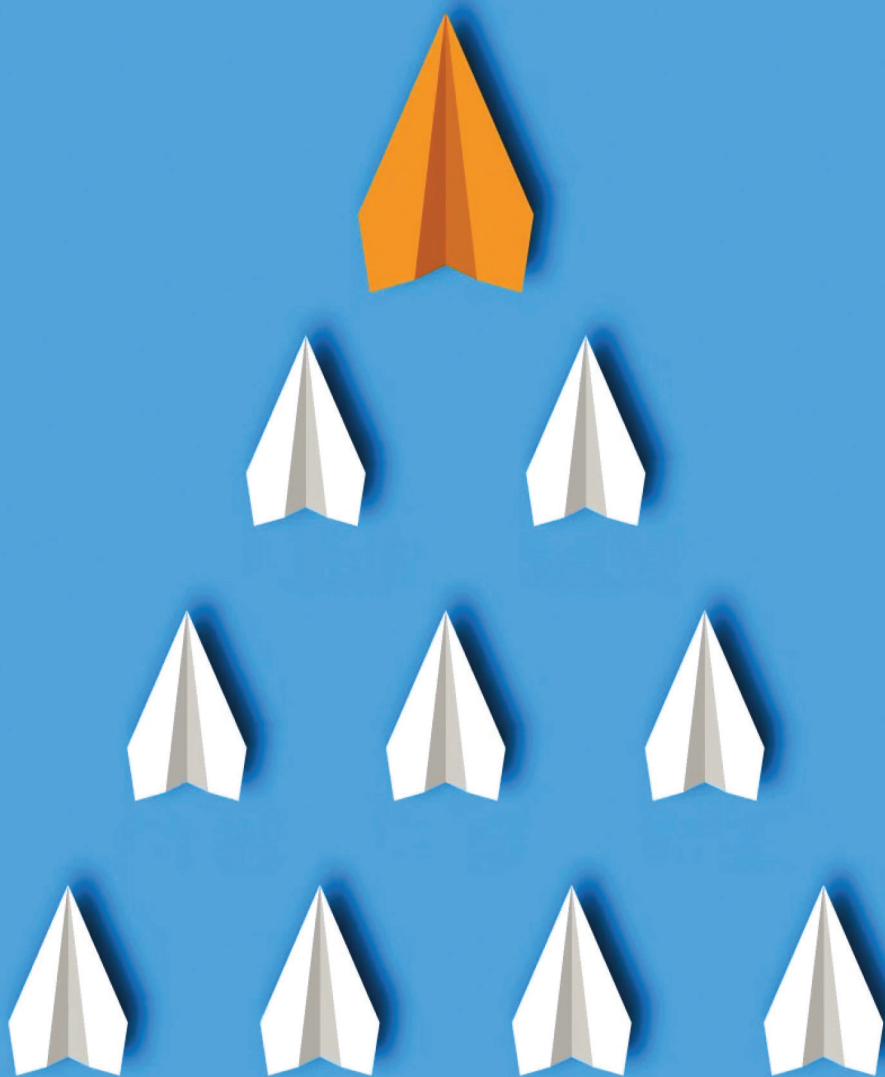




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Charity Spotlight: **Aftermath Support**



When Liverpool's streets filled with celebration during the LFC victory parade in May 2025, few could have foreseen the devastating incident that would follow. In its wake, Aftermath Support quietly stepped in to offer trauma-informed support to those fans who were injured and those deeply affected by what they saw and experienced.

Now in its 21st year, Aftermath Support is the North West's only specialist post-crash support charity. We work closely with roads policing teams and family liaison officers to support those affected by fatal and serious road traffic collisions. Based in Merseyside and operating across the region, our team supports people at their most vulnerable. This includes emotional support, practical guidance, and a steady, reassuring presence as they navigate the legal and procedural complexities that follow a traumatic incident.

We are often involved before a legal firm is instructed and we continue supporting people long after legal processes have ended. Aftermath steps in at a time when families are reeling from shock, grief, and confusion, often within hours or days of a collision. We support bereaved parents, partners, children, siblings and extended family members through the early days following a fatal or life-changing crash. This includes explaining police and coroner procedures, helping people prepare for inquests, supporting families

through traumatic loss, and providing clarity around criminal justice processes and victims' rights.

We also assist traumatised witnesses and those who were first on scene, helping them to manage the emotional impact of what they've experienced and connecting them with specialist help if needed. Our support is practical and person-led, so that families feel less overwhelmed, so that they understand what to expect next, and so that they are not left to face devastating events alone.

Aftermath has strong and longstanding relationships with the legal profession. Our legal panel is made up of a small number of trusted firms who provide sensitive, expert advice on Personal injury, Wills and Probate, and Family law. These partnerships reflect a shared commitment to trauma-informed support and a deep understanding of the complex journeys families face after serious road collisions. We continue to value the support of the wider legal community in raising awareness, championing our work, and standing alongside those affected when it matters most. We are always open to building relationships with firms who share our values and client-first ethos.

With demand increasing, especially in the wake of major incidents like the LFC parade, we are actively growing these partnerships during our 21st anniversary year.

We are marking this milestone with a programme of fundraising and awareness events and would love the support of the legal community:

- This autumn, we will host the first ever Liverpool edition of 'Crabtree's Curry Night', led by our long-serving trustee and Principal Lawyer Richard Crabtree. Always a highlight of the legal calendar up and down the country, it promises to be a fantastic night of food, connection and community.
- In September, we will bring together frontline partners, sponsors, and supporters for a special Comedy Night on Water Street, the very location of the LFC parade incident. The event will recognise the strength and resilience of those affected, while raising vital funds to help us continue our work with individuals and families impacted by fatal and catastrophic road collisions. If you're reading this before 11th September, there's still time to attend, contact us for tickets today.



The small but mighty team at Aftermath Support

"I never imagined I'd need Aftermath Support. When my husband was killed in a crash, my world fell apart. Their support helped me through the worst time of my life. I don't know what I would have done without them."

● Aftermath Support Beneficiary



Celebrating 21 Years of Support
Supporting Road Traffic Collision Victims across the North West

www.aftermathsupport.org.uk

- In January 2026, we are proud to be the beneficiary charity for Merseyside Police Federation's Charity Ball, reflecting our close partnership with roads policing and our trusted presence in crisis response.
- Alongside these events, our #21forAftermath campaign invites legal firms, teams and individuals to raise vital funds through any fundraising activity they choose so that together we can reach our target of £21,000 to support those most in need.

The legal profession plays a vital role in the recovery journey for those affected by road trauma, helping families make sense of tragedy and navigate complex processes. We would love to hear from any firm, chamber or individual who would like to support our work during this milestone year.

Sponsorship packages, tickets and tables are available for all the events mentioned.

To find out more, get involved, or request a speaker or your own fundraising pack, visit www.aftermathsupport.org.uk or email Karen.Blair@aftermathsupport.org.uk

No family should face the aftermath of road trauma alone. With your support, they won't have to.

We're always sharing updates, free resources, and event info and we'd love for you to be part of it.

Find us on Facebook, Instagram, LinkedIn - @AftermathSupport and X - @AftermathSupp

21 for Aftermath JustGiving page - [21 for 21 – 21 Years of Support, £21,000 for the Future - JustGiving](#)



Get involved!
21 years of impact,
21 ways to give back!





How will YOU take part in our 21 for 21 Challenge?

At Home or in the Community

- Walk, run, cycle, or swim 21 miles/km
- 21 acts of kindness
- Give something up for 21 days
- Bake sale: 21 cupcakes/ cakes for £2.10 or £21
- Ask 21 people to donate £1

At Work

- Raise £210 as a team in 21 days
- 21-question quiz night (online or in-person)
- 21-minute workout
- Sell 21 items (cakes, crafts)
- Team challenge (sky dive or abseil)

At School

- Art competition
- Sponsored read/silence/ sport
- Collect 21p in jars
- "21 things" scavenger hunt

This year, we're proud to mark 21 years of supporting people and families affected by serious road traffic collisions across the Northwest of England.

To celebrate, we're inviting supporters to join us in our "21 for 21" fundraising challenge raising money in creative ways themed around the number 21!

Follow, Like, Share and Tag! #21forAftermath






JustGiving



Emerging trends among sole practitioners and SMEs in legal tech

At Jayva Global, we stay sharply attuned to the evolving lawtech environment by regularly scanning authoritative industry reports, listening closely to the experiences and priorities of law firms, and continually developing our service offerings to meet their real-world needs.

We delve into reports published by [Legal Practice Management](#) and the [Solicitors Regulation Authority](#), on the SME marketplace and sole practitioners respectively, to combine data-driven insights with direct conversations across the legal community.

In the process of doing so, we've spotlighted emerging trends, challenges and opportunities – thereby ensuring the support we offer is always practical, forward-looking and aligned with the direction of travel.

KEY TRENDS RESHAPING THE SMALL FIRM LANDSCAPE

From talent pressures to tech-driven innovation, these prime themes highlight where small firms are adapting – and where support is most needed.

Attracting and retaining talent requires overhaul

Small firms are struggling with talent retention and workplace culture, underscoring the urgent demand for better people management strategies. Addressing recruitment, training and workplace flexibility is essential to build resilient businesses in a competitive space.

Revenue growth is projected upwards of 10% by 2026

Analysis suggests an inflated appetite for legal services in the SME segment, with forecasts pointing to revenue growth of around 10%. This revenue hike offers small firms both opportunity and pressure to scale efficiently.

Competition from larger firms intensifies

Bigger firms pose a rising competitive threat, especially as they offer broader services and invest heavily in digital transformation. Smaller firms must differentiate wisely and embrace technology wholeheartedly to survive and thrive.

Technology enhances client experiences

Clients are increasingly expecting responsive, online-accessible services at an affordable

cost. Small firms failing to implement client-centric technology risk poorer consumer value and diminished trust.

Greater scrutiny on risk and compliance

With an upsurge in the volume and complexity of regulatory checks, small firms must strengthen internal risk management processes and frameworks to mitigate risk, comply with regulations and avoid potential sanctions.

Tech budgets expand and adoption barriers fall

With small firms believing technology improves both the quality and value of client services, this confidence is translating into real investment with a boost in tech spend. Adoption rates are climbing too, showing that although the sector once lagged in tech maturity, it's now catching up – and fast.

Cloud-first becomes the default

Cloud solutions are becoming the standard. It's worth noting that our earlier guest blog with Virtuoso, titled 'The move to the cloud: A guide for law firms', emphasises why migrating to the cloud is essential – and how to do it right. Head to <https://virtuoso.tech/blog>.

Generative AI adoption is on the rise

While less than 15% of small firms have adopted generative AI, rates are increasing. Small firms are exploring how to use AI systems beyond document generation and summarisation – such as automated matter updates, intelligent knowledge retrieval and client communications, meaning generative AI is steadily making its way into front and back office functions.

Time recording and commercial awareness need urgent attention

Feedback from research highlights the need to improve lawyers' time-recording accuracy as well as their commercial awareness – especially around value-based client billing and transparency.

Costs of digital change are a major barrier

Small firms report concerns about the costs of adopting tech, particularly when solutions may become outdated quickly. Price transparency and future-proof investments remain critical issues.

Innovation overload with too many platforms and too little guidance

Many small firms feel overwhelmed by the sheer number of available tools, facing information overload, with requirements for impartial guidance, clearer demonstrations and case studies to navigate options carefully.

Widespread benefits from tech adoption

Despite the aforementioned hurdles, small firms recognise far-reaching benefits: improved efficiency, better client service, enhanced access to justice and reduced costs for consumers, to name a few.

HOW JAYVA GLOBAL SUPPORTS LAW FIRMS THROUGH TRANSITION AND BEYOND

At Jayva Global, we help small firms manoeuvre these trends, overcome challenges and embrace opportunities – from early-stage research and selection, to long-term rollout and support. Our expert consultancy and training includes but is not limited to:

- **Needs assessment and solution selection:** Providing impartial, sector-wide comparisons and industry-specific case studies to choose the optimal tech stack.
- **Project management and implementation:** Coordinating software rollout, change management and training to reduce disruption, maximise adoption and achieve ROI.
- **Embedded training and familiarisation:** At each stage, we deliver tailored training to ensure teams utilise tools fully and embrace cloud platforms successfully.
- **Ongoing technical support:** Offering maintenance, mentoring and advice to update systems, instil new processes and respond to ever-changing regulation.

Our clients benefit from a people-forward approach: we prioritise human-focused change management, clear governance and skills development – which helps small firms tackle barriers, harness innovation, streamline operations and transform digitally.

Find out more about what we do at www.jayvaglobal.com/services.


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About Jayva

- + Legal sector experts
- + Launched in 2014
- + Offices in 6 countries
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- + Global support 24/6
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Forthcoming Courses

DATE	EVENT	SPEAKER
17/09/2025	The Property Conference 2025	Various
19/09/2025	Managing the performance of others – The Hybrid team	Denise Chilton
24/09/2025	Family Finance Conference	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	Clinical Negligence Conference	Various
10/10/2025	Trial advocacy for solicitors	Mike Winston
14/10/2025	Building Safety Act & other post Grenfell Issues	Richard Snape
16/10/2025	SRA Business Competencies for 0-3 PQE Solicitors PT1	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
23/10/2025	SRA Business Competencies for 0-3 PQE Solicitors PT2	Keith Harper
24/10/2025	Advanced Communication	Denise Chilton
04/11/2025	PSC Register Requirements – the Fundamentals	Jackie Sheldon
05/11/2025	Probate Procedure and Update	Rebecca Roscoe
11/11/2025	SRA Business Competencies Intermediate Level (3 year PQE +)	Keith Harper
19/11/2025	Conference for Legal Cashiers & Managers	Various
21/11/2025	Looking after you too – Building resilience and wellbeing	Denise Chilton
25/11/2025	Allotting and issuing shares – a How To Guide	Jackie Sheldon
27/11/2025	AI in Legal Services: Foundations and Future	Various
02/12/2025	All About Alphabet Shares	Jackie Sheldon
03/12/2025	Trusts: Drafting to Distribution	Rebecca Roscoe
10/12/2025	Introduction to Estate Administration	Rebecca Roscoe

****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.


2025 Property Conference
 Wednesday 17th 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 Iryna Minimurkina, Groundsure

Building Safety Act
Sarah McGuinness, Freeths


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

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[Book Here](#)




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
 VIRTUAL PLACES LEFT

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
Joseph Price, 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 8th 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


Accredited by APIL Training. CPD hours: 5 / Level: Litigator & Snr Litigator

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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](#)



2025 Employment Law Conference

Wednesday 15th October | 9.30am till 3.20pm
Attend in-person or online

Multi delegate discounts available

This conference is packed with insight and discussion covering the latest technical developments & best practice.

Employment Rights Bill Update

David Flood, St Johns Buildings

The use of generative AI in Employment Tribunal proceedings

David Campion, Nine Chambers

Tribunals Update

Employment Judge Nicky Benson

An Expert's Guide to Interim Relief in the Employment Tribunal

Dan Northall KC, Littleton Chambers

Religion and Belief discrimination – where are we after Higgs?

Andrew Edge, KBW

ADHD in the workplace

Snoof, The Brain Charity

Legal Round Up

Martin Mensah, Nine Chambers

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ENQUIRE

Getting started with reverse mentoring: top tips and tools



LawCare
Supporting the Legal Community

Many legal organisations are working hard to improve inclusion and wellbeing - but knowing what really makes a difference can be difficult.

Reverse mentoring is one approach that offers a fresh, people-focused way to drive change. It helps senior staff hear directly from others, build trust, and better understand what it's like to work in their organisation.

What is reverse mentoring?

In reverse mentoring, junior staff or people from underrepresented backgrounds mentor more senior colleagues. It's a way to have honest conversations, share experiences, and make sure everyone's voice is heard - especially those often left out of important conversations and decisions.

This type of mentoring recognises personal experience as valuable knowledge. It helps leaders better understand their people and how the workplace affects them. It's not always easy - but when done well, it's powerful.

Top tips for running a reverse mentoring scheme

If your legal organisation is thinking about reverse mentoring, here are six key things to keep in mind:

- 1. Take your time**
Don't rush into it. Involve a mix of voices when planning your scheme so it reflects a range of experiences.
- 2. Seek diverse views**
Go beyond the usual perspectives. Make space for underrepresented groups to help shape the programme from the start.
- 3. Build trust first**
Relationships matter. Everyone involved needs to feel safe, respected, and supported before they share personal experiences.
- 4. Support your mentors and mentees**
Offer practical help - time, quiet spaces, and guidance on how to structure meetings - to ensure the project supports mentors to feel confident and heard and mentees to listen.
- 5. Focus on action**
Don't let good conversations go to waste. Make sure there's a clear process to turn insight into meaningful change.
- 6. Celebrate and share**
Mark progress, reflect on what's been learned, and show this is just the beginning of longer-term culture change.

Need support? Try the new Reverse Mentoring Toolkit

To help legal workplaces run impactful and thoughtful reverse mentoring schemes, LawCare and the University of Leeds have created a free, practical Reverse Mentoring Toolkit.

The toolkit is packed with practical resources to help you design, launch, and sustain an impactful reverse mentoring programme. It will help you:

- Understand what reverse mentoring is - and what it isn't
- Create a safe, respectful space for honest conversations
- Support mentors and mentees

- throughout the process
- Turn insights into meaningful action
- Avoid common mistakes

► Read more and download the toolkit today: www.lawcare.org.uk/reverse

► Explore more resources on the University of Leeds reverse mentoring project page: <https://essl.leeds.ac.uk/directory-record/1234/partnerships-for-cultural-change-reverse-mentoring-in-higher-education-and-the-legal-profession>

Who is the toolkit for?

The toolkit is for any legal organisation - whether a large law firm, small practice, in-house team, barristers' chambers, or legal education provider. You don't need a big HR team or budget to start a reverse mentoring programme. What you do need is a commitment to inclusion, an openness to listening, and a willingness to act on what you learn.

Whether you're just starting out or looking to refresh an existing initiative, the toolkit can help you build a programme that is thoughtful, sustainable, and genuinely inclusive.

"This toolkit is such a valuable resource, especially for HR, EDI teams, and senior leaders looking to build more inclusive, supportive workplaces. It provides clear, practical advice on how to set up and get the most out of reverse mentoring. By taking part, you're not only investing in your own growth, but you're also helping to shape a more inclusive, dynamic, and forwardthinking legal sector for the future."

Trish McLellan (Director of Engagement at LawCare)

Ready to get started?

Reverse mentoring isn't a tick-box or a quick fix - but it can be a powerful way to build trust, highlight what needs to change, and make your workplace fairer for everyone.



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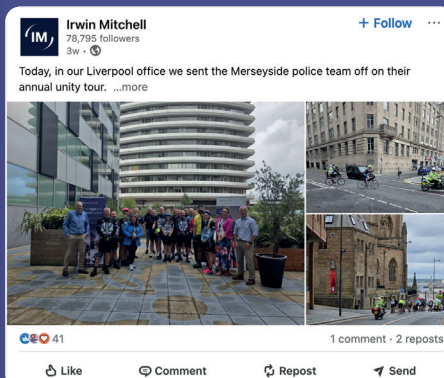
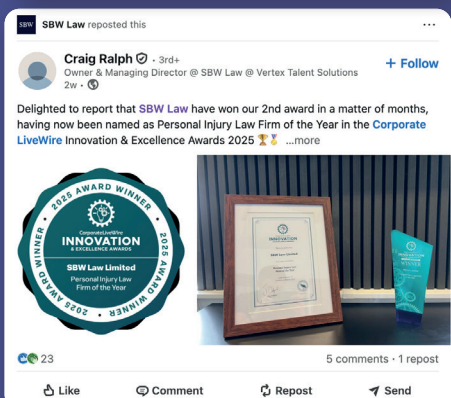
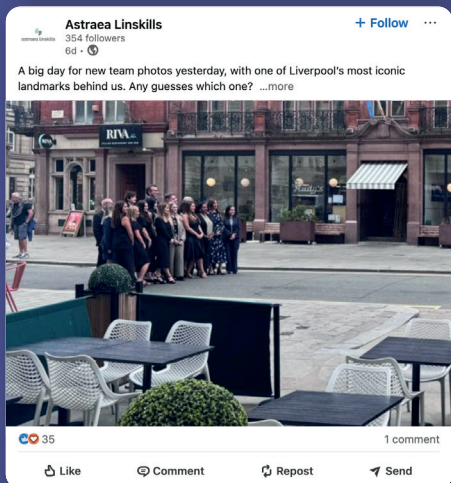
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FINDING YOUR VOICE IN TODAY'S **DIGITAL** LANDSCAPE

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':
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