

SurreyLawyer

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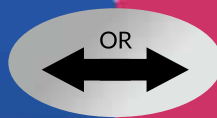
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- ✓ I manage staff leave
- ✓ Our staff work the same days or hours each week
- ✓ I may use a spreadsheet to manage my staff leave
- ✓ Our staff have mobile phones
- ✓ Our staff have the same leave holiday year
- ✓ We may offer overtime



EASY EMPLOYEE SCHEDULING

- ✓ I manage staff leave & work
- ✓ We have some shift/rota workers
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Mumtaz Hussain

President's Jottings

AUTUMN 2021

September saw the return of our Surrey Law Society Legal Awards.

This year saw many worthy winners and nominees and I'd like to give a very special mention to the "Rising Star of the Year" winner, Martin Whitehorn. He has worked exceptionally hard to achieve success both as a solicitor, and in representing the Junior Lawyers Division.

While it is customary for the President to host the evening, I did not on this occasion, and that honour went to our Immediate Past President Nick Ball. He did not have the opportunity to host during his term, as the event had to be cancelled in 2020 because of the pandemic.

The evening was slightly different in another way, as Nick and I also exchanged the Presidential jewel, something which normally happens during our AGM. Again COVID-19 prevented this, and our AGM was held online.

Upon exchange, I had the opportunity to say a few words, which I have reproduced below:

"Imagine being 5 years old, on holiday, and having to escape certain death from the fighting in a sudden outbreak of civil war. Then dial forward 4 or so years here in the UK, to a 9-year-old girl watching her parents clear up after a messy night of racial tension where my family business premises was the intended target. Imagine being 11 years old, walking to the local library on a sunny Saturday afternoon and being called names by a complete stranger in the street just because of the colour of your skin.

I suppose you could say experiences like that (...and there were many more...) prepared me for the grim realities of life.

You could say I'm hard wired for struggle and survival.

You could also say I'm a former radio presenter, a former model and a non-practising solicitor and former sole practitioner.

I've been the joint guest of honour at a party hosted by a well-known Hollywood A lister.

I'm also a single parent to my daughter Yasmeen and my son Jahan, who I'm immensely proud of and delighted that they are both here tonight.

I'm a big sister to my 3 siblings and an aunt to 6 children under the age of 11 and 1 teenager.

I'm a 2nd generation British born Asian of immigrant parents.

So you could say there are lots of titles I can go by.

But I stand here this evening and I can say without hesitation that, after "Mum", my second most favourite title of all time is President of Surrey Law Society.

Everyone in this room is aware of the multiple and complex array of challenges faced by our members, both at work and in our private lives, and COVID has shown us in such a stark way that the dividing line between home and work is very thin indeed and it's a line that needs to be nurtured and respected.

Mental health issues exacerbated by the pandemic are not going to disappear just because lockdowns are over.

We are all coping with something. Nobody is exempt. Horrible as it is, COVID-19 has brought us together in lots of ways.

I know you will all agree with me when I say that we have a great opportunity to show the legal community of Surrey that we hear you, we stand with you, and we are going to do all we can to ensure your voices are heard.

For now, though good luck to everyone tonight and congratulations to all the nominees. Thanks for being such a wonderful audience and for allowing me to share a little bit about myself tonight.

So, to close I'll say this...for the rest of the evening don't imagine war or bullying or racism or discrimination as irrefutable aspects of our lives. Instead let's all put some effort & energy into imagining & actioning all the big & small ways we as a collective can add our voices to the call to bring an end to these hideous injustices." ■

With my best wishes,

Mumtaz Hussain
President

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Solicitor:	£60 (not in private practice)
Solicitor:	£35 (not practising)
Honorary Membership:	Free
Associate Membership:	Free – no voting rights

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Helen Opie

CEO Report

AUTUMN 2021

Here at Surrey Law Society, we've had a really busy start to the Autumn and have thoroughly enjoyed resuming our in-person activities, most notably, of course, the SLS Legal Awards on 16th September. As there is more on this event overleaf, I won't dwell on it too much here, but do want to thank each and every nominee, sponsor, judge, supplier and attendee for their contribution in making this our biggest and best awards yet. It was wonderful to receive such a broad array of nominations from SLS members, all reflecting the phenomenal work that you have carried out during the pandemic. On the evening itself, we had far more people in attendance than ever before, and it was fantastic to see so many of you again after such a long time. In the coming weeks, we will start to consider what categories we would like to include in our 2022 programme and would welcome your feedback on any award that you would like included. Please remember however that only SLS members are eligible for nomination, so if you want a specific area of law to be represented, please do ensure your colleagues working in that specialism are listed under your firm's membership.

In addition to the Awards, the Society has also resumed its face-to-face training courses, having hosted a Residential Conveyancing Update with David Keighley, and courses on Assessing Capacity and Undue Influence with Holly Chantler and Property and Valuation Issues with Professor Lesley King, so far. It was so nice to see some familiar faces back in the training room, and to see attendees engaging with the speaker and each other, in a way that just isn't possible via a screen. We had a lot of positive feedback including the following two comments that reflected some of the benefits of in-person learning as opposed to virtual training:

- *'Friendly, informative, knowledgeable speaker, good collaboration. Really enjoyed the whole thing!'*
- *'It was interactive and gave us an opportunity to discuss openly the topics in the course'*

That said, as a Society, we do understand that the convenience offered by online training is often a priority for many and as we move forward with the remainder of our 2021 programme, and look to 2022, we will be ensuring that Surrey Law Society offers a hybrid schedule of virtual and in-person learning so you can choose the option that best suits your needs. As we make our plans for next year, we would really value your input with regards to the topics that you would most like us to cover, and any additional activities that you think the Society could be putting on to maximise the value of your membership. If you have any feedback or suggestions for the future, please contact me on helen.opie@surreylawsociety.org.uk.

Aside from training and events, the Society has recently prepared a response to the consultation on 'Aligning the fees for grants of probate to cost recovery' and you can view this within the news section of the SLS website. In the news section, you will also find an update on the situation with the Solicitors Indemnity Fund, which confirms that the SRA will be launching a

public consultation on, amongst other things, whether there is a regulatory place for post six year run-off cover, evidence of other comparable run-off cover arrangements and finding the right regulatory balance between consumer protection and issues of proportionality, affordability and the wider public interest. We expect the formal consultation to launch in October 2021 and would welcome any input from members so that we can prepare a response that represents the whole organisation.

Over recent weeks, we have also received several concerns from members regarding a dramatic increase in PII renewal premiums, particularly from those firms who offer a significant amount of conveyancing work. The Society will be investigating ways that we might be able to assist members with bringing this issue to the attention of the national bodies such as the SRA and the Competition and Market Authority; if you would like to get involved in an SLS taskforce that looks at ways to challenge the current situation, please do get in touch.

The Society is currently advertising a number of vacancies on its Job Noticeboard, and I wanted to remind you that we are happy to advertise any positions that you might need to fill, as long as you are an SLS member. The Jobs Noticeboard is completely free, and one of the many benefits of SLS membership. One member firm commented recently that *"We approached SLS to see whether they may be able to post a vacancy that had come available in our firm on their site. We were so impressed by both the efficiency of the vacancy being made public and the number and quality of applications which we received as a result. SLS will be our first port of call for future vacancies"*, so please do consider us when you need assistance with your recruitment.

The Society is constantly looking for ways to best support its members and would welcome views from you all on how to achieve this, so if you're interested in joining our committee, or one of our sub-committees, to this end, please do get in touch, we'd love to hear from you. ■

Very best wishes,

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 **Helen Opie** (Chief Executive at Surrey Law Society)

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A first for law



Aisha Seedat

Bushra Ali Solicitors, with offices in Leicester and Wrexham, have announced the appointment of Aisha Seedat as Disability, Diversity and Inclusion Champion – a first for a UK-based law firm.

The paid, full-time post will see Miss Aisha Seedat lead on all aspects of Corporate Social Responsibility across Bushra Ali Solicitors and The Bushra Ali Group. Commenting on the appointment, Ms Ali, Founder and Director of Bushra Ali Solicitors and The Bushra Ali Group said, *“We are proud to say Aisha’s appointment falls in line with our core values as a firm who are deeply committed to our social responsibility work and driving the conversation on thought-provoking social issues that matter. We are looking forward to Aisha playing an integral role in driving many key equality, diversity and inclusion conversations and initiatives, overlapping with our work through The Bushra Ali Group.”*

The Bushra Ali Group was launched by Ms Ali in January 2021 with its work spanning not only Bushra Ali Solicitors, but four other organisations founded by Ms Ali including Empowered Women Empowering Women Global, the Equality, Diversity and Inclusion Network, The Good Lawyers Project and Network 2 Konnect which has been running since 2019. The Group focusses on the various community projects that Ms Ali and her colleagues are running with a particular and strong interest on equality and diversity. Over the last 12 months their work in this area has included hosting a plethora of events and initiatives, including Ms Ali speaking at events on the subject of equality and diversity and sharing her journey with national and international audiences.

Continues Ms Ali, *“Aisha has overcome much adversity in her own life and continues to empower others to believe that despite their physical disabilities they can shatter glass ceilings beyond their imagination and take up a well-deserved seat at the Boardroom table. Watch this space for many hard-hitting conversations, debates, and panel discussions on social issues that really do matter.”*

Miss Seedat is a recent graduate in Health Studies from De Montfort University and, as well as her new position with The Bushra Ali Group, is a guest speaker for the Health and Wellbeing Society Degree talking to students about mental

health and disability management. She is also a motivational speaker, speaking at events to raise awareness of the rare disease she lives with. MPS IVa is an ultra-rare degenerative disease caused by an enzyme deficiency due to mutations in a specific gene. The disorder primarily affects the skeleton and the immune system. Signs and symptoms include skeletal abnormalities such as short stature, knock knees, and malformations of the spine, hips and wrists. Individuals also progressively experience involvement of other organ systems such as respiratory problems, valvular heart disease, hearing impairment, corneal clouding, dental abnormalities, weak joints and spinal cord compression. Management and treatments are available to an extent to some patients, however, there is no known cure.

Speaking of her appointment Miss Seedat said, *“I share my story in the hope of breaking down barriers. I’m also very aware that my story is just one among many, many others and I’m looking forward to raising the profile across all manner of issues including disability, mental health, poverty, equality, diversity and inclusion. What Bushra has already done is incredible and I know she has plans to do so much more. I’m very much looking forward to working with her and to helping raise awareness of key issues that, one way or another, affect us all, so we can continue to work towards being a more inclusive and accepting society.”*

“I personally think that firms should be investing in roles such as this to ensure there is awareness. Awareness is key and I’m glad to be given an opportunity to lead conversations and to take action about social issues that are present and that could come up in the near future. Equality and Diversity plays a huge role in my life due to my disability and I feel firms should invest in roles such as mine to raise awareness on the stigma that exists in the wider community. By more firms investing in this area, it will break down barriers far faster and enable voices to be heard.” ■

A decade without review: Inequality in the legal aid system

72% of Legal Aid Clients are from BAME Backgrounds

The legal aid system has been decimated over the past 10 years. And, the Legal Aid, Sentencing and Punishment of Offenders Act (LASPO) in 2013 meant vast swathes of people lost access to legal aid. The legal aid system needs urgent reassessment and reform. Otherwise, as new research from specialist lawyers Bolt Burdon Kemp makes clear, it will be the most vulnerable and disadvantaged groups in society that'll be the hardest hit.

The most deprived areas of the UK need the most legal aid

In 1949, 80% of British people had access to free or affordable legal help. By 2007, this had reduced to only 27%, and in 2013, austerity measures cut this even further. Who is most likely to need legal aid? It's probably no surprise that the regions in England with the highest legal aid expenditure are also the most deprived.

Below is a table showing the English Indices of Multiple Deprivation (IMD) 2019 rank scores across regions in England (the lower the score, the more deprived the region is deemed to be), and their legal aid expenditure in 2019/20.

Region	Sum of IMD rank	Expenditure (£'000s)
North East	21,451,474	45,008
Yorkshire & The Humber	47,622,872	88,459
East Midlands	47,662,971	57,915
West Midlands	50,202,889	83,443
South West	59,490,696	66,812
North West	60,694,509	87,954
East of England	68,181,747	50,505
London	73,480,048	231,784
South East	110,593,358	40,451

One of the most deprived regions in England has the highest legal aid expenditure

Yorkshire and the Humber appears in the IMD rank as one of the most deprived areas in England. When compared to the other regions in England with a similar or lower IMD rank, Yorkshire and the Humber's legal aid expenditure is the highest.

There are many explanations for high legal aid expenditure in a specific region:

- The area has a lot of legal aid providers (such as law firms or not-for-profit organisations).
- The cases in the area may be more likely to fall under the reduced scope for legal aid following LASPO. Legal aid is now only available for the following types of cases unless under exceptional circumstances: environmental law, asylum, neonatal clinical negligence, mental health law, child welfare, eviction, most judicial reviews.

- The area has a lot of disadvantaged people who qualify for legal aid based on the stringent eligibility criteria.

The number of legal aid providers overall has fallen over the years

In part due to LASPO-related legal aid cuts, the number of legal aid providers across England and Wales has fallen over the years. In 2011-12 there were 4,257 solicitor firms and not-for-profit organisations providing legal aid work. This saw a rapid drop between 2013 and 2018, down to 2,818. The latest figures show this now stands at 2,900. The full breakdown is below:

Year	Number of providers
2011-12	4,257
2012-13	4,178
2013-14	4,282
2014-15	3,783
2015-16	3,359
2016-17	2,985
2017-18	2,818
2018-19	2,947
2019-20	2,900

Black, Asian and minority ethnic (BAME) clients make up the majority of legal aid claimants

Looking closely into the demographics of those who receive legal aid, Black, Asian and minority ethnic (BAME) groups are featured far more than white groups. The government's legal aid client diversity data from 2012 onwards shows that this has remained the case for the last 8 years. If further cuts are to be made to legal aid funding, it'll likely disproportionately affect these minority groups:

Year	BAME	White
2012-13	73%	27%
2013-14	73%	27%
2014-15	71%	29%
2015-16	72%	28%
2016-17	73%	27%
2017-18	73%	27%
2018-19	73%	27%
2019-20	72%	28%

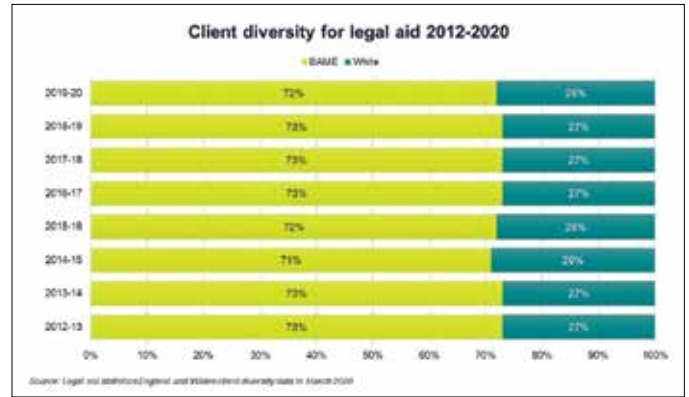
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The British public don't believe civil justice is accessible nor affordable

Of course, no matter what reforms are made, if the system itself is difficult, confusing or inaccessible in other ways, the beneficial impact on the general public may still be minimal. Additional research by Bolt Burdon Kemp via a survey of 2,000 adults across England, Wales, Scotland and Northern Ireland found:

- 46% say they don't understand the legal system or how they can get legal support.
- 51% say there are too many barriers to legal aid funding. ■



UK's recovery plans must address gender inequality as four out of five women unaware of green job opportunities, PwC report finds

Gender equality must be at the heart of the UK's green and fair recovery, according to a new PwC report that underlines the extent to which women's career progression and opportunities continue to be disproportionately hampered by the pandemic.

Based on a survey of 4,000 people in the UK, the research outlines how women are more likely than men to feel the pandemic has damaged their career prospects, as well as highlighting a lack of awareness in relation to the job opportunities presented by the growing green economy.

South East feels more financially strapped

In the South East, women indicated that the three factors which would most improve their quality of life were improved financial stability, better access to healthcare and the opportunity to have a healthy work/life balance.

Those surveyed in the South East reported the most dissatisfaction with their financial situation than any other region in the UK, with just over a third (36%) saying they were financially comfortable compared to a national average of over 43%. They also indicated that the level of reward on offer was the most important factor when considering an employer (55%), along with flexible working opportunities (50%) and focus on the wellbeing of staff (47%).

Moving forward as a nation

This report sets out five recommendations that require close collaboration among employers and Government. These include:

- Gender equality should be a specific focus within green economy plans – 63% of survey respondents supported investment in green jobs but just one fifth (21%) of women say they have the skills they need to work in a green job, compared to nearly one third (31%) of men. More than half (68%) of women say they lacked skills for a green job.
- Legislative measures to support women in work – nearly half of the people surveyed (47%) support targeted careers support for women to access traditional male-dominated

industries with 39% calling for more affordable childcare and improved parental leave

- Embedding equal opportunities in hybrid working models – three quarters of women want more flexibility on working hours from their employer and greater support on returning from maternity leave
- Measures to boost the confidence of women who are out of work – Nearly one in four (38%) unemployed women say the pandemic has worsened their access to employment opportunities compared to 23% of unemployed men. One third (32%) of unemployed women say a lack of confidence is the primary barrier for returning to work
- Greater investment in careers advice services at school – only one in four (27%) women say the careers advice they received at school helped inform their career decisions

Rachel Taylor, Government Leadership Partner at PwC, said: *“The pandemic has exposed and exacerbated what were already deep-rooted gender inequalities in the labour market. There is clearly a lack of confidence and opportunities for young women starting out on their careers and the challenges faced by working mothers as well as the mental and physical health burden they're under.*

“As we look to the future, we must take the opportunity to address these inequalities which should be front of mind when planning the recovery. With the continuing momentum of the green revolution and the resulting emergence of new industries, policy-makers and businesses must work side-by-side in bringing about a level playing field which will allow women to play a leading role in shaping the future.” ■

Trevor Sterling makes history as first black Senior Partner at UK Top 100 Firm

- Moore Barlow elects the first black senior partner at a UK Top 100 law firm
- Announcement coincides with promotion of Mandy Spring and Victoria Jones to partner

Trevor Sterling

Moore Barlow has announced the election of Trevor Sterling as the firm's new senior partner, which sees him become the first black senior partner at a top 100 law firm.

Trevor joins an executive leadership team already comprising a female chair, Helen Goatley, and the youngest managing partner at appointment, of a UK top 100 law firm, Ed Whittington. In addition, the firm has also promoted family and clinical negligence lawyers Mandy Spring and Victoria Jones to partner.

With more than 37 years' experience, Trevor is a leading personal injury lawyer specialising in a broad range of serious injury claims, including brain, spinal and serious trauma injuries. He joined Moore Barlow's legacy firm, Moore Blatch, in 2015 and during his career has led several landmark legal matters, which includes representing victims of the Westminster attack in 2017; families of victims of the Croydon tram crash in 2016. Prior to joining the firm, Trevor also acted on behalf of 60 Jimmy Savile child abuse victims, reporting on The Pollard Review and Operation Yewtree investigations.

Alongside his legal work, he is an avid diversity campaigner. He helped to establish the Mary Seacole Trust – a charity that works to promote equality in public and private service – and has held the position of chair since 2016. He has also received industry recognition for his business impact, leadership and contribution to diversity.

Commenting on being elected, Trevor said: *"Moore Barlow is an incredible firm with incredible people, and it's an honour to have been elected as the firm's first senior partner since merger. In my new role, I will work closely with the partnership as we build a resilient, sustainable and diverse business, and will act as the voice of our people to ensure we continue to build a great place to work and inspire our teams to deliver excellence and passionate support for clients."*

In addition to Trevor's appointment, Mandy Spring and Victoria Jones have been promoted to partner and will join the 71-strong partnership.

With 23 years' experience, Mandy advises families on legal matters including divorce and civil partnership dissolution, pre- and post-nuptial agreements and cohabitation agreements. She also supports clients with complicated finance matters, such as cases where an international element is involved, and is a member of Resolution – a network of 6,500 family lawyers that promotes constructive, non-confrontational approaches to dispute resolution.

As a clinical negligence specialist, Victoria focuses on cases of misdiagnosis and surgical errors with particular expertise in neurological and spinal injuries. Throughout her career she has settled claims worth millions to those affected and earlier this year was named one of the Legal 500's Rising Stars.

Ed Whittington, Managing Partner at Moore Barlow, added: *"Trevor's appointment is testament to our people-first approach that sits at the heart of Moore Barlow. Together, the executive leadership team embodies our commitment to diversity and inclusion right across the firm. We have huge ambitions for our business and having such passionate, talented and driven people in key positions is essential to realising our goals, whilst continuing to deliver the highest quality and level of service to our clients."*

Moore Barlow was formed following the merger between Moore Blatch and Barlow Robbins in May 2020. The firm now employs nearly 500 people with offices in Southampton, Guildford, Woking and Lymington, as well as two locations in London – Richmond and the City. ■

Charles Russell Speechlys in Guildford promotes Jonathan Steele to Partner

Charles Russell Speechlys in Guildford has announced its annual promotions, with Jonathan Steele (Corporate) promoted to Partner and Sam Milne (Corporate) and Richard Honey (Private Client/Charities & Not-For-Profit) both promoted to Senior Associate.



Jonathan Steele

Jonathan Steele (Corporate)

– Jonathan’s areas of expertise include advising on mergers and acquisitions, corporate investments and restructuring. He has particular specialisms in the technology, media and healthcare sectors, with clients ranging from early stage growth companies to listed public companies. Jonathan is ranked in Chambers & Partners

for Corporate/M&A. He also sits on the Junior Board of the Association of European Lawyers.

Sam Milne (Corporate) – Sam advises on all aspects of commercial and corporate law, acting for businesses of all sizes including multi-nationals, SMEs, partnerships, LLPs and sole traders. His experience includes mergers and acquisitions, company incorporations, joint ventures, corporate restructuring and commercial contracts. He is also a member of the firm’s Pharmacy, Dental and Veterinary teams and regularly advises on healthcare transactions.

Richard Honey (Private Client/Charities & Not-For-Profit) – Richard deals with a variety of private client work, including advising on will drafting, tax planning, probate and general trust and estate administration. Richard was noted as a key lawyer in the 2021 Legal 500 for his ‘invaluable’ experience in handling complex estate administration matters. He is also a specialist in the charities and not-for-profit sector.

Duncan Elson, Partner and Head of the Guildford office comments, “Congratulations to Jonathan, Sam and Richard who have all demonstrated exceptional commitment, in-depth sector knowledge and high client service levels.

“These promotions are a sign of our continued growth and success, despite the unprecedented year that we have all experienced. We now have 23 partners in the Guildford office and have built a reputation for excellence across a broad range of areas including corporate, family, property, litigation, employment, construction and private client work. We have an extremely talented team in Guildford, with ambitious plans for further growth.”

Charles Russell Speechlys employs over 160 staff in its Guildford office at One London Square and provides a full range of services to businesses and private clients in the region, backed by the resources of an international law firm. For further information, please visit www.charlesrussellspeechlys.com ■



Rebecca Sparrow

Moore Barlow strengthens Court of Protection Team with Partner hire

Rebecca Sparrow joins as a partner in the Court of Protection team

South East-based law firm Moore Barlow has announced the appointment of Rebecca Sparrow as a partner in the Court of Protection team, as it continues to cement its expertise in this practice area.

Rebecca will play an integral role leading the Court of Protection team that supports adults and children who lack mental capacity as a result of a personal injury or medical negligence, specifically managing their property and financial affairs. The role will also see her help the needs of clients who have retained capacity but require a personal injury trust.

Rebecca brings more than 10 years’ experience to the team and joins from Penningtons Manches Cooper where she spent six years as a senior associate working with clients across the country. Prior to this, she worked in the deputyship team at Irwin Mitchell.

Rebecca said: “I’m joining Moore Barlow at an exciting period of growth following the merger last year. I’ve specialised in Court of Protection matters for the whole of my career and remain passionate about helping clients with the support and outcomes they deserve following a life-changing incident. The wealth of experience and expertise within the team is first-class and I relish the opportunity to continue this work for individuals and their families across the UK.”

Helen Goatley, Chairman of Moore Barlow, added: “Rebecca’s passionate approach to supporting some of the most vulnerable people in society aligns perfectly with our people-first approach. The Court of Protection team continues to deliver a high calibre of work for our clients and I’m confident that Rebecca’s expertise and guidance will cement the firm’s position as a leader in this specialist area.”

Moore Barlow was formed following the merger between Moore Blatch and Barlow Robbins in May 2020. The firm now employs nearly 500 people with offices in Guildford, Southampton, Woking and Lymington, as well as two locations in London – Richmond and the City. ■



Gemma Artus

Stowe Family Law (Stowe) – the UK’s largest specialist family law firm – has opened an office in Reigate, its 35th nationwide

The firm’s presence in the south is going from strength to strength, with Reigate becoming its 10th office in the region.

While the firm expands country-wide, the new Reigate office will help clients across Surrey access some of the country’s top family lawyers at a time when divorce enquiries are rising significantly due to the COVID-19 pandemic.

Since the global pandemic struck last year, Stowe has experienced a 199%* increase in enquiries year on year in the Surrey region, compared to a national average uplift of 126%.

A national poll commissioned by the firm looking into the motivations behind this increase revealed that nearly a quarter of people living in Greater London said COVID-19 had a negative impact on their relationship. Of those relationships that ended, the most common reason cited was financial pressures (28%), spending too much time together and too many arguments (20%), and 13% due to lack of communication.

In Reigate, the family law team is headed up by Senior Solicitor Gemma Artus, who, supported by solicitors Sarah Hodges and Harriet Donovan, cover all family law matters, providing advice concerning divorce and separation; arrangements for children and resolving financial matters.

About Reigate’s office opening, Stowe’s Managing Partner for the Surrey region, Emma Newman, commented: *“As the impact of the COVID-19 pandemic continues, we have seen a sharp rise in enquiries, particularly in the Surrey area. Joining our offices in Esher and Guildford, our presence in Reigate allows us to maintain the highest support levels for our clients throughout the pandemic and beyond. At Stowe, we pride ourselves on offering compassionate advice and solutions during these difficult times. Through their combined years of experience in family law and knowledge, the team supports clients to achieve their desired outcome.”*

Gemma Artus, who heads up the Reigate office, said: *“I am delighted to head up the Stowe office in Reigate. As part of the country’s largest specialist family law firm, we can offer people who live locally and across Surrey access to an unrivalled nationwide network of knowledge and experience on their doorstep.”* ■

**Statistics relate to a comparison of enquiries received to the Esher and Guildford offices between May – July 2020 to May to July 2021.*

***Statistics relate to comparing recorded inquiries received nationwide to Stowe between April – June 2020 to 2021.*

Tilney Smith & Williamson expands presence at Guildford’s Onslow House

Tilney Smith & Williamson, the leading wealth management and professional services group which looks after £52 billion for its clients, has expanded its presence at Onslow House in the centre of Guildford following the re-location of teams from two other office sites in the city.

The move, which follows the merger between Tilney and Smith & Williamson in September 2020 and subsequent acquisition of SLS Patron HFS Milbourne in March 2021, means that the group now has more than 100 people from both its wealth management and professional services businesses co-located at the site in Onslow Street in heart of the city. The combined office is close to the Friary shopping centre, with car parks conveniently nearby and is a short walk from Guildford Station.

The recent acquisition of HFS Milbourne has brought 30 staff, including seven additional financial advisers, into the group, cementing Tilney Smith & Williamson’s position as the leading

wealth manager in Surrey. HFS Milbourne’s expertise in holistic personal financial planning, investment advice, corporate financial planning and employee benefits advice, complements the range of services for both individuals and businesses which were already offered by Tilney Smith & Williamson from its Guildford office, including investment management, tax advice and other professional services.

Rob Chandler, Regional Managing Director at Tilney Smith & Williamson commented: *“The relocation of our Guildford-based teams to a single office at Onslow House will give our growing client base in Surrey access to a broader range of complementary services from our specialised advisers, working together from a single location. The move also reinforces our position as a prominent wealth management and professional services employer in Guildford while also providing a platform for our continued expansion in Surrey.”* ■



Cashflow modelling to forecast your own future finances

Sensible, hard-working people don't tend to run out of money. My long experience as a financial planner has shown me that. But it has also taught me that many of us forgo the retirement we really want because we're worried about running out of money. We don't have the confidence to make big financial decisions, so we can be over-cautious – and, often, this means coming to the end of our lives with 'too much' money still in the bank.

This caution is understandable. None of us can predict the future, so it's natural to play it safe – but what many people aren't aware of is quite how accurate cashflow modelling can be in forecasting future finances. This sophisticated technology, when driven by an experienced financial planner, can show you if you've got enough money to do what you want to do, which gives you the confidence to make important financial decisions. This could mean retiring earlier, giving money to a child for a house deposit or realising that with a bit of financial rejigging, you can afford to have more holidays than you thought!

Avoid homemade spreadsheets

In my experience, legal professionals are usually meticulous planners, who very often have everything set out in a spreadsheet.

But these spreadsheets don't necessarily give them the confidence to make decisions, or they lead them to err on the side of caution, choosing the most conservative route. This is because however sophisticated your spreadsheet is, it's unlikely to take into account all the nuances and variables that can have a significant impact on how much money you may eventually still have in later life. I've seen many spreadsheets belonging to clients over the years and most of them don't include even basic factors such as inflation and tax rates, never mind the impact of the escalating cost of care or Benefit Crystallisation Event 5A at age 75 on their pension lifetime allowance!

Cashflow modelling, on the other hand, is very detailed, with a huge number of calculations and formulae 'under the bonnet' and, while it's not a crystal ball, it can forecast future finances with the accuracy based on sensible assumptions in order to make considered decisions. All the numbers in any forecasts are also converted back into today's money, making it much easier to understand.

The experience of the financial planner who is driving the cashflow modelling exercise is also an important factor. Over the course of a career, financial planners will have had these conversations with thousands of clients and can guide people through the process, asking the right questions, showing different scenarios and stress testing everything to give real clarity.

Accurate data and realistic assumptions

As you'd expect, the first step in any cashflow model is to collect information about your finances, for example, your income, outgoings, pensions and other investments. We then analyse this information along with your future goals and income requirements to forecast if you're on track, have more than enough money or are likely to fall short. We do this interactively with clients and can try out different scenarios, for example, bringing retirement forward or looking at the impact of taking a different level of risk with your investments. We can also show the impact of events such as a fall in financial markets or receiving an inheritance.

Cashflow modelling always leads to fascinating conversations as our clients work through scenarios and think deeply about what really matters to them. As I always say, this is a technical solution but it's not a technical problem we're trying to solve. This is about how you want to live your life. There are always going to be trade-offs but when people can visualise things, they often come to realise that what they thought was important perhaps isn't, if it means they can make gains elsewhere. For example, downsizing to a smaller home with one less bedroom at age 80 may be a good compromise if it means retiring earlier or having more to spend during your active 'golden years' of retirement in your 60s and 70s.

Cashflow modelling gives you accurate data and personalised charts but, just as importantly, it also creates an agenda for a family conversation. You have the relevant facts and figures to make important decisions.

Cashflow modelling – a case study example

The clients: Julie and John

Julie and John want to understand if they have enough money for Julie to retire in the next couple of months rather than waiting a year as originally planned. Julie is 62 and earns more than £150,000 working as a solicitor. Her husband, John, who is almost 62, is just about to retire after a lifelong career as a teacher. He earns £48,000. John has recently received an inheritance of £320,000 from his mother who died last year and because his health is quite fragile, Julie and John are keen to enjoy some time together sooner rather than later.

Cashflow modelling is designed to give clarity in exactly these circumstances.

Julie and John's finances

They have accumulated pensions of about £700,000, ISAs of about £310,000 and both expect to get a full state pension at the age of 66.

John will receive a teacher's final salary pension and Julie has a small annuity.

Julie's mother is still alive, and, at a conservative estimate, she expects to inherit £180,000 in five years' time.

Julie and John's expenses

I have broken their retirement down into three stages to work out their expenses.

Phase 1 – this is the golden years of active retirement, so I have ear-marked £80,000 a year every year into their 80s.

Phase 2 – their expenditure then drops to £60,000 a year as they become less active.

Phase 3 – during their last five years, I have increased their expenditure to £100,000 a year to allow for possible extra care costs. When working out life expectancy, I tend to allow for a full innings, using what is called Cohort +5. This is the average life expectancy of someone their age plus another five years.

Costs such as house maintenance and new cars are also included.

Can they afford for Julie to retire?

SCENARIO 1

In the first scenario, their money runs out at the age of 89. They still have their state pensions, teacher's pension and annuity, together with a house worth £690,000.

John is not comfortable with this scenario, as his mother died at 91.

SCENARIO 2

Julie resolved to stay working for another year but when we modelled this, it didn't make much of a difference. They ran out of money at 90.

SCENARIO 3

Julie and John were already planning to release £100,000 from their home at the age of 75 by downsizing but they now wanted to look at the impact of releasing £200,000, which they thought was doable because of plans to move to a different area with lower average house prices.

Julie also thought the opportunity to retire earlier was more attractive than driving a fancy car for the next 20 to 30 years, so she chose to look at the impact of reducing the cost of replacing her car from £40,000 every four years to £20,000.

Another change we looked at was increasing the growth rate assumptions for their investments. They were very conservative and we built the first two scenarios on an assumed growth rate of only 2% after costs. Following risk profiling, they were comfortable to take on slightly more risk, so we increased assumed growth to 3% p.a.

Having made these changes, cashflow modelling showed Julie and John that, at 93, they would still have £200,000, as well as a house worth £600,000.

This wasn't their original plan but it created a way for Julie to retire at the same time as John and the accuracy of the forecasting gave them the confidence to follow it through. Of course, we will review the plan with them in the 'real world' and make changes if and when necessary, but it is often the case that because we have used sensible and conservative assumptions, that clients find they are actually 'ahead of the game' as time goes on, so their confidence increases – as can their spending.

For further information please contact:

www.hfsmilbourne.co.uk. Tel. 01483 468888. ■



Edward Nice
Chartered Financial
Planner
HFS Milbourne

Important information

The value of an investment may go down as well as up, and you may get back less than you originally invested. This article does not constitute personal advice. If you are unsure as to any course of action, please talk to an adviser. HFS Milbourne Financial Services Limited, authorised and regulated by the Financial Conduct Authority.

Building families through surrogacy



The University of Kent and non-profit surrogacy agency My Surrogacy Journey recently published a report confirming that surrogacy is on the rise in England and Wales. Due in part to high-profile appearances in the mainstream media (thanks to Kim Kardashian, for example), this often controversial topic attracts strong opinions and debate. While surrogacy as a concept is gaining in awareness and popularity, it is still vastly misunderstood.

There are many good and valid questions that need to be answered to make surrogacy a clear and manageable process. Explaining surrogacy, the law, and where things are heading in 800 words is a challenge but hopefully this article will provide a helpful summary.

The basics – what is surrogacy?

Surrogacy is where a woman carries and gives birth to a child for another person or couple (who are referred to in the surrogacy world as the intended parents). There are a number of reasons why someone may require the help of a surrogate. They may be in ill health, in a same-sex couple, a solo parent or suffering from fertility-related difficulties. There are two types of arrangements:

- **Gestational surrogacy** – The most common form of surrogacy. The surrogate carries an embryo for the intended parent(s) but is not biologically related. Conception can only take place via artificial insemination at a fertility clinic.
- **Traditional surrogacy** – The surrogate acts as both the egg donor and carrier. With traditional surrogacy there is the option for conception to take place at home or a fertility clinic.

The current law

It is a misconception that surrogacy is illegal in the UK but there are various rules and restrictions in place, particularly in relation to surrogacy contracts. Lawyers cannot draft, negotiate or advise on such a contract; advertising for surrogates is illegal, although there are some exemptions for non-profit surrogacy agencies and you cannot pay a surrogate more than her 'reasonable expenses'.

Under current law, the surrogate is the legal mother of the child. If she is married or in a civil partnership, her spouse is automatically treated as the father or second legal parent unless it can be 'shown' that they did not consent to the surrogacy. If the surrogate is unmarried then the automatic position is that the biological father will be the legal father. This position is then reflected on the child's initial birth certificate but in reality, it is the intended parent(s) who will assume immediate care of the child once born and will make all day-to-day decisions.

The workaround

The solution to remedy this tenuous legal position is a parental order: a post-birth application made by the intended parent(s) to their local family court during which they must evidence that they meet several criteria including the below:

- There must be a biological relation between the intended parent(s) and the child
- At least one of the applicants must be domiciled in the UK (there is no current flexibility to rely on habitual residence)
- The surrogate and, if relevant, her spouse must consent to the making of the order no earlier than six weeks after the child has been born. Unlike other family law processes, the court does not have the discretion to waive this requirement, it's a must.
- The surrogate should be paid no more than reasonable expenses, unless otherwise authorised by the court.

There is also a welfare assessment carried out by a parental order reporter of CAFCASS (Children and Family Advisory and Support Service).

Once made by the court, the parental order completely extinguishes the surrogate's legal rights and reassigns parenthood to the intended parent(s) so that they become the legal parent(s). The order also triggers the release of a completely new birth certificate.

Incoming reform?

There is general consensus that these laws are outdated and do not reflect the reality of surrogacy as it is practiced in the UK. Calls for greater clarity, regulation, legal protection and security for both intended parents and surrogates have been made for years and in 2019 the Law Commission listened, launching a consultation paper on surrogacy reform. Key proposals include creating a new surrogacy pathway that will, in many cases, enable the intended parent(s) to be the legal parent(s) from the moment of birth, surrogacy regulation and allowing international surrogacy arrangements to be recognised in the UK. There was a huge response to the consultation and the Law Commission's final policy recommendations and draft Bill are expected to be published autumn 2022. ■

Jade Quirke
Associate
Russell Cooke



SLS LEGAL AWARDS 2021

A FIVE PAGE SPECIAL CELEBRATING THE OUTSTANDING WORK OF SURREY LAW SOCIETY MEMBERS



SLS
Surrey Law Society

LEGAL AWARDS
2021

SLS LEGAL AWARDS 2021

THE RESULTS ARE IN!

On the 16th September, the very best of Surrey's legal community came together to celebrate the outstanding work of Surrey Law Society members, at the prestigious SLS Legal Awards. Held at the Mandolay Hotel, Guildford, guests were treated to a fantastic evening of dining, celebration, entertainment and fun. After such a prolonged period apart, it was fantastic to see 250 attendees enjoying themselves and networking with peers outside of a screen.

The evening began with a welcome drinks reception, sponsored by Headline sponsor, HFS Milbourne, where guests could pose for photos in front of our fabulous balloon banner, whilst being entertained by a close-up magician. The magic continued throughout a delicious dinner, which commenced with welcome speeches from Immediate Past President Nick Ball and current President Mumtaz Hussain, as well as a handing over of the presidential jewel. Those in attendance were then treated to a thoroughly entertaining and thought-provoking after-dinner interview with Rob Rinder MBE, who encouraged attendees to stop apologetically saying 'I am just a lawyer' and rather embrace being part of a 'community and a family'. He also provided fascinating insights into his early career, his flagship

TV show, Judge Rinder, his work on holocaust education and his time on Strictly Come Dancing, before expertly compering our SLS Legal Awards ceremony.

This year's Awards saw 35 finalists represented across 10 categories, with each nomination highlighting the extraordinary work that SLS members have been carrying out over the past year. Our judging panel were presented with the incredibly difficult task of selecting the winners of each category, and the Society is extremely grateful to them for giving up their valuable time for this. They were Simon Bland (Reigate & Banstead Borough Council), George Coates (Guildford Chambers), Veronica Gilmour (Pennington Manches Cooper, Surrey Resolution), David Green (Edwin Coe), John Hyde (The Legal Gazette), Rita Leat (The Institute of Paralegals), Sarah Pooley (University of Law), Neil Rose (Legal Futures) and David Steed (Law Society Council, Harold Bell Infields)

We were delighted to offer congratulations to all our very worthy finalists, but in particular to our winners and highly commended nominees, who were:

LAW FIRM OF THE YEAR

Winner: Rosewood Solicitors

Emma Patel commented: *We wanted to show that our law firm could still grow and thrive despite the disruption to operating caused by the pandemic. During this time, we invested in bringing in new people, training and developing our existing staff and expanding our pro bono activities. We have a very diverse team, and I couldn't be prouder of how we have worked together to help our clients. Family conflict rose during lockdown and some of the protective interventions we made have been hugely significant for our clients.*

Highly Commended Nominee: Nichols Marcy Dawson



Law Firm of the Year: Rosewood Solicitors with Rod Milne (HFS Milbourne)



Law Firm of the Year: Highly Commended Nominee – Nichols Marcy Dawson with Rod Milne (HFS Milbourne)

LAWYER OF THE YEAR & PRIVATE CLIENT LAWYER OF THE YEAR

Winner:
Holly Chantler, Morrisons Solicitors

Holly commented: *It is an incredible honour to have won Private Client Lawyer of the Year and Lawyer of the Year at the 2021 Surrey Law Society Awards. It was a brilliant evening and I'd like to pay tribute to Helen and her team for organising the event. Whilst they are both individual awards, they are a recognition of the work done not just by me but by amazing people around me. I would encourage applications for next year by lawyers (including paralegals) as an opportunity to celebrate the extraordinary work they do.*

Highly Commended Nominee:
Emma Sayers



Lawyer of the Year and Private Client Lawyer of the Year: Holly Chantler (Morrisons Solicitors) with Sam Cummings (Access Legal) and Russ McKenzie (nTrust)



Private Client Lawyer of the Year: Highly Commended Nominee – Emma Sayers (Howell Jones Solicitors) with Russ McKenzie (nTrust)

COMMERCIAL / CORPORATE LAWYER OF THE YEAR

Winner:
Helen Mead, DMH Stallard

Helen commented: *I am absolutely delighted to have won the award. It has been an incredibly busy year at a time when there have been so many challenges. Despite the pandemic we have been able to work with numerous clients and help them achieve their merger and acquisitions objectives. I moved my professional life from Sussex to Surrey 2.5 years ago and it is brilliant to have been recognised as a leader in my field in Surrey.*



Commercial / Corporate Lawyer of the Year Winner: Helen Mead (DMH Stallard) with James Hart (InfoTrack)

FAMILY LAWYER OF THE YEAR

Winner:
Karen Barham, Moore Barlow

Karen commented: *I am absolutely delighted to win the Family Lawyer of the Year Award in recognition of work to improve the experiences and outcomes for divorcing and separating families, particularly children. I went into the Law to help people and I shall continue to work hard to do so. Thank you.*

Highly Commended Nominee:
Emma Patel, Rosewood Solicitors



Family Lawyer of the Year: Karen Barham (Moore Barlow) with Edward Nice (HFS Milbourne)



Family Lawyer of the Year: Highly Commended Nominee – Emma Patel (Rosewood Solicitors) with Edward Nice (HFS Milbourne)

LITIGATION LAWYER OF THE YEAR

Winner:

Fiona McNelis, Taylor Rose MW

Fiona commented: *I was thrilled to win the award of Litigation Lawyer of the Year at the recent SLS awards dinner. I believe that it is important to have awards such as this to recognise the continued commitment of the legal profession to achieving results for their clients and providing them with access to justice especially in view of the huge cuts that have been made to the legal aid budget and the difficulties in obtaining access to justice. The work we do is of upmost importance and it is often done quietly and diligently. It is therefore vital that this wonderful work is recognised through the nomination of outstanding lawyers for such an award. I would encourage others to put themselves and/or their colleagues forward for such awards.*



Litigation Lawyer of the Year: Fiona McNelis (Taylor Rose MW) with Alex Rodrigues (Sandler Training)

PARALEGAL OF THE YEAR

Winner:

Harriet Shore, Russell Cooke

Harriet commented: *The whole experience was very overwhelming and completely unexpected. It was such a great feeling to be recognised for my hard work and it felt amazing to be surrounded by some great legal minds.*

Highly Commended Nominee:

Hannah Davies, Watson Thomas Solicitors



Paralegal of the Year: Harriet Shore (Russell Cooke) with Rita Leat (The Institute of Paralegals)



Paralegal of the Year: Highly Commended Nominee – Hannah Davies (Watson Thomas Solicitors) with Rita Leat (The Institute of Paralegals)

PROPERTY LAWYER OF THE YEAR

Winner:

**Emma Bryn Jones
Peacock & Co Solicitors**

Emma commented: *It is so special to win this award, especially in recognition of the past year. The whole team have taken on so much and many new milestones have been met – this has been our busiest year ever. To come out of the pandemic with this success is truly rewarding.*



Property Lawyer of the Year: Emma Bryn Jones (Peacock & Co Solicitors) with Philip Hill (Landmark Information Group)

RISING STAR OF THE YEAR

Winner: Martin Whitehorn, Julie West Solicitors

Martin commented: *I would thoroughly encourage junior lawyers to run for Rising Star of the Year. Collecting the glowing testimonies from the junior and aspiring lawyers I have supported over the past year for my nomination was such a boost in itself. It is an excellent opportunity to be recognised not only for your legal work but what you do beyond that.*



Rising Star of the Year: Martin Whitehorn (Julie West Solicitors) with Dena Dixon (Pay-Nex)

SUPPORT TEAM MEMBER OF THE YEAR

Winner: Vicky Mason, GBH Law

Vicky commented: *Obviously, 2020 was an extraordinary year for everyone and it was wonderful to see so many people pull together and support each other during such troubled times. I was extremely proud to be nominated by GBH Law and even more so when it was announced that I had actually won the award for Support Team Member of the Year. The fact that organisations such as The Surrey Law Society recognise those of us who work behind the scenes is very much appreciated. Being nominated for such a prestigious award really boosts team morale, not just for the winner, but for everyone who works with them and I am sure that any company who had a member of staff shortlisted would be proud of their achievement.*

Highly Commended Nominee: Ashley Burrow, Meadows Ryan



Support Team Member of the Year: Vicky Mason (GBH Law) with Jonathan McGill (Conscious Solutions)



Support Team Member of the Year: Highly Commended Nominee – Ashley Burrow (Meadows Ryan) with Jonathan McGill (Conscious Solutions)

You can see some comments from our winners next to their pictures, which shows how welcome the nominations and subsequent awards were. To view the whole gallery of images from the event, and our Awards video, please visit the SLS Legal Awards website, awards.surreylawsociety.org.uk.

As well as the celebrations, we took the opportunity to raise money for Nick Ball's chosen charity, 21&Co, a local run support group dedicated to giving support to families who have children and young people with Down's syndrome. Attendees were invited to bid on a wide range of prestigious lots in our silent auction and we are delighted to have raised £1,700 for the charity.

The whole evening was a huge success and would not have been possible without the incredibly generous support of our sponsors and we therefore must extend our sincere thanks to:

Headline Sponsor & Sponsor of the Law Firm of the Year and Family Lawyer of the Year Awards: **HFS Milbourne**

Entertainment Sponsor: **Square Daisy**

Sponsor of the Lawyer of the Year Award: **Access Legal**

Sponsor of the Commercial / Corporate Lawyer of the Year Award: **InfoTrack**

Sponsor of the Litigation Lawyer of the Year Award: **Sandler Training**

Sponsor of the Paralegal of the Year Award: **The Institute of Paralegals**

Sponsor of the Private Client Lawyer of the Year Award: **nTrust**

Sponsor of the Property Lawyer of the Year Award: **Landmark**

Sponsor of the Rising Star of the Year Award: **Pay-Nex**

Sponsor of the Support Team Member of the Year Award: **Conscious Solutions**

General Sponsors: **Guildford Chambers, Pro-Drive and Pump Court Chambers**

We very much hope that you get involved in our 2022 Awards programme, the categories will be announced in the coming months, so be sure to start thinking about who you might like to nominate! ■

Belmont School

At Belmont School, we believe that the happiness and well-being of every pupil is of paramount importance and lies at the heart of a successful education.

Founded in 1880, Belmont School is nestled in the Surrey Hills on its own private estate in Holmbury St Mary and is an independent school for boys and girls from Early Years to GCSE. Pupils have 65 acres of wooded parkland to explore for activities such as Forest School, cross-country and mountain biking, including the School's own mountain biking academy and bespoke MTB bike trails.

From the age of three, pupils receive specialist teaching in Music, Performing Arts, French, Forest School, Art, IT and PE as well as the option to learn Ballet. Throughout their time at Belmont, pupils encounter a broad and challenging curriculum in small class sizes and each child is stretched or supported to reach their personal best.

Belmont's aim is for each pupil to leave as a well-rounded individual and so the academic curriculum is enriched by sport, performing arts, visual arts and other cultural and creative opportunities.

Alongside the facilities and academic provision at Belmont, every pupil is given excellent pastoral care and a family feel

permeates throughout. The children's wellbeing is given equal priority alongside their achievements. The School's strapline, 'Achievement through Happiness', encapsulates the belief that if a child is happy, then they will learn and they will learn well.

Belmont seeks to oil the wheels of family life and parents can drop children off for breakfast at 7.30am. In the evenings, pupils may stay for after school clubs or day board until 8pm. Pupils from as young as seven can board and many look forward to a night's flexi boarding enjoying activities like Nerf battles, swimming, film and pizza nights.

In response to growing demand, Belmont has extended its minibus service to include Guildford, Tattenham Corner and Reigate alongside its usual locations of Ripley, Horsham, Dorking and London.

To find out more about Belmont School, please visit www.belmont-school.org, where a virtual tour of the School can be taken. To visit in person, please contact the Admissions Team on **01306 730852** or via admissions@belmont-school.org. Our next Open Days are Tuesday 2nd November for the Early Years and Prep School or Friday 5th November for the Senior School. Little ones are also welcome to attend Woodland Explorers, our fun Forest School sessions on the first Thursday of the month. ■



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Bhavni Fowler

The Law Society Report

The pandemic has shown how resilient our profession is and the last 18 months have demonstrated our ability to adapt and change at speed. This autumn, members may be thinking further into the future, and I thought it useful to let you know about an interesting project.

Forging formidable futures: the Future Worlds 2050 project and beyond

The Law Society's Future Worlds 2050 project was set up to bring an exceptional group of thinkers to the table for raw, frank and honest discussions around future client needs, to postulate the legal business models that will meet them. In so doing it inevitably looked at how we will live and work in the future, as well as what kind of environmental and political landscapes might surround us and what types of ethical decisions might be needed around bioengineering, genome editing, care for our aging populations and treatment of climate refugees. Our Future Worlds project has harnessed a reinvigorated appetite for debate to explore specific aspects of our increasingly uncertain future.

By exploring the likely shapes and natures of the legal services landscape in the decades up to 2050, we begin to identify the key drivers for change and disruption in the current landscape of legal services. In so doing we identify clues to how solicitors' and lawyers' interests may change in the future, where they will face competition, and what opportunities there might be for legal professionals in a changing market.

The findings from the project are not intended as concrete predictions of a determined future. Rather they present paths towards possible futures that follow the current emerging signals of change and their likely implications. By exploring such possibilities now, we are better prepared for uncertainty and able to access ways to shape our preferred futures.

The Future Worlds 2050 report can be accessed here:
<https://www.lawsociety.org.uk/topics/research/future-worlds-2050-images-of-the-future-worlds-facing-the-legal-profession-2020-2030>

Inside the Futures Studio is an ongoing series of podcasts with guests from other industries to explore how they are using foresight tools and information strategically within their own organisations. You can listen here: <https://www.lawsociety.org.uk/en/topics/business-management/future-worlds-2050-inside-the-futures-studio>

Our foresight workshops have explored the Future of Work and the Future of the Membership Organisations, deploying tools such as Three Horizons, Future Wheels and Causal Layered Analysis. You can find out more information about the outcomes from the foresight workshops and the tools we used here: <https://www.lawsociety.org.uk/topics/research/future-worlds-2050-project>

Get involved! We welcome ideas to inform our ongoing foresight programme. If you would like to be involved in our foresight work or have ideas for topics to scan or investigate as deep dive futures, please get in touch with our Foresight Manager, Dr Tara Chittenden: tara.chittenden@lawsociety.org.uk

I also thought it useful to share details of our most recent Equality, Diversity and Inclusion report:

Pride in the Law: An up to date look into LGBT+ experiences and equality in the legal profession

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

The report shows that many of the measures implemented to improve the experiences of LGBT+ people in the workplace have been successful. However, some of the findings indicate that there is still work to be done.

For example, a lack of LGBT+ role models at work was the most cited pressing issue for gay men (42%), lesbian/gay women (55%) and bisexual individuals (78%). Another key issue is that many LGBT+ people face difficulty with coming out to both colleagues and clients.

A copy of the full report and a list of supporting resources can be found here:

<https://www.lawsociety.org.uk/topics/research/pride-in-the-law-experiences-of-the-lgbt-community-within-the-legal-profession>

If you would like any more information or would like to discuss either of the above topics, please do not hesitate in contacting me. ■

Bhavni Fowler
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Tel: 07773 254 543



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Alastair Logan

Council Member's Report

The electoral databases to be used by The Law Society (TLS) for the Council 2021 election cycle were not completely ready in a number of the 50 seats which are being contested in this year's elections. It is hoped that this will be rectified before any further elections are required. Much depends on the effectiveness of the membership joining MyLawSociety and providing their contact details to enable them to connect with others in the profession that share their interests and skills, receive information relevant to their Membership of TLS and their specialisms and to allow groups to discuss issues that affect them specifically. I would urge you to join MyLawSociety if you have not already done so.

The major issue affecting the profession is the financial status and the proposed budget of TLS and discussions relating to these will occupy the time of Council up to and including the AGM on 10 October 2021. When the decision was taken to reduce the Practising Certificate Fee (PCF) in the last 2 years, no proper attention was paid to the requirements that attach to securing any increase in the PCF. It is necessary to secure such an increase to cope with rising costs, an ambitious agenda for providing a new and vital Membership Experience and to meet the criteria that the profession wants from TLS, as shown by the outcome of the Survey to which all Members were invited to contribute. The commercial income, which forms part of the overall TLS income, has fallen due to the pandemic and changes that it has brought. To secure such an increase TLS must present to the LSB a plan for the next 3 years and demonstrate that it is as lean and efficient as possible without removing the benefits that members hold dear.

There are some worrying suggestions; one is that we should consider abolishing our Specialist Committees. The Specialist Committees are rightly referred to as our 'Our Jewel in the Crown'. Much of the respect and standing that TLS enjoys comes from the fact that we have in depth specialist expertise in the many areas of law. The specialist committees bring together solicitors from England and Wales who are dealing with the issues on a day-to-day basis. The quality of what they produce enables TLS to have an important and respected voice nationally and in the corridors of power in relation to the issues that arise almost daily in relation to the Law and Justice, the Administration of Justice and Human Rights. They can identify and produce important material that could only be known to those who practice at the coal face. They can provide a

balance to policy proposals and often are the standard bearer of reforms and providing essential guidance and protocols to our members. They have not received a proper profile in the professions because there is little information about the work that they do. The suggestion that they should be replaced with 'Expert Advisory Groups' who would hold "meetings as needed" is to make them reactive only and not proactive. And how would the 'expert advisory groups' be constituted to ensure the diversity that exists in the specialist committees? To start such a review from the standpoint of them being replaced is wrong. That we would be at risk of losing our Specialist Committees was never suggested when we were asked to support a reduction in the PCF.

Another worrying suggestion is that the library, another jewel in the TLS crown, should be disbanded and some arrangement made to work in conjunction with the British Library. Again, that was never a suggestion when we agreed to reduce the PCF. What is needed is plan that allows us to engage with and support members and Local Law Societies (LLS), the Specialist Committees and the divisions such as the Junior Lawyers Division.

Against this there is a cost of £25 million for staff and no proposal to reduce staff costs. The suggestions made as stated above would move the TLS away from being an organisation for members which is not what the profession indicated it wanted when it responded to the Survey – quite the opposite! Another factor that will impact on what we do is the decision taken to impose a limit of 12 years on time on Council. There is no corporate memory vested in the Executive of TLS and the loss of that experience will leave those who succeed them struggling to grasp the complexities of the world in which we live as a professional organisation. It has taken me over two years of effort to arrive at some understanding of the issues we face and the history to enable me to offer (hopefully) a competent contribution.

If Sushila and I, as your Council Members, can assist you in any way please do not hesitate to get in touch. ■

Alastair Logan OBE., LL.B.,
Council Member for the Surrey Constituency



Surrey JLD's Martin Whitehorn winning the Rising Star of the Year Award at the recent SLS Legal Awards 2021.

Surrey Junior Lawyers Division Report

Careers Takeover

June and especially July were busy, with a total of 6 webinars to help junior and aspiring lawyers develop their careers. 4 of these have been recorded and you can find the links on our website in the "Webinars" section.

To watch them just email surreyjuniorlawyersdivision@gmail.com asking to be added to our mailing list if you haven't been added already so you can get the passwords.

Martin Whitehorn organised 4 of these with our friends at Berks, Bucks & Oxon JLD, Herts JLD and Northants Bucks JLD including: "Marketing Yourself" with Emma Lilley of In-House Potter; "Owning the Interview and Running a Legal Community" with Hannah-Mei Grisley of Let's Chat Law, "In-House Lawyer Life" with Tom Haines of the "You've Been Served" podcast and Bongai Gwyneth Mutema, and "Developing Yourself" with Eloise Skinner.

Sapphira Gold and Daniel Crate put together "Alternative Routes into the Legal Profession" with speakers Emma Lester, Lynne Squires, Alma Cachero, Sarah Houston and Nick Richardson. Alex Milson organised a panel event on securing a training, newly qualified or associate position with speakers Jenny Turner, Bal Atwal, Poki Wratten, Karen Grimm, Amy Archer and Christopher Clue.

Rising Star of the Year 2021

We were also very pleased that our Martin Whitehorn won Rising Star of the Year at Surrey Law Society's 2021 Legal Awards.

In his time at Surrey JLD, Martin's accomplishments have included:

- Designing Surrey JLD's website.
- Administering our Twitter and LinkedIn accounts.
- Expanding our mailing list and consequent event turnout.
- Working with Surrey Law Society to deliver its Supporting Surrey webinars.
- Meeting virtually with other local JLDs to share information and support (Surrey JLD on Tour).
- Setting up a working group for local JLDs in the Home Counties including Surrey JLD, Herts JLD, Northants Bucks JLD and JLD Berks, Bucks & Oxon.
- Running virtual support sessions (Cocoa with the Committee).
- Organising and preparing for a Surrey SQE stakeholder conference on my own, where he gathered Surrey JLD, Surrey Law Society, Guildford's University of Surrey Law School and University of Law to consult with and challenge the SRA on the Solicitors Qualifying Examination.

Common misconceptions about joining Surrey Junior Lawyers Division



Only solicitors can be members

While some local JLD groups only admit solicitors, that is not the case with us. In short, if you're part of the junior legal community, you're a member, whether you're a student, graduate, paralegal, legal executive, conveyancer, trainee solicitors, solicitor apprentice, solicitor of up to 5 years' PQE, pupil barrister, junior barrister of up to 5 years' practice or otherwise trying to progress through law via the Solicitors Qualifying Examination.

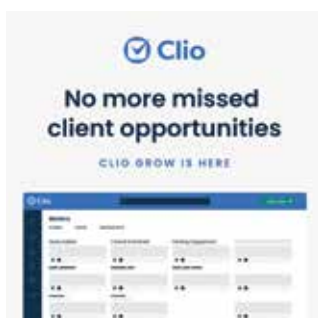
I need to both live and work in Surrey to be a member

Not so. We welcome those who live and/or work in and around Surrey including Hampshire and London. Some of our committee members live in South London and we have had junior lawyers attend our events from Berkshire, Kent and South Hampshire so don't feel you are excluded.

I need to pay a membership fee to participate

We do not charge a membership fee. So far all of our virtual events have been free of charge, while in-person events are subsidised by sponsorship, meaning you pay a nominal amount or even nothing to attend. ■

Make great client experiences your differentiator – introducing Clio Grow



What is your firm doing to find – and retain – clients? Client expectations have evolved, and now more than ever before, clients expect a high level of service from their lawyer. If you're not meeting those expectations, you could be missing out on vital opportunities for your firm.

Client experience counts for a lot when it comes to choosing a law firm. With more than 180,000 practising lawyers in the UK today, your competition is stiff, which means that every contact with a potential client counts. How clients interact with lawyers has changed too. In the modern legal landscape, clients are no longer willing to play phone tag with a solicitor or to spend time chasing a firm that's hard to reach.

In an industry so dependent on referrals and reputation management, building better client relationships is the differentiator that will earn you lifelong clients and continue to help your business grow. Adopting the right legal client intake and relationship management software is key to this aim.

The data* backs this up: In 2019, firms using legal client intake and relationship management solutions saw 16% more casework

and over 20% more cases every month from February onward in 2020. Firms also saw a large revenue increase, too. In 2019, firms who used client relationship software saw 9% more revenue, per lawyer, with revenue continuing to increase in 2020, reaching a high of 26% more revenue in August.

The right client intake and client relationship management solution could transform the way your firm does business. Take Clio Grow, Clio's legal client intake and relationship management software, as an example. It's designed to make it easier for lawyers to connect with clients. With it, you can:

- Use quick intake forms, scheduling, and e-signature tools to engage and retain new clients in moments, not days.
- Nurture relationships by keeping clients updated with automated follow-up emails and reminders.
- Get a bird's eye view of your client pipeline using analytics and reporting tools so you never miss a single opportunity to connect.

Available as part of Clio Suite, the legal industry's only end-to-end legal software solution, with Clio Grow, you can watch your client base, billable hours, and reputation thrive.

See for yourself how Clio can revolutionise the way you connect with your clients at clio.com/uk. ■

*All figures taken from Clio's 2020 *Legal Trends Report*.

Poppy's second chance at love

Poppy's owner first contacted her local rehoming centre and said she needed to hand Poppy, a four year old Chihuahua cross, over to us as she had sadly recently been given a diagnosis that she had a terminal illness. She was advised to apply for a free Canine Care Card and nominate a Dog Guardian; someone she trusts to sign over the care of Poppy to Dogs Trust should she need it. She'd then be able to spend the most time possible with Poppy and feel reassured that she'd be given the best possible care at Dogs Trust when they could no longer be together.

When Poppy's Dog Guardian contacted us to advise that her owner was now receiving palliative care and that they needed to activate her Canine Care Card, Poppy was collected by Dogs Trust the very next day. After a vet and behavioural assessment we decided the best place for Poppy would be a loving foster home. We were able to advise the foster carers of all the information we'd been given by Poppy's owner regarding her life, diet and routine to enable us to make this transitional period as stress-free as possible for Poppy.

Within almost no time, we were able to find very affectionate Poppy a lovely new home for her second chance at love.

Poppy's story is one of many we come across at Dogs Trust.



Many owners are growing increasingly worried about gradually losing their independence or their health deteriorating. Dogs Trust want to offer owners peace of mind that we will be there at this difficult time to care for and rehome their four legged friends should the worst happen.

Therefore we're pleased to announce that we have extended our Canine Care Card service. Dogs Trust will care for your dog should you move into a care home, become seriously ill or pass away.

For more information on our Canine Care Card service and how to register your dog please type in this link www.dogstrust.org.uk/ccc where you will find our online application form and more information on our free service.

If you have any queries regarding the Canine Care Card please email CCC@dogstrust.org.uk or call **020 7837 0006** and we will be happy to help. ■



Who'll keep her happy when your client's gone?

We will – as long as your client has a Canine Care Card.

It's a FREE service from Dogs Trust that guarantees their dog a second chance a life.

At Dogs Trust, we never put down a healthy dog.

We'll care for them at one of our 21 rehoming centres, located around the UK.

One in every four of your clients has a canine companion. Naturally they'll want to make provision for their faithful friend. And now **you can help them at absolutely no cost.** So contact us today for your FREE pack of Canine Care Card leaflets – and make a dog-lover happy.

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Or call **020 7837 0006**

Or write to: **FREEPOST DOGSTRUSTL**

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All information will be treated as strictly confidential. Service only available for residents of the UK, Ireland, Channel Islands & Isle of Man.

A dog is for life, not just for Christmas®

Registered charity numbers: 227523 & SC037843



dogstrust.org.uk

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COVID-19 and the workplace – will there be return to normality?

The impact of the pandemic on businesses in the legal sector, as for others, has been massive. Changes required by the existence of the virus have emptied offices and forced home working to become the norm. Even as late as May 2021 with the threat of a third wave the scientific advice was warning against returning to the office and recommending that workers continue to work from home for the foreseeable future. So, what can we learn from the polls, research and offerings of those most closely connected with impact of this pandemic on businesses and staff? There are many informative reports that can offer guidance on how we could deal with the return to normality - if indeed the “old” normality can ever be resumed.

A report found that home working negatively affects both earnings and career progression.¹ Between 2013 and 2020 people who worked from home were on average 38% less likely to have received a bonus. And analysis showed that between 2012 and 2017 people who mainly worked from home were less than half as likely to be promoted.

In a poll taken of more than 2000 adults, 71% were optimistic that the vaccine rollout would enable them to return to their workplace as normal, an increase from 50% three months earlier and a majority (75%) said they would be comfortable taking a covid test before returning to the office.²

Despite the move to remote working, a survey conducted by the ONS between October and December 2020 of nearly 75,000 workers found that there was a decline of all types of flexible hours working such as part time, flexi time and annualised hours. This contrasted with a 100% increase in home working, which doubled between the first quarter of 2020 and the last.³

Around 1 in 5 (21%) adults experienced some form of depression in early 2021 (27 January to 7 March); this is an increase since November 2020 (19%) and more than double that observed before the COVID-19 pandemic (10%). Around 1 in 3 (35%) of adults, who reported being unable to afford an unexpected expense of £850, experienced depressive symptoms in early 2021, compared with 1 in 5 (21%) adults before the pandemic; for adults who were able to afford this expense, rates increased from 5% to 13%.⁴ This shows that being economically challenged is more likely to cause depression.

Mental health has become a much greater issue. Statistics show that the pandemic has had a serious impact on mental health. The Mental health issues that predominate are depression and loneliness.

Continued on next page

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Employers need to adapt their ways of working to better support their staff's mental health according to Andy Bell, the CEO of the Centre for Mental Health, a charity with over 30 years' experience in providing life changing research, economic analysis and policy influence in mental health, and whose work includes physical health, wellbeing, inequality and multiple disadvantages.⁵

There has been a massive increase in domestic abuse caused/exacerbated by the lockdowns, furloughing and job loss. The police recorded 206,492 violence against the person offences flagged as domestic abuse-related between March and June 2020, a 9% increase compared with the same period in 2019. The number of offences flagged as domestic abuse-related in this period increased for all offence groups compared with the previous year.⁶ Although both men and women are affected, incidence and severity are much greater for women: the World Health Organization recently estimated that a third of women worldwide experience domestic violence or abuse in their lifetime.⁷ We have no data yet from population surveys, and administering these during lockdowns is challenging as it may not be safe for someone to disclose violence or abuse when perpetrators are likely to be present. In the UK, domestic abuse includes abuse by an adult within a household or family who is not a spouse or intimate partner. This type of abuse is also likely to have increased, but we have no supporting data⁸. So, there is a likelihood that domestic abuse may be a factor in relation to staff working from home.

More than two-thirds of adults in the UK (69%) report feeling somewhat or very worried about the effect COVID-19 is having on their life. The most common issues affecting wellbeing are worry about the future (63%), feeling stressed or anxious (56%) and feeling bored (49%). While some degree of worry is understandably widespread, more severe mental ill health is being experienced by some groups. IFS analysis of longitudinal data from the Understanding Society study⁹ found that, taking account of pre-pandemic trajectories, mental health has worsened substantially (by 8.1% on average) because of the pandemic. Groups have not been equally impacted; young adults and women – groups with worse mental health pre-pandemic – have been hit hardest. The UCL COVID-19 social study of 90,000 UK adults has monitored mental health symptoms throughout lockdown, finding levels of anxiety and depression fell in early June as lockdown measures began to lift. But these remained highest among young people, those with lower household income, people with a diagnosed mental illness, people living with children, and people living in urban areas.¹⁰ All this suggests that COVID-19, and the response to the pandemic, could have a significant impact on the nation's mental health through increased exposure to stressors. Exacerbating this, there has been a loss of coping mechanisms for many, and reduced access to mental health treatment.¹¹

Return to the office presents employers with challenges. A BBC poll¹² of 50 of the UK's largest employers collectively employing 1.1 million people found that 43 firms planned to use a mixture of home and remote working. However, the challenges relating to office space will be difficult to resolve. One large central London employer said that if people are working from home three to four days a week, they probably would need 20% less space, but they're not going to do that if everyone's working from home on Mondays and Fridays. On the other hand, some employees are keener to return to the office than others because of their experience of home working. Forcing some employees to undertake flexible working by requiring them to work part of the

week at home may not bring any/many of the benefits available to employers of flexible working such as those who live alone or do not have a suitable place to work.

This raises the clear need to be discussing this carefully with employees on an individual basis and listening to their needs. Decisions need to be made based on what is best for individual staff and not just what seems to make sense for the business. Giving the staff the opportunity to individualise their jobs and participate in work interventions can support wellbeing, engagement and productivity. Mike Robinson, the CEO of the British Safety Council, said it was ultimately up to businesses to decide when and whether employees returned to the workplace based on their operations, so long as they were compliant with government regulations. "This reinforces the importance and need for employers to carry out a COVID workplace risk assessment to protect workers." Many employees have concerns around travelling on public transport, health, catching COVID, adapting to a new routine and having to readjust to working life in the office. These concerns bring anxieties, higher levels of nervousness, hypervigilance about who is around you in the workplace and what protocols exist in the workplace and whether these are being observed.

The Institution for Occupational Safety and Health stated: "Thanks to the onset of mass vaccination, we can now look forward to better times, but further storms will be lying in wait."

We will see:

- A greater threat from the spread of zoonotic, communicable diseases, as highlighted by the World Health Organization.
- Businesses having to double down on the health and safety practices they've been advised to implement during COVID to ensure resilience is maintained in the future.
- Infection prevention and control will become an established part of 'business as usual', with stopping the spread of pathogens through good hygiene practices and testing being part of the necessary requirements and portfolio of skills and techniques we will need to steer us to safety through choppy moments.
- As we continue to work differently, with less travel and more digital and remote working, employers will have to work to ensure the mental wellbeing of their staff, factoring people's mental health in all their risk assessments, manager training, leadership and communication.
- Significant numbers of workers will be living with the impact of Long COVID, a still little understood condition which is reported to have around 200 different symptoms some of short duration but some of very long duration. Moreover, as this is new to medical science there are no clear and tried treatments available. How can professionals get to fully understand their needs? How can employers support them in their return to work? How can the impact of Long COVID on occupational health be best managed?"¹³

Some numbers about returning to the office:

- 44% say their workforce is concerned about contracting COVID on public transport;
- 9% of employers are mandating office attendance and would consider legal action against those who refuse;
- 15% are mandating office staff to go into work every working day once government advice changes;
- 53% of staff are concerned about contracting COVID at work;
- 46% of employers say employees are worried about maintaining childcare provisions after returning to the office;
- 62% of employers are offering more mental health support

for employees returning from home working;

- 43% of employers will require staff to be in the office for a minimum number of days per week when re-opening;
- 67% of employers are offering either slightly increased or significantly increased flexibility after re-opening;
- 57% plan to introduce training on their COVID guidelines for those returning from home working;
- 44% say their employees are worried about returning to more structured hours;
- 57% say their employees are worried about the extra time taken by commuting and the cost;
- 13% say they are concerned about looking after a new pet acquired during the pandemic when they return to the office;
- 25% of fitness notes issued by GPs were for a mental health related condition;
- 25% of employees have not received a mental health check-in by their employer since the beginning of the pandemic;
- 40% of employers are allowing staff to go into the office on days chosen by them after reopening;¹⁴

Some statements, facts and statistics about the effects of the pandemic:

- Under 25s accounted for 54% of job losses in the past year;
- Job losses were predicted to become more evident when the restrictions were lifted¹⁵. The loss of a job can, and often is, a life changing event with potentially severe consequences. Research results suggest that involuntary job loss is significantly associated with both physical disability and poorer mental health and that negative health effects of involuntary job loss are significant for older workers¹⁶. Part time workers are particularly at risk of job loss¹⁷.
- 5% of mid-sized businesses believe that full time office working will be most effective for their staff post the pandemic.¹⁸
- Employees will need information to cope with returning to work in the office on issues such as hygiene, sanitation, one-way systems, social distancing, and Perspex barriers amongst others.
- From a legal point of view as long as employers have done their duty of care to ensure staff are safe in the workplace the rest is down to the employee. So, an employee's commute and personal concerns about returning to work in the office are their responsibility the law says.
- An employee may have lost a relative, colleague or friend during the pandemic. The grieving process has not been normal during this period. They will be dealing with grief and coming back to work at the same time so every case will have to be managed.
- You cannot put the business first. You must put people first at this stage and make the journey back to the new post pandemic normality jointly¹⁹.
- Years of research into flexible working shows that creating two tiers of workers can lead to discrimination against people who work from home because they are not seen.²⁰ and research from the ONS suggests that this is already happening.²¹ ■

1. <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/labourproductivity/articles/homeworkinghoursrewardsandopportunitiesintheuk2011to2020/2021-04-19>
2. <https://www.aviva.com/newsroom/news-releases/2021/04/seven-in-ten-workers-feel-optimistic-about-returning-to-work-as-UK-opens-up/>
3. <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/labourproductivity/articles/homeworkinghoursrewardsandopportunitiesintheuk2011to2020/2021-04-19>
4. <https://www.ons.gov.uk/peoplepopulationandcommunity/well-being/articles/coronavirusanddepressioninadultsgreatbritain/januarytomarch2021>
5. <https://www.centreformentalhealth.org.uk/news>
6. <https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/articles/domesticabuseduringthecoronavirus-covid19pandemicenglandandwales/november2020>
7. WHO. Devastatingly pervasive: 1 in 3 women globally experience violence. Press release, 9 Mar 2021. <https://www.who.int/news/item/09-03-2021-devastatingly-pervasive-1-in-3-women-globally-experience-violence>
8. <https://www.bmj.com/content/372/bmj.n722>
9. <https://www.understandingsociety.ac.uk/research/publications/526124>
10. <https://www.health.org.uk/news-and-comment/blogs/emerging-evidence-on-covid-19s-impact-on-mental-health-and-health>
11. Ditto
12. <https://www.bbc.co.uk/news/business-56972207>
13. <https://iosh.com/more/news-listing/building-health-and-safety-practice-for-a-new-world/>
14. People Management June 2021
15. Gazette 10 June 2021: "85 secretaries, support staff and lawyers leave big city firm"
16. <https://www.health.org.uk/publications/long-reads/unemployment-and-mental-health>
17. <https://www.bbc.co.uk/news/buisness-57399667>
18. Censuswide (on behalf of Grant Thornton UK LLP) surveyed 603 senior decision makers in UK mid-market businesses between 19 March 2021 – 29 March 2021. The UK mid-market is defined as businesses with an annual turnover of £50million – £500million
19. People Management June 2021
20. Emma Parry, Professor of Human Resource Management at Cranfield University
21. <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/labourproductivity/articles/homeworkinghoursrewardsandopportunitiesintheuk2011to2020/2021-04-19>

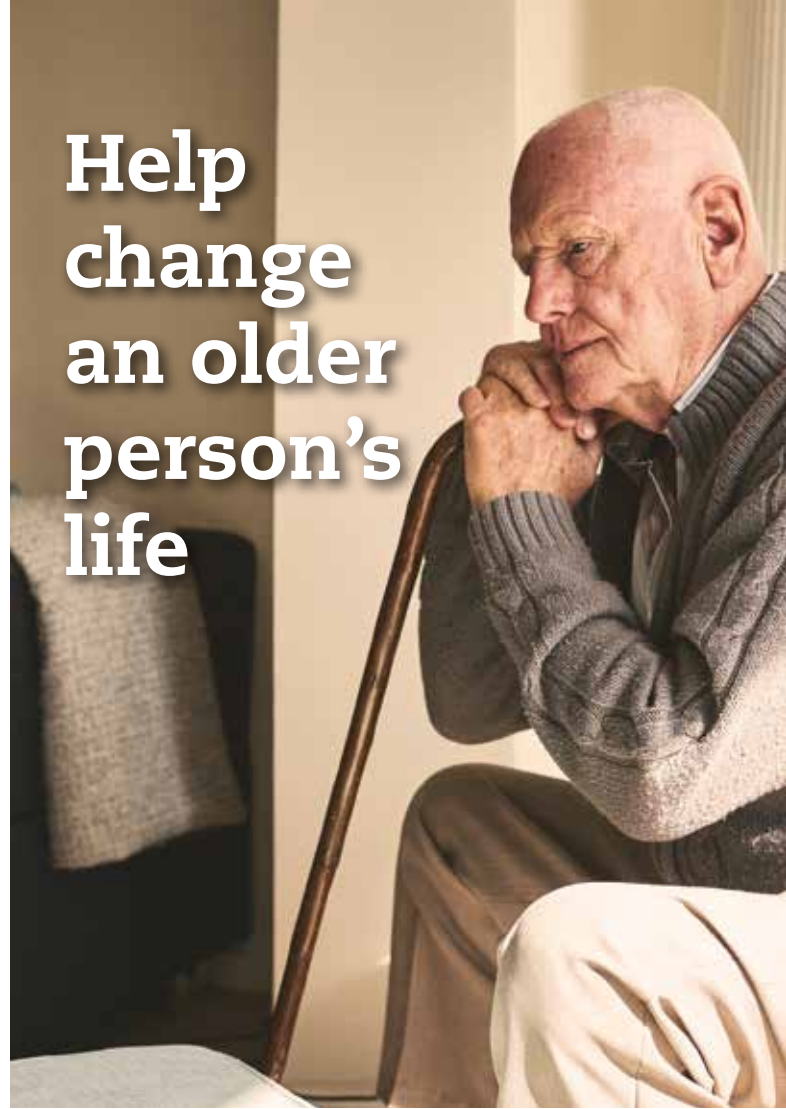
Alastair Logan OBE., LL.B.,
Council Member for the Surrey Constituency

Growing old doesn't come with a manual and later life can be challenging for many people. Significant life events such as retirement, family moving away, bereavement as well as changes in health and mobility all have an impact on how we feel and cope. Every person and their situation will be unique. That is why we tailor our support holistically.

Having time and space to support people in moving forward with their lives, helping people to meet others really can make all the difference to someone's life. We aim to reduce loneliness and social isolation, maintain people's independence and improve health, wellbeing and resilience. A gift to Age UK Surrey will help us deliver a range of one to one support services and group activities that:

- Provide practical support by helping people understand their options and entitlements through free, impartial and confidential advice on all issues such as housing, care and money.
- Give people the gift of friendship and companionship by connecting and introducing them to others through our Befriending and Wellbeing services.
- Help people remain healthy and connected and learn new skills through social activities, walks and tea and chat groups.
- Enable people to remain independent at home by offering practical Help at Home support such as cleaning, shopping and gardening.

Age UK Surrey is a local independent charity. Monies gifted to us remain in Surrey which means that a gift will benefit a Surrey resident. Please refer to our charity as 'Age UK Surrey'. Registered charity number: 1036450. Thank you. ■



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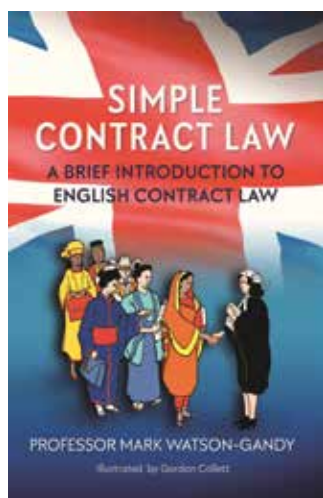
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Simple Contract Law

Stripping English Law of Complexity



In his new book, Watson-Gandy has bravely done a complete about-turn on traditional dusty textbooks, writing an illustrated guide to English contract law that is fun to read, entertaining and succinct.

Synopsis of **Simple Contract Law: A brief introduction to English Contract Law:**

This book provides an essential introduction to English contract law. Written by practising barrister and law professor, Mark Watson-

Gandy, whose infectious enthusiasm for the subject permeates the text, the book simply explains all the core concepts and leading cases and what the most common terms and conditions actually do. Whether you are a law student, businessman or an international lawyer, you will find "Simple Contract Law" to be an easy-to-read, concise, and informative first guide into the subject. Enlivened by the colourful back stories to the case law and with witty illustrations by Gordon Collett, this book is a welcome antidote to stale traditional contract law textbooks.

"People don't realise quite how important English contract law is for us all. English contract law has long been the preferred choice of law for international contracts – often even where the parties or transaction has no connection to the UK. The UK legal services industry is worth £60 billion to the UK economy; the UK legal services market is the largest in Europe and second only globally to the USA. Three quarters of those using London's commercial courts during litigation come from outside of the UK" explains the author. "I wanted to write something which would cut through the complexity, to give an accessible overview of the law. A quick and easy-to-read guide like this is long overdue."

Simple Contract Law: A brief introduction to English Contract Law is available now for £9.95 on Amazon: <https://amzn.to/3kbb6Q4>. ■

Professor Mark Watson-Gandy K.S.G is a practising barrister at Three Stone Chambers in Lincoln's Inn and has appeared in high-profile cases in the UK and abroad. He is a Visiting Professor at the University of Westminster and at the University of Lorraine in France. He was made a Knight of the Order of St Gregory the Great in recognition of his work as a barrister and law professor in 2007. In 2020, he was appointed as one of the UK Ministry of Justice's "Legal Services are Great Champions" to promote English legal services internationally.

Articles of Association

Guidance and Precedents

As the author, Richard Bishop, says in his introduction, "the development of modern company law and the ability for ordinary people to incorporate a company was driven by the industrial revolution" from the 1840s. Practitioners have all come a long way since then, care of massive statutory provisions. Today, nearly four million companies incorporated in the UK allow their constitution or company rule book to be dictated by the standard **Articles of Association**.



This new book from Bloomsbury Professional Law has been constructed "to aid professional advisers, directors and shareholders make better decisions about any company's constitution." We were most impressed with the way in which the book is structured to follow the articles logically with useful examples in a blocked format to make the points stand out.

Depending on what you might be looking for, the author reviews the following areas: the background to the articles of association, the Company Law Act 2006, business structures and their needs; reviews of the case law (without too many cases cited) and the implications for amending the articles of association; a detailed analysis of the default articles of association proscribed in The Companies (Model Articles) Regulations 2008 Table A; and a practical guide to drafting articles of association, real life examples and discussions on why companies should adapt Table A to suit specific company requirements.

One splendid innovation which is becoming commonplace now is the facility to download precedents with instructions set out at the beginning of the work. There is also a licence agreement which is relatively straightforward to follow. The facility dispenses with the CD which has become obsolete for many new laptops by using the website to download what you may need for your practice. In the book, the precedents start from page 261 onwards which is approximately half-way through the book.

We are confident that solicitors and accountants are presented here with the tools they need to offer sound advice to their clients on how articles may impact on the company. The key remains with what the author calls "clever drafting" on how the constitution of a company can be amended to provide clear provisions to suit its strategic position. It will always depend on the specific needs of the client, and these needs are well catered for in this book.

And for those clients who may wish to consider changing the constitution of their own company, Richard Bishop's book is full of practical examples. He covers the do's and don'ts of drafting very pragmatically, and offers illustrations and full procedures for trustees, family investment and property companies providing guidelines for minority shareholders, investors, and directors. Indeed, it is a superior work which gets the right balance between detail and the practical requirements of the client. ■

London Legal Support Trust – Raising dough and getting quizzical

After a bumper 6 months of walking events, London Legal Support Trust (LLST), is encouraging the legal community to raise vital funds at a more leisurely pace for the final part of the year.

Let's get baking!

During the week of 1-5 November, the sweetest fundraising event on the calendar, the **Great Legal Bake**, gives you the chance to dust off your aprons and get baking for justice! Whether you are a cupcake king or queen, a master at muffins, or brilliant at bread, all you knead to do is register **HERE**. You will be sent a bake pack including posters, labels, stickers and fundraising tips to help you raise funds for frontline free legal advice services in your local area.

Feeling competitive?

The **Great Legal Quiz** is back! The national quiz will take place on Wednesday 1 December, giving teams the flexibility to host a quiz at a local pub, office, home, or online. Questions are non-legal and fun general knowledge, often with some current affairs so a perfect excuse to read the newspapers at the weekend to revise!

How does it work?

Once you register, as Team Organiser you will be provided with the question and answer sheets, you arrange the venue, gather a team together, have fun and raise money for your local Legal Support Trust or local Legal Advice Charity (find out more about **Why We Quiz!**). You feedback your top scores the next day and LLST will announce the top teams in the country! A shield goes to the highest scoring team, and another to the highest fundraising quiz organisers.

For more information, including how to fundraise and other FAQs, visit the link **HERE**.

How can you help?

The funds raised from LLST's events are needed more than ever and you can help while having fun! Sign up for news on future events **HERE** – you will be joining a community of dedicated and enthusiastic fundraisers all in support of access to justice.

See the **events page** or email the Events Team **signups@llst.org.uk**. ■



AGM & John Perry Memorial Dinner

On the evening of
Thursday 2ND December 2021

Save the date!

For more information visit:
www.surreylawsociety.org.uk/events

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*Statistics taken from Clio's *Legal Trends Report 2020*. 26% revenue increase observed in August 2020

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