

Dear Reader,

Happy New Year to all our readers and, as always, thanks to those of you who regularly contribute to this monthly publication. We are really keen to include news and items from [ALL](#) members and other non-member readers so please make sure that you let [Jeanette Lacy Scott](#) have any items about you, your firm or organisation which you think would be of interest or you would like to share with the local legal community. You can do this by responding to her monthly email 'appeal' for contributions. If you don't receive this email, please let her know and she will add you (or the appropriate person in your firm/organisation) to the relevant mailing list. You can also just send her items at any time which she will file for inclusion in the next month's edition.

PRESIDENT'S REPORT

Hello & welcome to the first newsletter of 2022. Although if you are anything like me the Christmas & New Year break already feels like a long time ago! Perhaps because 2021 was not a great year, or maybe because I am still feeling vaguely rested from a couple of weeks off, I am feeling remarkably positive about 2022. As ever this newsletter is full of information (let's not forget the SIF and PSYROCC consultation!) and events to look forward to such as the Sussex Law Society Ball in May. So I hope you enjoy it and look forward to seeing you all soon.

Lucy Tarrant

NEWS

- Kelly Mills has joined **Coole Bevis LLP** as a Partner to head the firm's Dispute Resolution team. Kelly has over 15 years' commercial dispute resolution experience and is recognised by both The Legal 500 and Chambers & Partners. She is highly experienced in resolving commercial disputes through mediation and other forms of Alternative Dispute Resolution, as well as through Court proceedings. Kelly joins from DMH Stallard LLP where she was a Commercial Disputes Partner and Head of Debt and Leasehold Recovery.
- **Mayo Wynne Baxter** has joined national legal and professional services group, [Ampa](#), to enhance its ambitious plans for growth. The firm, founded more than 150 years ago in Lewes, will continue to operate as a separate LLP retaining its brand and growing its market position as it continues to deliver legal services for businesses, people and their families throughout the Southeast. No money will be exchanged as part of the merger and the firm's equity partners will merge into Ampa's membership. Mayo Wynne Baxter's move to join Ampa is part of a wider strategy shared by the businesses for growth, collaboration and combined infrastructure, as well as shared values supporting clients and the community. Joining the group will enable Mayo Wynne Baxter to increase its service offering for clients, tapping into more than 900 experts across the group of brands and Ampa's group London hub. The group is proactively looking to recruit talented people and teams across the region and no redundancies are planned. Mayo Wynne Baxter has started its transition to the group and its equity partners will officially become members of Ampa from 1 May 2022. The merger will take Ampa to a turnover above £100m for 2022/23 and a group of more than 1,100 people immediately.
- **Loch Associates Group** are delighted to welcome Samantha Holder who is an experienced HR Consultant and she will be part of the [HR Advise Me](#) team who help clients manage all their HR needs.

- **Martin Searle Solicitors** are looking for tenants for the lower ground floor of their five-storey period building (418 sq ft). The recently reduced property is situated on Marlborough Place overlooking the revamped Jubilee Gardens. The two offices, plus a middle room for copying/scanning, are a good size, suitable for social distancing and can be accessed via a separate street access. There are shared kitchen and WC facilities. For more information, please contact amanda@ms-solicitors.co.uk

SIF FACT SHEET

On 23 November 2021, the Solicitors Regulation Authority (SRA) launched a consultation on the future of the Solicitors Indemnity Fund (SIF) and post six-year run-off cover (PSYROC). The Law Society have produced a useful factsheet to assist understanding of 1) How we have arrived at the current situation. 2) The content of the consultation. 3) Issues around the SRA's proposals about SIF.

The Law Society have not set out their proposed position in the fact sheet, but have said that they will circulate an outline argument in January, to aid local law societies in preparing submissions.

The prospective closure of SIF and the unavailability of alternative PSYROC options threaten an unacceptable transfer of risk from solicitors to clients. This could seriously undermine public confidence in the solicitors' profession, which means that the outcome is of importance to all Law Society members. The fact sheet can be found [here](#).

GET YOUR EARLY BIRD DISCOUNT FOR THE SUSSEX LAW SOCIETY CHARITY BALL IN MAY!

Bookings are now being taken for the Sussex Law Society Annual Charity Ball on Friday, 6th May at the Grand Hotel in Brighton! After the pandemic got in the way of our attempts to hold the Ball in 2020 and 2021, we are hoping that 2022 will be the year that we can all be together again and enjoy this fantastic event!

The Ball is open to both members and non-members and is the perfect opportunity to entertain partners, colleagues, staff, clients and business connections all in one evening and raise funds for the President's charities – [The Starr Trust](#) and the [Brighton Yoga Foundation](#). The Ball is the only local event of its kind for members of the profession and all those who make up and are associated with the local legal community. An application form can be downloaded from the website [here](#).

Tables can seat up to 12 people but if you are a small party or you would like to come alone that is no problem and we will seat you at a mixed table. Tickets are £65 + VAT* per person which includes a drinks reception, a delicious 3 course dinner followed by dancing to the brilliant live band '[The Mad Hatter's Tea Party](#)' **BUT IF YOU BOOK BEFORE 1ST MARCH tickets are available at a reduced price of £60 + VAT.**

(*Tickets Cost only £65 (including VAT) for members of the Sussex JLD and individual members who are not VAT registered and £60 (including VAT if you book before 1st March, 2022)

ONE-TO-ONE RESILIENCE COACHING FOR THE LEGAL PROFESSION

This one-to-one personal resilience coaching is designed to increase awareness of your individual resilience strengths and areas that would benefit from some development. With the help of a confidential self-report psychometric, you will have the opportunity to gain insight into the aspects of your personality that will help you withstand pressure. During the 90-minute feedback session

(via Zoom), you will learn strategies for managing pressure and surviving difficult situations where your coping capacity might be stretched.

This coaching programme is delivered by Christine Stobbs, an ABP Certified Principal Business Psychologist, BACP Registered Psychotherapist, and an Executive Coach. She has considerable experience of working with members of the Legal profession and has an understanding of the pressures that they face.

Christine has run a resilience training programme for government analysts for several years, as well as delivering workshops to the commercial sector and writing about resilience for firefighters and vets.

Cost: £250 plus VAT.

For further information, please contact Christine Stobbs - chris@dohertystobbs.co.uk

A SHORT SURVEY FOR CRIMINAL LAW SOLICITORS

[Transform Justice](#) is a national charity campaigning for a fairer and more humane justice system for both adults and children, defendants and victims. They are currently working on a project alongside Sussex police around improving their use of effective diversions and out of court disposals, as a common-sense approach to crime that reduces reoffending, addresses victim concerns and is a more efficient use of court and police time.

They have recently put together a survey to gain an understanding of the perspective of criminal solicitors and legal representatives when it comes to how diversions and out of court disposals could be improved and have asked if Sussex Law Society members, practicing in this area of law, can help by completing the survey so that they can build up a robust response their research.

To complete the short survey, please follow this link <https://www.smartsurvey.co.uk/s/oocdlawyersurvey/>

ARE YOU UP FOR A CHALLENGE IN 2022?

The London Legal Support Trust have got a host of new and established events to challenge you this year. Whether you have a head for heights, legs for long-distance, can bake a great cake or answer obscure questions their [events page](#) has something for everyone. So why not challenge yourself this year and help raise funds for this worthy cause at the same time!

COUNCIL MEMBER'S REPORT

Happy New Year! A brief update from me this time - we had our last Council meeting mid December with a packed agenda as usual. In particular, we were introduced to the new interim CEO Gerry Walsh, who tells me he used to live and work in Sussex. Chancery Lane circulated a very full update as to current work and consultations, which was set out in December's newsletter and hopefully by next month there will be another edition to share. For January, the focus continues to be on SIF and I would encourage you again to get in touch on this with any points you want to raise, to ensure a robust response to the consultation. You will also see below a link to a summary of the report on the sustainability of the criminal justice legal aid system.

Holly Goacher

REPORT INTO THE SUSTAINABILITY OF THE CRIMINAL JUSTICE LEGAL AID SYSTEM – THE LAW SOCIETY POSITION

The Ministry of Justice (MoJ) has concluded its review to consider the future and long-term sustainability of the criminal legal aid system and the long-awaited report has been published. You can find a summary of key recommendations and the Law Society's initial response [here](#)

SOCIETY'S NEW BANK DETAILS

Can you please let your accounts departments know that the Society has opened a new bank account following the closure of the Allied Irish Bank's Business Banking facility at the end of December 2021. Our new banking details can be obtained from [Jeanette Lacy Scott](#) and will be on all invoices we issue going forward.

NEWS FROM CHANCERY LANE

[Solicitors Indemnity Fund \(SIF\): background and consultation | The Law Society](#) - On 23 November 2021, the Solicitors Regulation Authority (SRA) launched a consultation on the future of the Solicitors Indemnity Fund (SIF) and post six-year run-off cover (PSYROC).

[Cut family court backlog by restoring Legal Aid for early advice | The Law Society](#) - Family court statistics for July to September 2021 published on 16 December show there were an estimated 63,084 new family cases.

"Our concerns about the significant backlogs in the family court pre-date the pandemic. However, the existing problems have been compounded in the last 18 months," said Law Society of England and Wales president I. Stephanie Boyce.

[Long-awaited pay rise proposed for criminal legal aid lawyers | The Law Society](#) - We've welcomed proposals to increase pay for criminal legal aid solicitors, following substantial campaigning from the Law Society on behalf of our members.

On 15 December 2021, a report recommending increased remuneration rates for criminal legal aid solicitors was published as part of an independent review chaired by Sir Christopher Bellamy.

[Proposed criminal legal aid funding boost welcome after 25-year wait | The Law Society](#) - A recommended funding boost for criminal defence solicitors was today welcomed by the Law Society of England and Wales, which has spent years campaigning for additional resources for the beleaguered justice system. But despite that welcome, concerns remain as to whether the cash injection will be sufficient to make the criminal defence sector truly sustainable. The report of the Independent Review of Criminal Legal Aid, chaired by Sir Christopher Bellamy, has been published along with government confirming it will issue its full response and consultation by the end of March 2022.

[Remote hearings invaluable but concerns remain | The Law Society](#) - A report on the use of remote hearings during the coronavirus (COVID-19) pandemic was published by HM Courts and Tribunals Service (HMCTS) on Friday 10 December.

"Remote hearings have been an invaluable tool in keeping the justice system operating during the pandemic," said Law Society of England and Wales president I. Stephanie Boyce. "However, the evaluation of their use by HMCTS reflects concerns we have raised that in some scenarios they are unsuitable and can have a serious impact on access to justice and may not be suitable for vulnerable people. Our own research found that only 16% of solicitors felt vulnerable clients were able to

participate effectively in remote hearings, and only 45% were confident that non-vulnerable clients could do so.”

[New guide issued to stop property title fraud | Today's Conveyancer \(todaysconveyancer.co.uk\)](#) - The Fraud Advisory Panel, HM Land Registry (HMLR) and the Law Society of England and Wales have issued a guide to help homeowners avoid property title fraud. The guide, aimed at homeowners and conveyancing clients, details how and why property fraud occurs, and sets out the following precautions that can be taken to keep title deeds secure.

[Working smarter, not harder, to address the gender pay gap in the legal profession | The Law Society](#) - Professor Chantal Davies offers practical measures to help law firms understand how their own nuanced challenges may be contributing to gender pay disparity.

[Becoming a virtual firm: challenges and opportunities | The Law Society](#) - Lucy Scott-Moncrieff explores the different options available for those thinking of becoming a virtual firm and shares her tips for success.

Upcoming Law Society Events:

20 January 2022 (15:00 – 16.30): [Day of the Endangered Lawyer](#)

Tue 25 Jan 2022: [Brexit and the UK legal profession - One year on](#)

Thu 27 Jan 2022: [How to secure a position in the City \(Top London Law Firm\)](#)

Wed 9 Feb 2022: [What CLAIR Means for you](#)

Tue 1 Mar 2022: [JLD Webinar - A guide to avoid burnout](#)

Wed 2 Mar 2022: [Getting it right – how to manage effectiveness of your AML programme for small firms](#)

Fri 25 Mar 2022: [LIVE STREAM: Risk and Compliance annual conference 2022](#)

Fri 25 Mar 2022: [IN PERSON: Risk and Compliance annual conference 2022](#)

LEGAL SERVICES BOARD

The oversight regulator has just published its annual assessment of the performance of each of the eight providers of the different types of legal services in England and Wales. Each has a statutory obligation to be assessed under the same 27 outcomes across five standards: regulatory approach, authorisation, supervision, enforcement, and well-led governance and leadership. This year the boards of CILEx, Costs Lawyers and the SRA have met all the requisite outcomes. Helpful interim reviews encourage those in need to improve (their regulatory approach and leadership in particular) before next year’s assessment. As well as seeking to improve overall performance, the area of focus this year will be the issue of the transparency of decision making . The SRA will be particularly mindful of this when now implementing its annual action plan and seeking to apply for any changes to its arrangements.

SUSSEX LAW SOCIETY CPD COURSES & WEBINARS

Click on the links below for full details of each course and application forms:

- **12th January, 2022** – [‘Key Issues affecting Easements’](#). LIVE Webinar. 2pm-5pm. Speaker: Richard Snape. £100 + VAT (members), £120 + VAT (non members)
- **24th January, 2022** – [‘Overage, Clawback & Restrictive Covenants’](#). LIVE Webinar. 2pm-5pm. Speaker: Richard Snape. £100 + VAT (members), £120 + VAT (non members)

- **22nd February, 2022** – '[CQS Compliance & the New Assessment Regime](#)'. LIVE Webinar. 9.30am-1pm. Speaker: Tracy Thompson. £100 + VAT (members), £120 + VAT (non members)
- **8th March, 2022** – '[CQS Compliance for Conveyancing Support Staff](#)'. LIVE Webinar. 10am-12pm. Speaker: Tracy Thompson. £80 + VAT (all)
- **6th April, 2022** – '[Dominic Regan's Civil Litigation Update](#)'. TBA if course or webinar. 9.30am-12.30pm. Speaker: Professor Dominic Regan. £100 + VAT (members), £120 + VAT (non members)

JANUARY'S WEBINAR FOCUS – 'OVERAGE, CLAWBACK & RESTRICTIVE COVENANTS'

Restrictive covenants continue to cause problems on a regular basis and overage clauses are coming very much back into fashion. The course aims to look at some of the issues involved. Topics include:

- Enforceability of restrictive covenants against third parties; - The implications of the Supreme Court decision in *Alexander Devine v Housing Solutions* (2020); - Remedies for breach of restrictive covenants;
- Enforceability of overage clauses; - The trigger event; - Case law on interpretation.

Richard Snape will be presenting this webinar from 2-5pm on Monday, 24th January so [book here now!](#)

OTHER WEBINARS/ARTICLES/RESOURCES

Join **Sherrards Employment Law Solicitors** for the next cohort of their **CPD accredited, UK Employment Law Course**. Commencing on 11th January 2022 and running for 4 weeks, the LIVE bite-sized webinars alongside the invaluable resources will provide delegates with a deeper understanding of the key aspects of UK employment law in a practical and interactive way. Click here to find out more and book your place: www.sherrardsacademy.com or send an email to academy@sherrardslaw.com

Throughout January 2022, Martin Searle Solicitors are running their 18th annual campaign, **Mind the Bump** to stamp out pregnancy and maternity discrimination in the workplace. They are offering a free 30-minute telephone advice line for employers and employees concerned about pregnancy and maternity rights and their employers duties. They are running a free virtual seminar on '**Managing Pregnancy and Maternity Leave for Employers**' at 1pm on Thursday 20 January 2022. They are also running a free virtual workshop for employee advisers and trade union representatives - '**Pregnancy and Maternity Discrimination – A Guide for Advisers**' at 1pm on Thursday 27 January 2022. For more details [click here](#).

Pregnancy & Maternity Discrimination – A Guide for HR Managers & Employment Lawyers – Sarah Henderson at **Martin Searle Solicitors** is running a virtual live webinar, in partnership with MBL Seminars, which offers best practice employment law advice to avoid discriminating against pregnant women and those on maternity leave. This incorporates employment law developments due to Covid-19. This interactive session includes working through practical case studies and runs from **10.30am – 12pm on Monday 17 January**. For more information and to book your place, [click here](#).

Loch Associates Group are experts in helping organisations manage and nurture their people, providing a unique combination of employment law, HR, wellbeing and mediation expertise. Next month, they are offering 2 training courses, '**First Aid for Mental Health**', delivered by trainers who will share realistic and practical advice. You will also obtain a MHFA certification. They are also running a second course '**Nip It in The Bud**' which sets out to help managers build confidence in

identifying and dealing with issues quickly and prevent them escalating. If you would like to register your interest for either training course, please email marketing@lochassociates.co.uk. You can find more information on all Loch Associates Group and the services they offer on their website www.lochassociates.co.uk

SITUATIONS VACANT

Listing job vacancies in the Newsletter & putting more detailed vacancies on the [website](#) is **FREE** for Sussex Law Society member firms and individual members and £50 + VAT for other contributors. Contact [Jeanette Lacy Scott](#) to place an advert. More details about each vacancy and how to apply can be found by following the highlighted links.

- **3-5 PQE Solicitor or Legal Executive experienced in commercial property work (particularly landlord and tenant transactions)** - Bate & Albon Solicitors are a growing, modern, cloud-based firm, established in 2015, with offices in Brighton, Worthing and (opening soon) Chichester. We are looking someone to join our busy team in Brighton. Excellent career prospects for the right individual. If you are interested in this role, please contact Debbie Knight, Office Manager at debbie.knight@batealbonsolicitors.co.uk. No Agencies please.
- **Commercial Litigation Solicitor (5-10 yrs PQE)** – Bennett Griffin in Worthing are currently seeking a technically strong individual, with particular experience in Commercial Litigation, to become a key part of their Dispute Resolution Team and develop this important area within the firm. For more details and to apply see [here](#).
- **Commercial Property Solicitor (2yrs+ PQE)** – Bennett Griffin in Worthing are looking for someone ideally with experience in all aspects of Commercial Property Law along with the ability to establish and build on good client relationships and take and action effectively detailed instructions. Full or part time considered. For more details and how to apply see [here](#).
- **Contentious Wills, Trust & Probate Solicitor** – Bennett Griffin in Worthing are recruiting for a technically strong individual to act as an integral part of their Dispute Resolution Department. They are seeking someone who wants to be part of a progressive, ambitious and commercially successful, but also friendly, firm. 3 yrs+ PQE. Full Time/Part Time considered. For more information and how to apply see [here](#).
- **Conveyancer** - Gates and Moloney Solicitors require a full time conveyancer to join our firm in Lancing. Please email your CV or get in touch with your details to helen.norton@gatesandmoloney.co.uk or gabrielle.wagstaffe@gatesandmoloney.co.uk
- **Corporate Solicitor** – SO Legal are looking for someone with 3 years + PQE to join their team. You will be expected to manage your own caseload and have broad experience in corporate and commercial matters. See [here](#) for more details and how to apply.
- **Court of Protection/NQ Solicitor, CILex or Paralegal** – Bennett Griffin in Worthing are recruiting for a technically competent team member to work within the Court of Protection Team. They are seeking a newly qualified solicitor, CILex or paralegal with 2 years + experience of working with vulnerable clients. For more information and how to apply see [here](#).

- **Family Law Expert**- minimum 3 years PQE to spearhead the business development growth of the department in this part-time role. For more information please contact penina.shepherd@acumenlaw.co.uk
- **Family Lawyer** - Tisshaws are seeking to recruit a new member to our existing family team who is committed to dispute resolution and is very client focused. We have been recognised as a leading firm in the Legal 500. We offer a competitive salary, bi-annual bonuses and flexible working opportunities. Please send your CV and covering letter to gilva.tisshaw@tisshawssolicitors.co.uk
- **Office Manager/Practice Manager** – SO Legal in Eastbourne are looking for a new office manager/practice manager who is an excellent allrounder with an understanding of general office management, compliance, HR, IT and management reporting. For more details and how to apply see [here](#).
- **Private Client Legal Secretary/Assistant** – Bennett Griffin in Worthing are recruiting for a full time person to work in their Private Client Department to provide administrative and secretarial support to their very busy and friendly Care Capacity and Court of Protection Team. For more information and how to apply see [here](#).
- **Property & Commercial Litigator** – SO Legal in Brighton have an exciting opportunity for an experienced solicitor to join their busy litigation team. You must have at least 2 years PQE and will be expected to manage your own caseload and have broad experience of litigation matters across residential property, commercial property, corporate and commercial matters. See [here](#) for more details and how to apply.
- **Residential & commercial property fellow member legal exec/solicitor**- minimum 3 years of practical experience with an ability to run residential conveyancing transactions independently plus some experience to support commercial matters. This is a full-time role. For more information please contact penina.shepherd@acumenlaw.co.uk
- **Senior Associate Commercial Property** – SO Legal in Brighton are seeking an experienced solicitor with at least 6 years PQE to deal with a wide range of commercial property matters, including sales and purchases, lease negotiation, licences and landlord and tenant matters. For more details and how to apply see [here](#).
- **Trust Manager** - This newly created role with Renaissance Legal is an exciting opportunity for someone experienced in running Trusts and working closely with clients and colleagues to have their own case load and develop this area of work. The firm is looking for an experienced Trust Manager who is proactive and self-sufficient, to start by taking over an existing case load and then set up structures and procedures to grow and expand this area of work. Further details and how to apply [here](#).

LOCUMS

If you would like to be added to the list of locums published monthly in this Newsletter, please email your details to [Jeanette Lacy Scott](mailto:Jeanette.Lacy.Scott). Listing your details here is free of charge for members:

- Margaret Dowdles - commercial/residential property. Happy to discuss how firms can practically work together so she can innovate on pricing and still deliver real value at this

challenging time and going forwards -Contact mgtdles@gmail.com 07947-771593. Available from start January 2022. Charges realistic rates.

- Robin Bates - family and civil dispute resolution. contact mob 07710 202422 ; e-mail robin-bates@sky.com
- Elin Dukes - private client/court of protection - contact: elindukeslaw@gmail.com / 07585800258.
- Patrick Richards- Un-Notarised legal translations, office and Court interpreter services offered by fluent French and Italian speaking local Solicitor. Contact patrichards27@hotmail.com 07715928563.

LOST & MISSING WILLS

Can you please check if your firm holds the following will(s):

Mr Michael John FILMER Date of birth: 4/3/40 Date of death: 6/5/20 Last
Address: The Old House, Milking Lane, Keston, BR2 6DS Please let [Jeanette Lacy Scott](mailto:Jeanette.Lacy.Scott@sussex-law.co.uk) know if you
have any information.

All wills previously held by Howlett Clarke are now safely held with the Right Legal Group, Wyvern Business Park, 16 Stanier Way, Derby, DE21 6BF. Telephone number 01332 424511.

Please contact jls@sussex-law.co.uk if you are looking for a will or if you want to be part of our lost/missing wills scheme (free of charge)

LAW SOCIETY DIVISIONS/NETWORKS

The Law Society has some really useful divisions/networks full of information and resources which are worth exploring. The links are here: [Ethnic Minority Lawyers](#); [In-house Lawyers](#); [Junior Lawyers](#); [Lawyers with Disabilities](#); [LGBT+ Lawyers](#); [Small Firms](#); [Solicitor Judges](#); [Women Lawyers](#)

SUBSCRIBE/UNSUBSCRIBE

Following the introduction of the new GDPR laws on 25th May 2018, if you are not an individual or corporate member of the Sussex Law Society and wish to continue to receive this monthly newsletter you will need to [opt in here](#). If you are unsure about whether you are/are not a member please contact [Jeanette Lacy Scott](mailto:Jeanette.Lacy.Scott@sussex-law.co.uk)

If you would like to receive information about courses and events in any of the following areas of law, please sign up to one of the following lists:

[Litigators List](#)
[Private Client Practitioners List](#)
[Property Practitioners List](#)
[Family Practitioners List](#)
[Criminal Law Practitioners List](#)

Contact [Jeanette Lacy Scott](mailto:Jeanette.Lacy.Scott@sussex-law.co.uk) if you no longer wish to receive the monthly Newsletter and put **UNSUBSCRIBE** in the subject heading.