

## PRESIDENT'S REPORT

Welcome to the May edition of the SLS newsletter. In this month's issue, I would like to draw your attention to the critical topic of cybersecurity and the significance it holds for legal practitioners in today's digital age.

Cybersecurity has become of paramount concern across all industries, and the legal profession is no exception. Law firms handle vast amounts of sensitive and confidential information, making them attractive targets for cybercriminals seeking to gain unauthorized access, steal data, or disrupt operations. It is crucial that we prioritize the security of our systems and data to protect our clients, maintain our professional reputation, and ensure the integrity of our legal practices.

As an aid memoire here are some key considerations and best practices for bolstering cybersecurity within your law firm:

- **Employee Education & Awareness:** The human element remains a significant vulnerability in any cybersecurity strategy. Provide regular training sessions to educate your staff on identifying and responding to potential threats such as phishing emails, social engineering, and malicious websites. Encourage a culture of vigilance and emphasize the importance of strong, unique passwords;
- **Robust Password Management:** Implement strict password policies that enforce the use of strong passwords and periodic password changes. Consider using password managers to securely store and generate complex passwords for your staff. Additionally, encourage the use of two-factor authentication (2FA) wherever possible;
- **Secure Network and Devices:** Ensure that your firm's network is adequately protected by utilizing firewalls, intrusion detection systems, and regular security updates. All devices used within the firm should have up-to-date antivirus software and encryption enabled to safeguard against potential breaches;
- **Data Backup and Recovery:** Regularly back up all critical data and ensure that backups are stored securely both on-site and off-site. Test your data recovery processes periodically to ensure they are functioning correctly and can be relied upon in the event of a breach or system failure;
- **Vendor and Third-Party Risk Management:** Evaluate the security practices and protocols of any third-party vendors or partners you work with to ensure they meet your firm's cybersecurity standards. Establish clear guidelines for data sharing and outline expectations for protecting confidential information;
- **Incident Response Plan:** Develop a comprehensive incident response plan that outlines the necessary steps to be taken in the event of a cybersecurity incident. This plan should include protocols for reporting, containing, and mitigating the impact of a breach, as well as a communication strategy to address any potential reputational damage;

- **Regular Security Audits:** Conduct periodic security audits to identify vulnerabilities and assess the effectiveness of your firm's cybersecurity measures. Engage a qualified cybersecurity professional to perform an independent assessment and provide recommendations for improvement;

By adopting these cybersecurity measures, law firms can significantly reduce the risk of data breaches and other cyber threats, safeguarding both their clients and their own professional standing. Remember, cybersecurity is an ongoing effort that requires constant vigilance and adaptation. Stay informed about the latest trends and developments in the field and be proactive in implementing robust security practices within your firm.

*Oliver Maxwell-Jones*

## LOCAL NEWS

- **DMH Stallard** has enhanced its commitment to charitable support. In the last quarter the firm has pledged both financial and time support to [IntoUniversity](#), a charity that works with young people from disadvantaged neighbourhoods. They provide voluntary mentors who support young people, for an 18-month period, to help them get into university and turn their dreams into reality. Those working at DMH Stallard can also take advantage of a new volunteering policy, this provides two days of paid leave so that everyone can actively give their time and volunteer with local charities.
- **Jo O'Sullivan of O'Sullivan Family Law** set up a competition with Brighton University law students to come up with 'something' for social media to explain or promote her book, (Almost) Anything But Family Court. [This](#) was the winning entry – it's so innovative and engaging – taking quite big ideas and making them accessible. Many have admired Lizzie (Elizabeth) Livanos' idea and as one person said, her 'hustle'. The video which you can see [here](#) is just under 3.5 minutes long – do enjoy!
- **Natasha Lewis and Colin Secomb**, Partners and Founders of Lewis Denley have recently launched a new legal technology platform. The pair are on a mission to make legal technology accessible and effective for every lawyer, using their experience and expertise in law. The new software (Yao) is a cloud-based legal system that is simple to migrate and easy to use. Yao allows firms to manage their entire practice from one intuitive platform. From billing and time tracking to document management and client communications. The system delivers a suite of tools that helps law firms manage their cases, collaborate with colleagues, and keep up with the latest industry news. With Yao, firms can work smarter and more efficiently to provide better service to their clients. The next generation in legal software designed and developed by lawyers for lawyers.

## PRACTISING CERTIFICATE FEE CONSULTATION

The Law Society holds an annual Strategic Planning Event in February of each year and makes proposals in respect of various matters, including its budget and the level of practising fee, for coming years. The proposal is for a PC Fee increase of 7% for 2023/24 and then 5% in 2024/25. This does need to go out to consultation with the profession. That consultation is in progress, runs until 24th May and can be accessed by members [here](#).

### WELCOME TO NEW CORPORATE MEMBER FIRM HART READE

New joiners Hart Reade have provided legal advice to Eastbourne and its surrounding communities for over 100 years. With their friendly, professional team of qualified lawyers and dedicated support staff, they are committed to helping individuals and businesses in areas of family, property, commercial, private client, litigation and employment law. The firm has four offices: Eastbourne, Meads, Polegate and Hailsham with 8 partners, Andrew Pluck, John Benson, Guy Brown, Alexandra Funnell, Jacqueline Penfold, Greg Saunders, Laura Mitchell and Heather Smith, and a further 11 fee earners. Hart Reade has been recognised as a leading law firm in East Sussex for its high standards and quality advice.

### EAST & WEST SUSSEX RESOLUTION ANNUAL DISPUTE RESOLUTION DAY

On 15 June 2023 (9am-4.30pm at the American Express Community Stadium, Brighton) East and West Sussex Resolution will be hosting their annual Dispute Resolution Day for family law practitioners. Featuring: arbitration, child inclusive mediation, vicarious trauma, the Family Law Language Project, Our Family Wizard and networking opportunities. £120 plus VAT for Resolution members / £125 plus VAT for non-members. Refreshments, lunch and parking included. Email [lisa@familylawpartners.co.uk](mailto:lisa@familylawpartners.co.uk) for a booking form.

### SERIOUS VIOLENCE REDUCTION ORDERS TRIALING IN SUSSEX

From 19<sup>th</sup> April, Sussex Police are one of four forces taking part in a two-year trial of a new order aimed at tackling knife crime and serious violence. The force is trialling the introduction of Serious Violence Reduction Orders (SVROs) alongside Merseyside, Thames Valley and West Midlands. Read more [here](#).

### NEW FIXED FEE FOR SECTION 28 CASES

A new fixed fee has been introduced to recognise the extra work carried out by advocates for pre-recorded cross-examination videos in cases with s.28 hearings. Advocates can claim a new £670 fixed fee from 1 February 2023 which will increase the payment levels for cases with s.28 hearings. The new fixed fee applies to cases with a representation order dated on or after 1 February. Guidance on how to claim the new fee will be made available on GOV.UK.

### NEW LAW SOCIETY GUIDANCE ON CLIMATE RISKS

The new Law Society Guidance on Climate Risks has now been published. This important document helps lawyers and conveyancers understand how to approach advising clients about the potential impact of climate change. Property transactions are perhaps the most exposed to these risks for the client and the firm in terms of potential litigation risk. Groundsure have produced a handy guide which can be accessed [here](#).

### COUNCIL MEMBER'S REPORT

There has been no Law Society Council meetings since the last newsletter. A reminder that there is a live consultation on the immediate strategy of the Law Society and level of Practising fee that runs until 24<sup>th</sup> May and can be accessed via the following link: [Share your thoughts on our plans: practising certificate fee consultation | The Law Society](#). Do follow the link if you would like to give your views.

*Andrew Bishop, Law Society Council Member for Sussex*

### SELF-EMPLOYED PART-TIME ADMINISTRATIVE SUPPORT FOR THE SUSSEX LAW SOCIETY

Our COO, Jeanette Lacy Scott will be retiring in November this year and so we have begun our search for a self-employed consultant (outside IR35) to work part-time. You will be responsible for providing administrative services to the Society's office holders and General Committee; carrying out day-to-day administrative tasks relating to the functioning of the Society and services to its members including the management of membership subscriptions and associated databases; preparing and distributing the monthly newsletter; organising and attending the Society's AGM, courses, webinars, social and networking events including the Society's flagship event, the Annual Ball. The role will also include invoicing and other accounts work related to the preparation of information to help accountants complete their quarterly VAT return; management of the Society's website using WordPress; liaison with sponsors; interaction with other local law societies and Chancery Lane; answering queries from the public and managing the Society's social media profiles.

You will be organised, self-motivated, flexible, patient and diplomatic with strong interpersonal skills and be comfortable working with Word and Excel. A knowledge of WordPress, Xero and Mailchimp is preferable but not essential as training can be arranged. You will also have the ability to write and edit copy, a knowledge of the local legal landscape or experience of working in a law firm.

The role is remote and you would be using your own IT equipment [with access to Zoom and/or MS Teams]. If you would like a copy of the detailed description of services and how to apply, please contact Jeanette Lacy Scott [jls@sussex-law.co.uk](mailto:jls@sussex-law.co.uk)

### WHY 1 IN 3 SME LAW FIRMS USE LEAP'S PRODUCTIVITY SOLUTION

For more than 30 years, LEAP has increased the efficiency, productivity and profitability of law firms all around the world by providing a true cloud solution with user-friendly features available on desktop and mobile applications. Join their upcoming webinar on **Wednesday 7th June 11:00 – 11:45** to discover why 1 in 3 SME law firms utilise their legal practice productivity solution to increase accuracy and proficiency within their firm. [Register here now.](#)

### LEO REVISE SCHEME RULES

Make sure your client care letters are updated to reflect the recent amendment to time limits for complaints in the LeO Scheme Rules. The change, which can be found in the rule 4.5 of the LeO Scheme Rules and which came into force on 1st April, amends the time limit within which a complainant must refer a complaint to the LeO to either: one year from the act/omission; or one year from when the complainant should reasonably have known there was cause for complaint. Read more [here](#).

### DON'T MISS OUT ON THE SUSSEX LAW SOCIETY BALL ON 16<sup>TH</sup> JUNE!

We have sold over 200 tickets so far for our Mid-Summer Masquerade Ball on Friday, 16<sup>th</sup> June at the Grand Hotel in Brighton. Don't leave it too late to get yours!

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 charity – [The Clocktower Sanctuary](#). It 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. With great food, wine, DJ, Photo Booth and live music from Xcaliber Party Band, it is always such a great

evening so, if you have never been before, why not come along! Exclusive tables seat a minimum of 8 and a maximum of 12 but if you are a smaller group or wish to come alone that is no problem at all – we will accommodate you on a mixed table.

Tickets are £75 + VAT (£75 including vat for trainees and members of the Sussex JLD and individual members who are not VAT registered). The application form can be downloaded from the website [here](#). The Ball is being sponsored by:



### ROGER PERRY RIP

The Partners of Hart Reade Solicitors are very sad to announce that our former Managing Partner, Roger Perry has passed away. Roger was a practising solicitor for over 35 years. Having graduated from the University of Dundee with a law degree in 1970 he qualified as a solicitor in 1975. Over his career he successfully represented thousands of clients. In 1978 he moved from his position as a litigation manager with a firm in Croydon to join Hart Reade in Eastbourne. He was a partner of Hart Reade for 32 years and became Managing Partner in 2004. Whilst working with Hart Reade, Roger was at one time the solicitor for the local NSPCC (a voluntary role) and was for many years a Deputy District Judge. He retired as Managing Partner in 2011 and worked as a consultant until his retirement in 2013. Over the years Roger mainly dealt with employment, civil and family cases. He had an excellent reputation for successfully fighting the corner of his clients in difficult cases. He spent many years representing children who were taken into care by the local authority and also the parents of such children. Roger was adamant that the child / the parents would have a voice and would ensure they had a fair hearing.

Roger was instrumental in the long-term success of Hart Reade. He saw the firm through many changes and helped it to navigate the ever-changing legal landscape.

Roger was also a past president of the Eastbourne Law Society and a trustee of a local language school. He was always keen to support charity and scaled Mount Kilimanjaro and undertook a charity cycle ride in India. Those that had the pleasure of working with Roger will remember him as an excellent solicitor, but above all, a very kind and fair man. Our thoughts are with Roger's family and friends at this difficult time.

### WESTGATE CHAMBERS

If you're not already a subscriber, we would like to invite you to sign up for Briefly Westgate, Chambers bi-monthly round up of news, legal updates and notable work from our members and our website. Joining the Briefly Westgate community also ensures you are always in pole position to receive invitations to our extensive programme of social and training events as well as case law updates and Chambers news across Family, Civil and Criminal Law. To sign up, [click here](#). And please don't forget, you can keep up with the very latest news and opinion by following us on [LinkedIn](#) and on [Twitter](#)

### WEBINAR FOCUS: 'PERFORMANCE MANAGEMENT – THE GOOD, THE BAD AND THE UGLY'

Performance Management can be one of the most difficult areas to address in practice and carrying out this important role to the required standard is crucial for any business to succeed. This practical

webinar presented by Pam Loch and Amy White has been designed for Supervisors, Managers, Partner, Heads of Department and HR Managers and will focus on the following three important areas of Performance Management:

1. The Good - Continuous performance management - feedback, objective setting and personal development.
2. The Bad - When performance starts to dip – informal performance management interventions.
3. The Ugly - When performance bottoms out – formal capability procedures including PIPs and exits and the legal risks.

The webinar will be held on Tuesday, 30<sup>th</sup> May from 10am – 11.30am. More information and how to register can be found [here](#).

### SUSSEX LAW SOCIETY WEBINARS

Click on the highlighted links to take you to the full details and application forms for these webinars:

**30<sup>th</sup> May, 2023** – [‘Performance Management – The Good, The Bad & The Ugly’](#) – Live webinar. 10am – 11.30 am. Pam Loch & Amy White

**27<sup>th</sup> June, 2023** – [‘Conveyancing Law Update’](#) – Live Webinar. 1.30pm – 4.30pm. Richard Snape.

**4<sup>th</sup> July, 2023** – [‘Commercial Property Update’](#) – Live Webinar. 1.30pm – 4.30pm. Richard Snape

**19<sup>th</sup> September, 2023** – ‘The New Fixed Costs Regime’. 9.30 – 12.30. Professor Dominic Regan is the presenter of this really important live webinar. Details are to follow but you can reserve a place by emailing [Jeanette Lacy Scott](#).

### OTHER COURSES/WEBINARS/ARTICLES/RESOURCES

- **25<sup>th</sup> May, 9.30 – 5.15 ‘Paying for Care & Securing Funding Masterclass’** - Cate Searle, Head of Community Care Law at Martin Searle Solicitors is hosting a live seminar in London in partnership with MBL Seminars. This practical and tactical session is designed for professional deputy and private client law teams who have a working knowledge of the health and social care funding systems and want to know how to run successful public law challenges that make a difference for their clients. This is a full-day interactive workshop. For more information and to book your place, [click here](#).
- [‘How often do I need to invest in a new website?’](#) – Find out more about whether or not it is time you invested in a new website for your law firm in this useful article from Orion Legal Marketing.
- [‘The implications of Copley v Lawn’](#) - The purpose of this article by Mohammed Azeem Ali (Clerksroom) is to provide a greater understanding of what this case actually means, including the practical importance of Copley v Lawn and the different interpretations of what precisely the implications of this decision are, and how this can cost in terms of cases settling and/or going to court.

### SUSSEX LAW SOCIETY GOLF SOCIETY

Please note the following dates in your diaries for our three matches this year. Further details of each match will follow in due course.

- 31<sup>st</sup> May, 2023 - Necessity Bowl - Lindfield Golf Club. The match manager is Paul Drake.
- 7<sup>th</sup> June, 2023 – Captain’s Day - Seaford Head Golf Club. The match manager is our captain, Michael Harris.
- 6<sup>th</sup> July, 2023 - Cassels Cup - West Hove Golf Club. The match manager is Mick Barry.

The format is simple: early lunch followed by golf and a drink afterwards. Please let me know if you will be able to play in any of these matches. Also, if you will require a buggy or have special dietary needs.

The Sussex Law Society Golf Society is open to anyone with connections with the legal profession, whether you are in practice or retired, whatever your standard of play. There is no joining fee. If you have not played with us before, why not give us a try. Contact Paul Sagoo, Secretary, SLSGS, [rps.sagoo@googlemail.com](mailto:rps.sagoo@googlemail.com)

## 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 £100 + 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.

- **Civil Litigation Lawyer** - Hart Reade LLP has a rare opportunity for someone, ideally with at least 2 years PQE as a Solicitor or Chartered Legal Executive, to join our busy practice. This is an exciting full-time role dealing with a broad range of civil litigation. For more details and how to apply see [here](#).
- **Court of Protection Health & Welfare / Mental Capacity Lawyer** - Martin Searle Solicitors are looking for an experienced person to join their Community Care Law team. For a full job description and to apply, please [click here](#).
- **Commercial Property Lawyer** – Brighton & Hove City Council are looking to recruit a qualified lawyer with relevant conveyancing experience to support this area of work, working as part of a supportive property legal team. For full details see [here](#). Apply by 8/5/23
- **Employment Lawyer, Legal Executive or Case Worker** - Martin Searle Solicitors are looking to recruit an experienced person to join their Employment Law team. For a full job description and to apply, please [click here](#).
- **Family Law Department Vacancies** – Hart Reade LLP is a thriving East Sussex based law firm. We have a busy and well-respected Family Department and are currently looking to expand our dedicated Eastbourne team and currently have vacancies for: a Solicitor or Legal Executive (including newly qualified applicants), a Paralegal (including those training/working towards a qualification) and a Legal Secretary. For more details about these vacancies and how to apply see [here](#).
- **Family Law Solicitor** – Bennett Griffin in Worthing are currently seeking a technically strong individual, with particular experience in family law, to become a key part of their Dispute Resolution team and develop this important area for the firm. For more details and how to apply see [here](#).



- **Family Solicitor/Legal Executive** - due to rapid growth, Lewis Denley Solicitors are seeking a solicitor/legal executive to join the family department. The role will suit a lawyer who has at least 2 years post qualification experience and is looking to further their career as a family lawyer. For more details and how to apply see [here](#).
- **Legal Assistant** - Hennings Solicitors in Brighton are looking for a proactive individual to assist the team with Conveyancing, Wills and Probate work. This is a full-time or part-time role (minimum 4 days per week). For more details and to apply see [here](#).
- **Litigation Solicitor** – Bennett Griffin in Worthing are looking for someone with 0-3 years PQE who is technically strong and has some experience in general litigation. For more details about this role and how to apply see [here](#).
- **Opportunities at Dean Wilson** - We currently have a range of opportunities for Solicitors/Legal Executives across the full range of 1-7 years PQE to join our leading legal law firm located in Brighton and Hove. See [here](#) for more details.
- **Property Lawyer** - Hart Reade LLP has an exciting opportunity for a full time Property Lawyer to join our busy practice. This is a senior position and applicants will ideally need to have at least 3 years PQE as a Solicitor or Chartered Legal Executive. For more details and how to apply see [here](#).
- **Property solicitor, legal executive or licensed conveyancer** required to join busy team within friendly but progressive firm which has for almost 25 years enjoyed a reputation for exceptional service. The role would suit someone with experience who is looking to practice in an environment where their input is valued and rewarded and collaboration and job satisfaction are important. We offer a high degree of flexibility and an extremely competitive package. If you are interested to learn more please send your CV with covering letter to [careers@rohansolicitors.co.uk](mailto:careers@rohansolicitors.co.uk)
- **Senior Litigator - Recruitment Industry Disputes** - Are you an experienced litigator seeking a rewarding leadership position? Look no further! We are currently seeking a talented Senior Litigator to join our growing litigation team, specialising in disputes within the recruitment industry. For more details and to apply see [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 [mgtldles@gmail.com](mailto:mgtldles@gmail.com) 07947-771593. Charges realistic rates.
- Elin Dukes - private client/court of protection - contact: [elindukeslaw@gmail.com](mailto: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](mailto:patrichards27@hotmail.com) 07715928563.

## LOST & MISSING WILLS



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 [Jeanette Lacy Scott](#) if you are looking for a will or if you want to be part of our lost/missing wills scheme (free of charge for members)

#### 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 25<sup>th</sup> 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](#)

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](#) if you no longer wish to receive the monthly Newsletter and put **UNSUBSCRIBE** in the subject heading.