

Welcome to the June edition of the Sussex Law Society Newsletter. It isn't long now until our Masquerade Ball on 16th June at the Grand Hotel in Brighton and we are delighted that we have over 250 attending from our vibrant local legal community it should be a great night! Our thanks once again must go to Crown Office Row and LEAP Legal Software for generously sponsoring the event and we are really hoping to raise some much-needed funds for the President's charity, The Clocktower Sanctuary.

PRESIDENT'S REPORT

As June rolls around, the vibrant colours of the rainbow signal the global arrival of Pride Month. This annual celebration of LGBTQ+ rights, history, and achievements provides an important opportunity for us all to reflect on the progress made, acknowledge the challenges that remain, and reaffirm our commitment to promoting equality and inclusion within the legal profession. At the heart of our profession lies the pursuit of justice. As legal professionals, we have a responsibility to advocate for fairness and equality in all areas of society, including the rights of the LGBTQ+ community. This means not only upholding and applying the law impartially, but also actively working to eliminate discrimination and prejudice wherever it exists.

This is not a call to leap into action on diversity and inclusion (D&I) with a sense of urgency to 'do something'. That can lead to activity that is reactive to perceived immediate pressures, often short lived and/or not properly resourced. The Law Society (TLS) has built a framework which encourages you to take a systematic approach and embed D&I, into your business, in a way that has a lasting impact. TLS's framework guides you through 3 steps to develop and deliver a strategic approach and action plan. [So why not take a look here?](#) It includes an action plan template, links to additional guidance and resources for more detailed help.

If you are ready to or considering taking action - the framework will help you review and identify any gaps or areas for ongoing improvement - so check out TLS's own website now.

Oliver Maxwell-Jones

NEWS

- **Gilva Tisshaw wins Surrey & Sussex Female Lawyer of the Year** - We are delighted to announce that Gilva Tisshaw, a former President of the Sussex Law Society, has won Surrey & Sussex Female Lawyer of the Year 2023 at the Dynamic Business Awards. The awards were designed to recognise and reward the achievements, hard work, and contribution to the business community of professional women. Our congratulations also go to those that were shortlisted: **Attieh Fard, Fard and Co Solicitors; Elisabeth Squires, Britton and Time Solicitors; June Venters KC, Venters Solicitors; Lucy Tarrant, Cognitive Law.**
- **Bate & Albon Solicitors** are delighted to announce that **Hamish Smith** has joined us as a Partner in our Commercial Property department, undertaking all aspects of non-contentious commercial property and development work. Hamish will be working at our soon to be opened new office in his hometown of Eastbourne, but in the meantime will be based at our Brighton Office.
- **Jo O'Sullivan** of **O'Sullivan Family Law Ltd** is proud to announce that she has been shortlisted for the inaugural Private Client Modern Awards 2023 – Lawyer of the Year - Family Law. The winner will be announced in Liverpool on 5th July.

- West Sussex based law firm [Lewis Denley](#) is proud to announce **Harry Wilshaw** as their latest qualified solicitor after studying law for seven years whilst fulfilling his training contract with the firm.
- **Cognitive Law** are delighted to announce that Later Life Solicitor **Mandy Tourle** has joined the firm. Based in Hedge End, near Southampton, Mandy specialises in providing bespoke later life services and advises on all issues arising from later life.
- **Westgate Chambers** is proud to sponsor Dispute Resolution (DR) Day on 15 June at the Amex Stadium. This all-day event, which is presented by East & West Sussex Region Groups, is open to both members and non-members of Resolution, at a cost of £120 plus VAT and £125 plus VAT respectively. If you would like to attend, please contact [Stuart Taylor](#) from Chambers or [Tara Sanger](#) from Kay & Pascoe for further information. We look forward to seeing all the speakers and attendees on the day for what plans to be a brilliant day of learning and networking.
- **GWCA Solicitors** are delighted to announce the appointment of our new Partners as from 1st June 2023. We extend our warmest congratulations to: **Alison Hill** (Goring); **Edward Kinch** (Worthing); **Heidi Wood** (Arundel); **Merna Yagoub** (Worthing) and **Jennifer Dahill** (Steyning). This announcement not only recognises the exceptional quality of our team members, but also reaffirms our dedication to the continued growth and advancement of our firm.
- **Mayo Wynne Baxter** has announced that private client partner **Rebecca Louis** will become an equity member in legal and professional services group Ampa, of which the firm is a regional anchor brand. Rebecca has more than 18 years' experience in private client matters, including wills, trusts, probate and lasting powers of attorney, and is a member of STEP and Solicitors for the Elderly. Rebecca is also a responsible business champion in the firm and mental health first aider.

SUSSEX JLD RE-LAUNCH EVENT

The Sussex JLD would like to thank everyone for their interest in the upcoming re-launch on 8th June. We are pleased to confirm tickets have now sold-out for the event! Please keep an eye out in case any tickets become available due to individuals being unable to attend.

For all those who wish to attend upcoming events, please email sussexjld@gmail.com and ask to be added to our mailing list. Please also follow our various social media channels as listed below:

LinkedIn: www.linkedin.com/in/sussex-junior-lawyers-division-004ab4275

Twitter: @_sussexjld

Instagram: @_sussexjld

COUNCIL MEMBER'S REPORT

On 10th May 2023 there was a Law Society Council Meeting and I attended this as the Sussex constituency representative. This was a meeting on Teams only, so no trip to the Big Smoke. Council business is split into Part 1 – business that can be reported back to constituents and Part 2 – confidential matters where the detail cannot be reported.

Part 1 business consisted of the President’s oral report. Lubna Shuja is a most impressive President and also a very busy one, representing the Law Society in Japan and Korea in the last few weeks. You should all be aware that the Law Society has issued Climate Change Guidance for Solicitors. The stated aim *is to pre-empt the climate change risk your organization faces and do business competently and compliantly*. It can be found at [Impact of climate change on solicitors | The Law Society](#)

Other matters dealt with at the meeting included:

- The President has had an introductory meeting with the (latest) Lord Chancellor, Alex Chalk
- The Criminal Fees JR awaits a decision on permission from the High Court. If any Criminal Lawyer would like to submit a witness statement on the impact of the failure to increase fees over the last 20 years on their practice and the inadequacy of the 9% increase then contact me and I can direct you to those co ordinating evidence.
- The review continues on the application by CILEX to be regulated by the SRA rather than their present regulator. Your practicing fee pays for the SRA and so the Law Society has an interest in this.
- TLS is working on a “21st Century Justice” project looking at how the organisation can shape the future of the Civil and Criminal Justice systems moving forward. Further information can be found at [Making a justice system fit for the future | The Law Society](#)

There was a local Law Societies “Town Hall” meeting on 19th May attended by Oliver Maxwell-Jones and myself via Teams. This is the annual meeting designed to assist communication between the Central Law Society and local societies – something that the Law Society is keen to encourage.

If anyone has any observations on any of the above, or any other issues within the purview of the Law Society, then feel free to email me on andrew.bishop@bishopandlight.co.uk and I can raise as appropriate at Council.

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

COMPLIANCE AND REGULATORY AFFAIRS SUB-COMMITTEE

Solicitors' practising fees are set to increase substantially this year " is the headline news in the legal press. Should you be interested to know how your annual PC fee is assessed and distributed, or even how this proposal may be put to the LSB (the overarching statutory Regulator of various legal services) for approval and how they would sit with the current yearly strategic budgets of TLS and the SRA respectively, please refer to the two brief SRA Consultation papers on the SRA website [here](#).

Of lesser interest, except to those Solicitors who represent claimants relating to financial products and services, is the current Consultation on draft Rules to protect consumers from excessive charges.

Monthly figures and anecdotal evidence emanating from the Board of LeO suggest that by February 2024 the long backlog in complaint handling will have been absorbed together with a degree of confidence that a more even keel will be restored by year end 1st April. Staff retention, sickness and inexperience, particularly at pre-assessment level, were given as explanations for very poor performance levels. In addition to a salvage package last year, there appears a substantial hike in the annual budget just lodged with the LSB for approval. With the recent roll-out of the new 6-month scheme Rule, a commitment to training at the pre-assessment stage, increased staff recruitment both at HQ in Birmingham and now a small new hub office in Leeds, there is a will and confidence that these targets will be achieved.

Patrick Richards

PLEASE SUPPORT THE PRESIDENT'S CHARITY

This year the President has chosen to support [The Clocktower Sanctuary](#) as his charity and we are hoping to raise as much as we can at the Society's Summer Masquerade Ball on 16th June. If you are not coming to the Ball please consider supporting this amazing charity which is the only drop-in day centre for homeless 16-to-25-year-olds in Brighton. It is a place where young people who have nowhere to call home can feel safe and 'just be'. They listen and respond to what they need and treat everyone as an individual. They know that no young person chooses to be homeless.

Last year, they had **2,912 visits from young people who had nowhere to call home**. The charity has shared this story with us about one young man called Joe:

As a teenager Joe lived in London. He struggled with bipolar disorder and the mood swings it caused meant his family relationships broke down. Being young and vulnerable he was a target for drug dealers and developed an addiction. He got clean, got treatment for his mental health and moved to Brighton for a fresh start. But he was relying on friends for a place to stay at night which made it hard to find a job. That's when he found The Clock Tower Sanctuary. When Joe first came to The Clock Tower Sanctuary, we could see how motivated he was to get his life back on track. We helped him get in touch with the local mental health team and addiction services to support his on-going recovery. We also supported him with registering for benefits and finding out about his housing options. His confidence grew and told us about his dreams of being a hairdresser. We found a local salon who gave him a trial, and it turned out he was a natural. The salon manager said " I was worried at the start, but it has been a positive experience. Joe is quirky respectful, polite - everyone likes him. We are delighted." Joe started an apprenticeship and a part-time college course in

hairdressing. With increased confidence and money he could get a place of his own to stay. He says: "It's because of The Clock Tower Sanctuary that I could enrol in the course. I was able to build up my CV and use the phone. I feel like I have stability and control to reach my goals for the first time."

If you want to help more homeless young people like Joe you can [donate here](#). Or, if you would like a more active way of helping, why not join their Hike Against Homelessness on 7th July, 2023. If running a marathon feels like a step too far, Hike Against Homelessness is the perfect fundraiser for you!

<https://www.thechts.org.uk/event/hike-against-homelessness-7th-july-2023/>

WHAT DO LAWYERS THINK OF THE LAY MAGISTRACY?

Dr Lucy Welsh at Sussex University is preparing a research project on what lawyers' think of the lay magistracy. They are hoping to hold four focus groups: two with defence lawyers and two with prosecutors. The sessions would last about 90 minutes each at Sussex, with no more than 8 participants (exclusively either defence lawyers or prosecutors) in each group and refreshments provided/expenses paid. The participants will obviously be known to each other, but they would ask the group members to keep the conversations confidential, and they would anonymise the data and avoid including information that could lead to identification.

They hope to develop this in a couple of ways. First, to publish some of this data in an academic journal, and second as part of a wider project looking at the perceived legitimacy of the lay magistracy.

If you would be prepared to participate in a focus group for July/August, in the early evening, then please contact Lucy by e mail at L.C.Welsh@sussex.ac.uk

LOCAL LAW SOCIETY BULLETIN

The Law Society is keen to stay engaged with local law societies such as ours and sends us a regular Bulletin containing topical updates, ways to get involved, events and event recordings and other resources for members. It is worth taking a look as there may be something there for you. You can access the latest Bulletin [here](#).

WELCOME TO NEW CORPORATE MEMBER FIRM reCLAW

We are delighted to welcome yet another Corporate Member firm to the Society. reCLAW is a full-service law firm dedicated exclusively to the recruitment industry. They specialise in dispute and debt work, such as debt recovery and fee disputes. They handle recruitment terms, including reviewing and improving recruiters' terms and advising on client-side terms. They offer expertise in employment law, covering aspects like contracts, staff handbooks, disciplinary processes, and post-employment restraint disputes. Their corporate and commercial services include handling shareholder agreements, EMI schemes, and mergers and acquisitions. Head to their website here <https://reclaw.co.uk/> or call the team on 02037780605."

CAN WE HELP WITH YOUR COMPLIANCE TRAINING?

Compliance in a law firm covers many areas and topics and is constantly being changed and updated. Keeping on top of things can be time consuming, confusing and expensive along with the

challenge of trying to get staff and partners to undertake several sessions of compliance training a year when, in many cases, they are rarely all in the office together with a clear diary. So, we have got together with Joanna Morris, who has an excellent reputation in the area of compliance training, and are offering the webinars below in June and July.

‘Essential Law Firm Compliance Update 2023’ - 2pm to 5pm on 29th June and 11th July

This training is given over 2 x 3-hour webinars. The 2 sessions will help you meet your regulatory obligations with the SRA Standards and Regulations where, in both the Code of Conduct for Solicitors and the Code of Conduct for Firms, we are told that we must ensure that everyone is competent to carry out their role and keep their knowledge and skills, as well as an understanding of their legal, ethical and regulatory obligations, up to date. It will also ensure that you carry out your legal obligations in accordance with legislation including the Data Protection Act 2018 and the UK General Data Protection Regulations (GDPR), the Money Laundering, Terrorist Financing and Transfer of Funds Regulations 2017, the Bribery Act 2010, the Criminal Finance Act 2017 and the Equality Act 2010.

You can register as an individual or, for one flat rate, you can register and update all your staff in one go which makes it extremely good value! Recordings and notes will be made available for those who cannot attend the live sessions. Full details and Application Form can be found [here](#).

‘The Legal Sector Affinity Group (LSAG) Guidance 2023’ - 1pm – 3pm on 5th July

The LSAG guidance has just been updated and approved and released on 28th March 2023. Are you up to date with it all? Have you updated your documentation, risk assessments, policies and procedures to reflect all of the changes in the AML/CTF world? This webinar, will look at what you must, should or may do. Full details and Application Form can be found [here](#).

SUSSEX LAW SOCIETY WEBINARS

27th June, 2023 – [‘Conveyancing Law Update’](#) 1.30 pm – 4.30 pm. Richard Snape.

29th June, 2023 – [‘Performance Management – The Good, The Bad & The Ugly’](#) 10 am – 11.30 am. Pam Loch & Amy White.

29th June & 11th July, 2023 – [‘Essential Law Firm Compliance Update 2023’](#) 2pm – 5pm. Joanna Morris

4th July, 2023 – [‘Commercial Property Update’](#) 1.30 pm – 4.30 pm. Richard Snape.

5th July, 2023 – [‘The Legal Sector Affinity Group \(LSAG\) Guidance 2023 – What you must, should or may do’](#) 1pm – 3pm. Joanna Morris.

19th 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

Pregnancy & Maternity Discrimination – Best Practice update for HR Managers & Employment Lawyers– Laura Donnelly 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 interactive session includes working through practical case studies and runs from **1.30pm – 3pm on Tuesday 4 July**. For more information and to book your place, [click here](#).

'Don't be held hostage' - You'd think that was trite advice, I mean, who wants to be in a hostage situation? But law firms everywhere are paying people to keep them hostage although they often don't realise until too late... Read more in this helpful article from Orion Legal Marketing [here](#).

Orion Legal Marketing recently became a partner of The Conveyancing Foundation. We think it is a charitable cause 'suppliers' to the conveyancing sector, like ourselves, should support. [Here's why](#).

SUSSEX LAW SOCIETY GOLF SOCIETY

On 31st May 2023, we played at Lindfield Golf for the Necessity Bowl. This historic Cup was won by Geoffrey Longfield who scored 36 points. The runner up was Paul Sagoo. On 7th June 2023 we will be playing at Seaford Head Golf Club for the Captain's Prize and on 7th July 2023 we will be at West Hove Golf Club to compete for the Cassel's Cup.

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 wish to join our Society all you have to do is contact me by email or telephone. Email: Paul Sagoo rps.sagoo@googlemail.com

Paul Sagoo - Secretary, SLSGS

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.

- **Assistant Accounts Technician** – Mayo Wynne Baxter are looking for someone with the ability to work independently and with proven experience of being highly numerate and the ability to resolve complex queries and issues to join their finance team at their Hampden Park Office. For more details and how to apply see [here](#).
- **Conveyancing Secretary** - Due to growth, GWCA Solicitors have a position for a Conveyancing Secretary within our branch in Steyning. For more details and how to apply see [here](#).
- **Conveyancing Solicitor** – GWCA are seeking a qualified Residential Conveyancing Solicitor (6 + PQE) to join their thriving office in Worthing, West Sussex. The practice is innovative, dynamic and has a real entrepreneurial spirit. This firm has an impressive record of bringing in new business and are continuing to expand and grow across the Southeast. 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](#).
- **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](#).

- **Employment Solicitor/Legal Adviser** – Mayo Wynne Baxter have an exciting opportunity for an experienced legal adviser (1-3 PQE) to join their busy Employment legal team. The role is based at the Eastbourne office and at home. For more details and how to apply see [here](#).
- **Family Solicitor** – Burt Brill & Cardens are looking for an outstanding candidate to head up one of our four core teams. As the key figure in our family team, you will have the chance to lead and develop a happy and productive team, delivering quality legal service to privately paying clients. You will be responsible for your own caseload and will use your experience and knowledge to work with our Managing Director both to grow the size of the team's portfolio and to drive the personal development of more junior members of the team. For more details and how to apply see [here](#).
- **Legal Adviser, Residential Property** – Mayo Wynne Baxter in Peacehaven are seeking someone with around 1-4 years PQE and enthusiasm, ambition and drive for this exceptional opportunity. For more details and to apply please 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.
- **Private Client Legal Adviser** – An exciting opportunity has arisen for an experienced legal adviser (1-3 years PQE) to join the busy Private Client department at Mayo Wynne Baxter (based at the Eastbourne office and at home). For more details and how to apply see [here](#).
- **Private Client Paralegal (Part-time)** – Mayo Wynne Baxter in Eastbourne are seeking an experienced private client paralegal with ambition and drive. You are likely to have previous experience as a legal secretary or paralegal and enthusiasm to take on a real career opportunity. For more details and how to apply see [here](#).
- **Probate/Private Client Solicitor** - A new position has arisen within GWCA at our Steyning office for a qualified Probate/Private Client Solicitor. For more details and how to apply see [here](#).
- **Residential Property Paralegal** – This is an exceptional opportunity for someone, ideally with the ability to work independently and proven experience of working toward financial targets, to join our team at Mayo Wynne Baxter. You will have previous paralegal experience and a high standard of interpersonal and communication skills. For more details of the role and how 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 mgtdles@gmail.com 07947-771593. Charges realistic rates.
- 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

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 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](#)

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.