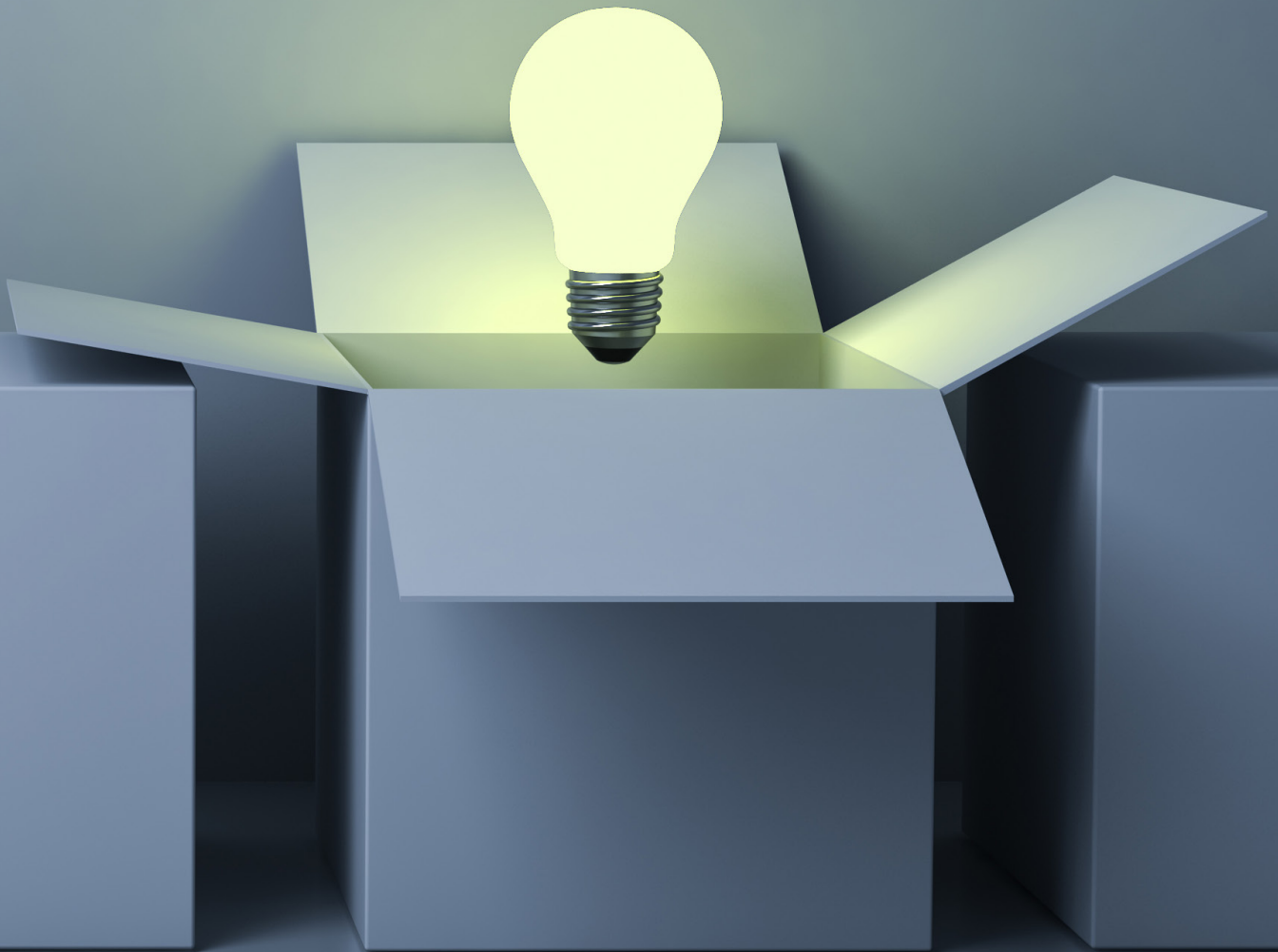


in sight

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bpcollins |
SOLICITORS



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Property | Retail and leisure | Technology and IP | Wills, trusts and probate*

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Issue 39



Welcome to the first Insight of 2022! Everyone at B P Collins wishes you and your loved ones a happy, healthy and prosperous year ahead.

Ever since the firm was established, our lawyers have been privileged to be by your side when you've had to make life-changing decisions, plan for the future and overcome challenges - particularly over the past couple of years.

The pandemic has changed many things in our professional and personal lives – often turning the status quo completely on its head. Hybrid working is now the norm; office space is being adapted for other purposes and more people than ever before are getting their affairs in order. But other hugely important events have happened too, including COP26, which our environment team attended in November. The impact of this summit has meant that more businesses and individuals than ever before are adopting sustainable practices to help limit climate change.

Not only have these global events compelled us to adjust and adapt, but they have also encouraged us to approach things differently. To reflect this, Insight is dedicating this issue to *innovative thinking*. Our lawyers will be asking if mediation could be an option for separating spouses, rather than heading straight for the divorce courts? Plus, in addition to making a Will, are there other ways that your estate could be managed? Or how can businesses thrive in the wake of COP26? We are offering creative solutions to these issues and more, to help you plan your next move.

I'd like to end by wishing all our practices a huge congratulations after The Times listed B P Collins as one of the top 200 firms - out of 10,000 - in England and Wales. Their legal directory results were also excellent and the first time all groups have achieved a ranking. A large part of these findings was based on independent client feedback, which means a lot to everyone in the firm. We really do appreciate the time you've taken to respond.

We hope you enjoy this edition of Insight and as ever, if you've any comments or suggestions about what you'd like us to focus on in future editions, please get in touch.

Yours sincerely,

Simon Deans

The EY Future Consumer Index found a third of consumers are willing to pay a premium for sustainable products and services in 18 major markets. Find out about the impact of the green pound and COP26 on businesses from our environment team on *page 4*.

With the October Budget allocating £1.8bn to brownfield development, creating new opportunities for developers, we explore the various types of agreement they can use to acquire a site for redevelopment on *page 9*.

The ONS has found that 1.3m people in the UK self-reported as having long Covid in December 2021. Find out what this could mean for employers on *page 12*.

Many people chose trusts as a way to reduce the amount of monies eligible for IHT. But there are a variety of other reasons why they're chosen. Find out more on *page 7*.

Although divorce is rarely easy, our family team provides five key tips to enable you and your former partner to separate amicably on *page 10*.

Involved in a dispute? Find out from our dispute resolution team, about how you can achieve the best outcome on *page 14*.



Businesses: Ignore the impact of COP26 at your peril

Since the COP26 summit and the publication of the UN's report on climate change, there is a renewed focus on environmental issues. In light of this increased attention, Simon Carroll, partner in B P Collins' environment and dispute resolution practices and Alex Zachary, partner in its environment and corporate and commercial practices, explain what potential risks and opportunities lie ahead for businesses.

COP26, the 26th annual global summit under the UN Framework Convention on Climate Change, which B P Collins attended, was the first major gathering of almost 200 nations and world leaders to consider the goals set by the agreement at COP21 in Paris almost six years ago, when a 2020 deadline was set for countries to propose how they planned to tackle climate change.

Despite predictions that our planet will become warmer by 3°C to 4°C by 2100, resulting in rising sea levels and large areas of land becoming uninhabitable, it has become clear that few nations are getting close to the level of action required to reduce expected temperature growth to the 1.5°C goal. Many COP26 commentators were left disappointed at the progress made at the summit, despite the government's efforts to change the narrative focus to one of "keeping 1.5°C alive", and focusing on aims like ending deforestation and a reliance on coal – arguably more achievable goals.

The UK government has developed its "Net Zero Strategy", which although arguably not entirely sufficient, has gone further than many countries. Now that plan must be put into action, and the repercussions of this for the business community are expected to be huge.

New environmental regulations

There have been 2,110 environmental regulations passed on a global level over the past 74 years, however, over 2,000 of these have been introduced since the first COP in 1995. As such, COP26 will undoubtedly play a major

role in shaping new environmental laws. Even when the summit was taking place, the Environment Bill received Royal Assent in Parliament, bringing the Environment Act 2021 into force. Business leaders will be obligated to get on board with policies that help the countries they operate in hit their emissions targets, while at the same time, safeguarding jobs and further driving economic growth and prosperity. As businesses thrive on certainty, the sooner there is a clarification on environmental related policies, the better.

Government subsidies?

Before the UK left the EU, there were treaty-level rules governing what the UK government could do in supporting certain industries over others. Although sometimes criticised, EU rules provided a clear check on what constituted lawful and unlawful aid, aiming to ensure that national governments didn't breach competition rules. But Brexit has allowed the UK to walk away from those rules and make up their own, and those expected to come into force in 2022 may prove to be considerably watered down. This regime change could well lead to commercial opportunity, but equally, may also lead to disruption in certain industries and established businesses, with new businesses entering a particular market after taking advantage of new, green subsidies.

'Green' finance to rocket

Many investors are already investing in green assets, as there is a belief that they will deliver excellent returns in the future. As investment in greener companies and markets continues to grow, business models posing a danger to the environment may well be at risk. Businesses should be on the lookout for any green financing arrangements – both those that may benefit them, and those which won't. This is likely to be a chance to avail of new sources of capital as existing ones become no longer available.

Power of the green pound

Consumer behaviour is being increasingly influenced by notions of sustainability and climate friendliness, and with COP26 in the limelight, many people are now more acutely aware of the impact of climate change. As a result, many consumers are willing to pay a premium for green products and services. Companies have a chance to grow revenues by responding to this appetite for sustainability. (Indeed, many already do so by communicating their carbon footprint on packaging or making eco-friendly or recyclable claims.)

However, that isn't seen across all sectors. Consumers are conflicted in some areas, not least in the pensions industry. Although they might invest in an electric car, would they prioritise investing their pension contributions in green firms, risking the returns they might get when they retire? Some may do; but for many, that may be a step too far at the moment. As pressure grows, particularly on larger businesses, to publish climate data and be held accountable, we may start to see a shift in that approach.

Clampdown on greenwash

The green pound will encourage more businesses to produce more sustainable products and services, but it won't just be these that come under greater scrutiny, it will also be the businesses that produce them, their supply chains, and the claims they make in advertising as well.

With an increase in sustainable branding in the marketplace, the Competition and Markets Authority ("CMA") recently published its "Green Claims Code" for businesses intending to make environmental claims. The guidance has been issued to help businesses avoid misleading consumers. Further to publishing the Green Claims Code, the CMA also announced that it will carry out a full review of misleading green claims (commonly known as 'greenwashing') at the start of 2022, and those in breach of the rules could face action from the CMA.

This is an area that will continue to develop as businesses strive to become more environmentally friendly and attempt to differentiate themselves from their competitors. As new policies are formulated following COP26, and both the CMA and Advertising Standards Authority carry out reviews of environmental claims, closer scrutiny of company claims are expected. Businesses that fall foul of these rules could face extensive fines and their reputation could take a nosedive.

More innovation and new business models

Increased regulatory risks for high-emission assets, rapidly developing technology, the falling cost of capital for green investments, and the rising cost of carbon emissions will likely generate new opportunities for business owners, such as the development of new products and services, and new business models. For example, in the construction sector, building materials like concrete could be replaced with alternatives that recycle plastic or glass – and business owners and workers in this sector, along with many other industries, will have to adapt quickly in order to remain competitive.

Looking ahead

While environmental issues matter to many business owners, it's completely understandable that the day-to-day running of the business often takes precedence. However, those that do pay close attention to the impact of COP26 will be able to tap into emerging trends and become more competitive as a result. Adjusting your business to address climate change brings both commercial opportunities and risks. Those that seize the former and mitigate the latter will undoubtedly thrive in the future, whilst also protecting the environment for the next generation.

For further information, contact our environment team on 01753 889995 or email enquiries@bpcollins.co.uk

Putting your faith in trusts

Insight has put key questions about trusts to Dominic Ibbs, a senior associate in the wills, trust and probate team. As the secretary of B P Collins Trust Corporation Limited, Dominic is an expert in the creation and administration of many trusts. He is also a full member of the Society of Trust and Estate Practitioners (STEP).

Do people create trusts to tackle the issue of inheritance tax (IHT)?

This is one of the key reasons why people create trusts. They can be a useful tool to help people reduce their IHT liability, while still retaining some control over the assets gifted.

For 2021 / 2022, the current IHT threshold, known as the nil rate band, is £325,000 and you pay no tax below this level. But there are a variety of other reasons why people choose to create a trust. For example:

- Care fees planning - if the nil rate band passes to a trust from which the surviving spouse can benefit, then neither the income nor the capital of the trust should be considered by the local authority.
- To provide protection against insolvency or divorce of intended beneficiaries
- If there is a chance that the surviving spouse will remarry, or you have children from a previous relationship
- To reduce the estate of the surviving spouse to below £2 million to qualify for the Residence Nil Rate Band

If you were to use one word to describe a trust - what would it be?

May I use three? "Flexible" and "protects assets". For example, if someone wants to make sure their surviving spouse has a roof over their head but is keen to protect their capital in the event of a remarriage, a trust offers an ideal solution. It can also be very useful to set money aside in a trust for children until they are older and perhaps better able to deal with the assets responsibly.

By also looking at several generations of a family together, our solicitors can help you understand the best scenario for your particular circumstances and the

relevant tax planning options. Our role can involve using trusts to structure clients' business affairs and family investments, dealing with taxation issues arising on divorce and reducing taxes on death.

Can you ask anyone to administer a trust?

It's important to choose someone that you can trust – for some people that's a friend or family member. If they need extra guidance, B P Collins' trust administration team can help the trustee navigate the increasing legislation that encompasses a trustee's duties. However, an alternative is to choose B P Collins Trust Corporation as a professional trustee which will be completely impartial and is able to offer the expertise to ensure the correct administration of a family trust. It can offer efficient and expert handling of your trustee compliance obligations and assist with the day-to-day maintenance of your trust, including any key changes that affect the trust over time.

Are there any upcoming laws affecting trusts which I need to be aware of?

Recent legislation has introduced a requirement for most UK based trusts to register with the HMRC Trust Registration Service, whether they pay tax or not. There are some exceptions but broadly all existing UK express trusts (deliberately created trusts) need to be registered by October 2022. New trusts (unless exempt for some reason) must be registered within 90 days of being created or otherwise becoming registrable.

Many trusts will already have been registered but some, especially those which have not had to submit tax returns, may not have been. It is important that trustees are aware of this change and take steps to comply. We can of course assist with advice or deal with actual registration if required.

To speak to one of our lawyers, call 01753 279020 or email enquiries@bpcollins.co.uk



Agreements for property development

Ever since the Chancellor announced in the October Budget that he had allocated £1.8bn to brownfield development, many developers have seen this as a huge opportunity.

Daisy Scaife, a senior associate in our property team, explores the various types of agreements that developers can use to acquire a site for redevelopment, but advises that the most appropriate will depend on the negotiating position of a developer and a landowner, cashflow and timescale, and the appetite for risk. The options are:

A conditional contract

A conditional contract is a binding contract for the sale and purchase of a site which is subject to satisfaction of one or more conditions precedent, the most common being a planning condition.

A conditional contract is appropriate in the following scenarios:

- There is a restrictive covenant preventing development on the site which the seller can seek a release from;
- The site has an outline planning permission and the developer is applying for a reserved matters approval;
- The site is currently occupied and the developer wishes to complete with vacant possession.

The contract will contain obligations on either the seller or the developer, depending on who is required to satisfy the conditions precedent. If these are not discharged by a long stop date, the contract will either terminate automatically or one of both of the parties will have the right to terminate.

Satisfaction of the conditions precedent will trigger completion of the sale and purchase of the site.

An unconditional contract

An unconditional purchase does not require the satisfaction of any conditions precedent. A developer will buy the site outright on an agreed completion date.

This is not always an attractive option as there is a risk that the development is not viable due to planning, or not feasible due to site constraints. However, if there is significant interest in a site, a landowner is likely to proceed with an offer of an unconditional contract due to the certainty of receipt of the completion payment.

An option agreement

The most common type of option agreement is a call option which allows a developer to "call" on a landowner to sell a site to it during a specific period. This is usually linked to a planning permission being granted for redevelopment.

An option agreement may be more attractive as the developer can still walk away from the acquisition, but it is protected from the landowner selling to another party. Option agreements are commonly used where there are multiple landowners and site assembly is required.

A promotion agreement

A promotion agreement is used where a developer (or promoter) submits a planning application for development of a site and markets the sale on the open market once planning permission is obtained. In this instance, the developer/promoter will not become the landowner. The promoter is reimbursed for the planning and marketing costs and the agreement will set out a share of the net sales receipts from the unit sales.

Overage Agreement

As an aside, a developer and landowner may also enter into an overage agreement which requires a future additional payment to the landowner if an agreed trigger event takes place within a set period, following completion of the sale and purchase. An overage payment is usually negotiated if the landowner believes that the value of site will increase in the future but is willing to sell at the current market value. A trigger event could be the grant or implementation of a planning permission, disposal of the completed units at the site or disposal of the whole site with a planning permission.

Overage provisions are often complex and require careful consideration and drafting to ensure that there is no dispute once a trigger event occurs.

If you'd like to discuss agreement options, the property team can be contacted on 01753 945507 or enquiries@bpcollins.co.uk

How to have an amicable divorce



Although divorce is rarely easy, Sue Andrews, family partner, provides five key tips to enable you and your former partner to separate amicably and reach a resolution with the minimum of animosity, cost and delay.

- Respect each other and communicate – good communication and effective listening is key to a good outcome. If you are able to recall what you each once admired and loved about each other, then that might encourage good communication. This is especially important if there are children involved, because as parents, you will have an ongoing relationship for the rest of your lives.
- Consider counselling – not just on an individual basis, but as a couple. Not only is counselling likely to be beneficial to relations going forward, but it can be immensely helpful to the formal process. This is because counselling enables you to talk in a neutral environment about how you each feel and why. A better understanding of why someone feels the way they do can aid communication. If you had been with your former spouse for a long time, there is a possibility that you may have a close bond with each other's relatives or have mutual friends who you will each want to keep in touch with, and a better understanding of each other should enable that. Counselling can also help to avoid negative behaviour, which can often occur when someone adopts a position through fear, mistrust, or anger.
- Understand the other person's perspective and take and give time – try to put yourself in the shoes of your spouse (admittedly not always easy to do, especially if the love and respect has gone). It is very rare that you will both be in the same emotional place at the beginning. One of you may have thought about ending the marriage for some time, whereas the idea of separation may be a complete shock to the other. If the marriage breaks down because one person has had an affair, the other is likely to feel incredibly upset, hurt and betrayed, and these feelings are likely to pervade the resolution of matters unless dealt with and addressed.

Where time is not given and formal steps are pursued with haste, a spouse's feelings, alternating between great sadness and anger, will usually result in matters being protracted and delay a resolution. This is often because that person feels scared about their uncertain future, rather than a wish to be difficult for its own sake.

That person is likely to need time to grieve the loss of the future they thought they would have. How much time is needed will depend upon the individual, and also probably the circumstances of the breakdown. However, B P Collins' family team rarely meet a client who doesn't feel more positive and able to deal with matters after an appropriate period of time. They will be less entrenched than they were in the early stages of separation, which can so often be dark and grief-stricken. So, taking a step back is likely to be beneficial.

- Seek legal advice and choose your lawyer carefully – look for a specialist, experienced family lawyer with whom you have rapport and empathy and one you do not feel intimidated by. It is usually a good idea to get advice early on even if you do not immediately take formal steps. Information about what to expect will remove some of the uncertainty that is often felt, and discussions on a more informed basis are usually more constructive and productive. But do not take formal steps until you are ready to do so, unless circumstances dictate a different timescale. Lawyers give advice, but remember it is your divorce and it is you who gives the instructions. Be wary of a lawyer who promises you the earth or who always agrees with what you say. While you may need firm guidance, you need to remain true to your own values and principles.
- Establish the facts and be honest – one of the first tasks in the resolution of matters is "fact finding" to ascertain the resources and assets of the relationship and to understand all the issues that might impact upon the resolution of matters. So a step, which can be taken early on, is to collate the information and documents which will be needed. That will save delay when you are both ready to proceed, and having a practical step to focus on can be helpful emotionally too.

Honesty is the best policy, so don't set out to play games, unless of course it really is your intention to pay significant amounts in legal fees and delay resolution. A lawyer will provide guidance and advice about an appropriate outcome having regard to circumstances and resources.

If you would like further information about how to have an amicable divorce, contact 01753 889995 or email enquiries@bpcollins.co.uk

Employees with long Covid?

Kathryn Fielder, employment senior associate, advises employers on what they should be aware of.

It is now 27 years since the introduction of the Disability Discrimination Act 1995 (DDA), subsequently incorporated into the Equality Act 2010 (EqA 2010). It was introduced to provide similar levels of protection for the disabled as had been previously provided for gender and ethnicity under the Sex Discrimination Act and Race Relations Act. It also introduced the concept of 'reasonable adjustments' in employment, by imposing an obligation on employers to make adjustments in an attempt to level the playing field in the workplace.

Among the many issues thrown up by the Covid pandemic are questions relating to how employers should treat those employees affected by it, not least the long-term consequences around long Covid, its medical impact and whether it is likely to be classified as a disability under EqA 2010.



Prevalence of long Covid

For some, the symptoms of Covid continue for months after their initial illness, leading to issues with their return to work. For people who do go on to experience long-term symptoms, the effects can be debilitating and, according to the Office for National Statistics, 1.3m people in the UK self-reported as having long Covid in December 2021.

Figures also suggest that long Covid has a higher prevalence among those of working age – 35 to 69 years old – and it affects women more than men. If long Covid is classified as a disability for the purposes of EqA 2010, this raises serious issues surrounding employers' obligations generally and especially their considerations in making reasonable adjustments. As ever, there is a balancing act between the investment of time and costs, versus the risk of potential claims. While it is too early to accurately predict this risk or its cost at this stage, generally prevention is better than a cure.

Defining disability under the EqA 2010

Disability under the EqA 2010 is defined as a 'physical or mental impairment' that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities.

It is easy to see therefore how the symptoms of long Covid are likely to be classified as a physical or mental impairment. Those symptoms can include excessive fatigue, insomnia, muscle pain, heart and lung damage, shortness of breath, headaches, loss of taste and smell, intermittent fevers and inability to concentrate. Other symptoms include cognitive issues such as 'brain fog', hearing impairment and mental health problems.

The next key question around its classification as a legal disability would be whether the negative effect is 'substantial' and 'long-term'.

There are serious physical symptoms caused by long Covid which certainly do not have a minor or trivial impact on people's ability to carry out day to day activities. If an employee cannot walk long distances or has headaches making it difficult to engage in their work, not only may that trigger issues for the employer, but it will also signpost that the impact of the impairment is substantial. Equally, a mental health condition, or problems with memory or concentration, could also be regarded as substantial.

'Long-term' means it has lasted or is likely to last for at least 12 months or more, and it now seems clear that, for many, long Covid can last at least this long. Indeed, the latest ONS estimate suggests that over ½ million people in the UK first caught the virus a year or more ago. That is 40% of all those in the UK who have self-reported as having long Covid. Additionally, almost ¼ million people have reported that it "limited a lot" their ability to undertake day to day activities.

That said, we must remember that long Covid affects people in different ways, so not everyone's symptoms will amount to a disability under the EqA. However, for those whose symptoms are substantial and long term, they will have extra protection – both against dismissal or other detriment, whether that's not getting a bonus, being passed over for promotion or other less favourable treatment. Employers must be careful not to treat such employees in a discriminatory way and to make reasonable adjustments. If they don't, they run the risk that they will face claims of disability discrimination further down the line.

Top tips for employers

1. Get a medical assessment for your employee to confirm the diagnosis. This may give you an indication of how long the ailments could last and provide a clearer picture to make reasonable adjustments to support their return to work.
2. In the meantime, the business needs to continue, so look into sharing their workload or bring in temporary cover in the first instance.
3. This is a complex area of employment law and every case is different, so seek expert advice to ensure you have the correct procedures in place.
4. Good staff are vital to every business so try to think long term and work out how to retain them.
5. Don't rush into a knee jerk reaction leading to dismissal. Otherwise, you could soon face a very costly tribunal claim.

If you'd like to discuss the matters raised in this article, please contact our team on 01753 889995 or email enquiries@bpcollins.co.uk

How can you achieve the best possible outcome in your dispute?

If you are unfortunate enough to be involved in a dispute, don't despair. If you choose an experienced lawyer from the outset, Matthew Brandis, dispute resolution partner, says that they should make you aware of the whole process, help you to avoid any pitfalls and advise on the steps you can take to secure the best possible outcome.

Firstly, it is vital to have an initial call with an experienced dispute resolution lawyer to help identify whether you are going down the wrong path with your dispute, if it should be pursued at all or whether it would be beneficial to involve a lawyer in the process. If they have the right expertise and experience they should advise on the best course to take if you decide to continue with your case.

A very large proportion of cases settle well before anyone reaches the doors of a court. This is primarily because there is no such thing as a dead-cert case, for either party, and therefore settlement is usually the best solution.

"...brilliant from the outset, very responsive and quick to respond to emails or concerns even late into the evening and at weekends!"

- Client feedback on our dispute resolution team



Your lawyer should write a strong opening letter. This could be a letter before action or a response to such a letter, setting out your side of things. Including evidence is key, so ensure that you pass all the relevant information and documents to your lawyer (even the ones you don't think will help). Only then a lawyer will know what they are working with and also avoid any last-minute surprises, which help no-one.

If the claim is above £10,000, your lawyer can also write a "Part 36" letter. The rules around such letters are complicated but in summary they are settlement letters sent to the other party. The key point to note is that if a Part 36 offer is not accepted, and the party who made the offer "beats" (i.e. gets more at court) than they offered to accept in the letter, then the other party risks having to pay more in costs, more in interest and more in damages at the end of the case. A well-positioned Part 36 settlement offer can therefore bring a case to an end at an early stage because the other party does not want to risk such adverse consequences arising.

During the whole process it is important that you do not post anything on social media or contact the other party or their friends or associates about the dispute, as it may undermine the strength of your case.

It is worth considering mediation as soon as both parties have laid their cards on the table as it can be a powerful way to resolve disputes. Why? Firstly, it speeds up the whole settlement process because everyone is in the same (virtual or real) building or room, which usually encourages a swifter outcome (and therefore saves money and reduces stress). Secondly, unless it is a commercial dispute (though even then, this comes into play sometimes) there is often a large measure of bad blood between the parties, and it can be cathartic for each party to explain how they have been emotionally hurt by the other. Once such emotions have been explained, it is easier for both parties to look at a dispute more rationally. B P Collins has frequently seen this in action and it really does help enable matters to be settled.

If you're involved in a dispute, we can provide free initial advice by telephone to help identify the best path to take. It also runs www.settlemydispute.co.uk, which only handles mediation, and is operated by Matthew Brandis and Craig Williams, both of whom are B P Collins' dispute resolution partners, trained as mediators by CEDR.

For further information, please contact our dispute resolution team on 01753 279039 or email disputes@bpcollins.co.uk

Are you an employer in need of exceptional HR support?

At B P Collins, we see our role as providing a truly joined up solution to your strategic goals. This applies whether you're dealing with a single employee or a major strategic project. Our focus is on understanding your objectives, identifying the solution and helping with the implementation. As such, we have added HR professionals to our employment team, ensuring we can provide a wraparound HR service. BP Collins' HR consultancy, HR2Help, can hit the ground running to provide outstanding HR support from day one. We will empower you in your decision making, enabling you to manage your employment issues as efficiently as possible.

HR2Help retainer

Choosing our HR2Help retainer will give you consistent access to our experienced team of specialist, CIPD qualified HR consultants. What's unique about our HR support is that it comes with the benefit of being embedded within B P Collins' employment law team, which is recognised in both Legal 500 and Chambers legal directories. So while our lawyers will ensure you get the right advice, our HR consultants can put that into practice, averting problems that might otherwise arise.

For a detailed discussion about your business needs, please call 1753 279029 or email employment@bpcollins.co.uk



Jo Davis
Partner



Charlotte Goodban
HR Consultant



Anna Ives
HR Consultant



Jacqui Symons
HR Consultant



Gagandeep Sooch
HR Consultant

"An excellent practice that takes on very complex employment issues and manages them incredibly well. There is strength across the team."

- Legal 500, 2022

"The team has a focus on delivering real-world solutions within compressed timescales. The team identifies the heart of a matter very quickly, understands the positions of all parties and then works effectively to achieve the desired outcome."

- Chambers UK 2022

Firm updates



B P Collins named in The Times best law firms

The Times has named B P Collins as one of its best law firms in England and Wales in 2022. Our commercial dispute resolution practice was also commended. What makes this acknowledgement particularly special is that only 200 out of 10,000 law firms were chosen in a survey with other lawyers. The Times also noted our expertise in the environmental energy, waste management, technology and pharmaceutical sectors.

B P Collins' HR Cabinet

Since the HR Cabinet was created, it's been a place for HR Directors, HR Managers and C-suite executives with HR responsibilities, to come together to share, collaborate and learn. When you join, you receive regular employment law updates, get the opportunity to talk HR strategy and engage in debate and discussion with others who face the same challenges. This is your group and your opportunity to get a second opinion and bounce ideas around in a safe space for one hour every month. To find out about future dates, please visit the events page on our website or email enquiries@bpcollins.co.uk.

HR coaching

New service available from our employment team. Get in touch with enquiries@bpcollins.co.uk for further information.

Promotions

Congratulations to Jashmina Shah in the property practice who was promoted to associate, Pardeep Bancel (wills, trusts and probate) promoted to associate and Dominic Beirne who becomes a senior paralegal.



Later life planning

Lucy Wood, wills, trust and probate partner and Eight Wealth Management held a seminar at Green Acres, a leading cemetery and ceremonial service provider focusing on the importance of family financial planning for later life which received fantastic feedback. If you're an organisation that would like to host a seminar about this important subject, please get in touch with ella.minson@bpcollins.co.uk.



Bucks tennis player Murray Watters, 12, recognised by SportsAid

SportsAid donated a £1k grant to Murray Watters, a 12-year-old tennis player living in High Wycombe, at the Bucks business network, of which B P Collins' Steve Perry is a trustee. The grant was presented by Louise Sugden, a former SportsAid alumni, and winner of a Commonwealth Silver medal in 2018 and Paralympic Bronze medal in 2021. Huge congratulations to Murray! We wish him well for the future.



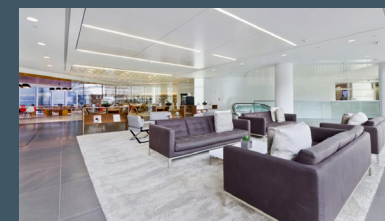
Legal directory rankings

For the first time, all of our practices eligible for recognition, are in the top two rankings for Chambers UK 2022. Meanwhile, the Legal 500 announced that we had achieved top tier and recommended rankings in 11 practice areas, including property litigation for the first time, and 28 rankings for individual lawyers across the firm. Thank you to our clients and barristers who gave such positive feedback.



London office

B P Collins has moved its London office to 200 Aldersgate in the City. It is our third office, with branches also operating along the M40 corridor in Gerrards Cross, Bucks and Thame, Oxon.



Property CPD seminar

Our property and property litigation teams hosted their annual CPD seminar at our Gerrards Cross offices where we welcomed estate agents, surveyors and other professionals. It was great to see everyone face to face and present on key property issues including rights of way and restrictive covenants. We look forward to hosting another seminar towards the end of this year. Please visit our events page on our website for more information or email enquiries@bpcollins.co.uk.

Have you listened to 'The Criminal Maze' podcast?

With the help of a Police Officer, Barrister, Judge, Prison Doctor and Prison Governor, James Constable and Olivia Duncan in our criminal team explore the criminal justice system, by following a fictional character from the moment they are apprehended by the police, through to appearing in court and ending up in prison. You can listen on iTunes, Spotify, Audible, Soundcloud and YouTube.



Thames Valley Property Awards

Congratulations to our property team for being finalists in the Property Law Firm of the Year category at the Thames Valley Property Awards, a vibrant and prosperous region which covers Reading, Oxford and Slough. We'd also like to congratulate Jessop and Cook Architects for winning Architectural Practice of the Year, which we were proud to sponsor.



New starters

A very warm welcome to our recent new starters; Alice Zaluznyj, Daisy Scaife and Sultana Faqeerzada. Alice joins us as a solicitor in our dispute resolution team, Daisy joins as a senior associate in the property team, whilst Sultana joins our accounts team as assistant management accountant.



Upcoming events

Please email enquiries@bpcollins.co.uk or keep an eye out on our website for further details of B P Collins' annual property seminar coming up in the Autumn, where attendees are eligible for CPD points.



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No action should be taken without speaking to your legal advisor.

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