

 $Trends:\ New\ immigration\ rules\ |\ How\ I\ made\ it\ |\ Winter\ economy\ plan\ |\ Divorce\ and\ separation\ |\ Property\ updates$

EDITOR'S NOTE

By your side every step of the way

Dear readers

Welcome to Insight.

2020. A year we will not forget, but probably wish we could. So much has changed over the past few months as lockdown restrictions have been imposed, released and reimposed at varying levels. Businesses have had to adapt. People have had to adjust to being on furlough or working from home, whilst home schooling, which most of us will agree was not a walk in the park. At times, we were not able to hug our loved ones or see them as much as we would like. But the lifecycle continues Relationships have strengthened or broken down; children are back at school and, sadly, many families and friends have lost loved ones.

B P Collins also had to adjust to meeting the needs of our clients and teams very quickly. Who knew this time last year that we would be having Zoom or Teams' calls with our clients and court hearings would be online? Thankfully we had already invested in the technology designed to make us an agile business and it has worked well. The technology is here to stay, and even a more widespread return to the workplace will not see us return to our old way of working.

Speaking of which, you may have heard that we opened our new offices at the start of September. We had started to welcome our clients, whilst adhering to the guidelines of course. Our teams are proud of their new surroundings, which clients have said is a place where things can get done in a comfortable and friendly environment. We look forward to opening our doors more widely again in the future, as people still place a buge value on face to face meetings - as do we

We appreciate that many have been through difficult times and there may be more to come, but our lawyers and staff are here to help resolve your issues, whether that's helping your business, buying a home, looking after your remote employees, or separating from your spouse. Our lawyers have been recognised for their efforts by independent legal directories, The Legal 500 and Chambers UK 2021, so you'll be in very safe (and always sanitised) hands

In 2021, as the UK leaves the EU, IR35 changes are implemented, and 'no fault' divorce comes into force, B P Collins, will be, as always, #ByYourSide

Thank you

SIMON DEANS, SENIOR PARTNER

"In May 2020, 98% of UK businesses had not yet registered to sponsor overseas workers from 1 January 2021.

If you're still one of them, time is running out. Turn to page 4-5 to find out more."

"In 2018-2019 there were nearly 50,000 new detentions under the Mental Health Act.

On page 7, our criminal lawyers highlight how they can advise on your rights and options."

"Many UK businesses are struggling because of lockdown. Our corporate and commercial practice offers advice on what can be done to weather the storm on page 8-9."

"Property Investor Today has reported a 150% increase in the number of people searching for properties with outdoor space, compared to the same time in 2019. We cover other residential property trends on page 12–13."

"How long do you have to be married before you can begin divorce proceedings? On page 16-17 the family team invite you to take a quiz focusing on divorce and separation, which could help you to know your rights and processes involved".

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EMPLOYMENT



Did you know that in May 2020, 98% of UK businesses had not yet registered to sponsor overseas workers from 1 January 2021? If you're still one of them, time is running out.

Undoubtedly, the Coronavirus has caused huge disruption to businesses, with many employers focusing on how to get through lockdown rather than preparing for Brexit. But for those that depend on international workers or are facing skills shortages, it's vital to start a licence application immediately. Otherwise, not only will businesses miss out on hiring the best person for the job if they're from overseas, but EU workers will also select prospective employers based on whether they have a licence or not.

Chris Brazier, employment and business immigration partner, B P Collins answers key questions on sponsorship licences and right to work checks.

1. How has Brexit changed the law for employers wishing to recruit staff from EU?

From 1 January 2021, EU citizens will no longer have freedom of movement and will lose the automatic right to live and work in the UK. Irish Citizens will still benefit from the Common Travel Area. Although EU citizens already resident in the UK may be able to secure their status via the EU Settlement Scheme or by other means, those who have not secured their status will be subject to the UK's new points-based immigration system. This means that any UK employer who wants to employ an EU citizen will need to sponsor them, under the same system which applies to non-EU citizens.

Many EU citizens will need to be sponsored for the new Skilled Worker visa, which replaced the Tier 2 (General) visa on 1 December 2020. To be granted a Skilled Worker visa, applicants must earn 70 points. The first 50 points are earned by having an offer from a Home Office licensed sponsor at a sufficiently high skill level (at least RQF3, A-level) and by having a good knowledge of English. The remaining 20 points can be earned in a number of ways depending on the migrant's occupation, salary and qualifications.

Because of the need for sponsorship, recruitment from the EU is going to be much more expensive and time-consuming for employers. Not only will they need to incur the costs of applying for a sponsor licence, but there will be a number of fees to pay to the Home Office in relation to both the recruit and any dependants they bring with them. Although some of these are technically payable by the employee, many recruits will expect their sponsor to cover the fees on their behalf. A medium or large employer who does not yet have a sponsor licence should budget approximately £12,000 to cover just the fees payable to the Home Office for sponsoring their first recruit – and that's assuming the recruit has no dependants they wish to bring with them.

As it is envisaged that there will be a significantly greater number of applications, the Government will be "suspending the cap" that is used to apply to skilled worker visas, so there will be no cap on the number of skilled workers who can enter the UK.

"From 1 January 2021, EU citizens will no longer have freedom of movement and will lose the automatic right to live and work in the UK."

2. Is it easier for companies to hire staff from the EU if they have offices overseas?

The scheme allowing for Intra-Company Transfers (ICT) still exists and is available for citizens employed in EU or non-EU countries and who wish to work in the UK.

Applicants for an ICT visa will not need to demonstrate knowledge of the English language. However, in comparison to the Skilled Worker visa, there are much stricter requirements in relation to minimum salary and qualifications. The minimum salary required to obtain an ICT visa is higher at £41,500 and the applicant is required to be employed in a job skilled to RQF6 (degree level). In addition, the ICT visa applicant will have to have been employed by the subsidiary or parent for at least 12 months.

In a relaxation of the old rules, employees in the UK under an ICT visa can now "switch" into a skilled worker category without having to leave the UK and the cooling off period (which is a period of 12 months that is used to apply before another visa application could be made), has be adjusted to allow for greater flexibility. As before, anyone who holds an ICT visa, will not be able to use that time to apply for settlement.

There is a separate scheme for Graduate Trainees, with slightly more relaxed criteria applicable. However, this route is only available to recent graduates taking part in a structured training scheme working towards a managerial or specialist role.

"It is vital to comply with the Right to Work... otherwise you could risk a fine of up to £20,000."

3. What other changes do employers need to be aware of?

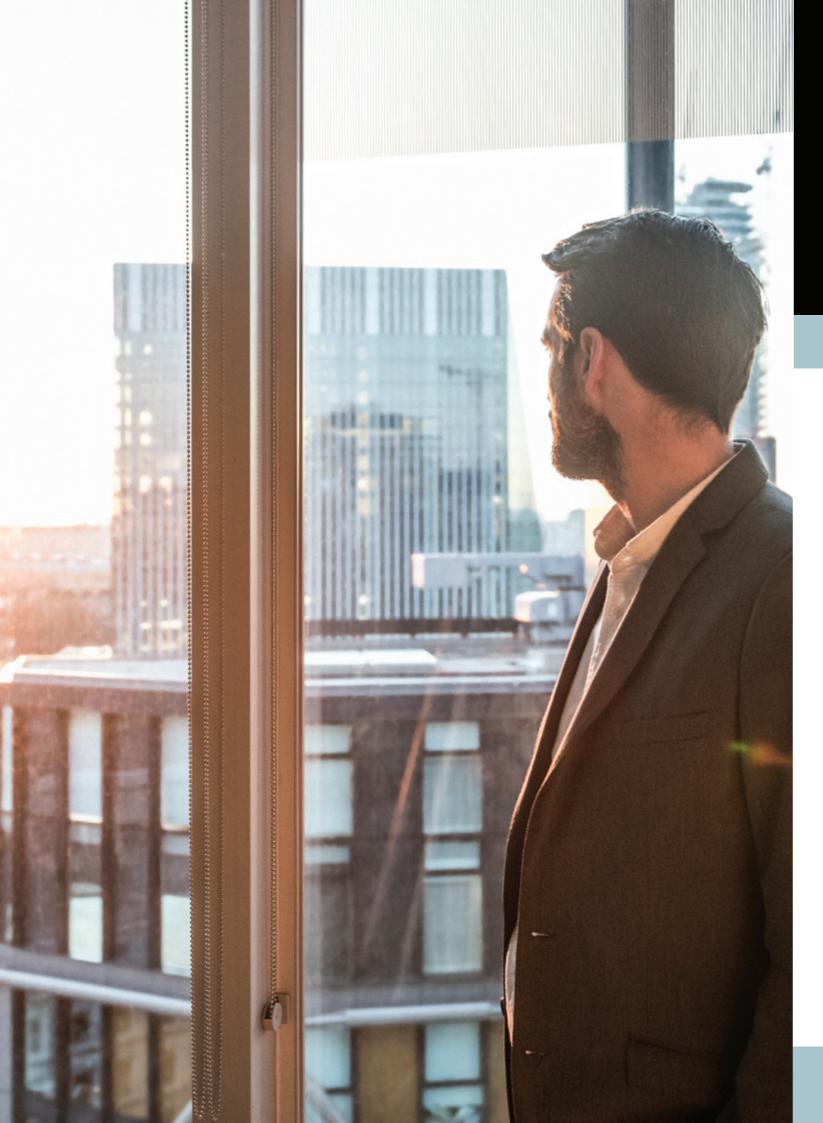
It is vital that employers comply with Right to Work (RTW) checks to ensure a person from outside the UK is legally allowed to work for you, otherwise you could risk a fine of up to £20,000.

Since March 2020, RTW check procedures have been adjusted due to the pandemic. For example, instead of employers obtaining original documents, a prospective or existing worker could provide a scan or photo of their right to work documents; or employers could organise a video call with the employee and ask them to show their original documents.

Employers should keep a log of all employees who had Right to Work checks carried out using the adjusted procedure. This is because you will need to conduct a retrospective follow up check with them no later than eight weeks after the Home Office announces that the adjusted procedure has come to an end. If it is possible to do so, B P Collins would advise to start the process now, so there isn't a bottleneck of RTW checks once the announcement is made.

Our business immigration team can also help with all checks to ease the load.

For any further information on the new immigration rules contact our business immigration team on 01753 889995 or email employmentlaw@bpcollins.co.uk.



B P Collins extends criminal law practice

We're delighted to let our readers know that B P Collins' dispute resolution team has extended its criminal law practice to include a wider range of services. Jonothan Moss, principal lawyer and James Constable, associate can advise clients accused of a crime in any of the following areas:

Business crime & fraud | Criminal defence | Driving offences | Mental health | Military law Professional discipline | Regulatory investigations | Victim's rights | Unauthorised encampments

James Constable, associate and solicitor advocate says: "Facing a criminal charge or investigation can be a life changing event.

B P Collins' aim is to always properly advance your case, advise you on your rights and protect your interests. We provide expert advice and rigorous representation for individuals and companies being investigated or prosecuted for criminal offences."

On defending victims' rights, Jonothan Moss, principle lawyer adds: "It can be extremely tough for the victim of a crime to move on until there is justice served. Just because the authorities say there is no prospect of a conviction, this should not necessarily be the end of the matter. We have had significant success on behalf of victims in overturning initial decisions by both the police and Crown Prosecution Service."

Over 30 years' experience

With over 30 years' experience, Jonothan Moss specialises in all areas of criminal defence and can advise and attend any interviews under caution conducted by the authorities such as the Police, Environment Agency, HMRC, DWP or Environmental Health. He will also prepare any case, should you or your company ever be required to attend a criminal court.

Jonothan can also advise you on options available including assisting with your Victims Right to Review, should you be the victim of crime and the CPS or Police unreasonably refuse to prosecute an offender in your case. Jonothan has been able to set aside initial decisions made by the authorities by making challenges to an investigation and holding to account those whose duty it is to prosecute cases.

As an associate and solicitor advocate, James Constable has represented many clients from their initial interview under caution to the conclusion of their Court hearing. James has also represented many clients in high value matters including complex money laundering cases worth over £10 million.

Professional discipline

If your profession is governed by an official body, it is within their powers to investigate you for alleged breaches of discipline and regulations. They have the power to revoke your registration or licence. Our specialist team is able to help you prepare for interviews, liaise with your regulatory body, draft written representations and appeal any decisions, if you have been treated unfairly throughout the process.

Mental health

Being detained under the Mental Health Act is a serious deprivation of liberty. Very often no offences have been committed, yet you are deprived of your freedom. In some cases, it is important to review the decision-making process and if necessary, challenge the decision itself. Our specialist team is able to provide you with the very best advice on your rights and options, should you be detained or fear you may be detained.

We understand the anxiety of being detained under the Mental Health Act and the impact it can have on your personal life, professional life and your future. We have extensive experience dealing with people being detained under the Act and will deal with sensitivity throughout the process. Our highly skilled team are on hand seven days a week.

Unauthorised encampments

Finding an unauthorised encampment on your land is a stressful experience. To find that you may also need to have it removed at your own expense via the civil courts, can add distress to an already worrying situation.

Whilst in some cases, civil eviction is the only remedy, in many situations, there are other options including using the police to exercise the powers they have available to them.



don't bury your head in the sand.

Times are tough for many businesses. For every food manufacturer and garden centre success story during lockdown, there are many companies particularly in the events and hospitality sectors, suffering pandemic sized blows. Simon Deans, B P Collins' senior partner and corporate and commercial lawyer offers advice on what those struggling businesses can do to weather the storm.

1

Review the Government's winter economy plan

Look closely at the assistance available from the HMRC. Chancellor Rishi Sunak announced support for businesses as part of his Winter Economy Plan. The deadline to apply for all Coronavirus Loan Schemes ended on 30 November 2020.

In addition, businesses that have borrowed already using the 100 per cent guaranteed Bounce Back Loan Scheme, have been offered the option of more time and flexibility for their repayments. Under this "pay as you grow"

flexible repayment system, loans can be extended from six to ten years. Businesses that are struggling can choose to make interest-only payments, and those in trouble can apply for a payment holiday of up to six months.

The government is also allowing Coronavirus Business Interruption Loan Scheme lenders to extend the length of loans from a maximum of six to ten years, if it will help businesses to repay the loan.

For those who are self-employed and continue to trade but are facing a reduction in demand over the coming months, the Self Employed Income Support Scheme taxable grant has been extended with a payment that is covering three months' of profits from 2020 to the end of January 2021. This is worth 20% of average monthly profits, up to a total of £1,875. Eligible people will be able to apply for a second grant to cover February to the end of April. HMRC has said that the credit ratings of businesses will not be affected.

Also, up to 500,000 businesses that deferred their VAT bills have been given the option of a New Payment Scheme, which enables them to pay back in smaller interest-free instalments if they need to do so during the 2021-22 financial year.

The Chancellor's Spending Review announced on 25 November also included a new National Infrastructure Bank, long-term funding for innovation, and a plan for creating new jobs. We will keep clients up to date on what could be available for them over the coming months.

Cut costs

It may be an obvious point but look at where you can save costs, while your business weathers the storm. This could be through negotiating reduced or deferred rent, equipment or taking difficult decisions about staff. It's important to note that the government is running a Job Support Scheme until the end of March 2021, which supports "viable jobs" by subsidising the salaries of employees who can work at least one third of their usual hours.

Running alongside this is a job retention bonus that is available to employers who had employees on furlough; and are still employed, but not under notice as at 31 January 2021. Employers can apply for the bonus worth £1000 per employee from 15th February until 31 March 2021.

Negotiate

Now is the time to have an open conversation with your customers and suppliers about how your payments could be adjusted. Can suppliers extend your credit and can customers pay more quickly to help your cash flow. Will the bank adjust loan and overdraft terms to help? Think of these discussions from the perspective of the other party. It is probably better that they receive some payment rather than nothing at all; and reputationally, do they really want to be known as helping to run your otherwise viable business into the ground during the pandemic? The answer is probably not, so use this to your advantage when having these necessary discussions.

Adapt

You can borrow money to keep afloat during tougher times, but before you do, it's important to ask yourself if your business is genuinely viable, now and into the uncertain future.

It's true in any climate, and even more so in a challenging economy, that you should offer what the customer needs, within the realms of what's permitted. A recession doesn't mean that people aren't spending any money and indeed the Government and Bank of England fiscal stimuli are designed to keep us spending as consumers. It may mean they're spending less though. So if they're spending money on something – what are they spending it on and can you pivot your business?

Don't be an ostrich

It may be tempting to ignore the warning signs that your business is struggling. There tends to be a stigma to admitting a business is in trouble and a desire to save money by avoiding the cost of advisers. But now is the time to seek the advice of professionals. In particular, insolvency practitioners and corporate recovery specialists can be extremely helpful when your business is under pressure. There could be scope to restructure your business and its finances or if you can't save all of it, they may be able to help you to save at least part of it.





How I made it Peter Hope Neon Diagnostics

Peter Hope is the co-founder of Neon Diagnostics, a uk based medical diagnostics company that provides a broad selection of innovative diagnostic tests and systems for the early detection, monitoring and management of diseases. Its extensive product range encompasses diabetes, cardiac, thyroid, cancer and infectious diseases. B P Collins spoke to Peter about how he got to where he is today, the challenges ahead and plans for the future.

How did you become the founder of Neon Diagnostics?

I've been in the pharmaceutical sector for many years, working for big, blue chip companies where I received extensive clinical product training and exposure to several healthcare markets. To be honest, I don't miss it. By the time I left, there were many big companies, with lots of reps, calling on the same doctors to sell a product, which they knew about already. Setting up my own company seemed like the obvious next step after the many years I'd spent working in the sector.

Hardest part of the job?

The sector is hugely competitive, with many companies already creating products that meet the required NHS standards, so it can be difficult to differentiate. Added to this, is the increasing demand from customers and the NHS for newer and better technology. To remain ahead of the competition, we must always anticipate their demands and predict where the market is heading.

Best part of the job?

I'm a marketeer at heart and it's one of the best professional experiences, when you set your three-year strategy and deliver on your forecast.

How have you contributed to Neon Diagnostics' success?

Neon Diagnostics was an idea that I'd had for a while and when I met my co-founder, who was also in the pharmaceutical sector, we decided to set up the business. It was difficult at the beginning and very time intensive as you had to be involved in absolutely everything. It's your business and you want it to be a success, so you have to put in a huge amount of effort. In one year alone, I travelled over 70,000 miles in my car to meetings, but that effort is paying off now as we now employ 15 full time staff.

How has B P Collins contributed to your success?

They have helped a lot. In the early days of the business we tended to agree a deal with other parties over a handshake.

It was all very honourable but as we grew, we knew that we needed proper legal agreements in place and this is where B P Collins has been a great help. For example, they drafted and documented distribution agreements with two of our manufacturing partners. One of them was subsequently bought out and tried to take over our business, but the strength of our agreement meant that this couldn't happen, so our business was protected thankfully. B P Collins has also provided an invaluable service in drafting legal letters to help in combatting the parallel import of products, which are non-counterfeit products imported from another country without the permission of the intellectual property owner.

What are the company's plans for the future?

I'd like to continue building the company up over the next two years.

What challenges do you face?

The pandemic has affected our business in positive and negative ways. For example, the NHS has advised diabetics to manage their glucose levels to help fight Covid-19 and our products help with that. On the other hand, the pandemic is affecting our engagement with the NHS as it is understandably busy dealing with the virus, so it's difficult to promote products not related to this, such as surgical or ECG equipment. Patient training has also been affected.

Brexit is affecting us too. We are now holding a lot more stock — eight months' worth rather than our usual three months, in case there are any supply issues. There is also a concern that we may have to start flying goods, if ports become jammed, which would be a lot more expensive then shipping. The anticipated amount of red tape and bureaucracy is also worrying; however, we have operations in Ireland so we can remain as an EU operation too. Brexit is also a headache for our suppliers in the Far East as their licences and medical registrations may have to adhere to UK specific rules in addition to EU rules.

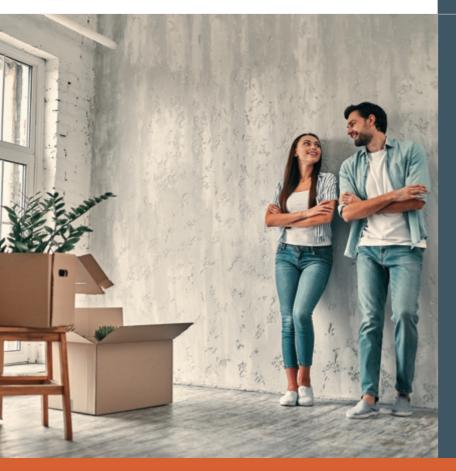
If you weren't the owner of Neon Diagnostics, what would you be doing

I'd probably set up another company in the healthcare sector, or someday I'd love to own a café with my son, who is a great chef.

Neondiagnostics.co.uk



PROPERTY



Residential property

Since the pandemic began, people's priorities for their home, whether buying or renovating, have been changing.



A home office space

With the number of people working from home at an all-time high, many homeowners want an additional room or area where they can set up a dedicated office space.



Outdoor space / garden

Bigger gardens are also a priority since people are spending more time at home. Property Investor Today has reported a 150% increase in the number of people searching for properties with outdoor space, compared to the same time in 2019.



Elimination of commutes

Another trend revolves around the major lifestyle changes people are experiencing, particularly around the reduction or potential elimination of the daily commute to work. People are looking beyond commuter hotspots in search of properties where you can get more for your money.

Commercial property

Planning overhaul to revitalise town centres

Current town centre use classes relating to shops, restaurants and cafes, offices, financial and professional services, learning and community uses, have been incorporated into three new use classes as part of an overhaul of the planning system. The government aims to deliver flexibility for businesses and developers at a time when there is a need to revitalise town centres.



What do I need to know

Class E: The most fundamental change is the new 'broad' Class E, 'Commercial, Business and Service'. This will incorporate retail uses, cafes and restaurants, financial and professional services; gyms; medical services; children's nurseries and offices, research and development facilities and some industrial uses. The purpose of the reclassification is to increase flexibility for planning permission, allowing business owners to switch more fluidly from one use to another. This is the function of the new diverse Class E, which has absorbed many uses which were previously separate and would have required planning permission to change from one to another. A welcome side effect of this added freedom for operators could be an increase in value for land and businesses falling into Use Class E.

F1 and F2 classes: The new F1 class, which is 'learning and non-residential institutions', encompasses former Class D1 uses (non-residential education uses, art galleries, museums, libraries, public halls, public worship or religious uses and law courts) apart from medical and health services, which have now been allocated to the new Class E. The new class of 'Local Community' uses (Class F2), will ensure vital community facilities are protected through the planning system. Changes of use within this class do not need planning permission.

Sui generis: For businesses, which now fall into 'sui generis', some flexibility, and therefore value, may be lost as they will be subject to more planning controls. Generally planning permission is required to change from one 'sui generis' use to another, which may have a negative effect on the drinking establishments, hot food takeaways and gastropubs which have been moved into this category.

If you'd like to speak to a lawyer about any of the matters raised, or any other development issue, please contact the commercial property team on **01753 889995** or email resproperty@bpcollins.co.uk.

How to choose the right guardian for your child?

Choosing who should be your child's guardian if you die - when your child is under 18 years old - could be one of most difficult and important decisions you will ever make in your life. It's hard to think of you or your partner not being around for your children if you pass away and there might be that niggling notion in the back of your head, that no one could ever love and care for them as much and as well as you do.

But making this choice and recording it in a Will, is crucial for both your peace of mind and securing your children's futures, if you are no longer around. Otherwise, anyone could make a claim for guardianship, your loved ones could end up arguing over who is the best person to look after your children and a judge may end up making a decision, which may be completely wrong for your child.

By planning now, before it's too late, means that you get to choose the most suitable person, as you know your children better than anyone else. Lucy Wood, Wills, trusts and probate partner, advises on the steps you can take to help make a decision.

Make a shortlist of potential guardians

It doesn't just have to be immediate family. Maybe your parents are too elderly, or you might not have had a happy childhood and don't wish for your child to be exposed to the same experience. Or perhaps you've lots of siblings and don't know who to choose or maybe they all have large families already and couldn't look after your child too. If so, it may be useful to consider friends and extended family as well.

Factors to consider

For each person, it's worth looking at both the emotional and practical aspects of choosing a guardian for your child:

- Would they want the responsibility of looking after your child? Being a parent isn't everyone's choice.
- If they have children, do you agree with how they are being raised, potentially in line with their religious and ethical beliefs?
- Do they live far away? It's important to consider the disruption that
 may be caused if your child has to move to a different location,
 change schools and make new friends when they have just lost
 their parents.
- Are they financially secure?
- Are they mentally well and physically healthy?
- What would your child's life look like with them? Do you think they would fit in? Would there be similarities to their life with you now?
- Most importantly you need to consider if they love your children and vice versa? Will your child feel safe and happy in their home?

Make your choice and ask for consent

Once you've made your choice, ask for their consent. It's important to discuss your decision with your chosen guardians, as it's imperative that they're comfortable with looking after your children. It's helpful to describe to them how it may affect their family, what you wish their roles as guardians would entail and what your aspirations are for your children.

Record your wishes in your Will

Record your wishes in your Will and consider writing a letter of wishes which can set out a guide for education and whether there should be a monetary legacy to the guardians to assist them.

Once it's done you can move on with your life. Also, with B P Collins' free Will review every five years, you can change your chosen guardians if you wish as people's circumstances and your relationship with your chosen guardians could change at any time.

As a responsible parent you will want to protect your children as much as possible in life. By selecting the right guardian, you be able to do this after your death.



If you'd like to speak to a Will expert about your Will and selecting the right guardian for your children, please contact Lucy Wood on 01753 889995 or email privateclient@bpcollins.co.uk.

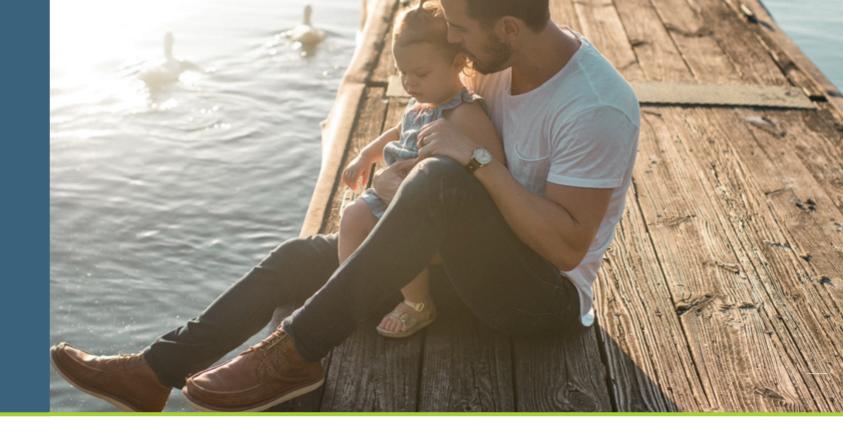
FAMILY FAMILY

Divorce and separation:

Do you know your rights?

If you're thinking about divorce, it's always a good idea to know what choices are available and what your rights are before proceeding.

The questions below aim to help with all of that and dispel some of the myths surrounding divorce and separation.



- 1. How long do you have to be married before you can begin divorce proceedings?
- a) You can begin anytime you wish
- b) 6 months
- c) 12 months
- d) 2 years
- 2. What options are available to couples to reach a settlement on division of assets and child arrangements issues?
- a) Have a cup of tea and chat
- b) Hire a mediator
- c) Let the judge decide in court
- d) All of the above
- 3. 'No fault' divorce was introduced through the royal assent of the divorce, dissolution and separation act and is due to come into force in 2021. It states that the minimum amount of time from initial application to the granting of a divorce is?
- a) 1 month
- b) 6 months
- c) 9 months
- d) 1 year
- 4. If a 'common law' wife or husband separates from their partner, do they have the same rights as someone who is maried? a) Yes
- b) No
- 5. True or false: An ex- spouse cannot make a claim in respect of assets that the other party accumulated before they got married.
- a) True
- b) False

- 6. True or false: Even though one partner doesn't pay maintenance, they still have a right to see the children.
- a) Irue
- b) False
- 7. When you are divorcing what documents are recommended
- to review immediately?
- a) Will
- b) Bank accounts
- c) Deeds and titles
- d) All of the above
- 8. Will each party get 50% of the assets when they divorce?
- a) No
- b) Yes
- c) Regard is given to what is known as the 'yardstick of equality', however there may be a departure from that for a number of reasons.
- $9.\ What is the average age bracket in the uk for a man and woman to divorce?$
- b) Men 45 49 and Women 40 44
- c) Men 40 44 and Women 45 49
- d) Men 50 54 and Women 45 49
- 10. What is the average age for a same sex couple to divorce?
- a) Men, 32 and Women, 28
- b) Men 42 and Women, 38
- c) Men 52 and Women, 48 d) Men 62 and Women, 58
- woman to divorce? a) Men 40 – 44 and Women 40 - 44
- 7. (d) With complex family structures on the rise, particularly with the divorce rate increasing and more people having second families huge life changes are becoming ever more likely. As such it's always advisable to consider what you want to happen on death, how you want property to be held and whether to continue with joint bank accounts.

2. (d) There are lots of ways that you can sort out your divorce and the related financial issues. It isn't always necessary to go to court and there

4. (b) The "common law spouse" is a myth. If you are not married, you have no legal protection. If you and your partner intend to live together it

would be advisable to have a Cohabitation Agreement which specifies what each, for instance, your specific rights are in relation to a property.

5. (b) If the assets exceed need, then 'non-matrimonial' assets may not be invaded but left with the spouse who had them prior to marriage.

are other avenues, which should be considered before taking that step. It is prudent to have a lawyer who can advise on your rights.

- 8. (c) The reasons or factors, and this is not an exhaustive list, can include income, earning capacity, standard of living before the breakdown of the marriage, duration of the marriage, and most importantly the needs of each spouse and their children.
- 9. (b)

6. (a)

1.(c)

10. (b)

Answers...

B P COLLINS NEWS









Legal directories 2021 results announced

The two leading legal directories in the country have awarded B P Collins' team of lawyers its strongest ever rankings. The Legal 500 reported that B P Collins achieved 'top tier' and 'recommended' rankings in ten specialist areas of law, including its criminal practice, which has been recommended for the first time in the "Crime, Fraud and Licensing" category. A record 21 lawyers have also been recognised.

In addition, independent research comprising client feedback from Chambers UK, resulted in B P Collins' crime practice achieving a 'Band 1' status for the first time.

The firm's corporate and commercial, environment and family teams all received Band 1 rankings again, while the employment, dispute resolution and real estate practices also retained their high rankings.



New office

20 Station Road, Gerrards Cross, SL9 8EL

Please note we have now moved offices in Gerrards Cross. Come and say a socially distanced 'hello' if you are local and passing by. We look forward to welcoming you to our new office space soon and to holding workshops, seminars and wellbeing events for our corporate partners and clients. Until then we will continue to follow Government guidelines on Covid-19 health and safety requirements in our new home.

Don't forget: IR35 rules in April 2021

IR35 (which is part of the off payroll working rules) is a set of regulations that intends to combat tax avoidance by consultants who are providing a service to clients via a personal services company (PSC) and would be considered, for tax purposes, to be an employee of the end user company. A key change to IR35 rules will be that the end-client will become responsible for establishing whether a contract engagement with a consultant via its personal services company (PSC) falls within the rules.

For end-clients, if you engage a consultant or currently provide your services as a consultant through a PSC, it is vital is to act now to assess your engagements to see whether you fall within the rules.

For end user companies, we can provide an audit of your arrangements and give you a view as to whether engagements fall within the rules or whether your agreements with your contractors should be restructured.

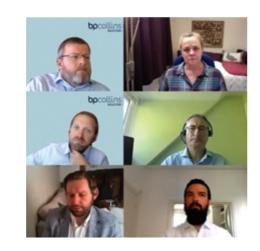
 $Get in touch with the employment law team on 01753~889995 \ or email employment law@bpcollins.co.uk.\\$

Our annual environment round table

B P Collins hosted its annual environment round table discussion, chaired by Matthew Farrow, from the Environment and Industries Commission. The virtual panel included representatives from Biffa, Grundon, Summerleaze and the British Metals Recycling Association.

Key issues focused on: impact of Covid-19 on the waste sector and obstacles and opportunities for its recovery; how the pandemic may force change in how waste crime is tackled and positive predictions for the industry.

For a full write up of the discussion, please visit: https://www.bpcollins.co.uk/knowledge-hub/article/annual-environment-roundtable-insights



Events

Gin & Book Club

Our Gin & Book Club has turned virtual! We are still hosting amidst lockdown. To register your interest email enquiries@bpcollins.co.uk.

Look out for.....coming soon Podcasts Coffee mornings Webinars

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