

PRESIDENT'S REPORT

I had hoped to share some uplifting news, but August has been difficult for many. Just two months after our Bollywood-themed ball celebrating diversity at the Grand Hotel in Brighton, the Society found itself offering support to those who feared for their safety while simply doing their job, upholding the rule of law or because of the colour of their skin. One Sussex law firm, predominantly South Asian women, considered drastic measures to protect themselves including blocking up the letterbox, boarding windows and closing the office. Another Sussex lawyer, mentioned below, was named on a target list for further protest and violence. I myself was unsettled with concerns about the safety of my family and I. As Nick Emmerson, President of the Law Society, rightly said, "A direct assault on our legal profession is a direct assault on our democratic values." It was reassuring to see swift justice served against those involved in the riots.



In other news, in late July, I attended several events celebrating South Asian Heritage Month (SAHM) including one hosted by the Honourable Society of Lincoln's Inn, where I heard from three British Judges of South Asian heritage: the Hon. Mrs Justice Cheem-Grubb, the Rt, Hon Lord Justice Singh and the Hon. Mr Justice Choudhary. They spoke about pioneering judges from the South Asian subcontinent who blazed trails in law back in time. The event was both inspiring and uplifting. Outside of my role as President, I also attended an event at the Place of Westminster hosted by the Speaker of the House, the Rt. Hon. Sir Lindsay Hoyle MP. It celebrated

significant contributions to the UK by the South Asian diaspora, including trailblazing in sport. Many will recall from the Bollywood summer ball how pivotal sport was to my entry into the legal profession. A reminder that if you are considering becoming a Judge, applications close on 23 August 2024 for the free Law Society workshops offered for underrepresented Black, Asian and ethnic minority solicitors in the judiciary. For information visit their website [Becoming a judge – free workshops for Black, Asian and ethnic minority lawyers | The Law Society](#).

The Society's July newsletter marked the start of SAHM. In celebration, we shared stories of several lawyers of South Asian heritage (you can find them all on our Linked In page here). As we draw to the end of SAHM, I am sharing Raj Rayan's contribution. This is his story:

"The path to my current position as a Partner of small Southcoast practice will probably be considered a little unorthodox. Lacking the motivation to complete my A-Levels, I found myself working in a chicken-processing factory. When I sustained a serious injury and nearly lost a finger, I knew I needed to seek out better opportunities. 'Doctor or lawyer' remains a standing joke amongst many in my family, as the careers to which, particularly those of Asian heritage, need to aspire. Securing a trainee medic position with a bunch of O-Levels was never going to be an option but I was able to get a position as a junior with a firm in Bexhill and thus accepted my first salaried position (£2750 gross p/a). I eventually qualified as a Chartered Legal Executive, a route which many homemakers/women and members of the BAME community take.

Since then, my personal and professional experience, and those of family and friends, have been littered with incidents of both direct and indirect discrimination and racism. This included not only from members of the public but persons in positions of significant authority. More recently I was one of the named immigration lawyers targeted for attack by members of the far right.

As well as undertaking less contentious visa-related work, I am proud and privileged to have spent the last 25 years representing asylum seekers and other migrants seeking permission to remain in the UK on human rights grounds. I have no shame in being what the previous Government chose to describe as a 'lefty lawyer', although I must stress that there are countless others in this field who make an immeasurably greater contribution to it than I do. I have no doubt that the environment which has enabled the extreme views of the far right to flourish has been created over a number of years by the previous administration and increasingly more rabid Home Secretaries, political parties that I consider to be on the extreme right of the political spectrum, certain sections of the media and also by a minority of right-wing MPs.

There remain significant challenges to people of colour progressing in the legal workplace, which is why there is a disproportionately large number of ethnic minority Partners in small law firms and as junior Counsel and less representative numbers in larger firms or amongst KCs.

Acknowledgment of the issues relating to such unfairness is the first step to addressing it."

Wishing you health and resilience.

Manjinder Nagra

NEWS

- **Family Law Partners** celebrated a double win at the Modern Law Private Client Awards 2024 where the specialist team was announced as winners of the Private Client Family Law Team and the National Private Client Team awards. At the award ceremony in Liverpool on 4th July, the team collected the specialist family law team award for its outstanding work and leadership in family law, and then went on to be recognised as the overall winners of the evening, scooping the award for National Private Client Team of the year against the other category winners on the night.
- The Partners of **Bate & Albon Solicitors** are very pleased to announce that on 1st October, it will be joining forces with the Lewes-based firm of Lewes Smith, headed by Clive Smith. The firm was founded by Clive in 1999, when DMH closed their Lewes office (where Clive had been a Partner). He will remain with the newly merged firm as a Consultant, working with his team out of their existing Lewes office. This will be rebranded "Bate & Albon Solicitors incorporating Lewes Smith".
- **Teresa Blades**, a Sussex based criminal defence solicitor who qualified as a mediator in 2024, has joined The Barrister Group as a mediator. She brings an empathetic and intuitive approach to her mediation practice, where she puts people and relationships at the forefront of dispute resolution. Here is the [link to her profile](#) at The Barrister Group.
- **Helix Law** litigation solicitors are pleased to announce our expansion into over 3,500sq ft of prime office space in central Brighton. Our team are now occupying the 2nd floor of Britannia House- immediately off Trafalgar Street, close to Brighton train station. This is a move into considerable modern office space, centrally located and forming our HQ. Our current team are already enjoying the new office with more starters joining our team in September 2024.
- **Lewis Denley Solicitors** are pleased to announce the promotion of Charlotte Rhodes to Associate Solicitor in our Residential Property Department. Charlotte's dedication and

expertise have been invaluable to our firm, and we congratulate her on this well-deserved achievement.

- **Westgate Chambers** Annual Financial Remedy Conference will take place on 15 November, at The Grand Hotel, Eastbourne. This catered, free to attend event, will see our experts along with our special guests from Eight Wealth Management and Humphrey & Co, provide a one-day Seminar on Financial Remedies hottest topics. We are also delighted to confirm that DFJ Farquhar will join us and provide an update on FRC and join our Q&A session. Formal invites will follow from September. If you have any questions in the meantime, please do not hesitate to contact Chambers Deputy Senior Clerk, [Stuart Taylor-Jones](#).
- Dawn Of Hope – On Friday 13 September 2024, **Martin Searle Solicitors** are organising a sponsored walk called ‘Dawn Of Hope’ to raise money and awareness for Grassroots Suicide Prevention. The walk will start at Brighton Pier at 6am and will proceed along the beach towards Rockwater in Hove for a breakfast at 7am. To take part in the walk, or donate to our JustGiving page, click [here](#)
- **Bate & Albon Solicitors** are very pleased to announce that experienced residential conveyancer, **Genni Cooper**, will be joining us on 2nd September, as a Partner to head up and grow our Chichester office.

SUSSEX JUNIOR LAWYERS’ DIVISION (“SJLD”) COMMITTEE 2024/25

If you are a junior lawyer (up to and including 5 years’ PQE) and interested in joining the SJLD’s 2024/25 committee, the present committee invites you to attend The Lord Nelson pub in Brighton (36 Trafalgar St, Brighton, BN1 4ED) on Thursday 12 September 2024 at 6pm for more details. This will be an opportunity to speak with members of the current committee and find out how you can be involved. As the SJLD only relaunched at the end of 2022, this is an exciting opportunity to help continue to grow the SJLD in its infancy and expand your network.

To become a member of the SJLD, please sign up to our mailing list at sussexjld.co.uk/membership.html This will ensure that you are the first to hear about any upcoming events and allow you to vote in our upcoming committee elections in the autumn.

SIGN UP TO TAKE PART IN TA6 FORM CONSULTATION

The Law Society have listened to feedback and are committed to engaging with conveyancing professionals in England and Wales in the coming months to discuss issues relating to the [new edition of the TA6 form](#).

They are working with 2CV Research, an independent research agency, to carry out objective research to represent the views and needs of their large and diverse set of conveyancing members. By taking part in this consultation, you’ll be contributing to valuable research and helping them understand your experiences and views of the TA6 form (5th edition) (2024).

You can sign up to take part in the consultation by visiting the Law Society website [by Friday 16 August](#). They want to hear from you regardless of whether you're using the new version of the TA6 form. You can find out more and [sign up to take part here](#).

JUNIOR SOLICITOR NETWORK SUMMIT

The Law Society are holding a Junior Solicitor Network Summit 2024 on Friday 13 September. This full day event at City law firm CMS, promises to be a chance for junior and aspiring solicitors to hear from expert speakers, pick up practical tips on current issues you face, and widen your peer network. The event will provide:

- practical takeaways for your day-to-day role
- tips on expanding your legal network
- thought provoking discussions with industry experts

The full list of speakers can be found [here](#). More details about the day and a link to book can be found [here](#). Registration for this event will close at 11.59pm on Wednesday 11 September 2024.

ENGLAND RUGBY CELEBRATE SAHM (& THE SUSSEX LAW SOCIETY GETS A MENTION!)

With inclusion and diversity critical to building a successful and thriving sport, the RFU wants to ensure people's experience, both in the game now and those coming into it, are positive. Celebrating South Asian Heritage Month in July, England Rugby published articles about three former women players from South Asian backgrounds who have taken on leadership roles in Rugby. We are so proud to announce that the first of these was about our very own President, Manjinder Nagra. It is a good and inspiring read and can be accessed [here](#).

THE DIGITAL REVOLUTION IN LEGAL SERVICES: HARNESSING CLIENT FEEDBACK FOR GROWTH IN 2024

In today's interconnected world, the internet has become the primary battleground for client acquisition. Recent market research suggests that an overwhelming majority of potential clients form their initial impressions of a law firm long before making direct contact. This digital-first approach to decision-making has profound implications for how legal services are marketed and perceived.

Consider this scenario: A potential client is in need of legal assistance. They turn to their preferred search engine and are presented with two options: a firm boasting a robust collection of recent, positive reviews or one with sparse, outdated feedback. In this increasingly common situation, which firm do you think will capture the client's attention and trust? [Read more of this article by reviewsolicitors.](#)

LeO: "LOOKING FORWARD WITH A REAL SENSE OF AMBITION"

A few weeks ago, the Office for Legal Complaints published its year end 31st March 2024 Annual Report and Accounts highlighting the work of the Legal Ombudsman . It endorses LeO's journey of growing confidence in reducing and improving complaints handling; a longer-term strategy which members will recall was initiated last year when the scheme rules were last varied. The early (90) day early resolution has brought numbers down but the figures elsewhere, whilst showing an improvement, continue to reveal significant backlogs with investigations. This ambitious strategy has on its own admission met the challenges of pressure, lack of appropriate expertise and staff retention. The Report does perhaps helpfully identify areas where there had been clear evidence of poor service on the part of Firms ; communication, inordinate delays and complaints handling itself. A third of complaints related to residential conveyancing, and some 15% each in personal injury and

probate matters. The Office is confident that the strategy strives to show value for money for the public and the legal profession.

Patrick Richards, Compliance and Regulatory Affairs Committee.

DOMINIC REGAN'S AUTUMN CIVIL LITIGATION UPDATE WEBINAR

The general election scuppered a number of law reforms, not least the legitimisation of group litigation funding and more fixed costs. Important changes in the Intermediate Track did get passed. Meanwhile, the judgments keep coming. Dubious injury claimants have respectively foregone £600,000 and £1,200,000 on account of fundamental dishonesty. The failure to comply with a Disclosure Order saw a defendant trounced without a trial.

Likely reforms and recent decisions will be considered by Dominic Regan at this webinar from 9.30am – 12.30pm on Monday, 7th October. He will also navigate everyone through the latest Table 14, detailing what one can and can't recover in the Intermediate Track which is now beginning to bite.

Yet more problems have emerged in respect of both lay and expert evidence. What are the traps? Those seeking relief from sanctions still regularly come unstuck. A full checklist of steps to take will be supplied.

You can download the application form [here](#).

SOME CHANGES AFOOT AT GROUNDSURE

Groundsure, leading environmental and climate insights provider and one of this Society's sponsors, has announced that Malcolm Smith has become the CEO with effect from 15th July. The change comes as Dan Montagnani leaves the business to pursue other projects, after 19 years that has seen the business achieve a market leading position and record growth through its relentless focus on innovation and service. With more than 16 years in the company, Malcolm is already very well-known across the industry and represents an important continuity for both staff and customers. With a strengthened strategic focus on customer-led commercial growth and operational excellence, two significant promotions from the Executive Team will work alongside Malcolm and the rest of the Board: David Kempster is promoted to the role of Chief Customer Officer. After 3 years heading up the marketing function, David will be responsible for driving the commercial growth strategy of the business, responsible for sales, marketing and customer support, placing the customer at the heart of his mission. Stuart Telfer is promoted to the role of Chief Operations Officer. Stuart has been part of the bedrock of the business for nearly 20 years, responsible for data licensing, procurement, consultancy and GIS mapping operations. His new role takes on a wider operational remit across the business, focusing on driving efficiency, quality and implementing the company strategy and vision internally. Malcolm Smith commented: "We have a pipeline of really exciting projects and innovations to share and I am looking forward to the opportunities ahead and to engage with and delight our customers, old and new."

SAVE THE DATE FOR THE CIVIL JUSTICE COUNCIL'S NATIONAL FORUM

29th November in person at Friends House, Euston, NW1 2BJ and online. More details about the event and how to sign up to follow. You can sign up to the CJC's mailing list [here](#).

COUNCIL MEMBER'S REPORT

No Council meeting since my report in the last newsletter. There has been the Special General Meeting on 23rd July regarding the implementation of the TA6 form at which a motion of no confidence in the President and Chief Executive of the Law Society was defeated by 207 votes to 123 votes, with 20 abstentions.

I hope that everyone is enjoying the sun.

Andrew Bishop
Law Society Council Member for Sussex
Andrew.bishop@bishopandlight.co.uk

AUTUMN QUIZ

The Palm Court Restaurant on the Palace Pier has been booked for Thursday, 24th October so put the date in your diary and round up a team! More details to follow.

AUTUMN/WINTER LUNCHTIME COMPLIANCE WEBINARS – BOOK NOW!

Due to the success of the previous two series of 1 hour lunchtime webinars presented by Joanna Morris, we are pleased to announce that will be commencing a new series of 8 sessions (12noon – 1pm) on key topics starting on Tuesday, 3rd September. You can choose to attend one or all of them.

Topics for each webinar are below (full details to follow). As everything in our legal world is changing so quickly, we have decided to continue to include in the series 2 quarterly compliance update webinars in which Jo will be going over all the changes that have happened in the previous three months. If you would like to book any of the individual webinars at £30 + VAT or the full series at £200 + VAT please let [Jeanette Lacy Scott](#) know.

These are the dates and topics:

Tuesday, 3rd September - '[Continuing Competence 2024 - can you sign the SRA declaration with confidence?](#)'

Tuesday, 17th September - 'An AML Regulation 21 audit - what's it all about and why do I need one?'

Tuesday, 1st October - 'Quarterly Compliance update - a look at the updates over the last quarter'

Tuesday, 15th October - 'The Role of the COFA - an overview and refresh of this important role'

Tuesday, 29th October - 'Source of Wealth and Source of funds - where has the money come from?'

Tuesday, 5th November - 'The Role of the COLP - an overview and refresh of this very important role'

Tuesday, 19th November - 'The SRA AML Annual Report 2023/24 - facts, findings and figures'

Tuesday, 3rd December - 'A round up of 2024!'

SUSSEX LAW SOCIETY WEBINARS AND COURSES

Click on the links below for more details about these webinars and the application forms:

3rd September 2024 – '[Continuing Competence 2024 – Can you sign the SRA declaration with confidence?](#)'- 12 noon – 1pm. Live webinar by Joanna Morris.

25th September 2024 '[Residential Conveyancing Update](#)' 9.30 am – 12.30 pm. Live webinar by Richard Snape.

14th October 2024 – '[Anti Money Laundering Training](#)'. 10am – 1pm. Live webinar by Joanna Morris

7th October 2024 – '[Civil Litigation Autumn 2024 Update](#)'. 9.30am – 12.30pm. Live webinar by Dominic Regan.

17th October 2024 – '[Commercial Property Update](#)' 9.30 am – 12.30 pm. Live webinar by Richard Snape.

OTHER COURSES/WEBINARS/ARTICLES/RESOURCES

Creating performing employees and teams - Loch Associates Group is hosting the third webinar in their Level-Up series focusing on the legal and HR elements of people management, looking specifically at how managers can get the best from their teams as well as considering how to manage and resolve complaints and conflicts. The panel will be joined by Emma Cleary from Flexibility Matters to further debate the importance of creating flexible working practices. This free webinar takes place on **11th September at 9.00-10.00am**, for more information and to book your place click [here](#).

Sherrards Employment Law Solicitors are pleased to announce the release of this year's **Employment Law Latest** programme. Essential for HR and people managers, join the team in Sussex on Tuesday 15th October, London on Monday 4th November and in Surrey on Thursday 7th November to run through critical employment law updates. All of the sessions will run from 9:00 – 13:00 and the cost per delegate is £180 + VAT. To book please visit:

<https://www.sherrardsacademy.com/collections/open-courses>

'Paying for Care & Securing Funding Masterclass' - Cate Searle, Head of Community Care Law at Martin Searle Solicitors is hosting a live seminar in London in partnership with MBL Seminars. This practical and tactical session is designed for professional deputy and private client law teams who have a working knowledge of the health and social care funding systems and want to know how to run successful public law challenges that make a difference for their clients. This full-day interactive workshop will run from **9.30am – 5.15pm on Tuesday 22 October 2024**. For more information and to book your place, click [here](#).

Articles:

<https://orionlegalmarketing.co.uk/how-to-get-more-positive-google-and-facebook-reviews-for-your-law-firm/>

<https://becket-chambers.co.uk/articles/disrepair-claims-in-the-county-court/>

<https://becket-chambers.co.uk/articles/a-paradigm-case-for-non-court-dispute-resolution/>

<https://becket-chambers.co.uk/articles/assets-in-limbo-russia-sanctions-and-the-saga-of-intestate-estate/>

<https://becket-chambers.co.uk/articles/tips-for-litigants-in-person/>

<https://becket-chambers.co.uk/articles/personal-allowances-for-excise-goods/>

<https://becket-chambers.co.uk/news/webinar-possession-claims-and-how-not-to-mess-them-up-10-september-2024-midday/>

<https://becket-chambers.co.uk/news/webinar-commercial-lease-break-clauses-defusing-the-booby-traps-26-september-2024-midday/>

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.

- **Commercial Property Lawyer** - Hart Reade LLP has an exciting opportunity for a full time Commercial Property Lawyer to join our busy practice. We welcome applications from qualified Solicitors or Chartered Legal Executives and/or those who are currently working in commercial property law (on a path to qualification) and are looking to progress. Find out more [here](#).
- **Employment Lawyer** - Martin Searle Solicitors are looking to recruit an Employment Lawyer (0 – 5 years PQE) to join their Employment Law team. For a full job description and to apply, please click [here](#).
- **Litigators** - Helix Law are interested in hearing from commercial, property or construction litigators at any stage of your career. If you have a passion for resolving problems, excellent academics and/or are driven to do more, better, we'd love to hear from you. Find out more at www.helix-law.co.uk/careers
- **Private Client Assistant** - Christmas and Company Solicitors in Lewes are currently looking for an experienced Private Client Assistant to join us on a full/part time basis. You must be experienced in the preparation/drafting of Wills, Lasting Powers of Attorney and Estate Administration including completion of IHT forms. For more information about the role see [here](#).
- **Private Client Legal Secretary** - Hart Reade LLP are seeking to recruit a Private Client Legal Secretary, based at our Eastbourne office. Find out more [here](#).
- **Private Client Solicitor / Chartered Legal Executive** - Cornfield Law LLP are seeking to recruit a part or full time Solicitor/ Chartered Legal Executive to join our busy Private Client team in this family friendly firm in the centre of Eastbourne. We are flexible on the number of years PQE. Any interested candidates should contact Angela Hobden on ahobden@cornfieldlaw.co.uk.
- **Private Client Solicitor/Practitioner** - Christmas and Company Solicitors are currently looking for an experienced Private Client Solicitor/Probate Practitioner to join us on a Consultancy / Part Time basis. We are looking to grow our current existing caseload so this position may become full-time in the future. We run a small and very friendly office in Lewes and are looking for someone to join us who is experienced in the preparation of Wills, Lasting Powers of Attorney and Estate Administration. If interested, please send your CV and covering email to sonia@christmasandcompany.com
- **Property Lawyer – Commercial Team, Brighton & Hove City Council** - We are looking to recruit a qualified lawyer with relevant residential conveyancing and commercial / development experience to support this area of work, working as part of a supportive and dynamic property legal team. Public sector work experience is ideal but not necessary. For more details and how to apply see [here](#). Please note the closing date to apply is 19th August.

SITUATIONS WANTED

Oluyemi Abodunde is a young, vibrant barrister and solicitor called into the Nigerian Bar Association in West Africa in 2022. He has recently relocated to the United Kingdom in order to accomplish his

dream of global legal acumen in notable jurisdictions. To achieve this, he seeks to enrol in the SQE. In order to hone his abilities, maintain practice, and obtain more practical experience in the United Kingdom, he has decided to seek a job as a paralegal in a solicitors' firm. He is seeking a firm within 15 miles of Haywards Heath. You can contact him via yemiabodunde9@gmail.com +44738679241

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. Listing your details here is free of charge for members:

- Margaret Dowdles - commercial/residential property. Happy to discuss how firms can practically work together so she can innovate on pricing and still deliver real value at this challenging time and going forwards -Contact mgtldles@gmail.com 07947-771593. Charges realistic rates.
- Patrick Richards- Un-Notarised legal translations, office and Court interpreter services offered by fluent French and Italian speaking local Solicitor. Contact patrickrichards27@hotmail.com 07715928563.
- Patrick Rusk – Patrick Rusk – Legal Translation Services – Trainee Solicitor and Member of Chartered Institute of Linguists (CIOL no. 55485) offering legal translation services from German, French and Spanish into English. For all enquiries, please email patrick.rusk@hotmail.com or text +44 7534 747667.

LOST & MISSING WILLS

Joan NIBLETT (RIP) d.o.b. 4/4/1932 Last address: 56 The Highway, Brighton, BN2 4GD.
Any information please contact Bev Allen on 07581 455176

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)

SUSSEX LAW SOCIETY GOLF SOCIETY

The Sussex Law Society Golf Society is open to anyone with connections with the legal profession, whether you are in practice or retired, whatever your standard of play. There is no joining fee. If you have not played with us before, why not give us a try.

Paul Sagoo - Secretary, SLSGS
rps.sagoo@googlemail.com

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.