NEWSLETTER

NOVEMBER 2026

PRESIDENTS REPORT

SUSSEX LAW SOCIETY
EST. 1860

As we approach the Sussex Law Society Annual General Meeting on 12th November, this provides an excellent opportunity to reflect on what has been a busy, rewarding and successful Presidential year. First and foremost, I would like to thank our members, sponsors, committee colleagues and supporters for their continued commitment to the Society. Your engagement, encouragement and participation are what enable us to remain a vibrant and relevant professional community for legal professionals across Sussex.

I am particularly excited about the opportunity to welcome two new committee members following the AGM. Fresh perspectives, new ideas and enthusiastic participation will complement an already outstanding committee. We are fortunate to have such dedicated volunteers who freely give their time and expertise to serve the profession, and I look forward to working alongside both existing and new committee members in the year ahead.

One of the highlights of the year has undoubtedly been the success of our Sussex Law X Sussex Junior Lawyers Division Mentoring Scheme. We have successfully paired 24 mentees with mentors, and the feedback received has been overwhelmingly positive. The scheme continues to demonstrate the value of supporting legal professionals at different stages of their careers, fostering confidence, professional development, and meaningful connections across our profession.

The Society remains committed to supporting charitable causes within the county. Our Autumn Quiz once again showcased the generosity of our members and the invaluable support of our sponsors, particularly 1 Crown Office Row. Through events such as these, we can bring colleagues together while also giving back to our local community.

It was also a personal honour to be invited to speak at the valedictory ceremony for His Honour Judge Jonathan Simpkiss on his retirement as long-standing Designated Civil Judge. His contribution to the administration of justice and the legal community has been significant, and it was a privilege for the Society to be represented on that occasion.

We are equally excited by the launch of our new, dynamic website. Developed in response to member feedback, it aims to make engagement with the Society easier and more accessible. We hope it will become an important resource, not only for our members, but also for those considering a legal career and for individuals seeking guidance in finding legal assistance.

Finally, I would like to thank all our corporate and individual members for their ongoing support. In return, we remain committed to improving our processes, listening to our membership, and engaging with legal professionals at every stage of their careers. I look forward to seeing many of you at the AGM on 12 November and to another successful year for the Sussex Law Society.

Angela Arnold, President Sussex Law Society

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Our New Logo and Website!

Over the summer we have been working hard behind the scenes modernising and updating the **Sussex Law Society** Logo and website.

We hope you find the new website easy to navigate so that you can see all our upcoming courses, events and news.

Check out the new website here

SUSSEX
LAW SOCIETY
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Loch is delighted to have retained its top tier status in the latest Chambers & Partners and Legal 500 rankings, with some particularly exciting milestones. Chambers has recognised Pam Loch for a 17th consecutive year, and this year she has been ranked in Band 1 individual for Employment. Recognising this, Pam was invited to contribute her perspective via an In-Depth Overview for The South: Employment for Chambers. Victoria Regan has also received her 7th consecutive year of recognition, alongside Loch Law's long standing ranking. In Legal 500, Loch was also awarded Tier 1 for Employment, with Pam and Victoria recognised for a further year as Leading Partners with Lauren McLaughlin being recognised as a Next Generation Partner.

LOCAL NEWS

MEET THE TRAINEE - Meet the trainee – Chloe Timcke

Chloe joined **Healys LLP** as a Paralegal in 2024 after completing her BA (Hons) in Law from the University of Brighton and completing her LPC with Masters at BPP University, and is now a Trainee Solicitor due to qualify in March 2028. She has quickly distinguished herself through her technical ability, professionalism, willingness to help others and calm, pragmatic approach.



Working across Healys's Residential Conveyancing team, Chloe is cable of assisting with all conveyancing matters including sales, purchases, remortgages, transfers of equity, new-builds, Help-to-buy and shared ownership schemes.

Outside of work, Chloe enjoys spending time with her family and friends and unwinding by watching a lot of true crime documentaries.

If you would like a trainee from your firm featured next month, please email 100 words about your employee to Alice.wylie@sussex-law.co.uk

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Cognitive Law is delighted to announce that it has achieved B Corp Certification, joining a global community of businesses committed to balancing purpose and profit. The certification recognises the firm's commitment to responsible business practices, supporting its consultant lawyers, serving clients with care, and making a positive impact through community initiatives, charity partnerships and local engagement. Find out more here - B Corp Certified: a different kind of law firm - Cognitive Law

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Earlier this year, past Sussex Law Society President and **Brighton & Hove City Council** lawyer Manjinder Nagra proudly represented England at the European Sumo Championships, where she finished as England's highest placed individual athlete, securing an impressive 5th place in her weight category. Manjinder is now preparing to compete at the Swiss Open in Geneva this weekend, with her sights firmly set on the British National Championships in January 2027. Success there could earn her selection for the 2027 World Sumo Championships in Tokyo, Japan. Follow Manjinder's inspiring journey and her campaign to compete on the world stage by clicking here.

It's been a busy month of networking and building relationships at **JLN**. We enjoyed hosting our regular Breakfast Matters and Property Matters events, while Oktoberfest was a chance to thank our team and celebrate a successful summer. We also enjoyed exhibiting at the Gatwick Business Show and being finalists at the BHBiz 26 Awards. A particular highlight was sponsoring the Businessperson of the Year award at the Brighton & Hove Business Awards and presenting it to Richard Pollins, Managing Partner of **DMH Stallard**, in recognition of his outstanding achievements in growing and developing one of Sussex's leading law firms.

Further to the firm's success in the Legal 500 rankings, **Irwin Mitchell** has been recognised as a leading firm in the UK in 2027 by Chambers & Partners. Nationally, the firm has celebrated 149 colleagues being recognised, and 54 ranked departments in Chambers UK guide 2027 Guide. Irwin Mitchell's Family team has also been ranked as a Tier One practice by eprivateclient for 2026, while its Private Client teams have been recognised in eprivateclient's Top Private Client Law Firms Guide.

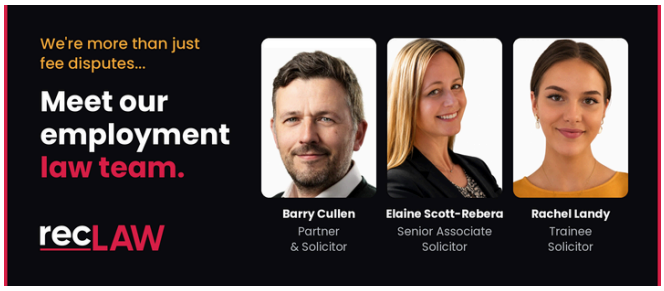
John Bunker, Consultant Solicitor and Chartered Tax Adviser at **Irwin Mitchell**, was thrilled to receive the CIOT Certificate of Merit at the CIOT Presidents' Reception at Sky Garden, City of London, on 15 October. John co-leads CIOT's Pensions IHT Working Group and his citation refers to his "influential engagement with policy makers, HMRC and fellow professional bodies. Through his tenacity, commitment and collaboration he has driven meaningful improvements to Inheritance Tax, trusts and estates, leaving a lasting impact on the profession and the taxpayers concerned".

Irwin Mitchell's Chichester office has welcomed Finlay Ellis, who joins the Private Client Dispute Resolution team as a Paralegal, and Tara Powell, who joins the Private Client Advisory team as a Solicitor. The firm has also celebrated Jemima Lammila-Escalera's qualification into the Family team as a Solicitor.

I**rwin Mitchell's** Rory Laide, committee member of the East Sussex Resolution committee, together with fellow committee members, hosted a quiz in Eastbourne in aid of The Separated Parenting Programme Directory, the charity partner of Family Law Week, which provides a quality-assured directory of parenting programmes for separated and separating parents. Among other Business Development activities, the firm's Brighton Family team also hosted a successful networking event at Brighton Races.

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recLAW has now advised on over 800 restrictive covenants for recruitment businesses. Meet the employment law team behind the growing practice: Barry Cullen, Elaine Scott-Rebera and Rachel Landy.
See what the team does here



ODT Solicitors is delighted to announce that it's Commercial Property Team has been recognised for the first time in the Legal 500 UK 2027, achieving a Tier 3 ranking. As a firm, ODT has always believed that its strength lies in its people – their expertise, the relationships they build and the genuine care and commitment they bring to their clients. To see this recognised by The Legal 500 is a particularly proud moment for everyone at ODT. The recognition also reflects the trust placed in the firm by it's clients and referrers, whose continued support ODT is extremely grateful for. A fantastic achievement for the Commercial Property Team and an important milestone for the firm.

Click here to find out more

DMH Stallard employment partner Hollie Ryan has been elected to the Executive Committee of the International Association of Young Lawyers (AIJA), one of the world's leading organisations for legal professionals aged 45 and under.

Click here to find out more



Photo Caption: Eilish Ferry-Kennington, Kate Edwards, Emma Gaudern, Jane Bennett and Jemma Morland

EMG Solicitors is celebrating after excelling in the Chambers UK Guide 2027. The firm's Court of Protection Health & Welfare (COPHW) team has been ranked for the first time, at Band 4 and its Court of Protection Property & Affairs (COPPA) team has retained its excellent Band 1 ranking.

Richard Shearing, Senior Partner in the COPPA team, is also newly ranked at Band 4. He is praised for his 'ability to deal with complex and sensitive situations involving vulnerable clients in a calm and structured way'. The Court of Protection Property & Affairs team led by Emma Gaudern, Jemma Morland, Kate Edwards and Jane Bennett, received praise for being 'technically excellent and empathetic towards the clients and their families' and 'extremely diligent'. Jane Bennett, Executive Director in COPPA, is Band 3 ranked, with one testimonial stating she is 'always brought into difficult cases because she is just so good'. Sophie Auckland, Partner – Brain Injury Team in COPPA, has been named Up and Coming by Chambers once again, with praise for being 'extremely efficient, personable and empathetic'.

The Civil Justice Council's working group on **The Use of AI in Preparing Court Documents** has published its final report. Read the report here: Latest news from the Civil Justice Council - Courts and Tribunals Judiciary

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CJC Costs Interim Report and Consultation

The Civil Justice Council published its interim report and consultation on Costs on 20 October 2026. The report and consultation questions can be found on the CJC's webpage. The consultation will close on 19 January 2027 at 23:59.

Consultees do not need to answer all questions if only some are of interest or relevance. Written responses should be submitted by PDF or Word document to CJC.Costs.Consultation@Judiciary.uk and any responses to the Call for Evidence should be completed via the forms outlined on the consultation cover sheet, and on the CJC's website. Respondents must complete and submit the cover sheet (attached) with their response. If you have any questions about the consultation or submission process, please contact CJC@judiciary.uk

BOOK YOUR ADMISSION CEREMONY AT THE LAW SOCIETY

Every month, at the back of the newsletter there are details on how to book your admission ceremony at The Law Society.

To prove it is never too late, Sussex Law Society Council Member Andrew Bishop had his admission ceremony **36 years** after qualifying – alongside his daughter, Hannah Bishop, a Solicitor at CL Medilaw

Celebrate your success on qualifying to become a solicitor and mark the occasion with friends and family. Whether you qualified recently or are already established, it's never too late to celebrate your success at an admissions ceremony. As part of the celebrations, you will receive a bespoke bicentenary themed admission certificate and will have access to exclusive bicentennial merchandise. See here for more information and to book a ceremony.



BETTERMENT
PRESS



A new book to help law firms get more from their marketing

Sussex-based marketing consultant Jason Edge has published Marketing Your Law Firm, a practical guide to helping law firms take a more strategic approach to marketing and business development.

Drawing on more than 20 years of experience working with law firms, the book explores the challenges of attracting new clients, developing existing relationships and building a sustainable pipeline of work.

From developing a marketing strategy and understanding target markets to making better use of websites, digital marketing, referrals and professional networks, the book covers a wide range of topics relevant to anyone involved in attracting and retaining clients.

Rather than focusing on the latest marketing trends or promising quick fixes, Marketing Your Law Firm encourages readers to think more carefully about where they invest their time, money and resources.

Whether you're running a law firm, leading a department, developing your own client base or working in marketing and business development, the book offers practical advice and ideas that can be applied to firms of different sizes. Available in hardback, paperback and Kindle editions.

Click here to find out more

Pro Bono Week: 25 years celebrating commitment to access to justice
02 November – 06 November 2026

This year is the 'Silver Anniversary' of the Law Society's annual Pro Bono Week. The event showcases and celebrates the lawyers, students, and alike who freely give their time and expertise to help people access legal advice.

Across the UK, the legal profession provides thousands of hours of legal advice and support free of charge to individuals, charities and community organisations to navigate the legal system and protect people's rights.

With the cost of living stretching people's finances more than ever, and the costs of running a law firm climbing, it makes celebrating those who provide pro bono services even more important. Without it, so many – often the most vulnerable – would not have access to justice in the way that many of us take for granted.

What are the benefits of doing pro bono work?
· It shows commitment and support for access to justice.
· It contributes to corporate social responsibility targets.
· It is a positive indicator to clients, especially when work is recognised e.g. by an award
· It helps to develop vital skills, such as advocacy.
· It builds, grows, and enhances relationships via shared projects with clients, stakeholders, other professionals.

Pro Bono Week was created to showcase, celebrate, and applaud those extraordinary individuals and firms who dedicate their time and expertise, and to share how volunteers can get involved. You can find out more here.

PRO BONO WEEK HEROS



Amy Harvey - Cognitive Law

This year I saw a call for help on LinkedIn from someone who had spent his life savings defending a High Court employment claim. He was struggling with the toll on him and his family while also supporting his mother through serious illness, and it was about to become a lot worse because he could no longer afford legal representation. I offered to help, and I have been acting for him pro bono since. What has struck me most is how readily others stepped in. Counsel and a specialist e-discovery team have given their time and expertise for free, and together we have been able to give our client the defence he could no longer afford. Having someone in his corner (a whole team, in fact) has made as much difference to him as the legal work.

Does your firm offer pro bono clinics or advice? Do you know of someone in the profession who is a pro bono champion worthy of recognition? Have you done pro bono work yourself? What are your insights? Please share your stories and help us at Sussex Law Society to celebrate the brilliant pro bono work taking place in our community, and help us to grow this for the benefit of the lawyers, the firms, and the people & organisations in need of legal support. Email any submissions to be featured on LinkedIn to Alice.wylie@sussex-law.co.uk

UPCOMING WEBINARS

If you'd like to attend any of the courses, please email Alice.wylie@sussex-law.co.uk

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AML thematic review – Guidance on policies, controls and procedures 2026
3rd November 2026. Live webinar. 12pm-1pm
£30+VAT for Members/ £40+VAT for non-members

IHT Planning and estate administration after the big IHT changes
4th November 2026 | Live Webinar | 10am-1pm
£110 + VAT for members / £125 + VAT for non-members
Sponsored by Clive Emson Auctioneers

Harassment in the Workplace in 2026 – What Every Law Firm Needs to Do Now with Loch
November 17, 2026
1pm-2pm
Price: FREE for Members, £10+VAT for non members

The Hidden Risks For Property Lawyers with Robert Kelly
18th November 2026 | Live Webinar | 9.30am - 10.30am
FREE for Members, £10+VAT for non members

SRA AML Annual Report 25/26 – where we can improve and lessons to be learnt!
November 25, 2026
12pm - 1pm
Price: £30+VAT for Members / £45+VAT for Members

Compliance full year round up – Have you got everything covered?
December 9, 2026
1pm-2pm
Price: £30+VAT for Members/ £40+VAT for non-members

2026-2027 AGM

Please join us for the Sussex Law Societies annual AGM **12th November 6pm - 9pm** at The Pump House Pub, central Brighton.

The evening will start with drinks and the AGM followed by an optional meal and socialising.

If you are interested in attending the AGM and the optional meal, please email Alice.wylie@sussex-law.co.uk

All members welcome!



SUSSEX LAW SOCIETY SOCIALS



Please join us for a pool tournament at The Castle in Brighton on **Thursday 19th November**, 6pm-8pm. 26 players will compete across 13 tables for a fun filled evening to be crowed Sussex Law's pool champion! Whether you're a seasoned player, a novice or just fancy a relaxed evening to socialise and network, we'd love to see you there. Thank you to Clive Emson Auctioneers who are kindly sponsoring the event.

£10pp will include your games and your first drink! If you'd like to attend, please email alice.wylie@sussex-law.co.uk to secure your spot.

Only 4 tickets remaining!!!



Thanks to everyone who has signed up to attend the Sussex Law Society and Sussex Junior Lawyers Division Festive Cocktail Masterclass at The Joker, Brighton kindly sponsored by 1 Crown office Row. The social and networking event is taking place on Wednesday 9th December from 6pm.

The event is now **SOLD OUT** but if you would like to join the waitlist, please email Alice.wylie@sussex-law.co.uk

More social events to be announced next month for the new year so keep your eyes peeled!

Congratulations to our SOLD OUT autumn quiz champions Elite Law Solicitors! Thank you to everyone who came, we had a record 158 guests and managed to raise a whopping £820 for a brilliant cause Southern Hospice Group.

Thank you as always to our loyal sponsors 1 Crown Office Row without whose generosity, the night would not be possible. We'll be back again in the spring for the next Quiz – when it's hopefully a bit less wet!



We have **2 spaces available for General Committee Member** on our 2026-2027 committee. The Sussex Law Society has been running since 1860 so this is an exciting opportunity to get involved in your local legal community and have a say on how the society is run. Our committee meets once monthly via teams to discuss updates within the legal landscape, what webinars to book for members, social events and much more.

If you would like to become a committee member and can commit to 1 hour meeting a month, please email alice.wylie@sussex-law.co.uk to express your interest on why you'd like to join by **Wednesday 4th November**.



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extech cloud

How Managed IT Services Reduce Cyber Risk for Law Firms By Andrew Hookway

Law firms handle some of the most sensitive information of any organisation. Client records, legal correspondence, financial data and confidential case files all make legal practices attractive targets for cybercriminals. With hybrid working, cloud platforms and increasingly sophisticated cyber threats, managing cyber risk has become a core business requirement rather than simply an IT concern.

For many legal practices across London and the South East, maintaining a secure and compliant IT environment can be challenging without dedicated internal expertise. Managed IT services help by putting structure, consistency and accountability around the everyday tasks that protect your firm's systems and data.

Most cyber incidents begin with something relatively simple. An outdated laptop, a missed software update, a compromised password or a phishing email that slips through the net.



Managed IT services reduce these risks by making security part of a proactive, ongoing process. Rather than relying on busy fee earners or operational staff to manage technology alongside their day-to-day responsibilities, your systems are continuously monitored, maintained and secured.

Click here to read full article

Council Members Report

13th and 14th October saw a two day Council Meeting at Chancery Lane, followed by the Annual General Meeting.

Office holders

This was the last meeting hosted by outgoing President Mark Evans. Mark has been an excellent President. He is an extremely personable and pleasant man but also very capable of exerting the necessary authority when running meetings – an essential skill when chairing a meeting of 97 opinionated council members.

Mark moves on to take up the position of CEO at LawCare, the charity that focuses on the well-being of lawyers. Mark also leaves the legacy of Legal Runner, an informal group that he started at the beginning of his presidency and now has several thousand members. Presidency requires a lot of international travel and everywhere Mark went he would lead a small group of other lawyers on a run around the city. Soft power at its best.

He is succeeded by Brett Dixon as President. Brett is a Civil Litigation solicitor based in the North West. Dana Denis-Smith becomes Vice President and Jeff Lewis, a Manchester based Solicitor becomes Deputy Vice President.

Council meeting

Spread over two days, the meeting dealt with various matters:

1. The outgoing President's review of his year in office.
2. Regulatory reform and increasing concern about SRA regulation.
3. Approval of the 2026/27 Business Plan and Budget.
4. Governance reform and "Effective Decision Making".
5. Development of the Council Hub as a repository for key documents.
6. Reappointment of Board Chair Amerdeep Clarke.
7. The SRA's COLP/COFA reforms – now paused.
8. Ongoing scrutiny of Law Society governance, finances and major projects.
9. Greater engagement between Council members and constituents.

On the last point, I am your Council member, and you are quite entitled to email me with questions, concerns or just observations relating to the Law Society. It is your society.

New SRA Board Chair

The Solicitors Regulation Authority (SRA) has announced that Caroline Corby will become the new Chair of the Board, with effect from 23 November 2026.
SRA | SRA announces appointment of new Chair | Solicitors Regulation Authority
She joins the SRA at a challenging time for the organization following the fall out from the Axiom Ince Collapse and the COLP/COFA separation debacle.

The Law Society is the Approved Regulator but delegates regulation to the SRA which has operational independence. It retains an oversight role, subject to Governance rules. It will seek to work with the SRA to secure better regulation for the profession.

The Law Society was instrumental in persuading the SRA to pause implementation of the COLP/COFA reforms.

Council Members Report - Part 2

AGM

The Law Society held its 2026 AGM on 14 October, with members joining both online and at Chancery Lane. Here are the key points relevant to local and regional practitioner groups:
The Law Society's 2026 Annual General Meeting will took place on 14 October at 2pm, in hybrid format from 113 Chancery Lane and online.

1. Council Elections
The AGM formally declared:

- Unopposed Council election results
- Contested election results across constituencies including Yorkshire & Humberside, Private Client, Criminal Defence, Sole Practitioners, In-House Corporate Counsel, LGBTQ+, Ethnic Minority Solicitors, and Women Solicitors

Full results are on the Law Society Website.

2. Annual Report
Members received the Council's annual report for the year ending 31 October 2025.

3. Approval of Accounts
Members approved by vote the accounts.

- Approval of the audited accounts, already reviewed by the Board and Audit Committee.
- The accounts show:
  - £15.9m net surplus (Law Society only)
  - £22.1m net surplus including SRA & SIF
  - £109m total reserves
  - Investment growth of 10.55%
  - Over-recovery of levy fees ringfenced for future adjustment

4. Governance Changes (Bye-Law Amendments)
Council introduced three proposed amendments which were put to a vote:

- Bye-Law 98(2) – Remove the cap tying Presidential compensation to a district judge's salary - approved
- Bye-Law 95(7) – Align the Deputy Vice President's assumption of office with the Vice President's term - approved

5. Motions Under Bye-Law 18(1)
No member motions were submitted for consideration.
There was a debate on the SRA proposed COLP/COFA reforms. Jade Gani spoke passionately on behalf of the SME & Boutique Law Firm Alliance, seeking to move a motion of No Confidence in the SRA. Proper notice had not been given for a motion but the President permitted a debate. The meeting universally agreed that the proposals are bad and will lead to the closure of some firms if it went ahead. The Law Society position is that it opposes the proposals and has worked tirelessly behind the scenes to persuade the SRA not to proceed with these proposals. The SRA has announced it will pause implementation.

6. Any Other Business
The meeting concluded with the formal handover of badges of office to incoming office holders.

Andrew Bishop
Andrew.bishop@bishopandlight.co.uk

Management of Direct Payments by a deputy

Further to the ruling in 'Lumb'[1] in October 2024, the Court of Protection has confirmed that management of Direct Payments falls outside the general authority of a property & (financial) affairs deputy.

Deputies can be appointed by the Court of Protection to manage a person's:
(a) property & (financial) affairs and/or
(b) personal welfare (often referred to as 'health & welfare').

Direct Payments are paid by the NHS or Local Authority to fund a person's assessed care and support needs, rather than the Local Authority providing services directly. The person, and/or the people helping them, arrange the care and support and use Direct Payments to fund it. The Court confirmed in Various Applications, (Re Direct Payments) [2026][2] that:

· managing Direct Payments involves a mix of financial and welfare decision-making;

· therefore, as the general authority of property & (financial) affairs deputies excludes welfare decisions, financial deputies must apply for specific authority from the Court to manage Direct Payments; and

· the judgment provides guidance for wording to include in such applications.

The Court recognised that deputies already managing Direct Payments have done so in good faith, and therefore, retrospective approval would generally not be required for actions taken prior to 11 October 2024. Some key implications for professional deputies arising from the judgments are:

1. Having authority to manage Direct Payments is important to recover the associated professional costs upon assessment at the SCCO.

2. A deputy should approach the Direct Payments provider re funding the costs of managing the Direct Payments, before applying to the Court for authority (and a copy of the correspondence can then form part of the application).

3. A trust corporation cannot be authorised to make welfare decisions, and therefore, a trust corporation appointed as a professional deputy is ineligible to be granted authority to manage direct payments. An alternative may be to arrange for a director of the trust corporation to be appointed individually.

4. Additional authority from the Court would be required for a deputy to manage obligations to claim Direct Payments on the person's behalf which are required, for example, by a reverse indemnity in a settlement order.

Sarah O' Sullivan
Sussex Law Society Honorary Secretary

SRA Consultation that went live last week: Review of the Statement of Solicitor Competence and the SQE Functioning Legal Knowledge. The consultation period ends at 23:59 on 3 December 2026.

Background
The SRA are seeking views on proposed changes to the Statement of Solicitor Competence (SoSC) and Functioning Legal Knowledge (FLK) both of which underpin the content of the Solicitors Qualifying Examination (SQE).The Statement of Solicitor Competence is also used as a tool by solicitors as part of their continuing competence requirements.

Submitting a response
The consultation is to be provided via online questionnaire, and can be saved as a partial response for later completion. For any questions about the consultation or if you need to respond in a different format, please contact statement-consultation@sra.org.uk

Timeline
After the consultation closes, the SRA will collate and analyse responses and publish their response to the consultation along with final versions of the SoSC and FLK in April 2027. Any changes would come into effect in September 2027, ahead of SQE1 assessments taking place in January 2028. You can download the consultation paper or read it on the consultation webpage.

Small Firm Manifesto
The Law Society have a new manifesto which has called for the UK government, regulators, and local authorities to take action to support small firms and sole practitioners. The manifesto sets out a practical, evidence-based plan to secure the future of small legal practice - a sector essential to growth, skills, regional prosperity, and access to justice.

The UK legal services sector contributes £38bn in direct GVA to the economy, generates £52.3bn in annual revenue and employs around 364,000 people – almost two thirds of them based outside London. Most law firms are small practices, and 15% are sole practitioners. They anchor regional economies and keep justice accessible in every community.

Despite this, they are routinely overlooked in national policy frameworks. The result is a widening gap between the support for local businesses government offers and the ability of small practices, that serve the public most directly, to access that support. Four structural challenges:

- Recruitment and retention: 85% of small firms cite recruitment as their biggest challenge
- Rising costs and operational pressure: PII premiums, wage inflation and regulatory compliance and squeezing margins
- Digital transformation and AI: smaller firms risk falling behind as they lack the resources of larger firms that can invest in new tech and AI
- Regulatory complexity and burdens: compliance requirements place a disproportionate burden on smaller firms – and tasks often fall directly on fee earners

We have developed a practical and achievable plan of action which aligns with government priorities on growth, productivity, skills, and digital transformation.

Find out more and read a summary (PDF 201KB) or view the full manifesto (PDF 528KB).

OTHER USEFUL WEBINARS/ COURSES/ ARTICLES/RESOURCES

Title: Regulated Coal Mining Searches in Scotland with Groundsure
Date: 10th November 2026
Find out more and sign up here.

Title: What happens when a mining search fails? with Groundsure
Date: 17th November 2026
Find out more and sign up here.

Free in-person event: Menopause and Midlife Health – Removing barriers to progression in the legal profession
Tuesday 3 November (in-person, London), 5.30pm – 8.30pm
To mark World Menopause Day 2026, the Law Society and Winston Taylor are bringing together leading voices from across law, health, workplace inclusion, and leadership to examine one of the most significant yet overlooked challenges facing the profession: the impact of chronic pain at midlife.
At a point when many women are reaching the peak of their careers, menopause-related health challenges can affect wellbeing, visibility, progression, and retention. This thought-provoking discussion will explore what the legal profession can do to ensure talented lawyers are not held back by invisible health conditions, while sharing practical recommendations and resources for employers committed to building more inclusive workplaces. Find out more and register (event page will close 29 October, but if you would like to be registered after the page has closed, please contact ferhana.jameel@lawsociety.org.uk)

Free hybrid event: Why threats to lawyers are a threat to us all, in conversation with Jon Sopel
Tuesday 17 November (online and in-person), 5pm – 8pm
Join us for this in-conversation event, hosted by award-winning journalist and The News Agents podcast host, Jon Sopel, where a panel of esteemed guests, with expertise and lived experience, will discuss the wider story of rights under attack, and how threats to lawyers are a threat to us all. Find out more and book – in-person registration will close on Monday 9 November while online registration will close on Monday 16 November.

Free event – Preparing for qualification and success as a newly qualified solicitor
Thursday 26 November (live online classroom), 1pm – 2.30pm
This free online classroom is aimed at 2nd year trainee solicitors preparing for qualification and mulling over their options. Whether you are hoping to qualify with your current employer and/or exploring opportunities elsewhere, this online classroom will help you navigate the transition with confidence. If you are approaching the end of your training, join us for this free online classroom and Q&A to gain practical insights that will help you confidently navigate your next steps into practice as a newly qualified solicitor.
Find out more and register to attend

Managing Employee Exits
Loch's recent two part article series explores how employers can prepare for employee exits before they become a problem. With part 1 focusing on getting the foundations right, part 2 looks at the additional considerations around senior exits. Together, they offer guidance on planning ahead, reducing avoidable risk and managing employee departures with greater confidence.

OTHER USEFUL WEBINARS/ COURSES/ ARTICLES/RESOURCES

From strategy to action: How can your firm make change happen?
Your firm has agreed its priorities. But how do you turn those ambitions into changes that people adopt and sustain? Join Professional Training for From Strategy to Action: Making Change Happen in Law Firms, a free one-hour webinar exploring the leadership, people and organisational challenges that can determine whether change gains momentum or stalls. The session will consider:

- Leading under pressure: making sound decisions amid uncertainty and competing priorities.
- Bringing people with you: understanding resistance, building confidence and encouraging changes in behaviour, including around technology and AI.
- Turning agreement into action: securing stakeholder support, setting expectations and reinforcing accountability.
- Building capability: helping people develop the skills and confidence to work differently.
- Maintaining performance: balancing transformation with client service and the demands of running the firm.

You'll leave with practical questions to apply to your own change initiatives and a clearer understanding of how leadership, capability and execution work together. The webinar will also preview themes from the Professional Training Conference 2027 – Leading Change That Delivers: Leadership. Capability. Execution.

Date: Friday 20th November
Time: 09.30 – 10.30am
Cost: **Free**
Book your free place here

AI in the workplace: managing the practical challenges
As AI becomes increasingly embedded in the workplace, organisations need to consider not only the opportunities it creates, but how it impacts people, processes and decision making. **Loch's** recent articles explore challenges arising from AI use, managing AI influenced restructuring and responding to the increase in employment related DSARs. You can also learn more on 26 November by joining Loch's webinar AI in the Workplace: Real Life Scenarios, Real Time Risks for Employers, and How to Deal With Them.

Paying for Care & Securing Funding Masterclass - Cate Searle, Head of Community Care Law at **Martin Searle Solicitors** is hosting an in-person 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. This will ensure they know how to run successful public law challenges that make a difference for their clients and will cover all of the latest CoP Lumb, Direct Payment and ACC related guidance. This full-day interactive workshop will run from 9.30am – 5.15pm on Wednesday 25 November 2026. For more information and to book your place, click here.

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In his latest article, Aran Dollay of **Becket Chambers** looks at Maintenance Pending Suit applications, which can provide financial support to a spouse while divorce and financial proceedings are ongoing. He explains how these applications work, the key principles the court considers, and some practical points to think about when deciding whether to apply. Read the full article here.

In his latest article, Alex Lunnon of **Becket Chambers** looks at some of the key changes introduced by the Renters' Rights Act, including the new grounds landlords can use to regain possession of their property. He also explains other important changes for landlords and tenants, such as the move to rolling tenancies, limits on rent increases and tenants' rights to request a pet. Read the full article here.

In this article, Aran Dollay of **Becket Chambers** looks at a recent Court of Appeal decision on unreasonable behaviour and costs on the Small Claims Track. He explains what the decision means for people bringing or defending small claims, and why the court will only make a costs order for unreasonable behaviour in limited circumstances. Read the full article here.

In her latest article, Fiona Brown of **Becket Chambers** discusses the changing role of experts in cases where a child is reluctant, resistant or refusing to have contact with a parent. She looks at the modern approach following Re Y and the importance of the court establishing the relevant facts before considering expert evidence. Read the full article here.

Get ready for 2027 with Geodesys and IQ Legal Training

As 2026 draws to a close, it's time to reflect on the changes that have shaped residential conveyancing and prepare for what's coming next.On Tuesday 8 December, 11:30am–12:30pm, Geodesys will be joined by Ian Quayle of IQ Legal Training for a practical end-of-year webinar. From the revised TA6 and TA7 forms and the Renters' Rights Act to cyber security and AI, the session will provide expert commentary and guidance to help conveyancers stay informed and prepare for the year ahead. For conveyancers across Sussex, it's also a chance to hear from Geodesys, the delivery partner of the Southern Water CON29DW, providing essential drainage and water information to support property transactions.Whether you want to refresh your knowledge, keep pace with industry change or get ready for 2027, don't miss the final Geodesys webinar of the year.
Find out more and register for the webinar.

SITUATIONS VACANT

For all our job listings, please visit https://www.sussex-law.co.uk/sussex-law-society-jobs/ Posting jobs is FREE for member firms. Non members will be charged £100 + VAT per vacancy for 2 month's advertising. An invoice for payment will be sent on receipt of the advertisement.

Housing & Litigation Lawyer – Brighton and Hove City Council
Closing Date 08/11/2026
Read more and apply here.

Property Lawyer – Brighton and Hove City Council
Closing Date – 08/11/2026
Interview Date – Week commencing 16th November 2026
Are you a talented barrister, solicitor or legal executive (qualified in England and Wales) who is interested in property work in local government?

Private Client Lawyer (3yr+ PQE) - Renaissance Legal
Date Posted: 25 October 2026
Location: Brighton / Hybrid

Wills, Trusts & Tax Planning Lawyer (5yr+ PQE)
Company: Renaisaance Legal
Date Posted: 25 October 2026
Location: Brighton / Hybrid

Contract & Procurement Lawyer – Brighton and Hove Ciy Council
Closing Date 29/11/2026

CHARITY SPOTLIGHT - 6th Lewes Scouts

At 6th Lewes Scouts, we bring young people together for fun, friendship and adventure that creates a powerful sense of belonging. While we often tackle traditional scouting activities, such as camping, hiking, sailing and climbing, we've got plenty of other exciting ideas. One evening, you might find us cooking noodles in the Scout hut; and the next, we could be getting creative making films or learning about the importance of human rights.

In everything we do, our goal is to instil the values of integrity, respect and cooperation while helping our young people grow in confidence and develop skills for life. Running such an ambitious programme of activities calls for volunteers who are willing to roll up their sleeves. You may help a young person achieve something they thought was impossible, then watch them excitedly share their new skill and make a new friend. It can transform an ordinary evening into something special. We can provide tools and training, but often all we need is your enthusiasm.

Volunteering with us gives you the flexibility to contribute on your own terms – whether you can commit to once a month, lend a hand behind the scenes, or lead weekly sessions. It's a refreshing change from the familiar routine of work and screens. An initial inquiry doesn't commit you to anything. If you're interested in taking the next step, visit the 6th Lewes Scouts volunteer page to learn what we offer.

Click here to find out more

Sussex Junior Lawyers Division

Join the Sussex JLD in collaboration with The Law Training Centre for a taster session to gain a clearer understanding of legal qualification pathways and career routes in law. Whether you are exploring solicitor or barrister pathways, considering postgraduate options, or seeking guidance as an international student, this session offers an opportunity to ask questions and hear more about options open to you.

SLSGS

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. Golfing events every summer!

Bob Mayfield - Secretary, SLSGS
Bobmayfield111@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 Solicitors Network,
In House Lawyers,
Junior Solicitors Network,
Disabled Solicitors Network,
LGBT+ Solicitors Network,
Small Firms Network,
Solicitor Judges Network,
Women Solicitors Network.
Institute of Risk Management Awards.

LOCUMS

If you would like to be added to the list of locums published monthly in this Newsletter, please email your details to alice.wylie@sussex-law.co.uk . Listing your details here is free of charge for members:

- Margaret Dowdles 07947 771593 - experienced property locum used to hitting the ground running to get things done. Realistic rates charged for noticeable results.
- Manjinder Nagra – Legal Support and Speaking Availability - 20 + years experience specialising in property and contracts & procurement. Available 1-2 days p/wk for legal support. Also available for key note speaking on her unique journey into law and sport. Get in touch: m74nagra@gmail.com

Finding a Notary Public

This Society and its Members often receive enquiries from the public. Whilst we try to assist, the specific information available to us is both limited and somewhat outdated . Enquiries have been made of The Notaries Society and The Faculty Office and their responses have been extremely helpful by suggesting that the necessary contact be easily made through each of their “Find a Notary Public” pages.

Click here for The Notaries Society

LOST AND MISSING WILLS

- PATRICK (PAT) KENNING DOB 6/8/1949
- MARGARET LEE DOB 20AUG1933 - **MISSING HOUSE DEED**
- RUBY MACKENZIE D.O.B 29/5/1934
- JENNIFER ELAINE WARD DOB 04/06/1940

Please contact alice.wylie@sussex-law.co.uk if you are looking for a will, know the location of any of the above wills or if you want to be part of our lost/missing wills scheme (free of charge for members)

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.

BOOK YOUR ADMISSION CEREMONY AT THE LAW SOCIETY

Celebrate your success on qualifying to become a solicitor and mark the occasion with friends and family. Whether you qualified recently or are already established, it’s never too late to celebrate your success at an admissions ceremony. As part of the celebrations, you will receive a bespoke bicentenary themed admission certificate and will have access to exclusive bicentennial merchandise. See here for more information and to book a ceremony.

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. If you are unsure about whether you are/are not a member, please contact Alice Wylie.

Contact Alice Wylie if you no longer wish to receive the monthly Newsletter and put UNSUBSCRIBE in the subject heading