



Legal experts in the hospitality sector

Birmingham
Leeds
Manchester
Newcastle
Teesside

ward
hadaway

How we can help you

Your vision defines your business.
Your people personify it. But your
'paperwork' protects it.

The challenges facing the leisure and hospitality industry are many and varied. The pace of change swift and unrelenting. Our multi-disciplinary team of lawyers are here for whatever is thrown at you. We use our wide-ranging experience working for operators like you to provide pragmatic, commercial guidance to help you and your business to thrive and grow. And we spend the time to truly understand you and your business, so we are with you every step of the way.

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Beyond the menu and the wine list, two pieces of paper are fundamental to the long-term success of any restaurant: the lease and the alcohol licence.

”

Nicholas Lander - restaurateur and critic

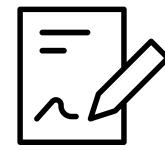
We can help with:



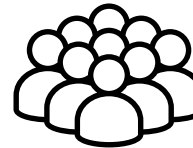
Corporate



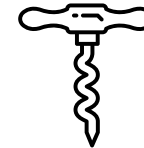
Finance



Commercial



Employment



Licensing



Real Estate



Property
Litigation



Data Protection,
IP and IT



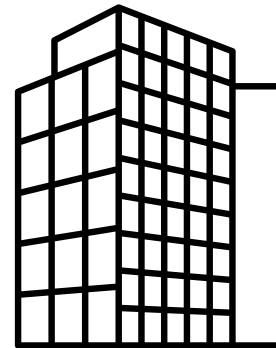
Health, Safety
and Regulatory

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In facts and figures



c.300
Lawyers



5
offices...



Over 550
People



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Bringing our hospitality experience to bear

The hospitality industry is populated with passionate people. Passionate about food and drink. About experience. About service. But rarely about the law! Fortunately that's what we are here for.

In an ever-changing hospitality landscape, it's never been more important to have access to clear, professional advice. As your legal partner, we get it right first time, giving you the confidence to move forwards with your operation and stay ahead of the rest.

Buying, selling and funding

Every successful hospitality business requires investment. To expand. To adapt. To innovate. To seize opportunity. To stand out in a crowded market. And ultimately to realise that investment - for owners and investors - via an exit.

Our specialist corporate lawyers are on hand throughout that journey. They can help you navigate complex legal landscapes, mitigate risks and make informed decisions that align with your goals and those of your partners. By offering strategic advice whilst ensuring adherence to legal standards, we can play a vital role in safeguarding your operation's interests while promoting its growth and stability.

Our expert team helps you navigate financial transactions of any scale, whether loans and investment structuring, mergers and acquisitions or even initial public offerings. This includes advice on compliance with securities laws, banking regulations, anti-money laundering requirements and tax laws to help secure your financial footing. We have experience from all sides of the table, having also acted for major banks and local authorities on a number of hotel and leisure transactions and loans. This 360-degree experience means we are regularly called on to act for hospitality businesses of all shapes and sizes, from the small independent to the national and international chains.

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Bringing our hospitality experience to bear

Employment

Your service is defined by your people, which is why it is fundamental to attract and develop the best talent. To keep that talent, and the ideas and skills you have shared with them. And to reward that talent appropriately.

Discussions in the industry abound around tips, rates of pay, and working hours. Around agency staff. Around duty of care and safeguarding. And around the pastoral care and health and wellbeing that businesses competing for talent consider as part of their competitive package.

Our employment team is well versed in such matters, with specialist lawyers on hand at all times. We give hospitality businesses the confidence to make good decisions quickly and effectively, managing risk and helping such businesses keep their brightest and best.

Immigration

The fight for talent is fierce. The hospitality industry has always benefited from talent from overseas, whether transient support or more permanent appointments. But the post-Brexit regulatory landscape, and responsibilities which businesses face, are strict and forever evolving.

The skills or level of experience you are seeking may be hard to find, and extremely competitive to secure. Compliance is essential. Considering applying for a sponsor licence could open up your options, and attract and keep international talent within the company.

We have built a team of lawyers who specialise in immigration matters. We can help you navigate the day-to-day running of your licences, deal with tricky compliance and right to work queries, and assist with visa applications.

Bringing our hospitality experience to bear

Property

The venue and its location are one of the fundamental and defining features of many hospitality operations. But whilst each site enables you to establish or expand your business, negotiating the various procedures, rules and regulations around buying or leasing that venue can be daunting.

Our award-winning multi-disciplinary team of legal professionals, one of the largest in the North, helps clients navigate complex real estate transactions, ensuring compliance with laws and regulations while protecting their rights and interests. We advise hospitality operations on everything from acquisitions and disposals to development, disputes, finance, landlord and tenant matters and everything in-between.

Planning

Planning can be the downfall of many a good idea in the hospitality industry. Negotiating your way through the complex planning system can often feel overwhelming, whether in relation to regulations or the processes that govern land use and development. Our team of expert planning lawyers, chartered town planners and technicians advise with clarity and pragmatism.

From the identification of an opportunity, through to the implementation of a development, we provide a seamless service ready to tackle any situation along the way; supporting you to make the right decisions, whilst ensuring your planning requirements are fulfilled and compliant with local and national policies.

Construction

And if you are putting spades in the ground, or undertaking significant building works, you need expert guidance on issues like contract drafting, compliance with local laws, planning regulations and safety standards. Our legal professionals help you mitigate risks and avoid costly litigation.

Our team of experienced, specialist lawyers have many combined years of experience working with operators to ensure that projects are executed smoothly, protecting your interests through careful review of agreements with contractors, suppliers, and stakeholders.

Property Litigation

If things do go wrong, our specialist Property Litigation lawyers help to prevent costly errors, streamline dispute resolution and protect your investments. We also facilitate negotiations, settlements, and if necessary, representation in court to make sure your needs are effectively advocated.

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Bringing our hospitality experience to bear

Commercial

Hospitality is a relationship business, involving suppliers, collaborators, innovators and partners. And whilst often built on trust, you need to enshrine the promises made within these relationships in watertight agreements, to protect yourself and your operation. And you need to act if things go wrong.

We provide advice and guidance on legal matters relating to your commercial operations, including supply contracts, partnership agreements, joint ventures, franchising, outsourcing arrangements, compliance, and dispute resolution. Our expert team is here to help you make informed decisions, protect your assets, avoid costly legal disputes and capitalise on opportunities for growth and expansion.

Data Protection, IP and IT

It is likely you are handling a lot of personal data within your operation. And with this comes nuanced decisions around privacy, promotion and protection. Compliance with regulations like GDPR, safeguarding sensitive information from breaches and maintaining consumer trust have never been so important.

Meanwhile, effective IP and trademark advice helps protect your innovations, branding and creative works from unauthorised use, leading to innovation and maintaining your competitive advantage.

Alongside the complexity of technology contracts, cybersecurity, and software licensing, our services are essential for managing risks, protecting assets and ensuring operational integrity in an increasingly interconnected world.

Bringing our hospitality experience to bear

Licensing

The making or breaking of many a hospitality concept is being able to secure a licence. We have an unrivalled track record securing appropriate licences, protecting against legal penalties, fines, and potential business shutdowns. We also understand and negotiate the terms of licences, ensuring that your rights and obligations are clearly defined and upheld.

Based on our wide-ranging experience, we can provide strategic advice to your business to stress-test your new projects before they start, and spot emerging challenges before they arise. Our approach is always to enhance your reputational integrity, promote informed decision-making and ultimately contribute to your long-term success and legal security.

Health, Safety and Regulatory

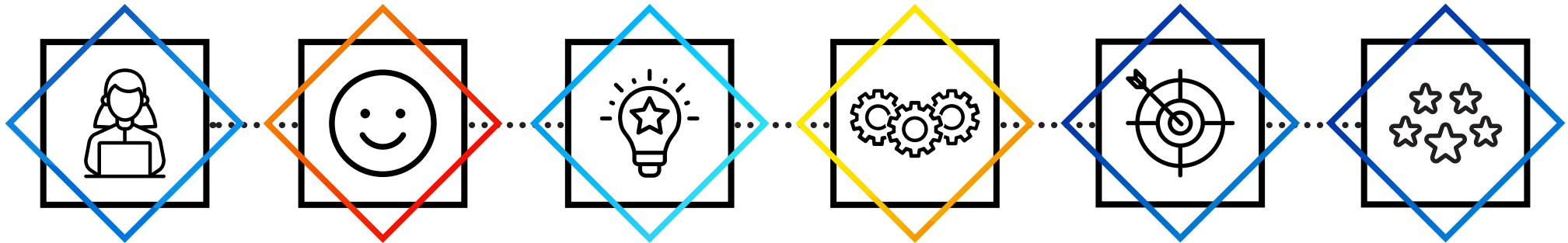
A prerequisite of any hospitality business is abiding by the raft of regulations governing your operation. Reputations are hard fought but easily squandered if your venue falls foul of its obligations. Our expert legal guidance helps organisations navigate the intricacies of health and safety standards, environmental regulations, and other industry-specific requirements, thereby minimising the risk of legal liabilities, financial penalties and reputational damage. And we will keep you abreast of changes and emerging trends, like the upcoming Martyn's Law, to keep you ahead of the regulators.

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Our approach

Running a hospitality business requires particular skills. You need to be a visionary, with an eye for detail. You need to be able to balance the art with the science. You need to value the best people, but remain competitive. And you need to be able to firefight, because every day is likely to hold a new challenge. Which is why you need to surround yourself with good people, and strong partners.

Our approach to working with you and your team is simple; we will be accessible, friendly and approachable, work collaboratively, have a pragmatic and commercial attitude to delivering your goals and listen carefully so that we can create a strong partnership.



Accessible

Whether in-person, telephone or email, we're on hand to accommodate your preferences and needs. We work to fit in with you, not the other way around.

Approachable

Our friendly, client-first approach always means that we go the extra mile. Your satisfaction is our top priority and we're committed to helping you achieve your goals.

Collaborative

We know that every client is different, which is why we develop bespoke solutions in tandem with your internal teams and personnel – because no one knows your business better than you.

Pragmatic

By being adaptable and responsive, we ensure that you receive the most efficient and cost-effective outcomes. We always strive to exceed expectations through our straightforward and client-centric approach.

Reliable

As a full-service law firm with over 90 Partners, we value clear and honest communication. Our resource, commitment and dedication to excellence means that we're always on hand, whenever you need us.

Partnership

By building and maintaining transparency and trust, we work alongside you to achieve shared success, while adapting to meet your evolving challenges and opportunities. More than just a legal service provider, we're here for the journey.

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Who we work for



BALTIC



Hays Travel



Malmaison

DAKOTA
HOTELS

LGH
Hotels Management Ltd

LANE7

 **eurocamp**
CAMPSITES • VILLAGES • RESORTS



Jet2 plc


THE INN COLLECTION
GROUP

“

The team inspires us with confidence and encourages us to grow and think differently, providing beyond legal support and exceptional levels of service.

”

Client feedback

“

Has an intricate understanding of our organisation, astute and savvy approach and keenness to get a resolution that is fit for purpose.

”

Client feedback

“

[The corporate team's] approach is aligned with ours and the relationships that have formed over the years ensure that an in-depth understanding of our requirements are considered at every juncture.

”

Client feedback

Contact us

We would love the opportunity to find out more about your goals and challenges, and to talk about how we might help support and protect you and your business. You are welcome to visit our offices in Birmingham, Leeds, Manchester, Newcastle or Teesside, or we would happily come to you or meet for a coffee.

Get in touch.



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Ward Hadaway LLP is a limited liability partnership registered in England and Wales under number OC430614. Registered office: Sandgate House, 102 Quayside, Newcastle upon Tyne, NE1 3DX where a list of members' names is available for inspection. We use the word "partner" to refer to a member of Ward Hadaway LLP. Authorised and regulated by the Solicitors Regulation Authority (No.817773).

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