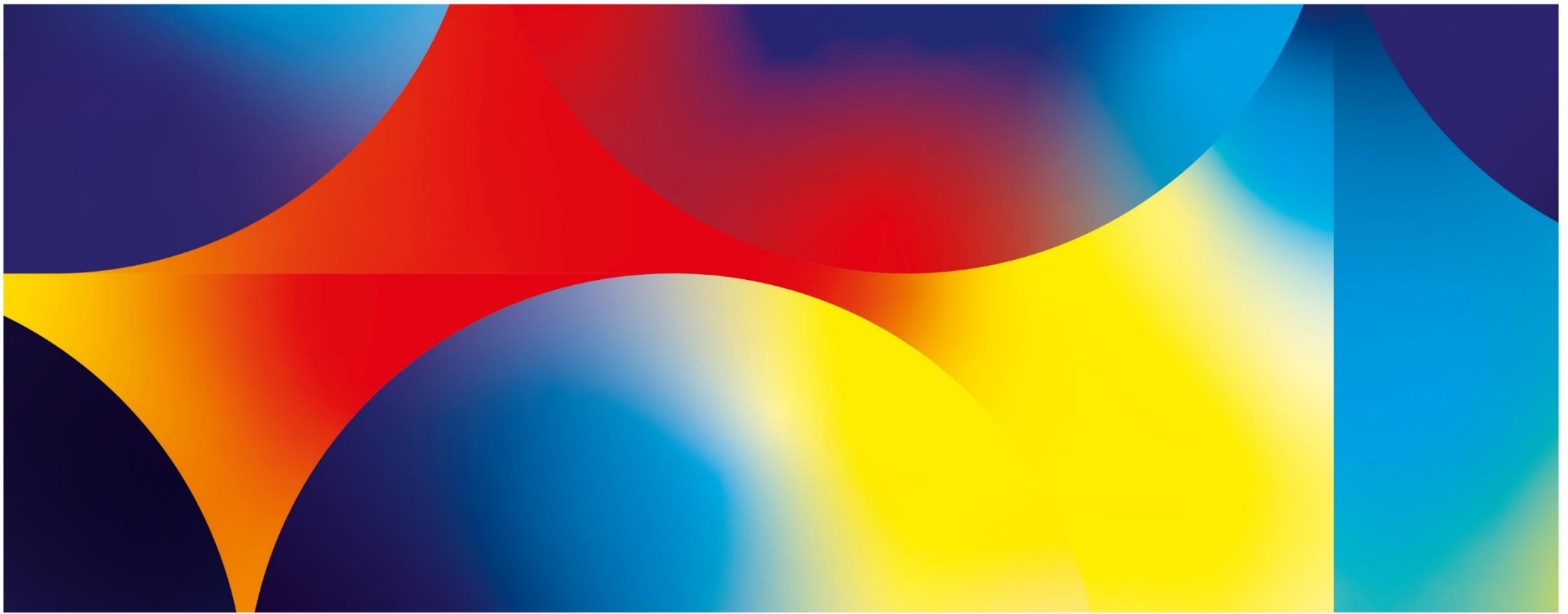




RM6374 Legal Panel for Public Sector

Lot 1a; Full Legal Service Provision for all Public Sector, **Lot 1b;** Full Legal Service Provision for Local Government and Local Communities (including Housing & Charity sectors), **Lot 1c;** Full Legal Service Provision for Health and Social Care, **Lot 2;** Focused Legal Support. **Lot 3;** Litigation and Disputes. **Lot 4;** Projects and Complex Advice including PPP, and **Lot 5;** Transport and Rail.

Contents

We are a full-service, multi-disciplinary law firm providing specialist legal expertise to businesses and organisations.

[Supplier Introduction](#)

[Commercial, Corporate and Finance Specialisms](#)

[Team Structure](#)

[Disputes, Public and Regulatory Specialisms](#)

[Social Value](#)

[People, Property and Sector Specialisms](#)

Contents

Commercial, Corporate and Finance	Disputes, Public and Regulatory	People, Property and Sector
Competition law (1aM, 1bM, 1cM, 2E, 4M, 5O) Contracts (1aM, 1bM, 1cM, 2E, 4M) Corporate finance (1aO, 1bO, 1cMO 2E) Corporate law (1aM, 1bM, 1cM, 2E) Debt capital markets (2E) Equity capital markets (2E) Finance and investment (1aM, 1bM, 1cM, 2E) Financial institutions rescue, restructuring and insolvency (2E) Financial services, market and competition regulation (1aO, 1bO, 1cO, 2E) Franchise law (1aO, 1bO, 1cO, 2E) Grants (1aM, 1bM, 1cM, 2E) Information law including data protection law (1aM, 1bM, 1cM, 2E) Information technology law (1aM, 1bM, 1cM, 2E) Intellectual property law (1aM, 1bM, 1cM, 2E) Investment and asset management (2E) Investment and commercial banking (2E) Mergers and acquisition activity (1aO, 1bO, 1cO, 2E) Outsourcing (1aM, 1bM, 1cM, 2E) Partnership law (1aO, 1bO, 1cO, 2E) Project and asset finance (2E, 4M) Projects / PPP (1aM, 1bM, 1cM) Projects and transactions (2E, 4M) Restructuring and insolvency (1aM, 1bM, 1cM, 2E) Sustainable finance/green finance (1aO, 1bO, 1cO, 2E) Tax law (1aO, 1bO, 1cO, 2E)	Commercial litigation and dispute resolution (1aM, 1bM, 1cM, 3M) Debt recovery (1aO, 1bO, 1cO, 2E, 3O) Dispute resolution and litigation law (1aO, 1bO, 1cO, 2E, 3M, 5O) Emerging policy and legal risk advisory (1aO, 1bO, 1cO, 2E) Employment litigation and dispute resolution (3O) Financial litigation (3O) Litigation and dispute resolution (4M) Private law litigation and dispute resolution (1aO, 1bO, 1cO, 2E, 3O) Property and real estate litigation and dispute resolution (1aO, 1bO, 1cO, 2E, 3O) Public inquiries – support to participants and inquests (1aM, 1bM, 1cM, 2E) Public inquiries – non-statutory independent inquiries/reviews (2E) Public law (1aM, 1bM, 1cM, 2E, 4M) Public law litigation and dispute resolution (1aM, 1bM, 1cM, 3M) Public procurement law (1aM, 1bM, 1cM, 2E, 4M, 5M) Regulatory law (5M) Statutory civil recovery (3O) Subsidy control law (5M) Supporting public inquiries (1aO, 1bO, 1cO, 2E)	Aviation and airports (1aO, 1bO, 1cO, 2E, 5O) Charities (1aO, 1bM, 1cO, 2E) Children and vulnerable adults (1aO, 1bM, 1cM, 2E) Construction law (1aM, 1bM, 1cM, 2E, 4M) Court of Protection (1aO, 1bO, 1cM, 2E) Education law (2e) Employment law (1aM, 1bM, 1cM, 2E, 5O) Energy and natural resources (1aO, 1bO, 1cO, 2E) Environmental law (1aO, 1bO, 1cO, 2E, 5O) Food, rural and environmental affairs (1aO, 1bO, 1cO, 2E) Health and safety (1aO, 1bO, 1cO, 2E, 5O) Health, healthcare and social care (1aO, 1bO, 1cM, 2E) Highways law (5O) Housing law (1O, 1bM, 1cO, 2E) Immigration (1aO, 1bO, 1cO, 2E) Life sciences (1aO, 1bO, 1cO, 2E) Planning law (1aO, 1bO, 1cO, 2E, 4M, 5M) Property, real estate and real estate finance (4M) Rail commercial law (5M) Real estate and real estate finance (1aM, 1bM, 1cM, 2E) Sports law (1aO, 1bO, 1cO, 2E)

Key:
 (Lot Classification)
 M – mandatory
 O – optional
 E – elective

Supplier Introduction

We are one firm, working together to provide the best possible client and working experience.

We are a successful independent law firm, providing quality legal advisory services and the services that support them to businesses, the public sector and individuals.

We are a firm in which each person can thrive and succeed as an individual and in business. That encourages and supports entrepreneurialism. That is known for its friendly, no nonsense approach. That behaves responsibly, and is actively engaged in its communities and their wellbeing. That marries the best use of technology with a people first service.

Our values

We believe in acting fairly, openly, responsibly and honestly at all times. This doesn't just apply to our dealings with our clients and our people. It also applies to everyone that we come across.

Our standards

High standards underpin everything we do. This applies to everything, from the quality of our legal advice and operational systems to our ethics and values.

Testament to the quality of our approach are the many recognised accreditations we have achieved. These cover areas as diverse as data security, respect for the environment and the way we care for our people

Our approach



Team Structure

Dedicated resources

From our 5 UK offices we employ over 320 lawyers who can deliver all the services required under Lots 1, 2, 3, 4 and 5 of the RM6374 framework across 7 practice areas:

Partnership						
Managing Partner Steven Petrie						
Client Relationship Director Colin Hewitt						
Corporate Finance Nik Tunley	Commercial Damien Charlton	Real Estate Kevin Weston	Housing Lesley Fairclough	Commercial Dispute Resolution Steven Petrie	Employment Harmajinder Hayre	Private Client Alison Hall
Banking and Finance	Charities	Agriculture	Housebuilding	Children and Safeguarding	Employment	Business Angels
Corporate Tax	Commercial	Commercial Development	Infrastructure	Commercial Litigation	HR Consultancy	Charitable Giving
Mergers and Acquisitions	Competition and Subsidy Control	Infrastructure (non-housing)	Plot Sales	Construction & Engineering	Immigration	Matrimonial
Private Equity	Data Law	Occupiers/Investors	Housing Litigation	Health and Safety		Powers of Attorney
Public Markets	Intellectual Property	Planning	Social Housing	Debt Recovery		Probate and Estate Administration
Raising Finance	Pensions	Property Public Sector	Social Housing Litigation	Healthcare		Tax
	Projects	Real Estate Finance		Fraud		Trusts and Trust Administration
	Public Sector	Construction (contentious and non)		Licensing		Wills and Succession
	Procurement	Real Estate Litigation		Insolvency		
				Regulatory		



Damien Charlton
Partner – Supplier Relationship Manager
0330 137 3410
damien.charlton@wardhadaway.com



Tim Care
Partner – Deputy Supplier Relationship Manager
0330 137 3458
tim.care@wardhadaway.com

Our core team of 100+ lawyers dedicated to Government and the Public Sector can draw upon the wider team of 320+ lawyers for additional resources when required, with no reliance on subcontractors.

Damien Charlton, our head of Commercial, will be your dedicated Supplier Relationship Manager providing a single point of contact and having overall responsibility for managing the framework. He will be supported by a Deputy Supplier Relationship Manager, Tim Care, to ensure all buyers receive an excellent and responsive service.

We would like to remind prospective clients that each individual call-off via RM6374 entitles you to up to two hours' free initial advice.

For bid/tender opportunities, please contact the Bids Team at bids@wardhadaway.com

Social Value

We are committed to delivering meaningful and measurable Social Value throughout the life of the Framework. Our approach focuses on creating positive outcomes for our communities, our people and the environment, with commitments designed to support local communities, promote inclusion and wellbeing, develop skills and opportunities, and reduce our environmental impact.

The commitments set out on the following page demonstrate the practical actions we will take to deliver these outcomes. We will also work collaboratively with Buyers throughout the Framework and individual Call Off Orders to identify opportunities to tailor and enhance our Social Value activities to local priorities and requirements.

Carbon Reduction Plan

Our environmental commitments are underpinned by our Carbon Reduction Plan (CRP), which sets out our approach to measuring and reducing our carbon emissions and achieving our longer-term net zero ambitions. The CRP provides further detail on our carbon reduction targets, actions and environmental commitments and is available [here](#).



Social Value

For our communities



To focus on two core themes: health and wellbeing, and young people.



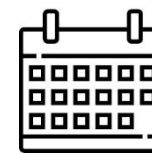
To take into account of our additional locations, to increase our annual pledge to £60,000 by way of cash donations to charitable causes.



To ensure our support reaches across all the regions of our five offices.



To proactively encourage and promote pro bono opportunities across our office network.



To give each person one day per year paid volunteering time and to proactively encourage and promote volunteering opportunities across our network.

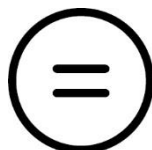
For our people



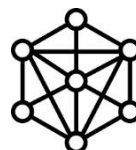
To implement our wellbeing strategy – a 3-year plan targeted towards positively improving the wellbeing of our people, using analytics to shape our ongoing activity.



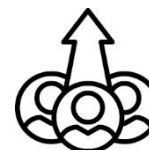
To increase our outreach into schools and colleges to talk to the workforce of the future about opportunities in a professional services firm.



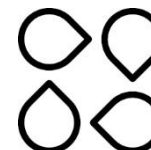
To focus on our broader EDI strategy, including regularly supporting our people through diversity and inclusive awareness sessions.



To implement affinity networks that provide opportunity for greater connection amongst diverse workforce groups.



To maintain our focus on improving gender balance across the firm, including maintaining the high percentage of female promotions, and employing initiatives that ultimately reduce the gender pay gap.



To increase engagement in responsible business through elected committees and firm-wide initiatives.

For the planet



To maintain an up-to-date Carbon Reduction Plan.



To achieve net zero status by 2050.



To maintain paper usage by 50% from historic levels.



To keep travel at under 50% of historic levels, and reduce the following year by a further 10%.



Birmingham
Leeds
Manchester
Newcastle
Teesside

ward
hadaway

Commercial, Corporate and Finance Specialisms



Competition law

(1aM, 1bM, 1cM, 2E, 4M, 5O)

We work with a range of businesses, helping them get to grips with this complex legal area. Our remit includes providing trade-related competition advice covering commercial arrangements, the conduct of firms that are dominant in a market, mergers and joint ventures, public procurement and State Aid.

Our experienced team also advises on State Aid issues, acting for grantors of State Aid, recipients of assistance and aggrieved third parties.

Our advice includes but is not limited to:

- Contentious and non-contentious advice and support in relation to domestic and international competition law, including retained EU law, cartels, abuse of a dominant market position and merger control
- All aspects of subsidy control and legacy State Aid

Work examples

The law has recently changed in this area and we are running a number of training events to ensure our NHS clients and NHS bodies are up-to-date on these changes. Previously we provided advice on breach of competition law in respect of a long-term exclusive catering agreement in a Hospital, indicating that it was unlawful and negotiating a less restrictive arrangement.

- Our experience of advising fund holders, fund managers and investee companies on the application of the De Minimis Regulation is also significant. This includes considering the cumulation of De Minimis aid with other forms of risk finance investment aid and the utility of De Minimis aid as an element in a funding strategy
- We have advised numerous clients on the post-Brexit control of subsidies. This has included advising on WTO/bilateral rules, the Northern Ireland Protocol, the relevant sections of the Trade and Cooperation Agreement and the likely impact of the soon to be in force Subsidy Control Act 2022

Contracts

(1aM, 1bM, 1cM, 2E, 4M)

Our Commercial team is one of the largest in the North, with lawyers who advise across the whole spectrum of commercial contracts.

Our advice includes but is not limited to:

- Commercial contracts and other commercial agreements
- Advising on, drafting and negotiating agreements relating to commercial activities including supply of goods and services, outsourcing / contracting out of services, manufacturing, agency and distribution, concession contracts, shared service arrangements, joint ventures and grants
- Supporting relationships including advising on rights and obligations, changes, termination / exit and transition between suppliers and advising on commercial / contractual reorganisations and restructuring including novations, assignments and changes in ownership
- Advising on public infrastructure regulation such as UK/EU regulation relating to energy, water, transport and telecommunication industries necessary to support commercial transactions and/or arrangements
- Advising on grant funding including:
 - UK replacement grant funding
 - post-Exit Date
 - advising on, drafting and negotiating grant documents.

Work examples

- Advising SAP on a large number of major (multi-million pound) software installations for customers such as Cable and Wireless, Northgate, Reckitt Benckiser, Mouchel, JCB, MITIE and others
- Advising Nexus on the design and implementation of its regional travel smart card project delivering integrated regional travel ticketing
- We advised Northern Powergrid on the roll out of its smart metering arrangements across the North and upon a series of time critical supply contracts
- Advising a national transport group on the Manchester bus franchising project

Ward Hadaway

The law firm for you

Corporate finance

(1aO, 1bO, 1cMO 2E)

Our experienced corporate finance team advises organisations, business owners, directors and investors on a wide range of corporate and transactional matters. We provide practical, commercially focused advice designed to protect investments, support effective decision-making and ensure that transactions and organisational structures operate within the relevant legal and regulatory framework.

We advise clients across a range of sectors and organisation types, including public and private companies, partnerships, LLPs and other corporate structures. Our expertise covers the legal and administrative issues arising from corporate structures, governance, investment and shareholder relationships, with particular experience in complex reorganisations, joint ventures, investment funds and corporate transactions.

Our advice includes but is not limited to:

- Corporate structures, reorganisations and group structures
- Shareholders' Agreements, Articles of Association and inter-group agreements
- Partnership Agreements and LLP Members' Agreements
- Corporate governance, including directors', officers', members' and trustees' roles and responsibilities

Work examples

- Acting for North East Finance in relation to the North East JEREMIE 1 fund
- Advising on the commercial arrangements required to establish the North East JEREMIE 2 fund
- Acting for a major social housing provider on all aspects of its governance and organisational structure
- Advising on the reorganisation of Newcastle Science Central LLP in relation to its multi-million-pound property joint venture with Legal & General

Corporate law

(1aM, 1bM, 1cM, 2E)

Our commercial team has considerable expertise in advising on complex governance and company law matters, joint ventures, special purpose vehicles, commercial arrangements, procurement, reviewing and drafting standard terms and conditions, outsourcing and supply agreements.

Our advice includes but is not limited to:

- Company law
- Public and private company transactions (including mergers and acquisitions and corporate finance)
- Share acquisition, disposals, capitalisations
- Entity selection and formation of Government companies and Government joint ventures and venture capital advice
- Directors' duties
- Company secretarial services
- Operating and partnership agreements, mutual arrangements
- Securities and governance matters
- Restructuring of ownership and complex and innovative legal structures and initiatives

Work examples

- Acting for an NHS Trust on the acquisition and development of a new £12m in-patient mental health facility
- Advising a combined authority on a number of state aid issues, including in relation to the formation of a joint venture
- Numerous joint ventures between NHS Trusts and other NHS organisations, private sector organisations and third and voluntary sectors

Debt capital markets

(2E)

Our team advises businesses and other organisations on the legal and commercial issues arising in relation to debt financing, refinancing and financially distressed situations. We have particular experience advising secured and unsecured creditors on recovery strategies, as well as supporting businesses through restructuring, turnaround and refinancing.

Our wider insolvency expertise provides an understanding of the issues that can arise where borrowers experience financial distress or become insolvent, enabling us to advise on the implications for creditors, businesses and other stakeholders.

Our advice includes but is not limited to:

- Restructuring, turnaround and refinancing
- Advising secured and unsecured creditors on recovery strategies
- Advising businesses on the legal and commercial implications of financial distress and insolvency
- Advising on the treatment and recovery of debt in distressed situations

Work examples

- Advising directors of financially distressed businesses across numerous sectors on their duties, options and how to deal with financial problems and obstacles encountered by the business
- Advising secured and unsecured creditors on recovery strategies
- Advising businesses, individuals, charities and public sector bodies on the legal and commercial implications of dealing with financially distressed or insolvent companies
- Advising on restructuring, turnaround and refinancing arrangements
- Working with insolvency practitioners and other professional advisers on all aspects of corporate and personal insolvency, including getting control of and realising assets and pursuing formal claims and litigation

Equity capital markets

(2E)

Our experienced corporate team advises businesses and investors on a broad range of equity transactions, including raising capital, going public, investments, divestments and takeovers. We support clients throughout the transaction, providing commercially focused advice and helping to identify and mitigate legal and practical risks.

Our team has extensive experience acting for companies, shareholders, management teams, private equity and venture capital investors and sellers on complex transactions. We work closely with clients and their wider advisers to structure and execute transactions effectively, whether supporting a business through its next stage of development or advising on an investment or exit.

Our advice includes but is not limited to:

- Raising capital and equity investment
- Going public and going private
- Takeovers
- Private equity and venture capital investments
- Acquisitions and disposals
- Mergers and acquisitions

Work examples

- Acting for the sellers and management of Visualsoft Holdings Limited on the investment made into Visualsoft by Livingbridge
- Acting for Racz Group Ltd on various matters including its strategic development, growth and structural matters
- Acting for a German family office on its UK market entry through the acquisition of the entire issued share capital of a North East-based company from a Canadian-based seller
- Acting for Host & Stay Group in its investment by Growth Capital Partners and a number of subsequent strategic acquisitions

Finance and investment

(1aM, 1bM, 1cM, 2E)

Our corporate and commercial departments have significant experience of advising in relation to limited partnerships, fund management agreements, loan facility agreements and grant funding agreements. The firm's corporate team is the largest dedicated corporate team in the North East of England and has topped the tables for corporate deal making for a 4th consecutive year after being recognised as the busiest corporate dealmaker in the annual Experian MarketIQ league tables.

Our advice includes but is not limited to:

- Advising on general banking matters (domestic and overseas, including loan agreements, guarantees and security arrangements), trade finance and financial litigation
- Asset finance
- Capital markets
- Acquisition finance
- Project finance
- Restructuring / insolvency
- Loans / lending

Work examples

- Advising on the implications of the insolvency of the manager of the JEREMIE 1 Microloan Fund, and the appointment of a new fund manager
- Advising on the termination of the JEREMIE 1 Technology, Growth Plus and Angel Funds and the ongoing arrangements with regard to investments. This included advising on the dissolution and termination of the limited partnerships and termination of the fund management agreements
- Advising numerous public and private bodies and companies on loan facility and funding documentation, including advising the North East Local Enterprise Partnership (NELEP) and the North East Combined Authority on a significant number of funding projects, including those under Regional Growth Fund and the Growing Places Fund

Financial institutions rescue, restructuring and insolvency

(2E)

Our experienced restructuring and insolvency team advises financial institutions, including banks, asset-based lenders and private funders, as well as secured and unsecured creditors, in relation to financially distressed and insolvent businesses. We provide practical advice on restructuring, turnaround, refinancing, enforcement and recovery strategies, as well as the legal and commercial implications of formal insolvency processes.

Our specialists advise throughout the lifecycle of a distressed situation, from exploring funding and restructuring options and protecting creditor interests through to formal insolvency proceedings, enforcement and recovery. We also work closely with insolvency practitioners and other professional advisers on complex corporate and personal insolvency matters.

Our advice includes but is not limited to:

- Advice to banks, asset-based lenders and private funders
- Advice to secured and unsecured creditors
- Restructuring, turnaround and refinancing
- Enforcement and recovery action
- Rights against insolvent companies and their insurers

Work examples

- Advising banks, asset-based lenders, private funders and other secured and unsecured creditors on recovery strategies and enforcement action
- Advising directors of financially distressed businesses across numerous sectors on their duties, options and available restructuring and insolvency solutions
- Advising businesses, individuals, charities and public sector bodies on the legal and commercial implications of dealing with financially distressed or insolvent companies
- Working with insolvency practitioners and other professional advisers on corporate and personal insolvency matters, including the control and realisation of assets and the pursuit of formal claims and litigation

Financial services, market and competition regulation

(1aO, 1bO, 1cO, 2E)

Our specialist team advises businesses on a broad range of financial services, market and competition regulatory matters, helping clients understand and manage their regulatory obligations while supporting their commercial objectives. We provide practical advice on competition and market regulation, including trading arrangements, mergers and joint ventures, regulatory investigations and Subsidy Control.

We assist clients in managing regulatory risk from the outset, including through competition compliance programmes and merger control advice. Where regulatory investigations arise, our team provides immediate support, including on-site investigation assistance and representation in competition litigation.

Our advice includes but is not limited to:

- Advice on the granting and receipt of subsidies
- Advice on trading and commercial arrangements
- Liaison with regulators
- Merger control guidance and support

Work examples

- Representing 14 businesses in infringement proceedings arising from construction bid-rigging, including appeals in relation to penalties
- Advising on anti-competitive arrangements concerning the supply of products to the furniture industry
- Advising in relation to price-fixing concerning replica football kits
- Advising on merger enquiries across a range of sectors, including estate agency, bus services, chemicals and waste
- Defending follow-on competition claims

Franchise law

(1aO, 1bO, 1cO, 2E)

We advise businesses on the legal and commercial issues arising from franchise arrangements, from the initial design and establishment of a franchise model through to the negotiation and management of franchise agreements. The team combines specialist commercial and intellectual property expertise with practical experience of supporting businesses operating through franchise structures.

The team advises on both contentious and non-contentious aspects of franchising, including the contractual arrangements governing the relationship between franchisors and franchisees. Its wider commercial practice also provides expertise in related areas including intellectual property, licensing, distribution and commercial agreements.

Our advice includes but is not limited to:

- The design and establishment of franchise arrangements, including the structure and commercial framework of the franchise model
- Drafting, reviewing and negotiating franchise agreements and associated commercial documentation
- Advice on contentious and non-contentious aspects of franchise arrangements
- Related intellectual property, licensing, distribution and commercial contract matters arising from franchise operations

Work examples

- Acting in respect of franchising arrangements for a major UK franchisee
- Advising businesses on the design and establishment of franchise arrangements, including the legal framework governing the franchisor/franchisee relationship
- Advising on contentious and non-contentious franchise agreement matters, drawing on the firm's wider commercial contracts expertise

Grants

(1aM, 1bM, 1cM, 2E)

Our specialist grants team advises public authorities and government departments on the design, delivery and administration of grant funding programmes. Our experience includes advising on large-scale public funding programmes, developing efficient and accountable grant processes, and drafting and negotiating grant funding agreements.

We provide practical, cross-disciplinary support throughout the lifecycle of a funding programme, from programme design and individual grant awards through to delivery, audit and compliance. Our team includes lawyers with experience within the Government Legal Department advising on the design and day-to-day delivery of national public funding programmes.

Our advice includes but is not limited to:

- Design and delivery of public funding and grant programmes
- Drafting and negotiation of Grant Funding Agreements
- Advice on grant award processes and documentation
- Designing efficient and accountable grant administration processes

Work examples

- Supported a Combined Authority in administering over £225m of public funding, including drafting Grant Funding Agreements and advising on Subsidy Control compliance
- Advised a Government Department on streamlining its suite of grant funding agreements, reducing their length while strengthening key protections
- Successfully advised in the UK's first case under the Subsidy Control Act 2022
- Advised over ten public authorities on making Subsidy Control referrals to the Competition and Markets Authority

Information law including data protection law

(1aM, 1bM, 1cM, 2E)

Keeping data secure and using it only for lawful purposes and for the purposes for which it was gathered promotes good data governance. Members of our commercial team specialise in data protection matters, with a number being nationally recognised as experts in legal directories. We advise both public and private sector organisations on all aspects of data protection including data security.

Our advice includes but is not limited to:

- The law surrounding the use and control of information by public and private sector bodies, including domestic and EU data protection legislation
- International data transfers
- Data protection laws, data requests and complying with the principles of transparency
- Freedom of Information

Work examples

- We have advised numerous bodies on all aspects of data compliance including reviewing data management and governance structures, training and awareness, managing processors, contracts and the supply chain, data sharing and advising on the ICO's expectations in respect of the technical and organisational security measures which need to be taken
- We advise organisations on all aspects of data protection, data subject rights, data exports, data security, data breach management, data protection documentation including the RoPA and appropriate policy document and data sharing and data protection impact assessments
- We have assisted a number of public bodies in respect of data protection compensation claims made under the GDPR
- We have helped public bodies with contentious data subject access requests, including drafting responses, redacting documents and dealing with complaints by data subjects to the ICO

Information technology law

(1aM, 1bM, 1cM, 2E)

Our team of digital and technology solicitors have decades of collective experience advising on new, emerging and disruptive technology.

Our advice includes but is not limited to:

- Information technology and telecoms procurement and contracting
- Design, development, maintenance and support contracts
- Restructuring of contracts and/or services
- Exit and migration/transition
- Hardware purchasing, software licensing, managed services, Ecommerce, cloud-based services, convergent technologies and the internet

Work examples

- Acting for an NHS Trust in assessing the cause of delay and a major cost overrun on a key patient administration system and implementing an exit strategy
- Acting for an NHS Trust in relation to alleged breach of Licence claims and threatened termination of key IT services
- Advising a major provider of outsourcing services regarding termination and step-in rights in connection with a major government agency
- Acting for an IT service provider in defending claims following a major data breach and resulting ICO investigation
- Acting for a software supplier in a claim for copyright infringement arising from the alteration of file structures to assist data migration from a legacy system
- Acting for a supplier of website services in defending claims by an on-line retailer following termination of a project to build a new site

Intellectual property law

(1aM, 1bM, 1cM, 2E)

Our friendly and experienced team of Intellectual Property (IP) specialists can protect your hard work, offering advice and guidance on the legal ownership of your intellectual property and options on how to safeguard it for the future.

Our advice includes but is not limited to:

- Contentious and non-contentious support and advice relating to patents, copyright, trademarks, trade secrets and rights in confidential information, database rights, design rights, and other forms of intellectual property
- Assignment and licensing of rights and commercialisation and exploitation of intellectual property

Case study

The team has a particular specialism of working with early stage and fast-growing technology businesses and these are often in receipt of funding from Innovate UK in order to assist with their research. A number of these businesses are spin outs from Universities such as Newcastle University and we are very familiar with the conditions that are applicable to this type of funding as part of the spin out process.

Recently we have been involved in setting up a number of spin out companies in the Life Sciences sector that are in receipt of IUKL funding. We are also regularly involved in preparing and negotiating multi-party research and development and collaboration agreements for technology projects which IUKL is supporting by providing funding as the sponsor.

Recording the agreement reached relating to the ownership and rights to use the intellectual property created through these agreements, reflecting the requirements of IUKL, is a central part of these agreements. The IP team regularly works alongside the banking and finance team in taking security over IP including mortgages of patents.

Investment and asset management

(2E)

Our multidisciplinary team advises a broad range of investors and investment organisations, including venture capital funds, private equity funds, institutional and private lenders, independent financial advisers and individual investors. We provide commercially focused advice across the lifecycle of investments, from early-stage investment and investment structuring through to refinancing, acquisitions and the management and realisation of investment interests.

Our experience includes advising investment companies and funds on their interests in portfolio businesses, including investment documentation, loan notes, subordination arrangements, change of control provisions and the interaction between debt and equity funding. We work closely with clients on complex investment structures and transactions, drawing on our wider corporate, banking, real estate and insolvency expertise where required.

Our advice includes but is not limited to:

- Early-stage investment
- Private equity and venture capital investments
- Investment structures and documentation
- Advice to investment companies and funds on portfolio investments
- Loan notes and associated investment arrangements

Work examples

- Acting for an investment company in respect of its investment into Broadband Satellite Services Limited when the company refinanced with a national bank, including reviewing, reporting upon and negotiating the facility agreement from the investment company's perspective, advising on change of control provisions and preparing a subordination deed between the investment company and bank
- Acting for the sellers and management of Visualsoft Holdings Limited on the investment made into Visualsoft by Livingbridge
- Acting for Host & Stay Group in its investment by Growth Capital Partners and a number of subsequent strategic acquisitions

Investment and commercial banking

(2E)

Our experienced banking and finance team advises banks, building societies, institutional and private lenders and other financial institutions on a wide range of commercial lending and refinancing transactions. We provide practical, commercially focused advice on the structuring, documentation and security arrangements required to protect lenders and facilitate the delivery of finance.

Our experience covers multi-million-pound refinancing, acquisition finance, development finance and other lending arrangements across a range of sectors. We advise on facility agreements, security packages, guarantees, priority arrangements and conditions precedent, working alongside our real estate, construction and corporate teams where transactions require wider specialist input.

Our advice includes but is not limited to:

- Commercial lending and financing arrangements
- Refinancing and amendment of existing facilities
- Acquisition finance
- Development finance
- Term and overdraft facilities

Work examples

- Acting for a national bank on the amendment and restatement of facilities to a property group
- Acting for a banking client on £9.2 million term and overdraft facilities made available to Marantomark Limited to refinance existing borrowing, repay intercompany debt and assist with refinancing costs, including advising on the offer letter and security structure comprising debentures and legal charges
- Acting for a bank in connection with its facility to Vision Investments One Limited to refinance existing debt for the development of Manchester Hall, including advising on the offer letter, security arrangements and complex priority arrangements with a junior lender

Mergers and acquisition activity

(1aO, 1bO, 1cO, 2E)

Our experienced corporate team advises businesses, shareholders, management teams, investors and corporate groups on a broad range of mergers and acquisitions. We support clients throughout the transaction lifecycle, from strategic planning and due diligence through to negotiation, completion and post-transaction matters.

Our experience spans acquisitions, disposals, management buy-outs and buy-ins, strategic investments and cross-border transactions. We advise clients across a wide range of sectors and work closely with our wider multidisciplinary teams to address the corporate, commercial, financing, property, employment, tax and regulatory aspects of transactions.

Our advice includes but is not limited to:

- Acquisitions and disposals
- Mergers and acquisitions
- Strategic acquisitions and investments
- Management buy-outs (MBOs) and management buy-ins (MBIs)

Work examples

- Acting for a German family office on its UK market entry through the acquisition of the entire issued share capital of a North East-based company from a Canadian-based seller
- Acting for Gi Group Holdings, the Italian-based recruitment and HR services company, in its acquisition of Encore Personnel
- Acting for Host & Stay Group in its investment by Growth Capital Partners and a number of subsequent strategic acquisitions
- Advising on the acquisition of AGS Tech, Maintec, HBS Fabrication, Citrus Group and RAAM Construction by ABCA Group, a deal shortlisted for Deal of the Year (£5m–£20m) at the North East Dealmakers Awards 2025

Outsourcing law

(1aM, 1bM, 1cM, 2E)

We advise customers and suppliers on high-value and complex outsourcing transactions, from initial project scoping and procurement through to contract negotiation, implementation and ongoing service provision. The team combines commercial, procurement, employment, technology and regulatory expertise to help clients manage the legal and commercial risks associated with outsourcing projects.

The team advises across a wide range of outsourcing arrangements, including IT and business process outsourcing, facilities management, logistics, warehousing, financial services and other business support services. It also advises on disputes and service issues where outsourcing arrangements do not perform as expected.

Our advice includes but is not limited to:

- Project scoping, due diligence, procurement strategy and tender and process design
- Preparing, drafting and negotiating complex outsourcing agreements, including IT and business process outsourcing arrangements
- Advising on service issues, contract performance, risk allocation and disputes between customers and suppliers

Work examples

- Acting for a leading supplier on a complex framework contract worth more than £400 million, covering transactional print and inbound mail services
- Advising a warehousing and logistics company on outsourcing contracts in the automotive sector
- Negotiating a high-value print outsourcing sub-contract between an IT service provider and a print service provider
- Advising on major outsourcing projects in the healthcare sector, including arrangements involving commissioning, procurement, contracting and service provision

Partnership law

(1aO, 1bO, 1cO, 2E)

We advise businesses and their owners on the full range of legal issues affecting partnerships and LLPs, covering both contentious and non-contentious matters. The team advises on the establishment and governance of partnerships, partnership and LLP agreements, partner rights and responsibilities, and the resolution of disputes between partners.

Where relationships between partners break down, the team provides strategic advice aimed at achieving a commercial resolution where possible, including negotiation, expert determination and mediation, while also having substantial experience of litigation where formal proceedings are required.

Our advice includes but is not limited to:

- Drafting and advising on partnership and LLP agreements, including provisions governing rights, responsibilities and decision-making
- Advising on partner and LLP member rights, governance, performance issues, admission and exclusion of partners
- Advising on partnership and LLP disputes, including dissolution, disputes over partnership assets and financial interests

Work examples

- Acting in a partnership dispute between solicitors, resulting in a contested trial at which the client was successful
- Acting for a group of business partners who successfully excluded a member of the partnership based upon performance even though the partnership agreement was inadequate to deal with the issue
- Advising airport and port clients on the application of the utilities procurement regulations
- advising South Tees Development Corporation on the procurement of a £150 million demolition framework
- Advising an NHS Trust on the procurement of a catering and cleaning outsourcing contract with a value of approximately £80 million
- Advising on the termination of a series of limited partnership investment funds and the realisation or transfer of investments held to the holding fund vehicle

Ward Hadaway

The law firm for you

Project and asset finance

(2E, 4M)

Our multidisciplinary team advises public and private sector organisations, financial institutions and lenders on the financing, refinancing and restructuring of projects and assets. We bring together expertise across banking and finance, real estate, construction and corporate law to advise on complex financing arrangements and the legal structures required to protect clients and funders.

Our experience includes advising on the structure and financing of infrastructure projects, including PFI, PPP and non-profit distributing models, as well as development finance, refinancing, asset disposals and lender security. We also advise on the contractual arrangements underpinning projects, ensuring that risks are appropriately allocated and that lenders and other stakeholders are adequately protected.

Our advice includes but is not limited to:

- Structure and financing of infrastructure projects, including PFI, PPP and non-profit distributing models
- Development finance
- Refinancing and reorganisation
- Asset acquisitions and disposals

Work examples

- Advising on the variation of PFI contracts, ensuring that risk transfer remains as initially allocated and that clients are fully protected, including reviewing all contracts forming part of a project to ensure they work together and contain no omissions or conflicting arrangements
- Acting for a bank in connection with its facility to Vision Investments One Limited to refinance existing debt for the development of Manchester Hall, including advising on security, construction matters and the assignment of collateral warranties to the lender
- Acting for a leading pub group on the drawdown of development facilities to refinance development at newly acquired sites, including preparing reports on title and construction documentation incorporating step-in rights for the funder

Projects / PPP

(1aM, 1bM, 1cM)

Our multi-disciplinary team of legal experts, with extensive industry experience and knowledge, advises both public and private sector organisations on complex projects and public-private partnerships (PPPs). We provide integrated legal support across the full project lifecycle, drawing on expertise in planning, infrastructure, procurement, construction, real estate, finance, commercial contracts and regulatory matters.

We advise clients on the structuring, development and delivery of major projects, including the acquisition and disposal of assets, project funding, contractual arrangements and risk allocation. Our experience spans a wide range of infrastructure and development projects, enabling us to provide commercially focused advice tailored to the objectives and requirements of each project.

Our advice includes but is not limited to:

- The structure and financing of infrastructure projects and deals including PFI, PPP and non-profit distributing models
- Asset disposals
- Refinancing and reorganisation
- Advice on regulation

Work examples

- We advise on the variation of PFI contracts ensuring risk transfer remains as initially allocated and that our clients are fully protected. We review all contracts which can make up a project, ensuring they work together and there are no omissions/conflicting arrangements
- Acted for a London Borough in connection with a joint education development with a College for the development of a new college facilities and two new schools, involving conditional contract and complex infrastructure, demolition, alternative accommodation and staged decant provisions as well as documentation with EfA for the free school development and leases back of sports facilities

Projects and transactions

(2E, 4M)

Our multidisciplinary team advises public and private sector organisations on complex projects and transactions across a range of sectors. We bring together expertise in corporate, commercial, real estate, construction, planning, banking and finance to provide coordinated advice throughout the lifecycle of major projects and transactions.

Our experience includes major property and infrastructure developments, joint ventures, acquisitions and disposals, reorganisations and complex development arrangements. We advise on the contractual and commercial structures required to deliver projects successfully, helping clients manage risk and address the legal, property, construction, financing and regulatory issues that arise.

Our advice includes but is not limited to:

- Major development and infrastructure projects
- Public and private sector projects
- Joint ventures and development partnerships
- Acquisitions and disposals

Work examples

- Acting for a London Borough in connection with a joint education development with a College involving the development of new college facilities and two new schools, including conditional contracts, complex infrastructure, demolition, alternative accommodation and staged decant provisions, documentation with the Education Funding Agency for the free school development and leases back of sports facilities
- Advising on the reorganisation of Newcastle Science Central LLP in relation to its multi-million-pound property joint venture with Legal & General
- Advising a local authority on the reorganisation of its economic development activities into a new group of companies

Restructuring and insolvency

(1aM, 1bM, 1cM, 2E)

We advise businesses, individuals, charities and public sector organisations on the legal and commercial issues arising from financial distress, restructuring and insolvency. The team acts for companies seeking to stabilise or restructure their businesses, as well as directors, shareholders, creditors, lenders and insolvency practitioners.

The team provides support throughout the restructuring and insolvency lifecycle, from early-stage turnaround and refinancing through to formal insolvency proceedings, enforcement, asset recovery and claims. Its specialists have experience across both corporate and personal insolvency and regularly advise on complex and time-sensitive situations.

Our advice includes but is not limited to:

- Restructuring and turnaround strategies, including refinancing, funding options and managing financial distress
- Advice to directors and shareholders on their duties, personal exposure and options when a business is in financial difficulty
- Advice to secured and unsecured creditors, banks, asset-based lenders and private funders, including enforcement and recovery strategies

Work examples

- Advising on supplier, partner and supply-chain insolvencies and restructuring, including the consequences of supplier insolvency and strategies to mitigate its impact
- Acting for insolvency practitioners in investigations and asset recovery, including claims relating to antecedent transactions, misfeasance and breaches of duty
- Advising lenders on the validity and enforceability of security, as well as assisting with the appointment of receivers and administrators and related enforcement matters
- Acting for creditors and insolvency practitioners in bankruptcy, winding-up and formal insolvency proceedings, including recovery of assets and pursuit of claims for the benefit of creditors

Sustainable finance / green finance

(1aO, 1bO, 1cO, 2E)

Our multi-disciplinary team advises developers, generators, operators, funders, investors and other participants across the renewable energy, waste, energy and utilities sectors. We support clients on the financing and investment aspects of energy and clean technology projects, drawing on experience across corporate, banking, finance, projects, planning and regulatory matters.

Our experience includes advising debt and equity funders on renewable generation and clean technology investments, as well as supporting developers in securing funding for energy projects. We have particular experience in biogas, biomass, solar, energy efficiency and other clean technology projects, including project finance, debt and equity structuring and investment arrangements.

Our advice includes but is not limited to:

- Debt and equity financing for renewable energy and clean technology projects
- Project finance and funding structures for energy and infrastructure projects
- Advising debt and equity funders on renewable generation projects
- Investment into biogas, cleantech and other renewable energy projects
- EIS and VCT clearance arrangements for investments in AD/biogas and cleantech projects

Work examples

- Advised industrial-scale AD project developers on debt and equity structuring and project finance matters for an industrial food waste anaerobic digestion gas-to-grid scheme in Yorkshire
- Advised a number of debt funders in connection with smaller solar PV installations, including reviewing lease arrangements and installation and O&M packages
- Advised equity funders on EIS and VCT clearance arrangements relating to investments in several anaerobic digestion and biogas schemes

Tax law

(1aO, 1bO, 1cO, 2E)

Our team of tax lawyers has advised on many different situations, from highly complex corporate structures to ensuring an owner-manager selling their business obtains the most from their deal. Working closely with our corporate, commercial, property and private client teams, we provide practical tax advice that is integrated into the wider legal and commercial objectives of each transaction.

Our experience covers the tax implications of buying, selling and restructuring businesses, corporate reorganisations, investment and funding structures, employee incentives and property transactions. We advise both businesses and individuals on structuring transactions efficiently, managing tax risk and making use of available tax reliefs and incentives.

Our advice includes but is not limited to:

- The application of direct and indirect taxation, including Corporation Tax, Capital Gains Tax and VAT
- Tax advice on business sales and acquisitions, including share sales, asset sales, tax covenants and warranties, Capital Gains Tax, Business Asset Disposal Relief and earn-outs
- Tax-efficient structuring, including corporate reorganisations, group restructures, funding and acquisition structures, Stamp Duty and Stamp Duty Land Tax

Work examples

- Advising shareholders of Kaystan Holdings Limited, the highest independent metal recycling business in Yorkshire on the sale to Sims Group Plc Limited
- Advising owners of pub-company on a number of substantial investments
- Advising a property company on a demerger to separate its investment and trading properties
- Advising an IT consultancy company on its international reorganisation
- Numerous share incentive arrangements for high-tech companies, including complex arrangements involving growth shares and EBTs as well as more standard EMI arrangements

Ward Hadaway

The law firm for you



Birmingham
Leeds
Manchester
Newcastle
Teesside

ward
hadaway

Disputes, Public and Regulatory Specialisms



Commercial litigation and dispute resolution

(1aM, 1bM, 1cM, 3M)

Disputes can expose businesses and organisations to significant liability, damages and costs, as well as diverting valuable time and resources. Our specialist disputes team provides pragmatic, commercially focused advice to help clients manage these risks and achieve successful resolutions, whether through negotiation, mediation or litigation.

Our team has extensive experience across a broad range of commercial disputes, acting for major organisations, businesses and individuals. We advise on complex contractual, shareholder, insurance, professional negligence and other commercial disputes, including matters involving substantial financial claims and international elements.

We also have significant experience in alternative dispute resolution and innovative litigation funding solutions, helping clients manage the financial risks associated with disputes and litigate from a position of strength.

Our advice includes but is not limited to:

- Contractual disputes, including disputes arising from commercial agreements
- Shareholder and partnership disputes
- Financial services, insurance and pension disputes
- Professional negligence, fraud and product liability disputes

Work examples

- Acting for the NHS in a multi-million-pound overclaiming case involving a large GP practice, including a wide-ranging forensic investigation and mediation
- Acting for the seller of an animal feed factory in a multimillion-pound warranty claim, which was settled at mediation on extremely favourable terms
- Representing an outgoing director and shareholder of a large building company and securing a substantial settlement
- Acting for a large group company in a declinature by its insurers following a cyber attack, involving a multi-million-pound contract and professional negligence claim

Debt recovery

(1aO, 1bO, 1cO, 2E, 3O)

Our Debt Recovery team specialises in volume B2B and B2C debt recovery and has a significant level of experience in recovering debts on behalf of Debt Collection Agencies. We have significant experience working with Local Authorities providing expert insolvency advice and support for the collection of business rates, council tax and other debt collection services. We are currently instructed by over 20 Local Authorities.

Our advice includes but is not limited to:

- Commercial lending & debt recovery
- Regulatory standards relating to debt collection
- Litigation and disputes relating to debt and its recovery

Case study

We were recently instructed by Brent Council to conduct a debt recovery exercise in relation to a large batch of historic unpaid council tax accounts. Numerous reminders and attempts at recovery were made by the council but to no avail. We obtained profile reports (an early case assessment) on debts above £5,000.

From this we were able to determine the prospects of recovery, selected cases that had good recovery prospects and made a recommendation on the most appropriate action Brent should take.

We then sent letters before action, issued statutory demands, conducted traces within the UK and beyond and where necessary conducted insolvency or enforcement proceedings.

Outcome:

- Approximately 20% of cases made payment in full or an arrangement to pay by instalments
- 60% were deemed suitable for insolvency action where a recovery could be foreseen
- 20% were identified to be uneconomical to pursue further and Brent was advised accordingly

Dispute resolution and litigation law

(1aO, 1bO, 1cO, 2E, 3M, 5O)

Two time winner of the Legal 500 dispute resolution firm of the year (outside London) award, our disputes team is one of the largest and strongest in the North of England, our team acts for over 70 public sector bodies including 40 NHS organisations. We are known for the breadth of our expertise, our commitment to our clients, astute and pragmatic advice, and our ability to think outside the box.

Our advice includes but is not limited to:

- Civil litigation against and on behalf of Buyers including alternative dispute resolution, arbitration, mediation, contractual resolution procedures, advocacy and early advice on disputes
- This should also include personal injury litigation, including public liability and employer's liability

Case study

We recently advised an NHS Trust that was having issues in relation to its PFI contract. We provided monitoring services to obtain the necessary evidence to demonstrate that Project Co is in breach of contract. Advising on the steps needed to preserve the position in relation to the contract and extract best value from the contract. In addition running an adjudication in relation to the Trust's right to obtain a maintenance survey (which informs the parties as to what is needed to bring the premises back into line with the contract).

Emerging policy and legal risk advisory

(1aO, 1bO, 1cO, 2E)

Our specialist team advises organisations on emerging legal, regulatory and policy risks, helping them understand changing requirements, identify potential exposure and put in place practical measures to manage risk. We work with businesses, healthcare providers, public sector bodies and third-sector organisations across a range of regulated and high-risk environments.

We help clients assess the impact of forthcoming legislation and regulatory developments, strengthen compliance frameworks and governance arrangements, and develop strategies to mitigate legal and regulatory exposure. Where issues arise, our regulatory specialists provide practical support through investigations, enforcement action and formal proceedings.

Our multidisciplinary approach enables us to advise on a broad range of emerging risks, including health and safety, environmental, regulatory, criminal and enforcement matters, as well as serious incidents requiring immediate legal intervention.

Our advice includes but is not limited to:

- Evaluating forthcoming legislation and advising on its potential impact
- Regulatory compliance, risk assessment and governance
- Regulatory investigations, enforcement and prosecutions
- Health and safety, environmental and other regulatory risks

Work examples

- Advising organisations on forthcoming legislation, compliance issues and the development of robust controls and governance systems to mitigate regulatory and legal risk
- Supporting clients facing regulatory intervention and investigation, including investigation management, formal interviews and representation before courts and tribunals
- Advising on health and safety investigations, including corporate manslaughter and gross negligence manslaughter investigations, fatal and serious injury accidents and regulatory prosecutions

Employment litigation and dispute resolution

(30)

Our specialist employment team advises employers on complex and contentious employment disputes, providing pragmatic and commercially focused advice from the early stages of a dispute through to resolution and, where necessary, representation before the courts and tribunals.

We have extensive experience handling Employment Tribunal and High Court proceedings, as well as disputes involving restrictive covenants and confidentiality, discrimination, unfair dismissal, senior executive and director exits, and industrial relations. Our employment lawyers are experienced advocates and work closely with clients to understand the circumstances and develop strategies that protect their commercial and strategic interests.

Our advice includes but is not limited to:

- Employment Tribunal and appellate litigation, including ET, EAT, Court of Appeal and Supreme Court proceedings
- Restrictive covenant and confidentiality disputes, including High Court proceedings
- Discrimination, unfair dismissal and victimisation claims
- Senior executive and director disputes and exits

Work examples

- Obtaining interim undertakings and negotiating a six-figure damages settlement in the High Court for a national financial services broker against a team of former brokers who had set up in competition in breach of their restrictive covenants and through misuse of confidential information
- Advising an energy company on the dismissal of its chief executive and defending a subsequent seven-day Employment Tribunal claim
- Representing a UK-based private sector company in a nine-day hearing before the Northern Ireland Equal Opportunities Commission concerning allegations of sex discrimination, part-time worker discrimination, unfair dismissal and victimisation

Financial litigation

(30)

Our specialist disputes team advises financial institutions, lenders, investors, businesses and other clients on complex and high-value financial disputes. We combine extensive disputes experience with knowledge of banking, finance, investment and insolvency matters to provide commercially focused advice and effective dispute resolution.

Our experience covers contentious matters arising from lending and investment arrangements, financial services, insolvency and recovery, as well as fraud and professional negligence. We advise clients throughout the dispute lifecycle, from early investigation and strategy through negotiation, mediation and litigation.

Our advice includes but is not limited to:

- Banking, lending and financial services disputes
- Financial fraud, professional negligence and recovery claims
- Disputes involving investment, funding and security arrangements
- Insolvency-related claims, creditor disputes and enforcement

Work examples

- Acting for the NHS in a multi-million-pound overclaiming case involving a large GP practice, including a wide-ranging forensic investigation, mediation and recovery proceedings
- Advising the NHS on developing a system to identify, investigate and recover overclaiming by optometrists, subsequently leading numerous successful recovery cases
- Acting for a large group company in a multi-million-pound contract and professional negligence claim following its insurers' declinature of cover after a cyber attack
- Acting for a national financial services broker in High Court proceedings against former brokers who had established a competing business in breach of restrictive covenants and through misuse of confidential information, obtaining interim undertakings and negotiating a six-figure damages settlement

Litigation and dispute resolution

(4M)

Two time winner of the Legal 500 dispute resolution firm of the year (outside London) award, our disputes team is one of the largest and strongest in the North of England.

We are known for the breadth of our expertise, our commitment to our clients, astute and pragmatic advice, and our ability to think outside the box.

Our advice includes but is not limited to:

- Civil litigation against and on behalf of Buyers
- Alternative dispute resolution, arbitration, mediation, contractual resolution procedures, advocacy and early advice on disputes

Case study

We acted on a breach of contract dispute (which was a forerunner to more claims). Following receipt of the letter of claim it became clear that the health body had no defence on liability. However there were good arguments to be made on quantum which would significantly reduce the claim.

Following liaison with our client we agreed that the matter should be settled. The Claimant was a litigant in person so it was felt that it would be helpful to have an independent third party mediating. An early mediation was held where matters were resolved with legal costs kept to a minimum.

Our client was also then given a template to use to resolve the further claims which would follow which avoided the need for further legal spend.

Private law litigation and dispute resolution

(1aO, 1bO, 1cO, 2E, 3O)

Our specialist disputes team advises individuals, businesses and organisations on a broad range of private law disputes, providing pragmatic and commercially focused advice to protect clients' interests and achieve effective resolution. Our experience covers complex contractual, property, shareholder, partnership, insurance and professional negligence disputes, as well as contentious private wealth matters.

We advise clients throughout the dispute lifecycle, from early assessment and strategic advice through negotiation and mediation to court proceedings where required. Our litigators have extensive experience of civil and commercial court procedures, including injunctions, appeals and other urgent applications, and regularly use alternative dispute resolution to achieve efficient and proportionate outcomes.

Our advice includes but is not limited to:

- Contractual, shareholder and partnership disputes
- Property disputes, including landlord and tenant, possession, dilapidations, service charge, easement, covenant and boundary disputes
- Professional negligence, insurance and fraud claims
- Private wealth disputes, including contentious probate, disputed wills and inheritance and trust disputes

Work examples

- Acting for the seller of an animal feed factory in a multimillion-pound warranty claim, which was settled at mediation on extremely favourable terms
- Representing an outgoing director and shareholder of a large building company and securing a substantial settlement
- Acting for a Sports Club in the successful recovery of losses from its insurance broker following negligent under-insurance in a major flooding incident

Property and real estate litigation and dispute resolution

(1aO, 1bO, 1cO, 2E, 3O)

Our specialist property litigation team advises developers, investors, landlords, tenants, property owners, occupiers, funds, trusts and public sector organisations on a broad range of property and real estate disputes. We provide commercially focused advice designed to protect property interests, resolve disputes efficiently and mitigate the risks associated with land ownership and occupation.

Our experience covers the full spectrum of commercial and residential property disputes, including landlord and tenant matters, development and option agreements, dilapidations, covenants, easements, possession, service charges, rent reviews, valuation disputes and property-related professional negligence. We regularly represent clients before the courts and specialist tribunals and use mediation and other forms of alternative dispute resolution where appropriate.

Our advice includes but is not limited to:

- Commercial and residential landlord and tenant disputes, including lease renewals, possession, forfeiture and rent reviews
- Development, lease, covenant, easement, boundary and rights of way disputes
- Dilapidations, service charge and valuation disputes, including First-tier Tribunal and Upper Tribunal proceedings

Work examples

- Acting for the purchaser of substantial development land in an arbitration concerning the price payable under a pre-emption right, successfully resisting a subsequent High Court challenge to the arbitration award
- Acting for an international logistics operator in a multi-million-pound terminal dilapidations claim following the termination of a lease of extensive warehouse premises
- Acting for a national retailer in a High Court action concerning the interpretation of a lease and whether the landlord was entitled to extend a neighbouring store and undertake other works

Public inquiries – support to participants and inquests

(1aM, 1bM, 1cM, 2E)

Our specialist team of Inquest lawyers work with a number of public sector clients including NHS Trusts and other healthcare organisations to provide legal support, advice and representation in respect of inquests and associated matters.

Our advice includes but is not limited to:

- acting as the solicitor to public inquiries (statutory and non-statutory) and inquests
- providing legal support to serving and former ministers and civil servants responding to inquiries and inquests where a conflict prevents the GLD from doing so

Work examples

- Representing a County Council before the Coroner's Court in an inquest into the death of a cyclist following an accident, the suggestion being that the accident was caused by a pothole in the road and the neglect of the Council in completing appropriate repairs
- Represented a regional international airport at an inquest into the circumstances of the death of one of their employees whilst at work. As a result of the evidence which was put before the Coroner and following discussions with the HSE, the decision was taken not to bring any formal criminal proceedings
- Representing one of the Core Participants at the Manchester Arena Bombing inquest.

Public inquiries – non-statutory independent inquiries/reviews

(2E)

Our specialist public law and investigations team provides legal support and advice to public sector organisations undertaking or responding to non-statutory public inquiries, independent investigations and reviews. We work with local authorities, NHS Trusts, educational institutions and other public bodies on complex and sensitive matters where independence, robust process and careful management of legal and reputational risk are essential.

Our advice includes but is not limited to:

- Advising on the establishment, scope and terms of reference for non-statutory independent inquiries, investigations and reviews
- Acting as legal adviser to independent investigators and review panels, including advising on procedural fairness, evidence-gathering and the conduct of interviews
- Advising public sector organisations responding to or commissioning independent inquiries and reviews, including on disclosure, information governance, confidentiality and legal privilege

Work examples

- Acting for a client as a Core Participant in a Public Inquiry, providing legal advice and support throughout the inquiry process.
- Advising an NHS Trust in relation to an Article 2-compliant public inquiry concerning the adequacy of care provided to an 18-year-old offender, including consideration of the development of mental health care generally and within a prison environment.
- Supporting NHS Trusts in complex investigations involving homicide, safeguarding and inquest proceedings, including an investigation into the circumstances surrounding the deaths of two family members following the assessment and discharge of a patient.

Public law

(1aM, 1bM, 1cM, 2E, 4M)

An in-depth knowledge of local government and public sector law and regulation underpins the advice required by local government organisations. In many cases we provide the knowledge and expertise needed to support in-house legal teams, in other instances our specific expertise is needed to run projects which are outside the expertise of those teams.

With wide experience of partnering with many local government organisations including councils, Local Enterprise Partnerships, Combined Authorities and development corporations, we work all across the UK.

Our advice includes but is not limited to:

- Local government law
- Inquiries and judicial reviews
- Professional disciplinary proceedings
- Public regulatory law
- Devolved powers

Work examples

- Represented a midlands council in a high-profile judicial review relating to the Government's decision to halt it's Building Schools for the Future scheme
- We advised on a case involving allegations of financial irregularities in a Parish Council, which involved Freedom of Information requests, an appeal to the Information Commissioner and proceedings before the Tribunal of the General Regulatory Chamber
- Advised a local authority on options to create a new trading arm including its powers under the Localism Act and the governance structures to control this commercial arm and retain the transparency required under the authority's constitution

Public law litigation and dispute resolution

(1aM, 1bM, 1cM, 3M)

Our specialist public law disputes team advises public bodies, commercial organisations and other clients on complex challenges to public decision-making. We have extensive experience of judicial review proceedings across a range of sectors, including healthcare, education, housing and regulation, with experience before the Administrative Court, Court of Appeal and Supreme Court.

We advise clients throughout the dispute process, from assessing potential challenges and managing pre-action correspondence through to substantive judicial review proceedings and appeals. Our team also has significant experience in public sector disputes arising from PFI arrangements, including litigation, arbitration and adjudication concerning schools, hospitals and other public infrastructure.

Our advice includes but is not limited to:

- Judicial review of public body and regulatory decision-making
- Public law challenges involving healthcare, education, housing and other regulated sectors
- PFI-related litigation, arbitration and adjudication
- Appeals and public law proceedings before the Administrative Court, Court of Appeal and Supreme Court

Work examples

- Successfully representing Kirklees Council in Court of Appeal proceedings arising from a judicial review concerning the council's decision to sell two specialist dementia care homes. The Court dismissed the appeal and upheld the decision
- Representing an NHS Trust in a high-profile judicial review concerning the closure of a service, successfully defending the Trust through the pre-action process and at a permission hearing in the Administrative Court, where the claim was dismissed
- Advising a mental health trust in judicial review proceedings arising from an Employment Tribunal finding, involving human rights issues, re-employment and significant reputational considerations. The claim was successfully settled shortly before the final hearing

Ward Hadaway

The law firm for you

Public procurement law

(1aM, 1bM, 1cM, 2E, 4M, 5M)

Our dedicated procurement team advises public and private sector organisations on the full lifecycle of public procurement exercises, combining detailed knowledge of procurement legislation with a practical understanding of our clients' commercial and operational objectives. We provide strategic advice designed to ensure compliant, effective and proportionate procurement processes while mitigating the risk of challenge.

Our experience covers procurement under both the previous procurement regimes and the Procurement Act 2023, including procurement strategy, market testing, competitive procedures, tender documentation, evaluation and contract drafting. We also advise on procurement challenges, including both pursuing and defending claims arising from procurement processes.

Our advice includes but is not limited to:

- Application of domestic and public procurement law, including the Procurement Act 2023
- End-to-end support on procurement exercises, including procurement strategy, specifications, evaluation criteria, tender and contract documentation
- Procurement challenges, including advising on the pursuit and defence of claims

Work examples

- Advising South Tees Development Corporation on the procurement of a £150 million demolition framework
- Advising an NHS Trust on the procurement of an approximately £80 million catering and cleaning outsourcing contract
- Advising an NHS Foundation Trust on the re-procurement of catering services at a PFI mental health hospital, including procurement documentation, contract drafting, compliance advice and preparation of the tender evaluation report

Regulatory law

(5M)

Our specialist regulatory team advises businesses, public bodies, healthcare organisations and individuals on the complex and evolving regulatory frameworks that govern their activities. We provide practical advice to help clients understand their regulatory obligations, manage risk and respond effectively when issues arise.

We have extensive experience across regulatory investigations, enforcement action and prosecutions, including health and safety, environmental, healthcare, trading standards, financial crime and corporate regulatory matters. Our lawyers support clients throughout the regulatory process, from initial investigation and evidence gathering through formal interviews, tribunal proceedings and court representation.

Our healthcare regulatory team also advises both regulators and regulated organisations on policy, audits, investigations, judicial review, appeals and professional disciplinary proceedings, including fitness to practise matters.

Our advice includes but is not limited to:

- Regulatory compliance, investigations and enforcement proceedings
- Regulatory prosecutions, including corporate manslaughter and gross negligence manslaughter
- Regulatory appeals, tribunal proceedings and fitness to practise matters

Work examples

- Represented 14 businesses in construction bid-rigging infringement proceedings, including appeals against penalties
- Defended and advised organisations and individuals in numerous corporate manslaughter and gross negligence manslaughter investigations and prosecutions
- Acted in numerous HSE and local authority investigations and prosecutions arising from workplace accidents and incidents across multiple sectors

Statutory civil recovery

(3O)

Our specialist team has extensive experience supporting public sector and healthcare organisations in identifying, investigating and recovering funds that have been improperly or fraudulently claimed. We have particular expertise in civil recovery actions involving NHS organisations and contractors across the general practice, ophthalmic and dental sectors.

Our approach combines detailed investigation and evidence gathering with practical recovery strategies, enabling clients to identify over-claims, establish the basis for recovery and pursue the return of public funds. We also advise organisations on fraud prevention and response strategies to reduce the risk of future losses.

Our advice includes but is not limited to:

- Statutory and civil recovery actions
- Identification, investigation and recovery of contractor over-claims
- Evidence gathering and retention in support of recovery proceedings
- Fraud prevention, detection and response strategies

Work examples

- Acting for NHS organisations to identify and recover improperly claimed public funds from contractors in the general practice, ophthalmic and dental sectors
- Advising the NHS on the development of systems to identify, investigate and recover over-claiming by optometrists, subsequently leading numerous successful recovery cases
- Acting for the NHS in a multi-million-pound overclaiming case involving a large GP practice, including a wide-ranging forensic investigation and mediation
- Advising NHS organisations on fraud response strategies and the recovery of funds following improper claiming by healthcare contractors

Subsidy control law

(5M)

We advise public authorities, businesses and other organisations on compliance with the UK Subsidy Control regime, including the application of the Subsidy Control Act 2022 to public funding, grants, financial transactions and development projects. The team advises both those awarding subsidies and those receiving or seeking to challenge financial assistance.

The team supports clients in assessing whether proposed measures constitute subsidies, identifying the appropriate route for lawful award and managing the associated compliance and reporting requirements. Advice also covers potential challenges before the Competition Appeal Tribunal and liaison with the Competition and Markets Authority's Subsidy Advice Unit.

Our advice includes but is not limited to:

- Assessing proposed grants, loans, investments and other forms of financial assistance for compliance with the Subsidy Control Act 2022
- Advising on the Subsidy Control Principles, Minimal Financial Assistance, Streamlined Routes and other routes to lawful subsidy awards
- Advising public authorities and beneficiaries on Subsidies of Particular Interest and referrals to the Competition and Markets Authority
- Advising on challenges to subsidy decisions, including proceedings before the Competition Appeal Tribunal

Work examples

- Advising on the UK's first case under the Subsidy Control Act 2022, demonstrating experience of the regime at an early stage of its implementation
- Advising on more than 15 matters reviewed by the Competition and Markets Authority, including matters involving public funding and subsidy compliance
- Advising over 10 public authorities on Subsidy Control referrals to the CMA, including the application of the new regime to public funding decisions
- Advising on the application of Subsidy Control to housing and regeneration projects, including the Social and Affordable Homes Programme and the Housing Streamlined Route

Ward Hadaway

The law firm for you

Supporting public inquiries

(1aO, 1bO , 1cO, 2E)

Our specialist team of Inquest lawyers work with a number of public sector clients including NHS Trusts and other healthcare organisations to provide legal support, advice and representation in respect of inquests and associated matters.

Our advice includes but is not limited to:

- Acting as the solicitor to public inquiries (statutory and non-statutory) and inquests
- Providing legal support to serving and former ministers and civil servants responding to inquiries and inquests where a conflict prevents the GLD from doing so

Work examples

- Representing a County Council before the Coroner's Court in an inquest into the death of a cyclist following an accident, the suggestion being that the accident was caused by a pothole in the road and the neglect of the Council in completing appropriate repairs
- Represented a regional international airport at an inquest into the circumstances of the death of one of their employees whilst at work. As a result of the evidence which was put before the Coroner and following discussions with the HSE, the decision was taken not to bring any formal criminal proceedings
- Representing one of the Core Participants at the Manchester Arena Bombing inquest



Birmingham
Leeds
Manchester
Newcastle
Teesside

ward
hadaway

People, Property and Sector Specialisms



Aviation and airports

(1aO, 1bO, 1cO, 2E, 5O)

Our multi-disciplinary team of legal experts – with extensive industry experience and knowledge – represent both public and private transport operators on planning, infrastructure, sales and purchases.

Our advice includes but is not limited to:

- Road based projects and infrastructure
- Logistics (contentious and noncontentious)
- Haulage
- Road regulatory matters

Work examples

- Advising on precedent-setting High Court litigation including Chester City Council-v-Arriva and Arriva the Shires-v-Luton Airport
- Acting for a large hauliers in respect of:
 - Operational land acquisitions
 - Disposal of surplus land
 - Landlord and tenant matters relating to its portfolio of properties
 - Assisting with estate management matters in general
- Successful challenge on behalf of a Polish carrier of notification from HMRC of intention to charge unpaid excise duty and wrongdoing penalty following discovery of contraband totalling £577,031 on the basis the carrier was not the “holder” of the goods for the purpose of Regulation 13 of the Excise Goods (Holding, Moving and Duty Point) Regulations 2010 and therefore not liable to pay the duty demanded
- Successful defence on behalf of a UK carrier of a claim by cargo owners in the French Court of Appeal in respect of theft of part of a consignment of MP3 players from the performing carrier’s vehicle whilst parked overnight

Charities

(1aO, 1bM, 1cO, 2E)

For over 30 years our charity solicitors have been advising charities and social enterprises of all shapes, types and sizes, including foundations, incorporated and unincorporated charities, charitable incorporated organisations, community interest companies, not-for-profits and community benefit societies.

Our varied and extensive experience means we understand the environment and unique regulatory landscape you operate within and the funding and other challenges you face but we can also help you identify take advantage of the organisational and operational opportunities these present. From governance and compliance issues, mergers, fundraising, commercial structures and property matters, joint working, safeguarding, employment and people needs, our charity lawyers can help.

Our advice includes but is not limited to:

- All aspects of Charity law, including but not limited to the establishment and governance of Charitable trusts

Work examples

- Advising a grant making foundation on governance and charity law compliance
- Advising on the establishment of a CIC with a substantial endowment and other funds from Big Society Capital and other major funders to operate an evergreen fund to support social and charitable enterprises
- Advising a grant making foundation on governance and contract law matters
- Advising a charity on grant and loan arrangements and reorganisation of previous funding arrangements
- Advising a foundation on governance and charity law compliance

Children and vulnerable adults

(1aO, 1bM, 1cM, 2E)

Our specialist team has significant expertise in dealing with complex, issues involving children and vulnerable adults. Our focus is always on the child's welfare, and we place this at the centre of our work. We act for parents, foster carers and special guardians but also for young people through their Cafcass guardians and directly for children who are old enough.

We act in a range of situations, including care proceedings, adoption proceedings, access arrangements, child support and maintenance, family disputes and domestic and international relocation issues.

Our advice includes but is not limited to:

- Adoption, social work, child-related and child protection issues
- Rights and obligations of public bodies, issues in relation to mental capacity, end of life care and funding, ageing population and costs of care issues
- Commissioning of related services

Work examples

- The Team provides safeguarding advice across other sectors such as Health, Education, Nurseries, Fostering Agencies, writing safeguarding policies and procedures as well as bespoke training in this area
- The Team has provided advice to Local Authority Clients under the terms of other Framework Arrangements and has experience of acting as Agent for Local Authority client and presenting cases

Construction law

(1aM, 1bM, 1cM, 2E, 4M)

We advise developers, contractors, sub-contractors, consultants, funders and public sector organisations across the full lifecycle of construction and engineering projects. The team supports projects from procurement and project set-up through contract drafting, project delivery, risk management and, where required, dispute resolution.

The team advises on a wide range of building, refurbishment, infrastructure and engineering projects, with experience across sectors including residential and commercial development, healthcare, education, leisure and public infrastructure. Advice covers both non-contentious and contentious matters, including adjudication, arbitration, mediation and court proceedings.

Our advice includes but is not limited to:

- Procurement and project set-up, including project structures, procurement advice and contract selection
- Drafting and negotiating building and engineering contracts, development agreements, framework agreements, consultant appointments and collateral warranties
- Project support, including risk management, troubleshooting and dispute avoidance, as well as construction health and safety and CDM requirements

Work examples

- Acting for a national design and build contractor on a £212.5 million London development project, comprising residential accommodation, retail units and a 312-bedroom hotel
- Acting for a university on the £70 million construction of new student accommodation, comprising six accommodation blocks and ancillary construction
- Advising an NHS Trust on multiple contracts for the £100 million+ redevelopment of a hospital site

Court of Protection

(1aO, 1bO, 1cM, 2E)

Our dedicated team of lawyers work with our NHS colleagues to provide legal support, advice and representation on the full range of health advisory and Court of Protection matters. As well as advising NHS clients, our Court of Protection lawyers provide Health Advisory and Court of Protection services for commissioners.

Our advice includes but is not limited to:

- The safeguarding responsibilities of local authorities
- Appointment of deputies
- Disputes regarding registration of powers of attorney
- Medical treatment decisions

Work examples

- We have provided advice in relation to patients with and without capacity, who indulge in excessive spending, be that shopping or gambling, and options available to limit spending. We have also advised on the use of Lasting Powers of Attorney for both health and welfare and finance and property, and what rights these give the donees in relation to requesting access to information relating to the patient. We have also challenged where access to funds is being limited and are currently advising an Authority in relation to a service user in placement where limited funds are restricting social activities
- We are assisting a Trust on a safeguarding investigation, in relation to a patient fatal assault where the patient were detained under the Mental Health Act

Education law

(2e)

Our Education team has considerable experience advising schools and academies. Our experience relates not just to general legal support on matters such as property, employment and contracts, but also to specialist education issues, such as exclusions, admissions, SEN, discrimination claims, parental complaints and safeguarding.

We currently act for over 100 schools, academies, FE Colleges and Universities.

Our advice includes but is not limited to:

- All aspects of education law, including (but not limited to) early years, all aspects of schools and schooling, school workforce, special educational needs, admissions, exclusions, equalities issues, pupil/student related litigation, governance, insolvency
- Reorganisation issues, inspection and regulation, finance and funding issues, higher and further education, student finance, and education focused charity, contract and property law issues relevant to the educational sector

Work examples

- Acting for a college group disposing of former campus sites to house builders and social housing providers. The sales were conditional upon suitable residential planning permission being granted. The purchase prices payable were subject to certain permitted deductions for abnormal ground conditions
- Acting on behalf of an Academies Trust in relation to funding, procurement, tender process and the drafting and agreement of all construction contracts for the £18m extension and refurbishment of an existing academy
- We supported a 7 school MAT located in the Midlands with legal advice on industrial action taken by the NASUWT union. This included advice on strike action, picketing, action short of strike, working to rule, and whether or not employees were breaching their employment contracts by refusing to carry out their contractual duties during directed time

Employment law

(1aM, 1bM, 1cM, 2E, 5O)

Our multi-disciplinary team of employment solicitors and human resources professionals, work with a range of public and third sector organisations, from schools and academies to local councils and charities.

Our advice includes but is not limited to:

- Non-contentious employment matters relating to TUPE, COSOP, redundancies, restructuring, outsourcing, changes in terms and conditions, and reorganisations
- Contentious employment law including discrimination / equal opportunities involving litigation and / or dispute resolution.

Work examples

- Defending a claim for a failure to inform and consult under TUPE, following the merger of 6 local authorities and the creation of a unitary authority. The claim sought a protective award for over 15,000 employees and was valued at over £70m. Following successful defence of the claims, they were withdrawn without any financial incentive or settlement
- Defending 188 Equal Pay Claims arising from the part-time pensions litigation for a local authority with less than 10 succeeding
- Successfully defending over a 12 day hearing a sex and disability discrimination claim brought by a Head of Service who had alleged that another Director and that local authority had manipulated her grievance and unfairly dismissed her for gross misconduct
- Advising a further education college on the TUPE implications of outsourcing the services carried out by a subsidiary training company, including drafting letters and guidance
- Successfully stopped 7 calls for industrial action affecting regional bus services including through High Court Injunctions and also obtained an injunction for unlawful picketing

Energy and natural resources

(1aO, 1bO, 1cO, 2E)

Our cross-disciplinary team of legal experts – leaders in the North of England – advise businesses operating in all areas of the energy and utilities sectors on everything from site acquisition and assembly, to regulatory constraints and compliance. We also have particular experience in advising on mines and mineral issues.

Our advice includes but is not limited to:

- All aspects of energy, natural resources and climate change including the permitting, development, financing, taxation, contracting, licensing, management, operation, environmental, climate change impacts and regulatory issues relating to:
 - Oil and gas, including unconventional oil and gas
 - Electricity generated by whatever means, including renewables
 - Energy efficiency measures
 - Nuclear, including disposal issues
 - Coal mining and power
 - Research and innovation related to energy
 - Water, air and land use, including emissions and pollution

Work examples

- Advising a variety of offshore supply chain contractors in connection with LOGIC terms, including fabricators, technology providers and design services
- We have advised clients in relation to a range of biomass and waste fuel arrangements, whether as suppliers or customers, and on a gate fee or purchase model
- Advising several UK public authorities in connection with large scale solar installation projects in the north of England, arising out of “Green Deal” partnering and retrofit measures

Environmental law

(1aO, 1bO, 1cO, 2E, 5O)

We advise businesses, public authorities, developers, landowners and other organisations on the increasingly complex environmental requirements affecting their activities and projects. The team provides advice across environmental due diligence, regulatory compliance, permitting, environmental liabilities, climate change and sustainability issues.

The team takes a proactive approach to identifying and managing environmental risks, including those arising from land and property transactions, contaminated land, emissions, waste and environmental permitting. Where environmental incidents occur, the team also advises on liability, mitigation, enforcement and environmental litigation, including defending prosecutions and claims.

Our advice includes but is not limited to:

- Environmental due diligence, environmental liabilities and risk allocation in land sales and other transactions
- Environmental permitting, including applications, variations and transfers, permit conditions and operator liabilities
- Advice on contaminated land, waste, emissions, air quality, statutory nuisance and environmental regulatory compliance

Work examples

- Advising on the transfer and apportionment of statutory environmental liabilities under the contaminated land regime in connection with land and property transactions
- Advising clients on environmental permitting, including applications, variations and transfers of permits and associated regulatory requirements
- Supporting clients following environmental incidents, including breaches of permit conditions, liability and defences, mitigation and practical response

Food, rural and environmental affairs

(1aO, 1bO, 1cO, 2E)

Our cross-disciplinary team of legal experts – leaders in the North of England – advise businesses operating in all areas of food, rural and environmental affairs.

With legal expertise in rural affairs spanning decades and a network of connections including banking specialists, land agents and rural resource professionals, we bring together bespoke, multi-disciplinary teams tailored to your specific needs.

We work with clients including individuals, small to large family businesses, owner-occupier farms, tenants and estates and offer particular expertise in rural property, mines and minerals.

Our advice includes but is not limited to:

- Water, air and land use, including emissions and pollution
- Water services and quality
- Flooding
- Waste and recycling
- Fisheries and marine
- Food and farming
- Animal and plant health and animal welfare
- Wildlife

Work examples

- Acting in connection with the sale of a large landed estate in North Yorkshire
- Acting for Northumberland National Park Authority in obtaining planning consent for “The Sill Project”, a £12 million visitor and educational centre situated on a World Heritage Site near the Roman Wall Northumberland. The Sill Project won “National Planning Permission of the Year” in the Planning Magazine Awards 2015

Health and safety

(1aO, 1bO, 1cO, 2E, 5O)

Our specialist team understand the array of regulators and enforcement authorities out there and provide you with straightforward guidance to make sure you understand and manage risk, and remain compliant.

Should things go wrong, our highly experienced regulatory experts can step in at a moment's notice and provide exactly the support you need, when you need it.

Our advice includes but is not limited to:

- Contentious and non-contentious health and safety matters, including:
 - Regulatory and criminal investigations
 - Public inquests
 - Health and safety at work
 - Food safety
 - Fire safety and associated issues

Work examples

- Advised and represented a College of Further Education in relation to fatal accident at site nursery
- Advising numerous education sector clients in relation to ongoing Covid-19 compliance issues
- Advising and representing a NHS Trust during internal and external investigations following a fatal accident on site
- Advising a CQC registered care home post a sudden death, representing the organisation at inquest and in subsequent regulatory investigation
- Advising a CQC registered nursing home post sudden death, representing the organisation at inquest and managing internal and external investigations
- Advising and representing several registered healthcare professionals during interviews under caution following deaths/serious injuries in healthcare context

Health, healthcare and social care

(1aO, 1bO, 1cM, 2E)

Our Healthcare team, made up of over 100 specialists, has a vast range of experience, acting for over 40 NHS organisations nationwide, including acute, mental health and community trusts, emergency services and CCGs and ICSs.

Our advice includes but is not limited to:

- Health, healthcare and social care law including:
 - policy
 - legislation
 - commissioning
 - all transactional, litigious and regulatory issues relating to Central Government and the NHS and to the regulation of health, mental health and social care services or settings

Work examples

- We regularly advise on the applicability of Maintaining High Professional Standards in the Modern NHS (MHPS), they have supported Trusts in the investigation processes and presented the management statement of case at disciplinary hearings. We also advise on internal investigations conducted at the same time as GMC investigations
- We have significant experience in respect of first tier tribunal appeals made by providers, against enforcement action and decisions taken by the CQC in relation to registration. We have supported NHS trusts in relation to mental health tribunals. We are supported by an in-house barrister with advocacy experience in tribunal matters
- We advise NHS Trusts where the Police have carried out initial investigations following an unexpected patient outcome or the Coroner has reported the case to the police. We assist witnesses to provide statements to the police, including attending police interviews and have advised Trusts in relation to disclosure of patient information

Highways law

(50)

We advise developers, landowners, housebuilders, local authorities, statutory undertakers and other public and private sector clients on highways law and procedure, which is often closely connected to planning and development projects. The team advises on both contentious and non-contentious highways matters as part of its wider planning and infrastructure practice.

The team has experience navigating complex highways issues arising throughout the development lifecycle, including the delivery of highway infrastructure, changes to highway rights and access arrangements, and the interaction between highways and planning decision-making.

Our advice includes but is not limited to:

- Drafting and advising on highway works agreements and associated development arrangements
- Stopping-up and diversion of public rights of way and other highways.
- Advising on traffic regulation orders, street works and oversailing licences
- Advising on public rights of way, Town and Village Greens, common land and other statutory highways matters

Work examples

- Advising national housebuilders and social housing providers on highways issues arising from development sites, alongside planning and development advice
- Advising on planning agreements and highways-related obligations associated with major development schemes, including section 106 arrangements
- Advising clients on stopping-up and diversion of public rights of way and highways in connection with development proposals
- Advising on highways matters associated with major infrastructure and development projects, including transport-sector projects

Housing law

(1aO, 1bM, 1cO, 2E)

We have a large, dedicated multi-disciplinary Affordable Housing Group, who are highly experienced in the sector. Our teams across various disciplines work for over 40 RPs so have a wealth and knowledge that they will bring to any contract.

Our advice includes but is not limited to:

- Funding and finance
- Housing management
- Disputes
- Planning and development

Work examples

- Acting for Karbon, Livin, Believe and Bernicia on land led development schemes advising on planning, tax, construction and all aspects of complex multi-party development transactions
- Advising Thirteen, Leeds & Yorkshire, South Lakes Housing, Believe, Hellens Residential and Livin on s.106 unit acquisitions. Acting for RP clients in back to back arrangements with contractors on large land led schemes.
- Advising on the amendment and restatement of £55m revolving credit facilities for an RP, including fixed and floating rate interest rate options to assist the RP's interest rate management strategy
- Advising on an RP's borrowing facilities from Affordable Housing Finance Plc, including charging and assigning of the benefit of security in respect of multiple properties
- Advising an RP on borrowing from a well-known aggregated bond provider allowing access to long term fixed rate funding through the capital markets at a competitive rate

Immigration

(1aO, 1bO, 1cO, 2E)

Our multi-disciplinary team of employment solicitors and human resources professionals, work with a range of public and third sector organisations, from schools and academies to local councils and charities.

Within that team we have dedicated, specialist immigration solicitors who work in partnership with our clients to secure a range of visas, dependent on each individual circumstance.

Our advice includes but is not limited to:

- All aspects of immigration law

Work examples

- Numerous successful Global Talent (Tier 1 Exceptional Talent) endorsement and visa applications for experts in digital technology (Tech Nation), arts and culture (The Arts Council) and research and innovation (The Royal Society and The British Academy)
- Helping a London based digital technology start-up founder with a Tier 1 Exceptional Talent visa and their dependants attain ILR
- Successfully applying for a Tier 2 General sponsor licence for a North-East based company following revocation of its previous licence and obtaining new Tier 2 General visas and unbroken continuous residence for an employee and their partner
- Receiving a spousal/partner visa for a Syrian refugee living in Greece based on their marriage to a British citizen

Life sciences

(1aO, 1bO, 1cO, 2E)

Our team of legal experts has extensive experience of advising businesses in all aspects of this complex and fascinating sector.

Our diverse range of clients includes research-based and generic pharmaceutical manufacturers and distributors; suppliers of over-the-counter and veterinary medicines; university spin-out companies; medical device manufacturers and suppliers of healthcare informatics.

We also act for international life sciences businesses.

Our advice includes but is not limited to:

- All transactional, litigious and regulatory issues relating to pharmaceuticals, medical devices and biotechnology including licensing and acquisition of new products.

Work examples

- Advising a UK-based international pharmaceutical wholesaler and distributor in relation to various matters, including distribution arrangements and shareholder exit
- Advising an in-vitro diagnostic solution provider on patent and patent infringement questions
- Acting for a University in the establishment of a joint venture company with a Foundation Trust which offers a rapid DNA and RNA based testing service to NHS, private sector, pharmaceutical sector and research institutions

Planning law

(1aO, 1bO, 1cO, 2E, 4M, 5M)

Our planning team are drawn from a multidisciplinary group of individuals comprising planning lawyers, chartered planners and drawing technicians and have over many years developed a close and trusted relationship with the development and regeneration Teams of many to public authorities.

Our advice includes but is not limited to:

- Planning strategy
- Development projects and schemes
- Applications for development, construction and change of use
- Compulsory purchase orders and s106 agreements
- Planning/development inquiries and appeals

Work examples

- Drafting, negotiating and completing S106s for numerous RPs. In every instance care was taken as follows to ensure the occupancy provisions would not lead to extended voids and that the drafting would not put at risk the value of the stock for securitisation purposes and the availability of grant funding (where relevant)
- In the last year we represented Karbon at planning appeal in relation to the submission in respect of the proposed section 106 obligation at Borough Bridge road, York
- Our team works 'hand-in-glove' with various in house teams to seamlessly provide planning law input in respect of development and site purchase agreements on behalf of various RPs
- Our team are regularly called upon to provide planning appeals advice representation and advocacy and advised on one of the most contentious planning inquiries in the last 12 months that was the subject of a call-in by the Secretary of State. The inquiry ensued for a 6 week period involving the examination and cross examination of leading experts from around the world in relation to the issue of climate change and carbon neutrality

Ward Hadaway

The law firm for you

Property, real estate and real estate finance

(4M)

Our dedicated, multi-disciplinary team of public sector property, construction, planning, environmental and property litigation lawyers specialise in providing advice to a full range of public sector organisations including NHS organisations, Local and Fire Authorities, education bodies, central governments, other public sector bodies and those contracting with the public sector.

Our advice includes but is not limited to:

- Crown, commercial and residential real estate including investment, site/property re/development, acquisition and disposal (including relevant tax advice), compulsory purchase, freehold, leasehold and licences, land/ranges landlord and tenant matters, social housing; and real estate litigation
- Advice and support in relation to construction and infrastructure projects

Case Study

We act for Bedfordshire Hospitals NHS Foundation Trust on the £100m+ redevelopment of their hospital. The works include demolition, construction of a new acute services block, redevelopment of the emergency department, and construction of a new energy centre which will make the hospital one of the most environmentally friendly hospitals in the country.

We have drafted/negotiated a series of NEC4 construction contracts and consultant appointments, as well as ancillary documents including novations, warranties, bonds and guarantees. We advised on the selection of contract forms and negotiation of terms to mitigate the risks to the Trust regarding Covid-19, Brexit, the impact of inflation and availability of labour and materials, as well as coordination of works on an operational hospital site.

We assisted in navigating various challenges to the contract terms from tenderers and the Department of Health, to produce a robust set of contract documents which protected the Trust and mitigated risk, while facilitating progression of a series of important projects.

We also advised on issues which have arisen during the course of the works, both in relation to the legal position and options available, and pragmatic resolution of the relevant matters to enable the Trust to achieve its goals in relation to this high value/complex project.

Rail commercial law

(5M)

We provide commercial legal advice to businesses and public sector organisations operating across the rail and wider transport sector. The team advises on commercial arrangements, contracts and strategic projects, drawing on experience of advising transport operators and organisations involved in major transport infrastructure.

The team supports clients on the legal and commercial issues arising from rail projects and operations, including contractual arrangements, procurement and infrastructure projects. Its wider commercial practice provides advice on complex commercial agreements, joint ventures, outsourcing, logistics and other arrangements relevant to rail operators and suppliers.

Our advice includes but is not limited to:

- Commercial contracts and agreements for rail operators, infrastructure organisations and suppliers
- Contract drafting, negotiation, interpretation and management, including complex and long-term commercial arrangements
- Commercial and procurement advice relating to major rail and transport projects
- Strategic advice on rail infrastructure projects, collaborations, outsourcing and other commercial arrangements

Work examples

- Advising transport operators for more than 15 years, providing commercial advice across the transport sector
- Advising in relation to major rail infrastructure and connectivity projects, including projects associated with HS2 and proposed northern rail links
- Advising in connection with the £1.16 billion York Central development, involving £77 million of government funding from Homes England and Network Rail and infrastructure including a bridge over the East Coast Main Line

Real estate and real estate finance

(1aM, 1bM, 1cM, 2E)

We advise developers, investors, landlords, tenants, lenders, borrowers and public sector organisations across the full range of real estate matters. The team acts on acquisitions and disposals, development projects, investment transactions, portfolio and estate management, and landlord and tenant matters across commercial and residential property.

The real estate finance team advises lenders, investors and developers on the financing of property acquisitions, developments and investment portfolios. This includes secured lending, development finance, refinancing, funding structures and joint ventures, with additional expertise in restructuring and insolvency where required.

Our advice includes but is not limited to:

- Acquisitions and disposals of commercial and residential property, including portfolios and development sites
- Property development, investment, asset management and landlord and tenant matters
- Real estate finance, including acquisition and development funding, secured lending and refinancing

Work examples

- Advising a pension fund on the property aspects of a £7 million facility for a residential development
- Advising a high street bank on a multi-million-pound refinance of a large mixed-use property portfolio
- Advising on the acquisition of airport hangars at a North West airport, alongside wider real estate acquisition and disposal work
- Advising on development and investment finance in the healthcare sector, including care homes and dental-sector funding, as well as mixed-use and student accommodation schemes

Sports law

(1aO, 1bO, 1cO, 2E)

We provide specialist legal advice across the sports industry, acting for teams and owners, athletes and players, national governing bodies, leagues and competitions, sponsors and commercial partners, agents and intermediaries, educational institutions and charities. The team combines specialist sports law expertise with experience across commercial, regulatory, employment, intellectual property and dispute resolution matters.

The team advises across a broad range of sports, including football, cricket, rugby, tennis, athletics, boxing, motor racing, golf, cycling, ice hockey and sailing. Its experience covers both day-to-day legal requirements and complex regulatory, commercial and contentious matters.

Our advice includes but is not limited to:

- Sports contracts, commercial agreements, sponsorship arrangements and employment matters
- Regulatory and governance advice, including disciplinary matters, selection disputes, investigations and compliance with sporting rules
- Sports litigation and arbitration, including disputes involving clubs, players, governing bodies, sponsors and other sporting organisations
- Intellectual property, image rights, safeguarding, discrimination, abuse and corruption matters.

Work examples

- Advising Leeds United and Marcelo Bielsa in regulatory investigations by the FA and EFL concerning “Spygate”, negotiating an EFL Agreed Decision which protected both clients
- Advising a Championship football club on an eight-figure claim against another club arising from the EFL Profit & Sustainability Rules.
- Advising Premier League and Championship footballers in regulatory investigations and disciplinary proceedings concerning allegations of misconduct and discrimination

Ward Hadaway

The law firm for you

