

LEGAL SERVICES FOR YOUR

BUSINESS



CHURCHERS
SOLICITORS



Winners of Hampshire Law Society's
Small Firm of the Year

Current holder of the Isle of Wight
Law Society's Law Firm of the Year



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Client testimonials

“An amazing firm of expert solicitors whom are not only professional to the last dotted ‘I’ and crossed ‘T’ but also very friendly and personable. The service you receive is second to none and the advice is priceless. Thank you for all your hard work and expert professional advice”.

“Very friendly and knowledgeable”.

“Professional, courteous, experienced and approachable. What else can you ask for? I will never hesitate recommending Churchers. Thank you for your help.”

“I was very apprehensive and nervous before my appointment. However, my matter was dealt with fantastically and I cannot recommend Churchers enough. Thank you for your understanding and expertise.”

“Over the last couple of years Ryde Rowing Club has had the opportunity to work with the staff of Churchers Solicitors of Ryde on a number of occasions – and have always found them to be most supportive, helpful and efficient in their dealings with the Club.”

Email: info@churchers.co.uk

Website: www.churchers.co.uk

Diana Deacon**Associate - Commercial and Residential Property**

Diana is a member of our commercial property and our residential conveyancing team, who has an extensive knowledge of commercial property matters. Her expertise includes commercial sale and purchases, options, conditional contracts, leases and complex residential conveyancing matters. She also specialises in property work for charities.

E: ddeacon@churchers.co.uk

Ian Heal**Solicitor - Contract Disputes**

Ian specialises in landlord and tenant litigation. He has a wide range of experience, including land and property litigation, landlord and tenant disputes, bankruptcy and insolvency, contract disputes and boundary disputes.

E: iheal@churchers.co.uk

**Michael Flaherty****Senior Solicitor - Disputes and Court Work**

Michael is part of our Civil Litigation team. He has considerable experience of dealing with a range of commercial disputes involving companies and partnerships. Matters dealt with by Michael include the collection of sizeable debts, obtaining an injunction to prevent the advertising of a winding up petition and successfully defending director disqualification proceedings.

E: mflaherty@churchers.co.uk

Andrew Bryan

Partner - Litigation and Disputes

Andrew heads up the employment law team at Churchers and has detailed and diverse knowledge of employment rights, contracts, tribunals and discrimination in the workplace.

E: abryan@churchers.co.uk



Nicholas Eve



Partner - Commercial Property

Having worked for major financial investors in the development and management of their commercial property portfolio, Nicholas now heads up our Commercial Law team and has extensive experience in the acquisition and disposal of commercial freehold and leasehold property.

E: neve@churchers.co.uk

Matthew Bailey

Partner - Commercial Contracts

Matthew has experience in commercial litigation, with emphasis on property litigation. He has successfully taken many disputes to court and been vital in building the firm's Commercial Litigation department.

E: mbailey@churchers.co.uk



Maxwell Green



Solicitor - Commercial Property

Maxwell is a member of our commercial property team who has an extensive knowledge of commercial property matters. His expertise includes commercial sale and purchases, portfolio re-financing, leases and complex residential conveyancing matters.

E: mgreen@churchers.co.uk



COMMERCIAL SERVICES

Business Start-Ups

We appreciate that venturing out on your own can sometimes be difficult, and starting a new business often comes with long hours and stress.

We can help you to get your ideas off the ground and will continue to support you as your business grows and develops.

Our team will help you decide upon the best vehicle for your new venture and how to raise capital. We will assist you with those key first steps including:

- Deciding the best business structure for you, be it a new company, partnership or sole trader and assisting you with the formation process
- Managing relationships with your business partner(s) including drafting Shareholders' Agreements and Partnership Agreements
- Creating your Terms and Conditions of Business and other key business contracts
- Taking on employees and employee contracts
- Taking on new business premises
- Raising finance

Together, we have supported a number of fledging businesses as they have progressed and expanded, providing them with our expert legal advice every step of the way.

“Thorough, professional and efficient in dealing with my query. **Would recommend.**”

- R Hodgson, Ryde

Commercial Contracts

Negotiating commercial advantage can be key to the long term success of any business and particularly so when it comes to commercial agreements. Equally, the prospect of ‘getting it wrong’ can be disastrous. We understand contracts can often be intimidating and difficult to understand.

At Churchers, we particularly understand your Terms and Conditions are fundamental to your business. It can be challenging for business owners to keep up to date with legal changes. We can assist you whether you are a start up requiring new Terms and Conditions, or you are an established business seeking to review your longstanding Terms to maximise commercial advantage and minimise liabilities.

We will help you to cut through the jargon with clear, concise and straightforward advice to support you with:

- Commercial Contracts
- Conditions for the sale of Goods or Services
- Joint Venture Agreements
- Distribution Agreements
- Franchise Agreements
- Management & Consultancy Agreements
- Option Agreements
- Confidentiality / Non-Disclosure Agreements
- Data Protection

The team will actively work with you to understand your business, objectives and priorities, to ensure that we provide you with advice tailored to your needs. We work with a wide range of businesses, from start-ups through to established business from all industry sectors. We can assist you with all aspects of your agreements, from standard terms and conditions through to multi million pound transactions.

We also have particular expertise in joint ventures, financial services, manufacturing and distribution, property and intellectual property contracts.

Commercial Property

Having been established since 1880, we have an extensive knowledge of the area in and around Southern England, and the Isle of Wight, and the various issues that may arise from any sale and purchase of commercial property.

We have a long and renowned record assisting developers, purchasers, landlords and contractors get the most from their assets - so you can rest assured you will be dealing with experienced commercially minded lawyers who can assist you with:

- Acquisitions and Disposals of commercial property
- Leveraging commercial property finance and securitisation of assets
- Refinancing of property and portfolios
- Planning and Licencing Agreements
- Overage Agreements
- Option Agreements
- Development and plot sales

“The service you receive is **second to none** and the advice is priceless.

Thank you for all your hard work and **professional advice.**”

- E Jones, Fareham

Debt Recovery

If a debtor is stalling it is worthwhile discussing your recovery options with one of our advisors. You may need to navigate the court protocol of the insolvency or litigation route. Our aim is to make a swift and full recovery.

We offer a competitive fee structure whether on a retainer basis, fixed fee or business plan.

Finance and Investment

Navigating commercial investment and funding can be uncertain in the current financial climate. However, with our professional expertise and experience we steer you through the pitfalls to help you to obtain backing whilst ensuring your investment is protected.

We work with businesses and investors of all forms and sizes and can offer support whether you are:

- A new start-up looking to secure investment capital
- An established business looking to facilitate a particular project
- A private investor or lender looking to secure your investment return whilst minimising commercial risk

Our expert solicitors and established network of professional advisers means we can provide you with a full service of advice no matter what the issue or complication. We have particular expertise acting for private investors and lenders offering finance for large residential and commercial developments and can assist you with:

- Loan and facility agreements
- Legal charges
- Debentures
- Equity finance
- Refinancing of property and portfolios
- Refinancing of mixed assets
- Personal guarantees
- Risk evaluation

Dispute Resolution

The key to successful dispute resolution is early and expert intervention. Taking a legal opinion can assist your business in understanding the nature and risks of the dispute from which you identify your strategy to reach a positive outcome.

Matthew Bailey leads this team with vast experience and strategic mind set. Whilst the team have extensive court knowledge, litigation is not usually the best jurisdiction for a commercial solution.

The team is supported by a network of experts, including specialist barristers, with whom we enjoy good working relationship to ensure your business gets the best result.

“An amazing firm of **expert solicitors** whom are not only professional to the last dotted i and crossed t but also very **friendly and personable**. “

- T Baker, Portsmouth



COMMERCIAL SERVICES

Employment Law

Employment law can appear to be a maze of duties, so when you need help navigating the right path contact us.

We offer practical and knowledgeable advice. We can help with business start up or check your existing contracts and handbooks.

Andrew Bryan has a depth of experience in assisting with business restructure and employment tribunal cases. If a dispute arises with employees, we can guide you through the processes available to reach a beneficial outcome for your business.

We can help you with:

- Discrimination
- Employee transfers
- Change of management
- Redundancy
- Extended sickness absence
- Employment tribunal representation

“Andrew has been **professional throughout the process**. His relentless attitude and perseverance towards a rather difficult situation meant we **achieved our goals and aspirations** set out at first appointment.”

- E Kendall , Portsmouth

Landlord and Tenant

We act for both Landlords and Tenants in all types of situations. Accordingly we understand the need to negotiate sensibly with parties to reach a mutually agreeable solution to ensure your matter is dealt with as efficiently as possible.

We understand it can be difficult to keep up to date with all the latest legislation that may affect you when it comes to a tenanted property including:-

- Health and Safety
- EPC (Energy Performance Certificate)
- Disability Access
- Asbestos
- Dilapidations

We will guide you to ensure you understand and comply with your obligations with the assistance of professionals in this area.

Where agreement cannot be reached despite the efforts of all parties, our team will be on hand to assist and support you to resolve any dispute.

Insolvency and Business Recovery

If your business or a creditor should run into financial difficulty, it is important that you act quickly. A fast response can help limit the damage and make recovery easier. Our team offers expert insolvency and business recovery advice so that whatever financial challenge you or your business is facing, we can help. We advise business owners, directors, banks and creditors in both contentious and non-contentious insolvency matters including:

- All forms of litigation under insolvency legislation
- Realisation of Assets
- Administration of insolvent estates
- The effect of insolvent situations upon employees
- Directors' duties and disqualification
- Enforcement of creditor or landlord rights upon insolvency
- Retention of title

Our team has a wealth of experience in dealing with any issues resulting from a period of financial difficulty and are well equipped to help you turn things around towards business recovery and getting your business back on track.

“If you are looking for a **decent solicitor**, I can definitely recommend Churchers. I was kept informed throughout and they were very **thorough, prompt and professional**. 1st class. I would have no hesitation using them again.”

- A Nice, Ryde

Buying, Selling and Merging Businesses

Whether you are buying, selling or merging your business, we can provide you with expert legal advice and experience to ensure the process runs smoothly and your interests are secured.

Our experienced solicitors have a diverse commercial background ensuring we understand your objectives, priorities and the importance of maintaining momentum in driving negotiations forward. We work with the best of Hampshire and Isle of Wight bankers, accountants, agents, surveyors and other experts from our established network of business specialists ensuring we can point you in the right direction.

With extensive experience assisting clients acquiring businesses in the retail, healthcare, distribution, development and service industries, we can assist you with every aspect of your transaction including:

- Buying, selling or merging your business
- Management Buy-Outs and Buy-Ins
- Re-organisations and re-structuring
- Raising finance
- Exclusivity and Lock-In Agreements

Having recently completed the sale of a major international distributor valued at approximately £4m and a regional funeral service provider valued at approximately £2.8m, our team can assist you no matter what size your business is or the industry sector you work in.

“The service you receive is **second to none** and the advice is priceless.

Thank you for all your hard work and **professional advice.**”

- E Jones, Fareham



COMMERCIAL SERVICES

Company Law

Building your business on solid legal foundations can be central to meeting your commercial objectives. We can assist you to put essential systems in place to promote the success of your business and avoid potential pitfalls and disputes down the line.

We will work with you directly to understand your business, objectives and priorities offering experience and expertise in all areas of corporate law including:

- Shareholder Agreements
- Partnership Agreements
- Joint Venture Agreements
- Restructuring and Re-organisation
- Directors appointments, terminations, and duties
- Shareholder rights
- Taking dividends
- Companies House filing requirements
- Forming a new company or partnership
- Winding up and striking off

We support businesses of all forms and sizes, whether you are a limited company, a partnership, charity, or other group. With particular expertise in the manufacturing, distribution, healthcare, retail and service industries, we have recently assisted a major sports vehicle supplier complete a restructure; a national haulage and distribution company with the negotiation of a Shareholders' Agreement; and a regional dentistry provider complete a revision of its existing partnership agreement.

Churchers continue to support and serve local businesses with sound and practical advice.

We understand you may need guidance to understand how to develop your business or approach a problem which has arisen. That is why we provide a free initial consultation with one of our experienced lawyers.

To help you access this service we offer:

- A telephone advice service which can be accessed by filling out a form on our website. We will then call you back within one business day and aim to do so at a time which is convenient to you.

We look forward to supporting you and your business.



“We were so pleased with the **professional services** supplied by Ian Heal of the Ryde office that we would recommend their services to anyone. Ian has a **tenacious attitude and gets things done.**”

- R Butler, Ryde

Hampshire Legal News

MEET THE EXPERT

Meet the expert

Andrew Bryan
partner at Churchers Solicitors

For every employer, the key to meeting employment law obligations is transparency. By transparency, I mean that the workers have access to information that enables them to understand their treatment by their employer – whether that be positive, such as a pay award; or negative, such as performance management.

As an employer, how do you achieve transparency? Being an employment lawyer with more than 25 years experience advising businesses and undertaking dispute resolution through the employment tribunals in both UK and European Courts, I have some advice to help ensure employers are meeting legal obligations.

Firstly, you should have an employment contract that is applicable to the worker's role. Secondly, you should have a comprehensive employee handbook setting out the additional policies governing how the work is to be undertaken, any additional workers' rights, such as paternity leave, and the employer's obligations, such as GDPR. Thirdly, although rather obvious, both the workers and management should be familiar with this documentation and comply with it. Finally, the employer

should be able to give a clear explanation for its actions and be willing to provide additional information if challenged, as this creates a trust with the workers, even in areas of dispute.

By adopting the principle of transparency, the employer will meet the majority of the employer obligations, which can appear to be complex and daunting. Underlying the majority of employment law are principles of reasonableness and fairness to which a good employer prescribes.

In turn, employers will benefit from reviewing and updating their employment contracts and employee handbooks. Further, if a sound business wanted to move away from its existing policies and procedures, it is important to review a new practice or policy to ensure it complies with the employer's legal obligations, in particular under the equality rights rainbow. These are actions where the employer should take competent advice from a human resources practitioner or employment lawyer. All businesses benefit from accessible and trusted professional advice.

Andrew Bryan is Partner at Churchers Solicitors and a member of Employment Lawyers Association. For more information about how the Churchers could help you or for a free over-the-phone business advice consultation, get in touch via the website: www.churchers.co.uk or call 023 928 20 747.

TRANSPARENCY
IS THE KEY
TO EMPLOYMENT
LAW COMPLIANCE



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HAMPSHIRE CHAMBER OF COMMERCE

HAMPSHIRE CHURCHERS

1 OCTOBER 2020 | HAMPSHIRE CHURCHERS

Island Business Magazine



As an established law firm on the Isle of Wight, Churchers Solicitors has welcomed the recently published 2030 Vision for businesses on the island – and our aim is to be at the heart of developments to achieve these ambitious goals.

We have worked with a wide range of businesses throughout the island over the past 10 years so we were delighted to see some of the exciting aspirations in the Chamber of Commerce's 2030 Vision statement.

Most of our team members are proud Islanders with a real stake in seeing the island flourish and thrive. Aspirations in the 2030 Vision, such as simplifying planning processes to create a business friendly environment, ensuring better access to employment in Portsmouth and Southampton, and promoting high-skilled, high-value careers in schools are all especially relevant to the businesses that we work with.

Retaining and attracting more young people to live and work on the island, and creating an environment that encourages growth are especially relevant to local businesses.

APRIL 2018

The perceptions in the 'Vision' document that the island is often seen as being 'behind the times', 'isolated', and 'only tourism' to non-Islanders are issues that we in the business community have to address if we are to attract the investment that we need to thrive.

Our Ryde team has close links with colleagues in Portsmouth, Fareham, Gosport and Lee-on-the-Solent offices, which means we have a good insight into how people view life on the island as well as how to best approach the current issues.

While we are aware that some of those perceptions exist, we know that the business community is strong but still has so much potential it could fulfil over the next 12 years and beyond. Similarly, recruitment issues, the prevalence of low-value seasonal jobs, and the high youth unemployment rates are things we would like to see changed for the better.

We believe it is the perfect time for the Isle of Wight business community to expand, export, and evolve to ensure that The Solent is not a barrier to success. We see positive changes every day when we speak to clients in our Ryde

office – it is time for the island community to seize opportunities together in order to grow and flourish.

Island-based businesses are in a unique position, both in terms of location and opportunity being less than 30 minutes from the cities of Portsmouth and Southampton, and under a two-hour commute from London. What better destination could there be for a thriving business?

With so many long-standing businesses losing out to online competitors, we are proud to be able to offer a personal service from our high street offices. We offer a full range of legal services, and a number of legal advice drop-in sessions at our Ryde office, as well as being available for phone consultations. Our team consists of people who grew up on the island, who have good knowledge of local businesses and continue to play a strong part in the community.

We offer a free initial consultation to all Chamber of Commerce members, and also support armed forces personnel, NHS workers and emergency personnel by offering a 10 per cent discount.

For more information about how the Churchers team can help you and your business, visit www.churchers.co.uk, email info@churchers.co.uk or call us on 01983 817 060.



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"I could not have wished for a more professional job. They were fantastic and kept me fully informed throughout."

- A Nice, Ryde

OUR LOCATIONS

Ryde

13 Union Street
PO33 2DU
T: 01983 817 060

Fareham

12 High Street
PO16 7BL
T: 01329 822 333

Lee-on-the-Solent

138 High Street
PO13 9DG
T: 02392 551 500

Cosham

60/62 Northern Road
PO6 3DX
T: 02392 210 170

Portsmouth

13/18 Kings Terrace
PO5 3AL
T: 02392 820 747

Gosport

3 High Street
PO12 1BX
T: 02392 603 400

Cowes

Courtyard Office, Baring Chambers, 13 Denmark Road
PO31 7SY
T:01983 817 060



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