

The Bill of The Cale Sex

Official magazine of Middlesex Law Society



Innovative Solutions...



...our natural strength

Performance under challenging conditions is an everyday expectation - so you'll need a partner capable of delivering.

At CLS our legally qualified underwriting experts have created an innovative range of insurance solutions for your title related needs.

Online we provide a market leading suite of residential and commercial products.

Offline we tailor bespoke solutions to solve more complex transactional issues.

To find out more call one of our team leaders, Jean-Claude Domaingue, Senior Underwriter and Solicitor today on 01732 897 530 or email jeanclaude@clsl.co.uk.

01732 897 530 Call www.clsl.co.uk Email underwriters@clsl.co.uk

Trust Innovation Expertise - Think CLS

Conveyancing Liability Solutions Ltd is authorised and regulated by the Financial Services Authority



Contents



PUBLISHER

Benham Publishing Limited 4th Floor, Orleans House, Edmund St. Liverpool, L3 9NG Tel: 0151 236 4141

Facsimile: 0151 236 0440 email: admin@benhampublishing.com web: www.benhampublishing.com

ADVERTISING AND FEATURES EDITOR

Roger Swift

DESIGN AND PRODUCTION

Fern Badman

ACCOUNTS

Joanne Casey

MEDIA No.

1241

EDITOR

Robert Drepaul

PUBLISHED

May 2011 © Bill of Middlesex - Benham Publishing Ltd

LEGAL NOTICE

© Benham Publishing Limited. None of the editorial or photographs may be reproduced without prior written permission from the publishers. Benham Publishing Limited would like to point out that all editorial comment and articles are the responsibility of the originators and may or may not reflect the opinions of Benham Publishing Limited. No responsibility can be accepted for any inaccuracies that may occur, correct at time of going to press.

Benham Publishing cannot be held responsible for any inaccuracies in web or email links supplied to us.

Disclaimer.

The Middlesex Law Society welcomes all persons eligible for membership regardless of Sex, Race, Religion, Age or Sexual Orientation.

All views expressed in this publication are the views of the individual writers and not the society unless specifically stated to be otherwise. All statements as to the law are for discussion between member and should not be relied upon as an accurate statement of the law, are of a general nature and do not constitute advice in any particular case or circumstance.

Members of the public should not seek to rely on anything published in this magazine in court but seek qualified Legal Advice.

contents

- Contents
 - Officers for 2011-2012
- Committee Members

local issues

- President's Page
 - Council Member's Report
- Editorial
- Notices
- Members Application

book review

EMPLOYEE COMPETITION

Covenants, Confidentiality, and Garden Leave

education

Discover the value of a Brunel student placement

property

Time to shed light on rights of light insurance

social

Annual General Meeting

film

16 FILM AND THE LAW No 11: The Law and the Western: The slip of a girl & the dead red head

ymg

- Middlesex University and the University of West London compete for the YMG Inaugural Inter-University Quiz Cup
- Young Members' Group 5-a-side Football Middlesex University and the University of West London YMG

Finding people: that's Hoopers' business

Inaugural Inter-University Quiz Photos



OFFICERS FOR 2011-2012

President: RENUKA SRIHARAN Sriharans Solicitors 223 The Broadway, Southall UB1 1ND (020 8843 9974) (DX 119583 Southall 3) e-mail: info@sriharanssolicitors.co.uk

Senior Vice Presidents SUSAN SCOTT-HUNT Principal Lecturer in Law Middlesex University Middlesex University Business School The Burroughs, Hendon NW4 4BT (020 8411 6019) e-mail: s.scott-hunt@mdx.ac.uk

Vice President & Honorary Treasurer: DARRELL WEBB Providence House, Providence Place Islington, London N1 0NT (020 7288 4795) (DX 122237 Upper Islington) e-mail: darrellweb@boltburdon.co.uk

Honorary Secretary MAURICE GUYER Victors & Co. 183 Uxbridge Road, Ealing W13 9AA (020 8579 2559) (DX 5104 Ealing) e-mail: mguyer@vickers-solicitors.co.uk

Honorary Social Secretary & Editor: ROBERT DREPAUL Victors & Co 183 Uxbridge Road, Ealing W13 9AA (020 8280 1095) (DX 5104 Ealing) e-mail: rsdrepaul@vickers-solicitors.co.uk

Honorary Membership Secretary HARDEEP DHILLON 768 Uxbridge Road, Hayes UB4 0RU (020 8569 0708) (DX 44657 Hayes 1 Middlesex) e-mail: hardeep@desorandco.co.uk

Council Members for the Middlesex Area: Central & South Middlesex Kaaan Moss 22 The Causeway, Teddington TW11 0HF (020 8977 6633) (DX 35250 Teddington) e-mail: michael.garson@kaganmoss.co.uk

113 Chancery Lane, London WC2A 1PL (020 7316 5554) (DX 56 London/Chancery Lane) Morag Goldfinch e-mail: morag.goldfinch@lawsociety.org.uk

COMMITTEE MEMBERS

IMMEDIATE PAST PRESIDENT: SIMON HOBBS Kimbells LLP Solicitors Power House, Harrison Close, Knowlhill, Milton Keynes MK5 8PA (01908 350200) (DX 154900 Milton Keynes 20) e-mail: simon.hobbs@kimbells.com

Philip Benjamin Oakridae Law Solicitors 6A Holland Close, Stanmore HA7 3AN (020 8952 9553) (DX 48916 Stanmore) e-mail: philip@oakridgelaw.com



Caroline Bruce Iliffes Booth Bennett Capital Court, 30 Windsor Street, Uxbridge UB8 1AB (01895 207983) (DX 45105 Uxbridge) e-mail: caroline bruce@ibblaw.co.uk

Nirmala Chandrasena Chands Solicitors 145 Cannonbury Avenue, Pinner, Middlesex HA5 1TR (020 8933 8332) (DX 48001 Rayners Lane) e-mail: n.chandrasena@btinternet.com

Professor Malcolm Davies Head of Ealing Law School University of West London, St. Marys Road, Ealing W5 5RF (020 8231 2226) e-mail: malcolm.davies@tvu.ac.uk

Iskander Fernandez Iliffes Booth Bennett Capital Court, 30 Windsor Street, Uxbridge UB8 1AB (01895 207863) (DX 45105 Uxbridge) e-mail: iskander.fernandez@ibblaw.co.uk

Maria Fernandes Fernandes Vaz 87 Wembely Hill Road, Wembely HA9 8BU (020 8733 0123) e-mail: info@fernandesvaz.com

Maralyn Hutchinson Kaaan Moss 22 The Causeway, Teddington, Middlesex TW11 0HF (020 8977 6633) (DX 35250 Teddington) e-mail: maralyn.hutchinson@kaganmoss.co.uk

Gurmeet Kharaud Fort & Co Solicitors Saunders House, 52-53 The Mall, Ealing W5 3TA (020 3170 8433) (DX 38201 Burnham) e-mail: gk@fortsolicitors.com

Anthony Seymour Marsworth Avenue, Pinner, Middlesex HA5 4TT (07956 604 216) e-mail: ahseymour50@hotmail.co.uk

Ariva Sriharan 223 The Broadway, Southall UB1 1ND (020 8843 9974) (DX 119583 Southall 3) e-mail: info@sriharanssolicitors.co.uk

Elisabeth van der Weit Hameed & Co 4 Grand Parade, Forty Avenue, Wembley Park HA9 9IS (020 8904 4900) e-mail: hameed@hameed.plus.com

Alan Williams Owen White & Catlin 59 St Mary's Road, Ealing W5 5RG (07973 622312) (DX 3504 Hounslow) e-mail: creativewit@tiscali.co.uk

Honorary Members Alured Darlington Hanwell Chambers 110A Grove Avenue, Hanwell W7 3ES (020 8840 8555) (DX5104 Ealing) e-mail: alureddarlington@aol.com

Tom Cryan 4 West Drive Gardens, Harrow HA1 6TT (020 8954 1647) e-mail: tom@thecrvans.fsnet.co.uk

PAST PRESIDENTS

R Garrod, J A S Nicholls, R C Politeyan, J Aylett, K Goodacre, H J B Cockshutt, W Gillham, L Lane Heardman, D Grove, L A Darke, C Beetv. Mrs L E Vickers, H Hodge, E G B Taylor, A A M Wheatley, A H Kurtz, M J S Doran. H B Matthissen, G Parkinson, HHJ R D Connor, A Bates, J J Copeman-Hill, D B Kennett-Brown, S B Hammett, Miss F A Shakespear, HHI P E Copley A M Harvey, H R Hodge, G R Stephenson, B S Regler, W J C Berry, A S Atchison, L M Oliver, S W Booth, D D P Debidin, R E J Hansom, E H Lock, Mrs A Taylor, Mrs N Desor, Ms M Hutchinson, M Guyer, R S Drepaul, A Sriharan, Ms M Fernandes. A Darlington, S Chhokar, Maria Crowley, Professor M Davies, Simon Hobbs.

FUNCTIONS

Supreme Court Visit

16 April

5-a-side Football, Goals, Haves 26 June Middlesex CCC vs Gloucester CCC, Uxbridge CCC June 5-a-side Football, Goals, Hayes September Charity Quiz Night, Drayton Court Hotel, W13 October House of Parliament Event 11 November Annual Dinner, Holiday Inn. Brentford 18 November

See Newsletter for ongoing events Lunches for specialised interest groups will be ongoing throughout the year. Contact our Administrator or Hon. Social Secretary for details or visit our website.

EDUCATION & TRAINING PROGRAMMF 2010-2011

11 May Insolvancy Update, Grange Tavern 18 May Conveyancing Update, UWL 25 May Crime Update, UWL 21 Sept Employment Update, UWL TBA Alcohol & Drug Testing, UWL TBA Family Law Update, UWL

Visit our website for details, UWL is University of West London (formerly TVU) - St Marys Road, Ealing Campus. MU is Middlesex University - Hendon Campus.

COMMITTEE MEETINGS

18 April 16 May 20 June 18 July 19 September 17 October 21 Novembe

2012 16 January 20 February

AGM

14 March 2012 - Middlesex University

Parliamentary Liaison Robert Drepaul





It is my privilege to have been elected as the President of MLS for the 52nd year of the society's service. This position has been held by very experienced senior and high calibre Lawyers, including an academic like Professor Malcolm Davies. I will try my very best to live and serve to their standards and to the satisfaction of the members at large.

For those who have not heard about me, I am the Partner of Sriharans Solicitors and we are based in Southall, Middlesex. I am a third generation lawyer. I am familiar with the traditions and the service of the society because my husband Mr A Sriharan has served in the committee since 1987 and also as a President of the society. I too have served in the committee and also had the privilege of serving as the Vice President to Malcolm Davies and Simon Hobbs. They were excellent Presidents and it will be a hard act to follow. I will do my best to lift the profile of the society.

I have always held the view that The Law Society in Chancery lane should play a role as a trade union to defend and look after the best interest of the profession. The recent changes appear to have brought The Law Society nearly to that dream. I was proud to see The Law Society applying for Judicial Review to protect the interest of the solicitors. Mr Hudson and Miss Linda Lee are passionately looking into the interest of the Solicitors.

President's Page



Our MLS is blessed with an excellent Council member Mr Michael Garson who is very forthright and makes an impact in the council not only as the member of our Constituency but also for the benefit of all Solicitors in England and Wales. He is not only a vociferous council member but also an academic. I am proud to say that the TVU has recently awarded him with the Honorary Professorship.

The Solicitors are facing hard time due to the stagnant market in the Conveyancing field and the constant reduction in legal aid funds. I will urge the members of the profession not to give up hope.

When I became a lawyer my father gave me some advice that 'If we can't defend ourselves we are not fit to defend our clients'. Furthermore he added that we should not be "undergoers" but we should be "overcomers". I request all the members, to keep the hope alive and expect good times to come. We belong to a profession which by nature a very definition may call itself 'the noblest profession in the world' and in today's world lawyers not only contribute but are in fact fundamental for the survival of democratic & civil society.

It is a pleasure to note that our committee has a young, hardworking solicitor Darell Webb who has come forward to be my junior Vice President while holding the responsibility of the Treasurer. The committee is also enriched with new members and also a few past presidents who have joined the committee.

We have planned an extensive training programme for members. We have also planned social events to have fun and to raise funds in the coming years. Last year's annual dinner dance hosted by my Predecessor Simon Hobbs was an enjoyable and successful event. The people who attended are still relishing the enjoyment they had. I am keen to repeat the annual dinner dance and expect all members and their friends not to miss out.

I am grateful to the committee who have given me authority to seek the services of our Administrators Mr Peter Heasom whenever required.

I would like all the members to seek out your solicitor friends who have not yet joined the society to become members. They can attend courses at a subsidised cost and also can take part in many social events.

Please do not hesitate to contact me with any of your concerns or for information.

5

Renuka Sriharan info@sriharanssolicitors.co.uk

Copy Deadlines 2010

Summer Issue Autumn Issue Winter Issue **Spring Issue**

17th June 16th September 18th November 18th February

Anyone wishing to advertise or submit editorial for publication in the Bill of Middlesex please contact Roger Swift, before copy deadline.

Email: rogerswift@benhampublishing.com Tel: 0151 236 4141







Council Member's Report

Whilst the current recession continues SRA have published the new handbook which will replace the 2007 Code of Conduct from October of this year and is designed to transform the way legal services are delivered in England & Wales. Whether the rest of the world will follow is an open question but it would not be the first time that this country has lead the world to change its prevailing view.

There are three elements to the reforms. The Code of Conduct affects the ways in firms deliver services to clients and the way that SRA will supervise registered firms and those that work in them in relation to their conduct. Secondly the new authorisation rules will enable the licensing of alternative business structures with outside shareholders, and carrying on other types of services alongside legal services. The third element is the new three year plan and arrangements for professional indemnity insurance.

The publication Code of Conduct, with its ten principles and chapters containing outcomes and indicative behaviours, has changed a good deal over the course of the last twelve months. The final wording will need detailed consideration because it demands a new approach to the way in which work is approached, undertaken and done. Whilst it may be true to say, that there is little required by the Code which is alien to the way in which work is carried out now, it does through its phraseology and omission give a good deal more flexibility as to how necessary objectives are accomplished.

The final version as published contains some changes from the previous draft and improvements. A considerable amount of work and then revision has taken place in relation to Chapter 3 which relates to conflicts of interest. The familiar and detailed rules concerning conveyancing give way to what might at first appear to be a more permissive regime. However, each firm will have to make its own assessments as to whether its system and methods of carrying out business can be justified and relied upon to safely deliver the necessary

The authorisation rules for alternative business structures introduce a rigorous application process which should mean that entry into the market will be strictly monitored. That should avoid the obvious threat from unsuitable investors in legal firms who cannot establish credentials that offer probity and history that provides some assurance of an understanding of the requirements of a regulated firm. The tests to enquire into the integrity of applicants was high on the agenda of matters considered and scrutinised by the Council when considering the SRA proposals.

There are a considerable number of organisations including claims management companies who provide services adjacent to reserved legal services and the integration of those organisations with legal firms including cross investment seems likely along with other more established supporters of the multi disciplinary model of practice such as Co-Op services. They will establish new competition in the market affecting some more than others in the short and medium term.

The Council debated over two meetings the basis on which it would approve the SRA's application to the Legal Services Board to be come a licensing authority. The application was ultimately approved and is now going through a further process where it will be scrutinised by advisers to the LSB with input from the OFT, the Judiciary and the Ministry of Justice, before the Lord Chancellor gives his approval, and deals with various pieces of enabling legislation.

This year's insurance renewal will soon be upon us and the shadow over the process was that cast by the SRA proposal for change to the terms of cover of the standard solicitors PII policy. The announcement by the SRA of the result of their consultation on professional indemnity arrangements came as a welcome surprise. A great deal of lobbying was carried out during the consultation period, and this included an alternative plan devised by the Law Society. This has been broadly adopted by the SRA and has enabled them to drop, at least for the next three years, its proposal whereby cover for financial institutions was to be excluded from the standard solicitors professional indemnity policy scheme. That change would have been a devastating blow for the many firms, who act for Banks and lending institutions in the ordinary course of transactions for private individuals and businesses, and for the reputation and image of solicitors generally.

The Conveyancing Quality Scheme, is progressing, but still at an early stage, and it is hoped that within the next few years, its membership will have grown sufficiently, to ensure that the SRA should not again feel the need to radically alter the minimum terms of cover. It is an essential part of the services provided by solicitors that all clients should be able to rely upon protection where

mistakes are made. One of the principle objections of the insurers, has been met, with the proposal to reduce the assigned risk pool, from twelve months to six months, and then to eliminate it completely from 2013. The staged plan appears to be a compromise which is acceptable to the insurers, and is a very welcome change so far as lenders are concerned. The CQS scheme is now open to applications, and hopefully will win the confidence of lenders and insurers alike over the next few years.

The challenges over the next six months are many. Alongside adapting current systems to risk manage against the outcomes of the Code of Conduct, firms will need to carefully consider new forms of competition that may either quickly, or over time, erode the loyalty of clients and encroach into particular areas of work.

In some ways, the challenge for newcomers, who originally saw legal services as a lucrative honeypot, may be rather greater than was anticipated. After all, margins are fine in most fields of work, and solicitors are as astute as anyone,

to searching out efficiencies and innovation that works. The revolution that started with the OFT investigation into legal services in 2001, has now completed its legislative cycle, and it will be the vision that has been created, that will be tested over the next few years. There may be no radical or further changes in prospect, but I would not rule out, an early set of amendments to the Code of Conduct.

Michael Garson michael.garson@kaganmoss.co.uk

STEP Certificate in Will Preparation

Enabling will draftsmen to demonstrate their competence in all aspects of will preparation

Add value to your business with this professional qualification

This Certificate is a ground-breaking qualification, both practical and underpinned by academic rigour. As such it can be integrated into your business solutions straightaway.

Completion of this Certificate will:

- · Gain you a recognised qualification in this field.
- Enhance your ability to give holistic advice to clients as a "trusted advisor".
- Develop your own technical competence.
- Support you in building your reputation and business as a will draftsman in particular and in enhancing your private client services more generally.

Completion of the Certificate enables you to meet your annual STEP, SRA and ILEX CPD requirement.





View the syllabus at www.step.org/pd or www.clt-stepwillscert.co.uk A qualification for practitioners in England & Wales









Editorial



Young Members' Group

The Middlesex law Society's Young Members' Group came of age with its very successful inaugural Inter University Quiz night between Middlesex University and the University of West London on the 6th April. It continues to hold its regular five-a-side football competition.

The Society decided a few years ago to open its membership to law students and paralegals. Whilst some of the committee had reservations at the time, this was an inspired change in our constitution. Whilst they are not eligible to sit on the main committee, these students, under the guidance of our Membership Secretary and Treasurer, formed the Young Members' Group. Students eligible for membership of the YMG are from the three main universities in Middlesex County namely, Middlesex University, University of West London (formerly Thames Valley University) and also if they decide to come on board, Brunel University.

So whilst the monarchy appears to have finally open it's doors to 'middle England' with the marriage of Kate Middleton to William Windsor, the MLS also appears to have secured its future with the YMG. Well done to all involved with the YMG. Hope you enjoyed this edition of the Bill of Middlesex which is dedicated to the youth of

Jack Henry Vaisey Hobbs born 2 April 2011 at 2.32am

at Stoke Mandeville Hospital. weighing 7lb to Simon and Clare Hobbs with siblings Tom (7) and Martha (4).

Jasraj Singer

son of Manjit and Kamal Singer born 28 March 2011 weighing 6.8 lbs at Hillingdon Hospital.



Congratulations!

from the Middlesex Law Society Committee and Members



Middlesex Law Society (est. 1959) APPLICATION FOR MEMBERSHIP Name of Firm or Organisation _____ Postal Address or DX no: _____ Telephone _____ Status & Area of Work _____ ____ Date of Admission __ Would you be interested in joining the Committee? Yes/No I wish to apply for FULL / ASSOCIATE / FIRM Membership of the Society (see below for details) I enclose herewith my cheque for £ _____ for the current year, made payable to "Middlesex Law Society" Signature ____ Individual Subscription Rates: Full Membership: £50.00 per annum - 3 years since admission or academics £30.00 per annum - less than 3 years since admission or Members in full-time employment in Local Government or Industry Associate Membership: £15.00 per annum - Trainee Solicitors, ILEX members, Paralegals, caseworkers, fee earners and Firm Full Membership: Partners/Solicitors 2-5 £125 per annum 6-10 £250 per annum 11 or more £500 per annum Please return completed form and remittance to: The Membership Secretary, Middlesex Law Society, c/o Desor & Co, 768 Uxbridge Road, Hayes UB4 0RU or Middlesex Law Society DX: 44657 Hayes1 Tel: 020 8569 0708

Reduce, reuse & recycle!

Reducing waste and using materials more efficiently could make your company more profitable. Have a look at your balance sheet to see what rubbish is costing you. Not only is reducing your rubbish good for your bank balance, it's good for your image as well.

Throwing away anything costs your business money. Hiring bins, collection, landfill tax – it all adds up. For most of the items you throw away you are paying twice because most of what you throw away you will also have bought.

We can help you manage your resources and throw less away. The West London Waste Authority is looking to work with businesses to reduce their waste, we can provide one to one advice and support. Resources will be allocated on a first come first served basis.

Reduce

- Hold a stationery amnesty
- Print double sided
- Make the most of your IT systems

Reuse

- Buy good quality office furniture or donate your unwanted items
- Love your leftovers make more tasty meals

Recycle

• Set up a scheme that meets your needs, there is lots of choice out

For more information about our organisation and some tips to help you reduce, reuse and recycle check out our website: www.westlondonwaste.gov.uk

WASTE

Don't waste your precious resources



To find out how your business can reduce, reuse and recycle contact us -Tel: 020 8587 1770 info@westlondonwaste.gov.uk www.westlondonwaste.gov.uk

West London Waste

Let's be resourceful

Levy + Partners Limited

86/88 South Ealing Road, Ealing, London W5 4QB

Established since 1964, our firm is structured into departments for Taxation, Audit, Accountancy, Book-keeping and Payroll, IT Systems and Company Secretarial Service.

Our Personnel are experienced in their disciplines and combine as a team to provide a full range of services for our clients.

We give a personal and friendly service with professionalism.

Our specialisations include Tax Investigations, Tax Planning, Charities, Solicitors, Family Businesses, IT, Business Plans and Due Diligence.

We make no charge for the first hour of an initial consultation.

Our office in Ealing, West London W5 4QB is situated adjacent to the South Ealing tube station and is well placed for London and its surrounding environs.



Call: Arvind Joshi FCA, CTA, DChA tel: 020 8932 1932 fax: 020 8932 0122 info@levyandpartners.com www.levyandpartners.com



Benham Publishing Contract Publishing & Customer Magazines

B2B publications, creatively designed to engage membership with passion and expertise for industry, government and

Benham Publishing is a renowned b2b technical contract publishing company and city centre walk in graphic design studio, we have worked with over 100 organisations in the UK. Our publications are produced for professionals working within health, utilities, transport, construction, commerce, finance, shipping, laisure. finance, shipping, leisure, environment, blochemicals, education and planning.

For further information please call lan Fletcher on 0151 236 4141 or email



Covenants, Confidentiality, and Garden Leave **2nd edition**



Edited by Paul Goulding QC and a team of specialist contributors

Oxford University Press ISBN: 978-0-19-958769-8

www.oup.com

WHEN EMPLOYEES SET UP **COMPETITION WITH THEIR** EMPLOYER - WHAT TO DO?

An Appreciation by Phillip Taylor MBE and Elizabeth Taylor of Richmond Green Chambers

Under the editorship of Paul Goulding QC, this erudite and authoritative volume from the Oxford University Press on employee competition is a collaborative work.

Presenting the collective knowledge and expertise of twenty-three learned contributors mainly from Blackstone Chambers and Olswang, it offers a dual perspective: that of both barristers and solicitors – plus the two contributions from Strotz Friedberg, formerly DGI Forensics. Lord Justice Elias, who has contributed so much to the law of employee competition, has written a new Foreword to this edition, stressing in particular the eminently useful, practical and 'user friendly' approach taken by this book.

Since the first edition of 'Employee Competition' was published four years ago, this new second edition, aims to help practitioners meet the emerging challenges inherent in employee competition, particularly those emanating from cross border litigation. In so doing the book responds to the increasingly important international dimension within employee competition, namely – to quote the editor – 'litigation to enforce restrictive covenants and protect trade secrets'.

As Elias has said, the book addresses, in addition to a multiplicity of other matters, the increasingly common problem of, for example, an employer who 'suffers the loss of a team of employees who move en bloc to a rival or to set up in competition'.

In the words of Elias, this is a work which in 'providing solutions to everyday problems', and is of value to academic and practitioner alike. Equally valuable are the extensive tables of cases and legislation and the no less than twelve appendices which include sample clauses for every foreseeable contingency you will encounter, from Confidential Information Clauses and Garden Leave Clauses to sample Preaction letters, sample Restrictive Covenants (employment) and of course, more.

As 'Employee Competition' covers the major developments in law and practice in this field in 12 main chapter headings and 12 excellent appendices to the beginning of October 2010, you can keep even more up to date and certainly up to the minute in this area via the Internet. Occasional new papers can, additionally, be accessed via the Blackstone Chambers Website.

That's what we would call an exemplary service, and is definitely a 'what to do'

Discover the value of a Brunel student placement

With their up-to-date knowledge, strong research skills and expert support network, Brunel Law School Undergraduates have a lot to offer organisations that host them on placements or internships.

The School currently has 46 Undergraduates on placement, with law firms, in the public sector, with charities and not-for-profit organisations. Placements are typically a year long, although students also complete shorter internships.

Valuable additions

As Alison Taylor from Brunel's Placement & Careers Centre points out, by the end of year two, when sandwich placements typically begin, students will have begun to develop excellent knowledge and skills. They're well-equipped to take on new challenges and with support and training can make a significant contribution to the team.

Teaching at the school is researchdriven. There are internationally renowned research centres in International Law and Public Law; and in Security, Human Rights & the Media.

Additionally 5 research groups operate in Consumer and Commercial; Criminal Justice; Intellectual Property; Internet & Media; Family; and Law & Religion.

Students are exposed to these research activities, so by the time of their sandwich placement they've an expert network which they can access. Indeed, work placement partners are eligible to attend seminars and events, many of

Head of School, Professor Javaid Rehman points out it's a win-win situation: "The work placement provides our students with the opportunity to get real experience of law in practice, and for employers to benefit from having keen, motivated students in the

What employers think

Celia Clarke from Bail for Immigration Detainees is no stranger to Brunel Law School. "We are about to receive our third cohort of students on work placement. We are delighted with the calibre of the students and in the progress each of them has made since starting their placements.

"They have received both practical and academic training, in asylum and immigration law, and it has been inspiring to see the students' abilities and commitment to human rights grow as the placements progressed. Studying for qualifications in asylum and immigration law has been carried out alongside the vital work they have done in advising, under supervision, people held indefinitely in immigration detention in the UK."

Organising a placement

Brunel University's award-winning Placement & Careers Centre offers a free recruitment service to employers seeking Law Undergraduates.

For more details please contact Alison Taylor, Placement Officer, on 01895 267 093 or Debbie Cooke, Placement Assistant, on 01895 265 560. Email law-placements@brunel.ac.uk

For information on our workshops, seminars and professional development training opportunities with Brunel Law School, or to be put on our events mailing list, please contact: Charlotte.taylor@brunel.ac.uk.

Merchant Taylors' School
1561-2011 Celebrating
450 years of excellence



Open Morning

Do you want the best for your son?

- * A 'Top Ten' boys' school * 'An outstanding school': 2008 School Inspection
- Inspirational teaching
- . Unique tutorial system
- . Civilized, friendly & unpressured
- · Small class sizes
- Magnificent sports fields
- Superb facilities set in 250 acres
- Respect for all faith traditions
- . Easy access by tube and coach*

*MTS coaches from Beaconstield, Ealing, Harpenden, Harrow, Mill Hill, Radlett, Stanmore. MTS is adjacent to Moor Park (Metropolitan line)

Guided tours (last tour 11.30) The Head Master speaks at 12.15 May 14th 2011 10.00 - 12.30



10



www.mtsn.org.uk

Please contact the Admissions Secretary, Penny Wright, admissions@mtsn.org.uk +44(0)1923 845514 Merchant Taylors' School Northwood Middlesex HA6 2HT

BRUNEL LAW SCHOOL LLM

CONVENIENTLY LOCATED IN UXBRIDGE, BRUNEL UNIVERSITY OFFERS AN ARRAY OF TRAINING OPPORTUNITIES TO ENHANCE YOUR PROFESSIONAL LIFE

Our portfolio of innovative LLMs include:

- European and International Commercial Law
- International Economic and Trade Law
- International Economic Law
- · International Human Rights
- . International Intellectual Property Law
- · International Trade Law
- International & Comparative Criminal Justice
- CPE/Graduate Diploma in Law

Practitioners can also take advantage of our education and training seminars and conferences on an array of legal subjects. Many of our seminars offer CPD hours.



Bespoke training seminars tailored to the needs of your organisation are also available, please contact Charlotte Taylor (Charlotte.Taylor@brunel.ac.uk) for information.

To learn more about our courses and seminars visit us at www.brunel.ac.uk/law

www.brunel.ac.uk/law



Time to shed light on rights of light insurance



The Heaney judgment has raised questions for developers about how to mitigate risks if their proposed scheme would block out neighbours' light.

We do insist on living on top of each other. Whether it's the allure of an inner city designer flat or the simple necessity of living where the work is, there is no escaping the fact that it is getting a bit crowded round here.

And while construction methods now allow incredible heights to be scaled, neither the engineers nor the architects have managed to build a skyscraper that does not cast a shadow.

It is established law that we all have a right to receive daylight through the windows of our homes and offices. A right accrues in a number of ways, either by express grant or accumulated over time. Interference with a right of light entitles the injured party to compensation or, in certain circumstances, a court injunction prohibiting (or requiring demolition of) the offending part of a building that interferes with another's right of light.

So are the court lists full of applications for injunctions? Seemingly not, except the recent High Court decision in the dispute between Highcross subsidiary HKRUK and neighbouring property owner Marcus Heaney.

And if you speak to the expert surveyors operating in this field, their response is typically robust: rights of light are either overlooked by neighbours or else addressed by way negotiation between developer and injured party long before building work gets underway.

The principal remedy for interference with rights of light is an injunction or compensation. But since the first instance decision in Heaney, the perceived threat of an injunction is such that rights of light appear to be hampering ambitious and well intended regeneration schemes otherwise capable of contributing much needed accommodation and employment in the construction section.

That said, we probably ought to take account of the fact that Heaney is only one of several recent decisions and, by and large, the courts have now distilled their position - unless a developer has acted reasonably throughout the course of their building project, they will be held accountable. It appears that developers should not assume they can ignore individuals' rights of light and expect a court to sanction interference with such rights at a later date by the award of compensation (as opposed to an injunction).

So can insurance help?

Much like the spectre of village greens, the threat of legal action to preserve a right of light is not a defect in title in the traditional sense. But like village greens, an application by a neighbour to prevent interference with their right of light is capable of sterilising a construction project, or rendering it uneconomical to complete. While it is a commonly held perception that title insurance shies away from risk, some insurers have worked hard to adapt their

risk assessment techniques in order to be able to offer insurance for rights of light-related risks.

The methods employed by an insurer should be considered carefully as they vary. Traditionally, title insurers will accept risks on the basis of a conclusion that the prospect of a claim is remote. Typically, this decision is heavily reliant on the planning process – if the application for planning consent is successful and does not elicit any material objection on its way through, the question of remoteness is seemingly resolved. But in the context of rights of light, this approach fails to acknowledge the fact that a potential victim is unlikely to appreciate the degree of interference until construction is underway.

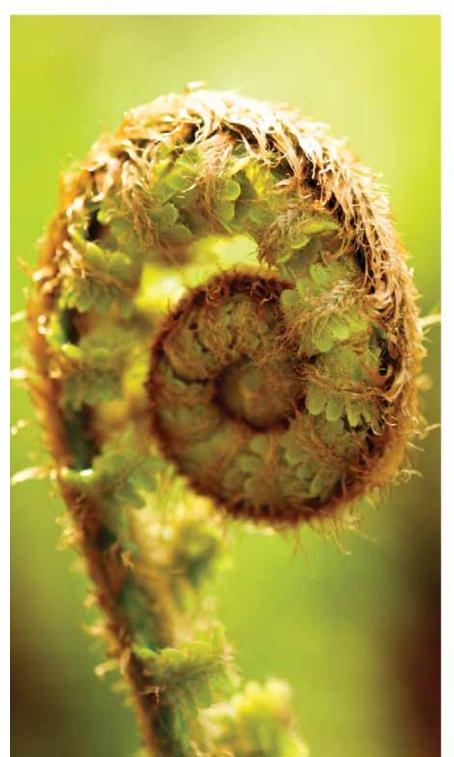
Insurance predicated on an assessment of the representations made to a planning application alone could well create issues later in a project. Absent insurance, severe interferences to neighbour's rights of light are normally addressed by developer through negotiation with the injured party before work starts on site.

However, insurance that permits a developer push ahead on a project without due regard to the rights of light issue at the early stages of a project could store up problems for insured and insurer later down the line. When the girders are up, neighbours are far more likely to become entrenched as a point of principle and, if case law is anything to go by, so is the Court. And if a Court awards an injunction, rather than damages, the developer would recover its abortive costs under a typical policy but not the anticipated profit from the project.

So if it is the latter that a developer wishes to protect, insurance does have a genuine role to play in helping to plot a course, but it is a role defined through collaboration between developer, surveyor, lawyer and underwriter to determine a course of action for each project that has the best chances of satisfying the court's requirements for transparent and conscionable behaviour while still protecting developers from the ransom value fast becoming attributable to rights of light.

Jean-Claude Domaingue Senior Underwriter and Solicitor with CLS jcdomaingue@clsl.co.uk

We've learnt to be flexible in our approach



Being adaptable and flexible has not only helped us survive in a competitive industry, it's the reason we've been so successful.

It's what sets us apart.

We know this because our customers tell us, and when they speak we listen. Adapting our services to fit, we're always quick to react, and we keep them updated every step of the way.

It's a simple approach that works.

Our knowledge makes a real difference too, and with unrivalled expertise in managing the process of property searches and transactions, we continue to evolve and shape the conveyancing landscape of the future.

To find out more, call **0844 249 9200** or visit **www.tmgroup.co.uk**

















FILM AND THE LAW No 11

The Law and the Western: The slip of a girl & the dead red head

Do you need a good lawyer? I need a good judge - TRUE GRIT They each knew that he didn't do it. They each thought that the other did it - YOUNG Mr LINCOLN



By Vincent McGrath www.filmnite.co.uk filmnite@tiscali.co.uk 020 8579 5330 07877 551442

TRUE GRIT (2011), a re-make of Henry Hathaway's 1969 Western, is distinguished not just by the determined presence of a 14 year old young woman Mattie Ross, but rather it's her quaint Biblical speech patterns which constantly refer to the law and its due processes that catches the ear. Whilst the said genre is by definition reactionary, Mattie's endless attempts to bring to justice her father's killer, by employing a couple of true grit bounty hunters gives us the opportunity to reflect upon the respective merits of the law of the gun and the law of the book together with the way women are represented in such films.



TRUE GRIT: Rooster Cockburn (Jeff Bridges) with his feisty employer Mattie Ross (Hailee Steinfeld).



YOUNG Mr LINCOLN: Two of Abe's 3 great loves: Red head Ann Rutledge (Pauleen Moore) & the Sacramento river.

Whilst YOUNG Mr LINCOLN (1939) cannot by any stretch of the imagination be called a Western, its director John Aloysius I-make-Westerns Ford produced a luminous treatise on how the law established its ascendancy with the help of one of its most famous sons, at a time when the newly independent USA was on the cusp of tearing itself apart in a Civil War. We first encounter young Abe Lincoln running a store in 1832 Illinois. Penniless settlers heading

west, pass by, needing supplies. The heart of gold future president offers to barter and in exchange, he gets a barrel load of books. He opens the first tome with wonderment in his eyes, and exclaims, "Blackstone's Commentaries! That's Law!" To which a settler's voice is heard to shout, "Law! I knew that book was about something".

So at this early stage of the film, a book on the law is given the same iconic status as a religious text, and Abe can't wait to get engrossed in its mystical gobbledegook. We next see Abe buried in the great man's Commentaries, head on ground and legs up a tree "The right to Life, Reputation and Liberty. Wrongs are violations of those Rights. That's all there is to it! Maybe I should take this up serious."

The intellectual French film critics of the 1960's were so impressed with YOUNG Mr LINCOLN, that they produced a lengthy dossier on the film analysing it from every possible perspective. For example they compared the 19th century political situation in the US with that pertaining in the 1930's, and found distinct similarities, such as the need for national unity given the impending catastrophic events. Further they attempted a psycho-analysis of the young Abe, and the women in his life together with many other interesting approaches too numerous to elucidate here.

To return to the film.

We are next introduced to Ann Rutledge on a casual stroll along the river bank with her beau. She is probably the only love in Abe's life apart from his deceased mum and the local river itself. "You're mighty pretty Ann". "Some folks I know, don't like red hair.". "I do". "Do you Abe?" "I love red hair." Ann briefly passes into a deep shadow at the left edge of the frame, before exiting the shot - a subtle foreshadowing of her premature death. She re-appears in the next scene at the same spot but six feet under - her presence marked by a headstone. Abe brushes away the snow, and asks his dearly, albeit recently departed Ann to decide whether he should continue to kick his heals in the family store or take his chances with the law. "Let the stick decide" he says, as he holds a stick over the grave. "If it falls towards me, I stay. If it falls towards you Ann, well it's the law" The stick falls, and from beyond the grave, Ann changes the whole history of the United States in the blink of an eye. Abe becomes a lawyer, gets elected president, wins the Civil War and, is finally assassinated only to be then venerated for ever and a day. And all of this down to the fall of a stick and one dead red head.

Abe rides into town on a donkey (a donkey I hear you say), his long legs trailing in the dust. "What are you doing in Springfield Abe?" "Setting myself up as a lawyer. "What do you know about the law, Abe?" "Not enough to hurt me."

Most scenes from now on, have a binary structure. Abe is asked to judge two pies in a pie contest but can't decide, having devoured both. His first two clients are in dispute over money, so he splits the difference, having first deducted his fee, and finally he is defending two brothers accused of murder. The chief prosecution witness says he saw them both and for sure one of them did the dirty deed, but he can't decide which. The boys' mother who was close to the killing is asked to choose between her loved ones on the basis of plea whereby one dies whilst the other lives. But she steadfastly refuses to testify against either son. Remember the pies? So either both clients get off or both die. Abe indeed has a trial and a half on his hands.



YOUNG Mr LINCOLN: Abe seeking counsel from dead red head Ann,

"So it was moon bright?" "Sure moon bright." "Cos if it wasn't moon bright, you couldn't have seen it over 100 yards? You did see it?" "I told you I saw it" "What have you against my client? What did you kill him for? Look at this farmer's almanac. Look at page 12. The moon set at 10.21, 40 minutes before the killing took place. So you see, it couldn't have been moon bright. You lied. No more questions your honour. Your witness."

The bemused lads go free as the sheriff moves in on the lying cayote, and we criminal advocates check to see that we have an up to date farmer's almanac tucked away in our back pocket together with the current edition of Blackstone's Magistrates' Court Handbook.

The binary structure subliminally works on our subconscious foreshadowing the way the little bit older Mr Lincoln will defeat the South and re-establish the Union.

So young Mattie thanks to her knowledge of the law is able to persuade threaten and control a couple of cussing bounty hunters. The threesome cross over into the lawless territory that is beyond the pale and eventually her quarry is cornered and executed by the law of the gun - albeit not by the law of the book, as she had hoped. On the other hand Annie RIP achieves her end game by working through another who would have still been running the penny-pinching family store had she not gifted him his true destiny to re-unite what was to become the most powerful nation on the earth. For a genre famous for its oppressive representations of women (saintly mothers, eastern ladies or bar-room prostitutes), these two films seem to have given us two of the more interesting characters of the Western, namely slip of a girl paralegal Mattie and dead red head Annie.

Not since JOHNNY GUITAR (1953), where Joan Crawford and Mercedes McCambridge face off in real scary fashion, has there been such a feminised Western as TRUE GRIT. Perhaps the Coens who are avid readers of this column may like to consider putting their inimitable

stamp on a re-make of Ford's haunting YOUNG Mr LINCOLN and call it EVEN YOUNGER Mr LINCOLN (aka Teenage Abe), whereby the feisty Annie would get a longer life and hence a bigger role? Sadly the young Henry Fonda (Jane's dad) who looks more like Abraham Lincoln than Abraham Lincoln, ever could, is no longer around to play the eponymous role of the man with the castrating stare, though if Joel and Ethan were to hold a stick over the doppelganger's grave, then who knows, the rest could well be history. For my part, I never visit friends in the local cemetery without a stick tucked up my sleeve.



(Joan Crawford) ready for Emma



YOUNG MR LINCOLN: Well Ann. You win It's the Law.



JOHNNY GUITAR: Emma (Mercedes McCambridge) cocking her 6-shooter.

Join a friendly group of film enthusiasts!

TUESDAY 7-9pm for 11 week term



at the exclusive **SOHOHOUSE MEDIA CLUB**

Next term commences 4th October 2011 Join now & get a £10.00 discount Get a friend to join & win a bottle of champagne.

Fee: £135.00 includes:-

- · presentation/discussion on 4 recent film releases
- · champagne/canapés reception @ Sohohouse
- GUEST SPEAKERS





e: filmnite@tiscali.co.uk www.filmnite.co.uk twitter: tues_FilmNite t: 020 8579 5330 Facebook: Film Nite Group m: 07877 551442









Middlesex University and the University of West London compete for the YMG Inaugural Inter-University Quiz Cup

On the 6th April 2011 the first Interuniversity YMG Quiz Night took place at the Middlesex University.

The YMG stands for the Young Members Group, a sub committee of the Middlesex Law Society. The aim of the YMG is to organise activities to provide opportunities for students to showcase themselves and to gain where possible work experience and also to interact with lawyers within their local area. The YMG is headed by myself and ran together with students from Middlesex University namely Laura, Pete and Jackie from Middlesex University and Rick, Kelvin and George from the University of West London (formerly Thames Valley University).

The evening was fun but competitive as you can see form these photographs on pages 20-25. The winning table was Team Narusso from Middlesex University, second place was earned by Team Highlands from Middlesex University and third place victory went to The Experts from the University of West London.

A mini competition was also held between the non students comprising of lecturers, staff and committee members and the winner in this respect was MTG Solicitors who won vouchers from John Lewis.

During the evening monies were also collected for the British Red Cross Charity to Support Japan Tsunami and the sum of £52.33 was raised for this cause.

This evening would not have been possible without the hard work of the YMG Committee and the immense support of the Middlesex University in particular Susan Scott Hunt and Christiana Frandzis. Thanks to MTG Solicitors and QEB Chambers who provided a wonderful opportunity of work experience to two candidates who were randomly selected from the table that came first and second from the Quiz Night. Thanks also to the MLS's Social Secretary, Robert Drepaul for his support on the night.

Everyone can't wait for the next YMG quiz Night!

If you would like to join the Middlesex Law Society YMG, please e-mail me hardeep@desorandco.co.uk

Hardeep Dhillon, Membership Secretary

Young Members' Group 5-a-side Football at Goals, Hayes, 16th April 2011





Don't leave yourself uncovered...

Basic ID checks are not enough!

Our online verification tool supplements your enhanced due-diligence insuring you comply with current terrorist and money laundering regulations.

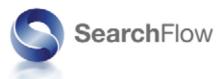
Launched in partnership with C6, this time saving search will bring back any negative information on a foreign national or company.

Foreign National Search:

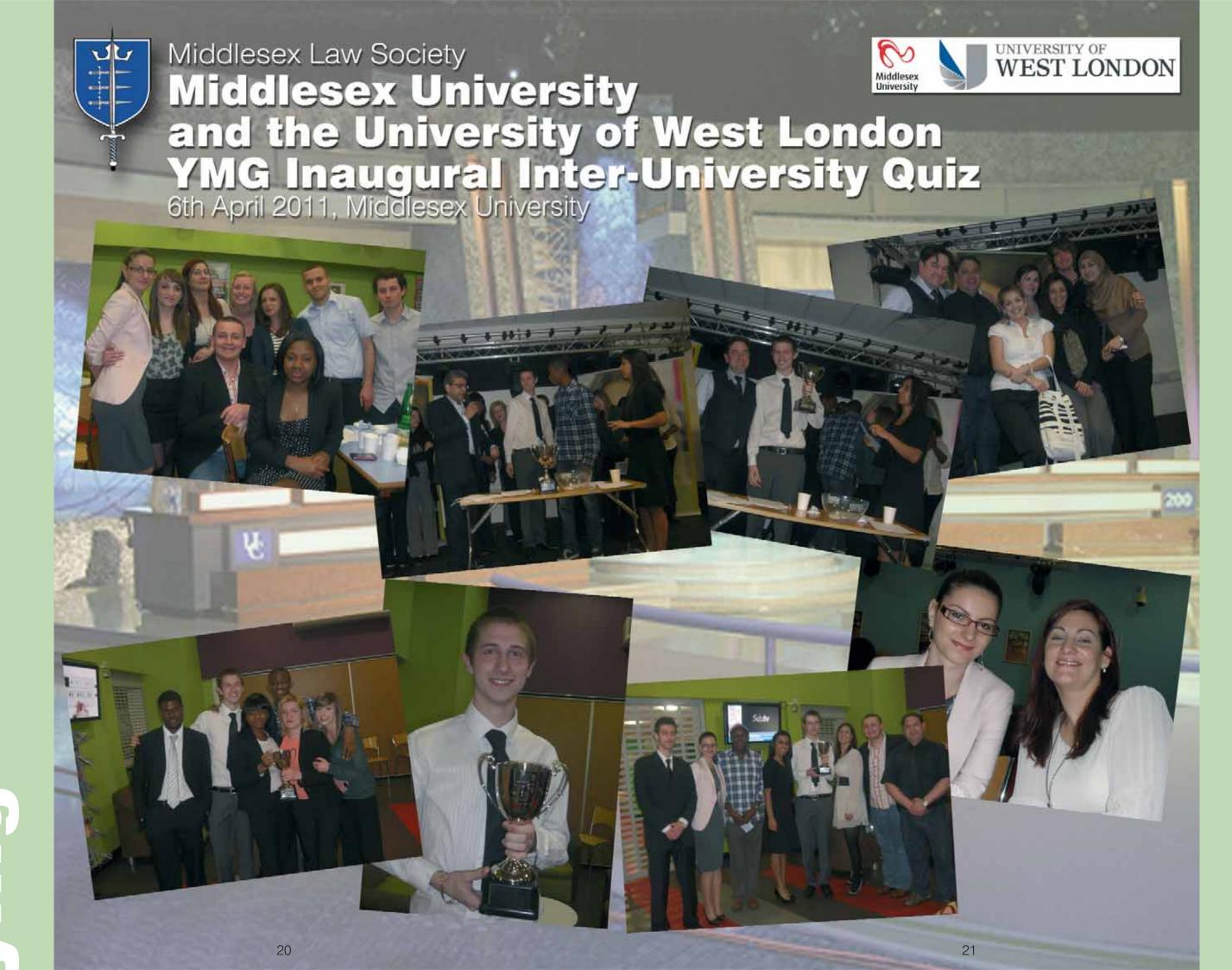
- Price includes access to 10,000 data sources
- Updated daily
- Used by leading banks and insurance organistions
- · Does not affect credit rating
- Provides a full date and time stamped audit trail
- No subscription or upfront payment

To find our more about the Foreign National Search, call 0870 220 3088 or email fns@searchflow.co.uk

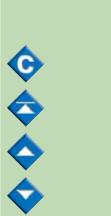
www.searchflow.co.uk



...the best way















Finding people: that's Hoopers' business

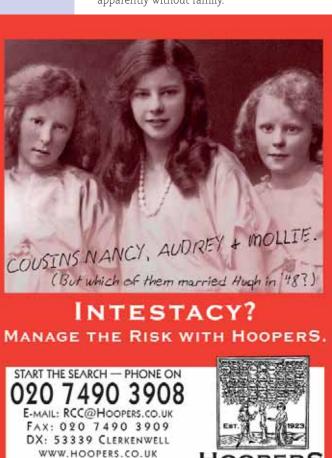
By Michael Tringham, Chairman, Hoopers

Foremost among probate research genealogists, Hoopers are best known for solving the problems of intestacy – when somebody has died leaving valuable assets but no will. Founded almost 90 years ago, we work with solicitors, helping beneficiaries by proving their entitlements. We also trace missing beneficiaries named in wills, pension fund beneficiaries and owners of land, shares and other assets.

£200,000 Shoreditch baron

In the hustle of a big city families easily drift apart. So it is hardly surprising that some of Hoopers most memorable heir tracing cases involve London families.

That is how nine members of an East London family came to share the £200,000 estate of their long-lost Uncle Charlie: born Charles Edward Cullum in 1926 in far-from aristocratic Hare Walk, Shoreditch – but who spent half his life as Baron Carl Franz Eduard Von Eudeni before dying in 1994 in a south-London hospice, apparently without family.



15 Clerkenwell Close, London EC1R DAA HOOPERS

If beneficiaries are out there, we'll find them.

Hoopers investigators expected the trail to lead to Austria. Then documents found in his Nunhead home showed that in 1956 he had changed his name by deed poll to Von Eudeni. We discovered that Mr Cullum developed multiple personalities after contracting meningitis during his National Service, then came out of hospital a brilliant musician – like his street entertainer dad. Dr David Hiles of De Montford University's Psychology Department explained that while Mr Cullum's illness "gave him the extraordinary ability to hear a tune once – and play it on virtually any instrument. It turned him into a Musical Squart"

It is also thought that the illness affected his speech, and adopting a foreign-sounding name would have helped him adjust to something he could not do anything about.

After 1957 Uncle Charlie had lost contact with his family. But he enjoyed a colourful life as a holiday camp entertainer, rubbing shoulders with greats such as band leader Billy Cotton and comic Norman Wisdom. Later, as Baron Von Eudeni, he worked for 14 years as a senior civil servant in the Lord Chancellor's Office (then the department responsible for the administration of justice), until ill health forced him to retire in 1988.

Islington family's windfall

Johnny Hubbard's story was similar – but sadder. He died aged 74, having spent the last 40 years of his life living on London's streets. Now his brothers Peter and William and sisters Elizabeth and Winifred are sharing in a windfall from his £35,000 estate – money left to him years earlier by a relative.

Johnny's brother William describes the children's "turbulent childhood" with their father John, who ran a fish stall in Chapel Market, Islington. "Dad was a pretty violent person. He drank brandy most of the day to keep warm. As a result he was always drunk. If you asked for school dinner money, you got a clump. If you stole it, you got a clump."

All the children escaped from the family home in Grant Street, Islington, as soon they could. Johnny became a porter in Smithfield meat market. The heavy manual work kept him in fighting shape and, like many other young men at the time, he took up boxing as a way of letting off steam.

Unfortunately a confrontation with another Smithfield porter changed Johnny's life for ever. During a fight he was struck over the head – after which he became increasingly unstable. Despite brain surgery he never fully recovered.

"He was pretty violent, all of us were scared of him," says William, who built up his own successful central London furniture business.

The result for Johnny was 40 years of living on the streets around the Square Mile and East End. William remembers meeting him and giving him money – "but I don't think he recognised me."

When we discover a little piece of information that unlocks the pathway to our research, it is a eureka moment. We're especially glad when our work also produces a result for the deceased's family.

Michael Tringham
Hoopers, 15 Clerkenwell Close, London EC1R 0AA
cmt@hoopers.co.uk
Tel: 020 7490 3908
Fax: 020 7490 3909
DX 53339 CLERKENWELL



Trimega Laboratories specialises in drug and alcohol abuse testing, and to ensure that you and your team remain informed and that your mediation skills are up to date, we are currently offering CPD courses (accredited by the Solicitors Regulation Authority and Bar Standards Board) entitled "An Introduction to Hair Drug Testing" and "An Introduction to Hair Alcohol Testing" (CPD Hours: 1 each or 2 hours for combined courses).

The courses are provided at no cost and all attendees will receive the appropriate points towards their professional development. We will present the seminar to as many (or few) practitioners as required. The course can be presented face-to-face at a location suitable to you or can be held via a Live Internet based presentation at your convenience.

The training originally evolved as a result of requests for us to give solicitors and social workers involved with child care issues a better understanding of the effects of drug abuse on the body, detection methods, and how testing can support their work in protecting vulnerable individuals.

TOPICS

- Testing for alcohol misuse using hair and blood
- Testing for drug misuse using hair
- Forensic lab technology and its application in family law ("hands on" session with forensic scientists in our laboratory during onsite visits)

For the classroom topics, you can choose to learn face-to-face on your premises / in Trimega's onsite classroom environment in Manchester; or via the internet on a web conference facilitated and presented by a Trimega Trainer.



To book this free course, please call Trimega Laboratories on 0845 388 0124 or email info@trimegalabs.com



IDS EMPLOYMENT LAW HANDBOOKS NOW ON WESTLAW UK

IDS Employment Law Handbooks are the most popular go-to commentary for employment lawyers. The following eight core Handbooks are now available for the first time ever online via Westlaw UK*:

- Contracts of Employment
- · Disability Discrimination
- Industrial Action
- · Maternity and Parental Rights
- Redundancy
- · Transfer of Undertakings (TUPE)
- Unfair Dismissal
- · Working Time
- Equal Pay and Wages will be added during the course of 2011 and included in the add-on service

INSTANT ACCESS TO THE INFORMATION YOU NEED

The Handbooks offer detailed and comprehensive guidance to employment law and provide clear advice on the law and how it applies in practice.

All Handbooks are **updated weekly** by the expert in-house author team at IDS, so you have access to the latest information in the field.

WHY CHOOSE IDS EMPLOYMENT LAW HANDBOOKS ON WESTLAW UK?

- You can search the information you need quickly and easily, using Westlaw UK's intuitive functionality
- With direct links to the case law and legislation referred to in the text of the Handbooks, you can quickly jump between the texts and primary materials
- With weekly updates you can work safe in the knowledge that you have the most current information at your fingertips

Contact us for more information:

Call 0800 028 2200, email customer.service@westlaw.co.uk or visit westlaw.co.uk





^{*}Available as an add-on to a Westlaw UK subscription.