

McCormicks Briefing

Christmas 2019



Working relationships
New department heads
Celebrating achievers



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decisive action

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It is fair to say it has been another tremendous year, both for the firm and the wider community.

Christmas and New Year greetings

We recently appointed a new Head of Corporate and Commercial, Partner James Towler, who many of you will have now met, and a new Head of Employment, Iain Jenkins, who will be out and about in his home town of Harrogate meeting even more of you.

We have reflected Tiffany Jackson's hard work with Head of Commercial Property Heather Roberts by awarding her a Training Contract. Tiffany also assists in Property Litigation work and in the property side of some Estates and Trusts work.

We now have a third Duty Solicitor who can appear for those facing Magistrates' Court proceedings following

the qualification of lawyer Brian Nuttney to the Criminal Litigation Accreditation Scheme (CLAS), further strengthening our Crime team headed by Peter Minnikin. Duty Solicitors represent people who do not have a solicitor but require legal representation, both at the police station and in court.

The Head of our Family team, Partner Stephen Hopwood is currently serving as President of Harrogate District Law Society (HDLS) which is made up of lawyers from across the district and brings together the legal community to campaign on issues important to the public, such as access to justice, court funding and modernisation of laws.

It also represents an

industry sector that has grown 30 per cent in the last few years and is an important part of the economy and job market in Harrogate and district.

On the Sport front, I have been reappointed to the national sports dispute resolution body, the Sport Resolutions (UK) Panels of Arbitrators and Mediators for a further three-year term.

The appointment means that I will continue to Chair arbitrations.



Peter McCormick

In addition, I have been appointed to three expert panels within the organisation: Commercial; Professional Football; and Discipline and Integrity.

We have again won praise for our work in the leading guides to the legal profession, on which you can read more about in this issue, and we had a fantastic night at the 27th Yorkshire Young Achievers Awards in November, again featured in these pages.

On the wider scale, Harrogate hosted the Great Yorkshire Show, attracting more than 130,000 people, the always-impressive Theakston Old Peculier Crime Writing Festival which presented the Award for Outstanding Contribution to 300-million-selling

author James Patterson, and the UCI World Cycling Championships which received media coverage across the world, despite unseasonably wet weather which presented challenges for the competitors, spectators and for the clear-up operation.

As we go to print, we do not yet know the result of the December General Election and if and when Brexit will go ahead. It is hard to believe now that we expected all to be resolved in 2019!

Whatever the outcome, my colleagues and I wish you a very merry Christmas and a happy, healthy and successful New Year!

Peter McCormick OBE

We are delighted to welcome a new Partner to the practice.

New department heads

James Towler takes over as Head of our Corporate and Commercial Department.

James advises companies, LLPs and partnerships, on both corporate and commercial matters. Regular instructions include buying and selling businesses and companies, restructuring companies and groups, joint ventures, shareholder and partnership agreements.

He has acted for a broad range of both domestic and international clients including motor retailers, national estate agents, racecourse operators, manufacturers, publishers, online service providers, retailers and farmers.



New McCormicks Partner
James Towler

The firm's Corporate and Commercial department won praise in the recently published UK Legal 500, the leading guide to the legal profession, which quote a client as saying: "McCormicks' professional approach and subject knowledge gives clients reassurance that it knows what it is



New Head of Employment
Iain Jenkins

talking about."

Iain Jenkins has joined the practice as Head of Employment Law.

He brings expertise in all areas of contentious and non-contentious employment matters, including settlement agreements and negotiated exits,

directors and boardroom disputes, Employment Tribunal claims for unfair or wrongful dismissal, discrimination and whistleblowing.

He has extensive experience in drafting and negotiating contracts of employment and service agreements, advising on grievance and disciplinary matters and the termination of employment, providing advice on TUPE and employment aspects of corporate and property transactions. He works with Commercial Litigation Partner Philip Edmondson to advise on the implementation and enforcement of restrictive covenants and confidentiality obligations.

Iain has advised businesses across a range of sectors including technology, manufacturing, financial services, recruitment, transport and logistics and health and social care.

His appointment ensures that Senior Associate Sara Morgan will be able to focus on regulatory matters for professionals in relation to disciplinary matters, with a particular emphasis on registered pharmacists.

Senior Partner Peter McCormick said: "James and Iain both offer expertise and extensive experience in their disciplines and we are delighted to welcome them to the practice."

Solicitors across the departments have won praise from clients in the newly-published UK Legal 500 and Chambers UK, the leading guides to the legal profession, with descriptions including thorough, accessible, strength and sensitivity, expertise and efficiency.

Departmental praise by guides

Senior Partner Peter McCormick OBE and Consultant Neil Goodrum are both listed in the UK Legal 500's "Hall of Fame": Peter for his work in Sport and Neil for Mediators. Peter is also listed in the elite "Leading Lawyers" list for his work in Sport. Partner Philip Edmondson is singled out as a "Next Generation" lawyer for his work in Sport.

The firm is praised for its expertise and service in the editorial covering a number of different legal disciplines, including Dispute Resolution, Agriculture and Estates, IT and Telecoms and Intellectual Property.

Solicitors at the firm have won 41 individual recommendations, while the firm as a whole is recommended for 18 areas of law, namely: Corporate and Commercial; EU and Competition; Crime: Fraud; Crime: General; Dispute Resolution/ Commercial Litigation; Agriculture and Estates; Charities and Not-For-Profit; Contentious Trusts and Probate; Family; Private Client: Personal Tax, Trusts and Probate; Commercial Property; Property Litigation; IT and Telecoms; Intellectual Property; and Sport; along with London rankings for Dispute Resolution: Mediators; Professional Discipline and Sport.

It has again led the way for Harrogate and North Yorkshire-based practices as the only Harrogate practice recommended in eight areas of law, namely EU and Competition, Crime (Fraud), Crime (General), Contentious Trusts and Probate, Sport, Dispute Resolution: Mediators, Professional Discipline and Sport (London).

The practice is also ranked by Chambers for its work in Agriculture and Rural Matters, Crime and Sport.

Peter McCormick said: "The testimonials from our clients and peers reflect our strength across a range of disciplines and we are, naturally, delighted."



Peter McCormick



Philip Edmondson



Peter Minnikin



Stephen Hopwood

team offers the full range of services to clients, advising on matters relating to asset transfers, property issues, sponsorship agreements, procurement and commercial litigation. Practice head Peter McCormick continues to act as a trustee for many charities, including the Football Foundation, which receives millions of pounds of funding from the Premier League, the Football Association and the Government to deliver community projects at grassroots level. "A friendly and approachable team who are very effective at providing a legal service for the layperson." "Peter McCormick instills confidence - he is comfortable dealing with anything we ask him to respond to."

UK Legal 500

Commercial litigation

Harrogate-based firm McCormicks is recognised for its representation of sports sector clients, which includes participants and regulators. The team has experience handling a range of contentious matters including contractual claims,

construction disputes, debt recovery issues, professional negligence matters and contentious probate work. Beyond the sports sector, the group is growing its digital sector expertise with several new client wins. Philip Edmondson leads the department alongside senior partner Peter McCormick. "McCormicks provides excellent advice and the outcome is delivered by consummate professionals."

UK Legal 500

Commercial property

McCormicks covers both commercial and residential property work and acts for a range of clients including owner occupiers, organisations, private individuals, charities, developers and portfolio investors. The team is headed by Heather Roberts, who advises on the full range of commercial property deals, advising high street retailers and retail schemes acting for both tenants and landlords. She has also worked with major developers, public bodies and occupiers to design, fund and deliver regeneration schemes.

UK Legal 500

What the Guides Say

Agriculture and Estates and Rural Affairs

McCormicks' agriculture and rural affairs team has a well-established roster of clients in Yorkshire, advising on a number of substantial estates. The firm prides itself on its commercial approach, and aims to help its clients create and manage new income flows by assisting in the diversification of their property. Peter McCormick heads the practice, which is active within the Agricultural Law Association and the

Charity Law Association. "Peter McCormick is approachable and very efficient and always gets back to you." "Elaine Lightfoot is a very efficient solicitor and deals with whatever you put her way easily and successfully."

UK Legal 500

Well-regarded agricultural practice based in Harrogate, providing clients with full rural property and tax planning services. Acts for a number of large landed estates on a wide range of matters including acquisition, disposal,

voluntary registration and diversification. Also represents clients in disputes. Key specialism in work involving shooting estates. A client remarks that "it is a well-run law practice," adding: "I do not use any other lawyers as those at McCormicks are excellent." Peter McCormick has significant experience in agricultural and estate matters. "If you have a problem, he gets it sorted," according to impressed interviewees.

Chambers UK

Charities and not-for-profit

McCormicks' charity and not-for-profit



Elaine Lightfoot



Heather Roberts



Carol Hancock



Sara Morgan

Contentious trusts and probate

McCormicks' private client offering encompasses wealth disputes, which are dealt with under the leadership of commercial litigation head Philip Edmondson. Yorkshire families, businesspeople and organisations turn to the firm for advice on the Inheritance Act, attempts to overturn wills on the grounds of capacity and duress and disputes between executors and trustees. The firm also advises on cases with cross jurisdictional elements, as well as handling more modest family cases for local clients which require rapid settlement at proportionate costs.

UK Legal 500

Corporate and commercial

McCormicks is frequently instructed by a range of high-net-worth individuals, local SMEs and large corporates, particularly in the sport, hospitality and leisure sectors. Peter McCormick has significant sports sector expertise. "McCormicks' corporate team is very friendly and responsive. "McCormicks'

professional approach and subject knowledge gives clients reassurance that it knows what it is talking about."

UK Legal 500

Crime: Fraud

Peter Minnikin heads up the criminal department at McCormicks after taking over the role from Geoffrey Rogers in 2019. Minnikin's practice covers money laundering and ponzi frauds, while Rogers focuses on complex commercial and white-collar fraud work.

UK Legal 500

Crime: General

McCormicks represents clients locally and nationally across all areas of crime, with particular expertise in regulatory matters and road traffic cases. Peter Minnikin took over as practice head from Geoffrey Rogers in early 2019 and is experienced in serious drug offences, while Rogers focuses on fraud work. "McCormicks has a very strong practice for dealing with serious crime, in particular financial fraud and heavy drug cases." "Peter Minnikin is a very industrious and well-organised solicitor."

UK Legal 500

EU and competition

McCormicks leverages its sports expertise to advise high-profile clients in the sector on competition issues, most notably The Premier League. The team is led by Philip Edmondson, who handles both contentious and non-contentious matters. Senior partner Peter McCormick also takes a lead role on much of the firm's most significant work.

UK Legal 500

Family

McCormicks fields specialists in finance, domestic abuse and children law matters, and prides itself on the early settlement of cases by its effective negotiators. Newly promoted partner and group head Stephen Hopwood is highly regarded in the region and associate Carol Hancock is an expert in children and domestic abuse cases. "The team at McCormicks has a wide range and depth of expertise in family law. It is both committed and thorough in the approach it takes to each and every case." "Carol Hancock has a particular strength and sensitivity in representing victims of domestic abuse, which is reinforced by the work she undertakes with domestic abuse agencies in the local area."

UK Legal 500

Intellectual property

Known particularly for its sport, media and entertainment sectors expertise, the intellectual property practice at McCormicks assists clients with the protection and monetisation of their IP rights. The group also acts for several clients in the retail sector and is increasingly being instructed by start-ups. Name partner Peter McCormick is a key name to note, particularly for sports sector work. "McCormicks is very

thorough, can explain legal concepts in an accessible way, avoiding legal terminology, and provides answers within a short time frame."

UK Legal 500

IT and telecoms

McCormicks attracts instructions from IT and telecoms sector companies and clients (largely in the sport, media and entertainment sectors) that are investing in technology.

UK Legal 500

Personal tax, trusts and probate

McCormicks continues to advise trustees, settlors, beneficiaries, attorneys and deputies in relation to planning and administration of estates and court of protection matters. The firm has a longstanding relationship with the Premier League, for which it provides advice on trust structures intended to protect young and wealthy players. Peter McCormick and Elaine Lightfoot are the key lawyers in the practice.

UK Legal 500

Property litigation

McCormicks handles the full range of contentious real estate work with particular knowledge of commercial landlord and tenant work; the group also leverages the firm's strength in the sports arena to act for clients in the sector on property disputes. Philip Edmondson leads the group and Heather Roberts specialises in retail work; Roberts' expertise also includes development-related issues, shooting rights work and lease mandates.

UK Legal 500

Sport

McCormicks has impressive sport sector expertise and an enviable client roster spanning several sports including football, cricket and professional cycling; the group

is particularly well-regarded for football-related work and is instructed by leading clubs and leagues in the UK and abroad. Senior partner Peter McCormick heads up the practice and has a reputation as one of the pre-eminent sports lawyers in the UK. Philip Edmondson and Heather Roberts are other names to note and handle a range of litigation and commercial property issues respectively, while senior associate Sara Morgan focuses on employment law matters. "Peter McCormick has unparalleled experience both as a litigator and as a football 'insider'." "Peter McCormick has extremely astute judgment and strategic skills."

UK Legal 500

Yorkshire practice providing expertise in a range of matters including contentious and non-contentious football work, continuing to be a principal adviser to the Premier League as well as being involved in grassroots football development. Advises on a broad range of corporate and commercial issues, including sponsorship, governance issues and insolvency. Additional recent activity in shooting, advising shoot proprietors on regulatory and employment matters. A source notes: "The firm's main strengths are its commercial and pragmatic nature, its attention to detail, and the first-rate advice it gives to its clients." The "iconic" Peter McCormick is an "industry grandee" known throughout the market for his expertise in football regulatory matters and dispute resolution. According to market commentators, he is "brilliant technically, articulate and unflappable."

Chambers UK

Seven young people who help to make Yorkshire a better place were recognised for their talent and determination in November at the 27th Yorkshire Young Achievers Awards at Leeds United's Centenary Pavilion.

Seven young s

Undefeated Leeds boxer Josh Warrington stepped up to take the Personality of the Year title in front of almost 400 guests, while the Youngster of the Year title went to another Leeds lad making his mark in the ring with three gold medals to his name aged just ten, Archie Boyne.

The Awards, sponsored by McCormicks, are organised by the Yorkshire Young Achievers Foundation which has now raised more than £1.3m to support young people in Yorkshire.

The Chairman of the Awards, Peter McCormick OBE, said: "It was a very special evening where we heard some amazing stories, ranging from Lauren Doherty spreading the road safety message to other young people after she was paralysed in an accident, to Katie Mountain doing some amazing work with children and families in need in Leeds.

"These Awards are also our main fundraiser of the year and none of this would be possible without the support of our sponsors and our guests, many of whom have been with us almost since the beginning, and we marked the commitment of one of these supporters, Simon Nabarro, with our Special Award."

The full line up of winners was:

Personality of the Year
sponsored by Rudding Park

Josh Warrington of Leeds

Josh has had a remarkable career in professional boxing, with 30 wins out of 30 to date.

His latest came just a month ago when he beat Sofiane Takoucht to retain the IBF Featherweight World Championship, ending the fight in the second round to take the belt for the fourth time.

Many of his professional bouts have taken place in Yorkshire, with his first fight at Elland Road in 2010.

He is well known as a Leeds United fan and a number of former players, including Lucas Radebe, Vinnie Jones and Jermaine Beckford, have appeared on his ring walks.

He took his first English featherweight in 2012, the Commonwealth title the following year and the British and European titles in 2014. 2015 saw him win the WBC International featherweight title.

Elland Road was also the venue for his next big title, when he beat Lee Selby to win his first IBF belt in May 2018. He retained the title in October the same year when he beat Carl Frampton and again in June this year when he took on Kid Galahad.



Personality of the Year Josh Warrington receives his Award from Simon Mackaness of Rudding Park and Peter McCormick



Youngster of the Year Archie Boyne receives his Award from Simon Nabarro of Nabarro McAllister

Youngster of the Year
sponsored by Nabarro McAllister

Archie Boyne, ten, of Leeds

Archie set himself the target of being world champion in Thai boxing by the time he was ten – and achieved it aged nine, winning three gold medals at the World Championships in Italy.

Fighting under the name "Archie The Barbarian Boyne", the youngster has won a series of titles, including his first, the Five Nations title, aged five.

He is now keen to keep his titles as he moves up the weight classifications.

Achievement in the Arts
sponsored by Barclays

Daisy Watt of Doncaster

Daisy, aged ten, wanted to raise money for cancer charities after her grandparents were diagnosed with the disease when she was just six.

She decided to paint a picture for them and donate it to the Equinox Ball which raises funds for Doncaster-based Firefly Cancer Awareness and Support, which provides transport to medical appointments for cancer patients, and for Cancer Research UK.

Her extraordinary talent meant it was far more than just a pretty picture. The auction of the painting, together with



Daisy Watt receives the Achievement in the Arts Award from Martin Gerrard of Barclays

tars at awards



Katie Mountain is presented with the Achievement in Management and Enterprise Award by Caroline Murphy of The Wetherby Whaler

prints of it, raised a massive £25,000, more than a wheel for a Firefly vehicle which was Daisy's aim.

Since then, Daisy's work has gone on to raise nearly £50,000 so far. Her paintings of flowers and nature include daffodils, used to represent people who are fighting cancer, and her designs are being incorporated into a range of jewellery. Her first painting has also been used as a thank you card for requests by Cancer Research UK.

Achievement in Management and Enterprise sponsored by The Wetherby Whaler Group

Katie Mountain of Adel, Leeds

Katie began her career as a primary school teacher but the last two years have seen her become the youngest director of a community nursery in the UK.

She set up and runs the Sunshine Community Nursery in Harehills and, in the first year, she was tasked with attracting 15 children. She actually attracted 58, reaching her three-year business plan goal in the first year.

The nursery caters for children aged from babies to five and, as well as supporting families in the local community, also provides child care for 20 students learning English for speakers of other languages at Leeds City College. She has recruited her own staff from the local community, which has proved valuable in a setting where 15 languages are spoken and where many of the children are refugees and asylum seekers.

Katie has plans to expand the nursery still further in coming months, increasing capacity to 70 places and introducing a sensory area along with more outdoor play.



Danika Priim and Sophie Robinson of Leeds Rhinos accept the Achievement in Sport Award on behalf of Courtney Hill from Eddie Gray on behalf of Leeds United

Achievement in Sport

sponsored by
Leeds United Football Club

Courtney Hill of Leeds Rhinos Women

Courtney captained Leeds Rhinos Women in a hugely successful season, culminating in them becoming the Betfred Women's Super League champions for the first time.

Born in Australia but qualifying for the Award because she lives and works in Yorkshire, Courtney led the team to the domestic double, also taking the Coral Women's Challenge Cup, in which the scrum half scored the winning try.

Despite her talent on the rugby pitch,

her professional sporting life saw her begin as a cricketer in Australia where she was a fast pace bowler. She emigrated to England in 2018 and, despite not having played Rugby League since junior level, set her sights on a new career.

She was an integral member of the Leeds squad that won the 2018 Challenge Cup and the League Leaders Shield in the 2018 Women's Super League, a season in which she missed just one game, crossed the line for seven tries and registered 65 goals as the team's first choice kicker.

She was appointed Captain this year and, at the end of the season was named as the 2019 Telegraph Woman of Steel at the Super League Awards.



Lizzie Jones presents the Achievement in Education Award on behalf of Positive Tax Solutions to Taylor Hogan

Achievement in Education
sponsored by Positive Tax Solutions

Taylor Hogan of Leeds

Taylor experienced a difficult childhood which resulted in her struggling in mainstream education and moving schools eight times.

But a major moment of change came when she was introduced to MAP Charity in Leeds, which works with young people at risk of being excluded, and she found an outlet for her creativeness and talent, becoming engaged in education for the first time in her young life.

Taylor has never looked back since and is now studying Film and Screen Media at University Centre, Leeds College.

She is now a valued MAP Charity ambassador and frequently visits to inspire more young people in their engagement with education and the arts. She also sits on the fundraising committee and speaks at awareness events.



Stephen Hopwood of McCormicks presents the Unsung Hero Award to Lauren Doherty

Unsung Hero
sponsored by McCormicks Solicitors

Lauren Doherty of Knaresborough

When Lauren was 20 she was involved in a life-changing road accident. Walking home after a night out with friends, she crossed a road without checking for traffic, was hit by a van and is now completely paralysed.

Lauren wanted to spread the road safety message to children of all ages and this has become her focus. In 2016 she visited her first primary school, speaking to a group of ten children, and this led on to other schools and organisations in

the area. She has now spoken to more than 3,000 children and young adults across the region.

She is also working with a group of organisations, including the police and fire services, on their Learn and Live Campaign for young drivers and their passengers.

The importance of her work was recognised this autumn when she received a Chief Constable's Commendation from North Yorkshire Police for her Road Safety work in the Community.

Special Award
sponsored by Walsh Taylor

Simon Nabarro of Leeds

The Special Award is made to friends and supporters of the Yorkshire Young Achievers Awards who have gone the extra mile to help raise funds to support young people in the region.

Awards Chairman Peter McCormick said: "Simon has proved to be a brilliant ambassador for both the Awards and the Foundation over the last 25 years. He celebrated his 25th anniversary of taking a table at the dinner and marked that achievement by sponsoring the Youngster of the Year award."

"We have been lucky enough to have some fantastic supporters over the years and we are delighted to recognise Simon's contribution with this Award."



Simon Nabarro receives the Special Award from Mary Taylor of Walsh Taylor

... and some of great people joining us on the evening were ...



Paul Petrov, Carol Hancock, Elaine Lightfoot, Sean Wilson



Kathryn McCormick, Jez Carter and Mary Taylor



Lizzie Jones and Nick Whitehill



Richard Stroud, Az Jacobs and members of the Yorkshire Regiment



Mike Ash, Sandra Doherty, Chris Mackenzie, Sara Robinson, Helen Ash, Katie, Emma, Angie Mountain, Chris Gill



Louise and Iain Jenkins and Will Bates



Caroline Murphy, Elizabeth McCarthy, Marie Dickinson and Emily Thomas



Richard Stroud, Denise Stroud, Nirmal Singh, Harmesh Singh, Manjo Joshi and Bhavna Joshi



Sir Thomas Ingilby, Lady Ingilby, Kathryn Apanowicz, and Tom Bayliss QC



Hayley Tognetti, Elizabeth Tognetti-Shaw, Rob Shaw



Nick Manners, Robert and Nick Dyson



Ron Miller, Claire & Chris Hassell



Andrew, Harry and Karen Phillips



Archie Boyne meets Josh Warrington



Katie Holmes, Sue Watson, Nicola Connelly, Tracey Lazenby, Mandy Baylis, Jade Iwanuschak, Maria Dawson



Tim Lamber, Jo Watson, Judy Thompson, Kathryn Davenport



Jess, Helen and Dennis Mayho, Duncan Wood



Molly Birch brought along her Support Dog, Chess, to explain how he improves her life.



Lauren Doherty and friends



Simon Nabarro, Neil Cowburn, Mark Murphy, Paul Ibbotson



Julia Sambrook, Abbey Maclure, James Ryan, Emma Ryan, Steph Daley, Laura and James Collins



Ray and Rachel Wells



The Barclays team with Arts winner Daisy Watt

Working relationships

Your local McDonald's may not be the most romantic establishment particularly if you are desperate for food at three in the morning, but behind the scenes things might be different and indeed right at the top of the management tree as illustrated when McDonald's recently fired its chief executive, Steve Easterbrook, after a relationship with an employee. It was a consensual relationship but apparently Mr Easterbrook had "violated company policy" and shown "poor judgement". Mr Easterbrook's employment was terminated because the relationship was a breach of McDonald's business conduct standards policy which Mr Easterbrook had signed.

In general terms, it said that situations should be avoided which could negatively impact on the work environment and as part of this, those employees with direct or indirect reporting lines were prohibited from entering into a relationship. Those who were in or planning to enter into a romantic relationship that may violate the policy were to advise HR or a director, according to the policy.

McDonald's and other companies who implement such rules are clearly concerned about potential conflicts

of interest. Whilst perhaps more common in the US, policies on relationships at work are implemented by some UK companies. Such policies will be brought to the attention of employees and applied across the board, usually without fear or favour as was the case with Mr Easterbrook who was accredited with a significant increase in the value of McDonald's as a business.

Policies are not implemented just to cover clandestine relationships but any "personal relationship" (for example, people who are married or are living together) where the personal relationship may be or become problematic because it impacts negatively on colleagues or business efficiency. These relationships can be particularly problematic where the people involved work within a team or one is subordinate to the other in the management structure. Some of the perceived risks are a lack of transparency in workplace matters, risk to confidentiality, bias and general adverse impacts on the way a team might work. These are but a few.

A policy would usually contain rules and guidance on how those in a personal relationship should conduct themselves in the workplace and



disclosure (to HR) requirements where a personal relationship might involve employees in a direct reporting line. There would usually also be a reminder that the company will not tolerate discrimination or harassment. Reporting to HR may be a dampener on any budding romance.

Whilst an eyebrow might be raised at the need for these policies, statistics do show that many people enter into relationships with workplace colleagues and that this can cause issues.

With the Me Too movement, and other developments, companies are keen to be seen not only to have a policy but also to enforce it at all levels as was the case with Mr Easterbrook. The terms of his departure have been well publicised and

this was a consensual relationship but there has been much reported concern about employees entering into settlement agreements with complex confidentiality provisions where there may have been

allegations of sexual misconduct. Quite rightly these have been criticised and legislation should be introduced to constrain companies who might be anxious to brush things under the carpet at whatever cost.

Senior Associate Iain Jenkins is Head of Employment at McCormicks.

Iain has received recommendations in the leading independent Guides to the profession, The Legal 500 and Chambers UK.

Iain advises on all areas of contentious and non-contentious employment matters and has advised businesses across a range of sectors including technology, manufacturing, financial services,

recruitment, transport and logistics and health and social care.



New Head of Employment
Iain Jenkins

The ever-popular McCormicks Quiz took place in October, with eight teams battling for the title.

Quiz time

Partner Stephen Hopwood proved a testing quizmaster, with sporting, history and general knowledge rounds among those testing the participants.

Organiser Solicitor Emily Steed said: "We were delighted to welcome teams from Harrogate Town AFC, Sedulo, SMR Architects, Barclays, St Paul's Chambers, Shaw and Jagger Architects, S+SA Architects and Equinox Financial Planning and thank the West Park Hotel in Harrogate who were great hosts."

The quiz came down to a nail-biting tie break,

with Equinox Financial Planning taking first place and Harrogate Town having to settle for second for the second year running.



Quizmaster Stephen Hopwood



The winning team from Equinox Financial Planning



Concentrating hard on their answer

OUR EXPERTISE

McCormicks offers the full portfolio of legal services to all forms of organisation including businesses, charities and sporting bodies, together with private individuals. The firm offers expertise in all areas of corporate and commercial work whilst maintaining a commitment to the personal client in areas such as rural property, tax, trusts, probate, family matters and crime.



Charities & Community

- Charities
- Not For Profit

Corporate & Commercial

- Acquisitions and Disposals
- Banking and Finance
- Commercial Agreements
- Competition and EU Law
- Corporate Crime, Fraud and Risk
- IT and Data Protection

- Insolvency and Bankruptcy
- Intellectual Property
- Partnership and Company Law
- Regulatory and Disciplinary
- **Crime**
 - General Crime
 - Corporate Crime, Fraud and Risk
 - Dispute Resolution and Litigation
 - Commercial Disputes
 - Mediation and Arbitration
 - Partner/Shareholder Disputes
 - Property and Construction
 - Reputation Management

Employment

Family & Matrimonial

- Children
- Matrimonial

Insolvency & Bankruptcy

Mediation & Arbitration

Property

- Agriculture and Estates
- Commercial Property
- Development and Regeneration
- Residential Property

Sport, Media & Entertainment

- Employment
- IT and Data Protection

- Insolvency and Bankruptcy
- Intellectual Property
- Media and Entertainment
- Mediation and Arbitration
- Regulatory and Disciplinary
- Reputation Management
- Sponsorship
- Sport

Tax, Trusts, Wills & Estates

- Agriculture & Estates
- Care of the Elderly
- Tax and Trusts Disputes
- Trust and Tax Planning
- Wills and Probate

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