

# HILL DICKINSON

## RM6240 Public Sector Legal Services Lot 2 (General Service Provision) Hill Dickinson LLP

V1, November 2022

Crown  
Commercial  
Service  
*Supplier*



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Disclaimer notice: The use of information provided throughout (with particular regard to that given in case studies and key contact biographies) is not commercially sensitive. Where it is not a matter of public record, appropriate permission has been sought for inclusion.



# Supplier Introduction

## About Hill Dickinson

Hill Dickinson is an award-winning international commercial law firm with 950 people including over 200 partners and legal directors. We have offices in London, Manchester, Liverpool, Leeds and Newcastle, as well as mainland Europe and Asia. Advice and strategic guidance is delivered spanning the full legal spectrum via our national footprint, and we act as trusted advisers to many public sector clients across England and Wales, including:

- NHS bodies and trusts.
- Educational institutions (schools, further education, higher education).
- Local and regional government.
- Emergency services.
- Third sector and social housing.

## What you can expect while working with us

We are committed to providing the highest quality service through a real understanding of our client's business priorities and requirements, together with a common sense and commercial approach to every matter.

Technical expertise is a 'given' – the key to our success is in continually adding value to our clients' operations. We do this by working in partnership with clients, understanding their key objectives and ensuring our legal advice contributes to the attainment thereof.

While working with us, you can expect effective and timely communication; access to senior lawyers; and proactive support that extends far beyond the immediate matter in question. We become an extension of client's in-house legal teams, working collaboratively to protect their long-term interests.

We assign a dedicated client relationship partner to all matters, providing a single-point-of-contact throughout our partnerships. We then draw on wider internal expertise as needed and provide the 'one team' working practices now expected throughout the public sector. We are there when you need us and provide out-of-hours support on matters of urgency.

## What sets us apart

- Vast experience advising the public sector.
- Extensive understanding of the challenges and pressure points facing public sector organisations – with solutions to the most common issues.
- Deep knowledge of NHS and local authority procurement and purchasing requirements.
- Ongoing analysis of market trends and anticipation of legislative changes provided to our public sector clients, allowing for flex and scale in approach and prioritisation.
- Emphasis on leading client care and a 'one team' approach.
- Multi-disciplinary resource, creating a single-source legal solution.
- Competitive and flexible pricing, leveraging a range of models – including hourly rates, fixed fees, capped fees and retainers – to suit bespoke requirements.
- Focus on value for money and protecting the public purse.
- Cross-jurisdiction capability through our partner firm network:
  - In the UK, achieved via partnerships with law firms in Scotland and Northern Ireland.
  - Internationally, achieved via partnerships with over 120 law firms.
- Facilitation of mutually beneficial relationships between clients achieved in agreement with all parties.
- Events programme, available to clients and non-clients to join.
- Commitment to improving diversity, inclusion and the environmental impact of our work.

## Social Value

We understand the increasing importance of delivering social value throughout our appointment, creating a positive contribution far beyond the minutiae of legal advice. Our social value commitments, aligned with The Social Value Model familiar to public sector organisations, include:

### Theme 1: COVID-19 Recovery

- Adopting a hybrid working policy that allows all employees to work remotely, affirming our process for dealing with unforeseen crises.
- Issuing regular, firmwide employee surveys to better understand our peoples' concerns, then take necessary steps to relieve worries where possible.
- Extending partnerships with selected charities that may otherwise have ended during the pandemic, continuing our support.
- Volunteering within organisations and charities that suffered during the pandemic, using corporate social responsibility days given to all employees.

### Theme 2: Tackling Economic Inequality

- Leveraging industry partnerships with third party organisations such as Working Families, Aspiring Solicitors, Rare, Black Solicitors Network, Race Fairness Commitment and the Disability Confidence Scheme.
- Partnering with schools in deprived areas to provide career talks, mock interviews, CV writing skills, work shadowing days and explaining how to access a career in law.
- Providing financial support to small grassroots charities and community projects via the Hill Dickinson Foundation.

### Theme 3: Fighting Climate Change

- Cut commuting emissions by 50% from baseline (FY20/21: 661.8 CO2 tonnes) through adoption of a hybrid working model.
- Finalising our carbon reduction plan by April 2023.
- Supporting Procurement Policy Notice 06/21, which states that government contracts above £5 million can only be awarded to suppliers with a valid carbon reduction plan.
- Engaging with all clients to propose routine meetings are conducted remotely via Microsoft Teams.
- Aligning our operating procedures with the government's Social Value Model.
- As a key supplier, supporting the NHS in its commitment to be Net Zero by 2030.

- Aligning with relevant UN Sustainable Development Goals 12, 13 and 16.
- Maintaining membership of the Net Zero Lawyers Alliance.
- Commencing accreditation to ISO 14001 to further evolve our Environmental Management System.

### Theme 4: Equal Opportunity

- Providing opportunities to candidates who have taken a career break for 18 months or more due to childcare, eldercare or relocation.
- Offering apprenticeships, traineeships, volunteer opportunities and secondments.
- Developing a School Outreach Programme to partner with local schools to deliver career development talks, workshops and support.
- Offering placements as part of the 10,000 Black Interns Programme, reiterating our commitment to developing diverse pathways into legal careers.

### Theme 5: Wellbeing

- Providing an Employee Assistance Programme that offers free and confidential support services.
- Training and designating multiple Mental Health First Aiders in all UK offices.
- Developing equality, diversity and inclusion networking groups, including groups for LGBT+ and socioeconomic deprivation, that raise awareness and encourage a safe and open learning culture.
- Signing up to the Mindful Business Charter, encouraging all stakeholders to be more thoughtful about the impact we have on each other while working collaboratively.
- Supporting employees with pre-parental leave, including adoption leave.
- Offering free events and workshops – including yoga, mindfulness and gym sessions – to improve employee wellbeing.
- Offering the Cycle to Work Scheme.
- Maintaining partnerships with Aviva DigiCare+ Workplace, Bupa and Medicash to support employee wellbeing and provide essential resources.

## Supplier Team Structure

### Andrew Craggs

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### Key contacts

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We can advise on all areas of the Lot 2 specification without using subcontractors, calling upon relevant resource from across the firm where required – or through our partner firm network.

## Our expertise

### Child law

We have a team of experts dedicated to family law, of which child law is a key constituent. We are well known for our excellent results, combining sharp negotiation skills and technical excellence with a deep understanding of the issues and providing a service that is not only professional and straightforward, but also compassionate. All members of our team are members of Resolution, whose code of practice encourages the resolution of disputes in a constructive and non-confrontational way.

#### Services

- Child arrangements orders.
- Specific issue orders.
- Prohibited steps orders.
- Removal from the jurisdiction.
- Parental responsibility.
- Change of a child's name.
- Paternity testing and declarations of parentage.
- Grandparent applications.
- Special guardianship.
- Child maintenance.
- Applications to the court for 'top-up' child maintenance.
- Schedule 1 Children Act claims.
- Applications for school fee orders.
- Enforcement of orders.
- Mediation and other alternative dispute resolution.

### Commercial healthcare

Whether advising on contracts or helping structure and implement large strategic integration projects, our NHS commercial team is always focused on achieving the right outcome as quickly as possible.

The team helps NHS clients, including national bodies and regulators, commissioners and Trusts, to manage risk and obtain value for money enabling them to improve services and outcomes.

Healthcare projects and contracts can be complex and involve large sums of money. They may also involve new commercial and contractual models, integration with new types of organisations and interpretation of new laws and regulations. The team is expert on advising on these issues.

#### Services

- NHS contracting.
- Commissioning and providing services.
- Outsourcing, franchising and joint ventures.
- Integration including ICSs, Integrated Care Partnerships and provider collaboratives.
- Public procurement.
- Mergers and acquisitions.
- Contracting with local government organisations.
- Research collaborations.
- Protecting and exploiting intellectual property (IP).
- IT projects including Electronic Patient Record systems.
- Infrastructure projects including Community Diagnostics Centres.
- Income generation schemes including international projects.
- Competition rules.



## Construction

We have a dedicated construction and engineering team that deals exclusively with construction law matters, construction industry clients and clients procuring construction services. We act for many developers, contractors and funders getting involved in high-value schemes with complex funding arrangements.

We are recognised experts for contentious areas of construction law and dispute resolution, creating a quality and dependable construction law service to meet the commercial objectives of architects, banks, consultants, contractors, developers, engineers, local authorities, real estate owners and more.

Our areas of construction expertise include commercial, energy, industrial, residential, renewables, transport, infrastructure, oil and gas, insurance, health, retail and further education.

### Services

- Risk identification, evaluation and apportionment.
- Tendering and procurement.
- Appointments of consultants.
- Subcontracting.
- Bespoke and standard form building and engineering contracts.
- Collateral warranties.
- Concession arrangements.
- Offshore design and engineering projects.
- Operation and maintenance agreements.
- PFI and PPP schemes.
- Planning and urban regeneration.
- Environmental law advice.
- Health and safety at work.
- Insurance/reinsurance issues.
- Complex technical disputes.
- Onshore and offshore drilling contracts.

## Court of Protection

Our Court of Protection team provides a full range of legal advice to acute and foundation NHS trusts, Integrated Care Systems and other organisations in relation to a range of healthcare. With a national reputation for our mental capacity and Court of Protection work, we support and advise clients in a clear, pragmatic and professional way; resolving issues efficiently with minimal difficulty.

We are regularly instructed to attend court at short notice and on an urgent and out of hours basis on medical treatment cases. We can provide advice and assistance on all areas of the Mental Capacity Act and Mental Health Act. We work with NHS trusts and foundation trusts, Integrated Care Systems, and national NHS bodies. We are also supported by our national team of over 250 specialist health lawyers.

### Services

- Advising in the areas of mental capacity, best interests, medical treatment and deprivation of liberty.
- Advising and representing clients in respect of welfare matters in the Court of Protection including assisting with the deprivation of liberty safeguards (DoLS) applications and responding to s21A proceedings.
- Advising on responsible commissioner and funding disputes.
- Acting for clients in medical treatment cases in both the Court of Protection and under inherent jurisdiction of the High Court.
- Investigating and responding to complaints and judicial review claims.
- Providing training on several topics, including mental health, mental capacity and safeguarding.



## Debt recovery

Our debt recovery specialists assist in improving clients' cash flow in the short and long term, turning outstanding debts into net profit, thereby reducing debt. We carry out routine debt recovery, but also have extensive litigation specialists to deal with higher value, more complex and contested recoveries.

Our lawyers have a wealth of knowledge and litigation experience to clients in contested matters and with the necessary expertise to advise clients on debt recovery litigation against parties based outside the jurisdiction of England and Wales, whether that is in another part of the UK, in a member state of the European community or elsewhere around the world.

As specialist experts in debt recovery, litigation, enforcement, and insolvency, we have long-standing relationships with asset-based lenders, factoring and finance companies, banks, invoice discounters, freight hauliers, manufacturers, NHS trusts and retailers and act for clients in all industries.

### Services

- Asset finance recoveries.
- Recovery of secured and unsecured debt.
- Enforcement of guarantees and indemnities.
- Satisfactory quality disputes.
- Fraud and conversion claims.
- Professional negligence claims.
- Breach of mandate.
- Recovery of payment by mistake.
- Consumer credit.
- Misrepresentation.
- Disputes relating to financial products.



## Education law

With a dedicated team working nationwide, our expertise in education law spans the full range of institutions. We have specific teams dedicated to each branch of education law, focusing on academies (single and multi), maintained schools, independent schools, further education colleges and universities.

With vast experience in structures, general advisory, litigation and dispute resolution, we provide a solutions-oriented approach to education law, delivering great value for our clients. We also have detailed expertise in education real estate law, helping clients build and expand their real estate portfolios.

Our education team also provides bespoke advice on everyday operational matters, such as commercial contracts, risk management, human resources, employment disputes and mental health law. Our specialist knowledge informs a pragmatic ethos, delivering efficiencies at every turn and minimising financial risks in a crucial sector.

### Subteams

- Schools and academies
- Higher education
- Further education

### Services

- Admissions and policies.
- Charities.
- Commercial contracts, procurement and trading.
- Estates and facilities.
- Human resources.
- Litigation and dispute resolution.
- Planning.
- Risk management, including trips and excursion policies.
- Real estate management.
- Planning.
- Major capital construction projects.
- Charitable and trading activities.
- Freedom of information.
- Data protection.
- Governance, including academy/MAT group structures and funding agreement queries.
- Advice on discrimination, including but not limited to, disability, gender, age, race, sex or religion.
- Safeguarding and managing allegations.
- SEN and equalities duties.
- Training on topical issues and legal developments.



## Employment

Our employment law team operates as a national practice, serving public, private and third sector clients from offices in Manchester, Liverpool, Leeds and London. We provide robust advice and strategic guidance on all employment law issues, ranging from tribunal claims to organisational change and business transfers.

With vast expertise, our employment team advises on all non-contentious and contentious employment and HR matters, acting primarily for employers on employment contracts, remuneration issues, policies and in prosecuting and defending claims in the employment tribunals and courts.

### Services

- Standard terms of employment.
- Staff handbooks.
- Directors' service agreements.
- Consultancy agreements.
- Employee benefits.
- Restrictive covenants.
- Trade unions.
- Health and safety.
- Employers' liability.
- Directors' liability.
- Whistleblowing.
- Sickness and disability.
- Discrimination.
- Business immigration.
- Equal pay.
- Maternity and parental rights.
- Harassment and victimisation.
- Disciplinary procedures.
- Wrongful dismissal.
- Fair and unfair dismissal.
- Redundancy.
- Business transfers/TUPE.
- Dispute resolution.
- Settlement agreements.
- Tribunal/court proceedings.
- Severance payments.
- Secondments.
- Working time.
- Trade unions and industrial action.
- Transfers of undertakings (TUPE).
- Employment tribunal proceedings.
- Restructuring and reorganisation.



## Healthcare

Our multi-disciplinary legal expertise covers the full spectrum of healthcare law including, but not limited to litigation, regulatory, investigations/inquests and disciplinary law. With the cost of claims soaring, we recognise the need for pro-active management to ensure the swift progression of claims. We work with insurers and insureds (whether individuals or healthcare organisations) to ensure that the best possible outcome is achieved, in the most cost-effective manner.

### Services

- Negligence litigation.
- Inquests (both with and without a jury).
- Public inquiries.
- Insurance fraud.
- Disciplinary investigations.
- Regulatory investigation/proceedings (GMC, GDC, HCPC).
- Health and safety investigations.
- Coverage issues.

## Intellectual Property

We understand what an asset IP is to your business and can help you register, promote, guard and enforce your rights. Our multidisciplinary team of specialists offers a full end-to-end service for both registered and unregistered rights – from designs to domain names.

Our experts include dual-qualified IP practitioners who are able to offer in-house 'attorney' services that would ordinarily be obtained from a third-party provider. We can also assist you in ensuring the safe handling of trade secrets and confidential information.

### Services

- Cease and desist letters for infringement of copyright, trademarks, designs (registered
- and unregistered) and patents; passing off; and breach of confidential information.
- Initial opinions on all the above.
- Injunctions.
- Declarations of non-infringement.
- Issuing a claim in the High Court, Intellectual Property and Enterprise Court or the IPEC Small Claims.
- Registry proceedings at the UKIPO for trademark invalidity and opposition proceedings.
- Non-contentious IP.
- Licences of IP.
- Assignments of IP.
- Commercialisation advice.
- Trademark clearance advice.
- Worldwide filing strategies for trademarks.
- UK, EU and International trademark filings.



## Licensing

We advise on a range of matters arising under the Licensing Act 2003. We also advise businesses on appropriate licence conditions and assist in discussions with the Licensing Authority, Police, and other Responsible Authorities. Our knowledge and experience of criminal investigations and proceedings also allows us to provide advice upon any criminal investigation which may arise in respect of the licensed premises.

### Services

- Applications for Premises Licences.
- Applications for personal licences.
- Variation applications to amend existing licence conditions.
- Variation of Designated Premises Supervisors.
- Transfer of Premises Licences.
- Applications for Temporary Event Notices.
- Licence review applications.
- Licensing enforcement action.
- Applications for betting, gaming and lottery licences.



## Litigation and dispute resolution

Our experienced commercial litigation team deals from contract claims, shareholder disputes and professional negligence to intellectual property disputes, banking litigation and finance regulation, and often using alternative dispute resolution including arbitration, mediation and expert determination.

With a technically expert team of specialist lawyers, we provide trusted commercial litigation advice in various sectors, including IT, manufacturing, sport, retail sector, transport and logistics, and public institutions.

We appreciate that disputes can severely impact daily business operations. As such, we help resolve issues quickly, efficiently and cost-effectively, and where possible without recourse to legal proceedings. Whatever the challenge our team is renowned for its pragmatic, agile approach to achieving the best possible results.

### Subteams

- Professional Negligence
- IP Litigation
- Finance Litigation
- Debt Recovery
- Dawn Raids

### Services

- Breach of contract claims.
- Professional negligence claims.
- Arbitration.
- Director disputes.
- Partnership/limited liability partnership disputes.
- Injunctions.
- Search orders.
- Tort claims.
- Intellectual property disputes relating to trademarks, copyright, patents and passing off.
- Shareholder disputes.
- Civil fraud.

- Judicial review.
- Group litigation.
- Sale and supply contract/distribution agreement disputes.
- Breach of trust actions.
- Financial misselling disputes.
- Breach of confidence actions.
- IT disputes.
- Outsourcing disputes.
- Banking and finance litigation.
- Contentious probate and Inheritance Act claims.
- Franchising disputes.
- Data protection issues.
- Pensions litigation.
- Supervising solicitors.
- Funding litigation: CFAs, third party funding and ATE Insurance.
- Mediation.
- Expert determination.
- Early neutral evaluation.



## Mental health law

The treatment and detention of mental health patients is rising up the media agenda, with more and more scrutiny on the behaviour of organisations involved with potential for reputational damage and financial risk. From the legalities of compulsory detention to the adequacy of record keeping, we can work with you and keep you up-to-date on a wide-range of mental health issues.

### Services

- Inquests support and guidance.
- Advocacy at Coroner's Inquests, including Article 2 and Jury Inquests against Counsel.
- Training in all aspects of Coronial Law.
- Judicial Reviews.
- Mental Capacity Act and Deprivation of Liberty, including representation in matters before the Court of Protection.
- Medical treatment cases (involving both children and adults).
- Advising on complex commissioning issues.
- Interpretation and application of the Mental Health Act 1983.
- Advising on mental health issues, including the lawfulness of detention, consent to treatment and funding issues.
- Training in preparation for the upcoming LPS implementation.
- Reviewing and undertaking internal investigations.



## Pensions

Trustees and employers alike need cost-effective solutions for dealing with their pensions arrangements. Our dedicated pensions team advises trustees, corporates and providers on a range of matters, supporting them through specialist situations, such as regulatory compliance, funding solutions, liability management and buy-outs. In addition, the team assists companies that are restructuring or re-shaping their pension schemes.

The pensions team helps clients find an appropriate solution for documentation errors, re-designing benefit structures, implementing security arrangements and resolving disputes. The team works alongside our employment, corporate, banking and restructuring teams to ensure a complete pensions service.

### Services

- Pension benefit change exercises.
- Consultation requirements.
- Liability mitigation and de-risking techniques.
- Pensions aspects of corporate transactions, due diligence and negotiating contractual protections.
- Dealing with the regulatory authorities, including clearance applications, anti-avoidance powers advice and PPF restructurings.
- Section 75 debt planning and apportionment arrangements.
- Auto-enrolment compliance.
- Pensions litigation and dispute resolution in relation to equalisation and historic rule amendments.

## Planning and environment

Our planning team has extensive experience in the commercial, housing, retail and leisure, energy and infrastructure development sectors. The team's reputation has been built principally on its strong specialist skills in the chosen sectors enabling it to deliver genuine insight into the issues facing those sectors and to provide technically excellent commercial advice.

Our specialist lawyers advise on all planning-related matters including strategic advice on planning issues, planning applications and appeal, section 106 and other statutory agreements, including negotiation and challenging planning decisions by way of judicial review and the High Court.

### Services

- Strategic advice on planning issues.
- Permitted development rights, including those of public authorities.
- Planning applications, including environmental impact assessments and appeals.
- Section 106 and other statutory agreements, including negotiation.
- Challenging planning decisions by way of judicial review and the High Court.
- Planning inquiries appeal, local development framework and enforcement.
- Mineral planning permissions, including appeals under the Environment Acts 1990-95.
- Village green and commons applications.
- SSSIs including objection and appeal against refusal of works consent.
- Harbour revision orders.
- Compulsory purchase orders.
- Highways matters.



## Property

As a provider of legal services in all real estate related disciplines, both contentious and non-contentious, our team is renowned for advising on high-profile, complex deals. We also handle the acquisition, disposal, restructuring, refinancing and management of whole real estate portfolios.

We provide a complete service for all real estate matters including acquisitions, disposals, development and leasehold transactions. We act for clients across a range of sectors including significant players in the logistics and retail sectors, property investors and developers and mutual and friendly societies. The team can provide tailored real estate support to other transactions with a real estate element including corporate, restructuring and insolvency and commercial litigation.

We are renowned for handling high-profile, complex deals and overseeing the acquisition, disposal, restructuring, refinancing and management of whole real estate portfolios. We have one of the largest and most respected real estate law practices in the country. With an award-winning team of over 50 specialist real estate lawyers, we can provide a comprehensive range of real estate-related services.

### Services

- Sale and purchase advice.
- Landlord and tenant work.
- Development support.
- Regeneration.
- Infrastructure projects.
- Land promotion agreements.
- Property due diligence.
- Strategic advice on heads of terms and transaction structures.
- Residential property.



## Primary Care

During a time of unprecedented change in the healthcare system, general practitioners and practice managers need legal advisers who understand the pressures that they are under. We provide pragmatic advice so you can respond to these pressures, flourish as a business and improve outcomes for your patients, using our team of specialist lawyers who have in depth knowledge of primary care and the wider healthcare system.

The recent policy direction of travel is that more services will move from the hospital setting into the community. Our team's understanding of both the wider system pressures and historic and existing pressures within the primary care context enable us to work with practices to not only 'weather the storm' but thrive in this evolving healthcare landscape.

Within our health team we have a core group of primary care specialists. We pride ourselves on being able to offer practitioners and practice managers a one stop shop for their legal needs. Within the primary care team, we offer a full service offering for clients: commercial, corporate, property, employment, litigation and claims, disputes, regulatory/ compliance and public law.

### Services

- PCN establishment and continued development.
- Partnership agreements.
- Practice mergers and acquisitions.
- Practice sales.
- Federations and super partnerships.
- GP Indemnity Claims handling and support.
- Data sharing agreements and data audit.
- Partnership dispute resolution.
- Primary care commissioning.
- Commercial contracts.
- Collaboration and new care models.
- Property purchases and sales.
- Property leasing and licensing.
- Property construction and redevelopment.
- GP premises cost directions.
- Employment, pensions and HR.
- Data protection, subject access requests and freedom of information.
- Regulatory guidance, including CQC.
- Succession planning.

## Social housing

We have expertise advising social housing clients on a range of matters, tailoring our advice to meet their governance structure, reporting obligations and strategic concerns. Our team has vast experience providing support on conveyancing matters and assisting clients in the acquisition of property.

### Services

- Commercial contractual matters.
- Governance issues.
- Subsidiary set-ups.
- Property disputes.
- Leasing agreements.

## About Hill Dickinson

Hill Dickinson LLP is an award-winning international commercial law firm with more than 950 people including over 200 partners and legal directors.

The firm delivers advice and strategic guidance spanning the full legal spectrum, from non-contentious advisory and transactional work, to all forms of commercial litigation. The firm acts as a trusted adviser to businesses, organisations and individuals within a wide range of specialist market sectors.

[hilldickinson.com](http://hilldickinson.com)