Crown Commercial Service Supplier

RM3788 Wider Public Sector Legal Services

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DWF Prospectus of Services 2021

England and Wales, Scotland, Northern Ireland

dwfgroup.com

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Introducing DWF

DWF is one of the leading providers of legal services to the public sector across the UK, Europe and beyond. Our Public Sector team has expertise across all of the mandatory and optional specialisms and covers all jurisdictions. We are able to offer a comprehensive service to our clients. We have advised on many of the highest profile and most complex transactions across the UK, but equally we deliver for our clients week in and week out on more routine transactions where our extensive expertise and focus on constantly improving the way legal services are delivered allows us to maximise efficiency and value for money.

Our mission is to help our clients achieve their objectives through the most effective and efficient means available within the many legal and commercial environments in which they operate, across a constantly changing landscape. We do this by striving to understand our clients' needs, thereby providing a solutions-driven service to get them to where they need to be. Scotland and Northern Ireland face their own unique economic and regulatory challenges and our Scottish and Northern Irish teams offer expertise across all areas of practice.

Many of our lawyers have worked within the public sector within local authorities or central government agencies. This experience gives us an even greater insight into the challenges they face. In addition to public bodies we advise all parties working in partnership with the public sector, recognising that the best commercial advice sees and understands all the different interests and perspectives within a matter or transaction.

Advising the public sector locally throughout the UK

England & Wales Jonathan Branton

Partner, Head of Public Sector T +44 7736 563202 E jonathan.branton@dwf.law

Scotland David Ratter / Partner \ T +44 7711 745721 E david.ratter@dwf.law

> Northern Ireland Ken Rutherford

T +44 7921 959301 E ken.Rutherford@dwf.law

About Us

Sector experts with global reach and local teams across the UK



Sir Nigel Knowles Managing Partner & CEO We are a global legal business, transforming legal services through our people for our clients. We have offices in 30 locations across the UK and the rest of the world and over 4,000 people delivering services and solutions that go beyond expectations. By questioning traditions and thinking beyond conventions, we achieve outstanding levels of innovation. We have received recognition for our work by the Financial Times, which named us as one of Europe's most innovative legal advisers.

We work for over 300 UK local authorities (including major City Councils), police authorities, charities, education and healthcare providers, Local Enterprise Partnerships, Combined Authorities and many central government agencies.

We also work for private sector providers and businesses that work with the public sector such as developers, construction companies, outsourced services providers, inward investors and port and transport authorities.



Contents



Mandatory Specialisms:

Pensions

Estate &

Public Procurement

Property, Real

Construction

- · Administrative and Partnerships **Public Law** •
- Banking and • Finance
- Contracts ٠
- **Competition Law** .
- Corporate and M&A • Tax ٠
- **Data Protection** ٠
- Employment .
- Information **Technology**
- Infrastructure ٠
- Intellectual Property ٠
- Litigation and ٠ **Dispute Resolution**
- Outsourcing / • Insourcing

Optional Specialisms:

- <u>EU</u> •
- Planning ٠
- Projects ٠
- Restructuring and • Insolvency
- **Education Law**
- **Energy and Natural** ٠ **Resources**
- Food, Rural and . Environmental Affairs
- Franchise Law ٠
- Health and Healthcare
- Life Sciences
- Telecommunications

- · The Law of International Trade, Investment and Regulation
- **Public International** • Law
- · Charities Law
- Health & Safety Law •
- Licensing Law •
- **Transport Law** (excluding rail)

Mandatory Specialisms

- Administrative and Public Law
- Banking and Finance
- Contracts
- Competition Law
- Corporate and M&A
- Data Protection
- Employment
- Information Technology
- Infrastructure
- Intellectual Property

- Litigation and Dispute Resolution
- Outsourcing / Insourcing
- · Partnerships
- Pensions
- Public Procurement
- Property, Real Estate & Construction
- Tax



\bigstar Administrative and Public Law

How we can help

We regularly advise on public and private sector clients on administrative and public law matters including:

- advising on the powers (and procedural compliance) that public bodies can rely on in order to deliver their functions and partner with external bodies;
- providing vires opinions on complex legal structures to deliver major infrastructure, regeneration and outsourcing projects;
- advising on consultation and public

sector equality duties to safeguard decision making;

- advising on the delegation of functions and joint committee arrangements;
- advising the public sector to ensure effective decision making and changes to existing Committee/Executive arrangements; and
- conducting investigations into officer and member conduct, and decision making on major projects.

Q Case study

Wirral Council – Wirral Waters

Advising the Council on the administrative and public law matters arising from the formation of a £43m Wirral Waters Enterprise Zone, a joint venture with the Jack Nicklaus group and prudential borrowing on a £100m+ leisure project, and new office accommodation and university campus with Liverpool John Moores University.

⊘Expert advice



Colin Murray, Partner T: +44 7507 834556 E: <u>colin.murray@dwf.law</u>

Colin is Head of the Local Government team and is recognised for providing practical administrative and public law advice.



James Lupton, Partner T: +44 7775 881218 E: james.lupton@dwf.law

James is recognised as a market leading expert in administrative and public law having acted for moany years on the most complex public sector projects (including PPP/PFI).

\bigstar Banking and Finance

How we can help

We can advise you on these key areas:

- loans and lending generally;
- guarantees, security arrangements;
- grant funding;
- funding and security structures for property transactions;
- residential and commercial development finance;
- security enforcement, recoveries;
- project finance, including PFI and PPP projects; and
- restructuring/insolvency.

Our expertise includes public sector finance, covering a range of matters including both lending and borrowing transactions for Local and Combined Authorities, Government Departments and EU funds managed by public sector bodies.

Our additional experience in acting for commercial banks and financial institutions ensures that we are able to adapt private sector funding structures and techniques into public sector finance transactions and deliver practical, robust funding structures.

★ Contracts

How we can help

We regularly advise public and private sector clients on contract matters including:

- drafting bespoke contract terms and conditions;
- marking up standard form public sector contract terms and conditions;
- advising on contract interpretation;
- negotiating contracts to finalisation;
- advising on deed of variations and other CCNs;
- advising on dispute resolution, mediation and ADR procedures;

- advising on data protection, freedom of information and other regulatory compliance;
- bringing contracts to an end whilst avoiding expensive litigation disputes; and
- process engineering standard form documents to achieve efficiencies and standardisation through automation.

Q Case study

North West England - large mixed-use development project

We advised a local authority on its infrastructure funding arrangements for one of the largest mixed-use developments in the North West of England. The project is being implemented with the private developer Homes England and the Local Enterprise Partnership. Our work included the negotiation and completion of funding arrangements to deliver practical funding structures and solutions through our understanding of the strategic objectives of all partners.

⊘ Expert advice



Paul Brown, Partner T: +44 7712 661949 E: <u>paul.a.brown@dwf.law</u>

Paul advises public authorities on corporate and property loan transactions and development projects.





James' experience includes property development funding and providing finance advice for Homes England.

Q Case study

Greater Manchester Waste Disposal Authority ("GMWDA")

From 2015, to the present date, DWF have advised GMWDA on the consideration and implementation of various contractual changes designed to make significant financial savings, as well as the termination of their £4bn Waste Disposal PFI project.

⊘ Expert advice



James Lupton, Partner T: +44 7775 881218 E: james.lupton@dwf.law

James has advised on some of the most material, complex public sector contracts and PFIs in the country.



Sean Caldwell, Director T: +44 7802 752655 E: sean.caldwell@dwf.law

Sean is known for practical and pragmatic advice that allows the parties to finalise matters expediently.

☆ Competition Law

How we can help

Our Competition Law team helps clients across the full range of EU and UK Competition Law services. These include contentious and noncontentious advice on anti-competitive agreements and abuse of a dominant position. The team also advises on EU and UK merger control and regularly deals with the Competition & Markets Authority and the European Commission in a range of matters.

In the public sector the team is particularly known for its leading State aid and Subsidy Control practice, in which the firm is regularly listed as #1 adviser. We advise grant authorities and aid beneficiaries alike in structuring projects to deliver Subsidy Control compliance under the new UK regime, including use of the Northern Ireland Protocol and related EU law issues. The team includes former UK government and European Commission in-house State aid advisers and case handlers.

Case study

Delivery of major grant funding programme for advanced manufacturing

We advised Finance Birmingham and Birmingham City Council on the administration and delivery of the Regional Growth Fund backed Advanced Manufacturing Supply Chain Initiative (AMSCI). AMSCI has been delivered across several rounds and is a major grant and investment loan funding scheme undertaken across England to encourage collaborative investment projects. Work included devising State aid solutions across different projects and securing relevant evidence case by case to deliver the projects safely.

Expert advice



Jonathan Branton, Partner T: +44 7736 563202 E: jonathan.branton@dwf.law

Jonathan is Head of EU/Competition with very wide competition law experience. He is a leading expert on Subsidy Control and Brexit and long been Legal 500 band 1 recognised.



T: +44 7545 200457 E: alexander.rose@dwf.law

Alexander has an international reputation for State aid, public procurement, public sector funding and worked for Government for 10 years.

☆Corporate and M&A

How we can help

We regularly advise public sector clients looking to set up a wholly owned subsidiary or joint ventures with the private sector. As an increasing number of authorities look to commercialise, we regularly advise on:

- M&A:
- equity capital markets;
- financial services:
- regulatory; and
- private equity.

We have experience advising public sector bodies (local authorities, educational institutions, and public sector debt, equity funding bodies). Our dedicated company secretarial team provide ongoing secretarial and governance support.

Our team of more than 90 corporate lawyers adopt an energetic, decisive and clear approach based on understanding clients' needs.

Case study

Greater Manchester Waste Disposal Authority ("GMWDA")

DWF advised the councils on their taking over ownership of a corporate entity operating two mechanical biological treatment plants processing around 600,000 tonnes of the county's household waste. The entity was put in place under a £2 billion 25 year PFI contract with construction firm Lend Lease and Global Renewables Lancashire Limited. Our corporate, financing, public sector and tax teams advised on the complex corporate acquisition, funding and State aid.



Expert advice



Jonathan Robinson, Partner T: +44 789 375582 E: jonathan.Robinson@dwf.law

Jonathan is very experienced in corporate mergers and acquisitions, investments, private equity investment and joint venture structures.



Alasdair Peacock, Partner T: +44 7775 594 361 E: alasdair.peacock@dwf.law

Alasdair advises central and local government as well as public/private entities on corporate, commercial and governance issues.

🛠 Data Protection

How we can help

We advise the public sector on:

Compliance: Data Protection Impact Assessments; full/mini audits; data mapping; contract templates and procurement guides.

Documentation: privacy policies; retention policies; breach response plans; provider due-diligence; contract drafting and negotiation, international transfer mechanisms, incl. Binding Corporate Rules, EC Model Clauses, Privacy Shield, adequacy decisions. **The Regulator:** security incidents; regulatory breaches and ICO investigation and enforcement.

Advice/assistance: Freedom of Information and EIR; special category data processing; exemptions and public sector restrictions; consent and transparency requirements; CCTV, profiling, tracking/monitoring technology, cookies and online content; privacy by design and default; big data; data subject rights.

☆ Employment

How we can help

Our large and experienced national employment team has a strong track record in advising clients in all areas of the public sector.

We have advised on the full range of employment law large matters including: scale restructuring; collective redundancy exercises; equal pay and many other complex areas of employment law. Our public sector team are very experienced and will produce practical, timely and accurate advice.

Our advice and representation is always backed by detailed knowledge and understanding of governance and public accountability issues that can impact on the employment law advice.

Q Case study

A leading provider of public services

Assisting a leading provider of public sector services to achieve compliance in delivery of complex data protection projects. Support includes providing risk advice for proposed projects and drafting multi-agency data sharing agreements involving international data transfers

Q Case study

A large local authority

DWF advised the councils on their taking over ownership of a corporate entity operating two mechanical biological treatment plants processing around 600,000 tonnes of the county's household waste. The entity was put in place under a £2 billion 25 year PFI contract with construction firm Lend Lease and Global Renewables Lancashire Limited. Our corporate, financing, public sector and tax teams advised on the complex corporate acquisition, funding and State aid.

⊘ Expert advice



JP Buckley, Partner T: +44 7513 121776 E: <u>JP.Buckley@dwf.law</u>

JP is Head of the Data Protection Team. He undertakes a wide range of information law work including data protection, cyber, e-commerce, direct marketing and freedom of information.



Jay Mehta, Senior Associate T: +44 7713 342305 E: jay.mehta@dwf.law

Jay is a highly experienced solicitor specialising in Freedom of Information (FOI) and other public law matters, including subsidy control. Jay was formerly in house legal at the North West Regional Development Agency.

⊘ Expert advice



Kirsty Rogers, Partner T: +44 7808 975877 E: <u>kirsty.rogers@dwf.law</u>

Kirsty is particularly known for her expertise in employment litigation including discrimination and whistle blowing cases and has undertaken extensive High Court injunction work.



Joanne Frew, Partner T: +44 7796 174538 E: joanne.frew@dwf.law

Joanne is UK Head of Employment at DWF, specialising in both contentious and non-contentious employment issues and employment law training.

🛧 Information Technology

How we can help

We act for a variety of public sector bodies as well as suppliers to the government on matters which span the entire spectrum of information technology law. We understand the challenges faced by both sides and are able to provide pragmatic, commercial advice in a timely and efficient manner.

Innovation is a central part of our client focused approach. This often involves using technology to add value and deliver continuous improvement. Our relevant experience includes:

advising on the procurement of an externally hosted HR information system for a government agency;

acting for The Highland Council on its first generation and second generation IT outsourcing projects; and

advising a unified communications provider in relation to cloud services provided under the G-Cloud framework and PSN compliance.

Q Case study

Liverpool John Moores University (LJMU)

We advised LJMU on the compliant public procurement process and contracting of two SaaS (software as a service) systems involving different vendors. Our work included advice on public procurement issues, service levels and risk apportionment mechanisms and data protection issues relevant and appropriate to large scale business critical SaaS services. The agreements required input from a range of stakeholders and were successfully concluded within a tight timescale necessitated by the need for implementation before the academic year.

⊘ Expert advice



James Lonsdale, Partner T: +44 7826 872414 E: james.lonsdale@dwf.law

James advises on a variety of IT related matters including outsourcing agreements, IP acquisition and licensing.



Ben McLeod, Partner T: +44 7936 335460 E: ben.mcleod@dwf.law

Ben specialises in the drafting and negotiation of contracts, including the provision and outsourcing of IT services.

☆ Infrastructure

How we can help

We advise the public sector on infrastructure projects and procurement throughout the UK.

Our team has extensive knowledge of construction and engineering contracts. Since our lawyers specialise in both contentious (including litigation, arbitration and adjudication) and non-contentious advice, the same team is able to play a valuable role in ensuring that your infrastructure project is delivered smoothly. Whether working on a renewables, oil and gas, utilities, roads and bridges, ports and harbours, retail, education or residential project - our experience and industry knowledge will deliver the results our clients need in the timescales they need them.

Q Case study

Mersey Gateway PPP Project

We advised Emovis, a member of the Merseylink consortium that designed, built, financed and will operate this £500 million infrastructure project procured by Halton Borough Council. We advised on all aspects of the project, including the infrastructure contract for the design and build of the freeflow tolling infrastructure in connection with CDM Regulations, security package (Performance Bonds and PCGs), tax treatment, highways regulation, accommodation works, testing and commissioning.

⊘ Expert advice



Kate Kirby, Partner T: +44 7849 818672 E: <u>kate.Kirby@dwf.law</u>

Kate has a niche specialism in real estate development and investment work and 15 years of experience supporting and advising many leading real estate clients.



Rachel Crosier, Director T: +44 7510 371718 E: <u>rachel.crosier@dwf.law</u>

Rachel has over 10 years of in-depth commercial, projects and transport experience having some of the most complex, large-scale and novel infrastructure projects in the world.

☆ Intellectual Property

How we can help

We advise a wide range of public sector organisations in these areas:

- providing strategic advice on • procurement projects to ensure that the relevant procurer is able to utilise the intellectual property created:
- supporting you in your protection and enforcement of intellectual property;
- advising on the types of IP which are likely to be created in any arrangement and how to safeguard future access and use of the same: and
- drafting and negotiating contractual terms in relation to any arrangement involving intellectual property creation, licensing or transfer.

☆Litigation and Dispute Resolution

How we can help

Our national complex litigation team advises public sector bodies across the UK. Our expertise includes commercial litigation and real estate litigation with 14 partners and over 40 qualified lawyers.

The teams are expert in all aspects of dispute resolution including arbitration (domestic and international), mediation

(domestic and international), mediation and court process including having 2 trained mediators.

Our expertise includes procurement challenges, distribution and supply contracts, corporate and company law, professional negligence, general common and civil law and all aspects of real estate litigation.

Q Case study

We advised one North West Local Authority in relation to its transport ticketing arrangements. Key to the deal was the ability of the Authority to continue to use proprietary technology of the supplier in the event of termination of the arrangement due to the fault of the same. We advised the client on all of the intellectual property aspects of the transaction and managed to create a framework of licensing and ownership supported by the intellectual property being placed in escrow.

⊘ Expert advice



Ben McLeod, Partner T: +44 7936 335460 E: ben.mcleod@dwf.law

Ben specialises in the drafting and negotiation of commercial contracts and technology agreements across a range of sectors. He has a particular focus on IT outsourcing arrangements and helping clients transition from legacy systems to alternative solutions.



James Lonsdale, Partner T: +44 7826 872414 E: james.lonsdale@dwf.law

James is a partner in the Commercial team with a deep understanding of intellectual property. He led the project above and has supported many similar deals.

Q Case study

Leeds City Council

We defended Leeds City Council in a high court litigation case alleging breach of the Public Contracts Regulations and related allegations against the council concerning the development of a new arena. We acted for the council on all procurement and real estate matters for the delivery of the new arena and defended the Council successfully at trial including the recovery of costs.

⊘ Expert ad<u>vice</u>



Joel Heap, Partner T: +44 7712 661937 E: joel.heap@dwf.law

Joel is a band 1 rated commercial litigator and national head of the firm's litigation practice. Joel specialises in leading teams on complex commercial disputes.



Jonathan Smith, Partner T: +44 7921 397 540 E: jonathan.smith@dwf.law

Jonathan is very experienced in commercial property disputes and deals with high value and complex disputes relating to all elements of commercial property.

☆ Outsourcing/Insourcing

How we can help

We advise public sector clients looking to outsource/insource services and functions. We can advise on:

- the statutory basis for the delivery of a service/ functions;
- the procurement strategy when outsourcing and/or insourcing services:
- the implementation of procurements to select preferred suppliers:
- compliance with public sector • equality duties, consultation and

other regulatory requirements;

- the governance arrangements required to support new delivery arrangements; and
- change management and contract maximisation (ensuring service delivery/value is as anticipated).

We understand the importance of getting the commercial deal right and work hard to align commercial, financial and legal schedules to ensure clear harmonisation across the same.

☆ Partnerships

How we can help

We regularly advise public and private sector clients on innovative public/public and public/private partnerships which can involve PFI and/or external funding. We can help on all partnership matters including:

- their formation (including compliance with procurement, powers, and other public law requirements, tax, employment, pensions, corporate matters etc);
- varying existing partnerships to take account of client requirements (whether change in scope, financial parameters, etc);
- disputes between partners;
- their termination including litigation;
- complex PFI and PPP matters;
- collaborations between public sector bodies (e.g. LEPs, NHS, LAs, Combined Authorities); and
- investigations into the operation of partnerships and conduct matters.

Case study

Serco

We have supported Serco in its outsourcing of various internal functions. This has involved the transfer of staff, the logical recordal of the services being transferred and the safeguarding of processes and protocols to ensure that service delivery continues as normal throughout the life of the arrangement. DWF were involved in every stage from reviewing requirements through supplier downselection and the documenting of the deal and its commercials.

Q Case study

West Midlands Combined Authority ("WMCA")

We are advising WMCA on the expansion and operation of the Midland Metro including the addition of new metro lines through a Programme Alliance Agreement and the ongoing operation of metro services through a Public Service Contract awarded to a wholly owned subsidiary.

⊘ Expert advice



Colin Murray, Partner T: +44 7507 834556 E: colin.murray@dwf.law

Colin is Head of the Local Government team and has a wealth of outsourcing and insourcing experience with public sector organisations.



James Lonsdale, Partner T: +44 7826 872414 E: james.lonsdale@dwf.law

James advises on all types of large commercial agreements with particular focus on insourcing and outsourcing agreements.

\odot Expert advice



ventures.



James advises both public and private sector bodies on commercial arrangements, outsourcings and joint



Alexander Rose, Director T: +44 7545 200457 E: alexander.rose@dwf.law

Alex advised on a range of partnership matters in Central Government, including changes to Local Enterprise Partnerships and setting up Mayoral Combined Authorities.

☆ Pensions

How we can help

We have one of the UK's pre-eminent pensions teams advising on the full range of private and public sector pensions and investment issues, both contentious and non-contentious. We advise on:

- all of the major UK public sector pension schemes such as the PCSPS, LGPS and TPS on a broad range of issues including construction of benefit provisions, investment and State aid; and
- all pensions aspects of public sector outsourcing, including New Fair Deal, risk sharing, admission agreements and TUPE/Beckmann rights.

DWF was appointed to the Pension Protection Fund legal panel earlier this year, advising the Board and working collaboratively with panel firms to ensure schemes are administered in accordance with legislation and scheme rules.

Q Case study

Safeway Limited

We are presently instructing leading public law barrister Lord Pannick QC and Brian Green QC in relation to a claim concerning equal pension benefits between males and females. If our claim is successful it will change equalisation laws applied since the 1990s and it will have a significant impact within the pensions industry, in many cases reducing liabilities. We are at the cutting edge of developments in pensions law and also represented the Board of the PPF at the CJEU in Hampshire v PPF and SSWP.

⊘ Expert advice



Sinead Sheehan, Partner T: +44 7718 960999 E: sinead.sheehan@dwf.law

Sinead advises clients on a wide range of pensions issues including legal and regulatory compliance, liability management exercises and pension scheme restructurings.



Marcus Fink, Partner T: +44 7783 770173 E: marcus.fink@dwf.law

Marcus is a pensions law expert specialising in a broad range of advisory, transactional, regulatory, investment and contentious matters.

☆ Public Procurement

How we can help

We regularly advise public and private sector clients on compliance (and associated challenges) with the Public Contracts Regulations 2015, the Utilities Contracts Regulations 2016, and the Concession Contracts Regulations 2016 and related EU Directives.

We can help on all procurement matters including:

- procurement strategies;
- conducting compliant procurement procedures (from start to finish);

- challenges to procurement decisions;
- regulation 12 structures and collaboration agreements between public bodies;
- land deal exemptions relating to regeneration and housing projects;
- sub-threshold procurements;
- ESIF audits into alleged procurement irregularities; and
- investigations into public procurement procedures.

Q Case study

Welsh Government

Advising the Welsh Government on a complex multi-million pound regeneration of Cardiff City Centre involving multiple contracting authorities structured on a "land deal" exemption.

⊘ Expert advice



Jonathan Branton, Partner T: +44 7736 563202 E: jonathan.branton@dwf.law

Jonathan has been advising on public procurement matters for over 25 years and is particularly well known for advising on all forms of public funding and related procurement issues.





Colin is Head of the Local Government team and is recognised as a leading UK procurement expert, handling the full range of contentious and noncontentious procurement matters..

🛠 Property, Real Estate & Construction

How we can help

DWF has an international as well as a national Real Estate team with one of the broadest Property teams in the UK (over 135 solicitors and over 30 paralegals) across all UK jurisdictions.

We advise a wide range of public sector clients on: Housing, Real Estate Finance, Development, Investment, Occupier and Infrastructure. Our Asset Management Centre works alongside our Real Estate Team to deliver volume, routine asset management assignments both direct to our clients and internally – delivering value for money through experienced paralegals at the lowest cost.

🔍 Case study

Wolverhampton City Council ("WCC") - Interchange Project

The team has been acting for WCC for some years in connection with its Interchange Project which includes the construction of its £150m new railway station entrance, multi-storey car park extension, as well as the continuation of the Midland Metro line extension works to the railway station. The work involves property transfers, land assembly and option, clawback, overage, development, funding and grant agreements together with a full construction package.

⊘ Expert advice



Melanie Williams, Partner T: +44 7778 342307 E: melanie.williams@dwf.law

Melanie is Head of the Real Estate Sector and is the client partner for Homes England and her team are experienced in acting for public bodies





Kate has a niche specialism in real estate development and investment work and 15 years of experience supporting and advising many leading real estate clients.

☆Tax

How we can help

We use our in-depth sector knowledge to provide advice across the public sector.

- We have a multi-disciplinary team of tax specialists throughout the UK.
- We advise on the direct and indirect tax aspects of a variety of transactions including business and share acquisitions; real estate projects (including investment and development) and other tax matters.
- We have extensive experience advising public bodies on all aspects of taxation arising on a variety of projects, either acting independently or as part of a wider joint venture with a private sector partner.
- We deliver practical and robust advice in this complex area of law.

Q Case study

Life Leisure – Acquisition of Stockport Sports Village

We assisted a public body with the complex tax aspects of a site acquisition and its ultimate disposal in accordance with that body's statutory objects. This involved liaising with the advisers for the seller and the purchaser in relation to complex stamp duty land tax and VAT advice. We then came up with a practical solution to the tax issues that arose as a result of the transaction, involving monetary and non-monetary consideration and several separate supplies of land, rights of land and building works.

⊘ Expert advice



Jon Stevens, Partner T: +44 7825 171117 E: jon.stevens@dwf.law

Jon is a partner and executive partner for the Birmingham office. He is a specialist tax lawyer with experience of advising on all aspects of tax planning related to corporate and property transactions.



John Toon, Partner T: +44 7720 350325 E: john.toon@dwf.law

John is the Head of Tax for DWF and a dual qualified solicitor and Chartered Tax Adviser. He has a particular knowledge of capital projects in particular those involving real estate, real estate finance or development.

Optional Specialisms

• EU

- Planning
- Projects
- Restructuring and Insolvency
- Education Law
- Energy and Natural Resources
- Food, Rural and Environmental Affairs
- Franchise Law
- Health and Healthcare
- Life Sciences
- Telecommunications
- The Law of International Trade,



- Public International Law
- Charities Law
- Health & Safety Law
- Licensing Law
- Transport Law (excluding rail)



★EU

How we can help

DWF advises its clients on the full spectrum of EU law, including now Retained EU law in the UK post Brexit. We regularly advise on all aspects of the EU/UK Trade & Cooperation Agreement of 2020 and related issues, from rules of origin questions for attraction of preferential tariffs on trade in goods, to Subsidy Control and the Northern Ireland Protocol. We also advise on matters such as non-tariff barriers to movement of goods, to public procurement and international trade defence measures such as antidumping, customs and World Trade Organisation law, and EU funding programmes such as ESIF and H2020.

Our experience is both contentious and non-contentious. All of our EU law work is supported by our specialist Brussels office. We deal with the European Commission and other EU institutions on a very regular basis both in administrative investigations and enquiries and litigation before the EU Courts in Luxembourg, in which our lawyers have an enviable track record of success. Our team also has experience of working in house within the European Commission. We frequently act for clients in **European Commission** investigations on regulatory matters.

🔍 Case study

We acted for Liverpool City Council in a State aid and EU funding-based dispute relating to State supported infrastructure and which involved the European Commission following a complaint by a third party alleging improper State aid. We acted for the Council in securing the original investment and delivering an ultimate State aid approval following a European Commission investigation involving DG COMP and DG REGIO.

⊘ Expert advice



Jonathan Branton, Partner T: +44 7736 563202 E: jonathan.branton@dwf.law

Jonathan is Head of EU/Competition and has a long experience of advising public and private clients on a wide range of EU law issues, including Brexit.



Alexander has an international reputation for State aid, public procurement, public sector funding and worked for Government for 10 years.

🛠 Planning

How we can help

Our planning team provides wide ranging advice across the public sector, including:

- providing strategic advice at preapplication and application stage;
- critically reviewing planning reports and environmental statements;
- drafting s106 planning obligations;
- managing planning appeals, including public inquiries;
- promotion of sites through the planmaking process;

- conducting high court litigation, including judicial reviews and statutory challenges;
- advising upon all aspects of compulsory purchase, including the making, confirmation and implementation of orders; and
- advice relating to Highways Agreements and stopping-up orders.

☆Projects

How we can help

The DWF Projects team is a national multi-disciplinary team which provides advice to Central and Local Government clients and other sector bodies in the procurement of major projects.

We have a proven track record of guiding our clients through the legal and commercial issues which arise at each stage of a public sector procurement. From project inception through to completion we advise on issues such as procurement strategy, State aid compliance, contract terms and negotiation, planning and environmental, EU procurement law, inter authority issues, financing and tax, as well as construction documentation including appointments, performance bonds, parent company guarantees, direct agreements and collateral warranties.

Q Case study

Dundee and Angus Council Residual Waste Project

We advised Dundee City Council and Angus Council on the procurement of a new £120 million Energy from Waste Facility. The project included the sale of Dundee City Council's ALEO and existing facility to the incoming contractor and a heat offtake agreement with Michelin, a major employer in the City. We provided advice on procurement strategy, competitive dialogue, Inter Authority Agreements, preparation and negotiation of all contract documents, including corporate and tax advice associated with the restructuring and sale of the ALEO.

\bigcirc Expert advice



James Lupton, Partner T: +44 7775 881218 E: james.lupton@dwf.law

James is a projects specialist with over 20 years expertise. He delivers long term solutions that promote beneficial relationships and commercial results.



David McNeice, Partner T: +44 7724 700438 E: <u>david.mcneice@dwf.law</u>

David is a construction law specialist and has experience dedicated specifically to working in the construction, engineering and energy sectors.

Q Case study

Large regeneration scheme

We are currently acting on behalf of a local authority in respect of a £40 million regeneration scheme. The team has advised across various aspects of the development, including co-ordinating the making of a compulsory purchase order underlying the project, the confirmation of which was considered at public inquiry. The team has also advised upon the making of stopping-up orders, appropriation of public land, drafting planning/highways agreements, and variations to existing planning permissions to support the client's development strategy.

Expert advice



Andrew Batterton, Partner T: +44796 855 8682 E: andrew.batterton@dwf.law





Stephanie Smith, Associate T: +44 7594 523230 E: <u>stephanie.smith@dwf.law</u>

Stephanie has extensive experience working for local government and statutory bodies on a range of complex planning and environmental matters.

🛠 Restructuring

How we can help

We regularly advise local authorities and other public bodies on restructuring and insolvency matters.

- The insolvency of a supplier in any supply chain can be devastating. We have experience of dealing with small and large failures.
- Major projects sometimes need restructuring to avoid insolvency. Our experts work as one team to

deliver effective solutions.

- Prevention is better than cure. We help structure projects to reduce insolvency risk and protect assets from the outset; and
- Extensive public sector experience helps us put advice in a regulatory, practical and commercial context, leading to realistic and achievable solutions.

☆ Education Law

How we can help

Our education team has extensive experience in advising universities, schools and other higher and further education organisations, research bodies and catapults in these areas:

- contracts;
- procurement of works, services and supplies;
- R&D collaboration with industry;
- grant funding national and EU H2020;

- real estate and construction (including student accommodation);
- contentious and non-contentious employment matters;
- litigation and dispute resolution;
- mergers, collaboration and group structures; and
- freedom of information and data security.

Q Case study

SSI – Redcar Steelworks

We advised the Official Receiver as liquidator and PWC as special managers of the Redcar Steelworks. This included the closure of the iron furnace and coke ovens on site – a Tier 1 Comah Site (highest level major accident risk site). Collaboration with many public bodies was required to deliver this incredibly complex project, the Official Receiver's largest ever trading insolvency. We continue to assist with the decommissioning and rehabilitation of this important economic area.

\odot Expert advice



James Moore, Partner T: +44 7395 253237 E: james.moore@dwf.law

E: james.moore@dwf.law James is a partner in our Business

Restructuring & Insolvency team, advising on all aspects of corporate and personal insolvency.



Natasha is a Restructuring and Insolvency Partner in the Banking & Finance Team, specialising in a variety of distressed insolvency transactions and restructurings as well as insolvency litigation.

Q Case study

Leading North West University

We recently acted for two leading universities collaborating in the development of state of the art sensor and Internet of Things technology with an international reputation. The funding was from domestic and ERDF sources and we therefore had to ensure the State aid, corporate governance and real estate advice was within the parameters of strict ERDF requirements including cost eligibility, meeting of deliverables, aid intensity and match funding. The project had central government support in terms of match (DBEIS) and we had to ensure the match was clearly aligned to the ERDF funding terms.

⊘ Expert advice



Vikki Woodfine, Partner T: +44 7969 915093 E: vikki.woodfine@dwf.law

Vikki has experience in care regulation and care quality matters, including safeguarding; dealing with a full spectrum of care providers and education businesses, representing schools and nurseries.



Tim Scott, Partner T: +44 7798 700476 E: <u>tim.scott@dwf.law</u>

Tim acts for various universities and has particular expertise in relation to TUPE. He is also an experienced employment tribunal and employment appeal tribunal advocate

\bigstar Energy and Natural Resources

How we can help

Our energy team provides specialist advice to a wide range of local authorities and public bodies across the UK.

We can advise you on:

 all legal aspects of conventional and non-conventional energy sources (natural resources and renewables) including planning, permitting & licensing, funding, tax, project development, corporate structuring, construction, operation and maintenance and commercial contracting;

- regulatory aspects of energy generation, distribution and supply, storage, energy management, procurement and trading; and
- environmental compliance, water, air quality control, climate change, energy efficiency and decentralised low emission energy generation.

☆ Food, Rural and Environmental Affairs

How we can help

As one of the leading teams in the UK, we provide a wealth of advice to public sector clients including:

- advising on public inquiries and investigations with regulators;
- advising on the Contaminated Land Regime and water pollution issues, including those involving significant damage to the environment;
- advising Treasury Solicitors in relation to EU food regulation infringement proceedings and trade disputes under WTO;
- assisting local authorities in dealing

with outbreaks of food poisoning and the resulting civil claims; and

 assisting suppliers to schools and prisons to understand their food supply chain.

We understand the implications of the circular economy on government, advising on how it can be leveraged to provide clean energy and reduce business impact.

Two of our team sit on the OPP Better Regulation Business Reference Panel.

Q Case study

London Borough of Barking and Dagenham Council (LBBD)

We advised LBBD in respect of their complex district energy scheme on a private wire network including the generation, distribution and supply of both electricity and heat to domestic as well as non-domestic customer via the authority owned Energy Services Company (ESCO). We advised in respect of the procurement and regulatory issues relating to energy supply arrangements with residential and commercial customers connected to the district energy network.

Q Case study

HSE investigation of child fatality

We represented a large City Council regarding the death of a 13 year old boy at a reservoir, we guided and represented the Council through the Inquest hearing. This was a complex matter involving detailed medical evidence. No further enforcement action was taken by the Health and Safety Executive.

⊘ Expert advice



Darren Walsh, Partner T: +44 7841 317 545 E: darren.walsh@dwf.law

Darren is Head of Power at DWF and an Energy lawyer specialising in low carbon and renewable energy projects, with particular expertise in the nuclear sector.



Catherine Haslam, Partner T: +44 7973 764 279 E: catherine.haslam@dwf.law

Catherine's specialist area is commercial landlord and tenant law in the context of telecommunications mast sites and renewable energy schemes.

\bigcirc Expert advice



David Egan, Partner T: +44 7711 561903 E: david.egan@dwf.law

David deals with a wide range of contentious and non-contentious environmental, safety and compliance issues.



Dominic Watkins, Partner T: +44 7734 508634 E: dominic.watkins@dwf.law

Dominic is Head of DWF's Food Sector and is an internationally renowned regulatory lawyer focused on product compliance as well as health & safety.

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🛧 Franchise Law

How we can help

We regularly advise public and private sector clients on franchising agreements including:

- drafting bespoke franchise agreements to cater for the business being franchised;
- reviewing and marking up any standard franchise agreements supplied by the other party including any terms and conditions;
- advising on the interpretation of franchise agreements;
- negotiating franchising agreements to finalisation;

- advising on deed of variations to franchise agreements;
- advising on dispute resolution, mediation and ADR procedures;
- advising on data protection, freedom of information and other regulatory compliance;
- bringing franchise agreements to an end whilst avoiding expensive litigation disputes; and
- process engineering standard form documents to achieve efficiencies and standardisation through automation.

\bigstar Health and Healthcare

How we can help

Our team of specialist healthcare lawyers work extensively with public bodies including local authorities and the NHS and bring a pragmatic approach to meeting their needs to obtain best value.

Our work includes: handling procurements and challenges, meeting regulatory requirements, setting up corporate structures, managing project or outsourcing contracts, cooperation arrangements and partnerships, purchasing IT or using or commercialising intellectual property.

- We have extensive regulatory and disciplinary experience, handling cases before all of the healthcare regulators as well as defending the regulators and Royal Colleges in judicial review and PSA challenges.
- We act for practitioners facing difficulties with their employing NHS Trusts and their private hospitals.
- We regularly defend healthcare providers and practitioners in criminal proceedings.
- We routinely advise on information and data law issues as they apply to the healthcare sector.

Q Case study

Scottish Government (Transport Scotland)

We acted for the Scottish Government in the award and renewal of the ScotRail and Caledonian Sleeper franchises. The ScotRail franchise is the single biggest contract led by the Scottish Government and is worth a total of £7 billion over 10 years. We advised on procurement and State aid issues and drafted and negotiated the commercial agreements in connection with the franchises.

⊘ Expert advice



James Lonsdale, Partner T: +44 7826 872414 E: james.lonsdale@dwf.law

James advises on a variety of IT related matters including outsourcing agreements, IP acquisition and licensing.



Ben McLeod, Partner T: +44 7936 335460 E: <u>ben.mcleod@dwf.law</u>

Ben specialises in the drafting and negotiation of contracts, including the provision and outsourcing of IT services.

Q Case study

Investigation into alleged neglect

We acted for a large local authority in connection with an inquest touching the death of an elderly resident who died whilst in care and where there were allegations of neglect and a previous police investigation spanning an 18-month period. This was a sensitive case and had to be managed in such a way as to reduce the insured's exposure in local and national press.

⊘ Expert advice



Vicki Swanton, Partner T: +44 7799110088 E: vicki.swanton@dwf.law

Vicki is a healthcare expert who defends institutions and healthcare professionals from allegations of medical malpractice



Sean Caldwell, Director T: +44 7802 752655 E: <u>sean.caldwell@dwf.law</u>

Sean advises the healthcare sector in all areas of commercial law including outsourcing, joint ventures, collaborations, service agreements, IT.

☆ Life Sciences

How we can help

DWF's global life sciences team works across the public sector and with leading manufacturers and suppliers and their insurers to investigate, manage and mitigate risk. Many of the advisory instructions that DWF receive are from pharmaceutical and medical device organisations who draw on the significant experience that DWF has to offer.

The team is regularly instructed on product liability matters, clinical trials, and regulatory requirements. It liaises with the MHRA and the FDA and is often involved in brand protection and management schemes. Often early advice is sought on EU and UK safety issues following the launch of a new life sciences product.

Q Case study

The team has recently provided advice in respect of the treatment provided to elderly patients following an institutionalised practice of the shortening of lives through the prescribing and administering of opioids without medical justification.

☆ Telecommunications

How we can help

Our telecommunications team is one of the few with a recognised, sustained expertise and we work across the public sector.

- Our work covers telecoms network infrastructure projects, industry specific commercial work. regulatory and competition advice;
- We act for clients on large complex IT and Telecoms projects of regional and national significance;
- We have a diverse client list which includes the private and public sector giving us a unique insight into the sector. Our clients include Scottish Government, Community Broadband Companies, local authorities, Telefónica UK (O2), giffgaff, Telefonica Digital, MBNL and China Unicom.

Q Case study

R100 Superfast Broadband Project

DWF is advising the Scottish Government on the delivery of the Reaching 100% programme which aims to make superfast broadband available to all premises in Scotland by 2021. DWF has been advising the Government team on all aspects of the project including the Open Market Review, liaison with BDUK, compliance with the State aid rules which apply to this sector, procurement strategy, development of project specific contract terms and competitive dialogue.

⊘ Expert advice



Head of the Global Casualty and Property Group, John is listed in the 2018 Legal 500 Hall of Fame for Insurance and Reinsurance litigation.



A life sciences specialist, Peter provides advice to European, US and Japanese insurers and manufacturers in respect of their products.

⊘ Expert advice



Andrew Whalley, Partner T: +44 7711 443 799 E: andrew.whalley@dwf.law

Andrew is Head of Telecoms and has acted for a number of leading domestic and international telecoms operators and resellers. Andrew is a skillful player and possesses crucial sector knowledge.



Catherine Haslam, Partner T: +44 7973 764 279 E: catherine.haslam@dwf.law

Catherine deals with the property aspects of telecommunications mast sites acting for both landlords and tenants, including site acquisitions, upgrades, estates matters and both incoming and outgoing site share.

\bigstar The Law of International Trade, Investment and Regulation

How we can help

DWF's WTO & International Trade team advises on the full range of international trade regulatory issues. Anchored by the firm's Brussels office and in connection with the firm's global footprint we have long experience in advising clients in trade defence proceedings (anti-dumping, antisubsidy and safeguards, and related circumvention cases), most particularly with reference to EU proceedings but also in other jurisdictions, and have also represented client interests (sovereign governments) in such proceedings both with the EU authorities but also in the context of WTO dispute settlement proceedings. The team is also highly experienced in export controls and sanctions, and customs issues including: classification, valuation, quotas, rule of origin (preferential and non-preferential), tariff suspensions and related procedures for handling trade disputes and certifications. In recent times the team has been busy advising a range of clients on Brexit risk mitigation strategies and the impact upon existing and future trade remedies.

🛧 Public International Law

How we can help

Our global team of international arbitration and public international law ("PIL") partners has extensive experience of proceedings involving government entities.

Our partners have successfully represented government bodies in investor state claims in a variety of forums, including ICSID. We have represented clients in ECJ and other proceedings before international courts.

Our PIL team is genuinely international and draws on experience from across our global footprint, taking account of political sensitivities, and giving cost effective and pragmatic advice.

🔍 Case study

We have represented a European trade association responsible for a significant sector of activity in bringing a complaint and securing initial protection from dumped imports. This has extended to handling requests for interim reviews from particular exporters and into considering how the UK section of the industry will secure its future protection in view of Brexit.

Q Case study

We acted for a state owned energy company in a long running dispute with a vulture fund involving proceedings in the commercial courts of first instance and appeals in both Ukraine and England relating to a bond issue and recovery of a debt. As a result of the interplay between these proceedings, the parties were involved in a reference to the European Court of Justice in proceedings against the UK government.

⊘ Expert advice



Richard Twomey, Partner T: +44 7740 545434 E: richard.twomey@dwf.law

Richard has extensive experience of international arbitration and public law matters and has advised the UK government on one IT dispute.



Antony Woodhouse, Partner T: +44 7864 800862 E: antony.woodhouse@dwf.law

Antony has broad experience of litigation and arbitration in insurance, banking and international sectors.

⊘ Expert advice



Jonathan Branton, Partner T: +44 7736 563202 E: jonathan.branton@dwf.law

Highly experienced in EU law, Jonathan has led many anti-dumping/ anti-subsidy cases and advised on the full range of customs issues and Brexit.



Jonathan Moss, Partner T: 07956 932 997 E: jonathan.moss@dwf.law

Jonathan acts for international traders, charterers, ship owners, insurers and reinsurers, handling commercial disputes often concerning high profile, international incidents.

🛠 Charities Law

How we can help

We have a multi-disciplinary team who advise and assist charities, not for profit organisations and their counterparties.

Our experience includes advising on all aspects of Charity Law, governance, compliance, powers, procedure and operational management, including in the context of structuring/restructuring their activities and investments. Our clients encompass substantial educational and other exempt charitable bodies, corporate charities with substantial "primary purpose" trades and charitable trusts with extensive investment portfolios.

Our extensive experience across corporate, charities, trusts and tax law ensures joined-up advice.

🛠 Health & Safety Law

How we can help

Our nationwide team includes over 20 lawyers including an ex HSE prosecutor. The team benefits from support from paralegals and access to a range of consultants through DWF Resource, giving us unrivalled ability to service clients across the country and in the aftermath of any scale of event or incident.

We support our clients through:

 compliance (auditing; risk analysis; corporate support; and training);

- our crisis response service and 'MyCrisis';
- internal investigations;
- Enforcement Notice appeals;
- defending investigation and prosecution by police and regulators;
- coroner's investigations and inquests;
- public inquiries;
- advocacy;
- appeals; and
- judicial review.

Q Case study

Life Leisure – Acquisition of Stockport Sports Village

Life Leisure is a charitable company comprising the operation of a number of sports centres in the North West of England. DWF advised on the multi-million pound acquisition in corporate form of the freehold to one of its leasehold sports centres, enabling them to realise significant savings. Working with Life Leisure's executive team and its board, our advice included corporate finance, vires, charities, real estate and tax aspects in structuring and realising the acquisition.

Q Case study

Royal Borough of Kensington & Chelsea

We are instructed in relation to the fire at Grenfell Tower on 14 June 2017. The incident, ongoing police investigation and coverage of the Public Inquiry is well publicised. The Inquiry, involving no fewer than 592 core participants, will examine wide-ranging issues including construction, design and modification of the premises, fire safety measures and the aftermath of the incident.

Ø Expert advice



John Toon, Partner T: +44 7720 350325 E: john.toon@dwf.law

John has extensive experience of advising charities, particularly in relation to capital/investment projects.



Sean Caldwell, Partner T: +44 7802 752655 E: <u>sean.caldwell@dwf.law</u>

Sean is known for practical and pragmatic advice that allows the parties to finalise matters expediently.

⊘ Expert advice



Steffan Groch, Partner T: +44 7725 100481 E: <u>steffan.groch@dwf.law</u>

Steffan is Head of Regulatory, Chair of the Health & Safety Lawyers' Association and a specialist in crisis response.



James Jevon, Snr Associate T: +44 7566 292995 E: james.jevon@dwf.law

James is a specialist in compliance and enforcement work. Frequently instructed in relation to matters of a most serious/highly complex nature.

🛧 Licensing Law

How we can help

We advise on licensing across all UK jurisdictions. Our team is experienced in the area of regulatory advice, alcohol licensing, gaming licensing and the general permissions required under

relevant civic legislation operating in different areas of the UK having represented global supermarket chains, local publicans and gaming operators. Northern Ireland has a unique licensing and gaming regime and DWF has extensive experience in this niche area having provided specialist advice to both existing clients and new entrants to the market in relation to the acquisition of liquor licences, licensed premises and gaming permits.

🔍 Case study

We advised a Gaming Operator in a commercial objection to the grant of a new Amusement Permit. Upon the grant of the permit we were instructed to lodge a judicial review challenge against the application by Belfast City Council of its amusement permit policy which resulted in a successful outcome following an appeal to the Court of Appeal. In consequence the Notice party will have to close its licensed premises and reapply to the Council for a new permit. We have been instructed to strenuously defend this application following submission.

⊘ Expert advice



Kirsty Mairs, Partner T: +44 7712 242081 E: kirsty.mairs@dwf.law



David Crank, Snr Associate T: +44 7872 808568 E: david.crank@dwf.law

Kirsty Mairs has been providing advice in the area of licensing since 2002. Kirsty is ranked in Band 1 for Licensing in Chambers and Partners.

David is a member of the Institute of Licensing and Head of Licensing across the UK, David advises both on and off sale businesses, hotels, restaurants, pubs and retailers.

☆ Transport Law (excluding rail)

How we can help

Our transport team has a wealth of public sector experience including:

- operator licensing; applications, issues, managing to licence, public inquiries / preliminary hearings;
- compliance advice; OCRS, earned recognition, DVSA inspections, systems audits;
- carriage of goods; terms of carriage, disputes;
- vehicle seizures;

- bus stop maintenance; mobile, wifi;
- driver/operator prosecutions;
- clandestine entrants/border issues; training;
- road operation and maintenance;
- aircraft sale and leaseback; aircraft acquisition; airline franchise agreements; and
- harbour infrastructure; ferry services procurement.

Q Case study

Emovis (formerly Sanef)

DWF advised Emovis, a member of the MerseyLink consortium in charge of the design, build and finance of the free flow toll Mersey Gateway Bridge. We advised on all aspects of the project and took a pivotal role in the drafting of key project documents. Our negotiation of the state of the art performance and payment mechanism highlights our commitment to innovative, cutting edge solutions. After opening in September 2017, we provided detailed assistance on a range of post-completion matters including the bridge's governing business rules.

⊘ Expert advice



Vikki Woodfine, Partner T: +44 7969 915093 E: <u>vikki.woodfine@dwf.law</u>

Vikki is DWF's Head of Road Transport & Logistics and a specialist in Road Transport and Health and Safety Law.



Paul Hopton, Director T: +44 7708 485503 E: paul.hopton@dwf.law

Paul is deputy head of DWF's Transport Infrastructure sector. He has substantial experience of advising on rail infrastructure and rolling stock matters.

Our locations and contacts



Q Our locations

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Environment

A responsible and sustainable approach to doing business is central to our purpose and in conducting our business activities.

We believe it is important to support the global transition to a sustainable low-carbon economy, leading by example in our own operations. In supporting the principles of sustainable development, we have in place an environmental management system to identify and control the impacts of our business and enhance current working practices.

- As a global company, this means:
- Actively managing our carbon emissions aligned to a 1.5C pathway
- Taking action to ensure efficient use of resources, follow the 'Reduce, Reuse, Recycle' waste hierarchy
- Investing in technology to help drive our sustainability agenda
- Maintaining ISO14001 certification as part of the external auditing of our sustainability performance
- Collaborating to develop, apply and promote environmental best practice to enhance our resilience to climate change.

We're proud to be a member of the Legal Sustainability Alliance, a group of law firms and related organisations taking action to improve the environmental sustainability of their operations and that we achieved a 24% reduction in our carbon footprint between 2015 and 2018.

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Diversity & Inclusion

Diversity is at the heart of creating a sustainable business

At DWF, we are building a stronger business by focusing on the diversity of our teams. We aim to create an inclusive environment where you can bring your whole self to work and enable our diversity to truly flourish.

Our people help to shape our culture by sharing their perspectives, experiences and challenging our thinking. We value this diversity of thought as it helps us to become a better global business and be better together, which is one of DWF's core values.

Our strategy

It's our vision to create a working environment and culture where people of all backgrounds are able contribute at their highest level and where their differences have a positive impact for our people, clients, communities and shareholders.

Our diversity & inclusion strategy focuses on the following five priorities across our areas of focus on Gender, Race & Ethnicity, LGBT+, Disability and Mental Health.





DWF is a leading global provider of integrated legal and business services.

Our Integrated Legal Management approach delivers greater efficiency, price certainty and transparency for our clients.

We deliver integrated legal and business services on a global scale through our three offerings; Legal Advisory, Mindcrest and Connected Services, across our eight key sectors. We seamlessly combine any number of our services to deliver bespoke solutions for our diverse clients.

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