

Palmerslaw

Our Services

Moving forward **together** >



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Palmers Solicitors has been serving the people of Essex since 1983, covering the whole spectrum of legal services for both private and commercial clients.

As one of the leading legal practices in the area, we have a strong reputation as a forward-thinking and energetic organisation, offering high levels of specialist advice.

We also work hard to be the employer of choice in the Essex area. Our clients deserve the very best legal support available, and that's why we make sure we employ the very best people.

We have an enviable range of legal skills, typically found in large London firms, but on a local level.

Mission statement:

Our specialist lawyers are passionate about providing resolutions to the challenges faced by our clients and our local and business communities. We will always strive to deliver our service with integrity, imagination, intelligence, compassion and value for money and social responsibility at the heart of everything we do.

We have always recognised our responsibilities to the people we serve and the impact our business has on the community and environment around us. This is why we are committed to:



Expert legal
advice



Loyalty to
our clients



Boosting the local
economy for the
benefit of us all



Making a positive
difference to the
local community



A strong training
program

Business law – Commercial agreements

Legislation is constantly evolving, both at home and across the continent, so businesses should not only seek legal guidance, but also the insights of those who can keep them updated with the latest developments.

Our team of specialists provides an extensive array of services tailored to meet the needs of your business, including:

- Agency and distribution agreements
- Computer software and hardware agreements
- E-commerce
- Franchising
- Guarantees
- Joint venture agreements
- Intellectual Property
- Licensing agreements
- Outsourcing
- Sale of goods and provision of services
- Terms and conditions of trading
- Commercial debt

We excel in addressing a range of matters, both business-to-business and business-to-consumer. We promptly identify and resolve both potential and existing issues, effectively negotiating, and managing risk in your business contracts and documents.

We take proactive steps to eradicate legal flaws in all contract terms, whether standard or custom. Additionally, we provide grounded advice on key matters, including limitation of liability, trading restrictions, and insurance, ensuring that your business is well-equipped to handle various legal challenges.

For further information about our tailored support and how we adapt our services to meet the unique requirements of each business, please don't hesitate to get in touch with us.



Company law – Internal regulation

Our expert team of solicitors can offer businesses a comprehensive suite of services to support our clients through every stage of their company's lifecycle, from formation to winding up.

This expertise extends to crafting a wide array of commercial contracts, ensuring that your business is well-structured and compliant with current laws and regulations. Our services in this domain include:

- Company incorporations
- Crafting and managing shareholder agreements
- Partnership and LLP agreements
- Formulating articles of associations
- Contracts and terms and conditions
- Share acquisition and disposal agreements
- Business and asset transfers
- Share allocations and buy-backs
- Company restructures
- Advising on directors' duties
- Corporate finance
- Employee share options
- Providing general commercial advice

We will guide you and your business at every point, whether you're incorporating, expanding, or preparing for sale or dissolution.

i With increasing penalties imposed on individual company officers, our role in providing timely, ongoing legal advice becomes even more significant. Whether you require one-off guidance or continuous legal support, we're here to provide expert advice tailored to your business's specific needs.

Commercial property

We offer comprehensive advice on all aspects of commercial property disposal and acquisition, including commercial property transactions and the planning and environmental considerations involved.

Our team are experts in both residential and commercial property development, and are equipped to support you in acquiring, assembling, and disposing of development land, as well as in negotiating and finalising agreements with local authorities and utility providers.

Our commercial property services encompass a wide range of areas, including:

- Acquisition and disposal of both freehold and leasehold properties
- Lease renewal and rent review processes
- Site assembly for development projects
- Tailored advice for landlords and tenants
- Structuring of option, pre-emption, and overage agreements
- Property financing solutions
- Expertise in retail, office, and industrial development
- Support with joint venture projects

Our aim is to provide seamless, efficient support for your commercial property needs, ensuring that your transactions are managed with professional precision and care.

Our team are ready to help you with your commercial property needs. Contact us today.

Construction and engineering law

A key concern for those involved in the construction and engineering sectors is completing projects on time and within budget.

This is particularly important given the complexity and cost of such projects. We specialise in construction law and understand the commercial implications of our advice, ensuring your project's success.

Our services are designed to pre-empt disputes through professional contract drafting and agreement formulation. Yet, we recognise that projects may face unforeseen challenges. In such cases, we provide expert guidance on resolving issues through negotiation and mediation.

When these methods are not sufficient, we are prepared to act on your behalf or defend your interests.

We offer advice on a wide range of matters, including disputes and contract issues, to employers, contractors, sub-contractors, and developers throughout the entire lifecycle of a construction project.

Our team is skilled in handling both disputes and contract agreements, and we're adept at recovering any owed debts. In contentious scenarios, we strive to use negotiation and mediation to avert disputes. However, when disputes are inevitable, we possess the expertise and resources to navigate through various dispute forums, including adjudication, arbitration, or litigation, and urgent injunctive procedures.

We are equipped to identify and implement the most effective dispute resolution strategies, whether through negotiation, structured mediation, or formal proceedings. Our expertise extends to advising on breach of contract payments, including liquidated and ascertained damages (LADs).

i Our areas of assistance include:

- Adjudication
- Managing applications and payments
- Arbitration
- Handling various construction disputes
- Technology and Construction Court (TCC) claims
- County Court disputes
- Building disputes
- Insurance-related matters
- Liquidated and ascertained damages (LADs)
- Mediation
- Party Wall Act matters
- Warranty claims
- Town and county planning disputes
- Extension of Time Claims
- Delay and Disruption Claims

To prevent disputes, we support businesses with the drafting of contracts and agreements. Our expertise enables us to craft bespoke contracts, advise on modifications to standard form contracts, and assist with other commercial agreements like collateral warranties.

We offer guidance on:

- JCT contracts
- NEC contracts
- Bespoke contracts
- Amendments to standard form contracts
- Collateral warranties
- Guarantees
- FIDIC Contracts

We combine our in-depth knowledge of construction and engineering law with a practical approach to safeguard your projects and interests.

For advice tailored to your specific situation, contact one of our expert team today.



Corporate finance

Timely and effective legal advice is often a crucial factor in the success of a business, whether you're just starting out, selling, or considering a public offering.

We offer an array of corporate finance services designed to guide your business through its financial journey:

- Asset finance
- Assistance with buying a company or business
- Debt finance
- Guidance on demergers and other corporate reorganisations
- Equity funding
- Navigating family company succession
- Incorporation of businesses
- Facilitating joint ventures
- Management buy-ins (MBIs)
- Management buy-outs (MBOs)
- Expertise in mergers and acquisitions
- Partnership and LLP agreements and dissolution
- Selling a company or business
- Share buy-backs
- Structuring shareholders' arrangements
- Securing venture capital

Our Corporate Finance team is committed to providing a responsive, fast-paced, and business-focused legal service. Our goal is not just to offer legal solutions but to forge long-standing client relationships. This approach allows us to gain a deeper understanding of your organisation and the legal issues that may impact its operations.

With a resourceful and experienced corporate finance department, Palmers Solicitors boasts a proven track record in providing top-tier legal expertise in company sales and purchases.

We are dedicated to supporting your business through every financial decision and challenge, ensuring a smooth path to your goals.

Our team are on hand and ready to assist. Contact us today for more information.

Corporate insolvency

Palmers Solicitors offers seasoned expertise in corporate insolvency, catering to a diverse range of scenarios:

- Assisting companies in recovering debts from businesses facing financial challenges.
- Advising company directors who are personally pursued, either under a personal guarantee or as part of the insolvency process.
- Guiding companies in entering mediation to resolve outstanding debts.
- Representing insolvency practitioners acting for insolvent companies.

Our expertise extends to working closely with:

- **Insolvency Practitioners**, providing advice on all aspects of insolvency law and procedure across various business sectors.
- **Directors**, guiding them on their duties and potential personal liabilities, especially in cases of alleged misconduct.

Representing both Insolvency Practitioners and Directors gives us a unique perspective on the risks and vulnerabilities faced by each party. Our advice covers, but is not limited to:

- Misapplying company funds or paying dividends during insolvency (Misfeasance and Breach of Fiduciary Duties).
- Continuing business operations with the intent to defraud creditors or when insolvency is inevitable (Fraudulent and Wrongful Trading).
- Selling company assets at undervalue (Transactions at Undervalue).
- Preferring one creditor over another (Preference).

If you are seeking to recover funds from a company in financial distress, we can advise on the best recovery options and strategies.

Additionally, our Commercial Property team offers specialised support in property-related aspects of insolvency:

- Advising on the impact of insolvency on residential and commercial property ownership.
- Assisting Insolvency Practitioners with the disposal of freehold, leasehold, and business assets.
- Facilitating the transfer of equitable interests in properties.
- Providing guidance to all parties affected by insolvency in property matters, including Insolvency Practitioners, tenants with landlords facing financial issues, landlords with tenants in difficulties, and co-owners.

📌 Our approach ensures that all parties involved in corporate insolvency, whether directly or indirectly, receive expert legal support tailored to their unique circumstances. Contact one of our expert team today for insolvency and recovery advice.



Commercial dispute resolution services

We offer a comprehensive range of dispute resolution services, designed to support businesses various legal challenges. Their services span across mediation, commercial and business disputes, commercial debt recovery, commercial property disputes, fraud and asset recovery, and professional negligence.

Dispute mediation – A flexible, voluntary, and confidential mediation service. With the help of neutral third-party mediators, parties can achieve successful resolutions without resorting to costly litigation. This approach is pragmatic and less contentious, ideal for businesses seeking amicable dispute resolution.


Commercial and business disputes – Our litigation team is experienced in handling a wide range of disputes, from breach of contract to complex issues in construction, engineering, and property. We offer practical solutions and sound advice, often able to provide a low-cost fixed fee for initial appointments. The team is skilled in various areas, including business disputes, intellectual property disputes, business sale disputes, and regulatory work.

Commercial debt recovery – Recognising the challenges of commercial debt litigation, Palmers has developed a commercial debt recovery scheme to streamline the process.

We offer services in financial concerns arising from company disputes, issue and service of debt recovery proceedings, and advice on enforcement of judgments, ensuring a proportional approach to costs.

Commercial property disputes – We can assist in resolving disputes arising from commercial leasehold agreements, covering issues like maintenance responsibilities, lease forfeiture, breach of covenant, lease renewals, service charges, and unauthorised changes of use. We provide clear advice and practical support for both landlords and tenants.

Fraud and asset recovery – Palmers Solicitors offers expertise in recovering assets or financial damages resulting from fraud or illegal activities. This includes insolvency-related misfeasance, fraudulent and wrongful trading, transactions at undervalue, and corporate fraud. We also provide support for those accused of fraud.



Professional negligence – For instances where professional negligence has caused financial loss, our commercial litigation team offers support and specialist advice. We handle claims arising from various circumstances, including business takeovers, property transactions, and failure in professional duties.

① We strive to offer a tailored approach, aiming to achieve the best possible outcomes for our clients. We advocate for early advice, especially in serious cases like asset recovery and professional negligence, to ensure effective and efficient resolution. This comprehensive suite of services reflects our commitment to delivering expert legal support in a variety of dispute resolution contexts.

Criminal defence services

We understand the importance of prompt, expert legal advice when faced with the prospect of a criminal investigation or proceedings.

Our criminal law expertise is of the highest quality, catering to a wide range of cases, from road traffic offences to allegations of fraud. Each case we handle is approached with the understanding that it has the potential to impact careers and reputations significantly.


We choose to work exclusively on a private basis with both individual and corporate clients. This decision allows us to devote the necessary time and attention to each case, ensuring the best possible advice and representation. Our approach is to provide bespoke advice and personal attention from a senior solicitor, aiming for the most favourable outcome for our clients.

Our criminal law team is led by Director, Jeremy Sirrell, a seasoned legal professional with a wealth of experience in criminal law. His background includes serving as a barrister, legal adviser to magistrates across Essex, and a former Crown Prosecutor. This diverse experience provides him with a valuable perspective on the processes and strategies of

prosecuting authorities. He offers advice on a broad spectrum of matters, including cases brought by the Crown Prosecution Service, Health & Safety Executive, local authority trading standards departments, and other bodies.

When you work with Palmers Solicitors, you gain direct access to your criminal lawyer, ensuring you receive the advice you need to make informed decisions. Our expertise covers all areas of criminal work, including:

- Road traffic offences
- Theft
- Fraud
- Assault and other offences against the person
- Health & Safety prosecutions
- Food safety and other regulatory prosecutions
- Corporate offences



Our Criminal Law team is committed to providing specialist support at a come cost. Our expert legal advice can significantly influence your case, even if you intend to plead guilty, through skilled representation that can help mitigate penalties.

Additionally, for those facing criminal issues that may also lead to civil claims, we offer comprehensive advice to address those concerns as well.

Contact our team today for expert legal advice.





Education

It has never been more important for those in the education sector to be able to rely on dependable legal advice, particularly for academies, free schools, and independent schools.

Our specialist Education Team has developed extensive experience by working with a diverse range of educational institutions, including primary and secondary schools, colleges, and local authorities. This expertise positions us to address the current and future challenges faced by these establishments.

We offer comprehensive advice on all legal aspects of the education sector, from employment considerations to school governance.

Whether you're transitioning to an academy, forming a multi-academy trust, or launching an independent or free school, our team will guide you through conversion formalities, ensuring a seamless transition.

Our legal and practical support covers all needs of educational establishments, enabling them to flourish. Our services include:

- Education Law
- Status Transfers
- Governance and Trustees
- Employment Law
- Outsourcing, Procurement, and Contracts
- Data Protection
- Admissions and Exclusions
- Amalgamations and Closures
- Funding Issues

Our goal is to provide tailored legal solutions that cater to the unique challenges and opportunities within the education sector.

For more information, please reach out to our team today.

Employment law and HR services

Business owners should have a deep knowledge of their organisation, inside and out. Two aspects of your business that can cause a distraction to your primary focus of growth as well as adding unexpected pressures, are HR and employment law.

We provide expert services in these areas, designed to either support your in-house team or function on an outsourced basis.

Our flexible approach allows us to tailor our services to your business needs, ensuring peace of mind across all employment law and HR issues. Whether it's a simple query or a serious dispute, you'll have swift, direct access to specialist advice and support, allowing you to focus on advancing your business.

Employment law services

As an employer, you face a multitude of legal obligations regarding staff and working conditions. Keeping pace with evolving employment legislation can be challenging, but our employment law specialists are here to assist.

Our expertise in employment law covers a wide array of areas, including:

- Employment Contracts
- Employment handbooks and policies
- Disciplining and Dismissal of employees
- Grievance procedures and hearings
- Sickness Absence
- Settlement agreements
- Employment tribunal representation
- Discrimination
- Restrictive covenants and confidentiality clauses
- Bullying in the workplace
- Health & Safety Law
- TUPE transfers
- Data protection for employees
- Redundancy, reorganisation, and restructuring
- Family-friendly rights

HR services

Our team are here to provide expert HR services that will help businesses faced with human resources issues. We aim to prevent misunderstandings and disputes, ensure compliance, and reduce the risk of employment tribunal claims.

We avoid imposing heavy audit fees or expensive retainers. Instead, we offer the freedom to choose services as needed, allowing businesses to set a budget for bespoke legal assistance that complements their in-house resources.

Our HR services include:

- Document audit
- Helpline support
- Basic and advanced employment contracts
- Disciplinary and grievance procedures
- Standard and bespoke staff handbooks
- Settlement agreements
- Comprehensive Start-up packages
- Redundancy, Disciplinary, Grievance, and Sickness Absence Packs

Our HR packages are comprehensive, including:

- Telephone and/or email advice
- Annual review/update of staff handbook and employment contracts
- Template advanced contract of employment
- Suite of template disciplinary letters
- Onsite advice meeting or staff training

We offer various packages – Bronze, Silver, Gold, and Platinum – to suit different business needs. For more information on how our dedicated team can assist your business, please feel free to contact us.

Family businesses

Running a family business comes with its unique set of rewards and challenges, especially when balancing personal relationships with professional operations.

Our specialist advice is tailored to the distinct needs of a family run business, leaning upon our vast experience and expertise in the subject.

We have a wealth of experience in addressing family disputes, including sibling disagreements or issues surrounding a 'retired' parent's involvement in the business.

Recognising that the success of a family business hinges on healthy relationships and aligned goals, we offer solutions to resolve disagreements and advise on legal matters concerning sensitive areas such as generational transitions of control.

Our approach combines personal sensitivity with commercial judgement, ensuring comprehensive support for both personal and business-related issues. This includes expert advice on tax and financial planning, vital for the prosperity of family businesses.

Our range of services includes:

- Management and ownership succession
- Restructuring and new shares creation
- Shareholders agreements, partnership agreements, and family charters
- Business trusts
- Business Property Relief, Inheritance Tax (IHT), and Estate planning
- Protection against divorce, death, and disagreements
- Dispute resolution

We handle each aspect with the sensitivity and expertise required, ensuring that your family business not only thrives but also preserves its legacy for future generations.

Contact one of our professional family business law solicitors today for more information.



Intellectual property – disputes and commercial advice

The value of intellectual property (IP) is of significant importance for businesses, who will benefit greatly from securing such assets as trading names and creative content through trademark registration and documenting copyright ownership. Businesses can then prevent others from unfairly benefiting from their creations while maximising profit through licensing or selling these rights.

We offer clear and straightforward advice on safeguarding, licensing, or transferring IP rights, and on taking action in disputes related to your brand. Understanding that IP needs vary, we tailor our services to suit each business's specific requirements.

Our expertise extends to a wide array of IP matters, including:

- Drafting trademark applications
- Advising on copyright protection measures
- Handling infringement cases of trademarks, copyright, or design rights
- Addressing abuse of confidential information and trade secrets
- Resolving domain name disputes and other IT issues
- Guidance on data protection and privacy
- Tackling breaches of confidentiality agreements
- Facilitating mediation in disputes

We also guide businesses on the use of the common law action of 'Passing Off.' This can be a challenging route as it requires proof that the business's reputation has been detrimentally affected by another's use of its brand. However, it is a viable option for unregistered trade names.

i With Palmers Solicitors, you can be confident that your intellectual property is protected, allowing you to focus on growing your business assets. Our team is here to help, contact us today to find out more about how we can help you with your intellectual property.

Local Government authorities

Local Government authorities today face enormous challenges, including reduced budgets and staffing levels, which mean closer collaborations with neighbouring authorities and the private sector. These strains underscore the need for a legal team who can help support Government authorities with the various challenges that they will inevitably face from time to time.

Our range of legal services are tuned in to support local authorities in these demanding times. Our team, which includes former local authority legal officers, brings specialised knowledge and experience to each case. We provide cost-effective, customised legal solutions, ensuring that the unique needs of local Government are met efficiently.

Our legal services for local Government authorities include:

- Commercial and residential property services
- Property management legal requirements
- Landlord and tenant law
- Planning and development agreements
- Commercial contracts
- Employment law and HR support
- Judicial reviews

- TUPE and pensions
- Corporate structures
- Dispute resolution

i We offer a range of pricing structures for these services, from fixed and value-based fees to hourly rates, allowing for flexible budgeting options. For more information about how our dedicated team can assist your local Government authority, please feel free to contact us.



Personal guarantees

In recent years it has become increasingly common for commercial lenders to request a personal guarantee from directors or owners when a company seeks financing, be it for property acquisition, equipment, or other capital investments.

This practice is especially common in the residential buy-to-let market, where lenders often require personal guarantees from limited company directors or owners for mortgage liabilities.

Business owners agreeing to a personal guarantee should be aware of and prepared for the associated risks. For instance, a personal guarantee could put your personal assets, including your home, at risk if your business faces financial difficulties.

Legal advice before signing a personal guarantee agreement is a must. This is often a requirement set by lenders, not only to protect themselves but also to ensure that you are fully informed about the risks you are undertaking.

If you've already entered into a personal guarantee agreement and your business is struggling to meet repayment terms, immediate independent legal advice is vital to prevent potential asset repossession.

Our team at Palmers Solicitors can assess the validity of the guarantee and explore any grounds for dispute. Additionally, we can negotiate with lenders to establish a mutually agreeable repayment schedule, aiming to maintain your business's viability and safeguard your residential property.

We understand the weight of these decisions and their implications. Therefore, we offer fixed-fee arrangements to provide clarity and peace of mind, ensuring there are no unforeseen costs adding to your financial concerns.

Contact our company commercial team at Palmers Solicitors to discover how we can assist you with directors' personal guarantees, offering expert advice tailored to protect your interests.

Regulatory crime and proceeds of crime

The Proceeds of Crime Act 2002 establishes measures for the confiscation or civil recovery of proceeds gained from criminal activities, including white-collar offences. This legislation plays a critical role in deterring crime by targeting the financial benefits acquired from such activities.

Typically, a confiscation order issued under this Act demands that the defendant pays a specified sum to the State, usually within 12 months from the order's issuance. The amount is calculated based on the benefit the defendant gained from their criminal actions, considering their available assets.

We possess specialised expertise in advising and representing clients facing allegations of white-collar crimes, particularly in negotiations during Proceeds of Crime hearings. Our experience in this area ensures that clients receive knowledgeable and effective representation, aimed at achieving the best possible outcome in these complex legal situations.

We also offer vital assistance to claimants who have suffered financial losses due to criminal activities, helping them to recover their assets.

Given the serious implications of Proceeds of Crime cases, we strongly recommend seeking legal advice as early as possible to secure the most effective representation.

In addition to criminal aspects, those involved in such cases may also face potential civil claims. Our team is well-equipped to provide comprehensive advice on these civil concerns, ensuring a complete approach to your legal needs.

For individuals or entities that have experienced financial loss due to criminal actions, we offer dedicated support to help recover lost assets. Our aim is to provide you with the guidance and representation needed to navigate these challenging circumstances successfully.

For more information on how Palmers Solicitors can assist you with matters related to the Proceeds of Crime Act 2002, please contact us.



Court of Protection

Dealing with the affairs of a person who becomes mentally incapacitated presents a unique set of challenges. In cases where no Lasting Power of Attorney has been established, the Court of Protection plays a vital role. Palmers Solicitors offers expert guidance in navigating these sensitive situations, ensuring that the best interests of the incapacitated individual are upheld. We can also assist in resolving disputes related to the appointment, financial decisions, and concerns over the best interests of the vulnerable individual.

An application for the appointment of a deputy through the Court of Protection is necessary when an individual:

- Is mentally incapacitated.
- Has not made an enduring or Lasting Power of Attorney (and is unable to do so).
- Possesses assets that require management or administration for their benefit.

The Court of Protection considers various individuals for the role of deputy. This could be a relative, friend, or a professional such as a solicitor. In situations where there are no willing or able candidates, and sufficient assets exist, the Court may direct the Public Trustee to apply.

Typically, close relatives make applications for deputy appointment, but anyone concerned about the welfare

of a mentally incapacitated person's finances can apply. The applicant can request to be appointed themselves or nominate another suitable individual.

Legal costs for these applications are generally covered by the incapacitated person's funds. The process primarily involves correspondence and does not usually require Court appearances, making it a less intrusive method of establishing necessary legal protections.

We understand the complexities involved in such cases and provide compassionate, professional assistance every step of the way. Our team ensures that the process is handled with the utmost care and respect for all parties involved.

For more information about how we can assist you with Court of Protection matters, please contact us.



Criminal defence services


Facing a criminal investigation or proceedings can be daunting, and obtaining early, expert legal advice is crucial. We provide top-tier criminal law knowledge and skills essential for navigating such challenging times.

We handle a wide range of criminal cases, from road traffic offences to serious allegations of fraud. We understand that each case carries the potential to impact careers and reputations significantly. In response to the challenges posed by the limitations of legal aid, our approach is to work exclusively on a private basis with both individual and corporate clients. This enables us to dedicate the necessary time and attention to offer the best possible advice and representation.

Our criminal law team is led by director Jeremy Sirrell, a seasoned legal professional with a rich background in criminal law. His experience includes serving as a barrister, legal adviser to magistrates in Essex, and a former Crown Prosecutor, providing him with a deep understanding of the prosecution process. This expertise allows us to offer insightful and strategic defence counsel across a range of matters, including those prosecuted by the Crown Prosecution Service, Health & Safety Executive, local authority trading standards departments, and more.

When you engage our services, you are assured direct access to experienced criminal lawyers, ensuring that you receive prompt and informed legal advice. Our support covers all areas of criminal work, including:

- Road traffic offences
- Driving with excess alcohol
- Theft
- Fraud
- Assault and other offences against the person
- Health and safety prosecutions
- Food safety and other regulatory prosecutions
- Corporate offences
- Temporary power of attorney



i Our objective is to deliver specialist support at a competitive cost, providing expert advice that can significantly impact your case. This is particularly important in situations where a guilty plea is being considered, as our skilled representation can help mitigate penalties.

We also recognise that criminal issues may lead to potential civil claims, and our team is equipped to advise on these additional concerns.

For more information about how Palmers Solicitors can support you in criminal law matters, please feel free to contact us.

Education – Admissions and exclusions

Understanding your rights and the appeal process in the educational system can be confusing and overwhelming. This is where Palmers Solicitors can provide invaluable assistance.

Our education law team offers expert guidance to help you navigate these challenging situations. We provide a clear approach, explaining your options and working alongside you to secure the best possible outcome for you and your child.

Schools and local authorities have specific criteria for allocating school places. If you believe these rules have not been adhered to, or if there are other valid reasons why your child should have been offered a place, you may have grounds for an appeal. Our education solicitors can:

- Draft Grounds of Appeal documents.
- Review your documents and assist in gathering additional evidence for your appeal.
- Provide formal legal representation during the appeal hearing.

Understanding your legal rights is crucial if your child faces a suspension or exclusion from school. While a suspension is usually temporary, a permanent exclusion involves removing

your child's name from the school roll, which is a significant step. This decision can be appealed to an Independent Review Panel, and a Head Teacher cannot permanently exclude a child until this panel has reached a decision.

A child can only be excluded on grounds that are fair, lawful, proportionate, rational, and reasonable.

If you contest a decision regarding exclusion or believe there are mitigating circumstances, legal advice is essential. Our team can advise on your options and, if necessary, appeal on your behalf if the school or local authority has breached legal guidelines.

Our role is to ensure that your child's educational rights are upheld and that you, as a parent or guardian, are fully informed and supported throughout the appeal process.

For more detailed information on how to appeal decisions made by schools or local education authorities, please contact us.

Employer incentives and share schemes

Companies are increasingly opting for additional benefits, rather than pay increases, to increase staff loyalty. High staff retention is not only cost-effective but also pivotal to the success of your organisation. Employee share schemes have become a popular method to reward staff, offering a variety of options such as gifting free shares, granting options to buy shares at a future date, or providing incentives for share purchases.

We specialise in managing all aspects of the employee share incentive process. Our services include setting up share schemes and effectively communicating with your staff about the benefits and procedures involved.

We also provide guidance in selecting the most suitable share incentive scheme for your business, considering your specific needs and objectives. Our team can advise on the advantages and potential drawbacks of various schemes, including:

- Company Share Option Plans (CSOP)
- Save As You Earn (SAYE)
- Enterprise Management Incentives (EMI)
- Share Incentive Plans (SIP)
- Long Term Incentive Plans (LTIP)
- Joint Share Ownership Plans (JSOP)
- Growth Shares

With our expertise, Palmers Solicitors can help your business implement a share scheme that not only incentivises your employees but also works alongside your company's growth and retention strategies.

For more information on how we can assist you in setting up and managing employee share schemes, please contact us.

Employment law – Disputes and commercial advice

Facing workplace issues can be overwhelmingly stressful, often feeling like the world is against you. Our goal is to alleviate some of this stress and provide a clear understanding of your employment legal rights.


We have represented employees from a wide range of industries and employers, handling cases of varying sizes, some exceeding £1 million. Regardless of the size of the case, we give every issue our full attention, understanding that for an employee, the situation can be daunting to face alone.

If you're experiencing difficulties at work, it's crucial to get informed about your rights. Our expertise covers a wide array of employment issues, from redundancy and disciplinary matters to concerns of discrimination. We aim to demystify employment law for you, helping you regain control of your situation. Where necessary, we will be your voice and advocate.

For your convenience, we offer fixed fee interviews. Additionally, you might have legal expenses cover under your household or car insurance policies, which could be utilised in pursuing a claim.

Our expertise in employment law includes:

- Unfair Dismissal
- Constructive Unfair Dismissal
- Redundancy
- Settlement Agreements
- Discrimination in the Workplace
- Bullying at Work
- Family Rights and Flexible Working
- Wrongful Dismissal
- Equal Pay
- Employee References
- Transfers of Undertakings (TUPE)
- Restraint of Trade and Confidentiality
- Contracts of Employment
- Disciplinary and Grievance Procedures
- Employment Tribunal Representation
- Redundancy Advice
- Good Work Plan



i We are committed to offering compassionate, professional guidance to help you navigate through any employment issue. Reach out to us to understand how we can assist you in addressing your workplace concerns.



Family law, divorce and children

Our Family Law team, who are proud members of Resolution, adhere to the Resolution Code of Practice. We are committed to providing not only legal but also practical advice during what can be an exceptionally challenging period in your life.

Our range of family law services includes:

- Cohabitation agreements
- Pre-nuptial and post-nuptial agreements
- Separation agreements
- Divorce, nullity, and dissolution of civil partnerships
- Financial claims on separation
- Making a Will when separating
- Children matters
- Financial claims on behalf of children
- Domestic violence and harassment protection
- Same-sex marriage and civil partnerships
- Grandparents' rights

Our team is supported by skilled secretarial and paralegal staff, ensuring that you always have someone knowledgeable and compassionate to speak to.

i For clients in London seeking the expertise of a local lawyer without the typical City prices, we offer the convenience of meetings in centrally located chambers at no additional cost. This allows for face-to-face consultations in the capital, combining accessibility with affordability.

For more detailed information on our family law services, please contact us. We are here to provide the support and guidance you need during life's most challenging moments.

Estate planning

Effective estate planning is a crucial step in managing your financial affairs and ensuring your wishes are respected after you pass away. The best time to start is now, as early planning opens more opportunities for structuring your affairs in a way that best suits your needs and goals.

We understand that your estate planning needs are deeply personal and often influenced by various life stages and circumstances. Our extensive expertise in this area encompasses essential aspects like will making, Inheritance Tax planning, and addressing long-term care issues.

Our services are bespoke, tailored to your unique circumstances. However, we also offer general guidance for estate planning through different life stages. Our services can assist with:

- Families with young children
- People approaching retirement
- Older people with inheritance or long-term care concerns
- People with disabilities

Our Wills, Probate, and Trusts Department includes members of the Society of Trust and Estate Practitioners (STEP), a professional body for specialists in inheritance and succession planning. This affiliation underscores our commitment to providing sensitive and constructive advice.

For more information on how we can assist you in your estate planning journey, please contact us.



Lasting Powers of Attorney

Establishing a Lasting Power of Attorney (LPA) is a crucial step in planning for the future management of your financial and property affairs. We provide expert guidance to help you set up an LPA that supports your specific needs and circumstances.

A Property and Affairs LPA allows you to appoint one or more individuals to handle your financial and property matters. This can be effective immediately, from a specified future date, or upon the occurrence of a certain event, such as a loss of mental capacity.

Additionally, we can assist in creating a Personal Welfare LPA, empowering appointed persons to make decisions regarding your health and personal care. This includes decisions about life-saving treatment, if desired, and is only applicable when you are no longer capable of making these decisions yourself.

For an LPA to be valid, it must be registered with the Office of the Public Guardian. A 'certificate provider' must also certify that you understand the implications of the LPA and are entering into it freely.

We also address matters related to Enduring Powers of Attorney (EPA) created before 1st October 2007. While these

remain effective and do not require registration unless stipulated by EPA rules, we can assist in any registration process if necessary.

Our services cover a range of needs, including:

- Assisting in granting an LPA.
- Acting as a certificate provider for an LPA.
- Registering an existing LPA.
- Addressing any issues related to LPAs.
- Setting up an Ordinary (temporary) Power of Attorney.

Understanding that mobility can be a challenge for some clients, we offer home visits for the elderly or infirm who cannot visit our offices.

For more information on how we can assist you with Lasting Powers of Attorney, please contact Palmers Solicitors. We are dedicated to ensuring that your future and that of your estate are managed according to your wishes.

Medical negligence

Dealing with a serious injury or the loss of a loved one due to a medical error is an incredibly challenging experience. We provide compassionate and expert legal support to help you get through these difficult times.

Our team is dedicated to assisting you in pursuing complaints against medical professionals, including hospitals, GPs, private doctors, dentists, or others, whose care may have fallen below acceptable standards, resulting in harm.

Medical negligence can occur at various stages of medical care, such as:


- Misdiagnosis or wrong diagnosis.
- Failure or delay in diagnosis and treatment.
- Inappropriate or incomplete treatment.
- Substandard surgical procedures.
- Complications from cosmetic surgery, including cosmetic dentistry.
- Dispensing incorrect medication.
- General breach of duty in medical care.

Our approach is to work closely with you to uncover the answers you need and secure compensation that can improve your quality of life.

The value of your claim will be calculated, considering factors like pain and suffering, the cost of future care, special equipment or home adaptations, lost wages, and other personal impacts like loss of enjoyment or emotional suffering.

In cases where medical negligence has led to a fatality, we also consider the financial implications for any dependents.

Our team can guide you on the most appropriate course of action based on your specific situation.

 If you wish to discuss your case with our medical negligence team, we are ready to speak with you by phone or arrange a meeting at our office or in the comfort of your home. Contact Palmers Solicitors for expert guidance and support in these challenging circumstances.

Personal injury

Experiencing a personal injury can be life-altering, impacting both your health and financial stability.

Our team is equipped to assist individuals who have suffered due to:

- Road traffic collisions.
- Workplace-related injuries or illnesses.
- Injuries from major disasters, including rail crashes.
- Asbestos exposure.
- Slip or trip injuries caused by negligence.
- Injuries or illness while on holiday.

Our proactive and knowledgeable approach enables us to help with early rehabilitation and secure interim payments to cover medical expenses and financial losses due to absence from work.

For motorcyclists, the aftermath of an accident can be particularly challenging. Our team includes lawyers who are motorcyclists themselves, bringing a unique perspective to the legal challenges and motoring laws relevant to bikers.

We have successfully represented motorcyclists injured due to poorly maintained roads, hazardous conditions like mud spills, and incidents involving filtering or negligent lane changes by other drivers.

In cases where another motorist's careless or dangerous driving is involved, police may initiate criminal proceedings. However, civil law handles compensation recovery. At Palmers, our expertise spans both criminal and civil motoring law matters, ensuring comprehensive legal support.

If you're a motorcyclist seeking compensation for injuries or financial losses from an accident, contact Palmers Solicitors. Our experienced team is ready to guide you through the legal process, ensuring you receive the support and compensation you deserve.

Property and conveyancing

Our extensive Residential Conveyancing department has a combined hundred years of experience from our solicitors and conveyancers. We pride ourselves on delivering high-quality, tailor-made advice, ensuring we're always just a phone call or an email away.

Understanding the significance of moving house – often a stressful and pivotal moment in life – we focus on building enduring relationships with our clients and other professionals, such as independent financial advisers. This approach is key to easing the pressures associated with property transactions.

Our skilled conveyancing staff provide practical and clear advice on the legal procedures from the initial offer stage through to the completion of your house move. Alongside their expertise, our conveyancers are supported by dedicated staff who keep you updated on the progress of your transactions and are ready to lend a sympathetic ear when needed.


Our professional experience allows us to offer a conveyancing service that is both swift and economical. Additionally, as we are on the panels of major mortgage lenders, we can often help with savings in most purchases and re-mortgages.

Our Residential Conveyancing Team provides comprehensive advice on:

- Property sales and purchases
- Remortgages
- New-build (plot) sales and purchases
- Specialist residential property law issues

Furthermore, we offer guidance on more complex aspects of residential property law, including:

- Leasehold enfranchisement for both landlords and tenants
- Equity release schemes
- Declarations of trust for family and joint ownership
- Security for loans
- Land acquisition and estate development and sales tenancy and licence agreements

A man and a woman are moving boxes from a van into a house. The man is standing on the ground, and the woman is standing on the van's ramp. They are both smiling and looking at each other. The house is a two-story brick building with a red roof. The van is a white delivery van with its rear door open. The scene is set in a residential area with a brick-paved driveway and a green lawn. A large, stylized graphic of a house with a red roof and a yellow and orange striped chimney is overlaid on the left side of the image.

Whether you're buying, selling, remortgaging, or dealing with more intricate property law matters, Palmers Solicitors is committed to providing you with expert, accessible, and supportive conveyancing services.

For more information on how we can assist with your residential conveyancing needs, please contact us.

Residential landlords

Whether you're a landlord managing a single property as an additional income source or overseeing a substantial portfolio as a full-time venture, having prompt access to expert legal advice is invaluable. **Palmers Solicitors specialise in working with residential landlords and understand the importance of high-quality legal services that also offer value for money.**

Our property law specialists have tailored a series of cost-effective, fixed fee services to address common challenges faced by landlords. These services are designed to enhance the efficiency of property letting operations, whether you are a career landlord or supplementing your income with property rentals.

Our fixed fee services include:

- Notices
- Possession Proceedings
- Accelerated possession proceedings following a Section 21 notice.
- Full possession proceedings following a Section 8 or other notice, up to the first hearing date.

Please note, additional work, such as hearings in accelerated possession proceedings or further hearings in full possession cases, or if a defence is filed, will be charged at our usual rate.

Work related to tenants' applications to set aside or suspend warrants of possession is charged at our usual hourly rate.

Our fixed fees for these services are inclusive of VAT but exclude additional disbursements to third parties, such as service agents, bailiffs, and locksmiths.

For more detailed information about our services for residential landlords, please contact us.

Road traffic offences

Our Road Traffic Department offers specialist advice and representation with a focus on defending and preserving individuals' driving licences wherever possible. As experienced road traffic offence solicitors based in Essex, we understand the far-reaching impact that losing a driving licence can have on your business, personal, and family life.

The rise of speed cameras has led to an increase in motorists receiving endorsements on their licences. However, even the most careful drivers can unexpectedly find themselves involved in road incidents. Such situations can lead to police investigations and potential prosecutions, even when the motorist is not at fault.

Our team is well-equipped to navigate these complexities, offering expert guidance and robust defence in various road traffic matters. We recognise the crucial importance of a driving licence and provide the support you need to protect it.

Whether you're facing penalties due to speed cameras, involved in an accident, or dealing with any road-related legal issues, Palmers Solicitors is here to assist. We are committed

to offering strategic legal solutions to help you maintain your driving privileges and ease the impact of road traffic offences on your life.

For more information about our road traffic offence services and how we can help you, please contact us.

Get in touch

As **Palmers Solicitors** has grown, so has the expansion of our operations. You can find us in four offices across Essex, as well as our commercial hub, located in Basildon.

If you prefer to email, we can be contacted at enquiries@palmerslaw.co.uk. For any questions about our privacy policy, please email gdpr@palmerslaw.co.uk.

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