

Welcome to Simpkins and Co's monthly e-newsletter

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This is a printable
A4 version of our
newsletter

Keeping you up-to-date with the changes in legislation, interesting cases and issues that arise in the following areas of the law; Personal Injury, Clinical Negligence and Employment. We hope you will find it interesting and useful.

We've listened to your feedback and have produced an A4 version of our newsletter which we hope you will find more user friendly if you wish to print it.

Simpkins & Co present information and advisory sessions for employment law and business advice legal issues

At the end of February Steve Simpkins, Agnieszka Bania and Bartosz Maj of Simpkins & Co Solicitors attended the first Polish Business Link meeting of 2016. Steve and Agnieszka presented on legal issues surrounding employment law, plus one-to-one advisory sessions.

They provided the audience with helpful legal information for starting a business in the UK and launched our new Business Advice and Employment Law Fixed Fee Packages, which were really well received. These are for all types of employers - from small businesses to international companies. There is a package to suit every employer's needs and we will give you ongoing advice for all of your employment issues.

The event was held at the offices of Capital Business Link in Ealing. It was a brilliant networking opportunity for British and Polish entrepreneurs and business owners to meet and share new ambitious business plans for 2016.



Simpkins & Co Solicitors are corporate partners of Polish Business Link and we are members of the British Polish Chamber of Commerce.



For more information on our Business Advice and Employment Law Fixed Fee Packages, or for any business advice and employment law needs, contact Simpkins & Co Solicitors for a FREE initial consultation on 01425 275555 or FREEPHONE 0800 0832755, email info@simpkinsand.co.uk or visit the website www.simpkinsand.co.uk

Simpkins & Co Solicitors are specialists in Employment Law and are accredited members of the Employment Lawyers Association.

Workplace bullying and harassment

Bullying (or harassment) is behaviour which makes someone feel intimidated or offended. Harassment is unlawful under the Equality Act 2010.

Examples of bullying or harassing behaviour include:

- spreading malicious rumours
- unfair treatment
- picking on someone
- regularly undermining a competent worker
- denying someone's training or promotion opportunities

Bullying and harassment can happen in a number of ways including:

- face-to-face
- by letter
- by email
- by phone
- by social media

The law

Bullying itself isn't against the law, but harassment is. This is when the unwanted behaviour is related to one of the following: -

- age
- sex
- disability
- gender (including gender reassignment)
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sexual orientation

Harassment can take many forms as the following case shows: -

Bal v Secretary of State for Work and Pensions (Jobcentre Plus)

Mr Mojinder Bal (known as Mo) had worked at Jobcentre Plus since 1992, and initially enjoyed good relations with his employers and managers. However, from late 2007 he began to feel that he was being treated unfairly on the grounds of his race and religion. Mr Bal is a Sikh, who wears a turban. He submitted a formal grievance against 8 of his colleagues concerning an incident which took place in November 2007.

One of Mr Bal's colleagues, Mr U, had brought in a radio-controlled toy helicopter, which he flew around the office, apparently to the delight of his colleagues. Mr U brought the helicopter to land on various items in the office. Mr Bal alleged that another colleague, Ms R, suggested that Mr U should land the helicopter "on Mo's turban, he's got a flat surface". This aggrieved Mr Bal, who had already formed the opinion that Ms R "had a fascination" with his

turban; she had asked him about it on a previous occasion.

The company appointed an investigation team to look into Mr Bal's allegation. The team confirmed to management that it supported a finding that the "helicopter incident" had occurred as described by Mr Bal. Ultimately, Mr Bal's grievance was not upheld, and he brought a claim for discrimination on the ground of religion or belief. The claim included an allegation that the "helicopter incident" constituted harassment.

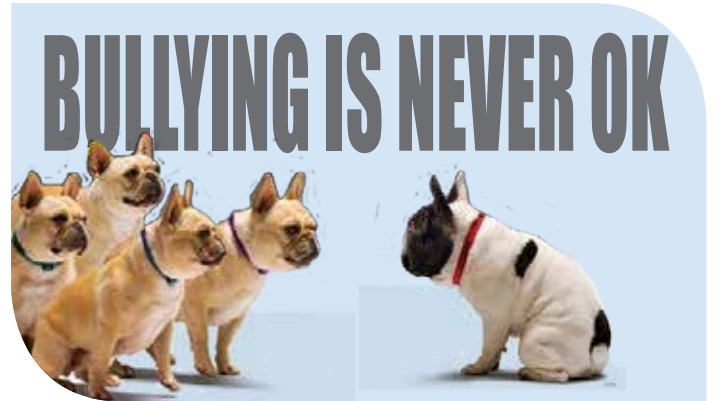
Given that the company's investigation team had found that Mr Bal's account of the "helicopter incident" was correct, the tribunal was surprised that the team had not gone on to recommend to the company's HR department that the incident amounted to harassment. The tribunal considered that an individual's wearing of a turban is inherently

connected with his or her religion and belief and that, regardless of the intentions of the alleged harasser, comments such as those made by Ms R are inherently discriminatory.

The tribunal found that the "helicopter incident" amounted to an act of unlawful harassment.

Practical tips

There is little that the employer in this case could have done to prevent the unlawful discriminatory conduct, but employers should always implement bullying and harassment procedures, and ensure that their employees are fully aware of the standards expected of them.



What employees should do if they're bullied or harassed

Employees should see if they can sort out the problem informally first. If they can't, they should talk to their: -

- manager
- human resources (HR) department
- trade union representative

If this doesn't work, they can make a formal complaint using their employer's grievance procedure. If this doesn't work and they're still being harassed, they can take legal action at an employment tribunal.



Employee wins dyslexia discrimination case

A woman with dyslexia, who was accused of falsifying documents, has won a disability discrimination case against her employer Starbucks.

A tribunal found that Ms K had been discriminated against after making mistakes due to her difficulties with reading, writing and telling the time. She was given lesser duties at her branch in London and told to retrain, which left her feeling suicidal.

As a supervisor in Starbucks at Clapham Junction, Ms K was responsible for taking the temperature of fridges and water at specific times and entering the results in a duty roster. She was accused by Starbucks of falsifying these documents after mistakenly entering the wrong information.

She took Starbucks to an employment tribunal alleging disability discrimination, saying she had always made it known to her employer that she was dyslexic. Ms K said: "I nearly ended my life, but I had to think of my kids. I know I'm not a fraud. I just made a mistake." She also said that she just needed some help - for example, more time to fully understand and become familiar with a task, and someone to check her work for mistakes.

The tribunal found Starbucks had failed to make reasonable adjustments for Ms K's disability and had discriminated against her because of the effects of her dyslexia. It also found she had been victimised by her employer and there appeared to be little or no knowledge or understanding of equality issues. Starbucks said it was committed to having a diverse and inclusive workforce and said it was in discussions about providing more workplace support.

The case does not set a legal precedent, but the British Dyslexia Association said it should be a wake-up call for all employers as many dyslexics are struggling in the work place with very high levels of anxiety, because employers do not have the training or the awareness to make adjustments for them. It estimates that one in 10 people has dyslexia to some degree, although many have not been formally diagnosed.

The judgement against Starbucks was made in mid-December, and there will now be a separate hearing to determine any compensation.

What is dyslexia?

- Dyslexia is a common learning difficulty which can cause problems with reading, writing and spelling.
- Signs of dyslexia usually become apparent when a child starts school and begins to focus more on learning how to read and write.
- A person with dyslexia may: - read and write very slowly, confuse the order of letters in words, have difficulty taking notes or copying, and find it hard to carry out a sequence of directions.
- People with dyslexia often have good skills in other areas, such as creative thinking and problem solving.
- Reasonable adjustments for dyslexics might include: - making sure an employee has a recording device for meetings, providing support with proof reading and giving instructions verbally rather than in writing.

If you feel that you have been discriminated against in the workplace, then contact **Simpkins & Co Solicitors** for a **FREE** initial consultation on **01425 275555** or **FREephone 0800 0832755**, email info@simpkinsand.co.uk or visit the website www.simpkinsand.co.uk

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10,000ft charity tandem skydive

Staff at Simpkins & Co Solicitors are taking part in a 10,000ft charity tandem skydive.

Bartek Maj and Jacque Aitken of Simpkins & Co Solicitors will be taking part in a tandem skydive in aid of the Spinal Injuries Association.

This will take place later on in the year, so more details to follow.

The Spinal Injuries Association (SIA) help people with spinal cord injuries rebuild full, active and independent lives. Simpkins & Co Solicitors are Gold Corporate Members of the SIA and we are listed in their 'Choosing a Solicitor' directory. This directory provides details of a range of solicitors, all of whom have met a set of criteria developed by SIA, to ensure that they are able to provide the best qualified and experienced people to deal with personal injury compensation claims involving spinal cord injury.

We provide a **FREE** initial interview whether at our offices, your home, in hospital or another suitable place.



sia
spinal injuries association

CORPORATE PARTNER

GOLD

If you have suffered any personal injury, then contact Simpkins & Co Solicitors for a **FREE** initial consultation on 01425 275555 or **FREEPHONE** 0800 0832755, email info@simpkinsand.co.uk or visit the website www.simpkinsand.co.uk

Simpkins & Co Solicitors are members of the Association of Personal Injury Lawyers.



Discrimination by Association

The Equality Act 2010 introduced the concept of ‘discrimination by association’ into UK legislation.

Usually if a person is discriminated against, it is because of a “protected characteristic” that they themselves hold, such as their race, sex or sexual orientation. Discrimination by association, however, protects a person from being discriminated against because of a third-party’s protected characteristic.

The Equality Act recognises that discrimination can arise in a number of different ways including: - direct discrimination; indirect discrimination; victimisation; and harassment. However, in relation to discrimination by association, only direct discrimination and harassment are prohibited in the legislation.

For example, if a heterosexual worker is dismissed by her manager because he does not like the way she socialises with gay friends, the worker would have a claim for direct discrimination on the ground of sexual orientation, even though her own sexual orientation was not the reason for the less favourable treatment.

Direct discrimination by association might occur as in the worker/manager example above. Harassment by association might arise where, for example, a non-Jewish employee with a Jewish partner is subjected to inappropriate workplace “banter” about Jews.

There is no need for there to be a close personal relationship for discrimination

by association to occur. For example, business people meeting for the first time could still be discriminated against by association where they are turned away from a restaurant because one of the party is black.

Practical tips on discrimination by association for employers

Many employees prefer to keep their home and family life private. While workplace “banter” may seem innocent, consider the impact it might have on employees who, while not having a protected characteristic themselves, might take offence due to their association with friends or family members who have protected characteristics.

Review your workplace policies and consider whether or not they should refer specifically to discrimination by association (for example, in bullying and harassment policies).

When providing diversity training to your staff, ensure you cover discrimination by association so that your employees - particularly your managers - know that it is possible to discriminate in this way and are aware of the sort of behaviour that could lead to claims.

Consider the impact of your decisions not just from a legal perspective but also from an employee-relations point of view. While you may have a legal defence to your decisions, this will not necessarily appease employees who feel unfairly treated.

What are protected characteristics?

Nine characteristics are protected under the Equality Act but only eight are relevant in respect of discrimination by association: - age; race; disability; gender reassignment; religion or belief; sex; sexual orientation; and pregnancy and maternity. Marriage or civil partner status is excluded.

If you are an employer and you need advice on your workplace policies or if you feel that you have suffered discrimination by association (or any type of discrimination) in the workplace, then contact **Simpkins & Co Solicitors** for a **FREE** initial consultation on **01425 275555** or **FREEPHONE 0800 0832755**, email info@simpkinsand.co.uk or visit the website www.simpkinsand.co.uk

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Airline and union hail victory for equality and common sense

An argument over who wears the trousers at British Airways has been won by the workers after the airline agreed to allow all cabin crew, male and female, to keep their legs covered.

After a two-year dispute, all crew will be allowed to wear trousers if they choose, undoing part of the dress code imposed on new recruits who have joined the company since 2012.

The crew's union, Unite, said BA was "joining the 21st century" by making the change, a decision made after an internal test case.

Established crew of either sex have long been allowed to wear trousers, but the new "mixed fleet" of crew - employed under inferior terms since the strikes in 2010 and 2011 - were subject to different rules. Female cabin crew on the 3,000-strong mixed fleet had to wear a skirt unless exempt on medical or religious grounds.

Unite said 83% of its members at the airline wanted the option of wearing trousers for warmth and protection. It went on to say that: - "It's unbecoming of a modern airline in the modern age to take this stance. Not only is the choice to wear trousers a victory for equality it is also a victory for common sense and testament to the organising campaign of our members. Female cabin crew no longer have to shiver in the cold, wet and snow of wintery climates, but also can be afforded the protection of trousers at destinations where there is a risk of malaria or the Zika virus."

Crew in BA's long-haul and Euro fleets have been able to wear trousers since 2003, after a uniform overhaul by designer Julien Macdonald.

In Britain, Virgin Atlantic reviews requests on a case-by-case basis, with skirts being the norm. Only EasyJet crew are routinely able to wear trousers. Ryanair has yet to make trousers available, although since last year its female crew are no longer encouraged to pose in bikinis for an annual calendar.

If you need advice on Employment Law, whether as an employee or an employer, then contact **Simpkins & Co Solicitors** for a **FREE** initial consultation on **01425 275555** or **FREEPHONE 0800 0832755**, email info@simpkinsand.co.uk or visit the website www.simpkinsand.co.uk

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Ramphal v Department for Transport

Appeal against a finding of fair dismissal.

Appeal allowed.

The respondent (Department for Transport) launched an investigation into possible misconduct by the claimant (Ramphal) in relation to his expenses and use of hire cars. During the course of preparing his report and decision, the manager appointed to undertake the investigation, received advice from the respondent's Human Resources Department. The advice he was given was not limited to matters of law, procedure and level of appropriate sanctions, with a view to achieving consistency, but extended to issues of the claimant's credibility and level of culpability. His first draft report contained a number of favourable findings in relation to the claimant. After communications between the manager and HR, the manager's position, as evidenced by further drafts, became more critical of the claimant who was eventually dismissed.

The Employment Tribunal dismissed the claimant's claim of unfair dismissal and the claimant appealed.

The Employment Appeal Tribunal (EAT) allowed the appeal. The Employment Judge had failed to explain what it was that persuaded the manager to change his views so radically. HR appeared to have sought to persuade the manager to take a more critical view of the claimant's conduct and to reject his explanations for certain expenditure (that the claimant had maintained was the result of mistakes by him), as the manager originally appeared to have accepted. The EAT said that a claimant facing disciplinary charges and a dismissal procedure is entitled to expect that the decision will be taken by the appropriate officer, without having been lobbied by other parties as to the findings he should make as to culpability. He should also be given notice of any changes in the case he has to meet, so that he has chance to deal with them.

If you need advice on Employment Law, whether as an employee or an employer, then contact **Simpkins & Co Solicitors** for a **FREE** initial consultation on **01425 275555** or **FREEPHONE 0800 0832755**, email info@simpkinsand.co.uk or visit the website www.simpkinsand.co.uk

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What is a personal injury lawyer and what are their responsibilities?

A personal injury lawyer is a lawyer who provides legal representation to those who claim to have been injured, physically or psychologically, as a result of the negligence or wrongdoing of another person, company, government agency, or other entity. Personal injury lawyers are especially knowledgeable and have more experience with regard to this area of the law.

Personal injuries include: - work injuries, road traffic accidents, defective products, medical negligence, slip and fall accidents, and more.

A personal injury lawyer has numerous responsibilities in serving his or her clients. These responsibilities encompass both professional and ethical rules and codes of conduct. Once licensed to practice law, lawyers are legally permitted to file legal complaints, argue cases in court, draft legal documents, and offer legal advice to victims of personal injury.

A personal injury lawyer is responsible for interviewing prospective clients and evaluating their cases to determine the legal matter, identify the distinct issues and extensively research every issue to build a strong case. The ultimate professional responsibility of a personal injury lawyer is to help their clients obtain the justice and compensation they deserve for their losses and suffering. A client's case could settle out of court, but a personal injury lawyer may have to take his client's case to trial if a settlement cannot be reached.

Personal injury lawyers must also adhere to strict standards of legal ethics when dealing with clients. The basic codes of conduct state that a lawyer must knowledgeably evaluate legal matters and exercise competence in any legal matter undertaken. Moreover, personal injury lawyers owe their clients a duty of loyalty and confidentiality and must work to protect their clients' best interests.

Mr Steven Simpkins and Mr Kevin Blake of Simpkins & Co Solicitors have over 20 years' experience in this area of the law and they are members of the Association of Personal Injury Lawyers (APIL).



Association of Personal Injury Lawyers

APIL has been fighting for the rights of injured people for over 25 years. A not-for-profit campaign organisation, APIL's 3,800 member lawyers (mainly solicitors, barristers and legal executives) are dedicated to changing the law, protecting and enhancing access to justice, and improving the services provided for victims of personal injury. Over the years APIL has grown to become the leading, most respected organisation in this field, constantly working to promote and develop expertise in the practise of personal injury law, for the benefit of injured people.

If you have suffered personal injury through no fault of your own, then contact Simpkins & Co Solicitors for a **FREE** initial consultation on **01425 275555** or **FREEPHONE 0800 0832755**, email info@simpkinsand.co.uk or visit the website www.simpkinsand.co.uk



Clinical negligence - what is this?

Negligence is the breach of a legal duty of care owed to one person by another which results in damage being caused to that person. Clinical negligence (often called medical negligence) is concerned with claims against doctors and other healthcare professionals and their employers.

In recent years the scale of clinical negligence compensation claims made against the National Health Service has been described as 'unprecedented'.

With pressure to provide an on-going level of service, despite cuts to plug the financial demand of dealing with claims, it's no wonder that mistakes continue to happen. Yet our doctors, nurses, medical personnel, pharmacists and other health professionals are the people we trust with our health and, ultimately, our lives.

Though not intentional, in many cases these accidents cost their victims their health and independence. They may also require on-going care and treatment which may not be readily available to them under the NHS. For some victims, compensation for their pain and suffering is essential.

One of the most shocking cases of clinical negligence in recent years happened to Ann Milne. Her compensation payment is undisclosed.

NHS Grampian agreed an out of court settlement in November 2014, to pay an undisclosed six-figure sum to 56-year-old grandmother, Ann Milne. She underwent six months of chemotherapy before doctors discovered she was not actually suffering from cancer.

She had been misdiagnosed with terminal liver cancer in 2008. Following the diagnosis, she underwent an aggressive form of chemotherapy in an attempt to save her life. Mrs Milne and her husband Graeme were told there was nothing doctors could do to stop the liver cancer and she was given the option of chemotherapy to give her more time with her family.

The fact that she had never had the disease in the first place was discovered a year after a six-month chemotherapy course, during which she was rushed to intensive care when her heart struggled to cope. The unnecessary treatment has also left her with permanent muscle damage, meaning she has to walk with a stick for long distances.

Mrs Milne said: - "It has ruined my life, I used to be so full of energy and loved going for long walks with my family but now I struggle to walk a few metres without getting tired. The pain my family have been put through - they thought I was going to die. We'll never be able to get over this."

We all hope to receive expert medical treatment and we are entitled to a certain standard of care. However, not everyone will experience this. Sometimes problems arise and standards are not met. Sometimes things go wrong.

If you have suffered clinical negligence, then contact **Simpkins & Co Solicitors** for a **FREE** initial consultation on **01425 275555** or **FREEPHONE 0800 0832755**, email info@simpkinsand.co.uk or visit the website www.simpkinsand.co.uk

Simpkins & Co Solicitors are experts in personal injury/clinical negligence compensation claims. We are members of the Association of Personal Injury Lawyers.

FAQ'S

Personal Injury & Medical Negligence Compensation Claims frequently asked questions

What is meant by the term 'Personal Injury' & 'Medical Negligence'?

Personal Injury is a term used to describe any type of injury which has been caused to your body whether from an accident at work, a car accident or a pavement accident, to name but a few examples. The term personal injury is also used to describe illnesses or injuries resulting from medical negligence and industrial diseases including asbestos related diseases.

If you have suffered a personal injury due to someone else's negligence, you may be able to make a personal injury claim.

What is 'No Win, No Fee'?

A 'No Win, No Fee' agreement (also known as a Conditional Fee Agreement or CFA) is an arrangement between you and your solicitor which means that if your compensation claim is not successful, your solicitor is not paid for the work they have done. If you win your claim, your solicitor is paid part of their fees by the other party, typically an insurance company. Any of the legal costs not paid by your opponent will be deducted from any compensation awarded to you. You won't pay anything until your claim has successfully come to an end.

We will assess the prospects of winning your case, review all of the funding options available to you and consider if you are best supported with a 'No Win, No Fee' agreement.

Can you take over from my current lawyers?

If you are concerned about the way in which your claim is being handled, you can raise your concerns with your lawyer. If you are still not satisfied with their response, you may want to consider a second opinion from another law firm.

We are happy to discuss your situation in a FREE initial consultation and advise you on what we can do for you. You can then make a decision on whether you wish to proceed with moving your case. If you decide to move your case to us, we will take

When can I make a claim?

It is very important that you seek advice promptly from one of our specialist solicitors on the precise time limits that apply to your case.

There are strict time limits in personal injury claims within which you must have started court proceedings for your claim. Under English law, the limit is usually 3 years from the date of your accident or incident, but this can vary depending upon a number of factors.

If you have a medical negligence claim, the time limit is 3 years from the date on which you became aware that you had suffered harm as a consequence of your medical treatment.

These time limits do not apply to children (who can proceed at any time before their 21st birthday) and people who have mental incapacity.

There are different time limits if your accident or injury occurred outside England and Wales as time limits and legal procedures vary from country to country. In many countries the time limits for taking action are much shorter than 3 years. Furthermore, for many air accidents, marine accidents and criminal injury claims, the time limit is often 2 years.

For defective products the time period is either; 3 years from the date that an injury or illness was caused by the product, or 3 years from the date you became aware that injury or illness was caused by the product. This is limited to a maximum of 10 years from the date of supply of the product concerned. It includes products given as a result of medical care and applies to children and to people who have mental incapacity.

In some very limited circumstances, the courts may allow a claim to continue beyond the time limit period but you should not assume that any discretion will be applied for your claim. However, even if you believe the time limit for bringing your claim may have expired, it is worth seeking advice from a solicitor on whether the court may allow the claim to proceed.

How much will it cost to claim?

We will give you a FREE initial consultation on your claim. Call us now on Freephone 0800 083 2755.

We will advise you on the best way to fund your case.

This may be: -

- Conditional Fee Agreement, commonly known as a 'No Win, No Fee' agreement.
- Legal Expenses Insurance - as part of your household or car insurance you may have legal expenses cover to help with legal costs.
- Trade Union - if you are a member of a trade union they may provide help with some legal issues.
- Public Funding - this is now only available in cases for children with brain (neurological) injuries resulting in severe disability, which arises during pregnancy, childbirth or up to 8 weeks postnatal.

With a 'No Win, No Fee' option:

If you win: -

- Your opponent will pay the majority of our basic legal costs and disbursements (e.g. court fees and medical reports).
- You won't have to pay a penny out of your own pocket until your claim has successfully come to an end.
- Any of the costs not paid by your opponent will be deducted from your compensation.
- Any disbursements that cannot be recovered from your opponent, will be covered by your insurance policy.
- There are no hidden costs. We will give you regular updates about the costs being charged to your case.
- To help you with your legal costs, the Government has ordered a 10% increase in the amount awarded to you for your pain, suffering and loss of amenity.

FAQ'S

continued

If you lose: -

- There is no financial risk to you if your claim is unsuccessful.
- You won't have to pay anything out of your own pocket whilst your claim is being pursued.
- We would make no charge whatsoever to you.
- You will be fully covered by your insurance policy for any disbursements.
- Your insurance policy protects you from any of your opponent's legal costs.
- There are no hidden costs.

We will do everything we can to protect and support you during your claim and we will keep you updated at all times.

Please note: This does not apply to asbestos related diseases and mesothelioma claims which are exempt from the above arrangements.

How much compensation will I be awarded?

The amount of compensation you receive will depend on a number of factors, including:

- The seriousness of your injury or illness
- How it has affected your life
- How much money you have lost, or will lose as a consequence
- Whether you will need extra support in the future

We will let you know at the beginning of your claim how your opponent's insurers and the courts work out how much compensation you may receive. It is important to bear in mind that everyone is different and the consequences of the same injury in terms of working life and home-life will vary from person to person. We will assess all of your individual circumstances to make sure your compensation settlement meets your particular needs and we will do everything we can to recover the maximum amount of compensation available to you. We will also advise you on the best payment terms to suit your immediate and ongoing needs. Interim payments may also be a possibility.

As well as securing financial compensation, we will help you and your family with the practical issues and day-to-day impact of your injury as well as helping you to access the best medical care and rehabilitation.

How will my claim be progressed?

Firstly, we investigate your claim thoroughly by gathering witness statements, incident reports, medical reports and any other relevant documents about your injuries or illness.

Once we have all the information, a full investigation of the events leading to your injury or illness can be made and we will be able to advise you on the chances of winning your case.

We would then put forward the claim to the party who was at fault and their insurance company. Most claims are settled before they go to court. However, some will go to court, but we will keep you informed and support you every step of the way.

Starting a claim is simple - just contact us on **Freephone 0800 083 2755** for your **FREE** initial consultation. There's no commitment to do anything at this stage.

Simpkins & Co Solicitors are members of the Association of Personal Injury Lawyers. Email info@simpkinsand.co.uk or visit the website www.simpkinsand.co.uk

Simpkins and Co Solicitors only deal in certain areas of the law, the ones we specialise in, which means you get the best advice from the right people. We are specialists in [personal injury](#), [employment law](#), [clinical negligence](#) and [business advice](#) claims.

We are always happy to take enquiries from Bureau advisors or clients. We operate a **FREE** initial consultation where we can also advise in relation to funding options as we appreciate that clients are often concerned in relation to potential legal costs.

Contact us to arrange an initial FREE consultation: 01425 275555
FREEPHONE: 0800 0832755 or from mobiles: 0333 7777 420

The above information and the content of this e-newsletter should never be taken as specific legal advice. If you have a legal problem then please contact Simpkins and Co, Highcliffe, Dorset, on 01425 275555 to discuss your issue in detail.

Personal Injury | Clinical Negligence | Employment Law | Business Advice

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