
HIDDEN GEMS

Wiltshire's secret days out

TOP OF THE CLASS

You and your child's school

UP CLOSE & PERSONAL

GDPR for individuals

WILSONS
LEGAL &
LIFESTYLE
MAGAZINE

OUT ^{OF} THE SHADOWS

*A new exhibition shines a light on
Salisbury artist Henry Lamb*

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INSIDE:
Discover
Wiltshire's best-kept
secrets for days out
with a difference

36

Everyone knows Wiltshire as the county of Stonehenge, Avebury and Salisbury Cathedral, all of which are hugely rewarding places to visit. Yet sometimes taking the path less trodden can have its own memorable rewards, especially in a wonderful county with a rich history like ours. And that's the gist of our feature on page 36 of this issue - Wiltshire's Hidden Gems. Whether it's an exquisite ancient earthworks like Figsbury Ring or a romantic ruin such as Old Wardour Castle (left) there's something special round every corner.

We also profile the artist Henry Lamb who spent most of his later years with his family in Coombe Bissett. An important 20th-century figurative painter, and co-founder of the Camden Town Group, Lamb is perhaps less well-known than some of his contemporaries, but a major exhibition of his work at the Salisbury Museum sets out to put that right. See our feature on page 24.

Elsewhere in the magazine, the Wilsons team shares its insights with you on a number of legal matters. First, we take a look at the new General Data Protection Regulation (GDPR) and how it is giving us the opportunity to take control of our own personal data (p.8). There is also a feature on how to forge a good relationship with your child's school (p.14) together with articles on modern parenting (p.20) and a look at how to avoid mistakes on high-value gifts to loved ones (p.12).

As ever, we have enjoyed putting together this latest issue of Wilsons magazine and we hope you enjoy reading it. ■



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CONTENTS



LAW

08 UP CLOSE AND PERSONAL

New legislation offers us more control over our data. We explain how consumers will benefit from General Data Protection Regulation

12 GIFTS GONE WRONG

Offering high-value gifts to loved ones can be fraught with legal difficulties. We show you how to avoid the pitfalls

14 TOP OF THE CLASS

Follow our guide to choosing the right school for your child and maintaining a happy and productive relationship with it

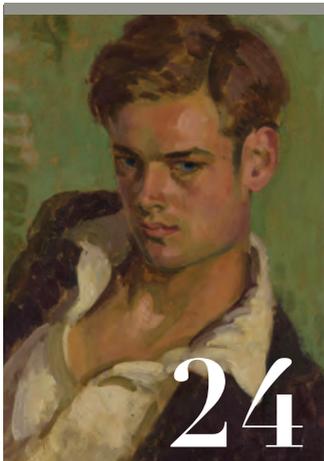
16 LET'S TALK

The issue of mental health at work is often ignored. We look at how to foster a workplace culture that promotes understanding

20 NEW PATHWAYS TO PARENTHOOD

The family unit is evolving, creating new legal technicalities. We explain how the law treats surrogacy and donor conception

INSIDE:
Find out how a simple idea boosted a Wiltshire dairy farm's business



24



28



30



36

LIFESTYLE

24 OUT OF THE SHADOWS

In the past, artist Henry Lamb has been overshadowed by some of his peers. A new exhibition shines a light on the painter's work

28 A FRESH APPROACH

A Wiltshire dairy farm's new idea for selling milk cuts out the middle man and benefits both the farm and its customers

30 HEROES WELCOME

Mel Waters, the new CEO of the Salisbury-based charity *Help for Heroes*, tells us about her role and what inspires her

32 ENGLISH SPEAKING UNION

The educational charity aims to give people confidence by improving their communication skills. We visit the Salisbury branch

36 HIDDEN GEMS

Wiltshire is famous for iconic sites such as Stonehenge and Avebury, but there is plenty more to discover if you know where to look

DIRECTORY

40 NEWS

All the latest news and views from the Wilsons team, including staff appointments

43 INTERVIEW: ALISON BAILEY

Partner Alison Bailey tells us about her work with the Landowner Development and Planning Team and why she loves rural property

44 TEAM PROFILE

We meet the Tax & Trusts team at Wilsons, who use their technical knowledge to provide clear, pragmatic solutions

46 THE FUTURE OF WORK

Wilsons commissioned a report on the future of work, which came to some surprising conclusions. We summarise them here

50 INTERVIEW: BEN THORNTON

Partner Ben Thornton takes time out from a busy schedule to tell us all about his favourite things



**ON NOW
SELF PORTRAITS**

Sarah Godsill's exhibition is dedicated to a life in self-portraiture. At Salisbury Arts Centre until 25 May



**16/05/2018
MIRROR MIRROR**

Messums Wiltshire stage a photographic exhibition of the work of Tif Hunter, who is reviving old techniques. Until 20 May



**26/05/2018
HENRY LAMB**

Salisbury Museum presents a major exhibition of Henry Lamb, a leading British figurative painter (see page 24 for more)



**25/06/2018
CHALKE VALLEY
HISTORY FESTIVAL**

The largest festival in the UK dedicated entirely to history offers a week-long blend of talks, discussions and debates

**EVENTS
DIARY**

**A WILSONS GUIDE
TO WHAT'S ON
IN WILTSHIRE THIS
SPRING AND SUMMER**



**31/05/2018
LOVE ON THE LINKS**

The golfing stories of PG Wodehouse have been adapted for the stage. At Salisbury Playhouse until June 23



**23/06/2018
THE GREAT BRITISH
GIN FESTIVAL**

Head to City Hall Salisbury to have your taste buds tantalised by over 100 different gins from around the world. From 1pm



**27/06/2018
BIBURY CUP DAY**

The Whitsbury Manor Stud Bibury Cup at Salisbury Racecourse makes for a perfect day at the races



**07/07/2018
THE ANGEL &
THE FALLEN**

A concert commemorating the centenary of the First World War. From 7.30pm at Salisbury Cathedral



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Data protection

Stand up for your rights!



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How consumers can benefit from new European data protection legislation

KEY POINTS

- GDPR gives us, as individuals, more control over our personal data
- Organisations must provide clear and accessible information about their activities

The upside of the recent Cambridge Analytica scandal is that it has drawn some welcome attention to the financial model of social media giants.

It provides a timely reminder that when companies don't charge you for what they give you, that is because you are the product. They make their profits, billions of dollars in the case of Facebook, by selling your personal information to thousands of other companies. Some of those companies use your information to send you targeted advertising - which you might be glad of. (Internet Retailing reports that almost two thirds of people recognise that there is value in exchanging personal data for more individualised products and services.) Others, like Cambridge Analytica, might use it to influence a national election or referendum - not so benign a use.

Cambridge Analytica's mining of the data of more than 50 million individuals was not authorised by Facebook, but Facebook failed to alert its users to the harvesting of their data and took only limited steps to recover and secure their private information.

The reaction of some users of Facebook and other social media platforms has been to cancel their accounts. But short of that, is there anything you can do to take control of your personal information and determine how it is used?

The answer is 'yes' and part of the reason is the GDPR. This stands for General Data Protection Regulation and it is a new piece of European data protection legislation that comes into effect on 25 May this year, with

the purpose of giving us, as individuals, more control over our personal data. In fact, the GDPR regards the protection of one's own personal information as a fundamental right.

The essence of GDPR is that all organisations (from Tesco to the NHS, from the parish council to your local florist) must be accountable for their data processing activities, both to the regulator (Information Commissioner's Office or ICO) and to the individuals whose personal information they use.

One of the central requirements of the GDPR is that data processors provide clear and accessible information about their activities. This must include: what personal data they hold; what they use it for; why they are using it; who they share it with (especially if they transfer it outside the EU); how long they keep it for and how individuals can exercise their rights over their own information. This is usually done via a privacy notice, and you will probably have been bombarded in recent weeks with companies writing to tell you that "We've updated our Privacy Notice".

"If you can stay awake long enough, these are worth a read", says Wilsons senior associate Debbie Ashenhurst. "Think about all the personal information that government agencies and commercial organisations hold about you: address, date of birth, mother's maiden name, payment card details, CV and employment history, medical records, political affiliation. The list goes on. The arrival of the GDPR is an opportunity for us all to take more responsibility and exercise control over our personal information." »



DISPUTE RESOLUTION

The new GDPR comes under the general heading of Dispute Resolution and Wilsons has many areas of expertise in this department, including Reputation Management. Within this area we are well placed to advise individuals, businesses and other entities

on how to use the law of defamation (libel and slander), malicious falsehood, privacy, confidentiality, harassment and data protection to protect their reputations and guard against or respond to adverse and intrusive publicity.

YOUR EIGHT RIGHTS UNDER THE GDPR

The GDPR provides the following rights for individuals:



1 The right to be informed. First and foremost is the right to be informed. The GDPR sets out specific information that organisations must provide to individuals, generally at the time when they collect their data, including what data is processed, how it is processed and why, and how long it is kept for. All this must be set out in a privacy notice - you can usually find this on the organisation's website if it isn't sent to you direct. Privacy notices have in the past often been inadequate but under the GDPR, they should be much clearer. The information must be:

- concise, transparent, intelligible and easily accessible;
- written in clear and plain language, particularly if addressed to a child; and
- provided free of charge.

2 The right of access. You have the right to access your personal information (including receiving a copy of it) and certain supplementary information, again free of charge. This allows you to be aware of how your information is being used and to check that this is lawful. The request must be answered within one month (a shorter period than under current law).

3 The right to rectification. The GDPR includes a right for individuals to have inaccurate personal information corrected, or completed if it is incomplete. A response to the request must be sent within one month. If the information was disclosed to third parties, they should be told if the information is incorrect or incomplete.

4 The right to erasure. Also known as 'the right to be forgotten', this right allows you to ask for your personal information to be deleted in certain circumstances including:

- where the information is no longer necessary for the purpose for which it was collected;
- when an individual objects to the use of their data or withdraws consent; or
- if the data was unlawfully processed.

Again, third parties to whom the information was disclosed should also be informed.

5 Right to restrict processing. You have a right to object to continued use of your personal data if the processing is for marketing purposes, is based on the 'legitimate interests' lawful basis or is used for the purposes of scientific or historical research and statistics.

6 Right to data portability. You have the right to obtain and safely reuse your data across different services. For example, this might be useful if you move jobs and want to move your pension plan as well. The right only applies to information that the organisation obtained from you and in relation to certain types of processing.

7 Right to restrict processing. You can ask for use of your personal data to be restricted, for example, while you wait for an organisation to answer your request for rectification or erasure. This is also an alternative to erasure of data. It means that the organisation will continue to store your information but won't use it in any other way. This is usually a temporary measure.

8 Rights in relation to automated decision making and profiling. Automated individual decision-making means making a decision solely by automated means without any human involvement. Profiling is automated processing of personal data to evaluate certain things about an individual, such as their wealth for the purposes of charitable giving. The GDPR prohibits these activities unless certain conditions are met, and gives individuals the right to insist on the involvement of humans (rather than just machines) in the decision-making process.

“The GDPR is an important step forward. It will require organisations to explain their privacy policies in plain language”

» EXERCISING YOUR RIGHTS

Under the GDPR, organisations have to identify one of six lawful bases that they intend to rely on for different types of data processing. Two of them, consent and legitimate interests, both offer you an opportunity to exercise your data protection rights.

Perhaps you’ve recently started to receive emails and letters from charities or other organisations asking you to confirm your consent to receive newsletters or fundraising appeals.

These organisations have decided to rely on consent as the basis for their marketing activities and this means that they need to obtain fresh consent from you which is unambiguous and informed (i.e. you know exactly what you are consenting to). It is entirely up to you whether you give consent, but remember that if you do, consent can always be withdrawn.

Similarly, some organisations will rely on legitimate interests as their lawful basis for using your information - their privacy notice should tell you if they are doing this. In this case, they don’t need your consent, but you do have a right to object to their use of your information and if you do object, they will have to stop using your information unless they have a compelling and overriding reason to continue. If your information is being used for marketing purposes, you have an absolute right to object.

The GDPR grants other rights which will give individuals more control over their data. It will also make it easier for you to enforce those rights. Debbie Ashenurst explains that the GDPR preserves individuals’ right to complain to the ICO about a breach of data protection legislation.

It also reinforces the right to an effective remedy in court including compensation, if the breach causes damage or distress, or a court order that the offending organisation deletes or amends your personal information. The compensation available is not generally high, unlike the cost of court proceedings, but it can be worth making a claim if a data breach is particularly distressing for you or leaves you significantly out of pocket.

The GDPR doesn’t apply only to organisations - it regulates individuals too (although purely personal and household activity, such as sharing family photos,

is exempt). So if you as an individual are using or sharing other people’s personal information, think hard about whether what you are doing is necessary, fair, lawful and secure.

As we carry out more and more of our daily living and working online, we will need to trust the companies and organisations that we interact with. Clarity about what they are doing with our data will be key to building confidence.

In this respect, the GDPR is an important step forward. It will require organisations to explain their privacy policies in plain language, especially if directed at a child.

EXERTING MORE CONTROL

As digital technology advances, we will have the opportunity to welcome more smart devices into our homes and lives, all of them collecting data about our habits and preferences. Before this happens, let’s take the opportunity to understand the consequences of this, and to exert more control over our personal information, which should be as valuable to us as it is to big business. ■

GDPR JARGON

- *Personal data* is information about an identifiable living individual and which tells you something about them. It includes information stored electronically and on paper in an organised filing system.
- *Processing* is anything done with or to personal data, including just storing it.

For anyone who wants to understand the GDPR in more detail, the Information Commissioner’s Office has a good online guide.

<https://ico.org.uk/for-organisations/guide-to-the-general-data-protection-regulation-gdpr/>

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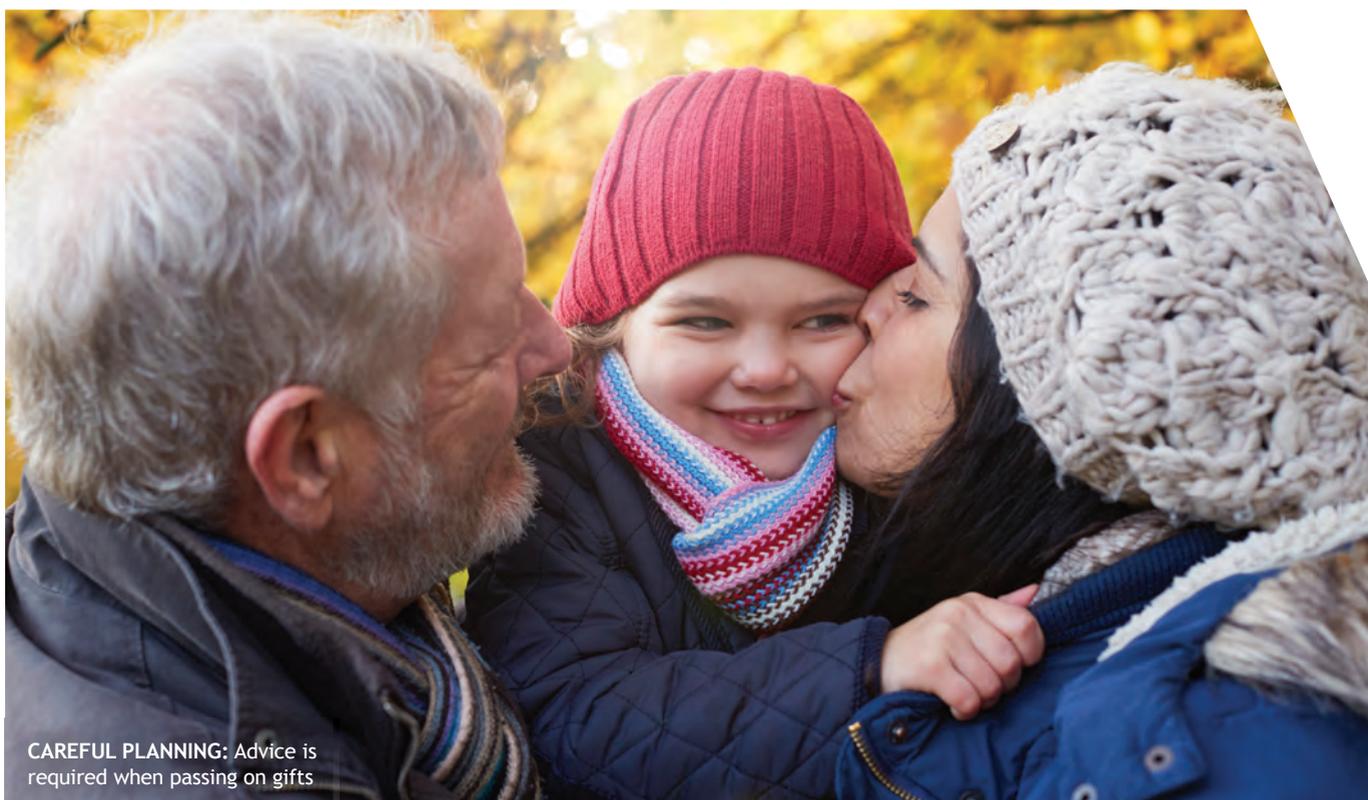
Personal wealth planning

When gifts go wrong



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How to make sure your family is not hit with unexpected IHT bills



CAREFUL PLANNING: Advice is required when passing on gifts

KEY POINTS

- Make sure you don't continue to benefit from a gift
- If you live for seven years after giving cash, there will be no IHT to pay
- Take advice before passing on wealth

Generous parents who give their home or other valuable assets to their children can find they've actually given the younger generation a very expensive headache. In 2017, 400 families found they had to pay up a total of £111 million in unforeseen inheritance tax thanks to gifts that went wrong.

Inheritance tax, commonly known as IHT, is full of pitfalls and it is easy for people to be caught out by the complex rules surrounding gifts. Rupert Wilkinson, partner at Wilsons says: "People are continuing to pay a high price for making easily avoidable mistakes when making gifts. Although the reasons for doing so might not be immediately obvious, anyone considering making gifts to the next

generation should take professional advice."

A frequent error is when people make gifts but then continue to benefit from that gift. A typical example is when parents decide to give their family home to their adult children. They transfer the legal ownership but continue to live in the house as they have always done. In the eyes of HMRC, the house is a 'gift with reservation

"Anyone wanting to make gifts to the next generation should take professional advice"

of benefit': the parents retain the benefit of the asset even though they have technically given it away. The consequence can be a nasty IHT bill for their heirs.

COUNTER-PRODUCTIVE

Such ill-planned gifts are counter-productive. As Rupert Wilkinson points out, "The last thing most parents want is to land their children with an unexpected and unaffordable IHT bill after they've gone. In many cases, the recipient of the gift will actually be forced to sell the property anyway, in order to pay the IHT."

However, if you do it properly, it is possible for a gift to be exempt from all IHT. Says Rupert: "Usually, property or other high-value gifts are exempt from IHT, as long as the individual doing the giving survives for seven years after making the gift, or pays for any benefit they receive from the property they give away - such as paying a proper market rent for the house they continue to live in. Nevertheless, gifts with reservation of benefit are still liable for inheritance tax, even if the donor survives for seven years, and will be taxed accordingly."

If you want to pass on some of your wealth to your children while you are still living and avoid all risk of retaining a benefit, in many cases the easiest solution is to sell the family home and downsize. Then, says Rupert Wilkinson, you can give the surplus cash as a lump sum to your children. If you live for another seven years, there will be zero IHT to pay on the gift.

KEEP THINGS SIMPLE

As so often in life, it pays to keep things simple. Says Rupert: "Don't fall for dinner party chatter about clever schemes that suggest you can give away the family home or valuable heirlooms with no financial consequences. The only sure way to avoid penalising your family with unnecessary taxes after your death is to plan early and take expert advice about how to pass on wealth to the next generation". ■

IHT THE BASICS

What you need to know about passing on your wealth

- Inheritance tax is one of the big three direct taxes that affect individuals, along with income tax and capital gains tax.
- IHT is payable at a rate of 40% on the value of your estate above £325,000, or potentially £650,000 if you're married or widowed before considering the additional nil rate band by reference to the property you occupy.
- Anything you leave to a spouse or civil partner is exempt, as are assets bequeathed to a charity.
- Your estate includes the value of your home (minus your mortgage), your savings and investments as well as possessions such as a car, jewellery or works of art.

CAUTIONARY TALES

Some unintended consequences of giving away your home

Mr and Mrs T give their £900,000 house to their children but stay living in it for another 15 years. It is a 'gift with reservation of benefit'. After they have both died, the house is counted as part of their estate for inheritance tax purposes and their children face an unexpected IHT bill.

Mr and Mrs Y give their £900,000 house to their children. They continue to live there but pay their children (as their landlords) a commercial market rent of £1,250 per month and have the paperwork to show HMRC. After the sale, Mr and Mrs Y live another 15 years, so no IHT on the house is payable on their death. But the older couple will have paid out £225,000 to their own children in rent, and this rent will be taxed as the children's income. This scenario could also leave the children facing Capital Gains Tax when they sell the house, plus stamp duty to pay on the leaseback arrangement.

Widowed Mrs B gives her £900,000 house to her son. She cannot afford to pay him rent. The child borrows against the house to fund a business venture. The business fails, the house is sold, and the elderly parent is left homeless.



TAX & TRUSTS

We always aim to understand your personal circumstances and your objectives, and provide clear, pragmatic and commercial solutions. Much of our work still focuses heavily around using trusts legitimately to protect and devolve assets for individuals, families and

their asset-holding structures. This ranges from the drafting of wills and trusts to more complex tax advice for UK and international trustees. Our experience extends to advising individuals and trustees all over the world on the legal aspects of international wealth.

Schools

Top of the class

How to build a good relationship with your child's school



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KEY POINTS

- Read about the school and check its policies
- Check entry criteria
- Get involved in the life of the school
- If concerned, act sooner rather than later

Ask any Headteacher and they will say that education is a partnership between school and home. One of the best ways a parent or guardian can help their child is to have a good relationship with their schools throughout the 14 years of formal education.

Wilson's solicitor Vicky Wilson is an Education Law specialist and advises schools and individuals on educational matters. She is very clear that "the best way to start a happy and productive relationship is to choose the right school - one that will best support your child and whose values and ethos you share".

Q It may be easier said than done. How do you choose the right school?

A Begin by making an informed choice. Read about the school: its history, reputation and successes as well as its current leadership team, including the governors. Check key school policies such as Safeguarding, Behaviour policies and the Code of Conduct or School Rules. Schools usually put a wealth of useful information online, so research what each school has to offer.

Q What is the process when applying for a place?

A Once you have a short-list of possible schools, you are ready to apply. Start with the Admissions Policy, which may be on the school website, or call the school office. Application deadlines are set well in advance of the date of admission to the

school, so apply in plenty of time. Check any entry criteria and the oversubscription criteria that will be applied if the school is popular and oversubscribed (which might include where you live, other siblings at the school and so on). If the application is successful, you will receive an offer letter and can accept your child's place at the school. If you are unhappy with the admissions decision that is made, you may have the option to appeal.

Q How to maintain a positive relationship with the school?

A Schools may ask parents (and children) to sign a home-school agreement, setting out rights and responsibilities. Make sure you keep channels of communication open: read the newsletters; check the book bag, school website and online parent portal for notices; attend parents' evenings. Try to get involved in the life of the school.

Q What if my child has special educational needs or a disability?

A Statements of special educational needs have now all been replaced with Education, Health and Care Plans (EHCPs). If a child has a special educational need or disability, the relevant professionals should be involved at the appropriate stage and a suitable school is usually named in the plan. The Local Authority has a duty to ensure that all children in their area receive appropriate education.

Q If I am not happy with the school, how do I complain?

A If you are concerned about your child's wellbeing or progress, then act sooner rather than later. Check the school's Complaints Policy. The first step is usually informal and will suggest approaching the

"The best way to start a happy and productive relationship is to choose the right school"

class teacher, tutor or head of year - most problems can be resolved at this stage. The second step is to write to the Headteacher. Heads usually act quickly to investigate and resolve issues. If you are still not happy, the third, panel-hearing stage can be invoked - where two governors and an independent party will consider the issues and recommend a course of action.

Q Can we take our children on holiday in term time?

A In a recent landmark case (Platt v Isle of Wight Council), the Supreme Court ruled that children are required to attend school regularly "in accordance with the attendance rules". The school's Attendance Policy should explain how you can seek permission for an authorised absence during term time. The final decision is usually at the discretion of the Headteacher.

Q What exactly can the school do about bullying?

A Most schools have a zero tolerance bullying policy, which allows staff to act swiftly and decisively. Some schools extend anti-bullying policies to cover pupils travelling to and from school. Online bullying is a real and growing threat in the 21st century. It is a difficult balance for parents to monitor your child's use of the internet, apps and technology, whilst allowing them the freedom to grow. Work with the school to teach your child how to stay safe in the digital world.

Q Is it possible for me to educate my child at home?

A Parents are ultimately responsible for the education of their child. If you choose not to apply for a full-time school place for your child, you can choose to educate them at home full or part time. Your child must receive a full-time education from the age of five. Council officers have the right to check that your child is getting a suitable education at home; they can serve a 'school attendance order' if they think your child needs to be taught at school. ■



SCHOOL CHOICES

Here's a quick guide to the options you have as a parent

STATE SCHOOLS MAINTAINED BY LOCAL AUTHORITIES

- community schools, controlled by the local council
- foundation schools and voluntary schools, where the governing body has more freedom about how to do things
- special schools, for pupils with special educational needs

MAINTAINED STATE SCHOOLS WITH SPECIAL CHARACTERISTICS

- grammar schools, can be run by the council, a foundation body or a trust - they select students on academic ability
- pupil referral units (PRUs), for pupils who have been excluded from maintained schools

STATE SCHOOLS OUTSIDE THE MAINTAINED SECTOR

- academies, state-funded but independent from the local council and, run by a governing body, can follow a different curriculum
- free schools, state-funded, independent from the local authority and free to attend. They can be set up in response to demand for such a school, but must be open to all abilities (ie non-selective)
- faith schools, can be maintained by the local authority or operate outside of local authority control (in the case of academies and free schools). Around one third of state-funded schools in England have a faith designation
- city technology colleges (CTC), offer the full curriculum as well as vocational courses

OUTSIDE THE STATE SCHOOL SYSTEM

Roughly 7% of UK children are educated in the independent sector. There are 1200 independent schools in the UK, offering day and boarding places. All private schools must be registered with the Department for Education (DfE) and inspected regularly - usually by either OFSTED or the ISI.



EDUCATION

Our dedicated schools team works with practitioners across both the independent and maintained sectors, helping you make sense of the ever-changing educational landscape. We can advise on all aspects of meeting your legal obligations as an independent school, an academy

or a free school school - whether your case involves educational structures, charity, employment or property matters. We can also offer advice to parents on all educational matters from choosing the right school to special needs, bullying and home education.

Mental health

Let's talk



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A positive approach to addressing mental health in the workplace

KEY POINTS

- If you feel you are experiencing mental health problems, talk to your manager
- If you are an employer, make sure there is an effective mental health policy in place
- Foster a culture of openness within the organisation
- Small adjustments can make a big difference

Mental health is making headlines for all the right reasons. Stephen Fry, JK Rowling, Ed Sheeran and Lady Gaga have all spoken out about their personal mental health problems. The Duke and Duchess of Cambridge and Prince Harry are spearheading a campaign to end the stigma around mental health. The Government has ambitious expansion plans for mental health services.

We all have mental health, and like our physical health, it can deteriorate. The mental health charity MIND reports that around one in four of us will experience a mental health problem each year. Yet when it comes to the workplace, we are still reluctant to mention mental health and its impact on employee and employer.

With nearly 16 million working days lost annually to mental health issues, it's time to face up to the problem. Wilsons partner and employment law specialist Anthony Edwards says that when it comes to dealing with mental health issues at work, prevention is always better than cure.

"We need to build a workplace culture that promotes more understanding of and sympathy for people who have mental health

difficulties and use non-confrontational ways to find solutions that benefit both parties."

OPENING UP

It's easier said than done, but a lot of trouble can be avoided if people are open with each other. Says Anthony: "It's so important to talk about it. It's not uncommon for employees to hide their mental health problems; they'd rather just not say, or feel they can handle things so it won't affect their performance. Or simply they fear the consequences of being honest about mental illness."

But downplaying the issue can create difficulties in the workplace. And all too soon it can be too late to resolve the situation positively. The employer-employee relationship breaks down and both parties find themselves in a formal dispute before the Employment Tribunal. This outcome can further damage the employee's mental health. And for the employer, it can be a major distraction from running the business.

CULTURE COUNTS

The right workplace culture helps avoid reaching the point of no return. The starting point, even for small businesses, is to have a mental health policy.

This policy acknowledges that people do suffer from mental health problems and promotes a culture of openness and discussion from the beginning. It means

"It's not uncommon for employees to hide their mental health problems. It's so important to talk about it"



EMPLOYMENT

Here at Wilsons we represent both employers and employees and provide timely, knowledgeable and practical advice. Our Employment team understands that a business is only as successful as its people and that a well-supported workforce is one that is more

likely to make the business successful. We are here to assist employers navigate what can seem like an ever-shifting sea of rules, regulations and HR issues with specialist, up-to-the-minute, advice. Our team can also guide and assist employees at each step of their careers, from pre-contractual discussions through to exit terms.



WORKPLACE CULTURE: Having a mental health policy in place prevents problems reaching the point of no return

that the employee knows what to do and who to talk to, if he or she finds that their mental health is becoming an issue. And the employer knows how to support the employee, with procedures already in place. Anthony Edwards advises: “The core principle is to work together and find a way through that is mutually beneficial. Often, it can take a fairly small adjustment at an early stage to make a big difference.”

DEALING WITH DISABILITY

Of course, employers can only help when they know an employee has a mental health problem. Under the Equality Act 2010 (see panel right), an employer cannot ask job applicants about their health, except for specific reasons - for example, to check that the recruitment process itself is not discriminatory, or to find out if the candidate can carry out a task that is fundamental to the job.

All employers should, however, at the point of making an offer ask the candidate if he or she has any medical conditions that would or might affect their ability to undertake the role. Once they are aware of health issues which give rise to a disability, employers have a legal duty to consider making ‘reasonable adjustments’ to the role or the workplace so that the candidate can take up the position and carry out their responsibilities successfully. Many adjustments cost nothing and the average cost is just £75.

If an employee chooses not to declare any medical conditions and then struggles to carry out their job, they more likely face being terminated entirely fairly.

WE ALL WIN

Whatever our health, many of us derive a sense of purpose and self-esteem from our work. For people with mental health problems, employment can be therapeutic, helping to improve confidence and promote recovery. Research shows that people with mental health conditions contribute far more to the economy than they cost. And by recruiting and accommodating employees with all sorts of disabilities, visible and invisible, enterprises can tap into a wider pool of talent. Creating a more open and supportive culture in the workplace works to the benefit of us all. ■

PROMOTING EQUALITY

The Equality Act 2010 protects people against discrimination if they have a disability.

‘Disability’ has a specific meaning under the Act. You’re disabled if you have a physical or mental impairment that has a ‘substantial’ and ‘long-term’ negative effect on your ability to do normal daily activities. ‘Substantial’ is more than minor or trivial (for example, it takes you longer than it usually would to complete a daily task like getting dressed) and ‘long-term’ means lasting, or likely to last, 12 months or more.

The law requires an employer to make ‘reasonable adjustments’ to premises or working practices to help disabled job applicants and employees. Failure to do so is a form of discrimination.



Cottage Considerations

When a cottage used in a business becomes surplus to business requirements the logical move is to make it work for its living by letting it under an Assured Shorthold Tenancy (AST). Or in some more touristy areas, as a furnished holiday let. If the cottage is a distance away from the family home it may be sensible to sell it, particularly if the funds are needed for the business.

There are many issues to bear in mind, as you weave your way through the minefield, not least to avoid falling into some tax compliance traps (as easy as driving in a bus lane or inadvertently driving past a motorway speed camera at 5 mph over the limit).

Letting under an AST

Letting under an AST will not affect the Inheritance Tax position for Business Property Relief provided that the whole business remains wholly or mainly trading. If letting the cottage is combined with letting outbuildings, the position might be different, as the business as a whole may become one of letting land.

Doing up the cottage may prove quite expensive; if the property is being improved to let it, the expenditure will be capital and no income tax relief will be available. However, genuine repairs would receive income tax relief.

Rent from a residential cottage is an exempt supply for VAT purposes. The basic rules are that input VAT on expenditure to generate exempt income cannot exceed £7,500 per annum before the partial exemption rules begin to bite.

The landowner also needs to be aware of the new rules on restriction of finance costs such as interest

for let residential properties. If the landowner takes out borrowing to improve the cottage to let it, the interest relief on the borrowing will be restricted. From 5 April 2021 interest relief will be restricted to a basic rate tax credit. The restriction will also apply to existing loans to fund the residential let.

Letting as a Furnished Holiday Let

If the property is let as Furnished Holiday Let (FHL), the rules are different and can be summarised as follows:

- The property must actually be let for at least 105 days each year
- It must be available to let for at least 210 days each year
- The property cannot be let for a continuous period of more than 31 days for more than 155 days in any year.

There are averaging provisions to make sure that one bad year does not have the same effect on the property's status.

Output VAT is due on FHL income, but equally, input VAT can be recovered on expenditure on the property. There is no restriction in income tax relief where the property is let as an FHL.

Where money is spent on capital improvements, capital allowances can be claimed on white goods and other integral features such as electrical installation.

As with a cottage let under an AST, it is unlikely that the property would qualify for business property relief for inheritance tax purposes unless it is part of a larger operation that is wholly or mainly trading. Various cases have been to the Tribunal, but HMRC have consistently won on the basis that the business is wholly or mainly the letting of property rather than the running of a trade.

Capital Gains Tax

Selling a residential property let under an AST will give rise to a Capital Gains Tax (CGT) charge at the rate of 28%. In limited circumstances, where the entire holding is being sold, it may be possible to reduce the effective rate of tax from 28% to 10%.

Provided that the right conditions are fulfilled, the gain on the sale of an FHL property may qualify for Entrepreneurs' Relief and tax will be due at 10%.

Where there is an opportunity to buy another business asset, it may be sensible to sell the cottage and reinvest the proceeds. For example, if there is a need to buy more land



or a new farm building, the proceeds from the disposal of the cottage that was used in the business can be reinvested into the new asset. Where 100% of the proceeds are reinvested into the new land or buildings, then the gain is deferred until the new asset is sold. The rollover position is different where not all proceeds are reinvested - the un-reinvested proceeds are subject to CGT.

If the cottage to be sold is currently let, then, for every month the property is let, the amount of the gain eligible for rollover is reduced. Relief is not denied where the property has been let but, the longer the cottage is not used in the trade, the more the tax will be due as, again, the rollover relief is reduced on a time apportionment basis.

For rollover relief to be claimed, the new asset needs to be acquired either 12 months before or 36 months after the date of exchange of contracts on the sale of the old asset, the cottage.

If rollover relief is not possible, it may be possible to use an enterprise investment scheme to defer the gain. Some of the rules required to obtain an income tax deduction do not apply where it is simply the gains that are being deferred.

Conclusion

Letting the empty cottage is generally financially sensible, but there is a myriad of potholes to fall into. Professional advice is often needed to make sure you don't fall into any of them.



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Modern parenting

New pathways to parenthood



Society is changing, but how does the law treat surrogacy and donor conception?

KEY POINTS

- Make sure you understand the legal ramifications of the choices you make
- Legislation differs from country to country
- The courts will always prioritise the welfare of the child

Thanks to rapidly evolving social attitudes and advances in medical technology, families today come in all shapes and sizes with all sorts of histories. However, it's important that would-be parents understand the legal implications of a particular course of action before taking the big decision about how to start a family, especially when it comes to surrogacy and donor conception.

Associate Sarah Wood-Heath specialises in advising families on modern parenting issues. She makes the point that "a child can only ever have two legal parents named on the birth certificate. How, where, who and when conception takes place will determine who these two legal parents are. Legal parents are financially responsible for the child; there may also be implications for the child's nationality and inheritance rights. This is why it is essential to understand the legal ramifications of your choices before conception takes place".

SURROGACY: AT HOME & ABROAD

Surrogacy, where a woman carries a baby for a couple who are unable to conceive or carry a child themselves, is now a real option for many people. It's not new: the Bible tells the story of how Sarah encouraged her husband Abraham to have a child with their servant Hagar. Most recently, the diver Tom Daley and his husband Dustin Lance Black have announced they are expecting a baby later this year through surrogacy.

Quite rightly, surrogacy is tightly regulated, but legislation differs around the world. In the UK, surrogacy is legal but cannot be a commercial arrangement. UK law does not allow you to advertise for a surrogate mother or to advertise yourself as a surrogate. And a surrogate can only receive payments that cover the reasonable expenses involved in her pregnancy and delivery. UK legislation also forbids the commercial involvement of third parties such as brokers or agencies who match potential parents and surrogates.

The result is that surrogacy in the UK often comes down to an informal and altruistic arrangement between family members or friends. Even so, UK law will automatically recognise the birth mother, being the surrogate, as the legal parent of the baby (even if she is not biologically connected to the child) and her husband, wife or civil partner as the other legal parent.

The solution is to apply to the courts for a parental order after the baby is born. Once granted, the parental order will recognise the intended parents as the legal parents and extinguish the surrogate's (and her partner's) status as legal parents.

Until this point, the relationship between the intended parents and the surrogate is one of trust alone - there's no binding contract between them. There is always the concern that the surrogate may change her mind and keep the child (although this is very rare in practice). Consequently, many would-be-parents decide to go abroad for



MODERN PARENTING

We have a wealth of experience in advising and representing clients on their journey to parenthood. You can rest assured that you will receive clear, concise and non-judgemental advice to help guide you to achieving your dream of a family.

Whether you are a heterosexual couple, in a same-sex relationship or single, we can discuss the routes available to you to help you start your family. We hope you will then be able to make an informed choice, moving forward on your journey to parenthood.



JOURNEY TO PARENTHOOD: There are many different routes towards being a modern parent

their surrogacy arrangements. International surrogacy is now an accepted route to parenthood. Almost two-thirds of all UK parental orders are now for a baby born overseas. The main destinations for British couples seeking surrogacy are California (surrogacy is under state jurisdiction in the US), Canada, Ukraine and Georgia, where the legal and commercial framework is clear. India and Thailand, once a source of surrogate mothers, have now banned commercial surrogacy to foreigners.

According to Sarah: "US states such as California are the gold standard. Excellent medical care and a legal system that works for all - the intended parents can establish legal parentage before the birth and have their names on the US birth certificate. The only downside is cost, typically \$95,000 to \$125,000. However, once the couple returns to the UK, UK law still recognises the surrogate as the legal parent (and her partner) and so the parents will still need to apply for a parental order when they return to Britain".

Next, new parents must bring baby home. If the child qualifies for UK citizenship at birth, then the parents can apply for a UK passport for the baby to travel. If not, parents must apply for an entry clearance visa at the British Embassy or High Commission in the birth country and then rectify the situation once they are home.

Sarah explains: "You can't apply for anything before the baby is born and it

can take a while to obtain the right travel documents. Some parents find they have to spend two or three months living in the country of the child's birth, waiting for paperwork to be finalised. Because of this, it is important to get good legal advice upfront to establish the nationality of the child."

Once back in Britain, the next hurdle is to obtain a parental order which will give you legal rights to your child. Application for a parental order must be made within six months of the child's birth, and all applications for parental orders for babies born to a foreign surrogate are heard in the High Court.

"The courts want to make sure everything is done properly, and we advise parents to be prepared for a paper-heavy process that typically takes between six and nine months", advises Sarah. "The criteria for a parental order are strict and it is wise to get expert advice before you embark on a surrogacy arrangement to check that you will actually be eligible for a parental order."

Since April 2010 in the UK it has been possible for same-sex couples to undertake surrogacy. There is also another change in the pipeline which will give single people the same rights: a remedial order to amend the Human Fertilisation and Embryology Act 2008 (HFEA) will allow single parents in the UK to apply for a parental order for their child born through surrogacy. »

"It is wise to get expert advice before you embark on a surrogacy arrangement"



GROWING TREND: The number of couples choosing surrogacy is set to increase

- » Sarah Wood-Heath comments: “The trend for surrogacy will continue to grow. Globalisation, the internet and celebrity parents who have used surrogacy are building greater awareness and understanding and making it easier than ever to embark on this route to starting and growing a family”.

DONOR CONCEPTION

The law around donor conception is complex. Sarah Wood-Heath explains: “Who is involved and how, when and where conception takes place will determine who the legal parents will be, which is

why it’s incredibly important to take legal advice upfront to make sure that those who intend to be the legal parents are recognised as such. Using licensed fertility clinics (NHS or private sector) will help to ensure that the parentage of the child is clear from the beginning.”

The position when using sperm from an ‘unknown’ donor through a licensed clinic is very clear: the donor has relinquished his parental rights and the person receiving treatment will be the legal parent. However, since 2005 donors no longer have anonymity. Once the child is 16 he or she can request non-identifying information and at 18 they have access to the donor’s name and last known address. The end of anonymity has meant a big drop in donors in the UK, and more people have started travelling abroad for donor sperm - Spain is a popular destination, as it combines anonymity and affordability.

When it comes to using sperm from ‘known’ donors the law is less clear-cut and it is essential to know where you all stand before conception takes place. Scenarios might include:

- A lesbian couple who are married/in a civil partnership use sperm from a known donor. Both women are named as mothers on the birth certificate.
- A lesbian couple who are not married or in a civil partnership use a known donor but do not use a licensed fertility clinic. The male donor will be a legal parent along with the woman that gives birth to the child. As a legal parent he will have financial responsibility for the child. The other mother will have to go to court to establish her parental rights.
- A male friend offers to donate sperm to a same-sex couple, saying: “I’ll just be a sort of uncle figure for the child”. When the baby arrives he changes his mind and wants to be more involved. This situation has already arisen in the courts, when a known donor wanted a full father relationship with the child and challenged the right of the two (married) mothers. The court decided to allow the donor father to apply for contact with the child, recognising that genetics do matter. In other cases the court has refused the donor the right to see the child. The family court will always put the interests of the child first and each case is dealt with individually. ■

“Who is involved and how, when and where conception takes place will determine who the legal parents will be”

AGREEING TERMS

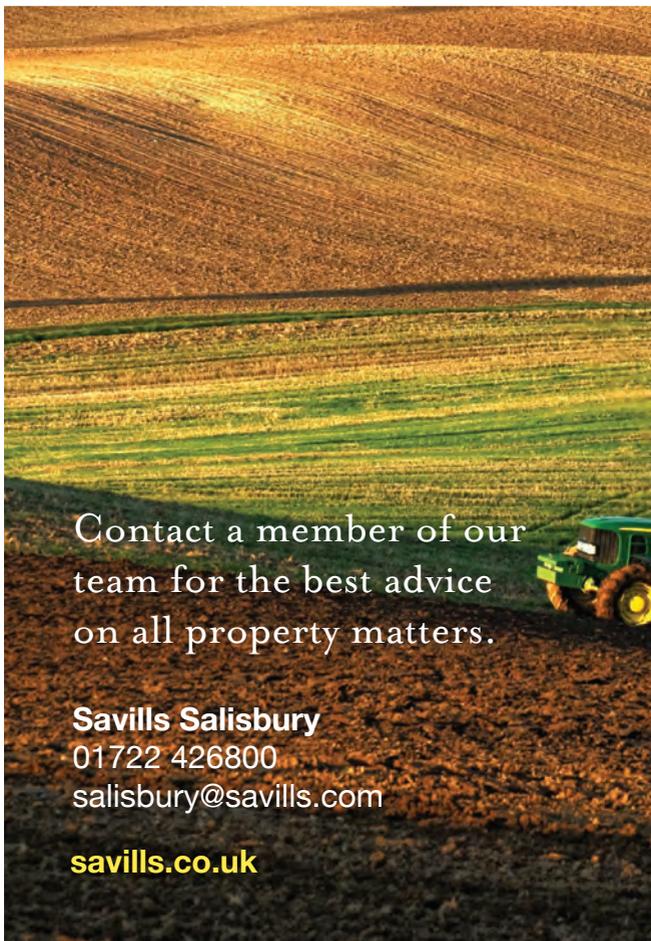
Both parties need to understand what they are getting into

Key questions if you are going to use (or want to be) a known donor. You must both understand exactly what you each expect from the arrangement.

- Is the donor going to have a parental role?
- If yes, what explicitly will that be? When, where and how will the donor see the child?
- What about financial responsibilities? Who pays for what?



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OUT OF THE SHADOWS

*The Salisbury
Museum shines a light
on artist Henry Lamb
with a new exhibition*

When you think of 20th-century British artists, Henry Lamb might not be the first who comes to mind. But the Australian-born portrait painter, who studied under Augustus John and was a founder member of the Camden Town Group, produced a distinguished body of work and also influenced other significant painters, including Stanley Spencer.

Lamb had a long association with Salisbury, moving to Coombe Bissett with his second wife Lady Pansy Pakenham, daughter of the 5th Earl of

Longford, in the late 1920s. They had a son and two daughters, and, having led a colourful early life, Lamb took to his new family life and remained in Wiltshire until he died in 1960, aged 77.

This exhibition, which represents a partnership between The Salisbury Museum and Poole Museum, is the first major retrospective of Henry Lamb's work since 1984, so the time has come to bring this perhaps slightly misunderstood, artist "out of the shadows". Here, co-curator Harry Moore-Gwyn tells us why he is so important in 20th-century British art.

1

Q What sort of artist was Henry Lamb?

A People tend to think of him as being on the fringes of the great portrait painters of the early 20th century, and he has often been misunderstood. He was a pupil of Augustus John, and was also a founder member of the Camden Town Group, one of the most important early 20th century British art movements, but he doesn't really fit very well with them. In the latter part of his life he made his living painting family groups of the great and the good. In the early part of his life he was more of a family painter. His greatest works are few in number, but I think they're amazing.

Q How important is he as a 20th-century British artist?

A He's very important - not least because he influenced some other very significant painters, one of whom was Stanley Spencer. They influenced each other I think, but what's significant is that Spencer was also influenced by Lamb, particularly in his portraits. Lamb is probably most important as a portrait painter, painting group subjects. I think his greatest picture is *Fisherfolk Gola Island*, which he painted in 1913, but it's in a private collection and hasn't been seen in public since the 1980s.

Q He was primarily a painter - what about his drawings?

A He was an outstanding draughtsman and as a painter he made extensive use of drawings throughout his career. He was an obsessive draughtsman - his family own hundreds of sketchbooks - and nearly every portrait he did seemed to have been worked out by extensive pencil drawings. He was a very thorough artist in that respect. Some of his drawings are as beautiful as anything he ever did.»

1. Self Portrait, 1932, oil on canvas (detail)
2. Lord Moyne with his parents, 1930-36 (detail)*
3. Odstock Manor, 1933, oil on panel (detail)
4. Euphemia, graphite on paper (detail)

* © Lady Daphne Guinness
All the paintings are in private collections

2



3



4



» **Q** He studied medicine. Was that a big part of his life?

A He did study medicine, but didn't actually qualify as a doctor.

He was studying in Manchester when he left to pursue an artistic career in London. Then at the beginning of the First World War he retrained, and served in the Army Medical Corps, but he had really abandoned the medical profession by then. There is a picture of his called *Death of a Peasant*, in which his close attention to the detail of the dying woman - some have argued - may perhaps owe something to his medical training.

Q I believe he was a war artist in both World Wars?

A The War Artists Advisory Committee [WAAC] was set up in 1939 and Lamb was officially appointed a war artist in the Second World War.

There were war artists in the First World War, but there was a much less official scheme for it. He fought in that War, and was awarded an MC, but he painted very little during the War itself. All those great paintings that depict the events of the War - including Lamb's famous work *Irish Troops in the Judean Hills Surprised by a Turkish Bombardment* - were actually painted after it had finished.

Q Can you tell us about his link with the Camden Town Group?

A He was a founder member of the Group, but he was only remotely involved with it. He was a member primarily because he enjoyed the patronage of Walter Sickert and Augustus John, both of whom were founder members as well. But if you look at the Camden Town subjects they're very different from what Lamb was doing. He was a member, and enjoyed some success from it, but his work doesn't fit very well with what they were painting.

Q Which other artists did he admire or look up to?

A He hated the idea of being influenced by and compared to other artists. The most obvious one in

the early part of his life was Augustus John, who taught him at the Chelsea School of Art, and he made a conscious decision to distance himself stylistically from him. And yet you can see the influence quite strongly, even in some of the later work. He was clearly taken with the French Symbolist painter Pierre Puvis de Chavannes, and with Gauguin, and also obviously Stanley Spencer with whom he enjoyed a mutual influence.

Q What about his private life - was he a family man?

A He was latterly. He was married twice - first very briefly to Nina Forrest, also known as Euphemia Lamb, and much later to Pansy Pakenham. He met her in the late 1920s and threw himself very much into the domestic life they lived. They moved to Wiltshire and raised a family there. But before that he had led a more colourful life. He definitely had lovers and affairs. He was involved with a number of interesting figures, including Lady Ottoline Morrell.

Q What is it that draws you to the work of Henry Lamb?

A I work in the field of 20th-century British art, both as a curator and a dealer. I'm interested in neglected artists, and also particularly in figurative artists of that part of the 20th century. Henry Lamb fits in with both categories. He's also unusual in being an artist of a significant calibre who hasn't had an exhibition in recent years, and nothing has been written about him for a long time, so it's a very interesting opportunity for me to be able to curate this show. ■

Henry Lamb: Out of the Shadows runs from 26 May to 30 September. For more information, visit www.salisburymuseum.org.uk

5. Pansy with Felicia as a baby and Henrietta (detail)
6. Portrait of Bryan Guinness, study for family portrait, oil on canvas (detail)
7. Fisherfolk Gola Island, 1913, oil on canvas (detail)

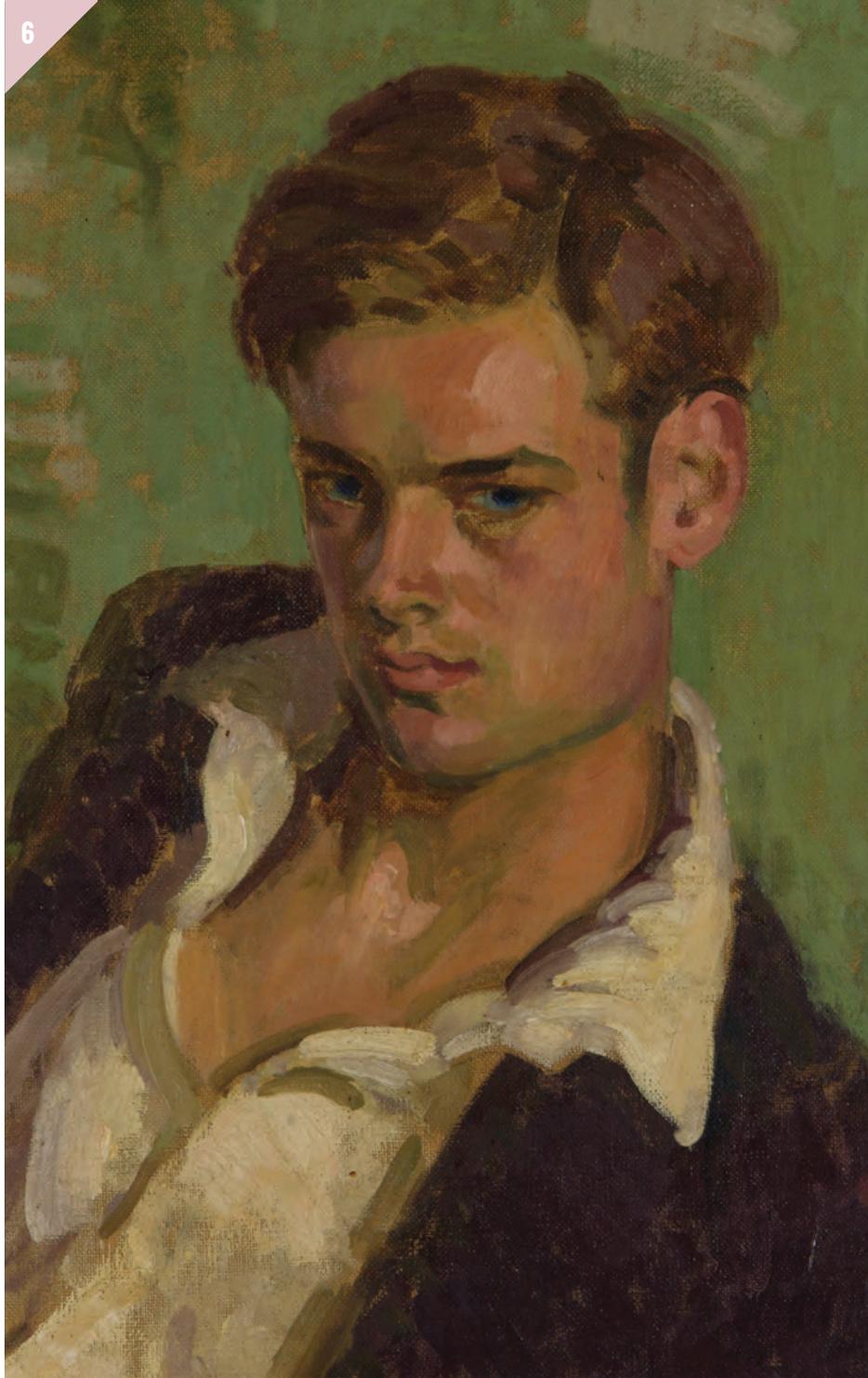
All the paintings are in private collections



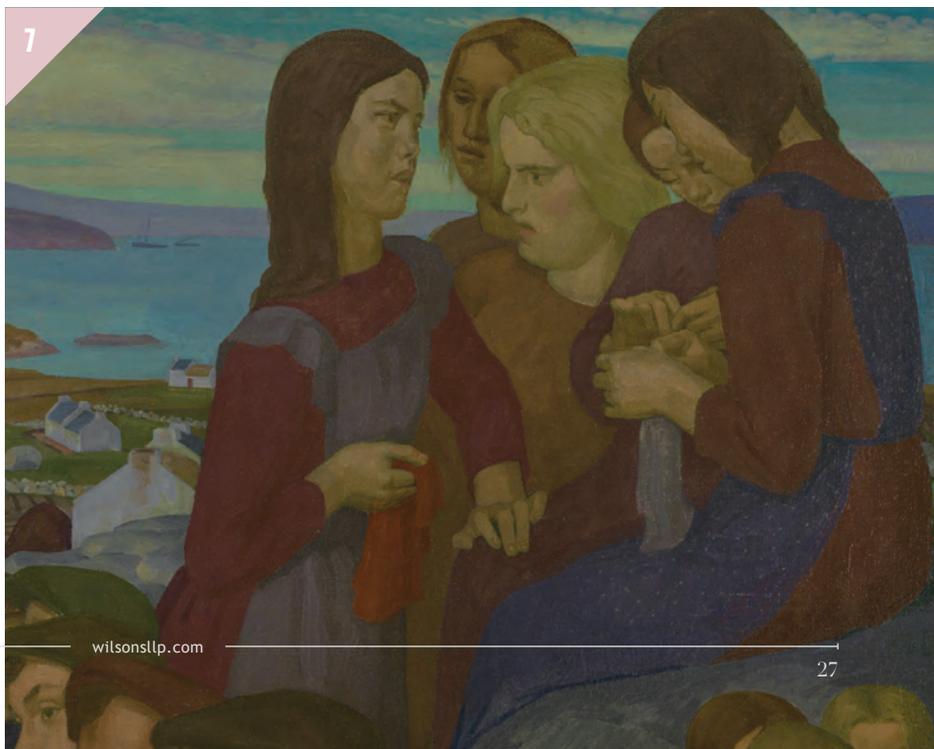
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A FRESH *approach*

Lateral thinking is giving a whole new meaning to fresh milk and is boosting business for a dairy farm near Salisbury

Fresh milk on tap is not what you would normally associate with a pub, but stop outside the Radnor Arms at Nunton and that's exactly what you'll find. The pub's car park is home to Nunton Farm's new self-service milk vending machine. Stocked with ultra fresh whole milk from the dairy farm's herd, customers simply press a button and the machine dispenses the chosen quantity straight into a bottle.

The farm, like the sector as a whole, was feeling the impact of low prices for its milk from commercial processors and was looking for ways to boost income. The idea of installing an easy-access vending machine stocked with its milk was sparked by a chance conversation at a wedding. "It's a great solution," says Nunton Farm's John Martin.

"Customers get all the benefits of buying fresh and local, and we get a fair price by selling direct."

The farm set up its venture with the help of Local Action Group (LAG) funding from the Heart of Wessex. "Obtaining funding was quite a challenging process," says John "but well worth the effort, and people have been very enthusiastic about buying their milk this way." Sales have been a lot higher than expected: they have more than made up for the farm's income shortfall and have put the business back on an even keel.

The enterprise has also generated

other benefits. "Working with the end customer is a new experience for us and we have been surprised by the great relationships that we have developed with the community", explains John. "We feel connected with local people, which is very rewarding for us, and they are getting far better insight into farming as a whole, which in turn is having a positive impact on how the sector is perceived."

ENVIRONMENTALLY SOUND

The milk itself is incredibly fresh, and with the cows out grazing in the pastures for most of the year, it's also free range. Says John: "The only processing we do is pasteurising, and it reaches the vending machine around four hours after milking."

It's also environmentally sound. As the farm is just minutes away, there are zero food miles involved, and people can use their own containers if they prefer. Both glass and plastic bottles are available to buy at the machine, but with a firm eye on reducing plastic waste, the farm is considering offering glass only in the future.

"The only processing we do is pasteurising, and it reaches the vending machine four hours after milking"

DIVERSIFICATION IN ACTION

The vending machine is proving to be an all round win. It has been so successful that the farm is about to acquire a second machine and is currently looking for a site to host it.

"The market is increasingly less stable, making it likely that prices will go the same way so it's becoming ever more important for farmers to diversify," says John. "Adding value to our product is a prime example of diversification. By selling direct, we are reducing income volatility, helping us to cope with the current market and protect against future unknowns."

Philip Pollard, Partner at rural property specialists Symonds and Sampson, agrees: "Milk vending machines are a very exciting development for dairy farmers. They help them take more control of sales of their products and the price they get, and add value to their farming business."

The vending machine is open from 7am to 10pm seven days a week, and the farm is expecting to have its second machine on display at its open day in June. ■

BRANCHING OUT

Philip Pollard, Partner at rural property specialists Symonds and Sampson answers the key questions about diversification



What is farm diversification?

Farm diversification is adding another string to the bow - branching out from traditional farming into other income-generating activities. Essentially, it involves utilising farm assets that aren't needed, or adding value to a basic product.

Why is it so important to farmers?

There is significant market pressure on agricultural income and support payments are decreasing, so farmers are looking at ways of diversifying in order to both add new income streams and spread the risks. In fact, diversification has now become an integral part of rural business management.

What form could it take?

The list is virtually endless. Enterprises we have been involved in, for example, range from glamping, riding schools and golf courses to vintage car stores and cider production. Running rural craft courses, setting up a bed & breakfast, turning a barn into an events venue and rearing less traditional livestock are some of the other ways that farmers have diversified.

Is it a distraction from their more traditional activities?

It can be, but like any business it's all down to good management. Every successful farmer is a good business manager, so as long as the new enterprise is run properly, it shouldn't be a distraction.

Given Brexit uncertainties, is it becoming more important?

It's very much looking that way. The current market is already unpredictable and the addition of all the unknowns surrounding Brexit is making diversification increasingly attractive to farmers.

HEROES welcome

Mel Waters, the new CEO of Salisbury-based Help for Heroes, talks about her role and some inspiring initiatives

The charity *Help for Heroes* offers lifelong support to Service Personnel and Military Veterans with injuries, illnesses and wounds sustained on active service. CEO Mel Waters tells us about it.

How are you finding your new role?

It's going really well. My previous role was also with a military charity and I already knew the co-founders of *Help for Heroes* and had a fair amount of insight. But you can't really know an organisation until you join, and seeing the scale and depth of the work being done here has been fantastic.

What has inspired you since you joined the charity?

The passion and energy of the people who work here is remarkable, and I'm very inspired by our supporters, volunteers and fundraisers as well as our beneficiaries. Our volunteers, for example, go to incredible lengths to help us, such as collecting for the charity every weekend in all weathers. Fundraisers do extraordinary things on our behalf. One raised funds by hiking 50 miles through the Lake District with a 30kg fridge on his back to experience the weight that a soldier might have to carry.

You had six athletes at the PyeongChang Winter Paralympics. How did the charity help them?

One of the ways that we help

veterans and those in Service with their recovery is by supporting them into sports pathways. As part of this, we run the Paralympic Inspiration Programme in partnership with the British Paralympic Association.

The programme takes developing athletes and coaching staff to a Paralympic Games to experience the environment, inspire them to achieve their dreams of competing in the future and gain the knowledge that will help them prepare.

We sent six athletes and a coach to the PyeongChang Winter Paralympics, and as well as learning about the scale and scope of the Games, they benefited from a range of lessons such as nutrition, competition planning, goal setting and mentoring support.

How is *Help for Heroes* involved with the 'There But Not There' campaign?

'There But Not There' is the inaugural campaign by the charity *Remembered*, which is marking 100 years since the end of the First World War by installing life-size silhouettes of WWI soldiers - or Tommies as they were known - up and down the country.

The charity is also producing and selling 10-inch versions of the Tommies, with all profits going to a group of mental health and veterans charities. *Help for Heroes* is one of the recipients and we're honoured to be involved in this poignant tribute. It has really engaged the public since it started, and nearly £1million was raised in the first week alone.

How did you get involved with Iron Maiden and the launch of the Light Brigade beer?

Iron Maiden and family-owned brewers Robinsons teamed up to create Light Brigade, a new golden ale under their Trooper brand, specifically to support *Help for Heroes*. The collaboration is in fact a natural fit: Bruce Dickinson, Iron Maiden's vocalist, loves real ale, has a well-known interest in British military history and is a supporter of *Help for Heroes*. Iron Maiden and Robinsons jointly launched Trooper beer some five years ago. Trooper takes its name from the Iron Maiden song, which itself was inspired by the famous Charge of the Light Brigade.

Light Brigade is now on the shelves at Morrisons, with a proportion of every sale going to our charity, and it may be in other supermarkets in the future. It's also available at all Robinsons Brewery pubs.

How does the charity help rebuild the lives of former Services personnel?

Help for Heroes believes that those who put their lives on the line for us deserve a second chance at life for them and their families. The recovery and support services that we provide are all about helping people regain a sense of purpose and living fulfilling lives.

Some of the ways we help are through physical and emotional recovery, identifying new career



opportunities and financial and welfare support. We do this at our four *Help for Heroes* Recovery Centres, in people's homes and by supporting a network of charity partners and organisations.

How can someone who needs it get help from the charity?

We're here to help anyone who needs support, whatever their needs, and getting the ball rolling is very straightforward. People can contact us via our website and we'll get in touch with them, or they can call us directly.

What can other people do to support the work you do?

There are lots of ways, from donating via our website, buying from our online shop and fundraising to taking on one of our challenges and volunteering, which includes a huge range of options and opportunities.

Companies and organisations can also help through bespoke partnerships with us, which not only benefits *Help for Heroes* but can also transform employee and public perceptions of their businesses. ■

People power:

Mel has been inspired by the passion of the people who work for the charity

To find out more information, go to www.helpforheroes.org.uk



THE POWER OF SPEECH

In the 100th anniversary year of the English-Speaking Union, we look at the work of this international educational charity

At a time when conflict and animosity between nations is making the world feel like a perilous place, it is good to focus on an organisation founded on the principles of international friendship and understanding. And it is no accident that we celebrate its 100th anniversary in the same year that we celebrate the 100th anniversary of the end of the First World War.

In 1918, feeling that global understanding between nations would improve if the world were able to communicate more effectively, writer and journalist Sir Evelyn Wrench

founded the English-Speaking Union (ESU) with the aims of promoting education across the English-speaking world, and of using English as a means of communicating knowledge and understanding, while respecting the traditions and heritage of other nations.

Today, the ESU, whose headquarters are in London, has 35 branches throughout the UK and brings together people of different languages and cultures in more than 50 countries through their educational programmes, public speaking competitions, debating challenges and cultural exchanges.

Within the organisation, there is a

strong focus on young people. Says Mike Tulloch, Chairman of the Salisbury & South Wiltshire branch: "We work with primary schools and secondary schools to encourage improved standards in both written and spoken English. We also support the ESU-Churchill National Public Speaking Competition for Schools by organising local heats, the winners of which progress to the regional and then, if successful, to the national finals. We are very proud that a team from South Wiltshire Grammar School for Girls in Salisbury has won the national competition for two out of the past four years."



A key focus of the ESU's work is empowerment through oracy - the ability to express oneself effectively through the spoken word (see panel right) - and giving young people the skills and confidence to articulate their ideas and share them with others.

To promote this aim they have set up a number of programmes, and central to these is Discover Your Voice. This consists of workshops during which primary and secondary school students can develop their speaking and listening skills, and get the opportunity to participate in a debate or public speaking display. "There is no doubt that the youngsters who take part benefit enormously," says Mike. "They all enjoy it, and it certainly helps with their self-confidence."

As well as their work with schools, the ESU has a wide range of programmes covering Higher Education - including Scientific Research, Music and Art History Scholarships and Debate Tours - and Lifelong Learning, which includes Continuing Professional Development (CPD) opportunities for Teachers, Librarians and Clergy.

FOCUS ON YOUNG PEOPLE

In addition to being an educational charity, the ESU is also a membership organisation, and the Salisbury & South Wiltshire branch is a thriving one with some 200 members. It supports young people in the local community with workshops, fundraisers and competition heats, and also sends money to a school in India, which educates 2,000 students

from primary to school-leaving age, so they can buy textbooks.

"Our role is to concentrate on young people," says Mike, "particularly from deprived backgrounds." And he is grateful to Wilsons for their involvement. "Wilsons have very generously and kindly agreed to sponsor the branch. Their sponsorship helps us to defray the costs of the local Discover Your Voice workshops and this enables us to offer more of these events."

But it's not all hard work: "On the social side," he says, "we run a monthly programme of speakers and lunches for members and guests from September to April each year and hold an annual Summer Lecture in the Cathedral Close."

This year, of course, is special and, as part of the 100th anniversary celebrations, the Salisbury branch will play host to the ESU Centenary Garden Party, held jointly with the Royal Over-Seas League (ROSL), also founded by Sir Evelyn Wrench, at 12noon on Saturday 23 June. Later in the year, at 5.30pm on Saturday 6 October, Festal Evensong will be performed in Salisbury Cathedral in the presence of the Lord Lieutenant of Wiltshire. For more information on either of these events, please email esusalisbury@gmail.com or call 07596 959703.

To learn more about the work of the English-Speaking Union, visit www.esu.org. To enquire about membership, contact the membership officer Gail Featherstone on membership@esu.org or 0207 529 1585. ■

LET'S TALK

WHAT IS ORACY?

Where literacy focuses on the written word, oracy focuses on the skills required to express oneself effectively in the spoken word. The ESU structures its training around four key verbal skill sets:

- reasoning and evidence
- organisation and prioritisation
- listening and response
- expression and delivery

THE ORACY NETWORK

Launched in 2016 in partnership with Voice 21, the Network seeks to bring together schools, educational organisations and individuals who share a belief that we should be doing much more to develop young people's speaking and listening skills. It exists to:

- amplify the status of oracy skills in the school curriculum
- support oracy education in schools by facilitating the sharing of good practice, resources and research related to oracy
- use combined resources to lobby relevant bodies, with the objective of ensuring that the importance of oracy in education is reflected in policy-making and curriculum development

For more information on The Oracy Network, visit: www.esu.org/our-network/oracy-network

For more information about the importance of oracy, see this World Economic Forum article: www.weforum.org/agenda/2017/09/oracy-literacy-skill-every-child-needs





Regent

73 New Street, Salisbury

www.regenttailoring.co.uk



Regent is a contemporary, elegant clothing brand with British heritage at its core. Through our wealth of tailoring experience and our appreciation of timeless design, we use the best quality cloths and manufacturing methods to offer a wide selection of clothes and accessories for men and women. We also stock a limited range of clothing and accessories from complementary brands, including Aigle, Levi's Made & Crafted, Hiut, Edwin, Red Wing Shoes and YMC, all of

which are available from both our Salisbury shop and online.

Regent also offer a semi-bespoke tailoring service. A semi-bespoke service, which is frequently referred to as made-to-measure, yields results that are just as good as a fully bespoke tailor, but at a fraction of the cost and with far fewer fittings after the customer's measurements have been taken. Regent have access to a vast range of cloth, from esteemed weavers such as Lovat Mill, Holland & Sherry, Dugdale Bros. and Harrisons.



WILTSHIRE'S *hidden gems*

Are you looking for a day out with a difference? Follow our guide to some of the less well-known jewels of this beautiful county

THE MISTS OF TIME:
Silbury Hill is the largest artificial prehistoric mound in Europe

Ask anyone what they know about Wiltshire, and they will probably come up with such examples as Stonehenge, Avebury and Salisbury Cathedral. But the county is rich with history and brimful of ancient sites, all nestling in some of the most beautiful scenery in the land. So while the big three deserve their places at the top of the must-see list, there are hidden gems to be found if you know where to look.

With that in mind, we have gone off the beaten track to tell you about five very different but equally fascinating destinations: a mysterious Neolithic site that has become a haven for wildlife; a ruined castle with a bit of Hollywood glamour; a sleepy village in the shadow of a well-loved Wiltshire white horse; the resting place of the first king of England and, last but not least, the iconic and ever-mysterious Silbury Hill.

Less well-known than their more famous fellows, all are packed with local history and intriguing facts to tempt the visitor - and any of them would be the perfect choice for a spring or summer day out.

MYSTERY MOUND SILBURY HILL

It is no longer possible to actually climb on to Silbury Hill, although not everyone seems to realise this. It was in the news recently thanks to a group of musicians who trespassed on the site to record a music video, which they then posted on social media. The six-piece band, *Brother from Another*, ignored 'no entry' signs to climb on to the UNESCO World Heritage site, and, following complaints, have since apologised and encouraged other people not to follow their example. However, it is still well worth a visit. Only a few miles from Stonehenge and part of a complex of Neolithic monuments around Avebury, the SSSI, thought to date back to 2,400BC, is the largest artificial prehistoric mound in Europe and has long been a place of pilgrimage for people inspired by its mystery. At 30m (98ft) high and 160m (525ft) wide, it compares in height and volume to the Egyptian pyramids. However, it is not a burial site and it's true purpose has puzzled archaeologists

for centuries. Unfortunately, a series of investigations over 300 years have resulted in some internal collapse, which only became clear when a deep crater appeared on the summit in May 2000. The silver lining was that this prompted a phase of research and a programme of conservation work, which throws further light on the origins of this iconic and mysterious hill.

FIND IT: West Kennett, Marlborough, Wiltshire SN8 1QH | Grid ref: SU100685 | www.english-heritage.org.uk/visit/places/silbury-hill/

ANCIENT ABBEY MALMESBURY ABBEY

There can't be many places in England where you can find the grave of someone killed by a tiger, but Malmesbury Abbey houses the remains of barmaid Hannah Twinnoy who died at the paws of a big cat in 1703. Hannah shares her final resting place with Athelstan the Glorious, first king of England; Saint Aldhelm, the first Bishop of Salisbury; and Daniel, »

» Bishop of Winchester. Another character associated with the Abbey is Brother Eilmer, the flying monk. In the 11th century - inspired by the the fable of Daedalus - he attached wings to his wrists and leapt from the tower. He managed to 'fly' for 200 yards before falling and breaking both his legs, but lived to the ripe old age of 88. The Abbey, which was founded in the 7th century in England's oldest borough, was also home to the great historian William of Malmesbury. The current building, the third to stand on this site, was completed in 1180 and the sculptor Henry Moore is quoted as saying that the tympanum and reliefs adorning the porch are "among the finest and most complete works of Romanesque art in England". Today it is the parish church of Malmesbury and welcomes visitors every day 9am-5pm. Admission free.

Find it: Gloucester Street, Malmesbury
SN16 9BA | www.malmesburyabbey.com

EXQUISITE EARTHWORKS FIGSBURY RING

In EM Forster's 1907 novel *The Longest Journey*, Figsbury Ring - known in the book as the Cadbury Rings - is designated as a place where buried treasure is believed to be hidden. Unlikely as that is in real life, this 11-hectare Site of Special Scientific Interest (SSSI) is nevertheless a peaceful spot with spectacular views over Salisbury Plain, Old Sarum and Salisbury Cathedral. Owned and managed by the National Trust, the sub-circular earthworks enclose just over six hectares of grassland on a chalk ridge north-east of Salisbury in the parish of Firsdown. But the origins of the site are open to speculation. Archaeologists excavating it in 1924 believed it to be the remains of an Iron Age hill fort, but the presence of a mysterious inner ditch has led others to the view that it may have begun life as a late Neolithic

henge. Further investigations suggested that it may have been a Causewayed enclosure (a site that was visited rather than permanently occupied) and modified into a henge monument in the later Neolithic or Early Bronze Age. Today, the area is rich in wildlife and carpeted with unusual wild flowers, including rare orchids. On a spring or summer day, it is the perfect place to drink in the surrounding scenery.

Find it: On the A30 near Bracknell Croft, NE of Salisbury SP4 6DT | Grid ref: SU188338 | www.nationaltrust.org.uk/figsbury-ring

ROMANTIC RUIN OLD WARDOUR CASTLE

Film fans may find this castle familiar - it appeared in *Robin Hood: Prince of Thieves* - and budding historians will have plenty to get their teeth into. Originally built in the 14th century to a unique hexagonal design for Lord John



2

3

Lovell of Titchmarsh, it was rebuilt in the 16th century only for much of it to be destroyed again during the Civil War. At this time, it was owned by the Royalist landowner Thomas Arundell who asked his wife to defend the castle while he was away on the king's business. In his absence, it was besieged by 1,300 Parliamentarians led by Sir Edward Hungerford and, with the help of around 25 soldiers, the plucky Lady Blanche managed to hold out for six days before surrendering to the army, who seized control of the castle. It was later restored to the Arundells, but had been badly damaged by a gunpowder explosion and the family never rebuilt it. Now under the care of English Heritage, it is one of England's most romantic ruins. Visitors can learn more about the castle's colourful history with an audio tour, see the 18th-century Banqueting House built for Henry, 8th Lord Arundell, visit the grotto created out of stones from the original castle

building, explore the woodland around the ruins and enjoy spectacular views across the countryside from the top of the Castle's East Tower.

Find it: Near Tisbury, Salisbury SP3 6RR | **Grid ref:** ST939263 | www.english-heritage.org.uk/visit/places/old-wardour-castle/

PICTURESQUE VILLAGE ALTON BARNES

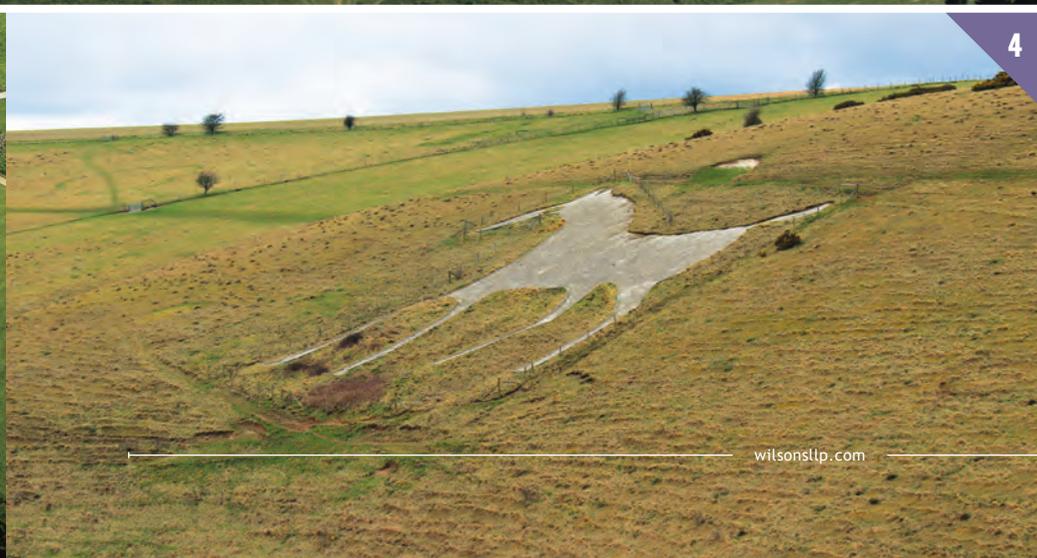
Alton Barnes is perhaps best known for the chalk figure of a white horse on the southern slope of Milk Hill, which at 295m (968ft) is the highest point in Wiltshire. In 1812 local farmer Robert Pile commissioned John Thorne to design and cut the horse, paying him £20 in advance. But Thorne subcontracted the work to someone else and absconded with the money before it was finished. At 51m (166ft) tall and 49m (160ft) wide, the horse is the second largest of nine white horses in

Wiltshire, and on a clear day it can be seen from Old Sarum. For a number of years it was illuminated with candles to mark the winter solstice, and in June 2012 there was also a lantern parade to mark its 200th anniversary. It has twice been turned into a zebra on April Fools Day. Another beautiful feature of the village is the church of St Mary the Virgin, some of which dates back to the Saxon period. In addition to the stone nave and red brick chancel, which was rebuilt in 1748 with 14th-century windows, there are some beautiful 18th century fittings, including a pulpit and a font. Also worth a look are the memorials reflecting the lives of two of its rectors, the poet William Crowe and Augustus William Hare, uncle of the Victorian writer Augustus Hare.

Find it: In the Vale of Pewsey, 10km (6 miles) east of Devizes | **Grid ref:** SU10506204 | www.ordnancesurvey.co.uk/getoutside/local/alton-barnes-wiltshire ■



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www.nationaltrust.org.uk



4

WONDERS OF WILTSHIRE

- 1 **MALMESBURY ABBEY:** Founded in the 7th century in England's oldest borough, it is now the local parish church dedicated to St Peter and St Paul
- 2 **FIGSBURY RING:** Its original purpose is not clear, but it has become a haven for wildlife
- 3 **OLD WARDOUR CASTLE:** Built in the 14th century to an unusual hexagonal design, the ruined castle had a starring role in *Robin Hood: Prince of Thieves*
- 4 **ALTON BARNES:** The village is overlooked by one of nine white horses in the country, carved into the southern slope of Milk Hill, the highest point in Wiltshire

DIRECTORY

NEWS, INFORMATION, RESOURCES AND A CHANCE TO MEET THE WILSONS TEAM

COMMUNITY

Braving the blisters

An intrepid bunch of walkers from Wilsons are making their way from Winchester Cathedral to its Salisbury counterpart in aid of local charities



ABOVE: The marathon trek will take nine hours and starts at Winchester Cathedral

On Sunday June 3, a dedicated Wilsons’ team of 15 will be taking part in the Clarendon Way Walk; a 26 mile charity walk to raise money for Naomi House & Jackspace. The walk starts at Winchester Cathedral in the early hours, the team will set off on the marathon trek which should eventually take approximately nine hours, finishing at Salisbury Cathedral hopefully before night fall!

The Clarendon Way Walk is now in its 12th year and continues to raise vital funds to enable Naomi House and Jackspace to care for and support hundreds of children and young people across the South of England

who are living with life-limiting and life-threatening illnesses.

The Wilsons’ team comprises of: Debbie Ashenhurst, Claire Bennett, Tim Clayden, Helen Lello, Jen Martindale, Tim Olliff-Lee, Denise Owen, Mike Parker, Kate Penn, Sue Pritchett, Sue Russell, Oliver Saunders, Alexandra Sollohub, Ben Thornton and Jane Weston.

The team has set themselves a target of £3,000. If you would like to make a donation to the teams’ fundraising then here’s a link to their fundraising page.

uk.virginmoneygiving.com/Team/WilsonsWalkers

“The walk continues to raise funds for Naomi House & Jackspace”

THE CLARENDON WAY

The Clarendon Way is a well-trodden footpath in Hampshire and Wiltshire. It starts beside the waters of the River Itchen in the centre of Winchester and ends near the River Avon at Salisbury. The path passes through the Clarendon Estate and close to the 12th century ruins of Clarendon Palace. It also passes through Farley Mount Country Park and the villages of Pitton, The Winterslows, Broughton and King’s Somborne.

40

COMMUNITY:
Wilson's staff put on their walking boots

43

INTERVIEW:
A quick chat with Alison Bailey

44

TEAM PROFILE:
Introducing the Tax & Trusts team

46

FEATURE:
Stephen Oxley on The Future Of Work

48

SERVICES:
A comprehensive list of our teams

LEGAL EXPERTISE

High ranking retained

Wilson's are specialists in the charities sector and this expertise has been recognised with a ranking of number 2 in this year's Top 3,000 Charities Directory. A leading independent guide the publication supports Wilson's standing as one of the leading providers of legal services to charities nationwide.

For the last seven years Wilson's has achieved a place in the top three and the team are absolutely thrilled to retain the second place ranking for 2018.

Wilson's Director of Charity Law & Governance Gillian Fletcher says: "I am delighted that our ranking recognises our standing in the sector. We are proud to represent an increasing number of charities

in both our Charity Law and Governance and Legacies teams as well as elsewhere in the firm".

MORE RECOGNITION

Congratulations are also in order for Jessica Broxup who has gained a distinction in the personal taxation paper of the ATT exam that she took in May 2017. Jess is one of only 39 people in the country to gain this mark!

We must also mention Senior Associate, Imogen Buchan-Smith, who has been featured in the Citywealth Future Leaders list for 2017/18. The list is a directory of leading professionals in the private wealth management and private client sector.

FIELD WORK IN HARNHAM

A group of volunteers from Wilson's visited the water meadows in Harnham to assist with the renovation of the channels that carry water across the meadows. Our hardy team, consisting of Tom Harriot, Joyce Salkeld and Alison Morris (a trustee of the Harnham Water Meadows Trust), dug a long inlet channel as well as ten laterals, which spread the water across the meadow to allow the early sprouting of grass for the spring lambs.

It was agreed that everyone put in an excellent effort, and a substantial contribution was made to the digging.

HARNHAM WATER MEADOWS



The water meadows at Harnham were flooded in ancient times from the many rivers and streams around from the chalk streams in the hills. This deposited much needed silt to the meadows that fed the grass, making it an early growing grass for the sheep. The views are wonderful and even inspired John Constable in his paintings of Salisbury.

TEAM NEWS



NEW JOINERS (L-R)

Mark Cook
Senior Associate,
Company Commercial

Victoria Exley
Solicitor,
Contentious Trusts & Probate

Jenny Lau
Legal Director,
Disputes

Kevin Valler
Best Practice Manager
(not pictured)



TRAINEES (L-R)

Ben Pitman
Georgie Glover
Alexandra Bridger
Sabrina Price
Harry Hughes-Davies

Contact us
General enquiries:
enquiries@wilsonslp.com

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  www.wiltshireairambulance.co.uk  

*Lotteries Council - Lottery of the Year 2016 © Wiltshire Air Ambulance. All rights reserved. Registered charity number 1144097.

PROPERTY: THE FINE ART OF NEGOTIATION

Partner Alison Bailey heads up the Landowner Development and Planning Team and specialises in rural property. She tells us about her work

Q How long have you been at Wilsons? And what is it about the firm that you like?

A I trained here, then stayed here after I qualified and have been here ever since! So I've been here for more than 25 years. I have seen the firm grow and change in that time, building on its reputation for private client work and also bolting on other disciplines, such as our charity litigation business. I like the fact that the firm has such a wide client base, spread over the south of England and beyond and, as a result, we advise on many very interesting transactions.

Q What specific area of law do you work in? And what are your individual specialisms?

A I sit within the Property team and head up our Landowner Development and Planning Team. I advise landowners on development agreements, ranging from selling their land with the benefit of planning permission to granting an option to a developer (to seek planning permission and then buy the land) to agreements between neighbours on jointly promoting their land for development. I advise on residential development sites, employment development and commercial development.

Q What is it that particularly draws you to this area of the law?

A Helping the clients to navigate the process - something they have not usually done before and something that can result in a (potentially) life-changing amount of money for them. I enjoy finding practical solutions to issues that arise and negotiating the wording of the development agreements with the developers' solicitors - "firm but fair" is my aim. I also like working with the client's agents as part of a team.

Q Can you tell us something about the sort of clients you deal with day to day?

A There is quite a variety. Mainly it will be individual landowners, whether landed estates or farmers or those who have bought land in the countryside. I also work with charities who may have been left land as a legacy and need help in managing it. Then there are the institutional investors who want advice on developing land within their portfolios.



COMMONSENSE APPROACH:
Alison enjoys finding practical solutions

Q What qualities do you need for your job and how important are people skills?

A I think patience, common sense and empathy with my clients are probably the most important qualities. The ability to think clearly also helps, particularly with the long complicated documents we have to consider. And communication skills are also very important - it's vital to be able to communicate clearly with the agent you are working with, and to be able to explain things to the client in clear, non-legal language.

Q What is the biggest day-to-day challenge you face in your role within the department?

A Endeavouring to agree documents that strike a fair balance between developer and landowner.

Q How do you stay on top of the complexities surrounding this area of the law?

A The best way is spending most of my time dealing with such work. I see new clauses creeping into agreements from the developers and one needs to treat these with caution. I'm also lucky to work with some very good development surveyors, who share their knowledge with me.

Q You specialise in rural property matters - have you always had an affinity with the countryside?

A I have always had a leaning towards property work. When I qualified I dealt with a mix of residential, commercial and agricultural/rural property work, but I particularly enjoyed the rural side. Those clients often owned land on the edge of existing settlements and so their land had development potential. I began to specialise more and more in the development work.

Q Can you give us some idea of the size of some of the land transactions you deal with?

A In size they can range from two acres to 80 and above. In terms of value, they can range from around £1 million to upwards of £50 million.

TO CONTACT ALISON:

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E: alison.bailey@wilsonslp.com



“Much of the work we do is very technical from a legal point of view”

Tax and Trusts

Directory

Meet the team

The team combines technical knowledge with an understanding of clients’ needs



Adam Herbert
Partner
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E: adam.herbert@wilsonsltp.com



“We always aim to understand your personal circumstances, your objectives, and provide clear, pragmatic and commercial solutions. Much of our work still focuses heavily around using trusts legitimately to protect and devolve assets for individuals, families and their asset holding structures.”

The Tax and Trusts team at Wilsons advises a diverse client base. We talked to partner Adam Herbert about the everyday challenges it faces.

What do you specialise in? Both personally and as a team

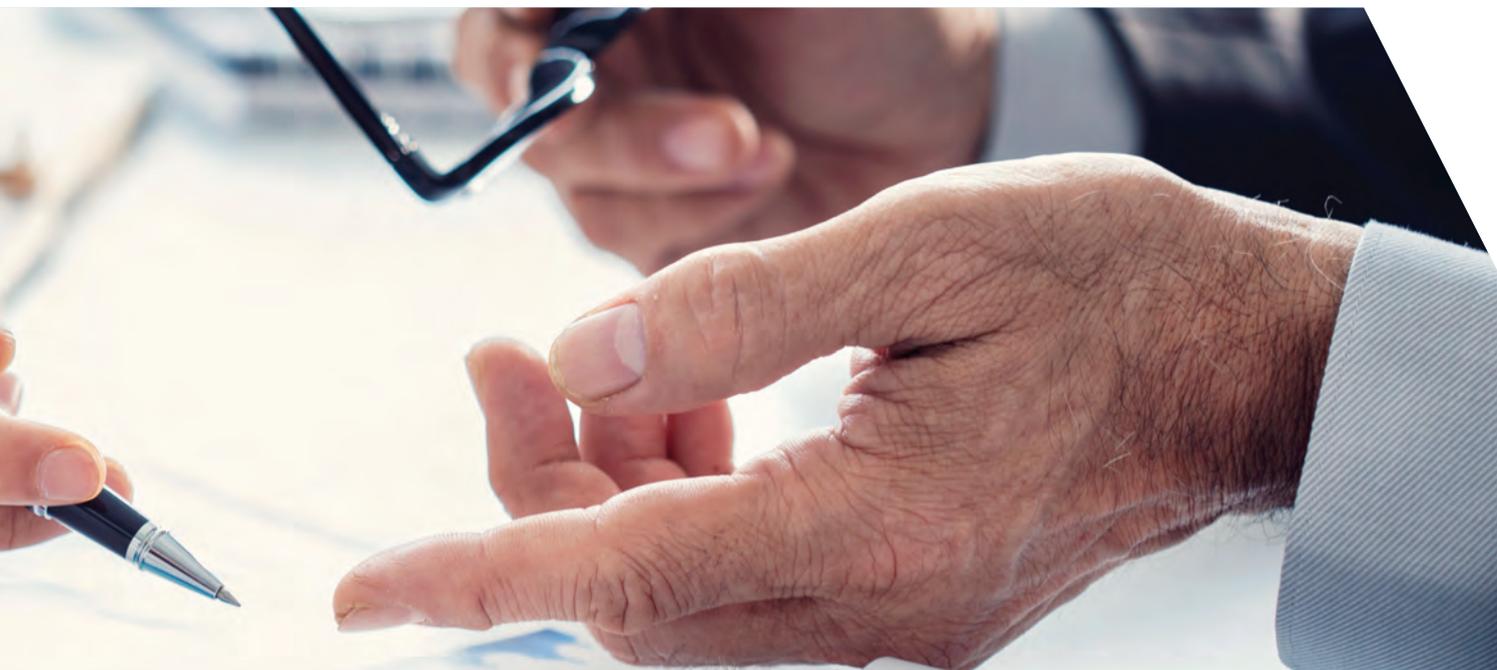
As a team our speciality is advice related to Wills, trusts, powers of attorney and tax. All members of the team advise on these matters for all clients. We divide our expertise slightly on more specialist matters such as work for clients with a foreign element to it, and work on landed estates. We act for individuals, trustees, executors and sometimes for companies.

What are the team’s strengths

Much of the work we do is very technical from a legal point of view. We have a significant depth of experience of dealing with complicated legal matters in the team and explaining our advice in terms that can be understood by non-lawyers. We are partner led so there is usually a partner involved in matters on a day-to day basis.

Who are your clients?

In general terms, the range of clients is immense (and as a result no two questions from clients are ever identical). We look after people who have made or inherited wealth, or sometimes both. We look after people who are the custodians of wealth, whether as trustees, executors, attorneys or who consider themselves to be custodians despite personal



ownership, as some of our more traditional clients do.

How big a part of your role is understanding your client's needs?

Without understanding our clients' needs, and the broader context of an individual's circumstances, we cannot give effective advice. Our client's circumstances and objectives are the first topic for discussion. We then consider how these objectives can be met in light of the relevant law.

How often do the laws change in your area of expertise?

Constantly! Changes of law in tax have been continuous and remorseless for the last fifteen years. We now have more tax laws than ever before, and one of the longest tax codes in the world. With trusts, wills and powers of attorney, the changes may not be so regular, but keeping up to date is just as important.

Does your team's work cross-over and involve other areas of Wilsons?

We have a lot of cross-over with other teams. Some of this is legal crossover where we work on the same matter, just as often it is as a link in the provision of an 'under one roof' service to our clients. Our clients often need advice from other areas of Wilsons and they come to us as their primary contact in the firm. In terms of the areas they ask about, and to name just some, they look for property advice, probate advice, litigation advice, commercial advice and employment advice.

At the end of the day, what gives you and the team the most satisfaction in your role?

It is when the phone rings and a new client says that they have been given our name by an existing client who thinks we might be able to help. We know then that not only have we looked after the existing client well, but done enough for them to trust us to look after their family or friends. ■

TAX AND TRUSTS

Experts in their field



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Please note: the full team can be seen on the Wilsons website

EMPLOYMENT

The future of work

Wilson's recently commissioned a report on the future of employment with some surprising findings

The world of work is changing and, as we navigate our way through the Fourth Industrial Revolution, perhaps more rapidly than ever before. But how can employers adapt to the changing expectations of employees, while still delivering quality products and services to their customers and continuing to make a profit?

In association with *Decision* magazine, Wilson's has commissioned a major report into the future of work, featuring interviews with leaders of some of the largest businesses in the region. We have summarised its findings here, and some of them might surprise you.

1 ENGAGEMENT

You might, for example, think such a report would be about how robots are going to gradually take over all our jobs. But you'd be wrong. For Stephen Oxley, employment law partner at Wilson's, the emergence of artificial intelligence has interesting implications. "Many process-driven jobs will disappear," he says. "But they may be replaced by better jobs, enabling employers to create more meaningful roles for people. This in turn could help address the issue of how to attract the younger generation."

How to attract, and keep, the younger generation is one of the biggest challenges for employers, and a word that came up again and again was 'engagement'. Many of those interviewed had noticed a shift in attitude from young people entering the world of work,

and Alastair Conway, chief executive of the James Hay Partnership, believes he knows what's behind it: "In our childhood we had a Lego set and a bike," he says. "But the younger generation have grown up with more information and thousands of things to do. A lot of the jobs we're asking them to do involve what they consider to be boring, back-office processing work. Companies have been behind the curve in getting a young workforce excited about being at work."

2 MEANINGFUL WORK

But engagement isn't all one way. Jacqui Margolis, human resources director at Neal's Yard Remedies, has noticed younger people are increasingly attracted to a brand because of its ethics and values. "That's one of the first boxes the new generation ticks," she says. "Engagement used to be about benefits. Now it's about involvement, being able to put forward ideas, and knowing you are being listened to."

Francoise Woodward, people and culture director at Good Energy, agrees. "The 'why?', the 'what is the company's purpose?' is important to young people," she says. "They have a desire for meaningful work, and want to acquire skills which allow them to have a real influence on their world."

3 THE AGE GAP

But what about the older members of the workforce? At Winkworth Machinery, the UK's largest mixer manufacturer, half the sales team are in

their 60s, presenting managing director Grant Jamieson with certain challenges. "A lot of mature people are good at administration," he says, "but that's not the same as being of the right calibre for management." On the other hand, experienced staff tend to be far more productive than new personnel and have more knowledge.

One criticism often levelled at young people these days is that they are unskilled or lacking in the three Rs. "I haven't found much evidence of this," says Stephen Oxley. "What worries employers more is the education system's response to emerging technologies. Are we putting sufficient resources into creating the software developers of the future? Any deficiencies in reading, writing and numeracy might not be as important as having sufficient technological skills."

4 LOOKING AHEAD

Young or old, the most important element in business is people. Stephen Oxley again: "Employers know they can only survive by attracting and retaining good people. Financial capital used to be the most important aspect of a business, but it seems that human capital has become almost more important."

We'll leave the last word to Richard Branson, who said: "Train your people well enough that they can leave, and look after them even better so they don't want to."

A tall order perhaps, but good advice to take into an uncertain future. ■



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INFORMATION
ABOUT THE
REPORT

**POSITIVE
VIEW:** Stephen
Oxley believes
technology
may create
better jobs



REPORT FINDINGS

Stephen Oxley, Employment law partner at Wilsons, tells us how he sees the future

Q What was it that provided the catalyst for preparing the report?

A An increasing realisation that employers were experiencing changing attitudes to work from generations Y and Z joining the workplace and they need to adapt accordingly.

Q Did you think any of the findings were particularly surprising?

A Yes. Employers generally were beginning to recognise the need to develop a strong and compelling 'employer' brand to attract and retain talent.

Q How do you think technology will change the way we work?

A The introduction of AI and Robotics in the next 10 years will dramatically change the world of work. Manual and low value jobs will disappear however new work types will be created and that may well mean more fulfilling employment. But will there be enough work available?

Q How do you see the implications of it for employment law?

A Employment regulation is constantly developing to meet the changes and challenges to this new work dynamic and the UK's "gig" economy. However, the technology is moving much faster than UK regulators who are constantly playing catch up. Flexible and diverse workplaces are a must to attract the best talent. It's going to be a busy time for employment lawyers!



What we do

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We manage the sale, purchase or letting of substantial rural properties and businesses. The team guides landowners through the process of realising their development opportunity, whilst attaining maximum potential from their asset. We also specialise in the development of predominantly greenfield sites in the South of England.

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TAX & TRUSTS



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Our team advises on personal affairs and the management and protection of assets. Much work focuses on transferring assets down the generations in a tax-efficient manner. This includes drawing up wills and powers of attorney, forming onshore and offshore trusts or other asset holding structures, and advising on associated capital taxes. See our Team Profile on page 44.

CONTENTIOUS TRUST AND PROBATE



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Our team manages a broad range of wills, probate and trusts ranging in value from £500,000 to £80m. Many of the wills, probate and trusts we manage hold business, agricultural and heritage assets. We liaise closely with members of Wilsons Will & Trust Disputes and International Tax & Trust teams to provide a seamless service. We also advise on mental capacity issues.

FAMILY



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We advise on the full spectrum of family-related matters including pre and postnuptial agreements, civil partnership agreements and matrimonial issues, including asset and pension division, trust arrangements, spousal maintenance and maintenance for children. We act for clients based throughout the South of England.



“Wilson’s have a phenomenal reputation for private client work”

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EDUCATION



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Our dedicated schools team works with head teachers, governors and business managers on a wide variety of legal issues related to education. We specialise in advising maintained schools, academies, free schools, independent schools, local authorities and Church of England Diocesan Boards on all their legal requirements.

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Our commercial property lawyers act for companies with significant investment landholdings, renowned educational institutions, big charities and leading professional practices. Our advice also provides value for money to entrepreneurs, start-ups and smaller businesses and we deal in lettings, developments, freehold acquisitions and disposal and more.

LITIGATION



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We are particularly well known for property disputes and contentious trust and probate work, however this growing team also advises on contractual and commercial disputes, professional negligence, Court of Protection litigation, Judicial Review and injunctions.

CHARITIES



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We act for many charities, advising on law, governance and constitutional matters. We advise on the powers and duties of the trustees, compliance with the charity’s objectives and procedures in the governing documents. We have a solid relationship with the Armed Forces and their charities and our specialist legacy team is the largest outside of London.

A partner in the Property & Commercial Litigation team, Ben Thornton has the work-life balance just right

WHAT'S YOUR FAVOURITE...

1 THING ABOUT WORKING AT WILSONS?

I work hard, but it is rare that I'm at my desk much after 7pm, so I get to see my family much more than if I were working up in London. Having that work-life balance is very important to me. However, the coffee machine is a close second.

2 THING ABOUT WORKING IN THE LEGAL PROFESSION?

I love puzzles and problem solving so law is an obvious career choice. My day to day role includes property and commercial disputes and the challenge is always to decide how best to use the various available options (some legal and some not) so as to bring the dispute to an end as quickly as possible.

3 THING ABOUT WORKING IN SALISBURY?

I live right in the centre of town, which means that I can walk to work.

4 WAY TO SPEND A LAZY SUNDAY?

With three kids and quite a few hobbies I rarely get any quiet time, even on a Sunday. But on the rare occasion I do, then it has to be a good film.

5 PUB IN THE AREA?

The Wig and Quill and New Inn are both good for a drink and have the advantage of being close to work. For a treat I would head to The Compasses in Chicksgrove.

THE OUTDOOR TYPE: Ben counts climbing and hiking among his leisure pursuits



6 SPOT FOR A PICNIC?

On top of any mountain - the higher the better - and preferably when it isn't foggy/raining/snowing and there is a spectacular view to be had. I climbed the Three Peaks in September last year and managed not to get a decent view from the top of any of them.

7 BUILDING/PIECE OF LOCAL ARCHITECTURE?

Ignoring the obvious choice - Salisbury Cathedral, which is simply amazing - I would say a worthy runner up is the Haunch of Venison. It's probably the oldest pub in Salisbury and is said to be haunted. It certainly has bucketloads of character and is a very cosy place for a drink. The uneven floors upstairs only add to the charm.

8 NIGHT OUT?

Without doubt, a good night out has to involve good company and good food. Recent highlights have included the Chapter House pub and Charter 1227 Restaurant in Salisbury.

9 DAY TRIP FROM SALISBURY?

On the very rare occasion I have a free morning, I will jump in the car and try and get to Durdle Door in time for sunrise. A good hike and a bit of photography rolled into one, followed by brunch at the Boat Shed Café in the Cove; it's the perfect way to spend a day.



PICNIC SPOT

Climber Ben likes a view with his lunch so Ben Nevis would be perfect



CAMERA READY

Ben is a keen photographer and likes to take his camera on a day out



HAUNCH OF VENISON

This haunted pub is one of Ben's favourite places in Salisbury

“Opera and dance in a jewel of a theatre...”



...with the most idyllic setting for a summer's evening just outside Winchester”



DANCE AT THE GRANGE

ENYA MCGREGOR

SOLD OUT



AGRIPPINA
HANDEL



THE BARBER OF
SEVILLE

ROSSINI

LIMITED



THE ABDUCTION
FROM THE SERAGLIO

MOZART



CANDIDE

BERNSTEIN

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