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MARCH 2023 - **NEWSLETTER**

Welcome to the March edition of our monthly newsletter! We have 4 new exciting articles which focus on sexual violence, benefits to buying a new build property, facts on unfair dismissal and questions you need to be asking when buying a Commercial Property.

Here at Taylor Bracewell, we love to hear what you think, so make sure to message us via our website at www.taylorbracewell.co.uk and let us know what you want to see next!

If you need any more information on any of the subjects mentioned in this newsletter, don't hesitate to contact us on 01302 341 414 or 0114 272 1884

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NO MORE WEEK 2023: 5 FACTS ON SEXUAL VIOLENCE

FAMILY LAW

Sunday 5th March to Sunday 12th March is No More Week 2023; a campaign run by UK Says No More. The aim of the campaign is to raise awareness of the plight to end domestic abuse and sexual violence across the nation.

This year marks the 10th anniversary of the campaign and the urgent message is 'more no more'. Here are 5 important facts relating to sexual violence and domestic abuse; we hope these provide insight into the drastic and shocking statistics.



- 1 in 2 rapes against women are carried out by their partner or ex-partner
- 1 in 3 women & 1 in 8 men will experience a form of domestic abuse in their lifetime
- On average 1 million children experience domestic abuse in the UK every year
- Two women a week are killed by a current or former partner
- Rape is about having power and control in a situation and is not necessarily motivated by sexual gratification

These statistics alone demonstrate the need for causes such as UK Says No More and the importance of the campaigns. In raising awareness, we ask that you use the hashtag **#UKsaysnomore** and [visit their website](#) to find fundraisers and ways to get involved.



In addition to this, we would like to raise awareness on two important subjects that more people need to be talking about. These include:

- Consent can be withdrawn at any point, even during the act of sexual intercourse.
- Domestic abuse can appear in many forms and not necessarily in a physical form. These include: controlling and coercive behaviour, emotional abuse, financial abuse, sexual abuse, gaslighting, 'honour'-based violence, FGM and stalking.

If you or someone you know is suffering from an act of domestic abuse or sexual violence, you can call the National Domestic Abuse Helpline on 0808 2000 247. There is an additional helpline specifically designed for men called 'Confidential Men's Advice Line', they can be reached by calling 0808 801 0327. Alternatively, if you need advice and wish to discuss any issues with a Solicitor, call our friendly Family team on 01302 341414 or 0114 272 1884. Alternatively, you can fill out our online enquiry form.



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5 BENEFITS FOR BUYING A NEW BUILD HOME: NEW HOMES WEEK 2023

RESIDENTIAL PROPERTY

From the 27th of February to the 3rd of March it is New Homes Week, a campaign run by the Home Builders Federation, with the aim to share the benefits of buying a new build home. New Homes Week takes place every year and is a celebration and recognition of new build homes, homebuilders and homeowners.

This year's theme is 'make your move' and aims to provide people with the information they need to understand their options for buying a new home.



Here are our top 5 benefits for buying a new build home:

- 1 Safety** – Due to current building standards new build homes are typically safer for the occupants inside. All new homes are required to use fire-resistant materials with smoke alarms throughout the property, some windows will also be designed to sufficiently open to allow for an easy and safe event in case of a fire. In addition to this, all electrical wiring will be protected by circuit breakers.
- 2 Lower Heating Bills** – The latest construction techniques are designed to prevent dampness by providing double glazing, draft proofing and cavity wall and loft insulation which are all designed to prevent heat from escaping. The property will also be fitted with a reliable central heating system which will heat the property as efficiently as possible. Statistics show that New Builds are cheaper and faster to heat.
- 3 Easier transaction** – In principle purchasing a New Build home is quicker and easier as you will probably be at the end of the selling chain. Many developers will offer a part exchange deal, meaning they will buy your old home off you and re-sell it.
- 4 Design Options** – If you are looking for a property which you can add your own design flare into, then a New Build may be your best option. In many New Build homes, you will have the option to choose your fixtures and fittings. You may also be able to have a say in the configuration of the home such as adding extra storage in the kitchen or bathroom.

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Warranty – The most common reason people choose a New Build home is due to the excellent warranty. All New Build properties are covered by warranty by NHBC, National House Building Council and are typically Applicable for a 10-year term. This gives you the buyer extra protection against any structural defects, faulty heating systems and pipes, plumbing, wiring and roofing issues. It's important to note that the warranty does not offer

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We have a bonus benefit for you: You will see the entire process of the building of your home. Many developers offer buyers the chance to visit the site, which means you can see your home being built from beginning to end. Please be aware that you will be required to wear a hard hat & high-vis jacket for safety reasons.

Here at Taylor Bracewell we will work with you and the developer to achieve a successful outcome. We can guide you through each stage of the process using plain English for an easier and more understandable service. For further advice and information contact our Residential Property team on 01302 341414 or 0114 272 1884, alternatively, you can fill out our online enquiry form.



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reviewsolicitors

Did you know we are on Review Solicitors, an online review platform dedicated to law firms. Current and future clients are able to leave honest feedback on this platform for complete transparency and honesty!



Mr & Mrs Cockett

February 14, 2023

 Report to admin



WILLS, TRUSTS & PROBATE

VERIFIED REVIEW 

Matter Type:
Wills

First class service and professionalism

We cannot thank you enough for the work you did for our Wills. The whole time and effort which was so professional and we would not hesitate to recommend Taylor Bracewell to anyone needing a solicitor.

[Take a look at more of our reviews here!](#)



10 KEY FACTS ON UNFAIR DISMISSAL

EMPLOYMENT LAW

Here are our Employment Law teams top 10 facts on unfair dismissal:



- 1** You can only bring an unfair dismissal if you are an employee.
- 2** You must have two years qualifying service at the point you are dismissed (technically, it is 103 weeks if you are summarily dismissed). If you have less service, you could potentially bring an 'automatically unfair dismissal' claim if the reason for the dismissal is due to discrimination or whistleblowing or some other exception to the two-year service rule.
- 3** There are five potentially fair reasons for dismissal: conduct, capability, redundancy, breach of a statutory duty or obligation and "some other substantial reason" (so-called SOSR).
- 4** The process an employer follows when dismissing must be a legally fair one. For example, in a misconduct case, the minimum requirements are, a reasonable investigation, a formal disciplinary meeting with notice and the right to appeal. In addition, there is a right to be accompanied by a Trade Union rep or work colleague in a disciplinary or appeal meeting.
- 5** It is for the employer to show that the reason for dismissal was fair, The first step therefore is to identify a potentially fair reason for the dismissal.
- 6** When dismissing, for the dismissal to be fair, the employer's decision must fall within the 'range of reasonable responses' that a reasonable employer can make. Therefore, the Employment Tribunal doesn't simply ask the question, is the dismissal unfair, but rather, looks at the decision from the perspective of the so-called 'reasonable' employer.
- 7** The time limit for bringing an unfair dismissal claim is three months less one day from the so-called 'effective date of termination' (usually the last day of employment). An employee must start ACAS Early Conciliation by this deadline and lodge a claim within the relevant time limit.

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If the employer is successful with an unfair dismissal claim, compensation can be awarded in the form of the basic award (based on length of employment and age at dismissal), and the compensatory award, which is based on the loss of income from the date of the dismissal, both elements of compensation being subject to a statutory limit, the current limit is £93,878.

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The Employment Tribunal will also consider reinstatement, placing the employee back in their job, or re-engagement, placing the employee in a similar job from which they were dismissed. (Re-instatement/re-engagement orders are very rare).

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If the employer fails to follow the ACAS Code of Practice (where it applies) then compensation can be increased by up to 25% at the discretion of the Employment Tribunal. Compensation can also be reduced for the same amount if the employee doesn't appeal the decision to dismiss.

Our Employment Team are always happy to help and can be contacted by calling 01302 341414 or by filling out our online enquiry form.



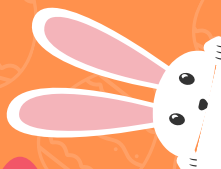
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EASTER MEMORY PHOTO CONTEST



WE ARE HOLDING EASTER
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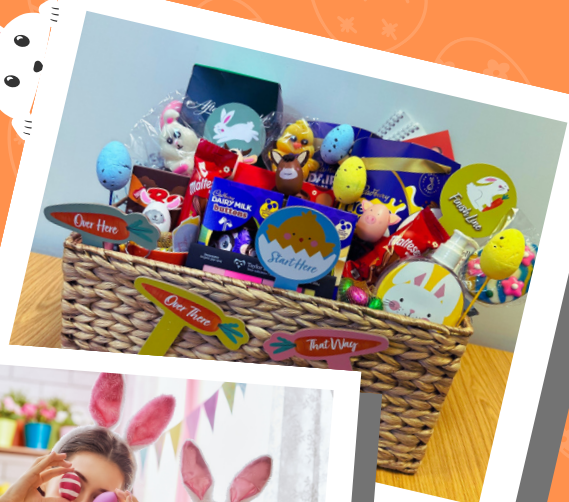
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EASTER PHOTO

WINNER ANNOUNCED:

13 MARCH 2023

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QUESTIONS TO ASK BEFORE PURCHASING A COMMERCIAL PROPERTY

COMMERCIAL PROPERTY

When considering purchasing a Commercial Property it is important to ask yourself the following questions:



- 1** Is the property in the right location for my business?
- 2** Do I have enough funds to purchase the property?
- 3** Will I be purchasing in a company name or my sole name?
- 4** Will I need a commercial mortgage and what are the implications of this?
- 5** Are there any additional costs such as service charge if the property is part of a wider estate?
- 6** Should i have a survey carried out?
- 7** Do i need searches carried out on the property?
- 8** Am i seeking advice from the correct professionals?
- 9** Have I done my research on the property? Is it in a financially viable location?
- 10** Is there development potential?

If you need a Commercial Property Solicitor contact our experienced team on 01302 341414 or 0114 272 1884, alternatively you can fill out our online enquiry form.



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ABOUT US

Taylor Bracewell Solicitors is a dynamic and forward thinking legal firm with offices in Doncaster and Sheffield. We are passionate about providing individual service and connecting with our clients on a one to one basis. This enables us to fully understand our clients' legal needs and deliver exceptional value in our services

Our Services:

- Commercial Property
- Residential Property
- Family Law
- Employment Law
- Disputes
- Medical Negligence
- Personal Injury Claims
- Business/ Company Law
- Business Disputes
- Charities
- Wills, Probate and Trusts
- Asset Protection
- Inheritance Tax planning
- Powers of Attorney and Court of Protection



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