



Taylor *Bracewell*

Your solicitors | Your success



MAY 2023 - NEWSLETTER

Welcome to the May edition of our monthly newsletter! We have four new exciting articles which focus on Landlord responsibilities, legal rights of a grandparent and new laws coming to Employment Law in 2023

At Taylor Bracewell, we love to hear what you think, so feel free to message us via our website at www.taylorbracewell.co.uk and let us know what you want to hear about 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

TABLE OF CONTENTS

Lauren Smith named Asset
Protection Lawyer of the year
P.2

'How to Rent Guide 2023'
published by UK Government:
Everything you need to know
P.4

The legal rights of a
grandparent P.6

Changes to Employment Law in
2023 P.8

LAUREN SMITH NAMED ASSET PROTECTION LAWYER OF THE YEAR

GENERAL NEWS

We are thrilled to announce that Lauren Smith one of our Partners has been named:

"Asset Protection Lawyer of the year" In the Lawyer Monthly 2022"



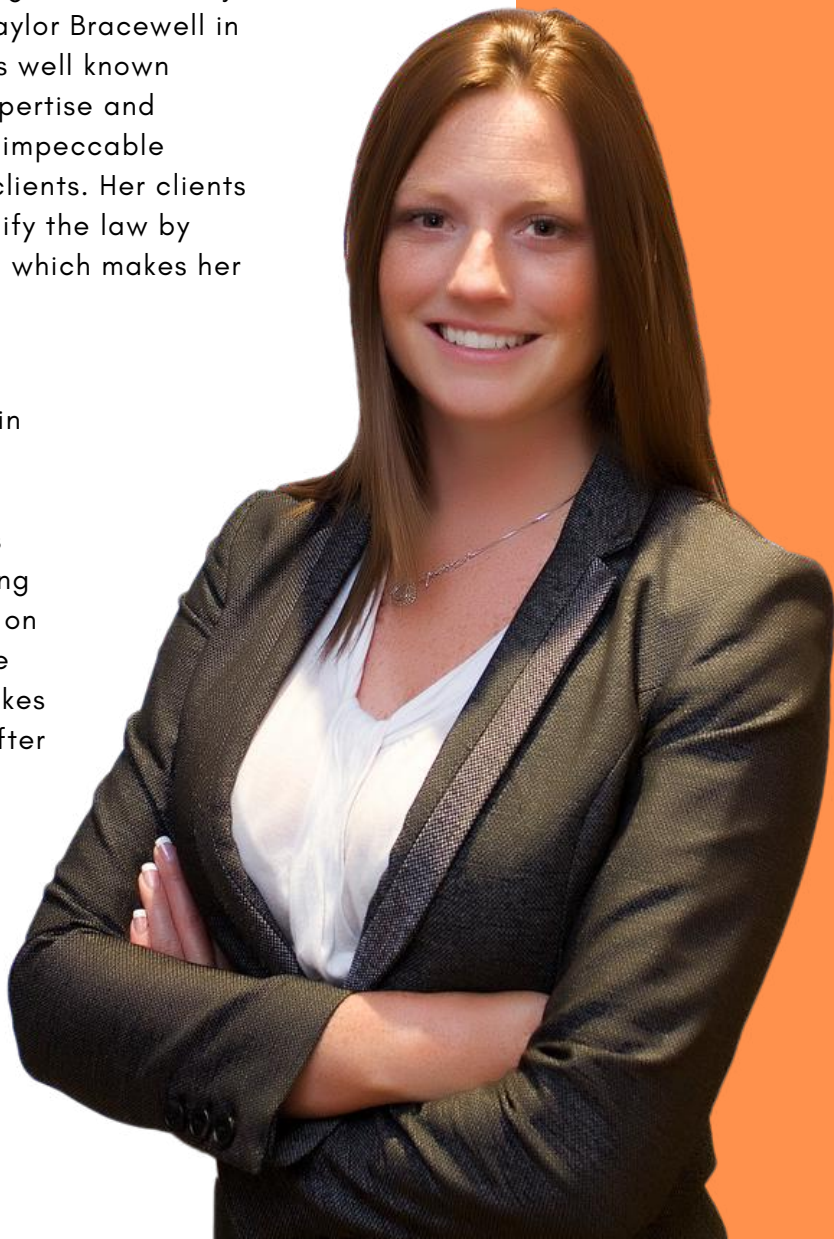
Lauren Smith has over 15 years post qualification experience dealing with private clients in a variety of cases including Wills, Inheritance Tax Planning, Asset Protection, Probate and Administration of Estates, Powers of Attorney, Court of Protection and Trust matters. Lauren acts for all individuals but often acts for elderly or vulnerable clients.

She has gained 15 years of experience by working at several major law firms in South Yorkshire before settling at Taylor Bracewell in 2014, then becoming a Partner in 2018. Lauren is well known throughout South Yorkshire for her advanced expertise and attention to detail. We like to highlight Lauren's impeccable approach and empathy when meeting with her clients. Her clients frequently comment on her great ability to simplify the law by taking the time to use understandable language which makes her clients feel at ease.

Lauren has worked at several major law firms in South Yorkshire before joining Taylor Bracewell in 2014, then becoming a Partner in 2018.

At Taylor Bracewell, we like to highlight Lauren's impeccable approach and empathy when meeting with her clients. Her clients frequently comment on her great ability to simplify the law by taking the time to use understandable language, which makes her clients feel at ease and return to her time after time

In addition to her experience, Lauren is also a member of STEP (Society of Trusts and Estates Practitioners) and is a fully qualified TEP (Trusts and Estates Practitioner). STEP are a leading worldwide professional body in the field of Trusts and Estates, as a result, this means Lauren is a recognised expert when it comes to advising clients on how to manage their affairs.



We would like to say huge congratulations to Lauren on another great achievement!

What other achievements does Lauren Smith have?

In addition to her amazing award as "Asset Protection Lawyer of the year," Lauren has other great achievements and awards, these include:

Will Aid Awards: Lauren and her team have taken part in Will Aid for many years. Will Aid is an annual scheme which has been running since 1998 which raises money for charities by encouraging clients to write a Will for Free in the hope a donation is made to the charity in the Will. In previous years, Lauren has raised incredible and life-changing amounts. To date, Lauren and her team have raised an incredible £205,000 earning the title of "Highest Donating Firm in the UK" which is a huge achievement when sometimes there are over 600 firms taking part.

Women in Law 2022 Award: In 2022, Lauren was awarded the prestigious Women in Law 2022 Award. This award aims to recognise Women in Law as typically the legal sector is a male-dominated profession. This award highlights Lauren's pride in her the work that she does and we can confirm that her work does not go unnoticed by others in the industry as well as her colleagues and clients.

If you would like Lauren Smith to speak with Lauren or her team regarding all aspects of Wills, Probate & Trusts don't hesitate to contact them by calling 01302 341 414 or by [filling out our online enquiry form.](#)



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 Langstaff

April 12, 2023

 Report to admin



WILLS, TRUSTS & PROBATE

VERIFIED REVIEW 

Matter Type:
Wills

Making Wills

We found Taylor Bracewell through Will Aid and, despite being a long way away from them physically, the whole process proved to be smooth and trouble free. All the staff we encountered remotely were friendly, professional and decisive. We thoroughly recommend this law firm.

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



'HOW TO RENT GUIDE 2023' PUBLISHED BY UK GOVERNMENT: EVERYTHING YOU NEED TO KNOW

DISPUTE RESOLUTION

When renting a property all tenants must receive a copy of the latest "How to Rent Guide" published by the UK Government. This is a mandatory document which landlords or agents must provide tenants with at the very start of their tenancy. This also applies if there is a new How to Rent Guide at the time of a tenancy renewal.



In this article we cover everything you need to know about the How to Rent Guide:

What is the How to Rent Guide?

As explained above, the 'How to Rent Guide' is essentially an online government document that all tenants must be provided with at the start or renewal of their tenancy. The document outlines all their legal rights and responsibilities as a tenant as well as the legal obligations of their landlord.

Failure to provide the How to Rent Guide means that a landlord cannot validly serve a Section 21 Notice seeking possession until the breach has been complied with and remedied.

What version of the How to Rent Guide should my tenants receive and how?

Tenants should always receive the latest version of the How to Rent Guide. At current, the latest version was updated on the 24th of March and can be [found here](#).

In regards to how they should receive the document, this is entirely up to the landlord. Some landlords go the traditional method of printing and sending the document to the tenant's property. However, we would always recommend emailing tenants the latest link to the document, this ensures any changes made to the document during the tenancy will also be updated in the link provided meaning they always have access to the latest document.

What changes have been made to the How to Rent Guide in March 2023?

The key changes to the How to Rent Guide 2023 include:

- Mandatory requirement of Smoke and Carbon Monoxide alarms in the property where a combustible gas appliance is situated. This excludes gas cookers.
- Approved identity service providers for UK/Irish citizens under the Right to Rent.

- Code of Practice changes has also been made to the Right to Rent Civil Penalty Scheme for agents and their landlords.

A full outline of changes can be found in the [‘How to Rent Guide 2023: Updated March 2023’](#)

How can Taylor Bracewell help?

Here at Taylor Bracewell we understand being a landlord is no easy job and requires work around the clock to ensure compliance, this is why our team are always on hand to help.

Whenever you are buying a new property to rent or dealing with a dispute with a tenant then our teams are always ready to help. If you require any further information, don't hesitate to contact us by calling 01302 341 414 or by [filling out our online enquiry form.](#)



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Videos which may be of interest to you!

Here are some videos which we hand-picked just for you!

**The importance
of having a Will**



**Will my spouse
be entitled to
half of the
assets i inherit
if we divorce?**



**What process
must my
employer take to
make me
redundant?**



**How much
compensation
will i get for a car
accident?**



If you require any further information regarding these videos don't hesitate to contact us on 01302 341 414

THE LEGAL RIGHTS OF A GRANDPARENT

FAMILY LAW

It's common knowledge that many grandparents play a vital role in the upbringing of their grandchildren; this may be for various reasons but commonly for free child care during working hours for the parents. As a result of this, on occasion, grandparents can get into disputes over the care of the child, and as a consequence can cause disputes between the family. Ultimately this can cause a relationship breakdown often resulting in complete or partial loss of time seeing their grandchildren.



Understanding your legal rights as a grandparent could be the difference between seeing your grandchildren and not.

Here is everything you need to know concerning grandparent's legal rights:

Do grandparents have legal rights in the UK?

In simple terms as a grandparent you do not have the legal right to see your grandchildren in England and Wales. In addition to this, grandparents do not have automatic parental responsibility, it is also not possible for grandparents to gain parental responsibility by applying for a Parental Responsibility Order.

It's important as grandparents to understand that the parent has full legal rights to choose who their children see. This is why refraining from heated arguments is beneficial in the continued visitation of your grandchild. If you are unable to agree arrangements with the parent of the child, then you are within your legal right to ask the family court for permission; they can set out arrangements for the parent and grandparent as to the time spent with the children.

How do I apply to the court for contact as a grandparent?

Attending family court is both mentally and emotionally draining, therefore it should only be considered as a last option. In addition to this, you have to consider legal fees, which could be in excess of £2,000, depending at what stage matters can be resolved.

Each family case is specific to its circumstances, therefore if you have any questions, doesn't hesitate to contact our team immediately by calling 01302 341 414.

What parental rights do grandparents have following the death of a parent?

Despite the death of a parent, the grandparent still does not have automatic rights. However, this can be avoided if the parent had a Will in place which specified that the grandparents are guardians of the children in the event of the parent's death. It's important to remember that this does not automatically give you the legal rights to your grandchildren, however it is a good indicator of the parents' wishes before their death which can be used as evidence in the event it went to family court.

A referral to mediation will always have to be considered before making any application to court and may resolve the matter without protracted court proceedings.

How can we at Taylor Bracewell help?

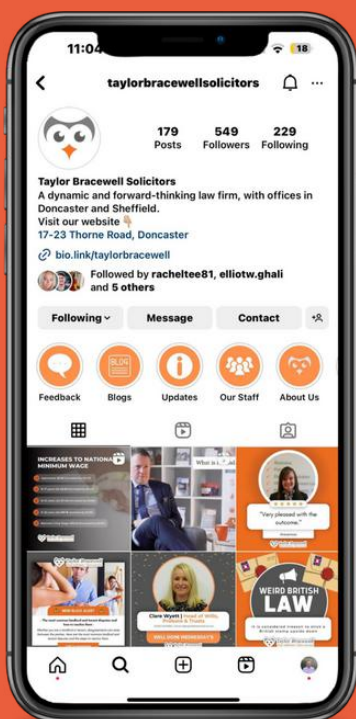
If you're a parent or grandparent who is worried with regard to your legal rights to spend time with a grandchild, then we would always recommend getting in touch and discussing your specific circumstances.

Each case is different and we would always advise based on your circumstances. Please get in touch by calling 01302 341 414 or by [filling out our online enquiry form](#) if you wish to discuss your issue with a member of the team.



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Follow us on Social Media

To keep up with the latest news and trends in law, don't forget to follow us on social media!



New and engaging content posted everyday!

CHANGES TO EMPLOYMENT LAW IN 2023

EMPLOYMENT LAW

There are a number of significant changes coming up in Employment law in 2023. We will see the usual increases to the National Minimum Wage and Living Wage and the compensation limits for the Employment Tribunal (including the Vento bands for discrimination).



Here are the main changes expected to affect Employment Law in 2023:

Flexible Working

Currently, the law states that an employee must have worked for 26 weeks before they can make a statutory flexible working request. Employees can make one request per year and the employer must notify them of the outcome of the request within three months.

However, the Employment Relations (Flexible Working) Bill will see some significant changes, which will favour employees, these include:

- Day 1 right – Employees will be able to make a flexible working request from day 1 of their employment removing the previous requirement of 26-weeks service.
- 2 statutory requests a year – Employees will be able to make 1 further request per year allowing them to make 2 requests for flexible working in 12 months.
- 2-month response time – Employers will have to respond to a flexible working request within 2 months rather than the original 3-month timeframe.

The Bill passed its second reading on the 28th of October 2022. it is anticipated to become law in late 2023/early 2024.

Neonatal Care Bill

The Neonatal Care (Leave and Pay) Bill provides parents with a new right to paid time off if their baby requires neonatal care. Once introduced, it will give both parents up to 12 weeks extra leave and pay to spend vital time with their babies if they are born premature or sick without the worry of returning to work, as long as they meet the qualifying criteria.

Carer's Leave Bill

The Carer's Bill is set to introduce the legal right for employees to take five days of unpaid leave for with long-term caring responsibilities for a dependant. Dependants are considered to be the following; partners, children, parents, people living in the same house as the employee as well as people who reasonably rely on the employee. Employees will also have the legal right to this from day one of their employment.

Once the bill becomes law employees wishing to take this leave will have to give their employer notice which is twice the length of the leave they propose to take (as is the case with annual leave requests). Proof will not be required on how the leave has been used.

All employees will also be protected from dismissal due to requesting such leave. If an employer dismisses an employee as a result of taking carers leave it will be considered automatic unfair dismissal.

Tip Allocation

When tipping in a restaurant or bar it isn't always certain that the staff member will receive the full benefit of the tip. A new bill called "The Employment (Allocation of Tips) Bill" proposes to make it unlawful for employers to take a percentage of their employee's tips meaning employees will receive 100% of their tips, which should lead to an increase in pay for some workers.

It is expected that employers will have to keep a record of the tips received and how they have been allocated and provide a written policy confirming this. This Bill will hopefully create a fairer and more transparent treatment of tips once it becomes law.

Redundancy protection for pregnancy and family leave

Current legislation states that an employer has a legal obligation to offer those on maternity leave, adoption leave or shared parental leave suitable alternative employment (when possible) as a priority over other employees selected for redundancy. Failure to comply with this requirement could lead to unfair dismissal and findings of discrimination.

The new proposed bill called "Protection from Redundancy (Pregnancy and Family Leave) Bill" provides added protection for employees. Once introduced employees will be protected from the point of informing their employer that they are pregnant or taking adoption or shared parental leave to six months after they have returned to work.

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 client's 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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[Find this office on the map!](#)