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## Latimer Hinks - recommended by the Legal 500

**Latimer Hinks, having played a leading role in the legal sector for more than 130 years, has an acknowledged reputation as a progressive practice that provides the highest calibre of legal advice offering tailored solutions to both individuals and commercial clients.**

The latest Legal 500, the world's largest independent legal referral guide, has cited Latimer Hinks' expertise in Corporate and Commercial, Commercial Litigation, Agriculture and Estates, Personal Tax, Trust and Probate and Commercial Property.

## Latimer Hinks shows support for the farming community

**Latimer Hinks Solicitors chose the Great Yorkshire Show, one of the biggest events in the region's agricultural and countryside calendar, to present a cheque for £1000 to representatives of the Farm Crisis Network (FCN).**

**FCN is one of a number of charities benefitting from the record £11,500 that was raised by Latimer Hinks at its 2010 Charity Ball.**

Partner, Anne Elliott said: "We have a large number of farming Clients and were keen to support the farming community, which makes such a vital contribution to the rural economy."

The Tenant Farmers Association, of which Anne Elliott is a Recommended Professional, recently held a sponsored walk to raise money for FCN.

Anne was unable to take part given that the timing clashed with the date of the Ball, but the firm was still keen to show its support for FCN - A UK network of volunteers drawn from the farming community and rural churches providing support to farmers and their families. FCN Yorkshire has 27 volunteers scattered throughout the county and Upper Teesdale.

Anne Elliott, who has worked with the Yorkshire Agricultural Society and Yorkshire Rural Network on

The publication states:

- "Latimer Hinks advised on the sale of a number of architectural practices based in the region and also the South East."
- Latimer Hinks' "evident commitment to the farming community" has significantly enhanced its reputation for agricultural work.
- Clients particularly highlight Anne Elliott, who "combines a clear grasp of the issues, passionate commitment and an ability to communicate in clear everyday language".
- "Tim Haggie is also recommended for agricultural property development".
- "Latimer Hinks has a debt recovery and bankruptcy specialist in Mark Gardner".

Anne Elliott, Partner at Latimer Hinks, said: "Legal 500 is an independent validation of Latimer Hinks' work. It is testament to hard-work and reflects the first-rate relationships we have with clients."

succession planning, added: "Much of the FCN's work is done quietly and behind the scenes, but the pastoral care and support it offers farming families is to be applauded and deserves recognition and backing."

Canon Leslie Morley, chaplain and rural officer for Ripon & Leeds Diocese and honorary chaplain for Yorkshire Agricultural Society, commented

"The donation from Latimer Hinks is a welcome contribution to FCN's funds to help the network continue to offer invaluable support to farmers, who often work in isolated locations and circumstances."

Farm Crisis Network Helpline: 0845 367 9990  
Tenant Farmers Association: 0118 930 6130



Helen Brown - Yorkshire FCN, Rev Sarah Brown - FCN, Anne Elliott - Latimer Hinks Solicitors



Mark Gardner, Partner and Insolvency Specialist

## action plan to help people get out of debt

Mark Gardner has drawn up a ten-point action plan to help people

survive the recession as massive job cuts and business closures loom.

Large scale job losses have hit major private sector employers in the region and now, following the coalition Government's emergency Budget, substantial redundancies are in the pipeline in the public sector.

Mark, who specialises in debt and insolvency issues, said: "Many people are in jobs with an uncertain future. It is advisable that they start overhauling their finances and making provisions to keep them secure should the worst happen."

1. Get out of debt. Pay off balances as much as you can. Put together a debt reduction plan that will help dramatically reduce how much is owed to others. Pay or reduce the most expensive debts first. Consider whether you should transfer the balance onto an interest free card, however do continue to pay the full amount you intend to.
2. Start to live within your means. Assess your real necessities and cut out luxury items.
3. Keep a roof over your head. – Mortgage payment

protection insurance could help meet repayments for a certain period and some mortgage companies allow householders to take a payment holiday when they lose their jobs. Talk to your lender.

4. Find out your redundancy entitlements so you can plan ahead financially.
5. Control costs – shop around for the best deals for the likes of house and car insurance and utility suppliers.
6. If you do need to buy replacement household items don't be afraid to barter/haggle on prices.
7. Gain market intelligence on the best deals before buying anything. The internet is invaluable for research on prices, discount vouchers and special deals.
8. If you use a credit card make it work for you rather than it digging you deeper in to debt. Make sure you do not spend more than you can afford and pay off the full balance each month to avoid accumulating high interest charges.
9. Cash is king - avoid taking out loans or credit as APR rates add substantial interest to the original sum borrowed.
10. Seek expert help about your financial position, particularly for lump sums such as redundancy payments.

Mark Gardner said: "We live in a buy now, pay later society, but as job losses and business closures loom and the recession extends its grip, people need to plan ahead and try to start licking their finances in to better shape.

"People often feel completely trapped when debt starts to spiral out of control, but they can turn the situation around. They should not be afraid to ask for help and should approach recognised experts in their locality who can assist them to get their finances back on track."

For further information contact Mark Gardner: 01325 341500

## new act brings sex & health discrimination into focus

Employers who quiz job candidates on their health, or pay staff less based upon their sex, could fall foul of legislations which comes into force next week, warn Latimer Hinks solicitors.

The Equality Act 2010, part of which comes into force on October 1, will from that date seek to harmonise discrimination law across the variety of its different strands. In alphabetical order, we have age, disability, gender reassignment, marriage and civil partnerships, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

However, employers should now familiarise themselves with new elements to the legislation, including the banning of pre-employment health questionnaires, warns Nick Poole,

He said: "Questions about job candidates' health are being banned with the Equality Act 2010, with the exception of those relating to such things as the ability to carry out a required function of the role. This part of the legislation

also covers health-based questions in job applications or pre-employment references, and referral of candidates to occupational health. Ignoring this change will render employers liable to discrimination claims from unsuccessful candidates, so real care must be taken.

"There is also a part of the Act which relates to equal pay. This alters existing law further in the favour of employees who feel they have been discriminated against. An employee currently needs to be able to highlight a 'comparator' of the opposite sex to be able to claim they are being paid less for equal work on the grounds of gender. From October 1, if no actual comparator exists, the employee can create a 'hypothetical comparator', or highlight a successor to a post.

"Secrecy clauses, or similar action to stop employees from discussing their own pay with colleagues, should they believe there to be discrimination, will also be banned under the Act."

For further information contact Nick Poole: 01325 341500