

OUR PEOPLE  
OUR HISTORY  
OUR VALUES  
OUR CLIENTS  
OUR SECTORS  
OUR STRUCTURE  
**OUR FIRM**

Wilkin Chapman solicitors is the **largest law firm** in the Lincolnshire and East Yorkshire regions with an **unrivalled breadth and depth of expertise and experience.**

We are distinguished by our approachability, innovation and commitment to providing the best service we can to our clients along with achieving and maintaining quality standards such as Lexcel - The Law Society's accreditation standard and ISO 9001 in our recoveries department.



We believe that this quality, service-led approach is also reflected by the number of accreditations and recommendations that we regularly achieve with the UK's leading legal directories, such as Chambers, The Legal 500, Lawyer UK 200 and LEX 100. We've earned the Employer Recognition Scheme Gold Award from the MOD, the highest honour from the Armed Forces Covenant, to recognise excellence in supporting military staff and families. We are also the NFU's Legal Panel Member for Lincolnshire & Nottinghamshire.



*We are a people business - we care about what we do, how we do it and we are integral within the communities in which we live and work.*



**Andrew Holt**  
Senior Partner



# Our people

We have 47 partners and 346 members of staff located across a network of legal offices in Grimsby, Lincoln, Beverley, Louth, Horncastle, and Wilkin Chapman Business Solutions also in Grimsby, providing a unique balance of trusted legal and insolvency advice to both private and commercial clients who are based locally, nationally and internationally.

We recognise the importance of every individual's physical and mental wellbeing. To support our colleagues we offer a range of initiatives to promote good mental health as well as to assist people when their mental health is affected. Our commitment to providing a healthy and supportive working environment means that everyone has access to our monthly wellbeing programme, assisted by Wellbeing Ambassadors – a group of passionate employees who want to make a difference, throughout all of our offices.



# Our history

Wilkin Chapman started life in 1900 and as the client base grew, so too did our expertise as corporate and commercial specialist partners joined the firm. This level of expertise was considered unusual in a provincial practice but formed the basis for our future growth and success.



**1900**

Wilkin Chapman formed  
- Victoria St Grimsby



**1981**

Louth  
office opened

**1958**

Moved to New Oxford  
House, Grimsby

**2013**

Merged with  
Carrick Read

**2010**

Merged with Grange  
Wintringham - Grimsby  
+  
Became LLP

**2005**

Merged with Cooper  
and Wright, Beverley  
office opened

**1999**

Merged with  
Epton & Co - Lincoln

**1992**

Horncastle  
office opened

**1998**

Merged with Gilbert  
Blades Solicitors - Lincoln  
office opened

**2017**

New Grimsby  
head office

**2018**

Merged with Silke & Co Ltd  
to form Wilkin Chapman  
Business Solutions

The last twenty years has seen further mergers with numerous firms across Lincolnshire, East and South Yorkshire as we have continued to strengthen our presence in our heartland and build Wilkin Chapman into the firm that is recognised today.



# Our values

In a fascinating and complex history where the past has shaped the present, one of the constants is our core values which place the client at the heart of the firm. Our values are the bedrock of Wilkin Chapman. They define who and what we are. They underpin everything that we do.



## Outstanding Service

We're passionate about being number one for service and determined to provide excellence as standard. We are responsive, attentive and always put our clients at the centre of everything we do.



## Teamwork & Collaboration

By working as a team with others and playing to our individual strengths, we deliver the best possible results for our clients.



## Approachability

We don't hide behind jargon or behave indifferently. Our enthusiasm and approachability sets us apart, helping us to get the job done quickly and efficiently with a smile on our faces.



## Innovation

We're open to change, inquisitive and hungry to find ways to improve. We focus on creating new approaches to make things better, faster and more cost effective.



## Commitment To Achieving Results

Our clients' success is our success and this drives us forward. We always put our clients first, by understanding their objectives and doing everything we can to help them.

# Our deals

In the last 24 months alone, we have advised on deals worth more than £400 million and we are the leading team in the region for high level corporate mergers and acquisitions advice.

## Funding for Growth



### CNG Fuels

**Team:** Corporate & Commercial

## Commercial Contract/Employment



### Prax Group

**Team:** Corporate & Commercial/Employment

## Sale of Business



### RMS

**Team:** Corporate & Commercial

## Town Centre Development



### Lincolnshire Co-Op

**Team:** Commercial Property

## Strategic Merger



### Today's Wholesale

**Team:** Corporate & Commercial

## Residential Development



### Linden Homes

**Team:** Commercial Property

## People Management



### Aga

**Team:** Commercial Property/Employment

## Cash Flow



### Npower

**Team:** Recoveries



# Our clients

## Growth:

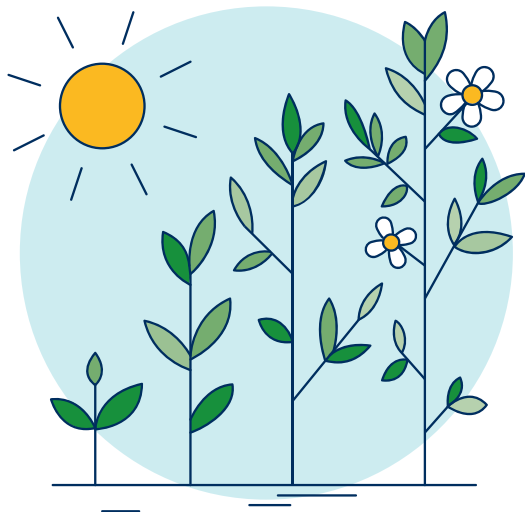
Many of our clients have grown with us. We were approached by a third-generation farmer client, whose family business we have helped over many years. Canny decisions to buy previously tenanted land, a constant eye on succession planning and strong entrepreneurial spirit had seen them thrive with our support. They wanted further help to develop and lease an anaerobic digestion (AD) plant.

They had already applied and obtained planning and were now seeking to market the AD plant for development. Drawing on our wider experience in this area, we worked with specialist land agents to market the project and negotiate and implement detailed terms with the successful bidder. It was essential to get the detail agreed around the creation and sale of a special purpose company, the lease to that company and the feedstock agreements, so that the packaged deal could be designed and implemented by our specialist lawyers. By working collaboratively with the client's accountants and land agents, we were at the centre of driving the project forward in the most tax efficient way to maximise the net return for the client.

A great illustration of our how our agricultural and energy sector specialists worked together with other professionals to ensure continued family success.

**Catherine Harris**  
Partner and Head of Agriculture

**Russell Eke**  
Partner and Head of Corporate and Energy



## Cashflow Management:

We have a long-standing relationship with a national utility company, supporting the business in recovering outstanding bill payments.

When first consulted, the client had a large debt book and a one-dimensional recovery process, using debt collection agencies without identifying hardcore non-payers from potentially vulnerable customers. The company had never taken legal proceedings to recover overdue accounts.

We worked from director level to collections managers, to develop a strategy that:

- 1) Identified customers suitable for legal recovery action by evolving a data cleansing system;
- 2) Managed any reputational risk resulting from legal action;
- 3) Provided a high level of return on investment;
- 4) Developed a method for pursuing debt recovery, and analysing work to highlight weekly flows for money recovered, accounting and billing.

The result has seen improved debt collection and cash flow, whilst ensuring legal spend is focused and costs reduced. This also protects the client's reputation and its vulnerable customers. Recovered debt has increased by around £4million per year with a return on investment of £4 to every £1 spent.

**Chris Grocock**  
Partner & Head of Recoveries

## People:

We have ongoing instructions for a national business, which has grown significantly and, over the last two years, has purchased another company with two new sites.

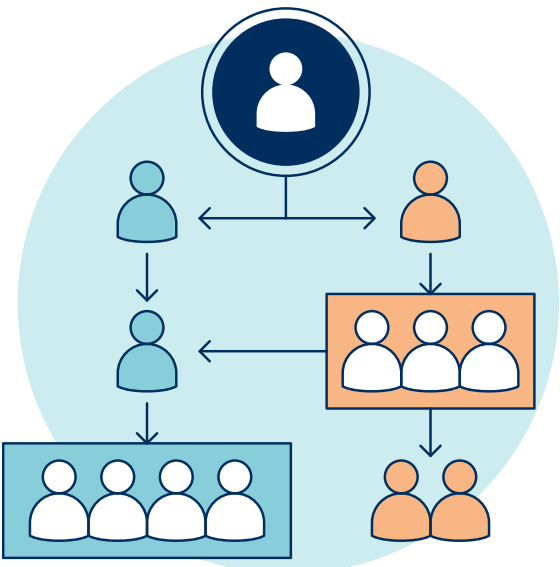
We advised the client on this purchase while providing strategic advice on the restructure of its HR, finance and administration management teams, enabling head office centralisation.

The inhouse HR department was supported at the consultation meetings, aiding the overall process whilst allowing the firm to focus on the integration of the new company from a business and process perspective.

We provide ongoing support through our Adapt HR advice line, with a priority to improve attendance and performance. New sickness absence and performance management policies were implemented, with training ensuring the relevant managers confidently handle any issues.

As a result, absences have reduced and performance issues addressed through coaching and mentoring, with managers able to conduct necessary disciplinary or dismissal action.

**Teresa Thomas**  
Partner & Head of Employment



## Risk:

The Chief Executive of Castle Point Borough Council had called in the Local Government Association to review how the Council handled planning applications because of concerns about the probity of decisions taken by councillors.

Some-time after that review, a councillor complained that the Leader of the Council had lobbied other councillors and senior staff to get planning applications passed, for a property owned by his son and one owned by a developer.

We were appointed by the Council as independent investigators. After interviewing 15 witnesses, including councillors, staff, former staff and the Leader, our team produced a detailed report highlighting how the Leader had breached the Council's code of conduct, by improperly seeking an advantage for his son and the property developer who was a close friend.

Faced with a clear and conclusive report, the Leader resigned from all his positions and left the Council. We steered a path through the complexities of the investigation which has allowed the Council to achieve a clean break outcome. This means that the Council can show that members must adhere to the highest possible standards of conduct, whatever their role, position or standing.

**Jonathan Goolden**  
Partner, Regulatory & Public Sector

## Business Wealth:

We were appointed to act on the sale of Henderson Insurance Broking Group to AON UK, delivering 16 offices and more than 400 employees into the American professional services giant.

Key to our appointment was our reputation as a law firm with a highly commercial approach, enabled by a broad and technical knowledge of the target business and the ability to focus on the key issues for the client to achieve a successful outcome.

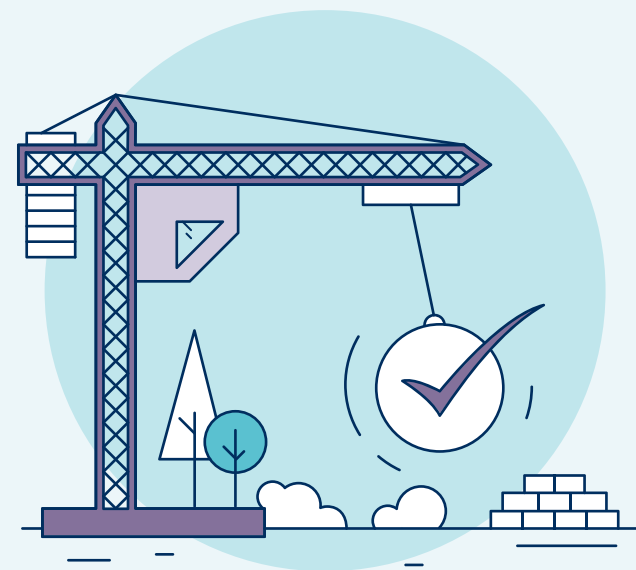
With a 'no nonsense approach' to 'getting the deal done' we adopted the right strategy, working with both parties to ensure the deal was delivered on time, achieving key criteria by not becoming overly embroiled in unnecessary detail. Such actions take experience and discipline and can be missing with other legal advisors.

In addition as with all transactions, we made sure that the sellers were regularly appraised of all developments, keeping them fully in the loop at each stage of the process.

The result was a successful sale, negotiated hard for our client, ensuring an excellent result.

### Ian Sherburn

Partner, Corporate & Commercial



## Development:

Dealing with historic covenants, devising a complex building approach and providing bespoke plot sale support – we were able to offer one client a 'one-stop-shop' approach, supporting them through acquisition, build and sale.

During due diligence, issues relating to historic covenants were identified. Due to them being somewhat out of the ordinary and potentially prejudicial to purchase and build, we sourced bespoke indemnity insurance. We also negotiated a phased reduction of the excess once certain build stages were reached.

As the developer acquired the land, we advised on a complex phased option meaning the site could be developed over four phases - reducing risk and supporting working capital requirements over a four-year period.

We advised on the terms and conditions attached to the proposed funding, managing serviceability by discharging on a plot by plot basis with security taken one phase at a time, which was secured by personal guarantees;

As the build commenced, we advised on infrastructure agreements and we provided bespoke plot sale support through our inhouse case management system.

This end to end service really sets us apart, ensuring we support our clients in achieving their objectives.

### Rachael Dicken

Partner & Head of Commercial Property

## Private Wealth:

Following the death of her husband, a client needed extensive support with a number of complex financial and business matters.

Her late husband ran their business as a sole trader and his passing left real issues for the family including access to financial support for dependents, the logistics of running the family business, accessing capital tied up in multiple assets and liaising with the wide range of intermediaries with whom our client had no previous relationship or connection.

We worked with the client and her family for more than 12 months, sometimes on a daily basis, supporting with all aspects of the estate administration from resolving personal financial matters to arranging the sale of assets as well as co-ordinating matters with the family accountant and, for a period, the running of the family business.

All this was done in a way that was legally robust with a focus on the commercial context, but also mindful of the human element in always keeping the family's best interests balanced with that of their employees and the wider community.

### Lisa-Jane Howes

Partner & Head of Wills, Estates, Tax & Trusts



## Relationships:

A client with complex business arrangements, properties in the UK and abroad and a business which was going through an HMRC tax investigation, approached us to support him in dealing with the financial aspects of his divorce.

We adopted a pragmatic and firm route through the litigation, ensuring our client obtained expert advice in relation to the HMRC investigation, his pensions and that his business interests, shares and properties were appropriately valued. We further obtained the necessary protection for him in connection with the terms of the financial settlement reached – ensuring that his wife shared an equal responsibility for the tax liabilities and financial risks attached to the HMRC investigation.

We carefully guided him through the litigation and saw the sale of the family home to enable both parties to appropriately rehouse, and the sale of his shareholding which enabled our client to retire and to discharge all the tax liabilities. We liaised closely with colleagues in our corporate and commercial team to ensure that funds were held in escrow pending the conclusion of the HMRC investigations.

We ensured that ultimately our client received a fair and equal share of all of the matrimonial assets and that his wife, despite her best efforts to avoid the same, had to share all of the tax and HMRC liabilities. Our client has now been able to move forward, free of the significant debts which were previously hanging over him.

### Lisa Boileau

Partner & Head of Family

# Our testimonials

Client testimonials are extremely important to us. We value the opinions of our clients to not only measure our service delivery, but to assist us to ensure we are providing the best possible service.

*'Joshua Briggs' legal knowledge is exceptional. He grasps issues swiftly and identifies solutions at an early stage wherever possible. Joshua is also excellent with clients, he has a firm but fair approach to disputes, and will take all necessary steps to bring about a resolution for his clients.'*

Legal 500 **Property Litigation**



*'Lisa-Jane Howes is a great lawyer who leads the firm's private client team, assisting clients with probate, estate planning and administration, wills and charitable foundations. She is conscientious and knowledgeable in the administration of trusts and estates and very prompt in replying to any correspondence or queries. She is also very approachable, uses plain English and understands the requirements of charities, making her very easy to deal with'*

Chambers UK **Private Client**



*'Rachael Dicken is hands on, pragmatic and always available.'*

Legal 500 **Commercial Property**



*'Russell Eke has a very detailed knowledge of the market. His work is always carried out to a very high standard, in a timely fashion.'*

Legal 500 **Corporate & Commercial**



*'Paul Bowden and Mark Taylor are great ambassadors for the firm - they make themselves available when needed and have provided solid sensible solutions to difficult cases'*

Legal 500 **Debt Recovery**



*'James Marsden, very approachable attitude, particularly knowledgeable about pensions. Provided sound legal advice but was also sensitive to the emotional impact of legal proceedings.'*

Legal 500 **Family**



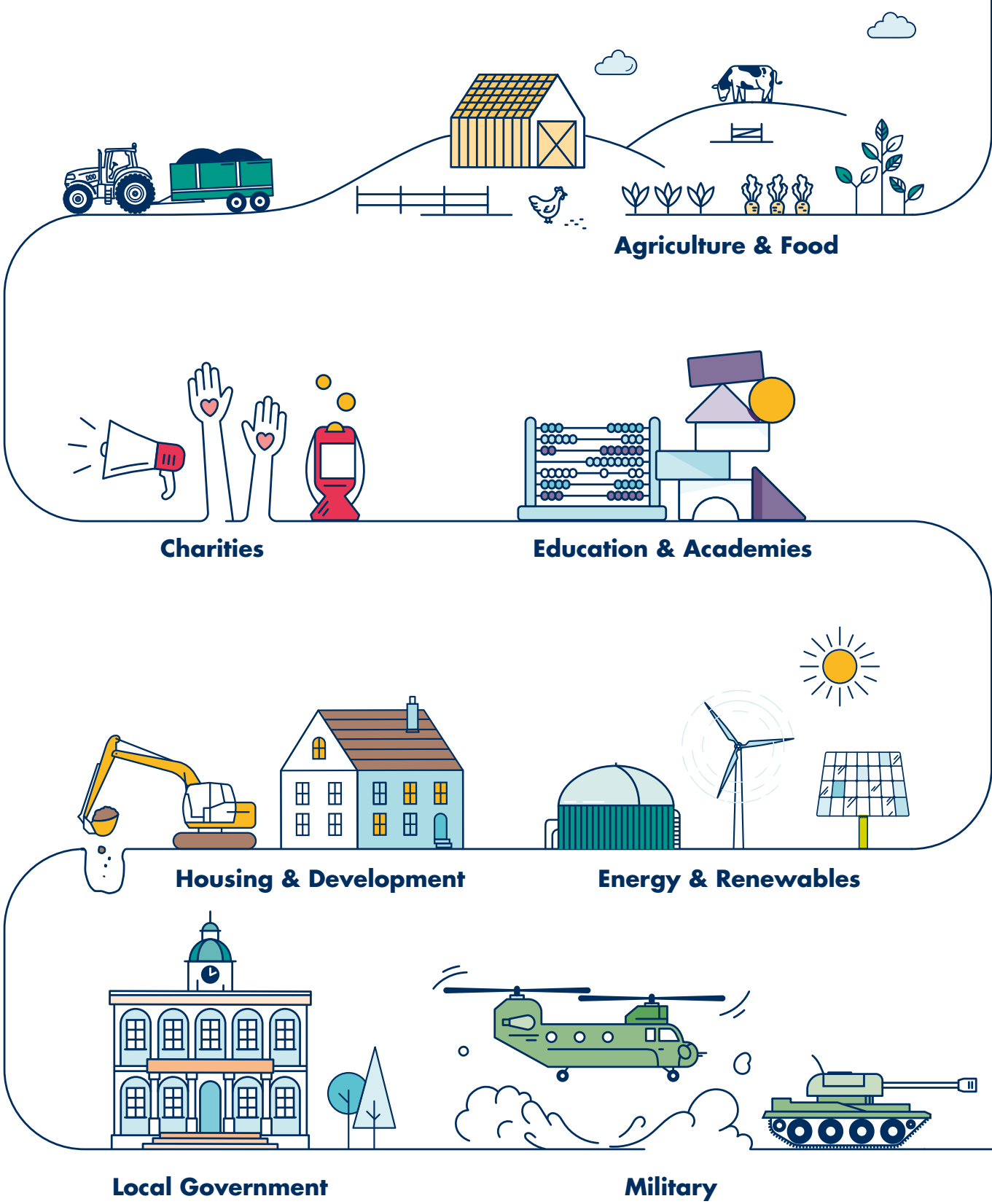
*'Catherine Harris heads the firm's agriculture department and is described by sources as "excellent and approachable." She has considerable experience advising on agricultural matters, including the sale and purchase of farms and renewable energy projects'*

Chambers UK **Agriculture**



# Our sectors

We have established some very niche expertise in specialist sectors



# Our departments

Our 12 specialist departments are split into **Business** and **Private Client** service areas. These areas overlap so that we are able to provide a complete legal service to both individuals and businesses.



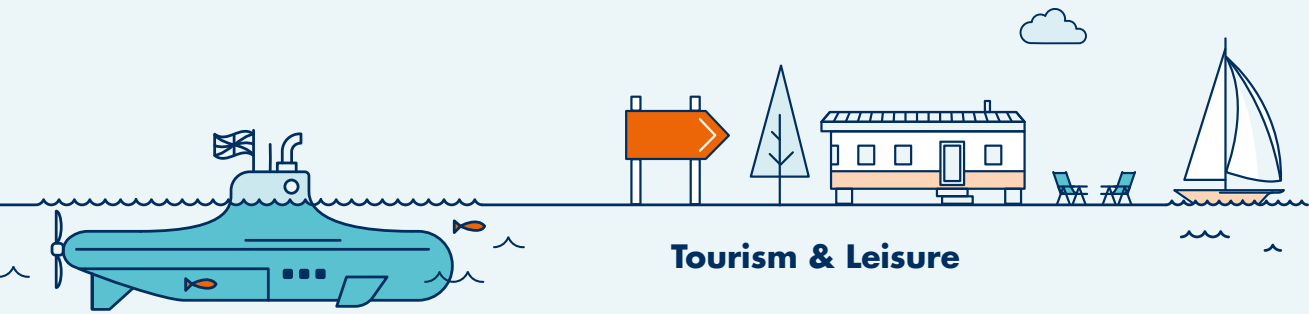
## Private

- Armed Forces & Courts Martial
- Conveyancing
- Criminal Defence & Regulatory
- Employment
- Family
- Firearms Licensing
- Immigration
- Medical Negligence
- Personal Disputes
- Personal Injury
- Tenant Services
- Wills, Estates, Tax & Trusts



## Business

- Agriculture
- Commercial Disputes
- Commercial Property
- Construction & Engineering
- Corporate and Commercial
- Employment Law & HR Advice
- GDPR
- Immigration
- Insolvency
- Landlord Services
- Licensing
- Recoveries
- Regulatory & Public Law
- Social Housing



## Tourism & Leisure



**Grimsby**  
01472 262626

**Lincoln**  
01522 512345

**Beverley**  
01482 398398

**Louth**  
01507 606161

**Horncastle**  
01507 527521

**Wilkin Chapman  
Business Solutions**

**Grimsby**  
01472 246666

**Lexcel**  
Legal Practice Quality Award  
Law Society Accredited

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