

The Ashfords logo is positioned in the top right corner of the page. It consists of the word "ashfords" in a white, lowercase, sans-serif font. The background behind the logo is a vibrant green geometric shape, part of a larger pattern of overlapping triangles in various shades of teal and green that covers the entire page.

ashfords

Focus on  
NHS  
2022

Ashfords LLP  
[ashfords.co.uk](http://ashfords.co.uk)

# Our services

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## We have extensive experience of advising NHS bodies including Foundation Trusts.

Our advice covers a wide range of areas, including: mergers and joint ventures and other collaborations; commercial agreements; property acquisitions and disposals, construction and planning matters; employment (including TUPE) matters; immigration; data protection and other complex regulatory and compliance issues; and dispute resolution and CQC and HSE investigations and inquests.

In advising our NHS clients we can also draw on our extensive experience of advising companies and their investors on collaboration with the public sector in the digital health and life sciences sector, and of advising local authorities on the commissioning of various social care and other services.

We are committed to providing a responsive service which takes into account the political sensitivities, financial constraints and regulatory controls that affect the day to day work of our NHS clients and which recognises the vulnerability of patients and other service users.



### Legal 500

Ashfords' Healthcare team have been ranked tier 2 in the 2023 edition.

# Our experience

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We combine legal expertise, commercial experience and our wider network to help our clients achieve their goals. So, to many clients, we are more than lawyers, we are professional advisers, mentors, problem-solvers.

Above all, we believe that every client should expect and receive value for time and value for money. Which means that we always aim to provide advice that is not just technically sound, but that is grounded in our understanding of your world.



## Examples

### Corporate

Advising on the first ever merger of an NHS Foundation Trust and an NHS Trust

Advising on a merger involving a Mental Health Trust and another NHS Trust

Advising an NHS arm's length body on its exit from a joint venture with an independent sector partner

Advising a public private partnership (between a leading provider of outsourced services and two London NHS Foundation Trusts) on pathology services contracts and governance

Advising a range of NHS Foundation Trusts on due diligence and strategic reviews

### Real Estate

Advising an NHS Trust in relation to the expansion of a Mental Health Unit at a large regional hospital to increase the inpatient bed capacity

Advising on a range of leasehold management issues including the granting of leases, lease renewals, consent issues and contentious matters for premises such as clinics, office space, surgeries and staff accommodation

Acting for a Trust in connection with the lease of a site including obsolete hospital buildings for conversion and redevelopment as a studio school

Advising on the disposal of surplus land following the promotion of the area for 200 dwellings and a care home

### Commercial

Acting for an NHS Trust in relation to engaging Salary Finance Ltd to provide a platform for salary finance services for Trust employees

Advising an NHS Trust on the terms of agreements for

Clinical Services Placements with Universities

Advising on a Service Level Agreement between partner organisations in relation to the Transformation of Research Delivery programme

# Our experience

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## Examples

### Employment & Immigration

Acting as principal advisors to an NHS Foundation Trust on all employment law issues since 2013. Work carried out includes:

- Advising and representing the Trust in all Employment Tribunal cases many of which involve complex issues of discrimination and whistleblowing
- Advising on TUPE and related “service provision change” issues
- The review, preparation and application of HR policies
- Organisational change and re-structuring Employment relationship advice on matters such as conducting disciplinary and grievance processes and sickness absence management
- Advising on numerous immigration issues including dealing with staff who have lost the right to work in the UK

### Commercial Disputes

Advising on a high value contractual dispute concerning purported liability for recruitment fees where a recruitment agency sought payment having introduced candidates 11 months prior to them being employed

Advising on a reputation / harassment matter in which a senior doctor was impersonated on Facebook using an imposter account

Advising in relation to issues arising out of the termination of various contracts

Advising an NHS Trust on a claim for negligent mis-statement arising out of allegations that an unfair reference was provided by the Trust which resulted in a job offer being withdrawn

# Our experience



## Examples

### Business Risk & Regulation

#### Regulatory Investigations

- Acting for an NHS Trust on an ongoing CQC investigation concerning Emergency Department care and Estates health and safety issues following a fall from height
- Supporting operators of NHS and Local Authority commissioned services with CQC investigations into fatalities and serious incidents, alleged breaches of the Care Act, the Health and Safety at Work etc Act and Inquests
- Advising a private hospital on medical waste compliance issues and regulatory investigations into the disposal of medical waste

#### Advisory

- Advising in relation to regulatory compliance aspects of apps and software
- Advising in relation to product compliance and medicines regulation arising from the development of a novel sanitary product

Advising on the product safety and import requirements for PPE

- Advising on medical devices and medicines marketing authorisations and UKCA and CE marking

#### Inquests & Inquiries

- Representing many care providers in Inquests concerning risks issues including falls, recording keeping, including advising in relation to Prevention of Future Deaths Reports and in relation to Inquests concerning Mental Health Act issues
- Representing participants and witnesses to Public Inquiries

# Our team

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**Jocelyn Ormond**

Partner  
Corporate  
j.ormond@ashfords.co.uk  
Mobile +44 (0)7872 677082



**Ben Tarrant**

Partner  
Real Estate  
b.tarrant@ashfords.co.uk  
Direct +44 (0) 117 321 8035



**Kirsty Cooke**

Partner  
Employment (including Immigration)  
k.cooke@ashfords.co.uk  
Direct +44 (0)1392 333908



**Ian Manners**

Partner  
Healthcare Risk & Regulation  
i.manners@ashfords.co.uk  
Direct +44 (0)117 321 8056



**Katie Webber**

Partner  
Court of Protection (inc Mental Capacity)  
k.webber@ashfords.co.uk  
Direct +44 (0) 117 321 8035



**Charlotte Hill**

Associate  
Real Estate  
c.hill@ashfords.co.uk  
Direct +44 (0)1392 333912



**Lucy Woods**

Partner  
Public Sector (inc Procurement)  
l.woods@ashfords.co.uk  
Direct +44 (0)78726 77082



**Jess Flanagan**

Consultant  
Court of Protection  
j.flanagan@ashfords.co.uk  
Direct +44 (0)1823 232303



**Brett Lambe**

Senior Associate  
Commercial (inc Intellectual Property)  
b.lambe@ashfords.co.uk  
Direct +44 (0)117 321 8056



**Warren Reid**

Partner  
Property Litigation  
w.reid@ashfords.co.uk  
Direct +44 (0) 117 321 8014



**Vanessa Kibble**

Associate  
Property Litigation  
v.kibble@ashfords.co.uk  
Direct +44 (0)1392 333912



**Hannah Pettit**

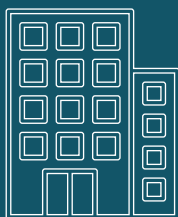
Associate  
Commercial (inc Data Protection)  
h.pettit@ashfords.co.uk  
Direct +44 (0)117 321 8079

# Ashfords at a glance

Lawyers you can count on to deliver because we care as much as you do about getting the right result.

Figures relate to financial year 2021 - 2022

## Ashfords in numbers



# 4

Offices in the UK

# 500+

People

working flexibly as part of our 'New Ways of Working' framework.



# +70

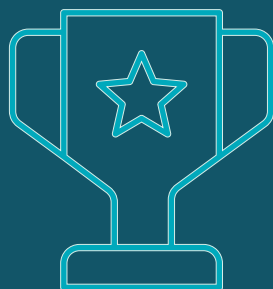
Countries

worldwide where we can support clients with their legal needs.

## Recognition

Ranked in

### The Times Best Law Firms



# 2023

Real Estate, Restructuring & Insolvency and Corporate.

Ranked by

### Experian MarketIQ

as one of the most active legal advisers by volume in the south west and in the top 20 for the UK.



Recognised by

### World Trademark Review

as a leading UK trademark practice for the second year.

## Recognised by Chambers

for our expertise in

21 practice areas with

9 band one lawyers and

48 lawyers individually recognised.

## Legal 500

in 36 practice areas with nine top tier rankings, 33 lawyers individually ranked with 13 rising stars.



## Environmental & community impact



### The Ashfords Foundation

a grant making charity established to bring together all of Ashfords' charitable giving.



# 335

volunteering hours recorded across a wide range of projects.



# £66k+

raised so far by people across the firm for our charity of the year.

# 11

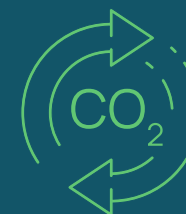
apprentices

to widen access to careers in the legal sector through our apprenticeship and solicitor apprenticeship schemes.



# £6k

funding for the Marine Scholarship at the University of Plymouth – one of the leading marine courses in the UK.



# 271tCO2e

Offsetting our annual reportable emissions through a recognised UN scheme. 69% of our waste recycled and zero to landfill.

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#### **Exeter**

Ashford House,  
Grenadier Road,  
Exeter EX1 3LH  
T: +44 (0)1392 33700

#### **Bristol**

Tower Wharf,  
Cheese Lane,  
Bristol BS2 0JJ  
T: +44 (0)117 321 8000

#### **London**

1 New Fetter Lane  
London EC4A 1AN  
T: +44 (0)20 7544 2424

#### **Plymouth**

Princess Court,  
23 Princess Street,  
Plymouth PL1 2EX  
T: +44 (0)1752 526000