



# DARWIN GRAY

## About Us

Stephen Thompson

04/10/2016

Clear Thinking. Smart Results.



# Darwin Gray

## Est. 2002

Darwin Gray is a commercial law firm based in Cardiff, providing the full range of legal services that businesses and business people require.

Our teams have the expertise to deal efficiently with your business' day to day legal issues and our partners have a minimum of 15 years' experience in their specialist areas. Passion for their respective sectors gives our solicitors a crucial advantage when dealing with your legal matters.

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# Our Clients



- Our clients come from all over Wales and the rest of the UK, and range from individual entrepreneurs and executives through to small and medium sized businesses to large PLCs.
- At Darwin Gray we have a strong team ethic, putting approachability, consistency, and quality at the heart of everything we do. Our clients' businesses are always at the forefront of our minds.
- We are proud of the genuinely personal and friendly nature of our firm. We make sure we are accessible to our clients through direct contact details and reliable response times.

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# Our Expertise



We specialise in a number of commercial fields, including:

Commercial Property, Development & Planning

Employment & HR

Corporate and Commercial

Dispute Resolution

Social Housing

Property Litigation

Insolvency

Construction

Intellectual Property/IT

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# Meet The Teams



## Commercial Property

“...excellent; the value and response times are good, and advice is relevant” (Legal 500)

- Darwin Gray’s Commercial Property team acts for a broad spectrum of clients from business start-ups to national house builders and everything in between.
- Our team have a wealth of experience across the commercial property field. We understand the key objectives of our clients’ businesses, which enables us to deliver tailored, clear, and pragmatic advice in a cost effective way.

### Our two core areas of expertise include:

#### Development

- Site acquisition
- Options and Development Agreements
- Overage
- Planning, highways & infrastructure agreements
- Regeneration projects
- Complex site assembly for commercial and residential schemes
- Pre-lets and plot disposals
- Energy, Mining and Mineral Projects

#### Transactional

- Acquisitions and Disposals for business occupiers, investors and pension funds
- Landlord and Tenant work
- Secured lending
- Dealing with the property aspects of corporate acquisitions, disposals & funding
- Property related of insolvency work

## The Team



Donald Gray,  
Partner



Rhodri Lewis,  
Partner



Catherine Burke,  
Senior Associate



Gareth Wedge,  
Senior Associate

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# Meet The Teams



## Employment and HR

“...very professional service” (Legal 500) “...good and helpful advice” (Chambers)

- Darwin Gray’s skilled Employment and HR department deals with all areas of employment law: from the beginning of the employment relationship through to conducting cases at employment tribunals. Our team works on behalf of companies as well as employees in both contentious and non-contentious cases.
- We advise, in cooperation with our HR consultants, on a range of measures including anti-discrimination policies and procedures, flexible working, and employee terms and benefits.

### Employment

- Contracts of employment
- Discrimination
- Discipline / Performance Management
- Dismissals and grievances
- Employment Tribunals
- Employee data and monitoring
- Policies and Procedures
- Redundancy & Reorganisation
- Transfer of Undertakings (TUPE)
- Flexible working / Part time working
- Pay and Benefits

### Human Resources Consultancy

- Drafting and implementation of contracts
- Recruitment and selection support
- Administration & induction of new starters
- Monitoring & managing sickness absence
- Performance management systems
- Redundancy consultations & consultation on TUPE
- HR strategy development
- Training on equal opportunities, diversity and dispute resolution

## The Team



Fflur Jones,  
Partner



Damian Phillips,  
Partner



Owen John,  
Senior Associate



Rachel Ford-Evans,  
Solicitor



Fiona Sinclair,  
HR Consultant



Joanna Adams,  
HR Consultant

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# Meet The Teams



## Corporate & Commercial

“...well-founded advice” and “good value for money” (Legal 500)

- Darwin Gray’s dedicated Corporate & Commercial team offers a full range of corporate and commercial services. We know it is crucial to understand our clients’ businesses inside out so that we can deliver pragmatic solutions and expert legal advice. We have a reputation for a high level of expertise and for being commercially aware.
- Our team has extensive experience with general corporate and commercial matters as well as specialisms in individual areas of expertise such as franchising and intellectual property. We also offer training, including open courses and bespoke in-house training.

**We provide a full range of corporate and commercial services including the following:**

### Corporate

- Private sales and acquisitions of limited companies and businesses
- Management buy outs and buy ins
- Joint ventures
- Corporate reorganisations
- Share buybacks
- Shareholder agreements
- General tort and equity
- Veterinary practice sales and purchases
- Commercial contract review
- Lottery, betting and gaming law
- Charities and third sector
- Franchising
- Intellectual Property
- E-commerce
- Partnerships and LLPs
- Data licensing and protection

### Commercial

## The Team



Stephen Thompson,  
Partner



Donald Gray,  
Partner



Gareth Wedge,  
Senior Associate



Tegen Quinn,  
Associate



Siobhan Williams,  
Solicitor

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# Meet The Teams

## Dispute Resolution

The team is “renowned for its contentious insolvency, property litigation and professional negligence work” (Legal 500)

- Over 95% of disputes are resolved by negotiation or some form of mediated settlement. However, if a desirable settlement is not possible, we at Darwin Gray will make every effort to ensure that you are ultimately successful.
- Our litigation and dispute resolution service is led by partners who all have extensive experience of dealing with commercial disputes. We work closely with the Commercial Property department and the Employment department when necessary to ensure the best results for our clients.

**The list below is not intended to be exhaustive, but gives an idea of the most common types of disputes we see:**

- Contractual (personal and business)
- Debt claims and banking disputes
- Professional negligence including claims against solicitors, accountants and architects
- Construction disputes, including arbitration and adjudication
- Partnership/shareholder disputes
- Trusts/probate
- General tort and equity
- Public law claims e.g. misfeasance; breach of statutory duty; natural justice
- Procurement and tendering disputes
- Defamation, internet and intellectual property (see separate page)
- Fraud
- Injunctions

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## The Team



Kempton Rees,  
Partner



Ian Herbert,  
Partner



Stephen Thompson,  
Partner



Rhodri Lewis,  
Partner



Neil Morgan,  
Partner



Tegen Quinn,  
Associate



Kate Heaney,  
Solicitor

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# Meet The Teams

## Social Housing

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“...massively knowledgeable, with “an aura of calm determination.”

- We offer all services within the sector with a commitment to providing high quality, professional, and cost-effective legal advice.
- We also offer a range of bespoke services, including in-house training, advocacy services for in-house anti-social behaviour, rent, and maintenance teams, as well as consultancy services on projects.
- Besides advising our clients, we also provide training sessions for board members, directors, and employees, including housing management, employment, and HR.

**We provide advice and consultation on a range of issues including, but not limited to, the following matters:**

- Housing Management & Anti-Social Behaviour
- Housing Disrepair
- Service Charges
- Dispute Resolution
- Commercial Property
- Private Lettings
- Procurement
- Construction, Development, & Regeneration
- Employment and Human Resources
- Commercial Contracts
- Franchising

## The Team



Neil Morgan,  
Partner



Fflur Jones,  
Partner



Damian Phillips,  
Partner



Rhodri Lewis,  
Partner



Stephen Thompson,  
Partner



Kate Heaney,  
Solicitor



Ceris Evans,  
Trainee Solicitor

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## Property Litigation

“...knowledge, responsiveness, and flexibility.”

- Our team will always offer practical advice, looking for sensible and commercial solutions. Where appropriate we will look at alternative dispute resolution methods to avoid litigation. In many cases seeking advice at an early stage means potential future issues can be identified and avoided - as can future costs. However if litigation is required there is no one better to have on your side.
- The team offers combined experience in this area of over 40 years and is strengthened by solicitor Kate Andrews. Clients have been quoted in legal directories, saying there is nothing that the team cannot handle.

**Our wide-ranging expertise includes, but is not limited to, the following areas:**

- Land Ownership
- Development
- Landlord & Tenant
- Professional Negligence
- Agricultural land

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Rhodri Lewis,  
Partner



Neil Morgan,  
Partner



Donald Gray,  
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Kate Heaney,  
Solicitor



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Trainee Solicitor

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## Insolvency

“...experienced and confident” (Client) “...very easy to work with” (Chambers)

- Darwin Gray’s Insolvency team has extensive experience in advising insolvency practitioners, creditors, debtors, and directors in relation to both corporate and personal insolvency issues.
- We have acted both for and against directors of insolvent companies in respect of alleged breaches of fiduciary duties and wrongful/fraudulent trading claims, as well as directors’ disqualification proceedings.

## The Team



Ian Herbert,  
Partner



Kempton Rees,  
Partner



Stephen Thompson,  
Partner



Tegen Quinn,  
Associate

### Corporate Insolvency

We advise and act for insolvency practitioners, directors and creditors on all aspects of corporate insolvency, including, administration, receivership, liquidations, and CVAs:

### Personal Insolvency

We regularly advise debtors, creditors and insolvency practitioners in relation to all manner of bankruptcy issues, including:

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# Meet The Teams

## Construction

“...experienced and knowledgeable”

“...well-versed in construction disputes” (Legal 500)

- Darwin Gray’s Construction team acts for a variety of construction professionals, including main contractors, sub-contractors, and specialist contractors. We handle a mix of contentious and non-contentious construction work.
- We advise on the full range of standard construction contracts, including JCT, NEC, and ICC. We also regularly draft bespoke construction contracts for our clients. In addition, we advise on professional construction contracts and letters of appointment.
- Beyond non-contentious issues, we are also involved in construction related disputes. These cases commonly include litigation, arbitration, and adjudication. As part of our work in this sector, we regularly engage with experts in a range of disciplines, including engineering, surveying, planning, and valuation.
- In addition to construction related disputes, we frequently advise on professional negligence claims against construction professionals, including valuers, surveyors, and architects. We often work with local construction professionals on issues in which their clients require legal advice.



## The Team



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Donald Gray,  
Partner

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## Intellectual Property / IT

“...intellectual and erudite” (Chambers)

- Darwin Gray provides specialist advice and assistance on a wide range of intellectual property (IP) and also information technology (IT) issues.
- Our team regularly acts on behalf of clients who are seeking to exploit or protect their IP rights, including by way of registration or to prevent infringements. We are also regularly instructed to pursue or defend allegations of IP infringements, often involving multinational companies.

### Examples of work undertaken include:

- Registration of IP rights, both in the UK and also Europe
- Liaising with selected patent attorneys in relation to: patent and registered design registrations and valuing IP rights
- Advising on copyright
- Advising on database rights
- Sales and transfers of rights including trade marks and domain names
- Acting for parties in relation to IP disputes including in the Intellectual Property Enterprise Court
- Challenging trademark registrations through the Intellectual Property Office
- Confidential Information advice including preparation of non-disclosure and confidentiality agreements
- Software licences and advice
- Advising on data protection legislation and Freedom of Information requests
- Drafting data processing and data sharing agreements

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Partner



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Partner



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Solicitor

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# Life Sciences



- Darwin Gray is proud to be a member of the life sciences network for Wales, MediWales.
- Darwin Gray acts for various clients in the life science sector; from companies that specialise in healthcare data research to companies specialising in biomass monitoring technology.
- Darwin Gray provides advice in relation to the many legal issues affecting businesses in the life sciences sector

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# Corporate Social Responsibility



- At Darwin Gray, it is central to our ethos to look beyond the immediate day-to-day scope of our work. We work hard, but we also take the issue of balancing our work and lives seriously. We believe a healthy approach is beneficial to the firm, our employees, and as a result our clients. That means we actively pursue family-friendly policies and we encourage our staff to take time out and enjoy themselves.
- Darwin Gray sponsors and is actively involved with several charities and community services in and around Cardiff. We think it is important to give back to our community. Some of the charities we have supported include: Touch Trust, Valleys Kids, and Sinfonia Cymru



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**Thank you**

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