



Working together
to succeed

Social Care

The social care sector is a rich and varied landscape with many different service models, all operating within a strict and regularly changing regulatory environment. We work hard to follow and understand the issues affecting care providers and to provide them with a tailored legal service which meets their business needs.

How can we help you?

From children's homes to nursing homes, retirement villages, domiciliary care, specialist care and community health services, the social care sector is unique in terms of the range and type of legal and regulatory requirements it has to deal with. For this reason we believe that the sector demands a dedicated team of lawyers with a detailed understanding of those issues.

We have a detailed understanding of the following matters which we believe are unique to your sector:

- the demanding regulatory regime and the workings of the Care Quality Commission (CQC)
- public accountability
- vulnerable client groups
- rigorous staff recruitment standards
- contractual complications.

VWV is a firm that concerns itself with the developments which affect the Social Care Sector. We provide legal services and products intended to meet the practical requirements of providers and the challenges they face.

Regulatory work

VWV has a niche team dealing with registration issues and who provide advice on transitional arrangements under the new regime. We can help you draft appropriate policies and procedures, prepare effective contracts with local authorities and can conduct an effective review of your management

arrangements. We can also assist you to prepare for CQC interviews and inspections. We challenge inappropriate conditions imposed by the CQC, the content of reports and your risk profile.

In addition we provide a 24 hour crisis management service to cover safeguarding, health and safety and other relevant issues, to include appropriate liaison with regulators and other parties, such as your local authority.

Employment

Employees form an integral part of the success of any social care provider, not only affecting the quality of service being provided to service users but also efficiency, profitability and the overall atmosphere in the workplace. Having the right employees and then managing them and the work they do, is therefore of paramount importance.

Our team of specialist employment lawyers advise on all aspects of employment law including:

- ensuring safe recruitment
- drafting effective contracts and handbooks
- managing performance
- addressing conduct issues
- providing guidance on ways of avoiding liability for discrimination and unfair dismissal, or defending claims when they arise; and TUPE.

We also appreciate that the social care sector operates largely on a 24 hour basis and may be disproportionately affected by legislation such as the Working Time Regulations and the minimum wage legislation, which we are able to advise on.



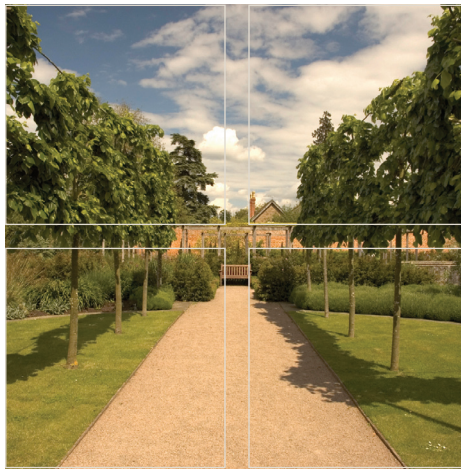
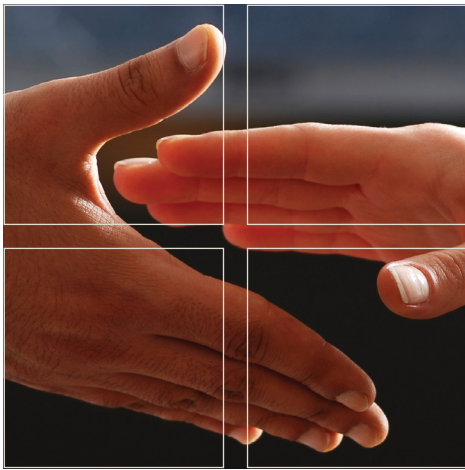
What others say...

Veale Wasbrough Vizards is 'excellent in all fields'... social care work is another focus. Group head Ben Willis has 'great attention to detail'.
Legal 500

"Veale Wasbrough Vizards' Healthcare Team "is 'on top of its game' under the stewardship of Ben Willis, who is praised for his 'ability to put in a lot of detailed work in a short time'."
Legal 500

"A firm with 'excellent coverage and personnel'."
Chambers & Partners

"Clients feel they have an 'excellent relationship with partners and the team' at Veale Wasbrough Vizards."
Legal 500



Immigration

Meeting the health demands of an ever-increasing older population has, in part, resulted in the shortage of skilled carers in the UK, and overseas workers now play a key role in providing necessary day-to-day care services. Employers wishing to recruit overseas workers, including those from Eastern Europe, are generally required to have the UKBA's prior approval, which itself imposes a number of ongoing obligations.

The system is complex and the potential for error is significant. VWV advise on the recruitment and employment of overseas workers, including applying for sponsorship licences and we assist with workers' applications to enter and to remain in the UK.

Real estate

Our large team of property lawyers provide a wide range of specialist advice across the full spectrum of property law issues from:

- the acquisition and disposal of land and buildings
- landlord and tenant matters
- planning, funding and lending
- property disputes and the provision of large portfolio estate litigation support.

Our team has a wealth of experience in all types of property transaction including property development, sale and leaseback contracts and joint venture agreements.

Acquisitions and disposals

Whether you are buying or selling an individual or group of care homes or another business operating in the social care sector, our large and experienced team of lawyers will be able to manage all aspects of the transaction to ensure that your interests are properly protected. By bringing together the right specialist skills and experience at the right level we are able to ensure that the deal is completed in accordance with your timescale and budget.

Dispute resolution

Disputes arise from time to time in even the best run businesses. Resolving them can take up significant management time and resource but failing to do so can cost even more.

Our litigation team can assist our social care clients with most disputes including:

- local authority contract disputes and dealing with costs consultants
- fee recovery
- supplier disputes
- defence of personal injury or other compensation claims
- partnership, shareholder and internal management disputes
- insolvency solutions.

Charities and Social Enterprise

There are a large number of social enterprises and charitable organisations within the social care sector and these sorts of business models have been actively encouraged in recent government proposals. We have considerable experience in acting for social enterprises and charities within the social care sector, including experience in acting on start up models, joint ventures, collaborations and mergers as well as general company, charity and governance issues.

About the Social Care team

Ben Willis - Partner

Ben is the head of the Healthcare Team at Veale Wasbrough Vizards and a member of the Real Estate Group, specialising in commercial property. His main areas of expertise are in property management, property development and funding in the healthcare sector.

Robert Collier - Partner

Robert is part of the Veale Wasbrough Vizards Healthcare Team and takes specific responsibility for care home clients and other providers of social care. His specialism is transactional work, mergers, acquisitions and disposals, banking and funding matters.

Tabitha Cave - Partner

Tabitha Cave is the head of the Regulatory team at Veale Wasbrough Vizards. She specialises in health and social care issues and health and safety. Described by Legal 500 as 'excellent in all respects', Tabitha advises both existing healthcare providers, particularly GPs and social care providers, and new entrants to the sector on the regulatory regimes that affect them.

Your social care contacts

Real Estate

Ben Willis – Partner
0117 314 5394 bwillis@vww.co.uk

Regulation

Tabitha Cave – Partner
0117 314 5381 tcave@vww.co.uk

Acquisitions & disposals

Robert Collier – Partner
0117 314 5472 rcollier@vww.co.uk

Employment & immigration

Gareth Edwards – Partner
0117 314 5220 gedwards@vww.co.uk

Charities

Emma Jane Burnell – Associate
0117 314 5465 eburnell@vww.co.uk

Elderly client advisor

Michael Knowles – Partner
020 7665 0903 mknowles@vww.co.uk

