

A group of four people (three men and one woman) are seated around a light-colored wooden conference table in a bright office setting. They are all smiling and appear to be in a meeting. On the table are several white coffee cups, glasses of water, and glass pitchers. Large windows in the background show a view of trees and buildings. The text 'who we are' is overlaid in white, with a thin orange horizontal line underneath it.

who we are

hcr

harrison clark  
rickerbys solicitors

# A PASSION FOR PEOPLE

**Our passion for people is at the heart of everything we do. It's the engine that keeps us ticking and inspires us to do our best. We're not satisfied unless we're making a real difference to people's lives, and we'll keep working hard to ensure we achieve the best outcome possible for you.**

## HARRISON CLARK RICKERBYS

**As an award winning Top 100 UK law firm we provide the full range of services that you would expect to organisations, business leaders and individuals. We are entrepreneurial in our outlook so we're flexible and responsive to the needs of our clients, delivering the best outcomes for them. Clients value our honesty and our friendly, caring approach.**

We understand that we're a key part of our clients' lives whether personally or for business, so we truly partner our clients, and demonstrate our genuine commitment to them and what they're trying to achieve, in all that we do. We are pragmatic and won't 'sit on the fence' – clients have confidence in our advice because of our demonstrable experience and the relationships we build with them.

We've grown rapidly over the last five years as we've continued to meet client demand. I'm proud of what we've achieved.

“ **A friendly firm which produces work of high quality and gets the job done.** ”

Chambers and Partners, 2020



**Rod Thomas**  
Managing Partner





- |                 |             |              |
|-----------------|-------------|--------------|
| 1 BIRMINGHAM    | 2 CAMBRIDGE | 3 CARDIFF    |
| 4 CHELTENHAM    | 5 HEREFORD  | 6 LONDON     |
| 7 THAMES VALLEY | 8 WORCESTER | 9 WYE VALLEY |

## WHERE WE WORK

Our roots go back to 1796 in Cheltenham and 1904 in Worcester, when our predecessor firms were founded. Our growth has been in response to client demand, creating a firm with established bases across the Midlands and Herefordshire. Over the last year we have seen significant expansion in our Thames Valley, Cambridge and London offices, driven by mergers and organically, ensuring we can deliver a full-service offering from all of our bases.

Our recent expansion into Wales via our Cardiff office is a natural extension of our growth. With solid connections in the community and a track record of delivering legal advice to businesses and individuals throughout Wales, we are continuing to meet client need.



## HCR IN THE COMMUNITY



### A passion for art

HCR has run regional community art competitions over the last couple of years. Most recently nearly 100 people entered. Each entrant submitted an original piece of artwork along with the completed sentence 'Herefordshire is my passion because...' The winning artworks were displayed to the public and donations were made to local charities.



### HCR Gumball Challenge

Cars, costumes and challenges came together in a rally taking staff across the country and into Europe in their quest to raise money for local charities.



### Backing for defence community wins gold award for HCR

Outstanding support and commitment to defence and the armed forces community, including former members of the armed forces and serving members' families, has won Harrison Clark Rickerbys the highest possible award in the Ministry of Defence's Employer Recognition Scheme.



## HEADS OF OFFICES

### BIRMINGHAM OFFICE



**Kevin Harris-James**  
Head of Birmingham Office

T: 0121 726 2820  
M: 07825 058 612  
E: khjames@hcrlaw.com

### CAMBRIDGE OFFICE



**Inger Anson**  
Head of Cambridge Office

T: 01223 646 318  
M: 07855 746 797  
E: ianson@hcrlaw.com

### CARDIFF OFFICE



**Hefin Archer-Williams**  
Head of Cardiff Office

T: 02922 749 198  
M: 07968 204 327  
E: hawilliams@hcrlaw.com

### CHELTENHAM OFFICE



**Kristine Scott**  
Head of Cheltenham Office

T: 03301 075 961  
M: 07725 242 991  
E: kscott@hcrlaw.com

### HEREFORD OFFICE



**Matthew Hayes**  
Head of Hereford Office

T: 01432 349 662  
M: 07879 498 160  
E: mchayes@hcrlaw.com

### LONDON OFFICE



**Sam Payne**  
Head of London Office

T: 03301 075 811  
M: 07725 914 791  
E: spayne@hcrlaw.com

### THAMES VALLEY OFFICE



**Heath Thomas**  
Head of Thames Valley Office

T: 03301 075 810  
M: 07966 492 929  
E: hthomas@hcrlaw.com

### WORCESTER OFFICE



**Charlotte Thornton-Smith**  
Head of Worcester Office

T: 01905 744 811  
M: 07790 131 843  
E: ctsmith@hcrlaw.com

### WYE VALLEY OFFICE



**Arpinder Dhillon**  
Head of Wye Valley Office

T: 01905 744 810  
M: 07958 134 281  
E: adhillon@hcrlaw.com

## LOCAL | NATIONAL | INTERNATIONAL



### A world of expertise

Our international service operates from five hubs across the world where our relationships with the people and institutions that might affect you are tried and tested. Our legal, commercial and government connections within the five hubs are extensive and deep – we work with individuals that we’ve personally known for decades. Beyond the hubs, our trusted network reaches across 80 countries, enabling us to help you run and grow your business almost anywhere in the world.



## WHY OUR CLIENTS CHOOSE US

**“We came to Victoria earlier this year to arrange Legal Power of Attorneys and to revisit our wills. She immediately put us at ease and made everything clear. While maintaining a professional manner she also made us feel like friends. I would recommend Victoria without hesitation.”**

Richard Ng

**“We have a strong relationship with Harrison Clark Rickerbys and have welcomed the opportunity to broaden our portfolio which allows us to provide more people with valuable support and a home for life.”**

Sharon Scollen, Falcon Housing Association

**“He made it his job to ensure that the whole process was de-mystified and told us exactly what to expect.”**

Chris Wootton, CEO, Chemigraphic

**“Our relationship with HCR continues to go from strength to strength following a most professional service that has been provided. We look forward to continuing to work with HCR in the future.”**

Steve Morris, Managing Director, Morgan Motor Company

**“HCR’s contribution was critical to the successful outcome – they brought a brilliant and broad legal team to this deal, who all went above and beyond.”**

Simon Hitchcock, Managing Partner, Horizon

**“The employment team at HCR are fantastic people to work with, very knowledgeable and commercially focused. With their help, we had a positive outcome with minimal costs to our business.”**

Sylvia Moore, Group HR Manager, Pertemps Network Group

**“There are a lot of things I didn’t get to do during the five years or so that this partnership dispute was going on. I want to catch up on those and make a plan for the future. Adam and the dispute resolution team were wonderful. I would definitely recommend Harrison Clark Rickerbys.”**

Alan R.



**Richard Knight**  
Senior Partner

## A LOOK AT HCR IN NUMBERS

  
500+ staff

  
We help nearly 5,000 private clients with the moments that matter to them each year

  
The firm has 9 OFFICES

Birmingham  
Cambridge  
Cardiff  
Cheltenham  
Hereford  
London  
Thames Valley  
Worcester  
Wye Valley

  
In 2019 we raised more than £50,000 for local charities

  
Last year we advised on corporate deals worth more than £730M



## SECTORS

With a national focus, our sector teams comprise lawyers from our business service and private client disciplines, meaning they share in-depth understanding of the industries our clients work in, whilst bringing expertise from their legal specialism.



EDUCATION

### Did you know?

Our nationally recognised, award winning education team includes Legal 500 and Chambers 'leading individuals' and are tier 2 UK-wide.



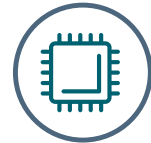
### Did you know?

Our dental team completed 40% more deals in 2019 than the year before.

HEALTH AND SOCIAL CARE



TECHNOLOGY



### Did you know?

One of our tech specialists helped the Royal Mint to digitise gold investments on blockchain.

### Did you know?

The DSF team have staff with security clearance all the way up to DV (highest level) and can therefore place personnel to work in-house at List X companies supplying the MOD.



DEFENCE, SECURITY AND THE FORCES

### Did you know?

Our team includes not only expert lawyers, but also quantity surveyors and other building professionals, so that we can provide a truly joined up, commercial approach when advising you.



FINANCE AND FINANCIAL SERVICES

### Did you know?

Our Finance and Financial Services Group recently worked across property finance, banking, and our restructuring teams to secure the refinance of a client's complex £37m property portfolio.



AGRICULTURE AND RURAL AFFAIRS

### Did you know?

Our team includes two Fellows of the Agricultural Law Association.



CONSTRUCTION AND ENGINEERING

# Education Investor Awards

AWARDS

# Awards 2018

#EIAA

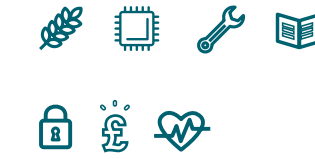


OUR TEAMS REGULARLY WIN  
INDUSTRY SECTOR AWARDS





# HEADS OF SECTORS



## AGRICULTURE AND RURAL AFFAIRS



**Esther Stirling**  
 Head of Agriculture & Rural Affairs  
 T: 03301 075 972  
 M: 07525 594 998  
 E: estirling@hcrlaw.com

## CONSTRUCTION AND ENGINEERING



**Keith Blizzard**  
 Head of Construction & Engineering  
 T: 03301 072 967  
 M: 07966 639 556  
 E: kblizzard@hcrlaw.com

## DEFENCE, SECURITY AND THE FORCES



**Richard Morgan**  
 Head of Defence, Security & the Forces  
 T: 03301 075 797  
 M: 07890 304 469  
 E: rmorgan@hcrlaw.com

## AWARDS AND ACCREDITATIONS

### Health and Social Care



### Defence, Security and the Forces



2020

### Education



### Private Client



In 2020 our team entered Experian's UK & Republic of Ireland M&A Review Top 100, by deal volume, and were ranked:

- United Kingdom - 2nd
- South East - 1st
- South West - 1st
- The Midlands - 1st
- East of England - 3rd
- London - 10th



## EDUCATION



**Kristine Scott**  
 Head of Education

T: 03301 075 961  
 M: 07725 242 991  
 E: kscott@hcrlaw.com

## FINANCE AND FINANCIAL SERVICES



**Jonathan Whitbread**  
 Head of Finance and Financial Services

T: 01242 216 175  
 M: 07815 754 839  
 E: jwhitbread@hcrlaw.com

## HEALTH AND SOCIAL CARE



**Rebecca Leask**  
 Head of Health & Social Care

T: 01905 744 845  
 M: 07779 053 422  
 E: rleask@hcrlaw.com

## TECHNOLOGY



**Nicola McNeely**  
 Head of Technology

T: 02922 749 203  
 M: 07870 261 520  
 E: nmcneely@hcrlaw.com



## SERVICES FOR YOUR BUSINESS

Harrison Clark Rickerbys is a full-service firm



### BANKING AND FINANCE

When you need funding to drive your business forward, our banking and finance team have the network and experience to deliver the lending solution best suited to your company and needs.

**“Inger was part of ‘the team’, as much invested as the rest of us and we would certainly want to work with her on future corporate activity.”**

Ken Roberts, CEO,  
Audiotelligence



### COMMERCIAL, IP AND IT

We can steer you through everything from day-to-day commercial matters to contracts, agreements, risk management, and asset protection. We can help you limit your liabilities through creative, comprehensive, watertight agreements that are tailored to your business.



### EMPLOYMENT AND IMMIGRATION

We provide a strategic and focused approach to all your employment issues, providing advice and support to companies and senior executives that will empower you to make the right decisions for your people.



### INTERNATIONAL

We help ambitious organisations forge paths across the world. We handle the myriad legal intricacies and complicated regulations, allowing you to focus on what you're good at.



### LICENSING, REGULATORY AND TAX

If you operate in a regulated environment we can help you. Our unrivalled experience enables our clients to deal with investigations and prosecutions undertaken by the police, the Health and Safety Executive, Companies House, HMRC, the Environment Agency, local authorities, professional regulatory bodies, and licencing authorities. Our advice is insightful, innovative, practical and client focused.



### CORPORATE

We immerse ourselves in your world and get to know your organisation inside out so that during a restructure, merger, acquisition or sale, we won't sit on the fence – we'll give you a clear view of the risks and opportunities, and provide the advice you need to make each decision.



### DISPUTE RESOLUTION

When a dispute happens, we'll help you understand the issues you face and what risks are involved, and help you decide upon a strategy that will let you move forward. If we can, we'll keep it out of court, but if it comes to that point, we'll fight on your behalf to get the best possible outcome.

**The Real Estate team has: “excellent knowledge of the property sector combined with a friendly approach towards clients.”**

Legal 500, 2020



### REAL ESTATE

We can support you with a whole range of property advice, from buying and selling houses to all aspects of commercial property including the planning, funding, building, delivery and disposal of complex real estate projects.

**“They respond in a timely manner with solid advice and are always prepared to spend time in helping us to negotiate complex issues.”**

Chambers and Partners,  
2020



### RESTRUCTURING AND INSOLVENCY

When you or your business finances are in troubled waters, we can offer a lifeline. Whatever financial problems you're experiencing - directly or through suppliers - we'll help you find the best way forward, giving you a fresh start, director protection and safeguarding jobs where possible. Our substantial team are expert in liaising with all key stakeholders to ensure the best outcomes are achieved.

## IN ONE TRIAL WE SAVED AN AMERICAN OWNED COMPANY \$80M



**Nicolas Groffman**  
Head of International



# SERVICES FOR INDIVIDUALS

For the Moments That Matter

A happy and exciting time. But protecting yourself and your assets is important whether you're entering your first serious relationship or you're moving forward with someone new.

A living together agreement or pre-nuptial agreement can help save stress and legal costs if unfortunately, your relationship ends and you need to divide your assets later down the line.

## Planning ahead



STARTING A RELATIONSHIP

Our residential conveyancing team is here to help you with every step when buying or selling your home. Communicating well and delivering the best possible service are what drive us; we'll keep you updated throughout the transaction whether you're looking to buy, sell, mortgage or transfer your property.

## Every house move is different but we're here to help



BUYING AND SELLING YOUR HOME

We take time to sit down with you, understand your life and your circumstances, and your thoughts on tomorrow, so you make a will that truly reflects your wishes and will protect your loved ones.

## One of the most important things you'll ever do



MAKING A WILL

As a company director, we can advise you on protecting yourself where there is a risk of insolvency proceedings, and can defend you if you face disqualification, to ensure you are able to continue to act as a director. We're proactive and pragmatic when it comes to directors' issues; we tell it like it is. We look for solutions; our efficient and supportive approach focuses on minimising your exposure.

## Guidance and support when you need some protection



DIRECTORS' DUTIES

Acting for executors and family members, we ensure that estates are administered correctly, providing advice on inheritance tax, intestacy and grants of representation. We can help to wind up the affairs of the deceased in a compassionate and stress-free way.

## Supporting you at a difficult time



WHEN SOMEONE DIES

When someone dies, the last thing you need is an argument. If you find yourself in this position, perhaps where you feel you've been treated unfairly as a beneficiary, or you're concerned about the management of a loved one's estate, we'll provide practical, sound advice to help you move forward.

## Empathy and pragmatism when you need it most



CONTESTING A WILL



MEDICAL NEGLIGENCE AND PERSONAL INJURY

## Helping you plan for the future

An accident, injury or issue with the provision of healthcare can change your life, and the lives of your loved ones. Sometimes compensation, and an admission of wrong doing, can help people move forward. Our personal injury and clinical negligence lawyers won't just claim on your behalf but will help you plan for the future.



CHILDREN

## Your number one priority

Our children are our top priority and it's important to do what's best for them if a relationship breaks down or a family dispute happens. We work with families of all kinds, focussing on children's needs and giving parents the best advice and support for their family life. We also act for children, giving them a voice in court proceedings, ensuring they can be safe and well.



RELATIONSHIP BREAKDOWN

## Break up, don't break down

When a relationship breaks down, emotions can run high and disputes often spiral out of control. We're one of the UK's biggest and most experienced family law teams, and can advise on issues affecting every kind of family – including divorce, matters involving children, wealth protection and international family law.



SETTING UP A TRUST

## Keep control of your assets

Minimise tax liabilities, protect a family business, keep control of your assets and make charitable donations. Our team of wills, trusts and estates lawyers have considerable experience when it comes to setting up and administering trusts, both for individuals and charities, and can act as professional trustees if required.



OLDER AND VULNERABLE CLIENTS

## Specialist advice for older and vulnerable people

Age, disability or injury can cause serious difficulties for people, their families and carers, and the legislation around health and care support services is constantly shifting. We have years of expertise in this area, so whether you need help with assessing capacity or with financial concerns, we make the process as smooth and simple as possible.

# MORE THAN 19,000 CLIENTS HAVE MADE THEIR WILLS WITH US







## HEADS OF SERVICES

### MANAGING PARTNER



**Rod Thomas**  
Head of Corporate

T: 03301 075 824  
M: 07771 908 904  
E: rthomas@hcrlaw.com

### BANKING AND FINANCE



**Harry Bengough**  
Head of Banking & Finance

T: 03301 075 802  
M: 07715 060 351  
E: hbengough@hcrlaw.com

### COMMERCIAL, IP AND IT



**Robert Capper**  
Head of Commercial, IP and IT

T: 03301 075 816  
M: 07909 970 323  
E: rcapper@hcrlaw.com

### DISPUTE RESOLUTION



**Richard Morgan**  
Head of Dispute Resolution

T: 03301 075 797  
M: 07890 304 469  
E: rmorgan@hcrlaw.com

### EMPLOYMENT AND IMMIGRATION



**Michael Stokes**  
Head of Employment & Immigration

T: 01905 678 545  
M: 07807 747 455  
E: mstokes@hcrlaw.com

### FAMILY



**Andrew Caldicott**  
Head of Family Law

T: 03301 075 798  
M: 07774 870 756  
E: acaldicott@hcrlaw.com

### INTERNATIONAL



**Nicolas Groffman**  
Head of International

T: 03301 075 803  
M: 07816 592 934  
E: ngroffman@hcrlaw.com

### LICENSING, REGULATORY AND TAX



**Heath Thomas**  
Head of Licensing, Regulatory and Tax

T: 03301 075 810  
M: 07966 492 929  
E: hthomas@hcrlaw.com

### REAL ESTATE



**Matthew Hayes**  
Head of Real Estate

T: 01432 349 662  
M: 07879 498 160  
E: mchayes@hcrlaw.com

### RESTRUCTURING AND INSOLVENCY



**Sam Payne**  
Head of Restructuring & Insolvency

T: 03301 075 811  
M: 07725 914 791  
E: spayne@hcrlaw.com

### WILLS, TRUSTS AND ESTATES



**Dawn Oliver**  
Head of Wills, Trusts & Estates

T: 01905 744 871  
M: 07721 564 340  
E: doliver@hcrlaw.com



**Dawn Oliver**  
Head of Wills, Trusts and Estates



## ADDITIONAL SERVICES

### Eagle HR

Eagle HR offers support and consultancy to all kinds of businesses. As well as being on the end of a phone or at your side, the Eagle HR team can deliver complex project work on site, covering everything from investigations and discipline to restructures, job evaluation, pay structure design, coaching and mediation.



### Finance Generator

Whether your company is looking for short-term cash or to secure funding over a longer term, or even equity investment, we're here to help.

Our team of highly experienced legal and finance professionals will understand your requirements, review the funding market and generate a customised, best-fit solution for you. With our management of all legal aspects and the credit process, you'll be free to concentrate on building your business.



### In-house lawyer services

We provide advice and support to in-house lawyers when they need an extra pair of hands, or access to specialist expertise. As part of our added value offering, we provide legal updates and CPD-accredited training.



### Medical Accident Group

If you have suffered medical negligence or a serious personal injury our leading lawyers can help you. The members of Medical Accident Group are all experts in these areas of the law – and are some of the most experienced in the UK. We use this expertise and experience to give you the best possible service, as well as helping other professionals to understand how devastating these complicated cases can be.



### Notarial services

If you need your documentation to be authenticated or certified we have a number of qualified notaries within the firm. We can help individuals and businesses when you require documentation for use overseas.



### Safe from Harm

We act for children and those who have their best interests at heart. We give children a voice in court proceedings which concern their future, and we help family members who want to keep those children safe and well.

We can act for the children themselves or for parents, grandparents or other family members.



### Wills at Work

We work with employers to provide wills for employees as part of the organisation's benefits package. Working closely with HR departments, we remove the complications of will writing for staff, providing both them and their employer with confidence that their future is planned and considered.



**Mathew Waddington**  
Head of Safe from Harm





## HOW CAN WE HELP?

### Contact us today

#### **Birmingham**

0121 454 0739

#### **Cambridge**

01223 581 429

#### **Cardiff**

02922 749 200

#### **Cheltenham**

01242 224 422

#### **Hereford**

01432 349 670

#### **London**

020 7489 6320

#### **Thames Valley**

0118 911 1206

#### **Worcester**

01905 612 001

#### **Wye Valley**

01989 562 377





## Birmingham

63 Church Street  
Birmingham  
B3 2DP

## Cambridge

Compass House  
Chivers Way  
Histon  
Cambridge  
CB24 9AD

## Cardiff

Unit B  
Copse Walk  
Cardiff Gate  
Business Park  
Pontprennau  
Cardiff  
CF23 8RB

## Cheltenham

Ellenborough  
House  
Wellington  
Street  
Cheltenham  
GL50 1YD

## Hereford

Thorpe House  
29 Broad Street  
Hereford  
HR4 9AR

## London

62 Cornhill  
London  
EC3V 3NH

## Thames Valley

Aquis House  
49-51 Blagrove  
Street  
Reading  
RG1 1PL

## Worcester

5 Deansway  
Worcester  
WR1 2JG

## Wye Valley

Overross House  
Ross Park  
Ross-On-Wye  
HR9 7US