

The leading commercial law firm in Leicester and the East Midlands



An introduction



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Welcome



BHW is a leading commercial law firm based in Leicester.

BHW is different from other commercial firms because it was set up in 2003 as a “clean sheet” business. Since then it has grown from a staff of 2 to a staff of over 80 and that growth has been entirely organic.

In 2022 BHW became one of the first employee owned law firms, reflecting the significance the Firm places on its independence and the role all its staff play in upholding the standards for which it has become renowned.

BHW is ranked as a UK top 100 firm for its Corporate/Commercial and Real Estate practice in the Legal 500 guide, and is also ranked for IT & Telecoms, Commercial Litigation, and Employment Law. No fewer than 15 of its lawyers are ranked by the guide, including all of BHW’s commercial Partners and Senior Associates.

BHW is the only firm in the whole of the East Midlands ranked by Chambers & Partners in the top band for SME Corporate/M&A work. Its Real Estate practice is also ranked by the Chambers guide.



“Nick Bridle’s legal strategy is ‘ahead of the game’.”

Legal 500

“BHW’s mission has always been the same – to be the best commercial law firm in the East Midlands. We believe that our client commitment and relentless attention to detail are what set us apart.

We have always believed that the key to our success is simple – looking after our clients better than anyone else. We are proud to act for every one of our clients and to play a part in their success.”

Nick Bridle, Chairman





BHW

Corporate and Commercial

Mergers & Acquisitions

With a team of 8 solicitors, BHW has one of the largest M&A departments based in Leicester. BHW is widely recognised as one of the UK's leading firms for M&A transactions in the SME sector.

SME and Private Equity Corporate Services

We support incentivisation and succession projects including Employee Ownership Trusts (EOTs), secondary management promotions, EMI schemes, other share incentivisation schemes and structured buyouts.

Restructuring

The Department undertakes significant corporate restructure deals in the SME and private equity sectors.

Secured Lending

BHW enjoys a significant reputation in Secured Lending for both traditional and peer to peer lending. The Department is also influential in establishing market leading standardised transaction documents for peer to peer funding platforms.

Commercial Contracts

The Department routinely deals with a range of general commercial contracts including fleet sales, long term supply and exclusive supply contracts.

Aerospace

We are an authority in the Aerospace sector for M&A work, corporate support services and supply chain management solutions.

Specialist Sector IT and Telecoms

BHW regularly advises on:

- Software development, maintenance and licensing agreements;
- Hosting agreements;
- Hardware supply agreements;
- IT infrastructure projects;
- Website development agreements;
- E-commerce agreements and terms of business; and
- Procurement and tendering for IT Projects.

Corporate and Commercial



“Ed Nurse is the quintessential example of a good corporate solicitor – commercially savvy, intelligent and down to earth”

Chambers and Partners

**Ed Nurse,
Managing Partner and
Head of Corporate
& Commercial**

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Direct Dial: 0116 281 6230

Ed Nurse is the firm's Managing Partner and heads the Corporate and Commercial department. Ed possesses unparalleled experience in all forms of corporate transactions and commercial contracts. Ed specialises in mergers and acquisitions including employee ownership trusts predominantly in the owner-managed/SME sector. Ed is highly respected for his pro-active approach and his ability to problem solve.



“Matt Worsnop of BHW Solicitors has an excellent understanding of the IT contracting market place”

Legal 500

**Matt Worsnop,
Partner**

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Direct Dial: 0116 281 6235

Matt Worsnop is a Partner in the Corporate and Commercial department and heads the firm's IT & Telecoms team. Matt handles a full range of corporate/M&A work, as well as all kinds of commercial matters but specialises in IT contracts, advising on software development, license, hosting and implementation agreements.

Corporate and Commercial



“ Stephen McElhone always puts clients at ease even in stressful situations and will go out of his way to resolve issues”

Legal 500

**Steve McElhone,
Partner**

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Direct Dial: 0116 281 6237

Steve McElhone is a Partner in the Corporate and Commercial department. Steve has more than 25 years' experience in all aspects of corporate transactions, including acquisitions, disposals and corporate fundraising, as well as dealing with public markets work including IPOs and advisory work.



“ The team instils confidence and reassurance in everything they do, they are excellent at simplifying complex matters”

Legal 500

**Alex Clifton,
Partner**

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Direct Dial: 0116 281 6232

Alex Clifton is a Partner in the Corporate and Commercial department having trained with the Firm. Alex handles a range of corporate and commercial transactions. In particular, Alex specialises in SME acquisitions and disposals, corporate re-structuring, shareholder agreements, and EMI Schemes.



“We have experience working regularly with Matt Worsnop, James Dent and Stephen McElhone. They are three of the best corporate and commercial lawyers in the area”

**James Dent,
Partner**

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James Dent is a Partner in the Corporate & Commercial department who advises on a range of corporate transactions including company sales and acquisitions, reorganisations and demergers, and EMI schemes. James also advises on shareholder, partnership and LLP agreements, as well as a broad range of commercial contracts.

Real Estate

Commercial Property

The Department advises on all aspects of freehold and leasehold property for its business clients.

Retail and Leisure

BHW acts on major acquisitions in shopping centres, high streets, retail parks and industrial parks. We are the principal advisers to several well-known companies for real estate matters.

Development

BHW acts on major development projects across the UK, including site acquisitions, promotion agreements, option agreements, infrastructure agreements, management agreements, site set-ups and plot sales and purchases.

Distribution and Data Centres

BHW specialises in leases for Distribution and Data Centres. Our clients include national and multinational companies.

Investment Properties

BHW acts for a number of property investment companies and regularly acts on the acquisition, funding and sale of substantial properties ranging from office blocks, business parks and retail premises.

Secured Lending

BHW is a key player in lending where commercial property is used as the sole or primary security and both banks and peer to peer lenders are included in our client portfolio.

Pension Fund Property

BHW is the regional leader in Pension Fund Property and pension scheme led funding and refinance projects. The Pension Fund Property team also provides legal training to its Professional Trustee clients.

Specialist Sector Agriculture

BHW's Agriculture team specialises in the following:

- Development, Promotion and Option Agreements including s106 agreements for residential and other types of development;
- The acquisition and disposal of agricultural and rural properties;
- Agricultural tenancies and farm business tenancies;
- Working with landowners to restructure their businesses to plan effectively for succession;
- Renewable Energy Agreements; and
- Secured lending in relation to agricultural property.



“Beverley Merrell is very efficient and very effective”

Legal 500

**Beverley Merrell,
Partner and
Head of Real Estate**

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Direct Dial: 0116 281 6221

Beverley Merrell is a Partner and heads the Real Estate department, having trained and qualified with the firm. She has extensive experience of all kinds of property transactions and advises on property finance matters, as well as leading a team specialising in pension fund property work.



“Kate Burlinson is highly efficient, calm and knowledgeable”

Legal 500

**Kate Burlinson,
Partner**

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Direct Dial: 0116 402 9022

Kate Burlinson is a Partner in the Commercial Property department. Kate has particular experience working with a variety of lenders on the refinancing of commercial and investment property portfolios, including the provision of development finance. Kate specialises in secured lending, as well as handling all other aspects of commercial property.



“Raj Hundal maintains
a very high standard”

Legal 500

**Raj Hundal,
Partner**

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Direct Dial: 0116 402 7249

Raj Hundal is a Partner in the Commercial Property department. Raj handles a wide variety of commercial property transactions and specialises in pension scheme property work. Raj is regularly recommended and instructed by lenders to act on pension scheme transactions and also works closely with in-house teams to provide property-related corporate support.



Dispute Resolution

Company, Partnership and Shareholder Disputes

Our Dispute Resolution team has a wealth of experience advising on all types of company, partnership and shareholder disputes for businesses of all sizes including director disputes, partnership dissolution and injunctions.

Property Disputes

We specialise in freehold and leasehold property disputes for both commercial landlords and tenants including those relating to forfeiture, arrears, breach of covenant, defective premises and possession.

Debt Recovery

BHW deals with debt recovery for all types of businesses, from issuing court proceedings through to the enforcement of debts whether by obtaining charging orders, attachment of earnings, or warrants in the County Courts or High Courts.

Contract Disputes

Our Dispute Resolution team handles a variety of disputes regarding commercial contracts including those for the purchase of goods or services, joint-ventures and franchises, consumer credit/hire purchase agreements and claims against insurers and banks.

Professional Negligence Claims

We advise on professional negligence in instances where service levels are below those expected, where problems are encountered as a result of a professional's lack of care and attention, or where a professional has been incompetent or negligent.

Product Liability Claims

BHW's litigation team can provide legal advice and support for all product liability cases, including product recalls, legal claims and claims against suppliers. Our experienced commercial lawyers have extensive knowledge of managing and defending product liability cases while giving consideration to protecting profits, brands and reputations.

Specialist Sector **Disputed Wills**

We specialise in contentious trust and probate work. We deal with validity claims, financial provisions under the Inheritance (Provision for Family and Dependents) Act 1975 and estate claims. We advise Trustees, Beneficiaries and Executors and bring and defend claims on behalf of them all.



“Paul Davis is an excellent litigator. He is incredibly intelligent and has a wealth of experience in contentious commercial matters”

Legal 500

**Paul Davis,
Partner and Head of
Dispute Resolution**

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Direct Dial: 0116 281 6231

Paul Davis is a Partner and heads the Dispute Resolution department, having joined BHW upon qualification. He deals with a wide range of commercial disputes and leads the Contentious Probate team. Paul is a member of the Association of Contentious Trust and Probate Specialists, a prestigious organisation for solicitors and barristers who specialise in contentious trust and probate work.

Employment & HR

Business Transfers and TUPE

Our Employment team work closely with our Corporate department to provide business owners with complete advice on the issues and considerations surrounding Transfer of Undertakings, Protection of Employment (TUPE) regulations when acquiring a business.

Employment Disputes

Our specialist employment lawyers provide business owners and HR professionals with guidance in relation to handling the full range of employment disputes including breaches of contract, employee claims for unfair and wrongful dismissal, discrimination, bullying, harassment and work-related stress, as well as non-compete restrictions and whistleblowing. We can advise on Settlement Agreements and where litigation is unavoidable, provide representation at Employment Tribunals.

Restructuring and Redundancies

It is extremely important that business owners follow the correct procedures when considering a company restructure or staff redundancies. BHW's employment team will ensure the process is managed efficiently, with appropriate communication with employees and that legal obligations are met in order to minimise the risk of claims against the company.

Contracts, Handbooks and Policies

We assist companies to ensure they have the right contractual provisions, staff handbooks, and policies and procedures in place to meet their commercial goals and protect their business interests. Our team can assist with negotiating new contracts, varying existing contracts, and rolling out suitable policies and procedures.

HR Retainer Service

All of our services are available on an adhoc basis, however, for added peace of mind we are able to provide ongoing support for a fixed monthly fee. Our HR retainer service will ensure you have access to employment law and HR advice whenever you need it. We can provide tailored packages to meet your business needs including telephone and email support for disputes as they occur, general HR advice and onsite meetings, and contract and policy reviews.

MAIN CONTACTS



“Amanda Badley understands our business and the quirks within, assessing the risks and understanding how this impacts us”

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**Amanda Badley,
Partner**

amanda.badley@bhwsolicitors.com
Direct Dial: 0116 402 9019

Amanda Badley is a Partner and heads the Employment department. Amanda provides strategic advice and support to employers and senior executives in respect of all aspects of employment law including business reorganisations and redundancy, transfer of undertakings (TUPE), employment contracts and documentation, employee claims and Employment Tribunal representation.



“Aimée Johns takes time to truly understand our business needs and concerns and provides personalised guidance and support every step of the way”

Legal 500

**Aimée Johns,
Partner**

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Aimée Johns is a Partner in the Employment & HR department. Aimée advises employers on both contentious and non-contentious employment law and HR issues. Aimée also has experience advising senior executives in relation to their employment grievances.

Quality and standards

BHW operates its own industry leading client care and risk management systems which ensure our service levels are consistently high.

“This audit of the firm has produced an excellent and perfect result. The firm is congratulated on attaining the very rare achievement of recording no non-conformances. The firm’s risk management model is well designed and effectively applied to business and business continuity planning as well as to file and operational management.

Business planning and its related activities remain at a very high standard and the entire quality system is supported by effective HR management which encourages the professional development of staff at all levels.”

Independent Lexcel Assessor



Our client satisfaction
and retention profile
are second to none.

Testimonials

“We were very grateful for the professional assistance and personal dedication that Ed Nurse and his team provided in achieving our objective.”

Client Testimonial

“They’re prompt, they’re quick and they also offer the personal touch - they’re invested in what they’re doing for us.”

Client Testimonial to Chambers & Partners

“We have been using the services of BHW Solicitors for many years. We receive a high level of service from BHW and they are always willing to go that extra mile to get the job done.”

Client Testimonial

“The ‘extremely competent, thorough and diligent’ group has a growing presence in the aerospace manufacturing sector, assisting companies with mergers, acquisitions and long-term supply agreements.”

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“We have found BHW’s knowledge and expertise to be invaluable in helping us in many aspects and BHW has made a real difference to this business. Customer service is first class and all matters are dealt with promptly and cost effectively.”

Client Testimonial

“Service levels are consistently excellent, backed by sound commercial advice and a solid understanding of the wider business picture.”

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“If you are looking for professional, friendly, cost effective legal advice on property matters I would thoroughly recommend BHW.”

Client Testimonial

“BHW Solicitors have provided us with a friendly and reliable legal service for many years. We are always confident that they will complete the work as specified and at a fair price.”

Client Testimonial

“Matt Worsnop is ‘extremely competent in structuring IT contracts and advising on software development’.”

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“One of the key factors for our business has been the entirely pragmatic advice and guidance offered, with the primary objective always being to reach a workable and effective solution. We would unreservedly recommend BHW.”

Client Testimonial

“Bev Merrell has consistently offered a high standard of service, is accessible and communicates in a clear manner to move projects to a prompt conclusion.”

Client Testimonial to Chambers & Partners

“BHW Solicitors is a ‘trusted business partner’, praised for its ‘strength in depth’ and for delivering ‘consistently high-quality service and advice’.”

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