

About Us



Inspired by You





Inspired by our clients, confident in our expertise and fair employment practices, as approachable as we are professional, we aspire to provide the best legal service in the UK for people when they need it most.

We are, first and foremost, a Trade Union and Personal Injury law firm. Our aim is to be the principal provider of legal services to Trade Unions and membership associations within our region and across the UK, principally England and Wales.

Our core client base is predominantly Union, but we also act for individuals who are not Union members because we firmly believe in our responsibility to assist individuals, to level the playing field for employees against their employers and to act for victims against big corporations and insurance companies.

We have an Employment Rights Team (which seeks to act only for individuals) and we provide a fully comprehensive range of legal services (Property, Dispute Resolution, Professional Negligence, Clinical Negligence, Wills & Probate, Matrimonial & Law for the Elderly) which we offer to both Union members and private clients.

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When our clients tell us “You’re not like other solicitors” I know we’re doing something right. We pride ourselves on being people first, lawyers second. Our clients are usually pleasantly surprised to find us easy to deal with, approachable and friendly without compromising our commitment to quality advice and service.”

Paul Scholey, Senior Partner

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Values

Our values guide us in everything we do and are at the heart of each decision we make. They are what make us different from other law firms.

Fair - We will act fairly and even-handedly in all our dealings with people. We adhere to our policies on equality and diversity and treat everyone with respect.

Open and Honest - We will be honest with staff and each other, sharing information across the practice where personal and/or commercial confidence does not require otherwise. We will explain honestly why some information cannot be shared; we will begin each information-sharing exercise with a presumption that information can and should be shared.

Communication - We will say clearly what is required and expected from others and clearly express our thoughts and ideas.

Innovative - We will be prepared to take risk and be comfortable in fast-changing environments, whilst looking positively and with an open mind at new ideas and proposals.

Effective - We will work hard to achieve our objectives and ensure that we are trained and confident to do the work assigned to us. We will follow the firm’s practices and procedures, always seeking to go above and beyond for our clients, with our professional, but personable service. We endeavour to retain existing business and acquire new and will avoid complaints, but manage them effectively when they are made.





Our Services

Employment Rights

The Morrish Solicitors Employment Rights Team has built a formidable reputation representing individuals of all backgrounds through our work for trade unions and their members across the UK. This has given us a wider and deeper level of experience and skill than most law firms in assisting and representing individuals.

We not only undertake representation in the employment tribunals and courts but we also assist individuals whilst in employment, helping with problems at work, advising on Contracts of Employment and disciplinary/grievance procedures, helping to negotiate severance packages and assisting with mediation.

Examples of the areas of employment law that our team of employment solicitors regularly advise on are:

- > Unfair Dismissal and wrongful dismissal
- > Contractual disputes, including pay, bonuses, restrictive covenants and Director's duties
- > Discrimination on the grounds of age, disability, gender, race, religion and belief and sexual orientation, including harassment and victimisation
- > Detrimental treatment
- > Redundancy
- > Compromise Agreements
- > Employment status
- > TUPE (transfer of undertakings)

Asbestos

The Morrish Solicitors Asbestos Support Unit has been set up to help answer as many of your questions as possible at your convenience. Our team of specialist solicitors has experience in all types of asbestos diseases. The team is headed by Martin Bare, who is former President of Association of Personal Injury Lawyers (APIL) and has advised Government steering committees on asbestos diseases and the law. He has over 25 years experience in asbestos claims. As every case is different, you should consult a legal expert who specialises in asbestos claims as quickly as possible. We will help answer the questions you might have about asbestos and the law.





When problems arise in family matters, you need experienced family law solicitors who can provide sympathetic, specialist advice on a wide range of circumstances and sensitive issues.



Family Law

The family law department at Morrish Solicitors in Leeds provide sensitive advice and work effectively to achieve the most practical solution for you. Our aim is to achieve a constructive and amicable solution in order to keep costs and stress to a minimum.

Matrimonial and family problems, whatever their nature, can have an upsetting effect on the whole family, both financially and emotionally and can be amongst the most difficult times our clients experience.

There are complex legal issues involved when any relationship breaks down. It is therefore essential that you seek high quality and comprehensive legal advice. At Morrish Solicitors, we have experienced solicitors who can guide you through the process and advise you on all of the options that are available to you.

We can advise you in connection with any family/ matrimonial matters including:

- > Divorce
- > Property and financial affairs
- > Disputes concerning children
- > Cohabitation
- > Adoption
- > Separation
- > Pre-nuptial agreements
- > Civil Partnerships

Professional Negligence

Professional negligence cases tend to involve the more difficult, heavyweight questions of the law, tend to be complicated, and can go on for a long time. At Morrish Solicitors, we have a dedicated team of Lawyers dealing with claims arising from the negligence of professionals where that negligence has given rise to financial loss.

This is a particularly specialised and sensitive area of legal practice and, at Morrish Solicitors, our professional negligence cases are only ever dealt with by appropriately experienced, senior Solicitors.

Our professional negligence team comprises members of the Professional Negligence Lawyers' Association. The team has handled a diverse range of professional negligence cases for both individuals and institutional clients for over 25 years.

We are specialists in this highly complex area of law and act solely on behalf of Claimants.

We deal with a wide range of claims resulting from professional negligence, but have particular expertise with claims arising from services provided by:

- > Solicitors
- > Barristers
- > Accountants
- > Financial Practitioners
- > Surveyors
- > Construction Professionals
- > Insurance Brokers



Property Services

We know how stressful and time-consuming it can be to buy or sell a property and move house. To make that process as hassle-free as possible, we offer a friendly, professional property and conveyancing service that we're confident you'll want to use every time.

Morrish Solicitors comprehensive property services include:

- > Residential sale and purchase
- > Re-mortgage work
- > Investment property work
- > Transfer of equity
- > Residential leases
- > Residential tenancy agreements

“ Making a Will is a great comfort to most people because there is a sense of security in seeing their intentions set out in black and white. ”

Tom Morrish, Partner

Wills, Probate & Elderly Client Services

No one wants to write a Will that could be declared invalid when the time comes. Morrish Solicitors team of specialist lawyers take the time to talk you through each step of the process, to make the end result work for you.

Whether it be making provisions for the family in a will or protecting assets through effective tax planning, we provide a comprehensive, flexible, discreet and user-friendly service.

We offer expert services for the following:

- > Wills
- > Probate
- > Estate Administration
- > Trusts
- > Tax planning
- > Powers of attorney
- > Court of Protection
- > Advice regarding cost of Residential/Nursing Care
- > Care Homes

“ A client is not a number. The service we offer is not just about selling your house. It's about giving our clients a level of professional support and guidance through what can otherwise be one of the most stressful times of their lives. ”

Deborah Myerson, Head of Property

Injury Claims & Occupational Disease

Personal Injury

The team at Morrish Solicitors is a leading light in Personal Injury law and has a respected history of recovering compensation awards for our clients, whether it be for an injury at work, a catastrophic injury or an injury caused as a result of someone else's negligent driving.

When you are injured, you want the people around you to know what to do to get you back on track as quickly as possible.

Our areas of expertise include:

- > Employers Liability and Accidents at Work
- > Road Traffic Accidents
- > Public Liability
- > Fatal Accidents
- > Product Liability and Defective Product Litigation
- > Infant Claims and Settlement

Catastrophic Injury

Serious injuries need an experienced expert who will take full account of what it will take to rehabilitate the victim, help them adapt their lifestyle and resume life as an active member of society, whilst also providing vital assistance to every member of the family who is affected.

Serious or Catastrophic Injury claims are very different to Personal Injury claims routinely dealt with by most solicitors. They may involve injuries to the head, brain or spine, multiple fractures or amputations, substantial burns or even life-threatening diseases such as asbestos-related conditions.

Occupational Disease

Despite advances in medical research and health and safety practices, Occupational Disease remains a fact of modern life. When you or your loved one is diagnosed with an Occupational Disease, the effects can be devastating for both the victim and the entire family. You need authoritative, expert legal advice to reduce the fear and worry that such distressing news brings, and to help you navigate the uncertain times ahead.

Our areas of expertise include:

- > Asbestos-induced diseases including:
 - Mesothelioma
 - Lung Cancer
 - Asbestosis
 - Pleural Thickening
- > Noise Induced Hearing Loss and Tinnitus
- > Vibration White Finger (VWF)/ Hand Arm Vibration Syndrome
- > Respiratory Diseases, including Occupational Asthma
- > Dermatitis
- > Repetitive Strain Injury (RSI)/Work-Related Upper Limb Disorders
- > Stress Related Illnesses

Clinical Negligence

Being a victim of Clinical Negligence can be bewildering. You have placed your trust in a healthcare professional and been let down, sometimes very badly and with serious consequences. Many victims seek a simple explanation, to understand what went wrong and why. Most victims would appreciate an acknowledgement of negligence and appropriate apology from the professional or body concerned. Sadly, this is not always forthcoming.

Our areas of expertise include:

- > Birth injury, including cerebral palsy
- > Brain injury
- > Spinal injury
- > Gynaecology and obstetrics
- > Inquests and fatal accidents
- > Urology
- > General surgery
- > Orthopaedics
- > Claims involving children
- > Pressure sores
- > Misdiagnosis and inappropriate drug prescription

Trade Union

We provide employment advice and representation, a full personal injury service and a host of other legal services to the members of our Trade Union clients and sometimes to their family members too.

We have a proud reputation for representing our Trade Unions' members, whether it involves justice, a settlement, protecting their rights and even effecting change to laws and regulations. We are proud to support the Trades Union Congress and many local, national and international Trade Union campaigns.

“Most victims of clinical negligence are very keen to make sure the same thing can't happen again, to someone else.”

Martin Bare, Partner



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In 25 years of legal practice I have never met an accident victim who wanted a damages payment more than they wanted to turn the clock back. We look beyond recompense to the victim's need for rehabilitation.

”

Martin Bare, Partner



Our History

The firm was established in 1882 by Harold James, who operated as a sole practitioner until after the First World War. Records show the firm representing its first Union client, the Farriers and Blacksmiths, in 1906 and relations with the Trade Union movement have grown from strength to strength thereafter. Harold's daughter, Kathleen, married David Morrish, who had a brother, Eric Morrish, both Great War veterans. Eric trained with Harold James and qualified circa 1920, at which time the firm became HB James & Morrish.

Harold James retired from practice and Eric Morrish took over the firm. A younger partner, Clarence Nelson, joined the practice and the firm became Morrish, Nelson & Co until after WWII. Eric Morrish became Deputy Lord Mayor of Leeds on two separate occasions.

In 1946, Eric Morrish welcomed two younger partners, Leonard Skirrow and Priestley Kirby, when the firm became Morrish & Co and in the 1950s Fred Saville also became a partner. The firm incorporated other practices, Pullan Davies & Co and Wade, Kitson & Rigg, which had offices in Yeadon and Leeds. Fred Saville left the firm to become Registrar at the court. Eric's son, John Morrish, joined the firm in the late 1940s and later became a Chairman of Industrial Tribunals in Leeds. In the meantime, Eric's other son, Richard Morrish, started with the firm, to be joined later by Ian Skirrow (Leonard Skirrow's son) and John Foster, who left to become a district judge in Rotherham.

During his time as Senior Partner, Leonard Skirrow was aware of significant changes taking place in the legal profession. With help from the firm's litigation executive, Jack Saxton, the practice was transformed to become a major litigation practice in Leeds, at the same time as maintaining its traditional property and family ties.

The next young trainees to join the firm were Tim Harris and Bernard White. The firm continued to flourish and to strengthen ties with the Trade Unions following the appointment of today's Senior Partner Paul Scholey and Martin Bare as Partners.

Richard Morrish's son, Tom Morrish, now maintains the family connection, having become a Partner in the firm and subsequently has moved on to manage the Yeadon office. Like his forebears, Tom remains active in the greater Leeds community.

The firm grew further in 2006, incorporating a leading Pudsey practice, Lindley Clough.

As Head of Litigation at Morrish & Co, Martin Bare served as the President of Association of Personal Injury Lawyers from 2005 – 2007. He is now a Fellow of APIL.

In 2009 the firm evolved into Morrish Solicitors LLP and opened a new branch in Bradford, strengthening ties and commitment to the local communities.

Today, Morrish Solicitors is over 80 strong with four offices, maintaining a proud tradition of forward-thinking service to its clients, nationally and locally.

“ People have a right to expect protection from hazardous conditions in the workplace. When those expectations are not met, we come in and level the playing field. ”

Martin Bare, Partner

Corporate Social Responsibility

What is CSR?

CSR is about managing our Firm in a way that enhances the positive and minimises the negative economic, social and environmental impacts of our activities and services. We aim to combine the provision of high quality legal advice to our clients with a rewarding working environment and an awareness of the wider community.

Our policy

Morrish Solicitors LLP is conscious of its responsibilities in relation to assistance within the community and its associated social responsibility.

Our CSR policy, which covers community involvement, charity work, diversity, firm values and environmental initiatives, aims to integrate social and environmental concerns with our work with clients and the wider community.

All partners and employees throughout the firm are responsible for our CSR performance. This policy is an integral part of our core firm strategy and is reviewed on an annual basis by the Senior Partner to ensure the policy is effective across the practice and updated as necessary.

Staff awareness of CSR is maintained through internal communication which details how to get involved with initiatives and encourages staff to discuss suggested improvements to the policy.

Equality and Diversity

We are committed to eliminating discrimination and encouraging equality and diversity amongst our workforce. Our aim is to ensure that our workforce is truly representative of all sections of society and that each employee feels respected and able to contribute fully.

Our aim is to provide equality and fairness for all in our employment and not to discriminate on grounds of sex, sexual orientation, marital status, race, ethnic origin, colour, nationality, national origin, disability, religion, belief or age.

All employees are helped and encouraged to develop their full potential. We are committed to delivering a fair employment environment and the opportunity to advance and strive to ensure that everyone in the firm has ready access to development opportunities at all times.

In the community

We are dedicated to being a responsible contributing member of society, seeking to build strong relationships with the local community.

We endeavour to share successes with the local community in Leeds and Bradford and seek to work in co-operation with the voluntary sector and other bodies in the Leeds/ Bradford area to see where investment (in financial or other terms) can best be made.

Our employees are making a difference through involvement with local and national charities. The giving of our time and expertise is beneficial both for the personal development of the staff who get involved and the communities within which we work and live.

Our CSR policy outlines our support for a broad range of activities locally and nationally. Participation is both by individuals and as a firm and typical activities include:

- > Supporting initiatives aimed at assisting businesses in the Yorkshire region.
- > Volunteering in community projects.
- > Supporting and sponsoring community work by employees.
- > Providing advice and support to national charities such as Headway (the organisation representing victims with all aspects of head injury) and Age UK.
- > Examples of current initiatives are available on our website.
- > Charitable donations by staff by participating in our monthly Dress Down Day.
- > Paul Scholey, Senior Partner, was until 2012, Chair of Trustees of Leeds Citizens Advice Bureau and is now Independent Board Member of Leeds Grand Theatre and Opera House Ltd.

Environmental activity

We take our responsibilities towards the environment very seriously and encourage all staff members to adopt ethical principles.

We are taking steps to minimise our impact on the environment through reduction of waste and energy consumption.

Initiatives have been introduced wherever possible on an ongoing basis and include the following:

- > Reducing the volume of paper waste we produce and recycling all shredded paper.
- > Purchase of recycled products via our stationary suppliers.
- > PC's are turned off at night when staff leave the building, not left on standby, unless required for software upgrades.
- > Office waste i.e. leaflets, magazines, cans are recycled.
- > Our used toner cartridges and firm mobile phones that have reached the end of their life are sent for recycling.

To find out more about our policies, please visit our website.



Our areas of expertise include:

- > Employment Rights
- > Clinical Negligence
- > Injury Claims & Occupational Disease
- > Family Law
- > Asbestos
- > Property Services
- > Wills, Probate & Elderly Client Services
- > Professional Negligence
- > Trade Union Services

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