

Crown Commercial Services (CCS) Prospectus

RM6240 Public Sector Legal Services – Lot 2

October 2022 – v1



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About Kingsley Napley

Since our establishment in 1937 we have dealt with difficult and challenging situations on behalf of our clients. We provide legal services to the public sector and are a multi-service law firm with departments across wide spread of legal services. Our expertise and our cross departmental offering means that we can assist you with a range of legal problems.

We have in-depth experience working public sector and regulators providing advice on all matters concerning their regulatory functions and operations, including fitness to practise schemes, information assurance, compliance, legal challenges and criminal prosecutions. We have considerable knowledge of all of the major regulatory sectors with a particular emphasis on healthcare and education.

We consider matter management and relationship management a key priority for us when working with clients. Our 'one team' approach allows us to deliver seamless services to our clients whilst maintaining sound, commercial advice. Our lawyers are approachable and form positive working relationships with clients and wider contacts enabling the smooth progression of work. We instil the importance of picking up the telephone and not relying on email

Whilst each of our client relationships is unique, they bear similar hallmarks. In the initial stages, we spend time working closely with an organisation to understand its priorities and imperatives to determine how we can best work together to meet them. When investigating fitness to practise allegations, we use a robust case management system to monitor and track the progress of cases. We place considerable emphasis on a continuing and open dialogue with our clients to ensure we are meeting shared objectives and expectations. Through the deployment of a structured process improvement methodology, we also provide our clients with measurable improvements to their processes, resulting in resource savings for all.

Al in all, we provide a personal, supportive and professional service. Our clients report that they value the mix of approachability, excellent technical skills and the commitment to improving their operations that our team provides.



Your key contacts and Kingsley Napley

Please see below your key team contacts. Nicola Hill is the Supplier Framework Manager and will be your Point of Contact (POC) for anything bids related. In addition you will see the partner lead for each of the practice areas we can support you on. The partner lead will be responsible for liaising with you to ascertain the type and volume of work and deadlines involved so as to identify which levels of fee earner are required and in what numbers. We want our team members to be fully equipped and ready to tackle a case from the outset so work will be allocated to those with the right level of experience and with appropriate capacity. This would be across Kingsley Napley and would not be limited to just one practice area

Each practice area will have access to additional partners, legal counsel, associates, advocates, legal assistants (LAs), and paralegals. LAs in the regulatory team are non-qualified fee-earners with law degrees and/or sufficient experience in conducting investigations; many are in the process of seeking to qualify as a barrister or solicitor.

Working with other members of the consortium

Collaboration is an integral part of who we are. We are part of external legal provider (ELPs) panels for a number of clients and know competitor colleagues well. We are experienced at working and collaborating with them to ensure best client outcomes and do not keep our learning to ourselves. We attend meetings between the client and defence bodies at which we support our clients to respond and suggest solutions to defence issues raised.



At Kingsley Napley ED&I is at the heart of our business plan and culture. We are committed to providing an environment where all feel welcomed & valued.

Recruitment

We ensure our recruitment process is fair, consistent & inclusive. We ask our recruiters to put forward a diverse pool of candidates and selection is transparent and competency based. In addition, we strive to accommodate all roles and requirements and strive to make reasonable adjustments when required. Financial support for professional qualifications ensures accessibility for all and utilising recruitment software and technologies for trainees saw a 15% increase in applications from and 50% of offers made to ethnic minorities in 2021.

Key points:

- Increased occupational parental pay
- An extensive mental, physical, financial & social wellbeing programme
- Agile working
- A range of speakers for firm-wide events
- 50 mental health first aiders/champions
- Monthly wellbeing awareness campaigns

Retention

We came 5th in Best Companies 2022, the second highest ranking for a London law firm. We have an extensive wellbeing programme covering all areas of our lives and our agile working puts trust and flexibility at the centre of our office and home working approach. Continuing with our D&I & sub group activities means we have an inclusive working environment where diversity issues are highlighted, support available is known and our people can be themselves. Recent campaigns include menopause awareness and suicide prevention.

Key points:

- Increased occupational parental pay
- An extensive mental, physical, financial & social wellbeing programme
- Agile working
- 50 mental health first aiders/champions
- Monthly wellbeing awareness campaigns e.g. autism awareness
- Mental health, domestic abuse, menopause & fertility support hubs

Inclusive working environment

We have an active D&I sub groups which are open to everyone at all levels across the firm and each group is consulted on and gives feedback on firm wide initiatives, reports and policies. In addition, each group has a business plan as part of the firm wide D&I business plan, setting out concrete actions that each group will achieve during the relevant period.

Key points:

- Signed Halo Code & joined 10k Black interns initiative
- Transgender Day of Visibility - Stonewall training
- Partnered with Open Uni re training & education programmes
- Signed as Employer Partner with Social Mobility Foundation
- Recognised as part of "Valuable 500" - putting disability on leadership agenda
- First legal employer to sign Menopause Workplace pledge

Education

We have acted for regulatory authorities in the education sector for over 10 years, with expertise spanning investigations, litigation and presentation of disciplinary cases. As you will see below we have been key advisors for a number of education sector regulatory bodies such as the Teaching Regulatory Authority (TRA) and the Education Workplace Council (EWC) involving a number of high profile and complex cases.

In addition, we are experts in disciplinary and fitness to practise investigations conducted by Universities, as well as in the associated areas of safeguarding and the application of the Equality Act 2010.

Teaching Regulatory Authority (TRA)

We have been working with the TRA (and the predecessor bodies to the TRA) since 2010 and have built on the relationship year on year. In addition to advising on a number of complex and high-profile investigations we have also represented the TRA to successfully defend against a judicial review challenging the reasonableness of their internal procedures.

Education Workforce Council (EWC)

We have worked with the EWC for over 7 years and have developed a strong relationship in those years. On a number of complex cases involving a large number of parties we have been able to overcome numerous hurdles and ultimately secure successful results. In addition, we have worked closely with EWC to identify efficiencies that can be delivered in both their suitability and internal disciplinary procedures

Healthcare

Our healthcare team has advised key regulators and organisations in the sector for over 60 years. Our team of specialist and experienced lawyers act for individuals, organisations, corporates and regulators, providing advice on regulatory compliance, investigations, adjudication, enforcement and prosecutions. We are one of the few legal firms who both defends and prosecutes in this sector which allow for us to have valuable insights and intelligence with regards to the challenges healthcare public bodies and organisations face and the strategies that must be employed, thereby making our approach incredibly balanced.

As you will see below, we have acted for some of the largest professional regulators in the sector including but not limited to The Health and Safety Council, Health and Care Professions Council (HCPC), The General Optical Council (GOC) and the General Chiropractic Council (GCC).

Our experience:

Health and Care Professions Council (HCPC)

We have been advising the Health and Care Professions Council (HCPC) and its predecessors for nearly 60 years. We undertake post-IC investigations and present cases in relation to lack of competence, convictions and adverse physical and/or mental health. In 2021 we were able to support and HCPC on over 160 pre-IC investigations.

General Optical Council (GOC)

We have working with the GOC for a number of years during which we have developed a tangible and in-depth understanding of their needs. Over the years we have been involved in a number of complex and high-profile matters, particularly those involving fitness to practice and professional misconduct.