

RM6240 PUBLIC SECTOR LEGAL SERVICES

Lot 2a GENERAL SERVICE PROVISION (England & Wales)

Michelmores LLP

michelmores

PV1 02/2026

CONTENTS

Introduction to Michelmores LLP 3

Michelmores' Team Structure 4

Michelmores and Social Value 5

Property and Construction Specialism..... 6

Planning and Environment Specialism..... 7

Litigation / Dispute Resolution Specialism..... 7

Employment Specialism 8

Disclaimer notice – Michelmores LLP confirms that the use of information provided throughout (with particular regard to that given in case studies and key contact biographies) is not commercially sensitive, and where it is not a matter of public record, then appropriate permission has been sought for inclusion.

INTRODUCTION TO MICHELMORES LLP

Michelmores is a full-service law firm with a national and international approach. Established as a family business in 1887, the Firm now has offices in London, Exeter, Bristol and Cheltenham, 80 Partners and a total of over 570 staff.

Our service is built around the delivery of commercially-aligned advice which is flexible, transparent and client-focused. We add value to our clients' organisations by providing effective strategic solutions - and we are also very comfortable with rolling up our sleeves and getting to grips with day-to-day challenges.

Michelmores recruits and develops individuals who are entrepreneurial and who challenge the norm, who take the initiative and spot the gaps to formulate commercial solutions which deliver value and benefits to our clients. We think of our clients as partners and build relationships with them for the long term.

- **How we will work with Buyers**

We invest time to understand our clients' organisations, their objectives, and the challenges they face. We will listen to buyers to identify their needs and priorities.

We measure our success against our clients' success. Our lawyers are trained to align themselves with our clients' preferred ways of operating and to work as a seamless extension of their in-house teams.

Michelmores' systematic approach is designed to deliver commercial gains and advantages. For example, by identifying common methodologies, issues and trends we can help buyers with risk management, as well as spotting opportunities and cost-saving benefits.

Each buyer has a Client Partner with overall responsibility for the quality of the service that we provide. We have robust procedures under which the quality of our work is checked regularly by experienced lawyers or matters subjected to peer review to facilitate delivery to a consistently high standard, to the client's satisfaction. Our dedicated core team is committed to leading, shaping and continuously improving the advice we provide to buyers. We optimise the use of technology to facilitate engagement.

- **What sets Michelmores apart**

We recognise the challenges and opportunities facing our Public Sector clients in today's ever-changing political and financial environment. Our lawyers' expertise, together with our high-quality, cost-effective service delivery, means we are well placed to help our clients meet these challenges and maximise opportunities.

We have an integrated cross-departmental approach to Public Sector work which acknowledges the fact that the issues faced by our clients rarely occur in isolation. Michelmores' lawyers share learning and experience, keeping up-to-date with developments in the law as it affects national and local government, health, and the emergency services, implementing continuous improvement and added-value programmes designed to inform and benefit our clients.

This expertise is complemented by a thorough understanding of the specific regulatory restrictions on individual Public Sector bodies. Our experience in working for the Private Sector, brings invaluable 'other side' insight to our advice to Public Sector clients entering into public/private transactions.

Michelmores' Public Sector solicitors work regularly alongside our clients' in-house legal teams, to enhance and supplement their capacity, as well as undertaking matters which need to be completely outsourced.

MICHELMORES' TEAM STRUCTURE

Supplier Relationship Manager:

- **Adam Corbin**, Partner – adam.corbin@michelmores.com

Adam is a highly-experienced framework Client Partner and Supplier Relationship Manager across a variety of Public and Private Sector Contracts. He is both a Partner and a Barrister, with broad legal and practical experience, and a focus on delivering bespoke advice, strategic direction, and novel drafting, in cases and deals which involve complex interrelationships between diverse areas of law.

Key point of contact for bid/tender opportunities:

Ian McWalter, Bids Manager – ian.mcwalter@michelmores.com

Key contacts for Lot 2a Services under RM6240 Legal Service Panel:

- **Property and Construction** – **Paul Beanlands**, Partner – paul.beanlands@michelmores.com

Paul is a Partner in the Real Estate team. He has comprehensive Public and Private Sector experience. Paul advises across a range of areas, including property and land portfolio management, mixed-use and residential-led developments, permitted development schemes, infrastructure arrangements and energy projects, high net worth landowners and institutional investors.

- **Planning and Environment** – **Fergus Charlton**, Partner – fergus.charlton@michelmores.com

Fergus advises Public and Private Sector clients on planning, environmental and compulsory purchase law, offering strategic and practical advice. His practice also covers natural capital projects, particularly delivering biodiversity net gain and mitigating nutrient and water neutrality impacts, as well as energy projects.

- **Litigation** – **Jayne Clemens**, Partner – jayne.clemens@michelmores.com

Jayne's practice includes a wide range of high-value complex contractual disputes across the Public and Private Sectors, as well as a niche specialism in defamation & reputation management.

- **Employment** – **Rachael Lloyd**, Partner – rachael.lloyd@michelmores.com

Rachael advises clients on contentious and non-contentious employment law matters, providing support to both Public and Private Sector organisations.

- **Capacity**

Experience: Wide experience of similar frameworks allows Michelmores to address multiple instructions for different framework clients simultaneously, without sacrificing service quality or cost transparency.

Prioritisation: Instructions will be received and reviewed by the Responsible Partner who will ensure that appropriate resources (lawyer numbers, capacity and expertise) are allocated to deliver a timely service effectively, in line with buyer objectives, which represents best quality and value.

Allocation and Resilience: Work will be allocated to team members based on complexity, factoring in expertise, cost, and related issues and risks. Each lawyer has a specific, non-duplicated role. All understand the appropriate regulatory environment. Additional agreed, fully-briefed subject experts can be drawn upon as needed. Our team has inbuilt capacity to deal with unexpected changes in demand across different framework clients, minimising disruption and ensuring continuity to tight deadlines.

Efficiency: Similar tasks are assigned to the same lawyer to drive continuity and develop relationships. Co-ordinated knowledge-pooling maximises the opportunity for sharing instructions and costs between buyers (subject to confidentiality), avoiding duplication and additional charges, and enhancing quality by delivering a more agile, and accountable service. We talk to our teams to gauge workloads and to clients to understand and plan for future workloads.

MICHELMORES AND SOCIAL VALUE

Our Responsible Business commitment centres on the overall impact that we have on our people, the environment, and our communities and is a core part of our strategy and how we work. We know that we have a responsibility, and an opportunity, to create and protect value for our stakeholders, over the long-term. We strive to act as a responsible business, by reducing our impact on the environment, building social capital and harnessing our strengths to support the communities that we operate in. This isn't just business – it's purposeful stewardship.

- **The Environment**

Sustainability is integral to everything we do at Michelmores. We are committed to achieving sustainable growth that creates and protects value for our people, clients, and communities.

Our [2025 Impact Report](#) outlines our progress, key areas of focus, and future goals – including our transition to net zero, which has been validated by the Science Based Targets Initiative (SBTi).

- **Tackling Workplace Inequality**

At Michelmores, we cultivate a Culture of Choice – an environment where everyone belongs, can bring their whole self, and thrive.

In the summer of 2024, we engaged an inclusion specialist to support a listening project which engaged 18 of our people, across six focus groups. Those who contributed came from different offices, were from a variety of roles, both legal and business services, and wanted to share their experiences on diverse aspects of EDI and inclusion. The feedback we received has informed our approach to EDI and is helping us to formulate a new strategy and action plan. Our new EDI strategy will enhance the work we have been doing in this space for some years now; it will increase our commitment to initiatives that aim to make law more accessible; to diversity and opportunity for all as well as the psychological safety of our people.

An important step in creating and fostering an inclusive culture is the ability to identify any hidden barriers to opportunity. Having accurate data about the diversity of our people is vital and helps us as we continue on our journey to create a firm that truly reflects our society and its communities. We regularly review our diversity data to monitor progress and drive initiatives. You can view a snapshot of our diversity data in our reports for the Solicitors Regulation Authority for [2023](#) and [2025](#).

We're proud to rank 57th in the 2025 Social Mobility index, placing us among the UK's Top 75 employers and driving positive change in access to the legal profession.

- **Health and Wellbeing**

Michelmores is a signatory of the **Mindful Business Charter**

At Michelmores we work with our charity partners in a collaborative way, with the aim of making a clear positive impact on the communities in which we operate. We are proud to be supporting four fantastic Charity Partners across our office locations. At the heart of our partnerships is a shared commitment to making a positive impact in our communities. We believe that these partnerships will enable us to achieve that goal and make a meaningful difference in the lives of those who need it most.

The Michelmores 5K Charity Run raises funds for our charity partner, **FearFree**, which helps people of all ages, genders and sexualities to rebuild their lives after abuse.

The Firm has Wellbeing Champions across all offices, trained by the Mind Forward Alliance, of which we are also members. All Champions have attended specialist training and are a first point of contact for colleagues who need support, or just a chat with a friendly face.

We are currently working with Henpicked, a provider of specialist menopause training and support resources. Our Menopause Champion scheme, brings together colleagues who are passionate about raising awareness of the menopause and offering support to anyone affected by the menopause, either directly or indirectly.

- **Creating New Businesses, New Jobs and New Skills**

Michelmores offers School Leaver Legal Apprenticeships and a University Work Experience Programme, as well as Graduate Solicitor Apprenticeships and Legal Apprenticeships.

Our award-winning **MAINstream network for business angels**, provides a supportive environment for start-ups to seek funding for growth and jobs/skills creation by presenting their businesses to potential investors.

PROPERTY AND CONSTRUCTION SPECIALISM

Core team of 64 – including 18 Partners

Michelmores provides the full range of expertise for the **Property and Construction** specialism, plus all aspects of real estate finance, as well as advice and support in relation to construction and infrastructure projects, crown, commercial and residential real estate including investment; site/property redevelopment; acquisition and disposal (including relevant tax advice); compulsory purchase; freehold, leasehold and licences; landlord and tenant matters; real estate litigation.

Case Studies

- Acting for a Local Authority on initial due diligence re strategic development sites owned by the Council, including highlighting key risks and solutions, as well as advice on terms to be agreed with adjacent landowners in order to unlock the sites.
- Acting for a Unitary Authority's development subsidiary to establish a management regime for a major 'net zero whole-life carbon emission' development.
- Acting for a Local Authority on a construction-related claim relating to a school site.
- Drafting and negotiating the terms of multiple NEC4 consultancy appointments for a high-profile major healthcare development, including detailed 'z' clauses and complex issues relating to inflation mechanisms and limitations of liability.
- Advising a London Hospital Trust on rights of light issues arising out of a proposed development of the hospital.
- Advising an education provider on a number of issues arising out of its tenancy of a former education facility.
- Project managing a Central Government body's extensive national freehold and leasehold property portfolio.
- Acting for a consortium of Public Sector and charitable landowners on their joint sale subject to satisfactory planning of a strategic town centre site to a developer for a large residential and mixed-use scheme. The site comprised a large number of titles and the transaction involved complex price adjustment and overage mechanisms.
- Advising a Public Sector body on its telecoms portfolio which has involved negotiating and agreeing precedent agreements with almost all of the telecoms operators and the key infrastructure providers. This applies to both new sites and renewals of existing agreements.
- Advising on a bespoke precedent tripartite agreement for the provision of the Emergency Services Network with another Government department and an operator.
- Acting for a wildlife trust in relation to the purchase of land needed to generate biodiversity net gain credits to offset environmental impact from an adjacent 2000+ housing scheme.

- Advising a Public Sector body on the acquisition of freehold and leasehold land across the country to create and manage new woodland, as well as on option, lease and security documentation for renewable energy projects (wind and solar power).
- Advising on a hybrid MOU / contractual JV between Government departments and a private company covering the use of land and equipment for operational purposes.

PLANNING AND ENVIRONMENT SPECIALISM

Core team of 7 – including 2 Partners

Michelmores provides the full range of expertise for the **Planning and Environment** specialism, including: planning strategy; development projects/schemes; applications for development/ construction/change of use; compulsory purchase orders/s106 agreements; planning/development inquiries/appeals; litigation/ advisory/ transactional support on environmental matters incl. due diligence, inquiries/regulatory compliance.

Case Studies

- Acting for a Government agency on the mitigation of impact on its radar system in relation to a planning application for the development of a wind farm. We negotiated a settlement agreement for the relocation of the radar.
- Negotiating numerous highways agreements on behalf of developers and unitary and county authorities for residential schemes.
- Acting for a unitary authority in negotiating section 106 agreements for a large housing site of over 1200 units, including advising on compliance with regulations regarding the community infrastructure levy.
- Securing onsite biodiversity net gain for two separate solar/BESS planning applications ahead of the Gate 2 cut off.
- Advising a Government body on its strategic approach to protecting ancient woodland and managing the licensing of protected species.
- Advising a minerals planning authority on their approach to dealing with a consolidation application for a series of old mineral planning permissions.
- Guiding a renewable energy developer on the delivery of skylark mitigation measures for a solar development in Warwickshire.
- Advising a public sector client on numerous complex infrastructure agreements in relation to a major redevelopment of a hospital site.
- Advising landowners and public sector clients in relation to planning obligations for Biodiversity Net Gain and Nutrient Neutrality.
- Advising a Public Sector client in relation to stopping up a prominent piece of highways land.
- Advising a Public Sector body on the acquisition of land for Statutory Nutrient Credits.
- Advising and drafting for a Public Sector body on its suite of precedents for the management of the National Nature Reserve Estate.

LITIGATION / DISPUTE RESOLUTION SPECIALISM

Core team of 21 – including 7 Partners

Michelmores provides the full range of expertise for the **Litigation and Dispute Resolution** specialism, including: civil litigation against and on behalf of buyers, including alternative dispute resolution, arbitration, mediation, contractual resolution procedures, advocacy and early advice on disputes; plus health & safety, corporate manslaughter, and reputation management advice.

Case Studies

- Michelmores robustly and urgently defended a large NHS Hospital Trust on multiple urgent pre-action procurement challenges/processes. Supply under the tendered contract was business critical. Our advice prevented an expensive re-procurement exercise.
- Michelmores represented an SPV in a business-critical multi-party dispute with an NHS Trust pursuant to a £200 million Private Finance Initiative (PFI) scheme. We collaborated with specialist

colleagues in Michelmores' Projects team to provide seamless contentious and non-contentious advice. Our cross-disciplinary approach, and close liaison with our client, enabled us to achieve a number of settlements.

- Michelmores Specialist Defamation and Media Advisors have brought/defended defamation and reputation management claims for an international animal welfare charity, both within/outside the English jurisdiction. Our support meant that the client was able successfully to defend the claims at first instance and on appeal.
- Advising/representing a large, landed estate in a high-profile case involving Corporate Manslaughter and Health & Safety charges.
- Advising a Public Authority on its statutory harbour and river works licensing powers in relation to a £multi-million redevelopment.
- Advising and acting for a Public Sector body to defend judicial review proceedings over a decision not to prosecute or undertake enforcement action.
- Advising and acting for a Public Sector body to defend judicial review proceedings brought against them over the decision to take enforcement action.
- Advising a Non-ministerial Government Department on the exercise of its duties and functions within the statutory framework confining it.
- Advising a Public Sector body on its policies for and compliance on environmental data collection, sharing, and publication.
- Multiple successful trespasser and persons unknown injunctions across England for a Public Sector body.
- Advising a County Council on separate Arbitration proceedings against 3 tenants for various longstanding breaches of tenancy.

EMPLOYMENT SPECIALISM

Core team of 14 – including 5 Partners

Michelmores provides the full range of expertise for the **Employment** specialism, including: non-contentious matters re TUPE, COSOP, redundancies, restructuring, outsourcing, changes in terms & conditions, and reorganisations; plus contentious employment law, including litigation/dispute resolution.

Case Studies

- Advising a central Government Department in the defence of complex Tribunal proceedings involving allegations of discrimination, public interest disclosure and constructive unfair dismissal.
- Advising an NHS Trust on public interest disclosures with national press / publicity management requirements relating to a CEO and Board Member's conduct.
- Advising an NHS Trust in relation to allegations of systemic racism, an associated external and independent investigation, and employment tribunal litigation arising therefrom.
- Advising a Community Interest Company on the employment status of its workforce and contracts.
- Advising a central Government-appointed Interim Executive Board on the break-up of the organisation, associated TUPE transfers and redundancies.
- Advising a national public-sector organisation on the de-recognition of its trade unions.
- Advising a national educational resources provider on a large, interrelated grievance / disciplinary dispute involving around 15 employees.
- Advising an Education body in the defence of a complex Employment Tribunal claim alleging unfair dismissal, disability discrimination and discrimination on the grounds of sexual orientation.
- Acting for an NHS Trust in relation to 38 cross grievances and whistleblowing complaints brought by senior clinicians and management of Trust.
- Defending a large group of schools against several class action claims for unlawful deduction of holiday pay following recent Tribunal finding.