



**Representing  
your best interests  
and giving you  
peace of mind**

**Lemon&Co**



# About us

Lemon&Co Solicitors is a leading full service law practice based in the centre of Swindon. For over eighty years, we've grown our business by reputation and recommendation, building long-term relationships with a broad range of private individuals and commercial clients. Today, our experienced teams of specialist lawyers offer expertise across a variety of disciplines, but share a commitment to professional excellence and personal attention. Your best interests are at the heart of everything we do.

We provide clear and unambiguous advice and guidance, in plain English not legal jargon. So you're always able to make informed decisions, with a firm understanding of your options.

We're committed as a firm to getting things done. That means taking the lead, not following the pack. And we don't believe you should have to chase your solicitor to find out what's happening in your own case – we make sure you stay informed every step of the way.

At Lemon&Co, we always keep your end goal in sight. We'll use our experience and the expertise of our team to anticipate problems and think our way around setbacks. In this way we can help you reach a satisfactory resolution as swiftly and economically as possible.



## Business Services

Whether you're an established company or just starting out, Lemon&Co's Business Services department can help your enterprise grow.

We offer expert advice on a broad range of commercial law to all sizes of business, from sole traders and partnerships, to companies and plcs.

We think creatively and with imagination to plan, advise and anticipate the legal challenges that may lie ahead. We're not just about troubleshooting, but strategy too.

Our reputation in property, business transactions and employment law is recognised well beyond the immediate area. And our longstanding presence and knowledge of the region gives us added perspective on local markets and opportunities.

At Lemon&Co we aim to understand your business and to build a relationship with you. So you won't think of us as just a solicitor for hire, but as a key part of your professional team.

## Business

Sound legal advice is essential to any business.

Lemon&Co's specialist business team offers solid professional expertise across a variety of legal disciplines. Our clients include limited companies, partnerships and sole traders. Our experience ranges from setting up and advising limited companies and partnerships, to business transactions of varying complexity and values including multi-million pound disposals and acquisitions.

We can assemble a team of specialist lawyers, to expedite successful legal negotiations in complex issues, such as company takeovers and management buy-outs.

Our services to business include:

- Buying and selling businesses – companies/partnerships
- Share and asset sales and purchases
- Company formations/restructuring/management buy-outs/buy-ins
- Partnership/shareholder agreements
- Commercial contracts
- Software licensing/computer contracts
- Standard terms and conditions of business
- Franchise agreement
- Agency and distributor agreements
- Intellectual property – copyright etc
- Tax

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For further information on our Business services or to discuss your specific needs please contact  
 Martin Evans: 01793 553951  
 martin.evans@lemon-co.co.uk

## Business Property

Property law can be complicated. If your business involves buying, selling, letting or renting property, you may need specialist advice.

Lemon&Co's dedicated Business Property department has an acknowledged reputation for the breadth of its business property expertise. We handle transactions ranging from small retail and business premises, through to substantial industrial and property developments. Our clients include private individuals and small businesses, as well as national and multi-national organisations.

Our business property services include:

- Freehold & leasehold sales and purchases
- Property development
- Investment property
- Joint venture/consortium agreements
- Land options
- Leases – commercial, industrial, office and retail premises
- Agricultural sales, purchases and tenancies
- Hotels/restaurants/public houses
- General & liquor licensing
- Property disputes

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For further information on our Business Property services or to discuss your specific needs please contact  
 Martin Evans: 01793 553951  
 martin.evans@lemon-co.co.uk

### Health & Safety

If you're worried about the impact of Health & Safety legislation on your business, Lemon&Co can help.

We'll give you valuable advice on your compliance responsibilities, and make sure your business doesn't suffer through neglect or ignorance. In the event of a claim against you, we can help defend your reputation too.

Whether you are an employer, contractor or sub-contractor, our Health & Safety services include:

- Advising and managing your Health & Safety requirements
- Compliance with your obligations
- HSE/Local authority investigations
- Improvement and prohibition notices
- Defending prosecutions

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For further information on our Health and Safety services or to discuss your specific needs please contact Nita King: 01793 509806  
nita.king@lemon-co.co.uk.



### Employment Law

Lemon&Co has one of the largest specialist Employment Law teams in the region. So we're experts in ensuring that relationships with your employees remain in the best interests of your business, and always within the law.

We've worked for major employers in large-scale redundancies and reorganisations and have a wide range of experience in successfully advising on employment disputes, drafting contracts, and negotiating compromises. Our reputation in this area of law has led an ever increasing number of employers to engage our services.

Our services within Employment Law include:

- Drafting and revising service agreements and contracts
- Drafting and revising employee handbooks and employment policies
- Defending claims at the Employment Tribunal
- Advising on disciplinary and grievance procedures
- Managing redundancies and reorganisations
- Managing the exit of difficult employees
- Advising on how to meet statutory and contractual obligations
- Drafting and negotiating the terms of compromise agreements

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For further information on our Employment Law services please contact Paul Archer: 01793 509833  
paul.archer@lemon-co.co.uk



## Private Law

Your personal affairs demand personal attention. So, at Lemon&Co, sensitivity and understanding are as important as our legal expertise.

Our Residential Property team will support and guide you through the stress and excitement of buying or selling your home or your investment and development land. Our Will, Tax and Probate department help protect and secure your assets for you and your family, whatever the future may hold. Our Family Law experts can find the right way through the difficult choices involved in divorce, separation, child support, child care or other domestic disputes.

Whatever your circumstances, we offer the individual attention of your own personal solicitor, with the backing of a team of specialists to give the best possible advice across all areas of private law.

At a time when you may be feeling vulnerable, confused, or angry, it's important to know there's a team you can trust.

## Wills, Trusts and Probate

Whatever age, income or personal circumstances, everyone should make a will. It's the only way to ensure that your legacy goes exactly where you decide, and that your affairs are settled in the manner you wish for.

At Lemon&Co, we have the legal training and expertise to make certain your will is lawful and watertight, so there are no unnecessary shocks or costs for your loved ones after your death, and no doubts or distress about your precise wishes. Our broad legal knowledge ensures we take all your circumstances into account. We'll always advise you on tax implications, or complications that could arise over your property or other assets. We'll make sure your children and relatives are looked after in the way that's right for you, however complicated your family circumstances. We can also create trusts and lasting powers of attorney to best manage your circumstances within your lifetime.

Above all, our many years of experience bring us a personal understanding. Therefore we will always approach your most private concerns with the level of consideration you would expect to give you peace of mind.

Services we can offer concerning wills, trusts and probate include:

- Drawing up a will, and keeping it up to date
- Acting as executors to administer your estate
- Planning to minimise inheritance tax
- Complete legal support and advice for bereaved families

### Creating a Trust

- To protect your family assets in the most tax-efficient way
- To ensure any gift for children, in your will or in your lifetime, is looked after until they can use it sensibly
- For your husband or wife after remarriage, so you can support each other financially, but still make sure any children from a previous marriage will ultimately inherit your estate

### Lasting Powers of Attorney

- Vital protection should you, or a loved one, be unable to manage your own financial affairs and to ensure the security of your care

### Elderly Clients

- We can advise and help you with issues relating to and affecting elderly loved ones

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For further information on our Wills, Trust and Probate services or to discuss your specific needs please contact Deirdre Moss: 01793 509821 [deirdre.moss@lemon-co.co.uk](mailto:deirdre.moss@lemon-co.co.uk)



## Family and Collaborative Law

**In the drama of a family crisis, you need a clear head to look after your best interests.**

Lemon&Co's Family Law department promise helpful advice and practical support, combined with the sensitivity you deserve. We're committed to ensuring everyone emerges from family troubles with their emotional and material needs protected. So we make sure you stay in control of what's happening to you. We make use of our colleagues for specialist advice on wills or inheritance, company and commercial issues, related property transfers, sales or purchases and child care. And we're specialists in Collaborative Law, so we can seek solutions between divorcing or separating partners that avoid the need for confrontation and court actions until a resolution has been reached.

Our services in the field of Family and Collaborative Law include:

- Divorce
- Related property, financial, business and pension matters
- Cohabitation issues and agreements
- Civil Partnership issues
- Collaborative Law and practice
- Children issues e.g. contact/residence orders
- Child care
- Injunctions/domestic violence

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For further information on our Family and Collaborative Law services or to discuss your specific needs please contact Stephen Moss: 01793 509832  
stephen.moss@lemon-co.co.uk

## Residential Property

**For most people, buying and selling property isn't just about making the biggest financial commitment of their life, it's also about making a home.**

Lemon&Co's experienced Residential Property department understands the stresses and complications involved in dealing with property transactions, so we'll always do our best to smooth the process. We're one of the largest residential conveyancers in the area, but we know it's our personal service that sets us apart. That's why each transaction is overseen by a small team, so you'll always be speaking to a familiar voice who knows about your case.

Our reputation for local knowledge and quality of service is second to none amongst local property professionals. So we're a trusted partner for developers, investment buyers and commercial clients too, from individuals buying-to-let to national relocation companies and developers.

Our services for Residential Property buyers and sellers include:

- Conveyancing – buying and selling property
- Home information packs (HIPS) preparation
- Investment property, including buy-to-let
- Auctions
- Development land
- Tenancy agreements
- Rights of way/land options
- Remortgages

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For further information on our Residential Property services or to discuss your specific needs please contact Gillian Summers: 01793 509807  
gillian.summers@lemon-co.co.uk

### Employment Law

Where can you turn for advice and support if you have a problem or dispute with your employer?

At Lemon&Co, we have one of the largest specialist Employment Law teams in the area. We are acknowledged experts in employment disputes, contract law and compromise negotiation. We have a deserved reputation for representing our clients at the employment tribunal. We'll give you our honest appraisal of your chances of success, and our best advice on how to settle any dispute with an outcome that you are satisfied with. We can also advise on alternative ways of financing any action on your part, such as 'no win, no fee' agreements.

Our range of services in Employment Law include:

- Representing you at the employment tribunal in the whole range of claims including:
  - unfair dismissal
  - discrimination
  - breach of contract
  - redundancy
- Negotiating exit packages where the employment relationship is unsatisfactory
- Advising on compromise agreements
- Advising on statutory and contractual entitlements

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For further information on our Employment Law services or to discuss your specific needs please contact Paul Archer: 01793 509833  
paul.archer@lemon-co.co.uk

### Tax

Do you think you might be paying too much tax?

Lemon&Co's dedicated Chartered Tax advisor can give advice and support on many aspects of taxation law, allowing you to minimise the amount you have to pay. We'll advise on how you can make full use of exemptions and reliefs, whether you are tax efficient concerning your will or the beneficiaries of your will, buy to let property, or if you own more than one property for use, releasing equity from rental property, retirement and your business assets, disposals, your personal allowances and tax bands. There are many ways in which we can help you and the expertise of our teams of specialists in property, wills and trusts, and general law, ensures you are always presented with timely information on how changing tax laws might affect your tax liabilities.

We can advise on:

- Inheritance tax
- Capital gains tax
- Income tax
- Trusts and tax

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For further information on our Tax services or to discuss your specific needs please contact Gail Leece: 01793 509866  
gail.leece@lemon-co.co.uk



# Litigation

If you're considering court action, facing an employment tribunal, or you're in legal dispute, let Lemon&Co help you find your way through the law.

Whether it's an individual claim or a commercial dispute, we'll devise a plan of action to help you resolve your problem swiftly. We make sure you understand your likely chances of success and you'll always be informed about any alternative ways to pay for proceedings, like 'no win, no fee', or fixed fee services.

If we can, we try to keep away from the possible stresses and costs of court. We're experienced in mediation and alternative dispute resolution. Your disagreement might even be resolved with a single letter but as a last resort, you can be assured by our Litigation team's long record of success in the High and County courts and the employment tribunals.

We'll advise when to stand firm, and when to settle and we never lose our focus on the smoothest route to an outcome that will satisfy you.

## Litigation and Alternative Dispute Resolution

No-one wants to go to court if they can help it and though we're experienced litigators in the High and County courts and ready to fight for you in court, we'll always search for other ways to bring your dispute to a satisfactory conclusion whilst keeping your end goal in mind.

Lemon&Co are specialists in Alternative Dispute Resolution, using mediation and negotiation to avoid the uncertainty and potential stresses of the court system. Whether you are a private or a commercial client, we'll explore every avenue available to you. We'll consider each case individually and always give an honest and open appraisal to make sure you're fully informed about your options. We can also suggest alternative ways of financing your dispute too.

Our Litigation and Alternative Dispute Resolution services include:

- Mediation/negotiations/other dispute resolutions
- Consumer, business and property disputes
- Contractual disputes – national and international
- Partnerships and companies e.g. dissolution of partnerships, shareholder disputes, directors' breach of duties
- Fraud
- Sale of goods, product liability and consumer credit
- Landlord and tenant – commercial and residential
- Repossessions
- Mortgage Repossessions
- Trespass
- Adverse possession – commonly known as squatters rights
- Building disputes
- Boundary/neighbour disputes
- Professional negligence e.g. solicitors, accountants, surveyors etc
- Injunctions – instant response to any situation requiring urgent action e.g. freezing orders against a debtor's assets
- Copyright, trademarks, and passing off
- Insolvency – company and individual

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For further information on our Litigation and Alternative Dispute Resolution services or to discuss your specific needs please contact Nita King: 01793 509806  
nita.king@lemon-co.co.uk



## Personal Injury and Health & Safety

**If you've been a victim of injury or disease, how can you make sure that you're fully compensated?**

Lemon&Co's experienced team, led by our own Deputy District Judge, aims to obtain proper compensation for you if you've been in an accident caused by the negligence of others, or are a victim of a criminal injury. We'll deal with your circumstances sympathetically and always give a realistic view on your chances of gaining redress. We may be able to offer our services on a 'no win, no fee' basis, so you have nothing to lose by placing your claim in the hands of a firm with the highest reputation for professionalism and expertise.

Our Personal Injury services include:

- Stress at work
- Accidents at work
- Defending Health & Safety prosecutions
- Bullying
- Road traffic accidents – UK and abroad
- Slips and trips
- Industrial disease
- Medical negligence
- Accidents in trains, boats and planes
- Fatal accident
- Criminal injury

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For further information on our Personal Injury services or to discuss your specific needs please contact  
Tim Dixon: 01793 509803  
timothy.dixon@lemon-co.co.uk

## Debt Recovery

**When you're concentrating on running your business, who can you trust to chase your customers for payment?**

Lemon&Co's Debt Recovery department can help every size of business secure late payments and unpaid debts. Our experienced team will advise on all stages of credit control, from setting up efficient procedures, to launching court action to recover your money. We'll tailor our services to fit your requirements, with regular updates and monthly reports, and a personal contact available at the end of the phone. We'll always keep an eye on the most cost-effective route to a successful outcome, avoiding legal costs where they are not absolutely necessary.

Our Debt Recovery services include:

- Immediate action against your debtors
- Sending demands
- Commencement of court proceedings
- Enforcement proceedings e.g. bailiffs, charge on property
- Advise on best options
- Direct phone and email access for immediate response
- Regular and tailored reporting
- Fully supported by litigation and alternative dispute resolution team

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For further information on our Debt Recovery services or to discuss your specific needs please contact  
Debbie Knights: 01793 509801  
debbie.knights@lemon-co.co.uk

## Employment Law

When the relationship between employer and employee has broken down, who will fight in your corner for the outcome that's right for you?

Lemon&Co's specialist Employment Law department is respected throughout the region for the knowledge and expertise of our team. Our success in the courts and the employment tribunal is a matter of record. Whether you are an employer or employee, if you are considering litigation, we can advise on your likely success, and the best route through your dispute.

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For further information on our Employment Law services or to discuss your specific needs please contact  
Paul Archer: 01793 509833  
paul.archer@lemon-co.co.uk



# Our departmental heads

Each of our department heads is supported by a team of specialists to cover the wide range of legal services provided by Lemon&Co.



**Tim Dixon**  
Managing Partner



**Deidre Moss**  
Partner and Head of Private Client



**Martin Evans**  
Partner and Head of  
Business Services



**Nita King**  
Partner and Head of Litigation



**Stephen Moss**  
Partner and Head of Family  
and Collaborative Law



**Paul Archer**  
Partner and Head of  
Employment Law



**Gillian Summers**  
Senior Manager of Residential Property

# Lemon&Co

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This firm is regulated by the Solicitors Regulation Authority