



Your Key Contacts – Leisure Team



Malcolm Ireland, Head of Licensing
DD: 01254 686211 E: Malcolm.Ireland@naphthens.co.uk

Malcolm is the head of Naphthens' Licensing Department, which is one of a small number of teams in the country dedicated to this specialist area. He has extensive experience in all areas of the Licensing Act 2003 and an in-depth knowledge of the leisure sector, allowing him to provide commercially aware, independent advice to ensure clients comply with the law whilst effectively managing risks and achieving their business goals.

His clients range from small independent brewers right the way through to one of the top ten independent breweries in the UK, as well as restaurants, hotels and pub chains. Malcolm successfully dealt with a judicial review in 2008 which resulted in the High Court delivering what is believed to be the first authority of its kind under the Licensing Act. He is a member of the BII and a regular speaker at Pub Watch events.



James Allison, Corporate & Commercial Partner
DD: 01772 904245 E: James.Allison@naphthens.co.uk

James has particular expertise in the licensed trade sector. Managing a wide range of corporate and commercial clients, James works with an elite team at Naphthens to provide advice to businesses that experience rapid growth in emerging markets and businesses who wish to prepare for sale or prepare for expansion or procure funding.

James is particularly responsible for managing client relationships for Naphthens' Corporate Division. A large proportion of his time is spent with clients to understand their business objectives and to support their business needs from a legal perspective, with the aim of increasing shareholder value.

An experienced litigator, James acts for clients across a range of industries and has particular expertise in the leisure sector. He works alongside Corporate Finance Advisors, banks, and various Private Equity houses, to formulate deals.



Chris Boyle, Head of Employment
DD: 01772 904279 E: Chris.Boyle@naphthens.co.uk

Chris is Head of the Employment team and is the Leisure Team's Employment expert. He provides advice on all areas of HR and employment law, advising HR managers, directors and other decision makers on a day to day basis and takes a proactive approach to resolving disputes.

Chris also represents Employers at Tribunal where necessary.

In order that clients are up to date with current changes in the law, Chris provides regular updates and presents a series of seminars each year.

Chris has particular experience in acting for clients in the leisure, hotel, catering and entertainment sectors and clients include: Thwaites, Hawkshead Brewery, Partingtons, Sceptre, and Shire Hotels Emporium Group.



Your Key Contacts – Leisure Team



Robert Dobson, Corporate & Commercial Partner
DD: 01772 904342 E: Robert.Dobson@naphthens.co.uk

Rob specialises in company and business acquisitions and disposals, and regulating compliance instructions. He also has experience in advising on the following:-

- Management buyouts
- Company reorganisations (especially when dealing with venture capitalists and alternative funding arrangements)
- Regularly advising Banks and other funders on providing acquisition finance
- Advising lender's on security documentation
- Providing advice to companies and businesses providing credit under the Consumer Credit Act 1974
- Drafting and advising on consumer credit loan agreements
- Advising on hire purchase agreements on behalf of lenders
- Advising on all issues in relation to free trade loans

Rob's clients include Thwaites, I-Know, Partingtons Holiday Centres.



John Whittingslow, Head of Commercial Division
DD: 01772 904272 E: John.Whittingslow@naphthens.co.uk

John has particular experience representing clients in the Leisure Industry including Daniel Thwaites plc (for whom he has acted for 18 years) and Sceptre Leisure plc. He has represented a local high profile professional football club and their players personally and with 20 years of post-qualification time behind him he is considered one of the most highly regarded Commercial Litigators in the County.

Areas of expertise are Landlord and Tenant issues including Rent recovery, enforcement of covenants, dilapidations; enforcement of ties and obtaining possession of tenanted premises; loan enforcement including possession proceedings; advising on commercial contract disputes. He has been involved in numerous complex matters where Freezing Orders have been obtained and other injunctive relief sought.

As a Senior Litigator, he handles cases where the values are high, but also acts in many lower value cases where his experience is required due to the complexity or sensitivities of the matter. John prides himself on really getting to know his client in detail thereby ensuring that he is always aware of the client's needs and requirements at any given time.



David Hill, Commercial Property Partner
DD: 01254 686204 E: David.Hill@naphthens.co.uk

David is the Leisure team's commercial property expert. A highly experienced property lawyer he has a wide range of experience including landlord and tenant matters, lease notices, large portfolio sales, sales and acquisitions, property finance and investment.

As well as acting for Daniel Thwaites plc, also as a Blackburn based CRM Partner, David acts for a variety of commercial clients, from large corporates through to individual investors, with particular emphasis on the leisure industry. Clients include a range of pubs and restaurants, health clubs, caravan and holiday home parks including Partingtons and Holgates, and golf clubs including Royal Lytham St Annes.