

# **Code of Conduct**

#### Introduction

This **Code of Conduct** was is made in accordance with s.20 of the **Administration of Justice Act 1985**; s.53 of the **Courts and Legal Services Act 1990**; and s.83 of the **Legal Services Act 2007**.

All individuals and bodies regulated by the *CLC* must comply with this Code and its associated *regulatory arrangements*. In this Code "you" refers to individuals and bodies (and the *employee*s and *manager*s within them) regulated by the *CLC*. You must not permit anyone else to act or fail to act in such a way as to amount to a breach of this Code. Your main driver should be the delivery of positive *client outcomes*.

The Code comprises <u>Ethical P principles</u>, <u>under each of which sit <u>and specific</u> <u>Outcomesspecific requirements</u>, which taken together <u>will ensure you</u> deliver positive <u>o</u> outcomes for your <u>c</u> elients and the profession, particularly in relation to <u>Overriding Ethical Principle</u> 6, for others you deal with.</u>

To effectively secure the protection of, and the provision of choice for, the consumer of legal services, you must at all times comply with the following **Overriding**—**Ethical Principles**:

- 1. Act with independence and integrity, honesty and independence;
- 2. Know each client and understand their specific needs, treat them fairly, keep their money safe, and act in their best interests Maintain high standards of work;
- 3. Uphold the rule of law and public trust in the profession and legal services Act in the best interests of your Clients;
- 4. <u>Maintain high standards of professional and personal conduct</u><del>Comply with your duty to the court;</del>
- 5. <u>Collaborate openly and truthfully with regulators, ombudsmen, and other legal professionals; Deal with regulators and ombudsmen in an open and co-operative way;</u>
- 6. Promote <u>and support</u> equality, <u>diversity</u>, <u>and inclusion in practice</u> <u>-of access</u> and service <u>delivery</u>.

These are underpinned by **principles** of behaviour which must be demonstrated and **specific requirements**—**Outcomes** which must be complied with in order that the **Overriding Principles**—are supported and delivered.

Disciplinary proceedings may be taken against you if the *CLC* believes there has been a breach of this Code, meaning that *clients* do not receive the standard of legal services they should reasonably expect to receive. The *CLC*'s response will be informed by the *CLC*'s Regulatory and *Enforcement* Policies.

In exceptional circumstances the *CLC* may waive a provision, or provisions, of the *regulatory arrangements* for an individual, body or circumstance for a particular purpose, or purposes, and with the *conditions* specified in the waiver.

#### Overriding Ethical Principle 1.

Act with integrity, honesty and independence and integrity

<u>Outcomes</u> - yYou must deliver the following **Outcomes**:

- 1.1 *Clients* receive good quality <u>independent</u> information, representation and advice;
- 1.2 *Clients* receive a <u>professional</u>, <del>n</del> honest and lawful service;
- 1.3 You maintain your independence Client money is kept separately and safely.
- -Principles delivery of these Outcomes requires you to act in a principled way:
  - a) You do not allow your independence to be compromised.
  - b) You act honestly, professionally and decently.
  - c) You do not conduct yourself in a manner which may result in a breach of the law nor in any other manner which may bring the legal profession into disrepute.
  - d) You carry on Reserved Legal Activity only through a person entitled to carry on that activity.
  - e) You do not give false or misleading information relating to the provision of Regulated Services.
  - f) You do not allow fee arrangements to prejudice your independence or professional judgement.
  - g) You do not conduct business under a misleading name.
  - h) You keep *Client money* safe.
  - i)—You do not publicise your business through unsolicited communications in person or by telephone.
  - i) Your advertising is clear, accurate and fair.

- k) You keep Client money entirely separate from your money or the money of the entity.
- You do not take unfair advantage of any person, whether or not a *Client* of the business.

# <u>Specific Requirements</u> - you must also comply with the following specific requirements:

- m) You comply with anti-money laundering and prevention of financing terrorism legislation.
- m) When acting as a CLC licensee, you accept instructions only to act in a matter which is regulated by the CLC.
- All business communications, websites and office premises display information confirming the entity is regulated by the CLC, and the practice licence number.

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- p)—You display the CLC secure badge in a prominent place on your website.
- q) You provide cost information in a prominent place on your website and by other reasonable means on request.

## **Ethical Overriding** Principle 2-

Know each client and understand their specific needs, treat them fairly, keep their money safe, communicate openly and truthfully with them and act in their best interests.

## Maintain high standards of work

<u>Outcomes</u> <u>Yy</u>ou must deliver the following **Outcomes**:

- 2.1 Each Client's best interests are served within legal, ethical and regulatory bounds;
- 2.2 Clients receive advice appropriate to their circumstances;
- 2.3 Clients have the accurate, appropriate and useful information they need to make informed decisions and provide clear instructions;
- 2.4 Clients are aware of any limitation or any condition resulting from your relationship with another party;
- 2.5 Clients' affairs are treated confidentially (except as required or permitted by law or with the Client's consent);
- 2.6 You consult Clients on key decisions in a timely way;
- 2.7 You only recommend a particular person, business or product when it is in the best interests of the Client;

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- 2.8 Your accounting and banking arrangements keep client money secure;
- 2.9 Services are delivered in accordance with timetables reasonably agreed with the Client;
- <u>2.10 You accept responsibility where the service you provide is not of the expected standard and provide appropriate redress for the Client where necessary;</u>
- 2.11 Handling of complaints takes proper account of Clients' individual needs, including those who are vulnerable;
- 2.12 Complaints are dealt with impartially and comprehensively.
  - 2.1-Clients are provided with a high standard of legal services;
  - 2.2 Client matters are dealt with using care, skill and diligence;
  - 2.3 Appropriate *arrangements*, resources, procedures, skills and commitment are in place to ensure *Clients* always receive a high standard of service.

# **<u>Principles</u>** - delivery of these **Outcomes** requires you to act in a principled way:

- a) You provide the level of service appropriate for, and agreed with, the Client.
- b) You keep your skills and legal knowledge up-to-date.
- c) You ensure all individuals within the entity are competent to do their work.
- d) You supervise and regularly check the quality of work in Client matters.
- e) You comply fully with any undertaking given by you.
- f) You systematically identify and mitigate risks to the business and to Clients.
- g)—You promote ethical practice and compliance with regulatory requirements.
- h) You enable staff to raise concerns which are acted on appropriately.
- i) You maintain proper governance, management, supervision, financial, and risk management *arrangements* and *controls*.
- i) You administer oaths, affirmations and declarations properly.
- k) You deliver services in accordance with timetables reasonably agreed with the

  Client. Specific Requirements you must also comply with the following specific requirements:
- l) Control of an entity is from a permanent fixed address in England or Wales.
- m) A *Manager* who is an *Authorised Person* is responsible for ensuring that all of the entity's *employee*s are properly supervised.

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- n) You make provision for alternative supervision *arrangements* in case of illness, accident or other unforeseen event.
- o) You maintain proper records to evidence your *arrangements* and *controls* and how they are applied.

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# Overriding Ethical Principle 3. Act in the best interests of your

Uphold the rule of law and public trust in the profession and legal services.

Clients Outcomes - yYou must deliver the following Outcomes:

- 3.1 You act in the interests of justice;
- 3.2 You act in good faith towards Clients and other parties you engage with in the course of your practice;
- 3.3 You assist any Court or Tribunal or the CLC's Adjudication Panel honestly and openly as required and comply with any of their findings;
- 3.4 You refer clients to appropriately qualified professionals for advice outside your areas of expertise;
- 3.5 You do not conduct yourself in a manner which may result in a breach of the law nor in any other manner which may bring the legal profession into disrepute.
  - 3.1 Each Client's best interests are served;
  - 3.2 Clients receive advice appropriate to their circumstances;
  - 3.3 Clients have the information they need to make informed decisions;
- 3.4 *Clients* are aware of any referral arrangements and that they are consistent with your responsibilities both to them and to the *CLC*;
- 3.5 Clients are aware of any limitation or any condition resulting from your relationship with another party;
- 3.6 Clients' affairs are treated confidentially (except as required or permitted by law or with the Client's consent).

Principles - delivery of these Outcomes requires you to act in a principled way:

a) You only accept instructions and act in relation to matters which are within your professional competence.

- b) You keep the interests of the *Client* paramount (except as required by the law or the *CLC*'s regulatory arrangements).
- c) You do not act for a *Client* where you judge it is not in their best interests for you to do so.
- d) You do not accept instructions from a person nor continue to act for a *Client* whose interests conflict directly with your own, the entity's, or another *Client*.
- e)—You disclose *client* information only as the *Client* has instructed (or as required by the *CLC*'s *regulatory arrangements* or by law), keeping effective records of any disclosures you make.
- f) You only recommend a particular person, business or product when it is in the best interests of the *Client*.
- g) You cease acting in a matter if the *Client*-so instructs or, in the absence of such instructions where it is reasonable to do so.
- h) You provide the *Client* with information which is accurate, useful and appropriate to the particular *Client*.
- i) You only provide **Regulated Services** whilst you have **CLC** approved **professional indemnity insurance** in force.

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- j) You provide the *Client* with all relevant information relating to any fee arrangements or fee changes.
- k) You advise *Clients* of the name and status of the person dealing with their matter and the name of the person responsible for overall supervision.
- I)—You consult Clients on key decisions in a timely way.
- m) You **promptly** advise **Clients** of any significant changes to projected **costs**, timelines and strategies.

Specific Requirements you must also comply with the following specific requirements:

- n) Where the entity represents parties with different interests in any transaction each party is at all times represented by different *Authorised Persons* conducting themselves in the matter as though they were members of different entities.
- o) You ensure there are adequate indemnity arrangements in respect of *claims* made against you for work carried out by you before you have ceased to practice by purchasing professional indemnity insurance for a minimum of 6 years from the expiry of the period of professional indemnity insurance stated in your evidence of insurance or policy document.
- p) If you seek to exclude or limit liability, you do so only to the extent that such exclusion or limitation is above the minimum level of cover provided by **CLC**-approved

- professional indemnity insurance; you must obtain the written informed consent of the Client for such exclusion or limitation to be effective.
- q) When offering and providing services which are not regulated by the CLC, you advise your Client of this and inform them in writing that the activity is not covered by CLCapproved professional indemnity insurance or the CLC-administered Compensation Fund.
- r) Before or when accepting instructions, you inform *Clients* in writing of the terms on which the instructions are accepted, a complete, accurate estimate of fees and *disbursements* to be charged and if and when they are likely to change.
- s) You promptly inform the Client in writing of the existence and amount of any sum payable (whether directly or indirectly) as a result of receipt of that Client's instructions.
- t) With the exception of *disbursements*, you do not delay completion because fees are outstanding to you.
- u) You discuss and agree with the *Client* how *costs* will be paid, whether directly by the *Client*, by public funding, through an insurance policy or otherwise.

Overriding-Ethical Principle 4. Comply with your duty to the court
Note: this Principle will only be applicable if the CLC's application to regulate advocacy and
litigation services is successful

Maintain high standards of professional and personal conduct.

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## **Outcomes** - You must deliver the following **Outcomes**:

- 4.1 Clients are provided with a high standard of legal services;
- 4.2 Client matters are dealt with using care, skill and diligence;
- 4.3 Appropriate arrangements, resources, procedures, skills and commitment are in place to ensure Clients always receive a high standard of service;
- 4.4 Your skills and knowledge are up to date;
- 4.5 Personal conduct does not bring the profession into disrepute.
- 4.6 You administer oaths, affirmations and declarations properly.
  - 4.1 You act in the interests of justice;
- 4.2 You act in good faith towards *Clients*.

#### **<u>Principles</u>** - delivery of these **Outcomes** requires you to act in a principled way:

- a) You promote and protect the *client's* best interests.
- b)—You do not compromise your professional standards or independence.
- c)—You assist the court in the administration of justice.
- d) You do not knowingly or recklessly mislead or deceive the court, or allow the court to be misled.
- e) You ensure that the Court is informed of all relevant decisions and legislative provisions (whether this has a favourable or unfavourable effect on the case you are advancing).
- f) You comply with any Court Order (unless an application for a stay is pending or the Order has been revoked by the Court).
- g) You advise your Client to comply with Court Orders and of the consequences of failing to do so.
- h) You properly protect sensitive evidence.
- i)—You safeguard the well being of children and other vulnerable persons.

## **<u>Specific Requirement</u>** - you must also comply with the following specific requirement:

j) You ensure that the court is made aware of any relevant legal or factual matters which are likely to have a material effect on the outcome of the proceedings.

# Overriding-Ethical Principle 5. Deal with regulators and ombudsmen in an open and cooperative way.

Collaborate openly and truthfully with regulators, ombudsmen, and other legal professionals.

# <u>Outcome</u> YOu must deliver the following **Outcomes**:

- 5.1 You act in accordance with your legal and regulatory responsibilities, including responsibilities to Courts and Tribunals;
- 5.2 You are open and truthful in all your dealings with the CLC and other regulators, the Legal Ombudsman, HM Land Registry, the Probate Registry, HM Revenue and Customs, Lenders and other legal professionals, suppliers;
- 5.3 You comply promptly and fully with a CLC direction or request;
- 5. 4 You comply promptly with any authorisation, permission or condition endorsed on your licence, Recognised Body Certificate or Licensed Body Licence;
- 5.5 You co-operate promptly with any CLC investigation;

- 5.6 You co-operate fully with any Legal Ombudsman investigation and comply promptly with any requests, requirements or findings they issue;
- <u>5.7 You co-operate fully with other regulators and ombudsmen and comply promptly with any requests, requirements or findings they issue;</u>
- 5.8 As a CLC licensee operating in an entity regulated by another regulator you must comply with that regulator's regulations at all times.
- 5.1 You act in accordance with your regulatory responsibilities.

Principles - delivery of these Outcomes requires you to act in a principled way:

a) You are open and honest in your dealings with us.

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- b) You comply with the CLC Code of Conduct and the CLC's other regulatory arrangements.
- c) You comply promptly and fully with a CLC direction or request.
- d)—You comply with any **authorisation**, **permission** or **condition** endorsed on your **licence**, **Recognised Body Certificate** or **Licensed Body Licence**.
- e) You co-operate with any CLC investigation.
- f) You co-operate with any Legal Ombudsman investigation.
- g) You comply promptly and fully with any Legal Ombudsman Order.
- h) You co-operate with other regulators and ombudsmen.

Specific Requirements - you must also comply with the following specific requirements:

- i) You make the Compensation Fund contribution determined by the CLC.
- i) You systematically identify, monitor and manage risks to the delivery of this Code's outcomes.
- k) You *promptly* notify insurers in writing of any facts or matters which may give rise to a *claim* under *CLC* approved *professional indemnity insurance*.
- l) You *promptly* notify the *CLC* in writing of any facts or matters which may give rise to a *claim* under its *Compensation Fund*.
- m) As a *CLC* licensee operating in an entity regulated by another regulator you must comply with that regulator's regulations at all times in a way which is reasonably consistent with this Code.
- n)—You obtain permission from the *CLC* before offering *Reserved legal activities*:
  - as a new business;

- in an entity regulated by another Approved Regulator; or
- through an entity with a Manager who is not a CLC lawyer
- o) You notify the *CLC* of any material breach of this Code, whether by you, the entity or any other person.
- p) You notify the CLC of a change as set out in the CLC's Notification Code.

#### Overriding-Ethical Principle 6. Promote equality of access and service.

<u>Promote and support equality, diversity and inclusion in practice, service delivery and dealings</u> with clients.

#### <u>Outcomes</u>— yYou must deliver the following **Outcomes**:—

- 6.1 The service is accessible and responsive to the needs of individual Clients, including those who are vulnerable [1];
- 6.2 No-one Client, employee, colleague, job applicant, trainee or other party you deal with is discriminated [2] against (whether directly or indirectly), victimised or harassed;
- 6.3 You promote and support diversity and inclusion in management and legal service delivery
- 6.1 The service is accessible and responsive to the needs of individual *Clients*, including those who are vulnerable:

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- 6.2 No one *Client*, *employee*, colleague, job applicant, trainee or other party—you deal with feels discriminated<sup>2</sup> against (whether directly or indirectly), victimised or harassed;
- 6.3 You accept responsibility where the service you provide is not of the expected standard and provide appropriate redress for the *Client* where necessary;
- 6.4 Handling of *complaints* takes proper account of *Clients'* individual needs, including those who are vulnerable:
- 6.5 Complaints are dealt with impartially and comprehensively.

<u>Principles</u> - delivery of these <u>Outcomes</u> requires you to act in a principled way:

- a) You comply with Equalities legislation.
- b) You make reasonable adjustments to prevent persons with disabilities from being placed at a substantial disadvantage.

- c) You provide equal opportunities for all partners, *employee*s or applicants in employment and training.
- d) You make all reasonable efforts to ensure your service is accessible and responsive to Clients, including those with vulnerabilities.
- e)—The complaints procedure is clear, well-publicised and free.
- f) You treat complaints seriously and provide appropriate redress options.
- g) You deal with complaints fairly and within 28 days.
- h) You identify and address systemic Client Complaints issues.

Specific Requirements - you must also comply with the following specific requirements:

- i) Any allegation of (direct or indirect) discrimination, victimisation and harassment is investigated thoroughly, resulting, where appropriate, in disciplinary action.
- j) From the outset you advise *Clients* in writing of their right to make a *complaint*, how to make it, to whom, and the timeframes involved. You also make this information available in a prominent place on your website and by other reasonable means on request.
- k) You advise Clients in writing of their right to have their complaint escalated to the Legal Ombudsman and provide them with contact details and timeframes of that body. You also make this information available in a prominent place on your website and by other reasonable means on request.
- l) You keep a record of complaints received and any action taken as a result.

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- a *Client* may be vulnerable because of a range of characteristics, including (but not limited to): basic skills: literacy and numeracy; complexity and confusion: difficulty of accessing and understanding large amounts of information; disability or other impairment; mental health issues; distress or sudden change in circumstances e.g. bereavement, divorce, illness or loss of employment; low income; age; caring responsibilities; limited knowledge of, or limited skills in, use of English; balance of power: lack of competition and or choice; or inexperience or lack of knowledge of a particular subject. Vulnerability can only be assessed on a case-by\_case basis.
- On the grounds of age, disability, gender reassignment, marital and civil partnership status, pregnancy and maternity, race, religion or faith, sex or sexual orientation.