

KEYSTONE LAW

IN-HOUSE FAMILY LAW SERVICES FOR BUSINESSES

In a recent poll, 34% said that more needs to be done in the workplace to provide support for those going through divorce or separation. Let us play our part to help you support your employees and benefit your company.



2002

ESTABLISHED

350+

PARTNER LEVEL
LAWYERS

22

AVERAGE
YEARS PQE

25

PRACTICE
AREAS

21

SECTORS

QUOTED

ON THE LONDON STOCK EXCHANGE

TOP100

LAW FIRM

LAW FIRM OF THE YEAR

THE LAWYER AWARDS 2020

It is a sad statistic but nearly half of all marriages now end in a break-up and this has a demonstrable impact on employees' performance at work.

In order to try and minimise disruption, Keystone Law has launched a new service which enables employers to offer free access to highly experienced family lawyers to their employees and then highly competitive rates for them to take advantage of thereafter. One of the main highlights to employers is that rather than employees having to take time out of the working day to meet with lawyers, we are happy to come and meet with them at your offices or have confidential, secure video calls.

I would be delighted to meet with your HR and/or senior management team to discuss the benefits to the business along with any other legal issues you may be facing that my colleagues and I could assist you with.

Over the next few pages I have included further information about Keystone Law and how our Family Law for Businesses service works.

Best wishes,
Claire



Claire O'Flinn

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INTRODUCING KEYSTONE LAW

OUR VISION

Today, it's not just about practising a profession; it's about tackling real commercial challenges. We don't just provide services that meet the legal needs of our clients. We bring their entrepreneurial vision to life through a unique combination of established expertise and intuitive understanding of our clients' needs. Above all, marketplace and industry insight remain at the core of everything we do. For us it's about offering long-term, successful solutions and professional guidance in a sustainable, meaningful way.

OUR REPUTATION

Our reputation in the marketplace is thriving. Our business model makes us a natural choice for companies large and small. Our strong levels of client intimacy mean that our base of private clients continues to increase at pace, and we are no stranger to household names: many of our lawyers boast long-term senior-level relationships with large corporations that rely upon quality advice and deeper insight.

SERVICE AND VALUE

Keystone lawyers are all senior solicitors who have worked for at least 10 years in the country's top commercial law firms or in senior in-house positions. Their experience allows our clients to benefit from a responsive, commercial, and accurate legal service delivered by a team of specialists who have come across similar issues in the past. Keystone uses technology and modern working practices to deliver both excellent service and unbeatable value.

HOW SEPARATION IMPACTS BUSINESS

“Divorce costs the British economy up to £46 billion every year.”

Centre for Social Justice

“42% of all marriages end in divorce and of those, 90% happen to people of working age.”

Dialogue First

“Employee productivity levels fall by 40% during a divorce.”

Nashville Business Journal

“15.4 million working days were lost due to stress.”

Health and Safety Executive

“9 out of 10 employees felt a family breakdown impacted on their ability to do their job, leading it to suggest employers treat this like any other major ‘life event’.”

PPA

“52% of employees felt they would lose their job as a result of the separation or would need to leave voluntarily.”

PPA

“75% of employees going through a divorce feel less efficient at work and taking time out to see advisors was a significant factor in this.”

PPA

“Over a quarter of employees said they would have benefitted from dedicated divorce planning and wellbeing support.”

Boudica & EIR

FAMILY LAW FOR BUSINESSES

When your people are one of your most prized assets and essential to the smooth running of a business, absences can prove highly disruptive and employers throughout the UK are now taking active steps to reduce these through the provision of in-house legal facilities.

Relationship issues affect employees' ability to work, their concentration, their focus and inevitably they distract colleagues. Productivity is decreased and errors are made. Colleagues are often left to cover workloads on a daily basis or worse, to cover long-term sick leave. The effect on mental health causing anxiety and depression can be debilitating for businesses but experience shows that this can all be minimised if the employee feels supported by their employer. Many end up leaving their roles as a result of the isolation they felt in the workplace. As a long-term strategy to retain valued employees, providing family law advice is essential.

In a recent survey, 4 in every 5 employees who had been through divorce or relationship breakdown stated that it had adversely impacted their performance at work either through mental well-being or due to having to take time out to meet with lawyers and other advisors, often travelling some distance to offices in order to address the practicalities as well as the emotional issues associated with the separation.

At Keystone Law we are proud to offer a unique service that will not only help your employees and elevate your position as an employer that cares but will also minimise wider disruption to the business through enabling your employees to have direct access to a highly experienced family lawyer either in-house at your offices or via video call.

There are many situations where providing legal advice could support and benefit your employees as they try to handle that difficult work-life balance. These include:

- Financial consequences of relationship breakdown
- Disputes regarding with whom children should live or spend time
- Divorce and related issues including jurisdiction
- Issues related to unmarried families
- Removal of a child from the jurisdiction
- Variation of existing orders, both financial and children-related
- Cohabitation agreements
- Separation agreements

PREVENTING BUSINESS DISRUPTION

AN EMPLOYEE EXPERIENCING RELATIONSHIP DIFFICULTIES WILL LOOK LIKE THIS:

- Unproductive
- Unfocussed
- At risk of adversely impacting the team
- Loss of confidence
- Looking to their employer for support
- Physical and/or mental illness
- Sick leave or lateness



PROVIDING YOUR EMPLOYEES WITH ACCESS TO A LAWYER AT THE EARLIEST OPPORTUNITY WILL:

- Provide critical early support
- Separate these conversations from colleagues who otherwise become involved
- Ensure a plan is established providing comfort and reassurance
- Support your employee with guidance on the process providing confidence
- Restore productivity swiftly
- Protect the team from a disengaged colleague
- Attract and retain talent
- Form part of your well-being team
- Offer telephone or virtual meetings



FAMILY LAW FOR BUSINESS PRICING

	NO OF EMPLOYEES IN BUSINESS			
	0 - 50	51 - 100	101 - 500	500+
Annual subscription giving access to legal advice within 24 hours of enquiry (Mon-Fri)	£750	£1500	£3000	£6000
1-hour consultations per annum included	3	6	12	14
Additional 1-hour consultations at discounted rate	£500	£500	£500	£500
	£250	£250	£250	£250
Reading of documents, written strategy and cost estimate (per consultation) at discounted rate	£700	£700	£700	£700
	£500	£500	£500	£500

Following the initial consultation, if requested, reading of documents, preparing a written strategy and providing cost estimate (per consultation).

After initial consultation, usual hourly rates available between £300-500 +VAT per hour payable by either the business or the employee.

All prices exclusive of VAT.



CLAIRE O'FLINN

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For over 20 years Claire has been resolving complex financial and children issues using her creative approach coupled with her tough pragmatic style of negotiation.

Claire works on many high-profile cases, often with an international element, which she handles with sensitivity and discretion, to ensure that at a stressful time, her clients are kept out of the media spotlight.

Her practice spans all areas of family law with a proven track record in reaching favourable financial solutions for high-net-worth individuals. As well as her financial practice, she also acts for parents in disputes concerning their children, with a high success of reaching solutions without making court applications. Her commitment to reaching settlements away from court is often praised by her peers. Claire is a recognised expert in advising upon the effects and consequences of coercive and controlling behaviour within family relationships and is sensitive to the needs of victims who seek her help.

“CLAIRE IS ASTUTE, DETERMINED AND NEVER INTIMIDATED BY THE OPPOSITION. SHE HAS THE RARE SKILL AND EXPERIENCE TO MANAGE CASES INVOLVING MONEY AND CHILDREN WITH EQUAL DEXTERITY.”

LEADING FAMILY KC

Above all, Claire is committed to helping couples part with dignity and to minimise the impact on the family. She is a trained collaborative lawyer and mediator as well as a regular contributor to family law journals and the national press.

Claire is recognised in The Legal 500 2021, 2022 and 2023 editions and is noted as being “hugely capable” and “brilliant”. She is also recommended as one of the country’s top family lawyers for high-net-worth divorces in the 2020, 2021 and 2022 editions of the Spear’s 500 directory.

“Sharp as a razor and on top of everything as well as being extremely approachable and understanding.”

The Legal 500 2023

OUR OTHER SERVICES

Keystone is a full-service law firm operating across the following legal practice areas and sectors. Where necessary, solicitors from different teams work together on particular projects to ensure clients receive comprehensive and well-rounded advice. If you require assistance in any area of law, please do not hesitate to get in touch.

PRACTICE AREAS

- › Banking & Finance
- › Capital Markets
- › Commercial
- › Commercial Property
- › Construction & Projects
- › Corporate
- › Data Protection
- › Dispute Resolution
- › Employment
- › EU & Competition
- › Family & Matrimonial
- › Fraud & Financial Crime
- › Immigration
- › Insurance
- › Intellectual Property
- › Investment Funds & Management
- › Licensing & Gambling
- › Mediation & ADR
- › Pensions & Incentives
- › Planning & Environment
- › Probate & Estate Planning
- › Residential Property
- › Restructuring & Insolvency
- › Tax
- › Technology

SECTORS

- › Agriculture & Rural Affairs
- › Aviation
- › Charities & Not-For-Profit
- › Digital Assets and Cryptocurrency
- › Education
- › Energy & Natural Resources
- › Financial Services
- › Food & Beverage
- › High-Net-Worth Family Office
- › Hotels, Hospitality & Leisure
- › In-House Counsel
- › Life Sciences & Healthcare
- › Marine & Shipping
- › Media
- › Music
- › Private Client
- › Professional Practices
- › Property Development
- › Retail
- › Sports
- › Technology & Telecoms

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