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**AN OUTLINE OF THE FIRM**

Our aim is to create a financially sustainable firm that enables us to use the law to empower our clients to hold the state & those with power to account for its actions and inactions, to fight for human rights, to challenge discrimination and environmental abuses. We aim to do this by working together as a team in accordance with our values which are central to the work we do.

Our values are:

•**Respect**

•**Fairness and openness**

•**Integrity and honesty**

•**Promoting equal opportunity and empowering each other to fulfil their potential**

**& by having these values, creating a firm that survives and thrives.**

We positively encourage applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, religion or belief, marital status, or pregnancy and maternity.

We are keen to encourage applications from disabled people, including using positive action measures provided for under the Equality Act 2010. If you think you may need reasonable adjustments and would like to discuss this before applying, you can speak confidentially to Louise Whitfield, a partner here who is not involved in this recruitment process; you can contact her directly at [lwhitfield@dpglaw.co.uk](mailto:lwhitfield@dpglaw.co.uk). We will also guarantee an interview to any disabled candidate who meets the essential criteria – please complete the relevant section of the diversity questionnaire when applying. Unfortunately our current London offices are not wheelchair accessible.

**OUR CIVIL ACTIONS WORK**

Our work includes actions against the police/Home Office/MOJ, discrimination, inquests, and other civil litigation include public law remedies against the state. Our clients’ complaints are about the police, prison service and other parts of the criminal justice system. Their complaints include discrimination, bereavement, assaults, unlawful detention and prosecution, and breaches of the Human Rights Act as well as failures to investigate and prosecute crime. We specialise in private and public law actions against the police, Home Office, CPS, and IPCC; representation at inquests, prosecutions and inquiries; and alternative forms of dispute resolution.

Most of our clients come to us by referral. Clients are referred by, for example, community groups and activists, journalists, advice agencies and other lawyers, former clients and the CLS. Our clients are mainly publicly funded.

**HOW THE TEAM WORKS**

Our police and civil actions team currently consists of two partners, one consultant and four solicitors. The lawyers tend to have developed areas of expertise such as discrimination, immigration detention or inquests which is something we encourage.

The lawyers have their own caseloads. Junior lawyers also assist senior lawyers on their cases.

You would have you own case load. If you are a more junior lawyer, you would assist partners with their cases as well. All our casework is supervised internally at regular intervals. The types of cases you would work on would depend upon the needs of the firm as well as your experience and interests.

The team has weekly meetings at which issues arising out of our cases, and relevant legal and political matters, are discussed. Team members also take part in external meetings and events relevant to our work and are expected to attend such events in the evening as necessary. We consider discussion necessary to maintain the very high standard of representation that we provide. We are based in London, EC1 & SE1 as well as Bristol.

**THE POST: Solicitor Job Reference: 2019/06CRSO**

This vacancy is for a qualified lawyer to work in civil actions to start in or around October 2019 in our City or Bristol office. We will consider applications from lawyers with any level of post qualification experience. Terms and conditions will depend upon the level of your expertise.

**Person specifications**

**Essential:**

* Strong academic record
* Ability to work as set out in the job description
* Commitment to equal opportunities
* Demonstrable relevant work or political experience of the law relating to our police and other civil actions work
* Proven ability to meet cost targets

**Advantageous but not essential:**

* Connections with campaigning and/or other referring organisations relevant to our work
* Familiarity with and ability to use social media to promote the firm’s work
* History of meeting fee and time targets

**How to apply**

Please complete all parts of the application form below and return to us by

**Email:** recruitment@dpglaw.co.uk

or

**Post:** Deighton Pierce Glynn, Att. Joel Nicholls, 8 Union Street, London SE1 1SZ

**Please quote the job reference 2019/06CRSO in the subject line of your email.**

**Closing date:** 8 a.m. on 27 August 2019

Applications received after this time cannot be considered.

**Interviews:** Suitable candidates will be invited to attend a skills test and interview in the week commencing 2 September 2019.

**APPLICATION FORM**

**PLEASE RETURN BY 8 a.m. on 27 August 2019 to** DPG Recruitment - [recruitment@dpglaw.co.uk](mailto:recruitment@dpglaw.co.uk)

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| --- | --- | --- | --- |
| **Position applied for:** |  | **Job Ref:** |  |

**Employment or volunteering history – in date order most recent first. Please mark Salary box with a “V” for any work that was voluntary/unpaid.**

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| --- | --- | --- | --- | --- | --- |
| **Dates to and from** | **Employer / Organisation** | **Job title and main duties/responsibilities** | **Average Hours worked per week** | **Salary** | **Reason for leaving** |
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**Education/training – please put which school / college / other institution you attended**

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| **Secondary education:** | | **Qualifications & grade:** |
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| **Higher education:** | **Date completed:** | **Qualifications & grade:** |
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| **Vocational Training:** | **Date completed:** | **Qualifications & grade:** |
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| **Other relevant training, professional qualifications or work related skills (for example languages, shorthand, etc):** | | |
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| **Are you undertaking any course of study at present? (if so, please give details)** | | |
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| **Do you have membership of any professional bodies? (if so, please give details, including any offices held)** | | |
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**It is the Company's policy to verify the qualifications of all successful job applicants and you may be asked at a later stage in the recruitment process for your consent to checks being carried out.**

**WHY YOU FULFIL THE CRITERIA**

**Please answer each section with no more than 100 words.**

**Please say why you think you satisfy each of the criteria below in turn, giving examples where possible. Any experience to which you refer may have been gained in paid employment, voluntary or campaigning work, life experience and/or special interests relevant to the post.**

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| --- |
| * Strong academic record |
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| * Ability to work as set out in the job description |
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| * Commitment to equal opportunities |
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| * Demonstrable relevant work or political experience of the law relating to our police and other civil actions work |
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| * Proven ability to meet cost targets |
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**STATEMENT IN SUPPORT OF APPLICATION**

Please say in no more than 500 words why you are applying for this post and if you have experience in any of the desirable criteria

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*BELOW HERE TO BE DETACTED PRIOR TO SHORTLISTING.*

**Equal Opportunities Monitoring Form**

Please complete the form online by clicking here: <https://forms.gle/JeEnkd3HGJCaRoog6>

Once you have completed the form you will be given a confirmation code. Please enter your confirmation code here:

**Personal details**

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| --- | --- |
| **Surname:** |  |
| **Forenames:** |  |
| **Current address:** |  |
| **Telephone number:** |  |
| **Email:** |  |

**References**

Please give the details of two referees, stating how long you have known them. One has to be your current or most recent employer. References for shortlisted candidates will be taken up before interviews unless you request otherwise.

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| **1. Name:** | **2. Name:** |
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| **Address:** | **Address:** |
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| **Telephone number:** | **Telephone number:** |
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| **Email:** | **Email:** |
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| **Occupation:** | **Occupation:** |
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| **Time known:** | **Time known:** |
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| **May references be taken up before interview?**  YES/NO | **May references be taken up before interview?**  YES/NO |

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| **Other details** | |
| What is the notice required in your present post? |  |
| Is your present post your sole regular employment? |  |
| Are you a British citizen or a national of an Area EU country or Switzerland? |  |
| If not, do you have the right to work in the UK and a current work permit? |  |
| If so, please state the expiry date of your right to work in the UK and/or your work permit. |  |
| Where did you see the advertisement for the post? |  |

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| **Disabilities** | |
| **Do you require any special arrangements to be made for your interview on account of a disability?** Please note that this information will not be shared with staff involved in the shortlisting process! | Yes/No |
| If "yes", please give brief details that you feel would help us to accommodate your needs during your interview and thus meet our obligations under the Equality Act 2010: | |
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| **Convictions**  Have you ever been convicted of a criminal offence? If so please give details of any unspent convictions. As this post is one covered by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 both spent and unspent convictions must be declared. | Yes/No |
| If "yes", please give details: | |
|  | |
| **Data protection**  Information from this application may be processed for purposes registered by the Employer under the Data Protection Act 2018. Individuals have, on written the right of access to personal data held about them.  I hereby give my consent to Deighton Pierce Glynn Solicitors processing the data supplied in this application form for the purpose of recruitment and selection.  **Declaration**  I declare that the information given in this application is to the best of my knowledge complete and correct.  **I can confirm that I have completed the Equal Opportunity Form online and have provided the confirmation code on this form.**  **Signature (or type your name here):**  **Date:**  Note: Any false, incomplete or misleading statements may lead to dismissal should this application lead to an offer of employment. | |