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**AN OUTLINE OF THE FIRM**

We are a legal aid firm based in London and Bristol, specialising in civil liberties & human rights litigation, holding the state and those with power to account for their actions and inactions. We aim to empower our clients, taking cases that we think matter, and which make a difference either to groups or individuals. We have a friendly team of staff each of whom are committed to the work we do and to making the firm a great place to work.

Our values are:

•**Respect**

•**Fairness and openness**

•**Integrity and honesty**

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

We run the firm in two complementary departments with a slightly different focus but on occasions working on the same issues.

The “AAPA” (Actions Against the Police/Public Authorities”) department’s 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, immigration detention 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.

The Public Law and Civil Actions department’s work includes work around Migrants Rights, trafficking, public law challenges of unlawful government policies, private and public law discrimination, public and private law unlawful detention cases, and work with campaigning groups around unlawful decisions made by public bodies.

Both departments have expertise in public inquiry work.

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 LAA. Our clients are mainly publicly funded.

**How the Public Law and Civil Actions department works**

The Public Law and Civil Actions team consists of 9 partners, 8 solicitors and 7 trainee solicitors who work on challenges to government policy, and individual civil actions in the private and public law sphere, primarily against government. The department has a number of solicitors focused on migrant rights, both in relation to unlawful detention, confiscation of phones, destitution and inadequate accommodation, but also relating to some immigration issues, most notably the implementation of the Windrush scheme, and the No Recourse to Public funds policy. We work with front line organisations and try to ensure our work reflects the concerns that their members are seeing. The senior solicitors in the team tend to develop specialisms within the private law or public law sphere which reflect their own interests.

We are committed to making DPG a great place to work and aim to retain our staff. This is a central value for us. We want to employ the best people we can, and therefore positively encourage suitably qualified and eligible candidates to apply regardless of sex, race, disability, age, sexual orientation, gender reassignment, religion or belief, marital status, or pregnancy and maternity. If you think you may need reasonable adjustments and would like to discuss this before applying, you can speak confidentially to Leonie Porter who you can contact directly at lporter@dpglaw.co.uk.

 **THE POST: Paralegal Job Reference: 2025/04/LONPL**

We are looking for a Paralegal for our London office to support two partners in our public law team. Most of the work will be public law challenges and private law claims including systemic judicial reviews, unlawful detention and false imprisonment claims group civil claims.

Salary £27,000 per annum.

Whilst the position does not guarantee a training contract, or SQE training equivalent, we recruit trainees from our paralegals, and it is anticipated that the right candidate will be able to pursue a training contract or the new equivalent after 12 months of working at DPG.

**Person specifications**

**Essential:**

* Analytical ability.  This involves problem solving skills and intellectual rigour.
* An ability to use initiative, and think creatively to find pragmatic solutions & exercise good judgement, whether in legal or non-legal situations.
* A demonstrable interest in civil liberties, anti-racism, equality and social justice, through work history, campaigning or other means.
* The ability to understand, connect & effectively communicate in person and writing in plain English including with those who have experienced adversity and have English as a second language.
* Attention to detail, organisational skills & excellent time management with the ability to manage multiple tasks and deadlines, including whilst working under pressure.
* IT skills - ability to type, computer literacy and a willingness to use, and aptitude for, developing skills in the use of information technology.
* Ability to work both independently through self-motivation and collaboratively as part of a team, including by being adaptable to diverse working styles.
* Ability to conduct legal research effectively
* An interest in & enthusiasm for public interest law including attending training and keeping up to date in this area of law

**Desirable:**

* Knowledge and/or experience of legal aid, with a commitment to working within the legal aid sector.
* Experience of living in/working with first or second generation migrant communities.
* Familiarity with and/or experience of using AI software to increase efficiency.
* Knowledge and/or experience of the use of immigration detention in the UK.

**How to apply**

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

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

Please quote the job reference **2025/04/LONPL** in the subject line of your email.

**Closing date:** **10.00am on Monday 7th April 2025**

Applications received after this time cannot be considered.

**Interviews:** Suitable candidates will be invited to attend a skills test and invited to interview w.c. 14th April 2025

**APPLICATION FORM**

**PLEASE RETURN BY – 10am on 7th April 2025 to** DPG Recruitment - recruitment@dpglaw.co.uk

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| --- | --- | --- | --- |
| **Position applied for:** |  Paralegal | **Job Ref:** | 2025/04/LONPL |

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

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **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)** |
|     |
| **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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| * Analytical ability (being able to think like a lawyer) – please set out here details of your educational achievements, and why they represent an achievement for you. We are interested in where your achievements were greater than others in your school / college / university, and also understand that grades do not tell the whole story, so explanations of other issues are useful where relevant.
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| * A demonstrable interest in civil liberties, anti-racism, equality and social justice, through work history, campaigning, or other means.
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| * Communication skills that can engage clients, build trust and advocate, particularly with disadvantaged people and/or people who have English as a second language, mental health needs or learning disabilities.
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| * An ability to write clearly in plain English.
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| * Attention to detail, organisational skills & time management.
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| * IT skills - ability to type, computer literacy and a willingness to use, and aptitude for, developing skills in the use of information technology.
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| * Ability to work collaboratively as part of a team.
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| * Ability to use initiative at work, work independently, input ideas and help develop the firm.
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| * Ability to conduct legal research and keep up to date with legal developments in relevant areas.
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| * An interest in & enthusiasm for public interest law.
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| * Desirable criteria
	+ Experience of Legal Aid work
	+ Experience of working on systemic public law challenges and group claims
	+ Experience of living / working with first / second generation migrant communities
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**STATEMENT IN SUPPORT OF APPLICATION**

We use the law to empower our clients to challenge abuses, failures, and other unlawful conduct by the government and those with power.

We are committed to becoming an anti-racist firm. We work together to make the firm sustainable financially and for each other.

We put clients first. We are collaborative. We aspire to excellence in all we do.

[Our values](https://dpglaw.co.uk/litigation-and-public-law-solicitors/aims-and-values/) are:

•**Respect**

•**Fairness and openness**

•**Integrity and honesty**

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

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| **What are your values? What motivates you to work in this field ? Can you explain these to us and explain why these values are important to you? This can be by a written statement of no more than 300 words or the equivalent length a power point or other presentation.**  |

**Equal Opportunities Monitoring Form**

Please complete the form online by clicking <https://forms.gle/3Mqt2S1cW2nYk4SU7>

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:** |  |
| **Other details** |
| What is the notice required in your present post?  |  |
| Is your present post your sole regular employment? |  |
| Do you have the right to work in the UK? |  |
| Where did you see the advertisement for the post? |  |
| **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:  |
|  |
| **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: |
|  |

**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:** |
|   |   |
| **Email:** | **Email:** |
|   |   |
| **Occupation:** | **Occupation:** |
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| **Time known:** | **Time known:** |
|   |   |
| **May references be taken up before interview?**YES/NO | **May references be taken up before interview?**YES/NO |

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| **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 request [on payment of a fee] 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.

**Signature (or type your name here):**

**Date:**