



TW Stands for Business

Turning vision into value for business owners,
managers, executives, group boards and
entrepreneurs.

Thackray Williams

Law firms don't solve problems, people do.

From urgent deals and disputes to employee issues, we know that in business, results are what really matter. We offer prompt, real-time guidance that will make the most of your time, money and ambition.

Thackray Williams is a law firm recognised throughout the business community for its astute commercial awareness and commitment to its clients.

Our team work with local and family run businesses, multi-national corporations, emerging enterprises and individuals alike, sharing the belief that experience and understanding go hand in hand.

Our seasoned lawyers are passionate about helping you achieve your vision, planning for your future and adding real and sustainable value.





Corporate, Banking and Finance

From starting out to selling up – we can help negotiate success at every stage of your business' life cycle.

Grow, Develop & Realise your commercial and strategic objectives. Our team of specialist corporate lawyers can help you find success at every stage of your business life cycle.

From start-up to sale or exit, through expansion by acquisition, strategic alliance, joint ventures or raising capital, our team have the expertise to secure the results you're looking for.

As your journey unfolds, we will partner with fellow professionals, when needed, tapping into the expertise of trusted financial advisors and

accountants, who complement our own deep pool of knowledge and understanding in corporate, banking and financial law. We're there to guide you through corporate transactions and the complexities of the regulatory, legal and fiscal framework, that governs them.

Trusted long-term relationships are important to us and fundamental for strong business outcomes. We build relationships on the understanding of what really matters to you and the sectors in which you operate.

“I have used the services of Dr Salandra and he was first class in every respect. He negotiated a very complex take over of a business and his work and advice was essential in the successful completion of the deal.”

Dr Saverio Salandra's client
Corporate & Commercial

Corporate, Banking and Finance

The services we offer include:

Mergers, Acquisitions and Disposals

Our mergers and acquisitions lawyers have a proven track record in offering advice on all aspects of M&A transactions for corporates and private individuals, including: mergers, acquisitions, private equity and management buyouts.

Shareholder & Partnership Agreements

We offer the creation of bespoke agreements that meet the needs of all involved, offering pragmatic advice to ensure any such agreement has your best interests at its core.

Finance & Growth Funding

We advise on the legal and regulatory issues of many areas of lending, security and product development including the issue of bonds, mini bonds, loan notes instrument and debentures.

We also advise on private equity and venture capital funds as well as other private investments in all aspects of the investment cycle.

Joint Ventures

We support investors and entrepreneurs in achieving their goals, by assisting on the drafting and structuring of joint venture agreements.

Our work is collaborative across all of our practice areas and we offer seamless and supporting advice on commercial agreements, IP and employment needs.

Insolvency and Restructuring

We can help those who are facing insolvency and we will highlight all the options that are available for the business, working with accountant and insolvency practitioners.



Commercial

Disruptive start-up? Established brand? Our collaborative commercial team can help you maximise business value while keeping a lid on risk.

We work with national and international clients and are ready to go global if you are. From drafting terms and conditions and advising on how to comply with consumer rights legislation, to choosing the most suitable franchising structure – we'll always offer you bespoke legal advice that puts your goals first.

Business deals often present with complex dimensions and when they do, we work closely with our in-house experts in commercial property, litigation and employment law to provide specialist support that you need to get you over the line.



Commercial

The services we offer include:

Commercial Contracts

Securing fully-tailored legal agreements can mean the difference between a successful business relationship and a costly dispute.

We advise on all aspects of commercial contracting, including: contracts for the supply of products and services, advertising and marketing agreements, standard terms of business, website terms and conditions and consumer contracts.

Franchise Agreements

Whether you're a franchisee embarking on an exciting new business venture, or a franchisor needing a strong and competitive legal team on your side, we are here to offer you solid, robust advice.

Our specialist franchise team is made up of highly experienced intellectual property, commercial property, employment, commercial and corporate solicitors, which enables us to provide a complete legal service to our franchise clients.

Intellectual Property & Data Protection

Copyrights, patents and trademarks are all types of intellectual property and just like tangible property, it is essential that they are protected.

Our team wants to help encourage the use of intellectual property law to help safeguard individuals, businesses and the property that they create.

Business Start-ups

The birth of a new company is the time when specialist legal advice and support is absolutely critical, but one where financial resources are all too often at their most scarce.

We can assist with the legal documentation and advice needed to support your business start-up or company formation. This includes: shareholders' agreements, articles of association, terms and conditions, standard contracts of employment and employee handbooks.

Terms and Conditions

Whether a large multinational or a start-up, every business should have a set of standard business terms and conditions that clearly define the contractual terms between the business and its customers.

Our Commercial team is highly experienced in drawing up T&Cs for clients across all business sectors.

“You made the transaction seem effortless for us and you were extremely prompt and on the ball so a HUGE thank you for that.”

Alexander Willingham's client
Commercial





Employment Law

For the one off. For the longer term. Our specialist employment lawyers can advise on individual issues or work with you on a retainer basis.

Employees are the lifeblood of every successful business. Our employment experts will help you manage the legal elements of those relationships providing you with cost effective, practical and commercial advice to ensure their ongoing management.

Employment law issues can become increasingly costly, time-consuming and stressful if you do not manage them correctly and quickly. Always take advice.

Having the right documentation in place can help you to manage risk, allow you to concentrate on your core business and protect your investment. All giving you peace of mind.

Our specialist employment lawyers can advise on individual issues or work with you on a retainer basis. For many of our clients, we're an external resource that's virtually in-house.

“From the start of the process you have been highly professional, highly engaged and totally there for us, to add to that I found you to be friendly and emphatic.”

Emma Thompson's client
Employment

Employment Law

The services we offer include:

Redundancy & Business Restructuring

We advise our clients on the planning and implementation of restructuring and redundancy strategies. From supporting you and your team with volume administration or consultations, to managing the whole project from start to finish - we have the skills, resources and experience to help you.

Employers' HR & Retainer Services

Our HR Business Support Service provides you with flexible HR Director level advice, that can support you when you need it.

Either as part of our HR retainer service or as a one-off project, our team of HR professionals can help you with:- Employee Contracts, Employee Handbook, HR Audit/Health Check, managing internal employee processes, HR training and more ...

Defending Tribunal Claims

Our team of experienced employment law solicitors can advise on the merits of any claim or proposed claim, brought against your business, and will provide commercial advice on the options available to you. We can correspond with the opposing side, employees and/or their representatives directly or on your behalf, to negotiate mutually agreeable settlements or, if necessary, we can defend the legal proceedings brought against your business.

Employment Contracts & Staff Handbook

As a matter of good practice, policies and procedures can be contained within a Staff Handbook. The only real exception to this related to Health & Safety policies for businesses with five or more employees. This is a legal requirement. But we would always, as a minimum, advise employers to have in place Disciplinary and Grievance procedures and an Equal Opportunities policy.

Managing Exits & Settlement Agreements

Exits and settlement agreements can be very emotive so we have a team of specialist employment solicitors, on hand, to assist you.

Our team are highly experienced in working with our commercial clients to agree successful employee exit strategies. As part of this process, we consider the commercial risks and support our clients in both the negotiations with their employees and drafting the terms of the settlement agreement



Dispute Resolution

Our commercial litigation solicitors cover various aspects of civil and commercial litigation, including contractual disputes, building disputes and possession proceedings.

Our team covers all areas of civil litigation, dealing with both litigious and non-litigious aspects of work and for this, our Bromley office is ideally positioned close to Bromley County Court, where we have forged many close working relationships with Counsel who have acted on various areas of contested work.

However, we do prefer to utilise our extensive expertise with various dispute resolution techniques, to try and ensure that going to court is the absolute last resort.



DEFEND THE
POOR & PVI

Dispute Resolution

The services we offer include:

Boardroom & Shareholder Disputes

Our commercial litigation team offers in-depth advice to individual directors, shareholders or collectively to companies, in all matters relating to boardroom and shareholder disputes. We offer a comprehensive service from arranging negotiations to advising and representation through court proceedings.

Debt Collection

Our specialist debt collection team will pursue several legal avenues in order to secure invoice payments. The service we offer has both national and international coverage and no debt is too large or too small.

Commercial Landlord and Tenant Disputes

Taking a dispute to court can be expensive and should be a last resort. Our team will advise you on the alternative options for resolution. If you decide that court proceedings are necessary, we can represent and guide you through that process.

We specialise in Rent Reviews, Forfeiture Claims, Dilapidations Claims, Covenant Disputes and Contractual Disputes and we will always seek to resolve your dispute in the most cost-effective and efficient manner. We will never lose sight of your goals.

Contractual Disputes

Our specialist team deals with a wide range of contractual issues, including: advising on the terms of a contract, enforcing a contract, dealing with breaches of contract and the remedies available, the obligations arising out of a contract, including terms which are not expressed in writing and the methods of terminating a contract and the consequences.

“I am indebted to you for the professional experience and expertise which has informed the excellent way in which you handled the case and your kind support is much appreciated.”

Andrew Raby's client
Dispute Resolution



Commercial Real Estate

Whatever your commercial real estate challenge, our approachable lawyers will ensure your transaction reaches the conclusion best for you.

Being an effective commercial real estate solicitor is far more than technical know-how. It demands an intimate knowledge of property markets that only comes with years of experience of managing transactions. It's this powerful combination that drives the high-quality service our clients expect.

Private landlord or business tenant, corporate landlord, property developer, investor, an owner occupier, or a financial institution and niche lender:

we can support your business activities end-to-end. We work hand-in-hand with our Company Commercial team on corporate restructuring or business sales and acquisitions. Should TUPE issues emerge around employees, our Employment colleagues are there to smooth your path.

Whatever commercial real estate challenge comes your way, our approachable lawyers will ensure your transaction reaches the conclusion best for you.



Commercial Real Estate

The services we offer include:

Commercial Conveyancing

Looking to buy or sell commercial property, then our experienced commercial real estate conveyancing solicitors are on hand to ensure that your transaction takes place as efficiently and cost-effectively as possible. We can help with the negotiation of all transaction documentation, due diligence on property acquisition, planning, mortgage finance and auction sales and purchases.

Secured Lending

We advise on all aspects of real estate finance, including property investment and development facilities, and can help you with: independent legal advice for lenders, drafting the full suite of security documentation required by a lender, advice for borrowers in connection with commercial finance arrangements and independent legal advice for third party borrowers.

Landlord & Tenant

Our expert real estate lawyers regularly act for landlords and tenants across all sectors and can prepare and/or advise on leases for commercial properties, whether those are industrial, general retail or part of residential portfolios.

Whether you are creating a new lease, transferring an existing lease, terminating your lease or granting a lease to a new tenant or subtenant, our real estate team will be able to help you each step of the way.

Land Development

We act for developers and landowners and can easily recognise the presenting issues from both sides. We will use our knowledge and understanding to achieve the best result for you. We will work with you throughout the development process, and offer advice to ensure that contractual agreements do not leave you exposed or at risk, but in a position of strength to achieve your objectives.

Our team have a thorough understanding of the financial concerns inherent in development projects, and we will advise you on the elements which are likely to be central to a funder's requirements.

“It is very refreshing to find a team like you who are so quick and prompt. I do appreciate your style of work and I am glad your company was recommended.”

Yildiz Betez's client
Commercial Real Estate



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London

125 Old Broad Street
London
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Sevenoaks

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Sevenoaks
Kent TN13 1XR

West Wickham

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West Wickham
Kent BR4 0QG