

IMPACT
LEGAL & BUSINESS SERVICES

Who We Are.

Impact Legal & Business Services is a values-led platform of legal, HR, and business consultants helping organisations build solid foundations, navigate change and unlock sustainable growth.



Victoria's training and employment law advice was fantastic. She is easy to talk to, commercial, knowledgeable and great at adapting her input to our environment.

Emily Bignell,
Head of People & Culture, Ideal

Strategic legal advice, people expertise & commercial insight, all in one place to help you protect, scale and thrive.

Our Vision

Our vision is to be a trusted community creating positive impact.

Our Values

Collaboration

Working alongside you, not just for you.

Innovation

Modern solutions for modern challenges.

Integrity

Doing the right thing, always.

Impact

Making a difference together.

Who We Work With

- Startups and scale-ups
- SMEs across sectors including tech, manufacturing, and professional services
- Investors and boards
- Not-for-profits and social enterprises
- Leadership teams navigating change or growth

Legal Services.

Legal solutions with impact, tailored for your business success.

Corporate & M&A.

Our experienced corporate law team supports businesses from startups to listed companies, providing tailored, commercially focused advice that goes beyond legal basics by understanding your objectives and delivering strategic solutions.

Immigration Law.

Impact Lawyers partner with specialist immigration lawyers to deliver trusted, strategic legal support to help companies navigate complex immigration matters effectively.

Employment Law & HR.

We provide practical Employment Law and HR solutions for startups, SMEs and large corporations, ensuring compliance with evolving regulations through tailored, reliable guidance that helps businesses effectively manage and support their workforce.

Data Protection.

At Impact, we provide comprehensive data protection services, helping businesses comply with laws, safeguard personal data, and manage information securely and responsibly.

Commercial, IP & Technology.

Building success starts with strong foundations. Our expert commercial and tech law team ensures robust agreements, protects interests and supports businesses from ambitious startups to global enterprises with tailored legal guidance.

For Founders.

Impact Lawyers help founders build and grow businesses, offering expert legal advice on formation, IP, contracts, employment, fundraising and compliance.

Fractional GC Services.

Our Fractional GC Service offers businesses flexible access to seasoned legal and operational expertise, providing strategic support when needed without the cost or commitment of a full-time in-house hire. We also provide mentoring for in-house lawyers.

For Investors.

We work with angel investors, VCs, and family offices to provide strategic legal support that ensures investments are sound, well-structured, and aligned with long-term goals.



Any organisation would be fortunate to have Nick Gould as their corporate counsel. His combination of legal expertise, ethical standards, and commitment to client success makes him an outstanding attorney.

Steve Kavanagh, Director, Claim Guardians Limited

Practical, Impactful Legal Solutions.

We pride ourselves on delivering practical, business-driven legal solutions across a diverse range of practice areas.

Whether you're navigating complex corporate transactions, protecting valuable intellectual property, or ensuring compliance with ever-evolving employment law and data privacy regulations, our experienced team provides the strategic guidance you need to succeed. Our multi-disciplinary approach combines deep legal expertise with a keen understanding of business operations, helping you overcome challenges and seize opportunities with confidence. From startups to established enterprises, we offer tailored support at every stage of your growth, ensuring that your legal needs are met efficiently and effectively.



Business Services.

Impactful business solutions backed by legal expertise.

Practical, Impactful Business Solutions.

We go beyond traditional legal services to offer a comprehensive range of non-legal business solutions designed to empower your organisation.

Our unique blend of legal acumen and business insight allows us to provide expert HR consulting, commercial advisory and leadership training tailored to your company's needs. Whether you're navigating complex workforce challenges, seeking strategic commercial advice, or aiming to strengthen your leadership team, our multidisciplinary approach ensures practical, actionable solutions.

Leadership & Management Training.

Our Leadership and Management training equips business leaders, managers, and supervisors with essential skills to navigate legal and operational challenges. These courses combine practical strategies and legal insights to enhance decision-making, ensure compliance and mitigate risks for forward-thinking organisations.

HR Support.

At Impact, we provide comprehensive HR support, including Fractional HR, change management, compliance, workplace investigations, and retainer services, combining legal, commercial and human expertise to solve issues efficiently, reduce risk and strengthen modern workplaces.

Corporate Governance Services.

At Impact, we provide comprehensive directors' duties and corporate governance services to support your business's leadership and compliance needs. Our team of experienced consultants offers expert guidance on all aspects of corporate governance, ensuring your board operates effectively and in compliance with legal requirements.

ESG Services.

At Impact, we offer comprehensive ESG services to help businesses integrate environmental, social and governance principles. Our expert consultants provide practical, commercially focused advice to ensure sustainable, responsible and compliant operations, tailoring solutions to meet your specific business needs and objectives.

Employment Law & HR Training.

At Impact, we offer a comprehensive range of training services designed to help businesses navigate the complexities of employment law and HR management. Our training programs are tailored to meet the unique needs of your organisation, ensuring your team is equipped with the knowledge and skills to thrive in the modern workplace.

Commercial Business Advisory.

Business success requires informed decisions and strategic planning. Our Commercial Business Advisory Services provide expert guidance to address challenges, seize opportunities, prepare for exit, or drive growth. Combining legal and commercial insight, we refine models, expand markets, and manage risks.

Neuroscience.

At Impact, all of our business services are underpinned by a neuroscience framework, helping you understand how your people think, feel and behave. By understanding neuroscience, we deliver more effective business services, creating stronger connections and driving meaningful results.

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David's advice was clear, practical and helpful. I highly recommend him.

FTSE 250 Tax Director

Our People.

We partner with experienced professionals who want to work flexibly and purposefully. Our platform supports lawyers, HR consultants, coaches and trainers to deliver impactful work with autonomy, community and shared purpose.



Victoria Hall
Co-Founder
Employment Law

Victoria is an experienced employment lawyer, a Level 7 CIPD-qualified HR professional, accredited external workplace investigator, practising coach and a non-executive director.



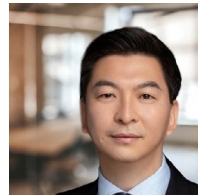
David Ludlow
Partner
Fractional General Counsel Services

David is a qualified solicitor with over 30 years global experience working for multi-nationals.



Kevin Withane
Co-Founder
Corporate

Kevin is a dual qualified barrister (non-practicing) and solicitor with over 22 years global experience in corporate and commercial work, including M&A, commercial contracts and IPOs.



Gary Yang
Partner
Head of China Desk and Sustainability

Gary is a dual-qualified lawyer (China and New York) with over 20 years of international legal experience.



Nick Gould
Corporate Partner

Nick is a highly experienced and respected corporate lawyer with interest in the laws around directors and their duties as well as corporate governance.

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Kevin was an absolute superstar in every respect. Dealing with a very tricky investment round.

Jake Ramus,
Founder, Chief
Executive Officer,
Snuze Ltd



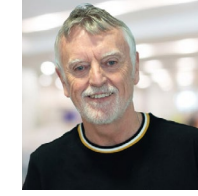
Pam Cannell
Consultant
Global HR

As a Global HR Director, Pam leads the delivery of tailored HR consultancy services, addressing both strategic initiatives and day-to-day HR challenges. She is also an accredited workplace investigator.



Carol Fraser
Consultant (New York)
Global HR and Certified Compensation Professional

Carol is a dynamic HR expert, entrepreneur, and certified coach known for her unique blend of expertise, energy, and authenticity.



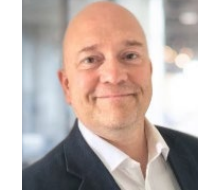
Clive Hyland
Consultant
Head of Neuroscience & Leadership Strategy

Clive is an established business and leadership coach, with extensive experience in corporate businesses, including roles as CEO and COO of major companies.



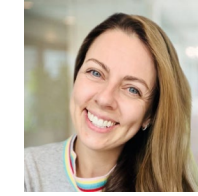
Karen Wellman
Consultant
Senior HR & Organisational Design

Karen is a senior HR Consultant with three decades of experience in Human Resources.



Leo Godsall
Consultant
Corporate Finance and Funds

Leo is a seasoned corporate adviser with over 20 years' experience in corporate finance, M&A and strategic consulting.



Carey Smith
Consultant
Senior HR & M&A Support

With over a decade of senior-level experience in HR, Carey has a passion for helping businesses build strong, scalable people strategies.

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Clive's knowledge of neuroscience and it's impact on human performance is transformative.

Matt Phelan, Co-Founder, The Happiness

Community Impact.

We are dedicated to making a positive impact on our community through a variety of initiatives for our consultants, clients and the wider community.

Diversity X.

Kevin Withane founded Diversity X, a community for overlooked underestimated founders® and an angel syndicate with a mission to support underestimated founders.



Fundraising for Charities.

Victoria Hall recently ran 52 half marathons in 52 weeks, raising over £7,000 for charity.



Act as Trustees for Charities.

We undertake voluntary and ambassador roles including for Green Willow Funerals, Bigmoose, Pave The Way, Cleaner & Greener, UnderOne, CARE and more.



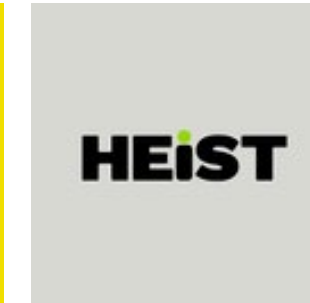
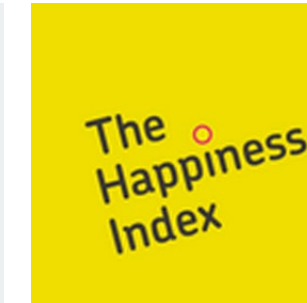
Other Initiatives.

Victoria Hall is recognised as a Circular Economy Innovation Champion. Kevin Withane is well known as a champion for sustainability and DEI.



Who We Work With.

We work with startups, scale-ups, SMEs across sectors, and investors. We also support not-for-profits, social enterprises, and leadership teams navigating change or growth, helping them build clarity, resilience, and lasting impact.



Our impact extends beyond our clients - into the communities we serve.

Start With A Legal Health Check.

Our legal healthcheck is the perfect way to begin.

- Identify risk areas in your business
- Review key contracts, compliance, and governance
- Gain strategic insights from a legal expert

Quick.
Confidential.
Insightful.



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