



**Farooq Rafiq**  
**Employee**  
**416334**

[Employee-related decision Date: 25 July 2024](#)

**Decision - Employee-related decision**

Outcome: Approval of employment (section 41)

Outcome date: 25 July 2024

Published date: 18 October 2024

**Firm details**

**Firm or organisation at time of matters giving rise to outcome**

Name: Broadway Legal Limited

Address(es): Chambers Business Centre, Chapel Road, Oldham OL8 4QQ

Firm ID: 628603

**Firm or organisation at date of publication**

Name: Umbrella Legal Limited

Address(es): Unit 71 Carlisle Business Centre, 60 Carlisle Road, Bradford BD8 8BD

Firm ID: 406143

**Outcome details**

This outcome was reached by SRA decision.

**Decision details**

Umbrella Legal Limited have been granted permission under Section 41 of the Solicitors Act 1974 to employ Mr Mohammed Farooq Rafiq as a caseworker, subject to the following conditions:

- i. Mr Rafiq's work will be directly supervised by Mr Amjad Ali, and in his absence by Ms Tasneem Kauser.
- ii. Mr Rafiq is permitted to work as a paralegal. His responsibilities are limited to those described in the firm's original Section 41 Approval of Employment form dated 4 February 2021, the role profile



supplied on 31 October 2023 and Mr Chris Kirk-Blythe's supplemental email of 26 April 2024.

- iii. Mr Rafiq's supervision is as per the details provided in Chris Kirk-Blythe's supplemental email of 26 April 2024.
- iv. Any proposed variation to Mr Rafiq's job description, duties or supervision arrangements is notified to the SRA in advance of the change taking place and must not occur until permission is granted by the SRA. Any proposed change to the composition of the firm is also to be notified in advance to the SRA.
- v. Mr Rafiq shall not have any responsibility for or be involved in the training or supervision of any other employee at Umbrella Legal Ltd.
- vi. This approval will lapse if Mr Rafiq's employment with Umbrella Legal Ltd is terminated.
- vii. This approval and the conditions attached to it are subject to review at the absolute discretion of the SRA.

#### **Reasons/basis**

Mohammed Farooq Rafiq was made subject to an order under section 41 of the Solicitors Act 1974 on 28 January 2020. In accordance with section 41 of the Solicitors Act 1974, any solicitor wishing to employ or remunerate him in connection with their practise as a solicitor must obtain our approval. The SRA is satisfied that the above employment will not put public confidence in the administration of justice and the provision of legal services or the interests of clients at risk.

**Prosecution Date: 28 January 2020**

#### **Decision - Prosecution**

Outcome: Solicitors Disciplinary Tribunal order

Outcome date: 28 January 2020

Published date: 5 February 2020

#### **Firm details**

No detail provided:

#### **Outcome details**

This outcome was reached by SRA decision.

#### **Reasons/basis**

#### **Outcome of SDT Hearing**

This notification relates to a Decision to prosecute before the Solicitors Disciplinary Tribunal. This is an independent Tribunal which reaches its own decision after considering all the evidence, including any evidence put forward by the Respondent. The Tribunal had certified that there was a case to answer.

The matter was heard on 27 – 28 January 2020.

Mr. Rafiq was Struck Off the Roll.

The SDT judgment will be available at [www.solicitorstribunal.org.uk](http://www.solicitorstribunal.org.uk)  
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