

# Leisure & Hospitality

## Brexit

The leisure and hospitality sector forms an important part of the UK economy and the outcome of negotiations with the EU will undoubtedly change the face of the industry and the way it conducts its business.

With GBP down, an increasing number of Brits are choosing to spend their holidays in the UK, boosting local hotels' and B&Bs' profits, while also making the UK a more attractive destination for European and overseas tourists.

In the post EU era, different challenges will be faced – not least ensuring that recruitment and retention issues are addressed.

## Disruptive technology and the 'sharing economy'

The leisure and hospitality marketplace and the 'sharing economy' continues to be disrupted by new digital contenders who are revolutionising the sector and challenging functional operators by utilising advances in technology to undercut their competitors on service and price.

Over the past few years we have seen this with companies such as Deliveroo and Uber Eats bypassing traditional restaurant and takeaway experiences for convenience and reduced cost in addition to Airbnb, who have been at the forefront of the sharing economy, making rentals – as opposed to hotels – more accessible, convenient and affordable.

## The 'millennial' effect

With their ever-increasing spending power and shopping habits continuing to dictate the successes and failures of the sector, there is no doubt that millennials have become the most influential demographic on the leisure and hospitality industry.

As a more discerning consumer when it comes to the ethics and sustainability of a business, leisure operators have had to broaden their offering beyond just their product or service to appeal to the millennial market.

Their experience-based approach to spending will continue to challenge the industry but offer great reward for those that can strike a chord with the millennial consumer.

## Managing your property portfolio

With rising rents and recent changes to business rates, it is more important than ever that your property portfolio works effectively for you, protecting any further eroding of your margins.

Location, location, location – for your restaurant, it's the property or rental value that determines your business rates. If you own a hotel, it's turnover. Upward pressure on business rates puts a strain on the sector – is further reform on the cards?

Ownership structures and the composition of your property portfolio remain key and can 'make or break' your business.



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Our multi-disciplinary team provide a wide range of services and assistance to the leisure and hospitality industry, delivering straightforward, pragmatic and commercial advice on everything that is important to your business. Acting for large and independent hoteliers, restaurateurs, publicans and various other leisure operators, we can help you with:

- the acquisition and sale of hotels
- the implications of TUPE and assistance with the information and consultation process
- enforcement of lease covenants and operating agreement obligations
- confidentiality and the enforcement of pre and post termination obligations
- dealing with disciplinary and grievance matters, as well as claims relating to dismissal, whistleblowing and discrimination
- re-financing and re-structuring property portfolios
- securing bank finance for developers
- reviewing and drafting employee contracts and handbooks
- business immigration advice in relation to employing foreign nationals and employees rights to work in the UK
- commercial contract terms
- corporate structure and governance
- corporate acquisitions and disposals
- website terms and conditions
- reorganisations, and
- data protection.

Our wealth of experience in the leisure and hospitality sector allows us to deliver a proactive service; identifying potential issues at the outset to ensure that you realise your commercial goals more effectively.

## Millennium & Cophorne Hotels

Our Employment team advise Millennium & Cophorne Hotels, a FTSE listed company, which has over 120 hotels in Europe, Asia, Australasia, the Middle East and North America.

We provide assistance to the group on a wide range of employment issues, including employment contracts and other documentation governing the employment relationship, through to acting for the hotel on contentious matters.



## Baglioni Hotels & Resorts Kensington, London

Royds Withy King's Real Estate team recently acted on behalf of international luxury hoteliers, Baglioni Hotels & Resorts.

With hotels in the Maldives, Florence and throughout Italy, our team advised on the renewal of the 5 star, Kensington hotel's lease in addition to advice on licences for improvement and refurbishment works to the hotel over the coming years.

