

**Ian Freeman**  
**Employee**  
**7169719**

[Employee-related decision Date: 26 March 2025](#)

**Decision - Employee-related decision**

Outcome: Control of non-qualified staff (Section 43 / Section 99 order)

Outcome date: 26 March 2025

Published date: 25 April 2025

**Firm details**

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

Name: Irwin Mitchell LLP

Address(es): Riverside East, 2 Millsands, Sheffield, S3 8DT

Firm ID: 570654

**Outcome details**

This outcome was reached by SRA decision.

**Decision details**

The controls imposed are as follows:

- a. no solicitor shall employ or remunerate Mr Freeman, in connection with his practice as a solicitor.
- b. no employee of a solicitor shall employ or remunerate, in connection with the solicitor's practice, Mr Freeman.
- c. no recognised body shall employ or remunerate Mr Freeman.
- d. no manager or employee of a recognised body shall employ or remunerate Mr Freeman in connection with the business of that body

except in accordance with the SRA's permission.

This Order shall take immediate effect.

**Reasons/basis**

The above controls are imposed under rule 3.1(d) of the SRA Regulatory and Disciplinary Procedure Rules, which states that, on finding an allegation proved, an authorised decision maker may impose controls on a person's activities pursuant to section 43(2) of the Solicitors Act 1974(as amended). We are satisfied that these controls are necessary in the public interest or for the protection of the public.

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