

gunnercooke

Faith, Law & Impact:
Supporting Muslim Charities
in the UK



About gunnercooke

gunnercooke is a high-growth, high-performance specialist professional services firm, with a rapidly growing number of experts spanning legal and other disciplines.

Our purpose is simple: to deliver positive impact for our clients, improve the lives of our people and to leave a better world than we found...

gunnercooke is a Top 75 law firm in the UK, growing rapidly and making a mark globally with 16 offices across the UK, US, Germany. We are a team of more than 600 professionals, with significant depth of experience which makes us genuine experts in our fields. Together, gunnercooke's people have strength across their corporate disciplines and sectors.

We provide specialist legal, commercial and strategic advice that delivers real value to the clients we work with, which span from multinational enterprises through to unicorns and not-for-profit organisations. Our breadth of expertise covers some of the most interesting and important emerging disciplines, from ESG and charity law, to blockchain, crypto and competition law.

AN AWARD-WINNING FIRM



Winners

LexisNexis

Legal Awards 2023



LEADING FIRM

Legal500

UNITED KINGDOM

2026



An International Firm

DEDICATED TEAMS ACROSS:

Germany

New York

Bangladesh

Spain

France

China & Hong Kong

Italy

Brazil

Portugal

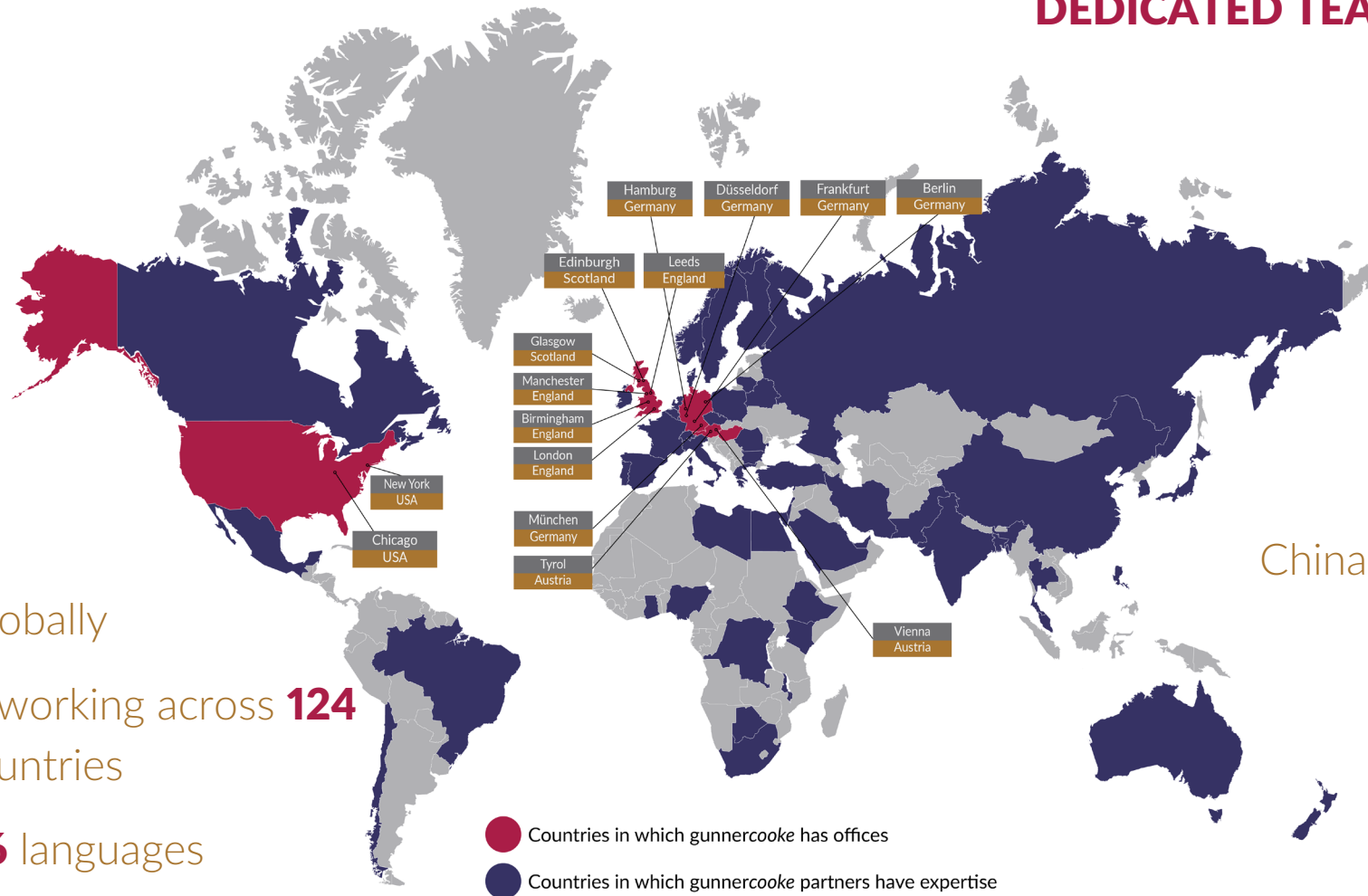
Scotland

15 offices globally

Experience working across **124** different countries

Speaking **46** languages

Dual-qualified in **21** jurisdictions



TOGETHER, WE CAN DO MORE – SUPPORTING MUSLIM CHARITIES WITH PURPOSE AND PRECISION

At gunnercooke, we understand that Muslim charities operate not only within the framework of charity law but also with a deep sense of religious obligation and ethical responsibility. Our mission is to support your organisation with practical legal solutions, strategic insight, and the confidence to focus on your charitable goals, whether that's alleviating poverty, educating the next generation, advancing religion, preserving heritage, or delivering humanitarian relief.

When you are about purpose rather than profit, you need to know that you have the right legal team working with you to ensure that you can focus on doing good and bringing about change. Our specialist team understands the sector inside and out. It is made up of lawyers and other professionals who not only bring together their decades of knowledge and experience to help your cause succeed, but they also care about the difference that you want to make. Your purpose is our passion.

This is a one-stop shop for legal advice tailored to Muslim charities. We understand the unique intersection of charity law, Shariacompliance, and community needs, providing clear, practical guidance every step of the way.



Khaled Moyeed

Partner | Charity Law and Dispute Resolution

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TRUSTED LEGAL PARTNER FOR MUSLIM CHARITIES

Our lawyers are nationally recognised for their expertise in charity and not-for-profit law. Our charity law department has been ranked in the Legal 500 directory with Khaled Moyeed as a recommended lawyer. We provide faith-sensitive, culturally aware support to Islamic charities and charitable organisations across the UK and around the world.

We listen and we identify how best to help you solve your problem, or realise your ambitions, within your budget, timeframe, and resources. We believe in functional advice; legal advice that works for you in practice, realistic advice that makes your organisation easier to manage, and thoughtful advice that will enable your cause to succeed.

We work with:

- Mosques and Islamic centres
- Zakat and Sadaqah-based charities
- Madrassahs and Islamic schools
- International relief and humanitarian NGOs
- Islamic endowments (Waqf), Trusts, and Foundations

Whether your charity works locally in the UK or delivers vital aid in regions like the Middle East, Africa, or South Asia, we help ensure you remain compliant, transparent, and impactful.

We work collaboratively with partners from other practice areas including Employment, Pensions, Real Estate, Wills and Probate and Corporate to offer full-service advice for our

THE MUSLIM CHARITY SECTOR IN THE UK

What sets us apart?

At gunnercooke, your instructions are handled directly by true leaders in their fields, never passed down to inexperienced lawyers. Every client benefits from the insight and experience of professionals who are recognised leaders in their area of law. Our experts are **proactive**, advising on day-to-day legal challenges, strategic decisions and planning, regulatory and legislative changes. We help organisations and businesses anticipate and avoid risks before they arise. We work as part of your team. Although we are not located at your premises, we know about Loopr, its organisation and people and how you work. We reflect that in our seamless partnership working with you.

We believe in flexibility - both in how we work and how we charge. Unlike traditional law firms, we're not confined to rigid fee structures. We tailor our fees and approach to suit your needs, ensuring for work beyond a set retainer, you receive clear estimates, fixed fees where possible. We deliver real value and clarity from the outset. You do not pay for inexperienced lawyers to learn on client work, or for their supervision. There is no duplication of time between lawyers in the work we do.

You'll always have **direct access** to the experts handling your case - no layers, no gatekeepers, just open communication and genuine partnership. Our team of brings deep experience across every corporate discipline and sector, providing legal, commercial, and strategic advice to clients.

Our **breadth of experience** covers some of the most interesting and important areas in employment law.



WHAT WE CAN HELP YOU WITH

Formation, Governance & Structure

- Charity set-up, incorporation.
- (CIO, Trusts, Companies Limited by Guarantee).
- Drafting governing documents.
- Restructuring to meet legal or operational needs.
- Mergers, collaborations, and partnerships with other Muslim or interfaith charities.
- Trustee training and induction (including Sharia-sensitive considerations).
- Regulatory compliance with the Charity Commission, the Fundraising Regulator and HMRC.
- Governance reviews and due diligence.

Finance, Reporting & Compliance

- Gift Aid registration and claims.
- Zakat compliance and financial structuring.
- Business rates, tax reliefs.
- Accounting and annual reporting requirements.
- Serious Incident reporting (especially around safeguarding, fraud, or foreign aid).
- Islamic Waqf structure legal advice.
- Crypto and digital donation structuring (e.g., cryptocurrency donations).

Property Real Estate

- Leasing or purchasing property (for mosques, madrassahs, schools, etc.).
- Shared use agreements for rented prayer spaces.
- Planning permission and religious use classification.
- Construction and expansion project legal oversight.

Fundraising, Donor Relations & Risk

- Fundraising law and compliance.
- Guidance on Ramadan Fundraising.
- Commercial participation and sponsorship agreements.
- •
- Fraud, financial irregularities, and cybercrime prevention
- Crisis management and reputational risk (e.g., public accusations, media attacks).
- Support with Charity Commission investigations.
- Islamic inheritance and will-writing services.
- Cross-border compliance for charities working in conflict-affected or sanctioned countries.

People & Employment

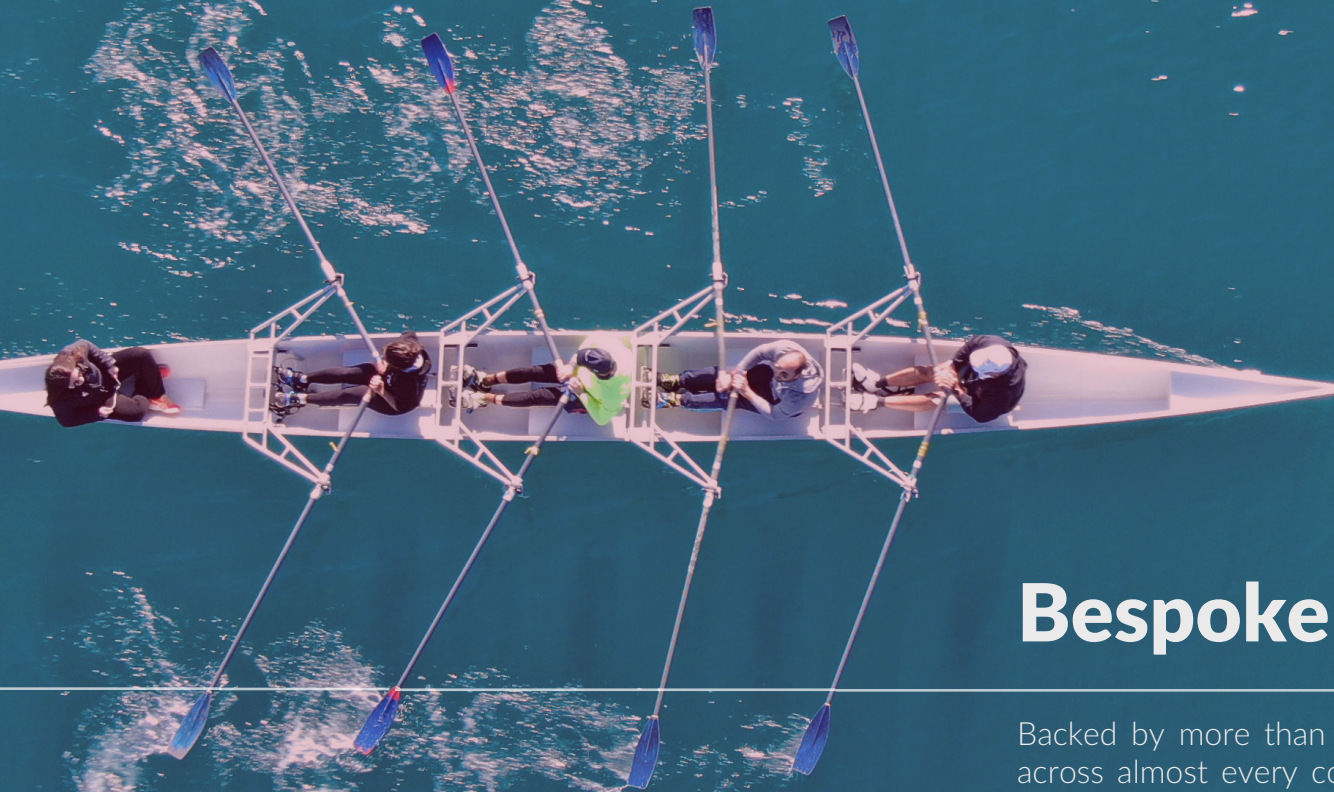
- Staff recruitment, employment contracts, and volunteer agreements.
- Imams, scholars, and international religious worker visa advice.
- Staff handbooks and HR policies.
- Employment law and grievance handling.
- Trustee/staff safeguarding training and policies.

Capacity Building & Planning

- Business and strategic planning for long-term sustainability.
- Inductions, policy reviews, and compliance implementation.
- Mentoring and coaching for leadership teams.
- Annual General Meeting (AGM) preparation and filing.
- Independent commissioner for conducting elections.

WHAT WE CAN HELP YOU WITH

We do a lot more than advise on everyday issues. We offer extensive support from across gunnercooke to respond to your needs in an agile, cost-effective and timely manner. We are committed to giving your organisation the tools and confidence to be the best that you can be.



Bespoke teams of experts

Backed by more than 500 legal professionals globally, we offer genuine depth across almost every corporate discipline and sector. This enables us to provide seamless support in any related legal areas that may arise, ensuring comprehensive, business-focused legal solutions.



Khaled Moyeed

Charity & Dispute Resolution | Partner

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Khaled Moyeed's charity law expertise predates his private practice as a solicitor. Between 2007 and 2010, he worked as a charity law Policy Adviser at the Cabinet Office implementing the Charities Act 2006, which represented the biggest reform of charity law for over 400 years. He worked closely with Dame Helen Stephenson CBE - then a director at the Cabinet Office who was until recently the CEO of the Charity Commission.

After his role at the Cabinet Office, Khaled trained as a solicitor at Hebert Smith Freehills between 2011 and 2013 and he also worked at Clyde & Co as an associate. He advised charities often in a pro bono capacity while at those firms. It was in 2016 that Khaled established his charity law practice at a boutique firm, which he has continued to develop at gunnercooke llp since joining the firm in July 2022.

Khaled advises charities and trustees in contentious matters such as conducting a High Court litigation between trustees and representing another group of trustees in a mediation to resolve their dispute. He represents charities in statutory inquiries and other investigations by the Charity Commission. He also provides advice to charities on matters such as governance, conflict of interest and operating overseas in risky jurisdictions. He has registered as number of new charities with the Charity Commission drafting their governing documents and completing their application form successfully.

Khaled has an impressive list of Muslim charity clients of different sizes. The work he has delivered for them is incredibly diverse. Clients praise Khaled for his in-depth knowledge of charity law and his ability to navigate them through both contentious and non-contentious matters.



Ehsan Chughtai

Commercial Real Estate | Partner

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Ehsan has over 20 years' with more than 50,000 working hours of legal experience, specialising in Real Estate and M&A. In his career, he has dealt with many complex transactional matters including the sale and purchase of multi-million-pound estates from palaces to hotels.

Ehsan deals with a vast array of matters including, but not limited to, mergers and acquisitions, commercial leases, developmentsites (both commercial and residential), refinancing, deeds of covenants and variations, overage and novation agreements.

Ehsan is admitted as a solicitor in England, Wales and the Republic of Ireland. He is also an Advocate of the Lahore High Court - Pakistan since 1999.

Ehsan Advises:

- Real Estate Purchasers and Sellers
- Individuals, Sole Traders, Partnerships and Limited Companies
- Property and Business Entrepreneurs
- Property Developers
- High net-worth real estate investors



David Buckle

Employment Law | Partner

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David is an experienced employment lawyer with specific focus on employment-related issues with unusual legal and factual aspects to them.

He has over 20 years' experience of all areas of contentious and non-contentious employment law including:

- Representation in Employment Tribunals, County Court, High Court and the Central Arbitration Committee Tribunal in contentious matters.
- Claims ranging from all types of discrimination, unfair dismissal, wrongful dismissal and whistleblowing, to those involving data protection, transnational and regulatory issues.
- Advice on the enforcement of restrictive covenants and non-competition clauses.
- Appeals to the upper Courts and Tribunals in Employment matters.
- Day-to-day preventative HR employment advice.
- Drafting of contracts, handbooks, policies and procedures.
- Advice on consultants and subcontractors, commercial agents and agency workers agreements, IR35 and CIS, the Conduct of Employment Agencies and Employment Businesses Regulations 2003 and the Agency Workers Regulations 2010.
- Redundancy and restructuring advice.
- Corporate transactional support including advice on the employment elements of mergers and acquisitions/ TUPE transfers.
- Advice on individual and collective consultation with employees/unions, both locally and transnationally involving European Works Councils.
- Employee benefit work including share schemes (Enterprise Management Incentives, Company Share Option Plans, Employee Benefit Trusts and restricted and phantom share schemes).
- Data protection and Freedom of Information Act applications.
- Negotiating settlement agreements/termination packages.
- Providing in-house training courses on various topics such as data protection and diversity.



Nicholas Hall
Private Client | Partner

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Nick is a general private client partner with 21 years' experience in the private client field. 7 years prior to that he worked in the Foreign and Commonwealth Office, so is used to working with all nationalities, dealing with assets in England and across the Commonwealth and the world.

Most clients live and work in and around London and the home counties and he helps them across the board with drafting wills, codicils, letters of wishes as well as the preparation and registration of all types of powers of attorney with one eye always on inheritance tax planning. He advises on the issues of creating and winding up trusts, and all issues relating to care of the elderly and the protection of all levels of wealth.

His diplomatic service contacts can help when assisting in administering estates with a foreign element. At home he can advise on challenging wills and bringing and defending contested probate actions.

Finally, he can advise on living wills, mental capacity issues and assisting with deputyship and other Court of Protection applications. His aim is simply to provide a friendly and grounded approach to tackling all of today's issues facing families and the difficult issues they face.

YOUR TRUSTED ADVISERS

gunnercooke



Arif Ahmed
Charity Consultant | Associate

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Arif works with a wide range of charitable organisations, including those delivering services in Bangladesh, Somalia, Ghana, Uganda, Egypt, the Philippines, Gambia, Pakistan, and Syria. He has successfully supported over 70 charities with registration at the Charity Commission, guiding them through complex legal, governance, and operational challenges. He is particularly passionate about helping start-up charities take their first steps, ensuring they are legally compliant, sustainably structured and fit for long-term impact.



Songul Matyar
Commercial Real Estate | Senior Associate

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Songul is an experienced commercial real estate lawyer, specialising in general commercial real estate work including acquisitions, disposals, landlord and tenant matters and real estate finance in a range of sectors including leisure and hospitality, serviced offices, retail and restaurants/ coffee shops. Songul has acted for a variety of clients including institutional investors and landlords, corporate occupiers to high-net-worth individuals and family offices. Songul is a native Turkish speaker and has advised multiple Turkish family offices in acquisitions and general asset management of existing assets.



Su Ozkan
Trainee Solicitor

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Sude is a second-year trainee solicitor with experience across real estate, dispute resolution, and charity law. She has successfully registered a number of charities and regularly advises charitable organisations on both contentious and non-contentious matters. Sude has particular expertise working with Muslim charities and mosques, including advising on constitutional amendments to ensure compliance with charity law. Her pragmatic, culturally sensitive approach helps faith-based organisations navigate complex legal issues with confidence.

gunnercooke team



Our Story

Our difference

Expertise

57% of gunnercooke's professionals have worked in Top 50 law firms, bringing valuable experience and commercial awareness to complex matters.

Collaborative, bespoke teams

The firm's model allows for rapid assembly of cross-disciplinary teams to handle any size deal or matter with speed and efficiency.

Additional services

gunnercooke offers enhanced services including management consultants from our Operating Partner practice, and a legal technology arm, driving innovation and process efficiencies.

Award-winning Performance

gunnercooke boasts a market-leading Net Promoter Score (NPS) of **+94**, over **90** industry awards, and **69** rankings in Chambers & Partners and the Legal 500.

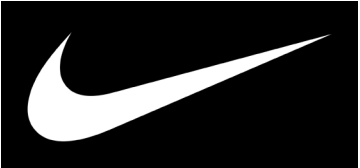
Pricing flexibility

Our flexible approach to pricing offers access to fixed fees and cost-efficient working.

Purpose-driven

Purpose is at the core of everything we do. We aim deliver a positive impact for our clients, provide a better life for our people and to leave a better world than we found.

Delivering exceptional service to an outstanding client base



gunnercooke groups

gunnercookeOP

gunnercooke Operating Partners are professional services consultants made up of experienced leaders and operators. The team creates capability and bandwidth to get the critical projects done. They work across various sectors, with a specific focus on manufacturing, support services, construction, retail e-commerce and business services.



HOUSE OF
BOOKS & FRIENDS

In winter 2022, gunnercooke opened its first Community Interest Company, House of Books & Friends, a bookshop, café and events space. A haven in the middle of Manchester, all profits and activities are designed to deliver social good to the community and to directly address loneliness and social isolation.



With 165,000 third sector organisations in the UK alone, over 70% of all charitable donations in the UK are given to just the top 1% of these charities.

We work with business leaders from across industry and pair them with third sector organisations of varying sizes and stages of growth. Leaders helping leaders. We believe that successful business skills, knowledge and understanding should be shared with other sectors to enable them to achieve their goals.

gcTrustees

A pension trustee company taking a fresh approach to advising smaller schemes which have often been underserved. Nominated for Independent Trustee of the Year at the 2024 UK Pensions Awards.


A multi-disciplinary, full-service practice



gunnercooke

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