



Southdown Consultants

Our Team



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Directors: Paul Gorman & Ian Hawkins

Southdown Consultants Ltd, registered office 37a Birmingham New Road, Wolverhampton, England, WV4 6BL
Company Number 12515806 VAT Registration 348 2185 88

A little bit about us...

Southdown Consultants is a professional services firm that specialises in working with family lawyers, mediators and associated professionals.

Established in 2020 by Ian Hawkins and Paul Gorman our focus is **Pension on Divorce Reports**.

Ian & Paul have very similar backgrounds with both working in financial planning for many years with, latterly, a very strong emphasis on financial planning on divorce and particularly pensions.

Scott Haslam joined in September 2024. Scott is a Chartered Actuary (Fellow). His actuarial knowledge and experience strengthens our team bringing additional and complimentary skills and knowledge. All three are Directors of Southdown.

Our team has steadily grown since 2020 and we are now eleven in number.

You are in reliable and safe hands when instructing us to prepare pension reports for divorce purposes. Our team has a distinctive blend of financial planning and actuarial knowledge and experience allowing us to complement our various strengths when preparing reports for you.

Straightforward and Clear - that is our objective with the reports we create. Finances, pensions and the law are all complex matters in their own right. We do not wish to add to the confusion and so our reports will answer the questions that are asked of us in a clear manner that aims to be understandable for all.

This document provides background and personal information on all team members along with our contact information.



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Contact Information

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Pension On Divorce Expert (PODE)		
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Pension Analyst		
Molly Turvey	01902 271178	molly@southdownconsultants.co.uk
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Administrator		
Beth Gorman	01902 240017	beth@southdownconsultants.co.uk
Jessica Nevin-Lycett	01902 271230	jessica@southdownconsultants.co.uk



PAUL GORMAN – DIRECTOR & PODE

Paul is a Director of Southdown Consultants Limited and until recently was a Chartered Financial Planner at Beaufort Financial. He stepped back from his role as a financial planner after 30 years, to focus on PODE work and overseeing the running of Southdown.



Paul has been a member of Resolution since 2007 and is proud of being one of the first financial planners to be accredited by Resolution as an accredited specialist in financial planning on divorce.

His relevant experience includes supporting family lawyers across different types of dispute resolution work including collaborative law and mediations and attending and being involved in client meetings.

Paul has prepared pension reports and financial forecasts for divorce purposes, delivered seminars and talks to family lawyers on pensions on divorce and financial planning on divorce and have written for the Family Law Journal.

Furthermore, Paul has worked in both mediation and collaborative law settings supporting other professionals and divorcing couples in agreeing how to settle finances, with the emphasis being very much pension related.

In addition to being a member of Resolution, Paul is also an affiliate member of the Institute & Faculty of Actuaries.

Outside of work, Paul is a keen cyclist and is a regular at his gym. He also enjoys painting when time permits

Relevant Experience:

Dates	Position	Company
June 2020 – Present	Director & PODE	Southdown Consultants
May 1999 – December 2022	Managing Director & Chartered Financial Planner	Beaufort Financial Planning (West Midlands) Ltd



IAN HAWKINS AFPS – DIRECTOR & PODE

Ian is a Director of Southdown Consultants Limited and also a Director of Oculus Wealth Management (Wombourne) Ltd, where he is a Financial Planner, advising individuals and employers on all aspects of financial planning.



He has been employed within the financial services industry for over 35 years, providing advice to private clients with regards to pensions, investments and protection. Ian also advises employers, employees and trustees with regards to pension planning.

For the last 20 years Ian has assisted family lawyers with the issues surrounding pensions and investments. This has been via reports for court proceedings and also by way of advice to family lawyers in outlining the strategies required to provide the most effective solutions for their clients.

Ian is a Resolution member and has completed training in Collaborative Law and have been involved in disputes that have been resolved through this method, including participation in 5-way meetings. He was formerly co-chair of the Collaborative Practice Working Party and is also a Resolution Trainer

Ian was one of the PODE members of PAG2, assisting with the update to the valuable document 'A Guide to the Treatment of Pensions on Divorce'.

Support is provided to couples within the mediation process, either through meetings including the mediator or without. More recently support has also been provided within a one lawyer, two client setting.

Assistance is also provided to individuals going through a divorce or separation with regard to cashflow planning and helping them to understand the impact of possible settlements on their future income and expenditure.

When not working, Ian enjoys spending time outside with his family and two dogs.

Relevant Experience:

Dates	Position	Company
June 2020 – Present	Director & PODE	Southdown Consultants
June 2020 – Present	Director & Chartered Financial Planner	Oculus Wealth Management (Wombourne) Ltd
January 1989 – March 2020	Independent Financial Adviser	Ashby London / EFG IFA / Ascot Lloyd



SCOTT HASLAM, FIA C.Act – DIRECTOR & PODE

Scott is a qualified actuary, joining Southdown Consultants in September 2024. He is also a Director of Southdown Consultants.



Before joining Southdown, Scott spent 15 years at Mercer Limited as an experienced pensions actuary. At Mercer, Scott provided advice to trustees of defined benefit pension schemes and offered strategic pension advice to corporate entities from a wide range of business sectors, including financial services, health, manufacturing, motor trade, retail and the beverage industry.

Scott was appointed scheme actuary to five defined benefit pension schemes, with appointments ranging from schemes with fewer than 100 members and approximately £10 million in assets, to those with over 2,500 members and over £300 million in assets. Additionally, he served as deputy scheme actuary for a scheme with over 10,000 members and assets of approximately £1.5 billion.

Scott’s extensive experience includes advising on actuarial factors (such as transfer values and early/late retirement), individual member calculations (including high earners and unregistered benefits), scheme funding and assumption setting, benefit changes, member options, bulk-annuity purchase and GMP equalisation.

Scott holds a First Class Physics degree from The University of Nottingham, graduating in 2009.

In his spare time, Scott trains in CrossFit and regularly competes in regional competitions.

Relevant Experience:

Dates	Position	Company
September 2024 – Present	PODE	Southdown Consultants
September 2009 – August 2024	Pension Actuary	Mercer Ltd

Qualifications:

Fellow of the Institute and Faculty of Actuaries (FIA 2013)
Chartered Actuary (Fellow)



LUKE GORMAN – PODE

Luke joined Southdown Consultants in April 2021.

Having gained a degree in Mechanical Engineering, he started his working career as a trainee site manager for a Civil Engineering company, before adapting his mathematical flair towards pensions and divorce work.

With the support and mentoring from our existing PODEs he has rapidly gained and demonstrated sufficient knowledge to be appointed as a PODE.



Since joining, he has been involved in resolving pension issues on divorce on over 700 cases. These have included a range of complex cases and schemes including all public sector schemes as well as uniformed schemes. He has shadowed the work of our existing PODEs and has been instrumental in crafting a significant number of provisional report outcomes for PODE approval and sign off as well as aiding the progress and enhancement of our internal case assessment process.

During the past 3 ½ year he has developed the knowledge and skills required of a Pensions on Divorce Expert meeting at least the minimum requirements of PAG2 Appendix C.

Luke is a student member of the Institute & Faculty of Actuaries and is presently studying for a Level 7 actuarial qualification.

Outside of work Luke enjoys playing Padel, an innovative form of tennis, and also keeping fit with CrossFit training.

Relevant Experience:

Dates	Position	Company
October 2025 – Present	PODE	Southdown Consultants
April 2021 – September 2025	Pension Analyst	Southdown Consultants



MOLLY TURVEY – PENSIONS ANALYST

Molly joined Southdown Consultants in 2021 after graduating from the University of Worcester in 2019 with a Bachelors degree in Business Psychology.

She recently completed her Diploma in Regulated Financial Planning and is now studying for the Advanced Diploma with the aim of becoming Chartered.

Molly also works as a Paraplanner for Ian’s IFA company, Oculus Wealth Management (Wombourne) Ltd.



Outside of work Molly enjoys reading and working on her house renovation.

Relevant Experience:

Dates	Position	Company
September 2021 – Present	Pension Analyst	Southdown Consultants
May 2024 - Present	Paraplanner	Oculus Wealth Management

NIHAL TOORA – PENSIONS ANALYST

Nihal joined Southdown Consultants in March 2025 after graduating from the University of Birmingham with a BSc in Mathematics.

Nihal is presently studying for a Level 7 actuarial qualification.

Outside of work, Nihal is an avid football fan and a keen supporter of Arsenal.



Relevant Experience:

Dates	Position	Company
March 2025 – Present	Pension Analyst	Southdown Consultants



MILLY GORMAN – PENSIONS ANALYST

Milly joined Southdown Consultants in March 2025 after graduating from the University of Worcester in 2019 with a Bachelors degree in Business Psychology.

Milly is embarking upon a PMI Pathway to improve her understanding and knowledge of pensions.

Outside of work Milly enjoys reading and going to the gym to keep fit.



Relevant Experience:

Dates	Position	Company
March 2025 – Present	Pension Analyst	Southdown Consultants

All of our Pension Analysts are involved in analytical modelling and preparing initial report outcomes.

They each work on cases covering a wide range of both public and private sector pension schemes and they also assist with the collating of information required for each case and monitoring report progress.



BETH GORMAN – ADMINISTRATOR

Beth joined Southdown Consultants in June 2023.

After completing her A-Level studies, Beth attended Manchester Metropolitan University and gained a first class degree in Early Childhood Studies.

In her spare time, Beth enjoys going to the gym.



Relevant Experience:

Dates	Position	Company
June 2023 – Present	Administrator	Southdown Consultants

JESSICA NEVIN-LYCETT – ADMINISTRATOR

Jess joined Southdown Consultants in May 2024.

She completed her A-Levels in May 2023, studying Business, Economics and Geography.

Alongside her day to day work Jess is also currently studying towards her Diploma in Financial Planning, as she looks forward to a career in Financial Services.

In her spare time she enjoys attending the gym, socialising and travelling.



Relevant Experience:

Dates	Position	Company
May 2024 – Present	Administrator	Southdown Consultants

Beth & Jess are responsible for case management, compiling and checking the pensions and other data required for each case as well as acting as a point of contact for the instructing parties.

They also draft all pension reports once outcomes are prepared.

