



Message from the Chair

Where did the year go? How quickly time has passed since I first became your Chair - Nearly Christmas, no presents bought, however, much has been achieved, delivering the key objectives outlined in our Business Plan:

1. Represent the interests of our members and the employed bar;
2. Lead on key issues:

We persuaded the BSB to add a practice area category of "general" into the authorisation to practice applications - helping those employed barristers who cannot easily categorise the wide range of work that they do. We have also been working with them to update and expand the definition of "Employed Practice", which should reduce the need to apply for waivers. We are part of the BSB working group for the recently established Scope of Practice Review, inputting on issues that affect all of us. We have liaised with the BSB on their new "Assuring the Competence of Barristers project" - details of which can be found on the BACFI Website. And we have responded to Future Bar Training Consultations and a consultation issued by the QC appointments scheme.

3. Inform, through provision of resources and training:

Our seminars this year have included Islamic Finance, Judicial and QC appointments, Meet the Regulators, Should Whistleblowers be paid? and GDPR - for which we thank all of our speakers and those who provided the use of their premises. To see our full programme for next year please visit the website.

4. Develop and maintain effective relations and networks with the wider legal community:

We sponsored the Exceptional Contribution to the Employed Bar award at the Employed Bar awards - won by our Vice President, Ros Wright (I can assure you that no bribes were paid!). Our garden party was attended by the Inn Treasurers along with our President Lady Hale. We have held joint events with the EBC, have held lunches at the Inns, and during the year have promoted the Employed Bar dinner at Gray's Inn and various events held by the Temple Employed Bar forum.

5. Increase our impact:

We formed a student committee, held two student events and have gained 13 student members. All of our events have been advertised widely around the Inns, law schools, and in Counsel magazine, and we are regularly approached to provide the viewpoint of the Employed Bar; and finally

6. Provide value for money:

We surveyed you, our members, to get your views on how we can better our Business Plan and better our services to you.

Have a great Christmas and we look forward to working together with you in the coming year and beyond.

Patrick

Officers and General Committee Members

Chair	Patrick Rappo
Senior Vice-Chair	Simon Broomfield
Junior Vice-Chair	Grant Warnsby
Hon Secretary	Simon Broomfield
Hon Treasurer	James Kitching
General Committee	Ian Brookes-Howells
	Hussain Khan
	Christiane Valansot
	Stephen Potts
	Alexandria Carr
	Lorinda Long
	Sarah Cawley-Wilkinson
	Jamie Hunt
	Rebecca Dix
	Sonia Hayes
	Laurence Fry

Education, support and representation for the employed Bar

BACFI student evening 17 October

This very successful event was attended by well over 100 students from various law schools and included highly motivational speakers from all areas of in-house practice along with a session on CVs and pupillage applications.

The night ended with a keynote speech from Baroness Hale who was on top form (bear in mind this was late - 8:45 pm after a long day's work at the Supreme Court). She reminded us that she has been working in-house all her life and that it has allowed her to juggle multiple public offices while raising a family and pursuing personal endeavours, such as writing several books and articles. She believes her in-house positions played a part in her success today and encouraged attendees to consider an in-house role. Her main theme was that we should not worry about our failures, because successful people fail and it is these failures that help us to learn and grow, strengthening our resilience so we can bring a better version of ourselves next time. She also said that sometimes it is not necessarily our inability why we fail but other people's prejudice. She gave an example of when she applied for a professorship at Manchester University and failed. She said that today every time she spoke at the university she would say, 'thank you for not giving me that position because if you did, I would not be where I am today.' She finished amusingly by stating that her generation has taken most of the first women roles, but there is still a lot to do in the judiciary, which she has prioritised.

Aspiring barristers gathered in the common room to network with the guests and speakers and a measure of the success of the evening was the number of people saying they look forward to the next event.

See you there!

Further details of this event along with photos can be found on the website

Forthcoming events

23 January 2019: Personal Risk, Liabilities and Penalties – Mitigation Strategies for in-house Counsel kindly hosted by Stephenson Harwood

21 February: The Legal Department of the Future kindly hosted by Pinsent Masons

22 May: Financial services seminar kindly hosted by Peters and Peters

17 October: seminar kindly hosted by ACCA

4 December: Denning Lecture and Christmas Reception at the Athenaeum, Pall Mall. Speaker: Baroness Hale

GDPR – end of first term report: 8 November

Thanks to our corporate members ACCA for hosting this event and thank you too to long standing BACFI member Ian Beeby for speaking. Ian filled us in on our responsibilities and gave examples of those who had not abided by the regulations but did mention that the ICO had a serious backlog of complaints.

Ian provided an entertaining update and left us with the thought that GDPR, being an EU directive, will not be with us in its present form after 20th March 2019.

Ian's slides are available on request to Sandra.

BACFI AGM: 28 November

Thanks to Fried, Frank, Harris, Shriver and Jacobson LLP for once again hosting our AGM.

Lucinda Orr, a past Chairman and Vice President of BACFI gave a very entertaining talk on "Super Trial Productions" where she outlined the logistics and planning of complex and lengthy trials.

Lucinda's slides and some photos are on the website http://www.bacfi.org/past_events18.htm.

The chairman thanked Lucinda who is standing down as a member of the general committee having served for the past 10 years and says he will miss her expertise on all employed Bar matters.

Stephen Potts, Hussain Khan, Lorinda Long and Alex Carr were re-elected along with new committee members Laurence Fry and Sonia Hayes being elected. James Kitching was re-elected as honorary treasurer.

Reconnecting with the Inns

If you would like to become an Inn representative, please contact Sandra: secretary@bacfi.org

Current Inn representatives are:

Middle Temple

Christiane Valansot Christiane@valansot.com

Bart Kavanagh

Amanda-Jane Field

Michel Reznik

Sally Bevan

Gray's Inn

Tricia Howse triciaghowse@gmail.com

Helen Fletcher Rogers hfr Rogers@dial.pipex.com

Lucinda Orr Lucindaorr@hotmail.co.uk

Patrick Rappo prappo@steptoe.com

Inner Temple

Alexandria Carr

James Kitching

Ayah Elmaazi

Elaine Ngai

Rosalee Dorfman

Rebecca Dix

Lincoln's Inn

Simon Broomfield simon.broomfield@gmail.com

Hussain Khan hussain@khan.cc

Grant Warnsby grant.warnsby@uk.bp.com

2018 Denning Lecture

Mrs Justice Rose delivered this year's Denning Lecture entitled 'An Understanding Heart': Being a Judge in the 21st Century. Dame Vivien spoke with passion and humour about the process to hear and determine cases and also how judges decide cases, highlighting her view that judges, like King Solomon need "an understanding heart to judge, ... to distinguish between good and evil". The full lecture can be found on our website <http://www.bacfi.org/history.htm>.

Following the Lecture we enjoyed the Christmas Reception where both members and non-members mingled along with BACFI guests and we were very pleased to see our Vice Presidents out in force too! More photos from the evening can be found on our website shortly.



Next year's Lecture will be given by Baroness Hale and it will take place at the Athenaeum Club, Pall Mall on Wednesday 4th December. Definitely a date for your diary!

BACFI members on Bar Council and BSB Committees

Bar Council

Patrick Rappo, Lucinda Orr (elected), Lorinda Long (elected), James Kitching (elected), Alexandria Carr (elected), Grant Warnsby (Treasurer), Charlotte Pope-Williams (elected)

General Management Committee

Grant Warnsby, Patrick Rappo, Alex Carr

Employed Bar Committee

Lucinda Orr, James Kitching, Sara George, Alexandria Carr, Patrick Rappo, Grant Warnsby, Charlotte Pope-Williams

Audit Committee

Alexandria Carr

Finance Committee Chair

Grant Warnsby

Finance Committee

Lorinda Long

Member Services Committee

Lucinda Orr, James Kitching

European Law Committee

Alexandria Carr

Bar Representation Committee

Lorinda Long

Susskind Challenge Working Group

Amanda Williams

Bar Standards Board Authorisations Review Panel and Scope of Practice Working Group

Jamie Hunt

Bar Council Wellbeing Group

Rebecca Dix

Bar Council Brexit Working Group

Alex Carr

Ask the expert: Cyber Insurance

At S-Tech, we advise on the full remit of insurance. Cyber Insurance is something we are seeing an increasing demand for, especially as more people become aware of the risks. Here are a few things you should be aware of when choosing your Cyber Insurance policy.

Cyber Insurance

No matter how good the data management practices and procedures are that a business introduces, anyone can fall victim to a hack or simple human error at some time.

Capturing and effectively managing the initial incident will be key to how a business emerges from a data breach. Reputation is key to a company's success and survival, namely:

- how it manages such a crisis
- how it is perceived post-loss
- how successful it is in retaining clients

The insurance cover provided by a cyber policy is important, but it's also vital to understand how your insurer deals with a breach or hack as soon as it happens. This is called 'First Response'.

First Response

The right First Response team will:

- supply appropriate IT, Legal and Forensic support
- manage notification to the ICO
- provide necessary credit/identity monitoring
- provide call centre support
- provide public relations management and support
- manage communications with data subjects
- manage extortion/ransom demands

Usually, this initial action will protect the business from income loss or third party data loss claims, and this is why insurers place great value on the early intervention of their 'First Response' services.

When it comes to the cover itself, make sure yours includes:

- first response costs
- own repair costs
- your loss of income
- claims from affected parties for damages and costs (individuals, including employees, and corporates)
- regulatory costs and fines

Based in Cambridge, S-Tech is a team of more than seventy industry professionals, all working together to provide a full range of commercial and personal insurance services to a wide customer base across the UK. Part of Alan Boswell Group, we aim to be the natural choice for friendly, expert advice on insurance.

If you'd like to speak to us about any of your insurance needs, call Martin Taylor on **01223 445408** or email martint@s-tech.co.uk.

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