

## The Board Room Brief



### Message from the Chair

Hello again, and welcome to our Spring Newsletter.

As per our usual Q1 activity, we have been reviewing our Business Plan for the year as well as engaging with the BSB and the Bar Council more broadly on issues facing the Employed Bar (including the potential for more commercial organisations to support pupillages and the importance of career progression and recognition for employed barristers). We have also continued to look at our social media and marketing footprints and we have now started to look at a possible refresh of our website for good measure – more to come in due course!

We have a number of events planned for 2023 (as detailed further in the newsletter) and with the weather finally getting a little warmer and the days a little longer what better time to step up a focus on our wellbeing. Managing our stress levels and ensuring we get some work/life balance should matter to us all so please join us and the EBC at Dentons on 12th April for what will be a timely, and important, seminar to remind us all of the importance of looking after ourselves.

As always, please regularly check-in with the BACFI website where you will find a wealth of information pertinent to our practice at the Employed Bar, including career opportunities, links to relevant information from other organisations (eg the Bar Council) and details regarding how to join us and please do not hesitate to contact me or Sandra with any questions, comments, or ideas.

Lastly, but definitely not least, as we all go through the annual process of renewing our practising certificates at this time of year, please consider “ticking the box” in respect of two critical items; first, the Bar Representation Fee (the “BRF”) and second, “Advocate”. The BRF ensures that the Bar Council’s important representative and campaigning work can continue (plus a few other benefits as a BRF Subscriber!) and Advocate is the Bar Council’s own pro bono charity which provides free representation for litigants and claimants in legal cases. Please take a look at the Bar Council website for more information and consider donating. Both are incredibly important.

We are continuing to organise events for 2023. If you have any ideas of topics that could be covered, again please let Sandra know, or if you would like to volunteer your services as a speaker, please do get in touch.

I look forward to seeing you soon.

Warm regards, Gaynor Wood, Chair

## In Memory of Mandie Lavin

We were very sad to hear of the passing of Mandie Lavin on 10<sup>th</sup> December 2022 due to complications following surgery.



Mandie was a former Director of the BSB who became a BACFI member when she left the BSB in 2008. Mandie very much enjoyed going along to BACFI events, especially the Garden Party and can be seen in the photo at last year's event.

Mandie was a former nurse and rejoined the NHS during the pandemic when she worked at London's Nightingale Hospital and also ran vaccine centres. She was most recently working as a Barrister on the Undercover Policing Inquiry for the Home Office

We will miss her smiling face at our events in the future and have sent our condolences to her husband and daughter along with a donation to Shelter in her memory.



*"I donate to Advocate because it really can change people's lives by providing access to the justice that they desperately need, but may otherwise not be able to access."* **Gaynor Wood, Chair of BACFI**

### Support access to justice through Advocate, the Bar's pro bono charity

The last page of the practising certificate renewal form presents an opportunity for barristers to donate to Advocate. We can never be a substitute for legal aid, but through us barristers provide a transformative opportunity for many applicants who are in dire need of assistance with their legal matters and would otherwise be navigating the justice system alone.

We know that 2022 was a challenging year for many at the Bar, but please consider supporting the national pro bono charity. The impact of their donation is vital because it makes up **nearly 50%** of our funding.

Last year, through our core casework alone, we helped 2 in 3 people whose cases were accepted by our reviewing panel, placing over 1,100 pieces of pro bono work. Thanks to donations from this initiative, we could reunite families, compensate victims of unfair dismissal, secure asylum for victims of modern slavery, reclaim lost benefits and tackle many more injustices.

We were created by the Bar, and we are sustained by the Bar. Please help Advocate work with barristers to provide life-changing support to those in greatest need.

**Thank you.**

## Update from the Employed Barristers' Committee of the Bar Council

It's a funny thing, working at the Bar Council. On any given day my colleagues and I are representing the interests of every barrister in England and Wales. In my policy area alone, which covers the Employed Bar and the Young Bar (barristers up to seven years' practice), I am representing over 7,000 practising barristers – that's just about 40% of the entire registered Bar. I don't often think about it in those terms, but when I get a chance to do so, it brings home the importance of the work we are doing at the Bar Council. No doubt BACFI members will equally appreciate the work being done by their own representative association.

Working in the policy team, we have the privilege of trying to make barristers' working lives better, whether that is through campaigning for better fees; working to address bullying, discrimination, and harassment across the profession; or trying to facilitate greater opportunities for career progression. I am also part of a superb wider group, called Representation, Policy and Services. We also have communications and marketing experts, a training and events team, and a commercial and services branch, all beavering away behind the scenes.

Every so often, and more often than might be considered usual given our small size, we achieve something that makes a tangible, positive change for the profession. I have been particularly proud in recent weeks, because we stacked up another success in the publication of our 'Life at the Employed Bar' report.

You can read the report in full here: <https://www.barcouncil.org.uk/resource/life-at-the-employed-bar-report-february-2023.html>

Produced using data from our *Barristers' Working Lives* survey, together with focus groups of employed practitioners, the report is designed to be a stocktake of where the employed branch of the profession is now, and where it hopes to be in the future.

This is why the report includes nine recommendations. These recommendations will form the policy impetus for the Employed Barristers' Committee under the leadership of our current Chair, Stuart Alford KC, and beyond. The recommendations run the gamut and include promoting careers and supporting career progression at the employed Bar; creating communities of employed barristers; increasing judicial appointments from the employed Bar; and tackling bullying, discrimination and harassment alongside working with various stakeholders across the profession.

From our meetings with BACFI, the Bar Council and the [Employed Barristers' Committee](#) is acutely aware of the specific issues that are raised by employed practitioners in commerce, finance and industry. We hope that the recommendations from the report demonstrate our commitment to addressing these challenges and creating pathways towards solutions – but it goes without saying that we will need your help and support to make this happen.

I am also glad that the longstanding partnership between BACFI and the Employed Barristers' Committee has been reaffirmed over this last year. BACFI was a sponsor of last year's [Employed Bar Awards](#), which the Bar Council held in partnership with Gray's Inn, and we are pleased to be a supporter of BACFI and Middle Temple's annual Employed Bar Garden Party, which will be taking

place again this summer. The BACFI/Bar Council webinars, which have a long history, are still going strong. I would encourage you to attend our planned events this year.

In addition, BACFI and the Employed Barristers' Committee has a presence on Middle Temple's Employed Barristers' Society, which provides another forum in which we can work closely on behalf of the employed Bar.

I should say that all of this work is only made possible by contributions via the [Bar Representation Fee](#). You may or may not know this, but the Bar Council only receives 29% of the money paid through Practising Certificate Fees, and so the BRF represents vital funding for us. It goes towards providing support for the Bar Council's policy and campaigns work, which includes the Employed Bar Awards; webinars, and collaborative efforts with BACFI; the ethical enquiries helpline; and, of course, the 'Life at the Employed Bar' report. Please consider paying the BRF this year to support the work we do for BACFI members.

The Employed Barristers' Committee also publishes a quarterly Chair's Update – it's a good way to keep abreast of all that's being done in addition to the events and reports you have already heard about. To receive the update, all you need do is opt in by ticking the relevant box on My Bar or sign up on our website.

<https://www.barcouncil.org.uk/media-campaigns/newsletters.html>

The Chair, Vice Chair and I are always keen to receive any thoughts and feedback on the work that we do – or anything you think we should be looking at. Please do not hesitate to contact us at: [EBC@barcouncil.org.uk](mailto:EBC@barcouncil.org.uk).

As ever, I am acutely aware of the importance of the work BACFI and the Bar Council does together, and it is my firm belief that, with our collective efforts, we can continue to rack up successes for the Bar.

All of us at the Bar Council are grateful for your continued support, and we look forward to continuing the good work on your behalf.



**Stuart McMillan**  
**Policy & Programmes Manager, Bar Council**

## Latest news from Inspiring Governance

Matt Scott is young lawyer who has been serving as a governor in a primary school in North London since 2020. He shares why he wanted to become a School Governor and what inspires him to give back to his local community.

<https://www.inspiringgovernance.org/matt-scott-governor/>



### Meet Matt Scott: Lawyer and volunteer school governor

My name is Matt Scott, I'm a competition and regulatory lawyer working in London and I'm a foundation governor at All Saints Church of England Primary School in Cricklewood, North London.

[www.inspiringgovernance.org](http://www.inspiringgovernance.org)

**If you want to get find out more about becoming a school governor please visit:**

[www.inspiringgovernance.org](http://www.inspiringgovernance.org)

## Around the Inns: Employed Bar Groups at the Inns

We are very keen to get members back to their Inns and get more involved in the amazing activities of these historic institutions. Several of the BACFI committee members are involved with their respective Inn's group. If you would like to get involved with your Inn please contact the BACFI members named below through Sandra.

### **Middle Temple:**

BACFI Members on the MTEBS: Ian Brookes-Howells and Laurence Fry

### **Inner Temple:**

Inner Temple hosted an event on 28<sup>th</sup> February exploring Judicial appointments for those at the Employed Bar.

BACFI Members on the ITEBWG: Rebecca Dix and James Kitching.

### **Gray's Inn:**

BACFI members on the Employed Bar Working Group: Patrick Rappo, Gaynor Wood and Sara George.

### **Lincoln's Inn:**

BACFI Inn representatives: Charlotte Pope-Williams and Sharon Blackman

## Employed Bar Pupillage Provider applications

Back in September, after consultation with BACFI, the BSB produced some guidance for those applying to become AETOs. The guidance is fairly comprehensive but the BSB is very willing to help those applying to navigate the process in order make it as straightforward as possible and encourages anyone who may have any questions regarding applying, to get in touch. [Employed Bar pupillage provider guidance \(barstandardsboard.org.uk\)](http://barstandardsboard.org.uk).

Please do let us know if you have had any experience (good or bad) with the application process so we can feedback to the BSB when we next meet with them to discuss this topic.

## Subscriptions for 2023/24

Subscription payments were due on 1<sup>st</sup> March. Thank you to everyone who has paid. If you would like a receipt for your records please let Sandra know.

If you have yet to pay, the costs remain the same at £70 for ordinary membership, £20 for student and retired and £30 for those working in the GLS. Please pay by bank transfer if at all possible. If you would like the bank details or a receipt please ask Sandra.

## BACFI member profile: Amanda Williams



Amanda Williams is a member of Middle Temple and has been a staunch supporter and member of BACFI since 2014 attending many events from the annual Denning Lectures to the informative seminars and the social wine tasting and garden party gatherings.

Amanda currently works as a consultant lawyer specialising in providing legal advice on commercial contracts for clients in the IT, Software and Communication Industries for 360 Business Law, a company that she helped establish in 2016, following the introduction of the Legal Services Act 2007.

Amanda began her career working in the defence industry for a GEC-Marconi company based in Chelmsford, Essex that made command and control systems for land, sea and air, air surveillance radar for long range air defence and multi-function naval and land radar and simulation and training systems for armed forces around the world. After successfully completing a three-year apprenticeship scheme with GEC Marconi, Amanda moved onto the company's management scheme where she enjoyed day-release training at the local college and over the next 10 years she had roles in several GEC-Marconi group companies working her way up through the organisations to Commercial Executive at GPT, the telecommunications division, and obtained an MBA in Advanced Commercial Management.

After gaining experience working overseas in South Africa, Amanda chose to leave GEC in July 1999 and joined 3Com Europe Limited (a provider of secure, converged networking solutions) as their European Contracts Manager. Almost exactly one year after joining 3Com, Amanda was head-hunted to work for a small software start-up company and was member of the support team that took the company through a successful IPO onto the London Stock Exchange in December 2000.

It was whilst working as Director of Legal and Contracts in the software company that Amanda made the decision to formalise her legal knowledge and study for her LL.B. Graduate Diploma in Law at the College of Law. She then went on to the Bar Vocational Course (BVC) and was called to the Bar with Middle Temple in July 2008.

Amanda found that during her time working as in-house counsel she developed invaluable business and commercial acumen skills including US/UK GAAP revenue recognition knowledge, regulatory compliance expertise and negotiation skills and after her Call she returned to an in-house roll as she missed the tactical and strategic interaction between legal and the rest of the business.

Following the successful launch of 360 Business Law around eight years ago, Amanda left her in-house role to work as a consultant lawyer, focusing on delivering legal services as an extension to in-house legal teams to assist with fluctuations in workload demands. This change has proved invaluable as it has allowed Amanda to focus on the areas of law that interest her the most.

If you want to be featured in a future newsletter, please contact Sandra.

## Advertising for BACFI members

We are pleased to be able to offer advertising space in the newsletter to our members for books, events etc.. The cost is £50 per advert and more information is available from Sandra.



### Financial Planning Doesn't Have to Be.....*Bleak*

If you've ever read *Charles Dickens's Bleak House* (or if you ever endured the Equity and Trusts classes from your years of legal training) you'll have heard about *Jarndyce v Jarndyce*.

This fictional case which grinds its way through the Court of Chancery was in part drawn from cases Dickens would have known all about. Where family wealth left in a Trust was subject to years, decades even, of litigation. Dickens paints a vivid picture of legal fog enveloping the Inns of Court, the source being the Bench of the Court itself. In the end these cases ended up exhausting all the wealth the parties had.

Thankfully, in these times, Marque Wealth Management Ltd (as representatives of St. James's Place Wealth Management) has a good deal more expertise at our fingertips to assist lawyers and their clients to build, preserve and protect their wealth. The key element that often piques any interest in what we do is our **deep knowledge of tax structures** and how this can be best managed to preserve assets. Corollary to this is our work on investments, pensions, estate planning, and protection.

Our respective responsibilities to our clients as professional advisers and with particular emphasis on tax planning has been underlined by an actual legal case, that is instructive on professional advisers' responsibilities to their clients: [\*Mehjoo v Harben Barker Limited \[2014\] EWCA Civ 358\*](#).

The professional service firms we work with enjoy the benefit of scale and quality of service on which St. James's Place have steadily built their position as one of the UK's premier wealth managers.

To provide a broad summary of some of the areas of advice we cover, please note the following:

Advice from you as private client lawyers	How, through St. James's Place, Marque Wealth Management can support and enhance your client proposition.
Advise individuals, families and trusts	<b>Investment management</b> The St. James's Place investment management approach underpinned by the Investment Committee aims for superior investment returns over the medium to long term. They carefully select and monitor a range of highly skilled investment professionals from around the world to manage our funds.
Owner-managed businesses	<b>Retirement planning</b> Our expert knowledge can guide individuals through the complex maze of retirement planning options and help them achieve their retirement goals, whether members of defined benefit or defined contribution schemes.

	<p><b>Protection</b></p> <p>MWM has access to bespoke protection solutions. We will make recommendations for your clients from different protection providers upon which St. James's Place has performed thorough due diligence. This means we can tailor our solutions to meet your clients' specific needs and objectives.</p>
<p>Preparing tax-efficient Wills* and lasting powers of attorney; obtaining probate/confirmation; administration of a deceased's estate and drafting deeds of variation; establishing onshore and offshore trusts and trust management</p>	<p><b>Estate planning</b></p> <p>Our approach to investment-based estate planning provides clients with a range of solutions which can provide long-term asset protection</p> <p><b>Investment management</b></p> <p>MWM as appointed representatives of St. James's Place specialise in the provision of investment planning solutions for both individuals and trustees which are tailored to the objectives of the trust, and the needs of the beneficiaries.</p>
<p>Acting for elderly clients, or clients who have lost capacity to deal with their financial or personal affairs, as Court of Protection deputies</p>	<p><b>Long-term care</b></p> <p>The Partners at St. James's Place who operate in the care market are members of the Society of Later Life Advisers and are selected based on their knowledge and experience in advising families about their choices when it comes to receiving and paying for care. These are experienced advisers who understand the requirements of working with court-appointed deputies and managing funds for vulnerable people.</p>
<p>Establishing bespoke family charitable trusts</p>	<p><b>Philanthropy Service</b></p> <p>St. James's Place, with the Charities Aid Foundation, offers a complete philanthropy service to help your clients' gift effectively both during lifetime and on death.</p>

The value of an investment with St. James's Place will be directly linked to the performance of the funds you select, and the value can therefore go down as well as up. You may get back less than you invested.

The levels and bases of taxation, and reliefs from taxation, can change at any time. The value of any tax relief depends on individual circumstances.

• **Contact Mark Quaye (APFS) - Chartered Financial Planner: 020 7516 2225 / 07764 963 701 [www.marquewealth.co.uk](http://www.marquewealth.co.uk)**

**Marque Wealth Management welcomes the opportunity to extend our services to all members of BACFI no matter their current wealth status for a no obligation personal financial review and this extends to access to our Business advisory specialists and Entrepreneur service.**

*\*Will writing and Powers of Attorney and Trusts are not regulated by the Financial Conduct Authority.*

*The Partner Practice is an Appointed Representative of and represents only St. James's Place Wealth Management plc (which is authorised and regulated by the Financial Conduct Authority) for the purpose of advising solely on the Group's wealth management products and services, more details of which are set out on the Group's website [www.sjp.co.uk/products](http://www.sjp.co.uk/products). The title 'Partner Practice' is the marketing term used to describe St. James's Place representatives.*



## Dates for your diary

**12<sup>th</sup> April: “Running on Empty”**, wellbeing seminar in conjunction with the EBC at Dentons, One Fleet Place, London 5pm – 8pm. Speakers: James Pereira KC and Ruth Cooper-Dixon. Chaired by Rebecca Dix. Free for all to attend.

**20<sup>th</sup> April: Wine tasting at Bedale’s, Leadenhall Market.** Tickets £55 for members and their guests. £65 others. Please email Sandra to book. Everyone is welcome. Kindly sponsored by Marque Wealth Management. **Last few tickets available.**

**18<sup>th</sup> May: Financial Services seminar at Gough Square Chambers.**

**31<sup>st</sup> May: “Sustainable Practices at the Employed Bar”.** Webinar at 6pm in conjunction with the EBC, Greener Litigation and The Chancery Lane Project. Free for all to attend.

**13<sup>th</sup> June: Employed Garden Party at Middle Temple.** Tickets £42 each available through the Middle Temple website for MT members. Others should phone the Middle Temple Treasury Office on 020 7427 4800 between 10.00 and 16.00hrs. Everyone is welcome.

**3<sup>rd</sup> October:** Annual Student evening in conjunction with City Law School via MS Teams at 6pm. Join us to hear what it takes to succeed at the Employed Bar from our expert panel. Free for all to attend.

**22<sup>nd</sup> November: AGM** via MS Teams at 6pm

**7<sup>th</sup> December: Denning Lecture and Christmas Reception at The Athenaeum, Pall Mall, 6pm - Speaker: Lady Vivien Rose of Colmworth DBE, BACFI Vice President**

### BACFI members on Bar Council and BSB Committees 2023

#### Bar Council

Gaynor Wood, Lucinda Orr (elected), Lorinda Long (Treasurer), David Bunting, Charlotte Pope-Williams (elected), James Kitching (elected), Mike Jones KC (elected), Hannah Smith (elected)

#### General Management Committee

Lorinda Long, Gaynor Wood,  
Lucinda Orr, Mike Jones KC

#### Employed Bar Committee

Mike Jones KC, Lucinda Orr, James Kitching,  
Sara George, Patrick Rappo, Charlotte  
Pope-Williams, Hannah Smith

#### Finance Committee

Lorinda Long

#### Regulatory Review Working Group

David Bunting

#### European Committee Law Committee and Retained Law Working Group

Alex Carr

#### Bar Representation Committee

Lucinda Orr, James Kitching,

#### Race Working Group

Sharon Blackman

#### Money Laundering Working Group

Shahmeem Purdasy

#### Education and Training Committee

James Hampson

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#### Ethics Committee

Brian Cahill

## BACFI Committee 2023

Chair:	Gaynor Wood
Senior Vice-Chair:	Ian Brookes-Howells
Junior Vice-Chairs:	Sharon Blackman Rebecca Dix
Hon. Treasurer:	James Kitching
General Committee:	Ryan Porter Stephen Potts Lorinda Long Alex Carr Daniel Byrne Charlotte Pope-Williams Sara George Sonia Hayes Shahmeem Purdasy David Bunting Patrick Rappo Laurence Fry

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**REPRESENTATION, EDUCATION AND SUPPORT FOR EMPLOYED  
BARRISTERS FOR OVER 55 YEARS**