

## Message from the Chair

So to briefly recap, in June I opened the newsletter by stating "No sun, No Prime Minister, No Brexit, and No consensus ... " - Well, how things have changed over the last 3 months....!!!!

You will be glad to hear however that we at BACFI have not been prorogued, or stymied in any way from representing your interests and negotiating on your behalf.

At the end of June we ran The A-Z of Becoming an Authorised Education and Training Organisation for Pupillage, kindly hosted by Fried Frank, which was both well attended and very informative.

At the end of September we ran a Wine-tasting at Bedales of Leadenhall Market which is described in more detail in the body of the Newsletter below, but by all accounts this event is likely to become a recurring fixture on the BACFI events timetable...

Further, Lady Hale is speaking at our Student evening on 22 October so we are expecting another full house.

As you know, Lady Hale is also giving our Denning Lecture this year, which is taking place on 4th December at the Athenaeum Club, Pall Mall. This event is already fully booked.

On the regulatory front you will have seen the emails from the BSB that we have circulated about their activities in general and about the Handbook Review in particular - please read them and respond to their call for evidence, or let Sandra know if you want to input anything to our on-going discussions with them. The General Committee, with excellent input from Ian Brookes-Howells, Christiane Valansot and Helen Fletcher Rogers are pulling together a Position Paper on changes that we would like to see, which we will circulate to the membership later, however we would value your input before then too.

As ever, if you have any comments, questions or queries or would like to help out with any events please let Sandra know.

Best wishes,

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
	Rebecca Dix
	Sonia Hayes
	Laurence Fry

### BACFI Wine Tasting event: 25<sup>th</sup> September

An excellent venue, fantastic wines, lovely food and fine company was enjoyed by all who attended the wine tasting at Bedales at Leadenhall Market. Our host for the night was Dan whose lively chatter and in depth knowledge made the evening particularly memorable. Our wines were selected from the EU and all had very different characteristics. The accompanying British cheeses and the charcuterie, which included a delicious house made pate, were excellent. Everyone made the most of the opportunity to get to know other BACFI members a little better and a repeat event is looking very likely! More photos will be available on the website shortly.



## FORTHCOMING EVENTS

17 October: The CMA's enhanced toolkit and a new Duty of Care for Financial Services Firms at Gough Square Chambers

22 October: Student evening at City Law School with speakers to include Baroness Hale

11 November: Sports Law seminar at DLA Piper

23 November: Annual Bar and Young Bar Conference

27 November: AGM at Fried Frank. Speaker: Ewen MacLeod from the BSB

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

For more information about any of our events, opportunities to sponsor them or to purchase tickets please contact Sandra at [secretary@bacfi.org](mailto:secretary@bacfi.org)



## Gala Dinner to celebrate BACFI's 55<sup>th</sup> Anniversary 25<sup>th</sup> September 2020 at the House of Lords

Following the very successful 50<sup>th</sup> anniversary dinner, we are pleased to announce that we will be holding the 55<sup>th</sup> anniversary dinner in the Peers' dining room at the House of Lords. This is an event not to be missed! Further details will be available in the New Year.

### POSITION WANTED

Amelie Smith, a barrister with 20 years' in house commercial/corporate experience in both the private and public sector is looking for a permanent in house General Counsel or similar role with management responsibility and strategic input in London, Oxford, Reading or Birmingham. Amelie can be contacted for further details and a copy of her CV on either [advocatessa@outlook.com](mailto:advocatessa@outlook.com) or 0798 851 7343.

### GRAY'S INN DINNER FOR THE EMPLOYED BAR

A dinner will be held for Members of the Employed Bar of all four Inns in Gray's Inn Hall on Tuesday, 29 October 2019. The timing is 7pm for 7.30 pm and dress is Black Tie.

The cost of the dinner is £68. If you would like to attend please book online at : [https://gios.graysinn.org.uk/gios\\_login.html](https://gios.graysinn.org.uk/gios_login.html) . Bookings are being taken now.

Evensong which will precede the Employed Bar dinner, will be held in Chapel at 6 pm. You are welcome to attend in black tie.

### BACFI Lexology Newsstand

Our collaboration with Lexology has so far been successful with a number of members taking up the offer of receiving free Lexology articles which can be tailored individually depending on particular areas of practice and interests. There is still time to sign up to this if you haven't already done so through this link

<https://www.lexology.com/account/register.aspx?s=BACFI> .

## Reconnecting with the Inns

If you would like to become an Inn representative, please contact Sandra: [secretary@bacfi.org](mailto:secretary@bacfi.org)

### Current Inn representatives are:

#### Middle Temple

Christiane Valansot [Christiane@valansot.com](mailto:Christiane@valansot.com)

Bart Kavanagh

Amanda-Jane Field

Michel Reznik

Naraindra Maharaj

#### Gray's Inn

Tricia Howse [triciaghowse@gmail.com](mailto:triciaghowse@gmail.com)

Helen Fletcher Rogers [hfrasers@dial.pipex.com](mailto:hfrasers@dial.pipex.com)

Lucinda Orr [Lucindaorr@hotmail.co.uk](mailto:Lucindaorr@hotmail.co.uk)

Patrick Rappo [prappo@steptoe.com](mailto: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](mailto:simon.broomfield@gmail.com)

Hussain Khan [hussain@khan.cc](mailto:hussain@khan.cc)

Grant Warnsby [grant.warnsby@uk.bp.com](mailto:grant.warnsby@uk.bp.com)

# JURIOSITY

This year Juriosity (the official online Bar Directory, in partnership with the Bar Council) is headline sponsor of the Denning lecture and Christmas Reception on 4 December with keynote speaker, Lady Hale.

If you haven't yet registered your profile on the Directory, it's quick and easy as well as being completely free. The Directory has been designed to offer a networking platform across the whole of the legal profession. In addition to being a search directory, it allows legal professionals to post articles and commentary to showcase their expertise to a wide audience of lawyers and potential clients.

We look forward to seeing you at the lecture.

Visit [www.juriosity.com](http://www.juriosity.com) to view the site or claim your profile.

For further information, contact: E: [info@juriosity.com](mailto:info@juriosity.com) T: +44 (0)20 3912 0618

## The Bar Standards Board: Call for Evidence: BSB Handbook Review

The Bar Standards Board (BSB) is calling for evidence to help it scope a planned review of the BSB Handbook - the document which includes the Code of Conduct for barristers and the rules with which they must comply.

This follows the regulator's announcement within its Strategic Plan for 2019-22 that it would be reviewing its Handbook to make sure that it remains fit for purpose, relevant and accessible given that it has been in force in its current form for several years.

This Call for Evidence asks respondents to share their experience of using the Handbook with the BSB. It seeks views on matters such as:

- what the review should, and should not, cover - including matters of substance and/or structure;
- what difficulties do people have engaging with the current Handbook; and
- what positive aspects of the Handbook should be retained.

The regulator plans to consider the evidence it receives before deciding the scope of its review in early 2020.

Anyone wishing to contribute, or to request further information, should please email

[ProfessionalStandards@barstandardsboard.org.uk](mailto:ProfessionalStandards@barstandardsboard.org.uk).

## BACFI members on Bar Council and BSB Committees

### Bar Council

Patrick Rappo, Lucinda Orr (elected), Lorinda Long (elected), James Kitching (elected), Alexandria Carr, Grant Warnsby (Treasurer), Charlotte Pope-Williams (elected), Brian Cahill (elected), Efe Avan-Nomayo (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 Council Brexit Working Group

Alex Carr

### Bar Council Wellbeing Group

Rebecca Dix

## **T-T-T-Talkin' 'Bout My Generation...**

You may recall the words from that classic by the music super group 'The Who', as they made their rallying cry for their Generation.

Their Generation is typically referred to as the 'Baby Boomer' Generation, they were born into a post-Second World War world which meant by the time they were in their mid to late teens they were ripe to cast off the old ways of doing and seeing the world.

Fast forward 60 years and that Generation has become the establishment and accumulated much wealth and are now keen to help their less affluent children and grandchildren i.e. **Generation X and the Millennials** and all as tax efficiently as possible.

A study by St. James's Place into intergenerational wealth and retirement planning has revealed that the number of families with multiple generations in retirement at the same time will exceed one million in the next 20 years. This means people may need to start reassessing how they plan for the later stages of life.

The study, which analysed ONS data and included research among 4,000 adults in the UK, forecasts there will be 1.2 million families containing more than one retired generation by 2039, rising from 624,000 families today.

While, for many, retirement may still seem a long way off, the research reveals that people are already thinking about what the future may bring. A quarter (24%) of future retirees expect to provide financial support in retirement to someone other than their current partner, such as children, grandchildren, a former partner or a partner's children. This compares with 7% of current retirees who already do so and highlights how retirement income will increasingly need to stretch across generations within often complex family structures.

The most common way those not retired at the moment anticipate providing financial support to other generations when they retire will be on everyday living costs (17%), followed by school or university fees (14%) and childcare (12%). Over a fifth (22%) feel either pressurised or worried by providing or the prospect of providing financial help to other generations.

***Claire Trott, Head of Pensions Strategy at St. James's Place says:***

***"With people living longer, the make-up of today's modern family changing, and retirement provision more and more the responsibility of the individual; the way we need to think about planning for the future has fundamentally shifted.***

***Building sufficient funds for your future whilst supporting other generations can seem a daunting task and it's unsurprising that one in five people say they either feel 'pressurised' or 'worried' by having to provide financial support to others. We see consistently the value of advice in navigating this complexity and our research found that 8 in 10 (79%) people who receive ongoing face-to-face advice believe they have sufficient funds to fulfil their retirement plans. This compares with only 35% who don't receive advice. Its clear advice has an important role to play in ensuring a comfortable and confident financial future."***

As well as highlighting how changing family structures will increasingly impact retirement planning in the years ahead, the St. James's Place research also reveals that people expect to pass on less after they have gone.

For those who have a sufficient amount of wealth, ***the amount they expect to pass on is likely to be significantly impacted***, with future retirees expecting to pass on £50,606 less of their retirement pot on average compared with current retirees. Current retirees with £50,000 or more in household assets, that have or will pass on a percentage of their retirement fund to other generations, have an average of £261,375 in retirement funds (pensions and investments, including SIPPs), and have passed or expect to pass on almost half (48%) of their fund to other generations – amounting to £124,676 on average. This is expected to reduce into the future.

***Claire Trott, Head of Pensions Strategy at St. James's Place, says:***

***"Passing wealth on to our loved ones is one of the final acts of kindness we are able to make, so it is concerning that the amount many believe they will be able to pass on is eroding. However, that needn't be the case. Putting in place the right plans at an early stage will allow greater opportunity to build wealth over time and leave behind as much as possible when you're gone, without making unnecessary sacrifices along the way."***

***Can I pass my pension on to my children?*** Increasingly, people are passing on their pension pot as part of their legacy and using other assets for a retirement income. Find out how we can help you with financially supporting the other generations in your family.

As pensions can fall outside of an estate, they can be a tax efficient way to transfer wealth across the generations. We are happy to discuss some of these observations, and the need for advice, if you're considering leaving your pension to your children.

The levels and bases of taxation, and reliefs from taxation, can change at any time and are dependent on individual circumstances.

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.

***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.***

**Contact Mark Quaye: 020 7516 2225 / 07764 963 701 [www.marquewealth.co.uk](http://www.marquewealth.co.uk)**

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.

**Cloister Resourcing are a boutique recruitment consultancy, specialising in the professional services market throughout the UK. We supply both permanent and contract services.**

We have a number of legal candidates that we are assisting to find their next role and a short outline of a few candidates follows below;

If you would like to know more about a specific candidate or would like to have an open but confidential discussion about a piece of recruitment, please contact me on 07872 642819 or email [anton.craggs@cloister-resourcing.com](mailto:anton.craggs@cloister-resourcing.com)

Some of the candidates, whom we are currently assisting, are as follows:

Ref: SHAGC1946

Contracts Paralegal

Graduate Member of CILEx (Chartered Institute of Legal Executives)

Supporting all contract and governance matters.

Management of legal entities in the Europe, USA and Asia, including organising and dissolving entities.

Contracts. Review and amendments of NDA's, change requests, statements of work, letters of engagement, employment contracts, licences, agreements, master services agreements, master services and development agreements and API agreements.

Ref: EMDAGC1976

Legal Counsel

Providing regulatory compliance to a large organisation.

Attendance at senior board meetings. High quality drafting skills and providing 'user-friendly' legal advice and guidance. Confident in challenging decisions and advising on risk and strategy for the business.

Providing clear advice on actions that should be taken. Excellent negotiation skills. Providing guidance and assisting on any complex issues that arise. Liaising closely with the Head of Strategic Partnerships and counterparts across other organisations.

Ref: CHMAGC 8164

Director of Legal

An experienced Legal Director with a demonstrated history of working in a range of industries and environments. Skilled in negotiation, legal writing, management, corporate governance, and document drafting. Managing all legal matters for a large Group, varying from contract negotiations, trademarks, litigation, dispute resolution, M&A, supplier agreements, IT agreements, trademarks, employment matters, legal training and compliance, Data Protection Officer, risk management, legal drafting, company secretary work, copyright, manage external lawyers, managing a team of three lawyers. Report directly into the Board.

Ref: MR AGC 1908

Contracts Manager

Responsible for contractual negotiations between clients, subcontractors and internal parties. Responsible for all initial legal and contractual documentation review, amendments and variations. Collaborating activities between sales, lawyers, project managers, finance and bidding . Defining the overall contracting process. Revising existing legal documentation in order to have a single set of terms (MSA, Statement of work, various service modules). Maintaining an accurate customer database, recording all documentation all contractual variances, special terms, signature date etc.

## Becoming an Authorised Education and Training Organisation for Pupillage: 27<sup>th</sup> June 2019

In June 2019, BACFI hosted a seminar on the current regulatory framework and practicalities for becoming an 'Authorised Education and Training Organisation for Pupillage' (AETO) in conjunction with the Bar Standards Board (BSB) and the Employed Barristers' Committee (EBC) of the Bar Council.

The speakers at the seminar included Julia Witting (Head of Supervision, BSB), James Kitching (Barrister/Partner, Fried Frank Harris Shriver & Jacobson LLP), Mike Jones QC (CPS, Wales), Vinesh Mistry (Pupil, DWF Advocacy) and Andre Nwadike-Jonathan, (CPS, North London). The event was well-attended by a variety of commercial organisations considering offering pupillages at the employed Bar together with other organisations that have already embarked upon the application process.

The initiative for the seminar stemmed from a gradual decline in the availability of employed pupillages within commerce and industry over time as a result of regulatory changes, a shortage of appropriately qualified pupillage supervisors, and, other factors, such as minimum pupillage awards. In particular, BACFI and the EBC wanted to respond to a number of queries received from commercial organisations interested in understanding the process for becoming an AETO and in obtaining practical guidance on the next steps.

Julia Witting began the seminar by describing the current BSB regulatory framework. She explained the requirements for becoming an AETO and the recent changes introduced by the BSB to encourage greater flexibility, accessibility and affordability in the process and a wider range of AETOs. Specifically, she explained the new 'Professional Statement' by the BSB aimed at ensuring that all barristers meet the threshold standard of having all knowledge, skills and attributes on 'day one' of practice.

James Kitching outlined Fried Frank's journey to certification as an AETO and spoke about the practicalities for firms, and corporates, in meeting the advocacy training criteria. He detailed the opportunities for the secondment of pupils to sets of chambers and the recent initiative by the EBC to establish a secondment hub. He also provided an insight into in-house advocacy training. Mike Jones QC gave a typically charismatic and humorous account of employed pupillage in the CPS and the benefits to pupils in terms of diversity of opportunity, responsibility and collegiality. He also spoke of the rewarding experience of being a pupillage supervisor.

As always, the real 'stars of the show' were the employed pupils. The audience heard from Vinesh Mistry and Andre Nwadike-Jonathan on their unique experiences within an advocacy unit of a law firm and the CPS respectively. They reinforced the benefits of training at the employed Bar through the depth and breadth of their experiences, which ranged from civil trials to counter-terrorism work. For many in the room, if any additional inspiration was required to take the first steps to becoming an AETO, it was embodied in them.

If you are an employer, or other organisation in commerce or industry, interested in potentially becoming an AETO, you are encouraged to view the following webinar and podcast from the evening:

[https://www.youtube.com/watch?v=Q1\\_NqoMIQ6k](https://www.youtube.com/watch?v=Q1_NqoMIQ6k) : <https://www.youtube.com/watch?v=TkiMmrRi1Aw>

Many thanks to Fried Frank Harris Shriver and Jacobson LLP for hosting this event

**FRIED FRANK**

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