

## **Bar Representation Committee**

### **2021 Annual Report**

I was elected as the Chair of the Bar Representation Committee in August 2020. At that time, whilst delighted to have the opportunity to serve in that role, the outlook as to what activities we might undertake to enrich the life of the Inn was understandably somewhat uncertain.

It is therefore with pride that I report that we rose to the challenge, especially through our sub-committees (including the newly reinvigorated social mobility sub-committee), to diversify our offering to suit the new modes of both working and social life. Fuller reports are set out below, but one noteworthy development for us all has been the introduction of the hybrid meeting which has permitted greater participation from those based outside of the immediate environs of the Inn. We also converted many of our planned talks to webinars, some of which remain available for members to view at their leisure on the news and media section of the [Inn's website](#).

In addition to the excellent work of the sub-committees, and our continued support of the work of the Bench Committees, I proposed the adoption of election rules to guide candidates and electors, which the committee voted overwhelmingly to adopt. I also set up a working group of the committee to look at ways in which international members can best engage with each other and the Inn and at how those members in this jurisdiction with an interest in international work might also be assisted.

We have, of course, been much supported by the dedicated staff of the Inn in all that we do. Whilst we will remember with affection the many years of support that Murray Campbell gave to this committee (as well as to members generally), he has no doubt earned a deserved retirement. We continue, in any event, to be very ably assisted by Faye Appleton and Clara Shepherd.

I look forward to ending this year with the return of the ever-popular Gourmet Dinner, which showcases so well the culinary skills of the Inn's staff. This winter as the days shorten, it is likely to be an especially bright light, as for many attendees it will act as a re-introduction to the collegiate joys that Inn life has to offer.

**Zoë Barton QC,**

**Chair, Bar Representation Committee**

## **Social Mobility Sub-Committee Annual Report 2021**

A new led Social Mobility Sub-Committee met for the first time via video conference in February 2021. The sub-committee reaffirmed its commitment to the terms of reference approved by the Bar Representation in November 2017. It was agreed that social mobility is, at its heart, about ensuring that everyone, regardless of their socio-economic background, has the same access to opportunities and to fulfil their potential and that this was of fundamental importance to the future of the Bar and the modernisation of the Inn. The sub-committee is particularly focused on ensuring that diversity amongst people with protected characteristics defined by the Equality Act are considered when supporting social mobility, but recognises the difficulties for young, white, working-class men who may want to pursue a career at the Bar. Also we are determined to maintain a strong link with the work and aims of the newly formed Equality, Diversity, and Inclusion Bench Committee.

In deciding our aims and programme for the year, we agreed to direct our focus to social mobility within “the forgotten middle” of the profession (i.e., those between 2- and 10-years 'call), particularly considering the difficulties in retention at the publicly funded Bar, and the propensity of those from a more diverse background to enter this branch of the profession. We intend to continue with this focus in 2022.

We have produced two panel event series this year, aimed at dealing with topics useful to “the forgotten middle” particularly those at smaller chambers who might not have access to the resources available to colleagues at larger chambers. The first, in September, was a panel session in conjunction with the EDI Committee on the [fair allocation of work](#) in which Laura Gould and Elizabeth Isaacs QC chaired a discussion between Elaine Banton (Barrister at 7 Bedford Row and Co-Chair of the EDSM Committee at the Bar Council), Catherine Merry (Civil Assistant Practice Manager at St Ives Chambers), and Fiona Fitzgerald (Chief Executive at Radcliffe Chambers).

The second event is planned for the end of November when Brynmor Adams will be joined by Brie Stevens-Hoare QC (Professional Commissioner - Judicial Appointments Commission, Lorna Robertson – Deputy Director, Government Legal Department, and Sean Wilson – Deputy Director, Government Legal Department) in a session titled ‘Appointments: How they can help your career and how to get appointed?’. We aim to run these events as hybrid sessions to make them as accessible as possible. They are also recorded and published on the Inn’s website and [YouTube channel](#). The next event in the series will address “how to mentor and be mentored” and will take place in February 2022.

In addition to running new sessions, we have also sought to better understand the considerable amount of work already undertaken by the Inn related to improving social mobility. We have been impressed and encouraged by the Inn’s existing activities in

this area and have not sought to duplicate these in favour of supporting and promoting them where we can.<sup>1</sup> We were pleased to see the Inn's website updated to include more information on the Inn's outreach and [volunteering opportunities](#), as well as information on initiatives run by third party organisations, and hope this will encourage a broader range of members to help the Inn reach a wider pool of talent. The staff involved in this ongoing work ought to be commended for their efforts.

Given the potential for the costs of joining the Bar to be a significant barrier to social mobility, we have been keen to support the Scholarships Committee in its work, particularly in relation to the review of scholarships and the applications and assessment process currently underway. Two members of the sub-committee have joined the Scholarship Committee's Working Group to assist in this.

We are keen to ensure the Inn is seen as an open, welcoming place for people from all backgrounds and are building on the work undertaken by the previous Committee in telling the [stories of members](#) from a wider range of backgrounds. We have agreed to help the Inn produce a short film in which members will talk about their backgrounds and path to the Bar to showcase the Inn's diverse membership. This has been delayed in 2021, in part due to the pandemic and is a priority for us to progress in 2022.

**Membership:** Laura Gould (Co-Chair), Chris Loweth (Co-Chair), Amelia Highnam, Antonia Benfield, Brynmor Adams, Elizabeth Isaacs QC, His Honour Judge Fayyaz Afzal CBE, Hazel Jackson, Mark Herbert QC, Miranda Brawn, Nadeem Holland, Rifat Rahman, Susanna McGibbon and Tariq Mahmood.

### **Social and Wellbeing Group Sub-Committee Annual Report 2021**

During 2021, Lincoln's Inn Social & Wellbeing Group met regularly via Zoom due to the pandemic.

Due to the pandemic the majority of the planned "in person" events have had to be postponed. It was not possible to hold our usual joint event with the SE Circuit & CBA in the Spring. However, we are looking forward to this event taking place in Spring of 2022. The Theatre Workshop had to be postponed, as did the Family Day.

We did manage to hold a number of events "remotely" and we received very positive feedback. The "remote" events included:

- 28 January: Club Soda event.

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<sup>1</sup> Copies of reports prepared by the Inn on the considerable work already underway are available upon request.

- 26 April: [Remote Working/psychological & Physical Wellbeing Seminar](#). This excellent event was presented by Joshua Cane.
- 11 May: Pilates “Taster” session.
- 19 May: Tai Chi “Taster” session.
- 8 June: Ballet/Barre “Taster” session.

All of the “Taster” sessions were very well received, as it gave participants the opportunity to sample new ways to exercise.

This Autumn we hosted one “in person” event:

- 22 October: Quiz with Laureen Husain as Quizmaster, which was a huge success and great fun. It was wonderful to see so many students attend.

Another “in person” event has been planned:

- 3 December: Gourmet Dinner (sold out within one hour!)

We have an exciting calendar of events planned for 2022, which we hope will be “in person” and they include:

- Joint Wellbeing Event with SE Circuit & CBA.
- Theatre Workshop at the National Theatre.
- Healthy Eating & Exercise.
- Physical Fitness Workshop.
- Family Day.
- Quiz.
- Gourmet Dinner.

**Membership:** Laureen Husain (Co-Chair), Linda Turnbull (Co-chair), the Venerable Sheila Watson, Julie Whitby, Emma Southern, Ben Hamer, Amber Qureshi and Nadeem Holland.

### **Junior Members’ Committee Annual Report 2021**

The JMC have held a number of events both online and in person over the last year. [The Pathway to Pupillage event](#), aimed at those seeking roles after the Bar Course (such as judicial assistantships at the Court of Appeal) was held online, as was the [Second Six and Beyond](#) event. A financial management event for junior practitioners has also been organised for early next year. The JMC termly social drinks are due to restart from 18 November.

Over the course of the pandemic the JMC was in contact with the Inn about financial provision available to those struggling, and relaunched the [Workshare Scheme](#), which put senior members of the Inn who are in need of assistance in touch with junior members with capacity.

The JMC hopes to restart its sports teams and inter-Inn matches in the Spring and Summer of 2022. The Chairs of the JMC will also be restarting meetings and social events with the other three Inns' committees for junior members.

[Membership](#): Ben Hamer (Co-Chair); Hazel Jackson (Co-Chair); Adam Kayani, Genna King, Maxwell Myers, Rifat Rahman and Imogen Sadler.