

BRIDGING

THE BAR

#BRIDGINGTHEBAR

# ANNUAL REPORT

2020/21



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*Founder, Mass Ndow-Njie*

# OVERVIEW

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I am delighted to introduce the first Annual Report for Bridging the Bar ('BTB') which sets out the charity's key accomplishments over the past year and its key objectives moving forwards.

BTB was registered one year ago in the midst of a global pandemic and a national lockdown. Nonetheless, the entire team at BTB remained determined to ensure that these events would not halt the charity's progression.

As one member of the team put it, "social intimacy is no longer a prerequisite to getting things done" and we kept this at the forefront of our minds as we sought to establish partnerships across the profession.

In the pre-pandemic world, securing partnerships with organisations and institutions across the country would have required numerous face-to-face meetings and extensive travel. However, we were able to achieve such partnerships without ever leaving our homes, by welcoming the transition from face-to-face meetings to video conferences hosted online.

In BTB's first year, the charity has established considerable partnerships and working relationships with organisations and institutions across the profession. 67 barrister's Chambers across the UK have signed up to support the BTB mini-pupillage programme, 19 organisations have become sponsorship partners, over 300 barristers and members of the judiciary have signed up as volunteers, and paid internship schemes have been launched in collaboration with both the UK Supreme Court and The Law Commission.

Yet, this only covers a portion of BTB's achievements to date and does not offer any insight into BTB's plans for the future. The remainder of this report will offer further insights as to how BTB is seeking to ensure that there are equal opportunities at the Bar for aspiring barristers.



I could not close this introduction without thanking all of those that have supported us in our freshman year. To our founding sponsorship partners, our volunteers, our first salaried employee and every organisation that has collaborated with us, I thank you for your trust, time and commitment to providing equal opportunities in our profession. I dedicate a special thanks to the BTB executive committee who, despite being volunteers, have upheld the highest professional standards and shown the utmost dedication to providing new opportunities for our beneficiaries.

All of the programmes that BTB has piloted in our first year will continue into the upcoming academic year. We will learn from the experiences that we have gained and will aim to improve our delivery of these programmes. We will also expand our support for aspiring barristers by launching new programmes, including those targeting younger students who may still be in school or college.

A Bar that represents society also benefits society. That short sentence captures our vision. If you agree, then it is likely that you will also agree with the premise of our charity. We are working to create a Bar that benefits society by ensuring that the profession is open to individuals coming from all walks of life.

“ If we embrace ourselves, our unique stories and our varied cultures, we can create a ‘new normal’ in the profession. In this new normal, there will be no such thing as the ‘conventional’ image of a barrister. Instead, barristers will be as diverse as the society that we live in and as diverse as the clients that we represent. ”

- Mass Ndow-Njie, Founder and Chairman

# OUR TEAM

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## CHAMPIONS

**PROFESSOR JO DELAHUNTY QC**

**PROFESSOR LESLIE THOMAS QC**

## EXECUTIVE COMMITTEE

**MASS NDOW-NJIE**

**Founder and Chairman**

**AARON MAYERS**

**Deputy Chairman**

**ANDRE CARTY**

**Business Development Assistant**

**ISHAN KOLHATKAR**

**Executive Strategy Officer**

**ABDUL QADIM**

**Head of Alternative Work Experience**

**MAT SWALLOW**

**Treasurer and Head of Business Development**

**SONIA MASAUN**

**Operations Officer**

**ELEANOR TACK**

**Head of Marshalling**

**EMMA HUGHES**

**Head of Mentoring**

**SRISHTI SURESH**

**Data and Consulting Officer**

*With thanks to our Founding Partners:*



Three  
Verulam  
Buildings  
Barristers

**Blackstone**  
CHAMBERS

**1KBW** *combar*



**GATEHOUSE**  
CHAMBERS

Francis Taylor Building

**KEATING**  
CHAMBERS



PUMP COURT  
TAX CHAMBERS

NEW SQUARE

**TWENTY  
ESSEX**



**Normanton**  
CHAMBERS

**Essex**  
CHAMBERS

**LITTLETON**






# INTRODUCTION TO BTB

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"Bridging the Bar has certainly proven that the 'equality of opportunity' mission has a role for everyone."  
– **Aaron Mayers**, Deputy Chairman.



# INTRODUCTION

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Bridging the Bar (“BTB”) is a charity, founded in July 2020, that aims to support aspiring barristers from a range of statistically underrepresented groups at the Bar.

BTB exists to bridge the gap between students from non-traditional backgrounds and the skills, experience and networks required to develop a career at the Bar. We achieve this by providing our beneficiaries with work experience opportunities, access to mentoring and key information that will assist them to gain access to the profession.

BTB is committed to increasing the equality of access to opportunities within the legal profession across all underrepresented groups. We support students whom, owing to their disability, ethnic background, socio-economic background, education or sexuality, belong to groups which are statistically underrepresented in the profession.

We believe that for the Bar to reach its full potential, it must reflect the diverse society in which we live. Whilst we recognise the positive work being carried out to establish greater equality of access to opportunities at the Bar, it is clear that gaps still exist. BTB works towards closing that gap by supporting aspiring barristers and those organisations and individuals already championing diversity at the Bar.

## WHO WE HELP



**Low Income  
Background**



**BAME**



**LGBTQ+**



**Disability**



**+ More**

# OUR VISION

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At BTB, we believe that the “bridge” between today’s Bar and the diverse Bar that our society needs can be built by achieving three core objectives:

## EQUAL ACCESS TO OPPORTUNITY

An integral part of equal access to opportunity at the Bar is to provide students from non-traditional backgrounds with the ability to gain practical work experience with barristers. Our Mini-Pupillage, Mentoring and Alternative Work Experience Programmes provide students from all backgrounds with the opportunity to gain exposure to life at the Bar. This is the insight needed for students to understand what career options are available to them, and specifically, what a career at the Bar looks like.

## COLLABORATION

We welcome any dynamic support of our initiative, whether via the methods suggested, through tailored networking events, educational panels or entirely new ideas. There is an abundance of creative enterprises working to tackle many of the aims we share. BTB is continuously willing to discuss collaborating with organisations who share our aims. We recognise that in addition to helping people at a grassroots level, a pillar of what we do is forming strategic relationships with our regulators so that we can engage in conversations at a decision making level, provide feedback and create new schemes to help those who need and deserve it.

## TRANSPARENCY

To be certain of what and where change is taking place, we have identified the importance of providing students with an understanding of how organisations at the Bar are responding to the current inequality of opportunity. BTB intends to publish directories which will highlight Chambers and other organisations which are leading the way towards equal access to opportunity at the Bar.



# THE BAR IN NUMBERS

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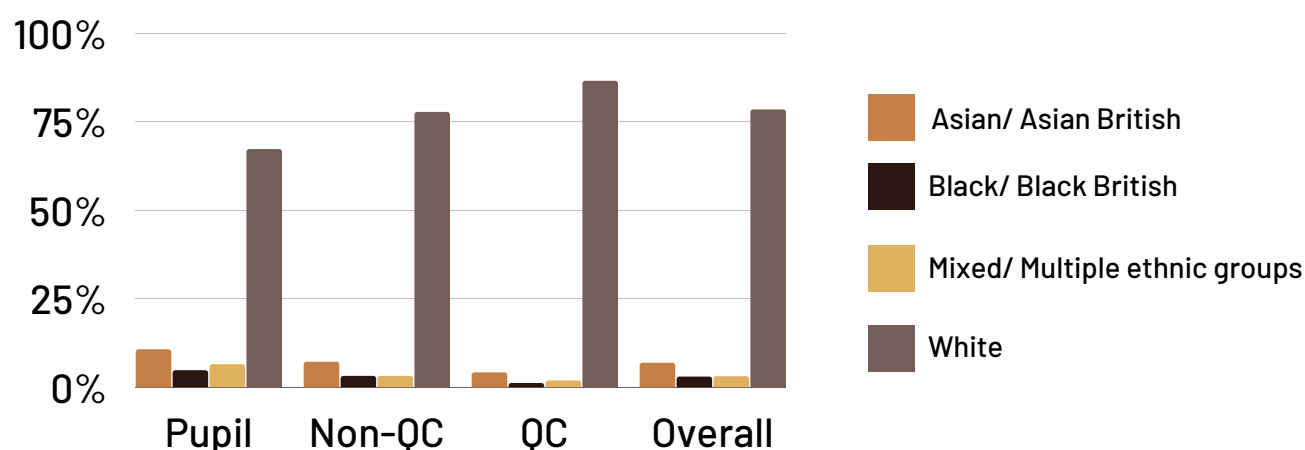
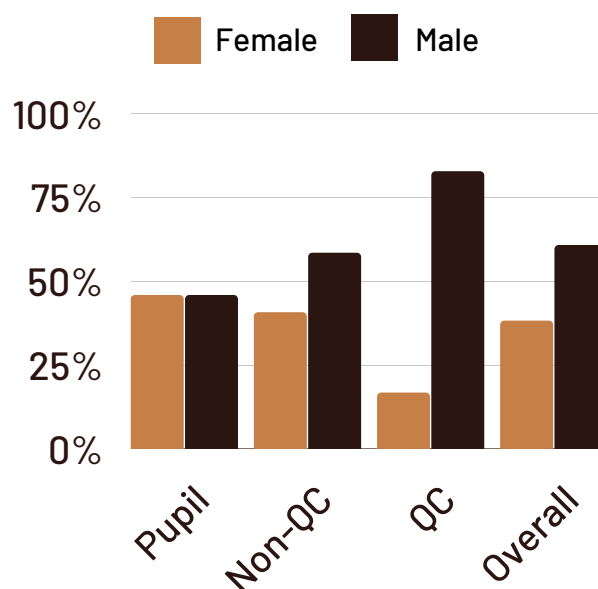
"Focus on the best version of yourself. By being your best self, you can take back that power because the truth is, a barrister looks like all of you."

- **Mass Ndow-Njie**, Founder and Chairman.



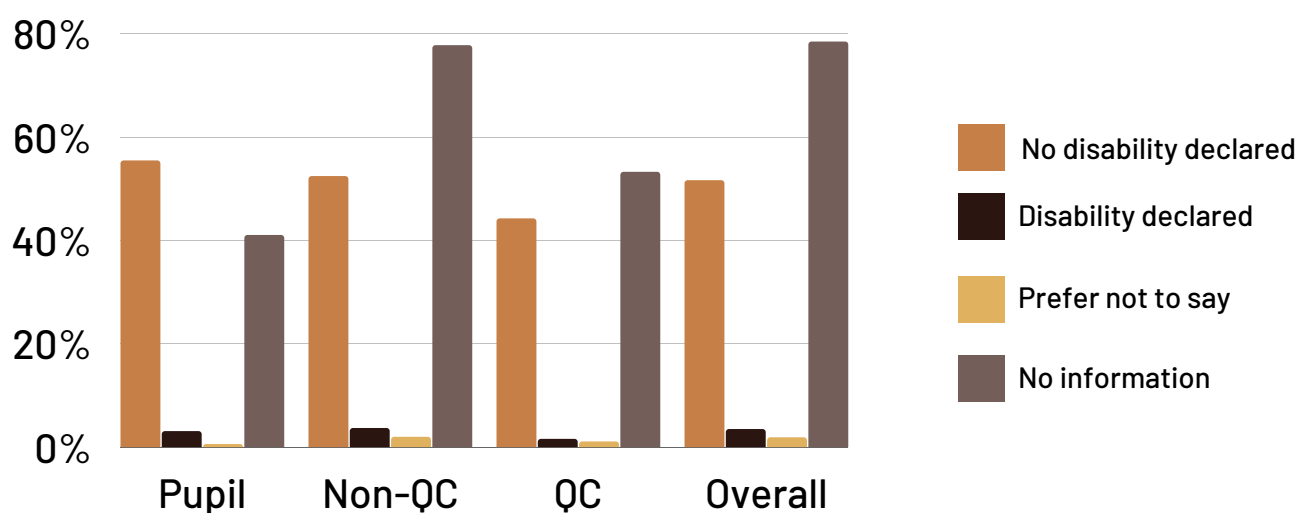
*Diversity at the Bar, 2020*

# NUMBERS & STATISTICS

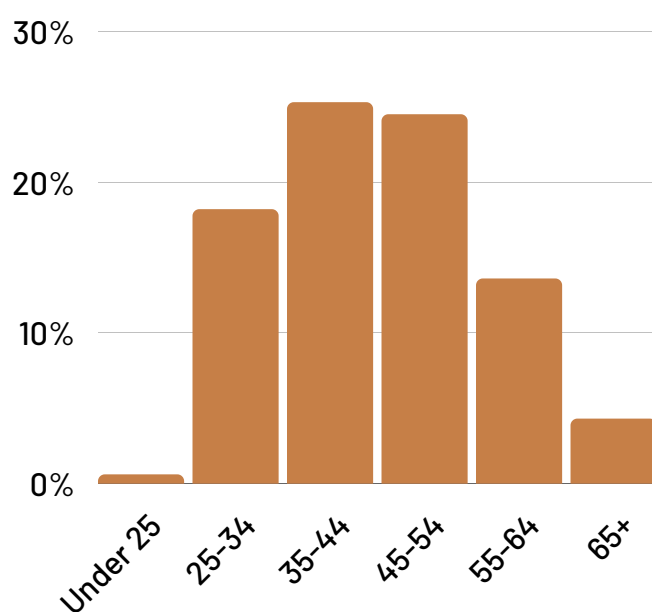
**ETHNICITY AT THE BAR (BSB REPORT ON DIVERSITY AT THE BAR, 2020)****354***Pupil Barristers***15,208***Non-QC Barristers***1,870***Queen's Counsel***GENDER AT THE BAR (BSB REPORT ON DIVERSITY AT THE BAR, 2020)**

## Diversity at the Bar, 2020

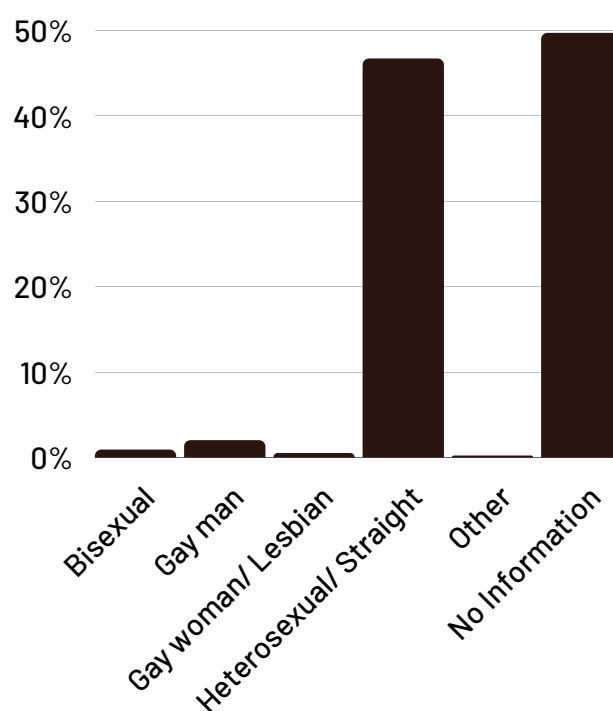
### DISABILITY DECLARED AT THE BAR (BSB REPORT ON DIVERSITY AT THE BAR, 2020)



### AGE OF THE BAR (BSB REPORT ON DIVERSITY AT THE BAR, 2020)

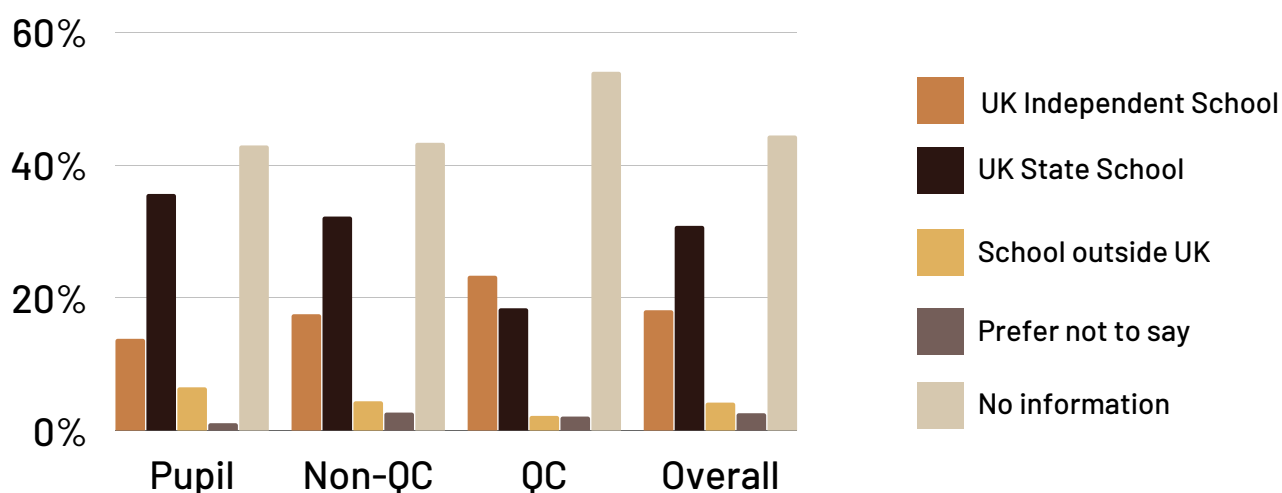


### SEXUAL ORIENTATION OF THE BAR (BSB REPORT ON DIVERSITY AT THE BAR, 2020)

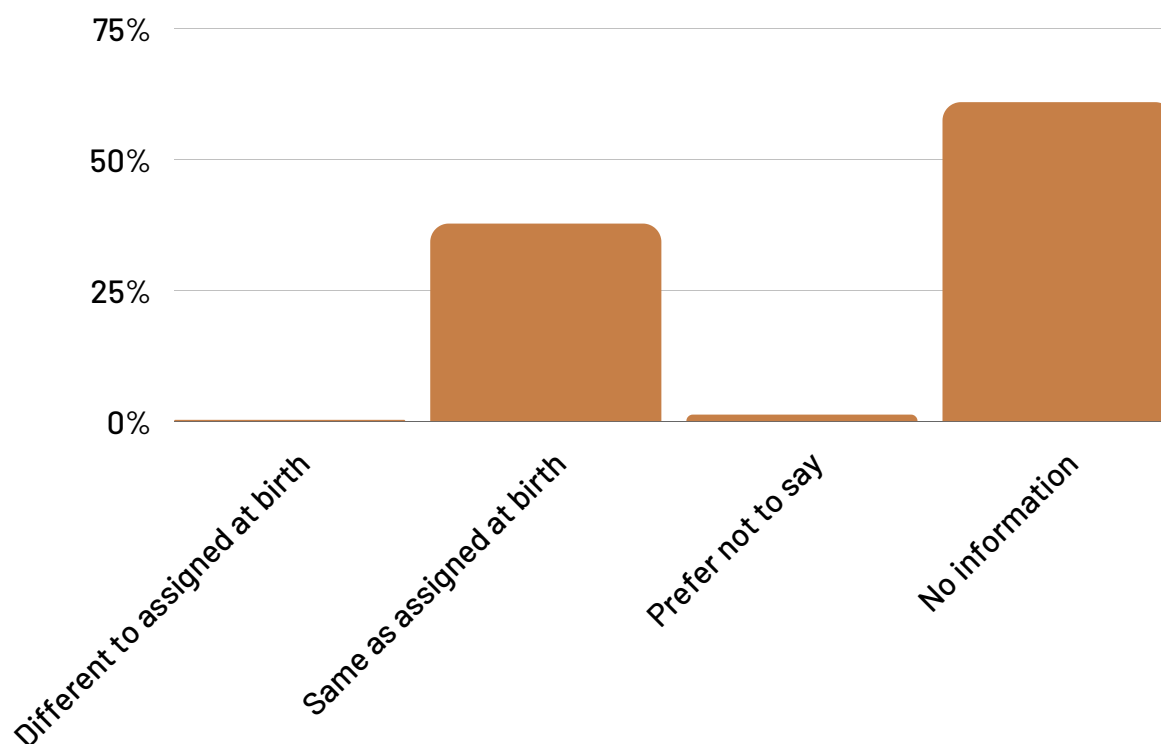


## *Diversity at the Bar, 2020*

### TYPE OF SCHOOL ATTENDED (BSB REPORT ON DIVERSITY AT THE BAR, 2020)



### GENDER IDENTITY AT THE BAR (BSB REPORT ON DIVERSITY AT THE BAR, 2020)






# ONE YEAR OF BRIDGING THE BAR

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"If we can secure the first ever internship at the  
UK Supreme Court then the sky is truly our limit."  
- **Eleanor Tack**, Head of Marshalling





# OUR METHODS

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BTB have focused on three key methods over the past year:

## PILOT MINI-PUPILLAGE PROGRAMME

BTB's pilot mini-pupillage programme has been designed to provide students with the opportunity to understand what the role of a barrister involves, to establish working relationships within the profession and to receive individualised feedback. The programme includes:

- A week-long work experience placement alongside a barrister whom specialises in the student's desired practice area.
- An assessed task with detailed feedback.
- The opportunity for students to attend upcoming conference to share their experiences and learn from the experiences of other students on the programme.

## MENTORSHIP

BTB designed a mentoring scheme to facilitate relationship building between professionals and students. We have been committed to building our network of students and professionals with the aim of acting as a conduit between students from diverse backgrounds with little to no contacts within the legal profession, and barristers who are willing and able to guide and mentor them.

## EVENTS

An important part of creating a feeling of inclusion and connectivity at the Bar for those from underrepresented groups is to build a community. We have set about achieving this by hosting a range of events which enable us to share the best career advice from leaders within our profession, as well as promote open and honest dialogue around the real issues which influence our experiences at the Bar.

## BTB DIRECTORIES

To measure progress, we must be transparent. BTB has been building a directory with the intention of creating a source that aspiring barristers can use to identify which chambers and organisations at the Bar are actively supporting, engaging with and practically contributing to the objective of equal access to opportunity. Within the directories, BTB will provide any chambers and Bar organisation with the opportunity to explain what measures, initiatives and opportunities they have contributed to help the Bar to reach its full, diverse potential.

“

Let this serve as a reminder that a committed group of people can effect great change no matter what their age, experience or background.

- **Ishan Kolhatkar**, Executive Strategy Officer

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# OUR EVENTS

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**21.10.2020**

## **SCHOLARSHIP ADVICE EVENT**

The financial obstacles to reach the Bar are often a barrier for many aspiring barristers from underrepresented groups. Gaining a scholarship from an Inn of Court can be life-changing in assisting aspiring barristers with the significant cost of qualifying as a barrister. However, the application process can be daunting. To help students, BTB organised an event with speakers from each Inn and successful past scholars to provide students with advice for securing a scholarship.

**25.02.2021**

## **PUPILLAGE ADVICE EVENT**

BTB organised a panel of pupils, tenants and senior barristers (including those sitting on the pupillage panel in Chambers), from a range of practice areas to offer their advice and answered questions about the process of applying for pupillage.

**30.03.2021**

## **FLBA AND BTB LAUNCH EVENT**

BTB and the FLBA announced the launch of their partnership together. During this event, Judicial Assistant Roles were advertised and top tips for applying for Judicial Assistant roles were discussed.

**27.05.2021****MIDDLE TEMPLE QUALIFYING SESSION: "WHAT DOES A BARRISTER LOOK LIKE?"**

This was a panel style discussion addressing the barriers to diversity at the bar and the initiatives dedicated to enhancing opportunities. We heard from BTB Chairman Mass Ndow-Njie who encouraged attendees to focus on their unique strengths when applying to join the Bar. The BTB Champions Professor Jo Delahunty QC and Professor Leslie Thomas QC who shared stories about their journeys, the challenges they faced, and the importance of Diversity and Equality at the Bar. We also heard from several BTB mentees, Afiya Amesu, Adenike Onasanya and Sephlin Sam about their experience of the BTB mentoring programme. Lastly, we had special performances from talented artist Jordan and spoken word from Rakaya this evening.

**10.06.2021****RENAISSANCE FOUNDATION: MILES AND PARTNERS SOLICITORS EVENT**

Speakers at this event included: Lou Crisfield, Julie Nix, Linda Pope, Kaileigh Hazeldine and Musonda Phiri. The panel discussed their areas of practice at the bar, the differences between the role of a barrister and a solicitor, the barriers they faced in pursuing a legal career and what solicitors look for in a barrister when instructing them.

**15.07.2021****RENAISSANCE FOUNDATION: PROFESSOR LESLIE THOMAS QC**

BTB Champion, Professor Leslie Thomas QC discussed the following topics: Civil liberties, human rights, ECHR, UDHR and the rights granted to nation citizens, who is entitled to human rights/ ECHR/ nation rights, stop and search laws, what the police can do and cannot do, and a discussion of key cases involving a breach of human right laws and the use of excessive force.



# BTB PROGRAMMES

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"Bridging the Bar has exceeded all expectations and the charity has performed exceptionally over the past 12 months. This is delightful news to cap off an excellent year of hard work from the team."

- **Abdul Qadim**, Head of Alternative Work Experience.



# PILOT MINI PUPILLAGE PROGRAMME

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BTB's Mini-Pupillage Pilot Scheme launched in December 2020. By completing one application form, aspiring barristers could be considered for a mini-pupillage by 67 leading chambers across the country.

BTB's pilot scheme received over 450 applications and has since organised over 130 mini-pupillages for BTB candidates.

Shortlisted candidates were sifted according to their preferred practice area and were then chosen by or assigned to one – or several – of our partner set of chambers. BTB then introduced the successful candidate to Chambers and encouraged the applicant to liaise directly with Chambers to finalise details regarding their mini-pupillage.

BTB has acknowledged the significant value of feedback for aspiring barristers. For all mini-pupillages offered on the BTB scheme, we require chambers to provide mini pupils with a written task to complete. Chambers are then asked to provide feedback on the written task. We hope this serves to ensure that the mini-pupillages remain substantive opportunities for learning.

Further, BTB candidates, regardless of whether their application is successful or not, are each provided with feedback on their applications. We ask those marking applications to provide positive and constructive feedback on each application.

Despite feedback being central to an applicant's growth and development, we recognise that it is rarely provided to applicants when applying for pupillage. At BTB, we hope that in the coming years, providing feedback becomes more widespread across the profession.

We are currently collecting feedback gained from the pilot scheme to assist with the formulation of the new marking criteria ahead of the next launch. We will be publishing a marking criterion to ensure that applicants know exactly what standard they need to meet to be successful on the scheme. Applicants are likely to be asked to answer a small number of questions which aim to identify those with a demonstratable interest in the Bar, the ability to persuade others and strong written communication skills. Applicants will also gain marks for their academic record, although university institutions will be redacted prior to marking.

The next BTB Mini-Pupillage Scheme will be launching in September 2021. For any chambers wishing to join the scheme, expressions of interest are welcomed by emailing [applications@bridgingthebar.org](mailto:applications@bridgingthebar.org).

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This project is all about empowerment. Its foundation is based fundamentally in positivity and progression.

- **Abdul Qadim**, Head of Alternative Work Experience

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# PILOT MENTORING PROGRAMME

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In September 2020, led by BTB's Head of Mentoring, Emma Hughes, BTB launched its Pilot Mentoring Programme. In one week, BTB received over 175 applications and facilitated 75 mentoring partnerships between barristers and aspiring barristers.

BTB hoped mentoring would equip candidates with knowledge and soft skills that will help them to obtain scholarships and eventually pupillage. BTB launched our mentoring scheme on 28 September 2020. Given the life-changing nature of a BTC scholarship, we felt it was urgent that we target our resources to those students who were applying for such a scholarship before the deadline of 7 November 2020. BTB believes that by assisting those students from our target backgrounds with the scholarship process, our mentors can actively assist in BTB by helping candidates overcome the financial obstacle that often hinder progression.

The BTB Mentoring Scheme consisted of two separate but related parts, namely a 1-1 mentoring matching and access to exclusive professional development events.

Mentees completed applications which were marked taking into consideration academic ability, candidates answers to the application questions, and mitigating circumstances. Mentees indicated their chosen area of interest on their applications and were paired with mentors practicing in that field of practice. We had a total of 75 mentoring pairs. Participants were asked to sign mentoring agreements which set out the standards required of mentees and mentors.



The mentoring relationships were for six months commencing in October 2020. However, next year we propose to extend this to a 1-year period to ensure mentees have support during the exam period and leading up to the commencement of their next academic year/Bar course or pupillage training.

Mentors and mentees were required to complete a Personal Development Plan (PDP) throughout the scheme. PDP's provided structure for mentoring meetings, enabling mentees to set goals and targets to work towards and provide a basis to monitor personal development. This helped to focus and progress mentoring relationships.

We have had a host of events over the course of the year such as a Scholarship Advice event, a pupillage advice event (link to footage [here](#)), a session with Miles and Partners Solicitors to learn about the role and relationship between barristers and solicitors, a collaborative event with the Renaissance Foundation in which BTB Champion, Professor Leslie Thomas QC spoke about Civil Liberties and Human Rights on the 15 July 2021. The extremely generous Bridging the Bar Champion, Professor Jo Delahunty QC, provided 10 tickets for BTB mentees and candidates to attend the Bloomsbury Children Law half day online conference on 23 June 2021.

We thought it was imperative to give mentors the opportunity to speak publicly in order to develop their advocacy skills and share their story to inspire others from underrepresented backgrounds. Consequently, mentee Sephlin Sam spoke at the Family Law Bar Association launch event on 30th March 2021. Furthermore, we had mentees Afiya Amesu, Adenike Onasanya and Sephlin Sam speak about their own journeys to pursuing a career at the Bar and about their experience of the BTB mentoring programme at the BTB Middle Temple qualifying session, 'What does a barrister look like?' on 27 May 2021 (link to footage [here](#)).

Mentee's testimonials were featured in BTB's social media campaign pioneered by former BTB Media Officer, Peter Jacobs and have featured in a range of articles including FLBA's Family Affairs publication found [here](#). Counsel magazine will soon publish an insightful article regarding mentor, Laurence Cooper future pupil barrister at 3 Dr Johnson's Buildings and mentee, Jake Acock. To hear directly about a dynamic mentoring relationship and what is required of both a mentor and mentee please see the footage of a brief interview with mentee Tracey Bossman and mentor, Lara Izzard-Hobbs [here](#).

Following completion of our survey by BTB mentors and mentees at the conclusion of the programme we were able to ascertain the following statistics. 91.7 % stated their mentoring experience was excellent! A large proportion of our mentees had never applied for pupillage before and many were successful in securing interviews on their first pupillage application cycle. Mentors' assistance in critiquing applications, undertaking mock interviews and highlighting key legal cases and principles for mentee to consider was instrumental in their success. We are delighted that so many of our mentees made significant improvements throughout the year and would like to congratulate all of those that were awarded scholarships and pupillages.

“

It has truly been a privilege and pleasure being part of BTB! We have been immensely impressed by the quality of candidates, inspired by mentees personal journeys and touched by the generosity and dedication of the Bar to help enhance diversity and inclusion within the legal profession. The BTB committee is a family and support one another in everything. We are excited to see what next year holds for us!

- Emma Hughes, Head of Mentoring

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# MENTEE TESTIMONIALS

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## **AFIYA AMESU**

### **MENTEE**

*The mentoring programme has been insightful and invaluable. It has enabled me to dig deeper, learn more about my 'why' and receive incredibly useful feedback for my pupillage applications.*

## **SAFIA YOUSAF**

### **MENTEE**

*My mentor has been stellar. She has consistently supported, guided and advised me through my scholarship, pupillage and work experience applications. I am so grateful for her.*

## **ADENIKE ONASANYA**

### **MENTEE**

*The BTB scheme has been enriching. I have enjoyed building a strong relationship with my mentor who has provided me with invaluable guidance. I look forward to continuing with the scheme.*

**KATIE GOODMAN****MENTEE**

*My mentor was invaluable in pushing me to achieve and keeping me accountable. With her encouragement, I went from feeling like an imposter to recognising myself as a serious candidate.*

**TAN KIAN LEONG****MENTEE**

*The BTB mentoring programme offers an invaluable experience. Having a mentor to help me refine my goals and push me to keep challenging myself has been truly enabling for me.*

**AGNIESZKA WLAZLO****MENTEE**

*Being able to receive feedback from barristers is an invaluable opportunity I cherish from BTB; an amazing and insightful programme which opened my mind to life at the Bar.*

**JAMES SMITH****MENTEE**

*BTB's scheme was instrumental in helping me achieve a Bar course scholarship. My mentor could not have been kinder. He was so generous with his time and his insight.*

# MARSHALLING PROGRAMME

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In May 2021, BTB formed an historic partnership with the UK Supreme Court (“UKSC”) to introduce the first work experience scheme at the UKSC for aspiring lawyers from underrepresented backgrounds. The paid internship scheme is led by BTB’s Head of Marshalling, Eleanor Tack. BTB initially had a meeting with the late Lord Kerr in September 2019 to discuss the possibility of an internship programme at the UKSC. Following a second and third round of discussions in October 2019 and February 2020 with Vicky Fox, CEO of the UKSC, the highest court in the land agreed that successful candidates to the scheme will receive pre-training with a life coach which focuses on building their confidence and tackling imposter syndrome. This will ensure they are in the best state of mind before gaining an unprecedented insight into the workings of the UKSC.

The UKSC programme will offer eight BTB candidates the chance to take part in a five-day placement at the UKSC. It will be a challenging, intellectually stimulating and rewarding week. By December 2021, the eight successful BTB candidates will have completed the pre-training, five-day placement and evaluation day. In January 2022, BTB intend to begin discussions with additional courts in order to provide further opportunities for our candidates to gain valuable work experience within the judiciary.

Any enquiries about collaborating with BTB to provide candidates with marshalling opportunities are welcomed by Eleanor Tack, Head of Marshalling, at [marshalling@bridgingthebar.org](mailto:marshalling@bridgingthebar.org).

“ I am so proud of Bridging the Bar: the opportunities we have sought for our candidates; the aspiring barristers we have seen flourish; and the inclusive community we have created for everyone and anyone interested in the Bar.  
- Eleanor Tack, Head of Marshalling

We made a pitch and we made history.  
- Mass Ndow-Njie, Founder and Chairman.

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# ALTERNATIVE WORK EXPERIENCE PROGRAMME

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The purpose of BTB's Alternative Work Experience Programmes are to provide legal work experience opportunities for BTB candidates, similar to our flagship Mini-Pupillage Programme.

BTB seek to facilitate alternative experiences through work placements at statutory/public bodies, NGOs and private firms (particularly those with existing advocacy practices).

BTB's vision is to provide aspiring barristers with the opportunities to enhance their CV and develop a well-rounded profile in relation to legal work experience. Through our Alternative Work Experience Programmes, we seek to provide candidates with the opportunity to experience a range of areas of work within the scope of a career in the law. This will allow candidates to understand the variety of work available to them and assist in cementing their understanding of areas of law in which they have a particular interest. Through BTB's work placements, we are seeking to support candidates who are looking for ways to expand their CV, to learn, to network and to develop their skill set.

Led by BTB's Head of Alternative Work Experience, Abdul Qadim, BTB have arranged productive talks with the Law Commission and the Government Legal Department ('GLD'). BTB partnered with the GLD on the GLD Summer Diversity Scheme 2021 where we provided 40 BTB candidates with the opportunity to take part in the Scheme. BTB has also collaborated with the Law Commission to provide a paid internship programme which will see four BTB candidates given the opportunity to work on law reform projects at the highest level.

The successful candidates will work alongside lawyers and research assistants at the Law Commission. They will complete practical tasks including conducting legal research, drafting documents and supporting assistant researchers on their day-to-day work. Candidates will be exposed to a wide breadth of work and the aim of the experience is to provide BTB candidates with an opportunity to engage in interesting legal work, ask questions and gain unique experiences that will bolster their CV's and support their future career ambitions.

BTB aim to help candidates to make informed decisions regarding the area(s) of law in which they wish to practice, the type of barrister they are seeking to become (employed or self-employed) and/or the type of organisation within which they would like to work.

Over the next 12 months, BTB will be seeking to establish strong relationships with a number of organisations in various sectors to create further opportunities that might benefit our candidates. We will be negotiating with legal organisations to create opportunities for BTB candidates and we will be facilitating work placements as we seek to reach our target of 50 paid placements by December 2022.

For any organisation wishing to provide work placement opportunities for BTB candidates, expressions of interest are welcomed by Abdul Qadim, Head of Alternative Work Experience at [workexperience@bridgingthebar.org](mailto:workexperience@bridgingthebar.org).

# ONLINE SUMMER SCHOOL

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Led by BTB's Executive Strategy Officer, Ishan Kolhatkar, BTB held its inaugural summer school in July 2021 to help aspiring barristers improve their chances of obtaining pupillage. The online summer school ran over the course of one day beginning with a session on the process of how to become a barrister, including information about the academic, vocational and pupillage stages of training. Aspiring barristers then had opportunity to ask questions about the pupillage application process and received top tips about the application and interview process from specialist barristers across a range of practice area(s) including crime, family, employment, personal injury, commercial and public law.

In the summer of 2022, BTB aims to run an in-person summer school to help aspiring barristers develop the key skills to help with their pupillage applications, including interview techniques, advocacy practice and the opportunity to network with BTB's expert volunteer barristers.

“

BTB ran their first online summer school in July 2021. With over 100 students and almost 20 members of the bar participating it was a resounding success, helping the future of the bar hone their applications and improve their interview technique.

- **Ishan Kolhatkar**, Executive Strategy Officer

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# SUMMER SCHOOL FEEDBACK

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## JADEN WHITEHILL

### ATTENDEE

*Thrilled to have spent the day 'with' BTB and all of the excellent panelists. Gained some great tips for the next cycle of pupillage applications - thank you all!*

## MAYA T.

### ATTENDEE

*It has been such a great opportunity to take part in BTB's online summer school focusing on obtaining a pupillage and a career at the Bar. The first part of the session included an overview on how to become a barrister. This was incredibly insightful and some key takeaways for me was that it is important not to just have legal experience but to also express your life experience and commercial awareness. The second part of the talk was an eye-opening discussion about how to write a persuasive application for the Bar.*

## KATIE BACON

### ATTENDEE

*I had an amazing day at the BTB summer school, expertly chaired by Ishan Kolhatkar. A huge thank you to every panellist who gave up their time to share such practical advice, it really does make a huge difference.*

# ONE YEAR IN FIGURES

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**1850+** **MEMBERS**  
REGISTERED AS BTB  
CANDIDATES



**380** **MEMBERS OF THE BAR**  
SIGNED UP AS VOLUNTEERS



**75+** **APPLICANTS PAIRED  
WITH A MENTOR**  
ON BTB'S PILOT MENTORING  
SCHEME



**19** **SPONSORSHIP PARTNERS**  
SUPPORTING BTB



**450** **MINI PUPILLAGE APPLICATIONS**  
FOR BTB'S PILOT MINI PUPILLAGE  
SCHEME



**67** **PARTNER CHAMBERS**  
OFFERING MINI PUPILLAGES TO  
BTB CANDIDATES



**130+** **STUDENTS PAIRED WITH  
CHAMBERS**  
FOR A MINI-PUPILLAGE

# CONCLUSION

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We would like to express our gratitude to everyone who has supported Bridging The Bar since its launch. BTB's achievements to date have only been possible due to the generosity of our sponsors and expert volunteers. From mentors to application markers and ambassadors of the charity - you have all been integral in allowing BTB to pursue its objectives. Thank you.

As BTB continues to grow, we will be continually working to achieve our mission increasing diversity at the Bar. We will be working together to improve our application processes and marking criteria to ensure all of our activities are aligned to achieving one or more of our objectives.

For students who would like to sign up as a BTB candidate to be eligible to apply for our schemes and programmes, you can do so via our website at [www.bridgingthebar.org](http://www.bridgingthebar.org). Once you have signed up, you will be automatically added to BTB's mailing list. You will then be notified when BTB schemes and opportunities open and how you can apply.

If you would like to support us, or if you have any further questions about how best to develop your relationship with BTB and support our objectives, please contact us at [info@bridgingthebar.org](mailto:info@bridgingthebar.org). Whether you're a self-employed barrister, chambers or an organisation which employs barristers, we know that many of you have been looking for an appropriate way to support the future of the Bar by promoting equality of opportunity and reaching out to underrepresented groups to harness and promote their talent. By working with you, we believe that together we can accelerate the positive changes that are starting to materialise in our profession and secure the full potential of a diverse Bar that serves all of society. All of us at BTB look forward to working with you, and we welcome the time, resources and ideas that you are able to bring to this project.

# GET IN TOUCH

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**TO FIND OUT MORE**

[WWW.BRIDGINGTHEBAR.ORG](http://WWW.BRIDGINGTHEBAR.ORG)

**FOR FURTHER INFORMATION**

[INFO@BRIDGINGTHEBAR.ORG](mailto:INFO@BRIDGINGTHEBAR.ORG)

**FOR GROUP, PRESS AND MEDIA ENQUIRIES**

[PRESS@BRIDGINGTHEBAR.ORG](mailto:PRESS@BRIDGINGTHEBAR.ORG)



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*A bar that represents also benefits society.*

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2021

**REPORTS AND FINANCIAL STATEMENTS  
FOR THE FIRST PERIOD ENDED 1ST APRIL 2021**

**BRIDGING THE BAR**

(Charitable Incorporated Organisation)

**CHARITY REGISTRATION No: 1190369**

Castle View Accounting Ltd  
New Barn  
Mudberry Lane  
Bosham  
Chichester  
West Sussex  
PO18 8TS

**BRIDGING THE BAR**  
(Charitable Incorporated Organisation)

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# **BRIDGING THE BAR**

(Charitable Incorporated Organisation)

## **LEGAL AND ADMINISTRATIVE INFORMATION**

<b>CHARITY NUMBER</b>	1190369
<b>DATE OF REGISTRATION</b>	13th July 2020
<b>START OF FINANCIAL PERIOD</b>	13th July 2020
<b>END OF FINANCIAL PERIOD</b>	1st April 2021
<b>TRUSTEES AT 1ST APRIL 2021</b>	Aaron Mayers Mass Ndow-Njie
<b>LEGAL STATUS</b>	Charitable Incorporated Organisation
<b>GOVERNING INSTRUMENT</b>	CIO - Foundation Registered 13th July 2020

### **OBJECTS**

The promotion of equality and diversity and the promotion of social inclusion amongst those who socially excluded due to being members of socially and economically deprived community, at The Bar of England and Wales by: a) The elimination of discrimination on the grounds of race, gender, disability, sexual orientation or religion. b) Advancing education and raising awareness in equality and diversity. c) Promotion activities to foster understanding between people from diverse backgrounds. d) Cultivating a sentiment in favour of equality and diversity.

<b>CORRESPONDENCE ADDRESS</b>	218 Strand London WC2R 1AT
<b>PRIMARY BANKERS</b>	Cashplus Bank 6th Floor One London Wall London EC2Y 5EB
<b>INDEPENDENT EXAMINERS</b>	Castle View Accounting Ltd New Barn Mudberry Lane Bosham Chichester West Sussex PO18 8TS

**BRIDGING THE BAR**  
(Charitable Incorporated Organisation)

**STATEMENT OF TRUSTEES' RESPONSIBILITIES  
FOR THE FIRST PERIOD ENDED 1ST APRIL 2021**

**Trustees' Responsibilities**

The Charities Act 2011 requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the CIO and of the surplus of the CIO for that period. In preparing those financial statements the trustees are required to:

- Select suitable accounting policies and apply them consistently
- Make judgements and estimates that are reasonable and prudent
- Prepare financial statements on the going concern basis unless it is inappropriate to presume that the trust will continue in existence.

The trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the CIO. They are also responsible for safeguarding the assets of the CIO and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Trustees on ..... 6 February 2022 .....

Signed on their behalf by Trustee ..... *A. Mayers* .....

Printed Name: ..... Aaron Mayers .....

# BRIDGING THE BAR

(Charitable Incorporated Organisation)

## STATEMENT OF FINANCIAL ACTIVITIES FOR THE FIRST PERIOD ENDED 1ST APRIL 2021

	Notes	Unrestricted Funds £	Restricted Funds £	TOTAL 2020/21 £
<b>INCOMING RESOURCES</b>				
<b>Incoming Resources from Generated Funds</b>				
Donations, Grants & Legacies	3a	65,874	-	65,874
<b>TOTAL INCOMING RESOURCES</b>		<b>65,874</b>	<b>-</b>	<b>65,874</b>
<b>RESOURCES EXPENDED</b>				
<b>Costs of Generating Funds</b>				
Cost of Charitable Activities	4a	3,455	-	3,455
Governance Costs	4b	790	-	790
<b>TOTAL RESOURCES EXPENDED</b>		<b>4,245</b>	<b>-</b>	<b>4,245</b>
<b>NET INCOMING (OUTGOING) RESOURCES</b>		<b>61,629</b>	<b>-</b>	<b>61,629</b>
Funds Brought Forward		-	-	-
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>61,629</b>	<b>-</b>	<b>61,629</b>

Movements on all reserves and all recognised gains and losses are shown above. All of the organisation's operations are classed as continuing.

The notes on pages 45 to 49 form part of these financial statements.

**BRIDGING THE BAR**  
(Charitable Incorporated Organisation)

**BALANCE SHEET**  
**AS AT 1ST APRIL 2021**

	<b>Note</b>	<b>Unrestricted Funds £</b>	<b>Restricted Funds £</b>	<b>Total 01-Apr-21 £</b>
<b>Fixed Assets</b>				
Tangible Assets	<b>2</b>	-	-	-
Investments	<b>6</b>	-	-	-
<b>Total Fixed Assets</b>		-	-	-
<b>Current Assets</b>				
Debtors & Prepayments	<b>8</b>	5,000	-	5,000
Cash at Bank and in Hand	<b>7</b>	57,379	-	57,379
<b>Total Current Assets</b>		<b>62,379</b>	-	<b>62,379</b>
<b>Creditors:</b> Amounts falling due within one year	<b>9</b>	750	-	750
<b>NET CURRENT ASSETS</b>		61,629	-	61,629
<b>TOTAL ASSETS less current liabilities</b>		<b>61,629</b>	-	<b>61,629</b>
<b>Creditors:</b> Amounts falling due in more than one year	<b>10</b>	-	-	-
<b>NET ASSETS</b>		<b>61,629</b>	-	<b>61,629</b>
<b>Funds of the Charity</b>				
General Funds		61,629	-	61,629
Restricted Funds	<b>5</b>	-	-	-
<b>Total Funds</b>		<b>61,629</b>	-	<b>61,629</b>

Approved by the Trustees on ..... 6 February 2022...

Signed on their behalf by Trustee ..... *A. Mayers* .....

Printed Name:

Aaron Mayers

**BRIDGING THE BAR**  
(Charitable Incorporated Organisation)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE FIRST PERIOD ENDED 1ST APRIL 2021**

**1. ACCOUNTING POLICIES**

**Basis of Preparation & Assessment of Going Concern**

**Basis of Preparation**

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2015) - (Charities SORP - FRS102) and the Charities Act 2011.

The Charity meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost unless otherwise stated in the relevant accounting policy notes.

**Assessment of Going Concern**

Preparation of the accounts is on a going concern basis. The trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern.

**Incoming Resources**

**Recognition of Incoming Resources**

These are included in the Statement of Financial Activities (SOFA) when:

- the charity becomes entitled to the resources;
- the trustees are virtually certain they will receive the resources; and
- the monetary value can be measured with sufficient reliability

**Incoming Resources with Related Expenditure**

Where incoming resources have related expenditure (as with fundraising or contract income) the incoming resource and related expenditure are reported gross in the SOFA.

**Grants and Donations**

Grants and Donations are only included in the SOFA when the charity has unconditional entitlement to the resources.

**Tax Reclaims on Donations and Gifts**

Incoming resources from tax reclaims are included in the SOFA at the same time as the gift to which they relate.

**Contractual Income and Performance Related Grants**

This is only included in the SOFA once the related goods or services have been delivered.

**Gifts in Kind**

Gifts in kind are accounted for at a reasonable estimate of their value to the charity or the amount actually realised. Gifts in kind for sale or distribution are included in the accounts as gifts only when sold or distributed by the charity. Gifts in kind for use by the charity are included in the SOFA as incoming resources when receivable.

**Donated Services and Facilities**

These are only included in incoming resources (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value to the charity of the service or facility received.

**Volunteer Help**

The value of any voluntary help received is not included in the accounts.

**Investment Income**

This is included in the accounts when receivable.

**Investment Gains and Losses**

This included any gain or loss on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year.

**BRIDGING THE BAR**  
(Charitable Incorporated Organisation)

**NOTES TO THE FINANCIAL STATEMENTS (continued)**  
**FOR THE FIRST PERIOD ENDED 1ST APRIL 2021**

**1. ACCOUNTING POLICIES (continued)**

**Expenditure and Liabilities**

**Liability Recognition**

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

**Governance Costs**

Include costs of the preparation and examination of statutory accounts, the costs of the trustees meetings and cost of any legal advice to trustees on governance or constitutional matters.

**Grants with Performance Conditions**

Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SOFA once the recipient of the grant has provided the specified service or output.

**Grants Payable without Performance Conditions**

These are only recognised in the accounts when a commitment has been made and there are no conditions to be met relating to a grant which remain in control of the charity.

**Investments**

Investments quoted on a recognised stock exchange are valued at market value at the year end. Other investment assets are included at trustees' best estimate of market value.

**Unrestricted funds**

These funds can be used for the general objectives of the charity as set out in the trustees report. The movements of the unrestricted funds are given in the Statement of Financial Activities.

**Restricted funds**

These funds are where the donor has specified a purpose for the donation made. These restrictions often arise as a result of appeals for special offerings for specific purposes.

**Designated funds**

These funds are funds set aside by the trustees out of unrestricted general funds for particular purposes or projects.

**Fixed Assets**

Fixed Assets are capitalised if they can be used for more than one year and cost at least £1,500. They are valued at cost or, if gifted, at the value to the charity on receipt.

**Depreciation Expense**

Depreciation is calculated at a rate to write off the cost of tangible fixed assets over their estimated useful lives. The rates applied are as follows:

Fixtures, Fittings and Equipment	25% - Straight Line Basis
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**2. TANGIBLE FIXED ASSETS**

The CIO held no fixed assets during this initial financial period.

The annual commitments under non-cancelling operating leases and capital commitments are as follows:

1st April 2021:None

**BRIDGING THE BAR**  
(Charitable Incorporated Organisation)

**NOTES TO THE FINANCIAL STATEMENTS (continued)**  
**FOR THE FIRST PERIOD ENDED 1ST APRIL 2021**

**3. INCOMING RESOURCES**

	Unrestricted Funds £	Restricted Funds £	<b>TOTAL 2020/21 £</b>
<b>a) Donations, Grants &amp; Legacies</b>			
Gifts & Donations	65,874	-	65,874
	<b>65,874</b>	<b>-</b>	<b>65,874</b>

**4. RESOURCES EXPENDED**

	Unrestricted Funds £	Restricted Funds £	<b>TOTAL 2020/21 £</b>
<b>a) Cost of Charitable Activities</b>			
Advertising & Publicity	457	-	457
Bank Charges	69	-	69
Books & Publications	174	-	174
Gifts & Donations	100	-	100
Licenses & Subscriptions	123	-	123
Office Costs	787	-	787
Software Costs	788	-	788
Website Costs	956	-	956
	<b>3,455</b>	<b>-</b>	<b>3,455</b>

**b) Governance Costs**

Independent Examiners Fees	<b>9</b>	750	-	750
Legal & Professional Fees		40	-	40
		<b>790</b>	<b>-</b>	<b>790</b>

**BRIDGING THE BAR**  
(Charitable Incorporated Organisation)

**NOTES TO THE FINANCIAL STATEMENTS (continued)**  
**FOR THE FIRST PERIOD ENDED 1ST APRIL 2021**

**5. RESTRICTED FUNDS**

The CIO held no restricted funds during this initial financial period.

**6. INVESTMENTS**

The CIO held no fixed assets investments during this initial financial period.

**7. CASH AT BANK AND IN HAND**

	Unrestricted Fund £	Restricted Fund £	<b>Total 01-Apr-21 £</b>
Cash at Bank & in Hand	57,379	-	57,379
	<b>57,379</b>	<b>-</b>	<b>57,379</b>

**8. DEBTORS AND PREPAYMENTS**

	Unrestricted Fund £	Restricted Fund £	<b>Total 01-Apr-21 £</b>
Sundry Debtors	5,000	-	5,000
	<b>5,000</b>	<b>-</b>	<b>5,000</b>

**9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	Unrestricted Fund £	Restricted Fund £	<b>Total 01-Apr-21 £</b>
Independent Examiners Fees	750	-	750
	<b>750</b>	<b>-</b>	<b>750</b>

**10. CREDITORS: AMOUNTS FALLING DUE IN MORE THAN ONE YEAR**

The CIO held no long term liabilities during this initial financial period.



**BRIDGING THE BAR**  
(Charitable Incorporated Organisation)

**NOTES TO THE FINANCIAL STATEMENTS (continued)**  
**FOR THE FIRST PERIOD ENDED 1ST APRIL 2021**

**11. STAFF COSTS AND NUMBERS**

The CIO employed no members of staff during this initial financial period.

**12. TRUSTEES AND OTHER RELATED PARTIES**

No payments were made to trustees or any persons connected with them during this financial period. No material transaction took place between the organisation and a trustee or any person connected with them.

**13. RISK ASSESSMENT**

The Trustees actively review the major risks which the charity faces on a regular basis and believe that maintaining the free reserves stated, combined with the annual review of the controls over key financial systems carried out on an annual basis will provide sufficient resources in the event of adverse conditions. The Trustees have also examined other operational and business risks which they face and confirm that they have established systems to mitigate the significant risks.

**14. RESERVES POLICY**

The Trustees have considered the level of reserves they wish to retain, appropriate to the CIO's needs. This is based on the CIO's size and the level of financial commitments held. The Trustees aim to ensure the CIO will be able to continue to fulfil its charitable objectives even if there is a temporary shortfall in income or unexpected expenditure. The Trustees will endeavour not to set aside funds unnecessarily.

**15. PUBLIC BENEFIT**

The CIO acknowledges its requirement to demonstrate clearly that it must have charitable purposes or 'aims' that are for the public benefit. Details of how the CIO has achieved this are provided in the Trustees report. The Trustees confirm that they have paid due regard to the Charity Commission guidance on public benefit before deciding what activities the CIO should undertake.

**16. COMPARATIVE FIGURES**

There are no comparative figures available as this is the initial period of registered Incorporated Charitable Activity.

**BRIDGING THE BAR**  
(Charitable Incorporated Organisation)

**INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS**

Report to the trustees/ members of Bridging the Bar on the accounts for the first period ended 1st April 2021 set out on pages 43 to 49.

**Respective responsibilities of trustees and examiner**

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- state whether particular matters have come to my attention

**Basis of independent examiner's statement**

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

**Independent examiner's statement**

In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that in any material respect, the requirements:
  - to keep accounting records in accordance with section 130 of the Charities Act; and
  - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act

have not been met; or

2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

W.M Hall LLB  
Castle View Accounting Ltd  
New Barn  
Mudberry Lane  
Bosham  
Chichester  
West Sussex  
PO18 8TS



Date: 7th February 2022