

BRIDGING

THE BAR



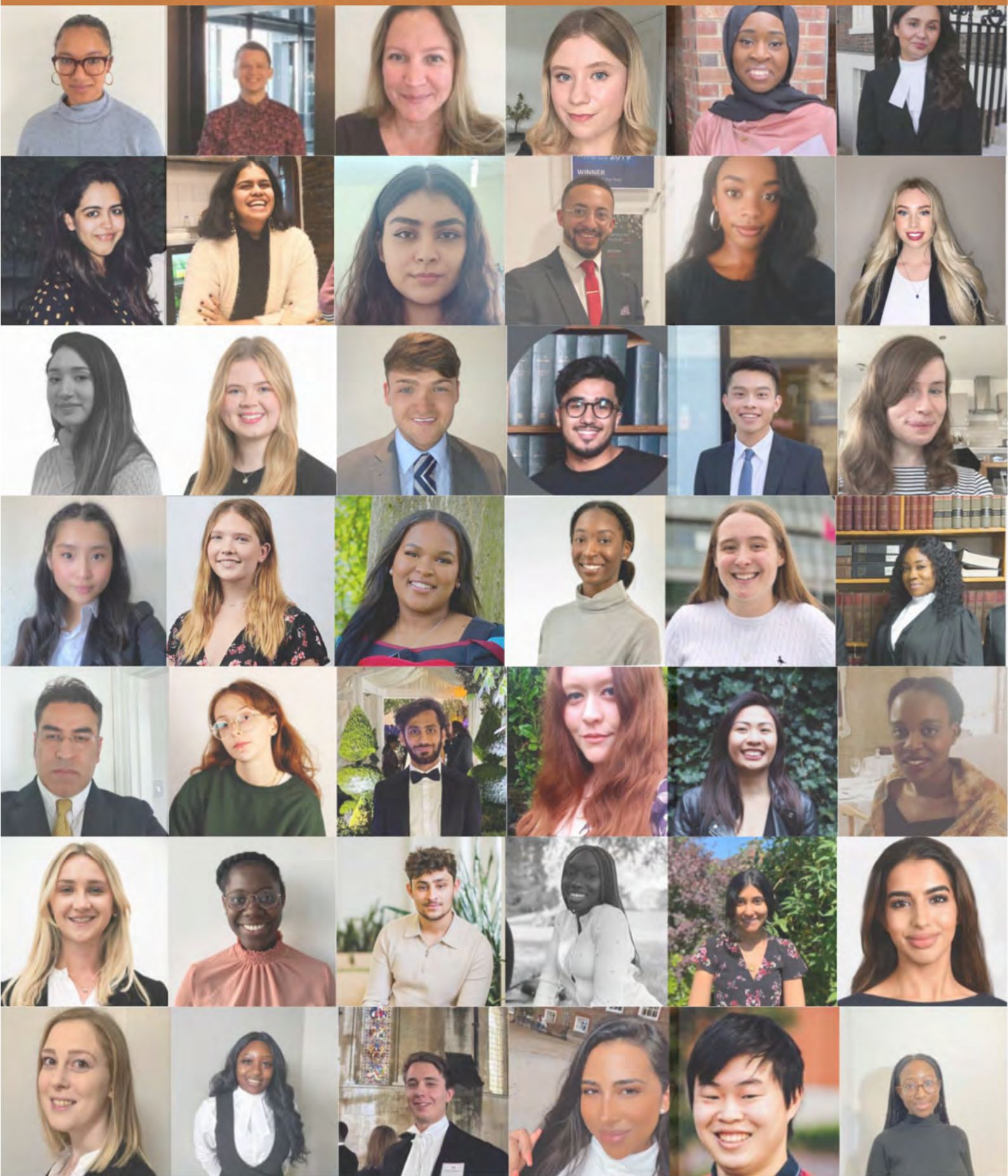
# ANNUAL REPORT 2021/22

*Charity No: 1190369 | 218 Strand, London, WC2R 1AT*









*A bar that represents also benefits society.*



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*Founder, Mass Ndong-Njie*

# FOREWORD

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

BTB has had another extraordinary year and it is still sometimes hard to think that the charity is just two years old. This year has been marked by several major successes which demonstrate the hard work and dedication to our mission from our team members and stakeholders.

One of the most impressive achievements has been the success of our pilot internship program delivered in collaboration with the UK Supreme Court, with 85% of interns who applied for pupillage securing offers at leading Chambers. This is a testament to the skills and potential of these individuals, and it is also indicative of the quality of BTB candidates more generally.

In addition, we are thrilled to have launched the BTB Academy, which has begun providing almost 100 candidates with unprecedented access to a wide range of support including everything from life-coaching, mentoring, advocacy training, work experience and more. This is a major step forward in our mission to improve diversity in the legal profession and ensuring that individuals from all backgrounds have equal opportunities to succeed.

This was also the year that BTB became an award-winning charity. At the 2022 Pro Bono Awards organised by Advocate, BTB was awarded the 'Social Responsibility Initiative of the Year Award'. This is an honour for which we are truly grateful. But it is also an honour which represents what can be achieved when all of the best parts of the legal profession collaborate for a greater cause.



I am grateful to all of our sponsors, partners and volunteers who have supported us in these efforts. I would also like to thank our talented staff members and members of the executive committee who have helped to make all of these successes possible. The remainder of this report will provide further insights into how BTB is working to create a legal profession that is open to individuals from all walks of life. We are committed to continuing to improve and expand our programs in the coming year, and we are grateful for the support of all of our stakeholders in this effort.

Thank you again for your trust, time, and dedication to providing equal opportunities in the legal profession. Together, we can create a Bar that represents society, and in turn, benefits society.



*"The Social Responsibility Initiative of the Year: An honour which represents what can be achieved when all the best parts of the legal profession collaborate for a greater cause."*

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



# THE PRO BONO AWARDS



*A bar that represents also benefits society.*



# OUR TEAM

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## CHAMPIONS

PROFESSOR JO DELAHUNTY QC

PROFESSOR LESLIE THOMAS QC

## EXECUTIVE COMMITTEE

### CHAIRPERSONS

MASS NDOW-NJIE

Founder and Chairperson

AARON MAYERS

Vice Chairperson

### EXECUTIVE COMMITTEE MEMBERS

ABDUL QADIM

SONIA MASAUN

ISHAN KOLHATKAR

EMMA HUGHES

ELEANOR TACK

SRISHTI SURESH

MAT SWALLOW

### STAFF

IMOGEN SHERRIFF

RONNIE EVANS

FATIMA ALI

JASMINE MILAN

ANU LAU

# MEET THE BTB TEAM





*With thanks to our Sponsors:*



Francis Taylor Building



Atkin  
Chambers  
Barristers



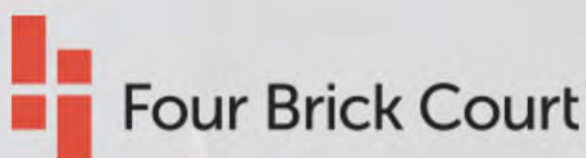
MOUNTFORD

CHAMBERS



Blackstone  
CHAMBERS

LITTLETON



AZIZ FOUNDATION

8 NEW SQUARE  
INTELLECTUAL PROPERTY

4 NEW SQUARE  
CHAMBERS





# INTRODUCTION TO BTB

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"It is a privilege to see the next generation from all walks of life shine and be elevated. They are the future of the bar and what a bright future that will be."

- **Emma Hughes**, Executive Committee Member



# INTRODUCTION

Bridging the Bar ('BTB') is a charitable organisation that 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 believe that for the Bar to reach its full potential, it must reflect the diverse society in which we live. This year saw the launch of BTB's new flagship programme, the BTB Academy. This is a comprehensive programme which aims to provide a cohort of candidates with the skills, knowledge, and mindset needed to succeed in applications for pupillage. From a single application, candidates gain access to professional development training, personal development training, mentoring, interview advocacy training, mini-pupillages, application guidance, and opportunities for internships.

The programme has been specially designed to tackle issues that candidates from underrepresented backgrounds face. The professional development sessions focus on key issues, ranging from imposter syndrome to the importance of courage before confidence, which pose an access barrier between non-traditional applicants and a career at the Bar. The paid internship opportunities we provide aim to close the gap in experience for those who are less able, due to their backgrounds, to take on unpaid work experience opportunities. Our mentorship programme provides candidates with access to professionals who share their diversity characteristics, in order to help candidates have confidence that there is a place at the Bar for people like them.

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. We believe that by actively providing opportunities and resources to bridge the gap between traditional and non-traditional applicants, the Academy is helping to drive the kind of high-quality applications from diverse aspiring barristers that will eventually change the face of the profession.

## WHO WE HELP



**Low Income  
Background**



**BAME**



**LGBTQ+**



**Disability**



**+ More**



# OUR VISION

At BTB, we believe that in order to truly serve society the bar must reflect society; without being able to pull from a wealth of differing perspectives and experience, we as practitioners will be less able to serve those who come from backgrounds that are dissimilar to our own.

BTB was founded to address this issue. 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. The internship and mini-pupillage opportunities that candidates receive as part of the Academy provides 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.



# OUR VISION

## 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.



## RAISING ASPIRATIONS

In order for diversity at the Bar to flourish, diversity in aspirations must be encouraged. At BTB we are dedicated to cultivating and sustaining the courage and belief it takes to opt for the Bar as a career path. Such cultivation runs through the heart of our Academy and can be seen most prominently in our personal development 'Pod' sessions, which focus on issues which typically undermine the aspirations of non-traditional applicants.



# 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."

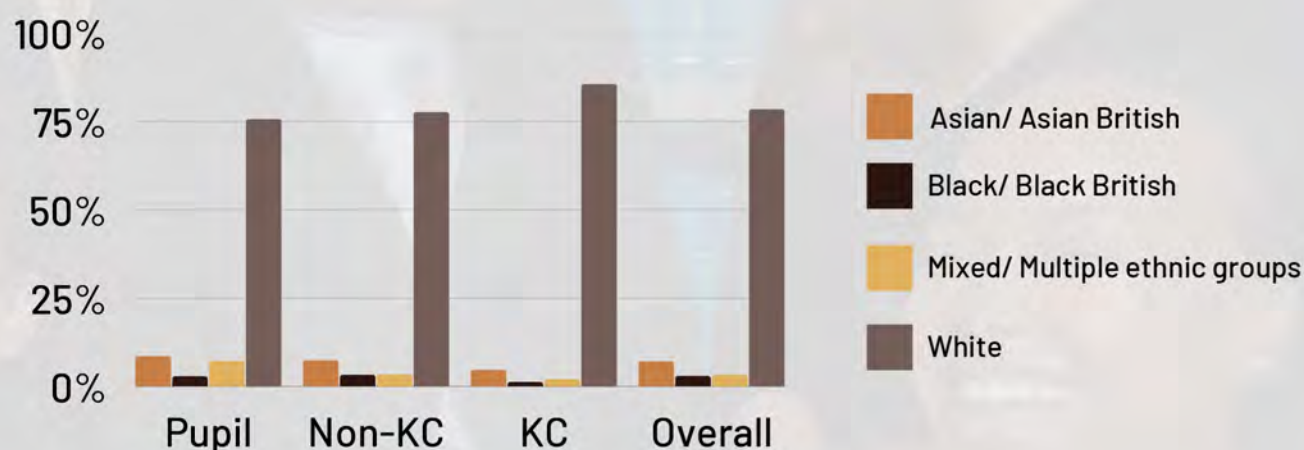
- **Mass Ndow-Njie**, Founder and Chairman.



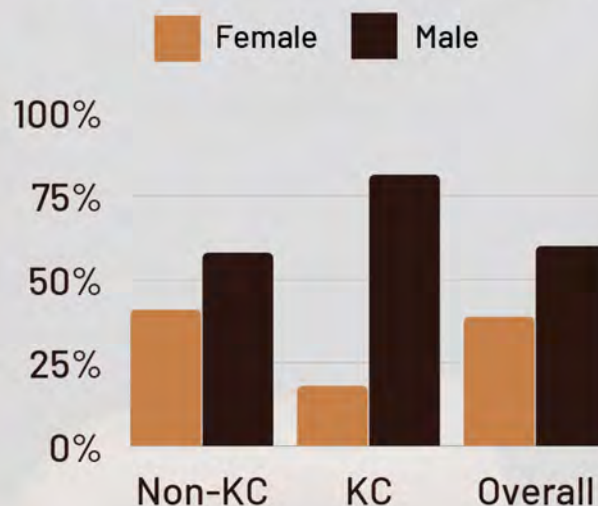
*Diversity at the Bar, 2021*

# NUMBERS & STATISTICS

## ETHNICITY AT THE BAR (BSB REPORT ON DIVERSITY AT THE BAR, 2021)

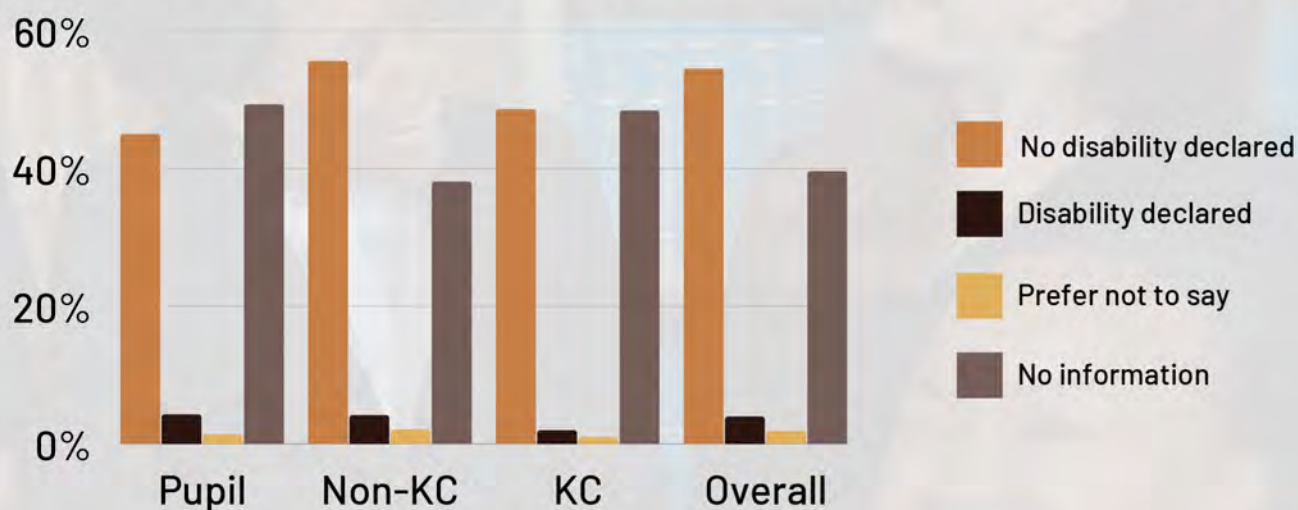
**511***Pupil Barristers***15,335***Non-KC Barristers***1,928***King's Counsel*

## GENDER AT THE BAR (BSB REPORT ON DIVERSITY AT THE BAR, 2021)



## Diversity at the Bar, 2021

### DISABILITY DECLARED AT THE BAR (BSB REPORT ON DIVERSITY AT THE BAR, 2021)

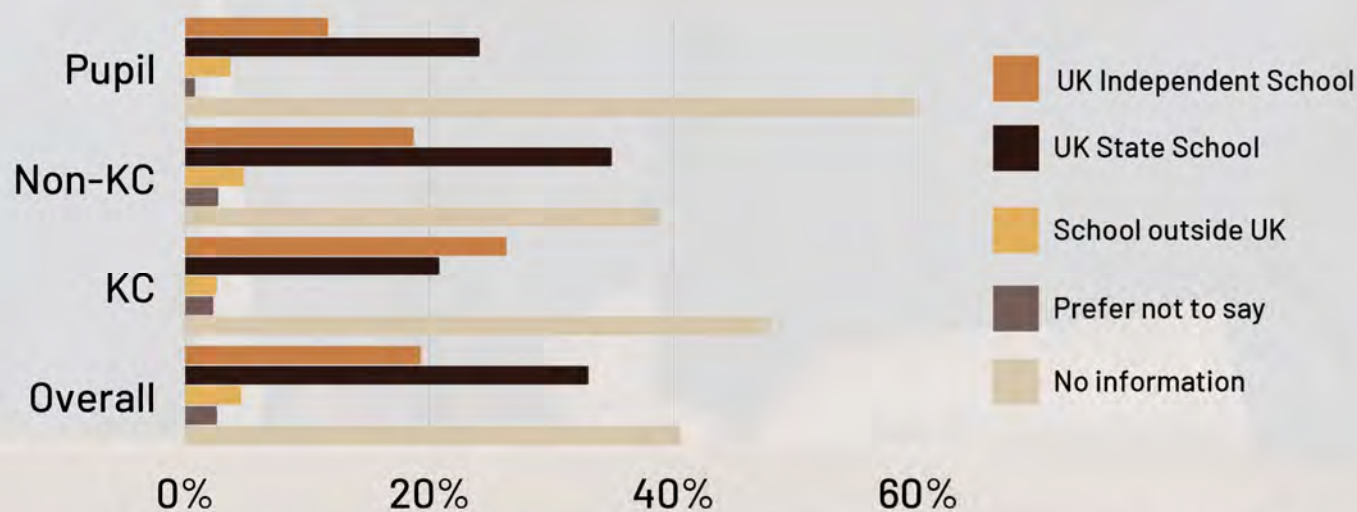


# 34%

*of respondents attended  
a UK Independent School*

# 7%

*of UK children attend  
Independent Schools*



### TYPE OF SCHOOL ATTENDED (BSB REPORT ON DIVERSITY AT THE BAR, 2021)





# INTROUCTION TO THE ACADEMY

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"Launching the Bridging the Bar Academy is the natural next step for our charity. We intend to take our activities to a new higher level."

- **Mass Ndow-Njie**, Founder and Chairperson

# ACADEMY OVERVIEW

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## THE IDEA

The Academy was born from a desire to maximise BTB's impact on our candidates, both in terms of number and in terms of outcomes.

This led to the idea of a comprehensive programme, which would provide not only tangible experience and skills to those who traditionally may suffer from a lack of access to the profession, but also to assist candidates in obtaining the mindset needed to succeed in such a competitive field.



## OVERVIEW

From one application process, 100 candidates are provided access to internships, mentoring, mini-pupillage schemes, professional development workshops, interview advocacy training, application feedback, and networking opportunities.



In running such a comprehensive Academy programme, we hope to both assist our candidates in securing pupillage, while also creating a future generation of Barristers who will become champions of diversity at the Bar in their own right.



# ACADEMY OVERVIEW

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## OBJECTIVES

In designing the Academy programme, five objectives were adopted:

1. To improve the content of our candidates' pupillage applications.
2. To improve the quality of candidates' written pupil applications.
3. To improve the quality of each candidate's pupillage interview technique.
4. To equip our candidates with the mindset tools required to succeed within the profession.
5. To equip our candidates with the tools to champion diversity and inclusion within the profession and throughout their careers.



These objectives were selected as those that best assisted with our more general aim of helping our candidates to improve their pupillage prospects. These objectives guided the structure of each event, in addition to the programme as a whole, and gave us metrics by which to measure our successes.



# ACADEMY STRUCTURE

## DESIGN

The overall structure of the Academy mimics the academic year with events running from October until July. The design of the programme has been undertaken with our overall aims in mind, and so each Academy event has been tailored to both address a specific issue that candidates from non-traditional backgrounds face, while also targeting at least one of our stated objectives

Event	Summary	Objectives
Personal Development Sessions	Four sessions led by legal professionals covering topics that include 'courage before confidence' and 'collective community success'.	Interview technique  Mindset  Championing Diversity
Mini-pupillages	Two rounds of mini-pupillages in a candidates area of interest.	Content of Applications  Written Applications
Lecture Series	Candidates participated in a lecture series which focused on issues surrounding non-traditional legal professionals.	Contents of Application  Mindset  Championing Diversity



# ACADEMY STRUCTURE CONT.

Event	Summary	Objectives
Internships	Selected candidates spent a week shadowing at either the UK Supreme Court, High Court/Court of Appeal, Law Commission, Government Legal Department, or Advocate.	Content of Applications  Mindset  Championing Diversity
Mentoring	candidates were paired with a Barrister in their preferred practice area for a year long mentoring relationship	Written Applications  Interview technique  Mindset  Championing Diversity
Advocacy Training	candidates participated in both an online course and also spent time in Chambers improving on their answers to advocacy questions	Content of Applications  Written Applications



# THE ACADEMY 2022/23

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“From day one, the Bridging the Bar team has asked itself: what is the best way to increase the chances of our candidates securing pupillage, whilst also preparing them for professional life at the bar? The BTB Academy is the answer.”

– **Aaron Mayers**, Vice-Chair



# APPLICATIONS

## APPLICATION DESIGN

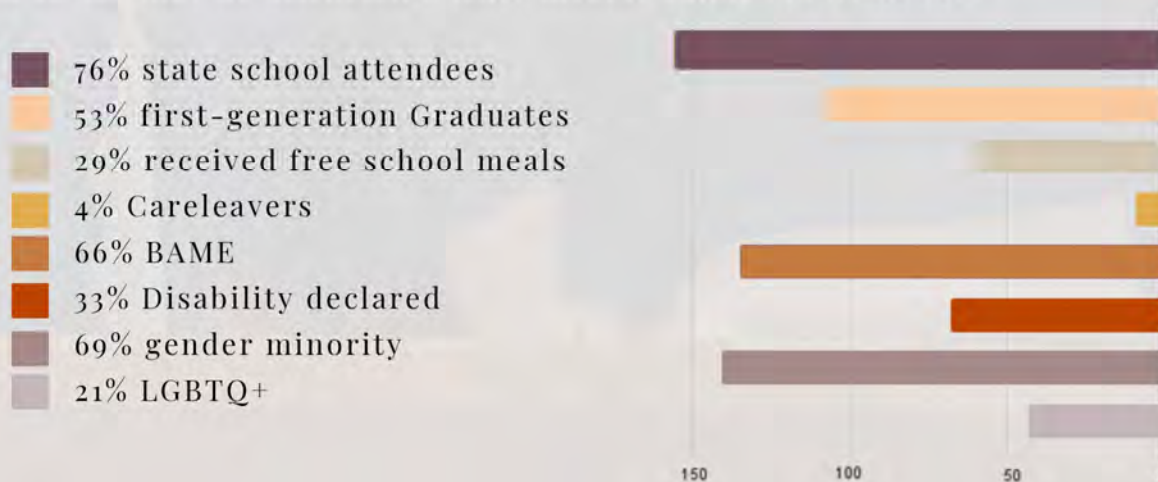
While the aim of the Academy is to upskill candidates from non-traditional backgrounds, we were also mindful of the need to select those applicants with the drive, academic rigour, and passion needed for successful completion of the programme. With this in mind, we selected questions which would test both an Applicants advocacy skills, as well as their understanding of and commitment to both the legal field and the Academy programme. The application required both written and oral answers given in video format, so as to assess both oral and written advocacy.

### The Questions:

1. What strength(s) do you possess which will make you a good barrister?
2. "Childcare commitments are the biggest factor preventing the retention and progression of women at the Bar." Do you agree?
3. In what ways will your background make you a better barrister?
4. Please prepare a 1-minute presentation talking about why diversity and inclusion is important to you.
5. How will being a member of the BTB Academy benefit you?
6. Do you think that we should have a quota or a target for the judiciary to increase representation of individuals from BAME backgrounds?

## RECEIVED APPLICATIONS

In our pilot year we received over 200 applications to the Academy, and we are proud to say that we attracted a truly diverse range of applicants.





# COHORT

## SELECTION PROCESS

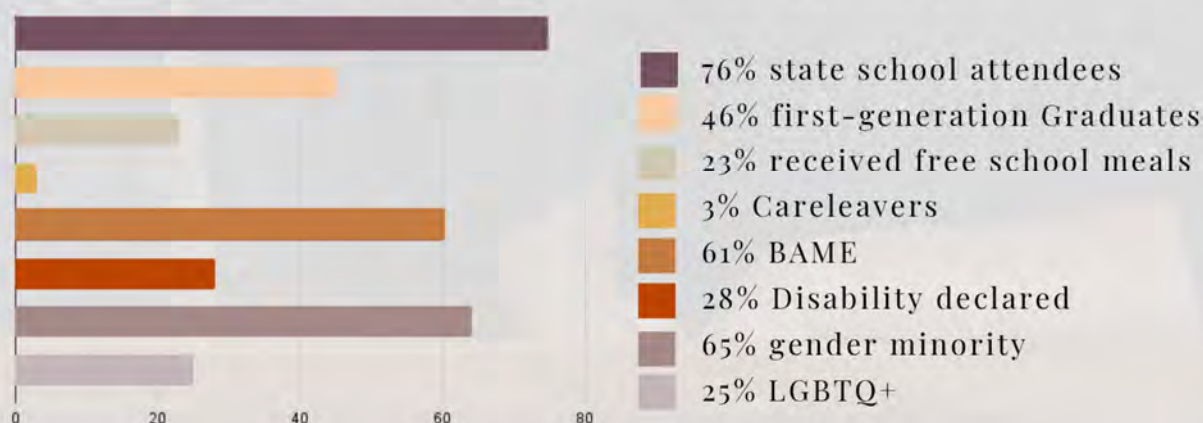
We utilised a volunteer force of legal professionals in our marking process, who each marked a single answer for all applications. By adopting this vertical marking process, we aimed to increase consistency during our application marking process.

The markers were asked to assess answers against seven key criteria:

1. A commitment to academic excellence through achieving strong grades at university.
2. An understanding of what a career at the Bar entails.
3. Clear and persuasive written communication skills i.e., appropriate structure, use of language and sentence structure.
4. Clear, persuasive and engaging oral advocacy skills.
5. Understanding of issues faced by candidates and barristers from underrepresented backgrounds at the Bar and a commitment to remedying these issues.
6. Ability of a candidate to share their background and experiences in a way which will facilitate mutual learning with fellow candidates and stakeholders.
7. Likelihood to benefit from participating in BTB Academy.

## SUCCESSFUL CANDIDATES

We are pleased to report that this method resulted in a pool of candidates who's diversity characteristics closely mirror that of the applicant pool.





# FEEDBACK

## APPLICATION FEEDBACK

We acknowledged the significant value of feedback for aspiring barristers. Despite feedback being central to an applicant's growth and development, we recognise that it is often not provided to applicants when applying for pupillage.

In order to address this within our own application process, candidates, regardless of whether their application was successful or not, were each provided with feedback on their applications. We asked those marking applications to provide positive and constructive feedback on each answer that they marked. In practice, this means that every Applicant received at least one line of feedback from every marker, according to the question assigned to that marker. With this breadth of feedback, we hope that each and every Applicant is able to make significant improvements to any application they complete going forward.

QUESTION	ASSESSMENT CRITERIA	PANELLIST FEEDBACK
1) What strength(s) do you possess which will make you a good barrister? Please discuss relevant work experience, legal or otherwise, to demonstrate these strengths.  (250 words, 6 points available)	<u>Criteria 2</u> - An understanding of what a career at the Bar entails	Good engagement with the skills that are required to succeed at the Bar.
	<u>Criteria 3</u> - Clear and persuasive written communication skills i.e., appropriate structure, use of language and sentence structure	Overall, excellent but think about the amount of development in your second paragraph.
2) "Childcare commitments are the biggest factor preventing the retention and progression of women at the Bar." Do you agree?	<u>Criteria 2</u> - An understanding of what a career at the Bar entails	This is a fair answer with some research, addressing other aspects of the Bar which may impede retention or progression.
	<u>Criteria 3</u> - Clear and persuasive written communication skills i.e., appropriate	Broadly well written and clearly structured.

At BTB, we hope that in the coming years, providing feedback becomes more widespread across the profession.

"I had high expectations as to the quality of the candidates' work. Those expectations were massively surpassed – the written answers were very impressive. BTB has clearly sourced excellent candidates, who are already impressive advocates in writing".

- Alexander Echlin, Academy 22/23 Marker



# THE COACHING POD PROGRAMME

## OBJECTIVES

Prior to the UKSC internship in 2021, all 8 interns received a personal coaching session to prepare them. Post internship, it was highlighted to us just how much of a difference coaching can make to the interns' confidence. Therefore, we intended on replicating this success by providing coaching for all our 100 candidates on the BTB Academy.

This coaching was intended to address three Academy objectives:

1. To improve the quality of each candidate's pupillage interview technique.
2. To equip our candidates with the mindset tools required to succeed within the profession.
3. To equip our candidates with the tools to champion diversity and inclusion within the profession and throughout their careers.





# THE COACHING POD PROGRAMME



## THE PODS

In order to implement this we split our BTB Academy candidates into groups which we dubbed 'Pods'. Each pod consisted of around 10 candidates, as well as a coach who took the role of pod leader. We wanted to ensure that candidates felt supported in sharing, and so adopted small groups in order to facilitate a safe and comfortable environment.

## THE COACHES

We recruited 12 volunteer practitioners to lead coaching sessions for the Pod to which they have been assigned. Each Pod leader attended a four-hour coaching training session led by Helen Gazzì, a performance and leadership coach with years of experience in the industry.

We also provided Volunteer Coaches with training from an accredited mediator on facilitating conversations, de-escalating conflict and dealing with difficult questions, training on organising content for the sessions and gave advice on leading the sessions.



# THE COACHING POD PROGRAMME

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## THE SESSIONS

We have organised four sessions for each Pod, consisting of ten candidates and led by one coach, to take place throughout the academic year with three hours provided for each session. Each session has been designed to tackle a specific issue faced by those from non-traditional backgrounds when pursuing a career at the Bar.

1. **Courage Before Confidence.** This session deals with a lack of confidence which often affects those from disadvantaged backgrounds, and addresses how courage can help fill this gap.
2. **Owning Your Story.** This session focuses on reframing candidates' perceptions of their own stories, by encouraging candidates to find power in their own narratives.
3. **Being vs Doing.** This session helps tackle the idea that being born without certain privileges or qualities can forestall a career at the Bar.
4. **Collective Success.** This seeks to reframe the comparative lens into a collaborative one by focusing on how candidates can help one another.

## IMPACT

All Pods have now undertaken two sessions and will continue with the rest of the sessions during 2023. We captured metrics regarding Candidate outlook prior to the commencement of the Pod sessions, and we look forward to sharing an impact assessment on changes in the outlook of our candidates once the programme has been completed.



# THE COACHING POD PROGRAMME

With thanks to our Pod coaches:





# THE FIRST POD SESSION

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*A bar that represents also benefits society.*



# MINI PUPILLAGE PROGRAMME

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In our pilot year, we have partnered with various Chambers to provide all 100 of our candidates with a mini-pupillage in their intended area of practice. Each mini-pupillage will provide individual candidates with the chance to shadow practising barristers and get a real insight into what life at the Bar actually looks like.



The inclusion of mini-pupillages targeted two of our Academy objectives:

1. To improve the content of our candidates' pupillage applications.
2. To improve the quality of candidates' written pupil applications.

Candidates from disadvantaged backgrounds are less likely to have existing legal connections from which they can secure mini-pupillages. Additionally, they are less likely to have the time to complete multiple applications because of other pressures such as work or caring responsibilities. By providing a guaranteed mini-pupillage for our candidates we hope to expose them to life at the Bar;

# MINI PUPILLAGE PROGRAMME

With thanks to those Chambers who supported our mini-pupillage programme this year:

Atkin Chambers	Outer Temple	Pump Court Tax
11 Kings Bench Walk	1 Garden Court	Blackstone Chambers
15NBS Chambers	10 Old Square	Matrix Chambers
3 Dr Johnson's Buildings	No.5 Chambers	Furnivall Chambers
Spire Barristers	Brick Court	2 Temple Gardens
4 Pump Court	8 New Square	Devon Chambers
New Court Chambers	One Essex Court	4 Kings Bench Walk
Mountford Chambers	Essex Court	Keating Chambers
3 Paper Buildings	39 Essex	Atlantic Chambers
Hailsham Chambers	36 Group	Landmark Chambers



*Delivered by Elaine Banton*

## LECTURE SERIES



The Academy held a two-part lecture series, focusing on the challenges facing barristers from underrepresented groups. The lectures are delivered by Elaine Banton, a barrister at 7BR and an elected Bencher at the Honourable Society of the Middle Temple. Elaine is also the co-chair of the Bar Council's Equality, Diversity and Social Mobility Committee.

The lecture series was designed to address three of the Academy's objectives:

1. To improve the content of our candidates' pupillage applications.
2. To equip our candidates with the mindset tools required to succeed within the profession.
3. To equip our candidates with the tools to champion diversity and inclusion within the profession and throughout their careers.



The lecture series allows candidates to enter the Bar with these issues at the forefront of their mind, allowing them to enter the profession with the knowledge of these issues, and how to contribute to fixing it. The lectures are followed by networking, to facilitate open discussions between candidates and attending practitioners.



*Delivered by Elaine Banton*

# LECTURE SERIES

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## ACCESS TO THE BAR AND CULTURE CHANGE

Part-one of the lecture series, held at University College London, focused on access to, and culture change at the Bar. Candidates engaged in discussions on how to help improve diversity at the Bar through education, training and schemes, such as this lecture series.

Following the lecture, candidates were invited to a networking event, where they were able to meet practitioners, who shared the goal of ensuring that there are equal access to opportunities at the Bar.



## RETENTION AND PROGRESSION

Part two of the lecture series focused on retention and progression at the Bar. Elaine discussed issues which cause those from underrepresented groups to leave practice more frequently than their more traditional counterparts. The candidates engaged in discussions about how they will seek to overcome such issues during their careers, and how these problems might be more widely addressed at a systematic level.

Following the lecture, another networking event took place, which allowed our candidates to discuss these issues with those already facing these problems in practice.





# THE LECTURE SERIES

Inside guide to life at the Bar

Covering topics such as managing your finances, negotiating chambers and workspace, and how to work effectively in managing your practice.

## Life at the Young Bar report

In the Life at the Young Bar report, we present a snapshot of life at the Young Bar in 2021.

[Read report](#)



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# INTERNSHIP PROGRAMMES

## OBJECTIVES

During this academic year BTB has successfully partnered with the UK Supreme Court, the Court of Appeal, the High Court, and Advocate to organise one-week long paid internships for our BTB candidates. Of these, the judicial internships have taken place and we look forward to the remaining internships being run in 2023.

The internship programmes meet three objectives:

1. To improve the content of our candidates' pupillage applications.
2. To equip our candidates with the mindset tools required to succeed within the profession.
3. To equip our candidates with the tools to champion diversity and inclusion within the profession and throughout their career.



The aim was to provide aspiring barristers from non-traditional backgrounds with a chance to gain exposure and feel comfortable in these legal settings. The week was designed by in collaboration with our partners to be challenging, intellectually stimulating and rewarding for our candidates.

*It was a pleasure to welcome a second group of excellent Bridging the Bar interns to the Supreme Court this year, building on the successes of the first year of the programme in 2021.*

*- Lord Reed, UKSC Justice*



# INTERNSHIP PROGRAMMES

## PRE-TRAINING FOR JUDICIAL INTERNSHIPS

Prior to the commencement of the UK Supreme Court, High Court and Court of Appeal internships in November 2022, we provided the successful candidates with a pre-training session which gave them an overview of the week ahead and answered any questions they might have. This session included talks from representatives of the court, as well as featuring experiences shared by BTB's 2021 UK Supreme Court interns.

The aim of this training was to prepare the interns for the rigour of the internship and ensure they were ready to excel during their week-long placement.



## JUDICIAL INTERNSHIPS

Following the pre-training, candidates completed a five-day placement where they shadowed Judicial Assistants, took part in roundtable discussions with Judges with the aim of facilitating mutual learning, and, on the final day, gave presentations in front of Judges to conclude their experience.

*It was a pleasure to welcome a second group of excellent Bridging the Bar interns to the Supreme Court this year, building on the successes of the first year of the programme in 2021.*

*- Lord Reed, UKSC Justice*



# THE UKSC INTERNSHIP

In February 2021 BTB made a pitch to the UK Supreme Court (UKSC) who subsequently agreed to collaborate with us and create an internship programme. In November 2021 the first ever UKSC paid internship took place with 8 candidates being selected following a rigorous application process.

# 2

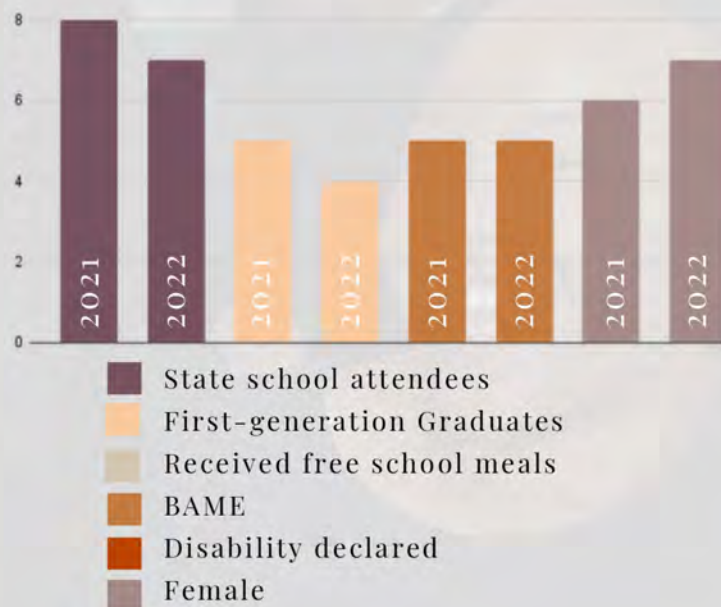
*UKSC internship cycles completed*

# 16

*UKSC internships undertaken*

# 85%

*Of 2021 UKSC Interns Secured Pupillage*



“

*“It was a privilege to welcome the eight Bridging the Bar interns to the Court. They were a thoughtful and engaging group of people, who enriched our discussions about the appeals being heard in the Supreme Court that week. The Judicial Assistants were delighted to have them as colleagues.”*

”

– **Rebecca Fry**, UKSC Head JA



# UKSC INTERN TESTIMONIALS

“



*"As a second year UK Supreme Court intern I was provided with such a valuable experience. It was a rewarding opportunity to not only have my voice heard but to also hear the stories of the interns who took this journey with me. I gained a thorough insight into the inner workings of the UK Supreme Court."*

”

“

*"The UKSC internship was unexpectedly profound for me. Not only did the internship greatly improve my confidence in my legal ability, but also my personal confidence. I felt listened to throughout the process of the internship from all Justices and members of staff. Vicky [CEO at the UKSC] truly made us feel as though we are part of the Supreme Court family and always will be."*



”



# THE UKSC INTERNS



2021



# UKSC INTERN TESTIMONIALS

“

*"The internship with the UKSC was a week well spent. It was an unforgettable experience both in the content and breadth of activities the week included, but also in the recognition and celebration of my achievements."*

”



“



*"After completing the internship, I feel empowered, assured, and courageous. The internship has enhanced my self-belief and enabled me to clearly visualise myself at the Bar. It has heightened my strong interest in law and unshakeable drive to achieve my goals. The internship has thus given me the confidence to excel in any legal environment."*

”



# THE UKSC INTERNS



2022



# HIGH COURT & COURT OF APPEAL INTERNSHIPS

In March 2022, BTB, the High Court & Court of Appeal agreed to collaborate on a pilot internship for aspiring barristers from statistically under-represented backgrounds at the Bar. This internship took place during the first week of November 2022 where successful candidates were assigned to a judge and supported by their Judicial Assistant(s) in the High Court / Court of Appeal.



We are delighted to report that, due to the success of this pilot internship, it has been agreed between BTB and the High Court / Court of Appeal (HC/COA) that this internship programme will be implemented again for our BTB Academy candidates in the next academic year of 2023/24.

*"The BTB scheme is fantastic. My intern was clearly destined for great things. It was a pleasure to get to know her and to discuss her plans for the future. It is critically important that, as judges, we are involved in efforts to increase diversity within the legal professions and the judiciary. Those efforts include trying to demystify what to somebody with no connection with the law can appear both obscure and, worse still, unwelcoming. I look forward to taking further part in the scheme in the future."*

**- Mr Justice Picken, High Court Judge**



# HIGH COURT & COURT OF APPEAL INTERN TESTIMONIALS

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“

*The internship in the Court of Appeal was nothing short of empowering. It allowed me to be shoulder to shoulder with some of the highest placed judges in the UK, many of our brightest legal minds, and surrounded by a supportive community of likeminded peers. I was pushed outside of my comfort zone in many respects but I came out the other side so much the better for it. I have a greater understanding of advocacy, of myself and my interests, and what I need to do to succeed in a career at the Bar.*



Emily Girvan-Dutton HC/COA Intern 2022



Nobuhle Sibanda, HC/COA Intern 2022

*Being a part of this internship has been an incredible privilege. I have been challenged, encouraged, and made to reflect on my own career aspirations. Access to the Bar is so important to me. Anyone can talk about encouraging diversity and inclusivity, but BTB actively does this and there are no words to describe the feeling of people believing in you, your skills, and your ability to do something you dream of.*

”



# THE HIGH COURT & COURT OF APPEAL ROUNDTABLE

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# THE MENTORING PROGRAMME

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## THE OBJECTIVES

Following the success of our pilot mentoring programme in 2020, we decided to incorporate this into the design of the Academy. All 100 candidates have been matched for 1-to-1 mentoring with a practising barrister who shares the Candidate's intended practice area and diversity characteristics. The year long mentoring relationships commenced in October 2022, and will require the candidates to complete a Personal Development Plan (PDP) over the course of the mentoring sessions.



The mentoring programme was incorporated to target four key Academy objectives:

1. To improve the quality of candidates' written pupil applications.
2. To improve the quality of each candidate's pupillage interview technique.
3. To equip our candidates with the mindset tools required to succeed within the profession.
4. To equip our candidates with the tools to champion diversity and inclusion within the profession and throughout their careers.



# THE MENTORING PROGRAMME

## MUTUAL LEARNING

At BTB, we view mutual learning as crucially important, both to the development of our candidates, but also to our mission of improving diversity and inclusion as a whole. In emphasising mutual learning in our mentee and mentor guides, we hope that, as well as providing invaluable practice and feedback to our candidates, the mentoring relationship also fosters shared learning in our professional volunteers. In this way, we hope to reinforce the importance of diversity inclusion at the Bar to legal professionals practising today.

3,600+

*Hours of mentoring*

*"Having a Mentor has been life-changing. Seeing how well my mentor is thriving in his practice despite coming from an ethnic minority background gave me a boost of confidence in believing that I can do the same. Mentoring not only empowered me to keep trying even in face of adversity, but it also made me realise how powerful representation can be. This inspired me to give back to the community and help other underprivileged students achieve their aspirations too."*





# THE MENTORING PROGRAMME

## THE MENTORING

All Academy mentors were provided with a mentoring guide to facilitate the mentee-mentor relationship. This document provides a structure for the mentors which covers everything from the initial meeting to final feedback. As the objectives of the mentoring are weighted towards successful pupillage applications, a focus has been put on providing candidates with help in application planning, application guidance, and interview technique practice.



## IMPACT

We have collected data about Candidate skills and outlook prior to the commencement of this programme, and look forward to sharing the outcomes via an impact report in 2023.



*Delivered by Bibi Badejo*

# ONLINE ADVOCACY TRAINING



## ONLINE ADVOCACY TRAINING

The online advocacy training was led by The Advocacy Coach Bibi Badejo, barrister at 4 Brick Court, founder of The Advocacy Coach and host of The Advocacy Podcast. The Advocacy Coach provide all relevant materials and offer practical support enabling candidates to improve their advocacy performance skills. The training is comprised of an online course and a live event.



The online advocacy training course was developed to target three Academy objectives:

- 1.To improve the content of our candidates' pupillage applications.
- 2.To improve the quality of candidates' written pupil applications.
- 3.To improve the quality of each candidate's pupillage interview technique.



*Delivered by Bibi Badejo*

# ONLINE ADVOCACY TRAINING



## THE ONLINE COURSE

Candidates are provided with innovative exercises, which allows them to gain a deeper understanding of the techniques which are crucial to a successful advocate. The modules include topics such as, how to develop a case theory, how to be confident in oral addresses and how to be in control as the cross examiner.

## THE LIVE EVENT

In December 2022 candidates were invited to a live virtual event to practice the skills they had learned from the online course.

During the event candidates were provided with real-life court scenarios, and had to prepare a range of advocacy tasks, including a cross-examination and a closing speech. The candidates then presented and worked with professionally trained actors, experienced in court simulations.



Following the presentations, candidates were allowed to ask questions about the course and were provided tailored feedback so that our candidates are able to work effectively on their advocacy skills.



# ONLINE ADVOCACY TRAINING TESTIMONIALS

“

*The course has certainly changed how I approach trials and so far my preparation has not let me down. It has forced me to think more objectively, enabling me to anticipate opposing submissions. I thought using the "five whys" alongside my chronologies was particularly useful in predicting opposing arguments and constructing my cross-examination.*

”



“

*The content around case theory was very helpful as whichever exercise you picked you would need to identify a case theory. I also found the material on cross-examination beneficial when preparing my questions, as it provided useful guidance to help me pitch my work.*

”



# UPCOMING ACADEMY EVENTS

## INTERVIEW ADVOCACY TRAINING

Following the success of our interview advocacy training pilot delivered last year with 6KBW Chambers, we have decided to incorporate this as an official Academy event and expand participation to all candidates on the Academy. We have partnered with 16 Chambers, who will run sessions over four consecutive Saturdays in February 2023, which will cover specific advocacy exercises ranging from statutory interpretation to bail applications.

The content of the interview advocacy training has been designed to meet two academy objectives:

1. To improve the content of our candidates' pupillage applications.
2. To improve the quality of candidates' written pupil applications.

Many candidates from underrepresented backgrounds may have a lack of experience in handling such exercises. For some, financial concerns may have left little time for such engagement, while others may have simply not had the access to such opportunities.

With thanks to our interview advocacy partner chambers;

Devereaux Chambers	Garden Court North	5 St Andrews Hill	11 Kings Bench Walk
Enterprise Chambers	3 Verulam Buildings	One Essex Court	Matrix Chambers
6 Kings Bench Walk	Hailsham Chambers	4-5 Gray's Inn Square	Four Brick Court
4 Paper Building	QEB Hollis Whiteman	36 Group	7 Brick Court



# THE INTERVIEW ADVOCACY TRAINING PILOT

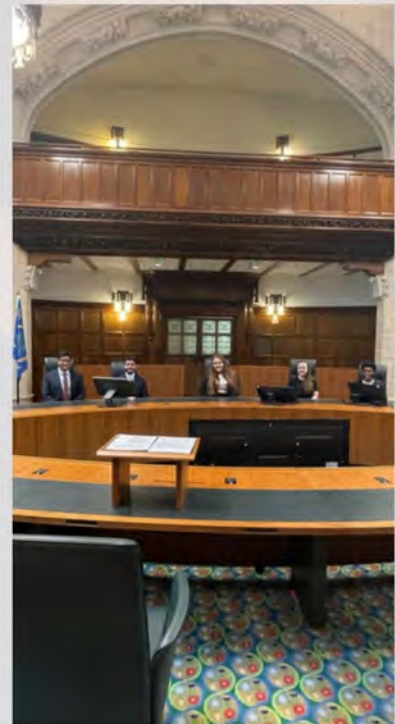




# UPCOMING ACADEMY EVENTS

## SECOND ROUND OF MINI-PUPILLAGES

While we have already arranged for all candidates to undertake a mini-pupillage at a leading set, we intend to undertake a second round in for all candidates who did not participate in internship programmes. For more information on how the incorporation of mini-pupillages meets our Academy objectives, please see pages 28 & 29.



## ADVOCATE INTERNSHIP

We were delighted with the success of the judicial internships that took place earlier in the 22/23 Academy cycle. We look forward to similar success with the Advocate internship later this year. For more information on how the incorporation of internships meets our Academy objectives, please see pages 30 & 31.



# UPCOMING ACADEMY EVENTS

## LAUNCH OF THE RESOURCES HUB

We are currently in the process of creating a research hub for our candidates, with the aim of providing a resource which comprehensively covers all relevant dates, provides advice, and signposts further resources.



The research hub is being constructed in order to target three Academy objectives:

1. To improve the content of our candidates' pupillage applications.
2. To improve the quality of candidates' written pupil applications.
3. To improve the quality of each candidate's pupillage interview technique.

Candidates from non-traditional backgrounds are less likely to have existing connections with legal professionals. This lack of connection means that such candidates often have a narrower breadth of knowledge when it comes to key dates and locating effective resources. By providing the resource hub to our candidates, we hope to go some way in bridging that gap. .



# UPCOMING ACADEMY EVENTS

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## GRADUATION CONFERENCE

The closing conference for The Academy 22/23 will be held on the 17th June, and will celebrate the achievement of our candidates in completing the Academy programme. The event will include talks from legal professionals who have been key to our successful delivery of the programme, with networking between candidates and practitioners to follow.

“

These future barristers will pave the way for a more diverse and inclusive profession, and I cannot wait to see it.”

– Eleanor Tack,  
BTB Executive Committee Member

”



The closing conference aims to target two Academy objectives:

1. To equip our candidates with the mindset tools required to succeed within the profession.
2. To equip our candidates with the tools to champion diversity and inclusion within the profession and throughout their careers.

We hope that the variety of speakers delivering a message of inclusion will reaffirm to candidates of all non-traditional backgrounds that not only are they welcome at the Bar but they themselves could go on to be a championing voice for diversity.



# ADDITIONAL SUPPORT

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## RESILLIANCE FUND

Within the Academy budget, we reserved £10,000 to provide financial assistance to candidates during the 22/23 Academy cycle. This Resilience fund is accessible to candidates who are experiencing financial difficulties which would prevent them from engaging with Academy events. From this fund, we not only contribute to travel and accommodation costs, but also to costs that can be associated with the diversity characteristics of our candidates such as hiring carers to cover the period that a candidate with caring responsibilities might be at an Academy event.



“

*"My journey to the Bar has been marked by financial barriers. Coming from Lincolnshire, I have struggled to attend many Bar-related events and opportunities in the past. Financial assistance has been invaluable to me in allowing me to fully attend and participate in this scheme. Without it, that simply would not have been possible."*

**-Charlie Fardon,**  
Academy 22/23 Candidate

”



# ADDITIONAL SUPPORT

## CONSULTANCY PANEL

The consultancy panel offers our candidates an opportunity to receive constructive feedback in relation to their upcoming pupillage applications. Candidates can submit requests for help which include: pupillage application review & advice; pupillage application proofreading; CV checks; general advice sessions regarding the pupillage application process; mock pupillage interviews; and help with specific advocacy exercises.



We are delighted to report that we have had an overwhelmingly positive reception to this scheme, with over 80 legal professionals from a wide range of practice areas having signed up to provide this help to our candidates via the consultancy panel.

We hope that having individual tailored feedback on any and all aspects of the pupillage process will empower our candidates with the skills and know-how to excel in the upcoming round of pupillage applications.





*A bar that represents also benefits society.*



# PILOT ACADEMY IN FIGURES

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**100** **CANDIDATES**  
SELECTED FOR  
THE ACADEMY



**160** **MINI PUPILLAGES**  
UNDERATKEN BY BTB  
CANIDATES



**34** **INTERNSHIPS**  
WITH THE UKSC, COURT OF  
APPEAL/HIGH COURT, GLD,  
ADVOCATE, & THE LAW  
COMMISSION



# PILOT ACADEMY IN FIGURES

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**17** **SPONSORSHIP PARTNERS**  
SUPPORTING BTB



**178** **PROFESSIONAL VOLUNTEERS**  
ASSIGNED AS MENTORS, POD  
LEADERS, OR CONSULTANCY PANEL  
CONTRIBUTORS



**45** **PARTNER CHAMBERS**  
OFFERING MINI PUPILLAGES OR  
INTERVIEW ADVOCACY TRAINING  
TO BTB candidates



# CONCLUSION

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We would like to say a huge thank you to everyone involved in making the pilot year of the BTB Academy a resounding success. The Academy programme would not have been possible without the dedication of our professional volunteers or the generosity of our sponsors. It is only with the support of those who share our mission that we are able to pursue our aim of helping to increase inclusion and diversity at the Bar.

As we look forward to future successful cycles of the BTB Academy, we hope to continually develop the programme to ensure that all of the objectives for candidates are met. We hope that they leave the Academy having achieved both personal and professional development, and both willing and able to become champions of diversity themselves in their future careers at the Bar.

For students who are interested in applying for the Academy cycle 23/24, the application window will open in Spring of 2023. If you would like to be added to our mailing lists, so that you receive notification of the application window and other BTB events, then please email [info@bridgingthebar.org](mailto:info@bridgingthebar.org).

For self-employed barristers, Chambers, or other interested organisations or individuals interested in supporting BTB, please reach out to us at [partnerships@bridgingthebar.org](mailto:partnerships@bridgingthebar.org). Our relationships with those committed to recognising and harnessing the talent of underrepresented individuals are integral to the success of BTB mission, and we would love to have you be a part of that. 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. Together, we can secure the full potential of a diverse Bar that serves all of society.



# WE ARE BRIDGING THE BAR

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*A bar that represents also benefits society.*



# GET IN TOUCH

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TO FIND OUT MORE  
[WWW.BRIDGINGTHEBAR.ORG](http://WWW.BRIDGINGTHEBAR.ORG)

FOR FURTHER INFORMATION  
[PROGRAMMES@BRIDGINGTHEBAR.ORG](mailto:PROGRAMMES@BRIDGINGTHEBAR.ORG)

FOR GROUP, PRESS AND MEDIA ENQUIRIES  
[INFO@BRIDGINGTHEBAR.ORG](mailto:INFO@BRIDGINGTHEBAR.ORG)



@BridgeTheBar



Bridging The Bar



Bridging The Bar



@bridgingthebar

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*A bar that represents also benefits society.*







**ANNUAL REPORTS AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 1ST APRIL 2022**

**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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Page 73	Balance Sheet
Pages 74 to 78	Notes to the Financial Statements
Page 79	Independent Examiner's Report



**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 YEAR</b>	2nd April 2021
<b>END OF FINANCIAL YEAR</b>	1st April 2022
<b>TRUSTEES AT 1ST APRIL 2022</b>	Aaron Mayers Mass Ndow-Njie Matheu Armel Swallow (Appointed 15th December 2021)
<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 YEAR ENDED 1ST APRIL 2022**

**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 ..... 16th January 2023.....

Signed on their behalf by Trustee  .....

Printed Name: Mass Ndow-Njie

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

**STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 1ST APRIL 2022**

	Notes	Unrestricted Funds £	Restricted Funds £	TOTAL 2021/22 £	TOTAL 2020/21 £
<b>INCOMING RESOURCES</b>					
<b>Incoming Resources from Generated Funds</b>					
Donations, Grants & Legacies	3a	47,947	-	47,947	65,874
<b>TOTAL INCOMING RESOURCES</b>		<b>47,947</b>	<b>-</b>	<b>47,947</b>	<b>65,874</b>
<b>RESOURCES EXPENDED</b>					
<b>Costs of Generating Funds</b>					
Cost of Charitable Activities	4a	36,681	-	36,681	3,455
Governance Costs	4b	800	-	800	790
<b>TOTAL RESOURCES EXPENDED</b>		<b>37,481</b>	<b>-</b>	<b>37,481</b>	<b>4,245</b>
<b>NET INCOMING (OUTGOING) RESOURCES</b>		<b>10,466</b>	<b>-</b>	<b>10,466</b>	<b>61,628</b>
Funds Brought Forward		61,629	-	61,629	-
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>72,095</b>	<b>-</b>	<b>72,095</b>	<b>61,628</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 74 to 78 form part of these financial statements.



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

**BALANCE SHEET**  
**AS AT 1ST APRIL 2022**

	Note	Unrestricted Funds £	Restricted Funds £	Total 01-Apr-22 £	Total 01-Apr-21 £
<b>Fixed Assets</b>					
Tangible Assets	2	-	-	-	-
Investments	6	-	-	-	-
<b>Total Fixed Assets</b>		-	-	-	-
<b>Current Assets</b>					
Debtors & Prepayments	8	-	-	-	5,000
Cash at Bank and in Hand	7	72,895	-	72,895	57,379
<b>Total Current Assets</b>		<b>72,895</b>	-	<b>72,895</b>	<b>62,379</b>
<b>Creditors:</b> Amounts falling due within one year	9	800	-	800	750
<b>NET CURRENT ASSETS</b>		72,095	-	72,095	61,629
<b>TOTAL ASSETS</b> less current liabilities		<b>72,095</b>	-	<b>72,095</b>	<b>61,629</b>
<b>Creditors:</b> Amounts falling due in more than one year	10	-	-	-	-
<b>NET ASSETS</b>		<b>72,095</b>	-	<b>72,095</b>	<b>61,629</b>
<b>Funds of the Charity</b>					
General Funds		72,095	-	72,095	61,629
Restricted Funds	5	-	-	-	-
<b>Total Funds</b>		<b>72,095</b>	-	<b>72,095</b>	<b>61,629</b>

Approved by the Trustees on .....16th January 2023.....

Signed on their behalf by Trustee  .....

Printed Name: Mass Ndow-Njie

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

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 1ST APRIL 2022**

**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 YEAR ENDED 1ST APRIL 2022**

**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
----------------------------------	---------------------------

**2. TANGIBLE FIXED ASSETS**

The CIO held no fixed assets during this or the previous financial period.

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

1st April 2022:None

1st April 2021:None

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

**NOTES TO THE FINANCIAL STATEMENTS (continued)**  
**FOR THE YEAR ENDED 1ST APRIL 2022**

**3. INCOMING RESOURCES**

	Unrestricted Funds £	Restricted Funds £	<b>TOTAL 2021/22 £</b>	<b>TOTAL 2020/21 £</b>
<b>a) Donations, Grants &amp; Legacies</b>				
Gifts & Donations	47,947	-	47,947	65,874
	<b>47,947</b>	<b>-</b>	<b>47,947</b>	<b>65,874</b>

**4. RESOURCES EXPENDED**

	Unrestricted Funds £	Restricted Funds £	<b>TOTAL 2021/22 £</b>	<b>TOTAL 2020/21 £</b>
<b>a) Cost of Charitable Activities</b>				
Administrative Expenses	301	-	301	787
Advertising & Publicity	861	-	861	457
Bank Charges	92	-	92	69
Books & Publications	81	-	81	174
Event Costs	200	-	200	-
Gifts & Donations	-	-	-	100
Internship Costs	5,345	-	5,345	-
Photography Costs	1,350	-	1,350	-
Software Costs	815	-	815	788
Staff Costs	20,333	-	20,333	-
Training Costs	1,900	-	1,900	-
Website Costs	5,403	-	5,403	1,079
	<b>36,681</b>	<b>-</b>	<b>36,681</b>	<b>3,455</b>

**b) Governance Costs**

Independent Examiners Fees	<b>9</b>	800	-	800	750
Legal & Professional Fees		-	-	-	40
		<b>800</b>	<b>-</b>	<b>800</b>	<b>790</b>



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

**NOTES TO THE FINANCIAL STATEMENTS (continued)**  
**FOR THE YEAR ENDED 1ST APRIL 2022**

**5. RESTRICTED FUNDS**

The CIO held no restricted funds during this or the previous financial period.

**6. INVESTMENTS**

The CIO held no fixed assets investments during this or the previous financial period.

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

	Unrestricted Fund £	Restricted Fund £	Total 01-Apr-22 £	Total 01-Apr-21 £
Cash at Bank & in Hand	72,895	-	72,895	57,379
	<b>72,895</b>	<b>-</b>	<b>72,895</b>	<b>57,379</b>

**8. DEBTORS AND PREPAYMENTS**

	Unrestricted Fund £	Restricted Fund £	Total 01-Apr-22 £	Total 01-Apr-21 £
Sundry Debtors	-	-	-	5,000
	<b>-</b>	<b>-</b>	<b>-</b>	<b>5,000</b>

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

	Unrestricted Fund £	Restricted Fund £	Total 01-Apr-22 £	Total 01-Apr-21 £
Independent Examiners Fees	800	-	800	750
	<b>800</b>	<b>-</b>	<b>800</b>	<b>750</b>

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

The CIO held no long term liabilities during this or the previous financial period.

**11. NET ASSETS BETWEEN FUNDS**

	Unrestricted Funds £	Restricted Funds £	Total 01-Apr-22 £	Total 01-Apr-21 £
Fixed Asset Investments	-	-	-	-
Net Current Assets	72,095	-	72,095	61,629
Long Term Liabilities	-	-	-	-
	<b>72,095</b>	<b>-</b>	<b>72,095</b>	<b>61,629</b>

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

**NOTES TO THE FINANCIAL STATEMENTS (continued)**  
**FOR THE YEAR ENDED 1ST APRIL 2022**

**12. STAFF COSTS AND NUMBERS**

	<b>TOTAL 2021/22</b>	<b>TOTAL 2020/21</b>
	£	£
Gross Wages, Salaries & Fees	20,333	-
Employer's National Insurance Costs	-	-
Pension Contributions	-	-
	<u><u>20,333</u></u>	<u><u>-</u></u>

Employees who were engaged in each of the following activities:

	<b>TOTAL 2021/22</b>	<b>TOTAL 2020/21</b>
Charitable Activities	1	Nil

The Charity engages with staff on a Self-employed basis and is therefore not liable to Income Tax and National Insurance Costs and no employees received emoluments in excess of £60,000.

**13. 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.

**14. 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.

**15. 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.

**16. 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.



**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 year ended 1st April 2022 set out on pages 72 to 78.

**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.

K. Collaku MAAT  
Castle View Accounting Ltd  
New Barn  
Mudberry Lane  
Bosham  
Chichester  
West Sussex  
PO18 8TS



Date: 23rd January 2023