

BRIDGING

THE BAR



ANNUAL REPORT 2022/23

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



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Founder, Mass Ndoe-Njie

FOREWORD



With immense pride, I am delighted to present our third Annual Report, a testament to another year of remarkable progress and outstanding achievements.

The pinnacle of this year's success has been the triumph of the Bridging the Bar ('BTB') Academy. The first cohort of 2022/23 has now graduated, setting a new benchmark in excellence. We have seen tremendous growth amongst the entire cohort and a significant number of our graduates have already been successful in securing pupillage at leading Chambers.

The statistics speak volumes: every candidate more than doubled their likelihood of securing pupillage by obtaining a place in our Academy, with second-year applicants even tripling their chances. This success is a testament to the unwavering dedication of our candidates and the efficacy of our programme, made possible only by our generous sponsors.

Another momentous milestone this year has been our flagship partnership with BPP University, now the headline sponsor for the BTB Academy. This collaboration has been especially instrumental in enhancing the Academy's offerings and strengthening its impact.

In a further exciting development, BTB has partnered with Briefed to provide strategic networking and unconscious bias training to all Academy candidates, equipping them with crucial skills for a modern, diverse legal profession.

This year, BTB has also been honoured with prestigious accolades, receiving the Equality and Diversity award at the Birmingham Law Society's 2023 Awards and the Diversity and Inclusion Award at the Modern Law Awards 2023. These awards are not just recognitions of our efforts, but also reflect the collective commitment of our community to fostering a more inclusive legal profession.

Our deepening relationship with the Inns of Court was highlighted by hosting the BTB Academy's first graduation at Middle Temple Hall and welcoming the class of 2023/24 at Gray's Inn Hall. These historic venues provided a fitting backdrop to these landmark events, symbolizing the bridge we are building between tradition and progress.

As we look to the future, these achievements inspire us to continue our work towards a legal profession that truly represents and benefits society. The journey towards equality and diversity in the Bar is ongoing, and BTB is committed to being at the forefront of this change. Our heartfelt thanks go to all our partners, sponsors, and supporters who share in this vision.

Thank you all for your continued support.



"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 Chairperson

LAW SOCIETY AWARDS

WINNER

BRIDGING THE BAR



The College
of Legal Practice



1245

A bar that represents also benefits society.

OUR TEAM

CHAMPIONS

PROFESSOR JO DELAHUNTY KC

PROFESSOR LESLIE THOMAS KC

MR JUSTICE PUSHPINDER SAINI KC

Board of Directors

CHAIRPERSONS

MASS NDOW-NJIE

Founder and Chairperson

AARON MAYERS

Vice Chairperson

BOARD OF DIRECTORS

ABDUL QADIM

SONIA MASAUN

ISHAN KOLHATKAR

EMMA HUGHES

ELEANOR TACK

SRISHTI SURESH

MAT SWALLOW

ANU LAU

STAFF

IMOGEN SHERRIFF

RONNIE EVANS

FATIMA ALI

MEET THE BTB TEAM

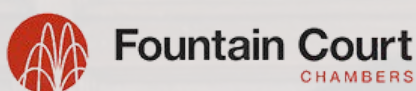


With thanks to our Sponsors:



BRIEFED

7BR



Blackstone
CHAMBERS

KEATING
CHAMBERS



4pb Four Paper Buildings



Essex
CHAMBERS

LITTLETON



4 NEW SQUARE
CHAMBERS

combar
The Commercial Bar Association



ftb
Francis Taylor Building

ESSEX COURT CHAMBERS
BARRISTERS

The University of
Law

Four Brick Court

With thanks to our Founding Partners:

Blackstone
CHAMBERS

combar
The Commercial Bar Association

 **GATEHOUSE**
CHAMBERS

 **3VB**
Three
Verulam
Buildings
Barristers

KEATING
CHAMBERS

LITTLETON


Francis Taylor Building


Normanton
CHAMBERS

4 NEW SQUARE
CHAMBERS


PUMP COURT
CHAMBERS



INTRODUCTION TO BTB

"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**, Board of Directors

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 continuation of BTB's 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 Academy 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

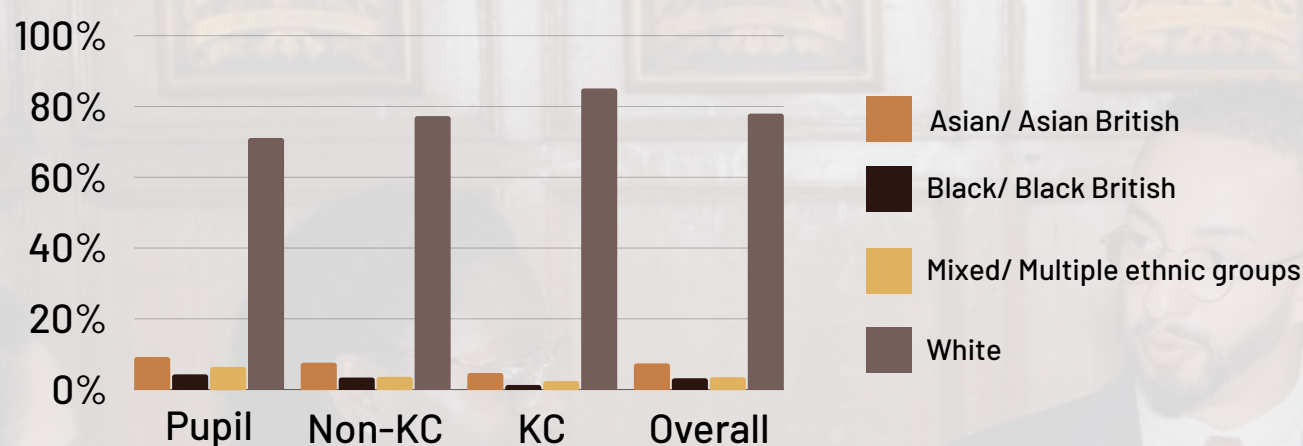
"Focus on the best version of yourself. By being your best self, you can take back that power because the truth is, a barrister looks like all of you."

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

Diversity at the Bar, 2021

NUMBERS & STATISTICS

ETHNICITY AT THE BAR (BSB REPORT ON DIVERSITY AT THE BAR, 2022)



488

Pupil Barristers

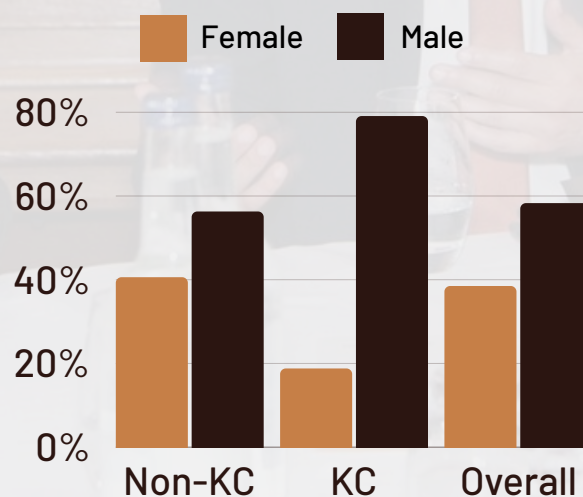
15,522

Non-KC Barristers

2,016

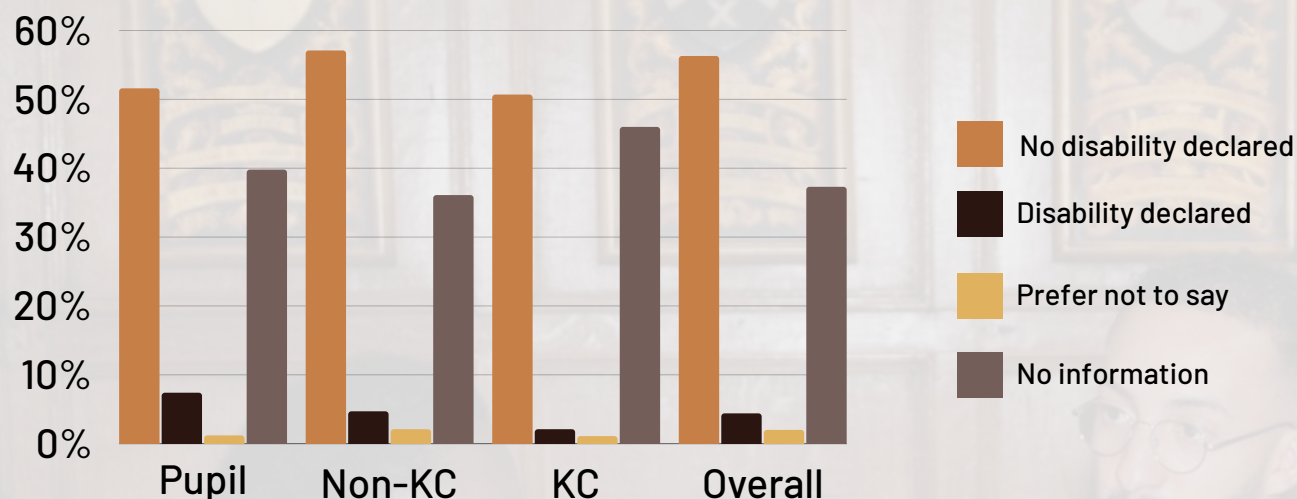
King's Counsel

GENDER AT THE BAR (BSB REPORT ON DIVERSITY AT THE BAR, 2022)



Diversity at the Bar, 2021

DISABILITY DECLARED AT THE BAR (BSB REPORT ON DIVERSITY AT THE BAR, 2022)

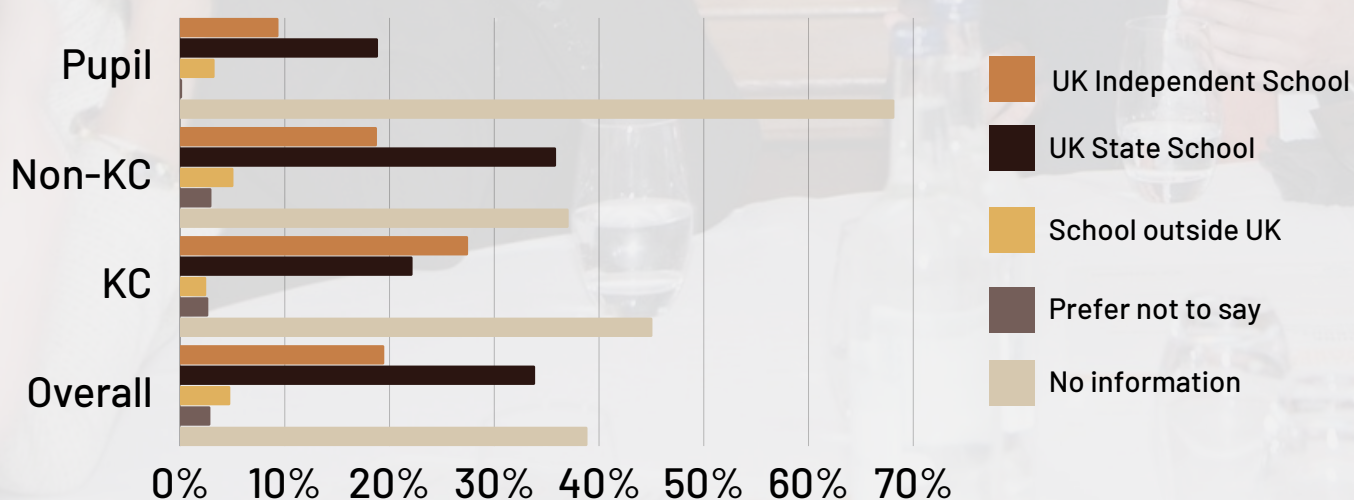


19.5%

*of respondents attended
a UK Independent School*

6%

*of UK children attend
Independent Schools*



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



INTROUCTION TO THE ACADEMY

"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

BPP BECOMES HEADLINE SPONSOR

In early 2023 the BPP University Group became the headline sponsor for the BTB Academy, allowing BTB to continue to provide opportunities for those with a passion for a career at the Bar, even when they may not see themselves represented within the profession.

Jonny Hurst, a senior lecturer and law marketing lead at BPP stated: “We’re extremely excited about this new partnership and share BTB’s passion and commitment to widen participation at the bar so that the profession better reflects the diverse world we inhabit. As a university, we are absolutely committed to training and supporting anyone who aspires to become a legal professional, regardless of their ethnic or socio-economic background, sexuality, disability, or long-term health condition.”



Sponsored by



In BPP’s joint commitment with BTB to widen participation at the Bar so that the profession can better reflect the diverse world we inhabit BPP has also supported the BTB Academy by utilising their campuses to host BTB events. BPP hosted our All-Interns Workshop which allowed candidates to receive pretraining as to what they can expect from their internships, in a legal education environment.

BPP is also hosting our personal development sessions, in both their London and Manchester campuses. Providing BTB with a hub in the north with their Manchester campus for pods to reduce travel costs and increase accessibility for candidates to our programmes.

ACADEMY OVERVIEW

THE IDEA

The Academy was born from a desire to maximise BTB's impact on our candidates, both in terms of numbers 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 with 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

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

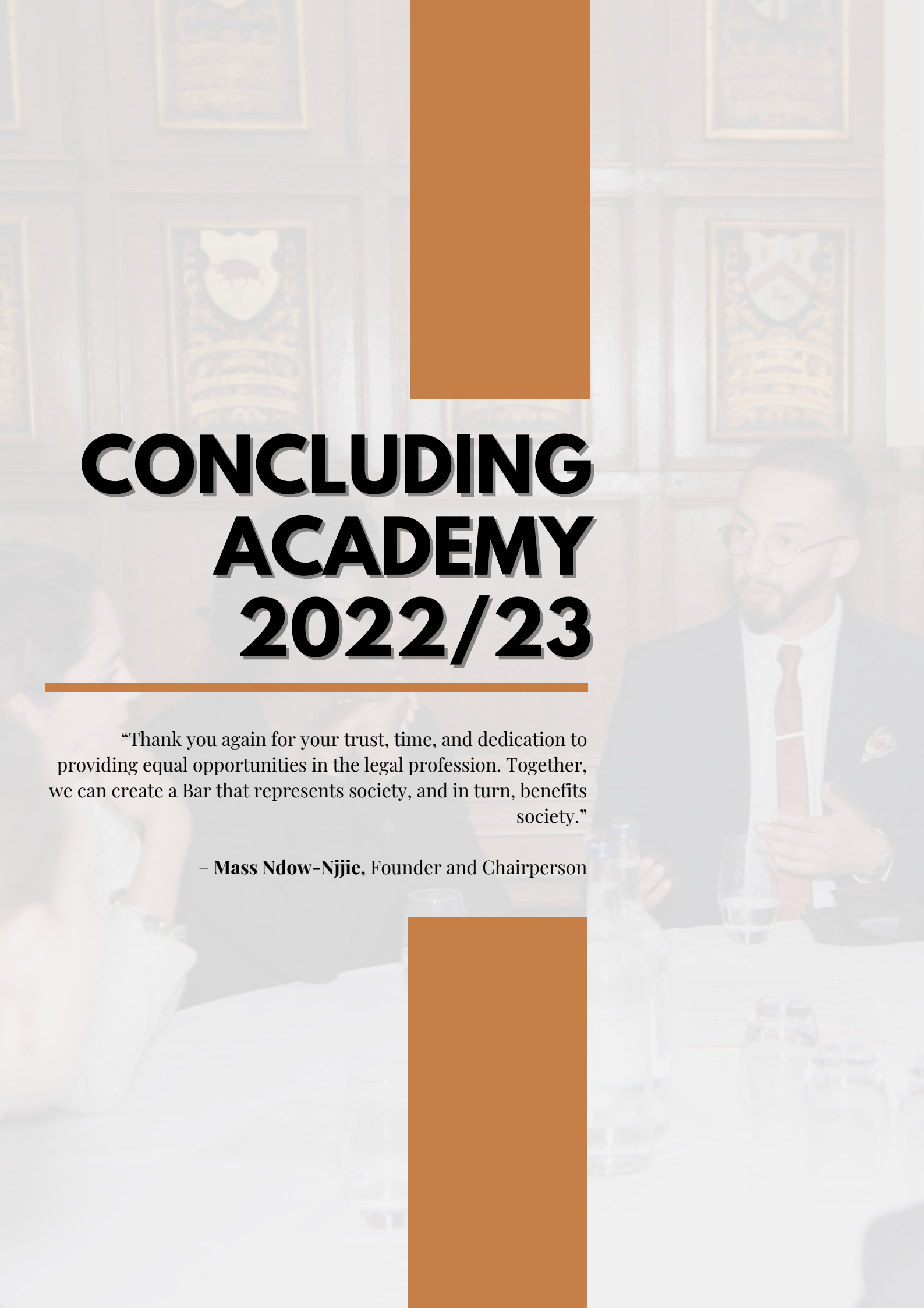
DESIGN

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	A lecture series which focuses on issues surrounding non-traditional legal professionals.	Contents of Application Mindset Championing Diversity

ACADEMY STRUCTURE CONTINUED

Event	Summary	Objectives
Internships	Selected candidates spend a week shadowing at either the UK Supreme Court, High Court, Court of Appeal, Law Commission, or Advocate.	Content of Applications Mindset Championing Diversity
Mentoring	Candidates are 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 participate in both an online course and also spent time in Chambers improving on their answers to advocacy questions	Content of Applications Written Applications



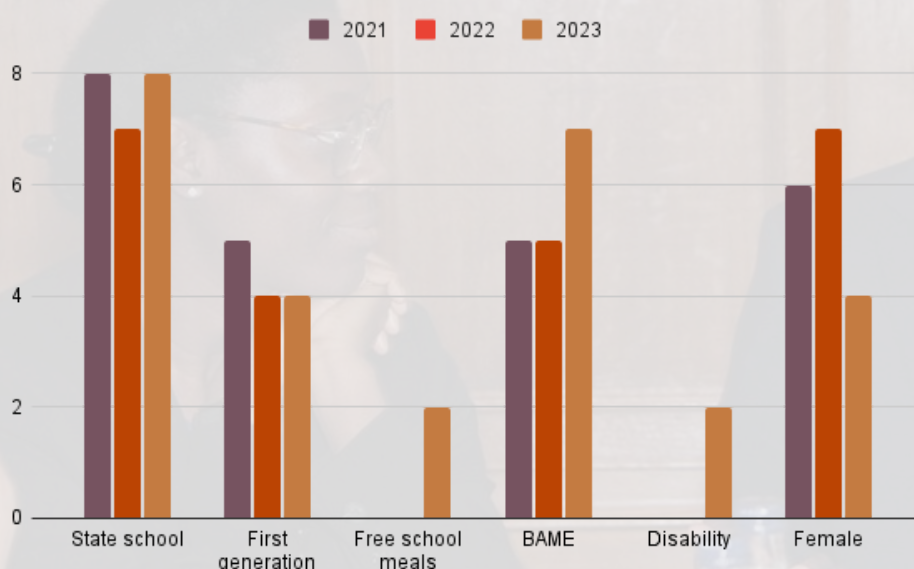
CONCLUDING ACADEMY 2022/23

“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.”

– **Mass Ndow-Njje**, Founder and Chairperson

ADVOCATE INTERNSHIP

In June 2023, BTB & Advocate collaborated on an internship for aspiring barristers from statistically under-represented backgrounds at the Bar. The design of the internship saw 5 successful candidates assigned the role of a caseworker at Advocate, undertaking tasks including writing case summaries and preparing court standard bundles. The interns were also invited to meet with a high court judge, see a working court and engage in a Q&A with Sir Robin.



The interns were able to develop core skills necessary for their career development and were provided with exposure to the legal environment, from the perspective of a case worker. Diverse aspiring barristers, face barriers to accessing opportunities that provide such development and so it is an honour to be able to provide this alongside Advocate for our candidates, to continue to work to diversify the Bar.

We are delighted to report that, due to the success of last year's pilot internship, it was agreed between BTB and Advocate to provide this internship for another cohort in 2024.

THE GRADUATION CONFERENCE

To conclude the pilot of our BTB Academy 22/23 programme last year, we hosted our first ever Graduation Conference in June 2023 in partnership with the Honourable Society of Middle Temple Inn. This was a great opportunity to allow us to reflect on all the progress we had made over the past academic year, to thank our partners and sponsors for all their support as well as to celebrate the achievements of all of our candidates.

During this event candidates attended the Future Leader's workshop which was hosted in partnership with Gatehouse Chambers and the Bar Council. This workshop gave our candidates a chance to learn about initiatives which equip barristers with ways to promote diversity and inclusion within the profession.

Additionally, our candidates also attended a Mental Health at the Bar workshop which was hosted in partnership with Malvika Jaganmohan, a barrister at St Ives Chambers, and Millie Benson, a barrister at 1KBW. This workshop highlighted to our candidates the importance of prioritising one's mental health while pursuing a career at the bar.

Our Academy Headline Sponsor BPP rounded the event off with a speech from Claire Wardell, Programme Leader who noted BPP's commitment to improving access to the Bar, and their active steps through sponsoring the BTB Academy.

The event ended with a graduation ceremony where all our candidates were awarded a certificate to authenticate their participation with the programme.



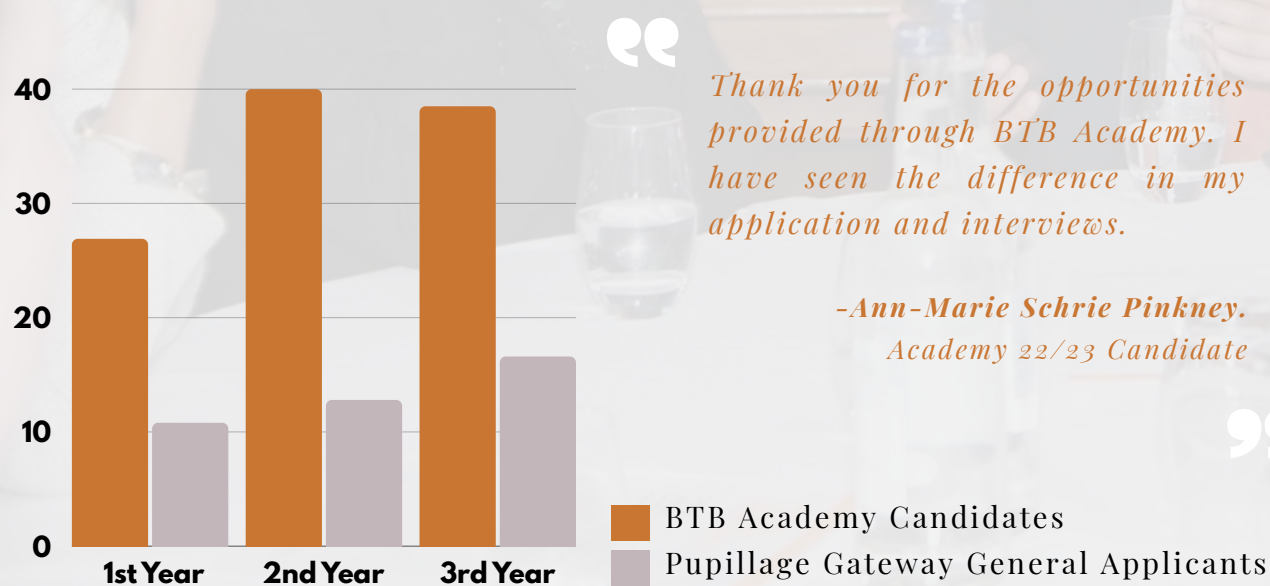
OUTCOMES

We are delighted to share that our 22/23 Bridging the Bar Academy Programme has been shown to increase a candidate's chances of obtaining pupillage in comparison to the general population of applicants.

For candidates who are applying through the pupillage gateway for the first time, those who attended the BTB Academy are 2.76 times more likely to obtain pupillage. For second-time applicants, there is an increase to 3.12 times more likely for BTB candidates to obtain pupillage. BTB candidates applying through the pupillage gateway for the third time were seen to be 2.32 times more likely to obtain pupillage.

Our Academy programme is tailored to provide the necessary skills and opportunities to obtain pupillage, and the increased chance of obtaining pupillage seen in our candidates is a trend we will aim to continue.

We will continue to review our outcomes alongside our Academy programme to analyse what aspects of our academy are linked to this increased success. By analysing our Academy programme content we can home in on excelling in these areas to continue to provide diverse aspiring barristers with the tools to access a career at the Bar.



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. How has your background helped you develop the skill(s) needed to become a good barrister and how do you think Academy membership will continue this development?
2. “The biggest factor affecting retention and progression of disabled aspiring barristers is the lack of wheelchair access at the Bar.” Do you agree?
3. How has your background posed a challenge for you when pursuing a career at the bar and how will Academy membership help you overcome these specific barriers?
4. Please select one of the Academy programmes, then prepare a 1-minute presentation on how this programme will benefit you in relation to one or more of your D&I characteristics.
5. How will you benefit from being a BTB Academy candidate?
6. Do you think that incorporation of digital technology into courts improves
7. access to justice for those from underrepresented backgrounds? Why or why not?

APPLICATIONS

ELIGIBILITY CRITERIA

Upon reviewing the cohort and outcomes data for our pilot year, alongside the BSB statistics for incoming pupil barristers, we made a decision to revise our entry criteria in order to better focus our efforts on those groups who are most under-represented.

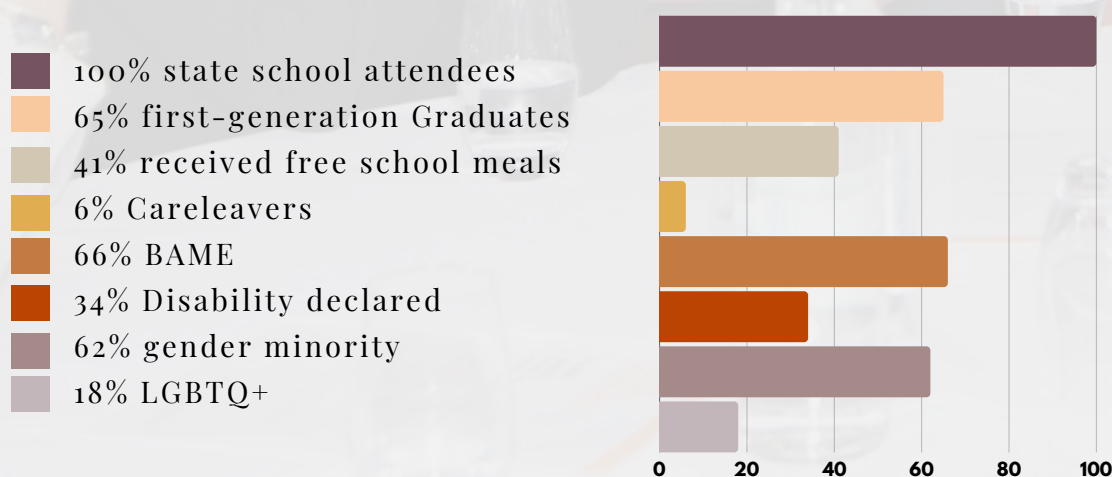
As such, we introduced two new eligibility criteria:


- All applicants must be state school educated
- No applicant can be an Qxbridge graduate

RECEIVED APPLICATIONS

For Academy 23/24, we saw an increase of 57% in received applications. We did see a slight drop of 7% and 3% in gender minority applicants and applicants from an LGBT background respectively, however generally we saw a rise in our targeted diversity characteristics within the applicant pool.

Inline with our 23/24 eligibility criteria, 100% of applicants were state school educated; first-generation graduates rose from 53% to 65% of applicants; those who had received free school meals comprised 41% of the pool in comparison to last year's 29%; careleavers rose from 4% to 6%; BAME applicants increased from 66% to 79%; and those with a disability or long-term health condition made up 34% of applicants apposed to 33% from the prior cycle.





THE ACADEMY 2023/24

“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-Chairperson

COHORT

SELECTION PROCESS

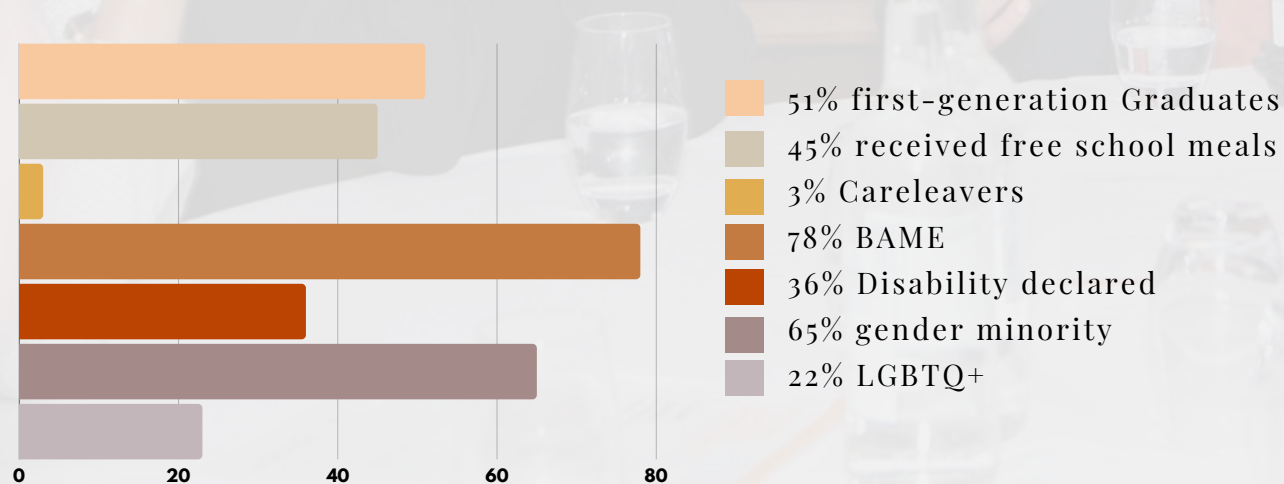
We utilised a volunteer force of legal professionals in our marking process, who each marked a single answer for all applications. By adopting this vertical marking process, we aimed to increase consistency during our application marking process.

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 WELCOME EVENT

To launch the Academy year, all the candidates attended the Welcome Event which aimed to orient candidates in anticipation of the Academy course and prepare them for the upcoming programmes. This event was hosted in partnership with the Honourable Society of Gray's Inn.

During this event, candidates had the programme explained in more detail, were familiarised with the Academy's policies, and were also given direction as to how and where they can access any additional Academy support that they might need. This was also the first opportunity that candidates had to meet their Coaching Pod groups and so familiarise themselves with the Academy support network they will be relying on during the year.

The event contained a Welcoming speech from our founder Mass Ndow-Njie, ice-breaker games and a talk about the benefits of life coaching sessions. Candidates also benefitted from time to network with each other.



BRIEFED

This year Briefed, a barrister's service training provider, offered all our BTB Academy candidates with Unconscious Bias Training and Networking Training. This training is designed to help the candidates get the most out of their BTB Academy experience, helping them know how best to make contacts and how to leverage their network once they graduate from the Academy as Alumni.

The candidates underwent this training at the very beginning of their BTB Academy journey. The training was conducted through an online course whereby candidates had access to the course for one week and could complete the activities in their own time. Upon completion, candidates were awarded a certificate from Briefed.

OBJECTIVES

This training was intended to address three 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.



Orlagh Kelly, CEO at BRIEFED

“

“I'm delighted to be in partnership with Bridging the Bar and help promote their mission for social mobility within the legal community. As a barrister myself, breaking down these barriers and unlocking the potential of aspiring barristers is a cause close to my heart and I'm pleased to have the opportunity to enrol BTB pupils in the Briefed training courses, as this will not only aid their professional development but also contribute to their personal growth for their future at the Bar.”

”

BRIEFED

CANDIDATE TESTIMONIES



“

The training provided by BTB and Briefed was exceptional. The courses broadened my thoughts on unconscious bias, and challenged the way I would approach networking in the future. I believe that these courses have aided me on my journey to the Bar.

”

“

The Briefed Training gave me an introduction to situations I will encounter at the Bar and how to best navigate them. By the end of the training I felt empowered to face difficult situations and more prepared to enter a room with confidence.

”



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 consists of around 7/8 candidates, as well as a coach who takes the role of pod leader. We wanted to ensure that candidates feel supported in sharing, and so have adopted small groups in order to facilitate a safe and comfortable environment.



THE COACHES

We recruited volunteer practitioners to lead coaching sessions for the Pod to which they have been assigned. Each Pod leader attends 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

Coaching Pod Sessions are designed to help support our BTB Academy candidates throughout the Academic year. From last year's BTB Academy pilot, we found that the candidates within each Coaching Pod groups provided further support to each other beyond the scheduled sessions. This formed a strong support network between BTB candidates which extended after the conclusion of last year's BTB Academy.

THE SESSIONS

We have organised four sessions for each Pod, consisting of 7/8 candidates and led by one coach and, in some groups one deputy pod coach, to take place throughout the academic year with four 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 one session and will continue with the rest of the sessions during 2024. 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 FIRST EVER POD SESSION



A bar that represents also benefits society.

MINI PUPILLAGE PROGRAMME

This year we have partnered with various Chambers to provide our candidates with at least one mini-pupillage during the academic year. We have implemented a two cycle process or mini-pupillages whereby Cycle 1 commences between October 2023-January 2024 and Cycle 2 commences between February-June 2024. Cycle 1 prioritised candidates who were not selected for the integrated internships and Cycle 2 ensured that all 100 candidates were assigned a mini-pupillage.



The continuation of the mini-pupillage programme 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:

Francis Taylor Building

Parklane Plowden Chambers

Two Harcourt Buildings

Fountain Court Chambers

Outer Temple

Pump Court Tax

11 Kings Bench Walk

1 Garden Court

Littleton Chambers

15NBS Chambers

10 Old Square

Matrix Chambers

3 Dr Johnson's Buildings

4-5 Gray's Inn Square

Hailsham Chambers

Spire Barristers

Brick Court

Temple Garden

Coram Chambers

3 Verulam Buildings

College Chambers

4 Stone Buildings

8 New Square

Deans Court Chambers

4 New Square

One Essex Court

7 Kings Bench Walk

New Court Chambers

Essex Court

Keating Chambers

Mountford Chambers

39 Essex

Atlantic Chambers

25 Bedford Row

36 Group

Landmark Chambers

Garden Court Chambers

Three Raymond Buildings

THE LECTURE SERIES

Inside guide to life at the Bar

Consider topics such as managing your finances, negotiating chambers and workspace, or how we can work closer to home managing your practice.

[Read guide](#)

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](#)



A bar that represents also benefits society.

Delivered by Elaine Banton

LECTURE SERIES

The Academy held the first lecture of 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 lunch and discussions amongst the cohort which encourages candidates to share their thoughts and solutions regarding issues discussed in the lecture.

Delivered by Elaine Banton

LECTURE SERIES

ACCESS TO THE BAR AND CULTURE CHANGE

Part-one of the lecture series, held at King College, University of 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 discuss and share amongst the cohort their thoughts and solutions regarding the goal of ensuring that there are equal access to opportunities at the Bar.



RETENTION AND PROGRESSION

Part two of the lecture series will focus on retention and progression at the Bar. Elaine will discuss issues which cause those from underrepresented groups to leave practice more frequently than their more traditional counterparts. The candidates will then engage 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.



INTERNSHIP PROGRAMMES

OBJECTIVES

During this academic year, BTB has successfully partnered with the UK Supreme Court, the Court of Appeal, the High Court, the Law Commission and Advocate to organise paid internships for our BTB candidates. Of these, the judicial internships as well as the Law Commission internship have taken place and we look forward to the remaining internships being run in 2024.

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 careers.



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 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

THE ALL INTERNS WORKSHOP

Prior to the commencement of the UK Supreme Court, High Court and Court of Appeal and Law Commission internships in November 2023, 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 each internship provider, as well as featuring experiences shared by BTB's Alumni interns from the BTB Academy.

Our candidates attended an important workshop with Performance and Leadership Coach, Helen Gazzi, focusing on confidence and 'owning your own story'. The aim of this workshop was to coach the candidates to help them feel as comfortable as possible in the legal settings in order for them to be able to gain as much experience as they can out of their internships.



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. We're happy to report that November 2023 saw our third cohort of candidates participate in this yearly internship programme.

3

UKSC internship cycles completed

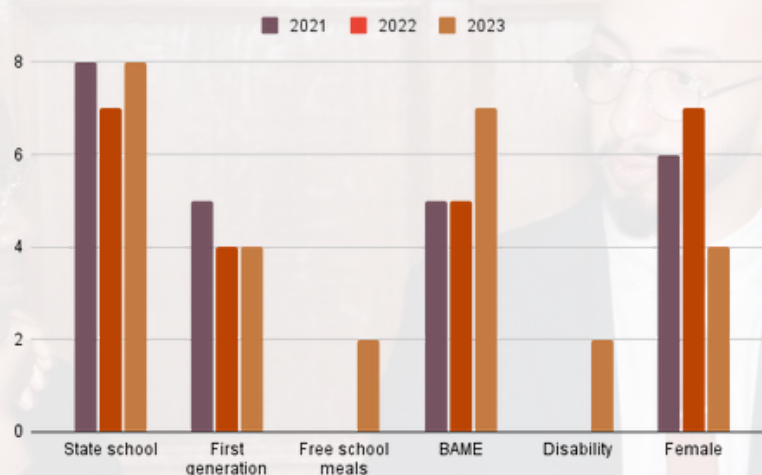
24

UKSC internships undertaken

85%

Of 2021 UKSC Interns Secured Pupillage

Characteristics of interns by internship year



“

“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

“



The internship was a truly golden opportunity which I will carry forward with me in my career. I had unparalleled insight into the workings of the Supreme Court, appellate advocacy and legal analysis. Engaging at length in discussions with the Justices and delivering a speech before them has also boosted my confidence. The internship has left me well equipped to apply for pupillage.

”

“

The Supreme Court internship was nothing short of exceptional. The opportunity to engage with the sharpest legal minds in the country, witness effective advocacy, and foster a deeper understanding of the judicial system has been an unparalleled opportunity.

Beyond the academic enrichment, this experience has propelled my confidence and self belief. This experience has allowed me to envision myself at Bar, one that is committed to fostering a more inclusive future



”

THE UKSC INTERNS

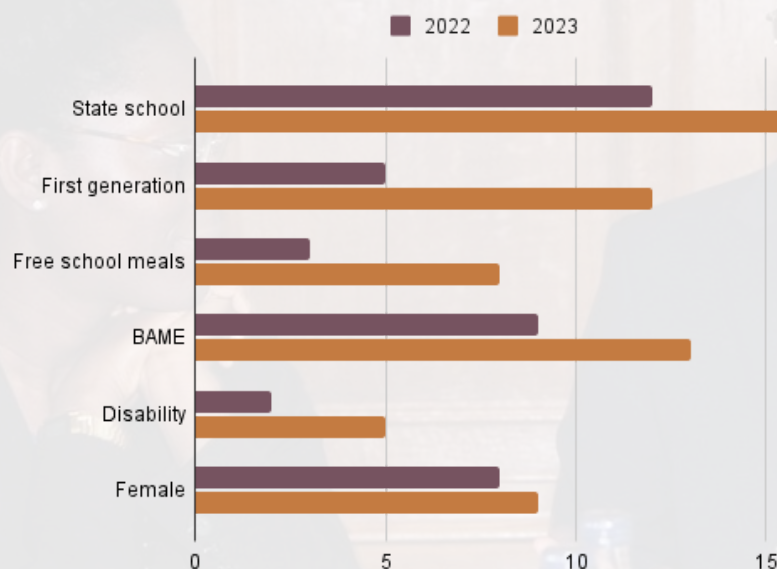


2023

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. The design of the internship sees successful candidates assigned to a judge and supported by their Judicial Assistant(s) in the High Court / Court of Appeal.

18 Interns



We are delighted to report that, due to the success of last year's pilot internship, it was agreed between BTB and the High Court / Court of Appeal (HC/COA) to increase the number of interns for this year's intake to 18. This allowed us to expand this opportunity to more candidates from this year's cohort, exposing them to new experiences.

"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

COURT OF APPEAL AND HIGH COURT TESTIMONIALS

“

During my internship at the Court of Appeal, I was immersed in a wealth of knowledge that will undoubtedly shape my path towards becoming a barrister. Witnessing exceptional advocacy firsthand and engaging in discussions with judges offered unparalleled insights into effective courtroom techniques and legal reasoning. Conversations with the judges not only enlightened me about the intricacies of life at the bar but also underscored the imperative need for diversity within the legal profession.



Abbas Hussain, HC/COA Intern 2023



Melissa Jarvis, HC/COA Intern 2023

I had the most amazing experience on the Court of Appeal internship. I was made to feel welcome on day 1 by the Lord and Lady Justices, and the Judicial Assistants. I learned so much about case preparation, case management and what the role a judge actually entails. This was by far the best experience I have had in my legal career. Having Lord Justices at the Court of Appeal tell me that I am good enough for this career has massively helped my confidence and I will take this forward into pupillage applications.

”

THE COURT OF APPEAL INTERNS

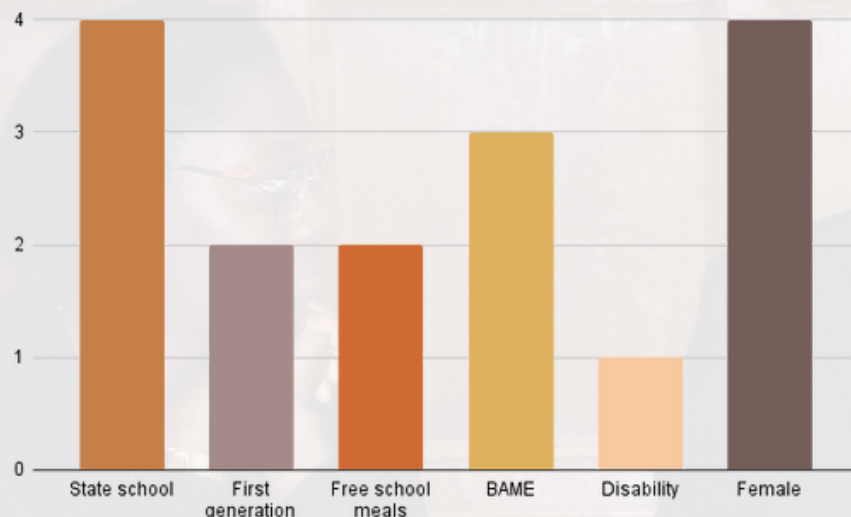


THE HIGH COURT INTERNS



THE LAW COMMISSION INTERNSHIP

This year, we are delighted to introduce the Law Commission internship which saw four aspiring barristers from non-traditional backgrounds undertake paid work with the Law Commission. This internship gave candidates an opportunity to be immersed within an organisation that reforms some of the most challenging areas of law.



Each intern was paired with a Law Commission research assistant to get an insight into the day-to-day of Law Commission work. Alongside this, candidates were given a research task into a potential project of law reform suitable for the Law Commission, related to the work of their allocated team. Throughout the internship, interns were able to speak with Commissioners, lawyers, and research assistants about their legal journeys and being a non-traditional candidate within the legal field.

'I've always been fascinated by the work of the Law Commission and was really excited when I found out I was chosen to do the internship. The internship was a fantastic experience. From day one I felt as though I was a part of the team. I met with different staff members and had meaningful conversations with the lawyers in my team. The research presentation was my favourite part of the internship. I was asked to present reform proposals on the topic I was given. I felt really confident and supported throughout. The Law Commission was everything I imagined and more!'

- Latanya Gordon, Law Commission Intern 2023

LAW COMMISSION TESTIMONIALS

“

“I have always been interested in research and understanding the law for its social benefits. Interning at the Law Commission gave me a platform to achieve both ... and much more. Not only was I able to conduct research directly related to a current reform proposal but I was able to meet interesting practitioners who use their legal knowledge to assist in change for the better. I am a more confident and thoughtful person as a result of the internship”.

Mary

Amara Azubuike, Law Commission Intern 2023



Digna

Kandrataviciute, Law Commission Intern 2023



The Law Commission had always been a body of interest to me studying Law at undergraduate and particularly when I did my dissertation. However, I had never thought of the possibility of working there, it had never crossed my mind as something that was possible for someone of my background. Even better, when on the internship, I met so many amazing people who confronted my preconceptions on what the ‘Law Commission’ looked like and who all made me feel welcome- from the most senior to my colleague research assistants. In al, the experience taught me that I am more welcome in these ‘types of places’ than I has ever thought and has inspired me to apply for positions I would have been fearful to in the past.

”

THE MENTORING PROGRAMME

THE PROGRAMME

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.

In addition to matching practitioners and candidates by area of law, for Academy 23/24 we also looked to match with reference to diversity characteristics, for those who indicated they would like to participate in this aspect. This decision was made based on feedback from our pilot cycle, which highlighted the importance of mentoring, not only with reference to strictly professional advice, but also with relation to the lived experiences of diverse individuals within the bar. As such, we decided to incorporate this feedback through D&I matching within our programme to better aid the candidates in their journey to pupillage.



The year long mentoring relationships commenced in October 2023, and will require the candidates to complete a Personal Development Plan (PDP) over the course of the 8 month programme.

THE MENTORING PROGRAMME

THE OBJECTIVES

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.

3,600+

Hours of mentoring

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.

MENTORING TESTIMONIALS

“

My mentor was fantastic. We talked through what would, and would not, help me in applications. He gave me helpful tips on how to approach the application cycle. Throughout the sessions he's been approachable, and responsive. I'm now much more confident in becoming a barrister thanks to his help and guidance.



Bradley Murphy, 23/24 Candidate



Callan Withers, 23/24 Candidate

The journey to the bar is not an easy one to navigate alone- especially when you come from a diverse background. That's why the Bridging the Bar mentoring scheme is an opportunity of a lifetime. Visibility matters, and so to be assisted by someone who looks like you, who themselves is thriving at the bar, makes all the difference. My mentor has inspired me, has boosted my self-confidence, and shown me that I am fully capable of reaching the bar.

”

Delivered by Bibi Badejo

ONLINE ADVOCACY TRAINING



ONLINE ADVOCACY TRAINING

The online advocacy training was led by The Advocacy Coach Bibi Badejo, the head of 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 April 2024 candidates will be invited to a live virtual event to practice the skills they had learned from the online course.

During the event candidates will be provided with real-life court scenarios, and have to prepare a range of advocacy tasks, including a cross-examination and a closing speech. The candidates will then present and work with professionally trained actors, experiencing in court simulations.



Following the presentations, candidates will be 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.

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 programme and expand participation to all candidates on the Academy. We have partnered with 15 Chambers, who have run sessions over two Saturdays between November and December 2023. These sessions covered 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. This opportunity exposed our candidates to new interview techniques and allowed them to receive detailed 1-to-1 feedback which they will utilise during their Pupillage interviews.

With thanks to our interview advocacy partner chambers;

Devereaux Chambers

Fountain Court

5 St Andrews Hill

11 Kings Bench Walk

Fourteen Chambers

3 Verulam Buildings

One Essex Court

Matrix Chambers

6 KBW College Hill

Hailsham Chambers

4-5 Gray's Inn Square

39 Essex

7 Bedford Row

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 of our BTB Academy candidates. 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 23/24 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

GRADUATION CONFERENCE 23/24

The closing conference for The Academy 23/24 will be held in June 2024, 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 as well as insightful workshops to equip our candidates with the important information and skills aiding them in their journeys to the Bar.

“

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

– Eleanor Tack,
BTB Board of Directors

”



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

RESILLIANCE FUND

Within the Academy budget, we reserved £10,000 to provide financial assistance to candidates during the 23/24 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.



“

Coming from a working class background and living in the North-West whilst working part time and completing the Bar Course, finance has been a barrier for me for travelling to London frequently and partaking in important programmes. However, with the assistance received, I have been able to complete such programmes ranging from interview advocacy training, the lecture series and mini-pupillages- all which are crucial to my future at the Bar. I thank Bridging the Bar for this assistance, without which I would be on an unequal playing field to my peers.”

-Megha Banerjee,
Academy 23/24 Candidate

ACADEMY 23/24 IN FIGURES



100 **CANDIDATES**
SELECTED FOR
THE ACADEMY



160 **MINI PUPILLAGES**
UNDERATKEN BY BTB
CANIDATES



36 **INTERNSHIPS**
WITH THE UK SUPREME COURT,
COURT OF APPEAL/HIGH COURT,
ADVOCATE, & THE LAW
COMMISSION

ACADEMY 23/24 IN FIGURES

23 **SPONSORSHIP PARTNERS**
SUPPORTING BTB

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

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

CONCLUSION

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.

We're happy to report that this support has not waned for cycle 23/24, and that these efforts, in combination with the detailed analysis and revision, are helping to refine and advance the meeting of our objectives.

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 24/25, the application window will open in Spring of 2024. 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.

For self-employed barristers, Chambers, or other interested organisations or individuals interested in supporting BTB, please reach out to us at 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



A bar that represents also benefits society.

GET IN TOUCH

TO FIND OUT MORE
WWW.BRIDGINGTHEBAR.ORG

FOR FURTHER INFORMATION
PROGRAMMES@BRIDGINGTHEBAR.ORG

FOR GROUP, PRESS AND MEDIA ENQUIRIES
INFO@BRIDGINGTHEBAR.ORG



@BridgeTheBar



Bridging The Bar



Bridging The Bar



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THE BAR

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A bar that represents also benefits society.

BRIDGING
THE
BAR

**ANNUAL REPORTS AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 1ST APRIL 2023**

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 75	Legal & Administrative Information
Page 76	Statement of Trustees' Responsibilities
Page 77	Statement of Financial Activities
Page 78	Balance Sheet
Pages 79 to 83	Notes to the Financial Statements
Page 84	Independent Examiner's Report

BRIDGING THE BAR
(Charitable Incorporated Organisation)

LEGAL AND ADMINISTRATIVE INFORMATION

CHARITY NUMBER	1190369
DATE OF REGISTRATION	13th July 2020
START OF FINANCIAL YEAR	2nd April 2022
END OF FINANCIAL YEAR	1st April 2023
TRUSTEES AT 1ST APRIL 2023	Aaron Mayers Mass Ndow-Njie Matheu Armel Swallow
LEGAL STATUS	Charitable Incorporated Organisation
GOVERNING INSTRUMENT	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.

CORRESPONDENCE ADDRESS	218 Strand London WC2R 1AT
PRIMARY BANKERS	Cashplus Bank 6th Floor One London Wall London EC2Y 5EB
INDEPENDENT EXAMINERS	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 2023**

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 CIO 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 25/01/2024

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 2023**

	Notes	Unrestricted Funds £	Restricted Funds £	TOTAL 2022/23 £	TOTAL 2021/22 £
INCOMING RESOURCES					
Incoming Resources from Generated Funds					
Donations, Grants & Legacies	3a	83,455	-	83,455	47,947
TOTAL INCOMING RESOURCES		83,455	-	83,455	47,947
RESOURCES EXPENDED					
Costs of Generating Funds					
Cost of Charitable Activities	4a	102,028	-	102,028	36,680
Governance Costs	4b	900	-	900	800
TOTAL RESOURCES EXPENDED		102,928	-	102,928	37,480
NET INCOMING (OUTGOING) RESOURCES		(19,473)	-	(19,473)	10,467
Funds Brought Forward		72,095	-	72,095	61,629
TOTAL FUNDS CARRIED FORWARD		52,622	-	52,622	72,096

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 79 to 83 form part of these financial statements.

BRIDGING THE BAR
(Charitable Incorporated Organisation)

BALANCE SHEET
AS AT 1ST APRIL 2023

	Note	Unrestricted Funds £	Restricted Funds £	Total 01-Apr-23 £	Total 01-Apr-22 £
Fixed Assets					
Tangible Assets	2	-	-	-	-
Investments	6	-	-	-	-
Total Fixed Assets		-	-	-	-
Current Assets					
Debtors & Prepayments	8	-	-	-	-
Cash at Bank and in Hand	7	53,522	-	53,522	72,895
Total Current Assets		53,522	-	53,522	72,895
Creditors: Amounts falling due within one year	9	900	-	900	800
NET CURRENT ASSETS		52,622	-	52,622	72,095
TOTAL ASSETS less current liabilities		52,622	-	52,622	72,095
Creditors: Amounts falling due in more than one year	10	-	-	-	-
NET ASSETS		52,622	-	52,622	72,095
Funds of the Charity					
General Funds		52,622	-	52,622	72,095
Restricted Funds	5	-	-	-	-
Total Funds		52,622	-	52,622	72,095

Approved by the Trustees on 25/01/2024

Signed on their behalf by Trustee 

Printed Name: MASS NDOW - NTIE

BRIDGING THE BAR
(Charitable Incorporated Organisation)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 1ST APRIL 2023**

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 2023

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 or the previous financial period.

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

1st April 2023:None
1st April 2022:None

BRIDGING THE BAR
(Charitable Incorporated Organisation)

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 1ST APRIL 2023

3. INCOMING RESOURCES

	Unrestricted Funds £	Restricted Funds £	TOTAL 2022/23 £	TOTAL 2021/22 £
a) Donations, Grants & Legacies				
Gifts & Donations	83,455	-	83,455	47,947
	83,455	-	83,455	47,947

4. RESOURCES EXPENDED

	Unrestricted Funds £	Restricted Funds £	TOTAL 2022/23 £	TOTAL 2021/22 £
a) Cost of Charitable Activities				
Academy Programme Costs	24,692	-	24,692	5,545
Administrative Expenses	-	-	-	301
Advertising & Publicity	1,438	-	1,438	861
Bank Charges	52	-	52	92
Insurance Costs	266	-	266	-
Photography Costs	885	-	885	1,350
Staff Costs	52,050	-	52,050	20,333
Sundry Expenses	1,652	-	1,652	896
Training Costs	-	-	-	1,900
Website Costs	20,991	-	20,991	5,403
	102,028	-	102,028	36,680

b) Governance Costs

Independent Examiners Fees	9	900	-	900	800
		900	-	900	800

BRIDGING THE BAR
(Charitable Incorporated Organisation)

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 1ST APRIL 2023

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-23 £	Total 01-Apr-22 £
Cash at Bank & in Hand	53,522	-	53,522	72,895
	53,522	-	53,522	72,895

8. DEBTORS AND PREPAYMENTS

	Unrestricted Fund £	Restricted Fund £	Total 01-Apr-23 £	Total 01-Apr-22 £
Sundry Debtors	-	-	-	-
	-	-	-	-

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Unrestricted Fund £	Restricted Fund £	Total 01-Apr-23 £	Total 01-Apr-22 £
Independent Examiners Fees	900	-	900	800
	900	-	900	800

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-23 £	Total 01-Apr-22 £
Fixed Asset Investments	-	-	-	-
Net Current Assets	52,622	-	52,622	72,095
Long Term Liabilities	-	-	-	-
	52,622	-	52,622	72,095

BRIDGING THE BAR
(Charitable Incorporated Organisation)

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 1ST APRIL 2023

12. STAFF COSTS AND NUMBERS

	TOTAL 2022/23	TOTAL 2021/22
	£	£
Gross Wages, Salaries & Fees	52,050	20,333
Employer's National Insurance Costs	-	-
Pension Contributions	-	-
	<u>52,050</u>	<u>20,333</u>

Employees who were engaged in each of the following activities:

	TOTAL 2022/23	TOTAL 2021/22
Charitable Activities	3	1

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 2023 set out on pages 77 to 83.

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: 30th January 2024