



THE ROLE OF THE INNS OF COURT

IN THE PROVISION

OF EDUCATION AND TRAINING FOR THE BAR

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1 Introduction to the role of the Inns of Court

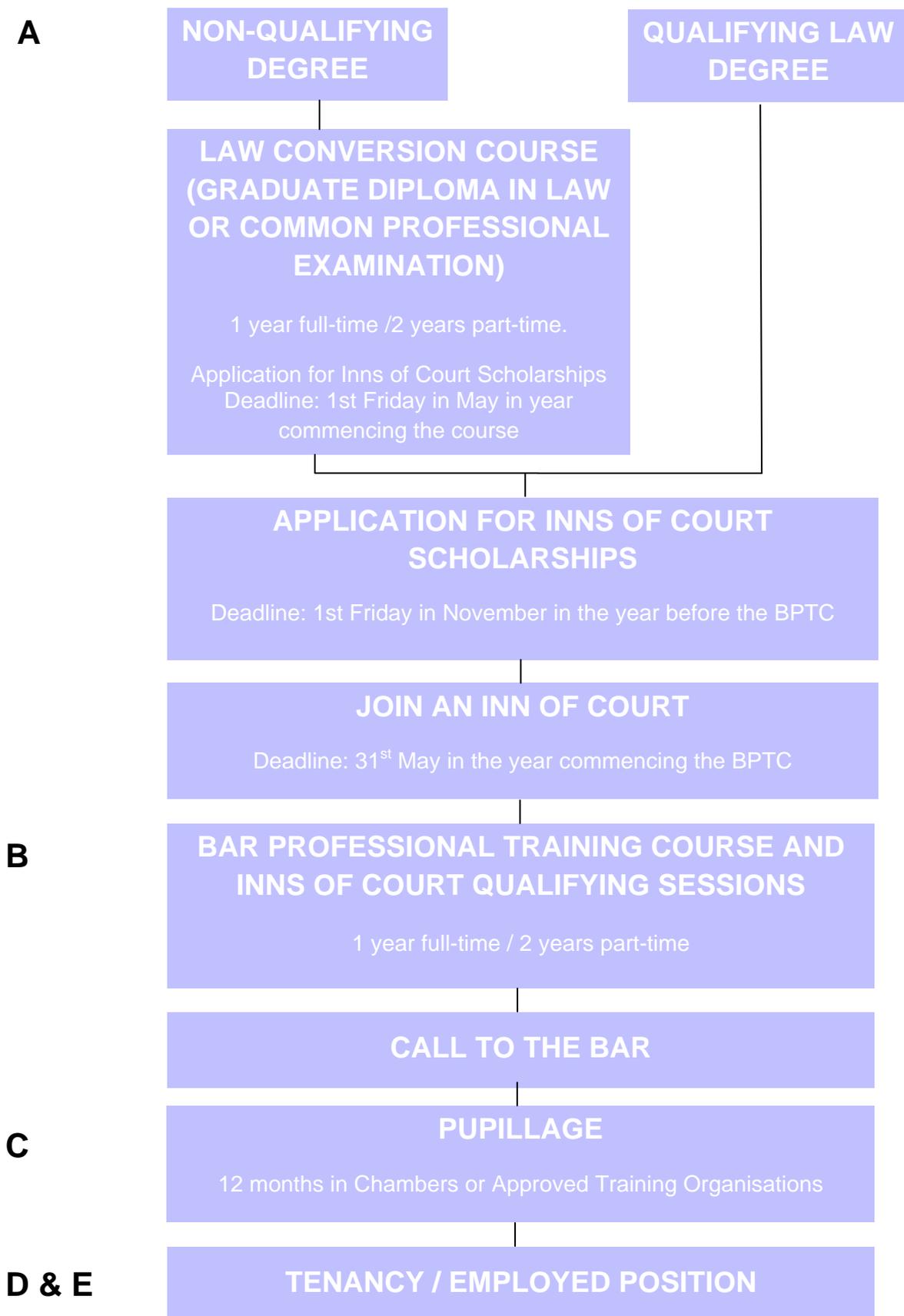
- 1.1 A barrister is defined in the Legal Services Act 2007 as an individual who has been called to the Bar by one of the Inns of Court and who has not been disbarred by one of the Inns of Court. Call confers on the barrister a degree - that of the 'Utter Bar'. The Bar Training Regulations, which are the responsibility of the Bar Standards Board, provide for members of the Inns to be called to the Bar when they have passed the Bar Professional Training Course (BPTC) and attended 12 educational 'qualifying sessions' delivered by their Inn, provided that they are considered to be a fit and proper person to become a practising barrister.
- 1.2 In the Bar Council's Annual Report for 2010, Baroness Ruth Deech DBE, Chair of the Bar Standards Board, stated: "*The Inns are the foundation of a barrister's life and work. They protect so many elements that constitute the identity of a barrister, fostering collegiality and high standards as well as providing a wide range of educational opportunities.*"
- 1.3 The purpose of this document is to outline the way in which the Inns meet this definition of their purpose through the delivery of a broad range of legal education and training. It begins with a description of the Inns' outreach to schools and university students, and follows details of their engagement with their members from the point at which they join as students throughout their careers until their retirement from practice. The four Inns are Lincoln's Inn, Inner Temple, Middle Temple and Gray's Inn.
- 1.4 Call to the Bar by an Inn of Court is the gateway to entitlement to practise. Further training and education must be undertaken throughout a barrister's career during which barristers are able to draw on their Inns' resources. Lying behind the formal training requirements is a very considerable degree of financial, pastoral and educational support which the Inns provide to students, pupils, and new and established practitioners.¹
- 1.5 The early history of the Inns' role in education and training is described in brief in Appendix 1. This paper concentrates on contemporary practice. The knowledge and experience which the Inns have gained in engaging with and educating recruits to the profession and in providing post-qualification training, places them in a strong position to assist in the current Review. An invitation to all members of the Legal Education and Training Review Consultation Panel and the Research Team is extended in Section 9 to observe any of the Inns' training programmes or discuss them with our representatives.

¹ A recent assessment of the total *pro bono* training activity offered through the Inns on an annual basis was calculated at 29,823 hours per year.

1.6 **The route to qualification as a barrister**

The present day route to qualification as a barrister is described in the following series of diagrams to help clarify and summarise the process.

ROUTE TO THE BAR



ROUTE TO THE BAR – FURTHER DETAILS

A

Academic Stage of Training

Degree other than law

Qualifying Law Degree

Graduate Diploma in Law or
Common Professional Examination

Join one of four Inns of Court while reading for QLD or GDL
or when academic stage completed and prior to commencing Vocational Stage.

B

Vocational Stage of Training

Bar Professional Training Course
(Full-time over one academic year or part-time over two years.
BPTC is available at eleven different Providers.)

*Attendance at 12 Qualifying Sessions provided by the Inns of Court, including
up to 3 at the student's Out of London Provider, is required.*

Culminates in

Call to the Bar by an Inn of Court

but the barrister still requires further professional training in chambers or at the employed Bar
before acquiring the right to practise.

C

Pupillage

12 months of in-service training split between
the first non-practising six months ("**the first six**") spent shadowing a barrister
and
the second practising six months ("**the second six**") when, having acquired a Provisional Qualifying
Certificate, the pupil is entitled to supply legal services and exercise rights of audience in the courts
under supervision from their Pupil Supervisor.

*During the first six months of pupillage the pupil must complete the Pupils Advocacy Course and be
assessed by the trainers as competent. The Practice Management Course must be completed during
pupillage. Both of these Courses are provided by the Inns of Court and Circuits.*

A Full Qualifying Certificate is then awarded by the BSB, provided that the pupil has satisfactorily
completed the courses and been certified as competent by the training provider.

D

Tenancy

Working as a self-employed barrister in chambers where they are responsible for their own clients or for assisting a senior member of chambers when they are “led” by the senior.

Alternatively

Employment as an Employed Barrister

Working as a barrister in employment e.g. in a bank, law firm or company, the Crown Prosecution Service (CPS), Government Legal Service (GLS).

*During the first three years of tenancy or employment, the barrister is a **New Practitioner** and is required by the Bar Standards Board (BSB) to complete the New Practitioners Programme (NPP) provided by the Inns of Court and Circuits (amounting to 45 hours of continuing professional development, including 9 hours of advocacy training and 3 hours of Ethics). They must also have completed, either during pupillage or during the NPP, the Bar Council's Forensic Accounting Course*

E

Full Practice

After three years and having completed the requisite courses, the barrister (for the purposes of regulation) is deemed

an Established Practitioner

As such they are required by the BSB to complete annually 12 hours of Continuing Professional Development (CPD) (proposed increase to 24 hours is under consultation).

2 Providing Access to training for the Bar

Context

- 2.1 In his 2007 report on Entry to the Bar² Lord Neuberger stated that “the Bar can only flourish and retain public confidence if it is a diverse and inclusive profession.” His report went on to make a series of recommendations which aimed “to ensure that, as far as possible, the Bar selects and is seen to select, the best entrants from all backgrounds regardless of social background, economic circumstances, educational advantages, ethnicity, gender, disability status, sexual orientation, age, religion or belief.”
- 2.2 The 2007 Neuberger Report acknowledged the positive steps taken by the Bar Council and the Inns of Court over many years to improve access to the Bar through their links with undergraduates and the provision of generous scholarships.³
- 2.3 The importance of the Inns’ work in this area was further highlighted with the release of the Milburn Report⁴ in 2009. This report, emanating from the Government’s ‘Panel for Fair Access to the Professions’, noted that there are a significant number of able students who might not be entering professional careers on account of factors other than academic performance or intellectual capability. Both the Bar Standards Board and the Legal Services Board have highlighted the importance of equality and diversity within the Bar, and recent consultations have again prompted consideration of the Bar’s recruitment procedures. Meanwhile, the Inns of Court remain committed to fair access and to continuing their efforts in this area.

Work with Schools

- 2.4 The Inns’ focus on opening access to the profession begins with school students. The Inns and the Bar Council are financial co-sponsors of the Bar Mock Trial competition⁵ an annual event which is run by the Citizenship Foundation and which is in its 21st year. Over 2,500 students from 175 non-fee

² <http://www.barcouncil.org.uk/news/TheEntrytotheBarWorkingPartyFinalReport/>

³ The most recently-collected data on diversity at the Bar, including gender and ethnicity statistics for students on the BPTC and being Called to the Bar, can be found in the BSB’s “*Bar Barometer: Trends in the Profile of the Bar*”

http://www.barstandardsboard.org.uk/media/1362443/bar_barometer_december_11_clickable_jan12.pdf

⁴ <http://webarchive.nationalarchives.gov.uk/+http://www.cabinetoffice.gov.uk/media/227102/fair-access.pdf>

⁵ <http://www.citizenshipfoundation.org.uk/main/comps.php?21>

paying schools and Further Education colleges across the UK take part. Schools register their interest and applicants are chosen from specific catchment zones. Schools that have not previously participated in the competition are given priority.

- 2.5 The Inner Temple's *Schools Project* is in its fourth year. The project aims to ensure that state school students are aware of the opportunities available to them at the modern Bar and to raise their aspirations towards the professions generally. The project challenges stereotypes about professional careers, provides students with information about citizenship and the legal system of England and Wales and promotes social mobility at the Bar. Run in conjunction with *Pathways to Law*⁶ and the *National Education Trust*⁷, the Schools Project reached 350 students from 200 different state schools during 2010-11 over five events. The project was recently highlighted and commended in the Advisory Panel for Judicial Diversity's final report⁸.
- 2.6 Gray's Inn launched its *Vocalise*⁹ mentoring programme in 2010, through which trained students of the Inn set up a debating programme to increase articulacy, communication and analytical skills amongst year five and six students, training groups of students over ten weeks towards a competition final in May 2011. The aim is to introduce school children to the Inns of Court and to develop some of the skills needed to become a successful barrister. The scheme was piloted in St Alban's Primary School, Camden and will be rolled out in the next academic year. (The scheme has also been piloted at two prisons with the aim of teaching the same skills to prisoners.)
- 2.7 Middle Temple hosts an annual Open Day for school students (also open to undergraduates) which provides information about careers at the Bar and gives students the opportunity to hear directly from practitioners. School groups are also welcomed on an *ad hoc* basis to hear about work at the Bar.
- 2.8 Some of the Inns' student societies support work in local schools. For example, one of the Inns' Debating Teams worked with Tower Hamlets Sixth-Form College to provide demonstration debates and public speaking.
- 2.9 Each Inn has developed its own approaches to outreach activities and to developing relationships with schools. These approaches complement each other, and a selection is included in the table below. However, whilst Inner

⁶ <http://www.pathwaystolaw.org/#>

⁷ <http://www.nationaleducationtrust.net/>

⁸ <http://www.justice.gov.uk/publications/docs/advisory-panel-judicial-diversity-2010.pdf>

⁹ http://www.stalbanscamden.co.uk/news_detail.asp?Section=8&Ref=128

Temple, Middle Temple and Gray's Inn focus considerable effort on widening access at school and university level, Lincoln's Inn directs its attention more towards universities. Together, the four Inns are able to lend significant effort towards providing information about careers at the Bar - and the forms of financial assistance available - across a very broad spectrum of education, from early secondary school-age children to university undergraduates.

A selection of the Inns' activities with Schools

Event / Activity	Number of school students participating
Bar Mock Trial Competition	2000 + annually
Inner Temple Annual Schools Project	350 students from 200 state schools over five events annually
Gray's Inn Vocalise Mentoring Programme	30 primary school students
Middle Temple Open Day	100 school students annually
School visits to Inns	300 school students annually

Universities

- 2.10 The Inns are represented along with the Bar Council at the vast majority of university 'law fairs' in England and Wales.
- 2.11 The Inns have established links with numerous Law and Bar Societies at a wide range of universities. This enables them to develop relationships with those societies and regional Bar representatives so that practising barristers can participate in the careers events that those institutions hold throughout the year, providing guidance about the profession and how to seek to access it.
- 2.12 The Circuits also have links with universities and colleges in their area. There are six Circuits: the Midland Circuit, the Northern Circuit, the North Eastern Circuit, the South Eastern Circuit, Wales and Chester Circuit and the Western Circuit. The North Eastern Circuit, for example, assists the University of Leeds with its '*Aim Higher*' Programme by providing barristers and pupils to give presentations to students.
- 2.13 The Inns have excellent links with academia through their Academic Benchers (senior academics) and Academic Fellows (early to mid career academics) from a wide range of universities across England and Wales. Academic Benchers and Fellows contribute to the Inns' educational programmes and provide up-to-date information about the Bar to students at their respective

institutions. The Inns also work with the Committee of Heads of Law Schools (CHULS), the Society of Legal Scholars (SLS) and Association of Law Teachers (ALT). These links assist in ensuring that accurate information about the benefits and challenges of a career at the Bar is made available to students.

2.14 The Inns of Court jointly run an annual careers day for careers advisers to which careers advisers at each institution offering a qualifying law degree are invited, giving them the opportunity to hear from and talk to members of the Bar.

2.15 The Inns run numerous events for university students from a full range of institutions and backgrounds to give them the opportunity both to learn more about the Bar and meet practitioners. They also encourage visits from university students throughout the year, organise university presentations across the country and arrange regional receptions in conjunction with local barristers¹⁰.

A selection of the Inns' activities with universities

Event / Activity	Number per year	Total number of participating undergraduates
Law fairs	20	c. 900
Inn/Bar Society events at Universities	60	
Academic Benchers / Fellows	77	
Annual Careers Advisers Day	1	50 careers advisers
Information Days for Students at the Inns	6	600
Careers presentations at Universities	17	750
Regional receptions	11	600
Intersociety Debating & Mooting Competition	8	135 from 50-75 universities
Individual university visits to the Inns	34	725

¹⁰ For example, Lincoln's Inn holds four university information days and dinners throughout the year and covers all travel costs for those students who wish to attend. Inner Temple holds four annual regional receptions nationwide for undergraduates of local universities giving them the opportunity to meet local practitioners.

Work experience and placements scheme

- 2.16 The Inns have introduced two *Access to the Bar* Schemes. The Middle Temple has established its *Middle Temple Access to the Bar Award*, which involves one week's marshalling and one week's mini-pupillage for undergraduates from disadvantaged backgrounds, providing them with funding for those two weeks. University departments are invited to nominate one candidate each, with about a dozen being shortlisted for interview by the Inn. The scheme will provide for eight placements per year in future.
- 2.17 The Inner Temple has developed a work experience placement scheme for capable students from families in lower socio-economic groups through an initiative called the *Pegasus Access Scheme*. This will place university students from such backgrounds who meet certain academic criteria into competitive chambers to which they might otherwise not have applied. The scheme was launched in January 2012.
- 2.18 All of the Inns participate in the Social Mobility Foundation's work to assist access to the Bar. The programme works with disadvantaged sixth formers to show them the benefits and challenges involved in a career at the Bar and how to go about joining the profession. It is important that young people know the requirements for entry and the opportunities open to them to gain scholarships once they have embarked on their qualifying law degree or a post graduate diploma in law.

Sample work experience schemes offered by the Inns

Activity	Total number of participants
Middle Temple Access to the Bar Awards	8 undergraduates
Inner Temple Pegasus Access Scheme	50 undergraduates
Social Mobility Foundation	60 school students

Funding and Scholarships

- 2.19 The Inns and Circuits continue to play a significant role in developing diversity and inclusivity within the profession by providing a wide range of financial aid. Training to become a barrister is expensive, but the Inns of Court work hard to support talented, aspiring barristers who might otherwise find the cost prohibitive. Overall, the Inns of Court awarded **£4.7 million** in scholarships for entry in 2011-12. Whilst all scholarships are granted on merit, financial need is usually taken into account in determining the amounts to be awarded.

Scholarships awarded by the Inns 2008 - 2011

	2008	2009	2010	2011
Lincoln's Inn	1, 287, 000	1, 342, 000	1, 487, 000	1, 487, 000
Inner Temple	1, 040, 000	1, 140, 000	1, 230, 000	1, 260, 000
Middle Temple	1, 010, 000	1, 056, 000	991, 000	1, 043, 000
Gray's Inn	798, 725	798, 725	798, 725	911, 980
Total	£4, 135, 725	£4, 336, 725	£4, 506, 725	£4, 701, 980

Communications and publications

- 2.20 *It's Your Call*,¹¹ a publication financed and produced jointly by the Inns of Court and Bar Council, and aimed primarily at Year 12/13 school students and university students, supplies statistics illustrating the number of available pupillages annually, by reference to each Bar Professional Training Course provider. However, the Inns (and Bar Professional Training Course Providers) also make it clear that this is a highly competitive profession; and that students must be aware of the many challenges that will face them, both points which are emphasised clearly on the Inns' websites.
- 2.21 All four Inns provide information and guidance on training as a barrister on their websites. Inner Temple also produces an annual *Careers' Guide*¹² which is available on the Inn's website and distributed to school/university students and careers' advisers. Furthermore, the Inns of Court and Bar Council jointly financed and developed the *Become a Barrister*¹³ website which provides information and guidance on a career as a barrister to school and university students.
- 2.22 Increasingly, the Inns are developing the effectiveness of their outreach programmes through on-line platforms including Twitter, Facebook and Pupillage Pages¹⁴ (a careers website dedicated solely to barristers), providing forums through which school and university students, mature entrants and legal and policy professionals can obtain and exchange information and expertise. This has also been accomplished through on-line collaboration with media

¹¹ <http://www.barcouncil.org.uk/assets/documents/Its%20Your%20Call%20Oct%2009.pdf>

¹² <http://www.innertemple.org.uk/downloads/prospective-members/Inner-Temple-Prospectus.pdf>

¹³ <http://www.become-a-barrister.com/>

¹⁴ <http://thepupillagepages.com/>

outlets. Inner Temple, for example, assisted recently in organising two *Guardian Law Online* forums to provide information on a range of topics to prospective law students and those investigating careers at the Bar.

2.23 The Inns remain closely in touch with the development of policy and new initiatives in connection with access issues, and regularly respond to Consultation Papers from Government and legal regulators on these matters, such as:

- **the Clementi Report** and the Legal Services Bill (subsequently enacted in 2007)
- **Bar Standards Board's** consultations on regulating entities, Continuing Professional Development and its proposed new equality and diversity conduct and practising rules
- **Legal Services Board's** consultation on increasing diversity in the workforce
- **Joint Advocacy Group's** consultation on proposals for a quality assurance scheme for criminal advocates
- **Ministry of Justice's** proposal for reform of legal aid in England and Wales
- **House of Commons Justice Committee's** consultation on Access to Justice and Sentencing Proposals

3 Qualifying Sessions

- 3.1 Following the completion of a qualifying law degree, or a non-law degree coupled with completion of a law conversion course, students seeking to be barristers must apply for and successfully complete the Bar Professional Training Course. This can be completed full-time over a year, or part-time over two years.
- 3.2 In the academic year 2010/11, 1682 students (as at 11 January 2011) were registered on the Bar Professional Training Course in institutions across 11 locations in England and Wales. The number of those studying on the course varies year on year. Prospective Bar students choose which of the four Inns they would like to join, and each Inn adapts its educational programmes to accommodate the numbers joining each year.
- 3.3 At the end of the course, students are called to the Bar by their Inn of Court. In advance of their Call, students must complete 12 Qualifying Sessions at their Inn (one of which is the Call Ceremony itself).
- 3.4 Qualifying Sessions are by definition both educational and collegiate. The four Inns provide a variety of Qualifying Sessions each year with a view to presenting students with a wide choice to enable them to learn about the law and more broadly about the legal profession, as well as to develop their advocacy and public speaking skills. The Qualifying Sessions are designed to add to the skills and knowledge gained on the Bar Professional Training Course and to bring the students' learning to life through contact with practising barristers and judges.
- 3.5 In 2010/11, a total of 331 individual Qualifying Sessions were delivered across the Inns. The learning opportunities available are broad-ranging, and many students elect to attend more than the requisite 12.
- 3.6 Below are some examples of Qualifying Sessions regularly provided by the Inns:
 - Lectures, typically provided before or after dinner. Speakers in the past year have covered subjects from pre-trial detention to the work of the parole board to international investment arbitration.
 - Residential weekends at Cumberland Lodge in Windsor Great Park and other locations, sometimes focusing on one area of law (e.g. anti-terrorist legislation or the role of religion in law). Lectures and intensive advocacy training during these weekends are delivered by senior barristers and sitting and retired judges.

- Presentation skills sessions.
 - Voice projection workshops.
 - Debates and moots.
 - Public speaking competitions.
- 3.7 Whilst historically, the emphasis was solely on learning by ‘osmosis’ and networking through social activities such as dining with experienced members of the profession, the current focus is now firmly placed on developing the knowledge and skills necessary to practise as a barrister. All the Inns believe there is still great value in having personal and individual contact with experienced practitioners. In no other profession is there such a structured and regular meeting of the most senior with the most junior of practitioners with the former giving their time *pro bono*. This is something the Inns believe is precious and must be preserved.
- 3.8 The Inns, all of which are situated within walking distance of the Royal Courts of Justice in London, recognise that a large proportion of students on the Bar Professional Training Course study in other cities and so make special arrangements to facilitate the completion of the requisite Qualifying Sessions by these students. The Inns hold events in London which are set aside for those studying outside London where there might be, for example, a series of talks followed by a social event. In addition, Qualifying Sessions are arranged locally to the Bar Professional Training Course providers with the assistance of local barristers and judges.
- 3.9 There are, of course, costs associated with putting on these events. In some cases a modest charge is made to the students, but there is a heavy element of Inn subsidy, meaning that the students pay only a small proportion of the actual cost. The time of all the barristers and judges who act as tutors and lecturers is given free of charge.
- 3.10 In 2010, the Inns began producing monitoring reports for the Bar Standards Board covering the details of their Qualifying Sessions. This provided a mechanism by which action taken as a result of student feedback could be recorded. The reports also captured examples of good practice so these could be shared. These reports list all the Qualifying Sessions provided, the number of students who attended and the number of volunteer barristers and judges who assisted. The reports for the academic year 2010/2011 were submitted to the Bar Standards Board which produced a summary report for its Board so that various themes could be followed up effectively. This can be found at Appendix 2.

- 3.11 The Inns also carry out additional activities in support of their students with a view to increasing the educational opportunities open to them, but which are not necessarily Qualifying Sessions. For example, students may be linked with barristers who act as their sponsors during the period of the course. The sponsor acts as adviser and ‘touchstone’ and assists in the process of introducing the student to life at the Bar. In addition, there are organised trips to European legal institutions where students see the workings of the legal profession in the wider international context. Other opportunities include completing a shift with a police officer to experience another side of the criminal justice system; and taking part in mooted and debating workshops and competitions between the Inns and against other educational institutions.
- 3.12 Arrangements are also made through the Inns for students to spend time in court with judges, discussing the cases which come before them and observing the way in which they are conducted. This activity is called “marshalling”. Again, all who take part give their time for free.
- 3.13 Education is the core function of the Inns of Court. Whilst the Inns recognise that the bulk of the requisite ‘technical’ education for trainee barristers at this stage comes from the providers of undergraduate education and the Bar Professional Training Course, the opportunities which the Inns continue to provide for students to practise their skills, discuss their thoughts and explore ideas are vital and lay the foundations for post-Call professional training.

4 Pupillage

- 4.1 In order to become qualified to practise as barristers, student members of the Inns, having successfully completed the Bar Professional Training Course, must be called to the Bar by their respective Inns, complete the professional stage of training (or be exempted from it by the BSB), and satisfy any further requirements set out in the Code of Conduct for barristers.
- 4.2 Under the supervision of a Pupil Supervisor at an Approved Training Organisation (that is chambers or an employed organisation accredited by the BSB), a trainee barrister, known as a pupil, must undertake a period of twelve months' "pupillage". This period of one year is divided into two six-month terms.

The 1st Six

- 4.3 During the first six months ("the 1st six") the pupil undertakes compulsory and assessed training under the direct supervision of a registered Pupil Supervisor within an Approved Training Organisation. This is a non-practising period: i.e. the pupil does not hold a practising certificate and cannot represent clients in court. Training within these six months will include shadowing practising barristers in court to observe advocacy and court conduct, drafting pleadings and other documents such as contracts, preparation of written advice and attendance at conferences with clients.
- 4.4 The pupil is also required by the Bar Training Regulations to undertake an external, assessed, compulsory advocacy training course. This is provided to pupils, depending on where they are based, by the Inns of Court and Circuits. Instruction is delivered by trained trainers, who are senior barristers and sitting and retired judges. Again, their services are delivered without payment. The Inns normally cover all Approved Training Organisations within the South Eastern Circuit. The remaining Circuits provide courses for pupils within their catchment areas.
- 4.5 The Inns and Circuits have developed their own curricula and assessment criteria for delivery of the Pupil Courses within the framework of the Bar Training Regulations. The structure and delivery of each course may vary from Inn to Circuit, but all the courses include compulsory elements. Pupils must successfully complete the advocacy training course before commencing the second six months of pupillage. The compulsory practice management course can be undertaken during the first or second six.
- 4.6 The Practice Management course covers everything necessary to consider and respond to in self-employed and employed practice. The components of the course are set out at Appendix 3. They include ethics; equality and diversity;

the practitioner’s relationship with and responsibility to the Bar Council and the Bar Standards Board; the “logistics” of the Bar (for example, how the Inns and Circuits work); discipline and complaints; record keeping, tax accounting and financial management; insurance; and relationships with clients, witnesses, solicitors, clerks and the courts.

4.7 The advocacy training portion of the course focuses on four target areas: skeleton arguments, oral submissions, examination-in-chief and cross-examination. The table below outlines the Inns’ Pupil Courses:

INNS OF COURT										
PUPIL ADVOCACY COURSE	Lincoln's Inn		Inner Temple		Middle Temple				Gray's Inn	
	2009/10	2010/11	2009/10	2010/11	2009/10	2010/11	2009/10	2010/11	2009/10	2010/11
Date of Course	2009/10	2010/11	2009/10	2010/11	2009/10	2010/11	2009/10	2010/11	2009/10	2010/11
Number of Pupils attending Advocacy Course	105	106	88	72	51	55	125	115	36	41
Cost	0	0	£60	£60	0	0	0	0	0	0
Structure of Course/s	3 x weekend course held in Nov, Feb and Mar		2 courses Oct – Dec and Jan – Mar (4 eves, 2 days, 1 wknd)		2 x three day courses		5 x two week courses		4 eve + 3days	
	Lectures, group work, mock trials		14 hours lectures/discussion and 20 hours advocacy training		Timed for pupils starting pupillage in spring and other Inns' pupils attend		25 hrs lecture, 14hrs wkshp, 2 court days		Lectures, group work, mock trials	
Practice Management	111 pupils/Oct & Feb	107 pupils Oct & Feb	92 in Feb	78 in Jan	Combined w/advocacy course		Combined w/advocacy course		Combined w/advocacy course	
Number providing training (including barristers, judges, solicitors, barristers' clerks & BSB staff)	70 Trainers + 35 others		90 trainers + 30 Other		35 Trainers + 30 Other				50 trainers + 20 Other	

The cost of attendance for pupils ranges from £0 to £60 maximum.

4.8 Pupils are assessed on their performance in the advocacy portion of the course. To assess pupils’ oral advocacy, the Inns and Circuits apply the Dutton Criteria, criteria set by the Advocacy Training Council (ATC - as to which see section 8) in conjunction with the Inns¹⁵. Successful completion of this course, along with official sign off being received from the pupil’s Pupil Supervisor, will entitle the pupil to obtain a Provisional Qualification Certificate issued by the Bar Standards Board which may then entitle them, in due course, to receive a practising certificate issued by the Bar Council. The course must be successfully completed by the end of the pupil’s 1st six by which time the pupil must also have been called to the Bar. Appendix 3 sets out the timetable and content of the pupil’s course.

15

http://www.advocacytrainingcouncil.org/index.php?option=com_content&view=article&id=58&catid=35

The 2nd Six

4.9 Possession of a practising certificate allows the pupil to enter the second six months of training with rights of audience and the ability to represent clients in court. The period of the second six is fully supervised by the pupil's Pupil Supervisor.

Pupil Supervisors

4.10 Pupil Supervisors are drawn from a pool within an Approved Training Organisation. The Bar Training Regulations stipulate that barristers must "normally" undergo training before they can be approved as Pupil Supervisors. Again, the Inns play an important role here, for barristers must apply to become Pupil Supervisors *via* their respective Inns, where they undertake training as outlined below:

PUPIL SUPERVISOR COURSE	INNS OF COURT							
	Lincoln's Inn		Inner Temple		Middle Temple		Gray's Inn	
Date of Course	Sep-10	Sep-11	May-10	May-11	Feb & Dec 10	Mar-11	Jul-10	Jul-11
Number attending	40	34	47	44	33 + 47	53	32	26
Cost	£0	£0	£0	£0	£0	£0	£0	£0
Number providing training (including barristers, judges, barristers' clerks & BSB staff)	5	5	12	12			7	7

4.11 Pupil Supervisors regularly assess competence, mentor, monitor progress and offer feedback. In addition to the compulsory pupil course, which pupils undertake at their Inn or on Circuit, further training within the Approved Training Organisation or externally may also be required, depending on the nature of the practice of the organisation.

4.12 The Pupil Supervisor is responsible for ensuring that the pupil has satisfactorily completed all training requirements during the pupillage period. The Bar Standards Board provides a checklist which is to be used by Pupil Supervisors to ensure pupils undertake all areas of training and development.¹⁶ At the close of the second six, pupils will submit to the Bar Standards Board a

¹⁶ <http://www.barstandardsboard.org.uk/qualifying-as-a-barrister/forms-and-guidelines/pupillage-forms/>

certificate of completion of the second six, signed by the Pupil Supervisor. In turn, the Bar Standards Board will issue a full qualification certificate (issues of conduct excepted) that allows a pupil to receive a full practising certificate from the Bar Council.

5 New Practitioners' Programme (NPP)

- 5.1 All barristers are required to complete a certain number of hours of Continuing Professional Development (CPD hours) and return a record card to the Bar Standards Board annually. In the first three years of practice, newly qualified practitioners are required to complete 45 hours of Continuing Professional Development, including at least 9 hours of Advocacy Training and 3 hours of Ethics (the "New Practitioners' Programme").
- 5.2 All the Inns and Circuits run specially-designed programmes for new practitioners, focusing on the requirements for training in advocacy and ethics.
- 5.3 The advocacy training is split into case preparation/case analysis, written submissions, and workshop-based practical training. Exercises are principally tailored to the requirements of the Self-Employed Bar, with a choice of civil, criminal or family cases. Two of the Inns also run courses for the Employed Bar, which deal with issues which arise in both the public and private sector.
- 5.4 Typically, there will be one or two experienced trainers and one judge per group, providing a more intensive training environment than at the pupillage stage.
- 5.5 Ethics training consists of interactive, seminar-type discussion of possibly contentious scenarios, led by several trainers. These programmes might typically also include a session on client care.
- 5.6 Training programmes for advocacy and ethics are usually arranged by the Inns over weekends so as to ensure that there is as little interference with practitioners' day-to-day commitments as possible. Since 2011, there has also been one course every year run over a series of evenings to accommodate those who are unable to attend courses at weekends either for religious or other pertinent reasons.
- 5.7 There is a choice between residential weekends and courses held at the Inns or at regional court centres. Prices range from £75 to £250, depending on the circumstances of the course. Either way, they are heavily subsidised by the Inns and Circuits, like other programmes offered by the Inns, they are taught predominantly by trainers and judges who give their time for free.
- 5.8 Appendix 4 sets out the timetable and content of the New Practitioners' course.

**Summary: Inns' Annual Training for New Practitioners (NPs):
Advocacy/Ethics**

	2009/2010	2010/11
Lincoln's Inn	55 NPs on 2 residential courses 71 NPs on day course (London) 35 trainers and 5 solicitors	52 NPs on 2 residential courses 66 NPs on day course (London) 49 trainers and 5 solicitors
Inner Temple	87 NPs on 2 residential courses 50 trainers, solicitors and medical & accountancy expert witnesses	96 NPs on 2 residential courses 50 trainers, solicitors and medical & accountancy expert witnesses
Middle Temple	130 NPs on 3 weekend courses held in London 30 trainers and judges	133 NPs on 3 weekend courses held in London 30 trainers and judges
Gray's Inn	41 NPs on 2 residential courses 16 advocacy trainers, judges, solicitors, and medical expert witnesses	41 NPs on 2 residential courses 16 advocacy trainers, judges, solicitors, and medical expert witnesses

6 Established Barristers

Context

- 6.1 On completion of the New Practitioners' Programme, established barristers are currently required to complete 12 hours of Continuing Professional Development per year. This number of hours has recently been reviewed by the Bar Standards Board which is consulting upon its recommendation for an increase to 24 hours, which will involve a wider range of 'approved' CPD activities.
- 6.2 Building upon the Continuing Professional Development already offered at the New Practitioner stage, the Inns of Court and Circuits offer a variety of inexpensive, accredited Continuing Professional Development events and courses which are generally open to barristers and are sometimes organised in collaboration with Specialist Bar Associations. As the Inns are places of learning and debate for the whole profession, the topics offered in Continuing Professional Development events cover a wide range of the issues facing the profession today. The full programme of lectures and other CPD events delivered by the Inns in 2009-10 and 2010-11 and an example CPD programme are set out in Appendix 5.

Lectures

- 6.3 The Inns and Circuits organise approximately 47 lectures for barristers per year (which are in some cases also open to students). Presented by barristers, judges and other experts in particular areas of law, these events may feature a single speaker or a panel of speakers and range from 1-2 hours in duration. The attendance fee for lectures ranges from £0 - £22.

Advocacy Master Classes

- 6.4 Three-hour sessions designed for practitioners who have already gained a fair amount of advocacy experience are also offered by the Inns with the aim of stimulating ideas and discussion of practical exercises to help participants build upon their previous experience. The attendance fee is £30. Examples of recent Master Classes include:
- Cross Examination and Speeches
 - Anonymity of Witnesses
 - Forensic Science: Fibres
 - Civil Advocacy – the Modern Approach
 - Cross Examination of Expert Witnesses

Seminars

- 6.5 The Inns and Circuits organise, in total, approximately six seminars for established practitioners per year. These tend to be half day (3 hours) or full day events (6 hours) with several sessions focusing on particular areas within one overarching topic. They may include a specialised advocacy training session in the topic under discussion.
- 6.6 Seminar sessions are led by members of the Inns or Circuits or relevant external experts. The attendance fee ranges from £105 to £200 and they are usually accredited as a number of hours of Continuing Professional Development. Examples of recent seminars are as follows:
- *“Making your case and getting paid for it!” - Evidence, Costs and Fees: What every barrister needs to know* – speakers included Lord Justice Rupert Jackson, Professor David Ormerod (Law Commissioner), Alex Charlton QC and Jan Luba QC.
 - *Working with Vulnerable Witnesses* – speakers included HHJ Peter Rook QC, Patricia Lynch QC, Dr Samuel Stein (consultant psychiatrist), DCS Caroline Bates (Head of Sapphire Unit, Metropolitan Police) and Donna Ravening (registered intermediary).
 - *The Future of Legal Education* – speakers included Baroness Ruth Deech (Chairman of the Bar Standards Board), Chris Kenny (Chief Executive, Legal Services Board), Nicholas Green QC (former Chairman of the Bar), Guy Beringer QC (former Senior Partner, Allen & Overy) and Professor Malcolm Grant (Provost and President, University College London).

Advanced Advocacy Course

- 6.7 The South Eastern Circuit organises an annual Advanced Advocacy Course which is open to new and established barristers from that Circuit. Its international standing is demonstrated by the attendance of many advocates from overseas jurisdictions. The course is run over a week (at Keble College) culminating in a full trial on the final day. The attendance fee ranges from £1,100 - £1,700. All four Inns offer a number of awards to junior members (mainly for those practising at the publicly funded Bar) to help fund their attendance on the course.

Training the trainers

- 6.8 In order to provide advocacy training to pupils and new practitioners, the Inns all run intensive teacher-training programmes for experienced barristers and judges who wish to become advocacy trainers. These courses are generally held over two days and are accredited for Continuing Professional

Development. Graded advocacy trainers are also able to gain hours of Continuing Professional Development by teaching on the Inns' advocacy courses.

Equality and Diversity Training

6.9 In support of the Inns' efforts to open the potential of careers at the bar to as wide and diverse a pool of talented applicants as possible, they provide equality and diversity training to ensure that members are aware of requirements, regulations and good practice in this area. These courses are led by senior members specialising in equality and diversity as well as relevant external experts. The attendance fee ranges from £0 to £45. They are normally open to members of the Inns, clerks and members of staff.

Impact of the Quality Assurance Scheme for Advocates (QASA)

6.10 The Inns are dedicated to supporting their members throughout the course of their professional careers and to ensuring that the highest standards of advocacy are maintained. The implementation of the Quality Assurance Scheme for Advocates (QASA) for criminal advocates may lead to the need for remedial training for those advocates who fail accreditation at a particular level as well as general Continuing Professional Development training for those advocates who wish to apply for a higher level. The Inns are currently collaborating with the ATC in the development of a bid or bids to become QASA-accredited development training providers and in support of the ATC's likely submission to act as a QASA 'Approved Assessment Organisation'. The Inns' direct involvement in provision of development training under the QASA scheme would inevitably lead to an increase in their training provision for established barristers.

Summary: Inns' and Circuits' Annual Training for Established Barristers

Event	Total number per year	Average number of barristers per event	Total number of barristers per year
Inns' and Circuits' lectures	47	80	3,760
Advocacy Master Classes	5	20	100
Seminars	6	100	600
Advanced Advocacy courses	1	70	70
Advocacy Teacher-Training courses	5	20	100
Equality and Diversity Training	17	25	425

Specialist Bar Associations

6.11 By definition, the Specialist Bar Associations provide Continuing Professional Development training to meet the specific requirements of specialised areas of practice with regard to both substantive law and procedure. The Bar Council website¹⁷ lists the 24 Specialist Bar Associations, each of which provides regular CPD events.

¹⁷ <http://www.barcouncil.org.uk/about/specialistbarassociations/>

7 The role of the Inns of Court in the ethos and discipline of the profession

General

- 7.1 The proper administration of justice by judges and the contribution which is made by the Bar depend very much on the integrity of advocates. Judges need to be able to rely on advocates to put their cases effectively and honestly and to draw attention to both supporting and opposing arguments as appropriate. Both judges and practitioners appreciate that, unless this duty to the court is respected, the administration of justice will suffer.
- 7.2 Judges and the public must also be able to have the confidence that advocates will observe the highest professional standards. The Inns have an important role in promoting and protecting these high ethical standards among members of the Bar from the very start of their careers when they join an Inn. A correct understanding of the various duties by which advocates are bound is central to their professional role and is at the core of discussion and teaching at the Inns.
- 7.3 Attendance at Qualifying Sessions presents students with an opportunity to get to know many of their contemporaries, as well as practising members of the Bar and judges. Inns encourage contact with practitioners in various ways, e.g. by requiring students to meet practitioners after the lectures which the Inns run for their members and at student advocacy weekends and other training events. Students and new practitioners are thus exposed directly to the ethos and ethics of experienced members of the profession at an early stage of their training and gain from their experience.
- 7.4 Students are supported in their studies by the facilities offered at the Inns' libraries. The libraries then support them throughout their careers.
- 7.5 Pupillage, the New Practitioners Programme and Continuing Professional Development all reinforce in practitioners the standards and ethos of the Bar.
- 7.6 All of those who go into practice as barristers will have completed pupillage and many will have received scholarships from their Inns. They will all have benefitted from the education and training provided by their Inn. They may in due course reciprocate by becoming involved themselves in their Inn's activities including the delivery of advocacy training. The training that members receive from their Inns, both before and after being called to the Bar, is provided *pro bono* by volunteer barristers and judges who have voluntarily undergone training themselves to deliver this service to the profession. This reinforces and exemplifies the vocational aspect of the profession.

- 7.7 The Circuits and Specialist Bar Associations are also collegiate institutions in the sense that they arrange educational events and networking opportunities for their members and these serve to maintain professional standards. Moreover, they provide Continuing Professional Development support to their members (such as the South Eastern Circuit Keble Advocacy Course), as do the Specialist Bar Associations (again on a *pro bono* basis).
- 7.8 The Inns are closely engaged not only in maintaining the standards and ethos of the profession, but also in addressing disciplinary offences declared or committed by applicants, students and practising barristers.
- 7.9 Applicants or students are required to declare on admission or prior to Call any previous convictions or offences. When an applicant or student declares a previous conviction on his/her admission or Call form the Inn has to decide whether or not it is a serious matter, as defined in the Bar Training Regulations. If an Inn decides that the declaration involves a serious matter, the Inn must refer the case to the Inns' Conduct Committee.
- 7.10 The function of the Inns' Conduct Committee is:
- a) to determine whether an applicant for admission to an Inn is a fit and proper person to become a barrister;
 - b) to determine whether the conduct of a student of an Inn is so serious as to call into question his or her fitness to practise as a barrister and if so to administer appropriate sanctions; and
 - c) to hear and finally determine appeals from determinations by a student's Inn of minor internal disciplinary matters against that student.
- 7.11 The Inns' Conduct Committee will consider the case and, if it agrees that the matter is serious, refer it to a Panel. A range of sanctions is available to the Panel. The most serious cases can lead to expulsion or refusal to admit the individual to the course. Appeal is to the Bar Standards Board. Following good governance practice, panels are made up of a mix of lay and barrister members.
- 7.12 In the case of existing practitioners, the Inns had for many years delegated their disciplinary role to the Bar Council. That function was subsequently transferred to the BSB, but in order to maintain the separation of adjudicators and the enforcing authority, the Inns have again become central to the disciplinary process, and the Council of the Inns of Court (COIC) now recruits, appoints and administers a panel of members for *all* disciplinary hearings. COIC's involvement ensures the independence of the panels and the final decision making within the fitness to practise and disciplinary process. One of

the four Inns' Under/Sub Treasurers oversees this process on behalf of COIC and is supported by a tribunals administrator.

8 The Role of the Advocacy Training Council

- 8.1 The Advocacy Training Council (ATC), a body of the Council of the Inns of Court (COIC – the co-ordinating body for the Inns of Court, the meetings of which are attended by chair and other representatives of the Bar Council and Bar Standards Board), was set up in 2004 as a committee of COIC under the chairmanship of Edwin Glasgow CBE QC to oversee the development and delivery of standards in advocacy and advocacy training for the Bar of England and Wales. In 2007 Charles Haddon-Cave QC succeeded as Chairman, and in October 2011 the role was taken over by Nicholas Green QC.
- 8.2 The ATC is the only standing pan-Bar body with membership drawn from the Inns, Circuits, Judiciary, Employed Bar, Bar Professional Training Course Providers, academia and the Bar Council. Its primary role is to ensure that advocacy training provision - from the Bar Professional Training Course (BPTC) through to the delivery of New Practitioner and advanced advocacy training - is of the highest standard, helping to ensure that advocates are effectively equipped in the defining skill of the profession.
- 8.3 Key functions of the ATC include monitoring and supporting the Inns and Circuits in the delivery of their Pupil and New Practitioner advocacy programmes; assessing BPTC advocacy tutors for accreditation by the Bar Standards Board; ensuring high standards for the training and grading of Inn/Circuit Pupil advocacy tutors; and undertaking research and development projects to support the delivery of advocacy training in specialist skills. The publication of the final report of the Vulnerable Witnesses and Defendants Handling Working Group in April 2011 marked a significant step in the ATC's contribution to driving forward advocacy training provision. Its findings have been commended at the most senior levels of the Judiciary, and have informed the delivery of a number of vulnerable witness training courses.
- 8.4 Having been approached by the Joint Advocacy Group (JAG) in 2010 to contribute to the earliest stages of the development of the Quality Assurance Scheme for Advocates (QASA), the ATC is currently taking the lead in co-ordinating the response of the Inns and Circuits to QASA implementation as mentioned in paragraph 6.9. An inter-Inn Working Group chaired by ATC Chairman Nicholas Green QC, is taking forward the Inns'/ATC response to QASA, including the potential delivery by the ATC of one of the Assessment Organisations which are to offer an alternative to judicial evaluation. The Chairman, together with ATC Interim Director, provides regular consultation and input into the BSB's on-going work with JAG.
- 8.5 The ATC also responds to requests for assistance from overseas Bars. ATC members, together with senior advocacy trainers from across the Inns and

Circuits, have worked alongside colleagues in overseas jurisdictions including Pakistan, India, Malaysia, Ghana, Hong Kong and South Africa, and at the International Criminal Court in the Hague. The ATC adopts a 'seed corn' approach, ensuring partners at the host Bar are equipped to continue to develop and enhance their own advocacy training programmes. The ATC has most recently assisted in an advocacy tutor-training programme in Zimbabwe, delivered in partnership with South African colleagues and funded by the British Embassy in Harare. In addition to ATC sponsored visits, the Inns also make an important contribution to overseas advocacy training by arranging their own visits through their well-established and extensive links with other jurisdictions.

- 8.6 The Inns will jointly become 'sole funders' of the ATC when the Bar Council withdraws from its interim support of the Council in July 2012.

9 Invitation

to members of the Legal Education and Training Review Consultation Panel and Research Team

We are of course happy to provide more details on any of the areas covered here. In particular, we would like to extend an invitation to members of the Legal Education and Training Review Consultation Panel and the Research Team to attend any part of the Inns' education programmes, details of which can be found on the websites of the four Inns:

<http://www.lincolnsinn.org.uk/>

<http://www.innertemple.org.uk/>

<http://www.middletemple.org.uk/>

<http://www.graysinn.info/>

The Inns Heads of Education will be pleased to help you with making arrangements to attend sessions. Contact details are as follows:

Joanna Robinson, Lincoln's Inn Tel: 020 7693 5130 or email:
joanna.robinson@lincolnsinn.org.uk

Fiona Fulton, Inner Temple Tel: 020 7797 8171 or email:
ffulton@innertemple.org.uk

Christa Richmond, Middle Temple Tel: 020 7427 4806 or email:
c.richmond@middletemple.org.uk

Quinn Clarke, Gray's Inn Tel: 020 7458 7965 or email:
quinn.clarke@graysinn.org.uk

10 Acronyms for Education and Training Review Panel

The academic stage

CPE	Common Professional Examination
GDL	Graduate Diploma in Law
QLD	Qualifying Law Degree
BPTC	Bar Professional Training Course
BVC	Bar Vocational Course (<i>replaced by BPTC</i>)
IELTS	International English Language Testing System
PTE	Pearson Vue Test in English
TOEFL	Test Of English as a Foreign Language
OOL	Out Of London students/Providers.

Providers are: Birmingham College of Law, Bristol University of the West of England, Cardiff Law School, Leeds BPP, Manchester Metropolitan University, Northumbria University Newcastle, and Nottingham Trent University.

Provision of training by the Inns

BTRs	Bar Training Regulations (<i>replacing Consolidated Regulations</i>)
QS	Qualifying Session
AMR	Annual Monitoring Report
PS	Pupil Supervisor
ATO	Approved Training Organisation (chambers and other organisations authorised by the BSB to take pupils)
NPP	New Practitioners' Programme
EPP	Established Practitioners' Programme
SBA	Specialist Bar Association

Professional organisations

BSB	Bar Standards Board
ILEX	Institute of Legal Executives
ILEXPS	ILEX Professional Standards
SRA	Solicitors Regulation Authority
FLR	Frontline Regulator

The profession and the Inns

ICC	Inns Conduct Committee
JAC	Judicial Appointments Commission
JC	Judicial College
QASA (Crime)	Quality Assurance Scheme for Advocates (Crime)
COIC	Council of the Inns of Court
ISOCEC	Inns Students Officers and Continuing Education Committee
ATC	Advocacy Training Council

Bodies created by the Legal Services Act

ABS	Alternative Business Structure (LSA 2007)
ARs	Approved Regulators (LSA 2007)
BOP	Barrister-only partnerships (LSA 2007)
LDP	Legal disciplinary practice (LSA 2007)
MDP	Multi-Disciplinary Partnership

Appendix 1: Early history of the role of the Inns of Court in education and training

The exact origins of the Inns of Court are not fully known. There was no founding or dated charter, but it is estimated that their foundation occurred in the early 15th century, as the records of Lincoln's Inn date back to 1422. Lincoln's Inn is thought to be the earliest of any of the Inns of Court. In 1608, King James I granted a Royal Charter to the Societies of the Inner and Middle Temples on condition that the lands were used *"to serve for all time to come for the accommodation and education of the students and practitioners of laws of the realm"*.

As well as applying to the houses used by travellers, the term "Inn" was also used to describe the large houses of statesmen, bishops, civil servants and lawyers whose business brought them to London, especially when Parliament and the courts were in session. This type of inn often provided accommodation for law students, or "apprentices of law", who at the period learnt their craft largely by attending court and sharing education and accommodation during the legal terms.

The term "barrister" was originally applied to a graduate of the Inn who had successfully negotiated the elaborate legal exercises set in Hall, which was laid out for moots like a court, with a bar. Although there were various attempts to regulate those who appeared in court, any requirement that they be barristers of an Inn of Court emerged at first as a matter of practice, but was then finally confirmed as a matter of law in a case in 1590. By this time, the title of 'Barrister' had become both a degree status and the name of one who practised law through a right of audience.

The recognition of barristers' exclusive right of audience was no doubt due in part to the thoroughness of the original medieval system of legal education provided by the Inns with at least seven years between admission as a student and call to the Bar. That system broke down during the English Civil war in 1642 and the old residence requirements for students became focused on 'dining' to enable learning through contact and networking with experts. It was not until the middle of the 18th Century that the common law was recognized as a subject for study in the universities. In 1852, Bar examinations were introduced by the profession and in 1872 they became compulsory for entry. In 1883 the Inns of Court School of Law was established as the principal college for vocational training for the Bar. The present framework of training has been developed from that time.

Appendix 2: Inns' Qualifying Sessions Annual Monitoring Reports to BSB for 2010/11



REGULATING BARRISTERS

Education & Training Committee

Overall report on Qualifying Sessions by the Inns of Court: analysis of reports for the Academic Year 2010-11

Definition

- 1 'Qualifying Session' as defined in the BTRs means 'an event (or part of an event) of an educational and collegiate nature arranged by or on behalf of an Inn.' The BTRs require that:

Part VI - Qualifying Sessions

56. Subject to Regulations 57 and 62, a person who is admitted to an Inn must attend 12 Qualifying Sessions during a period of no more than five years ending on the date on which that person is called to the Bar.

57. An Inn may on an application showing such exceptional grounds as satisfy criteria agreed by all four Inns waive or modify the requirement to attend Qualifying Sessions.

58. Each Inn is responsible, in cooperation with the other Inns, for:

(a) ensuring that suitable Qualifying Sessions are available for its members;

and (b) deciding what requirements must be satisfied for a person to be credited with attendance at one or more Qualifying Sessions; and

(c) agreeing criteria which specify the grounds on which the requirement to attend Qualifying Sessions may be waived or modified.

Background/context

- 2 As regulator, it is incumbent on the BSB to oversee and intervene if necessary in the activity of other bodies in the provision of Education & Training for the Bar. The Inns' activities for Bar Course students are crucial in complementing the Education and Training delivered by the BPTC Providers. It was agreed in 2010 that a system of annual reporting by the Inns and monitoring by the BSB would therefore be helpful in order to provide a measure of 'quality control' by the BSB as regulator, but also for the purposes of 'quality assurance and enhancement' by both the BSB and the Inns themselves:
- as good practice generally
 - to identify and correct any weaknesses
 - to identify, nurture and promote areas of good practice
 - to ensure that the quality of education provision by the Inns is not only of high quality but can be seen to be as such (by the public and other 'consumers') and
 - to ensure that the BSB is in a position to respond to queries from other parties (eg the LSB) about how it is fulfilling its duty as regulator to quality assure the education and training provided by the Inns (as well as that provided by universities, Bar Course providers etc)
 - The process is thus conceived as a major vehicle for continuously improving quality and standards of education and training for the Bar.
- 3 Following the first monitoring exercise of Qualifying Sessions provided by the Inns of Court (2010), it was decided that the process should be repeated in 2011 before possibly being extended to other areas of Inns' educational activities in the future.
- 4 In the second year of operation, the information and material collected concerning Inns educational activities has been summarised using a more standardised format derived from the first year of monitoring (for AY 2009-10). This has led to more systematic collection of information – for example, variation was detected last year in the nomenclature used by Inns for the types of event they organise. This has now become more aligned in the second year of monitoring. The element of critical self-evaluation has also improved, with consideration of feedback feeding into subsequent planning, as well as a narrative record of events.

Inns' Reports

- 5 Reports on Inns' Qualifying Sessions activities for Academic year 2010-11 were all received by the BSB by 26 October 2011 which was a great improvement on submissions made during the first year of monitoring (these were submitted last year in November-December 2010 but not finalised with the overall report produced until February 2011). Major themes from the four reports are indicated below and, again, some overall observations and recommendations are made, with suggested actions from last year also considered. The overall summary sheet is included as Appendix A; the individual reports are included as appendices B, C, D and E.
- 6 The four reports from the Inns are full and impressive and better aligned one with another this year with regard to their approach. Collectively they supply a great deal

of information about the activities of the Inns in providing education and training for Bar Course students. All cover the basic quantitative information required (list of sessions by type of event and attendance figures) and generally include more analysis and evaluation of the provision than last year. Identification of areas for improvement and actions needed have again been included and previous actions needed have been tracked and followed through as appropriate.

- 7 The use of a shared classification system for types of events is very helpful in trying to obtain an overall view, particularly in comparison with the somewhat disparate methods used last year. The approach to student feedback was also better presented. The BSB would not prescribe the precise ways in which feedback is obtained or the precise extent of analysis required but references to actions taken are helpful indeed in determining areas that could be improved further - the key reason for collecting feedback.
- 8 Information on costs was much debated last year but, by agreement, this has been considered outside the QS monitoring system for 2010-11. Information was only included by Inner Temple (estimated at £100,000) and not included. Overall estimates (not detailed calculations) can be helpful in ensuring comparability of provision for both the BSB and the Inns themselves, but this is really a matter for the Inns.

Qualifying sessions: scale

- 9 As indicated in the table (Appendix A) a grand total of 261 sessions were delivered across the four Inns (compared with 258 last year). Different types of events were sometimes included last year however which makes precise comparisons difficult, as well as the fact that some events are 'weighted' as 2 or 3 QS's (eg inductions, residential). The use of a template to categorise events made comparisons easier this year (for example some Inns had previously included BPTC evening events/'dinners' at out of London providers while others had not, or variations existed with regard to the inclusion of NPP events where students had participated).
- 10 Alignment of categories between Inns has thus helped the process for AY 2010-11. The general indication is of a stable situation, with a slight increase in some areas but reductions in others. These can often be explained, for example where a significant reduction in dinners with no talk is offset by a large increase in dining events with an educational element (as at Middle temple). Comparisons cannot always be made because the range of events included is not quite the same and therefore not strictly comparable.
- 11 The amount of practitioner engagement continues to be considered in relation to the size of the Inn, and also with regard to other factors such as CPD hours awarded (for example for guest lectures). This year, the numbers of practitioners was conflated with staff by two Inns, but not by a third – and helpfully given separately by a fourth (Inner). Overall it is therefore very difficult to determine any ratio of students to barristers at events. Two Inns had fewer people involved than barristers alone in the previous year (the ratio was about 4:1 last year). The large number of barristers involved in all activities in all Inns does however continue to demonstrate the immense amount of student support provided by the Inns as well as the commitment of practitioners to contribute to the training of the next generation of barristers. There

is, for the second year running, some discussion about attendance by students at events on Circuits, but the number of events has varied. For practitioners, details provided do not permit analysis of whether these are repeat attendances by a small number of practitioners or a wide range of participants

- 12 For students, the number of attendances divided by the number of students should give the average number of QS's per students. See Appendix A which gives respectively 10.4, 10.49, 8.8, 11.1 (compared with figure of 9.93; 10.59; 10.71; 11.72 last year. These figures might be expected to be higher but they are only indicative however because students often spread their QS's and they are not required to do all their QS's during the academic year in which they undertake the Bar Course. The figures may thus include students from various years (including final year undergraduates and CPE students). No Inn seemed to have considered the decrease in the number of attendances (only one had a significant increase, due to an increase in students) or sessions. One Inn had very significantly fewer student attendances but did not seek to comment or explain. The decrease in attendances since last year may be related to a fall in student numbers. [NB the numbers on the individual sheets do not always tally with the summary and I have used the numbers on the summaries – totals are not given in either the details or summary excel tables which should of course match and would make checking easier. When I added them up (easiest way is to paste into excel sheets and sum) they do not always agree - it is difficult for me to check?]

Qualifying sessions: range

- 13 The range of sessions made available to students continues to be very wide, as appropriate. Evidence shows that each Inn offers an extremely wide range of sessions, varying from induction sessions, to lectures, talks, advocacy training, debates and moots – and covering appropriate topics. Some sessions are residential.
- 14 The inclusion of an explicitly educational element in all QS's except Call was noted as an aim last year and has been achieved during 2010-11 (confirmed by Middle Temple, Inner Temple and Lincolns' Inn who have had educational content at all sessions for some time). Previously, not all events in all Inns (eg dining nights) had specifically educational elements but focussed rather on personal contact and learning, and networking as the educational element.
- 15 Approval of events as a QS is normally managed by each Inn. As previously, there are no criteria laid down by the BSB as to what Qualifying Sessions should cover, nor what any particular session is aiming to achieve. Some consideration should perhaps be given to the criteria used and the process for approval.

Feedback from students and actions taken

16 Understandably, there is some variation in the way that the Inns obtain and analyse feedback received from students. This also varies according to the activities, since at some events feedback questionnaires are used (sometimes online) whereas at others views are scoped more informally, as in a focus group type scenario. The basic approaches to feedback and monitoring are summarised in the paragraphs that follow (see Inns' reports in appendices for details):

17 *Lincoln's Inn*

Significantly more feedback has been sought from students, following last year's monitoring, for example by using feedback forms for talks prior to dinners and via the BPTC student representatives at the Student Activities Committee meetings. Key issues discussed this year have been as follows:

- Very positive feedback received about the quality of speakers – 'even the VAT talk was very interesting'! Views varied on some speakers but a wide range of topics is aimed at.
- There appears to be a balance needed between the aims to educate, inform and entertain. Entertaining talks are very often educationally very successful, rather than those that tend to be erudite but rather 'drier'. (A comment on lack of female speakers was made by a student who had missed 4 such events earlier in the year)
- The Student Activities Executive Committee monitored the introductory events and noted a wish for more interactive sessions. This is difficult however with large student numbers.
- The timing of individual advice and feedback on pupillage applications (under discussion)
- Practicalities including menus (no problems identified) and the PA system in the Great Hall (investigated and repaired/improved).

18 *Inner Temple*

The Qualifying Sessions subcommittee analyses feedback from QS's and addresses issues in order to report back to the main Education Committee. Members of the subcommittee also carry out observations for monitoring purposes. Some key matters identified in the report were as follows:

- Very positive feedback provided on advocacy training sessions, presentational skills sessions and clinical negligence
- Residential sessions were found to be extremely beneficial but more time needed for preparation for advocacy exercises. Also one trainer was less experienced (who received briefing). Discussion is ongoing as to whether to include more preparation and break times (although students are likely to feel that there will never be enough).

- Good feedback received on lectures and dining nights. The Inn has taken the decision to incorporate a lecture before every dining night, and to evaluate feedback from students on this.
- Out of London students were pleased with sessions, the number increased from 2010 and these are now being organised more centrally across the Inns to assist with provision.
- The interactive nature of sessions was often identified as the best feature - as well as the opportunity to practise skills in a supportive atmosphere without being assessed.
- Practicalities – the comment was made that a room for advocacy training was too small and cold (this was due to the large number of students and is being addressed. Additional training rooms possibly to be created). Class size for Presentational skills could also be reconsidered.
- Microphones inadequate in some classes (the sound system has now been improved).

19 Middle Temple

Questionnaires are completed and returned with the application to be called. An online system is planned and in development. Feedback is overwhelmingly positive although views varied on which provision fell short of the very best (eg some guest lectures, see Report). Areas most frequently discussed included:

- A wish for more locally provided QS's for students on circuit (expected to increase with greater co-ordination between Inns on provision sessions out of London).
- Discussion of later or earlier start times for sessions – on which student views were divided. (Reconsidered but decided to remain the same since a range of start/finish times are offered).
- Provision of QS's during vacation periods - Christmas, Easter or summer. (This is not possible due to Inns' closure and for maintenance etc).
- A request for there to be no QS residential weekends during assessment times. (Not possible since assessment times vary by Provider. Dates are provided well in advance). Clustering of QS's at weekends was requested especially for Students on Circuit which is being considered.
- Development of an online booking system for sessions. This is being developed.
- Accreditation requested of additional events, eg Middle Temple Student association events, heats for mootings, other social occasions etc. These are not considered to meet criteria for approval. To be considered by the Education Committee.
- Suggestion that more than 6 sessions per term should be allowed. (Currently under discussion).
- More advocacy training. This is always very popular with students and more and more is asked for but resource implications make it difficult, if not impossible.

20 **Gray's Inn**

Gray's normally seeks formal feedback in six categories, using the online 'Survey Monkey' system. Where an approval rating of 80% or more is achieved, little further action is taken but monitoring continues as before. Where less than 80% satisfaction is recorded then action is taken to drill down into areas of dissatisfaction and determine what is needed to remedy the situation for the following year. There were four such areas identified for AY 2010-11:

- A wish for more interactive elements (although some prefer straightforward delivery of information, interactive elements are to be increased where appropriate, particularly for longer events)
- More opportunities for mediation training (to be offered)
- A proportion of QS evenings to be managed by students (will allow one next year to be monitored first)
- Modernisation of the registration process for QS's (under consideration, funding applied for to implement an online booking system).

Overall findings and good practice

- 21 As last year, a great deal of positive comment was forthcoming regarding the vast majority of sessions and, where issues were identified (eg a less experienced trainer, 'drier' lectures etc) steps have been taken to make improvements.
- 22 Areas highlighted by students for positive comment, across all Inns, were, in particular, advocacy training, residential events, exposure to senior practitioners and the help received both formally and informally. Some features of good practice and improvement across most of the Inns were as follows:
 - The vast majority of training was regularly described by students as 'excellent', or indeed 'inspirational'. Residentials provide the opportunity to practice skills in a supportive atmosphere without being assessed.
 - Suggestions made by students for the improvement of QS's were noted in all the reports, including how these had been addressed.
 - Events that formerly did not have an explicit education element now do so, for example social and networking events are normally preceded by educational talks with Q & A sessions
 - Improvements and increase in numbers have been noted in out of London QSs held at various Providers by all Inns (and increased co-ordination and sharing by the Inns for 2011-12 is expected to improve provision further)

- Increased use of, or moving towards, online feedback systems (confirmed by Middle Temple, Inner Temple and Gray's Inn. Lincoln's Inn is looking at the possibility of using online feedback systems).
- Increased use of, or moving towards, online booking systems for QS's (confirmed by all four Inns). For example, Lincoln's Inn is focussing on expanding the number of Inn events that can be booked on line, after which they will be looking at online feedback.
- Dedicated groups or subcommittees are generally used to consider comments and feedback and ensure issues are addressed to add to continuous improvement. For example, Lincoln's Inn has a committee that looks at matters relating to QS's (made up of student representatives, Bar and Bench). Another uses its main Education Committee for this, with specific tasks (eg guest speakers, dedicated to certain Benchers).
- Monitoring students with disabilities and making necessary adjustments, eg for wheel chair users. Halls and training rooms are wheelchair compatible, as required and mechanisms are in place to pick up issues relating to disability including dialogue with students to ensure that no assumptions are made about what is/is not required (Lincoln's Inn).
- Housekeeping issues – eg problems with loud speaker systems identified (in two Inns) and dealt with in a timely manner. Dietary requirements addressed (eg vegetarian, kosher, medically-related) and students found these satisfactory.

23 Points raised last year by students (that did not necessarily apply to all Inns) were largely addressed, although some have inevitably recurred. It should be remembered that some views are not necessarily expressed by all students and suggestions are not always in need of implementation even though they should all be duly considered. For example, students always want more and more advocacy training opportunities. Matters mentioned last year by the previous cohort (for which see last year's report) that have recurred include:

- 1 Consideration whether Education days should be in the week or on a Saturday
- 2 More interactive elements requested in sessions
- 3 Students always want more and more on advocacy and more time to prepare for this
- 4 Earlier start to evening sessions requested for out of London students
- 5 Consider provision of QS's during the summer and Christmas breaks
- 6 Poor sound quality in some venues

Some of the above (1-5) are clearly likely to recur every year, whatever action is taken. Others (eg 6) may well be applicable to different locations. This suggests that other issues raised by students last year (eg more on etiquette, more on application and progression to pupillage, the need for information to be provided in advance, smaller groups, historical information on the Inns and tours etc) have been sorted out – unless it is simply the differing views and priorities of different cohorts.

24 As an overview of feedback and suggestions by students, the information as provided in the reports was very positive overall and the suggestions for improvement relatively minor and as what might be expected. In all the reports the identification of action needed was effective and followed through.

Conclusions and action plan(s)

- 25 The second year of the combined monitoring process of QS activities for all Inns has successfully built on the first version (or 'pilot') last year when much data had to be gathered retrospectively. It has become very effective and worthwhile. This is particularly noticeable in comparison with pre-2009 monitoring by Inns that tended to focus mainly on housekeeping matters (facilities, food etc). Cross comparison of Inns is also extremely useful – ensuring that provision is equivalent, even though it is not and should not be 'identical'. The more standardised format agreed by the Inns has been helpful both for the Inns and in enabling this overall analysis. The volume and range of events is quite staggering, as well as all the input from practitioners and the total number of student attendances.
- 26 The Inns continue to provide a wide range of activities that serve the purpose of being intensely educational and supportive, as well as providing a social or collegiate function. Student feedback is overall extremely positive but issues identified are resolved so far as is possible and appropriate. The reports are also valuable as narrative or factual accounts of events and related data (such as attendance figures). However more analysis and of the numbers and 'the story that the numbers tell' could be useful (for example the variations from last year etc). Summaries of actions taken and needed at presented in table form at the end of each report could also be useful.
- 27 The suggested action plan which follows refers mainly to overarching themes (including the production of the reports themselves) rather than to individual actions identified by each Inn which are of course detailed in individual reports.

Review of Action points, from the previous Academic Year (2009-10)

- 28 The review of actions from last year's reports are included in table form below:

	Action	<i>By whom</i>	<i>Outcome/ comment</i>
1	More critical evaluation and analysis of activities should be included, with the application of a more standardised format eg of events, attendees to be listed, headings used and consideration of 'the story the numbers tell' (for example, no report totals the numbers of events or thought to compare increase or decrease in type of session with last year - other themes such as	Inns Education Officers	Done (but see next section). The Inns Education Officers have worked hard to produce more evaluative and comprehensive reports, working extremely well together to establish a more standardised format and interpreting

	practitioner involvement could have been considered)		as well as analysing data.
2	The BSB should consider its remit over the content and delivery of QS's, and how far the BSB's regulatory role should extend to the detail of provision (and ensuring continuity of student experience between the Inns)	BSB	Done. The reports and overall report were received for consideration by the BPTC sub committee and the Education & Training Committee. The formalisation of an informal exercise has been established.
3	Feedback from students could be increased by the use of questionnaires where this is not already in place (but mostly planned) or by use of online questionnaires where these are not yet being used. (NB one Inn is effectively using 'Survey Monkey' and obtaining a good response)	Inns Education Officers	Done. There is evidence of increased amounts of and use of feedback from students.
4	Consideration should be given as to whether more advocacy sessions could be included. (Students always want more advocacy sessions.)	Inns Education Committees	Due consideration has been given but resource implications are limiting. Inner has added an additional BPTC Advocacy Day.
5	Consideration should be given as to whether more interactive/discussion sessions could be included.	Inns Education Committees	Considered but still requested this year.
6	Ways of ensuring there is not unnecessary repetition between information delivered by the Inns and Bar Course providers should be explored.	Inns Education Officers in discussion with BSB	This was explored, for example the use of 'Health Warnings' but repetition is sometimes useful to convey important messages
7	Action plans should be included at the end of each report (possibly in the same way as in this overarching report) to facilitate tracking each year. The BSB could therefore easily annually check that all recommendations are fully addressed by Inns and help ensure	Inns Education Officers	Partially done. The reports have improved greatly in terms of identifying actions needed and tracking results. A summary in table form at the end of each report might be

	continuity across Inns' provision		useful.
8	Consideration should be given as to whether this annual reporting on Inns' Education activities should be extended to other activities (eg for pupils, supervisors, advocacy training or other CPD activities)	Inns Education Committees in discussion with BSB	Fully considered but a second year of focussing on QS's was important to be established first. There are resource implications to extending the process to other areas.

Action points from Academic Year 2010-11 for consideration during 2011-12

- 29 Provision is clearly of high quality but some suggested action points are made on the basis that there will always be areas where further improvement is possible. Matters identified for consideration in the delivery and monitoring of Qualifying Sessions across the Inns are therefore presented in the table below. These are overarching since detailed issues are covered by the Inns' own reports. It is not intended to be a summary of Inns individual conclusions and actions, but rather an overview of matters applicable to all Inns in terms of the BSB's role as regulator of Training. Summary of suggested actions for 2010-11:

	Action	<i>By whom</i>	<i>Any constraints</i>
1	More evaluation and analysis of data could be helpful – for example some comment where the range has increased or decreased and for the detection of trends over time in future (eg no totals of number of events, students, barristers were provided)	Inns Education Officers	None
2	Consideration should be given to approval processes for events as QS's. Managed by each Inn, the process and use of criteria should be considered (one Inn noted that some events were not approved. It would be useful to include a note in next year's reports as to how this is done).	Inns Education Officers	None
3	Inns not currently using online feedback questionnaires might like to consider progressing this.	As appropriate	IT and resource implications
4	Inns not currently using online booking systems for QS's might like to consider	As appropriate	IT and resource

	progressing this.		implications
5	Consideration could be given (again) as to whether more advocacy sessions could be included. Alternatively, reasons why this is not possible should be explained to students.	Inns Education Committees	Time/willingness of trainers
6	Consideration should be given (again) as to whether more interactive/discussion sessions could be included.	Inns Education Committees	Time available during sessions
7	A summary action plan in table form could be included at the end of each report to facilitate tracking each year by both Inns and BSB.	Inns Education Officers	None
8	Consideration should be given (after the second year of QS reporting) as to whether this type of annual reporting on Inns' Education activities should be extended to other activities (eg for pupils, supervisors, NPP, CPD activities). These could perhaps focus on particular areas in different years, according to a 3-4 year cycle.	Inns Education Committees in discussion with BSB	Resource implications, but it would be very good

Dr V Shrimplin

First draft 31 October 2011

Checked by Inns and updated 21 November 2011

Appendix 3 Inns' Pupils' Programmes

ADVOCACY AND PRACTICE MANAGEMENT COURSE

16-27 January 2012

Monday 16th January

10:00-10:15 Introduction to the Course: **Christa Richmond**

10:15-11:15 Talk: **Derek Wood QC**

Introduction to Advocacy

COFFEE: 11:15

14:00-15:00 Talk + Workshop: **Stephen Lloyd**

Preparation Skills and Narrative Advocacy

COFFEE: 15:00

15:15-16:15 Talk: **HH Alan Hitching**

Mitigations

17:00-19:00 Workshops in Groups: Pleas in Mitigation, Bail Applications

Tuesday 17th January

10-11 Talk: **Adrian Whitfield QC**

Witness Handling

COFFEE:

11:00

11:15-12:15 Talk + Workshop: **Derek Wood QC**

Skeleton Arguments

14:00-16:00 Talk + Workshop: **Bernard Richmond QC**

Case Analysis i: Mechanics (Canning)

COFFEE:

15:00

17:00-19:00 Workshops in Groups: R v CANNING

Wednesday 18th January

09:30-10:30 Talk: **David Simpson**

Bar Mutual Management Company

14:00-16:00 Talk: **Adam Speller**

Management of Professional Finances

COFFEE:

15:00

17:00-19:00 Workshops in Groups: BECKETT v FALCON BUS COMPANY

Thursday 19th January: Court Based Day

Friday 20th January

10-12 Talk + Workshop: **Mark Tempest**

First Steps in the Civil Court

COFFEE:

11:00

14:00-15:00 Workshop: **Geri Peterson**

Using your Voice

15:00-16:30 Talk + Workshop: **Bernard Richmond QC**

Case Analysis ii: R v Willoughby-Traske

COFFEE: 16:30

17:00-19:00 Workshops in Groups: ROCKETT v RAINBIRD; PORCINE v LS GOLF CLUB

Week 2

Monday 23rd January

10:00-12:00 Talk + Workshop: **Philip Bartle QC**

Advocacy in Mediation

COFFEE: 11:00

14:00-16:00 Talk + Workshop: **Angela Hodes**

Kooda vs Kooda

COFFEE:

15:00

17:00-19:00 Workshops in Groups: R v Willoughby-Traske I (Prosecution Case)

Tuesday 24th January

10:00-12:00 Talk: **Joanna Glynn QC**

Preparing for expert evidence in litigation

COFFEE: 11:00

14:00-16:00 Talk + Workshop: **Gerard Van Tonder**

Ethics

COFFEE:

15:00

17:00-19:00 Workshops in Groups: R v Willoughby-Traske II (Defence Case)

Wednesday 25th January

09:30-10:30 Talk: **Nick Salt**

You and Your Clerk

10:30-11:30 Talk: **Bernard Richmond QC**

Vulnerable Witnesses

COFFEE:

11:30

14:00-16:00 Talk + Workshop: **Adrian Whitfield QC**

Witness Handling – Cross-examination of experts in litigation

COFFEE: 15:00

17:00-19:00 Workshops in Groups

R v Willoughby-Traske III (Closing Speeches, Previous inconsistent statements)

Thursday 26th January: Court Based Day

Friday 27th January

10:00-11:00 Talk: **Simon Monty QC**

Appellate Advocacy

COFFEE:

12:00

11:00-13:00 Talk + Workshop: Mark Sutton QC
Tribunal Advocacy (with reference to Sterling and Bullfrog)

COFFEE: 12:00

14:00-15:00 Return Skeleton + Feedback: **Derek Wood QC**

Conclusions. Final hints, tips and advice.

Practice Management Course

The Old Hall

9 am – 5 pm

TUESDAY 7TH FEBRUARY 2012

0845	Coffee and Registration The Crypt, the Old Hall	
0900	Welcome & Introduction : Chairman & introduction to the Panel	His Honour John Samuels QC
0905	<i>“How to Please the Judge”</i>	His Hon John Samuels QC
0920	<i>“The Importance of the Usher and the Clerk”</i>	former Clerk to the Magistrates Court, now Junior Tenant at Blackfriars Chambers.
0930	<i>“Working with your Clerk in Chambers”</i> The Barrister/Clerk relationship Developing your Practice Understanding Clients’ Needs	Kevin Aldridge, 3 Temple Gardens.
09.45	<i>“From Pupillage to Practice”</i>	David Graham, Junior Tenant, Francis Taylor Building
10.00	<i>Pupillage Forum</i> Pupils invited to QUESTION Panel on any aspects of the above. Please be prepared to participate	ALL
10.30	Coffee	
10.45	<i>“Professional Indemnity - Avoiding Risk and Complaints” SEE PACK FOR “Risk Prevention Fact Problems”.</i> Please come prepared Pupils will examine a number of scenarios with the Panel. This is an interactive session.	<u>PANEL CHAIRED BY</u> Karen Shuman, One Chancery Lane Chmbs., with David Simpson, of Thomas Miller (Insurers) and James Woolfe, Professional Practice Committee, Bar Council.

11.45	“Tax Accounting Matters & Financial Management” Presentation.	Kevin Birch, Chartered Accountant
12.45	Q & A on Tax Accounting and Financial matters.	
13.00	LUNCH	
13.45 - COLLECT COATS AND BAGS FROM CRYPT CLOAKROOM - COURSE MOVES TO The Old Courtroom and 33 Chancery Lane. (Groups assigned on the day)		
14.00	PROFESSIONAL ETHICS This is an interactive session and all students will participate. SEE PACK for Ethical Scenarios. Please read and prepare. You should bring the Code of Conduct (Archbold or White Book) relevant to your practice.	Panel consisting of Judge, Barrister and Solicitor will respond to students IN ROLE on ethical dilemmas and problems posed led by a ‘Moderator’.
15.30	Coffee break : (Old Courtroom Group – Upper Courtroom)	
15.45	ALL ASSEMBLE IN CHANCERY LANE	
1600	FIRST DAYS IN COURT AND CASE PREPARATION - SEE PACK FOR YOUR CASE, headed either CRIME, CIVIL or FAMILY <u>Pupils split into Criminal or Civil practice groups covering :</u> - Practical tips on court etiquette, behaviour in court, treatment of lay clients and witnesses, punctuality, etc - Case Preparation : How to prepare for and conduct a typical case in your practice area. Please make sure you have read the case and consulted any references required	PANEL of Established practitioners give advice and guidance on practical tips for ‘early days’ in court and examine how to prepare for and conduct a case in your specific practice area.
1700 to 17.15	Complete FEEDBACK	ALL

Appendix 4: Inns' New Practitioners' Programmes

NEW PRACTITIONERS ADVOCACY & ETHICS TRAINING

Beaumont House, Nr. Egham, Surrey

30th September – 2nd October 2011

PROGRAMME

For CIVIL PRACTITIONERS

Friday evening

From 14.30 CHECK IN – Main Reception.

19.00 **Registration : Lincoln's Inn Desk, Reception**

The Main Building

19.30 ***Dinner : The Restaurant – Ground Floor (left at Reception)***

TEACHING TAKES PLACE IN TWO BUILDINGS, separated from the main building, located to the left of Reception - THE BALMORAL SUITES AND THE KENSINGTON SUITES - See Site Plan

20.45 Tutors' meeting : BALMORAL 4 – Ground Floor

21.00 **Welcome and Introduction to ALL New Practitioners**

BALMORAL SUITES : MAIN ROOM : First Floor

His Hon John Samuels QC, Course Director

21.15 – 22.00 **Case Analysis (PART 1) – WILSON v BREWSTER**

BALMORAL : MAIN ROOM – First Floor

ALL CIVIL practitioners.

At conclusion of Plenary Case Analysis session, Group Lists giving room and tutor allocations, together with individual roles for the following day's programme, are given out, as per :

Claimant's team: Students A, B and C

Defendant's team: Students X, Y and Z

Saturday

07.30 - 08.45 *Breakfast -The Restaurant, Ground Floor (left at Reception)*

08.30 – 08.50 **Tutors’ meeting – BALMORAL 4 – Ground Floor**

09.00 – 09.45 **Case Analysis (PART 2) – WILSON v BREWSTER**

BALMORAL 1 and BALMORAL 2 – First Floor

Claimants and Defendants split into separate groups

Followed by Advocacy Practice Groups in designated rooms : BALMORAL 1, BALMORAL 2 AND BALMORAL A : FIRST FLOOR : See your Group List for your designated room

9.45 - 10.30 **Exercise 1 : Case Management Conference: A and X**

10.30 – 11.15 **Exercise 2: Special Appointment (to include summary assessment of costs of the appointment) B and Y**

11.15 - 11.30 ***Coffee break – BALMORAL LOUNGE – Ground Floor***

11.30 - 12.00 **Exercise 3: Application of commencement of trial to call a new witness and amend pleadings. C and Z**

12.00 – 13.00 **Examination of Witnesses : pt 1**

- the claimant **in chief A xx Y**

13.00 - 14.00 ***Lunch : The Restaurant, Main Building, Ground floor***

14.00 – 16.00 **Examination of Witnesses : pt 2**

- the surprise witness (for claimant) **in chief B xx Z**

- Mr Brewster **in chief X xx C**

- Ms Patel **in chief Y xx B**

16.00 - 16.30 ***Break – Free time***

16.30 – 17.15 **An introduction to Ethics and how the session will work on Sunday morning.
: KENSINGTON SUITE : Main Room**

Tutors also attend.

19.00 - 19.30 ***Pre-dinner Drinks Reception - The Rememham Room, The White House (end of main building)***

19.30 **DINNER - *The Dining Room : The White House***

Sunday

07.30 - 08.45 **Breakfast - The Restaurant : Main Building – Ground floor**

08.30 – 0900 **Please CHECK OUT of rooms**

09.00 **ETHICS : A Moderated Debate : Civil Group**

KENSINGTON SUITE – MAIN ROOM

Practitioners split into Criminal and Civil Groups. They examine a number of scenarios incorporating ethical questions in relation to practice, in accordance with the Code of Conduct. These are contained in the ‘packs’ sent in advance. Tutors act in role.

0900 – 11.00 **Debate 1:** examples : Confidentiality vs Duty to Court;
Duty to Client vs Duty to Public Fund;
Acceptance & return of Instructions.

11.00 – 11.15 Coffee Break : Kensington Coffee Area

11.15 – 13.00 **Debate 2:** examples: Instructions & Pleadings;
Questioning witnesses;
Disclosure; Privilege

13.00 - 14.00 Lunch : The Restaurant, Main building

Practitioners return to Advocacy Groups/Rooms (as per Saturday) for closing speeches.

14.00 ADVOCACY TRAINING resumes in allocated rooms

in BALMORAL SUITES - See Group lists

Tutors are advised to allow 15’ for each speech and 5’ for each review and to use any time remaining at the end for group discussion of issues which have emerged during the course of the afternoon.

14.00 – 16.30 Abbreviated Closing Submissions

- findings of fact **X**
- defendant’s submissions as to quantum **Z**
- findings of fact which claimant seeks **A**
- claimant’s submissions as to quantum **C**

16:30 **“Debrief”**, questions and discussion, and feedback forms

17.00 **Programme ends**

ADVOCACY COURSE FOR NEW PRACTITIONERS

2nd November 2011

CASE ANALYSIS & PREPARATION FOR ADVOCACY

Programme

5.15 pm	Registration & Introduction
5.30 pm	<u>Case Analysis Part 1</u>
	Civil Group Room 2/3
	Criminal Group Room 4/5
7.30 pm	<u>Case Analysis Part 2 : Group Sessions</u>
	<u>Civil Practitioners :</u>
	Defendant Group Room 2/3
	Claimant Group Room 1
	<u>Criminal Practitioners :</u>
	Prosecution Group Room 6
	Defence Group Room 4/5
9.00 pm	End

New Practitioner Programme for Civil Groups

Saturday 12th November 2011

Lincoln's Inn, Rolls Passage, 33 Chancery Lane

MARJORIE WILSON v RONALD BREWSTER

Claimant's team: Students A, B and C

Defendant's team: Students X, Y and Z

9.00 am Registration & Introduction to Advocacy for Students - Plenary

(0900 – 0915 Tutors' Briefing)

9.15 am Students split into allocated Advocacy Groups – Crime, Civil, Family

9.15 am **Exercise 1: Case Management Conference A and X 50'**

10.05 am **Exercise 2: Special appointment (to include summary Assessment of costs of the appointment) B and Y 45'**

10.50 am **Exercise 3: Application at commencement of trial to call a new witness and amend pleadings C and Z 45'**

11.35 am **Exercise 4: Examination of witnesses 60'**

(1) The claimant in chief **A xx Y**

(2) The surprise witness in chief **B xx Z**

12.35 pm **Lunch : THE OLD HALL**

1.30 pm **Exercise 4 (cont): Examination of witnesses 60'**

(3) Mr Brewster in chief **X xx C**

(4) Ms Patel in chief **Y xx B**

2.30 pm **Exercise 5: Abbreviated closing submissions 75'**

(1) findings of fact which defendant seeks **X**

(2) defendant's submissions as to quantum **Z**

(3) findings of fact which claimant seeks **A**

(4) claimant's submissions as to quantum **C**

5.00 pm **Programme ends**

PROFESSIONAL ETHICS COURSE
for New Practitioners

DATE 8th November 2011

Rolls Passage, 33 Chancery Lane

PROGRAMME

5.15 pm Registration and welcome

All assemble in Plenary: Room 2/3

5.30 – 9.00 pm Group Exercises on Ethical Problems

- Criminal

- Civil Groups

(Family Practitioners join one or the other)

9.00 pm Programme concludes

Followed by drinks and canapés in the reception area

Appendix 5: Established Barristers' Programmes

Inns' Provision of Continuing Professional Education

Lincoln's Inn

2009/2010

				No attended
Human Trafficking Lecture	Parosha Chandran	09/11/2009	1.5 hours	47
Sir Thomas More Lecture	The Rt Hon Lady Justice Mary Arden DBE	10/11/2009	1 hour	99
Human Rights Series - Lecture 1	Dr Hans Christian Kruger & Parosha Chandran	19/04/2010	1.5 hours	38
Human Rights Series - Lecture 2	Dr Hans Christian Kruger & Parosha Chandran	20/04/2010	1.5 hours	37
Human Rights Series - Lecture 3	Dr Hans Christian Kruger & Parosha Chandran	21/04/2010	1.5 hours	50
Human Rights Series - Lecture 4	Dr Hans Christian Kruger & Parosha Chandran	22/04/2010	1.5 hours	52
Tutor training			12 hours	18

2010/2011

European Law Series - Lecture 1	Hugh Mercer QC, Paul Stanley QC & Tim Eicke	27/09/2010	1.5 hours	36
European Law Series - Lecture 2	Tim Eicke & Andrew Byass	04/10/2010	1.5 hours	34
European Law Series - Lecture 3	David Perry QC & Tim Eicke	11/10/2010	1.5 hours	50
Sir Thomas More Lecture	The Honourable Mr Nicholas Forwood	10/11/2010	1 hour	84
Mental Disordered Offenders	HH J Samuels QC, The Lord Ramsbotham, Dr Emmet Larkin, HHJ Robert Atherton, Nigel Shackelford	10/02/2011	2 hours	50
Human Rights Series - Lecture 1	Dr Hans Christian Kruger & Parosha Chandran	14/02/2011	1.5 hours	43
Human Rights Series - Lecture 2	Dr Hans Christian Kruger & Parosha Chandran	15/02/2011	1.5 hours	38
Human Rights Series - Lecture 3	Dr Hans Christian Kruger & Parosha Chandran	16/02/2011	1.5 hours	50
Tutor training			12 hours	15

Inner Temple

2009/2010

No
attended

Advocacy Teacher Training Course		10/10/2009	5 hours	18
Advocacy Teacher Training Grading Day		11/10/2009	3 hours	18
Lecture: The UN Rwanda Tribunal: its Successes and Failings	Iain Morley QC	12/10/2009	1 hour	173
Lecture: Guantanamo, Secret Prisons and Rendition to Torture	Clive Stafford Smith	19/10/2009	1 hour	246
Civil Advocacy Master Class	The Rt Hon Sir John Chadwick, Michael Soole QC and Michael Lerego QC	03/11/2009	3 hours	30
Criminal Advocacy Master Class: Advanced Cross Examination	His Honour Judge Stone QC, His Honour Judge Paget QC and Dorian Lovell-Pank QC	10/11/2009	3 hours	28
Lecture: The International Court of Justice: Views from the Bar, Bench and President's Chair	Dame Rosalyn Higgins DBE JSD FBA QC	16/11/2009	1 hour	232
Criminal Advocacy Master Class – Forensic Science: Blood Staining	His Honour Judge Stone QC, His Honour Judge Paget QC, Dorian Lovell-Pank QC and Dr Ann Priston OBE	25/11/2009	3 hours	22
Seminar: Effectively Questioning Scientific Evidence	His Honour Judge Leonard QC, Dr Ruth Morgan, Kimberlee Moran and Ron Cook	28/11/2009	6 hours	55
Civil Ethics Master Class	John Ross QC, Sue Carr QC, Martin Griffiths QC and Alastair Hodge	30/11/2009	3 hours	25

Criminal Advocacy Master Class: Advanced Cross Examination	His Honour Judge Stone QC, His Honour Judge Paget QC and Dorian Lovell-Pank QC	07/12/2009	3 hours	24
Lecture: The Ethics of Professionalism in the 21 st Century	Rt Hon The Lord Neuberger of Abbotsbury	22/02/2010	1 hour	285
Lecture: Professionalism at the Self- Employed Bar and the Employed Bar: a Comparison	Robert Webb QC FRAeS	22/03/2010	1 hour	221
2010/2011				
Civil Advocacy Master Class	The Rt Hon Sir John Chadwick, Michael Soole QC and Michael Lerego QC	06/10/2010	3 hours	21
Advocacy Teacher Training Course		09/10/2010	5 hours	25
Advocacy Teacher Training Grading Day		10/10/2010	3 hours	25
Lecture: Professionalism and the Public Good	Professor Dame Hazel Genn DBE	11/10/2010	1 hour	222
Criminal Advocacy Master Class: Cross Examination and Speeches	The Rt Hon Lady Justice Hallett DBE, His Honour Judge Forrester, His Honour Judge Paget QC and Dorian Lovell-Pank QC	20/10/2010	3 hours	25
Lecture: A Comparison of the UK and NZ Supreme Courts	Professor The Honourable Dame Margaret Wilson DCNZM	01/11/2010	1 hour	205
Civil Ethics Master Class	His Honour Judge Critchlow, Sue Carr QC, Michael Pooles QC	03/11/2010	3 hours	28
Criminal Advocacy Master Class:	His Honour Judge Forrester, His Honour Judge Paget QC, Dorian Lovell-Pank QC	04/11/2010	3 hours	29

Examination of Expert Witnesses	and Dr Ann Priston OBE			
Lecture: Semper Reformanda: Can Professionalism Survive the Demands of the Modern Marketplace?	Guy Beringer QC	15/11/2010	1 hour	246
Criminal Advocacy Master Class: Cross Examination and Speeches	His Honour Judge Forrester, His Honour Judge Paget QC and Dorian Lovell-Pank QC	24/11/2010	3 hours	33
Lecture: Independence of the Judiciary – from What?	The Rt Hon Lord Justice Hughes	21/02/2011	1 hour	279
Lecture: The Independence of the Profession and the Rule of Law	Baroness Deech and Peter Lodder QC	21/03/2011	1 hour	289

Please note Inner Temple Lectures are open to students as well as barristers. Master Classes are limited to small groups.

Middle Temple

2009/2010

What Do Government Lawyers Do?	Sir Suma Chakrabarti KCB, Keir Starmer QC, Paul Jenkins QC, Jonathan Jones	12/10/09		
Can the Bill of Rights do better than the Human Rights Act?	Dominic Grieve QC MP	30/11/09		

The Future of the Independent Bar	Baroness Deech	22/02/10
Fair Trials-The Anonymous Witness Saga	David Ormerod	22/03/10
The General Election	Professor Vernon Bogdanor	10/05/10
2010/2011		
Trial by Jury in Criminal Cases	Lord Justice Hooper and Professor Cheryl Thomas (UCL)	11/10/2010
Choosing Judges: the work of the Judicial Appointments Commission	The Rt Hon Lady Justice Hallett DBE	27/10/2010
The Future of International Courts – Changes and Challenges	Sir Christopher Greenwood CMG QC	8/11/2010
Legal Issues Facing the UN	Patricia O'Brien	15/11/10
"I put it to you that you've embellished your evidence": The challenge of cross-examining children in criminal and family courts	Joyce Plotnikoff and Richard Woolfson	21/2/2011
The Rule of Law in Southern Africa	Master Jeffrey Jowell and Master Jeremy Gauntlett	21/03/2011
The future of legal aid work at the criminal bar	Master Mohammed Khamisa, Master Peter Lodder	18/04/11

Parliament's Legal Advisers	Murray Hunt (Legal Adviser to the JCHR), Rick Rawlons (Legal Adviser to the HL Constitution Committee)	16/05/11		
Big Public Inquiries	Master Mark Saville, Master/Sir Scott Baker, Master/Professor Carol Harlow, Sir Ian Kennedy	06/06/11		
Gray's Inn				
2009/2010				
Psychiatry for lawyers- Future Me	Panel: HHJ Peter Rook QC, Kim Hollis QC, Dr Tim McInerney and Professor John Gunn	16/03/2009	3 hours	147
Psychiatry for lawyers- Murder Will Out	Dr Andrew Johns	14/07/2009	2.5 hours	50
The Birkenhead Lecture -The Patent System	Lord Hoffmann	12/10/2009	2 hours	155
Psychiatry for lawyers-Prison Psychiatry	Dr Simon Wilson	11/11/2009	2 hours	66
Tricks of the Trade	Panel: Michael Beloff QC, Lord Pannick QC, Gordon Pollock QC, Clare Montgomery QC and Dinah Rose QC	25/11/2009	2 hours	166
Gagging the Press: Is the public bound to suffer?	Lord Justice Moses, Sir Ken McDonald QC, Juliet Herd, Prof Eric Barendt, Benedicte Paviot, Max Mosely, Alan Rushbridger and Bob Satchwell	04/02/2010	2 hours	134

Complicity in Torture	Mr Clive Stafford-Smith	09/03/2010	2 hours	93
The Search for Truth	Michael Mansfield QC	22/03/2010	1.5 hours	96
2010/2011				
The Birkenhead Lecture-				
“FE Smith: Lessons from a Legal Life”	The Hon Michael Beloff QC	18/10/2010	2 hours	149
Law in Action- Issues for Justice Policy	Joshua Rozenberg QC and Ken Clarke QC MP	25/10/2010	2 hours	147
Tricks of the Trade II	The Hon Michael Beloff QC, Desmond Browne QC, Barbara Dohmann QC and Michael Mansfield QC	24/11/2010	2 hours	148
Libel Reform: In the Public’s Interest?	Baroness Kennedy, Evan Harris, Kevin Marsh, Zoe Margolis, Sir Charles Gray, Razi Mireskandari	11/01/2011	2 hours	119
WikiLeaks and WikiWashers	Mark Stephens, Mark Engelman, Jonathan Coad, Stephen Collins and John Battle	14/03/2011	2 hours	105
Call of the International Bar	John Uff CBE QC, Robert Gaitskell QC, Barbara Dohmann QC, Ali Malek QC, Charles Haddon-Cave QC, John Wright	18/04/2011	2 hours	95

CPD Seminar

Working with Vulnerable Witnesses

Saturday 26th November 2011

(Unless otherwise stated on the programme, all sessions will take place in the Parliament Chamber)

0900 – 0930 Registration & tea/coffee – **Luncheon Room**

0930 – 1030 Introduction & interview with vulnerable witness

HHJ Anthony Leonard QC, *Chairman, Advocacy Training Committee*

Sarah Whitehouse, *6 King's Bench Walk*

Witness – victim in a rape trial

1030 – 1100 Obtaining social workers' material

Patricia Lynch QC, *18 Red Lion Court*

1100 – 1115 Tea/coffee – **Luncheon Room**

1115 – 1200 The CPS approach to prosecuting rape

Alison Levitt QC, *Principal Legal Advisor to the DPP*

1200 – 1315 Child witnesses

Professor Samuel Stein, *Consultant in Child/Adolescent and Family Psychiatry, CAMHS Academic Unit, SEPT, Bedfordshire*

1315 – 1400 Lunch - **Hall**

1400 – 1530 Addressing the challenge for advocates including communicating and questioning methods

Bobbie Cheema, Senior Treasury Counsel, 2 Hare Court

Susan Jacklin QC, Family Law Specialist, St John's Chambers

1530 – 1545 Tea / coffee – **Luncheon Room**

1545 – 1630 Role of the Police and Witness Support

Detective Chief Superintendent Caroline Bates, Specialist Crime Directorate, Metropolitan Police

Shaun Bruwer, Service Delivery Manager, Witness Service, Central Criminal Court

1630 – 1715 The role of intermediaries in assisting witnesses with learning disabilities

Donna Ravening, Specialist Speech & Language Therapist, Solent NHS Trust and Registered Intermediary (Ministry of Justice)

1715 Closing comments - **HHJ Anthony Leonard QC**

Accredited for 6 CPD hours