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THE
HONOURABLE
SOCIETY OF
THE INNER
TEMPLE

**OUTREACH
ACTIVITIES**



THE HONOURABLE SOCIETY OF THE INNER TEMPLE

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OUTREACH ACTIVITIES

The Inner Temple plays an essential role in the recruitment of prospective barristers. As a gatekeeper of the profession, the Inn seeks to recruit the most capable students, regardless of their background, with the abilities to succeed at the Bar of England and Wales. The Inn has a long tradition of working to widen access to the Bar and has made considerable efforts to ensure that its membership is diverse and socially representative.

Following the Entry to the Bar Working Party Final Report ('Neuberger Report'), the Inner Temple began exploring ways to co-ordinate and target its outreach activities. An external review was undertaken and as a result a committee of the Inn was formed and a staff team was hired. In order to ensure that its initiatives are evidence-based, the Inn has worked to gather and analyse data to evaluate its programmes. This data informs the Inn's monitoring and benchmarking with regards to equality, diversity and outreach.

The Inner Temple undertakes this work for the benefit of the entire profession. It recognises its role in promoting the Bar to those who may not have had any experience of it. Supporting bright students to realise their full potential and breaking down barriers to the profession is a cornerstone of the Inn's history and ethos.

For further information on the Inner Temple's Outreach programme, please contact the Education & Training Department: education@innertemple.org.uk or 0207 797 8208.

SCHOOL STUDENTS & ADVISORS

THE INNER TEMPLE SCHOOLS PROJECT

The Inner Temple launched a pioneering Schools Project in 2008 that works in partnership with social mobility charities to provide state school students with information on insight into the Bar. This is part of the Inn's larger programme aimed at promoting social mobility and diversity in the profession. The programme has reached over 1,500 school students since its inception and we are monitoring their progress through to higher education and beyond. The Inner Temple Schools Project was listed as a case study in the Milburn Report on Fair Access to Professional Careers, having previously been listed as best practice in the Final Report of the Advisory Panel on Judicial Diversity.

PATHWAYS TO LAW

The Inn is working with the national Pathways to Law programme. Seven Russell Group universities co-ordinate activities in their respective regions for high-achieving state school students with no family history of higher education. The programme supports these students into law schools and subsequently into the legal professions. The Inn organises three days of activities for participating students from across the country, including careers, networking and skills-based activities.

SOCIAL MOBILITY FOUNDATION

This is an annual event that rotates amongst the four Inns of Court and is co-ordinated by the Bar Council. It launches the Social Mobility Foundation's Bar Placement Scheme, which gives comprehensive school students the opportunity to gain a broad insight into the day-to-day life of a barrister and an understanding of the legal profession as a whole.

The Inner Temple also supports the Social Mobility Foundation through hosting the launch of its annual Aspiring Professionals Programme.

NATIONAL EDUCATION TRUST

The annual Open Day, organised with the National Education Trust, aims to ensure that all students, regardless of their background, are aware of the opportunities available to them at the modern Bar. All state schools from Greater London are invited to nominate three students each to attend. The large seminar for year 12 and 13 students includes talks on different areas of practice, presentational skills sessions, debating tournaments and opportunities for informal interaction with practising barristers.



UNIVERSITY STUDENTS

UNIVERSITY PRESENTATIONS

Four large recruitment presentations are run annually. London is the largest presentation with over 250 attending annually. On Circuit, students from all local universities are invited to attend. Each presentation includes a panel of speakers from a range of practice areas and seniority. During the subsequent receptions, students have the opportunity to gain further one-to-one advice from practitioners and judges.

MATERIALS & ONLINE MEDIA

The Inner Temple publishes a Careers Guide every year, which is distributed to all Careers Services and Law Schools of universities that offer a qualifying law degree. It is also provided to all prospective members at outreach events and sent widely to schools across the country. It is available to download on the Inn's website.

The Inn also utilises social media through Twitter (@theinner temple), Facebook (TheInnerTemple), Youtube channel (InnerTempleVideos) and through a LinkedIn group. The Library Awareness Weblog provides up-to-date information for prospective students on legal news. The Inn has also run two successful Guardian Law Online Forums that have allowed pupils to answer questions from prospective entrants.

LAW FAIRS

Representatives of the Inner Temple, in conjunction with the Bar Council and Specialist Bar Associations, attend over twenty law fairs every year to provide information to prospective entrants on the profession, the Inns of Court and scholarships.

QUESTION AND ANSWER DAY

Question & Answer Day is run in conjunction with the Inner Temple's Junior Bar Association. The full-day Sunday Bar event in May/June is open and actively advertised to undergraduate students at all universities in England and Wales that offer a qualifying law degree. Information workshops are held on funding for the Bar Professional Training Course, legal CVs, interview tips and more.



TOURS & LUNCHES AT THE INN

The Education & Training Department offers tours of the Inn to hundreds of university students and lunches for dozens of university law/Bar societies every year. The tours and lunches give potential members the opportunity to visit and explore the Inn with an experienced member of staff.

DINNER TO THE UNIVERSITIES

Dinner to the Universities is an annual dinner for undergraduate students and those on the law conversion course who are interested in a career at the Bar. Students from a range of universities are invited to this dinner at the Inn where they meet practising members and have the opportunity to ask questions about the Bar and the Inns of Court.

REGIONAL RECEPTIONS

Four receptions are organised on Circuit every academic year for local university students interested in a career at the Bar. This provides aspiring barristers with information about careers at the Bar in an informal atmosphere. The locations of these receptions rotate annually.

MULTICULTURAL SCHOLARS PROGRAMME

The Inn is working with the Warwick Multicultural Scholars Programme in collaboration with the Chancery Bar Association. This scheme is open to UK students from Black Asian Minority Ethnic (BAME) backgrounds whose household income entitles them to a full maintenance grant. Scholars must fulfil the academic entry requirements to the University of Warwick Law School. They then receive additional pastoral, financial and career support throughout their undergraduate studies. This includes careers workshops, such as those provided by the Inn and the Chancery Bar.

STUDENT SOCIETY SUPPORT

The Inner Temple works actively with all student Law and Bar societies across England and Wales. It provides a small level of funding for those societies to run awareness activities about the Bar on their campuses and to travel to London to visit the Inns of Court.

LAW SCHOOLS & LEGAL ACADEMICS

ACADEMIC FELLOWS SCHEME

The Inn launched an Academic Fellows Scheme in 2010. The honorary three-year posts are filled by early to mid-career academics with teaching roles. Four Fellows are elected per year, leading to a maximum of twelve from 2012-13. The goals of the scheme include forming stronger links with a range of higher education institutions across the UK.



UNIVERSITY CAREER ADVISERS DAY

In partnership with the other Inns of Court, an event for university career advisers rotates annually amongst the Inns to provide information on routes into the profession. In 2012, this took place at the Inner Temple.



DINNERS FOR LEGAL ACADEMICS

The Inner Temple holds four small dinners during the year for legal academics across England and Wales. Many of the attendees are undergraduate law tutors, career advisers and junior lecturers. These occasions provide them with information on the profession to relay to their students.



FUNDING & WORK EXPERIENCE

PEGASUS ACCESS SCHEME (WORK EXPERIENCE INITIATIVE)

Inner Temple is facilitating mini-pupillages for capable young people from under-represented backgrounds through a new initiative called the Pegasus Access Scheme. This offers university students from disadvantaged backgrounds, meeting certain academic criteria, formal placements in competitive sets of Chambers that they might have otherwise found difficult to access or not had the confidence or experience to apply to. Over fifty Chambers have signed up to take part in the scheme.

SCHOLARSHIPS

The Inn works hard to promote the profession to a full range of students and supports them financially as they train for the Bar. Inner Temple interviews all applicants who apply for scholarships and takes need into account when determining the level of funding allocated to students for all Major Scholarships and Exhibitions. The Inn now makes awards of a total value of over £1.4 million per year.

EVALUATION

RESEARCH

The Inner Temple continues to build on its research base to ensure it is targeting students from the widest range of backgrounds. The Inn continually monitors the diversity of its intake. A demographic report entitled 'Opening Doors: Social Mobility and the Bar' is updated regularly.

EVALUATION

Inner Temple is co-funding a PhD with Keele University looking at professional intervention in social mobility. It will monitor the impact of its social mobility and outreach programmes to ensure that its work is robust and effective. The research began in 2012.

OUTCOME PRINCIPLES

RAISING ASPIRATIONS

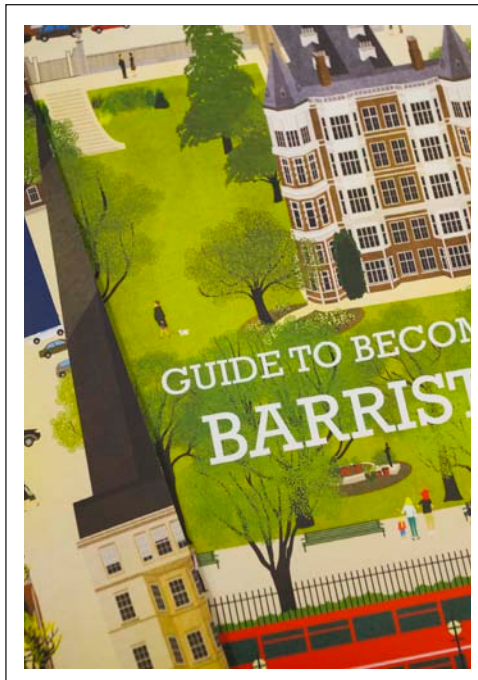
Many students from less advantaged backgrounds may not have the encouragement to pursue a professional career or the knowledge of what such a career involves. Research has shown the impact that raising aspirations can have on academic attainment at school and university. The primary aims of the Inner Temple Schools Project are to impact positively on the lives of young people, challenge stereotypes of the Bar, raise aspirations for higher education and promote progression to the professions generally.

INFORMATION, ADVICE & GUIDANCE

The importance of accurate, comprehensive and accessible careers advice, especially for those without a connection to the profession, is well documented. However, information, advice and guidance is often difficult to access or navigate without prior knowledge of a certain career field and where to look. In addition to publishing engaging careers material, the Inn provides opportunities for students, career advisers and law tutors to speak directly to practitioners for their advice about the profession.

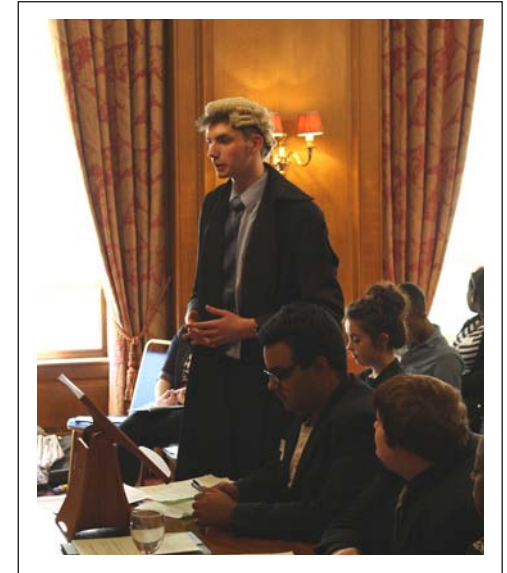
BREAKING DOWN BARRIERS

Work experience and financial support are often listed as two of the perceived barriers to entry for legal careers. In addition to the Inn's substantial scholarships on offer, we aim to interview all applicants who apply in order to assess their true potential, on and off paper. The new Pegasus Access Scheme matches high-achieving students from less advantaged backgrounds with Chambers for formal mini-pupillage placements in order to encourage a greater understanding of the Bar and particular practice areas.



CHALLENGING PERCEPTIONS OF THE BAR

It is important the misconceptions about the profession are continually challenged so that prospective barristers are not discouraged from pursuing a career due to misconceptions or inaccurate stereotypes. Towards this aim, the Inn has engaged more than ever with regulators, the media and the Government to make certain that the Inns of Court are represented in discussions on issues facing the legal profession.



EVIDENCE - BASED

Evaluation is built in to all of the Inn's initiatives to ensure that they are properly targeted and meeting their intended objectives. Through the Panel for Fair Access to the Professions, the Government's Independent Reviewer of Social Mobility, Rt Hon Alan Milburn, urged that initiatives be fully evaluated to ensure that they are effective towards their aims of widening access. Research and evaluation form a key part of the Inn's outreach function, including a co-funded doctorate with Keele University which is currently underway.

