



Guidance for Voting in the Bar Council Elections 2019

Eligibility for voting

To be eligible to vote in the subscriber representative elections, you must be a self-employed barrister / employed barrister / dual practitioner on the day of voting and have been issued with a practising certificate for 2018-19.

Procedure for voting

- The elections will be conducted by the Single Transferable Vote (STV) method. Full instructions are set out on the ballot paper.
- For the first time this year, you may cast your vote in **any** category regardless of whether or not you are a self-employed barrister, employed barrister or dual practitioner.
- The ballot paper bears the name of the barrister for whose use it is intended. **That barrister must sign the declaration** at the bottom of the ballot paper or the vote will not be counted.
- Completed ballot papers should be returned by post, by DX or by hand to: Chief Executive's Office, General Council of the Bar, 289-293 High Holborn, London WC1V 7HZ, DX: 240 LDE **on Friday 19 October 2018. Any ballot paper received after the deadline will not be counted.**



Candidate Statements for the Bar Council Elections 2019

Self-Employed Queen's Counsel

Robin Allen QC

Since 2013, I have worked to ensure that the Bar's commitment to promoting equality and non-discrimination, by chairing the BC's Equality & Diversity, and Social Mobility Committee and serving on the GMC. I am very proud of the work we have done. Wellbeing has been launched, the work of Equality & Diversity Officers promoted in chambers, and equality has been made central to the silk process. I have supported women who have been disadvantaged in Recorder competitions and worked to develop a positive action programme for application for judicial appointment, which will come into action in 2019. I have supported the Bar's working hours protocol to assist barristers with children to plan their day and campaigned to stop the MOJ's proposal for split shifts in courts. My committee has worked to develop better rules on parental leave and to help barristers to overcome harassment and bullying whether from judges or others. I have worked to ensure that the Bar Council has the information it needs, such as statistics showing the momentum to full equality, and information about working lives. With your vote I can continue this work to make us a "Bar of All and for All".

Jason Ashley Sugarman QC

I am a self-employed Barrister practising at Foundry Chambers specialising in criminal law.

I consider that the current changes to legal aid and the government's position and attitude towards the Bar completely unsustainable. There are opportunities to fund legal aid properly from other sources such as proceeds of crime, corporate fines and mandatory insurance of company directors.

I would like to offer my experience in local and national politics for over 23 years to secure a better deal for the Bar. In my view Barrister's specialising in crime have had a decade of stagnation over their fees. It is time for a reasonable fee to be assessed for

the commitment and devotion we have shown to this profession. Doing nothing is no longer to survive.

I also believe the Bar has many unique attributes that makes for opportunities in other legal jurisdictions and would like to support moves to make us more accessible as a profession to the public and the international work.

Steven Thompson QC

The Bar is a strong profession which seems nowadays continually under pressure. The Bar Council must coordinate our resistance and support the fight to ensure that we continue our role in upholding justice and the rule of law in these difficult and uncertain times. It is testament to the continued strength of our professional that whilst often criticised and mocked we remain held in high esteem, particularly by those who have been clients. There is no doubt that the quality of the bar remains as high as ever. I want to work to keep up the Bar's reputation and secure its future.

I have been a member of the International Committee of the Bar Council for 10 years and currently represent the Bar Council on the Brexit Law Committee. I have worked to support barristers – from all regions, in all areas of law and at all level of seniority – in their efforts to broaden practices around the world and to put the Bar in the best position for the forthcoming challenging years. There has never been a more important time for barristers to widen their reach and I wish to continue my work assisting them.

Nick Vineall QC

I am deeply concerned about the vocational stage of training: a cruel system which lets too many young people incur crippling debt when they have no realistic prospect of securing pupillage or establishing a viable practice.

I was elected on this same manifesto 4 years ago.

Since then I have served on the Education and Training Committee (as Vice-Chair), helping respond to the BSB's many consultations, and helping steer the profession and its regulator to the position we are now in - where it looks as though the Inns may be able to provide a BPTC which is both cheaper and much better than any of the commercial providers.

But we are not there yet. And the BSB does not really "get" pupillage – which is why it is going to make the mistake of letting one supervisor have more than one pupil.

Elect me again and I will keep pressing to achieve a competitive but egalitarian profession which is open to all on the basis of ability, rather than on ability to carry debt.

I am joint head of chambers at 4 Pump Court and have a mixed commercial practice. I am a COMBAR, TECBAR and LCLCBA member.

Self-employed Junior Counsel over seven years in practice

Neil Baki

AGFS.

Many at the Bar will not know this acronym. If you do not, consider yourself very fortunate. But for those who do, the most recent iteration of the Advocates Graduated Fee Scheme strikes yet another hammer blow for access to justice, and importantly, it will cause severe financial hardship for many criminal practitioners across all ranks of seniority, particularly the junior Bar and those starting out in practice. Certain sections of the Civil Bar have not been immune either to the Government's onslaught. Family and Housing Law deserts are now becoming commonplace and the Civil Liability Bill will ensure Claimant's go unrepresented, and destroy the junior PI Bar.

Fees in criminal legal aid have been cut yet again, by 83% in certain cases. This dire situation cannot continue, and sometimes the institutions that represent their members have to hold truth to power. AGFS is the Criminal Bar's Rubicon moment and its iniquities must be corrected.

I have been vocal in opposing cuts to our criminal justice system. However, there comes a time when words need to become deeds. I cannot promise to solve the Criminal Bar's ills, but I can promise to hold truth to power and keep the plight of the legal aid Bar a live issue.

Chris Bryden

I am standing for re-election to the Bar Council, having served for the past two years as an elected member. Since my election, I have been an active member of the Ethics Committee and the Bar Council itself.

I once again stand with the endorsement of the Public Access Bar Association, of which I am Treasurer. Together with Andrew Granville Stafford, I have trained hundreds of barristers in public access. I believe that public access is an important additional means of work generation, and is particularly important for the junior bar. The cost savings to clients are also an important means of preserving access to justice,

and I seek to continue to further the interests of public access practitioners at the Bar Council.

I have a mixed common law civil and family practice, as I have done since the start of my career. I am head of both the Property and Family teams within my Chambers, 4 King's Bench Walk, and am therefore well-placed to represent the interests of a broad range of practitioners. It is essential that the interests of the common law bar are promoted at Bar Council level, and if re-elected will endeavour to do so.

James Dean

In representing the Bar I would aspire not to be yoked to any particular cause or object. That my views might be informed by reason and circumstance moderated by experience. I have no desire to be contrary or to rock the boat but simply to address matters free from fear and pressure or personal consideration.

In criminal practice for nearly 40 years I would value highly the opportunity to serve. I believe that the true and substantial interests of our independent profession may best be protected and advanced by taking account of our enduring professional virtues and primary concerns. If we depart from this touchstone, which I believe has happened in recent-times we lay ourselves open to embracing trends and short term influences which risks moving the Bar away from its essential role and purpose.

A profession meted in the national character and desire to live as a free people needs to be self confident and fearless in opposing encroachments on its independence. Such a stance maintained in order to furnish the greater need of society and the nation. The welfare of the latter made possible by the continued existence of self governing institutions working actively in national life.

Tim Devlin

The new Graduated fees scheme is beginning to bite, with significant cuts to practice fees for those who do all kinds of criminal cases. The rewards of the criminal bar are now below a level of a worthwhile career for any young entrant. We must also improve the levels of prosecution fees which have not been increased since 1998.

I have been active in serving on the Bar Council; pressing for a revision of the court fees regime which so damaged small claims in the civil courts, Chairing the EU law Committee, briefing parliamentary committees, and seeking reductions in the costs of the Bar Council and the BSB.

I hope to have demonstrated an understanding of the needs and views of Criminal and civil practitioners across the whole Bar. I make a point of consulting colleagues on a variety of issues in robing rooms that I visit from Birmingham to the South Coast. These are challenging times, but I hope we shall soon be able to mount a campaign for an increase in fees and find further opportunities to underwrite the world-wide reputation that the Bar of England and Wales enjoys. Please support me again.

Shobana Iyer

I am commercial practitioner with a wide variety of experience in commercial, chancery, public and common law experience, (from both employed and self-employed practice). Having been previously elected in 2016, I have contributed significantly to the IT Panel Committee, Legal Services Committee and the Bar Representation Fee Committee. In standing for re-election, I will continue to work in:

- (1) assisting in data protection (regulatory and training) and IT advancements for the Bar; to keep members in the forefront of growing advances and challenges in this area.
- (2) resurrecting the Bar Council's ADR facilities so that members may benefit and provide value to clients from their trained skills in ADR. I shall be working with the Chair of the Legal Services Committee to activate the Chair's Arbitration Facilities in the near future so that the public are more aware of the competitive services provided by barristers in ADR and promote the reputation of the Bar.
- (3) international relationships for the Bar's services in ADR, particularly in the growing South Pacific Asian markets. Particularly creating synergy with foreign lawyers, in-house counsel and illustrating the benefits of working directly with the Bar.

James Francis Keeley

I was brought up on benefits in Birmingham. I had the advantage of a rich cultural community. Therefore, Social Mobility is vital to me. I am a Social Mobility Advocate on behalf of the Bar. I have dedicated my life to helping young women and men from "non-traditional" backgrounds have careers at the Bar." I have run marathons to raise funds for scholarships, given mock pupillage interviews and advocacy lessons.

I passionately believe in the Independent Bar. Therefore, I have made sure that our voice has been heard with the Government, Senior Legal Office holders and the public at large.

I want to continue the fight on behalf of the Criminal Bar. I want to continue to stand up and to be counted on behalf of all of you. I want to make sure that the others that follow have a viable future.

Please allow me to continue to do all that I can to ensure that the Bar is as diverse as possible. I ask for your trust to be re-elected for a further term.

Criminal Bar Association Candidate.

Henry Mainwaring

Mine is a civil common law practice, of which Fast Track work forms an important part. Since 2008 there has not been a single rise in the level of counsels' fees recoverable under the CPR. I believe that this situation is grossly unfair, and one which urgently demands to be addressed through lobbying at the highest level. I believe that it is iniquitous that barristers have to pay income tax on aged debt. I also believe that the rules should offer barristers working under CFA's some protection for their fees when cases either settle during the days before trial, or where cases are removed from the list due to lack of judicial availability. Rather than simply complain about these and other issues, as I have done for some time, I have decided to try to do something about them. I hope that you will consider giving me a mandate to do so.

Eleanor Mawrey

CBA supported candidate:

Years of cuts have left the criminal justice system at breaking point. Investment is needed at every level. The AGFS fees, even with the "£15m", are simply not enough. CPS fees similarly are long overdue a restructure and, critically, an increase. It is not just about fees however; it's the additional work we undertake to make up for cuts elsewhere, it's the court buildings that are falling down about our ears, it's that justice itself is being undermined. It's time the government understood that our good-will, which is what keeps the CJA on track, has run out. If re-elected I will continue to fight for investment in the CJA and for an increase in AGFS and CPS fees to ensure that this profession can survive.

Bar Council should be visible and accountable for its actions. It should also be approachable. I was one of the first to live tweet from meetings to enable others to follow our debates and decisions #barcouncil. I also ensure that information flows the other

way, passing on issues raised with me to the council or relevant sub-committee. If re-elected, I will be your candidate – there to report to you and from you.

Martyn McLeish

Martyn McLeish is a PIBA sponsored candidate. He practices in personal injury and clinical negligence from Cloisters, London. He is currently a Vice Chairman of the Bar Council Remuneration Committee (Civil Private) and is a member of the PIBA Executive Committee. Martyn was on the Bar Council's working party that responded to Sir Rupert Jackson's proposals to extend fixed costs in civil litigation. Recently he has contributed to the Bar Council's responses to government consultations on whiplash, the discount rate, LASPO review, and fixed costs in clinical negligence. He is a member of the joint Bar Council/PNBA/PIBA working party on fixed costs in clinical negligence. Prior to joining the Remuneration Committee Martyn was on the Bar Council's CFA Panel and has assisted in the negotiation and drafting of the APIL/PIBA CFA agreements. He co-authored PIBA's submissions to the Supreme Court in *Coventry v Lawrence* and was junior counsel for PIBA in *Simmons v Castle*. A key part of Martyn's work for PIBA and the Bar Council has been to ensure proper and adequate remuneration for Counsel, particularly the junior bar.

Deshpal Singh Panesar

I am currently the Chair of the Employment law Bar Association (my term ending in April 2019). Through my work with ELBA I have come to thoroughly understand the following:

- How to be an effective voice for the Bar (having participated in and coordinated multiple consultations).
- How to engage with, and mobilise, those I represent.
- How to increase membership and the active participation of members.
- How to fight the Bar's corner.
- How to bring in, capture and disseminate the latest knowledge and ideas to members, including from the judiciary and leaders in this field and organisations outside the bar.
- How to engage with those in other organisations to work for the benefit of members.
- How to bring those I represent together.
- Just how much potential there is in the Bar for collective endeavour.

All of which I greatly enjoy doing, and in which regards I think I can be effective.

I regard this role as being a privileged opportunity to work hard, and make real change for the benefit of the Bar. I would relish the opportunity to do so.

Jacqueline Thomas

I am a Family and Court of Protection practitioner on the North Eastern Circuit and a member of both the FLBA and CoPPA. I sit as a Recorder and am Deputy Head of Spire Barristers in Leeds. I have been a member of the National FLBA committee and was founding chair of CoPPA Yorks and Humber.

I am standing for election as I firmly believe that it is vital for the Bar Council to have representation from all geographical and practice areas. I am acutely aware of the struggles of the junior bar as a result of the LASPO reforms, and the problems that have arisen in respect of access to justice. Equally, the slow payment of fees in cases continues to create serious cash flow difficulties for all family practitioners.

It is crucial that the Bar has strong representation at a time when pressures of the job are impacting on all of us, and we are expected to deal with increasing work pressures with little regard for our own well being. I am passionate about the survival of a strong independent bar and if I am elected would work to ensure the best representation for all.

Matthew Weaver

I am a commercial chancery barrister, called in 2002 and practising out of Radcliffe Chambers. Prior to joining Radcliffe, I was a member at St Philips Chambers in Birmingham and, as such, have experience of life as a barrister outside of London, and the different challenges it can bring, as well as, more recently, a barrister within a London set.

Having spent 15 years or so in a large, mixed set I am also conscious of the different needs of commercial and publicly funded barristers and acutely aware that one size does not fit all when looking at the needs of and challenges facing the Bar. I am keen to try and bring this experience to bear by representing the significant range of views across the Bar as a whole.

I would very much like to bring my experiences to the Bar Council to help effect such change as is needed to allow access to the Bar to all sectors of society and to represent the varying interests that constitute the modern Bar.

Self-employed Junior Counsel under seven years in practice

Beyzade Mevlit Beyzade

I would relish the privilege of serving on the Bar Council to promote the interests of self-employed practitioners.

We have, as a profession, faced many varied difficulties recently and it is clear that in the coming years the profession will continue to need strong and clear representation on a national level. For those of us who are under 7 years call, the memory of the BPTC/BVC and qualifying are still fresh in our minds (at personal and financial cost). The Bar provides a high-quality service. I firmly believe that independent practice should, and must, be sustainable regardless of economic background, ethnicity or gender.

I have been in regular correspondences with the BSB/Bar Council in terms of the provisions of the Code of Conduct, especially relating to the training requirements for newly qualified barristers and rules relating to Professional Bar Associations; although certain steps have been taken to reform these provisions, there is room for substantial improvement. As a member of the Civil Bar it is vital that this area of our profession is represented with strength at a national level; especially for those under 7 years call. I hope to conduct this vital work on behalf of members of the Bar.

Diana Constantinide

Originally a lawyer qualified in the Republic of Cyprus, called to the Bar in 2017, I am now a barrister as a member of Church Court Chambers and a CIArb (arbitration associate). I have experience representing and organising events that will help the Bar in my roles as founder of Young Lawyers Awards in Cyprus, Ambassador of the One Young World and formerly president of the European Lawyers Student Association.

If elected, my promise to you is that I will:

- i) work tirelessly both domestic and beyond our shores, in the interests of our profession to promote the Bar and the prospects of those at the junior end so our profession will survive in the future.
- ii) strive for the diversity at all levels of the bar and judiciary empowering the profession to continue to flourish. Pivotal to this is the Ethos of the Bar facilitating a unified workplace for all barristers.
- iii) be a good listener, a strong advocate and readily accessible to all barristers.

Outside chambers I am a keen hiker and always ready for the next hike challenge whether in the UK or abroad.

Hazel Hobbs

Having initially practiced at the Criminal bar I am all too aware of the mental and financial pressures that it holds. I now have a varied Civil practice and hope to use my experience to promote the interests of those at the very junior end. In particular I would like to ensure a similar payment system for legal aid advocates in the Magistrates' Court as for those in the Crown Court.

In being part of the Bar Council I hope to promote more ways for people from varied backgrounds and minorities to experience and pursue a career at the Bar. It's no secret that the public perception is that of nepotism and upper middle-class men. Although we all know this is certainly not the case, I believe that in working to change this perception it will not only increase diversity but assist in persuading the public to restore the much needed funding in legal aid.

Finally, we all know that being a barrister is a tough job with its own unique pressures. Simply because you have fears and insecurities does not prevent you from being a fearless advocate. Our professional organisations are doing a great job to encourage mindfulness and awareness of mental health issues at the Bar. I want to ensure that this work and support continues for all of our members.

Elizabeth Houghton

I was called to the bar in Australia in 2011, and England & Wales in 2014.

I completed pupillage in 2015 and I am now a tenant at Wilberforce Chambers. My practice involves a wide range of commercial chancery work including trusts and private client, commercial disputes, insolvency, arbitration, wills & estates, pensions, property and civil fraud. I sit on the Chancery Bar Association (ChBA) main committee, Equality & Diversity sub-committee and the Junior Chancery Bar.

I have been attending Bar Council committee meetings for the last year as a ChBA representative which has provided a valuable opportunity to better understand, and be involved in, the work carried out by the Council. If elected, I look forward to becoming more involved in the Bar Council committees, and representing the interests of the junior bar.

Athena Markides

I have been a member of the Bar Council since 2016 and am currently Vice-Chair of the Young Barristers' Committee. I have consistently used my position to lobby those in power and to promote and protect the Bar's interests.

Most recently I have challenged HMCTS on the online court, advocated for meaningful AGFS reform, pushed back against fixed fees, organised responses to the BSB's BPTC reform and contributed to the Bar Council's Brexit papers.

If elected, I would continue to:

- Oppose the unprincipled use of virtual hearings and the chaotic advancement of the online court;
- Support the Criminal Bar's fight for fairer fees in the Spending Review;
- Use the LASPO review to push back against the devastating consequences of legal aid reform;
- Promote the Bar's interests in Brexit negotiations; and
- Advocate for Bar training and qualification rules that work for the profession, pupils and the public.

As a member of a common law and commercial set with a wide practice, I am attuned to the concerns of multiple practice areas. I am a member of PIBA, TECBAR, the PNBA and COMBAR and am keen to represent my peers across these sectors and beyond.

I would be grateful for your support.

Francesca R O'Neill

When I ran for the Bar Council 3 years ago, my statement promised that I would be a vocal representative of young barristers, especially young women barristers, and that I would be active and engaged. I have accomplished that and more: I have become a mother myself, taken maternity leave, and returned to work and in doing so I have persuaded the Bar Council itself to adopt a parental leave policy.

I have been appointed Deputy Chair of the Pupil Supervisor's Network and this year we will host 3 seminars providing guidance and sharing best practice for the supervision and development of barristers at the start of their careers.

I helped to draft Bar Council guidance on what should happen to pupils if their Chambers breaks apart before or during their training, and what the Bar Council should offer those in that situation.

I frequently speak up at Bar Council meetings in support of proposals that will positively affect and shape the experiences of junior juniors. At moments of controversy, such as during the recent AGFS consultation, I spoke up for those at the bottom of the ladder.

I would like to continue: I would be grateful for your vote.

Reagan Lalta Persaud

For me, being a member of the Bar is a privilege. We are admired and envied for what we get to do every day – even if it does not always feel like the ‘dream job’!

Should I be elected, I would aim to drive initiatives informing the wider public of who we are – talented individuals who work hard and do the best we can in a difficult setting. I would ensure that the profession is recognised for the dedication and good will that we put into our daily work. As a family law barrister and a member of the FLBA, I readily know how important this is when it comes to legal aid issues where many feel we have been short-changed.

I would do my best to promote inclusivity and draw upon talent from groups in society who would believe that the doors of the Bar are closed to them – they are not. I would push forward an open Bar so that we bring fresh skills to our collective. This is our future, we need to nurture it.

I hope that you will vote for me to allow me to further these goals.

Rehana Popal

I am an immigration, refugee & asylum practitioner of 5 years’ call.

Earlier this year, I was appointed Inner Temple’s representative to the Bar Council. Since then, I have regularly attended Bar Council meetings in this capacity. I have seen the vital and important work that the Bar Council carries out. I would now like to become more involved, particularly with the aim of promoting diversity at the bar and in the decision making and policy discussion of the Bar Council.

I believe that some of the greatest issues facing the Bar are diversity, retention, remuneration and work-life balance. An increasing number of junior practitioners are leaving the self-employed bar. Despite excellent progress, I believe the Bar can do more to represent modern Britain. I believe diversity at all levels of the bar and judiciary enables the profession to continue to flourish. As the only Afghan women practicing at the bar, I empathise with those who feel underrepresented. I believe my background helps me work for those who are underrepresented at the bar and who are from non-traditional backgrounds.

If elected to the Bar Council my promise to you is that I will continue to push to promote the Bar and the prospects of those at the junior end, so our profession will continue to thrive and prosper.

Employed Junior Counsel under seven years in practice

Layla Ferguson

After completing pupillage in a criminal law chambers, I made the transition to work as an employed barrister in the Government Legal Department (GLD). I represent central Government departments in high profile private law claims. My work is primarily in the areas of unlawful detention, inquests, personal injury and parole board matters. I also organise training seminars and events that promote diversity within the wider Civil Service and have joined, for example, the GLD Bar Network to promote the work of employed barristers.

My background and experience equip me to act on behalf of employed barristers, although I recognise there are challenges at the employed Bar. For example, CPS prosecutors who aspire to be appointed to the criminal bench as Recorders are unable to do so. I would advocate for greater inclusion of employed barristers within the judiciary.

I am passionate about creating a diverse and inclusive 'One Bar' that fully integrates dual practitioners, employed and self-employed barristers. I would also aim to encourage students and junior barristers to consider the diverse opportunities available at the Bar. I greatly value my career and would bring the same dedication to the Bar Council.

Timothy Manley

I am an employed barrister at the Government Legal Department. If elected I will do my best to promote and defend the interests of all barristers, but in particular the interests of employed barristers, in both the public and private sector. As a recent pupil I am especially interested in pupillage and the particular challenges facing student barristers, pupils and juniors.

Prior to joining the employed bar, I worked in the private sector as a paralegal and in-house advocate and in local and central government. Outside of law I have five years' experience as a trustee and board member of a large regional children's charity.

My priorities if elected will be:

- Ensure everything the Bar Council does is as efficient and effective as possible and in the interests of Barristers
- Be a voice for junior barristers, especially those in employment
- Promote and publicise employed barristers both inside and outside the profession.

Emma Walker

I have been practising at the Employed Junior Bar, for coming up to two years, and have first-hand experience of the obstacles and challenges that Junior Employed Barristers face at the Bar, particularly, in contrast to those at the Self-Employed Bar. I completed pupillage at the Self-Employed Bar, however I am employed in private practice at a law firm as an Employed Barrister, in Commercial Litigation and International Arbitration.

I have been elected as the Employed Bar representative for Middle Temple Young Barristers' Association (MTYBA) for the second year running, and have organised events to promote networking amongst MTYBA members at the Employed Bar and provide greater awareness to those within 7 years post call, as to the opportunities the Employed Bar can bring.

I have chosen to stand as a candidate for the Bar Council elections, in order to further my ability to represent all Junior Employed Barristers, and continue to promote internal networking events and opportunities at the Employed Bar. I am passionate about the "One Bar" initiative, and if elected, will work to address discrepancies that I have personally seen arise at the Bar, which directly affect Junior Employed Barristers.
