



Candidate Statements for the Bar Council Elections 2021

The candidates who are standing in the election for the 2021 Bar Council have been announced. Three categories are going to ballot:

Self-employed Junior Counsel over 7 years in practice.....	2
Self-employed Junior Counsel under 7 years in practice.....	10
Employed Junior Counsel over 7 years in practice or Queen's Counsel.....	15
Self-employed Queen's Counsel (<i>Elected</i>)	19
Employed Juniors under 7 years in practice (<i>Elected</i>).....	20

You are invited to vote regardless of whether you are an employed or self-employed barrister.

Online voting will commence via MyBar on Monday 5 October 2020 and votes must be cast by 10am on Monday 19 October 2020.

Candidate statements can be read below.

The election will be conducted by single transferable vote and the results of the election will be announced by listing successful candidates in the order of voter preference.

Self-employed Junior Counsel over 7 years in practice

Kashif Zubair Ahmad

Mission Statement.- Positive Change, More inclusiveness and Diversity

My Dear and Respectable Voter

I write this message to seek your support and vote. You would have many candidates asking for your votes, and you would have your preferences. I may not be able to match any claims made by other candidates. However, I promise to work relentlessly to represent you and to be a vocal voice, on your behalf. My mission would be to bring a positive change and more inclusiveness to the representative. I bring the experience of East and West. I hold Asian heritage, and I initially qualified and was admitted to the Bar Overseas. I have served as a member Executive on the Bar Association, High Court, overseas. I was called to the Bar in July 1999. Since then, I have been in practice, mainly in civil areas of law. I hold the qualifications of BSc., MA (Economics), LL.B, and L.L.M (International and European Law). If given a chance, I commit to working to bring positive change, diversity, and more inclusive ON representative committee. So please consider my candidature, while casting your precision vote.

Simon Anderson

SIMON ANDERSON is endorsed by and a member of PIBA and the NORTH EAST CIRCUIT.

- Pink tape and horsehair wigs are anachronistic. Covid-19 has created an opportunity to re-examine our working practices.
- Many of our *non-trial* court attendances should be performed remotely using video technology. The obvious benefits are:
 - Lower operating costs / increased profitability;
 - Family friendly hours / improved female retention;
 - The listing of cases need not be limited by courtroom availability / potentially reduced delays;
 - More sleep / less travel and waiting / reduced environmental impact;
 - Greater access to justice;
 - Pandemic-proof.

In my view all litigation should be paperless. A secure cloud platform for all disciplines and both professions is the challenging and obvious solution.

- Promote the profession among BAME communities – all stripes welcome. Reflect the communities that we serve.
 - What's the difference between the rule of law and the white rhino? One is on the brink of extinction, and the other is a protected species that the public adores. It's imperative that we win the PR battle so that government wakes up to the scale of its neglect and both respects and invests in our justice system.
-

Colin Andress

I am a civil practitioner and a member of the Chancery Bar Association. Called in 2002, I was first elected to the Bar Council in 2005 and have been re-elected four times. I have served on, among others, the Law Reform and Ethics Committees, the Bar Conference Organising Board, and the group that drafted the Contractual Terms of Work, and am currently on the Legal Services Committee.

In this time the influence of democratically elected representatives of the profession has dwindled. We meet less often, discuss less, and too often views are presented as the view of the Bar when we were never consulted. Unaccountable regulators make abstruse rules couched in language from which practitioners struggle to divine what they may or may not do. I believe we should campaign for the restoration of professional self-regulation, with democratic accountability to the profession.

We need to make a stronger stand for the rule of law as the justice system is being dismantled, but we also need to put our own house in order: the current system of training for the Bar is scandalously expensive and anti-competitive, and needs fundamental reform.

Elaine Banton

I am an employment, equalities and discrimination practitioner based in London and appearing in employment tribunals around the country. I am Co-Chair of the Bar Council's EDSM committee and a member of ELBA, ELA and the DLA. I am engaged in equality, diversity and social mobility issues across the Bar as whole and take a keen interest in well-being issues. A strong bar is one reflective of the talent in the society that we serve. Access, retention and progression issues are underlined with the added financial pressures engendered by the advent of Covid-19, as well as the challenges of health concerns, parental and caring obligations.

Both during and post Covid-19 it is vitally important to continue to do all that we can to maintain and improve diversity at the Bar, including publicly funded areas and barristers 7 years and under. I am fully committed to all of these issues and if elected will continue working to ensure strong representation for all.

Mark Chaloner

For 12 years I have practised exclusively in Family Law, and more recently child law, particularly public. Before that I undertook a common law pupillage and initial tenancy, doing crime, civil and family work. I hope because of this I have some insight into most areas of the Bar. I am also a Father of three and well used to having to constantly juggle the demands of the job against the desire to spend time with the family.

I have been lucky my practice has largely 'held-up' during the pandemic, but I am all too aware of the huge impact it has had on many areas, and the real strain on some practitioners, and indeed Chambers, just to survive. For the most junior in particular, when massive debt and limited income has always been an issue, we must fight to ensure this is not a death-blow.

I would do my all to represent and work for those at the Bar struggling most at this time, and build on some of the innovations (discarding the worse ones), we have seen during lockdown, to allow us all to survive and thrive again.

Ben Close

I am a Birmingham criminal practitioner. I believe 2020 may prove a pivotal year for our profession.

First, the pandemic highlighted our unique vulnerabilities. Self-employed publicly funded criminal practitioners have been placed on 'standby', ready at a moment's notice to act in serious trials without any financial assistance provided by the government for providing this vital public service. Many have also faced logistical challenges, particularly those with caring responsibilities. Public servants without being public servants! I want to make the Government appreciate we fall between two stools.

Second, the pandemic re-emphasised the importance of practitioners' well-being, an area many were already working hard to address. I will continue asking what tangible changes our profession can make to improve well-being.

Third, we are rightly seizing renewed interest in diversity to ask what more we can do. Having had a working-class upbringing, I recognise the numerous hurdles that come with growing up in a setting where law did not exist as a realistic career option.

Finally, this year emphasised the importance of a unified profession. I want to help by ensuring practitioners outside London are engaged and represented.

I have the support of the Criminal Bar Association and the Midland Circuit.

Neil Garrod

I am standing for re-election having had the privilege of serving a 3-year term as an elected representative on the Bar Council. I feel strongly about the future of the Bar. We are working during unprecedented times and experience is needed to address and navigate these tests. It is vital that we stay strong as a profession in the face of the threats. I will fully support the Bar Council in standing up to the challenges.

If re-elected I will continue to be an active member of the Bar Council, disseminating what has been done and advocating for the Bar. I believe the Bar Council must provide a strong voice for all barristers across all practice areas. Those at the Bar provide a premium service. I am committed to the delivery of legal services provided by barristers and making sure proper fees are protected. Any downward trends in fees must be resisted.

I have sat on the EU sub-committee which has worked resolutely and effectively for the Bar and we will need to remain resolute in dealing with the inevitable forthcoming changes.

I take my responsibilities seriously; and will vigorously pursue the interests of the Bar's members.

Andrew Granville Stafford

Whilst work reduces in other areas, direct access is growing. My experience during Covid-19 is that public access instruction is holding up well, with litigants seeking affordable and good quality representation. Those of us who wish to take advantage of the opportunities this work offers want to see the Bar Council giving clear leadership on the challenges it brings. It must promote direct access as an affordable means for clients to access justice. It must speak with a clear voice to our regulators when changes are proposed which are not in our interests.

As a former Chairman of the Public Access Bar Association (PABA) and head of the Bar Council's Direct Access Panel, I have been heavily involved in the development of public access. I have contributed to guidance issued by the BSB and Bar Council and used on a daily basis by the public access bar. Since 2011 I have been an approved public access trainer. My practice is now civil and regulatory but, having always been in a common law set, I have also done family, employment and criminal work. I believe I am well-placed to represent the interests of a broad range of practitioners.

Shobana Iyer

Since 2016 I have contributed significantly to the Bar Council's IT Panel, Legal Services Committee (LSC) and the Bar Representation Committee (BRC). Being re-elected would assist me in my role as Chair of the Civil Remote Hearings Working Group (CRHWG) to connect and corroborate with members. Having a high level of resilience, I am looking at how we deal with concerns in the 'new normal' and what the emerging future requires from us; as well as dealing with how this impacts diversity and fairness in our profession and avoid discriminatory and bullying practices (which I have personally experienced).

In standing for re-election, I will continue to uphold our values on excellence, integrity and justice with:

- (1) my work on the CRHWG so as to deal with and identify amicable solutions on how remote hearings are progressed properly.
 - (2) my work on the IT Panel on technology and data protection concerns and how the emerging technologies are impacting our profession and society.
 - (3) assisting the BRC and Chair is resurrecting the Bar Council's Arbitration facilities so that members may benefit and provide value to clients from their trained skills in ADR.
-

Mr Satvinder S. Juss, PhD (Cantab), FRSA

I am putting myself forward as self-employed junior over 7-years call. I have a general public law practice, focusing religious discrimination, race and human rights law. Over the years, I have appeared in the Privy Council, UK Supreme Court; UK House of Lords, Court of Appeal, High Court, County Court, and various administrative tribunals. I acted successfully in an appeal before the UK Supreme Court on the power to remove and appoint trustees of the trust deeds of a religious charitable organisation, and associated powers of

governance conferred by the constitution of the charity: *Shogill Ors v Khaira & Ors* [2014] UKSC 33. I also acted successfully for the Attorney General of Trinidad in the banking case of *The United Policyholders Group* [2016] UKPC 17. I was also acted in the French 'burqa ban' case of *S.A.S v France* (Application no. 43835/11) before the Grand Chamber in Strasbourg. I have been a Professor of Law at Kings College London and the author of a number of books and articles. If elected I will attend meetings diligently and do everything possible to represent the interests of Bar members in this highly unusual and testing time for practicing barristers.

James Keeley

I was brought up on benefits in council accommodation by parents who had emigrated from Dublin to Birmingham. I was very fortunate in being raised in inner city Birmingham as I was surrounded by a multiplicity of races, religions and cultures. Despite many setbacks I managed to secure both pupillage and tenancy. I have practised at the Criminal Bar for over twenty four years. During this time I have dedicated my free time to helping future generations of the Bar. Through running I have raised several thousand pounds for scholarships (most recently for those starting their careers during COVID-19.) I have written countless articles and letters in magazines and newspapers standing up against judicial bullying, highlighting the deplorable state our courts are in, calling out the chaos in the criminal justice system, holding the Government to account for refusing to give the majority of the Bar any financial relief during lockdown, stating the need for social mobility in society, promoting equal opportunity for all and fighting for the survival of the independent Bar. I believe that we have a future. I stand up for what I believe in. I believe in independence, justice and freedom. I believe in the Bar.

Zacharias Miah

The 5 pledges I will pursue if elected to the Bar Council:

1. Campaign the government addresses the back log of cases pre and post pandemic in the criminal courts.
2. Campaign for proper fees for publicly funded work.
3. Campaign against government cuts to court budgets.
4. Campaign for investment in the court infrastructure / technology / buildings/ new Judges at all levels
5. Campaign the public have quick and fair access to counsel.

I am a practitioner at the criminal bar but my 5 pledges cover the whole of the justice system for England & Wales. I speak from my own experience that the criminal courts are not working. My last attendance in a criminal court trial was 18 March 2020. The current cases before the criminal courts are a minute proportion of a monumental backlog. It is unlikely that a significant number of trials will resume until well into 2021. The failure to solve problems by the MOJ has meant part of the junior bar is struggling to survive with minimal

court attendances, whilst established barristers are driven out of work after years spent building their practices. This is a catastrophic state of affairs and is replicated across all the publicly funded sectors. It is now that we must fight for the Bar's survival: criminal, civil and family. I have always supported the importance of a diverse community to represent the Bar, in order to fairly reflect the diverse population within our society. I am keen to explore new business models to ensure a future for a broadly based practising Bar.

Francesca Perselli

Having been a member of the Bar Council for the last three years, I have enjoyed contributing to the work of the Young Barristers and International Committees. I helped to organise the Young Bar Conference and attended events, assisted at the Pupillage Fair and collaborated on a guidance project for new barristers.

A strong motivation behind my joining the Bar Council was the need for membership of the profession to be truly reflective of society, in particular with respect to gender and race. I am encouraged by the many positive steps I have seen the Bar Council take, such as participation in the 100 Years celebrations, "I am the Bar" project, the new leadership programme, commitment to gender neutral language, and simply holding open discussions about diversity. If elected I will promote E&D in all areas of the Bar Council's work and committees I am involved in.

The bar is facing unprecedented challenges: threats to the independent judiciary and rule of law, the criminal bar stretched beyond its limits and squeezed further by COVID, uncertainty over international work, judicial review under review. I would like to continue to support the essential role of the Bar Council in meeting these challenges.

Philip Stott

I am a self-employed barrister (called 2004) practising in crime, professional regulation and public law. I have served just under a year on the Bar Council as a co-opted member, being on the Legal Services Committee and the Bar Representation Committee. Having had an insight now into the important work that the Bar Council does, I would be honoured to be given the opportunity to serve a full term. I believe strongly in the guiding principles of the Bar: independence, integrity, fairness and justice for all. My priorities will be helping ensure the financial stability of individual barristers and the Bar as a whole and holding the government's support of the entire justice system to account. That includes (i) the provision of sufficient Court facilities, including technology that works and properly trained staff, not only during the pandemic, but afterwards as well and (ii) fully resourcing publicly-funded representation in court (on both sides). Being from a state-school background I am also particularly determined to achieve proper diversity and social mobility at all levels of the Bar. If elected, I will do all I can to achieve those goals.

I am a member of the Criminal Bar Association and South-Eastern Circuit.

John-Paul Swoboda

I am standing as a PIBA-supported candidate in order to support and promote the profession and in particular the PI bar. I am committed to improving diversity in the profession and to ensuring proper remuneration at all levels.

I was called to the bar in 2006. During my first few years in practice I was part of a common law set undertaking civil, criminal and family work. My practice is now exclusively in personal injury, clinical negligence, industrial disease and personal injury claims with an international element.

In 2016 I was elected to the Bar Council and subsequently became a member of the Bar Council's Legal Services Committee. Amongst other matters, I have been involved in the bar's response to remote hearings (feeding back issues from colleagues subsequently raised by the bar's leaders with HMCTS), flexible operating hours (acting as a conduit between the PIBA and the LSC), and listing practices in civil courts (raising PIBA's concerns which led to, ongoing, constructive discussion with HMCTS's senior management). If elected, I will ensure the PI bar's voice is heard and taken into account as I have endeavoured to do in the past 4 years.

I, and PIBA, ask for your support.

Leanne Susan Targett-Parker

I have been a member of Bar Council (BC) since 2016 and Chair of the Pro Bono & Social Responsibility Committee (PB&SRC) since 2019, and throughout it has been rewarding and a privilege.

The PB&SRC is currently going through a change of its terms of reference and I see this through and ensure that the PB&SRC is a stable and innovative committee with an expanded remit. I consider it important for the Chair of any committee to be a member of the Bar Council.

I play an active role in all meetings including BC, GMC and the PB&SRC. I support and inform the barristers I represent. I am a member of the Northern circuit and it is important that members are from a national base reflecting the different challenges facing barristers outside of London.

Despite having a busy family practice, I am dedicated in assuring that barristers' interests are represented and that the barristers whom I represent have a voice at Bar Council.

If elected, I promise to i) be as vigilant at attending meetings as I have always been ii) to support and inform barristers and iii) to be a passionate and dedicated voice at Bar Council meetings.

Dr Chris Wood

I have lived in the North East for most of my life. I attended a comprehensive school that sits within a heavily deprived area of Hartlepool; I understand the importance of social mobility at the Bar, more importantly the challenges of achieving this. A scholarship

allowed me to study for my Ph.D at Durham University (Hatfield College). I later became involved in research, funded by the UK Home Office and EU Commission, which contributed to the Parliamentary vote for the UK becoming signatories to the Prüm Treaty. Covid-19 has provided an opportunity to re-assess the way in which all practitioners work and the improvements needed within the Justice System to aid recovery. Similarly, the last few months has questioned the support provided to junior members and the contingency plans of the Bar. It has re-ignited the important discussions surrounding equality and diversity; analyse the way in which the Bar encourages, recruits, and retains members of minority communities.

I have been appointed North Eastern Circuit Representative to Lincoln's Inn. I now seek to be elected to the Bar Council to represent the interests of all practitioners on the North Eastern Circuit, to address these challenges and much more, and act.

Self-employed Junior Counsel under 7 years in practice

Lorna Badham

I practice in personal injury and employment law across London and the Midlands. I'm keen to join the Bar Council to represent the interests of civil and employment practitioners, and of those who practice out of regional chambers. I'd also hope to bring a wider perspective gained from a common law pupillage and initial practice.

Pre-lockdown, I provided note taking cover for the Midlands representative during a Bar Council meeting. It was apparent just quite how much could be achieved there, and through action points resulting from the lively discussions and debates which took place.

I want to be elected to the Bar Council to play a part in tackling issues at the Bar which I care about, such as fair payment terms across the profession, social mobility and barrister retention.

My application is supported by PIBA and the Midland Circuit.

Sam Brodsky

I am a 27 year old self-employed barrister practising from Gray's Inn Tax Chambers. Most of the work I do is revenue work (in the Tax Tribunals and higher courts), but I also do chancery and commercial work.

As your representative on the Bar Council my overriding purpose and modus operandi will be to listen to you – those I represent – and faithfully articulate those views to the powers that be. Whatever your concern, I will do my best to listen and to put those views forward on your behalf. I know that many are concerned about the role of the Inns of Court and in particular rising rents. We also want to ensure that the Inns continue to serve all their members, with facilities available to members across the country and whilst offering good value for money. Could the Inns offer easily bookable conference rooms? This would save Chambers thousands of pounds in rents for conference rooms which sit empty most of the time. The profession, more than ever, needs to be commercially savvy and to find ways of avoiding the duplication of work and costs. The Bar Council is key to delivering on this mission.

Mrs Amrit Kaur Dhanoa

I am a tenant at 4-5 Gray's Inn Square with a mixed civil and commercial practice. I am currently a member of the Bar Council's Young Barristers' Committee, the ADR Panel and the Future Relationship Working Group which seeks to safeguard the interests of the profession with the EU post-Brexit.

As an elected Bar Council member, I hope to build upon the opportunities I have been afforded thus far to represent the junior bar, and continue to ensure that the views and concerns of those similar to myself, who are navigating the early years of their practice, are brought to the attention of the Bar Council for due consideration and debate. As the profession continues to grapple with COVID-19, it is the junior bar which has been

particularly impacted, having experienced a very significant reduction in work. It is now more important than ever that their voices are heard, brought to the forefront and that juniors feel confident that the Bar Council represents their interests. As an elected member, I would like to support the Bar Council in ensuring it's truly representative of the profession it serves.

Sebastian Gollins

I am a commercial and chancery barrister whose practice incorporates cross-border disputes. I also have a strong interest in mediation. I am running to become an elected member of the Bar Council, where I will seek to represent the Northern Circuit. I hope, in particular, to champion the views of younger members of the bar.

I believe I am well suited to the role. I have significant experience of working with legal teams in multiple jurisdictions and am therefore used to collaborating with individuals and companies with unique backgrounds, many of whom had competing interests. This has also helped me to develop strong communication skills.

I believe that I am in touch with the rapid shift that society is currently going through and will be able to help the Bar Council address concerns about inclusivity and working practices which have been raised on my circuit in the past year. I will be fully committed to the role and make myself available to members of the bar whenever I am able. I pledge to attend every committee meeting and will provide my head of circuit with meeting minutes which can be distributed as required, to ensure transparency and accountability.

Emma-Louise Heath

I am a self-employed junior barrister at 9 Bedford Row. The daughter of working-class parents, I went to a comprehensive school where the number of children who went on to higher education was below 10%. I decided I wanted to become a barrister and my parents were extremely encouraging but there was always the underlying "people like us" do not become barristers. I went to University part-time so that I could work and live at home, my mother's words ringing in my ears "in case you don't make it as a barrister darling, you don't want to be in debt forever." I worried that my background made me an unworthy candidate for a place at the Bar but I pushed on and obtained pupillage. There were of course obstacles along the way, I wasn't successful in obtaining tenancy after pupillage and my imposter syndrome being the most memorable! So why do I want to be a representative? To be entrusted with the administration of justice and a person's liberty is a privilege. To be a member of this profession is a privilege and my non-traditional route to the Bar makes me want to represent my peers and colleagues ensuring their views are heard.

Joanne Kane

I wish to be considered for nomination to the 2021 Bar Council of England and Wales. I have been an elected member of the Bar Council for one year and I would like to contribute

further to the work of the Bar Council. In 2020, I have been a member of the Legal Services Committee and the Education and Training Committee. During this time I have worked alongside others to benefit the profession during a uniquely challenging period following the coronavirus outbreak and its impact on legal services and education.

I have been a member of the Young Barristers' Committee (YBC) for almost three years and I have acted as the Vice Chair in 2020. In this time I have assisted the YBC in its work on magistrates' courts fees, wellbeing, diversity, and retention. This year I have represented junior practitioners in meetings with the judiciary and with key organisations, including Her Majesty's Courts and Tribunals Service and the Crown Prosecution Service.

I hope to remain an elected member of the Bar Council to continue the strong working relationship between the Bar Council and YBC, and to ensure that the interests of young practitioners are protected.

Liam Kelly

I joined Deans Court Chambers in Manchester on 16 September 2020 upon the completion of my pupillage. Throughout pupillage, I have been a Lay Member of the Bar Council Education and Training Committee.

In these unprecedented times, I have worked with the committee on a number of key issues including the mandatory pupillage timetable, written pupillage agreements and the ongoing competency consultation with the LSB. Most recently, I have been involved in the Committees consultation with the BSB with regards to their handling of this summers BPTC examinations.

As a newly qualified practitioner, I understand the challenges faced by pupils and those at the very junior end of the Bar. If elected, I want to continue my work with Education and Training Committee, and the wider Bar Council, to represent those at the very early stages of their career some of whom have been most impacted by the ongoing Covid-19 crises.

Ted Loveday

I am a junior civil practitioner and member of the ChBA and COMBAR. But I have a wide range of experiences as an employed barrister (and indeed a civil servant) working as a JA at the Supreme Court, and in pro bono work of various kinds. The Bar Council is there to represent the whole Bar – employed and self-employed, and across all areas of practice. If elected, I would listen carefully and speak out, especially to colleagues under increasing financial pressure, and equally those under political pressure from government. Today all lawyers need to be activist lawyers. I am committed to education and social mobility; environmental issues and supporting pro bono work. But above all, if I am elected, I will listen to you, work hard and stand up for the junior Bar.

Oliver May

Those of us new to the profession, such as myself, face different pressures to more established practitioners: aged debt is that much lower, income is that much more uncertain, and the long term viability of our practices is that much less within our own control. These pressures have become even more stark due to the impact of the COVID-19 pandemic, during which many of us have been denied access to the Government's income support schemes. If elected, I would ensure that these pressures are foremost in the Bar Council's mind when advocating for our profession as a whole.

I also intend to encourage the Bar Council to focus on the following issues:

- diversity of entry into the profession;
 - retention of diversity of talent; and
 - public legal education, in particular with regards to the importance of the rule of law and the barrister's role in helping preserve it.
-

Zeeshan Mian

I am one of the activist lawyers who believe in Rule of Law, Independence of Judiciary, and right of the litigants to have fearless and cost-effective representation. As a legal professional; I am at the coalface of seeing hardship and I am also seeing a marked increase in colleagues facing economic and financial hardship, as a result of the manifestly unfair, ideologically driven, policies. I have first-hand experience of the struggles, hopes and dreams of a recently qualified barrister in criminal defence who struggles to create work-life balance. The fate of my colleagues dealing with civil litigation is no different.

I had learnt to believe that all kinds of prejudices can be defeated by skills and talent however I now tend to agree with many views that are expressed by colleagues from BAME community. Nonetheless, we have independent Bar that does an amazing job in protecting the interest of its members and speak out loud in response to any unwarranted comments. I have developed detailed, successful campaigning strategies that have delivered tangible outcomes across a range of issues and audiences. I relate to people because I speak in a logical manner which deals with their concerns - instead of boring them with theoretical and philosophical lectures.

Kate Spence

Dear Bar Council

I wish to put myself forward for your vacancy of junior under seven years.

I am a tenant at St John's Buildings. I was called to the Bar by Lincoln's Inn in 2013 and commenced my pupillage in November 2016. Since being granted tenancy I have practised predominantly in family law (public and private law) on the Midland, North Eastern and Northern Circuits.

The issues I would like to assist in addressing are:

- a. Remote working and the impact of this upon the Bar.
- b. Wellbeing amongst the junior Bar.

- c. The needs of the regional Bar, including ensuring wider access to training events on Circuit.
- d. Building upon the recent successes for better remuneration in publicly funded work, to ensure no practice areas are overlooked.

I have represented junior barristers under seven years call on the Bar Council for the past year. I have been actively involved with the Bar Council, including as a member of a working group considering remote hearings and the consequential impact this is having on both the Bar and our lay clients. I wish to continue this work with the Bar Council and continue to represent the junior Bar.

Tara Taylor

As a member of the Bar Council, my focus would be on working closely with other members to help to secure the future of the Bar in making it an accessible and sustainable career path for those entering at the junior end.

The number of junior barristers abandoning the Bar has become a worrying trend, exacerbated by the effects of the ongoing pandemic, and it is critical that the Bar Council maintains its focus on practical solutions to stem this tide. Diversity, funding and support for those wanting to combine work with a family life are among the key issues on which I would seek to concentrate the Bar Council's efforts.

Separately, the legal system is one of England's best exports. There are growing opportunities for international work that ought to be capitalised on and it is critical, particularly in a post-Brexit environment, that the Bar Council makes every effort to facilitate these opportunities and maintain the Bar's status as a global leader.

Having lived and studied abroad, as well as worked in several offshore jurisdictions, I would bring an international and fresh perspective to the role and to the task of developing a flourishing Bar for all members.

Fiona Whiteside

Before I came to the Bar, I worked as a policy advisor in the Ministry of Justice and clerked a Select Committee in the House of Commons. An inauspicious start, some might say; but that experience gives me insight into how justice policy is developed and driven through which I can now harness to support the work of the Bar Council. For the last 18 months, I've drawn on that experience while serving on the Bar Council's Legal Services Committee (by appointment). I've enjoyed keeping abreast of Government policy developments and contributing to BC policy formulation. I am keen to deepen my work with the Bar Council and to take on a representative function in addition to my committee work. To that end I'm standing for election and would be very grateful for your support.

Employed Junior Counsel over 7 years in practice or Queen's Counsel

Stuart Alford QC

I will work for a truly diverse Bar.

I have seen how great our profession can be and how wide its influence and opportunities can extend. I want to see all parts of the Bar promoted and celebrated in the UK and overseas.

I have worked as a barrister in most ways that are possible: self-employed in chambers for fifteen years; internationally, including for the United Nations, for five years; government employed at the Serious Fraud Office for four years; and, private practice employed in a US law firm for four years.

My practice has always been criminal, both national and international, and I took silk six years ago.

I was a state-educated, first-generation university graduate, with no family or other connections to the law.

I want to ensure the continued opening up of our profession to the brightest and the best, whatever their background or circumstances. The progress our profession has made, which saw me and others find a place and succeed at the Bar, must not be lost. It is essential that we bring a truly diverse generation into our profession, and equally important that we keep that diverse profession throughout their careers.

Andreas (Andrew) Nicholas Dakoutros

I work at GLD as an employed barrister in the immigration team. I regularly appear on behalf of the SSHD, I also train pupils and newly qualified barristers in advocacy. When not at work, I enjoy watching old films, cooking, theme parks and gardening.

I strive to encourage diversity and inclusion and speak openly about my own experiences of being LGBT, disabled, BAME and from a socially disadvantaged background. I have found the bar to be accepting of diversity once you're in, but the road to the bar can be a more difficult endeavour.

In my view, the employed bar needs to work harder to encourage more diversity and encourage inclusion. If elected, my goal is to advocate widening participation from under-represented groups and to increase plurality.

Our profession is under more pressure than ever before, adversely affecting the wellbeing of pupils and barristers. I will work hard to raise the profile of, and to de-stigmatise, mental health issues at the bar.

As a profession, we must work harder to support and encourage each other. Although pressures at the employed bar seem different to those of the self-employed bar, they are just different fruit, but from the same tree.

Elena Elia

I am a Barrister (2009) specialising in financial crime and regulation. I began my career at the Criminal bar from 23 Essex Street Chambers, following which I spent several years at Kingsley Napley LLP and Pinsent Masons LLP specialising in professional disciplinary, financial regulation and corporate and white-collar crime. I am currently a Senior Associate in the Legal department at the Financial Conduct Authority, specialising in regulatory and civil enforcement.

Having practised from the independent bar, private practice and now at a Regulator, I fully understand from first-hand experience the distinct challenges and issues facing each sector and am able to effectively represent a range of practice areas and sectors.

I also have significant experience serving on a committee having been on the Young Fraud Lawyers' Association Committee for 6 years, and serving as its Chair between 2018-2019. I was also recently part of the Fraud Lawyers' Association and YFLA joint working group on Covid-19 and contributed to the drafting of a paper on behalf of members to urge the return of trials with the safety precautions, investment and use of technology required. I am committed to similarly representing and bringing members' views to the attention of the Bar Council for debate and action.

Andrew Hoyle

I was called to the Bar in 2006 having qualified in medicine in 1996 and I now work in Government, specialising in medical law. I have previously been Head of a professional cadre, advocating on their behalf to senior leaders.

The employed bar can offer job security and lifestyle benefits but it nonetheless presents unique challenges which may go unrecognised, whether they are: managing a team, addressing potential conflicts of interest between the employer and employee, or tackling a huge breadth of subjects at speed. The Bar Council has increasingly supported the employed bar but it needs to go further still, such as offering online CPD of relevance to the sector, developing systems to enhance resilience and promoting a much wider use of technology across all areas which would greatly improve practitioners' ability to balance their lifestyle. The Bar Council must also go further in supporting employers and the wider profession to facilitate diversity and social mobility by promoting the extraordinary advantages diversity brings to a team and the whole profession, and by actively engaging with the areas of our society under-represented at the Bar so the opportunity of success in such a worthwhile profession can be open to all.

Michael Jennings

Over the past three years as a member of the Bar Council I have continued the work I started as Chair of the Council's Employed Bar Committee – raising the profile of the employed bar and working to create greater opportunities, both within the wider profession and the judiciary.

On a practical level, I have assisted barristers with issues such as ethics, applying for practicing certificates and liaising with the BSB to ensure the litigation rights of HMG barristers are recognised. I have also taken a leading role in raising the profile of the employed bar – speaking at pupillage fairs and lecturing at universities.

Within the Council, as a member of the Chair's modernisation group, I have assisted with measures to reform the Council and improve diversity and opportunity. I have also assisted the Chair and council staff, advising on constitutional issues.

As a Gray's Inn Benchers, I have spoken on behalf of employed barristers, both in Pension and in sub-committees, seeking to improve Gray's Inn's offer to the employed bar. I have also helped increase attendance at the annual employed bar dinner.

If re-elected I will continue this work on behalf of the employed and wider bar.

Lucinda Orr

I am a Partner in a disputes only firm in London. My practice focuses on commercial litigation. I have previously chaired the Bar Association for Commerce Finance and Industry (BACFI), the Annual Bar Conference and the Employed Barristers' Committee ("EBC") of the Bar Council. As Chair of the EBC, I sought to ensure that barriers for career progression for employed barristers were removed and their value recognised. I believe I achieved these aims through initiatives such as the Employed Bar Awards and amendments to criteria for employed barristers sitting as part-time judges.

I am currently Co-Chairing the Bar Representation Committee ("BRC") and I seek re-election to the Bar Council specifically because chairing the BRC is a role that is a minimum two year term. This is because it requires wide knowledge of all the Bar Council's activities, services, and its commercial partners. At this critical time, I would like to continue to play my part in ensuring the profession is encouraged, supported and the best value sought for the annual £150 Bar Representative Fee.

I bring experience, but also undimmed enthusiasm and a desire for innovation. It would be a privilege to serve and protect this very special profession.

Charlotte Pope-Williams

I was called in 2011. I currently work as financial services dispute resolution specialist at Pinsent Masons LLP. I previously worked in the Bank of England's Legal Directorate for just under 5 years. Before the Bank I was in a chambers specialising in commercial, common law and criminal regulatory law.

I seek re-election to Bar Council for the following reasons:

1. I bring a unique perspective as someone of Eastern Caribbean heritage who has been employed and self-employed and who has worked in the public and private sector.
2. I would like to continue to build on the work that I have already done with Bar Council which has included:

- a. working to ensure that employed barristers maintain and build the full gamut of advocacy skills e.g. undertaking work so that employed barristers could be insured to volunteer with Advocate;
- b. increasing the profile and recognition of the employed e.g. working on the first ever and subsequent employed barrister awards;
- c. strengthening ties between the self-employed and employed bar; and
- d. tailored mentoring for students and junior practitioners.

I hope that you will give me your support to continue to work towards building an increasingly inclusive, robust and unified Bar.

Katriona Stanford

I'm a Case Controller at the Serious Fraud Office, so this is a shout-out to all the prosecutors, defenders and government lawyers out there. I was called in 2004 and began my career in independent practice before transitioning to the employed Bar two years ago. In the past 15 years I've seen the Bar from many angles – recently as prosecutor, civil party, witness, and instructing solicitor – but I've never seen it under quite such sustained pressure. Everything from the legislative process to the literal fabric of the court estate is crumbling around us.

I want a Bar that supports the rule of law and the proper administration of justice without fear or favour, at home and abroad. I want a profession that is accessible to all talented candidates and helps to retain and support its members, whether they are just starting out, well-established or simply trying to get on with the everyday business of life.

This year I will stop watching from the side-lines. I will fight to protect our profession.

Self-employed Queen's Counsel (Elected)

There were three candidates in this category, who are duly elected. In accordance with the Constitution, Schedule 1, Paragraph 7(c)(ii), where more candidates stand than are required to be elected as members for full, three-year terms, the Chief Executive shall draw lots so as to determine which Candidates are elected as members for which terms.

Their statements can be read below.

Nicholas Bacon QC

Reasons for Applying

I am committed to ensuring that the Bar Council provides the Bar with the best opportunities for all, acts to maintain the high standard of excellence across the Bar and ensures the Bar's work is properly recognised by all quarters of government and the public at large.

Bar Council

Member of the Bar Council for past 4 years.

Joint Chair of the Bar Council Remuneration Committee for the past 3 years.

Member of the Bar Council Remuneration Committee for over 10 years.

Represented the Bar Council in the High Court, Court of Appeal and Supreme Court.

Co-author of the Bar Handbook for over 5 years before the BSB took over as regulator and introduced its own Bar Handbook.

I have been a member of the General Management Committee of the Bar Council for 3 years.

Other Appointments

Recorder – Civil and Crime

Legal Panel Member of the Costs Lawyers Standard Board disciplinary panels

Practice

I am recognised as a leading silk by both Chambers & Partners and the Legal 500 in my specialised field of funding litigation and costs. I also practice professional negligence work with particular emphasis on solicitors' and barrister's negligence. This includes solicitors' /barrister regulatory and disciplinary work.

Neil Hawes QC

I am a Co-Chair of the Bar Council Remuneration Committee (Crime). I have held that post since 2018. In the three years I have been Chair, I have been a co-opted member. Throughout my tenure the issue around fees has always been at the forefront of the Bar Council's work, and accordingly, the demands have been high. It has been an extremely busy time and specifically with Covid-19 and the efforts we made over lockdown, an extraordinary time.

I would like to continue to contribute to the work our committee will face in the near future. If elected, I will provide continuity in 2021, along with the senior leadership of the Bar, in the important Criminal Legal Aid Review 2 process.

I am a criminal practitioner specialising in serious fraud and associated work. I am Head at Charter Chambers. Many will have seen that we announced our closure over the pandemic,

but I am also launching a new set called Crucible. As a Head for the last six years, I understand the very real challenges chambers are experiencing at the moment and the impact that funding is having on our members and our profession.

Jason Sugarman QC

I am a self-employed Barrister practising at Foundry Chambers specialising in criminal law. I am also a Bencher of Inner Temple.

I consider that the current changes to legal aid and the government's position over Covid 19 and their 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. We need to urgently support our members through this extraordinarily difficult time.

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. We need to be more strategic in evolving the role of a barrister and be able to compete with large law firms where we can compete on costs and ability as our cost base is lower.

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 international work where we can make a vital contribution to our post-Brexit future.

Employed Juniors under 7 years in practice (Elected)

There were three candidates in this category, who are duly elected. In accordance with the Constitution, Schedule 1, Paragraph 7(c)(ii), where more candidates stand than are required to be elected as members for full, three-year terms, the Chief Executive shall draw lots so as to determine which Candidates are elected as members for which terms.

Their statements can be read below.

Zayd Ahmed

I am seeking to be elected to the Bar Council for the position of representative (Employed Junior under 7 years in practice).

I believe I am the right candidate to voice the concerns of barristers employed throughout England and Wales. Having completed an employed pupillage at a legal aid solicitors' firm and currently employed in - house as counsel, I am aware of the issues and concerns employed barristers have, particularly concerning authorisations and extensions relating to employed practice. I will attempt to try and address these concerns that many self-employed barristers are unaware of.

I have years of experience in voicing the concerns of those who have elected me both within trade unions and local government.

I am also a social mobility advocate for 2020 and I am committed to increasing representation of not only BAME barristers but also those from disadvantaged backgrounds.

I am committed to representing the needs of my colleagues in employment by sharing my experiences with the committee to ensure all decisions include the concerns of the employed bar.

Michael Bellis

I am an employed barrister specialising in regulatory and disciplinary law.

I completed pupillage at the Nursing and Midwifery Council in 2017, and have spent the last three years since qualification working as an in house advocate. Prior to commencing pupillage, I worked alongside employed barristers both working in house at a number of regulators and in private practice.

These experiences have enabled me to gain a keen understanding of the full range of conflicts and challenges which can arise when working as an employed barrister.

I believe the employed bar is an extremely important, but often overlooked section of the profession. Having benefited greatly from the opportunities that are available in this sector, I would be honoured to have the opportunity to represent and promote fellow employed barristers at Bar Council meetings and beyond.

Timothy Manley

I am an employed barrister with the Government Legal Department in the Commercial Policy Team of the Cabinet Office. Before joining the Government Legal Profession, I worked for a national solicitors firm, carrying out litigation and advocacy roles.

The coming year is sure to bring significant challenges to our profession as a whole, but some unique ones in particular for employed barristers. COVID will have a profound impact on employed practitioners having to adapt to new ways of working against the backdrop of a difficult economic climate and jobs market. For barristers in the public sector there is also the pressure of working in these demanding political circumstances, meaning support and solidarity from the wider profession will be invaluable.

If elected to represent Employed Juniors, my priority will be to work with the members I represent to identify how the Bar Council can best serve our needs as employed barristers so that we - especially new and junior employed barristers - can thrive. Equally importantly, I would passionately support the Bar's vital role in championing the rule of law and access to justice.
