



## KBW Chambers Mentorship Programme

### The programme

As part of our efforts to strive toward having a legal system that reflects and best represents the people it serves, KBW Chambers have established a mentorship programme with the aim of increasing the access that underrepresented groups have to the Bar.

The programme aims to create contacts between prospective barristers from underrepresented backgrounds and members of the Bar, in order to improve access and help overcome 'the confidence gap' which causes some people – and particularly those from underrepresented groups - to feel that they do not belong at the Bar.

The programme is specifically focused on those from an ethnic minority community and/or people who:

- Were the first in their family to go to University;
- Have ever been a recipient of free school meals;
- Have ever been in the care system;
- Have been a carer.

We are currently particularly focused on people from these groups, as our recruitment data has shown that these candidates are often the ones who feel like outsiders when considering a career at the Bar. No preference will be given to applicants from any particular one of these categories.

Though applicants need not currently be in further education and/or training. However, all candidates must be in a position where they could apply for pupillage at Chambers in the next recruitment cycle (because, for example, they have completed the BPC, have started the BPC, or are in the final year of a qualifying law degree/GDL.)

Applications must be completed and submitted (via email) by **16:00 on 6<sup>th</sup> December 2024**. Applicants will be informed of the outcome of their application by **16:00 on 16<sup>th</sup> December 2024**. Successful applicants will then be paired with a mentor who will remain their mentor until roughly the end of the academic year in 2025.

Involvement in the programme will not confer any advantage in respect of pupillage recruitment at KBW Chambers. All applicants for pupillage will be considered in the same manner, regardless of whether they have been involved in the programme or not. No mentee will have their application for pupillage assessed by their mentor at any point of the recruitment process.



### Duties of mentors

#### Mentors will:

- Check in with mentees on a regular basis, whether in person or remotely, to see how they are progressing in their path to the Bar.
- Be proactive in addressing any apprehensions that mentees may have about joining the Bar.
- Where possible and appropriate, giving mentees insight into the realities of the working lives of barristers.

### Duties of mentees

#### Mentees will:

- Keep in regular contact with their mentor.
- Be proactive in sharing any updates and/or concerns they have in their path to the Bar.
- Be proactive in setting agendas for meetings with their mentor.

### How to apply

If you are interested in joining the programme then please complete the attached application form.

If the number of Applicants exceeds the number of places available then candidates will be selected against the following criteria; intellectual ability, advocacy, interpersonal skills, motivation for a career at the Bar, and temperament. This will be assessed by reference to information contained in the form and answers to the questions in the application form.