



The Bar Council



The Bar Council's
**EMPLOYED
BAR AWARDS**

Thursday 20 October 2022

Gray's Inn is delighted to host the 2022 Bar Council Employed Bar Awards as part of our annual Employed Bar Dinner and extends a very warm welcome to all attendees.

Employed barristers are an integral part of the Inn, of the legal profession of England and Wales and beyond, and it is excellent to bring together so many here tonight.

There is greater movement between the employed and self-employed Bars but whatever path you choose, the Inns are your professional home and we are always pleased to see you.

These prestigious awards celebrate excellence at the employed Bar. I congratulate all those nominated and wish them the best of luck and great success in their careers.

Sir Peter Gross

Master Treasurer 2022

The Honourable Society of Gray's Inn

Welcome to the Bar Council's
Employed Bar Awards 2022,
kindly hosted by The Honourable
Society of Gray's Inn.

England and Wales boast around 3,000 employed barristers – a total that has grown by more than 8 per cent in the last 20 years – and it is a pleasure to be here this evening to celebrate the strength and diversity of the sector.

The quality and range of work being done is amply demonstrated by the shortlisted candidates in all five of tonight's categories.

As one of the competition's judges, I had the privilege of helping to review the nominations – which were of an extremely high standard – and it was a challenging task to select the top entries.

Congratulations to those who have reached the final stage, and thank you very much to the sponsors who have generously supported the competition.

Finally, thank you to everyone in attendance at this dinner and ceremony – I wish you all an enjoyable night.

Yours,

Mark Fenhalls KC

Chair of the Bar Council

The employed Bar is a relatively young aspect of the Bar – our One Bar – as, unlike self-employed practice, its history spans decades rather than centuries.

It should be even more remarkable, then, to consider the impact it has made to the profession and to society in such a short space of time, both here and abroad, whether in government, private practice or the military. The Employed Bar Awards are about exactly that – celebrating the outstanding talent and true diversity amongst employed barristers and in recognising the achievements that they have made, not only within their own careers, but also for their contribution to the Bar and to society as a whole.

I am delighted that we are hosting this year's Awards in partnership with Gray's Inn's Employed Bar Dinner. We very much appreciate their co-operation and considerable help in making these Awards happen in this beautiful and historic Inn. I would also like to thank our kind and generous sponsors, without whom tonight would not have been possible. Also, a huge thank you to our judges, for their invaluable time and meticulous care in selecting our winners. Given the high quality of the candidates, it's not an easy task!

Finally, I would like to say thank you and welcome to everyone here tonight – your friendship and support is valued immensely, and I look forward to raising a glass with you to toast the candidates, the winners and to the many momentous achievements of, and a bright future for, the employed Bar.

Yours,

Mike Jones KC

Chair, Employed Barristers' Committee

Employed Barrister of the Year in the Public Sector

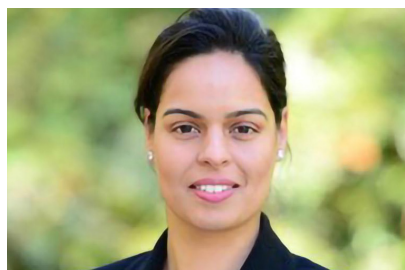


John Swords, North Atlantic Treaty Organization (NATO)

John is Legal Adviser and Director of the Office of Legal Affairs for the North Atlantic Treaty Organization (NATO).

John played an active role in negotiating and drafting the NATO Summit Communiqué in June 2021. He also convened and chaired a meeting of the 30 nations' chief legal advisers, which helped to galvanize legal agreement on permissible forms of support to Ukraine during the conflict with Russia.

John has spoken at numerous academic legal initiatives, including events hosted by the American Society of International Law, the International Committee of the Red Cross, as well as at Harvard University and the University of Oxford.



Aarti Thakor, Charity Commission for England and Wales

Aarti advises on complex and high-profile charity law issues. She has led her team of over 30 people in addressing technical legal issues to help charities nationally and internationally.

Aarti led on the Charities Bill 2021 (now the Charities Act 2022) and has provided written and oral evidence to the House of Lords. She has also contributed to the development of the Charity Commission's practical regulatory standards, which has helped to clarify the law and ensure clear practical implementation.



Sam Littlejohns, Government Legal Department

Sam is a Legal Adviser at the Ministry of Defence and is also an RAF reservist.

Sam has been responsible for providing advice on longstanding litigation with a hostile state. This directly led to the resolution of the dispute and allowed for a parallel resolution for detained dual nationals.

He previously worked for the Department of Health & Social Care (DHSC) Legal Advisers on Covid-19 public health issues, leading on important Covid-19 lockdown regulations.

Employed Barrister of the Year in a Law Firm



The Honourable Society of
Lincoln's Inn



Charlotte Pope-Williams, Pinsent Masons

Charlotte is a Senior Associate at Pinsent Masons. She is one of the few members of the firm to work cross-departmentally and is involved in multiple teams within commercial litigation, including insurance, financial regulation, pensions, and construction. Charlotte also frequently does her own advocacy.

A dedicated champion for access and diversity at the Bar, she regularly speaks at Lincoln's Inn about life at the employed Bar, teaches on advocacy weekends for pupils and new practitioners, and provides mentorship and coaching to junior colleagues at the Bar. She also sits on BACFI's general committee and the Employed Barristers' Committee.



Clare Strickland, Blake Morgan

Clare is a Partner at Blake Morgan and works within its regulatory group, where she is client partner for two of the firm's largest clients.

Clare advises professional regulators on the gamut of their regulatory functions, including on regulatory reform and policy development. She is also a mentor for junior barristers and provides support to her colleagues on applications for judicial office. Clare is lead advocacy tutor at Lincoln's Inn and designed the advocacy course that was used as part of the New Practitioners' Programme for many years.

She is an advocate for diversity across Blake Morgan and is the firm's disability and neurodiversity champion and is also a member of the Bar Council's Employed Barristers' Committee.



Melanie Gavin, Ward Hadaway

Melanie is a Partner at Ward Hadaway and is also the first barrister to become an equity partner at the firm.

As part of her work, she developed a diagnostic review of NHS Legal Services, which resulted in enabling healthcare sector clients to assess their own operations to ensure best practice and identify efficiency savings.

Melanie's work here also led to the production of an online tool to centralise knowledge and avoid duplication of legal advice. She is presently providing support to the national NHS programme and helping to improve the landscape of legal services across the programme.

Employed Barrister of the Year in Commerce, Finance, or Industry



John Battle, ITN

John is a barrister for Independent Television News (ITN). He was crucial in the production of the Reporters' Charter, which he also drafted. The Charter was adopted by the Ministry of Justice and launched at the Society of Editors' Annual Conference in May 2022.

John led the legal team advising ITV News' investigation into 'Partygate' and advised ITV News on its investigation into abuse in UK gymnastics.

In addition to his work with ITN, John also chairs the Media Lawyers Association.



Niamh McCarthy, International Airlines Group

Niamh leads a team of competition lawyers within International Airlines Group (IAG) and is responsible for managing the company's relationship with key regulators. She is recognised by colleagues as a trusted and valued adviser, particularly to the senior management team and board. Niamh has acted on matters including IAG's regulatory strategy for responding to the UK's exit from the European Union, judicial review applications related to the Covid-19 pandemic, and major cartel investigations in the UK, European Union, and United States of America.

Niamh is a specialist in European law and was also closely involved with establishing one of the leading international Bar associations for competition lawyers.

Legal Team of the Year



Government
Legal Department

Cabinet Office, Commercial Policy Team

The Commercial Policy Team is part of the Cabinet Office's legal advisory team. For the last two years, the team has worked on preparations for the Government's Procurement Bill, which was introduced into Parliament in May 2022. The Bill covers areas such as the human rights records of other states, trade policies, Covid-19 contracting and protection of the NHS, and governing annual public sector spend. It is also one of the first major projects to translate EU codes and concepts into UK domestic law, applying English drafting conventions to an area that was previously regulated exclusively by the EU.

Government Legal Department, Department of Health & Social Care Legal Team

The Department of Health & Social Care legal team supported the Government through its initial response to the Covid-19 pandemic. The legal team produced more than 90 pieces of secondary legislation and had to tackle incoming litigation, protecting the Government's Covid-19 response and the ability to take further steps in the future if needed.

Described by Professor Chris Whitty as 'remarkable', the team's role was also to ensure that legality and the rule of law were upheld whilst drafting legislation to support the Government's efforts.

Government Legal Department, National Security and Counter Terrorism Team

The National Security and Counter Terrorism team has advised the Government on a variety of complex matters in support of the protection of the UK's national security.

The team's portfolio has involved protecting the public through preventative legal action in relation to those presenting a national security risk under the Terrorism Prevention and Investigation Measures Act 2011 and in the Special Immigration Appeals Commission, supporting the work of inquests and inquiries which concerned national security or terrorism issues, and successfully defending challenges to decisions based on classified material.

It has also successfully defended appeals regarding important powers of the Security Agencies in the Investigatory Powers Tribunal, High Court and Court of Appeal.

Barrister of the Year in the Armed Forces

BAE SYSTEMS



Cdr Caroline Tuckett RN, Naval Legal Services

Commander Tuckett has led the Government's development of its own policy and regulatory framework across multiple departments of state. Her expertise was recognised by the House of Lords Defence and International Relations Select Committee, both of which called her as an expert witness.

Commander Tuckett has also led and influenced the debate around the legal use of autonomous warships.



Maj Neil W Keery AGC, Army Legal Services

Major Keery is legal adviser to Headquarters Standing Joint Command (UK) (HQ SJC (UK)).

He has delivered legal advice on complex UK domestic operational law issues up to the level of an Army Lieutenant General. Major Keery frequently provided counsel on complex issues and has given legal advice on over 200 requests for military assistance across a range of topics.

Our sponsors



**GRAY'S
INN**

For more than six hundred years, the Honourable Society of Gray's Inn has been home to a community of extraordinary individuals. The Inn exists to support, educate and develop both its aspiring and practising barrister Members in accordance with its historic traditions. Our Members' talent, dedication and bravery has shaped, and continues to shape, the evolution of the rule of law of England and Wales and around the World. With an active Membership of around five and a half thousand, including around three hundred student Members at any one time, everything we do is designed to champion and nurture each individual's unique talents and interests and to support them in their career at the Bar.

Gray's Inn is firmly committed to supporting all our Members who practise or are interested in practising at the Employed Bar, and who wish to benefit from the varied opportunities it offers. Acting as a host and an awards sponsor for the 2022 Bar Council Awards is part of Gray's Inn's continuing commitment to the Employed Bar.

The Employed Barrister of the Year in Commerce, Finance, or Industry Award is sponsored by The Honourable Society of Gray's Inn who are also our awards partner tonight.



BACFI (the Bar Association for Commerce, Finance and Industry) was founded in 1965 and provides representation, education and support to barristers employed in a commercial environment and works to promote "one Bar" ensuring that the status and interests of our members are fully recognised and taken into account. Membership is open to all barristers and student members of the Inns of Court and starts from only £20 per annum. BACFI also focuses on professional development and career opportunities for its members and hosts a variety of seminars, webinars and social networking events throughout the year which provide an excellent platform to share ideas on important issues and networking opportunities. We look forward to you joining us at our upcoming events.

Further details can be found on www.bacfi.org

The Employed Bar Awards brochure is sponsored by the Bar Association for Commerce, Finance and Industry (BACFI).



The Inner Temple's global membership strengthens and promotes both the rule of law and the vibrancy of a diverse legal community. Led and shaped by the profession, for the profession, we are dedicated to attracting the best candidates and giving everyone, at every stage of their career, access to excellent education and training resources.

As increasing numbers of barristers enter employed practice, we have taken a leading role in supporting barristers who have moved, or are looking to move, away from traditional self-employed practice. The Inner Temple is committed to supporting members of the Inn at the Employed Bar, to celebrating their achievements, and to highlighting alternative career opportunities beyond the self-employed Bar. We are delighted to continue supporting the Bar Council's Employed Bar Awards, showcasing the considerable and varied achievements of employed barristers.

The Employed Barrister of the Year in the Public Sector Award is sponsored by The Honourable Society of the Inner Temple.



Our members are at the heart of Lincoln's Inn and have been for over 600 years. The Inn is run by our members, and for our members. As a professional community in an ever-changing environment, we wish to provide support and relevant services that demonstrate that the Inn is here to support all members throughout their careers.

Lincoln's Inn has identified inclusion and diversity of membership as central to our future and increasing its focus on member services. Eighteen percent of our practising members are employed. Greater engagement of employed barristers would help provide improved visibility of career opportunities to students and stronger networks between employed and self-employed members, to mutual benefit.

Engagement of our employed members benefits the Inn as they offer skills and experience developed from working within an organisation, which complement those of self-employed members. Employed barristers offer a broader perspective on a wide range of issues such as diversity and inclusion, along with career progression. Those working within large organisations may in addition have valuable experience of areas such as leadership development and strategic planning and communications.

Therefore, we are very proud to sponsor the Employed Barrister of the Year in a Law Firm Award 2022, to help showcase the accomplishments of employed barristers, and to celebrate the amazing contribution they make within the legal profession.

The Employed Barrister of the Year in a Law Firm Award is sponsored by The Honourable Society of Lincoln's Inn.

At BAE Systems, we help our customers to stay a step ahead when protecting people and national security, critical infrastructure and vital information. We provide some of the world's most advanced, technology-led defence, aerospace and security solutions and employ a skilled workforce of 89,600 people in more than 40 countries.

From state of the art cyber threat detection to flight control systems that enable pilots to make better decisions, we never stop innovating to ensure that our customers maintain their advantage. This is a long-term commitment involving significant investments in skills. We also work closely with local partners to support economic development through the transfer of knowledge, skills and technology.

The Employed Barrister of the Year in the Armed Forces Award is sponsored by BAE Systems.



Government Legal Department

As the government's principal legal advisers, the Government Legal Department's (GLD) core purpose is to help the government to govern well within the rule of law.

GLD achieves this by providing legal advice on the development, design and implementation of government policies and decisions, drafting secondary legislation and working with Parliamentary Counsel on primary legislation, and representing the government in court.

Comprised of over 2,800 employees, 2,100 of which are lawyers based around the UK, Cyprus and Germany, GLD is one of the biggest employers of barristers in the UK, offering a unique and varied career at the heart of government. GLD lawyers are based across 14 departments, and work also with executive agencies, public and arm's length bodies. Colleagues can sit either in advisory (non-contentious) and litigation (contentious) roles, working on some of the biggest issues of the day.

The Legal Team of the Year Award is sponsored by the Government Legal Department.

The Judging Panel



Mark Fenhalls KC, Chair of the Bar of England and Wales

Mark Fenhalls KC's practice is principally in crime, business crime and regulatory compliance.

Mark was Chair of the Criminal Bar Association (2015/16) and Leader of the South Eastern Circuit (2019-2020). He is a Bencher of Gray's Inn.

He is Vice Chair of The Kalisher Trust.



Sir David Green CB KC, Cohen & Gresser

Sir David Green CB KC was called to the Bar in 1979 and took silk in 2000. He has also served as a Recorder since 2000. He was Director of the Revenue & Customs Prosecutions Office (RCPO) between 2004 and 2010.

Sir David briefly returned to private practice in 2011. In 2012 he was appointed as Director at the Serious Fraud Office, where he served until 2018

Sir David then joined Slaughter and May as a Senior Consultant until 2021, when he became a Partner at Cohen & Gresser.

In 2018, Sir David was knighted in recognition of his services to the criminal justice system. He is a Past Master of the Worshipful Company of Gardeners and is a Bencher of the Inner Temple.

The Judging Panel



Sara Lawson KC, Serious Fraud Office

Sara Lawson KC was appointed as General Counsel of the Serious Fraud Office (at Director/Board level) in May 2019.

She is the Master of the Employed Bar at Inner Temple and an advocacy trainer. Before 2019 she was a barrister at Red Lion Chambers, from her call in 1990, and had extensive experience prosecuting and defending criminal and regulatory matters.

Before taking Silk in 2017, Sara was Standing Counsel to the Insolvency Service and, from 2012-2019, a member of the Government Regulatory A List, prosecuting cases for the Health and Safety Executive, the Office of Rail & Road and the Environment Agency.



Simon Regis, Government Legal Department

Simon is a Deputy Director with the Government Legal Department, leading a team at DCMS Legal Advisers dealing with Civil Society, Culture, Gambling and Sport.

He has spent the majority of his career in the wider Government Legal Profession including at the Crown Prosecution Service and HM Revenue & Customs.

Simon is also co-Chair of the Bar Council's Race Working Group.



The Bar Council

ANNUAL BAR & YOUNG BAR CONFERENCE 2022

Future-proofing the Bar

Wednesday 23 – Friday 25 November – online and in-person
Saturday 26 November 2022, The Grand Connaught Rooms,
London – in-person and livestreamed



This year's Annual Bar and Young Bar Conference will take place across four days of online and in-person sessions, under the theme of 'Future-proofing the Bar'.

The conference will explore the deep-rooted issues that underpin our justice system and their impact on providers of legal services, and consider how members of the Bar can work individually and collectively to shape the future of the profession.

Our expert speakers will examine how we can strengthen the Bar and ensure that our members' unique excellence in advocacy and specialist advisory services continues to be recognised nationally and internationally, and that the profession is perceived as being sustainable, resilient and diverse.

Sessions include:

- **Careers, retention and the modernisation of working practices at the Bar**
- **Threats to the Rule of Law in 2022 and beyond**
- **Climate leadership and influence at the Bar**

Book your ticket today

www.barcouncil.org.uk/barconf2022

Discounts are available for students, pupils, barristers in income bands 1 or 2, Bar Representation Fee (BRF) subscribers, and bulk bookings.



Employed Bar Awards brochure sponsor