

The Board Room Brief



Celebrating 60 years of Representation, Education and Support for Employed Barristers.

Message from the Chair

Welcome to our Spring Newsletter. It has been a busy quarter!

We kicked off the new year by once again responding to the Bar Council's PCF Consultation and, as per our usual Q1 activity, we reviewed our Business Plan for 2025. We have continued to engage with the BSB, the Bar Council Employed Barristers' Committee (the "EBC", now Chaired by our General Committee member Sara George) and the Bar Council more broadly on issues facing the Employed Bar. We continue to explore the potential for more commercial organisations to take corporate membership and we also hope to encourage them to support pupillages and champion the importance of career progression and recognition for employed barristers.

On the subject of career progression, as you will no doubt have already seen noted in Sara's first newsletter as Chair of the Employed Barristers' Committee (18 March), it was very disheartening to see that from an Employed Bar perspective this year there were only five applicants for KC, none of whom was successful. I fully echo Sara's concerns and I look forward to working with the EBC to try to understand why this figure is so low (both in terms of applicants and interviews) and consider what we must do to change this situation for the future.

BACFI hosted a superb online event on 27th February where Kate Urell, a specialist litigator and advisor on civil consumer regulatory law in Gough Square Chambers, entitled "**Secrets and Lies: Did the Court of Appeal go too far on the issue of commissions?**". It was heavy on case law content which is something transactional lawyers do not often have the luxury of immersing themselves in so I for one found it fascinating!

There is much more to come as the year progresses so, please continue to regularly check-in with the BACFI website where you will find a wealth of information pertinent to our practice at the Employed Bar, including career opportunities, links to relevant information from other organisations (eg. the Bar Council) and details regarding how to join us. Please do not hesitate to contact me or Sandra with any questions, comments, or ideas.

Thank you to those of you that have renewed your membership again this year and as a reminder, for any members who are in a corporate setting, please bear in mind our corporate membership which is available to organisations employing barristers and is exceptionally good value. For 2025/26 the cost remains at £300 and will enable your legal department to send up to 10 barristers or solicitors to each of the BACFI seminars / webinars during the year and entitle them to the discounted members' price for our social events.

Lastly, but definitely not least, as we all go through the annual process of renewing our practising certificates, please consider supporting the Bar Council by paying the voluntary Bar Representation Fee (the "BRF"). The BRF is critical to ensuring that the Bar Council's important representative and campaigning work can continue (plus a few other benefits as a BRF Subscriber!). The BRF is vital funding that allows us all to champion access to justice and give the Bar a stronger voice, as well as help barristers in their daily working lives through a variety of support and resources. BRF subscribers also receive exclusive money-saving benefits – and this year the option to subscribe to DoctorLine, a 24/7 GP service for an extra £40 a year has been introduced. BACFI works closely with the Bar Council to support and

promote the work of employed barristers whether that be supporting career progression, promoting employed pupillages to inspire the next generation of barristers or showcasing the rich variety of work (and outstanding individuals) at the employed bar through the Employed Bar Awards.

Please also bear in mind Advocate, the Bar Council's own pro bono charity which provides free representation for litigants and claimants in legal cases. Please take a look at the Bar Council website for more information and consider donating.

We are continuing to organise events for the remainder of 2025. If you have any ideas of topics that could be covered, again please let Sandra know, or if you would like to volunteer your services as a speaker, please do get in touch.

I look forward to seeing you soon.

Warm regards, Gaynor Wood, Chair

Subscription renewals

Thank you to everyone who has renewed their subscription. If you haven't renewed yet you should have received a reminder last week with details of how to pay. Please let Sandra know if you require a receipt.

Bar Conference 2025

The Bar Council is taking their annual Bar Conference to **Birmingham**. Join colleagues from across the profession on **Saturday 7 June** at the Park Regis, with a Bar mess hosted by Midland Circuit on Friday 6 June.

Bar Conference 2025 is a unique event in the Bar's calendar that you will not want to miss.

Hear from high-profile keynote speakers, including the **Lady Chief Justice** and the **Lord Chancellor**

- Take part in insightful sessions exploring the **current state of the justice system**, the **critical role of statistical reasoning** in legal practice, and the **evolving culture** at the Bar
- Choose your breakout options, from exploring your wellbeing and what **reflective practice** could look like for you, the **impact and future of public inquiries** and navigating **ethical dilemmas**
- **Network with colleagues** you know and make new connections.

Full price tickets are £170 (+VAT), discounts up to 40% off are available.

Book your ticket today: <https://www.barcouncil.org.uk/training-events/conferences-and-seminars/bar-conference-2025.html>

Crafty Counsel

Crafty Counsel is a Community for in-house lawyers and Governance Professionals, whose purpose is "Joy, Insight and Connection" for that group.

It's free to join and you'll get a weekly newsletter and access to a Community Hub with a chat room, an Events Calendar, a Recommendations channel, a jobs board and much more.

Simply visit www.craftycounsel.co.uk and click "Join our Community".

The logo for the Bar Standards Board, featuring the text "BAR STANDARDS BOARD" in a serif font, centered within a yellow rectangular background.

BAR
STANDARDS
BOARD

BSB invites initial feedback on strategy development

We are preparing our five-year strategy, a comprehensive plan for the regulation of the barrister profession into the 2030s. This strategy will set out our priorities for the years ahead, offering a clear roadmap of how we plan to deliver our regulatory functions in the public interest.

As we shape the strategy, we want to gather insights and evidence from a range of organisations and individuals. We are, therefore, inviting our key stakeholders, including consumers, barristers and other groups, to contribute. The feedback will help us build a strategy that is informed and has impact, supporting a profession that delivers for consumers and for the wider justice system. More details on how you can contribute your views [can be found on our website](#) (a summary of the full document is also [available on our website](#)). You can [respond via this form](#); the deadline for responses is Wednesday 9 April 2025.

Once we have gathered feedback from this phase, we will then prepare later in 2025 a draft strategy for public consultation, which will be shared on our website, social media and with key stakeholders. The strategy will come into effect from April 2026.

"Secrets and Lies: Did the Court of Appeal go too far on the issue of commissions?" – webinar 27th February

We were delighted to welcome Kate Urell of Gough Square Chambers to speak to us on the case of car finance commissions and the Court of Appeal's verdict. Kate outlined the main points and gave her insight as to what the implications of the verdict may be and how such finance agreements may be affected in the future. The Supreme Court is due to hear the case next month.

"Women in the Law: The story so far...now read on" – 19th March

To celebrate International Women's Day our Vice President Lady Rose of Colmworth DBE presented her talk on women in the law at Proskauer Rose (UK) LLP. This well attended event was held in conjunction with our friends at SEAL (The Society of English and American Lawyers). We would like to thank Lady Rose for her excellent speech and Proskauer for hosting and providing refreshments. Lady Rose's speech along with a further write up of the event and photos will be available on our website shortly.

The Bar Yacht Club

The Bar Yacht Club is the Yacht Club for Members of the Bar and Inns of Court. We participate in the City Sailing Series, which takes place in the Solent, sailing out of Cowes, in a Reflex 38.

The events in the 2025 series are as follows:

Portcullis Regatta	26-27 April
CLYC Inter-Livery Regatta	16-17 May
BESC Regatta	24-25 May
Spread Eagle Regatta	6-7 September

We welcome sailors with previous racing experience, and those who would like to try their hand at yacht racing. The cost of a weekend is estimated at between £150-£200 (with subsidised entry for those under three years in practice who require assistance), with an additional sum payable should you wish to attend the Saturday night supper at a local yacht club.

Please contact Rebecca @ rstubbs@maitlandchambers.com should you wish to know more, or to indicate an interest in taking part.



***“Life can only be understood backwards,
but it must be lived forwards” - Soren Kierkegaard***

The rise of the multi-retiree family and what it means for your finances

By **2034**, more than **one million families** will include at least **two retired generations** – an increase of nearly one third (32%) on today.¹

Multi-retiree families will need their **collective finances to stretch further than ever before**, and for longer, impacting both **inheritances** and **day to day expenditure**.

Financial advice can help the whole family look forward to a retirement on their terms, and financial security that protects the **welfare and wellbeing of each generation**.

The rise and rise of the multi-retiree family

Sixty years old is the **new middle age**. We're all living longer, and by 2034, more than one million families may have multiple generations in retirement simultaneously – a 32% increase on today's figure of 813,000.¹

A recent survey into the phenomenon, commissioned by SJP, suggests that this is the tip of the iceberg. In five years' time, the number of **multi-retiree families** is set to rise by 150,000, topping out by 2044 – by which time there may be as many as **1.4 million** in the UK population.

That's **a jump of over 70%** in less than a generation¹, much higher than the last projection in 2018.

Are you ready to be a multi-retiree family?

The unprecedented leap in numbers has taken many by surprise and left them feeling underprepared.

“Stop someone in the street,” says Claire Trott, SJP’s Divisional Director of Retirement & Holistic Planning “and ask them how many generations of their family are retired, semi-retired or coming up to retirement, and you’ll find **most people haven’t even stopped to think about it**, let alone consider the **potential implications** for the family’s wealth and assets. “

Families might have two generations already retired, but a **third generation still at home and financially dependent**. “We see now, people are **starting families later**,” says Claire. “There could be a **thirty-five-year gap** between generations, not twenty-five, with financial repercussions for the whole family. There could be two generations in retirements with the youngest still also needing support as they are yet to fly the nest.”

Five questions to ask yourself if you're a multi-retiree family

1. Should an **inheritance skip a generation**, and if so, is the family in agreement on who should get what, and when?
2. Has the family as a whole discussed the possibility of **long-term care** for more than one generation – who would help out, and how would costs be covered? **Social care** is something **few people save for**, but most of us are likely to need.
3. If you’re a blended family with several generations already in retirement, have you thought about how to pass money on to grandchildren from earlier relationships, **fairly and tax efficiently**? Have existing **Wills** or **Death in Service benefits** been updated to reflect these wishes?
4. Do adult family members have **Powers of Attorney in place**? Most people don’t think about putting this simple financial safeguard in place until they’re retired, but **anyone may need a Power of Attorney at any age**, even if it’s only to cover a temporary period of incapacity.
5. Are your finances set to be as **tax efficient as they can be**? The more you **use all your allowances**, the **less tax you may pay** – and the **longer your money will last**.

If you think you need to make some changes to your financial plans, or put new ones in place, **contact us today**.

Why we’re waiting longer for inheritances

It’s not just NHS waiting lists that are getting longer. **Longer lifespans mean people are inheriting later**, and, crucially, that many **inheritances are shrinking**, as retirement income needs to stretch for longer.

Family wealth and financial wellbeing often **pivot around inheritances**. They can be life-changing sums of money, enabling families to **pay off a mortgage**, or send **children to university**. However, longer lifespans mean there’s less family money for the next generation to inherit.

“You’re more likely to inherit in your sixties now,” says Tony Clark, Senior Propositions Manager at SJP. “By that age, you may be mortgage-free or even retired yourself. “

“So, the question is, **do you really need the money**? Would it be better spent **helping younger family members** who are struggling with mortgage payments, or paying nursery or school fees? Or could it **help elderly relatives** shoulder the huge cost burden of long-term care? “

“The right thing to do might be to **skip a generation and redirect the money** to where it can do most good.”

How we can help

Once they start talking, Tony says, most families can see the solutions themselves.

“Seeing where the money’s needed in the family is usually quite straightforward. It’s **putting that into practice that can become really complex, really quickly**. That’s where financial advisers can help. There’s no such thing as a stupid question – so never be afraid to ask the question or ask for more clarity.”

“Once everyone’s in agreement on the best use of total family assets, **an adviser can help** create a practical, tax efficient action plan.” Because, as Claire succinctly puts it, the **less tax** the family pays, the longer the **money will last**.

Family-friendly financial planning

It can feel like a big responsibility to make sure that the right money is available at the right time for the right people – across several generations and multiple retirees. If you'd like help or support to start looking at the bigger picture for your family do get in touch.

We believe *financial planning should stretch across generations*, to ensure the *wellbeing and security of everyone*, whatever life stage they're at, and however long they live.

To discuss how financial advice can benefit you and your family, *get in touch with us*. We can advise businesses and support you at every stage. If you'd like a financial adviser by your side, do get in touch with *Marque Wealth Management* and we can help you to *'live life looking forward'* for 2025 and onward.

• **Contact Mark Quaye (APFS) - Chartered Financial Planner: 020 7516 2225 / 07764 963 701 www.marquewealth.co.uk**

The levels and bases of taxation, and reliefs from taxation, can change at any time. The value of any tax relief is generally dependent on individual circumstances.

*Will writing and Powers of Attorney involve the referral to a service that is separate and distinct to those offered by St. James's Place and are not regulated by the Financial Conduct Authority.

Sources

¹Research conducted for St. James's Place by Opinium, among 4,000 UK adults between 27th February – 8th March 2024. All results are weighted to nationally representative criteria. Estimating the number of families with multiple retired generations relies on looking at the age of children of the eldest age groups and projecting how changing demographics will impact these figures. We know approximately how many older age groups have a child aged 65 and above currently, and we have applied those percentages to the ONS projections of increased numbers of adults aged 80-89 and 90+, to ascertain future numbers of families with more than one generation in retirement.

Dates for your diary

23rd April: BACFI Wine Tasting at Bedales, Leadenhall Market, 6pm. Join us for what is now an annual event in the BACFI calendar! Lots of fine wines and platters of cheeses, meats and breads from the market to accompany. Cost is £65 for members and their guests and £75 other. **Last few tickets available.**

30th April: Having an Agile Career at the Bar – Opportunities for Career Returners and Movers at the Employed Bar in conjunction with the Middle Temple Employed Bar Society and hosted by Middle Temple, 5.30pm followed by a drinks reception and also available online. Speakers: Ian Brookes-Howells, Charlotte Pope-Williams, Dan Byrne and Emma Torr. Cost to attend is £10.00 and bookings can be made <https://www.middletemple.org.uk/civicrm/event/info?reset=1&id=41822>.

14th May: The first 100 days of the Trump administration hosted by Sidley Austin LLP, 6pm and in conjunction and SEAL. Followed by refreshments and networking. Please register your interest using the invitation sent previously. If you would like the invitation sent again please let Sandra know.

9th June: Employed Bar Garden Party at Middle Temple, 6pm – 8.30pm. Tickets: £43 each and available from Middle Temple tel: 02074274800 (10am – 4pm). Supported by Middle Temple, BACFI and the Employed Barristers' Committee of the Bar Council.

25th September: The Post Office Scandal – update. Webinar at 6pm with speakers Flora Page, Professor Richard Moorhead and Dr Alan Brener. Free for BACFI members, £20 others.

60th anniversary dinner: 10th October at The House of Lords hosted by Lady Hale. Tickets are £175 each for BACFI members and their guests, £185 others. A Champagne reception will be followed by a three course dinner with wine, coffee and chocolates. **Tickets are selling fast!**

22nd October: Annual Student evening in conjunction with City Law School. Free for all to attend.

BACFI members on Bar Council Committees 2025

Bar Council

Gaynor Wood, Lucinda Orr (elected Treasurer), Lorinda Long (Elected), David Bunting (BACFI representative), Mike Jones KC (elected).

General Management Committee

Lorinda Long, Gaynor Wood, Lucinda Orr

Employed Bar Committee

Mike Jones KC, Lucinda Orr, James Kitching, Sara George (chair), Patrick Rappo, Charlotte Pope-Williams, Hannah Smith

Finance Committee

Lucinda Orr

Regulatory Review Working Group

David Bunting

European Committee Law Committee and Retained Law Working Group

Alex Carr

Bar Representation Committee

James Kitching,

Race Working Group

Sharon Blackman, Rebecca Dix

Money Laundering Working Group

Shahmeem Purdasy

Bar Council Ethics Committee

Sara George, Hannah Smith, Brian Cahill

Bar International Co-ordination Group

Charlotte Pope-Williams

Wellbeing at the Bar Group

Shahmeem Purdasy

BACFI Committee 2025

Chair: Gaynor Wood
Senior Vice-Chair: Ian Brookes-Howells
Junior Vice-Chairs: Sharon Blackman OBE
David Bunting
James Kitching
Hon. Treasurer: James Kitching
General Committee: Ryan Porter
Stephen Potts
Lorinda Long
Alex Carr
Daniel Byrne
Charlotte Pope-Williams
Sara George
Shahmeem Purdasy
Patrick Rappo
Laurence Fry
Rebecca Dix
Sara Lawson KC
Hannah Smith

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