



# SOCIAL MOBILITY AND THE EMPLOYED BAR



*“THE MANY ROADS TO PUPILLAGE”*



**BACFI**  
**Bar Council of England & Wales**



## AGENDA

- Introduction to our panel
- What is an Employed Barrister
- Each panel members:
  - What do they do?
  - How did they get to their present role?
  - Career tips
- Q&As
- Background Slides: BACFI and Careers of Employed Barristers



## THE PANEL

### PRACTISING EMPLOYED BARRISTERS

- **Gaynor Wood**  
BACFI Chair, Barrister, General Counsel to CLS Bank
- **Ian Brookes-Howells**  
BACFI Senior Vice Chair, Barrister, Commercial Lawyer and Inclusion Diversity Lead, Lloyds Banking Group Legal & Secretariat
- **Jack Meek and**
- **Andrew Dakoutros**  
  
Both Barristers, Government Legal Department  
Social Mobility Advocates for the Bar Council



# WHAT IS AN EMPLOYED BARRISTER?

20% of barristers in England and Wales are employed barristers. Increasingly, the opportunities to complete pupillage at the employed Bar are opening.

Employed barristers provide specialist legal services to their employer. They remain independent but accept their instructions from and provide legal services solely to their employer.



# GAYNOR'S LIFE & CAREER

Gaynor is the General Counsel at CLS, a systemically important financial market infrastructure and is also a Bencher at the Honourable Society of Gray's Inn and a member of the Bank of England JSC Legal Sub-Committee.





## ANDREW'S LIFE & CAREER

Andrew was born to a non-English speaking mother in a council estate in North London. Andrew's family relied on benefits and Andrew attended a comprehensive that was continuously failed by Ofsted. Andrew has dyslexia, ADHD and severe anxiety. Andrew worked full time whilst at university and studied at QM, UCL and City. He started practice as a barrister on 2012 and is now employed by GLD where he predominantly works on immigration and public law cases and leads the GLD advocacy program as head trainer. Andrew a social mobility advocate for the bar council appears in his personal capacity.



## IAN'S LIFE & CAREER –

- Born Wolverhampton. Both parents left school during WW2 at age of 14.
- Father trained as an electrician and made his way up to be procurement manager and then college lecturer. A non-graduate educated at night school.
- Mother is a housewife leaving work in 1963 to have a family and choosing to be a stay at home mom.
- No family in the legal profession or in any senior roles.
- Only came out as gay at the age of 32, faced homophobic bullying at both school and the workplace including very recently.
- I attended state schools including a comprehensive. First to attend university, Wolverhampton Polytechnic for LL.B.
- Inns of Court School of Law (now City University of London) Bar Finals Called 1989
- Legal Assistant, Litigation, NHS Health Authority, 1988-91
- Pupillage, 1<sup>st</sup> EA Chambers, 2<sup>nd</sup> Commercial at Telecoms Co, 1992
- Legal Advisor at Telecoms Manufacturer & IT Services Company
- Various roles including Head of Legal, BT, 1998-2013
- Legal Consultant/Interim Lawyer with Pinsent Masons Vario e.g. British Gas, FinTech, LBG 2013 - 2021
- Now an Insurance Commercial Lawyer, Lloyds Banking Group and I&D lead from 2021



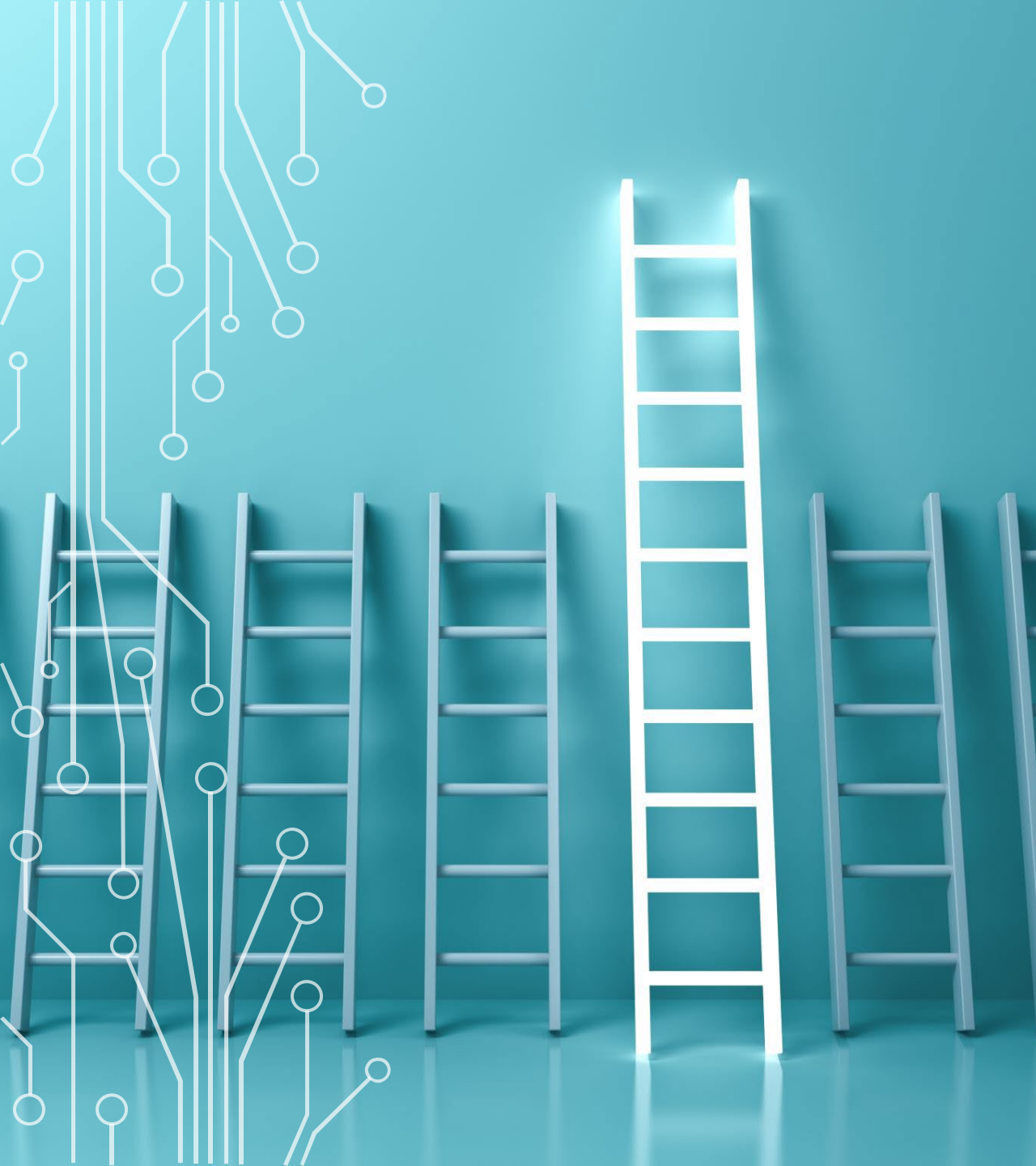


## JACK'S LIFE & CAREER

Jack comes from Northern Ireland where he grew up during “The Troubles”. His family struggled financially and he was the first of his family to go to University – Queen’s University Belfast. He was awarded a Bar course scholarship from Manchester Metropolitan University and European Court of Human Rights scholarship from Lincoln’s Inn. Jack is a barrister at the Government Legal Department, speaking this evening in his personal capacity as a Bar Council #IAmTheBar Social Mobility Advocate for 2021/2022.

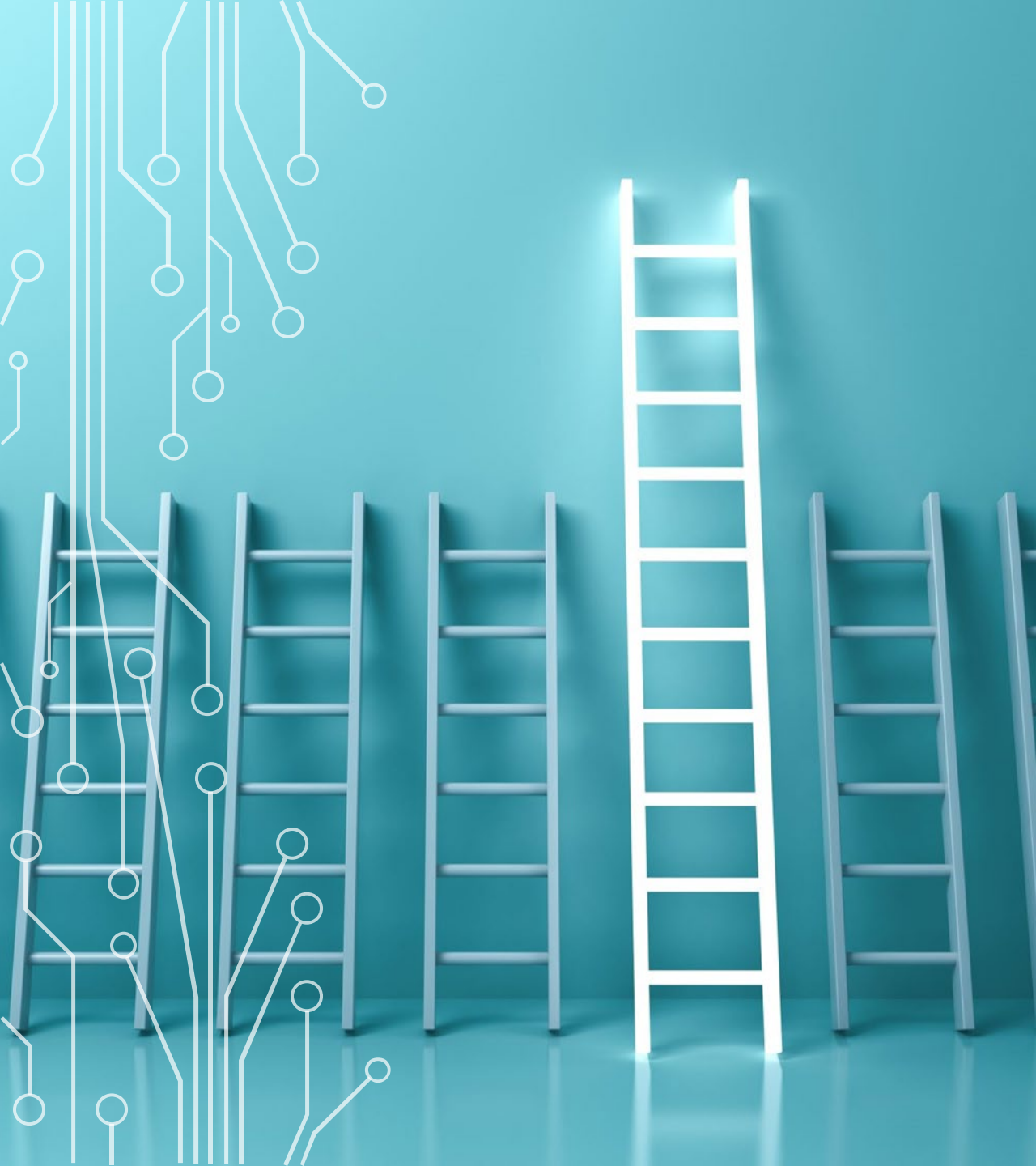






**SOCIAL MOBILITY**

**Q&A**



# BACKGROUND SLIDES

**MORE ABOUT BACFI AND CAREERS  
AT THE EMPLOYED BAR**



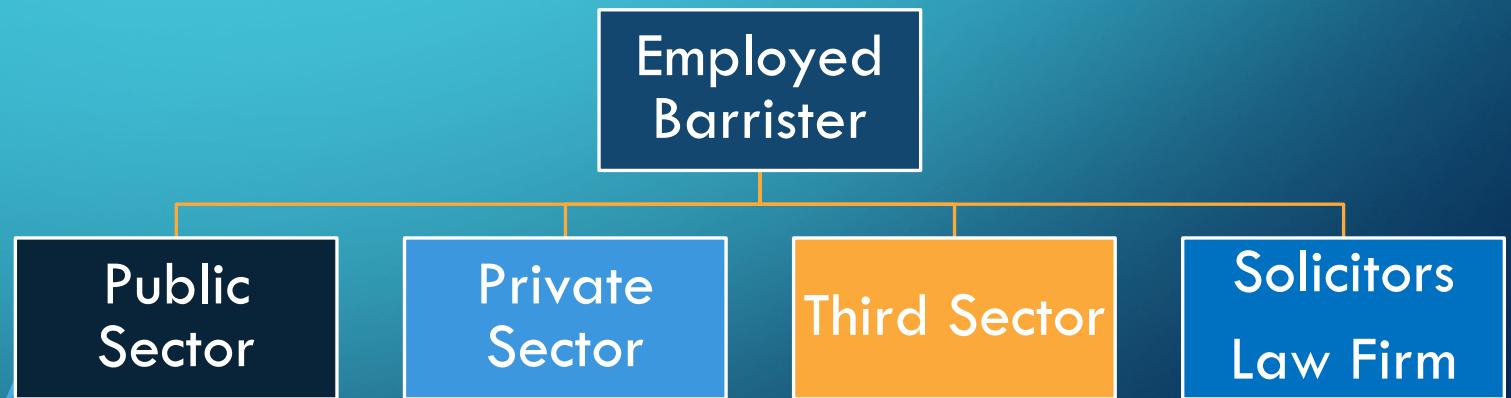


## WHAT IS BACFI

- Bar Association for Commerce, Finance and Industry
- Specialist Bar Association of the Bar Council but independent.
- Representing barristers working in corporations, business, law firms, and public authorities for 55 years with over 200 members
- Our members work as in-house legal counsel, general counsel, CEOs, advocates, business managers and consultants
- Employed and contractors but outside of traditional barristers chambers
- Open for new members including students



## EMPLOYED BAR





# EMPLOYED BAR

Multinational Corporation  
Legal Dept



General Counsel  
Legal Director  
Head of Legal

Commercial Contracts  
Sales & Procurement

Corporate  
Mergers & Acquisitions

Litigation & Disputes

Specialist e.g.  
Patents/IPR  
Data Protection  
Employment  
Regulatory

Commercial  
Lawyer/Legal Counsel

Corporate Lawyer

Litigator  
Advocate

Patent Attorney  
Specialist Counsel

# PRIVATE SECTOR CAREER PROGRESSION

- Legal Counsel
- Senior Legal Counsel
- Management – Legal Manager
- Leadership – General Counsel, Head of Legal
- Specialist Lawyer e.g. IPR, Data Privacy
- Company Secretary
- Compliance
- General business management







CPS

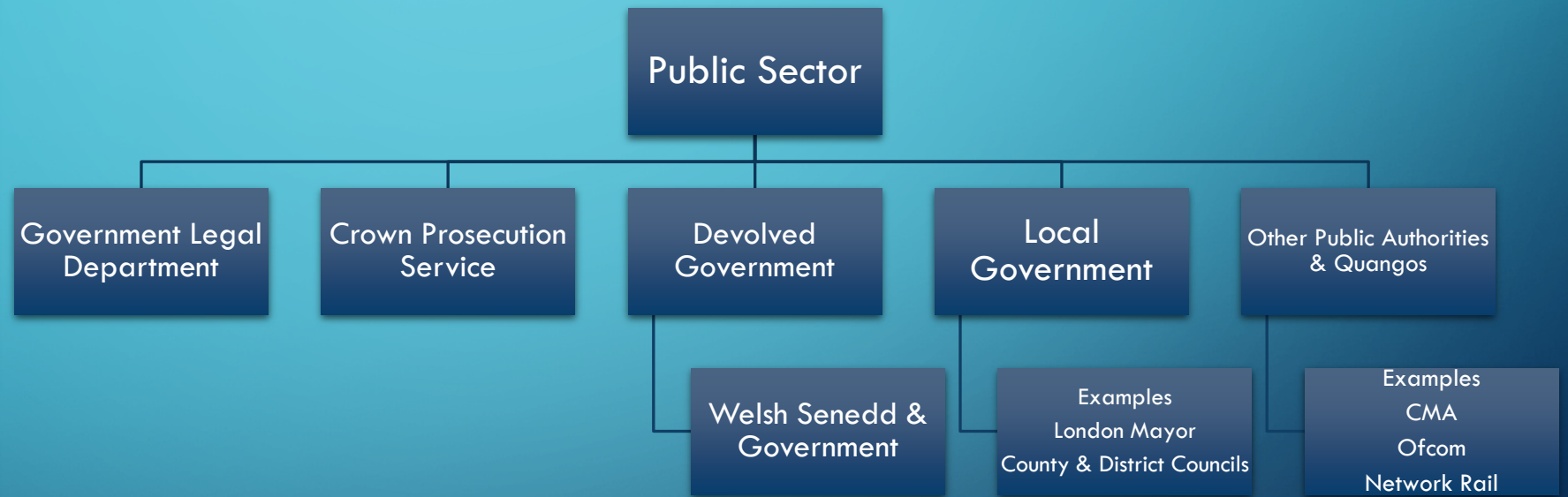


Government  
Legal Department

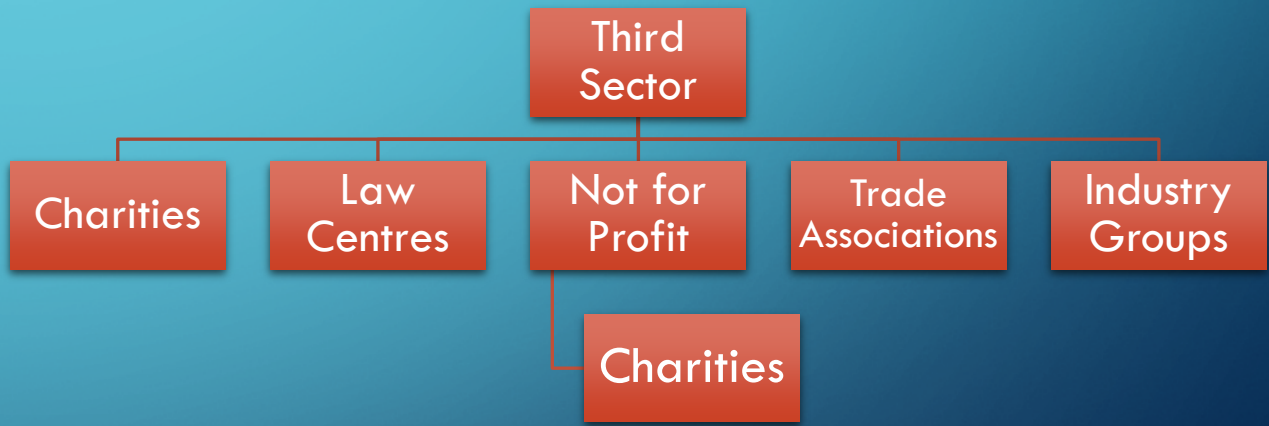


Lawyers in Local Government

# EMPLOYED BAR



# EMPLOYED BAR





# EMPLOYED BAR – SOLICITORS' LAW FIRMS



- Advocate
- Associate
- Senior Associate
- Of Counsel/Legal Director
- Partner



For 55 Years Representing,  
Educating & Supporting Barristers  
Working in Commerce, Finance &  
Industry