



Online Mentoring Programmes

Addressing the graduate skills
gap and lack of diversity in legal
recruitment

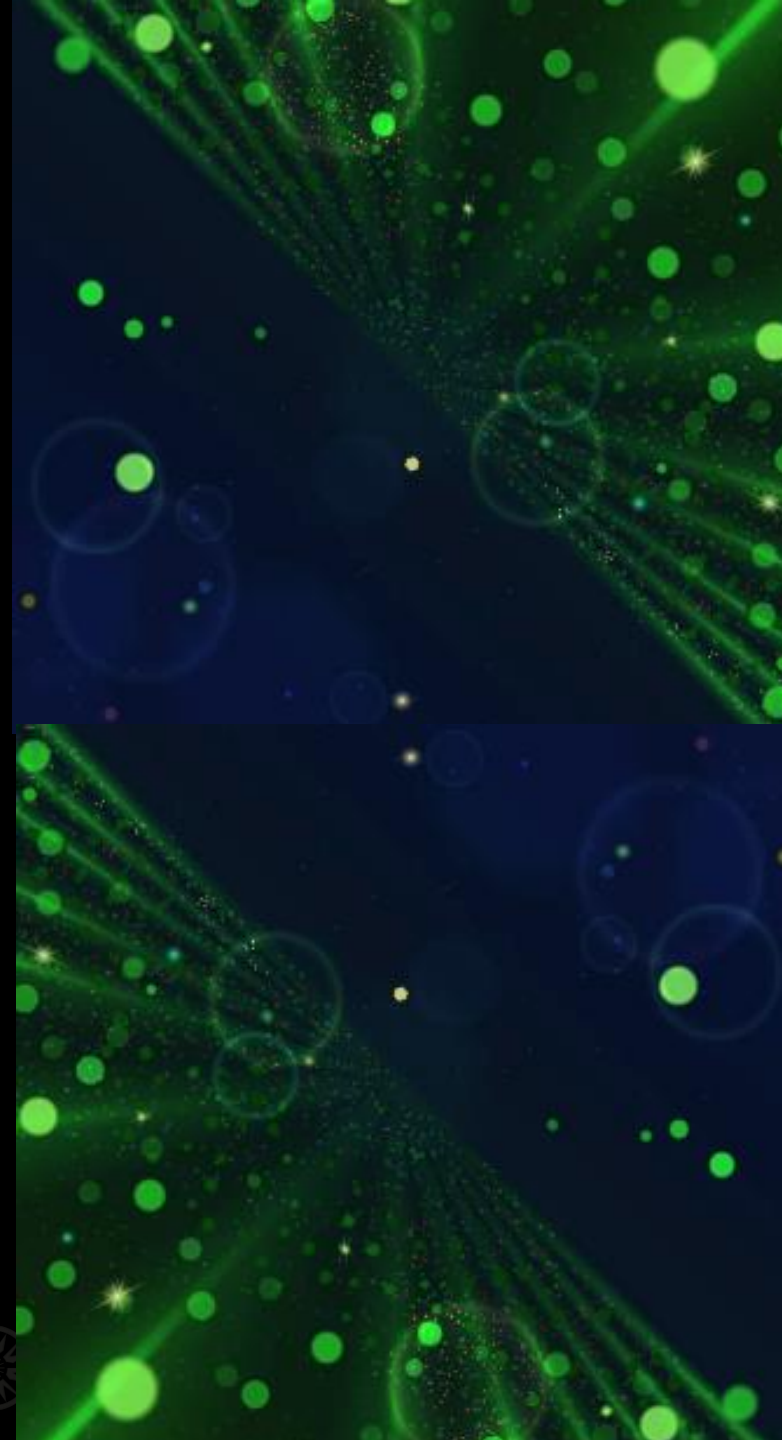
Carol Withey - Principal Lecturer

The School of Law and Criminology,
University of Greenwich

ALT Annual Conference – 17th April 2023

Carol Withey (no full stops!)

- General overview of mentoring rationale
- Employability mentoring
 - CPS Criminal Law and Practice Mentor Scheme and feedback
 - Competition Law and Practice Mentor Scheme
 - Commercial Law and Practice Mentor Scheme
 - Schemes currently being developed





LAW MENTOR PLATFORM

SKILLS SUPPORT SUCCESS
UNIVERSITY OF GREENWICH



PEER MENTORING

SKILLS SUPPORT SUCCESS
UNIVERSITY OF GREENWICH



ALUMNI MENTORING

SKILLS SUPPORT SUCCESS
UNIVERSITY OF GREENWICH



EMPLOYMENT MENTORING

SKILLS SUPPORT SUCCESS
UNIVERSITY OF GREENWICH

Why Mentoring?

- Part of the University of Greenwich Strategy 2030
- Equality, Inclusion, Diversity
- Employability and Skills Gap



EMPLOYMENT MENTORING

SKILLS SUPPORT SUCCESS
UNIVERSITY OF GREENWICH



The distinct aims of the **employment mentoring tier** are to:

- Compliment the academic curriculum with practical skills, bridging the gap between legal theory and practice
- Develop specific and transferable skills
- Help formulate a career plan
- Foster a sense of belonging and community
- Empower students with self-confidence
- Inspire students to achieve career goals
- Maintain links with Greenwich law alumni; providing UoG graduates with mentor roles, which can enhance their own CPD and career progression
- Encourage diversity within the law and other employment sectors



Equality ~ Diversity ~ Inclusion

2021 ~ 'Levelling up' Government initiative – 15 large city law firms

Identified that on average:

75% of employees were white

Whilst women and men had been recruited more or less equally, women had struggled to gain promotion to senior partner level ...some firms reported this figure to be 15%

50% of employees had not been educated in the state school sector - class unprotected - accent bias is not an issue

04: The Levelling Up Law Project

The Levelling Up Law Project is the first sector-wide initiative undertaken by the Purpose Coalition. Fifteen City of London Law Society (CLS) member firms are participating in the partnership which is working closely with a number of universities to create new and more accessible pathways from higher education into the legal sector. The project is chaired by Seema Kennedy OBE, former Government Minister and solicitor.

It aims to create a framework for leading law firms to work together on solutions that will benefit the profession at large, leading to greater understanding and access.

Participating law firms:



The Levelling Up Law Project has sought to assess three key segments of the legal sector's current practice, which includes outreach practices, recruitment practices, and levels of progression of individuals within the firms.

Each segment had working groups of five law firms each. The first set of sessions considered best practice; the second session assessed the use of data; and the third session discussed potential recommendations.

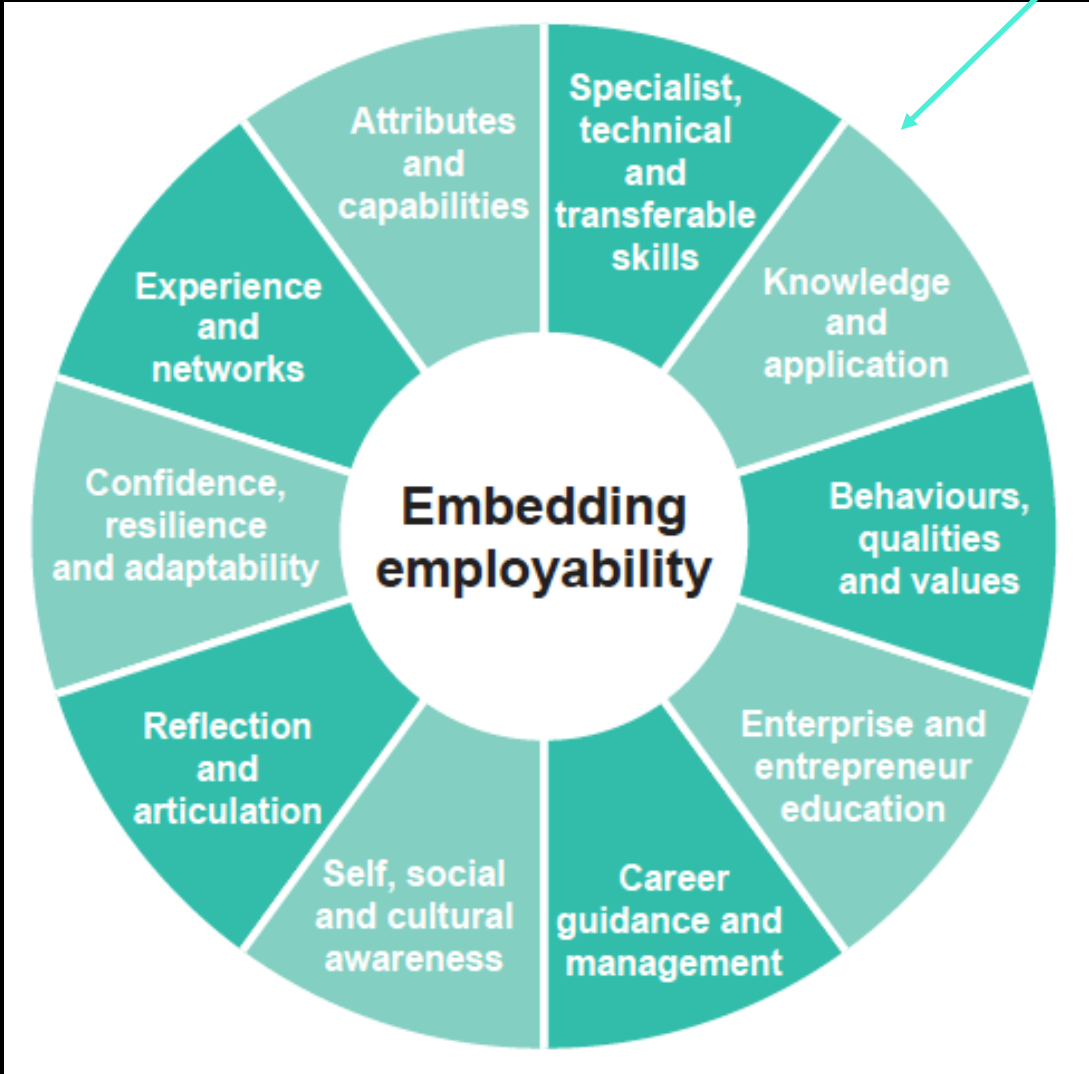
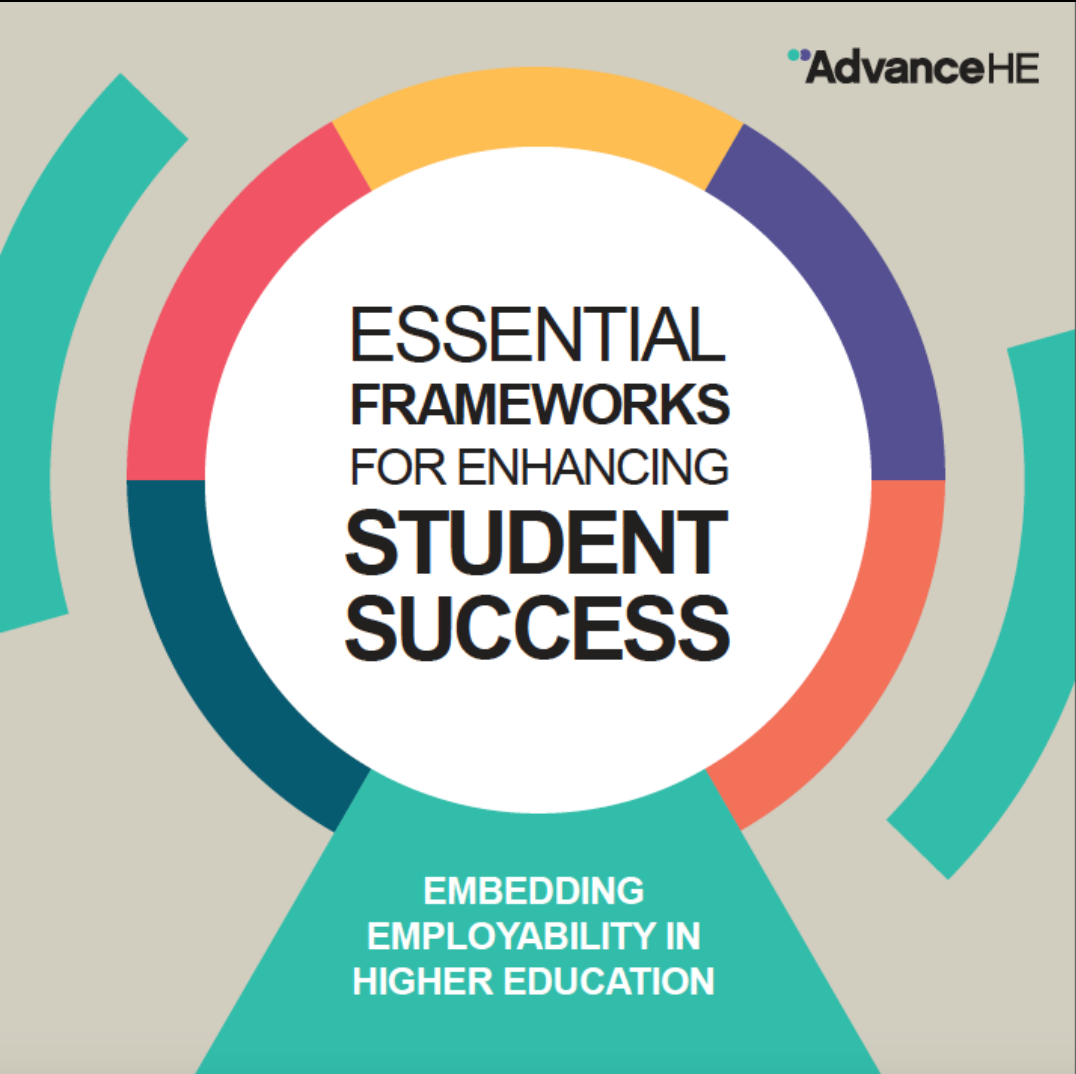
This section of the Opportunity Action Plan will first consider existing best practice and map that against the Levelling Up Goals. The Plan will then consider insights from the current practices, including specific gaps, challenges or problems, and then this Plan will consider a set of recommendations.

Participating universities:



Employability and Skills Gap

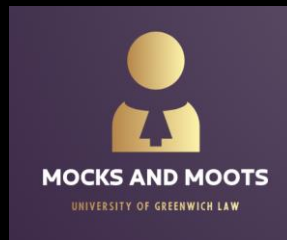
10 areas of focus
integral to embedding
employability



Plugging the Skills Gap

Rise of Clinical Legal Education across the sector... at Greenwich...

- Legal Advice Centre
- Mocks and Moots
- Innocence Project London
- Greenwich Law: Empowering Minds (street law)



Conundrums (1) Knowledge v skills (2) Time

Mentor scheme model for the School of Law and Criminology

- Online
- Structured
- Subject, not organisational based (although an organisation can partner us)
- Mike Mallon will now explain our flagship scheme!

Competition Law and
Practice Mentor
Scheme

CPS Criminal Law and
Practice Mentor
Scheme

Commercial Law and
Practice Mentor
Scheme

Criminal Law and Practice Mentor Scheme
In partnership with the CPS



CRIMINAL
LAW AND PRACTICE MENTOR SCHEME

UNIVERSITY OF GREENWICH/CPS PARTNERSHIP

CPS 2025 Strategy

Engaging with Communities

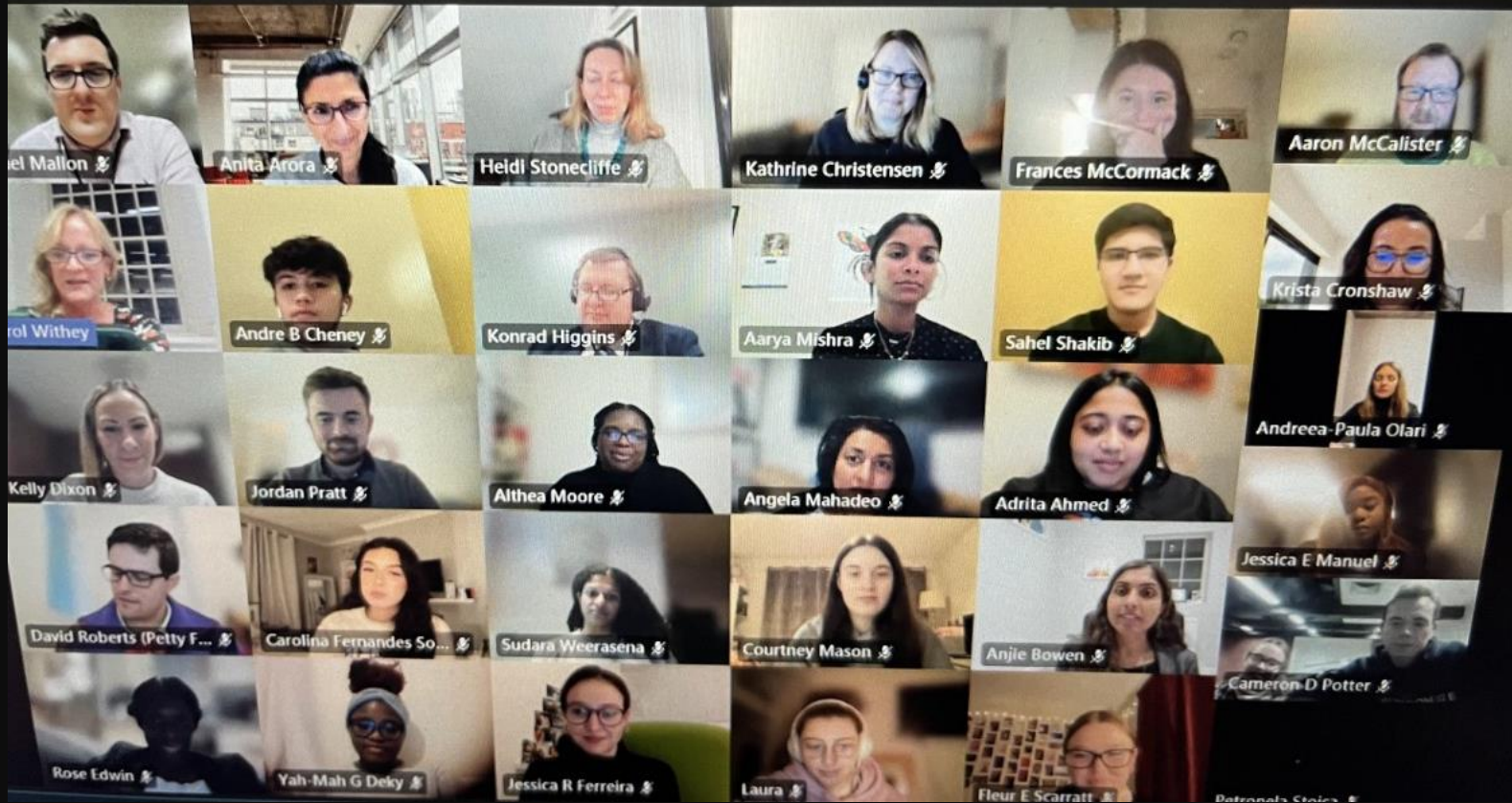


Organisation

- Lead mentor/ lead CPS
- Meetings
- Matching mentors to mentees
- Email exchange



Participants



- 21 mentors
- 28 mentees
- Selection – diversity plus interest in CJS

Online format

- 5 - 6 sessions online across several months
- Time and duration
- Great attendance
- Inclusive (commuting students, carers, etc)

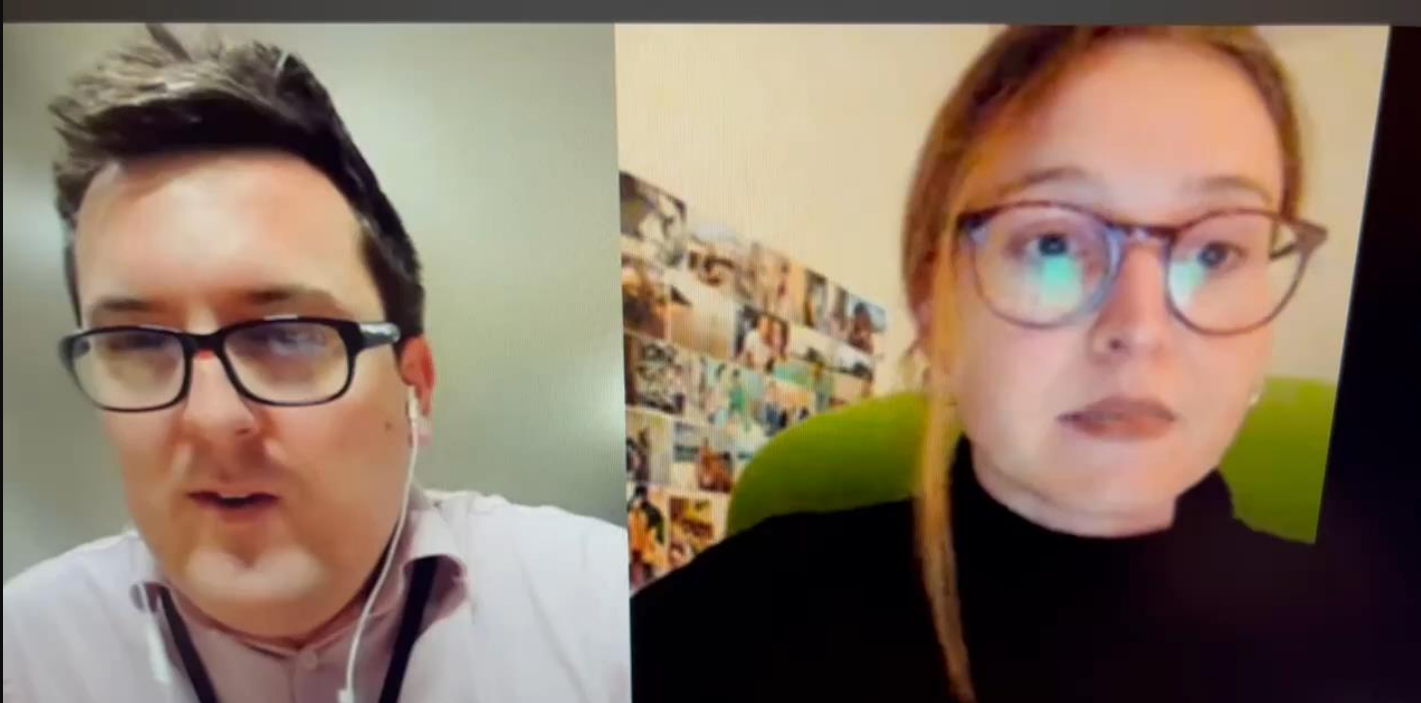


Online sessions - content

- Group aspects – mentees get benefit of learning from all mentors
- General information on CPS
- At least 2, ideally 3 task based sessions – law in practice
- Breakout rooms



Extract from one of the sessions



CRIMINAL
LAW AND PRACTICE MENTOR SCHEME

UNIVERSITY OF GREENWICH/CPS PARTNERSHIP

Final session - court visit

Next year there may be a task attached to the visit (e.g. reflective summary of case)

Next year – an initial group meet too



Benefits

To CPS:

- Identifying strong candidates
- Community involvement
- Encouraging diversity

To mentors:

- Giving back (especially if alumni!)
- Personal satisfaction
- Career progression



Benefits to mentees – some feedback

Skills and knowledge developed

Throughout the scheme, I developed various skills and knowledge related to criminal law, including an understanding of the criminal trial process, how to analyse evidence, and how to make a persuasive argument in court. I also gained insights into the ethical and practical challenges faced by prosecutors.

Applying the criminal law in practice

During my shadowing experience in court, I saw how the legal principles and concepts I learned about in criminal law are applied in real-world situations. By drawing on my knowledge of criminal law, I understood the legal arguments presented, how the evidence was examined, and how witnesses were questioned.

Inspiration/confidence

I was inspired by my mentor and the scheme. My mentor was very knowledgeable and passionate about his work, which motivated me to work harder and strive for excellence in my own work.

My confidence has rocketed!

The tasks and court visit

The task-based exercises were helpful in consolidating my learning and developing my skills. I really enjoyed shadowing my mentor in court, as it provided me with a unique opportunity to observe the criminal justice system in action and learn from an experienced professional.

The online format

This allowed me to participate in the scheme remotely and at a time that was convenient for me. The online meetings and training sessions were well-organised and interactive, and I felt that I was able to engage fully with the content.

Certificate Presentation – Our Mentors



Certificate Presentation – some of our mentees



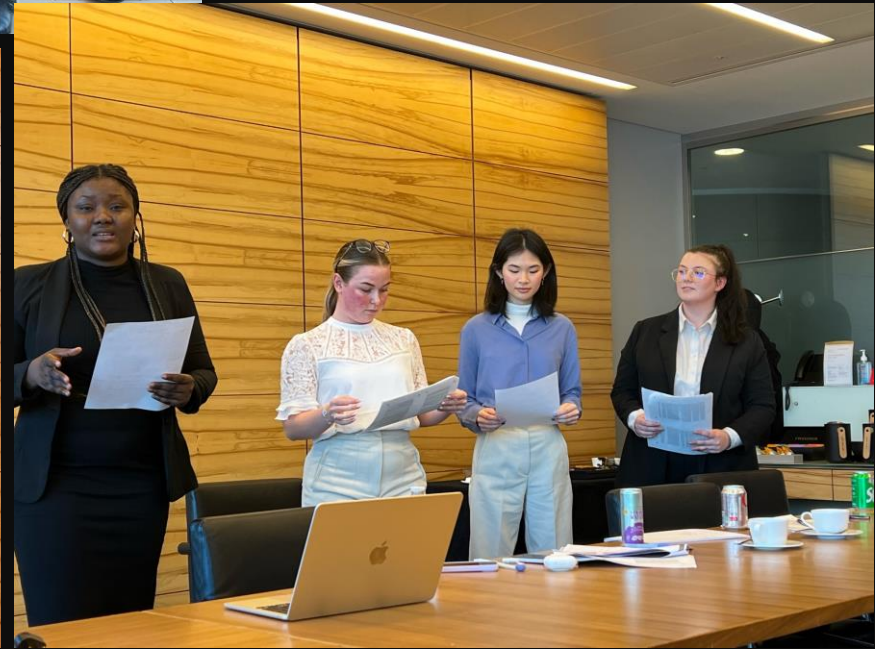
Competition Law and Practice Mentor Scheme

- 8 students
- Online
- 3 tasks including one in-person



COMPETITION LAW
LAW AND PRACTICE MENTOR SCHEME
NORTON ROSE FULBRIGHT/DISNEY

UNIVERSITY OF GREENWICH LAW



Mentee Feedback:

“The standout experience of the scheme was the last session, where we had to prepare a presentation on the individual and collective implications sustainability brings when considering competition law exemptions under Article 101(3) TFEU

“This was an incredible opportunity to apply my knowledge and skills acquired throughout the scheme”

- Academic knowledge and practical know-how about competition law
- Skill enhancing tasks: presentation, problem solving and analytical thinking
- Improved employability
- Kind and supportive mentors
- Reaffirmed my commitment to a career in law

Commercial Law and Practice Mentor Scheme

Womble Bond Dickinson LLP

- Pilot - 3 session
- 11 mentors in different 'seats'
- 15 mentees





Sectors Services Locations Insights People Q

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Simranjeet Kaur Mann • 2nd

+ Follow ...

Junior Associate (General Commercial / Fintec...

5d •

I cannot believe I won the 'Best Use of Social Media' 2023 award at the Legal Cheek Awards Ceremony last night!!

...see more



Simranjeet Kaur Mann

Task 1

ESG task (environmental, social and governance strategy)

Fictitious energy generating and services provider committed to implementing a robust environmental, social and governance strategy

Advice on meaningful and industry appropriate steps to set and achieve their ESG goals

Task 2

'Heads of Terms' tasks, including proof-reading for mistakes



: Legal



Rachel Miller



Bishoy Bebawy (Guest)



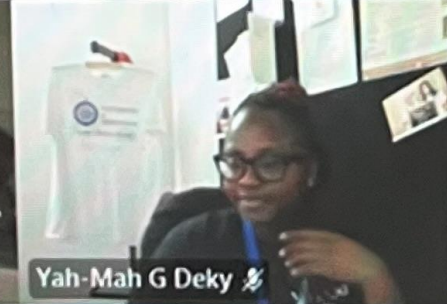
Jerome Chan



Petronela Stoica



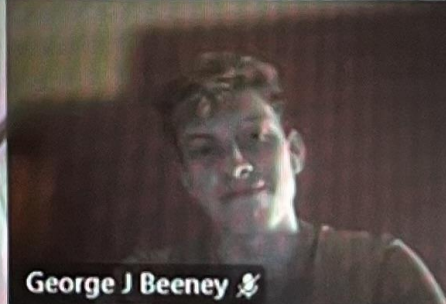
on Gonzalez



Yah-Mah G Deky



Nicola Radford



George J Beeney



Melita Petkute



Mann



Robert O'Meara



Carol Withey



Jane Atkinson



Taslima Yasmin



ray



Rebecca Cowley



Elmedina Kurtulaj



Queenie Y Chong



Lucy Honey

Feedback

- Insights and tips for practicing in the world of commercial law
- Tasks challenged me to use all the skills and collected knowledge I have gathered across my professional and academic career
- Encouraged me to read widely and become more commercially aware
- Received feedback that was practical and beneficial to my professional development

Mentor Celebration and Award Evening

Certificate of Completion

This acknowledges that

[Redacted Name]

Has successfully completed the University of Greenwich and Crown Prosecution Service

Criminal Law and Practice Mentor Programme

Certified by Carol Withey
Principal Lecturer: Criminal Law
University of Greenwich
Coordinator

Certified by Mike Mallon
District Crown Prosecutor
CPS Coordinator

21 March 2023



The logo features a scale of justice icon above the text 'CRIMINAL LAW AND PRACTICE MENTOR SCHEME' and 'UNIVERSITY OF GREENWICH/CPS PARTNERSHIP'.



Certificate of Completion

This acknowledges that

[Redacted Name]

Has successfully completed the University of Greenwich and Womble Bond Dickinson LLP

Commercial Law and Practice Mentor Programme

Certified by Jerome Chan
Senior Lecturer: Commercial Law
University of Greenwich
Coordinator

Certified by Simranjeet Mann
WBD Coordinator

21 March 2023



The logo features a bar chart icon above the text 'COMMERCIAL LAW AND PRACTICE MENTOR SCHEME' and 'UNIVERSITY OF GREENWICH LAW'.



Certificate of Completion

This acknowledges that

[Redacted Name]

Has successfully completed the University of Greenwich

Competition Law and Practice Mentor Programme

Certified by Renginee Pillay
Senior Lecturer in Law
University of Greenwich
Coordinator

Certified by [Redacted Name]
Norton Rose Fulbright/Disney

21 March 2023



The logo features a stylized geometric icon above the text 'COMPETITION LAW LAW AND PRACTICE MENTOR SCHEME' and 'NORTON ROSE FULBRIGHT/DISNEY'.

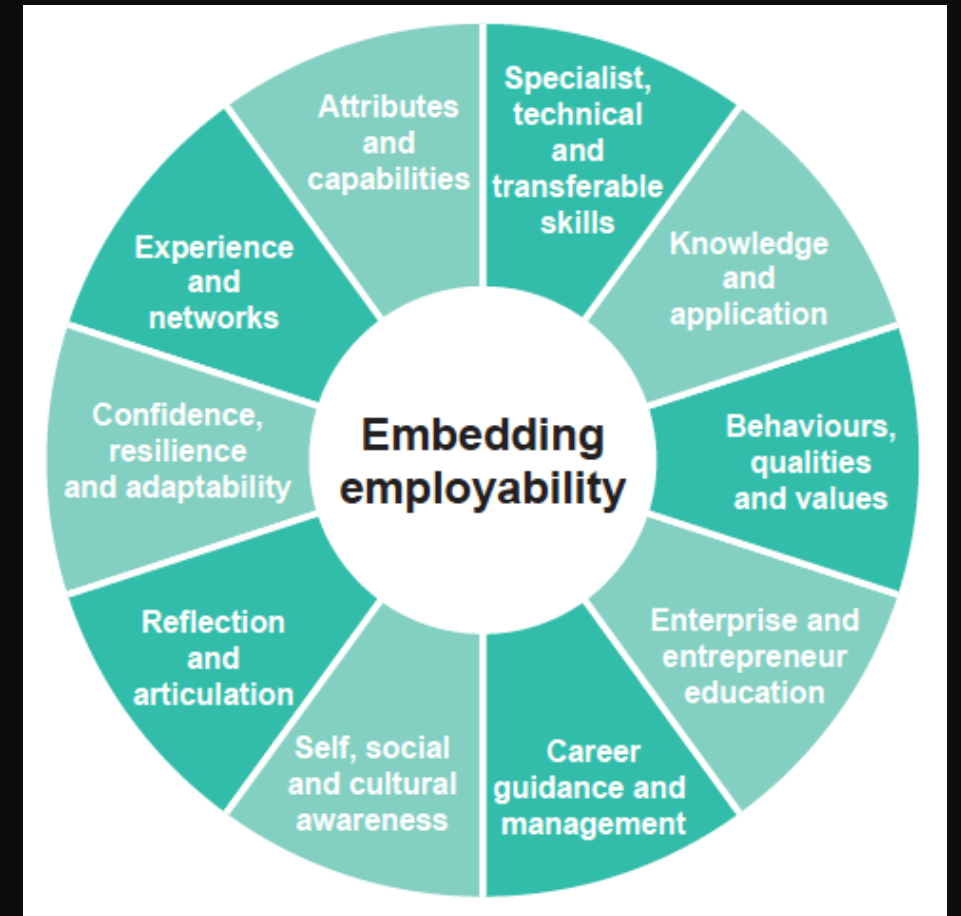


Mentor Celebration and Award Evening



Benefits of all schemes

- Putting academic knowledge into practice – developing real life practitioner skills including research and practice based problem-solving
- Work ready and professionalism
- Networking
- CV enhancement
- Volunteer mentors passionate about diversity
- Mentors reflect mentees
- Legal profession within reach - attainable career
- Building confidence
- Addressing imposter syndrome
- Inspirational
- Fun!





Mentor scheme model for the
School of Law and Criminology

Family Law - NSPCC

Financial Services - Kroll

Mentor Schemes currently being developed

The Met - Policing

Probation Service

Online Mentoring Programmes

Addressing the graduate skills gap and lack of diversity in legal recruitment

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The School of Law and Criminology,
University of Greenwich

Mike Mallon

Acting Senior District Crown Prosecutor
CPS London South

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