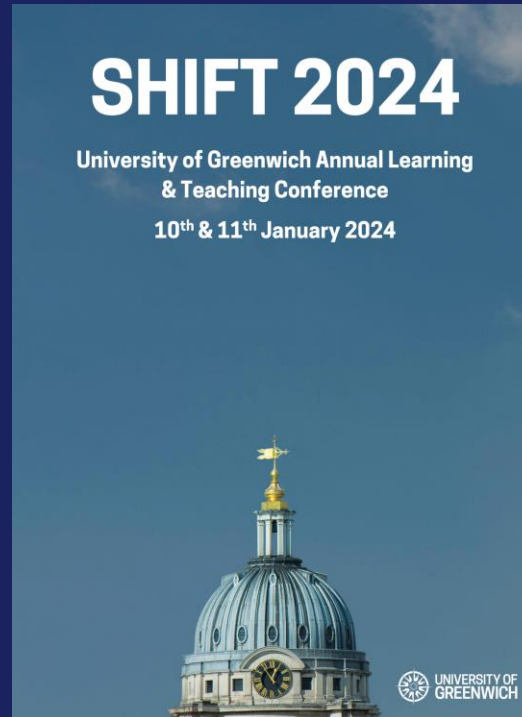


Encouraging Diversity in the Legal Sector



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Law and Criminology Employment Mentoring Programme



LAW AND CRIMINOLOGY
EMPLOYMENT MENTOR PROGRAMME

UNIVERSITY OF GREENWICH

Background to the programme

2021 and 2023 - Purpose Coalition /This is Purpose – 2021 ‘Levelling up Law - initiative –15 large city law firms and 13 universities.

One firm of 151 lawyers identified that:

79% of employees were white.

Whilst women and men had been recruited more or less equally, only 15% of senior partners were women.

Only 52% of British educated lawyers had been educated in the state school sector – social class not a protected characteristic under Equality Act 2010.

Accent bias *”not an issue.”*

Inspired action! - encouraging diversity, equity, inclusion – established the Law and Criminology Employment Mentoring Programme.

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 (CALS) 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 CBE, former Government Minister and Fellow.

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.

The Levelling Up Law Project has sought to assess three key segments of the legal sector's current practice, which include 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 law firms:

Participating universities:

Aims of the programme:

- Encourage diversity within the law and other employment sectors.
- Develop subject based specific, transferable and work-place skills, bridging the gap between academic theory and practice - use academic knowledge in practice.
- Help students identify purpose, formulate a career plan and polish CVs – also great to add to CVs.
- Inspire students to achieve career goals (mentors reflect student diversity).
- Empower students with self-confidence - addressing imposter syndrome.
- Foster a sense of belonging and community.
- Develop professionalism.
- Networking.
- Maintain links with Greenwich law alumni; providing UoG graduates with mentor roles, which can enhance their own CPD and career progression.

Mentor model

- 6-7 sessions - online - group mentoring plus individual work in breakout rooms.
- Introductory session group - career routes re: the sector, people specification, a day in the life etc...plus ...introductions: mentor/mentee pairings in break-out rooms - swap emails.
- 3 sessions, involve practical work-realistic tasks - feedback on tasks given in the session...non-task sessions CV assessment, mock interviews etc.
- Time and duration - 60-90 mins sessions - 17:30 or 18:00 - inclusive (commuting students, those with jobs, carers, etc) - avoids cancellations.
- At least 1, preferably 2 sessions should be in-person (no more!)
- Urge mentors to use the 'facilitative' style: "supportive, eliciting and exploring" and adopt the Pareto Principle: 20% talking and 80% listening (Rolfe, 2022).
- Presentation evening of certificates of participation.
- No email contact outside of the tasks/scheme (unless at mentors discretion).

Adapting the model for your subject discipline

1. Identify the employment sectors your students tend to enter.
2. Approach organisations and firms and pitch your online mentor scheme - you will be the lead mentor for your scheme.
3. Schemes do not need to be organisation based. And/or ...approach individuals working in these areas – this could include alumni – it could be that the mentors delivering the scheme do not even know each other!
4. You will need at least 3 mentors; one will be the lead mentor – they co-manage the scheme with you and liaise with the mentors.
5. You and the lead mentor will have several meetings to decide dates, structure and content, but lead mentors make most of the content decisions.
6. You send invite to students promoting the scheme - you select the students (decide criteria ...diversity?) – they must commit to all the dates, agree to prepare for all task and contribute in the sessions.
7. You match students with mentors- can be one-to-one or group – depends on numbers.
8. For each session you can set the breakout rooms before the session – don't use the same link!
9. All tasks to be given in advance to students



LAW AND CRIMINOLOGY
EMPLOYMENT MENTOR PROGRAMME
UNIVERSITY OF GREENWICH

2023-24

6 schemes running

76 law students and 16 criminology students plus – 48 lawyers and police officers giving their time for free



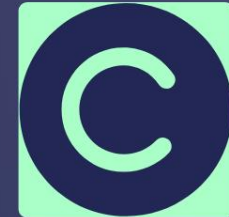
COMPETITION LAW AND PRACTICE
MENTOR SCHEME

UNIVERSITY OF GREENWICH



CRIMINAL LAW AND PRACTICE
CPS MENTOR SCHEME

UNIVERSITY OF GREENWICH



INTELLECTUAL PROPERTY LAW AND PRACTICE
WBD MENTOR SCHEME

UNIVERSITY OF GREENWICH



COMMERCIAL LAW AND PRACTICE
WBD MENTOR SCHEME

UNIVERSITY OF GREENWICH



CRIMINAL LAW AND PRACTICE
METROPOLITAN POLICE MENTOR SCHEME

UNIVERSITY OF GREENWICH



FAMILY LAW AND PRACTICE
WEIGHTMANS MENTOR SCHEME

UNIVERSITY OF GREENWICH

Criminal Law and Practice Mentor Scheme

In partnership with the Crown Prosecution Service



CRIMINAL LAW AND PRACTICE CPS MENTOR SCHEME

UNIVERSITY OF GREENWICH

21 mentors – very diverse!

28 mentees - selection represents our students - plus interest in the Criminal Justice System

Tasks include applications to a judge, and deciding whether to charge (real case documents)

Participants



In-person sessions - court visits

Reflective account





Jadesola Sodipo- alumni and mentor

The CPS mentor scheme was beyond useful for me during my 3rd year in 2015/2016. I came into the legal field with no prior connections and the scheme paired me with an experienced criminal barrister who spent time giving me insight, advice, help and confidence throughout my 3rd year. Without the scheme I would not have been as confident to pursue a career at the bar. I am now a mentor for the scheme and will continue to do so as a way to help up and coming students the way I was helped.

Feedback from student mentees

Employment

"The CPS scheme played a pivotal role in helping me obtain my job as a case progression officer at the Serious Fraud Office"

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.

Criminal Law and Practice Mentor Scheme

In partnership with the Metropolitan Police



8 mentors including the Basic Command Unit Commander for South-East London.

16 criminology and 6 law students - selection represents our cohort - plus interest in working in the police.

Tasks includes a stop and search review, and the in-person session is a day in the squad cars.



COMPETITION LAW AND PRACTICE
MENTOR SCHEME

UNIVERSITY OF GREENWICH

- Disney and Norton-Rose Fulbright lawyers
- 8 students
- 3 tasks including one in-person

Tasks....



Mentee Feedback:

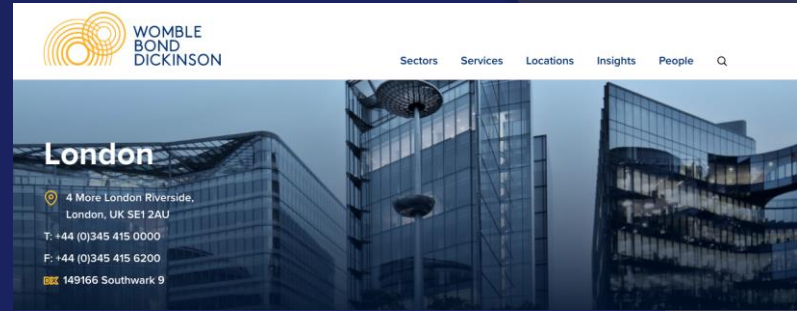
The mentorship ultimately helped me secure a training contract.”

“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.”

Commercial Law and Practice Mentor Scheme

Womble Bond Dickinson LLP – committed to DE&I
and Jerome Chan



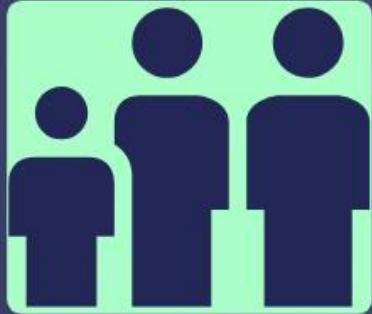
**COMMERCIAL LAW AND PRACTICE
WBD MENTOR SCHEME**

UNIVERSITY OF GREENWICH

- 6 sessions
- 12 mentors
- 21 mentees
- Tasks:
 - ESG task (environmental, social and governance strategy advice to a client
 - Proof-reading legal documents)
- In-person - day at London office with task
- Excellent feedback from mentors and mentees

Family Law and Practice Mentor Scheme

In partnership with the Crown Prosecution Service



**FAMILY LAW AND PRACTICE
WEIGHTMANS MENTOR SCHEME**

UNIVERSITY OF GREENWICH

4 Mentors

20 mentees

Tasks – divorce related



Michela Resta – alumni and lead mentor



INTELLECTUAL PROPERTY LAW AND PRACTICE
WBD MENTOR SCHEME

UNIVERSITY OF GREENWICH

Justin Brunskell plus 3 mentor experts in copyright
trademark and patents experts – 9 students who
are studying the IP option



CYBER SECURITY LAW AND PRACTICE
MENTOR SCHEME

UNIVERSITY OF GREENWICH



SERIOUS FRAUD LAW AND PRACTICE
MENTOR SCHEME

UNIVERSITY OF GREENWICH



FINANCIAL SERVICES LAW AND PRACTICE
MENTOR SCHEME

UNIVERSITY OF GREENWICH

For criminology students →



PROBATION SERVICES LAW AND PRACTICE
MENTOR SCHEME

UNIVERSITY OF GREENWICH

Schemes in development for 2024-25

Mentor Celebration and Award Evening 2022 – students love a certificate!! – students from each scheme spoke about their mentoring experience



Thank you for your attention- any questions?

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