



# Wellness for Law

## BUILDING A RESILIENT PROFESSION

FRIDAY 6 JULY 2018

### PROGRAMME

8.30am	Registration, tea, coffee and pastries	Luncheon Room
9am	<b>CONFERENCE OPENING</b> Rachel Spearing, Convener	Parliament Chamber
9.10am	<b>WELCOME ADDRESS</b> Greg Dorey CVO – Sub-Treasurer, Inner Temple	
9.30am	<b>THE FOUNDATIONS OF WELL-BEING AND RESILIENCE</b> Professor Felicia Huppert – Emeritus Professor of Psychology at Cambridge University Followed by Q&A	
10.30am	<b>MORNING GUIDED MINDFULNESS SESSION</b> Gillian Higgins – Barrister and Head of the International Practice Group, 9 Bedford Row	
10.40am	Tea Break	Luncheon Room
10:55am	<b>HAVING THE CONVERSATION ABOUT MENTAL HEALTH IN THE WORKPLACE</b> Uxshely Chotai – Mental Health Awareness Training Team, Byrne Dean	Parliament Chamber
11.15am	<b>BUILDING PROFESSIONAL RESILIENCE</b> Rachel Holmes – Matrix Chambers Lizzy Stewart – 4 New Square Alison Levitt QC – Chair of Education & Training Committee, Inner Temple Valerie Charbit – South Eastern Circuit Nicola Wallace – Family Law Bar Association Followed by Q&A	
12.30pm	Buffet Lunch	Luncheon Room
1.30pm	<b>JUDGES AND JURIES: COPING WITH THE DEMANDS OF 21ST CENTURY TRIALS</b> Professor Cheryl Thomas QC - Professor of Judicial Studies, University College London	Parliament Chamber



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2.30pm	<b>PSYCHOLOGICAL WELLBEING AT WORK</b> Dr Tim Anstiss – Medical Director, The Academy for Health Coaching	
3.10pm	<b>RESILIENCE IN A CHANGING LEGAL ENVIRONMENT</b> Richard Hoyle – Chair of the Young Bar Association Nick Hill – Chair of the Institute of Barristers' Clerks Jonathan Jones – Permanent Secretary & Treasury Solicitor Government Legal Department Sam Mercer – Head of Equality, Diversity & CSR, General Council of the Bar Rachel Spearing – Co-Founder & Chair of the Wellbeing at the Bar Programme Sarah Vine – Wellbeing Director, Criminal Bar Association	
4.15pm	Conference closing, tea and networking	Luncheon Room

This conference is **equivalent to 4 hours** of Continued Professional Development for barristers.

Please ensure that you sign the CPD register on departure.



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### ABSTRACTS

#### KEYNOTE AT 9.30AM

##### THE FOUNDATIONS OF WELL-BEING AND RESILIENCE Professor Felicia Huppert

Psychological science and neuroscience have made great progress in understanding the nature of well-being, the barriers to well-being and resilience, and ways to enhance them. Based on the latest scientific evidence, this presentation will address theoretical and practical issues around how to achieve sustainable well-being. Individuals differ in their basic level of emotion regulation, but the processes and skills that underlie sustainable well-being can be taught and learned. Many helpful programs have been designed to increase well-being, and it will be argued that there are two skills which are fundamental to the success of these programs and underlie sustainable well-being. These are mindfulness and compassion. Evidence will be presented to show the impact of these practices on a range of cognitive, emotional and social outcomes. A key distinction between empathy and compassion will be drawn, which has important implications for managing serious emotional difficulties such as depression or secondary trauma. Implications of these findings for individuals, organisations and the wider community will be discussed.

#### EXERCISE AT 10.30am

##### MORNING GUIDED MINDFULNESS SESSION Gillian Higgins

A brief introduction to mindfulness meditation and how mindfulness can be used in the workplace, followed by a 10-minute guided mindfulness meditation.

#### KEYNOTE AT 10.50am

##### HAVING THE CONVERSATION ABOUT MENTAL HEALTH IN THE WORKPLACE Uxshely Chotai

Nine out of ten employees think that talking about mental health problems at work would lead to detrimental treatment – so people suffer in silence and everyone loses. This session will highlight the importance of creating a culture in which mental health is something that is part of the conversation at work – where “How are you?” actually means something. We will look at how that culture might be created and suggest ways to overcome some of the inhibitions and stigma that currently, all too often, get in the way.



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#### PANEL AT 11.15am

##### BUILDING PROFESSIONAL RESILIENCE

Research, clinical practices and work within chambers, organisations, circuits, specialist Bar associations and Inns of Court on delivering wellbeing activities and initiatives

##### Rachel Holmes

An overview of the steps Matrix has taken over the last 18 months to ensure well-being is high up on the agenda, and a discussion of the robust and positive policies and activities that have been put in place to support our members and staff with their overall well-being.

##### Lizzy Stewart

Lizzy will outline the steps 4 New Square took to develop their Wellbeing Policy and recent initiatives they have put in place in order to promote this. A brief outline of Chambers' steps taken to produce their wellbeing policy: The Chambers' Management Committee decided to set up a working party to focus on wellbeing issues and to develop both a wellbeing policy for Chambers and also initiatives to ensure that the policy was effective and promote wellbeing in chambers. The working party has developed a policy, which they took time to develop as they concluded that the policy should be bespoke and tailored to chambers. The policy is now in place and the working party are providing various initiatives and training sessions in order to promote this.

##### Alison Levitt QC

Alison will provide a summary of the work being undertaken by Inner Temple to incorporate understandings of wellbeing and resilience issues at the Bar into compulsory programmes for students and the junior profession.

##### Valerie Charbit

Valerie will discuss the joint events organised by the South Eastern Circuit to support both the Bar and Bench, which invite judges to give their perspectives and encourage shared recognition of and advice on wellbeing issues.

##### Nicola Wallace

Nicola has been actively involved supporting the Vice-Chair, Cyrus Larizadeh QC, both in his work at 4pb and his developing of initiatives for the FLBA.

#### KEYNOTE AT 1.30pm

##### JUDGES AND JURIES: COPING WITH THE DEMANDS OF 21ST CENTURY TRIALS

Professor Cheryl Thomas QC

This keynote address examines recent research findings on how both professional judges and lay judges (jurors) cope today with the demands of being a judge or juror. Professor Thomas will discuss her findings from the 2011 and 2016 UK Judicial Attitude Survey (JAS), which for the first time asked professional judges in England & Wales, Scotland and Northern Ireland about the demands of their working lives as judges. The JAS covers issues such as the changing nature of the job of a professional judge, judges' need for support and their security concerns. Professor Thomas will also discuss her recent research with juries in England and Wales, which identified sources of stress for jurors and then developed an innovative new tool that helps jurors fulfil this important (but sometimes stressful) civic duty.



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#### KEYNOTE AT 2.30PM

##### PSYCHOLOGICAL WELLBEING AT WORK Dr Tim Anstiss

Dr Anstiss will talk about three wellbeing at work programmes he has been involved with recently. He helped design and create the #LiftTheWeight campaign for the Rugby Players Association, seeking to destigmatise mental health issues in professional athletes, and designed and delivered a series of half day Resilience and Wellbeing seminars for the British Medical Association, along with an interactive, online, 8-week course which delivered reductions in self-reported stress and improvements in wellbeing in the 100 doctors who tested the 2-3 small changes suggested each week.

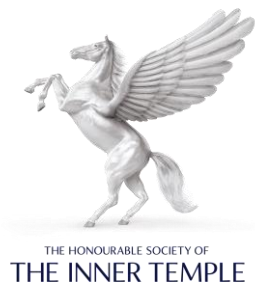
#### PANEL AT 3.10PM

##### RESILIENCE IN A CHANGING LEGAL ENVIRONMENT

Richard Hoyle  
Nick Hill  
Jonathan Jones  
Sam Mercer  
Rachel Spearing  
Sarah Vine

This final session will draw upon dialogues and talks throughout the day. Delegates will have the opportunity to hear from Leadership as to what their experience of leading policy and programs has been, their vision of the next steps. It will include brief overviews on the challenges and feedback from their organisation's perspective on wellbeing issues within the legal profession; what their organisation has been doing to improve the resilience of the profession; and what lessons have been learned, the challenges and positive impact of work undertaken.

Followed by a Q&A plenary discussion with delegates.



Our thanks are due to  
**The Honourable Society of  
the Inner Temple**  
for sponsoring this conference



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DR TIM ANTISS



Dr Tim Anstiss is a medical doctor, a former international athlete, and contender on ITV's Gladiators. He has worked in mental health, addiction, rehabilitation and sports medicine settings, and ran an NHS occupational health service for several years – treating, supporting and promoting the health and wellbeing of thousands of NHS staff. Tim was one of the 'Slough 50' in the BBC documentary 'Making Slough Happy' and has been running stress management, resilience and coaching course for over 20 years. Tim lectured on the UK's first MSc in Applied Positive Psychology, has run resilience and wellbeing workshops for the BMA, delivers talks and seminars on mental health and wellbeing for professional athletes and lectures on the Henley Business School masters programme in Coaching and Behaviour Change.

VALERIE CHARBIT



Valerie was Called to the Bar in 1992 and practices from Red Lion Chambers. She has vast experience in complex cases involving Crime, Fraud, Health & Safety and Professional Discipline. She prosecutes and defends in equal measure.

Valerie is appointed to the CPS Grade 4 (top tier) list for prosecution advocates and the specialist rape and serious crime group panels. She is also appointed to the Grade A (top tier) list for specialist regulatory advocates in Health & Safety.

Since 2004 Valerie has sat as a part-time judge for the First Tier Tribunal (Mental Health). She is a panel member of the Child and Adolescent Mental Health Service (CAMHS) on the Mental Health Tribunal and represents health authorities in mental health tribunals where patients are detained in high and medium secure hospitals. Valerie has a particular specialism in cross-examining experts and vulnerable witnesses.



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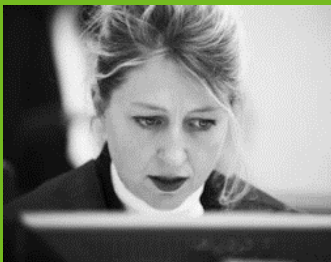
GREG DOREY CVO



Greg Dorey was appointed Sub-Treasurer of the Inner Temple (the Chief Executive role) in March 2018. In this role, he is responsible for all aspects of the Inn's day-to-day management and educational programmes, as well as serving as the Secretary to its Executive Committee and Governing Board, known as Bench Table. Greg represents the Inn on the Board of the Council of the Inns of Court - which delivers a range of regulatory and professional services to the Bar of England and Wales, plus advocacy training programmes internationally. He maintains the Inn's links with organisations ranging from the American Inns of Court Foundation to the Royal Commonwealth Society, as well as liaising with government departments, High Commissions and Embassies in London on legal issues.

Greg spent most of his previous career before joining the Inn in public service, the majority of it with the British Foreign and Commonwealth Office (FCO). Greg was posted to Hungary as First Secretary (Political/Economic) from 1989-92, during one of the most interesting periods of modern Hungarian history; to Pakistan (also covering Afghanistan) as Counsellor and subsequently Deputy High Commissioner from 1996-99; and to Hong Kong as Deputy Head of Mission from 2000-4. He returned to Hungary as Ambassador from 2007-11. His final FCO posting was as Ambassador to Ethiopia and Djibouti (non-Resident) and British Permanent Representative to the African Union and the UN Economic Commission for Africa from 2011-15. Greg was made a Commander of the Royal Victorian Order by HM The Queen in 1997. He holds a First Class Honours Degree in Modern History from Oxford University. Greg married Alison in 1981 and they have two sons and a daughter.

GILLIAN HIGGINS



Gillian Higgins is an international barrister, civil and commercial mediator and meditation teacher. She leads the International Practice Group at The Chambers of 9 Bedford Row in London. Gillian is passionate about using mindfulness in the workplace and in 2016 set up Practical Meditation ([www.practicalmeditation.co.uk](http://www.practicalmeditation.co.uk)).

Gillian has designed and led mindfulness meditation sessions for barristers at Gray's Inn and for other professionals from her chambers. She has also delivered "Corporate Mindfulness Mornings" for businesses, which introduces the concept of mindfulness and provides hints and tips on how to bring it into the workplace.

Gillian is currently writing her first book, "The Simple Guide to Mindfulness" which is due to be published later this year.

NICHOLAS HILL



Nick has been a barristers' clerk for 30 years and a senior clerk for the last 16 years. He is currently the senior clerk at 3 New Square Intellectual Property. In addition to his chambers role, Nick is the chair of the Institute of Barristers' Clerks, his three-year term started in March 2016. In this position he is a co-opted member of the Bar Council's General Management Committee. Nick has a particular interest in mental health; he has been a member of the Wellbeing at the Bar working group since its inception and is a regular speaker on the topic. He is a committed advocate for those with clerking and other staffing roles at the Bar to be supported in matters of wellbeing.



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RICHARD HOYLE



Richard is the Chair of the Young Barristers' Committee (YBC), which represents barristers in their first seven years in practice. The YBC has an active involvement across the range of work that the Bar Council undertakes, aiming to bring the perspective of young barristers into relevant policy discussions and to offer events and opportunities to those it represents.

Alongside that role, Richard is in full time practice at Essex Court Chambers, specialising in commercial litigation and arbitration, particularly involving parties and issues with a cross-border element. He was ranked by Legal 500 (2017) in the Commercial litigation top ten under eight years call category. It notes that he is very bright, pragmatic, and works well with junior and senior team members.

PROFESSOR FELICIA HUPPERT



Professor Felicia Huppert is Emeritus Professor of Psychology at Cambridge University, Fellow of the British Psychological Society, Fellow of Darwin College, Cambridge, and part-time Professor at the Institute for Positive Psychology and Education at Australian Catholic University. Felicia is internationally renowned for her work on the science of well-being and the promotion of human flourishing. She holds a Professorship in the Institute for Positive Psychology and Education, at ACU in Sydney, and spends part of the year in the UK, where she is Director of the Well-being Institute at the University of Cambridge, and Emeritus Professor of Psychology. She has advised the UK Government and international bodies on the measurement of well-being, and on policies to enhance well-being.

Her research examines the causes and consequences of well-being across the life course, using data from large population samples, longitudinal cohorts, and intervention programs. Other research projects include: major studies of the effects of mindfulness training for both teachers and students, and analysis of the effects of the global financial crisis on wellbeing across Europe. In addition to numerous published papers, her edited books include the seminal publication *The Science of Well-Being* (OUP, 2005), a four-volume set *Major Works in Happiness and Well-Being* (Routledge, 2011) and *Interventions and Policies to Enhance Well-Being* (Wiley-Blackwell, Oxford, 2014), part of a six-volume set *Wellbeing: A Complete Reference Guide* (Cary L Cooper [ed]).

RACHEL HOLMES



Rachel Holmes is responsible for the overall management of Matrix, including the development of client relationships, marketing strategy, human resources, and ensuring Matrix's core values inform how Matrix works as an organisation. She works closely with the practice managers to direct and develop the practices of Matrix barristers and to ensure that a consistently high-quality service is provided.

Rachel also has responsibility for the well-being of all members and the staff team. She works closely with the Equality and Diversity Manager and the HR Manager, as well as with external organisations, to institute progressive policies and to ensure that Matrix are committed to the realisation of equal opportunities at work and at the Bar.

Rachel joined Matrix in 2018. She was previously Director of Marketing at BPP and a Commercial Director at EF Education Ltd. She has worked as a leadership mentor as part of the Manchester Gold scheme at Manchester University and as part of the Women In Leadership scheme, WILpower, at BPP Business School.





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JONATHAN JONES



Jonathan took up his role as Treasury Solicitor and Permanent Secretary of TSol in 2014.

His previous roles include:

Director General, Home Office Legal Adviser's Branch, 2012 to 2014

Deputy Treasury Solicitor at the Treasury Solicitor's Department, 2009 to 2012

Director General of the Attorney General's Office, 2004 to 2009

Legal Adviser to the Department for Education, 2002 to 2004

He is a barrister and a Bencher (senior member) of Middle Temple, where he is active in training junior members of the Bar.

ALISON LEVITT QC



Alison is a Partner and Head of the White Collar Crime & Investigations Group at Mishcon de Reya LLP. She specialises in criminal, regulatory and related matters.

Alison was called to the Bar by Inner Temple in 1988 and was appointed Queen's Counsel in 2008. After twenty years in private practice at leading London defence chambers she was head-hunted to become the Principal Legal Advisor to the Director of Public Prosecutions. There she advised on some of the most significant cases of the time, as well as appearing as counsel in the Court of Appeal. She is an expert in private prosecutions and immunities from prosecution. As an advocate, Alison has conducted lengthy and complex trials and appeals involving bank instrument fraud, proceedings against company directors and fraud on a massive scale connected with international metal trading.

Alison has a profound understanding of the UK governmental and political system, and international matters. She has been a Recorder of the Crown Court since 2006 and is a Master of the Bench of the Inner Temple. She is a former Chair of the Young Bar and has also been Secretary of the Criminal Bar Association of England and Wales.

Alison is currently the Chair of Education & Training Committee at Inner Temple, where she oversees the Inn's wide programme of education and outreach activities.



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UXSHELY CHOTAI



Uxshely joined byrne-dean's mental health awareness training team this year after having spent several years working as a finance lawyer at a range of international law firms and investment banks, including White and Case and Addleshaw Goddard.

Uxshely has always had a keen interest in health and well-being, in particular in mental health. Having experienced first-hand, the fast-paced and demanding corporate environment, Uxshely is committed to ensuring that employees are provided with the tools and support network they need to thrive. She has seen that both employees and employers can greatly benefit from making health and well-being a priority.

After graduating with a first from Oxford University in Law and French Law she has continued her education in a range of disciplines which now enable her to help others to improve their mental and physical health. The qualifications she has undertaken include a masters in nutrition for public health, training to become a psychotherapist and hypnotherapist, meditation teacher training, a biomedicine diploma and training in neuro-linguistic programming.

Uxshely is passionate about encouraging kinder, fairer and more productive workplaces by enabling employees to achieve optimum mental and physical health.

SAM MERCER



An award-winning campaigner, Sam has been Head of Equality & Diversity and CSR at The Bar Council since June 2013. Since joining the Bar Council, Sam has introduced the Bar Mentoring Service, undertaken extensive research on the experience of women at the Bar (providing Bar Council with a clear road map to tackle women's retention) and has created the 'EDO Network' providing chambers with advice and support on diversity and inclusion issues from both Bar Council and their peers. In 2015, working with Rachel Spearing (barrister) she initiated 'Wellbeing at the Bar', a major initiative to support wellbeing and normalise issues of mental health within the profession.

Prior to this, Sam worked on a portfolio of consultancy projects for blue-chip companies, NHS Trusts, Charities and Government and was Workplace Director at Business in the Community (BITC), the UK's leading business-led charity promoting responsible business practice. While at BITC, she led BITC's workplace campaigns on gender and race equality, employee health & wellbeing and learning & development.

Sam took time out in 2010 to work on a campaign for gender equality in Tanzania and gained a Masters in Corporate Social Responsibility in 2012.



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RACHEL SPEARING



Rachel Spearing is the Co-Founder and Chair of the Wellbeing at the Bar Programme, Director of Wellness for Law UK and Master of Wellbeing at Inner Temple. She is a member of Serjeants' Inn Chambers, where she is instructed in a wide variety of civil and criminal matters with a particular emphasis on business crime, financial & regulatory and disciplinary law.

Rachel is a visiting lecturer with the University of Portsmouth and a Fellow of the Dispute Resolution Centre, Bond University Australia. She is a Senior Consultant to the Singapore Academy of Law.

Rachel sits on the Bar Council, on behalf of the Western Circuit. She is a Mediator, an active Trustee and NED of Charities and was appointed a Bencher of the Inner Temple in 2015.

She speaks nationally and internationally at conferences on a variety of topics covering Law, Diversity and Wellbeing and is actively engaged in supporting access to the profession and wellbeing.

LIZZIE STEWART



Lizzy Stewart is the Senior Clerk and CEO of 4 New Square Chambers. Before coming to Chambers, Lizzy trained as a lawyer having worked for a leading merchant bank in the City. Lizzy has been Senior Clerk for 20 years.

PROFESSOR CHERYL THOMAS



Cheryl Thomas is Professor of Judicial Studies at UCL's Faculty of Laws, which is the first chair in judicial studies in the United Kingdom, and is Director of the UCL Jury Project and Co-Director of the UCL Judicial Institute. Professor Thomas is the country's leading expert on judges and juries. She has conducted ground-breaking research on sensitive and controversial issues about the jury system, she is the author of a number of landmark jury studies including *Are Juries Fair?* (2010). Her most recent jury research led to a new Criminal Practice Direction (26G) requiring new easy read guidance for all sworn jurors designed to reduce juror stress. As part of her work with the professional judiciary, Professor Thomas runs the longitudinal UK Judicial Attitude Survey on behalf of the judiciaries of England and Wales, Scotland and Northern Ireland. Since 2014 this survey has assessed judges' experiences of their working life, including the sources of and need for support to deal with work-related stress.



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SARAH VINE



Sarah Vine has been a criminal barrister for over 20 years and specialises in allegations of serious violence and sexual offending, frequently working with people suffering from complex and acute vulnerabilities. In 2017, Sarah was appointed the first Wellbeing Director of the Criminal Bar Association. The role was created as a consequence of her involvement with the Bar Council's Wellbeing At The Bar working group. Prior to her current post, Sarah served as Assistant Secretary and then Secretary of the CBA. She practices at Doughty Street Chambers.

NICOLA WALLACE



Formerly a solicitor, Nicola has practised at the Bar since 2006. Specialising throughout her career in private Family Law. Nicola is also a family mediator. In 2015 Nicola was awarded a distinction in her MSc Art Law and Business (Christie's/University of Glasgow). Nicola also has a certificate of Advanced Mediation from Harvard University. Nicola founded Art ADR Global and is a regular speaker internationally on the subject of Mediation for Art & Heritage. As well as her family practise, Nicola is an accredited lecturer for Resolution and for The Bar Council. She is a member of the Public Access Panel for the Bar Council and is also a member of the Resolution Training and Learning Committee.