



Wellness for Law

EMERGING FROM PANDEMIC PRESSURES PROGRAMME

TUESDAY 9 NOVEMBER 2021

PROGRAMME

11am	Online access opens
11.15am	RACHEL SPEARING – CONFERENCE CONVENOR Introduction GREG DOREY CVO – SUB-TREASURER, THE HONOURABLE SOCIETY OF THE INNER TEMPLE Welcome and Opening Remarks
11.30am	SAM MERCER – HEAD OF DIVERSITY, INCLUSION AND CSR, BAR COUNCIL REBECCA DIX – VICE-CHAIR OF THE WELLBEING AT THE BAR PROGRAMME “Challenges currently faced by the Profession” Sam and Rebecca will present the latest findings from a wide range of research, highlighting the challenges we face as a profession.
12.20pm	Break
12.30pm	LYNDA GIBBS QC (HON) – DEAN, INNS OF COURT COLLEGE OF ADVOCACY (ICCA) “Supporting Students at the Vocational Stage” Lynda will highlight the particular challenges facing a highly selective cohort of Bar students and explain some of the initiatives undertaken to prepare them for the expectations of the Bar Course and the pressures of a career at the Bar.
1pm	Panel discussion, including: Faiza Ahmed – BCL Student 2021-22 (ICCA/Oxford) Colette Allen – ICCA Bar Course graduate
1.15pm	Lunch break
2.15pm	DR. WILLIAM MITCHELL MA PHD DIP CLIN PSYCH FBPS MRSM - CONSULTANT CLINICAL PSYCHOLOGIST “Managing challenges experienced by the Pandemic” Bill will present his insights of our profession, with regards to common traits, behaviour and challenges. Sharing his clinical and expert experiences of the pandemic, with practical tips for management and signposting for responding to them.



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3pm	<p>TRACI CIPRIANO JD, PHD – PSYCHOLOGIST, SPEAKER, COACH, CONSULTANT “The honeycomb model of wellbeing for lawyers”</p> <p>Dr. Cipriano will address the multidimensional aspects of well-being and their significance in terms of promoting physical and psychological health and healthy work environments.</p>
3.45pm	Break
4pm	<p>MICHAEL HARWOOD – YOUNG BARRISTERS' COMMITTEE “Responding to the challenges of the Young Bar”</p> <p>Following the presentation of the working lives and wellbeing data by the Bar Council, Michael will share the Young Bar Committee’s leadership response.</p>
4.45pm	<p>GERWYN WISE – SECRETARY OF WELLBEING, CRIMINAL BAR ASSOCIATION (CBA) “Pro-active approaches to Wellbeing – initiatives of the CBA”</p>
5.15pm	<p>CHRIS GUTTERIDGE AND MORAYO FAGBORUN BENNETT – BAR COUNCIL LEADERSHIP PROGRAMME “All Rise initiative”</p> <p>Chris and Morayo will introduce the “All Rise” initiative, aimed at tackling abusive behaviour at the Bar. How can we encourage the next generation to engage earlier with tackling these behaviours to improve experiences and professionalism expectations?</p>
5.45pm	<p>RACHEL SPEARING – CONFERENCE CONVENOR Closing Remarks</p>
6pm	Close

#wellnessforum2021

This conference counts towards
Continued Professional Development for barristers
attending the entire conference.



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BAR COUNCIL LEADERSHIP PROGRAMME “ALL RISE INITIATIVE”

All Rise



This pin is a symbol of allyship.

I commit to notice and stand against belittling, bullying, discriminatory and unacceptable behaviour at the Bar.

I take personal responsibility for calling it out, causing a distraction, delegating to officials or delaying assistance until I can better help.

For more information, please visit [@AllRiseTheBar1](#) on Twitter.



All Rise is a project inviting the Bar to step up and actively create a better culture for all barristers. The aim of the project is to encourage 25% of barristers to be active bystanders against bullying, belittling and bad behaviour at the Bar.

All Rise have designed a simple wooden pin as a visible indication to the observer that the wearer finds such behaviours unacceptable. The pin indicates that the wearer is a safe person for any member of the Bar experiencing or being subjected to bad conduct. It will be an indication to all that the wearer is committed to providing support whenever it is possible to do so safely.

For more information and to support this project, please visit the [All Rise website](#)
Follow [@AllRiseTheBar1](#) on Twitter



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IN ALPHABETICAL ORDER

TRACI CIPRIANO, JD, PHD



Psychologist, speaker, coach, consultant

Dr. Cipriano utilizes her education, training, and experience as both a licensed clinical psychologist and formerly practicing attorney to promote mental health and wellbeing. Her career has been shaped by her passion for utilizing psychological science to help individuals and organizations identify and address barriers to change and growth, manage uncertainty and stress, and foster healthy and productive work environments.

Since 2005, Dr. Cipriano has been presenting to the legal community on the issues of stress, physical health, psychological well-being, and performance, including how to manage stress, increase productivity, communicate effectively, and find one's own version of work-life balance, as well as the mental health and substance use issues facing attorneys, the need to de-stigmatize seeking out mental health treatment, and positive ways to reframe mental health treatment. Her clinical experience includes working with attorneys and other professionals in distress.

Since 2018, Dr. Cipriano has been publishing articles in the Connecticut Law Tribune addressing mental health and well-being, including a 2019 article on the long-lasting stigma arising out of bar examination questions related to mental health. Her most recent articles and media appearances have addressed managing stress, uncertainty, and mood during the COVID-19 pandemic.

Dr. Cipriano was an inaugural co-chair of the Connecticut Bar Association Lawyer Well-Being Committee from 2020-21, where she spearheaded the development and implementation of the CBA Well-Being Pledge. She has been a member of the Committee since its inception as a Task Force in 2017. She is also a member of the Connecticut Bar Association COVID-19 Task Force, Legal Profession Sub-Committee. Since 2012, she has held leadership and governance positions in both the American Psychological Association and the Connecticut Psychological Association.

Dr. Cipriano has been an Assistant Clinical Professor in the Yale School of Medicine, Law and Psychiatry Division since 2010. She was a Consulting Clinical Supervisor in the Yale Department of Psychology from 2010 – 2016. Dr. Cipriano is a trained mediator and collaborative divorce professional.



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REBECCA DIX



Vice-Chair of the Wellbeing at the Bar Programme

Rebecca is employed as Associate General Counsel for the Serious Fraud Office with oversight over all criminal and POC cases providing strategic, legal and operational advice to case teams and divisions.

Rebecca was called to the Bar by The Inner Temple in 2004 and secured her pupillage and tenancy at a leading Criminal Law set, 2 Bedford Row. After 10 years at chambers she moved to the Employed Bar at a Top Tier City Law firm as a senior lawyer and in house counsel working on high profile white collar crime cases. Some examples of her work include the acquittal of a Barclays' trader working on the swaps desk (LIBOR 2005-2007), the acquittal of a former solicitor linked to the Lloyds Banking Group trial (£245m corrupt loan 2003-2010) and representing a former CEO of a multinational carbon trading investment company in a HMRC fraud trial (£100m).

Before working for the SFO, Rebecca was instructed for 6 years as a Government Attorney during the investigation and prosecution of former Government officials and their associates for corruption in the Turks and Caicos Islands (R v Misick and others). Rebecca was elected as a Governing Bencher of The Inner Temple in 2020.

GREG DOREY CVO



Sub-Treasurer (Chief Executive), The Honourable Society of the Inner Temple.

Greg 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). He 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.



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MORAYO FAGBORUN
BENNETT



Bar Council Leadership Programme, “All Rise initiative”

Morayo Fagborun Bennett (called 2004) is a barrister at Gatehouse Chambers in London, specialising in landlord & tenant and real property litigation. She is a Deputy District Judge on the North Eastern Circuit and a Chair of the Valuation Tribunal for England.

LYNDA GIBBS QC (HON)

Dean, Inns of Court College of Advocacy (ICCA)

Called to the Bar in 1993 by the Middle Temple. Practised in criminal and family law on the Midland Circuit before embarking on a legal academic career. Lynda is Dean of the ICCA. She is the architect of the new pathway content for vocational Bar training and oversees the ICCA's work on post-qualification training. Lynda was appointed QC Honoris Causa in 2020 in recognition of her work to promote a fairer justice system for the vulnerable and the young, and to improve Bar training. She has recently been elected as an Academic Bencher of Middle Temple.

Lynda will be joined on the panel discussion by:

Faiza Ahmed

BCL Student 2021-22 (Oxford)

Completed the Bar course at the ICCA in 2021 with Merit and was called to the Bar in October 2021. Graduated 1st in her cohort from Keele University (LLB with Hons) in 2021.

Colette Allen

ICCA Bar Course graduate. Currently studying for an MSc in Social Science of the Internet at Oxford University.



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CHRIS GUTTERIDGE



Bar Council Leadership Programme, “All Rise initiative”

Chris Gutteridge (called 2006) is a barrister at Exchange Chambers in Manchester, specialising in high value personal injury and clinical negligence litigation. He is part of the team of barristers behind ‘All Rise’, alongside: Bo Kay Fung (Financial Conduct Authority), Lydia Pemberton (3 Paper Buildings) and Morayo Fagborun Bennett (Gatehouse Chambers).

Bo, Chris, Morayo and Lydia met on the Bar Council’s inaugural Leadership Programme (2020/21) – a project aimed at changing the culture of the Bar through facilitating a network of ‘new leaders’.

Bo Kay Fung (called 2008) is a barrister specialising in financial regulation. She is a Legal Adviser to the Regulatory Decisions Committee at the Financial Conduct Authority in London.

Lydia Pemberton (called 2006) is a barrister at 3 Paper Buildings in London, specialising in chancery litigation and contentious probate.

MICHAEL HARWOOD



Young Barristers’ Committee

Michael is a lawyer at the Government Legal Department. He is currently working for a major public inquiry and has undertaken several other roles as a legal adviser to the Government. He is an elected member of the Bar Council, YBC and Wellbeing at the Bar Committee, through which he focuses on promoting positive mental health and wellbeing within the profession, in particular at the most junior end.



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SAM MERCER



Head of Diversity, Inclusion and CSR, Bar Council

Sam has run the Bar Council's Diversity & Inclusion (D&I) and social responsibility programmes for the last 8 years. Sam is responsible for the design and delivery of D&I/CSR training for the profession. She also has oversight of the provision of advice and support to chambers and individuals on implementing E&D and wellbeing policy and practice, on managing E&D related issues and complaints. Also, on wider CSR issues. Prior to this, she set-up and ran the leading diversity and inclusion charity on age and employment and led the workplace division in Business in the Community (BITC). She is an award-winning communicator on diversity and inclusion issues, and has worked on this agenda across a wide range of private and public sector organisations and charities (both in the UK and overseas). Sam pursues a chambers focused approach and is skilled in creating high profile programmes and campaigns across a wide range of issues including E&D, wellbeing/mental health and social mobility. 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.

DR. WILLIAM MITCHELL MA
PHD DIP CLIN PSYCH FBPS
MRSM



Consultant Clinical Psychologist

Dr Bill Mitchell is one of the UK's most experienced Clinical Psychologists, specialising for many years in the treatment of depression, anxiety, acute stress, work-related psychological difficulties, and burnout. His approach focuses on rebuilding resilience in people who have been derailed by complex events of life. His unique expertise is in teaching people how to sustain high performance whilst staying in tune with what is responsible for maintaining energy, wellbeing, emotional fulfilment, and relationships.

He is a psychological consultant to numerous global organisations, ranging from professional services, legal and consulting firms, media, finance, advertising, education, media and the arts. This includes his long-standing advisory role to BUPA on employee mental wellbeing. He runs workshops on mental health and resilience across the UK, Europe, North and South America, Australia, New Zealand, Asia, the Middle East and Africa.

Bill runs his own practice, The Mitchell Practice, where his extensively experienced team of specialist psychologists and therapists use a combination of interventions to coach and treat individual who are struggling with the pressures of life today.

For 20 years Bill taught on the Kings College MSc programme on Mental Health, and has run teaching sessions for the London Business School and Judge Business School where he teaches on specialist programmes.

Bill's first book *Time to Breathe* is available now. This book consolidates his experience to deliver an easily accessible formula to sustain a resilient life.



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RACHEL SPEARING



Conference Convenor

Rachel Spearing is a Barrister, Bencher of the Inner Temple, and Master of Wellbeing. In 2012 she began the conversation about mental health and wellbeing at the Bar. Co-founding the Wellbeing at the Bar initiative with the Bar Council in 2014 she led the first research upon the profession in the area of mental health. In 2016 she founded Wellness for Law UK, a 'not for profit' organisation designed to support the profession by building a network of clinicians, academics and professionals to support education, training and understanding of the issues impacting the profession.

GERWYN WISE



Criminal Bar Association

Gerwyn is a specialist criminal defence barrister, practising from Garden Court Chambers, with experience defending in a range of cases including serious violence, organised crime, sexual offences and fraud and confiscation.

Previously working as a legal consultant specialising in Welsh devolution, Gerwyn was regularly instructed by The Law Society's Wales Committee to prepare legislation monitoring reports and undertook seminars attended by both legal professionals and members of the National Assembly for Wales.

Immediately prior to joining the Bar, Gerwyn was employed as a criminal defence paralegal at Hickman & Rose Solicitors. He regularly provides in-house training for solicitors on various topics of criminal law, evidence and procedure and has lectured internationally on youth justice and modern slavery.

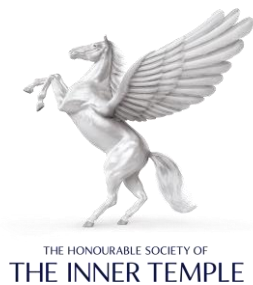
Gerwyn is Secretary of the Criminal Bar Association (2019-2021) a member of the Young Barristers' Committee (2019-2022), and a Stonewall Ambassador.



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Our thanks are due to
The Honourable Society
of the Inner Temple
for sponsoring this
conference and to The
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University College
London for hosting.

