



The Inns of  
Court College  
of Advocacy

# CPD Established Practitioner Template

**Name:** Georgina Gates

**Address:** Cornerstone Chambers, Manchester Road, Manchester

**Email address:** g.gates@cornerstone.co.uk

**For year ending:** 2019

**Area(s) of Practice:** Crime

**Type of Practice (e.g. self-employed, employed, dual capacity, sole practitioner):** Self-employed member of the Bar

**Role in practice and seniority (e.g. Member of chambers, Head of Chambers, management responsibilities):** I am a member of chambers. I am on the Pupillage and the Wellbeing Committee. I was called in 2009 and have been a member of Chambers for 8 years.

# Learning Objectives

## How do I write a learning objective?

A well written learning objective has three sections.

1. Describe what you will be able to do (use an active verb with a clear object for the verb)
2. In what context, and
3. State how well you will do it

For example: *I will review the rules relating to bail and remand in the youth court by consulting specialist guidance in order to better represent the rights of children and young people charged with criminal offences.*

## Top Tips

- Use a single, active verb for each learning outcome avoiding vague terms such as 'know about, be familiar with, understand, or be aware of'.
- Learning outcomes should be observable and measurable.
- There should be a clear link between learning outcomes and any assessment you might have to take.
- Ensure the learning outcome can reasonably be accomplished within the timescale you have set for yourself.

Try looking at Bloom's Taxonomy as a starting point to choose your learning outcome. You might be able to show a progression in learning by using verbs drawn from the various stages of the cognitive domain of Bloom's Taxonomy.

## Bloom's Taxonomy

Starting at the bottom of the taxonomy, the simplest form of learning objective is acquiring knowledge or remembering. The following table gives you a selection of useful active verbs for each stage of learning.



<b>Remembering</b>	Arrange, define, describe, duplicate, identify, label, list, match, memorise, name, order, outline, reorganise, reproduce, recall, record, recount, relate, repeat, reproduce, select, state
<b>Understanding</b>	Clarify, classify, convert, describe, discuss, distinguish, estimate, explain, express, generalise, give examples of, identify, indicate, infer, locate, paraphrase, predict, recognise, reorganise, report, restate, review, select, summarise, translate
<b>Application</b>	Apply, choose, demonstrate, dramatise, employ, illustrate, interpret, intervene, manipulate, modify, operate, practice, predict, prepare, produce, relate, schedule, sketch, solve, use
<b>Analysis</b>	Analyse, appraise, break down, calculate, categorise, compare, contrast, criticise, debate, differentiate, discriminate, distinguish, examine, experiment, inspect, infer, investigate, outline, question, relate, test
<b>Evaluation</b>	Arrange, assemble, categorise, collect, combine, compose, construct, create, design, develop, devise, elaborate, formulate, invent, manage, modify, organise, plan, prepare, propose, rearrange, revise, rewrite, set up, start, summarise, synthesise, tell, write
<b>Creation</b>	Appraise, argue, assess, attach, choose, compare, conclude, contrast, create, criticise, defend, discriminate, estimate, evaluate, interpret, judge, justify, measure, predict, rate, relate, revise, score, select, support, summarise

You should provide a clear rationale for choosing your particular learning objectives. You are advised to focus on the following knowledge and skill areas to choose and structure your learning objectives but you are not required to set a learning objective for all of these areas in a given year.

- Legal knowledge and skills
- Advocacy
- Practice management
- Working with clients and others; and
- Ethics, professionalism and judgement.

## What type of CPD should I do?

The BSB require you to describe the type of CPD that you intend to undertake. This does not mean noting the exact courses or activities that you will complete; it means thinking about whether your chosen learning objectives will be met by activities such as podcasts, reading or seminars. This is to encourage you to consider why you are choosing particular types of activities.

Where it is applicable, you should state the reasons why you are completing only a limited amount of CPD during the year, for example, due to a period of not working for whatever reason.

No.	Learning objectives	Learning objective rationale	Type and nature of CPD activities
1	<p><b>Legal Knowledge and Skills</b></p> <p>Review the rules relating to bail and remand in the youth court by consulting specialist guidance in order to better represent the rights of children and young people charged with criminal offences.</p>	<p>There is an inherent misunderstanding of the right to bail afforded in the youth court as opposed to the other courts and it is important to understand the differences. The BSB has produced Youth Proceedings Competences which make up-to-date legal knowledge important in an area of identified risk</p>	<p>Reading ICCA guidance on bail and remand in the youth court.</p> <p>Watching videos relating to youth justice advocacy.</p> <p>Attending youth justice workshop.</p>
2	<p><b>Advocacy</b></p> <p>Demonstrate an understanding of the '20 Principles of questioning' in relation to the cross-examination of vulnerable witnesses and children in order to modify and adapt my general advocacy skills</p>	<p>In order to receive accreditation via the Bar Council that I have undertaken the ICCA A&amp;V course; to be suitably qualified to accept instructions in such cases and to comply with R v Rashid [2017] EWCA Crim 2 (para. 80)</p>	<p>Online training.</p> <p>Face-to-face course.</p> <p>Consolidation.</p>
3	<p><b>Practice Management</b></p> <p>Create a wellbeing policy for the benefit of all members and staff of Chambers in order to attempt to obtain a certificate of recognition from the Bar Council Wellbeing at the Bar organisation.</p>	<p>In order to demonstrate that I have considered section 4.4 of the Professional Statement and to contribute to the efficient operation of the workplace by creating an effective support system.</p>	<p>Research.</p> <p>Writing.</p>

4	<p><b>Working with clients and others</b>  <b>Identifying areas where my practice could benefit from a wider understanding of the needs of litigants in person by reading the new Justice report.</b></p>	<p>In order to demonstrate compliance with s.3.6 of the Professional Statement – appreciating the potential lack of understanding where clients or opponents have an inadequate knowledge of the law and procedure compared with those whose cases are conducted through qualified legal advisors and the effect this may have on the handling of a matter.</p> <p>In order to better understand and adapt my practice to accommodate lay court users.</p>	<p>Reading the <a href="#">Justice Report 2019 on Understanding the Courts - Communicating with lay users</a></p>
5	<p><b>Ethics, Professionalism and Judgement</b>  Review the latest version of the Code of Conduct in order to be certain that I am conducting my practice in an ethical manner.</p>	<p><b>In order to comply with 1.16 of the PS to understand my Core Duties and apply them in all aspects of their work.</b></p>	<p>Reading.</p>

## Record of Activity

	1	2	3	4	5
<b>CPD Activity</b>	Bail and Remand in Youth Courts	A&V training	Wellbeing Policy	Lay clients	Reading
<b>Date</b>	27.02.2019	15.04.2019	16.06.2019	30.09.2019	24.11.2019
<b>CPD Provider if any</b>	ICCA	ICCA/Middle Temple	Wellbeing at the Bar website	Justice	BSB
<b>CPD Type</b>	Reading	Online & face-to-face training, consolidation	Writing	Reading	Reading
<b>Learning Objective</b>	Review the rules relating to bail and remand in the youth court by consulting specialist guidance in order to better represent the rights of children and young people charged with criminal offences.	Demonstrate an understanding of the '20 Principles of questioning' in relation to the cross-examination of vulnerable witnesses and children in order to modify and adapt my general advocacy skills	Create a wellbeing policy for the benefit of all members and staff of Chambers in order to attempt to obtain a certificate of recognition from the Bar Council Wellbeing at the Bar organisation.	Identifying areas where my practice could benefit from a wider understanding of the needs of litigants in person by reading the new Justice report	Review the latest version of the Code of Conduct in order to be certain that I am conducting my practice in an ethical manner.
<b>Did this activity help meet the LO?</b>	Yes	YES	YES	YES	YES

<b>Do you consider this LO now complete?</b>	Yes	YES	YES	YES	YES
<b>Can you evidence this activity if spot-checked?</b>	Yes	YES	YES	NO	NO
<b>Hours spent on activity</b>	2	13	3	1	1

\*NB There is no minimum number of hours.

## Reflection

**Did you need to vary your learning objectives during the year? This includes adding, removing or amending learning objectives. If so please provide details.**

No

**Which learning objectives have been met, either fully or partially? Evaluate how your activities have contributed to your chosen areas for development.**

All five of my LO's were met.

**Which learning objectives have not been met? Provide an evaluation as to why this was the case.**

N/A

**Which relevant learning objectives are outstanding? How do you intend to complete these learning objectives in the future?**

N/A

**Did the type and nature of the CPD activities undertaken help you complete your learning objectives? Would other types of CPD activities be more useful?**

Yes, I will look for a wider variety of sources in future.

**Consideration of future learning objectives**

You should use this section to make an initial assessment of what learning objectives may be required in the future and how they could be completed. Some things you could consider are:

Whether your process for identifying your learning objectives was effective;

Whether certain types of activity were particularly effective, and/or whether you have identified new areas for development/improvement.

I found the process of writing LO's quite alien at first but have now a clearer sense of why they are important.

I found the variety of sources somewhat limited and will explore different sources

I intend to reflect on what I have achieved, look at where my practice is heading and choose specifically related LO's and activities to enhance my performance and overall knowledge and skillset.

In particular, I would like to undertake more work in relation to clients with mental health issues.