



The Inns of
Court College
of Advocacy

Annual Review

2019–2020



Chair's Introduction

Derek Wood CBE QC



In the past year, with the strong and generous support of the four Inns, the ICCA has achieved the second of its main objectives, the establishment of our innovative Bar Course.

We were the first provider to gain authorisation from the Bar Standards Board under its new arrangements for the Future of Bar Training. We then proceeded to assemble an experienced team of tutors and online course designers and teachers to convert our plans into a deliverable scheme.

We conducted an extensive outreach programme in October and November 2019 and were rewarded with a wide range of talented applicants competing for selection in January and February 2020. Our ground-breaking selection procedures, concentrating on candidates' proven aptitudes during the process rather than personal backgrounds, has produced a highly diverse and challenging group of students, ready to embark on their online studies on our Part One in September. It is satisfactory to notice that our entry into the market has caused – as it was intended to do – a significant drop in the level of fees charged by all our competitors.

The heavy investment of resources in setting up the new Course, described in more detail later in this Review, has not interrupted the development of our training courses for established practitioners. In the forefront in the year under review was the continuing delivery of training in the handling of vulnerable witnesses. We were delighted to work with the Family Law Bar Association to extend this training, with suitable adaptations, into family law practice.

Our work on advocacy in the youth courts has continued. We have maintained training sessions in London and the regions on the handling of expert witnesses. At the end of the year work was well-advanced on the 3rd edition of our published Guidance on this important topic.

The advent of national lockdown in the face of Covid-19 interrupted the production of our celebratory multi-media celebration of the centenary of Women in the Law. We plan to place it on our website as soon as we can complete this work. It also brought our international advocacy training programme to a sudden halt.

By contrast the pandemic also prompted new initiatives. Over a period of a week a small team produced practical guidance on the practice of advocacy online – [Principles of Remote Advocacy](#) – which has reached a global audience to some acclaim; and we rapidly developed online advocacy training for pupils in their second six whose court experience has been dramatically curtailed. Approximately one third of current pupils took advantage of this programme.

After ably leading the ICCA as Dean since our foundation James Wakefield found that the combined roles of Dean of the ICCA and Director of COIC had expanded to an extent that the roles had to be split. In September the Governors were unanimous in appointing Lynda Gibbs as his successor, and we were delighted when she received the rare honour of appointment as Queen's Counsel *honoris causa* in recognition of the ground-breaking work she has done in the development of training in the handling of vulnerable witnesses.

I remain profoundly grateful for the work of the many members of the Bar and the judiciary who support our numerous enterprises and to the staff of the ICCA for tackling so ably and energetically our ever-widening programme of work.

- ▼ The specially commissioned postcard for our selected ICCA Bar Course students



Bar Course Update

From mid-October to early November 2019 the ICCA was engaged in a wide range of outreach activities, introducing students to the Bar and to the new approach to vocational Bar training as well as giving presentations and conducting discussions on CV building and applying for pupillage.

Christopher Kessling, our Head of Programmes and Head of Recruitment and Admissions met students at Law & Bar Societies, careers events and law fairs across England & Wales, from Bangor to Southampton, including visits to Newcastle, York, Hull, Nottingham, Oxford, Cambridge, Kent and Sussex. In London he visited a diverse range of universities, from King's College and UCL to London Metropolitan and the University of East London. Chris and our Bar Course Leader, Alex Frith and one of our Heads of Online Learning, Patrick Ryan conducted webinars to extend our outreach to students we were unable to visit in person.

Our applications portal opened on 9th December 2019. In line with our Fair Admissions policy, the admissions process was 'blind' to the protected characteristics of applicants and their schools and universities attended.

All shortlisting and assessment staff underwent insightful additional training in fair recruitment and unconscious bias by our external Equality & Diversity Consultant.

Throughout the shortlisting process we were delighted with the high quality of applicants to the ICCA Bar Course and 183 students were shortlisted. Our selection events took place in February and offers were made for students commencing in September 2020 and January 2021. Each of our selected students received a personal letter and a specially commissioned postcard.

Offers have been accepted by a wide range of applicants from different socio-economic and cultural backgrounds. We are proud to have achieved our core aim of accepting candidates who are motivated, bright, dedicated and diligent with a realistic chance of attaining the standard required for an award of pupillage, irrespective of their social, cultural and economic background.

Having received numerous questions throughout our outreach activities from students wishing to join the Bar, many of whom had been unsure about the detail of new training regime following the BSB Future Bar Training consultation, we produced a guide from a neutral perspective entitled *Making Sense of Bar Training in 2020 and Beyond* to help all Bar training candidates from the widest possible audience.

In March, the ICCA sponsored the Best Society for Aspiring Barristers Award run by lawcareers.net and were delighted to award this to King's College London for their exceptional approach to widening access and advancing inclusion and diversity at the Bar.

Design and Development of Part One of the ICCA Bar Course

December 2019 – September 2020



Since the last annual review, the design and development of the ICCA's Part One online Bar Course has continued apace. When it launches in September 2020, the Part One course will provide students with nearly 70 online lessons, spanning the full gamut of criminal and civil litigation and evidence from pre-action protocols to final appeals.

It has taken scores of enormously talented people including a cast and crew put together by Keen City, our superb film company, to shepherd the Course from inception to launch.

2020 began for the Part 1 course in The Rolls Building, which was kindly made available to us as the location for the civil litigation films. Applications and trials were rehearsed and recorded alongside conferences with clients and solicitors.

The end result, when set alongside the criminal films that were made in the autumn of 2019, is a suite of more than 30 true to life scenes that will underpin the students' learning in Part One and will reappear as demonstration films in Part 2. These films featured heavily in a Times article on 21st May 2020 entitled *Bar sets stage for virtual learning.*

Elsewhere on Part One, a quick glance at the numbers reveals the scope of what has been achieved this year. By the time the course launches students will have access to:

- 220 interactive quizzes;
- 65 talking head videos;
- 58 animated films explaining the more intricate areas of the course;
- 15 podcasts featuring interviews with judges, silks, juniors, solicitors and an expert witness;
- 7 fully developed case studies; and
- 1 virtual tour of the custody suite at Bury police station.

▼ Images taken during
filming at Blackfriars



None of this would have been possible without the enormous contribution of the ICCA's course designers and our E-Learning Manager who has brought her considerable talent and enthusiasm to bear on the project and has made herself an indispensable part of the ICCA's e-learning team.

Finally, we want to record our thanks to the 30 or so members of the junior Bar, from across the country, who tested every lesson for us.

Looking ahead, the knowledge and experience now held by the ICCA in creating cutting-edge online materials, puts us in an excellent position to continue to deliver high quality e-learning projects for both students and practitioners in the years to come.

February 6th saw the official signing of the Partnership Agreement between the ICCA and King's College London. King's will be the ICCA's award-bearing body, enabling successful ICCA students to earn the King's College London award of Postgraduate Diploma in Bar Practice at the conclusion of the Bar Course.



The ICCA is extremely pleased and proud to be working in partnership with this prestigious university. Sadly, the signing ceremony that had been planned in March to mark this occasion had to be postponed because of the Covid 19 lockdown, but we hope to celebrate the partnership by hosting an alternative event as soon as we are able to.

◀ East Wing, Somerset House, King's College London

CPD updates 2019–2020

▼ HHJ Suzanne Goddard QC

In November 2019, the ICCA facilitated the training and accreditation of the first 8 Family Law Bar 'Advocacy and the Vulnerable' Facilitators who will go on to train family barristers in the art of cross-examining vulnerable witnesses and children. We have worked closely with the FLBA to develop a bespoke public child law case study and materials to enable the Family Bar to adapt to the new method of witness handling. Our thanks to Sian Smith and Cyrus Larizadeh QC of the FLBA and to Andrew Smith QC, Kama Melly QC, Michelle Heeley QC and Mary Prior QC who trained the FLBA Facilitators.

In January 2020, our Dean, Lynda Gibbs was appointed as an Honorary QC for her contributions to the innovation of vocational Bar training and the national Advocacy and the Vulnerable Course.

February was a busy month. We were thrilled to be awarded by the Bar Council a Certificate of Recognition for our efforts to embed wellbeing principles into our Bar Course.

Our students will have access to specially devised modules on building a healthy practice, managing anxiety, worry and uncertainty, emotional intelligence and surviving and thriving in practice.



Our thanks to Rachel Spearing and Jacqui Beeley for their immense contributions.

We recorded a wonderful interview with HHJ Suzanne Goddard QC and wrote a piece on our website to celebrate 100 years of Women in Law. We have also commissioned a film of 15 successful women barristers and judges who have given us the benefit of their experience and wisdom on all aspects of being a lawyer. These films are being recorded in spite of Covid-19; we will not be beaten!

Still in February, we took part in Bar Placement week (and again in July 2020), when we were delighted to be part of an initiative for sixth form students delivered through the Bar Council in conjunction with Pathways to Law and the Social Mobility Foundation. We are very grateful to Alistair MacDonald QC who led the live session in Leeds and to HHJ Mukherjee & Marie Spenwyn (Carmelite Chambers) who led the online session in July.

Thank you too all those members of the Bar and the judiciary who delivered talks and advocacy training to so many Bar hopefuls. Both events were extremely well received by all participants.



◀ The cover of our new global outreach brochure

We published our new global outreach brochure detailing our work across the world to uphold the rule of law with a special section on how to get involved in this kind of advocacy training. Our thanks to the Chair of International, DJ Stephen Murch and his Committee.

March, April and May saw us coming to terms with the lockdown period as a result of the pandemic, but we did not let this stop us. We immediately researched and produced a set of guiding Principles of Remote of Advocacy to assist advocates struggling to adapt to the new way of working. These Principles have been widely acknowledged and are in use across all parts of the globe.

The ICCA gratefully acknowledges the helpful commentary and guidance it has received, in preparing this document, from Rt. Hon. Lord Justice Bean, His Honour Judge Mark Brown, Rt. Hon. Sir Stanley Burnton, Professor the Hon. Clyde Croft AO SC, Neil Kaplan CBE QC, and individual members of the Bar of England and Wales.

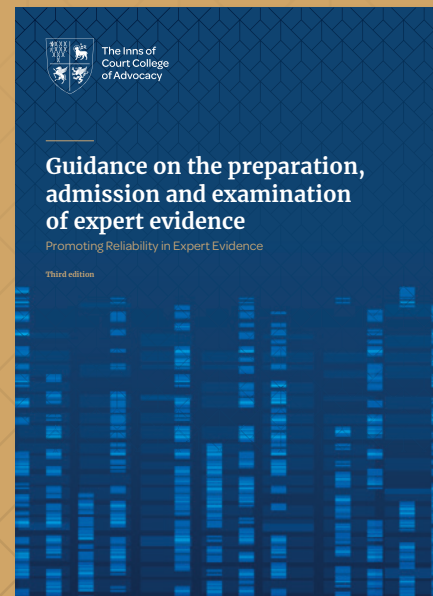
We set out to help 2nd Six Pupils who simply could not get into court and practise their advocacy skills. We set up daily training sessions for 137 pupils over a number of weeks having created a suite of materials for this purpose. We made these freely available to anyone who wanted to use them. We are grateful to Chris Melton QC, Michelle Heeley QC and all the members of the Northern and Midland Circuit, including local judges, who helped train so many grateful pupils.

Design and testing on the Bar Course has continued unabated and everything is on track to welcome our first students in September 2020. We held a Virtual Garden Party for our students on 19th June and each one received a specially created biscuit for the occasion. It was a wonderful event; an opportunity to meet the students and for them to meet each other. There will be another similar occasion in December for students joining us in January 2021.

In July 2020 we were thrilled to publish the updated third edition of the Guidance on the Preparation, Admission and Examination of Expert Evidence. We would like to acknowledge the valuable work Professor David Ormerod QC and all those who contributed to this publication.

We would also wish to extend our gratitude to Grahame Aldous QC for collating the many updates which have produced an invaluable practitioner's guide to the principles underlying the use of expert evidence.

We have lots of plans for online training events and conferences until such time as we are able to meet face-to-face. Our thanks as always to the many practitioners who freely give of their precious time to help us and the rest of the profession.



▲ The cover of our Guidance on the Preparation, Admission and Examination of Expert Evidence

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