

TCTL



today's children tomorrow's lawyers



SLAUGHTER AND MAY

jomati
CONSULTANTS LLP

ALLEN & OVERY

CLIFFORD
CHANCE



A low-angle, upward-looking photograph of a highly ornate, dark metal archway. The archway is decorated with intricate scrollwork and a central crest. It frames a clear blue sky with scattered white clouds. The archway appears to be made of wrought iron or steel.

gateway to OPPORTUNITIES

At BLD,

we believe that there is an abundance of talent “out there”, but the barrier is the lack of access to opportunities.

Our Legal Gateway Scheme strives to remove that barrier and widen access into the profession through its various programmes by providing opportunities not just for future talented professionals – from school children to undergraduates – but also qualified professionals wanting to shine.

CONTENTS

- 04 Foreword By Barclays
- 05 Foreword By BPP
- 06 About The Legal Gateway Scheme
- 06 About The Today's Children Tomorrow's Lawyers Programme
- 06 Why We Are Running This Programme
- 07 Aims And Objectives
- 07 What You Will Gain
- 08 Case Study – St Angela's Ursuline
- 10 Where And How The Programme Is Delivered
- 10 Those Targeted Under The Programme
- 10 The Selection Process
- 10 Further Information.
- 12 What We Have Gained
- 14 Sponsors

Patrons

Dame Linda Dobbs
Baroness Verma

Trustees

Debo Nwauzu
Ope Bankole
Joel Cohen

Advisory Panel

Judith Shepherd
Tony Williams

BLD Foundation Team

Onika Griffith-Elliott
Annabel Burrows
Claire Boakes
Tricia Eghagha

Enquiries to:

Admin@BLDFoundation.org



CHAIR'S MESSAGE

Since this programme started in January 2008, it has been a privilege and joy to have had hundreds of children on the programme in London, Manchester, Birmingham and Leeds. This has been made possible by the fantastic support of our sponsors, the participation of the schools, encouragement by parents and the eagerness and enthusiasm of the students.

Through this programme we want to ensure that children aim high, aspire to be the best that they can be in whatever they choose to do by exposing them to wide-ranging experiences and opportunities that will build their confidence and stimulate their interests.

Our promise to the students on the programme is that, should they wish to pursue a career in Law, we will be there to support them.

Debo Nwauzu

BLD Founder, Publisher & Editor



Mark Harding
Global General Counsel,
Barclays Bank Plc



Judith Shepherd
Global General Counsel, Barclays
Capital and Chair of the Diversity
and Inclusion Group

FOREWORD

Barclays is a hugely diverse global business and as we reach across the globe, we want our employees to reflect the communities we serve, in every country where we have a presence.

At Barclays Legal, we have an ambition which is simple; to achieve an inclusive culture in which all our colleagues are valued and respected and which in turn enables us to attract, keep and develop the best talent - something we call being an Employer of Choice. In line with many in the industry, including BLD and the other sponsors of this programme, we recognise the particular challenges facing the UK Legal profession and we know that by working in partnership with others we can help build a more diverse profession.

We are delighted to be primary sponsors of the Today's Children, Tomorrow's Lawyers programme, and to be involved since its first year. It represents a great opportunity for our colleagues in Barclays Legal to contribute their knowledge, experience and skills to support youth on their first steps towards a career, possibly a legal career.

As you read this brochure, and talk about it with your friends, family and fellow students, you will we hope see it as a great opportunity for you to take advantage of a programme, created and supported by people who really care about and are committed to driving change, that will support greater diversity in our profession.

FOREWORD

At BPP, we are wholeheartedly committed to improving access to, and increasing diversity within the legal profession and wider.

Our Law School participates in a number of initiatives in support of our commitment, and our involvement with the Black Lawyer's Directory (BLD) is just one important way in which we can extend and develop our outreach work.

Working closely with the BLD team over the past 3 years has been enormously rewarding on a number of levels. Firstly, it is hugely satisfying to meet and engage with so many talented young people and to watch them develop and mature through the programmes. Secondly, BPP employees have learned much from this engagement and it has formed an important part of the personal development of those staff involved in the programme.

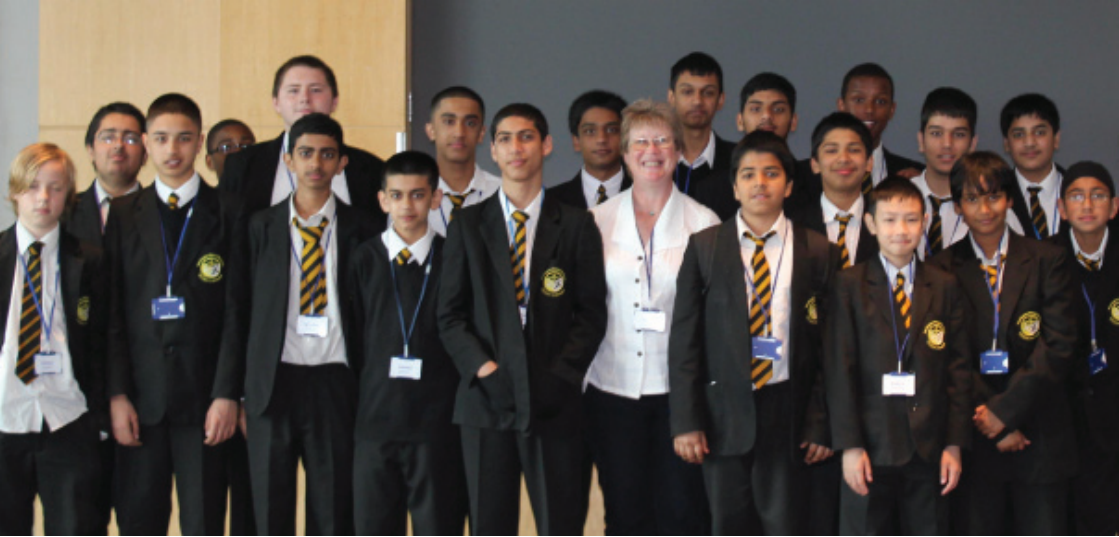
The Today's Children, Tomorrow's Lawyers (TCTL) programme offers participants a genuine opportunity to discover the world of the legal profession. A good understanding of the study of law and how that translates to practice is increasingly important for intending lawyers and the TCTL programmes provides just that.

Today, law is proving to be an ever more popular career choice. Great efforts are being made, through initiatives such as TCTL, to encourage the highest calibre of people to enter the legal profession regardless of their background. Law is a profession that allows individuals to make a difference to the lives of other people, benefit society and in some cases, change the shape of our society for the better.

I personally feel that it is one of the most rewarding and diverse careers to enter, and I wish all those involved in this programme all the very best for the future.



Peter Crisp
Chief Executive, BPP Law School



ABOUT THE LEGAL GATEWAY SCHEME

BLD was launched in 2006 to make a real difference on diversity in the legal profession and it covers all black and minority ethnic (BME) lawyers.

The Legal Gateway Scheme provides access to an array of career development opportunities such as mentoring, workshops, work placements and events. The scheme benefits lawyers, trainees, pupils, undergraduates, postgraduates and paralegals as well as school children and others considering or pursuing legal careers.

ABOUT TODAY'S CHILDREN, TOMORROW'S LAWYERS PROGRAMME

This scheme which runs in London, Birmingham, Leeds and Manchester is primarily targeted at ethnic minority and disadvantaged 13 to 19-year-olds. However, it will benefit all children in this age group.

WHY WE ARE RUNNING THIS PROGRAMME

The experience of many qualified black minority ethnic (BME) lawyers is that during their schooling their career advisers actively discouraged them from pursuing a career in law. The view held by some career advisers is that the law is beyond the reach of BME children and that such children should be more realistic in their choice of career. For children this negative advice may be further compounded by the lack of support by those close to them. Experience has, however, shown that those who disregarded such negative advice and received support have gone on to have successful legal careers.

At BLD, we believe that there is a need to mentor and support young people through schools and universities to empower them to make sound career choices. Young people need to feel confident about their chosen career and have the opportunity to seek guidance from experienced practitioners. The aim of this scheme, therefore, is to target young participants, arm them with information, raise their expectations, support their aspirations and make the aspirations a reality.

AIMS AND OBJECTIVES

- Educate and inform about what the legal profession has to offer and the available wide ranging opportunities.
- Raise aspirations and empower participants.
- Assist participants in making informed choices and being open to the many available options

WHAT YOU WILL GAIN

What is offered to each school will depend on their needs, the number of children involved in the programme from the school, the maturity of the children, the location of the school and the degree of commitment. However, every school that participates in the programme will benefit from at least one of the following:

- Career day workshop at the school
- Participation in debate with another school/group of schools
- Visit to a Law School
- Visit to a law firm
- Visit to barristers' chambers
- Visit to a major bank
- Summer school (limited to 2-3 students only)
- Work placement for a very limited number of children who have shown real interest in law

All schools will also have access to a wide range of information, primarily via video podcasts (vodcasts) which will include the following:

Different routes into the legal profession

- Who is a lawyer?
- Variety of roles that lawyers have
- Typical areas of practice Academic and other qualities
- Importance of GCSEs and A level grades
- UCAS points
- Impact of your choice of university
- Soft skills

WHAT I HAVE GAINED

"I am very happy to tell you that I just received ABB AS results. I can confidently say that this heavily due to the motivation originating from the work experience given to me via the TCTL Programme. My experience at Clifford Chance has made working there in the future a goal that I will try to achieve. I cannot really express the gratitude that I have and debt I owe the programme in placing me in the position that I am now."

Burphy, after work experience at Clifford Chance and attending Barclays Careers Fair

"Having younger people i.e. graduates talking enabled me to relate more easily"

Emily, St Angela's, attended Barclays Careers Fair



CASE STUDY

“What is the purpose of education?” If you asked a thousand people this question you would probably get a thousand different answers but one thing that everyone would agree on: it should help young people to make informed and aspirational decisions about their future. Our involvement with the TCTL programme has achieved just that.

St Angela's has been involved with the programme for two years in various ways. During their February half-term and summer holidays 20 year 12 students have taken part in a week's work experience at law firms Clifford Chance, Allen Overy and at Barclays. This experience gives students a chance to really see the world of Law “in action”. Young people often have a laudable yet hazy notion of wanting to be a lawyer and this opportunity makes that concrete and shows them what is really involved with the day-to-day reality of the profession.

In the same way the open day at Barclays in May inspired 20 year 10 girls from across the year group. Just being shown the award-winning building and all its facilities was an exciting experience. Pupils can see Canary Wharf from various places in East London but

rarely get a chance to see the work that goes on there. The day was a valuable insight into pathways into law,

CV writing and interview skills as well as meeting lawyers in a relaxed and friendly environment and finding out that they are just like everyone else!

At St Angela's we believe, like the TCTL programme, that debating nurtures a young person's ability to articulate ideas and to analyse the pros and cons of a variety of motions – economic, social and ethical. In May members of our debate club were very pleased to be trained by the English Speaking Union's expert mentors. We were even more delighted to win The Great Law Debate Cup. Debating gives pupils the confidence and skills to be able to go onto careers such as Law.

In the academic year 2011-12 we look forward to another year of taking part in the TCTL programme and the numerous opportunities it provides. A group of year 11 girls will be mentored by BP; an exciting and unique opportunity. Through this part of their education the pupils will be better equipped to make decisions about their future and furthermore, they will have accurate information about how to turn their dreams into reality.

**Claudia Pellegrini, Teacher,
St Angela's Ursuline School, London**

The first rule when choosing a law school. Cross examine it.

	Yes	No
Are you one of the leading law schools in the country?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Do more of the top law firms exclusively send their trainees to you than to anyone else?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Do you provide access to specialist careers support, before, during and after each programme?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Do you have flexible hours and lecture formats so I can study in a way that suits me?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Can you help me gain work experience from pro bono projects or vacation schemes?	<input checked="" type="checkbox"/>	<input type="checkbox"/>

At BPP Law School, we can answer all your questions and give you the legal education you want. Our programmes are taught by accomplished academics and practitioners who offer a high amount of face-to-face tuition. We can help with funding by providing generous scholarships and flexible payment plans. Plus our exceptional online facilities mean you can study how you want, when you want, in any of our six city centre schools in **Birmingham, Bristol, Leeds, London (Holborn and Waterloo) and Manchester.**

If you have any more questions, please get in touch.

0845 077 5566

admissions@bpp.com

www.bpplawschool.com



LAW SCHOOL

Part of BPP University College

Bar Professional Training Course	Graduate Diploma in Law	Legal Practice Course	Masters degrees	Professional Development Training	Short Courses	Undergraduate degrees
----------------------------------	-------------------------	-----------------------	-----------------	-----------------------------------	---------------	-----------------------

WHERE AND HOW THE PROGRAMME IS DELIVERED

The programme runs in London, Birmingham, Leeds and Manchester. The delivery depends on the school, including its needs, the number of children involved, the maturity of the children, the location of the school and the degree of commitment. However, every school that participates in the programme will benefit from at least one of the following:

- Career day workshop delivered at the school
- Debate with another school/group of schools
- Visit to a Law School, a law firm, a barristers' chambers or a visit to a major bank
- Summer school (limited to 2-3 students only)
- Work placement (for a very limited number of children)

All schools will also have access to a wide range of information, primarily via video podcasts.

THOSE TARGETED UNDER THE PROGRAMME

14 to 17-year-olds, including those interested in a career in law and/or wish to find out whether a legal career is for them and/or want to be armed with the relevant information to make an informed choice.

THE SELECTION PROCESS

Whilst the vodcasts are accessible by all, all year round online, all other parts of the programme are for selected schools in disadvantaged areas with a high number of ethnic minorities in London, Birmingham, Leeds and Manchester.

FURTHER INFORMATION

See our school pages on our website at www.BLDFoundation.org
email: Admin@BLDFoundation.org
write to: BLD Foundation,
288 Bishopsgate, London EC2M 4QP.





20 countries. 6,000 individuals.

A key part of our appeal to clients is the ability to speak with one voice on complex global issues. But that's as far as conformity goes at Clifford Chance. Throughout our network, every member of the team is encouraged to be an individual. After all, that's why we hired them.

We also believe that success brings with it a responsibility to contribute to the communities around us and that by supporting BLD, we are investing in the quality of tomorrow's talent pool.

To discover more about our commitment to making a positive impact through our pro bono, community and environmental initiatives visit www.cliffordchance.com/community

**C L I F F O R D
C H A N C E**



WHAT WE HAVE GAINED

“I enjoyed meeting the lawyers and getting to know the different areas of law they focus on in their daily work. It was interesting to find out their routes into law. It was a wonderful experience that taught me so much about the legal profession. I thoroughly enjoyed the time especially as everything was prepared so well for us and so we got to gain a great insight into each organisation. Thanks for giving me the opportunity!”

Nicolle, after work experience at BP, (with visits to Norton Rose and Cameron McKenna)

“The work experience was an invaluable experience as it gave me a real perspective into how working in house would be in comparison to a law firm. All the people were very helpful and gave amazing advice and insight, which I will definitely implement. Thank you.”

Mahmoudat, after work experience at Barclays

“It was a fantastic experience and I was glad to have participated!”

Yewande, after work experience at Barclays

“It was an enjoyable experience and I wouldn't mind attending more of these programs/events”

Daniaal, Norlington, visit to Barclays

“While on this placement, we went to the Royal Courts of Justice. We sat on the witness box, on the judge's seat and stood at the Barrister stand - it was absolutely fantastic! The reason for this placement was for me to witness and experience the daily life of a lawyer and that is exactly what I have done. Now, I feel much more confident about Law, and I feel that this week has given me a headstart for my Law degree which will commence in September. I definitely feel more motivated to pursue a career in Law. I am very pleased with the TCLL programme and would recommend it to any student hoping to study Law.”

Lovelace, after work experience at BP, (with visits to Norton Rose and Cameron McKenna)

“It was brilliant. The final negotiations were the true climax of the day, bringing together and putting into practise all the knowledge we had acquired throughout the day. Working at Allen & Overy has now become something to aspire to in my eyes. Also I finally discovered the difference between solicitors and barristers. Awesome!”

Esther, Kingsford Community, visit to Allen and Overy

“I thought that it gave a great insight into how all the different sectors are interrelated; it was very enjoyable.”
Samira, Elizabeth Garret Anderson, attended Barclays Careers Fair



The **perfect**
launch pad for
your legal **career**

What you will
gain from the
Legal Launch Pad
programme:

- Work experience
- Allocated mentor
- Induction Day
- Training sessions
- Networking and other opportunities.

To find out more, visit the Legal Gateway page on our website at:
www.BLDFoundation.org or email LLP@BLDFoundation.org

SPONSORS



"We really enjoyed meeting the students and were impressed by their enthusiasm and desire to learn more about a career in law. The TCTL programme is an important initiative for the Barclays Legal diversity agenda as it not only reaches out to these students but also has been a rewarding learning experience for us."



"Clifford Chance is pleased to support BLD and the TCTL programme in its aim to encourage wider participation in Law. The students we have met through the programme have been enthusiastic, well prepared and eager to learn more."

SLAUGHTER AND MAY

"We are delighted to be working with BLD on the Today's Children Tomorrow's Lawyers Children programme. We said at the launch that, if we want our future to be in the hands of bright resourceful adults, we need to encourage bright resourceful children to be ambitious and to succeed. TCTL gives us a chance to offer that encouragement, provide information and refresh our own ideas."

ALLEN & OVERY

"We are delighted to support TCTL. It is important that we look for different ways to increase the awareness and understanding of students from non traditional backgrounds about a career in law including the routes in to the profession. This is an innovative approach to reach school children in a format that appeals to them."



"BPP Law School is committed to improving access to and increasing the diversity of the legal profession. BPP is proud of its contribution to the wider community and our involvement with BLD is one important way in which we can extend and develop our outreach work. Our relationship with BLD has been enormously rewarding on a number of levels. Firstly, it is hugely satisfying to meet and engage with so many talented young people and to watch them develop and mature through the BLD programmes. Secondly, however, BPP staff have learned much from this engagement and it has formed an important part of the personal development of staff involved in the programme."



"The Jomati Foundation has been delighted to support the BLD initiative. In what has become a very tough market for young lawyers the BLD Foundation provides an essential aid for young lawyers to take their first steps in their legal career"



BP Legal is delighted to support the Today's Children, Tomorrow's Lawyers programme managed through the Black Lawyers Directory (BLD) as a Secondary Sponsor. BP Legal has a strong commitment to diversity and inclusion among its staff and suppliers and the support for this programme is part of a wider set of initiatives in this regard."

SUPPORTERS



We would also like to thank the Law Society for supporting the programme.

The Challenge

Finding the
most talented
people

You

Making a
difference to the
world's future

BP

A global
organisation that
values diversity

With operations in 100 countries, BP is a business built on diversity. And the same is true of our people. They come from every background and culture to help us find new ways to meet the world's growing demand for energy. It's how we make a difference – and it all starts with people. That's why we support and believe in initiatives promoting diversity and inclusion.

Are you up
for the challenge?
bp.com/careers



beyond petroleum®

Barclays Legal

Discover
your
career



At Barclays we know that diversity is good for business.

We need gifted people of all backgrounds to bring different perspectives and fresh ideas to our business and to help fulfil our ambition of becoming a top five global bank.

So diversity is just where it should be – right at the top of our business agenda. That's why we are proud to be sponsoring Today's Children, Tomorrow's Lawyers.

For further information on opportunities across Barclays go to **Barclays.com/careers**