



JUDICIAL OFFICE

Judicial Reverse Mentoring Scheme



Advert Pack

Judicial Office Leadership Development and Talent Team



Introduction



The Judicial Reverse Mentoring scheme was developed with the central purpose to foster greater understanding among the judiciary of the experience of individual lawyers from under represented groups, and of the particular barriers faced by under represented groups in accessing a career in law and in the judiciary. This scheme has been developed with the guidance of the South East Circuit's two critical diversity friends; Professor Leslie Thomas KC and Kate Brunner KC, with the lead of Mrs Justice Cheema-Grubb and Mr Justice Bryan. We are very grateful for the invaluable help and support offered by the previous leader of the SEC and the President of the law society in relation to the previous pilot scheme and look forward to working with this years leader of the SEC an current president of the law society.

The process recognises that there are gaps and opportunities to learn on both sides of a mentoring relationship and changing the traditional format on its head can be very beneficial for both parties. Reverse mentoring also challenges the idea of mentoring being hierarchical, as it's not about a senior person taking someone under their wing, but a formal relationship for the purpose of sharing understanding, and professional development. Some reverse mentoring schemes, including this one, focus on sharing the experience of individuals in/from under represented groups.

Overview

Reverse mentoring presents with many advantages, supporting bridging the gap between experience and opportunity and in relevance to the Judicial scheme, the incorporation of diversity and inclusion. This will enable the Mentees (Judges) to hear first hand from those professionals in legal (Mentors) whom are from underrepresented groups. To facilitate this we have built a programme which is focused around six, monthly sessions to be held between Mentor (Legal Professional) and Mentee (Judge), which will be arranged mutually within their pairing. Their will be supporting session and scheme materials and resources provided to be used as a guide.

Understanding this is a different context and approach to which one another would normally come into contact or never have had the opportunity to meet, working with Leads (Senior Silks) from across the circuit we will be providing both Mentors and Mentees support sessions and safe/confidential platforms to come together to hold open conversation and opportunity to feedback.

We will host a Launch Event for Mentors and Mentees before matches are confirmed, following this the 2023 cohort is scheduled to begin in April.



Why should you get involved?

The scheme covers circuits across England and Wales. We invite Judicial Office holders and Legal Professionals (Junior Barristers and Solicitors) to join as Mentees and Mentors to support making a positive difference and impact on the Judiciary in fostering a greater understanding among the judiciary of the experience of individual lawyers from under represented groups, and of the particular barriers faced by under represented groups in accessing a career in law and in the judiciary and to enable Mentors (Legal Professionals) the opportunity to gain a greater understanding of the judiciary.

Please find the next few slides providing videos from Mentors and Mentees who have partaken in the scheme providing their honest and raw accounts of their experiences and outcomes of the Judicial Reverse Mentoring Scheme within their pairs and one from two of our Mentees.

We also below have a segment in which one of the Mentors on the scheme has kindly provided some insight to their own experience and outcomes from having been involved.



Meet Bridget:



"Participation as a reverse mentor in this ground-breaking scheme has widened my own understanding as a lawyer of the challenges faced by a circuit judge, whilst hopefully having piqued their interest enough to explore further some of the issues faced by LGBTQ+ advocates, and others those who appear in their court as litigants and witnesses."

"I was able to share the ways in which I had experienced my identity as a gay woman as a barrier to both inclusion and opportunities in the legal profession. For example, how I was admitted to the roll of solicitors whilst still deep in the closet in 1994. How although I was able cautiously to come out about 5 years later, I was nearly 22 years into my legal career before The Law Society resourced its own network of LGBTQ+ lawyers. How until then I had felt entirely unseen by my illustrious professional body. I had always felt proud to be a solicitor, but it took my confidence to a whole new level when the penny dropped that The Law Society may also be proud of me. It is only since experiencing this peer encouragement and support, that I have found increasing confidence to share some of my own experiences. Volunteering as a reverse mentor has enabled me to take this a step further, in a safe and well-boundaried structure."

Click the image to view the interview

Interview with His Honour Judge Justin Cole and Peter Eguae



Interview with Lady Justice Simler and Mandisa Knights



Click the image to view the interview

**Interview
with Her
Honour
Judge
Dafna
Spiro and
Brad
Lewis**



Courts and
Tribunals Judiciary



Click the image to view the interview

Click the image to view the interview

**Interview
with His
Honour
Judge
Lees
And His
Honour
Judge
Michael
Evans**



Courts and
Tribunals Judiciary



How to become a Mentor/Mentee

Mentors

Are you a Legal professional of any age (Barrister or Solicitor – up to 10 years call or PQE) from an under represented group including black, Asian and ethnic minority legal professionals, female legal professionals, legal professionals with disabilities, legal professionals from the LGBTQ+ community and those from socio-economic disadvantaged backgrounds?

Would you like to make a impact and contribute to cultural change and gain insight to the Judiciary?

To register your interest/join and/or for more information, please click the below link and follow the instruction on the Pen Portrait.

[Pen Portrait for Mentors](#)

Please send this back to us by Monday 27th February

Mentee

Are you a Judicial Office Holder who would benefit from taking part in this scheme or understands the value in a growth mindset and would like to develop through what the scheme has to offer?

As per the testimonials of Mentees on this scheme, this could help you in challenging others behaviour, in tackling unconscious bias, in perspective and how you can support the culture of the judiciary.

To register your interest/join and/or for more information please click the below link and follow the instruction on the Pen Portrait.

[Pen Portrait for Mentees](#)

Please send this back to us by Monday 27th February





JUDICIAL OFFICE

If you have any questions or would be interested in becoming a Mentor/Mentee please contact Iain McKerrow (Iain.Mckerrow@Judiciary.uk), Vanessa Thurgood-Banton (Vanessa.Thurgood-Banton@Judiciary.uk) and Mabel Aire (Mabel.Aire@Judiciary.uk) we would be happy to support.

It also a great initiative in support of the [Judicial Diversity and Inclusion Strategy 2020/25 | Courts and Tribunals Judiciary](#)

Judicial Office
Royal Courts of Justice
Strand
WC2A 2LL

www.judiciary.uk