



Pupil Mentoring scheme: Introduction

The Chancery Bar Association's Mentoring Scheme has a resource bank of members practising at all levels who act as Mentors, with the aim of providing a support and advice network open to all members of the Association. Our aim is that all Association Members, from most Junior to most Senior, are able to participate in the Scheme; whether as Mentors, Mentees or both.

The Scheme now extends to include the present Pupils of Members of the Association. The Scheme will therefore operate as a continuation of the mentoring process Pupils have generally enjoyed through the Inns' own Schemes during the BPTC year. At the moment, that valuable resource ends when the pupillage year starts.

Our intention is to "match" Pupils with Mentor practitioners under 5 years' call for the remainder of the Pupil's pupillage. The addition of a Mentor to the support team otherwise available during pupillage is intended to complement and add to the variety of professional support already available to Pupils within their pupillage Chambers. In no way does it replace that.

From our own experience, it is simply invaluable to enjoy the opportunity, from time to time, to talk to somebody outside the immediate workplace. Specifically, in this context, a barrister who understands the pupillage process, but who is not in any way a "decision maker".

The Chancery Bar Association encourages all members who are Pupil Supervisors to make their Pupils aware of the Scheme and, hopefully, to assist them joining it.

What is mentoring?

A Mentor is an informed, objective and supportive professional – from outside the immediate workplace - who can provide a sympathetic ear, impartial guidance and the benefit of their own first hand experience. All in confidence.

The Chancery Bar Association Scheme is based on a common form of mentoring, known as role model mentoring. This is a confidential, one on one, non-judgmental relationship in which one individual (the Mentor) provides support, advice or encouragement to another (the Mentee). The Mentor is more experienced than the Mentee, and usually practises in the same or a similar field. Mentoring is not a one-way process. It is a relationship based upon mutual trust and respect and, in a successful mentoring relationship, the Mentor can benefit as much as the Mentee.


There may also be opportunities to match Mentees with Mentors who have the experience to assist in dealing with one-off, specific situations.

How do I become a Mentee?

If you would like to have a Mentor, you need to [email Francesca](mailto:admin@chba.org.uk) and give her the following details:

- Name
- Email
- Chambers





1st or 2nd or 3rd Six

Area/s of practice you are hoping to take up

Any specific help/advice you would like or are you looking for generalised support?

If you wish your form to be anonymised for the purposes of the matching process, or not disclosed to a particular member of the Matching Panel, this can be stated. No reasons need be given.

How do I become a Mentor?

We are actively looking for practitioners, under 5 years' call, who would be prepared to act as a Mentor to a Pupil Mentee, or who might be prepared to offer advice on a one-off basis, based on their own career experiences.

If you are interested in becoming a Mentor please [email Francesca](#) and give her the following details:

Name

Email

Chambers

Year of Call

Area/s of practice

Any specific help/advice you can offer or generalised support

The Matching Process

The matching process is carried out sporadically by a small panel of Association members (the Matching Panel), who are currently as follows:

Janet Bignell QC (Chair), Falcon Chambers

Justin Higgo QC, Serle Court

Tim Sherwin, XXIV Old Buildings

Carly Sandbach, Exchange Chambers

When the Matching Panel has identified a possible Mentor, Francesca will contact the Mentee for permission to give out the Mentee's contact details to the prospective Mentor.

If the Mentee agrees, Francesca will then provide both the Mentor and Mentee with contact details and they will be asked to make contact with each other.

If the Mentee does not agree, Francesca will, if the Mentee wishes, refer their application back to the Matching Panel for a further Mentor to be identified.

The information is kept confidential and is held by the Chair of the Matching Panel, but will be destroyed once a Mentee is matched with a Mentor if the Mentee so requests.

Managing the mentoring process

To help both parties manage the mentoring relationship effectively, [a set of guidelines has been](#)



[produced](#). These lay down the principles of role model mentoring, the responsibilities of the parties and an outline of the process.

What happens if it doesn't work out?

The Mentor/Mentee relationship is voluntary and neither party is under any obligation to continue it. There is a 'no fault divorce' clause. There are various reasons for a mentoring relationship not working well, from personality differences to pressure of time. If either individual wishes to terminate the arrangement he or she should contact the Administrator who will arrange for the Mentee to be introduced to a new Mentor.

Who do I contact for further information?

If you would like further information about how the Scheme works, please feel free to contact:

Janet Bignell QC at Falcon Chambers Tel: 020 7353 2484.

Email: bignell@falcon-chambers.com

Francesca Compton, Administrator, Chancery Bar Association

Email: admin@chba.org.uk

Tel: 07791 398254

