

BLD Mentoring Programme

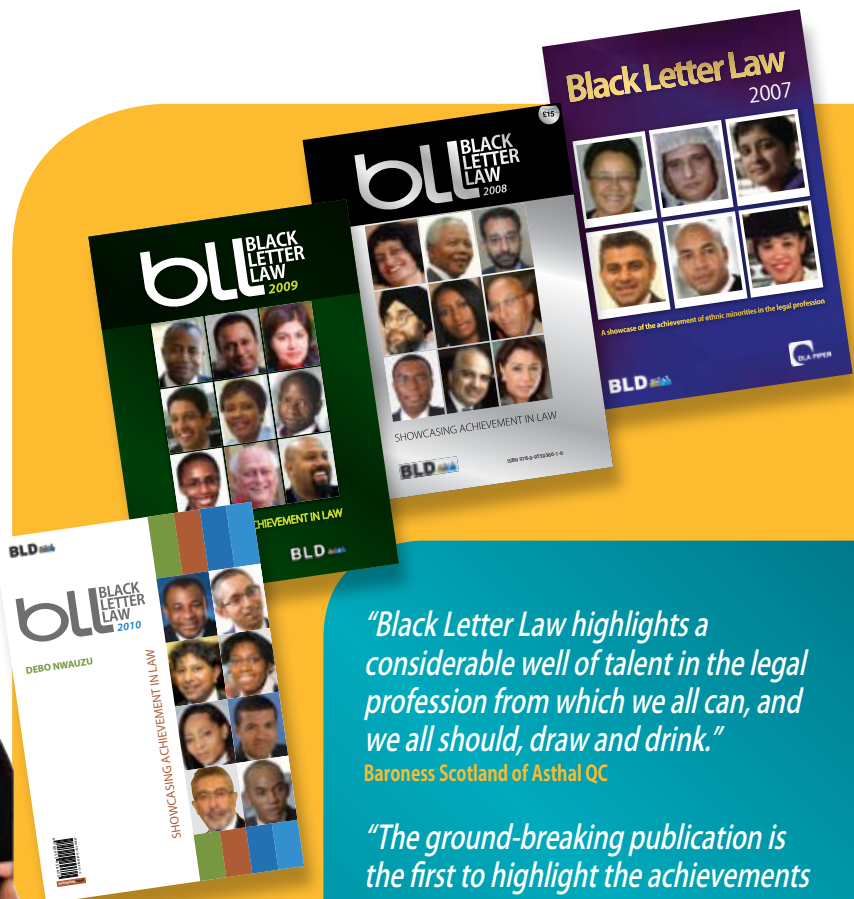


# Make a Difference Be the Difference





## BLACK LETTER LAW SHOWCASING ACHIEVEMENT IN LAW



*"Black Letter Law highlights a considerable well of talent in the legal profession from which we all can, and we all should, draw and drink."*

**Baroness Scotland of Asthal QC**

*"The ground-breaking publication is the first to highlight the achievements of notable black and ethnic minority lawyers — past and present."*

**Frances Gibb, Legal Editor of *The Times***

*Black Letter Law*, first published in 2006, is an annual publication that showcases the contribution and achievement of black and ethnic minorities in the legal profession.

To find out more about the publication, including nominations, email Shelagh Meredith at [shelagh@onlinebld.com](mailto:shelagh@onlinebld.com). To buy a copy, email Michaela Brown at [BLDAdmin@onlineBLD.com](mailto:BLDAdmin@onlineBLD.com). Alternatively visit our website at [www.onlinebld.com](http://www.onlinebld.com).





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### **Founder, Publisher and Editor**

Debo Nwauzu  
[mentoring@onlineBLD.com](mailto:mentoring@onlineBLD.com)

### **Design**

[www.treis.co.uk](http://www.treis.co.uk)

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Totally Management Ltd  
T/A BLD  
288 Bishopsgate, London, EC2M 4QP  
Email: [BLDadmin@onlineBLD.com](mailto:BLDadmin@onlineBLD.com)  
[www.onlineBLD.com](http://www.onlineBLD.com)

## FOUNDER'S MESSAGE

Since BLD was established in 2006, we have emphasised the importance of role models, whether for newly-qualified lawyers, more established lawyers, those interested in the judiciary and, indeed, up-and-coming lawyers.

I have seen again and again the dramatic and positive impact that a good mentor can make to the mentee. It is not overstating the case that this can sometimes be what transforms a potentially hopeless or doubtful situation to one of resounding success. Yet mentoring is not a one-way street and it is uplifting to hear mentors repeatedly saying how much they have been enriched by the experience. In fact, one mentor told me: "I have gained so much from the experience, I think more than my mentee!" The mentee, on the other hand, said the experience had totally transformed her in a fantastic way that she had not thought possible. Clearly a positive mentoring relationship is a win-win for both the mentee and the mentor.

If you wish to make a positive difference, please make contact. The difference you make may appear small to you, but then where would the mighty oak tree be without the acorn?

***Debo Nwauzu***

***Founder, Publisher and Editor***



## 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, trainee solicitors, pupil barristers, undergraduates, postgraduates and paralegals as well as schoolchildren and others considering or pursuing legal careers.

## ABOUT BLD's MAKE A DIFFERENCE, BE THE DIFFERENCE MENTORING PROGRAMME

The BLD Mentoring Programme is primarily targeted at qualified lawyers, trainee solicitors, pupil barristers and paralegals. Some limited level of support is also provided to those aged 14-17 who are interested in knowing about the legal profession. Since BLD was launched in 2006, we have provided a mentoring service largely on an informal basis.

The objective of the programme is to connect a mentee with a mentor who will provide them with advice, guidance and support in order to enable them to explore options, focus thoughts, make better rounded decisions and take a proactive approach to their career. Mentors are largely, though not exclusively, qualified lawyers who include partners, General Counsels, Heads of Law and others in private practice, commerce and industry or the public sector. Mentees are qualified lawyers, trainee solicitors, pupil barristers and paralegals.

Being matched to a mentor is one of the various benefits of being a BLD member and the mentee is therefore expected to set goals as to what he or she is hoping to achieve from the mentoring relationship.

We also run a mentoring programme within our Legal Launch Pad programme, aimed exclusively at successful applicants aged 18 and over who are undergraduates or postgraduates.

## WHY WE ARE RUNNING THIS PROGRAMME

Black and minority ethnic (BME) lawyers are less likely to reach the highest levels of the profession (such as becoming partners) or obtaining tenancies compared to their white counterparts and there can also be a feeling of isolation. BMEs are also disproportionately disadvantaged in obtaining training contracts and pupillages.

Mentoring can therefore be of enormous benefit for professional growth and it can improve access for BMEs into the profession and its higher echelons. The need is particularly relevant in this unprecedented economic downturn, as mentoring can offer a very positive glimmer of hope for those with aspirations. They can then continue to excel despite the recession and/or hit the ground running afterwards.

## DIFFERENT FORMS OF MENTORING

The BLD's Make a Difference, Be the Difference Mentoring Programme delivers a structured tiered opportunity from students through to legal practitioners.

### Future Lawyers 14-to-17-year-olds

BLD runs the Today's Children Tomorrow's Lawyers (TCTL) Programme, supported by leading law firms Barclays and BP. The programme introduces schoolchildren to the world of legal affairs. This includes Open Days at our sponsoring organisations, career days at schools, inter-school debates and inspirational days.

The programme aims to identify "Bright Stars" who have shown talent and application to starting a career in law.

Extra support is provided for them by the provision of carefully selected programmes that will enhance their requisite skills and the provision of work placements at leading law firms.

Schools are selected based on the fact that they are located in places with a high number of ethnic minorities and/or socially deprived areas. However, "Bright Stars" are targeted individuals from schools within or outside the TCTL programme.

### **Undergraduates, Graduates and Postgraduates**

BLD offers disadvantaged undergraduates, graduates and postgraduate students, from ethnic minorities or socially disadvantaged backgrounds, mentoring through its Legal Launch Pad Programme (LLP). The nine-month programme offers successful applicants a unique opportunity, which includes one-to-one role model mentoring, usually with a qualified lawyer, as well as internship training on wide-ranging areas, such as negotiation, commercial awareness and presentational skills.

Additionally, for this group (whether the person is within the Legal Launch Pad programme or not), group mentoring may also be offered, whereby a mentor or a group of mentors discuss issues/problems/careers with a group of mentees at about the same level in experience and who have similar issues/problems/careers to discuss.

Also, as advances in technology march on, e-mentoring is offered as an additional method of support for this group. E-mentoring will typically occur to supplement face-to-face mentoring or where it is difficult for the mentor and mentee to meet regularly.

### **Steps and Ladders**

This is a one-to-one role model mentoring programme targeted at qualified lawyers with up to three years PQE, newly-qualified lawyers, trainee solicitors, pupil barristers and paralegals. The programme's aim is career progression for those about to enter or just entering the profession.

### **Future Movers and Shakers**

This is a one-to-one role model mentoring programme targeted at qualified lawyers with over three years PQE who are who are established in their roles but ready for the next rung on the ladder and would benefit from help as to how to extend their capabilities. The programme can help improve on areas identified by the mentee (such as skills, knowledge, capabilities, performance, confidence, levels of competence) or plan for future development as senior lawyers/associates, partners, Heads of Law etc. This may include work shadowing. An experienced mentor at this stage can play a significant role in helping the mentee identify his/her strengths and potential, changing needs, values and aspirations. The mentor and mentee can work together to create a professional development plan and organise the next career steps.

### **SELECTION AND MATCHING**

Mentors and mentees complete the relevant BLD form, which can be accessed online within our Legal Gateway pages.

We then carefully match mentors to mentees using the information given on their respective forms. We also provide detailed guidelines outlining possible ground rules and other issues in order to ensure that the mentoring relationship flourishes.

### **DURATION**

The Make a Difference, Be the Difference Programme, which includes face-to-face, telephone and email contacts, is for a minimum duration of 12 months.

### **FURTHER INFORMATION**

- See the Legal Gateway pages on our website at [www.onlinebld.com](http://www.onlinebld.com)
- Email: [mentoring@onlineBLD.com](mailto:mentoring@onlineBLD.com)
- Write to us at:  
BLD Administration  
Totally Management T/A BLD  
288 Bishopsgate  
London EC2M 4QP.

# RAISING ASPIRATIONS



This programme within our Legal Gateway Scheme is targeted at ethnic minority and disadvantaged 14 to 17-year-olds. However, it will benefit all children in this age group.

Selected schools are largely those in disadvantaged areas with a high number of ethnic minorities in London, Birmingham, Leeds and Manchester. What is offered to each school will vary but 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
- work placement

To find out more about the programme, to download a brochure or learn how your organisation or school can play a part in the future of today's children for their better tomorrow, please see the Legal Gateway pages on our website at [www.onlineBLD.com](http://www.onlineBLD.com) or email [legalgateway@onlineBLD.com](mailto:legalgateway@onlineBLD.com)



# PREPARATION FOR SUCCESS



This programme within our Legal Gateway Scheme is primarily targeted at ethnic minority students in the first and second year at university.

To find out more about our programme and how to make an application, visit the Legal Gateway pages on our website at [www.onlineBLD.com](http://www.onlineBLD.com) where you can download our brochure and application form or email us at

[legalgateway@onlineBLD.com](mailto:legalgateway@onlineBLD.com)



**ALLEN & OVERY**

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PAISNER**

**beachcroft.**

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**FRESHFIELDS BRUCKHAUS DERINGER**

**OLSWANG**

**WHITE & CASE**

**N5**  
CHAMBERS  
EDINBURGH LONDON NEWCASTLE



## What? You have not heard of BLD!

Some of the world's largest and most diverse law firms have.

Our fundamental aim at BLD® is to highlight, promote and champion diversity within the legal profession and to raise aspirations, empower and create a dynamic forum of information and network opportunities.

Although only founded in 2006, we are proud of our achievements at BLD. We remain focused on our aims and tireless in our pursuit of developing and assisting diversity programmes within the legal profession.

## 10 reasons why you and your organisation should tap into the BLD diversity pipeline:

1. Membership benefits that include free online directory profile, CPD-accredited workshops, network and other events and discounts on BLD products and services
2. Legal Gateway Scheme which targets underprivileged youngsters and aspirational, budding lawyers
3. Annual ground-breaking *Black Letter Law* publication
4. Delivery of your diverse recruitment strategy through online job advertisements
5. Free e-newsletters covering the latest news, events, jobs and Lawyer of the Month
6. Positive promotion of your organisation's diversity agenda through a visible presence on the BLD website
7. Tool for reviewing equality, diversity and anti-discrimination policies
8. Contemporary organisation with the fastest growing network of ethnic minority lawyers in the UK and Europe
9. Aid the public sector organisations in meeting legal obligations under the Race Relations Act
10. We believe diversity is about: "All of us"

To find out more about BLD and its products and services, including membership, sponsorship of its Legal Gateway Scheme, events, advertising, newsletters and the *Black Letter Law* publication, email [BLDadmin@onlineBLD.com](mailto:BLDadmin@onlineBLD.com) or call us on 0845 601 8339.