

The Background



- May-Sept 2014 campaign & planning for General Council of the Bar to address issues of wellbeing at the bar.

Aims:

- Normalise investment in wellbeing;
- Develop support & access to info for professionals;
- Educate & Train pupils and barristers to safeguard wellbeing.



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Project Plan



<p><u>Research</u> To identify risk factors that impact on a barrister's professional practice.</p> <p>(October 2014- April 2015)</p>	<p><u>Toolkits</u> To provide resources for individuals and those with a management role in Chambers to deal with risks and signpost in crisis</p> <p>(April 2016)</p>	<p><u>Develop resources</u> for ongoing support and resources. Education & Training. KPI's for 3rd parties supplying support</p> <p>(December 2016)</p>
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Methods



- Positive Campaign ‘Champion’ the time to change.
- Multi-discipline approach of ‘Positive Group’ law, psychology, neuroscience & medicine.
- Creation of a bespoke survey ‘resilience framework assessment’ for employed & self-employed barristers.
- Extensive communications ‘informed research plan’.
- Data gathering through secure & confidential platform.



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Research Phase



Research supported by BC, all 4 Inns, SBAs, IBC, CWMT
Partnership with The Positive Group

RFA Survey

Pre-survey pilot September.

Oct-Nov 2014 survey of the Bar (15,000)

First survey worldwide of a whole legal profession

2,456 responses 18% of the profession



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Data Analysis



- 60 questions, using Likert scale, with some free text options for expansion of gathering data.
- Responses were grouped, associations tested using 'Chi squared test'.
- Further tests were conducted on the associated answers using Spearman rank correlations for statistical significance.
- Further 'factoring' analysis was conducted by DVL & SE @ UOP
- Correlations for thematic analysis.

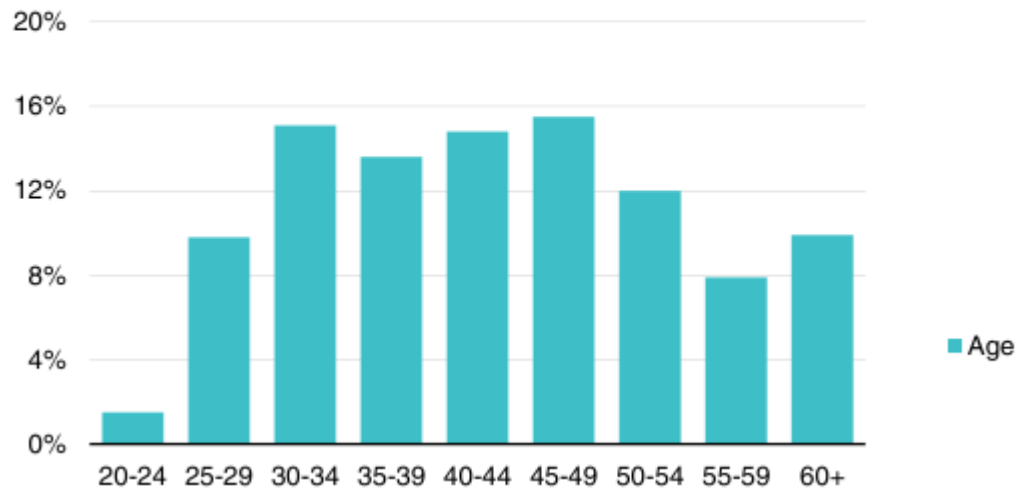


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The sample of respondents



Figure 1 - Age distribution



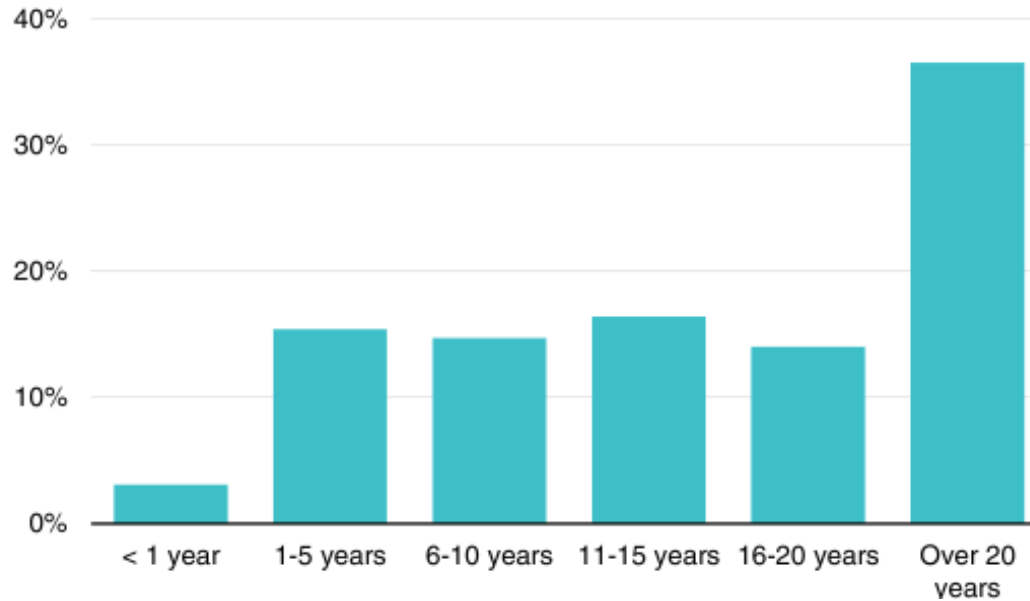
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A snapshot of the profession!



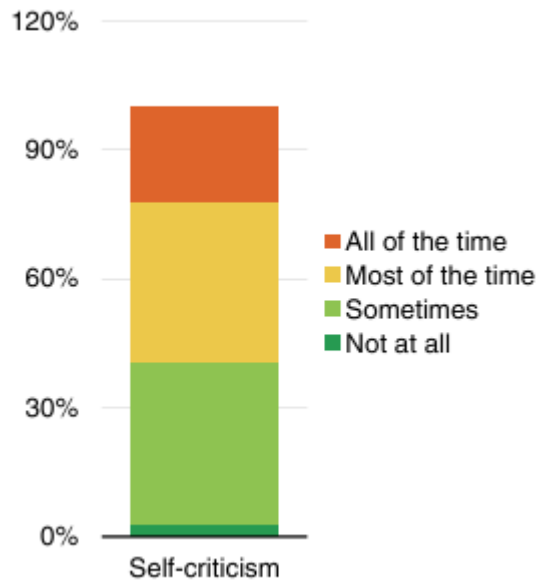
Figure 2 - Years in Practice



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Survey Analysis



How do Barristers perceive themselves?

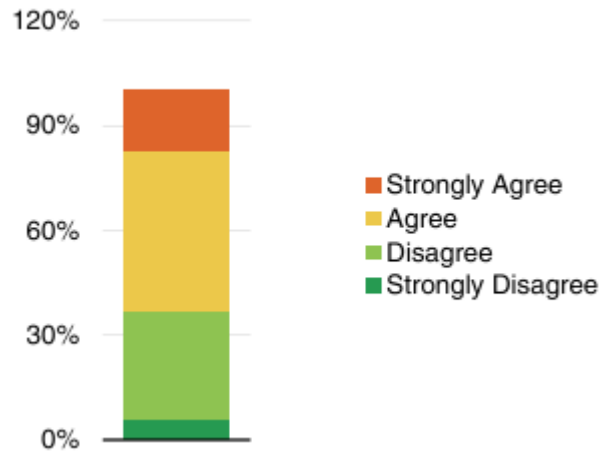
1 in 3 find it difficult to control/stop worrying.

'Cognitive Style' – how you think, what you do, expectations & traits. How you view the world = predictors for mood state.



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Survey Analysis



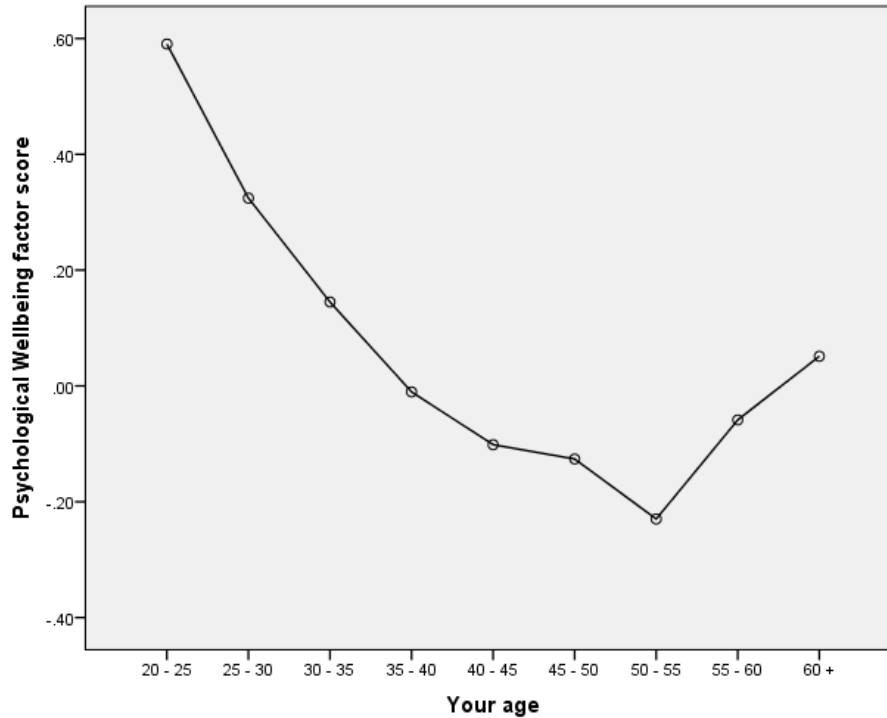
How do Barristers cope with stress?
2 in 3 feel showing signs of stress equals weakness
Leadership, Stigma, Isolation, Distress



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Psychological wellbeing by Age Group



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Survey Analysis



*How do Barristers
Operate within their
professional lives?*

**I in 6 felt low in
spirits most of the
time.**

Trust, Mentoring,
Fair Treatment,
Control

TABLE 11: PERCENTAGE OF RESPONDENTS RATING THEMSELVES AS HAVING LOW MOOD¹

	% self-rated Low Mood	Chi Square	p
Criminal	16	15.2	<0.0001
Civil	12	0.37	0.595
Commercial	8	6.46	0.011
Chancery	8	6.46	0.011
Family	13	0.67	0.411
Personal injury	8	7.73	0.005



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Survey Analysis

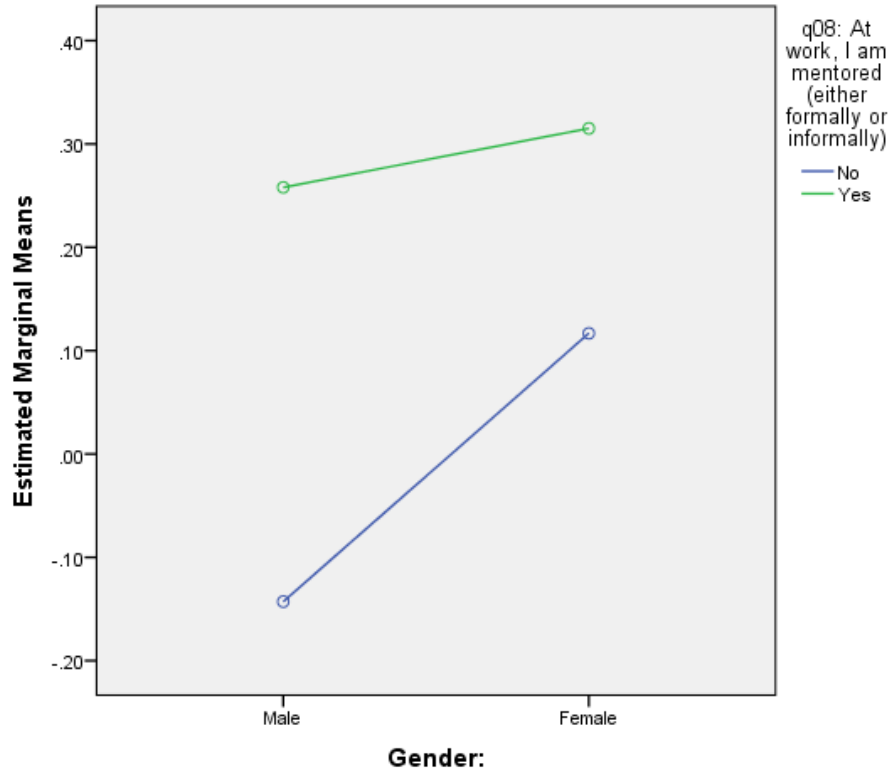


What was deemed to be the greatest 'threat' to Barristers?
59% demonstrate unhealthy levels of perfectionism
Healthy & unhealthy perfectionism, cognitive flexibility,
self criticism, rumination. GAD 2.



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Mentoring makes a difference!



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Response & Next Steps 2016 - 17



<p>Design & Deliver Online resources. Pupils, NPP, CPD.</p> <p>Chambers Guides Clerks. EDO's HoC's</p> <p>FTP guidance.</p>	<p>Mentoring: Expand current services. All practitioners. Student Pupils Practitioners Silk Judicial</p>	<p>Support Services</p> <p>KPI's Work with 3rd parties. Signpost info for crisis and support</p>	<p>Good Leadership Articles in journals. Working group with SBA's Inns of Court E & T agenda</p> <p>Normalise & destigmatise</p>
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Full Report & Info on WATB

www.barcouncil.org.uk/wellbeing



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