

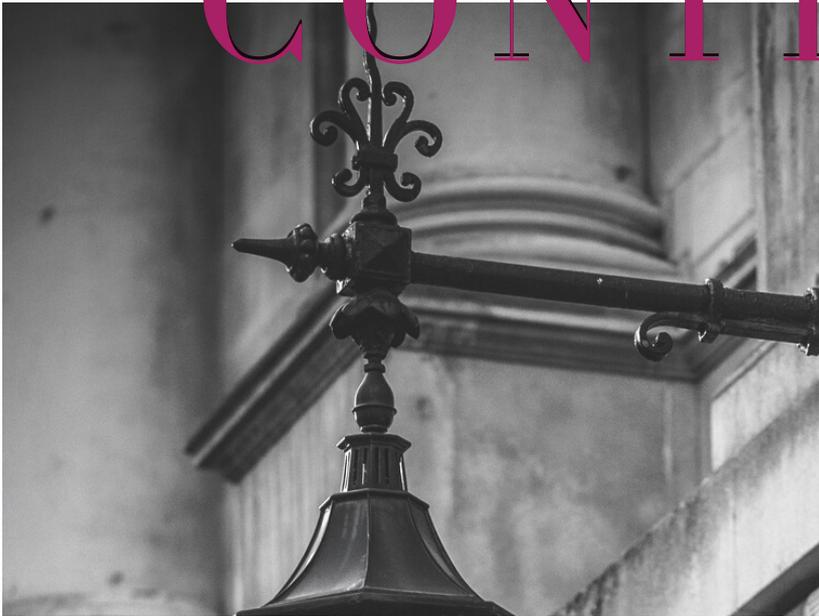
GARRICK LAW PRESENTS...

WOMEN IN THE LEGAL WORLD

#INTERNATIONALWOMENSDAY
#BREAKTHEBIAS



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EDITOR'S LETTER

The inspiration for this concept was to celebrate the achievements and contributions of women who break the bias and shape the legal profession everyday.

In this issue we have the privilege of sharing a day in the life of female stars who have initiated change by working tirelessly and transforming every aspect of the legal profession. I am proud to say, they are my friends and colleagues and it has been a huge personal joy to see them flourish and empower others, despite gender bias obstacles.

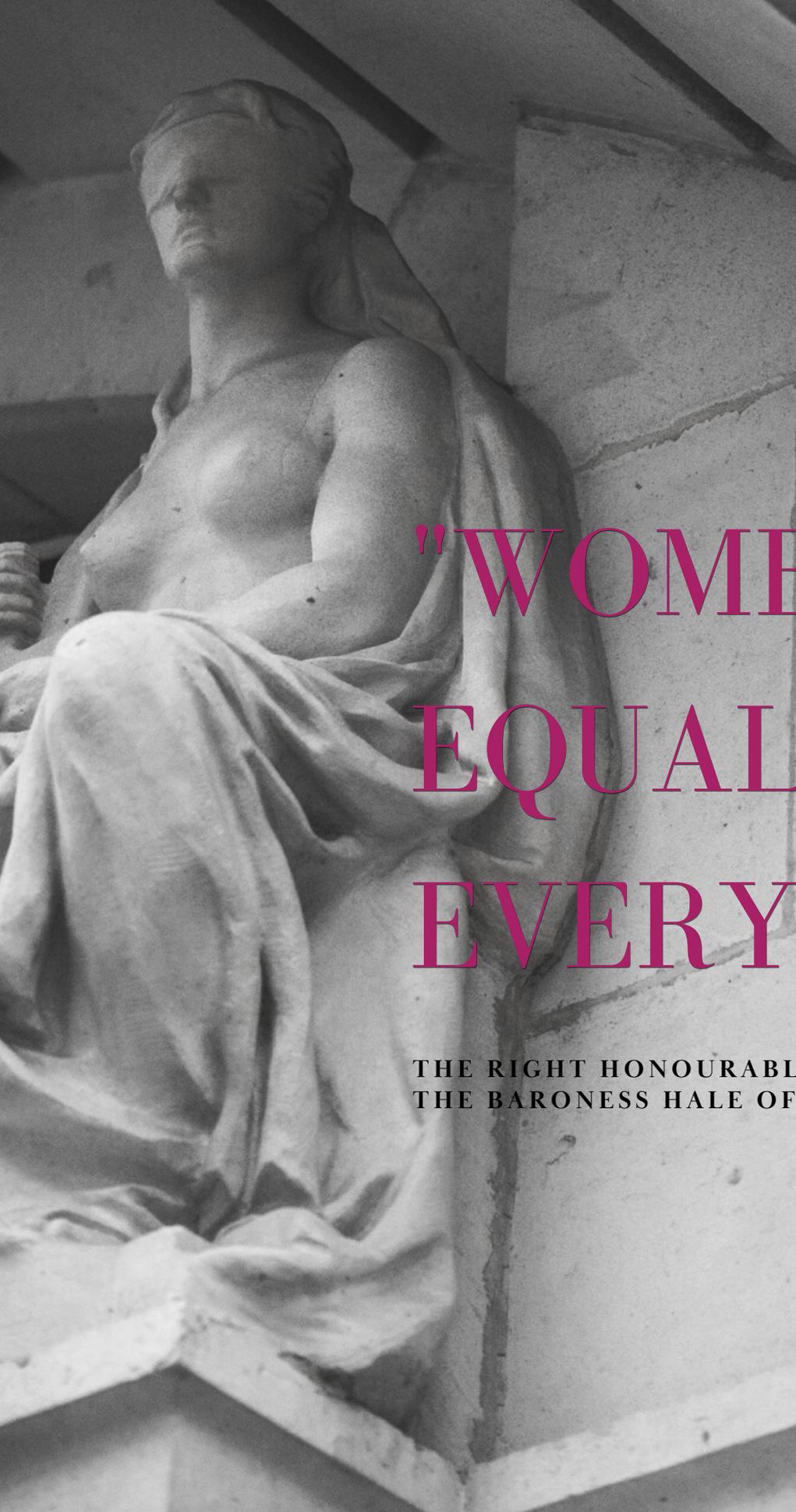
I salute the valuable contribution each has made to gender equality and change in the legal profession and thank them for sharing their accomplishments, chronicles and uplifting stories.

The legal profession clearly has some way to go before we break the bias and our vision becomes a reality. However, I am sure that the individual steps of each of these phenomenal women and their peers will soon make our vision a reality.

I hope all are inspired to #BreakTheBias

Narita Bahra QC
33 Chancery Lane
Garrick Law





"WOMEN ARE
EQUAL TO
EVERYTHING"

THE RIGHT HONOURABLE
THE BARONESS HALE OF RICHMOND

Jo Mansfield *

*Recorder of
London Usher*

The Old Bailey

My alarm goes off at...

0600 hours but living with 5 constantly hungry rescue cats, I never get the luxury of hearing that alarm!

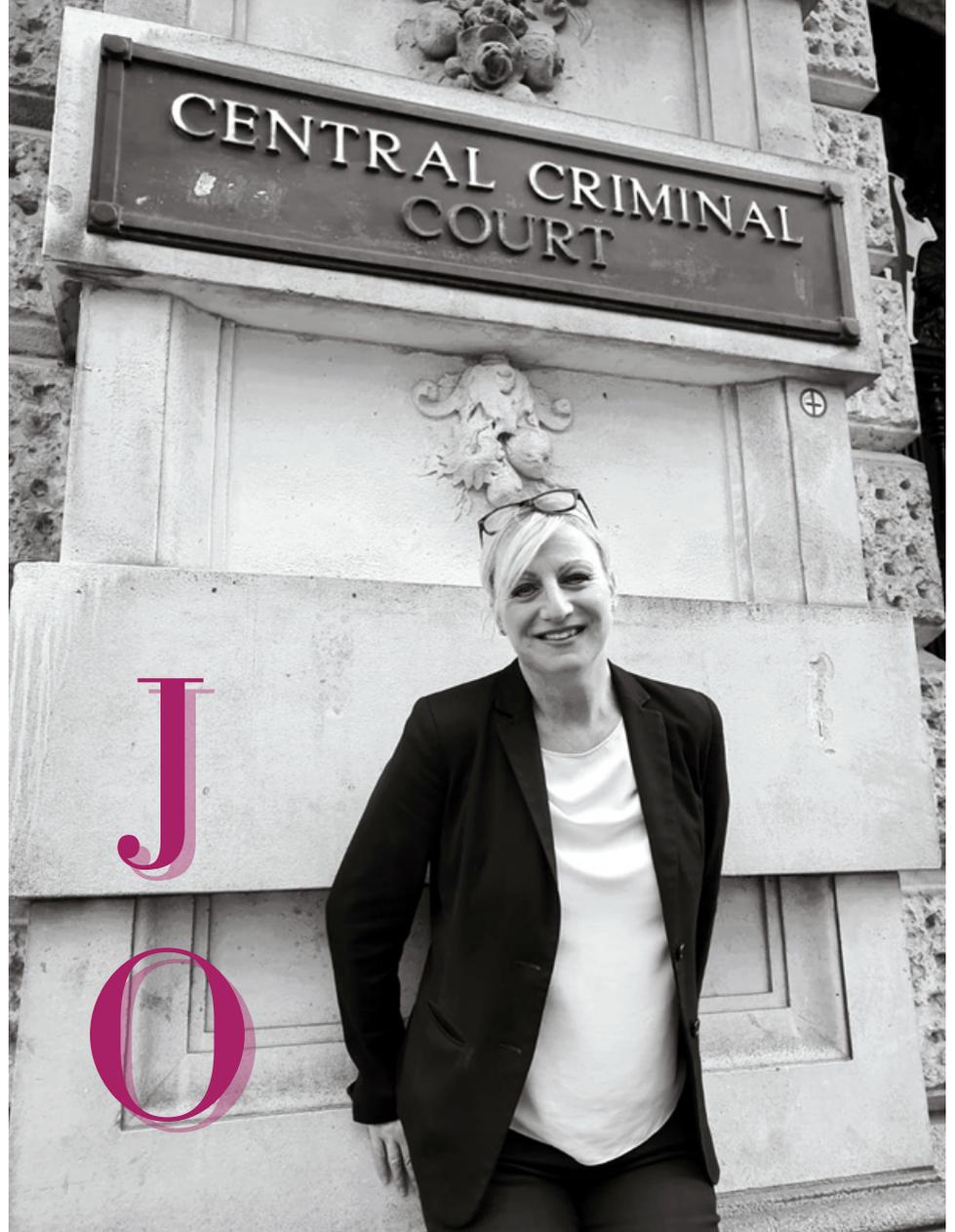
My proudest moment at work...

Being asked by the previous and current Recorder of London to be their Usher

The worst part of my job is...

Trying to keep 12 jurors happy when they have been asked to arrive for a 10:00am start but don't walk into a courtroom until 14:00!

"It's nice to be able to look forward to going to work every day."



My professional journey so far...

After a year of 'A' levels, I decided to take a year out and earn some money. I worked for a record company for a while, but my parents didn't consider this a 'proper career' so I found myself working for the NHS as a Pathology Laboratory assistant. After 5 years, I changed paths and trained to become a Podiatrist. After a year I realised this really wasn't for me. A close friend was a Court Clerk at Woolwich Crown Court and said there was a position for an Usher. I jumped at the chance having really enjoyed my jury service there when I was 18. I spent 11 happy years at Woolwich Crown Court then moved to The Old Bailey 7 years ago. It's nice to be able to look forward to going to work every day.

Favourite way to unwind after a stressful day?

Singing – I love to sing – apologies to my neighbours.....

What obstacles have you faced in the workplace based on your gender?

None! The Old Bailey has an equal number of male and female judges. There are more female ushers and clerks than male.

What would you be doing if you weren't a Recorder of London clerk?

A music teacher – I play piano, clarinet, guitar and the flute (badly)

"The Old Bailey has an equal number of male and female judges"





Natasha Jennings *

The High Court Clerk

My alarm goes off.... anytime between 5.30-6.30am dependent on the judges sitting itinerary and location!

The best part of my job is... engaging with such a diverse range of talented, dedicated and invaluable people whom collectively or individually help me fulfil my role, coupled with, learning something new every day.

The worst part of my job is... the nature of the cases can at times be very challenging. Being a slave to the UK motorway and train network can also be frustrating!

NATASHA

My professional journey so far... just like following the committal pathway of any serious criminal offence, my first role was a list caller at the local magistrates' court. This provided a firm foundation upon which to learn all aspects of court administration and process - my interest in criminal law was born! I moved up to the local crown court, as a court clerk, working on high profile cases, many with the high court judges (which opened a door to another world) before transferring to the Old Bailey as a court clerk, then Jury Manager before embarking on this role in 2014. Initially assigned to the Chancery Division and upon judicial elevation to the Court of Appeal before transferring to the Queen's Bench Division in 2016. A role in the Supreme Court will complete the full circle!

"Tap into the wealth of knowledge available to you."

To an aspiring High Court Clerk my top tip is... listen to those who know the role, learn the basics and do them well! Tap-in to the wealth of knowledge available to you. Appreciate and respect that those you work for have spent many years learning and applying their trade. The law evolves, Judges are continually learning too! Always remember that the judiciary is a small world. As a clerk to Her Majesty's judges what you do and how you conduct yourself reflects on the judge.



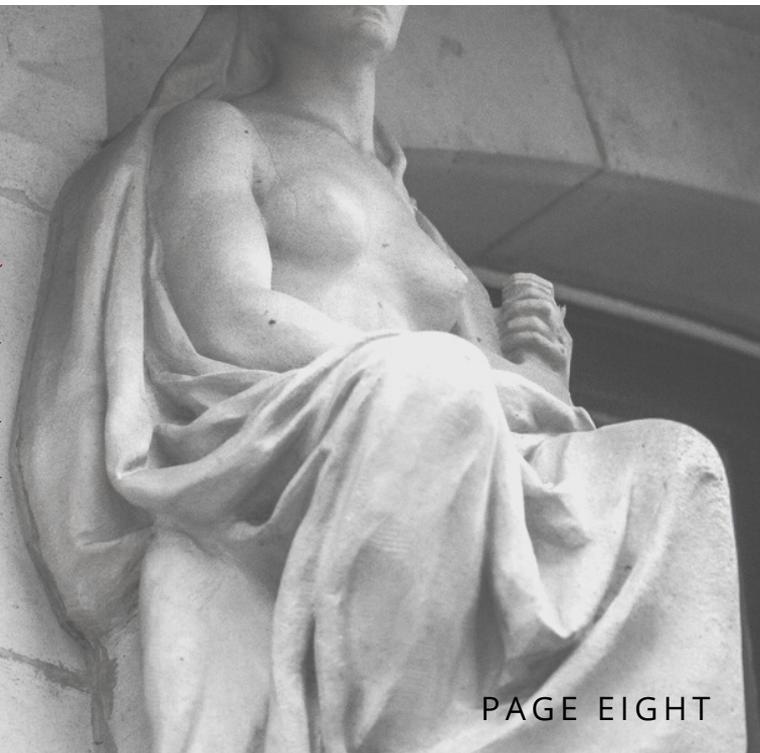
One thing that will help break Gender bias in criminal law is... promoting diversity and inclusion from the judiciary downwards. Inspire and support those who want to pursue a career in law. It is a job for all.

How has your work life changed post Covid-19? Long awaited digitalisation across the high court has provided instant access to hearing bundles, secure storage and less paper shifting! Remote hearings continue for many short hearings. Hybrid working offers a better work/life balance for many whilst increasing productivity.

Work must-have item? Reading glasses!

What would you be doing if you weren't a High Court Clerk? Running a doggy day care facility or a traditional tea shop

"Appreciate and respect that those you work for have spent many years learning and applying their trade. The law evolves."



ANGELA



HHJ Angela Rafferty QC

The Circuit Judge *

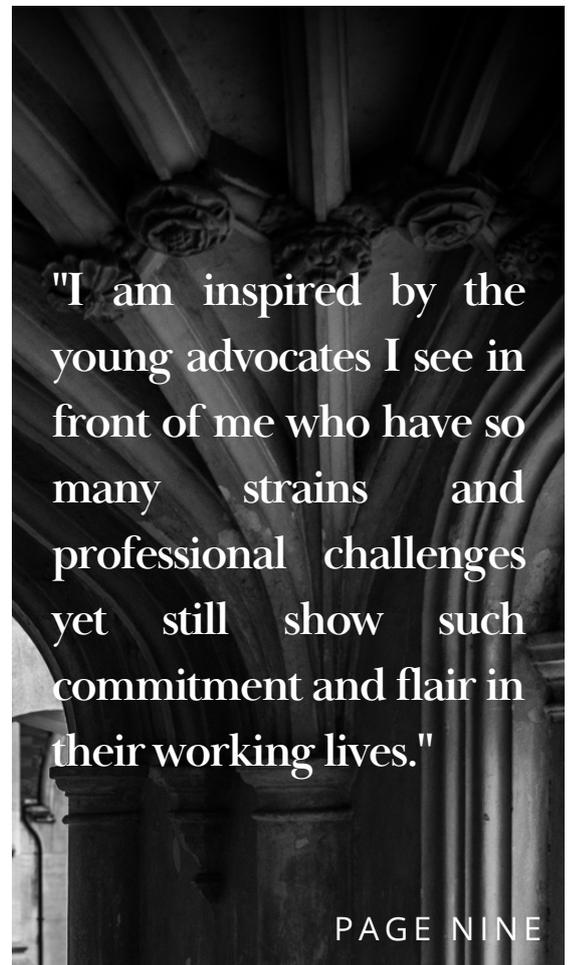
What would you be doing if you weren't a Judge? I did not think I would have the career I have and had low aspirations and behavioural standards at school (!). I did however have several strong matriarchs in the family who encouraged and inspired me. I was a barrister and became a judge at the Old Bailey in 2019. If I had not done that I would have become a professional loafer sitting on the sofa all day, every day, eating crisps.

What's the best part about your job? I love being a judge, the formal structure of the day and the infinite variety of people involved in a criminal case. I have two teenage daughters and I see so much more of them now my work is more predictable. I am not sure they would consider this a bonus.

What will help break gender bias in criminal law? I think the thing that would have helped the most for me would have been tax relief on childcare costs and a more flexible and understanding approach everywhere to working mothers (and fathers). I hope things are changing.

What inspires you? I am inspired by the young advocates I see in front of me who have so many strains and professional challenges yet still show such commitment and flair in their working lives. I hope that they can all go on to have fulfilling careers and lives without the compromises that other generations had to make.

Where's your favourite place? My absolute favourite place on this earth, is Ireland, where I am from.



"I am inspired by the young advocates I see in front of me who have so many strains and professional challenges yet still show such commitment and flair in their working lives."

H U D A

Huda Musa

The Pupil Barrister ✨

2 Bedford Row



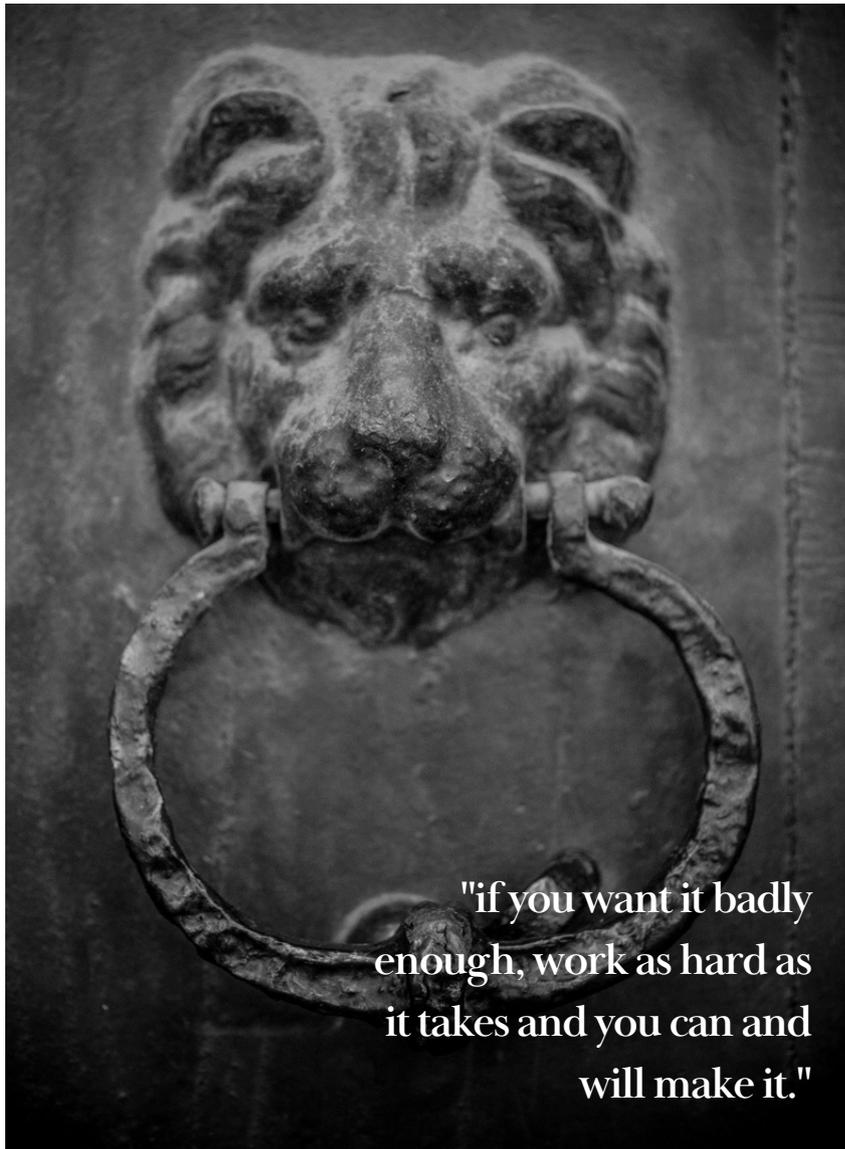
My alarm goes off at... usually 5:30am, or whatever time lets me get the following two trains if I miss my first one. The first lesson my supervisor taught me was as valuable as the rest – don't be late!

My professional journey so far... has taken me from a state school to a non-russell group university, the University of East Anglia. I applied for pupillage in my final year at university and by some miracle, landed pupillage with the Chambers that had been my dream set since my very first year. I went on to do the Bar Course online during the pandemic and began pupillage in September 2021.

My typical day... doesn't really exist because every day is so different. My supervisor's varied practice means that one day I might be in the Old Bailey observing a hearing for a terrorism case and the next, I could be going on a site visit for a 4-week murder trial in Cambridge. I don't imagine that it will get any more predictable in the Magistrates' Court when I'm on my feet in two weeks' time. What is consistent, however, is that every day feels like a real privilege and is more than what I could have ever hoped for.

My proudest moment at work... is when I assisted in the drafting of a positive advice to appeal sentence for a youth for which leave was granted and the appeal allowed.





The best part of my job is... observing incredible advocacy and seeing the difference it makes to a defendant who would almost certainly have received an immediate custodial sentence if it weren't for the way in which the mitigation was advanced. It's a reminder both of the power of one's voice and the privilege that criminal barristers have in being entrusted with such a huge responsibility.

The worst part of my job is... the Imposter Syndrome - it hasn't gone away but I'm working on it!

What would you be doing if you weren't a Pupil Barrister? I'd be a full-time runner!

To an aspiring Pupil Barrister my top tip is... don't let anyone try to dissuade you from the Criminal Bar if you know it's for you. Throughout my journey, I was frequently told that I didn't know what the Criminal Bar was really like, that I would have to survive on an overdraft or that I'd be one of the few women there. As a student, it can be difficult to deal with comments like that when they come from those with more experience. I knew that I wanted to become a criminal barrister, but that I had to keep an open mind, both for myself and so that I could explain in interview with confidence exactly how I knew it was for me. I did exactly that – I kept an open mind and got some experience in other areas of law, but I was always drawn back to the Criminal Bar. Now that I'm here, I can say that it's going really well so far and that I'll keep working towards being the best advocate that I can be. Don't let people try to dissuade you from the Criminal Bar - if you want it badly enough, work as hard as it takes and you can and will make it.

Rachel Clark ✱

The Junior Barrister

33 Chancery Lane

My alarm goes off at... a different time every single day – depending on whether I am in court, Chambers, working from home, or have decided I can face some early morning exercise.

The best part of my job is... the people. From clients to court staff to fellow barristers, I am constantly mixing with people from all walks of life and all types of personalities. It keeps it interesting, and it's my motivation for being at the Bar – helping to make sure the system focuses on individuals and isn't just a blunt processing machine.

The worst part of my job is... the crumbling system. The criminal Bar is underfunded and over-worked, and it is devastating to watch the impact on both the administration of justice and morale.

My professional journey so far... has been one full of twists and turns. I went to a state comprehensive all-girls school before choosing to study law at university. I then started out as a solicitor in a City law firm, but quickly realised I wanted to be the person on my feet in Court, so decided to make the leap to the Bar (a surprisingly straightforward process). My first role was as an employed barrister at a specialist company focusing on money laundering, proceeds of crime, sanctions and tax investigations, before I moved to the self-employed Bar at 33 Chancery Lane. I wouldn't change a single decision – each step along the way has taught me something new.

RACHEL



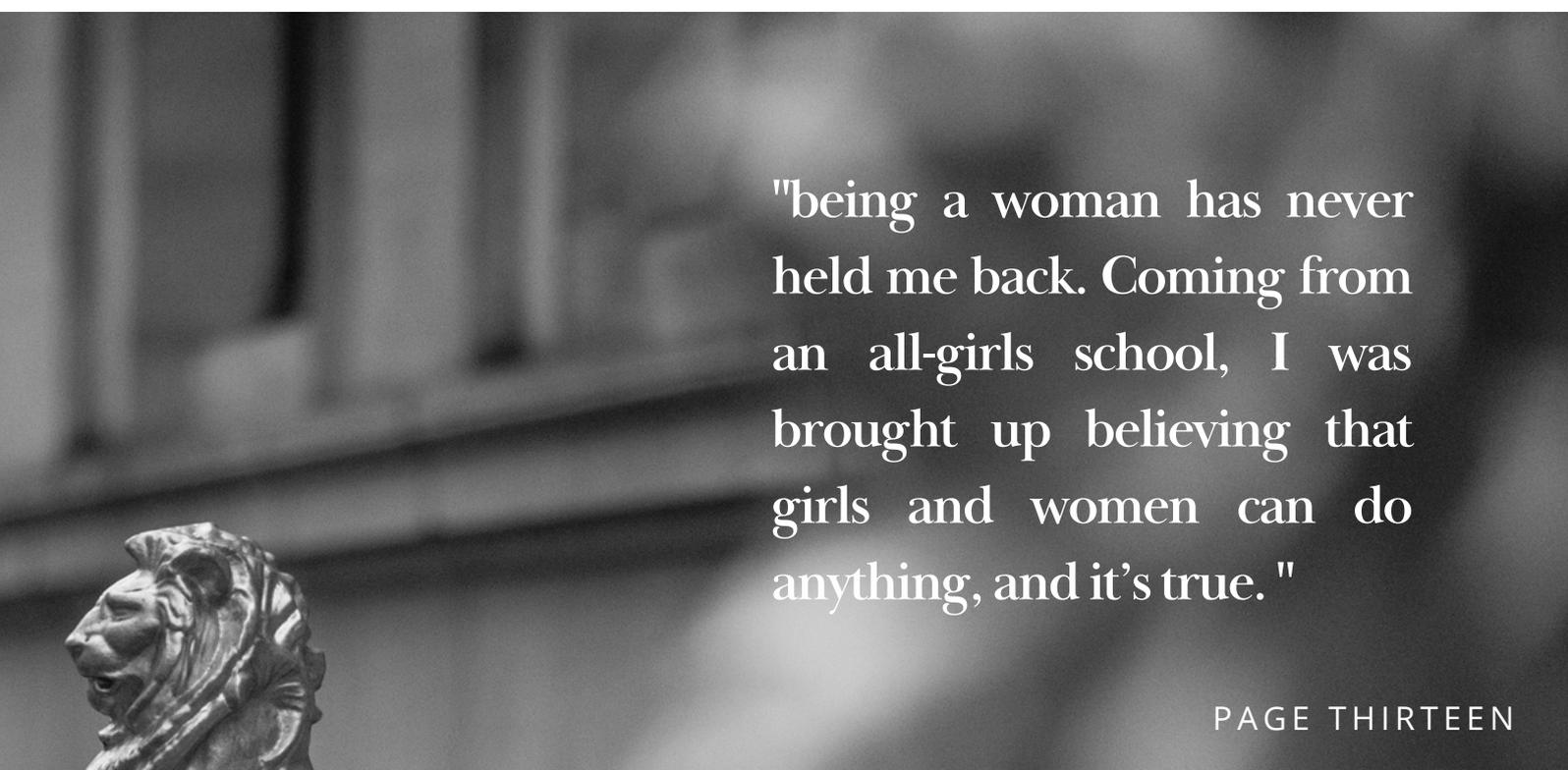


To an aspiring Barrister my top tip is... think about exactly what you want out of your career and go for it; don't be side-tracked by what you think you *should* want – it's your life.

Work must-have item? Headphones – being able to take long calls whilst on the move and holding multiple files and bags saves valuable time!

Favourite way to unwind after a stressful day? A long, peaceful walk in the countryside

What obstacles have you faced in the workplace based on your gender? It's a gruelling profession, and everyone will face different hurdles along the way, but being a woman has never held me back. Coming from an all-girls school, I was brought up believing that girls and women can do anything, and it's true.



"being a woman has never held me back. Coming from an all-girls school, I was brought up believing that girls and women can do anything, and it's true."



PAULINE

Pauline Thompson *The Senior Barrister* ✨ 5KBW

My alarm goes off at...

It doesn't. I don't sleep very much and usually awaken between 5 and 6am, regardless of the time that I fell asleep. I love the quiet of early mornings before the world wakes up, as for me it is the only part of the day where there is true peace. I have no routine but in the 90 or so minutes before I choose to face the world, I will do some or all of the following - read, meditate, exercise and drink a turmeric latte. If I have a pressing paperwork deadline, I will instead use the time to attend to that, whilst drinking my latte.

The best part of my job is...

When I feel that justice has been done and I have been instrumental in that outcome. Knowing that I have made a real difference to the life of another human being, when they are at their most fragile, is incomparable.

The worst part of my job is...

Being endlessly asked the question, "how can you defend someone who you know is guilty?" I often wonder, why am I never asked, "how do you defend someone who you know is innocent?" The travelling required comes a close second. Using multiple modes of transport whilst lugging heavy bags and suitcases is miserable. The physicality of this job, like so many other challenging aspects of it, is unseen.

One thing that will help break gender bias in criminal law is...

Criminal law in practise is a reflection of societal culture, and in my view, when cultural attitudes change - conscious and unconscious - so will this profession. Unfortunately, that takes time and my generation was the first for which further and higher education, and a career, was a viable option. Given the moment in history that I was born, I feel that I have had a front row seat to the shift in societal attitudes towards women within my lifetime.

It was only in 1970 that a woman could obtain a mortgage without a male guarantor. Yet, in the same year the first Page 3 image of a topless female was published in a mainstream national newspaper. It took another decade for a woman to be able to obtain a credit card or a loan without a male guarantor and it was 1991 before a man could be charged with raping his wife. Before then his “conjugal rights” included situations where his wife did not consent, and it was 2003 before consent was defined in law. 2019 saw the end of Page 3 in a daily newspaper but in 2022 a weekly tabloid still publishes topless images of women. In the third decade of the 21st century we still have mountains to climb and full equality is unlikely to occur in my lifetime but we must celebrate progress, however slow.

My proudest moment at work...

Being successful in an appeal against a conviction, on fresh evidence, before the Court of Appeal. It is the sort of event one dreams about as a law student and having had to sit with my 25 year old client in the Crown court cells post-conviction, whilst he tried to process the sentence of 17 years imprisonment he had received, it was an extraordinary experience to again sit with him when that sentence was no more.

How has Gender Bias affected you at work in the past and/or now?

A male solicitor once told me, “he wanted a male Brief love” in regard to a case where I had been told that the instruction was coming to me but then went elsewhere. I wonder, would a man be addressed as “love”? That same solicitor has only ever instructed me on cases where the allegation is rape. All of his other work in the serious crime category is sent to men he plays golf with. The practical expression of such attitudes are on display in the courtroom, where in the vast majority of the multi-handed trials I have done, female counsel are sparse. I remember one case where the judge, prosecution counsel and three defence counsel were all female. There was a moment where we literally stared at each other smiling because it was so novel.



"Knowing that I have made a real difference to the life of another human being, when they are at their most fragile, is incomparable."

If you could be prime minister for the day?...

One day would not be enough time to effect lasting change but if I were PM for a day and had one wish guaranteed to be granted, I would mandate that State schools operate like their private counterparts. Why should only 7% of the population benefit from the best educational opportunities? It would take decades but eventually we would see greater parity within society, which would filter into every sphere.

What would you be doing if you weren't a barrister?

I would be a drummer or an architect. I gave up percussion for the law because there was not enough time to practise and study. An architect because I love (good) buildings and designing spaces, the work of Santiago Calatrava captivates me.



Alexandra Felix QC

The QC *

QEB Hollis Whiteman

My alarm goes off at...5.45am; I like to be up and ready before my boys need to be up for school.

My typical day... There isn't one. I might be in Court or working on papers as well as managing the commitments I have outside of my professional work (I am a Governor at a local primary school, Trustee of a Charity (Liberty Choir), Advocacy Training at my Inn, the work I do as a member of my Chambers) and not forgetting family life.

My professional journey so far... After my Masters degree and Law Society Finals (I thought at one time I would be a Solicitor), I joined academia so the Bar is my second career. I am a tenant at QEB Hollis Whiteman.

The best part of my job is... The variety of my work means that I always get to do something different.

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Have you returned to the office? Yes, it's great to have the support and camaraderie again; I missed it working from home.

To an aspiring Silk my top tip is...Do what you do at your best and it takes time to make your application.

What would you be doing if you weren't a Silk? Formula 1 driver!

Favourite part of the world? The beach in Trincomalee, Sri Lanka.





"FEMINISM ISN'T
ABOUT MAKING
WOMEN STRONG.
WOMEN ARE
ALREADY STRONG.
IT'S ABOUT
CHANGING THE
WAY THE WORLD
PRECEIVES THAT
STRENGTH"

G.D ANDERSON

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Myriam Maley ✨

The Barrister's Clerk

Mountford Chambers

My alarm goes off at.. 5:30am, I try my hardest not to snooze it and go to an early morning spin or boxing class before I get into work. This starts my day off with a clear mind and as I spend most of the day sat behind the computer/on the phone it is important for me to ensure I get some movement into my routine.

The best part of my job is.. every day is different. You are always kept on your toes, and you get to work with lots of different types of people!

The worst part of my day is.. the commute. That's when I wish I could click my fingers and arrive on the sofa, in my tracksuit.

Have you returned to the office? We work from the office Tuesday, Wednesday, and Thursday. It is a nice balance having Monday and Friday at home.

My professional journey so far.. looks a little different to most of my colleagues in the clerk's room! I became a clerk in October 2021, after previously being a performer and fitness instructor. Covid shifted my prospective and I wanted to start a career. Something that is still exciting and different everyday but also gives me stability, structure, and a routine. My dad was a criminal defence barrister at 25 Bedford Row for over 30 years, so I have always been excited by the world of law! I did a week's work experience at my dad's set, which lead me to my interview with Mountford Chambers on day 3 of my work experience. Everything happened so naturally, and I just knew it was all meant to be.

"Covid shifted my perspective"

Favourite way to unwind after a stressful day? Is to go for a wine with my friends/colleagues. Or get home as quick as I can to walk my dog, put the dinner on and relax in front of a series. Trigger Point on ITV is my go-to watch currently!

Work must-have beauty item? Has got to be a small hand cream of some sort. I have one on my desk, or in my handbag always.

Favourite part of the world/place? Mykonos, I absolutely love that island and it is where I am getting married next year.



"every day is different"





MANDY

Mandy Pahal

The Trainee *

Garrick Law

My alarm goes off ... sometime between 5:30 – 5:45. I like to workout in the morning as it sets me up for rest of the day and it's really the only time of day I can workout as my days at the office can be unpredictable.

My typical day... no two days are the same, especially with being a trainee and that is one thing I have to say I love about my job. Some days are long days spent in the office preparing a case, other days I may be attending a Hearing and then some days are filled with internal meetings and clients meetings. On those days I spend my evenings clearing my inbox and making a list for the next day. I cannot finish my day without making a list for the following day.

The best part of my job is... is achieving the best possible result for your client. In Criminal Defence you really are dealing with people's lives, so knowing that they trust you with their life really is a honour and extremely rewarding.

Have you returned to the office? I have and I could not be happier. There is no better feeling getting up in the morning, getting ready for the day and coming into the office. I never thought I would miss commuting and coming into the office as much as I did!

My professional journey so far... I grew up in the Midlands and attended state school. I then went on to study my LLB at Staffordshire University, during this time I was working in retail on weekends and during the week I volunteered at a local Magistrates Court, one day a week assisting the Witness Support department. Following my LLB I then went on to complete my LPC and MSc at the University at Law. Following this I obtained a Paralegal job and DWF then shortly after moved to Irwin Mitchell. After four years at Irwin Mitchell I was fortunate enough to obtain a Training Contract with Garrick Law.

"In Criminal Defence, you are dealing with people's lives, so knowing that they trust you with their life really is a honour and extremely rewarding."

"I am a true believer of never giving up, no matter how many hurdles or rejections you get"

To an aspiring trainee Solicitor my top tip is... obtain as much experience as you can. The four years I worked as a paralegal I believe really set me up for becoming a trainee solicitor. I obtained many transferable skills that I can now use for the rest of my career regardless of the area of law I am working in. I personally believe without my previous experience I could not be the trainee that I am today. I am also a true believer of never giving up, no matter how many hurdles or rejections you get (as in the legal profession there can be many rejections) you have to keep at it, and I honestly think I am living proof of that. When I started my fourth year of being a paralegal I would often think 'will I ever become a trainee?' and in the end all the hard work paid off and now I am here at Garrick Law.

Favourite part of the world? It definitely has to be Dubai. For me, you get everything there - relaxation, adventure and shopping - which is my perfect holiday. I can be relaxing on the beach one day, enjoying the Atlantis water park the next and then shopping another day. What more do you need?

Work must-have beauty item? A nude lipstick, you never know where your day is going to take you, whether that be Court or a work event, you can't go wrong with a nude lipstick.



SUNPRITHA



Sunpritha Jutla ✱

The Solicitor

Garrick Law

My alarm goes off.. Between 5:45 and 6:30am depending on what I have going on that day. I like to get in an early morning gym session before I get into work. It helps me focus my thoughts and is often the only time I will get during the day where I am not on my phone or laptop.

The best part of my job... Simple... Getting my client the best result. There is nothing more rewarding.

The worst part of my job... The admin and paperwork involved with being a solicitor. The further you progress in your career the more admin you will be required to complete. The only way to get it done, it to stay on top of it.

My typical day... No two days are ever the same in this profession. One minute you will be in the office drafting an application and the next you may be called to the Police Station to represent your client in an interview. A typical day for me will usually involve arriving into the office armed with a skinny flat white. I tend to split my day into three parts. I will spend my mornings; working through admin and compliance matters. My afternoons; meeting and attending upon both prospective and existing clients and my evenings; catching up on anything I haven't managed to complete earlier on in the day or working through my client's cases. This often involves a bit of reading and so it's nice to end the day on something light.



To an aspiring Solicitor my top tip is ...
Utilise your free time to gain experience in all legal fields. Do not restrict yourself to just solicitor's firms. Obtain experience across the spectrum (Barristers Chambers, legal experts, legal accounting departments, Courts). It will help you gain an insight into all avenues and appreciate the importance of these groups in the legal sector, but most importantly you will be able to transfer these skills into your existing skillset to help develop and grow your individual practice. It will also make you more desirable to employers. Think of it as the multi-pronged approach. I personally gained invaluable experience managing barristers and administrative tasks working as a chambers clerk.

Work must-have beauty item? I carry my anti-frizz hair oil in bag everywhere I go!

My journey so far... I grew up in Birmingham and attended state school. I went on to study Law at a Midlands based university whilst working in various retail stores in the beauty industry. I then moved to London to complete my Legal Practice Course and Masters (LLM). I was fortunate enough to obtain a training contract very soon after completing my LPC. Thereafter I qualified as Solicitor specialising in Criminal Defence Law.

Work must-have item? Uniball air pens 5mm all the way!

After work... If I am not attending a work event, I like to get straight home, have an early dinner and unwind with a boxset.

**"The best part of my job...
Simple... Getting my
client the best result.
There is nothing more
rewarding."**

ELISABETH

Elisabeth Scott

The Expert Witness

Sedulo *

The best part of my job is... when I can make a difference. Every day is different, and I face many challenges. I love considering the alternatives and the consequences. There is very rarely only one answer!

The worst part of my job is... the administrative tasks. I hate all the bureaucracy and paperwork.



To an aspiring Expert Witness my top tip is... identify what are your strengths and weaknesses. Play to your strengths and delegate your areas of weakness to another who can help to make you shine. Perseverance and keep true to what you believe. Have integrity and assess each case on the evidence.

How has Gender Bias affected you at work in the past and or now? I am a very strong independent woman but feel I have lost some of that female softness. I worked as Head of the Forensic Accountants Team in one of the large Police Forces for many years. In the earlier years the officers would often bypass my desk and ask the male trainee if the team had the capacity to take on major investigations. When I challenged the officers as to why they had not come to me they explained that either the case involved drugs or prostitution and they did not think it was a suitable case for me to be involved.

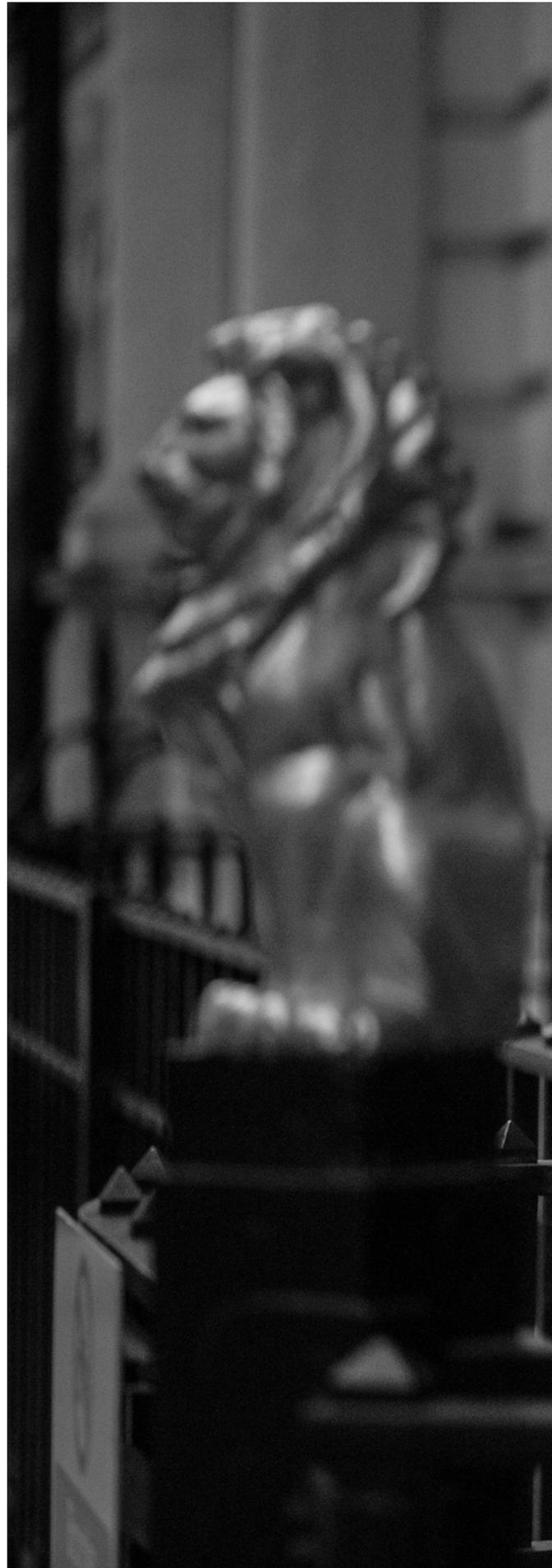
"Play to your strengths and delegate your areas of weakness to another who can help to make you shine."

Have you returned to the office? Yes. For the first few weeks [working from home] was a novelty. I couldn't believe how much I could get done, my work, the washing, cooking new dishes in between conference calls. As time moved on, apart from missing the social contact, I missed my manic mornings where I jumped out of bed, showered, dressed, made my husband a cup of tea, put the washing in, organised dinner and left for work within 40 minutes. My mindset is how much can I fit in with the time I have rather than stretching my activities to the time available.

Favourite part of the world/place – has to be Cornwall on a sunny day. Spectacular countryside, amazing beaches and food to die for!

Favourite way to unwind after a stressful day? G&T or a glass of delicious red wine with friends and family.

What would you be doing if you were not an Expert Witness? I would love to have been a sommelier. You never know, one day, I may have that exclusive wine bar in one of Cornwall's spectacular coves.





"GARRICK LAW'S VISION IS A
LEGAL PROFESSION WHICH
#BREAKSTHEBIAS, IS TRULY
DIVERSE, EQUITABLE &
INCLUSIVE"



A special thank you to Her Honour Judge Rafferty QC, Alexandra, Jo, Pauline, Huda, Natasha, Mandy, Rachel, Elisabeth, Myriam and Sunpritha for taking the time out of their busy schedules and letting us glimpse into their personal and professional lives for Garrick Law's International Women's Day celebration.

Happy International Women's Day from all of us at Garrick Law.

#BreakTheBias

