



JUSTICE ANNUAL GENERAL MEETING

Wednesday 19th October 2022 at 5.30pm

TO BE HELD VIA ZOOM <https://us06web.zoom.us/j/81573256239>

Meeting ID: 815 7325 6239

Passcode: 535370

AGENDA

Meeting to be chaired by Baroness Kennedy of the Shaws KC, President of the JUSTICE Council.

Registration for the meeting will start at 5pm, with the opportunity for members to network with staff ahead of the meeting, which will start promptly at 5.30pm.

1. Apologies
2. Minutes of the last Annual General Meeting of JUSTICE (page 2)
3. [Presentation of the Annual Review](#) by Peter Binning, Chair of the JUSTICE Board
(non-voting item)
4. Appointment of Council members **(voting item)** Paper 1 (page 8)
5. Election of Board members **(voting item)** Paper 2 (page 12)
6. Membership subscriptions increase **(voting item)** Paper 3 (page 18)
7. Report back from Professor Gillian Douglas, Chair of the JUSTICE [Improving Access to Justice for Separating Families Working Party](#) **(non-voting item)**
8. Report back from Karyl Nairn KC, Chair of the Development Board **(non-voting item)**
9. The Year Ahead by Fiona Rutherford, JUSTICE Chief Executive **(non-voting item)**
10. Any other business



MINUTES

JUSTICE Annual General Meeting

Thursday 4 November 2021 – 17:30

Held on Zoom

Present: Grace Mia Agnew, Mark Albert, Nicholas Aleksander, Lady Moira Andrews, Stephen Aulsebrook LLB, Sir Geoffrey Binman QC (Hon), Peter Binning, Jodie Blackstock, Disan Buteera, Victoria Butler-Cole QC, Esme Cairns, Liz Campbell, Alexandra Carr, Baroness Shami Chakrabarti CBE, Joanna Cherry QC MP, Jane Collier, Professor Naomi Creutzfeldt, Deba Das, Gregor Donaldson, Anand Doobay, Harold Driver, Rt Hon Lord Dyson PC, Anthony Edwards, Amanda Finlay CBE, Katelyn Flaherty, Jeffrey Forrest, Richard Glover, Joe Gorrell, Maryska Grant, David Greene, Lord David Hacking, Glen Haddock, Nancy Lynn Hiestand, Professor Jackie Hodgson, Rawaid Javed, David Lakhdhir, Christina Liciaga, Alastair Livesey, George Lubega, Baroness Sarah Ludford, Jennifer MacLeod, Shelagh McCall QC, Gwendoline Mensah, Karyl Nairn QC, Placida Ojinnaka, Abimbola Oladele, Kelly Page, Florence Powell, Chris Purnell, Sarah Regh, Alison Saunders DBE, Tatiana Sevan, Rachel Sexton, Caroline Sheppard OBE, Tyrone Steele, Professor Richard Susskind OBE, Sir Michael Tugendhat, Janet Williams, John Wilson.

The Vice-President of the Council, Baroness Sarah Ludford, opened the meeting and welcomed those present.

- 1. Apologies:** Dr Cheryl Allsop, Jeremy Brooks, Robert Buckland, Kate Cheetham, Georgia-Mae Chung, Patrick Corr, Jane Denton, Monica Dyer, Kenneth Gillance, Sir John Goldring, Philip Havers QC, Patricia Hitchcock QC, Theo Huckle QC, Dean Kingham, Jazmine Lee, Jonathan Lewis, Andrew Lockley, Helen Mountfield QC, Professor Martin Partington CBE, Kate Saunders, Tim Smith, Deirdre Smyth, Emma Snell, Nicola Sully, Anthony Thornton QC, Professor Alison Young.
- 2. Minutes of the last Annual General Meeting of JUSTICE** The minutes were approved.
- 3. Presentation of the Annual Review by Peter Binning, Chair of the JUSTICE Board**

JUSTICE had another remote year but one full of extraordinary achievements.



Peter thanked Andrea Coomber and wished her well at the Howard League. He was very happy that they were able to give her a great send off with a party in October.

Peter also thanked Jodie Blackstock for all her hard work. He noted that she worked in an exemplary way for 13 years at JUSTICE.

Peter explained that he could not name the new Chief Executive but hoped to name the person soon. The recruitment process was in its final stages, with the references and signing of the contract left. The new Chief Executive should be in place by February.

JUSTICE launched two reports: *Tackling Racial Injustice: Children and the Youth Justice System* and *Reforming Benefits Decision-Making*.

In addition to the Working Party reports and responding to the Government, Peter noted that JUSTICE had submitted over 30 briefings and consultations in the parliamentary arena.

JUSTICE also intervened in two cases in the superior courts: the Begum case in the Supreme Court and the Hallam and Nealon case in the European Court of Human Rights.

Peter noted JUSTICE had increased their work in Scotland and that JUSTICE had two Scots qualified lawyers.

JUSTICE had adopted their strategy for the next four years, which provides a very good framework for the new Chief Executive to work from.

There are two Working Party's in progress: *Improving access to justice for separating families* and *A Parole System fit for purpose*.

The new Working Party's that are coming up: *Examining the use of Hybrid Orders* (civil orders with criminal consequences); *The impact of outsourcing in the public sector decision making* and *Reform of administrative decision making in the prison*.



Peter thanked the JUSTICE staff for their hard work over the course of the year. He also thanked the Board members.

Sarah thanked Peter for his work in his first year as Chair. She also thanked the JUSTICE staff for their enormous work.

Sarah wished Andrea the very best at the Howard League. She also thanked Jodie and described her work as absolutely invaluable.

4. Report back from Sandra Paul, Chair of the JUSTICE *Tackling Racial Injustice: Children and the Youth Justice System Working Party*

The Working Party was formed in November 2019 and initially the events of Spring 2020 made it seem impossible that this work would continue. However, even in that crisis, JUSTICE were reminded why this report was necessary as the number of stop and search increased dramatically, which disproportionately targeted BAME children.

The Working Party found that BAME children are being left behind, under years of systemic racism and poor treatment from various criminal justice agencies.

The report made 45 recommendations, which seek to increase decision-makers' understanding of the child appearing before them.

Each recommendation, if implemented, would have a positive effect in reducing the number of BAME children in the youth justice system and the disproportionate outcomes which are currently evident.

Recommendations include abolishing the 'Gangs Violence Matrix' and suspending the use of 'section 60' stop and search powers.

Another recommendation in the report was for the police to turn on their body worn camera prior to leaving their car, or, when on foot, where they have a suspicion that their coercive powers might be exercised, or prior to direct contact with members of the public.



Another recommendation was that Territorial Support Group officers should undergo specific de-escalation training.

Another recommendation was for Police officers, as a matter of course, should thank individuals stopped for their cooperation and acknowledge the inconvenience caused, where such stop resulted in no further action.

Really good response to the report, including users using the report in courts, particularly the findings on 'drill music' and the information on 'gang association'.

Sandra was happy with the progress that had been made with the implementation of the recommendations and hoped to see more.

Sandra suggested that the situation will get a lot worse because the provisions of the Police, Crime, Sentencing and Courts Bill will make aspects of the youth justice system even more challenging for BAME children.

Sandra thanked Tyrone and Jodie for their hard work, and for making themselves available during the Covid pandemic.

5. Report back from Karyl Nairn QC, Chair of the Development Board

It had been a tough year for fundraising, primarily because it was another remote year.

JUSTICE had a bit of a deficit this year, but corporates have stepped up and JUSTICE secured great funding for our Working Party's.

Karyl thanked all the law firms and Chambers who helped JUSTICE to do the work that they have.

JUSTICE relied heavily on JUSTICE60 and are keen on keeping this programme running. It helped us to recruit high quality staff for JUSTICE, which in turn helps us to run efficiently.

JUSTICE is looking for individual JUSTICE60 members at £6,000 a year or corporate/law firm/Chamber members at £10,000 a year. If anyone knows of anyone who would be good



to approach to become a JUSTICE60 member, please contact the Development Team. Just 20 to 30 friends a year helps us to do transformative work.

Karyl was very happy with the events JUSTICE had put on this year. She noted that JUSTICE now had the highest number of members in their history.

She thanked the Development team and noted that none of this would have been possible without their hard work.

Karyl thanked everyone who supported JUSTICE and stated that we still need your support.

Kary sent her congratulations to Amanda Miller on the birth of her baby and thanked Jane Collier for seamlessly stepping in her role.

6. Appointment of Council Members

Sarah paid tribute to four members retiring from the Council: Kate Cheetham, Professor Richard de Friend, Karon Monaghan QC and Victoria Wakefield QC. Sarah thanked them for their work and contribution over the years.

A poll was held, and the following Council members were re-nominated by the Board and were approved by the meeting for another three-year term: Nicholas Aleksander, Lord Anderson of Ipswich KBE QC, David Lakhdhir, Shelagh McCall QC and Professor Leslie Thomas QC.

Four JUSTICE members were duly nominated by the Board for appointment to the Council: Robert Buckland QC MP, Shami Chakrabarti CBE, Deba Das and Professor Alison Young. A poll was held, and the meeting approved their appointment.

7. Election of Board members

Sarah paid tribute to two members retiring from the Board: Liz Campbell and Deba Das. Sarah thanked them for their work and contribution over the years.



A poll was held, and members re-elected current Rachel Sexton (treasurer), Partick Corr, Naomi Creutzfeldt and Jennifer MacLeod for a further three-year term on the Board. The members also elected Alastair Livesey to the Board during this poll.

8. Any other business

Jan Williams had a question/comment on domestic abuse and was invited to contact the JUSTICE staff to discuss.

This concluded the AGM.



Paper 1

JUSTICE Council appointments

The role of Council is to provide advice to the Board of JUSTICE as requested, including:

- evaluating JUSTICE's work and providing suggestions for the future direction of JUSTICE's work;
- advising on JUSTICE policy with respect to challenging issues of the day;
- assisting JUSTICE staff by providing contacts, for example, for the purposes of advancing policy work, fundraising and profile raising; and
- being part of a network of support for JUSTICE and its staff.

Forty Council members are elected by the AGM upon nomination by the Board. Another 10 can be co-opted by the Board, most often at its meeting following the AGM.

The following Council members have agreed to re-stand and have been duly re-nominated by the Board:

- Baroness Kennedy of the Shaws
KC (P)
- Victoria Butler-Cole KC
- Professor Jacqueline Hodgson
- Dean Kingham
- Andrew Lidbetter
- George Lubega
- Karyl Nairn KC
- Her Honour Judge Angela Rafferty
KC
- Caroline Sheppard OBE
- Catherine Smith KC
- Tim Smith
- Aaron Stephens
- Professor Richard Susskind KBE

The following people have been duly nominated by the Board for appointment to the Council:

Les Allamby has been the Chief Commissioner of the Northern Irish Human Rights Commission since September 2014. He is a solicitor and formerly the Director of the Law Centre (Northern Ireland). Les follows JUSTICE's work closely and much of our work overlaps with his areas of interest and expertise. Les was the first Northern Irish member of Council working in Northern Ireland.



Les was co-opted to the Council in December 2019.

Almira Delibegović-Broome KC is a King's Counsel at the Scots Bar. Originally from Bosnia-Herzegovina, where her legal studies were interrupted due to the war, she obtained her LLB (Hons) at Edinburgh University and LLM at Harvard, where she was a Fulbright Scholar.

She has acted in a number of public law cases over the years and was standing counsel for Her Majesty's Revenue and Customs in the period 2012 – 2015.

Almira is a Board member of the charity Remember Srebrenica (Scotland), a member of the Business Committee of the General Council of the University of Edinburgh, an independent non-executive on the Deloitte UK's Oversight Board and on its Audit Governance Board, and a member of the Advisory Board of the Accountant in Bankruptcy.

Almira was appointed the Chair of JUSTICE Scotland in June 2022.

Amanda Finlay CBE was formerly a senior civil servant in the Ministry of Justice, responsible for legal aid and legal services strategy. Now retired, she is Chair of Law for Life, the foundation for public legal education. She is heavily engaged with MOJ/HMCTS on PLE and issues of digital access to justice. She chaired JUSTICE's Working Group on Preventing Digital Exclusion. She was Vice Chair of the Low Commission on the Future of Advice and Legal Support, Chair of their Advisory Group on the Role of Advice Services in Health Outcomes, a member of the Civil Justice Council, a Trustee of LawWorks, and a public governor of Oxleas NHS Mental Health Trust.

A long-standing member of JUSTICE, Amanda was a Board member for nine years before being co-opted on to Council in 2019.

Saima Hanif KC is a barrister at 3 Verulam Buildings. Her practice spans banking and financial services, commercial litigation, insurance and commercial judicial review. Saima represents public bodies (such as the PRA and the Guernsey Financial Services Commission) as well as private individuals and institutions. Her practice is cross-border, and she acts in jurisdictions including Dubai, Hong Kong, Singapore and Guernsey. Her international cases include the 1MDB investigation in Singapore, the forex manipulation scandal and the Abraaj litigation. She has also been instructed in foreign proceedings as an expert witness on UK financial services law. She currently sits on the Bar Disciplinary Board and the Strategic Advisory Board for the Bar Tribunals and Adjudication Service. She is widely published (examples include Phipson on Evidence where she is a contributor and Disciplinary and



Regulatory Proceedings which she co-edits). Saima has a particular interest in financial inclusion and broadening access to financial services.

Saima has been a member and keen supporter of JUSTICE since November 2021.

Alexandra Marks CBE was a partner at Linklaters LLP (1990-2003). She now sits as a Recorder, and as a Deputy High Court Judge. She is a Commissioner at the Criminal Cases Review Commission and was a Judicial Appointments for Commissioner for six years until January 2018. In 2008-09, she was Master of the Worshipful Company of Solicitors of the City of London, and President of the City of London Law Society. She was winner of the Law Society's Lifetime Achievement Award in 2017.

A long-standing member and supporter of JUSTICE, Alexandra was co-opted to the JUSTICE Council in 2014, after spending 18 years on the Board and Council, which included five years as Chair of the Board.

Kathleen Russ is the Senior Partner at Travers Smith LLP. She chairs the Firm's Partnership Board which shapes the strategy of the firm. Kathleen also chairs the firm's Audit committee as well as the Diversity and Inclusion and Environmental Boards, with those roles reflecting the importance that she ascribes to those issues.

Kathleen was co-opted to the JUSTICE Council in December 2021 and sits on the Development Board.

Maryann McMahon was head of litigation for the Europe, Middle East and Africa (EMEA) regions at Morgan Stanley from 2002 - 2022. She also served for a number of years on Morgan Stanley's European Diversity Advisory Council and the Firm's Franchise Committee. She was, for 13 years, a Board Trustee of the Morgan Stanley International Foundation which is the philanthropic arm of Morgan Stanley in EMEA working in partnership with, and directing funding to, a number of charitable organisations and not for profits. Prior to her time at Morgan Stanley, Maryann was a partner at Clifford Chance LLP. She is a Board Trustee of the International Law Book Facility which provides legal research resources to not for profits globally.

Maryann brings with her a wealth of experience of development opportunities across the charity sector and strategic insight as well as deep knowledge of the justice sector.



The Board have also approved the appointment of former Board members Sir Michael Tugendhat, Christina Liciaga, Nancy Lynn Hiestand, Theo Huckle KC and Walter Merricks CBE as Honorary Council Members.

They will join the following JUSTICE Council members:

- Zahra Al-Rikabi
- Anand Doobay
- Lord Dyson PC
- Dominic Grieve KC (VP)
- Professor Anna Lawson
- Baroness Sarah Ludford (VP)
- Sonali Naik KC
- Andrew Onslow KC
- Lord Thomas of Cwmgiedd
- Millicent Grant KC (Hon)
- Jessica Simor KC
- Mark Trafford KC
- Nicholas Aleksander
- Lord Anderson of Ipswich KBE KC
- Baroness Shami Chakrabarti CBE
- Deba Das
- David Lakhdhir
- Shelagh McCall KC
- Professor Leslie Thomas KC
- Professor Alison Young



Paper 2

Election of Board members

As a result of resignations and retirements by rotation, there are five vacancies for members to be nominated to stand for election to the Board.

Nancy Lynn Hiestand, Christina Liciaga and Sir Michael Tugendhat have completed the second & final three-year term and are retiring.

We are grateful to Lynn, Christina and Michael for their service to the JUSTICE Board.

One Board member Dame Alison Saunders CB is retiring by rotation and is standing for re-election. As an existing Board member, Alison can automatically stand for re-election, without requiring nomination.

The five Board members to be elected/re-elected will join the existing Board members:

- Peter Binning (Chair)
- Alexandra Carr
- Patrick Corr
- Professor Naomi Creutzfeldt
- Alastair Livesey
- Jennifer MacLeod
- Kate Saunders
- Rachel Sexton

Elections

As in previous years, we have advertised Board vacancies to our membership, resulting in a number of nominations.

As the number of nominations is equal to the number of vacancies, members are asked to approve the election of the five members listed below to the Board.

The Board is particularly interested in recruiting members with experience of the following:

- Business development
- Charity expertise
- Social media and marketing



- IT and data protection
- Value impact and evaluation

JUSTICE particularly encourages applications from members from outside London and ethnic minorities, who are currently under-represented on the Board.

The 5 members standing for election to the Board are:

I. Stephanie Boyce is the Immediate Past President of the Law Society of England and Wales. In March 2021 she became the 177th, the sixth female and the first black, first person of colour to become president.

I. Stephanie has chaired, or been a member of, several high-profile organisations, made appearances before Parliamentary committees (Justice Select) and engaged with Ministers in all parts of the United Kingdom and abroad. She holds a Master of Laws in public law and global governance from King's College London. A Fellow of the Chartered Governance Institute and a Fellow of the Society of Leadership Fellows, an Honorary professor of King's College, Dickson Poon School of Law and hold two Honorary Doctorates from Keele University and the University of East London.

In addition, I. Stephanie is a member of the government commissioned socio-economic taskforce and a Commissioner with the National Preparedness Commission and the Shinkwin Commission. She also sits on the Thomson Reuters Women in Law Advisory Board.

As President I. Stephanie led the Society through challenging times from the tail end of Brexit, a pandemic, the war in Ukraine, Afghanistan, the death of Her Majesty the Queen and the biggest shake up to the way solicitors train and qualify in 30 years to name a few, her strong leadership has been crucial to the Society's stability and successes, securing a number of concessions from government and other stakeholders on judicial review, the Bill of Rights Bill and the solicitors indemnity fund.

With over 20 years' experience of practice as a solicitor working with a number of organisations in helping to set tangible goals, formulate strategic plans, and develop strategic



objectives at home and abroad, I. Stephanie's past roles and experience would bring a distinct perspective to the development and delivery of the work of the Board.

I. Stephanie has been a member of JUSTICE since September 2022.

I. Stephanie meets JUSTICE's specified call for candidates that have experience of charity expertise. I. Stephanie is also a published author on the subject of governance.

Nominated by Baroness Kennedy of the Shaws KC; seconded by Alastair Livesey.

Sara Mansoori KC is a barrister at Matrix Chambers and an ADR Group Accredited Civil and Commercial Mediator. She practices in the field of media and information law. She started in practice at the specialist media set, 5RB, where she spent ten years. She then joined the Government Legal Service for two years, working as a senior lawyer in the Ministry of Justice, before joining Matrix in 2011. She regularly speaks at conferences about privacy, freedom of expression and data protection issues. She has been active in legal social mobility and diversity projects: while at Matrix she has worked for about seven years on the Lawyers for Schools programme with Parliament Hill School in London; she lectured at the Big Voice London's "Introduction to Law" course and was a Judge for the final competition held in the UK Supreme Court earlier this year; and she is conducting advocacy training for Bridging the Bar Academy students.

She is currently a member of the Management Committee at Matrix and was a school governor at her local state primary school for four years. She has experience of value impact and evaluations, strategic vision and mission statements and business development. Sara was appointed the school's Data Protection Officer when the GDPR came into force and was responsible for formulating all the relevant policies and conducting the training for the staff.

Sara has in the past been involved in a number of Legal Assistance Programmes with the Bar Human Rights Committee including a Judicial Visit to the Islamic Republic of Iran, a Library Resources Project in Sudan and Commercial Law Training Project in Sudan.

Sara has been a member of JUSTICE since July 2022.



Sara meets JUSTICE's specified call for candidates that have experience of data protection.

Nominated by Sir Michael Tugendhat; seconded by Peter Binning.

Dame Alison Saunders CB is a qualified barrister and partner at Linklaters LLP. Before joining Linklaters LLP in 2019, Alison was the most senior public prosecutor in England and Wales, as the Director of Public Prosecutions (DPP) and head of the Crown Prosecution Service (CPS), only the second woman to hold the post. Alison served as deputy legal adviser to the Attorney General from 2003 to 2005, returning to establish organised crime division of the CPS and served as the Chief Crown Prosecutor for London from 2009 to 2013. She previously sat on the Sentencing Council.

Alison has been a member of JUSTICE since 2018, when she was appointed to the JUSTICE Council. Alison was elected to the Board in October 2019 and holds the post of Senior Independent Director (SID) serving as a sounding board for the Chair and acting as an intermediary for the Board and the Director. The SID is also responsible for holding annual meetings with Board members and the Director / Senior Management Team to appraise the Chair's performance. Alison's experience of working as a senior leader within the Criminal Justice System has been and is a valuable asset to JUSTICE. Further, as a Bencher of Inner Temple, she ensures that where appropriate we work in partnership with the Inn.

As an existing Board member, Alison can automatically stand for re-election, without requiring nomination, the Board endorse Alison's re-election.

Alice Smith was a young Trustee for the membership charity Endometriosis UK from 2014-2019, joining when she was 18 years old. Almost ten years later she recently joined the Trustee board for Astriid; a charity which bridges the gap between the millions of skilled people in the UK with long-term health conditions and the working world. During her time at Endometriosis UK, Alice primarily focussed on raising awareness of this condition at a national level. As an ambassador for the charity, she led a Change.org campaign which gained over 100,000 signatures and was part of the lengthy and challenging multimedia campaign to exact change at a legislative level within Parliament. Menstrual wellbeing is now a core part of the PSHE national curriculum in both primary and secondary schools across the UK. During Alice's time at Endometriosis UK, they began consulting APPGs and NICE to aid better care



and influence government strategy and policy for those affected with Endometriosis. She really enjoyed this work as genuine change and progress was made.

Alice has recently relocated back to the UK from Austin, TX where she worked in International Business Development as a Director for an award-winning tech head-hunter consultancy. She is the youngest ever Director of that company and has gained significant strategic leadership experience, spearheading the Software division for North America, as well as opening and growing the Austin office from just her to 30 full-time employees within two years.

Working in a heavily goal oriented environment has yielded many benefits and enhanced Alice's professional skills, which she balances with third sector work to keep her truly happy and productive. Alice has transferable skills and experience in charity governance, international strategic leadership and fresh and independent thinking, that she would love to share with JUSTICE to achieve the 2021-2024 strategy.

Alice has been a member of JUSTICE since September 2022.

Alice meets JUSTICE's specified call for candidates that have experience of Charity, Business development and IT expertise.

Nominated by Liz Campbell; seconded by Alexandra Carr.

Christian Weaver is a barrister at Garden Court North Chambers and author of the book 'The Law in 60 Seconds: A Pocket Guide to Your Rights'; a book based on his video series, The Law in 60 Seconds.

Christian's practice as a barrister has a focus on inquests, public inquiries, and actions against the state. He has represented families who have lost loved ones in state detention, prisoners (including those on life and IPP sentences) and is currently instructed as junior counsel in the Covid-19 Inquiry and previously worked on the Manchester Arena Inquiry as part of a team.

Christian's work as a barrister, but also working at INQUEST, Liberty and as the UK's Youth Delegate to Congress of the Council of Europe have given him a broad and practical understanding of human rights, the rule of law and the justice system.



Christian can bring to the Board his experience in social media and marketing. He ran a successful campaign for the launch of his book - it being featured on TV, radio and in both mainstream and legal press. One of his 'The Law in 60 Seconds' videos also featured on the BBC News homepage. In addition, Christian's work on the management committee of the Black Barrister's Network, as a trustee for The Defendant and as a former member of the Co-op Youth Board will enable him to bring learnings from a variety of contexts to JUSTICE.

Christian believes JUSTICE's work to be of vital importance, particularly at the present time. He is keen to play a role in helping news of JUSTICE's work reach a wider audience.

Christian has been a member of JUSTICE since September 2022.

Christian meets JUSTICE's specified call for candidates that have experience of social media and marketing and is also based outside of London.

Nominated by George Lubega (TBC); seconded by Jennifer MacLeod.



Paper 3

Membership subscription increase

Membership subscriptions were last increased in 2011, although they have been reviewed regularly since then, no changes have been made except to reduce the student rate from £25 to £15. Whilst the Board can increase the membership subscription as detailed in the Regulations and have already agreed to increase the Corporate subscription rate, the Board and SMT would like members to be involved in the decision-making process so that any concerns can be raised and discussed at the AGM.

The proposed new membership subscriptions have been calculated using an [inflation calculator](#) and we have tried to keep the increases below the rate of inflation.

Current categories and fees, along with inflation and proposed new fees are detailed in the table below.

Category	Current sub	Inflation sub	New sub
Barrister, Judge, Legal Executive or Solicitor	£70	£102	£100
Academic, Non-practising or Retired	£50	£73	£70
Associate (non-lawyer)	£50	£73	£70
Newly Qualified - less than 3 years Call/ PQE (Newly Qualified Barrister, solicitor and legal executive)	£40	£58	£55
Student (law student, pupil barrister and trainee solicitor)	£15	£22	£15
Paralegal	£15	£22	£15
Unwaged	£15	£22	£15

If the members agree to increase the individual membership subscriptions, the increase would begin from 1 January 2023, allowing time for us to complete the necessary practicalities including updating direct debits.



Members are asked to share any thoughts they have on the proposed increase to individual subscriptions.

Members will then vote on whether to increase individual subscriptions.