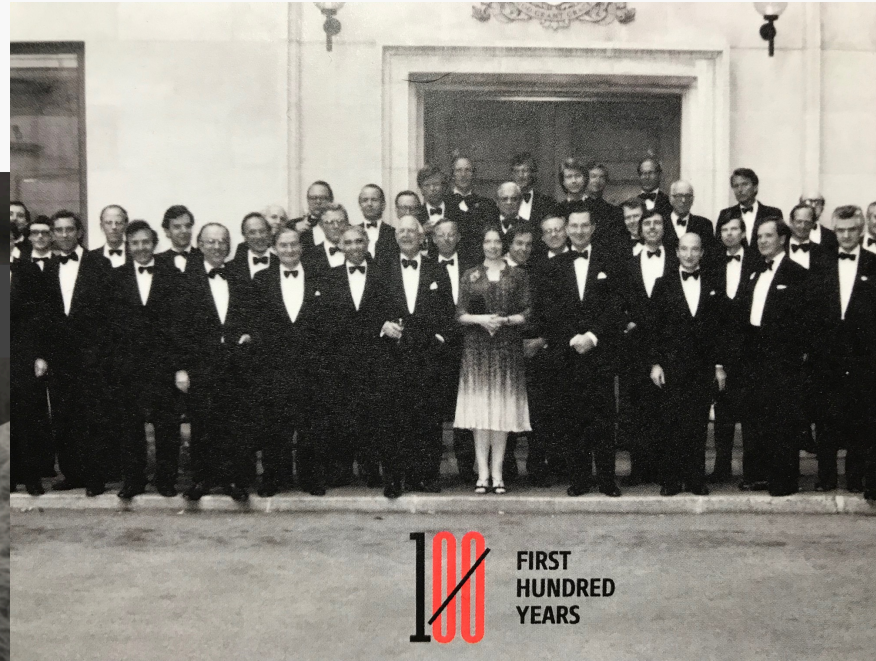




**FIRST
HUNDRED
YEARS**

**WOMEN IN LAW
100 YEARS ON**

Prof. Jo Delahunty Q.C.



*“we need an
understanding of
the past to enable
us to learn lessons
for the future”*



The campaign:
fought by
women fuelled
by the desire to
learn, earn
and educate



First (refused) Applications to the Inns of Court



Bertha Cave

First (refused) Applications to the Inns of Court



Christabel Pankhurst

First (refused)
application to the
Law Society



Gwyneth Bebb



■ Gwyneth Bebb,

***‘In point of intelligence and
education and competency’,***

the Court of Appeal acknowledged that Miss
Bebb was

***‘probably, far better than’ many
male candidates***

(Bebb v The Law Society [1914] 1 Ch 286).

ARE MEN LAWYERS AFRAID OF WOMAN'S BRAINS?



You can have a woman doctor, but you can't have a woman lawyer; the Court of Appeal decided yesterday that their sex disqualifies them. Above are Miss Bebb (on left), who fought a test case, and Miss Ingram, who was another aspiring lawyer. "The law" is a law unto itself.

A Tale Of Two Bills

Women's Emancipation Bill

- remove the disqualification of women from holding civil and judicial appointments
- include women on equal franchise
- allow women to sit and vote in the House of Lords

Sex Discrimination (Removal) Bill

- remove the disqualification of women from holding civil and judicial appointments
- ~~■ include women on equal franchise~~
- ~~■ allow women to sit and vote in the House of Lords~~



80 days
to go

CHAPTER 71.

An Act to amend the Law with respect to disqualifications on account of sex. A.D. 1919
[23rd December 1919.]

BE it enacted by the King's most Excellent Majesty, by and with the advice and consent of the Lords Spiritual and Temporal, and Commons, in this present Parliament assembled, and by the authority of the same, as follows :

1. A person shall not be disqualified by sex or marriage from the exercise of any public function, or from being appointed to or holding any civil or judicial office or post, or from entering or assuming or carrying on any civil profession or vocation, or for admission to any incorporated society (whether incorporated by Royal Charter or otherwise), and a person shall not be exempted by sex or marriage from the liability to serve as a juror :

Removal of
disqualifica-
tion on grounds
of sex.

INSPIRED
INSPIRATION
INSPIRED
INSPIRATION
he
pioneers

Daily Mail, Friday 10 November 1922.

WOMEN'S CALL TO THE BAR.

There are now 10 women law students whose names have been "screened" for call to the Bar to-day week.

They are (Inner Temple) Miss Theodora Llewellyn-Davies; (Middle Temple) the Misses Helena Florence Normanton, Monica Mary Cobb, Auvergne Doherty, Ethel Bright Ashford, Elsie May Wheeler, Naomi Constance Wallace, Lillian Maud Dawes, Beatrice Honour Davy, and Sybil Campbell. Miss Wallace is a daughter of Mr. George Wallace, K.C., a bencher of Middle Temple.

The first woman barrister is Dr. Ivy Williams, who was called by the Inner Temple last May.

First woman to be called to The Bar



Dr. Ivy Williams

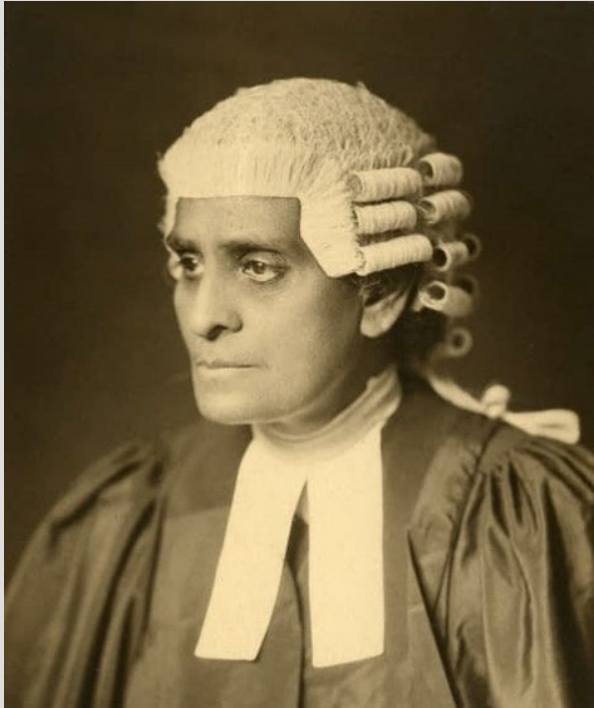
First woman to practice at the English Bar



Helena Normanton

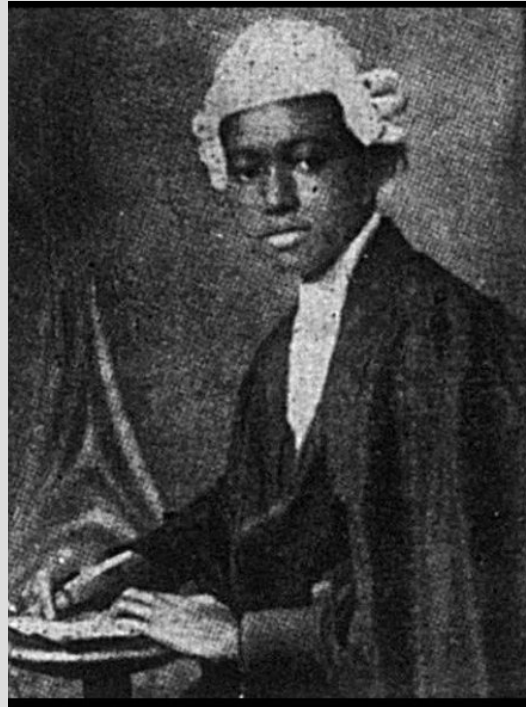


First BAME barristers called in England



Cornelia Sorabju

First BAME barristers called in England



Stella Thomas

First silks



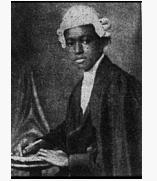
Helena Normanton

First silks



Rose Heilbron

First judges



Rose Heilbron

First judges

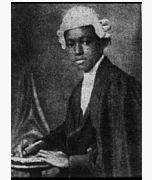


Elizabeth Lane QC

First Leader of a Circuit



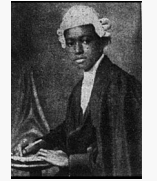
Rose Heilbron



First Head of Chambers



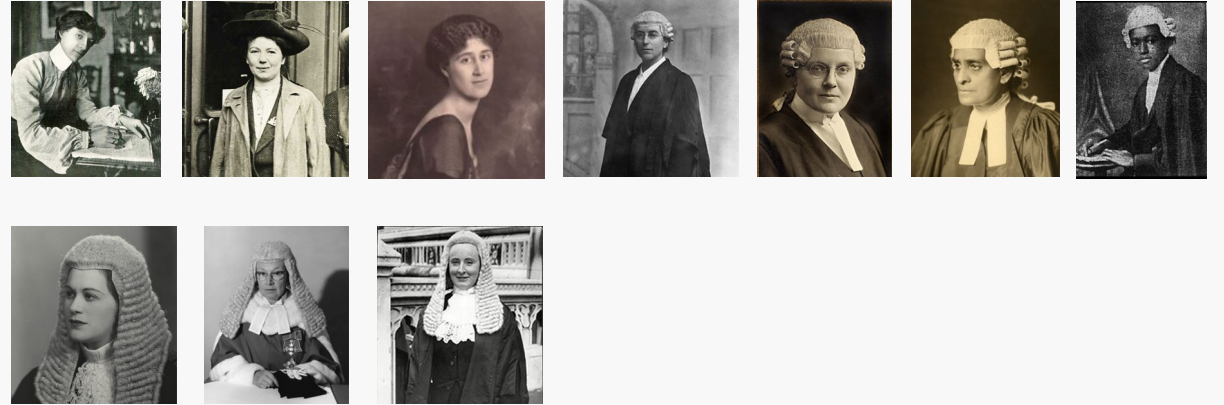
Barbara Calvert QC



First female QC to be appointed a full-time chair of Industrial Tribunals



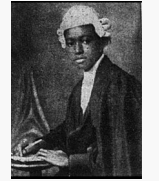
Barbara Calvert QC



First female QC to take a case to the European Court of Human Rights



Barbara Calvert QC



First female QC to be elected a bencher of the Inns of Court of Northern Ireland



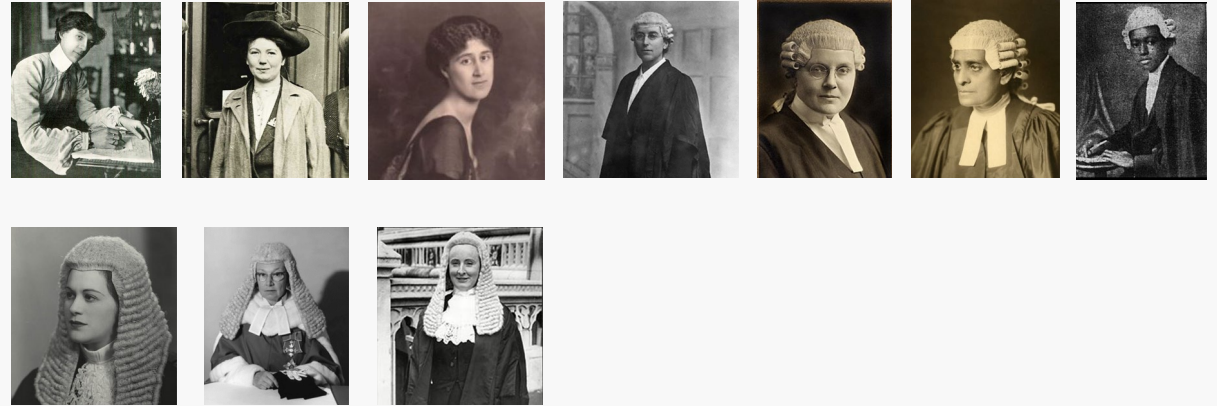
Barbara Calvert QC



First black woman to be appointed Deputy High Court Judge, Recorder and Master of Middle Temple



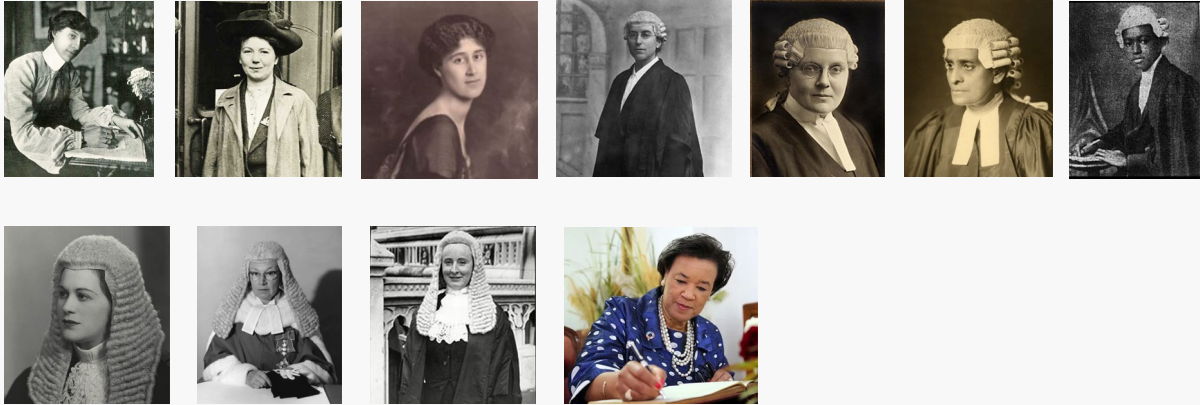
Patricia Scotland
Baroness Scotland of Asthal PC QC



First black woman ever to be appointed as a minister in a UK government



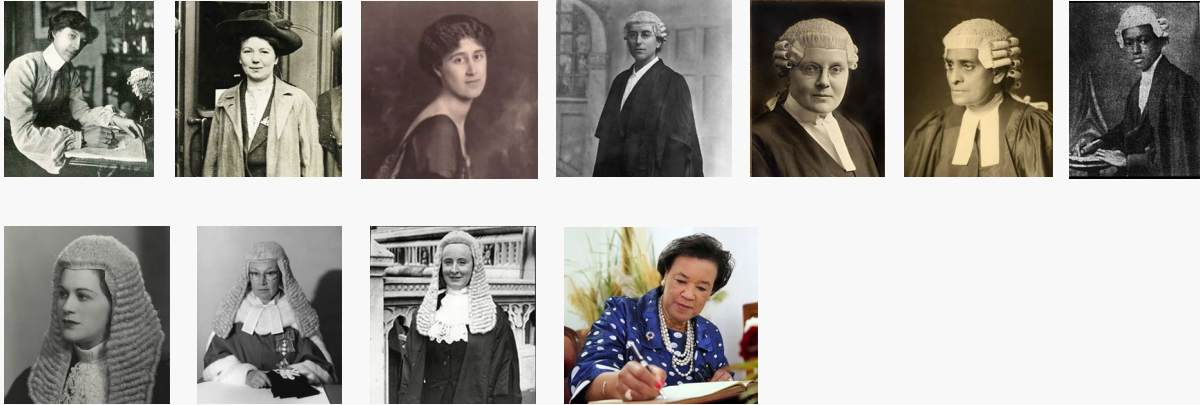
Patricia Scotland
Baroness Scotland of Asthal PC QC



First woman to take up the position of Attorney General



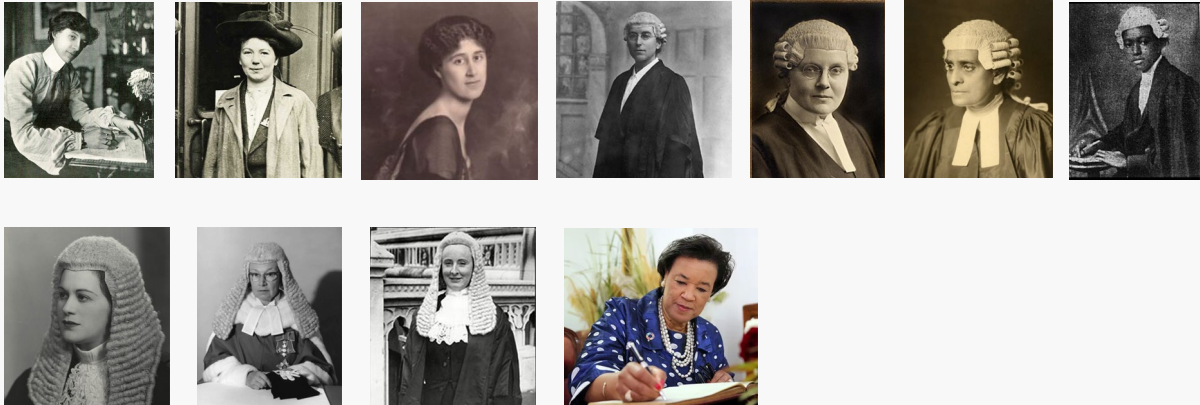
Patricia Scotland
Baroness Scotland of Asthal PC QC



First female Secretary-General of the Commonwealth of Nations



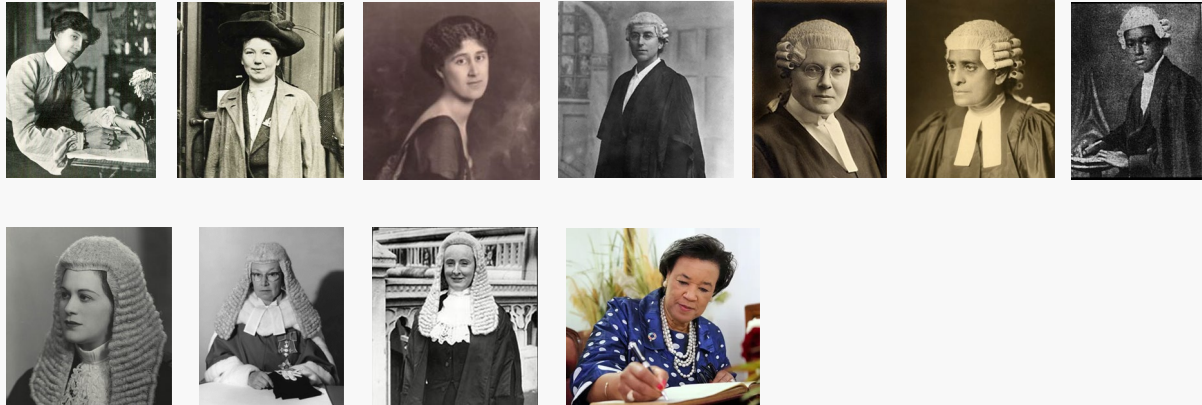
Patricia Scotland
Baroness Scotland of Asthal PC QC



First Black High Court Judge



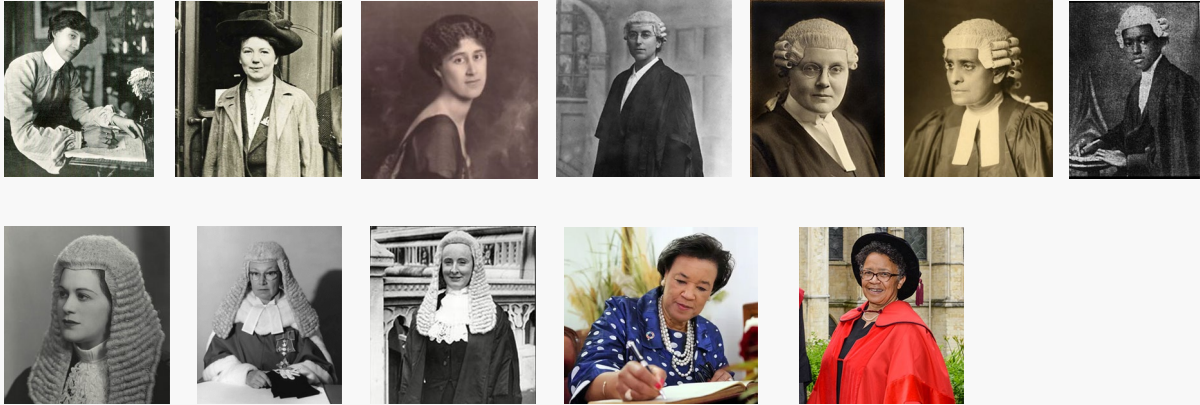
Dame Linda Dobbs



First woman to be appointed to the Law Commission



Lady Brenda Hale



First woman Law Lord



Lady Brenda Hale



First woman Justice of The Supreme Court



Lady Brenda Hale

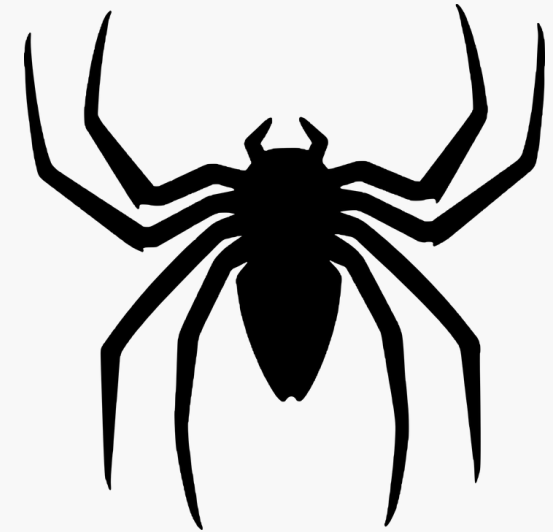
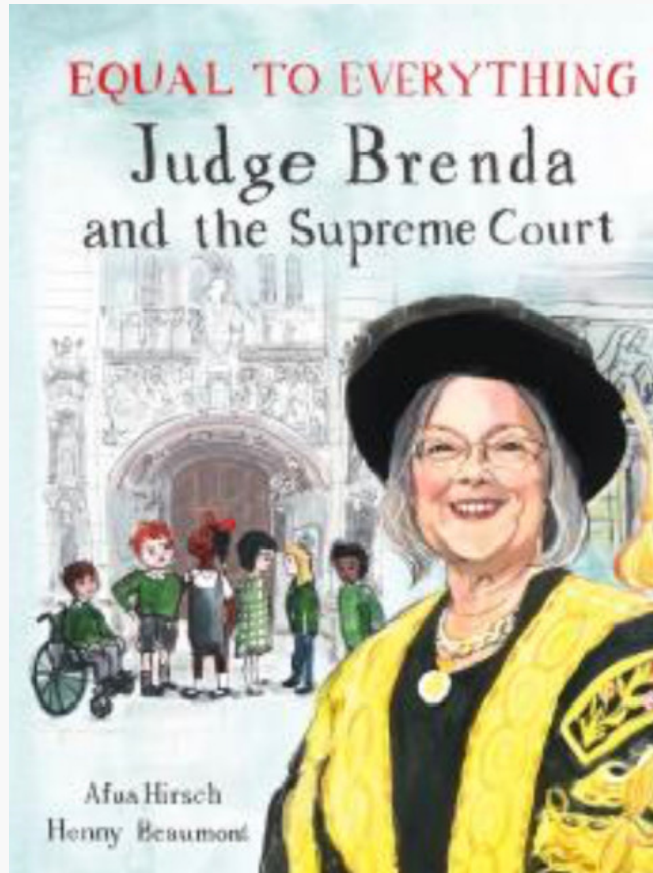


First female President of The Supreme Court



Lady Brenda Hale





Omnia Feminae Aequissimae,
“women are equal to everything”



THE WOMEN'S
LEGAL
LANDMARK
PROJECT

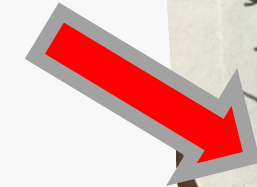


MY JOURNEY TO THE BAR

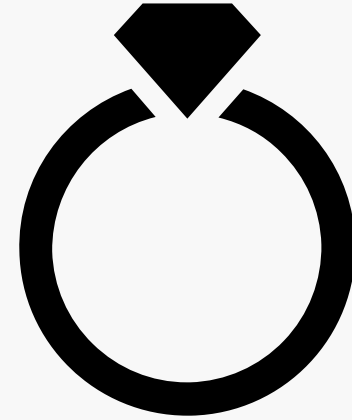
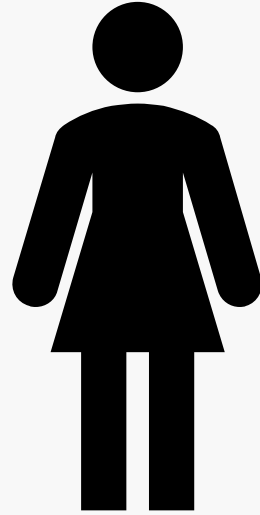
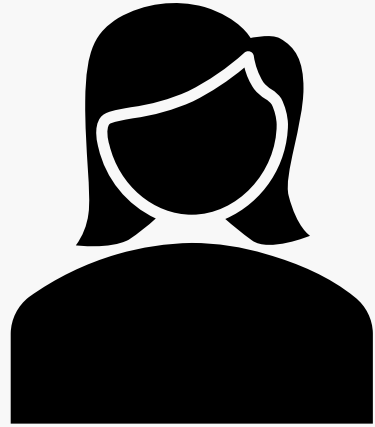
18th Nov '83
in Richmond

3/
at the moment. Trouble is, I just
hate the thought of all the
effort involved in interviews etc -
especially since my law tutor
has said that it'd better serve
down my 'colourful personality'
a bit - I want to impress the
conservative members - but
'Bullock' for and I say to that,
I refuse to give up my ideals
and set a bad example in
my career; I shall look respectable
but a lady D. / M x S ^(or best of it!) > ^{hate just}
is not me a elder all get a
job on my individual strengths &
not - all compromise, but I
wait till all! MURKIN for
self-assertiveness eh?
There is a lot more news and
was behind the subject, but
it really needs a pen to

trying to encourage her not to dismiss the option of
becoming a barrister. Her mum is fairly resistant to the
idea. I persuaded her to have a word with the
senior partner in the firm she was working for
last week. He said that, in order to get over the
gap in her social standing and all that shit, as
well as the gap in finances, she'd have to get
a first. She got a good 2.1 this year, and it'd
be interesting to see if she tries for a 1st, or
just waits to see how it turns out. Put it this
way, she's thinking about pupillage more seriously
than a month ago. I just think she should
give each option an equal chance, and try not to
let pathetic creeps in the law to dismiss her



on the strength of her pedigree. I've told her
that if she doesn't attempt it, I can't think
of anyone else who's going to break through
the Bar's prejudice and insularity.

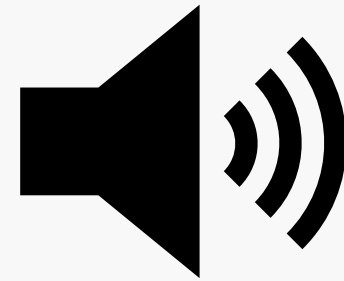


PRESENTATION



MAKE UP

‘ an advocate’s task is essentially comparative, whereas women are not generally prepared to give battle unless they are annoyed. A woman’s voice, also, does not carry as well as a man’s’



VOICE



Miss

Ms

Mrs



FORM OF ADDRESS



ARE WE
NEARLY
THERE YET?

*“Big Girls
Blouse”*

*“Big Girly
Swot”*



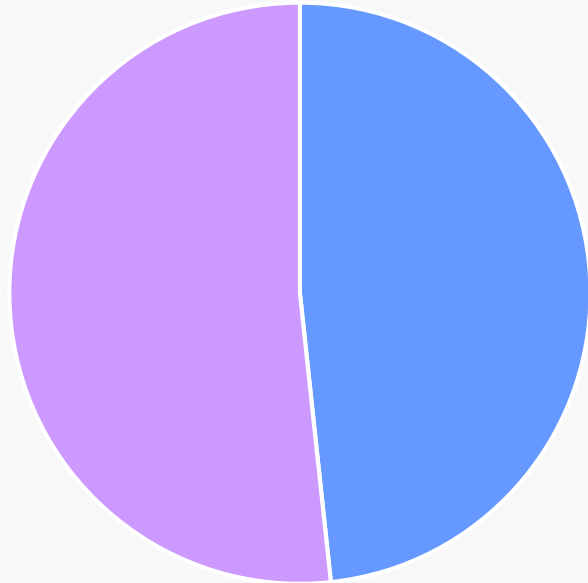


**Helena Kennedy QC,
Baroness Kennedy of The Shaws**

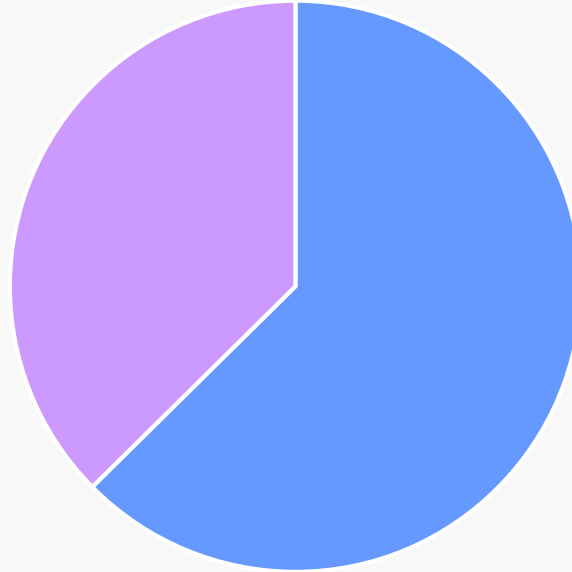
*As in other professions,
there is a glass ceiling for
women, which means that
getting to the top floor
involves a detour out
through the window and up
the drainpipe, rather than a
direct route along the
charted corridors of power”.*

A War Of Attrition

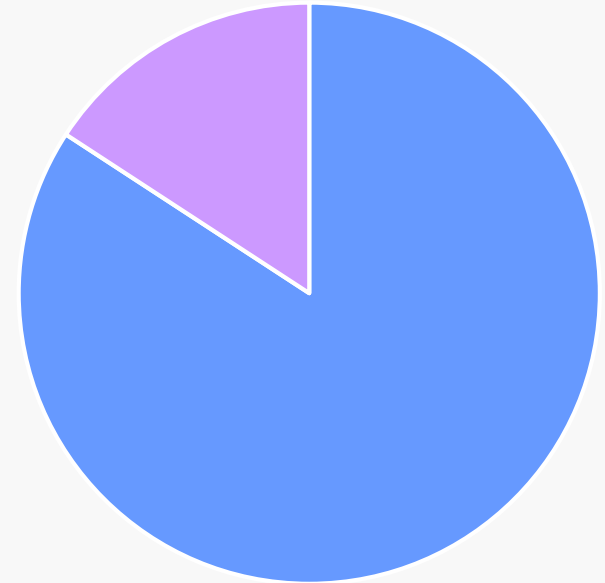
Pupils



Bar



Silk

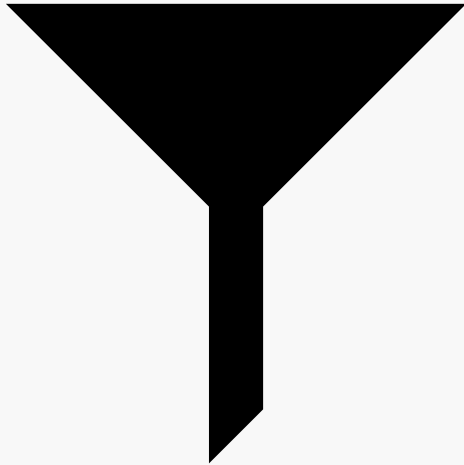


■ Men ■ Women

- Female pupils in comparison to male pupils (51.7% vs. 48.3%).
- Women = 37.4 % of the Bar compared an est. 50.3 % of the UK working age (16-64)
- Female QCs % Bar survey stats December 2018
- Female QCs is low (15.8%) compared to the percentage of female barristers at the Bar overall (37.4%).
- 29% of court judges but 46% of tribunal judges were female

6	Of 17	women High Court Judges in the Family Division;
19	Of 68	women High Court Judges in the Queen's Bench Division;
1	Of 14	woman High Court Judges in the Chancery Division;
1	Of 5	women Head of Division (Queen's Bench Division),
9	Of 39	Lady Justices of Appeal :
3	Of 12	Women in the Supreme Court <u>but</u> we have a female President of it.

THE INDEPENDENT BAR
BLEEDS POTENTIAL AND THE
TALENT IT RETAINS
PLATEAUS AT A LOWER
LEVEL.



“The majority are steered towards public service law, by which I mean fields largely funded out of legal aid.... Women invariable do the ill-rewarded work in all walks of life and what follows is a lowering of the esteem of that professional activity”

“Women are also sought to act for men in rape and other sexual assaults, because of the involuntary endorsement they give to the male defendant. ... The men either make themselves scarce or say they can’t hack it if children are involved.”

“Eve Was Framed”, Helena Kennedy

Main reasons for women leaving

- current and future income,
- the impact of criminal legal aid cuts,
- child caring responsibilities (mainly those aged 35-44)
- an increase in expected pro bono work

The Association of Women Barristers

Recurrent concerns

- Power imbalances creating vulnerability.
- Unequal treatment around the distribution of work and inequitable briefing.
- Inappropriate behaviour in robing rooms and bar messes.
- Barristers being bullied by other barristers and a lack of awareness of the effects of bullying by some barristers.
- Poor facilities available for women and non-binary people at court centres.
- The existence of a culture of fear around reporting bullying/harassment and gender stereotyping.

In the Age of 'Us too?': Moving towards a zero-tolerance attitude to harassment and Bullying at the Bar





BEHIND THE GOWN



AWB's key recommendations

1. Changing the dialogue
2. Codes and policies
3. Training
4. Long-term support for those who experience/report harassment and/or bullying.
5. Better facilities for women and non-binary people at court centres



PROGRESSION
AT THE BAR

VISIBILITY MATTERS



Civic statues



Street names



Wikipedia



THE NEXT 100
YEARS?

- Do not simply look to others for leadership.
- It is important to take actions oneself:
- I strongly believe that it is the responsibility of those who have climbed the ladder not to knock away the rungs but to lean down and pull others up it

*The women I have celebrated
tonight haven't risen to
prominence by being quiet and
avoiding controversy.*

It is a non-delegable duty to act.