

How Her Bar is celebrating International Women's Day 2023

By [Rachel Bale](#)

3PB / Her Bar

1. This year's theme for International Women's Day this 8th March 2023 is #EmbraceEquity looking at a subtle shift towards practices designed to implement equity rather than merely equality. Equity recognises that each person has different circumstances, and allocates the exact resources and opportunities needed to reach an equal outcome, rather than simply providing 'equal' opportunities for everyone.
2. This concept importantly recognises that people don't begin life in the same place and other intersectional barriers such as race, wealth and disabilities can affect a person's route to success. This can be both externally through prejudice, but often internally through feelings of inadequacy.
3. Equity is a concept we have embraced at Her Bar and forms a basis for many of the schemes and events we create in supporting the career of a woman barrister.

What is Her Bar?

4. [Her Bar](#) was founded in October 2021 by Nasreen Shah of Great James Street Chambers and myself, created when we were both pupils.
5. After witnessing the devastating effects of lockdown on women barristers in particular, with regards to increased working hours and issues balancing caring responsibilities, we wanted to create a network, purely dedicated to aspiring and practising women barristers as a form of support, guidance and community.
6. As an online Hub, Her Bar promotes opportunities which are often underrepresented by women, advertises bespoke services from trusted providers and offers a private membership community for ideas to be shared and tips provided. We have also recently hosted both online and in-person events. Our aim at Her is to provide useful guidance for key issues affecting women at the Bar, such as:

- Getting pupillage;
- Managing finances;
- Support with career breaks;
- Progression to the judiciary and silk appointments;
- Harassment/ bullying

How does Her Bar promote Equity?

7. In order to implement equity there must first be an understanding of some of the individual obstacles one group may face over another. A recurring theme when speaking to our community is that lack of confidence and 'imposter syndrome' plays a greater role than in their male counterparts. Women specifically find it more difficult to have their voice heard in 'group tasks', in court and often feel intimidated when facing a majority male panel or entering a male-dominated practice area. These obstacles are often preventing women entering or progressing in the career.
8. To aid this Her Bar has a Mock Interview Scheme dedicated solely to aspiring women barristers in order to provide 1-2-1 interviews for necessary practice and feedback as to areas to improve and to help build confidence. We are also re-launching our Mentoring and Reverse mentoring scheme in Summer 2023, with the aim of matching junior practitioners with those more established to guide through their career. We also run a 'reverse mentoring' programme, aimed for more junior members to provide tips and guidance for greater use of technology and building an 'online presence' to assist notoriety and progression.
9. Further, we recently collaborated on an event with Judicial Office to promote their in-house Mentoring and Work Shadowing Scheme with Judges. The event was deliberately created in order to provide women practitioners with more insight and to demonstrate the support available for those seeking to progress their career into the Judiciary and to provide important guidance as to how to be successful in the application process.
10. Finally at Her Bar we recognise the acute importance of networking and building a community while participating in shared interests. Historically networking has been completed while golfing or on attending a private club, often side-lining women. So, we create our own networking events such as our upcoming [VIP Shopping Night at Hobbs](#), Covent Garden on 15th March 2023, 6.30-8pm. The event includes a drinks reception with

20% discount on all clothing and is *completely free* for our members. Limited tickets are still available, email contact@herbar.co.uk for more information.

11. Ultimately, our main goal at Her Bar is to celebrate and support women barristers and will continue to #EmbraceEquity.

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