



UNIVERSITY *of*  
WORCESTER

# LAW & POLICING UPDATE

AUGUST 2024

Spotlight on Employability and  
**WORKPLACE PLACEMENTS**





# EDITORIAL

**I**t is a privilege as Head of Law to reflect on the success of the School of Law and its students over the past year. The School of Law continues to go from strength to strength.

## We are once again number one for teaching quality in The Times and Sunday Times University Guide

... having previously achieved this result last year. This is a testament to our colleagues who are focused on ensuring that the students receive the best possible legal education on the LLB.

In May 2024 the School of Law hosted its Celebration Event that celebrates the contribution of all those organisations and individuals who have helped the School of Law to grow since 2016. Organised by Jenny Watkins and Dr Clare Rhoden it was a lovely opportunity to reflect on the contributions of employers, legal professionals and others who have given so much in terms of time, support, and offering work experience to our students. The employability successes of the School of Law and our fantastic graduates is in a large part down to the contribution

of our supporters, and this has seen the University of Worcester ranked joint 3rd out of 106 Law Schools for graduate employment in the Complete University Guide in 2023. Our students continue to do incredibly well. Phil Harris, who graduated in 2020, is now a partner at Parkinson Wright QS, and Emily Andrews, who graduated in 2022, is now at the Bar as a Barrister for the CPS.

So much has happened that it is difficult to select one highlight from this past year however they include: our Professional Policing degree entered its second year and continues to attract excellent student feedback; colleagues have had considerable success in publishing edited collections, textbooks, articles and presenting at conferences; our team continues to expand and we recently welcomed Dr Nkem Adeleye as a Senior Lecturer in Law; our students visited the Supreme Court on a School of Law trip; five students attended Lincoln's Inn University Information Afternoon and Dinner and there were many opportunities for students to develop legal and policing professional skills through our expanding employability series... some of which you will read about in this issue.

I hope that you enjoy reading the second edition of our newsletter.



**DR CHRIS MONAGHAN**

Head of School of Law





# CONTENTS

## Employability & Placements

- 06** Employability – A Year Review
- 10** Work Based Placement
- 12** Work Placement Profiles
- 16** The Work Placement Experience - A Case Study: Milford Research & Consultancy
- 22** Alternative Law Careers
- 24** Policing Students – Specials Training for duty
- 28** Lincoln's Inn Past and Present - Training Legal Professionals for Over 600 Years



## Conferences & Events

- 38** "Culture, Conflict and Justice: Interdisciplinary Conversations" - Student Conference
- 42** Sir John Henry Boulton Saunders Lecture - 'Should we be Locking so Many People up for so Long in Prison?'
- 46** Rights and Justice Conference
- 48** Evidence Based Policing - Inaugural Conference
- 50** Temporary Chief Constable Alex Murray - "Evidence Based Policing: The Use of Behavioural Science, Data analysis and AI"

## Beyond the Degree

- 52** Friendly Mooting Competition: Worcester vs Warwick
- 54** Advocacy Workshop with Toby Hooper KC
- 56** Professional Policing - Reflecting on our Extra-Curricular Activities in 2023

## 23-24 Highlights

- 58** The School of Law in London: Learning at the UK Supreme Court



- 62** Crime Scene to Court: Sixth Form Students Summer School experience at University of Worcester.
- 64** The Holly Gazzard Trust Lecture: A Poignant Reminder
- 66** Inaugural Legal Community Celebration Event

## Staff Research & Publications

- 68** Looking Beyond Traditional: A Modern Approach to Understanding the Work and Power of Judges in England and Wales
- 70** Staff Book Publications
- 72** Staff Q&A and Fun Facts

# WELCOME

**W**elcome to our second edition of the Law and Policing Update. I have been with the School of Law for a year now and loved all aspects of the role. One of the highlights is bringing together all our exciting news and working with our Communications team to create this newsletter. In this issue, which comes at the end of academic year 2023-24, we feature the spotlight on our Employability Series and our Work Based Placement module.

Our Law and Policing staff have expanded the opportunities for our students to gain professional legal and policing skills through their hard work, dedication and time strengthening their networks. This newsletter also highlights the trips students have attended, brings you up to date with our conference reports, summarises our workshops and highlights staff and their publications.

Enjoy this issue!



**DR CLARE RHODEN**

Course Administrator for Law and Policing

**RANKED 3RD  
FOR GRADUATE  
EMPLOYMENT IN  
2023**

The Complete University Guide

**NO.1 FOR TEACHING  
QUALITY IN  
UNDERGRADUATE  
LAW**

The Times and Sunday Times  
University Guide

**DISCOVER MORE  
ABOUT OUR  
COURSES:**

[https://www.worcester.ac.uk/  
campaigns/study-law-criminology-  
policing](https://www.worcester.ac.uk/campaigns/study-law-criminology-policing)



@LawUniWorcester



School of Law University of Worcester



# EMPLOYABILITY – A YEAR REVIEW

As the dust settles on another academic year, it is useful to look back at some of our students' successes not only in their study of law, but also in their application of legal knowledge in the world around us.

Throughout the year, students at Worcester have shown a keen appetite to apply what they have learned in the classroom to the world of work and, in many cases, given back to their community. It has been a pleasure to support our students' employment ambitions by offering varied events, work experience opportunities, trips, speakers, CV support and much more.

## So what exactly have we been up to?

Our year started in **October** with the launch of our new 'Careers Café'. Whilst the cafe may have run out of biscuits, our students certainly did not run out of a desire

to perfect their CVs. Running as a drop-in session to all year groups, the team have discussed many CVs and covering letters, discussed different legal career options and advised on assessment days and applications.

**November** saw our popular online work experience programme with the CPS West Midlands. Our largest ever cohort of students were able to consider real life magistrate and crown court proceedings with experienced prosecutors, learning the skills needed to decide on and draft charges. The CPS were so impressed by the calibre of our students that after awarding certificates of achievement, invited students to an exclusive training contract application event in **December**.

**January** saw our well attended and fascinating 'Beyond the Law Degree' event where students were able to hear from our alumni, many of whom have gone on to careers as solicitors, barristers and paralegals. Lots of questions were answered and it was great to hear about the successes of our students after they leave us.

In **February**, Toby Hooper KC delivered an interactive advocacy session as part of our 'spotlight on skills' sessions. It was quite a moment seeing a full seminar room of Worcester Law students artfully cross-examining a KC. Keir Starmer, who incidentally visited the University's Medical School later in the semester, would have been impressed! Our first-year students were also treated to the Macfarlanes Skills Initiative Scheme talk and we are pleased to report that one Worcester student has subsequently been accepted on this scheme to experience commercial work at one of the country's top commercial law firms.

**March** was another busy month with those of our students aspiring to be barristers supported in attending the Lincolns Inn Dinner and Gray's Inn Advocacy Day in London. We further held a talk from Michael Page recruiters helping our students to succeed in their applications for entry level legal roles. A valuable spotlight was shone on the current legal marketplace, and how to secure a positive outcome from applications.







**April** of course was the Law School's trip to the Supreme Court. Students were fantastic ambassadors for the University, demonstrating maturity and curiosity as we were given a tour of the court, pondered the law on joint enterprise and all under the gaze of the Houses of Parliament. There may or may not have also been ice-creams, a walk around St James' Park and glorious views of Buckingham Place, Westminster Abbey and Downing Street.

In **May**, we launched our mentoring scheme with prominent local lawyer, Andrew Manning-Cox. Students benefit from being guided by a supportive practitioner and expert, hearing directly what life is like as a lawyer and encouraged to think about the skills they can develop. The employability team are hoping to expand

the mentoring scheme next year in partnership with the Worcester Junior Lawyers Division, so watch this space. And finally, throughout the year, there has been a diverse range of talks delivered by a range of eminent experts practising in our community and here at the Law School. Whether it was the annual High Sheriff Lecture on international law, a talk on the difference between the work of a solicitor and barrister, numerous Medico-Legal Society events or a question and answer session with in-house lawyers at Worcester Bosch, there was something to spark an interest in everyone.

Thank you to all our students who took part and to the many local lawyers in Worcestershire and further afield who support our students with these opportunities. Here's to another busy and rewarding year.

# HARRIET PAYTER

Senior Lecturer in Law



Harriet is a solicitor and Senior Lecturer in Law. She has 15 years' experience teaching on undergraduate and postgraduate law programmes. Harriet joined the University of Worcester in 2023 having previously held the post of Teaching Fellow at the University of Law, London Moorgate and later at the University of Law, Birmingham.

Before teaching, Harriet was a clinical negligence and personal injury solicitor at a leading, civil liberties firm in London. She managed complex clinical negligence and personal injury litigation and advocacy at the High Court.

Harriet's practical and teaching expertise include Civil and Criminal Litigation, Medical Law and Ethics, Personal Injury Practice, Tort, Commercial Law and Advocacy. Harriet is a Fellow of the Higher Education Academy (since

2010) and has taught on the Graduate Diploma of Law, Legal Practice Course, LLM and Solicitors Qualifying Entrance (SQE) preparation courses.

Harriet has a keen interest in ensuring students of all backgrounds have the opportunity and tools to succeed in their legal studies. She has been an apprentice skills coach linked to a number of commercial law firms in addition to participating in widening participation initiatives. Harriet currently teaches both LLB and LLM courses and leads the School of Law Legal Advice Clinic.



# WORK BASED PLACEMENT

The work-based placement module is a third-year (Level 6) option module for the Law and Law 'with' undergraduate programmes. It provides students with the opportunity to experience a recruitment process (in some cases for the first time), and for those successful in obtaining a placement offer, the opportunity to spend one day per week of the academic year in a real workplace environment.

By way of assessment for the module, students complete a reflective diary alongside their placement. They also undertake a supervised research project of direct relevance to their placement experience. Their placement hosts also provide a report on each student's progress as part of the assessment process.

The module is incredibly popular and in itself a competitive process. The students are able to develop their practical and interpersonal skills and many have been able to obtain employment following their placement, either with their placement host, or further afield having discussed their placement experience during the recruitment process.

It is a genuine pleasure to be placement module leader as I am able to see students have the opportunity to experience law or law related activity in practice and it is fantastic to see students thriving in this environment, as well as seeing them grow in confidence and skills through the placement process.

Seeing the successes of the placement students makes me incredibly proud and you can read about a few of the students' successful placements in the following student profiles.

## JENNY WATKINS

Placement Module Leader

Jenny lectures on the LLB undergraduate programme and on the Legal Practice LLM. She is the module leader for the Professional Legal Skills and Ethics module on the LLB, and the English and Welsh Legal System module on the LLM. Jenny is also involved in teaching Family Law, Tort Law and Commercial Law.

Prior to becoming an academic Jenny worked in legal practice in the West Midlands, training in Family

Law, Dispute Resolution and Property Law, before qualifying as a Solicitor specialising in Family Law. Before joining the University of Worcester, Jenny led multiple undergraduate Law modules at Newman University and was the Foundation Year Link tutor and Placements lead for law.





# PLACEMENT PROFILES



## KARIS RYLAND

**LLB Law**

**Placement Provider:** Quality Solicitors, Parkinson Wright, Worcester

**Employed as:** Wills Advisor at Quality Solicitors Parkinson Wright



Doing the placement module has been the highlight of my time at the University of Worcester.

It is no secret that the legal sector is a particularly competitive environment, with a degree not really setting you apart from other applicants when looking for a post graduation job in law. It can often feel frustrating when you don't have a foot in any door, especially when you are the first in your family to be doing a degree like I am.

The placement module was an excellent opportunity to get a foot in the door and to get to grips with the application process to a firm and gain real experience at an interview with a firm.

Quality Solicitors Parkinson Wright offered me feedback within my interview which in itself, is so incredibly valuable. So even if students apply and are not successful, this in itself is a fantastic opportunity that the university help to provide.

Throughout the degree, I have suffered with a little bit of imposter syndrome due to the legal sector being seen as quite prestigious and my background is so far removed from this. The placement module helped me feel less out of place, as well as gain so much confidence within a law firm. Quality Solicitors Parkinson Wright made me feel valued and answered every question I had. The firm had even invited me to their Christmas party.

Additionally, this provided context for some of the equity and trusts module which really helped me. Doing the placement module also gave me a chance to be graded on my work ethic and skills which is great for people that are more practically inclined, rather than academically inclined.

On my last day, the Head of Private Client at Quality Solicitors Parkinson Wright offered me a full time position as a trainee wills advisor to start at the end of the summer which I am so shocked and incredibly grateful for. Having completed the placement module has also given me a head start in my training. The firm even treated myself and a few employees from the private client department to a nice lunch for the afternoon and to celebrate my last day. This was such a lovely touch from Quality Solicitors Parkinson Wright, I really was not expecting to feel as valued as I did, which has eliminated how daunting finishing a degree can be as I know I'll be in safe hands after I graduate.

Of course, I am very grateful to Jenny Watkins for her dedication to the module and her constantly seeking opportunities for students.

I think this is such a wonderful module to run and every student at Worcester should really consider applying.



## JULIA WILSON

LLB Law

Placement Provider: Bradley Haynes Law

Employed as: Paralegal, LDJ Solicitors



I am grateful to have had a placement at Bradley Haynes Law. This has helped me gain confidence in speaking to clients and solicitors and conduct myself in a professional manner.

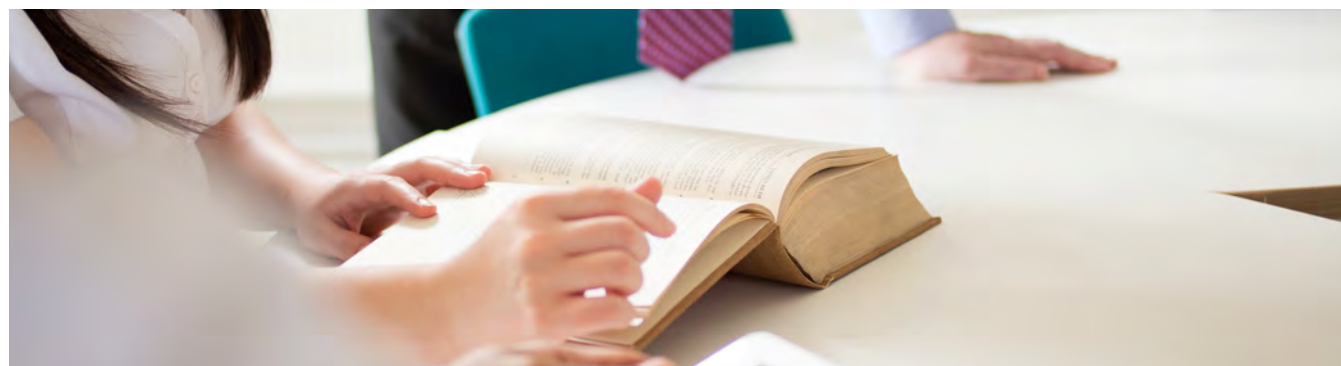
Throughout my placement I have been able to experience several legal tasks, such as, drafting documents, closing files and invoicing. This has all been a valuable experience as I will be using the skills later in my career.

My placement at Bradley Haynes Law has helped me secure a paralegal role at LDJ Solicitors as I was able to

draw on my experience in the interview process. It also affirmed my desire to want to go into the legal profession, especially into family law.

I feel more confident going into my new role now as I have had the chance to experience the law firm environment.

I think this is a great module to choose as it teaches you the practical side of the legal profession and looks great for future employers.



## FRANCESCA CORSTORPHINE

LLB Law with Criminology

Placement Provider: Russell & Co Solicitors, Malvern

Employed as: Legal Secretary, Russell & Co Solicitors



I started the placement module in October after having acquired an interview myself with Russell & Co Solicitors. I love working at the firm because it is interesting and engaging and being able to put law into practice is an amazing opportunity which I am grateful for.

The fact work-placement is an optional module has allowed me to be able to complete university and gain a wonderful experience while working at the same time while in previous years it has been difficult to study and gather necessary experience and so to have that allocated time is wonderful. At the moment my job requires much scanning and reading current cases and helping different solicitors and assistants which can be tiresome, but I love working with the people because they are genuinely lovely and are always available to assist me if I need it. I have been able to network and communicate with many of them and we have developed friendships which I believe could last my entire career because connecting with people is the key to my future which I can now understand.

I love the structure of the module including the assessments because being given the freedom to write a research project that does not have to be the length of a dissertation has been wonderful because I love

discovering new things and learning about the area I have chosen which is wills due to the interaction with private client on placement which has been educational and interesting.

I am also pleased and ecstatic that I have been able to ascertain a temporary role as the receptionist at Russell & Co during the time theirs is away on holiday this year. In addition, I am excited to reveal that I have accepted a full-time job offer within this firm as a Legal Secretary within the area of private client. This is amazing and I am so grateful to have been offered to work in this lovely atmosphere with people whose company I enjoy. I am beyond happy and excited for this job role and...

...to actually be employed at a law firm feels like a dream and an incredible opportunity to develop vital skills of communicating with different clients and staff members.

Hard work really can lead to success and while I am looking forward to this role, it has also given me the inspiration to work even harder in these final months of university in order to concentrate on the ultimate goal of being successful in this world of law.



# WORK A CASE STUDY EXPERIENCE:

**A**s highlighted by Jenny Watkins earlier in this magazine, the work-based placement module forms an important part of a student's preparation for life beyond their degree, providing them with significant opportunities to gain legal professional skills and further develop important personal skills for the workplace.

In this last academic year, students have been involved in a variety of areas. Some students have taken a more traditional approach and worked in law firms, including in private client, family law, corporate law, and litigation. Other students have worked more widely, including in an MP's office, within a local government legal team, and in research and governance.

The School of Law also helps advertise local employment vacancies to students. This has led to many students obtaining paid roles, such as Ellie Malek, Avielle Larbi and Harpreet Kaur (an exciting report from Milford Research & Consultancy Ltd follows this piece, with a word from these students).

The employability team and the wider School of Law would like to thank this year's placement providers for supporting our students and providing them with experiences which will be invaluable throughout their careers. We are grateful to employers who have provided work placements in previous years, and those who have started working with us in the last academic year.

We look forward to continuing to grow our placement offering. Anyone who is interested in hosting a student is encouraged to contact Jenny Watkins, module leader for Work-Based Placement: [jenny.watkins@worc.ac.uk](mailto:jenny.watkins@worc.ac.uk)

**DANIELLE HOPTON-JONES**

Senior Lecturer in Law

Please see page 23 for details





# EMPLOYER PERSPECTIVE



**W**e are a small business with a history of delivering successfully though collaborative approaches, indeed we have won awards for our collaborative work. So, we posed the question – “should we collaborate with the university and take on a work placement student”.

This would align with our values of supporting the next generation. However, given that the business was growing, and I was incredibly busy as the MD, it seemed like a “no” would be the response...but we felt that the work we do has the potential to really interest a law student. We specialise in leadership, management and governance, with the governance being the possible source of attraction for the law student. So, we felt it was worth the risk to take on a placement student and let our values lead our decision.

**This was by far the best decision the company has made to date.**

Harpreet joined the team in July 2023 and spent the summer working with us on a full-time basis before in September returning to her studies and reducing to a 2 ½ day week. Such was her positive impact that we went on to bring in Ellie and Avielle in the November of 2023. We therefore had more work placements than staff!

**This team of three highly motivated and incredibly professional individuals has enabled the business to deliver far more, far quicker, and far wider than I could have possibly hoped/dreamed.**

They have worked with me on projects including reviews for multiple councils, charities and businesses, but also attend networking, business expos, etc. where they are representing my company and doing this better than me!

So, what does the future look like. I hope to retain the team if I can, but I will support them 100% in their future careers, leaving the door open. I am also taking on new work placements through the year (Kate and Hannah).

**It's worth recognising here that the team's work has enabled growth of the business and the ability for me to take on my mentee as she emerged from college, and she is now part of this dynamic team. If ever there was a more positive experience from work placement – I cannot imagine.**

Oh, and to top it all... they have also designed a new programme to bring their experience back to the university through the Confidence+ scheme they created...phenomenal stuff! Read on below to find out more about them and the Confidence+ programme.

**Well done team!**



## DR ROB MILFORD

Funder and Managing Director, Milford Research and Consultancy





# STUDENT PERSPECTIVE

We're Ellie, Avielle and Harpreet and are currently studying law at the University of Worcester.

During our time at Milford Research and Consultancy, the experience and learning which we've gained as research assistants so far has been invaluable. We've had opportunities to network with other professionals, attend conferences and awards and many other wonderful events. Our Governance and Consultancy side and Training Centre has worked with Birmingham and Milton Keynes City Council, Power Up Mentor Foundation, Sight Concern Worcestershire all the way to hosting the BOSS programme at the University of Worcester and preparing to launch our new programme, Confidence+, there in September!

Being able to get involved in all these projects and seeing behind the scenes of the business has provided us with so much knowledge that we don't think is provided anywhere else. Rob has been a mentor for us and enabled Milford Research to

be a space for learning and putting what we've learnt into practical use. We also can proactively engage with clients and other professionals, to ensure that our personal development as university students stepping into the world of business is prioritised by equipping us with all the knowledge and skills that we need.

**The experience we are gaining inspired us to give back to other students and provide them with these opportunities.**

We recognised that there was such a disparity in the transition from a student to an employee in the modern working world. In terms of skills which are required in today's workplace, we felt that they were not being made common knowledge to students. We've been lucky enough to have experience in the areas of networking, interviews and presentations, and much more.

These are just some of the priceless skills which we've been able to gain at Milford Research and so

we founded 'Confidence+' to put this idea into a student-to-student delivered Institute of Leadership accredited programme. Confidence+ equips students with a fundamental foundation of skills, focusing on three key topics: Transferrable Skills, Interview Skills and Presentation Skills.

It is an adaptable 3-day course and/or a module package filled with engaging and interactive activities. This ensures students can build a base of skills to apply to work opportunities, with several professional guest speakers also coming in to spread their knowledge and expertise. It also consists of a networking event post-programme, in which students can connect with potential recruiters after university and put their learning to use.

We're really excited for the launch in September and grateful for our experience at Milford Research, and it's incredible to see everyone from professional bodies to academic institutions waiting to get involved!

*Ellie, Avielle and Harpreet*



Pictured L-R: School of Law students, Ellie Malek, Avielle Larbi, Harpreet Kaur.

## WHAT DO BUSINESS LEADERS SAY ABOUT THE CONFIDENCE+ PROGRAMME AND HOW ARE THEY GETTING INVOLVED:

"Having had the opportunity to spend time discussing the concept and motivation behind Confidence+ with its innovators and pioneers; Avielle, Ellie and Harpreet it was clear this is a highly motivated team that has looked well beyond knowledge acquisition at university.

They have really considered how graduates can be prepared to effectively discuss, present and confidently

apply their knowledge in the workplace, thereby accelerating their integration into unfamiliar situations to become effective innovators and collaborators. This is something that normally develops during graduate training schemes for those fortunate to be selected.

Unfortunately, without a Confidence+ type programme running alongside their university education, a high proportion of graduates will continue to have to work out the critical soft skills addressed by Confidence+ for themselves."

**Confidence**

### ANDY DAWSON

Andy is one of several business leaders stepping forward to support the Confidence+ programme and help more students gain the key workplace skills they need to be the best that they can be.



# ALTERNATIVE LAW CAREERS

Students have enjoyed multiple events surrounding alternative careers related to the legal sector in the past academic year.



**Beyond the Law Degree** is an event where our graduates come back to the School of Law to talk to and meet our current students. Alongside meeting solicitors working in various sectors, students met

an employee of Birmingham City Council who manages the collaboration between Westminster and Birmingham post-Council bankruptcy. This is particularly relatable to our LLB Law with Politics degree, though also shows the flexibility of the LLB Law.

Both Law and Policing students were able to gain fascinating insights into policing careers through **West Mercia Police's 'A Career Like No Other' event** in the heart of the School of Law at the Jenny Lind Building. This was an excellent opportunity to talk with those in the police service and understand where both law and policing degrees can be hugely advantageous for a policing career. The law and policing teams are looking forward to collaborating on events in the future, making use of the skills of all of our students, and creating an ever more cohesive student body.

At the **Alternative Law Careers panel event**, students heard a talk from professionals including a detective inspector, a planning consultant who changed careers from being a solicitor, an academic, and a professional support lawyer. This opened students' eyes to a wider range of careers, particularly ones that students previously did not know existed. It was particularly interesting to hear about the professionals' journeys from their law degrees to their current roles, and the different ways in which their law degrees serve them.

The School of Law is also grateful to the **Law Forum and Worcestershire Medico-Legal Society** for engaging in a networking event with our students in September. This gave students the chance to get to know legal professionals and those from wider careers in a relaxed setting, expanding their networking skills and building relationships from the start of their own careers.



## DANIELLE HOPTON-JONES

Lecturer in Law

Danielle is a Lecturer in the School of Law, with interests in Media, Property and Trusts law. She completed her Law LLB with the University of Worcester in 2021 and her Legal Practice Course LLM with the University of Law in 2022, specialising in Property and Private Client.

Danielle also has practice experience in property planning for a regional firm, and in conveyancing. She aims to

create a fun and accessible environment for all her students, celebrating their individuality and giving them a rounded experience, using her experience of private practice to inform her teaching.





# POLICING STUDENTS: SPECIAL CONSTABLES TRAINING FOR DUTY

As any educator will tell you, adults learn best by 'doing'. The value of putting learning into practice and applying theory in differing 'real-life' contexts cannot be underestimated;

hence why the School of Law promotes volunteering opportunities. Volunteering gives students priceless sector experience, networking connections and an abundance of evidence for future job interviews that simply cannot be replicated in a classroom. The BA (Hons) Degree in Professional Policing (PPD) recognises this, and from the day we launched the degree, we have embraced the practical application of theory as a core learning and teaching method, extending this pedagogy beyond the classroom and University campus areas.

Our local police service, West Mercia Police, has supported the School of Law in a myriad of ways since

2016. The introduction of the PPD further cemented this community relationship and volunteer roles for students are now considered 'day-to-day' policing business; with these opportunities now a permanent fixture on the University of Worcester and West Mercia Police Working Group agenda.

Nathan Pawley, Citizens in Policing Co-ordinator for West Mercia Police, has been instrumental from the very beginning of the PPD in supporting and mentoring our students to volunteer as Special Constables alongside and during their studies. Special Constables look no different to 'regular' police officers. They wear the same uniform, have the same powers and get the same training and support as their paid colleagues within the force. The public especially, can see no difference.

As Nathan says "Our future police officers need exposure to the role early on to consolidate

and support the learning provided by the University of Worcester. Together, by embedding this chance to work within an operational policing team into the PPD, we support and strengthen the contribution made to our community by your students, both now and in their future careers within the criminal justice system, even if they choose not to become police officers".

This year, two first-year policing students, Libby and Sienna, jumped at the chance to become a Special Constable and applied in their first Semester. With the support of West Mercia Police, Nathan and the School of Law Policing Team, both students completed the application process, passing the eligibility assessments at first attempt, and during semester two, attended the intensive police training programme during evenings and weekends; all whilst attending University lectures and submitting their assessments.





**LIBBY MACDONALD AND SIENNA FRY,**  
Professional Policing students  
and Special Constables.



#### INTERESTED IN BECOMING A SPECIAL CONSTABLE WHILST YOU STUDY?

Visit [www.westmercia.police.uk/special-constables](http://www.westmercia.police.uk/special-constables). Email Michelle Clarke [michelle.clarke@worc.ac.uk](mailto:michelle.clarke@worc.ac.uk) for priority application processing up until first week of October.

*There is no requirement to be able to swim or hold a full driving licence to join the Special Constabulary. Appointment is subject to the candidate passing the police vetting process, a fitness and medical test, and confirmed eligibility to work in the UK.*

The Policing Team were incredibly proud to see them both parade out as fully warranted officers, and on the night of the EURO 2024 Cup Final, our students were policing the streets and nighttime economy on shift with uniformed colleagues. As Sienna said to Michelle,

“It’s been such a good experience and I wanted to say thank you. I wouldn’t have known

it to be an opportunity if it wasn’t for you and the policing course”.

The Policing team are incredibly proud of the contribution Libby and Sienna are already making to society; helping to keep our communities safe and protect the vulnerable. Response policing is not an easy job, and it is no small feat to take on the same risks as every

other ‘regular’ police officer when putting on the uniform.

We have no doubt, that this experience will bring career prospects and paid employment opportunities, as staff or officers, on a full-time basis at the end of their degree. And they’ll have fun doing it too – if you hear a blue light roaring past, give them a wave – it might just be your fellow students!

## MICHELLE CLARKE

Senior Lecturer in Policing, Course Lead PPD



Michelle joined the University of Worcester in 2019 as a Lecturer in Policing having served 17 years with West Mercia Police in a variety of roles. She achieved the rank of Sergeant, serving predominantly as a detective within the Criminal Investigation Department and associated specialist units.

During this time, she discovered a passion for investigating the most serious and complex crimes committed against our most vulnerable members of society, specialising in domestic violence and abuse investigations, and has experience working within associated specialist investigation

departments, including Major Incident Units.

For the last four years of service, Michelle designed, delivered and co-ordinated the training for the College of Policing accreditation of all newly recruited detectives across West Mercia and Warwickshire police forces. She has contributed to the promotion of best practice to support policing globally and nationally through the College of Policing and also leads on the development of University qualifications to support the National Policing Education Qualifications Framework.

Michelle sits on the West Mercia Police Ethics Committee and also the University of Worcester and West Mercia Police Working Group; securing and strengthening collaborative and community partnership opportunities for both institutions and students alike.

As a police trainer, Michelle is known for her ‘contagious’ passion for policing and engaging evidence-based seminars with a good sense of humour throughout!



# LINCOLN'S INN: PAST AND PRESENT

One of the four Inns of Court, Lincoln's Inn has trained members at all stages of their legal career for over 600 years.

This year, five Law students went through a competitive process to be supported by the School of Law to attend

an event at Lincoln's Inn. Katie Costis (Year 2), Fran Corstorphine (Year 3), Amelia Gordon (Year 1), Richard Owen (Year 2) and Caysee Webster-Miles (Year 2), travelled down to London on Wednesday 13th March, 2024 to join other University students at the Lincoln's Inn University Information Afternoon and Dinner. Here Richard and Fran reflect upon their trip.

“The Lincoln's Inn event was a fantastic experience and a once-in-a-lifetime opportunity. I cannot thank you and the university enough for enabling me this amazing experience”

The event was well structured and organised efficiently. We entered the Inn early, so we were able to view the spectacular grounds and the library within the Inn. I was intrigued by the historical background of the building alongside the fact that the Inn is a cornerstone of the English legal system, dating back to 1422.

Following a visit to the library, we entered the reception and mingled with other students before the presentations began. The presentations consisted of an introduction by Alexis Friday, the Inn's liaison for students. We were asked to participate in a brief exercise before the talks began. Upon entry to the lecture theatre we were given a piece of card with a number on it. All students were instructed to stand. Alexis then asked groups of these numbers (for







Students attending the Lincoln's Inn event, L-R:  
Richard Owen, Amelia Gordon, Fran Corstorphine, Katie Costis, Caysee Webster-Miles.

example, number 1 though 24) to sit down. Progressively, only 16 out of 97 students remained standing. This exercise was intended to represent the incredibly selective nature of the Bar and how competitive the legal sector is. Although a short exercise, it was very eye-opening just to see how challenging the Bar is. This did not discourage me, it only made me want to work harder in order to potentially be one of those 16 who make the Bar.

Following this formal welcome to the event, Lord Michael Briggs, Treasurer at the Inn, welcomed us and talked about his experience at the bar, and the subsequent time spent as a Lord and at the supreme court.

**Overall, this presentation was very insightful into the upper echelons of the advocacy ladder whereby the Bar has the potential to take somebody up to that level.**

We were then introduced to four barristers, who prepared four different presentations for us. The first one was about the 'Employed Bar' whereby this barrister talked about his experiences in pupillage and his work following his call-up to the Bar.

The second barrister talked about their experiences as part of the 'self-employed Bar' and how they manage their often chaotic work weeks. She argued the point that teamwork was essential for a barrister to be able to carry out their duties.

The third barrister talked about the key fundamental traits needed for a successful barrister. Using the analogy of a burger, she outlined the need for crucial traits like

academia, advocacy skills, understanding of the law, passion for the field, communication skills and more.

The fourth barrister gave their ten top tips on becoming a barrister, which further ascertained the need for key attributes and abilities in order to become a good lawyer. Overall, these presentations were very informative and engaging. Additionally, there were a few laughs added in too, which contributed to a very positive and supportive atmosphere.

A drinks reception followed with an opportunity to meet a variety of barristers, judges and some lords. I was fortunate enough to engage in a short conversation with Lord Briggs. This reception ended by a strike of a gavel and an invitation to the great hall for a four-course dinner.

I was sat at a table two amongst my peers from Worcester. At each table there was a member of the Inn, be it a barrister, judge or the like sat alongside the students. These long tables felt like I was in the Hogwarts great hall from Harry Potter. I had the opportunity to talk to students from the University of Reading, where we conversed about our courses and our interests. In addition, there was a barrister also cheerily talking about their recent experiences and offering some life advice. He advised everyone to make sure to go the extra mile in our studies and extracurricular activities.

The dinner concluded at 8:30pm where we toasted the King. We remained chatting for a while, and I spoke to Alexis who was responsible for student connections and providing information about the Inn. He very happily explained the other opportunities available for students at the Inn. Finally, myself and the other Worcester students made our way back to Worcester by tube and train.

*Richard Owen*





Firstly, we met with the other attendees, then we had the talks with four barristers. The treasurer was Lord Briggs who is a Justice of the Supreme Court and so it was really interesting to see him talk. Then the other speakers shared their story on how they got to where they are -

.....  
there was a pupil (Nina) doing her pupillage and so was really helpful and insightful about what is needed to become a barrister and as you can imagine it is hard and commitment is needed and resilience to be able to accept rejection!  
.....

Then we went back to the meeting rooms so we could openly talk with many different barristers and I was able to join groups and their conversations to really get involved.

After this it was the dinner - it was a wonderful vintage and decorative room. Every table had a different network to talk with and ask questions which was really helpful and lovely. I was by Laura Bayles - a family prosecutor and James - criminal defence barrister. They both had interesting stories and was insightful to the what the life in London is like. I managed to stay later so I was able to join some people for a drink in the bar and I carried on talking with judges and barristers - it was an amazing experience.

*Fran Corstorphine*





# LINCOLN'S INN:

## PAST

Lincoln's Inn has had many famous members over the years

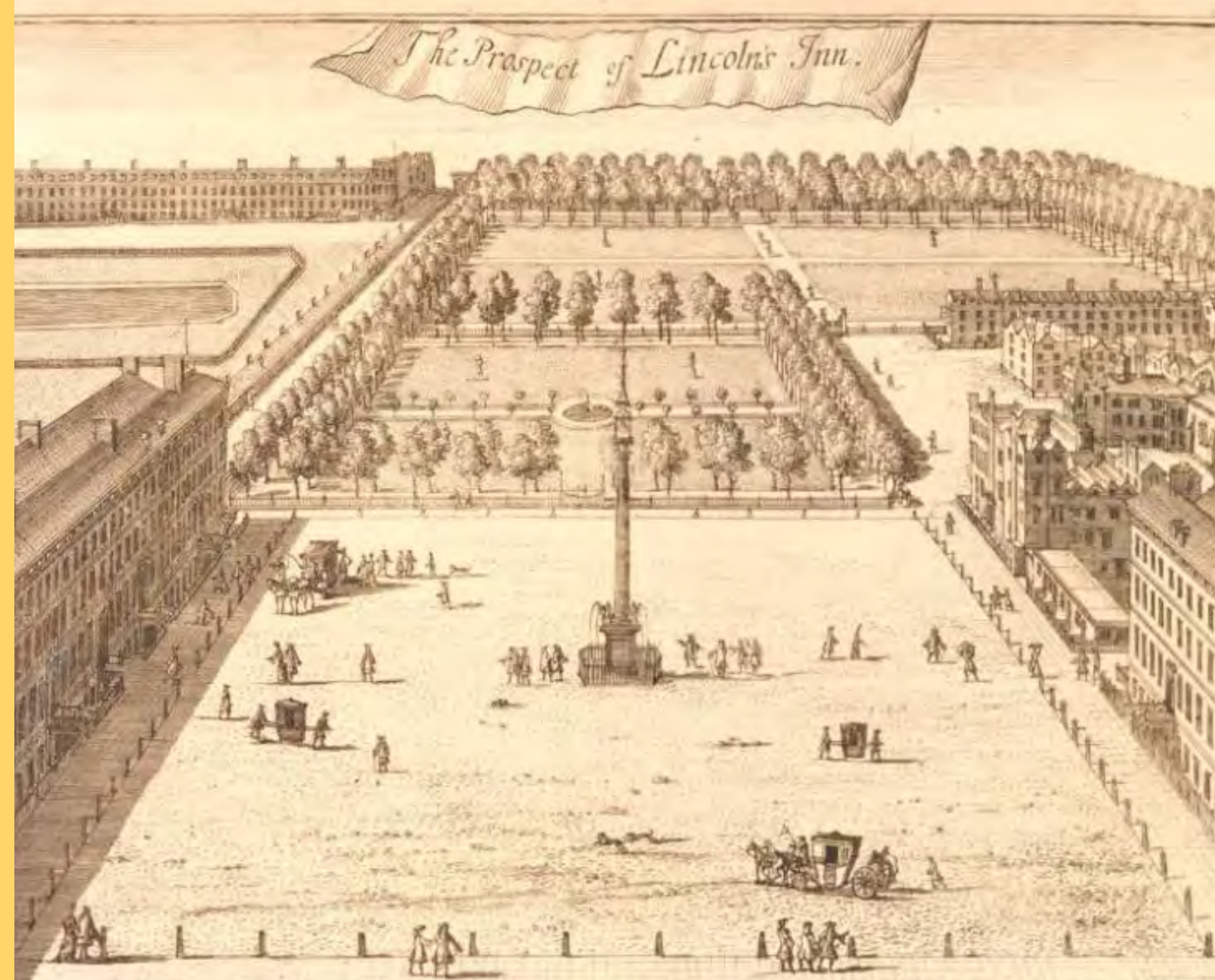
As the Inn's archives notes, 'Attending one of the Inns of Court was often used as a way for people to make good social contacts, rather than to necessarily qualify as a barrister.' The role of the Inns of Court were incredibly important as before the 19th century there were only two universities in England. Lincoln Inn's Black Books (i.e. the register of members) goes right back to 1420 (although there are the surnames of members admitted before that date). The first full name is that of Thomas Alcester who was registered for his third term at Christmas 1420, but he unfortunately passed away in the November.

Famous members have included Richard Cromwell, who was to rule Britain and Ireland as Lord Protector in 1658-1659 and the Prime Minister William Pitt the Younger (who became Prime Minister aged just 24).

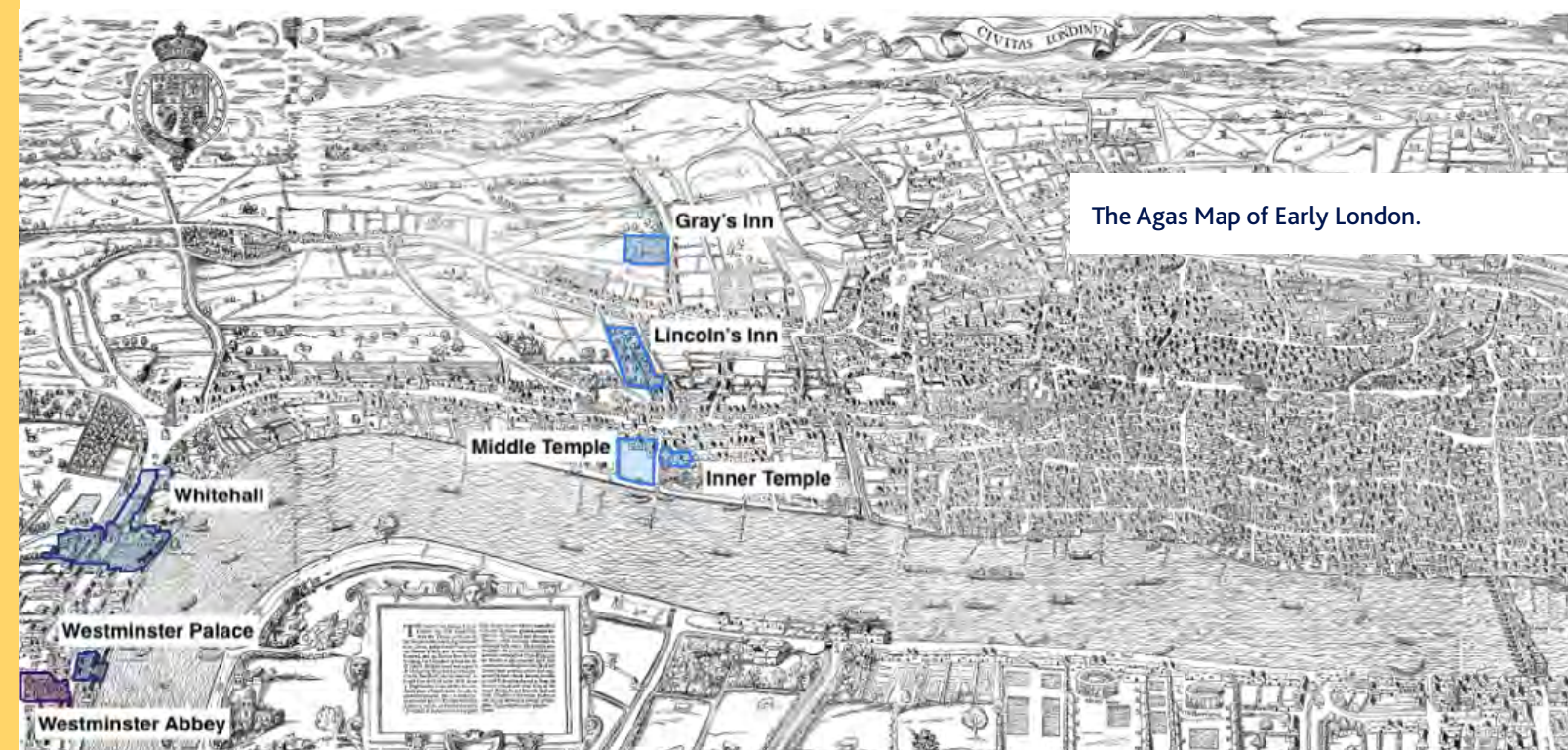
The first female member Marjorie Powell was admitted in January 1920. In order for women to join the Inn and qualify as a barrister, Parliament had enacted the Sex Disqualification (Removal) Act 1919. In 2018 Kayleigh Cooper, then a second year LLB student at the University of Worcester (and now a barrister in practice), wrote a short biography of Marjorie Powell that was published by the First Hundred Years project. As Kayleigh Cooper observed:

"As records of Lincoln's Inn's Black Books show, in January 1919 the Council of Lincoln's Inn met with twenty-nine male Benchers present. During this meeting the Right Honourable Lord Muir Mackenzie referred to communications he had received from the Treasurers of the other Inns of Court in relation to the application of a "Lady for admission as a student of this Honourable Society". It is not clear whether this is in relation to Marjorie Powell, or Gwyneth Bebb, who had both applied at a similar time. However, Marjorie Powell was admitted to the Inn a year and three days later, on 16th January 1920, less than a full month from the Sex Disqualification (Removal) Act 1919 receiving Royal Assent. This meant that she was the first female student of Lincoln's Inn"

(You can read the full blog post here: <https://first100years.org.uk/marjorie-powell/>)



Jan Kip Print of Lincoln's Inn (1720), from British Museum.org.



The Agas Map of Early London.





His Honour Judge Burbidge KC, Resident Judge of Worcester & Hereford Crown Courts, Honorary Recorder of Worcester, receiving his 'Exceptional Service to the School of Law Award' at our celebration evening on 30th May, from the University's Vice Chancellor Professor David Green.

# LINCOLN'S INN: REFLECTIONS FROM HIS HONOUR JUDGE BURBIDGE KC.

At the University of Worcester School of Law we are incredibly fortunate to receive support and guidance from our resident judge at Worcester and Hereford Crown Courts, His Honour Judge Burbidge. Here HH Judge Burbidge reflects upon his experiences of being a junior member to currently a bencher and leading advocacy trainer at Lincoln's Inn.

"I was called to the Bar in the Michaelmas Term of 1979 by Lincoln's Inn. I chose Lincoln's as the Inn to join for a number of reasons. The beauty of the architecture of its New and Old Halls as well as the Library and Chapel drew me to it; The Inn sits in what is almost an oasis of calm with the metropolis surrounding it. As important, though, was the fact that Lord Denning was a member of the Inn and by the time I had studied Tort and Contract I had become a fan of his judgements.

At my call to the Bar, I dined with both Lord Denning [who sat opposite me] and the Lord Chancellor Lord Hailsham. The Inn has remained an important place to me throughout my career: as a Junior member of the Bar, a Silk and now a Judge. I have been privileged enough to have become a Bencher and so when I dine at the Inn now, I dine at top table.

I enjoy spending a weekend a year teaching the new students of the Inn and when I can, I dine at a Call Night to meet those who are starting out on their career at the Bar to offer them encouragement, just as Lord Denning did to me".

*HH JUDGE BURBIDGE KC*

RESIDENT JUDGE OF WORCESTER & HEREFORD  
CROWNCOURTS  
HONORARY RECORDER OF WORCESTER.



# A REFLECTION ON THE VALUE OF UNDERGRADUATE RESEARCH:



Pictured L-R: HH Daniel Pearce-Higgins KC, William Newman, Caysee Webster-Miles, Jamie Silwood, Jess Hayward, Leah Jeynes, Olivia Guida-Jones, Dr Michael Lane.

## THE SCHOOL OF HUMANITIES UNDERGRADUATE STUDENT CONFERENCE 2024

On 1st March 2024, the School of Humanities held an academic conference for its undergraduate students. Dr Michael Lane reflects on the rationale for the event and its success.

On 1st March 2024 the School of Humanities held an undergraduate conference on the theme of 'Culture, Conflict & Justice: Interdisciplinary Conversations'.

The aim of the event was to bring to light the critical work carried out by our inspiring undergraduate students, and to provide them with an opportunity for knowledge exchange in an interdisciplinary setting. Seven students presented papers across three panels at what proved to be a very well attended conference.

**Panel one, chaired by Dr Luke Devine, was on the theme of 'humanities and society'.** Caysee Webster-Miles presented a paper on drug offenders in the

UK and possible alternatives to incarceration. Leah Jeynes spoke on the narrative of the 'welfare queen' and its implications for marginalised women in the United States.

**Panel two, chaired by Dr Lucy Arnold, concerned the theme of 'humanities and change'.** Jamie Silwood queried the legal issues associated with emerging technology and artificial intelligence. William Newman considered the question 'should the jury be abolished?' Finally,





HH Daniel Pearce-Higgins KC delivering a keynote on the role of narrative.

Jess Hayward spoke on possible reforms to Parliament's power to wage war.

Panel three, on the theme of 'humanities and vulnerability', was chaired by Dr Chris Monaghan. Tallat Ghafoor revealed the difficulties posed by current law and policy on homelessness. Olivia Guida-Jones' paper took a feminist approach to analyse implications of witchcraft in Kenya.

We were also lucky to be joined by a very special keynote speaker, HH Daniel Pearce-Higgins KC, a circuit judge in Hereford & Worcester between 2004 and 2019. Daniel's keen interest in law and literature brought to light the important link between the humanities subjects.

The quality of the work presented across these panels was truly exceptional. Discussions and questions that followed were enlightening and attendees took away new knowledge and perspectives. Danielle Hopton-Jones found it a 'perfect opportunity for lecturers and

academics to enjoy learning from students'. Dr Chris Monaghan, Head of Law at Worcester, said...

'it was a fantastic conference with a wide range of fascinating papers delivered by our undergraduate students. I know that myself and other attendees were impressed by the quality of the presentations and the great public skills demonstrated by our students. This was a real highlight of the academic year'.

All presenters took a great deal from the event. Jess Hayward said it was 'a fantastic experience to hear the cross over of topics [...] my presentation has given me a focus for further study and I am grateful for the opportunity to experience a real life conference'. Leah Jeynes remarked 'It was an empowering opportunity that has given me much confidence for future projects'. Olivia Guida-Jones, who also snapped up the award for 'best paper', said the conference was...

'such an invaluable opportunity to stand in front of an audience and be able to share my research. I have gained and learnt so much from today's experience'.

*I would like to thank all colleagues for their support with the Conference, in particular the staff who chaired panels: Dr Luke Devine, Dr Lucy Arnold and Dr Chris Monaghan. Special thanks go to Dr Lucy Arnold & Dr Jack McGowan for their encouragement and for helping to conceptualise the event. Finally, a thank you to HH Daniel Pearce-Higgins for supporting the event and for giving his time to support our students.*



Olivia received award for 'best paper' for her presentation on the implications of witchcraft accusations in Kenya.

## DR MICHAEL LANE

Lecturer in Law

Michael has an LLB, an LLM in International Human Rights, and a PhD in Law from Birmingham City University. He also has a PGCert in Research Practice, has trained at the Geneva Academy for International Humanitarian Law and Human Rights in Switzerland, and is accredited with the Staff Educational Development Association (SEDA) for teaching in higher education.

Michael's PhD thesis examined the United Kingdom's engagement with the United Nations Universal Periodic Review (UPR). This was the first comprehensive review of the UK's engagement with the mechanism and provided new theoretical and empirical insights into the UPR's

impact. Michael's thesis has informed expert reports to the United Nations; advocacy at the UN in Geneva; evidence to Select Committees; and a successful bid to provide consultancy and training for civil society on behalf of the Equality and Human Rights Commission. Michael is currently working with the UK Parliament's Joint Committee on Human Rights to inform its scrutiny of the UK's international obligations.





## CONSTITUTIONAL RIGHTS AND JUSTICE RESEARCH GROUP ANNUAL PUBLIC LECTURE WITH SIR JOHN HENRY BOULTON SAUNDERS

# “SHOULD WE BE LOCKING SO MANY PEOPLE UP FOR SO LONG IN PRISON?”

The Constitutional Rights and Justice Research Group's Annual Public Lecture was delivered this year by Sir John Henry Boulton Saunders.

Sir John was appointed to the High Court Bench in 2007 and presided over a number of high-profile trials, including trials arising from the Parliamentary Expenses scandal (2011) and News Phone Hacking scandal (2013/2014), upon which Sir John made several comments and observations. He was also the presiding Coroner and Chair of the Public Inquiry into the Manchester Arena terror attack and shared his recommendations for future change in joint emergency services operation protocols. Until 2020, Sir John was the Vice Chairman of

the Parole Board of England and Wales, and involved with the John Worboys case, and his experience gave him a unique perspective on matters of public protection, offender rehabilitation and the validity of terms of imprisonment in our criminal justice system which he shared within his lecture. The event was well attended, by professionals, academic and students alike. One of our own Professional Policing students, Sienna Fry, offers her reflections on Sir John's lecture.

I attended the event as I was interested in hearing Sir John's perspective on our criminal justice system.

I found Sir John's talk so interesting as he used his experience and

real-life examples to highlight what he believes works and what needs to improve in terms of our criminal justice system. This will be beneficial to me in my future career as it gave me an ability to sympathise better with members of the public and an appreciation for the circumstances of those who have repeat interactions with the criminal justice system.

In studying the Professional Policing degree, we discuss a wide range of topics, however, the chance to hear from and talk with Sir John, who has carried out a number of other important roles within our criminal justice system, offered a new way of thinking and open-mindedness when considering cases and court proceedings from a different viewpoint. Key points I took away was the increasing length of prison sentences imposed and whether





these are proportionate. The discussion on the effect that increased sentence for offences such as murder, has on less serious crimes and an increasing court backlog and prison population was also impactful.

I was also interested in Sir John's views that increasing sentences do not act as a deterrent, and the ramifications of not

having an effective deterrent for our communities and standards of life.

I remember in particular, Sir John's remarks that England and Wales have the highest rate of imprisonments in Europe. Discussing these topics gave me an alternative perspective on our criminal justice system and made me think about alternative sentences that could be imposed

rather than lengthy imprisonment, such as rehabilitation orders and out of court disposals.

This event will have a positive impact on my future career within policing and current duties as a Special Constable as I will remember how an understanding of the actions and behaviours of offenders can help tailor effective rehabilitation, rather than punishment, and how other

forms of rehabilitation can be tailor-made to better suit an individual's needs and achieve a 'better' outcome.

This will not only benefit the individuals and cases I will investigate but also the community we live in."

*Sienna Fry,*

Level 4 Professional Policing Student, School of Law

## MICHELLE CLARKE

Senior Lecturer in Policing, Course Lead PPD

Please see page 27 for details





# RIGHTS AND JUSTICE CONFERENCE

## Rights and Justice: in Theory and Practice

In September 2023, the University of Worcester's Constitutions, Rights and Justice Research Group hosted the international one-day conference 'Rights and Justice: in Theory and Practice'.

Conference organisers, Dr Chris Monaghan, Dr Josie Welsh (University of Worcester) and Dan Jasinski (University of Northampton) convened a lively and varied programme which brought together colleagues from across the world together at the University's School of Law.

We were delighted to welcome Professor Penny Darbyshire, Professor Emerita of Law at Kingston University, as our keynote speaker. Throughout the day, conference streams heard fascinating papers on topics such as: multilingualism in upholding the rule of law in the European Union, policing disability hate crime in England, surrogacy laws, education laws and the right to protest. The day prompted plenty of interesting, insightful and thought-provoking questions and discussion from speakers and delegates.

### DR JOSIE WELSH

Senior Lecturer in Law, LLB Course Leader

Dr Josie Welsh is a Senior Lecturer in Law and the LLB Course Leader. Josie's research interests lie in the fields of Judicial Studies and Public Law.

In May 2024, Josie published a longer version of her article 'Looking beyond traditional: a modern approach to understanding the work and power of judges in England and Wales' (page 66) in the journal *Judicial Review*. Josie is

currently working on her forthcoming book, *Judicial Power in Theory and Practice: a Legal and Political Analysis*, which is due to be published by Routledge in 2025.





# EVIDENCE BASED POLICING INAUGURAL CONFERENCE

On Friday 17th May 2024, the Policing Team within the School of Law convened their inaugural Evidence-Based Policing Conference. The concept for this conference came when the Professional Policing Course Lead, Michelle Clarke, attended the two-day National Evidence-Based Policing Conference at the College of Policing in February 2024. Michelle noted that contributions to policing by both academics and policing practitioners were incredibly valuable and often unheard.

Though the national conference provided a platform for knowledge-sharing once a year, time limitations resulted in minimal research papers being presented. Being aware of the volume of research outcomes present within our own local policing community, the Policing Team proposed to convene our own Local Evidence-Based Policing Conference as a platform to bring together local policing 'practitioners' and 'academics' alike. The conference was held at the University of Worcester Arena, with 70 places booked and attendees included operational police officers of all rank, local criminal justice professionals, undergraduate and postgraduate students and academics from a number of local Universities, including our own staff and students.

Speakers invited to present at this conference all gladly accepted the invitation and there was certainly no difficulty in producing a strong Conference Programme. The West Mercia Police T/Chief Constable, and founder of the Society of Evidence-Based Policing, Alex Murray, happily opened the event sharing his experiences and current research into the value and future of Artificial Intelligence in policing. Papers were then presented on a wide variety of policing themes; the value of 'pracademics' in higher education policing programmes (Dr Anne Eason, University of West of England), hostage negotiation techniques (Dr Amy Grubb, University of Gloucestershire), the improvement of special constable recruitment processes (Steve Wadley, Birmingham City University), the police case file presentation of and prosecution of domestic violence cases (Mark Hambling, Crown Prosecution Service), the results of the "Tyre Tag" initiative (Sgt Marvin Choudry, West Mercia Police), bystander intervention training in policing (Dr Gill Harrop, University of Worcester) and animal abuse and the link to domestic violence (Nadine Harding, University of Gloucestershire).

The event was well attended, and post-conference evaluation results evidenced all attendees valued the opportunity to network, share future research opportunities and hear current research outcomes. All attendees stated they would attend such an event on an annual basis.



The success of this event now ensures the University of Worcester Evidence-Based Policing Conference will be an annual feature in the University's Research Calendar with future conference themes centred on relevant matters of

contemporary interest in relation to policing and criminal justice.

*Thank you to all who helped launch this hugely successful conference.*

## MICHELLE CLARKE

Senior Lecturer in Policing, Course Lead PPD

Please see page 27 for details





# GUEST LECTURE

## EVIDENCE BASED POLICING: THE USE OF BEHAVIOURAL SCIENCE, DATA ANALYSIS AND AI

Temporary Chief Constable, Alex Murray, gave a lecture on the topic to students and staff exploring both the use of behavioural science and data analysis in policing to date and how AI could and is being used, followed by a question and answer session.

Chief Constable Murray has been a senior officer within West Midlands Police and the Metropolitan Police where he was a Commander for Specialist Crime and lead for tackling violence in London. He became Temporary Chief Constable in October 2023.

In March, he was appointed the first-ever policing lead for Artificial Intelligence by the National Police Chiefs Council.

He spoke about the impact of evidence-based policing and looked at a number of research studies and pilot schemes undertaken in the UK and abroad looking at how to reduce crime.

Chief Constable Murray also talked about how AI is being used in policing to analyse vast amounts of data and variables to look at patterns of offending or police response.

Phil Edwards, Lecturer in Policing, said:

"It was a real privilege to have the Chief Constable here and to discuss issues around evidence-based policing and Artificial Intelligence. I was particularly interested in policing legitimacy and issues around procedural justice that he covered during the lecture."



**PHIL EDWARDS**

Lecturer in Policing



Please see page 63 for details  
51

Pictured L-R: Sienna Fry (1st year Professional Policing student), Phil Edwards (Lecturer in Policing), Temporary Chief Constable Alex Murray, Dr Paul Snelling, Jakub Jonkisz (1st year Professional Policing).



# MOOTING CLUB

2023 - 2024

During the second semester of 2023/24, we have held weekly Mooting Club sessions as an extra-curricular activity.

Students have worked on moot problem scenarios in teams, researching niche points of law and constructing written skeleton arguments, before presenting their arguments before a judge in our realistic courtroom. Students undertook moots on a variety of subjects this semester, including subjects which aligned with the modules that they have been studying this year. We have explored moots on contract law, the law of tort, and criminal law.

## FRIENDLY MOOTING COMPETITION - WORCESTER VS WARWICK

Students also had a fantastic opportunity to meet peers and fellow mooters from Warwick University.

On Wednesday 31st January 2024, the University of Worcester held a friendly moot against Warwick and two of Warwick's mooters travelled to Worcester to moot against two Worcester students. The friendly moot took place in our courtroom and Caysee Webster-Miles

(2nd year LLB) and Phoebe Gitau-Roe (1st year LLB) represented Worcester.

The moot was a criminal law moot on unlawful act manslaughter. Caysee and Phoebe did a superb job representing the appellant on two grounds of appeal.

Next year, we are looking forward to arranging further friendly moots against other local universities, as well as taking part in national mooting competitions.



## NICOLA MONAGHAN

Principal Lecturer in Law



Nicola Monaghan is a Principal Lecturer at the University of Worcester. She has taught at the University of Worcester since the School of Law opened in 2016.

Nicola is an unregistered barrister and a member of the Honourable Society of the Middle Temple. She has been teaching law at Higher Education institutions since 2001 and specialises in Criminal Law, Criminal Procedure and the Law of Evidence. She is the author of textbooks on Criminal Law and the Law of Evidence: Criminal Law Directions (7th edn, Oxford University Press, 2022) and Law of Evidence (Cambridge University Press, 2015). She also co-edited and contributed to Financial Crime and Corporate Misconduct: A Critical Evaluation of Fraud Legislation (Routledge, 2018) and has contributed chapters to, and written, other books.

Nicola's research interests include jury misconduct and the criminal trial and she has published a wide range of journal articles in the Journal of Criminal Law, International Journal of Evidence and Proof, and Information and Communications Technology Law. Her work has been cited widely by academics and by the Law Commission.



# ADVOCACY WORKSHOP

In February, Law students from both the LLB and LLM courses enjoyed an interactive advocacy workshop run by Toby Hooper KC. Toby introduced students to examinations in chief and cross examinations, particularly surrounding what the differences are and how to conduct themselves in court in order to be skilled advocates.

Toby delivered an illuminating talk on how examination is used in court and how it is conducted by barristers, what

methods can be used to obtain the best information for a client's case, and how to avoid and manage unexpected answers from a witness. The students also benefited from the opportunity to cross examine Toby himself, getting the chance to formulate their own cross examination questions, practise the skill of asking these appropriately, and understanding what a typical answer might look like.

The workshop helped students to understand what advocacy looks like in practice and reduce any fears related to this.

## DANIELLE HOPTON-JONES

Senior Lecturer in Law

Please see page 23 for details



## ABOUT TOBY HOOPER

HH Toby Hooper KC graduated in Law from Durham University in 1972. From 1973 he practised as a Barrister in London (latterly as a QC) in civil liability claims and employment and discrimination claims until he was appointed a Circuit Judge for the Cities of Hereford and Worcester in 2007. He retired in 2016. He was a member of the Parole Board 2010–13. He is a Bencher (Governor)

of his Inn of Court (Inner Temple), Vice-Chair of Heart of Mercia Multi-Academy Trust (the Sixth Form Colleges at Hereford, Stourbridge and Worcester), an Honorary Fellow of the University of Worcester, a member of the School of Law Law Forum and an Honorary Freeman of the City of Hereford.







# PROFESSIONAL POLICING EXTRACURRICULAR ACTIVITIES 2023-2024

As we look back over 2023, where we welcomed our second cohort of Professional Policing students to the School of Law, the team are proud of how our policing students threw themselves into additional activities offered outside of their course modules!

Congratulations to the inaugural members of the new SU Policing Society, who won the prize for Best New Society (not to mention the all-important School of Law Christmas Quiz)! The Level 5 students worked really hard to get this Society off the ground and now have members from a variety of disciplines, including Forensic Sciences, Criminology and Paramedic School.

In addition, our policing students were invited to act as role players for West Mercia Police in their training of new recruits. Our students got to put their acting talents to use as they played the part of suspects, witnesses and annoyed members of public! This enabled West Mercia's new officers to put their training into practice in 'real-life' scenarios and our students benefitted by taking part in peer feedback sessions and learning policing skills by observing and getting involved – the group riot simulation ending the day was something to behold! The policing students also took part in a bespoke climbing day at Lakeside, designed specifically to provide our students with additional skills - learning how to safely climb and belay for each other; a valuable addition to any police officers' skill set! We look forward to more activities with the policing students in 2024!

## MICHELLE CLARKE

Senior Lecturer in Policing, Course Lead PPD

Please see page 27 for details





# SCHOOL OF LAW IN LONDON: LEARNING AT THE UK SUPREME COURT

On 4th April 2024, staff and students from the School of Law were delighted to visit London and the UK Supreme Court.

The day kicked off with a walking tour through St James' Park and a stop for coffee and cake. Students were then taken to Buckingham Palace, before walking down the Mall, and through the Horse Guards Parade. A moment was taken to appreciate the Household Cavalry, positioned outside the Parade, before a walk down Whitehall. Students took in the unique

architecture and monuments, drawing on their learning about the role of Government and the history of the UK constitution.

The tour of the UK Supreme Court began with a viewing of Court Room One, and a talk about the role of the Court. This was a critical opportunity for students to see and learn about the place where the most important points of law are decided upon. Our tour guide, Daisy Snooks, explained the layout of the courtroom, and how curved benches had been used to facilitate a collaborative enterprise between the parties and the justices. Students learned

about the factors that contributed to the introduction of the Court, and the removal of its predecessor, the House of Lords. A tour of the second court room included a discussion of the judgment in *R v Jogee* [2016] UKSC 8 which clarified the law on joint enterprise. Finally, students explored the Court's permanent exhibition, learning about the history of building and the Court's role.

*The School of Law are very grateful to the wonderful staff at the UK Supreme Court for the excellent tour, and Astons Coaches for safely navigating the London traffic.*



**DR MICHAEL LANE**

Lecturer in law

Please see page 41 for details





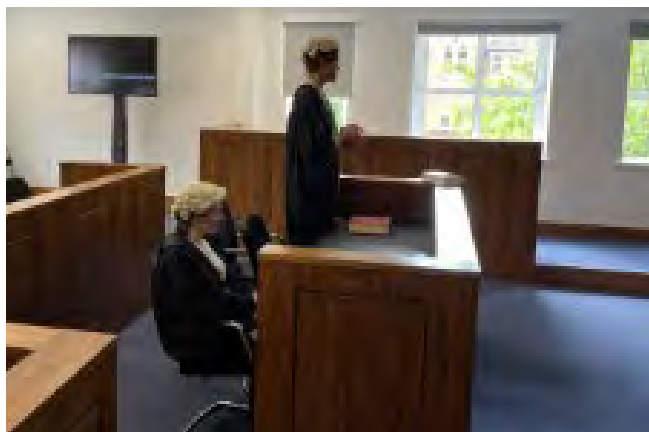


Pictured: School of Law trip to London. Students and staff taking in the sights prior to touring the Supreme Court.



# CRIME SCENE TO COURT

# SIXTH FORM STUDENTS SUMMER SCHOOL EXPERIENCE AT UNIVERSITY OF WORCESTER



The University of Worcester Law School was delighted to host a Summer School for Hereford, Worcester and Malvern Sixth Form Colleges on 13th, 14th and 17th June respectively.

Organised by The Professional Policing Team, the schedule involved students in a crime scene to court exercise which started as a missing person enquiry, an examination of a crime scene, interviews and arrests before a trial at the Jenny Lind Court Room.

As well as the Policing Team, the programme was supported by Hannah Allen, Lecturer in Forensic and Applied Biology and Dr Katy Wareham-Morris Head of Department - English, Media & Culture. This collaborative work was pivotal to the success of the Summer School and emphasised the importance of different disciplines working together for the benefit of our student outcomes.

Hannah was able to develop a crime scene and pass on the benefits of her vast experience in crime scene management, fingerprinting, DNA and evidence collection. There were also some of her current students present including Sam who assisted in the teaching and setting up of the crime scene.

Katy discussed the role of the media and its relationship with the police as well as the impact of social media and citizen journalism. We were lucky that some of her students were able to help us in testing the communication skills of the students at the crime scene and at a press conference where students were grilled about the progress of the investigation. Katy was helped by some of her former students including Charlotte who delivered the training on day 2 which was very much appreciated.

We were fortunate to have guest role players including Andrew Hart and Dr Michael Lane who played our suspects and others who contributed to the smooth running of the day. As always, Dr Clare

Rhoden, our course administrator, ensured the smooth running of all three days with her support and diligence.

The feedback has been fantastic with Richard, the member of staff from Malvern stating that the policing team and all the other helpers really brought the whole experience - from crime to court - alive and said 'you were brilliant at keeping the group on their toes over the 6 hours of the day.'

A student from Hereford said, 'I just wanted to say thank you for a really interesting, informative and engaging day.' This student had his mind changed about coming to university.

The Staff at Worcester described the day as 'absolutely fantastic' and 'really engaging and enjoyable.' The Team are looking forward to the next summer schools and well as further collaborative work.

## PHIL EDWARDS

Lecturer in Policing

Please see page 65 for details





# NICK GAZZARD'S VISIT: A POIGNANT REMINDER

In early May this year I was privileged to host Nick Gazzard from the Holly Gazzard Trust as he spoke to students about the death of his daughter Holly ten years earlier, and his work in creating The Holly Gazzard Trust in his quest to raise awareness on violence against woman and girls.

Nick recounted the death of Holly and the unspeakable horror that surrounded all that followed. It was difficult not to feel the pain projected from Nick as he described the perpetrator and his impressions of him prior to the murder. Also difficult to hear was the poor police practice that surrounded the case. One of the policing students in attendance described it as 'complete incompetence' as we heard how police had falsified a risk

assessment which could have been so important.

Nick talked about the Trust and the work it does in training and education in schools and colleges and the workshops they provide in promoting healthy relationships and raising awareness of coercive control, stalking and knife crime. They also provide workshops for businesses centred on domestic abuse and when Nick described the Domestic Homicide Review following Holly's murder, an action point was for organisations to be engaged and pro-active in identifying indicators of domestic abuse.

He discussed the use of the 'Hollie Guard' app which I know interested many of those present in its ability to assist victims and to provide an enhanced level of monitoring 24 hours a day, 7 days a week. It is a free personal safety app which is highly recommended by police forces in

the UK and used daily by thousands of subscribers. For information go to <https://hollieguard.com/>

Nick's ability to be open about his experience struck a chord with all who attended. His passion for change and to raise awareness was palpable. He said, '.....

The aim of the Trust is simple - we work to save lives by building individual and community resilience to domestic abuse, and help create positive, happy and safe relationships, free from abuse.'

He closed by stating 'The Trust has created a positive legacy for Hollie since her tragic death.' Hasn't he just!



## PHIL EDWARDS

Lecturer in Policing

Phil retired as a Detective Inspector for policing after 30 years' service. During this time, he performed roles in Uniform and CID in the Metropolitan Police, Hertfordshire, and in West Mercia Police. During the latter part of his career, Phil worked in the Public Protection arena where he led investigations into very serious offences against women and children.

After leaving the police, Phil worked in various police services up and down the country as a consultant and trainer, improving performance and developing officers through experiential learning. Phil returned to the policing world in 2018 where he worked for Thames Valley Police on their Direct Entry Detective Training course and initial police training before arriving in Higher Education in 2019.



Phil is currently doing a Masters by Research researching police legitimacy, focusing on those working within and alongside the criminal justice system.



# INAUGURAL LEGAL COMMUNITY CELEBRATION EVENT



University of Worcester staff pictured, back row l-r: Janey Robins, Dr Chris Monaghan, Dr Simon Hardy, Bill Morcom, Dr Clare Rhoden, Dr Michael Lane; front row l-r: Danielle Hopton-Jones, Andy Kok, Jenny Watkins, Dr Josie Welsh, Dr Aisha Shah.

On Thursday 20th May the School of Law hosted its inaugural Legal Community Celebration Evening. The evening was a celebration of the local and wider legal community and recognised the hard work of organisations and individuals in developing the Law school since it opened in 2016.

The evening began with opening speeches from Professor David Green, and Head of Law and Policing Chris Monaghan who both spoke of the success of the School of Law and recognised the essential contributions of individuals and organisations from the legal community which has contributed to its success.

Following this, a number of awards were given to attendees to recognise both individual and organisation wide contributions,

with further awards for exceptional service to the School of Law for long-standing supporters of the School of Law. There was particular recognition of contributions in the form of work based placements, more of which can be read about in this news update.

The Law School would like to take this opportunity to thank all of those who could attend and also all of those who could not be with us in May but have contributed towards the success of the Law School.



Pictured L-R: Marina Akram (chair), Lauren Powell-Bateson (Social Media Secretary) of Worcester Junior Lawyers Division Committee and David Green CBE DL.

## JENNY WATKINS

Lecturer in law

Please see page 11 for details





# LOOKING BEYOND TRADITIONAL: A MODERN APPROACH TO UNDERSTANDING THE WORK AND POWER OF JUDGES IN ENGLAND AND WALES

In the United Kingdom in recent years, judicial power has been made a focus of academic, practitioner and political debate. While these debates have had some benefits in terms of raising awareness of the work of judges in the modern constitution, they have also fallen victim to notable omissions or misrepresentations of the realities of the judicial role today.

By asking questions about judicial power, we are – in part – seeking to capture the current state of knowledge of judges, courts and the wider justice system. Some of this knowledge might fit with more traditional notions of what judges should do; a model of adjudication long evident from the history books and in-keeping with normative ideals of an independent judiciary's function within democratic systems of government.

In reality, within the UK constitution, the judicial role extends beyond this model and it is important that we recognise the breadth and variety of judicial work undertaken by judges. This is best achieved, I argue, by framing the work of judges within a number of, sometimes overlapping, dimensions. We can helpfully identify three possible 'dimensions' to the modern judicial role: the traditional, the regulatory and the leadership dimensions.

In doing so, we can capture a richer and more complete picture of the judicial role, judicial behaviour and, overall, judicial power. Not only is this more accurate but it is hoped that being deliberate in thinking about the judicial role in this way helps us all – academics, practitioners, media professionals and the wider public – to conceive of judicial power in a more systematic and holistic fashion.

*In May 2024, Josie published a longer version of this article in the journal Judicial Review.*

## DR JOSIE WELSH

Senior Lecturer in Law, LLB Course Leader

Please see page 46 for details





# STAFF BOOK PUBLICATIONS

## CONTEMPORARY CHALLENGES IN THE JURY SYSTEM

*Edited by Nicola Monaghan*

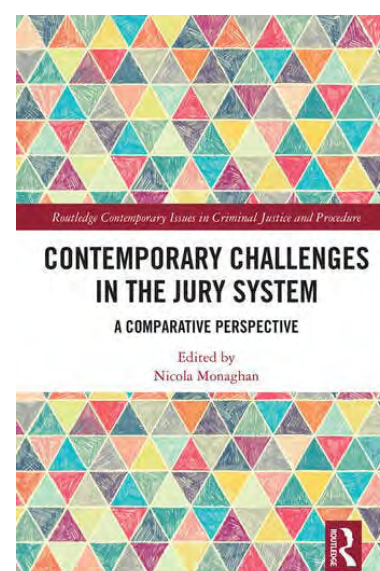
This collection explores a variety of issues facing contemporary juries, bringing together innovative research from different disciplines and jurisdictions.

The debate stems from a real concern that criticism of the jury may lead to a loss of public confidence in the institution and that this may renew government efforts to further restrict the role of the jury in criminal proceedings in England and Wales. This work offers an interdisciplinary approach presenting insights from legal, psychological and criminological perspectives, thus bypassing traditional borders and presenting a cohesive view. Issues discussed reflect the rapid advances

in technology, changing dynamics and behaviours in society, and challenges that have been aggravated by the Covid-19 pandemic.

Whilst the focus is primarily on juries in England, Wales, Scotland and across Ireland in terms of challenges and opportunities, the collection also invites a comparative perspective, drawing on experiences and related research in other jurisdictions. The book will be of interest to academics, researchers and policy-makers working in the areas of criminal law and procedure, criminal justice, criminology and psychology.

This book features research by many leading researchers including Professor Valerie Hans, Cornell Law School, Cornell University.



## IMPEACHMENT IN A GLOBAL CONTEXT: LAW, POLITICS AND COMPARATIVE PRACTICE

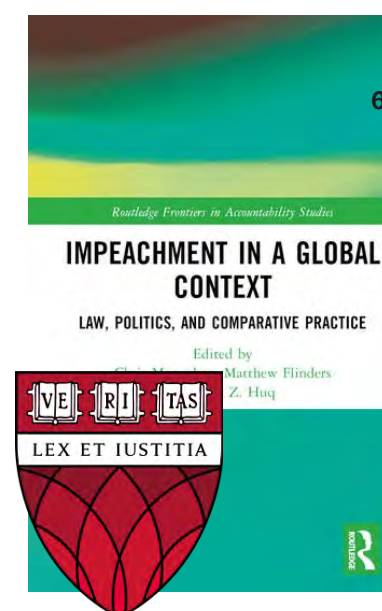
*Chris Monaghan, Matthew Flinders and Aziz Z. Huq*

In 2024 Impeachment in a Global Context: Law, Politics and Comparative Practice was published by Routledge. The book was co-edited by Dr Chris Monaghan (Head of the Law School) and featured contributions from scholars and lawyers based around the globe.

The book has been very well received, with Rosalind Dixon (Professor of Law, University of New South Wales) writing that, 'Monaghan, Huq, and Flinders bring together a star-studded list of contributors to survey these trends, their underpinnings, and significance for our understanding of democratic constitutional design and practice.'

Richard Albert (Professor of World Constitutions, The University of Texas at Austin) called the book an 'outstanding volume... a home run study of impeachment around the world.'

The book launch for Impeachment in a Global Context: Law, Politics and Comparative Practice took place in February at Harvard Law School. The speakers were Chris Monaghan, Imelda Deinla (Senior Lecturer at the School of Law, University of New England), Aziz Z. Huq (Frank and Bernice Greenberg Professor of Law, University of Chicago Law School) and Gerald L. Neuman (J. Sinclair Armstrong Professor of International, Foreign, and Comparative Law at Harvard Law School and Director of the school's Human Rights Program).





# STAFF Q&A

# Q&A

**ANGI HART**

Lecturer in Policing



## What are your academic areas of interest and how long have you been teaching?

I am interested in policing and criminology and my passion is for interviewing, investigation and protecting the most vulnerable.

## What is your favourite piece of research you have written or contributed to, and why?

I am contributing a chapter, alongside with Michelle Clarke (Course Leader for Policing) to Chris Monaghan's second book about the way police officers are treated differently when they are victims/witnesses and suspects, this is a subject in which I am interested as a

former police officer. I have really enjoyed contributing to our research on this subject.

## Do you have any interesting qualifications or memberships?

I am a qualified lifeguard & speak fluent German.

## A fun fact about you!

My two main interests are 80's rock (I have seen Bon Jovi 10 times in concert) and rugby (I went on the Lions Tour of Australia in 2001 and hope to be able to go next summer).

**DR AISHA SHAH**

Lecturer in Law



## What are your academic areas of interest and how long have you been teaching?

I find it fascinating how we classify law, and I am particularly interested in how legal concepts in equity, trusts, unjust enrichment and insolvency law overlap. I have been teaching at the University of Worcester for 5 years now.

## What is your favourite piece of research you have written or contributed to, and why?

The paper that I have been working on this year may just be my favourite. It has challenged me intellectually and has given me an opportunity to use my creativity

and imagination in my writing. I am looking forward to seeing it published in October.

## Do you have any interesting qualifications or memberships?

I have been a member of the Society of Legal Scholars (SLS) since my doctoral studies. I have presented at the SLS Conference on a couple of occasions which was a brilliant experience.

## A fun fact about you!

I like to draw and bake. The next thing on my list is baking brownies!





# STAFF Q&A

## DR NKEM ADELEYE

Senior Lecturer in Law



### What are your academic areas of interest and how long have you been teaching?

My academic areas of interest both for research and teaching are international human rights, the death penalty, prisoners' rights, tort law, equity and trusts, medical law, public law, and dispute resolution (ADR).

### What is your favourite piece of research you have written or contributed to, and why?

My PhD is my favourite research experience but a few years ago I did a paper on combating modern slavery and human trafficking: an examination of legal frameworks and enforcement mechanisms. I presented my paper in Dubai in 2019 and subsequently published

it. One of the topics I was critical of was the employer sponsorship system of kafala, which is exploited by the elites, many of whom were present at the conference. I had no clue at the time, until after my presentation someone walked up to me and said I was very brave!

### Do you have any interesting qualifications or memberships?

My qualifications are LLB, LLM and PhD. I am a member of BLS, SLS, Midlands ARC and ARICON (Applied Research International Conferences).

### A fun fact about you!

I love singing!

**RANKED 3RD  
FOR GRADUATE  
EMPLOYMENT IN  
2023**

The Complete University Guide

**NO.1 FOR TEACHING  
QUALITY IN  
UNDERGRADUATE  
LAW**

The Times and Sunday Times  
University Guide

**DISCOVER MORE  
ABOUT OUR  
COURSES:**

[https://www.worcester.ac.uk/  
campaigns/study-law-criminology-  
policing](https://www.worcester.ac.uk/campaigns/study-law-criminology-policing)



School of Law University of Worcester



@LawUniWorcester

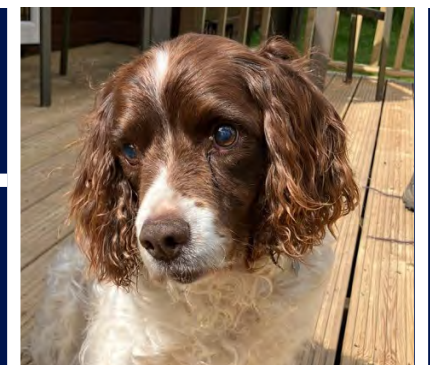


## PETS CORNER



### BONNIE

Owner: Clare Rhoden, Course Administrator for Law and Policing







**RANKED 3RD  
FOR GRADUATE  
EMPLOYMENT IN 2023**

The Complete University Guide

**NO.1 FOR TEACHING  
QUALITY IN  
UNDERGRADUATE LAW**

The Times and Sunday Times  
University Guide

**DISCOVER MORE  
ABOUT OUR  
COURSES:**

<https://www.worcester.ac.uk/campaigns/study-law-criminology-policing>



School of Law University of Worcester



@LawUniWorcester