

# MDBD

BLD mentoring programme



Make a Difference  
**Be the Difference**

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## Executive Head's Message



At the BLD Foundation we emphasise the importance of role models. I have seen again and again the dramatic and positive impact that a good mentor can make to the mentee.

It is not over-stating the case that this can sometimes be what transforms a potentially hopeless or doubtful situation to one of resounding success.

Yet mentoring is not a one-way street and it is uplifting to hear mentors repeatedly saying how much they have been enriched by the experience. In fact, one mentor told me: "I have gained so much from the experience, I think more than my mentee!"

The mentee, on the other hand, said the experience had been totally transformational in a way that was not thought possible. Clearly, a positive mentoring relationship is a win-win for both the mentee and the mentor.

If you wish to make a positive difference, please make contact. The difference you make may appear small to you, but then where would the mighty oak tree be without the acorn?

**Debo Nwauzu**

Founder and Executive Head, BLD Foundation



## About the Legal Gateway Scheme

The BLD Foundation's charitable aim is the advancement of education of those of African, Asian, Caribbean and other ethnic minority and socio-economically disadvantaged backgrounds. This is achieved through its flagship Legal Gateway Scheme, providing access to various opportunities in the legal industry, training and information about the available opportunities and equipping participants with the skills to take advantage of these opportunities.

The Legal Gateway Scheme has four distinct programmes catering to the needs of different groups of young people at different stages in their personal and academic development:

- **Today's Children Tomorrow's Lawyers (TCTL)** for early secondary school years and sixth formers;
- **First Headstart (FH)** for first year Law and second year non-law undergraduates;
- **Legal Launch Pad (LLP)** for second and third year undergraduates as well as postgraduates pursuing a career in law; and
- **The Make a Difference Be the Difference (MDBD)** programme focusing on mentoring.

The Legal Gateway Scheme runs nationally with particular focus on London, Birmingham, Manchester and Leeds and the Foundation works closely with schools and universities. The Foundation is currently largely sponsored and supported by leading law firms, Chambers, Law Schools, two FTSE 100 companies and two Trusts and Foundations. Target beneficiaries are young people aged between 13-30 from ethnic minority and disadvantaged backgrounds largely from State schools, who are likely to receive or have received free school meals, educational allowance and be first generation to attend university. More details on the Legal Gateway Scheme are available on our website.



*"I can certainly say that the Today's Children Tomorrow's Lawyers (TCTL) and the Legal Launch Pad (LLP) programmes by the BLD Foundation have been vital in bringing me closer to my aspiration of becoming a solicitor.*

*What I really appreciate about the BLD Foundation team was that they constantly kept in touch with everyone who participated in the TCTL programme, a sign of genuine care. Thanks to the BLD Foundation, I do not just dream about making an impact in my community but have become an active participant in making a difference through my LLP work placement.*

*Overall, the support the organisation gave me stirred up my determination to succeed even more. In essence, I can wholeheartedly say that the encouragement and support from the BLD Foundation has empowered me today – 'I am nearly there!'*

**Ruth Abban, TCTL 2011,  
LLP and MDBD 2013**

*"My mentor was always approachable, friendly and went out of his way to assist in any way he could. He provided a great deal of time to help prepare me for interviews and applications despite the many demands on his time. I couldn't have hoped to have a better mentor to assist me in finding which areas of law were of most interest to me and preparing me for commencing a career. I feel that it was his encouragement that provided me with a new found confidence to apply for positions and programmes that I otherwise would have thought were out of my reach. I owe a great deal to my mentor, including being in New York working in my current position."*

**Seun Azeez, LLP 2012,  
Operations Analyst, UBS  
New York**

*"My mentor had and still has a major influence on my career. Through our mentoring sessions, he was able to assist with helping me appreciate exactly what I want to achieve for my legal career, what I need to do to achieve my goals, my areas of interests and how to target and secure opportunities at law firms active in my areas of interest. As a result, I was able to secure a training contract due to this new focus he instilled in me. Going forward, I have sought to help others in the same vein that my mentor helped me."*

**Francis Iyayi, LLP 2010,  
Trainee Solicitor, King &  
Wood Mallets SJ Berwin**

## The BLD Foundation "Make a Difference be the Difference" Mentoring Programme

The BLD Foundation Make a Difference Be the Difference Mentoring Programme is primarily designed for undergraduate, graduate and postgraduate beneficiaries.

The objective of the MBD programme is to connect a mentee with a mentor who will provide them with advice, guidance and support in order to enable them to explore options, focus thoughts, make better-rounded decisions and take a proactive approach to their career.

Mentors are largely, though not exclusively, qualified lawyers in private practice, commerce and industry, and the public sector. The mentee is expected to set goals as to what he or she is hoping to achieve from the mentoring relationship.

We run a mentoring programme within our Legal Launch Pad programme supported by volunteer mentors from our sponsor firms, aimed exclusively at successful applicants aged 18 and over who are undergraduates or postgraduates. We also offer support to those aged 13-19 (on our TCTL programme) who are interested in the legal profession via in-school group mentoring sessions. We now offer e-Mentoring an additional method of support for mentees and mentors in the regions. E-mentoring will typically occur to supplement face-to-face mentoring or where it is difficult for the mentor and mentee to meet regularly and includes mentoring by email, Skype, or other online communication methods.

### Selection and Matching

Mentors and mentees complete the relevant application form, which can be accessed online via <https://bldfoundation.tal.net/candidate>. We then carefully match mentors to mentees using the information given on their respective forms. We also provide detailed guidelines outlining possible ground rules and conduct regular checks issues to ensure that the mentoring relationship flourishes. We are happy to arrange a rematch where both parties request it but only in at least 2 months into the mentoring relationship.

## Expectations of the Mentor

- Complete a Mentor's registration form online at <https://bldfoundation.tal.net/candidate> providing as much information on the nature of help they are able to provide to ensure a good match
- Receive Mentor training details (video link) and understand the objectives of the Legal Gateway Scheme
- Read and understand the BLD Foundation Mentoring Guide lines
- Wait to be matched with a mentee (within 6 weeks of registration unless otherwise agreed)
- Receive Mentee's details and respond promptly to initial contact – where possible to meet within a month of being notified of the match
- To understand the Mentee's programme of study and career goals in order to provide structured support – clarify objectives from initial meeting, assess them to identify weak areas and challenge them to develop these areas, provide feedback on performance, if considered appropriate / necessary to use network of contacts to help with mock interviews or work experience where possible, notify them of events they can attend that will be of benefit, give tips on professional dos and don'ts and be a general sounding board
- To provide feedback to BLD Foundation when prompted after three and six months of the mentoring relationship, or whenever the Mentor feels it necessary, or should the Mentee be out of touch for a period of one month

*"My mentor's mentoring enabled me to be interviewed due to the confidence he gave me to express my thoughts and preferences, the mock interviews he arranged for me with his colleagues, the research he encouraged me to carry out before our pre-arranged meetings, and his teaching me to form an opinion and defend that opinion, within reason."*

**Temidayo Bankole, LLP 2011, Trainee Solicitor, Freshfields**

*"It is an honour to have received this award from the BLD Foundation, an organisation which I much admire for the marvellous work it carries out in supporting young people and adults to realise their potential. It was particularly pleasing to have the opportunity to meet up again with my former mentees and to see how well they are doing in their careers. This award says much more about them and their hard work than it does about me. I have gained a great deal from mentoring these future lawyers and wish them every success in what is a great profession."*

**Julian Gizzi, Partner at DAC Beachcroft and Mentor of the Year 2013**

## Expectations of the Mentee

- Complete a Mentee's registration form online at <https://bldfoundation.tal.net/> candidate providing as much information on the nature of help they are seeking to ensure a good match
- Read and understand the BLD Foundation Mentoring Guidelines
- Wait to be matched with a Mentor (within 6 weeks of registration unless otherwise agreed)
- Receive Mentee's details and make initial contact with the Mentor within a week of being notified of the match; and to maintain regular contact (at least once a month) by a pre-established preferred method
- To understand the requirements of the Mentor and nature of help the Mentor has specified that they are able to provide; and to stay within those limits for the duration of the mentoring relationship except where the Mentor offers further help
- To provide feedback to BLD Foundation when prompted after three and six months of the mentoring relationship or whenever the Mentee feels it necessary, or should the Mentor be out of touch for a period of one month



Mentor Julian Gizzi, DAC Beachcroft, accepting the BLD Foundation award for his outstanding contribution to mentoring. Standing with three of his mentees. (L-R) Temidayo Bankole (Trainee solicitor, Freshfields Bruckhaus Deringer), Ola Adeoye (Barclays), Julian Gizzi, Francis Iyayi (Trainee solicitor, King & Wood Malletsons SJ Berwin).

## Duration

The Make a Difference Be the Difference Programme, which includes face-to-face, telephone and email contacts, is for a minimum duration of 12 months; while mentoring candidates on the Legal Launch Pad (LLP) programme is for 9 months (January to September); the mentoring relationship can extend for as long as both parties wish after this time.

## Further Information

- See the Legal Gateway pages on our website
- [Read about our work](#)
- Email: [Admin@BLDFoundation.org](mailto:Admin@BLDFoundation.org) for enquiries

## Gateway to Opportunities

At BLD Foundation, we believe that there is an abundance of talent “out there”, but the barrier is the lack of access to opportunities. Our Legal Gateway Scheme strives to remove that barrier and widen access into the profession through various programmes by providing opportunities not just for future talented professionals but also qualified professionals who want to make a difference.



**LLP**

the legal launch pad



The **perfect**  
**launch pad** for  
your legal **career**

What you will  
gain from the  
Legal Launch Pad  
programme:

- Work experience
- Allocated mentor
- Induction Day
- Training sessions
- Networking and other opportunities.

To find out more, visit the Legal Gateway page on our website at:  
[www.BLDFoundation.org](http://www.BLDFoundation.org) or email [LLP@BLDFoundation.org](mailto:LLP@BLDFoundation.org)

**BLDFFOUNDATION**  
a gateway to opportunities

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