Maeve Hanna on...

Landmark human rights ruling in the UK Supreme Court

10 questions for...
Balázs Sahin-Toth, winner of IBA pro bono award for defending Roma rights in Hungary

Restarting careers for the over-50s
A new employability programme at A&O

Diary of a 70km trek across Jordan
for War Child
“It’s people like Balázs, Maeve, Millie and Kristian who are continuing to grow our culture of pro bono and community investment work across A&O, demonstrating how it helps to build careers and lead a fulfilling professional life.”

Annelies Van der Pauw, Partner and Co-head of Corporate Responsibility
At the most recent International Bar Association conference in Sydney, **Balázs Sahin-Toth**, counsel and head of A&O’s Hungarian Restructuring and Litigation practice, received the prestigious Pro Bono Award 2017 for being “a leader in developing a pro bono culture in Hungary”.

Balázs has built a culture of pro bono in his home country – and indeed throughout A&O – in large part from defending the rights of Roma children and obtaining the first ever ruling by the Supreme Court in Hungary against illegal school segregation (read more on page 10). He is also a trustee for PILnet (an organisation that promotes access to justice), advises a number of NGOs and teaches at Eötvös Loránd University – as well as being one of A&O’s most active internal pro bono champions.

Likewise, another of our award-winning pro bono lawyers, Litigation senior associate **Maeve Hanna**, has also recently achieved a landmark human rights ruling in the UK Supreme Court with charity Bail for Immigration Detainees (see page 12). It is people like Balázs and Maeve who are continuing to grow our culture of pro bono and community investment work across A&O, demonstrating how it helps to build careers and, as Balázs puts it, “lead a fulfilling professional life”.

But it’s by no means only our lawyers who are making an impact. In this issue, we also talk to **Millie Foster**, a workflow co-ordinator in London and employability mentor. Millie has worked with students from our Smart Start programme for several years, but this year also became a mentor on A&O’s new employability programme – ReStart – helping Londoners over the age of 50 to get back into work (read more on page 6).

And **Kristian Joyce**, our head of business development in ASEAN, has recently completed a 70km trek across Jordan with an international team from A&O for our global charity partner War Child (read his diary on page 14). Halfway through our partnership, we have already raised GBP783,000, enabling War Child to build an education facility for Syrian children in a Jordanian refugee camp. We are now pushing to reach a record fundraising target of GBP1 million by October 2018.

We would like to hear your views on this new pro bono and community investment magazine, so please get in touch (using the links below) and tell us what you think.
Financial Times commends partnership with Amref Health Africa

A&O’s two-year global charity partnership with Amref Health Africa has been ‘Commended’ in the Financial Times Innovative Lawyers Awards 2017. During the partnership, A&O contributed GBP1.72m to Amref to educate 170,000 children in Tanzania on sexual and reproductive health and reduce teenage pregnancy rates. The award particularly recognised A&O’s six-month pro bono project to build Amref’s legal advocacy skills, enabling it to campaign for changes to sexual and reproductive health education and funding at local government level. A&O’s pro bono and community investment work has been recognised in the FT Innovative Lawyers Awards for four years running.

Smart Start International expands

Smart Start – A&O’s award-winning work experience scheme for non-privileged young people – will welcome another cohort of students from marginalised backgrounds in India in February 2018. Following the success of Smart Start in Delhi in 2016, the programme will now run at the National Law School of India University, Bangalore. Smart Start will also run again in Johannesburg in 2018, after first-year undergraduates from universities across South Africa completed the programme in 2016. And plans are under way to launch Smart Start in Hong Kong (along with a major banking client) and Amsterdam later in 2018.

In the UK, Smart Start, now in its ninth year, has been awarded the prestigious Queen’s Enterprise Award 2017 for Promoting Opportunity through Social Mobility – one of only six businesses to receive this award. It was also named Community Programme of the Year at the inaugural UK Social Mobility Awards.

Ithaca – tech innovation to address global refugee crisis

Ithaca has been selected as one of the first eight companies to join A&O’s new tech innovation hub – Fuse – which launched in London in September 2017.
Allen & Overy Foundation announces new global grants recipients

The A&O Foundation has approved grants totalling over GBP600,000 to 14 charities – both for new and on-going projects.

A new grant of GBP50,000 will support Children in Crisis to rehabilitate and educate young detainees at Kabul Juvenile Rehabilitation Centre in Afghanistan, increasing their chances of finding employment once released.

Another grant of GBP75,000 will fund the UN Refugee Agency’s project to overhaul a much-needed database of case law on the rights of refugees and displaced people.

A full list of grants recipients is below.

The A&O Foundation is funded by all partners worldwide. It provides grants to charities that address our core themes of access to justice, education and employment, as well as making donations to disaster relief appeals around the world, for example the famine in East Africa and the Red Cross Syria appeal.

New charities awarded grants:
- United Nations Refugee Agency – global project
- Children in Crisis
- Equal Education Law Centre
- Legal Action Worldwide
- Spark MicroGrants
- International Care Ministries

Charities receiving repeat funding:
- African Prisons Project
- Hope and Homes For Children
- Plan International
- Syria Relief
- Motivation Charitable Trust
- Hand in Hand International

New charities awarded grants:

Denis Chemla awarded Légion d'honneur for services to pro bono

This recognises Denis’ work over two decades to help communities gain access to justice; in particular setting up Droits d’Urgence, an NGO that provides free legal advice to vulnerable people. Droits d’Urgence now employs 50 lawyers supported by 250 volunteers and runs programmes including legal clinics in prisons and free legal advice sessions in shelters and hospitals. Denis has also travelled to Kosovo with the UN to reconstruct the legal system following the war. He received the decoration at the Paris Court House in November 2017.

Paris partner Denis Chemla has been presented with la Légion d’honneur – the highest order of merit in France – by former President François Hollande.
Jayne Bravery is one week into her new role as a corporate fundraiser and account manager for the Ronald McDonald House Charities – an international organisation that provides accommodation for families who have babies or children staying long-term in hospital.

“I went for this role as it’s a nice bridge between the corporate world and charity sector, both of which I enjoy,” Jayne explains. “I also liked the charity’s mission to keep families together while children are in hospital. The role is a maternity leave cover with the possibility of a permanent position at the end.”

Jayne is one of 39 people who recently took part in A&O’s new three-month employability programme: ReStart. Launched in April 2017, ReStart supports Londoners over the age of 50 who have been out of work for six months or longer.

“I left my last permanent job – a sales and events role – just over two years ago,” Jayne explains, “as I wanted to...
explore new areas. I took on a consultancy role which finished eight months ago, but it wasn’t as easy to get back into work after that as I thought.”

**The Missing Million**

Long-term unemployment in the over-50s is an issue of growing concern. According to Business in the Community’s (BITC) report, ‘The Missing Million’, one million people in the UK aged 50-64 have been made ‘involuntarily workless’. For some, particularly those on low incomes, it is very hard to get back into work over the age of 50 – but over GBP80bn could be added to the UK economy over ten years, BITC estimates, by keeping over-50s in employment.

A&O partners Maria Stimpson and Trevor Borthwick supported the launch of ReStart. “The most successful workplaces have a multi-generational workforce,” Maria says, “and benefit from the immense amount of experience and maturity that older employees contribute. Helping those over the age of 50 to get back into work also minimises the damage long-term unemployment does to individuals and their families.”

**Rediscovering strengths**

ReStart was devised by A&O and social enterprise, MyKindaFuture, to help people rediscover strengths and build their knowledge, skills and confidence. Nearly 100 people applied to join the first programme in 2017, with 40 candidates eventually selected on the basis of those most likely to benefit from the experience and those open to changing roles or industries. Each participant was matched with a business mentor from A&O. Millie Foster, a co-ordinator with The Bridge (A&O’s central document services department) was paired with Jayne.

“I had mentored students before with Smart Start, A&O’s social mobility scheme for young people,” Millie says, “but I was keen to try this new initiative and develop more skills to help others.

“We had specific training and advice on understanding people’s circumstances, potential outlook and expectations. When I first read Jayne’s CV and learnt about her vast experience I felt a little daunted, but I realised the challenge for me was understanding that, as a mentor, I’m not there to ‘fix’ anything but to be a critical friend and support network.”

As well as business mentoring, participants heard from guest speakers, such as LinkedIn’s Customer Success Manager, and took part in face-to-face sessions involving group discussions, case studies and personal reflections. The sessions were underpinned by e-learning modules on topics ranging from interview practice and developing action plans, to registering on LinkedIn and producing a video CV.

“The most successful workplaces have a multi-generational workforce and benefit from the immense amount of experience that older employees contribute.”

*Maria Stimpson, Partner*
Back in work

Of the 25 people who completed all ReStart modules, 19 have found employment within the first three months of finishing the programme. Feedback has been overwhelmingly positive, with 100% of participants saying they felt confident about their future careers and would recommend ReStart to others.

For Jayne, ReStart reinforced the belief that she was not alone in her efforts to get back into work. “It was just a great experience to be in a corporate setting again and have somebody to support me,” she says.

“I really enjoyed going in to see Millie at A&O – it made me realise how much I missed the workplace. She helped with the considerable number of questions I had and, if she couldn’t answer them, she always found someone who could.”

“I followed Jayne’s lead on where she needed support most,” says Millie. “I gathered information on things like presentation skills, transferable skills and event planning software. But most of all I wanted to be a listening ear and support system. I got a lot out of being a ReStart mentor – Jayne made the whole experience enjoyable and I learnt so much from her too. It’s certainly helped my own development.”

Jayne’s first week in her new role has been, she says, a whirlwind. “But I’ve rarely met a team of people who love their work so much and are so passionate. They’re fantastic.

“This is a new industry for me but there’s huge scope to go on with corporate fundraising, either staying with Ronald McDonald or with another charity,” says Jayne. “I wanted to find a position where I can learn and try something different, so I feel very excited to have this new and challenging role.”

ReStart will run again in 2018

For information about the application process or becoming a mentor, contact sue.wisbey@allenovery.com
“The challenge for me was understanding that as a mentor I’m not there to ‘fix’ anything but to be that critical friend and support network.”

Millie Foster, Workflow Co-ordinator
Balázs Sahin-Toth is counsel and head of the Restructuring and Litigation practice in A&O’s Budapest office.

Describe yourself in 30 words…
I was born and raised in Budapest and have three kids (age 17, 14 and two weeks old). In addition to family, I love gardening, animals and books.

What motivated you to start doing pro bono work?
Pro bono work helps me lead a fulfilling professional life. It feels much more immediately rewarding because you have face-to-face human interaction with someone. To have a real person sitting in front of you, whose concerns you can ease, that just feels good.

What are your proudest achievements in pro bono work?
Winning a long and complex litigation battle for Roma students in Hungary who had been illegally segregated in school. This is one of the most serious social problems in Hungary and there’s no sign of resolving it any time soon. After six years of litigation, the Supreme Court awarded damages for school segregation for the first time ever. It was a landmark victory which I hope will force the government to address the unfair social disadvantage faced by the Roma community. (Read more on page 11)

How do you fit pro bono work around your busy schedule?
It is a challenge. We are selective and only take on pro bono work that we feel is strategic. We have to say no to some pro bono requests.

In what ways has pro bono work helped you build your career?
It has raised my profile internally and externally. Pro bono is also a natural hedge against burn-out.

Describe your perfect day off work…
Wandering in the woods with friends and dogs.

Ten questions for…
Balázs Sahin-Toth

Balázs was recently awarded the prestigious International Bar Association Pro Bono Award 2017, for being “a leader in developing a pro bono culture in Hungary”.

This follows Balázs’ pro bono award from the President of the Hungarian Bar in 2015, in large part for his work defending Roma rights, which includes obtaining a landmark ruling against illegal school segregation in Hungary. He is also working with an ‘eco-system’ of professionals on an award-winning Roma employment programme, as well as being a trustee for PILnet (an organisation that promotes access to justice), advising a range of NGOs and teaching at Eötvös Loránd University’s civil law department.
Which is your favourite city in the world, and why?
Budapest, where I can enjoy sizeable forests 10 minutes from my house, cultural events, spas and a buzzing party life. And it’s where I have most of my friends and family.

Tell us something not many people know about you…
Before university I worked as a librarian.

Who do you admire most, and why?
Dogs – because they are cool, intelligent and sensitive.

What words of advice would you give to someone interested in getting involved in pro bono and community investment work?
Talk to senior colleagues who have done pro bono work, and also use clearing houses who will help find the pro bono opportunity that suits your calling.

A fair education for Roma children

Despite numbering 600,000 to 800,000 people in Hungary, Roma still face widespread discrimination and barriers to basic services like education and healthcare. Segregation in schools is a particular problem, with parents and teachers actively seeking to keep Roma children apart from other children – often resulting in Roma being placed in schools for children with special educational needs rather than in mainstream education.

In A&O’s Budapest office, Balázs Sahin-Toth has been conducting strategic litigation for 62 Roma students in the small town of Gyöngyöspata. The students claim their human rights have been breached and their life chances affected because of illegal segregation at school.

Balázs is working with lawyers from local Budapest firms – Péter Gárdos, Adél Kegye and Eleonóra Hernádi, as well as the Chance For Children Foundation – to claim HUF500,000 (approximately GBP1,400) in moral damages for every year each student has spent in a segregated class. The team intends for this to be a test case which will pave the way for the courts’ practice thereafter.

“This is a substantial piece of litigation,” Balázs explains, “as all 62 students, plus parents, teachers and experts, have been heard by the court – that’s around 36 hearings in the first instance, each taking a full day.

The Gyöngyöspata litigation builds on a successful six-year case won by Balázs against a school in Miskolc. In this landmark victory the Supreme Court awarded, for the first time, so-called moral damages for school segregation and held that there was no need to prove actual losses in future cases, as ‘illegal segregation’ already implies harm has been caused.

“We hope the amount of damages awarded in the Gyöngyöspata case will give the children a chance to pay for a proper education”, says Balázs.

“The Roma litigations also enhance the sensitivity of judges to the wider social inequalities Roma face, and increase the likelihood of effective judicial remedy.”

In addition to the litigation work, Balázs is involved in a programme – Integrom – to help Roma graduates find employment in Hungary. The Boston Consulting Group, a global management consulting firm, has brought together an award-winning ‘ecosystem’ of supporters – including field workers, recruitment agencies and companies willing to apply affirmative action towards Roma – for which A&O is the pro bono legal adviser. An increasing number of global and local businesses are joining the Integrom programme and hiring Roma people as employees.
In June 2017, the UK Supreme Court made a landmark ruling against the Government’s controversial ‘deport first, appeal later’ policy for certain foreign nationals convicted of criminal offences. A&O acted for charity Bail for Immigration Detainees (BID), whose evidence as intervener was described by the Court as some of the “most compelling”.

**Deport first, appeal later**

The Immigration Act of 2014 enabled the Home Office to deport certain foreign nationals who had served prison sentences before any human rights-based challenges to their deportations could be made. The High Court and Court of Appeal upheld the policy, which requires individuals to appeal the deportation from abroad – but the Supreme Court has delivered a major blow by judging it to be unlawful.

The Court found that excessive costs, plus “formidable technical and logistical difficulties”, prevented appeals from abroad being effective; citing, for example,


“**A&O’s advice and support has been extremely valuable to us in a number of influential interventions before the Supreme Court and Court of Appeal. The outcome of this particular case makes a tremendous difference to everyone with a human rights appeal.**”

Pierre Makhlouf, Assistant Director, Bail for Immigration Detainees


demands upon appellants to provide equipment for video evidence, not only for themselves abroad but for the Tribunal in England. Of 1,175 deportation cases made under the policy, only 72 individuals had attempted to pursue an appeal from abroad – none were successful.

A&O senior associate Maeve Hanna advised BID on its intervention in the Supreme Court, supported by trainees Stefan Nigam and Farah El Yacoubi, and supervised by partner Andrew Denny.

“When BID first discussed the case with us, we felt the policy was inherently unfair,” says Maeve, who in 2015 received a LawWorks Pro Bono Award for her previous work with BID. “We know how difficult it is for anyone faced with deportation to understand their legal rights, let alone when they have already been deported to countries where they may have no family or financial support.”

**Grappling with human rights**

The Supreme Court found the Home Office policy to be incompatible with the requirements of Article 8 of the European Convention on Human Rights, which protects rights to a family and private life. Given its experience in deportation work, BID was able to provide strong evidence to the Court on the impact of the ‘deport first, appeal later’ policy on individuals and their families.

The appellants in this case had both lived in the UK for many years and been granted indefinite leave to remain. One, a 23-year old born in Kenya, had lived in the UK with his parents and siblings since he was three; the other, from Jamaica, had seven children resident in the UK.

While the details of the case centred on these individuals and their families, the issues have much wider ramifications. “Supreme Court interventions,” Maeve explains, “are about putting all relevant information before the Court on significant matters of public interest.”

The Court’s judgment was so important, she believes, because of its willingness to grapple with how to balance human rights considerations. While the Government argued a strong public interest in deporting ‘foreign criminals’ in advance of their appeals, the Court felt that this “may be outweighed by a wider public interest… that, when we are afforded a right of appeal, our appeal should be effective.”

**Political and legal impact**

The ruling has a significant political impact on the ‘deport first, appeal later’ process, not least because the Government introduced measures in 2016 to extend the policy to all immigration claims other than asylum. Legally, it has wider implications outside the immigration context; for example, on the protections afforded by Article 6 (the right to a fair trial) as well as Article 8.

BID and other immigration practitioners are now awaiting the Government’s next steps. The Home Office may try to redress the particular defects highlighted by the Court – for example, by making it easier for appellants to participate in trials from abroad – so it is possible that further litigation will challenge the legality of the scheme, whatever apparent procedural safeguards are put in place.

“This was an interesting and challenging case for A&O,” says Maeve. “While we have a lot of experience dealing with human rights claims, we had to understand their requirements here in a relatively new area of law. But A&O has supported BID for many years now and we know how important its work is. The rewards definitely came in seeing the impact that BID’s evidence and submissions had for this significant human rights ruling.”

Celia Clarke, Director of BID, agrees. “Time and time again we have seen clients not only threatened with permanent separation from their British families and children, with no legal advice or representation, but the possibility that they can only argue to remain in the UK under Article 8 grounds once they have been deported. We are so grateful for the support of A&O’s incredible team to be able to challenge this fundamental injustice.”
My 70km Jordan trek

Kristian Joyce is A&O’s head of business development for ASEAN. He was one of 22 people to complete a 70km trek across Jordan’s most beautiful nature reserve, raising over GBP80,000 for A&O’s global charity partner, War Child, to support children affected by conflict. This is his diary of the trek…

DAYS 1 & 2

Day one in Jordan: I arrived at our hotel and, along with colleagues from Sydney, Hong Kong and Jakarta, accepted our driver Sael’s offer of a tour of the capital, Amman. Highlights were the Citadel, with its incredible layering of cultures and architectures, and of course the falafel and kanafeh, a hot dessert with rose syrup and pistachios. Superb.

We stocked up for the trek in the city’s best date and nut shop, with the weather being my only concern for the next few days: 32° in the shade was hot, but walking for eight hours every day in the searing sun was going to be tough.

Day two, the A&O and War Child team met for breakfast. Very cool to sit in a room with 22 people from so many nationalities and roles – a lot of intellectual firepower, all with smiles on their faces. I knew a handful of trekkers from my six years at A&O and was delighted to meet the rest – a happy, talkative bunch, sure to mesh well during the trek.

Before departing, War Child talked about how they are changing the lives of children affected by war. The average time a refugee now lives in a state of displacement is 17 years, with limited resources and access to education; in many cases surviving the ordeal only to enter society completely unprepared. War Child supports three camps in Jordan, in which as many as half the refugees are children. We left the briefing with no doubt about what our fundraising efforts will help achieve.

A three-hour bus trip brought us to the start of our trek in Dana, an old village perched on a 1,200m-high cliff edge. We checked in at a peaceful eco guesthouse and watched the sun vanish into the dusty horizon.
We set off from Dana at 9am as a thick blanket of fog rose from the valley. Our first two hours wound down a steep path of crumbling rocks – essentially travelling down an old deep ocean shelf, then hiking along the dry sandy ocean floor – the heart of the Jordan Valley leading to the ancient city of Petra. The scale of it all was jaw-dropping.

It was extremely hot on the valley floor and the last few hours were tough, but we made it to the camp with only a few blisters and scrapes from thorny bushes (said to be the thorns Jesus wore as a crown). Our row of tents surrounded a large communal mat, where we ate a wonderful meal of Middle Eastern salads and lamb. Exhausted, several of us fell asleep on the mat under the stars – pretty special, to say the least.

Day four, we washed with a broken spring water pipe and packed for the day: nuts, lunch and five litres of water. We covered 22km in eight hours, most of it slow-going over loose rocks. Zigzagging up the mountain we reached the most challenging part of the trek: a two-foot wide track on the cliff edge. At times I lost confidence and had to stop. Scary stuff but we all pressed on.

The views at every turn were astonishing and at one point we saw Israel on the horizon. The last 2km were hard, but renditions of Living on a Prayer and I Will Survive carried us to our magnificent campsite. Drinking sweet mint tea with a terrific feast of Middle Eastern chicken around the fire, it struck me what a great group we were: what one person had forgotten, someone else offered. Very heartening that we were all determined to complete the trek and help others in any way we could.
The average time a refugee spends in a state of displacement is 17 years, with limited resources and access to education.

War Child supports three camps in Jordan, in which as many as half the refugees are children.

“I was struck by the thought that most child refugees in Jordan have walked so much further than us, often fleeing for their lives. That’s why War Child is worth our support.”

Kristian Joyce, Head of Business Development, ASEAN
One year to go with War Child…

War Child is an international charity that provides education and protection services to children affected by conflict. In November 2016, A&O staff and partners chose War Child to be our global charity partner for two years, and to help create a child-friendly space in a Jordanian refugee camp, providing psychosocial support and education to Syrian children.
“We’ve seen an unprecedented level of support for the partnership. Thanks to the generosity of people right across A&O, we succeeded in reaching our initial target for War Child within six months.”

Andrew Ballheimer, Managing Partner

In 2017, A&O Managing Partner Andrew Ballheimer visited Emirati Jordanian Camp to see how War Child is supporting children affected by conflict.

Watch the video of Andrew’s trip here.
One year into our partnership…

‘First Hour, First Day’ global fundraising campaign: more than 1,100 people across 41 offices donated the first hour or first day of their pay in 2017, raising GBP467,000 – a record for A&O.

Performance of Cole Porter musical ‘Anything Goes’ at London’s famous Hackney Empire theatre, organised, staged and performed by 140 A&O staff and alumni.

Five-a-side football tournament with 20 A&O teams from across Europe competing in Amsterdam.

Refugee Run in Hong Kong: a simulation organised with the Crossroads Foundation putting 70 people from A&O and our clients in the shoes of a refugee. Also in Hong Kong, a silent auction to see A&O partners running a tea trolley service in fancy dress, and staffing the office’s reception.
Over 80 fundraising events across 18 A&O offices

A week of War Child in the U.S., with cake sales, an office yard sale and silent auctions at office summer parties.

Sydney Harbour Splash: a team of eight completed the famous one-kilometre open water swim in Sydney Harbour.

Trek Jordan: 22 people from 11 offices completed a 70km trek across Jordan’s most beautiful nature reserve (read more on pages 14-17).

OUR FUNDRAISING TOTAL AT THE END OF YEAR ONE:
GBP783,000
exceeding our two-year partnership target of GBP500,000

Having reached our target of GBP500,000 in the first six months, we have extended our partnership goal for War Child to GBP1 million.

Our extra funding will allow War Child to support more children across conflict zones in Iraq, Afghanistan, Democratic Republic of Congo, Uganda and the Central African Republic.
GLOBAL PRESENCE

Allen & Overy is an international legal practice with approximately 5,400 people, including some 554 partners, working in 44 offices worldwide. Allen & Overy LLP or an affiliated undertaking has an office in each of:

- Abu Dhabi
- Amsterdam
- Antwerp
- Bangkok
- Barcelona
- Beijing
- Belfast
- Bratislava
- Brussels
- Bucharest (associated office)
- Casablanca
- Doha
- Dubai
- Düsseldorf
- Frankfurt
- Hamburg
- Hanol
- Ho Chi Minh City
- Hong Kong
- Istanbul
- Jakarta (associated office)
- Johannesburg
- London
- Luxembourg
- Madrid
- Milan
- Moscow
- Munich
- New York
- Paris
- Perth
- Prague
- Riyadh (cooperation office)
- Rome
- São Paulo
- Seoul
- Shanghai
- Singapore
- Sydney
- Tokyo
- Warsaw
- Washington, D.C.
- Yangon

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