

Daniel Holt

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Summary

I am a pupil barrister at 39 Essex Chambers and Founding Chair of the Association of Disabled Lawyers. I have engaged with the Bar Standards Board, Legal Services Board, Solicitors Regulatory Authority, and many other organisations to help improve the experiences of lawyers and students with health conditions. I have undertaken pro bono cases with Queen Mary Legal Advice Centre, Hackney Community Law Centre, and the Free Representation Unit.

I was educated in special needs schools and became a seasoned disability rights activist. I have worked or volunteered with Disability Rights UK, Regard, Stonewall, Access to Justice Foundation, British Institute of Human Rights and the Human Rights Lawyers Association.

I have enjoyed success in my roles. I was 'highly commended' at the European Diversity Awards 2018 and is a recipient of Middle Temple's Duke and Duchess of Cambridge Award, Blackstone Exhibition Award and Certificate of Honour. I also received a Campaign of the Year Award for my work on improving accessibility.

Experience



Pupil Barrister

39 Essex Chambers

Sep 2022 - Present (1 year)

I am in my third of the four seats: public and administrative, civil, commercial and construction, and planning and environmental.

I have gained experience in a variety of public law matters, including:

Researching a variety of substantive and procedural matters involving the law of the European Union, European Convention on Human Rights, UN Convention on the Rights of the Child and UN Convention on the Rights of People with Disabilities.

Assisting Steve Broach with research on the jurisdiction of a claim of victimisation about a disabled pupil against the responsible body of a school.

Providing detailed grounds of defence under the guidance of Colin Thomann in an indefinite leave to remain case.

Researching legal provisions relating to the provision of British Sign Language and assessing the merits of a claim seeking free classes for parents of D(d)eaaf children under the supervision of Steve Broach.

Developing written advice as to the merits of a judicial review challenge to a school's admissibility criteria.

Drafting a notice of objection to an application for permission to appeal to the Supreme Court in an entry clearance case involving Article 8 issues.

I have gained experience in civil law, including drafting statements of cases, counter-schedules, advices, and legal research on various matters. Specifically, I worked on the following:

Writing a defence in clinical negligence matters for Judith Ayling KC.

Advising and drafting pleadings in road traffic accident cases under Emily Formby KC's supervision.

Settlement in clinical negligence and personal injury matters.

Advising on liability, pain, suffering and loss of amenity (PSLA) and quantum in personal injury and clinical negligence matters.
Drafting schedules and counter-schedules for cases involving fatal accidents and medical care.
Assisting in research and drafting pleadings in clinical negligence cases involving delayed diagnosis, breach of clinical duty, and complex causation matters.

Founding Chair

Middle Temple Disability Forum

Jan 2022 - Present (1 year 8 months)

I founded the Middle Temple Disability Forum. The Disability Forum supports, advises, and encourages members of Middle Temple who identify as a disabled persons or have long-term physical, sensory, or mental health conditions. The Forum is an inclusive organisation and welcomes allies; non-disabled people are encouraged to support and participate in initiatives organised by the Forum.

The Forum has been successful in combatting and addressing problems facing disabled members of the Inn, as well as supporting the continuing work of the Inn to make the Bar inclusive, accessible, and conscientious for its members and employees.

Governor

Pictor Academy

Dec 2021 - Present (1 year 9 months)

It is a privilege to be a member of Pictor's Advisory Committee, which is primarily concerned with safeguarding pupils and the financial welfare of the school. Having attended a special school, I know the impact that a strong focus on the personal development of the pupils can have. I take great pride in leading the school's efforts to maximise the opportunities and growth available to each pupil.

I have also helped develop the strategy for mitigating the impact of the strikes on pupils who need high levels of support.

Committee Member

AllBar

Aug 2021 - Present (2 years 1 month)

I assisted Rebecca Griffith, AllBar's founder, in establishing the organisation's values and infrastructure. AllBar aims to support disabled barristers by hosting events, creating a support network of disabled barristers and their allies, and seeking to provide meaningful work experience opportunities for disabled pupillage applicants.

We have a steering group of disabled and non-disabled barristers, pupil barristers and aspiring barristers in England and Wales. I am currently on a break to allow me to focus on pupillage.

Founding Chair

Association of Disabled Lawyers

Jul 2018 - Present (5 years 2 months)

I founded the Association of Disabled Lawyers and am responsible for all aspects of the Association's activities. I founded the Association to create a community and network for disabled lawyers, which I felt was sorely lacking. The Association provides a supportive group for lawyers and students of law who identify as a disabled person and campaigns for more inclusive and supportive legal professions.

As the founding Chair of the Association, I maintain a highly influential role in engaging with the Bar Standards Board, Legal Services Board, Solicitors Regulatory Authority, and many other organisations to improve the experiences of lawyers and students with health conditions.

I often represent the Association by working with other organisations interested in equality and diversity. For example, I presented at the Bar Standards Board's Bar Professional Training Course regarding how to support disabled students and increase the number of disabled applicants, which required engaging content and confident speaking. I also engaged with the audience when answering questions. I also chaired the All Bar None event at the 'Legally Disabled?' Conference.

I have become a recognised leader in disability equality in the legal professions through the quality of the activities above.

Our work was recognised at the British Diversity Awards 2023, where we were shortlisted.



Executive Committee Member

Human Rights Lawyers' Association

Jan 2022 - Jan 2023 (1 year 1 month)

I organised an event, Disability and the Human Rights Act, which discussed the Act's role in safeguarding the rights of disabled people. The Act provides access to the European Convention on Human Rights and protection from the state, whether through mental health provisions, health and social care or the criminal justice system.

I was responsible for liaising with the Young Lawyers' Committee.



Representative

Free Representation Unit

Feb 2019 - Sep 2022 (3 years 8 months)

Through my volunteer work with the Free Representation Unit, I gained valuable experience guiding individuals through complicated legal matters. I learned how to effectively engage with clients, and improved my written and oral advocacy.

I explained to my clients how we could present their cases effectively at personal independence payment tribunal hearings. I drafted concise and comprehensive written submissions highlighting the most relevant and persuasive points in large bundles. In one case, these submissions persuaded the tribunal to make a determination in my client's favour on the papers.



Board Trustee

Disability Rights UK

Dec 2014 - Dec 2019 (5 years 1 month)

Whilst at university I was appointed as a Board Trustee of Disability Rights UK. As a Trustee, I had responsibility for ensuring the charity was run with good governance and achieved its aims. This included ensuring the charity: had the money it needed; spent its money sensibly on the activities for which it was raised; and followed the law. This included preparing reports and accounts to send to the Charity Commission.

I co-authored the organisation's response to Parliament's inquiry into key unimplemented provisions of the Equality Act 2010 for disabled people. As Chair of the Income Generation Committee, I worked

with people at all levels of the organisation to identify revenue opportunities and supported the Head of Business Management in reaching his targets. I often persuaded experienced Trustees to my view. For example, I swayed the Trustees to keep membership equal regardless of whether it is for an individual or an organisation.

I also served on the Enable Fund panel. After applying the criteria to the case facts, I wrote judgements on whether applicants are entitled to funding for reasonable adjustments in their campaign for political office.

I served the maximum term.

Volunteer

Hackney Community Law Centre

Nov 2018 - Sep 2019 (11 months)

I represented clients in PIP appeals, with clients often requiring representation at short notice. I had to promptly learn case bundles and research the relevant law, as well as conduct conferencing before the hearing. Research was a core part of this role, through which I became familiar with an array of welfare laws.

At the weekly drop-in sessions, I assisted clients with completing their welfare benefit forms, mandatory reconsideration and statement of reasons.

Young Lawyers Committee

Human Rights Lawyers' Association

Jan 2017 - Jan 2019 (2 years 1 month)

I had the privilege of being elected to the Young Lawyers Committee twice. During my two terms, I organised an event, Disability in the Legal Professions, which discussed the careers of five disabled lawyers. Two important points were raised. Firstly, disclosing and recognising your disability can be a positive step to getting the adjustments needed to overcome the obstacles of being a disabled person. Secondly, the panel found that the difference is good. The event was unique and positive, given that the diversity conversations often omit disability. There was interest from the legal press, and Legal Cheek wrote an article.

I was on the Education Working Group, responsible for the Judicial Review Competition and the Young Human Rights Lawyer Journal. Organising the Journal was a rewarding experience, as it provided a platform for students and young practitioners to write articles with a broad distribution network.

Policies and Procedures Executive and Students' and Young People's Organisations Executive

Regard

Jun 2016 - Oct 2018 (2 years 5 months)

I wrote and maintained policies and procedures to ensure the charity's legal compliance. For example, when writing the vulnerable beneficiaries' policy, I researched the relevant laws and government guidance to discover which were applicable. This was particularly pertinent when I wrote this policy because, as disabled people, we are all labelled 'vulnerable' in law.

Liaising with youth groups and student organisations allowed me to hone skills relating to engaging with people outside the organisation. This role also presented opportunities at large organisations like the University of Greenwich. I also developed my ability to give information and train people about building inclusive communities.



Secretary

Bi Pride UK

Nov 2017 - Mar 2018 (5 months)

Strong time management, organisation and administrative skills were shown in prompt handling requests from the Chair at short notice and being available when needed. This often included contacting Bi Pride UK committee members and external people and sending out agendas.

I created a Diversity, Inclusion and Accessibility policy, and introduced an action log, contact list, and a new communications process. I also had a legal role, given that this position was vacant.



Information Service Volunteer

Stonewall

Jun 2015 - Mar 2018 (2 years 10 months)

I responded to enquiries from people who needed urgent information on LGBT rights. Many people who contact the service via email or phone have experienced discrimination, are distressed and need to know how to take action. This required good listening and patience. My empathy was a prerequisite too. The ability to remain calm is also essential, given that some callers are suicidal.

I provided detailed responses and signposted people to legal advisors, counsellors and community groups. Intense research and writing skills were required when writing advice to ensure accuracy.



Founding Director

Being Disabled in a Normal Society

Jan 2011 - Jan 2018 (7 years 1 month)

I founded 'BDNS' as a blog discussing the issues faced by disabled people. The project was then expanded into an entire website in 2013, explaining disability rights and providing information regarding accessible venues, social events, sporting activities and holiday venues whilst continuing with the blog.

I directed a team of award-winning individuals to guide BDNS into new avenues. The initiative must be shown in confidently guiding the organisation into new projects and directions.

I maintained the website and a presence on Facebook and Twitter. This included writing blogs and commenting on the news while ensuring the legal information was obsolete. This experience enabled me to work comfortably on websites and social networks, engage with our audience, and assess our impact.



Press and Policy Intern

The Access to Justice Foundation

Mar 2015 - Aug 2015 (6 months)

I researched local press and legal contacts in the areas of the Legal Support Trusts' events. Excel was used to create a national database of local news outlets, journalists and lawyers conscious of legal aid difficulties.

Volunteer

THE BRITISH INSTITUTE OF HUMAN RIGHTS

Aug 2013 - Aug 2015 (2 years 1 month)

I completed research that contributed to the BIHR's Annual Human Rights Tour, which brings Human Rights into local communities.

As part of this, I looked behind the tabloid and news headlines about the European Convention on Human Rights and the European Union to discover how judgements have been presented in the media. Local human rights cases were also investigated to help residents connect with human rights, making them more accessible and accurate.

Intern

Queen Mary Legal Advice Centre

Aug 2014 - Jul 2015 (1 year)

I wrote various articles for its former blog. The articles, however, can still be found on this website's blog. I also did the research and materials for its new revenge porn programme. The task included putting together training materials for the students, which contained all the relevant laws, how to apply them, good practices, and valuable resources.

I helped with training and development, completing paperwork, handling initial questions and concerns, promotional events, personnel duties, reporting to senior management, after-advice session office hours and explaining LAC procedures and processes.

Advising Team Leader

Queen Mary Legal Advice Centre

Aug 2014 - Jul 2015 (1 year)

Being an Advising Team Leader presented the opportunity to be a team player in cooperation with the LAC management, the Support Team and Student Advisors to ensure the efficient and effective running of the centre. Professionalism and a positive attitude were, therefore, required. Supporting Student Advisors demanded excellent leadership and managerial skills as many needed guidance to find their feet in an unfamiliar role.

Prior to becoming an Advising Team Leader, I was an Intern and later Student Advisor, so I was familiar with the experience of those I was leading. In these roles, I wrote various articles for its former blog, which can still be found on this website's blog. I also researched and collated materials for its revenge porn programme, putting together student training materials.

Student Advisor

Queen Mary Legal Advice Centre

Sep 2012 - Jun 2014 (1 year 10 months)

I prepared for cases by researching the area of law more broadly. One case involving a neighbour dispute required study as there were potential criminal and civil complaints. The client had various issues relating to harassment, nuisance, trespass, battery, assault occasioning actual bodily harm and the police's failure to take action.

The client was distressed, and, as a result, he required my compassion and attentiveness when interviewing him. Highlighting critical information was essential, given that he told lengthy stories. I used clear and precise communication to ensure the client could answer questions impacting the advice given. Covering all parts of the case concisely demanded that I succinctly summarise the facts from a large quantity of information. The advice needed appropriate headings and structure, which I implemented.



President

QMSU Ability Society

Sep 2012 - Jun 2014 (1 year 10 months)

I served two terms as President and was responsible for the daily running and direction of the group. I ensured that the society was well-promoted, and that social events and campaigns were run regularly and successfully. This role exposed me to the responsibility and strains of running an organisation. It was also an opportunity to lead a team and to offer direction to the committee's inputs. Being a team player was also essential to being President, as cooperation with members and the committee was necessary.

As Campaigns Officer I started a campaign to ensure that all societies made equality a priority. This entailed asking the societies to sign a written declaration pledging that the society would do its best to make their events accessible to all. Queen Mary Student Union then decided to insert such provisions into their constitution, resulting in all society events being required to be accessible to all members as a result.



Disabled Students' Representative

Queen Mary University of London Students' Union

Sep 2012 - Jun 2013 (10 months)

I represented the disabled student population by finding out the views of its membership before constructing and presenting them to the Student Council.

I persuaded Queen Mary University of London to spend over £400,000 on accessibility. I created a campaign highlighting the difficulty of accessing parts of campus when you have mobility impairments. The video received significant support online, which put negotiations in our favour. The campaign was awarded 'Campaign of the Year'. I introduced large print and braille menus in the eateries too.

The title of the role was changed from 'Students with Disabilities Representative' to the one used because it was unnecessarily long and did not reflect the everyday language used. I also enforced the Equality and Diversity Policy, ensuring that society events were accessible to all.

Engagement with the disabled student population allowed me to learn about the issues that they were facing. I.e. often engaged with current and prospective students to ensure that they were or they would enjoy the Queen Mary experience. Engagement with an audience was also necessary to attract them to events and communicate with them to solve their problems. This offered the opportunity to witness how disabled students are affected by equality and diversity policy as well as that set out in the statute.



Campaigns Officer

QMSU Ability Society

Dec 2011 - Jun 2012 (7 months)

I started a campaign to ensure that all societies made equality a priority. This quest entailed asking them to sign a written declaration pledging that the society would do its best to make their events accessible to all. Queen Mary Student Union then decided to insert such provisions into their

constitution. All events run by societies have to be accessible to all members as a result. Failure to comply with the Constitution leads to punishment.

I worked with other interested bodies to undertake a successful campaign to ensure equality in and access to all social events, which also improved independent learning, knowledge, and understanding of the Equality Act 2010 and the Equality Act 2010. Communication and persuasive arguing were also demonstrated in making the campaign successful.

Education



City, University of London

Master of Laws - LLM, Bar Practice Training (including the Bar Practice Training Course)

Sep 2018 - Jun 2020



Queen Mary University of London

Master of Laws - LLM, Human Rights Law

Sep 2015 - Dec 2016



Queen Mary University of London

Bachelor of Laws - LLB, Law

Sep 2011 - Jun 2014

Skills

Nonprofit Organizations • Communication • Client Services • Legal Assistance • Legal Research • Manage client expectations • Legal Writing • Document Drafting • Public Policy • Policy Analysis

Honors & Awards



Law Bursary - School of Law



Campaign of the Year - Queen Mary Students Union



LLM Scholarship - Queen Mary Law School



LGBT Young Heroes Award - London Borough of Tower Hamlets



AS Student of the Year - Trafford College




A2 Student of the Year - Trafford College



Blackstone Exhibition Entrance Award - The Honourable Society of Middle Temple

 **Duke and Duchess of Cambridge Award** - The Honourable Society of Middle Temple

 **Highly Commended at the European Diversity Awards 2018 in the Campaigner of the Year Category** - European Diversity Awards