



The Bar Council



# PUPILLAGE FAIR 2020

**#IAMTHEBAR**  
**#PUPILLAGEFAIR2020**

# WELCOME FROM THE CHAIR OF THE BAR



This year has been an incredibly challenging year for those already at the Bar and those looking to join our profession. The Bar Council is committed to supporting determined, aspiring barristers, no matter their background, to pursue a career at the Bar. The profession is also committed to protecting its domestic and international reputation for excellence, by recruiting and retaining the most talented individuals. The virtual Pupillage Fair is proof of these commitments, even in the face of the pandemic.

The Pupillage Fair is part of the Bar Council's student advisory and support services, which are designed to help you make the right decisions for the academic, vocational and work-based components of training for the Bar. Some of the other things we do to support you include:

- Providing up-to-date information and guidance about your options on the Bar Council website;
- Running Bar Placement Week for students who meet the qualifying criteria;
- Attending University Law Fairs;
- Running the Pupillage Gateway;

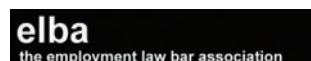
- Providing the Pupillage Helpline to support you during pupillage; and
- Working with the profession to ensure that our approach to recruitment is fair at every stage, and that training is both accessible and maintains the profession's high standards

At this year's Pupillage Fair, a range of targeted sessions will be delivered by Specialist Bar Associations and the Inns of Court. You will also get a chance to speak to those from outside London, on the Circuits and from various equality and diversity networks in the Lounge.

The Bar Council is here to support you, both now and during your career at the Bar in the future. I would like to wish you the very best of luck and look forward to welcoming you into the a most fulfilling and enjoyable profession at the Bar.

For more information, contact [careers@barcouncil.org.uk](mailto:careers@barcouncil.org.uk) or visit [www.barcouncil.org.uk/careers](http://www.barcouncil.org.uk/careers).

Amanda Pinto QC | Chair of the Bar



# PROGRAMME

There are four elements to this year's Pupillage Fair: our exhibition halls, the auditorium and the application clinic.

## EXHIBITION HALLS

The exhibition halls are split in to two sections:

- Crime, family, mixed practice and other (including institutions offering the vocational component and those offering other voluntary and paid opportunities); and
- Chancery, commercial and mixed civil.

Our 76 exhibitors will be manning their virtual booths between the hours of 10:00 and 15:00, and you will be able to engage with them in both public and, at their invitation, private conversation by messenger, telephone or video chat. You will also be able to collect marketing materials for your 'Swag Bag', which you will be able to access through the vFairs platform up to 30 days after the event or send to yourself by email for future reference.

## LOUNGE

Come and network with barristers from diverse backgrounds, including representatives from regional hubs across England and Wales and those from race-, gender-, LGBT+, and disability-based networks. If you are considering practising somewhere other than London, or if you want to find out more about programmes and support for candidates from non-traditional backgrounds, then you will be asked who you want to speak to when you enter the networking space so that you can be allocated appropriately. The lounge will be open between 11:00 and 15:00.

## APPLICATION CLINIC

You can access the Application Clinic, which will be taking place on Zoom between 11:00 and 15:00, through the sandwich board in the lobby. During your session, you will be given the opportunity to spend ten minutes of one-on-one time with a practising barrister, who will provide expert and impartial advice on your pupillage application, legal CV or interview technique. Please note that this is not pre-bookable and that you must come prepared to share the relevant document using the 'Share Screen' functionality.

## AUDITORIUM

We will be running eight live panel events through the auditorium, the full programme for which is detailed below. Attendees will be given the opportunity to ask questions at the end and can catch-up on any of the seminars they miss by logging back on to the vFairs platform within the 30 days after the event.

Time	Session
09:30 – 10:15	<p><b>Funding and Support from the Inns of Court   Auditorium</b></p> <p>Representatives from each of the Inns of Court outline the opportunities and support that they offer aspiring barristers.</p> 
10:00	<p><b>Exhibition halls open for browsing and networking</b></p>
10:30 – 11:30	<p><b>Life at the Chancery and Commercial Bar   Auditorium</b></p> <p>Junior and senior barristers, from leading chancery and commercial sets, will present on their working lives, the skills required to succeed in their areas, and key developments in those areas. This targeted session is suited to students who are committed to practising in chancery and/or commercial law, particularly BPTC students.</p> 
11:00	<p><b>Lounge opens for networking and Application Clinic opens</b></p>
11:45 - 12:30	<p><b>Life at the Criminal Bar   Auditorium</b></p> <p>Junior and senior barristers, from leading criminal sets, will present on their working lives, the skills required to succeed at the criminal Bar, and key developments in the area. This targeted session is suited to students who are committed to practising criminal law, particularly BPTC students or graduates.</p> 
13:00 – 13:45	<p><b>Life at the Employed Bar   Auditorium</b></p> <p>Employed barristers, from a range of organisations and practice areas, will provide insight into their working lives and how they compare to life at the self-employed Bar.</p>
14:00 – 14:45	<p><b>Life at the Family Law Bar   Auditorium</b></p> <p>Junior and senior barristers, from leading family law sets, will present on their working lives, the skills required to succeed as a family barrister, and key developments in the area. This targeted session is suited to students who are committed to practising in family law, particularly BPTC students or graduates.</p> 
15:00	<p><b>Lounge and Application Clinic closes</b></p>
15:00 – 15:45	<p><b>Career Changers   Auditorium</b></p> <p>Barristers will share their experience of joining the Bar at a later stage and provide insight into the benefits and challenges of doing so. This targeted session is suited to those who are, or are considering, switching to the Bar from other careers; and those who are considering pursuing another career before joining the Bar.</p>
16:00 - 16:45	<p><b>Life as a Civil Law Barrister   Auditorium</b></p> <p>Civil law barristers, including public law and human rights barristers, will present on their working lives and key developments in their area(s). This targeted session is suited to students who are committed to practising civil law.</p> 
17:00 - 17:45	<p><b>Applicants with a disability   Auditorium</b></p> <p>Barristers with experience of a range of disabilities will share their thoughts on the pupillage recruitment process and life at the Bar, including challenges, existing forms of support, and areas requiring improvement.</p>

# TIMELINE TO THE BAR

## PENULTIMATE YEAR OF UNDERGRADUATE LAW STUDY / FINAL YEAR OF NON-LAW STUDY

### Throughout year

#### *Law students*

Start thinking about getting some relevant work experience. Do plenty of research into chambers / mini pupillages.

### By May

#### *Non-law students*

Apply for Graduate Diploma in Law scholarship from the Inns of Court.

## FINAL YEAR OF LAW DEGREE OR GRADUATE DIPLOMA IN LAW

### Throughout year

Apply for vocational component.

Apply for membership to an Inn of Court 12 weeks before starting your vocational component.

Apply for pupillages that are off-Gateway.

### From September

Sit the Bar Course Aptitude Test (BCAT).

### By beginning of November

Apply for a scholarship for the vocational component (previously known as the BPTC) from the Inns of Court.

### December/January/February

View advertisements for pupillages on the Pupillage Gateway and start preparing your applications ahead of the early February deadline.

[www.pupillagegateway.com](http://www.pupillagegateway.com)

## VOCATIONAL YEAR

### Throughout year

Finish the vocational component. Having passed the course, and completed your ten qualifying sessions, you will be eligible to be Called to the Bar.

### February

If unsuccessful in obtaining pupillage last year, view advertised vacancies and apply for pupillage before February deadline.

## WORK-BASED COMPONENT/PUPILLAGE

### Throughout the year

You will need to complete specific training – speak to your pupil supervisor or your Inn to find out more.

Depending on their deadlines, make a tenancy application at your chambers or apply for an employed position. If successful, tenancy or employment will be offered. If you are not successful, you can apply for a third six in another chambers or an employed position elsewhere.



# VOCATIONAL COMPONENT

Once you have completed the academic component (your law degree or conversion course), you will then need to learn how to put that knowledge and understanding to practical use. The second component of training is the vocational component, which has traditionally taken the form of the Bar Professional Training Course ('BPTC'). However, from September 2020, the Bar Standards Board will instead permit training providers to offer several new ways to become a barrister, replacing the BPTC. The pathways that are currently available are as follows:

- **Three-step pathway:** Law degree/conversion course, vocational component in one part, pupillage/work-based component. This pathway is most like the pathway with the BPTC.
- **Four-step pathway:** Law degree/conversion course, followed by the vocational component in two parts, and pupillage/work-based component.
- **Integrated pathway:** Combined academic and vocational components, followed by the pupillage/work-based component. For example, a law degree or conversion course combined with the vocational component.

It is important for you to make sure that you consider all the options before you choose a vocational component provider. You can find out more information about available providers and courses here <https://www.barcouncil.org.uk/becoming-a-barrister/students-and-graduates.html>. You may already have given some thought to where you wish to undertake your pupillage and eventually practise geographically, which may help to guide your choice.

At the same time, you will undertake training courses provided by your Inn in order to qualify to be 'Called to the Bar'. The process of being 'Called to the Bar' culminates in the graduation style ceremony at which you formally become a barrister and after which you will be regulated by the Bar Standards Board. However, you will not be permitted to practise or hold yourself out as a practising barrister or undertake reserved legal activities until you have completed pupillage.

You need to have completed ten 'Qualifying Sessions' with your Inn (which might include residential training weekends, skills-based workshops or attending lectures and must have passed the vocational component in order to be Called to the Bar by your Inn.



# APPLYING FOR PUPILLAGE

Each year, final year law students, and students studying a conversion course or the vocational component, apply for pupillage. These applicants are joined by those who did not obtain pupillage in the years before (vocational component graduates may apply for pupillage for up to five years from the date of their graduation). As a result, there are often hundreds of applications for just one or two pupillage places. It's therefore important to make sure that your application is tailored to each opportunity. It is better to do a few strong applications than lots of weaker applications. Be strategic and prioritise your time accordingly.

- The application process varies according to the set of chambers or organisation (known collectively as 'Authorised Education and Training Organisations' or 'AETOs'), with many using the Bar Council's Pupillage Gateway to administer their recruitment process and others choosing to manage their applications independently. Take as much time as you can to research different sets of chambers and organisations in advance; and take care in preparing your application(s) and, if relevant, your CV and covering letters.

- Don't leave it too late! Applications that are submitted shortly before the deadline have a lower success rate than those that are submitted with time to spare. Make use of the Pupillage Gateway's practice application form, which is available year-round, and the additional time to view the advertisements between the end of November and start of January.
- Pupillage interviews might involve problem solving tasks and mock advocacy exercises, as well as the sort of questions you would expect in any job interview. Some sets of chambers and organisations sift applicants by inviting a relatively large number for a short, ten-minute interview. Regardless of the length of the first interview, first impressions are very important.





The Bar Council

# Pupillage Gateway

The Pupillage Gateway is the online application system for pupillage, operated by the Bar Council. Pupillage vacancies must be advertised on the Pupillage Gateway, but chambers and organisations may choose to manage applications outside of the system. From 1 November 2020 onwards, chambers and employed Bar organisations must recruit using the same timetable as other recruiting organisations (i.e. the one that is advertised on the Pupillage Gateway), with a few exceptions.

Prospective candidates can use the Pupillage Gateway to search for vacancies, prepare and save their applications in advance of the timetable going live using the practice application form, and to apply to chambers and other organisations using the Pupillage Gateway to administer their recruitment process.

Each year, approximately 100 chambers or other organisations recruit for approximately 250 pupillages through the Pupillage Gateway. Applicants can apply to a maximum of 20 pupillage vacancies on the Pupillage Gateway, and to an unlimited number outside the Pupillage Gateway. The timetable for the 2020/21 pupillage recruitment round is as follows:

Date	Action
<p><b>Friday 27 November 2020</b></p>	<p><b>Publication of advertisements on the Pupillage Gateway: all approved vacancy advertisements will be published for prospective applicants to browse.</b></p> <p>There is a practice online application form, available on the Pupillage Gateway, which allows aspiring barristers to gain an understanding of the format their application will take and to upload relevant information in advance of the opening of the annual submissions window. Whilst the form is only relevant to those chambers and other organisations using the Pupillage Gateway to administer their recruitment process, prospective pupil barristers can edit information contained within it throughout the year and use it gain a more general understanding of what will be expected of them when making an application.</p>
<p><b>Monday 4 January 2021, 11:00am</b></p>	<p><b>Applications open: the submissions window for applications opens and candidates can start to share their applications with their chosen pupillage providers.</b></p> <p>Chambers and other organisations using the Pupillage Gateway to administer their recruitment process will not have access to the applications until the submissions window closes.</p>
<p><b>Monday 8 February 2021, 11:00am</b></p>	<p><b>Applications close: the submissions window for applications closes and no further applications or amendments to applications are allowed.</b></p> <p>Chambers and other organisations not using the Pupillage Gateway can begin the shortlisting and interview process from this date, whilst those who are will be able to do so from Thursday 11 February 2021 onwards.</p>
<p><b>Friday 7 May 2021, 09:00am</b></p>	<p><b>Offers made: Pupillage offers are made on this date.</b></p> <p>Chambers and other organisations are not able to make offers to applicants in advance of this date. They also must not make informal or indicative offers in advance.</p>
<p><b>Friday 14 May 2021, 09:00am</b></p>	<p><b>Deadline for accepting initial offers: all applicants have a seven-day deadline to communicate acceptance of an offer (if any).</b></p> <p>Applicants will be able to accept an offer anytime up to the deadline.</p>



## POST-VOCATIONAL COMPONENT

Chambers and organisations recruit pupils well in advance, so if you receive an offer for pupillage whilst undertaking the vocational component, you will probably have a year-long gap before your pupillage starts. There are still lots of useful things you can do with that year to harness your legal skills. If you are unsuccessful in your pupillage applications, you can still apply to commence pupillage up to five years after completing the vocational component. If you wish to reapply again for pupillage, regardless of what you choose to do in the meantime, make sure that you continue to improve your CV and seek experience which will strengthen future applications.

## PUPILLAGE

Pupillage is the practical stage of training to be a barrister, which you can commence up to five years after completing the vocational component. This is either completed in a set of chambers or with another approved organisation. Pupillages usually start in September or October, one year after you have been accepted by the chambers or organisation (so successful applicants from 2020 will commence pupillage in autumn 2021). Pupillage consists of work-based learning,

where you put your learning from the vocational component into practice. You will be assigned pupil supervisors – barristers in the same set of chambers or organisation – who you will shadow and for whom you will undertake supervised work. Pupillage lasts for 12 months (or 24 months for a part-time equivalent) and is broken up into the ‘first six’ months (now known as the ‘non-practising period’) and the ‘second six’ months (now known as the ‘practising period’). In your ‘second six’, you will be eligible to undertake cases on your own, albeit under close supervision. Chambers and organisations are required to fund your pupillage with a minimum award which is set annually by the Bar Standards Board, having regard to the Living Wages Foundation’s hourly rate. This year, the minimum award is £18,866 per year for pupillages in London and £16,322 per year for pupillages outside London. These minimum amounts will increase each year in line with inflation. Some chambers and organisations provide considerably larger awards; particularly chancery and commercial sets, which are competing with the large commercial law firms for applicants.

Recruitment methods vary between chambers and organisations, but decisions about ‘tenancy’ (long-term places in chambers) or long-term permanent employment are usually made about ten months into a 12-month pupillage. Competition for tenancy can be strong, with some chambers taking on several pupils but only retaining one as a tenant. Appraisal might be based simply on your pupil supervisors’ assessment of your abilities, or you might have to

take part in formal mock advocacy exercise or an interview process. Other sets of chambers take on every pupil with a view to making them a tenant if they perform well. You will also need to pass an assessed advocacy course taught by your Inn or Circuit. From 2021 onwards, there will also be compulsory negotiation skills' courses and an ethics exam during pupillage.

## THIRD SIX

If you do not gain tenancy at the chambers at which you completed your pupillage, you can apply for a 'third six' at another set. This might allow you to gain exposure to other types of work and will give you another chance to apply for tenancy. Third six pupillages are often advertised on the Bar Council website (<https://www.barcouncil.org.uk/becoming-a-barrister/pupil-barristers/third-six-vacancies.html>).

## TENANCY

Once you are a tenant, your income will come entirely from the work you take on, either in your own right or, at the start of your career, when acting as the junior member of a team of barristers. With the support of the chambers' 'clerks' or 'practice managers' (who are responsible for assigning work to the barristers in their chambers and, in many cases, generating new business), you will need to build up a reputation amongst potential clients and a

network of solicitors who will 'instruct' you (essentially paying you to provide specialist services) on a regular basis.

Once you are a tenant, most chambers will require you to pay a percentage of your earnings, alongside rent and/or a membership charge, to cover the costs of chambers' employees and other shared overheads such as the rent on the building and the costs associated with any IT equipment required.

For your first seven years of practice, you will be defined as a 'young barrister', and you'll be represented by the Young Barristers' Committee. You can find out more about the YBC here <https://www.barcouncil.org.uk/support-for-barristers/young-bar.html>, and you can speak to a member of this year's Committee at their booth in the exhibition hall.

## PROFESSIONAL CONVERSION

In some cases, it might be possible to qualify as a barrister by an alternative manner to the conventional path. For example, qualified solicitors may be exempted from some of the usual training requirements by undertaking the Bar Transfer Test ('BTT'). For further information, please visit the Bar Standards Board website or speak to one of their employees at their booth in the exhibition hall.

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*“I look forward to meeting lots of prospective barristers at the fair. The YBC is always happy to answer questions about training and life at the Bar”*

**Katherine Duncan**  
Chair of the Bar Council's Young Barristers' Committee 2020



# THE EMPLOYED BAR

## **What is the employed Bar?**

Approximately 18% of barristers in England and Wales are employed, and opportunities to complete pupillage at the employed Bar are increasing. Employed barristers provide specialist legal services to their employer. They remain independent but accept their instructions from, and provide legal services solely to, their employer.

## **Why choose the employed Bar?**

The employed Bar offers an opportunity to train in specialist areas of law, as well as increased financial security and a broader range of employee benefits (including paid leave) and protections.

## **Where can you work as an employed barrister?**

Their work will vary greatly depending on their employer. Employers of barristers include the Crown Prosecution Service, the Government Legal Department, the Armed Forces, local government, regulatory bodies (regulators such as the Nursing and Midwifery Council), charitable organisations (such as the Public Law Project) and private companies with in-house legal teams (such as banks or transport companies).

## **Can I transition between the self-employed and employed Bar?**

It is possible to move between the self-employed and employed Bar – an effective way of ‘trying out’ employed or self-employed practice is through secondments (short-term placements with employers or chambers). Many

barristers complete secondments during their pupillage or in the early years of their practice.

## **Can I complete pro bono work as an employed barrister?**

Due to a recent change in policy, it is now possible for all employed barristers to undertake pro bono work through the Free Representation Unit or Advocate.

**For more details on life at the employed Bar, please visit our website <https://www.barcouncil.org.uk/support-for-barristers/employed-bar.html>.**



# FUNDING YOUR TRAINING

One of the greatest concerns for most aspiring barristers is the cost of entering the profession. It is important to understand, before you make any long-term commitments, exactly what that cost might be for you.

You should factor in the tuition fees for your undergraduate degree (which are only payable once you start earning), the conversion course (if you studied a non-law degree) and the vocational component, as well as living costs. Course costs will vary depending on where you study them, and you should try to find out as much as possible in advance <https://www.barcouncil.org.uk/becoming-a-barrister/students-and-graduates.html>. Providers of the conversion course and the vocational component

list the cost of their courses on their respective websites. Whilst funding your path to the Bar is a daunting prospect for many applicants, there is a range of help on offer from the Inns of Court, the universities themselves, from banks and from bursaries, as set out below.

Between them, the four Inns of Court make scholarship awards of about £6 million every year, the majority of which is for the vocational component, but awards are also available for the conversion course and pupillage. Some of the Inns also make grants available for internships and for students or pupils of the Inns who are disabled and can demonstrate financial need. All the Inns award their scholarships and grants on merit, with some

also considering financial need. It is important to note that candidates may apply for a scholarship to one Inn only, and you must be a member of that Inn to take up any award that is offered. For further information on the scholarships and grants available from the Inns, on the criteria that are used to determine awards, and application procedures and deadlines, please visit their respective websites.

**Lincoln's Inn**

[www.lincolnsinn.org.uk](http://www.lincolnsinn.org.uk)

**Inner Temple**

[www.innertemple.org.uk](http://www.innertemple.org.uk)

**Middle Temple**

[www.middletemple.org.uk](http://www.middletemple.org.uk)

**Gray's Inn**

[www.graysinn.org.uk](http://www.graysinn.org.uk)



# APPLYING FOR A SCHOLARSHIP FROM THE INNS

Determine in advance which Inn's scholarship criteria suits you best, by researching the website of each Inn or by contacting them directly. Bear the following in mind:

- Candidates may only apply to one Inn of Court for a scholarship. You do not need to be a member of an Inn in order to apply for one of their scholarships. However, you do need to join an Inn at least three months before you begin your vocational component, and once you have joined an Inn, you cannot apply for scholarships from any of the other Inns.
- You do not need to join an Inn until at least 12 weeks before you begin your vocational component. However, once you have joined an Inn, you cannot apply for scholarships from any of the other three.
- Some Inns interview all candidates whereas others do not.
- Candidates may be required to demonstrate a skill e.g. public speaking.

All scholarships are awarded on merit. While the Inns of Court differ slightly in how they assess scholarships, the broad criteria are as follows:

## 1. Intellectual qualities

## 2. Motivation

## 3. Relationships

## 4. Character

## 5. Impact

Financial need is sometimes considered when deciding the level of award for scholarships. If you are successful in getting a scholarship but have low financial need, you are likely to get a smaller award. If you are successful in getting a scholarship but have high financial need, you are likely to get a larger award.

Please see the Inns' websites for further information about their criteria and how to apply. You can also attend the session "Funding and Support from the Inns of Court", which will have a representative from each Inn in attendance.

Each Inn has its own application form, available online or on request. Take time to answer the questions carefully, obtain references from people of good standing and prepare thoroughly for interviews.



# OTHER SOURCES OF FINANCIAL HELP INCLUDE:

- Some universities provide grants and scholarships to assist students taking a conversion course or the vocational component. You should check their respective websites when applying to find out if you are eligible.
- Several high street banks offer graduate loans which can be large enough to cover the costs of a substantial portion of your studies and accommodation.
- The government offers a Postgraduate Master's Loan, that you may be eligible for if you study a combined LLM and vocational component (which is offered by some providers). Although these loans are only available to students who are resident in England, the Welsh government also offers some loans and bursaries. For more information on the Postgraduate Master's Loan, please see here: <https://www.gov.uk/funding-for-postgraduate-study>. For more information on options for students resident in Wales, please see here: <https://gov.wales/student-finance/postgraduate-and-doctoral-students>.  
  
Please note that these are unlikely to cover the full fees for the course and your living expenses, so do bear that in mind when considering this as a possible option.
- The Kalisher Scholarship Trust, which covers the vocational component course fees for two aspiring barristers each year and provides a variety of smaller bursaries and awards including an annual £3,000 essay prize. The aim is to encourage and support talented students who would otherwise not be able to pursue a career at the criminal Bar. For more information, please visit the Trust's website: [www.thekalishertrust.org](http://www.thekalishertrust.org).
- If you are successful in obtaining a pupillage before undertaking your vocational component, some chambers will allow you to receive part of your pupillage award in advance of pupillage, which is known as a 'draw down'.
- There are some further opportunities and scholarships from Bar-affiliated organisations, which you can find here: <https://www.barcouncil.org.uk/media-campaigns/campaigns/iamthebar/resources.html>.
- You may also need to consider part-time work and paralegal work. As well as assisting you financially, the right experience could help your search for pupillage.
- The Bar Council's Law Reform Essay Competition is open to students undertaking academic studies (a law degree or conversion course) or vocational studies for the bar; as well as pupils, and those with an offer of pupillage. The prize for the best essay is £4,000. Deadlines for 2021 competition will be available here: <https://www.barcouncil.org.uk/becoming-a-barrister/students-and-graduates/law-reform-essay-competition.html>.



# ABOUT THE BAR

## INNS OF COURT

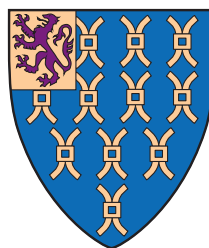
There are four Inns of Courts: Lincoln's Inn, Inner Temple, Middle Temple and Gray's Inn. Although the Inns are all located in London, they have strong links with barristers across England and Wales and all over the world. They also run many events outside of London. Every barrister must join an Inn before they start the vocational component. One of the formal functions of the Inns is to Call new barristers to the Bar once their training is complete. Once you are Called by an Inn, you will have a relationship with that Inn for the rest of your career at the Bar or as a member of the judiciary, if you become a judge. They are also one of the major sources of financial assistance to students who are training for the Bar.

The Inns are historic institutions, which provide modern and first class educational and training activities in a supportive and inclusive environment. They also provide extensive library and IT facilities, support for barristers and student members, and other forms of ongoing training, including extensive advocacy coaching, throughout your career. Before you can formally become a barrister, alongside passing your vocational component, you need to complete ten 'Qualifying Sessions', which are run by the Inns. Students who enrol on the vocational component of a Bar Training Pathway from September

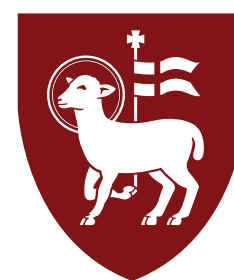
2020 will have to complete their ten Qualifying Sessions across five themes prior to being Called. The five themes, which cover all aspects of the skills and knowledge students need to learn as part of their training for the Bar, are:

- Ethics, standards and values;
- Advocacy skills;
- Legal knowledge, justice and the rule of law;
- Equality, diversity and inclusion; and
- Preparation for pupillage, career development and wellbeing

At least two sessions must be interactive and require preparation in advance. Your Inn of Court will publish information about its Qualifying Session in advance.



THE HONOURABLE SOCIETY OF  
THE INNER TEMPLE





# The Royal Courts of Justice

## CIRCUITS

England and Wales are divided into six regional 'Circuits', which act as local hubs for barristers outside of London, running training and social events:

- Midland Circuit
- North-Eastern Circuit
- Northern Circuit
- South-Eastern Circuit
- Wales and Chester Circuit
- Western Circuit

The Circuit Leaders are practising barristers who act as communication channels between the Circuits and the Bar Council. For further information on the Circuits, including contact details, please see here <https://www.barcouncil.org.uk/about/about-the-bar/other-organisations.html>. If you would like to find out more about life at the Bar outside of London, there will be several chambers from the Circuits who will be exhibiting at the Fair, and representatives from the Circuits in the lounge.

## SPECIALIST BAR ASSOCIATIONS

The Specialist Bar Associations ('SBAs') are membership organisations for barristers, usually targeted at those practising in a specific area of law such as crime, Chancery, commercial, family or personal injury. They provide representative services to their members, run training and other events, and often respond to government consultations that affect their specialist area.

For a full list of SBAs and a link to their websites, please see here: <https://www.barcouncil.org.uk/about/about-the-bar/other-organisations.html>.

The SBAs supporting the Pupillage Fair include the Chancery Bar Association, the Commercial Bar Association, the Criminal Bar Association, the Employment Law Bar Association, the Family Law Bar Association and the Technology and Construction Bar Association. They are running panel sessions on their practice areas throughout the day (in the auditorium) and most of them have booths in the exhibition halls, so do go and speak to them if you have any questions!

## THE BAR COUNCIL

The Bar Council represents approximately 17,000 barristers in England and Wales, and comprises a council of barristers who meet regularly, supported by an executive of employed staff. The Bar Council is responsible for promoting the Bar's high-quality specialist and advisory services, fair access to justice for all, the highest standards of ethics, equality and diversity across the profession, and the development of business opportunities at home and abroad.

We also provide guidance, opportunities and support for students and pupils. For more information, please see here or contact [Careers@BarCouncil.org.uk](mailto:Careers@BarCouncil.org.uk).

## THE BAR STANDARDS BOARD

The Bar Standards Board ('BSB') regulates barristers. The BSB is responsible for setting the educational and training requirements for becoming a barrister, continuing training requirements and codes of conduct for barristers, monitoring the services provided by the Bar, handling complaints against barristers and taking disciplinary actions against them.

# GETTING TO THE BAR: NETWORKS AND SUPPORT

## NOT SURE THE BAR IS FOR YOU?

If you are from a Black, Asian, or ethnic minority background, have a disability, identify as LGBTQ+, come from a low-income background and/or are a woman, there are lots of organisations, including the Bar Council, keen to support you in accessing the profession. We recognise that you will have overcome additional hurdles to reach the stage you are at now.

In Summer 2018, the Bar Council launched 'I am the Bar' to profile the experiences of those who have succeeded at the Bar from non-traditional backgrounds. The award-winning campaign is designed to increase social mobility across the Bar and support fair access to the profession. Scroll down to see this year's Social Mobility Advocates and find out more about their journeys here: <https://www.barcouncil.org.uk/media-campaigns/campaigns/iamthebar/social-mobility-advocates.html>.

Additionally, there are lots of networks and organisations which offer opportunities and support for people under-represented at the Bar. Below are just a few. As an aspiring barrister you are welcome to get in contact with them, check out their social media and websites to find out how they can help you.

### For all applicants:

- **The Inns, Circuits, and Specialist Bar Associations** provide a wide range of assistance programmes including mentoring. You can find out more about these organisations here: <https://www.barcouncil.org.uk/about/about-the-bar/other-organisations.html>.
- **Cake & Counsel:** Peer-based networking and support group for aspiring lawyers. Follow [@cakeandcounsel](#), on [Facebook](#), or [LinkedIn](#).
- **Bridging the Bar:** Working to increase diversity

at the Bar. Offers mini-pupillage opportunities, mentoring and further support for statistically underrepresented groups at the Bar: <https://bridgingthebar.org>.

- **Commercial Mentoring:** Mentoring scheme run by six commercial sets, with the aim of encouraging people from groups who are underrepresented at the English Bar or commercial Bar to pursue careers at barristers.

Do note mental health support services are also available, for example, the Wellbeing at the Bar website (<https://www.wellbeingatthebar.org.uk/>) provides advice and assistance to pupils and students who have completed the BPTC and may be struggling to secure pupillage, financially or otherwise.

### For applicants from a Black, Asian or ethnic minority background:

- **BME legal:** Offers an Intensive Support Programme for those from African-Caribbean and/or low-socio economic backgrounds. Participants on the ISP receive a mentor, five professional workshops, mock interviews and proof-reading of application forms. Follow [@BME\\_Legal](#) and connect on [LinkedIn](#).
- **BME at the Bar:** Events and initiatives to improve diversity and career progression at the Bar, signposting and information sharing between allied networks. Contact [bmeatthebar@gmail.com](mailto:bmeatthebar@gmail.com).
- **Bar None:** Bar None has just been launched by the Western Circuit to increase BAME representation at the Bar. Email [barnone@westerncircuit.co.uk](mailto:barnone@westerncircuit.co.uk) if interested.
- **Black Barristers' Network:** Promoting the growth of black barristers through support, visibility and community outreach. Follow [@BBN\\_Tweets](#) or visit <https://www.blackbarristersnetwork.org.uk>.
- **Society of Asian Lawyers:** Networking, events and community. Visit <https://www.societyofasianlawyers.co.uk>.
- **Black Men in Law:** Connection and support for Black men in the legal profession. Follow [@BMLnetwork](#)
- **Black Women in Law:** Connecting Black women in the legal profession, including barristers, judges, solicitors, paralegals and law students.

## For applicants with a disability:

There will be a seminar for 'Applicants with a Disability' at 17:00 in the auditorium, in which a range of experts will be on hand to share their experiences and offer their advice to prospective barristers with disabilities and health conditions.

- **Disability panel:** The Panel promotes disability access throughout the profession, develops guidance for practitioners and offers advice to law students and barristers. Contact here <https://www.barcouncil.org.uk/support-for-barristers/equality-diversity-and-inclusion.html>.
- **Association of Disabled Lawyers:** The association for disabled lawyers and lawyers with mental and/or physical health conditions. This includes anyone studying or practising law. Website here <https://www.disabledlawyers.co.uk>. Follow: [@disabledlawyers](https://twitter.com/disabledlawyers). Contact: [admin@disabledlawyers.co.uk](mailto:admin@disabledlawyers.co.uk).
- **Legally Disabled:** Research investigating the negative and positive experiences, choices and views of qualified disabled people working or seeking to work in the legal profession. Website here <http://legallydisabled.com>.

## For LGBTQIA + applicants:

- **FreeBar:** Promoting LGBT+ equality & inclusion across the Bar

## For Neurodiverse applicants:

- **Neurodiversity in Law:** Newly founded to promote and support neurodiversity within the legal sector and to eliminate stigma. Follow [@ndin\\_law](https://twitter.com/ndin_law), connect through Instagram by searching [ndin\\_law](https://www.instagram.com/ndin_law) or email [info@neurodiversityinlaw.co.uk](mailto:info@neurodiversityinlaw.co.uk).

## For Women

- **Women in the law UK:** Events, professional development, and community for women in the legal profession, with a focus on careers, wellbeing, and networking. They aim to inspire, support and connect future leaders in law. Website here: <https://www.womeninthelawuk.com>.
- **Association of Women Barristers:** Offers mentoring, events and support for women barristers, and aspiring barristers. Website here: <https://www.womenbarristers.com>.

- **Women in Criminal Law:** Networking organisation helping women from all different parts of the profession get to know and support each other – solicitors, paralegals, pupils, barristers and judges, prosecution and defence, private and publicly funded. WICL runs a Race Equality Committee specifically for Black and minority ethnic women. Follow [@womenincrimlaw](https://twitter.com/womenincrimlaw) on Twitter, connect via LinkedIn or email [womenincrimlaw@gmail.com](mailto:womenincrimlaw@gmail.com).
- **Themis:** Community of women barristers, pupils, and students that was born out of a desire to promote diversity and inclusiveness at the Bar across the UK. Follow [@ThemisWomen](https://twitter.com/ThemisWomen) on twitter, connect via LinkedIn, or email [themis.women@gmail.com](mailto:themis.women@gmail.com).

## GET IN TOUCH

If you have questions about any of the above opportunities or further support available contact: [careers@barcouncil.org.uk](mailto:careers@barcouncil.org.uk).

## Find out more: Journeys to the Bar

- **I am the Bar:** Read about barristers' non-traditional journeys to the Bar here: <https://www.barcouncil.org.uk/media-campaigns/campaigns/iamthebar/social-mobility-advocates.html>

## Books:

- **In Black and White:** A Young Barrister's Story of Race and Class in a Broken Justice System, by Alexandra Wilson (Barrister at Five St Andrew's Hill)
- **People Like Us** by Hashi Mohamed (Barrister at No5 Chambers)
- **A Dutiful Boy** by Mohsin Zaidi (Barrister at 6KBW)

## Podcasts:

- **Talking law** with Sally Penni (Head of Women in the Law UK)
- **The Pupillage Podcast** (hosted by junior barristers Georgina Wolfe and Beatrice Collier)

## TV clip:

- **Being A Working Class Barrister | Breaking Out In Bradford** <https://www.youtube.com/watch?v=vgnu-1pZc6M>



# *I am the Bar*

A Bar of all, for all.

[WWW.BARCOUNCIL.ORG.UK](http://WWW.BARCOUNCIL.ORG.UK)

#IAMTHEBAR

# OUR NEW SOCIAL MOBILITY ADVOCATES



Zayd Ahmed



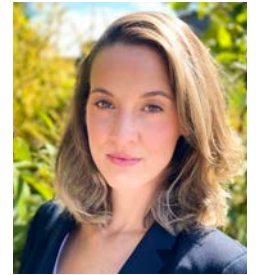
Samreen Akhtar



Sara Anzani



Chloe Branton



Charlotte Davies



Richard Honey



Angharad Price



William Sneddon



Jacqueline Thomas



Nancy Williams

The Bar Council's 'I am the Bar' campaign profiles the experiences of those who have succeeded at the Bar from "non-traditional" backgrounds.

The award-winning campaign is designed to:

- Raise the profile of social mobility to encourage aspiring barristers from under-represented backgrounds.
- Highlight efforts made to improve access to & diversity at the Bar.
- Support efforts to improve insight into the profession, drawing together social mobility efforts across chambers, Inns, other organisations and individual barristers.

To find out more about our campaign, and to read the stories of these and more Social Mobility Advocates, please go to [www.barcouncil.org.uk/careers/i-am-the-bar-social-mobility](http://www.barcouncil.org.uk/careers/i-am-the-bar-social-mobility).



# CONSTRUCTING A LEGAL CV

## GENERAL TIPS

- At the outset, write down all the qualities that a pupillage provider might be looking for and try to match them with skills you have gained through academia and work experience (both paid and unpaid).
- Ensure that your CV is well-structured and easy to read. Aim not to exceed more than two sides of A4.
- Ensure that your writing style matches the content of your CV. Avoid long sentences and poetic language.
- Watch out for common mistakes. Check your CV with friends, relatives, and tutors. You may want to take advantage of the Pupillage Fair's application clinic to check it with a member of the profession.
- Always write about things you did and things you know about. Exaggeration will always show at interview.
- Remember to always tailor

your CV to an application. Looking online at CVs of junior tenants of chambers to which you're thinking of applying can give you an idea of what they are looking for in a candidate.

## ACADEMIC SECTION

A strong academic record is important when applying for pupillage. However, it is possible to mitigate the impact of a less than outstanding academic record with other skills and experiences. Some members

of the Bar do not have a 2:1 or a First in their degree. Often, it's due to their outstanding CVs, applications and their persuasive skills at interview.

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*Mini pupillages are the most important form of legal work experience. You should aim to complete between three and five mini-pupillages.*

## WORK-EXPERIENCE SECTION

- Mini pupillages are one of the most important forms of legal work experience. Use them to demonstrate what areas of law interest you and that you really have thought about where you want to practise. However, the rule is not 'the more the better', as doing too many can make you look unfocused. We recommend completing no more than five.
- This year, COVID-19 has led to many opportunities being cancelled. Do not get discouraged. Try to find alternative ways to show your commitment to the profession i.e. by participating in online webinars and open evenings or doing short online courses.
- Check with your Inn of

Court for marshalling opportunities or see if you can 'befriend' a judge during a mini pupillage, usually via the court usher.

- Pro bono experience, with organisations such as the Free Representation Unit, the National Centre for Domestic Violence and the Prisoners' Advice Service, is highly regarded by the profession. You can also look at Advocate, Debate Mate and the Citizens' Advice Bureau for volunteering and work opportunities.
- Work experience in a law firm can help to demonstrate that your choice to pursue a career at the Bar is based partly on your experience of the main alternative (i.e. working as a solicitor).
- Do not discount non-legal work experience. Think about the qualities you need to be a barrister and show how you developed them throughout your work in a non-legal environment. Those skills can be very beneficial to your application, particularly if they relate to a certain practice area.
- Don't forget to show your personality. Volunteering in pro bono centres or participating in essay competitions shows that you're committed to your chosen career but don't discount activities outside of the legal profession like being part of a sports team, playing an instrument or other activities.

## DEBATING, MOOTING AND PUBLIC SPEAKING

The Bar is a profession of advocates. Applicants without any experience of debating, mooting or public speaking are unlikely to obtain pupillage. If you are a late starter, take part in debating, mooting and public speaking opportunities (via your law school, Inn of Court and external organisations such as Big Voice London or Debate Mate). It is usually best to focus your efforts on performing well in one or two prestigious competitions, rather than participating in many and not having enough time to prepare.

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*The Bar is a profession of advocates. Applicants without any experience of debating, mooting or public speaking are unlikely to obtain pupillage.*





# DRAFTING APPLICATIONS ON THE PUPILLAGE GATEWAY

## GENERAL TIPS

- Never copy and paste your applications. Write targeted applications for each chambers or employed Bar organisation.
- Reinforce every submission with a concrete example. Consider using the STAR method (outlining the Situation, Task, Action and Result) to help structure a

clear and concrete example. This method is particularly favoured when responding to competency-focused questions.

- Avoid the use of poetic language or too many adjectives.
- Be yourself – you do not need to digest a thesaurus to impress barristers.
- Start your applications as

early as possible and have them checked as many times as possible, by as many people as possible. Check if your law school or Inn can pair you with a barrister mentor.

## COMMON QUESTIONS ON THE PUPILLAGE GATEWAY

In 2017, the Bar Council decided to allow chambers

and other organisations to set bespoke questions for their Pupillage Gateway vacancies, following feedback from applicants and the profession. Despite this, the Bar Council continues to suggest (but not prescribe) two questions:

*Why do you believe you will make a good barrister? In your answer, please identify any relevant experiences or skills that you believe may help you in your career (200 words).*

- This question requires two things. First, your knowledge of the skills and attributes of a 'good' barrister. Second, your ability to demonstrate that you possess those skills and attributes, with the support of concrete examples.
- Do not waste words on sycophancy, telling barristers what they do, or repeating the question in the answer. Put yourself in the shoes of the barristers reading your application and hundreds of others; what can you say about yourself, by way of skills and experiences, to demonstrate that you have what it takes to succeed at the Bar?
- Look forward to the interview stage: draw on the skills or experiences that are not just impressive, interesting and relevant, but something you would like to discuss in more detail during interview.

*Why do you want to join our chambers/organisation? In your answer, please give reasons for your choice of chambers/organisation and explain why you are*

*interested in our areas of practice (200 words).*

- Conduct thorough research and be specific about the factors motivating your application. These may be related to practice area, diversity in chambers, types of clients, a case or the work of an individual barrister.
- If you have completed work experience at your chosen chambers or organisation, use it to structure your answer to this question. Show that you really paid attention, and that you possess a realistic understanding of what life would be like practising from that chambers or organisation.
- If you haven't completed work experience at your chosen chambers or organisation, try to refer to a time when you observed a barrister from that chambers or organisation in court, or met one at an event such as the Pupillage Fair. Research the work of specific barristers on websites, in court judgements, and on legal databases.
- Do not focus solely on the work of QCs and senior juniors; show that you understand and are suited to the work that you would undertake as a pupil and new tenant.
- If you are interested in a specific practice area, demonstrate what you know about it, why you want to practice it and that you possess the skills or experiences that are needed to do so successfully.

- If you are not interested in a specific practice area, research the type of work that your chosen sets of chambers or organisations practice, demonstrate your experience in at least some of those areas, and show that you understand the benefits. Be careful not to choose areas in which only a few barristers within the relevant chambers or organisation practice, as you are unlikely to experience them during pupillage and you may appear uninterested in their predominant specialisms.

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*Conduct thorough research and be specific about the factors motivating your application. These may be related to practice area, diversity in chambers, a case or the work of an individual barrister.*



## 12 TIPS ON PREPARING FOR PUPILLAGE INTERVIEWS

- 1** If you are asked a tricky question, ask for it to be repeated or for a minute to prepare an answer.
- 2** Look into whether it would be possible to arrange a call or meeting with a current pupil/junior barrister to get their experience and advice on the interview process and what life as a pupil was like for them.
- 3** Research common questions and draft brief responses.
- 4** Research chambers'/organisations' interview process and selection criteria in advance. First round interviews are usually application based. Second round interviews usually involve an exercise.
- 5** Attend mock interviews run by your law school or Inn of Court.
- 6** Keep up to date with current affairs by reading a spread of newspapers. Note down which topics are most likely to crop up, then draft an argument for and against a view on each topic.
- 7** Revise the BSB Handbook in advance, particularly the core duties and common scenarios.
- 8** If you are given an activity to prepare before your interview, read the material at least twice, identify the key issues and jot down your thoughts. If you have time, think of the counter arguments and your responses.
- 9** If applying to an employed Bar organisation, research its corporate structure and senior management team.
- 10** Highlight the sections of your application that are most likely to be explored in interview, then add anecdotes to them.
- 11** Most applicants will have at least one disastrous interview. Approach each interview with a fresh outlook by adopting the mindset that you cannot fail; you can only succeed or learn something.
- 12** Take notes after each interview and ask for feedback if you do not progress onto the next round.



## 10 COMMON INTERVIEW QUESTIONS

- 1 What is the most important skill for a barrister to possess?
- 2 When was the last time you persuaded someone of something and how did you do it?
- 3 Tell us about a recent case that caught your eye and your thoughts on it.
- 4 What is your main weakness?
- 5 What do you think of the challenges facing the current junior Bar and how do you plan to overcome those challenges?
- 6 Which law would you reform and why?
- 7 Tell us about a recent moral dilemma you have faced and what you did to overcome it?
- 8 What three people, dead or alive, would you invite to a dinner party?
- 9 What is your unique selling point – what one thing makes you the best candidate for this pupillage?
- 10 Give an example of when you have worked successfully in a team.

For more tips on preparing a legal CV, drafting pupillage applications and succeeding in pupillage interviews, visit [www.barcouncil.org.uk/careers](http://www.barcouncil.org.uk/careers).

# JARGON BUSTER

**Bar Council** – the Bar Council represents barristers in England and Wales. It is also known as the General Council of the Bar and is the Approved Regulator of the Bar of England and Wales. It discharges its regulatory functions through the independent Bar Standards Board.

**Bar School** – the informal name for a provider of the vocational component.

**Bar Standards Board** – the Bar's independent regulator.

**Bench** – the judge/judges.

**Bencher** – a senior member of an Inn of Court, also known as a Master of the Bench.

**Brief** – the documents setting out case instructions for a barrister to argue a case in court.

**Call to the Bar** – the conferral of the title of 'barrister' by an Inn of Court on those who have completed the necessary training requirements and have satisfied their Inn that they are fit and proper to be Called to the Bar. The title cannot be used in a professional capacity until pupillage has been completed.

**Circuits** – the six geographical areas into which the courts of England and Wales are divided: North Eastern, Northern, Midland, South Eastern, Western and Wales & Chester Circuits.

**Chambers** – the collective name for a group of self-employed barristers who share premises, a corporate identity, staff and overheads.

**Clerk** – chambers' staff responsible for generating and assigning work and managing barristers' diaries.

**Counsel** – this is simply another way of referring to a barrister.

**CPS** – the Crown Prosecution Service, the primary body responsible for the prosecution of criminal offences in England and Wales.

**Devilling** – completing paid work for other members of chambers.

**Employed barrister** – most barristers are self-employed and practise from chambers. The remainder are employed to act as in-house barristers by law firms, companies and the government, including the Crown Prosecution Service.

**Graduate Diploma in Law (or 'GDL')** – 'Graduate Diploma in Law': the law 'conversion' course which aspiring barristers who do not have a law degree must undertake before commencing the vocational component. There are also other types of conversion course, but the GDL is the most common.

**Head of Chambers** – a senior barrister in a set of chambers who is elected or appointed as its head.

**Inns of Court** – the four historic institutions with the exclusive right to Call barristers to the Bar. In addition to the provision of scholarships for training for the Bar, the fundamental role of the Inns of Court is the education and training of students and barristers. The Inns also have societies dedicated to mootings, debating and social events. As membership organisations, they retain strong relationships with their members throughout their careers.

**Instructions** – directions in whatever form (including a brief to appear as an advocate before a Court) given to a practising barrister to supply legal services.

**Junior** – a barrister who is not Queen's Counsel (QC).

**Junior brief** – a case on which a junior barrister is led by a senior, usually a QC, in a big case which would be too much work for one barrister alone. The more senior barrister will usually conduct the advocacy.

**Marshalling** – work experience shadowing a judge.

**Mini pupil** – the name given to someone undertaking work experience in a set of chambers. Some sets of chambers may expect potential pupils to have completed a mini pupillage at that set.

**Moot** – a legal debate in which participants conduct a case in a mock appeal court.

**Pupil** – the name given to a barrister undertaking the practical element of their training, which is essentially an apprenticeship.

**Pupillage** – one year (or possibly two years) of apprenticeship in chambers or another approved organisation. For the first six months, the pupil will not be practising and will shadow their pupil supervisor. In the second six months they will continue to shadow a pupil supervisor, but may also undertake their own cases, with supervision.

**Pupillage Gateway** – the Bar Council’s online application portal for pupillages (on which all pupillage providers must advertise opportunities for pupillage).

**Pupil supervisor** – a barrister who acts as a pupil’s mentor during pupillage.

**QC/Queen’s Counsel** – a senior barrister who has been appointed by the Queen as “one of Her Majesty’s Counsel Learned in the Law” (following a formal and transparent recruitment process, operated by the QC appointments panel). QCs are senior members of the Bar, and it is a mark of excellence. They appear in the most serious and important cases.

**Qualifying Sessions** – Students who enrol on the vocational component of a Bar Training Pathway from September 2020 will have to complete Qualifying Sessions across five themes prior to being Called. At least two sessions must be interactive and require preparation in advance.

**Recorder** – a part-time judge, who is often also a practising barrister.

**Set** – informal term for chambers.

**Silk** – informal term for a QC – so-called because they wear a silk gown in court.

**Squatter** – a pupil not invited to become a tenant may be offered the opportunity to become a ‘squatter’ in chambers. They can remain and to continue to take on their own cases for a period, without having a permanent place in the chambers.

**Tenant** – a member of a set of chambers.

**Tenancy** – Towards the end of their pupillage, an individual may be offered a tenancy, which is the entitlement to continue to practise from a set of chambers as a self-employed barrister.

**Third six** – a pupil not invited to become a tenant may be offered a ‘third six’; essentially another six months as a pupil in another set of chambers, usually with a view to gaining tenancy if completed satisfactorily.

**Vocational Training** – several new ways of studying for the vocational training will become available from September 2020. This course is available at various providers and teaches procedure, advocacy, ethics research methods and practical skills. It is followed by the work-based stage of becoming a barrister, known as pupillage.

# EXHIBITORS

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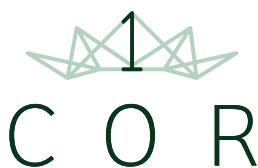


## 1 Chancery Lane

1 Chancery Lane is a leading civil common law set specialising in personal injury, medical law, public sector and human rights, professional liability, travel and cross border claims, police law, and property, Chancery and commercial. We offer up to two 12-month pupillages. Limiting places in this way ensures that we can give each pupil plenty of individual attention, equipping them with the skills and experience needed to enjoy a successful and exciting career at the Bar. We aim to provide a stimulating environment, diversity of experience and an open, friendly approach that will enable talent to flourish.

W: [www.1Chancerylane.com/join-us/pupillage](http://www.1Chancerylane.com/join-us/pupillage)

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1 CROWN OFFICE ROW

## 1 Crown Office Row

1 Crown Office Row, the Chambers of Richard Booth QC, is recognised as one of the leading sets in the UK, particularly in the fields of civil and public law. This encompasses clinical negligence, inquests and inquiries, and professional discipline. Our commitment to excellence has led to an equally dedicated and diverse client base, including entrepreneurs, small businesses, large corporations, NGOs and the Government. Our barristers run the popular UK Human Rights Blog and Law Pod UK.

W: [www.1cor.com](http://www.1cor.com)

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## 1 King's Bench Walk

1KBW is a leading set at the forefront of family law. We offer two twelve-month pupillages, during which pupils see a wide range of work, from complex matrimonial finance disputes, private and public law children cases, child abduction and cohabitee disputes. 1KBW provides excellent training and support and is committed to promoting equality of opportunity.

We offer a tax-free award of £35,000, payable during the first six months. Pupils retain all income earned during their second six. In terms of recruitment, 1KBW has an unrivalled record of offering tenancy to both pupils.

W: [www.1kbw.co.uk](http://www.1kbw.co.uk)



## **2 Bedford Row**

2 Bedford Row offers up to four 12-month pupillages per annum. Upon completion of 12 months pupillage, Chambers practice is to invite some or all pupils, to complete a further six months pupillage prior to consideration of any tenancy applications. In exceptional circumstances a tenancy application will be considered after completion of 12 months pupillage.

Pupils will receive a sum of £30,000 over the course of their 12 months in Chambers. This will be made up of a grant of £15,000, payable during the first six months and a guaranteed income of £15,000 during the second six months.

W: [www.2bedfordrow.co.uk](http://www.2bedfordrow.co.uk)

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## **2 Harcourt Buildings**

Two Harcourt Buildings is a leading specialist criminal chambers. With 39 barristers, including four QCs, we have a strong tradition of producing advocates of the highest quality and members of the judiciary. Chambers prosecutes and defends in the most serious, complex and demanding criminal cases, including murder and homicide, terrorism, fraud, corruption, police operations against organised crime and drug trafficking, rape, child abuse and 'shaken baby syndrome'. We are very well represented at all levels on specialist prosecution panels. Many members also specialise in regulatory work. We offer a friendly and relaxed environment in which to complete pupillage.

W: [www.2hb.co.uk](http://www.2hb.co.uk)

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## **2 Hare Court**

2 Hare Court is recognised as one of the UK's leading sets of expert barristers specialising across a range of practice areas including crime, professional discipline and regulatory, financial crime, health and safety and inquests and public inquiries and contentious tax. Excellence in advocacy, advice and strategic analysis are at the core of Chambers' principles. Individuals, professionals and corporate clients instruct chambers via solicitors, professional advisers, or on a public access basis. Members and clerks are highly praised as a progressive team, placing an emphasis on understanding the needs of the client in an ever-changing legal market.

W: [www.2harecourt.com](http://www.2harecourt.com)



2 HARE  
COURT





### 3PB

3PB, a modern and progressive set, offers a comprehensive legal advocacy and advisory service to commercial clients and individuals alike. Our quality barristers, from QCs to Juniors, conduct cases in all courts and tribunals both in the UK and overseas.

W: [www.3pb.co.uk](http://www.3pb.co.uk)

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### 3 Temple Gardens

3 Temple Gardens is a leading set of barristers specialising in criminal law and related areas. Chambers is ranked as a 'Leading Set' in the 2020 edition of Chambers & Partners and in the 2020 edition of The Legal 500. Chambers subscribes to the Pupillage Gateway application scheme and currently offers up to two 12-month pupillages per year. These pupillages offer £10,000 payable in even amounts throughout the initial six-month period and £10,000 guaranteed earnings in the practising (second six-month) period. 3 Temple Gardens pupils do not pay rent or clerks' fees.

W: [www.3tg.co.uk](http://www.3tg.co.uk)

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### 4 New Square

4 New Square is a leading commercial set of barristers comprising 81 members of whom 27 are QCs.

Our members are recognised as leading practitioners in a wide range of fields including commercial law, professional liability, international arbitration, insurance and re-insurance, commercial Chancery, construction, public law and sports law.

W: [www.4newsquare.com](http://www.4newsquare.com)

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### 4PB

4PB has a distinguished history as a leading set of specialist family law barristers providing practical, expert legal advice, and including effective and assured advocacy, in all practice areas of family law. Our size, practice range, reputation and expertise are unrivalled and mark us out as unique amongst our competitors.

W: [www.4pb.com](http://www.4pb.com)



#### **4 Pump Court**

4 Pump Court is a leading set of commercial barristers' chambers with particular expertise in construction and engineering, international arbitration, energy, insurance, technology and telecommunications, shipping, banking, and professional negligence. We are ranked highly in the Legal Directories in all our areas of specialism. Most importantly, we pride ourselves on our reputation as an approachable, supportive, and friendly place to work.

W: [www.4pumpcourt.com](http://www.4pumpcourt.com)

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#### **4 Stone Buildings**

4 Stone Buildings aims to give all pupils the knowledge, skills and practical experience they need for a successful career at the Bar. We believe that it is important for all pupils to see as much as possible of the different kinds of work available in Chambers. This enables pupils to judge whether our work suits them and enables different members to effectively assess the pupils. Each pupil therefore normally spends time with two or more supervisors within any six-month period. Pupils are treated as part of Chambers and are fully involved in the activities of 4 Stone Buildings while they are with us.

W: [pupillage@4stonebuildings.com](mailto:pupillage@4stonebuildings.com)

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#### **5 Essex Court**

5 Essex Court is a specialist civil chambers with expertise in human rights, public law, public inquiries and inquests, information and employment law. We are also acknowledged to be a leading set for police law.

Our commitment to pupils is reflected both in the structure of pupillage and in the excellent retention rate of our pupils as tenants.

Chambers offers pupils a friendly, collaborative and constructive environment in which to learn and begin their practices.

Chambers has been recognised as the 'Best Chambers for Training' (2018) and the 'Best Chambers for Colleague Support' (2020) in the Legal Cheek Awards.

W: [www.5essexcourt.co.uk](http://www.5essexcourt.co.uk)

## **4 STONE BUILDINGS**





### **5 Paper Buildings**

5PB has been instrumental in shaping criminal law for over 100 years. Currently with 50 members including 11 QCs, Chambers has played parts in some of the most memorable cases known to our legal system, from the Profumo affair and the Great Train Robbery to Blue Arrow and, more recently, Libor and Euribor, the News International phone hacking cases, and Operation Yewtree. No longer a “pure crime set”, 5PB has specialist teams involved in regulatory work, professional disciplinary tribunals, health and safety/product safety, inquests, court-martial and public inquiries.

W: [www.5pb.co.uk/pupillage](http://www.5pb.co.uk/pupillage)

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### **5 St Andrew’s Hill (5SAH)**

Pupillage at 5SAH encourages a broad experience, with opportunities to practice in criminal, extradition, family, public and related civil law. Chambers’ members are acknowledged as leaders in their field and within the legal community. It is our firm belief that excellence comes from a variety of backgrounds and that diversity should be celebrated. We look for excellence in candidates and, through a thorough training programme and a generous pupillage award, our objective is to equip our pupils with the skills and support they need to achieve their ambitions. We are a welcoming, progressive and social set of chambers and invite applications from like-minded candidates.

W: [www.5sah.co.uk](http://www.5sah.co.uk)

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### **5 Stone Buildings**

5 Stone Buildings is a leading Chancery law chambers based in Lincoln’s Inn, London. Members of chambers are highly regarded specialists in a wide variety of areas, including trusts law (both onshore and offshore), wills, estates and family provision, Court of Protection, art and cultural property.

W: [www.5sblaw.com](http://www.5sblaw.com)





### **7KBW**

7KBW is a top commercial chambers with a reputation for excellence, intellectual rigour and providing practical, commercial advice. Its members practise across the full breadth of commercial law and are ranked highly in the leading legal directories. It offers up to four pupillages a year, each with an award of £65,000.

W: [www.7kbw.co.uk](http://www.7kbw.co.uk)

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### **9 Bedford Row**

9 Bedford Row is proud of its pupillage programme and is known for being “extremely nurturing of its junior members”. An advocacy training programme is provided throughout all stages of pupillage with a curriculum of mock advocacy exercises and seminars on all areas of criminal practice. Pupils spend three months in their first six with each supervisor, to ensure they have as rounded a training as possible and are exposed to the full breadth of Chambers’ practice. Pupillages will be spent with practitioners specialising in English criminal law and will not involve work with our international criminal law team. 9 Bedford Row is no longer part of the Pupillage Gateway Scheme and applications should be made directly to Chambers.

W: [www.9bedfordrow.co.uk](http://www.9bedfordrow.co.uk)

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### **9 Stone Buildings**

9 Stone Buildings is one of the oldest established sets of barristers’ chambers in Lincoln’s Inn. We are barristers with a long history and proven experience in the specialist areas of traditional and commercial Chancery. Many members of Chambers are recognised as leading practitioners in their fields. Members regularly appear in all levels of courts and tribunals both in England and Wales and overseas jurisdictions, where some have established practices.

W: [www.9stonebuildings.com](http://www.9stonebuildings.com)



BEDFORD ROW



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# 11KBW

## **11KBW**

11KBW are a specialist civil law set providing high quality advice and advocacy to a wide range of private and public sector clients, both claimants and defendants. Pupils can expect to gain a range of experience across the areas of public law and human rights, employment and discrimination law, commercial law, European community law, data protection, information law, media and data privacy, public procurement, partnership, professional discipline and regulatory law and sports law. The great majority of tenants are recruited from those who have done a 12-month pupillage here.

W: [www.11kbw.com](http://www.11kbw.com)

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## **Association of Graduate Careers Advisory Services (AGCAS)**

AGCAS is the expert membership organisation for higher education student career development and graduate employment professionals. Providing high-quality training and resources to keep our members informed about developments in the graduate labour market. Professionally qualified careers advisers from our Legal Professions Task Group will be offering impartial careers advice on careers at the Bar.



W: [www.agcas.org.uk](http://www.agcas.org.uk)

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# Atkin Chambers Barristers

## **Atkin Chambers**

Atkin Chambers is a leading set of commercial barristers with an international reputation for providing advocacy and specialist advice on cases concerning construction and engineering, energy and infrastructure project development and disputes. Disputes are extremely varied and include transport, power, renewables, water/waste, IT and telecommunications, and social infrastructure projects. Wider commercial and professional negligence work is frequently related to such disputes.

W: [www.atkinchambers.com/pupillage](http://www.atkinchambers.com/pupillage)



BAR  
STANDARDS  
BOARD

REGULATING BARRISTERS

### **Bar Standards Board**

The Bar Standards Board (BSB) is the regulator of barristers and specialised legal services businesses in England and Wales. We are responsible for setting the education and training requirements for those who wish to qualify as barristers. Please come and speak to us for an overview of the qualification process, key things that every student needs to know about pupillage, information about transferring from other jurisdictions or legal professions and answers to any general questions you might have about qualifying as a barrister.

W: [www.barstandardsboard.org.uk](http://www.barstandardsboard.org.uk)

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Blackstone  
CHAMBERS

### **Blackstone Chambers**

Blackstone Chambers enjoys an enviable reputation for its wide range of work covering commercial, public and human rights, employment, EU and public international law. Based in the Temple, we offer four 12-month pupillages, with an award of £70,000 for pupillages starting in September 2022 (and a partial drawdown of up to £20,000 available in the BPTC year). We offer mini pupillages which are assessed and form part of the applications process for pupillage. Apply direct via our website for mini pupillage or as part of a Pupillage Gateway application. Please note that there is a mandatory mini pupillage requirement prior to any pupillage offer.

W: [www.blackstonechambers.com](http://www.blackstonechambers.com)

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BPP  
UNIVERSITY  
LAW SCHOOL

### **BPP University Law School**

One of the UK's leading Law Schools, with over 25 years' experience delivering professional legal qualifications. Our new professional training course for aspiring barristers is developed in close collaboration with members of the Bar and taught by experienced practitioners. Through our innovative approach, you'll gain the essential legal knowledge and advocacy skills you will need to succeed in practice. BPP University Law School is based in London, Birmingham, Bristol, Leeds and Manchester.

W: [www.bpp.com/courses/law/postgraduate/btc-barrister-training-course](http://www.bpp.com/courses/law/postgraduate/btc-barrister-training-course)



School of Law  
and Politics  
Ysgol y Gyfraith  
a Gwleidyddiaeth

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## Cardiff University

Cardiff University has delivered high quality training for the Bar since 1997 and is the only Russell Group university to offer the training required to become a Barrister. We offer the Bar Training Course at Pg Dip and LLM level, meeting the requirements of the Bar Standards Board (BSB) Curriculum and Assessment Strategy.

Choose Cardiff University and benefit from:

- tutors who are barristers or solicitors
- face to face support and individual feedback
- pioneering pro-bono projects
- the opportunity to marshall with a Judge or undertake a mini pupillage
- the opportunity to conduct a research project (LLM only)

W: [www.cardiff.ac.uk](http://www.cardiff.ac.uk)

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## Chambers Student Guide

Based on confidential insider interviews with trainees and pupils, Chambers Student lifts the lid on all the major firms and barristers' chambers to give you the true picture about becoming a lawyer. We can also tell you about application processes, vacation schemes, law schools, open days, first-year opportunities, building up your CV and how to perform well in interviews.

You can also find us on Facebook (Chambers Student Guide), Twitter (@chambersstudent) and Instagram (@chambersstudent) where we post regular legal news, deadlines and job vacancies.

W: [www.chambersstudent.co.uk](http://www.chambersstudent.co.uk)

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## Chancery Bar Association

Chancery law encompasses areas with their roots in principles of equity, including real property, trusts, insolvency, tax and pensions. Our members are often involved in high-value commercial and financial litigation. The main activities of the Chancery Bar Association (ChBA) are education for practitioners, promotion of the work of the Chancery Bar, representation of the interests of members, and promoting equality and diversity. The ChBA is committed to explaining the challenges and opportunities of a career at the Chancery Bar both to students and to people wishing to transfer from other professions. The Association believes that it is vital that the Chancery Bar recruits the best, regardless of economic or social background, if it is to maintain its unrivalled reputation for excellence.

W: [www.chba.org.uk/chancery-careers](http://www.chba.org.uk/chancery-careers)

Chambers | Student

CHANCERY BAR





### **Cloisters**

Cloisters is a highly regarded and long-established set with a reputation for delivering exceptional results.

We're renowned for our responsive, first-class client focus. This combined with our technical excellence and commercial perspective enables us to resolve the most complex legal problems for individuals and organisations of all sizes.

Many of our barristers are the undisputed leaders in their field and represent clients at every level up to the European Courts. They consistently break new ground and shape policy through their pioneering work.

We are a supportive and nurturing set where everyone is given the opportunity to thrive and become the best in their field.

W: [www.cloisters.com](http://www.cloisters.com)

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### **The Commercial Bar Association**

The Commercial Bar Association (COMBAR) is the professional association of the Bar in England and Wales for practicing commercial barristers. COMBAR member sets of chambers offer around 100 pupillages annually. They look for the ablest graduates (both law and non-law) to recruit as pupils and ultimately junior tenants and applicants from all backgrounds and circumstances are encouraged to apply. Practice areas include financial, maritime, corporate, insurance, commodities, insolvency, energy and professional negligence. Commercial barristers give specialist advice and appear as advocates in court, at arbitration, or at mediation. There are opportunities to travel or work abroad for short periods.

W: [www.combar.com](http://www.combar.com)

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### **The Criminal Bar Association**

Criminal Bar Association (CBA) exists to represent the views and interests of the practising members of the Criminal Bar in England and Wales.

Please note that, whilst the CBA do not have a Booth at this year's Fair, you can access their Social Mobility Portal via the CBA website for a comprehensive resource focused on joining the Criminal Bar.

W: [www.criminalbar.com/resources/social-mobility](http://www.criminalbar.com/resources/social-mobility)





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### **Doughty Street Chambers**

Doughty Street Chambers is a leading set for civil liberties and human rights law. Our pupils gain experience in a broad range of specialist practice areas. In addition to undertaking innovative domestic and international human rights cases, we're committed to representing people who face discrimination and marginalisation. Our practice areas include public law and civil liberties, international human rights, crime, media law, clinical negligence and personal injury, prisoners' rights, police actions, immigration and asylum, social welfare, education, housing, employment, extradition, mental health and mental capacity. Most of our work is for claimants in civil cases and defendants in criminal cases.

W: [www.doughtystreet.co.uk](http://www.doughtystreet.co.uk)

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### **Employment Law Bar Association**

Employment Law Bar Association (ELBA) represents and supports UK barristers working in employment law. Formed in 1994, we are involved in government, and other, consultations as well as supporting our members through meetings, dinners and other events.

W: [www.elba.org.uk](http://www.elba.org.uk)

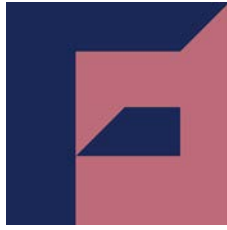
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### **Essex Court Chambers**

Essex Court Chambers is a leading set of barristers' chambers, specialising in commercial and financial litigation, arbitration, public law and public international law. Members of Chambers are recognised specialists in all areas of commercial law and handle disputes across the full spectrum of the business and financial world, including banking and finance, civil fraud, corporate/Chancery and offshore, insurance and reinsurance, energy, trade, shipping, revenue, and employment. The barristers at Essex Court Chambers advise and act in disputes both in the UK and worldwide. They have a reputation for exceptional talent, top-class advocacy and a client-oriented approach.

W: [www.essexcourt.com](http://www.essexcourt.com)



### **Falcon Chambers**

Falcon Chambers is recognised by the legal directories, solicitors and clients as the leading set of chambers in the area of property law. Many of the major practitioner texts relating to property law are written by our members. Members of Chambers are heavily involved in litigation in the real property, landlord and tenant and property-related fields, including many of the cases at the highest level. We place a lot of importance on being a friendly, closely integrated group of colleagues.

W: [www.falcon-chambers.com](http://www.falcon-chambers.com)

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### **The Family Law Bar Association**

The FLBA is the specialist Bar Association for the Family Bar in England and Wales. Our members are employed and self-employed family barristers and we welcome applications from students and those that have secured pupillage. We are actively involved in promoting family justice through our work and regular events, as well as promoting the well-being of our members, on a regional and national basis.

W: [www.flba.co.uk](http://www.flba.co.uk)

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### **Farrar's Building**

Farrar's Building, an established specialist set of chambers with expertise in personal injury, clinical negligence, employment, health and safety, in-quiries, professional negligence, and disciplinary tribunals. Members of chambers also specialise in insurance, product liability, commercial and serious and white-collar crime. Chambers has an established reputation for excellence, with members acting for a variety of corporate bodies, in-urance companies, prosecuting authorities, sporting bodies and players, disciplinary, regulatory and professional bodies, as well as individuals.

W: [www.farrarsbuilding.co.uk](http://www.farrarsbuilding.co.uk)



### **Five Paper**

Five Paper is a modern, specialist set of barristers' chambers in Temple, the heart of legal London.

Our barristers specialise in the fields of commercial, property, business immigration and regulatory, family and employment law.

Our pupils will receive a total of £50,000. This will include a £30,000 award, plus guaranteed earnings in the second six of £20,000.

We pride ourselves on our excellent pupillage training, ensuring that pupils see a broad range of areas in a structured training programme. As such we have consistently made offers of tenancy to our pupils.

W: [www.fivepaper.com](http://www.fivepaper.com)

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Francis Taylor Building

### **Francis Taylor Buildings**

FTB is a long established and leading public law set, with particular expertise in planning, environmental, licensing, land valuation, compulsory purchase, major infrastructure projects, rating, local government, religious liberty and ecclesiastical, and regulatory law. We are consistently ranked as one of the leading sets in our field by both Chambers & Partners and The Legal 500.

W: [www.ftbchambers.co.uk](http://www.ftbchambers.co.uk)

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### **Fraser Chambers**

Based in the Cheesegrater Building, overlooking the heart of the City, Fraser Chambers specialises in defamation, public law and litigation involving high net worth individuals. Recent cases include *Serafin v Maklieicz* on the s.4 public interest defence in defamation which was heard in the Supreme Court. The Chambers Director's experience in the defamation and privacy sector is almost unrivalled, having been a barristers' clerk for nearly 40 years. Pupillage will focus on defamation and private prosecutions for high net worth individuals and will also include secondment at a firm of solicitors in London. Fraser Chambers pays the minimum pupillage award.

W: [www.fraserchambers.com](http://www.fraserchambers.com)



### **Free Representation Unit**

FRU volunteers must attend a subject based training day (employment or social security) that also covers case management, client care and advocacy. They must pass a statutory interpretation test and observe a tribunal hearing. Volunteers can select as many cases as they wish to. There is no minimum time commitment, but once the volunteer has accepted a case, they must ordinarily see it through to the hearing. Volunteers are supported by paid legal officers who are skilled in training, supervising and supporting volunteers.

W: [www.thefru.org.uk](http://www.thefru.org.uk)

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### **Guildford Chambers**

Guildford Chambers has dedicated civil and family teams and is uniquely positioned to provide competitive and effective advocacy in Surrey, Hampshire, Berkshire, London and the South East. We are offering a pupillage within each team, commencing in October 2021.

The successful civil applicant will gain experience in a range of civil work, including within our areas of specialist practice (Chancery, commercial, personal injury) as well as a variety of small claims, Stage 3 and interlocutory hearings.

The successful family applicant will gain experience in a range of family work, including private children and care, financial remedies, TOLATA and domestic abuse.

W: [www.guildfordchambers.com](http://www.guildfordchambers.com)

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### **Hardwicke**

Recommended as a leading set by both Chambers & Partners and The Legal 500, Hardwicke specialises in commercial dispute resolution, construction, insolvency and restructuring, insurance, personal injury and clinical negligence, private client, professional liability and property. It is one of the most innovative and modern sets at the Bar. Known for its friendly atmosphere and progressive outlook, it is run as a commercial business with a strong focus on client service. Its business culture is reinforced by an active CSR and EDI programme.

W: [www.hardwicke.co.uk](http://www.hardwicke.co.uk)





### **Henderson Chambers**

Henderson Chambers has unrivalled expertise in product liability (which covers a wide range of commercial work including sale of goods and insurance disputes, multi-party pharmaceutical and medical device claims and regulatory and enforcement proceedings) and is consistently rated as the leading set in this area. Chambers is also widely recognised for the excellence of its health and safety work.

Over the last few decades, Chambers has been involved in many of the major commercial and landmark international group actions. Members are noted for their expertise and experience in banking and finance, consumer credit, employment law, regulatory and disciplinary proceedings, public law, personal injury, property law, and technology and construction

W: [www.hendersonchambers.co.uk](http://www.hendersonchambers.co.uk),  
[www.hendersonpupillage.co.uk](http://www.hendersonpupillage.co.uk)

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The Bar Council

### **I am the Bar**

In Summer 2018, the Bar Council launched 'I am the Bar' to profile the experiences of barristers who have succeeded at the Bar from "non-traditional" backgrounds, including from extremely deprived areas, state schools and non-Russell Group universities. This award-winning campaign is designed to raise the profile of social mobility to encourage aspiring barristers from under-represented backgrounds, highlight efforts made to improve access to and diversity at the Bar, and support efforts to improve insight into the profession, drawing together social mobility efforts across chambers, Inns, other organisations and individual barristers. There are currently 31 social mobility advocates, several of whom will be available at the Booth to discuss their journey to the Bar and give advice.

W: [www.barcouncil.org.uk/media-campaigns/campaigns/iamthebar.html](http://www.barcouncil.org.uk/media-campaigns/campaigns/iamthebar.html)

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### **The Inns of Court College of Advocacy**

The Inns of Court College of Advocacy (ICCA) offers a two-stage approach to Bar Training, designed to equip future barristers with the knowledge and vital practitioner skills required for pupillage.

W: [www.icca.ac.uk](http://www.icca.ac.uk)



### **KCH Garden Square**

KCH Garden Square is a large, progressive and well-respected set based in the East Midlands. With centres in both Nottingham and Leicester and 61 tenants, KCH – GS has a significant presence on the Midlands Circuit with a busy practice of high-quality work.

Chambers offers specialist counsel in all areas of civil, family and criminal work and enjoys an excellent reputation for high standards of advocacy, expertise and professionalism whilst remaining approachable to both its professional and lay clients.

Pupillage at KCH – GS is a rewarding and well supported experience, with a training programme designed by higher education professionals.

W: [www.kchgardensquare.co.uk](http://www.kchgardensquare.co.uk)

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### **Keating Chambers**

Keating Chambers' area of practice is commercial law. It is dynamic and challenging; the relevant principles of law are constantly developing, and the technical complexity of disputes requires thorough analytical skills. Our members have thriving domestic and international practices across the areas of construction (onshore and offshore), energy, international arbitration, IT, planning and environment, procurement and associated professional negligence. They are involved in disputes of all shapes and sizes: from residential building works to projects costing hundreds of millions for the construction of airports, dams, power stations, ships and bridges. We offer up to three 12-month pupillages with an award of £70,000.

W: [www.keatingchambers.com](http://www.keatingchambers.com)

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### **Landmark Chambers**

Landmark Chambers is ranked as the number one planning, property and environmental chambers in the UK by the top legal directories. We offer integrated advocacy and advice in planning and environmental, property, public, international, rating and valuation law.

Landmark offers up to three 12-month pupillages, during which time our pupils benefit from training in all of Chambers' complementary practice areas. We offer a grant of £65,000, which includes an optional £25,000 drawdown.

We are committed to actively improving equality and diversity at all levels at the Bar. We offer pupillages to those applicants whom we believe have a realistic prospect of achieving a tenancy with us.

W: [www.landmarkchambers.co.uk](http://www.landmarkchambers.co.uk)





### **Law Commission**

Each year we recruit research assistants to help make the law simple, modern and fair. We look for exceptional candidates from all backgrounds who have a passion for law reform.

We review:

- commercial and common law
- criminal law
- property, family & trust law
- public law

We are a statutory independent body conducting research and consultations in order to make recommendations for consideration by Parliament.

W: [www.lawcom.gov.uk](http://www.lawcom.gov.uk)

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### **Lincoln House Chambers**

Lincoln House Chambers is regarded nationally for its ability to field advocates across a number of specialist fields. These include financial, serious and general crime, regulatory and professional discipline as well as public inquiry work. Its reputation for excellence is such that Lincoln House has a caseload that includes many of the major criminal and regulatory cases of the day. We recruit pupils with the ambition to join our tradition of excellence. The challenging nature of our work means that we expect candidates to combine academic excellence with a strong practical ability to resolve real-life problems.

W: [www.lincolnhousechambers.com](http://www.lincolnhousechambers.com)

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### **Maitland Chambers**

Maitland Chambers is one of the UK's leading sets of chambers in commercial Chancery litigation. We undertake a full range of work concerned essentially with business, finance and property. Our core areas of practice include commercial litigation, banking, financial services, civil fraud, insolvency and restructuring, professional negligence, real property, charity law, trusts and tax.

W: [www.maitlandchambers.com](http://www.maitlandchambers.com)



### **Matrix Chambers**

Matrix is a barristers' chambers located in London, Geneva and Brussels. We are a collection of lawyers specialising in a wide range of practice areas throughout the UK and internationally. Described as 'professional and forward thinking,' we are an approachable set that are proud of our record of innovation. Our core values govern the way we work and outline our commitment to operating within an environment where diversity, accessibility and client care are widely championed. Matrix offers up to two traineeships, both starting 1 October for 12 months and we welcome applications from exceptional candidates from all backgrounds.

W: [www.matrixlaw.co.uk/recruitment/traineeship](http://www.matrixlaw.co.uk/recruitment/traineeship)

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### **Monckton Chambers**

Monckton Chambers specialises in public and commercial law and the interface between the two. We are recognised as a leading set within our specialisms, which include competition and regulatory, public, sports, tax, and technology, media and communications. Our work is carried out in areas of the law that are rapidly growing and fast moving. It is exceptionally demanding, but also highly rewarding.

W: [www.monckton.com](http://www.monckton.com)

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### **New Court Chambers**

New Court Chambers is a specialist set in all areas of family law and court of protection work with an emphasis on public law care work. Members appear at all levels of the family court and have been involved in a number of high-profile cases. New Court is a close-knit chambers that provides a supportive environment in which to forge your career. New Court Chambers is looking for enthusiastic candidates who are committed to a successful career in family law and willing to put the hard work in to achieve that.

W: [www.newcourtchambers.com](http://www.newcourtchambers.com)



NEW COURT CHAMBERS





### **Nexus, the Chambers of Michael Mansfield QC**

Nexus, the Chambers of Michael Mansfield QC, is an established and progressive barristers' chambers situated at 7 New Square, Lincoln's Inn. We are committed to justice, human rights, and the rule of law. Our 40 members (including six QCs) practise across a broad range of specialisms including crime, regulatory, inquiries and inquests, administrative and public law, personal injury, family, and housing.

W: [www.nexuschambers.com](http://www.nexuschambers.com)

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### **Nine St John Street Chambers**

9 St John Street is a leading mixed common law chambers based in Manchester but with a national reputation. We undertake commercial, Chancery, crime, employment, family, personal injury and other specialist areas of work. Chambers comprises of nine QCs and 98 juniors.

We are proud to run our own charitable fund, Nine Lives, supporting the communities of Greater Manchester. It is our pleasure to introduce you to some of our members who are happy to answer any questions you may have.

W: [www.9sjs.com](http://www.9sjs.com)

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### **No5**

Consistently ranked as a leading set in both Chambers & Partners and The Legal 500, No5 has established a reputation for breaking new ground and continues to be regarded as a progressive and forward-thinking set. As one of the largest sets in the country, with over 250 members including 32 QCs, No5 maintains success in traditional sectors of law whilst offering specialist advice and representation at the cutting edge of newly evolving areas both in the UK and internationally.

W: [www.no5.com/recruitment/pupillage](http://www.no5.com/recruitment/pupillage)



### **Nottingham Law School**

At Nottingham Law School, we are very proud of our long-established national and international reputation for excellence in legal education. We offer a complete range of innovative professional courses, informed by leading academic research, and by our extensive network of professional contacts. Our award-winning teaching law firm, NLS Legal Advice Centre, offers students invaluable opportunities to gain practical experience working with real clients. We have a long track record of commitment to corporate social responsibility and social mobility, and our mission is to deliver education and research that shape lives.

W: [www.ntu.ac.uk/nls](http://www.ntu.ac.uk/nls)

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### **Old Square Chambers**

The defining quality of Old Square Chambers is excellence. We specialise in various areas of law including employment, professional discipline, personal injury and clinical negligence. We are a diverse, forward thinking set and pride ourselves on offering well rounded training to prepare our pupils for tenancy. We have a diverse pupillage committee who are dedicated to supporting you throughout your pupillage.

W: [www.oldsquare.co.uk](http://www.oldsquare.co.uk)

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### **Outer Temple Chambers**

OTC is a leading global civil and commercial chambers with a forward-thinking approach to business development and client care. We are involved in some of the most cutting-edge litigation and advisory work undertaken by the Bar.

- Three offices (London, Abu Dhabi, Dubai) and representatives around the world.
- Nine practice area rankings by Chambers & Partners.
- 22 practice area rankings by The Legal 500.
- Platinum accredited Investors in People.
- Disability Confident and Mindful employer.

We offer two 12-month pupillages with awards of £60,000. This is a well-structured pupillage programme, usually four seats with four supervisors, and regular advocacy training exercises.

W: [www.outertemple.com](http://www.outertemple.com)

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## PUMP COURT TAX CHAMBERS

### **Pump Court Tax Chambers**

We are the largest set of tax chambers, encompassing a huge range of advice and litigation – both domestic and international.

We do not expect our pupillage applicants to have any previous experience of tax law; what is required is a good general legal knowledge, as well as a facility for interpreting often difficult statutory provisions and explaining these clearly.

We want pupillage to be a positive experience, and to attract and support the best candidates. We are committed to equality of opportunity.

Applications by Pupillage Gateway. Award of £67,500, including a drawdown of up to £25,000.

W: [www.pumptax.com](http://www.pumptax.com)

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### **Quadrant Chambers**

Quadrant Chambers holds a pre-eminent position as one of the leading international commercial disputes sets. We are market leaders with a reputation for excellence in our main areas of focus: aviation, banking, commercial disputes, commodities, energy, insurance, international arbitration and shipping.

W: [www.quadrantchambers.com](http://www.quadrantchambers.com)

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## Radcliffe Chambers

### **Radcliffe Chambers**

Radcliffe Chambers is a modern set based in Lincoln's Inn, with a long-established reputation for being friendly and welcoming. We provide challenging and rewarding pupillages, in an inclusive and supportive environment. We've grown significantly over the past few years and we're committed to ensuring that all our members share in our success.

W: [www.radcliffechambers.com](http://www.radcliffechambers.com)

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## Ropewalk Chambers

We are a multi-disciplinary barristers' chambers with an established national reputation.

We are looking to recruit pupils who will carry forward our core values of excellence, empathy and integrity. In return, we make a significant investment in our pupils, both financially and with training and guidance.

Our pupillages are engaging, constructive, informative and fair. We give our pupils the grounding and skills needed to pursue a successful career at an award-winning chambers, where a first class practice can be built, whilst enjoying the quality of life in a vibrant and diverse region, where hard work is materially rewarded.

We are offering up to three 12-month pupillages in 2022. It is anticipated that one pupil will start in April 2022 and the other two pupils will start in October 2022. This is, however, flexible and we are able to accommodate two pupils starting in April 2022 and one pupil starting in October 2022. The pupil award is £40,000, including a £10,000 drawdown to assist the applicant in the 12 months before commencing pupillage. We use the Pupillage Gateway application platform.

W: [www.ropewalk.co.uk](http://www.ropewalk.co.uk)

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## Serle Court

Acknowledged as “one of the very best commercial Chancery sets, and one of the few that genuinely competes in both traditional Chancery and commercial litigation”, Serle Court “offers a variety of skill sets that others can't provide, and houses some of the biggest names at the Bar” – Chambers & Partners.

Serle Court is one of the leading commercial and Chancery sets with 70 barristers including 28 QCs. Widely recognised as a leading set, Serle Court is recommended in ten areas of practice by Chambers & Partners and 19 areas of practice in The Legal 500. Serle Court has a stimulating and inclusive work environment and a modern approach.

W: [www.serlecourt.co.uk](http://www.serlecourt.co.uk)





### South Square

South Square is recognised as a leading set of commercial barristers. Our members have acted in many of the most important insolvency, restructuring, banking, commercial, company and fraud-related disputes of recent times. Whilst our pre-eminent reputation is built on a track record of restructuring and insolvency, our expertise in banking and finance enables members to provide practical and commercial solutions to a wide range of complex business law issues.

W: [www.southsquare.com](http://www.southsquare.com)

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### St John's Chambers

St John's Chambers is one of the largest and most prestigious barristers' sets in the South West, with nine QCs and 81 juniors attracting high quality work in all major areas of civil law. We were recently voted 'Regional Set of the Year 2018' by The Legal 500.

Chambers' open and collegiate culture promotes an inclusive and supportive work environment for pupils to fulfil their potential and enjoy long and successful careers. The leading directories describe us as a 'Western Circuit Powerhouse' (The Legal 500) and 'Like having London-quality barristers on your doorstep.' (Chambers & Partners).

W: [www.stjohnschambers.co.uk](http://www.stjohnschambers.co.uk)

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### Tanfield

Tanfield is a specialist property set and a 'force to be reckoned with' in real estate and property law. Regarded by peers, clients and the wider property sector as unrivalled on the subjects of enfranchisement and right to manage, the set has related expertise in areas such as property damage, commercial disputes, banking and mortgages, and professional negligence.

Being recognised by Chambers & Partners 2019 as a leading set for real estate litigation, ranked in Band 2, the directory has reported: "A noted leader in the field, particularly for enfranchisement and residential property claims. The set is able to take on a range of different property matters such as rights to light, party wall litigation and landlord and tenant cases. The barristers also have impressive experience in easements and boundary disputes, and the set is home to leading experts in areas such as service charge disputes. Their particular forte is residential work, but members also display aptitude in commercial and agricultural disputes".

W: [www.tanfieldchambers.co.uk](http://www.tanfieldchambers.co.uk)



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### Technology and Construction Bar Association

Technology and Construction Bar Association (TECBAR) is the Specialist Bar Association for barristers practising in technology and construction law. TECBAR offers educational and professional development opportunities for members, promotes the Technology and Construction Bar to potential clients (domestically and internationally) and represents members' interests. Please note that TECBAR does not have a Booth at this year's Fair, so please see the association's website for further information.

W: [www.tecbar.org](http://www.tecbar.org)

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### Temple Garden Chambers

TGC is a thriving set with over 70 members, including 15 QCs. We are recognised by Chambers & Partners and The Legal 500 as a leading set in the fields of personal injury, costs, health and safety, inquests and inquiries, administrative and public law, international crime and extradition, public international law, immigration, clinical negligence, industrial disease and insurance fraud. A number of our barristers are appointed as Treasury Counsel to act on behalf of the Government, and members are also on the CPS extradition and EHRC panels.

W: [www.tgchambers.com](http://www.tgchambers.com)

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### Ten Old Square

We are a highly regarded commercial Chancery set of chambers based in London, with specialisms in private client, Court of Protection, partnerships, property and commercial Chancery work. Our size means that no one is lost in the crowd. We maintain a friendly and relaxed atmosphere while still producing a first-rate service for our clients.

We offer one 12-month pupillage, with a £60,000 award, and are looking for a potential tenant. Candidates should have a real enthusiasm for our areas of practice and have excellent powers of analysis, reasoning and communication (see website for full selection criteria). Applications via the Gateway.

W: [www.tenoldsquare.com](http://www.tenoldsquare.com)



### **The 36 Group**

The 36 Group combines formidable strengths in commercial, international trade and shipping, family, public and human rights, and crime, with state-of-the-art facilities and a friendly, solution-driven approach to client service.

We are offering four pupillages commencing in 2022, in four of our specialist practice areas; family, crime, commercial and Stone (shipping and international arbitration).

With over 150 barristers, mediators and arbitrators, as well as operations in Singapore, Cyprus and Hong Kong, The 36 Group is a truly international multi-specialist set. We are located in impressive premises at 4 Field Court, London, offering market-leading technological amenities.

W: [www.36group.co.uk](http://www.36group.co.uk)

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### **The City Law School**

We offer a range of law degrees including undergraduate, postgraduate and professional programmes. Visit our website for more information on what we offer. As part of our commitment to excellence, we offer all of our students career support, from a Training Contract Advisory Service to pro bono experience.

W: [www.city.ac.uk/law](http://www.city.ac.uk/law)

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### **Wilberforce Chambers**

The proud winners of Legal Cheek's "Best Chambers for Quality of Work" 2020 award, Wilberforce Chambers is a set of 79 barristers, including 37 QCs, based in Lincoln's Inn. We are well established as one of the pre-eminent commercial Chancery sets and our members are known for bringing a commercial approach to legal problems. We pride ourselves on providing a first class and comprehensive service to our clients in litigation and advisory work across the broad spectrum of cases within the commercial Chancery field. Our core practice areas are arbitration, commercial, insolvency, pensions, professional liability, property and trusts/private client law.

W: [www.wilberforce.co.uk](http://www.wilberforce.co.uk)





## XXIV Old Buildings

XXIV Old Buildings is a leading set of commercial Chancery chambers. Our 46 barristers (including 13 QCs) have an unrivalled reputation in commercial and Chancery work and the set is one of the most forward-thinking and innovative at the London Bar. We aim to recruit the best applicants. We recognise that today's pupils are tomorrow's tenants and therefore seek to offer one of the most enjoyable, well-structured and generously funded pupillages at the Bar.

W: [www.xxiv.co.uk](http://www.xxiv.co.uk)

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## Young Barristers' Committee

### Young Barristers' Committee

Young Barristers' Committee (YBC) is the representative Committee of The Bar Council of England and Wales for barristers up to seven years in practice. YBC is comprised of elected members of the Bar Council (employed and self-employed barristers), as well as barristers who are co-opted to ensure representation from different practice areas and all Circuits.

YBC supports, represents and promotes the interests of young barristers through extensive input to the Bar Council's responses to official consultations, and the Bar Council's policy initiatives. YBC also runs training and development seminars throughout the year, advises the representative committees of the Bar Council on all matters of concern to young barristers, and represents the interests of young barristers externally.

W: [www.barcouncil.org.uk/support-for-barristers/young-bar.html](http://www.barcouncil.org.uk/support-for-barristers/young-bar.html)





The Council  
of the Inns  
of Court



The Bar Council

The Bar Council – Supported by the Council of the Inns of Court