

Pupillage Fair **2019**

*Applying
for pupillage*

*Funding
your training*

*Applicants with
a disability*

Vocational component



**PUPILLAGE
FAIR**



The Bar Council

#PUPILLAGEFAIR19

#IAMTHEBAR

WELCOME FROM THE CHAIR OF THE BAR



I am delighted to welcome you to this year's Pupillage Fair, the largest recruitment fair for aspiring barristers, run by the Bar itself. The Bar Council is committed to supporting determined aspiring barristers, no matter your background, to pursue a career at the Bar.

The Pupillage Fair forms part of the Bar Council's student advisory and support services, which are designed to help you make the right decisions at the academic, vocational and professional stages of training for the Bar. Other initiatives designed 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;
- Exhibiting at university law fairs;
- Overseeing the Pupillage Gateway;
- Providing a Pupillage Helpline; and
- Working with the profession to ensure that its approach to recruitment is fair at every stage, and that training meets the needs of our future barristers.

At this year's Pupillage Fair, a range of targeted sessions will be delivered by some of the Specialist Bar Associations, the Inns of Court, chambers and several of the Bar's Social Mobility Advocates from the Bar Council's award-winning 'I am the Bar' campaign.

The Bar Council is here to support you, both now and (if you do pursue a career at the Bar) in the future. I would like to wish you the very best of luck in your future endeavours and look forward to seeing you at the Bar in the not too distant future. For more information, contact careers@barcouncil.org.uk or visit www.barcouncil.org.uk/careers.

Richard Atkins QC
Chair of the Bar





ABOUT THIS YEAR'S HOST

WELCOME TO BUSH HOUSE AND TO KING'S

This year the Bar Council Pupillage Fair is once again hosted by The Dickson Poon School of Law, King's College London.

The School is one of the oldest law schools in England and recognised globally as one of the best law schools in the world. It was established in 1831 and has played an integral role in the life of King's since the university was formed almost 200 years ago.

The School's researchers address some of the most pressing questions of our time relating to equality and human rights, the legal implications of climate change, globalisation, international relations, trade, competition and global finance, to name but a few. Members of The Dickson Poon School of Law advise governments, serve on commissions and public bodies and are seconded to national and international organisations, helping to shape policy and practice nationally and internationally.

As well as undergraduate courses, the School offers postgraduate and professional development pro-

grammes including an LLM with eight specialist pathways (Competition Law; European Law; Intellectual Property & Information Law; International Business Law; International Financial Law; International Dispute Resolution; International Tax Law; Transnational Law). Its Legal Clinic offers a free to use advice-only legal for students, staff and the public.

King's College London has also recently launched the Professional Law Institute. A new component of The Dickson Poon School of Law, the PLI brings together several initiatives focusing on legal education and training in the context of professional practice. It provides a focal point for practice-based education, research and civic engagement, as well as strengthening connections to practitioners and stakeholder institutions in the heart of legal London. The PLI team, led by Director of Professional Legal Education, Chris Howard, is responsible for leading

the Law School's strategy on the development of new professional education courses.

The Institute brings together a host of connected activities including: the King's Legal Clinic; the Professional Skills modules; industry events; and future professional education programmes. It also supports mooting, the work of the Careers & Employability team, and practice-based research.







You can find the King's stand in the exhibition area on level -1.

Find out more by visiting King's website: www.kcl.ac.uk/law

Supported by



PROGRAMME

Time	Location	Session
11:00 - 15:00	Level 2 BHS2.01 and BHS2.02	<p>Application clinic</p> <p>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.</p>
11:00 - 11:45 Panel session 11:45 - 13:30 Drop in	Level 1 Lecture theatre Breakout space	<p>Meet the Young Bar – run by the Bar Council’s Young Barristers’ Committee.</p> <p>This panel session and informal drop-in session is an opportunity to put your burning questions to a team of young barristers from a range of practice areas. Barristers who have recently secured or completed pupillage are well-placed to advise on the process; attendees are encouraged to seek feedback on their CVs and pupillage applications.</p>  <p>YOUNG BARRISTERS' COMMITTEE</p>
11:00 - 12:00 13:15 - 14:15	Level 4 Lecture theatre 2 Level 1 Lecture theatre 1	<p>Life at the Chancery and Commercial Bar – run by the Chancery Bar Association, Commercial Bar Association, and the Technology and Construction Bar Association.</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 interested in finding out more about chancery and/or commercial work, particularly BPTC students or graduates.</p>   
11:00 - 11:45 13:00 - 13:45	Level 2 BHS2.03	<p>Life as Civil Law Barrister – supported by the Employment Law Bar Association and the Technology and Construction Bar Association.</p> <p>Civil law barristers, including public law practitioners, employment law practitioners, and technology and construction practitioners, will present on their working lives and key developments in their area(s).</p>  

Time	Location	Session
11:00 - 11:45	Level 1 Lecture theatre 1	<p>Life at the Criminal Bar – run by the Criminal Bar Association.</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.</p>
11:00 - 11:45 14:00 - 14:45	North East Wing Level 0 Lecture theatre 3 Level 2 BHS2.03	<p>Life at the Family Law Bar – run by the Family Law Bar Association.</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.</p>
11:45 - 12:15 12:45 - 13:15	Level 2 BHS2.05	<p>Pupillage: What's changing? – run by the Bar Standards Board.</p>  <p>The Bar Standards Board invites you to attend one of its two sessions to find out what the new Bar training rules, launched this year, will mean for pupillage. If you're an aspiring barrister, this isn't to be missed.</p>
11:00 - 15:00	North East Wing The Exchange Level 1	<p>Building your CV</p> <p>Speak to volunteering and recruitment organisations such as the Free Representation Unit, the Law Commission, Debate Mate, Advocate, AGCAS and more, to find out how to boost your CV.</p>
12:15 - 13:00 14:15 - 15:00	Level 4 Lecture theatre 2	<p>Exploring different practice areas</p> <p>Barristers from a wide range of practice areas will provide insight into their working lives and answer your questions. This general session is suited to undergraduate students seeking information on the Bar before committing to the vocational component or making pupillage applications.</p>
12:00 - 12:45 14:15 - 15:00	North East Wing Lecture theatre 3	<p>Funding and support from the Inns of Court</p>  <p>Representatives from each of the Inns of Court will outline the opportunities and forms of support that they offer to aspiring barristers, particularly during the GDL and the vocational component.</p>

Time	Location	Session
12:00 - 12:45	Level 2 BHS2.03	<p>I am the Bar</p> <p>Come and meet some of the Bar Council's new Social Mobility Advocates for 2019/20. They are barristers who have volunteered to tell their stories of coming to the Bar from 'non-traditional' backgrounds, to demonstrate that social mobility at the Bar is an important and realistic goal, and to help inspire and advise the next generation of barristers.</p>
12:00 - 12:45 14:30 - 15:15	Level 1 - Lecture theatre 1 Level 1 - Lecture theatre 1	<p>How to get Pupillage – Insider Tips on Making a successful application</p> <p>Representatives from sets renowned for their pupillage training will discuss their top tips for applying for pupillage. Discussions will focus on how to produce successful applications and impress during interviews.</p>
13:00 - 13:45	North East Wing Lecture Theatre 3	<p>Career changers</p> <p>Barristers will share their experience of joining the Bar at a later stage of their career 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>
13:15 - 14:00	Level 4 Lecture theatre 2	<p>Life at the Employed Bar – run by the Bar Council's </p> <p>Barristers' Committee.</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>
13:30 - 14:15	Level 2 BHS2.05	<p>Applicants with a Disability – run by Matrix Chambers.</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>



I am the Bar

A Bar of all, for all.

WWW.BARCOUNCIL.ORG.UK

#IAMTHEBAR

OUR NEW 'I AM THE BAR' SOCIAL MOBILITY ADVOCATES



Colin Bourne



Zoe Chapman



Jesse Cook



Gemma de Cordova



Rabah Kherbane



Jonathan Lennon



Kalsoom Maqsood



Simao Paxi-Cato



Rehana Popal



Mary Prior QC

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

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 the 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.

January/February

Apply for pupillage through the Pupillage Gateway by February deadline.

www.pupillagegateway.com

Vocational year

Throughout year

Apply for pupillages that are off-Gateway if unsuccessful in the previous year.

Finish the vocational component. Having passed the course and completed your 10 (or 12 if studying your BPTC currently) qualifying sessions, you will be eligible to be Called to the Bar.

January/February

If unsuccessful in obtaining pupillage in the previous year, apply through Gateway before the 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, tenancy, or an employed position elsewhere.

October

Start pupillage. Some pupillages may start at different times of year.



VOCATIONAL COMPONENT

Once you have completed the academic component (your law degree or GDL), 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), but note that there will be several changes taking place next year. From September 2020, the Bar Standards Board will permit training providers to offer several new ways to become a barrister. These changes will be gradual, but if you are a current university student, these changes are likely to affect you. Please contact the Bar Council, your Inn or speak to providers for information about different available pathways.

It is important to make sure that you consider all the options before you choose a vocational component provider. Bear in mind that course fees and accommodation outside London may be cheaper. 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.

You need to have completed your Qualifying Sessions with your Inn (which might include residential training weekends, skills-based workshops and attending lectures followed by formal dinners with barristers and judges) and passed the vocational component in order to be Called to the Bar by your Inn.

The process of being ‘Called to the Bar’ culminates in the graduation style ceremony at which you formally become a barrister (although you will not be permitted to practise until you have completed pupillage).

“There are some changes to the vocational component in 2020.”



APPLYING FOR PUPILLAGE

Each year final year law degree students, GDL students and students undertaking the vocational component apply for pupillage. These applicants are joined by those who did not obtain pupillage the year before (vocational component graduates may apply for pupillage for up to five years from their year of graduation). As a result, there are often hundreds of applications for just one or two pupillage places. Make sure that your application is tailored to each opportunity.

The recruitment process varies according to the set of chambers or organisation. Many use the Pupillage Gateway, which is run by the Bar Council, and others choose 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.

Pupillage interviews might involve problem-solving tasks and mock advocacy exercises, as well as competency-based questions. Some sets of chambers sift applicants by inviting a relatively large number for a short, 10-minute interview, others by having a smaller group undertake a more extensive first round. Needless to say, regardless of the length of the initial interview, first impressions are very important and it is therefore essential to prepare properly.

“Pupillage places are competitive, but there are things you can do to put yourself in a strong position for applications.”



PUPILLAGE GATEWAY

Pupillage Gateway is the online application system for pupillage, operated by the Bar Council. Pupillage vacancies must be advertised on Gateway, but pupillage providers may choose to manage applications outside of the system and may recruit on a different timetable.. Each year, approximately 100 pupillage providers recruit for approximately 250 pupillages through the Gateway. Applicants can apply to a maximum of 20 pupillage vacancies on Pupillage Gateway, and to an unlimited number outside of it. The timetable for the 2019/20 pupillage recruitment round is as follows:

Thursday 28 November 2019	Applicants may access the Pupillage Gateway to browse vacancies (pupillage vacancies that are not managed through the Gateway are live all year round).
Tuesday 7 January 2020, at 11:00	The submissions window for Pupillage Gateway applications opens; applicants may start, edit and submit their applications.
Friday 7 February 2020, at 11:00	The submissions window for Pupillage Gateway applications closes; no further applications or amendments to applications will be allowed.
February - May 2020	Chambers or organisations will sift paper applications, shortlist applicants, and conduct interviews or assessments.
Thursday 7 May 2020	Offers of pupillage are made through the system. For applications made through the Pupillage Gateway, offers of pupillage must neither be made nor accepted before 09:00 on 7 May 2019.

POST-BPTC OR VOCATIONAL COMPONENT

As chambers recruit pupils well in advance, if you apply successfully for a 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. Check out the CV Building Clinic for more information about these types of opportunities.

PUPILLAGE

Pupillage/the work-based component 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 made an offer (so successful February 2020 applicants will commence pupillage in autumn 2021).

During pupillage 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 practising and non-practising periods (also known as the first six and the second six). In your practising period you will be eligible to undertake cases on your own, albeit under close supervision. Chambers

are required to fund your pupillage with a minimum award of £18,436 per year for pupillages in London and £15,728 per year for pupillages outside London (these minimum amounts will increase yearly in line with inflation). Some pupillage providers provide considerably larger awards; particularly chancery and commercial sets, which are competing with the large commercial law firms for applicants. Most sets also allow you to keep the money which you earn in your practising period.

Recruitment methods vary between pupillage providers, but decisions about ‘tenancy’ (long-term places in chambers) are usually made about 10 months into 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’ assessments of your abilities, or you might have to take part in a formal mock advocacy exercise or interview. 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. There will also be compulsory negotiation skills courses and an ethics exam to pass during pupillage, from 2021 onwards.

THIRD SIX

If you do not gain tenancy at the chambers at which you completed your pupillage, you may be able to apply for a fixed-term practising period (also known as a third six pupillage) or tenancy at another set. This might allow you to gain exposure to other types of work and will give you another chance to apply for a permanent tenancy within the set at a later stage. Please note that this is not additional training periods. These sorts of vacancies are often advertised on the Bar Council website (www.barcouncil.org.uk/careers/third-six-vacancies).

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 within 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.

Most chambers will require you to pay a proportion of your earnings (‘rent’) to cover the costs of chambers’ employees and other shared overheads.

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).

“Pupillage is the practical stage of training to be a barrister, which you can commence up to five years after completing the vocational component.”



THE EMPLOYED BAR

What is the Employed Bar?

Approximately 20% of barristers in England and Wales are employed, and opportunities to complete pupillage at the employed Bar are opening up. Employed barristers provide specialist legal services to their employer. They remain independent but accept their instructions from, and provide legal services to, their employer.

Why choose the employed Bar?

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

Where can you work as an employed barrister?

Work will vary greatly depending on the employer. Employers of barristers include the Crown Prosecution Service, the Government Legal Department, the Armed Forces, local government, regulatory bodies (such as the Nursing and Midwifery Council) and private companies (such as banks).

Can I transition between the self-employed and employed Bars?

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

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 www.employedbar.com

“The employed Bar gives you the opportunity to develop your professional skills in a sector-specific context.”



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 GDL (if you studied a non-law degree) and the vocational component, as well as living costs. Costs for all courses will vary depending on where you study them and you should try to find out as much as possible about the differences in cost in advance. The Bar Standards Board website provides information on the various vocational component providers (www.barstandardsboard.org.uk), all of whom advertise the cost of the GDL and vocational-level course(s) 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, various banks and through several 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 are for the vocational component, but some of which are also available for the GDL and during pupillage. Some of the Inns also make grants available for internships and for students or pupils who are affected by disability and/or can demonstrate financial need.

All the Inns award their scholarships and grants on merit, but may also take financial need into consideration. 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:

Gray's Inn
www.graysinn.org.uk

Inner Temple
www.innertemple.org.uk

Lincoln's Inn
www.lincolnsinn.org.uk

Middle Temple
www.middletemple.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 must be a member of that Inn to take up any award that is offered.
- 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 Interpersonal skills
- 4 Character
- 5 Impact/Potential as an advocate

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. Financial need is considered at most Inns 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 and have high financial need, you are likely to receive a larger award.

Each Inn has its own application form, available online or on request. Take time to answer the questions carefully, obtain reference from people with good standing, who are able to provide a meaningful reference and can address as many of the criteria as possible. Prepare thoroughly for your interview by being aware of current legal issues and re-reading your application form.

"Between them, the four Inns of Court make scholarship awards of about £6 million every year"



OTHER SOURCES OF FINANCIAL HELP INCLUDE:

- 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 which 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://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 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.
- 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'.
- 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 annual Law Reform Essay Competition is open to students undertaking academic studies (a law degree or GDL) or the vocational component 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 2020 competition will be available here: www.barcouncil.org.uk/careers.

“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”

APPLICANTS WITH A DISABILITY



In the 'Applicants with a Disability' session at 13:30 - 14:15 in room BHS2.05, a range of experts will be on hand to share their experiences and offer their advice to prospective barristers with disabilities and health conditions.

SPEAKERS

Isabel Baylis, the session host and chair, is Equality and Diversity Manager at Matrix Chambers where she helps manage Matrix's disability initiatives including the Guaranteed Interview Scheme for prospective trainees. Isabel has a professional background in disability rights and has experience of disability herself through epilepsy. Isabel does the BPTC part time alongside her role and has secured pupillage to start in September 2020 at 9 St John Street in Employment Law.

Faisel Sadiq is a barrister at Ely Place Chambers, where he specialises in property and commercial disputes (he is head of the property team). He is a bencher at Inner Temple, where he is a member of the Equality, Diversity and Inclusivity Sub-Committee, is a member of the Bar Council's Equality and Diversity Committee and is Chair of the Bar Council's Disability Sub Group.

The Bar Council's Disability Sub Group aims to promote disability access throughout the profession, to develop guidance for practitioners on reasonable adjustments, legislative and regulatory disability obligations and through its Panel of Disability Advisors, offer guidance to disabled law students and barristers. The recent work of the Sub Panel has including producing an accessibility audit for Chambers to enable sets to identify barriers to access for disabled barristers, staff and clients.

Reanne MacKenzie is a barrister at Henderson Chambers where she is developing a broad practice as sole and junior counsel in a range of Chambers' specialisms including commercial litigation, group litigation, property, and product liability. Reanne is dyslexic and has featured in Counsel Magazine discussing her experiences of pupillage and practising law with dyslexia.

Cameron Dadkhah a pupil barrister in the Business and Property Group at 9 St John Street in Manchester. He has previous experience working with Pinsent Masons, which he undertook whilst completing his Masters degree at University College London. He has Cerebral Palsy and is a permanent manual wheelchair user. Having successfully gone through the pupillage process recently, he hopes to offer candid insight on how prospective candidates with disability may approach the application process differently.

TOPICS AND STRUCTURE

After a brief introduction, the speakers will move on to address commonly asked questions/identified issues relating to disability at the Bar including: tips on asking for reasonable adjustments, where to go for advice if you have an issue relating to disability on the bar, and a discussion on whether your disability should influence the type of law you practise or chambers you apply to. They will use their own personal and professional experiences to make sure advice is based

on practical, realistic and up to date solutions.

Attendees will then have the opportunity to get tailor-made advice on the particular queries they have or issues they are facing in a Q&A session.

WHY SHOULD YOU ATTEND?

Having a disability should never prevent a talented pupillage applicant from becoming a barrister. However, if you do have a disability, there will be factors that you will have to consider when applying for pupillage, such as what adjustments you will need, whether/when to disclose and who to speak to if you have any issues. This session will help minimise any barriers you may face by preparing you in advance and disseminating advice from those who have already encountered such issues.

Speaker Reanne MacKenzie says, "you can't be what you can't see, so it's really important to have panel discussions to bring visibility to this issue and to encourage frank and open discussions so that people, including prospective pupils know what help and support is out there."

ACCESSIBILITY REQUIREMENTS

The session will be held in a wheelchair accessible room.

WHERE THE BAR IS BASED

THE BAR COUNCIL

The Bar Council represents 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. In order to practise, all barristers must be registered with the Bar Council and prove every year that they have developed professionally through training and other learning opportunities. For further information about the Bar Council, please visit www.barcouncil.org.uk.

THE BAR STANDARDS BOARD

The Bar Council is the approved regulator of the Bar, but it discharges these functions through the independent Bar Standards Board (BSB). 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. For further information about the BSB, please visit www.barstandardsboard.org.uk.

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. The Circuit Leaders are practising barristers who act as communications channels between the Circuits and the Bar Council in London.

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 which affect their specialist area.

INNS OF COURT

There are four Inns of Court: 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 they've completed the vocational element. 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 with the judiciary, if you become a judge. The Inns of Court are also one of the major sources of financial assistance to students who are training for the Bar.

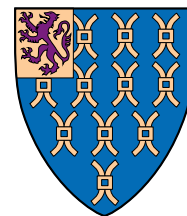
The Inns are historic institutions which provide modern and first

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, particularly 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' (or twelve if you are currently studying for the BPTC), which are events run by the Inns. 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. 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 sessions in advance.



THE HONOURABLE SOCIETY OF THE INNER TEMPLE



CONSTRUCTING A LEGAL CV

GENERAL TIPS

- Ensure that your CV is attractive and easy to read – do not exceed more than two sides of A4.
- Avoid poetic language; your CV should be a succinct summary of your skills, experiences and achievements.
- Approach your CV as a skeleton argument: assess the merits of the case you want to present (your strengths and weaknesses), then develop a case strategy to show off your strengths, mitigate your weaknesses and eliminate anything that is irrelevant.
- Check your CV with friends, relatives, tutors and members of the profession. Check again!

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. Usually, this is because these individuals constructed outstanding CVs or applications and made sure that their interview technique was equally outstanding.

WORK EXPERIENCE SECTION

- You need to be strategic when selecting work experience opportunities, as you won't have time to do everything. Focus on ways to develop your skills and make yourself stand out to the chambers or organisations in which you are interested.
- Mini-pupillages are an important form of legal work experience. They demonstrate a commitment to the Bar and an interest in a specific practice area or chambers. Most pupil barristers will have completed no fewer than three mini-pupillages. Bear in mind that doing too many pupillages can look excessive on your pupillage applications.
- 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.
- 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).

- Non-legal work experience is useful if it demonstrates your possession of skills that will be useful at the Bar (e.g. if you're a teacher, your presentation skills) and/or if it is relevant to your chosen practice area(s) (e.g. if you work in HR, you may have an in-depth knowledge of employment law).

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). It is usually best to focus your efforts on doing well (i.e. ranking) in one or two competitions, rather than coming middle of the pack in a lot of competitions.

“Remember: be strategic when selecting mini-pupillages and volunteering opportunities.”

DRAFTING APPLICATIONS ON THE PUPILLAGE GATEWAY

GENERAL TIPS

- Never copy and paste your applications. Write targeted applications for each set.
 - Reinforce every submission with a concrete example.
 - 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.
- 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.
- 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. Research the work of specific barristers on websites, in court judgments, 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.

COMMON QUESTIONS ON THE PUPILLAGE GATEWAY

In 2017, the Bar Council decided to allow chambers and 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).

Why do you want to join our chambers/organisation? In your answer, please give reasons for your choice of chambers 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, a case or the work of an individual barrister.

- 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 practice, demonstrate your experience in at least some of those areas, and show that you understand the benefits of a multi-disciplinary approach.



10 TIPS ON PREPARING FOR PUPILLAGE INTERVIEWS

- 1 Highlight the sections of your application that are most likely to be explored in interview, then add anecdotes to them.
- 2 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.
- 3 Research common questions and draft brief responses.
- 4 Research the pupillage providers' interview processes 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 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.
- 7 Revise the Bar Standards Board Handbook in advance, particularly the core duties and common scenarios. The Bar Council Practice and Ethics Hub can provide further guidance and support, visit www.barcouncilethics.co.uk.
- 8 If you are asked a tricky question, ask for it to be repeated or request a minute to prepare an answer.
- 9 Approach each interview with a fresh outlook by adopting the mindset that you cannot fail, you can only succeed or learn something.
- 10 Takes 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.

“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.”

For more tips on preparing a legal CV, drafting pupillage applications and succeeding in pupillage interviews, visit 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’) – the law ‘conversion’ course which aspiring barristers who do not have a law degree must undertake before commencing the vocational component.

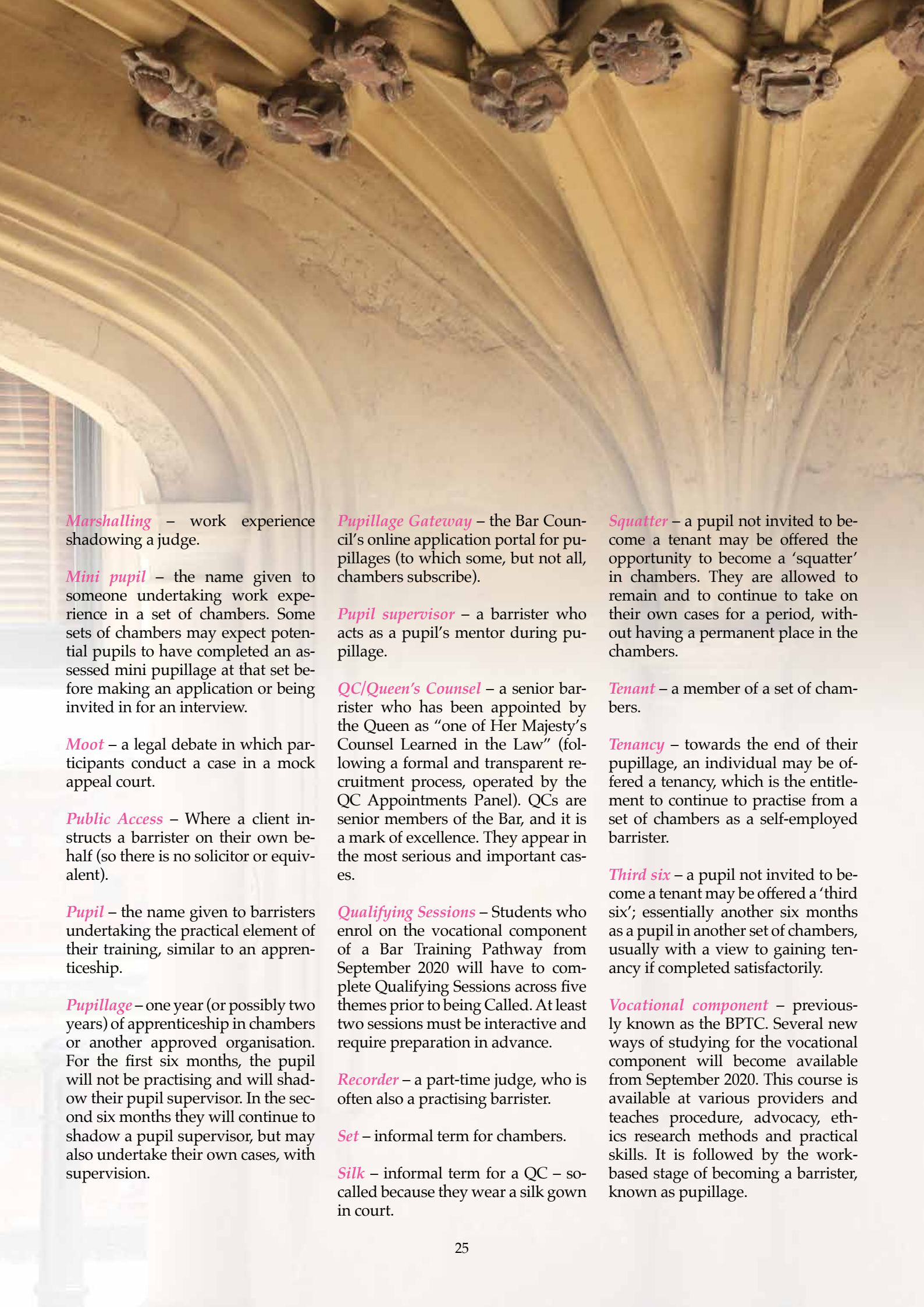
Head of Chambers – a senior barrister in a set of chambers who is elected or appointed as its head.

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 given to a barrister from their client.

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 an assessed mini pupillage at that set before making an application or being invited in for an interview.

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

Public Access – Where a client instructs a barrister on their own behalf (so there is no solicitor or equivalent).

Pupil – the name given to barristers undertaking the practical element of their training, similar to 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 (to which some, but not all, chambers subscribe).

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 are allowed to remain and to continue to take on their own cases for a period, without having a permanent place in the chambers.

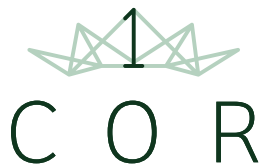
Tenant – a member of a set of chambers.

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 component – previously known as the BPTC. Several new ways of studying for the vocational component 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



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

1KBW

1 King's Bench Walk (1KBW) has a pre-eminent reputation in family law, both nationally and internationally. We are consistently ranked by the legal directories in the top tiers of leading sets for family law and are unique in our strength in depth for both finance and children cases. Our barristers have been at the cutting edge of the development of family law and have been in most of the ground-breaking cases over the last two decades. We also have one of the most innovative and experienced dispute resolution teams in the country.

W: www.1kbw.co.uk

2 HARE
COURT

2 Hare Court offers comprehensive training in all aspects of our work to ensure our pupils are provided with the best foundation for their professional careers. We select articulate and well-motivated individuals who can demonstrate academic excellence, high standards of presentation and communication skills, sound judgement and a practical approach to problem-solving. We offer two 12-month pupillages with a £40,000 award (£30,000 in the non-practising period and £10,000 guaranteed earnings in the practising period).

W: www.2harecourt.com

3PB
BARRISTERS

3 Paper Buildings (3PB) is a modern and progressive set which offers a comprehensive legal advocacy and advisory service to commercial clients and individuals alike. Our quality barristers, from Silks to juniors, conduct cases in all courts and tribunals both in the UK and overseas.

W: www.3pb.co.uk



4 New Square is a leading commercial set of barristers comprising 81 members of whom 27 are Queen's Counsel. 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



4 Paper Buildings (4PB) has a distinguished history as a leading set of specialist family law barristers providing practical, expert, legal advice, and 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



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

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 encouraged to attend court with members. All pupils work in their supervisor's room, read their papers, attend their conferences, draft pleadings and documents, write draft opinions and accompany them to court. Pupils are treated as part of Chambers and are fully involved in the activities of 4 Stone Buildings while they are with us.

W: www.4stonebuildings.com



5 Essex Court, Legal Cheek's 'Best Chambers for Training 2018', a top-tier civil and public law chambers described as a "fabulous set you will find in every ground-breaking reported case, inquiry or inquest" with barristers "at the cutting edge of everything" (legal directories). 5 Essex Court is committed to supporting pupils every step of the way by offering an award-winning pupillage programme aimed at developing the key skills required to succeed at the Bar.

W: www.5essexcourt.co.uk



5 Paper Buildings (5PB), a top criminal set for over 100 years, 5PB has at all times had some of the most prominent advocates and best minds at the Criminal Bar. With 12 QCs and 37 juniors, our expertise extends well beyond general crime and includes, with increasing emphasis, regulatory and corporate crime in which field Chambers UK states us to be “renowned for excellence”. Important sub-specialties include health and safety, consumer and trading standards law, tribunals and financial services. According to the legal directories, we are an “excellent all-round criminal chambers” and have “considerable white-collar experience”. We pride ourselves on our friendly atmosphere and the quality of our client care.

W: www.5pb.co.uk



5 St Andrew's Hill (5SAH) practices predominantly in criminal law, prosecuting and defending in equal measure. Chambers' specialisms include asset forfeiture, business crime and extradition proceedings. Chambers also enjoys busy and expanding family, civil, disciplinary and regulatory law practices. Ranked by Chambers and Partners as a leading set in the areas of asset forfeiture, crime and extradition, membership includes four QCs and 61 juniors. 5SAH offers two pupillages, with an initial award of £20,000 for the non-practising period, and guaranteed earnings of £15,000 for the practising period.

W: www.5sah.co.uk



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



7 King's Bench Walk (7KBW) is a top commercial chambers, with a reputation for excellence, intellectual rigour and providing practical, commercial advice. Our members practise across the full breadth of commercial law and are ranked highly in the leading legal directories. We offer up to four pupillages a year, each with an award of £65,000.

W: www.7kbw.co.uk



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 non-practising period 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 therefore involve work with our International Criminal Law Team. We are no longer part of the Pupillage Gateway Scheme and applications should be made directly to Chambers.

W: www.9bedfordrow.co.uk



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



11 King's Bench Walk (11KBW) is 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 public law and human rights, employment and discrimination law, business law, European law, health and community care law, information law, media law and data protection, procurement law, regulatory and disciplinary 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



12 King's Bench Walk (12KBW), specialises in personal injury, clinical negligence and employment cases. Their practice areas also cover international and travel cases, disease cases (including asbestos-related disease and stress at work), motor insurance and other insurance-related disputes. Their clients include the largest insurers, trade unions, local authorities and solicitors.

W: www.12kbw.co.uk



30 Park Place, Cardiff, the Chambers of Ruth Henke QC, is a highly ranked multi-disciplinary set specialising in family, civil, crime and public law which offers expert legal advice and representation at all levels of call across the UK. It is a leading set in Wales and the largest, with 66 barristers and 7 QCs. We offer several funded (£10,000 grant and £12,000 guaranteed earnings pa) 12-month pupillages to suitably qualified and outstanding candidates.

W: www.30parkplace.co.uk



Advocate, the Bar's pro bono charity, matches members of the public who cannot afford legal help to barristers who give their time and expertise for free; in all areas of law and in all courts and tribunals in England and Wales. Our popular Casework Volunteer programme provides valuable experience to those aiming for a career at the Bar and has three intakes across the year, including a summer scheme.

W: www.weareadvocate.org.uk



Association of Graduate Careers Advisory Services (AGCAS) is the expert membership organisation for higher education student career development and graduate employment professionals. We provide 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 are able to offer impartial careers advice on careers at the Bar.

W: www.agcas.org.uk



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

W: www.atkinchambers.com



The Bar Council and **Bar Standards Board Human Resources** team aim to recruit a talented workforce of highly motivated individuals at all levels who believe that they can contribute to the future success of the organisations, and make a positive impact upon the administration of justice. We value diversity in background, skills and experience of our staff and, as such we are committed to providing equal opportunities for all job applicants irrespective of race, sex, disability, age, religion or belief, sexual orientation, maternity or pregnancy, marital or civil partnership status or gender re-assignment. You do not need to hold a legal qualification to work for us, although this is a genuine requirement for some posts. Please contact us with any careers enquiries.

E: HRcentralmailbox@barcouncil.org.uk



The Bar Standards Board regulates barristers and specialised legal services businesses in England and Wales in the public interest. We set the education and training requirements for becoming a barrister (including the Bar Professional Training Course and pupillage) and the continuing training requirements to ensure that barristers' skills are maintained throughout their careers.

W: www.barstandardsboard.org.uk



Blackstone Chambers enjoys an enviable reputation for its wide range of work covering commercial, public and human rights, employment, EU and public international law. We offer four 12-month pupillages, with an award of £65,000 for pupillages starting in September 2020 (with a partial drawdown of up to £18,500 available in the BPTC year). We offer mini-pupillages which are assessed and form part of the application process for pupillage.

W: www.blackstonechambers.com



School of Law
and Politics
Ysgol y Gyfraith
a Gwleidyddiaeth

Cardiff University is the only Russell Group University to offer training for the Bar. Our highly regarded Bar Professional Training Course has been praised for the standard of teaching and the particularly supportive learning environment offered to our students. The University was ranked fifth in the UK for the quality of its research in the most recent research excellence framework.

W: www.cardiff.ac.uk/law-politics



**Central
Chambers**

Central Chambers operates from premises in the center of Manchester. At present, we consist of 17 barristers including one QC and have one pupil, with another starting in January. Chambers specialises in a wide variety of areas including criminal defence, with particular expertise in computer and internet crime, all aspects of immigration and asylum work, personal injury, clinical negligence, housing, family, judicial review, mental health, inquests and prisoners' rights. We pride ourselves on being professional and objective whilst being friendly and approachable; such principles have guided Central Chambers since its inception in early 1996.

W: www.centralchambers



Chambers of William Clegg QC (2 Bedford Row) offers four pupillages per annum. Upon completion of 12 months pupillage, Chambers invites some pupils to complete a further six months pupillage prior to consideration of any tenancy applications.

W: www.2bedfordrow.co.uk

Chambers | Student

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. Come over and pick up a free copy of Chambers Student from our stand. We'll also be happy to answer any careers questions you might have. Visit us online at www.chambersstudent.co.uk. You can also find us on Facebook, Twitter and LinkedIn where we post regular legal news, deadlines and job vacancies.

W: www.chambersstudent.co.uk

CHANCERY BAR 

Chancery Bar Association (ChBA) - 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 ChBA are education for practitioners, promotion of the work of the Chancery Bar, representation of the interests of members, and promoting equality and diversity.

W: www.chba.org.uk



Cloisters specialises in employment and equality law, clinical negligence, human rights, public, regulatory, commercial and sports law. The directories name over half of our barristers as leaders in their fields. We offer an informal working environment with high-quality work. Pupils have four supervisors, spending three months with each. During their practising period, pupils are allocated work of their own, subject only to their ability and the availability of work.

W: www.cloisters.com



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 most able 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



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

W: www.criminalbar.com



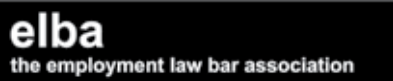
DWF Advocacy is an advocacy service, operating as an alternative to the external Bar and traditional chambers. We draw on our deep and broad sector understanding, from across DWF. Our Pupils and Advocates work alongside our in-house Barristers and specialist Solicitors (as well as taking external instruction). Our practice spans across domestic and international, civil and commercial.

W: www.dwf.law



Debate Mate is an educational organisation that works in areas of high child poverty across the UK. We recruit university students to mentor from November to April, teaching debating to primary and secondary school students. It's an incredibly rewarding experience, and a great opportunity to change young people's lives. We will provide information about opportunities to join us as a mentor from January 2020.

W: www.debatemate.org



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



Ely Place Chambers is an established barristers' chambers with a forward-thinking approach and traditional values. Based in the heart of legal London, we specialise in business, property and employment law, but also have significant niche practices in private client, media, sport, regulatory and public law.

W: www.elyplace.com



Erskine Chambers is recognised as being pre-eminent in company law and a leading set in associated fields including insolvency, financial services and corporate/commercial litigation, including civil fraud and asset recovery. Chambers' size (31 barristers including 11 QCs) allows it to maintain expertise in its core practice areas while fielding effective teams in Commercial Court and Chancery Division litigation. Prominent former members include Arden LJ, David Richards LJ and Richard Snowden J, while present members sit on various law reform committees and are editors and contributors to the leading texts on company law.

W: www.erskinechambers.com



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 & offshore, insurance & re-insurance, energy, trade, shipping, revenue, and employment. 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



Falcon Chambers is recognised by the legal directories, solicitors and clients as the leading 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



The Family Law Bar Association (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



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

W: www.farrarsbuilding.co.uk



Five Paper, a "first-class set" with a "good breadth and availability of barristers" who are "highly efficient, friendly and dedicated to their clients" (legal directories). Chambers offers one or two 12-month pupillages starting in October 2021 with an award of £25,000 and guaranteed earnings of £5,000. To apply, download an application form from our website and email to pupillage@fivepaper.com (criteria: 2:1 degree).

W: www.fivepaper.com



Francis Taylor Building

Francis Taylor Building (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 the leading sets in our field by both Chambers and Partners and the Legal 500.

W: www.ftbchambers.co.uk



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



Goldsmith Chambers is a leading, progressive, multi-disciplinary set with crime, immigration, civil, family and extradition practice groups. Goldsmith Chambers has a wonderful, iconic location in the Temple, with a good working and social environment. Our members are instructed and appear in courts throughout the country and beyond, including the Court of Appeal, the Supreme Court and the Court of Justice of the European Union. Chambers offers two criminal pupillages starting in October 2020 and two criminal pupillage starting in October 2021. Pupillage award is £12,500 in the first six and guaranteed earnings of £12,500 in the second six.

W: www.goldsmithchambers.com



Government Legal Profession (GLP) - the work of government lawyers is interesting, varied, challenging and often headline news. Whether the government is creating new laws, helping to develop new policies, buying goods and services, employing people or defending its decisions in court, it needs significant levels of legal advice on a wide range of complex issues. To carry out this work, the government needs its own lawyers and legal trainees who understand its business. Legal work is complex, politically sensitive and often in the public eye. It covers a wide range of public and private law matters including litigation, advisory and legislative work as well specialist areas such as commercial and employment. The Government Legal Department and HM Revenue & Customs both offer pupillages through the Government Legal Profession Legal Trainee Scheme.

W: www.gov.uk/glp



Hardwicke specialises in commercial dispute resolution, construction, insolvency and restructuring, insurance, personal injury and clinical negligence, private client, professional liability and property. We are one of the most innovative and modern sets at the Bar. Known for our friendly atmosphere and progressive outlook, Chambers is run as a commercial business with a strong focus on client service. Hardwicke's business culture is reinforced by an active CSR, equality and diversity, and inclusion programme.

W: www.hardwicke.co.uk



Henderson chambers is a leading commercial/common law chambers with acknowledged expertise in all of its principal areas of practice. Members and pupils are frequently involved in high-profile commercial and common law litigation. Chambers offers up to two funded 12-month pupillages a year. Our pupils receive a minimum remuneration of £70,000 which consists of a guaranteed award of £70,000, plus any additional earnings during their practicing period. A drawdown of up to £10,000 is available during the year before pupillage commences.

W: www.hendersonpupillage.co.uk



The Inns of Court College of Advocacy (ICCA) is part of the Council of the Inns of Court (COIC), a registered charity. The ICCA exists to deliver high quality, innovative and flexible training for current and future members of the Bar including, from August 2020 and subject to authorisation, the new two-part ICCA Bar Course.

W: www.icca.ac.uk



Keating Chambers is a leading set of commercial barristers' chambers, with a thriving domestic and international practice, comprising 58 barristers, 27 QCs, 31 juniors and 9 international members/honorary associates. This means that assistance is available for disputes of every type and size.

W: www.keatingchambers.com



Kings Chambers is a leading civil set with a national reputation practising from Manchester, Birmingham and Leeds. The key to Chambers' success has been through regular, positive recruitment. Kings Chambers is committed to continuing development in all areas of practice in Chambers and the recruitment of ambitious and outstanding individuals who seek a successful career at the Bar. A pupillage at Kings Chambers provides the best possible foundation for a career at the Bar.

W: www.kingschambers.com/barristers



King's College London, the Dickson Poon School of Law offers undergraduate courses, postgraduate courses and professional development programmes including an LLM with eight specialist pathways. Come to our stand to learn more about King's, our Professional Law Institute and our Legal Clinic.

W: www.kcl.ac.uk



Landmark Chambers is ranked as the number one planning and environmental chambers in the UK by the top legal directories. We are regarded as one of the leading sets in our other main areas of work and have consistently won Real Estate Set of the Year and Planning/Environmental Set of the Year at the Chambers UK Bar Awards. Chambers offers a minimum of two pupillages per annum with a grant of £65,000 per pupil.

W: www.landmarkchambers.co.uk



Law Commission advertise annually for fixed-term, paid research assistants, who usually undertake a one-year contract, which begins in or around September. As a research assistant at the Law Commission, you'll master complex areas of law and help shape UK legal reform as part of an expert team. You will develop a range of skills and gain professional experience that is hard to obtain anywhere else. You'll be part of an organisation which makes a real difference to people's lives – the work you contribute to won't just sit on the shelf. Over the past 50 years, more than two-thirds of our recommendations have been accepted or implemented.

W: www.lawcom.gov.uk



LPC Law is a specialist firm of solicitors focused on providing a high-quality advocacy and clerking service to clients throughout England and Wales. LPC Law has a nationwide network of advocates, solicitors and solicitor-advocates with higher rights of audience, allowing us to appear in all types of hearings and trials in every county court and the High Court.

W: www.lpc-law.co.uk



Maitland Chambers is one of the UK's leading sets of chambers for commercial chancery litigation. We undertake a full range of work concerned essentially with business, finance and property. Chambers' 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



Matrix Chambers 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.

W: www.matrixlaw.co.uk



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, technology, media and communications law. 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



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 35 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



Nottingham Law School has been delivering excellence in legal education for over 50 years. Our LPC, BPTC and GDL courses build upon our links with the profession and established expertise to provide the practical skills you will need to launch your legal career. With an award-winning pro bono scheme, in-house Legal Advice Clinic, dedicated careers team, and Professional Practice Lecture Series, there are plenty of additional opportunities to enhance your employability too.

W: www.ntu.ac.uk/nls



Old Square Chambers, defining quality in 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



Outer Temple is a dynamic chambers with an international profile (the only set registered in DIFC/ADGM in UAE). We are listed as a leading set in both Legal 500 and Chambers & Partners, are Investors in People Platinum accredited and are a Disability Confident employer. We seek intellectually able candidates with the potential to become tenants and offer an award of £60,000. Outer Temple's conversion rate to tenancy over the past 10 years is nearly 100%.

W: www.outertemple.com



One Pump Court is committed to publicly funded work, and to ensuring access to justice for the vulnerable and disadvantaged. Chambers specialises in family; housing; immigration; community care; public law; and crime. Pupils have the opportunity to complete periods of training across 1 or more specialist areas within family, immigration, housing and crime. There may also be opportunities to gain experience in community care, inquests, and prison law.

W: www.onepumpcourt.co.uk



QEB Hollis Whiteman is regarded nationally and internationally as a leading set in the fields of corporate and financial crime, general crime, professional regulation, private prosecutions and public law. Based in the City of London, we have over 60 members who are instructed in the most serious, high-profile and ground-breaking cases of the day.

W: www.qebholliswhiteman.co.uk



Quadrant Chambers is a pre-eminent, international commercial disputes set with strong sector expertise. We are involved in the most complex and interesting cases in our specialist sectors. We act in courts at all levels and in complex high value international arbitrations. Our areas of practice include: aviation, banking, commercial, commodities, energy, fraud, insolvency, insurance, international arbitration and shipping.

W: www.quadrantchambers.com



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



Ropewalk Chambers offers up to three full pupillages per year of 12 months' duration. We offer an award of £40,000 per pupil. We are looking to recruit pupils who will carry forward our core values of excellence, service and integrity. In return we will make a significant investment, both financially and in training and guidance.

W: www.ropewalk.co.uk



serle court

Serle Court is the leading commercial Chancery barristers' chambers covering the whole range of 'business' law, from offshore litigation about the world's largest companies to domestic advice on probate matters. Our Head of Chambers, Alan Boyle QC, along with all 69 members (including 27 Silks) and staff are committed to providing an exceptional service and an inclusive working environment. Serle Court's members are recommended in 22 practice areas by Chambers UK and 18 practice areas by Legal 500.

W: www.serlecourt.co.uk



South Square is a highly respected and successful commercial set involved in complex and high-profile international and domestic commercial litigation. Our members are recognised as leaders in their fields in all the key legal directories and have acted in some of the most important commercial cases of the last decade, including: Lehman Brothers, MF Global, Madoff, Saad, Carillion and BHS.

W: www.southsquare.com



St John's Chambers is one of the largest and most innovative chambers in the country. We form long-term partnerships with clients by providing exceptional counsel backed by professional, reliable and consistently high-quality standards of service. Based in Manchester, Liverpool, Sheffield and Chester, we service work across all practice areas throughout England and Wales. Our values of service excellence, approachability, community, and agility define how we behave collectively and individually, to clients and to colleagues.

W: www.stjohnsbldings.com/join-us



St Philips Chambers is the only national set of chambers to have won both The Lawyer's and Legal Business' 'National Chambers of the Year' award. We're a multi-award winning, multi-disciplinary, modern set of chambers. Pupillage at St Philips Chambers will be a thorough but exciting education in a collegial environment. It will be a learning process involving regular feedback, allowing you to learn and build upon your strengths.

W: st-philips.com



Tanfield is a leading set in property law and a 'force to be reckoned with' across all aspects of commercial and residential real estate litigation and ADR. Chambers adopts a pro-active and involved approach to pupillage, taking on up to two pupils every year with a view to eventual tenancy. Our policy is only to recruit those we consider to be potential future tenants. Pupillage at Tanfield is divided into three periods of four months, each with different pupil supervisors. The aim is to introduce pupils to the core practice areas in Chambers, giving them experience of court work and the opportunity to work with as many of Tanfield's members as possible.

W: www.tanfieldchambers.co.uk



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 international) and represents members' interests.

W: tecbar.org



Ten Old Square is a highly regarded commercial Chancery set of chambers based in London, with particular specialisms in private client, Court of Protection, partnership, 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 have a very experienced clerks team who take an active role in ensuring that each member's practice is successful.

W: www.tenoldsquare.com



The 36 Group is a pioneering and progressive set with notable expertise in five specialist areas of law: commercial, crime, family, public law and shipping. The 36 Group is one of the largest national sets with over 160 barristers and arbitrators covering work in London, the Midlands, South Eastern and Northern circuits, as well having a far international reach.

W: www.36group.co.uk



The City Law School is one of London's major law schools, offering a broad range of academic and professional courses. Located in the heart of legal London, we are the first law school in London to educate students and practitioners at all stages of legal education. The School boast several distinguished alumni including four British Prime Ministers, many judges and QCs. We offer a range of law degrees including undergraduate, post-graduate and professional programmes. Visit our website for more information on what we offer. As part of our commitment to excellence, we offer all our students career support, from a Training Contract Advisory Service to pro bono experience.

W: www.city.ac.uk/law



The University of Law prides itself in offering the best training to fully prepare you for the Bar and provide excellent support in searching for pupillage for up to five years after graduation. Stand out using our pro bono service and work on real life cases. Expect high standards of tutoring by qualified practitioners with unparalleled experience in delivering advocacy, preparing you for life in practice.

W: www.law.ac.uk



Wilberforce Chambers is one of the leading commercial Chancery and business law sets of chambers in the UK, comprising of 73 specialist barristers, including 34 QCs. Our barristers are involved in some of the most intellectually challenging and legally significant matters undertaken by the Bar today. We offer a full range of advocacy, advisory, drafting, arbitration and mediation services to a wide variety of clients, both in the UK and across numerous international jurisdictions.

W: www.wilberforce.co.uk



XXIV Old Buildings is a leading set of commercial Chancery chambers. Our 45 barristers (including 13 QCs) have an unrivaled 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 and recognise that today's pupils are tomorrow's tenants. We therefore seek to offer one of the most enjoyable, well-structured and generously funded pupillages at the Bar.

W: www.xxiv.co.uk



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.



The Council
of the Inns
of Court



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

FURTHER INFORMATION

The Bar Council has produced several reports on the profile of BPTC applicants and students, online pupillage system applicants, and of registered pupils which should assist you when considering a career at the Bar. The 'Barristers' Working Lives' survey provides an insight into barristers' views of both their life at work and their profession. You can access these reports here:
<https://www.barcouncil.org.uk/about-the-bar/facts-and-figures/>

Please consult the Bar Council, Inns of Court or Bar Standards Board websites for further information.

www.barcouncil.org.uk
www.barstandardsboard.org.uk
www.graysinn.org.uk
www.innertemple.org.uk
www.lincolnsinn.org.uk
www.middletemple.org.uk

