



# PUPILLAGE GUIDE 2025

Welcome to St John's Buildings and thank you for your interest in Pupillage in our chambers!

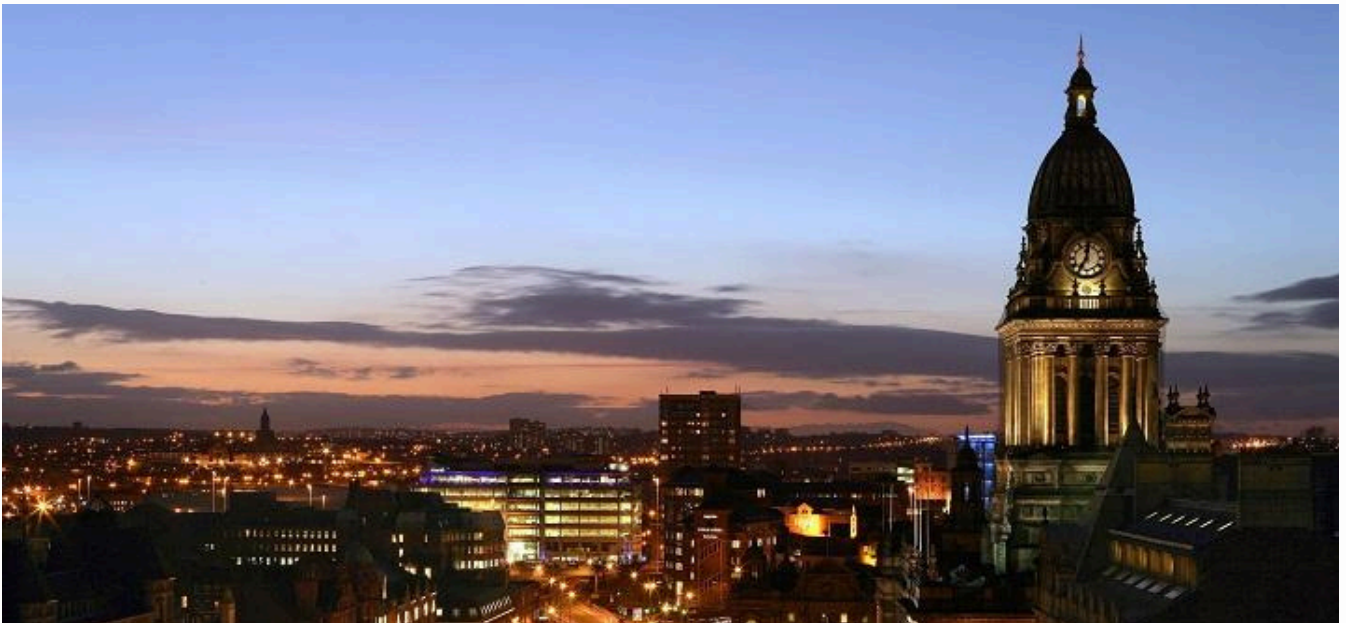
This brochure will guide you through all aspects of pupillage here, from why you should consider applying to us to details of the process for the 2025 intake, and case studies of past pupils. We have also included a review of last year's recruitment round.

We view pupillage as a vital way of developing high calibre tenants who will ensure the continued success of St John's Buildings in the future. As a large chambers we are able to offer a number and range of pupillages each year and have plenty of work for those joining us.

We make a considerable investment in our pupils and most of our pupils become tenants. We hope you will find the brochure encouraging and helpful in making your application to us and look forward to learning more about you.

Chris Ronan, Chief Executive





## WHO ARE WE?

We are an award-winning, tier-1 ranked, multi-disciplinary set of barristers, providing exceptional advocates and national coverage from Chambers in Manchester, Chester, Liverpool, Sheffield and Leeds.

### DELIVERING EXCELLENCE

We have a proven reputation for providing expert barristers and delivering a complete legal solution. We build long-term partnerships with clients by providing exceptional counsel backed by professional, reliable and consistently high quality standards of service.

### FORWARD-THINKING

We are an early and enthusiastic adopter of new technology and AI to facilitate better and more cost-effective service delivery. Innovations include electronic booking, cloud storage, online diaries, remote access and automated billing. We invest heavily in our IT infrastructure and related technologies.

We have developed and employ award-winning electronic case collaboration software, which greatly improves client service while enabling a dramatic reduction of both our costs and our environmental footprint.

Already one of the largest chambers in the country, we are following a strategy for growth to enhance our ability to service clients' needs by providing advocacy and advisory services nationally. This strategy is underpinned and enabled by our values of Service Excellence, Approachability, Community and Agility. These values define how we behave collectively and individually, to clients and to colleagues.

### OUR CLIENTS

Our clients are spread nationally and range from the full spectrum of legal firms, insurance firms, local authorities and high-net-worth individuals through to commercial enterprises and SMEs.

### PUBLIC ACCESS

Members of Chambers accept instructions from members of the public under the direct access rules, and we are developing and marketing this area as a key new business stream.



# 10 REASONS TO APPLY TO SJB

1. You'll feel like part of the team even before your first day in Chambers. You will be invited to our induction day and will receive an information pack in the summer before pupillage. You will also meet your supervisor, clerks, other members and our CEO at your induction meeting - to make sure you feel supported in the weeks before you start
2. We offer a huge support package and clear signposting of who to go to for help - again this is all available before your pupillage begins
3. You'll receive a grant during your first six and an earnings guarantee in your second six - we understand that pupillage can be a worrying time financially, so we do everything we can to ease these pressures. We do not charge Chambers' expenses during pupillage
4. We are a friendly, efficient set based in five great northern cities with fantastic premises
5. We have an ambitious strategy focused on continued growth across all practice groups
6. We have a clear focus on business development
7. We provide a supportive environment in which pupils can flourish and learn
8. Our pupils are sought after, kept busy and in court 95% of the available working days
9. We offer a rich and diverse training package in a professional and friendly environment
10. Most important of all, we offer pupillage with the expectation that you will become a tenant at SJB - there is no competition for tenancy between our pupils!



# SUPPORTING YOU THROUGHOUT PUPILLAGE

## FINANCIAL SUPPORT

During the first six months of pupillage a grant of £15,000 is made to all pupils and during the second six months there is an earning guarantee of £30,000\*. Our pupils almost always comfortably exceed their guaranteed income. Most importantly for any applicant with real aspirations, we offer pupillage with a view to tenancy. That gives you the opportunity to be part of one of the biggest and most diverse sets of chambers in the country. \*We do not charge Chambers' expenses during pupillage.

## YOUR PUPIL SUPERVISOR

We are deliberately flexible as to who is the best pupil supervisor for any particular intake. The Management Committee decides the number and practice areas of pupillages to be offered for the coming year and invites suitable members of Chambers to be pupil supervisors.

Supervisors are selected on the basis of the quality of their practice, their ability to provide guidance and support and their ability to relate to others.

Our pupil supervisors will be familiar with and act in accordance with The Bar Standards Handbook. They will ensure to the best of their ability that any pupil receives experience, instruction and advice in accordance with the appropriate pupillage checklist and they will use their best endeavours to introduce pupils to colleagues and professional clients.

## YOUR MENTOR

As well as a supervisor, we will also assign you a mentor. This will be someone who has recently completed pupillage within your practice area. They will understand the pressures of pupillage - and will also introduce you to your peer group, your wider practice group and the social side of Chambers.

# OUR PRACTICE AREAS

Our chambers offers a wide range of services and each barrister belongs to at least one of our practice groups.

One of our greatest strengths is that each individual barrister benefits from being part of a cohesive team within a large, multidisciplinary set of chambers. This means that we can offer expertise and experience in a wide range of areas, with each area complementing and informing others. It also means that we are able to consider pupillage applications in each of our specialist areas.

ADR and Mediation	<b>Business and Property</b> Banking & Finance; Commercial & Chancery; Commercial Fraud; Company; Construction & Property; Costs; Data & Information; Inheritance & Trust Disputes; Insolvency; Intellectual Property; Professional Negligence; Sport, Media & Entertainment; Tax	Court of Protection
<b>Crime</b> Fraud; Financial Crime; Magistrates Court; Crown Court and Appeals; Courts Martial and Service Law	Direct Access	Education
Employment	<b>Family</b> Family Finance; Children (Public and Private law); Private FDR; Family Arbitration	Inquests and Coronial
<b>Personal Injury and Clinical Negligence</b> Catastrophic & Fatal Accidents; Costs; Fraud; Disease; Travel Claims	Public and Administrative	<b>Regulatory and Professional Discipline</b> Environmental; Health & Safety; Licensing; Professional Discipline; Sport Discipline; Trading Standards & Consumer; Transport



# OUR VALUES



## SERVICE EXCELLENCE

We are proud to have been recognised as Chambers of the Year on numerous occasions and continue to apply the same high standards across all sites. Our barristers and staff are committed to delivering high-quality services and support to all of our clients. We don't rest on our laurels, but continuously seek to improve our services.



## APPROACHABILITY

Our clients say we are friendly and approachable. We provide a supportive service and environment to clients, members and colleagues. We are always exploring ways to ensure our services are accessible and welcome Direct Access clients.



## COMMUNITY

Our barristers and staff work together to provide a seamless service to clients. Our barristers enjoy collegiate support across practice groups and sites, sharing their expertise to develop others. Welfare is high on the agenda in Chambers and we have been recognised for our work in this area by the Bar Council. Equality, diversity and inclusion are critical to Chambers' success, both as a workplace and service provider.



## AGILITY

Forward thinking - we scan the horizon and talk with market leaders about technical opportunities to enhance our services. We continue to adapt to market needs and challenges to ensure continuity and to provide the services our clients want and need. We embrace new technology enabling our barristers to work anywhere in the UK and radically reducing our use of paper.



## SUPPORTING SUSTAINABLE CAREERS

We have supported hundreds of barristers in the development of excellent careers at the Bar, through relationships with thousands of instructing clients, securing large tenders for work and with the additional support of a dedicated marketing function since 2015. While case flow into Chambers is very strong, we encourage and coach our members to market themselves and develop their own client relationships as they become more experienced, thus improving the quality of instructions they receive and furthering personal development and reputation.

We also recognise that throughout a person's career, life factors can change what they want or are able to do and achieve. This is why we speak of helping our members to achieve their personalised practice objectives, rather than focussing always on maximising income and instructions (although we will do that if and when it is what you want). Regular practice development reviews will be offered in which your clerk will discuss your practice aims and objectives, your personal wellbeing and wishes and agree an appropriate plan of action.

Our clerks are trained to listen, understand and be flexible in the way you are supported. We also have policies, processes and dispensations to help at times when you may need a career break, for example, or a change to your work hours, practice-type, or geographical range.



## DIVERSITY IN CHAMBERS

Chambers is committed to the principles of equality, diversity and inclusion (EDI) in all aspects of work. We value the diversity that different people bring to Chambers and strive to provide an inclusive working and service environment that is attractive to a wide range of clients in our local communities and on a national level.

All barristers have committed to observe the Bar Council Code of Conduct in relation to non-discrimination in the acceptance of work and all dealing with clients, colleagues, staff and others. We regularly train our staff, barristers and pupils in the principles of EDI our Equality Policy and its application in Chambers, ensuring that we offer a professional, respectful and supportive environment.

## DIVERSITY IN PUPILLAGE RECRUITMENT

Our strategy is to grow our membership in Chambers through both pupillage recruitment and the recruitment of established barristers on the basis of merit and potential.

We are strongly committed to equality of opportunity and will apply objective criteria in all shortlisting and selection processes. We aim to ensure there is no discrimination on the basis of sex, sexual orientation, gender reassignment, marital status, disability, race, nationality, ethnic origin, colour, religion or belief, class or age.

Our Pupillage Committee have all been trained in Fair Recruitment Practice and avoiding unconscious bias. We have taken steps to amend our process to remove barriers that disadvantage some groups more than others, e.g. we no longer have a minimum A-Level requirement, and to take into account extenuating circumstances and differences in opportunities at the education stage and in accessing legal work experience and shadowing opportunities. In doing so we hope to have an inclusive process that shortlists a good range of candidates who have the potential to succeed in pupillage, with a diverse set of experiences, strengths and practice interests.

Each year we add a welcome statement to our advert to particularly encourage applications from candidates with characteristics that are under-represented in Chambers. At the end of each pupillage recruitment campaign we review the diversity profile of applicants and how they progress through our recruitment process using information gathered via the Pupillage Gateway.





# STRUCTURE OF PUPILLAGE AT SJB

The one-year training period is split into two halves. The first six months give you a chance to learn about the Bar and life in Chambers as well as your specialist chosen area of law, under close supervision from a pupil supervisor, who is a specialist in that field. This will include working on cases with your supervisor and learning from them. The second six-month period will see you owning and carrying out advocacy on cases and representing clients with close supervision from your pupil supervisor.

Your progress will be monitored on a continuing basis through the whole of the pupillage by your pupil supervisor.

We offer monthly review meetings with the chief executive, to ensure that you feel that you are getting the most out of your pupillage.

Formal monitoring will take place every three months, so that you and your pupil supervisor can assess your progress by reference to a pupillage checklist so as to:

- Identify which areas of work have been covered;
- Identify which areas of work remain to be covered and discuss how this will be achieved;
- Give you and your supervisor an opportunity to comment in writing generally on all or any matter relating to the conduct of your pupillage.

This way we can ensure that you get the best training possible.

Towards the end of the second six months of the pupillage period, the Pupillage Committee will meet with the pupil supervisor and the Head of Chambers to review your progress.



# PUPILLAGE GATEWAY

## APPLYING

### OUR CRITERIA

We are looking for commitment, passion, intelligence and drive. We expect candidates to have a minimum 2:1 degree classification, although we will take into account exceptional circumstances. We also look for:

- Intellectual and analytical ability
- Written communication and advocacy
- Oral communication and advocacy
- Understanding of the law and legal practice
- Demonstration of attributes required to support a successful career at the Bar.

### WILL A MINI-PUPILLAGE MAKE A DIFFERENCE?

We recommend that applicants for pupillage should try to complete a mini-pupillage in Chambers. Mini-pupillages are a great way for Chambers to get to know the applicants but also for the applicants to get to know Chambers. The fact that a mini-pupillage has not been completed will not be held against any applicant who is otherwise perfect for Chambers, but applicants who have not completed a mini-pupillage may be requested to undertake a mini-pupillage before a decision is made. If you are interested in a mini-pupillage please visit <http://stjohnsbuidings.com/join-us/pupillage>





# TIPS FOR COMPLETING THE APPLICATION FORM, FROM OUR PUPILLAGE COMMITTEE

The tips below aim to help you give your application the best chance of making it through the “sift” – the process whereby hundreds of applications are whittled down to those offered a first interview.

1. Remember that the person reading your application will be reading a lot of others. You need to make your points quickly and for the application to stand out. A well-edited application will have better impact than a very lengthy one.

2. The academic section needs to align with Chamber’s requirements. Make sure it is and if not highlight why not and detail any extenuating circumstances where requested in the form.

3. Make sure everything is grammatically correct. We are looking to assess your written communication skills across the form and in later questions you have an opportunity to demonstrate your written advocacy. A reader may be put off or misunderstand your intent if, for example, apostrophes are out of place or there is misspelling and incorrect use of commas.

4. Mini-pupillages are helpful. However, an extensive list in your application form is less so and we recognise that not all candidates can spare paid working days to attend so many or experience equal access to them. We suggest selecting no more than four and for each only give a succinct two or three sentence description of what you did or saw during it. Similarly, with marshalling.

5. Legal work experience: You may have full or part-time legal work experience, e.g. in a solicitor’s office or using legal skills in other commercial environments. Increasingly, pupillage applications are from people who are not coming straight from the Bar Vocational Course and indeed have already started working in the legal sector. Keep this separate, if you have it, from voluntary legal experience (Free Representation Unit, Citizen’s Advice Bureau etc) when presenting in the form.

6. Again, for this employed legal work good editing is essential. Highlight the number of cases you have advocated in, what areas of law you have started to practise in and notable successes. Remember, barristers are advocates, so the more advocacy experience you can show the better.



# TIPS FOR COMPLETING THE APPLICATION FORM (CONTINUED)

7. Non-legal work experience: This can help demonstrate your work ethic and other useful attributes for the Bar. However, don't gild the lily or spend a lot of words telling us what is obvious about the role. Highlight transferrable skills and knowledge.

8. The questions at the end of the form are set by each chambers. These are an opportunity to demonstrate your written communication and advocacy skills, knowledge and critical reasoning. Our tips for completing these are:

- Answer all elements of the question, including offering your opinion/evaluation where requested. For example, last year when asked about whether the independent referral Bar is likely to exist in the future, some applicants described only the threats to the Bar without providing an evaluation of those threats and whether they would or would not cause it to diminish or disappear.
- Using key phrases from the question in your answer can keep you on course to answer the question and help the reader see you are doing so.
- Answer each of the questions using two or three paragraphs at most. One single block of text can be a bit off-putting for the reader.
- Avoid humour, it rarely works. But do try to engage the reader with answers that are genuinely interesting to read and stand out.
- If the chambers has a particular unique selling point or attracts you for a particular reason, mention it.

Jamie Jenkins, one of our specialist employment, equality and education law barristers, has also written two blog posts for the Bar Council, on how to prepare for your pupillage interviews:

- Read 'Prepping your pupillage interview: Six top tips' [here](#).
- Read 'Pupillage interviews: slow down, listen, and be yourself' [here](#).

We hope this has been helpful and wish you good luck in all your future applications.



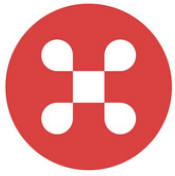
# A REVIEW OF THE 2024 PUPILLAGE RECRUITMENT ROUND

## The Pupillage Committee

Our Pupillage Committee comprises members representing all sites and practice areas, who are supported by professional managers trained in good recruitment practice.

Month	Activity
October 2023	Preparing to recruit – identifying how many pupillages we would advertise in each site and team, assembling the Pupillage Committee, preparing the advertisement, and reviewing our selection criteria and process.
27 November 2023	Our advert went live on the Pupillage Gateway so that prospective applicants could read, research and start preparing their applications. available for prospective applicants to browse. During this period, applicants had access to an online practice application form to help them in their preparations
3rd January - 7th February 2024	<p>The window to submit applications through the Pupillage Gateway opened to applicants.</p> <p>During this period we ensured all Pupillage Committee members are trained in Fair Recruitment Practice.</p>
13th February 2024	<p>Chambers was able to download the 257 applications we received for pupillages and prepare for the next stage (avg 25.7 applications per role).</p> <p>Application forms were stripped of personal identifying information and the names of academic institutions, before being given to Pupillage Committee members to score against the agreed and advertised criteria.</p> <p>Committee Members met to check the scoring criteria and test out consistency of scoring by all scoring two sample forms from a previous year.</p>
15th February - 23th March 2024	<p>The Sift begins!</p> <p>The new applications were divided up between committee members with each form reviewed and scored by two separate people to minimise subjectivity and bias in scoring. Committee members scored up to 50 applications each following their training and pre-sift exercise meetings.</p> <p>The two sets of scores are combined and moderated by the Committee Chair and Chief Executive to check for anyone close to the cut off score to be invited for interview and spot check scoring.</p>
14th March 2024	Invitations to First Interview sent out to 69 candidates (21% of all applicants).

22nd March 2024	<p>First Interviews. 68 candidates attended interviews of 15 minutes, via Teams, carried out by three panels of two or three Committee Members.</p> <p>The same five questions were put to all candidates and scored against fixed criteria (Intellectual &amp; Analytical Ability, Written Communication &amp; Advocacy, Oral Communication &amp; Advocacy, Understanding of the Law and what is involved in a career at the Bar). Each panel member scored separately with all panel members scores brought together to form a final score for each candidate.</p>
8th April 2024	<p>The highest scoring candidates were invited to a second interview.</p>
25th - 26th April 2024	<p>33 candidates were invited to a second interview at our Manchester site.</p> <p>The candidates were asked to complete a 750-word written exercise in advance of the interview. They were provided with Instructions to Counsel and asked to prepare a Skeleton Argument on behalf of the Defendant/Appellant for an appeal hearing soon to be listed.</p> <p>Prior to interview, candidates were given time to prepare an advocacy exercise ahead of presentation to the interview panel. Candidates were asked to prepare and deliver oral submissions on behalf of the Claimant/Respondent, i.e. resisting the appeal and opposite to that argued in the previously drafted Skeleton Argument which candidates had prepared for the earlier written exercise.</p> <p>Candidates were scored 1 – 5 for</p> <ul style="list-style-type: none"> <li>• The written exercise</li> <li>• Their advocacy skills</li> <li>• Response to pressure</li> <li>• Intellectual and analytical strength</li> </ul>
10th May 2024	<p>Offers were made to 15 candidates. Of those, eight chose to accept our offers, while others accepted offers from other chambers.</p>
June 2024	<p>Pupillage Supervisors are identified and matched to their pupils.</p> <p>Analysis of the pupillage process in terms of equality and diversity is conducted and a report written with recommendations to the Pupillage Committee.</p>
12th July 2024	<p>Pupillage Induction Day – pupils invited to attend Chambers to meet their supervisors, be given an overview of pupillage at St John’s Buildings and have a tour of the site and facilities. This was followed with a welcome drinks and nibbles event to meet staff and members in an informal setting.</p>
September 2024	<p>Preparing to commence pupillages in Chambers – supervisors are trained, our documents and forms updated, and we get to work on setting up IT accounts.</p>
October 2024	<p>Pupillages begin!</p>



## CASE STUDIES

### Ella Fornsworth Pupil 2022, Tenant 2023



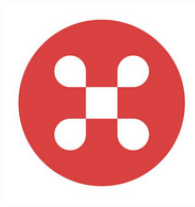
I completed a specialised criminal pupillage based in Sheffield.

My pupillage was very well structured, and we received support right from the outset. There was an induction Teams call where we got to meet our fellow pupils across the sites as well as learn what we needed to prepare. There was then an induction meeting on your first day, where you are taught everything practical you need to know. My pupil supervisor was in touch with me well in advance of my first day, and I was introduced as soon as I began to all the people who were there to help me, from members of Chambers to staff.

Everyone was incredibly welcoming. I felt very much invested in as a person as well as a future tenant. My first six months was very hands-on – I worked with my supervisor on all of his cases, he always asked for my opinion and asked me to have a go at drafting everything from skeleton arguments to cross-examination questions. I got detailed feedback on every piece of work I completed. This put me in great stead for my second six months conducting my own cases. It was very clear that Chambers puts a lot of thought into selecting and training pupil supervisors.

Alongside my supervisor, I was given a “junior mentor” who was invaluable, particularly in my second six, as I could always go to her about matters that she had experienced very recently. She and my supervisor ensured my social integration into Chambers; every barrister and member of staff at St John’s Buildings looked out for me, it really felt like everyone was on my team willing me to succeed. Chambers has a very normal and friendly vibe to it; everyone is very kind and wants to help whenever you have questions. It never once felt like a pressurised, lonely or competitive atmosphere to be in.

In my second six, I was kept very busy which I have no doubt is down to the clerking team getting in great work. They also always ensured I felt comfortable with the pace and the work I was given to do. I had a great balance of both magistrates’ and Crown Court work, learning a phenomenal amount in such a short space of time. I was in court almost every single day of my second six, building my practice right from the beginning. It exceeded my expectations enormously in terms of the opportunities I was given – a highlight being prosecuting my first Crown Court trial whilst still in pupillage! The financial side of things also greatly exceeded my expectations. Chambers offers a £15k pupillage award in the first six and guaranteed earnings of £30k in second six, but in reality, my earnings exceeded that.

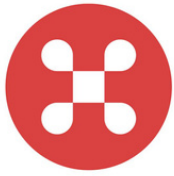


## Ella Fornsworth - Continued

I would say Chambers has very modern and forward-thinking values, both in terms of the friendly and approachable community feel but also in terms of the use of technology and the organisation of Chambers. There are excellent online library resources which always come in handy when doing research on a tricky legal point, great HR support, and staff are really helpful in terms of thinking about business development – for example, as part of your second six, there are monthly meetings with the senior clerks to discuss progress and address any questions or concerns. The social side of Chambers is also excellent, with regular events arranged.

I feel privileged to have completed pupillage at St John's Buildings. I had a lot of fun as well as doing a lot of hard work. It is a modern set with a business mindset but also an incredibly friendly one that really invests in the people it takes on. It has placed me in a fantastic position to begin my career as a barrister. I feel that Chambers really recognises your potential, values you as a pupil and fosters an environment that enables your development.





## CASE STUDIES

### Lauren Maires Pupil 2022, Tenant 2023



I joined St John's Buildings as a pupil in 2022, specialising in family law.

Throughout pupillage (and after) I have had the benefit and support of two pupil supervisors. Towards the end of first six, I observed other more junior tenants so that I was able to experience the level and type of work that I would undertake in my second six. I also observed different specialities of family law during this time. St John's Buildings has an extensive and experienced family law team across all five sites, the opportunity to grow and develop a successful family law practice is apparent within Chambers and is one of the reasons that I applied to St John's Buildings for pupillage.

The family clerking team are supportive, approachable, and efficient. Their wealth of experience is apparent as my diary is always well-managed. The clerks ensured during second six that I undertook work that was within my competency, and that I had ample time to complete the work. The clerks are a fountain of knowledge that I regularly take advantage of and are also a friendly face.

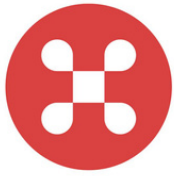
The pupillage experience in St John's Buildings is bespoke. Unlike other chambers, there are monthly review meetings held with the head clerk and chief executive.

These meetings are invaluable as they provide structure, and an opportunity for feedback from the clerks, the chief executive and the pupil.

These meetings were used to review my developing practice, make targets for the next month and determine areas for improvement. I benefitted from these meetings as they allowed me to step back from my practice and evaluate how I was progressing.

The pupillage award during my year was £40,000. In reality, I made my guaranteed earnings and more.

Pupillage itself allows for the formation of strong friendships with your co-pupils and other junior tenants. I have two co-pupils and the pupil-cohort for 2023 is eight. Pupillage is offered with a view to tenancy, therefore there is no competition with your co-pupils. This approach fosters strong, supportive relationships between the pupils. Pupils are encouraged to go to as many of St John's Buildings events as possible. Further, pupils are assigned a 'pupil buddy'. My pupil buddy was invaluable, as they were a person I could go to and ask all of the little questions, and they very quickly became a good friend and support for me.



## CASE STUDIES

### Aqeel Qureshi Pupil 2022, Tenant 2023



I undertook a Business and Property pupillage in Manchester.

Prior to starting pupillage, Chambers arranged an induction meeting between my fellow pupils and our CEO. The induction helped allay any fears and/or concerns about starting pupillage.

I spent the majority of my first day of pupillage with the CEO. I was given an in-depth overview of Chambers' online systems and was introduced to my mentor, senior clerk and my pupil supervisor. Everyone at Chambers was very welcoming and made an effort to introduce themselves to me.

I consider myself extremely fortunate to have joined SJB at the time I did. My pupil supervisor has a broad practice in all areas of Business and Property and was in the middle of some very interesting cases when I joined.

My pupil supervisor made sure I was involved in all of his cases. I was attending conferences with him and, where appropriate, I was invited to contribute my thoughts. I was regularly asked to carry out research on issues which were central to ongoing cases. I was given sage advice throughout my pupillage and all the feedback on my written work was incredibly helpful. Despite no longer being his pupil, I take comfort in knowing I can approach my supervisor about any issues I may have.

I was routinely shadowing junior members of Chambers towards the end of my first six. The clerks arranged these days so as to ensure I could gain experience/insight into work I was likely to encounter when on my feet.

The transition between first six and second six was made easier by the supportive members and staff around me. The clerks eased me into life on my feet by ensuring I was not overwhelmed by the amount and/or the complexity of work.

I was in court nearly every day at the start of my second six. I also started to develop a busy paper practice. This meant that I was comfortably exceeded the minimum guaranteed income.

I was given monthly feedback from my senior clerk who also checked to make sure I was doing OK. On reflection, Chambers were incredibly transparent throughout pupillage. It is evident that Chambers take on pupils with a view to offering tenancy. There are no 'nasty surprises' at the end and everyone genuinely wants you to succeed and to be the best version of yourself. Chambers has a strong sense of community, one that is welcoming and supportive.

In short, I couldn't have asked for a better pupillage experience. Chambers' main emphasis throughout pupillage is ensuring you complete pupillage having a strong foundation on which to develop your practice.

# INDICATIVE TIMETABLE

Date	Step	Did you know?
November 2025	Pupillages are advertised	Chambers is a member of the Bar Council's Pupillage Gateway scheme and our vacancies will be advertised there. Applicants will have access to an online practice application form to help you prepare.
January 2026	Application system opens	Chambers will not have access to applications yet.
February 2026	CLOSING DATE FOR APPLICATIONS	
February 2026	The applicants are sifted for the first time	Our pupillage committee is responsible for the sift. It is made up of at least three of our leading barristers as well as the CEO.
March 2026	Second sift	Following this, the committee meets to discuss the outcome and agree candidates.
March 2026	First Interviews	The first interview is a short and snappy interview, undertaken by members of the pupillage committee. Each interview lasts 15 minutes at the most, with a series of set questions to be answered by each candidate. We ask for references for everyone who is invited for interview. However, references will only be considered after the first interview has taken place and a preliminary view has been reached.
April 2026	Second interviews	Our second interview is designed to test your developing skills as a barrister and includes a role play element with a legal problem, which will be provided half an hour before the interview. The problem is designed to test your analytical and communication skills and not your legal knowledge of the subject matter. Second interviews are conducted by the pupillage committee.
May 2026	Offer letters sent from this date	Applicants have seven days to accept any offers made to them.
October 2026	PUPILLAGES COMMENCE!	