St John's Buildings



PUPILLAGE GUIDE 2027



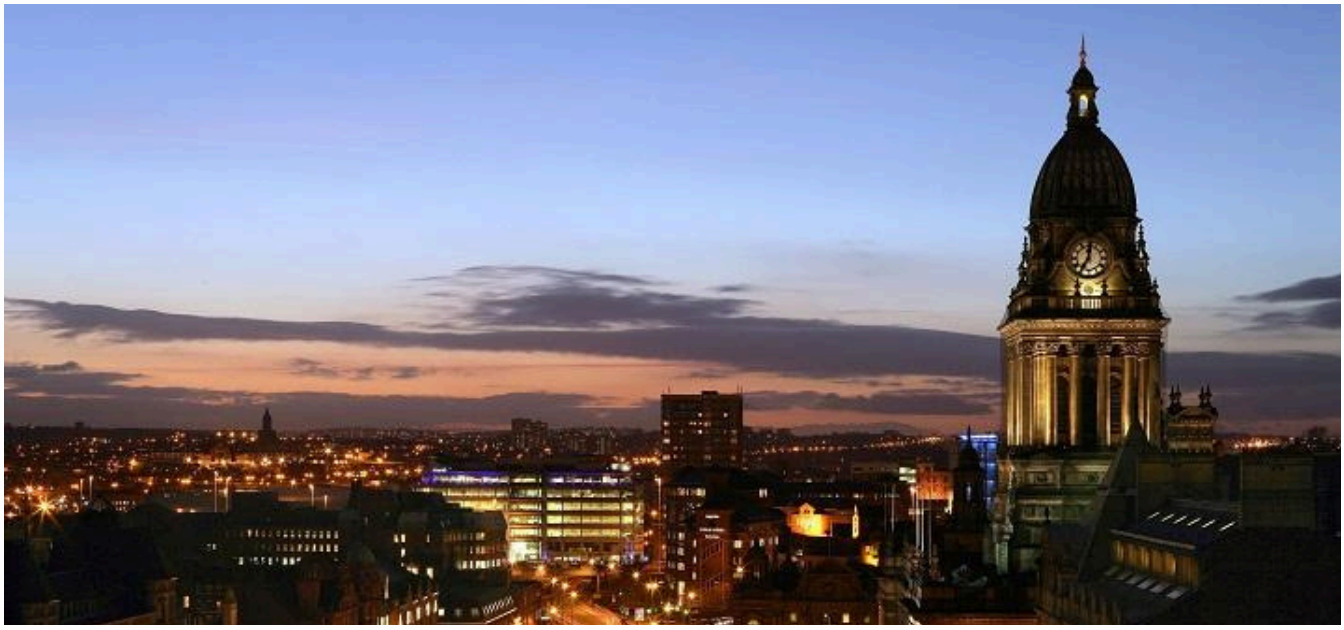
Welcome to St John's Buildings and thank you for your interest in pupillage in our Chambers!

This brochure will guide you through all aspects of pupillage, from why you should consider applying to us, to details of the process for the 2027 intake, and case studies of past pupils.

We view pupillage as a vital way of developing high calibre barristers who will ensure the continued success of St John's Buildings. 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 with the expectation that they will go on to 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.

David Anderson, 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.

OUR WORK

We are instructed in some of the highest profile and complex cases in the country and our members regularly appear in all court forums and jurisdictions, up to and including the Supreme Court.



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 significant 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 business development and continued growth across all practice groups.

6. Our work includes some of the country's best and most interesting cases and our pupils get to experience them from day one.

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 £22,500 is made to all pupils (with £5,000 paid in the first month and then £3,500 paid in the following five months). During the second six months there is an earning guarantee of £30,000*. Our pupils almost always comfortably exceed their guaranteed earnings. 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 BSB 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	Business and Property 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
Crime Fraud; Financial Crime; Magistrates Court; Crown Court and Appeals; Courts Martial and Service Law	Direct Access	Education
Employment	Family Family Finance; Children (Public and Private law); Private FDR; Family Arbitration	Inquests and Coronial
Personal Injury and Clinical Negligence Catastrophic & Fatal Accidents; Costs; Fraud; Disease; Travel Claims	Public and Administrative	Regulatory and Professional Discipline 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 high quality individual cases and a guaranteed caseload through large tenders for work and with the additional support of a dedicated marketing function. 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 their 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 are proud of helping our members achieve their personal practice objectives, rather than focussing always on maximising income and instructions (although we will do that if and when it is what they 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 dealings 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 your Senior Clerk, 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.

These meetings will then be followed by meeting with the Chief Executive. This way we can ensure that you get the best training possible.

Towards the end of your second six month period, the Chief Executive and Head of Pupillage will meet with your Pupil Supervisor and Senior Clerk to review your progress and consider whether you have successfully completed pupillage and should be offered tenancy. You will be kept informed throughout this final stage.

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 mini-pupillages in a selection of 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 with St John's Buildings will not be held against any applicant who is otherwise perfect for our Chambers, but applicants who have not completed a mini-pupillage with us may be requested to undertake a mini-pupillage before a decision is made. If you are interested in learning more about our mini-pupillage scheme, please visit http://stjohnsbuildings.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 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.

- Make sure your answers are evidence based.

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.

CASE STUDIES



Úna Graham
Pupil 2025, Tenant 2026

I completed a pupillage specialising in Family Law. SJB is a top national set for family and the reasons why were clear from the start.

I felt that the pupillage selection and planning process was truly unique and bespoke for each of us. My supervisors were allocated based on similar legal interests but also in terms of personalities which complemented my own. This allowed me to form a strong bond with my supervisors and feel completely comfortable with seeking support. Given that I was still relatively open-minded about which area of family law I would seek to specialise in, having experience across different areas, I was allocated two supervisors in two distinct practice areas, namely public children law and matrimonial finance. This allowed me to observe the widest range of family work and to form my own judgment on which areas I preferred, with no restrictions. Having two supervisors also allowed me to observe differing styles of advocacy and client management, allowing me to select different features or tips to inform my own style for my career.

The structure of pupillage worked very effectively. At the beginning of my first six, I primarily shadowed my supervisors, meaning I witnessed very senior work. In the first few weeks or so, it's all about soaking up the change in pace of your new routine and getting to know new environments and people. It can be slightly daunting at first but also incredibly exciting.

Having the opportunity to experience complex cases and high-level advocacy was a great introduction to success at the Bar. Around the last month or so of my first six, I was encouraged to shadow more of the junior end of the bar and lower level cases, to experience the kind of work I could expect from my nearing reality. Structuring the first six in this way was highly beneficial, as I could begin to imagine and plan more clearly for when I was on my feet. Shadowing more junior barristers gave me a lot of reassurance about the expectations and support they experienced.

My learning process was guided by my own goals, which is something I enjoyed. Between myself and my supervisors, we maintained focus by devising plans or key areas to discuss or complete work on, whilst also balancing this with flexibility and addressing new questions as they naturally arose. It may be a cliché expression, but there is no such thing as a stupid question and you will get the most out of pupillage from having an entirely open line of communication, querying anything you are unsure about. Pupillages can vary from more hands-on approaches to more observation-based, but it was extremely helpful that my supervisors allowed me to essentially choose that balance.

There is no doubt that there is always a major jump from first to second six, in moving from a largely passive role to front line work. I could not have felt more supported in that transition.

Úna Graham - Continued

I have learned that the profession thrives off individuals helping each other, whether that be from your supervisor or a wide number of others in Chambers who personally reach out to offer their help whenever needed. Experiencing that change in lifestyle is part and parcel of the challenge of pupillage and you will likely surprise yourself with your adaptability. Being at the bar is truly an experience profession, as my supervisor put it, and you will learn everything by being on the ground and giving it a go. We all make mistakes, but the majority of the time you will have the correct instincts and it is just a case of double checking those instincts and then trusting them with a confident presentation. Being a pupil means you have the safety net of checking most actions you take, but equally that kind of camaraderie does not end after the 12 months.

My advice when you obtain pupillage is to talk to everyone and make your mark. A lot of your reputation will depend on your ability but so will the social side outside of practice, which my Chambers fosters particularly well through various networking avenues. Simply being yourself and being friendly can forge lifelong professional relationships. Overall, when you obtain pupillage, you should take comfort in the fact that you have been chosen for a reason, so enjoy every moment and never let self-doubt stop you from doing so.

CASE STUDIES



Harrison Norton
Pupil 2025, Tenant 2026

I joined St John's Buildings as a pupil in 2025, undertaking a criminal pupillage at the Sheffield site.

My experience of the pupillage process at St John's Buildings began a year before joining Chambers, when I was unsuccessful in my first application. I received valuable feedback following that application, which placed me in a much stronger position for the next recruitment cycle and ultimately led to a successful outcome.

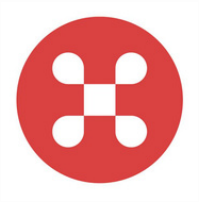
Before pupillage commenced, Chambers organised several opportunities for the incoming pupils to meet one another, including an introductory Teams call and a pupil induction day. These events provided an excellent introduction to Chambers, allowing us to meet members and staff in person while ensuring that many practical matters were addressed before our first day. As a result, I felt well prepared and able to hit the ground running.

The collegiate culture at St John's Buildings was apparent from the outset. Before starting pupillage, I had the opportunity to meet both my supervisor and junior mentor. I felt able to approach any member of chambers with confidence that I would receive support. That aspect of chambers was a significant factor in my development as a pupil.

During my first six, I predominantly shadowed my pupil supervisor, who always ensured I was developing at an appropriate pace. I was regularly challenged, and I believe the right balance was struck between supporting my development and ensuring that I was not overstretched. No question or issue, however trivial I thought it might be, was ever a problem. I was always able to raise matters with my supervisor and seek guidance when needed. This support paid particular dividends during my second six.

As my first six progressed, I spent increasing amounts of time working with more junior members of Chambers. This provided valuable insight into the type of work I would undertake during my second six.

Once I was on my feet, I was busy from the outset and had very few days out of court, which was no doubt due to the efforts of the clerks. I maintained, and continue to maintain, daily contact with the clerks, which has enabled me to develop strong working relationships with them. I also attended monthly meetings with the Head Clerk and Lead Criminal Clerk to discuss my progress and any issues arising in practice. There was a clear and natural progression in the work I was undertaking, allowing me to develop both confidence and independence as my pupillage progressed.



Harrison Norton - Continued

Overall, my pupillage at St John's Buildings provided an outstanding introduction to practice at the Bar. The programme is well structured, and the support offered by members, staff and clerks ensures that pupils are given every opportunity to develop the skills and confidence required for tenancy. While the demands of pupillage inevitably involved long hours and hard work, I greatly enjoyed the experience and found it to be an invaluable foundation upon which to build my career as a barrister.

CASE STUDIES



Hasham Sawar
Pupil 2025, Tenant 2026

My pupillage at St John's Buildings was an extremely positive experience. I found the year to be enjoyable and rewarding.

A few months before pupillage began, I was invited to a Chambers social event, where I met fellow pupils and existing members of Chambers. Many encouraged me to stay in touch and seek their advice throughout the year, which proved to be invaluable.

My first day of pupillage started with a one-to-one induction meeting with the Chief Executive. At this meeting, I received information tailored to my needs and was given an opportunity to ask any questions I had about the year ahead. I was then introduced to my pupil supervisors and senior clerk at an informal lunch. This was a great opportunity to get to know everyone before starting.

One of the most valuable aspects of my first six was the breadth of experience available. I shadowed several different members of Chambers, observing everything from straightforward applications to lengthy, multi-day contested hearings. This exposed me to different approaches to advocacy and helped me appreciate that there is no single correct style. I enjoyed discussing cases and advocacy techniques with the barristers I shadowed, which helped me appreciate the importance of developing my own approach.

My supervisors were approachable and took a genuine interest in tailoring the experience to my development. We quickly established a working relationship in which I was encouraged to identify areas I wanted to improve or explore further. We used a WhatsApp group to communicate throughout the year, which made it very easy to stay in touch, even when I was shadowing other barristers from Chambers. Everyone in Chambers contributed to a welcoming and personable atmosphere. Senior members would regularly introduce themselves and offer their assistance. Through these relationships, I was given opportunities to shadow practitioners in matrimonial finance, an area outside my supervisors' specialisms that I was keen to explore.

The transition into second six was well managed. In the weeks beforehand, my clerks arranged for me to observe hearings similar to those I would soon be conducting independently. Once on my feet, I had the reassurance of being able to approach my supervisors and other members for advice. I was in court almost every day and, as I gained experience, was trusted with increasingly complex instructions, including multi-day contested hearings. The opportunities available exceeded my expectations and allowed me to develop my advocacy considerably within a relatively short period.

Hasham Sawar - Continued

I developed an excellent relationship with the clerking team, speaking regularly about my diary and the development of my practice. Their approachability and management of my workload were particularly valuable, as were the monthly meetings to review my progress. Chambers also encouraged pupils to attend professional events, where I had opportunities to meet instructing solicitors and begin developing relationships beyond pupillage.

I formed close relationships with my fellow pupils, and we regularly helped one another throughout the year. Knowing that pupillage was offered with a genuine view to tenancy meant there was no competition between us, allowing everyone to concentrate on their own development. The financial arrangements were equally reassuring. I comfortably exceeded the guaranteed earnings during second six, reflecting the volume of work and opportunities available.

Pupillage at St John's Buildings exceeded my expectations. By the end of the year, I felt fully prepared for independent practice. Chambers placed a clear emphasis on developing pupils into successful barristers, rather than simply guiding them through the regulatory requirements of pupillage. I could not have asked for a better environment in which to begin my career at the Bar.

INDICATIVE TIMETABLE

Date	Step	Details
October 2026	Preparing to recruit	We identify how many pupillages we will offer in each team and site, assemble the Pupillage Committee, prepare the advertisement and review our selection criteria and process.
November 2026	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 2027	Application system opens	Chambers will not have access to applications yet. We ensure the Pupillage Committee are trained in Fair Recruitment Practice.
February 2027	CLOSING DATE FOR APPLICATIONS	
February 2027	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. Application forms are 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.
March 2027	Second sift	Following the second sift, the committee meets to discuss the outcome and agree candidates.
March 2027	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. The answers are scored against fixed criteria. Each panel member scores separately with all members' scores brought together to form a final score for 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.

INDICATIVE TIMETABLE (CONTINUED)

Date	Step	Details
April 2027	Second interviews	The highest scoring candidates are invited to a second interview at our Manchester site. 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 2027	Offer letters sent from this date	Applicants have seven days to accept any offers made to them.
June 2027	Pupillage Supervisors are identified and matched to their pupils	Analysis of the pupillage process in terms of equality and diversity is conducted and a report written with recommendations to the Pupillage Committee.
July 2027	Pupillage Induction Day	Pupils are invited to attend Chambers to meet their supervisors, be given an overview of pupillage at St John's Buildings and have a tour of our site and facilities. This is followed with welcome drinks to meet staff and members in an informal setting.
July 2027	Preparing to start	Supervisors are trained, documents are updated and we start setting up IT accounts.
September/October 2027	PUPILLAGES COMMENCE!	