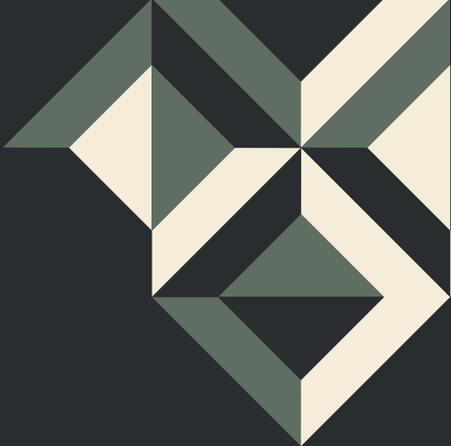


Pupillage



“

During your pupillage, you will have the opportunity to work with a cross-section of Chambers' barristers. This will allow you to experience a wide variety of work and take advantage of Landmark's unique position as a leading specialist set, with significant overlap between its private and public law practices.”

Scott Lyness KC, Chair of the Pupillage Committee

About Chambers

Landmark is a leading chambers based in London offering integrated advocacy and advice in planning, property, environmental, public, local government, and rating and valuation law.

Landmark is ranked as the number one planning, property 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 won Set of the Year, Real Estate Set of the Year and Planning/Environmental Set of the Year at recent industry awards.

As well as offering junior tenants access to some of the most high profile cases in our core areas, Landmark prides itself on providing an excellent support infrastructure, investing in ongoing training and development for all members and providing a dedicated Practice Management Team designed to assist new barristers establishing their careers.

Wellbeing

Landmark aspires to be both a good employer and to create a safe environment from which barristers and pupils can practice. Our aim is to encourage and facilitate working practices and provide services that support the health and wellbeing of all barristers, pupils and staff.



We offer a range of wellbeing initiatives and support backed up by strong governance arrangements and policy. Further information regarding Chambers' wellbeing initiatives may be found on our website.



A low-angle photograph of a modern building's facade, showing a series of balconies and windows against a clear blue sky.

Planning law

Landmark's barristers are integral to many of the biggest inquiries every year, and advise on development schemes at all stages. Our barristers appear in planning enforcement appeals, inquiries and challenges before the courts at all levels as well as major infrastructure inquiries. Our barristers are experienced in the various routes to consent, whether through Development Consent Orders under the Nationally Significant Infrastructure Projects regime under the Planning Act 2008, Transport and Works Act Orders, planning permissions or hybrid Bills.

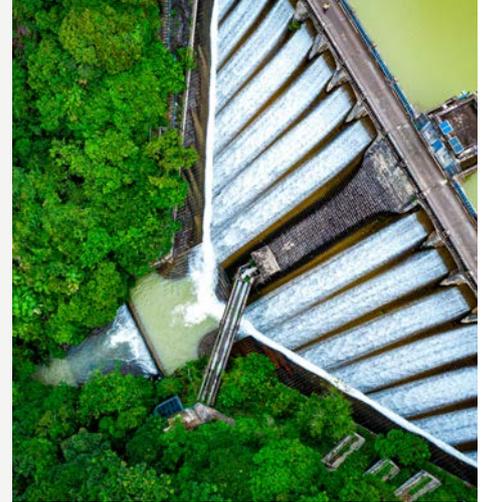
Property law

Our expertise includes traditional land law matters, such as conveyancing disputes, mortgages and property finance, restrictive covenants and easements; and all aspects of commercial landlord and tenant law. Landmark's barristers are regularly involved in contractual disputes relating to property (particularly overage disputes), and cases of nuisance, trespass, protest, and the property related aspect of professional negligence law. Specialisms include rights of light, party walls, the Telecommunications Code, manorial rights and village greens and enfranchisement.



Environmental law

We regularly act on behalf of the Government, regulators, industry, private individuals and groups on wide ranging issues relating to air quality, access to environmental justice (including Aarhus Convention proceedings), waste, contaminated land, pollution, climate change, emissions trading, water, nutrient neutrality, air quality, wildlife, environmental permitting and regulation (including the marine environment), environmental assessment, energy (including renewables), environmental information, utilities, habitats and species protection, nuisance and issues relating to access to the countryside, commons and village greens.

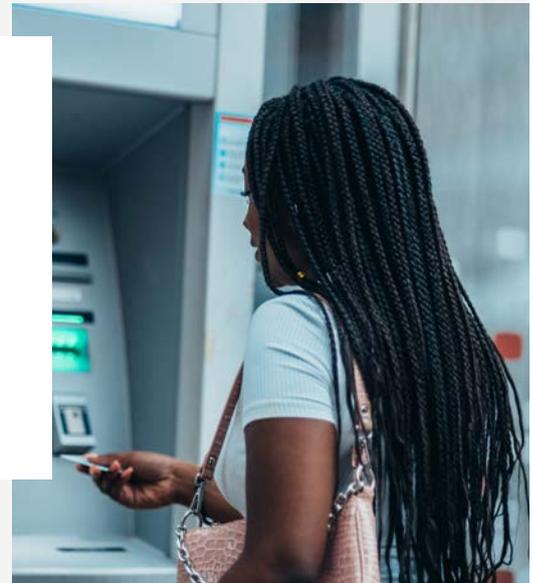


Public law

Landmark's barristers handle complex public law cases and provide advice on public law issues for government departments, local government, other public bodies, NGOs, charities and individuals. Our expertise covers the spectrum of public law, from the law of the NHS through to the rules affecting the detention of asylum seekers. We have particular expertise in bringing and defending all aspects of human rights claims in whatever context they arise.

Rating and Valuation law

Our barristers act for and advise ratepayers of all sizes (from sole traders to multinational corporations), numerous billing authorities, and the Valuation Office Agency. We have unrivalled experience and expertise in valuation matters, including purchase/option agreements, overage agreements, leasehold enfranchisement, compulsory purchase and rent review. Landmark's barristers have appeared in all four of the rating cases to have reached the Supreme Court in recent years.





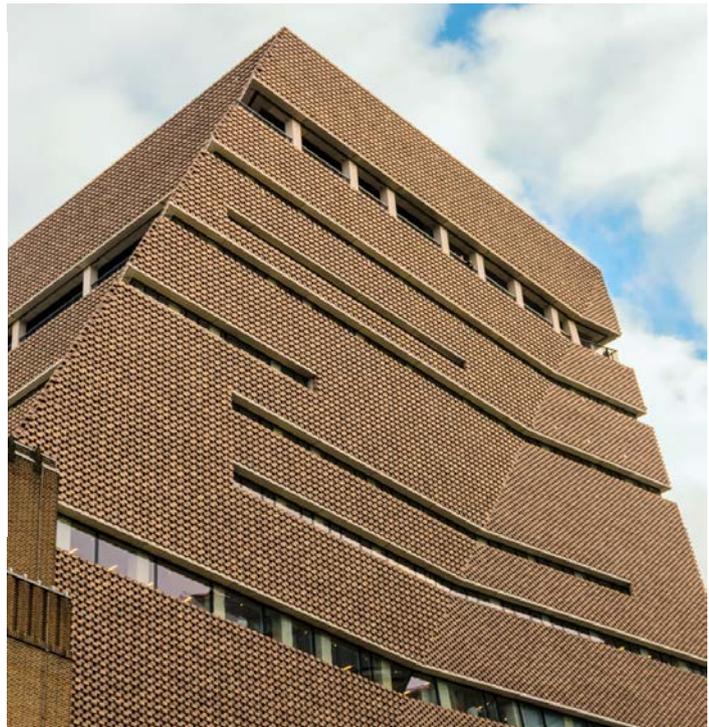
Key cases

Planning key cases

- Denis v LB Southwark
- Marks and Spencer v SSLUHC
- Wisely Airfield
- Tottenham Hotspur v Haringey LBC
- HS2 and Crossrail
- The Holocaust Memorial

Property key cases

- Wolverhampton CC v London Gypsies
- Fearn and others v The Board of Trustees of the Tate Gallery
- AHGR v Kane-Laverack
- Darwall (wild camping)
- Protester injunctions: airports, universities and others
- Annington v MoD



Environmental key cases

- Wildfish v DEFRA
- Friends of the Earth and South Lakeland Action Group v West Cumbria Mining Ltd
- GG Fry & Son Ltd v SSLUHC
- Manchester Ship Canal v United Utilities Water
- R (Mott) v Environment Agency
- R (Finch) v Surrey CC

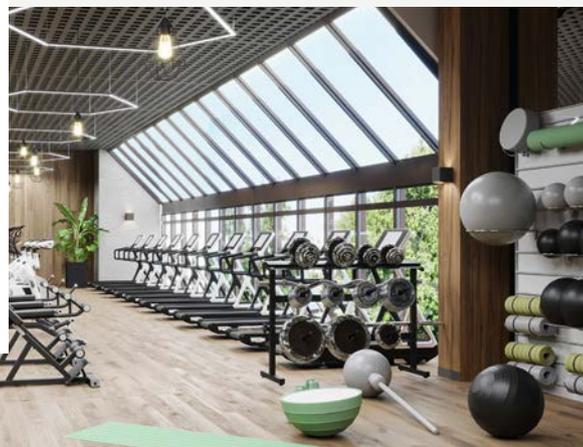


Public key cases

- Post Office Horizon IT Inquiry
- Shamima Begum UK Citizenship
- Iraq Inquiry
- Independent Inquiry into Child Sexual Abuse
- Abortion Services (Safe Access Zones), Northern Ireland
- Shropshire Baby Deaths
- The Infected Blood Inquiry

Rating and Valuation key cases

- Dawn Bunyan (VO) v Acenden
- Stena Line v Fomera-Osborne (VO)
- Advising on Non-Domestic Rating Bill
- Nuffield Health v Merton LBC
- Cardtronics UK Ltd and others v Sykes and others (VOs)
- Woolway v Mazars



Pupillage overview

Landmark offers up to three London-based pupillages of twelve months duration each year, during which time our pupils benefit from high-quality and constructive training in all of Chambers' complementary practice areas. We offer a grant of £75,000 per pupil, which includes an optional £30,000 drawdown. Chambers also funds our pupils' attendance at multiple external training events throughout their pupillage year, including the compulsory courses required of pupils by the Bar Standards Board and the Inns of Court.

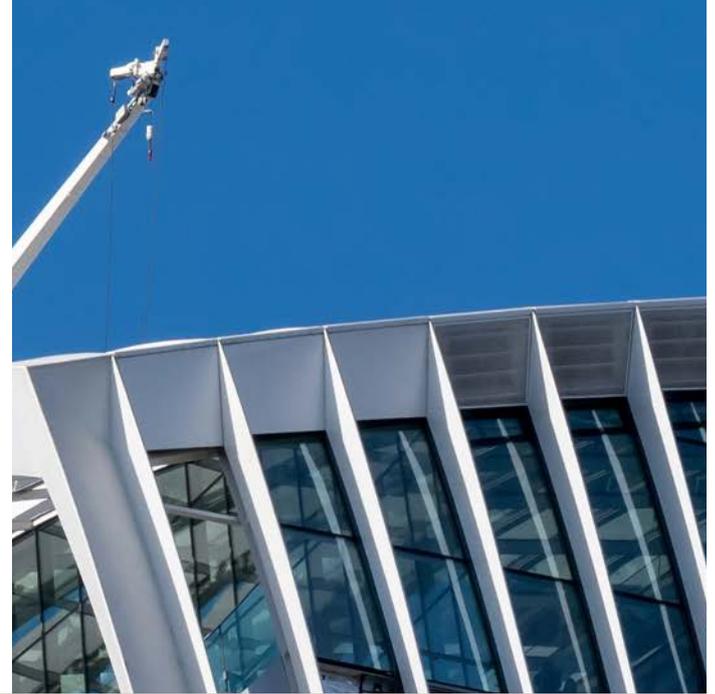
The pupillage year is divided into four seats of three months each. During the first three seats, we offer our pupils experience in all of Chambers' complementary practice areas. For the final seat each pupil is given an opportunity to express a preference as to the practice area in which they are interested in receiving further training, and the pupil recruited to the property pupillage will be encouraged to take a fourth seat with one of the members of our property team.

Throughout the year we will encourage you to work for a cross-section of Chambers' members and we will arrange for our Silks to act as your satellite supervisors on more complex cases. This will allow you to see a wide variety of work and take advantage of Landmark's unique position as a leading specialist set, with significant overlap between its private law and public law practices. In your second six months you will also be offered opportunities to appear in court on your own account, usually in the County Court or First-Tier Tribunal.

We are committed to providing our pupils with high-quality and constructive training. To that end, you will receive regular feedback from your pupil supervisors and, at the end of the first and third seats, you will be invited to participate in formal feedback sessions with the Chair and Secretaries of our Pupillage Committee. Finally, our pupils participate in, and receive feedback in relation to, three written assessments and one oral advocacy assessment during their pupillage year.



The tenancy decision is taken on individual merit and is usually made after the first three seats of pupillage. Having taken on seven of eight pupils across the past three years, we have an excellent retention rate. However, if we are not able to offer you tenancy at the end of your pupillage, we have a good record of assisting our former pupils in finding third six opportunities or tenancies elsewhere.



Equality and diversity

We are committed to actively improving equality and diversity at all levels at the Bar. We recognise the under-representation of women, black and ethnic minority groups and the LGBTQIA+ community both in Chambers and in the Bar more widely. We wish to recruit the best people from the widest possible group of talent. Equality of opportunity is essential for the maintenance of high standards and the provision of the highest quality service to clients. We have comprehensive and robust policies and procedures in place to ensure that there is no discrimination against prospective pupils, pupils, members, clients, or staff on grounds of gender, race, sexual orientation, age, disability, religion or belief.

FAQs

How many pupillage places are available each year?

We offer up to three 12-month pupillages per year: one property pupillage and up to two pupillages for those who have a particular interest in at least one of Landmark's other practice areas. We offer pupillages to those applicants who we believe have a realistic prospect of achieving a tenancy with us. Importantly, our pupils are not in competition with one another for a tenancy but are assessed solely on their own abilities and performance.

Is there a requirement for candidates to have undertaken a mini-pupillage at Landmark?

Our mini-pupillages are designed to provide students with valuable insight into the realities of life at the Bar and improve understanding of how our areas of expertise operate in practice. We do not assess our mini-pupils in any way and our placements do not form part of our selection process for pupillage. Further information regarding our mini-pupillage programme may be found on our website.

What pastoral care does Landmark offer?

All pupils are supported by a supervisor, as managed by the Pupillage Committee, which is made up of a cross-section of Chambers' membership. In addition, pupils may be assigned a Silk for more complex cases. Landmark's independent, internal mentoring programme ensures that pupils have more informal support that covers technical, pastoral and career areas separate from their supervisor.

What other resources are available?

Members and pupils are closely supported by an experienced and professional staff team spanning administration, HR, marketing, finance, IT and practice management. Additional resources available to support pupils include access to a comprehensive library of legal texts in Chambers, as well as complimentary access to Chambers' extensive online knowledge resources including Westlaw and LexisNexis. Pupils will also be trained to use the LEX practice management and diary system.





Open Evenings

Landmark holds several open evenings throughout the year, which all students in higher education are welcome to attend.

During the events, students are given the opportunity to hear from a diverse range of Chambers' barristers on their areas of expertise. You will also have the opportunity to ask our Pupillage Committee questions about the pupillage application process and the structure of pupillage itself. The next open evenings will be held on Wednesday 20 November 2024, in person, in Chambers and Wednesday 22 January 2025, as a virtual event, from 17:00 onwards.

If you are interested in attending an open evening, please contact Landmark's HR and Administration Manager, **Natasha White-Foy** at:

pupillage@landmarkchambers.co.uk

Life as a pupil

Daunting – the word that springs to mind when thinking about pupillage. Who would not cower at the thought of a year-long interview, which involves multiple assessments, all judged by some of the best legal minds in the country?

That is why your choice of chambers is so important, and why Landmark is, in my view, a cut above the rest.

Pupillage has two purposes: to assess your suitability for tenancy, and (more importantly) to prepare you for the whirlwind that is life at the Bar. Self-employment means that the buck stops with you. You need the ability, skills and confidence to deal with those pressures. At Landmark, there is an unmatched emphasis placed upon that preparation. It is a constant two-way street of feedback. You work on live cases, supporting each of your supervisors; each piece of work is reviewed and appraised; and you are given bespoke advocacy training. Twelve months is short. Solicitors train for double that time. You do not need to be faultless by the end of pupillage, but Landmark provides you with every opportunity to reach that goal.



Ashley Thompson

Year of graduation: 2018

Degree: Law (with French Law)

Current position: Pupil Barrister
(Year of Call: 2023)

Areas of practice: Property

Equally, whilst self-employment ultimately means you have no boss, that does not mean you lack support. There is a distinct collegiality to Landmark, which runs from the bottom to the top. Since taking on my own cases, I have been assisted every step of the way by members of Chambers (from juniors to Silks) and the brilliant Practice Management and Administration Teams. At Landmark, you very much feel like you are never on your own.

Chambers' reputation across all three of its core practice areas (and in many more areas) speaks for itself. If there is an important case in any of those areas, it will inevitably have at least one member of Chambers involved, if not more. Just take a look at *Manchester Ship Canal Co. v United Utilities Water* (sewage undertakers discharging foul water into watercourses); *Fearn v Board of Trustees of the Tate Gallery* (when overlooking becomes a nuisance);

Aviva Investors Ground Rent GP v Williams (landlords' discretion to amend tenants' share of service charges); *R ((AAA) Syria & Ors) v SSHD* (challenge to the Rwanda policy); and the Post Office, Infected Blood, Grenfell and UK Covid inquiries. And, because of that excellence, your experience as a pupil is unique. I have attended hearings in the First-tier Tribunal, County Court, High Court, Court of Appeal and Supreme Court, as well as planning inquiries. You are very much part of the action.

Finally, Landmark is the definition of a progressive set. I am part of the LGBTQ+ community; attended a comprehensive school; and went to neither Oxford nor Cambridge – and neither did my brilliant co-pupil. Not once have I felt out of place. The Bar has a long way to go, but Landmark is making every effort to effect change.



Life as a tenant

Life as a junior tenant at Landmark is incredibly varied and often fast-paced, meaning the early years of practice can be exhilarating and daunting in equal measure. Happily, Chambers has lived up to my expectations and has proven to be a genuinely collegiate and supportive environment in which to start my career as a barrister.

I was expecting the transition from pupillage to tenancy to be sudden and (frankly) a bit scary, but it turned out to be

incredibly smooth. The Practice Managers gradually increased the bookings in my diary, I did fewer cases with my pupil supervisor and before I knew it, I was in practice as a junior tenant.

The clerking in the early years is very much a dialogue. Junior members start their careers in the “Development” team, which is designed to facilitate a broad practice in the first 5–7 years. I have regular conversations with the Practice Managers about the type and quantity of work which crosses my desk and areas in which I might like to specialise. This has helped me to feel in control of my practice, and I am confident that I will be able to refine it as my preferences develop.

In the meantime, a broad practice is exactly what I want. The variety of work at the junior end was one of the key factors attracting me to Landmark and it has proven a very enjoyable way to start in practice. I have had the opportunity to “test out” a range of areas and, whilst

the learning curve is undeniably steep, I have found that members at all levels are happy to provide help and guidance when I need it.

Another huge benefit of Chambers is the led work. Junior briefs have provided excellent opportunities for me to learn from more senior members of Chambers and gain exposure to high-profile and complex cases.

I am generally in court two or three times a week – and when I say “court”, I mean a wide variety including the County Court, High Court, First-tier Tribunal and planning inquiries. In any given week, I have plenty of opportunities to practise different styles of advocacy and gain exposure to a range of judicial styles. When I am not in court, I research and advise on a range of matters, often engaging more than one of Chambers’ practice areas. Alternatively, I might be preparing and delivering training seminars to solicitors or local authorities.

Outside day to day work, there are regular socials both with members of Chambers and with solicitors. These socials have allowed me to form networks both internally and externally – which are equally important in the early years.



Rebecca Sage

Year of graduation: 2011

Degree: Archaeology and Anthropology

Current position: Barrister (Year of Call: 2021)

Areas of practice: Property, Planning, Public and Environmental Law

Access to the legal profession

Landmark is working to improve social mobility at the Bar and increase access to the legal profession. We believe that by working towards a profession that is ‘representative of all and for all’; we can better serve our clients and our wider communities. Landmark is involved with several initiatives to support this aim including:

Mentoring scheme for aspiring barristers

Landmark Chambers firmly believes that widening access to the Bar can only serve to drive excellence by enabling us to draw on as wide a pool of talented aspiring barristers as possible.

Along with seven other sets specialising in planning, property, environment and public law, we have set up a mentoring scheme for underrepresented groups at the Bar. The scheme is supported by the Planning and Environmental Bar Association (PEBA) and is intended to encourage undergraduates and postgraduates from groups which are not well represented at the Bar, to consider becoming barristers. The scheme aims to provide advice and guidance to suitable candidates on the process of becoming a barrister.

10,000 Interns Foundation

The 10,000 Interns Foundation champions underrepresented talent and promotes equity of opportunity.

The 10,000 Black Interns and 10,000 Able Interns programmes are initiatives aimed at transforming the horizons and prospects of young Black people, disabled students and graduates of all ethnicities in the UK, by offering paid work experience across a wide range of industries. Training and development opportunities are provided to create a sustainable cycle of mentorship and sponsorship for underrepresented communities.

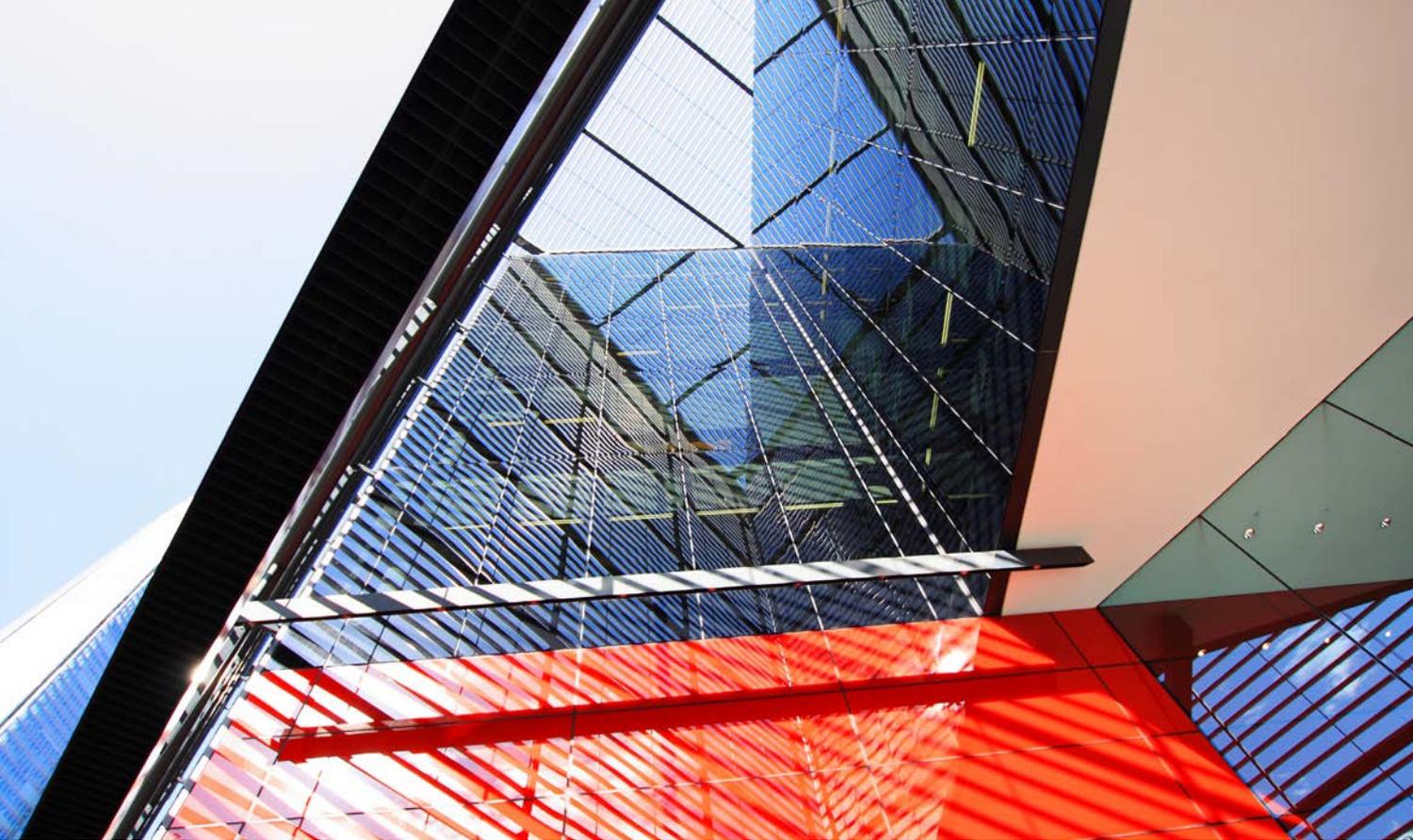
Bridging the Bar

Landmark offers additional mini-pupillages, over and above its usual quota, to Bridging the Bar, a charity which aims to increase diversity at the Bar by ensuring equal access to opportunity, through a structured mini-pupillage programme and mentoring scheme.

Landmark has committed to providing paid work experience through these programmes, where the interns will have the opportunity to shadow our barristers across our core practice areas.

Landmark mini-pupillage scheme – financial support

We offer all mini-pupils a maximum reimbursement of £100 for reasonable travel and lunch expenses when undertaking a mini-pupillage, to ensure that students from all backgrounds are able to undertake their mini-pupillage at minimal expense to themselves. Landmark also operates a discretionary accommodation funding scheme for students visiting from outside of London.



Charitable donations

Landmark's barristers, pupils and staff support several charitable organisations of all sizes; through volunteering their time, fundraising or simply making a donation.

We use our annual charitable budget to support those organisations who: (1) focus on the provision of access to justice; and/or (2) undertake legal or charitable work in one or more of Chambers' multi-disciplinary areas of practice. Recent recipients include Advocate, Support Through Court, The Barristers' Benevolent Association, Shelter, the Kalisher Trust, the London Legal Support Trust, the International Law Book Facility, the Environmental Law Foundation and The Stephen Knafler QC Scholarship.

Pro bono work

Members of Chambers regularly undertake pro bono work, including via Advocate and the Free Representation Unit. Landmark Chambers has been awarded the title of 'Bronze Circle Pro Bono Patron' by Advocate for the past three years.

Mini-pupillage

Landmark runs a comprehensive mini-pupillage programme from Chambers' offices in London, taking up to 60 students per annum for a period of three to five days' duration.

Structure of mini-pupillage

During your mini-pupillage, you will be supervised by a junior member of Chambers who will be responsible for ensuring that you participate in a broad cross-section of work.

We will place you with a practitioner who specialises in at least one area of interest to you. This will give you the opportunity to explore what life is like at the junior end of the Bar.

Our mini-pupillages are designed to provide students with valuable insight into the realities of life at the Bar and improve your understanding of how our areas of expertise operate in practice. We do not therefore assess our mini-pupils in any way and our placements do not form part of our pupillage selection process.

Making an application

We run three mini-pupillage intakes per annum and offer between 15 and 20 students a placement during each. The first intake takes place in February and March, the second in May and June and the third, in October and November.

Chambers offers all mini-pupils a maximum reimbursement of £100 for reasonable travel and lunch expenses. Additionally, Landmark operates a discretionary accommodation funding scheme for students visiting from outside of London.



For further details of how to apply, please visit Landmark's mini-pupillage recruitment page.

I couldn't have asked for more from my supervisor, he was friendly, knowledgeable and honest, and I learnt a lot from talking to him.

Landmark have come across in an extremely positive light, and their culture appears enviable. I will definitely be applying here for pupillage in the future."

Frances, Mini-Pupil



Moot competitions

Property

Landmark's Property Moot Competition provides students who are particularly interested in property law, with an opportunity to develop their understanding of the subject and to gain some insight into the realities of practice through meeting members of Landmark's Property Team.



If you are an LLB, LLM, GDL or BPTC student and would like further information, please visit the Moot Competition page on our website.

If you would like to register your University's interest, please send an email to:

propertymoot@landmarkchambers.co.uk

Judicial Review

Landmark's Judicial Review Moot Competition provides students with an excellent opportunity to apply planning and environmental law, in a public law context and gain insight into some of Chambers' key practice areas prior to applying for pupillage.



If you are an LLB, LLM, GDL or BPTC student and would like further information, please visit the Moot Competition page on our website.

If you would like to register your University's interest, please send an email to:

judicialreviewmoot@landmarkchambers.co.uk

Both competitions

Both competitions comprise three knock-out rounds followed by a Grand Final, which traditionally takes place at the Royal Courts of Justice. The two individual competitors in each competition who obtain the highest scores in the Grand Final, will each be awarded £500 and the opportunity to undertake a mini-pupillage in Chambers.

During the first round every student who enters the moot will be provided with the opportunity not only to hone their research, drafting and advocacy skills, but also to hear more from us about life at Landmark and at the Bar. To that end and in addition to the moots themselves, competitors will be given the opportunity to participate in workshops with members of Chambers and ask our Pupillage Committee questions about the pupillage application process and the structure of pupillage itself.

Please note that Landmark Chambers will only accept one team per University, per competition and would therefore prefer to be contacted by a member of faculty or the person responsible for the organisation of external moots.

How to apply

Application process

Landmark participates in the Bar Council's **Pupillage Gateway**. If you wish to apply to undertake a pupillage in our Chambers, please note the timetable below:



What is Landmark's selection procedure?

Landmark is committed to furthering equality and diversity at the Bar. We take great care in our selection process to identify candidates whom we believe have a realistic prospect of undertaking a successful pupillage with us. The first selection stage involves a careful review of your application by three members of Chambers. Each member makes an independent assessment, with reference to the Chambers' selection criteria and in line with Landmark's Equality and Diversity policies, to decide whether you should go through to the second stage. All application forms are redacted to remove all personally identifiable information as well as equality and diversity data (including age, gender, ethnicity, religion and disability) prior to being viewed by a marker.

This policy has been introduced to remove unconscious bias and promote equality in the application process.

Following a review of all applications, we contact all candidates, either to invite them to sit an assessment or to inform them that their application has been unsuccessful.

The second stage is a one hour written assessment, for which no preparation is required. If your assessment is successful, you will then be invited for an interview, which forms the final stage of the application process. The interview panel will comprise Landmark's Practice Directors and members of Chambers from a cross-section of seniority.

Offers of pupillage are made to successful candidates chosen on the basis of their application form, assessment score and performance at interview.

I have previously applied for pupillage at Landmark but my application was not successful. May I re-apply?

Yes. We are aware that applying for pupillage is a very competitive process and that each year the number of applications we receive from strong applicants exceeds the number of pupillages we can offer. Application forms and the written assessment are blind marked, and the assessors will therefore be unaware that you have previously applied to Chambers. However, if you have been interviewed on more than one occasion but have not made our reserve list, it is unlikely that you would be interviewed a third time absent some material change in circumstances.

If you have any questions about the application process, please contact our HR and Administration Manager, **Natasha White-Foy**, at:

pupillage@landmarkchambers.co.uk



Further information may be found on our website.



“

Landmark really cares about their pupils, and that's what makes their pupillage such fantastic preparation for tenancy.”

Matthew Fraser, Junior Counsel



[landmarkchambers.co.uk](https://www.landmarkchambers.co.uk)

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