Blackstone Chambers' Call to Action

When we recruit someone as a tenant, we do so with the expectation that they intend to practise full-time as a barrister, subject of course to parental or caring responsibilities or other relevant circumstances.

We believe that the reason why so many barristers want to join us, and the reason why they stay, is because of the exceptional strength of the Blackstone 'community'. Whilst a barrister practising at the Bar is self-employed their ultimate success is hugely influenced by the support of Chambers, encompassing their barrister colleagues, clerks and support staff. Indeed, it is only because of the efforts of everyone that we are able to run an intensive recruitment process that selects the best applicants in the first place. Together we run a pupillage year that ensures all pupils are properly supported and trained in order to give them the greatest possible chance of meeting our exacting tenancy standard. Once a pupil becomes a member of Chambers, we continue to support them in getting started in practice, including further training and mentoring.

We can only provide this support because of the time and commitment given by members of Chambers and staff. We therefore ask that all members of Chambers, including at the most junior level, participate as fully as possible in the life and business of Chambers, recognising, of course, that many members have other demands on them which will vary over time, particularly family and other caring commitments. This can take the form of participating in internal Chambers management (such as being a member of the Chambers Committee or one of its sub-committees, and attending and contributing to practice group meetings), or participating in external events such as marketing events, seminars and law fairs.

We believe that members benefit from coming into Chambers as often as they can. This is particularly important in the first few years, but we expect our barristers to continue to do so thereafter as it is the only way in which we can get to know our colleagues properly and derive maximum benefit from the opportunities that Chambers offers and pass those benefits on to others. We are very fortunate to work from the largest building housing a single set in the Inns and regularly meet in Chambers for social events. All tenants have a voice in key decisions and are encouraged to stand for election to the Chambers Committee from the outset.

We recognise that unexpected events can happen to any of us. The clerks are very experienced in dealing with these situations, and other members of Chambers invariably rally around to step in, even if it means taking on a case at the eleventh hour. That is the value of having built trust and loyalty right from the start.

The clerks are, of course, not just critical in unexpected situations but play an essential role on a day-to-day basis in developing a barrister's practice. We expect that our barristers will work closely with the clerks, listening to their advice, and knowing when to seek it. Other invaluable sources of advice and guidance are the Heads of Chambers and the Chambers Director.

In short, Chambers has only been as successful as it has been because of the commitment of its barristers to the business and each other. It is imperative that we maintain our strong sense of collegiality and sustain the connections between, and support for, members of Chambers and staff.

We hope that you will share these values and seek to become a valued member of our Chambers.