3TG Barristers
Bridge House,
181 Queen Victoria Street
London
EC4V 4EG
DX: LDE 485

T 020 7353 3102
E clerks@3tg.co.uk
W 3tg.co.uk

An introduction from the Head of Pupillage

Pupillage is a steep learning curve. It is a demanding, draining but ultimately necessary step in the career of any aspiring barrister.

At 3TG Barristers the attitude that pupillage is a 12-month job interview has long since gone. We intend that pupillage is a learning experience driven by the ambition that we develop confident and skilled Barristers who are well placed to take their first steps in practice and equipped with the tools they need to excel at the Bar.

To achieve this ambition pupillage at 3TG requires total commitment from our pupils. We have developed our pupillage programme so that it is as instructive, but also as supportive, as it could possibly be. During pupillage with 3TG you will have 3 trained supervisors to ensure they are in the very best position to train you.

You will also have a junior tenant mentor to assist in your pastoral care and a pupillage committee that is always available to field any additional queries or questions you may have. You will be given a multitude of learning opportunities from shadowing your supervisor at Court ordinarily on a daily basis, to completing written work with members of Chambers, to Chambers own advocacy training program which runs throughout your first six.

3TG also encourages pupils to engage in all aspects of Chambers life; from the drafting of articles to involvement in lectures and seminars to attendance at social events.

We believe transparency at all stages is important. During the application process we publish the criteria we use, and the marking scheme applied for both the application forms and subsequent interviews so there is no mystery about the skills and experience we are looking for. During pupillage all substantial feedback will be provided to you in writing to give you an opportunity to reflect on

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your learning experience. You will complete a written log of your progress and have review meetings of this every 2 months.

You will be supported every step of the way and whilst the experience will be demanding, we do hope it is also exceptionally rewarding.

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About 3TG Barristers

3 Temple Gardens is a leading crime set which has developed a first-class reputation for providing high quality advocacy and excellent advice.

Our barristers are well accustomed to difficult and challenging cases and our criminal law expertise has seen our members appear in many high-profile cases both recent and historic. We are frequently instructed in cases involving homicide, complex fraud, drug conspiracies, sexual offences and all other areas of general crime. Members also practice in additional areas as set out on our website including extradition, disciplinary and regulatory matters.

Chambers is ranked in both the Legal 500 and Chambers & Partners, recognizing both for our barristers and clerking team.

Our primary areas of work are in Crime, Extradition, Professional Regulation. Certain Members of Chambers have developed practices in other specific areas such as Courts Martial, Family and Civil.

We are now based in modern premises in Bridge House, Blackfriars which are well equipped to deal with the demands of the modern Bar.

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Application and selection process

Applicants are invited to apply through the Pupillage Gateway. These applications are anonymously assessed by two members of the Pupillage Committee. Those who score sufficiently will be invited for a first-round interview. Those who excel in the first round will be invited to a second-round interview. The second round of interviews require a written exercise to be completed in advance. The marking criteria remain the same. Applicants should expect to demonstrate their advocacy and analytical skills throughout the application process.

Chambers is proud to be an equal opportunities employer committed to diversity amongst members and staff. We have a robust Equality and Diversity policy. We encourage applications from applicants from all backgrounds and walks of life.

Application form marking criteria.

Academic Results

The Candidate must have completed an undergraduate degree or equivalent. If the candidate has not completed an undergraduate degree or equivalent the application must not proceed.

Points	Requirements
0	Failed to obtain a 2:1 degree.
1	2:1 degree with a fall in subsequent results (Competent / Pass).
2	2:1 degree where has not yet gone on to other studies, or has done so and obtained equivalent marks (VC / Merit).
3	A first-class degree where the candidate has not as yet gone on to other studies, or has done so, but has received lower but solid marks (Very competent / Merit).
4	First-class degree with first-class/outstanding etc marks on at least one subsequent course (BVC / LLM etc).
Any significant academic achievement outside of those set out above can, subject to the discretion of the marker, be award a bonus point. Where done this should be indicated on the marking form	

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Legal Experience

Points	Requirements	Examples
Simply because someone notes a listed example, points should not be given. Candidates should demonstrate they have the underlying skills which make those roles worthwhile experience, and in particular that they have undertaken the experience for a significant period of time.		
0	No, or cursory, experience of the law.	• Lists the fact they have undertaken a mini-pupillage but expresses no insights or substantive details. • Attended pupillage fairs. • Attended a court and viewed proceedings.
1	Shown an interest in the law but has not evidenced any experience of legal work for which they had individual responsibilities.	• Undertaken mini-pupillages or marshalling and given details of what they gained from the experience. • Involved in non-competitive mooting. • Undertaken *assessed* legal training (for example: FRU training without evidence of taking on any tribunal work). • Regularly attends lectures on legal topics.
2	Shown evidence of undertaking legal work which demonstrates some detailed engagement with legal concepts, argument or research skills.	• Undertaken competitive mooting. • Worked as a researcher and does not evidence experience consistent with a higher category mark. • Has written articles or given talks on a legal topic.
3	Has evidenced experience of, or equivalent to, professional activity in the law.	• Examples which meet Category 2 but at a professional standard – giving lectures in a professional or higher education context, or paid research work. • Work as a paralegal, solicitor or other legal professional.

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		• Professional or quasi-professional work which involves direct client contact (e.g. pro-bono representation before a tribunal).
4	Has evidenced exceptional experience in the law.	• Equivalent activities to those listed under Category 3, but where they have gained notable achievements – evidence of a particularly long-term role in the circumstances, advanced levels of work are shown or a positive outcome in a particularly difficult circumstance is demonstrated.

Advocacy Ability

Points	**Requirements**	**Examples**
Simply because someone notes a listed example, points should not be given. Candidates should demonstrate they have the underlying skills which make those roles worthwhile experience, and in particular that they have undertaken the experience for a significant period of time.		
0	No, or only cursory, evidence of advocacy ability	• No advocacy experience. • Or, very brief, non-legal advocacy experience and has not given evidence of how this relates to the skills required at the Bar.
1	Candidate displays engagement but not achievement in advocacy	• Taken part in non-competitive mooting, debating or other public speaking.
2	Candidate has achieved a high degree of success in staged advocacy settings	• Ranked highly in mooting, debating or other public speaking competitions.
3	The candidate has evidenced experience of, or equivalent to, professional activity in the law.	• Evidence of involvement in advocacy which would occur in a professional context such as tribunal or county court work. • Multiple top three rankings in major, national or international mooting, debating

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		or public speaking competitions.
4	The candidate has evidenced exceptional advocacy experience.	• A detailed account of professional or equivalent work, explaining what actions they took and why. This will be especially relevant if significant achievement is also shown in the circumstances. • Experience of long-term professional level advocacy i.e. as a solicitor with higher rights of audience, county court advocate or similar.

Evidence of Wider Ability

The key abilities sought by 3TG are:

- Resilience
- Achievement under pressure
- Good judgement
- Organisation and time management
- Communication within a team and with clients (both lay and professional)

Evidence of experience, particularly outside of formal advocacy or legal settings, should be assessed for the degree to which it evidences the skills, and breadth of skills, listed above. A candidate who repeatedly shows the same skills should achieve, all things being equal, lower points than those who evidence a range.

Points	**Requirements**	**Examples**
Simply because someone notes a listed example, points should not be given. Candidates should demonstrate they have the underlying skills which make those roles worthwhile experience, and in particular that they have undertaken the experience for a significant period of time.		
0	No, or only cursory, evidence of wider ability	• No evidence of wider ability. • Very brief, non-legal further experience and has not shown how this relates to the abilities required.
1	Candidate displays basic abilities across the categories, or evidence of	• Has simply listed roles which are likely to

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	roles which in all likelihood promote these abilities.	advance the relevant abilities or has shown only limited personal experience in these roles. • Details their work in a role which show only a basic understanding of, or capacity in, the relevant abilities.
2	Candidate gives detailed examples of whether and how they have developed the relevant abilities.	• Clear evidence of their actions and demonstrates how these have advanced the relevant abilities.
3	Candidate gives detailed examples of a high degree or wide range of skills through a number of different roles.	• Clear evidence of their actions and demonstrates how these have advanced a high degree of the relevant abilities.
4	The candidate gives detailed examples of a range of abilities which are of a professional level.	• Has worked in a professional environment for a reasonable length of time and provides examples of developed skills. • Uses examples of pro-bono or quasi professional roles to demonstrate they have the relevant abilities to a very high standard.

Narrative questions

Points	Requirements	Examples
0	Fails to answer the question, answer in incoherent or demonstrates poor insight and judgment	• Poor knowledge of professional/ethical requirements. • Poor understanding of the practicalities of the Criminal Bar. • No proper justifications for their conclusions/answers. • Poor persuasive skills.
1	Partially answers the question or	• Limited knowledge of professional/ethical

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	does not demonstrate insight and judgment	requirements. • Limited understanding of the practicalities of the Criminal Bar. • Limited justification for their conclusions/answers. • Limited persuasive skills.
2	Answers the question well demonstrating some insight and judgment	• Some knowledge of professional/ethical requirements. • Some understanding of the practicalities of the Criminal Bar. • Justification provided for their conclusions/answers. • Some persuasive skills.
3	Answers the question well demonstrating <u>significant</u> insight and judgment	• A good knowledge of professional/ethical requirements. • A good understanding of the practicalities of the Criminal Bar. • Good justification for their conclusions/answers. • Good persuasive skills.
4	Answers the question comprehensively demonstrating <u>consistent</u> insight and judgment	• An excellent knowledge of professional/ethical requirements. • An excellent understanding of the practicalities of the Criminal Bar. • Excellent justifications for their conclusions/answers. • Strong persuasive skills.

Communication

Points	**Requirements**
0	Repeated basic spelling, grammatical or formatting errors.
1	Isolated and very limited spelling, grammatical or formatting errors but language is otherwise clear and effective such as would be understandable within a written submission before a court.
2	No errors. Language otherwise clear and effective as required to achieve one point.
3	No errors. Language and presentation are particularly well articulated to produce a compelling and engaging application.

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4	No Errors. Language and presentation are particularly well articulated to produce a compelling and engaging application and the candidate evidences wider written advocacy skills.

Discretionary Marks

- Two marks are available a discretionary point for candidates who far exceed the marks available in any relevant category in comparison to other applicants.

- Markers are encouraged to flag any candidate they may wish to give these points to, then return to them and only confirm the points after the full complement of applications has been reviewed.
    - Where a discretionary bonus point is given, markers must alert the head of pupillage to this fact.

Ethical Issues

- If the candidate demonstrates behaviour that a marker considers unethical this must be noted when marking. If both markers note the same ethical concern, the candidate is disqualified. If only one marker considers a lack of ethics is evident and the candidate achieves the relevant marks, then the ethical problem will be reviewed at a moderation meeting.

Interview process

Chambers generally interviews 36 candidates in the first round (although there is flexibility in this number). Chambers will hold a second round of interviews for about 12 candidates before selecting those to be offered pupillage. Both interviews will be a test of both analytical and advocacy skills.

Interviews will normally be conducted by a panel of no less than 3 and no more than 5 members of the Pupillage Committee and/or other members of Chambers. The panel will wherever possible represent a cross-section of Chambers.

The interview marking scheme remains the same for both interviews.

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Successful applicants will be informed in writing and given 7 days to indicate acceptance.

3TG Barristers offers feedback to any applicant who is unsuccessful at the interview stage of the process. The Pupillage Committee will aim to provide any feedback requested within 14 days of the request, subject to demand.

1. Content

4	Content demonstrates an excellent analysis of the issues	
3	Content demonstrates a good analysis of the issue	
2	Content demonstrates some analysis of the issue	
1	Content demonstrates a cursory analysis of the issue	
0	Content demonstrates no analysis of the issue	

2. Structure

4	Arguments presented in a completely logical and coherent manner	
3	Arguments presented in a predominantly logical and coherent manner	
2	Arguments presented in understandable but incoherent manner	
1	Arguments presented in a manner that lacks coherence	
0	Arguments presented in a way that is impossible to follow	

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3. Dealing with interventions

4	Answers interventions in a clear and logical way before returning to primary argument	
3	Answers interventions in a clear and logical way	
2	Answers the interventions but loses focus of the primary argument	
1	Ultimately answers the interventions but in an incoherent way	
0	Fails to answer the intervention	

4. Use of language

4	Language use is clear, simple and persuasive	
3	Language is persuasive but lacks some clarity	
2	Language use is generally acceptable	
1	Language use is confused and convoluted but ultimately understandable	
0	Incomprehensible	

5. Confidence

4	Demonstrates excellent confidence	
3	Demonstrates good confidence	
2	Demonstrates some confidence	

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1	Lacks confidence	
0	Demonstrates as showing no confidence	

Up to 2 Bonus points can be awarded for demonstration of skill or ability outside of the criteria set out above.

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An overview of Pupillage

Chambers offers up to four 12-month pupillages per year; two starting in April and two in October. Applications are accepted via the Pupillage Gateway. The pupillage award is £40000 made up of £20,000 during the first six months and £20,000 in guaranteed earnings during the second six months. This is subject to review on an annual basis in correspondence with the guidance provided by the BSB on funding.

Pupils do not pay rent or clerks' fees and will be reimbursed any essential travel to court outside of zone 6. Chambers will also fund pupils' membership of the CBA and access to training materials for the ethics exam.

First six-months

Pupils are allocated three supervisors throughout the 12 months to ensure they are able to view and experience a broad range of Chambers' work and benefit from different skills and styles.

Pupils will also have the opportunity to shadow and complete work for other members of chambers. Prior to starting the second six-months pupils will be given time to shadow the probationary and junior tenants in order to gain experience in the Magistrates' and Youth Courts.

Chambers strives to ensure pupils always feel supported during their pupillage. Pupils will also be assigned a junior mentor (a member of chambers who has taken tenancy within the last three years) for additional support.

Pupils will be afforded sufficient time to complete all compulsory courses as part of their pupillage and will be reimbursed for any such courses. Chambers also runs an in-house training program which pupils will participate in during the first six-months. This program is not part of any assessment but is designed to give pupils experience in situations most commonly experienced in the

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early days of practice.

Second six-months

During the second six-months of pupillage pupils can expect to be in court daily, undertaking all types of hearings. Pupils will have their own cases and will also be expected to cover work for other members of Chambers. Pupils will be expected to work hard and show one-hundred percent commitment. In return Chambers undertakes to make pupillage a rewarding, enjoyable and challenging experience to equip pupils for life at the Bar.

Chambers is proud of its reputation as a friendly and approachable set. Pupils are encouraged to get involved in all aspects of Chambers life, including social and professional events. Chambers is very active in organising and delivering lectures, seminars and other events for professional clients and external agencies. Pupils are not only welcome to attend but are often invited to participate in these events. At the end of the 12-month period pupils can apply for a full practising certificate.

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Testimonials from former Pupils

Jonny Pilkington

The idea of pupillage in my head was rather terrifying as I assumed I would be rapidly out of my depth, never have time off and be constantly fighting to keep on top of a huge workload. While in some sets this may well be the reality, 3TG pupillage was not like this at all and my experience was really rather enjoyable.

To begin with first six was essentially 6 months work experience with bits and pieces of written or oral advocacy thrown in, but never just as a means for members of chambers to avail of free labour. Everything was tailored to teach us how to do the job and give us samples of a lot of the standard work we would be doing when we went on our feet. Chambers runs an in-house advocacy programme that takes you through every stage of a magistrates court trial and pupil supervisors will inevitably test your advocacy on occasion, and perhaps even in the middle of a crowded robing room. Importantly, feedback was always tailored to be constructive.

Second six was nowhere near as punishing as I thought. I had been preparing myself for 6 months of gruelling work in my diary. I was pleasantly surprised that actually the workload was proportionate to my experience and the clerks were very good at not giving me an unrealistic caseload at any point. Yes, it did go up gradually in complexity and quantity as time went on but there was never a cliff edge moment. I found that on average I was busier than pupils at some other sets. I had around 30 effective trials and represented over 250 clients by the end of pupillage which is more experience than most get.

The work itself is varied and always interesting even if mildly stressful on occasion, particularly when

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dealing with unreasonable clients. I only once had a client who was unhappy with my representation of him and was told by cell staff I wasn't able to speak to him for my own safety. This was the same client that was also racially abusive to the judge after being found guilty and so I do not take his shunning of me to heart. I don't think I was ever bored for a day and every so often you do get the feeling you've made a positive impact on someone else's life.

I have found 3TG to be a set that has a collegiate ethos. A set which excels in both the type and quantity of work whilst also having a humility amongst members. Anyone will be willing to help you. It is a set which I have recommended to my friends and which I do genuinely enjoy working with.

Dilan Guven Palomar

From the very beginning of pupillage, I was struck by the supportive and collegiate atmosphere within Chambers. Every member, from junior tenants to silks, took a genuine interest in my progress, creating an environment where learning and professional growth came naturally.

During my first six, I was fortunate to be supervised by outstanding tenants whose insight and guidance provided a strong foundation for life at the Criminal Bar. I observed a wide range of hearings mostly in the Crown Court, undertook research and written work for members across Chambers, and received invaluable feedback that sharpened my advocacy and analytical skills.

My second six brought an entirely new dimension to pupillage: being on my feet in court almost daily, representing clients in a variety of criminal matters. The pace was very demanding but immensely fulfilling. Each appearance, whether in the Magistrate's or Crown Court, strengthened my confidence and independence as an advocate. No two days were alike, it is in itself profoundly rewarding and deeply meaningful, an experience only a few professions can truly match.

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Pupillage at 3TG prepared me fully for tenancy, equipping me with the confidence, skill, and resilience needed for practice at the Criminal Bar.

Tanya Fitzgerald

I undertook my pupillage at 3TG from the 1st of April 2025 to the 31st of March 2026. From the very beginning, I felt that everyone I met in Chambers wanted me to succeed. Whether it was for an informal chat at the end of a difficult day, or with a query I had on something I had not come across before, there was always someone available to respond to my questions or provide reassurance, across all levels of seniority.

I felt so lucky to be supervised by and to shadow incredibly talented tenants during my first-six. My supervisors were genuinely invested in giving me the tools I needed for life at the Criminal Bar, well beyond the period during which they supervised me, and every piece of work I was given was tailored to what I needed to know ahead of starting on my feet.

The policy on doing work for other members of chambers is well managed: requests had to go through my supervisor to make sure that my workload would not be overwhelming. Tenants also had to fill a feedback form when I did work for them so that I could learn from the exercise.

Chambers runs an in-house advocacy training programme during first-six which follows a magistrates' court trial from start to finish. I completed this alongside my co-pupil and we would alternate roles so that both of us could experience prosecuting and defending. Each session focused on a specific aspect of the process and comprehensive feedback was provided by the trainer at the end (often followed by a drink at the pub). The training programme allowed me to feel as well prepared as possible ahead of the practising period of my pupillage. I ended up using a lot of the drafting I did during the training sessions in court.

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The help and support I got during my first six meant that the prospect of second-six did not feel as terrifying as I thought it would. The workload gradually increased quite significantly, but never to a stage where it became unmanageable. More importantly, I could always ask for help when I needed it and I learned so much during that period. Every day brought a new challenge and new opportunities for growth, which was extremely fulfilling. By the third month of my second-six, I remember being pleasantly surprised at how much progress I had made in my advocacy and case preparation in such little time in practice due to the constant flow of cases.

Most days of second-six were spent in the magistrates' court with a gradual increase in Crown Court work towards the end of pupillage and I had been instructed in two Crown Court trials by the time I became a tenant.

As a barrister with a 'non-traditional' background, the constant reminders from members of Chambers that my differences were strengths rather than flaws have been an invaluable source of comfort. The collaborative atmosphere and sense of camaraderie are features of 3TG that really stand out for me, and I would recommend it to prospective pupillage applicants