

ONECHAMBERS.ONECHOICE.

Pupillage



ONE ESSEX COURT

INTRODUCTION.



ONE ESSEX COURT is a leading commercial set of chambers occupying 1 to 4 Essex Court, a site historically synonymous with commercial law. The range of work carried out embraces every aspect of domestic and international commerce and finance.

ONE ESSEX COURT is committed to providing the finest training to its pupils, nurturing them to be amongst the very best barristers of their generation. In recruiting pupils, Chambers seeks intellectual excellence, first-rate presentational ability, and a drive and commitment to excellence.

ONE ESSEX COURT excels in commercial litigation and international arbitration. The set's practice in energy and natural resources and civil fraud is unsurpassed, whilst it is additionally prized for its banking and international finance, competition, intellectual property, media, professional negligence and company law capabilities.

ONE ESSEX COURT prides itself on its outstanding reputation and businesslike environment. With strength at all levels and a raft of talented barristers coming through the ranks few sets can match the corporate and commercial awareness of the tenants at One Essex Court who are known for giving whatever it takes to win a case.

ONE ESSEX COURT offers five Commercial pupillages and one Intellectual Property pupillage each year, all with substantial funding. Pupillage at One Essex Court is an unparalleled training experience, where pupils work with and learn from barristers who are at the very top of their field.

ONE ESSEX COURT is committed to promoting and advancing equality and diversity. Chambers welcomes applications from candidates of all backgrounds, in particular those who are under-represented at the Commercial Bar, including (non-exhaustively) women, people of minority ethnic origin, people with disabilities, and those who are LGBT+. Through its Women at the Bar programme and involvement in mentoring schemes, Chambers has spearheaded efforts to encourage more women and others from underrepresented groups to consider a career at the Commercial Bar.

For independent views of Chambers' practice and standing, please see Chambers UK and The Legal 500, relevant extracts from which are quoted on Chambers' website at www.oecclaw.co.uk

PUPILLAGE.

At One Essex Court, pupils work from the very beginning of pupillage on high profile, stimulating and exciting cases. Pupils work on live cases, where they can feel that they are truly contributing as well as learning.

Pupils work with and are trained by some of the best advocates at the Commercial Bar, who appear in the most interesting and high-profile commercial disputes.

The focus of pupillage at One Essex Court is on excellent training, not competition. Pupils are provided with regular feedback and are supported throughout pupillage by their pupil supervisors and a confidential mentor.

CHAMBERS.

Pupils are fully integrated into Chambers community and attend all Chambers social and client events. Regular events include a monthly drinks event during the legal term and Chambers dinners (on average once a year).

Throughout their pupillages, pupils are encouraged to do work for other members of Chambers as well as for their pupil supervisors. This gives pupils exposure to a wider variety of work (and methods of working) and gives pupils the opportunity to become better known within Chambers.

EQUALITY AND DIVERSITY.

One Essex Court does not seek to recruit any "type" of person, but recruits on the basis of merit alone.

Chambers has a long history of offering pupillage and tenancy to individuals from a wide range of backgrounds.

One Essex Court is committed to affording equality of opportunity to all applicants. Chambers encourages and welcomes applications from women, people of minority ethnic origin, people with disabilities, LGBT+ people, and other groups under-represented at the Commercial Bar.

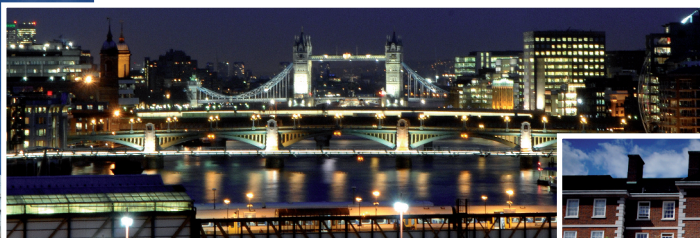
Moreover, Chambers routinely welcomes as members individuals who have not followed a typical career path to the Commercial Bar, including mature applicants, applicants from overseas and applicants without a law degree.

Chambers recognises that the Commercial Bar does not adequately represent the diverse society in which we live and is committed to addressing this problem. Details of the steps Chambers is taking are on our website www.oecclaw.co.uk.

Chambers is also committed to supporting its members. The set has a longstanding parental leave policy to support those who wish to take time off following the birth or adoption of a child (including through interest-free loans) and later to assist them in returning to work. Chambers is also committed to ensuring equal work opportunities and supports flexible (including part-time) working.

Members of Chambers are active in FreeBar, an LGBT+ network for barristers and staff, and in programmes to promote social mobility at the Bar.

One Essex Court does not discriminate on the basis of race, colour, ethnicity, nationality, sex, pregnancy or maternity, disability, sexual orientation, gender reassignment, marriage or civil partnership, religion, belief or age.



PRACTICAL EXPERIENCE.

From the outset, pupils assist their pupil supervisors on their current cases. This may involve drafting opinions, pleadings and skeleton arguments, legal research tasks and accompanying their supervisor to court and conferences.

One Essex Court has traditionally been able to provide substantial opportunities for advocacy in the second six months of pupillage. Chambers believes that it is essential for pupils and junior tenants to develop their court-based skills at the earliest possible stage and makes a considerable effort to ensure that pupils gain court and other relevant advocacy experience. This typically includes applications and small trials in the County Court as well as the occasional appearance in the High Court and in other tribunals.

Chambers also offers a lunchtime seminar series to its pupils and most junior tenants. This includes sessions on Chambers' core areas, procedure and practical tips. The seminars are provided by members of all levels, including retired senior judges and KCs.

PUPIL SUPERVISORS.

Pupils typically spend two periods of three months each with two different pupil supervisors during the first six and sit with a third pupil supervisor during the second six.

Pupil supervisors, who are generally amongst the more senior juniors, only have one pupil at a time. Pupils work in their pupil supervisors' rooms and normally attend all their pupil supervisors' conferences as well as accompanying them to court.

SELECTION.

Chambers aims to recruit the very best candidates measured by intellectual ability, presentational skills and potential to build a leading practice at the Bar and only offers pupillage to those who are thought capable of becoming tenants. One Essex Court has for many years maintained a policy of active recruitment and expansion; we see no reason why that policy should change in the near future. Over the past five years, more than 90% of pupils have been offered tenancies. There is no limit on the number of tenancies offered and Chambers has frequently offered tenancies to most or all of the pupils seeking them in a given year.

Provided a candidate is proven to have the requisite ability, no distinction is drawn between candidates who do and those who do not have a law degree. Over the past decade or so Chambers has offered pupillages and tenancies in roughly equal proportions to candidates with law degrees and those who have taken the Graduate Diploma in Law ('GDL') – now the PGDL.

Each pupil's progress is reviewed at the conclusion of the first six months. At that time a pupil can ordinarily expect to be given a preliminary indication as to the prospects of a tenancy.

Decisions as to tenancy are taken by Chambers as a whole, usually in early July of each year. Reports written by pupil supervisors and other tenants with whom pupils have worked and from the Tenancy Committee are considered and a decision is taken by a vote of all members of Chambers after discussion.

Chambers makes every effort to ensure that those who are not offered a tenancy find a tenancy elsewhere. Historically, almost every pupil who has not been offered a tenancy at One Essex Court (and who wishes to remain at the Bar) has been able to find a tenancy elsewhere, in many cases at other top commercial chambers.

LIFE AS A JUNIOR TENANT.



One Essex Court is a friendly and informal place from which to practice. It is always easy to find someone to give a quick informal view on a point that has arisen and there are numerous opportunities for socialising within Chambers.

The range of work and variety of instructions available to junior tenants at One Essex Court, is one of the widest available at the Commercial Bar. Junior tenants also take advantage of a wide range of other opportunities. These include secondments (e.g. at the FCA), spending time in Singapore, acting as judicial assistants, taking on pro bono cases, appointment to Government panels, and getting involved in professional bodies (e.g. COMBAR, the Bar Council and the BSB).

With proactive practice management and regular practice reviews, the Clerks' Room is able to help new tenants make the very best of the excellent opportunities available. The Clerks' Room at One Essex Court is regularly recognised in the legal directories as a market leading operation.

Members of Chambers enjoy a high standard of accommodation. All members have their own rooms from the outset and enjoy the advantages of the helpful and efficient Clerks' Room as well as administrative and other staff.

Unlike many professions, barristers are permitted a great degree of responsibility at an early stage and experience an enormous variety of different kinds of work and challenges. Barristers also have a remarkable degree of independence and flexibility in the way they organise their working lives.

Working hours, for example, are matters of individual preference rather than partnership or senior management edict. There is generous scope for maternity/paternity leave and sabbaticals. Once a barrister has secured a tenancy he or she has, by contrast to practically any other occupation, an extraordinary security of tenure.

Barristers are self-employed and so the amount they earn depends to a great extent on how hard they want to work. However, barristers at One Essex Court can expect to earn comfortably in excess of their peers in comparable professions. As a guide, over the last three years, average first year income exceeded £250,000 and average second year earnings exceeded £300,000.

APPLICATIONS FOR PUPILLAGE.



Chambers offers five twelve-month Commercial pupillages per year, each with substantial funding.

In addition, Chambers is actively seeking applications from candidates with a particular interest in Intellectual Property law. An additional pupillage is available for applicants in this sector, again with substantial funding.

Application process.

Chambers currently participates in the online pupillage applications scheme (Pupillage Gateway). Applications must be made through Pupillage Gateway except where an applicant is exempt under their rules.

Applicants who are exempt from the Pupillage Gateway rules may apply by sending full CVs to the Secretary to the Pupillage Committee, One Essex Court, Chambers of Lord Grabiner KC, Temple, London EC4Y 9AR.

Further details of the application process can be found on our website. Applicants who have questions about the process of application are encouraged to contact the Secretary to the Pupillage Committee who will seek to assist with any difficulties.

Selection.

Pupillage applications are assessed in accordance with selection criteria which can be found on our website (www.oecclaw.co.uk). Applicants should ordinarily have obtained (or expect to obtain) a first-class degree.

All applications are read by at least three members of Chambers in order to select candidates for assessment.

For Commercial pupillage, there are two stages to the assessment process. The first stage is a written assessment, where applicants will be given a problem question to answer. The second stage is an interview, where we interview around 20 candidates.

For Intellectual Property pupillage, there is normally one round of interview. We usually interview about 7 candidates.

Chambers is committed to affording equality of opportunity to all applicants for pupillage in line with the Equality Code for the Bar.

FUNDING.

Pupillage Award.

Chambers offers each pupil £75,000, supplemented by earnings in the second six. This is amongst the highest remuneration packages available to pupils.

Under the current arrangements agreed between the Bar Council and HMRC pupillage awards are tax-free in respect of the first six months, but taxable in respect of the second six months. Accordingly, the award scheme is in two parts.

First six.

In respect of the first six months there is a scholarship of £50,000. Of this, up to £25,000 may be advanced, on request, during a prospective pupil's Bar Practice Course (BPC) year. Sums advanced are repayable if a pupil fails to complete the first six months of his or her pupillage. The scholarship, less any amount advanced during the BPC year, is paid in six equal monthly instalments.

Second six.

In respect of the second six months, there is an award of £25,000, paid in the same way.

Apart from the award, pupils also retain any amounts earned for small advocacy or other work done in their own right during the second six months. While the primary purpose of this work is to gain experience, in recent years pupils have often earned in excess of £10,000 in respect of the second six.

Inn scholarships.

Applicants should also be aware that each Inn offers substantial scholarships to assist prospective barristers in funding their BPC year (and, where applicable, study towards the PGDL). Application for these scholarships is made to the Inns. In the past, many students who subsequently became pupils in Chambers had been awarded scholarships by their Inns.

Additional Support.

Chambers will pay the fees for all compulsory courses required by the BSB to be completed during pupillage, and will usually look favourably on applications for support for other courses, e.g., advanced advocacy courses.

Chambers operates a new tenant loan scheme whereby new members are able to take advantage of an interest free loan of £25,000.

OPPORTUNITIES.



Open Days.

Chambers is offering a series of Open Days in the academic year 2022/23. Attendees will meet members of Chambers in order to gain a better understanding of the Commercial Bar and of life in Chambers.

We anticipate that the programme for the Open Days will include the following:

- Seminars covering a range of topics concerning the Commercial Bar and the life of a commercial barrister
- Lunch in Middle or Inner Temple Hall, with members of Chambers
- Sessions covering how to become a commercial barrister (including pupillage applications)
- Opportunities for attendees to mingle with members of Chambers and ask any questions they have about the Commercial Bar and Chambers

Those from under-represented backgrounds who are considering pupillage are particularly encouraged to apply.

For further details of dates and how to apply, please see our website www.oeclaw.co.uk.

Women at the Commercial Bar Programme.

One Essex Court has run a Women at the Commercial Bar programme for seven years, in the hope that more women will consider what we think is a fulfilling, rewarding and female-friendly career.

This year, the following opportunities are on offer (all of which will be virtual):

- Online careers clinics (4 and 25 November 2022)
- Application form workshop (20 January 2023)
- Interview workshop (24 February 2023)

For further details and to sign up, please visit our website www.oeclaw.co.uk.

Mini-pupillage.

A mini-pupillage is not a pre-requisite for pupillage for applications made in the academic year 2022/23.

The mini-pupillage requirements for applications made in the academic year 2023/24 are subject to change. Further details will be available on Chambers' website, and candidates wishing to apply in future years should check in advance for the updated requirements.

MEMBERS OF CHAMBERS.

King’s Counsel.

Silk.

1981	Lord Grabiner KC	2006	Anthony de Garr Robinson KC	2015	Edmund Nourse KC
1984	Nicholas Strauss KC	2006	Julian Ghosh KC	2017	Hannah Brown KC
1991	Geoffrey Hobbs KC	2008	Michael Sullivan KC	2017	Orlando Gledhill KC
1994	Thomas Sharpe KC	2008	Neil Kitchener KC	2017	Simon Colton KC
1998	Jeffery Onions KC	2009	Alain Choo Choy KC	2018	Philip Roberts KC
1999	Rhodri Davies KC	2009	Lord Wolfson KC	2018	Steven Elliott KC
1999	Stephen Auld KC	2009	Daniel Toledano KC	2018	Jonathan Bremner KC
2002	Kenneth MacLean KC	2010	David Cavender KC	2019	Anna Boase KC
2002	Laurence Rabinowitz KC	2011	Sonia Tolaney KC	2020	James Goldsmith KC
2002	Malcolm Gammie CBE KC	2011	Richard Boulton KC	2020	Conall Patton KC
2003	John McCaughran KC	2012	Emma Himsworth KC	2021	Matthew Cook KC
2003	Charles Graham KC	2012	Alexander Gunning KC	2021	Laurence Emmett KC
2006	Richard Gillis KC	2013	Sa’ad Hossain KC	2022	Alexander Polley KC
2006	Andrew Lenon KC	2013	Camilla Bingham KC	2022	James MacDonald KC
2006	Craig Orr KC	2014	Ben Strong KC	2022	Sebastian Isaac KC
		2014	Michael Fealy KC		

Juniors.

Call.

1975	Michael Malone	2009	Alexander Brown	2015	Niranjan Venkatesan
1981	Clare Reffin	2009	Mehdi Baiou	2015	Tim Goldfarb
2001	Guy Hollingworth	2009	Douglas Paine	2016	Daniel Benedyk
2001	Derek Spitz	2009	Michael Watkins	2016	Joshua Crow
2002	James Nadin	2009	James Petkovic	2016	Ben Zelenka Martin
2003	Daniel Hubbard	2010	Emma Jones	2017	Alyssa Stansbury
2003	Michelle Menashy	2010	Oliver Butler	2017	KV Krishnaprasad
2004	Henry Forbes Smith	2010	Adam Rushworth	2017	Veena Srirangam
2005	Michael Clark	2010	Gideon Cohen	2017	Andrew McLeod
2005	Eleanor Campbell	2011	Sophie Weber	2017	Daniel Fletcher
2005	Marcos Dracos	2011	Patricia Burns	2018	Ben Lewy
2006	Richard Mott	2011	Tamara Kagan	2019	Jade Fowler
2006	David Caplan	2012	Alaina Newnes	2019	Michael Kotrly
2006	Rachel Oakeshott	2012	Andrew Lodder	2019	Matthew Hoyle
2007	Saul Lemer	2013	Maximilian Schlote	2019	Greg Adey
2007	Nicholas Sloboda	2013	Simon Gilson	2019	Sabrina Nanchahal
2007	Samuel O’Leary	2013	Henry Hoskins	2019	Tom Foxton
2008	Abra Bompas	2014	Andrew Lomas	2020	Robert Harris
2008	Michael d’Arcy	2014	Stephanie Wood	2020	Thomas Pausey
2008	Owain Draper	2014	Oscar Schonfeld	2021	Harry Stratton
2008	Patrick Harty	2014	Joyce Arnold	2021	Matthew Barry
2008	Nehali Shah	2015	James Ruddell	2021	Joe Johnson
2008	Sandy Phipps	2015	James Fox		

Arbitrators & Associate Members.

Peter Leaver KC	The Rt. Hon. Lord Neuberger
Ian Glick KC	of Abbotsbury
Darius Khambata SC	The Rt. Hon. Sir Andrew Morritt, CVO
Christopher Style KC	The Rt. Hon. Sir John Chadwick
Andrew Foyle	The Rt. Hon. Sir Stanley Burnton
	The Rt. Hon. Dame Elizabeth Gloster
	DBE, PC
	The Hon. James Spigelman AC KC
	The Hon. Sir Richard Field
	Sir Sydney Lipworth KC
	Professor Edwin Peel

Mediator.

Ian Terry

Chambers Administration.

Senior Clerk.

Darren Burrows

Secretary To The Pupillage Committee.

Kirsty Hough

