NINE

Pupillage Prospectus

Nine Chambers is committed to active pupillage recruitment. We understand the importance of investing in our pupils to ensure the long term success of Chambers. We are committed to selecting pupils of outstanding potential who we believe will make a positive contribution to the future development of Chambers.

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We are particularly proud of our commitment to diversity and inclusion. Whoever you are and wherever you come from, this is a Chambers you can be proud of belonging to and where you can make the best of yourself and fulfil your ambitions. ”



Christopher Kennedy KC

Head of Chambers

Welcome to Nine Chambers

Nine Chambers is the successor to a set of chambers established over one hundred years ago in King Street, Manchester. We house leading King's Counsel and over ninety juniors. We occupy historic premises at the Freetrade Building on Peter Street, located in the heard of Manchester City Centre and within walking distance of the Crown Courts, the Civil Justice Centre and the Employment Tribunal.

Whilst conducting a considerable volume of work on the Northern Circuit, Chambers is a nationally rated organisation conducting work in every part of the country.

In order to meet the increasing demands for specialisation, members of Chambers have formed themselves into the following special interest groups for the provision of legal services:

- Business & Property Group
- Clinical Negligence
- Criminal
- Court of Protection
- Employment
- Family
- Regulatory & Professional Discipline
- Insurance Fraud
- Inquest Team
- Mediation
- Personal Injury
- Tax & Duties
- Travel & International Travel Law
- Special Education Needs

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Nine Chambers believes that pupils are the future of Chambers. We want pupillage to give our future tenants all the skills they need to be the best and brightest at the bar. The PTC is there to support pupils, supervisors and the rest of Chambers to ensure that pupillage is a great and enjoyable experience. ”



Amy Smith

Head of Pupillage and Tenancy

How we recuit for pupillage

Nine Chambers is committed to active pupillage recruitment. We understand the importance of investing in our pupils to ensure the long term success of Chambers. We are committed to selecting pupils of outstanding potential who we believe will make a positive contribution to the future development of Chambers.

We advertise pupillage vacancies in practice areas where an offer of tenancy is available. Whilst no guarantee can be given that tenancy will follow pupillage, our policy is to select carefully those who we believe can become successful practitioners. The history of our Chambers shows that most pupils have been offered tenancy on completion of their pupillage.

Our standard process is to advertise and recruit through the Pupillage Gateway, an online portal administered by the Bar Council. Prospective pupils can find out more information by visiting www.pupillagegateway.com.

From time to time, we may advertise for Third Six Pupils on our website.

Our pupillage award is £50,000. You will receive £25,000 in your first six and we guarantee earnings of £25,000 in your second six.

Selection process & Criteria

Our selection process consists of 3 stages;

Stage 1

Scoring of application forms in accordance with our marketing criteria.

Stage 2

First round interviews by Chambers panel usually held by video conference.

Moderation of scores from the first round interview.

Stage 3

Second round interviews by Chambers panel.

Final selection and offers including reserve candidates to be made via the Pupillage Gateway.

Stage 1

Application marking criteria

The criteria set out below is used in order to identify a maximum of 40 candidates to be interview for first round interviews, following consideration of all application forms received. We will process the results through the Pupillage Gateway.

Marks Available	
Academic Achievement	Up to 6 marks
Intellectual Aptitude	Up to 4 marks
Law Related Experience	Up to 4 marks
Other Relative Life Experience	Up to 4 marks
Other Exceptional factors	Up to 2 marks

Scores will be reduced by 1 mark if presentation on the application form is not satisfactory.

When completing your application form, try to be succinct and focus upon the main points which will help your application. Should you feel that your academic ability is not accurately reflected in your results or projected results or if there are other personal circumstances of importance, you should explain this on your application.

Other attributes such as ability to relate to clients and colleagues, empathy and intellectual and advocacy ability will be judged at the interview stage.

Academic achievement

Only candidates achieving a 2.1, save in wholly exceptional circumstances, will be interviewed. Any such circumstances should be detailed in your application. Top marks will be awarded for a 1st or a projected 1st, or a 2:1 with high marks in a relevant subject or further study in a relevant subject e.g. criminal law for a criminal pupillage). Middle range marks will be awarded for a 2.1 or a projected 2.1 with no high marks or direct relevance to the subject area. Suitable equivalent qualifications from institutions overseas will be considered.

Intellectual aptitude

Up to 4 marks will be awarded for intellectual aptitude including the potential for oral and written advocacy. Scholarships, publications or prizes, campaigning and mooting are all examples of ways in which such aptitude can be demonstrated.

Law related experience

Up to 4 marks are available for any legal experience other than legal education. Mini pupillages, work for NGO or at a law centre may all count as legal experience.

Life experience

Chambers is keen to attract candidates from beyond the traditional pool of legal recruits and up to 4 marks may be awarded therefore for anyone demonstrating life experiences from which they have acquired skills or insights relevant to the work of a barrister.

Exceptional factors

Up to 2 marks will be awarded for any additional relevant factors. Details of hardship or illness should be detailed on the application form. The mark may be awarded where a candidate has shown exceptional commitment or endeavour which could not properly be recognised in the scores elsewhere available on the application.

Stage 2

First round interviews

A panel of up to 3 members of Chambers will carry out the first round interviews via a video conferencing platform.

The first round interviews could take up to 25 minutes. All candidates will be asked the same key questions which will be scored by the panel in accordance with the interview marking criteria.

During your interview, try and provide structure to your answers. Make use of signposting techniques and ensure that you use examples which demonstrate you have the skills and qualities we would look for in an advocate. We want to see your potential, so we encourage you to be confident and to be authentically yourself.

The number of candidates shortlisted for second round interviews will depend on the number of pupillages available. We will process the results through the Pupillage Gateway.

Stage 3

Second round interviews

Up to 5 members of Chambers will form the second round interview panel which will take place at Chambers in Manchester.

You could expect at least one member of the panel, to be part of the team to which you are applying.

Your attendance will be registered by a member of Chambers and you will have an opportunity to socialise with junior tenants and current pupils. We would encourage you to ask questions.

There will be a number of interview panels running on the same day and so you could expect to see other candidates. Light refreshments will also be provided.

The second interview will last up to 45 minutes and will typically include an advocacy exercise which will be provided to you approximately 3 days before your interview. You will not be expected to demonstrate legal knowledge beyond the stage of your legal education/training. The purpose of the exercise is to enable you to demonstrate your skills in case analysis, problem solving, research and advocacy.

Offers will be made through the Pupillage Gateway.

Chambers also makes every effort to speak to successful candidates via telephone on results day.

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At Nine Chambers, we believe that investing in the next generation of barristers is fundamental to our future. We are committed to creating an environment where talent is recognised, ambition is encouraged and every pupil has the opportunity to thrive. Our aim is not simply to develop exceptional advocates, but to nurture individuals who will help shape the future of the Bar. ”



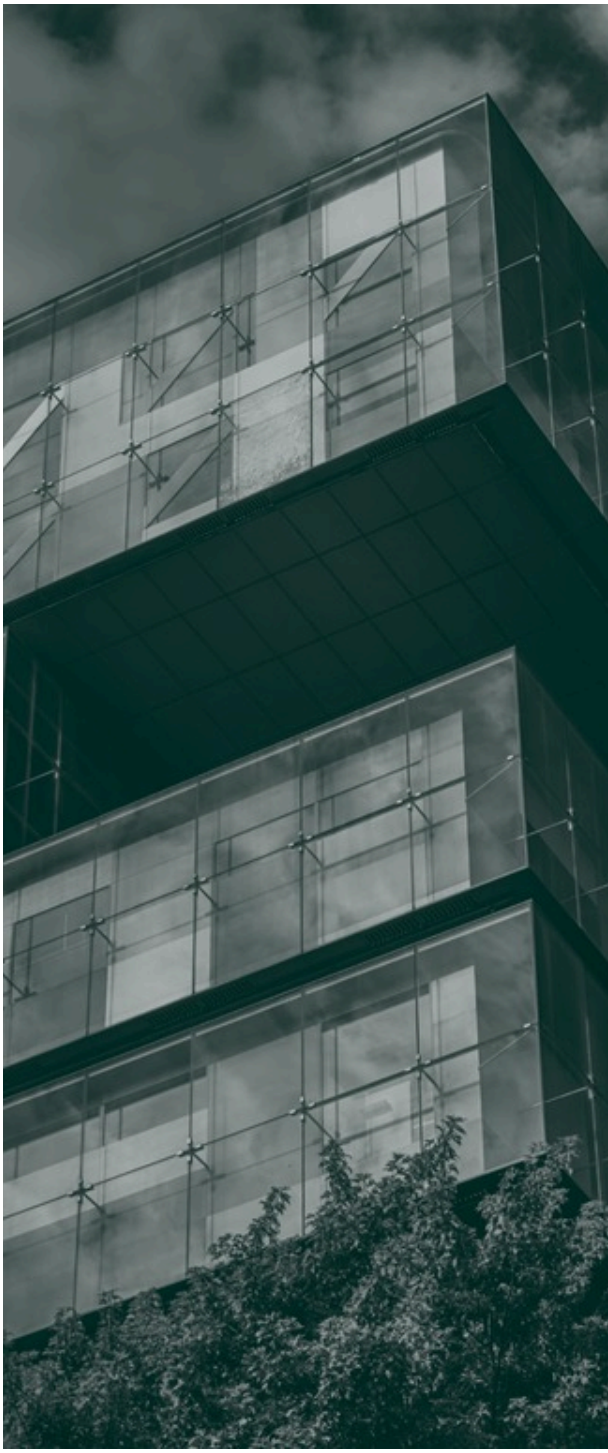
Maria Burcham
Chief Executive

Your pupillage training

You will be invited to attend an induction day prior to the commencement of your pupillage. We will ensure we provide you will all the information you need to ensure your first week of pupillage runs as smoothly as possible. Your induction will include a tour of the building, meeting members and staff and information sessions on life in Chambers and practice management.

Your training will primarily be led by your pupil supervisor(s) however you can expect your whole team, to be involved in your pupillage. You will shadow a variety of members in your practice area and could expect to set different types of work to complete. You will receive constructive feedback on every piece of written work that you complete. You will also have regular reviews with the Pupillage and Tenancy Committee to see how you are progressing and to identify any areas for further development. We also will provide at least two advocacy coaching sessions with our experienced members of Chambers. Those sessions will be scheduled for all pupils in Chambers at that time and participation is essential. In addition to providing you with feedback, you can expect your advocacy coach to pass on their feedback to your pupil supervisors and the Pupillage and Tenancy Committee.

Whilst you will have the opportunity to explore other areas of practice, your tenancy offer will be predicated upon you joining the team in which you had your pupillage.



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As a junior at Nine Chambers you can expect to progress quickly, irrespective of your practice area. Within a matter of days into second six, I was conducting a multi-day hearing in the Employment Tribunal. However, the support you have as a pupil never leaves you. The mentorship of your pupil supervisor and wider team continues. Regular practice reviews helps you set career goals and provide a roadmap for the clerks to help you achieve them. You will have seen that in 2023, four junior tenants attained ‘Rising Star’ recognition from the Legal 500. That is in my view, a testament to the high quality work we have access to in Chambers and the support of the wider teams and staff in the early years of practice. ”



Laura Kaye

Junior Employment and Education Law Tenant

Life

First and foremost your role in Chambers is to learn and develop. Whilst we do not have set days/times for our pupils to be in Chambers, we do expect that our pupils are regularly and consistency working in our building. Total remote working is discouraged. You should be guided by your supervisor(s) and any issues will be raised with you directly by the Pupillage and Tenancy Committee.

Pupils are entitled to 20 days' holiday plus bank holidays. You will be required to seek the authority of your supervisor and Pupillage and Tenancy Committee for the approval of holidays.

In the event of sickness or ill-health we would expect that you make contact with you pupil supervisor and notify them, so far as you are able, of the nature of your illness. We would expect pupils keep their supervisors abreast of progress of their recovery. In the event of longer term absence, we may be required to extend your pupillage to ensure that you have completed your training.

We pride ourselves on being approachable, friendly and inclusive. We encourage all our pupils to participate in Chambers projects and events. As a pupil, you could expect to be invited to social activities held by your team and Chambers.



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We want to fully support our pupils and barristers to achieve success. We also care about the community and improving access to the Bar. These include providing pupils with a dedicated mentor, hosting a series of Access Awards and running our own Charity, Nine Lives that through members donations or fundraising activities, raises money to support local communities, activities and projects across Greater Manchester. ”



Liz Murray
Chair of the
Nine Lives Committee

Pupillage at Nine

Juniors in focus



Emma Clarke
Criminal Pupil in 2022

I first discovered what a barrister was when I was 14 and I took a citizenship module at GCSE. My teacher saw my interest and supported me to become a volunteer for Amnesty International. Whilst I was still very young, this experience taught me the importance of people having an advocate, someone to speak on their behalf, when they are unable to do so. I wanted my work to make a positive contribution to society. I decided that a legal career would give me the chance to do just that.

I chose law as an A-Level subject as I was infatuated with learning more about the law and applying theory to practice. I enjoyed reading case law, analysing how and why such decisions were made in a world which was constantly developing. I visited the Royal Courts of Justice and watched the tail end of the notorious prosecution of the murder of Lee Rigby. Seeing barristers in action was a huge inspiration which allowed me to see what my studies could ultimately lead to.

Once at university, I did an LLB and I was involved in lots of mooting which confirmed my aspirations for a career at the Bar.

Why did you decide to accept pupillage at Nine Chambers?

I undertook a mini pupillage in Chambers during my final year of university. From the moment I walked through the door, I was warmly welcomed by all staff and members. Having had the opportunity to observe a range of high-quality work and meet many members of chambers, I decided that 9 was the place for me. My impression was that it was a positive, enthusiastic and supportive environment that I could thrive in. I was also treated to lots of cake, which is always a bonus!

The second round interview process for pupillage also offered the opportunity to network with junior members and pupils which is not something I experienced elsewhere. People were keen to learn about me, I was able to ask those burning questions and the camaraderie demonstrate solidified Nine Chambers being my top choice for pupillage.

Tell us about your first six?

I met my supervisor a week before my start date. We spoke about the plan for my first six and we immediately built a rapport, and I felt an overwhelming sense of belonging at Nine Chambers. My supervisor weas really keen to impress that pupillage was a learning experience, there were no daft questions, I would make mistakes but my role was to learn and develop. I also had a dedicated buddy in Chambers from outside of the criminal team.

Around four pupils started pupillage together, which meant that I had a close support network of peers to share the experience with. We were all in regular contact which meant would help and support one another.

Chambers is supportive of pupils having the opportunity to experience other areas of work, which we all did. As a result, I met other members from Chambers and built a wider network of support.

Tell us about a typical week in second six?

It is certainly fair to say that no two days are the same in crime! Broadly, I would appear in person in the Magistrates Courts and Crown Courts across the North West. I was on my feet from day one: trials in the Magistrates, sentencing in the Crown and bail applications. I would also cover interlocutory hearings and appeals. Predominantly it was court work but there were still opportunities to shadow other members on more complex matters.

My second six was inevitably affected by the industrial action which was taken by the criminal; bar. Whilst naturally it was a worrying time, I was supported by every single member of my team, the clerks and Chambers as a whole. Everyone took an active interest in my practice and wellbeing. I felt completely listened to by my clerks and the PTC who worked tirelessly to keep me busy. As a result, I experienced no issues meeting my guaranteed earnings.

Summarise your experience of pupillage?

Pupillage was not as I expected it to be, in a very positive way. I was given space and support to learn and grow. The work I was able to be involved in and the level of support I have received was second to none. I now have a busy court practice that I am very proud of.



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My role on the Northern Circuit reflects the importance that we place on improving equality and diversity at the Bar. As a Chambers, there has been a real focus and drive to implement the recommendations of the Northern Circuit Race report. That drive is reflective of the inclusive community we have created in Chambers and the support members give to each other. 9 St John Street has provided me with an environment where I have been able to flourish as a Barrister whilst being supported in my work with the Northern Circuit. ”



Lena Amartey

Equality, Diversity, and Social Mobility (EDSM) Officer for the Northern Circuit

Pupillage at Nine

Juniors in focus



Beth Caunce
Personal Injury Pupil in 2021

Journey to the bar

Unlike many practising barristers, law was not on my radar at school or even university. I studied History as an undergraduate and then a Masters in Medieval History at St Andrews University, always with a view to becoming an academic historian. Instead, I left after the Masters with little idea of what to do next, but seeking something that would have impact. Law had always been something discussed as a potential career for someone from a general humanities background, and so I applied for every paralegal and legal assistant type role in my area to get a taste of what being a lawyer might mean, and joined the Serious Injury team at Fletchers Solicitors. After a year there I joined Clyde & Co and, whilst working full-time as a Paralegal, successfully applied to Grays Inn for a GDL scholarship and started the course full-time at University of Law Manchester in September 2020.

Why did you accept pupillage at Nine Chambers

I am reminded of a passage one of the Secret Barrister's books: "because you are a chambers, any chambers, and I would literally accept a pupillage in a chambers run by bees at this moment in time". That wasn't, fortunately, the position I was in. I had a slightly unusual route to the Bar, having worked in law firms before starting my legal studies. I therefore applied for pupillage for the first time during the GDL already having worked full-time in the legal sector for 2 years, and with Inn scholarship. I applied for pupillage during the GDL to gain experience of the application process, never thinking I would receive an offer. Nine Chambers did make that offer and, back then, I barely thought about the reasons for accepting. I just accepted. Looking back now, I applied to Nine Chambers because of the strength of the Personal Injury team and because I knew from working at law firms that it was a quality chambers. I knew what solicitors were looking for and I knew they found it at Nine Chambers. If I was going to be a successful barrister, I thought that was probably going to be at Nine Chambers Having applied, I then had a nerve-wracking but thoroughly positive interview experience. The interviews I barely remember, but I recall feeling suitably challenged but also treated fairly and given every opportunity to show my best. If Nine Chambers wasn't my preferred choice pre-interviews, it certainly was by the end of the process.

First six

I did a specialist Personal Injury pupillage under the supervision of Matthew Snarr. We took a collaborative approach to my pupillage, discussing what I wanted to achieve, what was required of me and how I could extend my experience beyond PI.

I spent the first month shadowing Matthew on his high value caseload. This included some court hearings, but mostly drafting, joint settlement meetings and conferences. After the first month I started to shadow other members of the team to see more of what I would be doing as a second six pupil, including fast track trials and application hearings. Most of what I saw was in person, but I also joined some remote hearings when working in Chambers. Periodically I would return to Matthew for particularly interesting cases, including a 6-day Fundamental Dishonesty trial in Canterbury and a trip to the Court of Appeal. I would also continue to work on papers which would be informally 'marked' by Matthew with feedback.

Having discussed my wider practice with Matthew we agreed that I would also shadow criminal practitioners, with a view to having a mixed practice in second six. I had an informal criminal supervisor and shadowed various members of the team on trials and other hearings. That flexibility was a key part of my pupillage and was fostered by the collaborative approach that Nine Chambers adopt.

Besides Matthew and my criminal supervisor, I was also given a mentor who was a junior member of chambers

from a different practice area, who I could speak to confidentially if required. Equally, they were there for general support and to be that friendly face as needed. I personally did not use my mentor a great deal, but I knew she was there if needed to receive that text or phone call if I needed someone to talk to.

Typical week in second six

The starting point is there is no 'typical week' in second six or as a new junior. Every week, every day, is different. That is probably particularly true for someone with a mixed practice – my days doing crime are very different to PI.

Looking back at my first week in second six, I had a small claim RTA liability trial, I prosecuted 2 days in the Magistrates' Court and had a Stage 3 hearing. I also spent my designated first day of second six marshalling HHJ Bird at Manchester. That really embodies second six. There is a huge amount of variety and the focus is still on learning and training.

In PI the majority of my work was in person but some hearings (and even some trials) were remote. My diary was filled mostly with short hearings rather than full-day trials, though the latter started to increase towards the end of pupillage as I built relationships with solicitors. Crime involved a lot of prosecuting in the local magistrates' courts. There was considerably less travel involved but the work was almost exclusively in person.

Besides PI and Crime I also started doing some inquests and even had some commercial briefs. In second six you are prepared to be briefed on almost anything and the learning curve is steep. The supervision continues which is vital in those circumstances. Having shadowed various barristers in first six I had lots of people I could turn to for help if needed. That is an absolute must when you're alone facing a tricky situation in court!

Practicalities of pupillage

Pupillage is a year like no other. Unless you come from a family of lawyers, be prepared to do a lot of explaining and be met withs a lot of blank faces when doing so. It can be a challenging time, but being at Nine Chambers, with our focus on collaboration and support among pupils, with supervisors and with the wider Chambers makes it rewarding and achievable.

I was in Chambers daily during first six, besides the days that I was in court. If I finished court early, I would return to Chambers until around 5pm. Being in the building helped me to build the contacts and relationships with other barristers, the clerks and other staff in Chambers. Where possible I try to work something like 8am to 5pm in the week, avoiding weekends and evenings.

Sometimes that will be necessary, but it certainly wasn't expected that I was working all hours. Taking time away for other things, like sport, is vital. I joined a football team during pupillage and played cricket every Saturday during the summer.

Financially, Nine Chambers offer guaranteed earnings which can be taken a number of ways. For me, this meant an initial lump sum, followed by a monthly sum during first six. At the beginning of second six, before my own income started to come in, I received ad hoc payments from Chambers as required. At the conclusion of second six I received a further sum to reflect the amount guaranteed by Chambers. This was vital when practising in PI where typically payments can take some time to be received. If I saw the option of a training course which my supervisor supported, that was also paid for by chambers. Travel expenses were also covered (vital for the trips down to the Court of Appeal and a week in Canterbury!)

Summarise your experience

When I received an offer from Nine Chambers I felt that Chambers had taken a punt on me, a GDL student with no legal qualifications or grades to point to. That faith that was placed in me from the start has been echoed through every stage of pupillage and tenancy. I received supervision and guidance during first and second six which was unparalleled. Now, as a junior tenant navigating the tribulations of a mixed practice, I continue to receive support from the teams in my work, but also in other endeavours such as taking up committee positions and leadership roles within Chambers. What Nine Chambers has given me is support and guidance without prescription or restriction. It has also given me every opportunity to give back and take my practice where I want to, even at this early stage in my career.

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Life as a junior tenant at Nine Chambers is an extremely rewarding experience. The work is both interesting and varied, with opportunities regularly being given to work on challenging and high-profile cases from a very early stage in my career. As a result of these experiences, I have forged a unique bond with my colleagues in Chambers, many of whom I now regard as close personal friends. I have always found senior members of Chambers to be extraordinarily generous with their time and levels of support, with many continuing to play an active role in my career progression to-date. There are also plenty of unique initiatives to get involved with in Chambers, such as the Nine Chambers Access Award, or our flagship Nine Lives Fund, as well as various other committees to join and social events to attend. I, for example, currently sit on the Management Committee and have recently taken over responsibility for our annual mini-pupillage programme. In short, I think that Nine Chambers is the obvious choice for any prospective pupil seeking to build a happy and successful career at the Bar. There really is nowhere quite like it. ”



Robert Lassey
Junior Employment Tenant

Pupillage at Nine

Juniors in focus



Elliott Stenson
Third Six Pupil in 2022

Tell us about your journey to the Bar?

I knew I wanted to be a Barrister after watching a trial at the Old Bailey as a teenager. I knew of the challenges ahead of me, pupillage being such a competitive process, so I chose not to do a law degree, but to study philosophy instead. Over the years, I aimed to get some relevant legal experience at least 2-3 times a year. I worked in Trade Unions and Charities, I did mooting and mock trials, and I wrote essays, all before studying law formally. This meant that by the time I was applying for pupillage, I had almost a decade of experience. I found that once you had some experience, the opportunities grew and my applications became more compelling.

Why did you decide to accept pupillage at Nine Chambers?

I came to Nine Chambers as it is one of the best employment law chambers in the country. I wanted to move to Manchester and, in my view, nowhere else competes. It is a welcoming set that obtains high quality work from junior to senior level. I have been thrilled with the opportunities I have received and am extremely motivated to continue growing my practice.

Tell us about your probationary tenancy?

A probationary tenancy/3rd six is an excellent opportunity to continue building your practice whilst still having opportunities to learn. Once you become a barrister, you will be one for a long, long time, yet all training and feedback can stop after pupillage. I found the support of my supervisor and two mentors to be insightful. My advocacy has developed and my confidence has grown in this supportive environment. I was also fortunate to meet and socialise with pupils and junior members of chambers before starting, which has made me feel at home.

Tell us about a typical week as a probationary tenant?

A typical week for myself was in the tribunal, either completing my own work or shadowing someone else. Much of the work remains remote, which is a mixed blessing. That said, I have seen a shift towards in-person hearing over the last months and expect that to continue.

The tribunal is a unique advocacy experience. It is far more informal than other court settings, and often you are the only Counsel in the room. Employment law is a complex area so much of my week would be ensuring that I am right on the law and facts, and checking with other members of chambers. The employment team has a WhatsApp group for any legal questions, which all members use.

Practicalities of pupillage

One of the factors that drew me to Nine Chambers was the social events. I have been to a judge's party, a team dinner, a full-chambers social and Northern Circuit Mess. Being a barrister can be an isolating experience, especially in these remote times. Events and socials have been great fun and has helped me grow relationships with members of chambers and the Bar in a new city.

How would you summarise your experience as a pupil/3s'r/junior tenant of Nine Chambers?

My experience has been all that I hoped it could be. High quality work, a friendly and supportive community, a wonderful city to live in, and the opportunity to grow and develop.

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There has to be a fundamental shift in the mindset of the Bar to dispel what is possibly unconscious bias. This can only be done by educating the Bar about equality and diversity and reinforcing that message regularly.

Many individuals, whilst quietly confident in their own abilities, remain anxious about the possibility of achieving success at the Bar. A positive role model from a similar background simply validates the possibility that a career at the Bar is not out of reach, providing one has the tenacity, intellectual ability and determination to succeed.

My advice to someone from a non-traditional background is simple: Believe in yourself, work hard and show your determination to succeed. If I, from my background, am able to succeed, you can too. ”



Kalsoom Maqsood
Social Mobility Advocate



Equal opportunities

Nine Chambers is an equal opportunities employer and is committed to diversity. Our policies apply to all members of chambers, staff, pupils and those visiting Chambers.

Chambers is committed to the elimination and prevention of discrimination on the grounds of race, colour, sex, ethnic and national origin, class, nationality, sexual orientation, age, disability, religion or marital status. Our commitment to equal opportunities and the individual and collective obligation for staff is set out in our employee contracts. We also comply with the requirements of the equality code for the bar. Chambers implements and abides by its Equality and Diversity Policy.

Any prospective candidate is able to request reasonable adjustments be made to our application by contacting the Pupillage and Tenancy Committee.

Upon offer of pupillage, we are committed to making any reasonable adjustments a pupil may require to ensure the successful completion of pupillage.

Wellbeing in pupillage

We understand that some pupils will experience challenges both personally and professionally during their pupillage. Chambers has a number of mechanisms to provide pupils with well being support.

Chambers has a designated Wellbeing Champion for pupils. We also have a confidential Employee Assistance Helpline which is available to all employees, members and pupils. Free counselling is available through this service. The helpline is available 24 hours per day, every day of the year. This service is free, completely confidential and is provided by a third party contractor, independent and separate to Chambers. Chambers are never notified of anyone who has made contact or received support through the EAP.

Each pupil will be assigned a Chambers mentor, outside of their practice area. Your mentor will not have a vote on your tenancy decision. You will be introduced to your mentor early in your pupillage. Your mentor can support, guide and advise you through your pupillage and beyond.

Chambers is also creating a bespoke Wellbeing Room in Chambers. This multi-purpose space will be dedicated to providing a calm, relaxing space and recovery space for members, staff and pupils to utilise.

New tenants

All new tenants will be expected to sign up to the Chambers' constitution. New tenants will share in the cost of the administering of Chambers and its service through expenses. Expenses are charged at a fixed rate on receipts. Expenses are payable on invoices which you will receive at the end of each quarter.

In the highly unlikely event that a pupil has not met the guaranteed earnings, Chambers will ensure any outstanding monies are paid to the pupil within the first month of tenancy.

Chambers operates a hot desking environment for juniors under 10 years call. Additionally, there are private and quiet spaces for working in Chambers. Chambers also has conference rooms available for booking which are suitable for in person or remote work.



Q&A

1. Is pupillage virtual or in person?

Many hearings and conferences now operate virtually. As a result, the way barristers work has changed, and so therefore must pupillage. But it is important that pupils and barristers do not become isolated. Therefore, when virtual hearings/conferences take place pupils will often be expected to observe them in Chambers alongside the barrister.

It is important that you are visible to members of Chambers and the clerks. As a result, being in Chambers, even if you are observing a virtual hearing, will assist you in getting to know your colleagues.

2. What are my hours of work?

One of the great things about being a barrister is that we do not have fixed hours of work. Some of us choose to keep a 9-5 mindset, others work evenings and weekends. One of the bad things about being a barrister is that the work often controls the hours. If you have a last-minute brief, it may mean weekend work, even if you have tried to be organised during the week.

Pupils are usually expected to be working from 9am to 6pm, Monday to Friday. However, as barristers are flexible, pupils are expected to be so too. Your supervisor may ask you to be in Chambers early one day but may compensate with an early finish. The most important thing is that you are working sufficient hours to observe the full barrister work life and to gain enough experience that you progress as a pupil barrister.

3. What kind of work will I be set in my first six?

Your workload will be managed and directed by your supervisor. You may be set work by other members of your team, but your supervisor will want to have oversight of your daily workload. This is to ensure that you are not under or overworked, and that you are doing a good variety of work.

You will be asked to draft pleadings, write advices, review documents, prepare cross-examination and submissions, and much more. The type of work you do is dictated more by your practice area.

4. What do I do if I have any concerns?

We want our pupils to succeed. You have been given pupillage because Chambers thinks you will be a great barrister and amazing member of Chambers. If you have any concerns at all, we want to ensure that you can raise them and that they will be addressed.

With that in mind we have a number of sources for you to speak to during pupillage and beyond. You have your pupil supervisor, who will be your first port of call for most things. Your relationship with your supervisor will be one of the most wonderful and formative of your career. It is important that you use them. And you have the other members of your practice area, who will be happy to speak to you.

If you want to speak to someone about practical matters, Rachel Swift is our Chambers' Manager and a great source of information. The clerks are also there to help you and answer any questions you may have.

You will also have a mentor if you so choose. Your mentor will be a junior member of Chambers from a different practice area. They do not have a right to comment or vote on your application for tenancy, so you can feel free to discuss things with them. You also have the Pupillage and Tenancy Committee and can speak to members on that committee at any time.



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