



PUPILLAGE & MINI-PUPILLAGE



TENOLDSQUARE

CHANCERY AND COMMERCIAL BARRISTERS

www.tenoldsquare.com

WHO WE ARE

We are a highly regarded commercial Chancery set of chambers based in London, with particular specialisms in private client, Court of Protection, partnership, property and commercial chancery work. Our size means that no one is lost in the crowd. We maintain a friendly and relaxed atmosphere while still producing a first-rate service for our clients. We have a very experienced clerks' team who take an active role in ensuring that each member's practice is successful. For more information about us, go to:

<https://www.tenoldsquare.com>

WHO WE ARE LOOKING FOR

We are looking for a potential tenant. Candidates should have a strong academic record, possess excellent powers of analysis and reasoning, good communication skills and be highly motivated.

Ten Old Square is committed to equality of opportunity and keen to promote diversity amongst its pupils and members, although we know we need to do better. We encourage applications from all interested candidates, whatever their status or background, in particular from candidates from minority ethnic communities.

PUPILLAGE

The pupillage will last for twelve months and is structured so as to equip our pupil with all the necessary skills for successful practice at the Chancery Bar. Chambers considers that pupillage should be a learning experience, not a twelve-month interview or a competition between multiple pupils seeking a limited number of tenancies. We aim to recruit one pupil and one tenant a year. While no guarantees are given, the pupil is the principal candidate for the tenancy.

The award is £75,000, with up to a quarter available for drawdown in the previous year.

THE STRUCTURE OF PUPILLAGE

Pupillage is usually divided into four periods of three months and is structured so as to provide our pupil with experience of Chambers' core practice areas. Our pupil can therefore expect to sit with at least four supervisors during their time with us.

Our current supervisors are recognised in the Legal Directories as leading juniors in their fields and aim to give their pupil a real insight into life at the Bar, as well as building on the educational foundation of Bar School, law school and/or university.

During the second six months, there will be opportunities for our pupil to undertake work of their own, sometimes on a pro bono basis, although the focus will remain on learning from their supervisors.

CAREER PROSPECTS

Our juniors carry out work across a broad range of chancery practice. Some of this work is led, but they take the lead in the majority of their cases. The work they see is always interesting and they are well paid. As they progress, it is likely (although not required) that they will start to specialise in one of chambers' practice areas – that choice is steered by them. They have the full support of the clerks and chambers' business development committees in building their practices.

OUR SELECTION PROCESS

Chambers is a member of Pupillage Gateway. As we only take one pupil, we have quite a thorough selection process following on from the application. Full information about the process and our selection criteria can be found on our website in our pupillage policy.

We are aware that this is a stressful time for candidates and we aim to make the selection process as relaxed and friendly as possible, with feedback available for those who attend for interview. We are committed to a fair selection process and we therefore select our pupil in accordance with the relevant legislation, regulations and codes of practice, in line with our pupillage recruitment and equality and diversity policies. For more information, go to:

<https://www.tenoldsquare.com/join-us/pupillage>

MINI-PUPILLAGES

If you are interested in Chancery work, or Ten Old Square in particular, you should consider carrying out a two day non-assessed mini-pupillage with us. This would give you an opportunity to see what life at the Chancery Bar is really like. Information about the application procedure, deadlines and the dates available for mini-pupillages can be found on our website at:

<https://www.tenoldsquare.com/join-us/mini-pupillage>

ACCESS MINI-PUPILLAGES

We want to widen access to the Bar to those from under-represented social backgrounds. As part of that commitment, we offer:

- Three 'access' mini-pupillages per year to candidates who fulfil at least one of our access criteria; and
- A guaranteed first-round pupillage interview to those candidates.

To apply for one of these places, please fill out the access section of the mini-pupillage application form, which is available on our website at:

<https://www.tenoldsquare.com/join-us/mini-pupillage>

INCLUSION INITIATIVES

We run workshops in inner city London schools, aimed at students from under-represented groups. The sessions focus on encouraging the students to consider careers at the Bar, with training in useful skills such as interview technique, public speaking and debating, and mock court room exercises.

In 2024 we took part in a six-month reverse mentoring scheme where diverse students from BPP University Law School mentored barristers and staff from key chambers' committees about equality, diversity and inclusion matters.

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As well as our access mini-pupillages (discussed in the mini-pupillage section), we take part in the Bridging the Bar, the Inner Temple's Pegasus Access and Support, and the Middle Temple's Access to the Bar Schemes.

UNFUNDED PUPILS

Chambers will also consider applications for unfunded pupillages, lasting for up to twelve months from applicants who are intending to work after pupillage: a) in a different jurisdiction i.e. not at the English & Welsh Bar; or b) at the employed Bar; or c) in academia or in a policy role. These unfunded pupillages do not form part of our recruitments system for tenants and unfunded pupils will not be offered tenancy at the end of their time in Chambers. Any offer of an unfunded pupillage will be subject to Chambers obtaining waivers in relation to that pupillage from the Bar Standards Board's Pupillage and Funding Advertising Committee in respect of the obligations it imposes to fund and advertise pupillages.

WHAT THE DIRECTORIES SAY...



LEGAL 500 2025

"Ten Old Square is one of only two sets that has genuine broad expertise in LLP and partnership law across a number of individual barristers, and in my view Ten Old Square has the greater number of experts in this field."

"A fantastic chambers, full of the brainiest barristers."

"Ten Old Square is a great set, always helpful and responsive clerks and a fantastic set of barristers who are all down to earth and approachable."



CHAMBERS UK 2025

"They are truly a specialist set for this sort of work, and a 'go-to' for high-value or complicated trust or probate litigation. Within that team they certainly have breadth of knowledge."

"They are very technical barristers with a forward-thinking and problem-solving attitude."

"The set has a strong set of barristers who between them are able to advise on the full range of chancery matters."



CHAMBERS UK 2025: HIGH NET WORTH

"Ten Old Square have shown themselves to be strong across every aspect. They are unfazed by complex legal points and provide first-class advice whatever the topic."

"It is definitely the go-to for us for traditional chancery, both international and domestic trust and probate disputes. They have got particularly excellent juniors who are up and coming."

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