

The problems with the pupillage process: A perspective from a current applicant

Location	Number of AETOs/chambers advertising in London	Number of pupillages available in London	Number of pupillages advertised in London for 2021	Number of pupillages advertised in London for 2022	Number of pupillages advertised in London for 2023
London	110	252	31	216	5

** This data was taken from the Pupillage Gateway website and is correct up to 1st January 2021*

Introduction

According to the Bar Standards Board's (the BSB) own research data, in the year 2018/2019 525 pupils commenced their pupillage training¹. In the same year, 1,021² BPTC students successfully completed the academic component of training and became eligible to start their pupillage training, should they have been able to secure pupillage. Under the BSB's Handbook, Part 3 rs45 (3) (a) there is a five-year time limit to secure pupillage. This means, that each year applicants compete against applicants from the past five years that have not already secured pupillage. Additionally, applications for pupillage can be made whilst you are still completing your law or non-law degree, increasing the application pool further.

To put this into perspective, the BSB released data indicating in 2020 that around 43% of UK/EU domiciled BPTC graduates who enrolled on the course from 2014/15 - 2018/19 (2014-2018) had commenced pupillage³. After making a considerable investment into their professional future the majority of students would not go on to secure the final portion of training to qualify as a barrister.

The new mandatory timetable

Monday 19 October 2020	Publication of advertisements on the pupillage gateway: AETOs must register their accounts and submit applications for approval
Friday 27 November 2020	All approved vacancy advertisements will be published for prospective applicants to browse
Monday 4 January 2021 11am	Applications open: the submissions window for applications opens and candidates can start to share their applications with their chosen pupillage providers.
Monday 8 February 2021: 11am	Applications close: the submissions window for applications closes and no further applications or amendments to applications are allowed.

¹ <https://www.barstandardsboard.org.uk/news-publications/research-and-statistics/statistics-about-the-bar/pupillage.html>

² <https://www.barstandardsboard.org.uk/news-publications/research-and-statistics/statistics-about-the-bar/bptc.html>

³ <https://www.barstandardsboard.org.uk/uploads/assets/3f953812-cb0e-4139-b9dcc76f085de4e2/BPTC-Key-Statistics-Report-2020-All-parts.pdf>

	AETOs not using the Pupillage Gateway can begin the shortlisting and interview process from this date.
Thursday 11 February 2021: 11am	Publication of Gateway applications to AETOs: AETOs using the Pupillage Gateway to administer their recruitment process will be able to download candidate applications and begin the shortlisting and interview process from this date.
Monday 8 February/Thursday 11 February 2021 – Thursday 6 May 2021	Shortlisting and interviews: AETOs sift through applications, shortlist candidates and conduct interviews during this period.
Friday 7 May 2021: 9am	Offers made: AETOs will make offers on this date.
Friday 14 May 2021: 9am	Deadline for accepting initial offers: all applicants have a seven-day deadline to communicate acceptance of an offer (if any). Applicants will be able to accept an offer anytime up to the deadline. If the seven-day deadline passes without the applicant accepting the offer, AETOs should send out second round offers within a reasonable time period.

On 31 January 2020, the BSB announced that there would be significant reforms to the pupillage application process. The main change was the introduction of a new mandatory timetable, which would see the application process begin in November with the publication of advertisements and conclude in May when offers were made. It would also be mandatory for there to be written agreements between the AETO (Authorised Education and Training Organisations) and pupil. The aim was to make the application process ‘fairer and more consistent’⁴.

Whilst written agreements are a welcomed change, offering much more certainty and protection for pupils, the mandatory timetable acts as another barrier to the Bar. As you can see from the timetable detailed above, the written application process for pupils is condensed into 4 January – 8 February for **all** applications. Prior to these changes, many chambers operated outside of the Pupillage Gateway timetable which meant there were different deadlines for different sets of chambers. Uniformity is great in the sense that you do not have to worry about multiple deadlines; however, it does mean that students, students with part-time jobs and BPTC/BTC graduates with full time jobs will struggle with these changes.

A legal career, can be a costly investment. The traditional route involves:

A law degree costing up to £9,250 per year for three years; or

A non-law degree and the Graduate Diploma in Law which costs up to £12,250 depending on course provider; and

The BTC costing up to £16,500 depending on course provider (the previous BPTC course cost up to £19,070)

⁴ <https://www.barstandardsboard.org.uk/resources/bsb-to-introduce-a-single-recruitment-timetable-and-written-agreements-for-all-pupillages.html>

This means that each applicant for the Bar has already invested anywhere between £44,250 - £59,070 in tuition alone. This does not factor in the cost of living, so in fact these costs are often much higher. It will therefore come as no surprise to learn that many students work part-time to support themselves and when they graduate get full-time jobs to support their academic debt. By condensing the written application process into this small window and forcing the interview process for all chambers into the window of 8 February – 6 May, working applicants will have to take time off from work to complete applications and to attend interviews.

Student applicants will struggle even more as during this period they will also have to attend classes and sit examinations for the BTC. This places unnecessary financial and mental stress on applicants. Students should not have to make the decision between whether to take time off work, stay up late studying, deciding not to submit an application or whether to ask to reschedule an interview with a set of chambers. The Bar already has a reputation for being inaccessible and mandating the timetable only creates hurdles to applicants, especially those that have had to financially support themselves.

The impact of Covid-19

Unfortunately, 2020 brought the Covid-19 pandemic which caused a multitude of issues for the legal sector, ranging from: courts being closed, a drop in legal work and some chambers closing permanently. Due to the financial pressures of the pandemic, many chambers had to defer the pupillage process or cancel pupillage altogether. This left many applicants in limbo, particularly those that were coming up to the fifth and final year they were able to apply.

Additionally, there were pupils that had already accepted or commenced pupillage that were left unable to complete the pupillage process as the AETO had closed. The BSB does have a waiver and exemption process which would (if an application was approved by the BSB) allow relief. However, this means that even more applicants will be applying this year and it makes it even more difficult for applicants to secure an offer of pupillage.

A look at the application process

The written application

A significant number of chambers dedicate one or multiple questions to asking about grades or class rankings. It is hard to see the point of these types of questions. Firstly, all applicants have completed the same or similar academic path, hitting set criteria (e.g a law degree and the BPTC/BTC). Secondly, the grades they refer to can be from a significant period of time ago which do nothing to demonstrate the candidate that is currently applying. Thirdly, the applications already have a section to provide for examination results. The grades which a candidate has achieved, do not demonstrate if a candidate will be a successful barrister. These questions create barriers for under-represented people at the Bar and they do not account for people who have had grades impacted by personal circumstances, lack of financial or emotional support

illness, disability, etc. There is more to being a barrister than academic ability, but the focus of many applications is on the person the candidate was academically, not the trained professional they are now.

Examples from 2021 published application forms:

Please provide a breakdown of your exam results in your undergraduate degree. To the extent that you consider any later degree or qualification to be relevant please provide appropriate breakdowns. (100 words)

What are your marks for each paper in your university examinations (For each year for which this is known). (100 words)

What is your final overall ranking in your year at university? (If known). What was the size of your year group? (100 words)

Several chambers opt for a problem style question, either asking for a summary and analysis of a recent legal case or their own legal problem question. This skill-based question gives the marker the opportunity to get a sense of the candidates drafting capabilities, understanding of the law and level of working knowledge. Similarly, other chambers also request a sample of written work which is to be submitted by the candidate which also achieve these goals. Getting a sense for the applicants’ abilities and potential seems much more productive than focusing on academic grades.

Of significant note, are the application questions for 36 Commercial, 3PB and Field Court Chambers this year. These three chambers have a mix of question types, which make it clear what the marker is trying to ascertain from each candidate.

<p>36 Commercial</p>	<ol style="list-style-type: none"> 1. Analytical skills: Describe an occasion when you have had to analyse complex or technical information and explain it simply. How did you approach the task and ensure the recipient understood your explanation of the information? (200 words or less) 2. Interpersonal skills: Describe a difficult encounter you have had with a hostile or vulnerable person. What was the situation, what did you do to engage with them and what was the outcome? (200 words or less) 3. Commitment & motivation: Why do you wish to practise as a barrister at 36 Commercial? (200 words or less) 4. Resilience. Give an example of when you have experienced a difficult set back. What did you do to overcome it and what was the outcome? (200 words or less) 5. Written Advocacy: What are the main challenges Artificial Intelligence poses for contract or commercial law? Having set out the main challenges, identify which is the greatest challenge in your view, and explain why. Any source materials relied on should be identified. (400 words or less)
<p>3PB</p>	<ol style="list-style-type: none"> 1. BC1

	<ol style="list-style-type: none"> 2. BC2 3. What advocacy experience do you have? Please describe one occasion on which you believe your advocacy made a difference and why. (100 words) 4. Tell us about a mistake you have made. How did you rectify it and what did you learn? (250 words) 5. Describe an obstacle that you have had to overcome and how you dealt with it. (250 words) 6. Tell us about a time you had difficulties with another person or group of people. What steps did you personally take to resolve the difficulties? (250 words) 7. Please indicate all Chambers' practice areas in which you are interested. (200 words)
Field Court Chambers	<ol style="list-style-type: none"> 1. Motivation and Determination: A career as a barrister, while rewarding, is extremely demanding and requires determination, hard work and resilience. Why do you wish to be a barrister and do you possess the qualities needed to succeed? (400 word limit) 2. Communication skills: Barristers must be able to convey complex arguments in a manner that is clear and persuasive, whatever the audience. Please tell us about at least one occasion on which you have done so successfully, identifying the skills you regard as essential to effective communication when doing so. (400 word limit) 3. Interpersonal skills: As a barrister you must be able to work effectively with others, whatever their role or background, in a wide variety of contexts. Please explain what skills are required to do so, and why you possess them. (400 word limit) 4. Initiative: As a tenant at Field Court Chambers, you will be expected to build a successful practice and to rise quickly and effectively to the often unanticipated demands and challenges of day-to-day life at the Bar. Please persuade us that you will be able to do so. (400 word limit)

There were several questions of interest from 2021 published applications, which allowed the marker to really understand the candidate, their motivation, their understanding of the role of a barrister etc, in addition, to the questions detailed above.

Questions of interest:

- *What is the greatest challenge you have faced so far?*
- *What do you think are the qualities of a barrister? Rank the following qualities for a barrister in order of importance scoring from 1 to 12 where 1 is the most important quality and 12 the least. Please also explain the reasons for the order on which you have decided (acting ability, analysis, assertiveness, authority, eloquence, empathy, intuition, manners, patience, perseverance, perseverance, sense of humour, thick skin).*
- *Put the following attributes in order of importance for a successful criminal barrister, and explain the reasons for your answer: intellect; ambition; integrity; resilience; performance skills. (250 words)*
- *Please give an example of a time when you used your people skills in difficult circumstances. What was the situation, what did you want to achieve, what did you do and what was the outcome? (200 words)*

- *Please give an example of a time when you had to carry out a challenging task under pressure. What was the situation, what did you want to achieve, what did you do and what was the outcome? (200 words)*
- *Please give an example of a time when you felt that something was unfair and you took action to change it. What was the situation, what did you want to achieve, what did you do and what was the outcome? (300 words)*
- *Give an example of when you have experienced a difficult set back. What did you do to overcome it and what was the outcome? (200 words)*
- *How do you manage multiple competing pressures on your time/deadlines? In your answer you may like to give examples of situations in which you have faced such pressures and to explain how you dealt with them (150 words)*
- *Can you give us an example when you needed to use your skills of persuasion to reach a desired outcome? In your answer, please explain who you needed to influence, how you approached the task, how they reacted and the result. (150 words)*
- *A good barrister must be able to give legal advice within the commercial context of a client's business. Please identify any relevant experiences or skills demonstrating your ability and potential to be able to do this. (250 words)*
- *How would your friends describe you? (200 words)*
- *Please explain how you have demonstrated motivation, commitment and drive in any aspect of your life.*

Many of the 2021 questions focused on why should the marker/chambers choose the candidate. Surely there should be a shift in attitude when drafting pupillage application questions that allows the candidate to demonstrate their strengths **and** compatibility with the chambers as well. When an applicant is offered pupillage, there will be an ongoing working relationship and it should be the case that the position is a good fit for both the candidate and the chambers. Overall, it is surely more important to have a mixture of questions which demonstrate skill, commerciality, commitment and motivation.

As pupillage is necessary for a barrister to obtain a practising certificate, the balance between pupil and chambers can be complex. Rather than it feeling like an interview for training and assistance in setting up a self-employed professional practice, it can often feel like a round of the Hunger Games and the odds are not in the candidate's favour.

The interview and beyond

Although the BSB has attempted to introduce consistency to the application process, all chambers have a different interview process. Some have one interview, others have two. Many chambers do not outline the process and candidates often arrive at chambers on the day of interview with no idea of what to expect. Instead, they will have spent a fair amount of time preparing for a variety of different scenarios from questions about current affairs to "if you were an animal, what animal would you be" type questions.

A pupillage interview may range from an interview with one member of chambers to an entire panel. Often a candidate will not even be given the name of those interviewing them until they arrive on the day. Some chambers are friendly and welcoming to encourage the candidate to excel, others opt for a “good cop, bad cop” set up and then there are the few that aim to make the environment as uncomfortable as possible.

Rejection is continual throughout the pupillage process and it slowly files down an applicant’s self-esteem. Whilst many may argue that rejection is part of the process, helps you to build character or may be because you are simply not good enough; it is incredible that a profession which is held in such high esteem would be content to subject its potential or soon-to-be members to such a process. To be in a position to be applying for pupillage, an applicant will have spent a significant amount of time studying and working hard (often for free). As each application takes such a long time to complete and often involves extensive research, proof reading and editing, each application can feel as though they have poured their heart and soul into it. Every rejection can feel somewhat soul-destroying.

To contribute, the majority of chambers will not provide any feedback on written applications; although most will say they will provide feedback on an interview, it will be difficult, if not impossible, for the applicant to actually obtain any feedback. After completing the written application phase, receiving numerous rejections and battling through interviews, many can feel like they are ending the pupillage process for the year with a form of PTSD⁵. The next few months are spent recovering, gaining more work experience (again, for free) and re-building their confidence in time for them to do it all over again.

Conclusion

Overall, it is clear that the pupillage process can be pretty gruelling. The issues stem from the fact that it is self-employed members of chambers that conduct the process and have to give up their own personal time, with no assistance from a HR or recruitment department. It is clear that significant changes are needed, which would take time and would come with costs. Although, minor changes could be introduced to ease the pressure on applicants, such as: providing feedback; providing clear and transparent information about the interview process; removing the mandatory timetable to allow for flexibility; wellness support from course providers, the BSB or the Bar Council.

- *An anonymous aspiring pupil*

⁵ Interestingly, Malvika Jaganmohan has written an excellent blog on the impact that pupillage applications have on mental health, which details specific details into how the process has impacted aspiring barristers: <https://www.stiffupperlipblog.com/post/we-need-to-talk-about-mental-health-and-pupillage-applications>

Annex 1: London Chambers offering pupillages

Basic Core questions:

BC1: Why do you believe you will make a good barrister? In your answer, please identify any relevant experiences or skills that you believe may help you in your career (200 words)

BC2: Why do you want to join our chambers? In your answer, please give reasons for your choice of chambers and explain why you are interested in our areas of practice (200 words)

BC3: What areas of practice are you interested in and why? (200 words)

BC4: Why do you wish to become a barrister?

BC5: Please identify any additional experiences / skills gained that you believe may help you in your career. (200 words)

Name of Chambers	Location	Number of pupillages	Type of pupillage	Start date	Length of pupillage	Award amount	Advertisement questions
1 Crown Office Row	London	2	Civil and public law	October 2022	12 months	£50,000 - £59,999	<ol style="list-style-type: none"> 1. BC1 2. BC2 3. Discuss one reported public or medical law case from the last three years that in your view was wrongly decided. (500 words) 4. Which reported judgment (a) that was handed down in the last two years, and (b) is in an area of law in which chambers has a specialty, do you consider to have been the most radical, and why? (200 words)
1 GC Family Law Chambers	London	2	Family law	September 2022	12 months	£30,000 - £39,999	<ol style="list-style-type: none"> 1. BC1 2. BC2 3. Some commentators have argued that the fact that the Family Court generally sits in private means that decisions are made by judges without public scrutiny. Should journalists have unrestricted freedom to report what happens in proceedings before the Family Court? When

							answering this question, please keep in mind we are not looking at whether you can tell us what the law currently is. We are interested in your ability to make an argument about what you think the law should be and why. (350 words)
1KBW	London	2	Family law	October 2022	12 months	£30,000 - £39,000	<p>Outside of the Gateway:</p> <ol style="list-style-type: none"> 1. What have you been doing / do you intend to do between the completion of the course and the start of pupillage? (<i>max 100 words</i>) 2. APART from that gained (a) during study for a legal qualification and (b) during mini pupillage or marshalling, please give brief details of any knowledge or experience you have gained in the law? (<i>Maximum 150 words</i>) 3. Please tell us a little about yourself and your non-legal interests (<i>max. 200 words</i>) 4. Why should we select you as a pupil at 1 King's Bench Walk? (<i>max. 200 words</i>) 5. Please comment on a recent family law case, explaining the significant points of law involved (<i>max. 200 words</i>) 6. Please give an example of a time when you worked hard to influence someone to your way of thinking. Please provide details of the situation, what you did or said, and the result that it had (<i>max. 200 words</i>)
11 King's Bench Walk	London	3	Civil law	October 2022	12 months	£60,000 - £100,000	<ol style="list-style-type: none"> 1. Why do you believe you will make a good barrister? In your answer, please identify any relevant experiences or skills that you believe may help you in your career (250 words) 2. Why do you want to join our chambers? In your answer, please give reasons for your choice of chambers and explain why you are interested in our areas of practice (250 words)

							<ul style="list-style-type: none"> 3. Is there anything you have not already mentioned above which you would like us to take into account when considering your application? (300 words) 4. BC1 5. BC2 6. Which skills and characteristics are the hallmarks of a good advocate? (200 words) 7. What is the greatest challenge you have faced so far? (200 words) 8. If there is anything else you would like us to know about you, please tell us here (200 words)
11 South Square	London	2	Intellectual Property Law	October 2022	12 months	£50,000 - £59,999	<ul style="list-style-type: none"> 1. BC1 2. BC2 3. Please explain why you believe you have sufficient aptitude for scientific and technical matters to act in patent cases and other cases involving scientific or technical subject matter. (200 words)
1MCB	London	1	Mixed	October 2021	12 months	£20,000 - £29,000	<ul style="list-style-type: none"> 1. What skills do you need to be an effective criminal barrister and how have you developed them? (200 words) 2. Tell us about a law that needs changing or amending. (200 words) 3. Why do you want to come to 1MCB Chambers? (200 words)
12 King's Bench Walk	London	3	Civil law	October 2022	12 months	£50,000 - £59,999	<ul style="list-style-type: none"> 1. What do you see as the challenges facing the Young Bar practising in personal injury over the immediate to short term future? (200 words) 2. BC1 3. BC2
15 New Bridge Street	London	2	Criminal law	1 x October 2021	12 months	£12,000 - £19,999	<p>Outside of the Gateway:</p> <ul style="list-style-type: none"> 1. Why are you interested in practising criminal law? (Give up to 3 reasons) 2. What do you think are the qualities of a barrister? Rank the following qualities for a barrister in order of importance

				1 x April 2022			<p>scoring from 1 to 12 where 1 is the most important quality and 12 the least. Please also explain the reasons for the order on which you have decided (acting ability, analysis, assertiveness, authority, eloquence, empathy, intuition, manners, patience, perseverance, perseverance, sense of humour, thick skin).</p> <p>3. Please use the space below to add any other details relevant to your pupillage application.</p>
187 Fleet Street	London	2	Criminal law	October 2022	12 months	£12,000 - £19,999	<ol style="list-style-type: none"> 1. BC1 2. BC2 3. Please tell us about a time when you had to do something courageous? (150 words) 4. Cyclists in London should be taxed. Is that a good idea? (150 words) 5. What is the solution to the ongoing problem of prisoners still serving sentences of Imprisonment for Public Protection? (250 words)
2 Bedford Row	London	2	Criminal law	September 2022	12 months	£30,000 - £39,999	<ol style="list-style-type: none"> 1. Why do you believe you will make a good barrister? In your answer, please identify any relevant experiences or skills that you believe may help you in your career. (200 words) 2. Why do you want to join our chambers? please give reasons for your choice of chambers and explain why you are interested in our areas of practice. (200 words) 3. What skills do you believe make an effective advocate? (200 words) 4. What 'advocacy' experience have you had (does not need to be legal/formal advocacy)? (200 words) 5. Please explain why you think Equality and Diversity is important at the Criminal Bar? (200 words) 6. What is the greatest challenge you have faced so far and how did you deal with it? (200 words)

							7. What challenges face the Bar in the future and how will you deal with them? (200 words)
2 Dr Johnson's Buildings	London	2	Family and criminal law	October 2021	12 months	£12,000 - £19,999	Outside of the Gateway: Applications open on 4 th January 2021. Application form not available until then.
2 Hare Court	London	2	Criminal law	September 2022	12 months	£30,000 - £39,999	<ol style="list-style-type: none"> 1. Why do you believe you will make a good barrister? In your answer, please identify any relevant experiences or skills that you believe may help you in your career (250 words) 2. Why do you want to join our chambers? In your answer, please give reasons for your choice of chambers and explain why you are interested in our areas of practice (250 words) 3. What is the greatest challenge you have faced so far? (250 words) 4. If there is anything else you would like us to know about you, please tell us here (250 words)
23 Essex Street	London	4	Crime and Commercial law	October 2022	12 months	£30,000 - £39,999	Application by emailing 1) Letter (400 words explaining why you should be offered a pupillage) and 2) Application form. Application form is not currently live.
25 Bedford Row	London	3	Criminal law	October 2022	12 months	£30,000 - £39,999	<ol style="list-style-type: none"> 1. Why do you want to be a criminal defence barrister? (250 words) 2. Put the following attributes in order of importance for a successful criminal barrister, and explain the reasons for your answer: intellect; ambition; integrity; resilience; performance skills. (250 words) 3. The criminal justice system has been badly affected by COVID-19. We would be interested in your views on the following: (i) There should be no limit on how long people are held in custody before their trial. Do you agree or disagree, and why? (ii) Should those convicted of criminal offences during the pandemic be given reductions in their sentences to reflect the impact of COVID-19 on prisons? (500 words)

29 Bedford Row Chambers	London	2	Family law	October 2022	12 months	£30,000 - £39,999	<ol style="list-style-type: none"> 1. BC1 2. BC2 3. Discuss a recent family law case (from the last 12 months) that interested you.
3 Hare Court	London	2	Civil law	October 2022	12 months	£50,000 - £59,999	<ol style="list-style-type: none"> 1. BC1 2. BC2 3. Why do you wish to become a barrister? (200 words) 4. What areas of practice are you most interested in and why? (200 words) 5. Please give an example or illustration demonstrating your ability to work independently, including, where appropriate, devising and managing your own task or project. (200 words)
3 Temple Gardens	London	2	Criminal law	October 2022	12 months	£20,000 - £29,999	<ol style="list-style-type: none"> 1. BC1 2. Give an example of a time in your life when you have used advocacy skills in a non-legal context. Explain the issue, any arguments you used and what the outcome was. (200 words) 3. Why do you want to join 3 Temple Gardens? In your answer, please give reasons for choosing us and explain why you are interested in our areas of practice. (200 words)
3 Verulam Buildings	London	3	Commercial law	October 2022	12 months	£60,000 - £100,000	<ol style="list-style-type: none"> 1. Identify a decided case within 3VB's field of work from the last twelve months (and the more recent, the better) that you find interesting, and explain why. (200 words) 2. Why do you think integrity is an important aspect of practice at the Commercial Bar? (200 words) 3. BC1 4. BC2
36 Commercial	London	1	Commercial Law	October 2022	12 months	£60,000 - £100,000	<ol style="list-style-type: none"> 1. Analytical skills: Describe an occasion when you have had to analyse complex or technical information and explain it simply. How did you approach the task and ensure the

							<p>recipient understood your explanation of the information? (200 words or less)</p> <ol style="list-style-type: none"> Interpersonal skills: Describe a difficult encounter you have had with a hostile or vulnerable person. What was the situation, what did you do to engage with them and what was the outcome? (200 words or less) Commitment & motivation: Why do you wish to practise as a barrister at 36 Commercial? (200 words or less) Resilience. Give an example of when you have experienced a difficult set back. What did you do to overcome it and what was the outcome? (200 words or less) Written Advocacy: What are the main challenges Artificial Intelligence poses for contract or commercial law? Having set out the main challenges, identify which is the greatest challenge in your view, and explain why. Any source materials relied on should be identified. (400 words or less)
36 Crime	London	1	Criminal law	October 2022	12 months	£40,000 - £49,999	<ol style="list-style-type: none"> What are the main challenges facing the junior Criminal Bar? How do you plan to deal with those challenges? (300 words) “To reduce the backlog in Crown Court trials, jury panels should be reduced from twelve to seven during COVID times”. What are your views on this proposal? (300 words) Please give an example of a time when you used your people skills in difficult circumstances. What was the situation, what did you want to achieve, what did you do and what was the outcome? (200 words) Please give an example of a time when you had to carry out a challenging task under pressure. What was the situation, what did you want to achieve, what did you do and what was the outcome? (200 words) Please give an example of a time when you felt that something was unfair and you took action to change it.

							What was the situation, what did you want to achieve, what did you do and what was the outcome? (300 words)
36 Family	London	1	Family law	October 2022	12 months	£40,000 - £49,999	<ol style="list-style-type: none"> 1. Describe when you have had to analyse complex or technical information and explain it simply. How did you approach the task and ensure the recipient understood the information? (200 words) 2. Describe a difficult encounter you have had with a hostile or vulnerable person. What was the situation, what did you do to engage with them and what was the outcome? (200 words) 3. What factors do you think best assist courts to determine witness credibility in a court hearing and why? (300 words) 4. Give an example of when you have experienced a difficult set back. What did you do to overcome it and what was the outcome? (200 words) 5. Why do you want to practise in the field of family law? (200 words)
36 Stone	London	1	Shipping/ Commercial law	October 2022	12 months	£60,000 - £100,000	<ol style="list-style-type: none"> 1. Written Advocacy: English law should adopt a free-standing principle of good faith in commercial dealings. Do you agree? (500 words) 2. Why do you want to practise at the commercial Bar. In particular, why do you want to practise shipping law, international arbitration and/or commodities work? (200 words) 3. Describe a difficult encounter you have had with a hostile person. What was the situation, what did you do to engage with them and what was the outcome? (200 words) 4. Give an example of when you have experienced a difficult set back. What did you do to overcome it and what was the outcome? (200 words) 5. Please give an example of a time when you had to carry out a challenging task under pressure. What was the situation,

							what did you want to achieve, what did you do and what was the outcome? (200 words)
39 Essex Chambers	London	1	Mixed civil and commercial law	September 2022	12 months	£60,000 - £100,000	<ol style="list-style-type: none"> 1. Why do you believe you will make a good barrister? In your answer, please identify any relevant experiences or skills that you believe may help you in your career. (250 words) 2. What areas of practice are you interested in, and why? (200 words) 3. Why do you want to join our chambers? In your answer, please give reasons for your choice of chambers. (200 words)
3PB	London, Western and Midlands	4	Mixed	October 2022	12 months	£30,000 - £39,999	<ol style="list-style-type: none"> 1. BC1 2. BC2 3. What advocacy experience do you have? Please describe one occasion on which you believe your advocacy made a difference and why. (100 words) 4. Tell us about a mistake you have made. How did you rectify it and what did you learn? (250 words) 5. Describe an obstacle that you have had to overcome and how you dealt with it. (250 words) 6. Tell us about a time you had difficulties with another person or group of people. What steps did you personally take to resolve the difficulties? (250 words) 7. Please indicate all Chambers' practice areas in which you are interested. (200 words)
4 Brick Court Chambers	London	2	Family law	October 2022	12 months	£20,000 - £29,999	<ol style="list-style-type: none"> 1. BC1 2. BC2 3. BC3 4. Please describe what relevant skills and/or experience you possess which make you suitable for a career at the Family Bar? (200 words) 5. Why are you interested in family law? (300 words)

							6. If there is anything else you would like us to know about you, please tell us here? (200 words)
4 King's Bench Walk	London	2	Mixed	October 2022	12 months	£20,000 - £29,999	<ol style="list-style-type: none"> 1. BC1 2. BC2 3. What is the greatest challenge you have faced so far? (200 words) 4. Please give a brief description of a recent case in one of your areas of interest, and explain why it caught your attention. (350 words)
4 New Square	London	2	Commercial	October 2022	12 months	£60,000 - £100,000	<ol style="list-style-type: none"> 1. Experience of mooted or debating or other relevant oral presentation (200 words) 2. Why are you considering a career at the Bar? (200 words) 3. Which areas of the Bar interest you and why? (200 words) 4. What qualities do you have to make a successful career at the Bar? (200 words) 5. What are your reasons for applying to 4 New Square? (200 words) 6. Please identify a recent, reported authority (in the civil courts of England and Wales) which interests you or which you think was wrongly decided, stating why it is of particular interest or (if appropriate) why you believe it to have been wrongly decided. (300 words) 7. Please use the space below to add any other details or information that you would like us to consider. (200 words)
4 Paper Buildings	London	3	Family law	October 2022	12 months	£20,000 - £29,999	<ol style="list-style-type: none"> 1. Why do you want to join our chambers? In your answer, please give reasons for your choice and explain why you are interested in our areas of practice. (250 words) 2. Which skills and characteristics are the hallmarks of a good advocate, and which of these do you possess? (250 words) 3. What is the greatest challenge you have faced so far? (250 words)

							4. Re P (A Child: Remote Hearing) [2020] EWFC 32 - Did the President get it wrong? (250 words)
4 Pump Court	London	2	Commercial	October 2022	12 months	£60,000 - £100,000	Outside of the Gateway: Form available on 4 th January 2021.
4 Stone Buildings	London	2	Commercial and chancery law	October 2022	12 months	£60,000 - £100,000	<ol style="list-style-type: none"> 1. BC1 2. BC2 3. Please give an example of a situation, whether in a legal context or otherwise, in which you had to advocate for a position. In your answer, explain the circumstances, how you approached the argument and what you gained from the experience. (200 words) 4. How do you manage multiple competing pressures on your time/deadlines? In your answer you may like to give examples of situations in which you have faced such pressures and to explain how you dealt with them (150 words) 5. If you could make one significant change to English law, whether by adding a new legal principle or statute, or by removing one, what change would you make and why? (150 words)
4BB	London	2	Criminal law	October 2021	12 months	£12,000 - £19,999	<ol style="list-style-type: none"> 1. BC2 2. What is the greatest challenge you have faced so far? (200 words)
5 Essex Court	London	2	Civil law	October 2022	12 months	£50,000 - £59,999	<ol style="list-style-type: none"> 1. Why do you believe you will make a good barrister? In your answer, please identify any relevant experiences or skills that you believe may help you in your career. (200 words) 2. Why do you want to join 5 Essex Court? (150 words) 3. Which of our areas of practice are you interested in, and why? Please refer to the 5 Essex Court website for more information about our practice areas: www.5essexcourt.co.uk (200 words)

							<ol style="list-style-type: none"> Please list all mooting, debating and advocacy experience that you have (we know that this may already be included in your earlier answers, but it is helpful to have it set out in one place). (300 words) Please could you tell us where you first heard of 5 Essex Court? The answer to this question is purely for our own marketing purposes and is not assessed. (100 words)
5 King's Bench Walk	London	2	Criminal law	October 2022	12 months	£20,000 - £29,999	<ol style="list-style-type: none"> Which criminal law would you repeal and why? (100 words) Which skills and characteristics are the hallmarks of a good advocate? (200 words) What changes do you think are needed to the criminal justice system and why? (500 words) Trial by jury is a luxury our legal system can no longer afford. An inquisitorial system is more efficient and less susceptible to manipulation. Discuss (1000 words)
5 Paper Buildings	London	2	Crime, regulatory and civil	October 2022	12 months	£30,000 - £39,999	<ol style="list-style-type: none"> What skills do you have that will make you a successful advocate? When have you used those skills in your life to date? (500 words) What was the most effective piece of advocacy you have seen? This could be a piece of advocacy you have seen at court during a mini-pupillage, or a persuasive speech or other piece of public speaking. (500 words) Why does diversity at the Bar matter? (500 words) What is most significant challenge you have faced so far? How did you deal with it? (500 words) If you could change one law, what would it be, and why? (500 words) Why do you want to undertake your pupillage at 5PB? (500 words) Why do you want to practise at the criminal Bar? (500 words)

5 Pump Court	London	2	Mixed	October 2022	12 months	£20,000 - £29,999	<ol style="list-style-type: none"> 1. Why do you want to join our chambers? In your answer, please give reasons for your choice of chambers. Please also specify whether you are applying for a criminal or common law pupillage and explain why you are interested in your chosen practice area(s). (200 words) 2. BC1: Why do you believe you will make a good barrister? In your answer, please identify any relevant experiences or skills (particularly relating to advocacy) that you believe may help you in your career (100 words) 3. Give your three strongest arguments for and against allowing an intelligent and well informed 16 year old to refuse lifesaving treatment (100 words) 4. Should those who kill members of the emergency services be given mandatory life terms and if not, why not? (100 words) 5. Other than advocacy, what are the most important skills which a modern barrister needs to have, and how can you demonstrate those? (100 words) 6. Describe a challenging situation that you have faced in your life (does not need to be work related) and how you overcame it. (100 words) 7. If there is anything else you would like us to know about you, please tell us here (100 words)
5 St Andrew's Hill	London	2	Criminal law	October 2022	12 months	£30,000 - £39,999	<ol style="list-style-type: none"> 1. BC1 2. BC2 3. Can you provide examples of how you have proven your commitment to a career at the independent Bar? (200 words) 4. Which skills and characteristics are the hallmarks of a good advocate? (200 words) 5. What is the greatest challenge you have faced so far? (200 words)

							6. If there is anything else you would like us to know about you, please tell us here (200 words)
5 Stone Buildings	London	1	Chancery	October 2022	12 months	£60,000 - £100,000	<ol style="list-style-type: none"> 1. BC1 2. BC2 3. Briefly describe anything you have seen in the press related to our areas of practice? Please explain why it caught your interest, the outcome and whether, in your view, it was the right result. (150 words) 4. Can you give us an example when you needed to use your skills of persuasion to reach a desired outcome? In your answer, please explain who you needed to influence, how you approached the task, how they reacted and the result. (150 words) 5. Is there anything else we should know? In particular if there is anything which you would like us to take into account when considering your academic results, please briefly explain. (150 words)
5RB	London	1	Media and communications	October 2022	12 months	£30,000 - £39,999	<ol style="list-style-type: none"> 1. Why do you believe you will make an excellent barrister? In your answer, please identify any relevant experiences and skills that you believe will help you in your career. (300 words) 2. Why do you want to join our chambers? In your answer, please explain why you are interested in our areas of practice. (300 words) 3. Should social media platforms be obliged to block, or remove, anti-vaccine content? (300 words)
6KBW – College Hill	London	3	Criminal law	1 x October 2021	12 months	£40,000 - £49,999	<ol style="list-style-type: none"> 1. BC1 2. BC2 3. What is the greatest challenge you have faced so far? (200 words) 4. If there is anything else you would like us to know about you, please tell us here (200 words)

				2 x October 2022			
7KBW	London	8	Commercial	4 x September 2022 4 x September 2023	12 months	£60,000 - £100,000	<ol style="list-style-type: none"> 1. Tell us what makes you different (150 words) 2. BC1 3. BC2
7BR	London	2	Mixed	October 2022	12 months	£50,000 - £59,999	Outside of the Gateway: Applications open on 4 th January 2021
8 New Square	London	1	Intellectual property	October 2022	12 months	£50,000 - £59,999	<ol style="list-style-type: none"> 1. Why do you believe you will make a good professional advocate? Please identify any relevant experiences or skills. (250 words) 2. Why are you interested in a career in intellectual property law? Please identify any experiences that have motivated you to pursue such a career. (200 words) 3. A good barrister must be able to give legal advice within the commercial context of a client's business. Please identify any relevant experiences or skills demonstrating your ability and potential to be able to do this. (250 words) 4. Intellectual property cases often have technical/scientific subject matter. Please identify any relevant experiences or skills demonstrating your ability to cope with such cases. (250 words)
9 King's Bench Walk	London	3	Criminal	October 2021	12 months	£12,000 - £19,000	Off the Gateway: <ol style="list-style-type: none"> 1. Why do you want to join our chambers? In your answer, please give reasons for your choice of chambers and explain why you are interested in our areas of practice 2. Why do you want to be a criminal barrister? 3. What is the greatest challenge you have faced so far?

							<p>4. How would your friends describe you?</p> <p>5. Which skills and characteristics are the hallmarks of a good advocate?</p>
9 Stone Buildings	London	1	Chancery	October 2022	12 months	£30,000 - £39,999	<p>Outside of the Gateway: Applications open on 4th January 2021</p>
Access Lawyers Chambers	London	1	Civil and commercial	May 2021	12 months	£20,000 - £29,999	CV and cover letter
Atkin Chambers	London	2	Construction	September 2022	12 months	£60,000 - £100,000	CV, cover letter and two references
Blackstone Chambers	London	4	Civil	September 2022	12 months	£60,000 - £100,000	<ol style="list-style-type: none"> 1. Please list (if not already specified) subjects, grades and breakdown of level/grade of undergraduate and post graduate degrees undertaken if at all possible (500 words) 2. Is there any other information which you wish to bring to Blackstone Chambers' attention in connection with your application? Please give details. (250 words) 3. Why do you believe you will make a good barrister? In your answer, please identify any relevant experiences or skills that you believe may help you in your career (200 words) 4. Why do you want to join our chambers? In your answer, please give reasons for your choice of chambers and explain why you are interested in our areas of practice. (200 words) 5. Do you intend to practise in England and Wales? (Y/N) (100 words) 6. Please provide contact details for a further academic reference if you wish. (100 words) 7. Blackstone Chambers reference number from previous application, if applicable. (100 words)
Brick Court Chambers	London	5	Mixed	September 2022	12 months	£60,000 - £100,000	<p>Note: Mini-pupillage compulsory</p> <ol style="list-style-type: none"> 1. Please provide an example of an occasion on which you tried to change someone's mind about something. Please

							<p>briefly explain the situation, what you did/said, and the result that it had. (200 words)</p> <ol style="list-style-type: none"> BC1 BC2 Please identify any additional experiences/skills gained that you believe may help in your career. (200 words) Which skills and characteristics are the hallmarks of a good advocate? (200 words) What is the greatest challenge you have faced so far? (200 words) How would your friends describe you? (200 words) If there is anything else you would like us to know about you, please tell us here (200 words)
Carmelite Chambers	London	1	Criminal	October 2022	12 months	£20,000 - £29,999	<p>Outside of the Gateway: E-mail for applications is: pupillage@carmelitechambers.co.uk</p>
Cloisters	London	4	Mixed civil	2 x October 2021 2 x October 2022	12 months	£50,000 - £59,999	<ol style="list-style-type: none"> Please tell us about any disadvantages you have faced in coming to the Bar. Examples might include: significant caring responsibilities; a disability; having spent time in care. You do not need to complete this section and you will not be penalised if you do not. However, answering this question will enable us to better set your achievements in context when marking your application. (1000 words) Please tell us about any mitigating circumstances you wish us to take into account when marking your application. Examples might include: a bereavement or illness at a crucial academic stage. Only complete this section if relevant to your circumstances. (1000 words) Are you seeking pupillage at Cloisters to commence (select only one): a. October 2021 only b. October 2022 only c. Either, with a preference for October 2021 d. Either, with a preference for October 2022 e. Either, with no preference (300 words)

							<p>4. Why do you believe you will make a good barrister? In your answer, please identify any relevant experience or skills that you believe may help you in your career. In particular, if you have any relevant experience or skills which you have not addressed elsewhere in this form under the academic and work experience sections, please provide details here. There is an overall word limit for this section of 1,000 words but you should use no more than 300 words for any single example. (1000 words)</p> <p>5. Why do you want to join our chambers? In your answer, please give reasons for your choice of chambers and explain why you are interested in our areas of practice. (300 words)</p>
Coram Chambers	London	2	Family	October 2022	12 months	£40,000 - £49,999	Application form not yet available.
Cornerstone Chambers	London	2	Mixed (Civil/Property)	October 2022	12 months	£60,000 - £100,000	<p>1. Please give an example of a time when you found working with others challenging and how you were able to overcome such challenges. (250 words)</p> <p>2. Please give an example of a time when you had to demonstrate resilience. (250 words)</p> <p>3. What particular areas of work that Cornerstone undertakes interest you and why? (250 words)</p> <p>4. What would constitute a successful career at Cornerstone Barristers for you? (250 words)</p> <p>5. Please give an example of how you were able to persuade someone to adopt a different point of view. (250 words)</p>
Crown Office Chambers	London	3	Commercial, health and safety, common law	October 2022	12 months	£60,000 - £100,000	Outside of the Gateway: Application not yet available
Devereux Chambers	London	2	Mixed	October 2022	12 months	£60,000 - £100,000	<p>1. Please state all oral advocacy experience that you wish us to take into account when assessing your application (1000 words)</p>

							<ol style="list-style-type: none"> 2. Please identify any additional experiences / skills gained that you believe may help you in your career. (250 words) 3. Why do you wish to become a barrister? (200 words) 4. Why do you believe you will make a good barrister? In your answer, please identify any relevant experiences or skills that you believe may help you in your career. (200 words) 5. In addition to its two vacancies Devereux Chambers has a vacancy for a twelve-month pupillage commencing in October 2021. Do you wish to be considered for this vacancy in addition to being considered for pupillage commencing in October 2022? (100 words) 6. Give reasons for your choice of chambers. (250 words) 7. What areas of practice are you interested in and why? (250 words)
Doughty Street	London	5 total 2 x General 1 x Crime 1 x Criminal Negligence 1 x Immigration and Employment	Mixed	October 2022	12 months	£40,000 - £49,999	<ol style="list-style-type: none"> 1. Please explain how you have demonstrated motivation, commitment and drive in any aspect of your life. We are particularly interested in activities in relation to civil liberties and the welfare of others, but you should also include significant achievements or experience in unrelated fields (250 words) 2. BC1 3. Why do you wish to become a barrister? (200 words) 4. If there is anything else you would like us to know about you, please tell us here (200 words) 5. You are applying for a specialist pupillage. Please explain why you are applying for a specialist pupillage in this field and have a particular interest in and commitment to developing a broad clinical negligence and personal injury cross disciplinary practice of this nature. (150 words) 6. Which skills and characteristics are the hallmarks of a good advocate? (200 words)

							<p>7. Please give reasons for your choice of chambers. (200 words)</p> <p>General pupillage:</p> <p>1. Please identify any additional experiences / skills gained that you believe may help you in your career. (300 words)</p>
Enterprise Chambers	London	1	Commercial and chancery	October 2022	12 months	£50,000 - £59,999	<p>1. Why do you wish to become a barrister? (200 words)</p> <p>2. What areas of practice are you interested in and why? (200 words)</p> <p>3. Please provide a breakdown of your degree results here (200 words)</p> <p>4. Please identify any experience or skills that you have gained which will help you to cope with the demands of life at the bar? Please give specific examples. (200 words)</p> <p>5. BC1: Why do you believe you will make a good barrister? In your answer, please identify any relevant experiences or skills that you believe may help you in your career (200 words)</p> <p>6. BC2: Why do you want to join our chambers? In your answer, please give reasons for your choice of chambers and explain why you are interested in our areas of practice (200 words)</p> <p>7. What is the greatest challenge you have faced so far? (200 words)</p>
Erskine Chambers	London	2	Company and insolvency	October 2022	12 months	£60,000 - £100,000	<p>1. Please explain why you are interested in pursuing a career at the Bar in the field of company law. (500 words)</p> <p>2. Please provide us with any additional information that you consider relevant to your application. (1000 words)</p>
Essex Court Chambers	London	4	Commercial	September 2022	12 months	£60,000 - £100,000	<p>1. Please explain why you are interested in a career at the Commercial Bar. (150 words)</p> <p>2. Please set out your exam marks at undergraduate degree level (and above, if applicable) and state where you ranked</p>

							<p>in your year. (Marks means marks e.g. 65%, not classification e.g. 2:1.) If you studied outside England and Wales, please give an explanation of the marking system applied to your exam results, including (where possible) what is the equivalent domestic mark/grade. If the word limit for this question is insufficient for your answer, please give the answer "Insufficient word count - results sent by email" and set out your results and any relevant explanation for qualifications obtained outside England & Wales in an email to pupillage@essexcourt.com (as well as sending your transcripts, as set out under "How to Apply" below). (1000 words)</p> <p>3. Why do you believe you will make a good barrister? In your answer, please identify any relevant experiences or skills that you believe may help you in your career. (200 words)</p> <p>4. Please identify a recent case or development in one of Chambers' core areas of practice which has interested you and explain why you find it interesting. (250 words)</p>
Falcon Chambers	London	2	Property	October 2022	12 months	£60,000 - £100,000	<p>1. Why do you want to become a barrister specialising in property disputes? (250 words)</p> <p>2. Of the skills required for a career at the Bar, which do you think are your strongest and why? (250 words)</p> <p>3. Please provide a breakdown of your results from all of your university examinations or courses undertaken (where available). (500 words)</p> <p>4. If you have applied to Falcon Chambers for a pupillage previously, please explain what has changed since your last application. (350 words)</p> <p>5. Please set out an argument, in no more than 500 words, in support of the proposition that "it is wrong to no-platform anti-vaxxers". (500 words)</p>

Farrar's Building	London	2	Personal Injury	October 2022	12 months	£50,000 - £59,999	<ol style="list-style-type: none"> 1. BC1 2. BC2 3. What new tradition or custom would you introduce into a democratic society? Identify your new tradition or custom and then explain why you have chosen it in no more than five concise sentences. (150 words)
Field Court Chambers	London	2	Mixed	September 2022	12 months	£40,000 - £49,999	<p>Outside of the Gateway: Skills</p> <ol style="list-style-type: none"> 1. Motivation and Determination: A career as a barrister, while rewarding, is extremely demanding and requires determination, hard work and resilience. Why do you wish to be a barrister and do you possess the qualities needed to succeed? (400 word limit) 2. Communication skills: Barristers must be able to convey complex arguments in a manner that is clear and persuasive, whatever the audience. Please tell us about at least one occasion on which you have done so successfully, identifying the skills you regard as essential to effective communication when doing so. (400 word limit) 3. Interpersonal skills: As a barrister you must be able to work effectively with others, whatever their role or background, in a wide variety of contexts. Please explain what skills are required to do so, and why you possess them. (400 word limit) 4. Initiative: As a tenant at Field Court Chambers, you will be expected to build a successful practice and to rise quickly and effectively to the often unanticipated demands and challenges of day-to-day life at the Bar. Please persuade us that you will be able to do so. (400 word limit)
Field Court Tax Chambers	London	1	Tax	October 2022	12 months	£60,000 - £100,000	<ol style="list-style-type: none"> 1. Why do you want to be a barrister? 2. Why do you want to have a tax practice?

							<ol style="list-style-type: none"> 3. What steps would you take to establish a successful practice at the Tax Bar? 4. Please identify any experiences/skills that you have which will help you in your career? 5. Please give an example of a time when you worked hard to influence someone to your way of thinking. Please provide the situation, what you did/said and the result that it had.
Five Paper	London	2	Civil	October 2022	12 months	£50,000 - £59,999	<p>Outside of the Gateway:</p> <ol style="list-style-type: none"> 1. Please give brief details of your legal and relevant non-legal experience 2. Please give brief details of your oral advocacy and public speaking experience 3. Please give brief details of your written advocacy 4. Why do you want to join Five Paper? (150 words) 5. Please give an example of a time when you were faced with an unexpected or difficult situation? How did you deal with it? (150 words) 6. Give an example of a goal or objective which you set for yourself. Explain why you set yourself this goal and what was the outcome. (150 words) 7. "Has the online gambling revolution brought about more harm than good?" (350 words)
Foundry Chambers	London	2	Criminal law	October 2022	12 months	£20,000 - £29,999	<p>Outside of the Gateway:</p> <ol style="list-style-type: none"> 1. In no more than 500 words, tell us why you want to be a barrister, why you think you will be a good barrister, how you see your practice developing, and why you would like to undertake pupillage at Foundry Chambers. 2. In no more than 200 words, tell us about your hobbies and personal interests.
Fountain Court Chambers	London	4	Commercial	October 2022	12 months	£60,000 - £100,000	<ol style="list-style-type: none"> 1. Why do you believe you will make a good barrister? In your answer, please identify any relevant experiences or skills that you believe may help you in your career. (200 words)

							<ol style="list-style-type: none"> 2. Please identify any additional experiences/skills gained that you believe may help you in your career. (200 words) 3. Why do you want to join our chambers? In your answer, please give reasons for your choice of chambers and explain why you are interested in our areas of practice. (200 words) 4. What areas of practice are you interested in and why? (200 words) 5. Have you completed a mini pupillage at Fountain Court Chambers, if so please provide further details (who you sat with, dates etc.)? (100 words) 6. Have you previously applied for a pupillage at Fountain Court Chambers, and if so when? (100 words) 7. If there is anything else you would like us to know about you, please tell us here. (100 words)
Francis Taylor Buildings	London	2	Planning and Environmental Law	October 2022	12 months	£60,000 - £100,000	<ol style="list-style-type: none"> 1. Please explain your reasons for choosing to pursue a career at the Bar (250 words) 2. Please explain your reasons for choosing to pursue a career in public law (250 words) 3. Please explain your reasons for choosing to apply to Francis Taylor Building (250 words) 4. Outline relevant mooted, debating, public speaking and advocacy experience (250 words)
Fraser Chambers	London	2	Defamation, public law and crime	1 x October 2021 1 x October 2022	12 months	£12,000 - £19,999	<p>Before Monday 8 February 2021, 11:00am, please email your CV, a budget to demonstrate how you propose to afford living in London and answers to the following two questions to: david@fraserchambers.com.</p> <p>(1) Why do you believe you will make an excellent barrister? In your answer, please identify any relevant experiences and skills that you believe will help you in your career. (300 words); and</p> <p>(2) Why do you want to join our chambers? In your answer, please explain why you are interested in our areas of practice. (300 words)</p>

Furnival Chambers	London	3	Criminal law	October 2021	12 months	£20,000 - £29,999	Outside of the Gateway: CV and cover letter
Garden Court Chambers	London	5	1 x Criminal 4 x Mixed	October 2022	12 months	£30,000 - £39,999	<p>Criminal pupillage:</p> <ol style="list-style-type: none"> 1. BC1 - Why do you wish to become a barrister? (200 words) 2. BC3 - Give reasons for your choice of chambers. (200 words) 3. BC5 - Please identify any additional experiences / skills gained that you believe may help you in your career. (200 words) 4. Why do you believe you will make a good criminal barrister? (200 words) 5. Why are you interested in Criminal Defence? (200 words) <p>Mixed pupillage:</p> <ol style="list-style-type: none"> 1. BC1: Why do you believe you will make a good barrister? In your answer, please identify any relevant experiences or skills that you believe may help you in your career (200 words) 2. BC2: Why do you want to join our chambers? In your answer, please give reasons for your choice of chambers and explain why you are interested in our areas of practice (200 words) 3. BC2 - What areas of practice are you interested in and why? (200 words) 4. BC5 - Please identify any additional experiences / skills gained that you believe may help you in your career. (200 words)
Goldsmith Chambers	London	1	Mixed	October 2021	12 months	£20,000 - £29,999	<ol style="list-style-type: none"> 1. BC1 2. BC2 3. If there is anything else you would like us to know about you, please tell us here (200 words)

							4. Tell us about a recent case that you have found interesting. What was the case about and why did it interest you? (100 words)
Gray's Inn Tax Chambers	London	1	Tax	October 2022	12 months	£60,000 - £100,000	Outside of the Gateway: CV and cover letter
GT Stewart & Advocates	London	2	Criminal law	1 x November 2021 1 x May 2022	12 months	£20,000 - £29,999	Outside of the Gateway: Please send a covering letter and CV to Sarah Memmi at s.memmi@gtstewart.co.uk
Halisham Chambers	London	2	Civil law	September 2022	12 months	£50,000 - £59,999	<ol style="list-style-type: none"> 1. BC1 2. BC2 3. Would you wish to undertake pupillage on a part-time or other flexible basis, rather than full time over 12 months? If yes, please give details. Hailsham is willing to offer pupillage on a part-time basis over a period of up to 2 years (with the pupillage award spread over any extended period). (100 words) 4. You are instructed to act for the partners of Amhurst GP Practice ("Amhurst"), who have been sued by their patient, Mr Bell. The facts are as follows: Amhurst's website lists all of the services which it offers to its patients. These services include electrocardiogram tests ("ECGs"). On 3rd April 2020, in response to a global pandemic, the nation was placed in lockdown and legislation was passed preventing GP practices from conducting any face-to-face tests, including ECGs, in order to protect staff at GP practices. In the early hours of 6th April 2020, Mr Bell began to experience chest pain, radiating into his left arm. At 8am on the same morning, he dialled 111 for advice, whereupon he was told that he should attend his local A&E so that he could undergo

							<p>an ECG in order to determine whether he was suffering from a myocardial infarction. Mr Bell, however, did not want to go to A&E because he was worried that there would be a long wait caused by the pandemic. Mr Bell therefore visited Amhurst’s website and saw that the practice offered ECGs. He decided to wait until Amhurst opened at 9am in order to book an ECG, as he thought this would be quicker than going to A&E. When Mr Bell called Amhurst at 9am, he was informed that they were unable to offer him an ECG because of the recently-passed legislation and that he should attend A&E. When Mr Bell hung up the telephone, he went into cardiac arrest. An ambulance attended and the paramedics diagnosed a myocardial infarction. Although Mr Bell was resuscitated, he suffered a serious hypoxic brain injury. It is common ground that, if Mr Bell had not read that Amhurst offered ECGs on its website, then he would have gone straight to A&E. Although he would still have had the cardiac arrest, he would have avoided the hypoxic brain injury. It is also agreed that Amhurst’s partners are jointly responsible for the content on their website. How would you argue that Amhurst’s partners were not liable to Mr Bell? Please concentrate on the legal issues rather than exposition of the facts or the authorities. You are asked only to consider the following two cases (both of which are available at https://www.bailii.org/): Darnley v Croydon Health Services NHS Trust [2019] AC 831 Khan v Meadows [2019] EWCA Civ 152 (750 words)</p>
Harcourt Chambers	London	2	Family	October 2022	12 months	£30,000 - £39,999	<ol style="list-style-type: none"> 1. BC1 2. BC2 3. Please give details of your advocacy and public speaking experience. (100 words)

Hardwicke Chambers	London	2	Civil law	October 2022	12 months	£50,000 - £59,999	<ol style="list-style-type: none"> 1. EXPLAIN THE DECISION IN STOFFEL & CO v GRONDONA [2020] UKSC 42. (100 words) 2. WHAT IS THE MOST IMPORTANT QUALITY A BARRISTER SHOULD POSSESS? PLEASE GIVE AN EXAMPLE OF WHEN YOU HAVE DEMONSTRATED THIS QUALITY. (200 words) 3. WHAT IS THE BIGGEST DRAWBACK OF BEING A SELF-EMPLOYED BARRISTER? (150 words) 4. WHICH AREA(S) OF LAW DO YOU HOPE TO PRACTISE IN AT HARDWICKE AND WHY? You will not be bound to this choice as we understand that your interests and objectives may change over time. (250 words) 5. WHAT IS THE MOST SIGNIFICANT DEVELOPMENT OF THE LAW IN THE LAST 5 YEARS IN ONE OF THOSE AREAS (QU X ABOVE)? (200 words) 6. IS IT RIGHT THAT THE EXERCISE OF JUDICIAL DISCRETION MEANS THE SAME CASE MIGHT BE DECIDED DIFFERENTLY IF IT WERE HEARD BY A DIFFERENT TRIBUNAL? (200 words) 7. ONE OF HARDWICKE’S CORE VALUES IS OUR COMMITMENT TO EQUALITY, DIVERSITY AND INCLUSIVENESS. PLEASE EXPLAIN WHY THIS IS IMPORTANT TO YOU. (150 words)
Henderson Chambers	London	2	Mixed	September 2022	12 months	£60,000 - £100,000	<ol style="list-style-type: none"> 1. BC1 2. BC2 3. Please give an example of achievement outside of an academic or work environment. (200 words) 4. Please choose a case arising in one or more of these areas: product liability, health and safety, employment law, property, IT, consumer credit, public law, professional discipline and public inquiries, reported in the last 3 years. Please set out why you disagree with the final determination of the case (i.e. final judgment on appeal) and why. (300 words)

Joseph Hage Aaronson LLP	London	2	Tax	October 2021	12 months	£30,000 - £39,999	Applications should be made by email. Please send a copy of your CV and a covering letter to the Recruitment Team (Recruitment@jha.com).
Keating Chambers	London	3	Commercial	September 2022	12 months	£60,000 - £100,000	<ol style="list-style-type: none"> 1. BC1 2. BC2 3. Please provide evidence of your use of oral advocacy. In doing so, please evidence how you have met the definition of the criterion.: (300 words)
Landmark Chambers	London	3 total 2 x general pupillage 1 x property	Planning, Public law, Property, environment	October 2022	12 months	£60,000 - £100,000	<p>General pupillage</p> <ol style="list-style-type: none"> 1. Advocacy / the ability to persuade is a key skill required for a career at the Bar. Why do you consider you have the persuasiveness necessary to succeed at the Bar? (Please provide specific examples, if possible)? (200 words) 2. A career in the Bar is academically challenging. What evidence can you provide to demonstrate your academic ability? (200 words) 3. To succeed as a barrister demands exceptional resilience. Giving examples where possible, how do you recover from setbacks and adapt to difficulties? (200 words) 4. Effective cooperation is a key characteristic of a career in the Bar. How do you ensure any team you are in works effectively? (200 words) 5. Which of Landmark's practice areas are you most interested in, and how are you able to demonstrate that interest? (200 words) <p>Property pupillage As above, except for question 5, which is: Why do you have a particular interest in property law and how are you able to demonstrate it? (200 words)</p>

Lamb Buildings	London	3	Common law	October 2022	12 months	£20,000 - £29,999	<ol style="list-style-type: none"> 1. Please outline your experience of the law and any legal related work experience (800 words) 2. Please outline any relevant work experience outside of the legal profession (800 words) 3. What areas of law interests you and why? (400 words) 4. Why do you want to be a Barrister at Lamb Buildings? (400 words) 5. What do you do to Relax? (100 words) 6. Which one thing about the English Law or legal system would you alter if you had the power and why? (600 words) Covid 19 pandemic are disproportionately eroding civil liberties. Discuss (600 words)
Legis Chambers	London	2	Civil	July 2021	12 months	£12,000 - £19,999	<p>Outside of the Gateway: CV and cover letter</p>
Littleton Chambers	London	2	Employment and commercial	October 2022	12 months	£60,000 - £100,000	<ol style="list-style-type: none"> 1. Please provide a breakdown of your exam results in your undergraduate degree. To the extent that you consider any later degree or qualification to be relevant please provide appropriate breakdowns. (100 words) 2. BC1 3. BC2
Maitland Chambers	London	3	Commercial and Chancery	September 2022	12 months	£60,000 - £100,000	<ol style="list-style-type: none"> 1. Please provide any available evidence of your experience and ability in the use of oral communication to argue, persuade and present complex information effectively. (350 words) 2. Please provide any available evidence of your ability to make effective decisions using sound judgment. (250 words) 3. Please provide any available evidence of your ability: (a) to manage a workload effectively by independent planning, organisation and good time management when under pressure; (Word limit 200 words) (b) to work effectively with a range of different sorts of people. (Word limit 200 words) (400 words)

							<ol style="list-style-type: none"> 4. In relation to each of the Higher Education qualifications which you have set out in Section 2 - Education, please set out (i) the marks which you achieved in each paper or course undertaken and (ii) a short explanation, where this is not obvious, of how those marks and your overall grade relate to the degree classifications (1st; 2(i); 2(ii); 3rd) commonly used in UK higher education. (500 words) 5. Are there any other matters, not mentioned above, which you should disclose to us when making your application? If none, please write "none". (1000 words)
Matrix Chambers	London	2	Mixed	October 2022	12 months	£60,000 - £100,000	Outside of the Gateway: Application not yet available
Monckton Chambers	London	2	Mixed Public and commercial law	October 2022	12 months	£60,000 - £100,000	<ol style="list-style-type: none"> 1. Why do you believe you will make a good barrister? In your answer, please identify any relevant experiences or skills that you believe may help you in your career. (200 words) 2. What are your marks for each paper in your university examinations (For each year for which this is known). (100 words) 3. What is your final overall ranking in your year at university? (If known). What was the size of your year group? (100 words) 4. Why do you want to join our Chambers? (200 words) 5. What area of law are you most interested in and why? (200 words) 6. From a legal perspective, what is the most important Human Rights issue to arise from the Covid-19 Pandemic? (250 words)
New Court Chambers	London	2	Family	October 2021	12 months	£20,000 - £29,999	<ol style="list-style-type: none"> 1. BC1 2. BC2 3. If there is anything else you would like us to know about you, please tell us here (200 words)

New Square Chambers	London	1	Commercial; Insolvency and Restructuring; Trusts; Property; Civil Fraud; Company	October 2021	12 months	£60,000 - £100,000	<ol style="list-style-type: none"> 1. What, in your view, are the three most important skills for a barrister to have? Please explain why you have them. (200 words) 2. What does diversity and inclusion mean to you, and why do you think it is important at the Bar? (250 words) 3. Should the state financially support private companies? (500 words)
Nursing and Midwifery Council	London	1	Civil	May 2021	12 months	£20,000 - £29,999	Outside of the Gateway: Application available from 4 January 2021.
Old Square Chambers	London	2	Employment and Personal Injury	October 2022	12 months	£50,000 - £59,999	BC1 – BC4
One Essex Court	London	5	Commercial and intellectual property	October 2022	12 months	£60,000 - £100,000	<ol style="list-style-type: none"> 1. BC1 2. BC2 3. Please specify whether you are applying for the Commercial Pupillage or the Intellectual Property Pupillage. (100 words) 4. What change to the law would you make and why? (400 words) 5. Would you like to be considered for pupillage commencing October 2022 or October 2023? (100 words) 6. In relation to your qualification(s) in Higher Education identified above, please provide a breakdown of your grades showing for each year (a) your individual results in each subject studied and, if applicable, (b) your overall result in each completed year of study. If applicable, please provide the same for your CPE/GDL qualification and your BVC/BPTC qualification. (500 words).
One Pump Court	London	3	Mixed	October 2022	12 months	£12,000 - £19,999	<ol style="list-style-type: none"> 1. BC1 2. BC2

							<ul style="list-style-type: none"> 3. Which skills and characteristics are the hallmarks of a good advocate? (200 words) 4. What is the greatest challenge you have faced so far? (200 words) 5. How would your friends describe you? (200 words) 6. If there is anything else you would like us to know about you, please tell us here (200 words).
Outer Temple Chambers	London	2	Mixed	September 2022	12 months	£60,000 - £100,000	<ul style="list-style-type: none"> 1. Why do you wish to become a barrister? (200 words) 2. Why do you believe you will make a good barrister? In your answer, please identify any relevant experiences or skills that you believe may help you in your career. (200 words) 3. Why do you want to join our chambers? In your answer, please give reasons for your choice of chambers. (200 words) 4. What areas of practice are you interested in and why? (200 words) 5. In up to 150 words, persuade us of a point of view on a subject of your choice, serious or otherwise. Please note, you need not hold the view yourself. (150 words)
Pump Court Chambers	London	2	Mixed	October 2022	12 months	£30,000 - £39,999	<ul style="list-style-type: none"> 1. Give reasons for your choice of chambers (200 words) 2. What areas of practice are you interested in and why? (200 words) 3. Please identify any additional experience / skills gained that you believe may help you in your career. (200 words) 4. Why do you believe you will make a good barrister? in your answer, please identify any relevant experience or skills that you believe may help you in your career (200 words) 5. Why do you wish to become a barrister? (200 words)
QEB (Queen Elizabeth Building)	London	2	Family	September 2022	12 months	£30,000 - £39,999	<ul style="list-style-type: none"> 1. BC1 2. BC2

QEB Hollis Whiteman	London	3	Criminal	1 x October 2021 2 x October 2022	12 months	£30,000 - £39,999	Outside of the Gateway: Application not yet available.
Quadrant Chambers	London	3	Commercial	October 2022	12 months	£60,000 - £100,000	<ol style="list-style-type: none"> 1. Why do you think you will be a successful commercial barrister? What are the relevant skills, and why do you think you possess them? (250 words) 2. What are your strengths and weaknesses as an advocate or communicator? (200 words) 3. Tell us about a time when you failed to meet your, or someone else's, expectations. How did you respond? What do you do differently now as a result? (250 words) 4. Identify a change you would make to English law (constitutional, civil, or criminal) and explain why? (250 words) 5. Why should we choose you? (40 Words) (100 words)
Radcliffe Chambers	London	2	Commercial and chancery	October 2022	12 months	£60,000 - £100,000	Outside of the Gateway: CV and cover letter
Richmond Chambers	London	1	Immigration	October 2021	12 months	£20,000 - £29,999	<ol style="list-style-type: none"> 1. Why do you want to be a barrister? 2. Why do you want to specialise in immigration law? 3. Which area of immigration law interests you most and why? 4. Why do you want to join Richmond Chambers LLP? 5. Please explain, with reference to examples, why you have the necessary interpersonal skills and temperament to work directly with members of the public as clients.

							<ul style="list-style-type: none"> 6. Please give 2 examples of when you have worked well in a team in a challenging environment. 7. Please tell us anything else about yourself that you believe demonstrates that you meet our selection criteria.
Selbourne Chambers	London	4	Chancery	2 x October 2021 2 x October 2022	12 months	£60,000 - £100,000	<p>Outside of the Gateway:</p> <ul style="list-style-type: none"> 1. What interests you about a career at the Bar? 2. Why have you applied for pupillage at Selbourne Chambers? 3. Why do you believe you will make a good barrister? 4. Choose a case handed down in the High Court of Justice, Chancery Division over the course of the last calendar year (2020). Summarise the facts and the ratio. Why do you think the case is significant? (Max. 750 words)
Serle Court	London	3	Commercial and chancery	October 2022	12 months	£60,000 - £100,000	<ul style="list-style-type: none"> 1. Which one of our main areas of practice interests you the most and why? Apart from a thorough understanding of the law, what qualities do you think a barrister practising in that area should have? (250 words) 2. Why do you want to be a barrister rather than a solicitor? (200 words) 3. Please identify a piece of exceptional oral advocacy that you have seen in a non-legal context. Please choose a piece of advocacy that is widely known. What do you consider made it stand out? How could it have been improved? (250 words) 4. A clause in a commercial (business to business) contract provides: "The seller's maximum aggregate liability to the buyer under or in connection with the contract, including any liability arising out of or relating to the performance and/or breach and/or termination of the contract, shall in no case exceed £1 million." The clause is expressly stated not to apply to claims for personal injury or death caused by the seller's negligence or breach of statutory duty. In your

							<p>view, does this clause cap liability for a negligent misrepresentation made by the seller that induced the buyer to contract? Please explain the basis for your view in no more than 500 words. (500 words)</p> <p>5. Barristers are not allowed to refuse to act for a client merely because they disagree with that client's opinions or actions. Do you agree with this rule? What are some of the possible problems with it? (250 words)</p>
South Square	London	2	Restructuring and insolvency	October 2022	12 months	£60,000 - £100,000	<ol style="list-style-type: none"> 1. BC1 2. BC2 3. Please identify any experiences/skills gained that you believe may help you in your career? (400 words) 4. Please provide any additional information that you consider to be relevant to your application (400 words)
Tanfield Chambers	London	2	Property and real estate	September 2022	12 months	£60,000 - £100,000	<p>Outside of the Gateway:</p> <ol style="list-style-type: none"> 1. Please identify up to three situations in which you have demonstrated advocacy skills (strictly limited to 100 words each) including debating and mooting experience. Your example(s) may include any occasion on which you have used oral or written advocacy to achieve a desired end 2. Why do you want to be a barrister? (100 words) 3. Why have you chosen to apply to Tanfield? (100 words)
Ten Old Square	London	1	Commercial and chancery	October 2022	12 months	£60,000 - £100,000	<ol style="list-style-type: none"> 1. If it is not clear from the above, please set out what you are currently doing. (100 words) 2. If available, please specify individual subjects studied as part of your degree (whether you studied law or not) and GDL (if applicable) with dates and grades, e.g. "Tort 20xx: 67%" (300 words) 3. Have you ever been convicted of any criminal offence or are there any proceedings pending against you anywhere in respect of any criminal offence? If so, please give details and

							<p>any mitigating circumstances you would like to draw to our attention. Please note that, for this purpose a "criminal offence" means any offence, wherever and whenever committed, under the criminal law of any jurisdiction except: (i) an offence for which liability is capable of being discharged by payment of a fixed penalty; and (ii) an offence which has as its main ingredient the unlawful parking of a vehicle. Any conviction which is spent within the meaning of the Rehabilitation of Offenders Act 1974 is nevertheless required to be disclosed unless it is protected under the provisions of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. (400 words)</p> <p>4. Chambers' selection criteria are as follows: a) Genuine interest in Chambers' fields of practice; b) Academic ability; c) Analysis and reasoning; d) Knowledge and understanding of the law; e) Written communication skills; f) Oral communication skills; g) Ability to relate to lay and professional clients; h) Resilience, perseverance and a drive to succeed at the Bar. Please demonstrate how you meet our selection criteria. (1000 words)</p> <p>5. When marking your application, we would like to take into account the context in which your A-level grades were achieved. Please fill in the form at https://tenoldsquare.realrating.co.uk where you will be asked for information about a number of indicators. We encourage all applicants to fill in this form. You will not be penalised if none of the indicators applies to you or if you choose not to complete the form. (100 words)</p>
Thomas Moore Chambers	London	1	Mixed	October 2022	12 months	£40,000 - £49,999	<p>1. Why do you believe you will make a good barrister? In your answer, please identify any relevant experiences or skills that you believe may help you in your career. (200 words)</p>

							<ol style="list-style-type: none"> 2. Why do you want to join our chambers? In your answer, please give reasons for your choice of chambers and explain why you are interested in our areas of practice. (200 words) 3. Please describe an occasion when you have used your advocacy skills to good effect? (200 words) 4. Please describe an occasion when you have faced particular criticism and identify what you learned from it? (200 words)
Three New Square IP	London	1	Intellectual property	September 2022	12 months	£50,000 - £59,999	<ol style="list-style-type: none"> 1. BC1 2. BC2 3. What areas of practice are you interested in and why? (100 words) 4. What do you think is the most important intellectual property right today and why? And which do you think will be the most important in 20 years' time? (400 words)
Three Raymond Buildings	London	3	Crime and regulatory	October 2022	12 months	£30,000 - £39,999	Outside of the Gateway: Applications open on 4 th January 2021
Twenty Essex	London	4	International Commercial	3 x September 2022 1 x September 2023	12 months	£60,000 - £100,000	BC1 – BC3
Two Harcourt Buildings	London	2	Crime	October 2022	12 months	£20,000 - £29,999	<ol style="list-style-type: none"> 1. What are the key skills and characteristics you possess that you believe will make you a good advocate? (250 words) 2. What do you think the hardest thing will be about being a criminal barrister? Please also explain how you intend to deal with the challenge identified. (250 words) 3. If there is anything else that you would like us to know about you, please provide details here. (200 words)

Wilberforce Chambers	London	3	Commercial and chancery	September 2022	12 months	£60,000 - £100,000	<ol style="list-style-type: none"> 1. BC1 2. BC2 3. Please (a) include a breakdown of your results from all of your university examinations that are available and (b) if you have applied to Wilberforce in previous years, state when. (150 words) 4. Please give details of your communication skills (both written and oral, including any experience of advocacy, debating, mooting or other public speaking). (250 words) 5. What skills do you think you have that would assist you in our areas of practice and why? (200 words) 6. Please tell us about a case within one of our areas of practice and why you found it interesting? (250 words) 7. Please tell us about any personal interests and achievements. (200 words)
XXIV Old Buildings	London	3	Commercial chancery	October 2022	12 months	£60,000 - £100,000	<p>Outside of the Gateway:</p> <ol style="list-style-type: none"> 1. Please explain to us your commitment to the law, and to practice as a barrister in the areas in which XXIV Old Buildings specialises. You might include references here to your experience in public speaking or mooting, any mini-pupillages, any work experience and anything else which should lead us to believe you are committed to a career with us. Please limit yourself to 1500 characters.