

Application for Mini-Pupillage

Personal Details

Title

First Name

Middle Name

Last Name

Address

Telephone

Email

Mobile

In what year do you hope to commence a 12-month pupillage?

*Please note that that we are currently only processing applications for those who intend to apply for the 12 month pupillage program commencing September 2024.

Education

Higher Education – Undergraduate and Postgraduate Study (including any law conversion course).

For courses of study which you have completed please provide your overall result/classification and a breakdown of exam results.

For courses of study which are ongoing, please provide any exam results to date and (if possible) a predicted grade supplied by your institution.

For degrees from overseas universities please tell us what you consider the UK equivalent degree grade to be, and on what basis.

Current or most recent undergraduate/ postgraduate study

Institution Name

Attended from - Attended to

Degree Class	
*List predicted degree class for studies currently in progress.	
Subjects taken & results	
Type of qualification	
Date attained	
Other undergraduate/postgraduate study (1)	
Establishment	
Attended from - Attended to	
Degree Class	
*List predicted degree class for studies currently in progress.	
Subjects taken & results	
Type of qualification	
Date attained	

Other undergraduate/postgraduate study (2)

Establishment	
Attended from – Attended to	
Degree Class	
*List predicted degree class for studies currently in progress.	
Subjects taken & results	
Type of qualification	
Date attained	

Other undergraduate/postgraduate study (3)

Establishment	
Attended from – Attended to	
Degree Class	
*List predicted degree class for studies currently in progress.	
Subjects taken & results	

Type of qualification	
Date attained	
Other undergraduate/postgraduate study (4)	
Establishment	
Attended from – Attended to	
Degree Class	
*List predicted degree class for studies currently in progress.	
Subjects taken & results	
Type of qualification	
Date attained	
Other undergraduate/postgraduate study (5)	
Establishment	
Attended from – Attended to	
Degree Class	

*List predicted degree class for studies currently in progress.	
Subjects taken & results	
Type of qualification	
Date attained	
School Education – A Levels and GCSEs (or equivalents)	
A Levels - School/college	
Institution type (please pick one of the following)	<ul style="list-style-type: none"> • Fee-paying • State • Grammar • Academy
Attended from - Attended to	
Subjects taken & results - please give details	
Type of qualification and overall result/classification	
Date attained	
Institution name (GCSE or equivalent)	

Institution type (please pick one of the following)	<ul style="list-style-type: none"> • Fee-paying • State • Grammar • Academy
Attended from - Attended to	
Subjects taken & results - please give details	
Type of qualification and overall result/classification	
Date attained	
<p>Legal Employment and Work Experience History</p> <p>Please list in reverse chronological order and include any mini-pupillages and other legal employment/work experience which you have arranged but have yet to complete.</p>	
Employer/Organisation (1)	
Position held	
From - To	
Responsibilities and achievements	
Employer/Organisation (2)	

Position held	
From - To	
Responsibilities and achievements	
Employer/Organisation (3)	
Position held	
From - To	
Responsibilities and achievements	
Employer/Organisation (4)	
Position held	
From - To	
Responsibilities and achievements	

Employer/Organisation (5)

Position held	
From - To	
Responsibilities and achievements	

Employer/Organisation (6)

Position held	
From - To	
Responsibilities and achievements	

Employer/Organisation (7)

Position held	
From - To	
Responsibilities and achievements	

Employer/Organisation (8)

Position held	
From - To	
Responsibilities and achievements	

Employer/Organisation (9)

Position held	
From - To	
Responsibilities and achievements	

Employer/Organisation (10)

Position held	
From - To	
Responsibilities and achievements	

Non Legal Employment and Work Experience History

Employer/Organisation (1)

Position held

From - To

Responsibilities and achievements

Employer/Organisation (2)

Position held

From - To

Responsibilities and achievements

Employer/Organisation (3)

Position held

From - To

Responsibilities and achievements

Employer/Organisation (4)

Position held	
From - To	
Responsibilities and achievements	
Employer/Organisation (5)	
Position held	
From - To	
Responsibilities and achievements	
Employer/Organisation (6)	
Position held	
From - To	
Responsibilities and achievements	
Employer/Organisation (7)	

Position held	
From - To	
Responsibilities and achievements	
Employer/Organisation (8)	
Position held	
From - To	
Responsibilities and achievements	
Employer/Organisation (9)	
Position held	
From - To	
Responsibilities and achievements	
Employer/Organisation (10)	
Position held	

From - To	
Responsibilities and achievements	
Skills, Memberships and Professional Qualifications	
Languages (please detail any qualifications not included in the 'education' section above)	
Membership of a Inn of Court (if applicable).	
Inn of court	
Status (member, applied, not applied)	
Membership number	
Date from	
Professional qualifications	
Awarding body	
Qualification	
Date completed	
Grade	
Details (including subjects and a detailed breakdown of grades)	
Responsibilities, awards and interests	
Positions of responsibility	
Prizes and awards (please provide details of any scholarships, awards or prizes)	
Interests and recreational activities	

Advocacy	
Please list experience of written and/or oral advocacy.	
Other relevant information	
Date of call to the bar (if applicable)	
If you would like us to take account of any extenuating circumstances which affected your academic performance please explain the effect of those circumstances on your overall grade and provide us with any supporting evidence.	
If you have been unable to obtain mini-pupillages or other legal work experience please explain why.	
Is there any other information you wish to bring to Blackstone Chambers' attention in connection with your application? Please give details.	
Reasons for applying Please answer the questions below in no more than 300 words. Your answers will be assessed for their persuasive content and written communication skills. Please state the word count used underneath your answer.	
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 (please note the 300 word count limit, and note the number of words used under your answer)	

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 (please note the 300 word count limit, and note the number of words used under your answer)	
Do you intend to practise in England and Wales?	
Is there any legal bar to your practising at the Bar in England & Wales? If 'yes', please give details	
Please indicate if you are supported by the government legal service	
Please indicate if you intend to apply through the pupillage portal for pupillage at Blackstone Chambers if applicable	
Where did you learn about mini-pupillage/pupillages at Blackstone Chambers?	
Blackstone Chambers reference number from previous application, if applicable	

Repeat Applications

We accept repeat applications from candidates. If you have been unsuccessful previously in an application to Blackstone Chambers, the Pupillage Committee will generally wish to see evidence of positive changes in your application if you are to be a realistic candidate for mini pupillage or pupillage in a later application year.

References

Please note that our procedure for the supply of references was altered last year. References do not need to be provided at this stage.

We will only be seeking references for those candidates who are selected for mini pupillage and will consider references at final interview stage.

However, we suggest that you contact your referees at the earliest possible opportunity in order to ensure that they will be in a position to provide your references in the required timescales.

They should be asked to address the following matters:

- Intellectual capabilities including analytical skills both oral and written.
- General clarity of expression and effective communication skills.

- Ability to react to pressure and general resilience.
- Ability to work independently.
- Ability to build working relationships and work well as part of a team.
- Suitability for a career at the Bar.
- Confirmation of examination results where known.

Thank you.

Rare Contextual Recruitment System

Blackstone Chambers will be using the Rare Contextual Recruitment System (CRS) when processing applications. This allows us to understand each applicant's achievements in the context in which they have been gained. We understand that not every candidate's achievements look the same on paper – and we want to recruit the best people, from every background. For more information, please refer to our website.

We very much hope you will choose to participate and have included a link to the Rare CRS platform here. We would be grateful for a response on the Rare platform (from those who choose to provide it) in the next 3 working days following your application to Blackstone Chambers for an assessed mini-pupillage.

Thank you very much for your assistance.

Declaration

By making an application for mini pupillage at Blackstone Chambers, you consent to the processing of your personal data under the provisions of the Data Protection Act.

I agree

At the end of our form is the Equality & Diversity Monitoring form. Although you are not obliged to complete the monitoring form, we would ask you to do so in order to help us carry out monitoring as required by the Bar Council's Equality Code

Guidance Notes and Selection Criteria

1. Guidance Notes pages 2-3
2. Selection Criteria pages 4-5

AUTUMN 2022

Guidance Notes to Mini-pupillage application form 2022-2023

Thank you for considering making an application to Blackstone Chambers. These guidance notes provide you with information about the way in which we decide which candidates will be offered mini-pupillage. They are intended to help you to complete your application form in a way which provides us with the information we need, and gives you the best possible chance of having a mini-pupillage with us.

When we get your application form it will be anonymised before being passed to a member of our pupillage committee for assessment. Their focus will be on: your academic achievements; your legal and non-legal work experience and any other experience evidencing skills which are relevant to a career at the Bar in general and Blackstone Chambers in particular; your written and oral advocacy skills and experience; and your written communication skills. Applications which are assessed as being just below the standards required for an interview are assessed afresh by a second member of the pupillage committee.

Academic Achievements. We are looking for candidates of exceptionally high academic ability. We consider past academic performance at degree level to be a good indicator of academic ability and generally require as a minimum that candidates have either obtained a first-class undergraduate degree **or** have obtained a 2:1 *and* a distinction (or equivalent) at post graduate level. However, we make exceptions for candidates identified by the Rare Contextual Recruitment System as having significant potential. We also make exceptions for candidates who can demonstrate that there were exceptional circumstances (for example relating to health) which led to their receiving a lower overall grade than they otherwise would have done; and those whose applications contain other evidence of exceptional academic ability.

Please make sure that you provide us, on your application form, with your overall degree mark as well as the breakdown for individual subjects. If your degree is from an overseas university, please tell us what you consider the UK equivalent degree grade to be, and on what basis. If you are in your third year of university working towards an undergraduate degree and would like us to rely on predicted grades, or if you would like us to take into account a predicted grade at post-graduate level, you will need to provide supporting evidence of that predicted grade from your university. If you are inviting us to take account of any exceptional circumstances, please explain the effect those circumstances had on your overall grade and provide us with any supporting evidence.

Please do provide as much information as you can about your academic achievements. The more evidence we have of high academic achievement, the better your chance of being invited for interview. We do not treat degrees provided by any particular universities as being superior to any other.

Please also consider very carefully the importance of providing contextual information to us and giving your consent for that information to be shared through the Rare Contextual Recruitment System. We use Rare in order to help us level the playing field and identify potential in candidates from less advantaged backgrounds. So if you do not provide the contextual information requested and provide consent for it to be shared with Rare, we may not be able to take that information into account in assessing your application.

Work Experience and other experience. We are looking for evidence of skills and interests which are relevant to a career as a barrister generally, and to our chambers in particular.

We appreciate that not all candidates will have had the same opportunities to gain legal work experience but we do expect to see some evidence of your interest in and aptitude for a career in the law. If there are particular reasons why you have been unable to get legal work experience (such as mini-pupillages) we will consider them when assessing your application so please make sure you tell us about them. We also consider that non-legal experience is important so please do tell us about any work experience, or other relevant experience, you have and think carefully about the way in which experience outside the law might be relevant when describing your role to us. You may, for example, have had to deal with vulnerable people, or difficult customers or have shown resilience under pressure; you may have advocated on behalf of particular individuals/groups. All of this experience is relevant, in whatever context you have gained it, and we want to hear about it.

Advocacy and written communication skills. Our chambers puts great emphasis on high quality written and oral advocacy. Please provide us with a full list of your advocacy experience: examples may be legal such as mooting, representing clients through FRU or legal advice centres, or non-legal such as debating or advocating for a particular cause on behalf of an interest group, or in a work environment.

Your application form is your opportunity to demonstrate your persuasive written communication skills. Think carefully about your answers to the questions about why you believe you will make a good barrister and why you want to join our chambers. Make sure that your answers are well structured; clear; and persuasive.

Blackstone Chambers Pupillage Selection Criteria

Candidates for a pupillage in Chambers will be selected according to the extent to which they meet the following selection criteria, or, where appropriate, have shown during the recruitment process definite potential to meet the respective criteria.

1. Intellectual Ability

Candidates should have excellent intellectual ability as demonstrated by:

- 1.1 Formally assessed qualifications at degree level, including any postgraduate degrees, and professional or vocational qualifications
- 1.2 High quality legal analysis demonstrated consistently throughout the recruitment process
- 1.3 Academic awards, scholarships, prizes, and/or publications of exceptional note
- 1.4 Academic references (but only at the final interview shortlisting stage).

2. Analytical Ability

Candidates should:

- 2.1 Be able to deal effectively with written, numerical and spoken information
- 2.2 Approach a large amount of information calmly and in a structured manner
- 2.3 Be able efficiently to distinguish between relevant facts and irrelevant information
- 2.4 Relate facts to applicable legal principles
- 2.5 Unpick complex arguments
- 2.6 Not over-interpret information or make unwarranted assumptions

3. Effective Communication Skills

Candidates should:

- 3.1 Communicate clearly, giving sufficient background information to aid understanding without overloading audience
- 3.2 Structure communication to aid understanding
- 3.3 Adapt style and language of communication to the needs of the audience
- 3.4 Present complex legal points simply and accurately
- 3.5 Listen to others and builds on their points.

4. Strong motivation for a career at the Bar

Candidates should demonstrate that:

- 4.1 They have researched and obtained good understanding of what a career as a barrister entails, incl. positive and negative aspects of the role
- 4.2 They are committed to a career as a barrister
- 4.3 They are motivated by the role.

5. Strong motivation for a career at Blackstone Chambers

Candidates should demonstrate that:

5.1 They have researched and obtained good understanding of what Blackstone Chambers practice areas are

5.2 They are currently committed to a career in the relevant practice areas.

6. Advocacy Skills

Candidates should:

6.1 Be able to build a logical, rational argument based on fact and a good understanding of the law regardless of personal perspective

6.2 Be able to predict objections and has arguments ready to combat them if raised

6.3 Have a good understanding of influencing tactics and uses them confidently

6.4 Demonstrate good judgment in choice of material.

7. Interpersonal Skills

Candidates should:

7.1 Be able to build effective working relationships with a range of different people

7.2 Be able to work well as part of a team

7.3 Treat others with courtesy and respect

7.4 Have an ability to understand and empathise with different points of view

8. Resilience

Candidates should be:

8.1 Calm, objective, confident and in control under pressure

8.2 Comfortable and skilful in handling conflict

9. Ability to work independently

Candidates should:

9.1 Demonstrate ability to work independently

9.2 Be able to rely on their own judgment when guidance cannot be found elsewhere

9.3 Not get distracted or demotivated when working alone

10. Drive and determination

Candidates should:

10.1 Have and maintain a strong focus on achieving outcomes

10.2 Work to get round obstacles; does not give up

10.3 Be proactive in shaping what gets done, being aware of boundaries of own

10.4 Ensure deadlines are kept and promises met.

10.5 Have a strong work ethic.