



Six Pump Court Pupillage Brochure 2025

VI

VII



Introduction

This guide is our answer to the question: *Why do you want to become a pupil at Six Pump Court?*

We want to show that Six Pump Court is a set of chambers where you can expect to undertake interesting and challenging work across a broad range of practice areas in a supportive and friendly environment. We know that to be able to explain why you want to come to Six Pump Court, one must have first-hand experience of working at Six Pump Court. As such, it is not a fair question to ask applicants; and we won't. We are looking for applicants who can demonstrate an understanding of the core values of Chambers, who are familiar with the way in which we work, and who have a genuine passion for our key practice areas

By this guide we hope to provide transparency for applicants. We would like every application to Six Pump Court to be well informed and so we recognise that you need to understand why we consider pupillage at Six Pump Court is something we are proud of, how we will assess applicants, and how your practice is likely to develop during Second Six and into tenancy.

We have set out this guide in three topics: 1. Why you should want to come to Six Pump Court for pupillage; 2. How to get pupillage at Six Pump Court; 3. What to expect if you get pupillage, including how to apply for tenancy. We acknowledge that for many applicants even getting to this stage in their legal careers has required significant financial outlay and so we have tried to be as open and honest about the earning potential of our junior tenants.

Why should you come to Six Pump Court for pupillage?

Pupillage at Six Pump Court in six points

1. Six Pump Court offers two twelve-month pupillages per year. These are currently financed by a £40,000 pupillage award, £25,000 of which is paid monthly during the First Six and we guarantee earnings of £15,000 in the Second Six.
2. Pupils are supervised by three different barristers for each of three four-month periods, which gives exposure to a range of our practice areas.
3. Pupils receive regular feedback on their written work and on the advocacy sessions that are organised in Chambers, and Six Pump Court will fund all necessary courses during pupillage: we consider that our success is measured by the development of pupils during pupillage.
4. First Six pupils share the daily professional life of their pupil supervisor, which places them in Chambers to regularly meet other tenants and members of Chambers staff. Pupils shadow tenants in court, undertake drafting work for them, and research legal arguments among other things.
5. Second Six pupils enjoy daily court experience, typically in criminal law, and develop the type of practice they would wish to have as tenants. Working with the clerking team, pupils have a say in the way that they build their independent practices.

Head of Pupillage's view



Grace Cullen, Head of Pupillage

Six Pump Court seeks to attract applicants who have the skills and aptitude to succeed at the Bar and importantly contribute positively to life in Chambers. We operate an open-door policy and pride ourselves on the collaborative way our members assist one another with cases. We hope that you will find us to be a friendly and welcoming set of Chambers. We select tenants on the basis of merit, in accordance with our published tenancy criteria. Our pupils are, therefore, not in competition with one another for a tenancy. We see the success of our pupils as essential to Six Pump Court's future success.

Our objective is to ensure that our pupils observe and undertake a broad range of work across all our practice areas. Pupils always have the chance to discuss issues in their cases with their supervisor and other tenants to benefit from the experiences of others to develop strong arguments. This applies to issues that may arise when you are in court, as our strong presence in the South East makes it likely you will be sharing the robing room with at least one member of Chambers. Throughout pupillage, our pupils will also have the opportunity to undertake work with barristers at all levels of seniority, through attending court hearings and trials, conferences and by providing written advice and research.

However, as well as developing your legal skills, we think pupillage should equip you with the business skills you need to grow your practice. There will be opportunities throughout pupillage to discuss your practice and career goals with your pupil supervisor, Head of Pupillage, and Chambers' practice manager. This means that in addition to making sure our pupils gain considerable experience in all our key practice areas, pupils will gain the practical skills they will need to practice and thrive at the independent Bar.

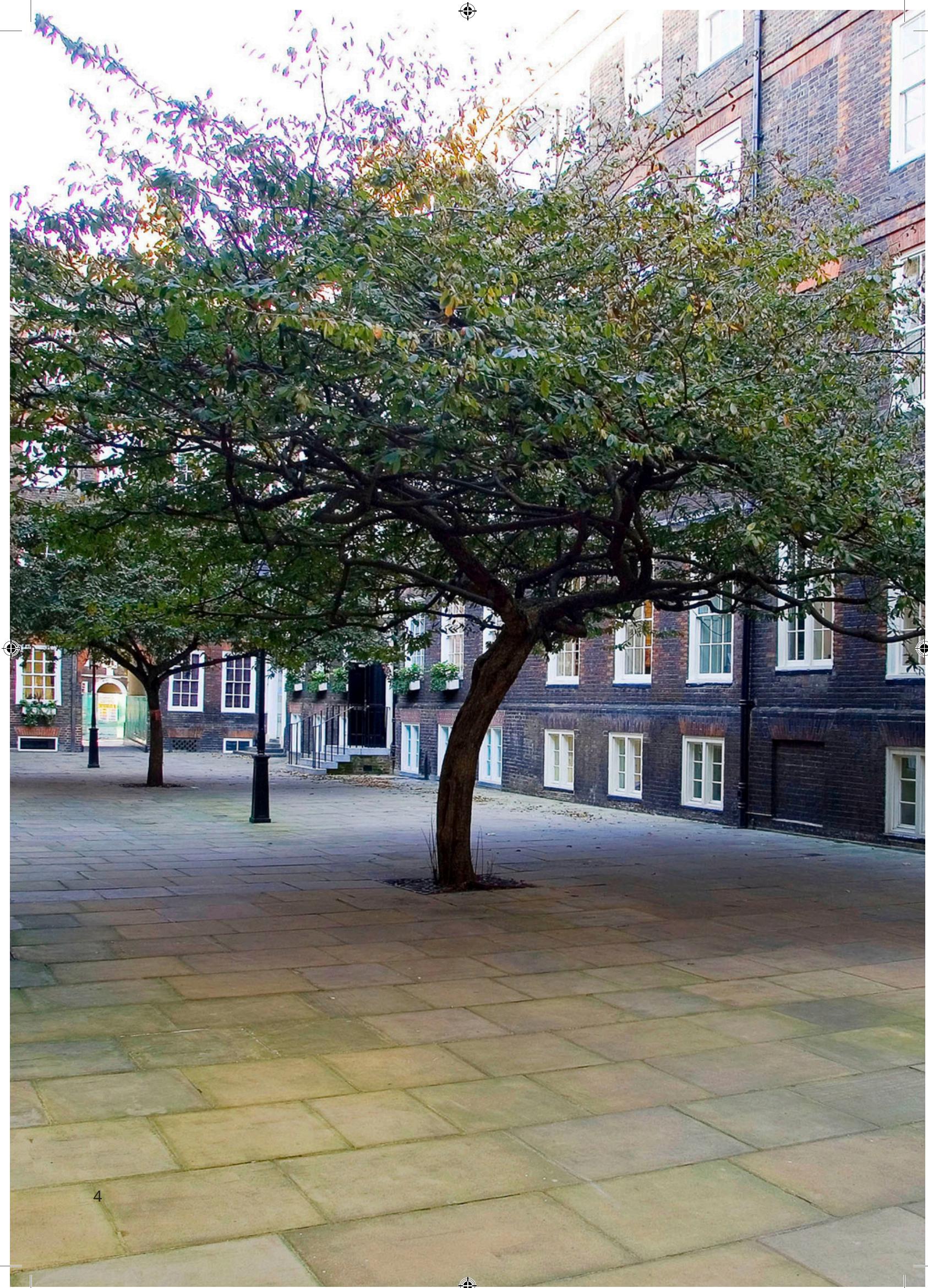
FUNDING

Our pupillages are fully funded with a current pupillage grant of £40,000, which is divided between a £25,000 pupillage grant in the First Six and £15,000 guaranteed earnings in the Second Six. In the First Six, pupils are paid £4,166.67 on a monthly basis. In addition, Chambers will pay for travel expenses incurred when attending court to shadow members of Chambers. As with all pupillages, the pupillage grant in the First Six is tax-free. During the First Six, pupils are required to undertake a course at their Inn of Court, which we finance in addition to any other educational training made compulsory by the Bar Council. In the Second Six, pupils keep all the money that they earn from their own cases and there is no upper limit to this sum nor do Chambers request payment for desk rent as is required of tenants. In each month, if a pupil's receipts are less than £2,500 (it is money received by the pupil rather than fees invoiced to clients) then Chambers will pay the difference. Based on the experiences of recent pupils we expect that earnings will exceed £15,000 in Second Six albeit there may be months, particularly the first one, where earnings have to be topped up.

WILL EARNINGS INCREASE AS A TENANT?

Tenancy triggers several significant changes, which can have significant impact upon the income of members of Six Pump Court.

Tenants are required to contribute financially to Chambers. This includes Chambers rent, which is currently payable at 8% of earnings as well as clerks fees, which are currently payable at 4.25% of earnings. In addition, there are fixed fees to pay to Chambers for a social entertainment fund to organise events within Chambers for its members, and a fee to rent a desk within Chambers (in the first year after pupillage this is £83.33 per month). Realistically, these costs run to several hundred pounds per month in the first year following pupillage and increase thereafter in line with earnings. These costs are more than matched by increased earning power of tenants. Simply put, with increased seniority comes better paid work. In addition, the acceptance of tenancy provides certainty for the clerking team, which this means they can accept more complex (and hence better paid) cases that are booked some time in the future. Chambers operates in a relatively small geographic area and has excellent links with local solicitors. For all our junior tenants, irrespective of practice area, it is common to have multiple hearings at a single court on a single day. This means less time and money is spent travelling and so relative income is increased. For those who are willing to work hard, tenants of around five years' call can expect gross income comparable with a city law firm. In all areas of law there is scope to be financially successful.





Pupil's view

Samuel Glanville



From my first day at Six Pump Court tenants and clerks alike welcomed me to the set. Not only did I spend time observing the work of as many members of Chambers as possible, but I also had the opportunity to socialise with junior and senior tenants after days spent in court.

Three barristers supervised me across the year and during my first six I spent time with two supervisors, one criminal and one civil. I spent much of my time working closely with my supervisors, either in court or working on drafting advices and court documents. My supervisors encouraged me to express my views about their cases and to have an initial stab at much of the drafting they were doing, whether this was an advice on the construction of a contract or planning cross-examination of a witness.

Alongside work for my supervisors I also undertook work for other members of Chambers in order to gain an understanding of the impressive breadth of work we do as a common law set. I produced written work across the range of environmental, health & safety, planning and criminal law, which helped develop my legal skills enormously. My first six months was an intense time but both of my criminal and civil supervisors were keen to ensure that I had time to myself outside of work and I was rarely required to work outside of normal working hours.



Róisín Finnegan

The second six months of my pupillage were particularly fulfilling as I have had the chance to apply the skills and techniques I observed during my first six months. I primarily worked on my own cases, and at times, did work for my supervisor and other members of Chambers. My practice mostly consisted of criminal cases; I regularly appeared in the Crown and Magistrates' Courts—and was lucky to have a Crown Court trial! I also appeared in the County Court for civil hearings, before Fitness to Practice Panels as a case presenter for the Nursing and Midwifery Council, and had the opportunity to draft summary grounds of defence for a judicial review in the High Court. Overall, the work was varied, challenging, and immensely rewarding.

Second six pupils can expect to be in court almost daily, sometimes handling several cases in one day. However, the clerks ensured that our caseload gradually increased and were accommodating when we required days out of court to work on papers. At all times, we were supported by our supervisors and members of Chambers who were always willing to spare a few minutes to advise when we were faced with difficult situations in court.

Appearing in Court regularly, and practising at the Criminal Bar in particular, has allowed me to hone my advocacy skills; become skilled at identifying and narrowing issues quickly; and learn to deal with, at times, vulnerable and difficult clients. These are valuable and highly transferable skills for practising in other legal areas that fill me with confidence for continuing my career at the Bar as a tenant at Six Pump Court.

What is tenancy at Six Pump Court like?

Tenants at Six Pump Court have the chance to develop a practice following their own interests and passions. The current junior tenants work in all our key practice areas and have built their careers in concert with our clerking team to reflect their interests and to take advantage of unique opportunities that are presented to members of a nationally-renowned set.



**Jemima
Lovatt**

*Called in 2020
Member of Chambers
since 2021*

Pupillage was a valuable opportunity to explore the wide variety of practice areas available at 6 Pump Court. It was challenging but my legal skills grew immeasurably and it provided a good foundation for tenancy. Since becoming a tenant of chambers, I have had the opportunity to undertake a secondment to the Nursing and Midwifery Council as well as prosecuting and defending Crown Court trials. I am now in the Crown Court on a daily basis, working on rewarding and interesting cases. The work of a barrister is without doubt one of the best jobs one can have, the Bar is very collegiate and the clerks at 6 Pump Court are excellent at securing high quality cases through which to develop a career.



**Douglas
Scott**

*Called in 2021
Member of Chambers
since 2022*

One of the main reasons for applying to join Six Pump Court was the diversity of work in Chambers. I undertake a mixed practice of environmental, regulatory, planning, civil and crime work. By way of example, in the week that I am drafting my contribution to this brochure my work involves drafting a pre-inquiry statement for an environmental waste operator in an upcoming permit revocation inquiry; on Tuesday morning I am defending a water company in court, followed by a conference in the afternoon with a solicitor in respect of a food hygiene case; and the rest of the week I am representing a police force at a Coroner's Inquest. In addition, in the 18 months I have been in Chambers I have acted as a junior in a pet feed Judicial Review, been instructed by a Government department in the Grenfell Inquiry and appeared in the High Court and Court of Appeal without a leader.

Another aspect of Chambers that I really like is that whilst members are often instructed in very impressive and high profile cases, everyone is extremely down to earth. Chambers has a very supportive atmosphere and I could not recommend it enough as a place to undertake pupillage and practice."



James Harrison

*Called in 2021
Member of Chambers
since 2022*

Since completing pupillage I have chosen to focus almost exclusively on general criminal work. I am in the Crown Court – at Canterbury or Maidstone – on an almost daily basis, prosecuting and defending. Appearing in the same court centres regularly is a real positive for several reasons. First, there is almost always another member of Chambers in the robing room to discuss a case with. Second, you can quickly build strong professional relationships with solicitors, judges, and opponents. Third, you are exposed to interesting and complex work beyond your Call. Fourth, there is the chance to complete multiple cases a day and minimise travel costs. Outside of criminal work, I act for the Care Quality Commission regulating care homes, and also for local authorities dealing with regulatory work in their area.

At the moment, I don't have a settled view on how I wish to develop my practice; I am enjoying the general criminal work that I do, but it is great to know that if I wanted to explore different work with the same procedure and rules of evidence that is something that is available to me. I love that in Chambers I am well supported in the work that I do by the other tenants and the clerks, but that I have the scope to develop my practice as I want, building from the varied caseload I enjoy as a member of a common law set.



Amy Taylor

*Called in 2022
Member of Chambers
since 2023*

Shortly after commencing my tenancy, my practice began slowly narrowing into two main areas. However, given the breadth of expertise in Chambers, there is always the opportunity to get involved with a range of different practice areas as a junior tenant. An example of this variety is evidenced in the work I have been instructed in this year alone, which include: representing an employee who was dismissed in circumstances where he made an allegation of furlough fraud against his employer; prosecuting a landlord for unlawful eviction and harassment of a family of five in the Crown Court and appearing on behalf of the Appellant in a judicial review claim concerning the principle and level of delegation permitted by an Inspector tasked with conducting a planning appeal. There is a genuinely collegiate atmosphere in Chambers, which makes for a very welcoming and supportive pupillage experience. Not to mention, there is always someone available for advice and guidance – whether that be after a long day in Court or last-minute instructions that have come through the morning before a hearing – regardless of how many years into tenancy you may be.

How to get pupillage at Six Pump Court

Application Process

Applications for pupillage at Six Pump Court should be made via the Pupillage Gateway.
Each written application we receive is anonymised.

All applications are reviewed by three tenants. Each tenant will independently score the application against our pupillage selection criteria (set out below). The three scores for each application are added together to give a total score. The applications are then ranked. We select the 25 highest-scoring applications and invite those applicants to first-round interview. In circumstances where scores are tied we may invite more candidates to first-round interview.

First-round interviews are held in Chambers (it may be possible to make alternative arrangements if extenuating circumstances apply) and are conducted by a panel of three tenants.

The interview will typically last ten minutes. Each candidate is asked the same questions.

Pupils are evaluated against Chambers' pupillage selection criteria and on their presentational and inter-personal skills.

We select the ten best performing interviewees and invite those applicants to second-round interview. In circumstances where scores are tied we may invite more candidates to second-round interview.

Second-round interviews are held in Chambers (it may be possible to make alternative arrangements if extenuating circumstances apply) and are conducted by a panel of three tenants. We try ensure that the panel is different to that which conducted the first-round interview and does not consist of members of Chambers from the open evening.

Second-round interviews last approximately 30 minutes. The interview will include a legal problem that is designed to test legal aptitude rather than any specific legal knowledge.

When selecting pupils and recruiting tenants, Chambers adheres to the principles of Equality and Diversity set out in the BSB Handbook.

Table of key dates

28 November 2024	Pupillage Gateway listing goes online
2 January 2025	Pupillage Gateway opens
6 February 2025	Pupillage Gateway closes
March 2025	First round interviews
April 2025	Second round interviews
5 May 2025	Offers of pupillage are sent
October 2026	Pupillage begins



What we look for

We apply the following selection criteria when selecting candidates for pupillage:

(a) Proven intellectual ability

We look for an ability to absorb complex information rapidly and to identify essentials from which an argument can be constructed.

- This can be demonstrated by performance in undergraduate exams (if you did not achieve an upper second-class honours degree then please address this in your application).
- We do look beyond academic results in seeking to identify candidates with potential or flair, which can be demonstrated by performance at interview or other experiences.
- Appropriate weight will be given to any other matters appearing on the Pupillage Gateway form or arising from interview which demonstrate high intellectual ability.

(b) Interests and achievements going beyond the academic subjects studied

We recognise that demonstrating excellence alongside academic performance shows a capacity to balance competing interests and marshal time and effort effectively. We want applicants with an ability to work under pressure, to cope with stress, and to remain calm but confident.

- This may be demonstrated in a variety of ways, including by learning skills or instruments, by high level sporting performance, by holding committee positions or similar, or by studying for a degree at the same time as working or bringing up a family.
- We look for drive and passion; a desire to work hard in multiple fields in which you are interested.
- We want to know a little more about you and how you spend your spare time as we are ultimately recruiting a member of Chambers, which is someone who can contribute as more than just a lawyer.

(c) Ability to express ideas clearly and persuasively

This relates to expression both in writing and orally, sometimes this will require concision but at other times it will be appropriate to include further detail to express complex concepts.

- We look for an articulate and confident response to questions and how you assimilate new information that may be given in response to your initial answer.
- We also consider the quality of your written application form both in terms of grammar and spelling, and linguistic choices.

(d) Ability to think on your feet	<p>We look for applicants who are willing and able to assess new information as it comes to light and adapt their arguments accordingly (or not if they determine that the information is irrelevant).</p> <ul style="list-style-type: none"> • This may be demonstrated by performance at interview. • This may also be shown by proven achievement in mooting or debating.
(e) Commitment to becoming a barrister and ability to pursue a career at the Bar	<p>We seek to recruit those who can demonstrate drive, determination, leadership skills and an ability to see things through to a successful conclusion.</p> <ul style="list-style-type: none"> • This could be demonstrated by the completion of work experience or other engagement with the Bar. • This may be demonstrated by achievement in non-academic fields or by overcoming adversity.
(f) An interest in more than one of the areas of law within our key practice areas	<p>We want candidates who understand the areas of law in which we act and the realities building and maintaining such a practice. We want to know that applicants understand that our junior tenants have a predominantly criminal practice.</p> <ul style="list-style-type: none"> • This could be demonstrated by previous placements with us, other Chambers, or other employers in the same practice area. • This could also be demonstrated by academic or extra-curricular study relating to one of our practice areas.
(g) Capacity to understand and to show understanding of the needs and problems of those for whom and with whom they work	<p>We want to recruit only those who will be a positive member of Chambers in the sense that they are able to professionally assist their colleagues or instructing solicitors, empathise with their lay client, or be able to personally support other members of Chambers.</p> <ul style="list-style-type: none"> • This could be demonstrated through work experience or by references provided to support your application. • This may be shown in the way in which candidates answer written or oral questions. • At interview, this will also include a consideration of an applicant's temperament.
(h) Good interpersonal skills	<p>We look for candidates who will be able build long-lasting, collaborative relationships with clients and within chambers.</p> <ul style="list-style-type: none"> • This could be demonstrated by proof of sustained professional relationships with colleagues and others over time. • At interview, this will also include a consideration of an applicant's temperament.



Disability Applicants with a disability are encouraged to contact Grace Cullen, Head of Pupillage, in confidence by email grace.cullen@6pumpcourt.co.uk) if there are any reasonable adjustments that may be made in relation to their applications.

Equality and diversity

At Six Pump Court, we are committed to promoting and achieving equality and diversity in all areas. We want to receive applications from anyone who has the qualities and skills we are looking for, no matter what university or school they have attended, no matter what age, race, gender, or sexual orientation. Our pupillage application process is "blind" to ensure fairness. We also believe that the Bar needs to make better progress in encouraging people from diverse backgrounds to enter the profession. Members of Chambers accept this as a responsibility we can all commit to. In recognising this, we have taken the following steps:

- Regularly monitoring diversity data. In accordance with the Bar Standards Board Handbook, we collect and publish the results of our diversity data monitoring exercises.
- We have adopted an Anti-Racism statement.
- We set up a Steering Group to consider under-representation in recruitment and through career progression.
- Members of chambers have visited state schools with high ethnic diversity to give career talks to students who may be interested in a career at the Bar.
- We have run open days in Chambers to give students the opportunity to meet members of Chambers and take part in a mock-trial.
- We maintain a wellbeing and assistance programme for all members and staff which provides independent support if ever needed.

More information can be found on our website under Equality, Diversity and Inclusion.

Change of career We are very happy to receive pupillage applications from those who have come to the Bar from another career. We are also happy to consider those transferring from another legal profession, whether within the British Isles or the Commonwealth or beyond.

What to expect from pupillage at Six Pump Court

Pupillage at Six Pump Court should be such that at the end of the year pupils will know and have experienced what life is like as a member of Chambers. This ultimately guides what happens during pupillage. Each day is different. Pupils will sometimes spend a day working on a skeleton argument in Chambers alongside their supervisor and sometimes they will travel further afield for a morning in court followed by an afternoon in our annex helping to prepare a trial. Pupils are encouraged to undertake work for as many members of Chambers as possible to expose them to all our practice areas and so they may learn from advocates of varying seniority and different styles.

It is hoped pupils will have the opportunity to experience many of the different types of hearings first-hand so they are prepared for their own advocacy. From the outset of Second Six, pupils have their own clients and conduct of their own cases. Initially, the clerks are careful to ensure that pupils are not overloaded and that they remain able to observe interesting hearings being undertaken by others. Supervisors and other members of Chambers are always on hand to discuss cases.

Pupillage is an invaluable learning opportunity. During the year there are constant opportunities to have informal discussions with tenants and clerks about the realities of life at the Bar. In the past we have organised talks from some of our direct access practitioners to discuss how they successfully built their practices, and from our clerks to explain how to cultivate a good working relationship and how to seek instructions in specific areas of law.

In addition, there may be opportunities to be led or to undertake devilling work, which enable pupils to gain exposure to more complex cases.

Structure

Pupillage is divided into three four-month periods that reflect the transition of our pupils from non-practising work during the First Six to becoming a fully-fledged barrister at the end of Second Six. 1. Our pupils' first supervisors are typically based in Chambers and the expectation is that they share their office with their pupil who assist them with their work, learn the basics of life in practice, and accompany them when they attend court. Pupils are not limited to working for their supervisor; rather, efforts are made to ensure that they work on the most interesting and educational cases being handled in Chambers.

2. The second supervisor will help with the transition from supporting members of Chambers to getting our pupils on their feet undertaking their own cases. Second supervisors typically will have a practice that lends itself to regularly spending time in court, which familiarises pupils with court processes before they begin their own advocacy.

3. Finally, a pupil's third supervisor will continue to provide them support. Doing work for other members of Chambers or for their supervisor remains a part of the lives of our pupils. Whilst it is usual for pupils near the end of their pupillage to spend most of their time in Court there remains an expectation that they will continue to produce written work or assist with research, albeit to a lesser degree.

Will you be assessed?

Pupils regularly do pieces of written work for members of Chambers and receive feedback but this is primarily intended to be educational (although examples of positive feedback have been exhibited by recent tenants in their applications to join Chambers). There will also be several opportunities to complete advocacy in front of members of Chambers who will then offer you advice on how to improve your submissions. Again, this is intended to be a learning opportunity. Pupils may also be given more formal assessments which are taken into account by their supervisors when considering their tenancy applications. During appraisals with their supervisors, which occur at the end of each of the three four-month 'seats', pupils discuss the feedback that they have been given for recent work and for their most recent piece(s) of advocacy. It is intended that when pupils come to apply for tenancy they have a personal record of feedback received. In this way, they can demonstrate their growth and improvement. These comments from established practitioners will be supplemented by summaries provided by supervisors and any comments that members of Chambers make during the Annual General Meeting at which tenancy decisions are made.



Advisors

Covid-19 has changed the working practices of many members of Chambers and so where previously it was the norm for 10-20 people to be working within the building on a daily basis, working from home has become more popular. As a Chambers we have embraced this shift in several ways. With respect of pupilage the change is manifest in our creation of the role of 'Advisors' who work with our pupil supervisors. Our pupils continue to have a single supervisor for each of their three four-month 'seats' but we now ensure that one or two other members of Chambers are selected to work alongside them. This means that pupils can expect at least one of these people to be in Chambers every time that they are, they can expect to be able to rapidly contact a supervisor/advisor, there is greater scope to observe interesting cases in an area they are interested in, and it enables the building of stronger relationships with more members of Chambers.

Buddies We have been described as having a friendly, supportive atmosphere, and junior tenants enjoy the help and guidance of the more established members of Chambers. We replicate this during pupillage through a buddying scheme. Pupils are assigned a buddy at the start of their pupillage who will answer any queries or questions our pupils wish to raise. We hope that pupils can address any issues through their supervisor but we recognise the potential difficulty in expressing concerns or raising problem with the person who will undertake their appraisal. Therefore, we pair pupils with a junior tenant who makes themselves available for meetings or calls as and when needed. We hope that these discussions are simply opportunities to discuss the realities of the job and talk about recent cases. However, we also understand the importance of having the chance to raise problems or concerns in confidence with someone who was recently a pupil themselves.

How do you get tenancy?

At the end of pupillage, pupils who wish to be considered for tenancy must make a written application to Chambers. Any applications are discussed at the Chambers' Annual General Meeting. During the meeting, written applications will be considered as will remarks made by Head of Pupillage, Christopher Badger, each of the pupil's supervisors, and any members of Chambers who have a view on the application. At that AGM, all members of Chambers will have a right to vote as to whether tenancy is offered; to be successful applicants need to secure 75% of votes.

We aim to reach a decision about tenancy after approximately 11 months of pupillage. All pupils, whether they are offered a tenancy, are entitled to remain with us for the remainder of their pupillage on a full pupillage award. Thereafter, those who did not apply for or were not offered pupillage may remain in Chambers at the conclusion of their pupillage for a reasonable period, or until such time as they are able to make alternative arrangements, for example by securing a Third Six pupillage elsewhere. Every reasonable effort is made to assist such pupils to find a further pupillage, a tenancy or employment elsewhere and during this time pupils will retain their own cases.

