





# Pupillage information Introduction from the Heads of Chambers

We are proud of Blackstone Chambers' reputation for combining formidable strengths across a wide range of practice areas with state of the art facilities and a friendly and open approach to client service.

Chambers enjoys an enviable reputation for its wide range of work covering commercial, public and human rights, employment, EU and public international law.

We enjoy and promote our collegiate working environment. Members of Chambers tend to work closely together, seeking regular advice from colleagues. We do not believe in rigid hierarchies, and all members participate fully in the life and work of Chambers.

We invest very strongly in our pupillage programme, and we believe our pupils complete the year with extremely robust legal and practical skills.

We strongly believe in a collegiate approach to our working lives and encourage pupils to be part of, and learn from, this ethos.

Chambers UK 2015 refers to Blackstone Chambers as a *"modern, forward thinking set"* which has *"no equal when it comes to breadth of experience and accessibility for their commerciality and approachability, qualities which are mirrored in the set's excellent clerking team"*. In recent years, it has also stated that *"[Chambers] has a 'gregarious' atmosphere and, for the benefit of pupils, effort is made to 'create a relatively relaxed environment during what is a naturally stressful period'... 'The cross section of work on offer lends itself to diversity' and 'the set is as good as its word in being open-minded as regards to who and what you are, and where you come from'."*

We invite you to consider a pupillage at Blackstone Chambers, and we look forward to welcoming you to Chambers should you choose to undertake a mini-pupillage with us.

**Monica Carss-Frisk QC and Tony Peto QC**

## Blackstone Chambers Our practice areas

Blackstone Chambers receives high ratings in both of the two principal legal directories, Chambers UK and Legal 500. Currently listed in 17 practice areas in the Chambers Directory, Blackstone Chambers is a leading civil law set, regarded as one of the 'magic circle' sets in London. What is unusual about our Chambers, in addition however, is the broad range of high quality work which is undertaken here, and the scope it provides for practitioners to exercise a myriad of legal skills in practice.

It is not possible to list all our practice areas in great detail here but a look at the CVs of our barristers on our website [www.blackstonechambers.com](http://www.blackstonechambers.com) will give an idea of the vast number of interesting and cutting edge cases and areas of law in which barristers in these Chambers are instructed. However an example of the breadth of our work can be seen from the following outline of each of our core practice areas.



## Commercial

Commercial law involves representing clients in business and financial disputes, and giving advice on related legal issues. The clients may be individuals, small businesses, large corporations or government and regulatory bodies. Members of Chambers regularly appear in commercial cases in the full range of courts (from multi-million pound cases in the Commercial Court to small business disputes in the County Court), tribunals (for example in financial services regulation or tax fraud cases) and commercial arbitrations. Commercial disputes arise in a great variety of factual situations, and may raise novel and complex points of law.

Specific areas involved include arbitration, banking and financial services, commercial judicial review (see public law and human rights below), contract disputes, company law, fraud, financial services, insolvency, insurance and reinsurance, media and entertainment, partnership, professional negligence and the sale and carriage of goods. Commercial cases also frequently have an international dimension: they often require consideration of issues of private international law (i.e. whether the English courts have jurisdiction over the case and which country's law is applicable), and opportunities arise for travelling and working abroad.

## Public Law and Human Rights

Public law and human rights cases are often at the cutting edge of legal developments in the UK and serve to help maintain the balance between the interests of the individual and the State. For many years, Blackstone Chambers has been the home of barristers dedicated to ensuring that the rights and interests not only of individuals but also of regulatory bodies and companies are recognised and protected. Our members act in human rights cases and judicial review both for and against public bodies. We are involved in areas including freedom of expression, immigration, education, planning, housing and local government.

Blackstone Chambers is particularly noted for its ability to provide commercial advice in a public law context. Because of our strength in commercial and public law, we are able to offer expertise in regulatory and other areas which cross both sectors.

## Employment

Members of Blackstone Chambers undertake a complete range of contentious employment work both for employers and employees. They advise on matters ranging from high value or complex High Court employment disputes, including restrictive covenants, injunctions, confidentiality, TUPE and garden leave, to the entire gamut of issues in the employment tribunals, from unfair dismissal and equal pay to discrimination issues in all their forms. The expansion of anti-discrimination legislation and the application of the Equality Act 2010 provide an ever expanding range of issues on which advice and representation is sought by both employers and employees alike.



### **EU and Competition**

Competition and European law expertise is an integral part of the specialist practices of individuals in Blackstone Chambers. The range of specialist knowledge to be found among the many barristers at Blackstone Chambers who practise in competition and EU law includes US antitrust, mergers, jurisdiction issues, free movement, the control of misleading advertising, judicial review and parallel importation. Expansion of work in this area has seen an increase in the number of cases working their way through the Competition Appeals Tribunal.

Members of Blackstone Chambers regularly act on behalf of UK and multinational corporations and for the UK Government, the governments of other EU Member States and Candidate States, European Institutions, and a full range of regulators across a wide spectrum of industries, as well as for other public bodies.

### **International Law**

This is a highly specialised practice area and Blackstone Chambers is experienced in advising and representing governments, corporate bodies and individual litigants on international disputes, constitutional affairs and human rights issues before a range of international courts. Barristers have particular experience in international boundary disputes, state and diplomatic immunity and international protection of human rights. They appear regularly before the International Court of Justice, international arbitration tribunals (for example ICSID, the International Centre for the Settlement of Investment Disputes) and before domestic courts in cases involving issues of public international law.



Within the broad practice range, there are a number of industry sectors where members of Blackstone Chambers are known for their expertise including:

### **Sport**

Blackstone Chambers has considerable experience across all areas of sports law including agency, broadcasting, contract, disciplinary, drugs, employment, image rights, regulation, sponsorship, state aid and ticketing. We have developed a leading reputation for sports law in part through our existing strengths in complementary fields of practice, notably: public law, EU and competition, commercial law, human rights and employment law. As a result, Blackstone Chambers attracts a range of clients, from major sports governing bodies to sporting individuals, teams, clubs, agents and broadcasters.

### **Media and Entertainment**

Members of Chambers act for a wide range of film, theatre and record companies, book, music and newspaper publishers as well as numerous performers, directors and producers and have been involved in many of the major disputes in this field. Often work in this sector will include issues of copyright and other 'soft' intellectual property issues.

### **Telecommunications**

Blackstone Chambers has a significant telecommunications practice, building on its expertise in commercial, public law and regulatory matters. Members of Chambers advise and represent regulators, operators and consumers on issues including regulatory, public law and competition. Issues cover fixed line and mobile networks and services, as well as internet-related matters relevant to telecommunications, including by-pass, interconnection and VoIP issues. Other areas of advice include the construction of licences, arbitration clauses, and the effect of constitutional freedom of expression and property guarantees on exclusivity.

### **Banking and Financial Services**

Members of Chambers have broad experience in banking and financial services including an extensive regulatory practice. They act both for and against a variety of financial and other regulatory authorities, corporations and individuals. Members have advised extensively in relation to the Financial Services and Markets Act, advising regulators, approved persons and others on aspects including authorisations, listing rules, market abuse, financial promotion, collective investment schemes, and disclosure.

Members of Chambers also undertake a range of asset finance and banking litigation cases. Other areas of practice include pensions review, cases of alleged insider trading, professional negligence, and the impact of the Human Rights Act upon enforcement procedures of self-regulatory organisations.

In addition to this, some of our members have areas of expertise which fall outside our core areas. We have strength in privacy, lotteries and gaming, and environmental law.

# Pupillage information Pupillage at Blackstone Chambers

## The Work

We believe that pupils should be involved in every aspect of their pupil supervisor's work. We give our pupils a rounded overview of a barrister's role, and equip them for the legal and practical challenges they will face in practice.

As a pupil at Blackstone Chambers, you will have four supervisors through the year. Pupil supervisors are chosen to ensure that each pupil gets a solid grounding in the three core areas of Chambers' work – commercial, employment, and public law. Beyond that core, you will experience your supervisors' particular areas of expertise. In recent years, for example, supervisors have been experts in areas including competition law, immigration law, and financial regulation.

Pupillage at Blackstone Chambers is very much a hands-on experience. From your first day with your supervisor you will get stuck into whatever cases your supervisor is instructed on at that moment. The typical work involves doing first drafts of the documents which your pupil supervisor is working on. You will therefore develop a wide experience of drafting pleadings and other court documents, writing skeleton arguments and compiling written advices. You may also be asked to do a first draft of questions to be used in a cross examination, or to prepare opening or closing submissions.

You will also be involved in every step of the advisory and litigation process. Pupils attend conferences with clients, listen in on phone conversations where appropriate, and are encouraged to discuss the strategic, procedural and ethical elements of cases with their supervisors.

The emphasis which we place on the close working relationship between pupil and supervisor means that pupils do not do any additional work for other members of Chambers. You will be able to focus entirely on the cases which you are involved in on a day-to-day basis.

Because Blackstone pupils are exposed to such a wide range of legal areas, the whole year is non-practising, which means that pupils do not take on any of their own paid work during pupillage. On the other hand, we strongly encourage our pupils to take on pro bono cases with FRU or other charities, and we will provide support and ensure that you have the time you need to dedicate to pro bono work.



# Pupillage information Pupillage at Blackstone Chambers

## The Training

Pupillage is, first and foremost, about giving you the skills you need to be a barrister. We are proud of our reputation for providing a legal training which is second to none.

The first week of pupillage at Blackstone Chambers is an induction week. We have specifically designed the week to help pupils get the most out of pupillage: we introduce you to the members of Chambers, the staff, the resources available, and we explain many of the mechanics of work as a pupil and a barrister. We have found this week invaluable for settling pupils into their new role.

The core of your education at Blackstone Chambers is the interaction you will have with your pupil supervisor. We believe it is vital that pupils are with their supervisors at every step of the legal process, and not isolated from the real action.

Pupils are encouraged to discuss their work with supervisors. Pupil supervisors also strive to give constructive feedback on every piece of written work which their pupil produces; whilst we cannot promise that there is always time to meet this ambition, you will certainly receive ample detailed feedback and suggestions for improvement during your year.

We also build in a structured programme of feedback to give a more general picture of our pupils' progress. Before you leave one pupil supervisor for a new one, your old supervisor will complete a form commenting on your progress across a wide range of skill sets – from written work to interactions with clients – and suggesting areas for you to work on. You will be given a copy, and it will form the basis of a constructive discussion with you before you move on to your next supervisor.

Pupils also have the benefit of detailed feedback from other members of Chambers through our programme of assessed work. Through the year, pupils do five pieces of assessed written work, each of which must be completed over a period of two days. The work is then assessed, typically by one senior and one junior member of Chambers. As the name suggests, one purpose is for us to gain an objective view of pupils' progress. But equally important is that it provides a structured opportunity for pupils to receive intensive feedback from other members of Chambers. We take this role extremely seriously, and all markers spend time discussing the work with the pupils.

Last, but certainly not least, is the advocacy training which we provide. A team of our barristers, who are experienced advocates and trained advocacy trainers, provide a programme designed to equip pupils for the kinds of cases they are likely to face in the first years of practice. Covering witness handling and legal submissions, we build on what you learn at bar school and at your Inn. The advocacy sessions will be watched by the other pupils, the Chambers Director, and two or three members of Chambers as trainers. In total, we provide seven advocacy sessions. The last four of them are assessed, meaning that your performance will be taken into account should you apply for tenancy in Chambers.

Applicants are sometimes surprised by the number of 'assessments' which our pupils do. But we have found them to be an invaluable way of giving structured feedback to pupils. It is also a way of making fair and objective comparisons. Remember that, wherever you do pupillage, you will be 'assessed' on a daily basis. We feel that the fact that we have formalised the process, and built in intensive feedback sessions, is a real benefit for our pupils and for Chambers. Pupils also tell us that their year is a far less stressful experience because they know that the assessment process is clear and fair.

### **The Lifestyle**

Blackstone Chambers is a friendly and inclusive environment, and as a pupil you will be integrated into Chambers' life. You will sit with your supervisor, not in an annexe away from the action, and you will be invited to Chambers' social events.

As you would expect, barristers at Blackstone Chambers work hard. On the other hand, we recognise that most people work best when they have a sensible work-life balance. We judge our pupils by the quality of their work, not the quantity. Thus when we say we expect pupils to work Monday to Friday, from around 8.30/9.00 to 6.00/6.30, we mean it. Pupils in Chambers any later are often urged to go home. So whilst there may be times when you choose to work longer hours, you will rarely be expected to.

Pupils are entitled to 20 days of holiday per year plus bank holidays, and we normally require pupils to take 10 days in their first six, at Christmas and Easter, and 10 days in the summer of their second six.

In line with our policy of encouraging the best applicants from all backgrounds and walks of life, we are open to discussing any particular requirements you may have in terms of balancing work and other commitments. Please feel free to contact us for a confidential discussion.

### **The Finances**

We currently offer a pupillage award of £60,000 for pupillages commencing in 2017. Pupils may apply to draw down up to £17,000 during their BPTC year. These figures are not affected if, like many of our pupils, you are successful in obtaining further financial assistance from your Inn. (Our awards may be reviewed during the currency of the application process).



# Pupillage information Pupillage at Blackstone Chambers

## **The Tenancy Decision**

At present, Blackstone Chambers' policy is one of gradual expansion. We do not operate a quota for tenancies. Chambers has space to expand and is looking to take on outstanding candidates. We are optimistic about the future of Chambers and our ability to meet the challenges of a changing legal world. Over the past few years we have taken on new tenants each year, and we intend to do so for the foreseeable future.

The statistics speak for themselves: over the past 10 years we have taken on 28 tenants from our annual pupillage intake, accepting between 2 and 4 pupil tenants a year. In the last 3 years we have taken on 9 tenants from this category. On the other hand, you will appreciate that we cannot offer tenancy to everyone who applies. We therefore invest a lot of time ensuring that our tenancy decisions are entirely fair, and that the process is as transparent as possible.

We normally take tenancy decisions in early July each year. We will tell you the date well in advance. The decision is taken by a vote of the whole of Chambers. The information on which members of Chambers base their decision on is feedback from your pupil supervisors, your assessed work, and your performance in the advocacy training. At the meeting, all members of Chambers are given the opportunity of expressing their views on candidates. However, because of our policy of not allowing pupils to do work for other members of Chambers, there is no chance that any pupil will be unfairly advantaged simply because they happened to work on a particular case.

## **The Alternatives**

Pupils who do not stay on as tenants at Blackstone Chambers have a wide range of options. The high quality of our training and of our pupils is known and respected across the profession. Furthermore, if you are not offered tenancy here, your pupil supervisors and others in Chambers will pull out all the stops to help you to find a place at another set of chambers which fits your interests. This usually means doing a third six months of pupillage there, although sometimes pupils go straight into tenancy elsewhere. In recent years, pupils who have not stayed on at Blackstone have gone on to successful practice in other top sets of chambers.

## Life as a Tenant

Your professional life as a member of Blackstone Chambers will be an attractive one. You will work hard, but you will be your own boss. We enjoy our professional lives and work in a friendly atmosphere. We work as individuals although, of course, we have many common interests as members of the Chambers. However, you will not be a mere number in a vast office. You are responsible for your own work but you should feel free to consult with your colleagues and to draw on the collective expertise of Chambers. You should never be just one brick in a pyramid of delegated work.

As a junior tenant you can expect a broad mix of advisory and advocacy work. At the more junior end of Chambers there is County Court and employment tribunal work, and even very occasionally some Magistrates Court work. You will also find yourself involved in High Court litigation from an early stage in your career, in particular dealing with interlocutory applications. You will also be instructed as a Junior assisting a Silk in larger cases and in advisory work. We place a very heavy emphasis on giving our junior barristers a range of experience from covering their own smaller cases to assisting on large cases. You will certainly have a varied and stimulating life.

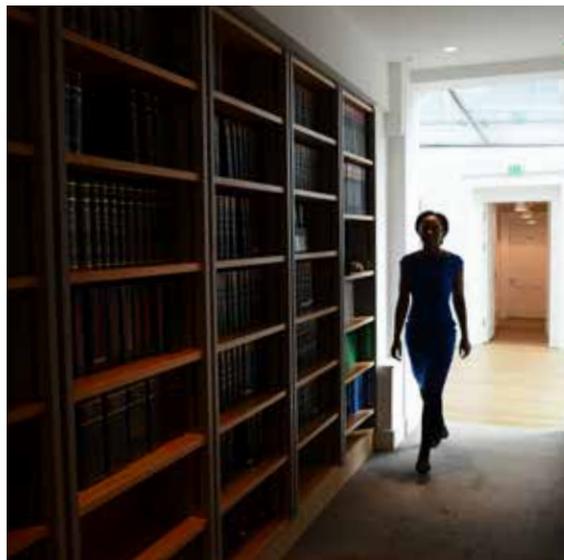
It is our experience that our junior tenants very soon begin to make a good living at the Bar. Of course, the earnings of individual barristers do vary. However, within a short time of commencing practice the earnings of junior tenants in these Chambers are certainly comparable to those of assistant solicitors of comparable length of experience. Over time, we are confident that your income will stand favourable comparison with that of any other professional person.

Chambers' expenses, including rent, are shared between members of Chambers in proportion to their receipts in the previous year. The Chambers' financial year commences at the beginning of April. Accordingly, and on the basis of a tenancy commencing in October, you will pay no Chambers expenses or rent for your first six months in Chambers; in the following year, you will only pay a modest amount proportionate to your receipts in those first six months.

Members of Chambers are fully aware of the financial strains encountered by tenants establishing their careers at the Bar. In order to try to ameliorate any difficulties, Chambers offers new junior tenants an interest free loan of up to £30,000 at the beginning of their first practice year, repayable at the end of 15 months in practice.

*"A 'relaxed and co-operative' vibe prevails."*

Chambers Student Guide 2014



## And what do two of our junior tenants say...?

### Shane Sibbel

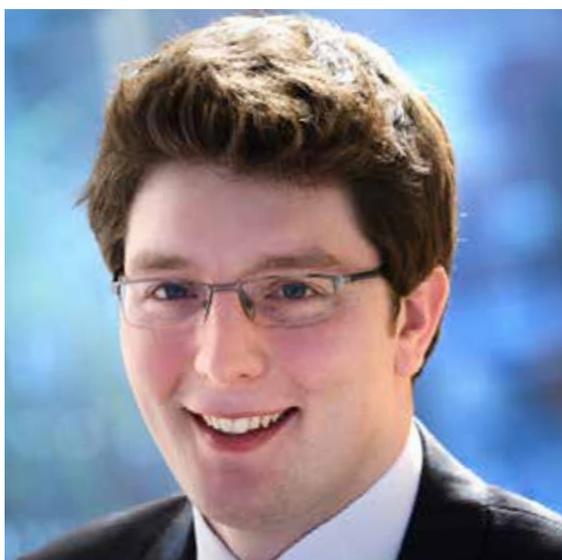
My principal reason for applying to Blackstone Chambers was that it enjoys a reputation for excellence across a wide variety of practice areas. Blackstone offers aspiring barristers perhaps unrivalled opportunities to be involved in great work, and to learn. What also moved me was the unstuffy and friendly atmosphere of Chambers, which came across even at the stage of my first interview (a 15 minute debate about the law of blasphemy).

These initial impressions of Blackstone were confirmed following a week long mini-pupillage. Even during that short period of time, I saw a good mix of interesting cases concerning bank fraud, a wife-beating doctor and a challenge to the financial ombudsman, and I was well looked after. Lunch on the roof terrace discussing the problem of gambling-addicted pensioners was another highlight. I had no hesitation in subsequently accepting Blackstone's offer of pupillage.

What followed was a year which was exciting, challenging and even, dare I say, fun at times. I worked on live cases from the start, ranging from the profound to the bizarre. These included i) several whistleblowing and discrimination cases, ii) an FA Premier League arbitration, iii) a judicial review of primary legislation on EU law grounds, iv) a dispute over the "Team Lotus" trademark in Formula One, v) an EU competition case involving a self-expressed "blood-brotherhood" of shower-enclosure cartelists, vi) the first individual appeal from a decision of the Qatar Financial Services Regulatory Authority, and vii) a dispute concerning the contractual and proprietary rights associated with a villa in a private Caribbean resort.

My supervisors took the time to ensure that I was properly involved in these and many other cases. I frequently attended court and client conferences, and I often produced the first draft of an opinion, pleading or skeleton argument. Combined with a system of staggered, centrally-set written assessments, advocacy exercises and feedback sessions, these experiences allowed me to learn a lot. It was also very encouraging to see my own ideas and expressions increasingly being incorporated into litigation and assisting my supervisors and their clients.

Great efforts are made at Blackstone to ensure that pupillage is as fair and humane as possible. I worked only for each of my four supervisors, and my normal working hours were 8:30am to 6:30pm. People were supportive and I was able to ask questions and deal with concerns when I needed to. Pupils are also invited to a variety of social events and more informal drinks throughout the year, further contributing to a happy and healthy working environment.



## Jana Sadler-Forster

What initially attracted me to Blackstone Chambers was its expertise in public law and human rights, those areas being closest to my previous experience. But Chambers' real draw is its excellence across a broad range of practice areas. As a junior tenant it is particularly attractive to build a successful practice encompassing a range of different areas, knowing that Chambers will attract interesting cases in whatever area one chooses. It also allows one to apply knowledge laterally, across different areas of law.

The atmosphere at Chambers during my mini-pupillage was impressively informal and welcoming. That impression was reinforced during my pupillage year. Barristers at Blackstone are very generous with their time. Members of Chambers are always willing to discuss their work or to talk through a difficult legal issue. And pupils are quickly made to feel part of life at Chambers, being invited for lunches, drinks after work and to Chambers' parties.

The year is structured: each pupil has four supervisors; pupils have to complete a number of written and advocacy assessments, which puts everyone on an equal footing in the tenancy decisions. Chambers really does seek to ensure that the process is as transparent and as fair as possible.

On a day-to-day basis, pupils draft notes on the law, produce first drafts of skeleton arguments and pleadings and help their supervisor to prepare for conferences with clients and for court appearances. It is incredibly rewarding to see one's work being used by a supervisor, and testament to the fact that pupils at Blackstone work side by side with their supervisors and are given the opportunity to contribute, very early on, to highly complex, interesting work. The range of expertise of supervisors means that one gains experience of a broad, and fascinating, cross-section of practice areas: I was involved in work ranging from a case against a famous ballet dancer, to a case challenging a UEFA decision, to advising on the impact of US and UK sanctions on Iran on a company's operations.

The thorough feedback one receives is always constructive, and is one of the key ways in which Blackstone seeks to help those who it takes as pupils to show their potential during the course of the year.

Those who are taken on as tenants, while self-employed, join a team of incredibly hardworking and dedicated barristers who are practising at the very top of their fields. Blackstone Chambers is an inspiring and supportive community to work in.



*"The atmosphere at Chambers during my mini-pupillage was impressively informal and welcoming."*

# Pupillage information Applying for Pupillage

## **Pupillage Standards**

Except in exceptional circumstances, all pupillage applicants must have either an upper second class or a first class degree; it is by no means necessary for that degree to be in law.

The overriding criterion for award of a pupillage is merit. We are looking to recruit pupils of high academic ability and outstanding personal qualities, irrespective of race, disability, age, nationality, ethnic or national origins, religion, sex, marital status, sexual orientation or gender reassignment.

## **Pupillage Application Procedure 2015/2016**

Blackstone Chambers will be a member of Pupillage Gateway for applications for pupillage commencing in October 2017 or deferred pupillages commencing in 2018. Our pupillage procedure has been tailored to fit with the Pupillage Gateway timetabling and the Bar Council's requirements. This is kept under review, but at the moment, the procedure is as follows:

1. Complete your Pupillage Gateway application and submit it via the Pupillage Gateway website [www.pupillagegateway.com](http://www.pupillagegateway.com) within the applications window.
2. Do try to submit your application as early as possible within the applications window.
3. Pupillage interviews are likely to be held in late July 2016. The exact date has not yet been fixed, but we will try to let you know well in advance.
4. Offers for pupillage for 2017 and any deferred offers for 2018 are likely to be made around 1 August 2016. This is dependent upon Pupillage Gateway timetabling.

Any interview for pupillage by the Pupillage Committee normally takes place during the year preceding the year in which applicants wish to start pupillage. This is, however, not an inflexible rule. The Pupillage Committee is sometimes prepared to interview an applicant at another time.

Applicants seeking a second or third six months' pupillage following a pupillage in another set of Chambers are normally considered shortly before the time when they wish to come to these Chambers.

## **Mini-Pupillage Applications**

Every applicant for pupillage at Blackstone Chambers must complete an assessed mini-pupillage. Our preference is for mini-pupils to come to Chambers some time in the months up to mid July of the summer before they attend their Bar Professional Training Course (BPTC).

As a mini-pupil you will spend about a week in Chambers, so that you can gain a useful insight into life at Blackstone Chambers. You will normally be attached to one or two members of Chambers, but will also have the opportunity of seeing the work of others. The object of a mini-pupillage is for you to get to know us and for us to get to know you. Since space in Chambers for mini-pupils is limited, please only apply if you are seriously interested in applying to these Chambers for pupillage in the future.

Mini-pupils are assessed by their mini-pupil supervisor at the end of their stay in Chambers, and those assessments are taken into account in deciding whether to invite you for an interview for pupillage.

Since the assessed mini-pupillage is an essential part of the overall pupillage applications procedure, we offer financial assistance for out of pocket travel or accommodation expenses incurred in attending the mini-pupillage, up to a maximum of £250 per mini-pupil.

The process for applying for mini-pupillage is as follows:

1. Applications for mini-pupillage should be made on Chambers' own application form. This form is attached for your information. However, applications should be made via our online system. 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.
2. If you have any queries regarding your application, please send them to **pupillage@blackstonechambers.com**.
3. If you do not apply online, please send or email your application to: Julia Hornor, Chambers Director, Blackstone Chambers, Blackstone House, Temple, London EC4Y 9BW.  
Email: pupillage@blackstonechambers.com.
4. Any applicant for pupillage with Blackstone Chambers who is called to an interview for mini-pupillage will only be offered a mini-pupillage on the understanding that he/she intends to apply or has applied through Pupillage Gateway for pupillage at Blackstone Chambers.
5. We encourage possible applicants to apply as early as possible in their final year (if they are law undergraduates) or during the first few months of their GDL year (if they are non-law graduates) for the assessed mini-pupillage.

**We will be accepting applications from 1 October 2015 for assessed mini pupillages for those wishing to apply for pupillages commencing in 2017. The closing date for applications for such assessed mini-pupillages is 1 April 2016.**

6. We will try to call candidates for mini-pupillage to interview as early as possible and we will continue to interview for mini-pupillage and offer mini-pupillages until the summer of 2016.
7. There will be a further, pupillage, interview for those who have been short-listed by us following mini-pupillages in Blackstone Chambers. These pupillage interviews will take place in late July 2016.

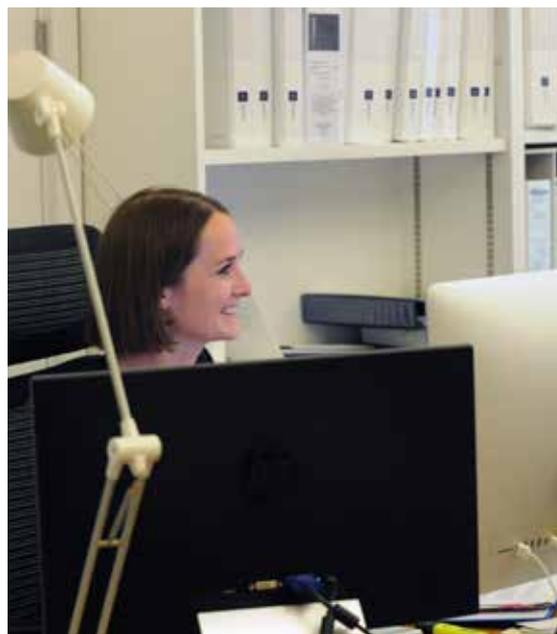
We appreciate that applicants for pupillage commencing in 2018 might like to have a mini-pupillage in Blackstone Chambers. Because of our requirement that applicants for 2017 pupillage should have been seen in mini-pupillage, we only have a very limited number of 2018 mini-pupillages available. We shall try to allocate a very few of these early mini-pupillages, so please do apply for one if you wish. However, you should not be disappointed if you are not successful in obtaining a mini-pupillage this year and we would encourage you to re-apply next year.

## Equal Opportunities

The barristers and clerks of Blackstone Chambers are fully committed to the principle of equality of opportunity irrespective of race, disability, age, nationality, ethnic or national origins, religion, sex, marital status, sexual orientation or gender reassignment.

Candidates for pupillage and tenancy are assessed, and offers of pupillage or tenancy are made, solely on merit. Opportunities for training, gaining experience, and practice development are provided to all pupils and members of Chambers without regard to race, disability, age, nationality, ethnic or national origin, religion, sex, marital status, sexual orientation or gender reassignment.

All employees are appointed or promoted solely on merit. Terms and conditions of employment and opportunities for training are provided to employees without regard to race, disability, age, nationality, ethnic or national origin, religion, sex, marital status, sexual orientation or gender reassignment.





## Members of Chambers

### **Monica Carss-Frisk QC and Tony Peto QC (Heads of Chambers)**

Sir David Edward QC	Stanley Brodie QC	Lord Woolf of Barnes
Lord Lester of Herne Hill QC	Michael Beloff QC	David Donaldson QC
Robert Englehart QC	David Hunt QC	Barbara Dohmann QC
Maurice Mendelson QC	Jonathan Harvie QC	Lord Pannick QC
Sir Jeffrey Jowell QC	Stephen Nathan QC	John Howell QC
Richard Keen QC	Charles Flint QC	Michael Bloch QC
Ian Mill QC	Harish Salve SA (India)	Paul Goulding QC
Hugo Page QC	Mark Shaw QC	Robert Anderson QC
Dinah Rose QC	Michael Fordham QC	Timothy Otty QC
James Eadie QC	Robert Howe QC	Pushpinder Saini QC
Adam Lewis QC	Alan Maclean QC	Andrew Green QC
Javan Herberg QC	Sam Grodzinski QC	Andrew Hunter QC
Thomas de la Mare QC	Kieron Beal QC	Tom Weisselberg QC
Jane Mulcahy QC	Kate Gallafent QC	Andreas Gledhill QC
Andrew George QC	Guy Goodwin-Gill	Gerard Clarke
Adrian Briggs	Thomas Croxford	Joanna Pollard
Gemma White	Jane Collier	Emma Dixon
Claire Weir	Ben Jaffey	Brian Kennelly
Catherine Callaghan	Stephanie Palmer	Diya Sen Gupta
Leona Powell	Nick De Marco	David Pievsky
Shaheed Fatima	Victoria Windle	Ivan Hare
Mark Vinall	Sarah Wilkinson	Robert Weekes
Tom Hickman	Catherine Donnelly	James Segan
Iain Steele	Naina Patel	Thomas Richards
Tristan Jones	Adam Baradon	Hanif Mussa
Simon Pritchard	Jessica Boyd	Christopher McCrudden
David Lowe	Emily Neill	Peter Head
Paul Luckhurst	Tom Cleaver	Tom Mountford
Andrew Scott	Shane Sibbel	Fraser Campbell
Ravi Mehta	Daniel Burgess	Harry Adamson
Jason Pobjoy	Jana Sadler-Forster	Kerenza Davis
Tom Coates	Eesvan Krishnan	Daniel Cashman
Ajay Ratan	Flora Robertson	



## Assessed Mini-Pupillage Application Form and Guidance Notes

Please read the following notes which should assist you in completing our mini-pupillage application form and monitoring form.

You can apply online at:

[www.blackstonechambers.com/recruitment](http://www.blackstonechambers.com/recruitment)

Blackstone Chambers is a member of Pupillage Gateway.

For more information about Pupillage Gateway please refer to the Pupillage Gateway website

[www.pupillagegateway.com](http://www.pupillagegateway.com)

or contact the Bar Council:

Telephone 020 7242 0082

or their website: [www.barcouncil.org.uk](http://www.barcouncil.org.uk).

### **Mini-pupillage: applications deadline**

No pupillage will be offered at Blackstone Chambers unless the applicant has undertaken an assessed mini-pupillage. We encourage possible applicants for pupillage to apply as early as possible in their final year (if they are law undergraduates) or during the first few months of their GDL year (if they are non-law graduates) for the assessed mini-pupillage. We will try to call candidates for mini-pupillage to interview as early as possible and we will continue to interview for mini-pupillage and offer mini-pupillages until the summer of 2016.

We will be accepting applications from 1 October 2015 for assessed mini-pupillages for those wishing to apply for pupillages commencing in 2017. The closing date for applications for such assessed mini-pupillages is 1 April 2016.

### **Mini-pupillage: financial assistance**

Since we insist on an assessed mini-pupillage as part of the overall pupillage applications procedure, we have decided to offer financial assistance either in respect of out of pocket travel or accommodation expenses incurred in attending the mini-pupillage, up to a maximum of £250 per mini-pupil. Please contact Julia Hornor (Chambers Director) for further details.

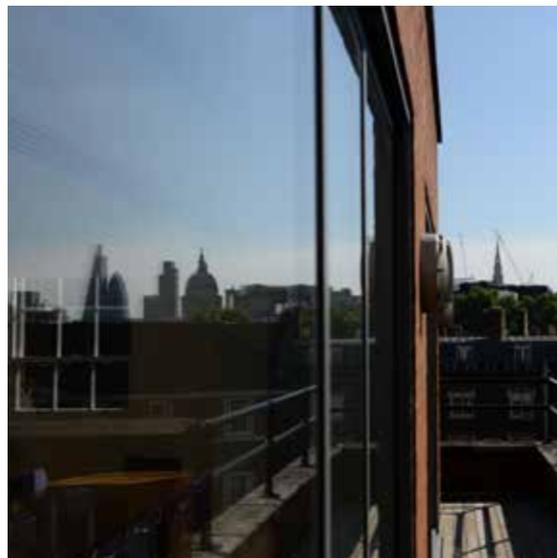
### **Mini-pupillage: application form**

We would very much like applicants to complete our own mini-pupillage application form using our online application system.

We would also like you to complete the monitoring form (which is, as you will see, identified by number only). You are not obliged to do so, but the form gives Chambers the information it needs to be able to implement a full equal opportunities policy. It will be filed separately from your application before our selection procedure begins, and completion or otherwise of the form will in no way affect your application.

### **References**

We ask for the names, addresses, telephone numbers and email addresses of two referees who can confirm your academic or employment record and whom you are happy we should contact. At least one of these should be an academic referee. The process of considering your application will be speeded up if you are able to email copies of your references to us when making your application. We expect references for all those whom we seriously consider offering an assessed mini-pupillage.





**Part A – Personal Details**

Application No:

Full Name: (please use block letters)

Mr/Mrs/Miss/Ms (please delete as applicable)

Address:

Telephone

Mobile

Email address

**Part B – Education and Qualifications**

**Legal education**

Establishment attended

Dates

From – to

Qualification title and Examination Results  
*(subjects, grades and breakdown of level/grade required if at all possible. Written confirmation of result required)*

**Higher education  
/ post graduate qualification**

Establishment attended

Dates

From – to

Qualification title and Examination Results  
*(subjects, grades and breakdown of level/grade required if at all possible. Written confirmation of result required)*

### Other training courses attended or still in progress

Establishment attended	Dates From – to	Qualification title and Examination Results <i>(subjects, grades and breakdown of level/grade required if at all possible).</i>

Other qualifications, membership of professional bodies, awards, scholarships held, etc.

### Further and secondary education

School/College	Date	A-Levels or equivalent	Results <i>(level/grade)</i>

School/College	Date	GCSE/O-Levels or equivalent	Results <i>(level/grade)</i>

### Part C – Employment/Career History – if applicable

*(Please put most recent first, continue on a separate sheet if necessary)*

Employer	Dates From – to	Position held	Responsibilities



## Any other information

Please include any other information which you want us to consider

Do you intend to practise in England & Wales? YES/NO

Is there any legal bar to your practising at the Bar in England & Wales? YES/NO

If "Yes" please give details on a separate sheet

Please indicate if you are supported by the Government Legal Service YES/NO

Please indicate if you intend to apply through the Pupillage Gateway for a pupillage at Blackstone Chambers if applicable YES/NO

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

Where did you learn about mini-pupillages/pupillages at Blackstone Chambers:  
Advert/website/law fair/other? Please specify

Blackstone Chambers reference number from any previous application

## Part E – References

Please give the contact details of two Referees who can confirm your employment or academic record and whom you are happy we should contact. At least one should be an academic referee.

1) Name

Organisation & Address

Telephone

Email

2) Name

Organisation & Address

Telephone

Email

**I confirm the contents of this form are true and wish to apply for mini-pupillage**

Signed

Dated

## Additional Notes

Please include any other information which you want us to consider

Please include any other information which you want us to consider



### Equality & Diversity Monitoring

Application No

Blackstone Chambers is committed to equality of opportunity and is striving to ensure that applications are treated fairly. All applications are considered on an equal basis, in accordance with all applicable equal opportunities legislation. We wish to monitor all stages of our recruitment procedure to try to ensure that unfair discrimination is not taking place. To assist us in this monitoring process, we would be grateful if you could complete the following form by ticking the relevant boxes. This information will only be used for monitoring and statistical analysis.

Date

### Age

From the list of age bands below, please indicate the category that includes your current age in years

16 – 24

25 – 34

35 – 44

45 – 54

55 – 64

65+

### Gender

What is your gender?

Male

Female

Prefer not to say

### Disability

The Equality Act 2010 generally defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities.

(a) Do you consider yourself to have a disability according to the definition in the Equality Act?

Yes

No

Prefer not to say Yes

(b) Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?

Yes, limited a lot

Yes, limited a little

No

Prefer not to say

## What is your ethnic group?

### Mixed / multiple ethnic groups

- White and Black African       White and Black Caribbean       White and Asian  
 Any other mixed/multiple ethnic background (*write in box below*)       White and Chinese

### Asian / Asian British

- Pakistani       Bangladeshi       Chinese       Indian  
 Any other Asian background (*write in box below*)

### Black / African / Caribbean / Black British

- Caribbean       African  
 Any other Black / Caribbean / Black British (*write in box below*)

### White

- Gypsy or Irish Traveller       British / English / Welsh / Northern Irish / Scottish       Irish  
 Any other White background (*write in box below*)

### Other ethnic group

- Arab       Any other ethnic group (*write in box below*)  
 Prefer not to say

Other

## What is your religion or belief?

- No religion or belief       Buddhist       Jewish  
 Christian (*all denominations*)       Hindu       Muslim  
 Sikh       Any other religion (*write in box below*)  
 Prefer not to say

Other

## Sexual orientation

- Bisexual       Gay man       Gay woman / lesbian  
 Heterosexual / straight       Other       Prefer not to say

Other

## Socio-economic background

(a) If you went to University (to study a BA, BSc course or higher), were you part of the first generation of your family to do so?

- Yes       No  
 Did not attend University       Prefer not to say

(b) Did you mainly attend a state or fee paying school between the ages 11 – 18?

- UK State School       UK Independent / Fee-paying School  
 Attended school outside the UK       Prefer not to say

Pupillage  
information  
How to contact  
and find us

Blackstone Chambers is sited at the south-western corner of the Temple, close to the Royal Courts of Justice.

We are close to the following mainline railways stations, tubes and bus routes:

**Mainline stations:** Blackfriars and Charing Cross

**Tube stations:** Temple (Circle and District lines);  
Chancery Lane (Central line)

**Bus routes:** Numbers 4, 11, 14, 23, 26, 76, 172 and 341  
(all of which pass along Fleet Street)

Opening Hours

8.15 am to 7.00 pm Monday to Friday

**Address:**

Blackstone Chambers  
Blackstone House  
Temple  
London  
EC4Y 9BW

**Parking details:** Metered parking bays are located locally, in Essex Street and in Temple Place, subject to availability.

**Disabled access information:** There is step-free access to Chambers from Temple Place. Please contact us if you need assistance with arranging a parking space and we will do our best to try and arrange this for you.

You can apply online at:

[www.blackstonechambers.com/recruitment](http://www.blackstonechambers.com/recruitment)

The application form is also available for your information on our website. [www.blackstonechambers.com](http://www.blackstonechambers.com)

Blackstone Chambers is a member of Pupillage Gateway.

For more information about Pupillage Gateway please refer to the Pupillage Gateway website [www.pupillagegateway.com](http://www.pupillagegateway.com)

or contact the Bar Council:

Telephone 020 7242 0082,

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BLACKSTONE  
CHAMBERS

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Email: [clerks@blackstonechambers.com](mailto:clerks@blackstonechambers.com)

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