

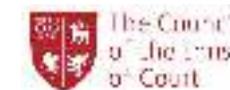


The Bar Council
Integrity. Excellence. Justice.



BECOMING A

BARRISTER



*The Bar Council
Supported by the Council of the Inns of Court*

INTRODUCTION

*Choosing to become a barrister
opens up the possibility of embarking
upon one of the most dynamic and
challenging careers available.*

This brochure will introduce you to life as a barrister. It will provide you with the information you need to help you decide whether or not a career at 'the Bar' (as the profession is commonly known) would be the right choice for you. It will explain the necessary steps towards this career path, how and when you need to take them, and where you can find support along the way.

On the Bar Council website you can download an electronic version of this brochure and see profiles of a range of barristers, who explain why they decided to join the profession. You can find all this information at www.barcouncil.org.uk/careers. If you have any further questions you can email careers@barcouncil.org.uk.

Alternatively, if you want to get a better idea of the career path 'at a glance', you will find a short helpful reference guide at the back of this brochure.

WHAT IS A BARRISTER?



“It is wonderful to be able to stand up and represent someone in court using your skills, to win a case for them.”

Simon O'Toole,
5 Pump Court chambers

In England and Wales, the legal profession is split into two main groups: barristers and solicitors, with legal executives making an increasingly important contribution. There are over 16,000 practising barristers, but over 136,000 solicitors. Whilst there is some overlap between the work of barristers and solicitors, barristers still mainly undertake work which has been referred to them by solicitors.

Barristers are specialist legal advisers and advocates who, providing they have undertaken the necessary training, can appear in all courts, including the High Court, Court of Appeal and the Supreme Court. They play an extremely important role in helping individuals and institutions understand, pursue and defend their legal rights.

Barristers are probably best known for wearing wigs and gowns and presenting legal arguments in court. But there is much more than that to a career as barrister. Many barristers hardly ever appear in court and, in some courts, wigs and gowns are no longer worn. As well as court work, many barristers specialise in advising individuals, companies and a wide variety of institutions on legal documents, company structures and broader business issues relating to the law.

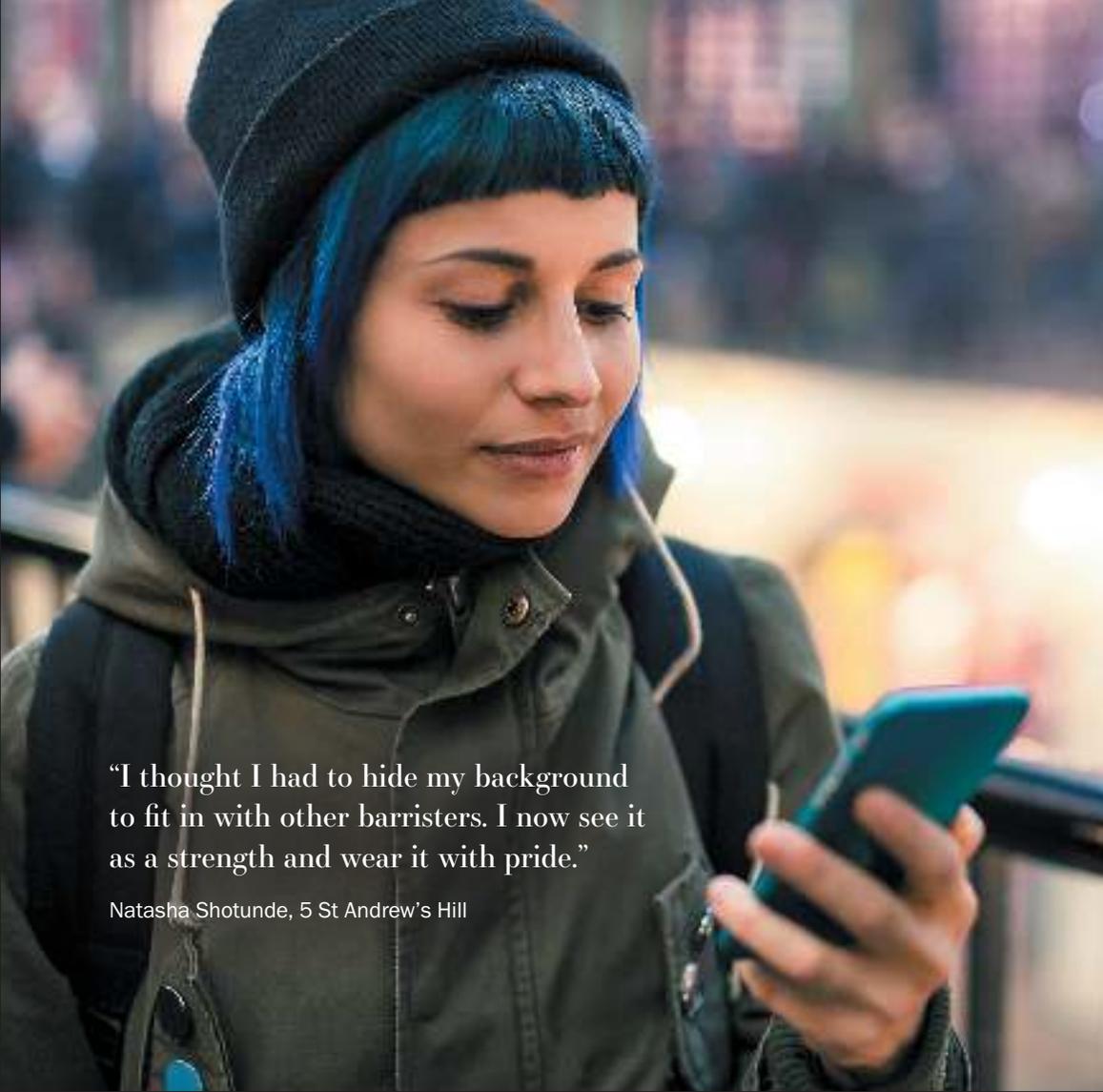
Many barristers specialise in just one area, or a small number of areas, of law. Others have more general practices and will provide advice and advocacy across a wide range of areas of law.

Although most barristers are self-employed, they don't work in isolation, but tend to group together in offices known as 'chambers', to which they pay 'rent' to cover the cost of the building and its staff. Chambers' colleagues and staff can be a key source of professional support and friendship for barristers at all levels of their career.

There are also around 3,000 employed barristers, who work for organisations, rather than for themselves. Employers of barristers include the Government Legal Department, the Crown Prosecution Service, financial services institutions, industry and commerce and the Armed Forces, where they work as in-house advocates or advisers. The type of work they do depends on their employer, but requires them to possess the same abilities in specialist legal advice and advocacy as any other barrister.

Traditionally, barristers had to be instructed by solicitors, and most of the Bar's work still comes from this source, although since 2004, members of the public have been able to instruct barristers directly through the Public Access Scheme.

WHO IS THE BAR LOOKING FOR?



“I thought I had to hide my background to fit in with other barristers. I now see it as a strength and wear it with pride.”

Natasha Shotunde, 5 St Andrew's Hill

Despite popular misconceptions and stereotypes, there is no such thing as a 'typical' barrister. Barristers come from a wide range of social, academic and professional backgrounds. There are, however, certain skills and abilities common to most of those who succeed at the Bar. Academic ability and strong communication skills are vital.

You don't need a first class degree from Oxford or Cambridge to become a barrister. However, you will need to apply yourself to your studies and gain good marks, wherever you study.

You should also possess strong communication skills. Over the course of your studies, you should develop the ability to express arguments and ideas clearly in writing, with attention to detail. Whilst many barristers appear in court only rarely, you should be confident at speaking in public. You should also be able to communicate effectively with a wide variety of people - from judges to members of the public.

The Bar is looking for trustworthy, independent-minded and flexible problem solvers who are always open to new challenges, ready to adapt to changing circumstances and who will maintain high standards of ethics and integrity.

The Bar Council and the Inns of Court are committed to widening access, and to creating a diverse and inclusive profession. The Bar Council runs a number of initiatives, such as the Bar Placement Week, a work experience opportunity aimed at Year 12 and 13 students who meet social mobility criteria. There is also an e-mentoring platform, designed for Year 12, 13 and undergraduate students from non-traditional backgrounds who are interested in pursuing a career at the Bar. For more information on these, visit www.barcouncil.org.uk/careers.

The Inns of Court offer many opportunities to learn more about careers at the Bar. For programmes and events offered by Lincoln's Inn, please see www.lincolnsinn.org.uk. For programmes and events offered by Gray's Inn, please visit www.graysinn.org.uk.

The Pegasus Access and Support Scheme (PASS), run by the Inner Temple, is aimed at high achieving university students and graduates from non-traditional backgrounds. It provides work experience and skills development. In particular it provides access to and funding for mini-pupillages. For more information, visit www.innertemple.org.uk.

A similar scheme (Access to the Bar Awards) is run by Middle Temple, which invites nominations from individual law schools. For further information, see www.middletemple.org.uk.

WHY SHOULD YOU BECOME A BARRISTER?



The Bar can offer one of the most stimulating, varied, challenging and exciting careers available. Whether delivering a closing speech to a silent courtroom, negotiating the terms of a new contract, cross-examining a witness, mediating a divorcing couple, arguing against the removal of a client's welfare benefits or delivering complex legal arguments to a High Court Judge, no two days as a barrister are the same.

Whilst the criminal Bar is arguably most visible to the general public, many barristers gain as much satisfaction from a complex business negotiation as others do from a successful criminal prosecution.

“Being a self-employed barrister has allowed me, with the support of my clerks, to choose exactly how and when I want to work. This enables me to work full time during term time and take off the school holidays.”

Kama Melly QC,
Park Square Barristers chambers

The issues concerned may vary vastly between different areas of the law, but the core challenges are alike. A career at the Bar is focused primarily on solving problems and resolving disputes, so if you relish winning an argument, reaching logical and reasoned conclusions, and producing solutions to difficult issues, then you should thrive at the Bar.

Due in part to its small size, the Bar is a very sociable and close-knit profession. Many value the camaraderie of chambers, the social events run by the Inns of Court and other organisations and the friendships which they form through shared challenges and interests.



HOW DO YOU BECOME A BARRISTER AND WHEN DO YOU NEED TO MAKE THE KEY DECISIONS?

If you are interested in becoming a barrister, it is never too early to start thinking about what qualifications and experience you might need in order to succeed.

The Bar is a small profession and there is very high competition for training places, known as 'pupillages'. Good GCSEs, A-levels and a lower second class honours degree are minimum requirements.

There are three main components involved in becoming a barrister: an academic component, comprising an undergraduate degree in law or an undergraduate degree in a non-law subject with the Graduate Diploma in Law; a vocational component, comprising study for the vocational qualification; and a work-based component, consisting of work-based learning/pupillage.

GCSE years

If you are already considering a career as a barrister, then this is the perfect time to start gaining experience which will bolster your CV and to find out as much about the profession as you can. You may also be able to secure work

experience with a local firm of solicitors or with a local court, to give you a closer insight into a career in the law.

As well as concentrating on achieving good grades, it is important to remember that sets of chambers will be looking for other skills and experiences which make you stand out. Start to think about what impressive or unusual outside interests you might enjoy which might make you a more desirable and rounded candidate.

A-level years

There are no firm rules about which subjects you need to study for A-level. You should try to make sure that they are subjects which you enjoy, and in which you have a natural interest. It is usually better to study subjects which are more traditionally academic and which involve an element of writing, so that you can demonstrate your communication and analytical skills from an early stage. You may wish to look at university admission requirements and preferred A-level subjects for certain degree courses.

There is no requirement for you to study law at A-level. It will be helpful for you to think about the types of subjects which

might equip you with some of the skills you would require at the Bar, such as the ability to argue a point in a logical, reasoned and articulate manner.

Your A-Level years are a good time to start to gain some experience of public speaking, such as debating, and to consider applying for short periods of work experience, known as mini-pupillages with sets of chambers. There are a limited number of chambers which offer these to under-18s and you will need to check their websites for details.

What to study at university

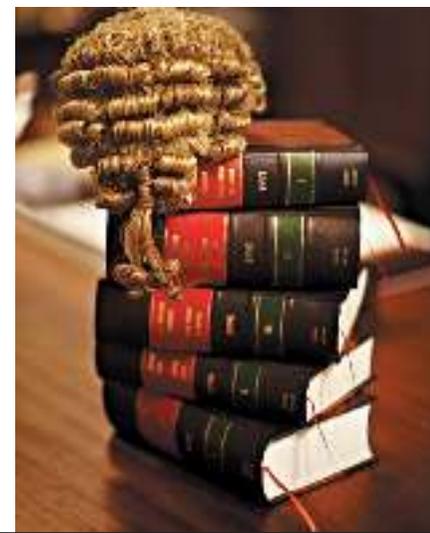
At some point during your A-Level studies, you will have to choose whether to undertake an undergraduate law degree or a non-law degree. If you choose a non-law degree, you will need to undertake an additional one-year conversion course, called a Graduate Diploma in Law ('GDL'),

after completing your undergraduate degree. This conversion course will add additional costs so it is important to factor this into your decision.

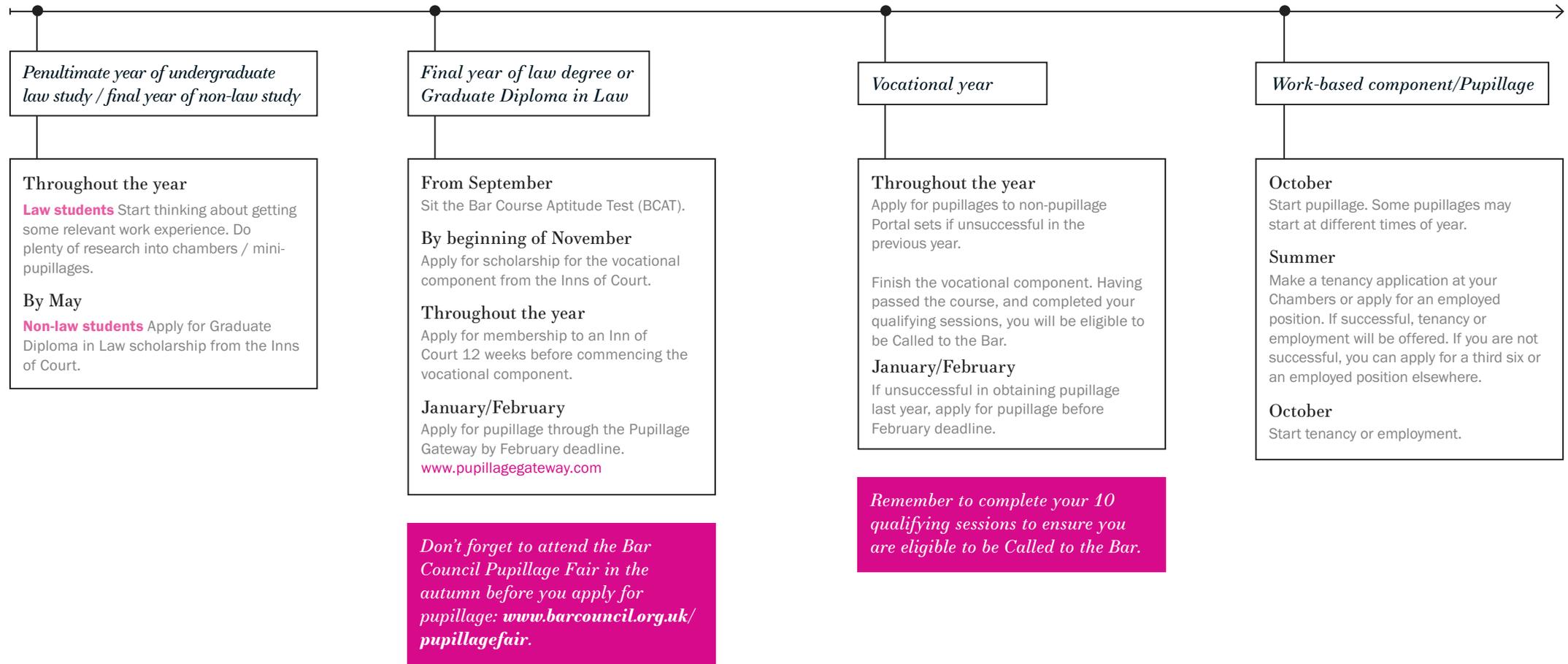
You do not have to study law at university in order to become a barrister. It is very common for barristers to complete degrees in other subjects and then 'convert' to law afterwards. For the right person, this can be a very helpful step in choosing a career, as it allows them to defer their decision on whether or not to go into the law whilst studying a subject in which they have a strong interest, and through which they might later choose to pursue a different career path. Some areas of practice, such as intellectual property (which relates to the protection of ideas and designs) and medical law, value undergraduate degrees in science, for example. It is important to keep in mind that whatever subject you do choose to study, almost all pupils will have achieved either a first class or upper second class degree.

“Be strategic. You want your CV to tell a story the ending to which could plausibly read: ‘and then he became a barrister’.”

Duncan McCombe
Maitland Chambers



TIMELINE TO THE BAR



Applying for pupillage

Your final year of a law degree or GDL year will be your first opportunity to apply for pupillage, the practical element of your training to become a barrister. Each year graduates apply for pupillage and additionally those applicants are joined by those who did not obtain pupillage the year before. Graduates of the vocational component can apply for pupillage to commence five years from the date they pass the course.

The application process varies according to the set of chambers or organisation, with many using the Bar Council's online application system (www.pupillagegateway.com) and others choosing to manage their applications independently. Make sure you research your chosen chambers/organisation in advance to ensure that you are aware of all requirements and deadlines.

You should attend the Bar Council's Pupillage Fair in Autumn of the year you are applying - see www.barcouncil.org.uk/pupillagefair. This provides you with an opportunity to meet and talk to barristers, representing a wide variety of chambers and organisations. There is also a programme of sessions for students, to provide information and assist with pupillage applications.

Take as much time as you can to research different sets of chambers and organisations, and take care in preparing your application(s) and, if relevant, your CV

and covering letters (which you may need to provide if a set of chambers or organisation to which you wish to apply does not use the online application system). A single set of chambers might receive hundreds of applications for just one or two pupillage places. Make sure that your application is tailored to that specific opportunity.

Pupillage interviews might involve problem-solving tasks and mock advocacy exercises, as well as the sort of questions you would expect in any job interview. Some sets of chambers sift applicants by inviting a relatively large number for a short, ten minute interview. Needless to say, regardless of the length of the first interview, first impressions are very important.

Vocational Component

The second component of training is the vocational component, which trains you in the specific skills you need to become a barrister. This has traditionally taken the form of the Bar Professional Training Course (BPTC), but there will be several changes taking place next year. From September 2020, the Bar Standards Board will permit training providers to offer several new ways to become a barrister. These changes will be gradual, but if you are a sixth-form or university student, these changes are likely to affect you. For a more detailed summary of each pathway, please see <https://www.barcouncil.org.uk/careers/general-information-and-faqs/vocational-stage/>



All pupillage vacancies are advertised on the Pupillage Gateway www.pupillagegateway.com

It is important for you to make sure that you consider all of the options before you choose a vocational component provider. Bear in mind that course fees and accommodation outside London may be cheaper. You may already have given some thought to where you wish to undertake your pupillage and eventually practise geographically, which may help to guide your choice.

If, as is quite common, you are not successful in gaining pupillage during the final year of your law degree or during the GDL, you will have another opportunity to apply during your vocational component year. During this time, you should have opportunities to improve the quality of your applications by obtaining further relevant experience.

At the same time, you will undertake training courses provided by your Inn in order to qualify to be 'Called to the Bar'. The process of being 'Called to the Bar' culminates in the graduation-style ceremony at which you formally become a barrister (although you will not be permitted to practise until you have completed pupillage).

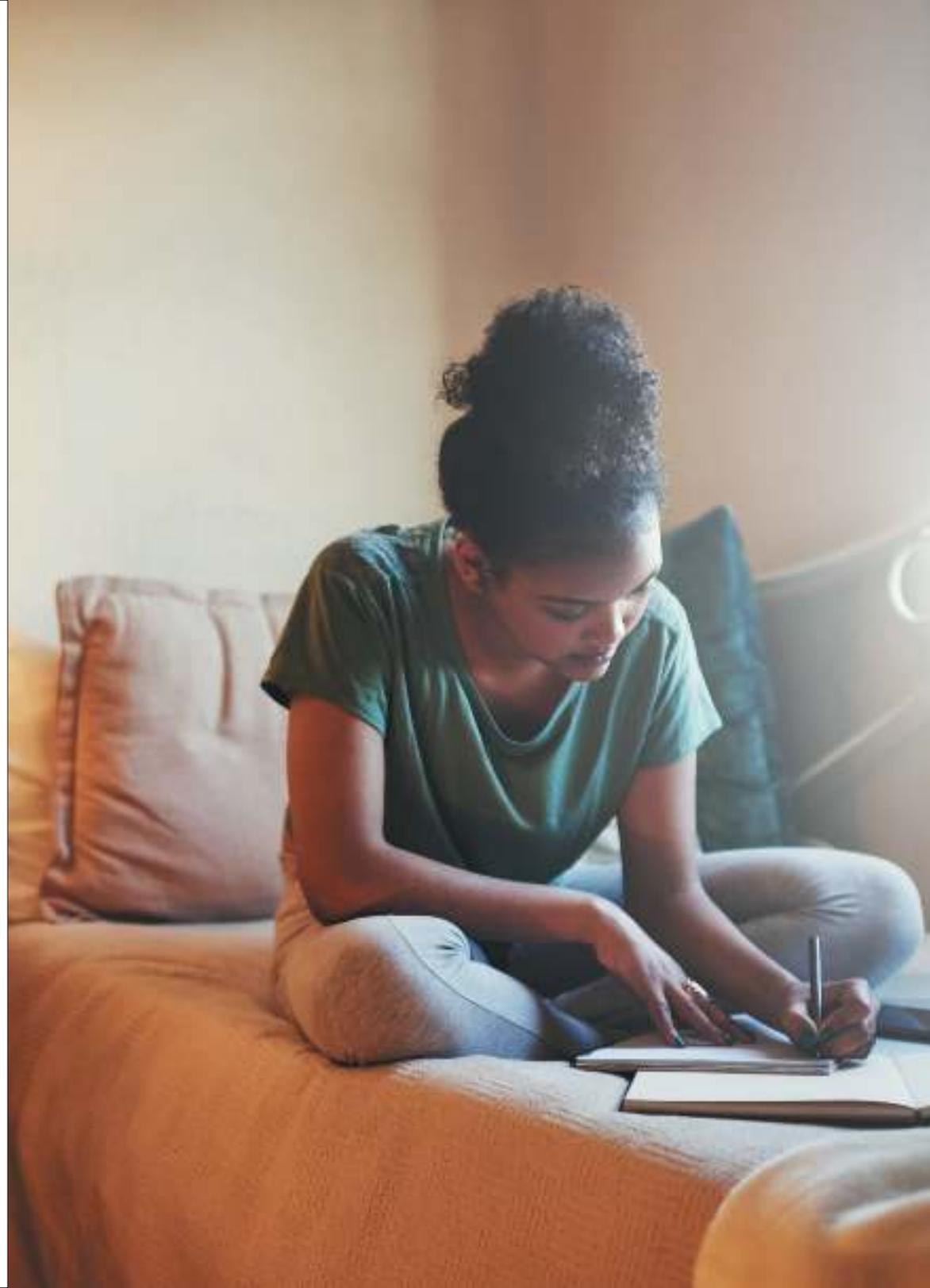
Having joined an Inn, you should take the opportunity to ask your Inn for a 'sponsor' or 'mentor': a practising barrister who can provide practical advice and can help to introduce you to life at the Bar. Most Inns

will not allocate sponsors to students until they are taking the GDL or vocational component.

You need to have completed your 'Qualifying Sessions' with your Inn (which might include residential training weekends, skills-based workshops or attending lectures followed by formal dinners with barristers and judges) and must have passed the vocational component in order to be Called to the Bar by your Inn. This ceremony takes place in March, July, October or November. You can invite guests, and it is a memorable occasion for those taking part.

Post-Vocational Component

Because chambers recruit pupils well in advance, if you apply successfully for a pupillage whilst undertaking the vocational component, you will probably have a year-long gap before your pupillage starts. There are still lots of useful things you can do with that year to harness your legal skills. If you are unsuccessful in your pupillage applications, you can still apply to commence pupillage up to five years after completing the vocational component. If you wish to reapply again for pupillage, regardless of what you choose to do in the meantime, make sure that you continue to improve your CV and seek experience which will strengthen future applications.



Pupillage

Pupillage is the practical stage of training to be a barrister, which you can commence up to five years after completing the vocational component. This is either completed in a set of chambers or with another approved organisation. Pupillages usually start in September or October, one year after you have been accepted by the chambers (so successful February 2017 applicants will commence pupillage in autumn 2018).

Pupillage is a bit like an apprenticeship. You will be assigned pupil supervisors - barristers in the same set of chambers or organisation - who you will shadow, and for whom you will undertake supervised work. Pupillage lasts for 12 months (or 24 months if running part time) and is broken up into the 'first six' months and the 'second six' months. In your 'second six', you will be eligible to undertake cases on your own, albeit under close supervision.

Chambers are required to fund your pupillage with a minimum award of £18,436 per annum for pupillages in London and £15,728 per annum for pupillages outside London. Some chambers provide considerably larger awards; particularly chancery and commercial sets, which are competing with the large commercial law firms for applicants. Most chambers allow you to keep the money which you earn in your second six.

Recruitment methods vary between chambers, but decisions about 'tenancy' (long-term places in chambers) are usually made about ten months into pupillage. Competition for tenancy can be strong, with some chambers taking on several pupils but only retaining one as a tenant.

Appraisal might be based simply on your pupil supervisor's assessment of your abilities, or you might have to take part in a formal mock advocacy exercise. Other sets of chambers take on every pupil with a view to making them a tenant if they perform well. You will also need to pass an assessed advocacy course taught by your Inn or Circuit. There will also be compulsory negotiation skills courses and an ethics exam from 2021.

Third Six

If you do not gain tenancy at the chambers at which you completed your pupillage, you can apply for a 'third six' at another set. This might allow you to gain exposure to other types of work, and will give you another chance to apply for tenancy. Third Six pupillages are advertised on the Bar Council website (www.barcouncil.org.uk/careers/third-six-vacancies).

Tenancy

Once you are a tenant, your income will come entirely from the work you take on, either in your own right or, at the start of your career, when acting as the junior member

of a team of barristers. With the support of the chambers' 'clerks' (who are responsible for assigning work to the barristers in their chambers and, in many cases, generating new business), you will need to build up a reputation amongst potential clients and a network of solicitors who will 'instruct' you (essentially paying you to provide specialist services) on a regular basis.

Once you are a tenant, most chambers will require you to pay a proportion of your earnings ('rent') to cover the costs of chambers' employees and other shared overheads.

The Employed Bar

A proportion of those Called to the Bar complete their pupillages with, or later go on to gain jobs with, organisations which employ them as permanent or contracted members of staff. This might give them more job security and access to benefits such as paid sick leave, paid holiday and parental leave. Their work will vary greatly depending on their employer. Employers of barristers include the Crown Prosecution Service, the Government Legal Department, the Armed Forces, local Government and private companies.

Professional conversion

In some cases, it might be possible to qualify as a barrister by an alternative manner to the conventional path. For example, qualified solicitors may be exempted from

some of the usual training requirements by undertaking the Bar Transfer Test (BTT).

Silk and judicial appointment

Many of those barristers who have developed a good practice choose to apply to become Queen's Counsel later in their career. If they are successful, they will become Queen's Counsel (and can add the much-coveted letters "QC" after their surname) and gain the right to wear a silk gown in Court, for which reason they are often known as "silks". This title recognises that they have achieved excellence in their field, and is awarded by the Lord Chancellor at a high profile ceremony. QCs appear in the most serious and important cases.

Many barristers choose to apply to become judges later in their career; in fact, the majority of higher court judges are former barristers. Many barristers also sit as part-time judges (for example, as recorders, Deputy District Judges or Tribunal Chairs) whilst still practising at the Bar.



FUNDING YOUR TRAINING

One of the greatest concerns for most aspiring barristers is the cost of entering the profession. It is important to understand, before you make any long-term commitments, exactly what that cost might be for you.

You should factor in the tuition fees for your undergraduate degree (which are only payable once you start earning), the GDL (if you studied a non-law degree) and the vocational component, as well as living costs. Costs for all of those courses will vary depending on where you study them and you should try to find out as much as possible in advance. The Bar Standards Board website provides information on the various vocational component providers www.barstandardsboard.org.uk and GDL and vocational component providers list the cost of courses on their websites.

Whilst funding your path to the Bar is a daunting prospect for many applicants, there is a range of help on offer, from the Inns, from banks and from a number of bursaries, as set out below.

Between them, the four Inns of Court make scholarship awards of about £6 million every year, the majority of which is for the vocational component, but awards are also available for the GDL and pupillage. Some of the Inns also make grants available for internships and for students or pupils of the Inns who are affected by disability and can demonstrate financial need.

All the Inns award their scholarships and grants on merit, with financial need being taken into account. It is important to note that candidates may apply for a scholarship to one Inn only, and must be a member of that Inn to take up any award that is offered.

For further information on the scholarships and grants available from the Inns, on the criteria that are used to determine awards, and application procedures and deadlines, please visit their respective websites.

Lincoln's Inn (www.lincolnsinn.org.uk)

Inner Temple (www.innertemple.org.uk)

Middle Temple (www.middletemple.org.uk)

Gray's Inn (www.graysinn.org.uk)

Other sources of financial help include:

- A number of high street banks, which offer graduate loans, which can be large enough to cover the costs of a substantial portion of your studies and accommodation.
- The government offers a Postgraduate Master's Loan, that you may be eligible for if you study a combined LLM and vocational training (which is offered by some providers). Although these loans are only available to students who are resident in England, the Welsh government also offers some loans and bursaries.

For more information on the Postgraduate Master's Loan, please see here: www.gov.uk/funding-for-postgraduate-study.

For more information on options for students resident in Wales, please see here: www.gov.wales/student-finance/postgraduate-and-doctoral-students. Please note that these are unlikely to cover the full fees for the course, so do bear that in mind when considering this as a possible option.

- The Kalisher Scholarship Trust, which covers the vocational component course fees for two aspiring barristers each year, and provides a variety of smaller bursaries and awards including an annual £3,000 essay prize. The aim is to encourage and support talented students who would otherwise not be able to pursue a career at the criminal Bar. For more information, please visit the Trust's website: www.thekalishertrust.org.
- If you are successful in obtaining a pupillage before undertaking your vocational training, some chambers will allow you to receive part of your pupillage award in advance of pupillage, which is known as a 'draw down'.

You may also need to consider part-time work and paralegal work. As well as assisting you financially, the right experience could help your search for pupillage.

WHERE THE BAR IS BASED

Inns of Court

There are four Inns of Courts: **Lincoln's Inn**, **Inner Temple**, **Middle Temple** and **Gray's Inn**. Although the Inns are all located in London, they have strong links across England and Wales and all over the world (partly because so many international students are also Called to the English and Welsh Bar). Every barrister must join an Inn before they start the vocational component.

One of the formal functions of the Inns is to Call new barristers to the Bar, once their training is complete. Once you are Called by a particular Inn, you will have a relationship with that Inn for the rest of your career at the Bar or the judiciary, if you become a judge. They are also one of the major sources of financial assistance to students who are training for the Bar.

The Inns are historic institutions which provide modern and first class educational and training activities in a supportive and inclusive environment.

They also provide extensive library and IT facilities, support for barristers and student members and other forms of ongoing training, particularly extensive advocacy coaching, throughout your career.

Before you can formally become a barrister, alongside passing your vocational component, you need to complete 10 'Qualifying Sessions', which are run by the Inns. They must cover five themes, which include all aspects of the skills and knowledge students need to learn as part of their training for the Bar:

- Ethics, Standards and Values;
- Advocacy Skills;
- Legal Knowledge, Justice and the Rule of Law;
- Equality, Diversity and Inclusion;
- and Preparation for Pupillage, Career Development and Wellbeing

At least two sessions must be interactive and require preparation in advance.

Your Inn of Court will publish information about its qualifying session in advance and this will include information about costs.

Qualifying Sessions will might include residential training weekends, skills-based workshops or attending lectures

The Bar Council and the Bar Standards Board

The Bar Council represents barristers in England and Wales, and comprises a council of barristers who meet regularly, supported by an executive of employed staff. The Bar Council is responsible for promoting the Bar's high quality specialist and advisory services, fair access to justice for all, the highest standards of ethics, equality and diversity across the profession, and the development of business opportunities at home and abroad.

In order to practise, all barristers must be registered with the Bar Council and prove every year that they have developed professionally through training and other learning opportunities. The Bar Council is the approved regulator of the Bar, but it discharges these functions through the independent Bar Standards Board (BSB). The BSB is responsible for setting the educational and training requirements for becoming a barrister, continuing training requirements and codes of conduct for barristers, monitoring the services provided by the Bar, handling complaints against barristers and taking disciplinary actions against them.

For further information on the Bar Council, please visit www.barcouncil.org.uk. For the BSB, please visit www.barstandardsboard.org.uk.

Chambers

Most self-employed barristers group together in sets of chambers, enabling them to share office space, staff costs and other overheads. Chambers will usually be headed by one or two experienced barristers. As well as their tenants (permanent members), some chambers will also allow 'squatters' (barristers without tenancy) to base themselves there on a temporary basis.

A large number of chambers are based around the four Inns of Court in London. About two thirds of all self-employed barristers are members of London chambers, although they may also travel throughout England and Wales to conduct cases in regional courts. There are also many chambers based outside London, mostly clustered around the larger cities.



The Employed Bar

Employed barristers provide legal advice within numerous organisations and will usually be based in the headquarters of that organisation. Some of these organisations are based in the Third Sector, the Government Legal Service, Local Authorities or the CPS. Barristers employed by the Armed Forces or the Foreign & Commonwealth Office may find that there are opportunities to work abroad. Other employed barristers work in private practice in law firms or in-house for national and international companies.

“As someone who transferred to the employed Bar from the self-employed Bar relatively recently, I think the opportunities at the employed Bar are more diverse than they have ever been. In addition to the financial security offered by employed roles, there are also unique networking opportunities and a chance to work collaboratively with a larger pool of lawyers”

Simao Paxi-Cato
Black Antelope Law

Circuits

England and Wales are divided into six regional ‘Circuits’, which act as local hubs for barristers outside of London, running training and social events. The Circuit Leaders are practising barristers who act as communications channels between the Circuits and the Bar Council in London.

For further information on the Circuits, including contact details, please see www.barcouncil.org.uk/about-the-bar/what-is-the-bar/circuits.

Specialist Bar Associations

The Specialist Bar Associations (SBAs) are membership organisations for barristers, usually targeted at those practising in a specific area of law, such as crime, chancery, commercial, family or personal injury. They provide representative services to their members, run training and other events and often respond to Government consultations which effect their specialist area.

As well as those SBAs focused on particular areas of law, the Young Barristers’ Committee of the Bar Council represents the interests of barristers who completed their training less than seven years ago. The Employed Barristers’ Committee represents the interests of employed barristers, some of whom are also represented by the Bar Association for Commerce, Finance and Industry (BACFI).

“I always knew I wanted to be out of London and nearer to home, but didn’t appreciate just how supportive and helpful my circuit would be.”

Rosemary Kavanagh
Bank House Chambers



For a full list of SBAs and a link to their websites, please visit: www.barcouncil.org.uk/about-the-bar/what-is-the-bar/specialist-bar-associations. To read more about the Young Barristers’ Committee, please see: www.barcouncil.org.uk/about-us/constitution-and-structure/committees/young-barristers'-committee.

JARGON BUSTER

Bar Council - the Bar Council represents barristers in England and Wales. It is also known as the General Council of the Bar and is the Approved Regulator of the Bar of England and Wales. It discharges its regulatory functions through the independent Bar Standards Board.

Bar School - the informal name for a provider of the vocational component.

Bar Standards Board - the Bar's independent regulator.

Bench - the judge/judges.

Bench - a senior member of an Inn of Court, also known as a Master of the Bench.

Brief - the documents setting out case instructions for a barrister to argue a case in court.

Call to the Bar - the conferral of the title of 'barrister' by an Inn of Court on those who have completed the necessary training requirements and have satisfied their Inn that they are fit and proper to be Called to the Bar. The title cannot be used in a professional capacity until pupillage has been completed.

Circuits - the six geographical areas into which the courts of England and Wales are divided: North Eastern, Northern, Midland, South Eastern, Western and Wales & Chester Circuits.

Chambers - the collective name for a group of self-employed barristers who share premises, a corporate identity, staff and overheads.

Clerk - chambers' staff responsible for generating and assigning work and managing barristers' diaries.

Counsel - this is simply another way of referring to a barrister.

CPS - the Crown Prosecution Service, the primary body responsible for the prosecution of criminal offences in England and Wales.

Devilling - completing paid work for other members of chambers.

Employed barrister - most barristers are self-employed and practise from chambers. The remainder are employed to act as in-house barristers by law firms, companies and the Government, including the Crown Prosecution Service.

GDL - 'Graduate Diploma in Law': the law 'conversion' course which aspiring barristers who do not have a law degree must undertake before commencing the vocational component.

Head of Chambers - a senior barrister in a set of chambers who is elected or appointed as its head.

Inn of Court - the four historic institutions with the exclusive right to Call barristers to the Bar. In addition to the provision of scholarships for training for the Bar, the fundamental role of the Inns of Court is the education and training of students and barristers. The Inns also have societies dedicated to mooted, debating and social events. As membership organisations, they retain strong relationships with their members throughout their careers.

Junior - a barrister who is not Queen's Counsel (QC).

Junior brief - a case on which a junior barrister is led by a senior, usually a QC, in a big case which would be too much work for one barrister alone. The more senior barrister will usually conduct the advocacy.

Marshalling - work experience shadowing a judge.

Mini-pupil - the name given to someone undertaking work experience in a set of chambers. Some sets of chambers may expect potential pupils to have completed a mini-pupillage at that set.

Moot - a legal debate in which participants conduct a case in a mock appeal court.

Pupil - the name given to barristers undertaking the practical element of their training, which is essentially an apprenticeship.

Pupillage - one year (or possibly two years) of apprenticeship in chambers or another approved organisation. For the first six months, the pupil will not be practising and will shadow their pupil supervisor. In the second six months they will continue to shadow a pupil supervisor, but may also undertake their own cases, with supervision.

Pupillage Gateway - the Bar Council's online application portal for pupillages (to which some, but not all, chambers subscribe).

Pupil supervisor - a barrister who acts as a pupil's mentor during pupillage.

QC/Queen's Counsel - a senior barrister who has been appointed by the Queen as "one of Her Majesty's Counsel Learned in the Law" (following a formal and transparent recruitment process, operated by the QC appointments panel). QCs are senior members of the Bar, and it is a mark of excellence. They appear in the

most serious and important cases.

Qualifying Sessions - Students who enrol on the vocational component of a Bar Training Pathway from September 2020 will have to complete Qualifying Sessions across five themes prior to being Called. At least two sessions must be interactive and require preparation in advance.

Recorder - a part-time judge, who is often also a practising barrister.

Set - informal term for chambers.

Silk - informal term for a QC - so-called because they wear a silk gown in court.

Squatter - a pupil not invited to become a tenant may be offered the opportunity to become a 'squatter' in chambers. They are allowed to remain and to continue to take on their own cases for a period, without having a permanent place in the chambers.

Tenant - a member of a set of chambers.

Tenancy - towards the end of their pupillage, an individual may be offered a tenancy, which is the entitlement to continue to practise from a set of chambers as a self-employed barrister.

Third six - a pupil not invited to become a tenant may be offered a 'third six'; essentially another six months as a pupil in another set of chambers, usually with a view to gaining tenancy if completed satisfactorily. This is not an additional training period.

Vocational Training - several new ways of studying for the vocational training will become available from September 2020. This course is available at various providers and teaches procedure, advocacy, ethics research methods and practical skills. It is followed by the work-based stage of becoming a barrister, known as pupillage.

FURTHER INFORMATION

For the most recent statistics on the profile of the Bar, please check the Bar Barometer, an annual publication which analyses statistical trends across the profession.

The 'Barristers' Working Lives' survey provides an insight into barristers' views of both their life at work and their profession. The Bar Council has produced several reports on the profile of applicants and students, online pupillage system applicants, and of registered pupils which should assist you when considering a career at the Bar. You can access these reports here: www.barcouncil.org.uk/about-the-bar/facts-and-figures/publications

Please consult the Bar Council, Inns of Court or Bar Standards Board websites for further information.

- www.barcouncil.org.uk
- www.barstandardsboard.org.uk
- www.barcouncil.org.uk/about-the-bar/what-is-the-bar/inns-of-court
- www.barcouncil.org.uk/careers/mini-pupillages



FURTHER INFORMATION ON THE INNS OF COURT

This brochure has been produced in partnership with the four Inns of Court. You can visit the Inns of Court websites and social media channels to find out about events for those thinking of becoming a barrister, information on scholarships and how the Inns support the profession.



Lincoln's Inn

www.lincolnsinn.org.uk
twitter.com/lincolnsinn



Inner Temple

www.innertemple.org.uk
twitter.com/TheInnerTemple



Middle Temple

www.middletemple.org.uk
twitter.com/middletemple



Gray's Inn

www.graysinn.org.uk
twitter.com/HonSocGraysInn



The Council of the Inns of Court exists to advance education in the sound administration of the law, including by promoting high standards of advocacy and enforcing professional standards of conduct. COIC supports the work of the four Inns of Court.

www.coic.org.uk

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The General Council of the Bar is the Approved Regulator of the Bar of England and Wales. It discharges its regulatory functions through the independent Bar Standards Board.