



# Outer Temple

Chambers

Pupillage Prospectus 2018/2019



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# Foreword

Outer Temple Chambers (“OTC”) is a leading, modern set of barristers which is highly ranked-across a wide variety of areas of law. Barristers at OTC are regularly involved in ground-breaking cases at the highest levels.

Outer Temple is the first (and currently only) barristers’ chambers to be registered in the DIFCC (Dubai International Financial Centre Courts) and the Abu Dhabi Global Market (ADGM). Having won the accolade of *Personal injury/Clinical Negligence Set of the Year* at the 2017 *Chambers UK Bar* awards, in 2018 we were delighted to see four members of Chambers take silk, and to win ‘*Chambers of the Year*’ in the STEP Private Client Awards 2018/2019.

We are proud of our reputation as a forward-thinking set with wide expertise, providing a high standard of client service and accessibility.

**Michael Bowes QC**  
**Christopher Gibson QC**  
**Andrew Spink QC**

Joint Heads, Outer Temple Chambers

Headquartered in modern premises opposite the Royal Courts of Justice, London, we also have offices in Manchester, New York, Abu Dhabi and Dubai.

As a set, we are unstuffy and sociable. We work closely together to build a successful future. At the heart of our success is our pupillage programme. OTC has, and has always had, a very strong policy of organic growth from our pupillage intake. Our pupils represent the future of OTC and we want them to flourish.

We think it important that potential applicants know what they can expect from pupillage with us. We trust that you will find the information here genuinely useful, not an exercise in rose-tinted public relations.

We do hope you will be persuaded to apply to us for your pupillage and look forward to meeting you if you do.

**James Counsell QC**

Head of Pupillage, Outer Temple Chambers

# Practice areas — some market perceptions

## Banking / Financial Services

*“... highly rated silks and juniors with a strong background in commercial and regulatory banking disputes...”* LEGAL 500, 2019

*“Outer Temple Chambers marshals its resources in financial services law to provide expert regulatory advice as well as advocacy in civil claims and criminal investigations. Barristers at the set deal with a plethora of allegations including breach of fiduciary duty, misrepresentation, deceit, conspiracy and mis-selling. In addition to steering clients through the intricacies of UK legislation they are skilled at handling complex international disputes. Afkar Capital v Fikry was a major recent instruction; it concerned a Middle Eastern hedge fund firm and the reliance of regulators on internal board minutes.”* CHAMBERS & PARTNERS, 2019

## Clinical Negligence

*“... has ‘great strength in depth’ and is ‘especially strong at silk level’... Members are ‘often against leading, recognised counsel’ in ‘claims of the highest value’, such as birth injury cases”.*

LEGAL 500, 2019

*“A highly rated set, which has a vast group of barristers who specialise in clinical negligence law. Practitioners offer claimants and defendants excellent representation in connection with individual claims, class actions and inquests. Their cases concern a wide array of matters, including birth injuries, spinal injuries and amputations. Recent highlights include the high-profile litigation against the MoD regarding Q fever contracted by members of the armed forces whilst they were serving in Afghanistan”.* CHAMBERS & PARTNERS, 2019

## Employment

*“Well-regarded set, which stands out for its vibrant employment practice. It handles the full range of employment disputes including those relating to equal pay, pensions, employee benefits and industrial relations. Its clients include public bodies, private companies and employees. Members recently acted in the high-profile equal pay dispute between ASDA and shop workers.”*

CHAMBERS & PARTNERS, 2019

## Health & Safety

*“Acclaimed health and safety set praised for its deep knowledge and breadth of experience across the full gamut of health and safety law matters including inquests and inquiries. Members of the set are at the forefront of the most high-profile, multi-fatality inquests and investigations across the country including that relating to the Didcot Power Station collapse. The set has significant expertise in representing clients in complex gross negligence manslaughter and corporate manslaughter prosecutions.”* CHAMBERS & PARTNERS, 2019

## Pensions

*“... has a large bench of QCs and juniors who specialise in pensions law. Its clientele includes regulators, actuaries, employers, employees, trustees and representative beneficiaries. Members act in a broad range of contentious proceedings including regulatory actions and high-value claims for discrimination and professional negligence. They also supply astute advice in relation to corporate transactions, restructurings and mergers. The set complements its pensions work with expertise in related areas of law such as employment and banking and finance. It is especially renowned for the appellate advocacy it provides before the Court of Appeal and the Supreme Court.”* CHAMBERS & PARTNERS, 2019

*“‘has a number of frighteningly bright barristers to call upon’ for its pensions work and often ‘bridges the gap between pensions law and wider issues’.”*

LEGAL 500, 2019

## Personal Injury

*“... a ‘first-rate set in terms of the breadth of knowledge and experience for catastrophic PI claimants’. The depth of knowledge and suitable counsel available is ‘second to none’. In recent years the set has expanded with more juniors specialising in asbestos-related disease work and ‘offering extremely efficient and outstanding service’. Chambers is praised for having ‘strengths at all levels of practice’, especially in high-value cases.”* LEGAL 500, 2019

*“... houses a large team of high-quality advocates, experienced in the handling of a wide range of personal injury claims. The group provides advice and representation to claimants and defendants including insurers, multinational companies, private clients, government bodies and defence organisations. Members are regularly instructed in claims involving catastrophic injuries, sexual abuse and industrial disease, and also offer expertise in aviation accidents and injuries caused by animals. The set is further well regarded for its handling of actions both for and against the military. Instructing solicitors praise the members here for being “approachable and flexible,” adding that “they have a very modern approach and they make sure they listen to the clients.”*

CHAMBERS & PARTNERS, 2019

## Professional Discipline

*“ Outer Temple Chambers devotes significant resources to its work in the professional discipline sphere. It has a large group of barristers focused on the area, who demonstrate ingenuity both when prosecuting on behalf of regulators and when defending individual professionals. Members deal deftly with disciplinary proceedings, inquests and criminal trials. Their instructions derive from numerous sectors including financial services, sports, the legal profession, transportation and healthcare.”* CHAMBERS & PARTNERS, 2019

## Public Law

*“... remains a highly regarded set for its handling of a wide range of cases in the Court of Protection. Members are frequently instructed to act for public bodies such as NHS Trusts and local authorities, as well as the Official Solicitor and the Office of the Public Guardian. The team is well versed in health and welfare matters, and has experience of handling cases involving mental health diagnoses, capacity to consent to sexual relations and serious medical treatment matters.”* CHAMBERS & PARTNERS, 2019

## Travel

*“ ‘an excellent set’ which is still ‘rising up’ in travel law...The team has a ‘high level of expertise in travel law in all levels of call’ and provides ‘quick turnaround’ in claims of ‘high complexity and value’, including package travel regulations and multi-jurisdictional cases.”* LEGAL 500, 2019

*“Instructing solicitors note Outer Temple Chambers as a strong player in the international personal injury arena, describing its barristers as “dedicated travel law specialists.” The set benefits from a strong bench of senior counsel, recently bolstered by the promotion of two leading junior members to silk. The set’s tenants have a strong track record in jurisdiction and choice of law disputes, and have garnered frequent instructions in catastrophic injury claims arising from RTAs and other accidents abroad. Members’ expertise also covers package travel cases, including individual and group actions relating to illness.”* CHAMBERS & PARTNERS, 2019



Christine Kings, Director, on the occasion of receiving a Chambers & Partners Lifetime Achievement Award, 2018

# OTC

Outer Temple Chambers ('OTC') is one of the leading civil commercial chambers in the country, undertaking a range of the highest quality work that few other London chambers can rival. As a set we have been recognised by *Chambers & Partners 2019* in 9 practice areas: Court of Protection; Health & Welfare, Clinical Negligence, Employment, Financial Services, Health & Safety, Pensions, Personal Injury, Professional Discipline; Travel and International Personal Injury. Our individual practitioners have been recognised across 17 practice areas.

One of the main attractions of pupillage at OTC is the opportunity to experience a wide range of different areas of law and to see what suits you best. We recognise that many applicants simply do not know which areas they will prefer until they have given it a go and others, who thought they knew, often find other areas of law which suit them better. We also have a depth of skilled, honed advocates – and we strive to ensure pupils develop and put to use those priceless advocacy skills.

The opportunity to undertake a range of work continues well into tenancy. Some junior tenants like to specialise; others prefer a broader practice – the choice is entirely an individual one and there is no attempt to push tenants in one direction or another.

With 17 of our Queen's Counsel listed as 'Leading Silks' in their respective fields, and 31 junior members ranked as 'Leading Juniors', we have been recognised as a leading set in 14 areas in this year's *Legal 500*: Banking and Finance (including consumer credit), Business & Regulatory Crime (including global investigations), Clinical Negligence, Consumer Employment, Financial Services, Health & Safety, Inquests and inquiries, Pensions, Personal Injury including industrial disease and insurance fraud, Professional Discipline and Regulatory law, Professional Negligence and Travel.

Ten members are on the Attorney General's Panels of Counsel.

Having won *Personal Injury/Clinical Negligence Set of the Year* in 2017, in 2018 we were delighted to win '*Chambers of the Year*' in the STEP Private Client Awards 2018/2019. The Lawyer listed us in 2016 as in the Top 30 chambers by fee income. We were one of the first chambers to become a *Living Wage Employer*. We are also a *Disability Confident Employer*, a *Mindful Employer* and have received a Certificate of Recognition from the Bar Council for our efforts to promote mental health and wellbeing within Chambers.

We have been IIP (Investors in People) accredited for some years now and, in 2018, we were particularly pleased to be recognised as an IIP Platinum employer. Investors in People is the international standard for people management. It demonstrates commitment to high performance

through good people management and defines in detail what it takes to lead, support and manage people to achieve sustainable results. Platinum award level is the highest possible level available across the IIP standards, with OTC now being amongst one of the top 2% of organisations worldwide to hold this coveted position. We believe that investment in staff, pupils and barristers by way of training and support is vital and that approach is reflected by our IIP accreditation.

For a number of years we have made concerted efforts to develop our sources of work outside of the UK, particularly in the UAE. We are the only chambers currently to be registered in the Dubai International Financial Centre Courts and the Abu Dhabi Global Market, with an increasing number of practitioners having rights to appear in the courts of both those centres, and regularly doing so. Senior members spend time in consultancy roles with the Ministry of Justice in Abu Dhabi and junior tenants have been seconded to law firms in the region. We anticipate that this opportunity for young tenants will continue into the future. We work closely with the Academy of Law in Dubai, including providing members to lecture as part of the Certificate in Common Law Practice and DIFC Courts Practice programme. Members have also provided advocacy training to students in Abu Dhabi. In fact, the first ever use of the new ADGM courtroom was for this event.

We are increasingly involved with the New York State Bar Association (NYSBA) through the UK Chapter of its very important International Section. A number of our members, from very junior to silk, are making a presentation at the 2019 NYSBA Annual Conference and Outer Temple is organising the International Section's Regional Meeting in London in 2020.

Our work for the authorities in Dubai led to members being involved in consultancy and legal work for the Astana International Financial Centre (AIFC) in Kazakhstan. Andrew Spink QC, joint head of Chambers and currently Chair of COMBAR (Commercial Bar Association), is one of a selected number of highly respected UK judges and senior lawyers chosen to help spearhead a modernisation programme involving the Astana International Financial Centre (AIFC), with a view to making it the leading financial centre in Central Asia. A new AIFC Court and International Arbitration Centre will resolve commercial disputes arising in this fast-developing and commercially very active part of the world, applying AIFC Law, which is essentially English common law.

We are constantly looking to use the experiences we have gained in the UAE and US to create opportunities in other parts of the world.

# Practice Expertise

Chambers' areas of practice can usefully be grouped under two broad areas: Business and Health. Internally for administrative purposes, we adopt that division as a 'departmental' structure for barristers. Barristers are part of the Business Department or the Health Department (or in some instances, both) and clerked by two teams, one for each of those departments. There are also specific barrister workgroups arranged by practice area. The range of work falling under the various practice areas listed above is broad, and the various quotes from the legal directories (cited earlier in this document) give a good idea of the work we do.

The Business-related areas of law include Banking, Employment & Discrimination, Financial services, Regulatory and corporate liability work relating to Health, Safety and Environmental matters, Taxation, and Pensions & Trusts. OTC has been involved in some of the biggest and most important litigation in the Chancery Division and Commercial Court in recent years, involving pension schemes and banks, and focused on Libor manipulation, financial mis-selling and misrepresentation claims, financial investigations, bribery and money-laundering. Pupils and junior tenants are given the opportunity to become involved in such matters (whether with pupil supervisors or as part of a team led by a QC).

Our chancery & commercial work sits alongside our private client work. The work is broad: family asset and governance structure planning, estate

planning, probate, inheritance disputes and trust disputes. We also take on private and charitable trust work for individuals and trustees, often in a cross-border context. Some members of Chambers have expertise in Islamic law alongside their core practice, and members can also provide expertise in pensions and Court of Protection work where it crosses over with traditional Chancery work.

In the field of pensions we act in the most significant cases (e.g., *BT plc v Trustees of the BT Pension Scheme* in the Court of Appeal; *Lloyds Bank* (re equalisation for the effect of the Guaranteed Minimum Pensions); or *Barnardo's Pension Scheme* (Supreme Court)). We act on many pensions litigation cases that are ongoing (including many that must remain confidential), some of which relate to the rectification or interpretation of pension scheme deeds and rules. We act for bodies such as the Pensions Regulator and Ombudsman and advise companies on corporate restructurings.

We excel in corporate financial crime, with members acting for the SFO, FCA and Lloyd's of London, as well as city and US law firms. Frequently instructed in major financial crime investigations in the UK and across jurisdictions, we also advise boards of multinationals in the interlocking areas of financial crime, financial regulation, banking and civil actions (e.g., by shareholders). Members have also been involved in major work such as the Dobbs Review, LIBOR & FOREX investigations, and ENRC. Advising on parallel enforcement actions across multiple jurisdictions is an area of expertise for some of our silks and juniors, as is advice and advocacy on proceeds of crime and asset recovery issues, often in the cross-jurisdictional context. Members of the team frequently speak at leading conferences, round table sessions organised by a range of bodies (for example, Transparency International) and other major events, such as the UK Anti-Corruption Global summit.

In our regulatory and corporate liability work, our barristers are involved in advising regulators, and firms and individuals in regulated industries (in particular in health and safety, financial services and pensions) and representing them before a range of decision-making bodies, tribunals and courts. In environmental law enforcement, for example, we frequently prosecute difficult cases for agencies such as the Environment Agency or the Maritime & Coastguard Agency. We are frequently involved in cases where breaches of environmental law are connected to serious health and safety failings.

OTC's employment team is a key part of our Business department, and has been at the cutting edge of the development of the law, for example on discrimination matters such as the N Ireland 'gay cake' case (in which Sarah Crowther QC appeared

**Alternative Dispute Resolution**  
**Banking**  
**Business Crime**  
**Clinical Negligence**  
**Commercial & Chancery**  
**Court of Protection**  
**Disciplinary & Regulation**  
**Employment & Discrimination**  
**Financial Services**  
**Health, Safety & Environment**  
**Law in Sport**  
**Pensions & Trusts**  
**Personal Injury**  
**Private Client**  
**Professional Negligence**  
**Public Law**  
**Taxation**

before the Supreme Court) and on Equal Pay claims (members are currently involved in a number of mass claimant equal pay claims against various retailers). A broad spectrum of work is dealt with at ET, EAT, High Court and beyond, covering pensions, employee benefits and industrial relations; clients include public bodies, private companies and employees. We also have expertise in international administrative law as it relates to international organisations such as the UN, World Bank and others, and members have also been involved in drafting and shaping employment legislation in the UAE. Our employment practice is a major source of work and, importantly, of advocacy experience for pupils in their second six and also new tenants. As such, a pupil or new tenant might find themselves involved in advising upon an aspect of a multi-million pound piece of litigation, on one day and in the County Court or Employment Tribunal on the next. We think this variety stands our pupils and new tenants in good stead for a thriving and interesting practice.

Many of our areas of Health-related law overlap with each other. Taking the medical work, for example, we specialise in all aspects of personal injury (including cross-border) and clinical negligence, medical disciplinary/regulatory, inquests, and health and safety. Our personal injury workgroup is the largest in Chambers, including 9 silks. We have twice won the accolade of *Personal Injury & Clinical Negligence Set of the Year* in four years, most recently in 2017. Members of this workgroup represent and advise a mixture of claimants and defendants, across private clients, multinationals, insurers and defence organisations, from the MoD to NHS Resolution and others. A number of members of chambers act for survivors of historic child sexual abuse against various charitable, religious and sporting institutions. A leading silk has been retained to act for some of the

victims of the Grenfell Tower Tragedy. The range of work spans catastrophic injury claims and wrongful birth claims, industrial disease matters, Animals act claims, travel and cross-border claims, mass tort claims, aviation accidents, product liability claims and those with challenging jurisdictional issues.

Our public law work is deep and broad, and includes Court of Protection and education cases, statutory appeals from regulatory bodies, and public inquiries. Although there is an emphasis on public enquiries and judicial review in a social welfare and immigration context, the variety is notable from cutting-edge mental capacity, medical treatment and deprivation of liberty casework, to community care and ordinary residence disputes, from civil and public law claims against educational institutions to mental health and cases involving duties towards children and vulnerable adults. CA and judicial review proceedings are common.

It is worth noting that members of Chambers have appeared in a number of key public enquiries in recent years – such as the Jersey Care Home Inquiry, the Shipman Inquiry, Rosemary Nelson Inquiry, and the ongoing Independent Inquiry into Child Sexual Abuse.

The work in many of the above fields is fairly evenly split between advisory and other paperwork, and advocacy. There are good opportunities for led work, but also a strong emphasis on building your own practice and reputation. The work is always interesting, challenging and varied and you can expect to be involved in it from pupillage onwards. It will take you to county courts, coroners' courts, criminal courts, and tribunals, the Queen's Bench and Family Divisions, the Administrative Court and beyond. Depending on the supervisor and the particular caseload coming into Chambers at any given time, there can be the occasional opportunity during pupillage to travel out of the UK or to work on cross-border matters.



Carin Hunt (2018/19 OTC pupil) winning the Rosamund Smith Mooting Competition, Middle Temple. (L. to R.) Lord Carnwath, Lord Hodge, Carin Hunt, William Vaudry, Lord Lloyd-Jones.

# THE OUTER TEMPLE 222. STRAND

## Pupillage at OTC: key facts

Chambers is an approved pupillage training body and participates in the Bar Council's online portal [\*Pupillage Gateway\*](#) for recruitment of twelve month pupils.

For the pupillage year commencing September 2020, we'll be offering up to three twelve month pupillages, each funded by an index-linked award of £60,000 p.a., among the highest at the Bar. Having offered two pupillages a year until 2014, this will be the fifth year where we will be offering up to three pupillages, a reflection of Chambers' commercial success and its wish to offer opportunities to the most talented individuals to join us.

A proportion of the award (up to 25%) is available for early drawdown during the BPTC year. The award isn't affected by any other financial assistance you may receive (e.g. from your Inn). For income tax-planning reasons, unless you would rather receive the award in equal instalments throughout the year, we offer two-thirds (less any sums drawn down in advance) to be paid monthly throughout the first six, and the remaining third during the second six. Any earnings actually received on your own account in the second six are set off against the monthly pupillage award for the second six.

We have a strong policy of organic growth, so that, traditionally, we have recruited our junior tenants, first and foremost, from the ranks of those

selected for pupillage. Indeed, the quality of our pupils has allowed us to offer tenancies to virtually every twelve-month pupillage trainee (31 out of 32) that we have accepted since 2003. We have been able to achieve this because our selection process has successfully identified those with the potential to join us at the end of pupillage as tenants. We strongly believe that it is important that our pupils don't feel that they are in competition with each other - tenancy decisions are made on merit, not by competition between pupils. We want to support our pupils and for them to support each other, not feel that they are in competition for limited space.

### How does it work?

Our Pupillage Committee allocates pupils to supervisors at the beginning of each year. This is based on the availability of supervisors, the overriding need to provide a balanced pupillage covering different areas of Chambers' work and, if possible, expressed preferences in specific areas. Pupils can expect to sit with four different pupil supervisors in each of our main areas of work during the pupillage year, three months in the first two seats, then four months in the third and two in the fourth. They are likely to have pupil supervisors

specialising in the following four core areas of Chambers' work: (1) Employment law, (2) Clinical Negligence and Personal Injury, (3) Either Public Law or Crime and Regulatory (financial and medical) and (4) Commercial law, including Pensions. (1) and (2) are paired together during the first half of pupillage and (3) and (4) in the second.

## Help and Support

As a pupil, you will also be offered a mentor, tenants whose role is to provide informal support and assistance if needed. We find that there is a close bond, nonetheless, between all the most junior tenants and the pupils.

Although we place great emphasis on a close working relationship between pupil and supervisor, we also encourage pupils to undertake work for other members of Chambers. Your pupil supervisor will be fully aware of all work undertaken for other members of Chambers, to ensure that you receive exposure to a wide range of work but are not overburdened and that you receive meaningful feedback from those for whom you do work.

## Regular Feedback

Pupil supervisors write a short report on each of their pupils at the end of each quarter. The report includes the pupil supervisor's assessment of the pupil's overall performance - written work, potential as an advocate (particularly in the second six), and general strengths and weaknesses and will also include feedback from other members of Chambers, the clerks and also solicitor clients if the pupil is in the second six months.

That report will be discussed with the pupil before being signed off and is submitted to the Head of Pupillage, forming part of the quarterly review - a face to face look at progress over that quarter and a discussion about what needs to be achieved in the next quarter, carried out individually with each pupil by the Head of Pupillage, the supervisor and also the supervisor for the pupil's next seat. We believe that these progress reports are a valuable part of pupillage because they allow the pupils to know how they are performing and what they need to do to improve. Transparency is paramount in our feedback and review process. The review takes account of all work done, with feedback included from all with whom a pupil has come into contact, his/her own self-assessment, and a review of relevant checklists.

## Advocacy Training

Chambers recognises the crucial importance of advocacy training. In the first six, pupils undergo a

series of both unassessed and assessed advocacy exercises. These exercises take the form of mock hearings across a range of areas of law. They cover submissions (written and oral), witness handling and general advocacy tips. They serve as useful refreshers for courtroom skills during a six-month period which is otherwise focused on watching and learning from supervisors. The emphasis is firmly on constructive feedback and building confidence for the second six.

The initial advocacy exercises are unassessed, intended only as training exercises. They are conducted by a single member of Chambers (depending on the area of law) and attended only by pupils and their supervisors.

After a few unassessed exercises, pupils progress on to "advocacy appraisal exercises". These are similar to the unassessed exercises, except that the "Judge", a member of Chambers, will give oral feedback at the end and write a short report for the Pupillage Committee summarising each pupil's performance. Along with the quarterly review reports this forms part of the material considered by Chambers when it comes to tenancy decisions.

One other difference between the unassessed and the appraised exercises is that some of the advocacy appraisal exercises are open to members of the Pupillage Committee, and the final such exercise, to all members of Chambers. Don't worry, this sounds more intimidating than it really is - you will find that when you are in the middle of the exercise, you will be paying careful attention to your papers and the Judge, not the few others, sitting quietly (perhaps...) at the back of the room.

Apart from the advocacy training and exercises, we also try to send pupils to marshal with two of our former Members of Chambers, one a Deputy High Court Judge and the other a circuit judge hearing criminal cases.

Chambers pays for the mandatory advocacy courses that the Bar Standards Board (BSB), our regulator, expects pupils to undertake. We encourage pupils to undertake the advocacy courses organised by the Inns or by the Western Circuit, the circuit with which Chambers has longstanding links.

## The Second Six

After that comes the second six. You will be nervous, but this is where the fun begins. Nothing is quite the same as picking up that first slim bundle of pink-ribboned papers from your pigeonhole. Pupils will undertake their own cases from the start of the second six, as well as assisting their pupil supervisors with theirs. You will have your own profile on our Chambers diary system and will be able to see when the clerks enter cases for you.

A typical diet during the second six comprises personal injury and employment matters, from case

management through to multi-day or multi-week trials. It's a great opportunity to cut your teeth on narrative advocacy, witness handling, dealing with clients and challenging opponents. We also usually try to get pupils to do one pro bono EAT case to experience some appellate work. And don't be surprised if you find yourself in a far-flung magistrates' court, in front of a Coroner, or doing your best to help one of our silks fend off an impatient High Court Judge. The best way to become an excellent advocate is with real cases, real clients, real witnesses and real judges (and real coffee!).

Although your pupil supervisor will not be coming to court with you in the second six, s/he will be paying very careful attention to where you are and what you are doing. Your supervisors are the first port of call for any difficulties, unexpected developments and, of course, for boasting about a glorious success. They will be expecting you to call straight away if things start to go awry and they will not be the only ones to whom you can speak. Your phone will be full of numbers of people you can call, depending on the type of case, and there will always be someone available to speak to.

As with the first six, your pupil supervisor will write a report for the Pupillage Committee at the end of the first four months of the second six.

When the time comes for tenancy decisions (see more below) you will have seen and had a chance to comment on all of the material with which members of Chambers are provided to make that important decision. We aim to make the tenancy selection process as transparent, fair and merits-based as possible.

To sum up...

#### *What you can expect*

- a pupillage award of £60,000, one of the most generous at the Bar, funding of all compulsory courses and discretionary provision for non-compulsory courses and travel/accommodation expenses
- a proper induction into Chambers at the start of your pupillage
- accessible points of contact and ongoing support - from pupillage through into tenancy - from the clerking team (of whom the legal trade press has said: "The clerking at Outer Temple is exemplary. The clerks can't do enough to help and react quickly when necessary")
- to sit with four different supervisors in your twelve months, being exposed to a wide, varied workload

- to produce pleadings, opinions, skeleton arguments and research related to your supervisors' cases
- a series of assessed and unassessed advocacy training exercises
- a review process which provides structure to your pupillage and helps you to know how things are going
- to attend Court/Tribunals, round table negotiations and conferences with your supervisors and other members of Chambers, instructing solicitors and lay clients
- to have your workload carefully monitored by your supervisors
- to receive regular feedback on your work
- to work with a range of practitioners, including silks
- to work hard but to enjoy social life within Chambers as well (official working hours are based on a forty-hour working week. Urgent instructions by clients may require you to work in the evenings and weekends from time to time. Your supervisors will ensure that your workload is not excessive, and will have regard to Chambers' Wellbeing Policy)
- twenty days' holiday, including the week between Christmas and New Year, but excluding public bank holidays
- the opportunity to have a mentor in Chambers
- a sympathetic ear if things are not going as well as you'd like, with formal, fair and transparent avenues for resolving any problems that may arise.

#### *What we expect*

- punctuality and adherence to deadlines
- flexibility
- attendance at all compulsory internal and external training and completion of all checklists and other paperwork (including administrative BSB pupillage paperwork)
- a desire to improve your weaknesses and consolidate your strengths

- courtesy to all staff and clients, regardless of seniority
- hard work but not ‘workaholism’
- an enthusiasm for pro-bono work (pupils and members have done a range of such work for bodies such as Advocate, FRU, IPSEA, and through the ELIPS, COIN and Pro Bono Connect schemes, as examples)
- a willingness to let your hair down, dance the Zumba and karaoke with your supervisors and other colleagues (we exaggerate, slightly)

If you wish to find out more, our pupillage policy documents are available online.

*Chambers & Partners Student Guide* has profiled OTC’s pupillage offer and experience, which can be viewed at their website [here](#).

### **OTC Extended Pupillage in association with FRU**

In 2013/14, OTC and the Free Representation Unit (FRU) pioneered a radical new eighteen-month pupillage scheme. Details of this scheme and the application process - which runs in alternate years and offers one place - are available on the OTC website. The scheme will be advertised through the Pupillage Gateway in the relevant yearly cycle. Applications will not be managed through the Gateway but directly through Chambers. The next round of this scheme is expected to open in July 2019. A profile of our most recent extended pupillage trainee, now a tenant, can be found towards the end of this document.

### **Third six pupillages**

Chambers occasionally recruits third six pupils, when it determines that there is a need to support and develop the practice areas of specific teams and internal workgroups by advertising specifically for a pupil in a particular area of work. Such pupillages will usually be advertised on the Bar Council’s website and Chambers’ own website. Third six pupillages apply the same standards as those for twelve month pupillages. The Pupillage Committee is responsible for the management of all such pupillages. It is not the policy of Chambers to offer third six pupillage “with a view to a tenancy”. If a third six pupil wishes to be considered for a tenancy, then his/her application will be considered on its merits during the course of the second three months of the six month pupillage. The Pupillage Committee will, insofar as it is possible to do so,

adopt the same procedures and criteria as it does with twelve month pupils but, in addition, will have in mind whether there is sufficient space and/or work in Chambers for an additional tenant as well as the interests of Chambers’ junior tenants and its twelve month pupils. Chambers is a signatory to the Bar Council’s *Good Practice Guidelines* for Third Six Pupillages.

### **Mini-pupillages and work experience placements**

We offer two mini-pupillage courses each year. We take up to ten candidates at a time for a week of court visits, seminars, exercises and case research to provide an insight into life at the Bar. Courses are usually held in June and December. Our mini-pupillages are not assessed and it is not a requirement that those applying for pupillage need to have completed a mini-pupillage with us. Further details - including an application form and closing deadlines - can be viewed within the Careers section of our [website](#). Chambers also participates in the Inner Temple’s *PASS (Pegasus Access & Support Scheme)*, a work experience programme that aims to support those from diverse backgrounds who are considering a career at the Bar.

In respect of work placements, we accept school and college students between the ages of 14 and 18 for work experience at our Chambers for a period of one week. We prioritise students from local state schools in central and east London. Applications should be made through the school to the office manager. Further details are available on the Careers pages of our [website](#).



Arthur Chikara, Office Manager and OTC’s mini-pupillage coordinator

## Feedback from recent mini-pupils

*"I just wanted to send a note to say thank you so much for the mini-pupillage at Outer Temple Chambers. The week exceeded all my expectations, packed as it was with invaluable opportunities to learn from the very best and most experienced advocates in the business - yet also the chance to hear first-hand from Christine Kings and David Smith about the (ever-changing) legal market." In particular the advocacy, ethics and Skeleton arguments exercises were very useful as these are areas that we will encounter during the BPTC year and as pupils. The seminar about pupillage applications was also very useful and we were able to make our list of do's and don'ts when completing pupillage applications. The talk about the future of the Bar by Ms Kings was also very useful as it reminded us about the challenges and opportunities that the Bar is facing and will be facing in the future. Also the way Arthur arranged the event was very useful as we were exposed to many aspects of the day to day work of a barrister."*

*"Observing James Counsell in court - as well as Christopher Wilson-Smith and Andrew Short earlier in the week - was brilliant preparation for the advocacy exercise: thank you again for your comments and 'pointers', very helpful indeed."*

*"... I have emerged from the week feeling stimulated and inspired, yet also with a very healthy dose of realism concerning what is required to succeed as a barrister."*

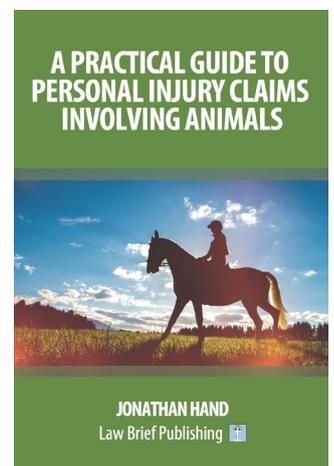
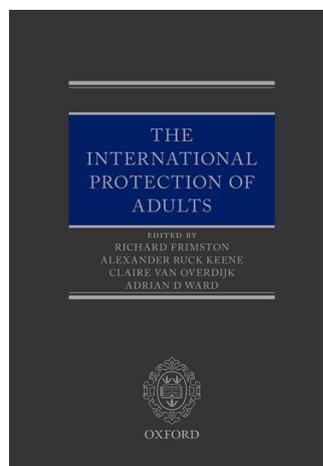
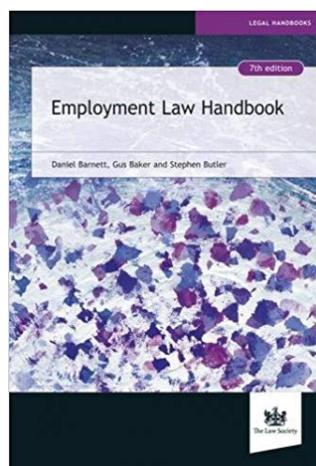
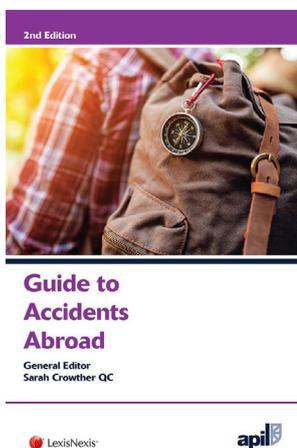
*"... On my last day I was marshalling a Judge from Chambers during a sentencing hearing at the Wood Green Court and before court started, someone said they heard the sounds of what appeared to be gun shots. A few minutes later the Court was on lock down and the building surrounded by armed police officers. I later found out that there had been an attempted plot to assist a prisoner to escape. The event became the top story on the BBC. My advice is that like a Barrister's working week, a mini-pupillage week can be very unpredictable."*

*"... of all the chambers ... contacted to ask if they were wheelchair accessible, OTC were one of the very few to even contact him back. Not only that but you went out of your way to really welcome and encourage him, as you did with all of us, by providing really practical assistance. Although OTC is at the top of its game in so many areas, this particular aspect really helped form the lasting impression I have of OTC."*

*"The range of meetings and court appearances that were available for us to watch as it was able to give us a well-rounded idea of the different types of work that barristers do and the different areas. The seminars in the evening gave us the opportunity to ask questions about barristers' work, pupillage and the running of chambers, giving a better insight into life at the Bar. I thoroughly enjoyed the cross-examination exercise as we were able to acknowledge the type of exercises pupils must do."*

*"The conferences were incredibly insightful and I am very grateful to your set for organizing the opportunity. They allowed for a genuine and unhindered insight into a day in the life of a Barrister and offered your mini pupils the chance to see the multi-layered interactions during this meetings (barrister - solicitor - client - experts)."*

Some publications authored or co-authored by members of OTC





## Legal Harmony

Legal Harmony was established in August 2013 by David Smith, for choirs in, or connected to, the legal industry. A not-for-profit organisation, Legal Harmony's "Clash of the Choirs" competitions raise

funds for – and awareness of – participating choirs' nominated charities. So far over 35 choirs, from barristers' chambers and law firms have competed in the competitions.

David is a Business Development Director at Outer Temple Chambers, leading our Business Department.

Legal Harmony has also broadened its remit to putting on non-competitive charity events: on 11th June 2015 David was asked by the American Bar Association to form a choir to perform at the Opening Ceremony as part of their 800th Anniversary of Magna Carta celebrations. 8 June 2016 saw a *Charity Musical Gala* at Central Hall Westminster, when a choir of over 200 (from law firms and barristers' chambers) performed to an audience of one thousand, accompanied by the National Symphony Orchestra. Further massed choir events (including to celebrate Law Rocks' 10th anniversary) are planned for 2019.

As an additional project, David has also established Fiscal Harmony for the Banking and Finance sector which has attracted choirs from many major banks and financial establishments.

Since its inception, Legal Harmony has raised nearly £50,000 for charity.

Outer Temple Chambers has been proud to be one of the sponsors of these events.

[www.legalharmony.co.uk](http://www.legalharmony.co.uk)

Legal Harmony photos by John Russell



David Smith, a Business Development Director at OTC, and the Gray's Inn Songbirds from the first of 2017's competitions in July.



(L. to R.) Barrister Jenny Seaman; Marketing Manager Helen Brew Gerlach; OTC/FRU pupil (as she then was) Imogen Egan. Charity Musical Gala, Central Hall, Westminster 2016.

# Pupillage: our criteria for selection

*"Would just like to say I've been through 12 of these interview processes and OTC's struck me as the most transparent / informative / considerate throughout. Was very impressed!"* (applicant for pupillage 2017)

Increasing social mobility at the Bar is important – we look at all applications for pupillage and mini-pupillage solely on merit, irrespective of race, ethnic origin, nationality, gender, religion, age, belief or disability. We encourage applications from graduates of any university, any background and any section of the community with the ability and determination to succeed as a barrister, and particularly welcome applications from groups which are still under-represented at the Bar.

Applications received via the Gateway system are each initially independently assessed by at least two barrister assessors. Where there is disagreement, a third assessor will review the application.

Applications are independently scored against the four criteria set out below:

- a. intellectual ability
- b. potential as an advocate
- c. motivation/drive/commitment
- d. professional compatibility with Chambers.

Our pupils are selected from applicants drawn from a broad range of backgrounds and experience, including recent university graduates or those seeking a second career as a barrister.

Postgraduate qualifications, whilst viewed favourably, are not essential. A 2.1 (or above) in your first degree is preferred. Applicants should not ask their referees to submit references to Outer Temple, as we only solicit references when making an offer of pupillage.

Candidates whose applications score sufficiently well in the initial paper sift of applications will be required to undertake a short Preliminary written test (to be made available remotely and undertaken in your own time). This will be completed by candidates after the Gateway has closed for applications – we will communicate the practical details nearer the time. The test will be marked by our internal assessors. Your score on the test will determine whether you are invited for a first interview. We normally interview approximately 38-40 candidates at first round interview.

The first interview is normally conducted by a three-person panel, and lasts approximately 20-30 minutes. Candidates attending this interview will also be asked to sit a written exercise on the day (of approximately 45 minutes' duration), in addition to the interview. The combined results of the written test (taken on the day of the first interview), and

your interview performance will determine the shortlist of those selected to return for the second, final round interview and assessment on Sunday 28th April 2019. We aim to invite 8 candidates to the final round interview, which is customarily conducted by a five-person interview panel, led by our Head of Pupillage. Candidates will also be asked to undertake one or more written exercises in Chambers on that Sunday, immediately prior to the interview.

There is no bar on applicants who have applied previously re-applying in a further application round nor will candidates be at any disadvantage if they have applied before.

You are strongly advised to keep the 26th, 27th and 28th April 2019 free of non-pupillage related engagements in your diaries, in case you are selected for interview.

We do not normally offer interviews by Skype or video conferencing.

For those applicants who may be citizens of a country outside the EEA, you are likely to need the immigration support of the Bar Council by way of 'sponsorship' in order to obtain a relevant visa. Details of this can be viewed [here](#). Chambers will support any such pupils if an offer of pupillage has been made.

Deferred applications: Chambers does not accept deferred applications for pupillage.

## Reasonable adjustments

If you require any reasonable adjustment to be made during our interview/ assessment process, please do let our Pupillage Coordinator know, in good time.

## Extenuating Circumstances

If you feel your educational, or other, performance has been affected by specific circumstances, then you need to make this clear on your Pupillage Gateway application form.

## Pupillage Applications and candidates with a disability

Chambers is a *Disability Confident* employer. This means we are recognised as positive about people with disabilities. We offer pupillage applicants with disabilities the option of requesting that their application for pupillage is considered *in the spirit* of the commitments we make as an employer under this scheme.

We are unable to offer a guaranteed interview to all pupillage applicants with disabilities who apply to us because of the very high number of applications we receive. However we give special consideration to such applicants by moving them automatically to the stage where they are asked to complete the short, Preliminary written test. The manner in which that test is conducted will be subject to reasonable adjustments, as necessary.

To be eligible to apply under these arrangements, you must have – or have had in the last twelve months – a physical or mental impairment which has a substantial long-term adverse effect on your ability to carry out normal day-to-day activities. This includes those whose impairment has lasted, or is likely to last, for twelve months, or if the impairment is likely to progress or recur. You are also automatically eligible if you are affected by cancer, HIV, Multiple Sclerosis, or severe facial disfigurement. You do not have to be registered as a disabled person to apply under this scheme.

Declaring a disability for the purpose of eligibility under these arrangements is a personal decision and entirely voluntary. Please note that even if you do not wish your application to be considered under these arrangements, you may still request reasonable adjustments during the interview/assessment process.

To make an application in the spirit of our commitments under the *Disability Confident* pupillage arrangements, you must:

- a. submit an application to Chambers using the normal application form of the Pupillage Gateway;
- b. separately, by email to our Pupillage Coordinator, submit a Declaration Form, available on request from our Pupillage Coordinator (E: [pupillage@outertemple.com](mailto:pupillage@outertemple.com)), doing so no later than the closing date for Gateway submissions (11am, 7th February 2019). Your covering email should indicate that you wish your application to be considered under the rubric of OTC's Disability Confident pupillage arrangements.

## Feedback and Correspondence

For applicants who've reached the interview stage (either first or second/final round interview), Chambers will provide feedback about your performance in the first and/or final interview stages, upon request; regrettably for all other applicants we're unable to provide any feedback or enter into communications regarding selection decisions and criteria.

We have encouraged applicants in the past, whatever the outcome of their application, to share with us *their feedback* on coming to Outer Temple

Chambers for assessment. This feedback has been a real help in improving our processes.

Some comments received in previous rounds from candidates:

*"I am hugely grateful that you have given such detailed feedback to me as a candidate who reached only the first stage of interviews".*

*"On the whole, I thought the application process for pupillage at OTC was well managed... I am sure the mistake won't be made again but it was a little unnerving to have been rejected by accident and then subsequently unrejected and asked to complete the written exercise. When I was invited for a 2nd round interview I initially questioned whether there may have been a mistake... thank you for the effort which you put into the pupillage application process - it is much appreciated (and stands in stark contrast to most chambers), it leaves a very good impression and I will certainly be reapplying to OTC next year."*

*"I just wanted to reiterate my thanks and appreciation of how you and Chambers have organised this process. It tells a very impressive story about how Outer Temple sees itself and runs itself - one wholly consonant with its reputation. This is a tough production line for everyone concerned, and you've made it markedly less hassle-some and stressful than it might otherwise be."*

*"I just wanted to thank you and Outer Temple for the lengths you went to accommodate me and make me feel welcome. I was offered pupillage today so shall not be making another attempt with Outer Temple. However, I just wanted to let you know what a fantastic job you do to further diversity at the bar."*  
*"I can have no complaints about your system. There are other processes where I have felt that I haven't had the opportunity to impress – that is very definitely not the case with your process. The best will shine through, and they will probably be very much the best, having been tested on such a broad range of skills and attributes."*

*"Thank you so much for your kind words, advice and for arranging the feedback. I will apply to your chambers again. In part, because you and your colleagues have made the process far less painful than at other sets."*

## Pupillage Interviews Uncovered

We would encourage you, if you have not already done so, to view the short videos produced by the University of Law, 'Pupillage Interviews Uncovered' (Parts 1 & 2), and which feature our Head of Pupillage. They can be found on our [website](#).



OTC members and staff at the DIFC Courts Gala Dinner, Dubai, 2017: (L. to R.) Michael Uberoi, David Russell QC, Steve Graham, David Smith, Sarah Crowther (now QC), James Counsell QC, Andrew Maguire, Peter Linstead.



(2nd from left onwards): OTC members James Counsell QC, Sarah Crowther (now QC), Peter Linstead and Benj Burgher, delivering an advocacy skills session in Abu Dhabi.



Tim Nesbitt QC (fourth from left) and other intervening parties involved in a Privy Council appeal, from a decision of the Eastern Caribbean Court of Appeal, regarding the test of "good character" for entry to the legal profession of Grenada.

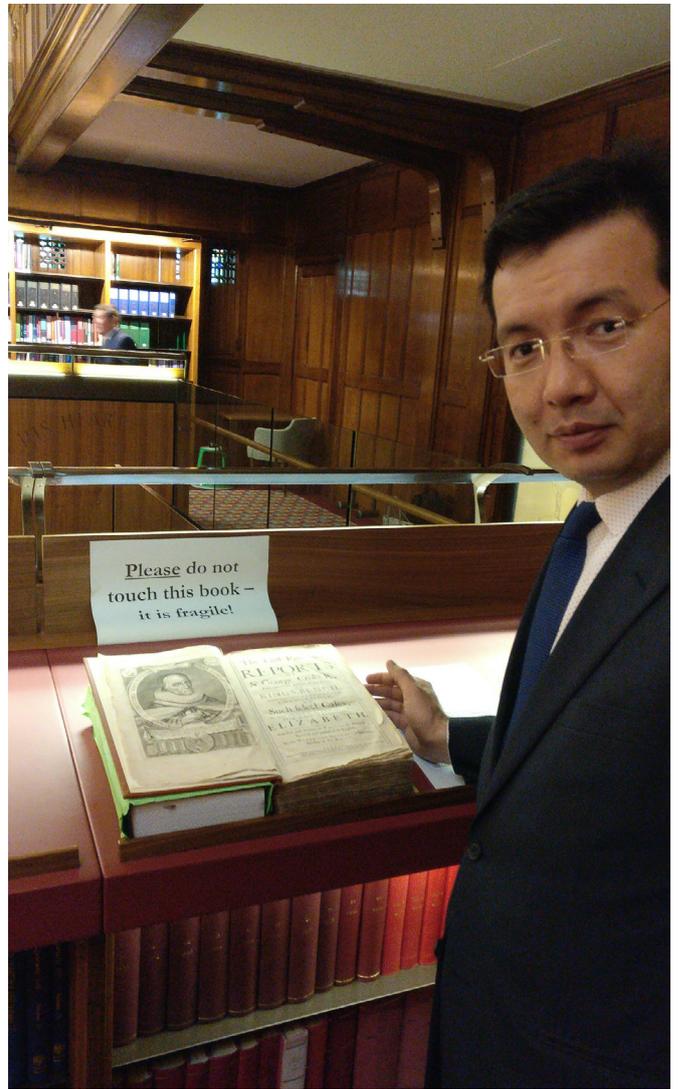


OuterTemple  
Chambers

Associate Sponsor



Christopher Wilson-Smith QC, one of the founder members of Chambers. Recipient in 2015 of a Lifetime Achievement Award, having been in practice over 50 years (and still going strong).



Justice Balken, Supreme Court of Kazakhstan, visiting the UK's Supreme Court. OTC hosted him as part of a judicial development mission.

OuterTemple Chambers Retweeted



DIFC @DIFC · Nov 7

#DIFC welcomes @outertemple, the region's first specialist barristers' chambers in the region, to the Centre [ow.ly/V9ut305VdlR](http://ow.ly/V9ut305VdlR)



Outer Temple becomes the first barristers' chambers to be registered in the DIFC, U.A.E. (pictured: Andrew Spink QC; His Excellency Essa Kazim, Governor, DIFC).



# Tenancy and the Early Years

Chambers is seeking to recruit outstanding candidates. Over the past few years we've taken on new tenants each year, and intend to do so for the foreseeable future.

We normally take our decisions on tenancy in late June/early July each year. Our pupils are informed of the relevant timings in advance. Recommendations are made by the Pupillage Committee to the rest of Chambers, and therefore Chambers as a whole has the final say. The Pupillage Committee bases its recommendations on all of the material available to it and will include the following:

- a. pupils' quarterly review reports, to include (i) the supervisor's report and (ii) any other feedback from members of Chambers, the clerks, solicitors and lay clients and, sometimes, even judges who have seen the pupil perform
- b. a minimum of one specified piece of written work (provided to all pupils at the same time and assessed "blind" by two or three practitioners who are specialists in the field and who are not supervisors of any current pupils) and
- c. the advocacy appraisal exercise reports.

The Pupillage Committee's recommendations are considered by Chambers and a vote is taken, with every member having a vote. A 75% vote (of those

voting) in favour is required to offer tenancy to a pupil.

Once you make the transition from pupil to tenant, you'll start to build your own practice. You can expect a mix of advisory and advocacy work, of a similar variety as in the second six, whilst accommodating any particular preferences you might have. Our friendly and committed clerking and administrative staff will play an important role in helping shape and support your practice in the direction you wish to take it.

As a Chambers, we have in recent times been able to send a number of our junior tenants on secondments with solicitors (for example, secondments in Dubai and London) or with other bodies, such as the Financial Conduct Authority (FCA), experiences which have been productive and worthwhile for all parties involved.

## Guaranteed earnings scheme

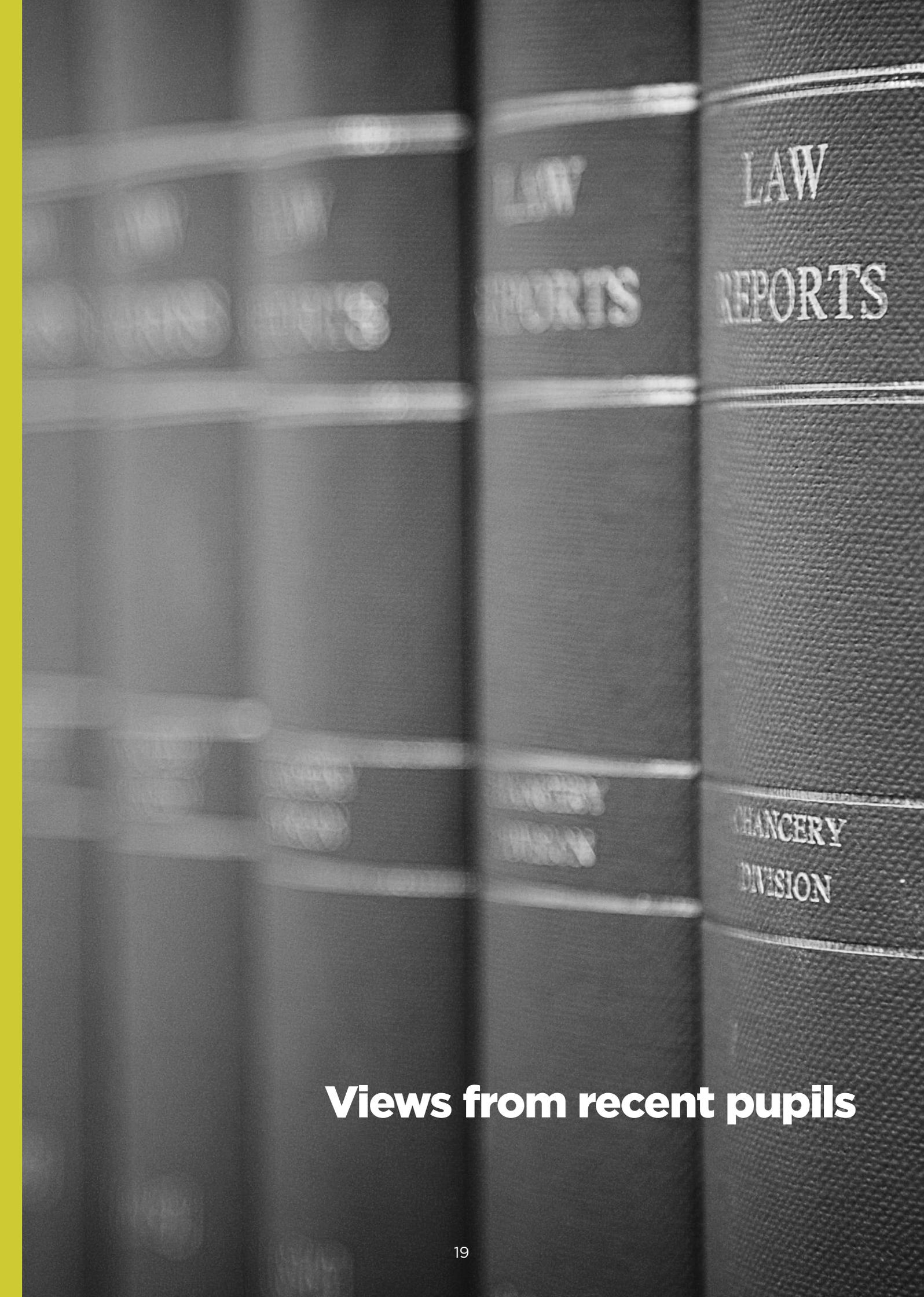
Although we find that junior tenant earnings are usually sufficient, there is an additional support mechanism provided for all tenants in their first two years of practice.

The guaranteed earnings scheme is an interest-free loan from Chambers to top-up earnings each month to a set amount, equivalent to the pro-rata amount of the standard twelve month pupillage award. If a tenant earns more than the set amount there is no contribution from Chambers. If they earn less, Chambers loans the difference. The calculation is cumulative throughout the year, so that the total income received over (say) the first six months is compared to six months of guaranteed earnings. The tenant will only receive a top-up if the guaranteed earnings are higher than actual income at any point in the financial year.

Any tenant in their first two post-pupillage years of practice is eligible to benefit from the scheme, providing that they make themselves available for, and are committed to, full-time work. Tenants who are on maternity leave during this period will be eligible for additional months to cover the maternity leave period. In signing on to the scheme, the tenant undertakes to repay the loan after the first two years of tenancy. In the event that he/she moves to another set or retires from the Bar for any reason, the junior will need to repay all outstanding monies within one month of resigning from Chambers.

The junior can opt to pay off the outstanding sum in one payment, or the loan will be recouped from any monthly income received in excess of the monthly equivalent of the current pupillage award.





## **Views from recent pupils**

# Elizabeth Grace

**Tenant  
(Pupil, September 2017- August 2018)**



I arrived for my first interview at OTC at 6pm on a Saturday. The rain was torrential. I was on crutches. From the moment I walked - well, hobbled - through the door, I felt welcome. And I can honestly say that throughout pupillage, that feeling never changed.

I took a slightly longer path to the Bar than many of my colleagues, having first been an academic with a PhD in something completely unrelated to law. I was apprehensive about this, but at OTC diversity of experience is encouraged.

While I had clear ideas of the areas of law I wanted to practise, it was also important to me to be able to experience a range of work: I knew just about enough to know how little I actually knew. The breadth of OTC's expertise means that during the four seats of pupillage you gain an in-depth understanding of four very different areas of law. For me this was invaluable. But what also drew me to OTC was its progressive, friendly atmosphere. You really can knock on anyone's door to ask for help, and indeed, you are positively encouraged to do so.

During the first six the focus is on learning the skills you need to succeed when you're on your feet in the second six. This means drafting opinions and pleadings on a variety of topics for your supervisors and other members of Chambers, detailed legal research, and of course, plenty of advocacy training. My supervisors were generous and supportive throughout, and gave me real insight into their own work.

Then, on the first day of my second six I was dispatched, in a blizzard, to a small claims hearing outside of London. The defendant didn't show,

the papers were in another city, and I had a lot of persuading to do. That was just the beginning. During my second six I went on to do a huge variety of work from small claims to a three-week discrimination hearing to being led in the Court of Appeal by my supervisor. I also engaged with increasingly complex work from my supervisors. Every time I was in court on my own account, I felt as though there was an army of people standing behind me, and that's because there was: everyone is keen to help you thrive.

Pupillage can be a stressful time, but thanks to my colleagues and fellow pupils at OTC it was also immensely enjoyable. And just to be clear: no one has ever made me do karaoke or Zumba. Yet.

*Before being called to the Bar, Elizabeth lectured in Japanese History at the University of Newcastle. She completed a PhD in Japanese and Korean cultural history at Trinity College, University of Cambridge, where she supervised students in East Asian History. She holds a double first-class degree in Japanese and Korean from the University of Oxford (St. Hilda's College), and a Master of Studies degree in Modern Japanese Literature (Pembroke College).*

*Elizabeth is also an advocate for improving end of life care, and sits on the steering committee of Byw Nawr/Dying Matters Wales. She works with the National Council for Palliative Care.*

# Alexandra Baumgart

Tenant (Pupil, September 2017- August 2018)



Whether it is the art of opinions and pleadings, cross-examination, narrative advocacy, or dealing with difficult judges and difficult clients, there are plenty of opportunities for learning and practising the tools of our trade in pupillage at OTC. The learning curve is steep. Your first six months places you in two different practice areas across Chambers' work, demanding familiarisation with new technical legal concepts and rapid development of skills you learned only the beginnings of at bar school. Work I saw ranged from employment law to pensions (think trusts with a time-sensitive statutory overlay), clinical negligence and travel law. I wrote advices, pleadings, cross-examination notes for lay and expert witnesses, and of course research notes.

The second six months of pupillage sees you again move to different practice areas, facing the challenges of new areas of law. Not only that, you are on your feet, possibly conducting multi-day, multi-party cases, from inquests, to discrimination claims and even appellate advocacy before the EAT. In this period I found myself in court several times a week in matters across Chambers' practice, as well as gaining experience of a public law and private client practice with my supervisors.

Pupillage is not for the faint-hearted. It requires determination, motivation and hard work. With that in mind, OTC is a great place to do it. Pupillage supervisors take their roles as teachers seriously, and there are real opportunities for learning by doing. Every door in Chambers is open to you, no question too big or too small. If others say the same of Chambers in this prospectus, that is because it is true! And despite the daunting description of my

pupillage year that you will have now finished, it is well worth the journey!

*Originally from Australia, Alexandra studied English Law with German Law at the University of Oxford (2009-2013). Alexandra holds postgraduate Masters degrees in German Law, and European and International Commercial Law (Ludwig-Maximilians-University, Munich).*

*Prior to commencing pupillage, Alexandra worked as a trainee to Judge Vajda at the Court of Justice of the European Union, an ICC tribunal assistant on a lengthy energy and construction dispute, and as an intern in the World Trade Organisation's Appellate Body. She is finishing a Public International Law PhD at Ludwig-Maximilians-University Munich.*

# Cait McDonagh

**(2nd six pupil in 2018; seconded from Government Legal Department)**



Second six at Outer Temple Chambers was exhilarating and the support I received has been invaluable, even after qualification. I spent my first six months with the Government Legal Department in the Immigration Litigation team and moving to OTC allowed me an insight into other hugely significant matters, not only for individuals but also those of public and constitutional importance.

Not many pupils have the opportunity to work on a Supreme Court case or a public inquiry but from my first day I discovered that OTC have complete confidence in their pupils and go out of their way to share their most interesting and diverse matters. I was attracted to OTC primarily for their breadth of work and I wasn't disappointed; I had exposure to matters that were very different from my public law experience.

My main areas of work were personal injury/clinical negligence and health and safety, I also got involved in work for other members of chambers too in specialisms that I'd never even considered before. My supervisors encouraged and supported me in everything I undertook, including my own advocacy for GLD.

I received regular feedback on my work and I joined the other OTC pupils in advocacy assessments, evening seminars, mini-pupillage exercises and other events. They really included me as part of their team and I was always able to ask the more 'obvious' questions that I sometimes felt nervous about asking. I was pleasantly surprised at how generous all of the members and staff were with their time, simple conversations over coffee led to offers of more detailed advice or invitations to

shadow cases, there's a real feeling that everyone is eager for you to succeed.

The work was challenging and everyone (including pupils) works exceptionally hard, but what I originally thought would be a daunting six months was in fact enjoyable and rewarding. I learnt a great deal and my confidence has grown. I have no doubt that my experience with OTC has given me a fantastic start to my career.

*Cait McDonagh was seconded to Chambers from the Government Legal Department in February 2018. She spent her first non-practising six with GLD in the Immigration Litigation department, acting for the Home Office in cases concerning judicial reviews of immigration decisions.*

*Prior to pupillage, she studied law at undergraduate level, later completing a Medical Law and Ethics LLM (2010-2011) with a distinction. She studied the BPTC part-time (BPP Law School) while working in publishing, and was awarded the Rose Scholarship from Middle Temple in 2014. After completing the BPTC, Cait gained experience in the Department for Education Legal Directorate as an Executive Officer.*

# Victoria Brown

Tenant (Pupil, September 2016-August 2017)



From persuading judges to allow applications they have indicated are meritless, to dealing with the (in-person) opponent who insisted on shouting “liar!” after each of my client’s answers, to being grilled on legal principles in the Employment Appeal Tribunal... On reflection: pupillage was a whirlwind. Looking back, I realise how much I have learnt and improved as an advocate.

For me, the stand out benefit of pupillage at OTC was the varied work of unwaveringly high quality. Few pupillages can offer exposure to experts across such wide-ranging fields, from employment to financial crime to pensions. You aren’t expected to be familiar with all the areas of law Chambers does, but an open-mind and enthusiasm will serve you well.

Once on your feet you are given a lot of responsibility. In my second six I appeared alone in numerous trials, some lasting multiple weeks. Beginning practice can be daunting, but it is made much easier knowing that members of all levels of seniority are only a phone call away – even if only to ask “do I wear my wig and gown to this?!”

Without exception, members of Chambers have gone out of their way to bring me into interesting matters and help me to develop my career. The same is true of our clerks. Unlike at many other sets, from day one pupils are encouraged to interact with the clerking team such that, by the time it is really important, you have already built good relationships. I have regularly relied on advice from the clerks to navigate difficult situations.

Pupillage cannot be a stress-free experience, but OTC do their very best to make it as close as possible. That support was invaluable.

*Victoria read law at the University of Durham, where she received ‘The Durham Award’ for academic excellence and commitment to the wider community. She achieved an ‘Outstanding’ grade for the BPTC and was given the ‘Most Successful Advocate’ Award in recognition of her advocacy achievements in examinations and external competitions.*

*Prior to pupillage, Victoria spent two years at the Home Office where she managed over 200 statutory appeals in the Court of Appeal and assisted with Supreme Court and ECtHR cases.*

# Chloë Bell

Tenant (Pupil from September 2016-August 2017)



The diversity of practice areas attracted me to Outer Temple Chambers. I wanted to train in a chambers where I was not going to be pigeon holed to a particular area from day one. I also wanted to belong to a chambers which was able to weather changing demand in legal markets. Diverse practice areas ensure that a drop in demand in one area can be replaced by work in another area of chamber's specialisms. This was reassuring to me as I embarked on a career at the self-employed bar. I was not disappointed during pupillage. It was split into four three-month seats with different supervisors, each with varying specialisms. My first was in employment and pensions, my second was in personal injury and clinical negligence, my third was in public law and my fourth was in financial services, commercial and pensions.

In any set, the pupillage process is challenging. However, the un-stuffy and collegiate atmosphere of Outer Temple makes the process much more enjoyable and fulfilling. I genuinely felt that my supervisors were invested in my progress. Even now as a tenant, I still communicate with them regularly and feel comfortable going back to ask for advice or guidance as a new practitioner. I was also lucky to work with a number of silks in chambers during pupillage and even they took the time to review my work and discuss it with me. Whilst this might seem like an intimidating prospect, it was immensely valuable and rewarding.

One aspect of the pupillage process which I particularly valued at Outer Temple was its transparency. At the end of each seat supervisors write a detailed report. Pupils have the opportunity to read the report and discuss it with their

supervisor and raise any areas of disagreement before it is sent to the pupillage committee. Pupils then have a meeting about the report with their supervisor and the head of the pupillage committee. This meant that I always knew throughout the process how I was doing and which areas I needed to focus on for the next seat. I never felt that the tenancy decision would be taken based on things I did not have a chance to see for myself and comment upon. This helped to remove a lot of the stress that pupils often feel during the process. It also helped knowing that Outer Temple has an almost perfect track record of retaining its pupils as tenants!

As a new tenant, I was fortunate to gain a position as a judicial assistant at the Supreme Court of the United Kingdom. I am seconded to the court for one year. This was a competitive process and I believe that the quality of training provided in chambers and the support I received from my supervisors at Outer Temple Chambers instilled the necessary confidence and skills I needed to secure this role. I stay in regular contact with barristers and chambers and the clerks and I am looking forward to getting back to chambers next year!

*Chloe studied law as an undergraduate at Trinity College, University of Cambridge (2008-2012) spending one year on Erasmus at the University of Poitiers. She then undertook an LLM at the University of Michigan (2013-2014) focusing on employment and discrimination law and comparative EU and public law. Chloe studied for the BPTC at City Law School in which she was graded Outstanding.*

*Prior to commencing pupillage Chloe worked for two years at the Court of Justice of the European Union in Luxembourg.*



(From L. to R.), OTC's Nick Levett (1st Junior Clerk), Graham Woods and Paul Barton (Business Development Directors) celebrate the appointment of our latest 4 silks, 2018



(From L. to R.) Tim Nesbitt QC, Sarah Crowther QC, Eliot Woolf QC and Nathan Tavares QC on their appointment to silk, 2018



Time for a wellbeing break - anyone for coffee?



Staff members from Outer Temple at the IBC Conference 2017: (L. to R.) Judy Gant, Dave Scothern, Justine Nabacwa, Sura Mustafa, Marie Douglas, Matt Kill and Adam Macdonald



Sarah Crowther QC and Business Development Director Paul Barton, on 'silks day'



Michael Bowes QC being interviewed by the BBC in the 'Parachute' case (attempted murder of a wife by her army instructor husband, who tampered with her parachute)

# Imogen Egan

**Tenant (ex-Pupil, OTC Extended Pupillage Scheme in association with FRU)**



As a former FRU/Outer Temple Chambers pupil, I strongly recommend the scheme to anyone who may be considering it. The first six months spent at FRU were so much fun and gave me invaluable experience of advocacy and client handling. The application process is an innovative one; it is assessed almost completely blind with only the answers to legal questions and a short explanation of their commitment to pro bono work to assess candidates. The aim is to find the most able candidates.

For anyone, gaining a pupillage is a significant achievement and something to be excited about. However, before I started pupillage, I couldn't shake that nervous "first day at a new school" feeling. Fortunately, it didn't last too long. What most stands out to me about Outer Temple is how friendly everyone is. The clerks, the receptionists and the barristers, all do their very best to put you at ease.

That's not to say that pupillage at Outer Temple is easy - it isn't (and you will be expected to work hard). However, it is extremely rewarding. Since an Outer Temple pupillage is split into three month chunks, each with a different pupil supervisor and in a different practice area, I have gained so much. Having thought, before I started, that I was definitely going to be an employment practitioner, I was subsequently surprised by how much I enjoyed (and sometimes excelled in) other practice areas.

In my second six, I was struck by how much trust is placed in pupils from an early stage. After years of theory and study, I am being given my own cases and it is gratifying. From pro bono inquests to unfair dismissal claims in the Employment Tribunal, the clerks manage to keep me very busy. A particular

highlight for me was appearing against one of the new tenants in the Employment Tribunal and winning!

It can be easy sometimes to get bogged down in fears about assessments and retention rates (although Outer Temple's retention rate for 12 month pupils is excellent). However, I think the most important thing to consider is whether you can see yourself fitting in. If you're comfortable in Chambers and you know you can turn to someone if things start to go wrong, the rest of the requirements of pupillage no longer seem so insurmountable. Outer Temple became that safe haven for me.

*Imogen read law at the University of Nottingham.*

*During her time in the FRU London office, Imogen represented clients in unfair dismissal, wages, whistleblowing, direct and indirect discrimination claims, on a pro-bono basis. Imogen is most proud of the re-engagement order granted to one of her pro-bono clients. She started her formal 1st six pupillage based at Outer Temple in March 2016 and became a full time member of chambers in May 2017.*

*She has been, and remains, dedicated to pro bono work.*

# Gus Baker

Tenant (Pupil, 2015-16)



In their attempt to ensnare prospective pupils many chambers say the same type of things: that barristers have an 'open door' policy and are keen to offer advice and help, that they have a friendly, unstuffy atmosphere, that pupils are encouraged and given every opportunity to succeed at securing tenancy. I can't comment on other sets. But I can say that those things are unequivocally true about Outer Temple Chambers (OTC).

Pupillage at OTC isn't easy. At few other sets are you likely to be writing a skeleton argument in a pensions case one day and appearing in front of a district judge arguing about medical reports the next. The diversity of work done in Chambers at the highest levels is our great strength, but it is also a challenge during pupillage. We are looking for candidates who can show that they are both eager to learn about unfamiliar areas of law and who are quick to demonstrate excellence.

During my pupillage I was instructed to represent a claimant in a 7 day discrimination case, I was led in the Court of Appeal by a senior junior in chambers, I drafted opinions and pleadings in cases ranging from professional negligence to financial services to personal injury, and throughout I was supported by barristers in Chambers who had seen it all before.

If you're looking for a Chambers with an excellent record of recruiting tenants from its pupils and where you'll be able to learn from practitioners at the top of their field in a wide variety of practice areas, make sure you apply to OTC.

*Gus has a degree in politics from the University of Bristol and a first class LLB from the University of Law. He received an Exhibition Scholarship from Inner Temple.*

*Prior to coming to the Bar he was a national official for a media industry trade union.*

# Stephen Butler

Tenant (Pupil, 2015-2016)



During application season, rumours at BPTC providers abound. One hears whisperings of being required to work ridiculous hours for unreasonable supervisors, of aggressive competition over tedious work, and of the wholesale replacement of solid food with caffeine. I was afraid that pupillage would be an unpleasant experience. I was wrong.

My pupillage at Outer Temple was genuinely enjoyable. From the first day, we were told that we were not in competition with each other. We would be assessed against an objective standard, not against each other, and everyone – from QCs and judges to first year tenants – seemed determined to help us to reach that standard. I was struck by the number of people who were prepared to give up their time to help us to learn and to succeed, either in organised advocacy exercise or talks or in conversations over a cup of coffee or on the phone. One senior QC was particularly insistent that I take his mobile number with me so that I could ring him overnight for advice. His advice over the phone in response to a slightly panicked call from me in a far flung tribunal early the next morning was representative of the support and guidance which everyone was always happy to give.

Of course, it is hard work and sometimes there is a need to work long hours, but there is a definite effort to make the process as manageable and supportive as possible. My first supervisor would regularly kick me out of his room (supportively, I think) at six o'clock and insist that I didn't work again until nine o'clock the next morning.

Aside from the pleasant and supportive atmosphere, I was most drawn to Outer Temple by the breadth of work and the opportunity for

pupils and junior tenants to do so much work on their own cases. From the first week of the second six, I was on my feet experiencing a huge variety of work, from multi-day discrimination trials to telephone hearings. I was able to appear in an array of different tribunals, from the County Court to the Employment Appeal Tribunal. There cannot be many sets where, in the course of a day, you might find yourself providing advice about the regulatory implications of restructuring an off-shore investment firm, the likely damages for a couple electrocuted in a hot-tub whilst on holiday, and the prospects of successfully bringing a whistle-blowing claim against a major newspaper.

*Before starting pupillage, Stephen studied law at Jesus College, Cambridge.*

*He then worked for a firm of solicitors in London on a variety of cases including assisting to organise a group litigation claim brought by several thousand claimants against a major bank.*

# Applying for Pupillage

As Chambers is a participant in the Pupillage Gateway system, we manage our twelve month pupillage applications through the Gateway and in line with the timetable set out by the Bar Council and the Pupillage Gateway, available on the Gateway website: [www.pupillagegateway.com](http://www.pupillagegateway.com)

The dates for our 2019 interview/assessment long weekend are Friday 26th, Saturday 27th and Sunday 28th April. You are advised to keep all these dates free of non-pupillage related engagements in your diary.

Regrettably, we are not generally able to accommodate requests for remote (e.g. Skype or video-link) interviews.

Some final thoughts from our pupillage coordinator:

*"My advice to applicants for pupillage is to prepare your applications carefully, in very good time and research your desired chambers comprehensively. Ask probing questions whenever you have the opportunity. Do not be too swayed just by fancy premises, swish brochures, branded keychains, self-proclaimed 'we are wonderfals' and hefty pupillage awards (as a singer once said, "I don't care too much for money, money can't buy me love..."). While those things all may have their place, ultimately it's the quality and availability of the people, the fairness and rigorousness of the selection process and how you are treated in it, plus the values, culture and processes that can support you - in what will hopefully be your home for years to come - which are fundamental. I wish you well in all your applications." Shiraz Oshidar, Policy & Regulatory Standards Manager*



Staff and barristers from OTC on the 2018 London Legal Walk.

We hope this prospectus has assisted your decision-making process. Please do take the opportunity to browse our website ([www.outertemple.com](http://www.outertemple.com)) and social media ([LinkedIn](#), [Twitter](#)) for more information on Chambers and its activities.

Should you have any enquiries, please do contact our Pupillage Coordinator, Mr Shiraz Oshidar, by email in the first instance:

E: [pupillage@outertemple.com](mailto:pupillage@outertemple.com)

The details outlined in this section are current as at time of issue of this document (December 2018). We reserve the right to make changes at our discretion should the need arise.



David Russell QC (13th from left; standing) was one of the authors of 'The Ulaanbaatar Declaration', signed by the Global Tax Advisers Platform, Sept. 2018. It sets out key priorities in international taxation, promoting international cooperation among tax advisers, and optimisation of the national and international taxation framework.



Members of the O.T.C. team on the 2017 London Legal Walk.



**Chambers Fundraising #TuesTop10**

Why did we walk? Find out more [tinyurl.com/2016LLW](http://tinyurl.com/2016LLW)  
#legalwalk

<u>Organisation Name</u>	<u>Sum of LLW Income Total</u>
<u>Cloisters</u>	£5,621
<u>Serle Court</u>	£4,688
<u>3 Verulam Buildings</u>	£4,242
<u>Outer Temple Chambers</u>	£3,904
<u>Brick Court Chambers</u>	£3,665
<u>Keating Chambers</u>	£3,112
<u>11 KBW</u>	£2,675
<u>Landmark Chambers</u>	£2,500
<u>1 Chancery Lane</u>	£2,479
<u>Hardwicke</u>	£2,409



(L. to R.) Son and father Ziad and Samir Salloum, respectively, on their investiture with Pontifical Orders from the Vatican, at St Joseph's Cathedral, Abu Dhabi, UAE. Samir and Ziad Salloum are partners with Salloum & Partners LLC and are two of OTC's long-standing professional associates, an important part of our success in Abu Dhabi and the Middle East.



*The Outer Temple Three:* (L. to R.), barristers Ben Bradley, Harry Trusted and Eliot Woolf (now QC), taking part in a wheelchair awareness day organised by Bolt Burdon Kemp Solicitors, with the able assistance of the Back-Up Trust and the Wheelchair Rugby Experience, April 2016..



## Legal London

This specially commissioned painting from the charity Headway, East London, was a multi-artist (collaborative) project involving many of its Members, who are survivors of brain injury. In 2013 Outer Temple Chambers hosted a Headway art exhibition — 'New Life' and we are now the proud owners of a six foot giraffe, a collaboratively-built group sculpture from the Headway art studio. Headway offers services to brain injury survivors, their families and carers across north east London, [www.headwayeastlondon.org](http://www.headwayeastlondon.org)

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