



# **Pupillage Prospectus**

A guide to recruitment at St Ives Chambers

2022/2023

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## Foreword



### Head of Chambers Elizabeth Isaacs QC

*'St Ives Chambers is a challenging, but ultimately highly-rewarding, place to undertake pupillage.'*

St Ives Chambers was established in 1965. It has since developed an outstanding national presence as a modern, approachable and efficient multi-disciplinary set with a reputation for excellence in advocacy at all levels of call.

Chambers and its members are frequently celebrated in the Legal 500 and Chambers & Partners directories across the entire range of common law practice areas. Members of varying levels of seniority are regularly instructed in high-profile cases and pride themselves on attention to detail and approachability and the highest levels of client service. St Ives benefits from a professional, friendly and collaborative practice manager (clerking) service which aims to ensure an open chain of communication between a practice manager and a barrister from the earliest days in practice.

Chambers has a fully operational Equality and Diversity Policy and is committed to the implementation and promotion of equality and diversity principles and equal opportunities. We recognise the importance of the Bar being seen to be fair and non-discriminatory and to be open to all, regardless of social, economic or educational background or circumstances. Underlying this policy is our intention that every individual should be accorded equal and fair opportunity and respect and be judged on merit and ability alone, free from judgements or treatment based on prejudice, unconscious bias or assumptions of collective characteristics. From April 2022 Chambers will be implementing a formal Fair Allocation of Work policy to monitor and review the allocation of work at all levels of practice and to address the possibility of unconscious bias.

Chambers is committed to taking action to improving race equality in the profession and in 2022 will be signing off on an Action Plan in relation to the recommendations of the recent Bar Council report – *Race at the Bar: A Snapshot Report*. We are proud to be an LGBT+ inclusive organisation and in 2021 we became one of the first sets in the country to sign up to the new FreeBar Charter, which aims to guide us in implementing best practice with regard to LGBT+ inclusion. FreeBar is a network for everyone at the Bar who believes in equality for LGBT+ individuals. We have an internal chambers LGBT+ Network, in which members, staff and pupils may identify as LGBT+ or as a straight ally in furtherance of our commitment to visibility and inclusion. We are committed to Wellbeing at the Bar, which applies to all members, staff and pupils at St Ives.

St Ives Chambers is a challenging, but ultimately highly-rewarding, place to undertake pupillage. We expect a lot from our pupils and offer support to them throughout their pupillage year. Pupil supervisors are drawn from multiple practice areas which enables pupils to gain an invaluable and diverse range of experience in a twelve-month period. This includes experiencing Chambers' members' differing styles and approaches to cases, often in serious and complex matters. Chambers is proud of its high retention rates and pupils are able to use their experience during pupillage as a springboard for success at the Bar as a tenant in Chambers.

This prospectus is designed to help those applying for pupillage gain a clearer view of the breadth and depth of work Chambers undertakes, the selection criteria applied during the pupillage application process, and what pupils at St Ives can expect during their first-six, second-six as well as the early years of tenancy. If you have the ability, enthusiasm and motivation to continue Chambers' success, then we invite you to apply.

## Summary of St Ives Chambers

If you are considering applying for pupillage, you may have consulted the legal directories (Legal 500 and Chambers & Partners) to get a better idea of the range of work members of St Ives Chambers undertake.

### Overview

St Ives Chambers is particularly well known for its family law expertise, which spans family finance, children and care matters, with surrogacy cases providing a flow of instructions for a number of practitioners. Other key areas include crime and regulatory, commercial, chancery and banking matters. Chambers director Jackie Maskew leads the administrative arm of chambers.

*'an excellent chambers that has gone from strength to strength'* **Chambers and Partners**

### Public Law Children

The Family Law Child Care Group has an unrivalled reputation for excellence at all levels - regionally and nationally - and for providing high quality representation, advocacy and advice in all aspects of child law. Many members of the Child Care Group are listed as Leading Juniors in the Chambers & Partners and Legal 500 directories, and several members also sit as Deputy High Court Judges, Recorders and Deputy District Judges.

We offer a wide range of expertise and experience of all areas of public and private law relating to children, including care proceedings, adoption, wardship, child arrangements and contact disputes, child abduction, international and national relocation, surrogacy and same-sex parenting issues.

### Practice areas

St Ives' members undertake work in nine practice areas:

- Public Law Children
- Private Law Children
- Criminal
- Housing
- Family Finance
- Chancery and Commercial
- Personal Injury
- Regulatory
- Arbitration

*'St Ives Chambers is a well-established and highly regarded family set. Its expansive bench offers expertise across the full range of matrimonial finance and children cases. Its barristers act for parents, children and local authorities in both public and private children matters, from complex adoption and placement matters involving asylum seekers, to sensitive issues concerning sexual abuse and non-accidental injuries.'* **Chambers and Partners**

## Private Law Children

Our specialist Private Law team offers a wide range of expertise and experience relating to children including child arrangements, contact and residence disputes, prohibited steps and specific issue orders, international and national relocation, child abduction, surrogacy, same-sex parenting issues and adoption.

Our Private Law Team members also regularly represent clients in Family Law Act applications including Non-Molestation Orders, Occupation Orders, Forced Marriage Protection Orders and FGM Protection Orders.

## Criminal

St Ives Chambers' Criminal Team values fearless and determined advocacy; its members are regarded for their down to earth, no-nonsense approach to criminal cases. St Ives Chambers' Criminal Group undertakes defence and prosecution work in equal measure. Individual members within the Group have particular specialisms and a wealth of experience in either prosecuting or defending high profile cases.

St Ives Chambers has maintained a steadfast commitment to the junior Bar, even through politically turbulent times. The Criminal Group is now enjoying the dividends of that commitment and has developed a reputation for accommodating the rising stars of the junior Bar.

*'St Ives Chambers has a large and powerful presence in the Midlands family law sector, with a wide range of expertise in public and private child law.'* **Legal 500**

*'St Ives Chambers is an impressive set, noted for its expert handling of cases arising from the full range of criminal offences. Members are well versed in complex and serious crimes such as murders, sexual offences and human trafficking, and are regularly instructed in multi-handed cases. Matters involving drug importation and high-value frauds are also key areas of strength for the team.'*  
**Chambers and Partners**

*'Modern and approachable. Some fantastic juniors. Very client focused.'* **Legal 500**

## Housing

The Housing Group has a well-deserved national reputation; members have extensive experience dealing with a wide range of issues arising in both a social housing context and a private residential context. Clients are located throughout England and Wales and include local authorities, private registered providers, private landlords and tenants.

The Group holds a popular annual housing conference which attracts delegates from all over the country. As well as providing training on current topics this provides a welcome networking opportunity. Delegates always provide excellent feedback about the conference and return year after year.

*'The Housing department in this set is excellent. There are several barristers well equipped to deal with a vast range of housing matters.'* **Legal 500**

*'St Ives Chambers represents a wide range of housing clients in the full spectrum of different housing issues in the Midlands. The set remains pre-eminent in this market, and its barristers act in complex possession proceedings and anti-social behaviour injunctions, in addition to other related matters.'*

*'All of the barristers at St Ives are always well prepared, professional and first-rate advocates.'* **Chambers and Partners**

## Family Finance

We have a wealth of experience in dealing with high net worth cases, those involving multi-million pound pensions, partnerships, companies, farms, offshore assets and trusts. We also recognise that cases involving modest resources can often present the greatest challenge and to that end we remain committed to ensuring appropriate representation is provided to those with more limited budgets.

The following areas of work are undertaken by members of the Family Finance group: financial provision on divorce or dissolution of civil partnerships, pre-nuptial and post-nuptial agreements, financial provision for children or cohabitants, divorce and inheritance claims.

*'Members handle an array of matrimonial finance matters, including prenuptial agreements in addition to financial remedy cases featuring complex asset structures, pensions and maintenance orders.'*

*'St Ives has a wealth of talent to choose from, and are organised and approachable.'* **Chambers and Partners**

## Business and Property

The Chancery and Commercial team offers a comprehensive range of expertise and enjoys an ever-prosperous reputation both locally and nationally. The quality and breadth of the team itself is particularly impressive, with both junior and senior barristers adept at handling smaller advisory matters right through to multifaceted, high value litigation.

Examples of experience within the group include Chancery, Boundary disputes, Adverse Possession Nuisance, Restrictive covenants, Trusts/TOLATA claims, Easements, Landlord and Tenant disputes, Breach of covenant claims, Business Tenancies, Probate, Commercial, Personal and corporate insolvency, Commercial property disputes, Banking and finance, Professional negligence, Intellectual property and others (see our website for the complete list).

*'St Ives business and property group covers the full spectrum of construction and property cases, including boundary disputes, adverse possession, mortgage-related litigations, and easements.'*  
**Legal 500**

*'St Ives Chambers is a well-respected set which is equipped to handle a range of complex property disputes. Tenants of the set are adept at acting in matters including trespass cases, possession and forfeiture disputes and boundary disputes. The set frequently acts for commercial landlords and tenants, private individuals and local authorities. Sources say the set is a "go-to chambers" for this area.'*  
**Chambers and Partners**

## Personal Injury

St Ives Chambers has substantial experience of Personal Injury matters and related litigation. Members pride themselves on providing a high-quality service and are keen to assist clients as early as possible to ensure the litigation process is managed effectively. Maintaining this philosophy has helped the Personal Injury Group to develop rapidly and is the reason they are instructed by Claimants and Defendants in courts nationwide.

## Regulatory

The group has a long-established history of working with local authorities and when acting for those and other public bodies our members are sensitive to their particular requirements including public accountability, transparency, cost-effectiveness, and the need to ensure any enforcement action is in accordance with policies.

Education Law: Several of our barristers have experience in the field of Education law. They act for and against public bodies in the First-tier Tribunal (Special Educational Needs and Disability), Magistrates and Crown Court; in addition to the higher courts through Judicial Review and Appeal proceedings.

*St Ives Chambers has a 'strong regional reputation for its local authority prosecution and private defence work in matters of regulatory enforcement.'* **Legal 500**

## Arbitration

St Ives Chambers were the first set of chambers in Birmingham and the West Midlands to offer this innovative service, through Andrew Day MCI Arb and Matthew Maynard MCI Arb, the region's first specialist family law barristers to qualify under the scheme.

Arbitration is a form of private dispute resolution in which the parties to a dispute agree to obtain a final, binding determination from a jointly appointed, family law specialist. In an age of austerity, when litigating through traditional routes is increasingly expensive, uncertain and, of course, beset with delay, arbitration offers an affordable and reliable alternative to ensure that disputes are resolved quickly, fairly and at proportionate cost.

Chambers is able to offer arbitration services at the highest level of seniority through Head of Chambers, Elizabeth Isaacs QC, registered with the Institute of Family Law Arbitrators, along with Nicholas Allen QC and Jane Crowley QC.

## Pupillage at St Ives Chambers

St Ives Chambers will be offering up to four fully funded 12-month pupillages commencing in October 2021. Pupils will receive a grant of £17,152 in their first-six months, followed by guaranteed earnings of £15,000 during their second-six.

Pupillages at St Ives are awarded with a view to tenancy. Pupils are not in competition with one another and applications for tenancy after pupillage are assessed upon their merit alone.

Applications will close on 9 February 2022 with interviews in April 2022. Applicants should apply by completing the application form which is available on the website. Applicants who are successful at the paper stage will face a short first-round interview before a panel of three members of the Chambers Pupillage Committee.

From those candidates, approximately twelve candidates will be selected for a longer second-round interview before the full Committee chaired by the Head of Pupillage. The second-round interview will include an advocacy exercise.

Candidates will be assessed, in accordance with our equality and diversity policy, on: their advocacy; academic ability; mental agility; their ability to work well under time constraints; and their ability to work well with professional clients, lay clients and staff on a points based system.

Chambers regrets that it is unable to provide feedback to all unsuccessful candidates. However, Chambers will provide brief feedback on request to those candidates who are unsuccessful at interview.

### Criteria for Applicants

All applications are assessed, in the first instance, by reference to the following criteria (with each of the four criteria being given equal weight at the 'initial assessment' stage):

- A. Academic record (assessed primarily by reference to part C of the form);
- B.
- C. Relevant experience (assessed primarily by reference to part E);
- D. Motivation to practise at the Bar (assessed primarily by reference to Part F);
- E. Written communication skills (assessed by reference to the Form as a whole).

Through the recruitment process as a whole, from paper application to final interview, the applications are assessed by reference to the following criteria (listed neither exhaustively and nor in any particular order of importance):

- A. Academic record (particularly at University - at least a '2.1' degree is preferred);
- B. Relevant past experience;
- C. Motivation to practise at the Bar;
- D. Written communication skills;
- E. Oral communication skills;
- F. Interpersonal skills;
- G. Mental agility and analytical thinking;
- H. Resilience, drive and determination.

## Pupillage Structure

### The First-Six

In their first-six, pupils will be placed with an experienced pupil supervisor in one of Chambers' core common law areas of crime, family or civil. Successful applicants are encouraged to express an interest in any area for which they have a preference and all effort will be made to ensure that pupils are placed with a first-six supervisor in their preferred area.

A St Ives pupil's first-six months will be spent shadowing their supervisor at court and working on their supervisor's cases. Pupils will also be asked to complete written work for other members and to assist with events, seminars and articles. In recent years, for example, our pupils have been asked to speak at the annual Social Housing Conference. All work for other members will be approved by the pupil's supervisor before it is set to ensure that an undue burden is not placed upon them. Pupils are expected to work from 09:00 until 18:30 Monday to Friday, unless other arrangements have been made with their supervisor.

Common law pupils will spend the first **three** months with their supervisor, before spending their fourth and fifth months with members of Chambers in a different area of law. Finally, part of the last month of the first-six will be spent shadowing more junior members of Chambers in order to give pupils vital experience of the cases and hearings they are likely to be instructed in once on their feet.

In addition to their work on genuine cases, pupils will undergo monthly advocacy exercises. Each will take the form of a mock trial or a discrete piece of advocacy before a range of Chambers' members from the spectrum of Chambers' areas of law. The exercises are not assessed formally, but instead are a vital part of the development of pupils and their

preparation for their own cases in their second-six.

### The Second-Six

From the first day of their second-six, St Ives pupils will be in court daily dealing with cases in the whole gamut of Chambers' practice areas. St Ives prides itself on the development of its pupils, which can be no better demonstrated by the fact that pupils in recent years have conducted jury trials early in their second-six.

Second-six common law pupils will be placed with a second supervisor in a different practice area from their first supervisor. Pupils will be expected to work on their supervisors' cases during their second-six in addition to their own work.

## QUEENIE DJAN:

### LIFE IN PUPILLAGE



Pupillage at St Ives was the most steep but brilliant learning curve I've ever experienced. You have the privilege of spending twelve months learning from exceptional advocates, gaining incredible experience, and undertaking quality work once on your feet. St Ives Chambers is an extremely warm and nurturing environment that fostered both the growth and confidence I needed to start my career at the bar.

From the first day of second six, everyone in chambers inclusive of the staff, clerks, and members rallied around you to make sure you felt supported. A real tribute to chambers is the fact that everybody is willing to assist the pupils and you are actively encouraged to participate in chambers life whether it be drinks, quizzes, or the seminars.

As a pupil, you do not feel like an outsider and there is a real sense of investment into your career progression. I had encouraging supervisors in all three areas of Crime, Civil and Family who I still rely on all the time for support as a now tenant. My supervisors actively involved me in the cases I shadowed them on, encouraged me to ask questions and always took the time to discuss the cases I was observing. I had the opportunity to watch numerous complex and stimulating trials across all the areas, including two murder trials and multiple day family final hearings. There was never a dull day!

The monthly in-house advocacy exercises proved invaluable. Every month we had case bundles to prepare as our own, and I was so grateful for senior and junior members of chambers giving up time out of their diaries to play witnesses, judges and provide us with useful feedback. Each exercise made me feel

more ready to get on my feet.

The first six months flew by, and before I knew it, I was receiving my first ever brief. It's a scary step when you go from someone's shadow to running your own show, but Chambers does everything it can to prepare you for second six. I was in court every day during my second six which seemed intense at first glance, but in reality I was able to build up my confidence and start progressing to complex cases quickly. I had the opportunity to do a crown court trial in my second week which made me even more grateful for the vigorous in-house training I received during my first six. I found that my common-law pupillage provided me a ranging skillset as each area developed different abilities.

Through the six months of being on my feet, there was always someone on the end of the phone. I also found that the junior members of chambers provided me with an additional layer of support. There was no question too silly or no time of day (or night) where I didn't have someone to turn to for support. My 12 months as a pupil will remain a fond memory, and I couldn't be prouder to be a tenant at St Ives.

## **ELOISE MARRIOTT:**

### **LIFE IN PUPILLAGE**



St Ives Chambers offers a truly welcoming and supportive culture, making it the ideal environment in which to undertake pupillage. Everyone within Chambers truly wants you to succeed in pupillage and are committed to supporting you in doing so. Chambers operates an open-door policy. All members are always more than willing to answer any questions; no member is too senior to ask.

During the first six of pupillage, your time is largely spent shadowing senior members of Chambers and completing work set by them; often approaching cases as if they are your own. There may be a fear that, as a pupil, you will be asked to complete largely administrative tasks. This is not true at St Ives. The work that I was asked to complete during pupillage was always useful and focused and I was offered tailored and structured feedback throughout.

Another key feature of first six were advocacy exercises. Members of Chambers gave up time out of their busy schedules to organise monthly advocacy exercises. These sessions provided structured and useful feedback, within a supportive and encouraging environment. The lessons that I learnt during these advocacy sessions were invaluable when progressing to second six.

Even from the very early stages of second six I was offered a wealth of high quality work. This ranged from fast track trials to multi-day final and fact-finding hearings. The clerking team at St Ives are extremely supportive. They work with you even at the very early stages of your career to cultivate your

own practice. The clerks will strive to provide you with opportunities to challenge you, but will also always keep a firm focus on your wellbeing.

A unique aspect of pupillage at St Ives Chambers is that pupils undertake a mixed common law pupillage. Pupillage is structured to provide an insight across all areas of Chambers' practice. Whilst having to quickly immerse yourself in a range of areas of law does provide a challenge, this opportunity is ultimately invaluable. First, this approach allows you to explore a range of practice areas, giving you a practical and realistic insight before specialising in any particular area. Second, developing skills across many different areas enhances your ability and practice as a whole.

I am truly honoured to have completed pupillage at St Ives Chambers and would strongly recommend that anyone considering doing so make an application.

## THOMAS DUGGAN:

### TRANSFERRING TO TENANCY



In one word, the transition from pupillage into tenancy was seamless. My pupillage was everything I wanted (and needed) it to be. It allowed me to experience all areas of Chambers' practice, closely supervised by a large pool of exceptional lawyers and advocates. Going *'on your feet'* for the first time is an incredibly daunting experience. However, the quality of my legal education in my first six, coupled with the ongoing support I received in my second six, meant that I was as ready and comfortable as I could be when walking/dialling into my first hearing.

At St Ives, your education is not limited to black letter law and courtroom etiquette, there is also a focus on helping pupils understand how to build and maintain a successful practice. Members and clerks are always available to discuss your practice and help you move it in the direction that you wish to take it. Chambers, even during the pandemic, found ways to connect pupils with instructing solicitors so that we were able to start to build relationships that could, hopefully, last a career. The obvious advantage of a mixed common-law pupillage is that your practice can be whatever you want it to be, and that any decisions you make can be made with the benefit of first-hand experience.

Knowing you have been taken on as a pupil with the view of tenancy at the end of the process means that there is no unnecessary competition between you and your co-pupils. This allows you to develop deep and supportive friendships which are needed to help you through a nerve-racking year. However, your support network is not limited to your co-pupils. Even when

working remotely, pupils are not left to fend for themselves. Members, of all years of call, make it a priority to spend time with pupils so that they feel comfortable reaching out for support whenever they need it.

At St Ives, the support does not go away after taking tenancy. Whether you need help with a complex legal question, or simply to let off steam after a difficult day in court, all members are available to talk in person or over the phone. Personally, I have reached out to several members at the weekend and very late at night. On each occasion, I have never been made to feel like a burden. It is incredibly reassuring to know that as I push my career forward, I have the full backing of Chambers and its members. Having that breadth and depth of knowledge so readily available makes being a member of Chambers hugely attractive.



Should you have any further questions regarding the application process then please consult our website ([www.stiveschambers.co.uk](http://www.stiveschambers.co.uk)) or contact Timothy Bowe at [timothy.bowe@stiveschambers.co.uk](mailto:timothy.bowe@stiveschambers.co.uk). If he is unable to help then a member of the Pupillage Committee will reply via email.

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