



BARRISTERS | MEDIATORS | ARBITRATORS

Dedicated practice groups providing specialist legal services

Introduction to Pupillage
at
The 36 Group from the Head of Pupillage



INTRODUCTION TO PUPILLAGE AT THE 36 GROUP FROM THE HEAD OF PUPILLAGE

We are looking for the next generation of talented barristers to join our Chambers. For The 36 Group, pupillage is the nurturing of our future junior and senior barristers, QCs and judicial officer holders who will be recognised as specialists in their field.

We have a long history of recruiting from pupils since we first introduced funded pupillages in 1982, and our pupillages are offered in the expectation that our pupils will become tenants.

During pupillage:

All of our pupillages are specialist pupillages. As a Chambers we operate as 5 distinct Practice Groups under the shared umbrella of a cohesive management structure, shared constitution and policies, shared premises and a shared ethos. Our Practice Groups are;

- **36 Crime**
- **36 Family**
- **36 Public**
- **36 Commercial**
- **36 Stone**

Within each Practice Group there is a dedicated staff team, and a broad range of work, giving the opportunity to members to further specialise. Pupils will have at least 2 Pupil Supervisors during pupillage and will spend time shadowing a number of other members of chambers.

Pupils will also spend approximately 20% of their time with a supporting supervisor from a different Practice Group in both the practising and non-practising parts of their pupillage, gaining experience outside their core practice area.

We aim to develop the individuality of our pupils, and to encourage and allow their specific talents and personalities to shine. Pupil Supervisors will work closely with their pupils to develop an understanding not only of their abilities and aspirations, but also their lives outside the Bar, so that they can ensure pupillage training takes place in a way which supports and is adapted to individual needs.

Pupils will have a multiplicity of opportunities, not only to observe cases and complete written work, but also to carry out training exercises, participate in webinars and podcasts,



INTRODUCTION TO PUPILLAGE AT THE 36 GROUP FROM THE HEAD OF PUPILLAGE

assist with the writing of books and articles, and engage in other projects and events as they arise. Pupils have regular appraisals where pupils are also encouraged to give feedback and have input into how their pupillage training evolves. They are given written feedback on pieces of set work.

Throughout pupillage, pupils will have the support of a Pupillage Officer and Head of Team for their Practice Group, as well as a 'Chambers Buddy' who is not part of the Tenancy recruitment process. Pupils are encouraged to meet other members of chambers and to engage in networking and social events, and to become part of the life of Chambers. In addition, as Head of Pupillage I am available at all times to pupils with any queries, concerns or need of additional support

Our Ethos:

We want Chambers to be a welcoming place to be, and for our pupils to want to stay with us. At The 36 Group we value the enormous variety of individuals who make up Chambers, members, and staff alike. Many of our members of Chambers have not had easy routes to the Bar, or have faced additional hurdles, whether those are to do with health, disability, ethnicity, neurodiversity, sexuality, financial or family circumstances or some other factor. In our view, it is fundamental to today's Bar, the future of the Bar and the future of Chambers that the Bar is more accessible and more diverse. Not only getting to the Bar but also the highest levels of achievement in a legal career.

Chambers' commitment to supporting the individuals who will be the future of the Bar and the future of Chambers starts with students at secondary schools and universities, continues through our recruitment process, our training, our career development for members of staff and barristers alike, until full potential is achieved. To this end, we try to ensure that our recruitment process for pupillage and tenancy is as fair, transparent, and objective as possible. We hope that you will apply to us, and if you are successful, that as a pupil you will feel welcomed and supported to achieve your potential.

We are firmly committed to providing our pupils with the best possible pupillage experience and training. Pupil development and wellbeing are hugely important to us. Pupils will be nurtured and supported to reach their full potential throughout their pupillage and beyond. Testimonials from recent pupils reflect this;



INTRODUCTION TO PUPILLAGE AT THE 36 GROUP FROM THE HEAD OF PUPILLAGE



Shyam Thakerar

Commercial Pupillage, 2017-18

"Pupillage at The 36 Group gave me the opportunity to not only pursue my specific interests but also provided me with a breadth of experience that is rare to find at other chambers. It was invaluable observing criminal and family cases in addition to commercial ones. Much of the advocacy I witnessed in those other fields has helped with my own practice now.

Further, the regular advocacy training sessions were extremely helpful in providing a safe space in which I could develop my own technique freely. I received detailed and candid feedback from experienced practitioners, which is hard to come across once in regular practice."



Tom Parker

Crime Pupillage, 2019-20

"It was made clear to me right from the start that Chambers was interested in what I wanted to do, and what areas of practice I wanted to develop. I felt comfortable stating honestly what I found interesting, and where I saw myself going over the next few years. Both my supervisors and the clerks went out of their way to find me people to shadow or work to do that suited those interests, even if it was outside our team.

The clerks were so supportive during my second six. We had really useful discussions about how I would progress over the coming months, what sort of work schedule I could expect, and what areas I could branch into. I was never made to feel like I just had to 'do what I was told' – it was a collaborative effort and made the whole experience better."



INTRODUCTION TO PUPILLAGE AT THE 36 GROUP FROM THE HEAD OF PUPILLAGE



Paul Schwartzfeger

Commercial Pupillage, 2019-20

"While my pupillage was focused on developing the legal knowledge, skills and expertise required for practice in commercial law, Chambers also encouraged me to engage with its other practice specialisms during my training. Doing so provided me with additional opportunities to hone my advocacy skills and to familiarise myself with different court settings and procedures. Moreover, it helped me to better appreciate how legal issues common to my chosen specialism can arise in other practice areas too, providing further opportunities for me to develop my commercial law skills and to grow my practice. This is one of the many advantages I believe there are to completing a specialist pupillage within a multi-specialist set like The 36 Group."



Lydia Myers

Pupil Barrister

"I have thoroughly enjoyed my pupillage experience with The 36 Group. I have worked on a variety of matters ranging from general commercial to complex and novel shipping disputes. It is rare to have the opportunity to work with some of the leading minds in an area of law that has interested me for years.

What is unique about The 36 Group is that firstly, the work is incredibly international and there is no case that goes without some conflict of laws, jurisdiction or extra-territorial element. Secondly, each member of the group is incredibly welcoming and genuinely wants to support you in your career, whether by way of a coffee, a virtual meeting or a call for advice when things don't go according to plan on one of your briefs.

I would strongly recommend The 36 Group to any aspiring pupil who wants to work hard and be rewarded."

Marisa Allman

Head of Pupillage

October 2021