



3TG Barristers
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An introduction from the Head of Pupillage

Pupillage is a steep learning curve. It is a demanding, draining but ultimately necessary step in the career of any aspiring barrister.

At 3TG Barristers the attitude that pupillage is a 12-month job interview has long since gone. We intend that pupillage is a learning experience driven by the ambition that we develop confident and skilled Barristers who are well placed to take their first steps in practice and equipped with the tools they need to excel at the Bar.

To achieve this ambition pupillage at 3TG requires total commitment from our pupils. We have developed our pupillage programme so that it is as instructive, but also as supportive, as it could possibly be. During pupillage with 3TG you will have 3 trained supervisors to ensure they are in the very best position to train you.

You will also have a junior tenant mentor to assist in your pastoral care and a pupillage committee that is always available to field any additional queries or questions you may have. You will be given a multitude of learning opportunities from shadowing your supervisor at Court ordinarily on a daily basis, to completing written work with members of Chambers, to Chambers own advocacy training program which runs throughout your first six.

3TG also encourages pupils to engage in all aspects of Chambers life; from the drafting of articles to involvement in lectures and seminars to attendance at social events.

We believe transparency at all stages is important. During the application process we publish the criteria we use, and the marking scheme applied for both the application forms and subsequent interviews so there is no mystery about the skills and experience we are looking for. During pupillage all substantial feedback will be provided to you in writing to give you an opportunity to reflect on



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your learning experience. You will complete a written log of your progress and have review meetings of this every 2 months.

You will be supported every step of the way and whilst the experience will be demanding, we do hope it is also exceptionally rewarding.



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About 3TG Barristers

3 Temple Gardens is a leading crime set which has developed a first-class reputation for providing high quality advocacy and excellent advice.

Our barristers are well accustomed to difficult and challenging cases and our criminal law expertise has seen our members appear in many high-profile cases both recent and historic. We are frequently instructed in cases involving homicide, complex fraud, drug conspiracies, sexual offences and all other areas of general crime. Members also practice in additional areas as set out on our website including extradition, disciplinary and regulatory matters.

Chambers is ranked in both the Legal 500 and Chambers & Partners, recognizing both for our barristers and clerking team.

Our primary areas of work are in Crime, Extradition, Professional Regulation. Certain Members of Chambers have developed practices in other specific areas such as Courts Martial, Family and Civil.

We are now based in modern premises in Bridge House, Blackfriars which are well equipped to deal with the demands of the modern Bar.



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Application and selection process

Applicants are invited to apply through the Pupillage Gateway. These applications are anonymously assessed by two members of the Pupillage Committee. Those who score sufficiently will be invited for a first-round interview. Those who excel in the first round will be invited to a second-round interview. The second round of interviews require a written exercise to be completed in advance. The marking criteria remain the same. Applicants should expect to demonstrate their advocacy and analytical skills throughout the application process.

Chambers is proud to be an equal opportunities employer committed to diversity amongst members and staff. We have a robust Equality and Diversity policy. We encourage applications from applicants from all backgrounds and walks of life.

Application form marking criteria.

1. Essential Criteria

The Candidate must have completed an undergraduate degree or equivalent. The subject and the institution at which it was completed is wholly irrelevant. If the candidate has not completed an undergraduate degree or equivalent the application must not proceed

2. Graded qualifications

A 2:2-degree score or lower and a competent BTPC score	0 points
A 2:1-degree score or a VC BTPC score	1 point
A 2:1-degree score and a VC BTPC score	2 points
A first-class undergraduate degree or an outstanding BTPC score	3 points
A first-class undergraduate degree and an outstanding BTPC score	4 points



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A distinction in either a master's degree or on the GDL

+1 extra point (1 point only, do not give 2 points even if the candidate has both)



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3. Legal experience

No legal experience at all	0 Points
Completion of mini pupillage (the number completed is irrelevant)	1 Point
Legal work experience without direct client contact	2 Points
Legal work experience with 'client' contact but not in the field of criminal law	3 Points
Legal work experience with 'client' contact in the field of criminal law	4 Points

4. Advocacy experience

No advocacy experience at all	0 Points
Evidence of involvement in debating or mooting	1 Point
Evidence of a high degree of success in debating or mooting competitions	2 Points
Practical advocacy experience in real life situations	3 Points
Practical advocacy experience in a formal legal context (i.e., tribunal work)	4 Points

5. Other experience

No other experience outside of academics	0 Points
Experience of involvement in extra-curricular activities	1 Point
Experience of work or voluntary experience of limited duration (less than 12 months)	2 Points
Experience of work or voluntary experience of	3 Points



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extended duration (more than 12 months)	
Experience of work or voluntary experience of extended duration in a significant position of responsibility	4 Points

6. Why do you believe you will make a good barrister? In your answer, please identify any relevant experiences or skills that you believe may help you in your career. (200 words)

The answer is incoherent	0 Points
The answer is coherent but does not demonstrate understanding of the core skills required of a barrister	1 Point
The answer is coherent and demonstrates understanding of the core skills of a barrister but does not explain why the candidate has those core skills	2 Points
The answer is coherent and demonstrates understanding of the core skills of a barrister and explains why the candidate has those core skills	3 Points
The answer is coherent and demonstrates understanding of the core skills of a barrister, explains why the candidate has those core skills and demonstrates situations where they have already applied them	4 Points

7. Why do you want to join our chambers? In your answer, please give reasons for your choice of chambers and explain why you are interested in our areas of practice.

Shows no insight into Chambers or our areas of work	0 points
Shows some insight into Chambers and our areas of work; for example, demonstrating information available on the website	1 point



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Shows details insight into Chambers and our areas of work demonstrative of research above and beyond the information available on the website	2 points
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8. Give an example of a time in your life when you have used advocacy skills in a non-legal setting.

Explain the issue, what arguments you used and what the outcome was. (200 words).

Fails to explain the issue	0 Points
Clearly explains issue	1 Point
Clearly explains issue AND argument used.	2 Points
Clearly explains issue AND argument used AND sets out outcome of issue.	3 Points
Clearly explains issue, argument and outcome with outstanding answer including impressive experience that will assist them at the Bar.	4 Points

9. Communication and presentation

Repeated spelling or grammatical errors, answers lack structure and either do not contain enough detail or lack focus	0 Points
Some spelling or grammatical errors, otherwise structured and clear	1 Point
Isolated spelling or grammatical errors, otherwise structured and clear	2 Points
No spelling or grammatical errors, well structured, clear and accurate language	3 Points
No spelling or grammatical errors, very well structured, clear, accurate and persuasive language use	4 Points



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10. Discretionary marks

There are 2 marks only available at the discretion of the marker to reflect a skill, qualification or experience not otherwise provided for in the marking scheme or obstacles or hardship overcome. This must be an item capable of objective analysis.

11. Ethical issues

If the application demonstrates behaviour that a marker considers unethical this will be noted when marking. If both markers note the same ethical concern, the candidate is disqualified. If only one marker considers a lack of ethics is evident and the candidate achieves the relevant marks, then the ethical problem will be reviewed at a moderation meeting.

Interview process

Chambers generally interviews 36 candidates in the first round (although there is flexibility in this number). Chambers will hold a second round of interviews for about 12 candidates before selecting those to be offered pupillage. Both interviews will be a test of both analytical and advocacy skills.

Interviews will normally be conducted by a panel of no less than 3 and no more than 5 members of the Pupillage Committee and/or other members of Chambers. The panel will wherever possible represent a cross-section of Chambers.

The interview marking scheme remains the same for both interviews.

Successful applicants will be informed in writing and given 7 days to indicate acceptance.

3TG Barristers offers feedback to any applicant who is unsuccessful at the interview stage of the process. The Pupillage Committee will aim to provide any feedback requested within 14 days of the request, subject to demand.

1. Content

4	Content demonstrates an excellent analysis of the issues	
3	Content demonstrates a good analysis of the issue	
2	Content demonstrates some analysis of the issue	
1	Content demonstrates a cursory analysis of the issue	
0	Content demonstrates no analysis of the issue	

2. Structure

4	Arguments presented in a completely logical and coherent manner	
3	Arguments presented in a predominantly logical and coherent manner	
2	Arguments presented in understandable but incoherent manner	
1	Arguments presented in a manner that lacks coherence	
0	Arguments presented in a way that is impossible to follow	

3. Dealing with interventions

4	Answers interventions in a clear and logical way before returning to primary argument	
3	Answers interventions in a clear and logical way	

2	Answers the interventions but loses focus of the primary argument	
1	Ultimately answers the interventions but in an incoherent way	
0	Fails to answer the intervention	

4. Use of language

4	Language use is clear, simple and persuasive	
3	Language is persuasive but lacks some clarity	
2	Language use is generally acceptable	
1	Language use is confused and convoluted but ultimately understandable	
0	Incomprehensible	

5. Confidence

4	Demonstrates excellent confidence	
3	Demonstrates good confidence	
2	Demonstrates some confidence	
1	Lacks confidence	
0	Demonstrates as showing no confidence	



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Up to 2 Bonus points can be awarded for demonstration of skill or ability outside of the criteria set out above.



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An overview of Pupillage

Chambers offers up to four 12-month pupillages per year; two starting in April and two in October. Applications are accepted via the Pupillage Gateway a year in advance of starting. The pupillage award is £28000 made up of £14,000 during the first six months and £14,000 in guaranteed earnings during the second six months. This is subject to review on an annual basis in correspondence with the guidance provided by the BSB on funding. Pupils are expected to earn in excess of their guaranteed earnings in the 2nd six.

Pupils do not pay rent or clerks' fees and will be reimbursed any essential travel to court outside of zone 6. Chambers will also fund pupils' membership of the CBA and access to training materials for the ethics exam.

First six-months

Pupils are allocated three supervisors throughout the 12 months to ensure they are able to view and experience a broad range of Chambers' work and benefit from different skills and styles.

Pupils will also have the opportunity to shadow and complete work for other members of chambers. Prior to starting the second six-months pupils will be given time to shadow the probationary and junior tenants in order to gain experience in the Magistrates' and Youth Courts.

Chambers strives to ensure pupils always feel supported during their pupillage. Pupils will also be assigned a junior mentor (a member of chambers who has taken tenancy within the last three years) for additional support.

Pupils will be afforded sufficient time to complete all compulsory courses as part of their pupillage and will be reimbursed for any such courses. Chambers also runs an in-house training program which pupils will participate in during the first six-months. This program is not part of any



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assessment but is designed to give pupils experience in situations most commonly experienced in the early days of practice.

Second six-months

During the second six-months of pupillage pupils can expect to be in court daily, undertaking all types of hearings. Pupils will have their own cases and will also be expected to cover work for other members of Chambers. Pupils will be expected to work hard and show one-hundred percent commitment. In return Chambers undertakes to make pupillage a rewarding, enjoyable and challenging experience to equip pupils for life at the Bar.

Chambers is proud of its reputation as a friendly and approachable set. Pupils are encouraged to get involved in all aspects of Chambers life, including social and professional events. Chambers is very active in organising and delivering lectures, seminars and other events for professional clients and external agencies. Pupils are not only welcome to attend but are often invited to participate in these events. At the end of the 12-month period pupils can apply for a full practising certificate.



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Testimonials from former Pupils

Matthew Keliris-Thomas

During my first six Gordon Ross and Saul Herman were my pupil supervisors. They each had a very different style, and it was fantastic to pick up new skills from people who take distinct approaches to their work. Changing supervisors after four months meant I had the opportunity to observe how different advocates approached similar issues so that I could begin to shape my own style of advocacy before second six. The in-house advocacy training sessions which happen each fortnight meant that I could try out different techniques I'd observed in a supportive environment with expert critique - usually followed by a trip to the pub! In the month or so before second six I had the opportunity to shadow the practicing pupils just ahead of me. This meant I was fully prepared for the type of work and the practical skills I needed when I got on my feet.

What is most impressive about second six at 3TG is the calibre of work you are trusted with from the start. If you can prove your quality, then you will find not only Magistrate's Court work but Crown Court cases and near the end even Crown Court trials will be in the diary. I was in at the deep end from the start, but the ethos of chambers meant that my co-pupil and I had built a strong bond and we relied on each other for support in the early days. The junior tenants and my supervisors were hugely approachable, and I knew I could call on them for advice whenever it was needed.

Testimonial - Siobhan Cawkwell

Having taken several rounds of applications to secure pupillage, (five to be precise) I was thrilled when the offer of pupillage at 3TG arrived.

Like most who embark on this career, the prospect of being a pupil is a little daunting. Prior to my start



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date I was assigned a Mentor (a junior Member of Chambers who had completed pupillage in the last couple of years). We met for coffee before my first day so I could ask my 'silly' questions that perhaps I didn't want to ask my pupil supervisor. Chambers also organised a 'meet the new pupils' event, where I met my co-pupil and other Members of Chambers before we formally started. Pupillage at 3TG is not competitive and me and my co-pupil remain close.

First Six

I was assigned two supervisors, Puneet Grewal and Simon Gledhill. I accompanied them both in a wide range cases, both prosecuting and defending. I was given written and 'on the spot' assignments and we were in Court every day, which enabled me to fully experience what being a barrister was all about. Having more than one supervisor allows you to see different styles of advocacy and preparation.

Throughout first six, they made me feel welcome and supported, whilst challenging me at the same time. Chambers also have an intensive advocacy course to help you prepare for second six.

In the final month of first six, I shadowed the most junior tenants to learn all about the Magistrates Court, as that is where second six will start. This was invaluable as the Crown and Magistrates Courts are vastly different.

Second Six

First six flew by and by April it was time to get on my feet. I was extremely nervous and frantically trying to remember everything I'd learnt from the 3TG advocacy course. My first hearing was at Woolwich Crown Court. And to this day, it must be one of the smoothest hearings I've ever had.

During my second six, I appeared in the Magistrates, Youth and Crown Courts daily, for all kinds of hearings – first appearances, trials, mentions, sentences, and appeals. Every day was different. It is a steep learning curve, but with the support given by Members of Chambers, there is always someone to ask for help.

I love being a member of 3TG and would recommend it to anyone looking for a busy, fast paced, and



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exciting career at the Criminal Bar.

Testimonial – Rich Hodges

From the initial application process through to applying for tenancy, 3TG has provided a genuinely supportive environment which has allowed me to feel at home at the criminal bar.

During first six I was supervised by Andrew Horsell and Puneet Grewal. They were both exceptionally supportive and effective in preparing me for life “on my feet”. I am sure I would have tested their patience with my endless basic questions, but they never showed it, and were always happy to help, allowing me to acclimatise to life in court and in chambers. I would be set interesting and challenging work relating to their cases and would then receive constructive feedback. They both took time out of their busy schedules to help me to improve my advocacy which, together with the in-house advocacy course, gave me the opportunity to hone my advocacy skills before second six.

Second six is notoriously challenging. I was in court every working day, as well as every other Saturday, for the six months. It is certainly a steep learning curve, but it is not one which you are asked to face alone at 3TG. Simon Gledhill, as Head of Pupillage, always ensured that my co-pupil and I were aware of this. I felt from the recent tenants, senior members and the clerks that they all really wanted me to succeed, and I was given the support and the opportunity to do so. I was never short of someone to call when I wanted to talk through my cases, even at short notice, including my second six supervisor Saul Herman. The level of work I received at an early stage was amazing, and I know that by comparison I was in the Crown Court more frequently than my peers at other crime sets.

3TG also excels at the social side of the bar. There is a good sense of humour amongst members, and I was always able to find someone to accompany me to the pub on a Friday night. This is where I would



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happily take advantage of my favourite rule of pupillage – that no pupil is ever allowed to buy a round of drinks.

Katie Porter-Windley

I was very lucky that it was my only second round of applications in which I secured a place at 3TG, a day when that offer came through that I will never forget! Members of chambers like to remind me, how I screamed down the phone with excitement when I got the call. We all like to have a good chuckle about my reaction, but for me this was something I had been dreaming of my whole life and I just couldn't contain myself!

From the outset, it was clear that 3TG were ready to support me. I was very nervous and found it daunting to start; I had put so much pressure on myself to do well and I didn't want to lose it at the last hurdle. Early on, I was given a mentor to reach out to who I could ask questions and gain support from if needed, and my first six supervisor got in touch with me a month before I started to reassure me and 'warm me in' to my start date. This helped with my nerves and made me feel more comfortable and confident for when I started.

First Six

During my first six, I had both Jonathan Rosen and Saul Herman as my pupil supervisors. Jonathan made me feel incredibly welcome to 3TG, I was nervous at starting out and he assured me throughout my first six and encouraged me to be more confident, such as inviting my views on cases, to drafting pieces of work such as sentencing notes and defence statements. This allowed me to 'get the hang of it' with someone closely watching by to ensure I had the skills I needed for second six. When I changed over to Saul, I found his style quite different and he prosecuted frequently, which allowed me to observe a whole new range of skills. The best part of seeing different barristers perform in different ways is that it encourages you to find your own style and voice – everyone is different, and it is what works for you that counts. I also had the benefit of shadowing second six pupils whilst in my first six, who were both incredibly kind and supportive, I still lean on them now! They showed me the ropes at the Magistrates Court, which is important as it gives you a feel for how the lower court operates and what different skill sets you engage, such as juggling multiple matters and expectations with court



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users. We also had a lot of fun and some trips to the pub after a busy day!

Second Six

Second six flashed by in a heartbeat. I was very nervous for my first day on my feet, but I couldn't have been more prepared from the training in first six and the support I had not only from my supervisors but from 3TG as a whole. It was said, and continues to be said, you will never be as prepared as you were for your first case! Within one week, I had already appeared in the Crown Court and continued to make frequent appearances in both courts going forward, with everyday being completely different, learning something new, with a strong support network including my co-pupil who I still remain close with. No matter what the case was, or the hearing, there was always someone to ask for help when needed, and I was never made to feel daft for asking. Whilst being on your feet is an intense learning experience, I was grateful for the advocacy training I had received in first six, it had prepared me for being in court, I actually found I was more confident in court than I was in front of my peers in training!

I love being a tenant at 3TG, the support, the friends and the work has been exceptional. I would recommend it to anyone looking for an exhilarating career at the Criminal Bar.

Jonny Pilkington

The idea of pupillage in my head was rather terrifying as I assumed I would be rapidly out of my depth, never have time off and be constantly fighting to keep on top of a huge workload. While in some sets this may well be the reality, 3TG pupillage was not like this at all and my experience was really rather enjoyable.

To begin with first six was essentially 6 months work experience with bits and pieces of written or oral advocacy thrown in, but never just as a means for members of chambers to avail of free labour.

Everything was tailored to teach us how to do the job and give us samples of a lot of the standard work we would be doing when we went on our feet. Chambers runs an in-house advocacy programme that takes you through every stage of a magistrates court trial and pupil supervisors will inevitably test your



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advocacy on occasion, and perhaps even in the middle of a crowded robing room. Importantly, feedback was always tailored to be constructive.

Second six was nowhere near as punishing as I thought. I had been preparing myself for 6 months of gruelling work in my diary. I was pleasantly surprised that actually the workload was proportionate to my experience and the clerks were very good at not giving me an unrealistic caseload at any point. Yes, it did go up gradually in complexity and quantity as time went on but there was never a cliff edge moment. I found that on average I was busier than pupils at some other sets. I had around 30 effective trials and represented over 250 clients by the end of pupillage which is more experience than most get.

The work itself is varied and always interesting even if mildly stressful on occasion, particularly when dealing with unreasonable clients. I only once had a client who was unhappy with my representation of him and was told by cell staff I wasn't able to speak to him for my own safety. This was the same client that was also racially abusive to the judge after being found guilty and so I do not take his shunning of me to heart. I don't think I was ever bored for a day and every so often you do get the feeling you've made a positive impact on someone else's life.

I have found 3TG to be a set that has a collegiate ethos. A set which excels in both the type and quantity of work whilst also having a humility amongst members. Anyone will be willing to help you. It is a set which I have recommended to my friends and which I do genuinely enjoy working with.



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