

The background of the entire page is a grayscale photograph of a multi-story building facade. The building features a mix of brickwork on the upper floors and lighter-colored stucco or stone on the lower floors. It has numerous windows, some with arched tops and others with flower boxes underneath. A black metal fence runs along the sidewalk in front of the building. A red square logo is positioned in the upper left corner.

5
SAH

FIVE ST ANDREW'S HILL

Pupillage Handbook

O V E R V I E W

5 St Andrew's Hill (5SAH) is a specialist multi-practice set of barristers with a national and international reputation for excellence. A large number of our barristers are recognised and ranked within Chambers and Partners, The Legal 500 and Who's Who Legal, and our specialist practice teams are acknowledged as leaders in their fields.

Founded in 1949, 5SAH is steeped in history whilst offering modernity with forward-thinking members and staff. At the start of 2019, we appointed Dave Scothern, a progressive and innovative Chambers Director who continues to push 5SAH to new heights. We have had our most successful rankings in Chambers & Partners and The Legal 500 since we were first recognised in the guides. We are at the cutting edge of law, technology, politics and social updates. 5SAH provides a 360-degree service to our clients, which stems from our talented pool of barristers and staff.

Excellence runs from the juniors upwards. We recognise that excellence comes from a wide variety of backgrounds and that diversity should be celebrated. We believe that if our juniors are given the correct foundations there should be no limits to their achievements. In the last two years, we have had three Silks, two Recorders and three First-tier Tribunal Judges and a Deputy District Judge appointed.

We want Chambers to continue to thrive and grow, and we understand that our pupils are the key to this. We are committed to providing a pupillage that will ensure the success of our future tenants at 5SAH. We have a tailored pupillage programme and we believe it is important for prospective pupils to know from the outset what that entails.

This guide is intended to give potential applicants a head-start on what life is like as a pupil at 5SAH and beyond. We hope it is useful, and that it will encourage you to apply for pupillage with us. We are an approachable, progressive, diverse and social bunch, who ultimately want our pupils to be as successful as they can be.

We are committed to diversity at all levels and promoting equality, supporting the work of key organisations in this area, including Bridging the Bar and 10000 Black Interns Scheme.

All members, staff, pupils, mini-pupils and clients receive the same equal treatment, regardless of race, colour, ethnic or national origin, disability, gender, gender identity or gender expression, sexual orientation, religion or belief and background. Please get in touch with us if you need reasonable adjustments in relation to disability or other personal matters that may not be visible.

The well-being of members and staff are a priority in these times of changing working environment and pressure, access to professional support and policies are in place, particularly for those with parental and caring responsibilities.



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PUPILLAGE HANDBOOK

1. Practice areas

PRACTICE AREAS

5SAH is a specialist multi-practice set specialising in the following areas of law:

— *Asset Recovery, Civil fraud & Confiscation*

5SAH has an expert team of barristers who act for both applicants and respondents, and who have appeared in many of the leading cases in this fast-developing and niche area of law. Our team is at the forefront of advising on new powers such as unexplained wealth orders (UWO's) and account freezing/ forfeiture orders (AFO's), and specialises in challenges to investigation orders and warrants under POCA, PACE and other legislation.

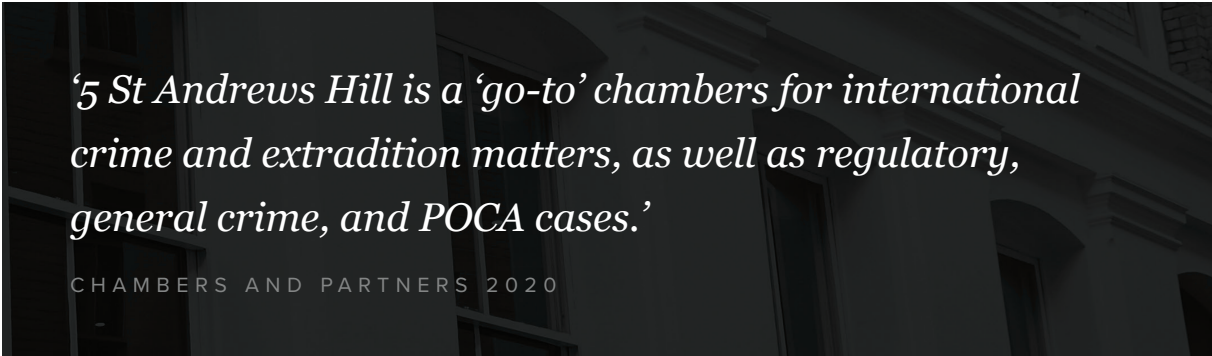
The team and individual members are recognised, including one silk and four juniors in Chambers & Partners. The team, one silk and five juniors are also recognised in The Legal 500.

‘A highly respected set, well known for its work in domestic and international asset recovery and confiscation work...frequently instructed in high-profile cases with international elements’

CHAMBERS AND PARTNERS 2020

‘5 St Andrews Hill’s team counts confiscation cases as a backbone of its POCA practice.’

THE LEGAL 500 2020



‘5 St Andrews Hill is a ‘go-to’ chambers for international crime and extradition matters, as well as regulatory, general crime, and POCA cases.’

CHAMBERS AND PARTNERS 2020

PRACTICE AREAS

– *Business Crime*

5SAH are recognised as a leading set in financial and business crime, advising and representing clients in the UK and overseas. We are regularly instructed to act in complex and serious financial cases on behalf of both prosecution and defence. Areas of expertise include FCA investigations, Cum-Ex, LIBOR and other market manipulation offences, money laundering, DPAs and all types of fraud work (eg excise duty, VAT, MTIC, tax credit, insurance, mortgage, charities, land banking and construction industry frauds). We are also frequently instructed in cases involving corruption, arms trafficking & brokering and other allegations of high-level financial crime. 5SAH has also been a market leader in private prosecution work for a number of years, appearing in many of the recent leading cases in this area.

Three silks and two juniors are recognised for their work in this field in The Legal 500, and two silks and three juniors are recognised in Chambers and Partners 2022.

– *Crime (Defence and Prosecution)*

“The set does high-level, sophisticated work, and has a great range of barristers.”

CHAMBERS AND PARTNERS 2019

5SAH have expertise in defending and prosecuting in cases covering the full spectrum of criminal offences, including the most serious and complex cases. The team are supported by four QCs and around 50 juniors. The team is ranked in Chambers and Partners and one silk and four juniors are also recognised. Within The Legal 500 one silk and four juniors are also recognised in this field. One Silk and one junior are recognised within the Financial Crime: Private Prosecutions spotlight table within Chambers & Partners.

Chambers and Partners 2020 says:

‘A respected set, well known for its deep bench and long-standing focus on criminal matters. Members are renowned for their handling of complex and specialised cases, and act in both a prosecution and a defence capacity. They regularly undertake substantial matters including murder, human trafficking and corporate fraud cases.’

– *Extradition, International & Immigration*

5SAH are acknowledged experts in defending and prosecuting extradition cases and are a leading set for extradition work using European Arrest Warrants, Part 2 jurisdictions and special ad hoc requests. The team appear at Westminster Magistrates' Court, appeals to the Divisional and Administrative Courts, Supreme Court and the ECHR. Our barristers represent clients both in the UK and overseas, as well as advising on Mutual Legal Assistance and the removal of Interpol Red Notices.

The team, one silk and seven juniors are all ranked in Chambers and Partners and the Legal 500. Along with one 'rising star' and 'Up and Coming' categories (under 7 years' call).

'All the barristers know the law better than the judges. I feel the cases are in safe hands when their barristers are instructed as counsel.'

LEGAL 500 2020

– *Family, Children & International Family*

The Family Team at 5SAH are targeted for growth and are supported by a dedicated clerking team, with members newly ranked in The Legal 500. They are routinely instructed in all work relating to the breakdown of families and relationships relating to children and finances, representing spouses/parents, members of the wider extended family and third parties. Work undertaken includes: divorce, financial orders, cohabitation disputes, TOLATA, injunctions, child arrangements, international child abduction, forced marriage protection orders, care work and wardship matters. The team is instructed in both domestic and international family law cases and also has niche expertise in forced marriage and FGM protection orders.

– *Professional Discipline & Regulatory*

Our barristers are experts in acting for professionals and regulators in fitness to practise proceedings. They have specialist knowledge in the field of medical law and have appeared



PRACTICE AREAS

before most regulators. They also have experience in proceedings involving financial regulation (FCA/ACCA) Members of the team are ranked in The Legal 500.

The regulatory team are also highly experienced in acting for companies, individuals and prosecutors in the following major areas: Environmental matters, health and safety, housing, planning, street works,, food hygiene, public utility, trademarks, copyright, trading standards, licensing matters and Traffic Commissioner cases.

– *Inquests, Inquiries, Public Law & Immigration*

5SAH practice in these areas is broad and often complementary. Instructions are drawn from the private and public sector, with many of the 5SAH pupil supervisors advising and appearing in related matters, providing exposure for our pupils, whether supervised by them or not.

We currently have five members recently appointed to the Attorney General's list of civil panel counsel (A-C), instructed in a wide range of matters by the Government Legal Department. 5SAH covers all of the core areas of work within this field.

Pupillage offers opportunities to be involved in diverse areas of law that compliment our core areas of work.



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PUPILLAGE HANDBOOK

2. Pupillage at 5SAH



P U P I L L A G E A T 5 S A H

– *Application stage*

This year we are pleased to be offering three 12 month pupillages, starting in October 2023.

We are offering two diverse **criminal pupillages**, which also provides pupils with the opportunity to train within our other core practice areas.

For the first time, we will be offering a **family law pupillage**. This pupillage will also provide training and the opportunity of future practice in all our other core areas of work, including criminal law. The successful candidate will have a keen interest in family law, with a long-term intention of developing it as a central hub of their practice in the future. In the second six months, advocacy will be in both the family and criminal courts.

The application process for the criminal pupillages and the family pupillage will be advertised separately on the Pupillage Gateway.

We run a fair selection process that aims to recruit bright candidates who also demonstrate flair and personality. We recruit on merit and ability. All applicants receive the same equal treatment, regardless of your race, colour, ethnic or national origin, disability, gender, gender identity or gender expression, sexual orientation, religion or belief and background. Please get in touch with us if you need reasonable adjustments in relation to disability or other personal matters that may not be visible.

We encourage and welcome applications from women, Black, Asian, minority ethnic individuals, disabled people and those who are LGBTQ+, as well as applicants from other underrepresented groups or backgrounds.

5SAH has six assessors who review the application forms from all applicants via the gateway. Applications are assessed for evidence of an applicant's commitment to and aptitude for a career at the Bar, and their intellectual ability. Each form is reviewed and marked by one assessor, with all scores accumulated by the Head of Pupillage. A random selection of application forms are then submitted to a second assessor to ensure that there is consistency in marking.



P U P I L L A G E A T 5 S A H

– *Interview stages*

The first interview is undertaken by 3-6 assessors. The large quantity of interviewees means that first round interviews generally take 12-15 minutes. The interview is designed to ensure we get to know our candidates, even though the interviews are brief. Either a legal question or a debating topic is assigned to each candidate. Care is taken to ensure that candidates who have not yet started or completed the Bar course are not disadvantaged and, as such, specific legal knowledge is not required while an ability to justify opinions and demonstrate common sense is.

Candidates who progress to the next stage will have demonstrated a combination of confidence, intellectual ability and intellectual reasoning, and have ensured that their personality has shone through.

The second interview involves an advocacy exercise, and the opportunity to discuss the approach you have taken to the task. We acknowledge that candidates will not necessarily have undertaken any advocacy training and allowance is made for this, but intuition, common sense and an ability to justify an approach to a difficult scenario should all be demonstrated.

There is no bar to applicants who have applied previously.

All candidates will be informed of whether they are successful or not via the Gateway System.

– *What to expect during pupillage at 5SAH*

Criminal Pupillage

In the first six months, pupils will have an opportunity to undertake work in a variety of practice areas with their pupil supervisors, whilst focused on Criminal Law, the particular area of law undertaken, will vary, depending on the Pupil Supervisor's practice. In the second six months, whilst the majority of work undertaken will be criminal law, pupils will also undertake work in other practice areas including extradition, proceeds of crime work, professional discipline and family.



P U P I L L A G E A T 5 S A H

Family Pupillage

5SAH is a specialist multi-practice set with a dedicated family team and clerk. The team covers all areas of family work. The team complements our other cores areas of work -

The successful candidate will have a keen interest in family law, with a long-term intention of developing it as a central hub of their practice in the future.

In the first six months, you will be supervised initially by a member of the family team, followed by a member with a practice which includes crime, in your second six months, advocacy will be in both the family and criminal courts.

This pupillage will still provide the opportunity for training and future practice in all our other core areas of work, with significant exposure to advocacy.

Pupillage - General Information

We offer a friendly, sociable and diverse working environment within a historic building with modern facilities near the Old Bailey.

Pupils are awarded £20,000 for the first six months, with guaranteed earnings of £15,000 in the second six months. Pupils also receive their travel costs for any travel undertaken outside the M25 throughout their pupillage.

Occasionally you may be called upon to undertake other pieces of work for other members of chambers, or projects that are being undertaken in chambers. We believe that this allows pupils to have access to different work streams and working styles from other members and staff. It also gives our pupils the opportunity to showcase their talent and work ethic to others in chambers.

Pupils can take up to four weeks of paid holiday during their pupillage. We ask that no more than two weeks are taken in the first six, with the remainder to be taken in the second six. 5SAH funds all compulsory courses that have to be undertaken during pupillage.

5SAH has added its name to the Bar Council's Signatories to Best Practice Guideline in relation to Third Six Pupils. Chambers looks to recruit tenants from its pupils and has a strong record of doing so.



P U P I L L A G E A T 5 S A H

– *Pupil Supervisors*

Pupil supervisors will provide each pupil with and/or contribute to a suitable training programme that enables the pupil to meet the competencies in the Professional Statement to the required standard, and will provide all necessary assistance in complying with the pupil's regulatory obligations.

Pupil supervisors will provide informal, ongoing feedback throughout each pupil's seat. If there is an issue on either side, we want this to be addressed as it arises. Pupil supervisors will conduct periodic formal appraisal meetings with the pupils. These meetings will be arranged and scheduled by the pupil supervisor. The objective of these appraisals is to ensure that the pupil is on track to meet the standard required for a Provisional Practising Certificate at the end of the first-six, and to complete pupillage.

At the conclusion of the seat, the pupil supervisor will conduct a final appraisal and assist in the smooth handover between seat supervisors. We aim to provide significant support throughout pupillage so that pupils achieve the required standards and achieve well beyond this.

– *Help, Support & Mentoring*

Pupillage is usually divided into 3 periods of 4 months with 3 different pupil supervisors. Each pupil will also have a mentor in chambers who is separate from their pupil supervisor. We also encourage our most junior tenants to support our new pupils. We recognise that our junior tenants have just been through the pupillage process and can often offer invaluable hands-on advice to the new pupils.

We offer help, support and advice at all levels in 5SAH. We have an 'open-door' policy for all. Our chambers director, clerks, staff, and junior to the most senior of tenants are all available to support in whatever ways we can. We understand that pupillage can be a rewarding but also a challenging time and we hope to support our pupils at all levels and at all times.



P U P I L L A G E A T 5 S A H

– *Training*

We offer our clients and solicitors training sessions and seminars and we ask that our pupils attend these sessions where possible. They are invaluable from a learning perspective, but also offers an insight into the training that they will one day provide for clients. It also offers an excellent opportunity to meet colleagues and clients.

We also offer an extensive training package for all pupils. The training comprises of all the essential elements of court hearings you are likely to experience and a mock trial. We also cover ethical issues throughout pupillage. Criminal law, Extradition, Family Law and confiscation/POCA work will all be covered.

– *The Second six*

At the end of the ‘first six’ months of pupillage our pupils will be on their feet and commence their ‘second six’. Pupils will undertake cases in their own right, whilst still having the support of a Pupil Supervisor. You will be undertaking your own cases, covering cases for other members of chambers and receiving work from your pupil supervisor should they need your assistance. The second six is an exciting time where our pupils finally get to undertake their own advocacy and develop their own work streams. It can also be a daunting time and all of our pupils have access to all tenants’ phone numbers and a specific ‘junior’ WhatsApp group for additional help and support. Our clerks are equally sympathetic and supportive and can offer additional help to pupils who are newly on their feet.

– *Tenancy Decision*

Before the end of the 12-month pupillage, our pupillage selection board undertakes a review of all pupillage feedback, appraisals from pupil supervisors and makes a final recommendation for tenancy to all members of chambers.

We are proud of our strong record of taking on our pupils after pupillage, and we recruit our pupils with a view to taking them on as tenants.

The logo consists of a red square containing the text '5' and 'SAH' in white, stacked vertically.

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PUPILLAGE HANDBOOK

3. *Pupillage to Tenancy*

— Views from our most recent tenants at 5SAH



ALEXA LE MOINE

Call: 2018: Pupillage 2019 – 2020



The quest to obtain pupillage can sometimes feel like a mirage. In the throes of applying, it can be easy to get lost in the race and lose sight of the importance of finding the right destination as somewhere you would want to have a practice. I have no doubt that in 5SAH I have found that place.

The collegiate atmosphere of 5SAH was evident from my first interview and it remains a place that is as friendly and welcoming today. The proof of this really is in the pudding – as chambers host an annual Bake Off as well as quizzes amongst many other events to build your network both within chambers and with instructing solicitors.

My first six, supervised by Ben Keith and Allister Walker was filled with a diverse mix of extradition, asylum, immigration, inquests, and crime. Such variety meant it was also a very steep learning curve. Throughout the entire period I was supported not only by my supervisor but the entirety of chambers. As promised at the start of my pupillage, everyone was truly just a phone call away and always on hand to offer advice, whether that be on points of law, how to traverse London to make your afternoon hearing after your morning hearing finished late, or the best places to grab coffee or lunch near court.

Getting on my feet in second six supervised by James Fletcher was exciting but slightly unusual as it was in the height of the first Covid-19 lockdown. Both the “Wild West” of the Magistrates’ Court and the Crown Court had become more desolate than usual and so whilst I did not bump into members of chambers quite so often, they were always just at the end of the phone. I spent nearly every day in court and over time the nerves and lack of sleep reduced. Second six also gave me my first flavour of family law. I was able to quickly adapt to new areas of law ranging from non-molestation orders to private law children cases.

Since accepting an offer of tenancy in October 2020, my practice has continued to develop with the assistance of our outstanding clerks. Whilst maintaining mostly a criminal prosecution and defence practice, the clerks have enabled me to diversify my practice to also balance family work which has developed in tenancy to also include public law care proceedings. It is thanks to 5SAH’s mentoring programme that I continue to be supported as a junior tenant.

Pupillage is a year filled with challenges, paranoia, and moments of feeling completely out of your depth. However, with the support I received from 5SAH, it is also a year I reflect on with feelings of both joy and gratitude as it enabled me to reach the landmark of tenancy with a practice I can be proud of.



JOE O'LEARY

Call: 2019: Pupillage 2019 – 2020



I joined 5SAH as a pupil in October 2019, however, the welcoming and supportive atmosphere started from moment I stepped into the first interview. As a Chambers which prides itself on a collegiate, friendly and diverse environment, it was clear from the start, 5SAH means it.

My first six months in Chambers supervised by Ini Udom & James Fletcher was a mix of long fraud trials, immigration work, extradition appeals and general crime, learning from experts in their fields. But most importantly the juniors in Chambers were keen for us to experience the true life of a junior barrister and show us the ropes in the Magistrates' Courts. We were actively encouraged to meet as many members as we could, and experience every area of law Chambers practised in, the results were eye-opening.

COVID hit just as we were getting on our feet, however, this only took the collegiate atmosphere in Chambers from strength to strength, with regular Zoom quizzes and events we were meeting more and more people from Chambers, and importantly, growing our support networks.

The excitement continued as our second six began supervised by Sarah Wood, with hearings of every nature being lined up dealing with an array of crime, extradition, POCA and family law the diversity of practice allowed for our skills to be honed over a range of areas. However, the one constant was the endless stream of people who were always on hand to help with a tricky question or situation. Having a phone full of numbers who could be called at the drop of a hat was by far the biggest comfort in what can be a very independent job.

As I accepted an offer of tenancy my practice has continued to grow, especially into regulatory law where Chambers have been pro-active in seeking out secondments and pro-bono work to help develop my practice. Whilst other members of chambers are always supportive, our excellent clerks will go above and beyond to look after our best interests, but also to push us into bigger and better things. The support within 5SAH extends through every professional in Chambers.

The pupillage process was never going to be easy, however, my first two years at 5SAH have been the most rewarding experience I have ever been through, and I look forward to developing my practice alongside professionals I'm proud to be in Chambers with.



GEORGIA BEATTY

Call: 2017: Pupillage 2018 – 2019



From my very first interview I found 5SAH to be an exceptionally friendly and welcoming set, and this has remained the case ever since. Despite all the challenges that pupillage entails I thoroughly enjoyed my pupillage at 5SAH, in no small part due to the supportive atmosphere in Chambers and the breadth and quality of work that pupils are able to benefit from.

I found the structure of pupillage at 5SAH to be very helpful. Pupils are given 3 supervisors over the course of the year for a period of 4 months each, which allowed me to gain experience in each of Chambers' core practice areas. Another benefit of this structure is that your second supervisor is able to support you through the most daunting part of pupillage – the transition from first six to second six.

During my first six, I observed a variety of hearings in several different practice areas, including financial crime, POCA proceedings and matrimonial finance. I was given plenty of opportunities to assist my supervisors in a range of interesting and complex cases, and to practice my written advocacy. My supervisors were very active in ensuring that my time during my first 6 was well spent, and that I was able to see as diverse a range of hearings, advocacy styles and practice areas as possible. My supervisors also made sure that I had the chance to shadow the junior tenants in the magistrates' courts as I approached my second six, which I found invaluable once I started on my feet.

My second six was an incredibly steep learning curve, however everyone at 5SAH was very supportive and I always felt able to ask for advice whenever I needed it. I found myself in court almost every day and was instructed in a variety of criminal, extradition and family cases. The opportunities and experience I was given as a pupil have provided an excellent basis on which to grow a diverse practice as a junior tenant.

The pupillage process is always challenging and stressful in any set, but the collegiate atmosphere at 5SAH and the support I received from all members of Chambers helped to make pupillage a genuinely enjoyable and incredibly rewarding experience.

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