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FIVE ST ANDREW'S HILL

Pupillage Handbook

O V E R V I E W

5SAH provides high-quality advocacy and advice in asset forfeiture, crime, business crime, civil, extradition, family, professional discipline & regulatory law. Established for over 70 years. 5SAH barristers have a national and international reputation for excellence.

A large number of our barristers are recognised and ranked within Chambers and Partners and the Legal 500. Our specialist practice teams: POCA, Extradition and Crime are acknowledged as leaders in their fields within Chambers and Partners and the Legal 500.

Led by David Josse KC (Head of Chambers), Maria Scotland MCI Arb (Deputy Head of Chambers), and Dave Scothern (Chambers Director). 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 five members appointed to the SFO panel, four members newly appointed to the prestigious Attorney General's Panel of Counsel, joining two existing members. We have had one silk, one recorder and Deputy District Judge appointment and many more.....

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, which includes mentoring and advocacy training and we believe it is important for prospective pupils to know from the outset what that entails.

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. We also support Black Cultural Archives (BCA).

All members, staff, pupils, mini-pupils and clients receive the same equal treatment, regardless of race, colour, ethnic or national origin, disability (seen or unseen), 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 specialises 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.

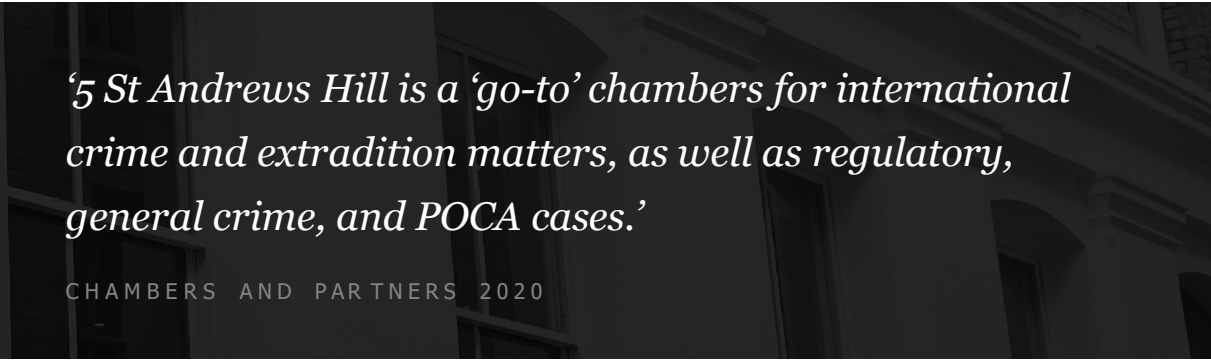
The team and individual members are recognised, including one silk and four juniors in Chambers & Partners. The team, one silk and six juniors are also recognised in the Legal 500.

The 'excellent' 5SAH houses 'highly regarded barristers for POCA work'

CHAMBERS AND PARTNERS 2021

'Leaders in POCA matters.'

THE LEGAL 500 2022



'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

P R A C T I C E A R E A S

– *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.

Members of the Team (silks & juniors) are ranked within Chambers and Partners in the field of Financial Crime, Fraud Crime and Financial Crime: Private Prosecutions. We are also recognised within Business and Regulatory Crime in The Legal 500. Collectively and individually we are experts in the field of business crime.

– *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 five KCs and around 50 juniors.

The crime team is recognised within Chambers and Partners and one silk and four juniors are also recognised. Within the Legal 500, one silk and seven juniors are also recognised in this field.

PRACTICE AREAS

– *Extradition & International*

Our extradition barristers deal with European cases under the Trade and Cooperation Agreement as well as those relating to all other international jurisdictions. We represent at Westminster Magistrates' Court and in appeals to the Divisional and Administrative Courts, Supreme Court and the European Court of Human Rights.

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 are ranked in Chambers and Partners and The Legal 500. They also have one silk and seven juniors who are individually ranked in The Legal 500 and Chambers and Partners.

'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.'

THE 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 the heads of the team, Jaqueline Julyan SC and Maria Scotland both recognised 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.

P R A C T I C E A R E A S

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

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 six 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.

A red square containing the text '5 SAH' in white, sans-serif font. The '5' is on the top line and 'SAH' is on the bottom line.

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PUPILLAGE HANDBOOK

2. Pupillage at 5SAH

– *Application stage*

This year we are pleased to be offering two 12-month pupillages, via the Pupillage Gateway, for commencement in October 2024.

We are offering two criminal pupillages which will provide a varied training programme, with an opportunity to be supervised by members across our core areas of: crime, extradition, proceeds of crime & asset forfeiture.

For 2024/2025 our pupillage award will be £40,000, this is made up of a grant of £20,000 in the first six months and a guaranteed income of £20,000 in the second six months.

Successful pupils can apply to ‘draw down’ a proportion of the grant to assist with their Bar Course or other pupillage related costs.

If you are looking for a family pupillage, we are not currently offering a family pupillage in this application process. However, we do expect to recruit a family pupil for both 2024 and 2025 in the next year. Full details will be provided via the Pupillage Gateway.

Our Ethos

5SAH ethos is one of inclusivity. We celebrate diversity and encourage applications from barristers from all backgrounds. 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 race, colour, ethnic or national origin, disability, gender, gender identity or gender expression, sexual orientation, religion or belief, and background.

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

Please get in touch with us if you need reasonable adjustments in relation to disability, neurodiversity, or other needs or personal matters that may not be visible.

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

– *Interview stages*

The first interview is undertaken by 3-6 assessors. Due to the large quantity of interviewees, this will generally take 20 minutes. Whilst these interviews are brief, they are designed to ensure we get to know our candidates.

An advocacy exercise based on a non-legal topic will be assigned to each candidate during the first-round interview. 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 based on a legal scenario. 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*

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 and Extradition, 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 and professional discipline.



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

Pupillage - Overview

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 £20,000 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.

– *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.

– *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.

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PUPILLAGE HANDBOOK

3. Pupillage to Tenancy

— Views from our most recent tenants at 5SAH



From my first interview through to my tenancy offer, I have found 5SAH to be a highly supportive, welcoming, and nurturing environment in which to develop by skills as advocate.

Although the interview process was rigorous and challenging, it was nonetheless one of the most friendly and instructive of all the interviews I encountered during my search for pupillage. The advocacy exercises were refreshingly practical and effectively tested the skills that one requires to handle the fast-paced nature of daily court-based advocacy. I was particularly impressed with the level and detail of feedback I received from my interview panel. It was clear to me from the care, time, and effort that had gone into the selection process that 5SAH was a set invested in nurturing and developing advocates from the very start of their journey into the profession.

As someone who came to the bar a little later in life following a change of career, I found 5SAH's highly competitive criminal pupillage award to be of tremendous assistance. Pupillage can be challenging enough without the additional worry of falling into financial hardship. The generous award meant that I didn't have to worry about money and could focus on making the most of the opportunities that pupillage at 5SAH offered.

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 enabled me to observe and learn from talented advocates with very different practice areas and styles. The written work I undertook during my first-six for my pupillage supervisors and other members of chambers was interesting, varied, and highly rewarding. I observed a variety of different hearings and although my pupillage was predominantly crime-focused, I was exposed to a variety of areas including extradition, regulatory and professional discipline, POCA, and asset forfeiture.

As I approached my second-six, I gained invaluable experience shadowing junior tenants in the magistrates' court. That, in combination with the in-house advocacy training, the tutelage of my pupil supervisors, and the breadth of help and support offered from across the membership of chambers, left me feeling ready and confident when I first took to my feet.

Whilst pupillage at any set is of course a difficult and daunting experience, I am truly grateful to 5SAH for having made the process an exciting and rewarding one.



In the quest for pupillage it's easy to lose sight of the fact that you're applying for a job like any other and that one day, all things going smoothly, you'll work alongside the people interviewing you. Having completed pupillage and spoken at length with friends who did pupillage alongside me I cannot emphasise how important it is that you actually want to work where you're applying.

From the first interview I was struck by how friendly 5SAH were. The interviews were obviously rigorous, but not designed to trip you up or make you feel like an idiot. An effort was made to be welcoming and understanding of the pressure applicants for pupillage are under. This approach characterises 5SAH's pupillage philosophy.

Pupillage is hard. Six months observing seasoned professionals does not inherently prepare you to be on your own feet with conduct of your own cases. There's no transition period and no trial runs. It's only having completed pupillage that I've realised quite how vital being in a supportive, friendly Chambers was to my success.

In first six I was supervised by Dominic Connolly and saw weekly high-level criminal trials dealing with very serious offences. I was given plenty of opportunities to assist him with complex legal issues and practice my written advocacy, giving me a sense of where my career could go if I worked hard. More importantly, the clerking team and junior members of Chambers made sure that I spent time shadowing juniors in the magistrates' courts as I approached my second six, so I got used to the very different rhythms of practice I would experience once I started on my feet.

Whilst second six was a steep learning curve, it was eased considerably by the endless stream of people always on hand to help with questions at a variety of levels of call. In Chambers we have junior support groups, WhatsApp groups for every practice area, mentors, mentoring groups as well as our former pupil supervisors to call on in a crisis.

Chambers has a programme of regular advocacy training which all the junior members take part in. We all know that what we're taught at Bar School is to meet exam criteria and doesn't look like what actually happens in the Crown Court but without senior tenants putting in considerable amounts of their own time to point juniors in the right direction I know my practice would have suffered.

This support has enabled me to grow my practice in areas I hadn't even considered when I was applying for pupillage. Having commenced pupillage envisaging a career solely at the Criminal Bar, I've broadened my horizons to financial benefit as well as immense professional satisfaction.

Getting tenancy at 5SAH was a huge relief. Chambers provides fantastic opportunities – in just 6 months of tenancy I have been led, gone on secondment and expanded my practice to at least 5 practice areas. It's wonderful to be part of a Chambers that manages to be simultaneously so collegiate and warm and fiercely ambitious for the careers of its tenants.



Whilst obtaining pupillage is highly competitive, it is as much about what you can offer a set of chambers as it is what that set of chambers can offer you. 5SAH is an incredibly friendly, welcoming and supportive set. These features came across from the moment I stepped into my first interview and continued throughout pupillage and now tenancy.

What attracted me to 5SAH was the structure of its pupillage. Divided into first and second six, you are assigned three pupil supervisors with one supervisor over each four month period. This means that by the time second six comes around, you will have built a relationship with your second pupil supervisor and are comfortable enough to ask any questions on those very daunting first few weeks of being on your feet. Notwithstanding your pupil supervisors, there is also encouragement and support from other members of Chambers right from the very junior to the most senior.

The start of my pupillage was delayed owing to the Covid-19 pandemic. This had been a carefully considered decision by Chambers to ensure that I would get the most out of the experience and for it to be as authentic as possible in light of the impact of the pandemic on the courts.

The delayed start meant that I was able to attend court every day and observe a variety of hearings in different practice areas. My first supervisor was involved in a lengthy POCA trial where I observed the advocacy of numerous silks and experienced juniors. As well as opportunities to do written work for my supervisor, I assisted other members of Chambers on research or drafting to improve my written advocacy. Towards the end of my first six, I observed the junior tenants in the magistrates' court and Crown Court to both familiarise myself with what I would be doing in my second six but also to build meaningful connections with the junior end.

My second six was a baptism of fire and something which I would not have got through without the support and guidance of everyone at 5SAH. Even as pupils, the clerks go above and beyond to look after you whilst challenging you with instructions in a variety of practice areas. In doing so, you are able to refine your advocacy skills and may even find a different area of law to be more interesting and rewarding than the areas you were originally interested in when first applying for pupillage.

Practising in a variety of areas has continued in tenancy as too has the level of support. The transition from pupil to tenant can seem like a daunting one but this was eased with the Chambers' mentor scheme. There is always someone a phone call away to guide you in those moments of panic which unfortunately aren't exclusive to being a pupil.

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