

ONE
PAPER BUILDINGS
pupillage



One Paper Buildings offers up to two 1st six-month pupillages each year commencing in October. These may be extended by mutual agreement between Chambers and pupil to a full twelve-month pupillage. 1st six pupils are recruited in the hope that they can be invited to stay on for the second six months. Pupils are notified of the invitation by the end of January in the pupillage year.



One Paper Buildings has a firm commitment to recruiting pupils with a view to them becoming future tenants. One Paper Buildings offers funded pupillages, details of which are available on our website.

The work of Chambers

One Paper Buildings specialises in criminal law. Members of Chambers prosecute and defend on the South Eastern and Western Circuits and also in London. Members of Chambers also undertake work on other Circuits as and when instructed.

Chambers undertakes work across the whole spectrum of criminal offences, including murder, grave offences of violence and sexual assault, large and small scale drug importations and supply, serious white collar crime, commercial fraud, revenue and customs offences, Courts' Martial, regulatory offences and road traffic law. For illustrations of particular recent trials please refer to our website.

Life as a 1st six-month pupil

Immediately prior to or at the start of pupillage pupils are invited to meet Michael Hubbard QC, and the pupillage administrator for a preliminary introduction to Chambers and allocation to a circuit. In the first week pupils will be instructed by their supervisor and a senior clerk in the way chambers functions and will discuss the structure of pupillage together with what is expected from them. In line with Quality Mark requirements Chambers has its own Pupillage Policy, a copy of which is given to pupils. It gives details of all obligations of chambers and pupils and procedures in the case of any difficulties encountered by pupils at any stage in their pupillage.

Chambers' work is predominantly circuit based, therefore pupils will be expected to travel daily to the court centre at which his/her supervisor is appearing. In this way pupils are introduced to all members of Chambers on their circuit. Each evening the pupil supervisors and a senior clerk will discuss what work would be most useful for a pupil to observe the following day. This allows for pupils to meet other members of Chambers and see different styles of work.

Learning the skills of advocacy are at the heart of pupillage in a criminal set and pupils are expected to discuss the preparation, merits and approaches to running a trial as though it was the pupil's own work. Pupils are instructed to familiarise themselves with court etiquette and the management of lay clients and to meet instructing solicitors. Supervisors will often ask pupils to draft opening and closing speeches, plans for examination-in-chief/cross-examination and legal submissions relevant to the cases in which they are appearing.

As well as visits to court, pupils are expected to undertake written work to augment and exhibit their skills in advising on law and evidence, plus drafting legal submissions. Pupils are encouraged to undertake work for other members of Chambers to ensure that as many tenants as possible are in a position to see their work.

As well as regular reviews with the pupil supervisor, there is a formal review every three months to assess progress and identify any areas on which the pupil needs to concentrate. The review also gives the pupil a chance to express any concerns that he or she may have about their pupillage.

In-house advocacy training forms a key part of the first six-month pupillage, beginning with pleas in mitigation and bail applications, then full trials in which the skills and tactics of advocacy are explored. This gives the pupil an opportunity to hone their skills prior to appearing in court in their second six and to exhibit what they have learnt to members of Chambers.

Close to the end of the first six, the training includes instruction on court and Chambers procedures such as applications for legal aid and billing for work done.



During this period pupils will spend the majority of their time in the Magistrates' Court with junior members of Chambers to observe the sort of work that they will be doing in their second six.

Life as a second six pupil

Pupils can expect to be in court carrying out their own work at least three days a week. The majority of work will be in the Magistrates' Court and may well be on either circuit. Appearances in the Crown Court will increase during the six months. Pupils are expected to discuss all aspects of their court appearances with their supervisors and are encouraged to ask advice from other members of chambers whether in person or by telephone. Assessment during this period is based on feedback to the clerks' room from solicitors and from members of Chambers who have had the opportunity to see pupils at work in court. On days when pupils are not instructed to appear in court they are expected to be available to pick up any last minute work by being in Chambers, unless they are at court with their supervisor or other members of Chambers. It is Chambers policy that all work conducted for other members of Chambers is, properly remunerated where appropriate.

Tenancy prospects

Chambers' policy is to look to pupils as future tenants. Chambers recruits those who exhibit strong advocacy skills, an ability to handle heavy workloads at short notice and to deal with professional and lay clients in a business like and friendly manner. Chambers expects and anticipates that pupils will be able to generate work of their own, as well as working well within the team of barristers at One Paper Buildings.

Third six pupils

As One Paper Buildings continues to grow, third six pupils have been recruited to meet the increasing workload. Third six pupils tend to be very busy predominantly in the Magistrates' Courts but also conducting their own trials in the Crown Court. Chambers views third six pupils as potential tenants. Vacancies for third sixes are advertised when necessary. For a first hand perspective of life as a Third Six Pupil see the Personal Profile.

Junior Tenants

Junior tenants can expect to be very busy in the Magistrates' Courts, both defending and prosecuting. At this early stage junior tenants can expect to work on both Circuits. Crown Court work will consist of pre-trial hearings and short trials. For a first hand perspective of life as a Junior Tenant, see the Personal Profile.



New Tenant A personal profile Jehad Mustafa



Before starting pupillage I'd spent a good few years studying the theory of our legal system. But your first-six is the time when you really learn what the job is about. Or perhaps more accurately, Chambers makes sure you learn what it's about.

From the outset I attended court with my pupil supervisor and other members of Chambers on an almost daily basis, and it proved to be a process that I was very grateful for. Six months effectively shadowing barristers may sound like a long time but I was glad for every day of it the first time that a Crown Court judge decided to enter into lively debate with me in a full court room.

The written work that I did was assigned by my supervisor with a view to familiarising me with the kind of things that one day I hoped to be doing. It's work done on real cases and as such this give you your first opportunity to genuinely influence proceedings - even as a pupil. For instance I spent some time preparing a skeleton argument for a hearing at the Court of Appeal. I then watched in the Royal Courts of Justice as my work (approved by counsel of course) was read by three high court judges in an appeal against an indeterminate sentence for public protection. We were successful and despite the considerable evidence to the contrary, I'd like to think that this was down to me.

It's those kind of experiences that first-six is really about. You see for yourself how to talk to a client who has just been sentenced to a life imprisonment or what it's like to advise a family who have just lost a loved one in an accident caused by a drunk driver. You experience the wait for a verdict in a murder case that you've spent two weeks following every second of, which you saw turn upon the discreet answer in cross-examination that couldn't really have been true. And you realise that there's really no other job like it.

But it's not all hard work. Throughout pupillage I always felt very much looked after by chambers. Members strictly enforce the 'pupils don't pay policy' (which means a lot of decent lunches). And then there are some time consuming and pricey courses that chambers both financed and gave me time to attend. They are good things to do early and I was glad to say that by the end of the first-six I had completed all of the professional development courses required of juniors by the bar council in the first two years of practice.

However the main resource you have access to in pupillage are the members of chambers. Amongst its forty odd members there are many hundreds of years, thousands maybe, of experience at the criminal bar. In Chambers we have at least a number of recorders, 4 silks, an editor of Archbold, some top-class advocates, a former solicitor and possibly a couple of ex-clients! It's an incredible pool of knowledge that approaches our discipline from many angles and as a pupil you find that people really want to help you get along. They want to tell you the little secrets that they they've learnt that changed cases and that could make a big difference to your practice one day.

But ultimately my first-six was about hammering me into shape so that I could take on my own cases in the second six. Chambers takes this process very seriously, there are advocacy exercises to be done and you have to demonstrate that you're up to scratch with the law. Do this and you're ready to go.

All in all my second-six was a great experience. Representing someone in court where so much is at stake for them is quite an honour. It's also high pressure and it's right to say that the members of One Paper Buildings were always there to offer me support. On countless occasions I would phone members of Chambers whilst at court to seek advice on problems that predominantly arose from my inexperience. But no matter how small the point I was always guided home thoroughly and patiently.

It's only looking back now as a tenant, I realise how much time and resource Chambers invested in me and how fortunate I was to receive this. I had a great time during pupillage and I learnt a lot. But I suppose the real benefit is when you realise that as the months go by and without really noticing it, the bail applications that you cut your teeth on became magistrates trials and those give way to hearings and sentences in the Crown Court. And soon enough it's time to appear in front of a jury in a Crown Court trial. But that, I'm afraid, is another story.

Jehad Mustafa

Tenant from 2008



Application procedure

Applications are by Curriculum Vitae and covering letter. Applicants should exhibit strong academic credentials, motivation and a mature attitude to achieving a successful career.

There are two stages of interview, with the second involving an advocacy exercise.

Closing dates for applications and further details relating to pupillage are available on our website.

Applications should be addressed to:
The Pupillage Administrator
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