

# PUPILLAGE AT HAILSHAM CHAMBERS

## FAQS

### **HOW MANY SUPERVISORS WILL I HAVE?**

Usually three. The first six months will be split into two seats, each with a different supervisor. The second six will be with a third supervisor. Occasionally we may place pupils with joint supervisors for one of their seats, for example if one of your supervisors works part time or if that is the best way to make sure you have sufficient exposure to Chambers' key areas of work.

### **HAILSHAM HAS MULTIPLE CORE PRACTICE AREAS. IN WHICH AREAS WILL I BE SUPERVISED?**

Chambers' key practice areas are professional negligence and clinical negligence. The emphasis in the first two seats will be in training in those two areas, and you will receive training in both. You and your supervisor will conduct an appraisal at the end of each seat, and we also use a checklist to ensure you have practised key skills in each area. In the second six months, your (third) supervisor will try to fill any remaining gaps, and will also make sure you are completing assessed written work for senior members of Chambers. These assessments form part of the appraisal process for tenancy. You will also start to take on your own cases in your second six. You may have an opportunity to see other areas of work, such as costs or insurance coverage, if your supervisor's practice covers this, but the priority is to ensure you have a thorough grounding in the two main areas.

### **IF MY SUPERVISOR HAS A HEARING OR CONFERENCE OUTSIDE OF LONDON, AM I EXPECTED TO PAY FOR MY TRANSPORT AND/OR ACCOMMODATION?**

If you're travelling to Court or to meetings with your pupil supervisor, you will be expected to pay for your own standard class travel and any

accommodation out of your Pupillage Award. If your supervisor does a lot of travelling or the expense becomes difficult to manage, you can speak to your supervisor, or the Chair of Pupillage and they will work with you to find a solution. If a case is outside London and would require an overnight stay, your supervisor may arrange for you to see other work more locally.

### **WILL I BE EXPECTED TO BE IN CHAMBERS EVERYDAY?**

We think it's important for pupils to spend plenty of time in chambers so that they can become familiar with the Chambers staff and with members of Chambers other than their supervisors and have the chance to see a variety of working styles. Each supervisor will discuss any home working requests at the start of your time with them and try to make arrangements that suit you both, although it is likely you will be expected to spend at least 4 days a week in Chambers as a regular pattern. That said, we are all human and will try to be flexible if you need to work from home outside of your usual pattern occasionally. Naturally, if you have a disability which makes it difficult for you to attend Chambers full time, we will make reasonable adjustments.

### **WILL I BE EXPECTED TO ATTEND CHAMBERS' SOCIAL AND CLIENT EVENTS?**

During your time in Chambers there will be a number of social events to which you will be invited. The first of these is likely to be informal drinks to welcome you to Chambers. There will also be a Chambers' Christmas Drinks Party. It is likely that you will sometimes be invited to join other colleagues for entirely informal ad hoc drinks. If you have already made prior arrangements or simply do not wish to attend any of these events, please do not feel that your attendance is in any way compulsory or that you will be at a disadvantage if you do not attend.

It is likely that you will also be invited to attend marketing events and lectures given by members of Chambers when these take place in the London area. Pupils are not usually invited or expected to attend marketing events out of London because of the expense and potential inconvenience involved.

### **HOW MUCH CONTACT DO PUPILS HAVE WITH OTHER MEMBERS OF CHAMBERS, ESPECIALLY JUNIOR MEMBERS?**

Lots. As well as general contact with members of Chambers whilst in Chambers, you will be assigned a mentor, who will be a junior member of Chambers who can answer questions which you might prefer not to ask your pupil supervisor. You can ask other members of Chambers such questions too. Pupils are encouraged to attend court with junior members of Chambers during the first six to get an understanding of the cases they are likely to take on in their second six. Pupils are welcome at Chambers' social and client events. The advocacy training sessions for pupils tend to be run by junior members of Chambers. You will do assessed work for senior members of Chambers during your third seat. There are usually some informal drinks to welcome new pupils and introduce them to members of Chambers. members regularly socialise together, whether it be over lunch, a coffee or a drink, and pupils are very welcome to attend these informal gatherings.

### **WHAT ADVOCACY TRAINING WILL I RECEIVE?**

You will undertake a course of approximately ten advocacy sessions, led by a junior of about 5 years' call. The sessions cover witness handling and making applications to prepare you for appearing in court in your second six. Each session lasts for about half an hour and requires minimal preparation. You will have the opportunity to practice making submissions and cross-examining witnesses and you will receive feedback at the end of each session. The advocacy training is informal, unassessed and genuinely very helpful. The advocacy training also helps you prepare for two advocacy assessments undertaken in the second six.

### **HOW WILL I KNOW WHETHER I'M PERFORMING AT THE EXPECTED STANDARD?**

Your supervisors will provide you with feedback on individual pieces of work throughout the time that you sit with them. There will be a more formal appraisal at the end of each seat, or, in the case of your third seat, prior to the tenancy decision. This provides an opportunity for both you and your supervisor to reflect on and discuss your progress. You will also meet with the Head of Pupillage at the end of each seat to discuss with you how your pupillage is going, including what could be improved. In around February / March, you will begin to complete paperwork for members of Chambers other than your supervisor. You will receive feedback on each piece of work.

### **WHEN IS THE TENANCY DECISION MADE AND HOW LIKELY AM I TO BE TAKEN ON?**

The tenancy decision is generally made at the start of July. Our aim is to recruit our pupils as tenants, as long as they reach the necessary standard. You will not therefore be in competition with your fellow pupil. We have an excellent track record in recruiting tenants from our own pupils.

If you seem to be having issues in reaching the required standard, your supervisor and Head of Pupillage will have discussed this with you well before the tenancy decision date, including considering alternative options.

### **WHAT SUPPORT DOES HAILSHAM PROVIDE IF I AM NOT OFFERED TENANCY AT THE END OF PUPILLAGE?**

If you are not taken on, your supervisor for your third seat and the Head of Pupillage will give you advice as to applying for third six pupillages at other chambers and support you in making applications. Your supervisors will be able to provide references. We have a very good record in helping our pupils find good third sixes if they have not been taken on.