

3 HARE COURT

Katharine Bailey's Pupillage insight

During the first four months of pupillage (so the first two pupillage 'seats'), the aim is to expose you to Chambers' broad civil / commercial practice and to allow you to get to know everyone here. You will primarily be working for your pupil supervisor, but there are opportunities for you to work for other members of Chambers (including Silks). If a member of Chambers wants your help on something, they will always go through your pupil supervisor. This is a really important feature of pupillage; it means your supervisor always knows the work you're focusing on, and also means that you discuss your workload / capacity with your supervisor and how long you consider you will reasonably need to turn a piece of work around. This period of pupillage is meant to challenge pupils, but you're definitely not expected to pull all-nighters and do crazy hours. In general, it's reasonable to expect to start work at around 9am and to finish at 6pm; of course, there'll be occasions where your hours are slightly different because you're working with new people and undertaking tasks you've not done before; however, the workload should be manageable, and you should always have agreed sufficient time with your supervisor to turn pieces of work whilst really focusing on the task at hand and maximising each learning opportunity.

Chambers is a very sociable place, so there will be plenty of opportunities during these early months to grab coffees with members to discuss pupillage and/or practice more generally, go for lunch as a big group, or enjoy a drink of your choice at the end of the day with members and clerks.

During the final two-month 'seat' of your first six, there's a change of pace; things begin to get busier as you prepare for your second (practising) six. You'll start to do more of Chambers' advocacy exercises as part of this preparation. Additionally, the clerks (who are super friendly and helpful) will aim to arrange for you to 'shadow' some junior tenants during this time. This will give you the opportunity to observe the kind of cases that you'll be doing yourself in a month's time or so. This is an invaluable feature of pupillage here. It's particularly helpful because Chambers is relatively unusual for a civil / commercial set in that during your second six, you'll be in court very regularly – between 3/4 days per week – instructed on both Small Claims Track and Fast Track matters. Before you're on your feet, you'll also have at least one meeting with junior tenants in Chambers where they generally share their tips and pointers (and bloopers), and you can ask them any questions you have.

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Then, around April, second six starts. This period is good fun, although the learning curve is steep. It's really important to be super organised during this time – you'll be doing a mixture of your own hearings and work for your supervisor (although the latter inevitably reduces and, by the end of pupillage, you can expect to be focusing on your own practice). Your pupil supervisor will provide you with support on each case you take on (and it's important to seek their input conscientiously, too, since you are practicing on their insurance!). In addition to support from your supervisor, the junior tenants in Chambers are always a corridor / call / desperate WhatsApp away!

Throughout the pupillage process, you will be given regular feedback from your supervisor (both informal and formal). You will also have the opportunity to see and discuss the assessment record that your supervisor completes at the end of each 'seat'. I found this feature of pupillage exceptionally helpful; it's an invaluable resource to receive your supervisor's constructive feedback and to get an indication of whether you are meeting Chambers' expectations on the work you are producing. Around mid-July, your assessment records will be submitted to members in advance of a Chambers meeting at which the tenancy decision is made. The decision is taken primarily on your supervisors' views and the content of your assessment records, which is something I found very reassuring because it's difficult to 'make an impression' on every member of Chambers during pupillage before the decision is made.

There will always be highs and lows during pupillage, but the key point about 3 Hare Court is that you will be well supported through those experiences by a friendly group of barristers. For any applicants who are interested in undertaking interesting, varied and challenging work, I would strongly suggest you apply here.



[Katharine Bailey](#) joined 3 Hare Court as a tenant in October 2021 following the successful completion of her pupillage. Katharine has a broad civil practice encompassing employment, commercial, public, property, travel and personal injury law.

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