

Virtual Mini-Pupillage Prospectus

For the VMP Day on 13 January 2024

KCH Garden Square Barristers
Nottingham & Leicester



INTRODUCTION

1. Thank you for your interest in a Mini-Pupillage at KCH Garden Square. Typically, we offer 3 day ‘face to face’ Mini-Pupillages throughout the year to prospective pupils who complete our Mini-Pupillage Application Form, found on the recruitment pages of our website.
2. Applications are typically assessed once per quarter by members of the Pupillage Committee and are assessed using broadly the same criteria as for Pupillage applications. That process is also detailed further on our website.
3. Regrettably, like many other chambers, solicitors firms and other employers, we had to take the difficult decision to suspend our Mini-Pupillage programme as a result of the COVID-19 public health emergency, to help safeguard our staff, members, clients, court staff, families and mini-pupils.
4. We were delighted, therefore, in late 2020 to announce that we had developed a ‘Virtual Mini-Pupillage’ (“VMP”) to replace our usual Mini-Pupillage programme, until such time as we could safely accommodate mini-pupils back in chambers.
5. Although KCH Garden Square has resumed its usual ‘face to face’ Mini-Pupillages, the VMP has proven a popular and effective addition to our offering for prospective pupillage applicants into chambers. We therefore decided to continue offering our VMP, once every year.
6. You may find our VMP particularly helpful if you intend to apply to us for pupillage in the forthcoming Pupillage Gateway round and so preference may be given to those at the Bar School stage and beyond.
7. In the 2023 – 2024 Pupillage Gateway round, we are recruiting as follows:
 - a. 1 x Family Pupil, doing largely Public & Private children work, starting in September 2024.
 - b. 1 x Crime Pupil, doing the broad mix of criminal practice in chambers, starting in January 2025.
 - c. 1 x Civil Pupil, focusing on Housing, Commercial, Family Finance and (to a lesser extent) real property, starting in May 2025.

WHAT DOES IT INVOLVE?

8. Our VMP will see a number of prospective pupils join chambers remotely using the Zoom Video Communication platform. There are several sessions during the course of the day where you will have the opportunity to interact with, and get guidance from, practising barristers at KCH Garden Square.

9. The provisional timetable for the VMP day is this:
 - **10:00 – 10:15:** Introduction.
 - **10:15 – 10:45:** Talk on Pupillage & Applications.
 - **10:45 – 11:15:** Life at the Criminal Bar Talk and Q&A with speakers.
 - **11:15 – 11:30:** Break.
 - **11:30 – 12:00:** Life at the Family Bar Talk and Q&A with speakers.
 - **12:00 – 12:30:** Life at the Civil Bar and Q&A with speakers.
 - **12:30 – 13:15:** CV Clinic.
 - **13:15 – 14:15:** Lunch.
 - **14:15 – 15:15:** Advocacy Exercise.
 - **15:15 – 15:30:** Break.
 - **15:30 – 16:00:** Talk on Clerking, Workload & Wellbeing during pupillage and beyond.
 - **16:00 – Close:** Open Q&A.

10. The morning schedule of talks will involve discussion on applying for pupillage generally and to KCH Garden Square, followed by a focus on how we train our pupils in chambers, using our Training Programme drafted by Higher Education professionals, taking a flexible and pedagogical approach.

11. Barristers from across practice areas and levels of seniority will then discuss their routes into the profession and what life is like practising in their different fields.
12. Just before lunch, we will hold a CV Clinic where mini-pupils are paired and then put into a 'breakout room' with a member of chambers. Mini-pupils will share their CV or application forms, so that they can receive feedback on the presentation and content of their CV, together with suggestions of what else could be done to boost their CV and prospects of successfully applying for pupillage.
13. After lunch, mini-pupils will again be placed, in pairs, in breakout rooms, where they will conduct a short advocacy exercise. Those exercises will be judged by a member of chambers who will then give individual feedback to their mini-pupil advocates.
14. The exercise will be distributed in advance of the VMP and mini-pupils will, so far as possible, be paired with a mini-pupil who is at a similar stage to them in their academic/professional career.
15. Following a short break, mini-pupils will attend a talk delivered by the Civil & Family Practice Director and our Wellbeing Officer on their roles with pupils and junior tenants. The day will then come to a close with an open Q&A session where mini-pupils will be able to put questions to a large panel of barristers from across seniority levels and practice areas in chambers.

WHEN IS IT?

16. We aim to run the VMP once per year, in the run up to the deadline for receipt of pupillage applications. The next VMP will be on **Saturday 13 January 2024.**

HOW DO I APPLY & HOW MANY PLACES ARE THERE?

17. We can accommodate a total of 26 mini-pupils on our VMP on 13 January 2024.
18. A few places have been reserved for the winners of competitions which chambers has sponsored during the last academic year, who have not yet completed their mini-pupillage 'prize' with us. Similarly, some places are reserved for those with ED&I schemes, such as with the Midland Circuit and Inns of Court.
19. We anticipate that this will mean we can take applications to fill circa 20 places on the VMP.
20. Applications are by way of the Application Form found on the 'Mini-Pupillage' pages of our website: [Mini Pupillage - KCH Garden Square - Clear | Compelling | Approachable](#)
21. Completed applications should be returned either using the online form found on that page, or by e-mail to our Chief Operating Officer, Ms Scothern at pupillage@kchgardensquare.co.uk.
22. Applications are assessed by members of the Pupillage Committee using the same broad scoring criteria as for Pupillage Applications. Details of that criteria are found on the recruitment pages of the website.
23. The deadline for applications is 3:00 pm on Thursday 30 November 2023. Applications received after this time will not be considered.

CONCLUSION

24. We are excited to host the next day of our popular Virtual Mini-Pupillage programme and hope that you will consider applying to join us. Based on previous years' experience, it is expected that competition for places on the VMP will be strong.
25. We hope that the mixture of talks, advocacy exercises and practical guidance on CVs will prove helpful and interesting to you, on your journey to securing pupillage in the future. As a chambers, we were keen to offer more than just a short talk in an evening, as we already provide plenty of talks and employability events in collaboration with Universities and Law Schools across the Midland Circuit.
26. The intended learning outcomes from the VMP are:
 - a. For mini-pupils to develop their understanding and confidence in relation to the pupillage application process at KCH Garden Square and more widely.
 - b. To give mini-pupils practical, actionable advice on how to improve their CV with a view to securing pupillage in the future.
 - c. To improve mini-pupils' understanding, and give real life insight of what life is like as a practitioner in KCH Garden Square's respective practice areas on the Midland Circuit.
 - d. To improve mini-pupils' advocacy skills in the context of a civil litigation hearing, commensurate with their academic and professional experience, by identifying at least one actionable area, with a definitive step which can be taken to achieve that improvement in the short to medium term.
 - e. For mini-pupils to have an understanding of the effectiveness of a holistic approach to clerking, practice management and wellbeing during pupillage and the junior years of tenancy, in building a successful and sustainable career at the bar.

- f. For mini-pupils to have had an opportunity to pose and receive answers to questions they have of specific members of chambers, in the context of pursuing pupillage and practising at KCH Garden Square.

27. I look forward to reviewing your applications and seeing you at our Virtual Mini-Pupillage on 13 January 2024.

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