



RECRUITMENT POLICY

New Bailey Chambers is led by our Head of Chambers Augustine Iro and is supported by our Management Committee which is made up of barristers and our Senior Clerk. They are responsible for the overall running of Chambers.

We have a track record recruiting a skilled clerking team which supports the practices of our tenants and pupils.

Chambers also has a track-record of recruiting tenants from a wide range of backgrounds. We recognise the great value in having members who are representative of the wider public which they serve.

We regard pupillage as an integral part of the growth and development of our Chambers and have taken steps recently to place greater emphasis on expansion. To this end, we recognise our role supporting the wider Bar in ensuring that opportunities to join the Bar exist for as many talented individuals as possible.

New Bailey Chambers is committed to the principles of equality and diversity alongside fair recruitment and selection.

Tenancy

Chambers welcomes applications for tenancy from anyone wishing to be a part of our team. We accept applications from barristers wishing to move from another chambers, those wishing to return to the Bar following career breaks and applications for probationary tenancy for those who have completed pupillage without receiving an offer of tenancy from their current Chambers.

We welcome applications from those wishing to practice part-time or in a flexible way which works for them.

Applications can be made in the strictest confidence addressed to Chamber's Management Committee. They should be marked 'Private and Confidential – Tenancy Application' or 'Probationary Tenancy Application' and emailed to clerks@newbailey.com They should include a cover letter, cv and any references the applicant may wish to include in the first instance.

Those applying must have a current practicing certificate, professional indemnity insurance and comply with all regulatory requirements to practice at the Bar.

The application will be considered by the Management Committee and prospective candidates will be invited to an interview.

Third Six/Probationary Tenants

Applications are invited to apply for probationary tenancy at New Bailey Chambers.

New Bailey Chambers is seeking talented individuals who have completed pupillage elsewhere (usually within the last 12 months); who are looking to progress their career in a busy multi-disciplinary set.

Successful candidates are sought to join our criminal, family and civil teams. Opportunities and support will be available to probationary tenants to broaden their experience within their current practice areas as well as support and mentoring for those wishing to diversify into new areas.

We will provide:

- Regular court work to develop advocacy skills
- Guidance for advancement and expansion of practice
- Professional development opportunities
- Opportunities to develop drafting and research skills working with other members of chambers
- Access to training and support including a supervising mentor

New Bailey Chambers is a friendly and supportive set and places great value in mentoring pupils and probationary tenants and guiding them to excel and become valued members of the Bar.

Probationary tenants will not be required to pay rent on earnings during their probationary period.

Successful applicants will be able to demonstrate they have developed their professional skills during their 12 month pupillage. They will have excellent advocacy and analytical skills along with great interpersonal skills and a determination to establish a successful career at the Bar.

Applications for tenancy are invited at the conclusion of the probationary period.

Please apply in writing to Laura Armstrong, Senior Clerk, at New Bailey Chambers, 2nd Floor, 10 Duke Street, Liverpool L1 5AS or via email laura.armstrong@newbailey.com

It should be headed 'Probationary Tenancy Application'. Two referees should be specified (or references attached if they have already been obtained). Applications are treated in the strictest confidence and references will not be sought without prior notice to candidates.

There is no formal deadline for applications and we may offer a probationary tenancy to a preferred candidate at any time. Interviews will be arranged at a mutually convenient time.

Pupillage

We take great care to ensure that our pupillage application and selection process is conducted fairly. We are committed to following our well defined selection procedures, ensuring that all pupils are funded in accordance with the Bar Qualification Manual and BSB Handbook, establishing and following written training programmes in accordance with the Professional Statement for Barristers whilst ensuring fair distribution of work and opportunities to pupils, complying with pupillage monitoring requirements and ensuring pupils are offered the highest levels of support throughout pupillage.

We offer pupilages through the approved three-step pathway, the four-step pathway and the integrated academic and vocational pathway. We do not offer pupilages through the apprenticeship pathway.

We consider applications from candidates who are yet to complete the academic or vocation components; however we do require candidates to complete those components prior to commencing their pupillage at New Bailey Chambers.

Our pupillage is designed to enable our pupils to exceed the threshold requirements contained in the Professional Statement for Barristers. Successful pupils will be able to demonstrate an excellent understanding and practical application of the key components of the Professional Statement for Barristers, namely;

1. Barristers' distinctive characteristics – *legal knowledge, skills and attributes; practical knowledge, skills and attributes; advocacy; professional standards.*
2. Personal values and standards
3. Working with others – *at work and with lay individuals.*
4. Management of Practice – *personal practice management at work level; professional compliance and work.*

Chambers will advertise pupillage on the Pupillage Gateway, www.pupillagegateway.com and in accordance with the Pupillage Funding and Advertising Requirements and the Equality and Diversity Code of the Bar.

We believe it is important to open the profession to as wide a range of candidate as possible and we will consider applications from those wishing to undertake a flexible or a part time pupillage.

Applicants will require a minimum 2:2 classification of undergraduate degree and will have completed the academic and vocational stages of training for the bar before a pupillage can commence.

We are proud that New Bailey Chambers has a 100% pupillage success rate and endeavour to ensure our high standards are maintained into the future.

Please refer to our Pupillage Policy for specific details.

Mini Pupillage

New Bailey Chambers accepts applications for mini-pupillage. We appreciate this is a great way to introduce people to a potential career at the Bar and give those applicants a chance to develop career paths into the profession.