


# PUPILLAGE WITH RICHMOND CHAMBERS.

Train as a specialist immigration barrister from day one.

## PUPILLAGE AT A GLANCE

- 12-month employed pupillage
- Specialist immigration practice from day one
- Two pupil supervisors across personal and business immigration
- Real client contact and direct-access experience from the outset
- Regular suitable advocacy during second six
- Based at 3 King's Bench Walk, Inner Temple
- £40,000 guaranteed salary, paid monthly
- 25 days' paid leave plus bank holidays
- Professional training and reasonable work-related travel expenses funded by Chambers
- Pupillage offered with a view to a long-term employed barrister career

## A SPECIALIST IMMIGRATION CHAMBERS

Richmond Chambers is a specialist immigration barristers' practice providing advice and representation directly to individuals and businesses across all areas of UK immigration law. Our innovative business model combines the specialist expertise and advocacy of the Bar with the infrastructure and client service of a law firm.




## A DIFFERENT WAY TO TRAIN

Our direct-access model means pupils see how cases develop from initial advice through strategy, evidence and preparation to appeal and advocacy. The result is training in how to build a case as well as argue one.

Pupils work closely with clients and see the practical decisions that shape a matter: identifying objectives, assessing risk, managing evidence, communicating advice and adapting strategy as a case develops. This gives them an unusually complete understanding of the barrister's role from the outset.





## SPECIALIST FROM THE OUTSET

Our pupils train exclusively in immigration, asylum and nationality law rather than rotating through unrelated practice areas. Work spans family and private life, work and business immigration, sponsor licensing, Global Talent, settlement, nationality, asylum and human rights, detention and bail, deportation, appeals, administrative review, judicial review and wider public law.

## DIRECT ACCESS & PRACTICE BREADTH

Much of our work is undertaken directly for individuals and businesses, so pupils see matters from an unusually early stage and have regular client contact.

They also work on referred advocacy and specialist drafting for solicitors and IAA-regulated representatives.

The result is broad exposure to personal and business immigration, applications, appeals and public law challenges.

## LEARN THE WHOLE CASE

At Richmond Chambers, pupils see how a case is built as well as argued: initial advice, strategy, evidence, application or appeal, hearing preparation and, where appropriate, advocacy. They attend conferences, analyse evidence, research law and assist with advice, representations, witness statements, grounds, skeleton arguments and hearing preparation.





## ADVOCACY & PUBLIC LAW

Advocacy is a core part of pupillage. During second six, pupils undertake regular tribunal advocacy appropriate to their experience, with the complexity of their work increasing as they develop. Work may include First-tier Tribunal appeals, asylum and human rights appeals, immigration bail applications, case-management hearings and other suitable matters.

Public law exposure runs throughout the year: merits analysis, pre-action correspondence, evidence, judicial review grounds, urgent strategy and permission-stage preparation, with appropriate supervision.

## SUPERVISORS & TRAINING

Each pupil has two formal supervisors: one who practises mainly in personal immigration and one mainly in business immigration. Pupils also work with other barristers across Chambers.

Because Richmond Chambers is a close-knit specialist practice, pupils have regular access to experienced barristers beyond their supervisors.

Real casework is supplemented by monthly Chambers seminars, internal advocacy training, legal and procedural updates, case discussions, individual feedback, funded external training where appropriate and compulsory regulatory training. Formal reviews ordinarily take place at approximately three, six, nine and twelve months.

Pupils are assessed individually for successful completion of pupillage and are not ranked against one another.





## YOUR PUPILLAGE YEAR

The year progresses from close supervised work in first six to suitable work in your own right during the practising period, while structured support continues throughout.



## FIRST SIX MONTHS

During the non-practising period, pupils work alongside experienced barristers on live matters: legal research, advice and representations, evidence and witness statements, applications and appeals, conferences, Home Office decisions, public law and hearing preparation. Responsibility increases as competence develops.

## SECOND SIX MONTHS

During second six, pupils begin to undertake suitable work in their own right while continuing to assist with more complex cases. They develop advocacy and client work with supervision before and after hearings, building confidence, judgment and independence.



## SERIOUS WORK. SUSTAINABLE PRACTICE.

We expect pupils to work hard, but do not regard routinely excessive hours as evidence of commitment. The normal pupil working day is 9am–6pm, Monday to Friday. Hearings, genuinely urgent cases and professional responsibilities can occasionally require flexibility. Pupils may work remotely for part of the week, subject to supervision, training, hearings, casework and client needs.

Pupils may also contribute to our pro bono work, including through organisations such as Bail for Immigration Detainees and the Refugee and Migrant Forum of Essex and London, with suitable advocacy available during second six.



## LIFE AFTER PUPILLAGE

Richmond Chambers offers pupillage with a view to an employed barrister position and a long-term career with us.

## OUR PROGRESSION RECORD

Our recent progression record:

- 10 pupils recruited
- 10 successfully completed pupillage
- 9 subsequently joined Richmond Chambers as barristers

Successful completion does not itself guarantee employment. Any employment decision is made separately, taking account of the pupil's performance, suitability for employed practice and the needs of the practice.

## TRANSPARENT REMUNERATION AFTER QUALIFICATION

We think applicants should understand not only how pupillage is funded, but what the financial position looks like after qualification.

Where an employment offer is made, newly qualified barristers begin on £45,000 plus our full employed-barrister benefits package. After a six-month supported transition to practice, during which they practise as fully qualified barristers with enhanced senior supervision, the guaranteed base salary increases to £50,000 – within the first year of practice.

The £50,000 base is a starting point, not a ceiling. Salaries are reviewed annually and further percentage-based remuneration is available where fee receipts exceed the level reflected in the base salary, giving earnings scope to increase substantially as a barrister's practice develops.





## THE EMPLOYED BARRISTER MODEL

At Richmond Chambers, qualified barristers combine professional autonomy with employment security. They can shape their own practices and choose suitable work according to their interests, expertise and availability, while benefiting from the security and infrastructure of employment.

The current barrister package includes:

- guaranteed base salary, reviewed annually
- additional percentage-based remuneration
- 30 days' paid leave + bank holidays
- pension contributions
- private medical insurance for the barrister and their family
- maternity leave, including six months on full pay; paternity and parental leave
- flexible and remote working

**Comparing the whole package:**

Headline pupillage awards and gross self-employed fee receipts do not tell the whole financial story. At Richmond Chambers, salary sits alongside employment benefits and funded professional infrastructure. Chambers pays barristers' practising certificate fees, professional indemnity insurance, compulsory and approved training costs, professional memberships and subscriptions, specialist legal research and immigration subscriptions. Chambers also supplies all IT and case-management systems, and meets the costs of legal-associate and administrative support. Our barristers do not pay chambers rent, clerks' fees or self-employed accountancy costs.



## SUPPORT AFTER QUALIFICATION

During the first six months after qualification, newly qualified barristers receive enhanced support from a senior barrister while taking responsibility for their own caseload. Focus includes case and client management, prioritisation, professional judgment, strategy, advocacy and professional boundaries.

Thereafter, support continues through the three-year New Practitioner Programme. Each junior barrister has a supervising barrister available to discuss any aspect of their work, with the level of support reducing as experience grows.



## Who Should Apply?

We assess:

- intellectual and analytical ability
- written communication
- oral communication and advocacy potential
- sound judgment
- genuine motivation for immigration practice
- commitment to a career at the Bar
- professionalism and integrity
- resilience
- aptitude for direct client work
- ability to work collaboratively

For current pupillage recruitment dates, our pupillage application form and full guidance, visit the Pupillage section at richmondchambers.com.

## Fair Recruitment & What to Expect

Previous immigration experience is not essential. Neither a Richmond Chambers mini-pupillage nor previous employment as a legal associate is required or confers automatic preference. Both may provide relevant evidence against our selection criteria, just as relevant experience gained elsewhere may do.

Applications are anonymised at the sift stage. Shortlisted candidates are assessed through a structured process which may include an interview, legal problem, written exercise and/or advocacy exercise.

Recruitment includes contextual recruitment, consideration of mitigating circumstances, reasonable adjustments and equality monitoring.

Applications follow the Pupillage Gateway timetable but are submitted directly through Richmond Chambers' online application process.

For recruitment and accessibility queries:

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