



Guidance on mini-pupillages and internships

Mini-pupillages

A mini-pupillage is a work-shadowing scheme for those considering a career at the Bar. Mini-pupillages range in length from a day to (typically) a week, up to around a fortnight. Some chambers and Authorised Education and Training Organisations (AETOs) assess their mini-pupils as part of a placement.

Mini-pupillage is an important opportunity for an individual to gain valuable experience before deciding to embark on a career at the Bar. Chambers and other AETOs offering mini-pupillages should place guidance on their websites about how candidates should apply and what the opportunity will involve (including any additional costs that may be incurred).

To ensure equality of access, the Bar Council recommends that chambers/AETOs cover travel and lunch expenses of participants as far as their budgets will allow. Further, it is recommended that chambers and individual barristers should not offer opportunities on an *ad hoc* basis, e.g. where placements are arranged through personal contacts, other than in cases which promote equality and diversity at the Bar. This is especially important where mini-pupillages are assessed, as the assessments are then taken into account in later pupillage applications.

Internships

The Bar Council defines internships as 'placements in chambers or other AETOs that last anything upwards of three weeks and could involve any of a wide range of prescribed tasks such as research, collation of sources or administration'.

The Bar Council considers that internships (which, within the profession, are rare) should adhere to the same principles and practices of fair recruitment as would be considered with any other appointment. In particular:

- Internships should be remunerated to at least National Living Wage, or London Living Wage if within the capital, and
- The recruitment procedure should be conducted in an open, objective and systematic way to enable fair and equal access to available internships, as set out in this guide.

The Bar Council is a signatory to the Government's Common Best Practice Code on Internships, to which the above guidance adheres. For more information on the code, please see:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/251483/bis-13-1085-best-practice-code-high-quality-internships.pdf

Bar Council

January 2024