



The Bar Council

Guidance for chambers: advertising pupillages which last longer than 12 months and probationary tenancies

This document outlines guidance which chambers should consider when advertising pupillages which are longer than 12 months and / or probationary tenancies on chambers' own websites and the Pupillage Gateway. We strongly recommend adhering to the below guidance.

The Bar Council would like to encourage transparency around pupillage information and adverts. We want to assist prospective pupils in making informed decisions about their pupillage options and help them understand why pupillages lasting longer than 12 months may be offered to them.

We ask that chambers consider sharing as much detail as possible about probationary tenancies and all circumstances where pupillages may last longer than 12 months. Chambers should also be aware that use of the term "third six" is discouraged by the BSB ([Bar Qualification Manual \(Part 4, 2.16\)](#)).

The BSB's [Bar Qualification Manual \(Part 4\)](#) outlines information on the overall content, structure and duration of the work-based learning component of Bar training. Authorised Education and Training Organisations (AETOs) will be familiar with this manual, but we have highlighted a few points below to be aware of.

- **2.3** – The normal duration of pupillage is 12 months (or part-time equivalent).
- **2.4** – The duration of pupillage may be extended to up to 24 months if an application is made to, and approved by, us under the Authorisation Framework. The AETO will need to demonstrate, when seeking authorisation, why the proposed arrangement is appropriate.
- **2.16** – AETOs should be clear when advertising and offering pupillage whether they expect pupils to complete an additional period of training, assessment or probation on completion of pupillage before tenancy or employment is decided.

On this basis, we recommend that for all pupillage adverts:

- Information on whether your chambers offer pupillages which are longer than 12-months is made clear and obvious; and
- Whether a probationary tenancy is typically required before tenancy is secured.

For all information pages on pupillages and probationary tenancies, chambers should make the following information as clear as possible:

- Whether your chambers offers probationary tenancies and / or pupillages lasting longer than 12 months.
- Whether your chambers commonly require probation tenancies to be completed prior to tenancy being secured.
- Why probationary tenancies and / or pupillages lasting longer than 12 months may be offered.
- Why a decision might be made to extend a pupillage or why a pupil might be offered a probationary tenancy.
- What the benefits are to a pupil undertaking a pupillage which lasts longer than 12 months.
- How remuneration might change if a pupil is required to undertake a pupillage which lasts longer than the normal duration of 12 months.
- The sort of work a pupil can expect to do if a pupillage is extended or lasts longer than 12 months.
- How a pupil will be supported by a supervisor if their pupillage is extended past 12 months and/or they are offered a probationary tenancy.
- Whether it mandatory for a pupil to continue their pupillage beyond 12 months or whether a pupil may elect to complete the pupillage within 12 months and pursue tenancy elsewhere.

If you have any queries about the above guidance and advertising on the Pupillage Gateway, please email: Services@BarCouncil.org.uk

For all queries regarding the content, structure and duration of the work-based learning component of Bar training, please contact the BSB.