

4 NEW SQUARE
CHAMBERS

2025-2026

Pupillage



Welcome to 4 New Square Chambers

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“Streets ahead of competitors”

LEGAL 500

- ALTERNATIVE DISPUTE RESOLUTION
- ARBITRATION
- BANKING & FINANCE
- CIVIL FRAUD
- COMMERCIAL LITIGATION
- COMPANY & INSOLVENCY
- CONSTRUCTION & ENERGY
- COSTS
- GROUP LITIGATION
- INFORMATION TECHNOLOGY
- INSURANCE
- OFFSHORE
- PRODUCT LIABILITY
- PROFESSIONAL NEGLIGENCE
- PROPERTY DAMAGE
- PUBLIC INTERNATIONAL LAW
- PUBLIC LAW & HUMAN RIGHTS
- REGULATORY & DISCIPLINARY
- SPORTS

WHO WE ARE

4 New Square Chambers is a leading commercial set of barristers, based in Lincoln’s Inn.

Established more than 70 years ago, we have an exceptional reputation in all areas of commercial law including arbitration, banking and finance, commercial dispute resolution, construction, costs, fraud, insurance, offshore, professional discipline, professional negligence and sports. We also have considerable experience in public international law, public law and human rights.

Our members are involved in some of the most high profile and significant cases undertaken at the Bar today and have been involved in many of the landmark legal cases of the 20th and 21st centuries.

We are recognised as a “go-to chambers for its excellence of barristers and depth of skilled counsel” (Legal 500) and we look to maintain this position by recruiting an average of four pupils every year, each with an equal prospect of securing tenancy.

Clare Dixon KC
Head of Pupillage Committee



Why 4 New Square?

At a glance

OVER
70

YEARS OF
EXCELLENCE

4

THE AVERAGE
NUMBER OF
TWELVE MONTH
PUPILS WE AIM TO
HAVE EACH YEAR

£85,000
TOTAL ANNUAL
PUPILLAGE
AWARD

£7,500
PAID ON
ACCEPTANCE

£17,500
AVAILABLE
TO DRAW
DOWN DURING
BPTC YEAR

Your Training and Prospects

- ✓ A well structured pupillage with comprehensive training
- ✓ A friendly, collaborative and sociable atmosphere
- ✓ An environment committed to equality and inclusivity
- ✓ Exposure to a broad range of high quality work
- ✓ Practising second six with plenty of court experience
- ✓ A realistic chance of tenancy
- ✓ First rate facilities and support including IT, clerking, marketing and business development



“My supervisors each provided detailed feedback on my work, taking into account how far into the Pupillage year I was. I mostly saw ‘live’ work, in other words assisting my supervisors with ongoing cases. That experience was invaluable when I became a tenant. The learning curve was necessarily steep, but I was fully supported throughout.”

Will Birch
Pupil 2021/22





“The broad range of work on offer ensures pupils and baby juniors can build up a wealth of experience, whilst more experienced practitioners can carve out their specialities”

LEGAL CHEEK

Supervision and Support



Pupil Supervisors

You will be allocated three pupil supervisors over the course of your pupillage, chosen to ensure you see a good range of 4 New Square’s work.



Shadowing

You sit in your pupil supervisor’s room and will be involved in their practice in chambers, in court or meetings out of chambers.



Mentoring

There are mentors, ring-fenced from the pupillage assessment system, to support you on a strictly confidential basis.



Feedback

At the end of each seat, you will be given a full written appraisal and attend a formal review meeting. This is used to identify any areas for improvement.

“The pupillage programme is well-designed, transparent and professional”

LEGAL CHEEK

The Pupillage Year



The First Six Months

- You will be introduced to members of chambers, the clerks and other staff when you arrive so as to help you feel part of chambers.
- You will have two seats, each of 3 months.
- You will attend court and conferences with your supervisor.
- You will assist them with their work.
- You will be included in client events.



The Second Six Months

- We place great importance on getting pupils into court and aim for you to be in court about once a week.
- You will start taking on work in your own right, both on paper and in court, and keep all fees earned.
- About 9 months into your pupillage, you will be told whether you will be offered tenancy.



Assessed Work and Training Courses

- There are normally two moots during pupillage which are assessed. The moots are often judged by members of the judiciary.
- You will typically be required to undertake four written assessments throughout the year. These are marked by the member of chambers who sets the assessment task.
- We provide training on the types of hearings and applications you are likely to undertake during your pupillage.
- You will be able to take part in the internal training that 4 New Square provides to members of chambers.

“A set with great quality and driven with the right vision and the right level of ambition”

LEGAL 500

Ed's Top Five Tips for Pupillage Applications



- 1 Know your set:** a targeted application looks much better than a generic one. Think carefully about what makes a particular set stand out and why you're interested in its practice areas.
- 2 Keep it short:** application forms usually include a maximum wordcount for each question. These are limits, not targets. A short, snappy set of answers will give a better impression than long-winded ones.
- 3 Be structured:** focus on writing organised responses, which directly answer the questions. Like a skeleton argument, an application is your chance to impress the panel with your written advocacy.
- 4 Play to your strengths:** the Bar is not a 'one size fits all' profession. Individualism is encouraged and your application will be more memorable if you can highlight distinctive experiences, interests or qualifications that reflect your personality.
- 5 Remember the interview:** everything you write is an invitation for interviewers to ask you follow up questions. So don't refer to anything you wouldn't also feel comfortable talking about. Recent judgments are a case in point. It's much better to reference a few you're familiar with, rather than a long list you've pulled together from Westlaw or a chambers website.

Ed Grigg
Pupil 2021/2022

The 4 New Square Environment



Work/Life Balance

A good work/life balance is actively encouraged.



Social Life

There is a lively social scene at 4 New Square with activities ranging from a lunchtime running club, pilates and a climbing group to chambers' lunches, teas and drinks. Groups of members regularly meet each other for coffee/lunch/drinks.



Equality & Diversity

We believe that great barristers, great clerks and great staff members can come from all walks of life. We also believe that people perform at their best when they get the support they need. We seek to implement those values in our working lives in chambers. We respect one another. We strive, wherever we can, to make chambers a positive, inclusive and friendly place. We aim to provide mutual support to help each other whatever our backgrounds, age, gender, race, ethnicity, religious beliefs, sexual orientation, physical abilities or gender identity.



Corporate Social Responsibility

Corporate social responsibility is important to life at 4 New Square. You can read more about our initiatives and activities in relation to access to the Bar, wellbeing, pro bono work and the environment on our website.




Facilities

Our accommodation is a "great combination of stately splendour with all modern cons" with IT provision being "first rate" (Legal Cheek).

What we are looking for

Our criteria are objective and we welcome applications from candidates from all backgrounds and universities.

 **Intellectual Ability**
Evidence of the requisite intellectual ability, as distinct from pure legal knowledge. At this stage intellectual ability is usually measured by performance in university and school examinations and at interview and other experience. We may also require applicants to complete a piece of written work during the course of the selection process.

 **Advocacy**
Potential as an advocate both in oral and written advocacy.

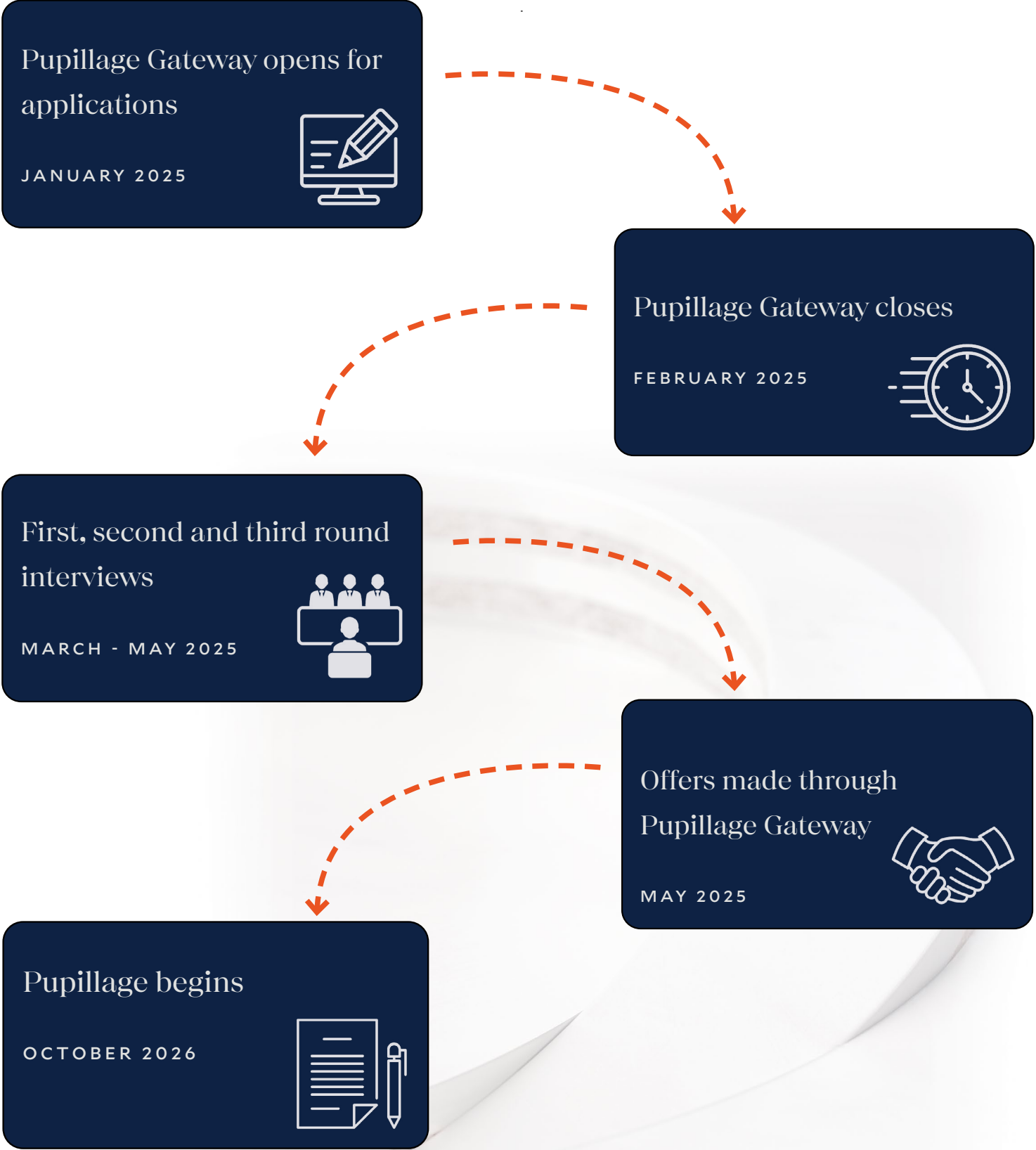
 **Personal Qualities**
Personal qualities such as self-reliance, independence, integrity, reliability and the capacity to work effectively with clients, colleagues and chambers' staff.

 **Motivation**
Motivation to succeed in a career at the Bar, including the steps taken to acquire the personal qualities required of a barrister.

“There is a real sense of camaraderie . A truly inclusive, supportive working environment”

LEGAL CHEEK

The Application Process and Key Dates



FAQs

Will I be expected to be in chambers every day?

Yes, we encourage you to come into chambers every day as it will give you a chance to meet more members of chambers and take part in chambers' activities.

Will my pupil supervisor be in chambers every day?

We endeavour to ensure that all pupil supervisors are regularly in chambers. However, it is likely that your pupil supervisors will sometimes work remotely. We ask pupils to come into chambers as other members of chambers as well as staff will be around to assist.

Is it a good idea to have a mini-pupillage at a set before applying?

Whilst it is not essential to have done a mini-pupillage, we encourage potential applicants to do this. Life at the Bar is rewarding but demanding and a mini-pupillage will help you decide whether you really do want to join the Bar.

Where can I find advice in relation to preparing for pupillage applications and interviews?

As well as the information on our pupillage page, there are various online resources available including Chambers Student, Legal Cheek, TargetJobs and LawCareers.net.

Is there any support if I am not offered tenancy at the end of pupillage?

We cannot guarantee that any pupil will be offered a tenancy, but we recruit by objective standards, and any pupil reaching those standards will be taken on. We give every assistance to pupils who have not been offered a tenancy when seeking places in other chambers. We also find that our former pupils are sought-after by good firms of solicitors.

Want to find out more?



Visit our website to find out more about us and the work we do.



Listen to our pupillage podcast



Read Will Cook's interview with Legal Cheek

Contact our pupillage team:



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