

# Pupillage



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**During your pupillage, you will have the opportunity to work with a cross-section of Chambers' barristers. This will allow you to experience a wide variety of work and take advantage of Landmark's unique position as a leading specialist set, with significant overlap between its private and public law practices.”**

Scott Lyness KC, Chair of the Pupillage Committee



# About Chambers

Landmark is a leading chambers based in London offering integrated advocacy and advice in planning, property, environmental, public, local government, and rating and valuation law.

Landmark is ranked as the number one planning, property, environmental and local government chambers in the UK by the top legal directories. We are regarded as one of the leading sets in our other main areas of work and have won Property & Housing Set of the Year 2025 and Planning & Land Use Set of the Year 2025 at recent industry awards.

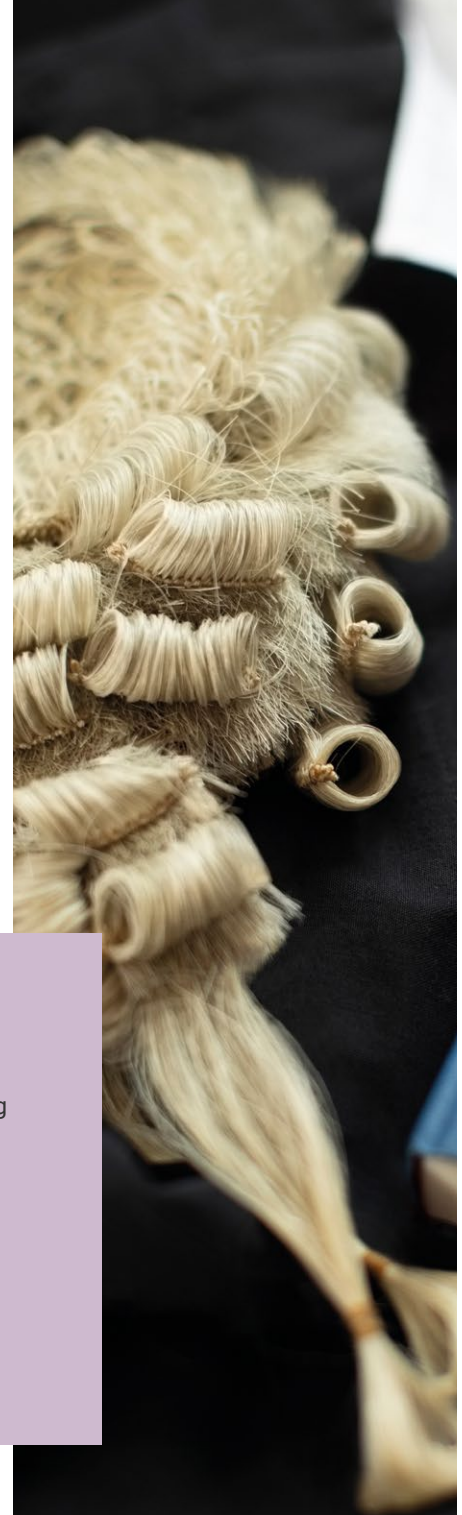
As well as offering junior tenants access to some of the most high profile cases in our core areas, Landmark prides itself on providing an excellent support infrastructure, investing in ongoing training and development for all members and providing a dedicated Practice Management Team designed to assist new barristers establishing their careers.

## Wellbeing

Landmark aspires to be both a good employer and to create a safe environment from which barristers and pupils can practice. Our aim is to encourage and facilitate working practices and provide services that support the health and wellbeing of all barristers, pupils and staff.



We offer a range of wellbeing initiatives and support backed up by strong governance arrangements and policy. Further information regarding Chambers' wellbeing initiatives may be found on our website.





## Planning law

Landmark's barristers act on many of the country's major planning and infrastructure schemes for clients across all sectors – representing the public sector, developers, local authorities, landowners and objectors. We appear at many of the biggest planning inquiries every year and advise on development schemes at all stages. We are continually instructed in major infrastructure projects, and are experienced in the various routes to consent, whether through Development Consent Orders under the Nationally Significant Infrastructure Projects regime under the Planning Act 2008, Transport and Works Act Orders, planning permissions or hybrid Bills.

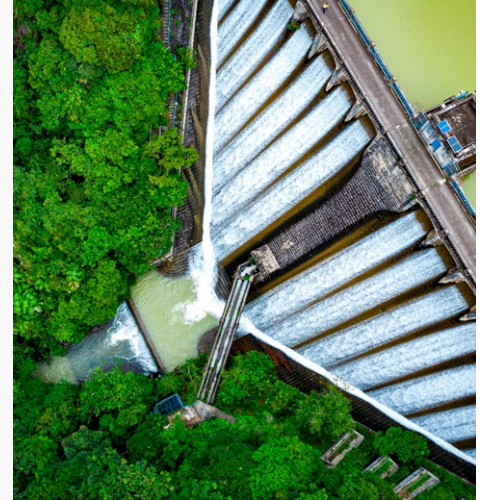
## Property law

Our expertise includes traditional land law matters, such as conveyancing disputes, mortgages and property finance, restrictive covenants and easements; and all aspects of commercial landlord and tenant law. Landmark's barristers are regularly involved in contractual disputes relating to property (particularly overage disputes), and cases of nuisance, trespass, protest, and the property related aspect of professional negligence law. Specialisms include rights of light, party walls, the Building Safety Act, the Telecommunications Code, manorial rights and village greens, and enfranchisement.



## Environmental law

We regularly act on behalf of the Government, regulators, industry, private individuals and groups on wide ranging issues relating to air quality, access to environmental justice (including Aarhus Convention proceedings), waste, contaminated land, pollution, climate change, emissions trading, water, nutrient neutrality, air quality, wildlife, environmental permitting and regulation (including the marine environment), environmental assessment, energy (including renewables), environmental information, utilities, habitats and species protection, nuisance and issues relating to access to the countryside, commons and village greens.

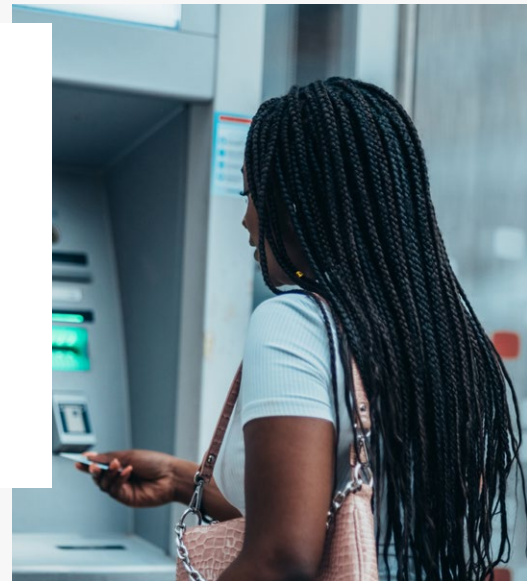


## Public law

Landmark's barristers handle complex public law cases and provide advice on public law issues for government departments, local government, other public bodies, NGOs, charities and individuals. Our expertise covers the spectrum of public law, from the law of the NHS through to the rules affecting the detention of asylum seekers. We have particular expertise in bringing and defending all aspects of human rights claims in whatever context they arise.

## Rating and Valuation law

Our barristers act for and advise ratepayers of all sizes (from sole traders to multinational corporations), numerous billing authorities, and the Valuation Office Agency. We have unrivalled experience and expertise in valuation matters, including purchase/option agreements, overage agreements, leasehold enfranchisement, compulsory purchase and rent review. Landmark's barristers have appeared in almost all of the rating cases to have reached the Supreme Court in recent years. Members of Chambers are the editors of the Encyclopaedia of Rating Law and are regularly published in specialist journals.





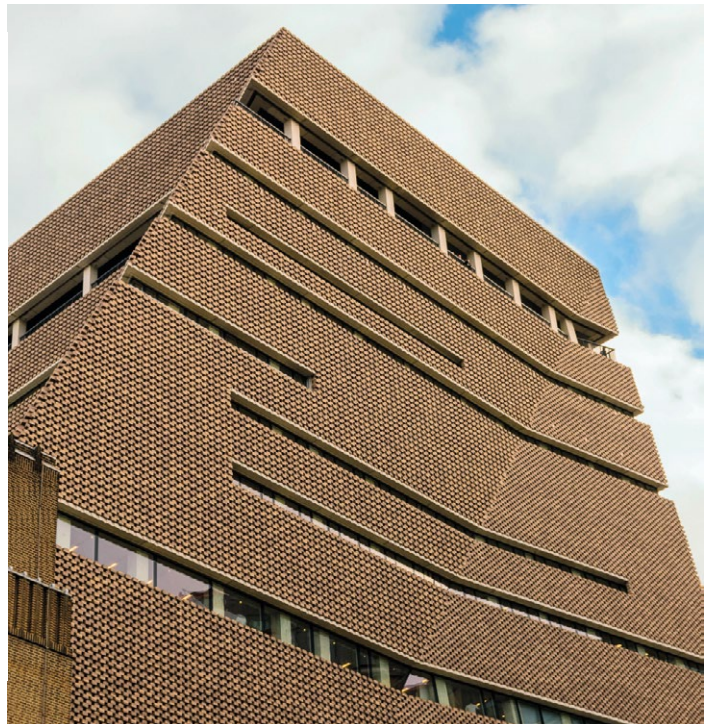
# Key cases

## Planning key cases

- All England Club's Wimbledon expansion
- Marlow Film Studios: £750 million film studio
- Gatwick, Heathrow and Luton airport expansion
- Northfleet Harbourside: 3,500 homes, hotel and football stadium
- Sunnica Solar Farm: 500 megawatts of renewable energy
- National Grid Norwich to Tilbury: 400kV electricity transmission connection

## Property key cases

- Fearn and others v The Board of Trustees of the Tate Gallery
- Darwall (wild camping)
- Protester injunctions: airports, universities and others
- A1 Properties (Sunderland) Ltd v Tudor Studios RTM Company Ltd
- Adriatic Land 5 Limited v Leaseholders of Hippersley Point
- Judicial review of the Leasehold and Freehold Reform Act 2024



## Environmental key cases

- R (Finch) v Surrey CC
- C G Fry & Son v Secretary of State
- Wildfish v DEFRA
- Friends of the Earth and South Lakeland Action Group v West Cumbria Mining Ltd
- Manchester Ship Canal v United Utilities Water
- R (Friends of the Earth) v Heathrow Airport

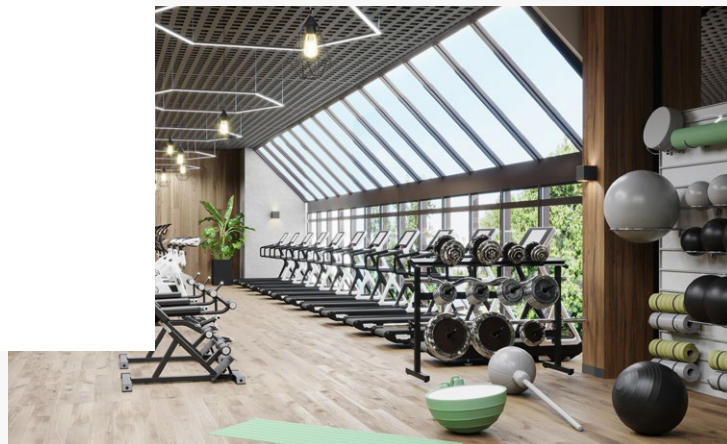


## Public key cases

- UK Covid-19 Inquiry
- Shamima Begum UK Citizenship
- WASPI Litigation
- Abortion Services (Safe Access Zones), Northern Ireland
- Palestine Action Litigation
- Southport Inquiry

## Rating and Valuation key cases

- List (VO) v Network Rail Infrastructure Ltd
- City of London Corp v Principled Offsite Logistics Ltd
- Nuffield Health v Merton LBC
- Cardtronics UK Ltd and others v Sykes and others (VOs)
- Newbiggin (VO) v Monk
- Woolway v Mazars



# Pupillage overview

Landmark offers up to three London-based pupillages of twelve months duration each year, during which time our pupils benefit from high-quality and constructive training in all of Chambers' complementary practice areas. We offer a grant of £80,000 per pupil, which includes an optional £30,000 drawdown. Chambers also funds our pupils' attendance at multiple external training events throughout their pupillage year, including the compulsory courses required of pupils by the Bar Standards Board and the Inns of Court.

The pupillage year is divided into four seats of three months each. During the first three seats, we offer our pupils experience in all of Chambers' complementary practice areas. For the final seat each pupil is given an opportunity to express a preference as to the practice area in which they are interested in receiving further training, and the pupil recruited to the property pupillage will be encouraged to take a fourth seat with one of the members of our property team.

Throughout the year we will encourage you to work for a cross-section of Chambers' members and we will arrange for our Silks to act as your satellite supervisors on more complex cases. This will allow you to see a wide variety of work and take advantage of Landmark's unique position as a leading specialist set, with significant overlap between its private law and public law practices. In your second six months you will also be offered opportunities to appear in court on your own account, usually in the County Court or First-Tier Tribunal.

We are committed to providing our pupils with high-quality and constructive training. To that end, you will receive regular feedback from your pupil supervisors and, at the end of the first and third seats, you will be invited to participate in formal feedback sessions with the Chair and Secretaries of our Pupillage Committee. Finally, our pupils participate in, and receive feedback in relation to, three written assessments and one oral advocacy assessment during their pupillage year.



The tenancy decision is taken on individual merit and is usually made after the first three seats of pupillage. Having taken on seven of eight pupils across the past three years, we have an excellent retention rate. However, if we are not able to offer you tenancy at the end of your pupillage, we have a good record of assisting our former pupils in finding probationary tenancy opportunities or tenancies elsewhere.



## Equality and diversity

We are committed to actively improving equality and diversity at all levels at the Bar. We recognise the under-representation of women, black and ethnic minority groups and the LGBTQIA+ community both in Chambers and in the Bar more widely. We wish to recruit the best people from the widest possible group of talent. Equality of opportunity is essential for the maintenance of high standards and the provision of the highest quality service to clients. We have comprehensive and robust policies and procedures in place to ensure that there is no discrimination against prospective pupils, pupils, members, clients, or staff on grounds of gender, race, sexual orientation, age, disability, religion or belief.

# FAQs

## How many pupillage places are available each year?

We offer up to three 12-month pupillages per year: one property pupillage and up to two pupillages for those who have a particular interest in at least one of Landmark's other practice areas. We offer pupillages to those applicants who we believe have a realistic prospect of achieving a tenancy with us. Importantly, our pupils are not in competition with one another for a tenancy but are assessed solely on their own abilities and performance.

## Is there a requirement for candidates to have undertaken a mini-pupillage at Landmark?

Our mini-pupillages are designed to provide students with valuable insight into the realities of life at the Bar and improve understanding of how our areas of expertise operate in practice. We do not assess our mini-pupils in any way and our placements do not form part of our selection process for pupillage. Further information regarding our mini-pupillage programme may be found on our website.

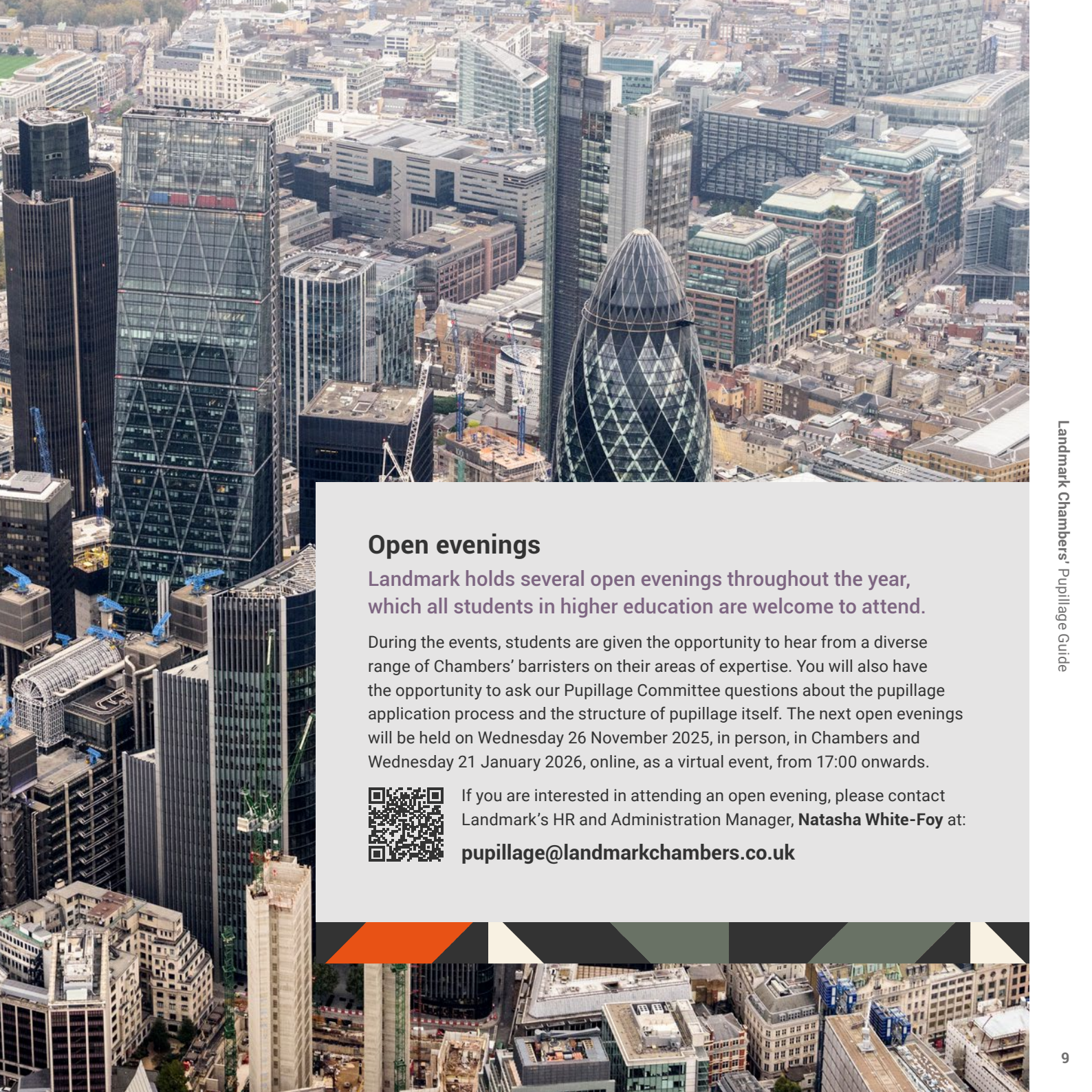
## What pastoral care does Landmark offer?

All pupils are supported by a supervisor, as managed by the Pupillage Committee, which is made up of a cross-section of Chambers' membership. In addition, pupils may be assigned a Silk for more complex cases. Landmark's independent, internal mentoring programme ensures that pupils have more informal support that covers technical, pastoral and career areas separate from their supervisor.

## What other resources are available?

Members and pupils are closely supported by an experienced and professional staff team spanning administration, HR, marketing and business development, finance, IT and practice management. Additional resources available to support pupils include access to a comprehensive library of legal texts in Chambers, as well as complimentary access to Chambers' extensive online knowledge resources including Westlaw and LexisNexis. Pupils will also be trained to use the LEX practice management and diary system.





## Open evenings

Landmark holds several open evenings throughout the year, which all students in higher education are welcome to attend.

During the events, students are given the opportunity to hear from a diverse range of Chambers' barristers on their areas of expertise. You will also have the opportunity to ask our Pupillage Committee questions about the pupillage application process and the structure of pupillage itself. The next open evenings will be held on Wednesday 26 November 2025, in person, in Chambers and Wednesday 21 January 2026, online, as a virtual event, from 17:00 onwards.



If you are interested in attending an open evening, please contact Landmark's HR and Administration Manager, **Natasha White-Foy** at:

**[pupillage@landmarkchambers.co.uk](mailto:pupillage@landmarkchambers.co.uk)**

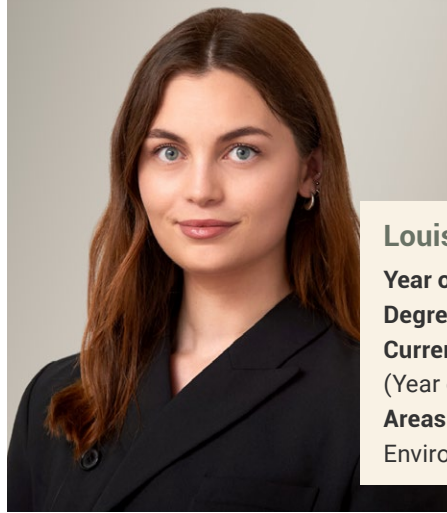
# Life as a pupil

I am pleased to report that I do “have a life” as a pupil at Landmark. The horror stories of working late into the night and being at the whim of one’s supervisor have not materialised in my case.

Quite the opposite: I have been consistently reminded not to work evenings or weekends, and my supervisors have been far more focused on ensuring I receive excellent training than on forensically assessing my work.

From my very first day in Chambers, I have felt welcomed and supported. The inclusive and friendly atmosphere at Landmark is palpable and as a pupil I have not once felt like an outsider.

Taking time off for personal matters has never been a problem and I have been encouraged to take holidays and prioritise rest. Landmark genuinely cares about pupils’ welfare, and I know that if I have any issues, whether personal or professional, I can turn to my supervisor or the Pupillage Committee. In addition, I was paired with a brilliant mentor who had no role to play in the tenancy decision,



**Louise McCormack**

**Year of graduation:** 2020

**Degree:** Law

**Current position:** Pupil Barrister  
(Year of Call: 2024)

**Areas of practice:** Public; Planning;  
Environmental; Property Law

and whose advice, reassurance, and insights have massively helped alleviate anxieties I have encountered during the year.

Pupillage at Landmark is extremely well structured and administered. I have had four three-month seats across Chambers’ main practice areas, each with a supervisor whose distinct practice ensured broad exposure to work. I have undertaken a variety of tasks, from drafting opinions and conducting research to helping prepare for hearings. At the end of each of my seats I had a written assessment and feedback session with the Pupillage Committee. Areas for improvement were highlighted, and the tenancy decision process was fully explained to me. This transparency eased any concerns I had about how I was progressing.

Beyond my supervisors’ work, I have had opportunities to assist other members of Chambers, including senior Silks. I have worked on multiple

cases that received national news coverage and have attended hearings in the County Court, High Court, Court of Appeal and Supreme Court. Chambers also organised talks on practice areas we might otherwise see less of, such as compulsory purchase, public procurement, and rating. We additionally had sessions on how to manage our practice and how to prepare for our first possession hearings, which proved invaluable.

More recently, I have begun taking on my own cases. My Practice Managers have been instrumental in helping me get started, and the juniors have always been more than willing to answer any questions I have.

Looking back, I can honestly say I have thoroughly enjoyed my pupillage at Landmark. It has undoubtedly been a challenging year, and at times I was pushed to the limits of my abilities, but I always felt my efforts were recognised and rewarded.



# Life as a tenant

The first few years of life as a tenant at Landmark are varied; you will quickly be working on your own instructions but also working with leading juniors and Silks; you will initially work across all of Chambers' practice areas.

However, you will also be given the opportunity to direct your practice, carve out your interests and work with the Practice Managers (Clerks) to ensure your own aspirations are met.

At the start of your tenancy, you will join the Development team and your Practice Manager's sole role is to introduce you to the market, understand your interests, but also design a

practice that works for all your other responsibilities. The Practice Managers have cultivated brilliant relationships with local authorities, leading solicitors and pro-bono organisations such as the Environmental Law Foundation. This means that from the start, you will be engaged with challenging and stimulating work.

The Development team place special emphasis on encouraging new tenants to come on as juniors for other tenants who are running leading cases—do not be surprised if you find yourself in the Court of Appeal or Supreme Court in your first few years of practice.

I now practice across Planning, Environmental and Public law work. In my first few years, I was fortunate enough to appear in the High Court, the Upper Tribunal and the Court of Appeal. I have also represented core participants including Government departments in the leading public inquiries including the Infected Blood Inquiry, the Post Office

Horizon IT Inquiry and the UK Covid-19 Inquiry. These cases have covered a rich tapestry of topics including the scope of Local Authorities' duties towards special educational needs and whether expert tribunals have applied the law correctly. From these, I have gained a greater insight into the practical application of the law, insight into the benefits and challenges of running a case strategically and references to assist in rankings such as Chambers and Partners and Legal 500.

There is no such thing as a typical day as junior tenant, some days you will be juggling multiple conferences with clients, some days you will be locked in the library delving into nineteenth century case law and some days you will be catching a train to appear in the High Court in Birmingham, Manchester or Leeds.

Landmark appreciates that the first years of practice are particularly challenging; you will be assigned a mentor in your first few years for as long as you want one. However, every member of Chambers is approachable and appreciates that the first few years can be the toughest.

All these factors mean that Landmark is a great chambers to establish your own diverse, creative and stimulating practice.



## Joe Thomas

**Year of graduation:** 2009 and 2016

**Degree:** History (Modern) and English and Law respectively

**Current position:** Barrister (Year of Call: 2019)

**Areas of practice:** Planning; Environment; Public Law

# Access to the legal profession

Landmark is working to improve social mobility at the Bar and increase access to the legal profession. We believe that by working towards a profession that is 'representative of all and for all'; we can better serve our clients and our wider communities. Landmark is involved with several initiatives to support this aim including:

## **Mentoring scheme for aspiring barristers**

Landmark Chambers firmly believes that widening access to the Bar can only serve to drive excellence by enabling us to draw on as wide a pool of talented aspiring barristers as possible.

Along with seven other sets specialising in planning, property, environment and public law, we have set up a mentoring scheme for underrepresented groups at the Bar. The scheme is supported by the Planning and Environmental Bar Association (PEBA) and is intended to encourage undergraduates and postgraduates from groups which are not well represented at the Bar, to consider becoming barristers. The scheme aims to provide advice and guidance to suitable candidates on the process of becoming a barrister.

## **10,000 Interns Foundation**

The 10,000 Interns Foundation champions underrepresented talent and promotes equity of opportunity.

The 10,000 Black Interns and 10,000 Able Interns programmes are initiatives aimed at transforming the horizons and prospects of young Black people, disabled students and graduates of all ethnicities in the UK, by offering paid work experience across a wide range of industries. Training and development opportunities are provided to create a sustainable cycle of mentorship and sponsorship for underrepresented communities.

## **Bridging the Bar**

Landmark offers additional mini-pupillages, over and above its usual quota, to Bridging the Bar, a charity which aims to increase diversity at the Bar by ensuring equal access to opportunity, through a structured mini-pupillage programme and mentoring scheme.

Landmark has committed to providing paid work experience through these programmes, where the interns will have the opportunity to shadow our barristers across our core practice areas.

## **Landmark mini-pupillage scheme – financial support**

We offer all mini-pupils a maximum reimbursement of £100 for reasonable travel and lunch expenses when undertaking a mini-pupillage, to ensure that students from all backgrounds are able to undertake their mini-pupillage at minimal expense to themselves. Landmark also operates a discretionary accommodation funding scheme for students visiting from outside of London.



## Charitable donations

Landmark's barristers, pupils and staff support several charitable organisations of all sizes; through volunteering their time, fundraising or simply making a donation.

We use our annual charitable budget to support those organisations who: (1) focus on the provision of access to justice; and/or (2) undertake legal or charitable work in one or more of Chambers' multi-disciplinary areas of practice. Recent recipients include Advocate, Support Through Court, The Barristers' Benevolent Association, Shelter, the Kalisher Trust, the London Legal Support Trust, the International Law Book Facility, the Environmental Law Foundation and The Stephen Knafler QC Scholarship.

## Pro bono work

Members of Chambers regularly undertake pro bono work, including via Advocate and the Free Representation Unit. Landmark Chambers has been awarded the title of 'Bronze Circle Pro Bono Patron' by Advocate for the past four years.

# Mini-pupillage

Landmark runs a comprehensive mini-pupillage programme from Chambers' offices in London, taking up to 60 students per annum for a period of three to five days' duration.

## Structure of mini-pupillage

During your mini-pupillage, you will be supervised by a junior member of Chambers who will be responsible for ensuring that you participate in a broad cross-section of work.

We will place you with a practitioner who specialises in at least one area of interest to you. This will give you the opportunity to explore what life is like at the junior end of the Bar.

Our mini-pupillages are designed to provide students with valuable insight into the realities of life at the Bar and improve your understanding of how our areas of expertise operate in practice. We do not therefore assess our mini-pupils in any way and our placements do not form part of our pupillage selection process.

## Making an application

We run three mini-pupillage intakes per annum and offer between 15 and 20 students a placement during each. The first intake takes place in February and March, the second in May and June and the third, in October and November.

Chambers offers all mini-pupils a maximum reimbursement of £100 for reasonable travel and lunch expenses. Additionally, Landmark operates a discretionary accommodation funding scheme for students visiting from outside of London.



For further details of how to apply, please visit Landmark's mini-pupillage recruitment page.



**I couldn't have asked for more from my supervisor, he was friendly, knowledgeable and honest, and I learnt a lot from talking to him.**

**Landmark have come across in an extremely positive light, and their culture appears enviable. I will definitely be applying here for pupillage in the future."**

Frances, Mini-Pupil



# Moot competitions

## Property

Landmark's Property Moot Competition provides students who are particularly interested in property law, with an opportunity to develop their understanding of the subject and to gain some insight into the realities of practice through meeting members of Landmark's Property Team.



If you are an LLB, LLM, GDL or BPTC student and would like further information, please visit the Moot Competition page on our website.

If you would like to register your University's interest, please send an email to:

**[propertymoot@landmarkchambers.co.uk](mailto:propertymoot@landmarkchambers.co.uk)**

## Judicial Review

Landmark's Judicial Review Moot Competition provides students with an excellent opportunity to apply planning and environmental law, in a public law context and gain insight into some of Chambers' key practice areas prior to applying for pupillage.



If you are an LLB, LLM, GDL or BPTC student and would like further information, please visit the Moot Competition page on our website.

If you would like to register your university's interest, please send an email to:

**[judicialreviewmoot@landmarkchambers.co.uk](mailto:judicialreviewmoot@landmarkchambers.co.uk)**

## Both competitions

Both competitions comprise three knock-out rounds followed by a Grand Final, which traditionally takes place at the Royal Courts of Justice. The two individual competitors in each competition who obtain the highest scores in the Grand Final, will each be awarded £500 and the opportunity to undertake a mini-pupillage in Chambers.

During the first round every student who enters the moot will be provided with the opportunity not only to hone their research, drafting and advocacy skills, but also to hear more from us about life at Landmark and at the Bar. To that end and in addition to the moots themselves, competitors will be given the opportunity to participate in workshops with members of Chambers and ask our Pupillage Committee questions about the pupillage application process and the structure of pupillage itself.

Please note that Landmark Chambers will only accept one team per university, per competition and would therefore prefer to be contacted by a member of faculty or the person responsible for the organisation of external moots.

# How to apply

## Application process

Landmark participates in the Bar Council's **Pupillage Gateway**. If you wish to apply to undertake a pupillage in our Chambers, please note the timetable below:



## What is Landmark's selection procedure?

Landmark is committed to furthering equality and diversity at the Bar. We take great care in our selection process to identify candidates whom we believe have a realistic prospect of undertaking a successful pupillage with us. The first selection stage involves a careful review of your application by three members of Chambers. Each member makes an independent assessment, with reference to the Chambers' selection criteria and in line with Landmark's Equality and Diversity policies, to decide whether you should go through to the second stage. All application forms are redacted to remove all personally identifiable information as well as equality and diversity data (including age, gender, ethnicity, religion and disability) prior to being viewed by a marker. This policy has been introduced to remove unconscious bias and promote equality in the application process.

Following a review of all applications, we contact all candidates, either to invite them to sit an assessment or to inform them that their application has been unsuccessful.

The second stage is a one hour written assessment, for which no preparation is required. If your assessment is successful, you will then be invited for an interview, which forms the final stage of the application process. The interview panel will comprise Landmark's Practice Directors and members of Chambers from a cross-section of seniority.

Offers of pupillage are made to successful candidates chosen on the basis of their application form, assessment score and performance at interview.

## I have previously applied for pupillage at Landmark but my application was not successful. May I re-apply?

Yes. We are aware that applying for pupillage is a very competitive process and that each year the number of applications we receive from strong applicants exceeds the number of pupillages we can offer. Application forms and the written assessment are blind marked, and the assessors will therefore be unaware that you have previously applied to Chambers. However, if you have been interviewed on more than one occasion but have not made our reserve list, it is unlikely that you would be interviewed a third time absent some material change in circumstances.

If you have any questions about the application process, please contact our HR and Administration Manager, **Natasha White-Foy**, at:

[pupillage@landmarkchambers.co.uk](mailto:pupillage@landmarkchambers.co.uk)



Further information may be found on our website.



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**Landmark really cares about their pupils, and that's what makes their pupillage such fantastic preparation for tenancy.”**

*Matthew Fraser, Junior Barrister*



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