

Applicant User Guide

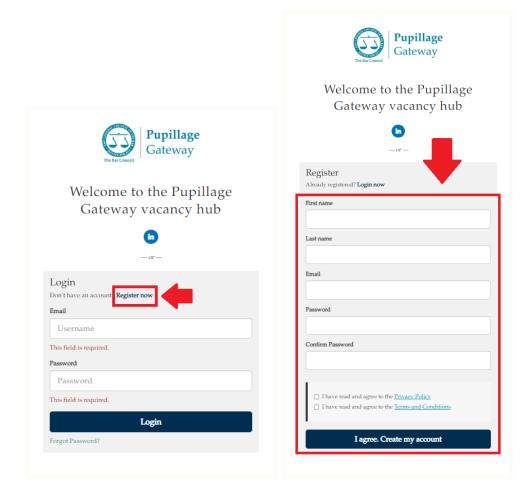
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Before the opening of the advertisement window

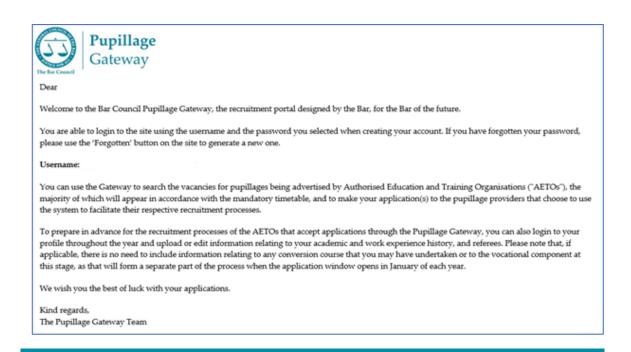
1) Registering for an account on the Pupillage Gateway

To register for an account, go to the <u>User Login</u> page and follow these select 'Register now' underneath the 'Login' heading.



Fill in your first name, last name, email address, and set a secure and memorable password for your account. Confirm that you have read and agree to both the <u>Privacy Policy</u> and <u>Terms and Conditions</u>, and then click 'I agree. Create my account'.

Check your email account for the welcome email. You will now be able to log in to the Pupillage Gateway using your email address and the password you chose in step two above.

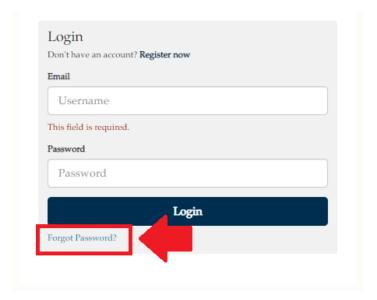


Note: If you haven't received a welcome email from the Pupillage Gateway, then it may be because you have mistyped your email address. First, check your junk inbox and if you can find no record of the email there then contact the Bar Council Services Team at

pupillagegateway@barcouncil.org.uk for assistance.

2) Resetting your password

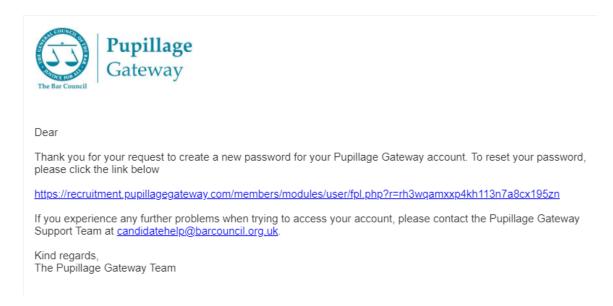
If you have forgotten your password an 'Incorrect username or password' error message will appear when attempting to login to the Pupillage Gateway.



You can set a new password by using the 'Forgot Password?' reset button on the <u>User Login</u> page, entering your username (email address) and clicking 'Submit'.



Check your email account for the password reset request email and follow the link provided to reset your password.



Note: The system will disable your account for 15 minutes if you enter your password incorrectly three times in a row

3) Logging in

Once you have followed the steps set out under section 1 above and registered your account, you will be able to login at: https://recruitment.pupillagegateway.com/ using the email address and password you have set for yourself.

4) Building your profile

When you first log in to the Pupillage Gateway, you will be asked to start building your candidate profile using the platform's 'Profile Builder'.

Profile Builder Section 1: Personal Information

Title	Dr/Miss/Mr/Mrs/Ms/Mx
First Name	
Last Name	
Mobile Number	
Email Address	
Address	

Note: As you go through the Profile Builder, please ensure that you have completed all mandatory fields (marked with a red asterisk * or as a 'Required Question').

Profile Builder Section 2: Pupillage Award Expectations

Your pupillage award expectations are used to match you to the relevant pupillage vacancies. For that reason, you will be offered a single option that is below the minimum award Authorised Education and Training Organisations must pay, to ensure that you see all vacancies posted to the Pupillage Gateway.

Top Tip: During the advertisement and application window, you can search for pupillage vacancies by a specific 'Pupillage Award' range. See section 6 below for further information.

Profile Builder Section 3: Employment and Work Experience History

Top Tip: The information that you add to the 'Employment and Work Experience History' section of your profile will be automatically copied across to the applications that you make. You can add to your 'Employment and Work Experience History' at any time of the year, see section 5 below for further information.

Position and Employment Status*	
Organisation Name*	
Start Date (DD/MM/YYYY)*	
End Date (DD/MM/YYYY)*	
Current Employee	Toggle on or off
Description of Role and Responsibilities*	

Note: When completing the 'Position and Employment Status' field, include the title of your role and specify which of the following categories it fell within: Employed (full-time), Employed (part-time), Intern (full-time), Intern (part-time), Mini pupil or marshal, Other, Self-employed (full-time), Self-employed (part-

time), Volunteer (full-time), Volunteer (part-time), Work experience (full-time), Work experience (part-time).

Profile Builder Section 4: Education History

Top Tip: The information that you add to the 'Education History' section of your profile will be automatically copied across to the applications that you make. You can add to your 'Education History' at any time of the year, see section 5 below for further information.

Type of Qualification*	
Start Date (DD/MM/YYYY)*	
End Date (DD/MM/YYYY)*	
Currently Studying Here	
Institution Name and Type*	
Name of Qualification	
Summary	

Note: When completing the 'Institution Name and Type' field, please include both the name of the institution at which you studied and specify which of the following categories it fell within: Fee-paying, State, Grammar, Academy.

Profile Builder Section 5: Skills

You can use the 'Skills' section to create a list of the skills that you have acquired relevant to the work of a barrister, for example 'Written and oral advocacy', 'Opinion writing', 'Working as part of a team' etc.

Note: The information contained within the 'Skills' section of the Profile Builder will not be made available to Authorised Education and Training Organisations that use the Pupillage Gateway to manage their recruitment processes and, to that end, will not form part of their shortlisting processes or otherwise.

Profile Builder Section 6: Pupillage Start Date

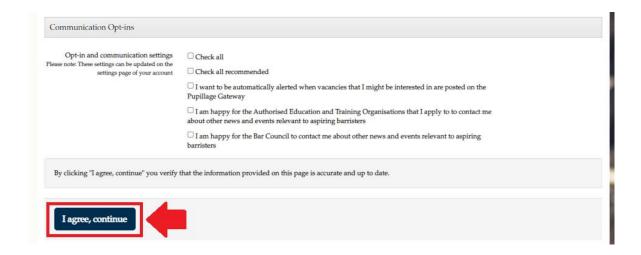
Your preferred pupillage start date is used to match you to the relevant pupillage vacancies. You must be confident that you will have passed the Bar Training Course before the advertised start date of any pupillage that you apply for, and for that reason it is recommended that you select the earliest date this would be achievable for you.

Top Tip: During the advertisement and application window, you can search for pupillage vacancies by any of the 'Pupillage Start Date' options. See section 6 below for further information.

Profile Builder Section 7: Communication Opt-ins

I want to be automatically alerted when vacancies that I might be interest in are posted on the Pupillage Gateway	Yes/No
I am happy for the Authorised Education and Training Organisations that I apply to to contact me about other news and events relevant to aspiring barristers	Yes/No
I am happy for the Bar Council to contact me about other news and events relevant to aspiring barristers	Yes/No

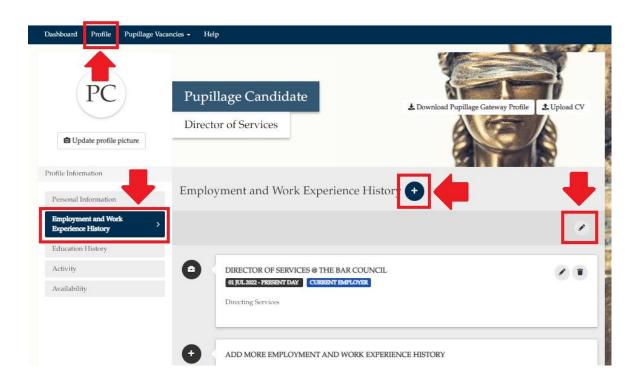
Once you have completed, as a minimum, all mandatory sections of the Profile Builder, select 'I agree, continue' to save your information and be taken to the main Dashboard.



5) Updating your profile and communications preferences

You can edit the 'Personal Information' section and edit or add to the 'Employment and Work Experience History' and 'Education History' sections of your profile at any time. Simply select 'Profile' from the main menu, followed by the relevant tab that will then appear on the left-hand side of the screen.

Note: If you edit information in your 'Profile' during the application window, any of your current applications will be updated accordingly, regardless of whether they are outstanding or submitted.

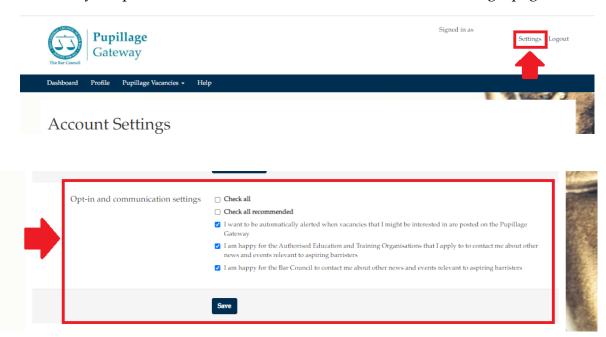




Top Tip: The edit symbol for the Pupillage Gateway looks like a pencil and the symbol to add further employment and work experience, or education, entries looks like a plus sign.

Note: Authorised Education and Training Organisations that use the Pupillage Gateway to manage their recruitment processes are given the option to anonymise their application forms and remove all personal information, the names and locations of any academic institutions attended, and the contact details of referees. The Bar Council recommends that they do so but does not mandate any such practice.

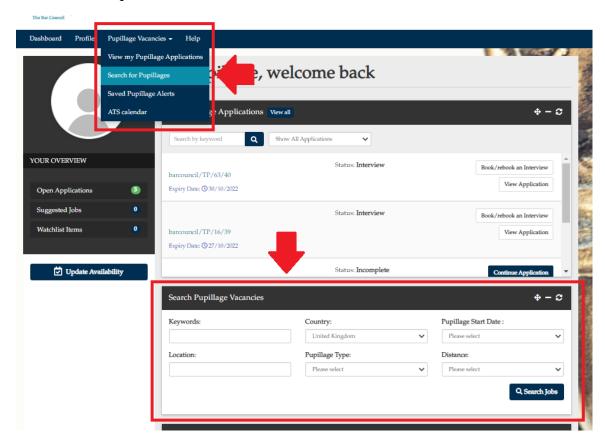
You can edit the 'Communications Opt-ins' section of your profile at any time. Simply select 'Settings' at the top-right hand corner of the screen and select, or deselect, your preferred communications from the 'Account Settings' page.



During the advertisement and application window

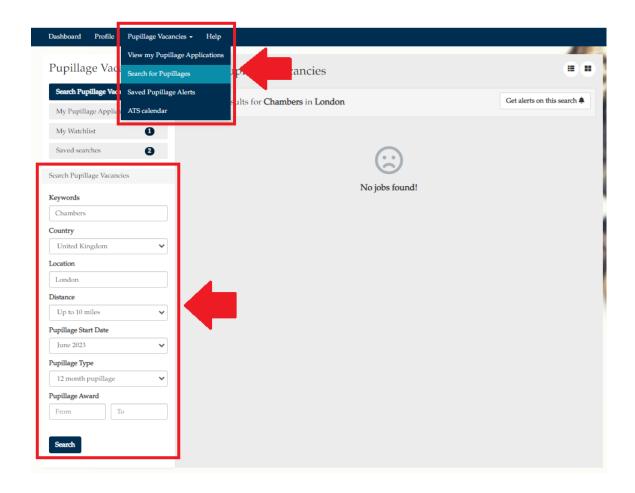
6) Searching for pupillage vacancies

To see all pupillage vacancies being advertised by Authorised Education and Training Organisations, simply select 'Search for Pupillages' from the 'Pupillage Vacancies' dropdown box in the main menu.



You can search the pupillage vacancies by location, length and/or start date using the 'Search Pupillage Vacancies' tool on the main Dashboard or by selecting 'Search Pupillage Vacancies' from the 'Pupillages Vacancies' dropdown box in the main menu and then using the 'Search Pupillage Vacancies' form that appears on the left-hand side of the page.

Top Tip: Authorised Education and Training Organisations will be using tags such as 'Crime', 'Property', 'Commercial', 'Family' etc. in their advertisements to indicate which areas of practice their specialise in. You can use the 'Keywords' box to search using these tags.



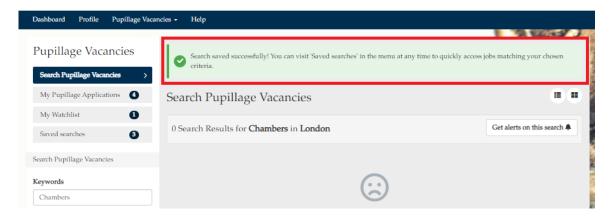
7) Creating a saved search for vacancy email notifications

A 'Saved Search' is a saved set of pupillage vacancy criteria, used either to allow you to store your preferred criteria so you do not have to fill in the 'Search Pupillage Vacancies' form every time you access your account, or to send you email alerts when new pupillage vacancies matching your 'Saved Searches' criteria are advertised on the Pupillage Gateway.



To create a 'Saved Search' and receive email notifications relating to relevant vacancies after searching for pupillage vacancies using a specific criteria, click the 'Get Alerts on this Search' button at the top of your 'Search Pupillage Vacancies' results page and 'Save Search As' a title of your choice, before hitting the plus symbol.

Once you have successfully saved a search, a green notification will appear stating: 'Search saved successfully! You can visit 'Saved searches' in the menu at any time to quickly access jobs matching your chosen criteria.'



You can access your 'Saved Searches' to run them again by selecting 'Saved Pupillage Alerts' from the 'Pupillage Vacancies' dropdown box in the main menu and then clicking on the title of the relevant search. It is also from here that you can delete any previously 'Saved Searches' using the bin icon to the right-hand side of the relevant search.



8) Preparing your Pupillage Gateway applications

After you have set up your account, you can start to prepare by uploading information relating to your academic and work experience history, and referees. Further information about how to do this is set out under section 4 above.

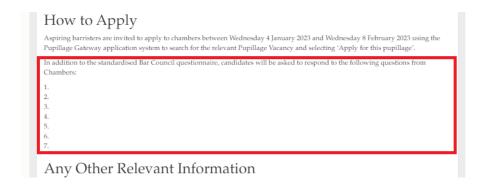
To help you fully prepare your applications to the Authorised Training and Education Organisations that use the Pupillage Gateway to manage their recruitment processes, the Bar Council has produced a Sample Application Form, contained under Annex 1 of this User Guide.

To identify which Authorised Education and Training Organisations the Sample Application Form applies to, follow the steps set out under either section 6 or 7 above and then click on the advertisement that you are interested in making an application to. Scroll down to the 'How to Apply' section. If the relevant Authorised Education and Training Organisations is using the Pupillage Gateway to manage its recruitment process, the advertisement will contain the following wording:

Aspiring barristers are invited to apply to chambers between [application window dates] using the Pupillage Gateway application system to search for the relevant Pupillage Vacancy and selecting 'Apply for this pupillage'.

Note: Whilst all Authorised Education and Training Organisations must use the Pupillage Gateway to advertise, they are not mandated to use the recruitment portal to assist in the administration of their respective processes. For those who manage their recruitment process outside the Pupillage Gateway please refer to the instructions in the relevant advertisement, contained within the 'How to Apply' section.

In addition to the standardised Bar Council questionnaire (the details of which are contained within the Sample Application Form contained under Annex 2 of this User Guide), you will be asked during the application process to respond to up to seven bespoke questions set by the relevant Authorised Training and Education Organisation. Again, to help you fully prepare, these questions will appear under the same 'How to Apply' section of the advertisement.



9) Applying for pupillage

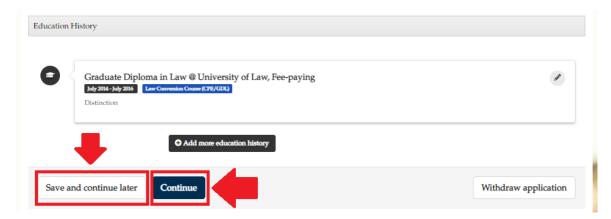
To apply for a pupillage and having followed the steps set out under either section 6 or 7 above, click on the advertisement that you would like to make an application to and then 'Apply for this pupillage'.



If you have already filled in your personal details using the 'Profile Builder' (see section 4 above for further information) then the first section of the form will prepopulate with your personal details, academic and work experience history.

Note: You can edit any information at this point but note that doing so will not only update your 'Profile' on the Pupillage Gateway, but also any current applications that are either outstanding or submitted.

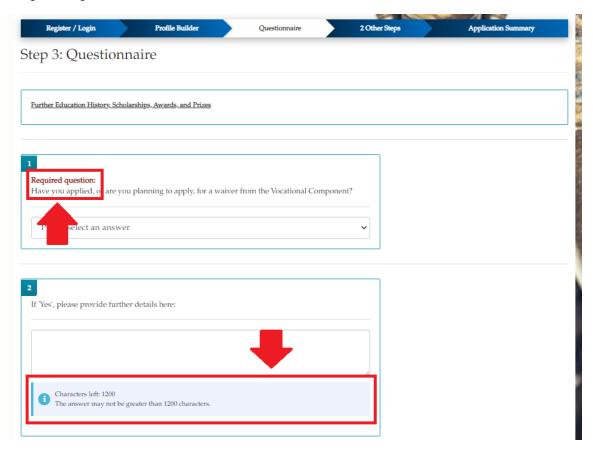
To save your progress, scroll to the bottom of the page and click 'Save and continue later. Alternatively, to continue with your application, scroll to the bottom of the page and click 'Continue'.



If you select 'Continue', you will be taken through the remainder of the standardised Bar Council questionnaire, followed by the Authorised Education and Training Organisation's bespoke questions, and finally the Bar Council Equality Opportunities Monitoring Form.

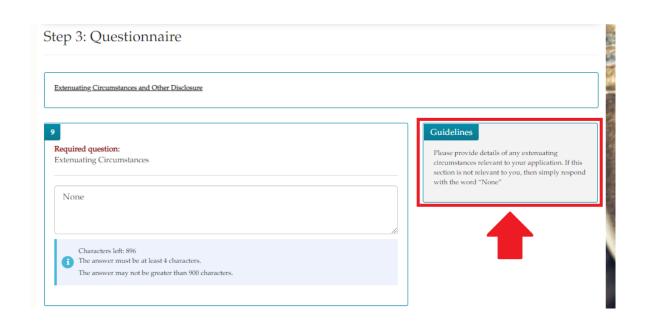
Note: The information contained within the Equal Opportunities Monitoring section will be treated in the strictest confidence and will be used by the Bar Council for the purposes of statistical monitoring only. All Authorised Education and Training Organisations that use the Pupillage Gateway to manage their recruitment processes can conduct the shortlisting and interview stages without reference to this information, as it is automatically separated from candidates' applications.

To ensure that you can successfully save and submit your application form, ensure that you have completed all mandatory fields (marked with a red asterisk or as a 'Required question') and stuck to the maximum character limit, where shown.

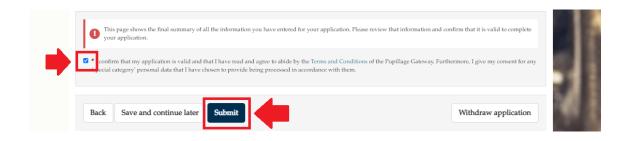


Note: Your responses to questions with a maximum character limit will be cut off when you have reached that limit. Characters include spaces, numbers, punctation etc.

Top Tip: Make sure that you pay attention to the question 'Guidelines', where shown, as they are designed to help you with your application.

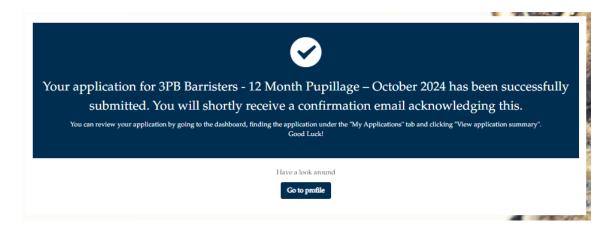


Once you have completed all the relevant sections of the application, you will be taken to a 'Summary' to review your responses and confirm that you are happy for it to be processed in accordance with the Terms and Conditions of the Pupillage Gateway before hitting Submit'.



Note: Other than your personal details and the information contained within the employment and work experience, and education, history sections, you will not be able to edit your application once submitted. Furthermore, you will not be able to withdraw your application and replace it with a new one using the same account. To that end, please ensure that you are completely happy with it before you click 'Submit'.

Once you have submitted your application, you will be taken to a screen confirming that you have done so successfully and receive an email to the same affect.





Dear

Thank you for taking the time to apply to the '3PB Barristers - 12 Month Pupillage - October 2024' vacancy.

Your application will be made available to the relevant Authorised Education and Training Organisations ("AETOs") after the application window closes, in accordance with the mandatory timetable.

The relevant AETO can update the status of your application through the Pupillage Gateway, and you can login to your profile at any time to view the changes that they have made. Please note that any correspondence relating to your application and its progress after the deadline should be to the AETO directly, as opposed to the Bar Council.

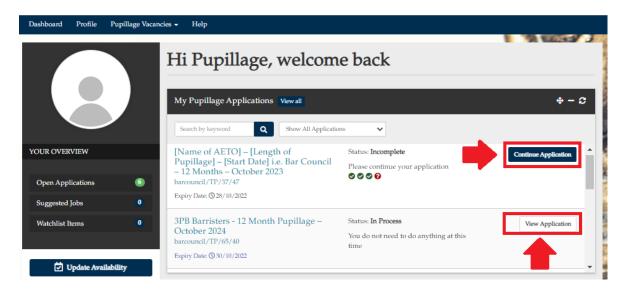
We wish you the best of luck with your applications.

Kind regards.

The Pupillage Gateway Team

10) Viewing an application for pupillage

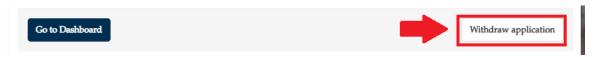
To view an application that you have made or are in the process of making, simply click the 'View Application' or 'Continue Application' buttons that appear to the right-hand side of the relevant advertisement title under the 'My Pupillage Applications' section of your 'Dashboard'.



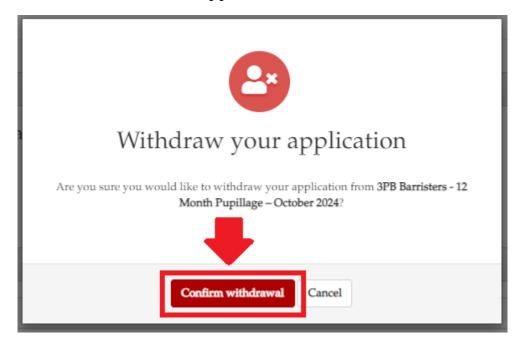
Note: The Pupillage Gateway is designed to be environmentally friendly and to that end you will not be able to print your applications from the system directly. If you would like to create a PDF of your application to share by email or otherwise, you can select to 'Print' and 'Save as PDF' the relevant 'View Application' webpage from the menu that will appear when using your right mouse button whilst hovering over it.

11) Withdrawing an application for pupillage

You can withdraw an application by clicking on 'View my Pupillage Applications' from the 'Pupillage Vacancies' dropdown menu. A list of the Authorised Education and Training Organisations that you have applied to and/or are in the process of applying to will appear. Click the 'View Application' button to the right-hand of the vacancy name, scroll down to the bottom of the page, and click 'Withdraw Application'.



You will then be asked to confirm that you would like to withdraw your application and if you opt to do so your application will no longer appear to the relevant Authorised Education and Training Organisation when they are given access to them after the applications window has closed.

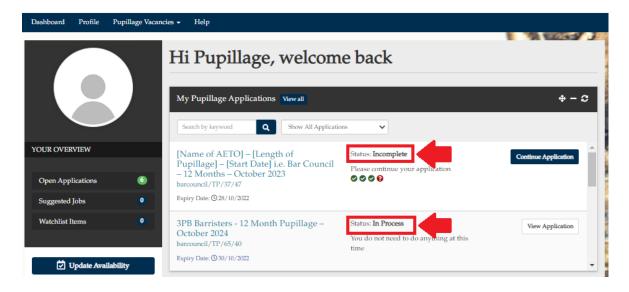


Note: You will not be able to use your account to submit a new application to the same vacancy once you have withdrawn your existing one.

During the shortlisting and interview window

12) Viewing the status of an application

The status of your application will be updated by the relevant Authorised Education and Training Organisation as it moves through its shortlisting and interview processes. It is visible to the right-hand side of the relevant advertisement title under the 'My Pupillage Applications' section of your 'Dashboard'.



Incomplete means that you have started an application and not yet submitted it.

In Process and **In Review** mean that you have applied, and your application is either pending the closure of the annual submissions window or under review by the relevant Authorised Education and Training Organisation.

Interview means that you have been invited to participate in an interview process. For more information on how to arrange an interview through the Pupillage Gateway, please see section 13 below.

Offered means that you have been offered a pupillage with the relevant Authorised Education and Training Organisation and, if it has not done so already, it will shortly be in touch with further details by phone or email.

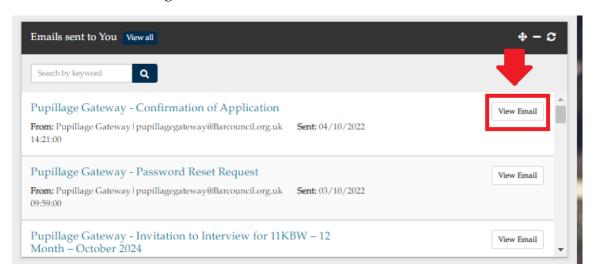
Accepted means that you have accepted your offer of pupillage with the relevant Authorised Education and Training Organisation.

Unsuccessful means that your application for pupillage with the relevant Authorised Education and Training Organisation has been unsuccessful.

Top Tip: The methods of communication used by the Authorised Education and Training Organisations that use the Pupillage Gateway to manage their recruitment processes differ. However, they are encouraged by the Bar Council to promptly update the statuses of their applicants and email them accordingly. To query the status of your application, please contact the Authorised Education and Training Organisation directly and not the Bar Council.

13) Viewing your email history

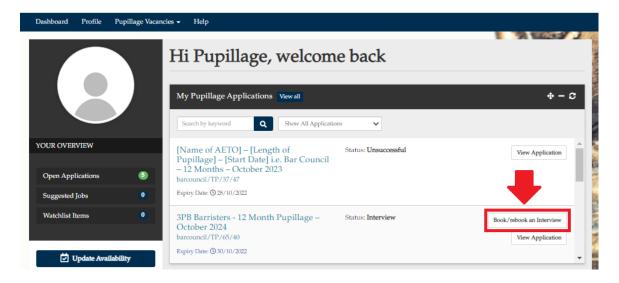
You can view the emails that have been sent to you using the Pupillage Gateway by going to your 'Dashboard' and scrolling to the 'Emails sent to You' widget at the bottom of the page. To view the content of the email, click the 'View Email' button visible to the right-hand side of the relevant advertisement title.



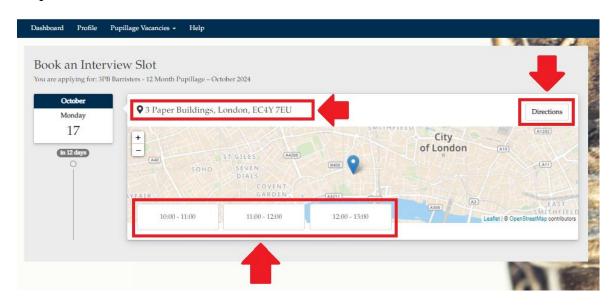
14) Arranging interviews

Authorised Education and Training Organisations that use the Pupillage Gateway to manage their recruitment processes can invite candidates to interview in one of two ways. They can either assign candidates an interview slot or invite candidates to select an interview slot through the platform. In both cases, you will receive an email from the relevant Authorised Education and Training Organisation and provided that it has moved you to the correct stage on the platform, your status will change to 'Interview'. Where the Authorised Education and Training Organisation has opted to invite candidates to select an interview slot through the

platform, you will also see a button appear to the right-hand side of the relevant advertisement title entitled 'Book/rebook an Interview'.



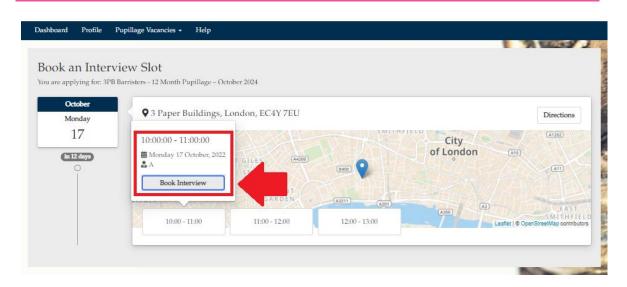
Once you have clicked on the 'Book/rebook an Interview' button to make your booking, you will be taken to the booking page and will be able to select an interview from the date(s) and time(s) that are still available, by clicking on the slot of your choice, followed by 'Book Interview'. You will also be able to view the location of the interviews and receive directions to that location through Google maps.



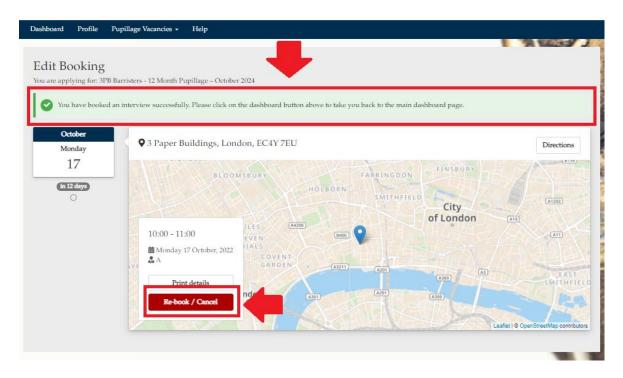


Top Tip: When clicking on 'Book Interview' you may see the names of those on the interview panel appear next to the person icon but this will depend on the

Authorised Education and Training Organisation inputting them when setting up the interview slots.



Once you have successfully booked your interview, a green notification will appear stating: 'You have booked your interview successfully. Please click on the dashboard above to take you back to the main dashboard page.' You may also receive an email similar to the one set out below.





Dear

I am pleased to confirm the details of your forthcoming pupillage interview for <u>3PB Barristers - 12 Month Pupillage</u> – Oc....

Date: Monday 17 October, 2022

Time: 10:00 to 11:00

Location: 3 Paper Buildings, London, EC4Y 7EU

If you require any reasonable adjustments to be made or facilities provided to enable you to attend your interview please do not hesitate to contact me at prior to the interview so we can make adjustments accordingly.

I would otherwise be grateful if you could please confirm your attendance by return email.

Kind regards,

You can cancel and rebook your interview in the same way, using the 'Book/rebook an Interview' to the right-hand side of the relevant advertisement title.

Further assistance

15) Technical assistance

If you are experiencing technical difficulties with the Pupillage Gateway platform, contact the Bar Council at pupillagegateway@barcouncil.org.uk. Please ensure that when contacting the Bar Council, you include screenshots of the specific section that is causing you difficulties and any relevant error message(s), alongside a text version of the wording that you are attempting to input into your application form. The more information that you give to the Bar Council Services Team, the quicker they will be able to assist with your query.

16) Pupillage process assistance

If you have a question about the general pupillage application process, contact the Bar Council at pupillagegateway@barcouncil.org.uk.

If you have a query about the application process of, or nature of pupillage with, a specific Authorised Education and Training Organisation, please contact them directly using the details provided within their advertisement or on their website.

Annex 1: Sample Application Form



Sample Application Form

Section 1: Personal Information

Title	Dr/Miss/Mr/Mrs/Ms/Mx
First Name	
Last Name	
Mobile Number	

Email Address	
Address	

Note: You will be asked to add this information when you first create your Pupillage Gateway account. It can be amended by accessing your account using the <u>User Login page</u>, selecting 'Profile' from the main navigation menu, and then selecting the edit symbol in the top right-hand corner of the 'Personal Information' box.



Top Tip: The edit symbol for the Pupillage Gateway looks like a pencil

Section 2: Employment and Work Experience History

Top Tip: You can add to your employment and work experience history at any time of the year, simply access your account using the <u>User Login page</u>, select 'Profile' from the main navigation menu and then 'Employment and Work Experience History' from the menu that appears on the left-hand side of the page.

Position and Employment Status*	
Organisation Name*	
Start Date (DD/MM/YYYY)*	
End Date (DD/MM/YYYY)*	
Current Employee	Toggle on or off
Description of Role and Responsibilities* 300-character limit	



Top Tip: You can add more employment and work experience history by selecting the plus symbol that will appear under the last entry.

Note: As you go through your application, please ensure that you have completed all mandatory fields (marked with a red asterisk * or as a 'Required Question').

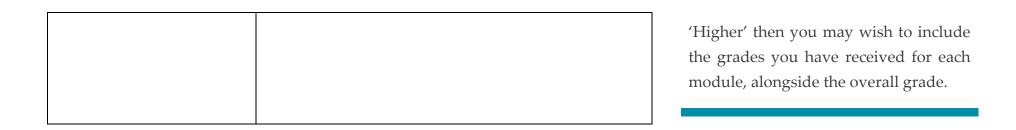
Note: When completing the 'Position and Employment Status' field, include the title of your role and specify which of the following categories it fell within: Employed (full-time), Employed (part-time), Intern (full-time), Intern (part-time), Mini pupil or marshal, Other, Self-employed (full-time), Self-employed (part-time), Volunteer (full-time), Volunteer (part-time), Work experience (part-time).

Section 3: Education History

Top Tip: You can add to your education history at any time of the year, simply access your account using the <u>User Login page</u>, select 'Profile' from the main navigation menu and then 'Education History' from the menu that appears on the left-hand side of the page.

Type of Qualification*	
Start Date (DD/MM/YYYY)*	

End Date (DD/MM/YYYY)*		
Currently Studying Here	Toggle on or off	
Name of Qualification		
Institution Name and Type*		Guidance Notes: Please include both the name of the institution at which you studied and specify, in brackets, which of the following categories it fell within: Fee-paying, State, Grammar, Academy
Summary		Guidance Notes: Please use this box to explain what you studied at this level and the grades you received. For example, if you choose 'Secondary/Further Education' from the 'Type of Qualification' box, your 'Summary' should include all AS and A-Level results obtained. If you choose





Top Tip: You can add more employment and work experience history by selecting the plus symbol that will appear under the last entry.

Note: When completing the 'Institution Name and Type' field, please include both the name of the institution at which you studied and specify which of the following categories it fell within: Fee-paying, State, Grammar, Academy.

Section 3: Further Education History, Scholarships, Awards, and Prizes

Have you applied, or are you	Yes/No
planning to apply, for a	
waiver from the Vocational	
Component?*	

If 'Yes', please provide further details here. 1200-character limit	
Membership of an Inn of Court*	Gray's Inn/Inner Temple/Lincoln's Inn/Middle Temple/Not Applicable
Scholarship, Awards and Prizes 1200-character limit	

Guidance Notes: Please provide details of any scholarships, awards, or prizes that you have obtained, alongside the name of the awarding body and the date obtained. For example 'Advocacy Scholarship, BPP University (2021)' or 'GDL Exhibition Award, Inner Temple (2019/20)' or 'Winner, Landmark Chambers Property Moot Competition (2021)'.

Section 4: Additional Skills, Hobbies, and Interests

Languages 300-character limit	Guidance Notes: Please provide details of the languages that you speak and in brackets after each, your fluency in them: Basic, Intermediate, Business, Fluent, Native. For example: 'English (Native); Urdu (Fluent); Spanish (Intermediate)'.
Professional Qualifications 1,200-character limit	Guidance Notes: Please provide details of any additional qualifications, alongside the name of the awarding body and the date obtained. For example: 'Merit in Teaching English as Foreign Language (TEFL) at the International TEFL Academy (2020)' or 'Grade 7 Pianist at the Associated Board of the Royal Schools of Music (2018)'.

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	section is not relevant to you, then simply respond with the word "None".
Other Disclosure*	
The answer must be at least	Guidance Notes: Please provide
4 characters	details of any other matters not
	mentioned elsewhere in this
	application form, which you should
	disclose to Authorised Education and
	Training Organisations when making
	your application. If this section is not
	relevant to you, then simply respond
	with the word "None".

Section 6: Referees

Guidance Notes: Please details of two referees. It is suggested that one be academic and the other be professional, but at least one must be the latter. Please do not use relatives, partners, or friends as referees.

Reference 1 *	
Reference 1 Position and	
Organisation Name *	
Reference 1 Email Address*	
Reference 1 Description of	
Relationship*	
Reference 2 *	
Reference 2 Position and	
Organisation Name *	
Reference 2 Email Address*	
Reference 2 Description of	
Relationship*	

Section 7: Bespoke Questions of Authorised Education and Training Organisations

The Authorised Education and Training Organisations that use the system to manage their recruitment processes are able to include up to seven bespoke questions in their application forms. Ahead of the <u>opening of the application window</u>, these questions will be accessible through their advertisements and included under the 'How to Apply' section.

Section 8: Equal Opportunities Monitoring

The information contained within the Equal Opportunities Monitoring section will be treated in the strictest confidence and will be used by the Bar Council for the purposes of statistical monitoring only. All Authorised Education and Training Organisations that use the Pupillage Gateway to facilitate their respective recruitment processes can conduct the shortlisting and interview stages without reference to this information, as it is automatically separated from candidates' applications.

The Bar Council and its members are committed to equal opportunities for all, irrespective of race, colour, creed, ethnic or national origins, gender, marital status, sexuality, disability, or age. So that we can monitor how we are performing against our strategic aim for improving equality and diversity at the Bar, we are seeking your help. To that end, it would be of great assistance if you would complete the monitoring form that will appear at Section 7 of your application.

Section 9: Application Summary and Agreements

✓ I confirm that I have read the guidelines and acknowledge that once I submit my application, I will not be able to edit it. I further acknowledge that I will not be able to withdraw and replace it with a new application using the same account.

✓ I confirm that my application is valid and that I have read and agree to abide by the <u>Terms and Conditions</u> of the Pupillage Gateway. Furthermore, I give my consent for any 'special category' personal data that I have chosen to provide being processed in accordance with them.