**Financially Supported Mini Pupillages Policy**

We at Devon Chambers recognise that many candidates will need to travel to attend a mini pupillage with us, and that the expense of this may form a barrier to applying. We also recognise that this sort of expense can contribute to a lack of diversity at the bar, and we wish to address this.

To help open this opportunity up to people who may otherwise struggle, we are pleased to announce our new financially supported mini-pupillage scheme.

We will be providing up to £400 to 4 applicants who meet the following criteria:

1. You attended a state secondary school, AND
2. You live more than 100 miles from Devon Chambers, AND
3. Any one of the following:
* Your annual household income is less than £20,000
* You have been in care OR a care giver
* You have refugee or asylum status
* A member of your immediate family has at some point received state benefits
* You at any point were eligible for free school meals
* Your parent(s)/guardian(s) did not attend university

NB: Your privacy will at all times be respected. You are not required to state which of these criteria you meet, but you will be asked to declare that you qualify for this opportunity. The identity of applicants will not be revealed to anyone other than those facilitating this scheme.

Applications from BAME candidates and candidates with disabilities are particularly encouraged.

Applications will be by our usual mini pupillage application form to Emma Cross (emma.cross@devonchambers.co.uk). You will be asked to tick a box to confirm that you would like to apply for a Financially Supported Mini Pupillage, and that you meet the above criteria. Applications open between 1st October 2021 and 28th February 2022 (for mini pupillages taking place between April and October 2022). Keep an eye on our website for more information on how to apply.

The financially supported mini pupillages will be awarded to the first 4 applicants to have applied to our scheme, who successfully secure a mini pupillage. We hope this will encourage applicants who may otherwise have been discouraged from applying to a competitive scheme.

Dated October 2021