

# THE BAR 10,000 BLACK INTERNS PROGRAMME



If you are interested in signing up to be part of the Bar’s collective participation in the 10KBI scheme, you can [complete this form](#) now. Please fill in the form even if you participated in 2023-24.

To learn more about the scheme, please read the information in this pack. If you have any further questions, please do not hesitate to contact Mariam Diaby at [mdiaby@barcouncil.org.uk](mailto:mdiaby@barcouncil.org.uk).

**[Sign up now to host an intern in 2025](#)**

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## **What is 10,000 Black Interns?**

*'Each internship offered presents the opportunity to change a life. Each interview offered provides invaluable experience and each training session can genuinely change an individual's trajectory.'*

10,000 Black Interns ("10KBI") is a programme designed to support Black students and graduates and address chronic under-representation of Black talent across various sectors. More information about the programme can be found on the 10KBI website [here](#).

For the fourth year, following three highly successful years in 2022, 2023 and 2024, the 10KBI team are inviting organisations across the professions and across industry to commit to offering internships to a Black candidate for a minimum period of six weeks during the Summer 2025.

Internships are offered to Black students in higher education in the United Kingdom and recent Black graduates. The aim of the programme is simply to broaden horizons and ambition by giving interns confidence in a professional environment, to allow them to make contacts and to increase diversity in under-represented areas of industry, the city, and professions.

## **10,000 Black Interns at the Bar**

The legal profession is only one part of the 10KBI scheme. The Law Society and several major solicitor firms participated in previous years and have already signed up again. The Bar's participation is intended to encourage applications to the Bar in general and to participating Bar organisations (including Chambers as well as organisations in the employed Bar) in particular.

The Bar Council is supportive of the initiative because: a) supporting young Black talent at the Bar falls in line with the aims of the Bar Council's [Race Panel](#) b) the programme is a potential opportunity to challenge traditional models of work experience at the Bar which may create barriers to diversity and to challenge the public's perception of the Bar.

### Bar Steering Group

A Bar Steering Group was formed ahead of the pilot year in collaboration with the Bar Council and Bridging the Bar, and includes members and representatives of Doughty Street Chambers, Four Brick Court, Matrix Chambers, Keating Chambers, 4 Paper Buildings and QEB Hollis Whiteman. The Steering Group is planning the rollout of the programme, including designing the selection criteria, sifting the applications and assisting participating Bar organisations where necessary.

Current members of the Steering Group:

- Andrew Powell and Furhana Mallick, 4 Paper Buildings
- Bibi Badejo, Four Brick Court
- Edwina Koroma, Doughty Street Chambers
- Krista Lee KC, Keating Chambers
- Alice Brighthouse, Matrix Chambers
- Fallon Alexis, QEB Hollis Whiteman Chambers
- Mariam Diaby, representing Bar Council

### The pilot year

The 10,000 Black Interns scheme was piloted in 2021-22 following the success of the 100 Black Interns initiative.

A survey of Interns who participated in 2022 indicated that:

- 7/10 respondents were likely or very likely to pursue a career as a barrister after completing the programme
- 6/10 respondents said they felt either confident or very confident about becoming a barrister after completing the programme

After completing their placement, one of the interns said:

*“The insight gathered in such a short period proved to be defining moment in my legal career. More than ever, I have come out of this experience equipped and confident for a career at the Bar.”*

Another stated:

*“Previously, a career at the Bar was intimidating because I felt it was inaccessible to minority groups. However, this internship has demystified life at the Bar and has enhanced my confidence in my abilities.”*

One participating chambers, which hosted two interns said:

*“It has been a pleasure, and positive experience for us. Both of our interns are exceptional people.”*

### **How can your Chambers/organisation participate?**

This kind of internship is unheard of at the Bar. Mini pupillages, the normal mode of work experience, are highly sought after by students and challenging to deliver for Chambers, partly because of the unpredictable nature of work at the Bar. As a result, it is recognised that a six-

week internship in one set of Chambers is likely to be difficult to achieve, particularly in highly specialised sets.

The Bar Steering Group believes that collaboration amongst a number of sets and other Bar organisations will allow an intern to experience different environments and experiences over a six-week period. This proved highly successful last year with 88 organisations signing up, so that we were able to ensure that candidates received an excellent mix of experience within different practice areas. As with last year, between four to six collaborating organisations would be able to divide the time of each internship, which could also involve time with a Judge or Solicitor.

**At this stage, the Steering Group would like to hear from all Bar organisations who are interested in signing up to participate in the programme during the Summer of 2025, including those who have previously participated. To sign up, please [fill in this form](#).**

Please note if you would like to participate in the Bar's collective scheme (to share the burden of selecting candidates, hosting interns, and funding the internships with other participating Bar organisations), please do NOT sign up directly with 10KBI.

### **What will be required of your Chambers/organisation if you sign up?**

By signing up to the Bar's collective participation in the 10KBI scheme, your organisation will be agreeing to provide excellent legal work experience to at least one candidate for at least one week during the Summer of 2025. Note that you may be asked to host during August.

Candidates are eligible for the scheme between their first year of university until after graduation, so you should be prepared to modify the experience accordingly. You will receive a copy of your intern's CV in advance of the placement to assist with planning.

Participating organisations will be divided into groups, each hosting at least one intern. The point of contact from one organisation in each group will be asked to act as group lead. Group leads' responsibilities will include coordinating dates between the interns and the participating organisations, acting as the primary contact for the interns/sharing relevant contact details with other representatives, and speaking with the intern in advance to determine any specific requirements or reasonable adjustments.

It is currently a condition of participating in the scheme that all interns must be paid at least the Living Wage for the relevant geographical location. Therefore, the Steering Group also asks participating organisations to contribute funding. As a guide, organisations are asked to contribute an amount in proportion to the number of weeks the intern(s) will spend with them. It is recognised, however, that not all organisations will be in a position to contribute to the funding and an inability to contribute to the funding will not prevent an organisation from

hosting an intern. Equally, organisations with greater financial resources are asked to consider contributing more.

There is no requirement to offer a full-time job or pupillage to any intern at the end of the internship.

### **How does the funding work?**

The payment to interns (based on the current London Living Wage of £13.15 an hour and assuming a 40-hour week) will be at least £526 per intern per week.

Each participating Bar organisation will be invoiced by the Bar Council in spring 2025 for the funding they commit to contributing (see guidance on suggested contributions above). The Bar Council will then pay each intern in one lump sum in advance of the internship, so it can be used to book travel and/or accommodation if required. Participating organisations should not pay any further sums directly to the interns during or after the placements.

A small amount of the funding received by participating Bar organisations will go towards the costs of the induction day and the closing day. Once those costs have been accounted for, all funding will be divided equally between the interns. This will equate to a minimum of London Living Wage (£3,156 per internship) plus, we hope, a little extra for expenses.

### **How are the interns selected?**

Candidates apply through the central 10KBI website and are selected by a group of volunteer barristers, chambers and organisations staff, and Bar Council staff (coordinated by the Steering Group).

In 2023 (for internships in summer 2024), we received over 500 applications for 29 placements. The candidates submitted a written application which assessed their written advocacy, agile thinking and problem solving, openness to learning, and people skills. The application form consisted of the following questions (new questions will be written for this year):

1. If you had the power, what series of laws or measures would you put in place to reduce reoffending?
2. Describe a situation when you tried to persuade someone to change their planned course of action to promote or protect another person's interests. What was the outcome?
3. Give an example of when you had to cooperate with others to complete a task. Describe your input and what you and the others achieved together achieved.

Each question was marked out of 10 for content and 10 for written advocacy, giving a total of 60 possible marks. The markers were impressed by the high quality of the applications and 56 very strong candidates were selected to go through to the next round, which involved

submitting a 5-minute video presentation on a topic of their choice from the following list (again, new questions will be written for this year):

1. Are there any situations in which a barrister should be subject to criticism for representing any particular individual or company in criminal or civil proceedings?
2. The laws imposed to restrict movement during the Covid-19 Pandemic were unjustified and damaging. Discuss.
3. No political party should be allowed to stand for re-election after a fixed term of 5 years. Discuss.
4. The enjoyment of sport is universal. Irrespective of their internal politics/policies or the views of their leaders, every country should have the possibility of hosting the World Cup. Discuss.

From the 56 candidates, the final 29 were selected on the basis of their oral advocacy skills as demonstrated by their presentation. The quality of the successful candidates' presentations was outstanding.

### **What is the structure of the placements?**

Interns will have an induction day coordinated by the Steering Group. This has been provisionally scheduled for 9 June 2025. The induction day will be designed to help the interns consider what they want to get out of the internship and their career more broadly, as well as developing key skills in advance of starting the internship.

Internships are six weeks long and dates should be agreed between the host group and the intern. Each placement should take place over six weeks between 9 June 2025 (following the induction day) and the end of August.

Interns are paid based on a 40-hour week, and this should be seen as a maximum. As a guide, a 9am-6pm day with an hour's break is likely to be appropriate. Interns should not generally be asked to work before 8am or after 7pm (although, for example, they may be invited to attend evening events if they wish) and should be given a lunch break.

If your group's intern is unwell or has a commitment during the internship, the Steering Group recommends that you make up the missed days at the end of the scheme where possible.

### **Content of internships**

Interns should generally be attending court or the office on each weekday morning. We appreciate that plans may change or be unclear depending on the commitments of barrister supervisors, but we ask that interns are told what they are doing at least the day before where possible and that days are not cut short or cancelled unnecessarily. Interns should not be asked to travel long distances to court at short notice.

Interns should not be given purely administrative tasks, nor should they passively attend court every day of their internship. The aim is to engage them in the skills and experiences of a practising barrister, which will add value to their pupillage or job applications, and to their career decisions. Although the working day of a barrister is unpredictable, as a host organisation you will be asked to fill your intern's placement days wherever possible. Ideally, you should agree with your group one or two activities in advance that can be tackled over the course of the six-week internship. Activities may include:

- Legal research tasks
- Drafting documents
- Opinion writing
- Advocacy exercises
- Producing a chronology

When interns attend court, they should be expected to take notes and to discuss the case with their supervising barrister at the end of the day. A summary of the case and the key issues in dispute, before observing court proceedings, helps interns.

Spending time in court, watching barristers at work, and sitting in on meetings with clients or other counsel, is also useful. Interns tend to value having a variety of tasks and activities to complete, as well as having discussions with their barristers about day-to-day life in chambers and organisations. Activities such as assisting a barrister reading through cases for references, drafting opinions, or questions to interrogate witnesses, are extremely rewarding.

Interns will be encouraged to keep a work diary including the areas of law they have been exposed to, tasks they have carried out, and what they have not yet covered but would like to. This may help each chambers/organisation hosting the intern to tailor their placement to provide them with as broad and bespoke experience as possible. It is good practice to ask about the candidate's internship goals and career goals at the beginning of their time with you.

### **How to sign up?**

If you are interested in signing up to be part of the Bar's collective participation in the 10KBI scheme, please [complete this form](#). Please fill in the form even if you have previously participated.

If you have any questions about the scheme, please do not hesitate to contact Mariam at [mdiaby@barcouncil.org.uk](mailto:mdiaby@barcouncil.org.uk).