

Hailsham Chambers

Terms of Reference for Tenancy Committee Screening Process

The purpose of the Tenancy Committee is to provide a fair and robust initial screening process for all applications from established practitioners to join Chambers.

For these purposes, an “established practitioner” is defined as a qualified barrister in possession of a valid practising certificate who has previously held a tenancy at a set of Chambers within England and Wales.

The Tenancy Committee will consider any application from an established practitioner for a tenancy with reference to the following:

- (a) The threshold to be met for taking the application forward is whether the established practitioner has a realistic prospect of being offered a tenancy at a full Chambers’ meeting convened in accordance with the Chambers’ Constitution.
- (b) In determining whether the requisite threshold has been met, the Tenancy Committee will take into account:
 - i. Whether and to what extent the established practitioner has experience and a high degree of competence in a relevant practice area in which Chambers specialises.
 - ii. Whether the Tenancy Committee is satisfied that the established practitioner has properly considered the repercussions of their intended move, including identifying why the established practitioner wishes to move Chambers and, if returning from a period away from practice or in employed practice, why they have not returned to their previous Chambers.
 - iii. Whether the Applicant will bring with them or be able to establish a viable practice within a reasonable timeframe.
 - iv. Whether the Tenancy Committee are satisfied that the Applicant is committed to a career in Chambers. For these purposes, the Tenancy Committee shall include careers based on flexible working in order to take account of family responsibilities.
- (c) In considering an application, the Tenancy Committee must endeavour to offer equality of opportunity regardless of race, sex, sexual orientation, disability, age (save after the normal retirement age) or religion or belief.
- (d) In considering an application, if considered appropriate the Tenancy Committee may seek the opinions and views of members of any relevant practice group(s) which the established practitioner would like to join.