

TARGET OXBRIDGE

Impact Report 2019



TARGET OXBRIDGE



Our first cohort of Target Oxbridge students, who have now graduated from university.

Photo by Bill Knight

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Welcome

Target Oxbridge was launched by Rare in 2012 in response to media coverage suggesting that only one black student had been accepted to the University of Oxford in 2011. Whilst that claim was inaccurate, it was definitely the case that representation of black students at Oxbridge was very far from where it should be.

At Rare, we had been helping black students to secure places on top graduate schemes since 2005. With our large network of black students and graduates, and our experience of helping selective and prestigious firms transform their graduate intakes, we decided we were well positioned to make a positive impact on the issue of Oxbridge access for black students.

Target Oxbridge was launched as a pro bono pilot programme to specifically address the challenges black African and Caribbean students faced when applying to Oxbridge. It was designed to tackle three main barriers: 1) a lack of access to current or former black Oxbridge students, 2) a lack of good advice on course, university and college choice, and 3) a lack of good quality support through the Oxbridge application process.

The pilot programme started with just six Year 12 students. A combination of one-to-one support sessions, visits to both universities, subject specific seminars, personal statement support, subject mentoring, test preparation and mock interviews proved to have the desired impact. To our delight, three of our six original students secured offers, well above the average 20% success rate. The programme has gone from strength to strength ever since, growing in size and maintaining an above average success rate for our students.

In 2016, the University of Oxford provided the programme with its first ever three-day residential visit. The following year it provided funding to help expand the 2017 cohort from 30 places to 45 full programme places. A combination of further funding from both the University of Oxford and the University of Cambridge enabled the programme to grow substantially to 160 places for 2018 and 2019, with residential visits at both Oxford and



Cambridge. By working in collaboration with the universities, the Target Oxbridge offer to students in terms of university visits and subject specific content has significantly improved, much to our students' benefit.

Since launching, Target Oxbridge has helped 142 students of black African and Caribbean heritage to secure Oxbridge places, and has injected some much needed positivity to the national debate on Oxbridge access, featuring on *BBC News*, *Sky News*, *Channel 5 News*, *BBC Radio*, *LBC Radio*, as well as in *The Economist*, *The Guardian*, *The Independent*, *The Telegraph*, *Huffington Post* and *Business Insider*. This first impact report outlines the effect the programme has had since launching, and tells the stories of some of our alumni, a number of whom have now graduated.

With the programme now generating over 800 applications each year, we look forward to continuing to work in collaboration with the University of Oxford and the University of Cambridge to ensure black students are well represented at both institutions. Thank you to our corporate sponsors, Latham & Watkins, Clifford Chance, Linklaters and J.P. Morgan for their continued support of the programme, and to the tutors, mentors and Target Oxbridge alumni, who give their time so generously to support us in our aim. We hope that together, we can close the representation gap for black students at Oxbridge.


Raphael Mokades
Managing Director, Rare


Naomi Kellman
Founder, Target Oxbridge

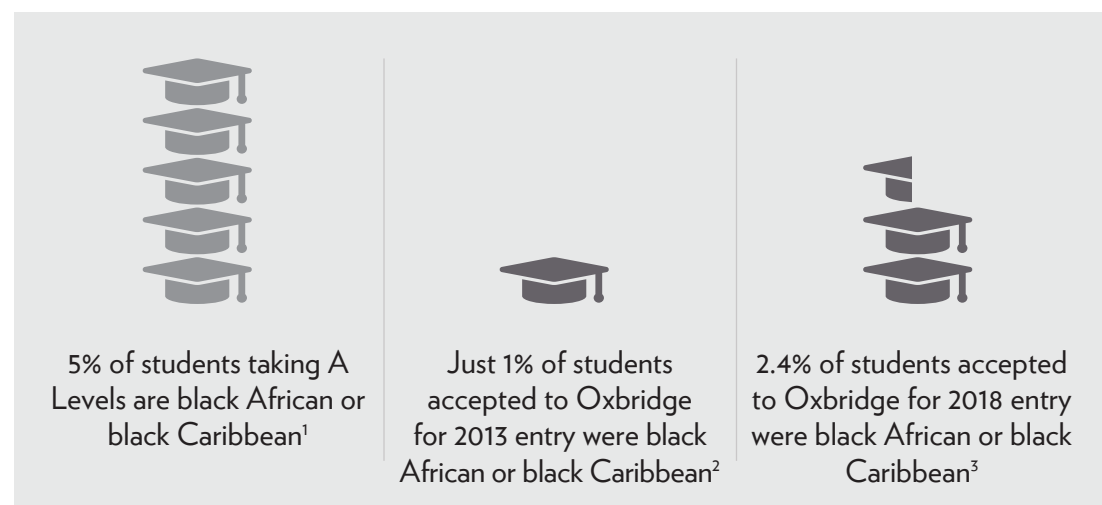
Target Oxbridge's Mission

Target Oxbridge aims to help black African and Caribbean students, including students of mixed race with black African and Caribbean heritage improve their chances of gaining places at the University of Oxford and the University of Cambridge.

Rare is passionate about creating a more equal society. We believe that if more black people get into Oxbridge, more black people will reach the top of our society. Target Oxbridge is our contribution to making that happen.

Black African and black Caribbean students makes up 5% of the current A Level population. They do not make up 5% of the UK students accepted to Oxbridge however. It is this gap that we are trying to close.

Since the launch of Target Oxbridge, the number of black students admitted to Oxbridge has more than doubled. We are pleased to have contributed to this positive change, and are keen to continue working towards closing the gap completely.



¹ According to 2016/17 data from the Department for Education.

² According to the 2013 entry admissions reports published by the University of Oxford and the University of Cambridge.

³ According to the 2018 entry admissions reports published by the University of Oxford and the University of Cambridge.

Target Oxbridge's Reach

ETHNICITY

100%

of our students are black African or black Caribbean, or of mixed race with black African and black Caribbean heritage.



SCHOOLS

99%

of our students attend state schools.

We have students from over

90 schools.



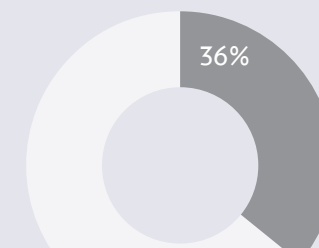
LOCATION

64%

of our students live in London.

36%

live outside of London.



We have students from over

65

local authorities.

SOCIOECONOMIC STATUS

57%

of our students live in postcodes flagged by Oxbridge for socioeconomic disadvantage⁴.

38%

of our students live in postcodes flagged by Oxbridge for low participation in higher education⁵.

30%

of our students were eligible for free school meals between the ages of 11 and 16.

⁴ That is deciles 1, 2 or 3 on the Indices of Multiple Deprivation Measure.

⁵ That is, POLAR Quintiles 1 or 2



Photo by John Cairns

The Programme

Month	Activity	Description
September	Application	Students apply independently to Target Oxbridge in September of Year 12
November	Sifting	Students are selected for interview using academic information, contextual data and the information provided in their application
November – February	Interview	Students are interviewed to assess their motivation for their subject and the programme
March	Launch Event	Students and their parents/guardians are invited to a launch event for the programme
March – April	One-to-one meeting	Students have a one-to-one meeting with a Target Oxbridge team member to discuss their course and university choice, and preparation work. They are set homework, which they report on at least monthly
April	Residential Visits	In April, the students spend three days at either Oxford or Cambridge
July – August	Summer Visits	Students are invited back to Oxford and Cambridge in the summer, for residential or one day visits
July – August	Summer Development Programme	Students are offered a series of over 30 subject specific seminars, test preparation sessions and interview preparation sessions during the summer months. This includes a summer conference, to which parents and guardians are invited.
July	Mentor	Once students have finalised their subject choice, they are paired with an Oxbridge student or graduate to discuss their subject in detail and start preparing for interviews
August – September	Personal Statement Support	Students receive personalised support on their personal statement drafting from the Target Oxbridge team
October – December	Mock Interviews	Students are provided mock interviews by their mentors
January	Results	Students receive the outcomes of their offers, with the majority receiving offers from Russell Group universities, and with 35% receiving Oxbridge offers in the most recent year
February	Revision Tips	Students receive a revision tips session, and have the option to have catch up calls with the Target Oxbridge team to discuss exam concerns
February onwards	Continued support	Students have continued contact with the Target Oxbridge team ahead of starting at university, with support available once they start, and the option to become a Rare candidate to receive support with their career journey.

Impact since 2012

Since Target Oxbridge was established by Rare in 2012 it has helped 142 students to gain Oxbridge offers, with 18% of the black African and Caribbean students joining Oxbridge in 2018 being Target Oxbridge alumni.

142

Target Oxbridge students have gained offers since the programme launched in 2012

According to recently released data, 65 black African and Caribbean students started at the University of Oxford in 2018⁶, 17 of whom were Target Oxbridge alumni. This means Target Oxbridge alumni made up 26% of the black students admitted to Oxford in the most recent academic year. This represents the impact of working in partnership with the University of Oxford since 2016.

61 black African and Caribbean students started at the University of Cambridge⁷, 6 of whom were Target Oxbridge alumni. This means Target Oxbridge alumni made up 10% of black African and Caribbean students who started at the University of Cambridge in the most recent academic year. We started to work in partnership with the University of Cambridge in 2017, and are hopeful that this partnership will see larger numbers of Target Oxbridge students being admitted to Cambridge in future years.

26%

26% of black students who started at Oxford in 2018 were Target Oxbridge alumni

Target Oxbridge has a great approval rating with its students. All of the students who completed the programme in 2018 said they would recommend the programme to their friends.

100%

100% of Target Oxbridge students would recommend the programme to their friends

⁶ According to the 2018 entry admissions report published by the [University of Oxford](#)

⁷ According to the 2018 entry admissions report published by the [University of Cambridge](#)

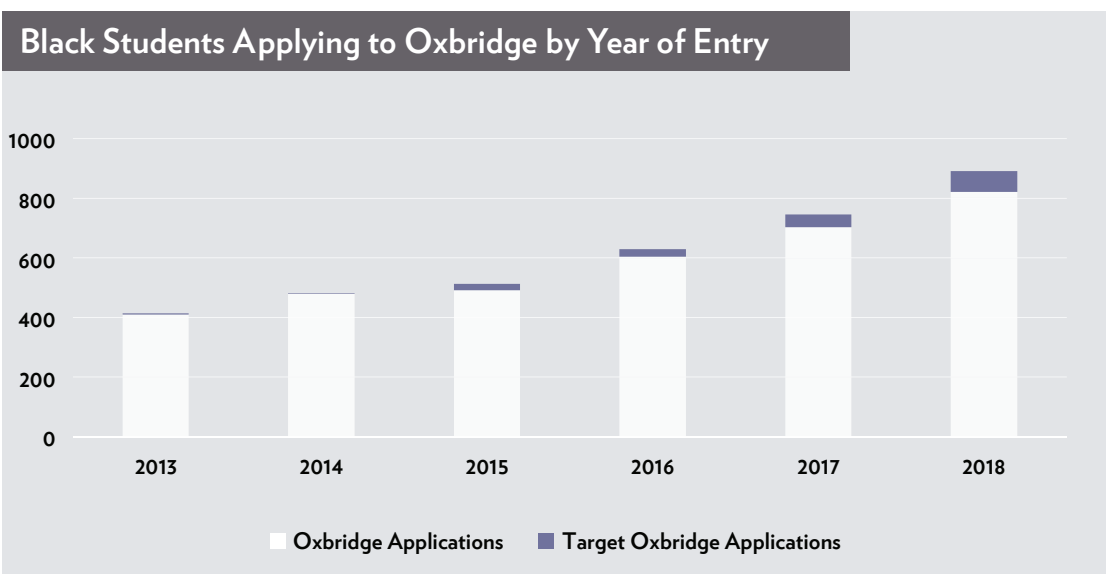
Target Oxbridge students on the first Oxford residential



Photo by Leo Hoang

Applications made to Oxbridge by Black African and Black Caribbean students

Year of Entry	Oxbridge Applications	Target Oxbridge Applications	Target Oxbridge applications as % of Oxbridge applications
2013	414	4	1%
2014	482	3	1%
2015	513	21	4%
2016	630	25	4%
2017	746	42	6%
2018	891	69	8%



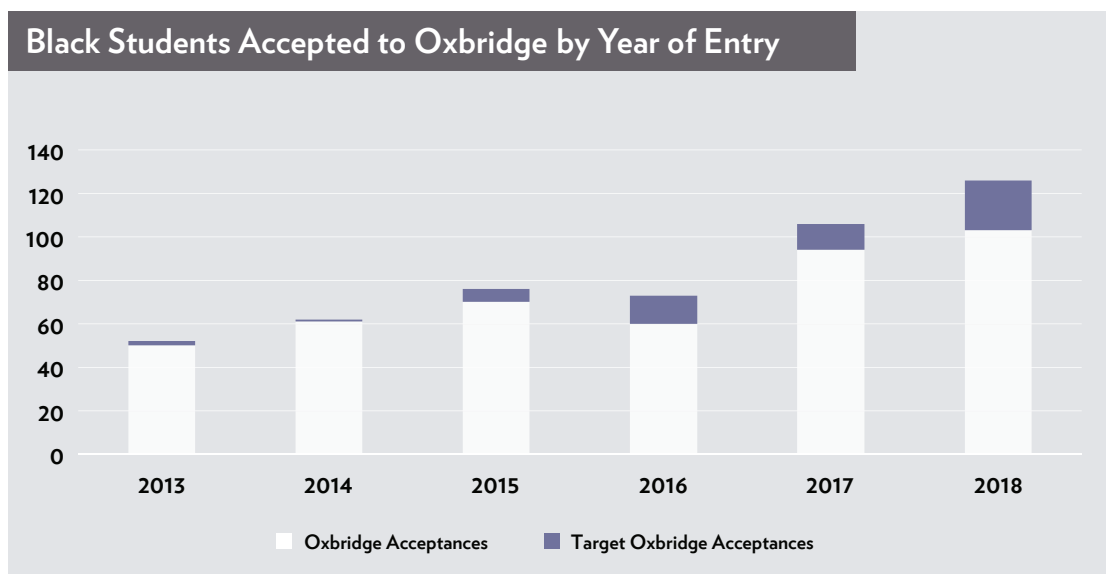
Data is drawn from the admissions statistics published on the University of Oxford and University of Cambridge websites. For the purposes of these graphs and tables, Target Oxbridge data relates to Black African and Caribbean students only – students of mixed race are not included.



Photo by Leo Hoang

Acceptances to Oxbridge for Black African and Black Caribbean students

Year of Entry	Oxbridge Acceptances	Target Oxbridge Acceptances	Target Oxbridge acceptances as % of Oxbridge acceptances
2013	52	2	4%
2014	62	1	2%
2015	76	6	8%
2016	73	13	18%
2017	106	12	11%
2018	126	23	18%



Data is drawn from the admissions statistics published on the University of Oxford and University of Cambridge websites. For the purposes of these graphs and tables, Target Oxbridge data relates to Black African and Caribbean students only – students of mixed race are not included.

2019 Entry Results

Target Oxbridge grew substantially in 2018, to 160 places. This represented a tripling in the size of the programme in just one year.

We are very pleased that this group of students, who were applying for 2019 entry to both Oxford and Cambridge, secured 61 Oxbridge offers between them, plus one offer from the Lady Margaret Hall, Oxford, Foundation Year Scheme.

A success rate of 35% for students involved in the full programme demonstrates that Target Oxbridge has remained effective despite significant growth.

Target Oxbridge students from all over the country received Oxbridge offers, including 21 students who live outside of London. Students from hard to reach areas such as Thurrock and North Tyneside are included amongst Target Oxbridge's current offer holders.

Of our 61 students who have received Oxbridge offers, 23 live in ACORN 4 and 5 postcodes, and 26 live in IMD decile 1, 2 and 3 postcodes. These are the postcode groups flagged by Oxford and Cambridge respectively for socioeconomic disadvantage.



35%
SUCCESS RATE



61
OXBRIDGE
OFFERS SECURED

Nadia, Offer Holder, Oxford

I definitely wouldn't have been able to achieve this offer if it wasn't for the invaluable support Target Oxbridge provided me. It was all an amazing experience, from the mentoring, the subject specific sessions and the residential, to allowing me to make countless new Afro-Caribbean friends who are as academically interested as I am.

Mojo, Offer Holder, Cambridge

From meeting so many inspirational people, to the help with my Personal Statement, to the residentials and open days. Target Oxbridge helped me see that getting an offer and attending Cambridge was an achievable concept...I genuinely do not think I would be here celebrating today if it wasn't for Target Oxbridge.

Photo by Lloyd Mann

Target Oxbridge students spent three days at the University of Cambridge in April 2019

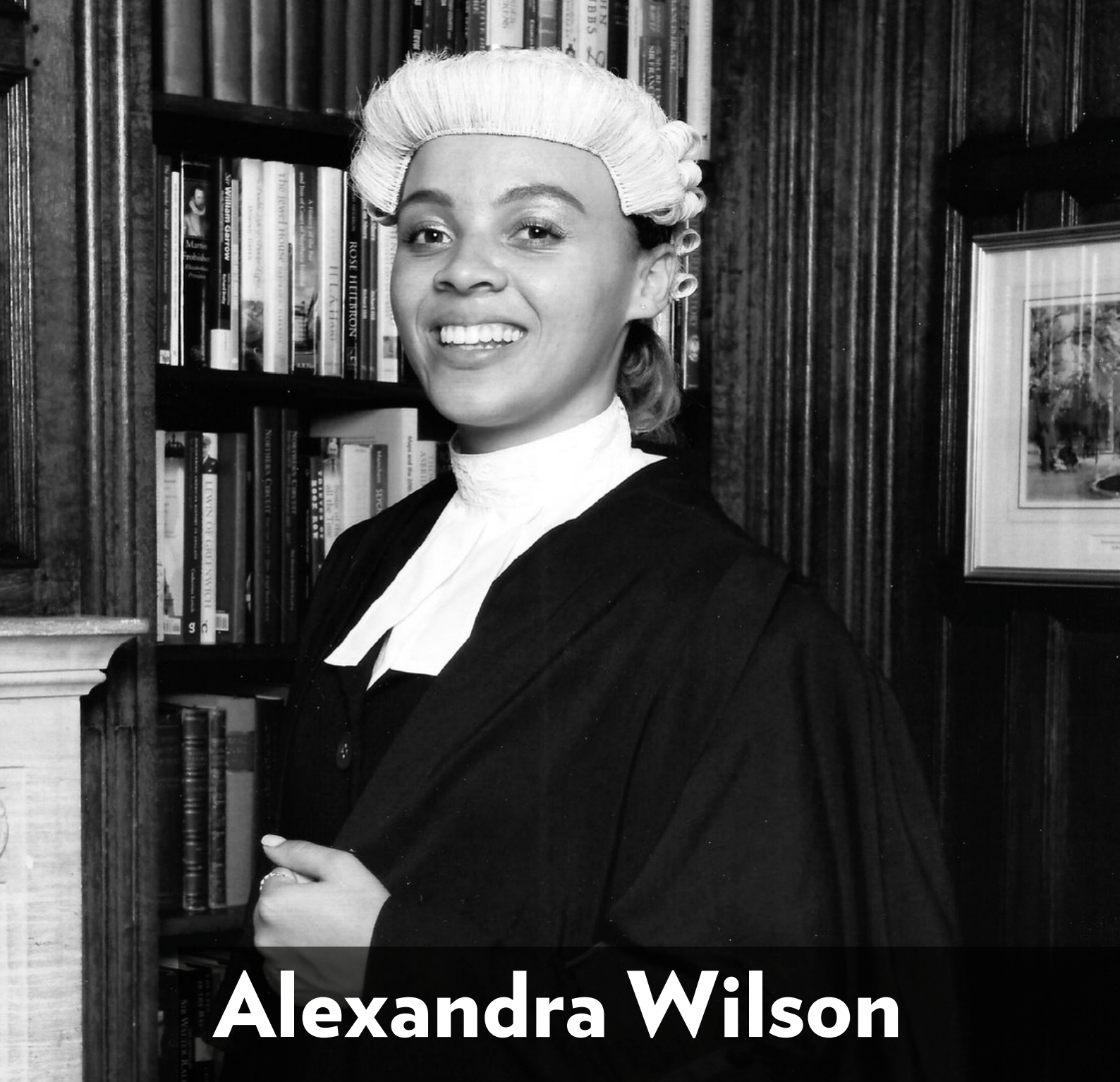
Target Oxbridge Alumni Stories

Since the launch of Target Oxbridge in 2012 we have helped hundreds of students, and have seen a number of them go on to do great things at university and beyond.

We have included some of their stories to round up this impact report.



35 Target Oxbridge students received Oxbridge offers for 2018 entry



Alexandra Wilson

Alexandra Wilson is a Target Oxbridge alumna from east London. She graduated in Philosophy, Politics and Economics from University College, Oxford in 2016. She is now a pupil barrister.

Alexandra attended a mixed comprehensive school for GCSEs and attended a grammar school for sixth form in Essex. “I didn’t think I would be a typical Oxbridge student because of my school,” she says, “I knew my schooling hadn’t been very good and that other students would have had the benefit of excellent schools. I had stood out in school as a ‘boffin’ or ‘nerd’ and I was hopeful that I would fit in more at Oxford, where everyone would be clever.” Her grammar school was less than helpful with her application and refused to offer support with her application or give her a mock interview. “I was personally discouraged from applying [to Oxbridge]”, she says, “and told to apply somewhere ‘more realistic’”.

Despite this obstacle, Alexandra was set on applying after doing her research on the two universities. “I had read lots about Oxbridge and was confident that they were looking for independent thinkers. I found their access work and information in their prospectus really helpful. I also went on the UNIQ summer school and loved it!”

Alexandra was part of the pilot scheme of Target Oxbridge. “I was told about it by the student I had met on an Oxbridge access event. I was looking for support from people who had been to Oxbridge as I didn’t know people who had been.” She is thankful for the help that Target Oxbridge gave that she lacked at her school. “I was so grateful for Naomi helping me with my personal statement and organising for me to have a mock interview,” she says. She was also thankful for the support network it gave her when she started studying at Oxford. “I made good friends through Target Oxbridge.

It was nice to know two people when I went to Oxford and to have those people around when things were difficult.”

Alexandra says any hesitation she had about applying to Oxbridge stemmed from media coverage. “The media would constantly post stories about black students at Oxbridge (and still do), which did worry me at the time. I remember worrying about being the only mixed-race person, despite having been in schools where I was the only mixed-race person. The media frenzy around Oxbridge made it feel like it would be a much bigger deal.”

Alexandra urges future black Oxbridge applicants not to believe the media hype about Oxford or Cambridge. “Things may be difficult, but no more or less difficult than many other elite universities in the UK. Things will only improve if talented black and mixed-race students are willing to apply and do apply to Oxbridge.” She also encourages applicants to be ambitious. “Realise that when people tell you it’s not for ‘people like you’ that’s their problem, not yours. Oxbridge opens so many doors so don’t deselect yourself!”

Since graduating, Alexandra has completed her GDL and BPTC, and is now completing her pupillage. She currently writes a blog entitled “Essex to Oxford”, and her tweet celebrating her call to the Bar went viral with over 8,000 retweets and 72,000 likes.



Michael Harvey

Michael Harvey is a Target Oxbridge alumnus from west London. He is a current third-year Engineering student at Homerton College, Cambridge.

He describes his school's environment as mixed. "There were as many students aspiring for Oxbridge as there were hoping not to be expelled." On average, 2 students out of 200 secured Oxbridge offers per year. However, Michael says that before joining Target Oxbridge, "I didn't know any black people who had attended Oxbridge."

Michael heard about Target Oxbridge through a speaker at school who had been on the programme himself. "I was willing to take any help I could get so I applied straight away. Looking back, I'm not really sure what I was looking for specifically. I just wanted to bridge the gap I knew existed between me and the average Harrow School applicant in terms of interview and entry exam preparation."

His preconceptions of Oxbridge were influenced by his encounters with Harrow School, where his mother worked. "There would be weird rules and traditions", Michael says. "People wouldn't mix with the outside environment [...] I also felt like there would be a gang mentality formed by the privately educated students and they wouldn't mix with the other students..." Although Michael saw himself as academically suited to Cambridge, he didn't see himself as suited to its social scene. "I didn't do black tie formal dinners (or see the point in them), [and] wasn't a big pub crawl fan."

His previous history at schools he had attended also made him and his parents initially wary of Cambridge due to the university's lack of social diversity. "I moved primary school in Year 5 to a school where I was one of two Black students in a year of 90 students and had a horrible time before I was

expelled," Michael says, "I think they feared Cambridge would be a similar experience." However, his family still supported him with his application. Alongside the personal statement and interview preparation, Michael notes, "Target Oxbridge made me feel more comfortable [...] by putting me in a very large group of Black students who were all capable of going to Oxbridge. It was a much better environment than in school where only a handful of us had realistic chances [...]"

Michael enjoyed the Target Oxbridge events because they showed him that he could be himself while also studying at Cambridge. "I remember thinking at the time that the only way I was going to survive at Cambridge was to completely change my character to avoid getting into trouble." However, talking to Zadie Smith, Nira Chamberlain, and students on event panels made him feel more at ease. "[They] gave me the confidence to go to Cambridge without stressing too hard about fitting in."

Michael now volunteers as a mentor to Engineering applicants and he has helped with Target Oxbridge trips to Cambridge. He notes, "Being involved with Target Oxbridge has shown me just how difficult it can be for young black potential applicants. [...] Talking to someone from your background and of a similar age that's been through it and can give advice is about the most useful thing you can offer an applicant."



Fopé Jegede

Fopé Jegede is a Target Oxbridge alumna from north west London. She graduated in English from Homerton College, Cambridge in 2018. She now runs her own creative consultancy.

Fopé attended a secondary school she describes as “multicultural”, with three to five students securing Oxbridge offers per year. “I knew of two black people in my school who had successfully applied to Cambridge,” she recalls.

However, the main barrier for Fopé to applying to Oxbridge was her own misconceptions about the universities. “Oxbridge was never on my radar. I assumed it would be full of snobbery and elitism – with people nothing like me and with nothing in common,” she says, “All of my preconceived notions were informed by hearsay, the odd story in the media, and my own misconceptions. I didn’t see myself as a typical Oxbridge student – not because I thought I couldn’t be one, but more because I didn’t want to be one.”

Fopé found out about Target Oxbridge through a family friend who told her mother. Her family gave her encouragement to apply to Oxford or Cambridge. “Those around me saw it as a great opportunity to continue on the path of academic excellence that I was already pursuing.” Fopé herself also saw Target Oxbridge as “a great opportunity for personal development and a place to stretch me and prepare me academically.”

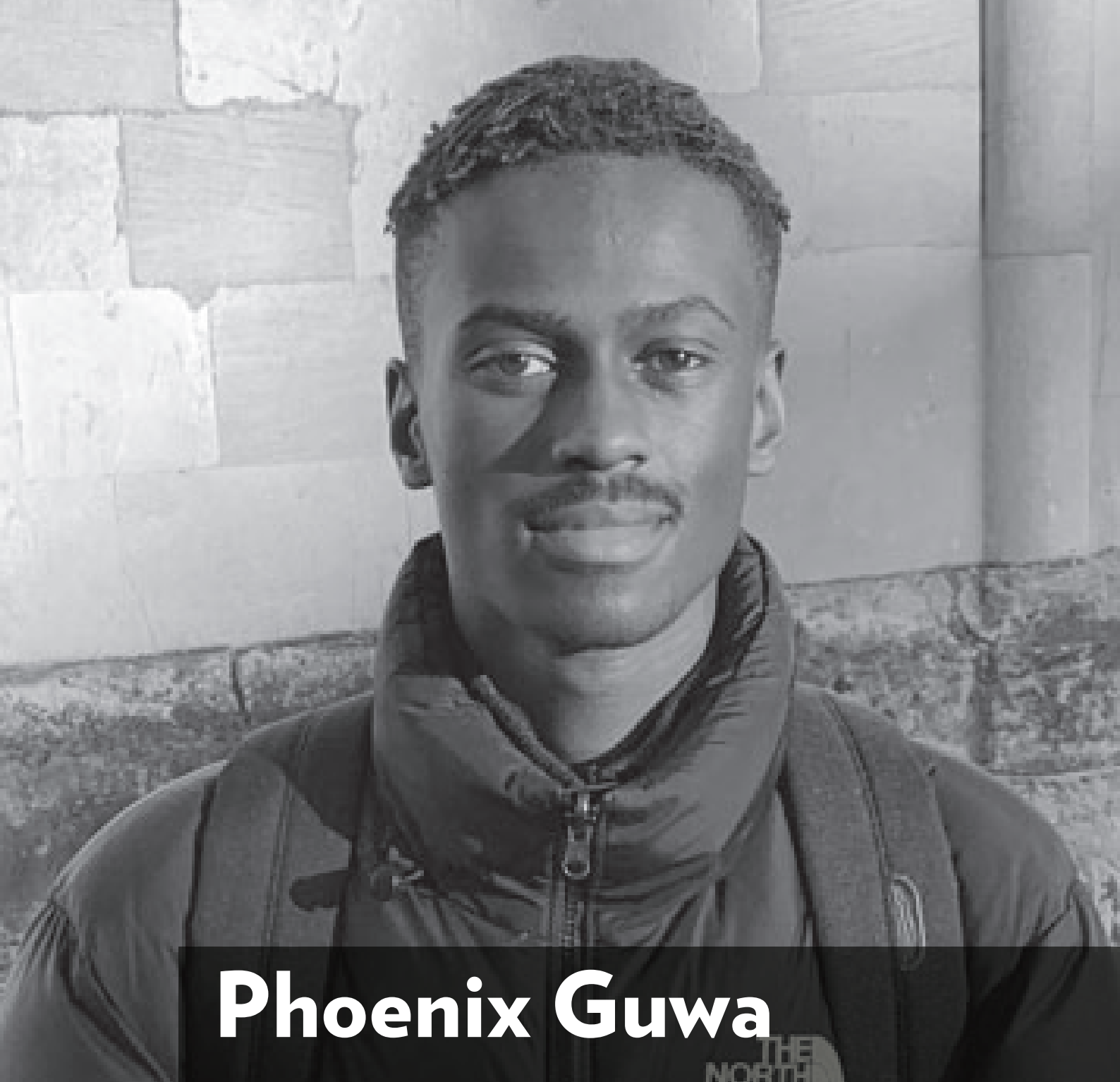
Fopé says that Target Oxbridge helped her resist conforming to those misconceptions during the application process. “I had to overcome the temptation to change or alter my voice beyond recognition in order to fit into what I perceived as a very narrow mould. Target Oxbridge helped me to understand that intellectual curiosity and academic excellence were the only requirements and therefore I was a

worthwhile candidate.” She also describes how the Target Oxbridge visits effectively dispelled the myths about the universities and its students. “I remember one particular moment during an Oxford visit when we had a Q&A session with the ACS (African Caribbean Society). I remember thinking to myself, ‘Wow, they’re normal, they have a sense of humour, they have backgrounds like mine’. Suddenly, it didn’t seem so foreign.”

Fopé credits the help of her Target Oxbridge mentor, André, for preparing her for interview and beyond. “My one-on-one sessions with André developed my ability to be an agile, in-depth thinker as well as the confidence to articulate my thoughts clearly and convincingly. These sessions ended up being very similar to the supervisions I had during my degree at Cambridge and so were excellent preparation.”

Fopé advises Black students applying not to be held back by the fear of being isolated at Oxford or Cambridge. “You will find community once you’re there - there are people from all walks of life. It’s not true that there’s only one way to be an Oxbridge student - you can contribute to redefining what that looks like.”

Fopé has volunteered as a Target Oxbridge mentor, helped on Target Oxbridge trips to Cambridge, and appeared on the Q&A panels for Target Oxbridge events. “Even if I only play the smallest part in their Oxbridge story, I want to continue changing the narrative, so that black students at Oxbridge is no longer novel but is the norm.”



Phoenix Guwa

Phoenix Guwa is a Target Oxbridge alumnus from west London. He is a current Medicine student at Pembroke College, Oxford.

Phoenix attended a school in west London where around eight students per year would secure Oxbridge offers. Phoenix notes, “Most students were encouraged to apply, including me, but I feel like the encouragement was more generic [...] Prior to Target Oxbridge, I didn’t know any Black students who attended Oxbridge.”

Phoenix believed at first that Oxford and Cambridge were out of reach, academically and socially. “It felt a lot like unfamiliar territory, a place exclusively for ‘geniuses’ and the privileged,” he says, “Not only did I not think that I was smart enough but I strongly believed that I would not fit in or find people who were similar to me [...]” This was a view shared by his friends. “That’s why when I voiced my desire to apply [to Oxford] many of them tried to discourage me from doing so.”

Phoenix heard about Target Oxbridge through an email that was forwarded to him from his school. “I was interested in taking part in Target Oxbridge because I thought it would give me insight into not only what life at Oxford is like for a black student but give me an impression of what it takes to make a strong application to University, educating me on the admissions process from admissions exams to interviews. At the time I had never visited a university before so I believed that Target Oxbridge would be the perfect chance to get an idea of what university is like and whether it is even for me in the first place.”

Phoenix credits Target Oxbridge for building his self-confidence. The meetings with Target Oxbridge alumni helped in particular. “Seeing students who were of similar backgrounds, not letting who they were or where they came from

preventing them from achieving their dreams not only inspired me to be a better person but encouraged me to apply to Oxford, a dream which no longer seemed so distant.” He was also impressed by the amount of services on offer. “From residential at both Oxford and Cambridge to admission test, personal statement, interview and even careers help workshops, it really felt like I had hit the jackpot when it came to finding tools that would help me unlock my true potential.”

Phoenix has helped out on the Target Oxbridge Easter residential trip to Oxford. He notes, “Seeing all the prospective applicants was very interesting as I could see my past self in many of the students as they expressed similar concerns to the one’s I had at the time.” He advises future Black applicants to Oxford and Cambridge not to be put off by the statistics. “To get an honest and realistic impression of what Oxbridge is like, get involved in a variety of different access schemes where they can meet students like them and see that there is no real ‘Oxford type’.”



Elizabeth Oladunni

Elizabeth Oladunni is a Target Oxbridge alumna from south east London. She graduated in History & Politics from Pembroke College, Oxford in 2018. She is studying her GDL before starting her training contract at a major commercial law firm.

She sat her GCSEs in a school which was “not an environment where many people went to Oxbridge”. For sixth form, she moved to a school she describes as “high-performing”, where one pupil per year on average managed to secure an Oxbridge offer. However, Elizabeth notes, “There were not any black people I knew who went to Oxbridge from my school.”

Elizabeth found out about Target Oxbridge by researching online about Rare, the company that runs Target Oxbridge. She was excited that there was a programme that could help her through the application process. “I was a bit unsure about what I wanted to study,” she says, “and whether I wanted to study at Oxford or Cambridge [...] I really appreciated the tailored support Target Oxbridge provided.”

Elizabeth didn’t have anyone in her immediate family who was familiar with the application process. “I am of Nigerian heritage, so education is a big priority in my household,” she says. “My family were excited when I told them I was considering Oxbridge, but my immediate family didn’t know much about the application process [...] but they were very encouraging.”

Although Elizabeth was considering applying to Oxbridge, she did have some preconceptions about the two universities. “I had concerns that I wouldn’t quite fit in because I was from south east London: I wasn’t posh, and I had concerns about whether I would be ‘good enough’ for Oxbridge.” Nevertheless, Elizabeth was drawn to the unique teaching experience at Oxford and Cambridge. “I still knew that I wanted to study amongst people I could learn a lot from; the tutorial system also sounded amazing [...]”

Elizabeth cites two specific instances where Target Oxbridge made a difference to her application. The first was convincing her mother that Elizabeth could study History at university. “My mum really wanted me to study Law at university,” she says. However, the event convinced her mother that it would be okay for Elizabeth to study a subject she enjoyed. The second instance was helping Elizabeth pass the History Admissions Test (HAT) for Oxford. After performing poorly in a mock test at school, Elizabeth recalls feeling at ease after speaking to one of the coordinators on the phone. “[He] put me in touch with a recent History graduate who [...] marked my attempts at past questions, also helped me develop my source analysis skills.” Elizabeth states that without the help of Target Oxbridge, “I don’t know whether I would have been able to make it past the hurdle of the HAT!”

Elizabeth now mentors Target Oxbridge candidates who are applying for History, just as she did. She advises black applicants to Oxbridge to be pro-active in seeking support, and to remain curious. “Go to events, talks and lectures about your subject, and keep on learning. It is sometimes the things you learn outside the classroom that have a tremendous impact on your learning.”

Target Oxbridge's Sponsors

University Sponsors

University of Cambridge

The University of Cambridge is one of the world's leading universities.

Rare has been working in collaboration with the university on Target Oxbridge since 2017.

The University of Cambridge has financially contributed to increase the number of places on the Target Oxbridge programme to 160 in 2018 and 2019. The university will also be providing a three day residential for up to 80 students as part of the programme, followed by a second visit in the summer. In addition, the university will offer support throughout the Target Oxbridge Summer Development Programme.

Target Oxbridge plays a key role in the University's Widening Participation strategy. Please visit www.undergraduate.study.cam.ac.uk to learn more about the admissions process and our programme of events and projects for prospective applicants.



University of Oxford

The University of Oxford is one of the leading universities in the world.

Rare has been working in collaboration with the university on Target Oxbridge since 2016.

The University of Oxford has financially contributed to the increase of the number of places on the Target Oxbridge programme to 160 in 2018 and 2019. The university will also be providing a three day residential for up to 80 students as part of the programme, followed by a second visit in the summer. In addition, the university will offer support throughout the Target Oxbridge Summer Development Programme.

Target Oxbridge plays a key role within the University's Widening Access and Participation delivery for undergraduate admissions. Please visit www.ox.ac.uk/admissions/undergraduate to learn more about the Oxford undergraduate admissions process, student life at Oxford and admissions events.



Corporate Sponsors

Latham & Watkins

Latham & Watkins became the founding sponsor of Target Oxbridge in 2016, offering insight day and work experience opportunities to a number of Target Oxbridge students. It also hosts a series of Target Oxbridge events, including Summer Development Programme seminars and classes.

Latham & Watkins is a leading international law firm with offices in the world's major financial, business and regulatory centres and internationally recognised practices across a wide spectrum of transactional, litigation, corporate and regulatory areas. Many of the firm's practice groups are award-winning industry leaders, as are many of the firm's partners.

Please visit www.lw.com/londongraduates for application deadlines and eligibility requirements, as well as for further information regarding other recruitment opportunities and events.

**LATHAM &
WATKINS** LLP

Clifford Chance

Clifford Chance became a sponsor of Target Oxbridge in 2018. It will host a series of Target Oxbridge events, including Summer Development Programme seminars and classes, and the programme's launch event and summer conference.

Clifford Chance takes an integrated, full service approach which spans continents, cultures and time zones, jurisdictions, practice areas and industry sectors.

Its 'one firm' approach and partnership ethos have allowed Clifford Chance to provide commercially focused legal advice of the highest quality that consistently exceeds clients' expectations.

As a non-franchise law firm with an impressive breadth and depth of expertise across Europe, Asia, the Americas and the Middle East, Clifford Chance recruits only the best people at all levels of the business and places huge importance on teamwork. Clifford Chance expects its people to be flexible and creative and to have the desire and drive to embrace new experiences and challenges.

[More information on Clifford Chance](#)

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**C L I F F O R D
C H A N C E**

Linklaters

Linklaters became a new sponsor of Rare Target Oxbridge in 2018 and will host a series of Target Oxbridge events, including Summer Development Programme seminars and classes.

At Linklaters we're proud of our 178 year history, a leading global law firm with a reputation for consistent excellence. Our people go further to support our clients, with market-leading legal insight and innovation. And we go further for each other, too. We're people you want to work with, generous with our time and ready to help. So no matter what the future holds, with us you'll be one step ahead.

We develop exceptional talent as they work on high profile projects on a global scale. We welcome diversity and individuality. Along with highly competitive rewards, we'll provide the very best training and the flexibility you need to steer your own career.

To find out more about Linklaters, visit: careers.linklaters.com/en/early-careers.

Linklaters

J.P. Morgan

J.P. Morgan became a new sponsor of Rare Target Oxbridge in 2018 and will host a series of Target Oxbridge events, including Summer Development Programme seminars and classes, and the Revision and Reunion event.

At J.P. Morgan, we are committed to helping businesses, markets and communities grow and develop in more than 100 countries. Working with us means you'll learn from our team of experts in a supportive and collaborative environment and gain the skills to make a direct contribution to a firm with a legacy lasting over 200 years.

We want to see your creativity, communications skills and drive. While your academic achievements are important, we're also looking for your individuality and passion as demonstrated by extra curricular activities. We want to help you fulfil your potential as you build your career here.

To find out more about how you can join us, visit jpmorgan.com/careers

Facebook: [jpmorganchasecareers](https://www.facebook.com/jpmorganchasecareers)

Instagram: [jpmorgan](https://www.instagram.com/jpmorgan)

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