

Tips for Pupillage Applications 2020

CATEGORY	What are we looking for?	Weighting
Intellectual ability	Academic Record; Employment Record & Achievements; Evidence of ability to deal with complex information; Prizes/Awards	Double
Good Judgment, Ethical Conduct, Character	Evidence of good judgment; Positions of responsibility; No ethical issues apparent.	Single
Ability to Work and deal with others	Evidence of working well with others; Evidence of dealing fairly with others; Evidence of empathy.	Single
Drive and Determination	Mini-pupillages; legal work experience/employment; Evidence of care taken in application; difficulties overcome; hard work.	Single
Commitment to the Bar/3PB	Mooting; Debating/Public speaking; other advocacy; reasons for coming to the Bar; reasons for joining Chambers; Care taken in Application	Single
ETHICS	Ethics are not marked independently but if an application form shows unethical behaviour it will not be marked and may be reported.	

GENERAL POINTS		
Presentation of application form: spelling, grammar etc.	All Categories	If the application form is poorly presented it will not succeed. Proof-read, proof-read, proof-read.
Persuasiveness and good use of language.	All Categories	Treat your application form as written submissions. Make it count. We cannot read between the lines and we do not have time to work out what you mean. Demonstrate why we should interview you.
Read the question!	All Categories	Be careful to answer the question we have actually asked, not the one you wish we had asked.

Section in App Form	Quality related to	Additional Information
NB: Every section may be considered for each quality. For example, a lack of judgment in the "Work Experience" section will be reflected in the assessment of your judgment.		
EDUCATION		
School	<i>Not taken into account</i>	
GCSE/O Level/A Level/Baccalaureate	<i>Not taken into account</i>	
University attended	<i>Not taken into account</i>	
Grade of Degree	Intellectual Ability	Other intellectual/academic achievements are taken into account and can increase weighting.
CPE/GDL/BPTC Provider	<i>Not taken into account</i>	
CPE/GDL Grades	Intellectual Ability	
BPTC Grade	Intellectual Ability	
Masters/PhD	Intellectual Ability	"Add-on" LLMs from BPTC providers carry little weight.
Other qualifications (e.g, Mediation Training)	Drive Commitment	Non-academic or non-examined/assessed courses.
WORK and WORK EXPERIENCE		
Mini-Pupillages/Unpaid legal work experience	Drive Commitment	Some experience is essential, although we do not give extra marks for lots of minis and a long list is neither persuasive nor helpful. Try to be succinct. It is preferable that you do not identify the names of barristers you have done minis with. Tell us what you learned.
Paid Work in Chambers/Solicitors Paid Work in other Legal Employment	Intellectual Ability (if appropriate) Drive Commitment Ability to work with others.	Tell us as succinctly as possible what you do/did, what you have learned and how you can learn more.
Non-legal Employment	Intellectual Ability (if appropriate) Drive Ability to work with others	Try to relate this to the qualities needed for a barrister. A job in a bar gives people skills, grape picking shows persistence, teaching sailing shows patience and ability to impart information. Mature Students should set out intellectual or work-related achievements.

SKILLS ETC		
Mooting/debating/public speaking/lecturing	Commitment Drive	Some form of Public Speaking experience is essential. Mooting is good, but giving motivational talks, debating or other public speaking counts as well.
Languages	Intellectual Ability Ability to work with others	Not essential, but adds value and shows flexibility.
Inn of Court	<i>Not taken into account</i>	
Positions of Responsibility	Drive Commitment Good Judgment Ability to work with others/Character	Position of responsibility can include being captain of a sports team, helping out with camps for children, doing a responsible job.
Volunteering etc	Ability to work with others/ Character Drive Commitment	Shows flexibility and commitment. We are aware that some people are not able to give large amounts of unpaid time to volunteering but we do look for something.
Prizes and Awards	Intellectual Ability Commitment	Things that add value to your application. Your 3 rd year swimming certificate does not.
Interests and Recreational activities	Drive Commitment Ability to work with others Character	Very lightly weighted. We understand that sometimes other commitments curtail outside interests. Be careful in this, and everything else, not to make wild claims!
REFERENCES/REFEREES	<i>Not taken into account at this stage</i>	
EXTENUATING CIRCUMSTANCES	In the appropriate section to which the circumstances relate.	These are things which happen outside your control and which directly affect an essential part of your application. Usually, but not always, a major life event such as serious illness or accident. Day to day slings and arrows do not count! Reasonable adjustments requests can be included her.

ANSWERING OUR QUESTIONS		
Why do you think you will be a good barrister?	Good judgment Character Drive & Commitment Ability to get on with others	Give specific reasons, characteristics, examples. We want to know what you think makes a good barrister and why you think you satisfy it.
Why do you want to join our Chambers?	Good Judgment Commitment	We need to know what you think we can give you; what you can give us; and why you want to be in our Chambers.
Please choose one judgment from the last twelve months in any area in which you are interested and explain why it is important.	Drive Commitment Good Judgment Intellectual	This tests your ability to analyse. Judgment is shown by the choice of case, and quality of analysis.
Tell us about a mistake you have made. How did you rectify it and what did you learn?	Good Judgment Character (Ability to get on with others)	We want to hear about a mistake which you made. Why it was a mistake. What you did to correct it and what you learned. Don't humblebrag. Don't use it to make excuses.
Describe an obstacle that you have had to overcome and how you dealt with it.	Good Judgment Character Drive Commitment	An obstacle can be any difficulty you have faced and overcome in your life. Choose carefully.
Tell us about a time you had difficulties with another person or group of people. What steps did you personally take to resolve the difficulties?	Good Judgment Ability to get on with others	This should be your difficulty with another person or people . You should show empathy and problem-solving qualities and demonstrate a resolution.
What advocacy experience do you have? Please describe one occasion on which you believe your advocacy made a difference.	Good Judgment Commitment Character Ability to get on with others Drive and Determination	Advocacy does not mean just mooting or debating. It can cover public speaking of all sorts, volunteering in court, helping someone at school, motivational talks. Anything where you are trying to persuade people.
OTHER IMPORTANT FACTORS		
Presentation of application form: spelling, grammar etc.	Drive Commitment Judgment	If the application form is very poorly presented it will not succeed. Proof-read, proof-read, proff-read. We do notice.

<p>Persuasiveness</p>	<p>Drive Commitment</p>	<p>Your application form is effectively written submissions. Make it count. We cannot read between the lines and we do not have time to work out what you mean. Tell us why we should interview you.</p>
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