

## Appendix A.1

### Criteria applied for 'Sifting' of applications

The following criteria will be used to assess the application form overall from each applicant

Criteria	Score
<p><b>Reason/Motivation for applying to Bank House MAX 5 POINTS</b></p> <p>Points for this section may be drawn from this specific question, but also by looking at the candidate's work experience, as well as the question about their ambitions etc for the future</p> <p>Excellent candidates will fully show the following</p> <ul style="list-style-type: none"> <li>- A commitment to the geographical areas that Chambers services, predominantly South Yorkshire, but also East Midlands</li> <li>- A commitment to the areas of Law which Chambers covers (Crime, Family, Civil should be weighted equally given a desire to grow the Family and Civil teams)</li> <li>- An understanding that junior tenants will be expected to cover all of those areas</li> <li>- Has an example of working with us (including by mini-pupillage, the 93% club, Mock trial competition, as part of their employment)</li> <li>- Has properly researched Chambers (for example reference to Legal 500, pupillage structure/policy etc)</li> </ul> <p>Good candidates will demonstrate most of the factors above, or may demonstrate all of them, but only partially, or without specific examples to support them</p> <p>Competent candidates will demonstrate some of the factors listed above</p> <p>0 points to be awarded in the event the question is not answered, or the answer is totally generic or includes things which are plainly wrong</p>	
<p><b>Ambition/career goals – MAX 5 points</b></p> <p>Excellent candidates will fully show the following, with reference to specific examples of their previous experiences (although these examples need not be from the "legal" field)</p> <ul style="list-style-type: none"> <li>- An understanding of the structure of the Bar, including the interplay between solicitors and barristers</li> <li>- An understanding of what being a barrister entails, including hard work and flexibility</li> <li>- Awareness of the organisations supporting the administration of justice</li> <li>- Ability and willingness to work hard to achieve goals</li> </ul> <p>Good candidates will demonstrate most of the factors above, or may demonstrate all of them, but without specific examples to support them</p> <p>Competent candidates will demonstrate some of the factors listed above and will lack concrete examples</p> <p>0 points to be awarded in the event the question is not answered, or it contains significant errors</p>	
<p><b>Law related experience – MAX 4 points</b></p> <p>It may include mini-pupillages, marshalling, mooting, FRU, CAB and can include a role completed as part of the Bar course</p> <p>Please note that not all candidates will have had the opportunities to complete multiple mini-pupillages due to their backgrounds (EG: not everyone can afford</p>	

<p>to take multiple weeks off work/caring responsibilities to complete mini-pupillages). Emphasis should therefore be placed on <u>quality</u> rather than <u>quantity</u>.</p> <p>Excellent candidates will fully show the following, with specific examples</p> <ul style="list-style-type: none"> <li>- Exposure to the Bar, in particular Crime, Family and Common Law</li> <li>- Some oral advocacy experience</li> <li>- Taking value from experiences: able to say specifically what they learned from them which will assist them moving forward</li> </ul> <p>Good candidates will demonstrate most of the factors above, or may demonstrate all of them, but only partially</p> <p>Competent candidates will demonstrate some of the factors listed above</p> <p>0 points to be awarded in the event the question is not answered</p>	
<p><b>Other life skills and experience – MAX 8 points</b></p> <p>Assessors are asked to look at all sections of the form to assess whether the core standards and competencies described in the professional statement are met. Examples given need not be from “legal experience” and assessors should be careful to assess the individual skills.</p> <p>Excellent candidates will fully show the following, with reference to specific examples</p> <ul style="list-style-type: none"> <li>- Effective analytical and evaluative skills</li> <li>- Good Research skills</li> <li>- Being active in pursuit of equality and diversity</li> <li>- Self-motivated/independent</li> <li>- Team working</li> <li>- Organisational and management skills</li> <li>- Good time keeping</li> <li>- Have an awareness of the wide range of organisations supporting the administration of Justice.</li> </ul> <p>Good candidates will demonstrate most of the factors above, or may demonstrate all of them, but only partially</p> <p>Competent candidates will demonstrate some of the factors listed above</p> <p>0 points to be awarded in the event the question is not answered</p>	
<p><b>Integrity – MAX 5 points</b></p> <p>Excellent candidates will fully show the following, with reference to a specific example (although this need not be from the “legal” field)</p> <ul style="list-style-type: none"> <li>- An ability to recognise when they have got something wrong</li> <li>- An ability to reflect and grow</li> <li>- A willingness to rectify mistakes</li> <li>- An ethical approach to problem solving</li> </ul> <p>Good candidates will demonstrate most of the factors above, or may demonstrate all of them, but only partially</p> <p>Competent candidates will demonstrate some of the factors listed above</p> <p>0 points to be awarded in the event the question is not answered</p>	
<p><b>Written communication &amp; Presentation of the application form – MAX 3 points</b></p> <p>Excellent candidates will fully show the following, with reference to a specific example</p> <ul style="list-style-type: none"> <li>- Persuasive</li> <li>- Variation of vocabulary</li> <li>- Concise</li> <li>- Understands and answers questions well</li> <li>- No errors of punctuation of grammar</li> <li>- Keeps to the word count</li> </ul>	

<ul style="list-style-type: none"> <li>- Good structure</li> <li>- Good command of the English Language</li> </ul> <p>Good candidates will demonstrate most of the factors above, or may demonstrate all of them, but only partially</p> <p>Competent candidates will demonstrate some of the factors listed above</p> <p>0 points to be awarded in the event the question is not answered</p>	
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### **Interview**

- Advocacy Assessment – 10 marks Maximum

#### Panel assessment

- Four questions to be set by the Pupillage Officer, and agreed with the panel members – all questions relate to the basic competencies in the - 5 marks Maximum per question

Total for all four questions 20 marks

Overall Assessment out of a Total of 30 marks.