



Pupillage Scholarships: Reference policy

The Gray's Inn Scholarships Committee is committed to a scholarships programme which adheres to principles of fairness, reliability, validity, objectivity and transparency.

This guidance is intended to provide candidates and referees with information about requesting and submitting a reference in support of a scholarship application.

All candidates and referees should read this information thoroughly, before requesting and submitting a reference, respectively.

Overview

Pupillage Scholarship candidates are required to provide two types of supporting reference

1. Chambers
2. Academic or professional

Candidates are responsible for ensuring that a referee is aware of the relevant assessment criteria and has submitted a reference before the deadline.

Candidates who do not receive two eligible supporting references will be disqualified.

Chambers reference

Eligibility

Referees must meet the following conditions

- be a practising member or member of staff at the chambers or organisation where the candidate is commencing pupillage
- have an awareness of the type of work the candidate will undertake during pupillage
- not have a close family or personal relationship with the candidate

All references must be submitted through our online application portal.

A reference that does not meet these conditions will not be considered.

Suitability

This reference is used for administrative purposes only. A Chambers referee is asked to confirm the pupillage and the areas of law in which the candidate will work. They are not asked to comment on a candidate's performance and/or potential in relation to the assessment criteria.

Academic or professional reference

Eligibility

Referees must meet the following conditions

- have known the candidate for at least six months before the relevant reference deadline
- have known the candidate in an academic or professional capacity
- not have a close family or personal relationship with the candidate

All references must be submitted through our online application portal.

A reference that does not meet these conditions will not be considered.

Suitability

Referees should ideally be a professional person or person of standing in a community.

A referee should be able to provide evidence of a candidate's performance and/or potential in relation to at least one of the assessment criteria

Academic ability

Demonstrates the strong academic foundation necessary to succeed as a barrister.

Advocacy

Can develop well structured, succinct, grammatically correct, and persuasively written argument. As an oral advocate, can communicate clearly, concisely and persuasively.

Working with others

Possesses the self-awareness and client care to excel as a Junior Tenant.

Problem solving

Possesses the professional judgement and problem-solving ability to excel as a Junior Tenant.

Motivation to succeed

Demonstrates a clear motivation and determination to succeed in their career.

More detailed information about our assessment criteria [can be found on our website.](#)