



**GRAY'S
INN**

Pupillage Scholarships: Guide to application assessment, selection for interview and scoring

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

This guidance is intended to provide Pupillage Scholarship candidates with a detailed understanding of the awarding process.

There are two scholarships available to support Members undertaking pupillage

- Senior Scholarships
- Ann Goddard Scholarships

We strongly recommend all candidates read this guidance thoroughly and refer to it during each stage of the application process.

We also recommend that candidates familiarise themselves with techniques to respond to competency-based questioning, such as the [STAR method](#).

Senior Scholarships

To be awarded a Senior Scholarship, a candidate must pass two assessments.

The Scholarships Committee convene separate panels to undertake these assessments. Each panel consists exclusively of Members of the Inn.

For each assessment, evidence is considered against the published assessment criteria. A score between 1 and 6 is given in each criterion.

| Score | Description |
|--------------|------------------------------|
| 1 | Not met standard |
| 2 | Partially meets standard |
| 3 | Meets standard (competent) |
| 4 | Above standard |
| 5 | Substantially above standard |
| 6 | Outstanding |

There is scope within each criterion to adjust the score based on relevant evidence of mitigating circumstances.

Written Assessment

Candidates are required to submit an application form. This form contains a number of competency questions, including a choice of written advocacy question, related to the assessment criteria.

The minimum score required to pass this assessment will vary each round, according to the volume and quality of applications.

Oral Assessment

Candidates who pass the written assessment will be invited to an interview.

Each interview will be a maximum of 25 minutes, during which the panel will ask at least one question relating to each of the assessment criteria. As part of this assessment, each candidate will be required to present and expand on their answer to the written advocacy question.

The interview panel are provided with each candidate's application form; however, the panel are not made aware of the scores for the written assessment.

The panel may consider written evidence in this assessment, but it is the expectation that candidates have demonstrated they are competent based on their interview performance alone.

The four highest performing candidates in this assessment will receive a Senior Scholarship.

Ann Goddard Scholarships

To be awarded an Ann Goddard Scholarship, a candidate must pass two assessments.

The Scholarships Committee convene a single panel to undertake these assessments. This panel consists exclusively of Members of the Inn.

For each assessment, the panel must be satisfied that a candidate meets two conditions

- has demonstrated strong commitment to building a practice at the publicly funded Bar
- is competent in all published assessment criteria

The extent to which a candidate will be required to demonstrate their commitment to practising at the publicly funded Bar to pass each assessment will vary each round, according to the volume and quality of applications.

Written Assessment

Candidates are required to submit an application form. This form contains a number of competency questions related to the assessment criteria.

Candidates are also required to submit an accompanying financial form.

Oral Assessment

Candidates who pass the written assessment will be invited to an interview.

Each interview will be a maximum of 15 minutes, during which the panel will ask questions relating to the two conditions.

The panel will consider both written and oral evidence in this assessment.

A candidate who has passed this assessment will receive an Ann Goddard Scholarship. The value of a scholarship will then be determined, with consideration given to evidence in each scholar's financial form.

Assessment Criteria (Written)

| Criteria | Academic ability | Advocacy | Working with others | Problem solving | Motivation to succeed |
|--------------------|---|---|---|---|---|
| Summary | <i>Demonstrates the strong academic foundation necessary to succeed as a barrister.</i> | <i>Can develop well structured, succinct, grammatically correct, and persuasively written argument.</i> | <i>Possesses the communication skills, self-awareness and client care to excel as a Junior Tenant.</i> | <i>Possesses the professional judgement and problem-solving ability to excel as a Junior Tenant.</i> | <i>Demonstrates a clear motivation and determination to succeed in their career.</i> |
| Weighting | 20% | 20% | 20% | 20% | 20% |
| Descriptors | <ul style="list-style-type: none"> • Has achieved exceptional examination results. • Has excelled in rigorous academic settings, as benchmarked against their peers. • Has achieved recognition for academic excellence, as demonstrated by the award of scholarships, prizes and other recognition. • Demonstrates a strong desire for continued learning. | <ul style="list-style-type: none"> • Answers the question. • Structure is clear, logical and succinct. • Persuasive in content and style. • Creativity and originality of ideas and content. • Effective use of other sources of information. • Answers enable the reader to quickly grasp concepts and opinions. • Considers both arguments and counter arguments in Written Advocacy answer (Senior only). | <ul style="list-style-type: none"> • Adapts communication style to suit the audience. • Demonstrates self-awareness of key elements for working as part of a team. • Understands and exercises duties in the best interest of clients. • Treats all people with respect and courtesy. | <ul style="list-style-type: none"> • Demonstrates lateral and original thinking in the solving of problems. • Is able to unpick complex arguments or information. • Demonstrates good judgement. • Demonstrates a calmness under pressure. • Demonstrates a reflective approach to work. • Demonstrates a willingness to learn from mistakes. | <ul style="list-style-type: none"> • Career choice is considered and well thought through. • Has taken steps to gain an understanding of the profession and how to succeed in the profession. • Has set realistic goals. • Has the drive and determination to achieve stated goals. • Demonstrates that they have sought guidance, advice and mentorship. • Willingly takes on additional responsibilities in chambers or other organisations to promote the rule of law, or equality, diversity and inclusion. |

Assessment Criteria (Oral)

| Criteria | Advocacy | Working with others | Problem solving | Motivation to succeed |
|--------------------|--|---|---|---|
| Summary | <i>As an oral advocate, can communicate clearly, concisely and persuasively.</i> | <i>Possesses the communication skills, self-awareness and client care to excel as a Junior Tenant.</i> | <i>Possesses the professional judgement and problem-solving ability to excel as a Junior Tenant.</i> | <i>Demonstrates a clear motivation and determination to succeed in their career.</i> |
| Weighting | 40% | 20% | 20% | 20% |
| Descriptors | <ul style="list-style-type: none"> • Logical, well-structured and succinct answer and application, underpinned by a strong understanding of legal principles. • Key points of an argument are cogent and coherent. • Persuasive in content and style. • Answers enable the interviewer to quickly grasp concepts and opinions. • Deals well with oral questions and interventions. • Demonstrates deep thinking and agility of thought when challenged on Written Advocacy answer (Senior only). | <ul style="list-style-type: none"> • Adapts communication style to suit the audience. • Demonstrates self-awareness of key elements for working as part of a team. • Understands and exercises duties in the best interest of clients. • Treats all people with respect and courtesy. | <ul style="list-style-type: none"> • Demonstrates lateral and original thinking in the solving of problems. • Is able to unpick complex arguments or information. • Demonstrates good judgement. • Demonstrates a calmness under pressure. • Demonstrates a reflective approach to work. • Demonstrates a willingness to learn from mistakes. | <ul style="list-style-type: none"> • Career choice is considered and well thought through. • Has taken steps to gain an understanding of the profession and how to succeed in the profession. • Has set realistic goals. • Has the drive and determination to achieve stated goals. • Demonstrates that they have sought guidance, advice and mentorship. • Willingly takes on additional responsibilities in chambers or other organisations to promote the rule of law, or equality, diversity and inclusion. |