



**GRAY'S
INN**

GDL & Bar Course 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 GDL & Bar Course Scholarship candidates with a detailed understanding of the awarding process.

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](#).

How we assess candidates

To be awarded a GDL or Bar Course 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.

The minimum score required 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.

Oral Assessment

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

Each interview will be a maximum of 15 minutes.

15 minutes before the interview, candidates will be provided with the option of at least two topical questions. This is the advocacy exercise. Candidates will be given the following instructions

- prepare a 3-minute oral answer to either question
- be prepared to answer up to 2 minutes of questions at the end of your answer, from the panel

In addition, the panel will ask at least one question relating to each of the remaining assessment criteria.

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.

Academic ability

Academic ability is scored separately by the Scholarships Committee.

For this criterion, performance in school and undergraduate examinations is the principal consideration. Other experiences in an academic setting, including additional qualifications, academic achievements and references are also considered.

Panels conducting the written and oral assessments are not provided with evidence of academic ability contained within an application form and are not made aware of academic ability scores until an assessment has been completed.

Contextual recruitment

In line with the principles set out in the Inn's Equality, Diversity and Inclusion statement, candidates are invited to answer several contextual information questions. This information may be used in the following circumstances

- to contextualise academic performance
- to invite additional candidates to interview
- to assist with the awarding of certain named scholarships

Candidates will not be disadvantaged in any assessment if they do not provide this optional information.

Named scholarships

Scholarships are named after prominent Members of the Inn or benefactors and are subject to a guaranteed minimum financial award.

Scholarships are only awarded to candidates who pass both written and oral assessments. The following named scholarships have additional requirements

Baroness Hale of Richmond Scholarships are awarded to the four Bar Course Scholarship candidates with the highest scores in the oral assessment who meet at least one social mobility indicator.

The Keating Chambers Scholarship is awarded to the Bar Course Scholarship candidate with the highest score in the oral assessment who expresses an interest in practice areas compatible with the work of Keating Chambers and meets at least one social mobility indicator.

The William Charnley Scholarship is awarded to the GDL Scholarship candidate with the highest score in the oral assessment who meets at least one social mobility indicator.

Assessment Criteria (Written)

Criteria	Academic ability	Advocacy	Drive & determination	Problem solving	Motivation to succeed
Summary	Demonstrates the strong academic foundation necessary to succeed as a barrister.	Can develop a well-structured, succinct, grammatically correct, and persuasively written argument.	Possesses drive, determination and a strong work ethic to overcome adversity or achieve goals, whilst remaining calm when under pressure.	The ability to apply lateral and original thinking to solve problems and work with complex information to extract key information and facts to develop an argument.	Demonstrates a clear interest in the Bar and has got the conviction and ambition to become a barrister. Has taken well considered steps to gain an understanding of the profession.
Weighting	20%	20%	20%	20%	20%
Descriptors	<ul style="list-style-type: none"> The ability to succeed as a barrister as demonstrated by performance in school and university examinations and other experiences in an academic setting. 	<ul style="list-style-type: none"> Logical, well structured, succinct, grammatically correct answer. Persuasively written application. Example given shows how logical, well-structured argument was designed and used to persuade the intended audience. 	<ul style="list-style-type: none"> Demonstrates drive and determination in the face of adversity and/or challenge to achieve goals. Remains calm and control when under pressure. Ensures that outcomes are achieved, timelines met and promises kept. 	<ul style="list-style-type: none"> Breaks problem down into logical, manageable parts. Demonstrates lateral and original thinking. Relates key facts and key pieces of information to the task. Able to unpick complex arguments or information. Demonstrates good judgment, evidenced by logical evidence-based decisions. Does not make unwarranted assumptions. 	<ul style="list-style-type: none"> Clear as to what excited their interest in the Bar. Clearly motivated to become a barrister. Career choice is considered and well thought through. Has a good understanding of both positive and negative realities of life at the Bar. Has taken well considered steps to gain an understanding of the profession.

Assessment Criteria (Oral)

Criteria	Academic ability	Advocacy	Drive & determination	Problem solving	Motivation to succeed
Summary	Demonstrates the strong academic foundation necessary to succeed as a barrister.	Can develop a well-structured, succinct, grammatically correct, and persuasive argument. As a public speaker can communicate clearly, concisely, convincingly and persuasively.	Possesses drive, determination and a strong work ethic to overcome adversity or achieve goals, whilst remaining calm when under pressure.	The ability to apply lateral and original thinking to solve problems and work with complex information to extract key information and facts to develop an argument.	Demonstrates a clear interest in the Bar and has got the conviction and ambition to become a barrister. Has taken well considered steps to gain an understanding of the profession.
Weighting	20%	20%	20%	20%	20%
Descriptors	<ul style="list-style-type: none"> The ability to succeed as a barrister as demonstrated by performance in school and university examinations and other experiences in an academic setting. 	<ul style="list-style-type: none"> Evidence to demonstrate experience of public speaking, in any setting. Communicates clearly and concisely without deviation from the point. Adapts style and language to meet needs of audience. Speech follows a clear and logical structure. Persuasive and convincing. 	<ul style="list-style-type: none"> Demonstrates drive and determination in the face of adversity and/or challenge to achieve goals. Remains calm and control when under pressure. Ensures that outcomes are achieved, timelines met and promises kept. 	<ul style="list-style-type: none"> Breaks problem down into logical, manageable parts. Demonstrates lateral and original thinking. Relates key facts and key pieces of information to the task. Able to unpick complex arguments or information. Demonstrates good judgment, evidenced by logical evidence-based decisions. Does not make unwarranted assumptions. 	<ul style="list-style-type: none"> Clear as to what excited their interest in the Bar. Clearly motivated to become a barrister. Career choice is considered and well thought through. Has a good understanding of both positive and negative realities of life at the Bar. Has taken well considered steps to gain an understanding of the profession.