



**GRAY'S  
INN**

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## **Internship & Michael Mustill 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 Internship & Michael Mustill 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](#).

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### **How we assess candidates**

To be awarded an Internship & Michael Mustill Scholarship, a candidate must pass an oral assessment.

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

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

<b>Score</b>	<b>Description</b>
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 the assessment will vary each round, according to the volume and quality of applications.

### Oral Assessment

Candidates are required to submit an application form and a CV. The application form requires candidates to provide information about the opportunity they are seeking funding for, as well as a number of competency questions related to the assessment criteria.

All candidates with an eligible opportunity 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 assessment criteria.

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

A candidate who passes the assessment will receive a scholarship. The value of a scholarship will then be determined, with consideration given to the financial evidence in each scholar's application form.

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### Assessment Criteria

Criteria	Opportunity	Advocacy	Motivation to succeed
<b>Summary</b>	Has identified a relevant opportunity that will clearly benefit future pupillage applications.	Can develop a well-structured, succinct, grammatically correct, and persuasive argument. As a public speaker can communicate clearly, concisely, convincingly and persuasively.	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.
<b>Weighting</b>	33%	33%	33%
<b>Descriptors</b>	<ul style="list-style-type: none"> <li>• Opportunity is well researched and clearly linked to practice intentions.</li> <li>• Can demonstrate how the opportunity will develop relevant knowledge and/or skills.</li> <li>• Has previously taken appropriate steps to gain relevant experience.</li> <li>• Can justify timing of opportunity as a logical next step to obtaining pupillage.</li> <li>• Financial request is realistic and proportionate, and alternative funding options have been considered.</li> </ul>	<ul style="list-style-type: none"> <li>• Logical, well structured, succinct, grammatically correct application.</li> <li>• Communicates clearly and concisely without deviation from the point.</li> <li>• Adapts style and language to meet needs of audience.</li> <li>• Speech follows a clear and logical structure.</li> <li>• Persuasive written and oral advocacy.</li> </ul>	<ul style="list-style-type: none"> <li>• Clear as to what excited their interest in the Bar.</li> <li>• Clearly motivated to become a barrister.</li> <li>• Career choice is considered and well thought through.</li> <li>• Has a good understanding of both positive and negative realities of life at the Bar.</li> <li>• Has taken well considered steps to gain an understanding of the profession.</li> </ul>