

Criteria for pupillage selection round 2021-2022

The following criteria are applicable to each pupillage offered through the Gateway for the 2021-2022 pupillage round. Each Practice Group has its own mark scheme reflecting the different emphasis placed on each of the criteria in the work of the respective Practice Groups. The mark schemes for each Practice Group will be published separately.

Some of the criteria will be assessed by questions raised on the application form, others will be assessed during interview. Some of the criteria may be assessed both during the marking of the application form and during the interview.

Additional questions raised on the application form are for the purposes of assessing the extent to which the candidates meet these criteria.

At the application form stage, candidates are assumed to have ethical integrity unless there is conclusive evidence otherwise. Ethical integrity is specifically assessed through questioning in interview.

Mitigating factors may be taken into account when deciding whether to interview a candidate who would otherwise not score highly enough to be offered an interview but are not specifically marked.

A candidate's score on their application form is not taken into account during the interview process when deciding whether to offer a further interview or deciding whether to offer pupillages

	Selection Criteria	Application form	Interview
1.	Academic attainment	Y	N
2.	Analytical skills	PG dependent	PG dependent
3.	Interpersonal skills	PG dependent	Y
4.	Written communication / advocacy	Y	PG dependent
5.	Oral communication / advocacy	N	Y
6.	Commitment and motivation	PG dependent	PG dependent
7.	Resilience This includes but is not limited to factors such as working under pressure, courage and perseverance.	PG dependent	PG dependent
8.	Overcoming adversity	Y	N
9.	Ethical integrity	Y	Y