

Behavioural Indicators Table: 36 Public

Criteria	Behavioural Indicators	Rating Scale & Illustrative Guidance			
		0 Not met	1 Partially met	2 Fully met	3 Exceeds
<p>Academic attainment</p> <p>Tested in form</p>	N/A	Below 2.2	2.2 or below 2.2 with other evidence (e.g. significant scholarship, postgraduate qualification or mitigating circumstances)	2.1 or 2.2 with other evidence (e.g. significant scholarship, postgraduate qualification or mitigating circumstances)	1 st or 2.1 with other evidence (e.g. significant scholarship, excellence in postgraduate qualification or mitigating circumstances)
<p>Analytical skills</p> <p>Tested in form Q1 and at interview</p>	<p>(i) Ability to identify key information from a large amount of material</p> <p>(ii) Attention to detail</p> <p>(iii) Appropriate balancing of competing factors</p> <p>(iv) Appropriate conclusions drawn and presented in a clear, concise and well-structured way.</p>	No significant evidence of the behavioural indicators.	Some evidence of some of the behavioural indicators.	Reasonably strong evidence of most of the behavioural indicators.	<u>Very strong</u> evidence of most or all of the behavioural indicators.

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<p>Interpersonal skills</p> <p>Tested in form Q2 and at interview</p>	<p>(i) Empathy alongside objectivity (ii) Listening skills (iii) Ability to engage with others, including vulnerable people (iv) Ability to adapt presentation style to suit different audiences (e.g., clients, judges, opponents, solicitors) (v) Ability to positively effect the outcome of a challenging situation</p>	<p>No significant evidence of the behavioural indicators.</p>	<p>Some evidence of some of the behavioural indicators.</p>	<p>Reasonably strong evidence of most of the behavioural indicators.</p>	<p><u>Very strong</u> evidence of most or all the behavioural indicators.</p>
<p>Written communication /advocacy</p> <p>Tested in form Q1 and at interview through a written task set in advance</p>	<p>(i) Uses appropriate spelling, punctuation, and grammar (ii) Writes clearly and concisely, identifying the key points and excluding irrelevant information (iii) Writes persuasively, with clear reasoning and structure (v) Answers the question asked or performs the task set (vi) Evidence of preparation and appropriate research (vii) High degree of impact</p>	<p>No significant evidence of the behavioural indicators.</p>	<p>Some evidence of some of the behavioural indicators.</p>	<p>Reasonably strong evidence of most of the behavioural indicators.</p>	<p><u>Very strong</u> evidence of most or all the behavioural indicators.</p> <p><u>Applicants cannot be awarded 3 points if their form contains errors in spelling, punctuation, and/or grammar (unless they've disclosed a relevant condition/neurological difference).</u></p>

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<p>Oral communication /advocacy</p> <p>Tested in interview only</p>	<p>(i) Persuasiveness, including the ability to identify most persuasive arguments (ii) Ability to adapt and respond when challenged or put on the spot (iii) Clarity (iv) Ability to structure and pace submissions appropriately (v) Appropriate tone (vi) High degree of impact</p>	<p>No significant evidence of the behavioural indicators.</p>	<p>Some evidence of some of the behavioural indicators.</p>	<p>Reasonably strong evidence of most of the behavioural indicators.</p>	<p><u>Very strong</u> evidence of most or all the behavioural indicators.</p>
<p>Commitment and motivation (to the Bar and to public law)</p> <p>Tested in form Q3 and at interview</p>	<p>(i) Interest in at least one of 36 Public’s practice areas (ii) Awareness of current issues in public law (iii) Awareness of at least one of 36 Public’s practice areas (iv) Dedication and commitment to a career at the Bar (v) Understanding of what the work of a barrister involves (vi) Understanding of the challenges facing the Bar</p> <p><i>Be careful not to equate commitment with experience as the latter may have been harder to come by for some applicants,</i></p>	<p>No significant evidence of the behavioural indicators.</p>	<p>Some evidence of some of the behavioural indicators.</p>	<p>Reasonably strong evidence of most of the behavioural indicators.</p> <p><u>Applicants can only be awarded 2 points or more if they have demonstrated an interest in at least one of 36 Public’s practice areas.</u></p>	<p><u>Very strong</u> evidence of most or all the behavioural indicators.</p>

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	<i>particularly during the pandemic.</i>				
<p>Resilience</p> <p>(This includes, but is not limited to, factors such as working under pressure, courage, and perseverance.)</p> <p>Tested in form Q4 and at interview</p>	<p>(i) Ability to work well under pressure</p> <p>(ii) Perseverance</p> <p>(iii) Ability to cope with failure and/or to overcome obstacles successfully</p> <p>(iv) Ability to learn from experiences</p> <p>(vi) Ability to act effectively in a particularly pressurised or challenging situation</p>	No significant evidence of the behavioural indicators.	Some evidence of some of the behavioural indicators.	Reasonably strong evidence of most of the behavioural indicators.	<u>Very strong</u> evidence of most or all the behavioural indicators.
<p>Ethical integrity</p> <p>Tested at interview</p>	<p>(i) Appropriate ethical judgment</p> <p>(ii) Knowledge of the BSB Handbook/Code of Conduct</p> <p>(iii) Ability to reach appropriate conclusions without direction</p> <p><i>These behavioural Indicators apply at the second-round interview stage only.</i></p> <p><i>At the application form and first round interview stages, all applicants are assumed to have ethical integrity unless there is conclusive evidence otherwise. Where</i></p>	No significant evidence of the behavioural indicators.	Some evidence of some of the behavioural indicators.	Reasonably strong evidence of most of the behavioural indicators.	<u>Very strong</u> evidence of most or all of the behavioural indicators.

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	<i>there is such evidence, the applicant will not be invited to the next stage.</i>				
Overcoming adversity Tested in form Q5 (optional)	(i) Determination (ii) Strength and confidence in the face of significant adversity (iii) Overcoming barriers	Applicant has not answered the relevant question in the application or has not shown evidence of having faced and overcome significant adversity.	Some evidence of having faced and overcome significant adversity, elevating the applicant's achievements to a limited extent.	Reasonably strong evidence of having faced and overcome significant adversity, elevating the applicant's achievements to a significant extent.	Very strong evidence of having faced and overcome <u>very significant</u> adversity, elevating the applicant's achievements to a <u>very significant</u> extent.

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Notes

Application form questions

Where a question on the application form is directed at a particular criterion this is noted for the assessor's reference. However, assessment of the relevant criterion is not limited to consideration of that question and can be assessed with reference to the whole application form.

Disability

Our pupillage recruitment process must comply with our positive duty to make reasonable adjustments for disability, where known about, throughout the process. This is distinct from the discretion to take into account mitigating factors, which may also include disability. Chambers will take active steps to reduce the obstacles that disability presents in the application process. Where reasonable adjustments are requested, required, or implemented this plays no part in marking applications or deciding whether to offer a candidate an interview or a pupillage. The Head of Pupillage should be made aware of any applicants for pupillage disclosing disability so that we can comply with our obligations. The Head of Pupillage is not involved in marking application forms or interviewing

Pupillage Gateway Questions:

The questions that candidates will be asked to answer on their application forms are:

1. Does the UK need a Modern Bill of Rights? (1000 words; analytical skills and written communication/advocacy)
2. Describe an occasion when you had to persuade someone to adopt a different view, argument, or approach. What issues or difficulties arose, how did you handle them, and what was the outcome? (300 words; interpersonal skills)
3. Which of 36 Public & Human Rights' practice areas are you interested in, and why do you think you would make a good barrister in this area/s? (500 words; commitment and motivation)
4. Give an example of a time when you have not succeeded in your initial goal. What did you do and what did you learn from the experience? (300 words; resilience)
5. (Optional) If you have faced adversity or obstacles in your journey to the Bar so far, please use this opportunity to tell us about the nature of the challenge you have faced and what steps you have taken to overcome it. (200 words; overcoming adversity).