

SELECTION INDICATORS FOR THE MINI-PUPILLAGE SIFTING PROCESS

1. Main criterion: Academic achievement and intellectual ability (10 points max)

Indicators:

- a. Achievement in GCSE, A Level, Undergraduate and Postgraduate examination, Bar qualification course, or other assessment
- b. Scholarships and awards
- c. Other evidence of intellectual ability including the cover letter

2. Main criterion: Advocacy experience and achievement (10 points max)

Indicators:

- a. Extent of experience of debating, mooting and public speaking
- b. Achievements:
 - i. Success in debating and mooting competitions
 - ii. Prizes and awards
- c. Advocacy on behalf of clients (e.g. FRU).
- d. Experience of written advocacy
- e. Whether demonstrated in the cover letter (succinct and effective text)

3. Main criterion: Suitability for and interest in our areas of work (10 points max)

Indicators:

- a. Evidence of interest in public law, planning and environmental law, licensing etc. E.g.:
 - i. Mini-pupillage in relevant chambers
 - ii. Relevant work experience/placements
 - iii. Writing/speaking on relevant subjects
 - iv. Evidence of interest in Chambers' areas of work in the cover letter
- b. Evidence of ability to work well with others (e.g. teamwork, esp. leading a team)

4. Main criterion: Non-legal work, interests and life experience (5 points max)

Indicators:

- a. Voluntary work
- b. Paid work undertaken to support studies
- c. Other non-legal employment
- d. Sports and hobbies
- e. Positions of responsibility, leadership
- f. Adversity and other obstacles overcome

5. In applying the selection criteria and indicators, the sifter should take account of:

- a. the context of each applicant's application, including academic record and other achievements, and any background disadvantages which he or she has faced or currently faces;
- b. non-academic pursuits and achievements or merit which have been pursued successfully although to the possible detriment of the applicant's academic record.

6. No applicant shall be discriminated against on grounds that are, in the current policy of the Bar Council/BSB, to be considered irrelevant to the circumstances of their application.