

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 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 of the behavioural indicators.</p>
<p>Written communication /advocacy 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</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 of the behavioural indicators.</p> <p><u>Candidates 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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	(vi) Evidence of preparation and appropriate research (vii) High degree of impact				
Oral communication/advocacy Tested in interview only	(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	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.
Commitment and motivation (to the Bar and to public law) Tested in form Q3 and at interview	(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	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>Candidates can only be awarded 2 points or more if they have demonstrated an</u>	<u>Very strong</u> evidence of most or all of the behavioural indicators.

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	<p>(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 candidates, particularly during the pandemic.</i></p>			<p><u>interest in at least one of 36 Public's practice areas.</u></p>	
<p>Resilience (This includes, but is not limited to, factors such as working under pressure, courage, and perseverance.) Tested in form Q4 and at interview</p>	<p>(i) Ability to work well under pressure (ii) Perseverance (iii) Ability to cope with failure and/or to overcome obstacles successfully (iv) Ability to learn from experiences (vi) Ability to act effectively in a particularly pressurised or 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 of the behavioural indicators.</p>

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<p>Ethical integrity Tested at interview</p>	<p>(i) Appropriate ethical judgment (ii) Knowledge of the BSB Handbook/Code of Conduct (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 candidates are assumed to have ethical integrity unless there is conclusive evidence otherwise. Where there is such evidence, the candidate will not be invited to the next stage.</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>Very strong</u> evidence of most or all of the behavioural indicators.</p>
<p>Overcoming adversity Tested in form Q5 (optional)</p>	<p>(i) Determination (ii) Strength and confidence in the face of significant adversity</p>	<p>Candidate has not answered the relevant question in the application,</p>	<p>Evidence about adversity or difficult obstacles which the candidate has faced</p>		

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<p>NB <i>Maximum of one additional point awarded where candidates satisfy the criteria.</i></p>	<p>(iii) Overcoming barriers</p>	<p>or has not shown evidence of having faced and overcome significant adversity.</p>	<p>with determination and overcome successfully so that the significance of their achievements is elevated to a great extent.</p>		
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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 at MAllman@36family.co.uk should be made aware of any candidates 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.

Chambers operates a guaranteed interview scheme for the highest scoring candidates who meet the threshold for interview and who have a disability within the meaning of the Equality Act 2010. Where a candidate sends an email to the Head of Pupillage at MAllman@36family.co.uk self-declaring a disability and confirming that they are eligible for the guaranteed interview scheme, their application will be assessed as to whether they meet the minimum threshold for interview under the scheme. While candidates will not be asked to provide evidence of their disability, they should satisfy themselves as to whether they have a disability as defined by the Equality Act 2010. In cases of doubt they should check the position by reference to the Act. Candidates may find this guidance helpful: <https://www.gov.uk/government/publications/equality-act-guidance/disability-equality-act-2010-guidance-on-matters-to-be-taken-into-account-in-determining-questions-relating-to-the-definition-of-disability-html>

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Pupillage Gateway Questions:

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

1. To what extent does the equality act 2010 enable sufficient protection for minority groups before the law? Answer this question with reference to at least two recent authorities. (1000 words; analytical skills and written communication/advocacy)
2. Have you ever had to diffuse a tense or hostile situation? What issues or difficulties arose, how did you handle them, and what was the outcome? (300 words; interpersonal skills)
3. Why do you want to be a public or human rights barrister? Please give examples of your commitment to, and interest in, at least one of 36 Public & Human Rights areas of practice. (500 words; commitment and motivation)
4. Please provide an example of when you have been in a situation that has not gone to plan. What did you do, and was your response effective? Is there anything you would have done differently? (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)