36 Crime Pupillage Application Marking Criteria
Behavioural Indicators

Criteria marked with an asterisk have a weighting of 2 (the marks for these criteria are multiplied by 2). The other criteria have a weighting of 1.

Applicants may find it helpful to use the STAR method to answer questions, both in the Application Form and at Interview. Information about the STAR method is readily available online.

Criteria	Behavioural Indicators	Method of Assessment	Rating Scale			
			0 Not met	1 Partially met	2 Fully met	3 Exceeds
Academic Attainment	(i) Degree result (ii) Other academic attainment (e.g. prize, scholarship, postgraduate degree, publication)	Application Form Stage	2.2	2.2 + mitigating circumstances or 2.2 + other evidence of academic attainment	2.1 or 2.2 + mitigating circumstances + other evidence of academic attainment	1st or 2.1 + other evidence of academic attainment
Analytical Skills*	(i) Identifies key points (ii) Able to process complex information (iii) Appropriate attention to detail (iv) Balances competing factors and reaches appropriate conclusions (v) Demonstrates clear, logical thinking (vi) Presents information and arguments clearly and concisely	Interview 2 Stage	No significant evidence of the behavioural indicators.	Some key points identified.	Most key points identified. Appropriate conclusions drawn and communicated effectively.	All key points identified. Appropriate attention to detail. Appropriate balancing of competing factors. Appropriate conclusions drawn. Conclusions communicated in clear, concise, wellstructured way.

Interpersonal Skills	(i) Listening skills (ii) Problem solving ability (iii) Negotiation skills (iv) Ability to manage difficult people	Application Form Stage Interview 1 Stage	No significant evidence of the behavioural indicators.	Some evidence of use of interpersonal skills in situation that required them. +	Reasonably strong evidence of effective use of interpersonal skills in situation(s) that required them and evidence that	Very strong evidence of effective use of interpersonal skills in particularly challenging situation(s) that required them and

	(v) Ability to defuse hostile situations (vi) Respect for others (vii) Ability to communicate appropriately and sensitively with vulnerable people (viii) Empathy alongside objectivity (ix) Sensitivity, tact, and diplomacy (x) Patience and ability to remain calm in difficult situations (xi) Ability to develop a rapport (xii) Ability to adapt communication style when situation requires it	Interview 2 Stage		Some evidence of use of interpersonal skills in engaging with members of the interview panels during the interviews.	such use affected the outcome of the situation(s) positively. + Reasonably strong evidence of effective use of interpersonal skills in engaging with members of the interview panels during the interviews.	evidence that such use substantially affected the outcome of the situation(s) positively. + Very strong evidence of effective use of interpersonal skills in engaging with members of the interview panels during the interviews.

Written Communication / Advocacy* *(Cannot receive a 3 for this criterion if their form contains SPG errors unless they've disclosed dyslexia or another relevant disability/ neurological difference)*	(i) Writing demonstrates effective research and preparation (ii) Writes concisely (iii) Refers to relevant matters and excludes irrelevant information (iv) Focuses on key matters (v) Writes clearly and comprehensibly, avoiding unnecessarily complex language (vi) Writes in well-structured way (vii) Communicates effectively and persuasively (viii) Writing demonstrates logical reasoning (ix) Correct spelling, punctuation, and grammar	Application Form Stage Interview 2 Stage	No significant evidence of the behavioural indicators.	Writing is clear and structured in parts. Some use of appropriate language. Limited evidence of ability to communicate effectively and persuasively. Significant number of instances of incorrect spelling, punctuation, or grammar.	Writing is reasonably clear, concise, and well-structured. Generally uses appropriate language. Information / arguments presented reasonably effectively and persuasively. Few instances of incorrect spelling, punctuation, or grammar.	Writing is very clear, concise, and wellstructured. Appropriate use of language throughout. Information / arguments presented effectively and persuasively, with a high degree of impact. No reference to irrelevant matters. No significant incorrect spelling, punctuation, or grammar.
Oral Communication/ Advocacy*	(i) Articulate (ii) Clear, concise, and wellstructured (iii) Speaks at good pace (iv) Speaks fluently	Interview 1 Stage Interview 2 Stage	No significant evidence of the behavioural indicators.	Some evidence of some of the behavioural indicators.	Reasonably strong evidence of most of the behavioural indicators.	Very strong evidence of most or all of the behavioural indicators. Consistently communicates
	(v) Persuasive (vi) Able to listen to and respond to questions and interjections (vii) Able to respond to new information quickly and effectively					effectively and persuasively, with a high degree of impact.

Ethical Integrity / Professional Conduct	(i) Appropriate ethical judgment (ii) Knowledge of the BSB Handbook / Code of Conduct	Interview 2 Stage	No significant evidence of the behavioural indicators.	Limited evidence of appropriate ethical judgment. Reached appropriate conclusion but required significant direction from interviewer to do so. No or limited evidence of knowledge of the BSB Handbook / Code of Conduct	Reasonably strong evidence of appropriate ethical judgment. Reached appropriate conclusion with limited or no direction from interviewer. Some knowledge of the BSB Handbook / Code of Conduct.	Very strong evidence of appropriate ethical judgment. Reached appropriate conclusion without any significant hesitation or uncertainty and was able to explain the reason(s) for this clearly. Demonstrated good knowledge of the BSB Handbook / Code of Conduct.
Resilience, Working under Pressure, and Perseverance	(i) Works well and remains calm under pressure (ii) Works well in challenging circumstances (iii) Manages time well and prioritises effectively (iv) Adapts to changing circumstances (v) Perseveres to achieve goal	Application Form Stage Interview 1 Stage	No significant evidence of the behavioural indicators.	Some evidence of having to deal with pressurised or challenging situation.	Reasonably strong evidence of having responded to pressurised or challenging situation effectively to achieve a positive outcome.	Very strong evidence of having responded to particularly pressurised or challenging situation with high degree of effectiveness to achieve a positive outcome. Evidence of having managed stress to remain calm.
Commitment to the Bar and to a Criminal Law Practice	(i) Evidence of interest in a career at the Bar (e.g. minipupillage, marshalling, mooting, debating) (ii) Awareness of the reality and challenges of working as a junior criminal barrister	Application Form Stage Interview 1 Stage	No significant evidence of the behavioural indicators.	Some evidence of some of the behavioural indicators.	Reasonably strong evidence of most of the behavioural indicators.	Very strong evidence of most or all of the behavioural indicators.

	(iii) Evidence of interest in criminal law and practice (e.g. relevant work experience, paralegal work, and / or university subject choices or dissertation topic) (iv) Able to articulate reasons for wanting a career at the Criminal Bar					
Overcoming Adversity	Applicants who have faced and overcome adversity, in relation to socio-economic, education, health, or other personal circumstances, and who want this to be taken into account in the consideration of their application are invited to explain in the application form what adversity they faced and what they did to overcome it. The relevant question in the application form is optional. Applicants who do not feel that this applies to them or who do not want to answer this question for any reason are not required to answer it.	Application Form Stage	Applicant has not answered relevant question in application or has not shown evidence of having faced and overcome significant adversity.	Very strong evidence of having faced and overcome very significant adversity, elevating the applicant's achievements to a very significant extent.	.n/a	n/a

Notes

When marking, consideration can be given to negative, as well as positive, factors contained within a candidate's written or oral answers

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

Applicants should answer the following questions in the application form:

1. Should people and companies be held criminally liable for the acts of their AI agents? (300 words maximum)

2. Why do you want to practise in criminal law? How have you demonstrated your commitment to this area of law? (300 words maximum)

3. Please give an example of a time when you used your interpersonal skills in difficult circumstances. What was the situation, what did you want to achieve, what did you do, and what was the outcome? (300 words maximum)

4. Please give an example of a time when you had to carry out a challenging task under pressure. What was the situation, what did you want to achieve, what did you do, and what was the outcome? (300 words maximum)

5. If you have faced and overcome adversity in relation to education, health, or other personal circumstances in seeking a career at the Bar, and you believe this ought to be considered in assessing your application, please explain what challenge you have faced and what you have done to overcome it. (200 words maximum) - *This question is optional. It is intended to provide an opportunity for applicants who have overcome adversity to demonstrate this. Applicants are not required to answer this question if they feel it does not apply to them or if they would prefer not to. Answers to this question will not be marked for any criterion other than overcoming adversity.*