



1 Chancery Lane

Application Form for Probationary Tenancy – 2021

Guidance Notes

These notes are to assist applicants who are completing 1 Chancery Lane's application form for Probationary Tenancy in 2021.

At the initial stage of consideration of application forms, the forms will be assessed and given a mark out of 60. The marks available for each section are explained below.

Parts A and B

This page of the form, containing personal details and the educational institutions attended by the applicant, will not be viewed by those involved in the selection process.

1 Chancery Lane takes the view that anonymity for the applicant and removal of the details of their schools or universities etc will promote equality of treatment. This step is recommended in the Bar Council's *Fair Recruitment Guide* (2021). [\[link\]](#)

Part C: Educational Qualifications

A total of 15 marks are attributed to this section. The starting point will be the details in C1 and the following marks will be given:

- A-Levels or equivalent: 2 marks
- Undergraduate degree: 9 marks for 1st class honours, 6 for upper 2nd class honours, 4 for lower 2nd class honours, 2 for lower grades
- Post-graduate study (including PGDL and BPTC): 4 marks.

A maximum of 2 additional points can be given for extenuating circumstances in question C2, and a maximum of 2 additional points can be given if question C3 is answered. No marks will be awarded unless the candidate has scored lower under question C1 than is otherwise merited.

Part D: Employment History

A total of 5 marks are available under this section. We are most interested in law-related work, but will also look at other work you have done in the past. As the rubric says, voluntary work will also count for these purposes.

Part E: Pupillage

Your experience in pupillage is the most important part of your application. In question E2 we are looking for a broad range of experience and ideally a good match to the work done by our junior tenants. A total of 20 marks will be available under this part of the application.

Questions E3 and E4 enable us to see the ability of candidates to analyse their own performance and experiences. Question E4 is the place to tell us about any adverse factors which may have affected your performance during pupillage. They carry 2 marks each.

Part F: Why 1 Chancery Lane?

We are looking here for candidates who have a good understanding of chambers and what it seeks to offer its junior tenants.

A total of 10 marks are available under this section.

Part G: Social Mobility

1 Chancery Lane regards it as vital to seek to recognise that some people have, as a result of their backgrounds, historically been disadvantaged in coming to the Bar. These questions therefore seek to identify people who may well fall into such categories.

It is not the intention of chambers to engage in “positive action” as recognised by sections 158 and 159 of the Equality Act 2010. Save for disability, the mere fact that an applicant has a “protected characteristic” within the meaning of the 2010 Act will not, therefore, result in the award of marks under this section.

A disabled applicant will frequently not have had the same opportunities that are available to other applicants, for a variety of reasons. Recognition of that will be a reasonable adjustment to chambers’ recruitment process within the meaning of the 2010 Act.

Question G1 asks whether the applicant is a ‘first generation’ student. If none of your parents, grandparents, aunts or uncles went into higher education (for an undergraduate degree or higher qualification) then answer this question “yes”. It does not matter if an older sibling also went into higher education.

Questions G2 and G3 should be self-explanatory.

Each question carries a maximum of 2 marks, meaning that a maximum of 6 marks are available under the section.

Part H: References

These will be not be taken up until after a candidate has been interviewed. Since the identity of a referee may reveal the university that the candidate has attended, this page will not be provided to those involved in the selection process (see Parts A and B above).