**Mentoring Scheme 2021/2022 – Application Form**

**EXPLANATORY NOTES TO OUR SCHEME AND THIS FORM**

The aim of our mentoring scheme is to inform, guide and encourage aspiring commercial/chancery barristers so that they can approach pupillage applications to sets in the commercial/chancery practice areas with a realistic idea of what to expect and the confidence to navigate the application processes.

The mentoring scheme is specifically for the benefit of high potential candidates from ethnic minority backgrounds underrepresented at the commercial/chancery Bar, and we particularly encourage applications from black candidates.

Each placement will consist of two focussed sessions, which we currently expect will take place online at mutually convenient times in December 2021/January 2022.

The first session (“Session 1”) will be delivered by a barrister (the “Session 1 Mentor”) who will provide:

* tailored advice for improving written applications (based on the mentee’s responses to the application form for the mentoring scheme);
* guidance on how to tackle typical interview questions; and
* insight into the skills required at the commercial/chancery Bar.

The second session (“Session 2”) will be delivered by two barristers (the “Session 2 Mentors”), and will consist of a mock interview with constructive feedback.

The mentoring scheme is not connected to either Maitland Chambers’ mini-pupillage or pupillage selection processes. The fact that a candidate has applied for or participated in the scheme will not be taken into account if they apply for mini-pupillage or pupillage at Maitland Chambers in due course.

We consider mentees’ feedback to be essential in helping Chambers improve the content of the mentoring scheme. Applicants selected for the scheme will be expected to provide (anonymised) feedback on the scheme in January 2022 (after Session 1 and Session 2 have been completed) and in June 2022 (after the close of the pupillage application process).

Eligibility to apply

There are three “threshold” criteria which will determine a candidate’s eligibility for the mentoring scheme. These are that:

1. the applicant’s self-identified ethnicity corresponds with an ethnic minority group demonstrably underrepresented at the commercial/chancery Bar[[1]](#footnote-1);
2. the applicant must intend to apply for pupillage at commercial/chancery sets[[2]](#footnote-2) in 2022; and
3. the applicant did not participate in Maitland Chambers’ mentoring scheme in 2020-21.

Assessment criteria

Eligible applications will be scored according to the following criteria, weighted equally, based on applicants’ responses to Questions 3 to 6 of this form:

1. Reasoning and analytical ability (including the ability to identify key points and reject irrelevant ones, structure a logical chain of reasoning, think points through to their conclusion and produce a sound answer)
2. Aptitude for written and oral advocacy (including the ability to argue, persuade and convey complex information clearly and effectively)
3. Interpersonal skills (including the ability to inspire confidence in others, work under pressure, manage one’s own time, and interact appropriately with a variety of different people both as a team member and the leader of a team)

The selection panel will also seek to contextualise applications by taking into account any information the applicant may choose to provide through completion of:

* the “Rare Contextual Recruitment System” (“Rare CRS”) survey to which a link is provided at Question 7 of this form (which is designed to capture information about an applicant’s personal and socio-economic circumstances); and
* Question 8 of this form (which allows an applicant the opportunity to set out any mitigating circumstances).

Please note that completing the CRS survey and Question 8 of this form is voluntary, and not a mandatory requirement of the application process. At the stage of assessing applications, use of this information will be on an “upwards only” basis (it will only operate to improve an applicant’s scores against the assessment criteria, and never to reduce it).

Use of data provided

By submitting your application, you are agreeing to provide us with your details for the use of a mentoring scheme application and to be notified of any mentoring scheme or pupillage related events run by Maitland Chambers.

Any information provided through this application form and the Rare CRS survey will reviewed by the selection panel for the mentoring scheme, and may also be seen by members of staff providing administrative support. If selected for the mentoring scheme, a copy of the mentee’s application form will also be provided to their Session 1 Mentor. This is to enable the Session 1 Mentor to provide their mentee with tailored advice for improving written applications, based on the responses given in this form.

Unless a mentee has indicated otherwise by marking the relevant box next to it, the information in Question 8 (which allows applicants the opportunity to set out any mitigating circumstances) will therefore be seen by the mentee’s Session 1 Mentor. Applicants may request that their Session 1 Mentor is not shown this information in the event that they are selected for the scheme but, we encourage mentees to share this information with their Session 1 Mentor so that it can be taken into account as part of the advice provided in Session 1.

Please note that Session 2 Mentors will not be provided with mentees’ application forms, as Session 2 will focus purely on interview skills.

After the conclusion of the mentoring scheme, Chambers intends to retain information provided through this application form and Rare CRS survey for the purposes of E&D monitoring, assessing the impact of the mentoring scheme and improving the mentoring scheme (including the training provided to mentors), but this will be done in an anonymised format and only for a reasonable period of time in light of those purposes.

For our privacy statement, please see <https://www.maitlandchambers.com/Information/Privacy-Statement>.

**SECTION A: REQUIRED QUESTIONS**

1. Preliminary Details

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| Name |  |
| Address |  |
| Email Address |  |
| Preferred Telephone No. |  |
| At which stage of your legal education are you currently? (eg. GDL, second year of law degree) |  |

1. Threshold Criteria
   1. Please indicate your ethnic background by placing an “X” in the second column and, where requested, specifying in the third column:

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| Arab |  |  |
| Asian or Asian British - Indian |  |  |
| Asian or Asian British - Pakistani |  |  |
| Asian or Asian British - Chinese |  |  |
| Asian or Asian British - Bangladeshi |  |  |
| Asian or Asian British - Other Asian Background |  | Please specify: |
| Black/African/Caribbean/Black - African |  |  |
| Black/African/Caribbean/Black British - Caribbean |  |  |
| Black/African/Caribbean/Black - Any other Black Background |  | Please specify: |
| Mixed - White and Black Caribbean |  |  |
| Mixed - White and Black African |  |  |
| Mixed - White and Asian |  |  |
| Mixed - White and Chinese |  |  |
| Mixed - Any other Mixed/Multiple Ethnic Background |  | Please specify: |
| Other |  | Please specify: |

* 1. Do you intend to apply for pupillage at commercial/chancery sets in 2022? (Please state “yes” or “no”).

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* 1. Did you participate in Maitland Chambers’ mentoring scheme in 2020/2021? (Please state “yes” or “no”).

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1. Career History
   1. Please provide details of your academic qualifications to date.  These should be given chronologically, starting with your A Levels or equivalent. Please provide a breakdown (paper by paper or module by module) of any degree level results you have obtained, and any significant academic prizes or awards (excluding school prizes or awards). Please provide as much explanatory detail as possible for examinations conducted by Boards outside of the UK. It is especially useful for you to identify, so far as you are able, the equivalent UK qualification.

| Educational institution and dates (from/to) | Qualification and results (including paper/module breakdown for degree level qualifications and above) | Prizes/Awards (excluding school prizes/awards) |
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* 1. Please provide details of your employment history, work experience and positions of responsibility, including a brief description of your role, the skills required or which you gained, and/or the experience you gained. Please include any mini-pupillages you have done or are due to complete.

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| Organisation and dates (from/to) | Position and brief description of role/experience gained |
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1. Reasoning and analytical ability

Is it wrong to no-platform anti-vaxxers? Please explain the reasoning behind your position? (max 250 words).

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1. Aptitude for advocacy

Please describe an occasion on which you believe your advocacy\* (whether written or oral) made a difference and why (max 200 words).

\*The advocacy need not be limited to “legal” advocacy.

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1. Interpersonal skills

Please give an example of a time when you used your people skills in difficult circumstances. What was the situation, what did you want to achieve, what did you do, and what was the outcome? (max 200 words).

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*Form continued overleaf*

**SECTION B: OPTIONAL QUESTIONS**

1. Rare CRS survey

If you wish please complete our Rare CRS survey, which can be accessed online using the following link: <https://maitlandchambers.app.contextualrecruitment.com/apply/f4a74352-5851-4d0e-a462-7f1844978ed6>

1. Other information

If you wish please provide here any other information that you feel may be relevant to the assessment of your application. This may include (but is not limited to) any mitigating circumstances or other background information relevant to your academic results, or any significant impediment that you have had to overcome in your career:

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We encourage mentees to share any information provided in response to Question 8 with their Session 1 Mentor, so that it can be taken into account as part of the advice provided in Session 1. However please mark “X” in the following box if you would not want your Session 1 Mentor to see this information if you are selected for the scheme:

1. Any questions or areas of concern

If you wish please answer the following questions, which are designed to help us tailor our mentoring scheme to your needs. Please note that this information will not be used to assess your application, but is sought only to help us shape the content and delivery of the scheme.

* 1. Do you have any particular questions or areas of concern regarding pupillage applications? If so, what are they?

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* 1. Do you have (i) any concerns about applying for pupillages at the commercial/chancery Bar specifically; and/or (ii) perceptions about the commercial/chancery Bar which affect the likelihood that you would apply for pupillages at commercial/chancery sets? If so, what are they?

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* 1. Have you previously applied for pupillage? If so, what stage of the application process did you reach (eg. submitted application forms only / first round interviews / second round interviews)? What did you find most challenging about the process?

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* 1. Have you previously received any Bar-related mentoring? If so, what mentoring did you receive?

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1. Helping us to improve our reach
   1. How did you hear about our mentoring scheme? Please select all of the following which apply to you by placing an “X” in the second column and, where requested, providing details in the third column:

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| Maitland Chambers’ website |  |  |
| Email from Maitland Chambers |  |  |
| Social media |  | Which platform(s): |
| Your educational institution |  |  |
| Professional network or organisation |  | Which network or organisation(s): |
| Word of mouth |  |  |
| Other |  | Brief details: |

* 1. Are you signed up to Rare’s “Vantage” database? (Please state “yes”, “no”, or “don’t know”).

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1. The relevant ethnic groups will include, but are not limited to, those listed in the table at Question 2.1of this form. [↑](#footnote-ref-1)
2. By “commercial/chancery Bar” and “commercial/chancery sets”, we refer to those parts of the Bar and sets of chambers specialising in one or more of the following areas: contractual/commercial disputes; banking, consumer credit, financial services and regulation; charities; company, partnerships, insolvency and fraud; intellectual property; pensions and tax; professional negligence; real property and landlord and tenant; wills and probate, trusts and settlements, Court of Protection work. [↑](#footnote-ref-2)