

11 New Square Pupillage – Criteria for pupillage

Pupillage is awarded on merit. The overall criteria are:

1. **Intellectual ability / academic excellence** (Evidenced by academic performance at university or academic potential shown through improvements at each academic stage.) Evidence will include:
 - a) Degree performance.
 - b) Degree module marks.
 - c) Academic potential shown through improvement at each educational stage.
 - d) Indication of academic performance in references.
2. **Interest in / Commitment to the Tax Bar** (A high level of commitment to a career at the Tax Bar – in particular, demonstration of a genuine interest in tax – together with a sound understanding of the profession and tax practice. Being adaptable and flexible by being self-aware and self-directed.) Evidenced by:
 - a) Instances of tax work experience or engagement with the tax sector.
 - b) Showing a clear understanding of the day-to-day work and responsibilities of a tax barrister.
3. **Advocacy Potential** (Deploys precise and well-reasoned arguments, with clarity and fluency. Demonstrates persuasiveness and conviction, can tailor style to the audience.) Evidenced by:
 - a) Answer to the “Tax Question” in the application form.
 - b) Well-reasoned, structured responses.
 - c) Storytelling / narrative advocacy ability.
 - d) Use of persuasive techniques.
 - e) Written advocacy in application including writing with clarity, accuracy, and precision.
4. **Interpersonal skills** (Ability to build productive working relationships, treat people with courtesy and respect regardless of their background or circumstances. Responds appropriately to those from diverse backgrounds and to the needs and sensitivities created by individual circumstances). Evidenced by:
 - a) Answers to interview questions.
5. **Legal Comprehension & Reasoning Skills Evidenced through Case Exercise in interview** by:
 - a) Ability to analyse the complexities of the case exercise.
 - b) Ability to identify key points raised in questions.
 - c) Ability to defend an argument.
6. **Diligence and application.** Evidenced by:
 - a) Care taken to the form overall (e.g. good grammar, no / minimal spelling mistakes).
 - b) Quality of answers to the other relevant questions on the application form (e.g. relevant non-tax work experience, other skills, outside interests).