



## Feedback Note 2023

This note outlines the approach which the Selection Panel takes to providing feedback to those applicants in the KC competition who are filtered out without interview.

It should be emphasised that the vast majority of unsuccessful applicants are clearly highly competent advocates. However, the standard required to be recommended for appointment is strong and consistent evidence of **excellence**. The Selection Panel invites to interview all those applicants who appear, based on the assessments received, to have a realistic prospect of demonstrating the necessary excellence: the Panel does not invite to interview those applicants who have no realistic chance of being recommended for appointment in the particular competition.

The feedback to applicants is based on the conclusions of the full Selection Panel at pre-interview moderation, rather than simply the view of the two Panel members who grade each applicant. The feedback aims to make clear what conclusion the Selection Panel reached on the applicant in respect of each of the competencies, except integrity. The integrity competency is regarded as satisfied unless there is evidence to the contrary.

The main purpose of the feedback is to indicate to applicants the areas in which stronger evidence of excellence is needed if they are to succeed in a future competition. Accordingly, although the feedback for each section will usually start by reporting some positive evidence from assessors, any significant criticisms or reservations from assessors will also be recorded, so far as that can be done without breaching the confidentiality of the assessor. However, it is far from unusual for there to be no significant criticisms even of an applicant who has not been invited to interview. Sometimes the assessors all describe a high degree of competence, but without providing evidence of excellence; without consistent evidence of excellence, applicants cannot succeed.

Where an applicant has fallen well short of the required level in any competency, as opposed to being quite close to the required standard, the feedback will say so. That applies to only a small proportion of unsuccessful applicants.

Neither the Selection Panel nor the Secretariat can add to the feedback provided to individual applicants. However, if applicants have any questions about the general approach to the provision of feedback set out here, please phone the Chief Executive at 0207 831 0020 or email her at: [Hannah.Miller@kcappointments.org](mailto:Hannah.Miller@kcappointments.org).