

Scholars

The Norton Rose Fulbright bursary

Guidance document



Norton Rose Fulbright LLP is pleased to offer a bursary of £5000, paid across your three/four years at university, to ten first or second year students, who aspire to pursue a career in law and meet the firm's eligibility criteria.

Overview of *Scholars*, the Norton Rose Fulbright Bursary

Scholars is a comprehensive bursary programme run by Norton Rose Fulbright LLP. The programme aims to reach students who aspire to pursue a career in law and are facing socio-economic barriers to access the resources and connections to succeed. The programme is aimed at students who have received an unconditional offer to study at university, have been officially accepted by their chosen university or have already commenced study for their stated degree. Students must be completing their first undergraduate degree to apply. **Please ensure you read this guidance document in full before applying.**

Once selected, the programme offers students:

- £5,000 over the course of your degree;
- A place on the assessment centre for a vacation scheme at the firm;
- A mentoring programme with our lawyers;
- Training in vacation scheme applications and interviews;
- Insight days at the firm and engagement with our clients;
- Invitations to select Norton Rose Fulbright events; and
- Networking opportunities with Norton Rose Fulbright employees and clients

Who is eligible to apply for the bursary?

You will need to have an unconditional offer, have been officially accepted by your chosen university or have already commenced study at university for your stated degree. You will need to be completing your first undergraduate degree which can be in any subject but must be a minimum three-year course at an accredited university in the United Kingdom. You will have achieved AAB at A Level or equivalent (see further contextual criteria for more information on grades).

In order to apply for a place on this programme, you must:

Essential criteria

- i. Have achieved AAB at A – Level (or equivalent);
- ii. Attended a state – run or state – funded school for most of the time between 11-16
- iii. Have demonstrated a strong desire to pursue a career in law.

Additionally, you will be eligible if you satisfy one or more of the below criteria:

- iv. Spent time in local authority care;
- v. You grew up in a household where no parent or guardian had attended university;
- vi. Have been eligible for free school meals at any point between the ages of 11-16;
- vii. Came to this country as a refugee/asylum seeker (you must ordinarily reside in the UK on the first day of the first academic year of your course and have been recognised as a refugee on this date); or
- viii. Have been registered as a carer.

Further contextual criteria

Norton Rose Fulbright uses the RARE contextual recruitment system which takes into consideration several socio - economic diversity markers and puts the achievements of each candidate into context. Along with considering widely acknowledged markers of socio-economic diversity, Norton Rose Fulbright will take your grades into consideration using this system, which will look at the context in which you received your grades, and any other factors such as students who have overachieved the average grades in their school, or those who have achieved in the face of hardship or adversity.

We will also take into account any mitigating circumstances you faced during your academics, and there is space to elaborate on these in your application form which will only be visible to the Responsible business team.

Please note, the firm will require a copy of your official A-level (or equivalent) results once you have received them. All shortlisted applicants will also be subjected to additional checks.

For further information on the programme, please refer to our [website](#) or email emearesponsible.business@nortonrosefulbright.com

How to apply for the bursary

The online application form for this bursary is accessible on our website [here](#).

You will be asked to complete two written questions (maximum 350 words). This will be an opportunity for you to tell us more about why you are interested in pursuing a career in law. You will need to have an unconditional offer, have been officially accepted by your chosen university or have already commenced study at university for your stated degree to apply.

Upon submitting your online application form, you will be sent a RARE recruitment questionnaire to complete. This captures contextual social mobility data and we are unable to consider your application if you do not complete this questionnaire. Your application will then be screened against our criteria and, if successful, you will be invited to complete two bespoke psychometric assessment.

If you meet the minimum benchmark for our psychometric assessment you will be invited to conduct a short telephone interview with a member of the Responsible business team.

The final bursary recipients will be selected from those successful at telephone interview assessments.

Confirmation of your online application

Incomplete or late bursary applications will not be accepted or processed.

- Upon submission of your bursary application you will receive confirmation that your application is being processed. You will NOT receive an additional email after this, therefore please do not contact us to request further confirmation.
- All applications will be reviewed by a panel of representatives from Norton Rose Fulbright LLP. Shortlisted candidates will be invited to participate in our online psychometric assessments w/c November 3, 2025, and those meeting the minimum benchmark for these will be invited to participate in telephone interviews w/c November 17, 2025.
- Successful applicants will be notified of the outcome of your application in December 2025. Please wait to be contacted in this regard.
- Please note that the bursary (both applications and awards) cannot be deferred.
- All decisions are final and at the discretion of Norton Rose Fulbright LLP.

Application deadline

The Scholars Programme will open for applications on September 26, 2025 (09:00 BST) and close on October 20, 2025 (23:59 BST)

Application process

The table below provides an overview of what to expect from the application process:

Date	Application stage
September 26, 2025	Application form opens
October 20, 2025	Applications close
w/c November 3, 2025	Candidates notified of whether they have been successful in reaching the next stage and will be invited to complete our online psychometric assessments
November 17-21 2025	Telephone interviews
December 5, 2025	Final selection made by Norton Rose Fulbright LLP
December 10, 2025	Successful applicants notified

Psychometric assessments and telephone interviews

Based on your application form and academic record, potential candidates will be invited to complete two online psychometric assessments w/c November 3, 2025. Candidates who meet the minimum benchmark for these psychometric assessments will be invited to attend a telephone interview between November 17 and November 21 2025.

The interviews will be held with members of the Norton Rose Fulbright LLP recruitment and Responsible business teams. The interview will cover your background, your motivations for pursuing a career in law and some situational judgement questions.

Programme conditions

If you are offered a place on the programme, it is conditional on the following:

- Providing a copy of your official A-level results or equivalent once you have received them. If you receive an offer for the programme but subsequently do not enrol into university or your application is rescinded, the offer for the bursary will be withdrawn.

You can send a copy of your results by email at emearesponsible.business@nortonrosefulbright.com.

- You being enrolled on to an undergraduate degree at a UK university and providing confirmation of your enrolment as soon as reasonably possible and in any event, not later than November 3, 2025. You can send this to us via the same email address above.
- i. The bursary will be evenly distributed across each academic year and will be paid to your nominated bank account throughout the duration of your undergraduate course, provided that:
 - you remain enrolled in the same undergraduate degree course; and
 - you have passed all required examinations to progress to the next level of study; and
 - you agree that representatives from Norton Rose Fulbright LLP may contact your university to confirm that these criteria continue to be met.
 - you pledge to fully attend and engage with the entirety of the programme and its subsequent events and activities
- iii. Norton Rose Fulbright LLP has absolute discretion whether or not to award a bursary or allocate a place on the programme.
- iv. Please note that all decisions made by Norton Rose Fulbright LLP throughout the selection process are final.
- v. Please read these conditions carefully, as you must confirm on your application that you have read and understood them. If any dispute arises as to the interpretation of these conditions, our decision as to the correct meaning will be final.

Norton Rose Fulbright provides a full scope of legal services to the world's preeminent corporations and financial institutions. The global law firm has more than 3,000 lawyers advising clients across more than 50 locations worldwide, including Houston, New York, London, Toronto, Mexico City, Hong Kong, Sydney and Johannesburg, covering the United States, Europe, Canada, Latin America, Asia, Australia, Africa and the Middle East.

The purpose of this communication is to provide information as to developments in the law. It does not contain a full analysis of the law nor does it constitute an opinion of any Norton Rose Fulbright entity on the points of law discussed. You must take specific legal advice on any particular matter which concerns you. If you require any advice or further information, please speak to your usual contact at Norton Rose Fulbright.