

Education and Training Committee

Day one outcomes

April 2007

The Education and Training Committee of the Solicitors Regulation Authority has developed a reformulated version of the 'day one outcomes' expected of a solicitor on qualification. The outcomes themselves have not changed in substance from the previous version, but they have been re-ordered and expressed in clearer more straightforward terms.

A pre-requisite of any consideration of pre-qualification education and training for prospective solicitors is a clear statement of what is required at the point of qualification. It was to ensure that there was an agreed baseline against which to assess the coverage of education and training and the impact of proposals for change that the 'day one outcomes' were developed as part of the Training Framework Review in consultation with the profession.

It is important that the 'day one outcomes' are expressed in a way that enables the outcomes of the various components of pre-qualification education and training to be mapped onto them. In this way, we can demonstrate that, taken together, the academic and vocational components of education and training will enable prospective solicitors to achieve the 'day one outcomes' and that there are no gaps in provision. This is especially relevant at a time when proposals for change are being considered, as is the case with [work based learning](#) and the [Legal Practice Course](#) (LPC).

It is with these considerations in mind that the 'day one outcomes' have been reformulated. The revised version is attached. The main changes are described below:

- **Simplification of the outcomes expressing them in single, simple phrases**, making them more distinct as opposed to their being subsumed in phrases with multiple components. This will in particular make it easier to map LPC and work-based learning outcomes onto the 'day one outcomes' and facilitate the preparation of guidance on how the outcomes are to be achieved.
- **Rationalisation of areas of outcomes**—the creation of six distinct areas of outcome, with a new one (E) that highlights personal development and management skills. These groupings, and the order in which they appear, are straightforward to follow and have enabled the removal of some repetition of outcomes that appeared in the original version.

- **Simplification of grammar and terminology**—for example, to ensure that the phraseology in the preamble to each area of outcomes fits with that used for each of the individual outcomes. Also, where possible, outcomes have been expressed using active verbs to make clear that it is a **demonstration** of the ability to achieve the outcome that is required rather than merely a statement that the trainee has that particular quality.

However, these changes result in no significant change in substance over the previous version, and any work or responses to consultations based on that version remain valid. The new version should nonetheless provide a clearer basis against which to map the outcomes secured by the various components of pre-qualification education and training. There will also need to be a statement of the standard or level at which each outcome should be demonstrated.

Solicitors Regulation Authority

Day one outcomes for qualification as a solicitor

Version 2, April 2007

At the point of admission, a solicitor should be able to demonstrate:

A Core knowledge and understanding¹ of the law applied in England and Wales

Knowledge of:

- the jurisdiction, authority and procedures of the legal institutions and professions that initiate, develop, interpret and apply the law of England and Wales and the European Union;
- applicable constitutional law and judicial review processes;
- the rules of professional conduct, including the Solicitors' Accounts Rules; and
- the regulatory and fiscal frameworks within which business, legal and financial services transactions are conducted.

Understanding of:

- Contract law;
- Torts;
- Criminal law;
- Property law;
- Equitable rights and obligations;
- Human rights; and
- The laws applicable to business structures and the concept of legal personality.

¹ Knowledge should be demonstrated by the ability to explain, in relation to a particular area: key principles, facts, rules, methods and procedures. Understanding requires demonstration of higher level skills: working with, manipulating and applying knowledge in familiar and unfamiliar situations.

B Intellectual, analytical and problem-solving skills

The ability to:

- review, consolidate, extend and apply knowledge and understanding;
- frame appropriate questions to identify clients' problems and objectives, and to obtain relevant information;
- evaluate information, arguments, assumptions and concepts;
- identify a range of solutions;
- evaluate the merits and risks of solutions;
- communicate information, ideas, problems and solutions to clients, colleagues and other professionals; and
- initiate and progress projects.

C Transactional and dispute resolution skills

The ability to:

- establish business structures and transfer businesses;
- seek resolution of civil and criminal matters;
- establish and transfer proprietary rights and interests;
- obtain a grant of probate and administer an estate;
- draft legal documentation to facilitate the above transactions and matters; and
- plan and progress transactions and matters expeditiously and with propriety.

D Legal, professional and client relationship knowledge and skills

Knowledge of:

- the legal services market; and
- commercial factors affecting legal practice.

The ability to:

- undertake factual and legal research using paper and electronic media;
- use technology to store, retrieve and analyse information;

- communicate effectively, orally and in writing, with clients, colleagues and other professionals;
- advocate a case on behalf of a client;
- exercise solicitors' rights of audience;
- recognise clients' financial, commercial and personal priorities and constraints;
- exercise effective client relationship management skills; and
- act appropriately if a client is dissatisfied with advice or services provided.

E Personal development and work management skills

The ability to:

- recognise personal and professional strengths and weaknesses;
- identify the limits of personal knowledge and skills;
- develop strategies to enhance professional performance;
- manage personal workload;
- employ risk management skills;
- manage efficiently, effectively and concurrently a number of client matters; and
- work effectively as a team-member.

F Professional values, behaviours, attitudes and ethics

Knowledge of the values and principles upon which the rules of professional conduct have been developed.

The ability to:

- behave professionally and with integrity;
- identify issues of culture, disability and diversity;
- respond appropriately and effectively to the above issues in dealings with clients, colleagues and others from a range of social, economic and ethnic backgrounds; and
- recognise and resolve ethical dilemmas.