

JUDICIAL APPOINTMENTS COMMISSION (JAC) MEETING
10 March 2016
Minutes of Meeting

Present	
Commissioners	Staff
Christopher Stephens (Chairman)	Chief Executive
Ian Burnett (Vice Chairman)	Head of Operations
Martin Forde	Head of Policy and Change
Emily Jackson	Head of Senior and International Appointments
Usha Karu	Head of Selection Policy and Process
Noel Lloyd	Head of Equality and Diversity
Alexandra Marks	Statistician
Katharine Rainsford	Private Secretary to the Chairman
Andrew Ridgway	Board Secretary
Lucy Scott-Moncrieff	
Christopher Simmonds	
Valerie Strachan	
Phillip Sycamore	
Debra van Gene	
Alan Wilkie	

1. Apologies, and matters arising

1.1 No apologies were received.

1.2 All Commissioners confirmed that they had no personal interest in any matters to be discussed on the agenda.

1.3 The minutes of the 11 February 2016 meeting were agreed, subject to a minor amendment, and the Board Action Register noted.

2. Chairman's Report

2.1 The Chairman provided an update on his activities since his last report at the February meeting. He reported that he had met the Lord Chief Justice. He also reported that he had met with the recently appointed new Judicial Appointments and Conduct Ombudsman. Lastly, the Chairman reported that he had chaired a meeting of the Diversity Forum.

2.2 The Chairman then invited Commissioners to comment on relevant activities of particular interest with which they had been involved.

2.3 Andrew Ridgway reported on his meeting with Lady Justice Hallett in relation to the recently completed s 9(1) exercise to authorise Circuit Judges to sit in the Court of Appeal Criminal Division.

2.4 Christopher Simmonds reported that he had spoken at an event organised by Women in Law London.

2.5 Valerie Strachan provided the Commission with an update on the High Court exercise currently underway.

2.6 Usha Karu reported that with the Chairman, she had met with the new Chairman of the Bar Council.

2.7 Katharine Rainsford reported on steps taken to engage with the Magistrates Association and the magistrate community more widely.

3. Chief Executive's Report and Management Information Pack

3.1 The Chief Executive provided an oral update on current activity at the JAC, first reporting on the JAC's financial position.

3.2 The Chief Executive then reported on staffing matters, and noted the Ministry of Justice's Voluntary Early Departure Scheme which was launched in March 2016 and was open to JAC staff.

3.3 The Chief Executive then provided an update on the selection exercise programme for the current year, and for 2016/17.

3.4 The Chief Executive then reported that the Head of Policy and Change had spoken about judicial diversity at a conference at the Organisation for Economic Co-operation and Development in Paris held on International Women's Day.

3.5 The Commission considered the monthly Management Information Pack. The Pack provided an overview of JAC activity up to the end of February 2016.

3.6 The Head of Policy and Change reported on the work the JAC were doing in relation to the findings of the research commissioned into BAME progression in JAC selection exercises.

4. Results of Board Evaluation Survey

4.1 The Secretary to the Board presented a paper requesting that the Commission note the results of the Commission Board Evaluation Survey carried out in November 2015.

4.2 The Commission welcomed the results that indicated general satisfaction that the Commission Board is functioning well and has the support it needs to do so, and noted further improvements that would be made following the survey.

5. Evaluation of the Telephone Assessment pilot

5.1 The Head of Selection Policy and Process presented a paper seeking the Commission's approval of the use of telephone assessments and their inclusion in the 'menu of tools'.

5.2 The Commission noted that telephone assessments had been used as part of a bespoke shortlisting process for the recent Deputy High Court Judge exercise, where they had been well received by panellists. Feedback from candidates in this exercise was more mixed, but provided a basis for further improvement of the assessment tool.

5.3 After careful consideration, the Commission welcomed the evaluation of the pilot and approved telephone assessments for inclusion in the menu of tools for general use as appropriate.

6. Statistical Reporting

6.1 The Statistician presented informing the Commission of proposals to expand the JAC Official Statistics publication by publishing diversity data on exercises relating to senior judicial appointments.

6.2 The Commission noted that the proposals to publish diversity data on senior judiciary exercises were subject to the data being of sufficient quality.

6.3 The Commission further noted that a review into the JAC's disclosure control policy was underway and noted the other improvements to the statistics that are being considered.

7. Report Back from Working Groups

7.1 Emily Jackson, Chair of the Advisory Group, provided the Commission with a brief update on the Group's meeting held on 20 January 2016, with reference to a change in membership of the group. Carol Morgan provided the Commission with an update on the Group's meeting held on 2 March 2016.

8. Any other business

Date of next meeting

The Chairman confirmed that the next scheduled Board meeting would be held on **Thursday 12 May**.