

JUDICIAL APPOINTMENTS COMMISSION (JAC) MEETING

12 September 2019

Minutes of Board Meeting

Present	
Commissioners	Staff
Ajay Kakkar (Chairman) Anne Rafferty (Vice chairman) Emir Feisal Jane Furniss Andrew Kennon Sarah Lee Fiona Monk Simon Wessely Philippa Whipple Anuja Dhir Sue Hoyle	Chief Executive Deputy Chief Executive Head of Operations and Digital Deputy Head of Operations Head of Selection Policy Head of Secretariat/Board Secretary Head of Diversity and Engagement Senior Selection Exercise Manager
Apologies: Mathangi Asokan Brie Stevens-Hoare Philip Sycamore	Observers: Incoming Head of Secretariat Selection Policy Officer

1. Apologies and matters arising

- 1.1 Apologies were received from Phillip Sycamore, Mathangi Asokan and Brie Stevens-Hoare.
- 1.2 The minutes of the 11 July 2019 meeting were agreed.
- 1.3 No interests were declared by any Commissioner in respect of any matter under discussion on the agenda.
- 1.4 The Chairman introduced Sue Hoyle as a newly appointed Lay Commissioner to the Board. The Board also noted Sharon Athwal was leaving the JAC, thanking her for her support to all Commissioners; and welcomed Paula Donovan as successor to the role of Head of Secretariat.

2. Chief Executive's Report and Management Information Pack

2.1 The Chief Executive:

- reported on the agreed two-year programme with HMCTS and the work conducted to date;
- provided an update on the progress of activity in response to the People Survey; and
- provided an oral update on the JAC's financial position; and
- updated the Board on EU Exit Contingency Planning Assurance provided to the Ministry of Justice.

2.2 The Board noted the EU Exit contingency planning assurance for JAC.

3. Report back from Committees and Working Groups

3.1 The Chairman invited Commissioners to report back on recent meetings of committees and working groups.

Welsh Matters Committee

3.2 Philippa Whipple reported back from the Welsh Matters Committee expressing their sadness at the death of Noel Lloyd recalling his enormous contribution to the JAC and the promotion of a high quality judiciary in Wales.

3.3 The Welsh Matters Committee had noted the Welsh Government Press Release on the development of Justice Blueprints which will set out key aspirations and guiding principles for women and young people.

3.4 The Welsh Matters Committee had also noted the recent letter sent from the JAC Chairman to the Lord Chief Justice, Senior President of Tribunals and Senior Presiding Judge on the roll-out of a standardised approach to leadership selection exercises in the Autumn. The Chairman had since written a similar letter to the President of the Welsh Tribunals.

3.5 Philippa also reported that following the end of her term as a Commissioner this month, Brie Stevens-Hoare will be acting Chair of the WMC.

Audit and Risk Committee

3.6 Jane Furniss updated the Board on the last Audit and Risk Committee where they had reviewed the Corporate Risk Register. The Committee also considered the wider MoJ risks as set out by Richard Heaton in May 2019 and how these might impact the JAC.

3.7 Jane reported that all 5 recommendations made by the NAO in their Management Letter from the previous year have now been completed.

Advisory Group

3.8 Jane Furniss also reported back on the Advisory Group Meeting and announced they welcomed two new members to the Group. The Advisory Group also considered the situational questioning for a number of upcoming exercises.

4. Chairman's Report

4.1 The Chairman reported that since his update at the July meeting he had met with the new Lord Chancellor and the newly appointed President of the Queen's Bench Division.

4.2 Commissioners were invited to update the Board on any activities in which they had participated since the last meeting.

4.3 Jane Furniss updated the Board on her recent attendance at a conference held by the Society of Legal Scholars and Fiona Monk also attended an event hosted by the Law Society. The Board also noted the recent article authored by Anuja Dhir for Counsel magazine in respect of the JAC selection process.

4.4 The Board also noted the positive feedback received in response to the calibre of appointed High Court Judges.

5. Review of Equal Merit Approach

5.1 The Head of Diversity and Engagement presented a paper on the scheduled review of the JAC's approach to Equal Merit provisions (EMP). The Board noted the findings of the review and associated recommendations to further improve the operation of EMP to support increased diversity within the judiciary.

5.2 Following a full discussion, the Board agreed to the recommendations set out in the paper.

6. District Judge exercise 2019-20

6.1 The Senior Selection Exercise Manager presented a paper to the Board outlining the high-level process for the forthcoming exercise to select candidates to recommend for the post of District Judge.

6.2 The Board noted the timetable and approved the high-level process for the exercise.

7. Availability of salaried part-time working

7.1 The Head of Diversity and Engagement presented the paper on the availability of salaried part-time working (SPTW).

7.2 This paper presented an update on the development of a revised Judicial SPTW policy and guidance by the Ministry of Justice, and provided detail about how the JAC plans to further monitor and encourage SPTW applications in support of increasing judicial diversity.

7.3 The Board noted the draft SPTW policy and the approaches that the JAC intends to take to further promote SPTW.

8. Forward Look and AOB

8.1 The Board noted the Forward Look and the Chairman confirmed the date of the next Board meeting on 10 October 2019.

8.2 The Chairman offered the gratitude and appreciation of the JAC to Philippa Whipple for her contribution and personal support to the Board during her term as a Commissioner since 2016.

8.2 This concluded the business of the Board.