

**JUDICIAL APPOINTMENTS COMMISSION (JAC) MEETING**  
**6 October 2016**  
**Minutes of Meeting**

<b>Present</b>	
<b>Commissioners</b>	<b>Staff</b>
Ajay Kakkar (Chairman) Ian Burnett (Vice Chairman) Martin Forde Emily Jackson Usha Karu Noel Lloyd Alexandra Marks Katharine Rainsford Andrew Ridgway Lucy Scott-Moncrieff Christopher Simmonds Valerie Strachan Phillip Sycamore Debra van Gene	Chief Executive Head of Operations Head of Policy and Change Head of Selection Policy and Process Senior Communications Manager Private Secretary to the Chairman Board Secretary

**1. Welcome and introductions**

1.1 The Chairman welcomed Commissioners to his first Board meeting.

1.2 The Chairman then thanked the Vice-Chairman for acting as Chairman during the interregnum before his appointment, and thanked the Commissioners who supported the Vice-Chairman in the governance of the Commission. He then thanked all Commissioners for their continued support and involvement.

**2. Apologies and matters arising**

2.1 Apologies were received from Alan Wilkie.

2.2 Lucy Scott-Moncrieff confirmed that she had a personal interest in an agenda item for discussion, the Ministry of Justice (MoJ) consultation on modernising judicial terms and conditions.

2.3 The minutes of the 8 September 2016 meeting were agreed.

2.4 The Board Action Register was noted.

**3. Chief Executive's Report and Management Information Pack**

3.1 The Chief Executive:

- provided an oral update on the JAC's financial position;

- reported on staffing levels at the JAC, and made reference to the organisational arrangements following the Voluntary Exit Departure Scheme, which took effect from 1 October 2016, to ensure effective deployment of remaining staff;
- reported on the panellist recruitment campaign to refresh the current cadre;
- provided an update on the selection exercise programme for the current year, 2016/17.

3.2 The Commission considered the monthly Management Information Pack. The pack provided an overview of JAC activity up to the end of September 2016.

#### **4. Report Back from Working Groups**

4.1 Emily Jackson, Chair of the Advisory Group, provided the Commission with an update on the Group's meeting held on 21 September 2016 with reference to a change in membership of the group and changes in the format of its meetings.

#### **5. Chairman's Report**

5.1 The Chairman reported on the first meetings he had held with key stakeholders. He had met with the Lord Chief Justice and the President of the UK Supreme Court and would be meeting shortly with the Lord Chancellor.

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

5.3 The Vice-Chairman reported on his meeting with David Lammy MP along with Martin Forde, Usha Karu and Katherine Rainsford in relation to the Lammy Review of BAME representation in the Criminal Justice System.

#### **6. Proposed Changes to JAC Character Guidance**

6.1 The Private Secretary to the Chairman presented a paper seeking the Commission's approval to adopt a number of changes to the JAC's Good Character Guidance following the outcome of the recent review of the Guidance.

6.2 The proposed changes entailed:

- a significant redraft of the criminal offences section to reflect the recent legislative change to the disclosure requirements.
- Clarification of other areas of the guidance to assist candidates to understand the likelihood of their application being rejected on character grounds.

6.3 The Commission agreed to adopt the proposed changes, subject to minor amendments.

## **7. MoJ Consultation on Modernising Judicial Terms and Conditions**

7.1 The Head of Policy and Change presented a paper inviting the Commission to note the proposed scope of the JAC's response to the MoJ consultation paper, "Modernising Judicial Terms and Conditions."

7.2 The Commission noted the key proposals in the consultation and the proposed scope of the JAC's response. A full draft response will be presented to the Board for approval at its November meeting.

## **8. Recorder 2015 analysis**

8.1 The Head of Selection Policy presented a paper reviewing the possible factors involved in the failure of potentially meritorious candidates to progress through the early stages of the Recorder 2015 exercise. The Commission was asked to note the key findings of the analysis.

8.2 The analysis identified a number of issues which may have contributed to the poor performance of some or all of the candidates in question. Each of these issues had already been identified through the broader review of the exercise, and had either been addressed or were in the process of being addressed.

8.3 The Commission noted the findings in the paper and the steps taken to address the issues identified.

## **Date of next meeting**

The Vice Chairman confirmed that the next Board meeting would be held on **Thursday 10 November 2016**.