

# JUDICIAL APPOINTMENTS COMMISSION (JAC) MEETING

16 December 2021

## Minutes of Board Meeting

<b>Present</b>	
<b>Commissioners</b>	<b>Staff</b>
Ajay Kakkar (Chairman) Mathangi Asokan Sue Carr (Vice Chairman) Christa Christensen Anuja Dhir Sarah Falk Emir Feisal Jane Furniss Brie Stevens-Hoare Sue Hoyle Andrew Kennon Sarah Lee Simon Wessely Greg Sinfield Barry Morgan	Chief Executive Deputy Chief Executive Head of Operations and Digital Head of Operational Delivery Head of Selection Policy Head of Diversity and Engagement Head of Digital Delivery and Programme Office Head of Targeted Outreach and Research Head of Senior Appointments Head of Secretariat/Board Secretary Senior Selection Exercise Manager
<b>Apologies</b>	<b>Guests</b>
None	Director of Work Psychology Group (WPG) Senior Consultant of Work Psychology Group (WPG)

### 1. Apologies and matters arising

1.1 The minutes of the 11 November 2021 meeting were agreed.

### 2. Chief Executive's Report and Management Information Pack

2.1 The Chief Executive:

- provided an update on the business plan and the agreed 2021 -22 judicial recruitment programme;
- provided an update on JAC business continuity measures in light of new government COVID guidance;
- reported back on the JAC 2021 People Survey results;
- provided an update to the changes in JAC senior staffing taking place over the next few months; and

- provided an update on the JAC's financial position and allocation for 2022-23.

### **3. Report back from Committees and Working Groups**

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

#### **Digital Board**

- 3.2 Andrew Kennon (AK) updated the Board on the work of the Digital Board (DB) which took place on 25 November 2021.
- 3.3 The DB considered a comprehensive review of the JAC's digital platform tech stack which was recently undertaken by an independent Digital Agency, Deeson, which confirmed our current technology was suitable for the mid-term at least.
- 3.4 The DB was updated on progress made against the Digital Strategy and on the progress of the Road Map.
- 3.5 The DB received a summary of the success measures of qualifying tests on our digital platform in the past year. Over the last 12 months, the average error rate has been just 1.67%, well below the 5% benchmark used as the indicator for a successful test.
- 3.6 The DB confirmed that JARS has now been decommissioned and archived for retainment in accordance with our records retention and disposition schedule.

#### **Advisory Group**

- 3.7 Jane Furniss (JF) provided an update to the Board on the Advisory Group (AG) held on 14 December 2021.
- 3.8 The Advisory Group considered situational questions in respect of the following exercises:
- District Judge
  - Fee-paid Medical Members of the First-tier Tribunal, Health, Education and Social Care Chamber
  - Judge of the Mental Health Review Tribunal for Wales
  - Chamber President of the First-tier Tribunal, General Regulatory Chamber

## **Welsh Matters Committee**

- 3.9 Barry Morgan (BM) provided an update to the Board on the Welsh Matters Committee which took place on 16 December 2021.
- 3.10 The Committee considered exercises with Welsh posts currently in progress and heard an update on progress from the action register.
- 3.11 The Committee heard updates on the establishment of the Constitutional Commission in Wales. The final report is expected to be published by the end of 2023.
- 3.12 The Committee were given sight of the Law Commission's report on the Devolved Tribunals.
- 3.13 The Chairman recorded his thanks on behalf of the Commission for the important work these subcommittees have undertaken through the year.

## **4. Chairman's Report**

- 4.1 The Chairman briefed the Board on his recent meeting with the Senior President of Tribunals on 11 November and the Lord Chancellor on 22 November.
- 4.2 The Chairman chaired the Judicial Diversity Forum on 22 November.
- 4.3 The Chairman advised the Board the JAC diversity update was published on 9 December.
- 4.4 Commissioners reported back on the outreach activity they undertook throughout November and early December.
- 4.5 Jane Furniss attended the Society of Legal Scholars Annual President's reception on 12 November.
- 4.6 Sue Carr attended a Judicial Office s9(4) outreach event on 23 November for legal professions and on 25 November for existing judges.
- 4.7 Sue Carr attended a Judicial Office webinar for the Recorder Competition on 9 December. Sue was there both as a guest judge speaker and JAC representative.
- 4.8 Brie Stevens-Hoare attended an event for Lincoln's Inn Social Mobility Sub-Committee, entitled *Appointments: How they can help your career and how to get appointed?*

## **5. Work Psychology Group presentation of preliminary findings from Statutory Consultation Review**

- 5.1 The Head of Selection Policy introduced the Work Psychology Group (WPG) presentation on the Statutory Consultation Review.
- 5.2 The Director (Dr Máire Kerrin) and Senior Consultant (Anne-Marie Smith) from WG presented the preliminary key findings of the review of the operation of statutory consultation and briefed the Commission Board on the further work to be undertaken in order to complete the review.
- 5.3 The Commission discussed the preliminary key findings and next steps and agreed to consider the results of the further work as soon as is viable at an extraordinary board meeting in the New Year.

## **6. District Judge (Magistrates' Court) selection process**

- 6.1 The Senior Selection Exercise Manager presented a paper outlining the planned selection process for the forthcoming District Judge (Magistrates' Courts) exercise.
- 6.2 Following discussion, the Commission endorsed the proposed process.

## **7. Forward Selection Exercise Programme Update**

- 7.1 The Head of Digital Delivery and Programme Office provided an update on the Selection Exercise Programme for the next year, and a new 5 year rolling programme of recruitment commencing April 2022
- 7.2 The Commission noted the update for information.

## **8. NatCen International Research Project Update**

- 8.1 The Head of Targeted Outreach and Research updated the Commission Board on the progress made by NatCen Social Research on the International Research Project, the additional mitigation the JAC has put in place to strengthen the report and a revised timetable with key milestones.
- 8.2 The Commission noted the update for information.

## **9. Forward Look and AOB**

- 9.1 The Board noted the 2022 Forward Look and the Chairman confirmed the next Board meeting would be held on 10 February 2022.
- 9.2 The Chairman noted the departure of the Deputy Chief Executive Alice Ripley and thanked her for her extraordinary contribution to the JAC over the last ten years.

9.3 This concluded the business of the Board.