

**JUDICIAL APPOINTMENTS COMMISSION (JAC) MEETING**  
**12 July 2025**  
**Minutes of Board Meeting**

<b>Present</b>	
<b>Commissioners</b>	<b>Staff</b>
Helen Pitcher (Chairman) Mark Warby (Vice Chair) Nicolina Andall Noel Arnold Christopher Bones Tom Cross Sue Hoyle Uchechi Igbokwe Tanweer Ikram Adam Johnson Clive Lane Clare McGlynn Barry Morgan	Chief Executive Deputy Chief Executive/ Head of Strategy and Policy Head of Operations and Digital Head of Operational Delivery Head of Senior Appointments Head of Selection Policy Senior Policy Advisor Selection Exercise Manager Head of Secretariat Secretariat Manager Senior Executive Assistant Secretariat Support Officer
<b>Guest</b>	
WPG	

**1. Apologies and matters arising**

- 1.1. The minutes of the 12 June 2025 meeting were agreed.
- 1.2. No apologies were received.

**2. WPG Research Project – Neuroinclusive Recruitment**

- 2.1. The Senior Project Delivery Manager presented the paper on the WPG Research Project, regarding Neuroinclusive Recruitment. A representative of WPG attended to answer questions from the Board.
- 2.2. The Board noted and approved the paper's recommendations.

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

- 3.1. The Chief Executive provided an update on:
  - the 2025/26 budget allocation.
  - the 2025/26 Judicial recruitment programme.
  - performance against the 2025-26 Business Plan.
  - an update on complaints and ongoing litigation (legally privileged).

**4. Report back from Working Groups**

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

### **Audit and Risk Committee**

4.2. Chris Bones reported back on the Audit and Risk Committee meeting which took place on 26 June. The Audit and Risk Committee:

- Reviewed the latest version of the Annual Report and Accounts and noted the timetable for laying the Annual Report
- Confirmed it was content for the Chief Executive to sign the Annual Report and Accounts.
- Representatives of the Government Internal Audit Agency (GIAA) attended the meeting to formally present their 'moderate' opinion on the framework of governance, risk management and control within the JAC for 2024/25.
- Representatives of the National Audit Office and Deloitte attended the meeting to present their audit completion report following the audit of the 2024-25 accounts.

### **Welsh Matters Committee**

4.3. Barry Morgan reported back on the Welsh Matters Committee meeting which took place on 12 July 2025. The Welsh Matters Committee:

- Considered a paper sent by the Welsh Presider, regarding a proposed MOU for the appointment of Welsh Judge

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

5.1. The Chairman reported back on the following:

- The Chairman took part in interviews for the new JAC Lay Commissioners on 16 and 19 June
- The Chairman took part in interviews for the new JAC La Commissioner with special knowledge of Wales on 27 June

5.2. Commissioners reported back on the following:

- Chris Bones took part in a CILEX Demystifying Judicial Appointments Event on 30 June

## **6. Board Effectiveness Review Final Report**

6.1. The Head of Secretariat presented the paper on the Board Effectiveness Review's Final Report.

6.2. The Board noted the report and its findings. The Board agreed to the paper's proposals.

## **7. Judicial Skills and Abilities Framework Implementation**

7.1. The Head of Selection Policy presented the paper on implementation of the Judicial Skills and Abilities Framework Implementation

7.2. The Board noted and approved the proposals.

## **8. Previous Judicial Experience Guidance**

8.1. The Senior Policy Advisor presented the paper on Previous Judicial Experience.

8.2. The Board noted and approved the proposals.

## **9. Process Paper - 268 s9(1) Authorisation to Act as Judges of the High Court**

9.1. The Selection Exercise Manager presented the paper on the selection process for 268 s9(1) Authorisation to Act as Judges of the High Court.

9.2. The Board noted and agreed to the proposals.

## **10. Process Paper - 289 Fee-paid Judge of the First-tier Tribunal IAC**

10.1. The Selection Exercise Manager presented the paper on the selection process for 289 Fee-paid Judge of the First-tier Tribunal IAC.

10.2. The Board noted and agreed to the proposals.

## **11. Forward Look and AOB**

11.1. The Board noted the 2025 Forward Look, and the Chairman confirmed the next Board meeting will be held on 11 September 2025.

11.2. The Chairman confirmed an extraordinary Board meeting would be added to the 24 July.

This concluded the business of the Board.