



JUDICIAL
COLLEGE

Activities Report

2014-2015

**JUDICIAL
COLLEGE**

Contents

| | |
|----------------------------------|---|
| A. Judicial College | 3 |
| B. Tribunals..... | 4 |
| C. Courts | 4 |
| D. Magistrates..... | 5 |
| E. Coroners | 5 |
| F. Diversity & Development | 6 |
| G. International..... | 7 |
| H. Wales..... | 7 |
| I. Summary of expenditure..... | 8 |

Annex 1 tables provided separately

A. Judicial College

The Judicial College Board was formed on 1 April 2011 when the Judicial College was established. It is the governing body of the College. It sets the overall strategy for the College and oversees the delivery of training within the budget allocated to the College.

The members as at 31 March 2015 were:

- Lady Justice Rafferty, Chairman
- Mrs Justice Davies
- Mr Justice Foskett
- Mrs Justice Carr
- Mr Justice Wyn Williams
- His Honour Judge John Phillips
- Judge Brian Doyle
- Professor Judge Jeremy Cooper
- Professor Judge Andrew Grubb
- Ms Liz Harrison JP
- Sheridan Greenland

The Judicial College is responsible for induction and continuation training for 32,000 judicial office holders. Most are located in England and Wales but some are in reserved tribunals in Scotland and Northern Ireland. Training is provided 'nationally', that is where judicial office holders from all over the country come to an event, and also 'regionally' where judicial office holders from a particular area come together.

In the period covered by the report 446 courses were delivered for judiciary in the courts, coroners' courts and tribunals, attended by a total of 18,643 participants.

The College has very little training accommodation under its direct control and both national and regional training events are held at a variety of venues. In a given week, there may be several courses running at the same time in different parts of the country. Courses vary in length from, for example, one day non-residential to four day residential training. Courses vary in size from relatively small numbers of say 20 participants to over 100. Where possible MoJ/HMCTS or other government accommodation is used for non-residential training events; this approach is beneficial in that the accommodation is free of charge to the College. The vast majority of training for magistrates' courts is delivered in this way. Although every effort is made to use MoJ/HMCTS accommodation, there are limitations because of the size, location, availability and suitability of accommodation, particularly the impact on HMCTS performance if courtrooms are used for training. The challenge for the College, particularly as its budget has reduced over the period of this Spending Review, is to find the optimum means by which its needs for training accommodation can be met, in a way which does not undermine the quality of the training experience, and offers reasonable security.

The Judicial College Learning Management System (LMS) was successfully launched during the summer of 2013 enabling an increasing amount of e-learning to be available to judicial office holders produced 'in-house'. A new booking system was developed and course administration and support is now provided electronically through the LMS. The LMS provides access to training materials 24 hours a day, 7 days a week and is designed to

complement rather than replace face to face training. However, with increasing use of technology across the jurisdictions, where appropriate, we are piloting e-learning packages.

A table showing the results of the evaluation of courses and seminars which took place during the year from April 2014 to end March 2015 for courts, tribunals and coroners is contained in Annex 1.

B. Tribunals

The Senior President of Tribunals has statutory responsibility for the training of judges and members of tribunals pursuant to the Tribunals, Courts and Enforcement Act 2007. The Committee oversees Tribunals judicial training for those tribunals and where appropriate, takes account of the interests of devolved Tribunals and those Tribunals transferring into HMCTS. The Judicial College provides training for the following tribunals: Employment (England and Wales), Employment (Scotland), Employment Appeal Tribunal, Tax First Tier and Upper Tribunal, Lands Chamber, Administrative Appeals Chamber, General Regulatory Chamber, Mental Health, Care Standards, Special Educational Needs and Disability, Primary Health Lists, Social Security and Child Support (SSCS), Asylum Support, Criminal Injuries Compensation, Adjudicator to the Land Registry, War Pensions and Armed Forces Compensation, Immigration and Asylum and Property Chamber.

Secretariat support for the Tribunals' Committee and administrative and secretariat support for training in the Mental Health, Immigration and Asylum, Social Security and Child Support and the Property Chamber are provided by College staff in London, Glasgow and Loughborough. Administrative support for the training needs of the remaining tribunals is provided by staff in HMCTS.

Discussions have taken place with HMCTS/MoJ about Other Government Departments' funding for judicial training in Social Security and Child Support, Employment Tribunals (England and Wales) and Employment Tribunal (Scotland) and Residential Property Tribunal Service where policy initiatives and new legislation will impact on the work of those tribunals.

The Tribunals' Committee met in June and September 2014 and March 2015.

Courses

In the financial year 2014-15, the College delivered 291 residential and non-residential courses to 11,186 judicial office holders in tribunals.

The vast majority of training provided for the specialised requirements of tribunal judges and members is delivered within individual jurisdictions, in line with the requirements of Chamber Presidents. Training for judicial office holders in tribunals is generally arranged through invitation to attend courses, with the exception of some training provided in the Mental Health Tribunal which is chosen from a Prospectus.

C. Courts

The Courts' Committee is responsible for the development and delivery of training for the courts' judiciary in England and Wales, including magistrates and legal advisers where training is delivered in partnership with HMCTS through a network of trainers, including legal

advisers, justices' clerks and magistrates. The Committee also oversees governance arrangements for the delivery of training for the magistracy and legal advisers.

Courses

The Courts' Judiciary Training Prospectus, from which courts' judiciary choose the training they attend, is available on the Learning Management System (LMS).

For 2014-15, 117 courses were delivered for the courts judiciary and a total of 6,298 participants attended. A list of those courses is included at Annex 1.

The content and layout for the fifth Courts' Judiciary Prospectus for 2015-16 was published on the LMS in October 2014 and contains 40 different courses to select from. Courses are confirmed through an online booking system.

Apart from e-learning, the College also produced a range of supplementary training materials for the courts' judiciary, which included a number of e-letters and circulars which were published at intervals to provide timely updates.

D. Magistrates

Courses

Whilst some courses such as Bench Chairmanship are delivered directly by the Judicial College, in most cases the College prepares training materials for local delivery by magistrates and accredited legal advisers.

30 courses were delivered directly by the Judicial College for magistrates and legal advisers and a total of 690 participants attended.

Publications

In addition 22 distance learning/training packs and bench book updates were published for 23,000 judicial office holders.

In accordance with statutory responsibilities, the following reports were prepared for the Lord Chief Justice:

- National Summary of Magistrates' Area Training Committee Annual Reports of Magistrates' Training 2013-2014
- National Summary of Clerkship Annual Reports of Legal Adviser Training 2013-2014.

The Courts' Committee met in June and October 2014 and in February 2015.

E. Coroners

In April 2013, following the appointment of the Chief Coroner in 2012, responsibility for coroner training came under the auspices of the College. The Chief Coroner's Training Committee meets twice a year.

Courses

Eight courses were delivered on Coroners and Justice Act 2009, Rules and Regulations training and a total of 469 participants attended and one course was delivered for Coroners' Officers who support Coroners in their duties but are not judicial office holders.

F. Diversity & Development

The Diversity & Development Committee works together with the Courts' Committee and the Tribunals' Committee to implement the College Strategy, to promote the development of common training programmes (particularly training in judicial skills, training trainers, leadership and management training) improving course design and evaluation, dissemination of best practice and training in the principles of diversity and fair treatment. For example, we published an updated Equal Treatment Bench Book, applicable to all jurisdictions, on the LMS.

The Diversity & Development Committee met in June and October 2013.

Academic lectures

The programme of lectures continued this year.

The first lecture in the current series was delivered at Leeds University on 18 February 2015. The subject was 'Judges and the Media' and about 100 judicial office holders attended.

The second lecture on 5 March 2015 at the University of Law in London, was entitled 'Should judges make law'?

A third lecture is planned for the autumn on judicial diversity.

Attendance at the academic lectures is voluntary and fees and travel expenses are not paid.

Leadership and Management

The first Judicial College Leadership and Management Development (LMD) Programme was launched in March 2014. The programme supports judges with leadership and management responsibilities, both those who are newly appointed to a leadership role and experienced judges who wish to develop their skills further. It is based on the four priority areas identified by the Leadership Forum, held at the College in June 2013, and reflects the judicial competences against which they were appointed. The overall response to the first programme has been very positive. Work continues to cascade the messages and skills through the jurisdictions.

Evaluation and training advice

A summary of the post-course evaluation information is available at Annex 1.

The College-wide approach to the evaluation of training uses a standard feedback form which enables consistent analysis across all the training the College provides. The College uses the LMS so feedback is electronic across all courts and many tribunals. All tribunals should be using the LMS for evaluation by April 2016 once the technology is fully in use across all tribunals.

The evaluation of courses allows the College to identify what has worked well and the lessons to be learned for future courses. Work also continues with Magistrates' Area Training Committees (MATCs) and HMCTS training colleagues to support the quality and effectiveness of magistrate and legal adviser training delivered locally by them across England and Wales.

The College's education and development advisers, training advisers and legal advisers offered advice and support on the design and delivery of Judicial College courses across all

jurisdictions and provided verbal and written feedback to course directors, MATCs and trainers, and designed materials to support improvement of the delivery and design of training courses.

G. International

The International Committee reports to the Judicial College Board on international training issues for the judiciary. It endeavours to enable the College to participate in appropriate judicial training projects which strengthen judicial independence and reinforce the judiciary as a key institution of democratic governance within the UK, across Europe and Internationally. The number of requests for meetings with judicial delegations and requests for assistance, particularly relating to judicial ethics and judicial skills is increasing. The same delegations often contacted the Judicial Office to arrange meetings with senior judiciary. In order to avoid complexity for these visitors, staff from the College and the wider Judicial Office joined into a single International Team on 1 April 2015 to co-ordinate the best way to meet requests, including looking to external sources of funding to support training delivery requests.

The College is an active member of the EJTN (European Judicial Training Network). The College has had representation on the EJTN's Steering Committee, its technologies working groups, various steering groups involved with EU funded projects and its THEMIS programme and has had representation at its annual General Assembly, attended by all of its members. The College is also involved in the EJTN's 'Exchange' and 'Catalogue' Programmes.

The International Committee met in July and October 2014 and in February 2015.

H. Wales

The Wales Training Committee identifies any judicial training requirements for the judiciary of Wales, and for those who sit from time to time in Wales or may be adjudicating upon Welsh issues, arising from any legislation passed by the National Assembly for Wales. This includes training requirements and obligations under the Welsh Language Act 1993. Based on the results of a questionnaire issued last year, a training event specifically to improve use of the Welsh language in court – conversational and legal terms – was held in November 2014.

The Wales Training Committee met in October 2014 and January 2015.

I. Summary of expenditure

The Judicial College is a part of the Judicial Office and not required to produce its own audited accounts. However, the College's expenditure is an integral part of the Ministry of Justice's resource account, which is subject to audit.

The summary below reflects expenses directly incurred by the College and is shown on an accrual basis.

| | Total (£'000s) |
|---|---------------------------|
| Staff costs | 2,749 |
| Judicial fees | 4,783 |
| Venue costs | 2,253 |
| Judicial travel & subsistence | 1,189 |
| Other travel & subsistence | 132 |
| Design, print and reprographics | 31 |
| Speakers | 185 |
| IT services | 116 |
| Magistrates' Association training grant | 10 |
| Office supplies, catering & accommodation related costs | 112 |
| Miscellaneous | 50 |
| Total expenditure | 11,610 |

Judicial College
102 Petty France
London
SW1H 9LJ

www.judiciary.gsi.gov.uk