



JUDICIAL  
COLLEGE

Activities Report

2015-2016

**JUDICIAL  
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Annex 1 tables provided separately

## **A. *Judicial College***

The Judicial College Board 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 2016 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 27,000 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 402 courses were delivered for judiciary in the courts and tribunals, attended by a total of 15,216 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) which was launched during the summer of 2013 has enabled an increasing amount of e-learning to be available to judicial office holders. The LMS includes a booking system and enables course administration support, such as distribution of materials, to now be provided electronically. It also enables access to training materials 24 hours a day, 7 days a week. E-learning and virtual learning is designed to complement rather than replace face to face training.

A table showing the results of the evaluation of courses and seminars which took place during the year from April 2015 to end March 2016 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 Tribunals Committee provides the judicial oversight for tribunals training and where appropriate, takes account of the interests of devolved Tribunals. The Judicial College supports delivery of judicial 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.

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.

Initial planning takes place within jurisdictional groups / training committees who agree a programme of training with the Tribunal or Chamber President. The Tribunals Committee increased its membership by four during the year to improve representation at both 1<sup>st</sup> Tier and Upper Tribunals level. This means that most of the Training Leads who are tasked with the delivery of training have direct access to the Tribunals Committee, but for some smaller jurisdictions there are representatives on the committee who can liaise on their behalf.

The Tribunals' Committee met in June and November 2015 and February 2016.

### **Courses**

In the financial year 2015-16, the College delivered 254 residential and non-residential courses to 9,132 judicial office holders in tribunals.

The training requirements are agreed for each year with the Chamber Presidents and the vast majority of training provided is tailored to the specific requirements of tribunal judges and members for their individual jurisdictions. Training for judicial office holders in tribunals is mostly arranged through invitation to attend courses. However, the Health, Education and Social Care Chamber (HESC) provided some opportunity for judicial office holders to select their own training from a prospectus for those in Mental Health, Special Educational Needs and Disability, Care Standards, and Primary Health Lists Tribunals.

## **C. Courts**

The Courts' Committee provides the governance for the training delivered to the courts' judiciary of England and Wales. This includes 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 planning and delivery of training is undertaken by Jurisdictional Planning Groups (Criminal, Civil and Family) who consist of a Director of

Training (High Court Judge) and judicial course directors from the Circuit and District Benches. There are also two Magisterial Sub-Groups, one for crime and one for Family law. The Courts' Committee met in June and October 2015 and February 2016.

### **Courses**

The Courts' Judiciary Training Prospectus gives judges some flexibility to choose training seminars that address their training needs within their areas of appointment. For 2015-16, 95 courses were delivered for the courts judiciary and a total of 4,563 participants attended. A list of those courses is included at Annex 1.

The College also produced a range of supplementary training materials for the courts' judiciary, which includes jurisdictional e-letters which provide updates on law, procedure, appeal cases and any directives from senior judiciary. There were 10 Criminal e-letters, 4 civil e-letters and 10 family e-letters produced during the year.

## ***D. Magistrates***

### **Courses**

During 2015-16, 31 courses were delivered directly by the Judicial College for magistrates in leadership positions and legal advisers and a total of 488 participants attended.

The College prepared a range of distance learning/training packs, for local delivery by magistrates and accredited legal advisers and published a number of bench book updates for 17,500 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 2014-2015
- National Summary of Clerkship Annual Reports of Legal Adviser Training 2014-2015.

## ***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 met in June and October 2015 and January 2016.

### **Courses**

Eight courses were delivered in 2015-16 and a total of 858 participants attended. This includes training for Coroners' Officers who support Coroners in their duties but are not judicial office holders.

## ***F. Cross-Jurisdictional Activity***

Under the guidance of the Diversity & Development Committee, both the Courts' and the Tribunals' Committees work together to implement the College Strategy, which includes the promotion and development of common training programmes particularly training in common judicial skills and the dissemination of best practice and training in the principles of diversity and fair treatment. The Diversity & Development Committee did not meet during

2015-16. However, during this period the College developed plans for a Faculty to come in to being during 2016. The Faculty will take on the work currently overseen by the Committee and will provide the oversight and direction for all cross-jurisdictional activity across courts and tribunals.

### **Cross-jurisdictional training**

A wide variety of non-jurisdictional training was undertaken throughout the year which included:

- Training judiciary to be trainers
- Stress and resilience training
- Appraiser and Mentor skills
- Motivation in challenging times
- Rethinking our Thinking – unconscious bias training

### **Academic lectures**

A lecture was given during October 2015 by Lady Hale, Supreme Court Justice, on the subject of “Judicial diversity”. The event was hosted by Bristol University.

### **Leadership and Management**

The Leadership and Management Development (LMD) 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 the skills required for these roles.

### **Evaluation and training advice**

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

The College uses a standard feedback form which enables consistent analysis across all the training provided by the College. During the year the College maximised the use of the LMS so that the majority of the feedback is now collected electronically across both courts and tribunals which allows a virtually instant analysis to be made. 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 College participates 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 International Committee provides the

governance for this activity and reports to the Judicial College Board. A smaller Executive Committee meets regularly throughout the year to discuss training requests.

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 international requests, some about information and judicial relations and some requesting training support.

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.

A number of judges participated in the one or two week(s) EJTN Exchange Programmes and the College continued to promote the EJTN Catalogue Programme where places on appropriate courses are offered to members. Three judges participated in European civil procedure in family law matters looking at topics such as cross-border divorce, two judges participated in 'Radicalization: prevention and detection' under the counter terrorism theme.

One judge attended an ERA seminar under the 'Charter of Fundamental Rights of the EU in Practice' project.

The College was invited by the EJTN to design and deliver a new seminar called "The European Craft of Judging" based on our own Business of Judging seminar which had been recognised as an example of best practice by the European Commission. The pilot seminar took place in the Republic of Slovakia and was attended by 35 participants from 16 member states.

The International Executive Committee met six times in this period and reported to two meetings of the International Committee.

## **H. Wales**

The Wales Training Committee has mostly kept to its original brief to consider the training requirements and obligations under the Welsh Language Act 1993. However, during the year it became clear that it was time for the committee to expand its remit in order to be able to contribute to any judicial training needs arising from the devolved legislation passed by the National Assembly for Wales. Accordingly it changed its terms of reference and expanded representation to include magistrates and legal advisers. It works closely with the Judges Council Committee on Wales. The Committee has recognised that its role will need to evolve and expects to make further changes during the next year.

The Wales Training Committee met in May, September and December 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.

	<b>Total (£'000s)</b>
Staff costs	2,560
Judicial fees	5,893
Venue costs	2,034
Judicial travel & subsistence	931
Other travel & subsistence	121
Design, print and reprographics	34
Speakers	153
IT services	186
Magistrates' Association training grant	10
Office supplies, catering & accommodation related costs	62
Miscellaneous	12
<b>Total expenditure</b>	<b>11,997</b>



