



JUDICIAL
COLLEGE

REVIEW OF ACTIVITIES APRIL 2013 – MARCH 2014

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A Judicial College

The Judicial College Board was formed on 1st 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 2014 are:

- Lady Justice Hallett, Chairman
- Mrs Justice Davies
- Mr Justice Foskett
- Mrs Justice Carr
- Mr Justice Wyn Williams
- Judge John Phillips
- Judge Nicholas Warren
- Professor Jeremy Cooper
- Professor Andrew Grubb
- Ms Liz Harrison
- Sheridan Greenland

The Judicial College is responsible for induction and continuation training for 33,000 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 459 courses were delivered for the courts, coroners and tribunals judiciary, attended by a total of 18,495 participants. The College has very little training accommodation of its own 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 and availability 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 Courts Judiciary Training Prospectus, from which courts judiciary choose the training they attend, is available on the Learning Management System (LMS).

Courts' judiciary residential continuation seminar length reduced in hours from 2012 onwards, so they are now run over 2 rather than 3 days in order to make the required budgetary savings. This has achieved savings of £500,000 p.a (and a similar saving in judge time for HMCTS). Over recent years training courses for the tribunals' judiciary have also reduced in length in order to deliver savings.

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. A new booking system was developed together with enhanced capability to provide improved course administration and support. The LMS provides access to training materials 24 hours a day, 7 days a week and is designed to compliment rather than replace face to face training.

A table showing the results of the evaluation of all courses and seminars which took place during the year from April 2013 to end March 2014 for courts, tribunals and coroners is contained in Annex 1.

B Tribunals

The Tribunals Committee met in June and November 2013 and February 2014.

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 tribunals where training is provided by the Judicial College are: 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 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.

Courses

In the financial year 2013-14, the College delivered 299 residential and non-residential courses (including 71 evening training events in SSCS) to 11,013 judicial office holders in tribunals (823 of which were judicial office holders attending evening training events).

The vast majority of training provided for 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.

C. Courts

The Courts Committee met in June and October 2013 and in February 2014.

It 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 keeps under review the necessary governance arrangements for the delivery of training for the Magistracy and legal advisers.

Courses

103 courses were delivered for the courts judiciary and a total of 5,524 participants attended. In addition 94 tutor judges were trained at five separate events, 16 course directors were trained at one event and 41 LMJs (judges with leadership and/or management responsibilities) attended two learning management & development events. A list of those courses is included at Annex 1.

The content and layout for the fifth Courts Judiciary Prospectus for 2014/15 was finalised and contains 40 different courses to select from. The Prospectus was published on the Learning Management System (LMS) in October 2013 alongside a new online booking system. The programme for 2015-16 will be published on the LMS in October 2014.

The College also produced a range of supplementary training materials for the courts judiciary, which included:

- the 12th edition of the Judicial College Guidelines for the Assessment of General Damages in Personal Injury Cases, and
- 24 e-letters: 10 crime, 10 family and four civil.

D Magistrates

Courses

Whilst some courses such as Train the Trainers and Bench Chairmen are delivered directly by the Judicial College staff, in most cases the College prepares training materials for local delivery. 30 courses were delivered directly by the Judicial College for magistrates and legal advisers and a total of 557 participants attended. A list of those courses, along with training for DJ(MC)s and DDJ(MC)s is included at Annex 1.

Publications

The results of the nationwide bench book consultation were published, and 20 distance learning/training packs and four bench book updates were published for 23,000 judicial office holders.

The following reports were issued for the LCJ:

- National Summary of MATC Annual Reports of Magistrates Training 12/13
- National Summary of Clerkship Annual Reports of Legal Adviser Training 12/13.

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 July 2013 and January 2014.

Courses

Eight courses were delivered on Coroners and Justice Act 2009, Rules and Regulations training and a total of 524 participants attended. Two induction courses for newly appointed assistant coroners were delivered to a total of 68 attendees. In addition, 79 senior coroners attended the Chief Coroner's Conference for Senior Coroners which was funded by the Chief Coroner's Office, but administered by the Judicial College. A list of those courses is included at Annex 1.

F Senior Judiciary

High Court judges attended a range of seminars, in particular, the Administrative Court seminar, the Serious Crime seminar and the Family High Court seminar and are invited to attend any seminar offered in the prospectus. Relevant modules were also included in the civil law seminars. A number of Court of Appeal judges also attended the family seminar.

331 High Court judges in total attended ten after court seminars that took place during the year – these included topics such as Hate Crime, Litigants in Person and Litigants in Person in Interim Applications in civil cases. Invitations to attend are emailed to all Supreme Court, High Court and Court of Appeal judges.

G 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 as appropriate (particularly training in judicial skills, training the 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.

Academic lectures

The programme of lectures first introduced during 2012-13, continued this year with four lectures held on "Being a Judge in the Modern World". The lectures were presented by the Lord Chief Justice, Lord Judge, Madame Justice Desiree Bernard from Guyana, Shami Chakrabarti and Joshua Rozenberg. The academic lectures are voluntary and no fees or travel expenses are paid.

Evaluation and training advice

A summary of the post-course evaluation information is available at Annex 1. Since the introduction of a College wide approach to the evaluation of training in November 2012, tribunals

have been adopting the standard new style feedback form which enables consistent analysis across all the training the College provides. A cross jurisdictional evaluation strategy and a common training feedback form have now been implemented.

The evaluation of courses allows the College to identify what has worked well and the lessons to be learned for future courses. The process of reporting to the course director and the relevant director of training and training leads has been streamlined according to the nature of the course. Work also continues with Magistrates Area Training Committees (MATC) and HMCTS training colleagues to ensure the quality and effectiveness of magistrate and legal adviser training across England and Wales.

The Education and Development Advisers and training 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, designed to support improvement of the delivery and design of training courses.

Leadership and Management

The first Judicial College Leadership and Management Development (LMD) Programme was launched in March 2014. The programme has been designed to develop the skills and attributes of 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 in the Judicial Office Statement of Leadership and Management Skills. The overall response to the first programme has been very positive.

H International

The International Committee reports on international training issues for the judiciary to the Judicial College Board. It met in June and November 2013 and February 2014 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. There is a steady increase in the number of requests for meetings with judicial delegations and requests for assistance particularly relating to judicial ethics and judicial skills. External funding was provided for delivery of these courses internationally to support the rule of law following requests to the College. These are undertaken in the judicial trainer's own time. The College continues to do its best to meet these where external sources of funding are provided.

I 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, arising from any legislation passed by the National Assembly for Wales. This includes training requirements and obligations under the Welsh Language Act 1993. It met in June and October 2013 and February 2014. The Committee issued a questionnaire to judicial office holders to establish current Welsh language training needs. Based on the results, at the February meeting the Committee agreed to run a training event in November 2014. A planning day for the event took place in March 2014.

J Judicial College Committees

Judicial College Board

Lady Justice Heather Hallett
Mr Justice David Foskett
Mrs Justice Sue Carr
Mrs Justice Nicola Davies
Mr Justice Wyn Williams
Judge Nicholas Warren
Judge Andrew Grubb
Judge John Phillips
Professor Jeremy Cooper
Ms Liz Harrison
Mrs Sheridan Greenland

Tribunals Committee

Judge Nicholas Warren
Judge John McCarthy
Judge Paula Gray
Judge Hugh Stubbs
Judge Greg Sinfield
Judge Julian Phillips
Judge David Reed
Judge Susan Walker
Judge Robert Holdsworth
Judge Andrew Grubb
Judge David Brown
Professor Jeremy Cooper
Mrs Sheridan Greenland

International Committee

Mr Justice Haddon Cave
Judge Peter Jones
District Judge Debora O'Regan
District Judge Gordon Lingard
Philip Rostant
Christopher Ward
Bernard Dawson/Jane Coker
Judge John Phillips
Professor Jeremy Cooper
Mrs Sheridan Greenland

Courts Committee

Mr Justice David Foskett
Mrs Justice Sue Carr
Mr Justice Peter Openshaw
Mrs Justice Caroline Swift
Mr Justice David Bodey
Judge John Phillips
Ms Liz Harrison
Mrs Sheridan Greenland

Diversity and Development Committee

Lady Justice Heather Hallett
Mrs Justice Nicola Davies
Judge Paula Gray
Judge Marc Dight
Judge Mary Stacey
Professor Dame Hazel Genn
Ms Ingrid Simler
Ms Liz Harrison
Judge John Phillips
Professor Jeremy Cooper
Mrs Sheridan Greenland

Wales Training Committee

Mr Justice Wyn Williams
Judge Niclas Parry
Stuart Williams
Gareth Lewis
Judge Eleri Rees

K Summary of expenditure

The Judicial College is 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.

	Total
(£'000s)	2013-14
Staff costs	2,679
Judicial fees	4,643
Venue costs	3,011
Judicial travel & subsistence	1,512
Other travel & subsistence	110
Design, print and reprographics	77
Speakers	173
IT services	101
Magistrates Association training grant	11
Office supplies, catering & accommodation related costs	64
Miscellaneous	66
Total expenditure	12,445