



JUDICIARY OF  
ENGLAND AND WALES

# Judicial Diversity Committee of the Judges' Council

**Annual Report 2019**

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# Foreword



As Chair of the Judicial Diversity Committee of the Judges' Council I am pleased to introduce the April 2018 – March 2019 annual progress report. The report also includes our Action Plan for the 12 months ahead.

This has been another busy year, with judges drawn from across the Courts and Tribunals working towards a more diverse judiciary, reflective of the public we serve. Our efforts include building on existing initiatives such as the judicial work shadowing and mentoring schemes (which have been reviewed and refined) as well as introducing new initiatives such as a major project to increase our engagement with schools, launched by the Lord Chief Justice in June 2018 in Suffolk.

More judges are now going into schools and more children are visiting the courts and tribunals to gain a deeper understanding of the justice system. We have been working closely with those involved in public legal education to engage effectively with schools and to deliver key messages about the judiciary and what it is to be a judge. We also wish to make young people aware of the wide range of careers that are available to them in the law.

Our cadre of Diversity and Community Relations Judges who work across England and Wales have continued to be active not just with schools but in assisting legal professionals from under-represented groups to prepare for judicial application, speaking to colleges and universities, offering marshalling opportunities to individuals, undertaking a wide range of community engagement in their respective areas and working with their peers on diversity issues.

Many other judges and magistrates are doing similar work, primarily in a voluntary capacity. This includes programmes such as the students' pre-university court exposure programme (SPRUCE) in Bradford and the Judicial Awareness Course offered to students in Bristol and the South West. Judges have also contributed to the National Bar mock trials which culminated in a grand finale in Edinburgh this year.

We have also been heavily involved in the development of the Diversity Forum's PAJE programme designed to provide lawyers from diverse backgrounds with support and guidance on how to apply to become a judge.

Appointment of a judge will always be on merit but we hope that initiatives such as these will provide possible applicants with the confidence and knowledge they need to make a successful application.

This year marks 100 years since the Sex Disqualification (Removal) Act 1919, which made it possible for women to qualify as barristers or solicitors for the first time. I have been reflecting on my own legal career and the improvements that I have witnessed over the last fifty years. Great strides have been made and improved understanding, flexible working and technology will assist this further, but there remains much to be done. Although I retire later this year and this will be my last report as Chair of the Committee, I am entirely confident that the work will continue apace. I know that my successor will enjoy the full support that I have enjoyed from Judicial Office and from the hundreds of judges across the country fully committed to the promotion of diversity on the bench.

Lady Justice Heather Hallett

**Chair of the Judicial Diversity Committee of the Judges' Council**

# The Judicial Diversity Committee

The Judicial Diversity Committee was set up at the end of 2013 to support the then Lord Chief Justice, The Right Honourable The Lord Thomas of Cwmgiedd.

The Committee is made up of representatives from all jurisdictions in the courts and tribunals who are responsible for and committed to increasing diversity and who are currently active in diversity work. The present members are:

Lord Chief Justice of England and Wales, The Right Honourable Lord Burnett of Maldon

Lady Justice Heather Hallett (Chair)

Mrs Justice Ingrid Simler (Senior Liaison Judge for Diversity)

Mr Justice Jeremy Baker (Senior Liaison Judge for Diversity)

His Honour Judge Marc Dight (Lead Diversity & Community Relations Judge)

His Honour Judge Roger Dutton (representing the Circuit Bench)

District Judge Marilyn Mornington (representing the District Bench)

Deputy Senior District Judge (Chief Magistrate) Tanweer Ikram (representing the District Bench (Magistrates' Court) and the Deputy Lead Diversity and Community Relations Judge)

District Judge Yvonne Gibson (representing High Court Masters)

Tribunal Judge Alison McKenna and Upper Tribunal Judge Paula Gray (representing Judges of the Upper-Tribunal)

Tribunal Judge Rachael Vasmer (representing Judges of the First-Tier Tribunal)

Jude Lancaster (representing Tribunal Members)

Duncan Webster (representing the Magistracy)

They are supported in their work by a team from the Judicial Office.

The Crime and Courts Act 2013 amended the Constitutional Reform Act 2005 and placed a duty upon the Lord Chancellor and the Lord Chief Justice to take such steps as each considers appropriate for encouraging judicial diversity by bringing together all the different aspects of diversity work within the judiciary.

# Committee's activities from April 2018 to March 2019

*Our aim is for a judiciary that is more representative of society in general and to achieve this sooner than later.*



*If the judiciary is not appointed from every corner of the legal professions, talented people will be missed and the overall quality of the judiciary will suffer.*

*Promoting diversity and appointing on the basis of merit are mutually reinforcing because the wider the pool the greater the availability of talent, the greater the competition for places and the greater the quality of appointments*

*A diverse judiciary is not an optional extra. It is a necessity and one which I, as Lord Chief Justice, along with the judiciary as a whole, are working hard to achieve.*

Lord Chief Justice, *A changing Judiciary in a modern age*, Middle Temple, February 2019

## **Education**

*We will enhance understanding of the rule of law, the work of judges and the importance of judicial independence; and encourage consideration of a career in law.*

- **To host a Diversity and Community Relations Judges' (DCRJs) Schools Summit and work with key players in public legal education and other experts to explore a strategy for engaging with schools.**
- **To promote and support judicial outreach with schools and universities.**

A schools' summit/training event for DCRJs was held in July. The programme included an expert panel with representation from the Bingham Centre for the Rule of Law, Young Citizens and The National Justice Museum who are leading Public Legal Educational Establishments (PLEs). This has led to collaboration on schools' engagement with the PLEs on a range of activities including production of a training video for judges going into schools. Enhancing understanding and interest in the law and justice system is a priority for the Lord Chief Justice. [See separate section for more information.](#)

Resources have been developed with three Public Legal Educators: Young Citizens; the National Justice Museum; and Bingham Centre for the Rule of Law; which are available for teachers and pupils on the judiciary website. A Judicial Question Time event was held at the Royal Courts of Justice; judges have also participated in the National Mock Trials. [See separate section for more information](#)

Similarly work has continued with judges going into universities to talk to law students and others about the role of a judge and take part in careers days and other initiatives. For example, a joint scheme with the University of Birmingham and Personal Support Unit aimed at encouraging young people from a disadvantaged or non-conventional background to consider a legal career.

## **Attracting new talent**

*We will encourage to the judiciary a wide range of applicants from diverse personal and professional backgrounds and support them to apply for a judicial appointment.*

- To work with the Judicial Appointments Commission, academic institutions and professional bodies to attract diverse talent, enable delegates to connect with judges and learn about judicial roles in the courts and tribunals and to understand better the application process.
- To connect with under-represented groups by identifying suitable events where Diversity and Community Relations Judges (DCRJs) and judicial role models can engage with potential first-entry level lawyers from under-represented groups across England and Wales.
- To take steps to encourage lawyers from the Crown Prosecution Service and the Government Lawyers Department to apply for posts for which they are eligible.
- To work with the JAC to run regional pre-application seminars for under-represented groups.
- To run a targeted support programme for under-represented groups intending to apply for a forthcoming JAC selection exercise.
- The Judicial College will commence work on the design and development of on-line modules that will provide the Pre-Application Judicial Education (PAJE) to legal professionals. The modules will cover such areas as judge craft, ethics, resilience etc. There will also be filmed interviews with judges sharing their experience of becoming and being a judge.
- To continue to administer and review the Judicial Work Shadowing and Mentoring schemes to enable lawyers to explore judicial roles before making an application to the Judicial Appointments Commission.
- To work with statisticians to analyse the eligible pool and create a narrative for the judiciary that is more confident in explaining why judicial diversity is currently what it is, while recognising that there is more to do.

DCRJs have participated in a range of engagements with lawyers to encourage future application to the judiciary. [See separate section for more information](#)

In the past year the Judicial Office has worked with the Judicial Appointments Commission, universities and professional bodies to host several outreach events.

PAJE was launched on 24 April 2019. The launch was announced via a Ministry of Justice press notice, which included supportive quotes from the Lord Chancellor, Lord Chief Justice and Lord Kakkar. This generated coverage in the Law Society Gazette and other news outlets including the Voice and Eastern Eye (which are mainly aimed at BAME audiences). Each partner from the Judicial Diversity Forum (JDF) also supported the launch through their own websites and social media channels, including Twitter. The online learning consists of 10 short videos and four podcasts which cover multiple topics within the following modules: Judge craft, Job framework, Judicial ethics, Resilience and Equality and Diversity. In early 2019 the JDC recruited fourteen facilitator judges to be trained to take part in the national discussion groups. Venues have been booked nationally for the discussion groups.

563 applications were received to the Judicial Work Shadowing scheme and 50 applications to the Judicial Mentoring schemes in 2018/9. Steps have been taken to reduce the time between making an application and undertaking shadowing, with most applications now

either matched directly with a judge, or passed to local staff for matching, within six to eight weeks. [See separate section for more information](#)

Pre-application seminars with judges and representatives from the JAC were held in Sheffield, Nottingham, Newcastle and Liverpool. Two seminars were held in Salisbury; one for first time applicants and another for judges seeking to progress to a senior post. In total 147 Lawyers attended, of those 93 were female, 104 had attended a state school, 101 were solicitors and 25 were BAME.

Participant comments included: ‘gave me an insight on how competitive the exercise could be and alternative options.’, ‘thoughtful , transparent and revealing session’, ‘it provided clear guidance on the recruitment process and what is expected. I now feel very confident that the selection process will be fair and that I would be a suitable candidate’, ‘The event has definitely made me think a role in the judiciary could be a real possibility and I have already applied for the work shadowing scheme and taken on board some of the hints and tips given’, ‘helpful in focusing the direction and steps I need to take to further my application to join Judiciary’.

All of the Committee’s programmes of outreach, pre-application seminars and other programmes continue to be open to CPS and eligible government lawyers.

The Committee ran a dedicated programme to support candidates intending to apply for a Deputy High Court S9(4) appointment. The support programme was targeted at women, BAME, those who could demonstrate social mobility and those from a non-litigation background. The event was supported by a newly appointed High Court Judge and a recently appointed S9(4) judge as well as a JAC panel member. 21 people attended; 12 were female, 8 had attended a state school, 12 were solicitors and 1 identified as BAME.

Participant comments included: ‘very practical, directed advice and thoughtful contributions from panel members and attendees’, ‘an informative and well-structured session on Saturday. The work put into it really showed’, ‘I found the JAC panel member’s explanations and illustrations particularly helpful. The Judge’s description of his path to the judiciary was also really interesting and I was grateful for his frankness.’, ‘critical for ensuring a well prepared JAC application.’

A seminar was held for existing judges wishing to apply for S9(1) appointment. Mrs Justice Knowles, Mr Justice Lane and Upper Tribunal Judge Markus and JAC Commissioner and Regional Employment Judge, Fiona Monk kindly spoke at the event.

Work to further analyse the eligible pool and supporting data is in progress. This work will provide greater consistency of the data collected across the legal professions, the Judicial Appointments Commission and the judiciary with a view to producing composite data to enable all involved to better understand the eligible pool of candidates for judicial appointment.

### **Supporting career progression**

*We will develop strategies to enable career development and progression of under-represented groups within the judiciary.*

- **To continue the development of forward planning discussions for the salaried judiciary across circuits/regions, following a positive trial in Wales.**

- **Support the judiciary in extending appraisals to cover Recorders who sit in the civil and family jurisdictions and Deputy High Court Judges (s9).**

Career conversations have been introduced with salaried courts judges across all regions. The aim of the initiative is to enable individuals to discuss their career development and their aspirations with leadership judges. This initiative was thought particularly important in giving all judges the opportunity of a careers discussion with a more senior judge when they might not otherwise put themselves forward.

After a successful introduction of appraisal for Recorders in crime, work is now underway to extend appraisal to Recorders who sit in the civil and family jurisdictions. Discussions are underway with the senior judiciary with a view to extending appraisal to Deputy High Court Judges.

### **Mentoring**

*We will provide support to participants from under-represented groups as part of the commitment to make the judiciary more diverse.*

- **Run pre-application workshop for participants on the mentoring scheme.**

A pre-application workshop was provided for twenty-five mentees in March 2019 in London for participants registered on the Judicial Mentoring Scheme intending to apply for forthcoming selection exercises. The workshop was supported by a judge and a representative from the Judicial Appointments Commission (JAC) and provided guidance and advice on how to prepare for the selection process and understand how best to demonstrate their suitability. 25 lawyers attended; 20 were female, 17 had attended state school, 17 were solicitors and 17 were BAME.

Participant comments included: 'speakers eloquent and informative and interesting', 'good to hear other people's experiences' and 'very informative talk by Judge on career/journey of a successful judge'.

### **Evaluation**

*We will evaluate and monitor data to help assess where our resources and efforts have maximum impact to inform our programme for the following year.*

- **Implement recommendations from the 2017/18 review on the mentoring and work shadowing scheme undertaken to improve the efficiency and effectiveness of both schemes.**
- **Continue to collect feedback and evaluate all our initiatives in order to assess their success and inform where best to focus our resources for maximum impact.**

The recommendations of the 2017/18 review on the Judicial Mentoring and Work Shadowing Schemes has been progressed. This has led to a reduction in the waiting time being experienced by applicants, with most applications now being matched, or passed to local staff for matching, within six to eight weeks. [See separate section for more information](#)

Feedback has been gathered across the range of initiatives of the Judicial Diversity Committee. This has been used by the committee, and its partners, to re-assess activities and inform decisions for future actions.



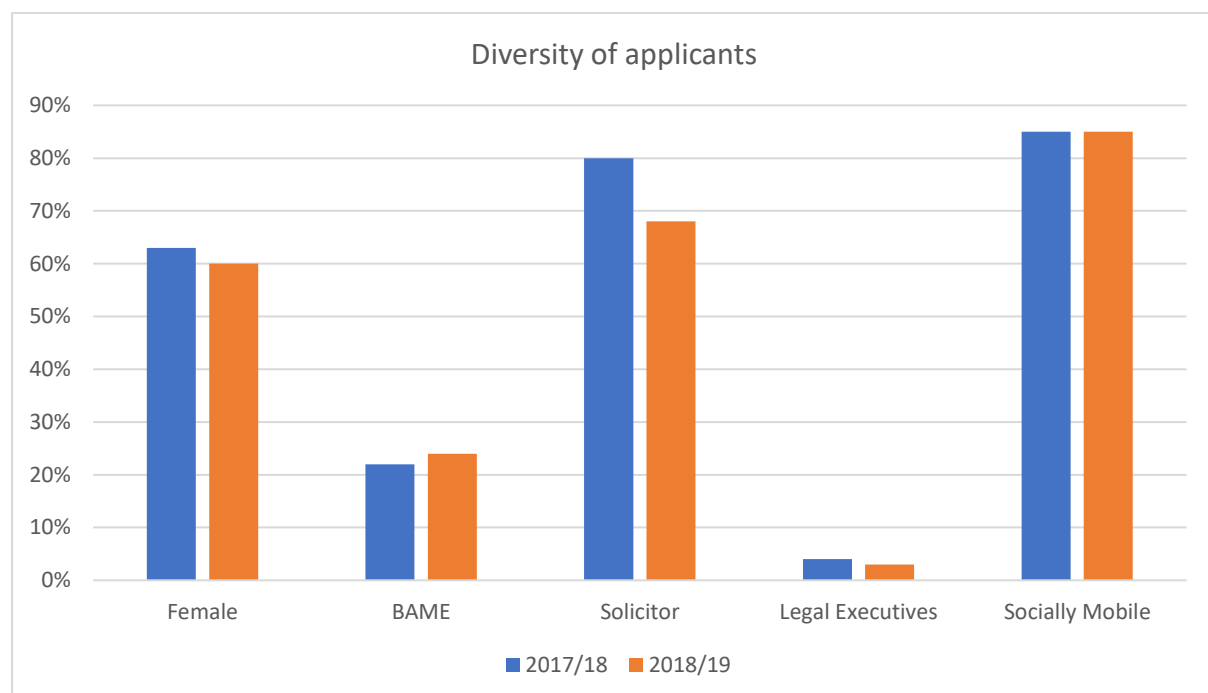
# Judicial Work Shadowing Scheme (JWSS)

In 2018/19, 563 applications were received.

Most applications are now able to be matched with a judge, or passed to local staff for matching, within six to eight weeks. For applications which contain a more specific matching request this may take longer.

The Scheme provides an opportunity for qualified legal practitioners who are considering applying for their first judicial appointment and judges wishing to move up the judicial ladder to spend up to two days observing the work of judges in the courts in England and Wales and the tribunals in the UK. It aims to widen the pool of applicants applying for judicial office by de-mystifying the judicial role and offering experience of being a judge.

The Scheme has received 563 applications in 2018/19. Of those providing diversity information, 337 (60%) were from women, 135 (24%) were BAME lawyers, 382 (68%) were solicitors, 15 (3%) were Legal executives, and 480 (85%) demonstrated social mobility. In the previous year, 63% of applicants were women, 22% BAME lawyers, 80% solicitors, 4% Legal executives, and 85% demonstrated social mobility.



At the time of application to the scheme, applicants in 2018/19 held 15 years' post qualification legal experience (PQE). There was a difference of 1% average PQE between genders, male 15.25 years and female 14.33 years' PQE generally. BAME applicants had less PQE at just over 14 years for BAME compared to 15.4 years for white applicants. While solicitors had a median of just under 15 years PQE, barristers had just under 16 years PQE with legal executives at 19 years on average. Applicants demonstrating social mobility had just under 15 years PQE, compared to those that did not demonstrate social mobility having an average of just under 17 years PQE.

Of the solicitors, barristers and legal executives in 2018/19, 319 (57%) were employed by a law firm or were a member of chambers, 50 (9%) were Government Legal Services Lawyers and 31 (6%) Crown Prosecution lawyers.

	2017/18		2018/19	
	Number	%	Number	%
Crown Prosecution Service	21	4%	31	6%
Employed-in-house in a company	68	12%	59	10%
Government Legal Services	44	7%	50	9%
Law firm/chambers	366	62%	319	57%
Local Authority	36	6%	34	6%
University	13	2%	13	2%
Unknown	22		33	

*Representations of less than 1% have been excluded from this table*

# Judicial Mentoring Scheme (JMS)

In 2018/19, 50 applications were received.

44 of these applicants have either completed their mentoring or have been matched successfully with a mentor. Those that remain will be matched once a suitable mentor is available in the location specified by the applicant.

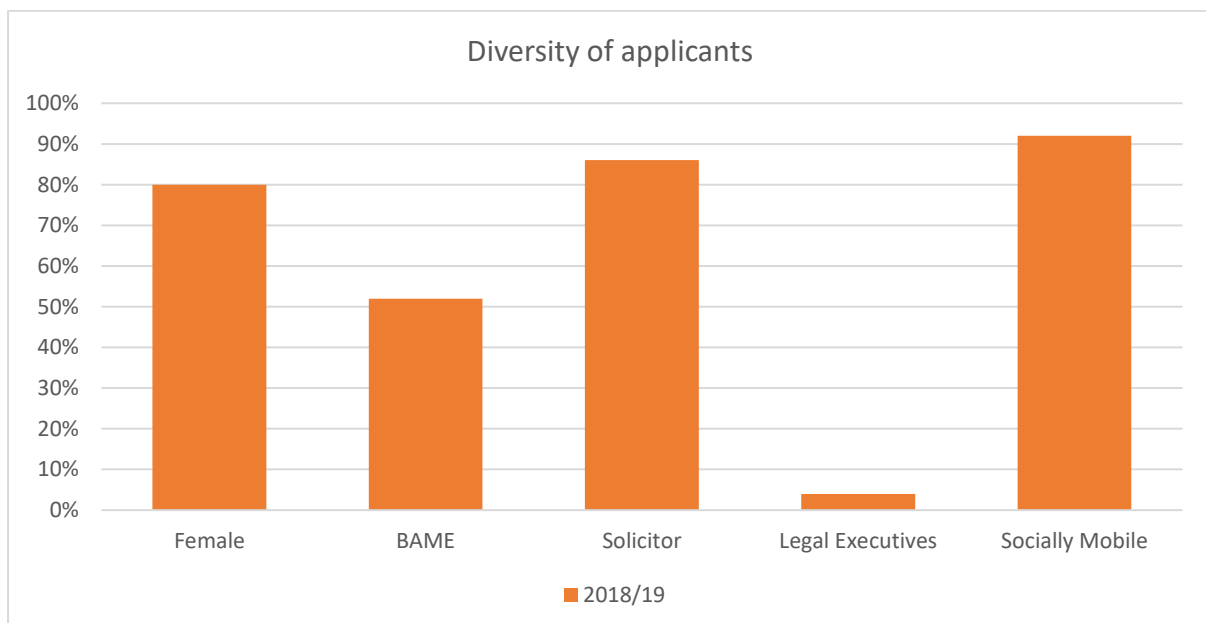
The scheme is open to barristers, solicitors, Fellows of the Chartered Legal Executives and professionally qualified legal academics who have participated in the Judicial Work Shadowing Scheme and who are either:

- Female
- From a BAME background
- Lawyers who attended a (non-fee paying) state school
- Lawyers who were the first generation in their family to attend university

Applicants must be seeking an appointment in the next two years (or at the next available opportunity).

It is similarly open to judges seeking to progress to higher office within the same period.

Of the applicants who have applied in 2018/19 and provided diversity information, 40 were women, 26 BAME, 43 solicitors and 46 demonstrated social mobility.



# Diversity and Community Relations Judges (DCRJ)



Diversity and Community Relations Judges are drawn from the Courts and Tribunals and, in a voluntary capacity, undertake a wide range of outreach within their respective communities. Their work helps to dispel the various myths that surround being a judge and acts as a link between the judiciary and the public increasing understanding of the justice system and confidence in the rule of law. They also encourage lawyers from under-represented groups to consider a judicial career.

*HHJ Dight CBE, lead DCRJ*

Over the reporting period, DCRJs have provided returns which indicate engagement in the education sector reaching more than 12,000 students through schools, universities and court visits, engagement with over 2,000 community members and in excess of 3,000 legal professionals to encourage their legal careers and where relevant support those wishing to apply for a judicial career

## **The Annual DCRJ event**

The theme for the 2018 event held in July was the School's Engagement Initiative led by the Lord Chief Justice. The event included a session by a major law firm on the impact of IT on the mental wellbeing of young people, and a session by charities involved in public legal education (Young Citizens, National Justice Museum, Bingham Centre for the Rule of Law) on how to engage with young people effectively. Further talks were held on knife crime and engaging with those at risk. Representatives of the Ministry of Justice's Social Mobility Project also attended to share ideas and best practice tips.

Lady Justice Hallett introduced pupils engaged with the Shakespeare in School's Foundation to the DCRJ's. This educational and cultural charity instils curiosity and empathy, aspiration and self-esteem to pupils particularly from disadvantaged backgrounds using Shakespeare's work.

# The Lord Chief Justice's Schools' Initiative

*We need to improve access to the legal professions. And the key to that is through working with schools and local communities to help foster aspiration across all sectors of society. To foster a common culture that shows that the professions and the judiciary are open to all. To foster social mobility both as a means to drive greater socio-economic diversity in the judiciary, but also to drive greater diversity within it.*

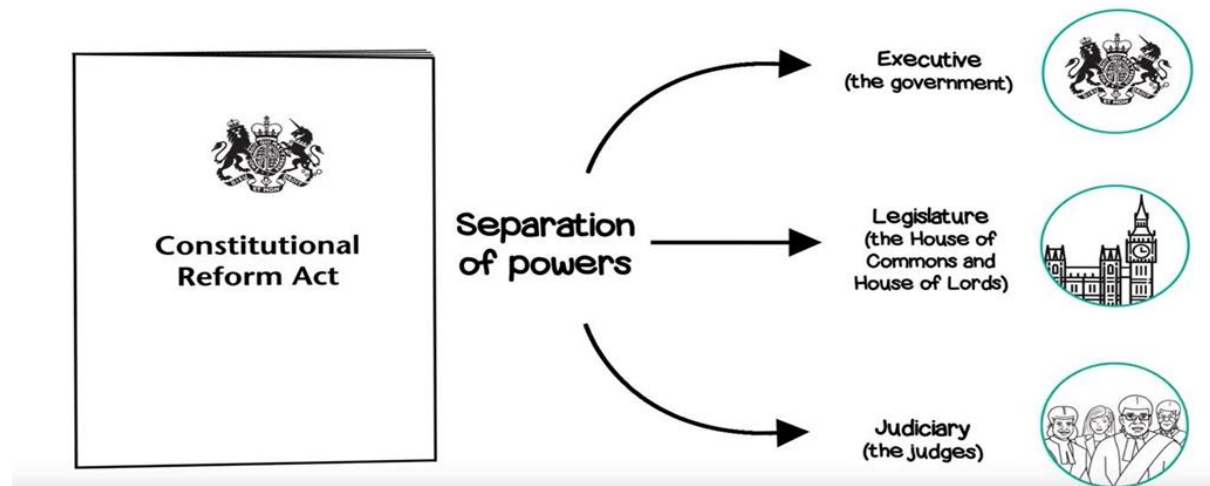
*I have been particularly keen to expand the judiciary's schools' engagement programme. This is an important programme through which we are making it easier for schools to teach their pupils about the justice system, how it works and what being a judge involves. The more schools and local communities are involved, the more likely it is that bright children will be encouraged to consider a legal career.*

Lord Chief Justice, *A changing Judiciary in a modern age*, Middle Temple, February 2019

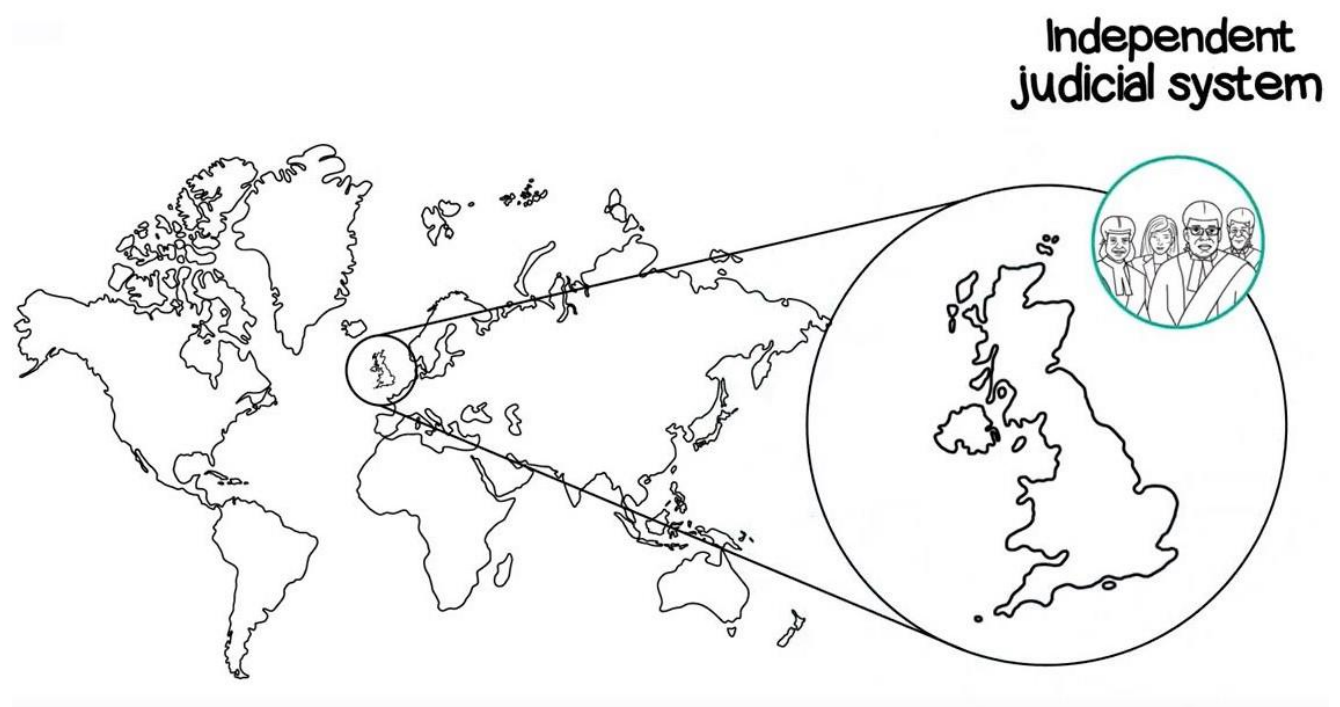
In June 2018, during a visit to Claydon High School in Ipswich, the Lord Chief Justice launched an expansion of the judicial schools engagement programme. The renewed initiative reflected the Lord Chief's desire to enhance school students understanding of the justice system and to encourage them to consider future careers within the justice system. The launch of this initiative has raised awareness of the opportunity for a school to invite a judge in to speak, or for a school to visit a court or tribunal.



A new resource bank of materials has been developed for teachers and students at [www.judiciary.uk/schools](http://www.judiciary.uk/schools). The resource includes videos, lesson plans and case studies of judges explaining their work. Links are also provided to the materials provided by public legal education charities.



A bespoke short video for young people giving an overview of the justice system illustrating its history from the Magna Carta to present day has also been developed. It explains the separation of powers, the distinct types of courts/tribunals and busts some of the myths that surround being a judge. The video has been viewed over 4000 times. It can be found on the UK Judiciary channel at YouTube. [www.judiciary.uk/schools](http://www.judiciary.uk/schools)







On March 2019 the first Judicial School's Question Time event was held. A panel of judges chaired by Lady Justice Hallett, including Mrs Justice Cutts, HHJ Angela Morris, Deputy Chief Magistrate Tan Ikram and Employment Judge Fiona Monk, hosted eight schools from across London. 77 pupils aged 14 -16 attended. The event held in partnership with the National Justice Museum and Young Citizens may be viewed at [www.judiciary.uk/schools](http://www.judiciary.uk/schools).



Over 500 pupils took part in a Gloucestershire programme called *Crown Court – Getting Court*. The programme included lessons on different elements of the justice system.

*"Sometimes we get the wrong impression, watching dramas on TV or playing computer games, reading stuff in newspapers, we become blasé and unaffected by things. Seeing real people with real lives, standing in front of the Judge, explaining themselves, explaining their behaviour, getting punished, perhaps having their lives changed forever, was a real eye opener for me that had a huge impact"* Year 10 Student after taking part in Crown Court – Getting Court.

Bristol Crown Court has had over 40 visits from schools, colleges and universities; whilst Birmingham Crown Court reached 500 students from schools, 6<sup>th</sup> form colleges, academies, and Universities. The Crown Court at Reading hosted more than 25 visits from schools and colleges.

61 pupils took part in the Student Pre- University Court Exposure programme (SPRUCE), which has been successfully running for four years and includes sessions with academics, lawyers and judges.

75 judges worked with the Young Citizens charity on the National Bar Mock Trials. 197 schools participated this year reaching more than 2,500 students. After winning their regional finals, 24 schools competed to win the National Champions 2019 title which was won by Kind Edward VI Handsworth School on 23rd March in Edinburgh. The finals were overseen by a panel of judges including Lord Justice Leveson in front of nearly 500 attendees. This successful event led by Young Citizens will be hosted next year and judges are in discussion with a view to hosting this at The Old Bailey in 2020.



A Junior Mock Trial event was held at Ipswich Crown Court. HHJ Overbury had invited 26 local primary schools to participate. The finals were heard before the local Mayor and High Sheriff.

Lord Justice Leveson also judged the final debate of the Interschool debating competition in the House of Commons on 13 December 2018. Organised by Lucy Frazer MP, this involved students from secondary schools in South East Cambridgeshire. Different motions were debated including “This house believes that referendums are a good way of making political decisions”.

Lady Justice Hallett presided over a two-hour trial at the Novella Theatre with the audience as jury in a one-off performance on 29 April. Shakespeare’s King Richard III stands trial for the murder of heirs, rivals, friends and wives. The evening helped raise funds for the charity Shakespeare in Schools and stimulated interest in the law for young people as well as improving public understanding of the law, and to appreciate how important the importance of the rule of law.



## Other work being done by the judiciary on enhancing diversity

In Autumn 2018, the Bar Council's "I am the Bar" campaign extended to a series profiling the judiciary: "I am the Bench". Three judges shared their stories to bust some of the myths of what kind of people can become judges and the different routes to a judicial career.

Mr Justice Lavender, a Presiding Judge of the North-Eastern Circuit, gave an illustrated talk on murder trials to 70 criminal law students at Sheffield Hallam University and, together with Nicklin J and the Recorder of Sheffield, spent over an hour with the students afterwards talking about their prospective careers.

The Magistrates in the Community (MIC) programme, delivered by the MA, reached over 80,000 individuals with over 4,000 presentations in the last reporting year. The majority of these were delivered to schools, but almost 500 were delivered to a variety of community groups including mosques, synagogues, rotary clubs, National Federation of Young Farmers' Clubs, Chinese high court judges, trainee police officers and groups of partially sighted people.

The Magistrates Legal Executive (MLE) liaised with local communities to encourage applications to the magistracy, including:

- liaison with the East London Mosque in Whitechapel
- engaging with local employers and explaining more about the role of a magistrate
- linking with Operation Black Vote

A photoshoot was conducted at Westminster Magistrates' Court with 40+ magistrate volunteers from across London and the South East. Each dressed in their usual "work" clothes, and included a paramedic, Imam, Quantity Surveyor, Nurse, Chef, Tennis Coach, Fitness Instructor, Journalist, IT specialist, Biker, army officer. A wide-range of cultures and ethnic backgrounds were also represented. The photos were subsequently used in a recruitment drive which comprised: media adverts, legal events and social media.

# Committee's Plan for April 2019 to March 2020

## Education

*We will enhance understanding of the rule of law, the work of judges and the importance of judicial independence; and encourage consideration of a career in law.*

	Actions
1	To host a Diversity and Community Relations Annual Meeting and provide in tandem a training event for judges going into schools. The main theme of the event is to be decided.
2	To promote and support judicial outreach with schools, universities and particularly look at increasing the range of web-based materials accessible by schools and DCRJ's. To work closely with the Solicitor General's legal education panel.

## Attracting new talent

*We will encourage to the judiciary a wide range of applicants from diverse personal and professional backgrounds and support them to apply for a judicial appointment.*

	Actions
3	To work with the Judicial Appointments Commission, academic institutions, legal career fairs and professional bodies to host outreach events to attract diverse talent, enable delegates to connect with judges and learn about judicial roles in the courts and tribunals and to understand better the application process.
4	To work closely with the Judicial Diversity Forum to promote a range of Diversity Initiatives such as the Pre- Application Judicial Education programme.
5	To connect with Black, Asian and Minority Ethnic (BAME) groups by identifying suitable events where Diversity and Community Relations Judges (DCRJ's) and judicial role models can engage with potential first-entry level lawyers from under-represented groups across England and Wales.
6	To continue to administer and review the Judicial Work Shadowing Scheme (JWSS) and Mentoring Schemes including taking forward pilots across the circuits and Tribunal Chambers following the reviews of both.
7	To work with the JAC to run pre-application seminars for under-represented groups across the circuits and Tribunal Chambers.
9	Work with the Judicial College and the PAJE working Group to support the program that will provide pre-application education to legal professionals including providing the facilitators judges and ensuring that they have the appropriate training.
10	To plan and launch workshops as part of a solicitor support programme

## Supporting career progression

*We will develop strategies to enable career development and progression of under-represented groups within the judiciary.*

	Actions
11	To continue the roll-out of career conversations
12	Support the judiciary in extending appraisals to cover recorders who sit in the civil and family jurisdictions and deputy high court judges.
13	To run pre-application seminars for existing judges who wish to progress.

## Supporting participants on the mentoring scheme

*We will provide support to participants from under-represented groups as part of the commitment to make the judiciary more diverse.*

	Actions	
14	Run pre-application workshops for participants on the Mentoring scheme.	

## Evaluation

We will evaluate and monitor data to help assess where our resources and efforts have maximum impact to inform our programme for the following year.

	Actions	
15	To collect feedback more effectively and evaluate all our initiatives including schools outreach and to assess their success and inform where best to focus our resources for maximum impact.	

## Publication of Diversity Statistics

	Actions	
16	Work with statisticians to widen the data collected on Diversity characteristics with a view to publishing that data when appropriate.	