



JUDICIARY OF
ENGLAND AND WALES



SENIOR PRESIDENT
OF TRIBUNALS

Judicial Diversity Committee of the Judges' Council

Report on Progress
April 2017 – March 2018

Action Plan
April 2018 – March 2019

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Foreword

As Chair of the Judicial Diversity Committee of the Judges' Council, I should like to introduce to you the Committee's progress report for the last 12 months and a diversity action plan. The plan will be implemented over the course of the next 12 months, with support from the Judicial Office.

The judiciary remains strongly committed to its aim of achieving greater diversity within its ranks. In the past 12 months, the Judicial Diversity Committee has continued to pursue a variety of initiatives and challenged itself to explore whether more might be done to accelerate progress. We are determined to continue to engage in as many activities as possible designed to improve the diversity in the judiciary.

For the period April 2016-March 2017¹, the judiciary saw some progress on the gender diversity front, but we must do more. We also still have some way to go in increasing both its ethnic diversity and the representation of solicitors in the courts and tribunals.

We will continue working collaboratively with the Judicial Appointments Commission to help candidates better prepare for the selection process and supporting judges to progress their judicial careers.

The Committee has been strongly supported by judges from all backgrounds across the courts and tribunals in England and Wales. These judges have played a key role in encouraging, guiding and building the confidence of under-represented groups through schools' engagement programmes, work shadowing, mentoring, community outreach programmes, networking events and pre-application seminars and workshops.

In the next 12 months, the Committee plans to take proactive steps to reach a more diverse pool of lawyers and focus its efforts in key areas including education, attracting new talent and supporting career progression.

We will;

- continue our dialogue and engagement with BAME lawyers to better understand the barriers they face and identify what more the judiciary can do to support them;
- work with the Law Society, Bar Council and CILEx to ensure that we are doing all we can to reach the broadest range of talent;
- encourage a wide range of applicants from diverse personal and professional backgrounds and support them to apply for a judicial appointment;
- develop strategies to enable career development and progression of under-represented groups within the judiciary;
- continue to run workshops and regional seminars to support a greater number of candidates from under-represented groups to prepare for the selection process;

¹ Judicial Diversity Statistics: <https://www.judiciary.gov.uk/about-the-judiciary/who-are-the-judiciary/diversity/judicial-diversity-statistics-2017/>

- further develop our communications to potential candidates and those who have an interest in judicial diversity; and
- improve the monitoring and evaluation of our initiatives.

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 Justice² in encouraging judicial diversity³ by bringing together all the different aspects of diversity work within the judiciary.

The Committee consists 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
- 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)
- Jo King JP (representing the Magistracy)

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

The Committee approved its Strategic Plan in April 2014 and decided to focus its main efforts on targeting women, BAME and social mobility⁴ and to concentrate on appointment, mentoring and career progression. It established a small steering group that meets on a regular basis to monitor progress. In 2017 we added to the target group those from a non-litigation background.

2 The Right Honourable The Lord Thomas of Cwmgiedd

3 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 the purpose of encouraging judicial diversity.

4 Social Mobility is measured through two questions: (1) whether participants attended a state school and (2) whether they were the first generation in their family to attend university.

Committee's activities from April 2017 to March 2018

The Judiciary's Diversity Action Plan for 2017-2018 was organised around a cycle of activities under the headings *Attract and Support*; *Select and Appoint*; *Develop*; and *Evaluate and Inform*. The plan focused on increasing diversity in the judiciary in England and Wales.

Attract and Support

We will be proactive in encouraging a wide range of applicants to the judiciary from diverse personal and professional backgrounds and support them to apply for a judicial appointment.

Action 1 To work with charities and schools to enhance understanding of the justice system and inspire young people to consider a career in the law.

The judiciary has continued to connect with charities and schools. This engagement has included working with the Justice Museum, the Girls Network, the Social Mobility Foundation and others to provide assistance with talks, mentoring and marshalling⁵. Over 8,000 children have benefitted from either a judicial visit to a school or a visit to the courts. Additionally, the Diversity and Community Relations Judges have encouraged students to consider a legal career at outreach events.

Action 2 To connect with Black, Asian and Minority Ethnic (BAME) groups and identify at least five 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.

The judiciary has supported the following events, either by providing speakers talking about judicial appointments and diversity, participating in panel discussions or by networking with delegates. These include;

- NOTICED (UK's first Law Firm Diversity Network), 'Addressing the race taboo: Colour Brave' at Baker McKenzie (April 2017)
- Launch of Law Link Manchester - first legal sector diversity network aimed at promoting and celebrating multiculturalism and inclusion in the legal profession (July 2017)
- Multiculturalism in the City: Challenges and Opportunities at Herbert Smith Freehills (October 2017)
- Annual Conference of the Association of Sri Lankan Lawyers (October 2017)
- The Judiciary hosted an event at the Royal Courts of Justice with the British Pakistan Foundation to engage and encourage applications from the Pakistani community (January 2018)
- On behalf of the Committee, Lady Justice Hallett hosted a second roundtable discussion with BAME lawyers (April 2018 - see Action 8).

⁵ This involves a student following a judge to gain insight into the workings of the court and to understand the law

Action 3 To undertake a feasibility study on the introduction of a scheme to employ Judicial Assistants in the High Court to provide support to High Court Judges (e.g. clarifying issues before a hearing, identifying and summarising important facts, procedural history and legal issues). This could encourage greater diversity and social mobility by inspiring and supporting young law student/lawyers from non-traditional backgrounds early on in their legal careers. To consider whether the scheme should be aimed post-qualification, mid-qualification and prequalification.

The Judicial Office worked with judges, Her Majesty Courts and Tribunals Service (HMCTS) and lawyers to explore options on introducing a Judicial Assistants Scheme in the High Court.

The review found that the scale and complexity of the initiative was too great to deliver in addition to the Committee's other diversity objectives. The key difficulties were cost, security, IT and the administrative resources that would be needed to deliver and administer the scheme.

The Committee will continue to encourage solicitors to participate in the Judicial Assistant Scheme run by the Chancery Division of the High Court.

Action 4 To work with the Judicial Appointments Commission, academic institutions 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.

This past year, the Judicial Office has worked with the Judicial Appointments Commission, universities and professional bodies to host several outreach events. The primary purpose of these events is to attract suitably qualified lawyers from groups currently under-represented in the judiciary and to enable them to explore the possibility of a future judicial career. The events provide a panel of varied speakers and an opportunity to meet serving judges.

Action 5 To run two positive-action programmes to support high quality lawyers, legal academics and judges from minority groups (women, ethnic minorities and those from low socio-economic backgrounds) to prepare for two salaried or entry level selection exercises due to be run by the JAC in 2017-2018. Priority will be given to s9(4) Deputy High Court Judge and High Court Judge selection exercises.

The Committee ran dedicated programmes to support candidates intending to apply for the High Court Judge and Deputy High Court Judge selection exercises run by the JAC. The programmes were again restricted to women, BAME, those who could demonstrate social mobility and those with non-litigation background.

Of the 14 participants in the High Court support programme, 5 (36%) were women, 8 (57%) were BAME, 5 (36%) were solicitors and 8 (57%) demonstrated social mobility.

There were 26 participants in the Deputy High Court support programme, 15 (58%) of whom were women, 6 (23%) were BAME, 14 (54%) demonstrated social mobility, and 20 (77%) were solicitors. Participants included In-house counsel, law firm partners, Government Legal Service lawyers, legal academics and barristers from chambers.

The Judicial Office will be conducting a full evaluation of the programmes once the selection exercises have concluded.

Action 6 To run two application workshops a year for 30 mentees on the Judicial Mentoring Scheme (open to women, ethnic minorities and those from low socio-economic backgrounds). One workshop will be for lawyers seeking their first appointment and the second for judges seeking to progress to senior posts.

A pre-application workshop was provided for thirty-one mentees in February 2018 in London for participants registered on the scheme who were intending to apply for forthcoming selection exercises. The workshop was supported by a Judge and a representative from Judicial Appointments Commission and provided guidance and advice on how to prepare for the selection process and understand how best to demonstrate their suitability.

Of the thirty-one participants who attended, 24 (80% of those declaring gender) were women, 17 (55% of those declaring ethnicity) were BAME and 24 (80% of those declaring) demonstrated social mobility. 24 (77% of those that declared their profession) were solicitors, 7 (23%) were barristers.

Action 7 To work with the JAC to run six one-day workshops for underrepresented groups in each of the six circuits (South Eastern, Western, Midland, Wales, Northern and North Eastern).

The Judicial Office ran 12 pre-application seminars - one for first time applicants and the other for judges seeking to progress to senior post - in each of the six circuits Birmingham, Cardiff, Leeds, Manchester, London and Salisbury. The Salisbury seminars took place on 5 June 2018 as the original seminars were rescheduled due to adverse weather conditions. The seminars were supported by a Judge and a representative from Judicial Appointments Commission.

159 participants attended the first 10 pre-application seminars for those seeking to apply for a first-time Judicial appointment. Of these, 97 were women (62% of those that declared their gender), 39 were BAME (26% of those declaring their ethnicity), 52 (33%) were barristers, 104 (65%) were solicitors, and 3 (2%) legal executives, and 129 demonstrated social mobility (85% of those that declared).

Action 8 To maintain a regular dialogue with lawyers from BAME backgrounds through roundtable discussions to inform the judiciary's activities and identify what more might be done to encourage applications for judicial appointment.

As above under Action 2 -Lady Justice Hallett hosted a second roundtable discussion with BAME lawyers in April 2018. We will continue to engage in meaningful dialogue with this group to develop a stronger understanding of the barriers and challenges we face.

Action 9 To implement a communications strategy to encourage women, BAME lawyers and lawyers from non-traditional educational backgrounds and under-represented parts of the professions to apply for their first judicial appointment, and support, and encourage judges from the same background to progress to more senior roles. Activities will include a series of workshops to help us improve our communications with the eligible pool and short video case studies to increase the profile of judges from non-traditional backgrounds.

While it was not possible to arrange workshops with stakeholders to co-ordinate diversity messaging to the eligible pool, the press and HR teams established monthly meetings with the Judicial Appointments Commission to co-ordinate announcements and extract any information relevant to diversity (for example tweeting the number of new appointments from solicitor or tribunal backgrounds).

As the first non-white judge at the Central Criminal Court, HHJ Anuja Dhir QC was the subject of several national media profiles, on which the press office advised and supported, supplying diversity messaging (such as statistics) where needed.

During 2017-18 the Judicial Office made two further groups of videos, featuring the work and experience of High Court Judges and Circuit Judges posted on the judicial website and on YouTube. These are made up of eighteen different judge interviews. Again, the differing backgrounds of the judges themselves also serves to reinforce the message that diversity matters and the judiciary is open to all on merit. The featured judges included former barristers and solicitors, female judges, judges from a BAME background and tribunal judges. The videos gained national media coverage including The Times.

https://www.youtube.com/channel/UCi3XytDJY8a3I9_vL7A_5SQ/playlists

Action 10 The Judicial College will work with the 'Pre-application Judicial Education Working Group' to identify and make available suitable on-line training modules on judge-craft to help potential candidates improve their readiness for their first judicial appointment.

Following announcement of the Pre-application Judicial Education programme the judiciary and Judicial College will continue to work to develop the online training modules and wider work needed to support the programme. It is expected that the programme will be open for applications in 2019.

Action 11 To work with the Chartered Institute of Legal Executives (CILEx) to develop their Judicial Development Programme to encourage and support its members to apply for a judicial appointment.

A pilot programme was launched in June 2017 in Bristol. Judges have actively contributed to the programme by facilitating the sessions and running follow-up judicial awareness days (thus far in London and Leeds).

Additionally, 15 judges have been assigned to local branches of CILEx for the purpose of giving talks and encouraging CILEx members to consider a future judicial career and how best to prepare for it. So far over 100 legal professionals have benefited from the Judicial Awareness Days. The pilot will be evaluated once completed before being rolled out to further members.

Select and Appoint

We will work with the Judicial Appointments Commission (JAC) to: provide feedback on the appointments process; encourage and support candidates from under-represented groups; improve candidates' experience of the selection process; and encourage the provision of constructive feedback.

Action 12 To share with the JAC any feedback the Judiciary receives on the appointments process, through its engagement with under-represented groups.

The Committee has continued to share the feedback it has received through its interactions with under-represented groups, particularly from its support programmes, pre-application workshops and roundtable discussions.

Action 13 To encourage applications from a wider pool of applicants by helping the JAC remove the requirement for jurisdictional knowledge for salaried posts in assessment tools.

The requirement for jurisdictional knowledge was removed for salaried First-Tier Tribunal Judges selection exercise and the 2017 Recorder selection exercise, which resulted in the appointment of many Recorders from a non-criminal background.

In the last Circuit Judge exercise, candidates were not required to have judicial sitting experience but to hold experience that was considered equivalent. This enabled a broader pool of applicants to apply for the post.

Develop

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

Action 14 To improve career support to judges from all levels of the judiciary by ensuring that conversations are taking place to address personal aspirations, with tailored development opportunities (such as bespoke training, challenging cases or coaching). These conversations have begun to take place in the High Court and will be piloted on the Midland Circuit. The Judicial Career Paths map will be developed further and communicated more widely.

Forward planning discussions continue to take place between Heads of Division and their judiciary; which supports future workforce planning. The aim is to provide opportunities to support judges by giving them the right types of experience and support. Career discussions will be introduced for the salaried courts judiciary across circuits, following trial in Wales; and the feedback from those judges who participated in the pilot was universally positive.

Action 15 To create networking opportunities particularly for Women, BAME, and Social Mobility groups to bring judges together to share experiences, discuss common issues and barriers, offering talks from senior judges to give insight into their careers.

We invited judges (fee-paid and salaried) to the pre-application seminars to talk about their career paths and share experience, and provided opportunities for delegates to network after each regional event.

There were 125 applicants to the pre-application seminar for judges thinking of applying for a new judicial appointment. Of these, 61 were women (51% of those that declared their gender), 27 were BAME (22% of those declaring ethnicity), and 106 (86% of those declaring) demonstrated social mobility. When considering the professional background of the judges, 83 (66%) had been solicitors, 41 (33%) had been barristers, and 1 (1%) was a legal executive prior to becoming judges.

Action 16 To develop online diversity and unconscious bias modules and on-line guidance for all judicial office holders.

An area within the judicial learning management system has been developed. The 'Judges and Bias' page contains filmed lectures by subject matter experts and associated papers and essential reading.

Additionally, there is an e-learning programme called 'e-Diversity' which contains 5 modules on how best to communicate effectively with individuals with particular challenges i.e. autism, mental health issues etc.

Evaluate and Inform

To evaluate and monitor data to help assess where our resources and efforts have maximum impact, in order to inform the start of the cycle (Attract & Support; Select & Appoint; Develop).

Action 17 To commit to the effective collection, monitoring and evaluation, and accurate publication of diversity data. In particular, steps will be taken to (1) improve the declaration of ethnicity and (2) collect educational backgrounds for all existing judges and tribunal panel members for the purpose of monitoring social mobility.

With the support of a statistician, the Committee publishes diversity statistics that are quality assured and published in accordance with the Code of Practice for Statistics. The annual publication now provides a greater analysis and insight into the diversity of the judiciary.

The work to introduce a self-service facility that would enable judges to update their personal details has been unfortunately delayed and this has meant that the Committee has not been able to take steps to improve declaration rates or collect data to monitor social mobility of judicial office holders. This remains an aspiration for the future.

Action 18 To undertake a review on the operation and effectiveness of the Judicial Work Shadowing and Mentoring Schemes and make recommendations for improvement.

The review was completed in February 2018. It confirmed the schemes have been a very positive initiative and are achieving their purpose, within the constraints of existing resources. It also highlighted further improvements to assist future capability of the schemes.

Action 19 To place before the Judicial Executive Board (JEB) for review the Judicial Office's diversity statistics and progress against the Diversity Action Plan on a quarterly basis to ensure that action is led by the senior judiciary. Quarterly meetings with Lady Justice Hallett as Diversity Champion will provide challenge to our progress against the Diversity Action Plan, and inform our future work.

We have continued to keep JEB abreast of developments and progress made against the plan.

Action 20 To collect feedback more effectively and evaluate all our initiatives in order to assess their success and inform where best to focus our resources for maximum impact.

To evaluate the success and continued improvements of our initiatives including seminars, workshops, the work shadowing and mentoring schemes, we are exploring different strategic models that will enable us better to evaluate our initiatives.

The Committee also continued to run the Judicial Work Shadowing Scheme, the Judicial Mentoring Scheme and support the Diversity and Community Relations Judges. The progress against these activities is provided below.

Judicial Work Shadowing Scheme (JWSS)

The Scheme⁶ provides the 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 three 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 Scheme⁷ has received 638 applications in 2017/18. Of those providing diversity information, 402 (63%) were from women, 133 (22%) were BAME lawyers, 489 (80%) were solicitors, 25 (4%) were Legal executives, and 502 (85%) demonstrated social mobility. In the previous year, 63% of applicants were women, 27% BAME lawyers, 69% solicitors, 2% Legal executives, and 85% demonstrated social mobility. These figures have been revised from those previously published to reflect late updates to administrative systems after the release of last year's report, and improvements to data quality.

6 Judicial Office relies on the goodwill of colleagues in Her Majesty's Courts and Tribunals Service (HMCTS) to ensure that all applicants are given placements within good time and in the chosen jurisdictions and locations.

7 Further information on the scheme can be found at <https://www.judiciary.gov.uk/about-the-judiciary/judges-career-paths/information-about-shadowing-a-judge/>

At the time of application to the scheme, applicants in 2017/18 held on average 15 years' post qualification legal experience (PQE). There was no real difference in average PQE by gender, both males and females having around 15 years' PQE on average. BAME applicants had less PQE than white candidates on average, with just over 13 years for BAME compared to just under 16 years for white applicants on average. While solicitors had an average of just under 15 years PQE, barristers had over 17 years PQE on average. Applicants demonstrating social mobility had about 15 years PQE on average, compared to those that did not demonstrate social mobility having an average of just under 16 years PQE.

Of the solicitors, barristers and legal executives in 2017/18, 366 (62%) were employed by a law firm or were a member of chambers, 47 (7%) were Government Legal Services Lawyers and 21 (4%) Crown Prosecution lawyers.

The full statistical breakdown for the shadowing scheme can be found in Annex A of this report.

Judicial Mentoring Scheme

The judicial mentoring scheme and application workshops support women, BAME lawyers and lawyers who can demonstrate social mobility to apply for their first judicial appointment and judges to progress to higher office.

There were 39 applications to the Judicial Mentoring Scheme in 2017/18. As at 16 May 2018, 22 participants had been successfully matched with a mentor. Those that remain will be matched once a suitable mentor is available in the location specified by the applicant.

Of the applicants who have applied in 2017/18 and provided diversity information, 31 (79%) are women, 20 (51%) are BAME, 29 (78%) are solicitors and 31 (79%) demonstrated social mobility. This compares to 79% women, 61% BAME, 75% solicitors and 89% demonstrating social mobility in the previous year (these figures have been revised from those previously published to reflect late updates to administrative systems after the release of last year's report, and improvements to data quality).

The full statistical breakdown for the mentoring scheme can be found in Annex B of this report.

Diversity and Community Relations Judges (DCRJ)s

The role of a DCRJ is voluntary and to act as a link between the judiciary and the community, increasing understanding and public trust in the law and encouraging judicial diversity. They also work to eradicate myths surrounding what it is like to be a judge. There are currently 92 DCRJs from the courts and tribunals across England and Wales. The annual return from the DCRJs indicates that they have reached more than 5,000 school children through school visits, 3,000 pupils through court visits, 6,200 university students, 4,300 legal professionals and 3,200 members of their respective communities.

The Annual DCRJ training event

DCRJJs meet once a year at an annual training event where they share lessons and experiences from the previous year and where they gain new skills and insights from external experts working in the field in order to ensure their outreach work is as effective as possible. In 2017, the focus was on Social Mobility. The 2017 training event enabled contributions from a wide range of specialists including the CEOs from both the Social Mobility Foundation and the Girls Network. The former is a charity which aims to make a practical improvement in social mobility for young people from low-income backgrounds. They hosted a 5-year Aspiring Professionals Programme (APP) supporting students from Year 12 throughout university until they find employment. The latter matches girls from low income communities with a female mentor, in order to open networks and opportunities that the girls would otherwise not have access to. The DCRJJs have subsequently assisted both charities throughout the year offering mentoring and providing marshalling opportunities for the young people on these schemes and beyond.

Other forms of engagement

In addition to the above, DCRJ activities have included a cross section of community outreach and engagement. They actively encourage those from the legal profession currently under-represented in the judiciary to consider a future judicial career. They have supported diversity events for the professional bodies. For example, they were instrumental in the launch and support thereafter of the CILEX judicial development programme. Similarly, they have served as speakers and active networkers at a range of diversity events run in collaboration with the professional bodies.

The DCRJJs have specifically sought to assist women legal professionals. One example of this is their contribution to a "Women in the Judiciary: Making it Happen" Event that took place in Cardiff. It was the last in a series of such events specifically aimed to attract more female lawyers to consider a judicial career.

Finally, DCRJJs have met with different faith groups, rotary clubs, the women's institute and a wide range of charitable groups. The above is indicative only of the effort undertaken by the DCRJ cadre.

Committee's plan for April 2018 to March 2019

In the coming year, the Diversity Committee will focus its effort on the following 5 areas:

1. Education
2. Attracting new talent
3. Supporting career progression
4. Mentoring
5. Evaluation

An annual report on our progress against this plan will be published in the interests of openness and accountability.

Serving judges and potential judges in the legal profession will be informed of every aspect of the plan. In particular, the judiciary will make sure its outreach and communications complement the efforts of the Judicial Appointments Commission and the wider profession.

We will continue to offer legal practitioners thinking of applying for judicial office the opportunity to gain an insight into judicial life through our Judicial Work Shadowing and Judicial Mentoring schemes.

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	Delivery Date
1	To host a Diversity and Community Relations Judges' Schools Summit and work with key players in public legal education and other experts to explore a strategy for engaging with schools.	July 2018
2	To promote and support judicial outreach with schools and universities	March 2019

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	Delivery Date
3	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.	March 2019
4	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.	March 2019
5	To take steps to encourage lawyers from Crown Prosecution Service and Government Lawyers Department to apply for posts for which they are eligible.	March 2019
6	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.	March 2019
7	To work with the JAC to run regional pre-application seminars for under-represented groups.	January 2019
8	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.	March 2019
9	To run a targeted support programme for under-represented groups intending to apply for a forthcoming JAC selection exercise.	March 2019
10	The Judicial College will commence work on the design and development of on-line modules that will provide the pre-application education 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.	March 2019

Supporting career progression

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

	Actions	Delivery Date
11	To continue the development of forward planning discussions for the salaried judiciary across circuits/regions, following a positive trial in Wales.	March 2019
12	Support the judiciary in extending appraisals to cover recorders who sit in the civil and family jurisdictions and deputy high court judges [(s9 (4))].	March 2019

Mentoring

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

	Actions	Delivery Date
13	Run pre-application workshops for participants on the mentoring scheme	March 2019

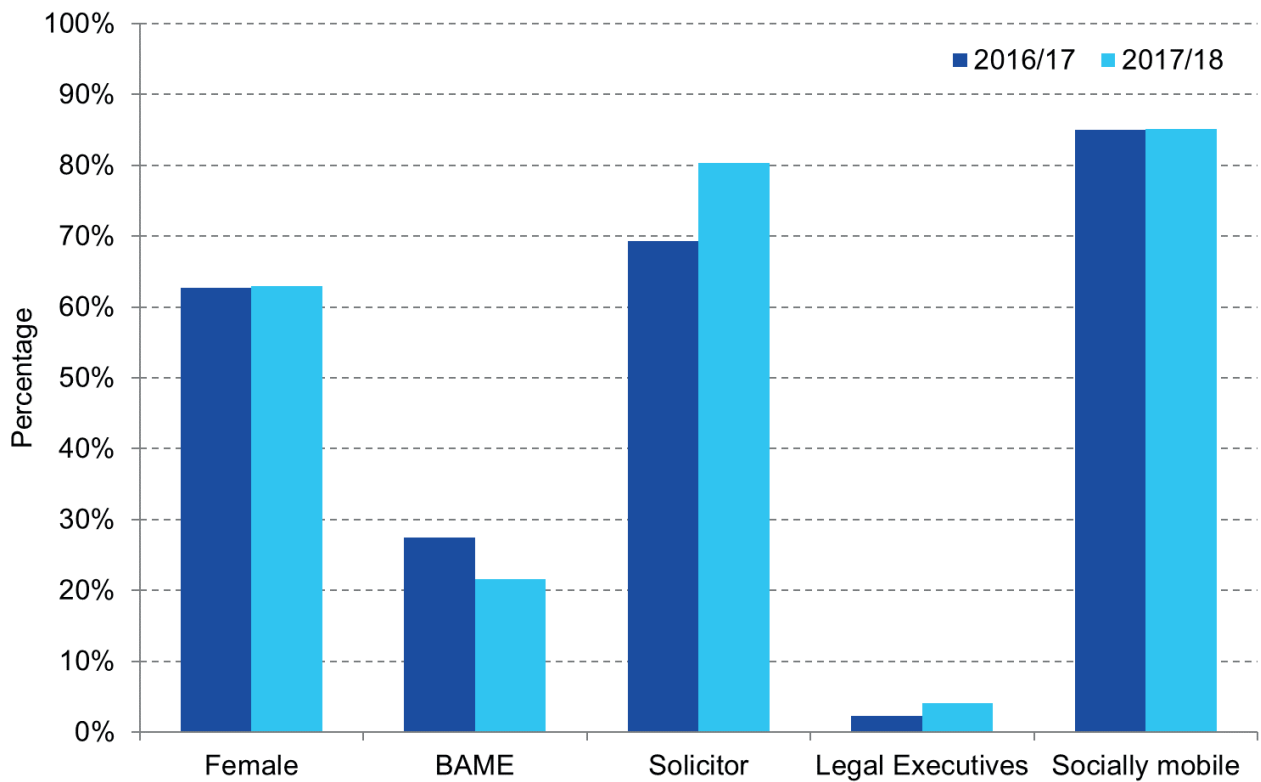
Evaluation

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	Delivery Date
14	Implement recommendations from the 2017/18 review on the mentoring and work shadowing scheme undertaken to improve the efficiency and effectiveness of both schemes	March 2019
15	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.	March 2019

Annex A – Judicial Work Shadowing Scheme

Diversity of applicants to the Judicial Work Shadowing Scheme, 2016/17 and 2017/18



The following table provides a full breakdown of the occupational background of solicitors, barristers and legal executives that applied to the scheme.

Solicitors, Barristers and Legal Executives that applied to the Work Shadowing Scheme by Legal Occupation, in 2016/17 and 2017/18

	2016/17		2017/18	
	Number	%	Number	%
Citizen's Advice Bureau	1	0%	1	0%
Crown Prosecution Service	23	5%	21	4%
Employed-in-house in a company	55	12%	68	12%
Government Legal Services	29	6%	44	7%
Judicial Office	2	0%	2	0%
Law Centre	1	0%	6	1%
Law firm/chambers	313	67%	366	62%
Local Authority	22	5%	36	6%
Magistrates' Courts' Legal Advisor	6	1%	14	2%
Prefer not to say	4	1%	9	2%
University	11	2%	13	2%
Voluntary Organisations	1	0%	7	1%
Unknown	19		22	
Grand Total	487		609	

Figures for 2016/17 have been revised from those previously published to reflect late updates to administrative systems after the release of last year's report, and improvements to data quality.

Of the 638 that applied for the Judicial Work Shadowing Scheme in 2017/18, 273 (43%) had been either sent to the HMCTS Administrator to be given a placement, or had already completed their placement as at 1 April 2018. When considering application success rates on this basis for 2017/18 however, many applications will not yet have been processed by 1 April 2018. As such, proper consideration of success rates must be conducted a year in arrears. The Committee is exploring concerns regarding delays in finding placements for participants and considering how placements could be expedited.

In 2016/17 there were 517 applications to the Judicial Work Shadowing Scheme, of which 456 were successful (88% of all applications). Of those women that applied in 2016/17, 90% were successful and had their application sent to the HMCTS Administrator to be given a work shadowing placement, compared with 86% of men that applied. Relative comparison of outcomes of men and women (or other groups) can be undertaken by calculating the Relative Rate Index (RRI) dividing the success rate for women by the success rate for men. This gives an RRI of 1.04, representing parity of outcomes by gender. RRI scores falling within the zone from 0.80 to 1.25 are not considered to represent a disparity of outcomes. A value of 1 represents complete parity of outcomes.

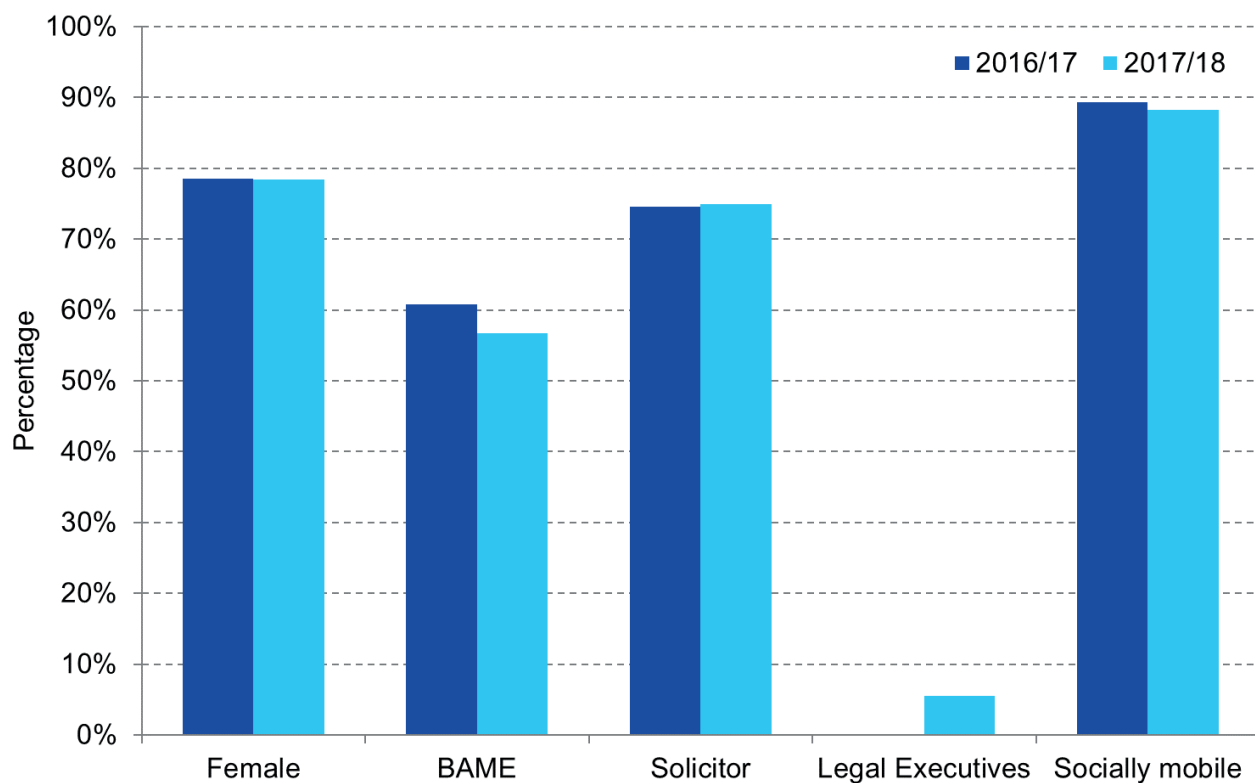
Of those BAME lawyers that applied in 2016/17, 89% were successful, compared to 88% for white lawyers, giving an RRI of 1.01, representative of parity of outcomes by ethnicity.

Among the solicitors that applied in 2016/17, 91% were successful, compared to 88% of barristers. This gives an RRI of 1.04, representing parity of outcomes by profession. Low numbers of applicants from other professions do not allow for similar statistical comparisons, however outcomes were at a similar level for other professions also.

Of those applicants that demonstrated social mobility in 2016/17, 88% were successful, compared with 89% of those that did not demonstrate social mobility. This gives an RRI of 0.99, representative of parity of outcomes.

Annex B – Judicial Mentoring Scheme

Diversity of applicants to the Judicial Mentoring Scheme, 2016/17 and 2017/18



It would not be meaningful to look at the diversity of those who have not, as yet, been successfully matched from those that applied in 2017/18. It can take some time for successful mentoring matches to be secured, and as such, consideration of diversity of successful matches in relation to applications should be considered a year in arrears.

In 2016/17, there were 56 applications to the Judicial Mentoring Scheme, of which 68% were successfully matched with a mentor. Of those women that applied, 68% were successfully matched with a mentor, compared with 67% of men that applied. Relative comparison of outcomes of men and women (or other groups) can be undertaken by calculating the Relative Rate Index (RRI) dividing the success rate for women by the success rate for men. This gives an RRI of 1.02, representing parity of outcomes by gender. Caution is advised in consideration of these figures as the numbers involved are very low.

Of those BAME lawyers that applied in 2016/17, 81% were successfully matched with a mentor, compared with 45% of white lawyers. This gives an RRI of 1.79, indicating the higher success rate of matching BAME applicants than white applicants, however due to very small numbers, caution is advised in interpreting this difference of outcomes. No members of other professions applied for the scheme in 2016/17.

Of those solicitors that applied in 2016/17, 71% of solicitors were successfully matched with a mentor, compared to 64% of barristers. This gives an RRI of 1.10, which is within the zone for

which small differences in outcomes would not be considered representative of a disparity of outcomes (RRI values between 0.80 and 1.25). With low numbers involved, caution is advised in interpreting these figures.

Of those that applied in 2016/17 that demonstrated social mobility, 67% were successfully matched with a mentor. Due to low numbers, a meaningful rate cannot be calculated for those who did not demonstrate social mobility.

