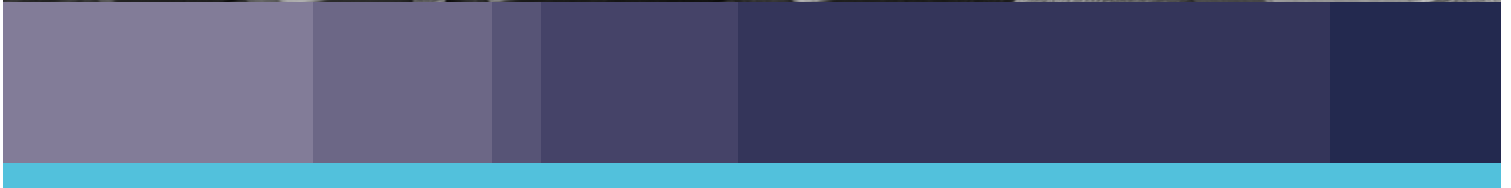




**Judiciary of
England and Wales**

Judicial Diversity and Inclusion Strategy Update 2022



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Foreword by the Lord Chief Justice



In November 2020 we published the first Judicial Diversity and Inclusion Strategy, setting an ambitious framework for action over five years to 2025. As this second annual update shows, much progress is being made under each of the strategy's four core objectives.

Since the last annual update we have benefited from expert research and advice to help us understand and address exclusionary behaviour in the judiciary. We cannot expect the judiciary to be immune from the problems of poor behaviour faced by other institutions, as the 2021 wellbeing survey showed. We can expect the 2022 Judicial Attitudes Survey to paint a similar picture.

This update sets out the action we now have in hand, including a statement of expected behaviour, published alongside this update. Inclusion training for leadership judges is underway and training for all judges will follow over the next year.

Two years into the five-year strategy, many of the immediate actions set out have been completed. There is, of course, much more to do in order to achieve the strategy's four core objectives, and in pursuit of a judiciary more representative of society. This update therefore commits to further specific action for the coming year, building on the work done so far and evaluating it to ensure that effort is directed towards programmes with the greatest impact.

Success will depend on the contribution of many judges and magistrates throughout the courts and tribunals. The strategy emphasises the responsibility of leadership judges for promoting diversity and inclusion: their vital role in fostering an inclusive working environment through regional and local action has been a focus of the last year.

While leadership judges take particular responsibility, this report highlights just how much other judges and magistrates contribute to the wide range of activities. I am grateful to them all for their commitment, often given in their own time.

I am also grateful for the close cooperation we enjoy with other organisations. The active involvement of the Ministry of Justice, Judicial Appointments Commission and the representative bodies of the legal profession, coordinated through the Judicial Diversity Forum, is vital.

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

Summary by Lady Justice Simler



This report provides a summary of the work undertaken over the last year to implement the Judicial Diversity and Inclusion Strategy. There is much to report, and this update is inevitably selective given the range of different work being undertaken by judicial office holders at all levels across the judiciary. I join with the Lord Chief Justice in thanking all those who have assisted with this important work for their commitment and enthusiasm in doing it.

A programme of inclusion training has been developed and is being rolled out across the judiciary. We have started with leadership judges given their pivotal role in achieving the strategy aims and objectives. Leadership judges have already stepped up and the report highlights the work they have all done (both leadership judges and magistrates) to create local action plans for their court or tribunal centre. These plans set out the steps they will take in relation to each core objective to implement the strategy; and they will report to their leadership judges against the action plans. This is critical to achieving sustained change and success.

We have also put in place additional support to strengthen mechanisms for career development of existing judicial office holders: appraisal and career conversations are more widely available. Refreshed training programmes and peer mentoring are being made available within courts and tribunals. A reverse mentoring scheme has been piloted, matching judges with legal professionals from diverse backgrounds. It will be assessed for potential future wider roll-out. The work to bring courts and tribunals closer together through the One Judiciary project will achieve a more cohesive, united judiciary and provide greater opportunities for cross-deployment between jurisdictions. In turn, that should support the development of judicial office holders.

The report also shows that nearly 3,000 individuals registered for judicial appointment outreach seminars run by the judiciary which provided up to date guidance and advice on the selection process and judicial roles. The Judicial Work Shadowing Scheme and Judicial Mentoring Scheme have continued to support those interested in applying for judicial roles, and the judiciary continue to play a pivotal role in both the Pre-Application Judicial Education programme and the Judicial Appointment Commission's targeted outreach programme which supports near-miss candidates from non-traditional backgrounds.

I am also pleased to have been part of the scheme with Bridging the Bar Academy which saw aspiring lawyers/Bar students from under-represented backgrounds assigned to the High Court and Court of Appeal for a work experience placement. The scheme aimed to provide participants with a unique insight into the work of the courts, judges, and judicial assistants, to encourage and support their ambition to become barristers. It also provided judges with a unique insight into the obstacles faced by these participants in pursuing their chosen legal careers.

So far as the make-up of the judiciary is concerned, progress has been made in increasing the personal and professional diversity of the judiciary across some areas and in relation to some groups, but the report highlights a number of areas where more sustained work is necessary. First, the most recent statistics show a decrease in the number of judicial office holders from non-barrister backgrounds. Secondly, and significantly, while the number of Asian and mixed ethnicity individuals in the judiciary has slowly increased since 2014, there has been no increase in the number of black professionals securing judicial appointments in this period.

These statistics show that we cannot be complacent. There is much more we need to do to meet the aims of the strategy and the work we do must be carefully focussed. For example, socio-economic disadvantage must be addressed in the work we do, and we must address its intersection with all other protected characteristics. I remain committed to this work, which is as important as ever. We will evaluate the approach we have taken to support delivery of the strategy to ensure it has impact and to identify how we can focus our resources to improve outcomes in the future.

Lady Justice Simler, Chair of the Judicial Diversity Committee of the Judges' Council

Current levels of representation

The speed of change in the diversity of the judiciary is affected by a number of features. The judiciary is a second career dependant in large part on recruitment from the legal professions. There is a statutory requirement for at least five or seven years of post-qualification experience (PQE) for legally qualified judicial posts. The most recent statistics show that of those who applied for court and tribunal positions requiring at least five years' PQE, candidates had around 18 years' experience on average. Of those who applied for positions requiring at least seven years' PQE, candidates had around 20 years' experience on average. The 'turnover rate' within the judiciary is low¹ and the time taken between applying for a judicial role and taking post can be as long as twelve months. It is too early to make any assessment as to potential impact of the increase in retirement age on recruitment of a greater number of diverse judges. This though will need to be looked at alongside the shortfall in some recruitment for salaried judicial roles which the increase has assisted. The judiciary is working with HMCTS and MoJ to promote the magistracy and increase the number of diverse magistrates recruited.

This report includes statistics that show the change in representation since the launch of the strategy in 2020. The data shows a 1% change in representation of Asian courts and tribunal judges with no change for non-legal members or for magistrates. There is no change with regards to representation of Black courts and tribunals judges and magistrates, with a 1% change for non-legal members. As part of the evaluation work mentioned in next steps, we will be considering how activities and initiatives could prioritise or target specific under-represented groups.

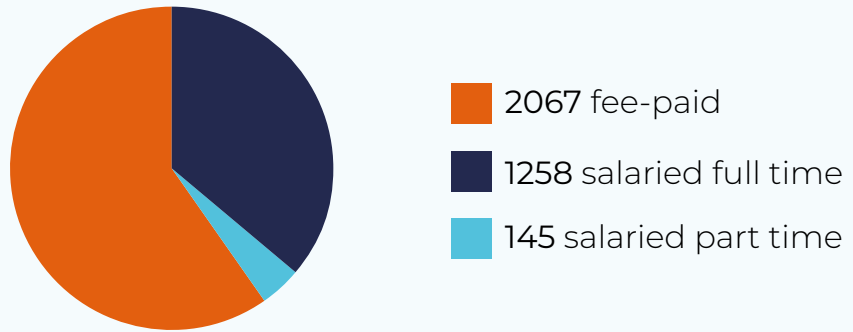
1 The [Diversity of the judiciary: 2022 statistics](#) show that 236 judges within courts and tribunals left post in the previous twelve months, with 514 new entrants to legal posts.

The judiciary at 1 April 2022:

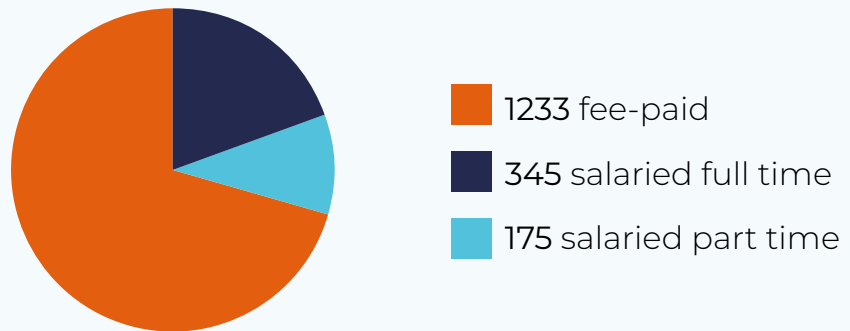
3283 non-legal members of tribunals

12506 magistrates

3470 Court Judges



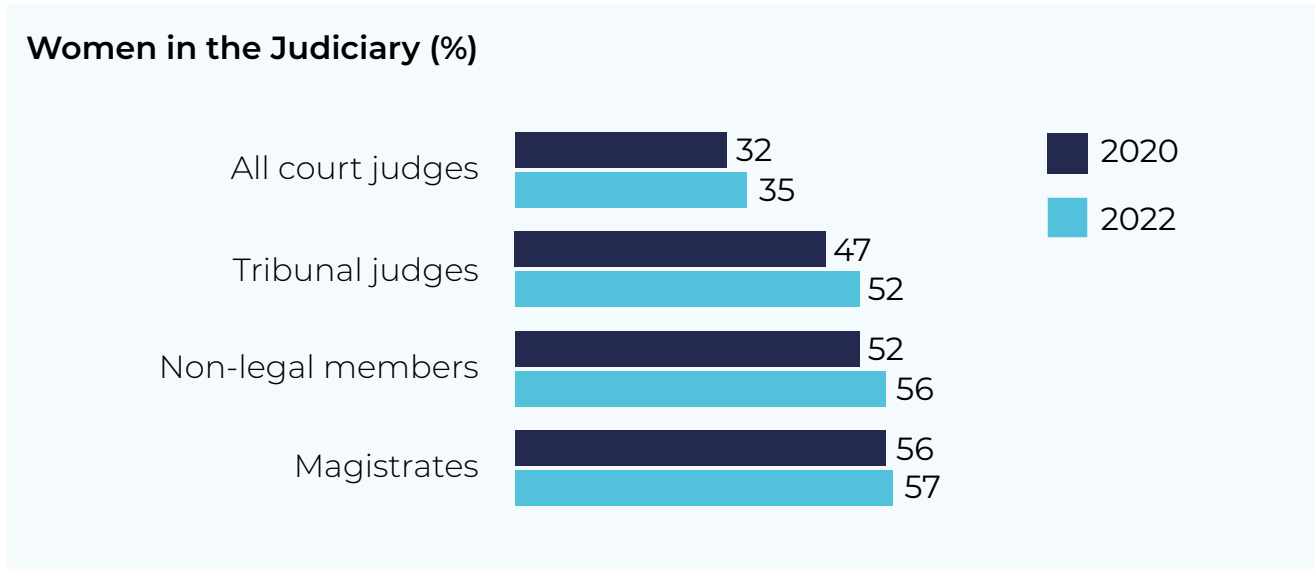
1753 Tribunal Judges



Change in representation since 2020:

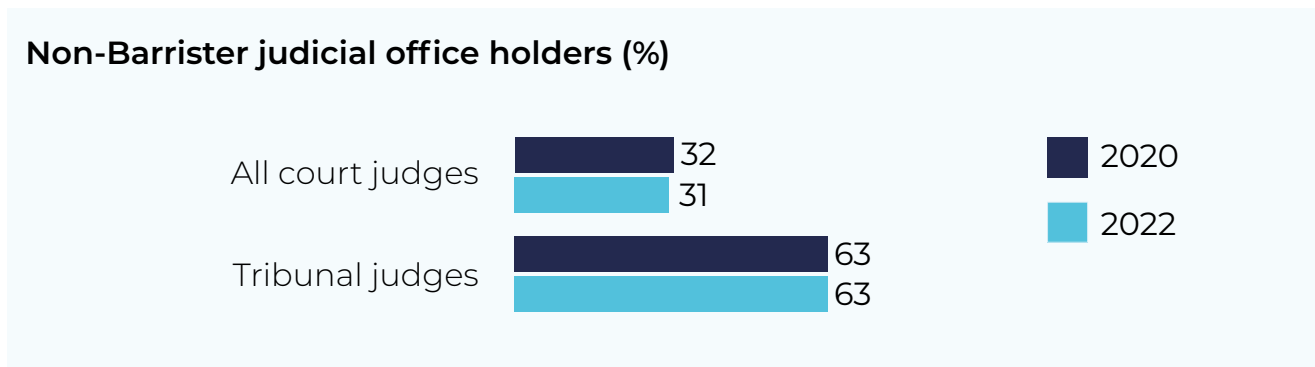
Women in the Judiciary

3% increase in court judges, 5% increase in tribunal judges, 4% increase in non-legal members, 1% increase in magistrates



Professional background

1% decrease in court judges from non-barrister backgrounds, no change in tribunal judges from non-barrister backgrounds

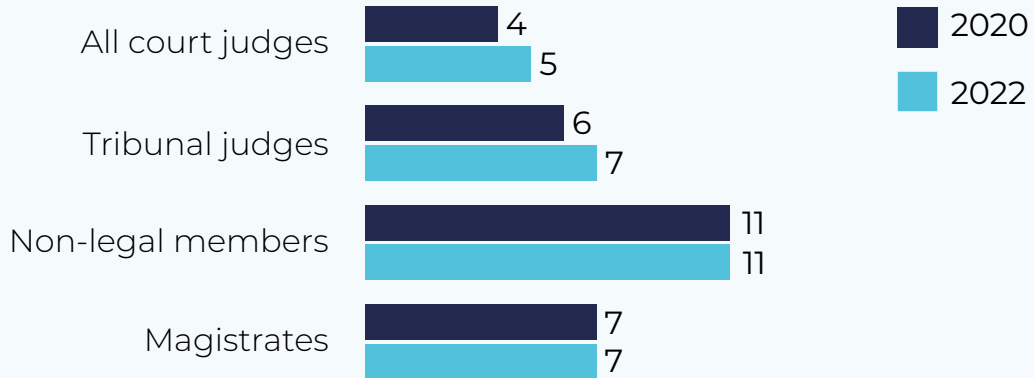


Black, Asian and minority ethnic judicial office holders:

Asian

All court judges 1% increase, Tribunal judges 1% increase, Non-legal members no change, Magistrates no change

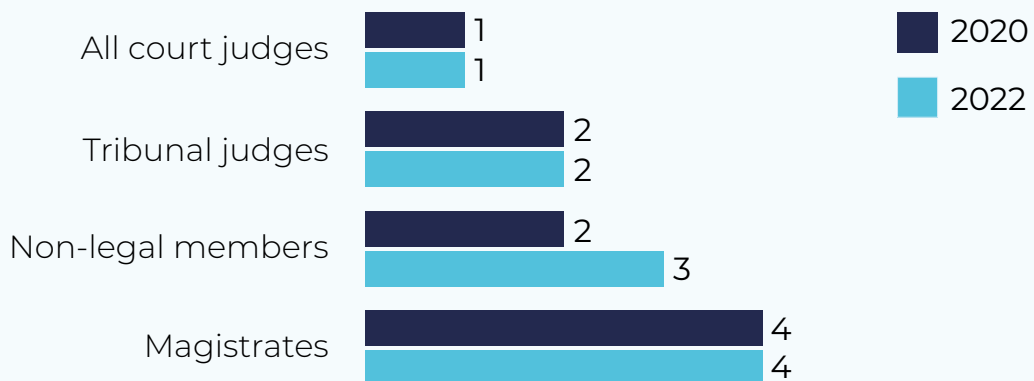
Asian judicial office holders (%)



Black

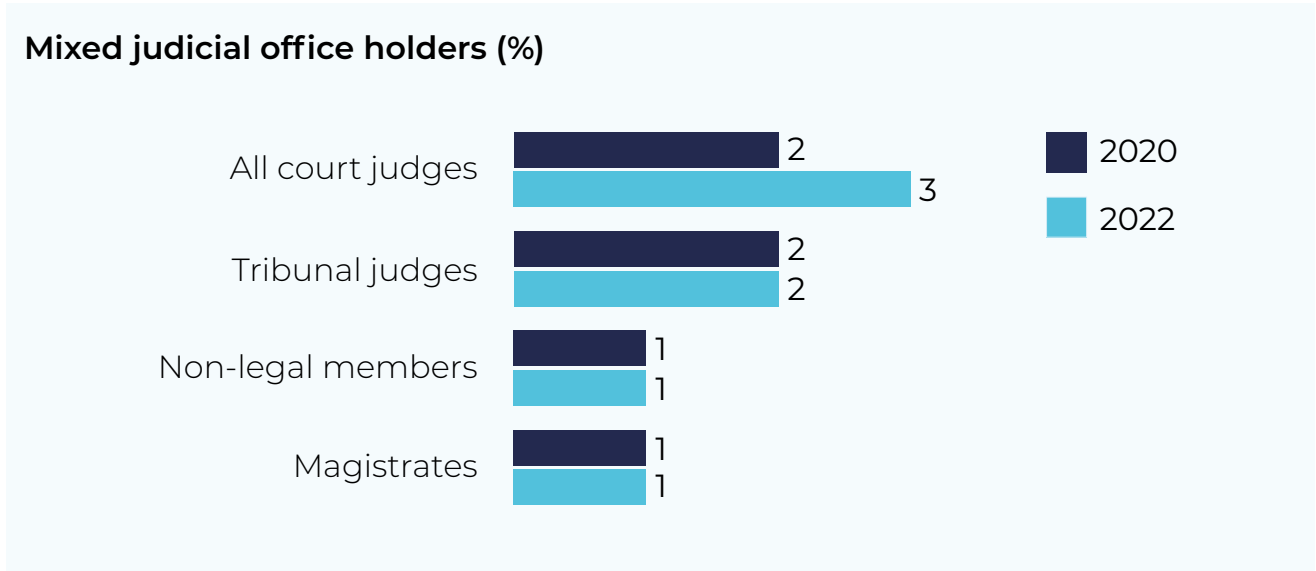
No change for all court judges and Tribunal judges, Non-legal members 1% increase, Magistrates no change

Black judicial office holders (%)



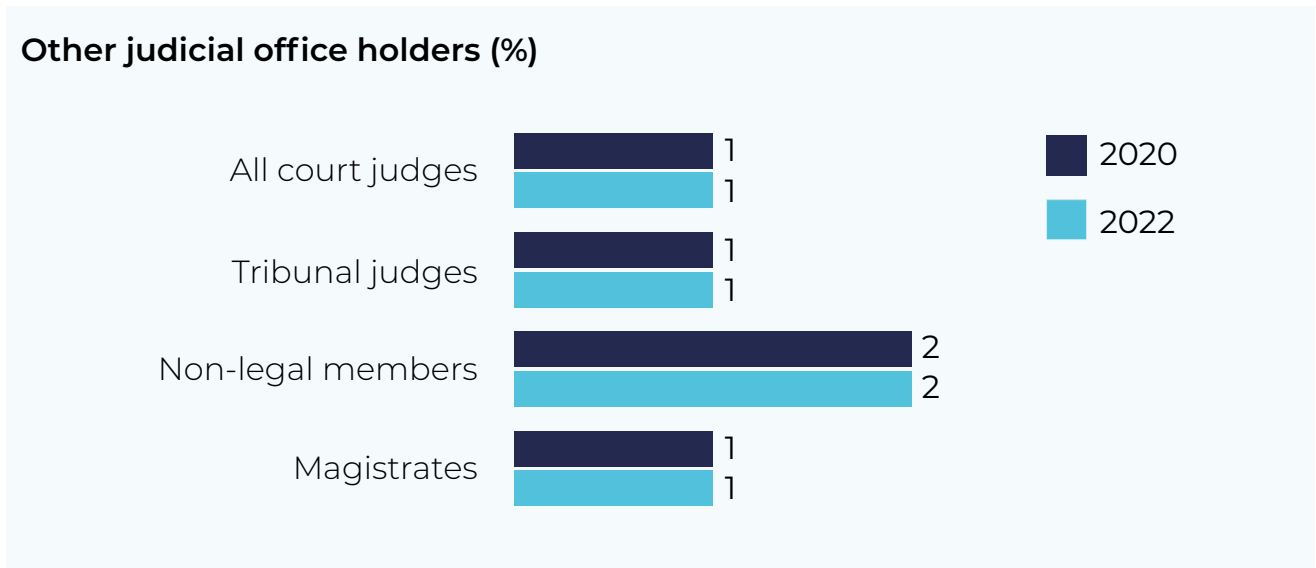
Mixed

All court judges 1% increase, no change for Tribunal judges, Non-legal members and Magistrates



Other

No change for all court judges, Tribunal judges, Non-legal members and Magistrates



Further information and statistics covering all court and tribunals can be found in the statistical publication available from Gov.UK: [Diversity of the judiciary: 2022 statistics - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/statistics/diversity-of-the-judiciary-2022-statistics)

Note: numbers are rounded to the nearest whole number and therefore actual percentage change(s) may not match totals illustrated.

Judicial Diversity and Inclusion Strategy: 2020–2025 objectives

The D&I Strategy was published in November 2020, with an update on implementation being published in November 2021. The overarching aim of the strategy is to increase the personal and professional diversity² of the judiciary at all levels over the next five years by increasing the number of well qualified applicants for judicial appointment from diverse personal and professional backgrounds and by supporting their inclusion, retention, and progress in the judiciary.

The D&I Strategy lists four core objectives:

Creating an environment in which there is greater responsibility for and reporting on progress in achieving diversity and inclusion

Supporting and building a more inclusive and respectful culture and working environment within the judiciary

Supporting and developing the career potential of existing judges

Supporting greater understanding of judicial roles and achieving greater diversity in the pool of applicants for judicial roles.

Progress against these objectives is set out over the following pages.

² By 'personal and professional diversity' we mean the protected characteristics within the Equality Act 2010 (age, disability, gender reassignment, marriage and civil partnership, race, religion or belief, sex, sexual orientation) and other differences such as socio-economic background, caring responsibilities and gender identity; and also, professional diversity, such as individual career paths and jurisdictional backgrounds.

Responsibilities

The Crime and Courts Act 2013 placed a duty upon the Lord Chief Justice to take such steps as he considers appropriate for encouraging judicial diversity. Lady Justice Simler is the lead judge on diversity and inclusion, chairing the Judicial Diversity Committee to support the Lord Chief Justice in his statutory responsibilities.

The Committee consists of steering group members: the Lord Chief Justice, Mrs Justice McGowan, Mr Justice Saini, His Honour Judge Dight, His Honour Judge Inyundo, Deputy Senior District Judge (Chief Magistrate) Ikram, District Tribunal Judge Chrimes, Employment Judge Balogun; and full committee members, Her Honour Judge Kent, District Judge Rich, Tribunal Judge Vasmer, Tribunal Member Lancaster and Duncan Webster JP.

The Lord Chief Justice is also a member of the Judicial Diversity Forum (the JDF), which brings together organisations from across the legal sector to identify ways to support increased judicial diversity. Other members of the JDF are the Lord Chancellor, the Chair of the Judicial Appointments Commission (Chair of the JDF), the Chair of The Bar Council, the President of The Law Society, the President of the Chartered Institute of Legal Executives, and the Chair of the Legal Services Board.

Creating an environment in which there is a greater responsibility for and reporting on progress in achieving diversity and inclusion

Responsibility for progress in and reporting on achieving greater diversity and inclusion will be a requirement of all judicial office holders in leadership and management positions. Leadership judges will be supported in their efforts to promote a respectful and inclusive working environment, encouraging a wider, more diverse pool of talented lawyers to apply for judicial roles in the area for which they have responsibility, and supporting the progress and development of those who are appointed in their area.

Achievements since November 2021 include:

- Judicial Diversity Committee agreement on a “**core value**” for Leadership Judges, which embeds the role leadership judges play in implementing the D&I strategy and will be included in training, support, and other materials. The wording of the value is: “All Judges make a solemn promise to uphold the principles of equality and fair treatment. Through example and behaviour, Leadership Judges play a critical role in encouraging a more diverse judiciary. They should do this by making sure the Judiciary has an inclusive and respectful culture, by being inclusive, by challenging inappropriate behaviour, and by ensuring that all judges can work and develop in a supportive environment regardless of their personal or professional background”.
- Support and guidance provided to leadership judges both online and in person, including advice from HR Business Partners (HRBPs) on **development of local and regional D&I action plans** as well as materials on managing microaggressions and building an inclusive culture. Regional leadership judges, supported by local leadership judges, and their Focal Point Diversity and Community Relations Judges (DCRJJs), have worked together on action plans based on the four core objectives of the D&I strategy. Progress is being reported, demonstrating how plans have been put into practice. Regular meetings are held by the Presiding Judges and Family Division Liaison Judges, and Chamber Presidents to discuss progress made. Similarly, Inclusion and Diversity Magistrates (IDMs) have contributed to a range of work, including providing good practice and supporting local leadership magistrates to implement the strategy.

- The Tribunals Diversity and Inclusion Taskforce introduced by the Senior President of Tribunals in 2021 supports D&I activities across tribunals, with each chamber or tribunal introducing action plans to assist leadership judges in implementation of the D&I strategy. For example, available data will be kept under review to understand the diversity of each Chamber and investigate ways in which the data can assist in identifying issues requiring action. The Taskforce has established a Diversity Leads Network to enable chambers and tribunals to share information, good practice, issues of common concern, and collaboration on activities.

The Judicial College published its Strategy for 2021-2025 in December 2021. Diversity and inclusion actions and commitments are woven throughout as is reporting of activities.

This year the Judicial College has:

- Delivered revised training for leadership magistrates, complemented by work through the Magistrates Leadership Executive, ensuring that the working environment offers a supportive and welcoming environment to all magistrates. This includes responsibility to challenge inappropriate behaviour and to ensure dignity at work for all.
- An event, focused on developing fluency and confidence on D&I Issues, was delivered in April to further assist Regional Lead Magistrates.
- Refreshed and delivered **Essential Leadership Programmes** that provides guidance on the role of leadership judges in implementing the Diversity and Inclusion Strategy, covering implicit bias for leaders, emotional intelligence, reasonable adjustments and other support to those with disabilities, wellbeing and stress management and support for career development. This mandatory training will be delivered to all judges with leadership responsibility and is available in person or remotely.
- Delivered four leadership master classes on two topics - 'Inclusive Leadership' and 'Leading through uncertainty' - focused on practical steps that leadership judges can take to support judicial office holders.

Next Steps

This year focused on increasing the support to leadership judges in promoting a respectful and inclusive working environment. Now that support has been increased, a future focus will be on leadership judges reporting back on progress and evaluation of the impact that action plans and training are having.

Supporting and building a more inclusive and respectful culture and working environment within the judiciary

We will continue to ensure that all serving judicial office holders feel supported and included, whatever their personal or professional background. Their lived experience will be better understood, respected, and valued, and will be considered when policies, practices and initiatives are developed.

Achievements since November 2021

[The Judicial Health and Wellbeing survey results and supporting wellbeing action plan](#) were published in March 2022 and identified the following areas of focus in respect of D&I:

- supporting judicial office holders who experience stress.
- putting mechanisms in place to help manage anxiety.
- better support for judicial office holders with a disability.
- extending and improving HR welfare services.

Actions from this plan that have been implemented in 2022 and that support the D&I strategy include:

- the launch of a new mediation service, to support judicial office holders in resolving concerns.
- guidance and support for judicial office holders going through menopause.
- the introduction of a voluntary stress support tool to facilitate meaningful discussion between judicial office holders and their judicial leaders as to the causes and impact of stress, which can lead people to show signs of frustration or irritability or may itself be provoked by exclusionary behaviour.
- enhancement of the Judicial Workplace Adjustment Guidance to include timescales for HMCTS to provide physical adjustments and reinforce the escalation route to the Workplace Adjustments Working Group to support judicial office holders such as those with a disability who require adjustments.

- news items published on the judicial intranet on a regular basis which help to normalise the conversation about mental wellbeing and personal resilience and promote inclusivity.

All judicial office holders are provided with access to emotional and/or psychological support relating to both work and personal matters, including workplace conflict, stress, bereavement, and family relationships. As part of the service, judicial office holders can access counselling sessions with a qualified professional.

The Wellbeing Survey included questions that provided a better understanding of the working culture across the judiciary, with questions asking respondents' experiences of bullying, harassment and discrimination. This helped to build insight into the percentage of respondents who had experienced bullying, harassment and/or discrimination, the type experienced, sources from which it occurred, and reasons for not reporting.

To further build on these quantitative findings, external expertise specialising in culture and organisational psychology was commissioned to help identify and analyse the nature of any challenges to inclusion, including a deeper exploration of bullying, harassment, and discrimination within the judiciary. This work took a qualitative approach to understanding the behaviours experienced by judicial office holders, advocates and staff and did not seek to quantify the scale of the issue. Views from across the judiciary informed this work, with judicial office holders being invited to participate in confidential engagement groups facilitated by the external experts.

The findings from this work identified some examples of behaviours described by participants in engagement groups which amounted to bullying and also pointed to examples of exclusionary behaviours that, whilst not bullying, could nonetheless have a significant adverse impact on those who experience them.

A number of actions were subsequently agreed by the Judicial Executive Board as priority areas of work to foster a more consistently inclusive culture throughout the judiciary, using the findings from this work:

- A statement of expected behaviour has been developed that provides for a shared understanding of behaviours that judicial office holders can expect from each other and that others can expect from them. This statement has been incorporated into future training for all judicial office holders and will be a focus for discussion for leadership judges with their own judges.
- Training for all leadership judges has been developed and has started to be rolled out across all jurisdictions, continuing over the coming months. That training covers the nature and social context of diversity and inclusion and

its specific context within the judiciary. The training identifies the various bases upon which individuals might be excluded (for example, on the basis of gender, race, ethnicity, social or professional background or as a result of a wider spectrum of behaviour ranging from rudeness, incivilities and micro-aggressions to bullying and harassment), how to respond appropriately to instances of such behaviour observed, reported or experienced, and how to promote a respectful culture with zero-tolerance for bullying, harassment and discrimination of any kind.

- The design and development of training for all judicial office holders has also started and will be delivered after the leadership training. It will support judicial office holders in understanding and recognising the nature and negative impact of exclusionary behaviour and to be confident in challenging such behaviour when it is experienced directly or observed.

Both sets of training have been designed and developed with the findings of the external work in mind so that all judicial office holders can benefit from the insights gained.

The Judicial College's three phase diversity and inclusion audit of all training aims to identify the current levels of understanding and provision in relation to matters of diversity and inclusion and to identify areas for improvement. Phase two is now complete. The audit has ensured that the topic of bias is included in all induction training and continuation training as appropriate, and that the design and delivery of all induction training from April 2022 promotes the themes of diversity, inclusion, and accessibility.

The new judicial training platform launched on 26th September with over 1,300 users having logged in since its launch. All training materials produced by the College and all other documents now meet government standards on accessibility.

Following 2021's substantive review of the Equal Treatment Bench Book (ETBB), two further updates have been published in December 2021 and July 2022. The ETBB continues to be a consistent thread through Induction Seminars for all new judicial office holders.

Other activities have included:

- Revision of the Judicial Grievance policy for judicial office holders to highlight a clear route to raise bullying and harassment issues informally or formally. Routes include options for mediation and support from Nominated Judicial Office Holders. The revised policy will enable data on formal grievances to be collected including types of complaints relating to protected characteristics.

- A **Judicial Reverse Mentoring Scheme**, which has matched 15 circuit judges with legal professionals from diverse backgrounds. The scheme, developed with the assistance of the South Eastern Circuit, aims to foster greater understanding among the judiciary of the experience of individual lawyers from under-represented groups, and of the barriers faced by under-represented groups in accessing a career in law and in the judiciary.
- A conference and training event for Diversity and Community Relations Judges, Diversity and Community Relations Magistrates, inclusion and Diversity Magistrates took place in May. This event focussed on supporting these judicial office holders in breaking down barriers to support greater inclusion.
- The Judicial Complaints Investigation Office (JCIO) has updated its website to make clearer to potential complainants that it can consider complaints about bullying, harassment and discrimination.

Next Steps

The Statement of Expected Behaviour will be published alongside this strategy update and disseminated to all judges and magistrates. It will be incorporated into inclusion training, into induction training for new judicial office holders, and leadership judges will discuss what the statement means for them as individuals and as a cohort, with their judges.

Inclusion training for leadership judges is due to take place from January 2023 and currently anticipated to be complete by April 2023. Leadership judges will be supported in reflecting on their learning from participating in the training and in taking this forward.

Inclusion training for judicial office holders is to begin from April 2023 onwards.

The final phase of the Judicial College's audit will be carried out throughout 2023/4. This will seek to ensure that materials, case studies and examples are appropriately diverse and inclusive, and that course content is reflective of contemporary society; that any bias (whether conscious or unconscious) is recognised and excluded; and that materials and delivery methods meet all applicable accessibility standards.

A full review of the Equal Treatment Bench Book will take place in 2023.

Supporting and developing the career potential of existing judges

All serving judicial office holders will be supported and encouraged to develop and fulfil their potential whatever their personal or professional background.

Achievements since November 2021 include:

- Judges across the courts' judiciary are being offered the opportunity to be mentored by a more experienced "peer". The peer mentoring scheme has been developed to assist and promote judges' personal and professional development. In addition to the benefit for mentees in identifying practical ways to develop and increase confidence, mentors can benefit from exposure to different perspectives and develop their leadership skills.
- Arrangements for Appraisal and Career Discussions continue with all salaried judges being entitled to a Career Discussion on a biennial basis. Appraisal arrangements apply to salaried and fee paid judges depending on jurisdiction.
- Magistrates with a legal background are being offered mentoring to support future judicial application.
- The Lord Chief Justice and the Senior President of Tribunals have been clear that cross-deployment is a key component of the ambition to create [One Judiciary](#). Enhancing the use of cross deployment will support career development and allow resources to be deployed more flexibly. Plans are being developed to provide **cross deployment opportunities** for judges to support career enhancement by experiencing work in other jurisdictions.

Next Steps

Evaluation of Leadership Training will take place in spring 2023, assessing the relevance and fitness for purpose of the training and identifying any additional training needs or requirements for further support.

Evaluation of the Peer Mentoring Scheme will take place in the second quarter of 23/24 to assess how mentors and mentees are gaining from the experience and recommend any refinements needed to the scheme.

A career development and progression scheme is being introduced within the tribunals to provide judges with access to support and encouragement in relation to matters of career development and progression within the judiciary (whether the Tribunals or Courts judiciary) via informal mentoring.

The SPT's D&I Taskforce work in dissemination of good practice and increased awareness amongst Tribunal Judges of other career opportunities available to them will be evaluated through the next three years.

The Judicial College will further enhance content in the Essential Leadership Programme and the Faculty Induction Seminar related to support for career development.

Supporting greater understanding of judicial roles and achieving greater diversity in the pool of applicants for judicial roles

We will make even greater use of online platforms and resources to support and build outreach within schools, local communities and within the legal profession.

Targeted activities, steered by stronger data, analysis and insights, and delivered together with the legal professions, and the Judicial Appointments Commission will reach, support and encourage a wide range of well qualified applicants from diverse personal and professional backgrounds into the judiciary.

We will use improved data and analysis to target activities aimed at encouraging greater diversity within the magistracy.

Achievements since November 2021

The judiciary have continued to support people from diverse backgrounds considering applying for the judiciary. Those looking to join the judiciary or apply for a new judicial role can also make use of a judicial career portal, designed to provide an accessible contact point to support initiatives and information. These activities include:

- The Judicial Work Shadowing Scheme, which gives eligible legal practitioners considering a career in the judiciary an insight into the work of a judge. The Judicial Mentoring Scheme provides a safe environment to discuss issues inhibiting application to judicial office, establish what skills and experiences are needed and identify what further development may be required.
- The judiciary continue to support the Pre-Application Judicial Education programme. The programme offers a series of digital resources and judge-led discussion groups to support talented lawyers from under-represented groups to feel more equipped, confident, and prepared when considering applying for a future judicial role.

- Judges have continued to work in tandem with the Judicial Appointments Commission on the targeted outreach programme. A cohort of judges involved in the programme have been trained as “Judicial Guides” to provide tailored advice and support to “near-miss” candidates from under-represented groups in the judiciary to enable them to re-apply successfully in a future JAC competition. The programme is monitored and evaluated, and has had numerous successful outcomes thus far.
- Since November 2021 nearly 3000 individuals, largely from under-represented groups, have signed up for 17 online application seminars run by the judiciary. These judge-led seminars, following recruitment trends, have become jurisdictionally specific and provide up to date guidance and advice on the selection process and specific jurisdictional roles.
- Diversity and Community Relations Judges and Magistrates have engaged with local communities, generating a better understanding of the justice system, and encouraging people from under-represented groups to consider roles within the courts, tribunals, or magistracy.
- Up to the end of November 2022, 106 Diversity and Community Relations Judges and 18 Magistrates have reached over 23,000 school, college and university students, community members and legal professionals focussing particularly on groups presently under-represented in the judiciary. The events included many school visits, both online and in person, including visits by the Lord Chief Justice to “hard-to reach” schools in Liverpool, Luton, Barnsley, and Newcastle.
- To celebrate the centenary of Dr Ivy Williams, the first woman to be called to the Bar in England and Wales, the Judicial Office displayed a photo exhibition to commemorate prominent women who have been pioneers in the judiciary in London, Manchester and Oxford. Four female judges and magistrates also provided the panel for a commemorative schools “Question Time” event in the Royal Courts of Justice, with 80 GCSE students from London state schools.
- Social media content has been disseminated on a regular basis to **showcase the diversity** that exists within the judiciary providing role models from under-represented groups. Quotes, interviews and ‘day in the life’ videos, with diverse judges talking about the barriers they have faced and overcome are illustrating how people from a wider range of backgrounds are succeeding in the judiciary.

- High Court and Court of Appeal Judges have worked with [Bridging the Bar](#) (BTB) to offer an internship programme to aspiring barristers belonging to groups which are currently under-represented at the Bar. The programme gives interns an insight into the work of the court, judges and judicial assistants, aiming to build their confidence in pursuing a career in the law. It also provides considerable insight for the participating judges into the obstacles faced by the interns in achieving their career ambitions.
- Numerous events have been held to support career ambitions. Examples include an event in the Northern Circuit coinciding with International Women's Day to encourage applications for the judiciary and/or Kings Counsel; a Northern Circuit webinar "Why you should think about becoming a judge" aimed at all legal professionals and academics, and events in Bristol, Exeter and Winchester to encourage female junior barristers to consider applying to be a judge.
- A campaign launched in January 2022 to recruit more, and more diverse magistrates, with a new selection process, website, online application and digital recruitment system. Over 30,000 individuals have so far expressed an interest in joining the magistracy.

Next steps

Using relevant data and analysis from recruitment exercises and deployment outcomes we will increase the targeting of outreach on both geographical and demographic lines for all judicial roles in 2023.

We will work with and encourage more applications from groups of legal professionals where there is greater potential to draw applications from a diverse pool such as Chartered Institute of Legal Executives, the Crown Prosecution Service and Government Legal Department.

Outreach work will be evaluated throughout the course of 2023 to ensure that the range of support programmes and outreach undertaken has the greatest impact.

The Bridging the Bar internship programme will be evaluated in 2023 to assess how the scheme can be refined for future years.



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