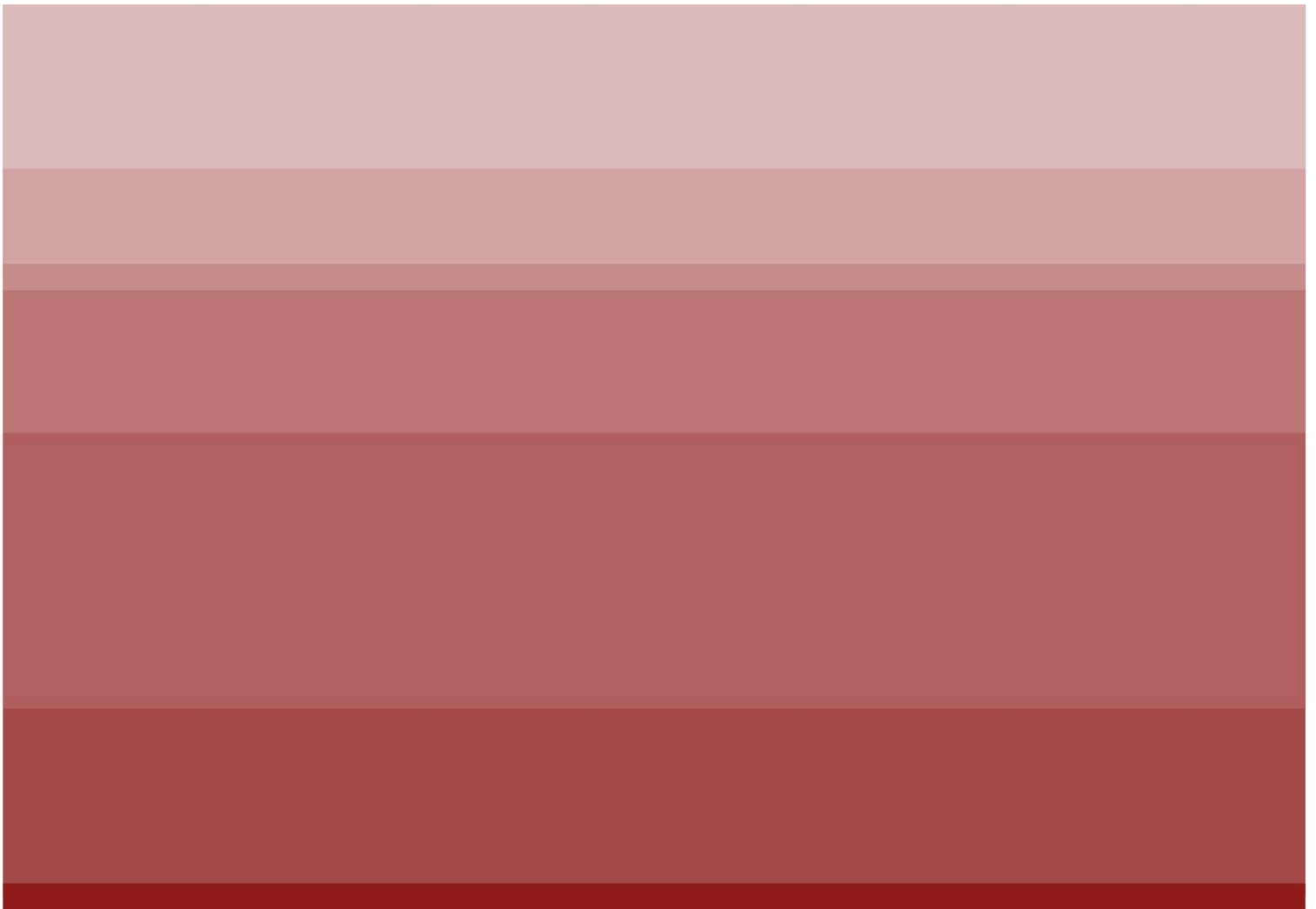




**Judicial
College**

Judicial College Prospectus 2024-2025



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Foreword

Welcome to the Judicial College Prospectus for 2024-2025. You will find here the full training programme available to salaried and fee-paid judges, tribunal members, coroners, coroners' officers, magistrates and legal advisers.

In 2024-2025, the Judicial College will be responsible for training approximately 24,000 judicial office holders on behalf of the Lady Chief Justice, Senior President of Tribunals and Chief Coroner. This includes around 14,500 magistrates, following the completion in 2024 of our work to bring within the College responsibility for the delivery of magistrates' training in all regions in England and in Wales. This is an important part of a series of measures the College is taking to strengthen the profile and consistency of magistrates' training and to support the magistracy in its important role in the justice system.

The programme of training in 2024-2025 continues to implement the six objectives in the [College's 2021-2025 strategy](#). There is an ongoing focus on training to help foster an inclusive culture for all those who work in and with the judiciary.

The prospectus provides a brief description of the content and aims of each of the College's courses, which are complemented by a range of digital training resources and publications to enhance and consolidate learning.

At the Judicial College, we aim to provide training of the highest quality and to enable judicial office holders from all backgrounds to achieve their full potential. We hear regularly from delegates about the importance of dedicated time for training and about how much they value the courses they attend with the opportunity they give to share knowledge and to learn from the experience of judges from different areas of the country and from different jurisdictions.

Eleanor King

The Right Honourable Lady Justice King DBE
Chair of the Judicial College

Introduction

Judicial training

The senior judiciary is responsible for making sure appropriate training is in place for the judiciary as a whole. This is a statutory responsibility which sits with different roles:

- The Lady Chief Justice is responsible for training the judiciary of England and Wales under the Constitutional Reform Act 2005. This includes responsibility for magistracy and Legal Advisers.
- The Senior President of Tribunals has statutory responsibility for training Judges and other members of tribunals pursuant to the Tribunals, Courts and Enforcement Act 2007.
- The Chief Coroner is responsible for ensuring suitable training arrangements for coroners and coroners' officers under the Coroners and Justice Act 2009.

The Judicial College fulfils these statutory judicial training responsibilities on behalf of the Lady Chief Justice, Senior President of Tribunals and Chief Coroner. In doing so, it delivers training for courts and tribunals judges, tribunal members, coroners and coroners' officers, magistrates and, where appropriate, magistrates' legal advisers. There are currently around 24,000 judicial office holders, including approximately 14,500 magistrates, 450 coroners and over 1,100 legal advisers.

The College's overriding objective is to provide training, resources and publications of the highest standard, thereby strengthening the judiciary's capacity to discharge their functions effectively.

The Judicial College – in common with judicial training organisations around the world – follows the principle that judges train judges, especially in the black letter law. The International Organization for Judicial Training principles state that “to preserve judicial independence, the judiciary and judicial training institutions should be responsible for the design, content, and delivery of judicial training.”

Members of the judiciary, supported by professional staff in the Judicial College, are responsible for the design, content and delivery of this training, including drawing on external expertise and resources as appropriate.

This includes:

- providing induction training for those taking on a judicial role for the first time, as well as those taking on responsibilities in new areas of law (jurisdictions) or new roles
- ongoing continuation training for existing members to keep them up to date on developments and specialist skills in their jurisdictions.

The Judicial College puts in place a curriculum of training for judicial office holders and runs training programmes on their behalf, meaning that all judicial office holders for whom the Lady Chief Justice, the Senior President of Tribunals and the Chief Coroner have statutory responsibility are trained by the same organisation.

In addition to the annual jurisdictional and induction training, the Judicial College delivers bespoke training in response to external influences that impact the judiciary, such as legislative changes.

Such training is either incorporated into existing continuation training plans or arranged as additional seminars tabled in time to ensure that the judiciary is prepared to handle resulting cases. During the 2024-2025 programme, the College will continue to work closely with the First Tier and Upper Tribunal Immigration and Asylum Chamber to deliver training relating to the Illegal Migration Act, in preparation for handling cases following commencement of the Act and to build capacity to manage the increase in caseload across both the First and Upper tiers.

Minimum training requirements

Before hearing cases for the first time

Before any judicial office holder can hear cases – or sit – for the first time in any area of law, and again before they can hear cases in a new area of law (or jurisdiction), they must complete an induction in that area of law.

Within the first year of sitting, new courts and tribunals judges must also take part in a cross-jurisdictional induction, which focuses on providing judges with common skills and knowledge that will complement their jurisdiction-specific induction and assist in achieving a fair hearing and just result in all hearings.

Magistrates and legal advisers complete an induction programme of skills-based training and activities to support their competence in the key jurisdictions.

Ongoing training requirements

There are minimum training requirements that vary across courts and tribunals jurisdictions to attend continuation courses. These continuation courses focus on developing judicial office holders' knowledge and skills in their specific areas, ensuring they are up to date with recent developments in law and practice, and maintain an understanding of current legislation and case law.

There are some areas of law where there are very specific minimum training requirements a judge must meet in order to be able to continue to hear cases in those areas. For example, judges who hear cases about serious sexual offences, murder or public family law must complete continuation training at least every three years.

Training needs and course content is kept under regular review and updated or rewritten as appropriate in the light of legislative or other changes.

Judgecraft and skills-based courses (cross-jurisdictional training)

New leadership judges attend the mandatory Essential Leadership seminar as soon as possible after appointment.

New leadership magistrates attend an intensive, role-specific seminar before or shortly after taking up the role to which they have been elected.

New judicial trainers are required to attend a Course Design seminar and a Facilitation Skills seminar. They are also encouraged to attend a Digital Skills For Trainers seminar.

Inclusion training

From time to time, and to support statutory training objectives, senior members of the judiciary will commit to prioritising training on important topics of significant public interest. The College responds by providing training on these vital areas.

Following initial roll-out in the 2023-2024 training year (to courts and tribunals judges and for some fee-paid tribunal members), a session on inclusion will be delivered in 2024-2025 within (1) the faculty induction seminar; (2) continuation training for coroners; and (3) continuation training for tribunal judges and for some fee-paid tribunal members whose training cycles did not surface such training in 2023-2024.

The incorporation of this session into our training programme continues the implementation of the commitment in the College Strategy for 2021-2025, building on the findings of external research, and also recognises the importance of the modern judiciary, at all levels, having expert training in all aspects of inclusion and diversity. The aim of this module is to support judges in fostering an inclusive work environment for all while also recognising the negative impact of exclusionary behaviours and being confident in challenging examples of such behaviour, whether experienced directly or indirectly. Inclusion and diversity training continues to be embedded in magistrate and legal adviser training.

The prospectus

This prospectus shows the full training programme that is available to all judicial office holders in 2024-2025, strengthening the judiciary's capacity to discharge their functions effectively.

It does not include induction courses for those taking on a judicial role for the first time or those taking on responsibilities in new areas of law (jurisdictions), as they are targeted at specific, invited audiences. Nor does it represent all the training and learning available. These live courses sit alongside a wide range of learning materials, including webinars, eLearning modules, guidance and training videos available on Judicial College Learning (the College's supporting technology). The College also publishes a variety of publications to assist judges, including the Equal Treatment Bench Book and regular eLetters.

As you can see in the prospectus below, there are courses that provide guidance on specific, sensitive topics, including serious sexual offences and vulnerable court users. The judiciary, supported by professional staff in the Judicial College, is responsible for the design, content, and delivery of this training, drawing on external expertise and resources as appropriate.

The full training programme, and brief descriptions of what those courses are designed to achieve, is set out below.

Coroners

Chief Coroners' Conference

The aim of the conference is to provide a forum for senior and area coroners to learn about key issues in the coroner jurisdiction and to discuss techniques to support their own welfare and the welfare of others.

Coroners' Continuation

This course aims to enhance senior, area and assistant coroners' skills and abilities through the sharing of experience and best practices on custody deaths, judgecraft, drafting written instructions for jurors, the law on neglect, and liaison with other organisations.

Coroners' Officers Continuation

The over-arching theme of the course is the need for accuracy in relation to the death investigation process, with a focus on four particular topics: the ability to distinguish between natural and unnatural death; appropriate completion of the Medical Certificate of Cause of Death (MCCD); identifying which death referrals may require an investigation and maybe an inquest; and the need to ensure the information passed to the Registration Service results in the correct registration of the death.

One Day Medical Training

The aim of this course is to provide all coroners with detailed medical information on a specific medical topic which will be useful to their everyday work. The course hears from experts in the field and provides practical advice relevant to coronial work.

Courts

Civil

Administrative Law

This course aims to provide an annual update for all salaried and fee-paid judges who sit in the administrative court. The seminar will cover the full range of judicial review work, affording delegates an opportunity to learn of developments in the law and procedure, address current issues, and to share and develop their knowledge of this work.

Civil Continuation

The aim is to provide salaried and fee-paid judges, who sit either exclusively or partially in the civil jurisdiction, with an opportunity to develop their knowledge and skills in those areas of law, procedure and practice, and to enhance their personal and professional development.

King’s Bench Judges Seminar

The aim of this seminar is to provide those who sit in the King’s Bench Division with an update on relevant substantive law and procedure, and to cover skills and methods for dealing with common problems.

Seminar for Business and Property Court Judges

This seminar aims to enable judges to review and develop their knowledge of legal and procedural issues and practical skills in managing and trying business and property courts cases. It aims to provide opportunities both for the more experienced judges and those who are building their experience. It will also provide an insight into the work of the business and property courts for judges who do not currently sit there but are interested in acquiring the skills to do so.

Civil and Family

Civil and Family Combined (Children)

This course is a combination of civil and family law training and is provided in the existing civil law and family law programmes. It provides an alternative for those who seek more general training in both civil and family law. The “private children” element aims to enable judges of all levels of experience to identify recent developments in law, practice and procedure relevant to private law cases and matters of topical interest.

Civil and Family (Money)

This course is a combination of civil and family law training and is provided in the existing civil law and family law programmes. It provides an alternative for those who seek more general training in both civil and family law. The “money” element aims to enable judges of all levels of experience to identify recent developments in law, practice and procedure relevant to financial remedy cases. The content will be of general interest and will not consider more complex issues.

Court of Protection

Court of Protection Continuation

The aim of this course is to enable those judges who are authorised to hear Court of Protection (COP) cases to refresh their understanding of the relevant law, practice and procedure and of the judicial skills which are required to discharge this jurisdiction. There will be a mix of talks by experienced practitioners and practical worked examples in syndicate groups with tutors.

Criminal Law

Access to Justice – Procedural Fairness in the Crown Court

This course aims to provide judges with skills to deal appropriately and fairly with the diverse range of court users they encounter in the course of their working lives. By the end of this course, delegates will understand the nature of diversity and inclusion and its specific context within the judiciary, being able to identify: (1) exclusionary behaviours and how to respond to them appropriately; and (2) inclusive behaviours and how to embed them further into practice.

Judicial Communication

This course aims to develop judicial communication skills in a number of areas, including adapting style of communication, and its contents, to the needs of those in the hearing; managing hearings where delegates attend remotely; dealing with the press and issues relating to publicity; writing and delivering mid-trial rulings; drafting written directions of law and routes to verdict; preparing and delivering the factual summing up; and shaping and delivering sentencing remarks. Thematically, the course will look at issues in relation to domestic violence, in particular, strangulation.

Long and Complex Trials

This course will assist those who try, or wish to try, longer and more complicated criminal trials; to learn and exchange experiences of existing law, practice, procedure, and recent developments; and to identify and disseminate best practice in all aspects of such trials, including pre-trial case management, trial and jury management and post-trial orders.

Murder Continuation

This course aims to update and refresh delegates on the law relating to homicide and attempted murder, and to assist in the management of a trial, the contents of the legal directions and their order, together with guidance on sentencing all types of case (ie murder, all types of manslaughter and attempted murder).

Recorder One Year On

This is a compulsory seminar to complete the induction process of newly appointed criminal recorders who were inducted in 2023-2024. It will provide training and reflection relevant to those who have been sitting for one year; pull together experiences from recorders over the course of the past year, including any issues of concern raised by delegates; and ensure the provision of further updates and training applicable for this stage of a recorder's judicial career.

Sentencing

The aim of this course is to bring delegates up to date with changes in the law, with recent Sentencing Council guidelines and with relevant new authorities in guideline and non-guideline cases, and to provide some practical advice on the Sentencing Code, using the new version of the Sentencing Compendium, the Criminal Procedure Rules and Criminal Practice Directions, and on using the digital sentencing guidelines.

Serious Sexual Offences Continuation

The course aims to enable delegates to try these cases with sensitivity and confidence, equipped with knowledge of current law and practice. It will ensure the continued development of a trial and sentencing process that is fair and appropriate to the needs of all parties and witnesses, whatever their role in the proceedings. It will allow delegates to discuss and share judicial experiences and identify issues of concern.

Trial Management

The aims of this course are to improve delegates' skills in jury management and trial management by focusing on the following topics: managing juries and jury issues (jury management; jury irregularities; jury problems and directing the jury), and trial-management skills (starting a case trial-ready; pre-trial and start-of-case trial management; time management: controlling the length of the trial/time limits for stages of the trial, particularly in longer trials; disclosure and disclosure-management documents and managing legal issues).

District Judge (Magistrates' Court) and Deputy District Judge (Magistrates' Court)

District Judge (Magistrates' Court) and Deputy District Judge (Magistrates' Court) Continuation

This course aims to provide a thorough update for district judges (magistrates' courts) (DJ(MC)) and deputy district judges (magistrates' courts) (DDJ(MC)) on relevant legislation and case law. The programme will include a number of updates on law and practice, together with topics of interest for judges sitting in the magistrates' courts. The course will also cover youth defendants both in the magistrates' courts and the youth courts.

District Judge (Magistrates' Court) Extradition Continuation

This course aims to provide a thorough update for district judges (magistrates' courts) sitting in extradition at Westminster Magistrates' Court on legislation and case law.

Family

Complex Money

This course aims to provide an opportunity for those dealing with the more complex and bigger financial remedy cases to consider and discuss current issues, with particular reference to case management trusts and specific types of cases (eg farming and professional partnerships), and alert them to recent decisions. It will help them improve judgecraft by alerting them to issues of

diversity and its impact on the cases before them, and will provide an opportunity to meet and compare experiences with other specialist judges in complex cases.

Family Appeals

This course aims to consider the law, the procedure and practical advice on dealing with appeals in the Family Court. It will include lectures and syndicates covering applications for leave to appeal, how to structure and conduct appeals, and giving judgment.

High Court Judge Seminar

The seminar will cover all the main areas of work undertaken by High Court judges. It will deal with recent developments in the law and will aim to provide solutions to the many issues faced by High Court judges on a day-by-day basis through presentations and discussion.

Middle Money

Middle Money aims to provide an opportunity for those with some experience of the Financial Remedies Court to widen their knowledge of dealing with financial remedies and to consider and discuss current issues.

Private Law Continuation

This course will provide delegates with an opportunity to review and develop the manner in which they exercise their jurisdiction in private family law cases to include topical issues and case law review; keep abreast of developments relating to private family law; and raise their awareness of diversity and its impact on their cases.

Public and Private Law Continuation

The aim of this course is to enable judges, who sit as part of their overall itinerary in the Family Court, to gain experience and confidence in dealing with family cases. The course aims to provide an update on private and public law in relation to recent developments in law and practice; and an opportunity to share experiences in small groups and consider the issues that can arise in public and private law cases.

Public Law Continuation

This course aims to enable judges, who sit as part of their overall itinerary in the Family Court, to gain experience and confidence in dealing with family cases, including judgecraft; an update on law, procedure and researching public law children; an update on case management within public law proceedings; and an opportunity to share experiences in small groups and consider the issues that arise in public law cases.

Section 9 Seminar

The course aims to provide delegates with information and ideas to help them exercise their jurisdiction as a section 9 judge. It will help delegates understand the nature of diversity and inclusion and its specific context within the judiciary, enabling them to identify: (1) exclusionary behaviours and how to respond to them appropriately; and (2) inclusive behaviours and how to embed them further into practice; have a better understanding of substance misuse and the extent to which it can have an impact on a parent's ability to care for a child; understand the legal basis

of applications under the Hague Convention and become familiar with the practical issues which can arise; and understand the arguments for and against non-consensual adoption.

Magistrates – Adult Crime

First Continuation

This course aims to ensure that delegates will be able to list the competences of an adult court magistrate and presiding justice (PJ); explain the roles and responsibilities of the PJ, winger and legal adviser, and give examples of tasks to be undertaken by each; and demonstrate the role of the PJ in managing a retiring room discussion and use of a structured decision-making process when deciding the verdict and sentence.

Domestic Abuse

This continuation course for all magistrates sitting in the criminal jurisdiction aims to ensure that delegates will be able to identify what non-violent aspects of coercion and control look like; explain how personal bias and assumptions can affect safe decision-making; identify the tools available to magistrates and legal advisers to support making decisions when domestic abuse is raised; and demonstrate confidence in making properly structured decisions.

Presiding Justice

This course aims to ensure that delegates will be able to work as a PJ effectively with colleagues, including the legal adviser; effectively manage court proceedings, including case management, with appropriate communication skills; as PJ, effectively enhance the contributions of colleagues to ensure effective decision-making; facilitate and lead discussions effectively in the retiring room; effectively challenge discriminatory behaviour; and accurately describe what action they need to take if they decide to go forward to become a PJ.

Magistrates – Youth Crime

Youth Court Refresher

This course for is for all magistrates sitting in the youth court, and aims to provide magistrates with the skills, knowledge and confidence required when engaging with children and dealing with youth remand provisions, allocation and sentencing.

Presiding Justice

This course aims to ensure that delegates will be able to correctly apply the skills required of a youth court PJ; apply the appropriate use of verbal and non-verbal communication skills required of a youth court PJ; apply appropriate youth court questioning techniques; engage with children and young people by using effective communication skills; and deal with particular situations that arise in the youth court.

Magistrates – Family

First Continuation

This course provides delegates with an insight into the role of the Family PJ in order that they can develop their skills as a winger to support the PJ in court and the retiring room; the skills and knowledge to undertake an effective role on the bench; and accurate and relevant information on alternative roles on the bench.

Reciprocal Enforcement of Maintenance Orders

This is an introductory course for family magistrates undertaking financial enforcement in order to assist them in dealing correctly with this work. The course will cover the registration, transmission and enforcement of foreign maintenance orders.

Presiding Justice

This course aims to ensure that delegates can accurately and confidently lead the bench through the appropriate structure to make decisions and provide reasons in public and private law cases; and manage the Family Court using active case management techniques and applying appropriate communication skills.

Magistrates' Legal Advisers

Legal advisers undertake annual continuation training, which will include the following:

Domestic Abuse

This continuation course for all legal advisers sitting in the criminal jurisdiction aims to ensure that delegates will be able to identify what non-violent aspects of coercion and control look like; explain how personal bias and assumptions can affect safe decision-making; identify the tools available to magistrates and legal advisers to support making decisions when domestic abuse is raised; and demonstrate confidence in making properly structured decisions.

Youth Court Refresher

This course is for all legal advisers sitting in the youth court, and aims to provide delegates with the skills, knowledge and confidence required when engaging with children and dealing with youth remand provisions, allocation and sentencing.

Tribunals

Asylum Support Tribunal

Annual Training

The aim of this training is to update judges on Asylum Support Tribunal (AST) law and procedure and the existence of new case law, providing training on specific judicial skills relevant to the AST.

Supplementary Training

The aim is to update judges on AST law and procedure, and the existence of new case law, providing training on specific judicial skills relevant to the AST.

Criminal Injuries Compensation

Annual Conference

This course aims to maintain and develop the knowledge and skills of tribunal judges and members regarding all topics covered in the conference, in order to achieve consistency and effectiveness in dealing with cases so that appellants have an improved experience of hearings.

One Day Training

This course aims to develop the knowledge of tribunal judges and members with regard to practical matters relating to tribunal hearings, and to enhance their awareness of issues which are relevant to some claims for criminal injuries compensation.

Employment Appeals Tribunal

Judges and Lay Members' Continuation Training

This course aims to enable delegates to effectively undertake their role at the Employment Appeals Tribunal (EAT) by providing updates on recent and current developments, including in relation to the EAT's 2023 Practice Direction, and issues relating to recusal and apparent bias.

Employment Tribunals (England and Wales)

Continuing Professional Development

This course will provide training for judges with varying levels of knowledge and experience to enable them to revise, update and develop their understanding and ability in the selected areas, and gain greater confidence in case managing and decisions. It will outline key resources available for judges to use in providing fair and effective hearings. The 2024-2026 course focuses on three areas: indirect race discrimination and cultural competency; the management of recession-related claims; and costs orders.

Equal Pay

This course will provide an overview and the context of equal pay legislation. It will familiarise delegates with the key procedural stages of an equal pay claim and the applicable rules of procedure and legislation, and with the relevant case law. The course will focus on case management of individual and multiple claims; identifying the correct comparator; evaluating independent expert evidence; managing statistics and interpreting job evaluation studies; material factor defences; and limitation and amendments and remedy. All topics will be explored through presentations and practical group work exercises.

Regional Employment Judges' Conference

This course aims to improve judicial leadership in the Employment Tribunal (England and Wales) to identify strengths, weaknesses and likely challenges facing the jurisdiction and to consider and develop strategies to address these. It will allow regional employment judges (REJs) to update one another about developments in their regions, to share best practice and to identify trends. The course will also update REJs on the progress and implications of Reform and other HM Courts and Tribunals Service projects and policies, and allow REJs to share updates on specific areas, such as training, information technology, alternative dispute resolution, diversity and inclusion, Access to Justice and policy and procedure.

Social Context of Judging

This course aims to equip judges with the skills to deal fairly and justly with litigants, witnesses or other delegates during tribunal proceedings who may be vulnerable because of neurodiversity; brain and anxiety states and their various manifestations; sexualised domestic violence or harassment; the legacy of trauma. This will be achieved by developing insight into why and how these matters can give rise to vulnerability; understanding how to manage hearings sensitively and appropriately, utilising all relevant case management powers and ensuring that litigants, witnesses or other delegates who are vulnerable can fully and fairly participate; understanding the impact of anxiety states and trauma on perception and recall.

General Regulatory Chamber

Judges' Refresher Training

This course aims to increase awareness of the legal framework governing tribunal proceedings that is applicable across the whole chamber, learning from reflective practice and peer experience. The Chamber President intends that fee-paid judges will be ticketed to undertake some case management, particularly in information rights. It is also intended that judges from across the chamber will be ticketed to hear a wider range of cases across the General Regulatory Chamber (GRC), with an increased workload for the chamber within its environment jurisdiction.

Jurisdictional Refresher Training

The aim of this course is to update judicial and non-legal members of the GRC on developments in tribunal law and procedure within the sphere of environment and allied areas of law, as well as judgecraft and diversity and inclusion issues.

Tribunal Members' Refresher Training

This course aims to update non-legal members of the GRC on developments in tribunal law and procedure, as well as judgecraft and diversity and inclusion issues that are of general application across the GRC.

Immigration and Asylum Chamber

Continuation Training

This course aims to update judges on the impact of recent case law and legislation and alert them to the perspective of the Upper Tribunal. It will also consider issues raised by the diversity and inclusion strategy. By the conclusion of the training, delegates should be able to apply recent case law and legislation in their judicial decision-making; understand the Upper Tribunal perspective; and engage with the diversity and inclusion issues discussed.

Leadership Development Training

This course aims to enhance the leadership skills of the senior judicial team to enable effective leadership in regard to current challenges and to further promote collegiality. It aims to promote judicial welfare initiatives and knowledge and to consider the diversity and inclusion strategy. It will also highlight recent developments in statute and case law.

Residential Training

This training aims to discuss developments in topical areas of immigration and asylum law and practice, and promote collegiality amongst the Immigration and Asylum Chamber judiciary. By the conclusion of the training, delegates should be able to analyse developments in the areas of immigration and asylum law and practice discussed, and compare their perspectives on the topics discussed with those of their colleagues.

Mental Health Tribunal

Core Course

The core course aims to provide judicial office holders sitting in the Mental Health Tribunal with relevant new/updated training to enable them to deliver just and fair hearings, enriched with increased knowledge of specific areas of law, psychiatry and social practice.

Continuation Courses

Adjournments, Recommendations and Withdrawals

This course aims to enable panel members to explore in detail the law, best practice and practicalities of whether or not to adjourn (and what to direct), whether or not to make a formal or an informal recommendation, and whether or not to grant an application to withdraw.

Appraiser Training Refresher

To ensure that mental health appraisers feel confident in undertaking appraisal in the Mental Health Tribunal and receive refresher training in line with the Senior President of Tribunals' (SPT) appraisal guidelines.

Article 6 and Ensuring a Fair Hearing

The Mental Health Tribunal is primarily directed at ensuring a person's Article 5 rights, but delegates must also be aware of Article 6 of the European Convention on Human Rights: the right to a fair hearing. This training will focus on the barriers to offering a fair hearing and seek ways to overcome them. It will follow the patient's journey through the tribunal process, from making an application to reading the tribunal's decision. The course will include the use of some didactic teaching, input from a service user or patient representative and, particularly, the experience and wisdom of delegates.

Autism Spectrum Disorder from the Inside

This course aims to provide tribunal members (both Mental Health and Special Educational Needs and Disability) with information about autism spectrum disorder.

Back to Basics

This course is aimed at both recently appointed tribunal members and those who want a refresher of the statutory criteria.

Being a Judicial Decision Maker

This course aims to provide Mental Health Tribunal judicial office holders with a greater understanding of the judicial decision-making process, and in examining perceptions and pitfalls that affect one's judgement.

Child and Adolescent Mental Health Services and Mental Health Provision for Children and Young People

This course aims to enable judicial office holders to understand the range of mental health issues experienced by children and young people and how they are met in Child and Adolescent Mental Health Services (CAMHS) and other mental health services.

Deaf and Mentally Disordered – Tribunal Issues

This course aims to help tribunal members gain knowledge and skills which will allow them to facilitate the full participation of patients with a hearing impairment in a tribunal hearing.

Decision Making and Reasons Writing

This course aims to help Mental Health Tribunal members identify correct and incorrect approaches to reasons writing, and to improve and refine the manner and efficiency with which they write their decisions.

Focusing on Mental Health Law for Judges

This course aims to provide judicial office holders sitting in the Mental Health Tribunal with relevant new/updated training to enable them to deliver just and fair hearings, enriched with increased knowledge of specific areas of law, psychiatry and social practice. This course includes a session of reflective peer learning amongst judges in small groups, taking the opportunity to learn from each other and how they handle difficult legal and procedural issues.

Law for Non-Lawyers

Intended for specialist and medical members, this course provides refresher training on the legal criteria to be applied when considering cases involving restricted and unrestricted patients, as well as the tribunal's rules governing the procedure at hearings.

LGBT+ Issues in the Tribunal

This course explores LGBT+ perspectives on mental health and potential considerations for tribunal members. It aims to help delegates form a broad understanding of sexual orientation and transgender identity; to consider the relationship between sexual orientation, gender variance/transgender identities, discrimination, and mental ill-health; and to reflect on best practice in relation to sexual orientation and transgender identity, according to the Equal Treatment Bench Book requirements.

Medical Members' Update

This course aims to provide medical members with an update on legal issues and diagnostic issues, and highlight other professional guidance relevant to the role of a Mental Health Tribunal doctor.

Mental Capacity and the Mental Health Tribunal

This course provides an opportunity for all judicial office holders to enhance their knowledge about the Mental Capacity Act and how it affects our task as members of the Mental Health Tribunal.

Risk Training

The aim of this course is to enable judicial office holders better to understand the complexities of risk assessment and to apply their knowledge about risk to the Mental Health Tribunal.

Specialist Members' Update

This course aims to equip specialist members with updates/new learning on the wide range of legal and other issues that arise in Mental Health Tribunals, with particular reference to those areas specific to this role. Peer learning from each other is actively supported and encouraged at this training.

The Difficult Hearing

This course aims to help tribunal members gain in skill and initiative at dealing with foreseeable and unforeseeable problems arising at hearings.

Property Chamber

Land Registration

Land Registration Half-Day Conference

The aim of this course is to provide judges of the Land Registration Division (LRD) with an update on the role of the Property Chamber and best practice for working in the LRD.

Land Registration Annual Conference

This course will provide continuation training to all judges of the LRD.

Mediation Salaried Training

This course will provide refresher training for salaried judges of the LRD.

Residential Property

Continuing Professional Development

This course aims to provide delegates with an update of the law and best practice in relation to Procedural Rules; Housing Act 2004; Rent Repayment Orders; Banning Orders and Right to Manage. Additionally, to provide opportunities to discuss judicial diversity and inclusion, and digital ways of working.

Regional Training Day

This course provides annual continuation training for judges, valuers, professional and lay members of each region of the Residential Property Division of the First-Tier Tribunal (Property Chamber).

Upper Tribunal Lands and Property Chamber Judicial Planning Conference

This course will provide an opportunity for the judges and members of the Upper Tribunal (Lands Chamber) and for salaried judges and regional surveyors of all three divisions of the First-Tier Tribunal (Property Chamber) to discuss and plan the business of their respective chambers.

Valuer Members' Conference

This course aims to provide updates and continuation training for valuer chairs and valuer members.

Special Educational Needs and Disabilities, Care Standards and Primary Health Lists Tribunal

Autism Spectrum Disorder from the Inside

This course aims to provide Tribunal Members (both Mental Health and Special Educational Needs and Disability) with information about autism spectrum disorder.

Child and Adolescent Mental Health Services and Mental Health Provision for Children and Young People

This course aims to enable judicial office holders to understand the range of mental health issues experienced by children and young people and how they are met in Child and Adolescent Mental Health Services (CAMHS) and other mental health services.

Compulsory Update Training

This course aims to provide judicial office holders sitting in the Special Educational Needs and Disabilities (SEND) jurisdiction with an update on the latest legal and practical developments affecting their work.

Disability Discrimination Update Training

This course aims to provide judicial office holders sitting in the Disability Discrimination jurisdiction with an update on the latest legal and practical developments affecting their work.

Educational Placement and Costs

This course aims to equip judicial office holders with the knowledge necessary to apply the law and understand evidence relating to educational placement and the efficient use of resources.

Making Health and Social Care Recommendations

This course aims to enable judicial office holders to make lawful, evidence-based and effective health and social care recommendations in extended appeals.

Placements Outside School or College

This course is for judges and specialist members. It will help delegates deal with the rising number of appeals in which children and young people are asking for home education or alternative provision. The course will go through the legal framework and look at different types of placement outside school or college.

Care Standards and Primary Health Lists Combined Training

This course aims to provide judicial office holders sitting in the Care Standards and Primary Health Lists jurisdictions with an update on the latest legal and practical developments affecting their work.

Social Security and Child Support Tribunal

Disability Qualified Refresher

This training will build on Disability Qualified Members' (DQMs) awareness of legal developments in case law relevant to Personal Independence Payment (PIP) appeals, with a particular focus on PIP Daily Living Activity 9 ("engaging with people face to face"). The course also aims to improve DQMs' understanding of the nature of inclusion and its specific context within the judiciary.

One Day Medical

This training will provide medically qualified tribunal members with an opportunity to share best practice and experience, to consider in detail a relevant medical topic, and to further develop their legal knowledge and judicial skills. Training on inclusion will also be provided.

Refresher Training

This training will provide legally qualified tribunal members with an opportunity to share best practice and experience, and to further develop their legal knowledge and judicial skills.

Residential for Judges

This training aims to provide legally qualified tribunal members with the opportunity to learn about developments in Social Security and Child Support (SSCS) from the Chamber President and the Regional Tribunal Judge; learn about relevant updates in the jurisdiction with particular reference to *IM v Secretary of State for Work and Pensions (ESA) [2014] UKUT 412 (AAC)* and case law post-*IM*; discuss and develop effective time-management skills; develop their understanding of the law and medical issues relating to Personal Independence Payment (PIP) Activity 9; practise fact-finding to assist in writing a statement of reasons; and understand the nature of diversity and inclusion and its specific context within the judiciary.

Salaried Annual Training

This training will provide regional tribunal judges, district tribunal judges, and salaried medical members with the opportunity to share best practice from around the seven regions and Northern Ireland, discuss topical issues including those arising from the Reform programme, and update their legal knowledge.

Tribunal Member Refresher Training (TMRT)

This course aims to empower delegates to confidently contribute to the decision-making process by effective questioning and assessing the cogency of evidence with reference to the civil standard of proof and Rule 15; relevant case law; use of the tribunal's expertise; and credibility and audio/video evidence. It will give delegates the chance to consider reasonable adjustments which may be required where vulnerable witnesses are giving evidence and remind them about the information and guidance in the Equal Treatment Bench Book on applying diversity and inclusion principles into daily practice. It will enable delegates to understand the significant changes made to Personal Independence Payment (PIP) activities arising from the Upper Tribunal cases of *MH v SSWP [2016] UKUT 0531* and *RJ v SSWP [2017] UKUT 105* and to encourage delegates to reflect on their approach to PIP appeals where overwhelming psychological distress is an issue, and to prepare suitable questions to use in hearings to ensure robust fact-finding.

Tax Chamber

Tax Annual Conference

This course aims to ensure that all judges and members of the First-Tier Tribunal (Tax) and Upper Tribunal (Tax and Chancery) are aware of recent developments that may have an impact on their work as tribunal judges.

Upper Tribunal Immigration and Asylum Chamber

Deputies' Training

The aim of the course is to enable delegates to develop their expertise and confidence in dealing with Upper Tribunal Immigration and Asylum Chamber (IAC) cases. This will include an update on current legal and practical issues impacting Upper Tribunal IAC, with opportunities to share experiences and apply knowledge in small groups.

Salaried Training

The aim of the course is to enable delegates to develop their expertise and confidence in dealing with Upper Tribunal (IAC) cases. This will include an update on current legal and practical issues impacting Upper Tribunal IAC, with opportunities to share experiences and apply knowledge in small groups.

War Pensions and Armed Forces Compensation Chamber

Annual Training

This course aims to provide tribunal members with the required skills and knowledge to deal effectively with appeals.

Continuation Training

This course aims to provide tribunal members with the required skills and knowledge to deal effectively with appeals.

Cross-Jurisdictional

Appraisal and Mentoring Skills

Appraisal Skills for Courts and Tribunals Judges

This interactive course focuses on the skills and knowledge that all appraisers need, from the beginning to the end of an appraisal process. Delegates will practise observation and assessment of judicial skills and abilities. They will plan and rehearse a structured approach to their appraisal discussion, with consideration for face-to-face and online appraisals.

Appraisal Skills for Magistrates

This course aims to ensure that delegates will be able to accurately explain the role of the appraiser; provide a detailed explanation of the competence framework and how it is used in the formal appraisal process; identify through observation and discussion, best practice for each stage involved in the formal appraisal process; demonstrate constructive feedback skills and the use of questioning to check knowledge and understanding; and demonstrate that they can observe magistrates' behaviours and accurately record observations, that enable the TAAAC to make sound decisions on training needs and membership on the approved lists.

Mentor Training for Legal Advisers

This course will equip delegates with the skills and knowledge required to enable them to advise, assist, guide and support a trainee legal adviser successfully through the relevant Judicial College induction programme.

Mentoring Skills for Courts and Tribunals Judges

For judicial office holders who have been appointed mentors by one of the judiciary's mentoring schemes or those interested in developing their mentoring skills more generally. The aim is to enable judicial office holders to develop their awareness and skills as a judicial mentor.

Mentoring Skills for Magistrates

This course aims to ensure that delegates can outline the mentoring scheme together with the role, key tasks, skills and responsibilities of the mentor; identify the five key stages in the mentoring process; use and apply the relevant competence framework and identified tasks and behaviours as a basis for feedback during mentoring discussions; describe best practice for each stage of the mentoring process and explain how new magistrates would be supported in completing their Record of Mentored Sitings form; demonstrate constructive feedback skills when undertaking the six mentored sittings; identify and practise dealing with issues and expectations that may arise over the mentor and mentee boundaries in the context of sitting in court and mentoring; outline ways of identifying learning and development needs together with ideas/suggestions as to how those needs can be met; and describe best practice in relation to the completion of the interim and final report for the Training, Approvals, Authorisation and Appraisal Committees (TAAACs).

Judgecraft

The Confident Judge

This course aims to improve the confidence and resilience of judges when faced with challenging situations in court or tribunal.

Leadership Seminars for Magistrates

Bench Chair

This course aims to enable bench chairs to fulfil their role confidently and effectively. By the end of the course, they will, with reference to the course material, have the ability to describe the bench chair's role and responsibilities as leader of the bench and manager of change; in relation to pastoral and conduct issues; as a model for dealing with issues fairly and with regard for the diversity of the bench and the wider community; in ensuring that all systems and processes on the bench, including election/selection procedures, are fair, inclusive and transparent; in both representing the views of the bench and acting in the best interests of justice and the justice system at local and regional level; and in relation to courtroom efficiency.

Deputy Bench Chair

This course aims to equip deputy bench chairs with the skills and knowledge to carry out their role in supporting and assisting the bench chairs competently, confidently and effectively.

Family Panel Chair

This course aims to equip newly appointed family panel chairs, as the manager of change and leader of the panel, with the skills and knowledge required to fulfil their role and responsibilities effectively and confidently in relevant meetings and committees; and ensure that all panel practices and procedures are conducted in a fair, inclusive and transparent manner, in accordance with the Reform Programme and the single Family Court, effectively communicating key information to and from panel members.

Deputy Family Panel Chair

This course aims to equip newly elected deputy family panel chairs with the knowledge to carry out their role in supporting and assisting the family panel chair competently, confidently and effectively.

Training, Approvals, Authorisation and Appraisal Committee Chair

This course aims to increase delegates' knowledge, skills and confidence in managing TAAACs to enable them to fulfil their role effectively. After this training, delegates will be able to confidently and skilfully manage TAAACs (and any sub-committees); accurately describe why it is important that TAAAC policies and procedures are consistent and open, fair and transparent; and follow a structured decision-making process, making use of only relevant and reliable evidence; and accurately describe ways to extend or develop relationships with others and state the benefits of doing so.

Leadership and Management

Essential Leadership Programme

This cross-jurisdictional programme aims to introduce new or recently appointed leadership judges to the fundamentals of effective leadership in the judiciary. It will help delegates be aware of the different roles of leadership and management within the judiciary, and their place in the wider system; clarify their personal style of leading, being mindful of the impact they have on others to get the best from everyone in their charge, and know their own approach to the principal functions of their leadership role (including pastoral and welfare responsibilities, leading change, diversity and inclusion responsibilities and managing performance); and have strategies for managing the demands of the role, including time management, delegation and awareness of the support available to leadership judges and how to access it.

Training, Approvals, Authorisations and Appraisals

Training, Approvals, Authorisations and Appraisals Committee Members

This course aims to ensure that delegates will be able to correctly demonstrate, when conducting the work of the TAAAC, that they can follow a structured decision-making process which makes use of only relevant and reliable evidence; follow fair and transparent procedures, which are consistent and open to all; explain why they must be integrated into all aspects of the TAAAC's work; apply the basic operation of the mentor and appraisal schemes; describe how the TAAAC authorises magistrates to sit in the youth or Family Court; determine how the TAAAC identifies and reports training needs; and demonstrate giving and receiving feedback, and explain its importance to the work of the TAAAC.

Legal Adviser Training, Approvals, Authorisations and Appraisals Workshop

This course aims to provide delegates with the knowledge and skills required to give accurate advice and guidance to the TAAAC, to ensure they operate in accordance with the good practice guidance, Justice of the Peace Rules 2016, and local constitutions.

Training for Trainers

Course Design

This course aims to enable course directors and training leads (or other judicial office holders involved in creating training) to design, deliver and develop focused and effective learning programmes.

Course Design and Facilitation Skills

This course aims to enable course directors and training leads (or other judicial office holders involved in creating training) to design, deliver and develop focused and effective judicial learning programmes, and to enable the development and consolidation of training and facilitation skills.

Digital Tools for Trainers

This course aims to introduce delegates to the digital training tools that are currently available to them and to increase their levels of confidence in using these tools.

Facilitation Skills

This course is for all newly appointed tutors or those wishing to refresh their knowledge on tutoring. It aims to enable the development and consolidation of training and facilitation skills.



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