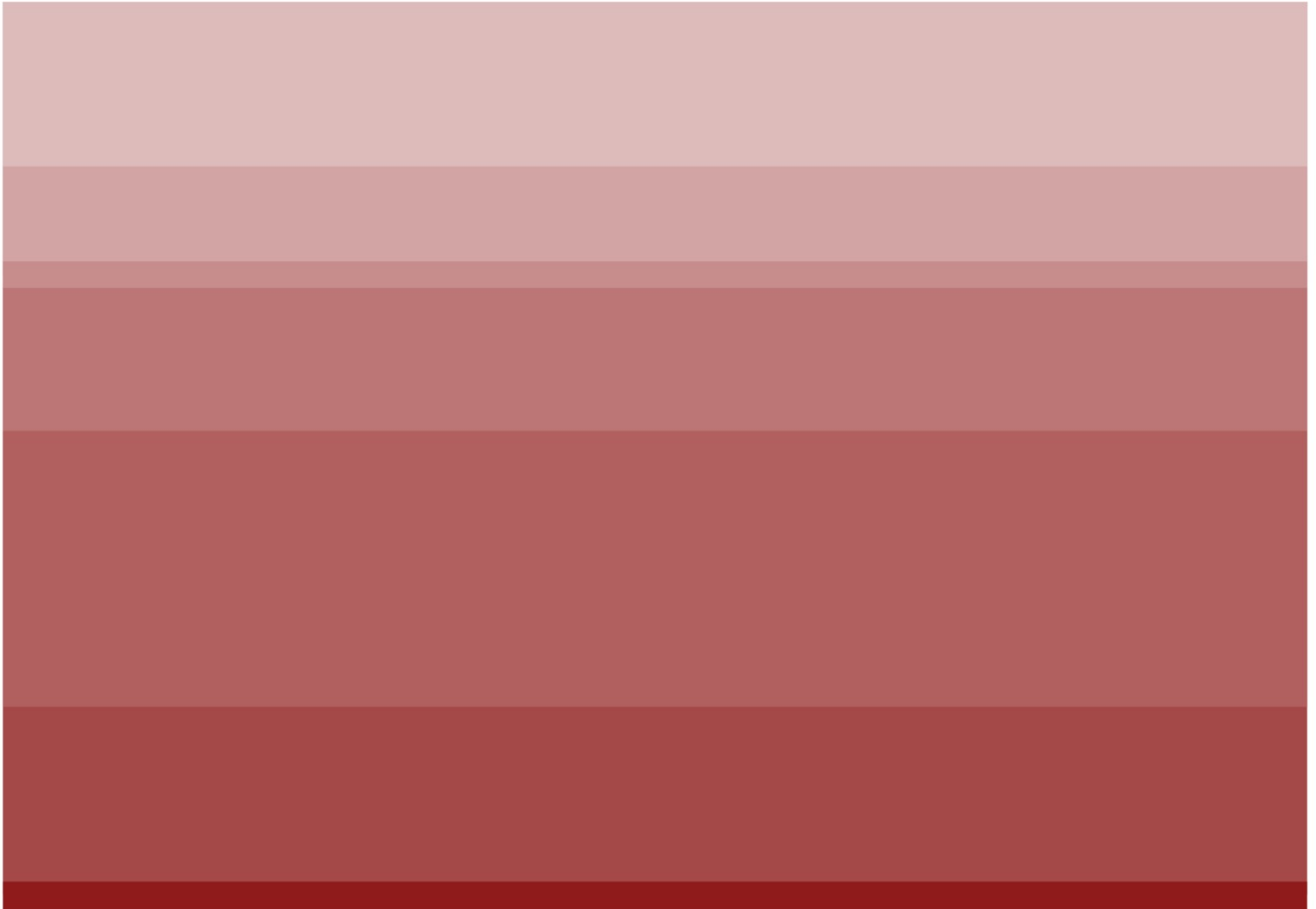




**Judicial
College**

Judicial College Prospectus 2023-2024



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Foreword

Welcome to the Judicial College Prospectus for 2023-2024. You will find here the full training programme available to salaried and fee-paid judges, tribunal members, coroners, coroners' officers, magistrates and legal advisers.

The College is a world leader in judicial education and committed to supporting judicial office holders in their learning and professional development throughout their careers. Our aim is to provide training that enables the judiciary to excel in their roles, to prepare for and adapt to the changing environment in which we operate, to contribute to a diverse, inclusive and collaborative judicial environment and to support the effective administration of justice.

This year, for the first time, the College will be responsible for delivering the full programme of magistrates' training. Bringing that delivery into the work of the College serves to recognise the significant and valuable contribution the magistracy makes to our justice system.

You will see that the prospectus provides a brief description of the content and aims of each course. The live seminars are complemented by a range of digital resources which help to consolidate that training.

At the Judicial College, we are frequently told by delegates just how much they value the courses they attend, both for the legal content and also for the opportunity to share and learn from the experiences of judges from all over the country.

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 the 13,000-strong 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 21,500 judicial office holders (including 13,000 magistrates), plus around 450 coroners' officers 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.

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.

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 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.

In 2023-2024, all continuation courses for courts and tribunal judges, and for some fee-paid tribunal members, will include a module on inclusion. Its incorporation into our training programme marks 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. This 2023-2024 programme builds on tailored mandatory inclusion and change leadership training which was undertaken by leadership judges and the senior judiciary in 2022-2023.

The prospectus

This prospectus shows the full training programme that is available to all judicial office holders in 2023-2024, 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 domestic abuse, serious sexual offences, and vulnerable court users. The judiciary, supported by professional staff in the Judicial College, are 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

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 central aim of this course is to provide all coroners' officers with the necessary knowledge and skills to ensure that they recognise when a person's death may have been contributed to by a vulnerability, be it a mental disorder or a learning disability or dependence on others, and to be able to conduct an appropriate death investigation. The course also aims to ensure all those affected by a coroner's investigation, including members of a bereaved family and witnesses, receive equal treatment.

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

This course aims to provide judges who sit in the civil jurisdiction with an opportunity to develop their knowledge and skill in those areas of law, procedure and social context which they consider most important for their personal development. There are 13 modules available from which to choose.

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 includes a mandatory module on case and trial management in the Business and Property Courts, focusing on important practice and procedural issues commonly arising in the Business and Property Courts, including recent developments in relation to such matters as disclosure, witness statements, costs management in addition to the newest editions of the Chancery, Commercial, Circuit Commercial and Technology and Construction Court Guides. There will also be a variety of talks and voluntary modules.

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. It includes six modules on civil law: capacity/equality; consumer; essential housing; injunctions and committals; judgment writing and delivery skills; and the award of costs and summary assessment. It will also enable judges of all levels of experience to identify recent developments in law, practice and procedure relevant to private law cases and anticipate future changes.

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. It includes six modules on civil law: capacity/equality; consumer; essential housing; injunctions and committals; judgment writing and delivery skills; and the award of costs and summary assessment. It will also enable judges of all levels of experience to identify recent developments in law, practice and procedure relevant to financial remedy cases.

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. It will update COP judges on personal welfare, deprivation of liberty and property and affairs law and procedure, and topical issues about the Court that have arisen over the previous 12 months.

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. It will give delegates a more in-depth knowledge of the Equal Treatment Bench Book and the issues with which it deals, help them be better able to recognise and understand diversity issues and help judges understand the sorts of measures that can promote fairness to all court users including unrepresented defendants.

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 participants 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.

Long and Complex Trials

This course aims to 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. Delegates will develop their ability to: effectively use the Criminal Procedure Rules; understand recent issues relating to disclosure; apply recent developments of law in relation to fraud try cases involving defendants under 18 years old; deal with the various issues that arise in relation to gang-related crime; understand and try crypto fraud cases; understand and try cases which feature the use of EncroChat; manage Proceeds of Crime Act hearings.

Murder Continuation

This course aims to update and remind delegates of 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 in all types of case i.e. murder, all types of manslaughter and attempted murder. The course will cover academic legal updates on the law

relating to diminished responsibility, loss of control, joint enterprise and self-defence as well as expert evidence, bad character and hearsay in the context of homicide.

Recorder One Year On

This is a compulsory seminar to complete the induction process of newly appointed criminal recorders who were inducted in 2022-2023. 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. Delegates will be updated in the major developments both in criminal sentencing and procedure occurring since the induction course.

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 Practice Directions, and on using the digital sentencing guidelines. They will also look at a range of issues including sentencing youths, dealing with cases where you suspect a defendant has been trafficked, and dealing with cases where there are concerns for a defendant's mental health.

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 facilitating the participation of vulnerable defendants and to develop their jury management and trial management ability by focusing on the following topics: managing juries and jury issues; vulnerable defendants; and trial management skills.

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. For full-time judges this will include a Youth Court update.

District Judge (Magistrates' Court) Youth Court Serious Sexual Offences

This course aims to provide a thorough update in those areas of law, evidence, practice and procedure relevant to the conduct of cases in the court which involve serious sexual offending to improve judicial skills deployable in such cases, by discussing and sharing experiences with other judges who deal with this type of offending. This seminar will address the latest law and guidance relevant to cases involving serious sexual offending by youth defendants, including: allocation; case management; evidence; and sentencing (including the new regime under the Sentencing Code). The seminar will also deal with issues around vulnerable witnesses and vulnerable defendants appearing before the Youth Court in this type of case.

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 (e.g. 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, both formally and informally.

Domestic Abuse Training

This course delivers the mandatory training on domestic abuse as incorporated in the 2022-2023 continuation programme for family and civil, allowing any remaining delegates to complete that. The course will use interactive drama and work in syndicate to review and develop the manner in which delegates exercise their jurisdiction in cases where domestic abuse is a factor, with particular emphasis on practical case management and the conduct of hearings involving litigants in person and qualified legal representatives.

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.

Financial Remedies Induction

This course is intended to provide family judges with an introduction to financial remedy cases for those with no or limited knowledge and experience in this area. It is this course that provides the authorisation to hear financial remedy claims. The aim is to increase both knowledge and confidence in the ability to deal with family money cases and to provide an overview of the relevant law, practice and procedure and the judicial skills which are required in this jurisdiction.

High Court Judge Seminar

This course aims to provide High Court judges with an opportunity to review and develop their knowledge and skill in family cases. The seminar will combine presentations by speakers from within or outside the judiciary, who have knowledge and expertise in their respective fields, with small group discussions, providing judges with an opportunity to exchange views and share experiences with fellow judges sitting in the High Court.

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 to consider and discuss current issues. It will include consideration of topics and issues relevant to dealing with middle income cases and an opportunity to meet and compare experiences with other specialist judges, both formally and informally.

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; a review of latest case management ideas; an update on adoption law and procedure; judgecraft for the family judge; 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

The Public Law Continuation course aims to provide suitably authorised judges with an opportunity to review and develop their knowledge and skill in managing and determining public law cases. The programme includes updates on law and practice, along with consideration of new developments in the family justice system, including the interface between family and criminal procedure.

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: consider the law and practice in important areas including the Hague convention, deprivation of liberty and international issues; update delegates with developments which will affect their practice, including the care review and the reform programme; consider how to manage long and complex cases; consider in detail the issue of factitious illness; and consider the issues raised by parties with narcissistic personalities.

Magistrates – Adult Crime

Case management

This course aims to ensure that magistrates have the skills and tools available to effectively further the overriding objective of the Criminal Procedure Rules by actively managing each and every case which comes before them.

Delegates will be able to identify the purpose of effective case management and describe how the overriding objective and case management checklist apply to their work in the magistrates' court, demonstrate an understanding of the distinction between evidence and unused material; and the limited circumstances in which a court may order disclosure of unused material, identify and

demonstrate the communication skills used to address any barriers to engagement when dealing with Litigants in Person; and demonstrate, through a case study exercise, how they would consider an application to adjourn on day of trial and effectively case manage.

Consolidation for Adult Court Magistrates

This course builds on and consolidates experiential learning, in particular a delegate will: demonstrate using case study exercises, their structured judicial decision making on allocation, bail, verdict, sentencing and enforcement; give examples of how they would challenge discriminatory behaviour in court; show how they would apply case management principles in order to effectively progress cases; and describe the appraisal process.

Continuation for Adult Court Magistrates

This course provides delegates with: an insight into the role of the presiding justice (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.

Mental Disability

This course provides all magistrates working in the criminal jurisdiction with the knowledge, tools and resources they need to ensure that defendants with mental disabilities (within the description in chapter four of the Equal Treatment Bench Book) have a fair hearing and that reasonable adjustments to support their needs are considered and made, where appropriate.

Presiding Justice

This course aims to provide delegates with the skills and knowledge required to become competent presiding justices in the adult court and prepare them for their appraised sittings.

Magistrates – Family

Consolidation for Family Court Magistrates

This course prepares family magistrates to contribute effectively to their first appraisal in the Family Court. At the end of this course, delegates will be able to: apply structured decision making to case management issues, and public and private law cases. They will also give reasons for case management decisions, and decisions in public and private law cases.

Continuation for Family Court Magistrates

This course provides delegates with: an insight into the role of the family presiding justice (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.

Domestic Abuse

For all family magistrates to consider properly the impact of domestic abuse including that characterised as coercive control, when dealing with private law family cases and to take into account the harm caused to children by growing up in an abusive environment.

Presiding Justice

This course aims to provide delegates with the skills and knowledge required to become competent presiding justices in the Family Court and prepare them for their appraised sittings.

Magistrates – Youth

Consolidation for Youth Court Magistrates

This course consolidates and builds on the Youth Court induction course delegates attended and the experiential learning they have had within initial Youth Court sittings. It will also prepare delegates for their first Youth Court appraisal in accordance with the JTAAAC Good Practice Guide and the scheme of appraisal. By the end of the training course, with reference to the Youth Court Bench Book and course handouts, in their role as a Youth Court magistrate, delegates will be able to correctly apply the structured decision-making process as it relates to the procedures and powers of the Youth Court; and apply the provisions as they relate to allocation, the grave crimes provisions and dangerous offenders.

Continuation for Youth Court Magistrates

This course provides delegates with an insight into the role of the presiding justice (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.

Presiding Justice

This course aims to provide delegates with the skills and knowledge required to become competent presiding justices in the Youth Court and prepare them for their appraised sittings.

Legal Advisers

Legal Adviser Adult Consolidation

The Legal Adviser Adult Consolidation course aims to prepare delegates for successful completion of the Adult Legal Adviser Induction Programme, qualifying delegates to undertake the whole range of cases in Adult Courts without supervision. By the end of the course, legal advisers will be able to correctly: identify the key skills needed to give advice to magistrates in accordance with the Legal Adviser Competence Framework; demonstrate, to the standards required in court, characteristics of a highly effective legal adviser by the giving of clear, accurate and appropriate advice in simulated court conditions and practise the skills necessary to accurately advise; explain the importance of the legal adviser's role in creating and maintaining an inclusive environment in the courtroom; practise giving effective developmental feedback and practise techniques for dealing with difficult conversations; and demonstrate an understanding of how and why cases with a background of domestic abuse require different and specific case management tools.

Legal Adviser Family Consolidation

This course aims to consolidate the learning to date to ensure that delegates can prepare for a successful final sign off meeting with mentors. Delegates will be able to: show they can apply a holistic approach to the decision-making process when advising the family magistrates in relation to long-term options for children; identify and describe the methods for the evaluation of evidence in family proceedings; demonstrate that they have followed the study guide and can apply legal

principles correctly by making effective case management decisions in accordance with the Public Law Outline; and identify and apply the relevant paragraphs of Practice Direction 12J – Child Arrangements and Contact Orders (PD 12J) and Practice Direction 3AA – Vulnerable Persons: Participation in proceedings and giving evidence (PD 3AA).

Legal Adviser Training, Approvals, Authorisation and Approval Committee Workshop

This course aims to provide delegates with the knowledge and skills required to give accurate advice and guidance to the Training, Approvals, Authorisation and Approval Committee (TAAAC) to ensure it operates in accordance with the good practice guidance, Justice of the Peace Rules 2016 and local constitutions. After this workshop, with reference to relevant good practice guidance, Justice of the Peace Rules 2016 and local constitutions, delegates will be able to accurately give advice and guidance to TAAACs, to enable them to effectively carry out their roles and responsibilities.

Legal Adviser Youth Consolidation

By the end of this session, delegates will in their role as legal adviser, be able to advise magistrates in the Youth Court without supervision by: identifying the remand options available in the Youth Court; stating the circumstances in which a case may be committed or sent from the Youth Court to the Crown Court; and identifying the sentencing options available based upon specific facts and use the structured decision-making process.

Mentor Training for Legal Advisers

This course equips legal advisers with the skills and knowledge required to enable you to advise, assist, guide and support a trainee legal adviser successfully through the relevant induction programme.

Tribunals

Asylum Support Tribunal

Asylum Support Tribunal Annual Training

The aim of Asylum Support Tribunal (AST) training 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. The broad learning objectives are to ensure that judges: are aware of the information on the AST website; understand the contents of Experian reports; are up to date with AST case law; and are familiar with the concepts related to trafficking. It will address diversity and inclusion issues with the aim of supporting judges in their work and to further foster an inclusive working environment for everyone and respond to judges' requirements for legal updates.

Asylum Support Tribunal Supplementary Training

The aim of Asylum Support Tribunal (AST) training 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. The broad learning objectives are to ensure that judges: are aware of the information on the AST website; understand the contents of Experian reports; are up to date with AST case law; and are familiar with the concepts related to trafficking. It will address diversity and inclusion issues with the aim of supporting judges in their work and to further foster an inclusive working environment for everyone and respond to judges' requirements for legal updates.

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. Delegates will: know the jurisdiction's current position; be equipped with knowledge about relevant recent cases and their implications; and know and be able to apply practical ways to enable effective management of hearings.

Summer 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. All delegates will have an enhanced ability to conduct hearings where the appellant has a mental injury, with specific reference to the impact of the injury, and the circumstances when the injury would be deemed permanent, with due regard to establishing whether the mental injury is moderately disabling or seriously disabling (and recognising the provisions of the tariff when the mental injury relates to a sexual offence). They will have an enhanced understanding of the difference between substantial recovery and continuing significant disability where the appellant has sustained a physical injury.

Employment Appeals Tribunal

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 employee/worker status since the Supreme Court decisions in *Uber v Aslam* and

Pimlico Plumbers v Smith, and the Retained EU Law (Revocation and Reform) Bill. By the end of the course, delegates will: have a clear understanding of recent and current developments affecting the work of the EAT; be able to explain the developments in the law relating to employee/worker status; and be able to describe and understand the implications for the work of the EAT of the Retained EU Law (Revocation and Reform) Bill.

Employment Tribunals (England and Wales)

Continuing Professional Development

This 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.

Regional Employment Judges Conference

This course aims to improve judicial leadership in the Employment Tribunal (England and Wales). It will identify strengths, weaknesses and likely challenges facing the jurisdiction and 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 identify trends. The course will also update REJs on the progress and implications of Reform and other His Majesty's Courts and Tribunals Service projects and policies and allow REJs to share updates on specific areas such as training, IT, 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 participants 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 participants who are vulnerable can fully and fairly participate; understanding the impact of anxiety states and trauma on perception and recall.

General Regulatory Chamber

Bi-Annual Conference

The conference aims to update judicial and non-legal members of the General Regulatory Chamber on developments in tribunal law and procedure, as well as reform, judgecraft, and diversity and inclusion issues. By the end of the training delegates will: have enhanced their knowledge of wellbeing, diversity and inclusion, unconscious bias and equal treatment issues, including by reference to the Equal Treatment Bench Book; be familiar with developments in relevant regulatory law and tribunal procedure; have a better understanding of changes within the Chamber processes and administration; and have shared best practice across the Chamber's jurisdictions.

Charity Continuation Training

A training event to update judges and non-legal members ticketed to sit in the General Regulatory Chamber's Charity jurisdiction. This course will build on the topics covered during the previous sessions held at refresher training and at the Bi-Annual Conference to build knowledge of developments in the law and procedure as it applies within this specialist area.

Judges Refreshers 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. It will develop understanding of improved responsiveness to the diverse needs of parties. The course may cover topics such as the application of the tribunal rules, evidence, question formulation, using interpreters and effective decision making, further enhancing the communication, questioning and listening skills of judicial office holders.

Professional Standards and Licensing

A training event to update judges and non-legal members ticketed to sit in the General Regulatory Chamber's Professional Standards and Licensing jurisdiction. This course will build on the topics covered during the previous sessions held at refresher training and at the Bi-Annual Conference to build knowledge of developments in the law and procedure as it applies within this specialist area and to build knowledge in the chambers new appeal rights to enable judicial office holders to hear cases in these new appeal rights.

Tribunals Members Refresher

This course aims to increase awareness of the legal framework governing equal treatment and diversity in tribunal proceedings. It will develop understanding of the potential for unintentional bias and reduce its impact and encourage improved responsiveness to the diverse needs of parties. The course will also enhance still further the communication, questioning and listening skills of judicial office holders.

Immigration and Asylum Chamber

Immigration and Asylum Chamber Continuation Training

This course aims to update judges on the impact of recent case law and legislation and alert judges 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 and having read the materials, 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

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.

Nationality and Borders Act Immigration and Asylum Chamber

This course aims to update and enable immigration and asylum chamber (IAC) judges to apply legislative changes and make clear, structured (and where appropriate concise) decisions in relation to a number of new initiatives within the jurisdiction including: the new statutory requirements in relation to the evidence concerning the credibility of an appellant; the new statutory process for accelerated detained appeals (ADAs); the new statutory right of appeal against adverse age assessment decisions (AAAs); the handling of ADAs and AAAs both within core case data (CCD), and outside CCD; priority removal notices; and the new costs powers and identify likely issues in their use.

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 and having read the materials, 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.

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.

Autism Spectrum Disorder from the Inside

This course aims to provide tribunal members with information about autism spectrum disorders.

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 (CAMHS) for Non-CAMHS Members

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 CAMHS and other mental health services.

Communicating Effectively

This course aims to ensure that tribunal panel members understand equality issues and that there are sufficient numbers of panel members with a specialised understanding of the specific needs of particular groups including those listed below, and that panel members can communicate effectively with them: patients from minority cultural or ethnic backgrounds; patients with physical impairments and/or sensory impairments; and/or patients with learning disabilities and/or autism spectrum disorders.

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.

Difficult Hearings

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

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.

Law for Non-Lawyers

Intended for specialist lay and medical members, this course provides refresher training on the legal criteria to be applied when considering cases involving restricted and unrestricted patients.

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

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 tribunal doctor.

Medical Member Induction Plus

This course is for medical members appointed and inducted in 2023 to consolidate and increase their initial knowledge base of the tribunal and their colleagues, and provide them with an opportunity to discuss and reflect on their experiences so far.

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 tribunal.

Risk

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.

Restricted Patient Panel (RPP) Judges

This course aims to provide an update on relevant legal, practical, and procedural issues for those sitting on restricted cases.

Restricted Patient Panel Awareness for Non-Judges

This aims to provide a course which will consider the key issues which may arise in any restricted case. It will enable delegates to identify the key differences from civil sections, consider the reasons why problems occur and practical strategies for dealing with them. It will also ensure all judicial office holders are able to obtain an overview of their role in making difficult decisions where protection of the public is an essential part of their decision making.

Specialist Members

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 tribunal doctor.

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 with information about autism spectrum disorders.

Care Standards and Primary Health Lists Combined Training 2024

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.

Compulsory Update Training 2023

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

Consolidation for Newer Judges

This course aims to enable judges who were inducted during the Covid-19 pandemic to consolidate and broaden their induction learning.

Consolidation for Newer Specialist Members

This course aims to enable specialist members who were inducted during the Covid-19 pandemic to consolidate and broaden their induction learning.

Decision-Making and Writing Reasons

This course aims to enable judicial office holders to improve the quality of their written decisions.

Disability Discrimination Update Training 2023

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.

Mental Health/Special Educational Needs and Disabilities Child and Adolescent Mental Health Services Training

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 and other mental health services.

Placements Outside School or College

This course aims to equip judicial office holders with knowledge and information about educational placements outside a traditional school or college environment.

Property Chamber

Land Registration

Land Registration Supplementary Conference

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

Land Registration Annual Conference

This course will provide an update to all Land Registration Division judges.

Land Registration Mediation Refresher

This course will provide mediation refresher training for salaried judges of the Land Registration Division.

Residential Property Tribunals

This course aims to provide new jurisdiction training in relation to the Telecommunications Infrastructure (Leasehold Property) Act 2021 for judges and valuer chairs of the Residential Property Division of the First-tier Tribunal (Property Chamber).

Continuing Professional Development

This course aims to provide delegates with an update of the law and best practice relating to service charge disputes, houses in multiple occupation, licensing, appeals against financial penalties and equal treatment.

Professional Members Conference

This is a unique conference only for the professional members of the Residential Property Division of the First-tier Tribunal (Property Chamber).

Residential Property Tribunal – Continuation

This course aims to provide annual continuation training for judges, valuer, professional and lay members of the Southern Region of the Residential Property Division of the First-tier Tribunal (Property Chamber).

Judicial Planning Conference

This conference provides an opportunity for the salaried judges of all three divisions of the First-tier Tribunal (Property Chamber) to discuss and plan the future direction of the Chamber.

Social Security and Child Support Tribunal

Child Support Training

This training will provide tribunal judges holding a child support ticket and financially qualified tribunal members with an opportunity to share best practice and experience about dealing with child support appeals, and to further develop their legal knowledge and judicial skills.

Disability Qualified Refresher

This training will provide disability qualified tribunal members with an opportunity to share best practice and experience, and to further develop their legal knowledge and judicial skills. Delegates will be updated about relevant regional and national issues affecting social security and child support.

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. This course will provide an update on long Covid and discuss recent research in this area including common symptoms and provide an update on the management of chronic pain. It will provide an opportunity for discussion with colleagues of best practice including relevant areas of the bench book and Equal Treatment Bench Book and in the context of all social security benefits. It will inform the doctors of the current National Institute for Health and Care Excellence guidelines for the management of long Covid and chronic pain and discuss the ways in which disability arising out of these conditions may fit into the legislative provisions for Universal Credit and personal independence payments.

Regional Medical Appraiser Training

This training will provide appraisers in the social security and child support jurisdiction with skills-based training.

Residential for Judges

This training will provide tribunal judges with an opportunity to share best practice and experience, and to further develop their legal knowledge and judicial skills. The course aims to 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, 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

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

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.

War Pensions and Armed Forces Compensation Chamber

Annual Conference

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 Tribunal 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 practice 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 equip delegates with the knowledge and skills to become a magistrate appraiser.

Mentoring Skills for Courts and Tribunals Judges

This course aims to enable judicial office holders to review their own mentoring scheme and to identify and develop effective mentoring skills. Delegates will: be able to apply a flexible framework for their mentoring conversations, including initial 'contracting' and agreeing goals; understand the impact of different approaches and interventions in mentoring conversations; and be aware of some of the issues that may arise in the relationship and strategies for dealing with them.

Mentoring Skills for Magistrates

This course will enable mentors to describe the key elements of the mentor scheme and practice the skills they will need when mentoring new magistrates, either within the Criminal Court or Family Court jurisdiction.

Judgecraft

Faculty Induction Seminar

This course aims to provide newly appointed coroners, court and tribunal judges with common skills and knowledge at the start of their judicial career that will complement their jurisdiction-specific induction, assist in achieving a fair hearing and just result in all hearings.

The Confident Judge

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

Training delivered in the Welsh language

Opportunities are available for judges and magistrates to undertake core and continuation training in the Welsh language. These courses are only delivered in Wales.

Leadership Seminars for Magistrates

Bench Chair

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 Course

This course aims to equip deputy bench chairs with the skills and knowledge to carry out their role in supporting and assisting the bench chair competently, confidently and effectively. Content will include: the bench chair, His Majesty's Courts and Tribunals Service and judicial governance; dealing with pastoral issues; skills and qualities of a deputy bench chair; change and motivation; and practical issues.

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 appointed deputy family panel chairs with the knowledge to carry out their role in supporting and assisting the family panel chair competently, confidently and effectively. By the end of the course, in the role of deputy family panel chair, delegates will be able to: accurately describe four elements of a successful relationship with the family panel chair; accurately set out the role and responsibilities of the family panel chair and which responsibilities can be delegated; accurately identify the role of the family panel chair on the main local committees and liaison groups and the committee/group to which specific issues should be referred; accurately set out the diversity and inclusion responsibilities of the role; and accurately identify the difference between pastoral, conduct and competence matters and the family panel chair's remit.

Training, Approvals, Authorisation and Approval Committee Chair

This course aims to increase delegates' knowledge, skills and confidence in managing training, approvals, authorisation and approval committees (TAAACs) to enable them to fulfil their role effectively. After this training, with reference to course material and guidance, 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

The Essential Leadership Programme (ELP) is a cross-jurisdictional programme that aims to introduce new or recently appointed leadership judges to the fundamentals of effective leadership in the judiciary. It will help delegates to: be aware of the different roles of leadership and management in 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 themselves know their 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 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 judicial learning programmes. By the end of the seminar, with the aid of appropriate support materials, delegates will be able to: adopt a systematic approach to identify learning needs and design suitable learning programmes to be delivered face-to-face and digitally; create focused learning aims and outcomes; choose the most appropriate methods to engage s in learning (including using technology) and to reflect social context and diversity and inclusion; create course content and material that is accessible; provide the necessary support for tutor teams/speakers to deliver their training and select the most suitable way in which their training will be evaluated.

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 in training events. Delegates will: increase their awareness of the training tools that are currently available to judicial tutors; be able to identify which digital tools and functionality can assist in the achievement of learning aims and outcomes; and gain practical experience of the use of digital tools for learning activities; and increase their confidence in the use of digital tools in judicial training events.

Facilitation Skills

This course aims to enable the development and consolidation of training and facilitations skills. By the end of the seminar, delegates will be able to: apply a range of facilitation skills and techniques to maximise delegates' ability to learn; support the development of groups when facilitating learning, being prepared for challenges; and enable delegates to learn most effectively by encouraging all stages of the learning cycle.



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