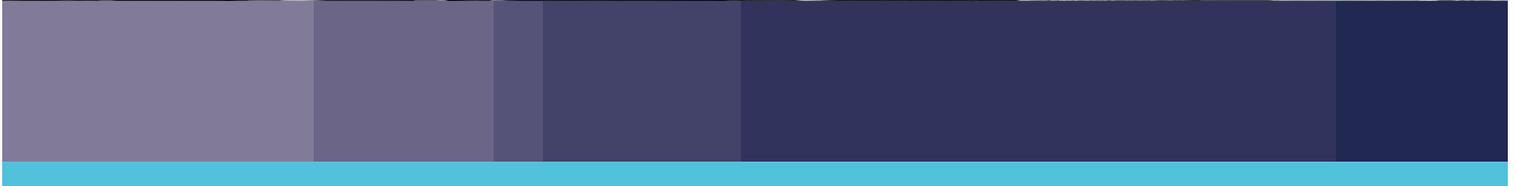




**Judiciary of
England and Wales**

Judicial Diversity and Inclusion Strategy 2026-2030

January 2026



Contents

Foreword by the Lady Chief Justice	1
Message from the Lead Diversity and Inclusion Judge	2
Introduction	4
Judicial Diversity and Inclusion Strategy: 2026-2030 Objectives	7
Accountability Statement	16
Governance and Judicial Oversight	17



Foreword by the Lady Chief Justice



I am pleased to introduce the 2026–2030 Judicial Diversity and Inclusion (D&I) Strategy, which sets out our renewed commitment to building a judiciary that is inclusive, respectful, and representative of the society that we serve.

The judiciary has made important progress in the last five years, supported by the dedication of the many judicial office holders who have worked tirelessly to promote diversity and inclusion. The 2020–2025 Strategy laid strong foundations, and I am grateful to all those who have contributed to its delivery. I take this opportunity to pay tribute to Lady Simler, and now Lady Justice Whipple, for their dedication as Lead Diversity and Inclusion Judge.

This new Strategy builds on what we have learned and contains updated objectives which reflect the progress that we have made and the feedback that we have received from judicial office holders.

These objectives are designed not only to increase diversity in judicial appointments but also to ensure that all judicial office holders feel supported, respected, and able to thrive in their roles.

A judiciary that reflects society is part of how we maintain public confidence in the justice system. It ensures that we draw on the widest possible pool of talent and benefit from a broad range of perspectives and experiences. However, we recognise that there is still more to do and that diversity alone is not enough. We must also foster a culture of inclusion - one in which everyone is treated with dignity and respect, and where difference is valued.

I am confident that, through collective effort and shared commitment, we can continue to make meaningful progress. I commend this Strategy to you and encourage all judicial office holders to engage with its aims and contribute to its success.

The Baroness Carr of Walton-on-the-Hill

The Lady Chief Justice of England and Wales

Message from the Lead Diversity and Inclusion Judge



I welcome the publication of the 2026–2030 Judicial Diversity and Inclusion Strategy. This Strategy reflects the collective insight, experience, and ambition of judicial office holders across England and Wales, and it builds on the progress we have made over the past five years.

Since taking on this role, I have had the privilege of engaging with colleagues across jurisdictions, listening to their experiences, and seeing many examples of inclusive leadership and innovative outreach. These conversations have reinforced my belief that diversity and inclusion must be embedded in everything we do—not as a separate strand of work, but as a core part of our identity as a modern judiciary.

This Strategy is shaped by what we have learned. It recognises that while we have made progress in some areas, persistent challenges remain.

In recent times we have tended to shift away from trying to tackle all inequalities at once. The better and ultimately more productive approach is to identify a small number of priorities and focus on them, to effect lasting change before moving to different areas of focus. This is not to overlook the vast amount of work which needs to be done in a range of areas. Rather, it is to be strategic in how we approach that work. You will therefore find reference in this Strategy and in the annual updates to our focus areas for the forthcoming year. These will change over the lifetime of this Strategy, and we hope you will engage with us on what we should sequence next.

We recognise that people do not just have one identity and that there are intersectional effects of different characteristics which compound the obstacles to progression. We are alive to that in this Strategy and in our focus areas, but again, we are reliant on you keeping us nimble and informed about that.

Over the past year, we have continued to use an evidence-led approach through the Judicial Attitude Survey, the Judicial Diversity Statistics and a review of diversity declaration rates. These developments are helping us to understand better where we are making progress and where more action is needed. I will continue to encourage all judicial office holders to share diversity data to support publication.

This Strategy makes clear that responsibility for progress lies with all of us. But some have a particular responsibility. Leadership judges at senior and local levels will play a central role in driving change. Diversity and Community Relations Judges (DCRJJs) and Magistrates (DCRMs), as well as Inclusion and Diversity Magistrates will also occupy a vital role. Other judicial office holders have specific diversity and inclusion responsibilities, and they too are important to effecting change.

I would like to thank everyone who contributed to the development of this Strategy, and I look forward to working with all judicial office holders and supporting officials to ensure that our judiciary continues to embody our core values of fairness and excellence, in our internal workings just as much as in our delivery of justice to the public.

Dame Philippa Whipple

Lead Judge for Diversity & Inclusion, Leadership, Development and Wellbeing

Introduction

The 2020–2025 Strategy served as a foundational framework to give our work on diversity and inclusion focus. Its achievements have created a strong platform from which to continue this essential work. Our ambition is to make further progress with the 2026–2030 Judicial Diversity and Inclusion Strategy.

This Strategy contains a set of objectives to provide a framework for our work over the next five years. It also identifies focus areas which enable us to dedicate time and resources to particularly challenging areas. We hope by effecting change in these areas there will be wider impact. Focus areas will be reviewed annually and may be replaced or continue, based on progress made.

Ambition

We are striving towards a judiciary that reflects the society it serves. To achieve this, we want to attract a diverse range of legal professionals to apply for a judicial career. We want them to see themselves reflected within the current serving judiciary and to feel that they belong and will be able to give of their best.

We want all those who serve in or use our courts and tribunals to be treated with dignity and respect. To achieve this there must be a shared understanding of the sort of behaviour that can cause offence and a willingness to respond to it. Inclusive practice within the judiciary will reap benefits more widely, by being seen and experienced by legal professionals. Ultimately this will encourage interest in the judiciary and result in greater diversity within the pool of legal professionals who wish to join us.

Defining Diversity and Inclusion

Diversity is about recognising and valuing difference. Public confidence in the judiciary is sustained by a judiciary that reflects the diverse composition of the society it serves. People from diverse backgrounds should feel welcomed as members of the judiciary, whatever their personal or professional background. By 'personal and professional diversity' we are referring to the protected characteristics within the Equality Act 2010 (age, disability, gender reassignment, marriage and civil partnership, pregnancy, race, religion or belief, sex, sexual orientation) but also to other aspects such as socio-economic background, caring responsibilities and gender identity. Professional diversity encompasses individual career paths, type of professional training and experience in different jurisdictions.

Inclusion is about having a culture in which individuals feel comfortable, valued, and have a sense of belonging. All serving judicial office holders should feel supported and included. Their lived experience should be understood and respected; it should be considered when policies, practices and initiatives are developed.¹

Strategic Objectives

This Strategy is structured around three high-level objectives:

- **Objective 1:** Every judicial office holder fosters an inclusive working environment where everyone is treated with dignity and respect.
- **Objective 2:** The judiciary will promote greater diversity within the applicant pool for judicial office including by engaging with under-represented groups.
- **Objective 3:** The judiciary will support diversity through the development of the career potential of all salaried and fee paid judges.²

Focus Areas

We acknowledge the wide range of pressing diversity and inclusion issues currently facing the judiciary. We should not try to tackle all these issues at once. Rather, we will achieve more in the long run by focussing on a few discreet areas for change at any one time. The creation of focus areas does not stop or prevent the development of new initiatives in other areas later in time.

Since 2024, the judiciary has adopted a policy of focussing on specific areas of need which are announced at the start of each year. We are currently pursuing two focus areas which have been identified through a review of our published data, including the Judicial Attitude Survey, as well as internal data not yet ready for publication. The data reveal these to be areas of acute need requiring urgent attention. They are:

- An increase in the percentage of black judges as this has remained at 1% for a decade.³
- The provision of reasonable adjustments if required by disabled judicial office holders.

1 Lived experience refers to an individual's experience especially where it may differ from the experience of the majority group in society.

2 It is acknowledged there are limited career opportunities for Non-Legal Member judicial office holders.

3 As at April 2025 the percentage of black legal professionals in the eligible pool for appointment was between 2% and 4%.

A third focus area will be added for the first year of the Strategy, which is to expand the diversity in the pool of applicants to the High Court and above. This is based on data available within the published Judicial Diversity Statistics which shows that the progress made to improve diversity elsewhere in our courts and tribunals is not currently reflected in the senior judiciary.

We will continue to review our focus areas annually. We have learned that we must be realistic about what we can do with limited time and resources, at a time when the judiciary faces enormous demands. By marshalling our efforts where they are most needed, and in a few key areas, we will be more effective in creating change in those areas. That will have a positive impact across the judiciary and will benefit diversity and inclusion across the board. We will continue to collect data in other areas such as sexual orientation and socio-economic background, to inform decisions about future focus areas.

All outreach measures are designed to ensure fair access to opportunities that already exist, removing evidenced barriers, not giving advantage. Appointment decisions remain based on merit and relevant qualifications.

We welcome the engagement of all judicial office holders in determining what should be our next areas of focus.

Evaluation

An evaluation of the 2020–2025 Strategy took place alongside the development of the 2026-2030 Strategy and is published with this Strategy. This evaluation shows that almost all commitments have been delivered. The evaluation provides direction on what we have achieved. Where work is ongoing or unfinished an explanation of next steps has been provided.

Each year, an update on progress made against the 2020-2025 Strategy was published and we will do the same for this new Strategy, with an overall evaluation at the end of its term. The full evaluation of the 2020–2025 Strategy has been published alongside this new Strategy.

Judicial Diversity and Inclusion Strategy: 2026-2030 Objectives

Objective 1: Every judicial office holder fosters an inclusive working environment where everyone is treated with dignity and respect.

The judiciary is committed to fostering a culture of dignity, respect, and inclusion, with clear structures in place to ensure accountability at all levels.

Judicial leaders carry a particular responsibility for achieving greater inclusion. This is established by the leadership core value. Inclusive leadership means that leaders set the tone of inclusion, creating a culture of belonging for all and leading by example.

Leadership judges are required to report annually on their diversity and inclusion practices, reinforcing a culture of transparency and providing an opportunity for continuous improvement and shared learning.

Meeting this objective requires that all judicial office holders take ownership of the judiciary's culture. Each individual is accountable for their actions and how they respond to the actions of their colleagues. This shared responsibility fosters an inclusive, supportive atmosphere, promoting integrity and ethical behaviour. It supports the judiciary to operate with the highest standards of conduct and respect for all, as set out in the Statement of Expected Behaviour.

We will build on earlier work to promote greater inclusion by providing more guidance about what constitutes bullying, harassment, discrimination and exclusionary behaviour. This will provide clarity on what can cause offence as well as offering definitions, explanations and examples. We will develop additional training materials to explore the impact of unacceptable behaviour and to prevent it occurring. We will develop and embed existing support for those who are facing complaints of unacceptable behaviour, encouraging a willingness to accept feedback.

We will encourage those who believe that they have been subjected to bullying, harassment, discrimination and exclusionary behaviour to raise this in a way that feels comfortable for them and allows for appropriate resolution or disposal. We will support those who have negative experiences. We aim to create an environment where judicial office holders, legal professionals, colleagues in HMCTS and any others who come into contact with the judiciary feel safe in raising these issues and feel confident that concerns raised will be dealt with effectively.

Data from the Judicial Attitude Survey suggest that those with protected characteristics are more likely to experience bullying, harassment, discrimination or exclusionary behaviour, which adds urgency to our steps towards improved workplace culture.

Our leadership training will place greater emphasis on preventing exclusionary behaviour and equipping leaders to resolve workplace conflicts swiftly and effectively where it occurs. We will enhance the intranet Leadership Hub with new resources to help leaders reflect on the example they set and consistently model respectful, inclusive behaviour.

We will engage with judicial networks representing diverse groups of judges. The UK Association of Black Judges was launched in 2025 following the launch of the UK Association of LGBTQ+ judges in 2023. The UK Association of Women Judges has existed since 2003. A judicial network to represent judicial office holders with disability is planned. These groups represent judges with particular protected characteristics and have a valuable contribution to make in the design of measures to promote greater inclusion. We will develop a programme of meetings to ensure that the views of those groups are heard by the Judicial Diversity Committee (which has established working groups in these areas). We will be alert that protected characteristics often intersect which can compound experience.

There will be an annual meeting between the Judicial Associations Consultation Group (JACG) and the Lead Diversity and Inclusion Judge. The JACG was established in 2025 to ensure that views from the judicial associations fed into the wider diversity and inclusion work of the judiciary.

These engagement initiatives are designed to strengthen connections, share experiences and ensure that diverse voices are heard and valued within the judiciary.

To support our evidence-led approach to diversity and inclusion work we will be continuing to encourage judicial office holders to share their diversity data with a view to publication.

There will be a renewed focus on the health and wellbeing of judicial office holders through a new Health and Wellbeing Strategy, with encouragement to seek help when needed, particularly in relation to stress. To better support judicial office holders, we will actively promote the wellbeing resources available, encouraging individuals to seek help when experiencing difficult pressure.

Internally, we will introduce a policy review process to ensure diversity and inclusion is appropriately considered during policy review or development. The aim is to reduce unintended barriers and foster a fairer working environment. Internal appointment processes leading to career progression will be reviewed with a view to greater fairness and transparency.

We want judicial office holders to create an inclusive environment by contributing to supporting others. A wide range of mentoring and development schemes are available to which judicial office holders can contribute, including outreach mentoring, workplace shadowing, reverse mentoring, and peer mentoring. These will be maintained, with up to 300 participants contributing each year to meaningful professional development of others. Although these schemes have different aims, the overall ambition is to involve over a thousand judicial office holders in mentoring or other development schemes over the Strategy's lifespan.

The results of the biennial Judicial Attitude Survey are analysed to assess progress and identify intersecting issues, with findings informing the development of work to support greater inclusion.

We will continue our work on One Judiciary, in the sense of belonging to a single judicial family, to ensure that all judicial office holders feel respected and welcomed.

Commitment	Outcome
A range of work will be delivered to address responses to the bullying harassment discrimination and exclusionary behaviour questions in the 2024 Judicial Attitude Survey.	Preventative and responsive measures are in place to support an inclusive culture and options for action when inappropriate behaviour does occur.
The Judicial College will continue to deliver inclusion training and resources.	Judicial office holders are given the tools they need to support a culture of dignity, respect and inclusion.
Annual engagement with Judicial networks representing diverse groups of judges.	Diversity judicial networks will have an opportunity to feedback on their lived experience, which will help to inform future decision making.
The One Judiciary programme will help to create a cohesive and collegiate culture that promotes the inclusion of all judges.	Foster respect, greater understanding amongst courts and tribunals judges.
Leadership judges will be further supported in delivering an inclusive culture.	Leadership judges will be better equipped to set the culture in the judiciary.

Commitment	Outcome
We will set an ambition of having over 1000 judges involved in mentoring colleagues or legal professionals, or in participating in reverse mentoring.	A culture of support and encouragement for others to access or progress within the judiciary is fostered to contribute to increased diversity.
We will commit to an annual meeting between the Judicial Associations Consultation Group (JACG) and the Lead Diversity and Inclusion Judge.	JACG have a mechanism to provide feedback to Lead D&I Judge.
The judiciary will deliver a new Health and Wellbeing Strategy.	We will provide an environment that supports judicial office holders with the tools to look after their wellbeing at work.
Leadership judges will report on their diversity and inclusion practice annually.	Effective tracking of progress in delivering the Strategy and the collaborative sharing of good practice examples is achieved.
We will analyse the results of the Judicial Attitude Survey to understand progress that is being made.	Evidence-based proposals for the consideration of the senior judiciary. These will inform the development of policy and projects over the lifespan of the Strategy.
Policies will be developed and reviewed to deliver greater inclusion within the working environment of all judicial office holders.	Adverse impact of new or existing policies on inclusion and diversity minimised.

Objective 2: The judiciary will promote greater diversity within the applicant pool for judicial office including by engaging with under-represented groups.

The judiciary aims to enhance diversity within its applicant pool by actively engaging with those from under-represented backgrounds. There has been a long-established tradition of outreach, and we will provide more focus to this work going forward, aiming to direct resources to where they might be most impactful. Our goal is to motivate talented legal professionals from diverse personal and professional backgrounds to consider a judicial career and to feel confident that they will thrive within the judiciary. Outreach efforts will be specifically targeted at lawyers eligible to apply for judicial appointment. By working closely with individuals at various stages of their legal careers, our approach will support a broader range of perspectives being represented within the judiciary and help to develop the judicial career pipeline.

Whilst our external outreach activities will cover a broad remit, they will be targeted on focussed areas. We will commit to a minimum number of centrally organised activities. These efforts aim to demystify the judicial role and provide accessible pathways into the profession. The [Judicial Outreach Mentoring Scheme](#) and the [Judicial Workplace Shadowing Scheme](#) will be tailored to areas where the judiciary is under-represented, such as black legal professionals, lawyers with disabilities, solicitors and those from socially disadvantaged backgrounds. Work will be undertaken to explore access to High Court roles, aiming to identify barriers and propose solutions.

To measure the impact of outreach and diversity initiatives, the judiciary is committed to robust tracking and evaluation mechanisms.

We will endeavour to provide a diverse pool of judicial office holders for recruitment exercises run by the Judicial Appointments Commission and annual data collection will monitor the profile of judicial office holders who make up that pool.

The impact of the Judicial Outreach Mentoring Scheme and the Judicial Work Shadowing Scheme will be assessed through participant tracking in collaboration with the Judicial Appointments Commission and others, and we will review the diversity of participants.

Priority areas for outreach will be identified using tools like the annual judicial diversity statistics, and data from the Judicial Attitude Survey, allowing the Strategy to remain dynamic and evidence led. These efforts will provide a clear picture of progress and inform continuous improvement across all diversity activities.

By way of informal outreach, judicial office holders should encourage legal professionals from diverse professional and personal backgrounds to apply for judicial appointment. This can be done by offering positive feedback and/or informal mentoring to those legal professionals.

Commitment	Outcome
DCRJ/M outreach work will focus on those with identities less present within the judiciary.	<p>Outreach resources are deployed in areas of greatest diversity and impact.</p> <p>Judicial office holders will be equipped with the tools to undertake effective outreach activities.</p>
Resources produced to encourage all judicial office holders to engage in outreach work.	<p>Judicial office holders will be better supported to provide consistent messaging when undertaking outreach work.</p>
Explore ways to increase the diversity profile of judges at the High Court.	<p>There will be an increased understanding of the routes to the High Court and barriers to appointment.</p> <p>There will be a greater understanding of potential solutions.</p>
We will endeavour to provide a diverse pool of judicial office holders for the Judicial Appointments Commission’s exercises.	<p>Track the contribution the judiciary make to achieving diverse selection panels and selection material.</p>
We will identify and develop engagement opportunities with solicitors.	<p>An increase in the numbers of solicitors achieving judicial appointment and progressing within the judiciary.</p>
We will commit to delivering the Judicial Outreach Mentoring Scheme throughout 2026-2030, with an annual review process to identify and implement improvements.	<p>The scheme will provide an opportunity for those less likely to have access to the judiciary an opportunity to learn from an existing judicial office holder.</p> <p>Evidence that targeting is delivering the right profile of participants.</p> <p>Eligible criteria match evidence base of under representation.</p>

Commitment	Outcome
Internal appointment processes leading to career progression will be standardised and follow HR best practice in relation to fairness and transparency.	There will be greater transparency and clarity for judicial office holders. Encouraging confidence in a fair and competitive expression of interest process for career progression.
We will aim to increase the diversity of participants on the Judicial Workplace Shadowing Scheme (JWSS).	The JWSS will be targeted at groups that are not engaging with it, to ensure a wide range of eligible candidates are aware of the scheme.
A minimum of 6 centrally managed targeted outreach events will take place each year.	An increase in the numbers of currently underrepresented legal professionals applying and achieving judicial appointment.
We will collaborate with the Judicial Appointments Commission to seek to track the number of outreach scheme participants that have progressed to judicial application and appointment.	Ability to evaluate the impact of our schemes through their feed-in to judicial appointments.
We will continue to identify and target work in focus areas.	The strategy will remain dynamic and responsive to evolving data trends, ensuring that as we have more information, we are effectively targeting our work.

Objective 3: The judiciary will support diversity through the development of the career potential of all salaried and fee-paid judges.

Supporting judicial office holders to thrive in their judicial roles is a central focus of the Strategy. Leadership judges play a crucial role in the career development of those they lead, through guiding and mentoring their colleagues, ensuring they reach their full potential.

Development of career potential is key to ensuring that all judicial office holders feel valued within the judiciary, regardless of their personal or professional background. In recent years, we have seen appointments tending to occur earlier in a lawyer's career. The judiciary must look to continue that individual's personal and professional development to ensure that they reach their full potential. Ensuring that the careers of all judicial office holders are nurtured and guided will help to support improved retention of those individuals within the judiciary. Having a wide range of professional experience will help judicial office holders who choose to apply for more senior judicial, or leadership roles. Greater familiarity across different jurisdictions will also help to make One Judiciary a reality.

Those who do not see themselves reflected in the makeup of the senior judiciary may be deterred from seeking to progress. Leadership judges will take a proactive role in identifying the diverse needs of their judicial office holders and ensuring that reasonable needs are accommodated.

Best practices for leaders will be identified through leadership returns; data obtained from the Judicial Attitude Survey and engagement between Judicial HR and individual leadership judges. These and other resources will be used to shape future guidance for inclusive leadership.

Judicial leaders should be proactive in encouraging career discussions with their colleagues. They should seek out and encourage these discussions and career progression steps with those less likely to seek such opportunities for themselves.

Leadership development resources will be reviewed to ensure sufficient and effective guidance and resources reflecting the diverse needs of judicial office holders to assist leadership judges in supporting career development. Similarly, resources for judicial office holders who wish to progress will enable them to have clear sight of opportunities available to them to plan their own learning and professional and personal growth.

Guidance for neurodivergent individuals and those with non-visible disabilities will be developed. The dedicated Workplace Adjustments Working Group will continue its work on a comprehensive support package, ensuring all disabled judicial office holders have necessary reasonable adjustments in place to enable them to perform at their best.

Commitment	Outcome
<p>Guidance for leadership judges will include tips on how to lead and deliver in an inclusive way considering the needs of all.</p>	<p>Leadership judges will be supported to perform their roles and adapt to needs of their judges, based on their different identities and backgrounds.</p> <p>Leadership judges will foster the talents of all judicial office holders equitably and fairly.</p>
<p>The One Judiciary Programme will help to encourage a wider pool of applicants to apply for judicial office.</p>	<p>Make better use of the skills, knowledge and experience of members of the judiciary across the courts and tribunals to support business need, career development and diversity.</p>
<p>Better promotion of cross-ticketing opportunities will be considered as ways of providing career development.</p>	<p>Judges will be able to have a wider variety of career opportunities.</p>
<p>There will be clear policies and procedures to support disabled judicial office holders to access adjustments where necessary.</p>	<p>All disabled judicial office holders have necessary reasonable adjustments in place to enable them to perform at their best.</p>
<p>There will be resources available on non-visible disabilities to build a supportive culture around difference within the judiciary.</p>	<p>Leadership judges will have the ability to effectively support disabled judicial office holders.</p>

Accountability Statement

Accountability is central to the success of this Strategy. It ensures that commitments are not only aspirational but are actively monitored, evaluated, and refined throughout the life of the Strategy. We recognise that transparency and feedback are essential to maintaining trust and driving meaningful progress.

Judicial office holders are at the forefront of the delivery of the Strategy. The culture, behaviour and expectations are set from within, and it is the responsibility of all judicial office holders to take ownership at their level to deliver against the expectations set out in the Strategy.

Leadership Judges are expected to lead by example, promote the ambition of this Strategy, ensure transparency in their ways of working, and ensure that diversity and inclusion are embedded in local practices and decision-making. They also play a central role in mentoring and supporting the career development of judicial office holders, particularly those from under-represented backgrounds.

There will be a structured internal review of progress twice a year by officials. These reviews will assess the effectiveness of activities, identify areas where further work is needed, and ensure that priorities remain aligned with the evolving needs of the judiciary.

In addition to internal reviews, an annual update of the Strategy's implementation will be published. These updates will provide progress against each objective and highlight key achievements.

We will also ensure that any significant developments or changes to the Strategy are communicated promptly to the judiciary. This includes updates to policies, new initiatives, or shifts in focus that arise from feedback or evaluation. Communication will be tailored to reach all parts of the judiciary, using appropriate channels to ensure accessibility and engagement.

As part of our ongoing commitment to transparency, judicial diversity data statistics will continue to be published annually. We will strive to publish a wider range of data over the life of the Strategy. These statistics provide an essential evidence base for understanding representation across the judiciary and help inform future actions. They also serve as a benchmark for measuring progress and identifying areas where further attention is needed.

By embedding accountability into every stage of the Strategy, we reaffirm our commitment to building a judiciary that is inclusive, respectful, and representative of the society it serves.

Governance and Judicial Oversight

Effective governance and oversight are also essential to the successful delivery of the Strategy. A clear structure of responsibility and leadership ensures that the Strategy is implemented with consistency, transparency, and accountability across all jurisdictions.

The governance structure is built from the Lady Chief Justice's statutory responsibility to encourage judicial diversity.⁴ The Lady Chief Justice is supported by the Lead Diversity and Inclusion Judge, who, as chair of the Judicial Diversity Committee (JDC) of the Judges' Council, provides strategic oversight and direction for the implementation of the Strategy.

The Lead Judge also chairs the Judicial Associations Consultation Group (JACG), which meets annually to ensure that voices beyond the JDC are heard and reflected in ongoing work.

The JDC considers proposals and initiatives related to diversity and inclusion and offers guidance and scrutiny to ensure that actions are evidence-based, proportionate, and impactful. The Committee plays a key role in shaping the strategic direction of the judiciary's diversity agenda and in monitoring progress against the Strategy's priorities. Working groups within the JDC focus on specific objective areas. The five working groups currently in existence are LGBTQ+, Race, Disability, Social Inclusion and Women.

Additionally, the Senior President of Tribunals has established the Tribunals' Diversity Task Force with a network of D&I lead judges across tribunals. The Heads of Division in the High Court have appointed Diversity and Inclusion judges in each of the King's Bench, Chancery and Family Divisions and the Master of the Rolls has appointed ambassadors as points of contact for Court of Appeal judges. The Chief Coroner has a statutory responsibility for the judicial leadership of coroners and issues guidance relating to the appointment of coroners by local authorities. The Chief Coroner may consider wider diversity and inclusion guidance for coroners based on this strategy, having previously appointed a lead Diversity and Inclusion coroner to support this agenda. The National Leadership Magistrate considers the experience of over 14,000 magistrates, with support from the Inclusion and Diversity Magistrates (IDMs).

⁴ Section 137A of the Constitutional Reform Act 2005: I. Encouragement of diversity 1. Each of the Lord Chancellor and the Lord Chief Justice of England and Wales must take such steps as that office-holder considers appropriate for the purpose of encouraging judicial diversity.

At a local level, Diversity and Community Relations Judges (DCRJJs) and Diversity and Community Relations Magistrates (DCRMs) deliver engagement work. Their outreach activities help to encourage individuals from diverse backgrounds to consider a judicial career.

Focal Points DCRJJs and IDMs support leadership judges and magistrates in the creation of a more inclusive working environment. The Workplace Adjustment Working Group supports judicial office holders with a disability to obtain reasonable adjustments.

This structure ensures that diversity and inclusion are not the responsibility of a single individual or group, but a shared commitment across the judiciary. Through individual accountability, strong leadership, collaborative working, and clear lines of accountability, we will continue to build a judiciary that reflects and serves the diverse societies of England and Wales. This governance structure will be kept under review.



© **Crown copyright 2026**

This publication is licensed under the terms of the Open Government Licence v3.0 except where otherwise stated. To view this licence, visit nationalarchives.gov.uk/doc/open-government-licence/version/3.

Where we have identified any third party copyright material you will need to obtain permission from the copyright holders concerned.

This publication is available for download at www.judiciary.uk