



JUDICIAL
COLLEGE

PERFORMANCE REPORT

JULY - SEPTEMBER 2013

Issued October 2013

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Training – Course Details and Evaluation- 1 July to 30 September 2013

1. Summary

- Analysed and drafted evaluation reports: 8 for courts judiciary, 0 for magistrates, 5 for legal advisors, 23 for tribunals, 2 Coroners courses, 1 cross-jurisdictional seminar and an introduction for tutors and facilitators' course. A summary of the post course evaluation information for each course is at Annex A.
- 42 courses were delivered across all tribunals and a total of 1,723 delegates attended.
- 11 courses/seminars were delivered for courts judiciary, for a total of 594 participants, including two evening seminars for the High Court.
- The design and content for the 2014-2015 Courts Judiciary Prospectus was completed and a new on-line booking system developed which successfully went live on the Learning Management System (LMS) on 1st October and judges are now booking seminars.
- 7 courses/workshops were delivered for legal advisers and 1 HMCTS course was assisted. Total of 141 participants.
- The 12th edition of the Judicial College Guidelines for the Assessment of General Damages in Personal Injury Cases (including guidance on 10% uplift) was published on 18 September.
- The MATC Area training plans have been collated and the national training plan for Magistrate training has been published.
- 2 Coroner courses were held in the period July to Sept covering new rules training on the Coroner and Justice Act 2009. Total of 151 delegates attended.

2. Activities

- 2.1 A full breakdown of all courses and seminars which took place to the end of June is contained in Annex A.

Tribunals

- 2.2 42 courses were delivered across all tribunals and a total of 1,723 delegates attended. (Please note that the table at Annex 1 includes all those courses administered by staff of the Judicial College, but only some of those administered by HMCTS - that is where evaluation data has been provided to the Training Advice Team).
- 2.3 The Tribunal Committee did not meet within the 2nd quarter, the next meeting is scheduled for 6 November 2013.
- Secretariat support is provided by College staff in Glasgow, Loughborough and London for some but not all tribunals. Of those supported by the College the following tribunals training planning groups took place:
- 2.4 The training committee of the Social Security and Child Support Tribunal met on 17th September to review the ongoing requirements of the 2013/14 programme and to progress the planning of the 2014/2015 Training Programme.
- 2.5 The Immigration and Asylum Chamber training committee did not meet during this quarter. The next meeting will take place on 7th November 2013.
- 2.6 The Mental Health training committee did not meet during this quarter. The next meeting will take place on 12th November 2013.
- 2.7 The Residential Property Tribunal Service training committee met on 30 July to discuss budget implications for 14/15; the revised appraisal and mentoring scheme and how this will be circulated to members, and also to review the impact of the new Energy Act 2011.
- 2.8 Discussions continue with HMCTS/MoJ about Other Government Departments funding for judicial training in Social Security and Child Support and Employment Tribunals where policy initiatives and new legislation will impact on the work of those tribunals.
- 2.9 Discussions continue with tribunal training leads regarding gathering materials for inclusion within the LMS Library.

Courts

- 2.10 11 courses/seminars were delivered for courts judiciary, for a total of 594 participants.

2.11 Seminars

The following courses and seminars took place:

- Serious Sexual Offences seminar (76 participants)
- DDJ Induction Seminar (32 participants)
- Evening Seminar on Parliament and the Judiciary (69 participants)
- Public Induction (26 participants)
- Crown Court Combined Seminar (81 participants)

- Crown Court Combined Seminar (54 participants)
- Civil Law Seminar (74 participants)
- Civil Law Seminar (55 participants)
- Serious Crime Seminar (80 participants)

2.12 **Planning groups**

There were no committee meetings during this quarter.

2.13 **Prospectus**

The design and content for the 2014-2015 Courts Judiciary Prospectus was completed and a new on-line booking system developed which successfully went live on the Learning Management System (LMS) on 1st October and judges are now booking seminars.

By mid October 788 judges have booked seminars from the Courts prospectus since it was launched on 1 October compared with 846 at the same point under the old system.

2.14 **System (LMS)**

At mid October, 7597 users had successfully registered to the Judicial Intranet at mid October, which gives access to the LMS. The pace of registration is now increasing.

Following successful pilots, materials for all courts seminars are now available on the LMS as is the on line feedback form. All feedback forms will be processed through LMS from January 2014.

2.15 **Continuous Improvement**

The College continues its work on six key work streams which are the priority areas for efficiency improvements: 'Finance', 'Course planning phase and preparation of checklists', 'Evaluation', 'Roles and responsibilities for administrators and judicial trainers'; 'Publications'; and 'At event course support'.

Coroners

- 2.16 2 Coroner courses were held in the period July to September covering new rules training on the Coroner and Justice Act 2009 and a total of 151 delegates attended. The Chief Coroner's training committee met on 8th July. The Coroners and Justice Act 2009 training (10 x one day training events) received excellent feedback. Two further events planned for September to include inviting outside professionals who would attend on a fee paying basis. Future training requirements were discussed including continuation training, coroner officer training and plans were finalised for the new induction training events scheduled for October and December. A process has been agreed to appoint further syndicate leaders.

Senior Judiciary

2.17 **After Court seminars**

Two High Court evening Seminars took place; one on Litigants in Person (38 participants) and one on Hate Crime (9 participants).

Magistrates

- 2.18 In the second quarter, advice and support was given on 4 Training and Development Committee advisers' workshops and 1 legal adviser train the trainer course. 2 Family Justice Reform, 'Train the trainer' and 1 legal adviser 'family consolidation course' were delivered. Total attendees across all these events were 141.

2.19 In addition, support was provided for the pilot of the new Magistrates Adult Consolidation pack for 30th September 2013, and the following materials have been issued/updated by the Magistrates Training Team; 5 packs for magistrates and 2 packs for legal advisers have been updated, 1 (FJR) project completed for magistrates and legal advisers (separate packs) and 1 Bench Book update.

Diversity & Development

2.20 An exercise was run during August and September across all judicial office holders, to try and identify those who had expertise in diversity and equal treatment issues or practice. The purpose was to see if a Panel of Experts could be created who could assist those who plan and deliver judicial training. The College received 183 responses.

2.21 Publications:

- Criminal and family e-letters were published in July.
- The summer issue of the Tribunals Journal was published in September.
- The 12th edition of the Judicial College Guidelines for the Assessment of General Damages in Personal Injury Cases (including guidance on 10% uplift) was published on 18 September.

2.22 The Education and Development Advisers have:

- Designed and delivered interview skills training to Justices of the Supreme Court.
- Delivered a cross jurisdictional training event for new course tutors, which included a visiting Spanish judge.

Evaluation

2.23 The team has collated MATC Area training plans and published the national training plan for Magistrate training.

2.24 Collated and reviewed the annual reports for 2012/13 from the 42 MATC areas in order to proceed to the drafting of the National Annual Report of Magistrate Training 2012/13 for the LCJ.

2.25 Escalated the planned transition from paper to online [LMS] based evaluation of Judicial College training. This has involved planning and ensuring registration on LMS of all participants on upcoming courses; preparing on-line feedback forms and ensuring these can be accessed from the start of each training event.

The Training Advice team has:

- Analysed and drafted evaluation reports for: 8 courts judiciary, 5 for legal advisors, 23 for tribunals, 2 Coroners courses, 1 cross-jurisdictional seminar and an introduction for tutors and facilitators' course. A summary of the post course evaluation information for each course is at Annex A.

International

2.22 **International Committee** – Held meetings with NOMS and DfID to explore the opportunities of working in collaboration with a view to providing judicial training assistance to overseas jurisdictions.

2.23 **Europe** - The College had representation at the EJTN Steering Committee meeting in Bucharest and at 2 meetings of the EJTN's Lot 1 EU funded project planning team in Brussels. 3 judges attended an ERA seminar in Krakow on EU Disability Law and the UN Convention on the Rights of persons with Disabilities; 5 judges attended an EJTN seminar in Strasbourg on Human Rights for European judicial trainers; and 2 judges attended an ERA seminar in Trier on EU anti-

discrimination law. The College hosted a judge from Spain and a judge from Holland as part of the EJTN's week long trainer exchange programme. A College Education Adviser attended a 'Train the Trainers' seminar in Trier. Family Course Directors and Tutor Judges were asked to complete questionnaires as part of the EU Commission's e-Med@te project.

- 2.24 **Rest of the world** – The College hosted meetings with delegations from Thailand; Bangladesh; Australia; Papua New Guinea; Tanzania, Pakistan and Saudi Arabia. Training materials were provided to Singapore. Overseas training was delivered to Mauritius. 2 judges from Japan attended the Serious Sexual Offences seminar; and 6 judges from Pakistan and 2 judges from Sierra Leone observed the Serious Crime seminar. A judge delivered a presentation at a global conference in Thailand on 'The challenges of Prosecuting a Multinational Corporations as Briber'.

Wales

- 2.25 The Wales Training Committee has circulated a questionnaire to judicial office holders to try and establish current Welsh language training needs.

3. Judicial College Appointments

Competitions have concluded for the following:

3.1 Judicial College

- **College Board Members** – No new appointments.

3.2 Courts Committee

- **Family Panel Course Trainers – Justices' Clerk/Leal Adviser** - Advertisement (by expression of interest) circulated to all Justices Clerks and Legal Advisers. Interviews were held on 25 July. Joanne Greatbatch and Mark Tait appointed from September 2013.
- **District Judge Magistrates' Court Course Director Youth** – Letter advertisement (by expression of interest) circulated to all District Judge. Interviews were held on 30 August. District Judge Court Martin Dancey appointed from September 2013.
- **District Judge Magistrates' Court Continuation Course Tutors** – Letter advertisement (by expression of interest) circulated to all District Judges. Interviews were held on 29 August. Three appointments, Angus Hamilton, Deborah Wright and Tanweer Ikram from September 2013.
- **Course Trainer - Justices Clerk/Legal Adviser for Course for Newly elected chairmen of the Bench** – Advertisement (by expression of interest) circulated to all Justices Clerks and Legal Advisers. Interviews held on 18 July. Julien Vantuyghem appointed from September 2013

3.3 Coroners Committee

- **Coroner Syndicate Leaders** – Letter advertisement (by expression of interest) circulated to all Coroners and Assistant Coroners. Interviews will be held on 18 and 19 December.

4. Senior Staff Appointments

- 4.1 No appointments.

Training – Course Details and Evaluation Results

Statistical summary of all courses where evaluation data is able to be compared between 1 April and 30 June 2013

Annex 1

Judicial training

Course	Date of course	Attended	EQ received	Aim of the course				Average results of all learning outcomes				Extent of the pre course materials assist your learning?			Useful to your role		
				Fully	Sub*	In part/Not Met	N/A	Fully	Sub*	In part/Not Met	N/A	Fully/Sub	In Part/Not Met	N/A	Very/Sub*	In Part/Not Met	N/A
Serious Sexual Offences Seminar	01/07/2013	77	45 58%	38%	44%	2%	0%	54%	33%	5%	8%	73%	7%	20%	86%	7%	7%
Family Public Induction	08/07/2013	26	22 85%	55%	41%	0%	0%	47%	46%	2%	5%	91%	5%	5%	100%	0%	0%
Crown Court Combined Seminar	02/09/2013	79	42 53%	24%	52%	21%	0%	31%	53%	16%	0%	79%	16%	5%	88%	10%	2%
Crown Court Combined Seminar	04/09/2013	53	18 34%	31%	47%	22%	0%	31%	47%	22%	0%	89%	12%	0%	83%	17%	0%
Civil Law Seminar	16/09/2013	74	42 57%	50%	40%	10%	0%	46%	39%	11%	4%	71%	26%	2%	89%	12%	0%
Civil Induction	16/09/2013	8	5 63%	60%	40%	0%	0%	39%	52%	9%	0%	60%	40%	0%	100%	0%	0%
Civil Law Seminar	18/09/2013	53	23 43%	52%	48%	0%	0%	48%	47%	4%	0%	78%	17%	4%	100%	0%	0%
Serious Crime Seminar	23/09/2013	89	38 43%	24%	74%	3%	0%	16%	28%	6%	0%	76%	24%	0%	92%	8%	0%
			55%	42%	48%	7%	0%	39%	43%	9%	2%	77%	18%	5%	92%	7%	1%

Sub=Substantially N/A= Not Answered

Legal Adviser and Magistrates Training

Course	Date of course	Attended	EQ received	Aim of the course				Average results of all learning outcomes				Extent of the pre course materials assist your learning?			Useful to your role		
				Fully	Sub*	In part/Not Met	N/A	Fully	Sub*	In part/Not Met	N/A	Fully/Sub	In Part/Not Met	N/A	Very/Sub*	In Part/Not Met	N/A
TDC Advisers Workshop	04/07/2013	12	11 92%	36%	64%	0%	0%	36%	64%	0%	0%	54%	36%	0%	100%	0%	0%
TDC Advisers Workshop	11/07/2013	15	15 100%	60%	27%	13%	0%	60%	27%	13%	0%	80%	7%	13%	94%	0%	7%
TDC Advisers Workshop	18/07/2013	15	13 87%	46%	54%	0%	0%	54%	46%	0%	0%	92%	8%	0%	100%	0%	0%
TDC Advisers Workshop	31/07/2013	15	3 20%	100%	0%	0%	0%	33%	67%	0%	0%	100%	0%	0%	100%	0%	0%
LA Family Consolidation	10/09/2013	12	12 100%	61%	36%	3%	0%	39%	50%	11%	0%	100%	0%	0%	100%	0%	0%
			80%	61%	36%	3%	0%	44%	51%	5%	0%	85%	10%	3%	99%	0%	1%

Coroners Courses

Course	Date of course	Attended	EQ received	Aim of the course				Average results of all learning outcomes				Extent of the pre course materials assist your learning?			Useful to your role		
				Fully	Sub*	In part/Not Met	N/A	Fully	Sub*	In part/Not Met	N/A	Fully/Sub	In Part/Not Met	N/A	Very/Sub*	In Part/Not Met	N/A
Coroners & Justice Act 2009, Rules & Regulations training (Mop up)	19/09/2013	72	58 81%	47%	47%	0	7%	34%	50%	8%	8%	79%	16%	5%	51%	17%	31%
Coroners & Justice Act 2009, Rules & Regulations training (Mop up)	26/09/13	75	36 48%	40%	55%	3%	3%	26%	59%	9%	6%	76%	10%	15%	55%	13%	33%
			65%	44%	50%	2%	5%	30%	55%	9%	7%	78%	13%	9%	53%	15%	32%

Tutor and Facilitators Training

Course	Date of course	Attended	EQ received	Aim of the course				Average results of all learning outcomes				Extent of the pre course materials assist your learning?			Useful to your role		
				Fully	Sub*	In part/ Not Met	N/A	Fully	Sub*	In part/ Not Met	N/A	Fully/ Sub	In Part/ Not Met	N/A	Very/ Sub*	In Part/ Not Met	N/A
Introduction to tutors and facilitators	18/09/13	18	17 89%	76%	24%	0%	0%	61%	33%	6%	0%	59%	29%	12%	100%	0%	0%

Sub=Substantially N/A= Not Answered

Tribunals

Course	Date of course	Attended	EQ received	Aim of the course				Average results of all learning outcomes				Extent of the pre course materials assist your learning?			Useful to your role		
				Fully	Sub*	In part/ Not Met	N/A	Fully	Sub*	In part/ Not Met	N/A	Fully/ Sub	In Part/ Not Met	N/A	Very/ Sub*	In Part/ Not Met	N/A
Medical Members - ESA Induction	01/07/13	81	76 94%	50%	28%	2%	20%	46%	50%	4%	0%	87%	14%	4%	86%	2%	12%
Specialist Medical members course	02/07/13	50	35 70%	11%	44%	28%	17%	24%	40%	25%	10%	45%	33%	22%	64%	31%	6%
DQTM	03/07/13	39	25 64%	54%	31%	8%	8%	37%	41%	18%	4%	73%	27%	0%	85%	12%	4%
Risk	03/07/13	41	28 68%	42%	46%	0%	12%	58%	34%	2%	7%	73%	8%	19%	85%	4%	12%
Tribunal Judges - ESA Induction	09/07/13	65	57 88%	51%	19%	2%	28%	46%	47%	4%	3%	84%	11%	5%	96%	0%	4%
Medical Members DLA Induction	16/07/13	49	42 86%	43%	55%	0%	2%	46%	50%	4%	0%	54%	43%	2%	100%	0%	0%
Judicial Review Training	02/09/13	20	11 55%	45%	55%	0%	0%	53%	35%	11%	2%	82%	18%	0%	91%	0%	9%
Chamber and New Regulations training	02/09/13	155	93 60%	28%	61%	8%	3%	38%	52%	8%	3%	0%	0%	0%	86%	11%	3%
PIP pilot	03/09/13	55	37 67%	16%	35%	43%	5%	22%	52%	16%	9%	65%	25%	11%	90%	11%	0%
UC Pilot	04/09/13	55	37 67%	20%	63%	5%	13%	19%	46%	10%	25%	18%	68%	15%	88%	8%	5%
PIP Pilot	05/09/13	47	39 83%	32%	62%	6%	0%	30%	53%	5%	11%	91%	6%	3%	58%	21%	21%
UC Pilot	06/09/13	47	40 85%	11%	48%	17%	24%	20%	47%	17%	17%	50%	40%	10%	73%	23%	3%
Judicial Review Training	09/09/13	17	11 64%	64%	36%	0%	0%	67%	27%	4%	2%	100%	0%	0%	100%	0%	0%
New Core Course (Mental Health Tribunals)	11/09/13	97	64 66%	30%	61%	6%	3%	37%	44%	14%	6%	75%	17%	8%	80%	16%	5%
CPD3	16/09/13	29	26 90%	42%	38%	0%	19%	42%	45%	6%	7%	84%	12%	4%	92%	4%	4%
Reason Writing in Mental Health Tribunals	17/09/13	31	18 58%	61%	39%	0%	0%	48%	40%	6%	5%	72%	17%	11%	89%	6%	4%

Medical Members - ESA Induction	18/09/13	90	83 92%	66%	33%	0%	1%	56%	40%	3%	0%	85%	15%	0%	99%	0%	1%
CAMHS Training (Mental Health Tribunals)	18/09/13	76	63 83%	40%	33%	2%	25%	43%	37%	10%	10%	38%	49%	13%	84%	8%	8%
Patients experiences of the tribunal (taking forward the AJTC Report) - Mental Health Tribunals	19/09/13	39	31 79%	52%	42%	3%	3%	64%	32%	2%	3%	84%	10%	6%	80%	16%	3%
NRAP TRAINING DAY	25/09/13	53	45 85%	53%	36%	2%	9%	41%	45%	8%	6%	57%	31%	11%	94%	4%	2%
PIP (NW)	25/09/13	65	65 100%	26%	58%	9%	6%	26%	51%	17%	5%	58%	37%	5%	85%	12%	3%
PIP (NW)	26/09/13	66	60 91%	33%	50%	11%	6%	22%	54%	15%	10%	58%	34%	8%	85%	13%	2%
			74%	40%	44%	7%	9%	40%	44%	10%	7%	65%	23%	7%	86%	9%	5%

The shaded areas represent occasions where questions to these items were not asked
Not all HMCTS administrated course have incorporated the Evaluation strategy at this stage.