



JUDICIAL STUDIES
BOARD

TRIBUNALS JUDICIAL TRAINING STRATEGY

Approved by the JSB Tribunals Committee in June 2008

The JSB Tribunals Training Strategy supports the implementation of the Tribunals, Courts and Enforcement (TCE) Act 2007 and, in particular, the cross-ticketing and assignment provisions, whilst continuing to recognise the training requirements of individual tribunal judges and individual jurisdictions, both within and outside the Tribunals Service (TS).

The principal aims of the strategy are to:

- Secure TS agreement to accept and adopt, without unjustified modification, the JSB *Tribunal Competences (Qualities and Abilities in Action)* – so that they may provide the bedrock of core competences across tribunals, and offer a clear framework for common training, appraisal and mentoring schemes and standards across the TS and beyond;
- Continue ongoing independent and objective evaluation of tribunals' training, appraisal and mentoring programmes – set against agreed standards and outcomes, and built upon previous findings and recommendations. The JSB is ideally placed to independently and objectively evaluate and help to maintain the consistency of training, appraisal and mentoring standards across and within all the pillars, chambers and jurisdictions that make up the tribunals' family. The evaluation strategy is to be a proportionate rolling programme that enables specific elements of training, appraisal and mentoring to be reviewed in depth. This will be the subject of Annual Reports to the Senior President.
- Work in liaison with the Tribunals Judicial Training Group (TJTG) and the Tribunals Judicial Welfare and Appraisal Group (TJWAG) to develop common training, appraisal and mentoring skills standards, and devise cross-jurisdiction refresher training for all tribunal appraisers and mentors to take place 18 to 24 months after initial JSB training;
- Maintain conformity and consistency with wider JSB practice and experience so that tribunal judges can access the same quality training resources, and benefit from training programmes informed by the same vision and strategy as the courts judiciary and the good practice and standards being developed across the UK, Europe and internationally;
- Develop and offer a new Prospectus of shorter, focused and modular training sessions in specific judicial and training skills. Chambers and tribunals are to be encouraged to incorporate one or more modules into their own training, with the possibility of the JSB providing the facilitator

and materials, or to put together, in collaboration with the JSB, an entire bespoke training programme or course, made up of individually selected sessions from the new modular prospectus;

- Continue to develop the JSB's high quality multi-jurisdiction courses in judgecraft and other generic skills such as training, facilitating, judicial leadership, appraising and mentoring. Cross-jurisdictional training exploits the obvious benefits of delegates sharing different and diverse tribunal experiences and backgrounds, builds a sound platform for assignment and cross-ticketing, and helps to promote an inclusive and collegiate tribunals' family. Courses would be aimed at tribunal judges and members at all levels, including new advanced training for experienced judiciary;
- In collaboration with the TJTG, offer advice support and help to tribunals and chambers wishing to develop their own jurisdiction and chamber-specific training sessions;
- Encourage the development of new technology-based training platforms for use by tribunals; and
- Explore ways to support the use of alternative and proportionate ways for tribunals to do justice.

JSB
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Activities	
<p>Training standards Establish the JSB competences as the core competences in the TS and beyond</p>	Sept-08
<p>Continue to offer a clear framework for common training, appraisal and mentoring schemes, and standards for all tribunal jurisdictions</p>	Ongoing
<p>Evaluation of training, appraisal and mentoring Complete the second phase of evaluations and report to the Senior President</p>	Aug-08
<p>Begin third phase of evaluations in tribunals outside the TS</p>	Sept-08
<p>Appraisal/Mentoring Agree common appraisal and mentoring standards with the Senior President and the TS</p>	Ongoing
<p>Introduce advanced cross-jurisdiction training for all tribunal appraisers and mentors</p>	Sept-08
<p>Best Practice Ensure that tribunal judges benefit from the training developments and best practice in the other parts of the judicial family</p>	Ongoing
<p>Draw upon as wide a range of international programmes and initiatives as possible to continually improve standards.</p>	Ongoing
<p>Tribunals Training Prospectus Publish an updated edition, including new modular training sessions</p>	Nov-08
<p>Leadership and judicial management Work with the SP and the TS to deliver training to support the new Upper Tribunal, and a leadership event for the SP's senior judicial team, the Tribunals Judicial Executive Board (TJEB)</p>	Oct-08
<p>Advice and Guidance Offer advice, support and help to tribunals in the development of their training programmes</p>	Ongoing
<p>Judicial Information for tribunals Upgrade our website service provision for tribunals, as part of the JSB's Judicial Training Strategy proposals.</p>	Ongoing
<p>Proportionate Dispute Resolution (PDR) Host a workshop to promote alternative and proportionate ways for tribunals to do justice and distil best practice</p>	Oct-08