



JUDICIAL
COLLEGE

REVIEW OF ACTIVITIES 2011- 2012

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A Board

The Judicial College Board was formed on 1st April 2011. It is the governing body of the College. It sets the overall strategy for the College, agrees business plans and oversees the delivery of training within the budget allocated to the College.

The members are:

- Lady Justice Hallett, Chairman
- Mrs Justice Davies
- Mr Justice Roderick Evans
- Professor Andrew Grubb
- Mr Justice Owen
- Mrs Justice Thirlwall
- Judge Nicholas Warren
- Judge John Phillips
- Professor Jeremy Cooper
- Sheridan Greenland (from June 2011)
- Judith Killick (until August 2011)

Keith Baldwin advised the Board as a non-executive director until July 2011.

The first task of the Board was to agree its [Strategy for 2011-14](#).

A list of the courses and seminars which took place during the year for courts is contained in Annex 1.

B Tribunals

In line with the new governance arrangements for the Judicial College, the Tribunals Committee met for the first time in February 2012 and agreed its terms of reference.

The Senior President of Tribunals has statutory responsibility for the training of judges and other members of tribunals pursuant to the Tribunals, Courts and Enforcement Act 2007. His duties in relation to judicial training also extend to judges and other members of tribunals in reserved tribunals across the

UK. The Committee oversees Tribunals judicial training for those tribunals and takes account of the interests of devolved Tribunals and those Tribunals transferring into HMCTS.

The Tribunals Committee replaced the previous Judicial Studies Board ('JSB') Tribunals Committee and the Tribunals Judicial Training Group. The final tasks of the JSB Tribunals Committee had been to discuss and agree proposals for development of the College and the future governance structure and the response to the consultation on the College strategy.

Secretariat support for the new Tribunals Committee and administrative support for training in the Mental Health, Immigration and Asylum and Social Security and Child Support Tribunals (SSCS) are provided by College staff in London, Glasgow and Loughborough.

Discussions have continued with HMCTS/MoJ about funding from other Government departments for judicial training in the Employment Tribunal (ET) and SSCS where policy initiatives and new legislation will impact on the work of those tribunals.

Arrangements were put in place for the transfer of judicial training and associated funds from the Residential Property Tribunal Service (which became part of HMCTS in July 2011) into the College from 1 April 2012.

Courses

In the financial year 2011-12, the College delivered 55 residential courses and 330 non-residential courses (including evening meetings) to judicial office holders in tribunals. This equates to the provision of over 13,000 training days to individual office holders. The great majority of training provided for tribunal judges and members is delivered within individual jurisdictions, in line with the requirements of Chamber Presidents.

While there are a variety of methodologies and at present no College-wide approach, this will change once a cross jurisdictional evaluation strategy and a common training feedback form has been fully implemented. This will build in part on work started by a working group of the Tribunals Judicial Training Group to consider the standardisation of evaluation across tribunals.

The previous JSB Tribunals Committee considered the future of its multi-jurisdiction residential judgecraft courses and agreed to offer places to the courts judiciary in order to assess how the material might suit multi jurisdictional events. The first course to include courts judges was the Advanced Judicial Skills course in November 2011. Since then the Judicial College has established its forward looking strategy which includes piloting various approaches to common training for all judicial office holders in the skills and social context of judging.

C Courts

In line with the new governance arrangements for the Judicial College, the Courts Committee met for the first time on 27 January 2012 and agreed their terms of reference under the new governance structure.

The Courts Committee is responsible for the development and delivery of training for the Courts Judiciary in England and Wales, including magistrates and legal advisers where training is delivered in partnership with HMCTS through a network of trainers, including legal advisers, justices' clerks and magistrates, trained by the Judicial College. The Committee will also establish and keep under review the necessary governance arrangements for the delivery of training for the Magistracy and legal advisers

The Courts Committee replaced the previous JSB Judicial Training Committee and Magistrates Committee, along with the planning groups reporting to them. The final tasks of those committees had been to discuss and agree proposals for development of the College and the future governance structure and the response to the consultation on the College strategy.

Courses

49 courses were delivered for the courts judiciary and a total of 2664 delegates attended. A list of those courses is included at Annex 1.

The content and lay out for the third Courts Judiciary Prospectus for 2012/13 was finalised and contains 37 seminars to select from. The programme for 2013-14 was put in hand; the fourth prospectus will be published in October 2012.

The College also produces a range of supplementary training materials for the courts judiciary, which included:

- A paper by Professor Ormerod on the Bribery Act which has been placed on the training website.
- framework directions for the jury by Lord Justice Pitchford on both diminished responsibility and loss of control, based on the discussions from the seminars on the new partial defences to murder, subsequently included in the first revision of the Bench Book (Directing the Jury) and will be issued as a supplement.
- A Companion to the Bench Book (Directing the Jury) by Judges Tonking & Wait.
- A Family Courts reporting guide, published at the end of July 2011.
- 25 e-letters issued during this period.: 10 crime, 10 family and five civil.

D Magistrates

As mentioned above, in line with the new governance arrangements for the Judicial College, the responsibilities of the Magisterial Committee have now merged with those of the new Courts' Committee. One of the final decisions made by the Magisterial Committee was to reduce the sub-committees from four to two, namely a Criminal Sub-Committee and a Family Sub-Committee and these two sub-committees will continue to report to the Courts Committee.

Courses Whilst some courses such as Train the Trainers and Bench Chairmen are delivered directly by the Judicial College staff, in most cases the College prepares training materials for local delivery. 23 courses were delivered directly by the Judicial College for magistrates and legal advisers and a total of 215 delegates attended. A list of those courses is included at Annex 1. Training for DJ(MC)s and DDJ(MC)s are also included in that Annex.

Projects All planned courses and projects have been delivered to time and budget. Savings have been achieved where possible by using training venues within the departmental estate, using less colour printing and using teleconferencing for meetings. The key priority in this period has been 'Stop Delaying Justice', a campaign that aims to reduce the number of adjournments. This joint judicial project – crafted with the support of the Senior Presiding Judge, the Chief Magistrate, the Justices' Clerks Society, the Magistrates' Association and the National Bench Chairmen's Forum also has the support of HMCTS, the Criminal Procedure Rules Committee, the CPS and defence lawyers. A DVD was prepared and the first 'Train the Trainers' session took place in September 2011. The DVD was funded by the Judicial College but made by the Magistrates' Association using a script drafted by DJs(MC). Pooled resources were used to fund all travel and subsistence for local delivery to 10,000 participants and trainers in magistrates' courts between October and December 2011. The training materials have been widely used across the criminal justice system, accessed through the College's tutor website.

Magistrates' Area Training Committees (MATCs) Following receipt and review of the *MATC Annual Reports for Magistrate Training* and the *HMCTS Area Annual Reports for Legal Adviser Training* for 2010-11, the Training Advice Team drafted national summary reports for both magistrate and legal adviser training.

The improved and shorter national summary reports focus on the quality, provision and effectiveness of the training delivered to magistrates and legal advisers in 2010-11, highlighting key successes, challenges overcome and issues for consideration. These reports were provided for the Lord Chief Justice and the Magisterial Committee in March 2012, before it merged with the new [Courts' Committee](#).

The positive feedback included in several of these Annual Reports reinforces that MATC and HMCTS training colleagues value the support and guidance provided through the College.

Publications The *Family Proceeding Court Bench Book* has been updated, as have training materials for courses in 'Family Consolidation', 'Training and Development Committees', 'New Members' and 'Legal Adviser Family Induction'. A guidance note has been produced on the Family Proceeding Rules 2010.

A full review of the cross-bench appraisal process was conducted, eliciting over 500 responses from a cross-section of users. The results of the review will inform the forthcoming update of the Training Development Committee and Good Practice Guidance issued by the College.

The College has expanded its support to HMCTS regions by providing dedicated web space for distance learning. In the case of London's Western clerkship this has allowed over 300 magistrates to complete their assault sentencing guideline training online, with 75 per cent of those completing the training indicating that they felt the stated aims and objectives had been fully met.

E Senior Judiciary

There have been 40 bookings made by High Court judges for the prospectus seminars running in 2012/13, with nine bookings for civil, 16 for criminal and 15 for family seminars. A number of Court of Appeal judges also attend the family seminar.

Six after court seminars took place during the year - on the Equality Act, e-disclosure, expert evidence and contempt of court. The College also supported an event for 40 Court of Appeal judges.

F Diversity & Development

Under the College's new governance arrangements, the Diversity & Development Committee met for the first time in March 2012. The Committee has subsumed the work of the Equal Treatment Advisory Committee (ETAC) which met for the last time in the same month. One of the final tasks of that Committee was to discuss and agree proposals for development of the College and the future governance structure and the response to the consultation on the College strategy. It had also assisted the Judicial Office with the development of guidance for judges on the Public Equality Duty (Equality Act 2010).

The Diversity & Development Committee works together with the Courts Committee and the Tribunals Committee to implement the College Strategy, to promote the development of common training programmes as appropriate (particularly training in judicial skills, training the trainers, leadership and management training) improving course design and evaluation, dissemination of best practice and training in the principles of diversity and fair treatment.

A Project Board was established to take forward proposals for the future timely updating of the Equal Treatment Bench Book. The Project Board has commissioned a survey of judicial office holders to ascertain their requirements regarding diversity and fair treatment issues.

Evaluation and training advice A summary of the post course evaluation information is available at Annex 1. Many tribunals will also have analysed feedback and evaluated their courses but at present there is no ability for the college to compare and collate the full range of feedback. Work has taken place on developing a cross jurisdictional evaluation strategy and a common training feedback form which will enable cross-College comparisons in future.

The evaluation of courses allows the College to identify what has worked well and the lessons to be learned for future courses. This is been reported to the course director and the relevant director of training. Work also continues with Magistrates Area Training Committees (MATC) and HMCTS training colleagues to ensure the quality and effectiveness of magistrate and legal adviser training across England and Wales.

The College offered advice and support on the design and delivery of Judicial College seminars across all jurisdictions and provided verbal and written feedback to course directors, designed to support improvement of the delivery and design of training courses.

G International

The International Committee reports on international training issues for the judiciary to the Judicial College Board. It enables the College to participate in appropriate judicial training projects which strengthen judicial independence and reinforce the judiciary as a key institution of democratic governance within the UK, across Europe and Internationally. There is a steady increase in the number of requests for meetings with judicial delegations and requests for assistance. The College continues to do its best to meet these.

H Looking ahead

Civil costs training Plans have been taking shape for a programme of training on costs in early 2013 for all salaried judges following the proposals in Lord Justice Jackson's report.

Family Justice Reforms Detailed discussions have taken place with plans well advanced to roll out training on the Family Justice Reforms (David Norgrove's report) in the spring of 2013. Mr Justice Ryder has been appointed by the President of the Family Division to oversee these arrangements.

Learning management System (LMS)

Under paragraph 32 of its Strategy, the Judicial College has undertaken to: 'develop and maintain a learning management system (LMS) which will be easily accessible and simple to use.' The LMS can be thought of as a virtual college, comprising different jurisdiction-specific areas, which contain seminar materials, e-learning programmes and a library of supplementary materials. The final business requirements document and design for the LMS has been approved and work continues on populating the LMS with the aim of launching it in early 2013.

H Judicial Appointments

The Judicial College Board was formed on 1st April 2011. Some members of the Tribunals and Magisterial Committees and courts tutor team members across the board whose appointment term was due to end in 2011 have been extended to March 2012 or until the lower level governance strategy was agreed.

Judge Picton has been appointed as course director (designate) for Serious Sexual Offences Seminars

Judicial College Board

- HHJ John Phillips CBE and Professor Jeremy Cooper were appointed as Directors of Training for respectively courts and tribunals.
- Magisterial member- Mrs Elizabeth Harrison JP appointed.
- Tribunals member Professor Andrew Grubb appointed.
- Wales Training Committee member – Mr Justice Roderick Evans appointed.
- Diversity member - Mrs Justice Nicola Davies appointed.

Wales Training Committee

- Chairman of the Wales Training Committee - Mr Justice Roderick Evans, member of the College Board appointed.
- Members to be appointed following recommendations about the structure and working arrangements for this committee.

Courts Committee

- In conjunction with the new Governance structure, the Courts Committee now includes magistrates. Joint chairmen of the Courts Committee– Mr Justice Robert Owen and Mrs Justice Kate Thirlwall appointed.
- The Directors of Criminal, Civil and Family Training appointed to the Courts Committee, for the remainder of their existing terms of office. Director of Criminal Training – Mr Justice Maddison, Director of Civil training – Mr Justice MacDuff and Director of Family Training – Mr Justice Bodey.
- Magisterial Member Mrs Elizabeth Harrison JP appointed.

Tribunals Committee

- Chairman of the Tribunals Committee – Judge Nicholas Warren, member of the College Board
- Members of the Tribunals Committee – A training representative from each Chamber/Tribunal – Representatives appointed : Judge John McCarthy – Immigration and Asylum Chamber, Judge Paula Gray – Social Entitlement Chamber, Judge Andrew Bano – War Pensions and Armed Forces to July 2012, Judge Peter Kempster – Tax Chamber, Judge David Reed – Employment Tribunal (E&W), Judge Susan Walker – Employment Tribunal (Scotland), Judge Andrew Grubb – Immigration and Asylum Chamber and David Brown – Residential Property Tribunal.

Diversity and Development Committee

- Chairman of the Diversity and Development Committee – Lady Justice Heather Hallett, chairman of the College Board
- Diversity Representative - Mrs Justice Nicola Davies, Senior Liaison Judge for Diversity, appointed
- Membership of the Committee – Courts Judge – Judge Marc Dight, Tribunals Judge- Judge Mary Stacey, Two Practitioners – Professor Dame Hazel Genn DBE and Ingrid Simler QC appointed.
- Courts Committee representative – Mrs Elizabeth Harrison JP appointed
- Tribunals Committee representative - Judge Paula Gray appointed.

The Diversity and Development Committee have appointed a Pool of Experts through expression of interest, restricted initially to invitations to experts who previously advised the JSB's Equal Treatment Advisory Committee: DJ Mathu Asokan, DJ Michael Anson, HHJ Marc Dight, Tribunal Judge Paula Gray, Prof. Hazel Genn (Faculty of Law UCL), Mark Hinchliffe (Deputy Chamber President HESC), Joyce Plotnikoff (Researcher Lexicon Ltd), Ingrid Simler QC (Deputy High Court Judge / Recorder / Barrister), Mary Stacey (Tribunal Judge / Recorder), Prof. Cheryl Thomas (Faculty of Law UCL).

I Summary of expenditure

The Judicial College is not required to produce its own audited accounts. However, the College's expenditure is an integral part of the Ministry of Justice's resource account, which is subject to audit. The summary below reflects expenses directly incurred by the College and is shown on an accrual basis.

(£'000s)	2011-12
Staff costs	2,684
Judicial fees	3,900
Venue costs	2,470
Judicial travel & subsistence	1,511
Other travel & subsistence	101
Design, print and reprographics	137
Speakers	199
IT services	23
Magistrates Association training grant	44
Office supplies, catering & accommodation related costs	69
Miscellaneous	20
Total expenditure	11,158

Annex 1

1) Courts judicial training

Course	Date of course	Attended	EQ received	Was the course useful to you?			Average results of all learning outcomes				How effective was the facilitation of the group work on this course		Was the opportunity to practice		
				Fully	Substantially	In part/ Not Met	Fully	Substantially	In part/ Not Met	Not met	Fully/ substantially	In Part/ Not Met	Too much	Just Right	Too Little
Crown Court Sentencing Seminar	04/04/2011	71	48 (68%)	77%	23%	0	40%	54%	6%	0	100%	0	9%	78%	13%
Crown Court Trial Seminar	06/04/2011	71	50 (70%)	69%	25%	6%	46%	43%	9%	3%	98%	2%	18%	73%	9%
Civil Law Seminar & High Court Civil Law	09/05/2011	85	70 (82%)	65%	30%	5%	54%	40%	6%	0	97%	3%	3%	91%	6%
Seminar for DJs and DDJ with YC and FPC	09/05/2011	49	27 (55%)	78%	22%	0	52%	42%	6%	0%	91%	9%	0-	91%	9%
Seminar for DJs and DDJ with YC and FPC	11/05/2011	49	31 (63%)	74%	22%	4%	44%	47%	8%	1%	93%	7%	4%	89%	7%
Civil Law Seminar & High Court Civil Law	11/05/2011	85	70 (82%)	69%	23%	8%	58%	36%	6%	0	95%	5%	0	97%	3%
President's Conference	16/05/2011	85	54 (64%)	58%	31%	12%	41%	47%	12%	1%	90%	10%			
DDJ (MC) Seminar	19/05/2011	40	27 (68)	59%	41%	0	44%	53%	2%	1%	100%	0	0%	81%	19%
Public Family Law Induction Course	23/05/2011	22	17 (77%)				46%	49%	5%	0	88%	12%	0	73%	27%
Seminar for DJs and DDJ with YC and FPC options	06/06/11	44	31 (70%)	79%	21%	0	55%	40%	5%	0	100%	0	0	96%	4%
Admin Court Seminar	06/06/11	97	64 (66%)	75%	23%	2%	37%	47%	15%	0	97%	3%			
Seminar for DJs and DDJ	08/06/11	54	37 (69%)	82%	18%	0	61%	34%	5%	0	100%	0	0	93%	7%

with YC and FPC options																
DDJ (MC) 1 day Seminar	16/06/11	30	15 (50%)	87%	13%		51%	46%	2%	1%	100%	0	0	80%	20%	
Civil Law Seminar	20/06/11	80	68 (85%)	60%	35%	5%	51%	42%	7%	0	99%	1%	0	89%	11%	
Civil Law Seminar	22/06/11	71	51 (72%)	74%	26%	0	66%	27%	7%	1%	100%	0	0	91%	9%	
Craft of Judging	27/06/11	36	33 (92%)	82%	12%	6%	49%	46%	5%	0	100%	0	0	91%	9%	
Serious Sexual Offences Seminar	04/07/11	74	52 (70%)	88%	8%	4%	66%	29%	4%	0	98%	2%				
Civil Law Seminar for Specialist Jurisdictions	06/07/11	61	32 (52%)	42%	32%	26%	38%	42%	16%	5%	93%	7%	7%	75%	18%	
Crown Court Sentencing Seminar	05/09/11	86	52 (60%)	73%	24%	3%	60%	35%	5%	0	100%	0	10%	86%	4%	
Crown Court Trial Seminar	07/09/11	90	62 (69%)	95%	5%	0	68%	30%	2%	0	100%	0	2%	98%	0	
Equality Act Seminar	08/09/11	40	31 (78%)	69%	31%	0	35%	54%	10%	1%	100%	0				
Equality Act Seminar	09/09/11	43	23 (53%)	69%	31%	0	35%	53%	11%	1%	97%	3%				
Serious Crime Seminar	19/09/11	51	32 (63%)	77%	20%	3%	70%	27%	3%	0	93%	7%				
Civil Law Seminar	03/10/11	50	40 (80%)	50%	32%	18%	52%	35%	13%	0%	89%	11%	11%	67%	22%	
Private Family law Induction Course	10/10/11	43	40 (93%)	88%	13%	0%	58%	39%	4%	0%	100%	0%	3%	82%	15%	
Court of Appeal Seminar	21/10/11	40	30 (75%)	54%	36%	11%	26%	57%	16%	1%	100%	0%				
Craft of Judging	31/10/11	36	32 (89%)	73%	27%	0%	47%	48%	4%	4%	100%	0%	0%	97%	3%	
Crown Court Combined Seminar	31/10/11	87	70 (80%)	52%	42%	5%	31%	57%	11%	0%	93%	7%	8%	84%	8%	

Crown Court Combined Seminar	02/11/11	93	48 (52%)	76%	22%	2%	49%	45%	6%	0%	100%	0%	0%	96%	4%
Family High Court Seminar	14/11/11	14	14 (100%)	80%	10%	10%	71%	25%	3%	0%	100%	0%			
Public Family Law Seminar	14/11/11	50	44 (88%)	79%	21%	0%	44%	47%	9%	0%	97%	2%	0%	93%	0%
Private Law Children seminar (with Public law Option)	16/11/11	53	47 (89%)	74%	26%	0%	51%	34%	13%	2%	100%	0%	0%	97%	3%
Civil Law Seminar	21/11/11	91	76 (84%)	55%	38%	7%	42%	46%	12%	0%	96%	4%	3%	87%	10%
Civil Law Seminar	23/11/11	90	64 (71%)	63%	33%	4%	53%	37%	9%	1%	96%	4%	4%	89%	7%
Serious Sexual Offences Seminar	28/11/11	87	68 (78%)	88%	12%	0%	65%	32%	3%	0%	98%	2%			
DJ (MC) Adult induction	28/11/11	7	4(57%)				63%	31%	6%	0%					
DDJ Youth Induction	28/11/11	22	22(100%)	91%	9%	0	64%	33%	3%	0%	100%	0%	0%	86%	14%
Public Family Law Induction Course	05/12/11	39	33 (85%)	88%	13%	0	73%	25%	1%	0%	100%	0%			
Insolvency Seminar	19/12/11	12	10 (83%)				70%	30%	0%	0%	100%	0%			
Civil Law Induction Course	09/01/2012	8	8 (100%)	88%	12%	0%	61%	29%	10%	0%	86%	14%	0%	63%	37%
Ancillary Relief and Family Money Seminar	09/01/2012	69	61 (88%)				56%	39%	5%	0%	100%	0%			
Private Law Children Seminar (with Family Money Option)	11/01/2012	63	35 (56%)				45%	40%	14%	1%	100%	0%			

Long and Complex Trials Seminar	16/01/2012	54	44 (81%)	88%	12%	0%	63%	30%	4%	3%	100%	0%	0%	92%	8%
Crown Court Mixed Seminar	19/01/2012	53	29 (55%)	44%	56%	0%	33%	52%	14%	1%	100%	0%	12%	88%	0%
Family High Court Seminar	30/01/2012	19	16 (84%)	92%	8%	0%	61%	37%	2%	0%	100%	0%			
Public Family Law Seminar	30/01/2012	42	29 (69%)	69%	31%	0%	65%	34%	1%	0%	96%	4%	0%	100%	0%
Private Law Children Seminar (with Public Law Option)	01/02/2012	46	35 (76%)	59%	38%	3%	44%	44%	10%	2%	100%	0%	11%	89%	0%
Serious Sexual Offences Seminar	06/02/2012	50	32 (64%)	93%	7%	0%	69%	27%	4%	0%	100%	0%			
Craft of Judging	06/02/2012	32	27 (84%)	48%	45%	7%	36%	48%	15%	1%	92%	8%	0%	84%	16%
Public Family Law Seminar	27/02/2012	37	18 (49%)	59%	29%	12%	45%	43%	9%	2%	100%	0%	9%	73%	18%
Ancillary Relief and Family Money Seminar	01/03/2012	42	33 (79%)				67%	29%	4%	0%	100%	0%			
Civil Law Seminar	05/03/2012	89	63 (71%)	49%	49%	2%	53%	37%	10%	0%	97%	3%	0%	88%	13%
Private Family Law Induction Course	19/03/2012	33	30 (91%)	83%	17%	0%	64%	32%	4%	0%	96%	4%	0%	86%	14%
District Judge Annual Seminar	30/03/2012	350	214 (61%)	68%	27%	6%	58%	30%	10%	1%					
			73%	72%	25%	4%	53%	40%	7%	1%	97%	3%	3%	86%	10%

2) Magistrates training

Course	Date of course	Attended	EQ received	Was the course useful to you?			Average results of all learning outcomes				How effective was the facilitation of the group work on this course		Was the opportunity to practice			
				Fully	Substantially	In part/ Not Met	Fully	Substantially	In part/ Not Met	Not met	Fully/ substantially	In Part/ Not Met	Too much	Just Right	Too Little	
TDC Course	06/04/2011	11	11 (100%)	73%	27%	0%	33%	64%	3%	0	100%	0%	0	100%	0%	
TDC Course	04/05/2011	12	12 (100%)	58%	17%	25%	36%	61%	3%	0	100%	0%	20%	70%	10%	
Bench Chairman's Course	21/11/11	12	11 (92%)	100%	0%	0%	64%	36%	0%	0%	100%	0%				
Bench Chairman's Course*	05/12/11	6	4 (67%)	100%	0%	0%	50%	46%	4%	0%	100%	0%				
Bench Chairman's Course*	14/12/11	14	11 (79%)	100%	0%	0%	52%	47%	1%	0%	100%	0%				
Bench Chairman's Course	09/01/2012	12	9 (75%)	100%	0%	0%	46%	52%	2%	0%	100%	0%				
Family Panel Chairmanship Course	31/01/2012	14	14 (100%)	85%	15%	0%	60%	39%	1%	0%			0%	100%	0%	
Family Panel Chairmanship Course	07/02/2012	15	15 (100%)	87%	13%	0%	74%	26%	0%	0%			0%	93%	7%	
Family Panel Chairmanship Course	08/02/2012	14	13 (93%)	100%	0%	0%	54%	46%	0%	0%			9%	91%	0%	
				90%	89%	8%	3%	52%	46%	2%	0%	100%	0%	6%	91%	3%

3) Legal Adviser training

Course	Date of course	Attended	EQ received	Was the course useful to you?			Average results of all learning outcomes				How effective was the facilitation of the group work on this course		Was the opportunity to practice		
				Fully	Substantially	In part/ Not Met	Fully	Substantially	In part/ Not Met	Not met	Fully/ substantially	In Part/ Not Met	Too much	Just Right	Too Little
Legal Adviser Youth Induction	19/04/2011	5	5 (100%)	100%	0	0%	93%	7%	0%	0	100%	0%	0	100%	0%
Legal Adviser Family Consolidation	18/05/2011	12	12 (100%)	67%	33%	0%	47%	44%	9%	0	92%	8%	0	100%	0%
Adult Induction	13/07/11	3	3 (100%)	100%	0	0	89%	11%	0	0	100%	0	0	100%	0
Mentor	28/07/11	7	6 (86%)	67%	33%	0	83%	17%	0	0	100%	0	0	100%	0
Youth Induction	02/08/11	4	4 (100%)	100%	0	0	75%	25%	0	0	100%	0	0	100%	0
Family Consolidation	21/09/11	8	7 (88%)	100%	0	0	17%	72%	11%	0	100%	0	0	83%	17%
Family Induction	27/09/11	13	13 (100%)	50%	33%	17%	73%	26%	2%	0	100%	0	0	75%	25%
Youth Consolidation	08/11/11	5	5 (100%)	100%	0%	0	65%	25%	10%	0%	100%	0%	0%	100%	0%
Youth Induction	06/12/11	9	9 (100%)	100%	0%	0%	82%	18%	0%	0%	100%	0%	0%	89%	11%
Adult Consolidation	07/12/11	3	3 (100%)	100%	0%	0%	83%	17%	0%	0%	100%	0%	0%	100%	0%
Mentor Course	20/12/11	4	4 (100%)	100%	0%	0%	75%	25%	0%	0%	100%	0%	0%	100%	0%
Legal Adviser Family Induction	28/02/2012	12	12(100%)	83%	17%	0%	75%	25%	0%	0%	100%	0%	0%	100%	0%
Legal Adviser Family Consolidation	20/03/2012	13	13 (100%)	69%	31%	0%	32%	55%	15%	0%	100%	0%	0%	64%	36%
Legal Adviser Youth Consolidation	27/03/2012	7	6 (86%)	67%	33%	0%	58%	42%	0%	0%	83%	17%	0%	100%	0%
			97	86%	13%	1%	68%	29%	3%	0%	98%	2%	0%	94%	6%

4) Tribunals training

a) Generic skills

Course	Date of course	Attended	EQ received	Was the course useful to you?			Average results of all learning outcomes				How effective was the facilitation of the group work on this course		Was the opportunity to practice			
				Fully	Substantially	In part/ Not Met	Fully	Substantially	In part/ Not Met	Not met	Fully/ substantially	In Part/ Not Met	Too much	Just Right	Too Little	
Appraisal Skills Seminar	11/05/2011	14	14 (100%)	62%	38%	0%	50%	44%	6%	0	100%	0%	3	68%	29%	
Advanced Judicial Skills	07/11/11	24	24 (100%)	55%	41%	5%	35%	50%	14%	1%	100%	0%	9%	86%	5%	
Appraisal Skills Follow up	08/12/11	28	27 (96%)	82%	18%	0%	69%	28%	4%	0%	100%	0%	4%	77%	19%	
GMC Fitness to Practise Panellists	23/01/2012	85	80 (94%)	63%	32%	5%	60%	35%	5%	0%	98%	2%				
The Focus on the User Seminar	15/02/2012	22	16 (73%)	81%	19%	0%	58%	36%	5%	2%	100%	0%				
Judicial Skills for Tax Tribunal	06/03/2012	11	11 (100%)	78%	11%	11%	70%	27%	2%	0%	100%	0%				
Judical Skills for IPC	12/03/2012	13	13 (100%)	73%	18%	9%	71%	22%	6%	1%	100%	0%				
Appraisal Skills Induction	14/03/2012	7	6 (86%)	67%	33%	0%	42%	54%	4%	0%	100%	0%	0%	100%	0%	
Appraisal Skills Induction	16/03/2012	9	9 (100%)	63%	25%	13%	75%	25%	0%	0%	100%	0%	0%	88%	13%	
				94%	69%	26%	5%	59%	36%	5%	0%	100%	0%	3%	84%	13%

b) Jurisdiction-specific tribunals training

Jurisdiction	Course Title	Date	Delegates
Employment Tribunal (E&W)	Awareness Training	04 - 07 April 2011	13
Social Security and Child Support Tribunal	Tribunal Member Refresher Training	05 April 2011	54
Employment Tribunal (E&W)	Members Training (Bristol Members)	05 April 2011	24
Mental Health Tribunal	Challenging your Perceptions	06 April 2011	40
Employment Tribunal (E&W)	Members Training (Bristol Members)	06 April 2011	21
Employment Tribunal (E&W)	Members Training (Bristol Members)	07 April 2011	23
Employment Tribunal (E&W)	Regional Employment Judges Conference	07- 08 April 2011	13
Social Security and Child Support Tribunal	Disability Qualified Tribunal Refresher Training	07 April 2011	43
Employment Tribunal (E&W)	Members Training (London Central Members)	15 April 2011	60
Health, Education and Social Care Chamber	Salaried Judges & Cross Ticketing Training	19 April 2011	5
Employment Tribunal (Scot)	Diversity Awareness Training	20 - 21 April 2011	10
Social Security and Child Support Tribunal	Medical Event	27 April 2011	47
Mental Health Tribunal	Community Treatment Orders	04 May 2011	47
Employment Tribunal (E&W)	Members Induction Day 3 - Discrimination	04 May 2011	38
Employment Tribunal (E&W)	Members Induction Day 3 - Discrimination	05 May 2011	44
Mental Health Tribunal	Risk Training	05 May 2011	52
Social Security and Child Support Tribunal	Tribunal Member Refresher Training	05 May 2011	54
Employment Tribunal (E&W)	Members Training (Bristol Members)	05 May 2011	16
Employment Tribunal (E&W)	East Midlands Employment Judge Training	06 May 2011	29
Employment Tribunal (E&W)	Birmingham Employment Judge Training	11 May 2011	37
Health, Education and Social Care Chamber	Judicial College Appraisal Training (PHL)	11 May 2011	2
Employment Tribunal (E&W)	Manchester Employment Judge Training	12 May 2011	33
Health, Education and Social Care Chamber	Legal Advisor Training	16 - 17 May 2011	2
Employment Tribunal (E&W)	Members Induction Day 3 - Discrimination	17 May 2011	24
Employment Tribunal (E&W)	Members Training (Bristol Members)	17 May 2011	29
Social Security and Child Support Tribunal	Residential Lawyers Training	17 - 18 May 2011	45

Jurisdiction	Course Title	Date	Delegates
Employment Tribunal (E&W)	Members Induction Day 3 - Discrimination	18 May 2011	53
Mental Health Tribunal	Delivering a More Productive Tribunal Hearing	18 May 2011	36
Employment Tribunal (Scot)	Employment Judge Conference	18 -19 May 2011	43
Employment Tribunal (E&W)	Bristol Employment Judge Training	20 May 2011	20
Employment Tribunal (E&W)	Members Training (London Central Members)	20 May 2011	53
Employment Tribunal (E&W)	London/North West Employment Judge Training	20 May 2011	20
Mental Health Tribunal	Restricted Patient Panel Induction Mop Up	20 May 2011	3
Social Security and Child Support Tribunal	Conversion Training	23 - 25 May 2011	16
Immigration and Asylum Tribunal	Resident Senior Immigration Judges/Designated Immigration Judges Conference	24 - 25 May 2011	20
Employment Tribunal (E&W)	Members Induction Day 3 - Discrimination	24 May 2011	40
Employment Tribunal (E&W)	Members Induction Day 3 - Discrimination	25 May 2011	66
General Regulatory Chamber	Information Rights Judges Training	26 May 2011	12
Employment Tribunal (E&W)	Day 2 - Members Mop-Up	27 May 2011	3
Employment Tribunal (E&W)	Leeds Members Training	01 June 2011	20
Employment Tribunal (E&W)	London East Members Training	03 June 2011	36
Employment Tribunal (E&W)	London East Members Training	04 June 2011	27
Mental Health Tribunal	Rules for Non-Legal Members	08 June 2011	44
Employment Tribunal (Scot)	Developing Knowledge and Skills 1	08 June 2011	8
Social Security and Child Support Tribunal	Interlocutory Training	08 June 2011	8
Employment Tribunal (Scot)	Developing Knowledge and Skills 1	09 June 2011	18
Employment Tribunal (E&W)	Leeds Members Training	09 June 2011	67
Social Security and Child Support Tribunal	Tribunal Member Refresher Training	09 June 2011	54
Social Security and Child Support Tribunal	01 Conversion	09 & 10 June 2011	17
Employment Tribunal (Scot)	Developing Knowledge and Skills 1	10 June 2011	25
Employment Tribunal (E&W)	London South Members Training	10 June 2011	50
Employment Tribunal (Scot)	Developing Knowledge and Skills 1	13 June 2011	24
Employment Tribunal (E&W)	London South Members Training	13 June 2011	48
Social Security and Child Support Tribunal	One-day Medical Conference	14 June 2011	71
Social Security and Child Support Tribunal	Disability Specific Training	14 June 2011	30
Employment Tribunal (E&W)	Leeds Members Training	14 June 2011	56
Health, Education and Social Care Chamber	Sweep up' Members Training	14 June 2011	7
Employment Tribunal (Scot)	Developing Knowledge and Skills 1	14 June 2011	24

Jurisdiction	Course Title	Date	Delegates
Employment Tribunal (Scot)	Developing Knowledge and Skills 1	15 June 2011	24
Upper Tribunal (AAC)	Medically Unexplained Symptoms	15 June 2011	33
Mental Health Tribunal	Core Course	15&16 June 2011	80
Employment Tribunal (Scot)	Developing Knowledge and Skills 1	16 June 2011	23
Social Security and Child Support Tribunal	Tribunal Member Refresher Training	16 June 2011	61
Employment Tribunal (E&W)	London South Members Training	17 June 2011	43
Employment Tribunal (Scot)	Developing Knowledge and Skills 1	20 June 2011	20
Employment Tribunal (Scot)	Developing Knowledge and Skills 1	21 June 2011	20
Employment Tribunal (Scot)	Developing Knowledge and Skills 1	22 June 2011	20
Social Security and Child Support Tribunal	01 Conversion Mop Up	23 June 2011	19
Employment Tribunal (E&W)	REJ Meeting	23 June 2011	13
Employment Tribunal (E&W)	London East Members Training	24 June 2011	62
Employment Tribunal (E&W)	London Central Employment Judges Training	27 June 2011	32
Immigration and Asylum Tribunal	UCL Evening Seminar	27 June 2011	2
Mental Health Tribunal	UCL Evening Seminar	27 June 2011	7
Employment Tribunal (E&W)	Career Development 1	27-30 June 2011	35
Employment Tribunal (E&W)	Southampton Employment Judges Training	29 June 2011	26
Adjudicator to the Land Registry	Judicial Training Conference	30 June 2011	23
Employment Tribunal (E&W)	Leeds EJ Training	01 July 2011	16
Social Security and Child Support Tribunal	Tribunal Member Refresher Training	05 July 2011	58
Mental Health Tribunal	Community Treatment Orders	06 July 2011	48
Employment Tribunal (E&W)	London East EJ Training	06 July 2011	23
Mental Health Tribunal	Developments in Mental Health for Legal Members	07 July 2011	32
Employment Tribunal (E&W)	London North West Members Training	08 July 2011	63
Employment Tribunal (E&W)	Continuing Professional Development	12 & 13 July 2011	31
War Pensions & Armed Forces Compensation	Judicial College - Training the Trainer	14 July 2011	3
Mental Health Tribunal	Judicial College - Training the Trainer	14 July 2011	6
Immigration and Asylum Tribunal	Judicial College - Training the Trainer	14 July 2011	3
Employment Tribunal (E&W)	Regional EJ Induction	15 July 2011	2
Employment Tribunal (E&W)	Newcastle EJ Training	18 July 2011	16
Employment Tribunal (E&W)	Salaried EJ Induction	20 July 2011	8
Employment Tribunal (E&W)	Agency Worker Part 1	12 August 2011	13
Employment Tribunal (E&W)	Members Training (Wales)	07 September 2011	21

Jurisdiction	Course Title	Date	Delegates
Employment Tribunal (E&W)	Agency Worker	09 September 2011	9
Social Security and Child Support Tribunal	TMRT	13 September 2011	43
Employment Tribunal (E&W)	Members Training (Wales)	14 September 2011	26
Mental Health Tribunal	Core Course	14-15 September 2011	88
Health, Education and Social Care Chamber	Members DDA Training	15 September 2011	36
Employment Tribunal (E&W)	London South EJ Training	16 September 2011	36
Employment Tribunal (E&W)	Career Development 2	19-22 September 2011	23
Immigration and Asylum Tribunal	Judicial Review	20 September 2011	36
Social Security and Child Support Tribunal	Medical Induction (DLA)	21 & 22 September 2011	80
Health, Education and Social Care Chamber	HESC Conference	21 September 2011	27
Immigration and Asylum Tribunal	Facilitating Small Groups (Judicial College Course)	23 September 2011	14
Mental Health Tribunal	Facilitating Small Groups (Judicial College Course)	23 September 2011	12
War Pensions & Armed Forces Compensation	Facilitating Small Groups (Judicial College Course)	23 September 2011	4
Mental Health Tribunal	CAMHS Training Day	27 September 2011	43
Health, Education and Social Care Chamber	Care Standards Training	27 September 2011	44
Employment Tribunal (E&W)	Members Training (Wales)	28 September 2011	16
Mental Health Tribunal	Delivering a More Productive Tribunal Hearing	28 September 2011	44
Employment Tribunal (E&W)	Wales EJ Training	30 September 2011	15
Employment Tribunal (E&W)	Continuing Professional Development	03 & 04 October 2011	30
Social Security and Child Support Tribunal	Induction for Fee-Paid Judges (Part 1 ESA)	03-05 October 2011	70
Employment Tribunal (E&W)	Members Training (Birmingham)	04 October 2011	55
Employment Tribunal (E&W)	Members Training (Southampton)	04 October 2011	37
Employment Tribunal (E&W)	Members Training (Southampton)	05 October 2011	31
Mental Health Tribunal	Developments in Mental Health for Non-Legal Members	05 October 2011	46
Mental Health Tribunal	Developments in Mental Health for Legal Members	06 October 2011	47
General Regulatory Chamber	Charity Tribunal Annual Training	06 October 2011	8
Criminal Injuries Compensation	CIC Conference	9 - 11 October 2012	61
Employment Tribunal (E&W)	Members Training (Southampton)	11 October 2011	46
Mental Health Tribunal	Psychology and the Tribunal	11 & 12 October 2011	41
Employment Tribunal (E&W)	Members Training (Southampton)	12 October 2011	24
Employment Tribunal (E&W)	Members Training (Birmingham)	12 October 2011	53

Jurisdiction	Course Title	Date	Delegates
General Regulatory Chamber	Information Rights Refresher Training	13 October 2011	32
Employment Tribunal (E&W)	Members Multi-Region Training	18 October 2011	57
Employment Tribunal (E&W)	Members Multi-Region Training	19 October 2011	53
Employment Tribunal (E&W)	Members Training (Birmingham)	20 October 2011	50
Social Security and Child Support Tribunal	Induction for Fee-Paid Judges (Part 1 ESA)	19-21 October 2011	74
Employment Tribunal (E&W)	Members Training (Newcastle)	24 October 2011	43
War Pensions & Armed Forces Compensation	AFCS Review Training	24-26 October 2011	43
Employment Tribunal (E&W)	Members Training (Newcastle)	25 October 2011	39
Employment Tribunal (E&W)	Members Training (Newcastle)	26 October 2011	17
Employment Tribunal (E&W)	Members Training (East Midlands)	27 October 2011	44
Employment Tribunal (E&W)	Members Multi-Region Training	01 & 02 November 2011	112
Employment Tribunal (Scot)	Members Training	02 November 2011	8
Social Security and Child Support Tribunal	Medical Conference	03 November 2011	78
Employment Tribunal (Scot)	Members Training	03 November 2011	14
Employment Tribunal (E&W)	Bristol Employment Judge Training	04 November 2011	23
Employment Tribunal (E&W)	East Midlands Employment Judge Training	04 November 2011	28
Employment Tribunal (Scot)	Members Training	04 November 2011	24
Employment Tribunal (E&W)	London Central Agency	04 November 2011	15
Employment Tribunal (E&W)	London Central Agency	05 November 2011	17
Mental Health Tribunal	Advanced Judicial Skills (Judicial College)	7 & 8 November 2011	3
General Regulatory Chamber	Advanced Judicial Skills (Judicial College)	7 & 8 November 2011	1
War Pensions & Armed Forces Compensation	Advanced Judicial Skills (Judicial College)	7 & 8 November 2011	3
First Tier Tax	Advanced Judicial Skills (Judicial College)	7 & 8 November 2011	2
Employment Tribunal (Scot)	Members Training	08 November 2011	26
Employment Tribunal (E&W)	Members Multi-Region Training	08 & 09 November 2011	112
Employment Tribunal (Scot)	Members Training	09 November 2011	22
Health, Education and Social Care Chamber	PHL Training	09 November 2011	17
Mental Health Tribunal	Core Course	9 & 10 November 2011	72
Employment Tribunal (Scot)	Members Training	10 November 2011	20
Employment Tribunal (E&W)	Manchester Employment Judge Training	10 November 2011	25
Employment Tribunal (Scot)	Members Training	14 November 2011	28

Jurisdiction	Course Title	Date	Delegates
Employment Tribunal (E&W)	Newcastle Employment Judge Training	15 November 2011	25
First Tier Tax	Members Training Conference	15 November 2011	20
Employment Tribunal (Scot)	Members Training	15 November 2011	30
Social Security and Child Support Tribunal	Cross Ticket DLA Conference	15 & 16 November 2011	15
Employment Tribunal (E&W)	East Midlands Members Training	16 November 2011	57
Employment Tribunal (E&W)	Birmingham Employment Judge Training	16 November 2011	35
First Tier Tax	Members Training Conference	16 November 2011	35
Employment Tribunal (Scot)	Members Training	16 November 2011	23
Employment Tribunal (Scot)	Members Training	17 November 2011	23
Asylum Support Tribunal	AST Conference	17 & 18 November 2011	20
Employment Tribunal (E&W)	Manchester Members Training	21 November 2011	28
Employment Tribunal (E&W)	Judicial Training - Equal Pay	21 - 24 November 2011	33
Employment Tribunal (E&W)	Manchester Members Training	22 November 2011	29
Social Security and Child Support Tribunal	Residential Lawyers Training	22 & 23 November 2011	80
Employment Tribunal (E&W)	Manchester Members Training	23 November 2011	28
Health, Education and Social Care Chamber	CST/SEND Decision Writing	23 November 2011	11
First Tier Tax	Members Training Conference	23 November 2011	33
Employment Tribunal (E&W)	Liverpool Members Training	24 November 2011	25
Employment Tribunal (E&W)	Liverpool Members Training	25 November 2011	21
Employment Tribunal (E&W)	East Midlands Members Training	25 November 2011	63
Employment Tribunal (E&W)	London North West Employment Judge Training	25 November 2011	25
Mental Health Tribunal	Community Treatment Orders	30 November 2011	35
First Tier Tax	Members Training Conference	30 November 2011	30
Employment Tribunal (E&W)	Awareness Training	28 November - 01 December 2011	14
Social Security and Child Support Tribunal	Induction for Fee-Paid Medical Members (Part 1 ESA)	29 November - 01 December 2011	60
Employment Tribunal (Scot)	Employment Judge (developing skills & knowledge)	01 & 02 December 2011	39

Jurisdiction	Course Title	Date	Delegates
Employment Tribunal (E&W)	Regional Employment Judges Autumn	01 & 02 December 2011	12
Immigration and Asylum Tribunal	One-day Update Training	06 December 2011	36
Mental Health Tribunal	Mental Health Law Update for Medical Members	07 December 2011	40
Employment Tribunal (E&W)	Southampton Employment Judges Training	07 December 2011	29
Social Security and Child Support Tribunal	Salaried Medical Members Induction	07 December 2011	6
Employment Appeal Tribunal	Annual Lay Members Training Day	08 December 2011	31
Mental Health Tribunal	Developments in Mental Health Law for Non-Legal Members	08 December 2011	40
Health, Education and Social Care Chamber	Dentist Members Training	08 December 2011	4
Social Security and Child Support Tribunal	Tribunal Member Refresher Training	08 December 2011	55
Immigration and Asylum Tribunal	Judicial College Advanced Appraisal Skills	08 or 09 December 2011	3
Mental Health Tribunal	Judicial College Advanced Appraisal Skills	08 or 09 December 2011	1
Employment Tribunal (E&W)	London Central Employment Judges Training	12 December 2011	35
Immigration and Asylum Tribunal	One-day Update Training	13 December 2011	43
Upper Tribunal (AAC)	ESA & DLA	13 December 2011	38
Immigration and Asylum Tribunal	One-day Update Training	14 December 2011	48
Employment Tribunal (E&W)	Welsh Assembly	14 December 2011	1
General Regulatory Chamber	Information Rights Judges Training	15 December 2011	13
General Regulatory Chamber	Transport Refresher Training	16 December 2011	10
Employment Tribunal (E&W)	Leeds Employment Judges Training	16 December 2011	22
Immigration and Asylum Tribunal	Specialist Training for SIJ's	20 December 2011	27
Immigration and Asylum Tribunal	Workshop - Recent changes to FtT(IAC) procedures	09 January 2012	10
Social Security and Child Support Tribunal	DTJ 01 Ticket	09 - 11 January 2012	9
Immigration and Asylum Tribunal	One-day Update Training	10 January 2012	50
Immigration and Asylum Tribunal	One-day Update Training	11 January 2012	49
Social Security and Child Support Tribunal	Tribunal Member Refresher Training	12 January 2012	54
Health, Education and Social Care Chamber	CST/SEND Decision Writing	12 January 2012	44
Immigration and Asylum Tribunal	One-day Update Training	17 January 2012	45

Jurisdiction	Course Title	Date	Delegates
Mental Health Tribunal	RPP Induction Training	17 & 18 January 2012	23
Social Security and Child Support Tribunal	DTJ Induction Training	17 & 18 January 2012	29
Immigration and Asylum Tribunal	One-day Update Training	18 January 2012	53
Immigration and Asylum Tribunal	One-day Update Training	19 January 2012	42
Employment Tribunal (E&W)	London East EJ Training	20 January 2012	24
Social Security and Child Support Tribunal	ESA Induction Training	24-26 January 2012	52
Immigration and Asylum Tribunal	Induction Training for New IJ's	24-27 January 2012	21
Mental Health Tribunal	Delivering a More Productive Tribunal Hearing	25 January 2012	47
Mental Health Tribunal	Risk Training	26 January 2012	49
Employment Tribunal (E&W)	Judicial Mediation	26 January 2012	58
Upper Tribunal (AAC)	ISA Appeals Seminar	30 January 2012	44
Immigration and Asylum Tribunal	One-day Update Training	31 January 2012	48
Immigration and Asylum Tribunal	One-day Update Training	01 February 2012	49
Social Security and Child Support Tribunal	TMRT	01 February 2012	53
First Tier Tax	Tax Judges Training Conference	01 - 03 February 2012	59
Social Security and Child Support Tribunal	One-day Medical Conference	02 February 2012	82
Immigration and Asylum Tribunal	One-day Update Training	02 February 2012	54
Employment Tribunal (E&W)	MMR Spring	07 February 2012	101
Social Security and Child Support Tribunal	Induction Training for Fee-Paid Judges	07 & 08 February 2012	63
Mental Health Tribunal	Psychology and the Tribunal	08 & 09 February 2012	40
Mental Health Tribunal	Focus on the User Seminar	15 February 2012	2
Employment Tribunal (E&W)	Focus on the User Seminar	15 February 2012	3
Immigration and Asylum Tribunal	Focus on the User Seminar	15 February 2012	2
Employment Tribunal (Scot)	Focus on the User Seminar	15 February 2012	1
Health, Education and Social Care Chamber	SEND Sensory Integration & OT Training	15 February 2012	43
Adjudicator to the Land Registry	ALR Judicial Conference	20 & 21 February 2012	26
Employment Tribunal (E&W)	MMR Spring	21 & 22 February 2012	108
Social Security and Child Support Tribunal	Medical Induction Part 2	22 & 23 February 2012	40
Social Security and Child Support Tribunal	DTJ Induction (Part 2)	27 February - 01 March 2012	33

Jurisdiction	Course Title	Date	Delegates
Mental Health Tribunal	Developments in Mental Health Law	28 February 2012	47
Employment Tribunal (E&W)	MMR Spring	28 & 29 February 2012	113
Mental Health Tribunal	Challenging your Perceptions	29 February 2012	47
Health, Education and Social Care Chamber	New Members Reflective Day	05 March 2012	26
First Tier Tax	Judicial College Foundation Judicial Skills	05 & 06 March 2012	11
Health, Education and Social Care Chamber	SEND Sensory Integration & OT Training	06 March 2012	67
Social Security and Child Support Tribunal	Induction for Fee-Paid Tribunal Judges (DLA)	06 & 07 March 2012	76
Employment Tribunal (E&W)	Members Discrimination Mop-Up	08 March 2012	20
Criminal Injuries Compensation	Physical & Sexual Abuse Training	08 & 09 March 2012	21
Employment Tribunal (E&W)	Wales EJ Training	09 March 2012	13
General Regulatory Chamber	European Regulations	09 March 2012	9
Social Security and Child Support Tribunal	Medical Induction (Part 2) DLA	14 & 15 March 2012	33
Mental Health Tribunal	Core Course	14 & 15 March 2012	89
Employment Tribunal (E&W)	Judicial College Conference	15 & 16 March 2012	3
Employment Tribunal (Scot)	Judicial College Conference	15 & 16 March 2012	2
Mental Health Tribunal	Judicial College Conference	16 & 16 March 2012	2
Employment Tribunal (E&W)	London South East Employment Judge Training	16 March 2012	42
General Regulatory Chamber	Information Rights Judges Training	19 March 2012	12
Social Security and Child Support Tribunal	Annual Conference	20 - 22 March 2012	116
Mental Health Tribunal	Judgecraft Skills	21 & 22 March 2012	45
General Regulatory Chamber	Immigration Services Refresher Training	22 March 2012	8
Employment Tribunal (E&W)	London East Employment Judge Training	23 March 2012	24
War Pensions & Armed Forces Compensation	WP&AFC and PAT Spring Training Conference	26 & 27 March 2012	54
Immigration and Asylum Tribunal	UTIAC Conference 2012	28 March 2012	81
Mental Health Tribunal	Developments in Mental Health Law for Non-Legal Members	28 March 2012	44
Employment Tribunal (E&W)	Manchester Employment Judge Training	29 March 2012	27
Immigration and Asylum Tribunal	Non-Legal Members Training	29 March 2012	32
Employment Tribunal (E&W)	Birmingham Employment Judge Training	30 March 2012	31
			8893

In addition to these courses, 1520 delegates attended Social Security and Child Support Tribunal evening training events.