



JUDICIAL  
COLLEGE

## REVIEW OF ACTIVITIES APRIL 2012 – MARCH 2013

### Contents

<b>A</b>	<b>Judicial College</b>
<b>B</b>	<b>Tribunals</b>
<b>C</b>	<b>Courts</b>
<b>D</b>	<b>Magistrates</b>
<b>E</b>	<b>Senior judiciary</b>
<b>F</b>	<b>Diversity and Development</b>
<b>G</b>	<b>International</b>
<b>H</b>	<b>Wales</b>
<b>I</b>	<b>Judicial College Committees</b>
<b>J</b>	<b>Summary of expenditure</b>
	<b>Annex 1</b>
	<b>Annex 2</b>

### A. Judicial College

The Judicial College Board was formed on 1<sup>st</sup> April 2011 when the Judicial College was established. It is the governing body of the College. It sets the overall strategy for the College and oversees the delivery of training within the budget allocated to the College.

The members as at 31 March 2013 are:

- Lady Justice Hallett, Chairman
- Mrs Justice Davies
- Mr Justice Foskett
- Mrs Justice Thirlwall
- Mr Justice Wyn Williams
- Judge John Phillips
- Judge Nicholas Warren
- Professor Jeremy Cooper
- Professor Andrew Grubb
- Ms Liz Harrison
- Sheridan Greenland

The Judicial College is responsible for induction and continuation training for 37,000 judicial office holders. Most are located in England and Wales but some are in retained tribunals in Scotland and Northern Ireland. Training is provided “nationally”, that is where judicial office holders from all over the country come to an event, and also “regionally” where judicial office holders from a particular area come together. In the period covered by the report 473 courses were delivered for the courts and tribunals judiciary, attended by a total of 14,747 participants. The College has very little training accommodation of its own and both national and regional training events are held at a variety of venues. In a given week, there may be several courses running at the same time in different parts of the country. Courses vary in

length from, for example, one-day non-residential to four day residential training. Courses vary in size from relatively small numbers of say 20 participants to over 100. Where possible MoJ/HMCTS or other government accommodation is used for non residential training events; this approach is beneficial in that the accommodation is free of charge to the College. The vast majority of training for magistrates' courts is delivered in this way. Although every effort is made to use MoJ/HMCTS accommodation, there are limitations because of the size, location and availability of accommodation, particularly the impact on HMCTS performance if court rooms are used for training. The challenge for the College, particularly as its budget has reduced over the period of this Spending Review, is to find the optimum means by which its needs for training accommodation can be met, in a way which does not undermine the quality of the training experience, and offers reasonable security. A single evaluation strategy was agreed to assist with continuous programme improvement.

The Courts Judiciary training prospectus, from which courts judiciary choose the training they attend, is available publically on <http://www.judiciary.gov.uk/publications-and-reports/judicial-college/2012/Courts+Prospectus+2013-14>. Training for judicial office holders in tribunals is generally arranged through invitation to courses. The College has successfully piloted cross jurisdictional courses in judicial skills and ethics this year. External funding was provided for delivery of these courses internationally to support the rule of law following requests to the College. This was undertaken in judicial trainer's own time. These pilot courses will be part of the main programmes next year. An academic programme of lectures has also commenced this year, considering the "Role of the Judge in the Modern World".

Coroners training will become the responsibility of the Judicial College from 1<sup>st</sup> April 2013 and preparations for this transition have been made to support the training responsibilities of the Chief Coroner.

Courts' judiciary residential continuation seminar length reduced in hours from 2012 onwards, so they are now run over 2 rather than 3 days in order to make the required budgetary savings. This has achieved savings of £500,000 p.a (and a similar saving in judge time for HMCTS). Over recent years training courses for the tribunals' judiciary have also reduced in length in order to deliver savings.

To help the College to continue to meet judicial training needs and deliver more for less, it has focussed this year on developing a Learning Management System (LMS) to extend its existing capability to use on line training and course support. It is important that judges who mainly act in isolated roles have occasions to discuss legal and ethical issues together and practice judicial skills such as judgement delivery and conducting cases where parties are not represented, so the LMS is to complement rather than replace face to face training. In the current constrained financial situation it enables course directors to focus on using valuable face to face training time for skills based essential training whilst providing preliminary work, legal updates and specialist niche areas and other e-learning on line. The LMS is now ready to be made available to the judiciary in the coming year and judicial trainers are being supported to gain experience in its capabilities with Judicial Office staff now trained to support design and production of e learning.

Cost savings have already been made and will be further improved for example through:

- (1) the online prospectus and booking system;
- (2) electronic provision of training materials;
- (3) developing an on line evaluation system;
- (4) the College e-library; and
- (5) the development and delivery of online learning programmes.

A list showing the results of the evaluation of the continuation courses and seminars which took place during the year from April 2012 to end March 2013 for courts and tribunals is contained in Annexes 1 and 2. Induction training was also given to new appointees.

## **B. Tribunals**

The Tribunals Committee met in June and November 2012 and February 2013.

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 where appropriate takes account of the interests of devolved Tribunals and those Tribunals transferring into HMCTS. The tribunals which are therefore covered by the Judicial College are: Employment (England and Wales), Employment (Scotland), Employment Appeal Tribunal, Tax First Tier and Upper Tribunal, Lands Chamber, Administrative Appeals Chamber, General Regulatory Chamber, Mental Health, Care Standards, Special Educational Needs and Disability, Primary Health Lists, Social Security and Child Support (SSCS), Asylum Support, Criminal Injuries Compensation, Adjudicator to the Land Registry, War Pensions and Armed Forces Compensation, Immigration and Asylum and Residential Property Service.

Secretariat support for the Tribunals Committee and administrative and secretariat support for training in the Mental Health, Immigration and Asylum, Social Security and Child Support and Residential Property Tribunals are provided by College staff in London, Glasgow and Loughborough. Administrative support for the remaining tribunals is provided by staff in HMCTS.

Discussions take place with HMCTS/MoJ about Other Government Departments' funding for judicial training in Social Security and Child Support, Employment Tribunals (England and Wales) and Employment Tribunal (Scotland) and Residential Property Tribunal Service where policy initiatives and new legislation will impact on the work of those tribunals.

### ***Courses***

In the financial year 2012-13, the College delivered 373 residential and non-residential courses (including 79 evening training events in SSCS) to 11,033 judicial office holders in tribunals (1,045 of which were judicial office holders attending evening training events).

The great majority of training provided for tribunal judges and members is delivered within individual jurisdictions, in line with the requirements of Chamber Presidents.

## **C. Courts**

The Courts Committee met in July and October 2012 and in February 2013. It 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 also keeps under review the necessary governance arrangements for the delivery of training for the Magistracy and legal advisers.

### ***Courses***

70 courses were delivered for the courts judiciary and a total of 3,044 participants attended. In addition 138 tutor judges were trained at three separate events. A list of those courses is included at Annexes 1 and 2. This included training for 710 judges in Civil Justice Reforms.

The content and layout for the fourth Courts Judiciary Prospectus for 2013/14 was finalised and contains 38 different courses to select from. It was published in October 2012. The programme for 2014-15 will be published in October 2013.

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

- An update to the Companion II to the Bench Book (Sentencing).
- 23 e-letters issued during this period: 10 crime, 10 family and three civil.

### ***Coroners***

The College assumed responsibility for coroner training from April 2013. A training needs analysis of coroner training was carried out during 2012-13. The Chief Coroner's Training Committee agreed the 2013-2014 training programme, including for the new legislation training for the Coroners and Justice Act 2009, induction training and initial consideration of continuation training.

## **D. Magistrates**

***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. 27 courses were delivered directly by the Judicial College for magistrates and legal advisers and a total of 532 participants attended. A list of those courses is included at Annexes 1 and 2. Training for DJ(MC)s and DDJ(MC)s are also included in those Annexes.

***Publications*** The Training Development and Good Practice Guidance was issued by the College, and 12 distance learning/training packs and bench book updates were published for 25,000 judicial office holders.

## **E. Senior Judiciary**

High Court judges attended a range of seminars, in particular, the Administrative Court seminar, the Serious Crime seminar and the Family High Court seminar and are invited to attend any seminar offered in the prospectus. Relevant modules were also included in the civil law seminars. A number of Court of Appeal judges also attended the family seminar.

13 after court seminars took place during the year - on housing and possession, expert evidence, internet trends, new sentencing provisions in Legal Aid Sentencing Provision Order, update on recent Strasbourg cases likely to affect domestic law, and civil justice reforms (Jackson). Invitations to attend are emailed to all Supreme Court, High Court and Court of Appeal judges.

## **F. Diversity & Development**

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.

***Academic lectures*** The fourth prospectus the College introduced an academic programme of lectures on *Being a Judge in the Modern World*. Two lectures were held, in London and Cardiff, presented by Lord Carnwath and the Lord Chief Justice, Lord Judge, which for the first time were open to all judicial office holders. These are voluntary and no fees or travel expenses are paid.

***Evaluation and training advice*** A summary of the post course evaluation information is available at Annexes 1 and 2. Since the introduction of a College wide approach to the evaluation of training in November 2012, tribunals have been adopting the standard new style feedback form which enables consistent analysis across all the training the College provides. Because the new system was introduced part way through the year and because adoption of the new form has taken time, the evaluation statistics provided in Annexes 1 and 2 do not cover all tribunals training in 2012-13. A cross jurisdictional evaluation strategy and a common training feedback form have now been implemented.

The evaluation of courses allows the College to identify what has worked well and the lessons to be learned for future courses. This is reported to the course director and the relevant director of training and training leads. 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 Education and Development Advisers and training advisers offered advice and support on the design and delivery of Judicial College courses 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 met in June and October 2012 and January 2013 to enable 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 particularly relating to judicial ethics and judicial skills. The College continues to do its best to meet these where external sources of funding are provided.

## **H. Wales**

The members of the Wales Training Committee were appointed. The draft Terms of Reference were discussed at its first meeting.

## **I. Judicial College Committees (as at 31 March 2013)**

### **Judicial College Board**

Lady Justice Heather Hallett  
Mr Justice David Foskett  
Mrs Justice Kate Thirlwall  
Mrs Justice Nicola Davies  
Mr Justice Wyn Williams  
Judge Nicholas Warren  
Judge Andrew Grubb  
Judge John Phillips  
Professor Jeremy Cooper  
Ms Liz Harrison  
Mrs Sheridan Greenland

### **Courts Committee**

Mr Justice David Foskett  
Mrs Justice Kate Thirlwall  
Mr Justice Peter Oppenshaw  
Mrs Justice Caroline Swift  
Mr Justice David Bodey  
Judge John Phillips  
Ms Liz Harrison  
Mrs Sheridan Greenland

### **Tribunals Committee**

Judge Nicholas Warren  
Judge John McCarthy  
Judge Paula Gray  
Judge Hugh Stubbs  
Judge Greg Sinfield

Judge David Reed  
 Judge Susan Walker  
 Judge Robert Holdsworth  
 Judge Andrew Grubb  
 Judge David Brown  
 Professor Jeremy Cooper  
 Mrs Sheridan Greenland

#### **Diversity and Development Committee**

Lady Justice Heather Hallett  
 Mrs Justice Nicola Davies  
 Judge Paula Gray  
 Judge Marc Dight  
 Judge Mary Stacey  
 Professor Dame Hazel Genn  
 Ms Ingrid Simler  
 Ms Liz Harrison  
 Judge John Phillips  
 Professor Jeremy Cooper  
 Mrs Sheridan Greenland

#### **International Committee**

Mr Justice Haddon Cave  
 Judge Stephen Stewart QC  
 Judge Peter Jones  
 District Judge Debora O'Regan  
 District Judge Gordon Lingard  
 Philip Rostant  
 Christopher Ward  
 Bernard Dawson/Jane Coker  
 Judge John Phillips  
 Professor Jeremy Cooper  
 Mrs Sheridan Greenland

#### **Wales Training Committee**

Mr Justice Wyn Williams  
 Judge Niclas Parry  
 Judge Eleri Rees

### **J. 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)	2012-13
Staff costs	2,421
Judicial fees	3,963
Venue costs	2,565
Judicial travel & subsistence	1,346
Other travel & subsistence	95
Design, print and reprographics	126
Speakers	183
IT services	94
Magistrates Association training grant	19

Office supplies, catering & accommodation related costs	40
Miscellaneous	17
<b>Total expenditure</b>	<b>10,869</b>