



Courts and
Tribunals Judiciary

I can be a
magistrate

Rushda, Senior Product Manager

Why support your employees to volunteer as magistrates?

**Your organisation benefits from
the experience they gain.**

Magistrates sitting in court



What is a magistrate?

Magistrates are volunteers from all walks of life who play a crucial role in the community and justice system. They make important decisions on a range of cases in the criminal and family courts, helping to protect, enhance, and transform lives. They are supported by a legal adviser, who guides them to follow the correct procedures in court.

Almost anyone can be a magistrate. We are looking for more people from diverse professions and backgrounds – which is where you and your organisation come in.

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“Businesses supporting their people to volunteer as magistrates see a real return on their investment. Being a magistrate helps develop interpersonal, decision making and analytical skills. It’s a great thing to do for society, the individual and your business.”

**Jo Lappin, Chief Executive, Cumbria LEP
(Cumbria Local Enterprise Partnership)**



Magistrates are motivated employees with transferable skills

The benefits of supporting your employees to volunteer as magistrates:

Employee development and engagement

- Encouraging your staff to take up voluntary opportunities, like becoming a magistrate, demonstrates your organisation's commitment to personal and professional development.
- Volunteering as a magistrate allows employees to develop essential skills like leadership, project management, complex problem solving and effective communication. These skills are directly transferable to their roles within your organisation, enhancing their professional capabilities and overall effectiveness.
- Magistrates benefit from excellent training. So, supporting individuals to volunteer can be an effective way of supplementing your formal training offers.

Giving back to the community

- Volunteering for a role that makes a difference to the local community can help foster an individual's sense of pride. Taking time off work to volunteer can drive an employee's job satisfaction and engagement as they increasingly see your organisation as a great place to work – helping you to retain high performing employees.
- It's a great way to enhance your organisation's CSR activity and support society too.

What are your responsibilities as an employer?

Magistrates need to commit to at least 13 days a year, plus additional training, for a minimum of five years.

Employers are obliged to allow time off work for employees to volunteer in a public role – such as a magistrate. It is at the employers discretion whether this is paid or unpaid leave. There is no legal condition in terms of the number of days they have to provide as leave.

Many employers grant their employees paid leave for at least some of their sitting days.



Luke, Head of Business Design and Optimisation

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Richard, DJ

Richard says:

"I'm really proud to be a magistrate and make a meaningful contribution to the justice system. It's a role that enables me to make a real difference in my community and give something back. Personally, I have learnt valuable skills such as; effective listening, making judgement, critical thinking, decision making and teamwork. These transferrable skills have elevated me to more senior roles in my professional working life. It's integral that the bench is representative of the community it serves. A more diverse judiciary will help cement the confidence of the public in a judiciary that broadly reflects society."

What you can do to start the process

The Ministry of Justice's Magistrates Recruitment team can provide you with more information, as well as promotional materials to share on your internal communication channels. Contact them at MagistratesComms@justice.gov.uk.

**Keen to support your employees to volunteer as magistrates but don't know where to start?
Search 'magistrates employer advice'.**

