

JUDICIAL APPOINTMENTS COMMISSION (JAC) MEETING

10 December 2020

Minutes of Board Meeting

Present	
Commissioners	Staff
Ajay Kakkar (Chairman)	Chief Executive
Sue Carr (Vice Chairman)	Deputy Chief Executive
Mathangi Asokan	Head of Operations and Digital
Christa Christensen	Head of Operational Delivery
Anuja Dhir	Head of Selection Policy
Sarah Falk	Head of Diversity and Engagement
Emir Feisal	Head of Programmes
Jane Furniss	Head of Secretariat/Board Secretary
Sue Hoyle	Head of Targeted Outreach and Research
Andrew Kennon	Selection Exercise Manager
Sarah Lee	Senior Policy Advisor
Barry Morgan	
Greg Sinfield	
Brie Stevens-Hoare	
Simon Wessely	
Apologies: None.	

1. Apologies and matters arising

- 1.1 The minutes of the 12 November 2020 meeting were agreed.
- 1.2 Lay Commissioners declared an interest in item 6, Proposed process for s9(1) Authorisations 2021.

2. Chief Executive's Report and Management Information Pack

2.1 The Chief Executive:

- reported on JAC resourcing for next year's selection exercise programme;
- reported on the 2020 JAC People Survey results;
- reported on the agreed two-year programme with HMCTS and the work conducted to date; and
- provided an update on the JAC's financial position.

3. Report back from Committees and Working Groups

- 3.1 The Chairman asked Commissioners to report back on recent meetings of committees and working groups.

Digital Board Meeting

- 3.2 Andrew Kennon (AK) reported back from the Digital Board (DB) held on 26 November 2020.
- 3.3 AK reported that the DB agreed to refresh the Digital Strategy from March 2021 to reflect the impact of the remote ways of working introduced as a result of COVID-19.
- 3.4 The DB received an update on the progress of the Digital Road Map.
- 3.5 The DB reviewed the most recent Qualifying Tests which were held successfully on the Digital platform.
- 3.6 The DB was briefed on the Risks Assumptions Issues and Dependencies log.
- 3.7 The DB considered and agreed to a Digital Business Continuity Plan for 2021.

4. Chairman's Report

- 4.1 The Chairman briefed the Board on his recent meeting with the Lord Chancellor and the Lord Chief Justice.
- 4.2 The Chairman also reported on the positive meetings he had with both the Senior President of Tribunals and the Senior Presiding Judge.
- 4.3 The Chairman provided an update on the work of the Judicial Diversity Forum (JDF) in advance of the meeting he would chair later on 10 December.
- 4.4 Commissioners were invited to update the Board on any activities in which they had participated since the last meeting.
- 4.5 Christa Christensen reported that she had taken part in a Law Society/Judicial Office outreach webinar.

5. JAC Business Recovery and Continuity to June 2021

- 5.1 The Chief Executive presented the updated JAC Business Recovery and Continuity Plan up to June 2021.
- 5.2 Following discussion, the Board endorsed the approach detailed for selection activity in the period April to June 2021.

6. Proposed process for s9(1) Authorisations 2021

- 6.1 The Deputy Chief Executive presented the revised high-level selection process and policy for the s9(1) authorisation exercise due to launch in March 2021. The new approach had been developed in light of the judiciary's statement on the purpose of such authorisations in July.
- 6.2 Following discussion, the Commission endorsed the proposed high-level process for s9(1) Authorisations 2021.

7. Diversity Impact Assessment of Remote Outreach and Remote Assessment

- 7.1 The Head of Diversity and Engagement presented an evaluation of the diversity impact of remote approaches to outreach and assessment of candidates. The Board noted the findings and the plan to continue to monitor and evaluate the diversity impact of remote business activity.
- 7.2 The Board also received an update on the recent launch of the new JAC website.

8. Progress Update: Targeted Outreach and Research Team 2020/21

- 8.1 The Head of Targeted Outreach and Research presented an update paper on the work of the team to date.
- 8.2 The Board noted the positive progress made since the launch of the Targeted Outreach and Research Team and the planned timeline for its three key initiatives in 2020/21.

9. Update on Review of Panel Member Support

- 9.1 The Deputy Chief Executive presented an update on the implementation of the measures identified in the 2019 review of the support provided to JAC panel members.
- 9.2 The Board noted the implementation of the short- and medium-term actions that had been identified, and their positive impact on the recruitment, training and support provided to panel members; all of which had been swiftly adapted to meet panel member needs following the move to remote selection activity as a result of the COVID-19 pandemic.

10. Forward Look and AOB

- 10.1 The Board noted the 2021 Forward Look and the Chairman confirmed the next Board meeting would be held on 11 February 2021.
- 10.2 This concluded the business of the Board.