

JUDICIAL APPOINTMENTS COMMISSION (JAC) MEETING

10 February 2022

Minutes of Board Meeting

Present	
Commissioners	Staff
Ajay Kakkar (Chairman) Sue Carr (Vice Chairman) Christa Christensen Sarah Falk Jane Furniss Brie Stevens-Hoare Sue Hoyle Andrew Kennon Sarah Lee Simon Wessely Greg Sinfield	Chief Executive Deputy Chief Executive Head of Operations and Digital Head of Operational Delivery Head of Diversity and Engagement Head of Targeted Outreach and Research Head of Secretariat/Board Secretary Senior Policy Advisor Head of Analysis and Insight
Apologies	Guests
Barry Morgan Anuja Dhir Mathangi Asokan Emir Feisal	Head of the Crime and Justice Team at Natcen Social Research

1. Apologies and matters arising

- 1.1 Apologies were received from Barry Morgan, Anuja Dhir, Emir Feisal and Mathangi Asokan.
- 1.2 The minutes of the 16 December 2021 meeting and 27 January 2022 meeting were agreed.

2. Chief Executive's Report and Management Information Pack

2.1 The Chief Executive:

- provided an update on the business plan and 2021 -22 programme;
- provided an update on JAC ways of working in light of the easing of COVID restrictions;
- reported back on the planned next steps in light of the JAC 2021 People Survey results;
- provided an update to the changes in JAC senior staffing taking place over the next few months;

- and
- provided an update on the JAC's financial position and allocation for 2022-23.

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.

Advisory Group

3.2 Jane Furniss (JF) provided an update to the Board on the Advisory Group (AG) held on 25 January 2022.

3.3 The AG considered situational questions in respect of the following exercises:

- Legal Chair of the Educational Tribunal
- Specialist Lay Members of the First-tier Tribunal
- High Court Judges
- Deputy Judges of the Upper Tribunal

3.4 The drafting-judges for two of the exercises attended.

3.5 The AG considered role-play for Fee-paid Judge of the First-tier Tribunal and Employment Tribunal.

Audit and Risk Committee

3.6 JF updated the Board on the work of the Audit and Risk Committee which took place on 27 January 2022.

3.7 The Committee reviewed the corporate risk register, noting that there were no changes to the risk ratings since the last quarter.

3.8 The Committee conducted a deep dive discussion on 'Staff Engagement', primarily focusing on the results of the latest staff survey and management's planned response.

3.9 The Committee received an update on Internal Audit: Two internal audit reports were issued in Q3. The Financial Management audit report received a rating of Substantial and included 3 low priority recommendations. The Business Continuity audit report received a rating of Moderate and included 6 low priority recommendations and 2 moderate recommendations. The GIAA also confirmed that the 2022/23 audit plan which will be submitted to the Committee for formal sign off at its next meeting in April.

3.10 The Committee received an update on External Audit: Following the National Audit Office's decision to contract out this year's audit, the Committee was introduced to the Deloitte and NAO team that would oversee audit arrangements. The Committee reviewed their audit planning report and was content with the areas of focus they had identified for this year.

3.11 The Committee conducted its annual review of the JAC's Counter Fraud, Whistleblowing and Risk Management Policies and was broadly content with the current state of each document.

4. Chairman's Report

- 4.1 The Chairman briefed the Board on his introductory meeting with the new Chair of the Bar Council, Mark Fenhalls QC, on 20 December.
- 4.2 The Chairman reported he is chairing the High Court sift panel this week.
- 4.3 The Chairman briefed the Board on his bilateral meeting with the Lord Chief Justice on the morning of 10 February.
- 4.4 Commissioners reported back on the outreach activity they undertook throughout January and early February.
- 4.5 Jane Furniss and Andrew Kennon attended the JAC annual lay panel member event on Wednesday 2 February conducted on-line.

5. Review of NatCen International Research Project

- 5.1 The Head of Natcen's Crime & Justice Team presented the key findings of the Rapid Evidence Assessment research project into measures successfully used by other common law jurisdictions to improve judicial diversity.
- 5.2 The Commission discussed the findings and agreed to share the report with Judicial Diversity partners for further consideration.

6. Indicators for exercise length from April 2022

- 6.1 The Head of Operations and Digital presented a paper outlining how the Commission might meet the following recommendation from the Judicial Resourcing Group (JRG) review of the end-to-end judicial resourcing process which reported in June 2020:

"to identify a finite list of the types of recruitment exercises they run, and for colleagues from the other organisations to work with them to then develop sequenced programme timelines for each of the types."

- 6.2 Following discussion, the Commission endorsed the recommendations made.

7. The use of Combined Qualifying Tests

- 7.1 The Head of Operational Delivery presented a paper which asks Commissioners to consider the analysis of the advantages and disadvantages of running Combined Qualifying Tests (CQT) and, in light of this, to agree a process going forward.
- 7.2 Following discussion the Commission agreed to the recommendation made on future use of CQTs.

8. Oral Update on Statutory Consultation review

- 8.1 The Chief Executive and Deputy Chief Executive updated the Board on the current position of the Review of statutory consultation, following Board discussions throughout January, and the next steps planned between now and publication.
- 8.2 The Commission noted the update for information.

9. Forward Look and AOB

- 9.1 The Board noted the 2022 Forward Look and the Chairman confirmed the next Board meeting would be held on 10 March 2022.
- 9.2 This concluded the business of the Board.