

**JUDICIAL APPOINTMENTS COMMISSION (JAC) MEETING**  
**9 October 2025**  
**Minutes of Board Meeting**

<b>Present</b>	
<b>Commissioners</b>	<b>Staff</b>
Helen Pitcher (Chairman)	Chief Executive
Mark Warby (Vice Chair)	Deputy Chief Executive/ Head of Strategy and Policy
Nicolina Andall	Head of Operations and Digital
Christopher Bones	Head of Operational Delivery
Tom Cross	Head of Senior Appointments
Uchechi Igbokwe	Head of Selection Policy
Tanweer Ikram	Senior Policy Advisor
Clive Lane	Selection Exercise Manager
Clare McGlynn	Head of Secretariat
	Secretariat Manager
<b>Guest Speaker</b>	Senior Executive Assistant
Sian Herbert	Secretariat Support Officer

**1. Apologies and matters arising**

- 1.1. The minutes of the 11 September 2025 meeting were agreed.
- 1.2. Apologies were received from Noel Arnold.

**2. Chief Executive's Report and Management Information Pack**

- 2.1. The Chief Executive provided an update on:
  - the 2025/26 budget allocation.
  - the 2025/26 Judicial recruitment programme.
  - performance against the 2025-26 Business Plan.
  - an update on complaints and ongoing litigation (legally privileged).

**3. Report back from Working Groups**

- 3.1. The Chairman asked for report backs on recent meetings of committees and working groups.

**Digital Board**

- 3.2. Head of Operations and Digital reported back on the Digital Board meeting which took place on 25 September. The Digital Board:
  - Were updated on the Commission Board's approval of the new Digital Strategy and plans to share this with all staff. It was also updated on plans to recruit

technical resource for the in-house team, and how this would be taken forward by the executive.

- The Board was also updated on the new Information Governance Committee that the Commission Board established at its last meeting and the implications for the Digital Board.
- The Board were updated on progress against the Digital roadmap.
- The Board reviewed the RAID log.

#### **4. Chairman's Report**

4.1. The Chairman reported back on the following:

- The Chairman attended the Opening of the Legal Year and the swearing in of the new Lord Chancellor on 1<sup>st</sup> October.

4.2. Commissioners reported back on the following:

- Tan Ikram attended the Judicial Application Seminar arranged by the Diversity and Community Relations Judges on the Midlands Circuit on 15<sup>th</sup> September.

#### **5. For Information: Neurodiversity research Report update**

5.1. The Senior Policy Advisor presented the Executive Summary for publication of the Work Psychology Group Neurodiversity report.

5.2. The Board endorsed the Executive Summary and its publication, and noted the progress on actions already underway.

#### **6. Statutory Consultation – Decision on Exercises**

6.1. The Senior Policy Advisor presented the proposal regarding the application of Statutory Consultation on individual upcoming exercises.

6.2. The Board noted and approved the proposals.

#### **7. Process Paper – 00292 Judge of the First-tier Tribunal, Immigration and Asylum Chamber**

7.1. The Selection Exercise Manager presented the proposals for the selection process for 00292 Judge of the First-tier Tribunal, Immigration and Asylum Chamber.

7.2. The Board noted and agreed to the proposed process.

#### **8. Learning & Development session – Risk Management**

8.1. External speaker Sian Herbert gave a presentation to the Board regarding organisational risk management.

## **9. Forward Look and AOB**

- 9.1. The Board noted the 2025 Forward Look, and the Chairman confirmed the next Board meeting will be held on 11 December 2025.

This concluded the business of the Board.