JUDICIAL APPOINTMENTS COMMISSION (JAC) MEETING
12 March 2026
Minutes of Commission Board Meeting

Present	
Commissioners	**Staff**
Adam Johnson (Acting Vice-Chair) Nicolina Andall Noel Arnold Tom Cross Chris Bones Siwan Davies Tony Harking Uchechi Igbokwe Tan Ikram Clive Lane Clare McGlynn Sarah Pittam Angela Rafferty	Chief Executive Deputy Chief Executive/ Head of Strategy and Policy Head of Operations and Digital Head of Operational Delivery Head of Senior Appointments Head of Selection Policy Head of Targeted Outreach and Research Head of Diversity, Engagement and Communications Head of Analysis and Insight Senior Policy Advisor Senior Stakeholder Engagement and Diversity Manager Head of Secretariat Secretariat Manager Senior Executive Assistant Secretariat Support Officer
Observer	
Greg Sinfield	

1. Apologies and matters arising

1.1. This meeting was chaired by the Acting Vice Chair Adam Johnson.

1.2. The minutes of the 12th February were agreed.

1.3. No apologies were received.

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).

2.2. The Board noted a high volume of FOI requests being made to the JAC. The Board expressed the view that where the executive felt that repeated requests were being made vexatiously, the Board would support these repeated requests being met with appropriate challenge.

3. Report back from Working Groups

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

3.2. It was noted that the Advisory Group met on 10th March, and that the Welsh Matters Committee was meeting on 12th March, but that both would report back at the April Board.

3.3. The Digital Product Board had been scheduled to take place on 24th February, but this meeting was deferred until 17th March.

4. Chair's Report

4.1. The Acting Vice Chair reported back on the following:

- On 11th March, the commissioners and Acting Vice Chair met with the Executive and conducted a business planning exercise before taking part in a Board Dinner.

- The Commissioner Governance Group met on 27th February to consider live and forthcoming policy work.

5. For Information: JAC Annual Update for Targeted Outreach

5.1. Judge Greg Sinfield presented the Annual Evaluation of the Targeted Outreach Programme.

5.2. The Board noted the latest data analysis of the Targeted Outreach programme, the wider impact of the Targeted Outreach programme, and the ongoing progress against the 2025-2027 Targeted Outreach programme.

5.3. Judge Sinfield wished to minute his appreciation of the Targeted Outreach team and the contributions of the Head of Targeted Outreach. This appreciation was echoed by the Acting Vice Chair.

6. Equal Merit Provision review

6.1. The Senior Stakeholder Engagement and Diversity Manager presented the review of the Equal Merit Provision.

6.2. The board noted the findings of the review and agreed to the operational enhancements identified by the review. The board agreed that there is sufficient data to consider expansion of EMP to the protected characteristic of disability. Further work will be undertaken to consider potential expansion, to return to the Board for decision later in 2026.

6.3. The Board stipulated that the provision will remain under regular review, to ensure that the approach continues to reflect the evidence base of where underrepresentation exists in the judiciary, and aligns with JDF partners' diversity principles.

7. Statutory Consultation Decisions

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

7.2. The Board discussed and gave guidance on the approach to one exercise.

7.3. The Board noted and approved the proposals for all other exercises.

8. Forward Look and AOB

8.1. The Board noted the 2026 Forward Look, and the Chair confirmed that the next Board meeting would take place on 16th April.

This concluded the business of the Board.