

Judicial Appointments in England and Wales

1 Prepare and support future judges



Legal Professions

(Law Society, Bar Council, CILEx)



Outreach activities to demystify the selection process (legal professions, judiciary, JAC)



Candidate support programmes

(PAJE, Targeted Outreach Programme, judicial shadowing and mentoring)

Judicial Appointments Commission

Runs fair, open competitions and recommends people for judicial roles on merit and good character

3 JAC Selection process



Selection panels - chaired by lay members

(judicial and lay members)



Consultation/references: Candidate-nominated independent assessors and statutory consultee (for some roles)



Advisory Group (JAC lay commissioner, judges, practitioners) and **mock candidates** (volunteers who test selection material) allow us to ensure our selection processes are fair and robust

2 Recruitment Planning



HM Courts and Tribunal Service (HMCTS)



Judiciary and Judicial Office



Ministry of Justice

Ministry of Justice and Lord Chancellor

4 Appoint and prepare judges



Professional and character/probity checks with bodies (SRA, BSB, CILEx, HMRC, ACRO, JCIO etc.)



JAC Commissioners

(Selection and Character Committee)



Appropriate Authority (Lord Chancellor, Lady Chief Justice, Senior President of Tribunals)



Judicial Office and Judicial College