



Understanding Judging: Roles, Skills and Challenges

12-13 November 2011

This is the first and only course available in the UK that offers practitioners the opportunity to gain a greater understanding of what it means to be a judge.

Who is this course for?

This course is intended for practitioners who currently do not hold a judicial post but who may be interested in taking on a fee-paid or salaried judicial appointment in the courts and tribunals in the future. The course is open to all solicitors, barristers, ILEX members, employed lawyers and academics.

What will I gain from taking this course?

This course examines the range of judicial roles that can be applied for, the generic skills and qualities needed to be a judge, the key differences between being in legal practice and being a judge, and the challenges practitioners face when moving from practice into a judicial post. It is designed to enable practitioners interested in applying for a judicial post to answer two key questions:

- *Is a judicial post right for me?*
- *What is the most appropriate judicial post for me to apply for?*

The course will cover:

- Judicial Skills and Competences
- Writing & Delivering Judgments
- Organisation of the Judiciary
- Role & Reality of Judging
- Applying for Judicial Appointment: Myth and Reality¹
- Judicial Ethics: Crossing the Divide from Practice

Topics are taught using a variety of learning approaches:

- Hands-on judicial decision-making sessions
- Small group working
- Panel discussion with experienced judges
- Advance readings

Personnel and Course Structure

- The course is taught only by highly experienced judicial trainers
- 2-Day weekend course
- Venue: UCL Judicial Institute, Faculty of Laws, London

Certificate in Judicial Studies

Participants who successfully complete the course are awarded a *Certificate in Judicial Studies* from the UCL Judicial Institute.

CPD hours:

This course is accredited with 12 CPD hours by Solicitors Regulation Authority and Bar Standards Board.

¹ Please note that this is not a course that helps practitioners fill in an application form for a judicial appointment or a course that provides practice examinations.

Course Fees, Bursaries and Application Details

Course Fee

The course fee is £500 and includes all course materials and refreshments.

Increasing Diversity Bursary Scheme

The UCL Judicial Institute has also established an *Increasing Diversity Bursary Scheme* in which a minimum of 25% of course participants who (1) would have difficulty paying the course fee and (2) meet the Bursary's diversity criteria will have their full course fees covered. This Bursary Scheme reflects the UCL Judicial Institute's commitment to implementing a key recommendation (no.16) of the Advisory Panel on Judicial Diversity. This specifically recommended that courses should be developed to help aspiring judicial candidates from groups currently under-represented within the judiciary to develop the skills needed for judicial appointment before they apply for a judicial post.

Eligibility for the Bursary

The Judicial Institute's commitment to increasing diversity within the judiciary is very broad, and our eligibility criteria for the Bursary Scheme therefore include those groups identified by the Advisory Panel on Judicial Diversity (women, solicitors, ILEX members, employed lawyers, legal academics, black and minority ethnic lawyers, lawyers with disabilities), as well as the Judicial Appointments Commission's current identification of under-represented groups and the Equality Act 2010 protected characteristics. The Institute's aim is to award Bursaries to as wide a cohort of individuals as possible from groups currently under-represented in the judiciary, and will consider the following factors:

- professional background
- income
- gender
- ethnicity
- religion or belief
- sexual orientation

In order to apply for an *Increasing Diversity Bursary*, please **indicate this on the Course Application Form** (page 1) and **complete the Participant Monitoring Form** (page 2) in order to indicate which of the Bursary eligibility criteria you meet.

Course Application Deadline: Friday 14 October 2011

Payment: Payment can be made by credit card via the Eventbrite registration system at:

<http://understandingjudging.eventbrite.com>

or by cheque posted to the address below. All cheques are to be made payable to **UCL**.

Cancellations

Places on each course are strictly limited. If you find that for unavoidable reasons you are unable to attend the course, cancellations must be received **IN WRITING** by **28 October 2011**. It is regretted that no refunds will be made for cancellations after that time, however any paid fees can be used to attend the same course at a later date.

Applications and Enquiries to:

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UCL Judicial Institute

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Understanding Judging: Course Content

The Organisation of the Judiciary

Participants will acquire knowledge of jurisdictions and functions of the judiciary in different types of courts and tribunals

The Role & Reality of Judging

Participants will gain an understanding of the roles and challenges in performing the judicial role in different courts and tribunals. This is designed to help participants answer the crucial question: *What type of judicial role is right for me?*

Judicial Skills and Competences

Participants will gain an understanding of what are regarded as generic judicial skills and qualities. Drawing on expert judicial research materials developed by the UCL Judicial Institute and guided by highly experience judicial trainers, participants will take part in hands-on judicial decision-making sessions that develop:

- Knowledge of legal principles
- Ability to acquire new knowledge and apply it to novel circumstances
- Analytical ability
- Authority and control of proceedings
- Communication skills
- Essential requisites of fair hearings
- Attentiveness to needs of different kinds of court users
- Questioning skills
- Listening skills
- Note taking
- Structured approach to decision-making (fact-finding, assessing credibility, decision writing)

Myths & Reality of Applying for a Judicial Post

The course will examine key points for those considering applying for a judicial post:

- Am I qualified to apply?
- Understanding what type of judicial post you are best suited to
- Gaining relevant experience before applying
- How to demonstrate competencies
- What the process involves: formal application, examination process, role plays, interview

Judicial Ethics

Participants will gain an appreciation of judicial ethics and the need to act in a way that always contributes to public confidence in the integrity and impartiality of the judiciary. Participants will have the opportunity to explore scenarios presenting ethical challenges for judges, including:

- Making the transition from practice to bench
- Conflicts of interest
- Propriety
- Independence
- Competence

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Two-Day Programme Summary

DAY 1: Saturday 12 November

9:30 – 10:00	Registration
10:00 – 10:20	Welcome and Plenary
10:30 – 11:45	Small Group Session 1: Understanding the Judiciary
11:50 – 13:00	Panel Discussion with Judges on Role & Reality of Judging
13:00 – 14:00	<i>Lunch</i>
14:00 – 17:00	Small Group Session 2: Judicial Skills & Competences
	Stage 1: Pre-hearing Review
	Stage 2: Oral Hearing
	Stage 3: Panel Deliberations
	Stage 4: Decision-Writing
17:00 – 18:00	<i>Drinks reception</i>

DAY 2: Sunday 13 November

9:30 – 10:00	<i>Coffee</i>
10:00 – 12:00	Small Group Session 3: Delivering a Judgment
12:00 – 13:00	<i>Lunch</i>
13:00 – 14:00	Applying for Judicial Post: Myth & Reality (full group session)
14:00 – 14:50	Ethical Dilemmas (interactive, full group session)
14:50 – 15:00	<i>Wrap Up</i>

Course Instructors

Mary Holmes was the Senior Training Adviser to the Judicial Studies Board (JSB, now the Judicial College) and Head of Tribunal Training between 2002 and 2007. Mary joined the Judicial Studies Board having been an academic with an interest in administrative justice for a number of years. She was closely involved in the development of the Judicial Studies Board mentoring, training standards, appraisal and evaluation frameworks and training handbooks. As Senior Training Adviser to the Judicial Studies Board, Mary gave advice and guidance to the Civil, Family and Equal Treatment Committees in respect of the induction and continuation training for judges. She was formerly a tribunal member and currently sits as a magistrate.

Stuart Vernon is a member of the Judicial College's Tribunals Committee and has been involved with tribunal skills training for a number of years. He has taken a leading role in writing and producing judicial training materials, was involved in the development of the JSB's tribunal competence framework, and is currently developing bespoke training courses for tribunals and other institutions. Stuart was until recently the Chief Adjudicator at the Office of Fair Trading (OFT) and still works for the OFT part-time as an adjudicator. He taught at the University of East London, where he researched and published in the fields of social work law and youth justice. Stuart sat as a magistrate in west London for 15 years and was also a lay member of the Social Security Appeals Tribunal.

Yvette Genn is a barrister at Cloisters, a specialist in employment law (with particular emphasis on discrimination and equal pay) and personal injury law. She was a member of the JSB's Equal Treatment Advisory Committee from 1999-2008, designing and providing diversity training to judges, and continues to provide training in diversity and judicial standards for judges in courts and tribunals. She has also provided equalities training to a range of public bodies such as the Legal Services Commission, Council on Tribunals and Solicitors Disciplinary Tribunal. Yvette is a Deputy District Judge on the South Eastern circuit, and a Recorder in civil and private law family matters on the Midland circuit. She is also a former part-time judge in the Special Educational Needs and Disability Tribunal (SEND).

Godfrey Cole was an academic from 1971-1992, mostly at the University of Westminster where he was Dean of the Law School and he lectured on subjects including Housing Law, Law of Landlord and Tenant, Family Law, and Social Security Law. In 1992 he took up a full-time judicial appointment as a District Tribunal Judge, and subsequently sat as a Deputy District Judge and in the Upper Tribunal. From 1999-2008 he was seconded to the Judicial Studies Board as Director of Training for Tribunals where he developed standards that now apply across UK tribunals, as well as training courses for court and tribunal judges with management responsibilities. He was the editor of the *Tribunals* journal until the end of 2009, and he has published frequently as an academic and as a judge.

Course Convenors

Professor Dame Hazel Genn is Dean of UCL Faculty of Laws and Co-director of the UCL Judicial Institute. She worked with the Judicial Studies Board (now the Judicial College) for 12 years, serving as a member of the Main Board and the Tribunals Committee, and contributing to the design and delivery of training for the judiciary at all levels. She has undertaken a number of judicial training needs analyses in England and Scotland and was closely involved in developing the JSB's framework of judicial qualities and abilities. She has served as a lay Commissioner on the Judicial Appointments Commission since its establishment in 2006, was a member of the Advisory Panel on Judicial Diversity 2009-10 and a member of the Committee on Standards in Public Life 2003-7.

Professor Cheryl Thomas is Professor of Judicial Studies, Director of the UCL Jury Project and Co-Director of the UCL Judicial Institute. A specialist in judicial studies, she has conducted ground-breaking research on juries, judicial decision-making, the role of diversity in the justice system, and the appointment and training of judges. Professor Thomas has served as a specialist consultant on judicial affairs to the Lord Chancellor's Advisory Panel on Judicial Diversity, Judicial Studies Board (now the Judicial College), former Commission for Judicial Appointments, Law Commission, Lord Chancellor, Her Majesty's Crown Prosecution Service Inspectorate, the European Commission, Council of Europe, and French government.

About the UCL Judicial Institute

The UCL Judicial Institute is the first and only centre of excellence for research and teaching about the judiciary in the UK. The Institute's purpose is to provide evidence-based understanding and intellectual leadership about the judiciary as a critical social institution and the about the process of judicial decision-making. The Institute carries out leading-edge research on the judiciary and provides outstanding educational opportunities for students, practitioners, judges and those performing quasi-judicial roles. The Judicial Institute is led by co-directors Professor Dame Hazel Genn and Professor Cheryl Thomas and guided by a distinguished Advisory Board. The JI launched in November 2010 with a high profile debate on *The Future of Judging* between Lord Neuberger Master of the Rolls, Professor Richard Susskind and the Institute Directors. The launch seminar attracted an audience of over 200 including senior judiciary, policy makers, practitioners, third sector professionals and academics from a range of disciplines.

For further information on the Institute go to: www.ucl.ac.uk/laws/judicial-institute