

Judicial diversity strategy: measures of success

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We are committed to increasing the diversity of the judiciary in courts and tribunals at all levels, whilst at the same time ensuring appointments are made on merit, and our judicial diversity strategy is intended to achieve this.

We have agreed that progress in delivering the four strands of the strategy will be assessed against the following measures:

Strand 1	To promote judicial service and widen the range of people eligible to apply for judicial office (DCA)
Measure	Increases in the number and range of those eligible to apply for judicial office; and, of those eligible, annual increases in the number that consider judicial service as a potential career option.

Strand 2	To encourage a wider range of applicants, so as to ensure the widest possible choice of candidates for selection (JAC)
Measure	Annual increases in the diversity of applicants for judicial office, in respect of disability, ethnic origin, gender and professional background, so that the diversity of applicants becomes reflective of the eligible pool.

Strand 3	To promote diversity through fair and open processes for selection to judicial office solely on merit (JAC);
Measure	To keep selection processes under regular review to ensure that they offer fair and equal opportunity to candidates for judicial office at all levels, in respect of disability, ethnic origin, gender and professional background.

Strand 4	To ensure that the culture and working environment for judicial office-holders encourages and supports a diverse judiciary and increase understanding of the communities served (DCA).
Measure	To provide maximum appropriate flexibility of working patterns for judicial office holders and to ensure annual increases in the percentage of judicial office-holders and potential applicants who are aware of the range of working patterns available. To increase the range of opportunities for communication with local communities by judicial office-holders.

Accordingly, we will collect statistics for each level of the judiciary in relation to the ethnic origin, gender, disability status and professional background of:

- those eligible to apply for judicial office (DCA);
- applications received (JAC);
- those appointed (DCA/JAC); and,
- those in post (DJO).