

Equality Objectives Performance Report 2013-2014

| Objective 1 | | |
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| To widen the pool of candidates applying for judicial positions through communication and outreach activities | | |
| Outcome measure | Evidence & source | Progress |
| 1.1 Candidate applications will be in proportion with the eligible pool for each selection exercise | Number of candidates applying compared to the eligible pool | <p>Judicial Office updated the 2013 diversity data for the current judiciary which has enabled the statistician to refresh the eligible pool, particularly in relation to salaried post pools.</p> <p>The results from the June 2014 Official statistics continue the trend of an increase in the proportion of recommended candidates that are women, and the proportion of recommended candidates met or exceeded the proportion of women in the eligible pool.</p> <p>In five of the nine large legal exercises reported in the June 2014 statistics, the proportion of recommended candidates met or exceeded the proportion of persons from a BAME background in the eligible pool.</p> <p>While we do not currently have eligible pool statistics for disabled candidates, they have also applied in good numbers. The JAC has contacted the professions and the judiciary to try to establish if it is possible to create such a pool and the judiciary are considering how best to obtain disability information.</p> |
| | Selection overview document | |
| 1.2 Aim for 90% candidate satisfaction throughout the selection process, and methods encouraging candidates to apply | Feedback responses – survey monkey | <p>Of the 19 exercises for which post selection feedback has been analysed, 87% of candidates felt that the JAC staff provided either good or excellent customer service throughout the process. 76% of candidates felt that the interview process was a good or excellent method to test their suitability for the post.</p> <p>As part of the JAC Corporate Change Programme, we continually consider initiatives to improve the overall candidate end to end experience such as reducing the length of time the process takes, selection testing methods and renewal of the IT system. The programme is due to be completed in 2015</p> |
| | SETs Outreach | |

Equality Objectives Performance Report 2013-2014

Objective 2

To ensure that all JAC selection exercise policies, procedures and practices are free of any unintended bias ensuring all candidates experience a fair and open process

| Outcome measure | Evidence & source | Progress |
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| 2.1 Ensure progression rates for the reported groups are consistent throughout the selection exercise and where possible in line with or an improvement on the eligible pool. | Number of candidates from the reported groups progressing compared to previous exercises | <p>In the 35 exercises published in the bi-annual official statistics women have continued to perform well, making up over 50% of applications and recommendations and in many exercises being recommended at a higher rate than the eligible pool.</p> <p>BAME candidates were more successful in the 2nd half of the year's statistics than the 1st which included legal and court positions. In many cases candidates were recommended inline with the eligible pool. They continue to apply at a higher rate than those recommended and further analysis is being carried out as to any underlying reasons as to why they are less successful.</p> <p>Sexual orientation and religion and belief statistics were reported on for the first time in June 2014 with completion rates of 90% and 83%. There is however no pool data to compare the results with. We hope that by publishing there figures others will begin to collect and publish such data to enable a better comparison.</p> |
| | Diversity checkpoints from SETs | |
| 2.2 Met all valid reasonable adjustment requests. Monitor requests for reasonable adjustments and raise any concerns regarding the wider policy to the commission when appropriate | Number of reasonable adjustments carried out. | <p>A total of 254 reasonable adjustments have been carried out during the year. This is higher the normal average and can be attributed to the Disability Member exercise where a high percentage of candidates had a disability. During this particular exercise 127 adjustments took place during the qualifying test and 107 adjustments during the selection day. The total cost of all adjustments carried out to date stands at £639. This might have been higher if we had not deployed online testing and regional selection days.</p> <p>Out of all 254 adjustments carried out, 7 did not feel the adjustment they received met their needs. We have subsequently invited one candidate who was blind in to speak to staff who were involved to better understand the technical issues he faced personally to allow us to improve for future exercises.</p> |
| | Stats provided from RA Officer | |
| 2.3 Upheld complaints or successful challenges do not relate to diversity | Analysis of complaints | <p>A total of 65 complaints were received during 2013/2014, of which 19 (29%) related to diversity issues. This was higher than 2012/2013 when only 42 complaints were received of which 5 (12%) related to diversity. This was due to the online qualifying test for the Disability member exercise which generated a high number of candidates to complain predominantly about IT technical issues that occurred with the test. Only 1 complaint was upheld and 3 partially upheld.</p> <p>The JAC continues to provide reasonable adjustments on an individual basis; however</p> |
| | Complaints Officer | |

Equality Objectives Performance Report 2013-2014

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| | | we have taken on board feedback from candidates about specific aspects and will consider them into future adjustments. |
| 2.4 Equality assessments are conducted and recorded for all policy changes/amendments and selection exercise selection tools, for example, role play and qualifying test | Number of assessments carried out & recorded | <p>31 equality impact assessments have been carried during the year. Eight related to policy changes or development with remaining 23 relating to selection exercise material and processes. No diversity issues were raised. The Equality and Diversity experts from the professions were consulted on the relevant legal exercises for equality proofing comments. A full equality impact assessment was carried out on the "Equal Merit" Provision which was published in April 2014 following a full consultation and legal advice.</p> <p>Initial considerations have been fed into the development of the new IT system and full impacts will be assessed as the project develops.</p> |
| | EFT | |

Equality Objectives Performance Report 2013-2014

Objective 3

To monitor the diversity of candidates selected for judicial appointment (against the eligible pool where available) and take remedial action where appropriate

| Outcome measure | Evidence & source | Progress |
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| 3.1 All selection exercise teams undertake diversity checkpoints at the key checkpoint stages | Check points completed | A total of 114 diversity checkpoints have been carried out during the year at the three key stages of the selection process. No exercises have been halted, however further analysis has been carried out on three exercises to try to establish drop out rates of BAME candidates. The results to date are inconclusive. Further work in continuing on establishing any potential cause and minority groups (Society of Asian Lawyers, Black Solicitor Network, Stonewall and lawyers with disabilities) have been contacted to discuss and seek views which may impact on developing projects. |
| | SETs | |
| 3.2 Provide transparency on progression in selection exercises through the provision and publication of statistics twice yearly under the provision of the Statistics and Registration Service Act 2007 and compliant with the Code of Practice on Official Statistics | Publication of Official Statistics | Official statistics are published bi annually in June and December ensuring the correct methods of release are followed. Latest publication June 2014. |
| | Statistician | |

Equality Objectives Performance Report 2013-2014

| Objective 4 Promoting diversity in the workplace and ensuring that the JAC meet the requirements of the Equality Act 2010 as an employer | | |
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| Outcome measure | Evidence & source | Progress |
| 4.1 Average engagement level of 70% obtained within the staff survey from 2012-2016 | Completion rate of survey | The 2013 staff survey was completed in October 2013. An engagement level of 62% was achieved which is an improvement on the 2012 survey where the engagement level was 53%. We will continue to build on the "Make it Happen" plan which centres around key headings of Leadership, change and communication, valuing our people and learning and development. |
| | HR | |
| 4.2 All proposals outlined in bespoke staff survey action plans are implemented, provided resources are available | Progress is recorded against actions from the staff survey | The Staff Forum regularly reviews the "Make it Happen" action plan and discusses issues with Senior Leaders. We have undertaken a health check with staff concerning the action plan and while the results are encouraging there is further work to do. |
| | HR | |
| 4.3 Staff reflect the diversity of the general population at all levels. | Up to date monitoring carried out, broken down by the protected characteristics. | <p>The current staffing levels have been compared to the Labour Market statistics (LM) and these compare well, recognising that levels of disabled staff are below the market trend.</p> <p>Women 58 % (LM 47%) Male 42% (LM 53%) BAME 18% (LM 10%) Disability 7% (LM 16%)</p> <p>It is recognised that BAME representation at senior leadership level is low, but we have not recruited to that cadre for some time which is unlikely to change in the coming months.</p> |
| | HR | |
| 4.4 Quarterly meetings to be held with the Staff Forum and CEO to update on issues | Staff Forum | The Staff Forum has continued to engage with Senior Leaders and raise any issues. Our CEO and Director hold regular informal drop – in sessions with staff to pick up other concerns. |
| | Meetings held | |