

Equality Objectives Performance Report 2014-2015
(Reporting from April-September 2014)

Objective 1

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>The JAC only publishes specific data in the Official Statistics on exercises involving 10 or more recommendations, in order to ensure anonymity. During this period there was only one exercise large enough to report on separately – Circuit judge. The proportion of applications from women matched the eligible pool of 30%. The percentage of applications from BAME candidates for this role (12%) was double that of the eligible pool (6%). These proportions were similar to those received in the previous Circuit Judge exercise.</p> <p>More information on the specific details of the exercise can be found here - http://jac.judiciary.gov.uk/about-jac/diversity-data.htm</p>
	Selection exercise 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>The JAC is currently reviewing the process by which we collect feedback from candidates, especially in relation to small exercises, to ensure candidates are not identified by their response if they wish to remain anonymous.</p>
	SETs Outreach	

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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
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	Data was published on 12 exercises from April – September in the December bulletin. Only one of the exercises in this period was large enough to report on individually. The remaining 11 exercises were combined to protect the candidates’ identity. The progression rate of women was positive and increased from 30% applications to 47% recommendations. The BAME progression rate dropped from 12% applications down to 3% of recommendations. Representation of both characteristics was equal to or higher than that in the eligible pool apart from in respect of recommendations of BAME candidates, where the proportion was 3%; BAME lawyers make up 6% of the pool.
	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.	A total of five reasonable adjustments were carried out between April and September. They were all for the same exercise which had a qualifying test and a second mid-stage test. There were no costs incurred by the JAC and no issues arose.
	Stats provided from RA Officer	
2.3 Upheld complaints or successful challenges do not relate to diversity	Analysis of complaints	A total of five complaints were received between April and September, none of which related to diversity. This compares to 18 diversity-related complaints out of a total of 56 in the first half of 2013/2014.
	Complaints Officer	
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	Four equality impact assessments were carried out between April and September. This is considerably fewer than in previous years as fewer selection tools were deployed to assess candidates’ abilities and qualities; this was due to the nature of the exercises that were run in this period, which mainly involved relatively small numbers of candidates.
	EFT	

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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
3.1 All selection exercise teams undertake diversity checkpoints at the key checkpoint stages	Check points completed	A total of 33 checkpoints were carried out between April and September. No exercises were halted, but additional investigation was carried out following the first part of the two-stage qualifying test for the Police Appeal Tribunal exercise due to the high number of BAME candidates who did not pass the first test. The investigations included analysing further data such as professional background and years PQE. The results did not indicate any specific reason as to why BAME candidates were less successful, other than the high quality of applications. There was an even distribution of BAME candidates throughout the merit list.
	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	The December Official statistics were published in December 2014 alongside a press release and key lines provided to staff. The JAC statistician ensured that the correct process was followed.
	Statistician	

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Objective 4 Promoting diversity in the workplace and ensuring that the JAC meet the requirements of the Equality Act 2010 as an employer		
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 2014 staff survey was undertaken in October. Results from the survey were mixed. There were improvements in the way staff thought change was handled and indications that staff were receiving regular feedback on their performance. However the overall engagement index fell to 59% from 62%. There was also a perception that team working needed enhancing.
	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	Following the results of the 2014 survey, the senior leadership team has considered the underlying messages in detail and has agreed corporate priorities for action.
	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.	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. The current staffing levels are Women 60 % (LM 47%) Male 40% (LM 53%) BAME 15% (LM 10%) Disability 7% (LM 16%) There is no significant change in the statistics from the 2013-2014 report.
	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 regularly and raise any issues. Our CEO and Director hold regular informal drop – in sessions with staff to pick up other concerns and regular all-staff sessions are held within the office to keep staff updated.
	Meetings held	