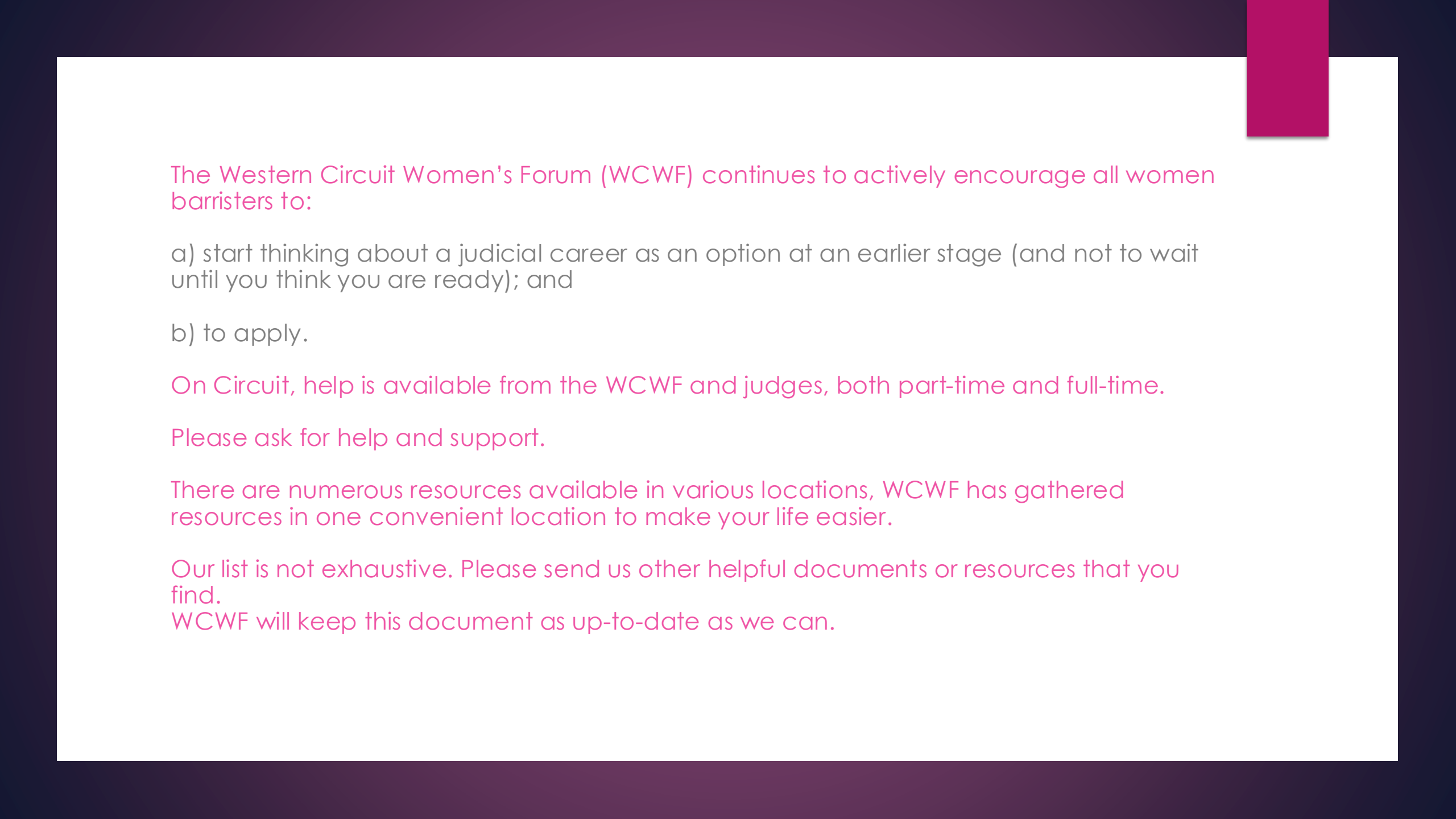


Judicial Applications

RESOURCES AND SIGNPOSTING





The Western Circuit Women's Forum (WCWF) continues to actively encourage all women barristers to:

- a) start thinking about a judicial career as an option at an earlier stage (and not to wait until you think you are ready); and
- b) to apply.

On Circuit, help is available from the WCWF and judges, both part-time and full-time.

Please ask for help and support.

There are numerous resources available in various locations, WCWF has gathered resources in one convenient location to make your life easier.

Our list is not exhaustive. Please send us other helpful documents or resources that you find.

WCWF will keep this document as up-to-date as we can.

Contents

- ▶ The process
- ▶ What you can do to prepare
- ▶ Getting help
- ▶ The application
- ▶ Tests and interviews
- ▶ Other helpful information



The Process

LARGE EXERCISES FOR MORE THAN 50 VACANCIES MAY TAKE UP TO A YEAR,
SMALL EXERCISES FOR ONE OR TWO ROLES MIGHT TAKE ABOUT FOUR MONTHS.

Selection Process overview

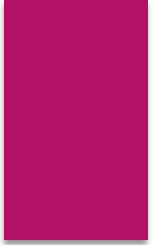


start your journey today.....

<https://judicialappointments.gov.uk/wp-content/uploads/2021/05/final.png>

JAC Process

<https://judicialappointments.gov.uk/guidance-on-the-application-process-2/>



Mode of selection

Large rounds DDJ and DTJ are online selection days.

Independent Assessments

Independent assessments are required either before a paper sift, or after a qualifying test, depending on the shortlisting process being followed. It will be made clear in the selection exercise information when independent assessments will be requested.

During this stage, we also check that candidates meet the minimum eligibility and good character requirements.



What you can do to prepare

A LITTLE WORK NOW WILL SAVE YOU A LOT OF TIME AND STRESS LATER

Getting knowledge about the application

The JAC

The Judicial Appointments Commission's website is a treasure trove of helpful information, but you do have to dig for it.

You can find with a bit of digging

- Regular Recruitment rounds
- Practice tests
- Stats
- Feedback

Judicial Career

You can get information on

- Becoming a judge
- Support pathways
- Judicial careers portal

<https://www.judiciary.uk/about-the-judiciary/judges-career-paths/>

Judicial Careers Portal

Sign up to the portal for free for access to extra tips as well as information about upcoming seminars (with past recordings for particular exercises also available).

<https://www.judicialcareers.judiciary.uk/upcoming-events/>

Essentials before you apply

Are you ready?

'Am I Ready to apply?' JAC website test (does not save your answers/impact on any subsequent applications):

<https://uk.surveymonkey.com/r/BGKYVG7>

Do you qualify?

We are assuming you have the legal/academic qualifications.

Do read and digest the Good Character guide.

For exercises that launch on or after 15 October 2024,

<https://judicialappointments.gov.uk/guidance-on-the-application-process-2/good-character/good-character-guidance-2024/>

Do not forget you have an ongoing obligation to disclose

Know the competencies

For all legal exercises launching after October 2025, the revised competency framework applies.

<https://judicialappointments.gov.uk/wp-content/uploads/2025/05/Legal-Judicial-Skills-and-Abilities-Framework.pdf>

Not sure? – It is ok to have questions

Judicial Work Shadowing Scheme – will give you invaluable insight.

<https://www.judicialcareers.judiciary.uk/shadowing-mentoring-and-other-support-programmes/introduction-to-jwss>

You can also attend many court and Tribunal hearings without going through a formal scheme:

<https://www.gov.uk/guidance/observe-a-court-or-tribunal-hearing>

Ask your presider if you can sit in for a day.

If you need to beef up your application competencies

Non-legal roles

To gain valuable experience you can take on non-legal roles advertised via JAC:

<https://judicialappointments.gov.uk/non-legal-tribunal-member-roles/>

Volunteer Roles

You can take on volunteer roles:

- School governor
- Schools Appeals
- Adjudicator for a charity

Keeping a record

Start now.

Record all occasions where you can evidence one of the competencies.

Finding out about vacancies

Newsletter

Sign up to 'Judging Your Future'; monthly email with helpful updates and a round-up of latest or upcoming vacancies.

Website

You can find details of all vacancies here (we recommend checking regularly for updates):

<https://apply.judicialappointments.digital/vacancies>

Regular recruitment

<https://judicialappointments.gov.uk/vacancies/regular-recruitment-exercises/>

Easy reads

Easy to digest real-life experiences

- ▶ Top tips from the WCWF and Sunyana Sharma (Deputy District Judge, Assistant Coroner):
<https://www.counsellormagazine.co.uk/articles/-ask-a-judge-diversity-on-circuit>
- ▶ Tips and support outline from Brie Stevens-Hoare KC:
<https://www.counsellormagazine.co.uk/career-hub/articles/become-a-judge>

Meatier reads

They take a bit more time but
are essential.

- ▶ The Equal Treatment Benchbook:
www.judiciary.uk/about-the-judiciary/diversity/equal-treatment-bench-book/ [latest version July 2024]
- ▶ Guide to Judicial Conduct:
<https://www.judiciary.uk/guidance-and-resources/guide-to-judicial-conduct-revised-july-2023/>
- ▶ Key principles:
<https://www.judiciary.uk/about-the-judiciary/our-justice-system/three-is/>
- ▶ The Bangalore Principles:
https://www.google.com/url?sa=t&source=web&rct=j&opi=89978449&url=https://www.unodc.org/documents/ji/training/bangaloreprinciples.pdf&ved=2ahUKEwjasefF6aeNAXVqR0EAHfcVLQUQFnoECBMQAAQ&usg=AOvVaw1M2wzy_R5gFBopEtpzWMC1

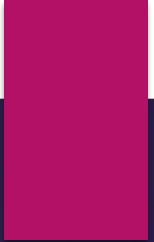
Other useful JAC Links

[HTTPS://JUDICIALAPPOINTMENTS.GOV.UK/](https://judicialappointments.gov.uk/)

[HTTPS://JUDICIALAPPOINTMENTS.GOV.UK/HOW-TO-PREPARE-BEFORE-YOU-APPLY/](https://judicialappointments.gov.uk/how-to-prepare-before-you-apply/)

[HTTPS://JUDICIALAPPOINTMENTS.GOV.UK/QUALIFYING-TEST-PREPARATION-GUIDANCE-AND-RESOURCES/](https://judicialappointments.gov.uk/qualifying-test-preparation-guidance-and-resources/)

[HTTPS://JUDICIALAPPOINTMENTS.GOV.UK/FEEDBACK-AND-EVALUATION-REPORTS/](https://judicialappointments.gov.uk/feedback-and-evaluation-reports/)



Getting help

THE JUDICIARY WANTS DIVERSITY – USE THE HELP ON OFFER

Support and out reach

Judicial Outreach Mentoring Scheme

<https://www.judicialcareers.judiciary.uk/shadowing-mentoring-and-other-support-programmes/judicial-outreach-mentoring-scheme/>

Judicial Work Shadowing Scheme

<https://www.judicialcareers.judiciary.uk/shadowing-mentoring-and-other-support-programmes/introduction-to-jwss/>

PAJE

Pre-Application Judicial Education Programme

Supports talented lawyers from underrepresented groups to feel more equipped, confident and prepared when considering applying for a future judicial role.

<https://www.judiciary.uk/about-the-judiciary/diversity/pre-application-judicial-education-programme-paje/>

Support and outreach

Targeted Outreach Programme

Leads initiatives which specifically respond to the need to improve judicial diversity. The small team is separate from the JAC selection process and engages directly with candidates from under-represented groups to support them through their judicial applications

<https://judicialappointments.gov.uk/targeted-outreach-and-research-team/>

More information

<https://judicialappointments.gov.uk/targeted-outreach-programme-further-information/>

WCWF

Email wcwf@westerncircuit.co.uk who will help to find a suitable mentor (from Bar or bench).

Bar Council

<https://www.barcouncil.org.uk/support-for-barristers/wellbeing-personal-career-support/mentoring/silk-and-judicial-appointments.html>.

If you would like a mentor, please email your request to mentoring@barcouncil.org.uk.

PAJE

Pre-Application Judicial
Education Programme

- ▶ Applications to take part in PAJE will be prioritised for:
- ▶ Black, Asian and Minority Ethnic lawyers
- ▶ Women lawyers
- ▶ Lawyers with disabilities and/or solicitors and chartered legal executives (both with a litigation and non-litigation background)
- ▶ Those from a non-litigation background including academic and non-practising barristers

PAJE

Time - limited application windows

Keep checking the website for more information

Applications to take part in PAJE will be prioritised for:

- ▶ Black, Asian and Minority Ethnic lawyers
- ▶ Women lawyers
- ▶ Lawyers with disabilities and/or solicitors and chartered legal executives (both with a litigation and non-litigation background)
- ▶ Those from a non-litigation background, including academic and non-practising barristers



The application

IT WILL FEEL ALIEN, AND YOU WILL HATE THE PROCESS

TAKE CONTROL EARLY – KNOWLEDGE IS POWER

JAC help

Choosing self-assessment examples

<https://judicialappointments.gov.uk/choosing-the-best-examples-in-your-self-assessment/>

Preparing written evidence for your application

<https://judicialappointments.gov.uk/preparing-written-evidence-for-your-application/>

Guidance on independent assessments (your referees/reference s)

<https://judicialappointments.gov.uk/independent-assessments-for-candidates/>

WCWF

'Ask a Judge' Webinar

Featuring

The Honourable Mr Justice
Linden

Her Honour Judge MacMillan

District Judge Goodall

Recorder Lucy Reed KC

Sunyana Shama (DDJ and
Assistant Coroner)

Charlotte Davies (DDJ and DTJ)

- ▶ WCWF Webinar
<https://url.uk.m.mimecastprotect.com/s/9uqHCxIJnTqmyphvh1fyshks?domain=westerncircuit-my.sharepoint.com>



Tests and interviews

THERE ARE LIMITED PRACTICE RESOURCES

USE THE JAC FEEDBACK AND EVALUATION REPORTS

Qualifying Tests

Situational judgment

Critical Analysis

<https://judicialappointments.gov.uk/practice-qualifying-test-tool/>

<https://judicialappointments.gov.uk/feedback-and-evaluation-reports/>

Selection Day

The selection day guide on the JAC website is designed to help candidates prepare for interview day. It contains background on selection days, including assessment frameworks used by the panels, example questions and top tips.

Role Play

Yes you need to practice

Roleplays can be delivered face-to-face or remotely with live actors or be in the form of a pre-recorded situational video assessment, and are most commonly used for exercises involving first time entrants to the judiciary.

Roleplays assess how candidates deal with the situations that they may face and decisions they will make if they are appointed. Candidates are expected to demonstrate how well they meet the competency framework or skills and abilities, and whether they can maintain their performance under pressure.

<https://judicialappointments.gov.uk/example-roleplay/>



Other helpful information

Links

- Questions for the JAC: enquiries@judicialappointments.gov.uk
- JAC reasonable adjustments: <https://judicialappointments.gov.uk/equality-and-diversity/diversity-and-equality-measures/reasonable-adjustments/>
- Helpful additional factors to consider for mock scenarios/making adjustments for vulnerable or disabled court users: <https://www.theadvocatesgateway.org/toolkits-1-1-1>
- Welsh language scheme: <https://judicialappointments.gov.uk/welsh-language-scheme/>
- If at first, you don't succeed:
 - <https://www.counsellmagazine.co.uk/articles/the-unspoken-reality-of-rejection-at-the-bar>
 - <https://www.lawsociety.org.uk/topics/blogs/third-time-lucky-applying-for-a-judicial-appointment>

Case studies

- ▶ <https://judicialappointments.gov.uk/case-studies>
- ▶ <https://judicialappointments.gov.uk/advice-from-successful-candidates>
- ▶ <https://judicialappointments.gov.uk/advice-from-successful-candidates/pathways-into-the-judiciary>
- ▶ UK Judiciary YouTube Page:
<https://www.youtube.com/@ukjudiciary3642/featured>
- ▶ <https://www.judicialcareers.judiciary.uk/videos>
- ▶ <https://www.judicialcareers.judiciary.uk/judges-talk-about-their-judicial-roles/becoming-a-court-judge>
- ▶ <https://www.judicialcareers.judiciary.uk/judges-talk-about-their-judicial-roles>
- ▶ <https://www.judicialcareers.judiciary.uk/judges-talk-about-their-judicial-roles/becoming-a-tribunal-judge>
- ▶ <https://www.judicialcareers.judiciary.uk/judges-talk-about-their-judicial-roles/district-judges-videos>