



JUDICIAL OFFICE

MISS LUCY JOHNSON
ASSISTANT PRIVATE SECRETARY TO THE LORD CHIEF JUSTICE

Penelope Gibbs
Director, Transform Justice
43 Lawford Road
London
NW5 2LG

15 August 2019

Dear Ms. Gibbs,

Thank you for your letter regarding the recruitment of leadership magistrates. The Lord Chief Justice has asked me to respond on his behalf to address the points raised in your letter and blog.

As you will know the Lord Chief Justice and Lord Chancellor care deeply about their statutory duty to promote the diversity of the judiciary.

The recruitment of leadership magistrates is an internal exercise open to existing magistrates who meet the eligibility criteria. The appointments are advertised to all magistrates through internal communications which are not publicised.

The diversity of successful candidates for leadership roles is limited to the diversity profile of those eligible to apply. Since these were internal appointments, the diversity information of these individuals is already held where individuals have chosen to provide it.

The eligibility criteria and the requirements for these roles were considered carefully by the senior judiciary. Consideration of these elements remain a matter for the senior judiciary and will be reviewed prior to future exercises.

The term of appointment for leadership magistrates will usually be three years. However, in order to prevent a full change-over of all leadership magistrates and a loss of knowledge and expertise, the initial appointment terms were staggered. Two Regional Leadership Magistrate roles were advertised as a one-year term length. Recruitment to recruit to these roles for a three-year term is currently underway.

I hope this explanation goes some way to alleviate your concerns.

With warm regards,