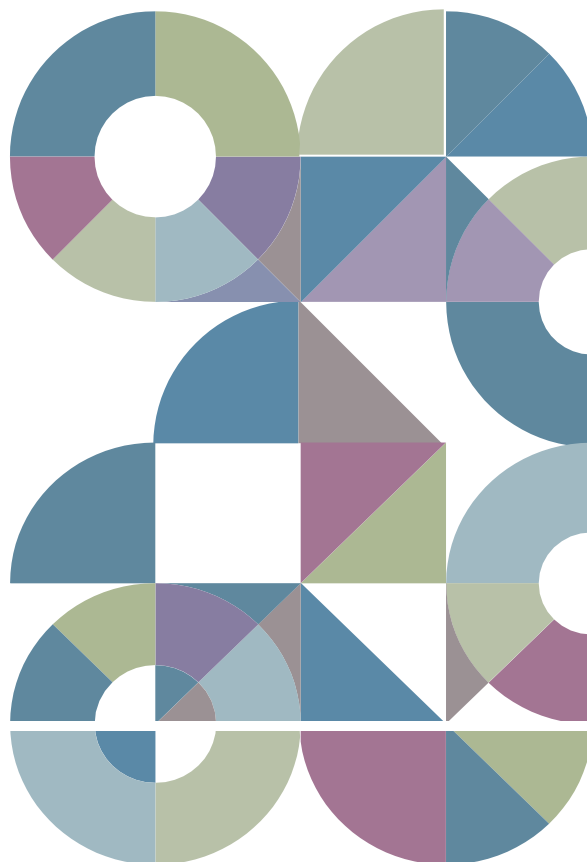




JUDICIAL
APPOINTMENTS
BOARD FOR
SCOTLAND

ANNUAL REPORT 2022 2023



Laid before the Scottish Parliament by the Scottish Ministers under section 18 of the Judiciary and Courts (Scotland) Act 2008.

DATE

October 2023

Laying Number: SG/2023/272

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Any enquiries regarding this publication should be sent to us at:

Judicial Appointments Board for Scotland

Thistle House

91 Haymarket Terrace

Edinburgh

EH12 5HD

E-mail:

mailbox@jabs.gov.scot

This publication is only available on our website at:

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Foreword by The Chairing Member

I am pleased to present the Annual Report of the Judicial Appointments Board for Scotland for the period April 2022 to March 2023.

My first full year as JABS Chairing member has been both interesting and productive.

During 2022/23, we have been involved in 11 recruitment exercises, for either court or tribunal judicial offices. Of these, eight concluded during the year, involved 204 applications, and resulted in 52 candidates being recommended for judicial office. As with last year, we continue to see a high numbers of requests for judicial appointment competitions, with work already underway to facilitate the recruitment of 191 members to the First-tier Tribunal for Scotland (Social Security Chamber), in addition to a number of shrieval appointments throughout the year. Handling this amount of activity has been demanding for the organisation with all members and advisers actively engaged in recruitment work.

In addition, the Board was asked to nominate a member to sit on the selection commission to appoint a new member of the UK Supreme Court and to contribute to the work required to facilitate the selection of candidates for election as the UK judge of the European Court of Human Rights.

In response to this, the Scottish Government agreed to my request to increase the number of staff in the Business Management Unit, to enable them to support the Board, given its increased workload. This now comprises nine staff in addition to the new Chief Executive, Paula Stevenson, who took up post in May 2022. This additional staffing resource is already paying dividends.

During the year, there were several changes in the membership of the Board. Senator, Lady Wise and Chair of the Scottish Land Court, Lord Minginish both made an important contribution to JABS before they left the Board in May 2022. More recently, Legal Member, Morag Ross KC, who also played a significant part in delivering the work of the Board, stepped down January 2023. Gordon Macmillan, who provided support as a Lay Appointment Adviser, stepped down in March 2023. I wish to express my thanks and appreciation for their invaluable contribution to our work.

In June 2022, Senator, Lady Haldane, Chamber President, May Dunsmuir and Legal Member, Cat Maclean became members of the Board. Senator, Lord Weir joined them in January 2023 under the new legislation which increases Board membership to 16. The remaining additional members and those who are needed to replace those who are stepping down will join us by the autumn of 2023. We will also be recruiting one or more Legal Appointment Advisers, who will work alongside our Lay Appointment Advisers in assisting the Board with judicial competitions.

Apart from delivering a substantial number of judicial appointment competitions this year, we also initiated our 'Programme for Change'. This is a review of how we operate, our governance and our systems and procedures. This has already reaped

benefits with the installation of a new Applicant Tracking System. This software will provide a more efficient system for recording and processing applications saving member and staff time and reducing overall costs. The review work will continue throughout 2023/24.

The relaxation in COVID restrictions in 2022/23 has meant we were able to resume face to face interviews. Over the year, we had substantial engagement with our with our key stakeholders including the Lord President, President of the Scottish Tribunals, the Scottish Government and representatives of the legal profession. The feedback they provide is invaluable. We have also been making good use of technology to reach more potential applicants than ever before with our virtual outreach programme.

Finally, I would like to express my appreciation to my fellow Board Members, our Lay Appointment Advisers and our staff. Their combined enthusiasm and dedication to the task in hand has been unstinting and we could not have achieved so much in the last year without their support.

Lindsay Montgomery CBE, FRSE
Chairing Member
October 2023

ANNUAL REPORT 2022-23

PART 1 PERFORMANCE



Part 1 Performance

Our Mission, Purpose and Membership

The Judicial Appointments Board for Scotland is an advisory Non-Departmental Public Body ('NDPB'), operating under the Judiciary and Courts (Scotland) Act 2008. This is supported by a Framework Agreement which outlines the respective responsibilities of the Scottish Ministers, to whom we make recommendations on judicial appointments; the Scottish Government that fully funds us (we do not generate funds); the Board and the Chief Executive.

Our Mission:

Attracting applicants with the skills, knowledge and ability for particular judicial roles, whilst encouraging diversity in the range of individuals available for selection and recommending applicants solely on merit, through processes that are, and are seen to be, independent, fair and transparent.

Our Purpose:

JABS was established following the implementation of the Judiciary and Courts (Scotland) Act 2008 (the 2008 Act). The Board became an advisory Non-Departmental Public Body on 1 June 2009. This means that we operate independently of the Scottish Ministers, and have our strategic direction set by the Board.

Section 9 of the 2008 Act lays out the statutory functions:

- To recommend to members of the Scottish Government individuals for appointment to judicial offices within the Board's remit, and
- To provide advice to members of the Scottish Government in connection with such appointments.

Our governing legislation states at section 9(3) that

'In carrying out its functions, the Board is not to be subject to the direction or control of any member of the Scottish Executive or any other person.'

It is, however, the relevant Scottish Minister who decides whether to accept the Board's recommendations.

The 2008 Act also places the following responsibilities on the Board, in terms of sections 12 and 14:

- Selection must be solely on merit.
- The Board may select an individual only if it is satisfied that the individual is of good character; and
- In carrying out its functions, the Board must have regard to the need to encourage diversity in the range of individuals available for selection to be

Part 1 Performance

recommended for appointment to a judicial office.

The judicial offices within the Board's remit are set out in section 10 of the 2008 Act and include:

- The office of judge of the Court of Session
- The office of Chairman of the Scottish Land Court
- The office of temporary Judge (with a number of statutory exemptions)
- The office of sheriff principal
- The office of sheriff
- The office of part-time sheriff
- The office of summary sheriff
- The office of part-time summary sheriff
- The office of member of the Parole Board for Scotland (including the Chairperson of the Parole Board)
- The Vice-President of the Upper Tribunal, if to be appointed under section 26(1) of the Tribunals (Scotland) Act 2014 (the 2014 Act)
- Chamber President in the First-tier Tribunal, if to be appointed under section 22(1) of the 2014 Act
- Deputy Chamber President in the First-tier Tribunal, if to be appointed under the relevant provisions of schedule 4 to the 2014 Act
- Ordinary member or legal member of the First-tier Tribunal or the Upper Tribunal, if to be appointed under the relevant provisions of Schedule 3 (or as the case may be) Schedule 5 to the 2014 Act.

Membership

Lay and legal members are appointed by the Scottish Ministers and judicial members by the Lord President.

Until November 2022, our statute required there to be twelve Board members: six judicial and legal members (a Senator of the College of Justice, a Tribunal President, a Sheriff Principal, a Sheriff, an Advocate and a Solicitor) and six lay members, one of whom is the Chairing Member. At that time, regulations came into effect to increase the number of Board members to sixteen (two additional lay members, one legal member and one judicial member) and the Scottish Government Public Appointments Team began an exercise to recruit new lay and legal members. These new Board members are expected to be in post later in 2023. This important change was in recognition of the Board's substantially increased workload over recent years and the consequential demands on members' time.

Part 1 Performance

The Board membership during the period covered by this Annual Report was as follows:

Lay Members



Chairing Member,
Dr Lindsay
Montgomery CBE



Mrs Deidre Fulton



Professor Stephen
Tierney



Ms Neelam
Bakshi



Mrs Elizabeth
Burnley, CBE



Ms Emma Marriott

Legal Members



Ms Cat MacLean



Ms Morag Ross
KC (until 31
January 2023)

Judicial Members



Sheriff David
Young KC



Sheriff Principal
Aisha Anwar



The Hon. Lady
Haldane KC



Chamber
President, May
Dunsmuir



The Hon. Lord
Weir KC

Changes to membership of the Board:

- Senator, Lady Wise KC left the Board 31 May 2022
- Chair of the Scottish Land Court, Lord Minginish KC left the Board 31 May 2022
- Senator, Lady Haldane KC joined the Board 1 June 2022
- Chamber President, May Dunsmuir joined the Board 1 June 2022
- Legal Member, Cat Maclean joined the Board 1 June 2022

Part 1 Performance

- Lay Member, Liz Burnley had her term renewed for 4 years from 8 August 2022
- Senator, Lord Weir KC joined the Board 1 January 2023
- Legal Member, Morag Ross KC left the Board 31 January 2023
- Lay Member, Deirdre Fulton had her term extended from 1 February 2023 to 31 July 2023
- Lay Member, Stephen Tierney had his term extended from 17 May 2023 to 16 November 2023

Board Meetings

The Board normally meets on the third Monday of each month. In September 2022 the Board agreed it would hold full day meetings instead, every two months, from April 2023. The approved minutes of Board meetings are published on our website. From April 2022 to March 2023, there were 10 Board meetings. No meetings were held in April or July.

Board attendance was as follows:

| Board Member | Total |
|---------------------|--------------|
| Lindsay Montgomery | 9/10 |
| Deirdre Fulton | 10/10 |
| Neelam Bakshi | 10/10 |
| Elizabeth Burnley | 9/10 |
| Stephen Tierney | 9/10 |
| Sheriff Young | 10/10 |
| SP Anwar | 8/10 |
| Morag Ross | 8/8 |
| Emma Marriot | 10/10 |
| Lady Wise | 1/1 |
| Lord Minginish | 1/1 |
| May Dunsmuir | 8/9 |
| Cat MacLean | 6/9 |
| Lady Haldane | 9/9 |
| Lord Weir | 3/3 |

The Chairing Member nominated Liz Burnley to stand in for him as Chairing Member during his absence in March 2023, including the March Board meeting.

Lay Assistants (also known as Lay Appointment Advisers)

Statutory provisions within the 2008 Act (Schedule 1 paragraph 13 A(1)) allow the Board to appoint lay assistants to help the Board to deliver its increased workload. A

Part 1 Performance

person appointed under paragraph 13A(1) as a lay assistant may, so far as authorised by the Board, do anything that a lay member of the Board may do, other than take part in a decision of the Board to recommend an individual for appointment.

The Board Lay Appointment Advisers are:

- Marieke Dwarshuis
- Geoffrey Garner
- Paul Gray
- Peter McGrath
- Gordon Macmillan (left 31 March 2023)

The Business Management Unit

All staff of the BMU, including the Chief Executive, are civil servants on Scottish Government terms and conditions of employment. They are required to comply with the Civil Service Code and Scottish Government HR policies, but their sole responsibility for all operational matters is to the Board.

Part 1 Performance

Five-Year Strategic Plan

In 2018, we published a Five-Year Strategic Plan. This sets out how we will continue to contribute to justice in Scotland and provides objectives of how we aim to deliver our priorities. The Plan details our Vision, Priorities, Objectives and Values.

OUR VISION



To attract applicants of the highest calibre, encourage diversity in the range of individuals available for selection and to recommend applicants based solely on merit through processes that are fair and transparent.

PRIORITIES

To ensure we meet our strategic objectives, we need to be clear on our priorities for the next five years. Following a recent refresh of our Strategic Objectives, we are clearer than ever about where we need to concentrate our efforts.

To ensure we can deliver, we will focus on five main areas:



THE RIGHT PEOPLE

Developing our Board and our staff creating the right conditions to enable them to do their best work.



FOCUS ON EFFICIENCY

Making the best use of our resources including technology and digital connectivity.



STRONG RELATIONSHIPS

Our relationships with our stakeholders and partners and how we work with other organisations.



POSITIVE ACTION

Taking steps to help encourage a diverse range of applicants.



USING EVIDENCE

Using an evidence-based approach to continuously improve our processes.

As taxpayers fund everything we do, **value for money** is integral in all five of our priorities

STRATEGIC OBJECTIVES

Our strategic objectives define how we will achieve our vision.



FURTHER JUSTICE

We will contribute to furthering justice in Scotland alongside Scottish Ministers, the judiciary and the legal profession.



PROVIDE AN INDEPENDENT VOICE

We will make independent recommendations for appointment to courts and tribunals based on merit.



WORK FAIRLY & TRANSPARENTLY

We will work in a fair and transparent way which commands the confidence of courts and tribunal users and the wider public.



ENCOURAGE DIVERSITY

We will encourage diversity in the range of individuals available for selection.



PURSUE CONTINUOUS IMPROVEMENT

We will pursue continuous improvement in the way we do our work.

VALUES

The operating philosophies or principles that guide our internal conduct as well as our relationship with our customers, partners, and shareholders.

Our values underpin and inform everything we do.



TRUST

Our actions justify the faith others have put in us to make recommendations based on merit.



FAIRNESS

Our actions and processes are designed to be equitable and to reduce the role of bias in our decision making.



INDEPENDENCE

Our systems and processes are independent, open and transparent.



AGILITY

We are flexible, adaptable and we embrace change where it helps us to streamline our processes.



EVOLUTION

We embrace opportunities to learn and develop through continuous improvement.



INCLUSION

We observe, listen, understand and support everyone we work with.

The full Plan is available on our [website](#).

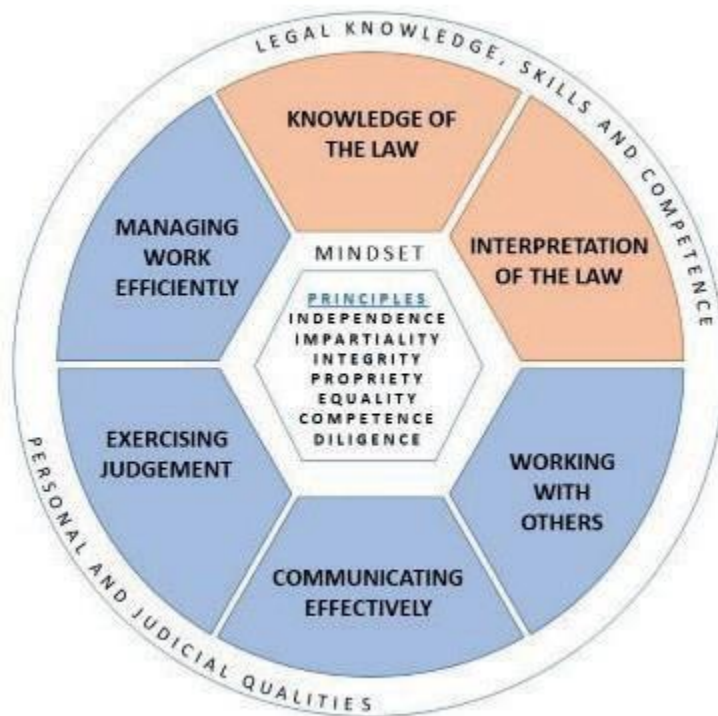
The Plan sits at the heart of our operations, helping to focus our work and shape our priorities as we strive to ensure our processes remain fair, robust and fit for the future. A new corporate plan will be published in 2023.

Part 1 Performance

Judicial Skills and Qualities

The Board is committed to the principle of appointment solely on merit, and we work closely with our partners in the justice family to make sure the skills and qualities, on which we assess applicants, reflect what makes a good judge.

These six skills and qualities relate to court and tribunal offices, where the latter require legal competencies. Non-legal members of tribunals including specialist members, are considered against the personal and judicial qualities, supplemented by specific requirements for particular tribunal roles.



More detail on each of these skills and qualities is published on our website, at: [What We're Looking For | JABS \(judicialappointments.scot\)](#) or when vacancies are advertised.

Part 1 Performance

Recommendations for Judicial Appointment

During the year 2022-2023, the Board made recommendations for the following offices:

| Judicial Office | Appointment Rounds | Number of Applications | Number recommended for appointment |
|---|--------------------|------------------------|------------------------------------|
| The Office of Sheriff Principal | 1 | 10 | 3 |
| The Office of Sheriff | 1 | 83 | 10 |
| The Office of Chair of the Scottish Land Court. | 1 | 2 | 1 |
| First-tier Tribunal for Scotland (Local Taxation Chamber) - Legal Member | 1 | 29 | 11 |
| First-tier Tribunal for Scotland (Local Taxation Chamber) - Surveyor Member | 1 | 6 | 3 |
| First-tier Tribunal for Scotland (Local Taxation Chamber) -Valuation Member | 1 | 22 | 12 |
| Parole Board for Scotland – Legal Member | 1 | 29 | 6 |
| Parole Board for Scotland – General Member | 1 | 23 | 6 |
| Total | 8 | 204 | 52 |

Part 1 Performance

Introduction

During 2022-2023, we have been involved in 11 appointment exercises, for either Court or Tribunal judicial offices. Of these, eight concluded during the year, involved 204 applications, and resulted in 52 candidates being recommended for judicial office.

In January 2023 we invited applicants to apply for Sheriff 2023 and received 121 applications. In a 'light touch exercise' in March 2023, involving members of the reserved First-tier Tribunal (Social Entitlement Chamber) and medical members of the Mental Health Tribunal for Scotland, we received 82 notes of interest for roles in the First-tier Tribunal for Scotland (Social Security Chamber). We also advertised, in an open recruitment round, for Legal Members of the Social Security Chamber. These competitions will conclude during 2023/24.

During the 2021 – 2022 reporting year candidates who were considered appointable by the Board were placed on a reserve list for the Office of Senator of the College of Justice and the Office of Sheriff. In April and July 2022, we received a request from the Scottish Government to recommend a candidate for each of these offices and a recommendation for each was made.

The Scottish Ministers have accepted all our recommendations for appointment.

There is a detailed summary of each concluded appointment round from page 13 onwards.

Diversity

In order to assist us in meeting our statutory obligation to have regard to the need to encourage diversity in the range of individuals available for selection, we ask all applicants to complete a Diversity Monitoring questionnaire. This is voluntary and applicants can complete all, some or none of it.

The information drawn from the Diversity Monitoring questionnaires is the foundation for the Diversity Report for 2022-2023 at Appendix A.

Part 1 Performance

Recommendations for the Office of Sheriff Principal

We received an official request on 3 August 2022 for three Sheriffs Principal, for North Strathclyde, Dumfries and Galloway and Tayside, Central and Fife. In September 2022, we invited applications from those eligible for appointment to the office of Sheriff Principal. We received 10 eligible applications.

Shortlisting took place between September and October 2022 with interviews held between October and November 2022. Seven candidates were invited to interview, one of these candidates withdrew before their interview date. Three candidates were recommended to the Scottish Ministers.

Recommendations for the Office of Sheriff

We received an official request on 12 January 2022 for 7 vacancies for the Office of Sheriff. During the recruitment process further vacancies arose in the Sheriffdoms of North Strathclyde and Tayside, Central and Fife taking the total number of vacancies to 11.

The advert was launched in February 2022 and 83 applications were received for the 11 vacancies.

During the process the Board recommended a reserve candidate from the Office of Sheriff 2022 to the Scottish Ministers.

Given the high number of applications submitted, longlisting and shortlisting took place in March and April 2022 and interviews were held over May and June 2022.

Of the shortlisted applicants, 29 were invited to interview, one of these applicants withdrew before their interview took place.

The Board met on 20 June 2022 and made 10 recommendations to the Scottish Ministers.

Recommendations for the Office of Chair of the Scottish Land Court

We received an official request on 9 May 2022 to recommend one individual for appointment to the Office of Chair of the Scottish Land Court. In September 2022 the advert opened. We received two applications.

Shortlisting took place between September and October 2022 with interviews held in October 2022. Both candidates were invited to interview.

The Board met on Monday 21 November 2022 and recommended one individual for appointment.

Due to the size of this competition, no diversity statistics were collated.

Part 1 Performance

Recommendations for Legal Member of the First-tier Tribunal for Scotland (Local Taxation Chamber)

We received an official request on 25 November 2021 for recommendations of 15 individuals for appointment as a Legal Member of the Local Taxation Chamber.

The advert was launched in December 2021 and 29 applications were received.

Shortlisting took place in January and February 2022 and interviews were held over March and April 2022. Of the shortlisted applicants, 19 were invited to interview.

The Board met on 25 April 2022 and made 11 recommendations to the Scottish Ministers.

Recommendations for Ordinary Member with Surveyor Experience of the First-tier Tribunal for Scotland (Local Taxation Chamber)

We received an official request on 25 November 2021 for recommendations of 10 individuals for appointment as an Ordinary Member with Surveyor Experience of the Local Taxation Chamber.

The advert was launched in December 2021 and six applications were received for the 10 vacancies.

Shortlisting took place in January 2022 and interviews were held in March 2022. Out of the six applicants, four were invited to interview.

The Board met on 25 April 2022 and made three recommendations to the Scottish Ministers.

Due to the size of this competition, no diversity statistics were collated.

Recommendations for Ordinary Member with Valuation Experience of the First-tier Tribunal for Scotland (Local Taxation Chamber)

We received an official request on 25 November 2021 for recommendations of 39 individuals for appointment to Ordinary Member with Valuation Experience of the Local Taxation Chamber.

The advert was launched in May 2022 and 22 applications were received for the 39 vacancies.

Shortlisting took place between June and July 2022 and interviews took place in August 2022. Out of the 22 applicants, 18 were invited to interview.

The Board met on 12 September 2022 and made 12 recommendations to the Scottish Ministers.

Part 1 Performance

Recommendations for Legal Member of the Parole Board for Scotland

We received an official request on 25 February 2022 for recommendations of six individuals for appointment to Legal Member of the Parole Board for Scotland

The advert was launched in September 2022 and 29 applications were received for the six vacancies.

Shortlisting took place in September and October 2022 and interviews were held over November and December 2022. Out of the 29 applicants, 18 were invited to interview.

The Board met on 19 December 2022 and made six recommendations to the Scottish Ministers, holding a reserve list of appointable candidates.

Recommendations for General Member of the Parole Board for Scotland

We received an official request on 25 February 2022 for recommendations of six individuals for appointment to General Member of the Parole Board for Scotland.

The advert was launched in September 2022 and 23 applications were received.

Shortlisting took place in September and October 2022 and interviews were held over November and December 2022. Out of the 23 applicants, 17 were invited to interview.

The Board met on 19 December 2022 and made six recommendations to the Scottish Ministers, holding a reserve list of appointable candidates.

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**PART 2
ENGAGEMENT**



Part 2 Engagement

Key Partner and Stakeholder Engagement

Over the past year, we held meetings with a wide range of individuals and organisations to promote our work and explore matters of common interest, including with the Lord President of the Court of Session, the President of the Scottish Tribunals, Chamber Presidents, the Faculty of Advocates, the Law Society of Scotland and the Society of Solicitor Advocates.

Regular meetings have also taken place with the Scottish Government and Judicial Office, as well as with colleagues from the Judicial Appointments Commission (for England and Wales) and the Northern Ireland Judicial Appointments Commission.

Outreach and Events

The following virtual webinars were held:

- On 16 August 2022, 'Becoming a Sheriff Principal' event co-hosted with Judicial Office
- On 2 December 2022, Shrieval Appointments event co-hosted with the Law Society of Scotland
- On 19 January 2023, Sheriff Competition outreach event co-hosted with Faculty of Advocates
- On 23 March 2023, 'Becoming a Tribunal Judge' event co-hosted with the Law Society of Scotland
- On 24 March 2023, Social Security Chamber, Legal Member event co-hosted with the Faculty of Advocates
- On 28 March 2023, Social Security Chamber, Medical Member event
- On 5 April 2023, Social Security Chamber, Disability Member event
- On 18 April 2023, Social Security Chamber, Medical Member event

Part 3 Governance

Diversity

During this reporting year, the Board has increased its focus on diversity.

Three strands of the JABS Programme for Change are considering diversity as part of their broader remit:

- 'Attracting the Right Applicants' will be considering diversity in the context of our future outreach and advertising programmes.
- 'Review of Application Documentation' will consider whether our documentation is framed in a way that is inclusive and accessible to all potential candidates.
- 'Approach to Assessment' will consider amongst other things whether our assessment process gives candidates the best opportunity to succeed, irrespective of their background.

Whilst it is important to ensure all of our processes are as equitable as possible, the Board recognised the need to better understand the scale of the issue – how diverse are the legal and other professions from whom applicants for judicial office are drawn; is that diversity reflected in the range of applicants who apply to JABS; is that diversity also reflected in the recommendations to the Scottish Government.

To inform a new Diversity Action Plan, which will be finalised in 2023, the Board obtained the most up to date diversity statistics from the Scottish Government, the Faculty of Advocates and the Law Society of Scotland.

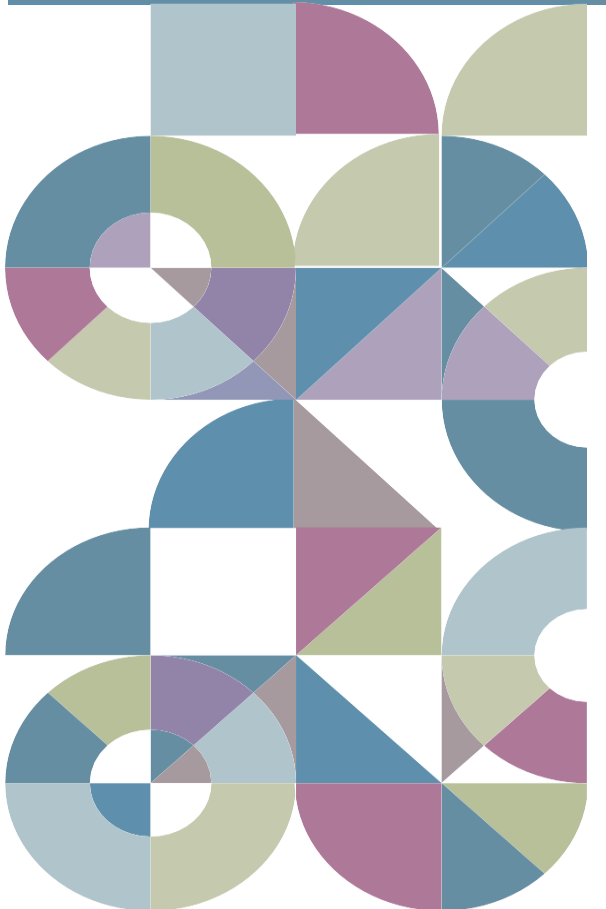
There are still some gaps in the information available, but in the meantime we are analysing the data provided to develop a clearer picture of the current situation. This will help inform our Diversity Action Plan and also help us better target our resources.

The Board has also begun a wider programme of engagement with key stakeholders who can help inform this policy such as the Scottish Ethnic Minorities Lawyers Association and Fair Justice System for Scotland. One of the key actions of the new Plan is to increase the level of engagement with those best placed to advise and support us, in delivering our diversity objectives. The Board is also keen to support the diversity objectives of others, attending events and workshops, including the Future of the Legal Profession in Scotland working group.

We will shortly publish an analysis of our own diversity statistics over the last 5 years, along with the comparative data we have, thus far, been able to collect.

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**PART 3
GOVERNANCE**



Financial Outturn

The Board is funded by the Scottish Government. The Board's expenditure during the financial year 2022–2023, as recorded in the Scottish Executive Accounting System (SEAS) to 31 March 2023 is set out below.

| Expenditure | Year to 31 March 2023 (£) |
|---|---------------------------|
| Staff Salaries including ERNIC and Superannuation | £388,483.52 |
| Members Fees and ERNIC | £240,625.89 |
| Travel and Subsistence for Board Members | £7,816.61 |
| Travel and Subsistence for Staff | £260.63 |
| Training | £1,535.41 |
| Accommodation including rent, maintenance and utilities | £78,736.78 |
| Catering for Board Meetings and Interview Panels | £2,014.09 |
| Office Running Costs | £5,678.17 |
| Appointment Advertising Costs | £2,653.20 |
| IT Professional Services for Websites and vacancy System and Development, Staff Equipment | £55,115.26 |
| Professional Services | £10,610.11 |
| Research | £5,682.50 |
| Accruals (Rent from Q4 2022/23) | -£19,675.86 |
| Total | £779,536.31 |

Freedom of Information

During the period 1 April 2022 to 31 March 2023, the Board received six requests for information under the Freedom of Information (Scotland) Act 2002. Of the six requests received, five were responded to within the statutory 20 working days. Due to an oversight, one response was provided out with the statutory time frame.

Risk Management

As part of the Judicial Appointments Board for Scotland compliance and assurance process, the Board monitors and reviews its approach to risk at every Board meeting. A comprehensive Risk Register has been compiled and is regularly reviewed and updated, as required.

The Board appreciates the need for a comprehensive approach to monitoring and reviewing risks and opportunities that may have an impact on the successful outcome of the Board's objectives.

Complaints

The Board did not receive any complaints during this reporting year.

Website and Contact

Our website is the primary source of information about JABS, judicial vacancies, news items, and recent appointments.

The Board aims for continuous improvement in all that we do, and this includes our website. Feedback is always welcome, and those who access the website are encouraged to provide their thoughts or suggested improvements.

To offer this feedback, we invite the use of our website “Contact Us” form.

Online Application Platform

Since December 2015, all of our appointment rounds have been run on an online application platform.

Applications for appointment are made online. The Board will make any reasonable adjustments where these are required.

Our address for correspondence is:

Judicial Appointments Board for Scotland
Thistle House
91 Haymarket Terrace
Edinburgh
EH12 5HD



0131 528 5101



mailbox@jabs.gov.scot



<https://www.judicialappointments.scot/>

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Diversity Statistics 2022-2023

Introduction

In order to ensure that we meet our statutory obligation to have regard to the need to encourage diversity in the range of individuals available for selection, we ask all applicants to complete a Diversity Monitoring questionnaire. This is voluntary and applicants can complete all, some or none of it. In practice, a proportion of candidates for each competition choose not to provide this information. This means that our diversity data will not reflect the complete position.

This questionnaire is separate from the application form and Board/Panel Members do not see it. The Business Management Unit collates the statistical information and presents reports to the Board to allow the consideration and identification of any changes in the pool of applicants.

The Diversity Report shows the information for the key recruitment stages capturing the diversity evolution from applications received to recommendations for appointment.

We do not publish diversity monitoring information that could identify an individual. This means that not all statistics are reported for every role, because if the number of applicants answering a question was very low the responses could lead to the identification of an individual.

Percentages given in these tables are rounded to the nearest whole number. As a result, they may not always total 100%.

Diversity Statistics for 2022-2023

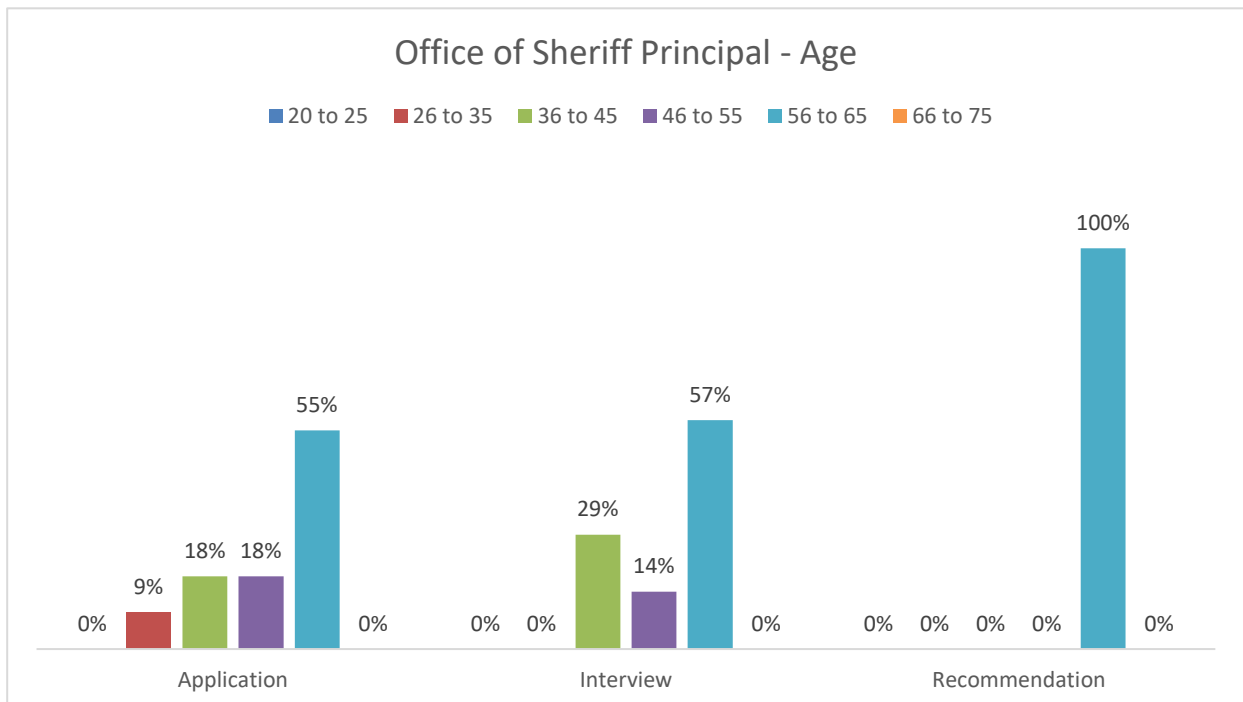
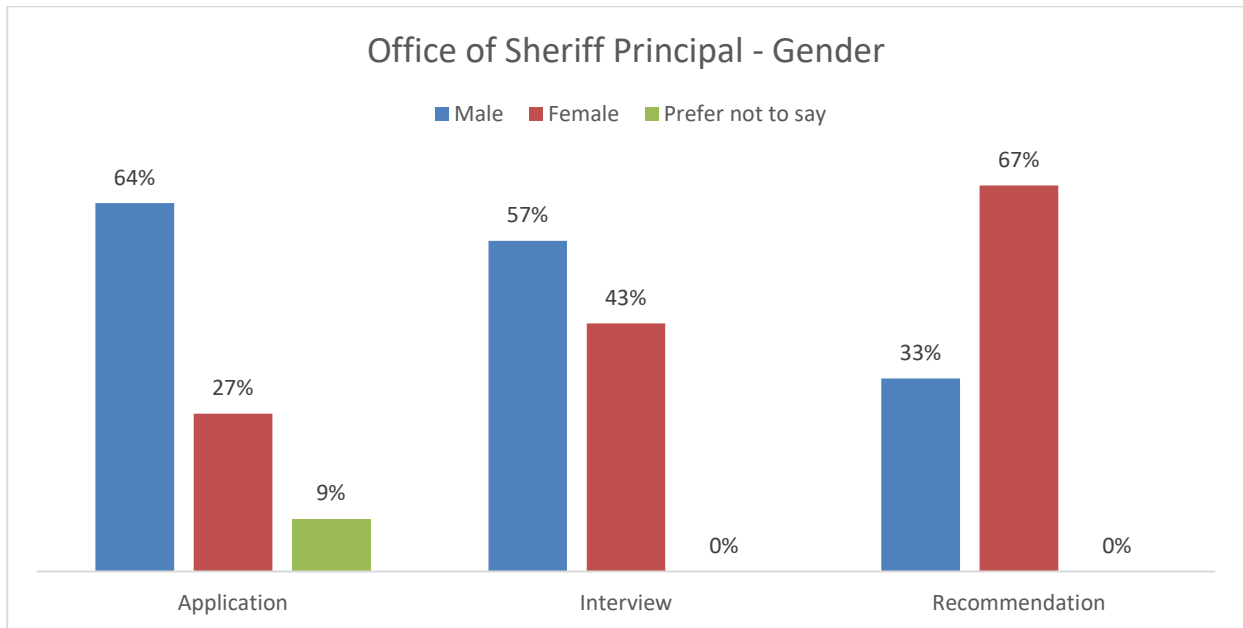
This report details the diversity findings for gender, age, ethnic group and profession for each of the following appointment rounds:

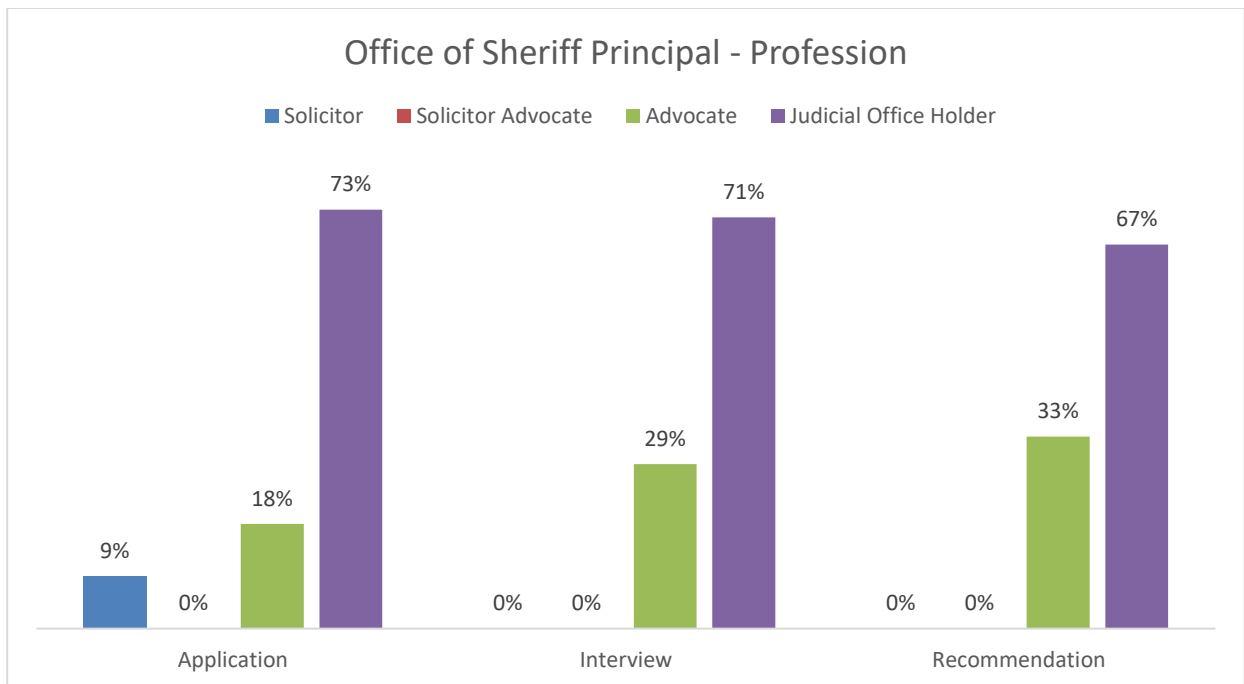
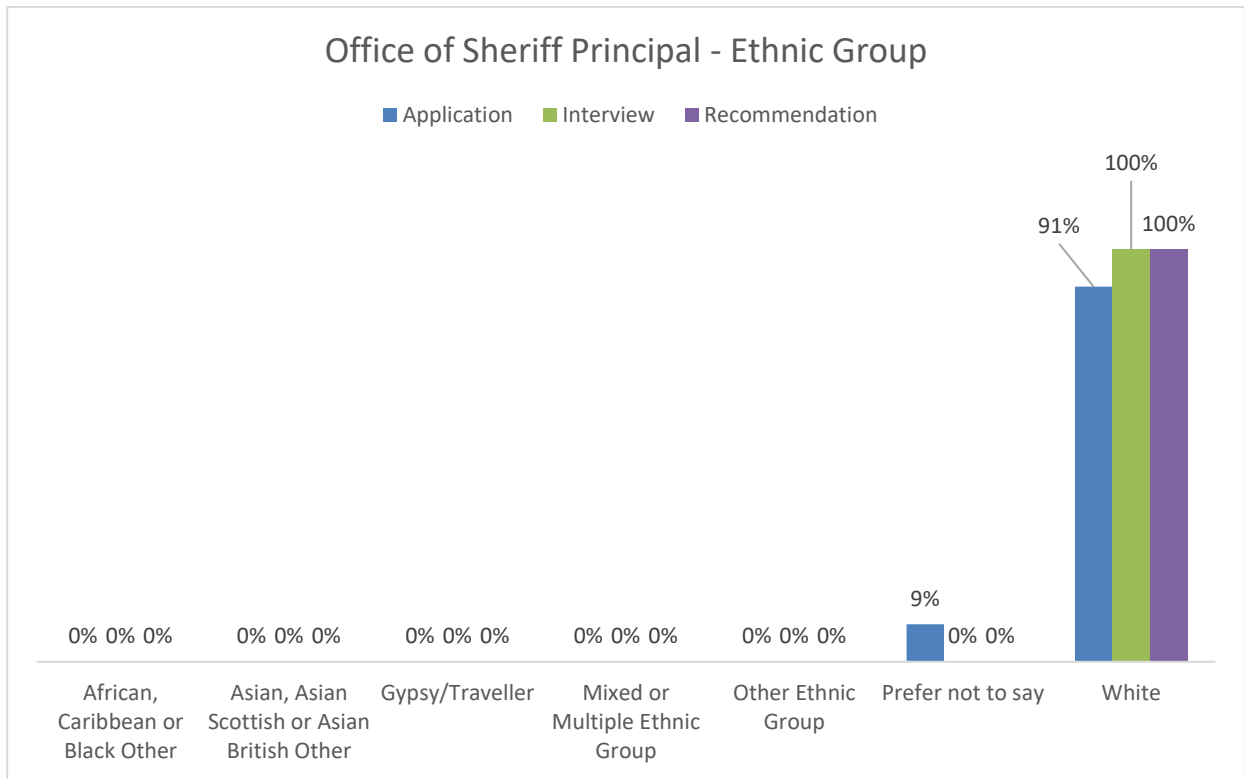
1. The Office of Sheriff Principal
2. The Office of Sheriff
3. First-tier Tribunal for Scotland (Local Taxation Chamber) Legal Member
4. First-tier Tribunal for Scotland (Local Taxation Chamber) Ordinary Member with Valuation Experience
5. Legal Member of the Parole Board for Scotland
6. General Member of the Parole Board for Scotland

No statistical information was gathered for the Chair of the Scottish Land Court and Ordinary Member with Surveyor Rating Experience of the First-tier Tribunal for Scotland (Local Taxation Chamber) competitions because of the low number of applications.

Office of Sheriff Principal - Diversity Information 2022-23

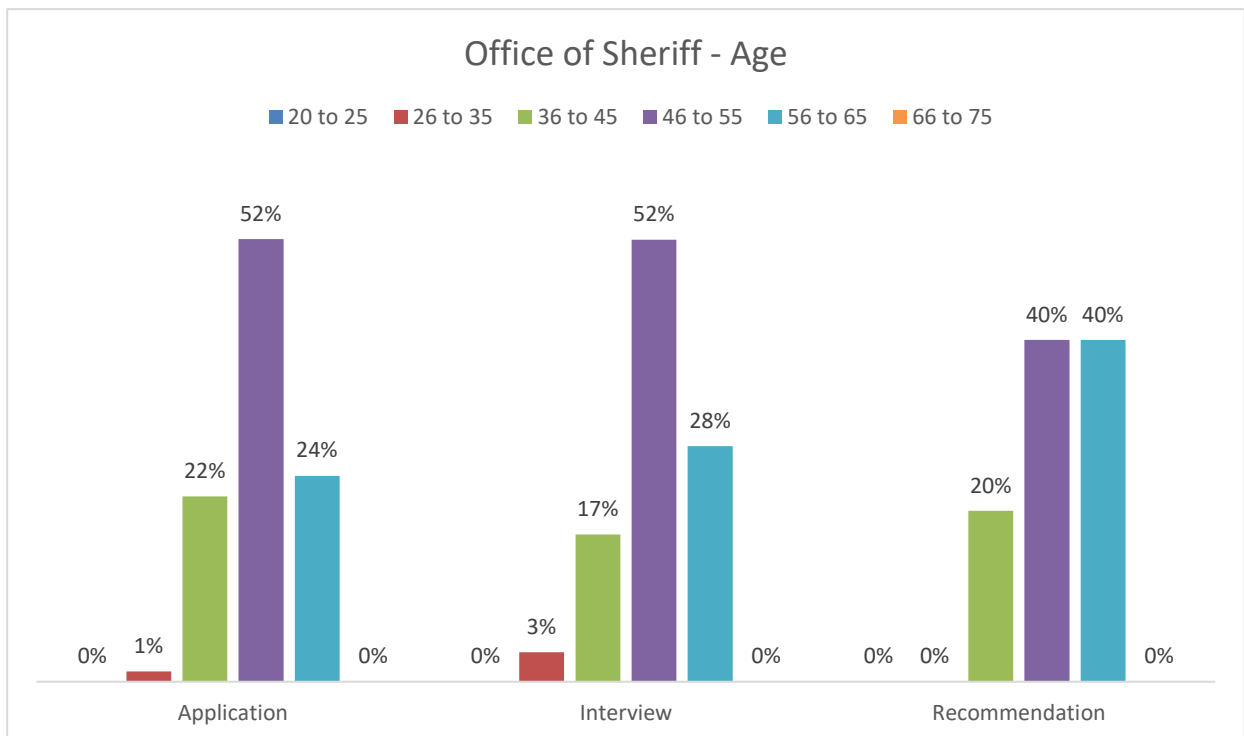
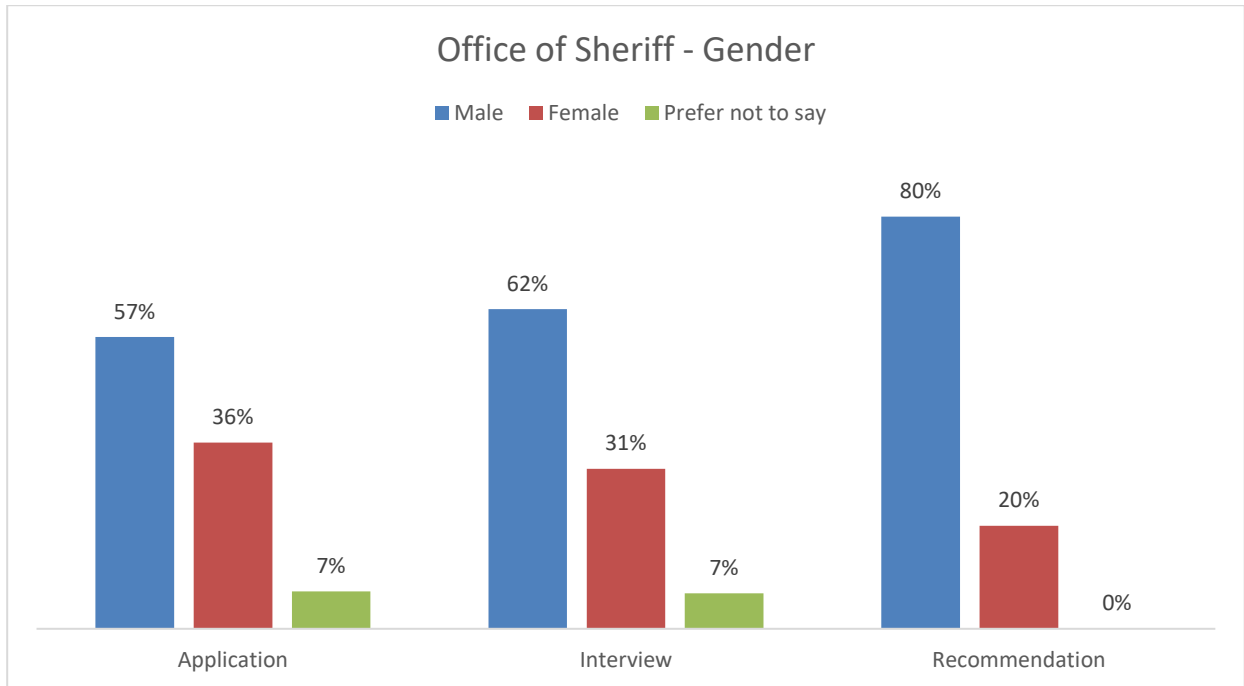
The following tables provide statistical information relating to the diversity of the application pool and those who were recommended for appointment.





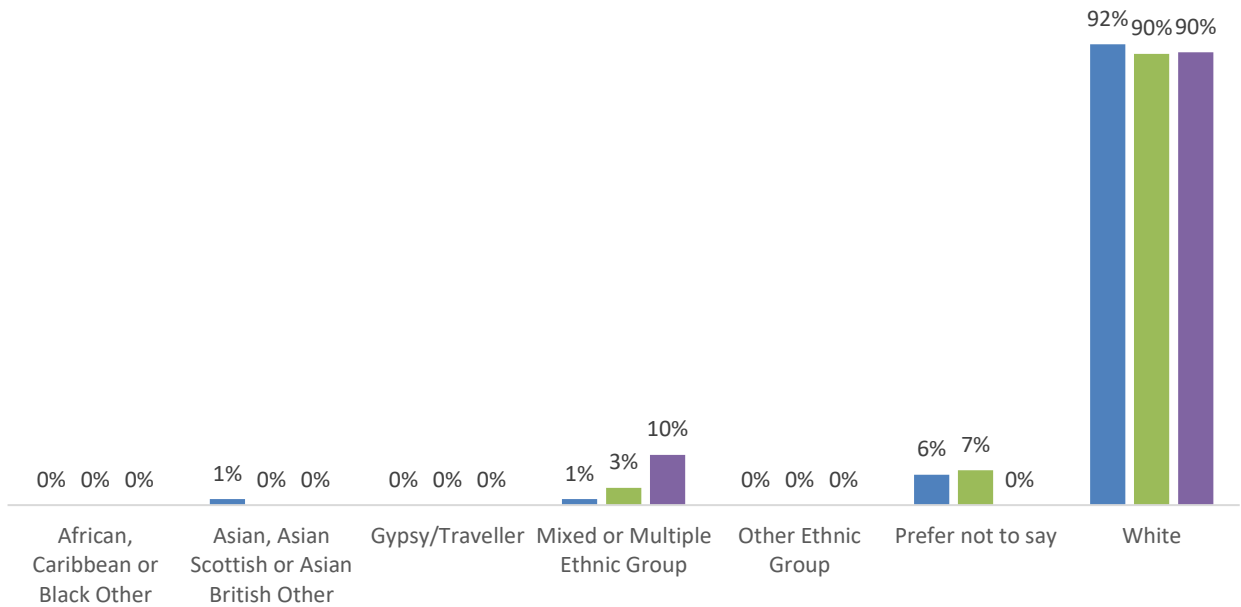
Office of Sheriff - Diversity Information 2022-2023

The following tables provide statistical information relating to the diversity of the applicant pool and those who were recommended for appointment.



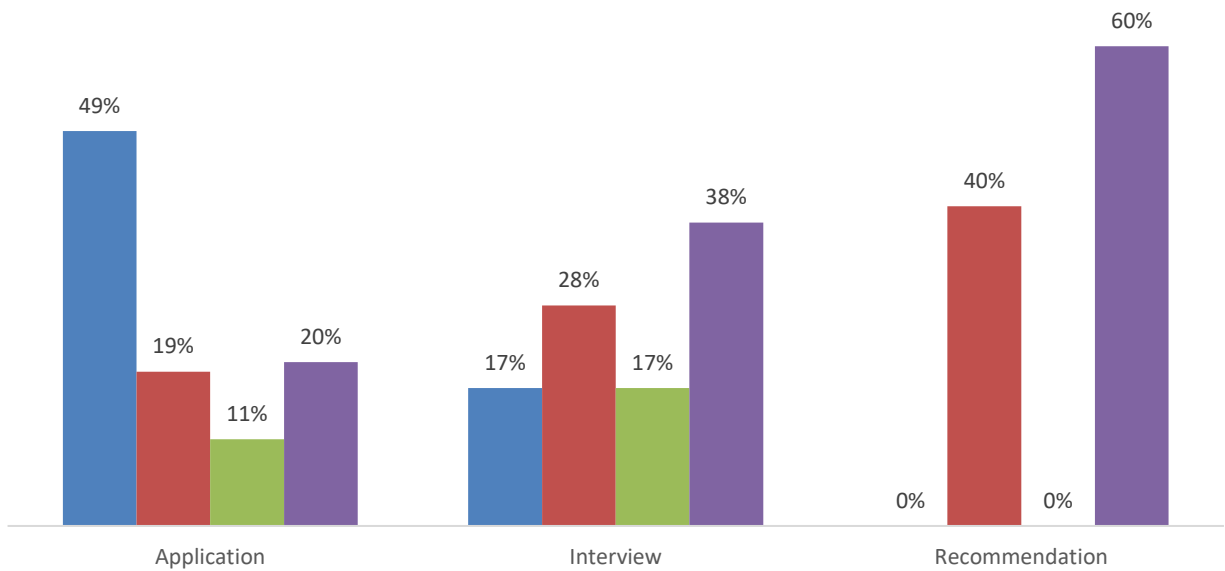
Office of Sheriff - Ethnic Group

■ Application ■ Interview ■ Recommendation



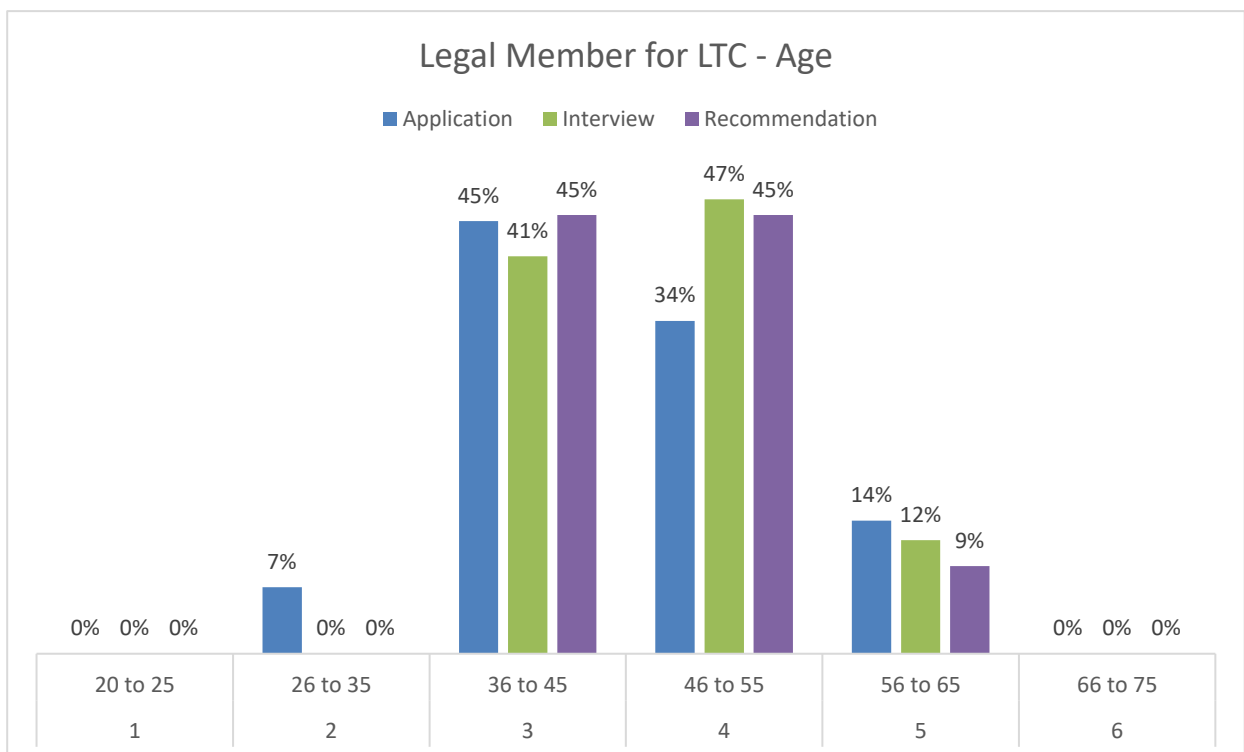
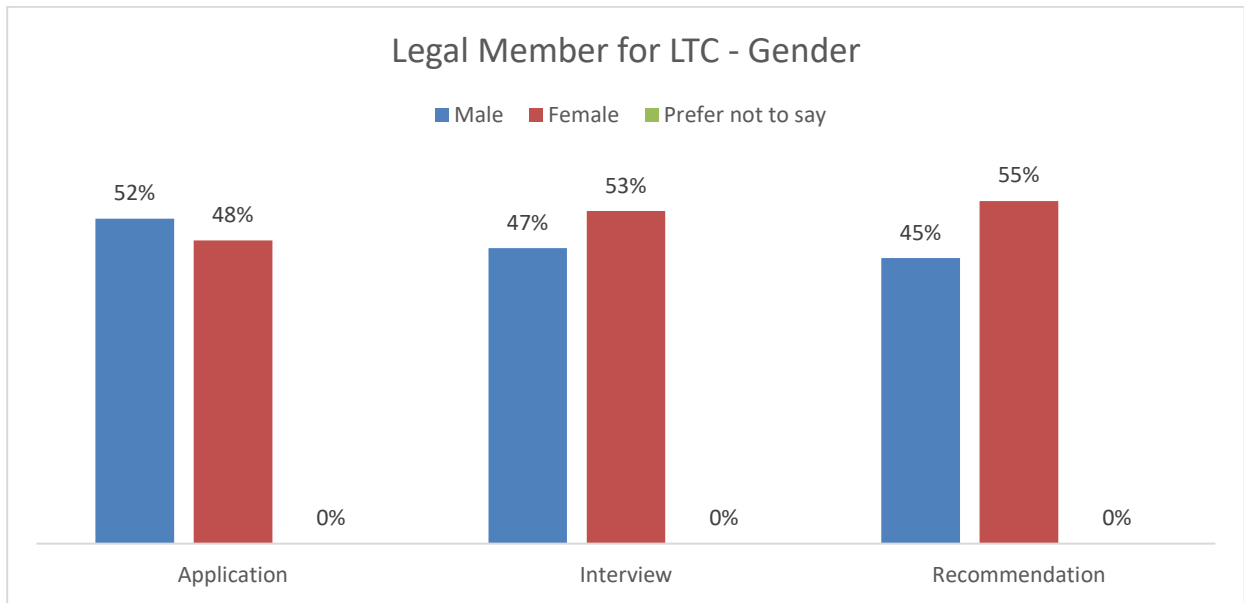
Office of Sheriff - Profession

■ Solicitor ■ Solicitor Advocate ■ Advocate ■ Judicial Office Holder

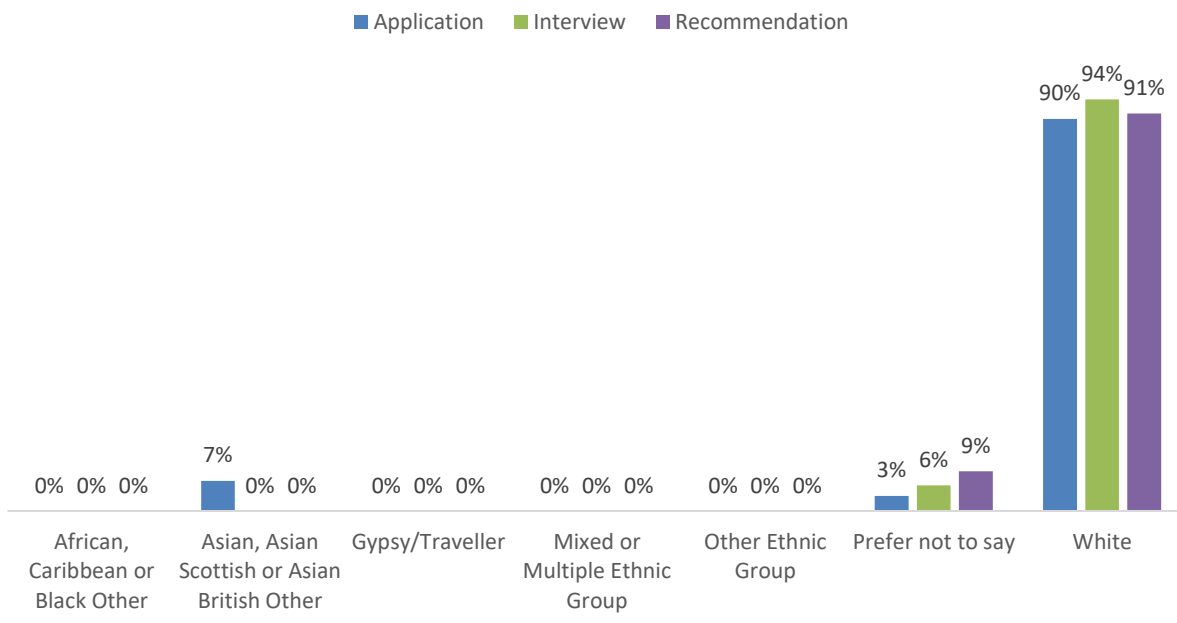


Legal Member of the Local Taxation Chamber – Diversity Information 2022-23

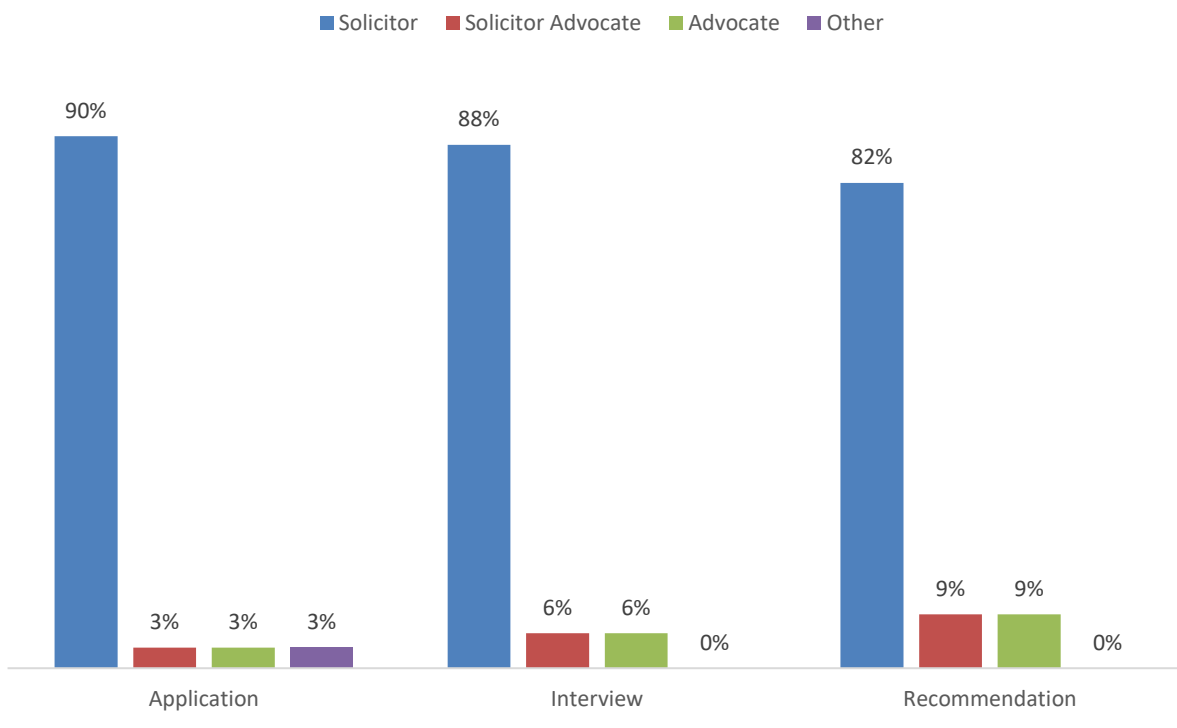
The following tables provide statistical information relating to the diversity of the application pool and those who were recommended for appointment.



Legal Member for LTC - Ethnic Group

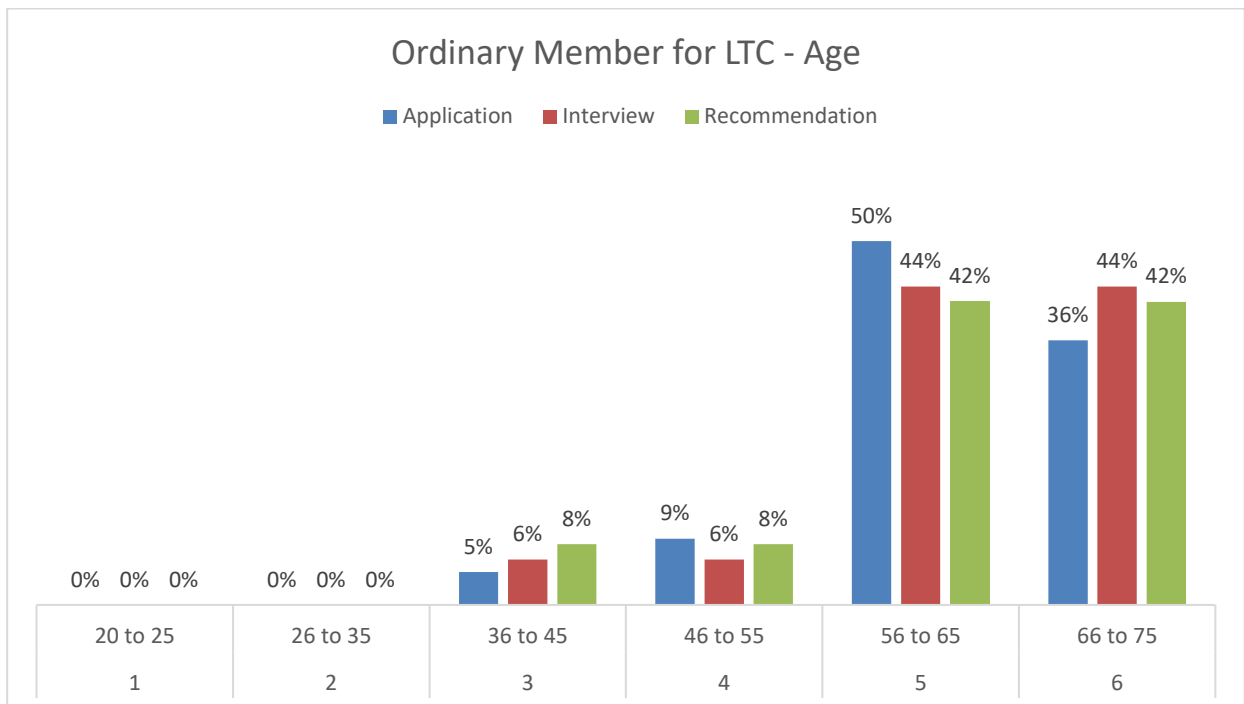
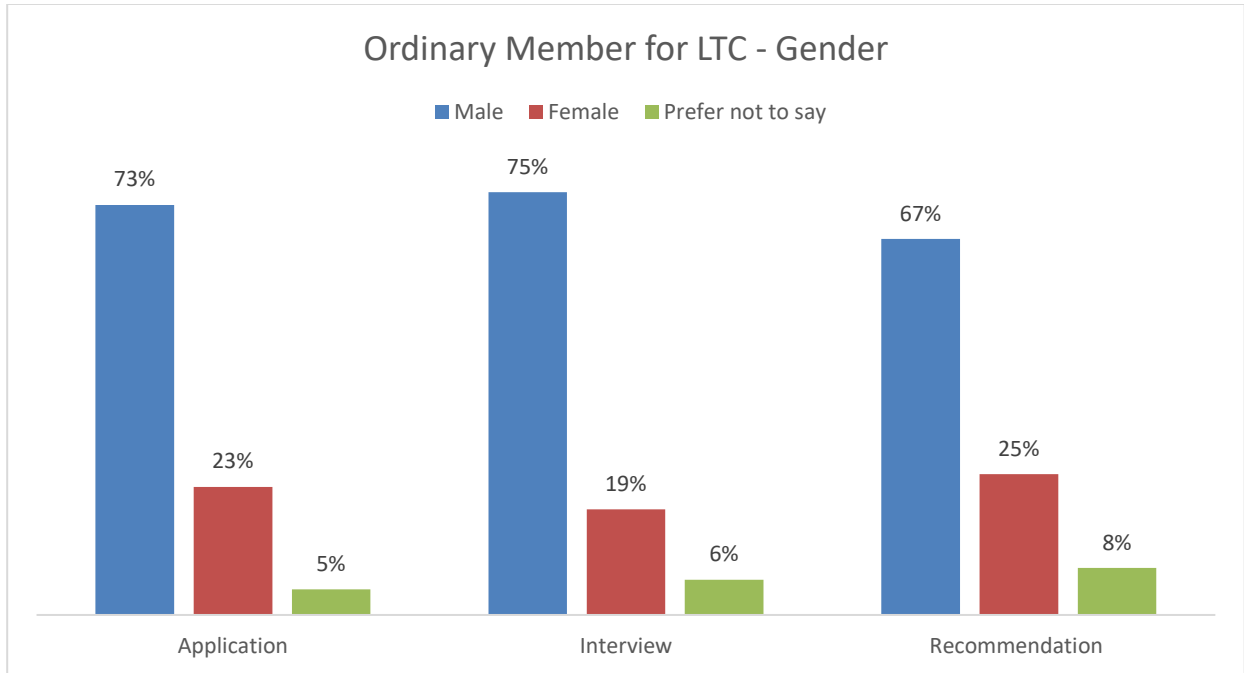


Legal Member for LTC - Profession



Ordinary Member with Surveyor Experience of the Local Taxation Chamber – Diversity Information 2022-23

The following tables provide statistical information relating to the diversity of the application pool and those who were recommended for appointment.



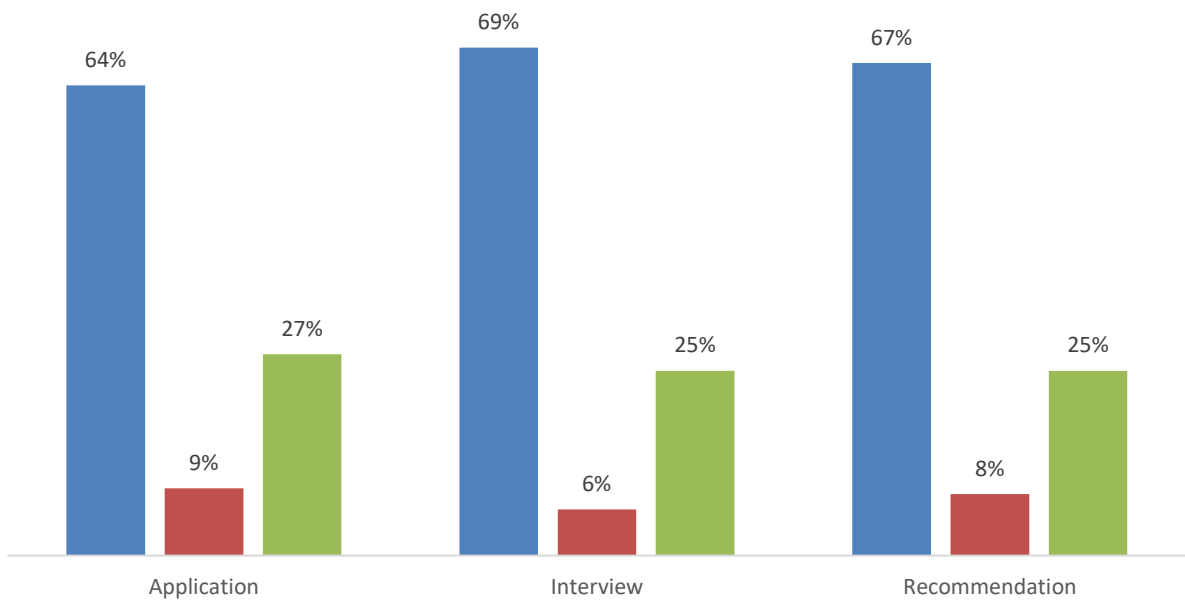
Ordinary Member for LTC - Ethnic Group

■ Application ■ Interview ■ Recommendation



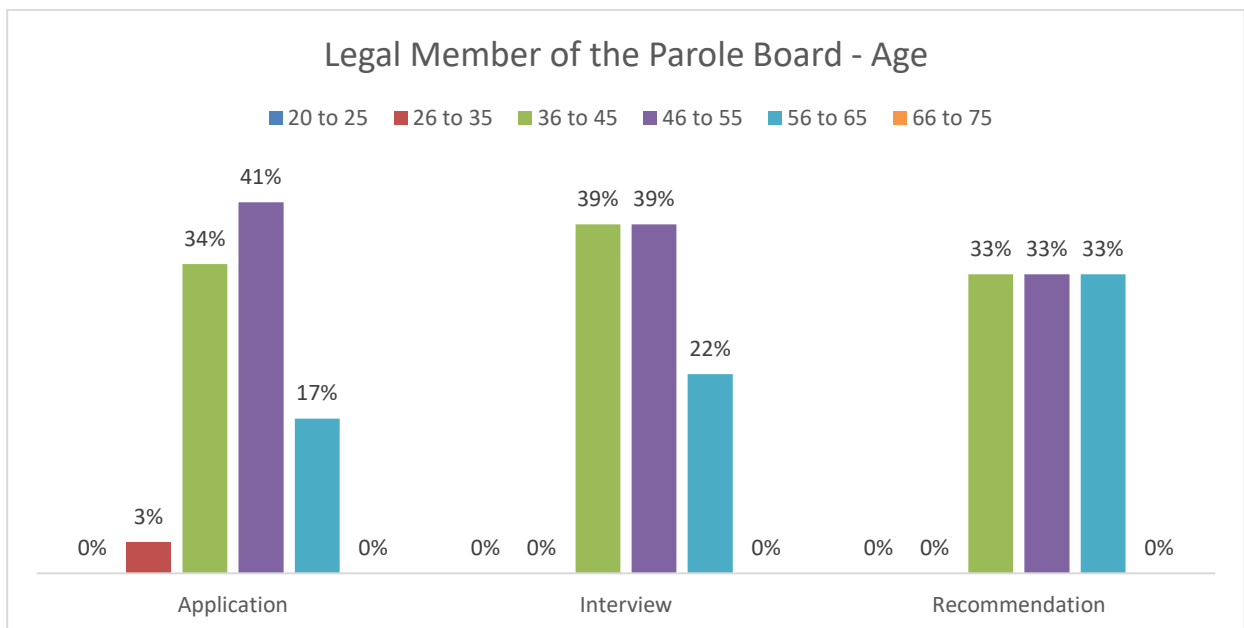
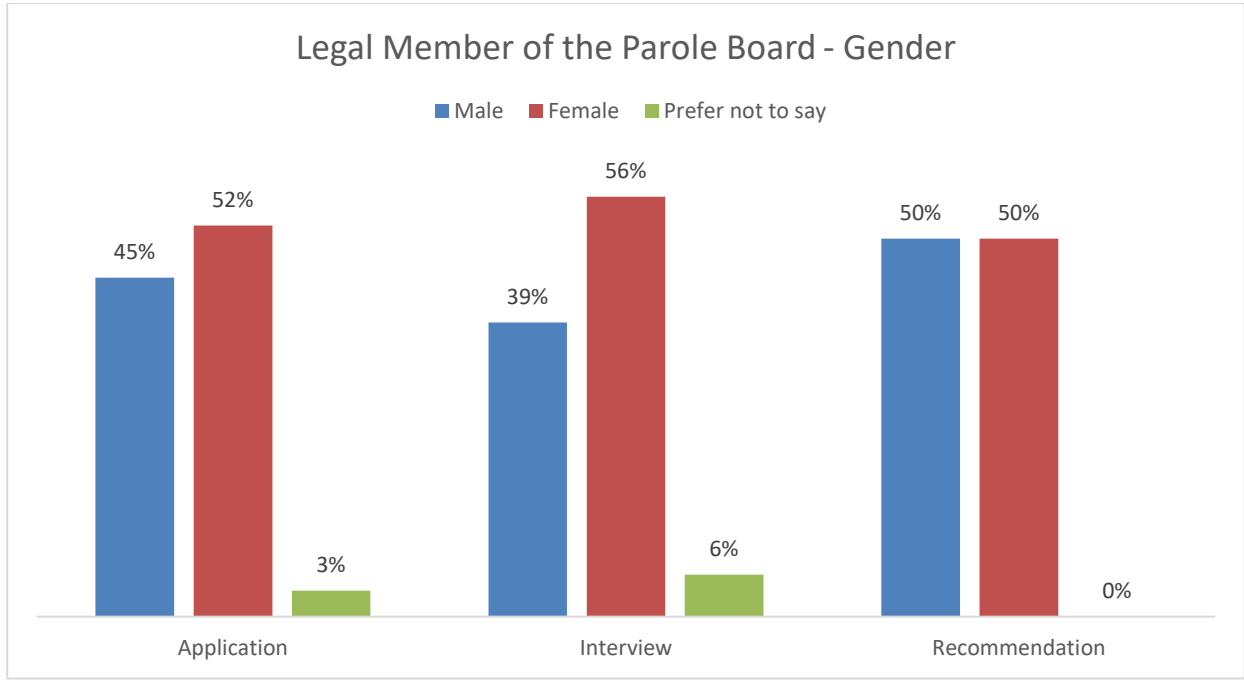
Ordinary Member for LTC - Profession

■ VAP Member ■ RICS Professional ■ Other

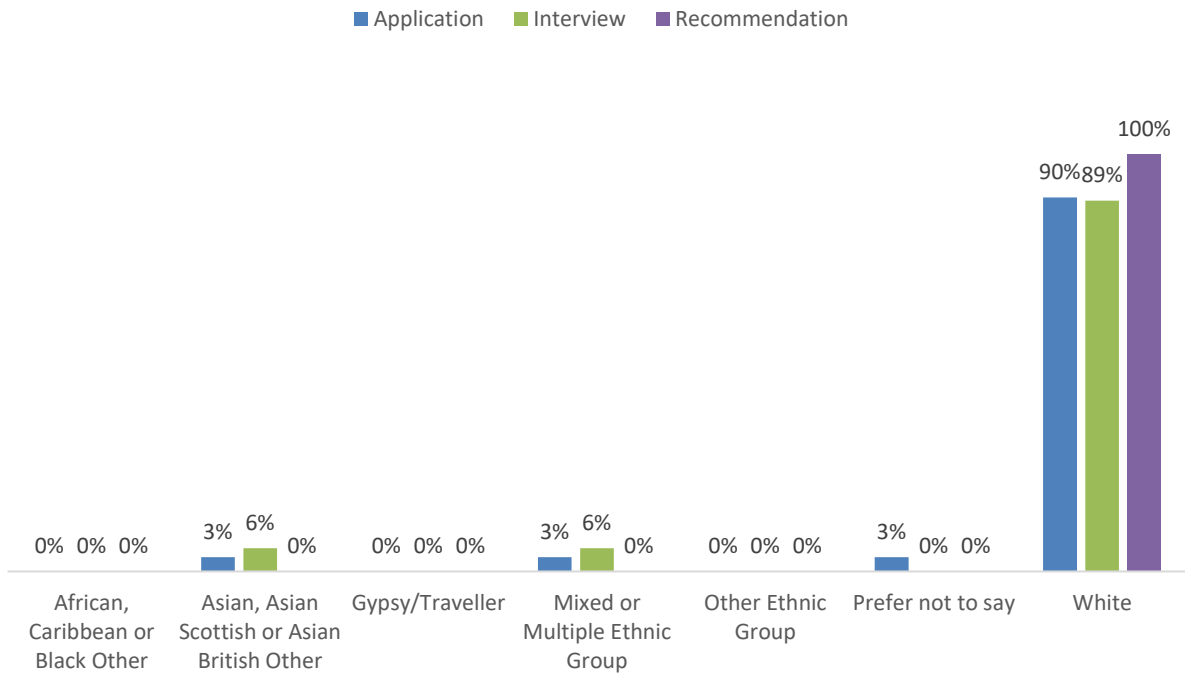


Legal Member of the Parole Board for Scotland - Diversity Information 2022-23

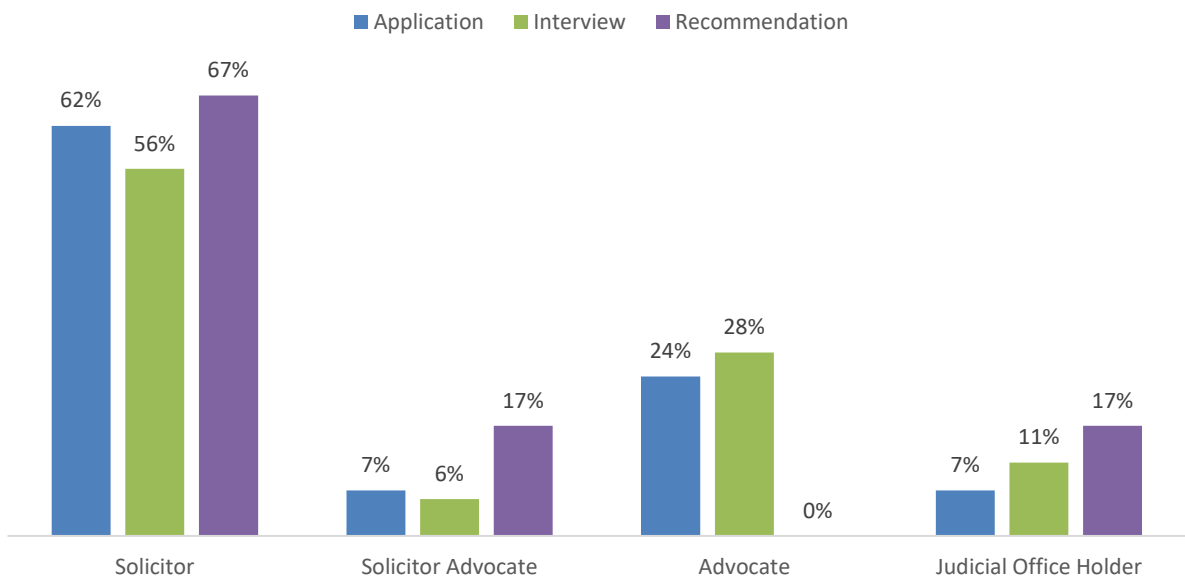
The following tables provide statistical information relating to the diversity of the application pool and those who were recommended for appointment.



Legal Member of the Parole Board - Ethnic Group

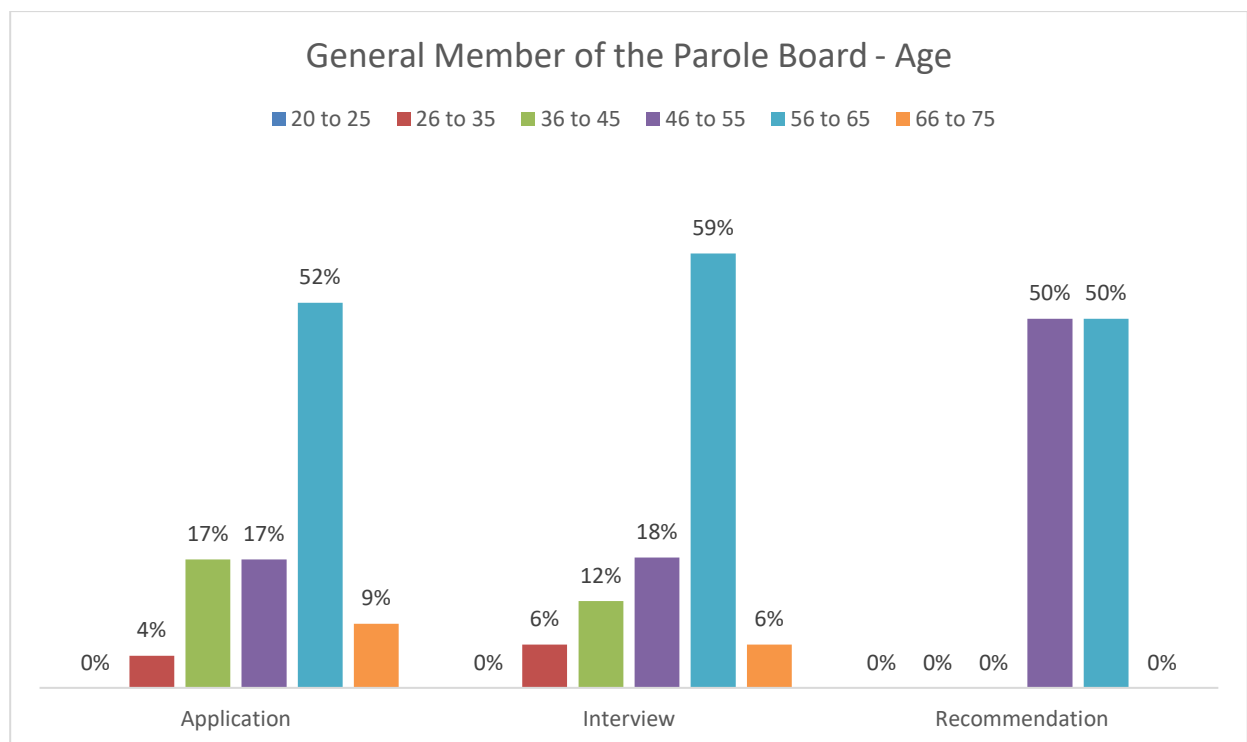
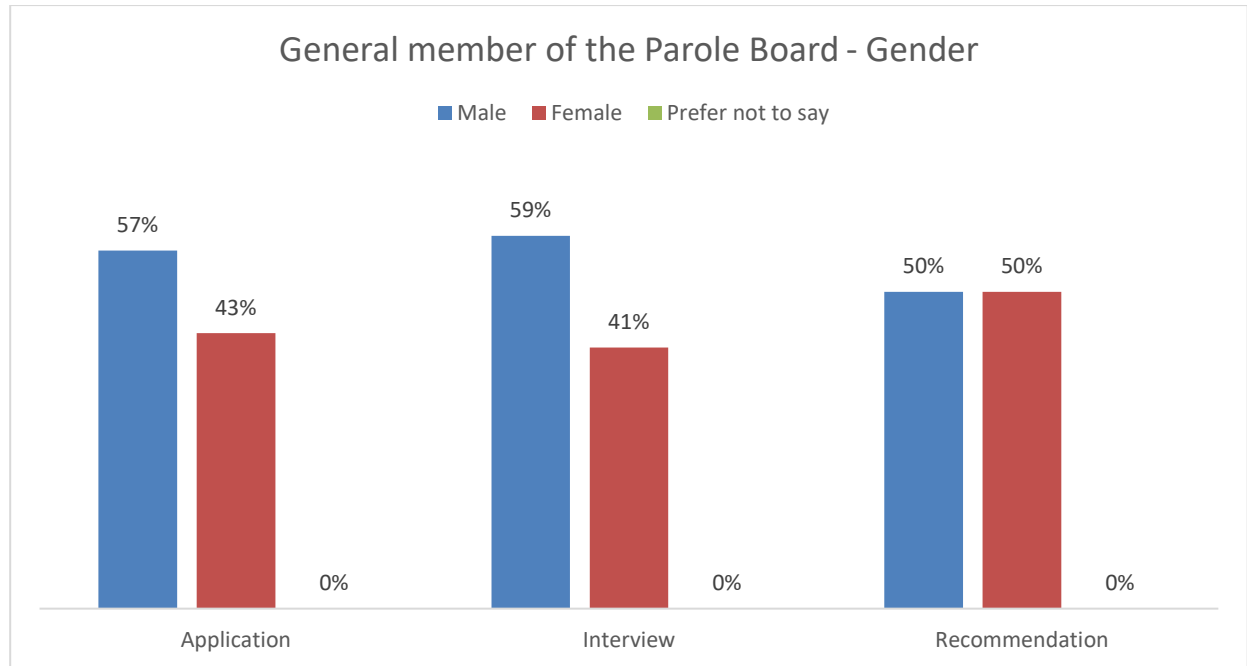


Legal Member of the Parole Board - Profession



General Member of the Parole Board for Scotland - Diversity Information 2022-23

The following tables provide statistical information relating to the diversity of the application pool and those who were recommended for appointment.



General Member of the Parole Board - Ethnic Group

■ Application ■ Interview ■ Recommendation

