

2020 UK JUDICIAL ATTITUDE SURVEY

Report of findings covering salaried judges in
England & Wales Courts and UK Tribunals

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Executive summary

England & Wales and UK Tribunals judiciary and response rate

- The UK Judicial Attitude Survey (JAS) 2020 is a longitudinal survey conducted with all serving salaried judges in England & Wales, Scotland and Northern Ireland. It assesses judges' views and experiences of their working lives over time. This is the third running of the JAS, preceded by earlier surveys in 2016 and 2014.
- This report covers the 2020 JAS results for salaried judges in the England and Wales courts and UK tribunals, which together make up 88% of all salaried judges in the UK. The courts judiciary in England & Wales makes up 63% of all salaried judges in the UK and 99.6% took part in the 2020 JAS. Judges in UK reserved tribunals make up 25% of all salaried judges in the UK and 98% took part in the 2020 JAS.
- With close to 100% participation over 6 years, this report provides a reliable assessment of how if at all judicial attitudes to their working lives may have changed over this time period.

Being a member of the judiciary

- Virtually all judges feel they provide an important service to society (96%) and have a strong personal attachment to being a member of the judiciary (88%). There has been little change in these high levels since 2016 or 2014.
- Virtually all judges (97%) are committed to doing their job as well as they possibly can.
- These findings reflect a deep commitment to their job by virtually all salaried judges despite any disenchantment with their job expressed elsewhere in the survey.
- Over two thirds (69%) of judges feel that members of the judiciary are respected less by society at large than they were 5 years ago.
- Judges feel most valued by their judicial colleagues at court (94%), court staff (93%), the legal profession (89%) and parties in cases (87%). Two thirds (67%) feel valued by the public.
- Very few judges feel valued by the Government (9%) or the media (12%), and no judges feel greatly valued by the Government or media.

Working conditions

- In 2020, while a majority of judges (56%) said that working conditions were worse than they were two years ago, this is substantially lower than in 2016 (76%).
- Since 2016 there has been a substantial reduction in the proportion of judges in each judicial post that feel working conditions are worse now than 2 years ago. The courts judiciary feels working conditions have deteriorated more in the last two years than do judges in UK tribunals, and District and Circuit Judges have the highest proportion of judges who said their working conditions have become worse over the last two years.
- Three specific working conditions were rated as either Good or Excellent by a majority of judges: security at court, quality of administrative support and physical quality of judges' personal work space. This was an improvement from 2016 when no working conditions were rated Good or Excellent by a majority of judges. One working condition rated Poor by a majority of judges was the morale of court and tribunal staff (51%), although this is an improvement from 2016 when the morale of court staff was rated Poor by 64%.
- While a majority of judges (51%) in 2016 had concerns about their safety while in court, this has fallen to 42% in 2020. Over a third of judges (37%) continue to have concerns about their safety out of court. The proportion of judges who have concerns about how they are dealt with on social media has fallen from 15% in 2016 to 9% in 2020.
- Almost half of all judges (43%) said they would like more guidance on how to deal with internet and social media coverage of their work as a judge.

Salary and pensions

- Prior to their appointment to a salaried judicial post, a majority of judges were earning more than their judicial salary on appointment. Most Court of Appeal (84%), High Court (74%) and Senior Circuit Judges (59%) had been earning substantially more than their judicial salary prior to their appointment. There were no judicial posts where judges were earning substantially less than their judicial salary prior to their appointment.
- In 2020, 54% of judges said they had had a loss of net earnings over the last 2 years, but this was a substantial fall from 2016 when it was 78% (-24%).
- In 2020 there was an increase in judges who said they are paid a reasonable salary for the work they do (+10% from 2016), but it is still under half of all judges (42%).
- In 2020 there was a fall in judges who said that the judicial salary issue was affecting their own morale (-12% from 2016), but 51% of all judges still said the salary issue was affecting their morale.
- In 2020 there was a fall in judges who said that the judicial salary issue was affecting the morale of judges they work with, but 72% still said it was affecting fellow judges' morale.
- Two-thirds of all salaried judges (64%) feel that their pay and pension entitlement combined does not adequately reflect the work they have done and will do before retirement. This has fallen since 2016 when it was 74%.
- Only a minority of judges (47%) feel that the amount of out of hours work they are required to do in their job is affecting them; this has fallen slightly from 2016 (51%).
- A majority of judges (51%) would *not* leave the judiciary if this was a viable option; this is an increase from 2016 when only 40% said they would *not* leave if it was a viable option.
- Judges are divided in their views over whether they would pursue out of court work to earn additional income if this was an option. But the proportion of judges that would pursue out of court work (35%) has fallen since 2016 (42%).
- Most judges (78%) follow closely developments about judicial pensions, and 73% would like to know more about developments in judicial pensions.

IT Resources and New Digital Programme

- In 2020, 2016 and 2014, the JAS explored the availability and quality of IT and other electronic work resources. These form part of the Court Reform Programme. These questions provide important data that enable progress of the reform programme to be assessed over time.
- A majority of judges said that the standard of IT equipment provided to them personally to use in 2020 had improved from 2014 and 2016, and that internet access and IT support in 2020 had also both improved from 2014 and 2016. But they felt that the standard of IT equipment used in courts and tribunals in 2020 had continued to decline since 2014 and 2016.
- While less than half (42%) of judges in 2016 said they were regularly required to use electronic files and bundles (DCS), by 2020 this had increased to 55% of judges. In 2020 a majority of regular users of DCS rated its usability as Excellent/Good, which was an improvement from 2016 when most rated it Adequate. Regular users of DCS in 2020 had a mixed experience with both the availability and quality of training on DCS.
- In 2016 just over half (55%) of the judiciary were using the web-based communications platform e-Judiciary, but by 2020 virtually all salaried judges (99.8%) were on e-Judiciary, and most judges rated it as either Excellent to Good (52%) or Adequate (41%).
- In 2016 only 52% of judges had Wi-Fi in their courtrooms/hearing rooms, but by 2020 this had increased to 95%, and most rated its quality as Excellent/Good (41%) or Adequate (39%).

Working during the Covid-19 emergency

- During May-June 2020, a majority of judges (57%) said that the judiciary was managing change well during the Covid-19 emergency.
- The extent to which judges were working in their court or tribunal varied substantially by judicial post during the first lockdown in May-June 2020. Almost all District Judges (Mags) (87%), a majority of District Judges (Civil) (52%) and 44% of all Circuit Judges were working in their courts all or most of the time; 51% of Employment Judges were working in their tribunal occasionally; and a majority of Court of Appeal Judges (55%) and First Tier Tribunal Judges (54%) were not working in their court or tribunal at all.
- While the quality of internet access judges had when working remotely in this period was mostly Excellent/Good (41%) or Adequate (41%), 44% of judges said that the standard of IT equipment available to work remotely was Poor/Non-existent, and 45% said IT support for working remotely was Poor/Non-existent.

Opportunities, support, training and personal development

- In the 3 areas most important to judges, the availability of opportunities did not meet demand: 94% of judges said time to discuss work with colleagues was important, but only 35% said the opportunities for this were Excellent/Good; 74% said support for dealing with stressful work conditions was important, but 41% said this support was Poor/Non-existent; 61% said career progression opportunities were important, but 43% said support was Poor/Non-existent.
- Almost all judges (83%) are satisfied with the quality of the judicial training they receive, an increase from 2016 (74%); 74% are satisfied with the range of training available to them, an increase from 2016 (61%). Only half (52%) are satisfied with the time available to undertake judicial training, although this is an increase from 2016 (45%). Most judges (73%) are not satisfied with the time they have to prepare for judicial training courses.
- A majority of judges said they would welcome new “hands on” training on how to use IT in court and on how best to conduct remote hearings.
- Almost all judges (84%) are satisfied with the challenge of the job, an improvement from both 2014 and 2016; 67% of all judges are satisfied or completely satisfied with the sense of achievement in their job, an improvement from both 2014 and 2016; 77% are satisfied with the variety of work and this is an improvement from 2016.
- A majority of judges said they were satisfied with the opportunities they had to make use of the tickets they already hold (69%) and cross-deployment opportunities (52%). Only a minority were satisfied with the opportunities they had to regularly review their role with someone in a leadership position (48%) and the opportunities they had for career progression (44%).

Change in the judiciary

- While most judges (76%) feel their job has changed since they were first appointed in ways that affect them, this has decreased since 2016 (90%) and 2014 (89%).
- In 2016 69% of judges felt that too much change had been imposed on the judiciary in recent years, but this fell to less than half (48%) in 2020. In 2016 78% of judges felt that more change was still needed in the judiciary, but this fell to less than half in 2020 (49%). In 2016 52% said that the amount of change in the judiciary in recent years had brought judges to breaking point, only 41% held this view in 2020.
- In 2020 the changes judges are most concerned about are new: the loss of respect for the judiciary by the government (94% concerned; 78% extremely concerned) and attacks on the judiciary by the media (85% concerned, 53% extremely concerned). Staff reductions, fiscal constraints, the increase in litigants in person and loss of experienced judges are the other changes the largest proportions of judges are extremely concerned about in 2020.

Future planning

- A large proportion of the salaried judiciary say they might consider leaving the judiciary early over the next 5 years: 33% are considering it and 19% are currently undecided, but this has fallen 5% since 2016.
- The largest proportions of judges intending to leave the judiciary early in the next 5 years are amongst Upper Tribunal Judges (55%), Court of Appeal Judges (44%) and Circuit Judges (40%). Since 2016, there has been a marked increase in Upper Tribunal Judges planning to leave early, but a marked decrease in High Court Judges and Employment Judges planning to leave early.
- 33% of female judges are currently considering leaving the judiciary early in the next 5 years (202 female judges); 31% of all BAME judges are considering leaving the judiciary in the next 5 years (30 of the 120 BME judges who took part in the survey).
- In 2020, a new factor, “lack of respect for the judiciary by government”, was more significant in prompting judges to leave early than any other factor identified in 2016. There was also a substantial increase from 2016 in judges who said that stressful working conditions, increases in workload and further demands for out of hours work would make them more likely to leave the judiciary early.
- In 2020 and 2016, a majority of judges said the same 3 factors would make them more likely to remain in the judiciary: higher remuneration, better administrative support and restoration of previous pension entitlements.

Recruitment

- In 2020, almost two-thirds of all judges (64%) said they would encourage suitable people to apply to the judiciary, an increase of 7% from 2016.
- The main reasons judges would encourage suitable people to apply to join the judiciary remain the same from 2016: the chance to contribute to justice being done (74%), challenge of the work (74%), public service (72%) and intellectual satisfaction (68%).
- In 2020 there was only one reason that a majority of judges gave for discouraging suitable applicants from applying to join the judiciary: the experience they have had of changes to their pension entitlements (58%).

Leadership

- A majority of judges (57%) would be interested in taking on leadership responsibilities (up from 39% in 2016). But 12% said no leadership opportunities were available in their jurisdiction and 21% would only be interested if they leadership roles were properly rewarded.
- More male judges (61%) than female judges (51%) expressed interest in taking on leadership responsibilities. Substantially more female judges (26%) than male judges (16%) said they were not interested in taking on leadership responsibilities at the present time but could be in future. One factor related to this may be that 46% of female judges said they had family caring responsibilities compared with 25% of male judges.
- A majority of judges (52%) still said they did not know enough about how leadership roles were allocated to say whether it was fair (54% in 2016). Similar to 2016, senior judges tended to have confidence that leadership roles are allocated fairly, while judges in other ranks were most likely to say they did not know enough about how roles were allocated to say whether the process was fair or not.
- Most judges feel they receive good support from their immediate leadership judge (79%) and that case allocation is done fairly by their local leadership judge (66%). Over half (59%) said they would like to be able to discuss their career development with their immediate leadership judge.

1. UK Judicial Attitude Survey 2020: England & Wales Courts and UK Tribunals

1.1 The survey

The Judicial Attitude Survey (JAS) 2020 is a longitudinal survey conducted with all serving salaried judges in the UK. This is the third running of the JAS, preceded by earlier Judicial Attitude Surveys in 2016¹ and 2014². The aim of the JAS is to assess the attitudes of judges in key employment and management areas including the experience of being a judge, morale, working conditions, remuneration, training and personal development, retention and leadership. The target group for the JAS has been all serving salaried judges in England and Wales, Scotland, Northern Ireland and the UK reserved tribunals, including both full-time salaried and part-time salaried judges.

This report provides the findings for salaried judges in the England and Wales courts judiciary and UK reserved tribunals judiciary³. Judges in the England and Wales courts and UK tribunals together make up 88% of all salaried judges in the UK⁴. The report includes combined results for all salaried judges in these two jurisdictions who took part in the survey, and it also highlights those areas where there are differences between judges in different judicial posts.

Like its predecessors, the JAS 2020 was an online survey conducted by the Judicial Institute of University College London (UCL JI) via the web-based survey tool Opinio. The survey was designed, administered and analysed by Professor Cheryl Thomas, Co-Director of the UCL JI. A Working Group comprised of representatives from various judicial associations assisted Professor Thomas in the design of the 2020 questionnaire.

The survey was voluntary and all participants remained completely anonymous. The survey ran from 27 May through 22 June 2020. All salaried judges in the England and Wales courts judiciary and UK reserved tribunals were invited to take part in the survey through the Judicial Intranet and through personal communications from the Lord Chief Justice and the Senior President of Tribunals inviting judges to contribute to the survey.

The survey included 45 questions covering the following general subject areas:

- working conditions
- judicial welfare
- salary and pensions
- resources and digital working
- training and personal development
- change in the judiciary
- future planning
- being a member of the judiciary
- recruitment
- leadership

¹ 2016 UK Judicial Attitude Survey, Cheryl Thomas (2016) UCL Judicial Institute

² 2014 Judicial Attitude Survey, C. Thomas (2015) UCL Judicial Institute

³ Findings for salaried judges in Scotland and those in Northern Ireland have been reported separately.

⁴ The courts judiciary of England and Wales comprises almost two thirds (63%) of all salaried judges in the UK, and the UK tribunals judiciary comprises a quarter (25%) of all UK salaried judges. Scottish judges comprise 8% and Northern Ireland judges comprise 4% of all salaried judges in the UK.

Most of the questions from the 2014 JAS and 2016 JAS were repeated in the 2020 JAS, which has enabled an assessment to be made of how if at all judicial attitudes may have changed over this time period. A few questions from the 2016 JAS were phrased differently to increase clarity following a review of the 2016 JAS, and several new questions were added to the 2020 JAS covering reforms taking place within the judiciary since 2016. Given that the 2020 JAS ran during the early months of the Covid-19 emergency, several questions were included to enable judges to provide information about their experiences of working during the Covid-19 emergency.

In addition, there were a number of demographic question⁵ including:

- age
- disability
- ethnicity
- education
- gender
- professional background
- tenure in current post
- tenure in salaried judiciary

1.2 Response rates

Almost every single salaried judge in England and Wales (99.6%) and UK reserved Tribunals (98%) took part in the 2020 Judicial Attitude Survey (JAS). This near universal completion of the survey meant that the 2020 JAS response rates exceeded the already high rates in the previous surveys (see Table 1.1 below).

Table 1.1: Response rates by jurisdiction and post to the UK JAS 2020, 2016 and 2014

	Judges in post May 2020	2020 JAS number of responses	2020 JAS response rate	2016 JAS response rate	2014 JAS response rates
England and Wales					
Court of Appeal Judges	44	44	100%	86%	77%
High Court Judges	99	99	100%	99%	100%
Circuit Judges	655	655	100%	99%	91%
District judges (Civil)	413	404	98%	100%	85%
District judges (Mags)	129	129	100%		
Other ⁶	30	34	100%	97%	
	1370	1365	99.6%	99%	90%
UK Tribunals					
Upper Tribunal	71	71	100%	100%	80%
Employment Judge	157	157	100%	96%	95%
First Tier Tribunals	305	292	96%	98%	80%
Other ⁷	6	6	100%		
	539	526	98%	98%	85%
Courts & Tribunals combined	1909	1891	99%	99%	89%

⁵ There were also two questions about the survey.

⁶ This includes Costs Judges of the Senior Courts, Insolvency and Company Courts Judges, Judge Advocates General and Masters (QB and Chancery). Due to the small number of judges in each category, findings have not been reported separately for each of these groups in order to ensure participants' anonymity.

⁷ This includes salaried judges on regional tribunals.

These response rates mean the 2020 JAS findings are highly reliable, reflecting the views of virtually all salaried judges in England and Wales and UK tribunals. The fact that this is now the third time this survey has been run with the salaried judiciary and all three surveys have extremely high response rates means that assessments can also be made about the extent to which judicial attitudes may have changed or intensified since 2014 and 2016. Where relevant these are addressed in this report.

1.3 Running the JAS during Covid-19

The UK Judicial Attitude Survey was scheduled to run in spring 2020. When the Covid-19 emergency occurred, it was decided that the survey should be run. Despite the challenges judges have faced with working during the emergency, it was felt that it was as important as ever to understand how judges feel about their judicial role, their working lives and their plans for the future. The questions in the survey were not altered, but a number of specific questions about working in the Covid-19 emergency were included and judges were encouraged to say whether their answers to specific questions had been affected by Covid-19 and would have been different before the pandemic. Part 4 of this report includes a specific section on judicial experiences working during the Covid-19 emergency.

2. Being a Member of the Judiciary and Commitment to the Job

2.1 Providing an important service to society

Virtually all judges (96%) in all judicial posts feel they provide an important service to society. There has been virtually no change in this view since 2014.

Table 2.1: Providing an important service to society

<i>As a judge I feel I provide an important service to society</i>	2020 JAS	2016 JAS	2014 JAS
Agree	96%	97%	97%
Not sure	1%	2%	1%
Disagree	3%	1%	2%

2.2 Personal attachment to the judiciary

Almost all judges (88%) in all judicial posts feel a strong personal attachment to being a member of the judiciary. This has decreased slightly (-2%) since 2016 but remains higher than in 2014.

Table 2.2: Personal attachment to the judiciary

<i>I feel a strong personal attachment to being a member of the judiciary</i>	2020 JAS	2016 JAS	2014 JAS
Agree	88%	90%	86%
Not sure	6%	7%	8%
Disagree	6%	3%	6%

2.3 Societal respect

In the 2014 JAS, judges were asked to what extent they felt judges were respected by society at large compared with 10 years ago. This question was not repeated in the 2016 JAS given the short time period between that and the 2014 survey. In the 2020, judges were again asked to what extent judges were respected by society at large, but this time compared with 5 years ago to reflect the timescale since this question was asked. As Table 2.3 shows, the majority of judges (69.5%) continued to feel that judges are respected less by society at large than they were 5 years ago.

Table 2.3: Societal respect

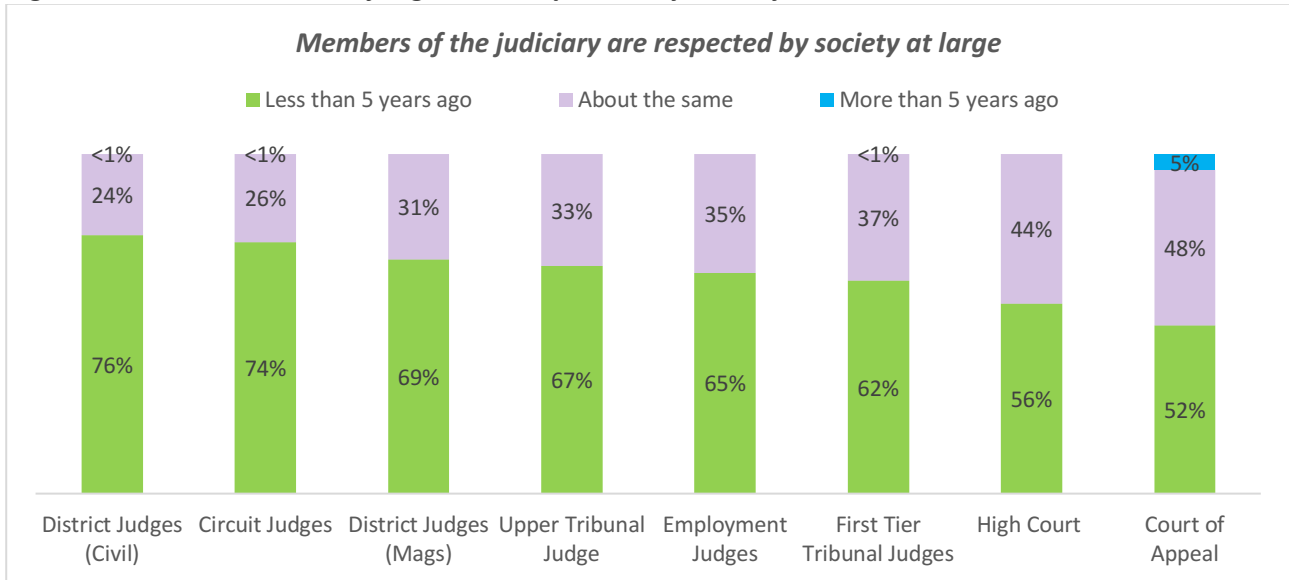
<i>Members of the judiciary are respected by society at large</i>	2020 JAS	2014 JAS ⁸
Less than they were 5 years ago	69.5%	62%
About the same as they were 5 years ago	30%	36%
More than they were 5 years ago	0.5%	2%

⁸ In the 2014 JAS judges were asked whether they thought members of the judiciary were respected by society at large more, less or about the same as they were “10 years ago”.

By Post

While a majority of judges in all judicial posts felt that judges were respected by society at large less now than they were 5 years ago, District Judges and Circuit Judges had the highest proportion who felt that the judiciary was respected less today than it was 5 years ago. Almost half of Court of Appeal Judges (48%) and High Court Judges (44%) felt that societal respect had not declined in the last 5 years.

Figure 2.1: Extent to which judges are respected by society



2.4 Feeling valued

In 2014 and 2016, the JAS asked judges to indicate which groups they felt valued by. The results showed consistently that the majority of judges felt valued by judicial colleagues at their court, court staff, the legal profession and the parties in case that appear before them; just under half of judges felt valued by the public; a third felt valued by the senior judiciary; and virtually no judges felt valued by the government (2%) or the media (3%). In the 2020 JAS, this question was reworded to provide a more detailed picture by asking *the extent to which* judges feel valued by different groups. As Figure 2.2 shows, a majority of judges feel valued by all groups except the media and government. Judges feel most valued by judicial colleagues at their courts, court staff, the legal profession and parties that appear in cases before them.

Figure 2.2: extent to which judges feel valued by different groups

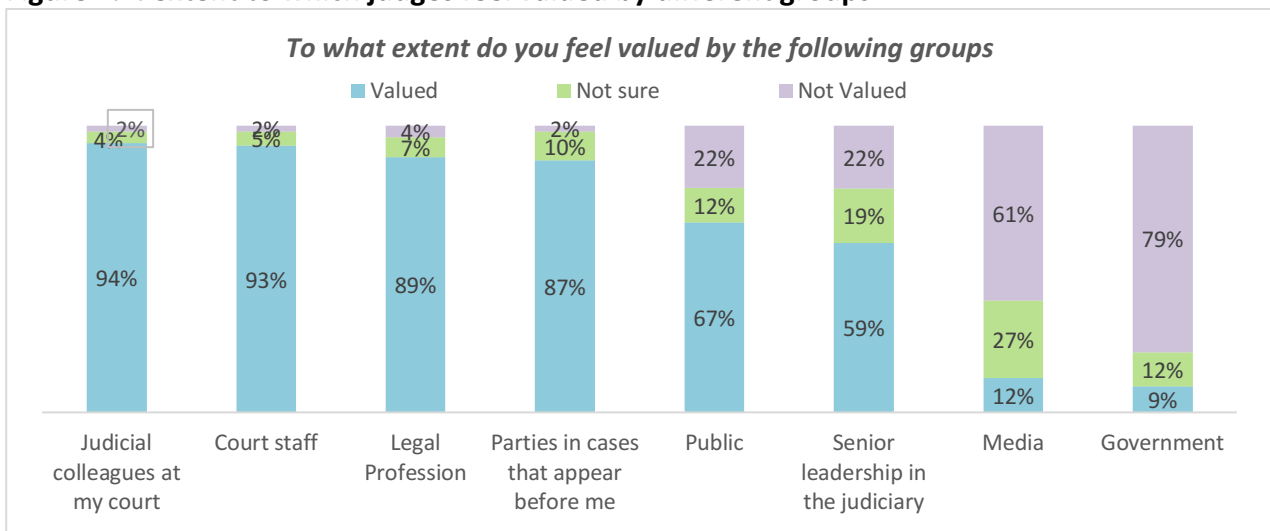
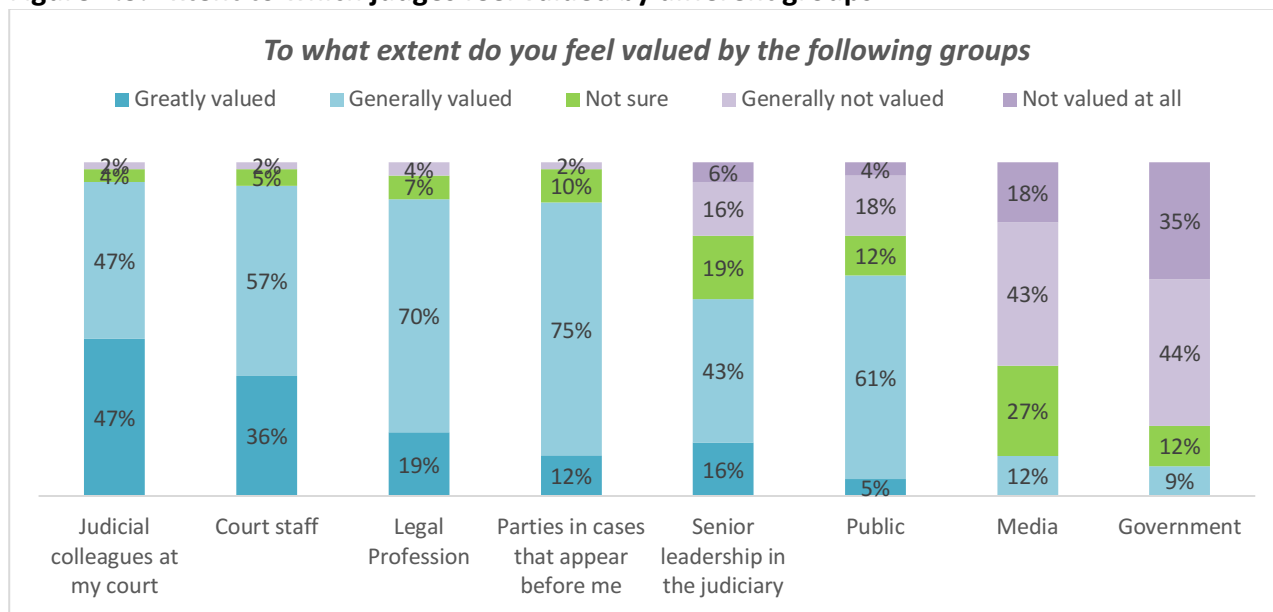


Figure 2.3 breaks this down further by the extent to which judges feel valued or not valued by different groups. Judges clearly feel most valued by judicial colleagues they work with at their court (47% felt greatly valued) and court staff (36% felt greatly valued). No judges at all felt greatly valued by either the media or the government, and over a third of all judges (35%) felt that they were not valued at all by the government.

Figure 2.3: Extent to which judges feel valued by different groups



2.5 Commitment to the job

In 2016, a new question was included in the JAS that examined judges' commitment to doing their job. This question was designed to provide some indication of judges' commitment to persevering with their work despite the known level of disenchantment with various aspects of their job (as documented in the 2014 JAS). This question was repeated in 2020. Table 2.4 shows that again in 2020 almost every judge in the survey (96.7%) felt they had an important job to do and expressed a commitment to doing this job as well as they possibly can. This reflects a deep underlying strength of the judiciary across all posts. This finding, along with the other strong views held by judges about their work as a judge (see above), reflects a deep commitment to their job by virtually all salaried judges despite any disenchantment found in other parts of the survey.

Table 2.4: Commitment to the job

<i>I feel I have an important job that I am committed to doing as well as I possibly can</i>	2020 JAS			2016 JAS		
Strongly Agree	81%	Agree total	96.7%	80.7%	Agree total	98.5%
Agree	15.7%			17.8%		
Not sure	0.7%	Not sure	0.7%	0.7%	Not sure	0.7%
Disagree	0.2%			0.3%		
Strongly Disagree	2.4%	Disagree total	2.6%	0.5%	Disagree total	0.8%

3. Working Conditions

In the 2020, 2016 and 2014 JAS, salaried judges were asked a series of questions about their working conditions. The findings from 2020 are reported below, with an indication of how if at all judges' views about their working conditions have changed since 2016 and 2014. **It should be noted that many of the working conditions examined in the survey are not within the judiciary's control to alter, but instead fall within the responsibility of the Ministry of Justice and/or Her Majesty's Courts and Tribunals Service (HMCTS).**

3.1 Current working conditions compared with previous years

In the 2014 JAS judges were asked to rate working conditions in the judiciary then compared with 5 years ago, and in 2016 judges were asked to rate working conditions in the judiciary compared with 2 years ago. In 2020 judges were also asked to rate working conditions compared with 2 years ago.

In 2020, while a majority of judges (56%) said that working conditions were worse than they were two years ago, this is substantially lower than in 2016 (76%). A much larger proportion of judges in 2020 said that working conditions had remained the same over the last 2 years (39%) compared with judges in 2016 (22%). And while the proportion of judges that said working conditions were better in 2020 than 2 years earlier was still small (5%), it was an increase from 2016 (2%).

Table 3.1: Working conditions in the judiciary: change from 2016

	2020 JAS working conditions now vs 2 years ago	2016 JAS working conditions now vs 2 years ago	% change from 2016
Worse (total)	56%	76%	- 20%
About the same	39%	22%	+17%
Better (total)	5%	2%	+3%

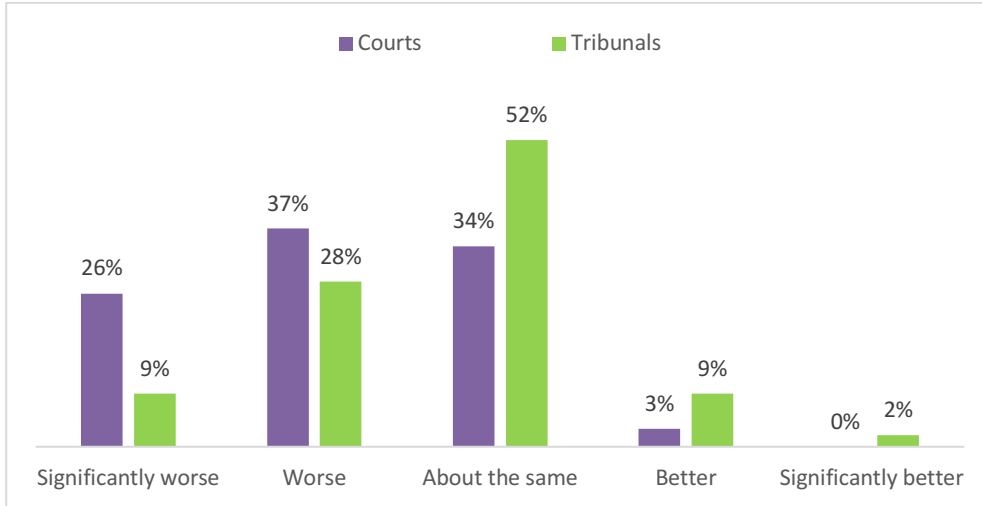
Table 3.2: Working conditions in the judiciary: 2014-2020

	2020 JAS working conditions now versus 2 years ago	2016 JAS working conditions now versus 2 years ago	2014 JAS working conditions now versus 5 years ago
Significantly worse	22%	33%	48%
Worse	34%	43%	38%
About the same	39%	22%	12%
Better	5%	2%	2%
Significantly better	0%	0%	0%

By Courts and Tribunals

The courts judiciary feels working conditions have deteriorated more in the last two years than judges in tribunals (Figure 3.1). A majority (52%) of tribunal judges said conditions were about the same as 2 years ago. In contrast, a majority (53%) of courts judiciary said working conditions were either significantly worse (26%) or worse (37%) now.

Figure 3.1: Working conditions compared with 2 years ago

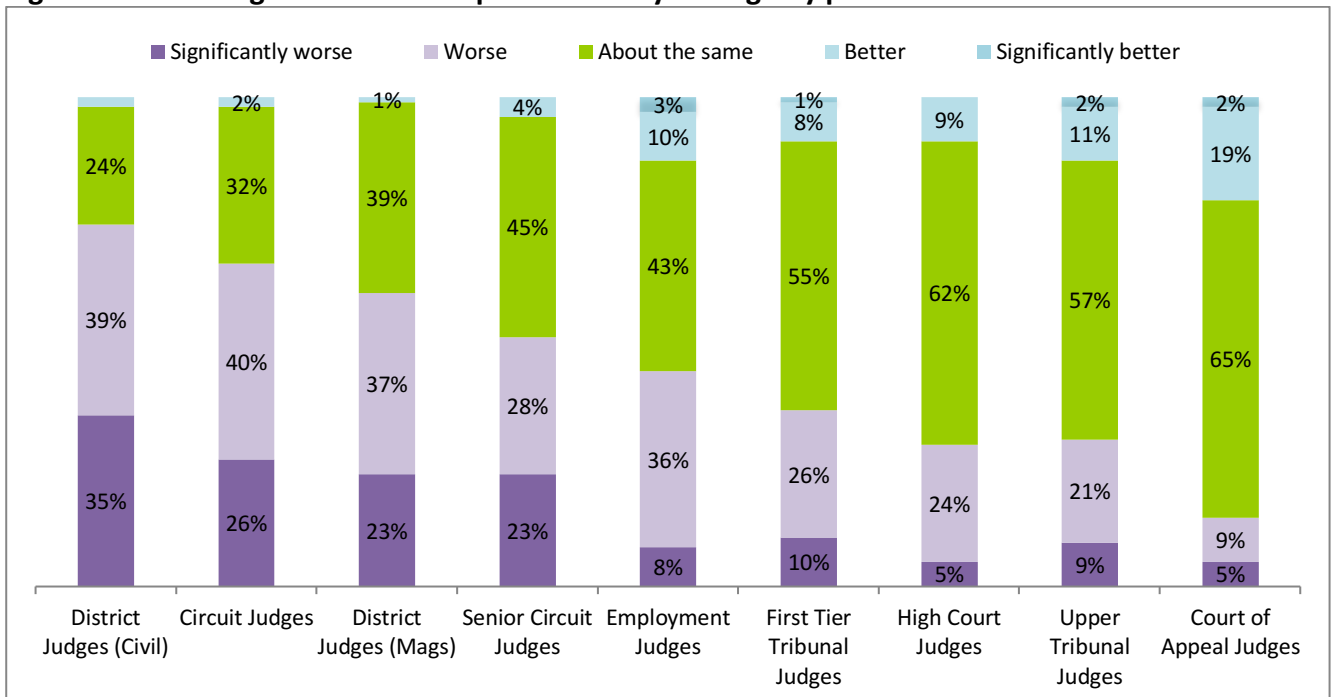


By judicial post

When broken down by individual judicial post some clear differences emerge:

- A majority of Court of Appeal Judges, Upper Tribunal Judges, High Court Judges and First Tier Tribunal Judges feel their working conditions are about the same as they were 2 years ago.
- In contrast, a majority of District Judges (Civil and Mags) and Circuit Judges said that their working conditions have become worse in the last 2 years. Three-quarters (74%) of District Judges (Civil), a third of Circuit Judges (66%) and 60% of District Judges (Mags) said their working conditions had become worse or significantly worse in the last 2 years.

Figure 3.2: Working conditions compared with 2 years ago by post



A comparison with the 2016 JAS results shows there has been a substantial reduction in the proportion of judges in each judicial post that feel working conditions are worse now than 2 years ago. For all judicial posts, the proportion of judges saying working conditions were worse has fallen, there is a large increase in the proportion of judges in all judicial posts that say working conditions are about the same as 2 years ago and there are increases in the proportion of judges saying working conditions are better in most judicial posts.

Table 3.3: Working conditions by post and change since 2016

Judicial post	% change in judges' views of working conditions since 2016				
	Significantly worse	Worse	About the same	Better	Significantly better
Circuit Judges	-20%	+1%	+18%	+1%	----
District Judges	- 4%	-11%	+14%	+1%	---
Employment Judges	-19%	-16%	+26%	+6%	+3%
Upper Tribunal Judges	-18%	-15%	+22%	+9%	+2%
Court of Appeal Judges	-21%	-25%	+28%	+16%	+2%
High Court Judges	-18%	-23%	+36%	+5%	---
First Tier Tribunal Judges	- 4%	-19%	+17%	+5%	+1%

3.2 Workload

The 2020 JAS survey explored several aspects of working conditions with judges in more detail, including judges' case and non-case workloads.

3.2.1 Case workload

In 2020, a majority of judges said their caseload over the last 12 months has been manageable, and there has been a steady improvement on this since 2014 (Table 3.4).

Table 3.4: Case workload over the last 12 months 2014-2020

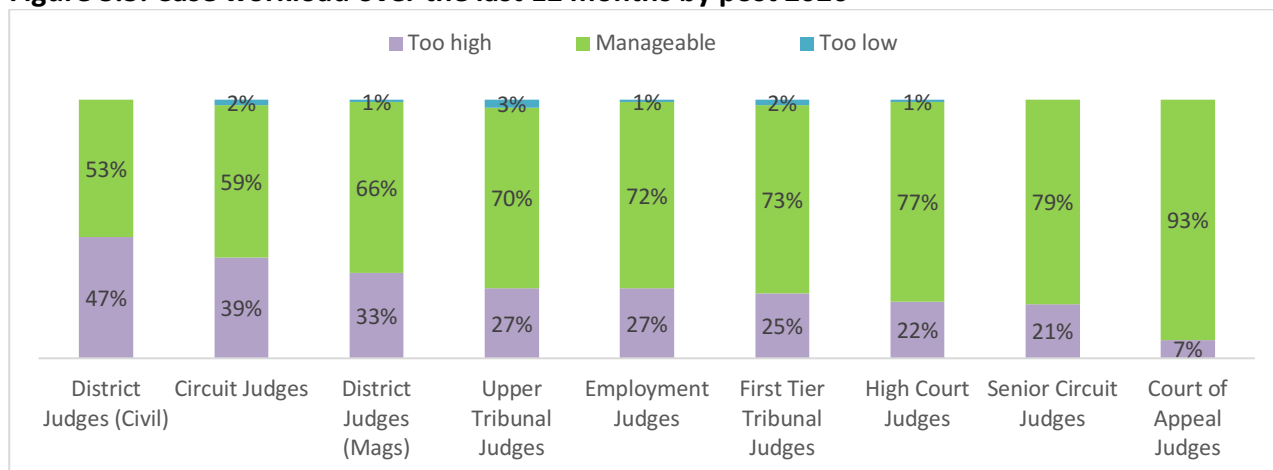
Case workload over the last 12 months	2020 JAS	2016 JAS	% change from 2016	2014 JAS	% change from 2014
Too high	34%	38%	- 4%	41%	- 7%
Manageable	64%	58%	+6%	57%	+7%
Too low	2%	4%	- 2%	2%	0%

By Post

There were some differences in the extent to which judges in different judicial posts felt their case workload over the last 12 months was or was not manageable.

- There are no judicial posts where a majority of judges feel their workload is too high.
- District Judges (Civil), Circuit Judges and District Judges (Mags) have the highest proportion of judges who feel their workload is too high.

Figure 3.3: Case workload over the last 12 months by post 2020



3.2.2 Non-case workload

A majority of judges also said their **non-case workload** over the last 12 months has been manageable, and there has been some improvement on this since 2014 (Table 3.5).

Table 3.5: Judicial workload not including caseload over the last 12 months 2014-2020

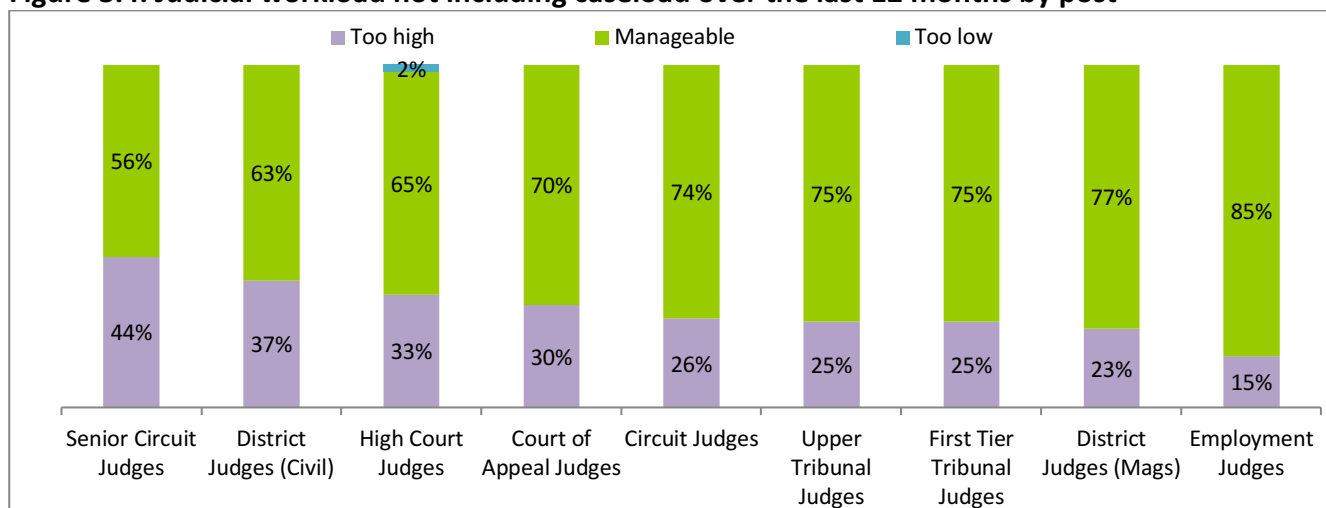
Non-case workload over the last 12 months	2020 JAS	2016 JAS	% change from 2016	2014 JAS	% change from 2014
Too high	24%	24%	0%	28%	-4%
Manageable	63%	58%	+ 5%	59%	+ 4%
Too low	0%	1%	- 1%	1%	-1%
I do not have any judicial work outside of my caseload	13%	17%	+5%	12%	+1%

By Post

There were some differences in the extent to which judges in different posts felt their judicial workload outside of their normal caseload over the last 12 months was manageable (Figure 3.4).

- But a majority of judges in all judicial posts said their judicial workload outside of their caseload was manageable.
- The judicial posts where a third or more judges said their extra workload was too high are Senior Circuit Judges (44%), District Judges (Civil) (37%) and High Court Judges (33%).

Figure 3.4: Judicial workload not including caseload over the last 12 months by post



3.3 Quality of specific working conditions

Three specific working conditions were rated as either Good or Excellent by half or more judges (Table 3.6):

- security at court (55%)
- quality of administrative support (53%)
- physical quality of judges’ personal work space (50%).

The one working condition rated Poor by a majority of judges was the morale of court and tribunal staff (51%), although this is an improvement from 2016 when 64% of judges said the morale of court and tribunal staff was Poor.

Table 3.6: Quality of specific working conditions of judges

<i>Please provide an assessment of the following working conditions at your main court or tribunal</i>	Excellent	Good	Adequate	Poor
Security at your court or tribunal	12%	43%	35%	10%
Quality of administrative support	14%	39%	31%	16%
Physical quality of your personal work space	12%	38%	34%	16%
Space to meet and interact with other judges	11%	37%	30%	22%
Amount of administrative support	8%	27%	35%	30%
Physical quality of the building	6%	23%	33%	38%
Maintenance of the building	4%	18%	31%	47%
Morale of court staff	2%	18%	29%	51%

3.4 Change in specific working conditions since 2016

Judges’ views on all specific working conditions except one have improved since 2016 (Table 3.7).

- The proportion of judges saying that each specific working condition was “Poor” has decreased since 2016, except for the maintenance of court buildings
- Those saying the maintenance was Poor has increased from 43% in 2016 to 47% in 2020.

Table 3.7: Change in specific judicial working conditions since 2016

Specific working conditions	Rated “Poor” in 2020 JAS	Rated “Poor” in 2016 JAS	% change from 2016
Morale of court or tribunal staff	51%	64%	-13%
Amount of administrative support	30%	42%	-12%
Maintenance of the building	47%	43%	+4%
Physical quality of the building	16%	31%	-15%
Space to meet and interact with other judges	22%	25%	-3%
Quality of administrative support	16%	23%	-7%
Security at your court or tribunal	10%	21%	-11%
Physical quality of your personal work space	16%	15%	-1%

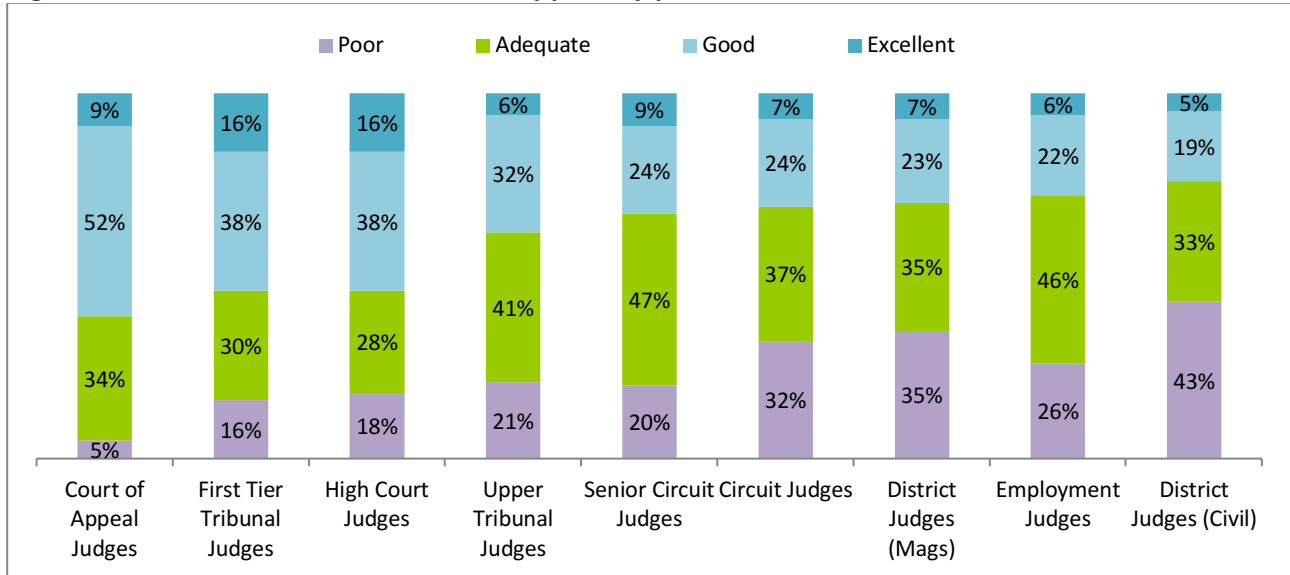
By Post

However, there are differences in judges’ views of specific working conditions by post, and these are explored in more detail below.

Amount of Administrative Support

A majority of Court of Appeal Judges (61%), High Court Judges (54%) and First Tier Tribunal Judges (54%) rated the amount of administrative support they have as Good to Excellent. District Judges gave the lowest rating for the amount of administrative support they have, with 43% of DJs (Civil) and 35% of DJs (Mags) rating it as Poor. This is an improvement from the 2016 JAS, where a majority of both Circuit and District Judges rating the amount of administrative support they had at the time as Poor.

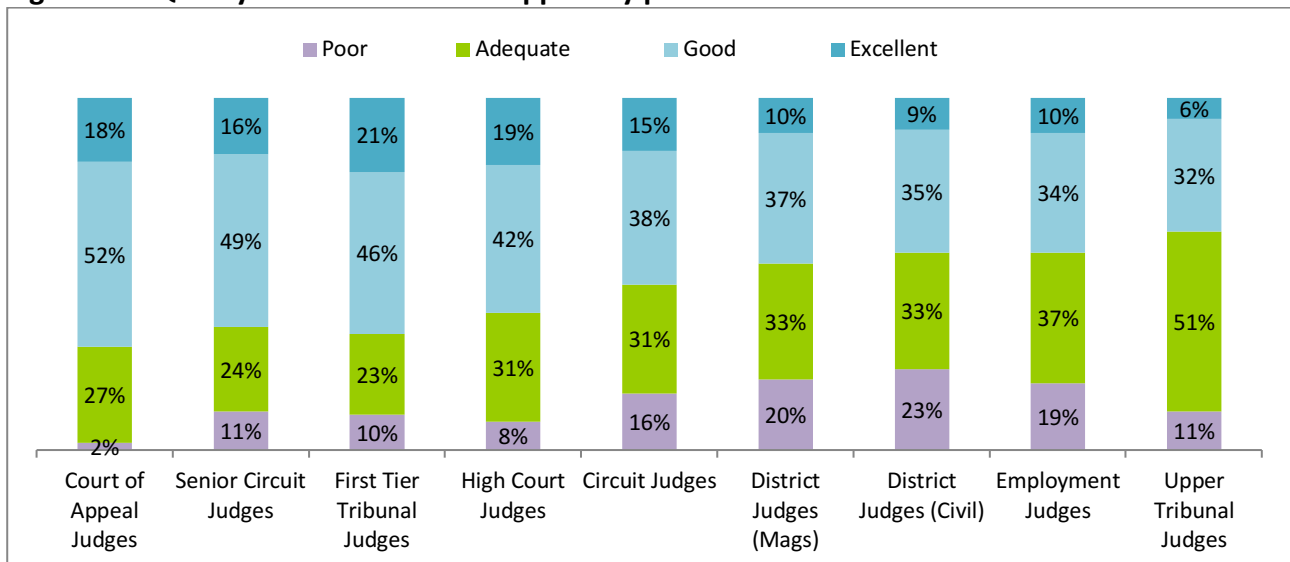
Figure 3.5: Amount of administrative support by post



Quality of Administrative Support

The quality of administrative support was rated Good to Excellent by a majority of Court of Appeal Judges (70%), Senior Circuit Judges (65%), First Tier Tribunal Judges (67%), High Court Judges (61%) and Circuit Judges (53%). This was an improvement from 2016, where there were no judicial posts where a majority rated the quality of administrative support as Good to Excellent. District Judges rated the quality of administrative support they receive lowest, with 23% of District Judges (Civil) and 20% of District Judges (Mags) saying it was Poor.

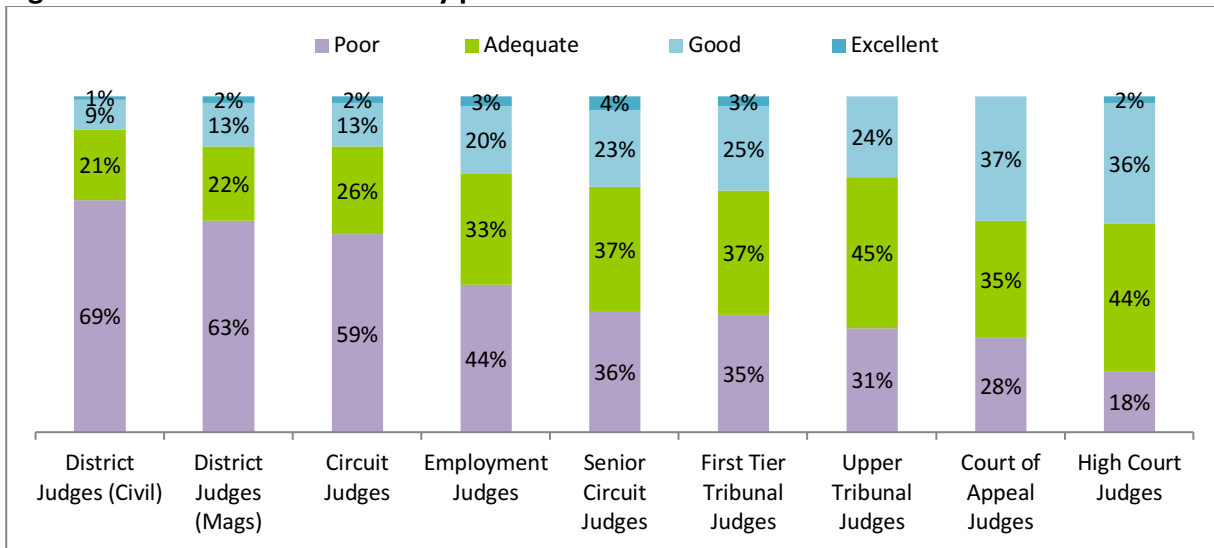
Figure 3.6: Quality of administrative support by post



Morale of Court Staff

A majority of District Judges, both Civil (60%) and Mags (63%), and Circuit Judges (59%) rated the morale of staff in their courts as Poor. Over a third of High Court Judges (38%) said the morale of court staff was Good to Excellent and over a third of Court of Appeal Judges (37%) said the morale of their court staff as Good. This was some improvement over 2016, where only 3 out of the 1574 judges who answered this question (0.1%) rated the morale of court staff as Excellent. In 2020, the number of judges who said court staff was Excellent was 34 out of 1867 (1.8%), but this remains a meager percentage.

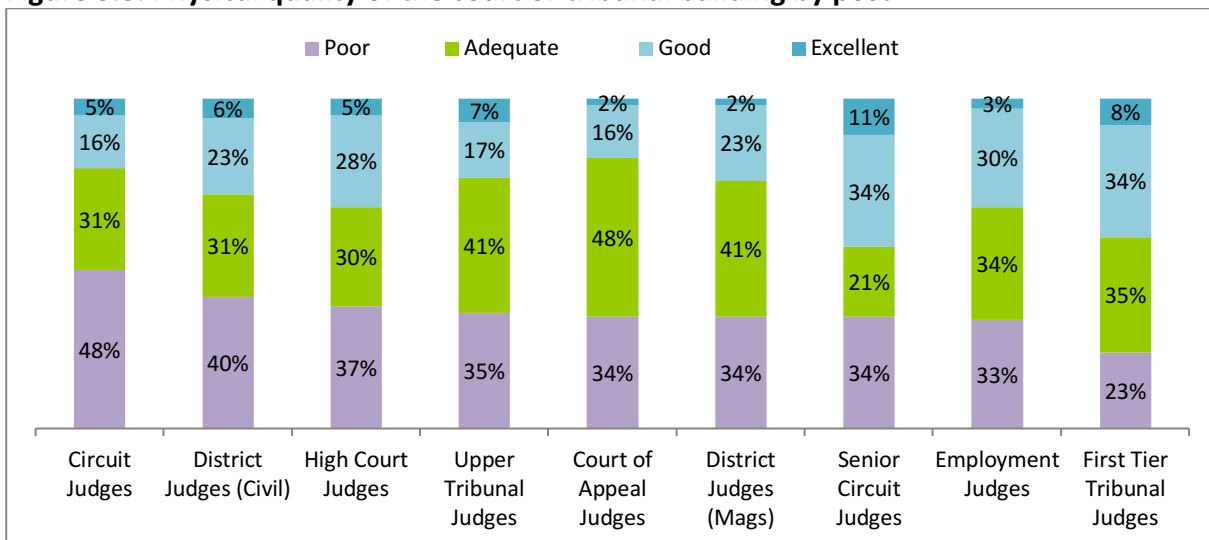
Figure 3.7: Morale of cost staff by post



Physical quality of the building

A third or more of all judges except First Tier Tribunal Judges rated the physical quality of the building they work in as Poor. This is an increase from 2016 when only a third or more Circuit, Employment and District Judges rated the physical quality of the court building as Poor. There were no judicial posts where a majority rated the physical quality of the buildings they work in as Good to Excellent. In 2016, a majority (56%) of Upper Tribunal Judges rated the physical quality of their work building as Good or Excellent, but this has fallen to only 24% in 2020.

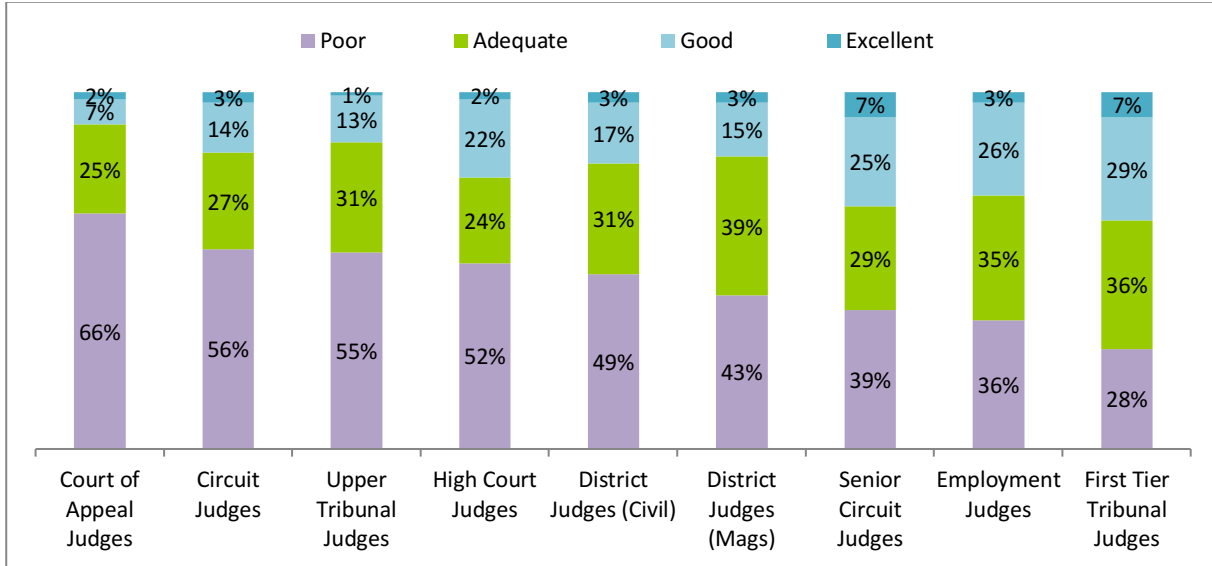
Figure 3.8: Physical quality of the court or tribunal building by post



Maintenance of the building

Since 2016 there has been a further decline in judges' rating of the maintenance of their buildings. In 2016 only a majority of Circuit Judges rated maintenance as Poor. Now a majority of Court of Appeal Judges, (66%), Circuit Judges (56%), Upper Tribunal Judges (55%) and High Court Judges (52%) and close to a majority of District Judges (Mags) (49%) rated the maintenance of the building they work in as Poor.

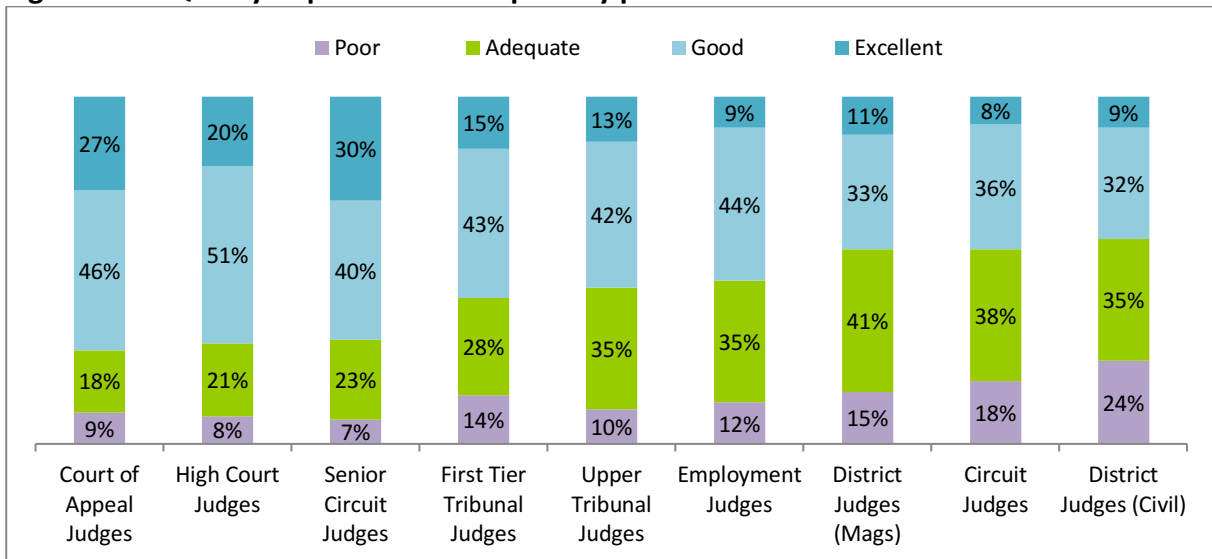
Figure 3.9: Maintenance of the court or tribunal building by post



Quality of personal workspace

A majority of judges in all judicial posts, except for District and Circuit Judges, rated the quality of their personal workspace as Good to Excellent. The largest proportion of judges rating their personal workspaces as Good to Excellent were Court of Appeal Judges (73%), High Court Judges (71%) and Senior Circuit Judges (70%). District Judges (Civil) had the highest proportion of judges who rated their personal workspace as Poor (24%).

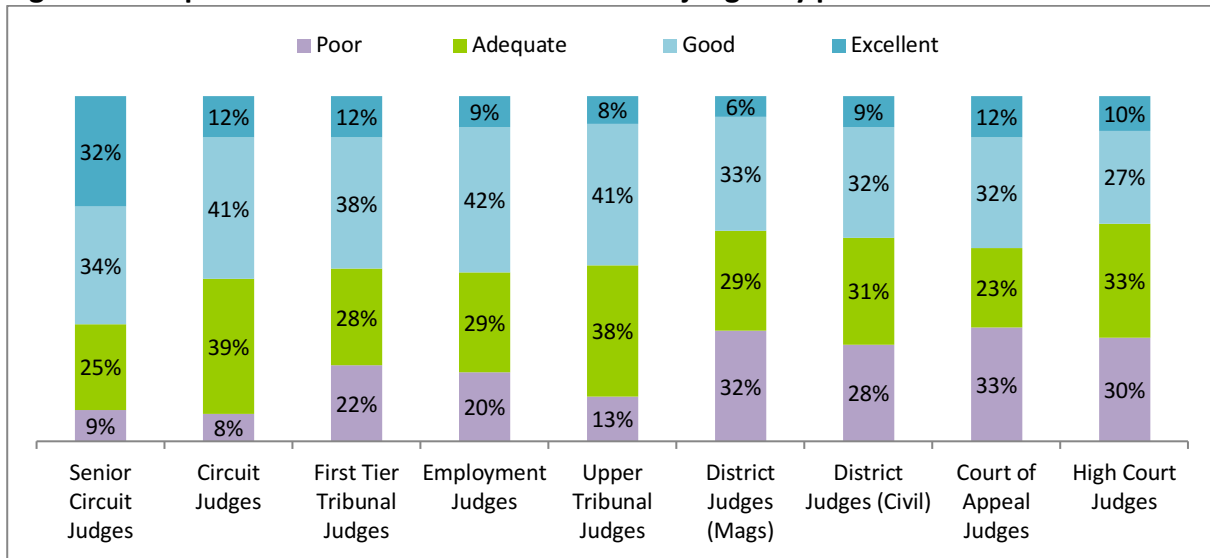
Figure 3.10: Quality of personal workspace by post



Space to meet and interact with other judges

Only a majority of Senior Circuit Judges (66%) and Circuit Judges (52%) rated the available space to meet and interact with other judges at their court as Good to Excellent. A third (33%) of Court of Appeal Judges and almost a third of District Judges (Mags) (32%) and High Court Judges (30%) said security at their court was Poor.

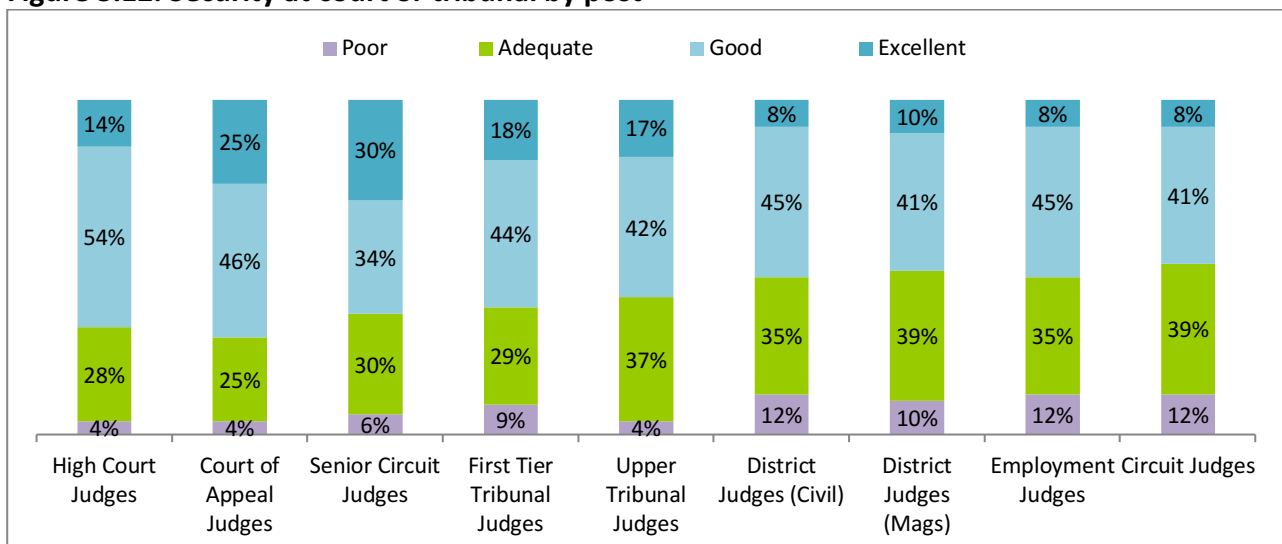
Figure 3.11: Space to meet and interact with other judges by post



Security at court or tribunal

In 2016, only a majority of Upper Tribunal Judges rated security at their court or tribunal as Good to Excellent. Now a majority of judges in all judicial posts, rated security at their court or tribunal as Good to Excellent, except for Circuit Judges where close to half (49%) rated security at court as Good to Excellent.

Figure 3.12: Security at court or tribunal by post



3.5 Personal safety and security concerns

In 2016 judges were asked for the first time about the extent to which they are concerned about their personal safety arising from being a judge. This question was repeated again in 2020, and there has been some improvement since 2016:

- While a majority of judges (51%) in 2016 had concerns about their safety while in court, this has fallen to 42% in 2020.
- Over a third of judges (37%) continue to have concerns about their safety out of court.
- Those judges who have concerns about how they are dealt with on social media has fallen from 15% in 2016 to 9% in 2020.

Table 3.8: Judicial concerns about personal security

<i>Are you ever concerned about your personal security as a result of your judicial role?</i>	2020 JAS	2016 JAS	% change since 2016
Yes, sometimes in court	42%	51%	-9%
Yes, sometimes outside of court	37%	37%	0%
Yes, sometimes on social media	9%	15%	-6%
No	40%	35%	+5%

By Post

There were also differences in **where** different judicial post holders have security concerns.

- A majority of District Judges (Civil) (67%) and District Judges (Mags) (53%) had concerns for their personal safety **when they are in court**; over a third of Circuit Judges (38%) and First Tier Tribunal Judges (35%) also had concerns for their personal safety while in court (Figure 3.13).
- Just under half of District Judges (Civil) and (Mags) and Circuit Judges were concerned for their personal safety **out of court**, as were a third of High Court Judges (Figure 3.14).
- Circuit Judges and District judges (Civil) had the most concerns about their personal security **on social media** (Figure 3.15).

Figure 3.13: Concerns for personal safety in court by post

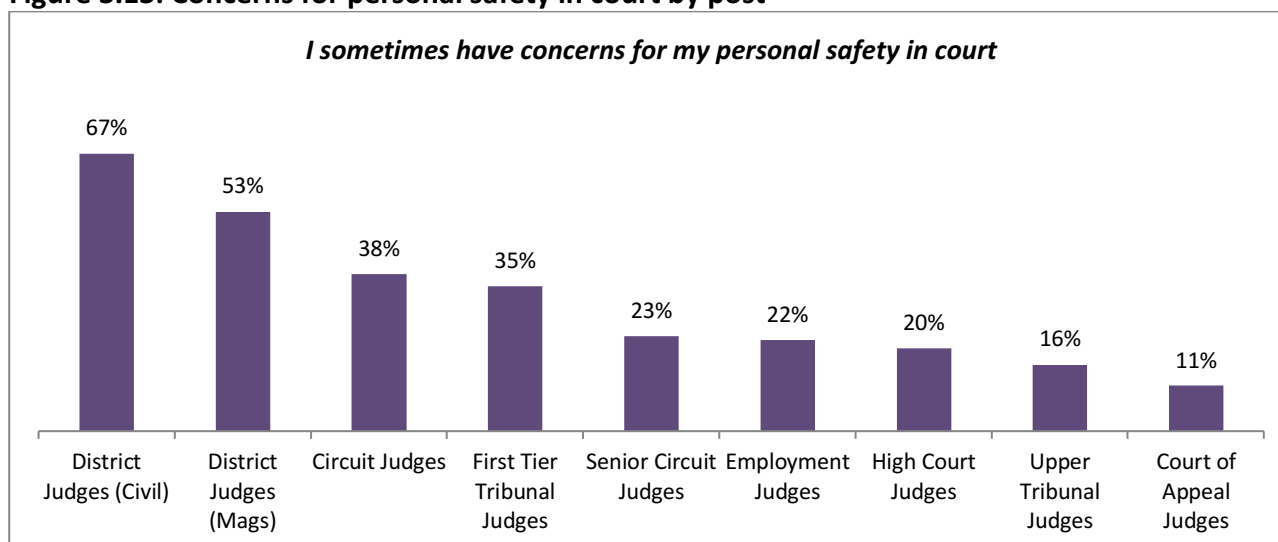


Figure 3.14: Concerns for personal safety out of court by post

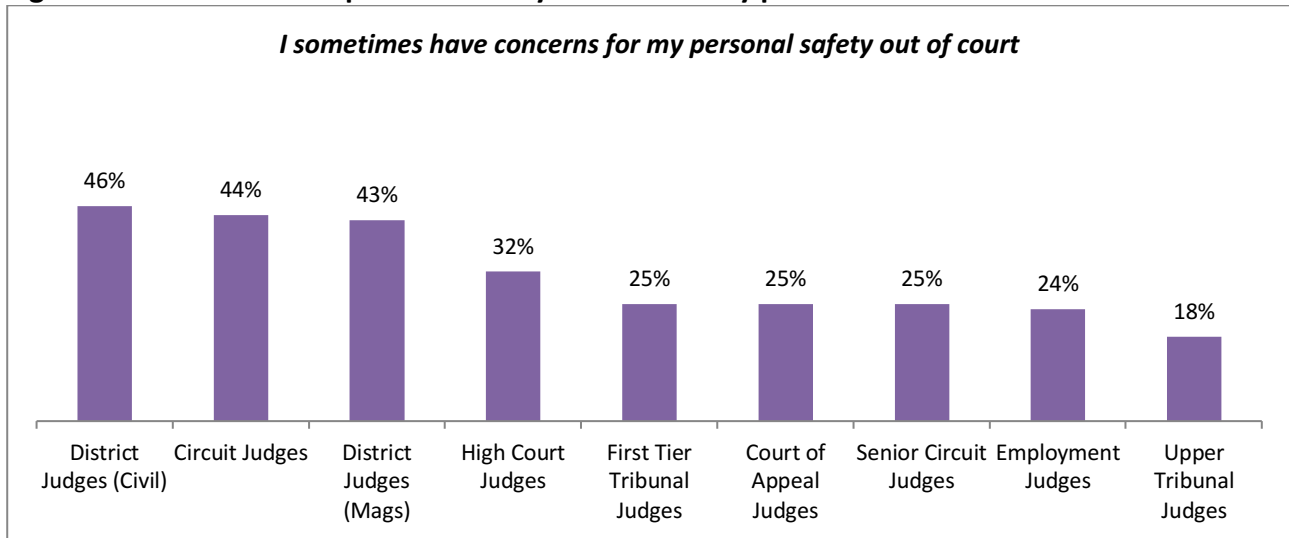
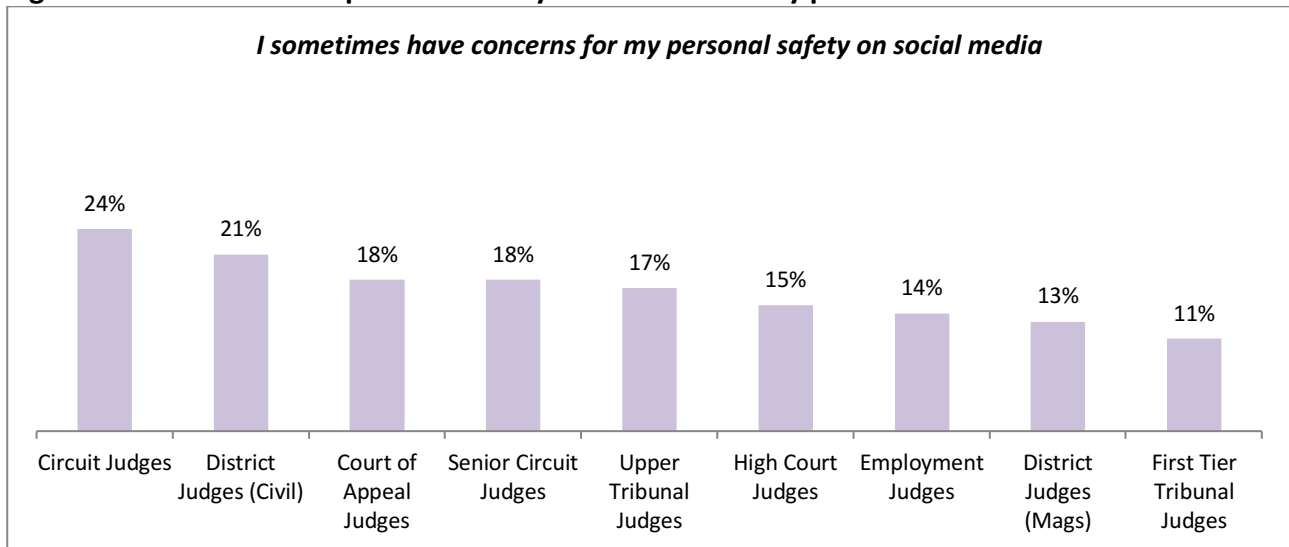


Figure 3.15: Concerns for personal safety on social media by post

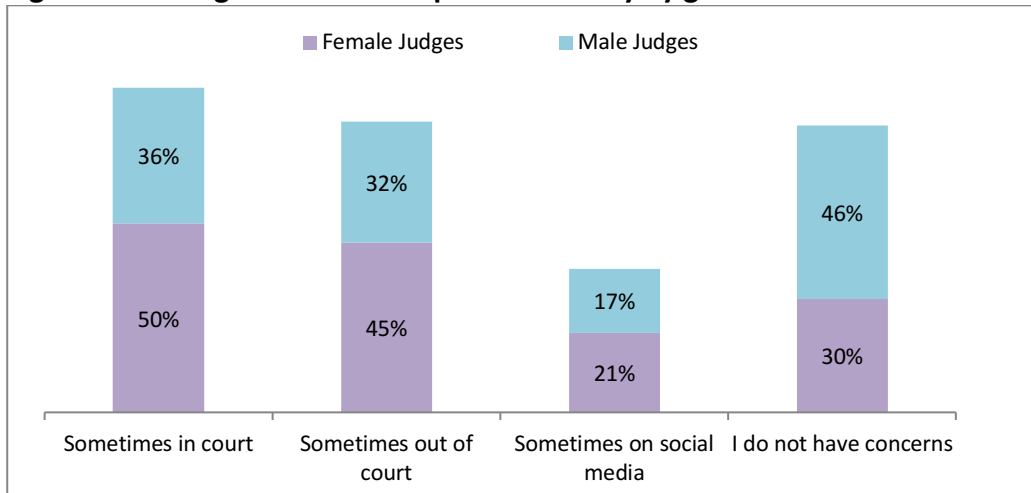


By Gender

There were also some differences between male and female judges in the extent to which and location where they sometimes felt concerned for their personal safety in relation to their work.

- Half of all female judges (50%) have concerns for their personal safety in court, while only a minority of male judges do (36%).
- Almost half (45%) of all female judges said they sometimes have concerns for their personal safety out of court, while under a third (32%) of male judges had similar concerns.
- Slightly more female judges (21%) than male judges (17%) had security concerns in relation to social media.
- Male judges were much more likely than female judges to say they did not have any concerns about their personal safety in relation to their work as a judge (46% of male judges compared with 30% of female judges).

Figure 3.16: Judges' concern for personal safety by gender



3.6 Guidance and advice on personal security

In 2020, judges were asked for the first time whether they felt they would benefit from further guidance on how to ensure their personal security and deal with social media (see Figure 3.17).

- Almost half of all judges (43%) said they would like more guidance on how to deal with internet and social media coverage of their work as a judge.
- Over a third (38%) said they would like more guidance on how to safely use the internet/social media as a judge.
- Over a third (34%) said they would like guidance on how to ensure their safety out of court, while less than a quarter said they would like additional guidance on ensuring their safety in court.

When considered by each judicial post:

- Half of all Senior Circuit Judges, 46% of Circuit Judges and 47% of Upper Tribunal Judges would like guidance on dealing with internet and social media coverage of their work as a judge (Figure 3.20).
- Almost half of all Upper Tribunal Judges (46%) and First Tier Tribunal Judges (45%) would like guidance on safely using the internet and social media as a judge (Figure 3.21).

Figure 3.17: Desire for additional guidance

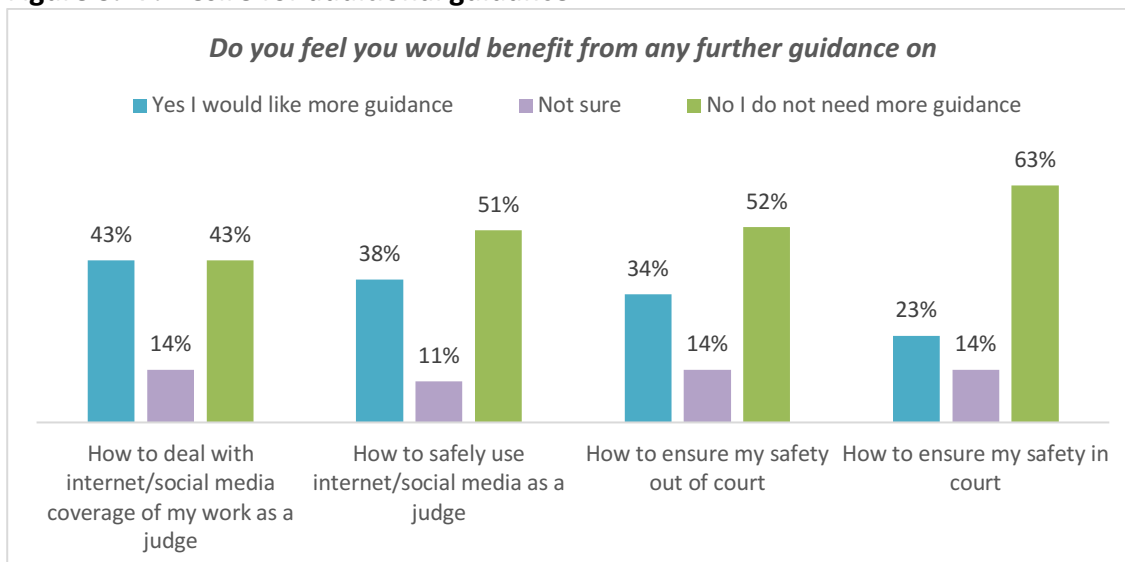


Figure 3.18: Desire for guidance on personal safety in court by post

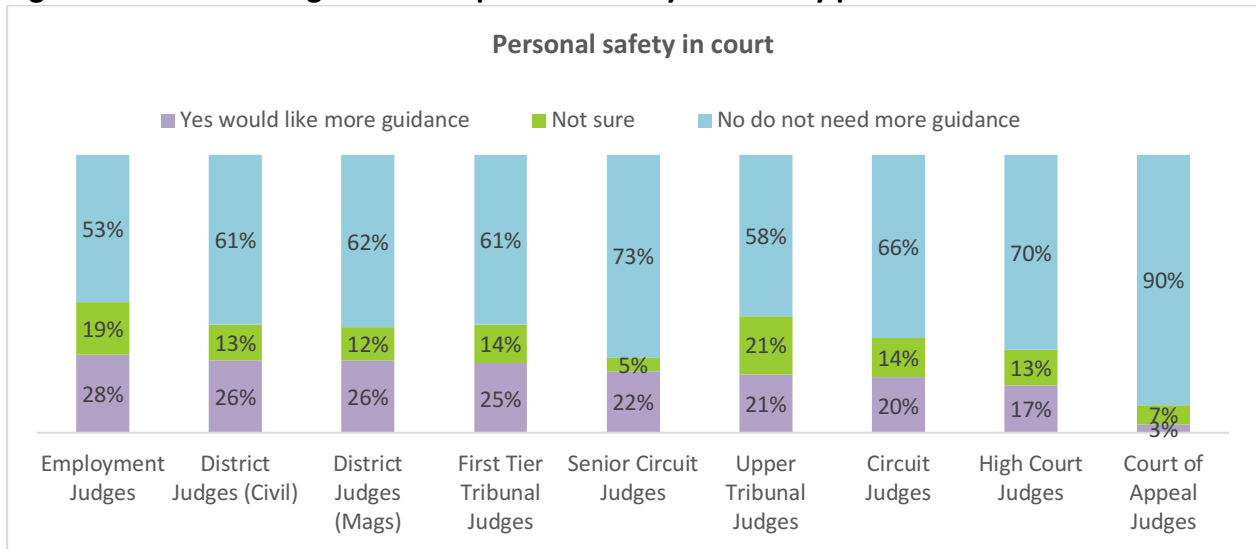


Figure 3.19: Desire for guidance on personal safety out of court by post

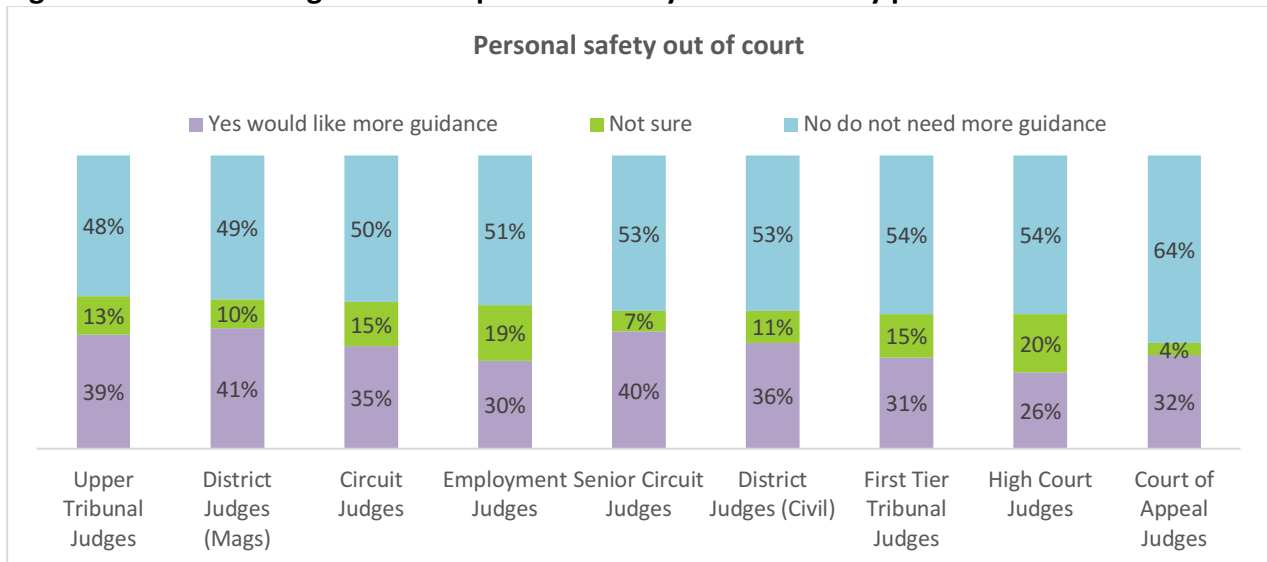


Figure 3.20: Desire for guidance on dealing with media coverage of work by post

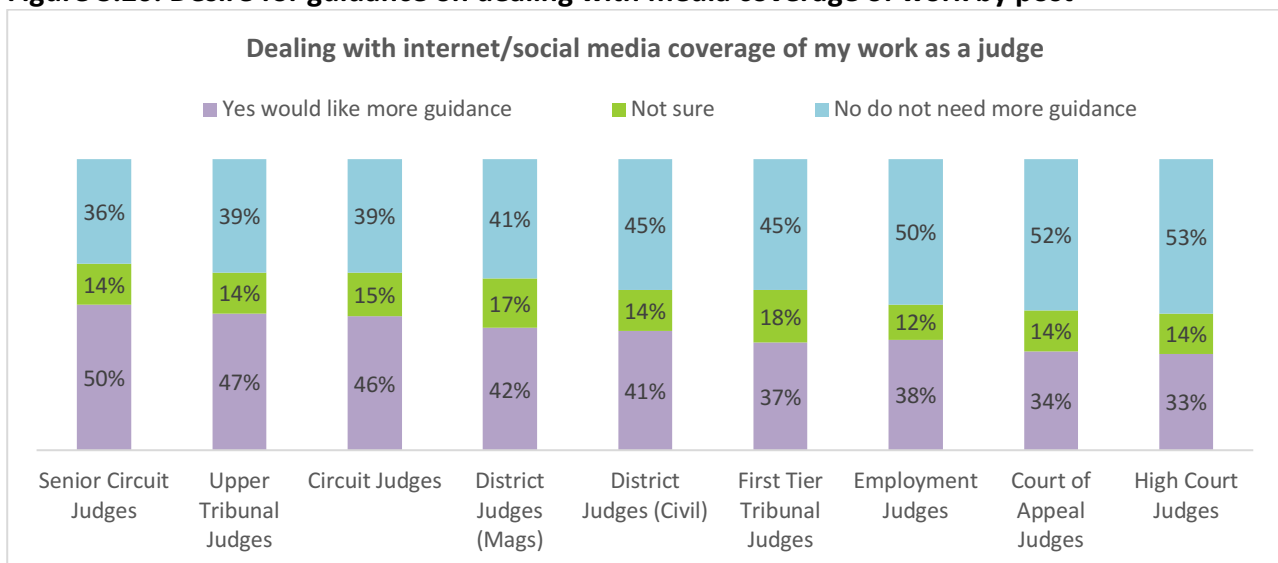
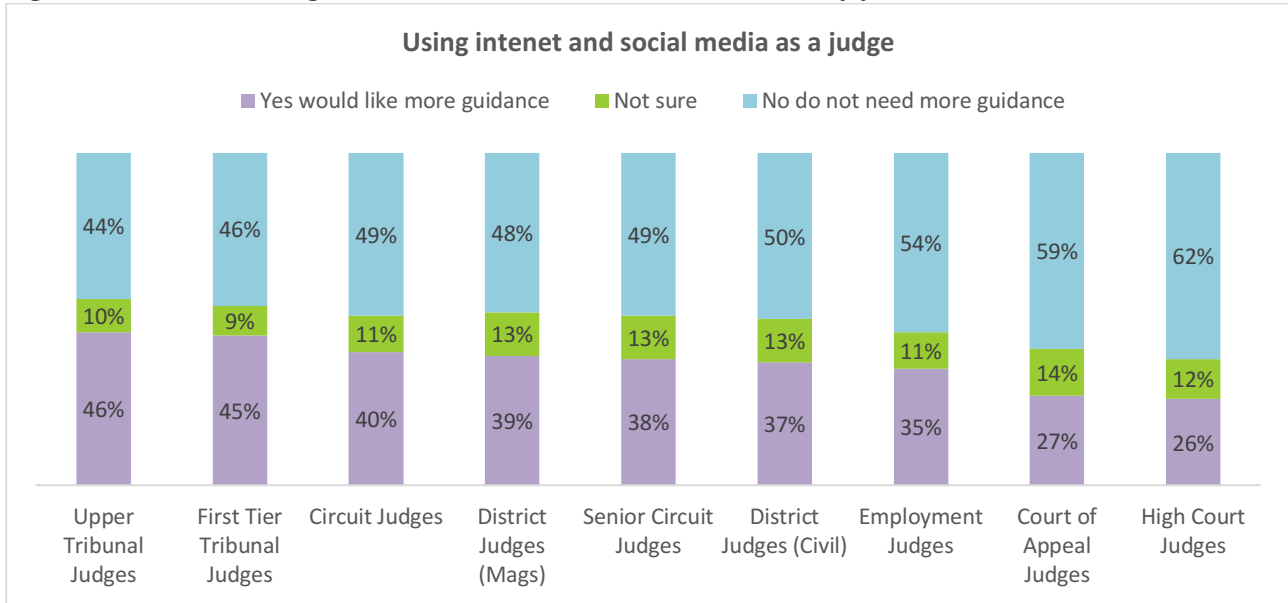


Figure 3.21: Desire for guidance on internet and social media by post



4. Digital Capacity, IT Resources, Support and Remote Working

In both the 2014 and 2016 JAS, a number of questions explored the availability and quality of IT and other electronic working resources. These form part of the HMCTS Reform Programme for courts and tribunals. These questions provided important baseline data on judicial IT systems from the start of the new digital court programme. They allow progress to be assessed over time as the programme is introduced and help to identify those areas that are currently working best and those where judges may be experiencing difficulties. In 2020, many of these same baseline questions were repeated (Section 4.1-4.3), and the 2020 results provide an update on progress.

In addition to this, in 2020 a number of new questions were also included in the JAS to take into account the need for many judges to work remotely during the Covid-19 emergency (Section 4.3).

4.1 Digital capacity in courts and tribunals

The HMCTS Reform programme is a phased programme being rolled out in different courts and tribunals at different stages, and the 2020 analysis explores how the views and experiences of judges with the programme may have changed from 2016-2020.

4.1.1 e-Judiciary

During the 2016 JAS, the judiciary was in the process of introducing e-Judiciary, the web-based platform where judges can access the Judicial Intranet, email, calendar, documents and communications links. By 2020 virtually all salaried judges were on e-Judiciary (Figure 4.1) and most judges rated e-Judiciary as either Excellent to Good (52%) or Adequate (41%) (Figure 4.2).

Figure 4.1: Use of e-Judiciary 2016-20

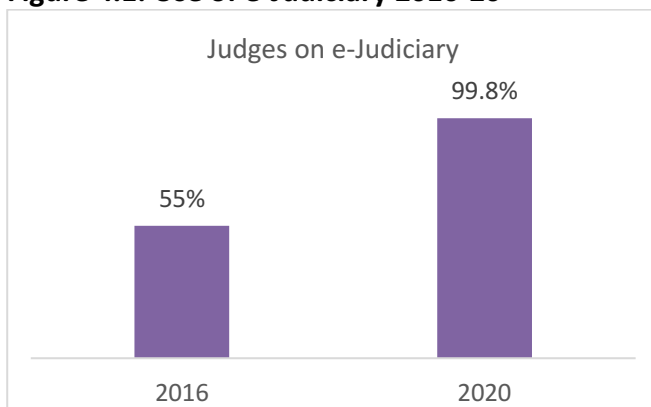
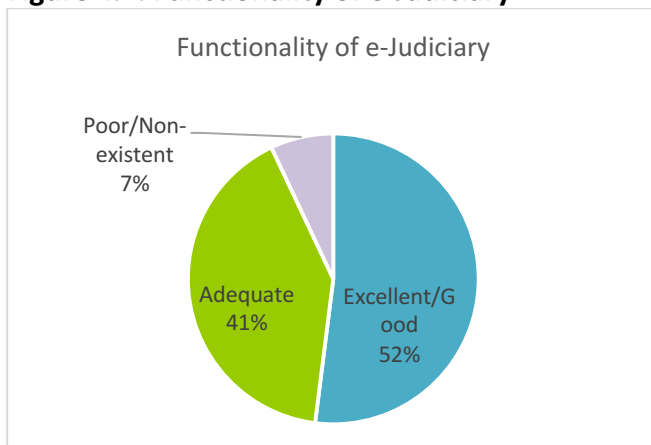


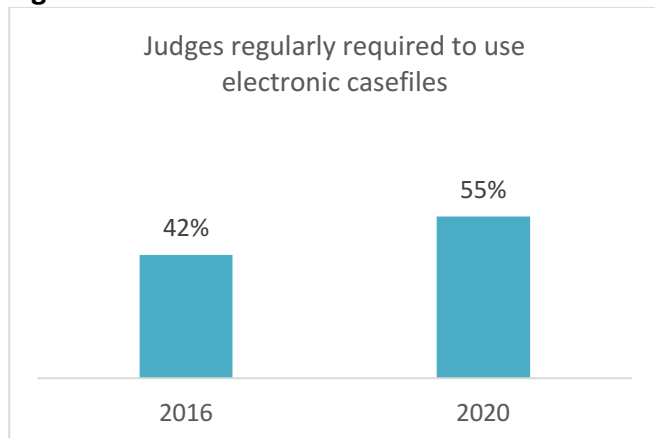
Figure 4.2: Functionality of e-Judiciary



4.1.2 Electronic case files: Digital Case System (DCS) and other forms of electronic working

The Digital Case System (DCS) is an online system designed to reduce the amount of paperwork in the courts by creating electronic case files and bundles; there are also other forms of electronic working used in some courts and tribunals. Figure 4.3 shows that in July 2016 just under half of all salaried judges (42%) said they were regularly required to use electronic files and bundles (e.g., DCS or other forms of electronic working), and by June 2020 this had increased to 55% of all salaried judges.

Figure 4.3: Use of electronic case files 2016-20



There are three judicial posts where a majority of judges are using DCS: Circuit Judges (80%), High Court Judges (71%) and District Judges (Mags) (66%).

Table 4.1: Use of electronic case files by post

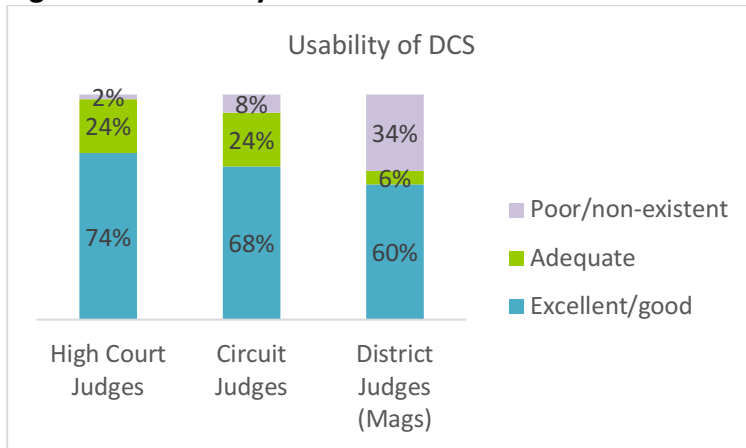
Judges regularly using electronic case files in 2020 by judicial post	
Circuit Judges	80%
High Court Judges	71%
District Judges (Mags)	66%
District Judges (Civil)	42%
First Tier Tribunal Judges	41%
Court of Appeal Judges	38%
Upper Tribunal Judges	13%
Employment Judges	5%

The following provides further information from those judges regularly using electronic case files.

Usability of DCS

Figure 4.4 shows that a majority of the High Court Judges (74%), Circuit Judges (68%) and District Court Judges (Mags) (60%) regularly using DCS rated its usability as Excellent/good.

Figure 4.4: Usability of DCS



Availability and quality of DCS training

- While High Court Judges and Circuit Judges had a mixed experience with the availability of DCS training, a majority of District Judges (Mags) said the availability of DCS training for them was Poor to Non-existent (Figure 4.5).
- Again, while High Court Judges and Circuit Judges had a mixed experience with the quality of DCS training, a majority of District Judges (Mags) said the availability of DCS training for them was Poor to Non-existent (Figure 4.6)

Figure 4.5: Availability of DCS training

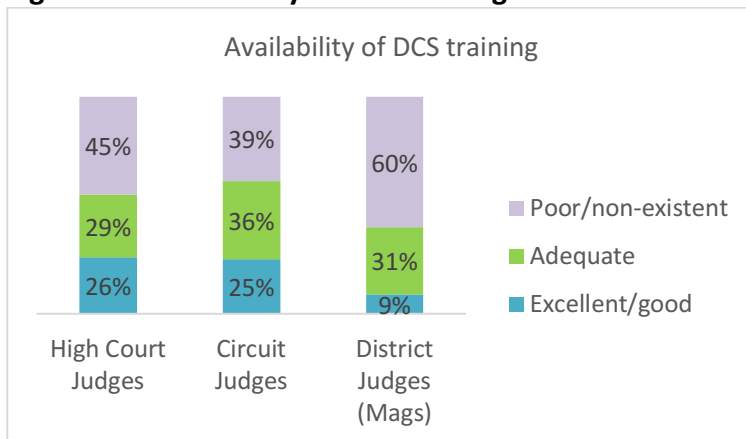
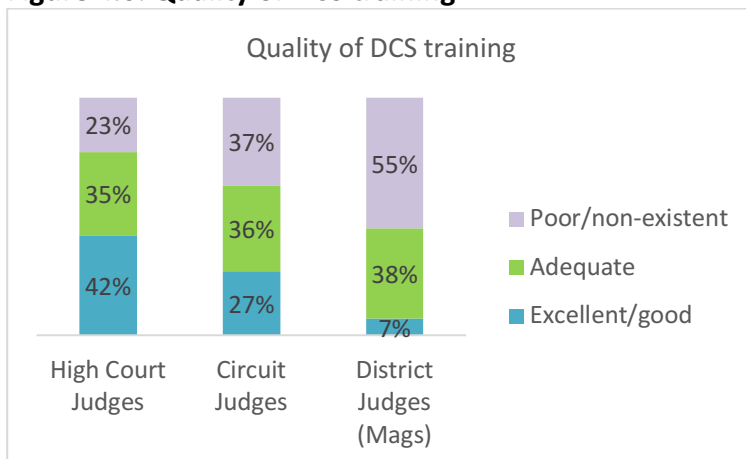


Figure 4.6: Quality of DCS training



4.1.3 Wi-Fi

- While in 2016 only just over a half of all judges (52%) had Wi-Fi in their courtrooms/hearing rooms, by 2020 this had increased to 95%.
- In 2020 90% of judges said there was Wi-Fi in all other parts of their court or tribunal building. (This question was new to 2020 so there are no comparative results for 2016).
- Most judges rated the quality of Wi-Fi in their courtroom or hearing room as Excellent/Good (41%) or Adequate (39%) (Figure 4.8).

Figure 4.7: Availability of Wi-Fi 2016-20

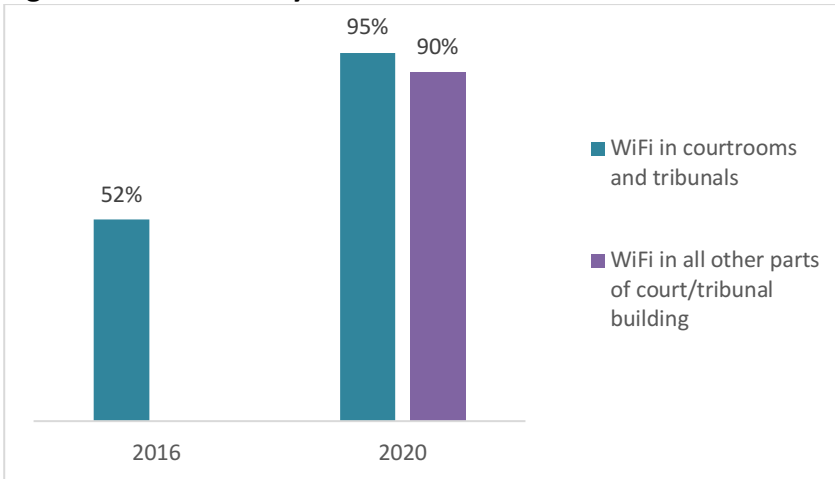
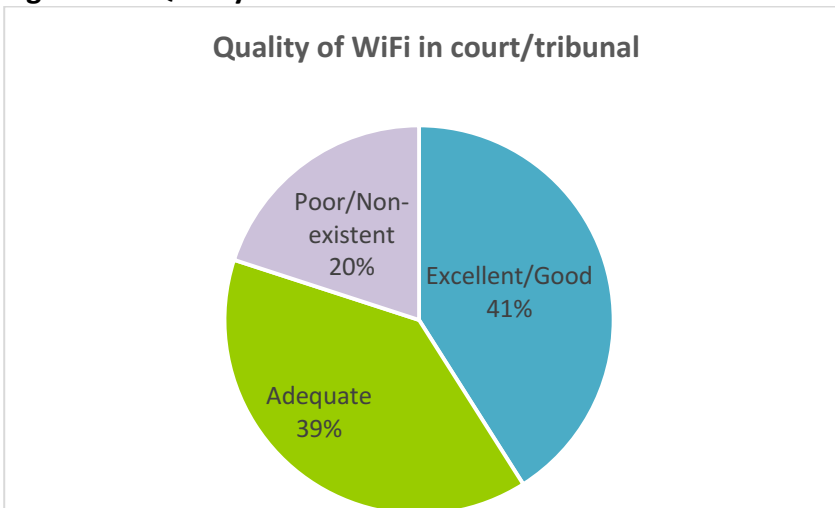


Figure 4.8: Quality of Wi-Fi in court or tribunal



4.2 Quality of IT resources and IT support for judges

4.2.1 In-court IT resources and support

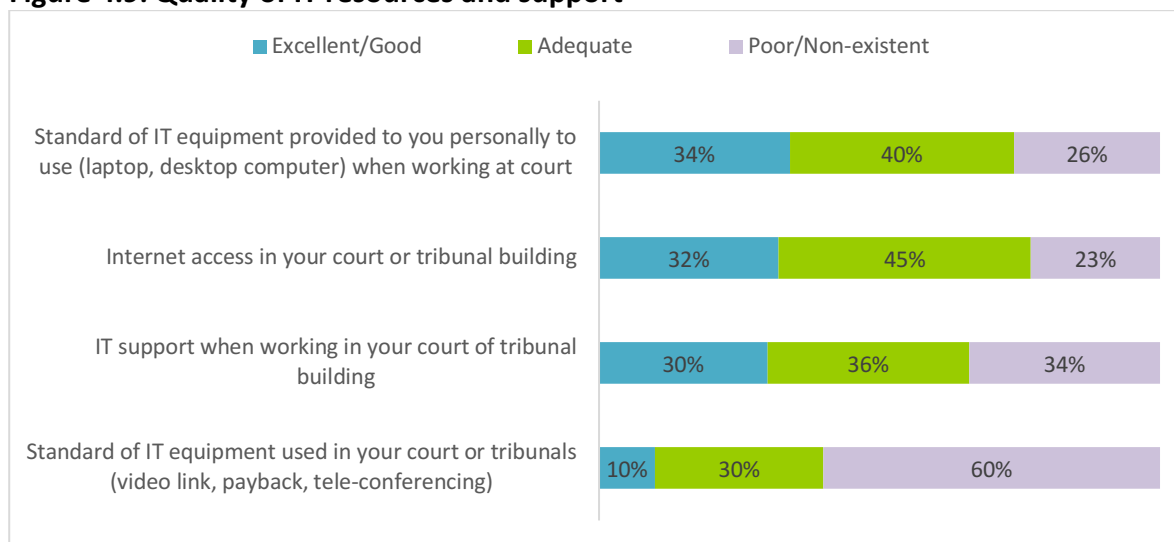
Judges report a mixed experience with the quality of IT resources and support they have at court.

- For the standard of IT equipment provided for judges personally to use, for IT support at court and internet access, the single largest proportion of judges rated these as Adequate.
- But a majority of judges (60%) rated the standard of IT equipment used in their court or tribunal as either Poor (53%) or Non-existent (7%).

Table 4.2: Quality of IT resources and support in courts and tribunals

<i>Please provide an assessment of the following resources available at your main court or tribunal</i>	Excellent	Good	Adequate	Poor	Non-existent
Standard of IT equipment provided to you personally to use (laptop, desktop computer) when working at court	4%	30%	40%	25%	1%
Standard of IT equipment used in your court or tribunals (video link, payback, tele-conferencing)	1%	9%	30%	53%	7%
IT support when working in your court of tribunal building	6%	24%	36%	30%	4%
Internet access in your court or tribunal building	5%	27%	45%	22%	1%

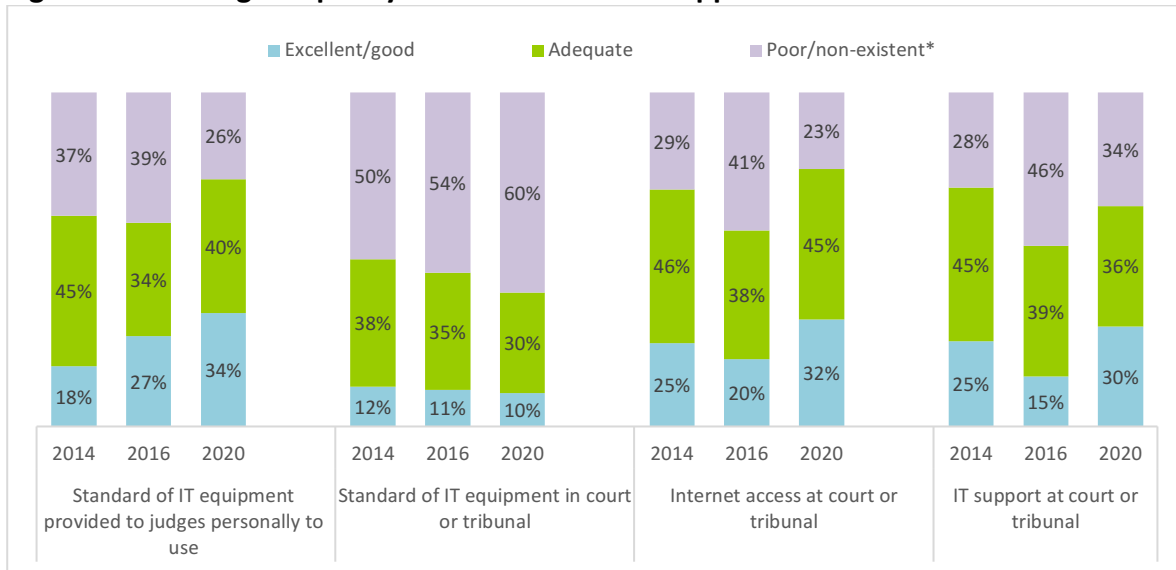
Figure 4.9: Quality of IT resources and support



Change since 2014-16 (Figure 4.10)

- The standard of IT equipment provided to judges personally to use in 2020 has improved from 2014 and 2016.
- The standard of IT equipment used in courts and tribunals has continued to fall from 2014 and 2016.
- Internet access has improved from 2014 and 2016
- IT support has improved from both 2014 and 2016

Figure 4.10: Change in quality of IT resources and support 2014-20



By post

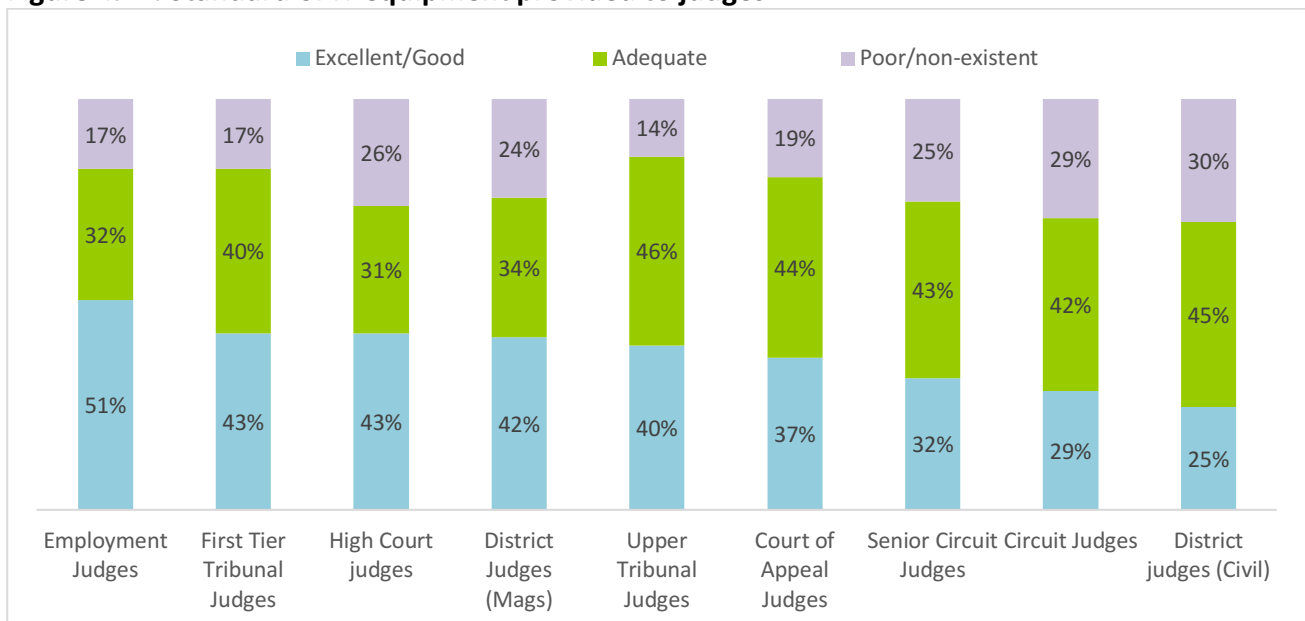
In many instances, there were substantial differences in view by judicial post on the quality of IT resources and IT support.

4.2.2 Standard of IT equipment provided to judges

There are substantial differences by judicial post in how judges rated the standard of IT equipment they have been provided with personally for their judicial work (Figure 4.11).

- While just over half of Employment Judges (51%) said the IT equipment was Excellent/Good only a quarter (25%) of District Judges (Civil) rated the IT equipment provide to them as Excellent/Good.
- The largest proportion of most judges in each judicial post rated their personal IT equipment as Adequate

Figure 4.11: Standard of IT equipment provided to judges

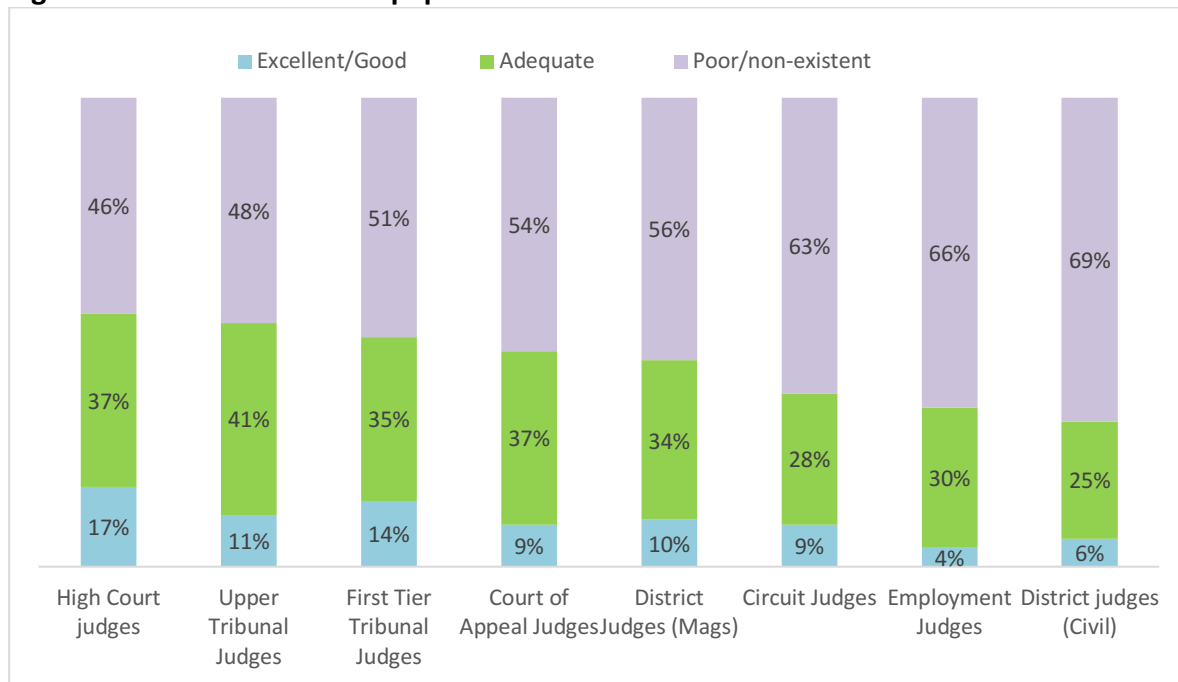


4.2.3 Standard of IT equipment in court

Very few judges in any judicial posts rated the standard of IT equipment used in court as Good or Excellent (Figure 4.12).

- Over half of all District Judges (Civil), Employment Judges, Circuit Judges, District Judges (Mags), Court of Appeal Judges and First Tier Tribunal Judges rated the standard of IT equipment in court as Poor/non-existent.
- Just under half of all High Court Judges (46%) and Upper Tribunal Judges (48%) rated the in-court equipment as Poor/non-existent.

Figure 4.12: Standard of IT equipment in court

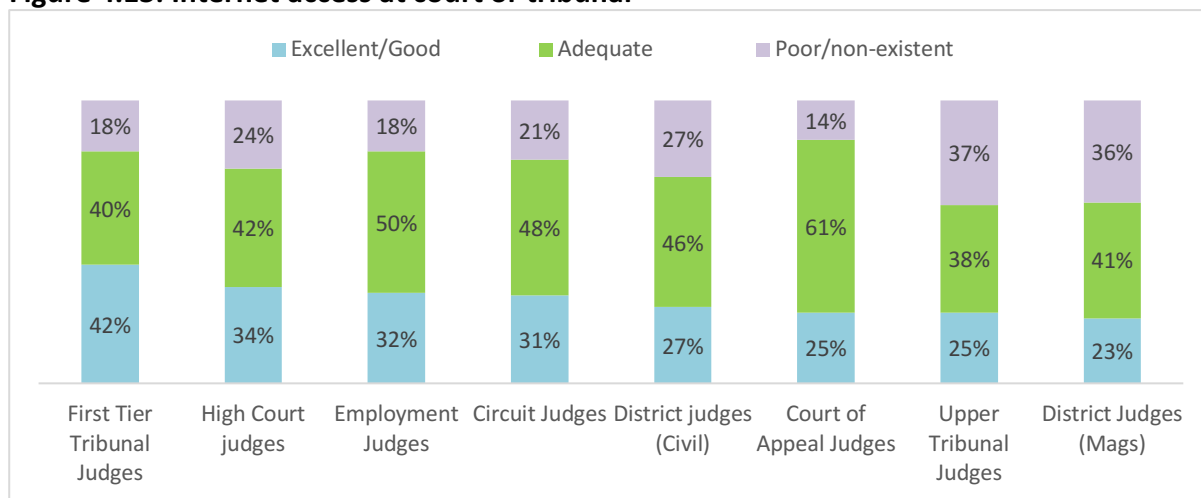


4.2.4 Quality of internet access at courts and tribunals

During the 2016 survey period, the judiciary was in the process of rolling out Wi-Fi in courts and tribunals in England and Wales as part of the HMCTS Reform programme for digital working. During the 2020 survey period, the need for internet access was crucial in many courts and tribunals given the increase in the use of remote hearings during the Covid-19 pandemic.

- There were no judicial posts where the internet access at court was rated as Excellent/Good.
- First Tier Tribunal Judges rated their internet access highest, with 42% saying it was Excellent/Good.
- Internet access was rated lowest by Upper Tribunal Judges (37% Poor/Non-existent) and District Judges (Mags) (36% Poor/Non-existent).
- For most judicial posts, the largest proportion of judges rated internet access at court or tribunal as Adequate.

Figure 4.13: Internet access at court or tribunal

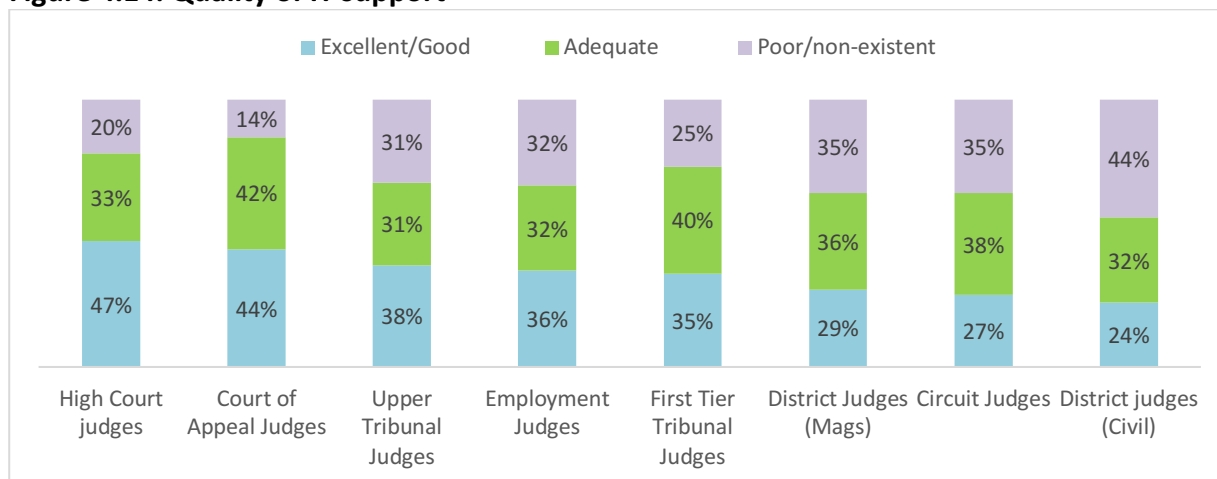


4.2.5 IT Support at court or tribunal

The quality of IT support varied by post, in some cases quite substantially:

- Almost half of all High Court Judges (47%) and Court of Appeal Judges (44%) said the IT support they had was Excellent/Good.
- Almost half of all District Judges (Civil) (44%) and over a third of all Circuit Judges (35%) and District Judges (Mags) (35%) said the quality of the IT support they had was Poor/Non-existent.

Figure 4.14: Quality of IT support

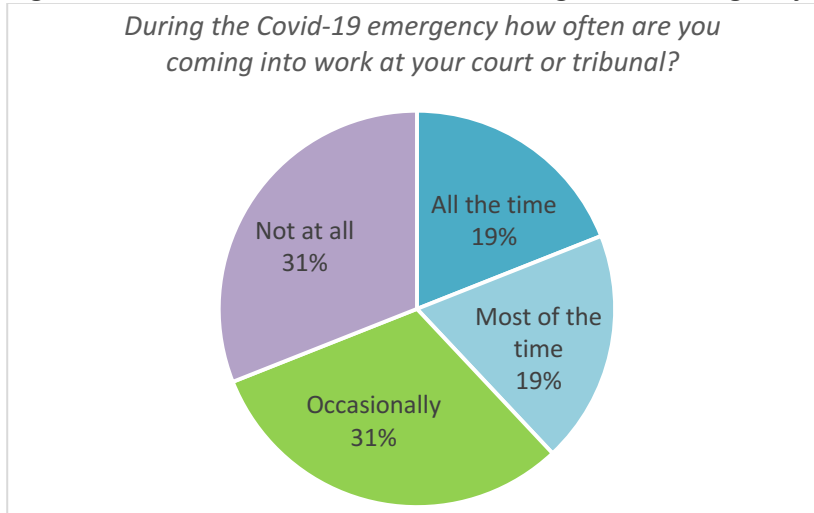


4.3 Judicial working during the Covid-19 emergency

4.3.1 Extent of remote working during the emergency

In the early period of the Covid-19 emergency from the end of March to late June 2020, over a third of all judges (38%) said they were going in to work at their court or tribunal all or most of the time. Just under a third (31%) were going in occasionally, and just under a third (31%) were not going in at all (Figure 4.15).

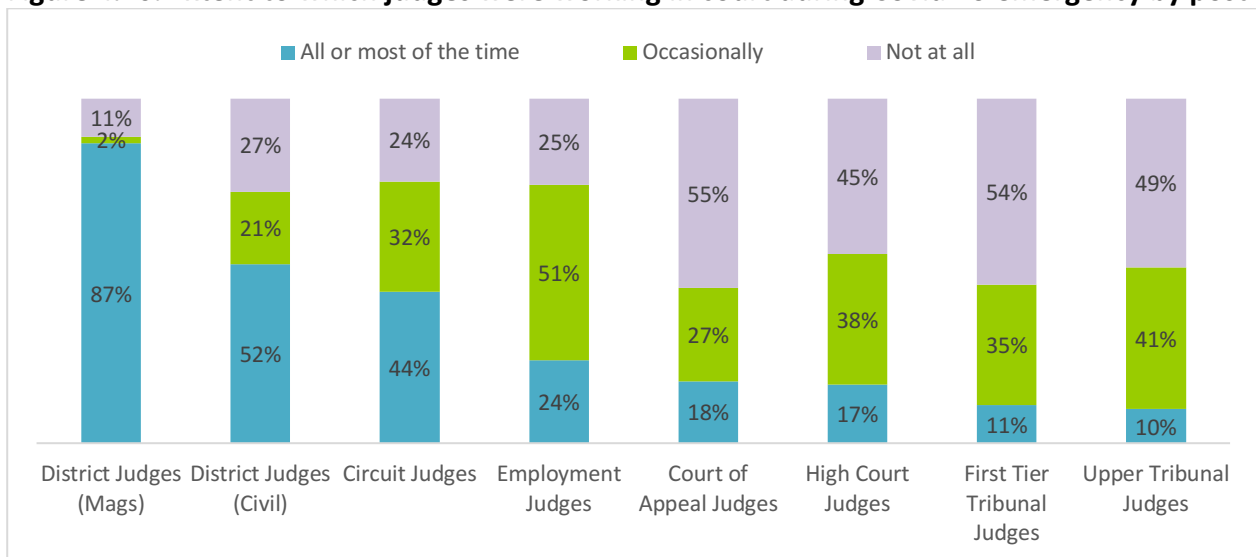
Figure 4.15: Extent of work at court during Covid emergency



However, this relatively even distribution obscures the fact that the extent to which judges were working in their court or tribunal during lockdown varied substantially by judicial post (Figure 4.16).

- Almost all District Judges (Mags) (87%), a majority of District Judges (Civil) (52%) and just under half of all Circuit Judges (44%) were working in their courts all or most of the time.
- Half of all Employment Judges (51%) were working in their tribunal occasionally.
- A majority of Court of Appeal Judges (55%) and First Tier Tribunal Judges (54%) were not working in their court or tribunal at all.

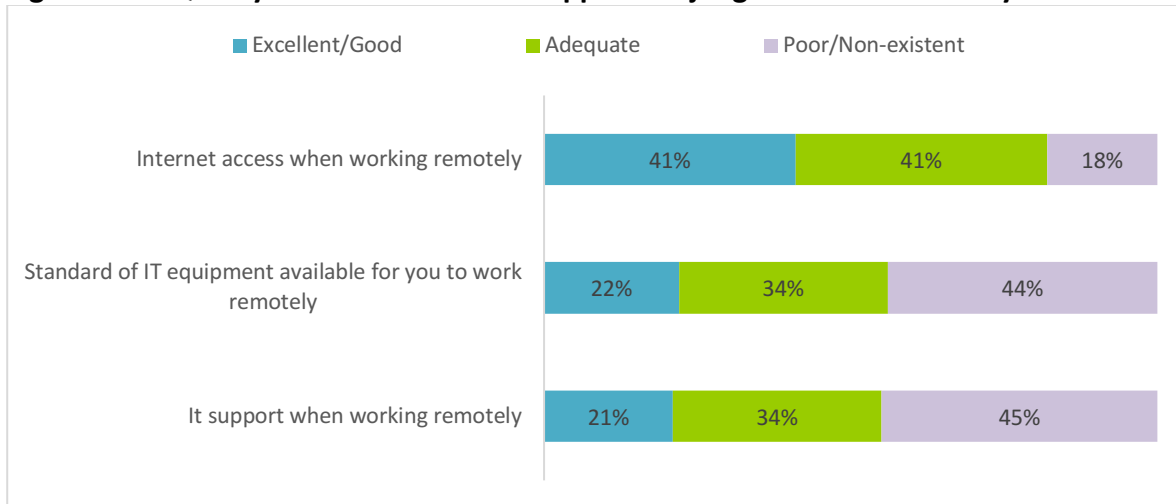
Figure 4.16: Extent to which judges were working in court during Covid-19 emergency by post



4.3.2 Resources and support for remote working

In 2020 judges were also asked about the equipment and support available to them for remote working during the Covid-19 emergency. While the quality of the internet access when working remotely was mostly Excellent/Good (41%) or Adequate (41%), almost half of all judges said that the standard of IT equipment available for working remotely was Poor/Non-existent (44%) and IT support for working remotely was Poor/Non-Existent (45%).

Figure 4.17: Quality of IT resources and support for judges to work remotely



By post

These results showed a marked difference by post in terms of the quality of internet access when working remotely (Figure 4.18), the standard of IT equipment available to judges to work remotely (Figure 4.19) and the IT support provide to judges when working remotely (Figure 4.20).

Figure 4.18: Quality of internet access when working remotely

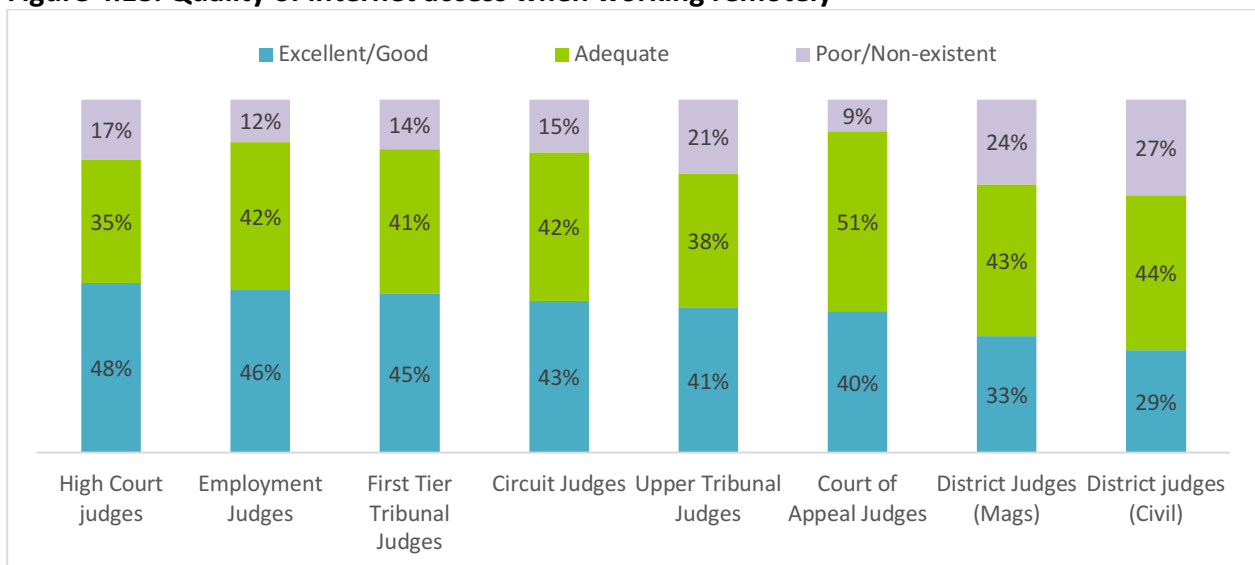


Figure 4.19: Standard of IT equipment available to judges to work remotely

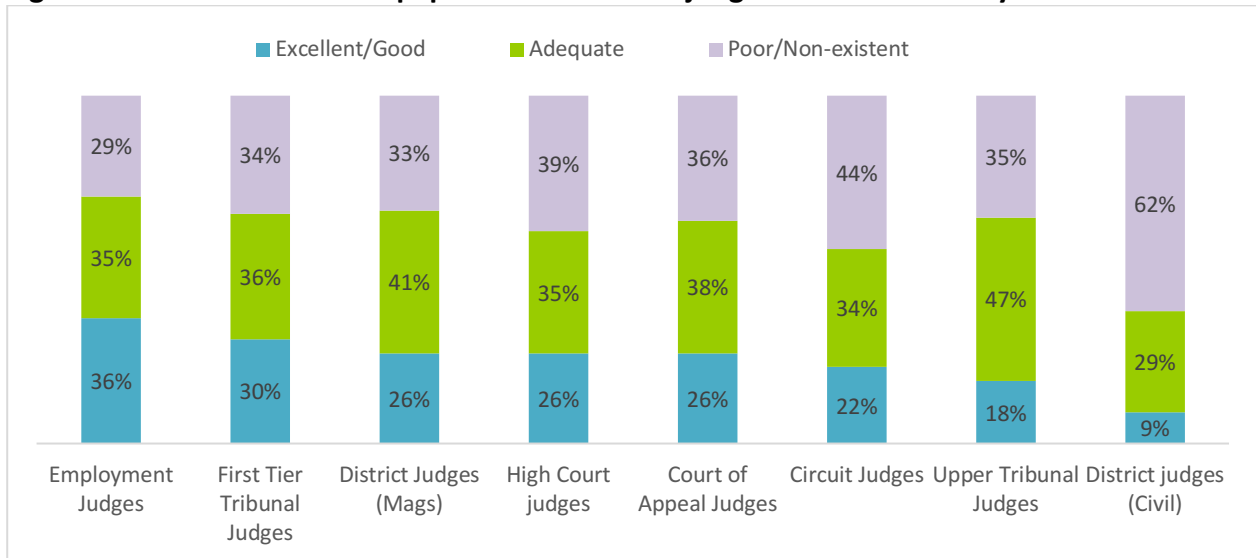
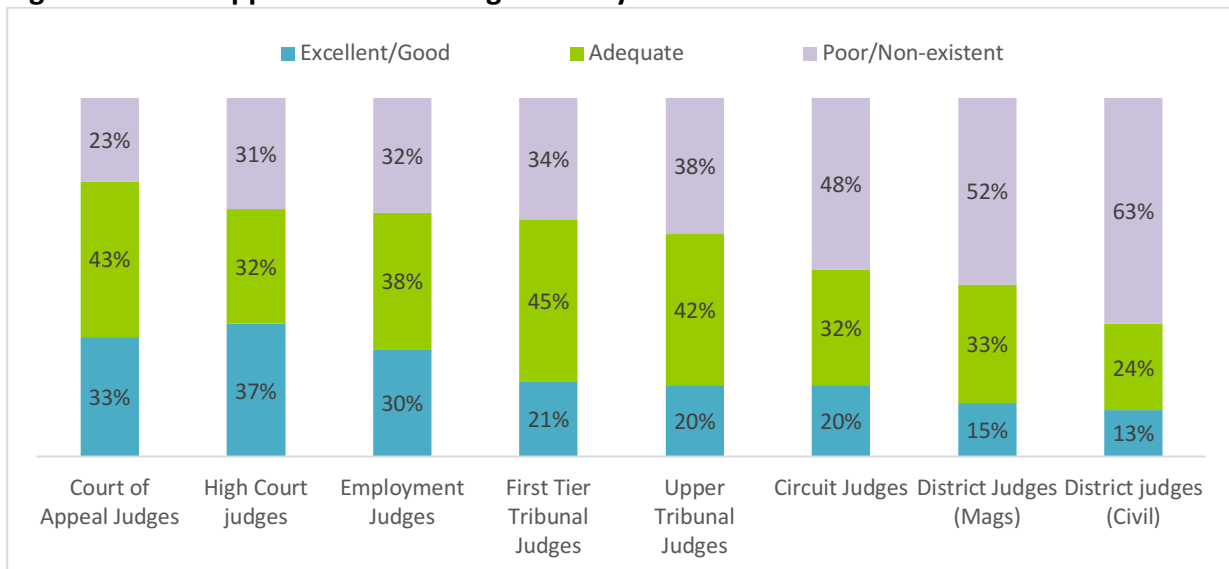


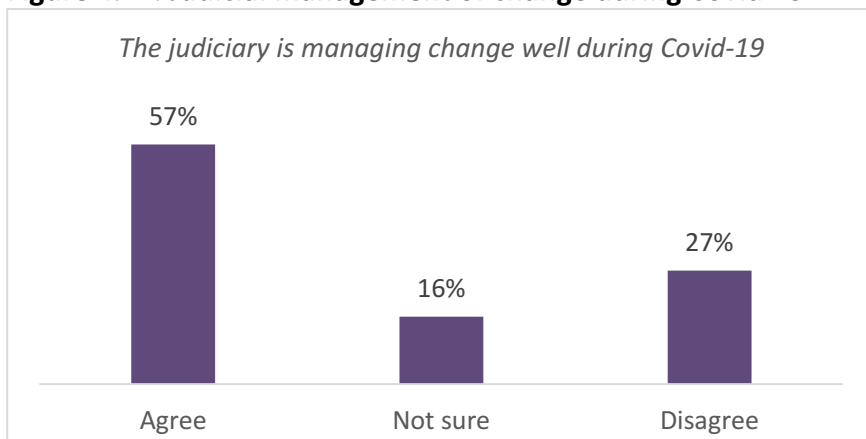
Figure 4.20: IT support when working remotely



4.3.3 Managing change during Covid-19

Just over half of judges (57%) said that the judiciary was managing change well during the Covid-19 emergency.

Figure 4.21: Judicial management of change during Covid-19

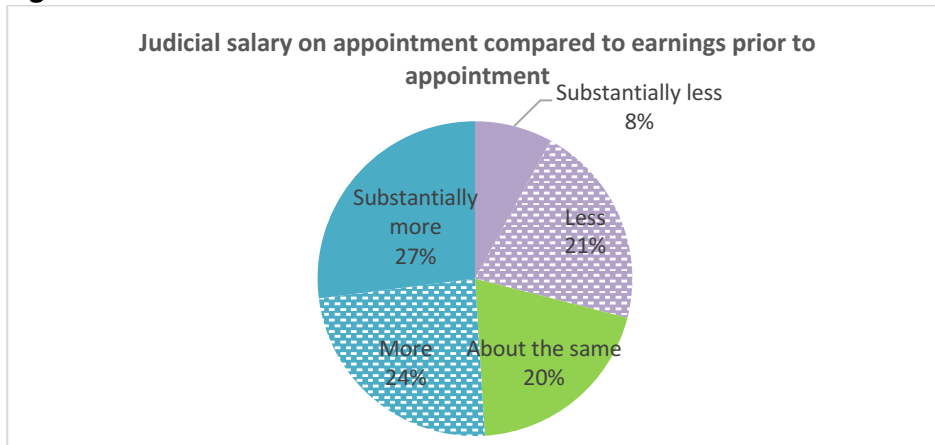


5. Salary and Pensions

5.1 Judicial earnings compared with pre-appointment earnings

In the 2020 JAS, judges were asked for the first time about their level of earnings prior to their appointment to the salaried judiciary. Prior to their appointment, a majority of all judges (51%) were earning more than their judicial salary on appointment, and the single largest proportion of judges (27%) were earning substantially more than their judicial salary at the time of their appointment to the salaried judiciary.

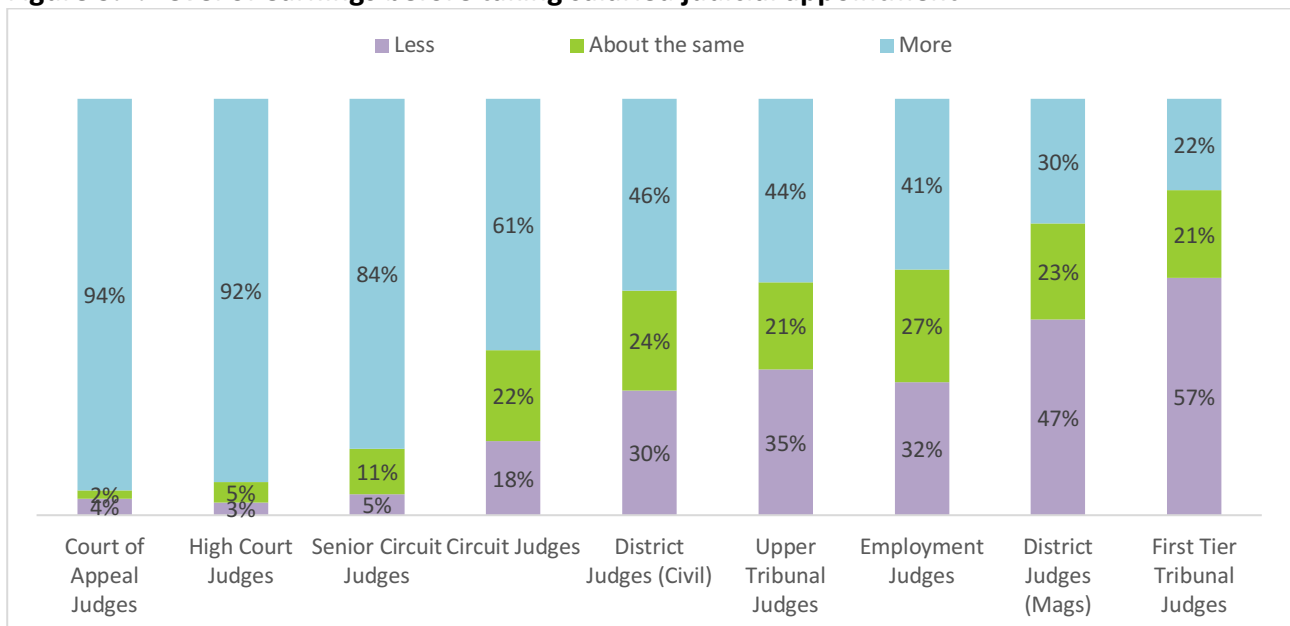
Figure 5.1



By Post

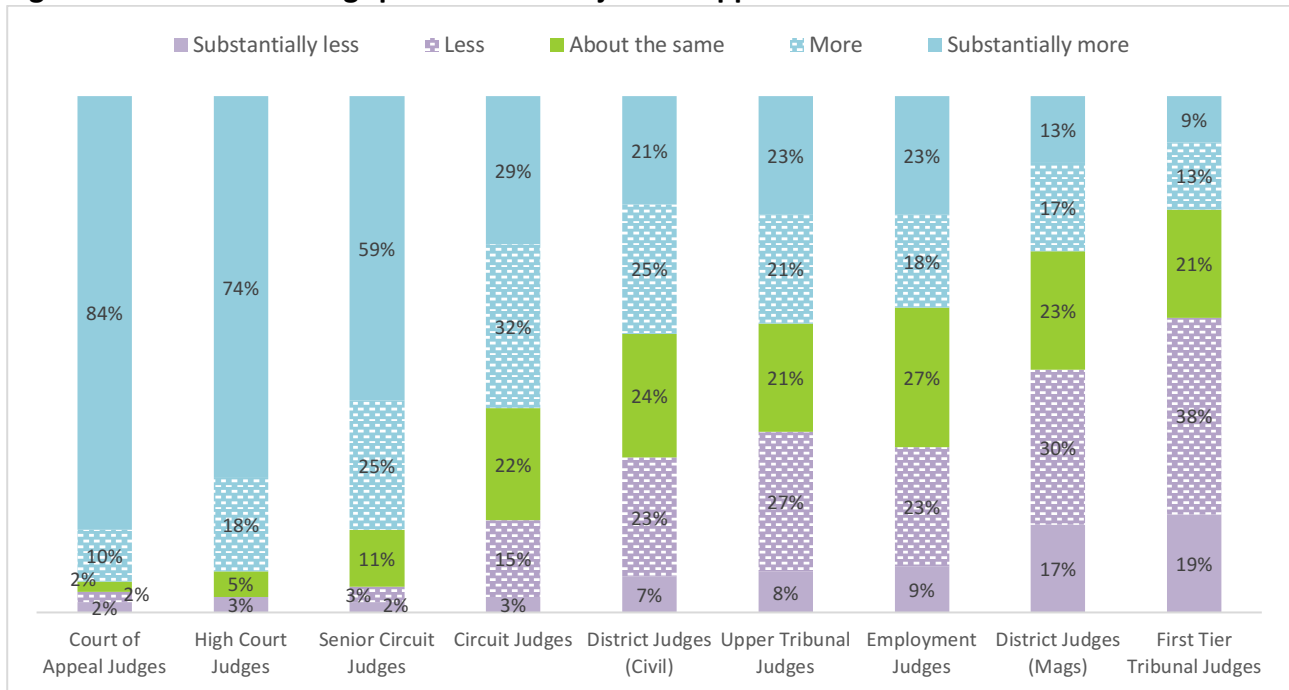
When examined in more detail by judicial post, it is clear that there are substantial differences in the extent to which taking up a judicial post resulted in an increase or decrease in earnings. Prior to their appointment to the salaried judiciary, almost all Court of Appeal Judges (94%) and High Court Judges (92%) and a majority of Senior Circuit Judges (84%) and Circuit Judges (61%) were earning more than the judicial salary they received at the time of their appointment. A majority of First Tier Tribunal Judges (57%) and almost half of District Judges (Mags) (47%) were earning less than the judicial salary they received at the time of appointment.

Figure 5.2: Level of earnings before taking salaried judicial appointment



When examined in more detail, it is clear that most Court of Appeal Judges (84%), High Court Judges (74%) and Senior Circuit Judges (59%) had been earning substantially more than their judicial salary prior to their appointment to a salaried judicial post. There were no judicial posts where judges were earning substantially less than their judicial salary prior to their appointment to a salaried judicial post.

Figure 5.3: level of earnings prior to salaried judicial appointment

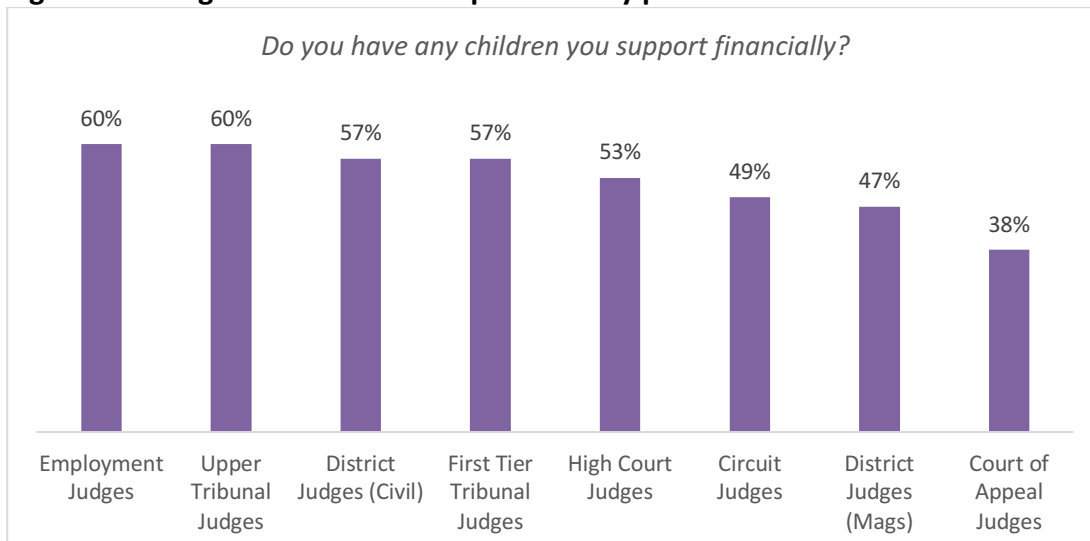


5.2 Financial dependents

A majority of judges in most judicial posts have children that they support financially:

- This includes Employment judges, Upper Tribunal Judges, District Judges (Civil), First Tier Tribunals Judges and High Court Judges.
- Just under a majority of Circuit Judges (49%) and District Judges (Mags) (47%) have children they are supporting financially.
- Only a minority of Court of Appeal Judges have financial dependents.

Figure 5.4: Judges with financial dependents by post



5.3 Judicial pay

- As for summer 2020, the proportion of judges that said they have had a loss of net earnings over the last 2 years has decreased substantially from 2016 (-24%).
- The proportion of judges who said they are paid a reasonable salary for the work they do has increased since 2016 (+10%) but is still under half of all salaried judges (42%).
- The proportion of judges who said that the judicial salary issue is affecting their own morale has fallen (-12%) since 2016, but just over half of all salaried judges still said the salary issue is affecting their morale (51%).
- The proportion of judges who said that the judicial salary issue is affecting the morale of judges they work with has also fallen (-10%) since 2016, but almost three-quarters of all judges still said that the salary issue is affecting the morale of their fellow judges (72%).

Table 5.1: Judicial views on pay (2020 JAS)

<i>Please indicate how much you agree or disagree with the following</i>	Strongly Agree	Agree	Not sure	Disagree	Strongly Disagree
I have had a loss of net earnings over the last 2 years	25%	29%	19%	21%	6%
The judicial salary issue is affecting my morale	25%	26%	14%	30%	5%
The judicial salary issue is affecting the morale of judges I work with	36%	36%	18%	8%	2%
I am paid a reasonable salary for the work I do	8%	34%	10%	33%	15%

Table 5.2: Judicial views on salary: 2020, 2016 and 2014 compared⁹

Judicial views on salary	Agree 2020 JAS	Agree 2016 JAS	Agree 2014 JAS
I have had a loss of net earnings over the last 2 years	54%	78%	75%
I am paid a reasonable salary for the work I do	42%	32%	27%
The judicial salary issue is affecting my morale	51%	63%	
The judicial salary issue is affecting the morale of judges I work with	72%	82%	

By Post

A more detailed breakdown of views by judicial post highlights some clear differences between judges in different posts and also the extent of the changes since 2016.

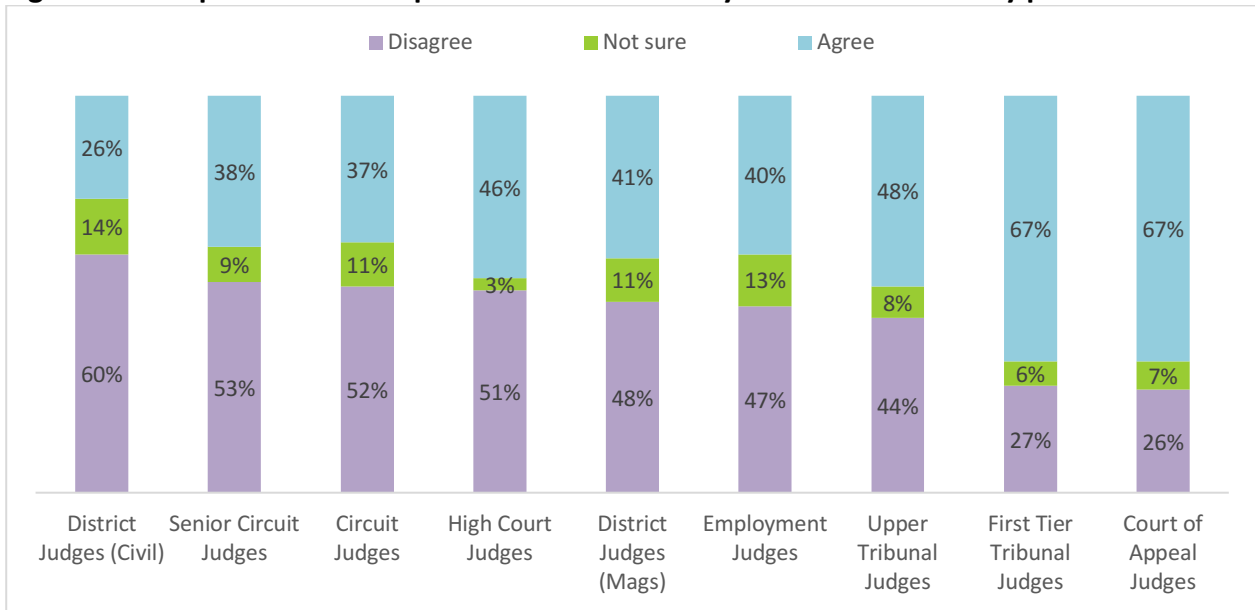
⁹ These are the questions on salary that appeared in identical form on the 2020, 2016 and 2014 UK Judicial Attitude Surveys.

“I am paid a reasonable salary for the work I do”

There are clear differences by judicial post in terms of whether judges feel they are paid a reasonable salary for the work that they do:

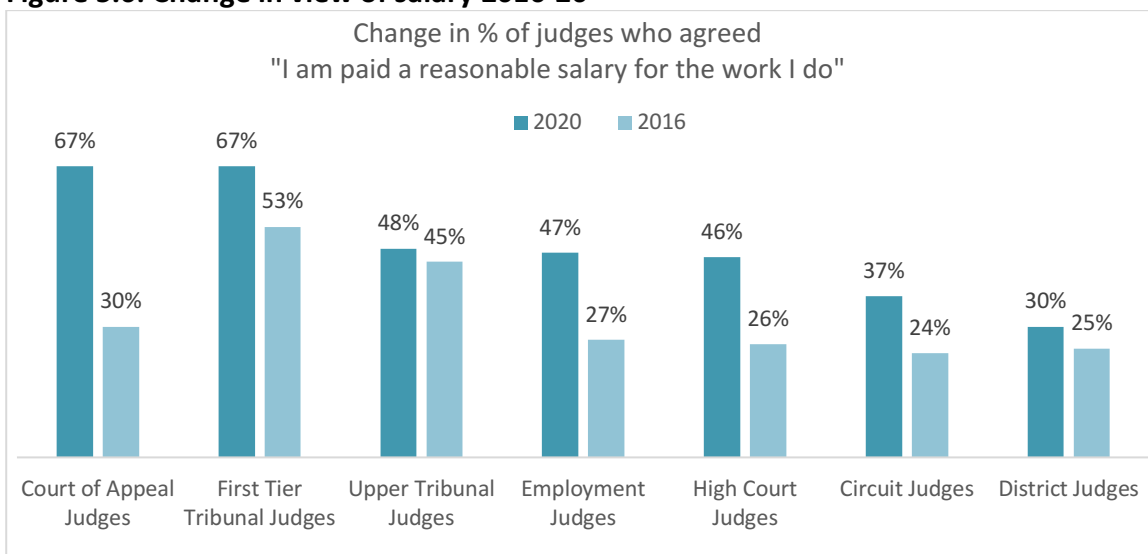
- Over two-thirds of Court of Appeal Judges (67%) and First Tier Tribunal Judges (67%) agreed that they are paid a reasonable salary for the work they do.
- Views are more divided amongst other judicial posts. District Judges had the largest proportion of judges who disagreed with the statement “I am paid a reasonable salary for the work I do” (60%), followed by Senior Circuit Judges (53%) and Circuit Judges (52%).

Figure 5.5: Responses to “I am paid a reasonable salary for the work I do” by post



There has been an increase across all judicial posts from 2016 to 2020 in the proportion of judges who feel that they are paid a reasonable salary for the work they do. Now a majority or close to a majority of judges in all judicial posts, with the exception of Circuit Judges and District Judges, say they are paid a reasonable salary for the work they do. This increase has been especially marked in Court of Appeal Judges (+37%), High Court Judges (+20%) and Employment Judges (+20%).

Figure 5.6: Change in view of salary 2016-20

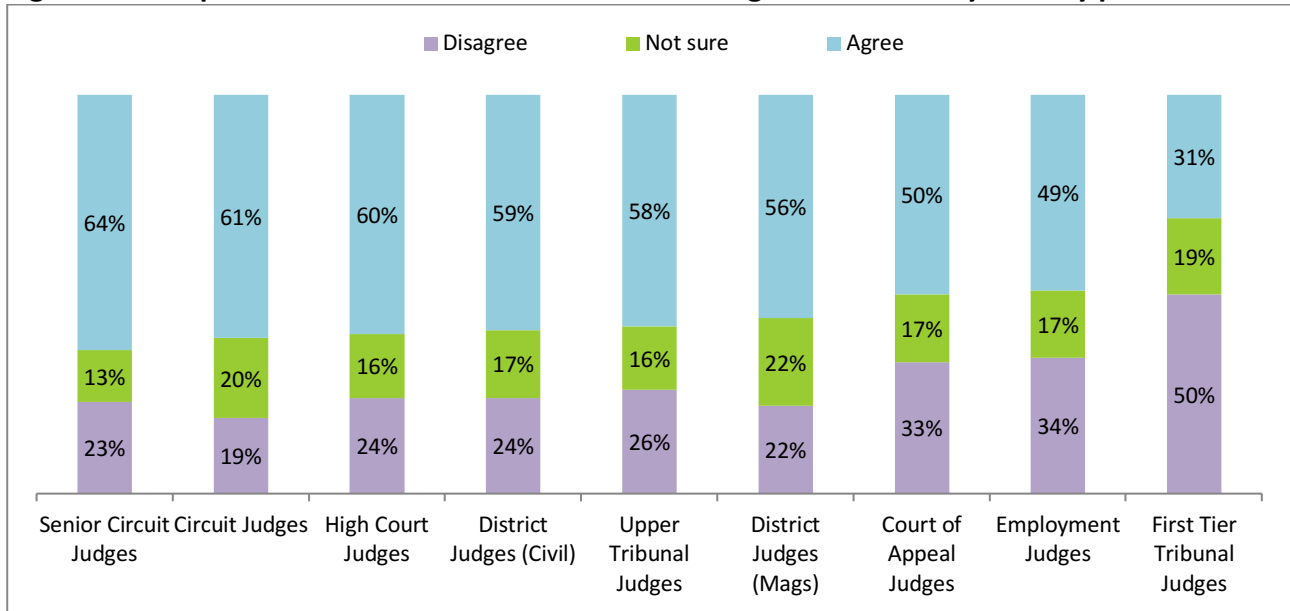


“I have had a loss of net earnings over the last 2 years”

A majority of judges in most judicial posts said they have had a loss of net earnings over the last 2 years. The exceptions are First Tier Tribunal Judges and Employment Judges.

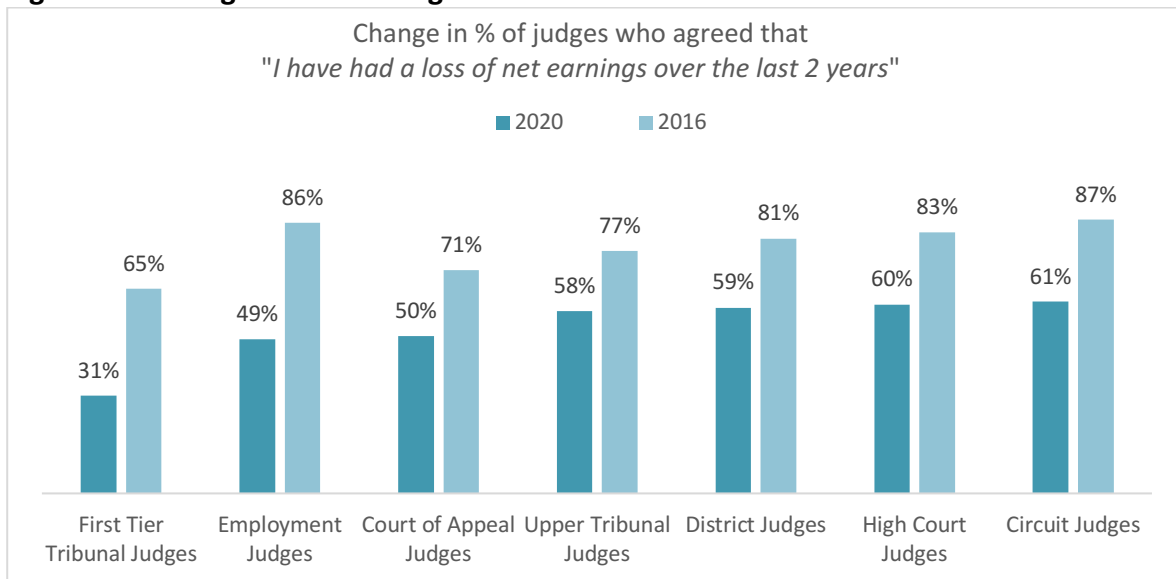
- The largest proportion of judges who have had a loss of net earnings in the last 2 years were amongst Senior Circuit Judges (64%), Circuit Judges (61%) and High Court Judges (60%).

Figure 5.7: Responses to “I have had a loss of net earning over the last 2 years” by post



There has been a substantial decrease across all judicial posts from 2016 to 2020 in the proportion of judges who, at the time of the survey, had experienced a loss of net earnings in the 2 previous years. The largest decreases have been for Employment judges (-37%) and First Tier Tribunal Judges (-35%).

Figure 5.8: Change in net earnings 2016-20

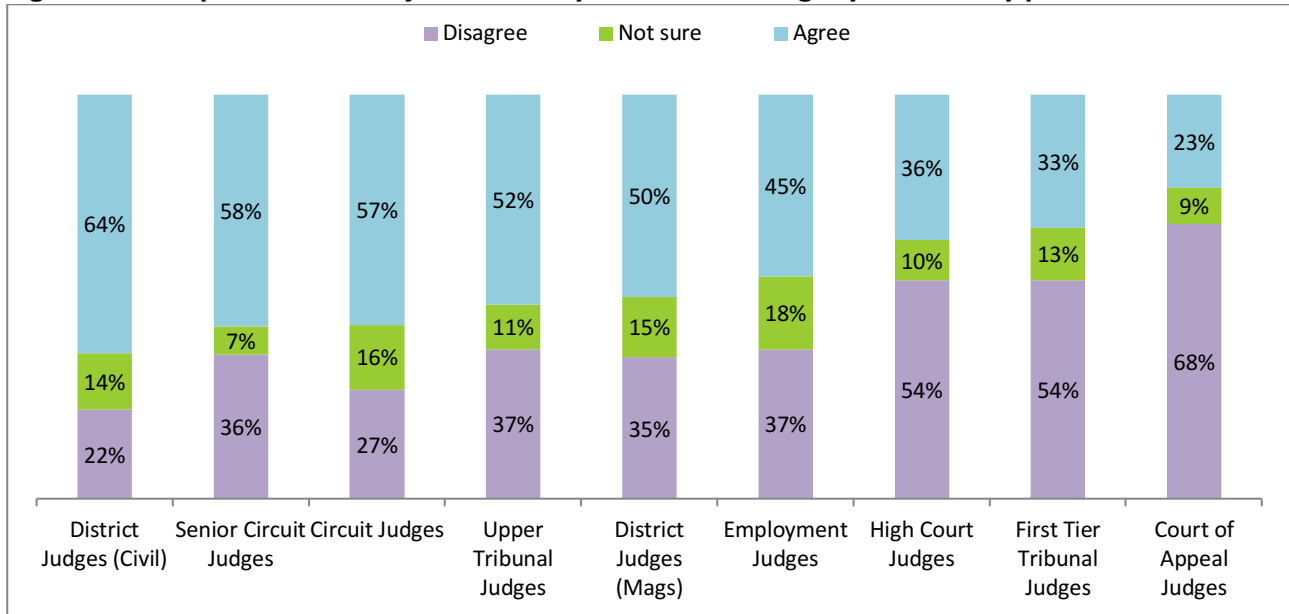


“The judicial salary issue is affecting my morale”

There are clear differences by judicial post on the extent to which judges feel the judicial salary issue is affecting their morale:

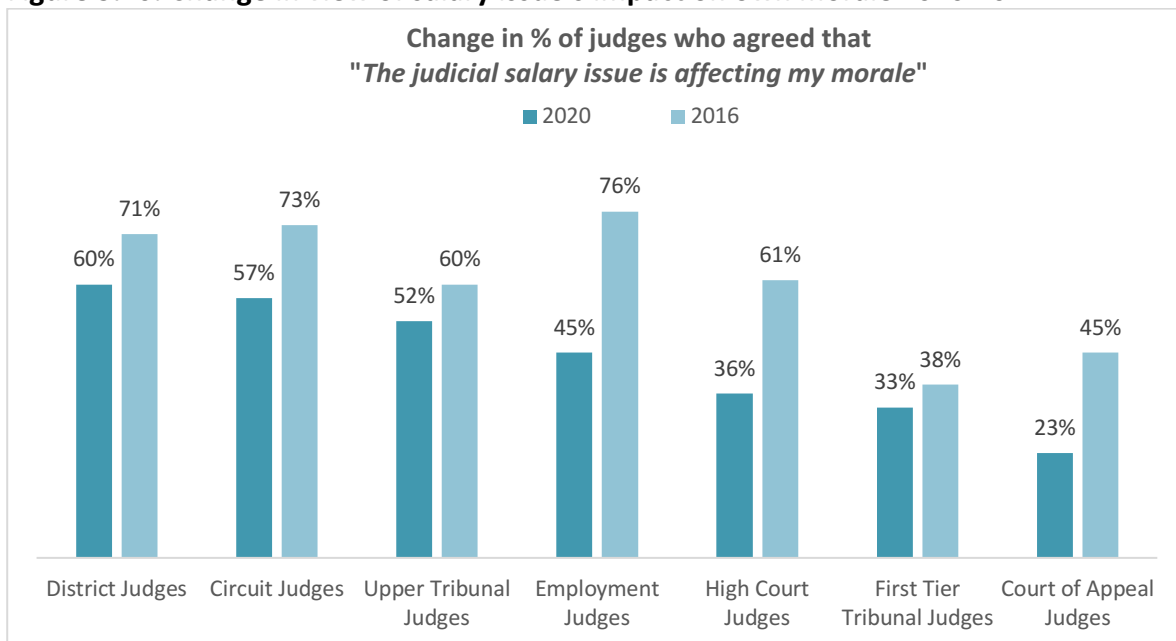
- A majority of District Judges (64%), Senior Circuit (58%) and Circuit Judges (57%) and Upper Tribunal Judges (52%) said the salary issue was affecting their morale.
- But a majority of Court of Appeal Judges (68%), First Tier Tribunal Judges (54%) and High Court Judges (54%) said their morale was not being affected by the salary issue.

Figure 5.9: Responses to “The judicial salary issue is affecting my morale” by post



There has been a decrease across all judicial posts from 2016 to 2020 in the proportion of judges who said the judicial salary issue was affecting their morale. The largest decreases have been for Employment Judges (-31%) and High Court Judges (-31%).

Figure 5.10: Change in view of salary issue’s impact on own morale 2016-20

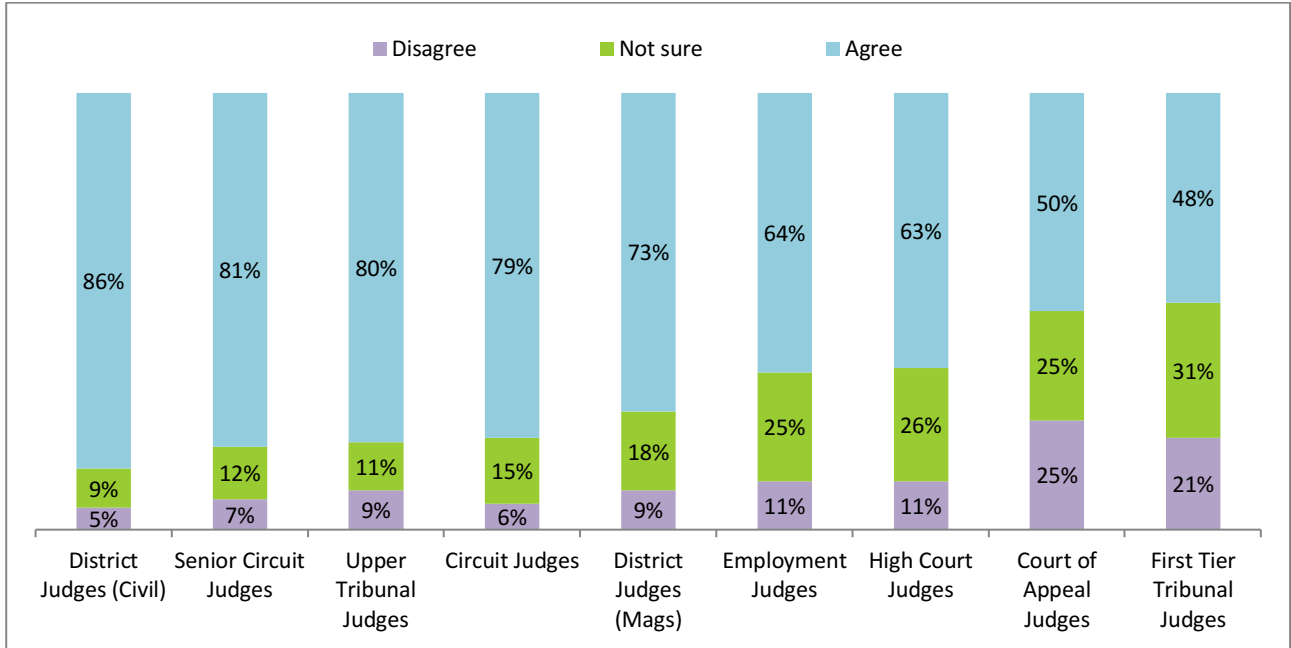


“The judicial salary issue is affecting the morale of judges I work with”

A majority of judges in all judicial posts, with the exception of First Tier Tribunal Judges, said that the issue of judicial salaries is affecting the morale of judges with whom they work.

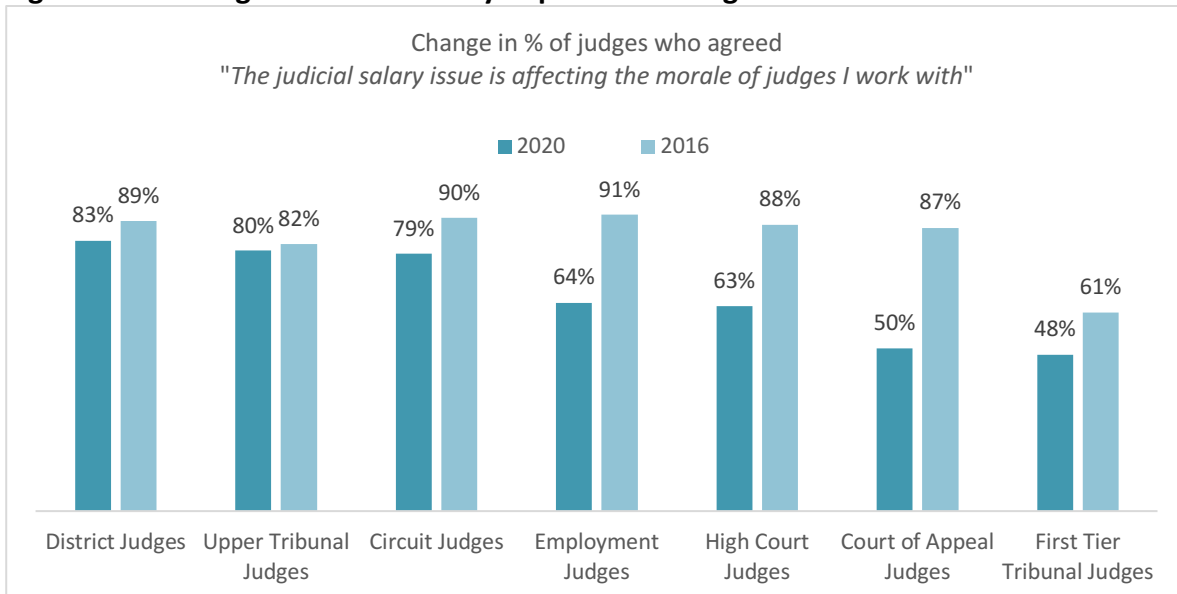
- Those judges where the largest proportions said the judicial salary issue was affecting the morale of judges they work with were District Court (Civil) Judges (86%) and District Court (Mags) Judges (73%), Senior Circuit Judges (81%) and Circuit Judges (79%) and Upper Tribunal Judges (80%).

Figure 5.11: Responses to “Judicial salary issue is affecting morale of judges I work with” by post



There has been a decrease across all judicial posts from 2016 to 2020 in the proportion of judges who said the judicial salary issue was affecting the morale of judges with whom they work. The largest decreases have been among Court of Appeal Judges (-37%), Employment Judges (-27%) and High Court Judges (-25%).

Figure 5.12: Change in view on salary impact on colleagues’ morale 2016-20



5.4 Combined effects of pay & pensions reform, out of hours work & employment options

In 2012 and 2015, government-instituted changes to judicial pensions came in to effect. In addition, and unlike any other profession, salaried judges have limited employment options. Once judges take up a salaried post in England and Wales they cannot return to practice if they decide to leave the judiciary, and salaried judges cannot supplement their income with any other form of work. The 2016 JAS looked for the first time at how the pay and pension issues combined were affecting judges, and explored the extent to which judges would take certain actions to address this if they were able. These same issues were covered in the 2020 JAS.

Table 5.3: Judges' views on pay and pension changes, out of hours work, employment options

<i>Please indicate how much you agree or disagree with the following</i>	Strongly agree	Agree	Not sure	Disagree	Strongly disagree
My pay and pension entitlement does not adequately reflect the work I have done and will do before retirement	35%	29%	16%	17%	3%
The amount of out of hours work required to do the job is affecting me	19%	28%	17%	32%	4%
If I felt that leaving the judiciary was a viable option I would consider doing so	17%	19%	15%	32%	17%
If I could earn additional income through out of court work I would pursue this option	16%	19%	17%	31%	17%

- Almost two-thirds of all salaried judges (64%) feel that their pay and pension entitlement combined does not adequately reflect the work they have done and will do before retirement. This is a substantial decrease from 2016 when it was 74%.
- Only a minority of judges (47%) feel that the amount of out of hours work they are required to do in their job is affecting them; this has decreased from 2016 when just over a majority (51%) said out of hours work was affecting them.
- A majority of judges (51%) would not leave the judiciary if this was a viable option; this is an increase from 2016 when only 40% said they would not leave if it was a viable option.
- Judges are divided in their views over whether they would pursue out of court work to earn additional income if this was an option. But the proportion of judges that would pursue out of court work (35%) has fallen since 2016 (42%).

Table 5.4: Views on pay & pension, out of hours work and employment options 2014 - 20

<i>Please indicate how much you agree or disagree with the following</i>	Agree 2020 JAS	Agree 2016 JAS	Agree 2014 JAS
My pay and pension entitlement does not adequately reflect the work I have done and will do before retirement	64%	74%	78%
The amount of out of hours work required to do the job is affecting me	47%	51%	29% ¹⁰
If I felt that leaving the judiciary was a viable option I would consider doing so	36%	42%	23% ¹¹
If I could earn additional income through out of court work I would pursue this option	35%	42%	40%

¹⁰ In the 2014 JAS this statement was phrased as: *Salary is not the issue. It is the amount of out of hours work required to do the job that affects me.*

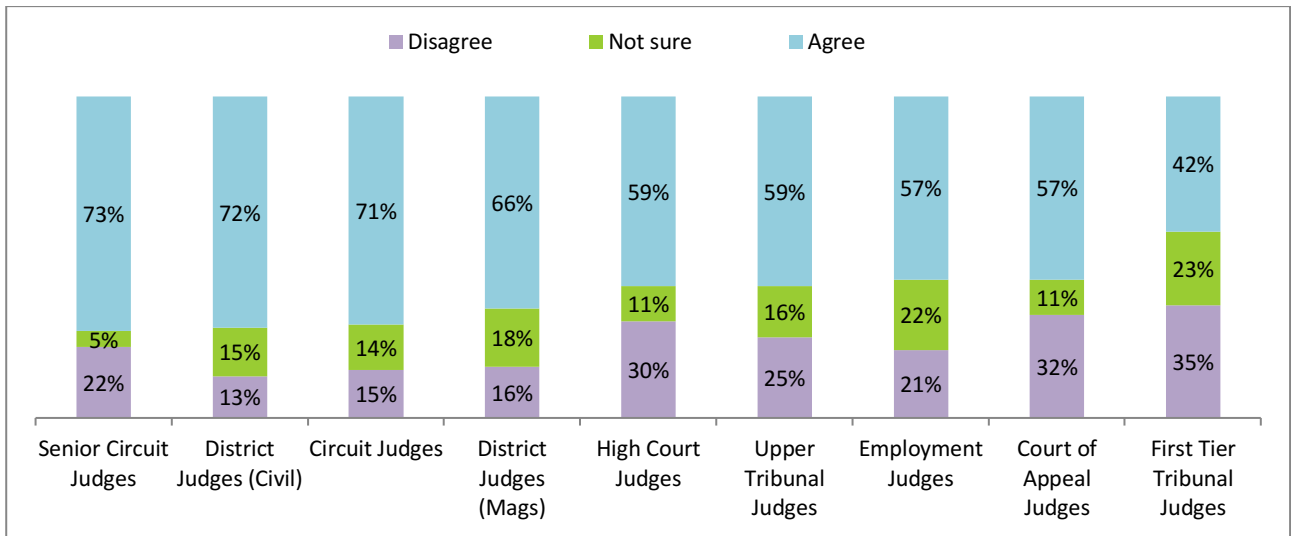
¹¹ In the 2014 JAS this statement was phrased as: *I would consider leaving the judiciary to go back to some kind of legal practice.*

By Post

“My pay and pension entitlement does not adequately reflect the work I have done and will do before retirement”

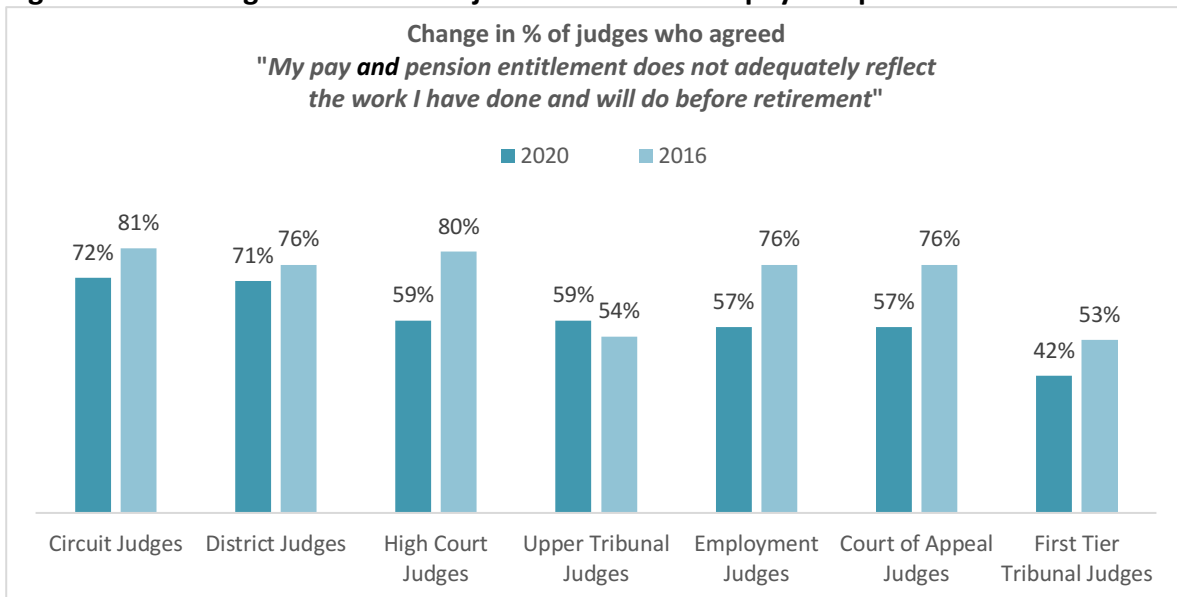
A majority of judges in all judicial posts, except First Tier Tribunal Judges, felt their pay and pension entitlement does not adequately reflect the work they have done and will do before retirement. Those judges where the largest proportions of judges felt their pay and pension does not adequately reflect their work were Senior Circuit Judges (73%) and Circuit Judges (71%) and District Judges (Civil) (72%) and District Judges (Mags) (66%).

Figure 5.13: Responses by post to “My pay and pension entitlement does not adequately reflect the work I have done and will do before retirement”



There has been a decrease across all judicial posts from 2016 to 2020 in the proportion of judges who said their pay and pension entitlement does not adequately reflect the work they have done and will do before retirement. The largest decreases have been amongst High Court Judges (-21%), Court of Appeal Judges (-19%) and Employment Judges (-19%).

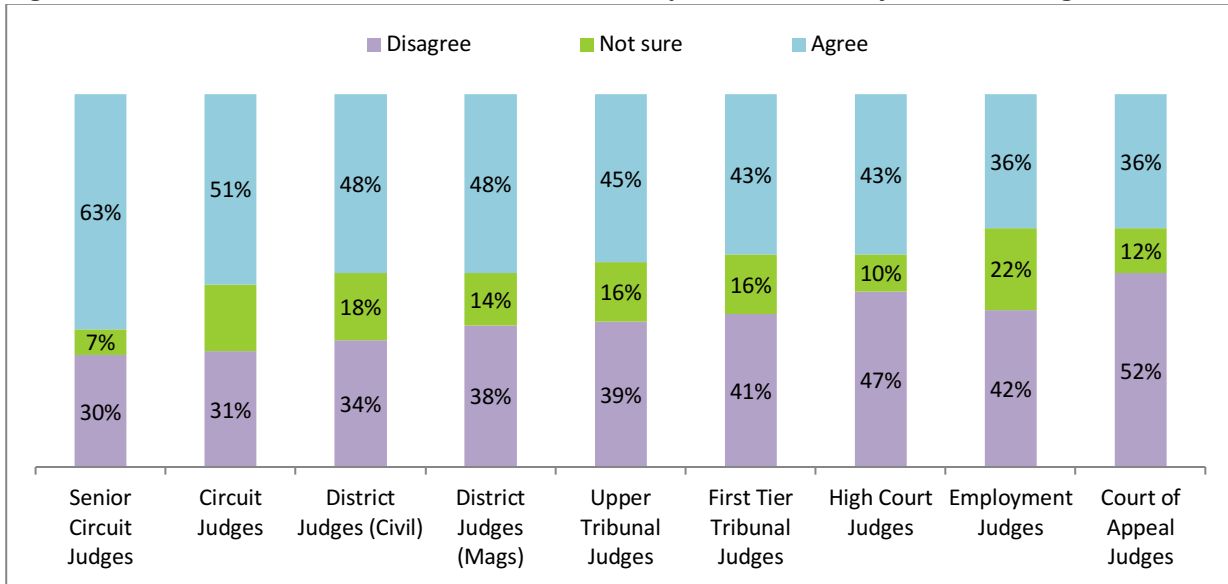
Figure 5.14: Changes since 2016 in judicial views about pay and pension entitlement



“The amount of out of hours work required to do the job is affecting me”

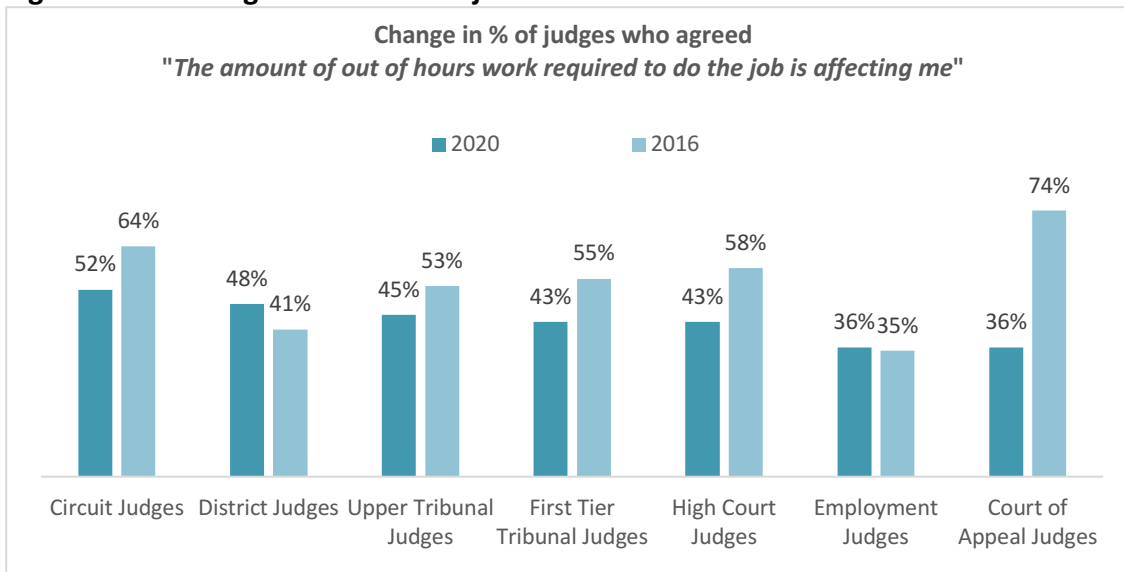
A majority of Senior Circuit Judges (63%) and Circuit Judges (51%) said that the amount of out of hours work required to do the job was affecting them. Just under half of District Judges (both Civil and Mags) said that out of hours work was affecting them (48% for both). A majority of Court of Appeal Judges (52%) said that the amount of out of hours work required to do their job was not affecting them.

Figure 5.15: “The amount of out of hours work required to do the job is affecting me”



There has been a decrease across all judicial posts from 2016 to 2020 in the proportion of judges saying they were being affected by the amount of out of hours work required to do their job, with the exception of District Judges and Employment Judges. The largest decrease was amongst Court of Appeal Judges (-38%).

Figure 5.16: Changes since 2016 in judicial views about out of hours work

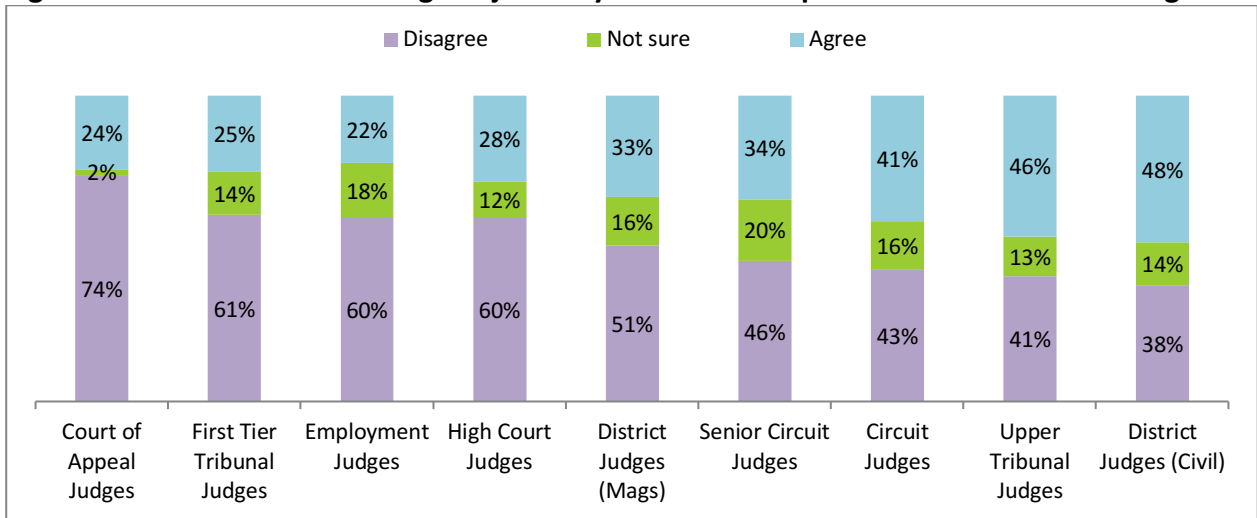


“If I felt that leaving the judiciary was a viable option I would consider doing so”

This question was asked in the unique employment context for the salaried judiciary in England and Wales, which prevents judges from returning to legal practice once they have taken up a salaried judicial position should they subsequently decided to leave the judiciary.

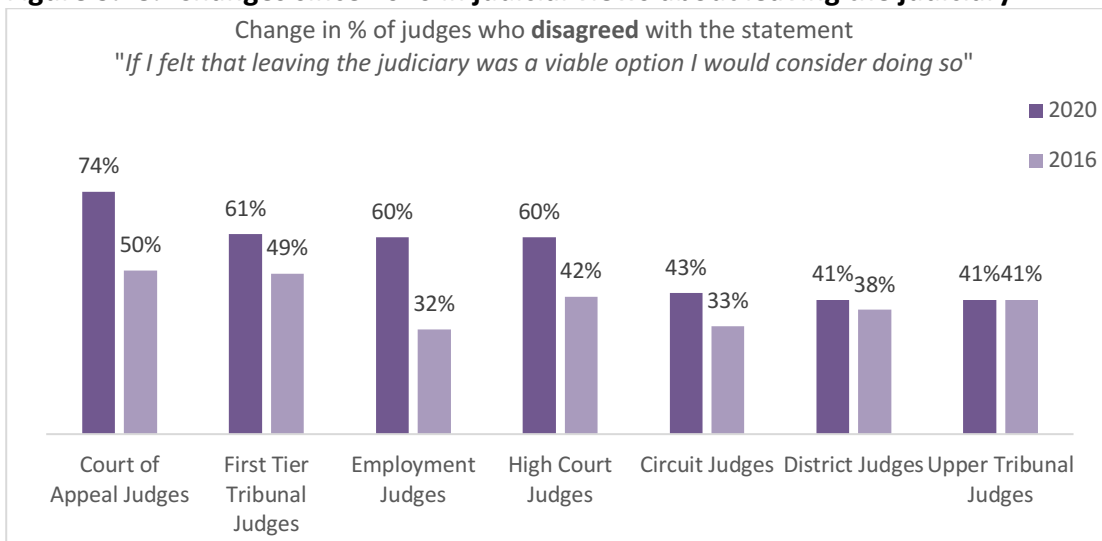
A majority of judges in most judicial posts said they would not consider leaving the judiciary if it was a viable option, with the highest proportions amongst Court of Appeal Judges (74%), High Court Judges (60%), First Tier Tribunal Judges (61%) and Employment Judges (60%). There were no judicial posts where a majority of judges said they would consider leaving the judiciary if it was a viable option, but almost half of all District Court Judges (Civil) (48%), Upper Tribunal Judges (46%) and Circuit Judges (41%) said they would consider leaving the judiciary if it was a viable option.

Figure 5.17: “If I felt that leaving the judiciary was a viable option I would consider doing so”



For almost all judicial posts there has been an increase since 2016 in the proportion of judges who said they would not consider leaving the judiciary if it was a viable option. The largest increases were amongst Employment Judges (+28%), Court of Appeal Judges (+24%) and High Court Judges (+18%).

Figure 5.18: Changes since 2016 in judicial views about leaving the judiciary

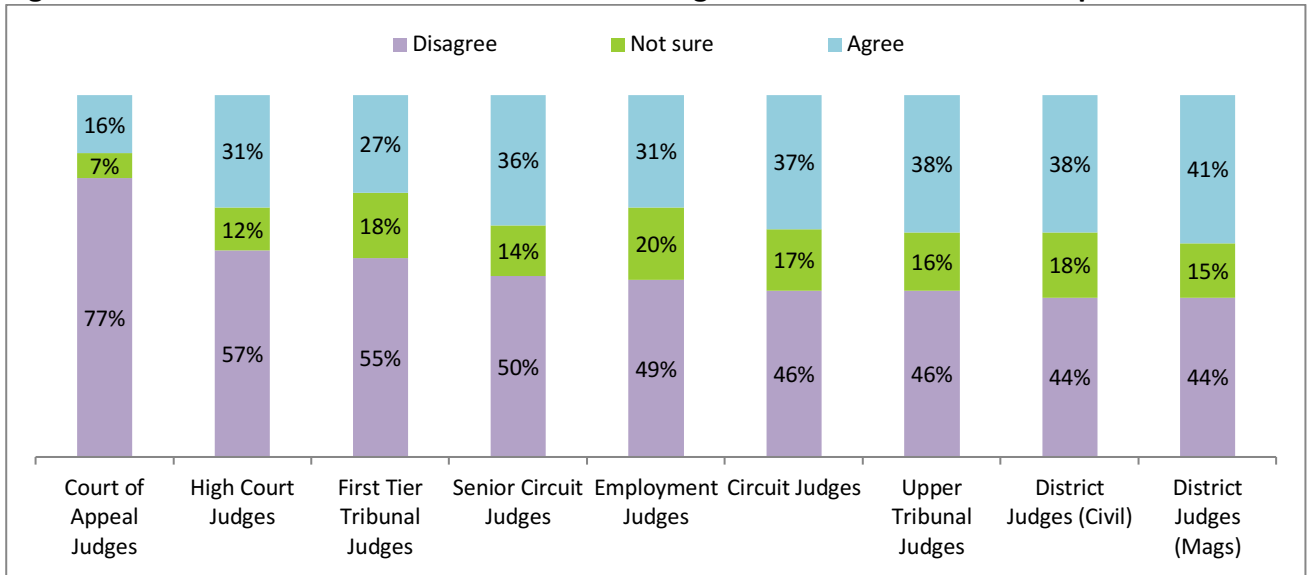


“If I could earn additional income through out of court work I would pursue this option”

This question was asked in the context of employment rules that preclude salaried judges from earning additional income beyond their judicial salary.

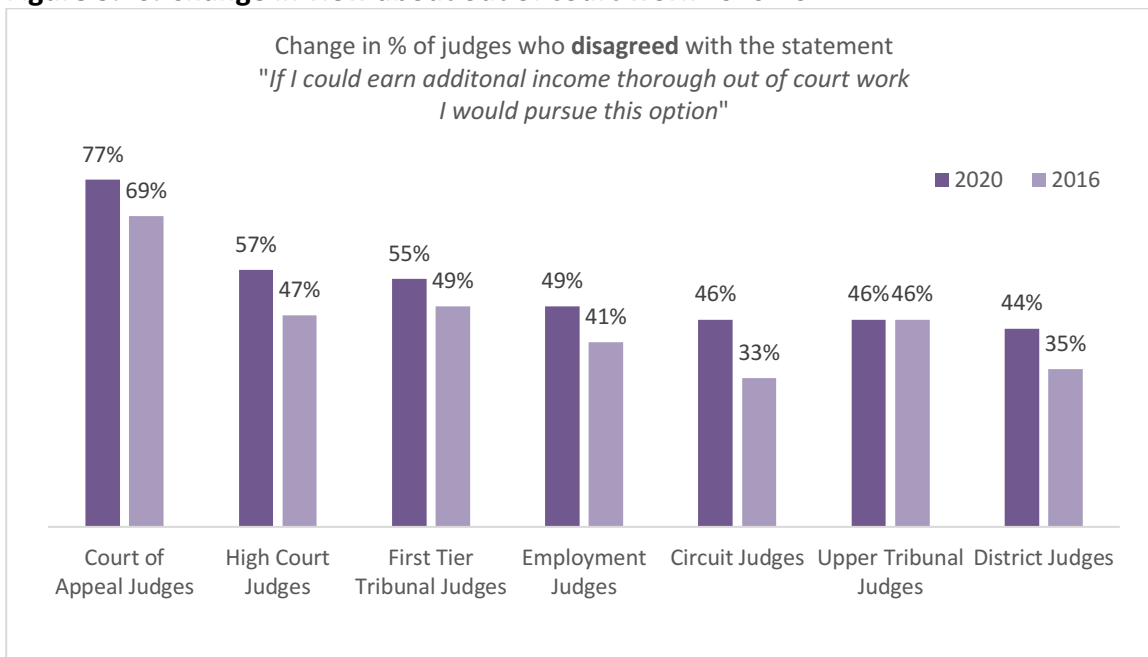
- Over three-quarters of Court of Appeal Judges (77%), a majority of High Court Judges (57%) and First Tier Tribunal Judges (55%) and half (50%) of Senior Circuit Judges would not pursue earning additional income through out of court work if this were permitted. Just under half of all other judges would also not pursue this option if it was permitted. Those judges most likely to say they would pursue out of court work if it was permissible were District Judges (Mags) (41%), District Court (Civil) (38%), Upper Tribunal Judges (38%) and Circuit Judges (37%).

Figure 5.19: “If I could earn additional income through out of court work I would pursue this”



Since 2016 the proportion of judges in each judicial post who would not seek external paid work if this were possible has increased or stayed the same.

Figure 5.20: Change in view about out of court work 2016-20



5.5 Judicial pension information

In 2020, the Judicial Attitude Survey included two new questions about developments in judicial pensions.

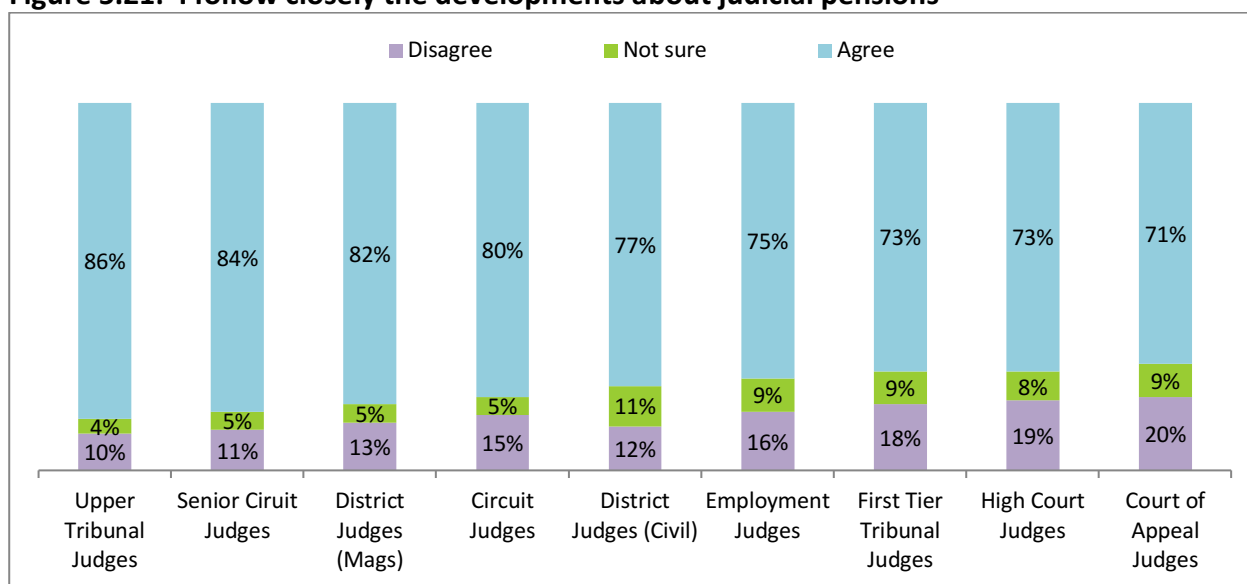
- Over three-quarters of all judges (78%) follow closely developments about judicial pensions.
- Almost three –quarters of all judges (73%) would like to know more about developments in judicial pensions.

Table 5.5:

<i>Please indicate how much you agree or disagree with the following</i>	Strongly Agree	Agree	Not sure	Disagree	Strongly disagree
I follow closely the developments about judicial pensions	39%	39%	8%	12%	2%
	Agree	78%		Disagree	14%
I would like to know more about developments in judicial pensions	36%	37%	12%	13%	2%
	Agree	73%		Disagree	15%

A breakdown of these findings by judicial post shows that the overwhelming majority of judges in all judicial posts follow closely developments about judicial pensions. Upper Tribunals Judges (86%), Senior Circuit Judges (84%) and District Judges (Mags) (82%) have the largest proportion of judges that closely follow judicial pension developments.

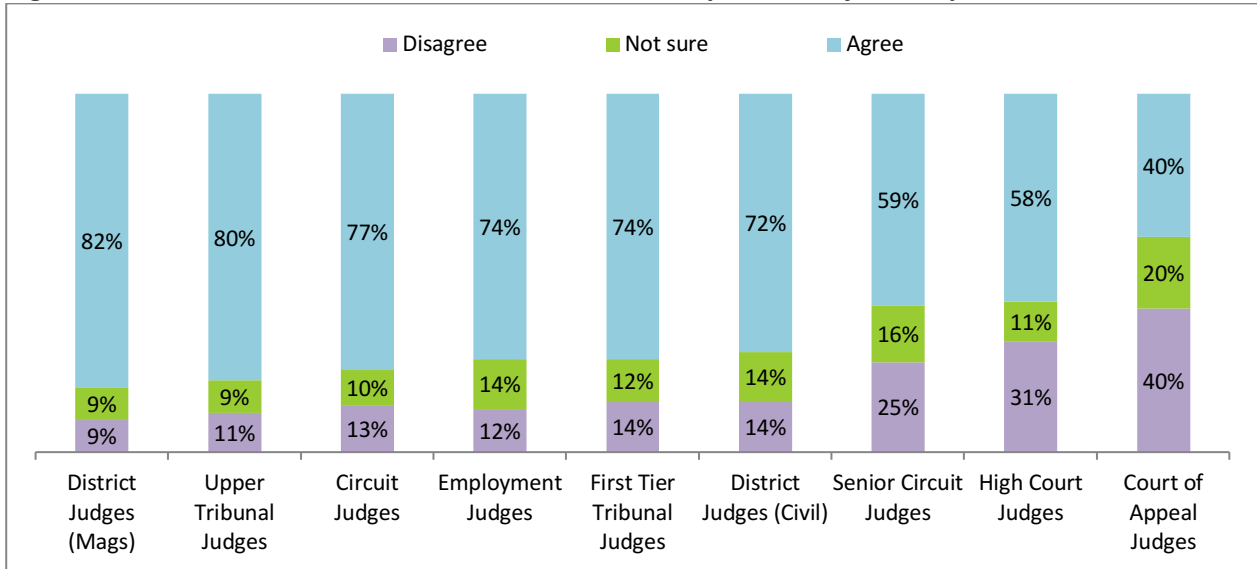
Figure 5.21: I follow closely the developments about judicial pensions



Even though a majority of judges in almost all judicial posts said they would like more information about developments in judicial pensions, there are differences between judges in different judicial posts.

- Those judges who would most like more information about developments in judicial pensions are District Judges (Mags) (82%), Upper Tribunal Judges (80%) and Circuit Judges (77%).
- Senior Circuit Judges (59%), High Court Judges (58%) and Court of Appeal Judges (40%) were less likely to say they would like more information about developments in judicial pensions.

Figure 5.22: I would like to know more about developments in judicial pensions



6. Opportunities, Support, Training and Personal Development

6.1 Opportunities and support in judges' working lives

In 2014 and 2016 judges were asked about the availability of certain opportunities in their working lives (work flexibility, career progression, etc.), and in 2016 judges were also asked to say how important these opportunities were to them. This approach was repeated in 2020, as it provides a helpful indication of whether those specific aspects that are most important to judges in their working life are being provided.

6.1.1 Importance of opportunities and support

A majority of judges said **3 opportunities and support measures were most important** to them (Table 6.1):

- Time to discuss work with colleagues (94%), support for dealing with stressful conditions at work (74%) and opportunities for career progression (61%) were most important to judges.
- There was little to no change from 2016 in the proportion of judges that said specific opportunities were important to them.

Table 6.1: Importance to judges of specific opportunities

<i>To what extent do you feel the following are important to you?</i>	Important	Not sure	Not important
Time to discuss work with colleagues	94%	3%	3%
Support for dealing with stressful conditions at work	74%	15%	11%
Opportunities for career progression	61%	12%	27%
Opportunities to work part-time	44%	11%	45%
Opportunities for flexible working hours	42%	15%	43%
Opportunities to sit in other jurisdictions	42%	16%	42%

6.1.2 Availability of opportunities and support

In the **3 areas that were most important to judges, the availability of these opportunities did not meet judicial demand** (Table 6.2):

- Even though almost all judges (94%) said **time to discuss work with colleagues** was important, only a third said the opportunities for this were Good or Excellent (35%).
- Even though three-quarters (74%) said **support for dealing with stressful work conditions** was important, almost half (41%) said this support was either Non-existent or Poor.
- Even though almost two-thirds of judges (61%) said **opportunities for career progression** were important, almost half (43%) said this support was either Non-existent or Poor.

Table 6.2: Availability of opportunities or support for judges

<i>Rate the availability of the following opportunities or support</i>	Excellent	Good	Adequate	Poor	Non-Existent
Time to discuss work with colleagues	7%	28%	38%	25%	2%
Support for dealing with stressful conditions at work	1%	15%	41%	31%	10%
Opportunities for career progression	1%	15%	41%	31%	12%
Opportunities to work part-time	9%	18%	28%	18%	27%
Opportunities for flexible working hours	5%	14%	20%	16%	45%
Opportunities to sit in other jurisdictions	2%	16%	40%	21%	21%

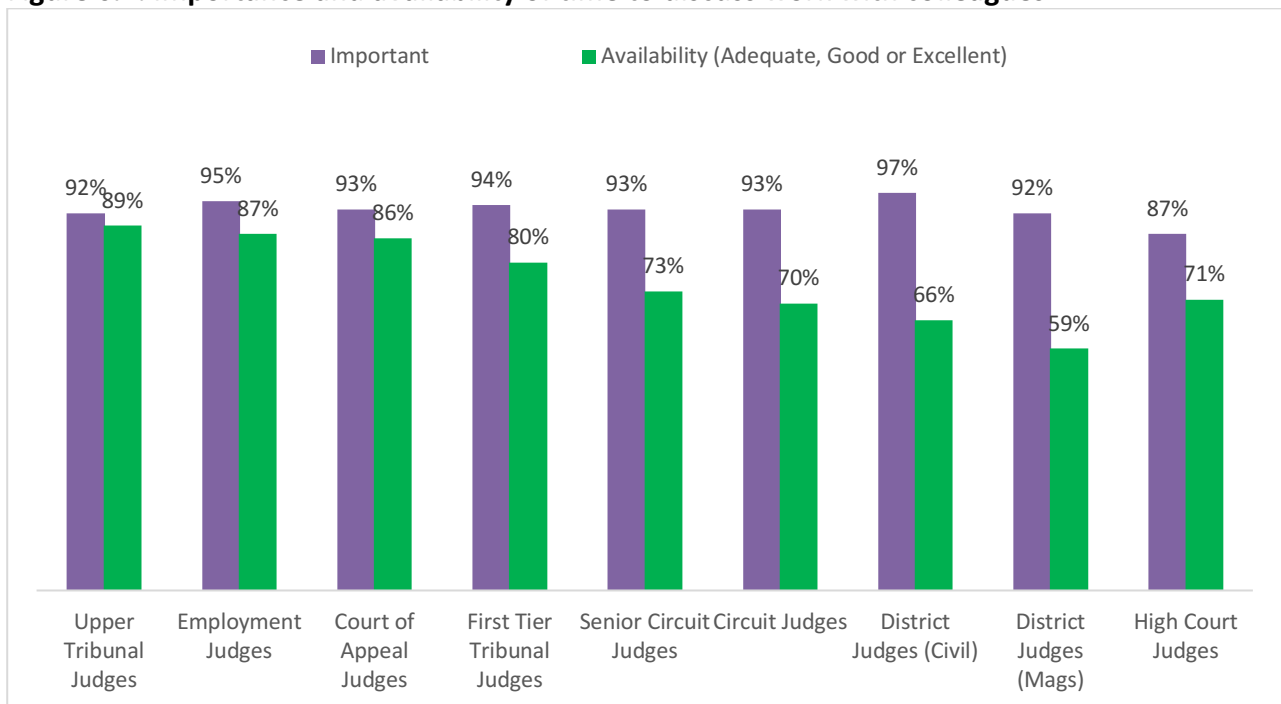
Importance and availability of opportunities and support by post

The following shows how the availability of opportunities and support matches the importance the judges place on these by judicial post.

6.1.3 Time to discuss work with colleagues

Almost all judges in all judicial post said that the time to discuss work with colleagues was important to them. In all judicial posts the availability of this support that was rated Adequate, Good or Excellent was lower than its importance (Figure 6.1). But the greatest disparity between the importance of time to discuss work with colleagues and the availability of that time was for District Judges. While 97% of District Judges (Civil) said time to discuss work with colleagues was important, only 56% said the time to do so was either Adequate, good or Excellent; 92% of District Judges (Mags) said time to discuss work with colleagues was important, but only 59% said the time to do so was either Adequate, good or Excellent.

Figure 6.1: Importance and availability of time to discuss work with colleagues



6.1.4 Support for dealing with stressful conditions at work

Importance

A majority of judges in all judicial posts, except Court of Appeal Judges, said that support for dealing with stressful conditions at work was important to them.

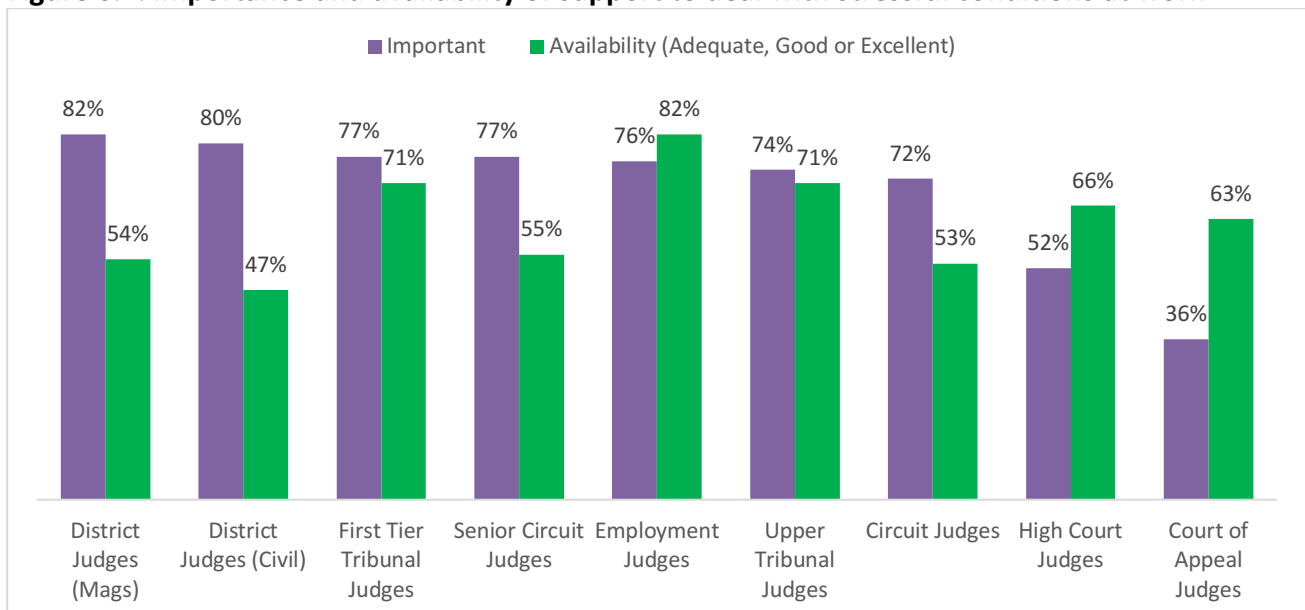
Availability

The availability of this support was rated Adequate, Good or Excellent to comparable levels of importance for judges in most but not all judicial posts.

- While almost all District Judges, both Civil and Mags, said that support for dealing with stressful conditions at work was important to them, much smaller proportions of these judges said the availability of this support Adequate, Good or Excellent: 82% of District judges (Mags) said support for dealing with stressful conditions at work was important, but only 54% said this support was either Adequate, Good or Excellent; for District Judges (Civil) 80% said it was important but only 47% said the support was Adequate, Good or Excellent.
- The availability of such support was also rated lower than its importance for Circuit Judges (72% saying it was important but only 53% saying it was available).
- In contrast, Court of Appeal Judges (36%) and High Court Judges (52%) were least likely to say that support for dealing with stressful conditions at work was important to them, but much higher proportions of these judges said such support was available to them (63% and 66% respectively)
- For judges in all tribunal posts, the availability of support was comparable to the importance of such support.

In comparison to some other aspects of judicial working life that are beyond the judiciary’s control, this is an issue the judiciary is able to address under its 2005 remit for judicial welfare. The availability of support for judges to deal with stressful conditions at work has increased for every judicial post since 2016.

Figure 6.2: Importance and availability of support to deal with stressful conditions at work



6.1.5 Opportunities for career progression

Importance

A majority of judges in three judicial posts said the opportunity for career progression was important to them.

- It was most important for First Tier Tribunal Judges (68%), Upper Tribunal Judges (62%) and High Court Judges (60%).

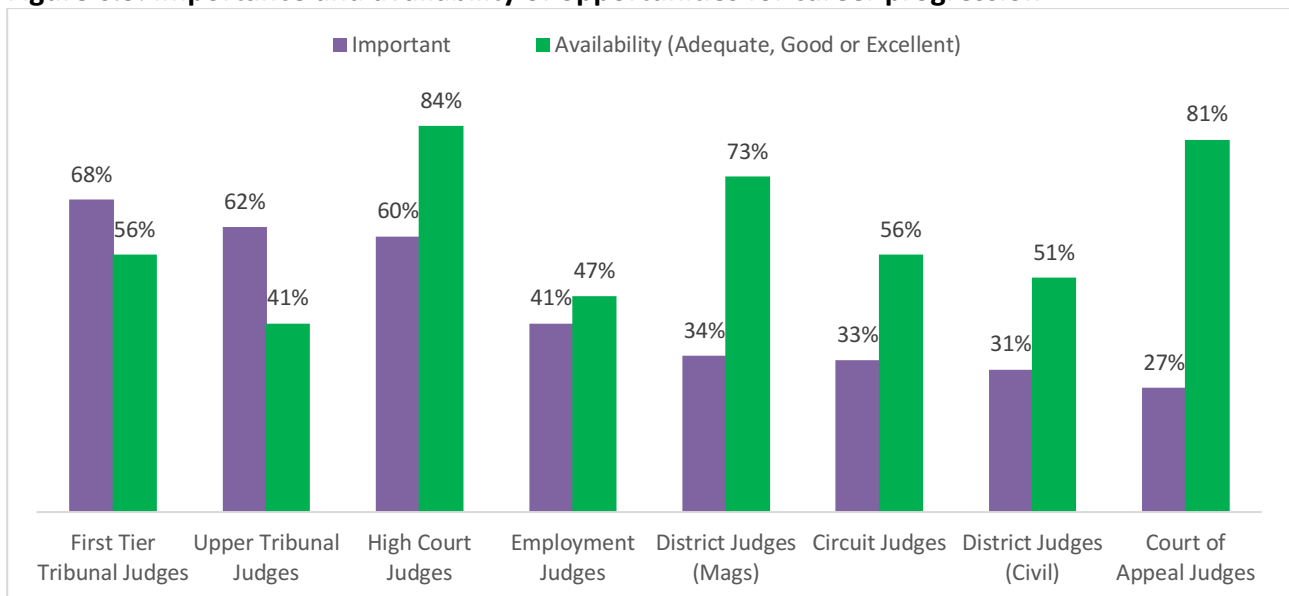
Availability

For the two judicial posts where opportunities for career progression was most important, First Tier Tribunal Judges and Upper Tribunal Judges, the availability of these opportunities did not match the importance.

- While 68% of First Tier Tribunal Judges said opportunities for career progression were important to them, only 56% said these opportunities were available to them.
- While 62% of Upper Tribunal Judges said opportunities for career progression were important to them only 46% said these opportunities were available.

For all other judicial posts, the availability of opportunities for career progression outstripped the importance of these opportunities. This is a substantial improvement from 2016, where a majority of Upper Tribunal, District, Circuit, Employment and First Tier Tribunal Judges felt opportunities for career progression were important to them but only small minorities of judges in any of these posts said such opportunities were available to them.

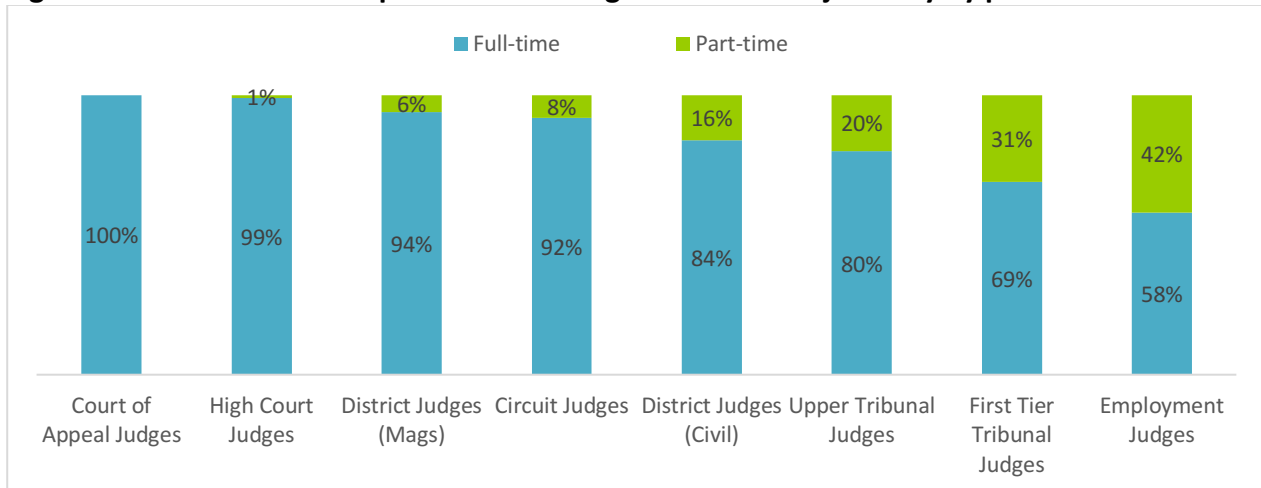
Figure 6.3: Importance and availability of opportunities for career progression



6.1.6 Opportunities to work part-time

Substantial levels of part-time working in the salaried judiciary currently only exist in tribunals, not in the courts judiciary (Figure 6.4). Just under half of all salaried Employment Judges (42%) work part-time, and just under a third of salaried First Tier Tribunal Judges work part-time (31%), with 20% of Upper Tribunal Judges working part-time. The levels of part-time working in the courts judiciary range from 0% (Court of Appeal Judges) to a maximum of 16% amongst District Judges (Mags).

Figure 6.4: Current levels of part-time working in the salaried judiciary by post

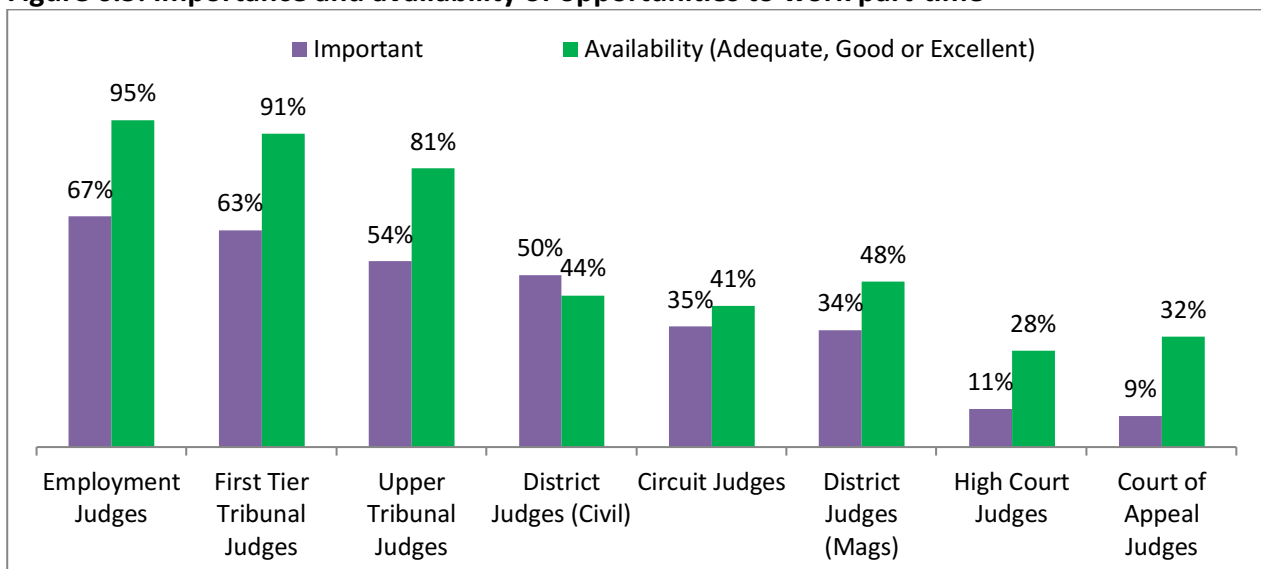


Importance and Availability

The opportunity to work part-time was only rated important by a majority of judges in tribunals:

- First Tier Tribunal Judges (68%) and Employment Judges (65%) and almost half (49%) of all Upper Tribunal Judges said it was important to them. And a majority of judges in all these tribunals said that the opportunity to work part-time was available to them.
- Half of all District Judges (Civil) said the opportunity to work part-time was important to them; 44% said that these opportunities were available to them.
- For all other judicial posts the availability of opportunities to work part-time met or exceeded the importance of these opportunities to these judges.

Figure 6.5: Importance and availability of opportunities to work part-time



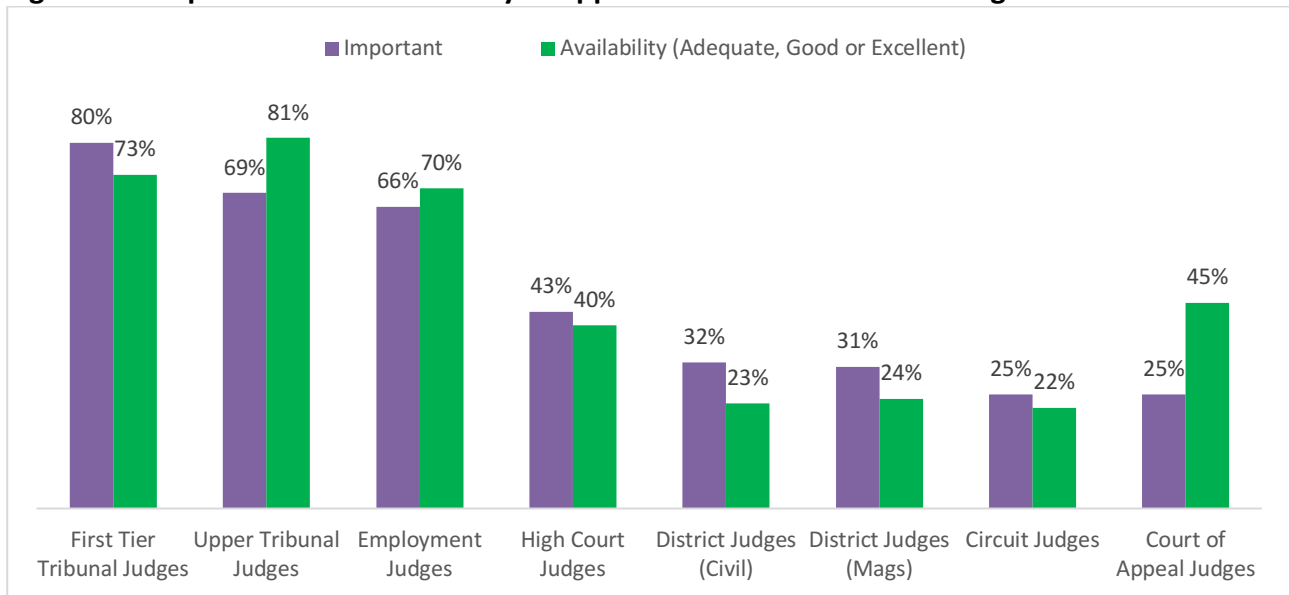
6.1.7 Opportunities for flexible working hours

Importance and Availability

Flexible working appears to be important primarily to tribunal judges (Figure 6.6).

- Opportunities for flexible working hours are most important to First Tier Tribunal Judges (72%), followed by Upper Tribunal Judges (65%) and Employment Judges (57%).
- There was no substantial divide between the proportion of judges saying the opportunity for flexible working hours was important to them and the proportion who said that this opportunity existed for them.

Figure 6.6: Importance and availability of opportunities for flexible working hours



6.1.8 Opportunities to sit in other jurisdictions

Importance

There was great variability in the extent to which judges in different judicial posts felt the opportunity to sit in other jurisdictions was important to them.

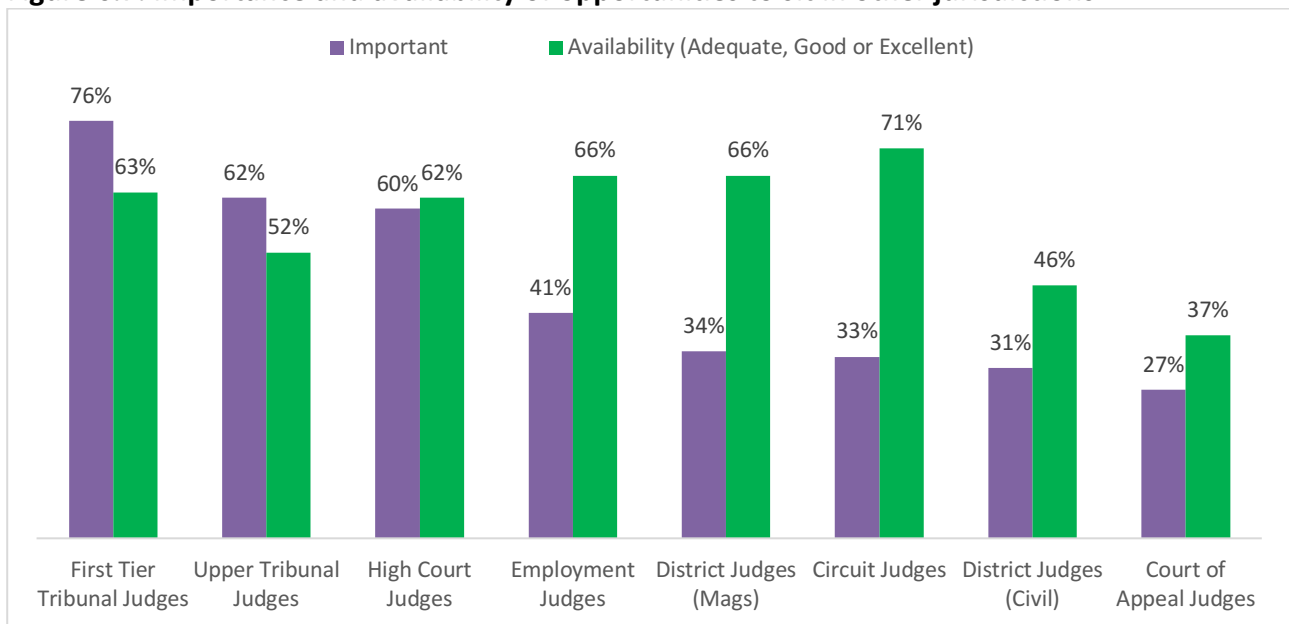
- A majority of High Court Judges (60%), Upper Tribunal Judges (62%) and First Tier Tribunal Judges (78%) said this opportunity was important to them.
- Close to a majority of Employment Judges (41%) said the opportunity to sit in other jurisdictions was important to them.

Availability

The only judicial posts where the availability of opportunities to sit in other jurisdictions did not meet the level of importance assigned to it by the judges were First Tier Tribunal Judges and Upper Tribunal Judges (Figure 6.7):

- 76% of First Tier Tribunal Judges said the opportunity to sit in other jurisdictions was important, but only 63% rated the availability to do so as Adequate, Good or Excellent.
- 62% of Upper Tribunal Judges said the opportunity to sit in other jurisdictions was important but only 52% rated the availability to do so as Adequate, Good or Excellent.

Figure 6.7: Importance and availability of opportunities to sit in other jurisdictions



6.2 Job satisfaction

Judges were asked about how satisfied they are with 3 aspects of their job: the sense of achievement in the job, the challenge of the job and the variety of work (Table 6.3).

- The largest proportion of judges were satisfied with the challenge of the job (84% either satisfied or completely satisfied).
- Over three-quarters of judges are satisfied with the variety of their work (77%).
- Over two-thirds of judges are satisfied with the sense of achievement in their job (67%).

Table 6.3: Satisfaction with aspects of judicial work

<i>To what extent are you satisfied with the following?</i>	Completely satisfied	Satisfied	Could be better	Not satisfied at all
Sense of achievement in the job	15%	52%	28%	5%
Challenge of the job	22%	62%	14%	2%
Variety of work	17%	60%	19%	4%

Identical questions were asked in 2016 and 2014, and results shows that judges were increasingly satisfied in 2020. Two thirds (67%) of all judges are satisfied or completely satisfied with the sense of achievement in their job. This is an improvement from both 2014 and 2016 (Figure 6.8).

- Almost all judges (84%) are satisfied with the challenge of the job. This is an improvement from both 2014 and 2016 (Figure 6.9)
- Over three quarters of judges (77%) are satisfied with the variety of work and this is an improvement from 2016.

Figure 6.8: Sense of achievement in the job 2014-20

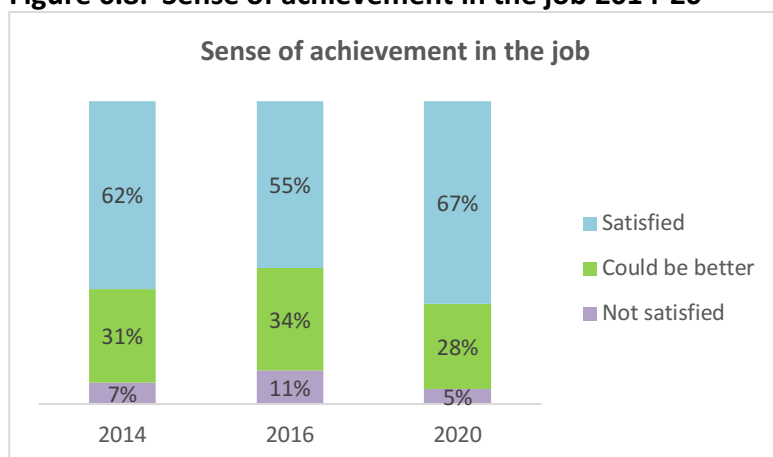


Figure 6.9: Challenge of the job 2014-20

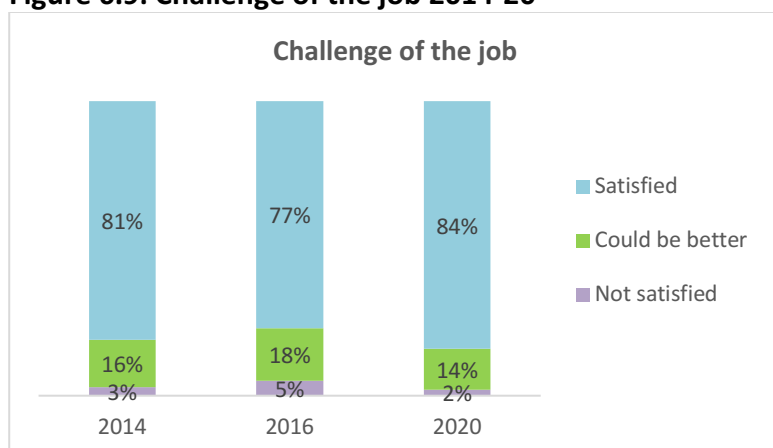
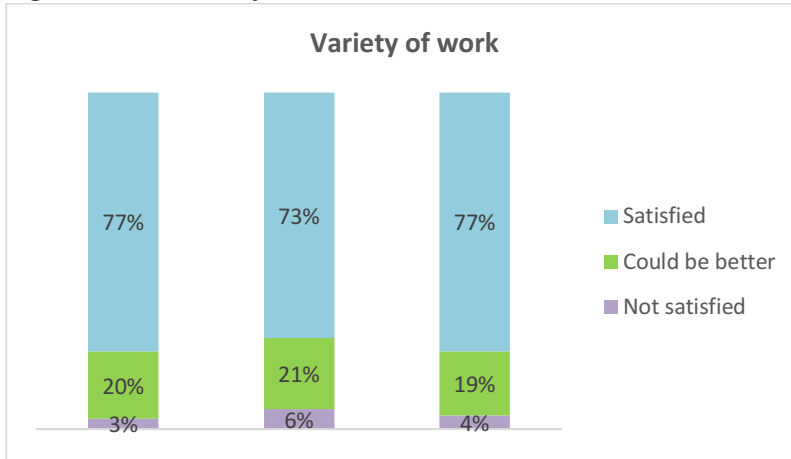


Figure 6.10: Variety of work 2014-20

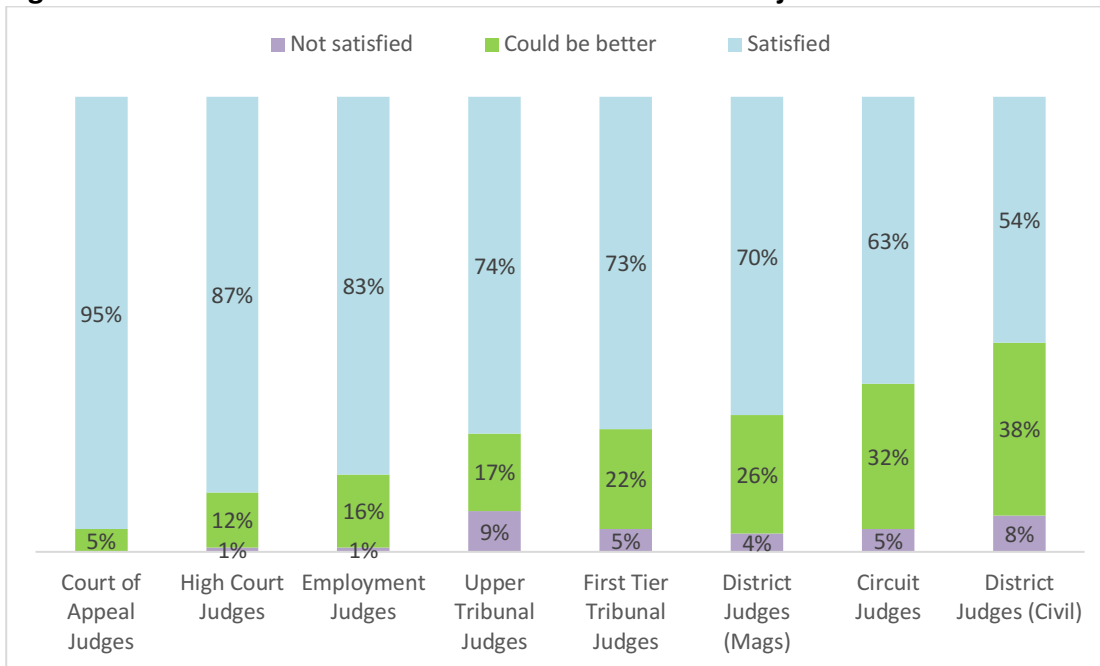


By post

While a majority of judges in all judicial posts are satisfied with the sense of achievement they have in their job, this varies considerably by post (Figure 6.11).

- The highest levels of satisfaction are amongst Court of Appeal Judges (95%), High Court Judges (887%) and Employment Judges (83%).
- The lowest levels are amongst District Judges (Civil), where only just over half (54%) said they were satisfied with the sense of achievement they had in their job.

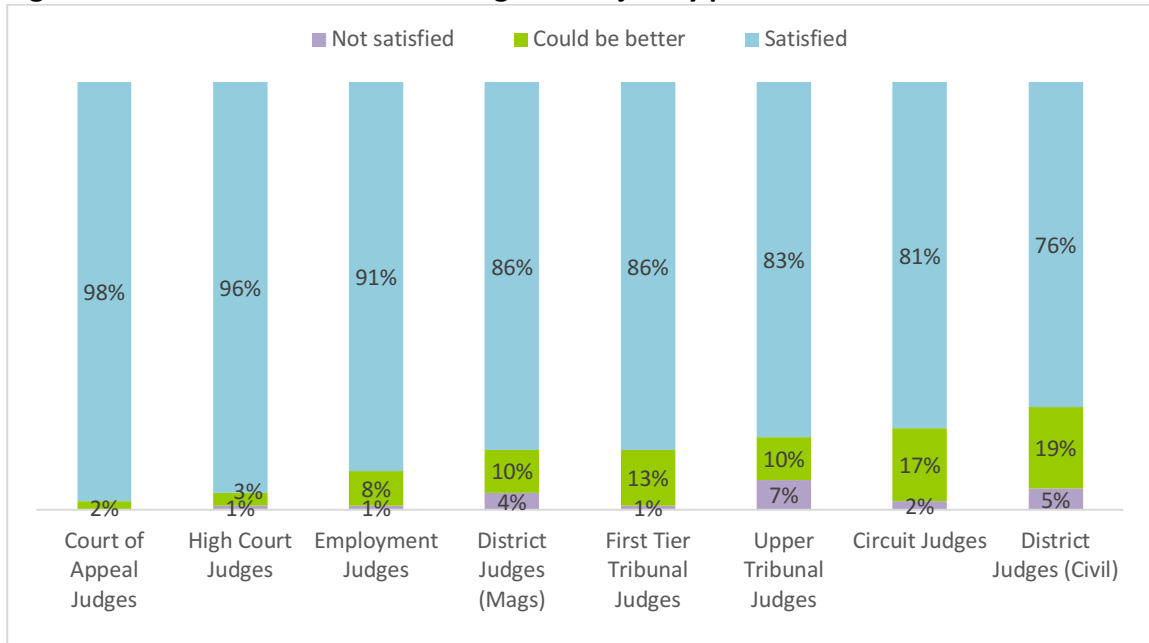
Figure 6.11: Satisfaction with sense of achievement in the job



Challenge of the job

More than three-quarters of judges in all judicial posts are satisfied with the challenge of their job as a judge (Figure 6.12). This ranges from a high of 98% amongst Court of Appeal Judges to 76% for District Judges (Civil).

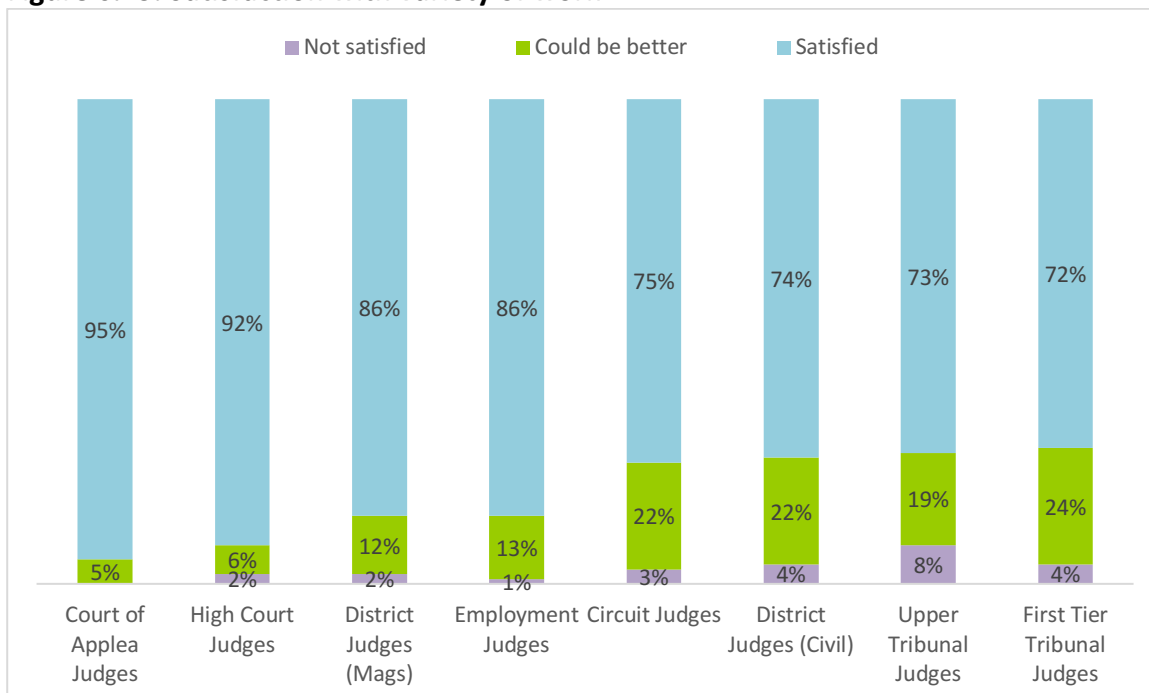
Figure 6.12: Satisfaction with challenge of the job by post



Variety of work

A substantial majority of judges in all judicial posts are satisfied with the variety of work they have as a judge (Figure 6.13). This ranges from a high of 95% amongst Court of Appeal Judges to 72% for First Tier Tribunal Judges.

Figure 6.13: Satisfaction with variety of work



6.3 Personal development and career progression

In 2020, a number of new questions were included in the JAS exploring judges' satisfaction with the opportunities available to them in their job, alongside a question on career progression that had been asked on the 2014 and 2016 JAS. The new questions covered:

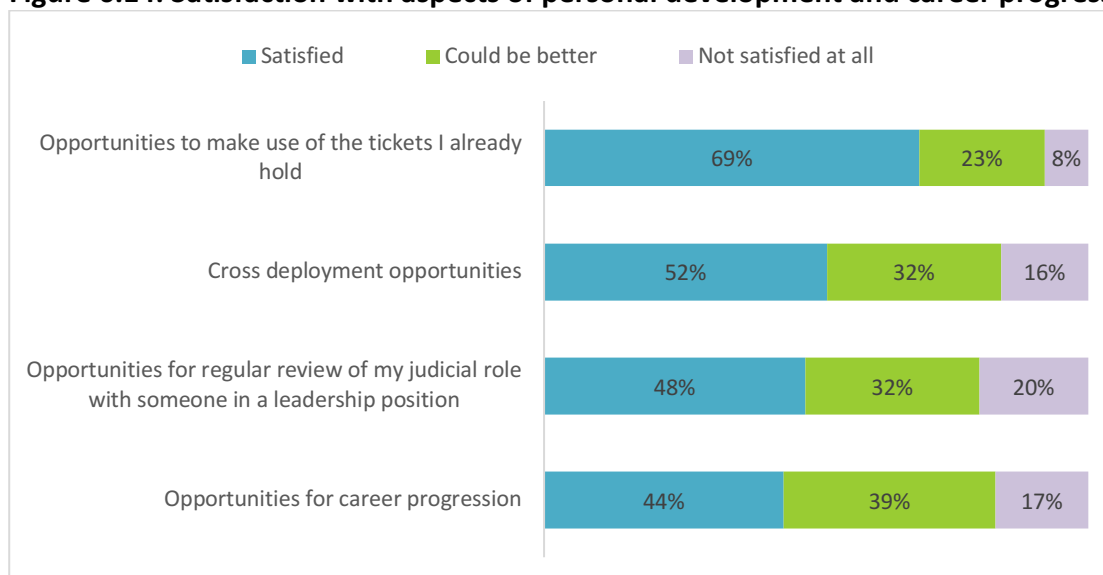
- Using existing tickets (authorisations to hear certain cases)
- Cross deployment
- Regular review of their judicial role

Table 6.4: Satisfaction with aspects of personal development and career progression

<i>To what extent are you satisfied with the following?</i>	Completely satisfied	Satisfied	Could be better	Not satisfied at all
Opportunities to make use of the tickets I already hold	10%	59%	23%	8%
Cross deployment opportunities	5%	47%	32%	16%
Opportunities for regular review of my judicial role with someone in a leadership position	8%	40%	32%	20%
Opportunities for career progression	5%	39%	29%	17%

While a majority of all judges (69%) said they were satisfied with the opportunities they had to make use of the tickets they already hold and cross-deployment opportunities (52%), only a minority of all judges were satisfied with the opportunities they had to regularly review their judicial role with someone in a leadership position (48%) and the opportunities they had for career progression (44%).

Figure 6.14: Satisfaction with aspects of personal development and career progression

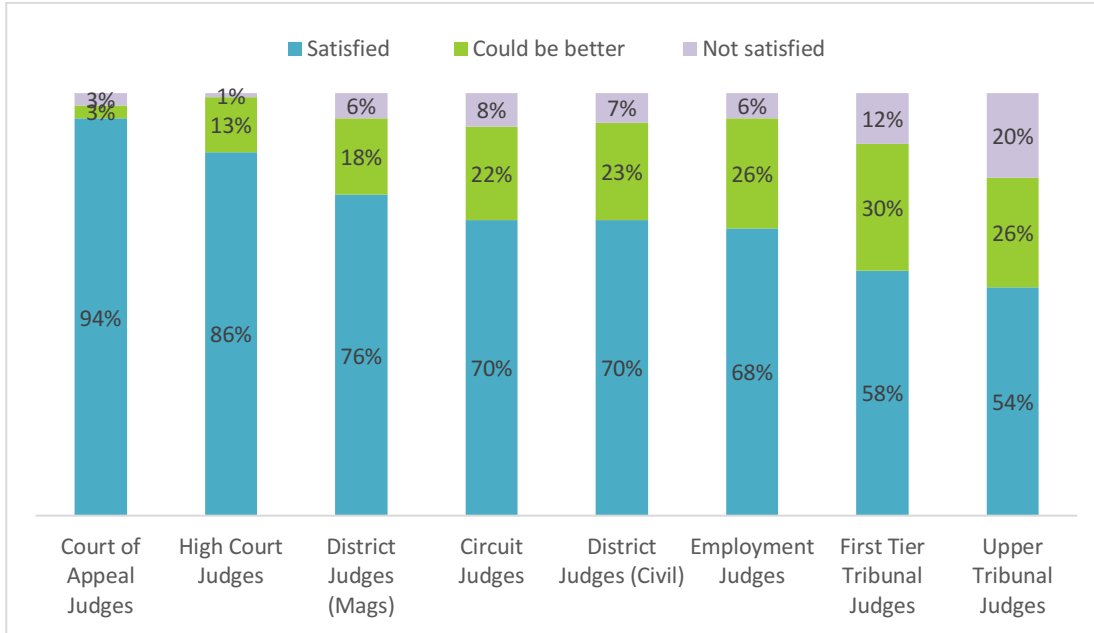


When this is broken down further by judicial post it is clear that satisfaction with each of these opportunities varies considerably by judicial post.

6.3.1 Opportunities to make use of the tickets I already hold

A majority of judges in all judicial posts said they were satisfied with the opportunities they have to make use of the “tickets” they already hold for the types of cases they can adjudicate. But tribunals judges are the least satisfied with the opportunities they have to use the tickets they already hold, including almost half of all Upper Tribunal Judges (46%).

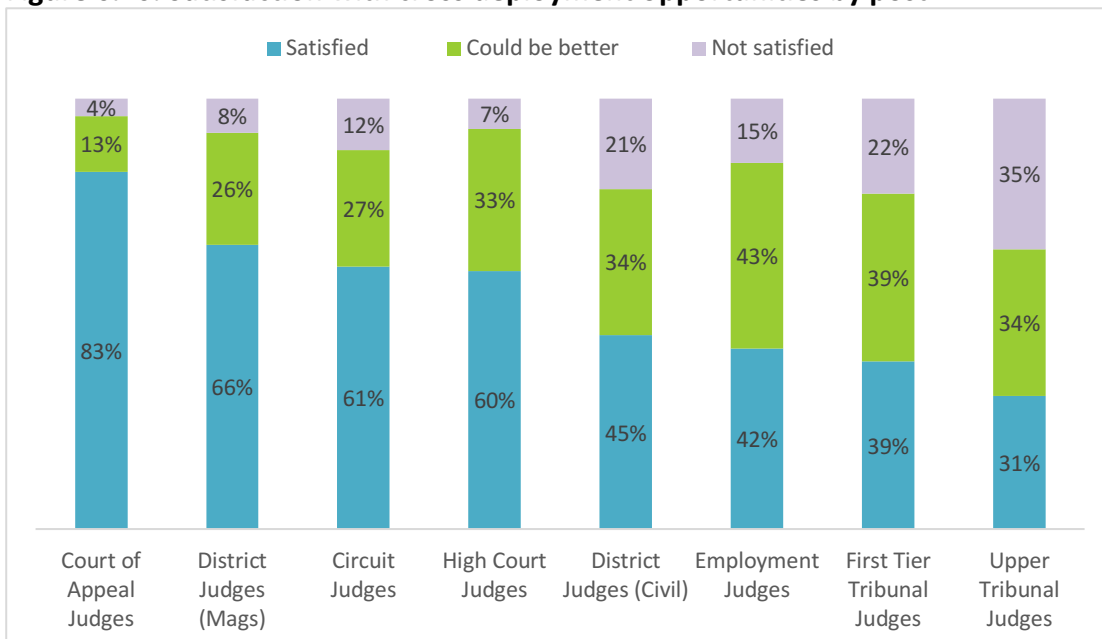
Figure 6.15: Satisfaction with opportunities to use tickets by post



6.3.2 Cross deployment opportunities

A majority of judges in 4 judicial posts are satisfied with the opportunities they have for cross deployment: Court of Appeal Judges were most satisfied (83%), followed by District Judges (Mags), Circuit Judges and High Court judges. But only a minority of District Judges (Civil), Employment Judges, First Tier Tribunal Judges and Upper Tribunal Judges were satisfied with their cross deployment opportunities, with Upper Tribunal Judges least satisfied (31%).

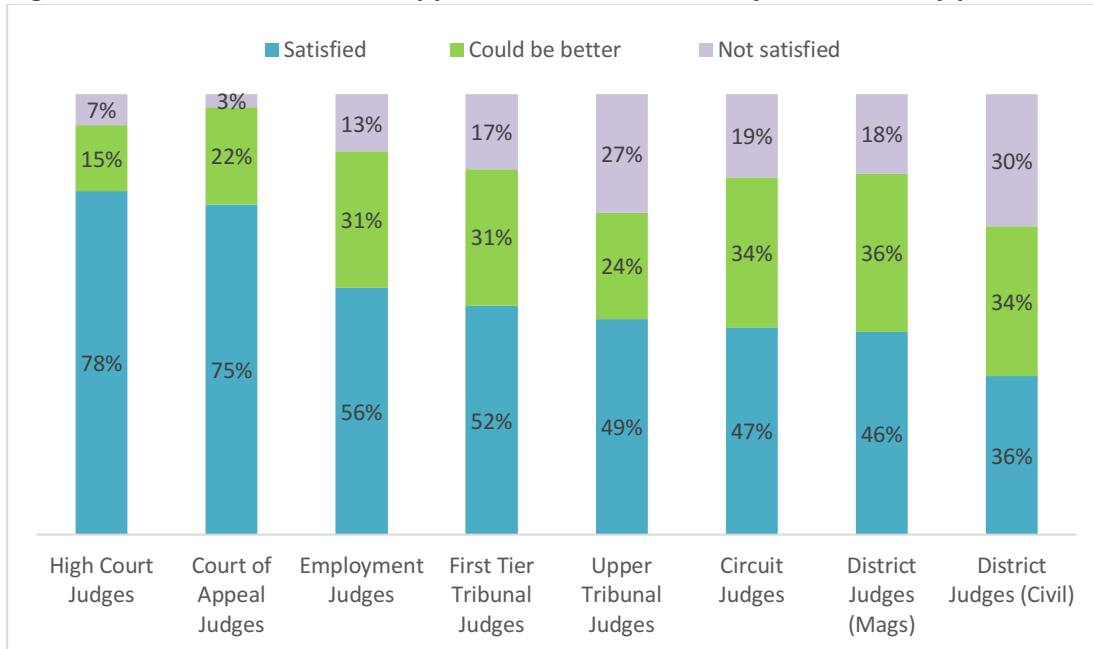
Figure 6.16: Satisfaction with cross deployment opportunities by post



6.3.3 Opportunities for regular review of role with someone in a leadership position

The judges most satisfied with the opportunities they have to review their judicial role with a leadership judge are the most senior judges: High Court Judges (78%) and Court of Appeal Judges (75%). A majority of Employment Judges (56%) and First Tier Tribunal Judges (52%) are satisfied. Those least satisfied are District judges (Civil) (36%), District Judges (Mags) (46%), Circuit Judges (47%) and Upper Tribunal Judges (49%)

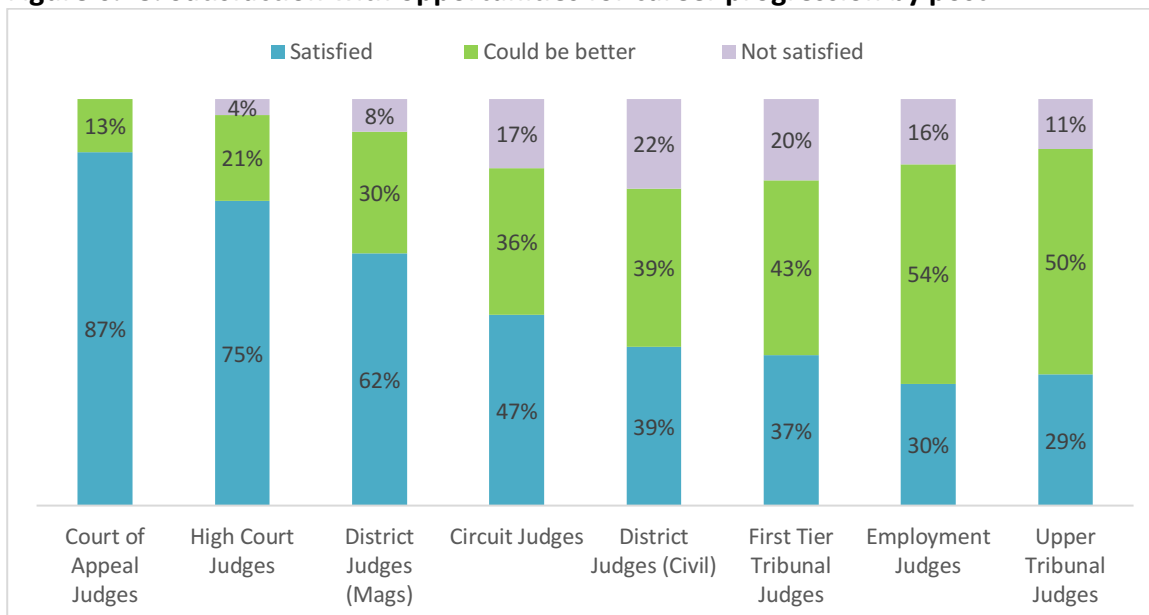
Figure 6.17: Satisfaction with opportunities of review of judicial role by post



6.3.4 Opportunities for career progression

A majority of judges in only 3 judicial posts were satisfied with the opportunities they had for career progression: Court of Appeal judges (87%), High Court Judges (75%) and District Judges (Mags) (62%). In no other judicial post are a majority of judges satisfied with their opportunities for career progression.

Figure 6.18: Satisfaction with opportunities for career progression by post



6.4 Training

In 2020 judges were again asked about both the importance and availability of training, as well as their satisfaction with various aspects of judicial training. Judges were also asked again about the types of training they would be most interested in undertaking in future, and there was an expansion of the options for future training presented to judges in 2020.

6.4.1 Training opportunities

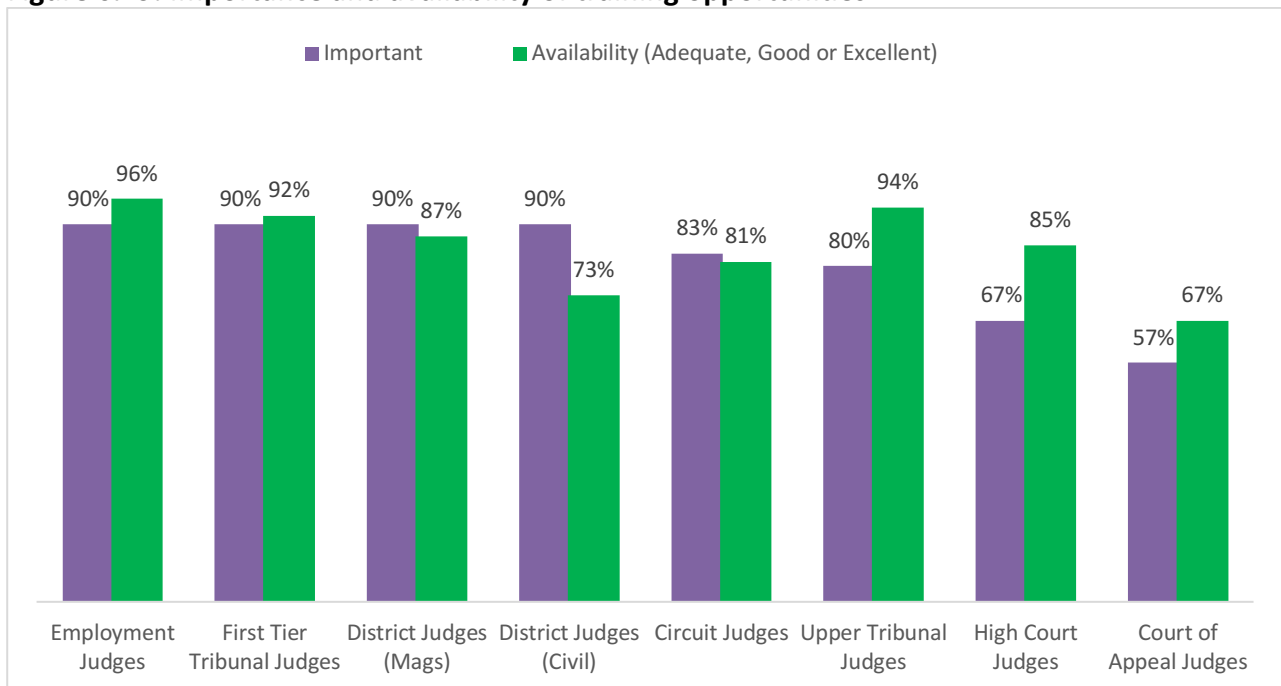
Importance

A majority of judges in all judicial posts said that training opportunities were important to them. It was rated as important to the overwhelming majority of Employment, First Tier Tribunal, District (Civil and Mags), Circuit and Upper Tribunal Judges. A smaller majority of High Court and Court of Appeal Judges rated it as important.

Availability

The availability of training opportunities matched or exceeded the importance of these opportunities for judges in all judicial posts, with one exception. While 90% of District Judges (Civil) said training opportunities were important to them, 73% said the availability of these training opportunities was Adequate, Good or Excellent.

Figure 6.19: Importance and availability of training opportunities



6.4.2 Satisfaction with judicial training

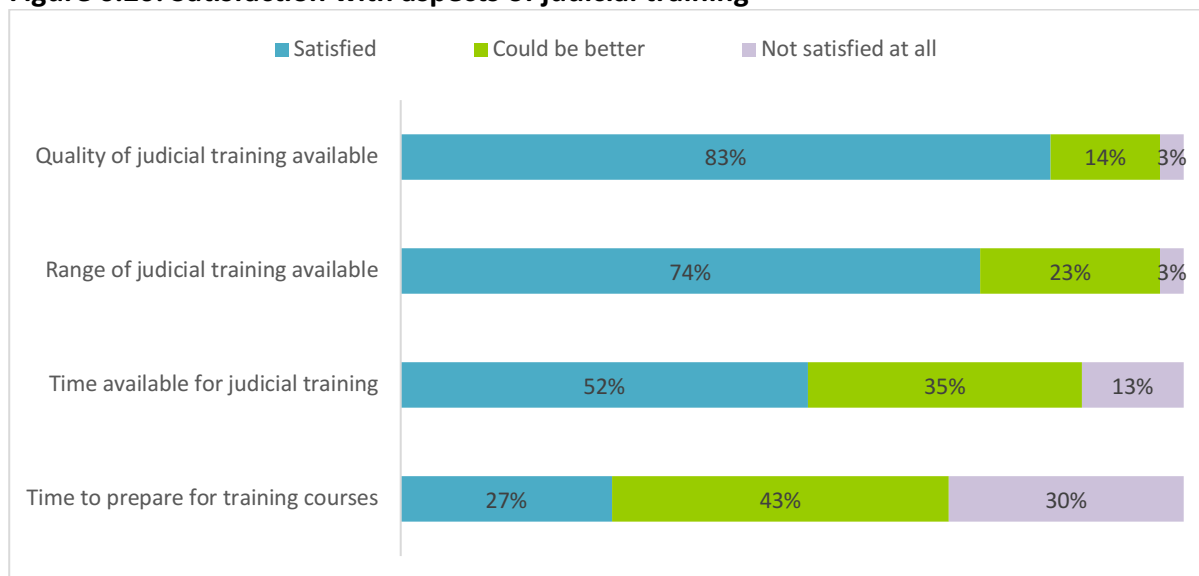
Judges were also asked to indicate their satisfaction with aspects of their training (Table 6.5 and Figure 6.20):

- Judges are overwhelmingly satisfied (83%) with the quality of the judicial training they receive, and this is an increase from 2016 (74%).
- Almost three-quarters of judges are satisfied with the range of training available to them, and this is also an increase from 2016 (61%).
- A bare majority of judges are satisfied with the time available to undertake judicial training (52%), although this has increased from 2016 (45%).
- Most judges are not satisfied with the time they have to prepare for judicial training courses, with 30% not satisfied at all, 43% saying it could be better and only 27% satisfied. This was a new question in 2020.

Table 6.5: Satisfaction with training

<i>To what extent are you satisfied with the following?</i>	Completely satisfied	Satisfied	Could be better	Not satisfied at all
Range of judicial training available	15%	59%	23%	3%
Quality of judicial training	25%	58%	14%	3%
Time available to undertake training	12%	40%	35%	13%
Time to prepare for training courses	5%	22%	43%	30%

Figure 6.20: Satisfaction with aspects of judicial training



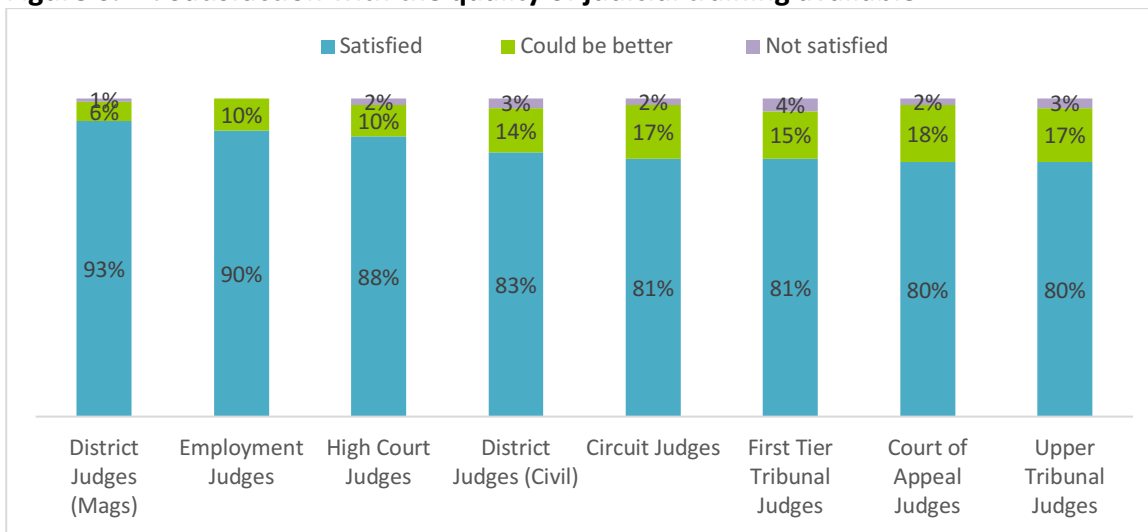
By Post

There were few differences between judges in different judicial posts in their view of the quality and range of training available to them, which was consistently rated highly. Substantial differences only emerged between judges in different judicial posts on the issues of the time available to judges to undertake and prepare for training.

Quality of judicial training

There was widespread satisfaction with the quality of judicial training available across all judicial posts, ranging from 93% satisfaction rate for District Judges (Mags) to 80% for Upper Tribunal Judges.

Figure 6.21: Satisfaction with the quality of judicial training available

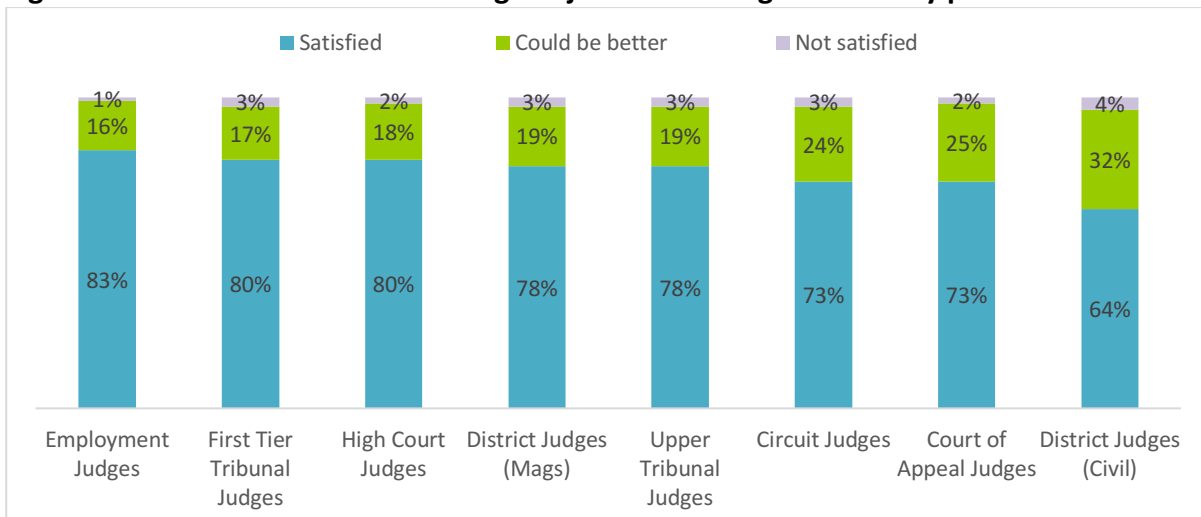


Range of judicial training available

A majority of judges in all judicial posts said they were satisfied with the range of judicial training available.

- This was highest amongst Employment Judges (83%) and lowest amongst District Judges (Civil) (64%).
- Between a quarter and a third of Circuit Judges, Court of Appeal Judges and District Judges (Civil) said the range of training could be better.

Figure 6.22: Satisfaction with the range of judicial training available by post

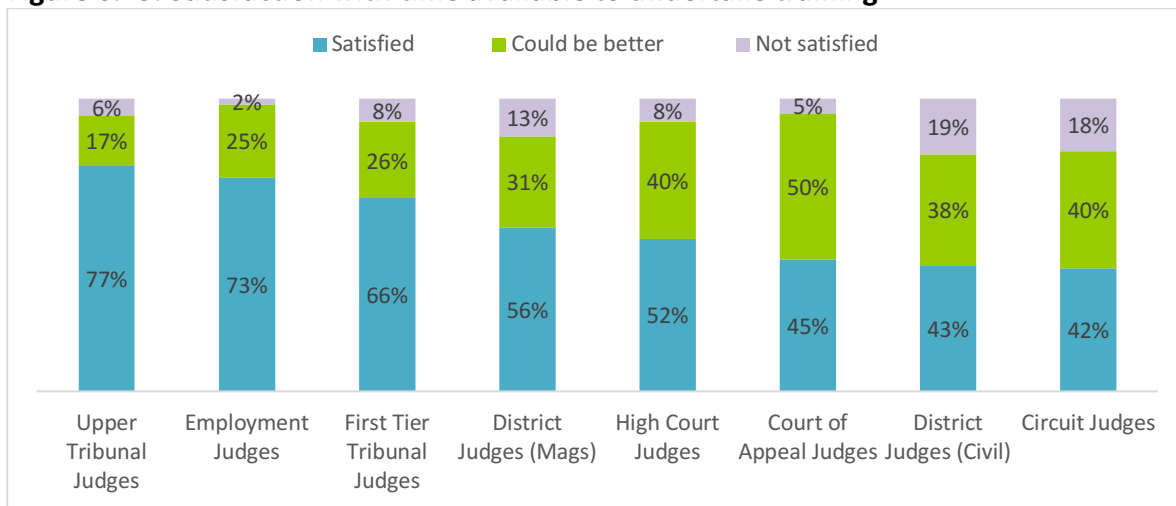


Time available to undertake training

There were differences in the extent to which judges in different judicial posts were satisfied with the time available to them to undertake training:

- Tribunal judges were more satisfied with the time available to undertake training than the courts judiciary.
- Amongst the courts judiciary, only a (small) majority of District Judges (Mags) (56%) and High Court Judges (52%) were satisfied with time available to them to undertake training.
- Amongst Court of Appeal Judges, District Judges (Civil) and Circuit Judges, a majority said they were either not satisfied with the time available to them to undertake training or that this could be better.

Figure 6.23: Satisfaction with time available to undertake training

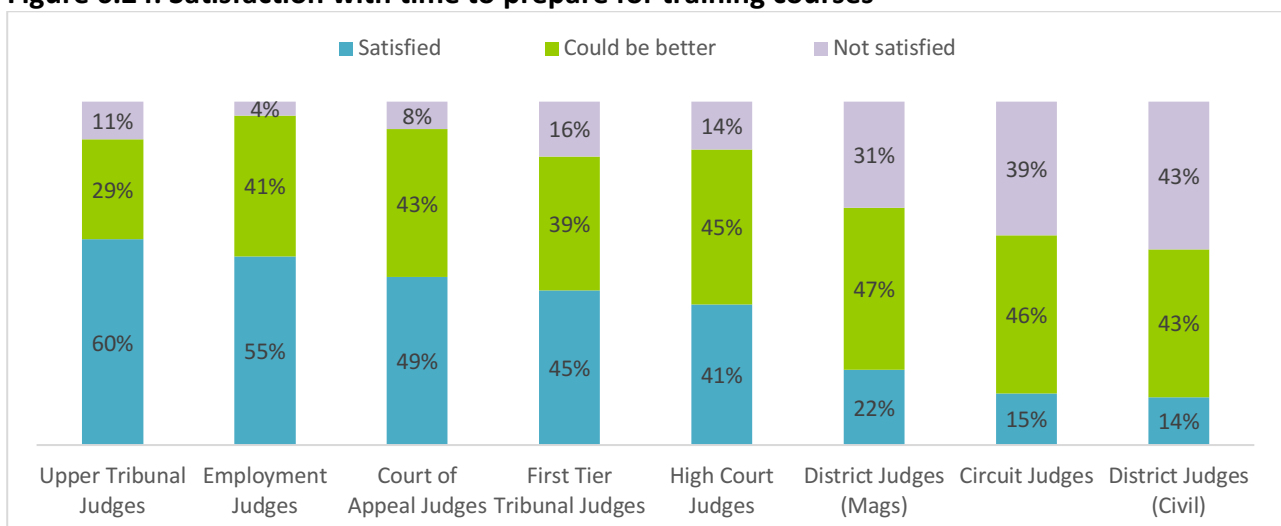


Time to prepare for training courses

Most judges in most judicial posts were not satisfied with the time they had to prepare for training.

- The only two judicial posts where a majority of judges were satisfied with the time available to them to prepare for training courses were Upper Tribunal Judges (60%) and Employment Judges (55%).
- A majority of judges in all other judicial posts said they were either not satisfied with the time available to prepare for training courses or that it could be better.

Figure 6.24: Satisfaction with time to prepare for training courses

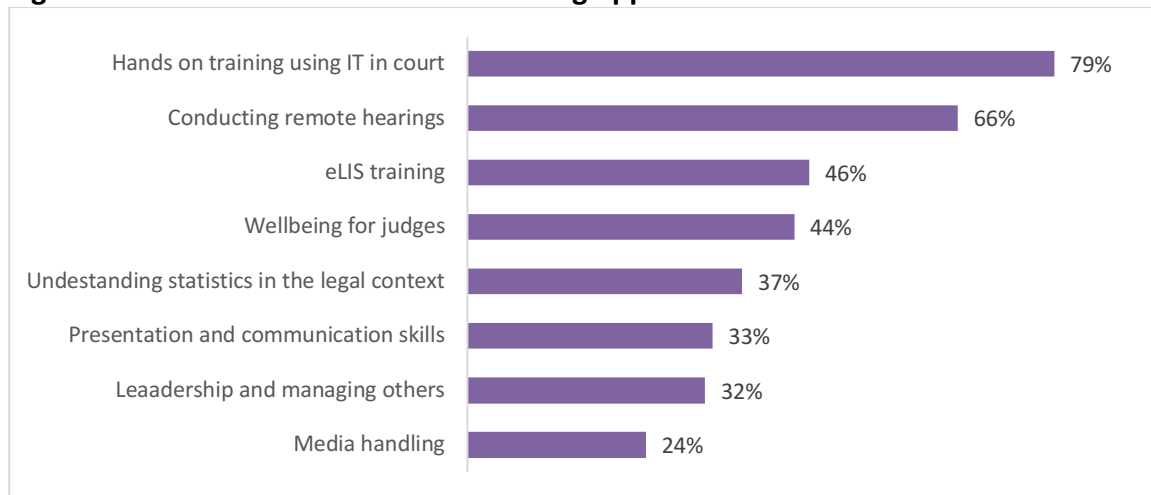


6.4.3 Interest in types of training

The 2020 JAS asked judges to indicate those areas where they would welcome new training opportunities. Two areas emerged as of most interest to judges.

- A majority of judges said they would welcome new “hands on” training on how to use IT in court and on how to conduct remote hearings.
- Just under a majority of all judges said they would welcome new eLIS¹² training (46%).
- Just under a majority of judges said they would welcome more training on wellbeing for judges (44%)

Figure 6.25: Judicial interest in new training opportunities



¹² eLIS is the acronym for the courts’ electronic Library Information Service.

7. Change in the Judiciary

The 2020 JAS included a number of questions about change in the judiciary that have been asked previously in the 2014 and 2016 JAS. This has enabled a picture to emerge about the changes experienced by the judges in their working lives over the last 6 years.

7.1 Change since appointment

While most judges (76%) feel their job has changed since they were first appointed in ways that affect them, this has decreased since 2016 (90%) and 2014 (89%).

Table 7.1: Change in the job since first appointed

<i>To what extent do you feel your job has changed since you were first appointed?</i>	2020 JAS	2016 JAS	% change since 2016	2014 JAS	% change since 2014
It has changed completely	9%	14%	-5%	9%	0%
There has been a large amount of change	37%	51%	-14%	51%	-14%
There been some change which affects me	30%	25%	-5%	29%	+1%
It has only changed a small amount & does not affect me	10%	5%	+5%	6%	+4%
It has not changed at all	14%	5%	+9%	5%	+9%

7.2 Views on change in the judiciary

Judges were also asked to respond to a number of statements about change in the judiciary:

- Almost all judges (87%) said that the judiciary needs to have control over policy changes that affect judges. This has not changed since 2016 (88%).
- Three-quarters of judges (76%) said that despite any reservations they may have about changes to the judiciary they still enjoyed their job as a judge. This has not changed since 2016 (76%).
- Judges were more divided over whether the judiciary manages change well, whether too much change has been imposed on the judiciary in recent years, and whether the amount of change in recent years has brought judges to breaking point.

Table 7.2: Judges general views on change in the judiciary

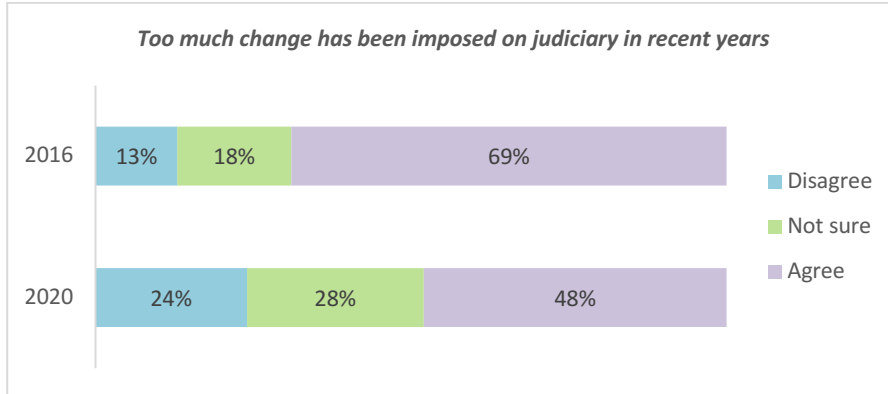
<i>To what extent do you agree or disagree with the following statements?</i>	Disagree	Not Sure	Agree
The judiciary is managing change well*	35%	28%	37%
Too much change has been imposed on the judiciary in recent years	24%	28%	48%
More change is still needed in the judiciary	21%	30%	49%
The amount of change in recent years has brought judges to breaking point	25%	34%	41%
The judiciary needs to have control over policy changes that affect judges	5%	8%	87%
Despite any reservations I may have about changes in the judiciary I still enjoy my job as a judge	11%	13%	76%

Change since 2016

Judges views have shifted since 2016 on three aspects of change.

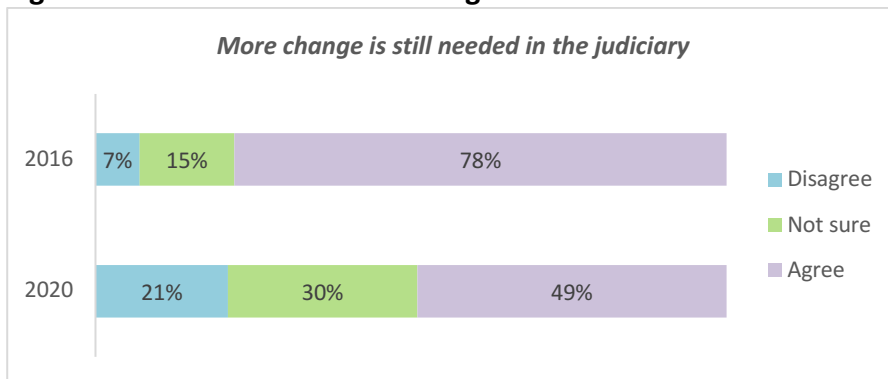
While a clear majority of judges in 2016 (69%) felt that too much change had been imposed on the judiciary in recent years, this fell to under a majority (48%) in 2020.

Figure 7.1: Views on amount of change 2016-20



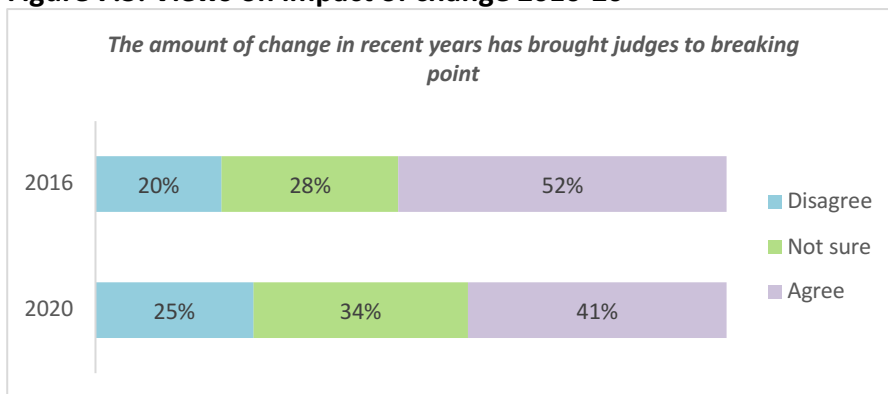
While a clear majority of judges in 2016 felt that more change was still needed in the judiciary, this fell to under a majority in 2020 (49%).

Figure 7.2: Views on need for change 2016-20



While a majority of judges (52%) in 2016 said that the amount of change in the judiciary in recent years had brought judges to breaking point, only a minority shared this view in 2020 (41%).

Figure 7.3: Views on impact of change 2016-20



7.3 Changes that concern judges most

In 2016, judges were asked to indicate which changes in the judiciary concerned them most from a list provided. In 2020, a more nuanced approach to this question was taken, which asked judges to indicate how concerned they were by each of these changes. Table 7.3 shows those changes were a majority of judges in 2020 were extremely concerned and somewhat concerned:

- Judges are most concerned by a new change included in the 2020 JAS: the loss of respect for the judiciary by the government (94% concerned; 78% extremely concerned).
- Attacks on the judiciary by the media is also a new change included in the 2020 JAS that a large proportion of judges are concerned about (85% concerned, 53% extremely concerned).
- Staff reductions, fiscal constraints, the increase in litigants in person and loss of experienced judges are the other changes that the largest proportion of judges are extremely concerned about in 2020.
- Staff reductions and the increase in litigants in person were also high on the list of judicial concerns in 2016; but in 2016 low judicial morale was of much more concern (83%) compared with 2020 (49%)

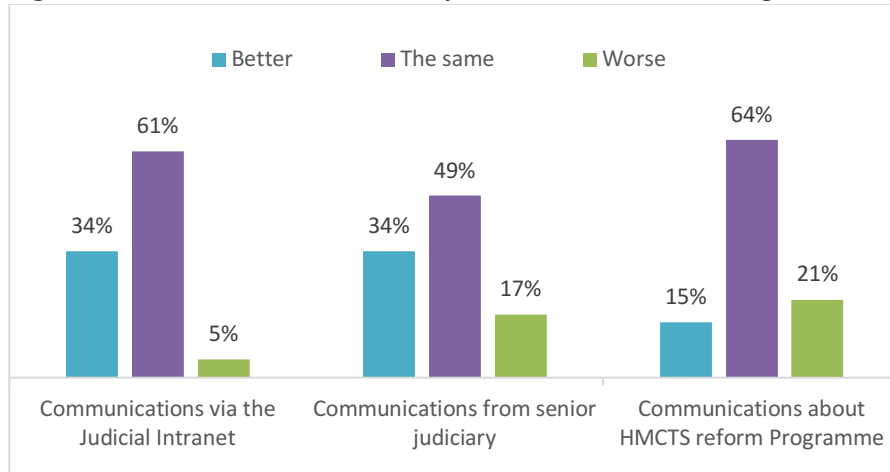
Table 7.3: Changes of greatest concern to judges (2020 and 2016)

<i>To what extent are you concerned by specific changes in the judiciary?</i>	2020 JAS "extremely concerned"	2020 JAS "somewhat & extremely concerned"	2016 JAS "changes that concern you most"
Loss of respect for judiciary by government	78%	94%	---
Staff reductions	75%	97%	88%
Fiscal constraints	65%	92%	60%
Increase in litigants in person	59%	86%	71%
Loss of experienced judges	53%	82%	48%
Attacks on judiciary by the media	53%	85%	---
Low judicial morale	49%	85%	83%
Inability to attract the best people into judiciary	48%	79%	56%
Court closures	44%	81%	45%
Reduction in face-to-face hearings	44%	75%	25%
Loss of judicial independence	43%	70%	50%
Stressful working conditions	41%	77%	56%
HMCTS Reform Programme	36%	75%	26%
Extra work caused by reforms	34%	72%	---
Personal safety for judges	20%	61%	34%

7.4 Judicial communications

In 2020, the JAS included several questions about communications for the first time. Judges were asked to rate the communications they currently receive via the Judicial Intranet, from the senior judiciary and about the HMCTS reform programme compared with 12 months ago. As Figure 7.4 shows, judges felt that communications via the Judicial Intranet and from the senior judiciary had improved the most in the last 12 months.

Figure 7.4: Communications compared with 12 months ago



8. Future Planning

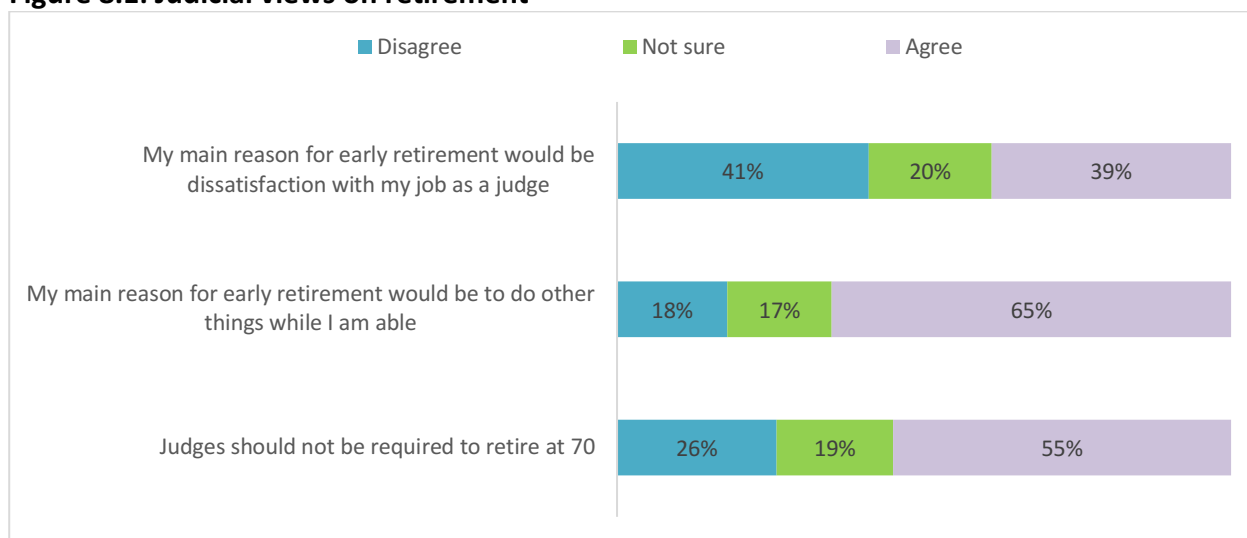
The 2020 the JAS repeated a number of questions from the 2016 and 2014 JAS about judges' plans for staying in the judiciary until they reached compulsory retirement age, enabling as assessment of the extent to which judges' intentions and motivations for leaving the judiciary early may have changed in the last 4 years. The 2020 JAS also included a number of new questions which explored judicial attitudes to retirement more generally.

8.1 Judicial views on retirement

In 2020, judges were asked a number of new questions designed to more fully understand judicial attitudes to retirement. As Figure 8.1 shows:

- Just over half of all judges (55%) do not agree that judges should be required to retire at 70 years of age.
- Two-thirds of judges (65%) said that the main reason they would take early retirement would be to do other things while they are able to do so.
- Judges were divided over whether the main reason for taking early retirement would be as a result of dissatisfaction with their job as a judge: 45% disagreed, 39% agreed and 20% were not sure.

Figure 8.1: Judicial views on retirement



8.2 Impact of compulsory retirement

A total of 15% of all salaried judges will reach compulsory retirement in the 5 years from 2020. But the compulsory retirement age will impact judicial posts differently over the next 5 years.

As Table 8.1 shows:

- The Court of Appeal has the highest proportion of judges who will reach compulsory retirement age in the 5 years from 2020.
- Those with the smallest proportion of judges reaching compulsory retirement age in the next 5 years are District Judges (Civil) (8%) and Employment Judges (4%).

Table 8.1: Compulsory retirement in next 5 years by post

% of all judges in post that are reaching compulsory retirement in the next 5 years	
Court of Appeal Judges	39%
Circuit Judges	18%
High Court Judges	16%
Upper Tribunal Judges	16%
District Judges (Mags)	15%
First Tier Tribunal Judges	12%
District Judges (Civil)	8%
Employment Judges	4%

The remaining analysis in this chapter examines the views and intentions of judges who are not reaching compulsory retirement age in the next 5 years.

8.3 Plans for early departure from the judiciary

The 2014, 2016 and 2020 JAS all asked judges if they were considering leaving the judiciary in the next 5 years other than by reaching compulsory retirement age (Table 8.2):

- Of those current salaried judges that will not reach compulsory retirement age in the next 5 years, over a third (35%) said they were considering it and 19% are currently undecided.
- There has been an increase of 5% since 2016 in the proportion of judges *not* considering leaving the judiciary early in the next 5 years (from 41% in 2016 to 46% in 2020).

Table 8.2: Plans for early departure from the judiciary

<i>Are you considering leaving the judiciary early in the next 5 years?</i>	2020 JAS	2016 JAS	% change from 2016	2014 JAS	% change from 2014
Yes	35%	36%	-1%	31%	+4%
Currently undecided	19%	23%	-4%	22%	-3%
No	46%	41%	+5%	47%	-1%

8.4 Factors promoting early departures

Table 8.3 shows the factors a majority of judges said were those that would make them **more likely to leave the judiciary early**. There are some marked changes from 2016.

- In 2020, a new factor was added to the list of options for judges: “Lack of respect for the judiciary by government” and this was the single largest factor that would make salaried judges more likely to leave the judiciary early (84%). This proved to be more significant than any other factor identified as promoting early departures in the 2016 JAS.
- There was also a substantial increase in 2020 in the proportion of judges who said that stressful working conditions, increases in workload and further demands for out of hours work would make them more likely to leave the judiciary early.
- Conversely, limits on pay awards and reduction in pension benefits decreased in importance as factors promoting early departures.

Table 8.3: Factors promoting early departures

<i>What factors would make you more likely to leave the judiciary early?</i>	2020 JAS	2016 JAS	Change since 2016
Lack of respect for the judiciary by government	84%	---	
Stressful working conditions	66%	54%	+12%
Increase in workload	66%	57%	+9%
Limits on pay awards	65%	68%	-3%
Further demands for out of hours work	63%	54%	+9%
Reduction in pension benefits	59%	68%	-9%
Reduction in administrative support	56%	51%	+5%
Requirement to sit far from home	52%	45%	+7%

8.5 Factors encouraging judicial retention

In 2020 and 2016, a majority of judges said the same 3 factors would make them **more likely to remain in the judiciary**: higher remuneration, better administrative support and restoration of previous pension entitlements. There was little change in the proportion of judges that identified these 3 factors as important in their decision to remain in the judiciary.

Table 8.4: Factors encouraging judicial retention

<i>What factors would make you more likely to remain in judiciary until compulsory retirement?</i>	2020 JAS	2016 JAS	Change since 2016
Higher remuneration	77%	80%	-3%
Better administrative support	58%	56%	+2%
Restoration of previous pensions entitlements	55%	57%	-2%

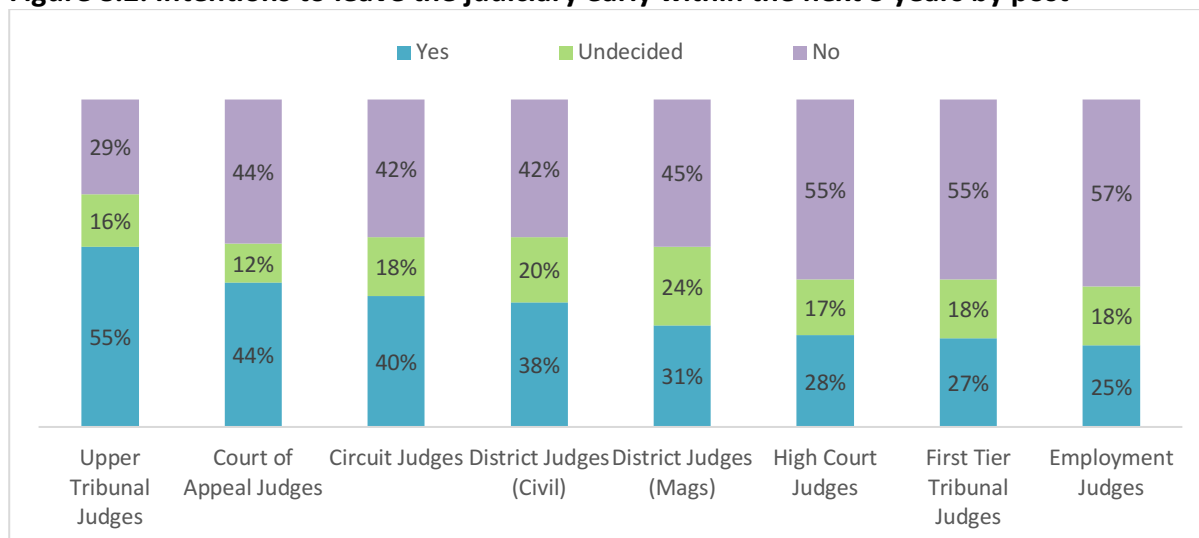
8.6 More Detailed Analysis of Judges' Early Departure Intentions

The following provides a more detailed analysis of judges' early departure intentions.

By Post

The highest proportions of judges intending to leave the judiciary early in the next 5 years are amongst Upper Tribunal Judges, where a majority (55%) said they definitely intend to leave early. Just under a majority of Court of Appeal Judges (44%) and Circuit Judges (40%) also intend to leave early in the next 5 years.

Figure 8.2: Intentions to leave the judiciary early within the next 5 years by post



Since 2016 there have been some substantial changes in the proportion of judges in 3 judicial posts that say they intend to leave the judiciary early in the next 5 years (Figure 8.3).

- There has been a marked increase in Upper Tribunal Judges who say they intend to leave early in the next 5 years: from 36% in 2016 to 55% in 2020
- There has been a marked decrease in the proportion of High Court Judges and Employment Judges that intend to leave the judiciary early in the next 5 years. In 2016 47% of High Court judges intended to leave early, but this has fallen to 28% in 2020. In 2016 36% of Employment Judges intended to leave early, and this has fallen to 25% in 2020.

Figure 8.3: Judges intending to leave early in the next 5 years 2016-20

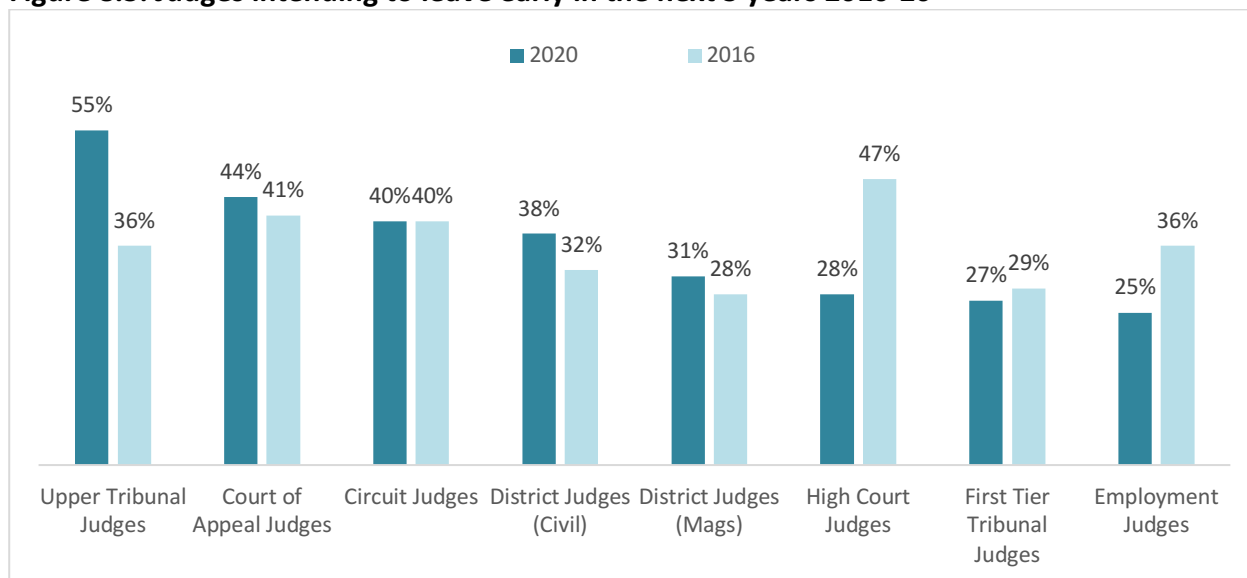


Table 8.5: Numbers of judges to leave early in next 5 years (by post)

<i>Those judges who said they were considering leaving the judiciary early in the next 5 years</i>	
Circuit Judges	205
District Judges (Civil)	130
District Judges (Mags)	32
High Court Judges	23
Court of Appeal Judges	11
Other ¹³	8
Total for Courts	409
First Tier Tribunal Judges	63
Employment Judges	33
Upper Tribunal Judges	32
Total for Tribunals	128
TOTAL	537

¹³ This includes Costs Judges of the Senior Courts, Insolvency and Company Courts Judges, Judge Advocates General and Masters (QB) and Chancery.

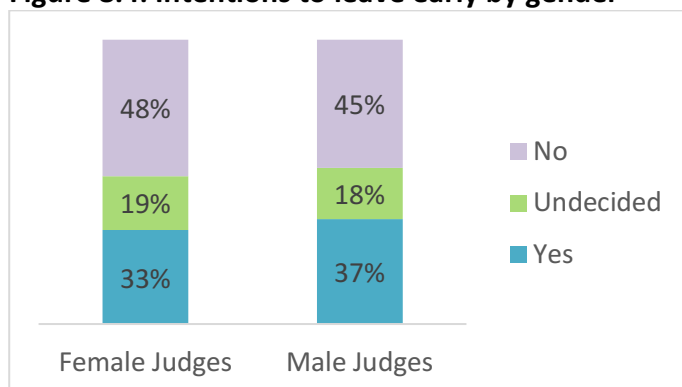
Gender and ethnicity

Table 8.6: Number of judges and early retirement intentions by gender and ethnicity

	Yes	Undecided	No	Will be retired	Total
Female Judges	202	121	301	60	684
Male Judges	315	155	381	195	1046
White Judges	476	243	625	247	1591
BAME Judges	37	30	53	5	125

A larger proportion of salaried male judges (19%) than female judges (9%) will reach compulsory retirement age in the next 5 years. And while there is little difference between the remaining male and female judges in their intentions to leave the judiciary early in the next 5 years, it is concerning given the continuing efforts to increase female representation in the judiciary that a third (33%) of all female judges are currently considering leaving the judiciary early in the next 5 years. This amounts to 202 of 624 female judges who took part in the survey and are not scheduled to retire in the next 5 years.

Figure 8.4: Intentions to leave early by gender



A larger proportion of White judges (14%) than Black Asian and Minority Ethnic (BAME) judges (4%) will reach compulsory retirement age in the next 5 years. And while there is not much difference between White and BAME judges in the proportion that intend to leave the judiciary early in the next 5 years, it is also concerning given the efforts to increase BAME representation in the judiciary that almost a third (31%) of all BAME judges are considering leaving early in the next 5 years. This amounts to 30 of the 120 judges who self-identified as BAME and will not reach retirement age in the next 5 years.

Figure 8.5: Intentions to leave early by ethnicity

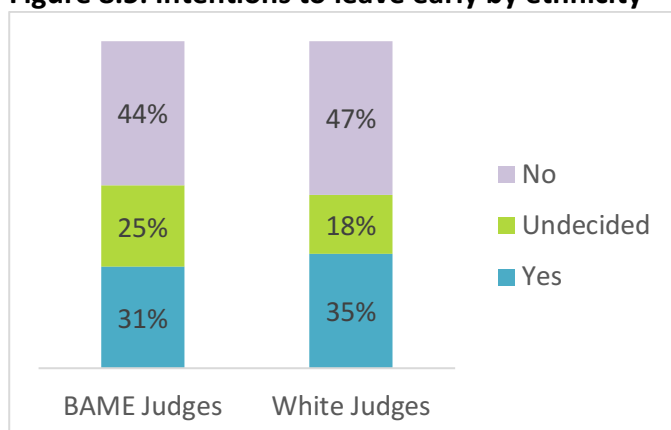


Table 8.7 breaks down the salaried judiciary by the date of first appointment to the salaried judiciary and intention to leave or remain in the judiciary in the next 5 years.

- Over 100 judges (111) appointed only 2-5 years ago to the salaried judiciary are now considering leaving the judiciary early within the next 5 years.
- A further 130 judges appointed only 2-5 years ago to the salaried judiciary are currently undecided about leaving early in the next 5 years.
- This amounts to a third (34%) of all judges appointed to a salaried post in the last 2-5 years who would not otherwise reach retirement age in the next 5 years.

Table 8.7: Judges intending to leave early by date of first appointment to the salaried judiciary

Date of first appointment to the salaried judiciary	Considering leaving early in the next 5 years	Currently undecided about leaving in the next 5 years	Not considering leaving early in the next 5 years	Will reach retirement age in next 5 years
Before 1 April 1995	4	0	1	12
1 April 1995 - 1999	20	4	3	21
2000 - 2004	85	14	11	81
2005 - 2009	130	44	60	78
2010 - 2014	184	90	144	56
2015 - 2018	95	97	251	11
2019 - 2020	16	33	224	2
Total number	534	282	694	261

9. Joining the Judiciary

A series of identical questions were asked in the 2020 and 2016 JAS exploring judges' attitudes to their own and others' decisions to apply for a salaried judicial post. This has enabled an assessment of whether judicial attitudes to joining and recruitment into the judiciary have changed in any substantial way over the last 4 years.

9.1 In retrospect would you have applied for a salaried post?

In 2020 and 2016 judges were asked: *Knowing what you know now about your job as a judge would you still have applied for a salaried post?* In 2020, a majority of judges (67%) said they would still have applied, and this was an increase of 6% from 2016 (61%) (Table 9.1).

Table 9.1: Retrospective view of applying to the judiciary

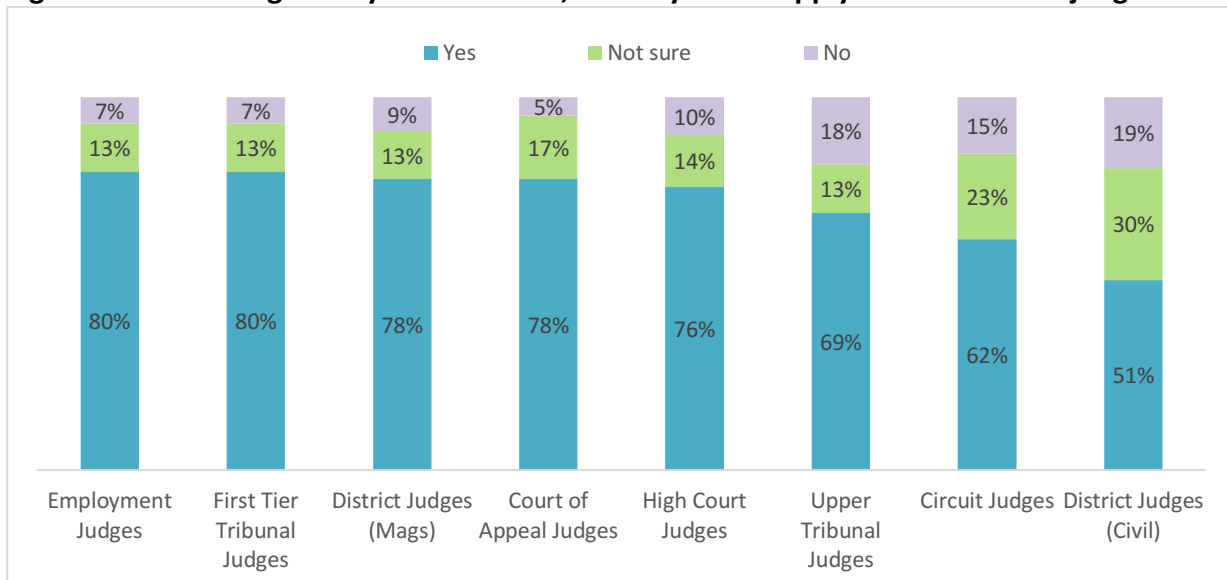
<i>Knowing what you know now, would you still have applied to be a judge?</i>	2020 JAS	2016 JAS	% change from 2016
Yes	67%	61%	+6%
Not sure	20%	27%	-7%
No	13%	12%	-1%

By Post

A majority of judges in all judicial posts said they would still have applied to be a salaried judge knowing what they now know about their job (Figure 9.1).

- Those judges most likely to say would still have applied are Employment Judges, First Tier Tribunal Judges, District Judges (Mags), Court of Appeal Judges and High Court Judges, where at least three-quarters said they would still have applied for a salaried post.
- District Judges (Civil) were least likely to say they would still have applied, with only just over half (51%) saying they would still have applied knowing what they know now.

Figure 9.1: "Knowing what you know now, would you still apply to be a salaried judge?"



9.2 Recommending the judiciary as a job

9.2.1 Willingness to encourage applications

In 2020 and 2016, judges were asked: *Would you encourage suitable people to apply to join the judiciary?* In 2020, almost two-thirds of all judges (64%) said they would encourage suitable people to apply to the judiciary, which was an increase of 7% from 2016 (Table 9.2).

Table 9.2: Willingness to encourage applications

<i>Would you encourage suitable people to apply to join the salaried judiciary?</i>	2020 JAS	2016 JAS	% change from 2016
Yes	64%	57%	+7%
Not sure	20%	26%	-6%
No	16%	17%	-1%

By Post

A majority of judges in all judicial posts, except for District Judges (Civil) (49%) would encourage suitable people to apply to join the salaried judiciary (Figure 9.2). There were some substantial changes in judges' responses to this question since 2016 (Figure 9.3).

Figure 9.2: Would you encourage suitable people to apply to be a judge?

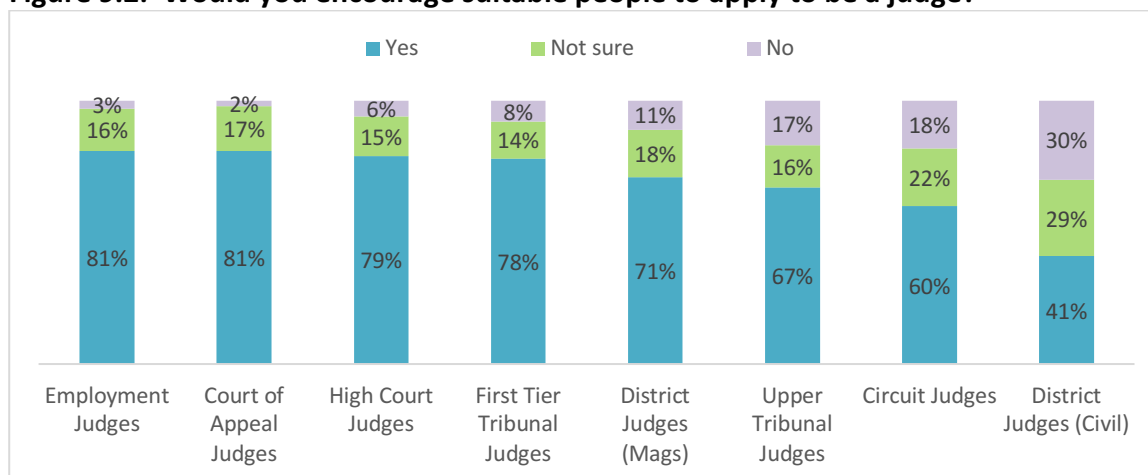
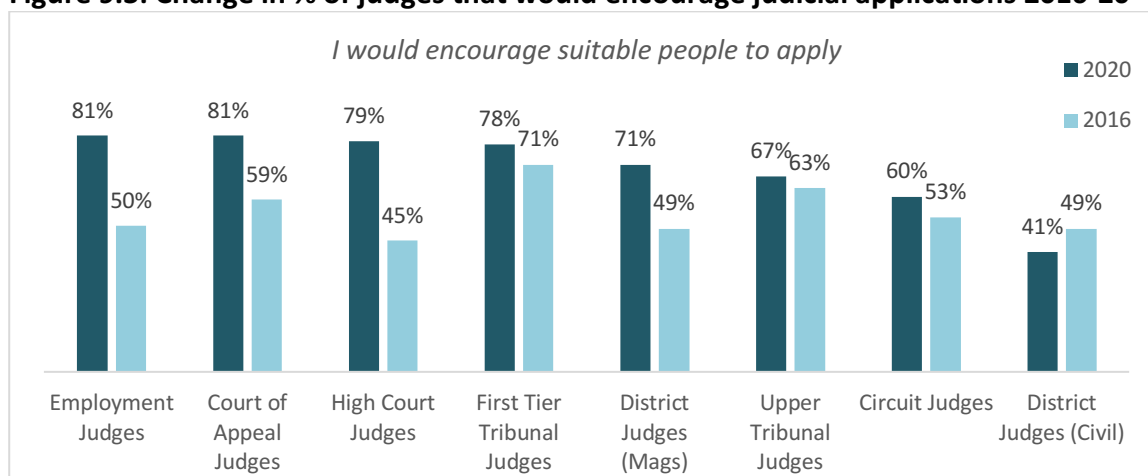


Figure 9.3: Change in % of judges that would encourage judicial applications 2016-20



The proportion of judges who said they would recommend suitable people to apply for a salaried post has increased in all judicial posts except one. For some judicial posts this increase has been very substantial.

- The increase in judges’ willingness to recommend the salaried judiciary was most marked amongst High Court Judges (from 45% in 2016 to 79% in 2020), Employment Judges (from 50% in 2016 to 81% in 2020) and Court of Appeal Judges (from 59% in 2016 to 81% in 2020).
- There was a decrease in the proportion of District Judges (Civil) who said they would recommend others to apply for a salaried post, falling from 49% in 2016 to only 40% in 2020.

9.2.2 Reasons why judges would encourage applicants

When asked the reasons why they would encourage suitable applicants to apply to join the judiciary, a majority of judges in 2020 gave **5 reasons** (Table 9.3), which were very similar to the reasons judges gave in 2016. The reasons given most often were the chance to contribute to justice being done (74%), the challenge of the work (74%) and public service (70%). Intellectual satisfaction (68%) and job security (64%) were the next highest reasons.

Table 9.3: Reasons judges would encourage people to apply to salaried judiciary

<i>The reasons I would encourage suitable people to apply to join the salaried judiciary are</i>	2020 JAS	2016 JAS
Chance to contribute to justice being done	74%	79%
Challenge of the work	74%	75%
Public service	72%	70%
Intellectual satisfaction	68%	70%
Job security	64%	43%
Sense of collegiality	50%	40%
Less pressurised environment than practice	32%	30%
Pension	32%	15%
Salary	22%	12%
Prestige of the job	20%	18%
Respect in the community	15%	18%
Administrative support	3%	2%
Court Reform Programme	0%	---

9.2.3 Reasons why judges would discourage applicants

When asked the reasons why they would discourage suitable applicants to apply to join the judiciary (Table 9.4), a majority of judges gave only one reason: **the experience they have had of changes to their pension entitlements (58%)**.

- The other leading reasons were similar to the leading reasons in 2016: reduction in income, the lack of administrative support, the isolation of the job, constant policy changes and the poor quality of judges’ physical work environment.
- Two additional reasons judges in 2020 would discourage suitable applicants from applying to join the salaried judiciary were the lack of respect for judges (40%) and the judicial appointments process (40%).

Table 9.4: Reasons judges would discourage people from applying to the salaried judiciary

<i>The reasons why I would discourage suitable people from applying to join the salaried judiciary are</i>	2020 JAS	2016 JAS
Experience of changes to pension entitlements	58%	73%
Reduction in income	50%	65%
Lack of administrative support	44%	52%
Isolation of job	44%	38%
Constant policy changes	44%	57%
Poor quality of physical work environment	41%	34%
Lack of respect for judges	40%	---
Judicial appointments process	40%	---
Feeling of being an employee of civil servant	38%	50%
Lack of personal control over working time	37%	41%
Increase in litigants in person	35%	33%
Too few opportunities for promotion	27%	33%
Lack of support from the senior judiciary	25%	---
Court Reform Programme	20%	11%
Rigid hierarchical work environment	16%	26%
Lack of variety of work	12%	13%

10. Leadership

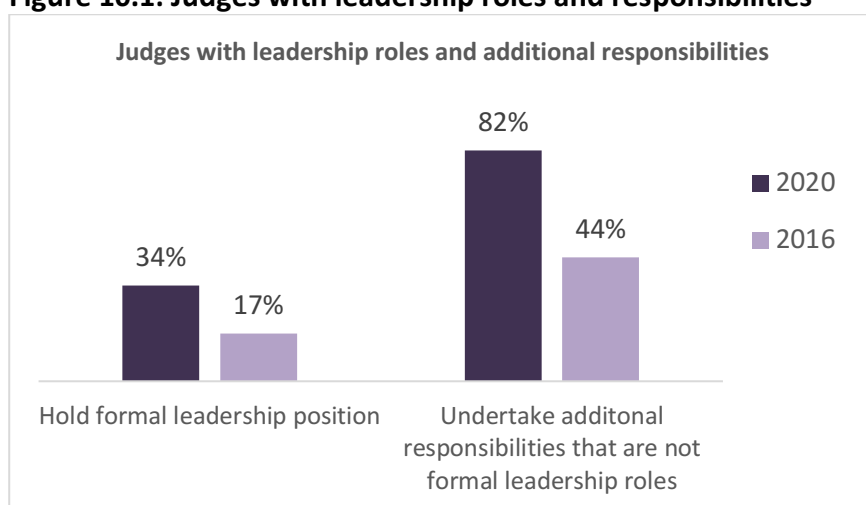
The 2020 JAS repeated a number of questions about judicial leadership roles from the 2016 and 2014 JAS. The 2020 JAS also introduced several new questions about judges' experiences with their immediate leadership judges.

10.1 Extent of leadership work undertaken

While only two-thirds of judges (34%) hold formal leadership positions in the judiciary, most judges (82%) undertake additional responsibilities that are not formal leadership roles.

- The proportion of judges with formal leadership positions has doubled since 2016 to 2020 (from 17% to 34%).
- The proportion of judges undertaking additional responsibilities that are not formal leadership roles has also almost doubled since 2016 (from 44% to 82%).

Figure 10.1: Judges with leadership roles and responsibilities



10.2 Willingness to take on a leadership role

- A majority of judges (57%) are interested in taking on a leadership role, but for 12% of these judges there are no leadership roles available in their jurisdiction and 21% would only be interested if they felt leadership roles were properly rewarded.
- Just under half of all judges (47%) are not interested in taking on more leadership responsibilities, but for 17% of these judges it is because they already have enough leadership responsibilities and 19% are not interested at the present time but could be interested in future.

Table 10.1: Willingness to take on leadership responsibilities

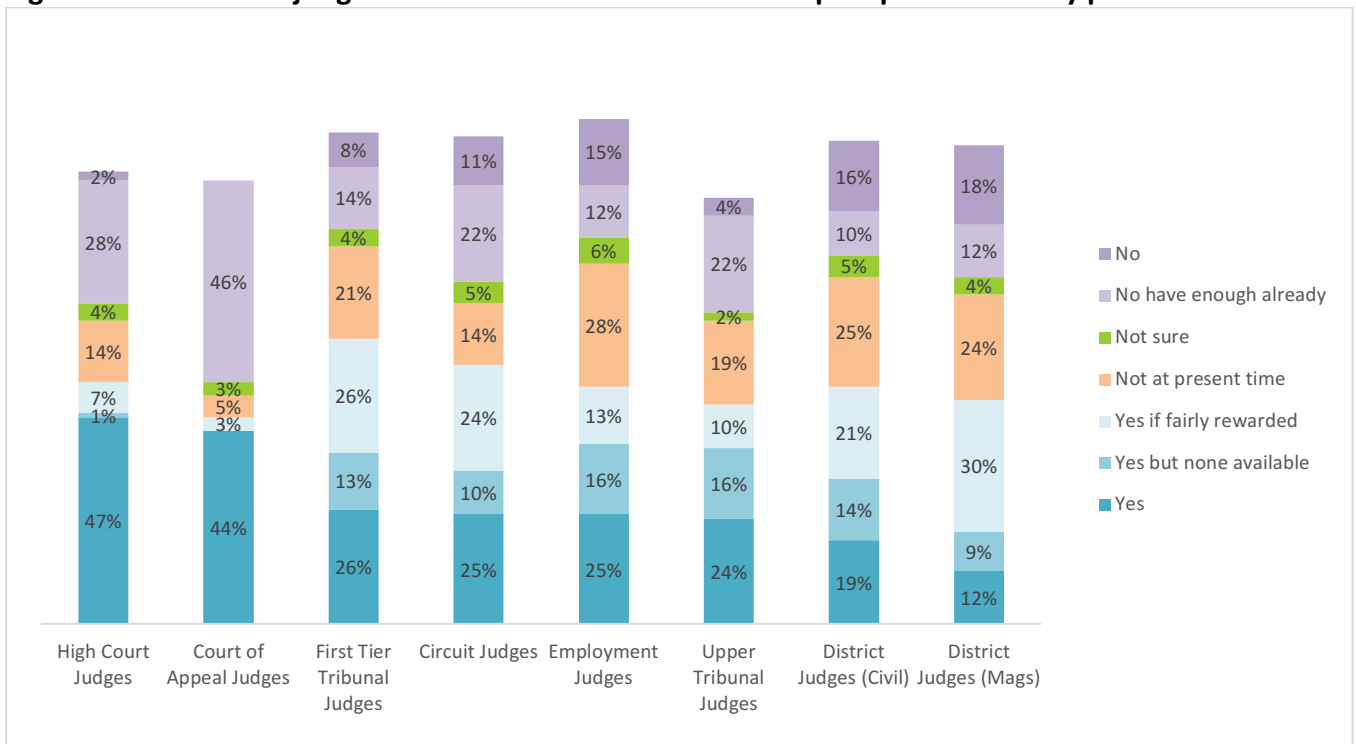
Are you interested in taking on more leadership responsibilities?	2020 JAS
Yes	24%
Yes, but none are currently available in my jurisdiction	12%
Yes, I would be interested if roles were properly rewarded	21%
No, a leadership role is not for me	11%
No, I have (or have had) enough leadership responsibilities already	17%
Not at the present time but possibly in future	19%
Not sure	5%

By Post

There are some substantial differences in judges' interest in take on leadership roles when this is broken down by judicial post (Figure 10.2).

- The largest proportion of judges who said “No because I have enough leadership responsibilities already” were Court of Appeal judges (46%) and High Court Judges (28%). This was an increase from 2016 for Court of Appeal Judges (31% in 2016) and a decrease for High Court Judges (39% in 2016).
- High Court and Court of Appeal Judges also had a higher proportion of judges who said they would like to take on more leadership responsibilities (47% for High Court and 44% for Court of Appeal).
- District Judges (Civil and Mags) and Employment Judges had the largest proportion of judges that said they were not interested in more leadership responsibilities at the present time.
- District Judges (Mags), First Tier Tribunal Judges and Circuit Judges had the largest proportion of judges that said they would be interested in more leadership responsibilities if these responsibilities were fairly rewarded.

Figure 10.2: Whether judges are interested in more leadership responsibilities by post



By Gender

There were only some limited differences by gender in the extent to which judges were interested in taking on leadership responsibilities (Figure 10.3).

- More male judges (61%) expressed some interest in taking on leadership responsibilities compared with 51% of female judges.
- Substantially more female judges (25%) than male judges (16%) said they were not interested in a leadership role at the present time but could be in future. This could be related to the fact that 46% of all female judges said they had caring responsibilities for family members compared with 25% of male judges (Figure 10.4). Having these family caring responsibilities would in most circumstances make it more difficult for female judges than male judges to take on more leadership responsibilities in their judicial role at the present time.

Figure 10.3: Interest in leadership responsibilities by gender

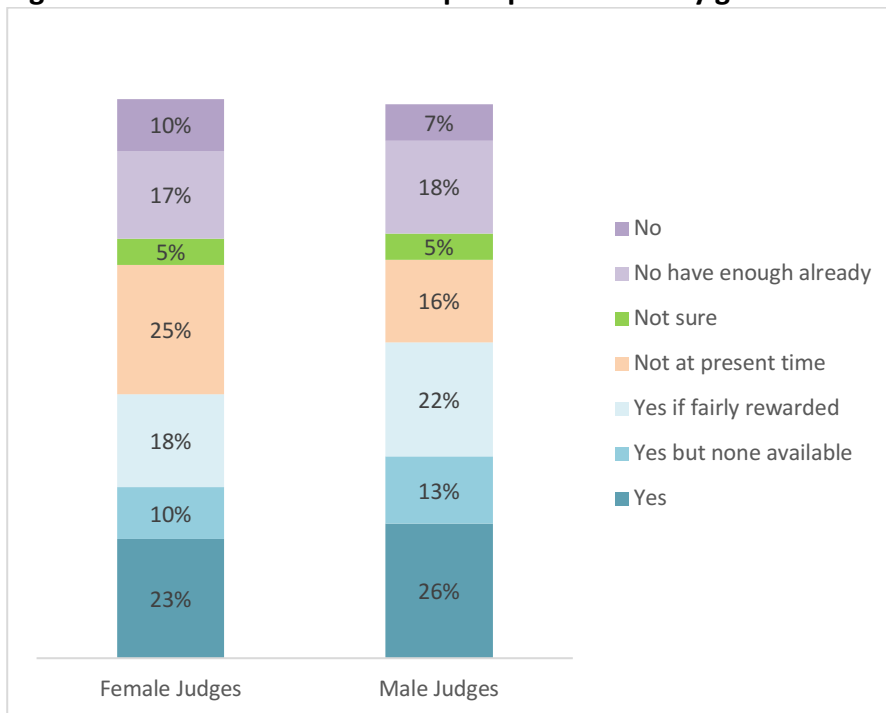
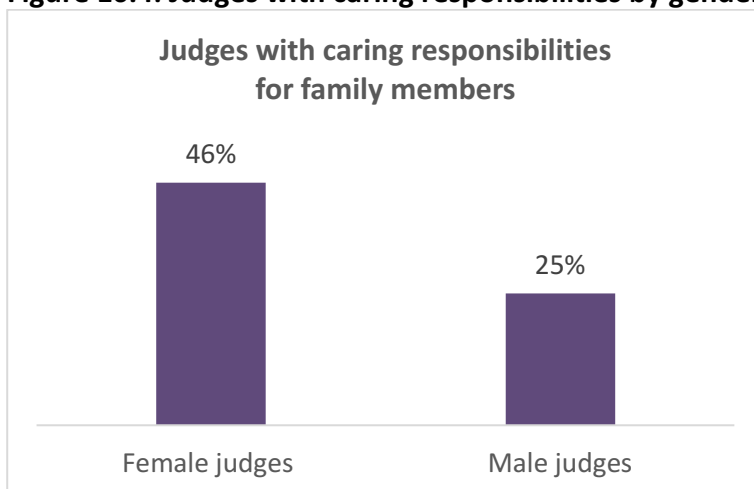


Figure 10.4: Judges with caring responsibilities by gender



10.3 Allocation of leadership roles

Since 2014 judges have been asked if they felt judicial leadership roles were allocated fairly (Table 10.2):

- A majority of judges (52%) still say they do not know enough about how leadership roles are allocated to say whether the process is fair.
- There has been an increase since 2016 in the proportion of judges who feel that leadership roles are allocated fairly (29% up from 26% in 2016), but overall this has not increased since 2014.

Table 10.2: Fairness of allocation of leadership roles

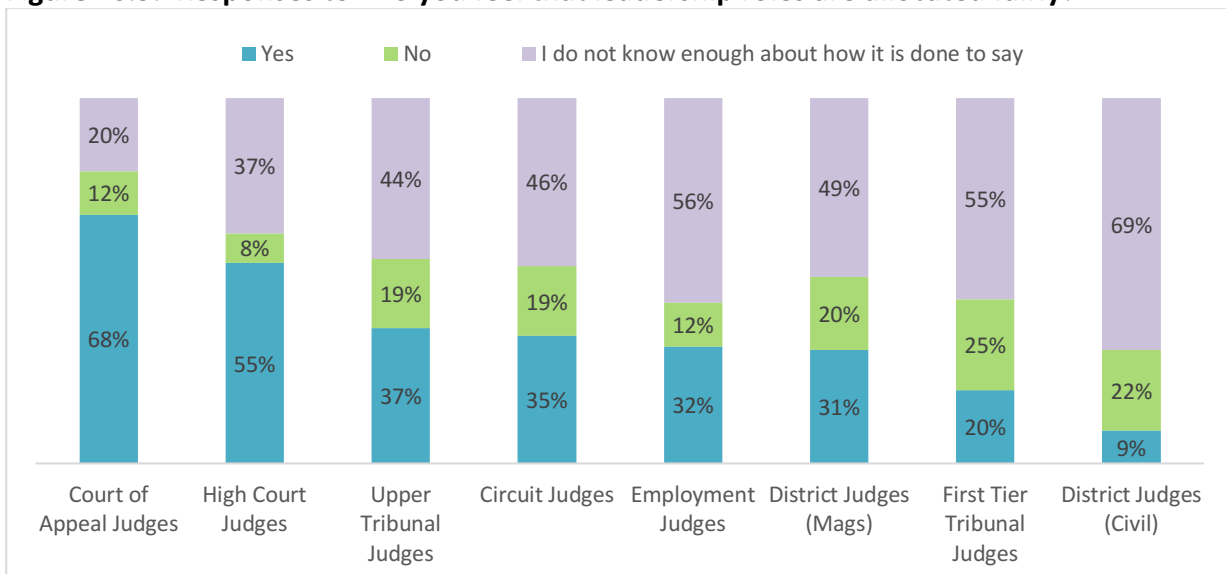
<i>Are leadership roles in the judiciary allocated fairly?</i>	2020 JAS	2016 JAS	2014 JAS
Yes	29%	26%	30%
No	19%	20%	28%
I do not know enough about how it is done to say	52%	54%	42%

By Post

There are clear differences between judicial posts in relation to this issue (Figure 10.5). To a large extent judges in the more senior ranks of the judiciary had confidence that leadership roles were allocated fairly, while judges in other ranks were most likely to say that they did not know enough about how leadership roles were allocated to say whether the process was fair or not. This reflects a similar pattern in the 2016 JAS.

- Only amongst two judicial posts (the two most senior posts) did a majority of judges say they felt leadership roles were allocated fairly: Court of Appeal Judges (68%) and High Court Judges (55%). These are almost identical to the results in 2016.
- A majority of District Judges (Civil) (69%), First Tier Tribunal Judges (55%) and Employment Judges (56%) said they did not know enough about how leadership roles were allocation to say whether the process was fair or not. These are also almost identical to the results in 2016.
- Amongst Circuit Judges, Upper Tribunal Judges and District Judges (Mags), just under half of judges said they did not know enough about how leadership roles were allocation to say whether the process was fair or not, but approximately third said they felt the process was fair. Again, these are almost identical to the results in 2016.

Figure 10.5: Responses to “Do you feel that leadership roles are allocated fairly?”



10.4 Immediate leadership judges

In 2020, for the first time the JAS explored judges' experiences of and views about their immediate leadership judge (Figure 10.6). "Immediate leadership judge" refers to the judge whose role includes direct responsibility for individual judges, in particular with regard to pastoral support and advice.

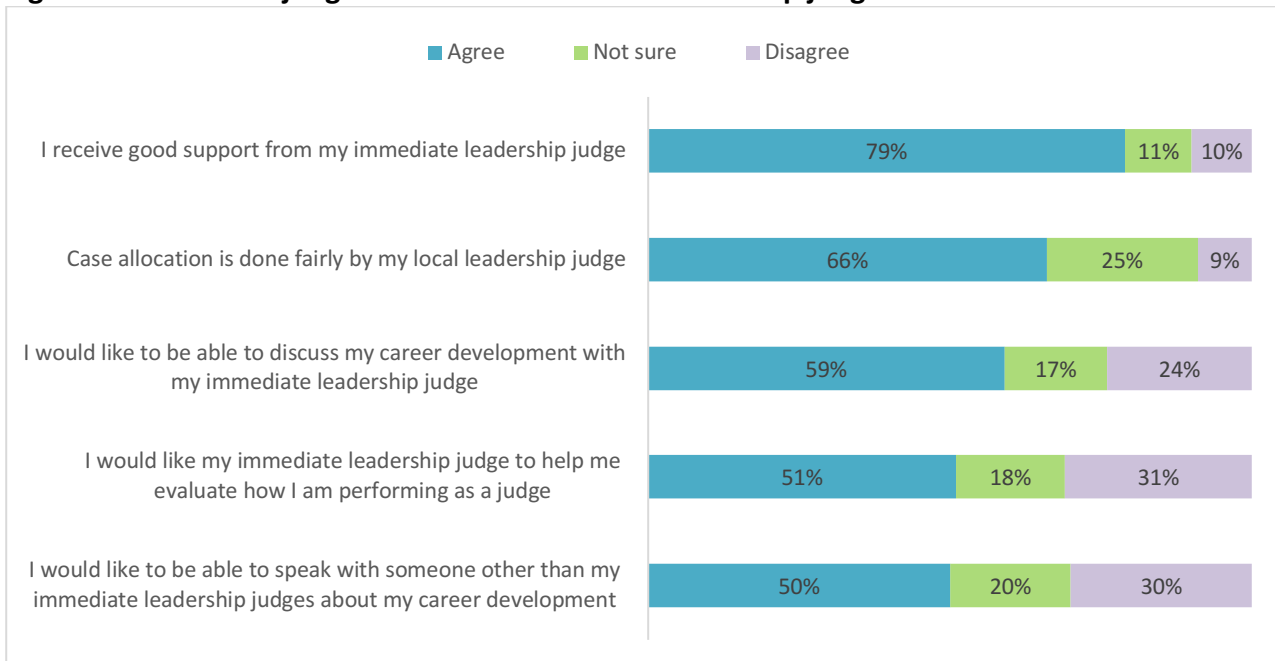
In relation to support and fairness from immediate leadership judges:

- Over three-quarters of judges (79%) feel they receive good support from their immediate leadership judge.
- Two thirds of judges (66%) also feel that case allocation is done fairly by their local leadership judge.

In relation to judges' desire for additional support from leadership judges:

- A majority of judges (59%) said they would like to be able to discuss their career development with their immediate leadership judge.
- Just over half (51%) of judges said they would like their immediate leadership judge to help them evaluate how they are performing as a judge, although almost a third (31%) did not.
- Half of judges (50%) said they would like to speak with someone other than their immediate leadership judge about their career development, although almost a third (30%) did not.

Figure 10.6: Salaried judges' views on immediate leadership judges



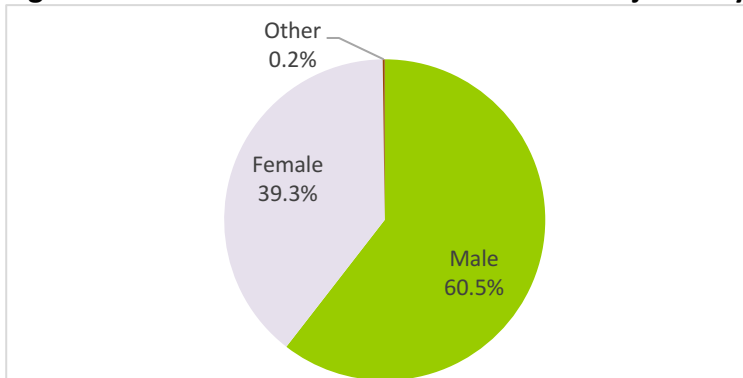
11. Survey Respondents

This section provides a demographic analysis of the JAS respondents. Given the very high response rate to the JAS amongst the salaried members of the courts judiciary of England and Wales (99.7%) and UK reserved tribunals, this section enables a more detailed look at the background of the salaried judiciary than is afforded by other published judicial statistics.

11.1 Gender

- Female judges (39.3%) are under-represented in the salaried judiciary in relation to their representation in population of England and Wales (50.8%).
- The 2020 JAS enabled judges to identify their gender as Other for the first time: 0.2% of all salaried judges identified as Other.

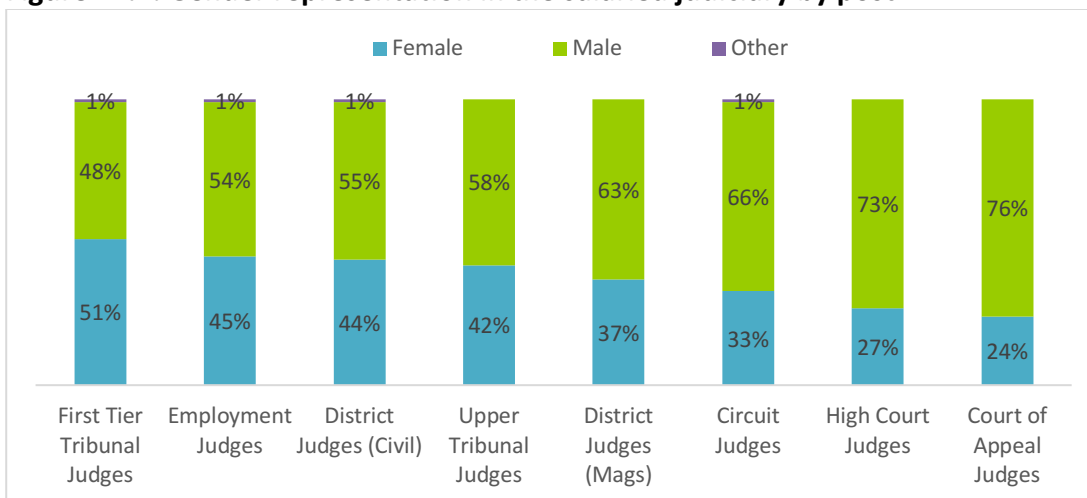
Figure 11.1: Gender distribution in the salaried judiciary



Female representation in the salaried judiciary varies significantly by judicial post.

- Only in First Tier Tribunal posts are there more female judges (51%) than male judges (48%). And only in First Tier Tribunal posts does female and male representation reflect gender representation in the population of England and Wales (51% female).
- The smallest proportion of female judges are found in the highest judicial posts: Court of Appeal (24%) and High Court (27%).

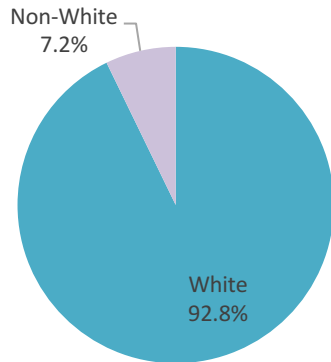
Figure 11.2: Gender representation in the salaried judiciary by post



11.2 Ethnicity

In the last census in 2011, 86% of the England and Wales population self-identified as White and 14% self-identified as Asian, Black, Mixed and Other non-White ethnicities. In the 2020 JAS, non-White judges comprised 7.2% of the salaried judiciary that self-identified their ethnicity.

Figure 11.3: Ethnicity of salaried judiciary



Judges who self-identify as Asian comprise the largest proportion of non-White salaried judges (4%).

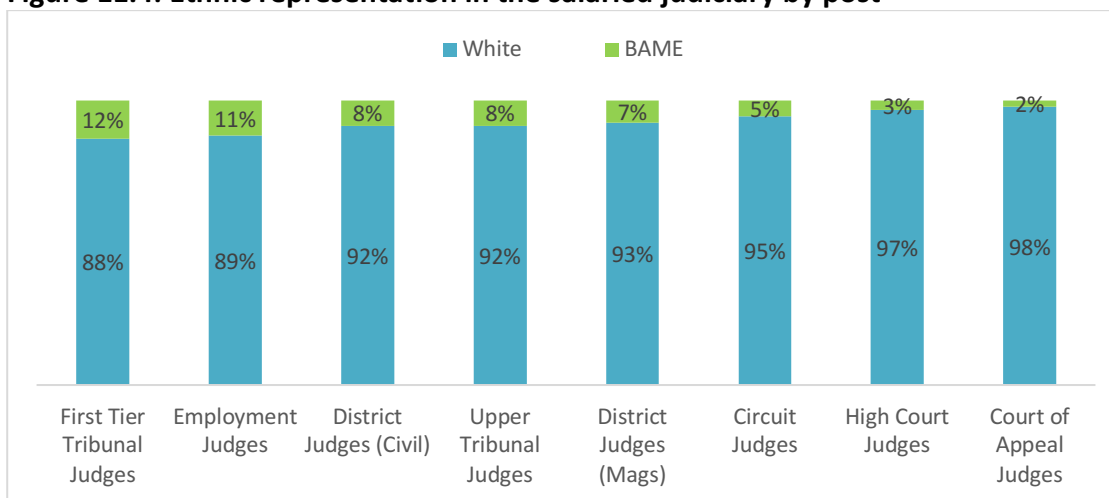
Table 11.1: Salaried judiciary by ethnicity

White	Asian	Black	Mixed	Other
	4.0%	0.9%	1.5%	0.8%
92.8%	7.2%			

There is no judicial post that reflects the ethnic distribution within the population of England and Wales.

- The largest proportion of non-White salaried judges is amongst First Tier Tribunal Judges (12%) and Employment Judges (11%).
- The smallest proportion of non-White judges is amongst Court of Appeal Judges (2%), High Court Judges (3%) and Circuit Judges (5%).

Figure 11.4: Ethnic representation in the salaried judiciary by post

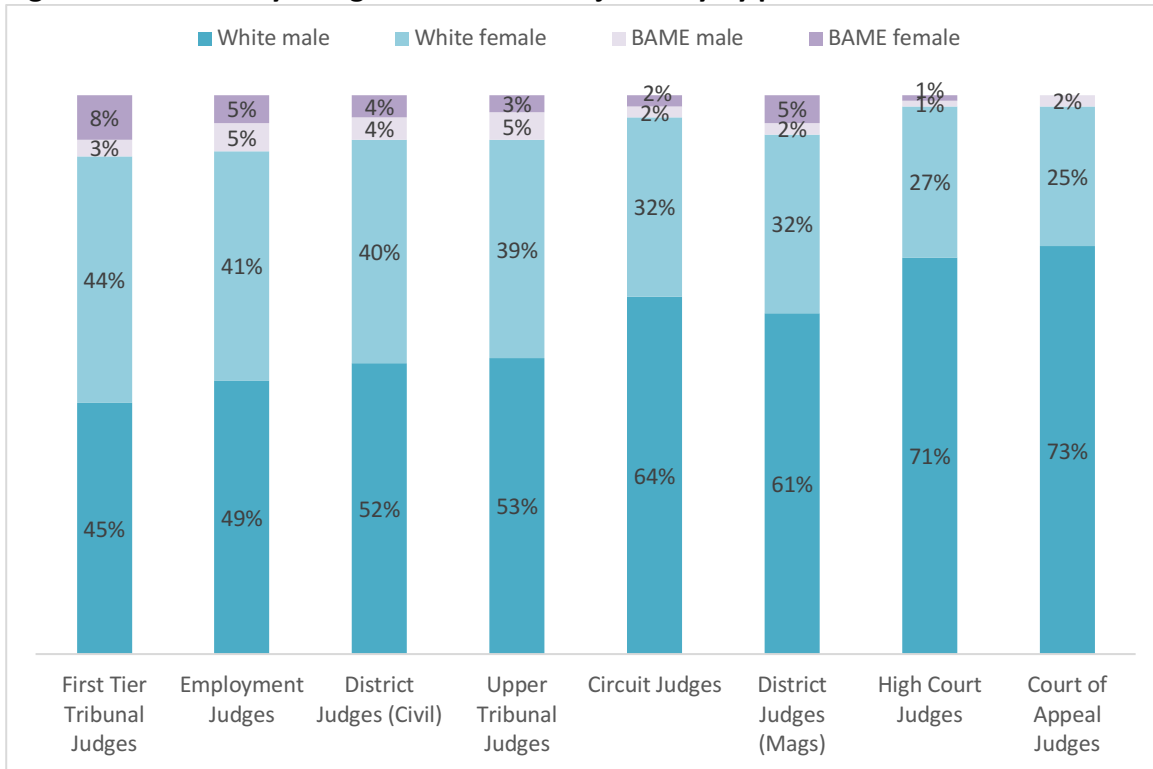


11.3 Gender and ethnicity combined

There are substantial differences in the combined gender and ethnicity profile of judges by judicial post (Figure 11.5).

- The largest proportion of female BAME judges is in the First Tier Tribunal (8%).
- The largest proportion of male BAME judges is amongst Employment and Upper Tribunal Judges (5% in each post).
- The largest proportion of White female judges is in the First Tier Tribunal (44%).
- The largest proportion of White male judges is amongst Court of Appeal Judges (73%) and High Court Judges (71%).

Figure 11.5: Ethnicity and gender of salaried judiciary by post



11.4 Disability

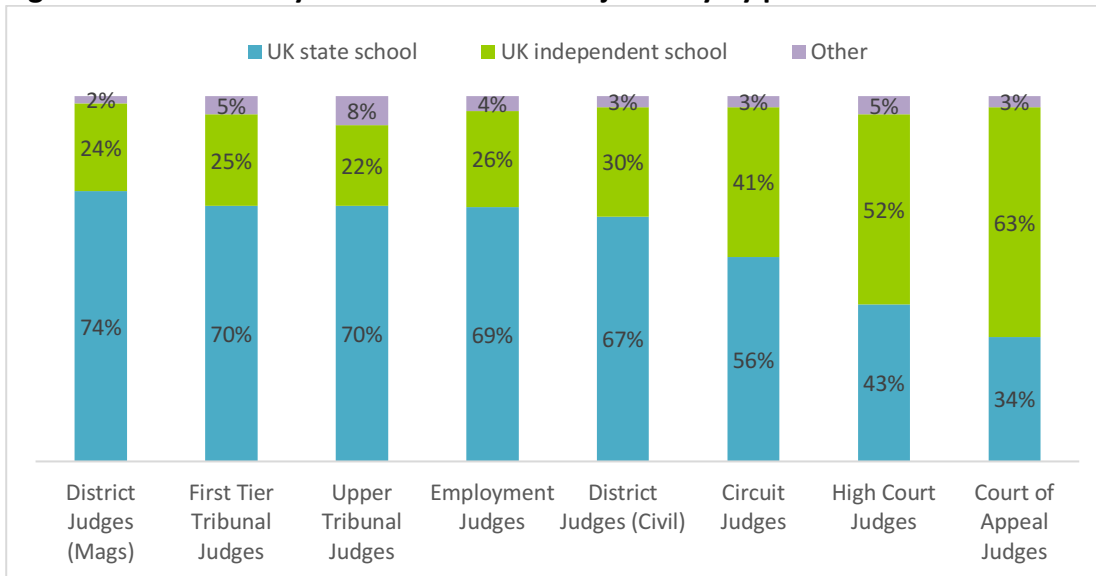
A total of 6.3% of judges who took part in the survey said they had a declared disability and had requested that reasonable adjustments be made at their court to enable them to do their job to the best of their ability.

11.5 Education

11.5.1 Secondary education

A majority of judges in all judicial posts attended a UK state school for their secondary education, except for the Court of Appeal (34%) and the High Court (43%).

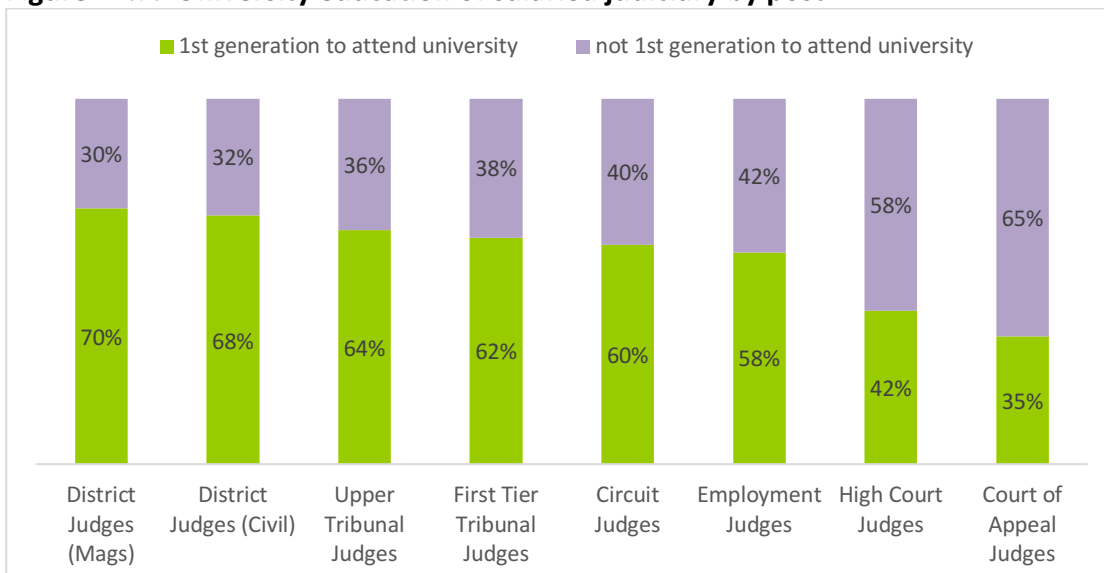
Figure 11.6: Secondary education of salaried judiciary by post



11.5.2 University education

A majority of judges in all judicial posts were the first generation in their family to attend university, except for the Court of Appeal (35%) and the High Court (42%).

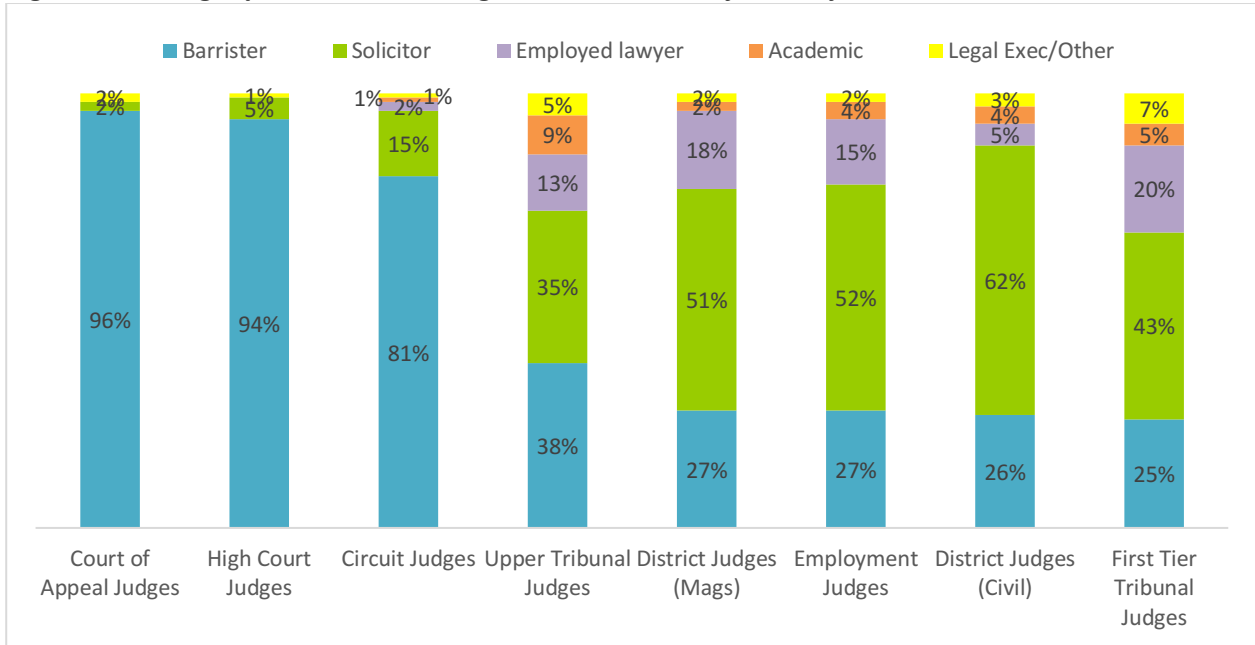
Figure 11.7: University education of salaried judiciary by post



11.6 Legal experience

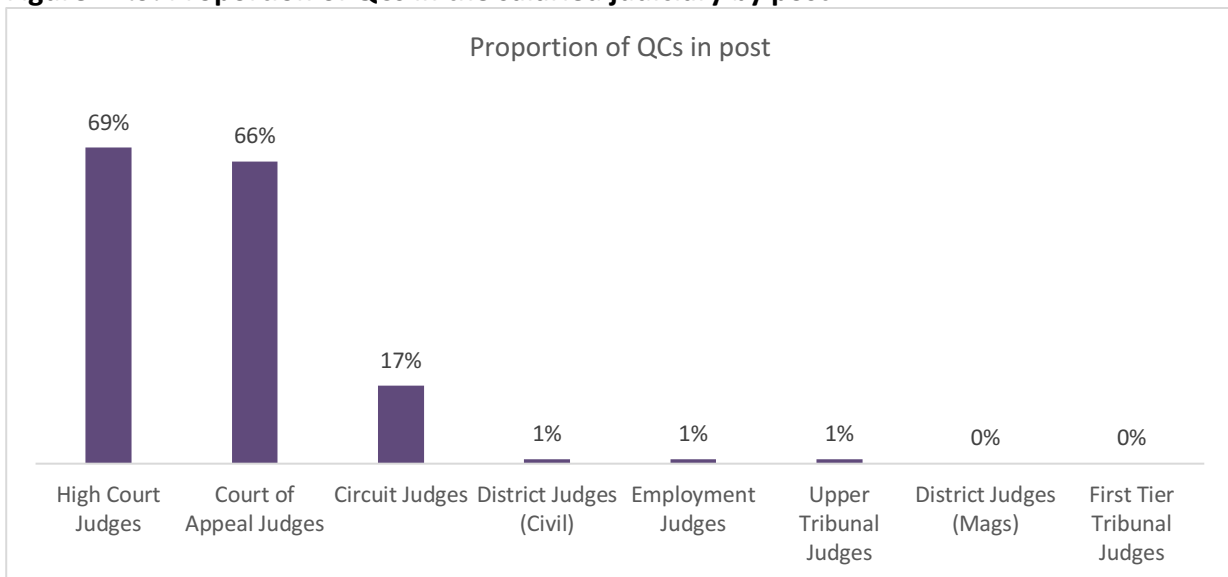
- Almost all Court of Appeal Judges (96%), High Court Judges (94%) and Circuit Judges (81%) were barristers before taking up a salaried judicial post.
- In contrast, a majority of District Judges (Civil) (62%), District Judges (Mags) (52%) and Employment Judges (51%) were solicitors before joining the judiciary.
- Upper Tribunal Judges and First Tier Tribunal Judges have the most mixed professional backgrounds.

Figure 11.8: Legal professional background of salaried judiciary



At least two-thirds of all High Court (69%) and Court of Appeal Judges (66%) are QCs. Other than Circuit Judges where 17% are QCs, there are virtually no QCs amongst judges in other salaried judicial posts.

Figure 11.9: Proportion of QCs in the salaried judiciary by post

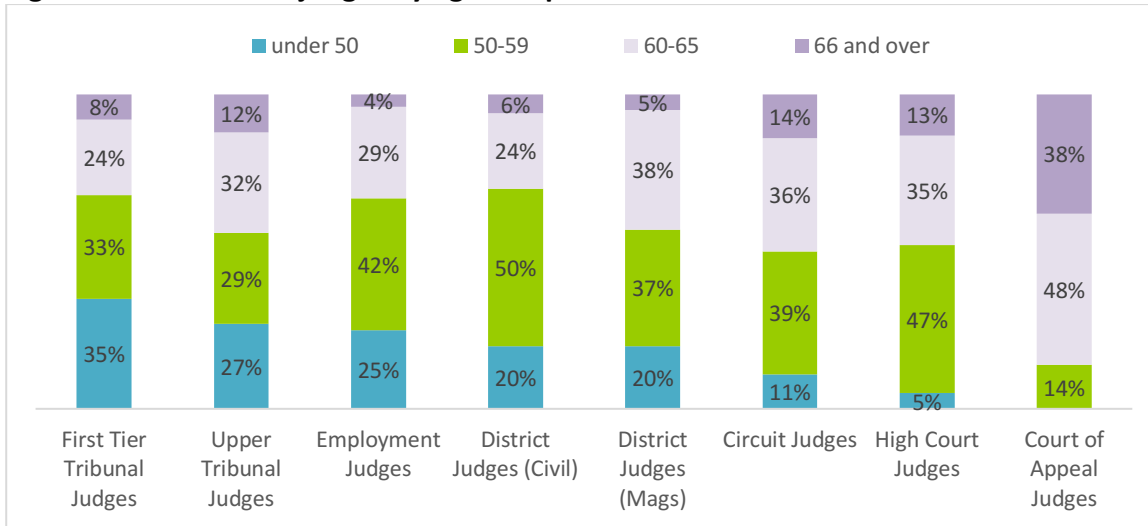


11.7 Age group

For a judicial system where judges are appointed to salaried posts only after a substantial time in legal practice, it is not surprising that there are only small proportions of salaried judges under 50 year of age in almost all judicial posts.

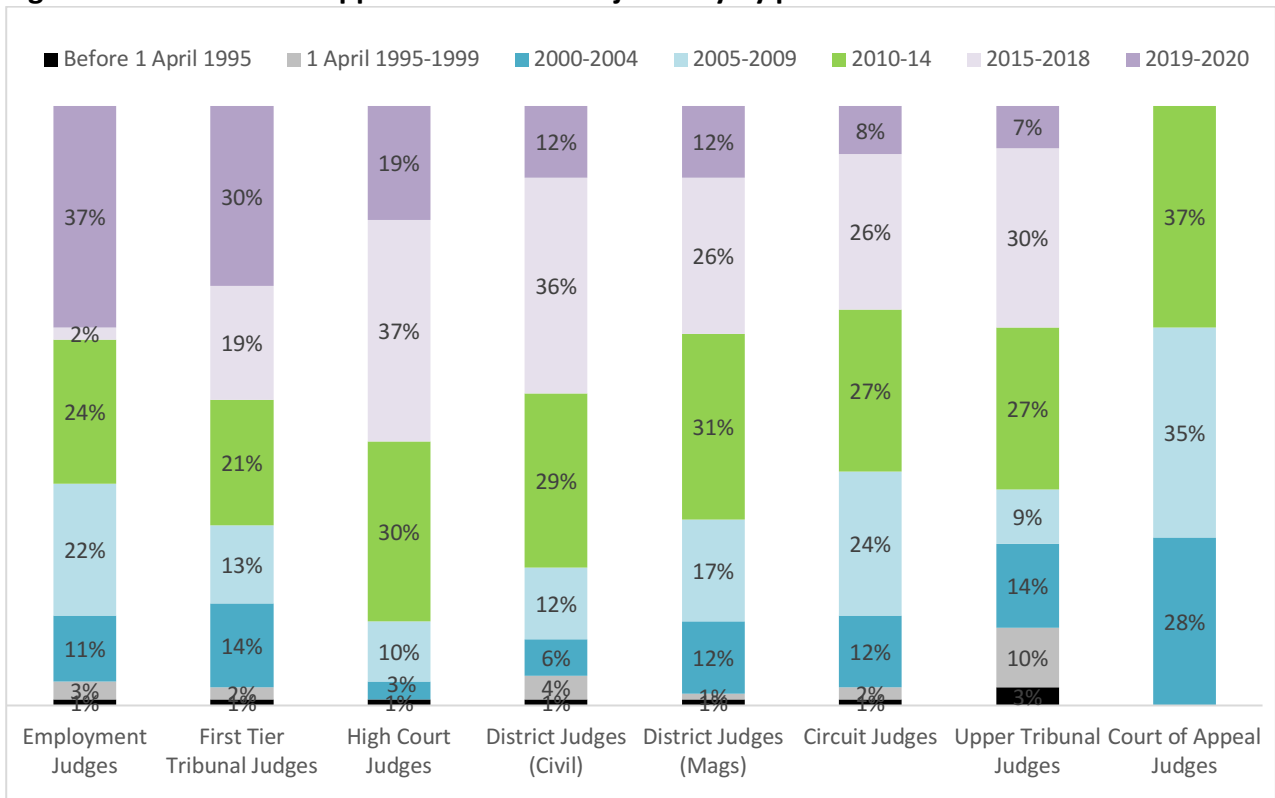
- First Tier Tribunal Judges have the highest representation of younger judges, with the single largest group (35%) under 50 years of age.
- Almost all Court of Appeal Judges (86%) are 60 and older.
- The single largest group of judges in most other judicial posts are between 50-59 years of age.

Figure 11.10: Salaried judges by age and post



11.8 Date of first appointment to salaried post

Figure 11.11: Date first appointed to salaried judiciary by post

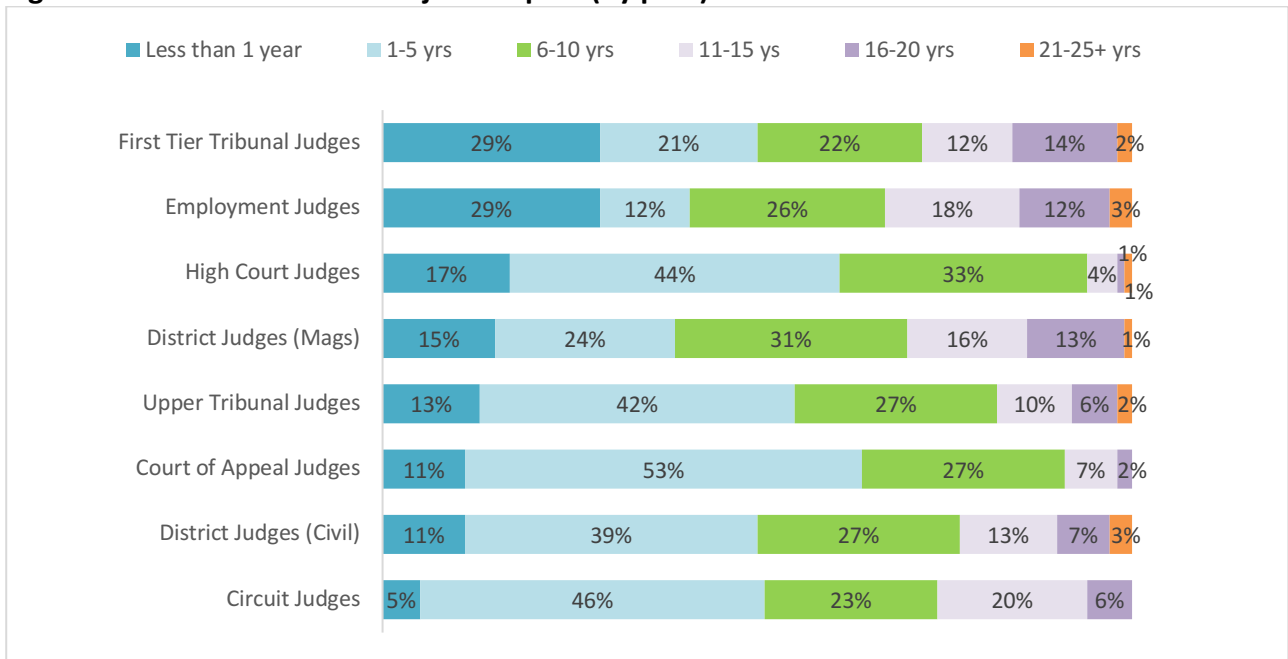


11.9 Tenure in current post

There is some substantial variation across judicial posts in the tenure of judges in their current post:

- Judicial posts with the largest proportion of salaried judges who were in their current post for less than a year in summer 2020 were First Tier Tribunal Judges (29%) and Employment Judges (29%).
- For most other judicial posts, the single largest proportion of judges have been in their current post for 1-5 years.
- The High Court has the smallest proportion of judges who have been in post for more than 10 years (6%).

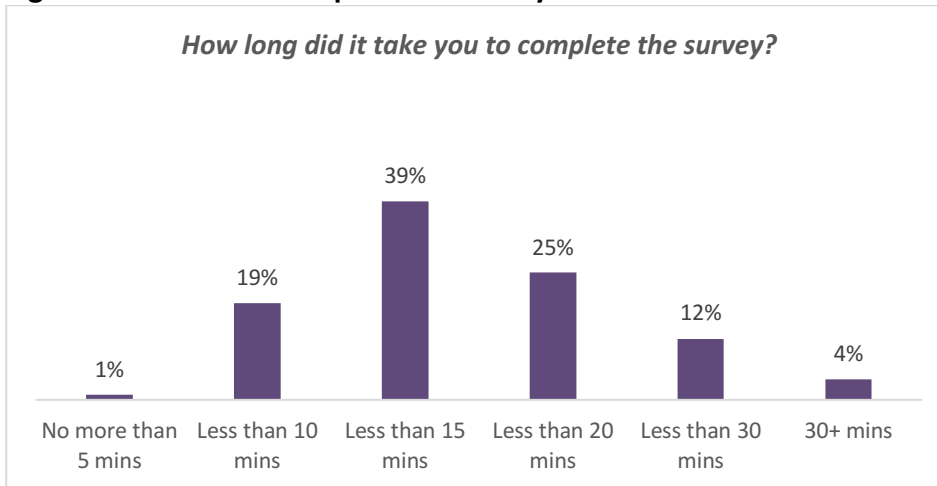
Figure 11.12: Tenure in current judicial post (by post)



12. The Survey

Almost all (83%) judges who completed the survey said it was about the right length. The majority (59%) of those who took part in the survey said it took them under 15 minutes to complete (Figure 12.1).

Figure 12.1: Time to complete the survey



Judicial Attitude Survey 2020

2020 Judicial Attitude Survey

The Judicial Institute of University College London (UCL) runs the **UK Judicial Attitude Survey (JAS)** on behalf of the Lord Chief Justice of England and Wales, the Lord President of Scotland, the Lord Chief Justice of Northern Ireland and the Senior President of Tribunals. This **survey is by judges for judges**. It has been developed through a Working Group with representatives from all levels of the courts and tribunals judiciary.

Why it is important for you to take part in this survey

This is the third running of the JAS. It was run first in 2014, then in 2016 and now this year. It has had a 99% response rate in the past, which means this is the survey that produces the **most reliable evidence about the state of the judiciary**. There have been **changes in the judiciary since 2016**. It is important to understand the impact of these changes on all judges, and by completing this survey you will be ensuring that judges' views are taken into account in important decisions about the future of the judiciary.

Changes to the JAS since 2016

This current survey includes many of the same questions judges were asked in 2014 and 2016, which will help to assess any changes in judicial attitudes over the last few years. But this survey also includes **a number of new questions**, including questions about **judicial welfare** and major changes taking place in the judiciary as a result of the **Reform Programme**.

The Survey and COVID-19

The UK Judicial Attitude Survey was scheduled to run this spring, and despite the challenges we all face as a result of Covid-19, it was felt that it was important to carry on with the survey. Our work as judges has carried on through the emergency, and it remains as important as ever to understand how judges feel about their judicial role, their working lives and their plans for the future. Most of the survey questions include "free text" boxes where you can leave additional comments, and you may wish to use these boxes to say whether your answers to

specific questions have been affected by Covid-19 and would have been different before the pandemic.

Confidentiality

The survey is **completely voluntary and anonymous**. Your survey responses **cannot be traced back** to you personally. In order to ensure full anonymity in the survey, it is not possible for you to start the survey, save some responses and return to complete the survey later. This would require the survey system to be able to identify you by your email or IP address. So you need to complete the survey in one go.

Thank you for taking the time to do the survey, which should take 5-10 minutes.

Use of the Survey

UCL has undertaken in writing not to use any information collected in its research, save with the express consent of the Lord Chief Justices, Lord President and Senior President of Tribunals. The anonymised, collated data will be held by the Judicial Offices of each jurisdiction.

Publication or disclosure, either in whole or in part, of any survey responses may be included in the formal response to the SSRB or other public bodies. Disclosure of submitted information may also be requested in accordance with, for instance, the Freedom of Information Act 2000 or the Freedom of Information (Scotland) Act 2001. Where such disclosure is sought UCL and/or the Judicial Offices undertake to take such steps as appropriate and as they believe applicable to seek exemptions from such disclosure.

Your participation in this survey and your answers to the following questions will be extremely helpful.

Start

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Judicial Attitude Survey 2020

Your Judicial Post

1. Please indicate which is the main judicial post you currently hold.

(If you have multiple posts please select what you consider is your main post and you can provide any further details in the box below)

- First Tier Tribunal Judge
- Employment Judge
- Upper Tribunal Judge
- District Judge - Civil (inc Family)
- District Judge - Magistrates' courts (inc Family)
- Circuit Judge
- Senior Circuit Judge
- High Court Judge (Chancery)
- High Court Judge (Family)
- High Court Judge (Queen's Bench)
- Lord or Lady Justice of Appeal or Head of Division
- Master (Queen's Bench or Chancery)
- Insolvency and Companies Court Judge
- Cost Judge of the Senior Courts
- Judge Advocate General (including Vice and Assistant JAG)
- Other (please specify in box below)

2. Are you:

- Full-time salaried judge
- Part-time salaried judge
- Other (please specify in the box below)

3. When were you FIRST appointed to the SALARIED judiciary?

- Before 1 April 1995
- 1 April 1995 - 1999
- 2000 - 2004
- 2005 - 2009
- 2010 - 2014
- 2015 - 2018
- 2019 - 2020

4. How long have you been in your CURRENT judicial post (ie, the post you indicated in Question 1)?

- Less than 1 year
- 1-5 years
- 6-10 years
- 11-15 years
- 16-20 years
- 21-25 years
- 26-30 years
- Over 30 years

5. Do you currently hold any other judicial post in addition to the main judicial post you have indicated in Question 1 above?

- No
- Yes (please feel free to provide details in the box below - but it is not required)

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Judicial Attitude Survey 2020

Working Conditions

6. How would you rate working conditions in the judiciary compared with 2 years ago?

- Significantly better
 Better
 About the same
 Worse
 Significantly worse
 Not applicable to me (I was not in the judiciary 2 years ago)

7. Please provide an assessment of the following working conditions at the main court or tribunal where you work **in relation to remote working from home**.

	Excellent	Good	Adequate	Poor
Amount of administrative support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of administrative support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Morale of court or tribunal staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physical quality of the building	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Maintenance of the building	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physical quality of your personal work space	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Space to meet and interact with other judges	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Security at your court or tribunal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. How would you assess your case workload over the last 12 months?

- Too high
 Manageable
 Too low

9. How would you assess your judicial workload that does not include your casework over the last 12 months?

- Too high
 Manageable
 Too low
 I do not have any judicial work outside of my casework

10. To what extent do you feel the following are important to you?

	Important	Not sure	Not important
Opportunities for flexible working hours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Opportunities to work part-time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Time to discuss work with colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities to sit in other jurisdictions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities for career progression	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support for dealing with stressful conditions at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Training opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further comments on these issues, including how any may have been affected by your experience working under Covid-19

11. Please assess the availability of each of the following in your current judicial post:

	Excellent	Good	Adequate	Poor	Non-existent
Opportunities for flexible working hours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities to work part-time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Time to discuss work with colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities to sit in other jurisdictions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities for career progression	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support for dealing with stressful conditions at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Training opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further comments on these issues, including how any may have been affected by your experience working under Covid-19

12. During the current Covid-19 emergency how often are you coming into work at your court or tribunal building?

- All the time
- Most of the time
- Occasionally
- Not at all

Please feel free to provide any further comments

Judicial Attitude Survey 2020

Judicial Welfare and Communications

13. Are you ever concerned about your personal security as a result of your judicial role?

(Please select as many options as apply to you)

- Yes, sometimes when I am in court
- Yes, sometimes outside of court
- Yes, sometimes on social media
- No

Please feel free to comment about your personal security as a judge

14. Do you feel you would benefit from more guidance or assistance on any of the follow?

	Yes I would like more guidance on this	Not sure	No I don't need more guidance on this
How to ensure my safety in court	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How to ensure my safety out of court	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How to deal with internet and social media coverage about my work as a judge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How to safely use the internet and social media as a judge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to comment on these or any other judicial welfare issue

15. Compared to 12 months ago, how would you rate the following

	Much better	Better	Same	Worse	Much worse
Communications to judges via the Judicial Intranet	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communications to judges about the HMCTS Reform Project	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communications to judges from the senior judiciary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to share any further comments on these issues here

16. If you have a declared disability, have you requested that reasonable adjustments be made at your court or tribunal to enable you to do your job to the best of your ability?

- Yes
- No
- Not applicable to me

If you answered YES, please indicate in the box below if the adjustments requested have been made to your satisfaction:

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Judicial Attitude Survey 2020

Salary and Pensions

17. Please indicate how much you agree or disagree with the following statements

	Strongly agree	Agree	Not sure	Disagree	Strongly disagree
I am paid a reasonable salary for the work I do	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have had a loss of net earnings over the last 2 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judicial salary issue is affecting my morale	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judicial salary issue is affecting the morale of judges I work with	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My pay and pension entitlement does not adequately reflect the work I have done and will do before retirement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The amount of out of hours work required to do the job is affecting me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I felt that leaving the judiciary was a viable option I would consider doing so	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I could earn additional income through out of court work I would pursue this option	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I follow closely the developments about judicial pensions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would like to know more about developments in judicial pensions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

18. **Prior to my appointment to the salaried judiciary, I was earning:**

- Substantially less than my judicial salary on appointment
- Less than my judicial salary on appointment
- About the same as my judicial salary on appointment
- More than my judicial salary on appointment
- Substantially more than my judicial salary on appointment

Please feel free to provide any further comments

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Judicial Attitude Survey 2020

Judicial Resources & Digital Working

19. Please provide an assessment of the following IT resources available to you at the main court or tribunal where you work:

	Excellent	Good	Adequate	Poor	Non-existent
Standard of IT equipment provided for you personally to use (ie, laptop, desktop computer) when working at court	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Standard of IT equipment available to you for working remotely	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Standard of IT equipment used in your court or tribunal (eg, video playback and video link equipment, tele-conferencing)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Internet access in your court or tribunal building	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Internet access when working remotely	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
IT support when working in your court or tribunal building	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
IT support when working remotely	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further details

20. This question asks about your access to different digital resources:

	Yes	No
Are you regularly required to use Digital Case System "DCS" or other electronic case systems?	<input type="radio"/>	<input type="radio"/>
Are you on e-Judiciary?	<input type="radio"/>	<input type="radio"/>
Does your court or tribunal have Wi-Fi available in courtrooms/hearing rooms?	<input type="radio"/>	<input type="radio"/>
Does your court or tribunal have Wi-Fi in all other parts of the court building?	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further details

21. Please rate the following

(If any statement below does not apply to you please skip that particular statement)

	Excellent	Good	Adequate	Poor	Non-existent
Usability of DCS (or other electronic case system)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Availability of training on DCS (or other electronic case system)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of training on DCS (or other electronic case system)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Functionality of e-Judiciary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of Wi-Fi in your court or tribunal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further details

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Judicial Attitude Survey 2020

Training and Personal Development

22. To what extent are you satisfied with the following aspects of your judicial role:

	Completely satisfied	Satisfied	Could be better	Not satisfied at all
Sense of achievement in the job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Challenge of the job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Variety of work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities for career progression	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities to make use of the tickets I already hold	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cross deployment opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities for regular personal review of my judicial role with someone in a leadership position	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further comments on these specific issues

23. To what extent are you satisfied with the following aspects of judicial training:

	Completely satisfied	Satisfied	Could be better	Not satisfied at all
Range of judicial training available	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Quality of judicial training available	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Time available to undertake judicial training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Time to prepare for training courses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further comments on these specific issues

24. In which, if any, of the following areas would you welcome new judicial training opportunities?

(Please select as many options as apply to you)

- Hands on training using IT in court
- Leadership and managing others
- Media handling
- Wellbeing for judges
- Presentation and communication skills
- Understanding statistics in the legal context
- eLIS training
- Conducting remote hearings
- Other (please specify in the box below)

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Judicial Attitude Survey 2020

Change in the Judiciary

25. To what extent do you feel that your job as a judge has changed since you were first appointed to a salaried post? *(This question should be answered without taking into account any recent changes that may have occurred in your job as a result of Covid-19)*

- It has not changed at all
- It has only changed a very small amount and this does not affect me
- There has been some change which affects me
- There has been a large amount of change
- It has changed completely

26. The following explore your view of changes in your job as a judge.

(If possible please provide a response to each statement)

	Strongly Disagree	Disagree	Not sure	Agree	Strongly Agree
The judiciary was managing change well before Covid-19.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judiciary is managing change well during Covid-19.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Too much change has been imposed on the judiciary in recent years.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
More change is still needed in the judiciary.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The amount of change in recent years has brought judges to breaking point.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judiciary needs to have control					

over policy changes that affect judges.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Despite any reservations I may have about changes in the judiciary I still enjoy my job as a judge.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

27. How concerned are you by each of these changes in the judiciary?

	Not concerned at all	Only slightly concerned	Not sure	Somewhat concerned	Extremely concerned
Court closures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increase in litigants in person	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staff reductions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
HMCTS Reform Programme	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fiscal constraints	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Loss of experienced judges	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Loss of respect for the judiciary by government	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personal safety for judges	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Low judicial morale	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Attacks on the judiciary in the media	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reduction in face-to-face hearings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Inability to attract the best people into the judiciary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Loss of judicial independence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Stressful working conditions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Extra work caused by reforms	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further comment:

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Judicial Attitude Survey 2020

Future Planning

28. Might you consider leaving the judiciary in the next 5 years?

- Yes
- No
- I am currently undecided about this
- I will reach compulsory retirement age in the next 5 years but plan to leave before that date
- I will reach compulsory retirement age in the next 5 years and plan to stay until that date

29. The following explore your views on judicial retirement:

	Strongly Disagree	Disagree	Not sure	Agree	Strongly Agree
Judges should not be required to retire at 70.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The main reason I would leave the judiciary before the compulsory retirement age is to do other things while I am able.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The main reason I would leave the judiciary before compulsory retirement age is dissatisfaction with my job as a judge.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further comments

30. On 1 April 2020, what was your age in YEARS and MONTHS?

On 1 April 2020 my age was years and months.

31. Which of the following factors would make you more likely to leave the judiciary before reaching compulsory retirement age?

(Please select as many options as apply to you).

- Increase in workload
- Lack of promotion
- Limits on pay awards
- Reduction in pension benefits
- Lack of respect for the judiciary by government
- Reduction in administrative support
- Further demands for out of hours working
- Introduction of online courts
- Lack of stimulating work
- Increase in litigants in person
- Lack of effective leadership of the judiciary
- Stressful working conditions
- Inability to move to salaried part-time working
- HMCTS Reform Programme
- Requirement to sit in a location too far from home
- Attacks on the judiciary by the media
- Court closures
- Personal health issues

- Inability to work more flexible hours
- Uncertainty over the future of my part of the judiciary
- Personal security concerns
- Other (please specify in the box below)

Please feel free to provide a further comment:

32. Which of the following factors would make you more likely to remain in the judiciary until compulsory retirement age?

(Please select as many options as apply to you).

- Appointment to a higher post
- Change of work location
- Higher remuneration
- Better administrative support
- Reduction in workload
- Increased flexibility in working hours
- Greater variation in work
- Better leadership of the judiciary
- Having more leadership responsibilities
- Restoration of previous pension entitlements
- Greater certainty over the future of my part of the judiciary
- Support for dealing with stressful working conditions
- Opportunity for sabbatical
- Opportunity to work part-time
- Reduction in litigants in person

- Better security for judges
- HMCTS Reform Programme
- Greater respect for the work judges do
- Other (please specify in the box below)

Please feel free to provide a further comment:

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Judicial Attitude Survey 2020

Being a Member of the Judiciary

33. As a judge, to what extent do you feel valued by the following groups?

	Greatly valued	Generally valued	Not sure	Generally not valued	Not valued at all
Public	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Government	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Legal Profession	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Parties in cases that appear before me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Court staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Media	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Judicial colleagues at my court	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Senior leadership in the judiciary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further comments

34. As a judge I feel I provide an important service to society.

Strongly Disagree

Disagree

Not sure

Agree

Strongly Agree

35. I feel a strong personal attachment to being a member of the judiciary.

Strongly

Strongly

Disagree Disagree Not sure Agree Agree

36. I feel I have an important job that I am committed to doing as well as I possibly can.

Strongly disagree Disagree Not sure Agree Strongly Agree

37. Members of the judiciary are respected by society at large

- Less than they were 5 years ago
- About the same as they were 5 years ago
- More than they were 5 years ago

Please feel free to provide any further comments

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Judicial Attitude Survey 2020

Joining the judiciary

38. Knowing what you know now about your job as a judge would you still have applied for a salaried post?

- Yes
- No
- Not sure

39. Would you encourage suitable people to apply to join the salaried judiciary?

- Yes
- No
- Not sure

Please feel free to provide any further comments

40. The reasons I would encourage suitable people to apply to join the salari

ed judiciary are:

(Please select as many options as reflect your view)

- Challenge of the work
- Sense of collegiality
- Job security
- Intellectual satisfaction
- Salary

- Public service
- Respect in the community
- Pension
- Administrative support
- Less pressurised environment than practice
- Prestige of the job
- Chance to contribute to justice being done
- Court Reform Programme
- Other (please specify in the box below)

Please feel free to provide a further comment:

41. The reasons I would discourage suitable people from applying to join the salaried judiciary are:

(Please select as many options as reflect your view)

- Isolation of the job
- Constant policy changes
- Lack of variety in the work
- Lack of respect for judges
- Experience of changes to pension entitlements
- Lack of personal control over working time
- Reduction in income
- Lack of administrative support
- Poor quality of physical work environment
- Feeling of being an employee or civil servant

- Judicial appointments process
- Too much out of hours work required to do the job
- Lack of support from the senior judiciary
- Rigid hierarchical work environment
- Too few opportunities for promotion
- Increase in litigants in person
- Court reform Programme
- Other (please specify in the box below)

Please feel free to provide a further comment:

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Judicial Attitude Survey 2020

Leadership

42. Please indicate if you currently:

(Please tick as many answers as apply to you)

- hold a formal leadership position in the judiciary (e.g., Resident or Regional Judge, President or Deputy/Vice President, Head of Division, President, etc.)?
- undertake any additional responsibilities as a judge that are not formal leadership roles (e.g., Chair of a judicial committee, Judicial College duties etc.)?

43. Would you be interested in taking on more leadership responsibilities in your judicial role?

- Yes
- Yes but there are none available in my jurisdiction
- I would be interested if leadership roles were properly rewarded
- No a leadership role is not for me
- No I have (or have had) enough leadership responsibilities already
- Not at the present time but possibly in future
- Not sure

44. Do you feel that judicial leadership roles are allocated fairly?

- Yes
- No
- I do not know enough about how it is done to say

If you answered No please feel free to provide reasons why

45. The following explore your views of your immediate leadership judge(s):

	Strongly Agree	Agree	Not sure	Disagree	Strongly Disagree
I would like my immediate leadership judge to help me evaluate how I am performing as a judge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would like to be able to discuss my career development with my immediate leadership judge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would like to be able to speak with someone other than my immediate leadership judge about my career development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Case allocation is done fairly by my local leadership judge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I receive good support from my immediate leadership judge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further comments

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Judicial Attitude Survey 2020

Covid-19 and this Survey

46. The 2020 UK Judicial Attitude Survey is being run during the Covid-19 emergency, and you are welcome to provide any further comments in the box below about how, if at all, your answers to this survey may have been affected by Covid-19.

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Judicial Attitude Survey 2020

General Information

47. Before being appointed to the judiciary what type of legal engagement were you in?

(Please tick as many answers as apply to you)

- Barrister
- Employed lawyer
- Legal academic
- Legal executive
- QC
- Solicitor
- Other (please specify in the box below if you would like to)

48. Are you:

- Male
- Female
- Other

49. What is your age group?

- Under 35
- 35-39
- 40-44

- 45-49
- 50-54
- 55-59
- 60-62
- 63-65
- 66-67
- 68-69
- 70 or over

50. **Do you have any of the following?**

- Children you support financially
- Caring responsibilities for a family member(s)?

51. **This question asks about your education experience**

(Please tick as many boxes as apply to you)

- Secondary education - I attended a UK state school
- Secondary education - I attended a UK independent/fee-paying school
- Secondary education - I attended school outside the UK
- Secondary education - other
- University - I was part of the first generation of my family to attend university
- University - I was not part of the first generation of my family to attend university
- Other (please specify in the box below)

52. What is your ethnic group?

- White - English/Welsh/Scottish/Northern Irish/British
- White - Irish
- White - Gypsy of Irish Traveller
- White - Other
- Mixed - White and Black Caribbean
- Mixed - White and Black African
- Mixed - White and Asian
- Mixed - any other Mixed background
- Asian - Indian
- Asian - Pakistani
- Asian - Bangladeshi
- Asian - any other Asian background
- Asian - Chinese
- Black - Caribbean
- Black - African
- Black - any other Black background
- Arab
- Any other ethnic group

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Judicial Attitude Survey 2020

The Survey

53. This survey was:

- Too long
- About the right length
- Not long enough

54. How long did it take you to complete this survey?

- No more than 5 minutes
- Less than 10 minutes
- Less than 15 minutes
- Less than 20 minutes
- Less than 30 minutes
- 30 minutes or longer

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Finish

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