

2024

UK Judicial Attitude Survey

England & Wales courts, coroners and
UK tribunals

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Executive Summary

UK Judicial Attitude Survey

The UK Judicial Attitude Survey (JAS) is a longitudinal survey of all serving judges in the UK, run by the UCL Judicial Institute on behalf of the judiciaries of England and Wales, Scotland and Northern Ireland.

- It is the only known recurring survey of the working lives of judges currently running in any jurisdiction.
- The aim of the JAS is to assess the attitudes, experiences and intentions of serving judges in key areas including the experience of being a judge, working conditions, remuneration, retention, recruitment, wellbeing, leadership, training and personal development.
- This is the fifth time the JAS has been run over a 10-year period (2014-2024).
- The 2024 JAS encompasses all salaried and fee-paid judicial office holders in England and Wales, Scotland and Northern Ireland.
- The JAS is a highly reliable indicator of the experiences, attitudes and intentions of judges in the UK, achieving extremely high judicial participation rates over the decade. In 2024, 94% of salaried judges in courts, 95% in tribunals and 90% of coroners took part.

10-year trends in the 3 UK judiciaries (England & Wales, Scotland and Northern Ireland)

After a decade of surveying salaried judges in all 3 jurisdictions, a number of UK-wide trends have emerged on remuneration and retention.

- For a decade a majority of salaried judges in all 3 jurisdictions have repeatedly experienced a loss of net earnings at two-year intervals.
- Throughout the decade a majority of judges have said that their pay and pension entitlement does not adequately reflect the work they have done and will do before they retire.
- Over the decade only a minority of judges in all 3 jurisdictions have ever agreed that they are paid a reasonable salary for the work they do.
- Salaried judges have limited employment options because once judges take up a salaried post in England and Wales and Northern Ireland it is on the basis that they do not return to practice if they decide to leave the judiciary. Salaried judges in all 3 UK jurisdictions also cannot supplement their income with other forms of paid work.
- Despite these constraints, there has been an increase in salaried judges in all 3 UK jurisdictions planning to leave the judiciary early within 5 years. There has also been an increase in those that said they would leave the judiciary if it was a viable option.

2024 JAS Key Findings for England and Wales Courts, Coroners and UK Tribunals

This report covers salaried and fee-paid judges in the courts and coroners service in England and Wales, as well as members of UK non-devolved tribunals.

- These judicial office holders make up 89% of all judges in the UK.
- This is the first time that coroners in England and Wales have been included in the same Judicial Attitude Survey as the courts and tribunals judiciary as part of the One Judiciary programme¹.

Being a member of the judiciary

- Almost every salaried judge (94%) and fee-paid office holder (91%) feels they provide an important service to society. Almost all salaried (85%) and fee-paid (83%) judicial office holders also feel a strong personal attachment to being a member of the judiciary,
- Almost all salaried and fee-paid members of the judiciary are satisfied with the sense of achievement they get from the job (79-89%), the variety of their work (79-93%) and the challenge of the job (88-95%).
- Almost every coroner (98%) feels they provide an important service to society, 88% feel a strong personal attachment to being a member of the coroners service and 87% consider themselves a judge, but only 29% feel part of the judiciary of England and Wales.
- A majority (59%) of salaried judges felt that judges were respected by society less in 2024 than they were in 2022. And two-thirds (64%) of judges were extremely concerned by the loss of respect for the judiciary by government.
- Judges feel most valued by judicial colleagues, court staff, the legal profession and parties in cases before them (81-93%). A majority also feel valued by the public (57%) and the senior judiciary (53%), but very few feel valued by the media (10%) or the government (9%).

Working conditions

Many of the working conditions examined in the survey are not within the judiciary's control and fall under the responsibility of the Ministry of Justice and Her Majesty's Courts and Tribunals Service (HMCTS).

- There has been a substantial increase since 2022 in judges' concerns for their personal safety in court (from 27% to 39%) and out of court (from 19% to 26%). This varies by post with in-court safety concerns especially high for District Judges (69%), District Judges in the Magistrates' Court (DJMCs) (58%), Area Coroners (62%) and Senior Coroners (53%).

¹ See <https://www.judiciary.uk/pursuing-one-judiciary-by-the-lord-chancellor-the-lord-chief-justice-of-england-and-wales-and-the-senior-president-of-tribunals/>

- There has been little change in 10 years in judges' assessment of the physical quality and maintenance of their buildings, with only third or less rating the physical quality of buildings as excellent or good and less than a quarter rating maintenance as excellent or good.
- In 2024 a substantial proportion of all judges rated the physical quality of their courts and tribunals as poor or unacceptable (37%), the maintenance of buildings as poor or unacceptable (50%) and the amount of administrative support as poor or unacceptable (45%). But poor working conditions are affecting some judicial posts more than others.
- DJMCs and Circuit Judges are experiencing particularly poor physical working conditions. The physical quality of their court buildings was rated poor or unacceptable by 49% of DJMCs and 43% of Circuit Judges, and the maintenance of their court buildings was rated poor or unacceptable by 61% of DJMCs and 54% Circuit Judges.
- High Court (Family Division) Judges have particularly poor administrative support, with 90% saying the amount of administrative support available to them was poor or unacceptable and 58% saying the quality of administrative support was poor or unacceptable.
- Morale was lowest amongst District Judges with 72% rating the morale of court staff as poor or unacceptable and 45% rating the morale of judicial colleagues as poor or unacceptable.
- A majority of Circuit Judges (60%) and District Judges (57%) and close to a majority of DJMCs (46%) and Senior Circuit Judges (41%) said their workload over the last 12 months was too high. In tribunals, 59% of First Tier Tribunal Judges and close to a majority of Employment Judges (47%) said their workload was too high. Amongst coroners 63% of Senior Coroners and 70% of Area Coroners said their workload was too high.

Digital working

- The quality of internet access at court and the standard of IT equipment for salaried judges' individual use has increased substantially over the decade. In 2014 only 25% rated internet access as excellent or good but 57% do so in 2024. IT equipment for salaried judges' individual use rated excellent or good increased from only 18% in 2014 to 51% in 2024.
- But 64% of fee-paid judges said the IT equipment provided to them to do their judicial work was either poor or non-existent.
- Only 28% of salaried and 34% of fee-paid judiciary said the quality of the technology for hybrid/remote hearings in HMCTS courts and tribunals was excellent or good. And only a minority said the availability, quality or speed of technical support was excellent or good.
- While a majority of the salaried and fee-paid judiciary and coroners said that they were spending about the right amount of time in remote hearings, 33% of Employment Judges, 31% of Circuit Judges sitting in crime and 25% of District Judges (County) said they were spending too much time in remote hearings.

Judicial salaries

- A majority of District Judges (59%), DJMCs (53%), Circuit Judges (52%), First Tier Tribunal Judges (53%) and close to a majority of Employment and High Court Judges (both 45%) had a loss of net earnings from 2022-2024.
- A majority of Court of Appeal Judges (77%) and Upper Tribunal Judges (72%) and a bare majority of High Court Judges (51%) agree that they are paid a reasonable salary for the work they do. A majority of District Judges (61%) and DJMCs (55%) do not feel they are paid a reasonable salary for the work they do. Circuit Judges, Employment Judges and First Tier Tribunal Judges are almost equally divided on this issue.
- A majority of judges in the courts were earning more than their judicial salary when they joined the salaried judiciary, and judges in some posts (Court of Appeal, High Court) were earning substantially more than their judicial salary.

Pay and sitting days for the fee-paid judiciary

- Most fee-paid judges earn more in any non-judicial work they do than in their day rate for their judicial work.
- Most fee-paid judges said the pension entitlement is an important aspect of their judicial job.
- Fee-paid office holders as a whole are currently sitting fewer days than they would like. In the previous year, 56% of fee-paid office holders sat for less than 41 days, but 66% would like to sit 41 days or more,

Pay and pension for coroners

- A majority of salaried coroners (both Senior Coroners and Area Coroners) said they had a loss of net earnings over the last 2 years, their pay and pension entitlement does not adequately reflect the work they have done and will do before retirement, and the amount of out of hours work required to do the job is affecting them.
- Most Assistant Coroners (70%) do not feel they are paid a reasonable fee for the work they do, and 71% said that their fee and pension entitlement does not adequately reflect the work they have done and will do before retirement.

Judicial stress

In the first national study of judicial stress, the 2024 JAS asked all members of the judiciary for the first time about the levels, nature and sources of stress in their job.

- While UK judges have a deep commitment to and high levels of satisfaction with their work, they are also experiencing high levels of stress.
- Salaried judges and coroners had the highest stress levels. Only 1% of salaried judges, 6% of fee-paid judicial office holders and 0.6% of coroners reported no work-related stress.

- Judges reporting the very highest stress levels were: Senior Coroners (46%), Circuit Judges (32%), High Court Judges (Family) (32%), High Court (KB) Judges (28%), Senior Circuit Judges (27%) and almost a quarter of Area Coroners, District Judges, DJMCs, First Tier and Upper Tribunal Judges.
- Very large proportions of judges reported stress symptoms over the last 2 years associated with their work as a judge. The most prevalent symptoms were sleep disturbances (77%), irritability (57%) and headaches (52%). Other symptoms experienced by just under half to a quarter of judges include: muscle tension (43%), lack of concentration (37%), burnout (30%), increased sense of isolation (29%), intolerance of others (27%), altered socialising habits (26%) and stomach upsets (25%).
- The factors to which stress was most often attributed are: lack of personal time due to workload pressures (58%); inability to achieve a reasonable work/life balance (53%); amount of screen time (49%); case management pressures (41%); dealing with technology (39%) and for fee-paid judges last minute changes to their judicial work schedule (43%).
- A total of 538 members of the judiciary said they had taken sick days in the last 2 years due to stress from their work.

Respect in the judicial workplace

- Almost every salaried and fee-paid member of the judiciary (93%) feels respected by judicial colleagues at their court or tribunal, and almost all (83%) feel respected by their immediate leadership judge. Just over half of salaried judges (53%) and fee-paid judicial office holders (59%) feel respected by senior leadership in the judiciary.
- Most salaried judges feel there is a good working environment at their court or tribunal (that people work well together and support each other). Most fee-paid judges said they are made to feel welcome by colleagues and staff at the courts/tribunals in which they work.
- But 24% of salaried judges, 25% of coroners and 19% of fee-paid have felt left out or excluded in their judicial role in the last year. This is primarily by not being included in communications, not listened to in meetings or undermined in front of colleagues/staff.

Bullying, harassment & discrimination

While only a minority of salaried judges, fee-paid office holders and coroners said they had experienced bullying, harassment or discrimination in the last 2 years, there has been an increase since 2022 in the proportion of judges saying they have experienced bullying (from 11% to 14%) and discrimination (from 5% to 6%) but a decrease in the proportion of judges saying they have experienced harassment (4% to 3%):

- Bullying: 14% of all salaried judges, 7% of fee-paid, 13% of coroners said they experienced bullying in the last 2 years. This was primarily by undermining judges' work, overbearing

leadership, demeaning or ridiculing language. It was primarily experienced from their own leadership judge or another judge at their court or a local authority official for coroners.

- Harassment: 3% of all salaried judges, 2% of fee-paid and 1% of coroners said they experienced harassment. This was primarily based on sex, race or disability. It was primarily experienced from their own leadership judge or litigants.
- Discrimination: 6% of all salaried judges, 5% of fee-paid and 3% of all coroners said they had been discriminated against. This was primarily based on disability, sex or race. It was primarily experienced from their own leadership judge or a more senior judge.
- Over two-thirds who said they had experienced bullying, harassment and discrimination did not report it. This was primarily because they felt that reporting it would not make a difference and would have an adverse effect on their future in the judiciary.
- Certain judges are disproportionately more likely to say that they had experienced bullying, harassment or discrimination in the last 2 years. This includes female judges, judges who are from a non-White ethnic group, judges who have a disability and those from specific religious groups, sexual orientations or gender identities.

Retention

- Over the last decade there has been an increase in salaried judges saying they intend to leave the judiciary early in the next 5 years, from 23% in 2014 to 39% in 2024.
- The number of salaried judges in the courts and tribunals who are intending to leave early within the next 5 years is 699. Combined with those who will reach compulsory retirement age within the next 5 years, there are 790 salaried judges who will leave the judiciary in the next 5 years.
- There are also 327 salaried judges who are currently undecided about whether they will leave the judiciary early in the next 5 years, making a total of 1117 salaried judges that could potentially leave the judiciary by 2029.
- The factors making salaried judges most likely to leave the judiciary are increases in workload and limits on pay awards. Higher remuneration and better administrative support would make salaried judges more likely to stay.

Recruitment

- A total of 588 fee-paid judges (16%) are currently considering applying for a salaried judicial post. This is a substantial shortfall (202 judges) compared with the number of salaried judges (790) that are expected to leave the judiciary in the next 5 years either through compulsory retirement or early departure.
- The factors making fee-paid judges most likely to apply for a salaried post are public service, pension and intellectual satisfaction in the job. Lack of flexibility in sitting time

(48%), lack of personal control over working time (47%), uncertainty over where they would be sitting (45%), the judicial appointments process (39%) and reduction in income (35%) are the top 5 factors that would make them less likely to apply for a salaried post.

- A majority of salaried judges in all posts in both the courts and fee-paid judiciary said they would encourage suitable people to apply to join the salaried judiciary, although this was a bare majority for District Judges (51%) and less than two-thirds (62%) of Circuit Judges.
- Most current fee-paid judicial office holders would recommend suitable people to apply for a fee-paid post. But the reasons why they would not recommend applying for a fee-paid post are the rate of pay, lack of administrative support and lack of sitting days available.

Judicial training and opportunities

- Almost all judges said that time to discuss work with colleagues, support for dealing with stressful conditions at work and training were all important aspects of their jobs. But only the availability of training was rated as excellent or good by a majority of courts and tribunal judges (52%) and coroners (58%).
- Over the last decade, a majority of judges have consistently said they are satisfied with both the range and quality of training, and judges' satisfaction with both has increased from 2014 to 2024. But only a minority of judges are satisfied with the time available to them to prepare for training (33%).
- 40% of all salaried judges, 36% of coroners and 30% of fee-paid office holders would like an increase in the number of days per year they are expected to undertake training.
- Salaried and fee-paid judges said the opportunity that is most important to them is to be able to make use of the authorisations they currently hold. For coroners the most important opportunity is for flexible working hours.

Leadership

- There continues to be a majority of judges who say they do not know enough about how leadership roles are allocated to say whether the allocation is done fairly. A decade ago in 2014 this was 42% and this increased to 52% in 2024.
- Most leadership judges (91%) get a sense of fulfilment and achievement in carrying out their leadership responsibilities and feel valued by the senior judiciary for the leadership roles they have taken on (72%).
- But a majority of judges in a leadership role do not feel they always have sufficient time to carry out their leadership roles (77%). A majority of Senior Coroners (58%) and 34% of leadership judges in the courts and tribunals also do not feel that they have been given appropriate training for their leadership roles.

Implications of the 2024 Judicial Attitude Survey findings

After a decade of running the UK Judicial Attitude Survey a clear picture has emerged of judicial working lives in the UK.

- Judges in all 3 UK jurisdictions (England & Wales, Scotland and Northern Ireland) are deeply committed to providing an important service to society and they find great satisfaction in the intellectual challenge and public service of the job.
- But many judges are now working under extreme pressure with high workloads, in unacceptable building conditions, with little administrative support and growing concerns for their personal safety.
- Alongside increasingly difficult working conditions, judges have faced a decade of a continual loss of net earnings.
- Judges now feel an increasing loss of respect for what they do by society at large, and almost no judges feel valued by the government.
- After a decade this has, unsurprisingly, resulted in high levels of judicial stress. The first nation-wide study of stress in the judiciary conducted in the 2024 JAS shows large proportions of judges are experiencing numerous stress symptoms as a result of their judicial work including sleep disturbances, irritability, headaches, muscle tension, lack of concentration and burnout.
- Evidence in the 2024 JAS indicates a looming retention and recruitment crisis in the judiciary in England and Wales, with an increasing number of salaried judges intending to leave the judiciary in the next 5 years which outstrips the number of fee-paid judges considering applying for a salaried judicial post. This comes at a time when courts are facing record backlogs.
- The 2024 UK Judicial Attitude Survey provides important information which should be taken into account by those currently conducting reviews of the justice system and those responsible for policies that impact members of the judiciary, the justice system and rule of law in the UK.

Part I The UK Judicial Attitude Survey

Chapter 1 The survey

The UK Judicial Attitude Survey (JAS) is a longitudinal survey conducted with all serving judges in the UK. It is the only known recurring survey of the working lives of judges currently running in any jurisdiction². The aim of the JAS is to assess the attitudes, experiences and intentions of serving judges in key areas including the experience of being a judge, morale, working conditions, wellbeing, remuneration, retention, leadership, training and personal development.

The Senior Salaries Review Body (SSRB) regards the regular running of the JAS as essential, calling it “a comprehensive evidence base from which to draw conclusions about judicial motivation and morale … and a base from which to measure change against in future”³. This is the fifth time the JAS has been run, preceded by earlier Judicial Attitude Surveys in 2022⁴, 2020⁵, 2016⁶ and 2014⁷. From 2014 to 2020, the target group for the JAS was all serving salaried judges in the courts and tribunals in England and Wales, Scotland, Northern Ireland. In 2022 the JAS was expanded to include all fee-paid judicial office holders in both the courts and tribunals judiciary, and in 2024 coroners of England and Wales were included⁸.

This report provides the findings for salaried judges and fee-paid judicial office holders in the courts and coroners courts in England and Wales and salaried judges and fee-paid judicial office holders in UK non-devolved tribunals⁹. Judges in the England and Wales courts and UK non-devolved tribunals together make up 89% of all judges in the UK¹⁰. The report presents

² In the 1990s and early 2000s, the Spanish General Council of the Judiciary (CGPJ) conducted a recurring survey of the working lives of its judges, although this is no longer run; see: *Encuesta a una Muestra Nacional de Jueces y Magistrados: Sexto Barómetro de Opinión de la Judicatura Española* (Consejo General del Poder Judicial, Julio 2003). Mexico recently ran a Judicial Attitude Survey based on the UK JAS, and Argentina will launch a Judicial Attitude Survey based on the UK JAS in 2025. In 2024 the UN issued a Declaration on Judicial Wellbeing that included as a principle that judicial wellbeing “initiatives and interventions should be evidence-based and continuously assessed and evaluated” through regular surveys similar to the UK Judicial Attitude Survey. See: <https://judicialwellbeing.info/wp-content/uploads/2024/07/Nauru-Declaration-on-Judicial-Well-being.pdf>

³ 37th Annual Report on Senior Salaries, Senior Salaries Review Body (2015)

⁴ 2022 UK Judicial Attitude Survey: England & Wales and UK Tribunals, Cheryl Thomas (2022)

⁵ 2020 UK Judicial Attitude Survey: England & Wales and UK Tribunals, Cheryl Thomas (2021)

⁶ 2016 UK Judicial Attitude Survey: England & Wales and UK Tribunals, Cheryl Thomas (2016)

⁷ 2014 Judicial Attitude Survey: England & Wales and UK Tribunals, Cheryl Thomas (2015)

⁸ A separate survey for coroners was run in 2020. See 2020 Coroner Attitude Survey, Cheryl Thomas and Terry McGuinness (2021)

⁹ Findings for the salaried and fee-paid judiciary in Scotland and the salaried and fee-paid judiciary in Northern Ireland have been reported separately.

¹⁰ Scottish judges comprise 6% and Northern Ireland judges comprise 5% of all judicial office holders in the UK. These figures exclude lay magistrates in England and Wales and Justices of the Peace in Scotland.

results by distinguishing between the views of salaried judges, fee-paid office holders and coroners, and highlighting differences between judicial office holders in individual posts.

Like its predecessors, the 2024 JAS was run as an online survey conducted by the Judicial Institute of University College London (UCL JI)¹¹. It was run via the web-based survey tool Qualtrics. The survey was led by Professor Cheryl Thomas KC, Director of the UCL JI, and a Working Group comprised of representatives from various judicial associations assisted Professor Thomas in the design of the 2024 questionnaire.

The survey was voluntary and all participants remained completely anonymous from the point of data collection¹². The survey ran from 13 June 2024 through 19 July 2024. All salaried and fee-paid judges in the England and Wales courts and coroners' courts and UK non-devolved tribunals were invited to take part in the survey through the Judicial Intranet and through personal communications from the Lady Chief Justice, the Senior President of Tribunals and the Chief Coroner inviting judges and judicial office holders to contribute to the survey.

This Report

This Report provides results from the 2024 UK Judicial Attitude Survey (JAS) and, where relevant, the results from the 2014, 2016, 2020 and 2022 JAS. The report is set out under the following themes:

- Being a member of the judiciary
- Working conditions
- Judicial IT and digital working
- Security
- Pay and pensions
- Retention and recruitment
- Judicial wellbeing
- Judicial stress
- Respect in the judicial workplace
- Training and personal development
- Leadership

¹¹ Copies of the survey can be accessed on the UCL Judicial Institute website: <https://www.ucl.ac.uk/judicial-institute/research/judicial-attitude-survey>

¹² Anonymity of survey participants was assured at the point of data collection in Qualtrics, see: <https://www.qualtrics.com/support/survey-platform/survey-module/survey-options/survey-protection/#AnonymizingResponses>

The survey included 55 questions on the salaried judiciary version of the survey, 51 questions in the fee-paid and coroner judiciary versions of the survey. Many of the questions from the 2014, 2016, 2020 and 2022 JAS were repeated in the 2024 JAS. This has enabled an assessment to be made of how, if at all, judicial attitudes and experiences may have changed over the last decade for salaried judges and any changes in coroner attitudes from 2020 to 2024 and fee-paid judicial office holder attitudes from 2022 to 2024.

A few questions from the 2022 JAS were phrased differently in 2024 to increase clarity following a review of the 2022 JAS. Several new questions were added to the 2024 JAS, including a new section on judicial health and stress which reflects a growing international focus and study of the unique aspects of stress factors in judicial working life¹³. In addition, the survey included a number of demographic questions covering judicial:

- professional background
- tenure in the judiciary
- tenure in current post
- caring responsibilities
- financial dependents
- age
- education
- sex
- disability
- ethnicity
- religion
- sexual orientation
- gender identity

Response rates

One of the main factors contributing to the value of the JAS is that, since its inception in 2014, the UK Judicial Attitude Survey has produced extremely high response rates. All previous surveys achieved between 90%-99% participation amongst salaried judges¹⁴. This continued in 2024. The importance of these high response rates lies in the ability of the JAS to authoritatively reflect the views of all judges, producing a survey with an exceptionally high level of reliability.

¹³ See “Judges and Stress: An Examination of Outcomes Predicted by the Model of Judicial Stress” Charles P. Edwards et al, *Judicature*, Vol. 102 No. 3 (2018) and “The privilege and the pressure: judges’ and magistrates’ reflections on the sources and impacts of stress in judicial work” Carly Schrever et al, *Psychiatry, Psychology and Law*, Volume 30, Issue 3 (2024)

¹⁴ Survey industry data indicates that the average response rate to internal workplace surveys like the JAS is between 25%-33%.

Salaried judges

Amongst salaried judges there was again close to universal participation (94% for the courts judiciary, 95% for the tribunals judiciary and 100% for salaried coroners).

Table 1.1: JAS salaried judges' response rates 2024

Post	Total in post 2024	Responses 2024	2024 JAS response rate
Courts (salaried judges)			
Court of Appeal	41	41	100%
High Court Chancery	18	18	100%
High Court Family	18	18	100%
High Court (King's Bench)	71	71	100%
Senior Circuit Judge	78	77	99%
Circuit Judge	655	602	92%
District Judge (County Court)	451	418	93%
District Judge (Magistrates Court) (DJMC)	124	115	93%
Masters (Chancery)	6	6	100%
Master (KB)	9	11	100%
Costs Judge of the Senior Courts	7	7	100%
Insolvency & Companies Judge	6	6	100%
Judge Advocates General	5	4	80%
totals	1489	1394	94%
Tribunals (salaried judges)			
Upper Tribunal Judges	49	51	100%
Employment Judges	183	181	99%
First Tier Tribunal Judges	310	283	91%
First Tier Tribunal Non-Legal Members	16	16	100%
totals	558	531	95%

Table 1.2: JAS coroner response rates 2024

Post	Total in post 2024	Responses 2024	2024 JAS response rate
Coroners (salaried and fee-paid)			
Senior Coroners (salaried)	64	64	100%
Area Coroners (salaried)	51	51	100%
Assistant Coroners (fee-paid)	296	254	77%
totals	411	369	90%

Fee-paid judicial office holders

Given the part-time nature of fee-paid judicial offices the same near universal response rates were not expected. Yet despite the greater challenge in reaching and engaging fee-paid judicial office holders, the 2024 JAS still managed to achieve a response rate of 59% of courts fee-paid judicial office holders, 54% of tribunals fee-paid judicial office holders and 55% of judges sitting in retirement (SIR), which enables a reliable analysis of results.

Table 1.3: JAS fee-paid judicial office holders' response rates 2024

Post	Total in post 2024	Responses 2024	2024 JAS response rate
Courts (fee-paid)			
Deputy High Court Judges	147	67	46%
Recorders	979	440	45%
Deputy District Judges (DDJ)	851	656	77%
Deputy District Judges Mags (DDJ MC)	96	53	55%
Deputy Masters (KB)	8	8	100%
Deputy Master (Chancery)	19	15	84%
Deputy Costs Judges	14	2	14%
Deputy Insolvency & Companies Judges	12	6	50%
totals	2126	1247	59%
Tribunals (fee-paid)			
Upper Tribunal Judges	94	36	38%
Upper Tribunal Non-Legal Members	56	17	30%
Employment Judges	228	156	68%
Employment Non-Legal Members	730	381	52%
First Tier Tribunal Judges	786	639	81%
First Tier Tribunal Non-Legal Members	2440	1088	45%
totals	4334	2317	54%
Judges sitting in retirement (fee-paid)			
Court of Appeal, High Court & District Judges	176	99	56%
Tribunal judges and Non-Legal Members	69	35	51%
totals	245	134	55%

How the results are presented

Key trends for the UK judiciary 2014-2024

The first results chapter presents key trends in the experiences and views of **salaried** judges in the three UK jurisdictions (England & Wales, Scotland and Northern Ireland) over the 10-year period 2014-2024. All the previous Judicial Attitude Surveys (in 2014, 2016, 2020 and 2022) were conducted with salaried judges in the three jurisdictions (fee-paid judicial office holders were only surveyed once before in 2022, and coroners were only surveyed once before in 2020). This has enabled not just a comparison of judicial views on core issues at periodic times across the last 10 years, but also enables a comparison of judicial views between the three UK judiciaries. The focus in this chapter is on salary and pension, recruitment, retention, retirement and morale. These are issues which may be of particular relevance for the Senior Salaries Review Body (SSRB), which makes recommendations to the government on pay awards for all salaried judicial office holders in the three UK jurisdictions.

Results of the 2024 JAS for England and Wales courts, coroners and UK tribunals

The remainder and main body of the report presents the findings for members of the judiciary in England and Wales (including courts judges and coroners) and non-devolved tribunals in the UK. Some chapters present key trends over the decade from 2014 – 2024 for **salaried** judges only, and each chapter presents the 2024 results for salaried judges, fee-paid judicial office holders and coroners. In most instances, the results are also broken down by individual judicial post for the salaried, fee-paid and coroner judiciary. Not all judicial posts are included in these breakdowns because the number of individuals in some judicial posts is too small to ensure anonymity. But the results for all judges are included where the results are reported in the aggregate for all salaried or all fee-paid members of the judiciary. In some sections the results are also broken down by other background factors (e.g., sex, ethnicity, disability) where there are sufficient numbers in the data to do so and maintain anonymity for all judges that took part in the survey.

Part II: UK Judicial Attitude Survey results 2014-2024 (England & Wales, Scotland and Northern Ireland)

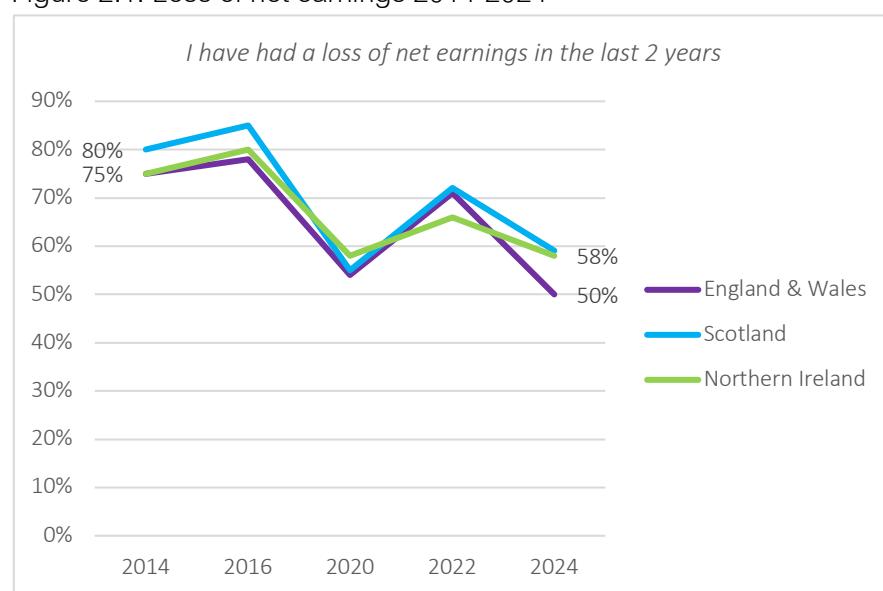
Chapter 2 Ten-year trends for the 3 UK judiciaries

This chapter provides comparative results of the experiences and views of **salaried judges** in the three UK jurisdictions (England & Wales, Scotland and Northern Ireland) over the 10-year period 2014-2024. All the previous Judicial Attitude Surveys (in 2014, 2016, 2020 and 2022) were conducted with salaried judges in the three jurisdictions (but not fee-paid judicial office holders and coroners). This has enabled a comparison of views between the salaried judiciaries in the three UK judiciaries over the last decade. The focus in this chapter is on pay and pension, working conditions, recruitment, retention and morale. These are issues which may be of particular relevance for the Senior Salaries Review Body (SSRB), which makes recommendations to the government on pay awards for all salaried judicial office holders in the three UK jurisdictions.

Loss of net earnings

Over the entire decade a majority of salaried judges in all 3 jurisdictions experienced a loss of net earnings at two-year intervals across the decade. While the overall percentage of judges experiencing a loss of net earnings has fallen from 2014 to 2024, at the end of the 10-year period half or more of all salaried judges in the UK were still experiencing a loss of net earnings.

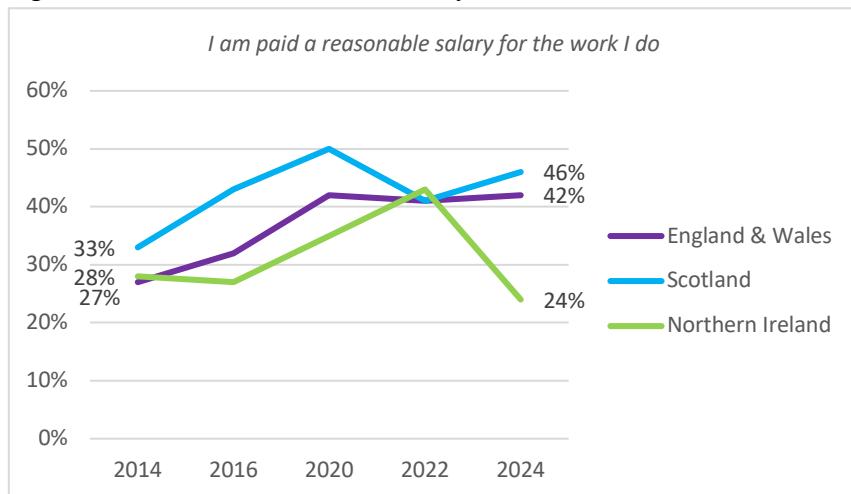
Figure 2.1: Loss of net earnings 2014-2024



Reasonableness of salary

Over the entire decade, only a minority of salaried judges in all 3 jurisdictions have ever agreed that they are paid a reasonable salary for the work they do. From 2014 to 2020 the proportion of salaried judges that felt their salary was reasonable for the work they do did increase in all 3 jurisdictions, but it has since either plateaued (England & Wales), fallen back (Scotland) or declined precipitously to a proportion lower than in 2014 (Northern Ireland).

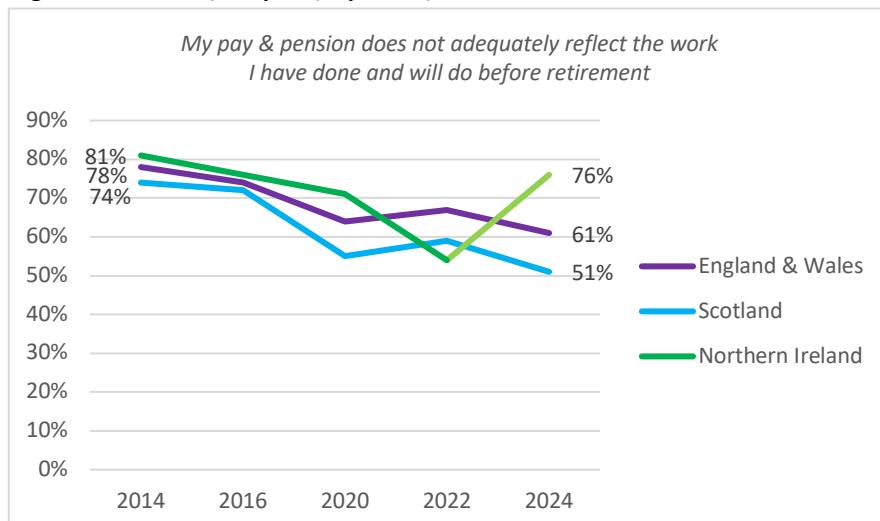
Figure 2.2: Reasonableness of salary 2014-2024



Pay and pension combined

Over the entire 10-year period from 2014 to 2024 a majority of salaried judges in all 3 jurisdictions have said that their pay and pension entitlement does not adequately reflect the work they have done and will do before they retire. While the proportions of salaried judges expressing this view has declined from 2014 to 2024, there has been a sharp increase in salaried judges expressing this view in Northern Ireland from 2022 to 2024.

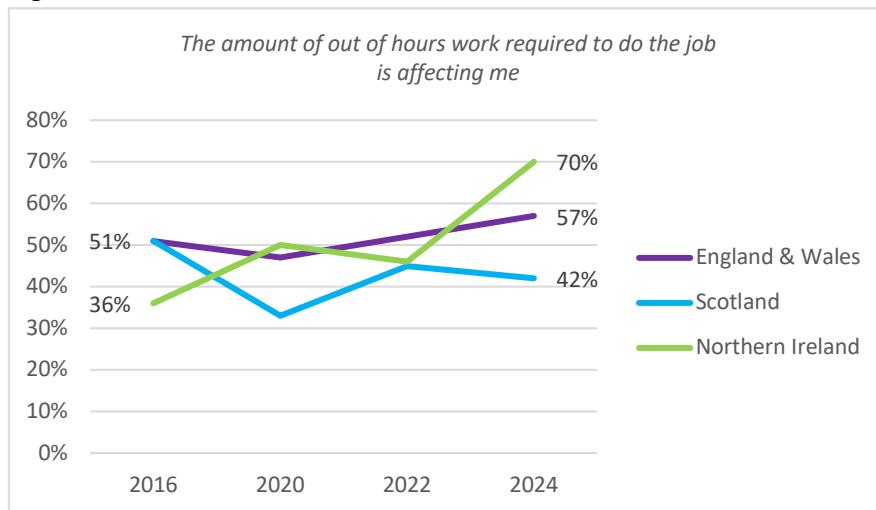
Figure 2.3: Adequacy of pay and pension 2014-2024



Out of hours work

Over the last 10 years there has been an increase in the proportion of salaried judges in England & Wales and Northern Ireland who are affected by the amount of out of hours work required to fulfil their judicial role. This has risen sharply in Northern Ireland from only 36% in 2014 to 70% in 2024. In contrast, in Scotland the proportion of judges affected by out of hours work fell from 51% in 2014 to 42% in a decade later in 2024.

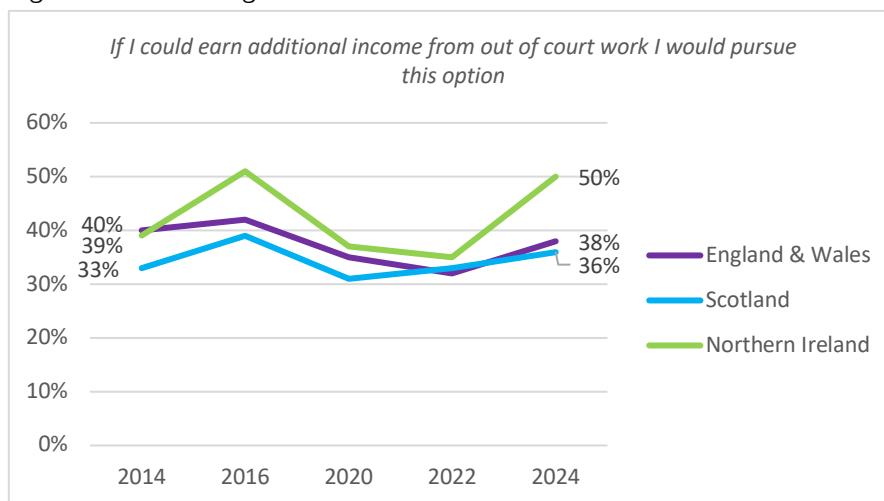
Figure 2.4: Amount of out of hours work 2014-2024



Possibility of outside earnings

Salaried judges are prohibited from earning income from almost all non-judicial work. The proportion of salaried judges in England & Wales and Scotland that said they would pursue out of court income if this were possible has remained fairly constant over the decade at just over a third. In Northern Ireland the proportion of judges that would pursue non-judicial work if this was allowed has increased from 40% in 2014 to 50% a decade later in 2024.

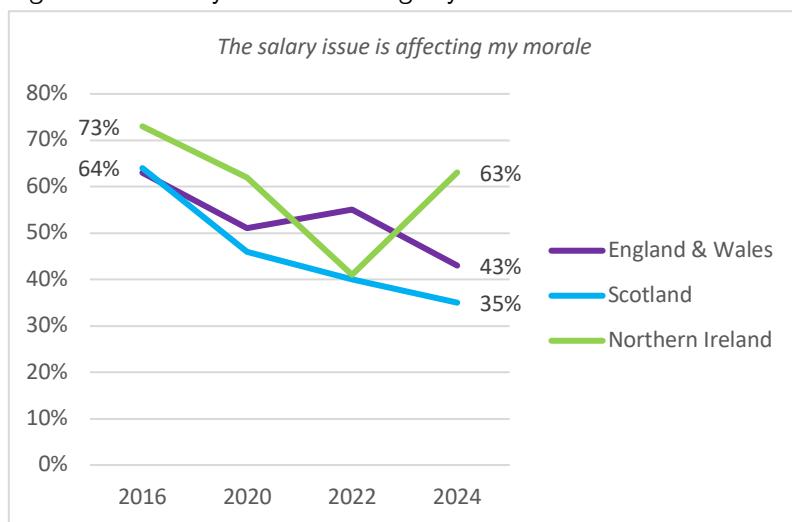
Figure 2.5: Pursuing out of court work 2014-2024



Effect of salary issue on morale

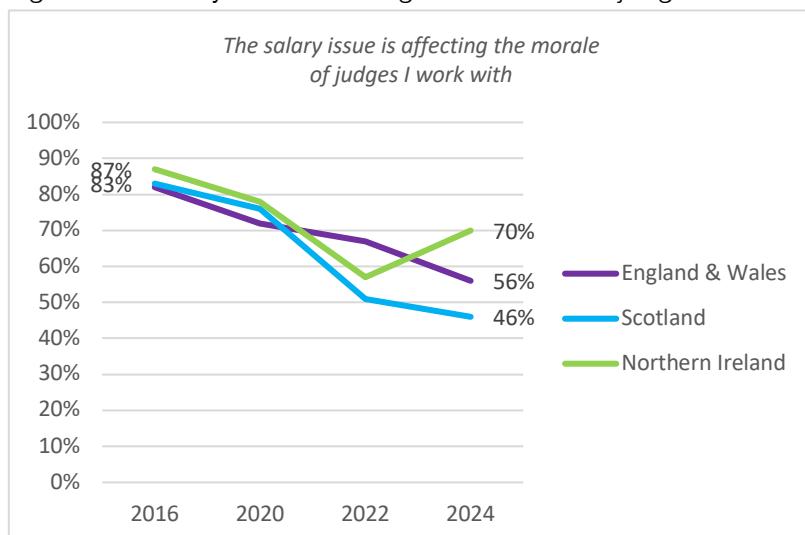
Ten years ago, a majority of all salaried judges in all 3 jurisdictions said that the salary issue was affecting their morale. Over the decade these proportions fell to under half in England & Wales and Scotland. But in Northern Ireland a majority of salaried judges continue to say that the salary issue is affecting their morale, which reflects a sharp increase in judges expressing this view from 2022 to 2024.

Figure 2.6: Salary issue affecting my own morale 2014-2024



Ten years ago, almost all salaried judges in all 3 jurisdictions said that the salary issue was affecting the morale of the judges with whom they work. While the proportion of judges expressing this view has decreased over the decade in all 3 jurisdictions, a majority of judges in England & Wales and Northern Ireland in 2024 and just under half of salaried judges in Scotland continue to express this view in 2024.

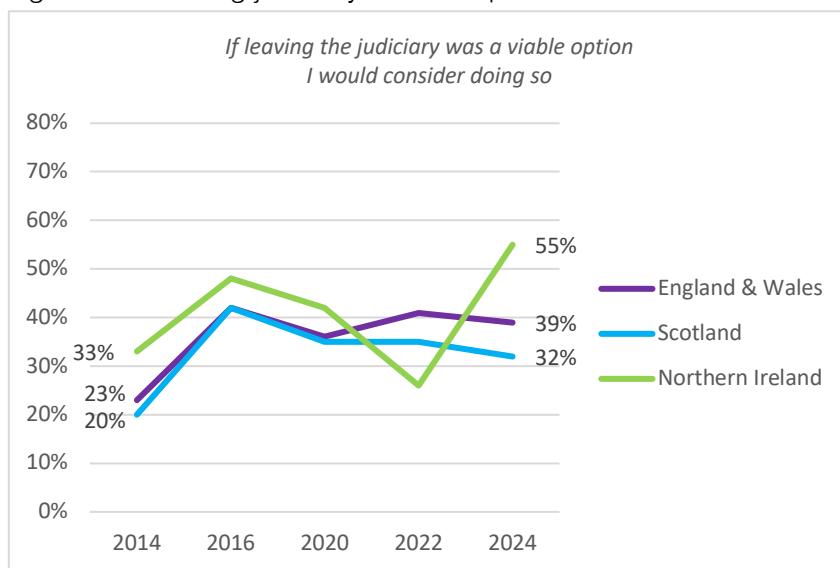
Figure 2.7: Salary issue affecting morale of other judges 2014-2024



Retention

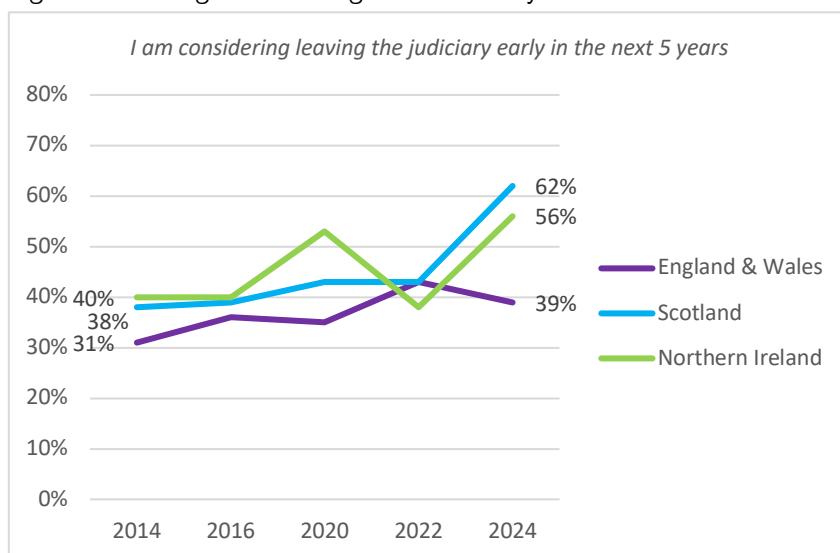
In 2014 only a minority of salaried judges in all 3 UK jurisdictions said that if leaving the judiciary was a viable option they would consider doing so. Over the decade the proportion increased in all 3 jurisdictions. In 2024 it remains a minority in England & Wales and Scotland, but is now over half of all salaried judges in Northern Ireland.

Figure 2.8: Leaving judiciary if viable option 2014-2024



Ten years ago, only a minority of salaried judges in all 3 UK jurisdictions were planning to leave the judiciary early within 5 years. Over the decade the proportions increased in all 3 jurisdictions, and while it remains in minority in England & Wales, a majority of salaried judges in both Scotland and Northern Ireland are planning to leave early in the next 5 years.

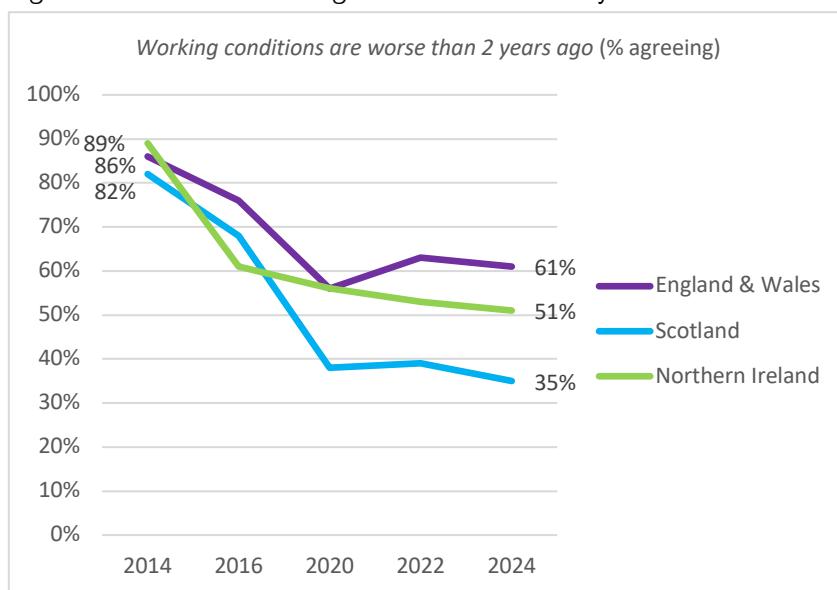
Figure 2.9: Judges intending to leave early 2014-2024



Working conditions

Ten years ago, almost all judges in all 3 UK jurisdictions said their working conditions were worse than 5 years ago (the original question). From 2014 to 2020 this declined, but since 2020 judges in England & Wales have increasingly said their working conditions have deteriorated with 61% now saying working conditions are worse than 2 years ago. A majority of judges in Northern Ireland (51%) still say their working conditions are continuing to deteriorate, but in Scotland this is now only a minority of judges (35%).

Figure 2.10: Worse working conditions in last 2 years 2014-2024



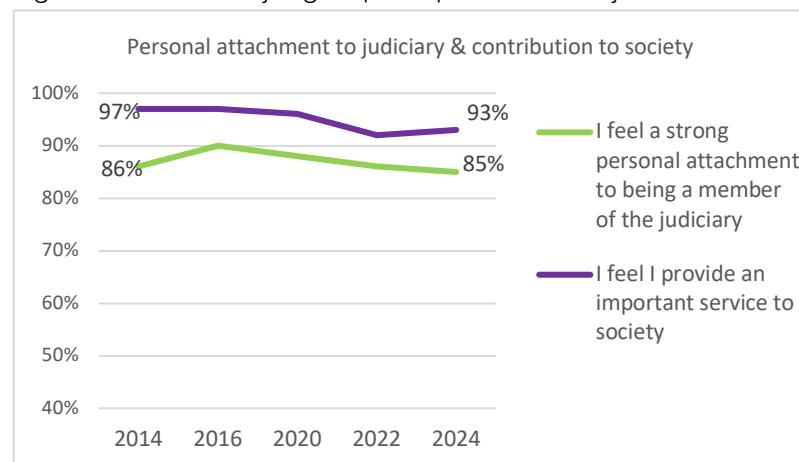
Part III: 2024 Judicial Attitude Survey Results for England & Wales Courts, Coroners and UK Tribunals

The remainder of this report provides results of the 2024 JAS for members of the judiciary in the courts in England and Wales (including coroners) and in UK non-devolved tribunals.

Chapter 3 Being a Judge

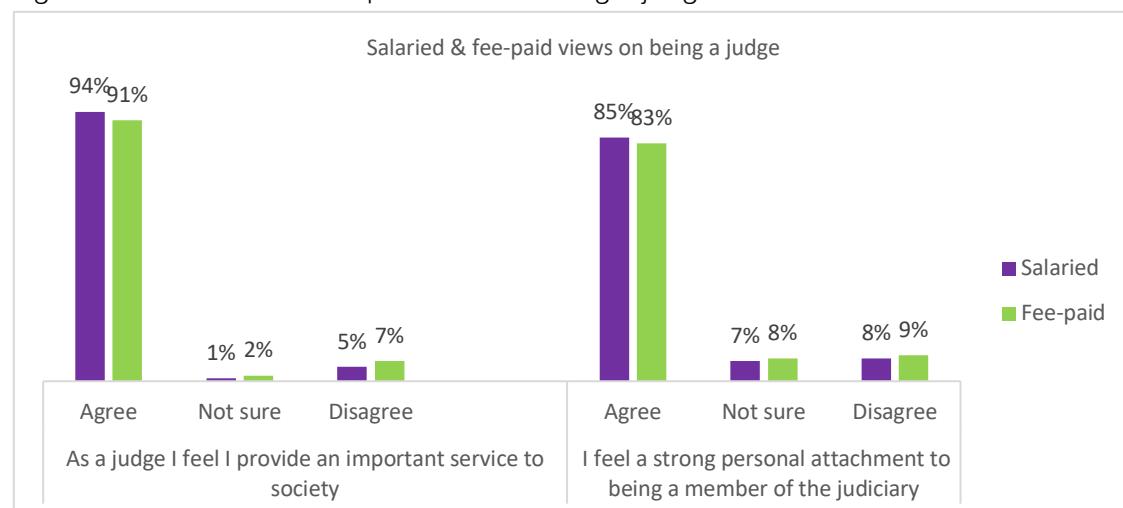
From 2014 to 2024, almost all salaried judges (93+) have consistently said they feel they provide an important service to society, and almost all judges (85+) have consistently said they feel a strong personal attachment to being a member of the judiciary.

Figure 3.1: Salaried judges' perceptions of their judicial role



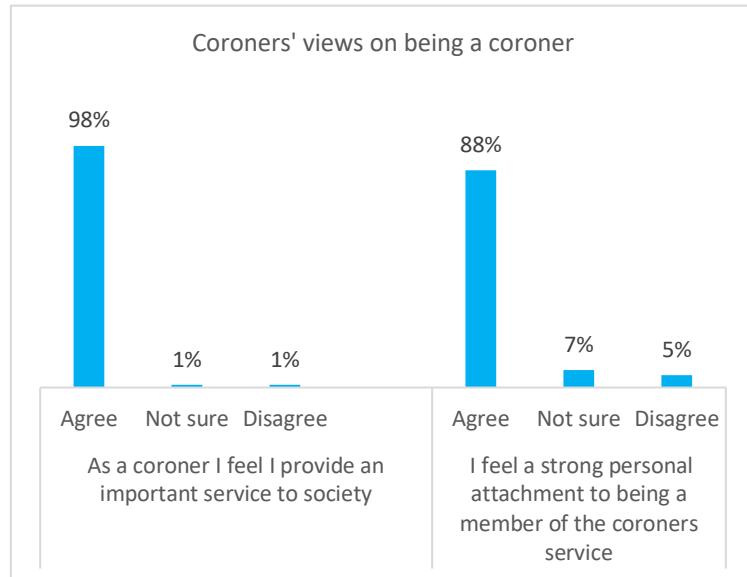
In 2024 almost all salaried and fee-paid judges had a strong personal attachment to being a member of the judiciary and felt their work as judges provided an important service to society.

Figure 3.2: Salaried and fee-paid views of being a judge



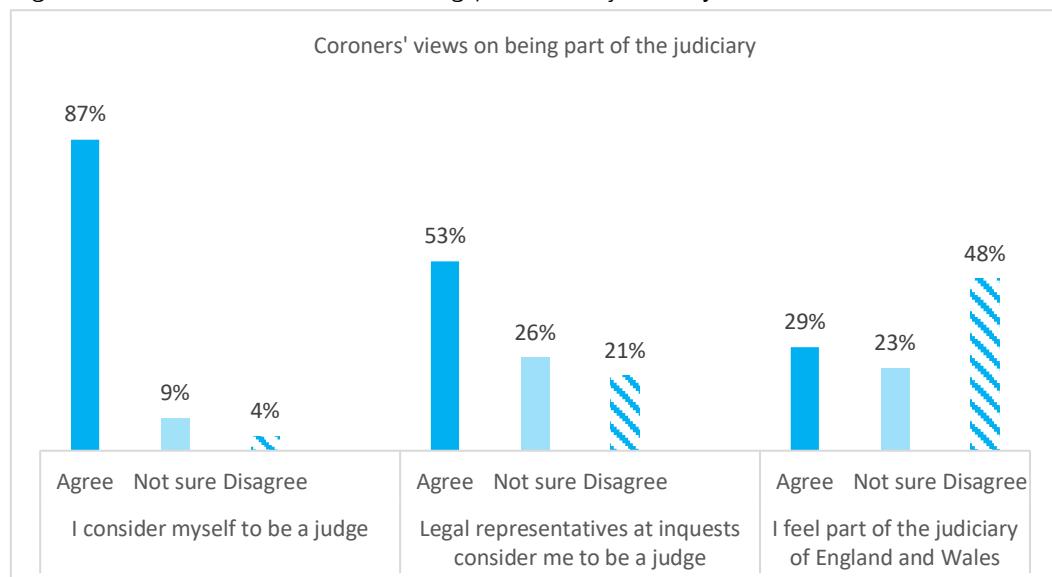
Coroners' attachment to the coroners service and the importance of their work to society equalled (and slightly exceeded) that of salaried and fee-paid judges.

Figure 3.3: Views on being a coroner



However, a different picture emerges when coroners were asked about the extent to which they feel and are perceived to be part of the judiciary of England and Wales. While most coroners consider themselves to be judges, almost half (48%) said they did not feel part of the judiciary of England and Wales and only just over half (53%) said legal representatives at inquests considered coroners to be judges.

Figure 3.4: Coroners' views on being part of the judiciary



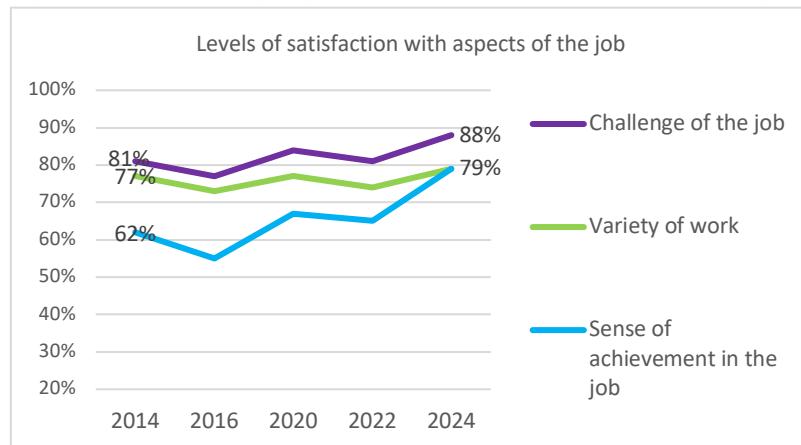
Job satisfaction

Trends for salaried judges 2014-2024

From 2014 to 2024, a large majority of salaried judges have felt satisfied with the challenge of the job, the variety of work they have and the sense of achievement they have in their job.

Salaried judges' satisfaction with all three aspects of their work as a judge fell from 2020 to 2022 but increased over the last two years from 2022 to 2024, and their satisfaction levels are higher now for all three aspects of the job than they were 10 years ago in 2014.

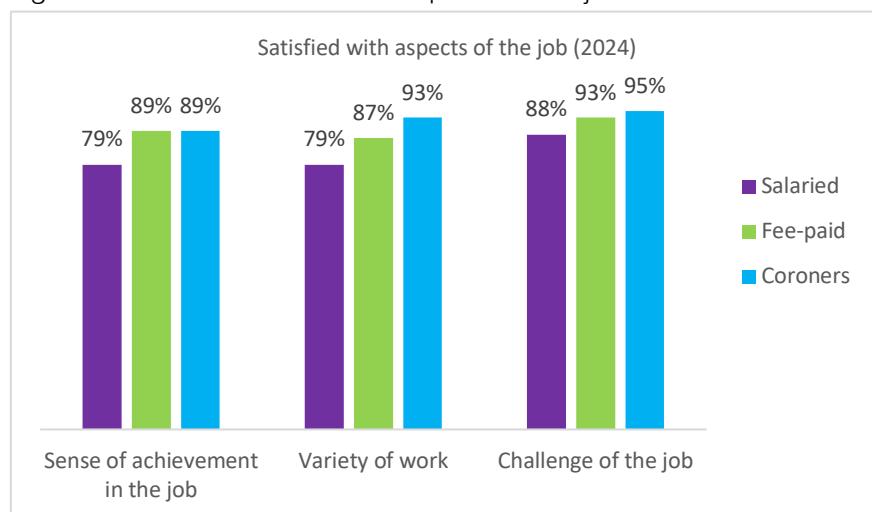
Figure 3.5: Salaried judges' satisfaction with aspects of their job



Job satisfaction 2024

In 2024 salaried and fee-paid judicial officer and coroners all continued to have high satisfaction levels with key aspects of their job: sense of achievement, challenge and variety of work. Coroners had the highest levels of satisfaction in all three areas.

Figure 3.6: 2024 satisfaction of aspects of the judicial role

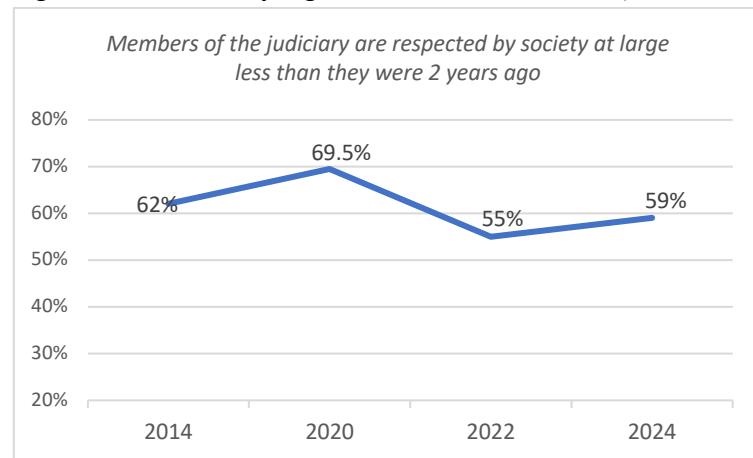


Societal respect

Trends for salaried judges 2014-2024

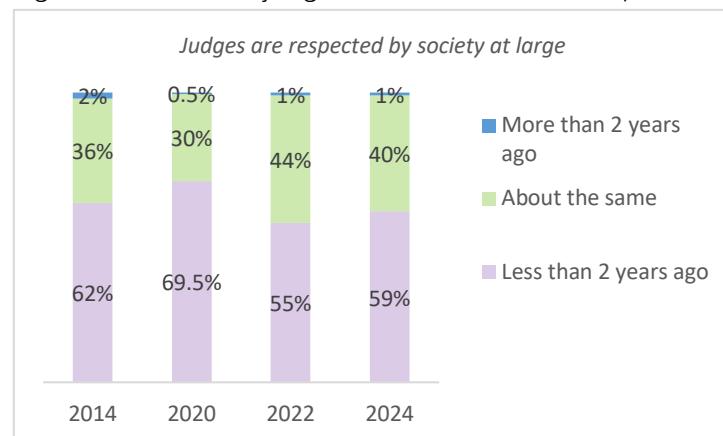
The extent to which salaried judges feel respected by society has not changed substantially since 2014. In 2014, 62% said members of the judiciary were respected less than they were 2 years before and a decade later 59% of judges said the same thing, although this proportion has been both higher and lower during the decade.

Figure 3.7: Salaried judges' views on societal respect



Throughout the decade hardly any judges felt that they were respected more by society at large than they had been in previous years; instead the remainder was comprised of judges that said societal respect for judges was about the same as it was in the previous 2 years.

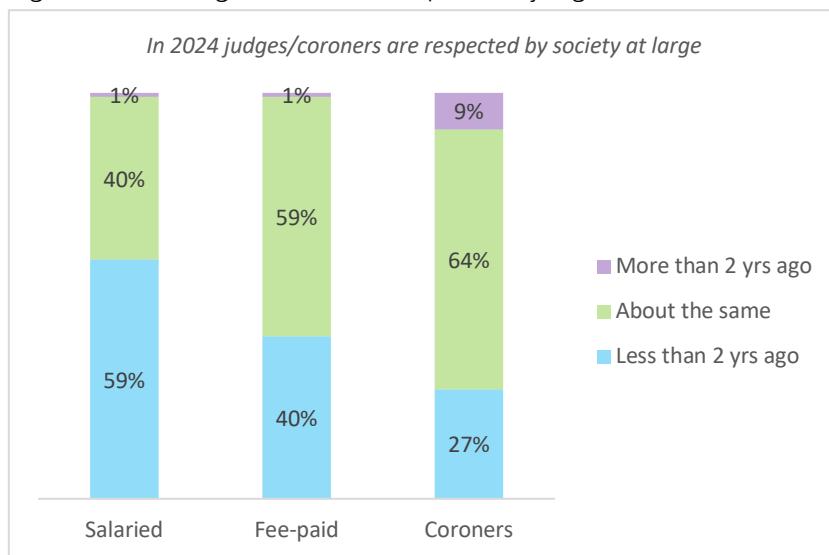
Figure 3.8: Salaried judges' views on societal respect



Societal respect in 2024

In 2024 salaried, fee-paid and coroners had differing views on the extent to which judges and coroner were respected by society at large. A majority (59%) of salaried judges felt that judges were respected by society less in 2024 than they were in 2022, while the largest proportion of fee-paid judges (59%) said that societal respect was about the same as it was 2 years ago. For coroners only 27% felt that societal respect for coroners had fallen since 2022 and most (64%) felt it had stayed the same.

Figure 3.9: Change in societal respect for judges 2024



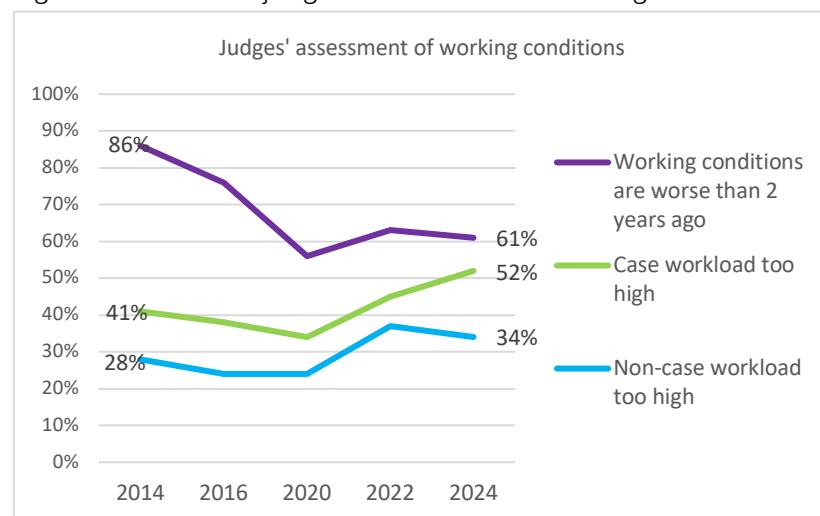
Chapter 4 Working Conditions

This chapter presents findings on overall working conditions for judges in the last two years, their caseload, any non-case workload, building conditions, judicial space, staff support and morale. It should be noted that many of the working conditions examined in the survey are not within the judiciary's sole control to alter, and fall within the responsibility of the Ministry of Justice and/or Her Majesty's Courts and Tribunals Service (HMCTS)¹⁵.

Working conditions trends for the salaried judiciary (2014-2024)

- **Overall working conditions:** When asked each time over the last decade, a majority of salaried judges have consistently said that working conditions have declined from previous years. However, the proportion of judges saying their working conditions are worse than they were in previous years has fallen from 86% in 2014 to 61% in 2024.
- **Case workload:** Over the last decade there has been an increase in the proportion of salaried judges who say their case workload is too high, from 41% in 2014 to 52% in 2024.
- **Non-case workload:** Over the decade only a minority of salaried judges have said that their non-case workload is too high judges, but the proportion of judges saying their non-case workload is too high has increased from 28% in 2014 to 34% in 2024.

Figure 4.1: Salaried judges' assessment of working conditions

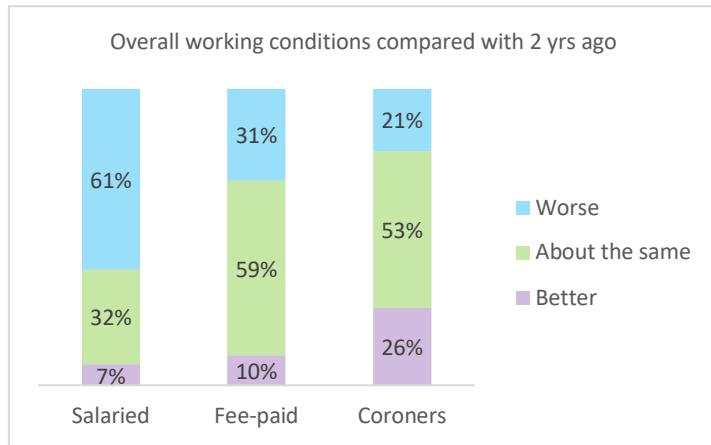


¹⁵ Under the Constitutional Reform Act 2005 s7, the Chief Justice is responsible for welfare, training, guidance and deployment of judges. The HMCTS Framework Document sets out how HMCTS should run as a partnership between the Lord Chancellor and Chief Justice to ensure the effective and efficient running of the courts and tribunals,

Working conditions 2024

In 2024 there were substantial differences in working conditions for the salaried and fee-paid judiciary and coroners. Most salaried judges (61%) said that their overall working conditions were worse in 2024 than they were in 2022, while a majority of fee-paid JOHs (59%) said they were about the same. A majority of coroners said their overall working conditions were the same as 2022 but coroners were the only judicial group were a notable proportion (26%) said their overall working conditions had actually improved.

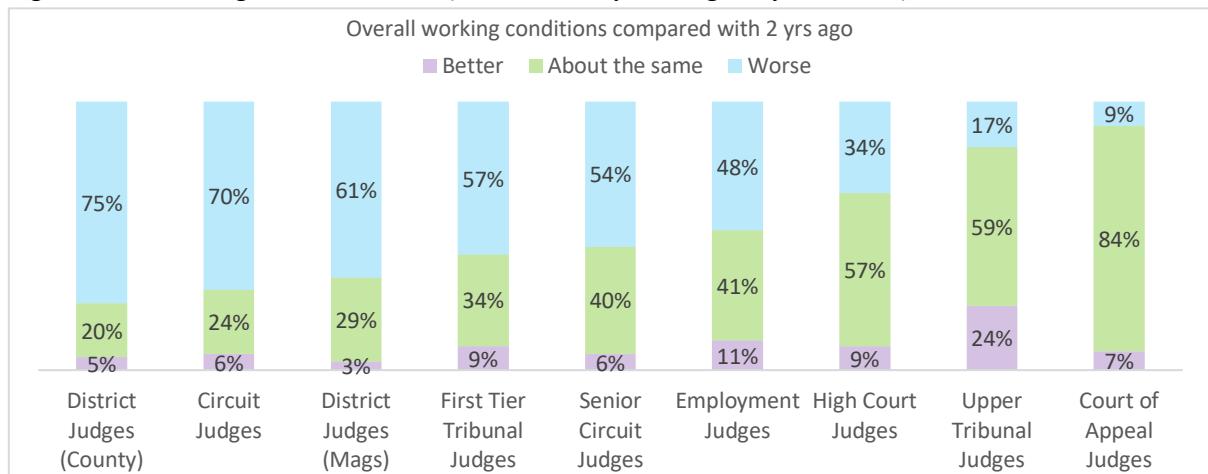
Figure 4.2: Working conditions compared with 2 years ago



Salaried judges by post

A majority of District Judges (both County and Mags), Circuit and Senior Circuit Judges and First Tier Tribunal Judges all said that their overall working conditions were worse in 2024 than they were 2 years earlier, and close to a majority of Employment Judges (48%) said they were worse. Only High Court, Court of Appeal and Upper Tribunal Judges had a majority that said their overall working conditions were about the same as 2 years ago, with 24% of Upper Tribunal Judges saying their working conditions were better.

Figure 4.3: Working conditions compared with 2 years ago (by salaried post)



Fee-paid judiciary and coroners by post

For all fee-paid judiciary in the courts and tribunals a majority in all posts said their overall working conditions were about the same as 2 years ago, but close to a majority of DDJs (County and Mags) said the conditions were worse. Senior and Area Coroner views were very divided on this issue and may reflect variability in working conditions by local authority areas.

Figure 4.4: Working conditions (fee-paid courts by post)

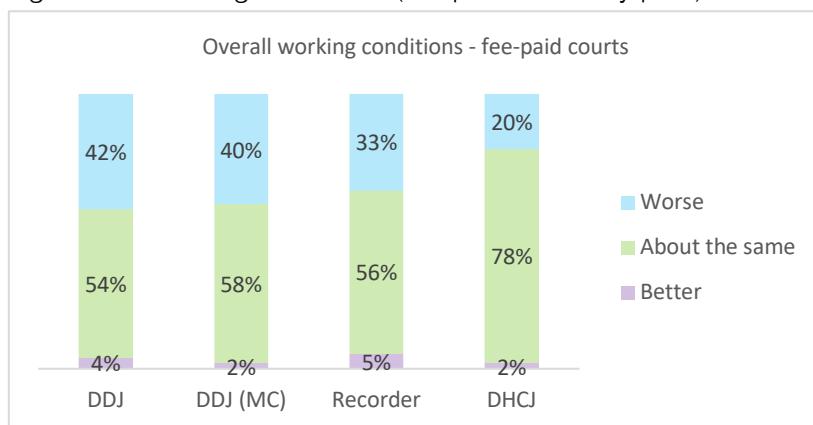


Figure 4.5: Working conditions (fee-paid tribunals by post)

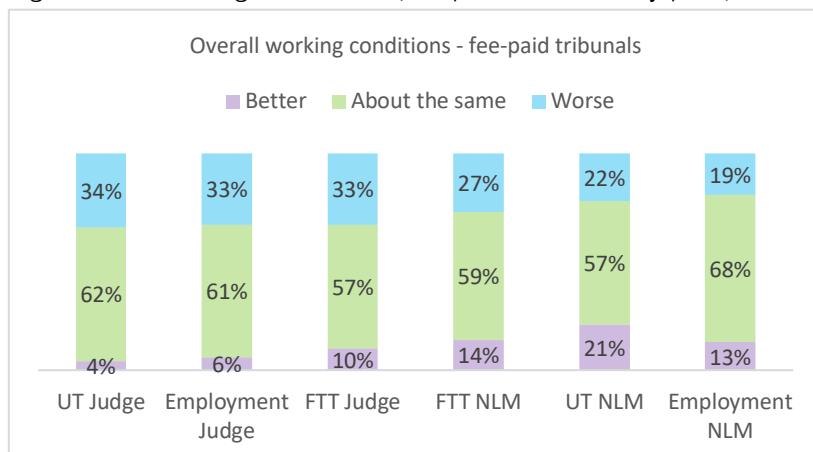
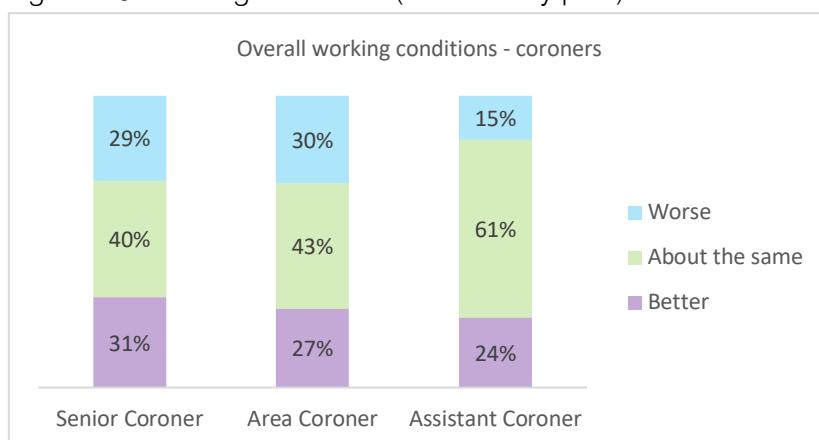


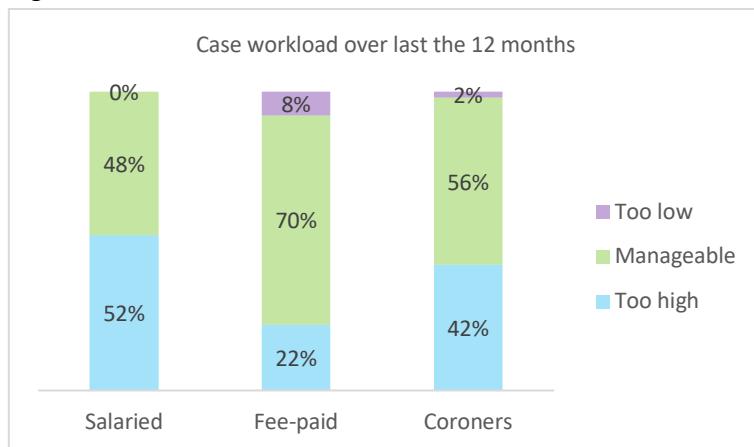
Figure 4.6: Working conditions (coroners by post)



Case workload 2024

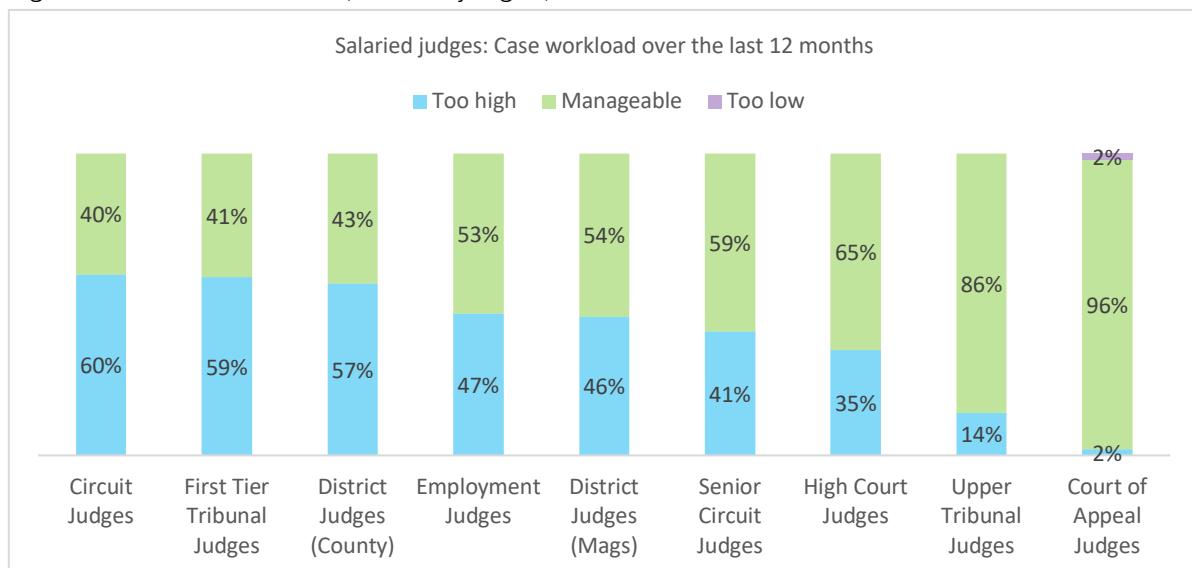
In 2024 there were substantial differences in case workload for the salaried and fee-paid judiciary and coroners. A majority of salaried judges (52%) said their case workload was too high, while only a small minority of fee-paid JOHs said their case workload was too high and most (70%) said it was manageable. Coroners were more divided with 42% saying their case workload was too high and 56% saying it was manageable.

Figure 4.7: Case workload in last 12 months



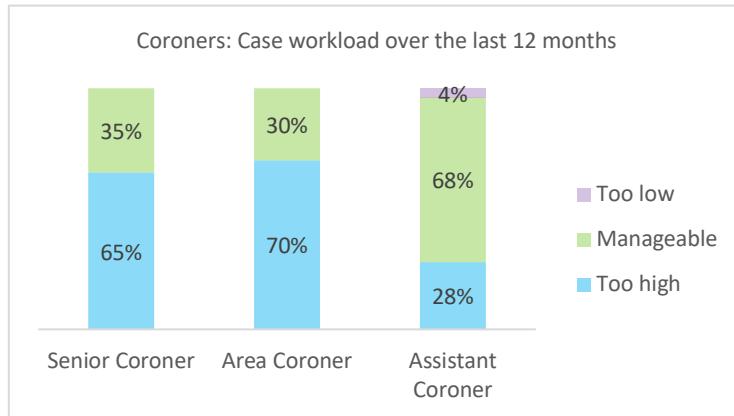
Case workload is mostly an issue for salaried judges, specifically for judges in certain salaried judicial posts. Amongst the courts judiciary, a majority of Circuit Judges and District Judges (County) and close to a majority of DJMCs and Senior Circuit Judges said their workload was too high. In tribunals, a majority of First Tier Tribunal Judges and close to a majority of Employment Judges said their workload was too high.

Figure 4.8: Case workload (salaried judges)



Amongst Coroners workload is also primarily an issue for salaried coroners. A majority of Area Coroners and Senior Coroners (salaried posts) said their workload was too high while a majority of Assistant Coroners (fee-paid) said their workload was manageable.

Figure 4.9: Case workload (coroners)



No fee-paid courts or tribunals judges said their case workload was an issue, except for Upper Tribunal fee-paid judges where a majority said it was too low.

Figure 4.10: Case workload (fee-paid courts judiciary)

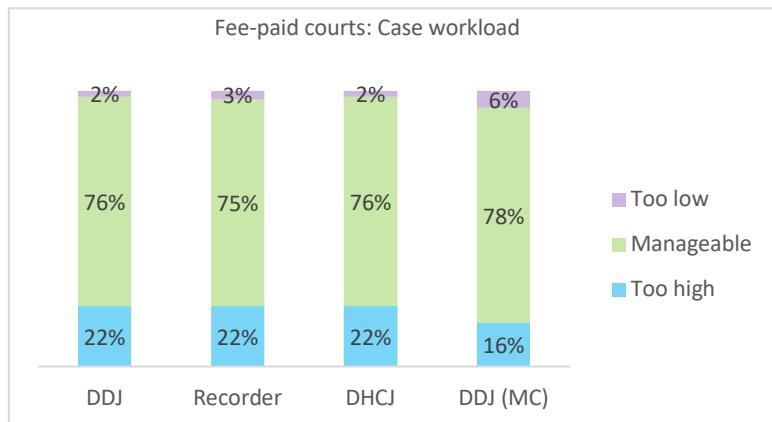
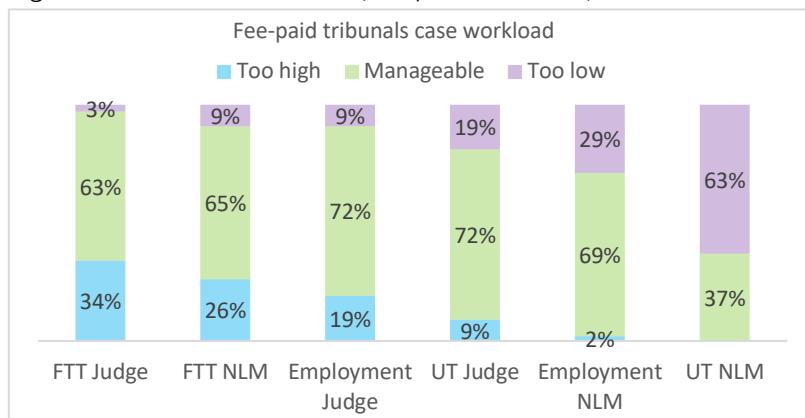


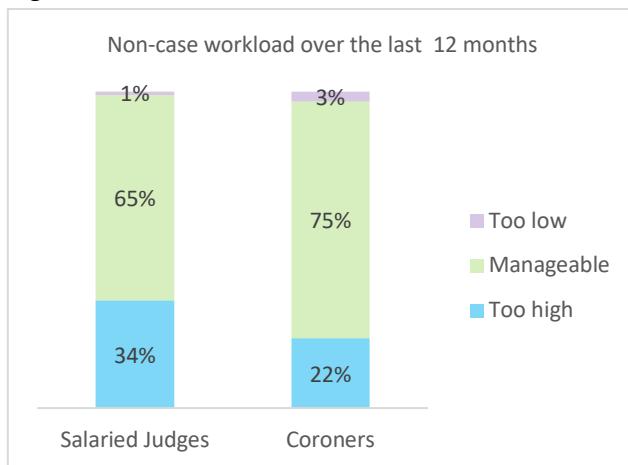
Figure 4.11: Case workload (fee-paid tribunals)



Non-case workload 2024

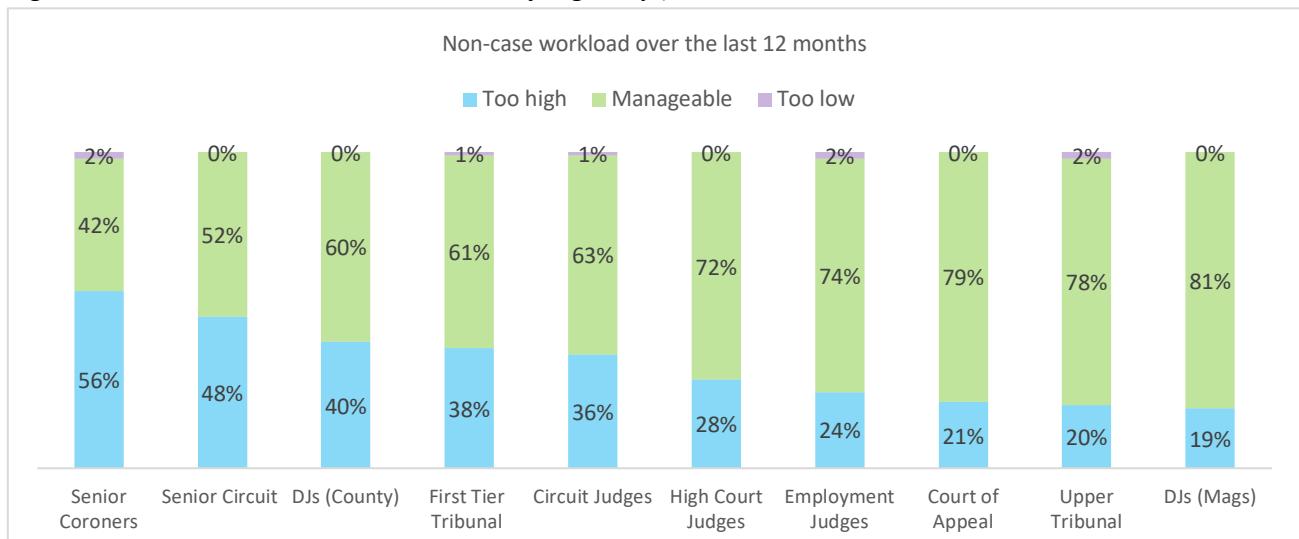
Only salaried judges in the courts and tribunals and coroners were asked about their non-case workload as fee-paid JOHs tend not to have workloads outside of their cases. In 2024 while a majority of both salaried judges and coroners said their non-case workload was manageable in the last 12 months, a larger proportion of salaried judges said that their non-case workload was too high (34%) compared with coroners (22%).

Figure 4.12: Non-case workload



But substantial differences emerge once the results are examined by individual judicial posts. A majority of Senior Coroners (56%) said that their non-case workload was too high. And while a majority of judges in all salaried judicial posts said their non-case workload was manageable, close to a majority of Senior Circuit Judges (48%) and large proportions of DJs (County), First Tier Tribunals and Circuit Judges said their non-case workload was too high.

Figure 4.13: Non-case workload (salaried judges by post)

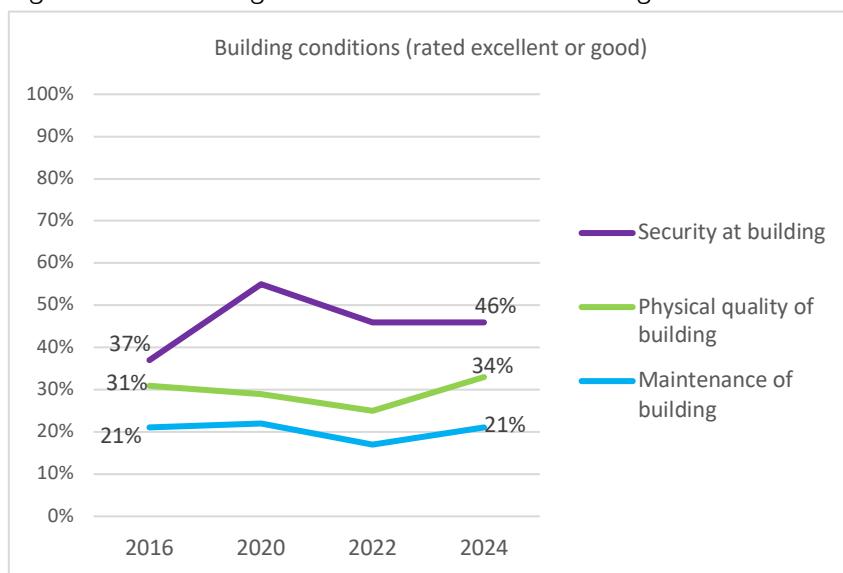


Building conditions

Building conditions trends 2014-2024

There has been little change in 10 years in judges' assessment of the physical quality and maintenance of their buildings, with only a small minority rating the physical quality of their buildings as excellent or good (a third or less) and less than a quarter (21%) rating maintenance of their buildings as excellent or good. The proportion of judges who rated security at court as excellent or good has increased from 2016 (37%) to 2024 (46%), although this remains only a minority of all judges.

Figure 4.14: Building conditions rated excellent or good 2014-2024

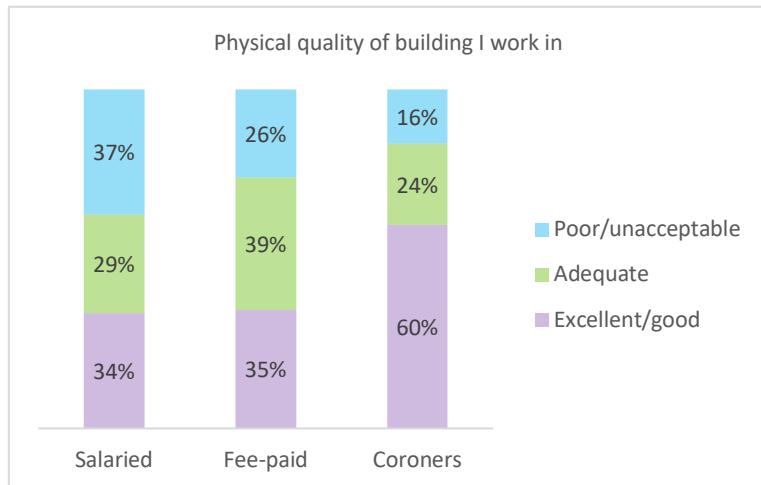


Building conditions 2024

Physical quality of court and tribunal buildings

While a majority of coroners said the physical quality of the main court buildings they work in was either excellent or good, fee-paid judges in the courts and tribunals gave a much more mixed picture of building quality, while the largest group of salaried judges (37%) said their buildings were either poor or unacceptable.

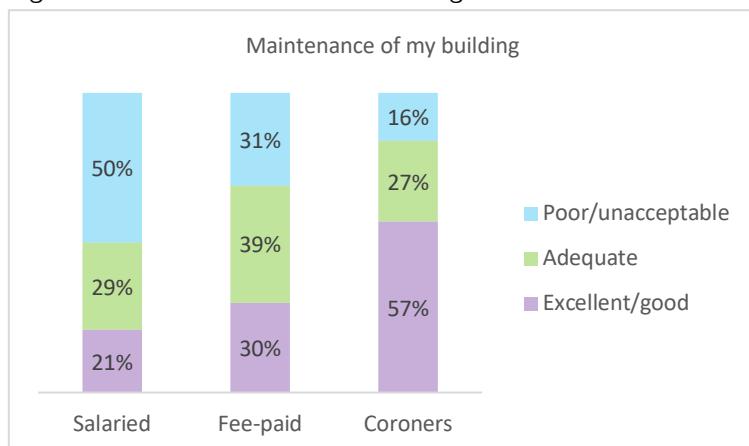
Figure 4.15: Physical quality of buildings 2024



Maintenance of buildings

Half of all salaried judges said that the maintenance of their court and tribunal buildings was poor or unacceptable. This contrast with a majority of coroners who said the maintenance of their buildings was excellent or good. Just under a third of salaried tribunal judges said the maintenance of their buildings was poor or unacceptable,

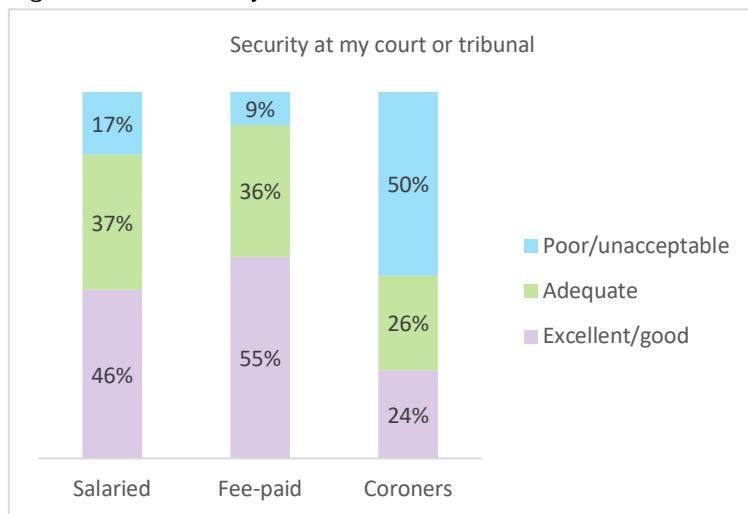
Figure 4.16: Maintenance of buildings 2024



Security at my court or tribunal

When it comes to security the picture is reversed, with 50% of coroners saying that security at their court was poor or unacceptable, while fee-paid and salaried judges were more likely to say that security was excellent or good.

Figure 4.17: Security 2024

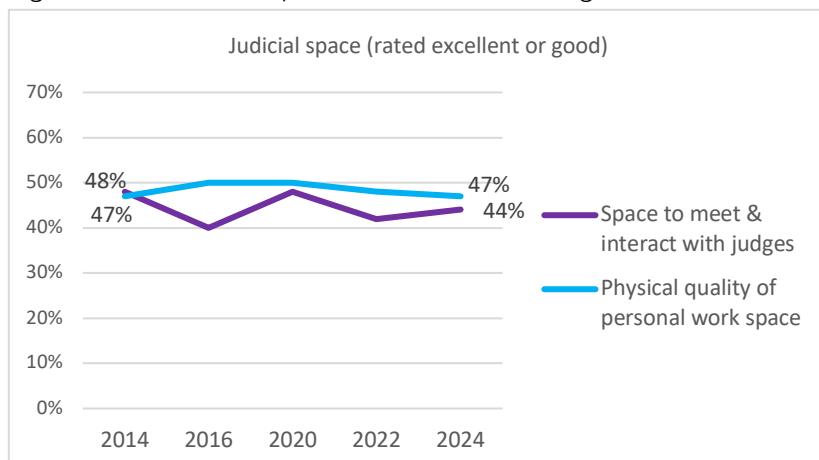


Judicial space

Trends 2014-2024

Over the decade just under half of all judges rated the space they have to meet and interact with other judges and the physical quality of their personal work space as excellent or good, although these are two working conditions that are rated higher than others by judges.

Figure 4.18: Judicial space rated excellent or good 2014-2024



Judicial space 2024

A majority of fee-paid office holders and coroners and close to a majority of salaried judges said that the physical quality of their personal work space was excellent or good. But only a minority of all three groups said that the space to meet and interact with other members of the judiciary was excellent or good.

Figure 4.19: Space to meet judges 2024

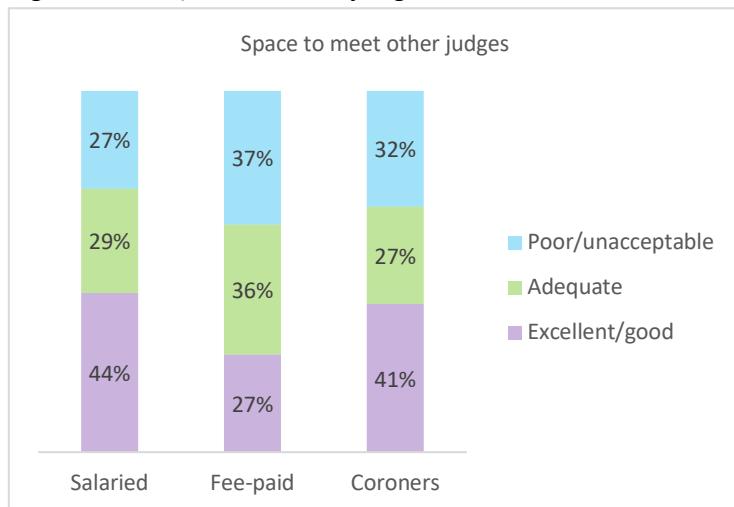
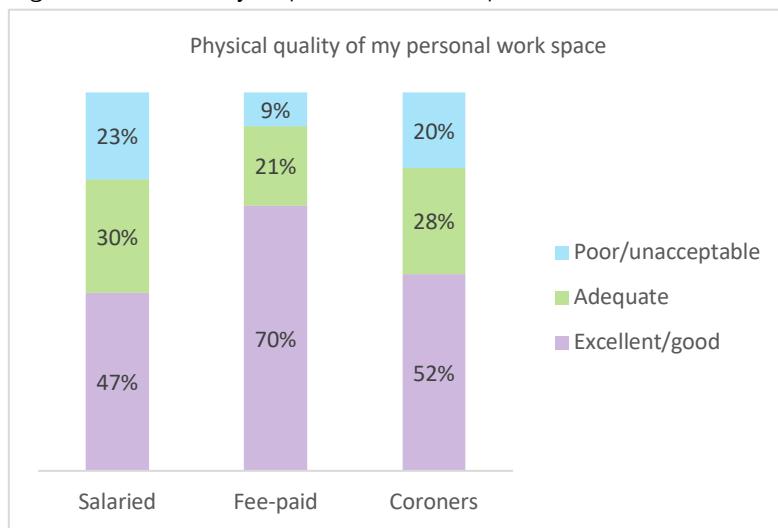


Figure 4.20: Quality of personal work space 2024

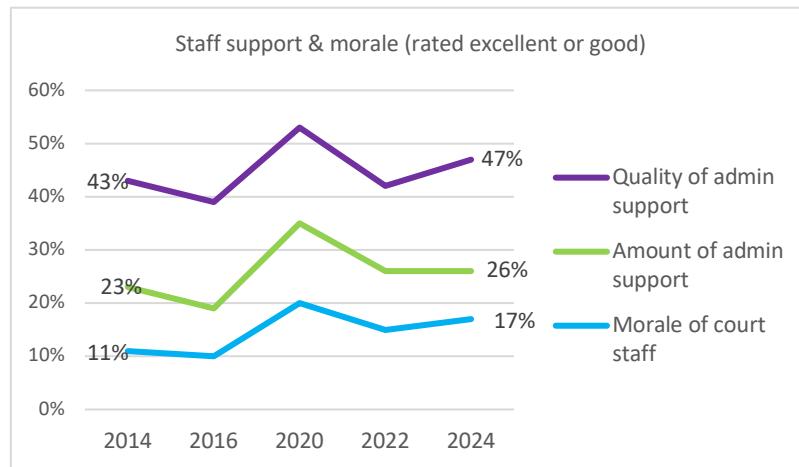


Staff support and morale

Staff support and morale trends 2014-2024

Judges' assessment of staff support and morale has fluctuated over the last decade, but there has been only a small increase from 2014 to 2024 in the proportion of judges that rated the quality and amount of administrative support they receive and the morale of court staff as excellent or good.

Figure 4.21: Staff support and morale rated excellent or good 2014-24



Administrative support

Trends in administrative support 2014-2024

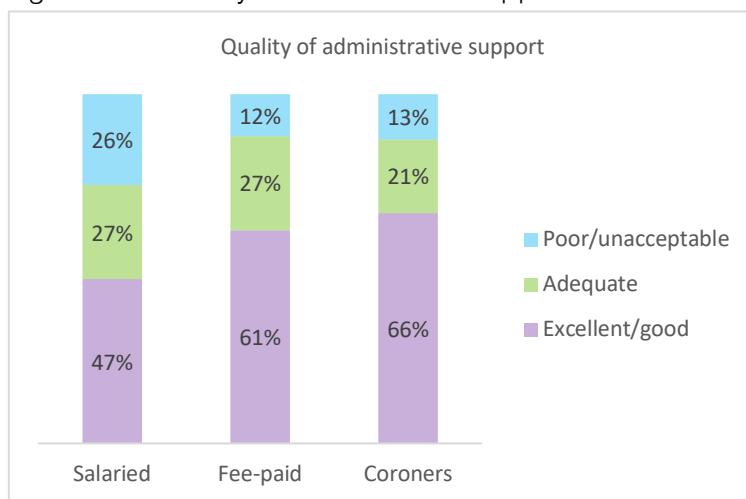
- **Quality of administrative support:** Along with the physical quality of judges' personal work space and space to meet with other judges, the quality of administrative support judges receive has been rated the highest among different working conditions over the decade. In 2014 43% of judges said the quality of administrative support was excellent or good and this had increased to 47% in 2024.
- **Amount of administrative support:** Along with the maintenance of court buildings, the amount of administrative support judges receive has been rated the second lowest over the decade. In 2014 only 23% of judges said the amount administrative support they received was excellent or good and in 2024 this was 26%.
- **Morale of court staff:** The working condition consistently rated the lowest by judges from 2014-2024 has been the morale of court staff, with only 11% rating it excellent or good in 2014 and 17% in 2024.

Staff support and morale 2024

Quality of administrative support

Fee-paid office holders and coroners rated the quality of administrative support they receive higher than salaried judges, with a majority of each rated it either excellent or good.

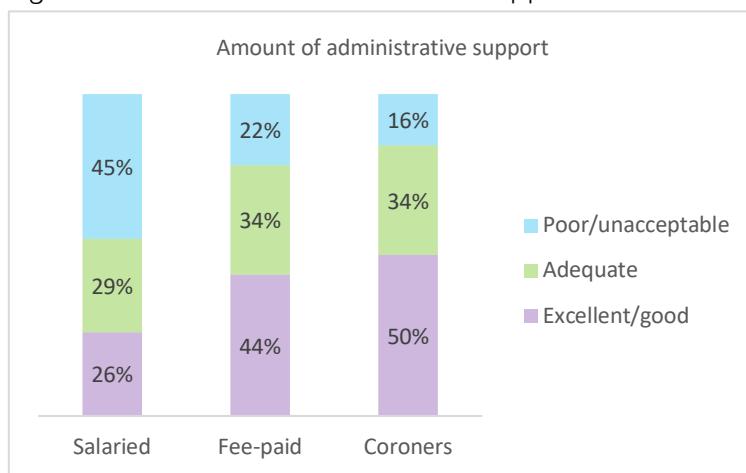
Figure 4.22: Quality of administrative support 2024



Amount of administrative support

While almost half of salaried judges (45%) said the amount of administrative support they receive is either poor or unacceptable, half of coroners and close to half of fee-paid office (44%) holders said it was excellent or good.

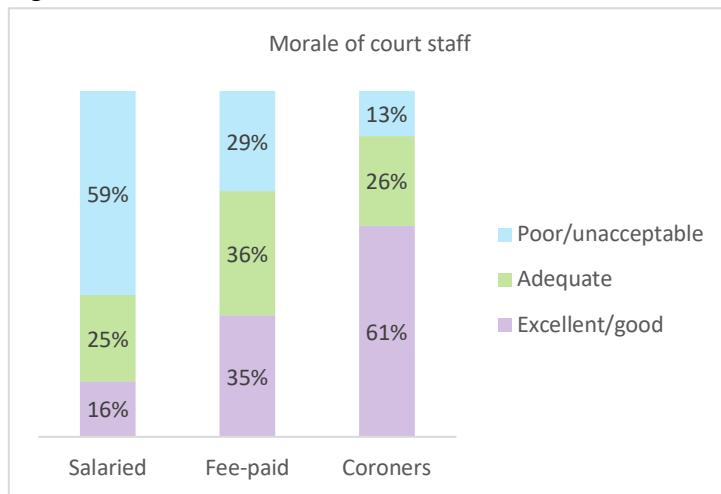
Figure 4.23: Amount of administrative support 2024



Morale of court staff

The morale of court staff was rated very differently by those who work with HMCTS staff (salaried and fee-paid judiciary) compared with coroners who work with local authority staff. A majority of salaried judges (59%) working with HMCTS staff said that their morale was poor or unacceptable. In contrast a majority of coroners (61%) who work with local authority staff said their morale was excellent or good.

Figure 4.24: Morale of court staff 2024



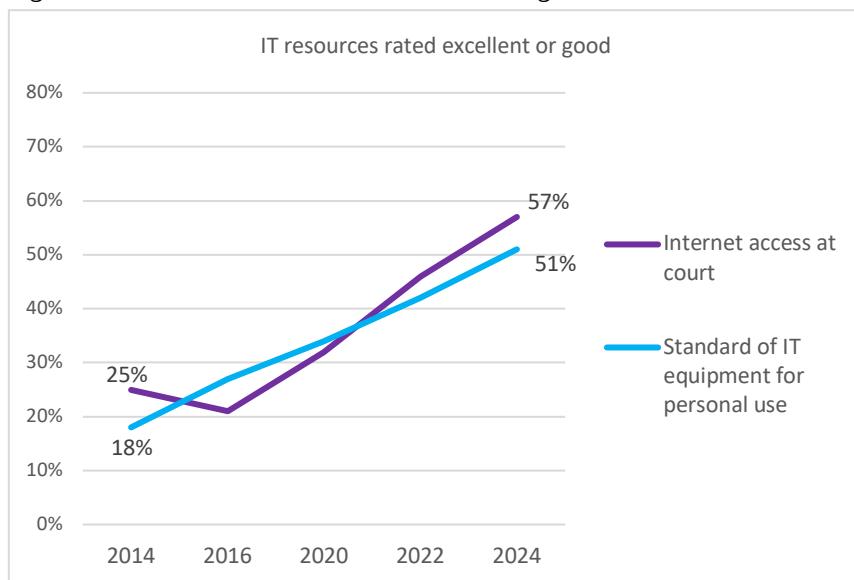
Chapter 5 Judicial IT & Digital Working

This chapter covers the availability and quality of IT resources and IT support at courts and tribunals in England and Wales, as well as the use of remote hearings. It should be noted that these resources and support are provided by Her Majesty's Courts and Tribunals Service (HMCTS) not the judiciary.

IT resources trends 2014-2024

Salaried judges' assessment of both the quality of internet access at court and the standard of IT equipment provided for their personal use has increased substantially over the decade. The proportion of judges rating internet access as excellent or good has increased from 25% in 2014 to 57% in 2024. The IT equipment for judges' personal use rated excellent or good increased from only 18% in 2014 to 51% in 2024.

Figure 5.1: IT resources rated excellent or good 2014-2024



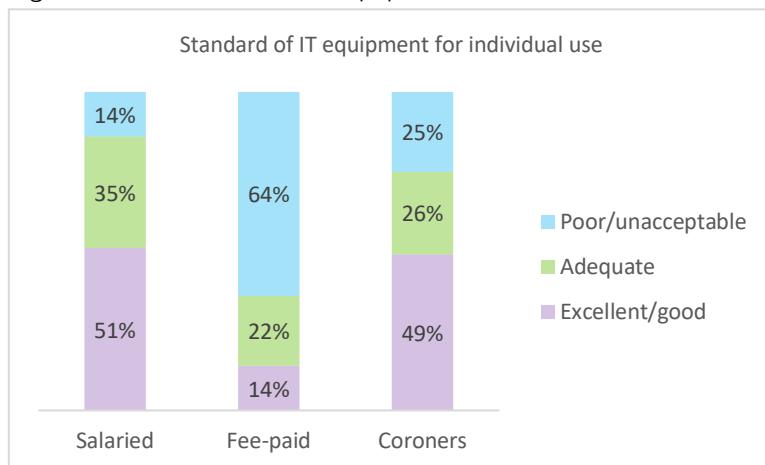
IT resources and support 2024

In 2024 all salaried judges, fee-paid office holders and coroners were asked to assess the IT resources and support they receive in carrying out their judicial responsibilities. It should be noted that in many instances these resources and support are provided by HMCTS for salaried and fee-paid judges in the courts and tribunals, while local authorities provide these resources and support for coroners.

Standard of IT equipment provided for you personally to use

While there were only small proportions of salaried judges and coroners who said the standard of IT equipment provided for them personally to use in their work was poor or unacceptable, the majority of fee-paid office holders (64%) said this equipment was poor or unacceptable.

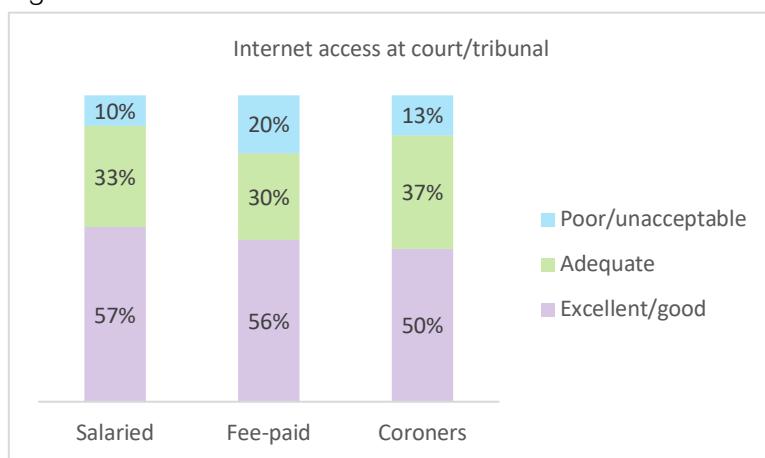
Figure 5.2: Standard of IT equipment for individual use 2024



Internet access at your court or tribunal

A majority of salaried judges, fee-paid office holders and coroners said that internet access at their court or tribunal was excellent or good, and only small proportions said the internet access was poor or unacceptable.

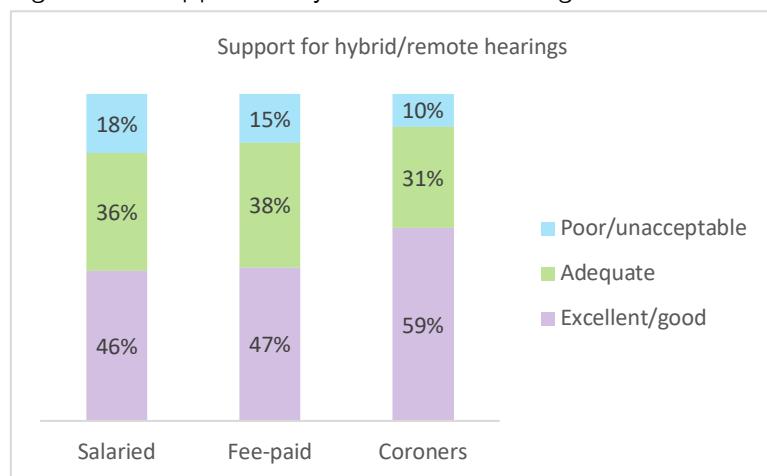
Figure 5.3: Internet access at court/tribunal 2024



Availability of support to arrange and manage hybrid/remote hearings

While a majority of coroners (59%) said that the availability of support to arrange and manage hybrid/remote hearings was excellent or good, only 28% of salaried judges and 34% of fee-paid office holders said the support for hybrid/remote hearings in HMCTS courts and tribunals was excellent or good.

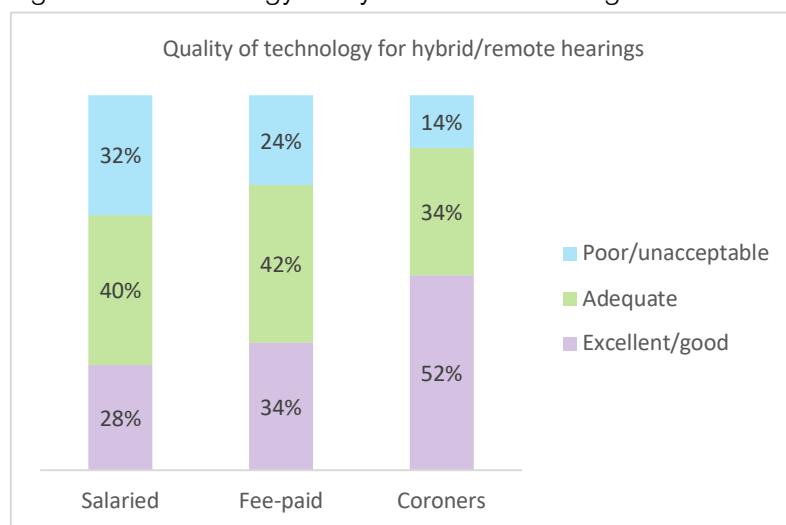
Figure 5.4: Support for hybrid/remote hearings 2024



Quality of the technology for hybrid/remote hearings

While a majority of coroners (52%) said that the quality of the technology for hybrid/remote hearings was excellent or good, only a minority of salaried judges (28%) and fee-paid office holders (34%) said the quality of the technology for hybrid/remote hearings in HMCTS courts and tribunals was excellent or good.

Figure 5.5: Technology for hybrid/remote hearings 2024



Availability, quality and speed of technical support

In no instances did a majority of the salaried or fee-paid judiciary or coroners say that the availability, quality or speed of technical support was excellent or good. The availability and speed of technical support once requested had the highest ratings of poor or unacceptable.

Figure 5.6: Availability of technical support 2024

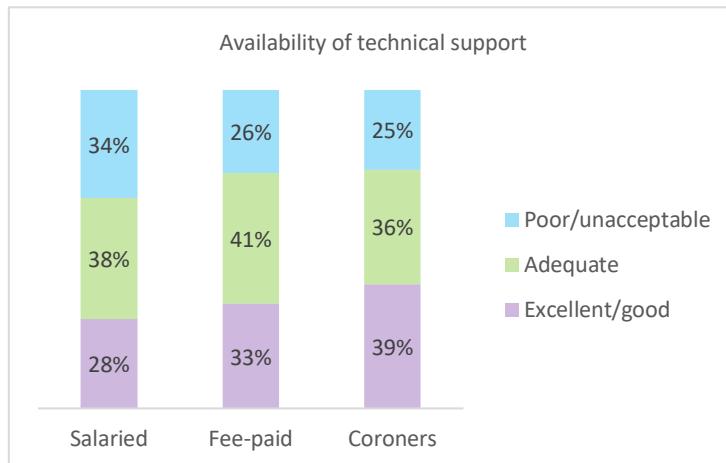


Figure 5.7: Quality of technical support 2024

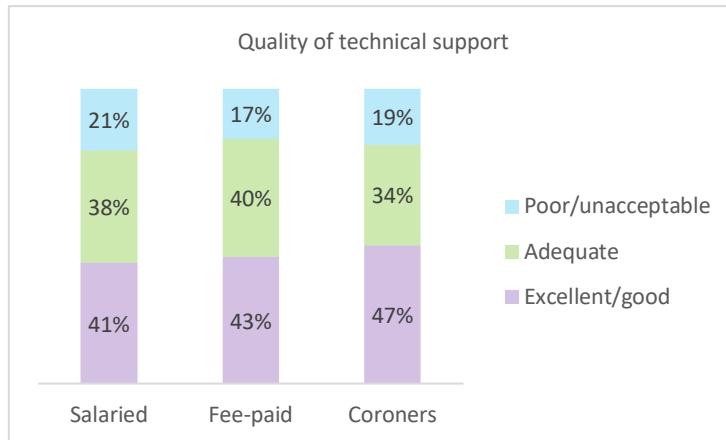
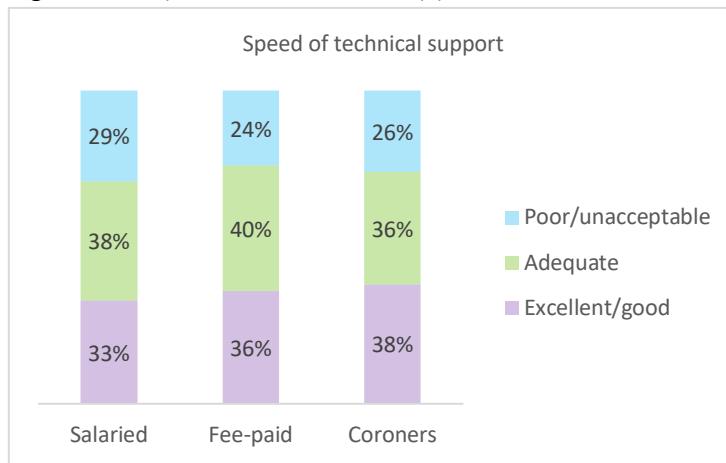


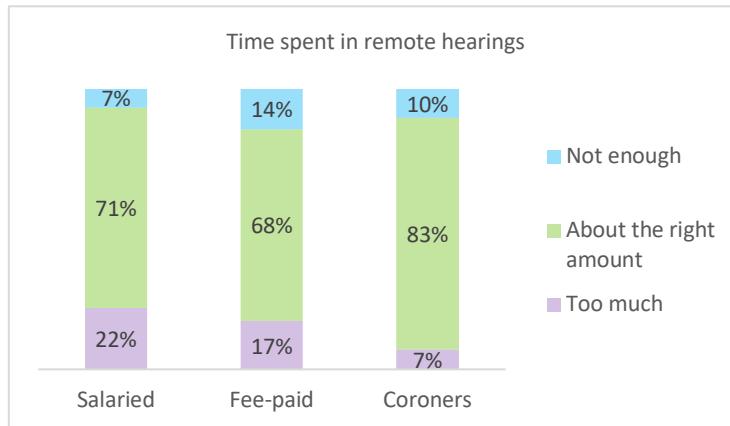
Figure 5.8: Speed of technical support 2024



Time spent in remote hearings

All salaried and fee-paid judiciary and coroners were asked: *How would you assess the amount of your sitting time spent in remote hearings?* The majority of salaried, fee-paid and coroners said that they were spending about the right amount of time in remote hearings, but almost a quarter of salaried judges said they were spending too much time in remote hearings.

Figure 5.9: Time spent in remote hearings 2024



Courts judiciary

Amongst the courts judiciary, there were two judicial posts where a quarter of judges said they were spending too much time in remote hearings: District Judges (County) and Circuit Judges. Amongst Circuit Judges, 31% of judges sitting in crime said they were spending too much time in remote hearings, compared with 18% in family and 8% in civil. For other courts judges, most said that the amount of time spent in remote hearings was about the right amount.

Table 5.1: Salaried courts judiciary view of time spent in remote hearings

Time spent in remote hearings	DJ	DJ (MC)	Circuit	Senior Circuit	HCJ (Chan)	HCJ (Fam)	HCJ (KB)	COA
Too much	24.5%	9.5%	23.9%	15.9%	0.0%	10.5%	8.1%	2.6%
About the right amount	67.2%	81.0%	71.2%	80.5%	94.7%	84.2%	90.5%	92.3%
Not enough	8.3%	9.5%	4.8%	3.7%	5.3%	5.3%	1.4%	5.1%

Table 5.2: Fee-paid courts judiciary view of time spent in remote hearings

Time spent in remote hearings	DDJ	DDJ (MC)	Recorder	Deputy High Court Judge
Too much	11.4%	6.7%	10.8%	8.3%
About the right amount	73.8%	84.4%	76.0%	83.3%
Not enough	14.8%	8.9%	13.2%	8.3%

Tribunals

Amongst the tribunals judiciary, a quarter of First Tier Tribunal Judges (salaried and fee-paid) and NLMs said that they were spending too much time in remote hearings. Amongst the Employment judiciary, a third of salaried Employment Judges and a quarter of fee-paid Employment Judges said they were spending too much time in remote hearings, but a quarter of Employment NLMs said they were not spending enough time in remote hearings.

Table 5.3: Salaried tribunal judges view of time spent in remote hearings

Time spent in remote hearings	First Tier Tribunal Judge	Employment Judge	Upper Tribunal Judge
Too much	23.0%	32.6%	14.0%
About the right amount	64.3%	63.1%	82.0%
Not enough	12.7%	4.3%	4.0%

Table 5.4: Fee-paid judiciary view of time spent in remote hearings

Time spent in remote hearings	First Tier Tribunal NLM	First Tier Tribunal Judge	Employment NLM	Employment Judge	Upper Tribunal NLM	Upper Tribunal Judge
Too much	21.4%	25.6%	9.2%	25.6%	11.1%	13.8%
About the right amount	63.6%	60.5%	69.2%	69.2%	77.8%	69.0%
Not enough	15.0%	13.9%	21.6%	5.1%	11.1%	17.2%

Coroners

Amongst coroners, almost all said that they were spending about the right amount of time in remote hearings, although 13% of Assistant Coroners said they were not spending enough time in remote hearings.

Table 5.5: Coroners' view of time spent in remote hearings

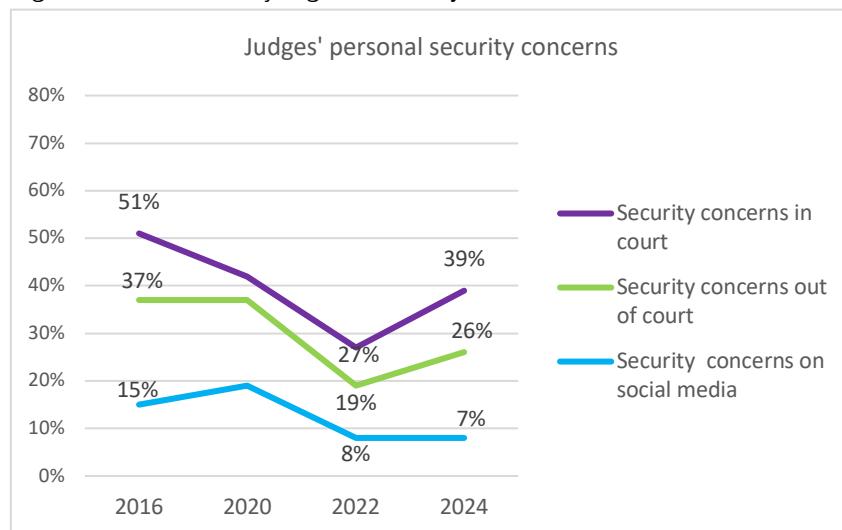
Time spent in remote hearings	Assistant Coroner	Area Coroner	Senior Coroner
Too much	8.0%	7.8%	2.9%
About the right amount	79.5%	88.2%	89.7%
Not enough	12.5%	3.9%	7.4%

Chapter 6 Safety, security and other concerns

Trends in personal security concerns 2014-2024

Since 2016 when salaried judges were first asked about their concerns for their personal security, judges' views have fluctuated. From 2016 to 2022 there was a substantial fall in those who said they have personal safety concerns in court, out of court and on social media. But from 2022 to 2024 judges' concerns for their personal security in and out of court have increased.

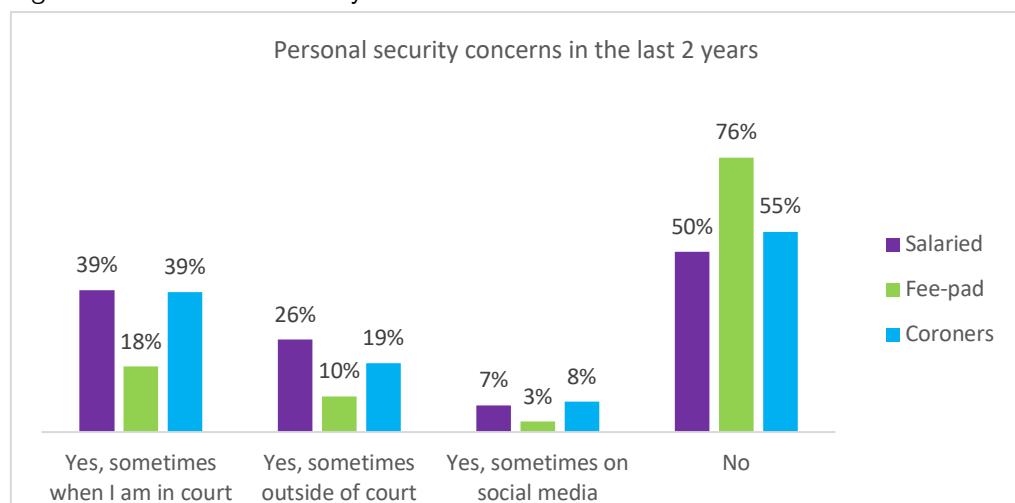
Figure 6.1: Extent of judges' security concerns 2016-2024



Personal security concerns 2024

Salaried judges and coroners had the largest proportions reporting security concerns both in and outside court in the last 2 years.

Figure 6.2: Personal security concerns 2024



Note: Multiple options could be selected

Amongst the salaried courts judiciary, District Judges (County and Mags) and Circuit Judges (including Senior Circuit Judges) have the highest concerns for their personal security both in and outside court, with a majority of District Judges (County) (69%) and DJMCs (58%) concerned about their personal security in court.

Table 6.1: Salaried courts judges personal security concerns 2024

<i>Have you had personal security concerns in the last 2 years?</i>	District Judge	District Judge (MC)	Circuit Judge	Senior Circuit Judge	High Court (Chan)	High Court (Fam)	High Court (KB)	Court of Appeal
Yes, sometimes when I am in court	68.9%	58.2%	36.7%	24.4%	10.5%	15.8%	10.8%	7.0%
Yes, sometimes outside of court	29.7%	36.1%	29.1%	24.4%	10.5%	15.8%	18.9%	14.0%
Yes, sometimes on social media	6.0%	8.2%	8.4%	9.8%	10.5%	10.5%	4.1%	4.7%

Note: Multiple options could be selected

Amongst salaried tribunal judges, First Tier Tribunal Judges and Employment Judges have the highest security concerns.

Table 6.2: Salaried tribunal judges personal security concerns 2024

<i>In the last 2 years have you been concerned about your personal security as a result of your judicial role?</i>	First Tier Tribunal Judge	Employment Judge	Upper Tribunal Judge
Yes, sometimes when I am in court	25.3%	27.6%	14.0%
Yes, sometimes outside of court	18.9%	18.4%	18.0%
Yes, sometimes on social media	6.4%	7.0%	12.0%

Note: Multiple options could be selected

Coroners

A majority of Area Coroners (62%) and Senior Coroners (53%) have been concerned about their personal security in court in the last 2 years, and a third of Area Coroners and Senior Coroners have been concerned about their personal security out of court in the last 2 years.

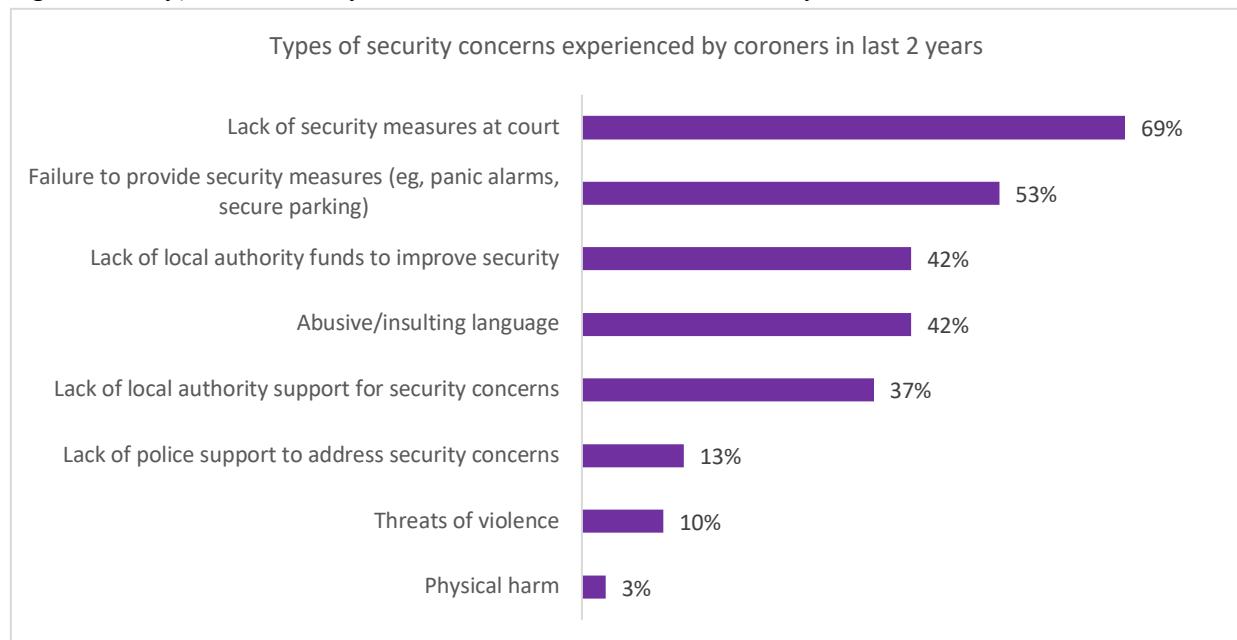
Table 6.3: Coroners personal security concerns 2024

<i>In the last 2 years have you been concerned about your personal security as a result of your coroner role?</i>	Assistant Coroner	Area Coroner	Senior Coroner
Yes, sometimes when I am in court	29%	62%	53%
Yes, sometimes outside of court	11%	34%	34%
Yes, sometimes on social media	5%	13%	15%

Note: Multiple options could be selected

Coroners were asked some additional questions about their personal security concerns, including what types of security concerns they had experienced in the last 2 years. A majority of concerns had experienced a lack of security measures in place at Coroners Courts (69%) and a failure to provide specific security measures for coroners (panic alarms and secure parking) (53%), while almost half of all coroners had also experienced abusive and insulting language (42%) and a lack of local authority funds and support to improve security at Coroners Courts.

Figure 6.3: Types of security concerns for coroners in the last 2 years



Note: Multiple options could be selected

Area Coroners had some of the largest proportions who had experienced a lack of security measures at court (84%) including failures to provide specific security measures like panic alarms or secure parking (79%), while almost two-thirds of Senior Coroners (61%) had experienced abusive or insulting language in the last 2 years.

Table 6.4: Types of security concerns experienced in the last 2 years

<i>What types of security concerns have you experienced in the last 2 years?</i>	Assistant Coroner	Area Coroner	Senior Coroner
Lack of security measures at court	65%	84%	66%
Abusive/insulting language	33%	42%	61%
Failure to provide security measures (e.g., panic alarms, secure parking)	48%	79%	46%
Lack of local authority funds to improve security	41%	53%	36%
Lack of local authority support for security concerns	36%	44%	34%
Threats of violence	2%	14%	25%
Lack of police support to address security concerns	12%	16%	14%
Physical harm	4%	2%	2%

Note: Multiple options could be selected

Overall concerns of judges and coroners

Over three-quarters of all salaried judges are extremely concerned about staff reductions, and two-thirds are extremely concerned about financial constraints in the justice system and the loss of respect for the judiciary by the government. Almost half are extremely concerned about deteriorating conditions at their court buildings and attacks on the judiciary in the media.

Table 6.5: Changes salaried judges are extremely concerned about 2024

<i>To what extent are you concerned about the following changes in the judiciary?</i>	Judges who said "extremely concerned"
Staff reductions	76%
Financial constraints	67%
Loss of respect for the judiciary by government	64%
Deteriorating conditions at my court building	46%
Attacks on judiciary in media	46%
Loss of experienced judges	45%
Increase in litigants in person	43%
Stressful working conditions	42%
Low judicial morale	41%
Inability to attract best people to judiciary	35%

Court/tribunal closures	30%
Personal safety for judges	29%
Loss of judicial independence	26%
Reduction in face-to-face hearings	21%

Note: Multiple options could be selected

Coroners have similar concerns to salaried judges, with the largest proportions most concerned about financial constraints, the loss of respect for coroners by the government, stress working conditions, staff reductions and personal safety for judges.

Table 6.6: Changes coroners are concerned about 2024

<i>To what extent are you concerned about the following changes in the coroners service?</i>	Coroners who said "extremely or somewhat concerned"
Financial constraints	72%
Loss of respect for coroners by government	67%
Stressful working conditions	62%
Staff reductions	61%
Personal safety for judges	61%
Low judicial morale	57%
Insufficient court accommodation	52%
Lack of a national coroners service	49%
Deteriorating conditions at my court building	42%
Attacks on coroners in media	41%
Lack of a common software programme for cases	36%
Increases in remote inquests	24%
Merger of coroner areas	22%

Note: Multiple options could be selected

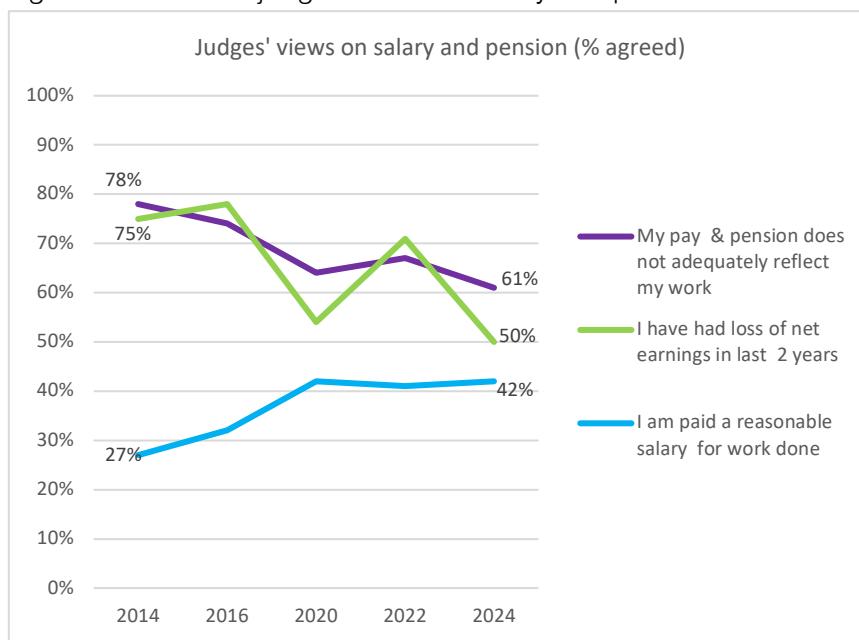
Chapter 7 Salaried Judiciary: Pay, Pension and Earnings

This section deals with remuneration and pensions for salaried judges (Fee-paid judicial office holders and coroners are dealt with in separate chapters). Salaried judges have been surveyed in the JAS about their salary and pension since 2014, and this has enabled results of the 2024 JAS to be compared with previous JAS findings on salary and pensions.

Trends in judges' views on salary and pension (2014-2024)

Over the decade from 2014 to 2024, a majority of judges have said their pay and pension does not adequately reflect the work they have done and will do before retirement and that they had a loss of net earnings in the previous 2 years. However, the proportion of judges holding these views has decreased from 2014 to 2024. Over the same 10 years, there has also been an increase in the proportion of judges that feel they are paid a reasonable salary for the work they do (from 27% in 2014 to 42% in 2024), although this remains a minority of judges.

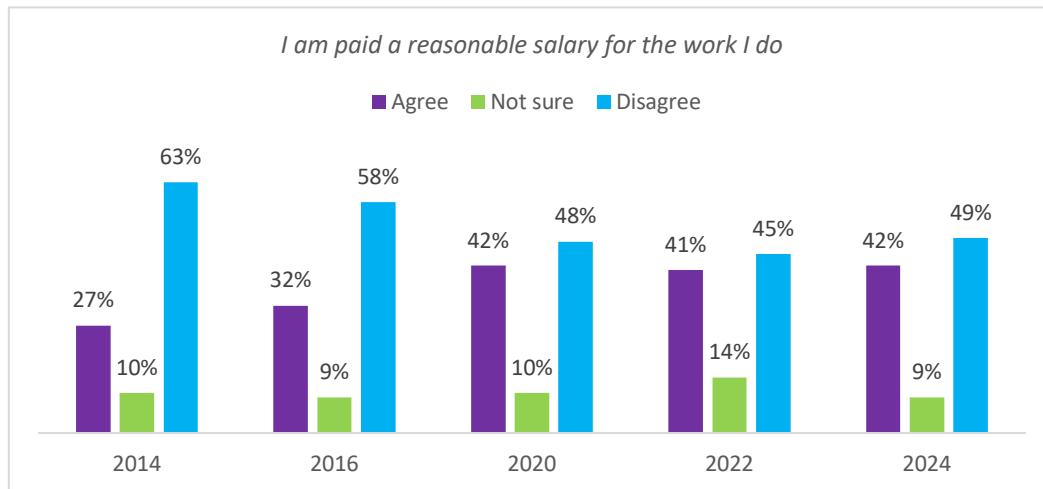
Figure 7.1: Salaried judges' views on salary and pension 2014-2024



I am paid a reasonable salary for the work I do (2014-2024)

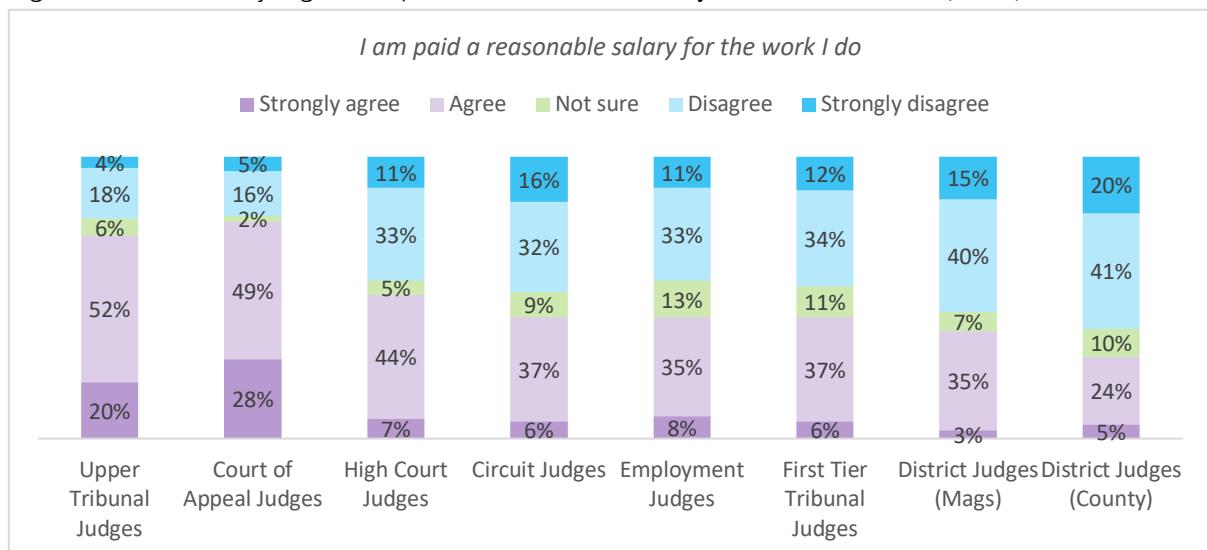
From 2014 to 2020 an increasing proportion of judges said their salary was reasonable, but since 2020, the salaried judiciary has been divided on this issue.

Figure 7.2: Reasonableness of salary (2014-2024)



In 2024 a majority of Court of Appeal (77%) and Upper Tribunal (72%) judges agree that they are paid a reasonable salary for the work they do. A bare majority of High Court Judges (51%) feel they are paid a reasonable salary. A majority of District Judges (County) (61%) and DJMCs (55%) do not feel they are paid a reasonable salary for the work they do. Circuit Judges, Employment Judges and First Tier Tribunal Judges are almost equally divided on this issue.

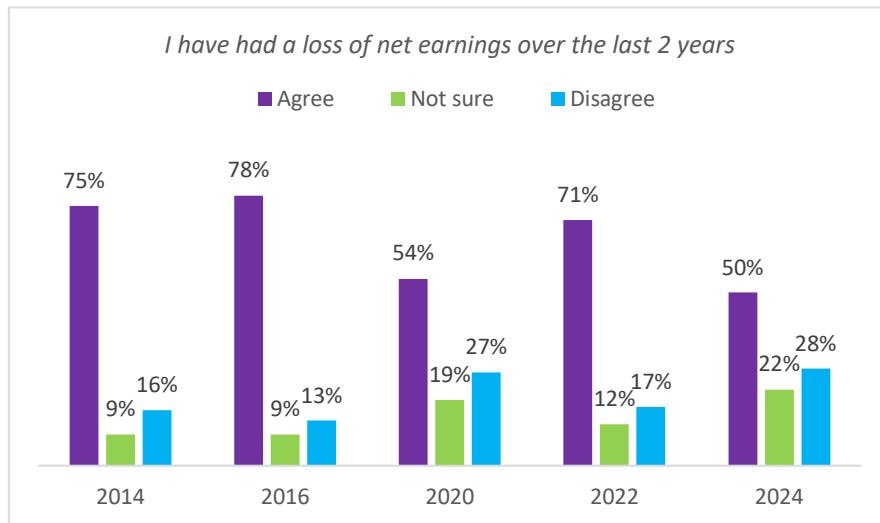
Figure 7.3: Whether judges are paid a reasonable salary for the work done (2024)



I have had a loss of net earnings over the last 2 years (2014-2024)

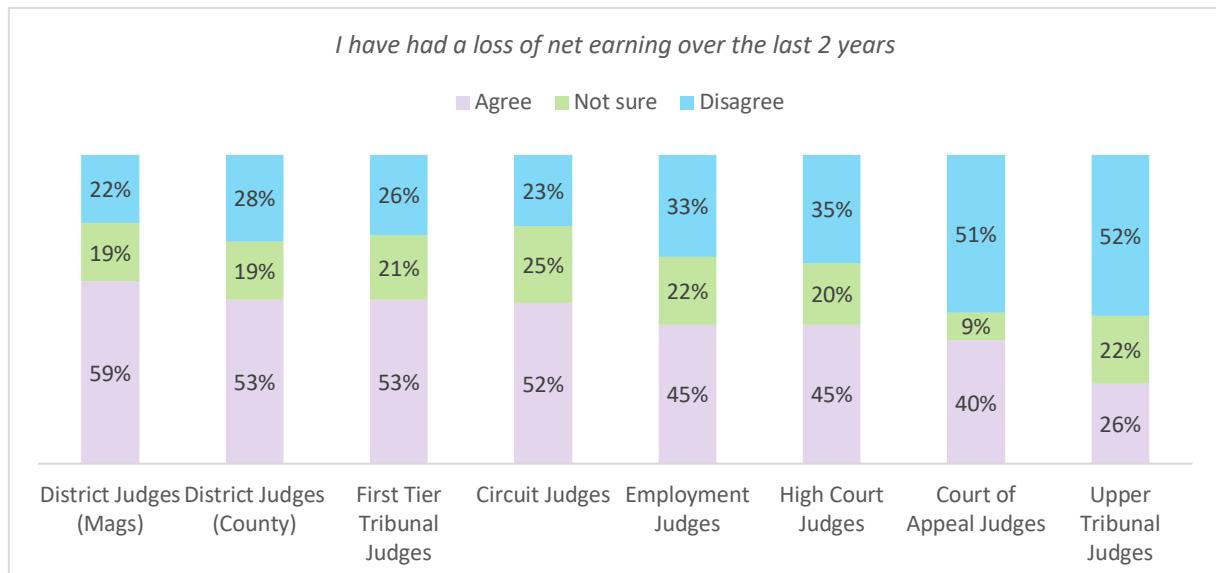
Over the last decade there has been a substantial fall in the proportion of salaried judges reporting a loss of net earnings, from 75% in 2014 to 50% in 2024.

Figure 7.4: Loss of net earnings (2014-2024)



In 2024 a majority of District Judges (County and Mags), Circuit Judges and First Tier Tribunal Judges said they had a loss of net earnings over the last 2 years. Close to a majority of Employment and High Court Judges (45%) had a loss of net earnings from 2022-2024. Only for Court of Appeal and Upper Tribunal Judges did a bare majority report not having a loss of net earnings over the last 2 years.

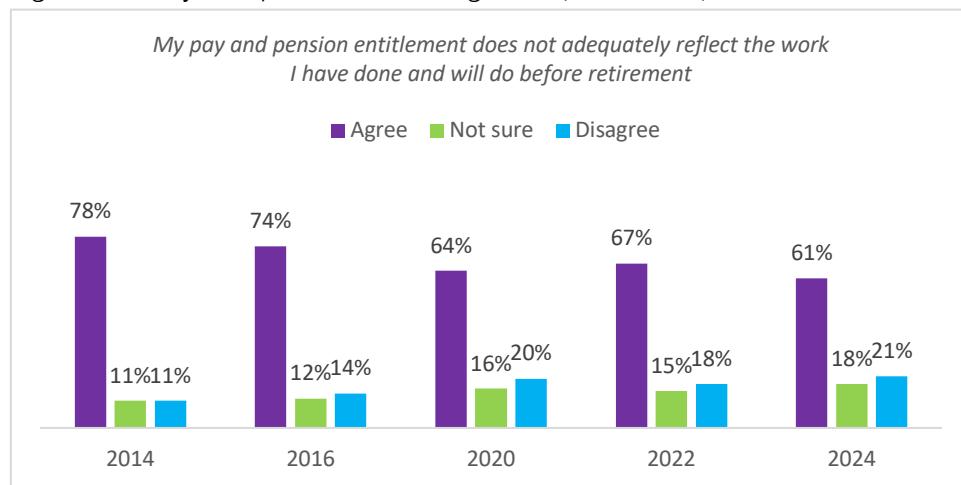
Figure 7.5: Whether had a loss of net earnings over the last 2 years (2024)



My pay and pension entitlement does not adequately reflect the work I have done and will do before retirement (2014-2024)

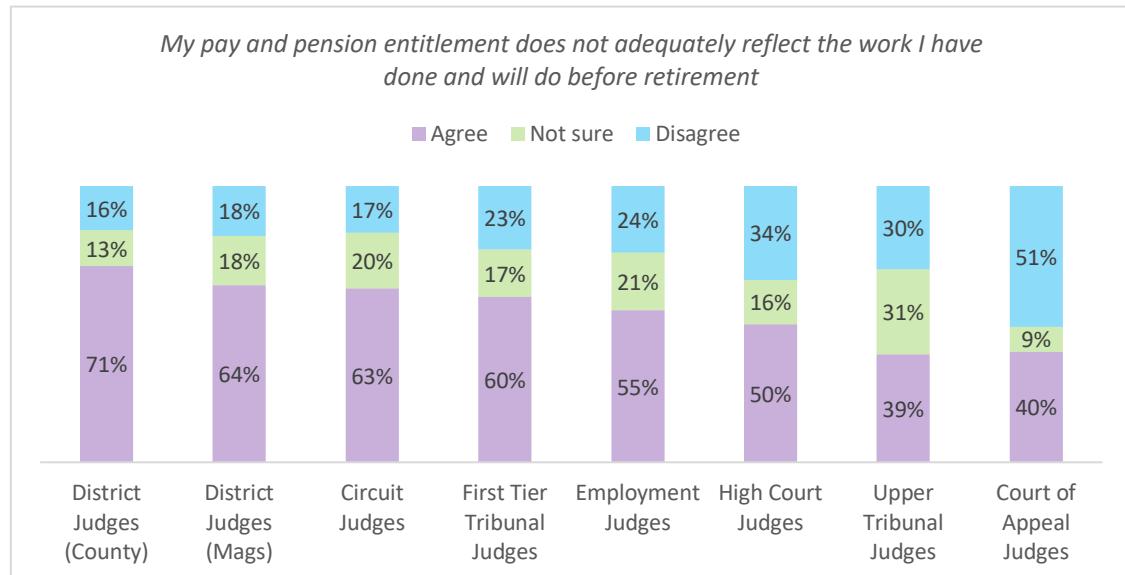
While a majority of judges continue to say that their pay and pension entitlement does not adequately reflect the work they have done and will do before retirement, this has fallen over the decade from 78% in 2014 to 61% 2024.

Figure 7.6: Pay and pension reflecting work (2014-2024)



In 2024, a majority of all but Upper Tribunal and Court of Appeal Judges currently feel that their pay and pension entitlement does not adequately reflect the work they have done and will do before retirement.

Figure 7.7: Whether pay and pension entitlement reflect the work done 2024

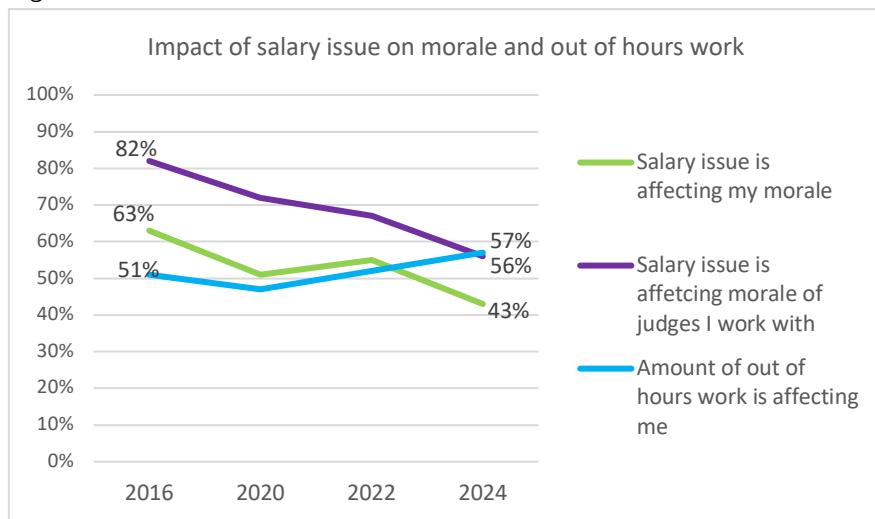


Salary, morale and out of hours work

Salary and judicial morale: Since 2016 (when it was first asked), there has been a continued fall in the proportion of judges saying the salary issue was affecting their own morale (falling from 63% in 2016 to 43% in 2024) and the morale of judges with whom they work (falling from 82% in 2016 to 56% in 2024).

Out of hours work: From 2016 to 2024 the proportion of salaried judges that said they were affected by the amount of out of hours work required to do the job increased from 51% in 2016 to 57% in 2024.

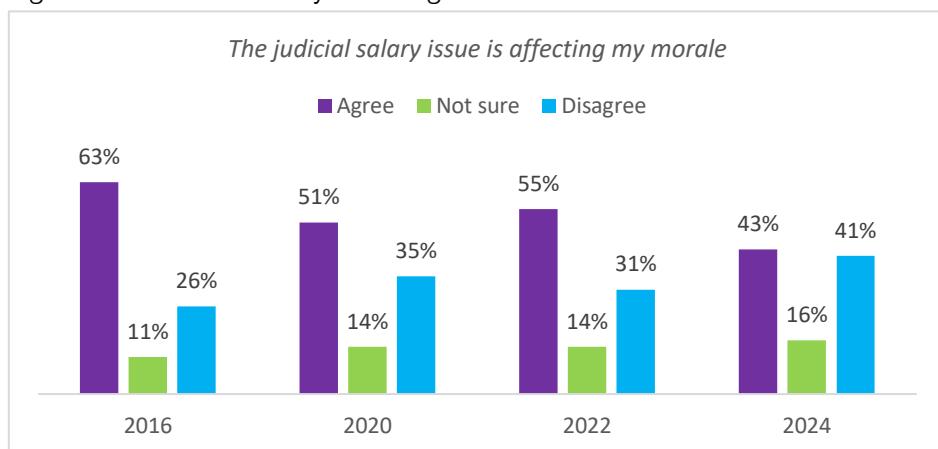
Figure 7.8: Morale and out of hours work 2016-2024



The judicial salary issue is affecting my morale (2016-2024)

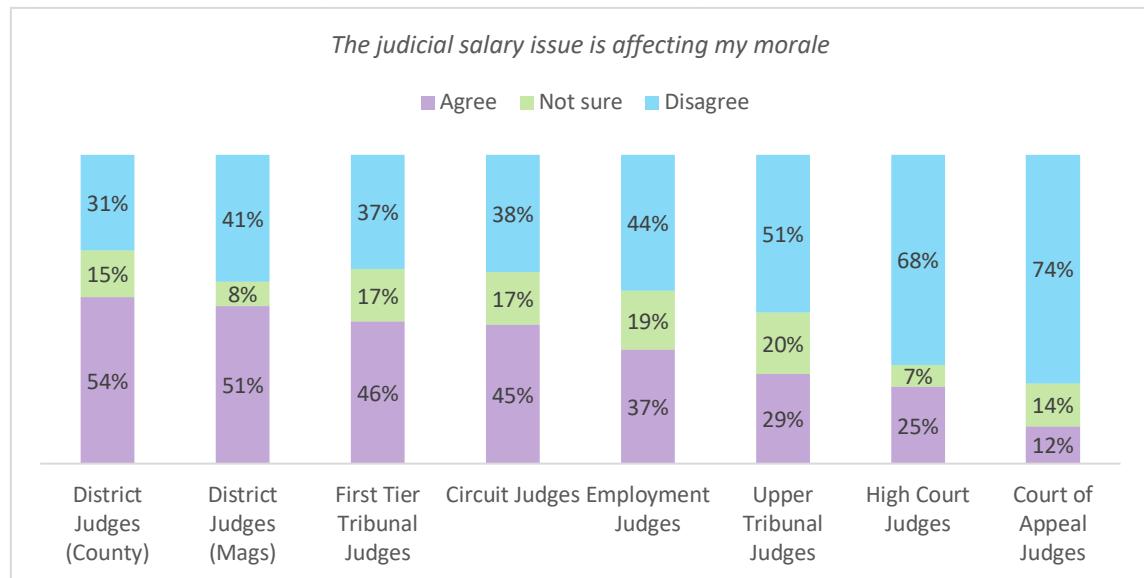
From 2016 (when first asked) the proportion of salaried judges that said the judicial salary issue was affecting their morale has fallen from almost two-thirds (63%) to a minority (43%) in 2024.

Figure 7.9: Judicial salary affecting morale



In 2024 a majority of District Judges (County and Mags), said that the judicial salary issue was affecting their morale. Close to a majority of First Tier Tribunal Judges and Circuit Judges said this. Employment Judges were divided over this issue. A majority of Upper Tribunal, High Court and Court of Appeal Judges said the judicial salary was not affecting their morale.

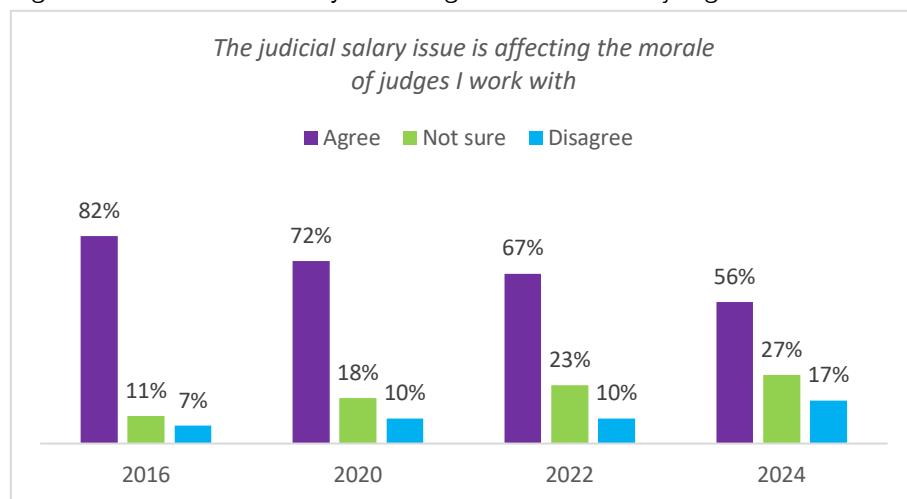
Figure 7.10: Whether the judicial salary issue is affecting own morale (2024)



The judicial salary issue is affecting the morale of judges I work with (2016-2024)

Since 2016 (when it was first asked), there has been a steady fall in the proportion of judges saying the salary issue was affecting the morale of judges with whom they work, from 82% in 2016 to 56% in 2024.

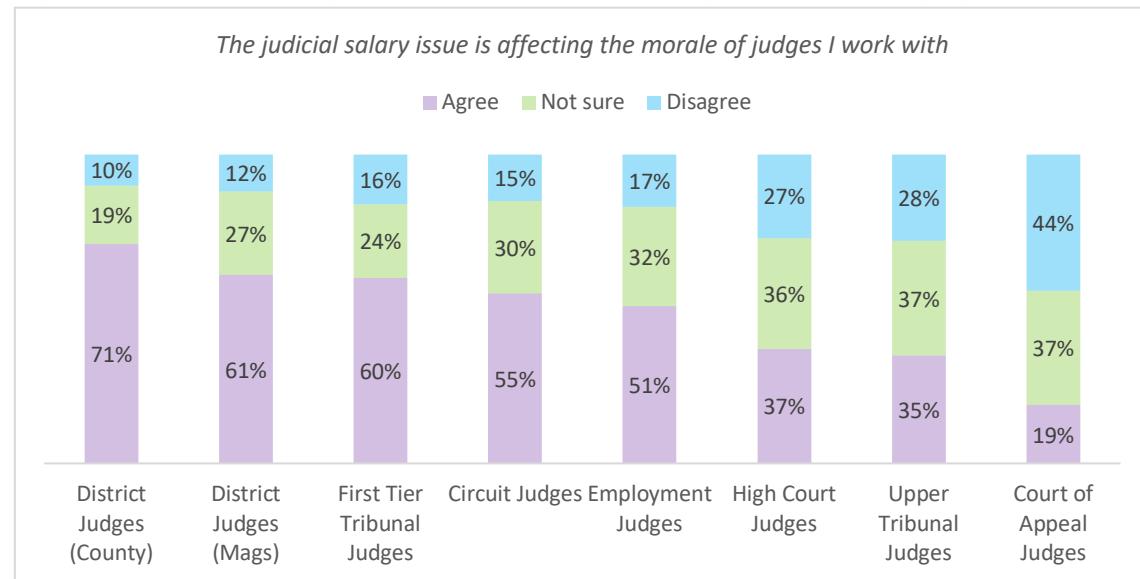
Figure 7.11: Judicial salary affecting morale of other judges



In 2024 a majority of District Judges (County and Mags), First Tier Tribunal Judges, Circuit Judges and Employment Judges said that the judicial salary issue was affecting the morale of

judges with whom they work. High Court, Upper Tribunal and Court of Appeal Judges were largely uncertain or split on this issue.

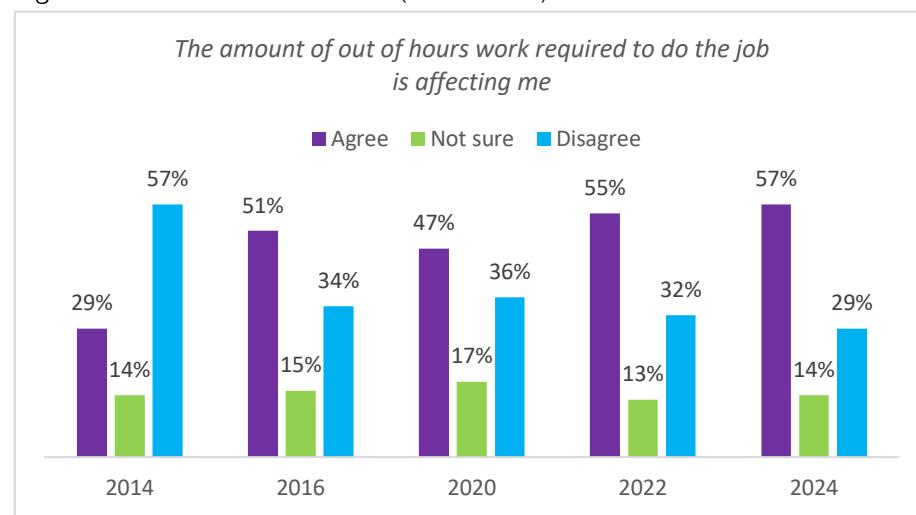
Figure 7.12: Whether the judicial salary issue is affecting morale of other judges 2024



The amount of out of hours work required to do job is affecting me (2014-2024)

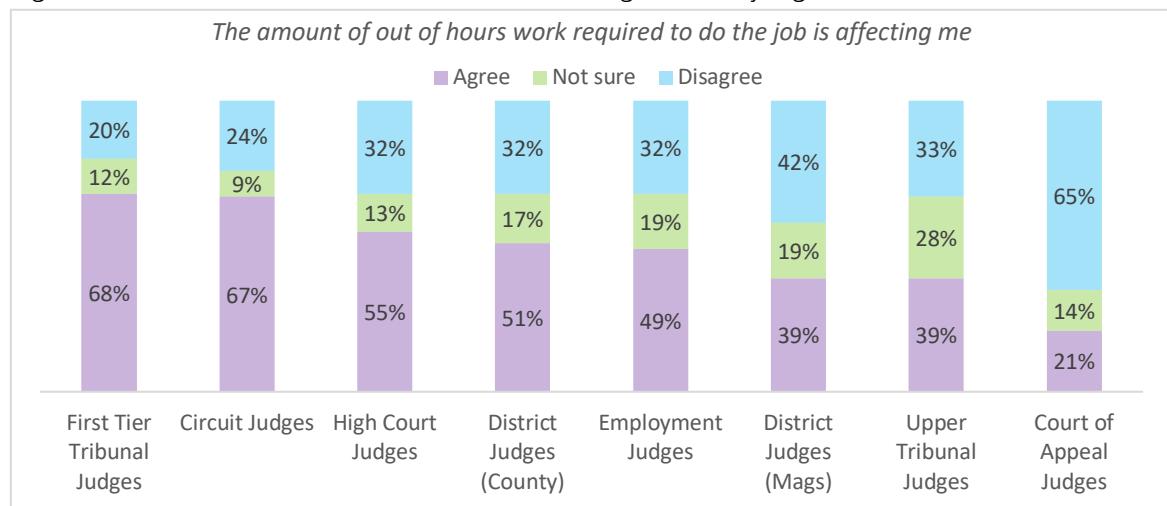
Over the decade there has been a substantial increase in the proportion of judges saying that the amount of out of hours work required to do the job was affecting them, doubling from a minority of 29% in 2014 to a majority of 57% in 2024.

Figure 7.13: Out of hours work (2014-2024)



In 2024, those judges most affected by the amount of out of hours work are First Tier Tribunal Judges (68%), Circuit Judges (67%), High Court Judges (55%) and District Judges (County) (51%). Those least affected are Court of Appeal Judges (65% not affected).

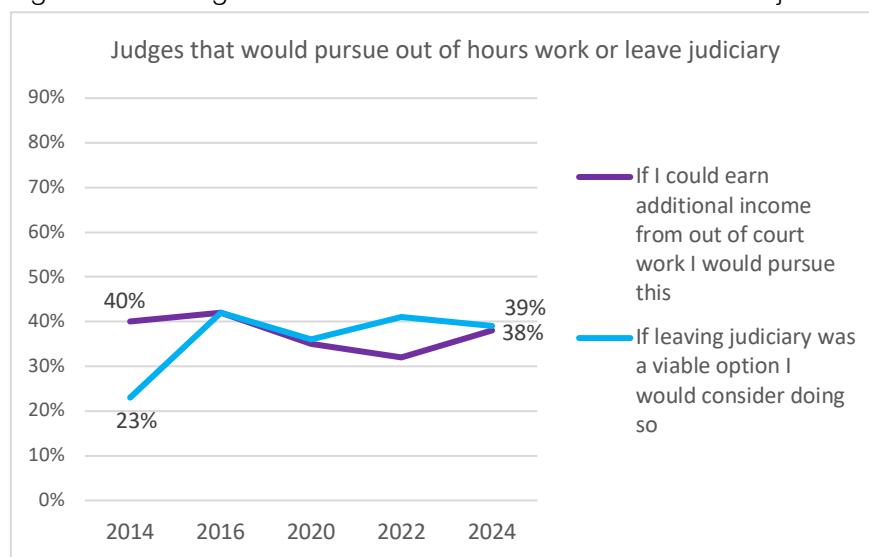
Figure 7.14: Whether out of hours work is affecting salaried judges



Leaving the judiciary or earning additional income

Unlike other professions, salaried judges have limited employment options. Once judges take a salaried post in England and Wales they cannot (by convention and contractual terms of service¹⁶) return to practice if they decide to leave the judiciary. Salaried judges also cannot supplement their income with other forms of paid work. Over the decade, while only a minority of salaried judges have said that they would consider leaving the judiciary if this was a viable option, the proportion that has increased from 23% in 2014 to 39% in 2024. There has been little change over the decade in the proportion of judges that would pursue out of court work if they could earn additional income this way, from 40% in 2014 to 38% in 2024.

Figure 7.15: Judges who would do out of hours work or leave judiciary

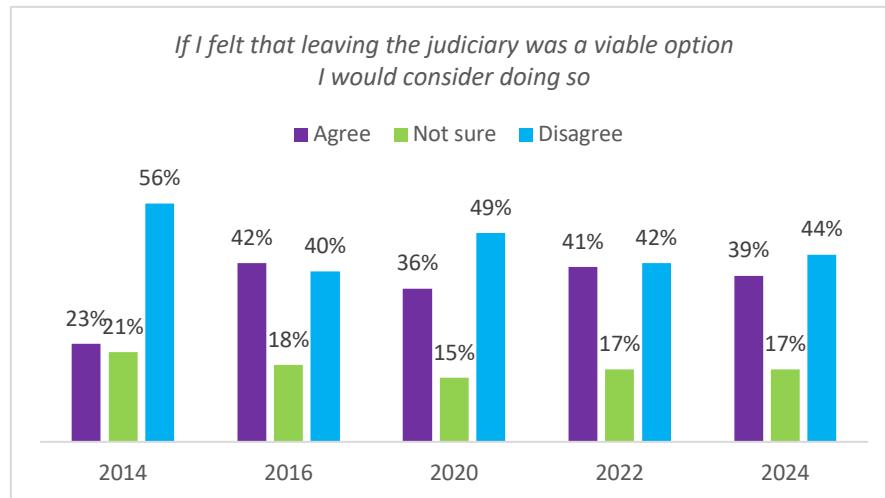


¹⁶ Terms and conditions of a salaried judicial appointment are that it is “intended for the remainder of a person’s professional life” and that “following termination of their appointment they will not return to private practice as a barrister or a solicitor”. See: <https://questions-statements.parliament.uk/written-questions/detail/2023-11-20/HL388/>

If I felt that leaving the judiciary was a viable option I would consider doing so (2014-2024)

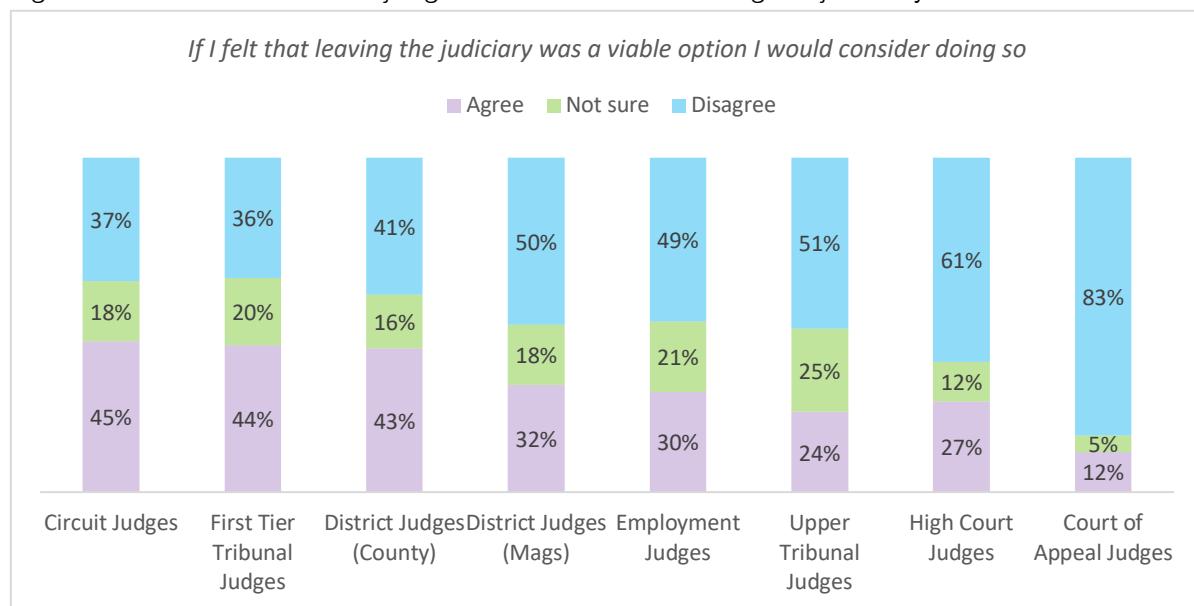
Ten years ago in 2014 only a small minority (23%) of salaried judges said they would consider leaving the judiciary if it was a viable option. But since 2016 the proportion of salaried judiciary saying they would leave if it was viable option has increased, and judges are now divided on this issue with 39% saying they would leave and 44% saying they would not in 2024.

Figure 7.16: Leaving the judiciary (2014-2024)



In 2024, the largest proportions of judges that would consider leaving the judiciary if it was a viable option are Circuit Judges (45%), First Tier Tribunal Judges (43%) and District Judges (County) (43%). Those least likely to do so are Court of Appeal Judges (83%) and High Court (61%).

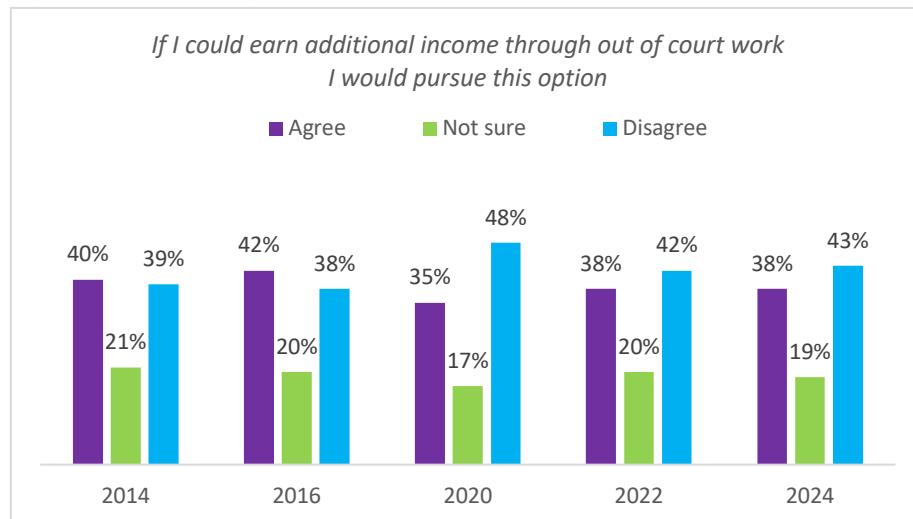
Figure 7.17: Whether salaried judges would consider leaving the judiciary 2024



If I could earn additional income through out of court work I would pursue this option (2014-2024)

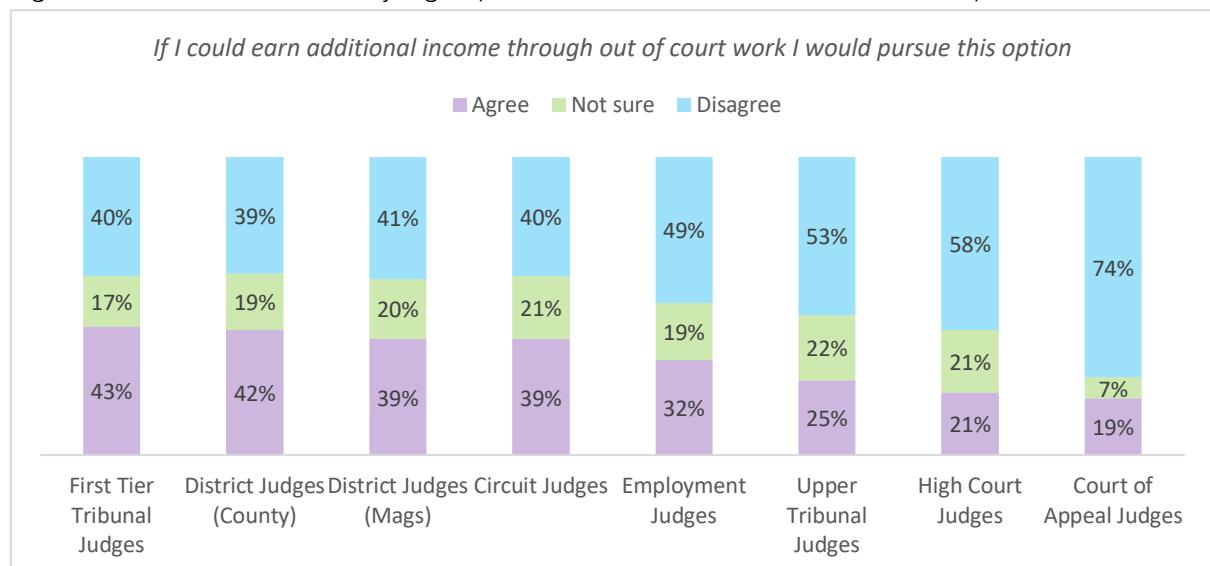
Since 2014, the salaried judiciary as a whole has continued to be fairly split in their views over whether they would pursue additional earnings through out of court work if this was permitted (which it is not).

Figure 7.18: Earning additional income by out of court work (2014-2024)



In 2024, when the results are examined by individual salaried judicial post, the judges most likely to say that they would pursue earning additional income from out of court work are First Tier Tribunal Judges, District Judges (County and Magistrates) and Circuit Judges, whereas Court of Appeal Judges are least likely to say they would pursue this if it was permissible.

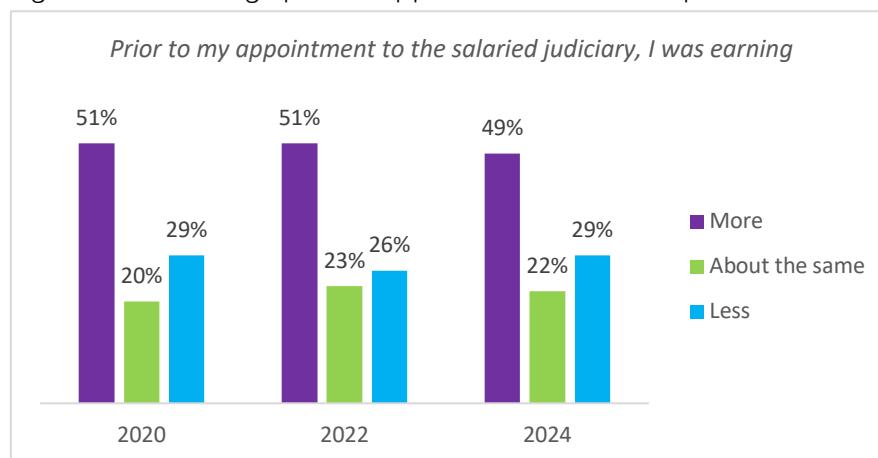
Figure 7.19: Whether salaried judges pursue out of court work if this was an option 2024



Salaried judges' earnings prior to appointment

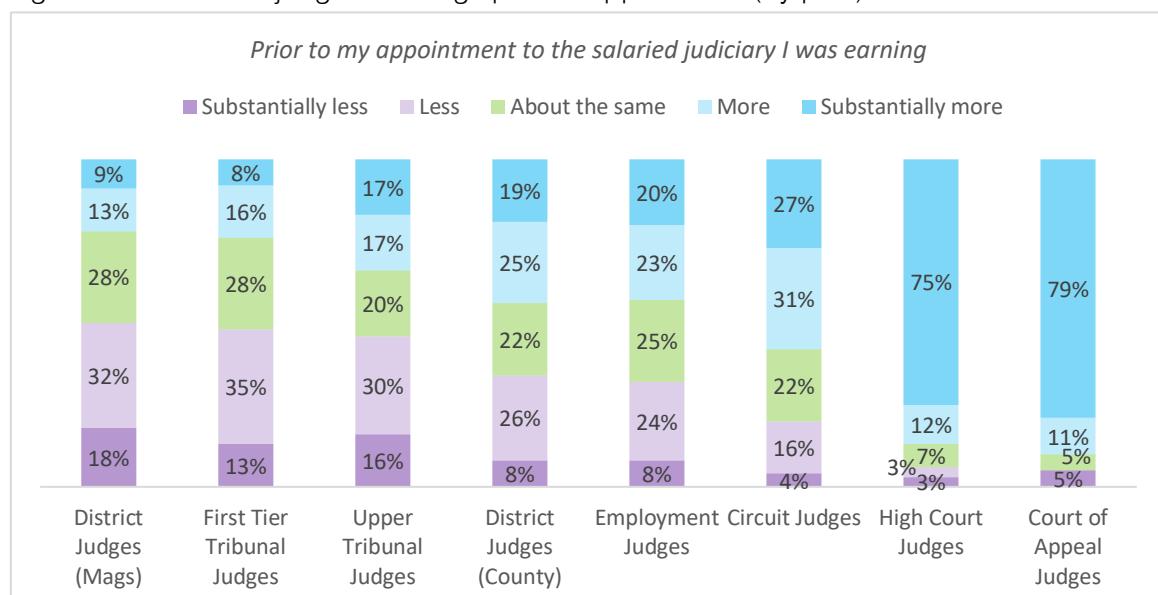
In 2020, salaried judges were asked for the first time about their earnings just prior to their appointment to the salaried judiciary. There has been little change over the last 5 years, with half (51% - 49%) of all salaried judges earning more than their judicial salary prior to their appointment to the salaried judiciary.

Figure 7.20: Earnings prior to appointment to salaried post 2020-24



In 2024, when examined by individual salaried post, some clear differences emerge. Almost every Court of Appeal Judge (90%) and High Court Judge (89%) was earning more than their judicial salary when they joined the salaried judiciary, and most of these judges were earning substantially more than their judicial salary (79% and 75%). In contrast, 50% of DJMCs and almost half of First Tier Tribunal and Upper Tribunal Judges were earning less than their judicial salary at the time of their first appointment to the salaried judiciary.

Figure 7.21: Salaried judges' earnings prior to appointment (by post)

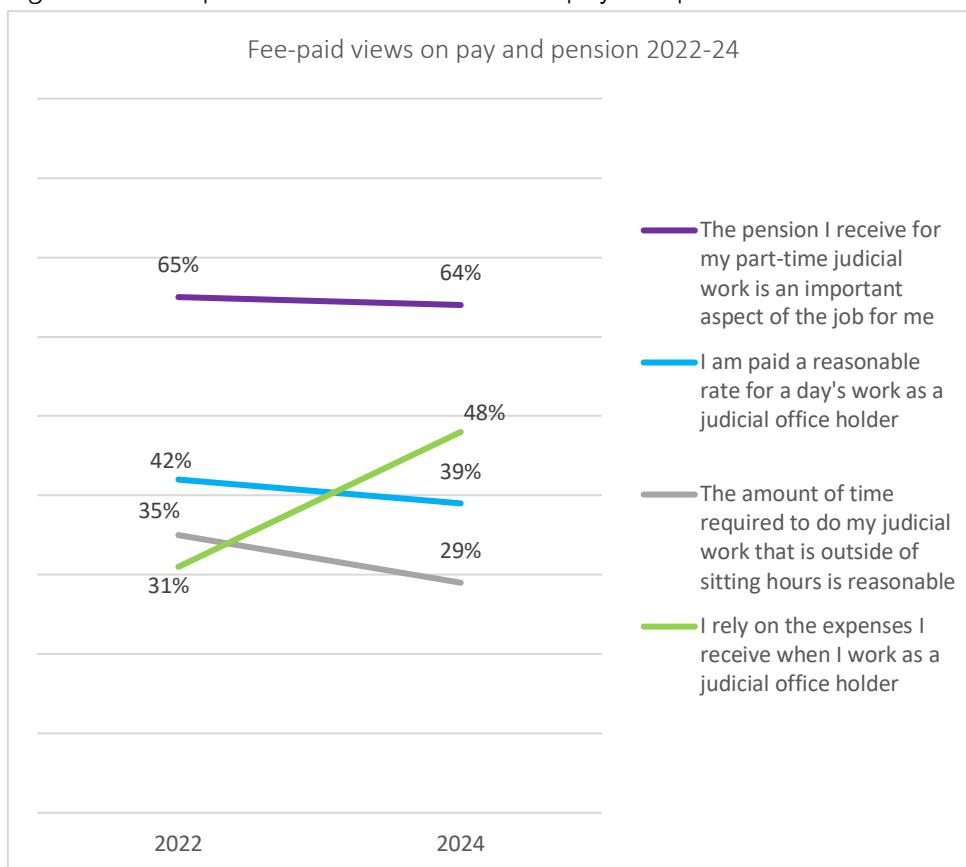


Chapter 8 Fee-paid judicial office holders: Pay, pension and expenses

In 2022 fee-paid judicial office holders were first asked their views about their pay and pension. These same questions were asked in 2024, and this has enabled an analysis of whether there have been any substantial changes in fee-paid views on pay and pensions in the last 2 years.

- The biggest change since 2022 is the increase in fee-paid judicial office holders that now say they rely on the expenses they receive from their judicial work (up to 48% in 2024 from 31% in 2022).
- A majority of fee-paid judicial office holders continue to say that the pension they receive for their part-time judicial work is an important aspect of the job for them.
- Only a minority of fee-paid JOHs said the amount of time required to do their work outside of sitting hours was reasonable and this fell further from 35% in 2022 to 29% in 2024.
- Only a minority of fee paid office holders said they feel they are paid a reasonable rate for a day's work, which also fell from 42% to 2022 to 39% in 2024.

Figure 8.1: Fee-paid office holders' views on pay and pensions 2022-24

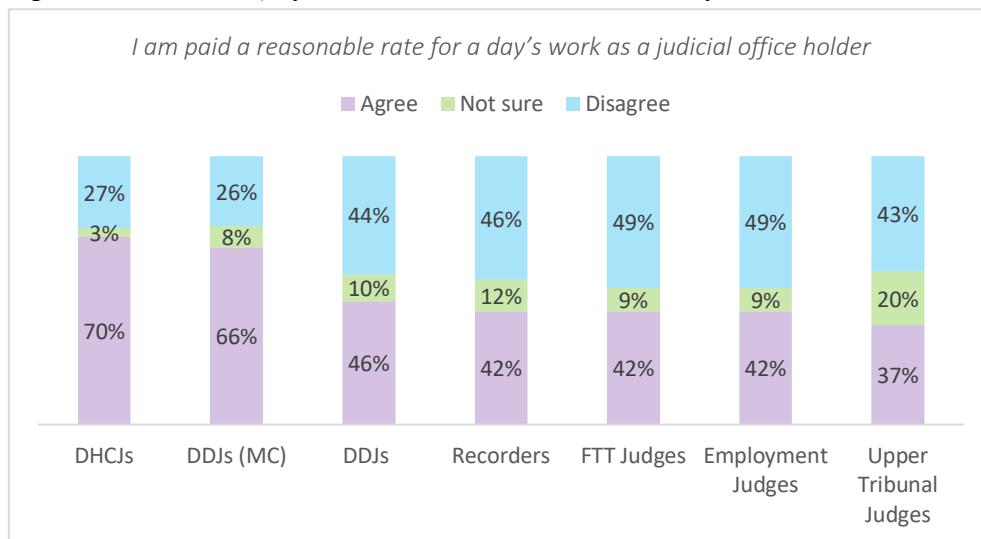


When these results are examined by fee-paid post, some clear differences emerge.

Payment rate for a day's work

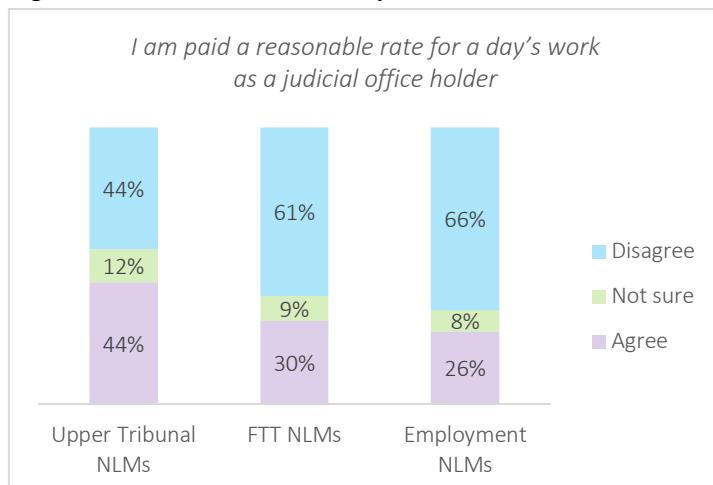
Only a majority of Deputy High Court Judges and DDJs (MC) feel the payment rate they receive for a day's work is reasonable.

Figure 8.2: Whether payment rate is reasonable for a day's work



A majority of First Tier Tribunal NLMs and Employment NLMs do not feel they are paid a reasonable rate for a day's work.

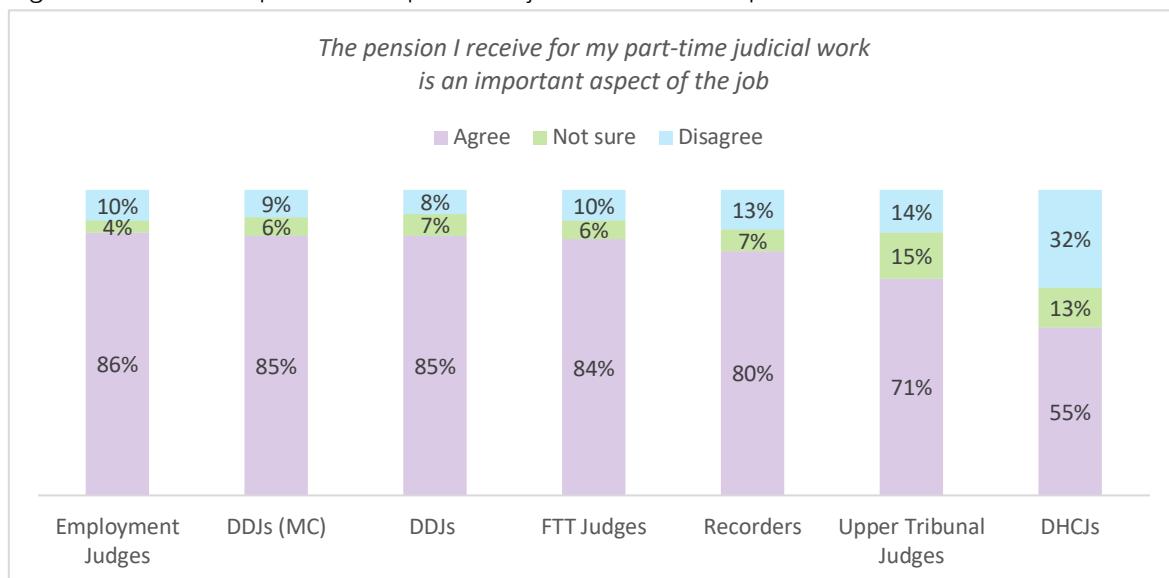
Figure 8.3: NLM views on daily rate



Importance of the pension for fee-paid JOHs

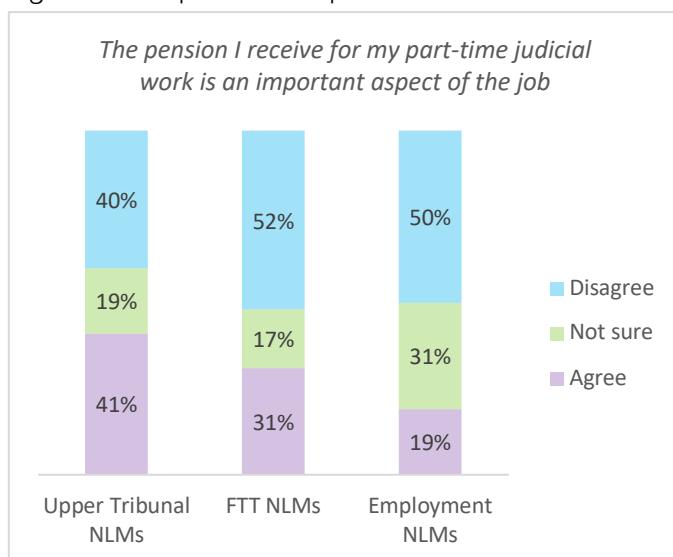
Almost all fee-paid judges, regardless of post, said that the pension they receive for their part-time judicial work was important to them.

Figure 8.4: Whether pension for part-time judicial work is important



In contrast only a minority of fee-paid NLMs said that the pension they receive is important.

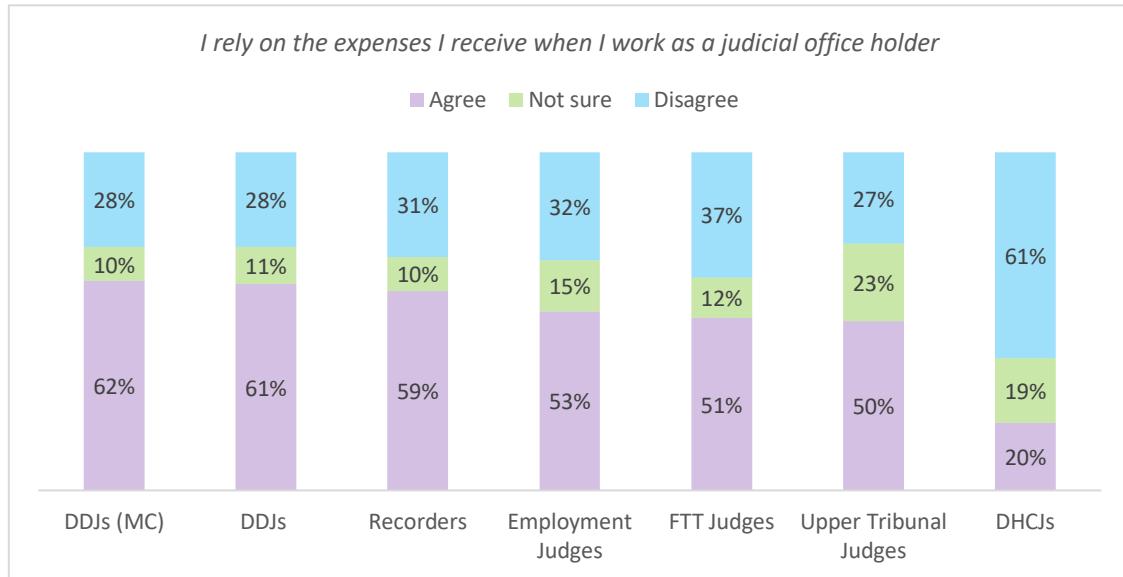
Figure 8.5: Importance of pension to NLMs



Reliance on expenses

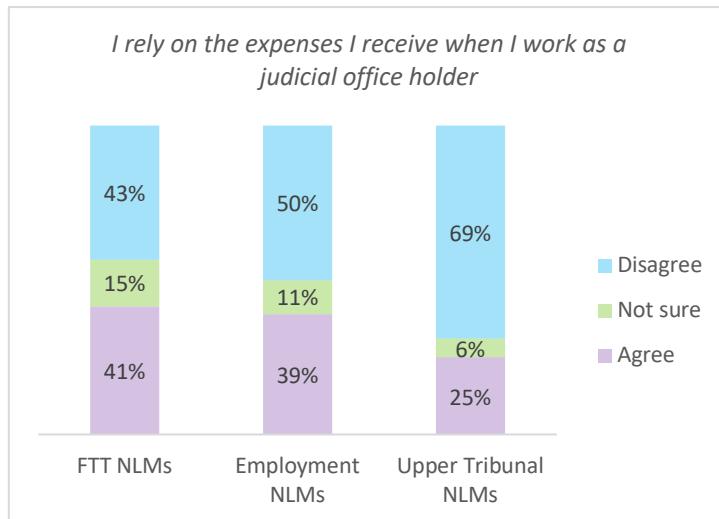
A majority of almost all fee-paid judges said that they rely on the expenses they receive for their judicial work; the only exception is Deputy High Court where most do not rely on expenses.

Figure 8.6: Whether fee-paid office holders rely on expenses



The situation is different for tribunal NLMs, where only a minority of NLMs in any of the tribunal posts say they rely on the expenses they receive for their tribunal work.

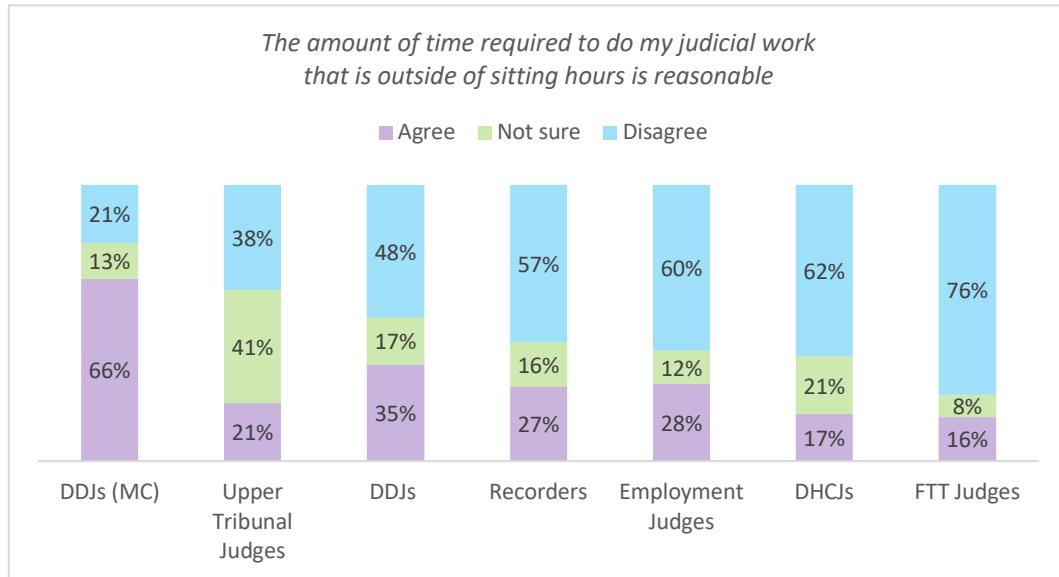
Figure 8.7: NLMs' reliance on expenses



Time required to do judicial work that is outside sitting hours

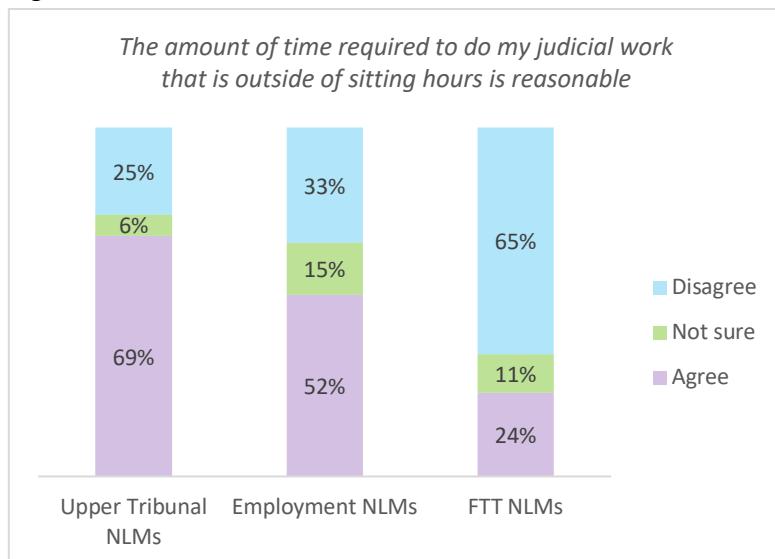
The only fee-paid judges where a majority said that the amount of time required to do their judicial work that is outside sitting hours is reasonable is DDJs (MC) (66%).

Figure 8.8: Whether the amount of work outside of sitting hours is reasonable



Amongst Tribunal NLMs, a majority of Upper Tribunal and Employment NLMs said the time was reasonable but a majority of First Tier Tribunal NLMs said the amount of time required outside sitting time was not reasonable.

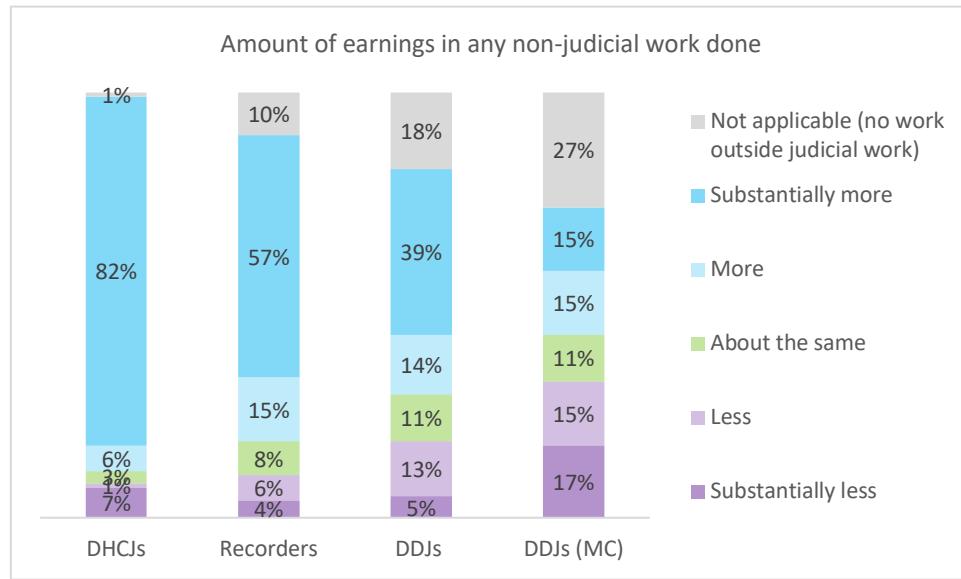
Figure 8.9: Reasonableness of out of hours work



Earnings of fee-paid judges for non-judicial work

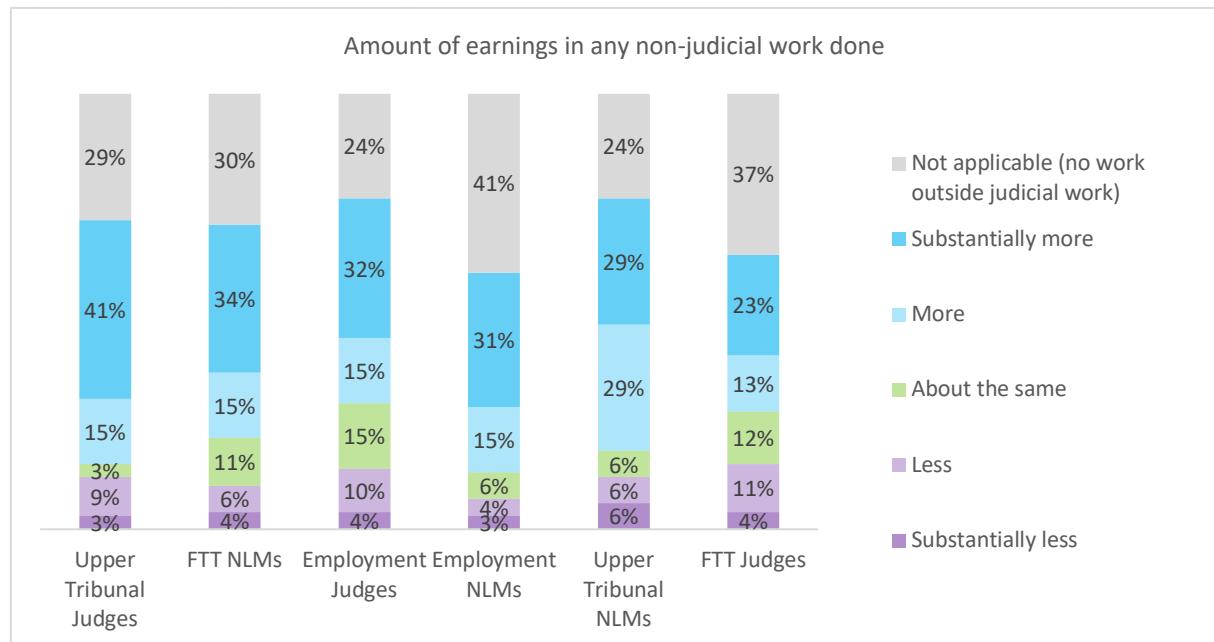
Courts judiciary: Amongst fee-paid judges in the courts judiciary, a majority of Deputy High Court Judges, Recorders and DDJs (County) earn more than their judicial fee in any non-judicial work they do. DDJ(MC)s are more likely to earn less in their non-judicial work.

Figure 8.10: Non-judicial earnings (courts fee-paid judges)



Tribunal judiciary: For tribunal fee-paid office holders, most earn more than their judicial fee in any non-judicial work do although substantial proportions of all tribunal judges and NLMs do not do any other work outside of their judicial work.

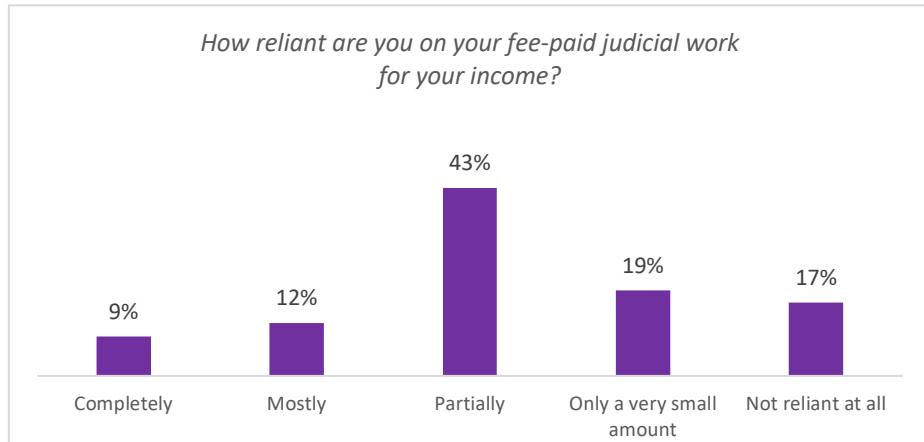
Figure 8.11: Non-judicial earnings (tribunals fee-paid office holders)



Reliance on fee income

When all fee-paid JOH's views on this are combined, it appears that most are partially reliant on their judicial fee income.

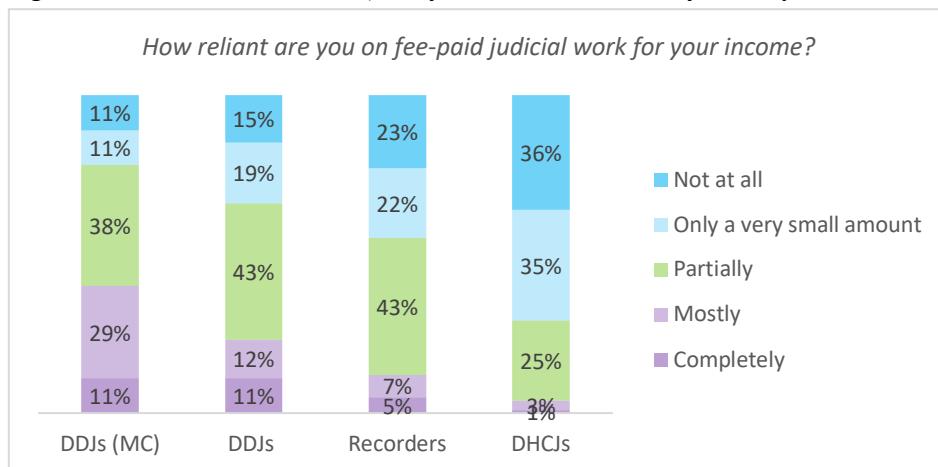
Figure 8.12: Reliance on fee-paid judicial work (all fee-paid)



But when examined by post, it is clear that there are large differences in the extent to which JOHs are reliant on their fee-income.

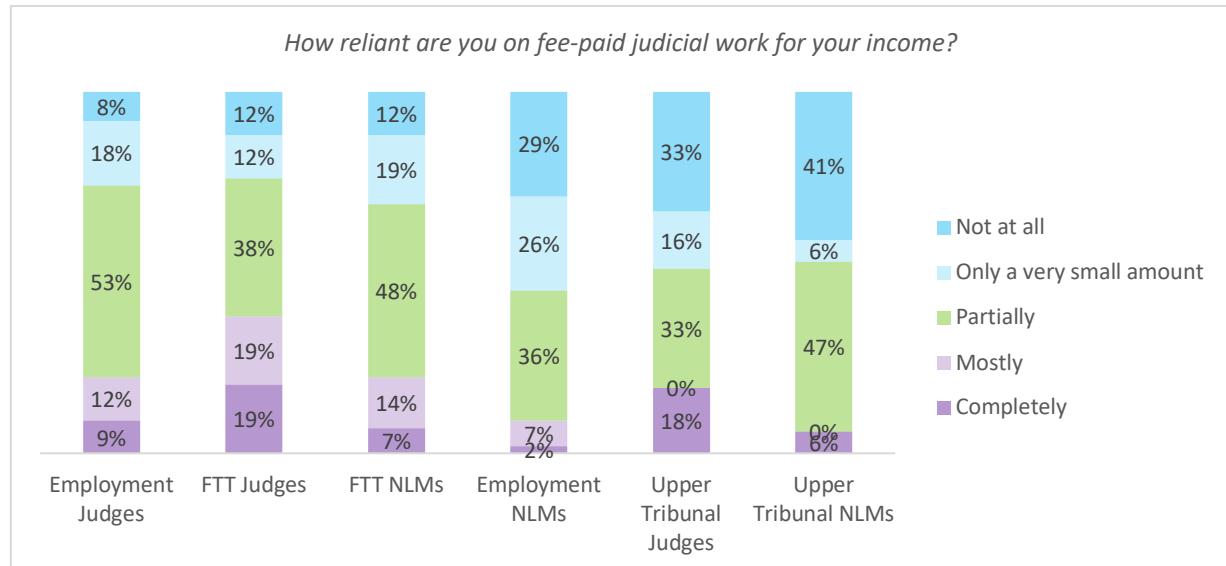
Amongst the courts judiciary, DDJs (MC) are most reliant on fee- income (40% mostly or completely) and DHCJs least likely to be reliant (71% only a very small amount or not at all).

Figure 8.13: Reliance on fee-paid judicial work (courts judiciary)



For the tribunals judiciary, First Tier Tribunal Judges are most reliant (38% completely or mostly) and Employment NLMs least reliant (55% only a very small amount or not at all).

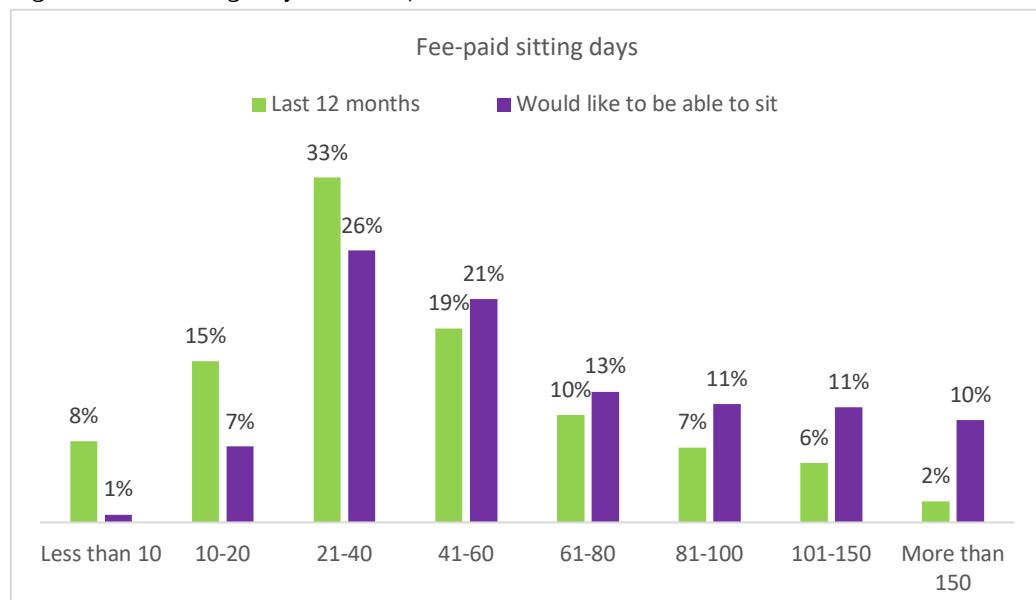
Figure 8.14: Reliance on fee-paid judicial work (tribunals judiciary)



Sitting Days

Fee-paid office holders as a whole are currently sitting fewer days than they would like. In the previous 12 months 56% of fee-paid office holders sat for less than 41 days. But 66% would like to sit 41 days or more,

Figure 8.15: Sitting days for fee-paid office holders



Chapter 9 Coroners: pay and pension

A majority of salaried coroners (both Senior Coroners and Area Coroners) said:

- they had a loss of net earnings over the last 2 years
- their pay and pension entitlement does not adequately reflect the work they have done and will do before retirement
- the amount of out of hours work required to do the job is affecting them

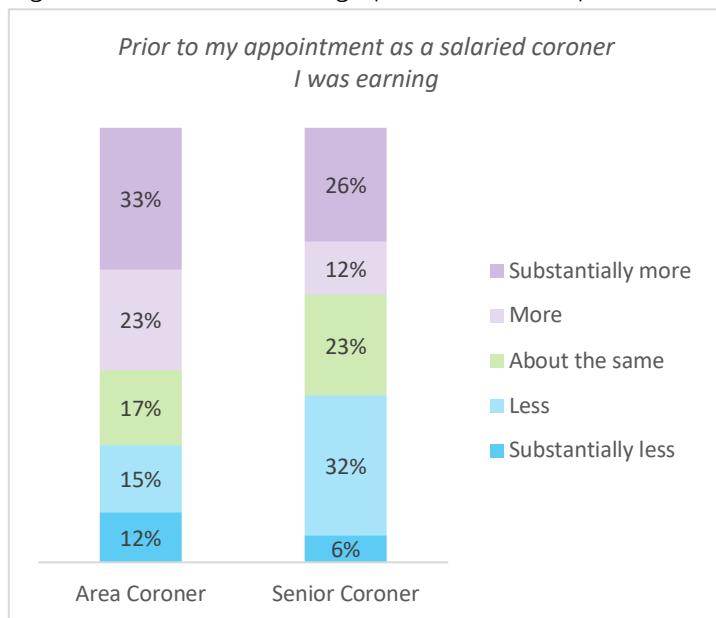
Table 9.1: Salaried coroner views on pay and pension

Coroner views on pay and pension		Area Coroner	Senior Coroner
I am paid a reasonable salary for the work I do	Agree	39%	46%
	Not sure	13%	9%
	Disagree	48%	45%
I have had a loss of net earnings over the last 2 years	Agree	50%	55%
	Not sure	13%	16%
	Disagree	37%	29%
The coroner salary issue is affecting my morale	Agree	42%	32%
	Not sure	12%	17%
	Disagree	46%	51%
The coroner salary issue is affecting the morale of coroners I work with	Agree	44%	45%
	Not sure	31%	22%
	Disagree	29%	33%
My pay and pension entitlement does not adequately reflect the work I have done and will do before retirement	Agree	62%	67%
	Not sure	23%	11%
	Disagree	15%	22%
The amount of out of hours work required to do the job is affecting me	Agree	58%	68%
	Not sure	17%	12%
	Disagree	25%	20%
If I could earn additional income through out of court work I would pursue this option	Agree	39%	28%
	Not sure	17%	22%
	Disagree	56%	50%

Earnings prior to salaried appointment

A majority of Area Coroners (56%) were earning more prior to their appointment as a salaried coroner. For Senior Coroners 38% were earning more before their appointment to as a salaried coroner, but 38% were earning less and 23% were earning about the same amount.

Figure 9.1: Coroner earnings prior to salaried post



Fee-paid coroners

Most Assistant Coroners (70%) do not feel they are paid a reasonable fee for the work they do, and 71% said that their fee and pension entitlement does not adequately reflect the work they have done and will do before retirement. There were divided views over the extent to which the fee issue is affecting morale, and whether the local authority pension is reasonable.

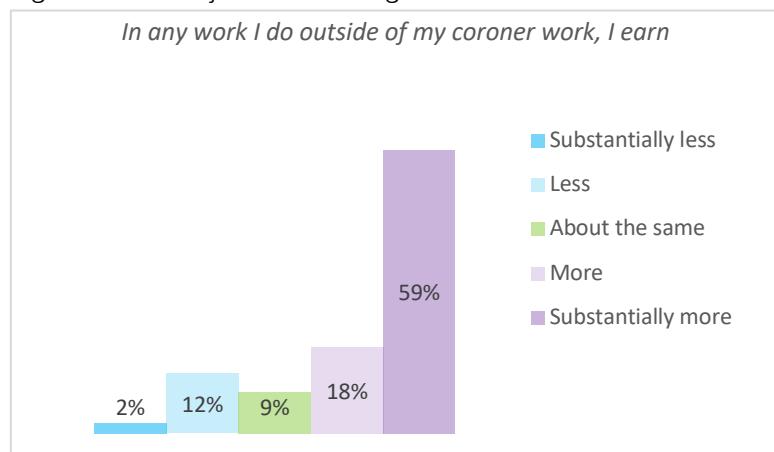
Table 9.2: Fee-paid coroners' views on fees and pension

Fee-paid coroners' views on fees and pension	Assistant Coroner
I am paid a reasonable fee for the work I do	Agree 23%
	Not sure 7%
	Disagree 70%
The fee issue is affecting my morale	Agree 43%
	Not sure 16%
	Disagree 41%
The fee issue is affecting the morale of coroners I work with	Agree 49%
	Not sure 38%
	Disagree 13%
My fee and pension entitlement does not adequately reflect the work I have done and will do before retirement	Agree 71%
	Not sure 13%
	Disagree 17%
(If you are part of the local authority pension scheme) The pension is reasonable for the work done	Agree 33%
	Not sure 43%
	Disagree 24%

Earnings for non-coronial work

Most Assistant Coroners (77%) earn more in any work they do outside of their coronial work.

Figure 9.2: Non-judicial earnings



Chapter 10 Recruitment

Joining and leaving the judiciary

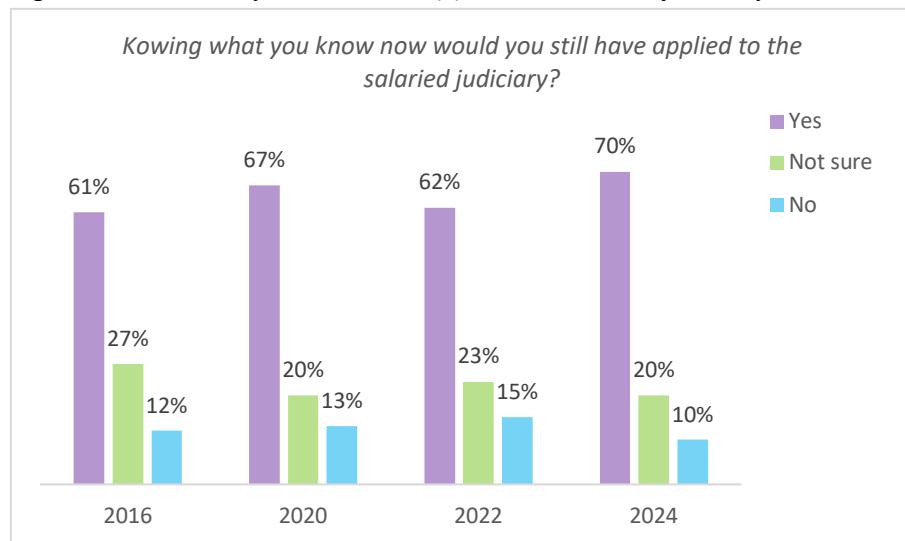
This section looks first at both salaried and fee-paid judges' views about joining the salaried judiciary. It then explores fee-paid judicial office holders' views about recommending others to join the fee-paid judiciary. In the final section it examines salaried judges' intentions and motivations to leave the salaried judiciary early before their compulsory retirement age.

Joining the salaried judiciary

Retrospective views on joining the salaried Judiciary

Since 2016 all salaried judges have been asked: *Knowing what you know now about your job as a judge would you still have applied to join the salaried judiciary?* A majority have always said yes to this question, but the proportion of all salaried judges that would still have applied to join the salaried judiciary has increased from 61% in 2016 to 70% in 2024.

Figure 10.1: Would you still have applied to salaried judiciary 2016-2024



When the results are broken down by judicial post, a majority of judges in all judicial posts say they would still have applied to the salaried judiciary, but there are some limited differences emerge. Those salaried judges in the most senior posts in both the courts judiciary and tribunals judiciary (Court of Appeal, High Court and Upper Tribunal Judges) were most likely to say they would still have applied, while District Judges (County), Circuit Judges and First Tier Tribunal Judges had a smaller majority saying they would still have applied to the salaried judiciary.

Figure 10.2: Courts judges' view on whether they would still apply 2024

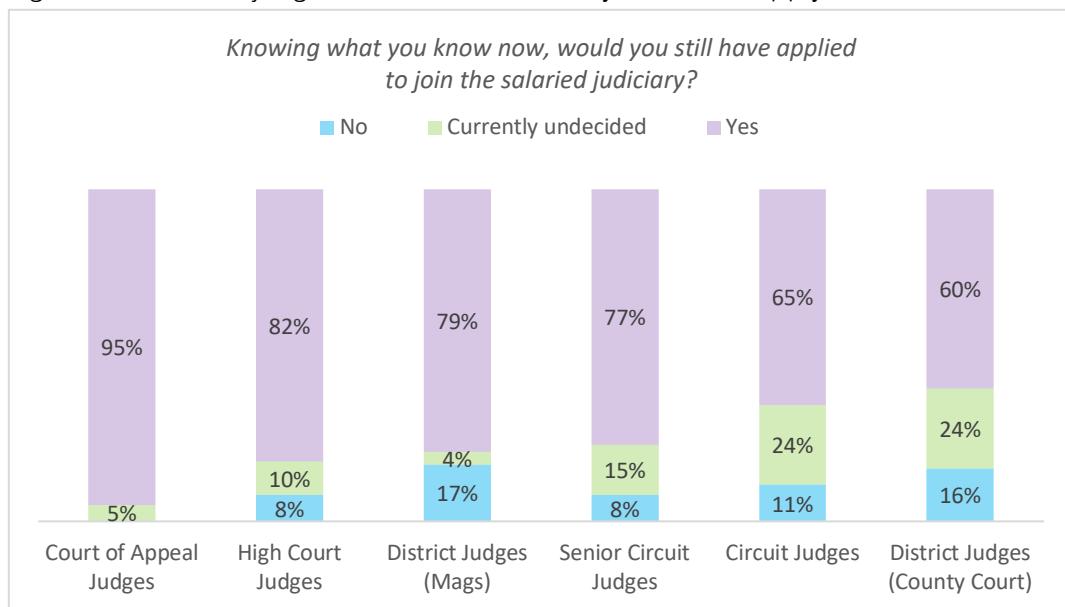
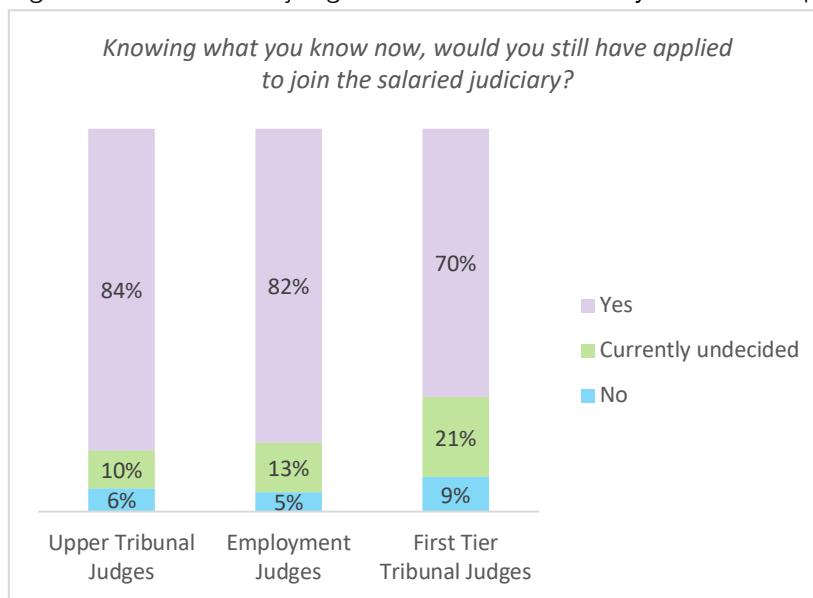


Figure 10.3: Tribunals judges' view on whether they would still apply

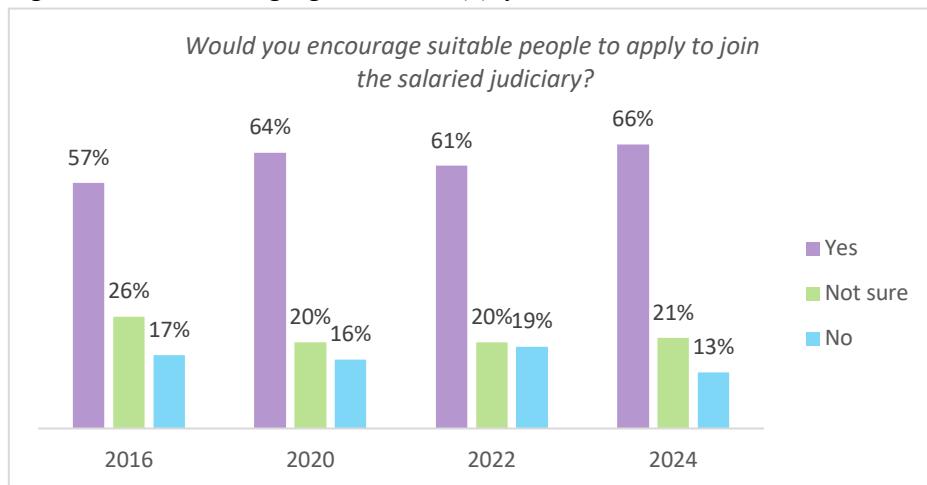


Whether salaried judges would encourage suitable people to apply to join the salaried judiciary

Would you encourage suitable people to apply to join the salaried judiciary? 2016-2024

Since 2016 a majority of salaried judges have said they would encourage suitable people to apply to join the salaried judiciary, but this has increased from just over half in 2016 (57%) to two-thirds in 2024 (66%).

Figure 10.4: Encouraging others to apply 2016-2024



Amongst judges in both the courts and tribunals judiciary, a majority in each post said they would encourage suitable people to apply to join the salaried judiciary, although this was a bare majority for District Judges (County) (51%).

Figure 10.5: Courts salaried judges on encouraging applicants to salaried judiciary

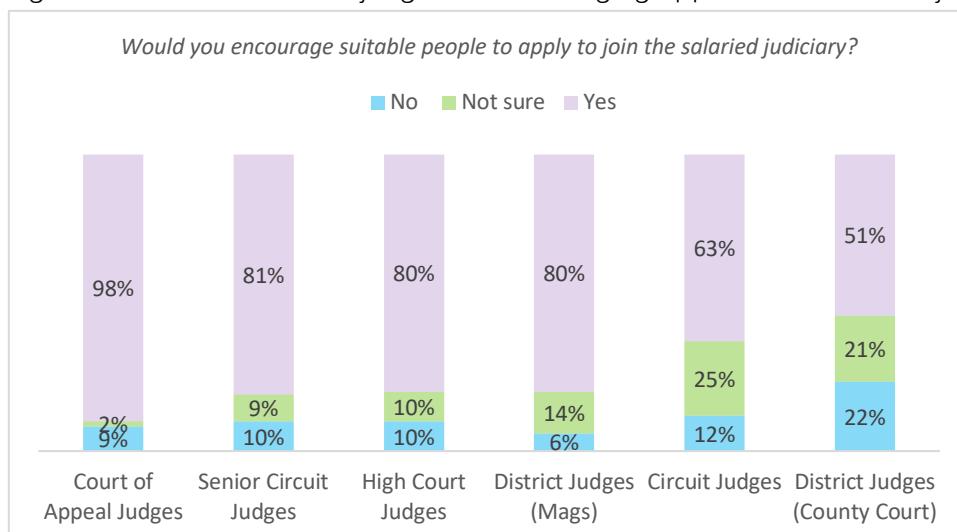
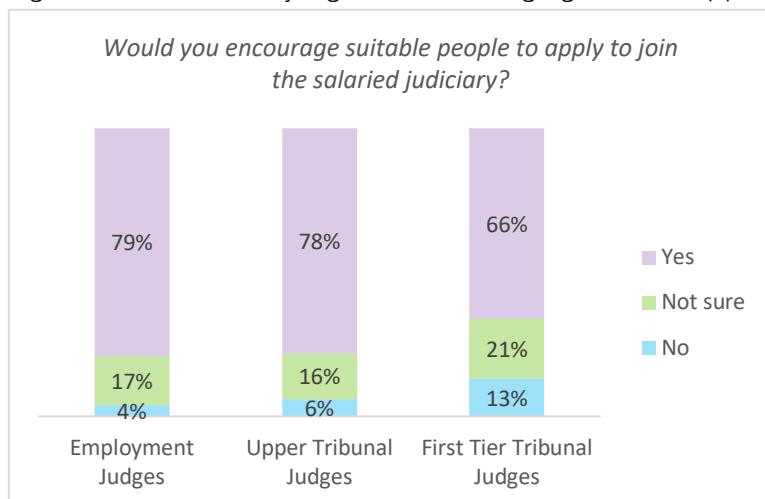


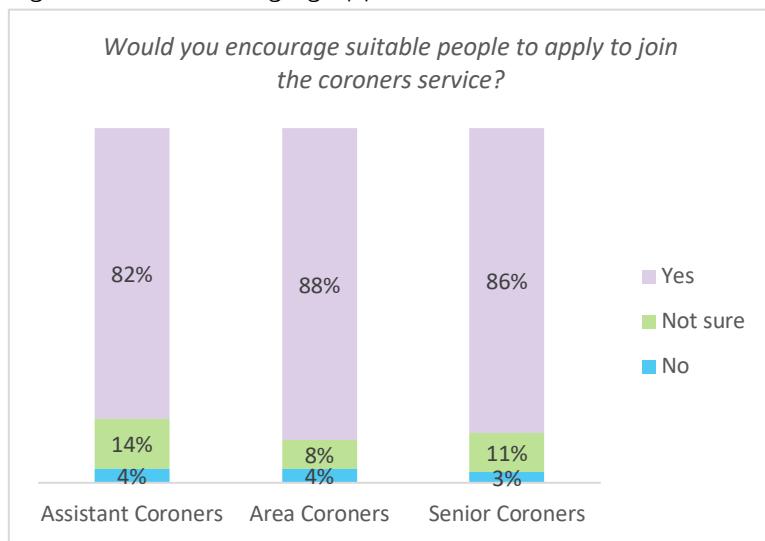
Figure 10.6: Tribunals judges on encouraging salaried applicants



Whether coroners would encourage suitable people to apply to join the coroners service

Almost all coroners in each of the 3 different coronial posts said they would encourage suitable people to apply to join the coroners service. In contrast to the question about joining the salaried judiciary, this question did not specify whether coroners would encourage applicants to apply for salaried or fee-paid coronial posts,

Figure 10.7: Encouraging applicants to coroners service



Fee-paid judicial office holders' intentions to apply to the salaried judiciary

There are 15% of fee-paid judicial office holders that are currently considering applying for a salaried judicial post. This amounts to 588 fee-paid office holders in the courts and tribunals. A further 14% said they are interested in applying for a salaried post but only at some point in the future, and 10% are currently undecided. A quarter (26%) are not interested in a salaried judicial post. For 16% there are no salaried posts available and 7% have applied in the past. "Other" includes those fee-paid office holders that are too close to retirement to apply or are already retired.

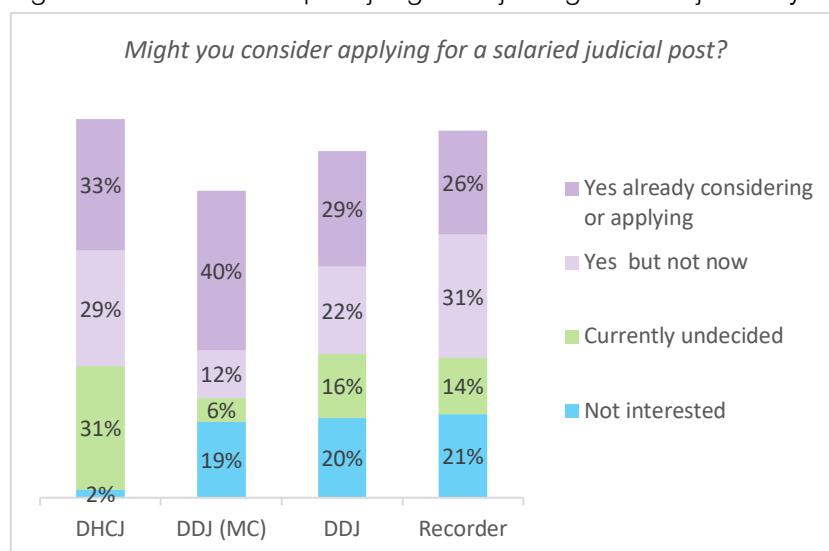
Figure 10.8: Fee-paid intentions to apply to the salaried judiciary



Note: Multiple options could be selected

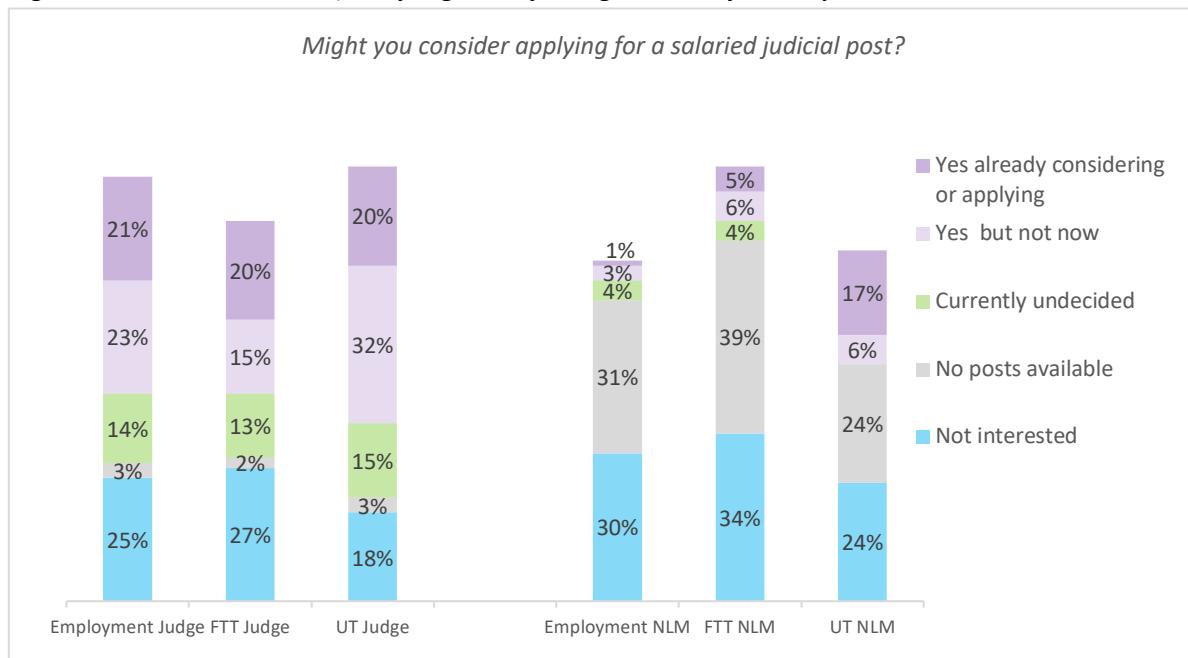
Amongst the courts fee-paid judiciary, between 26-40% are already applying or considering applying, with 12-31% interested in applying but at some later time in the future.

Figure 10.9: Courts fee-paid judges on joining salaried judiciary



Many fee-paid judges in the tribunals judiciary are either considering applying for a salaried post now (20-21%), are interested but not now (15-32%) or are currently undecided (13-15%). For many tribunals NLMs there are no salaried posts available to which they could apply, or if there are posts available they are not interested in applying. The exception is Upper Tribunal NLMs, where 23% are actively considering applying.

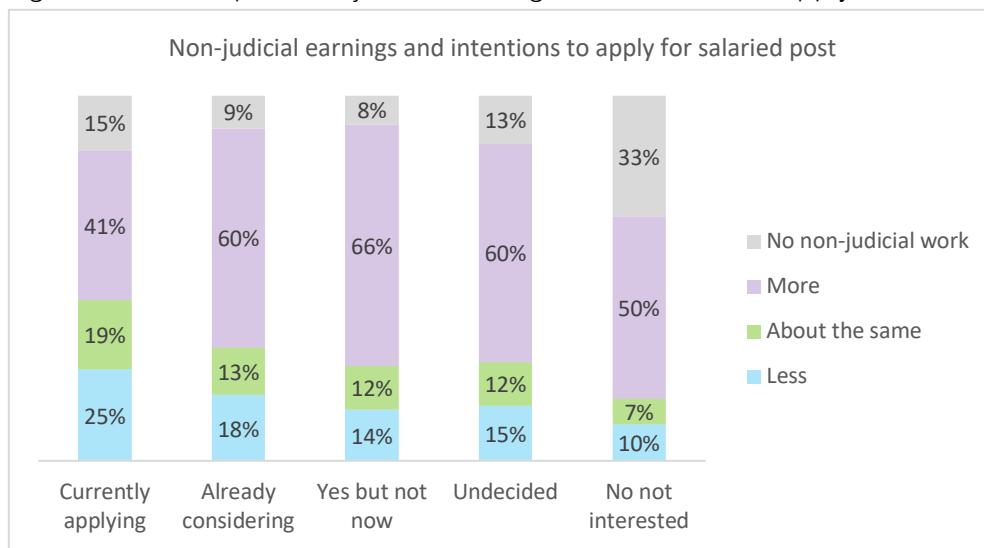
Figure 10.10: Tribunal fee-paid judges on joining salaried judiciary



Relationship between non-judicial earnings and intentions to apply for a salaried post

Large proportions of fee-paid office holders that are or might consider applying for a salaried post currently earn more in their non-judicial work than they do in their fee-paid judicial work. The exception is those fee-paid office holders that were already applying for a salaried post, where 41% were earning more in their non-judicial work but 44% were earning less or about the same. Those fee-paid office holders that are not interested at all in a salaried post have the highest proportion (33%) that have no non-judicial work, and those that do have some non-judicial work are mostly earning more than their judicial fee.

Figure 10.11: Fee-paid non-judicial earnings and intentions to apply for a salaried post



Fee-paid reasons for applying and for not applying for a salaried post

A majority of fee-paid judicial office holders said the reasons they would consider apply to become a salaried judge are public service, the chance to contribute to justice being done, the challenge of the work, intellectual satisfaction, pension and job security.

Table 10.1: Reasons fee-paid judiciary would apply for a salaried post

<i>The reasons I would consider applying to join the salaried judiciary are</i>	Fee-paid
Public service	58%
Chance to contribute to justice being done	57%
Intellectual satisfaction	56%
Pension	56%
Job security	56%
Challenge of the work	53%
Salary	43%
Sense of collegiality	39%
Less pressurised environment than practice	26%
Prestige of the job	26%
Respect in the community	19%
Administrative support	7%

Note: Multiple options could be selected

The main reasons fee-paid judges would not consider applying for a salaried post remain generally the same as in 2022: the lack of personal control over their working time (47%), uncertainty over where they would be required to sit (45%), the judicial appointments process (39%) and reduction in income (35%). However, a new reason included in the 2024 JAS for the first time was the most often selected reason: the lack of flexibility in a salaried post which fee-paid office holders currently have (48%).

Table 10.2: Reasons fee-paid judiciary would not apply for a salaried post

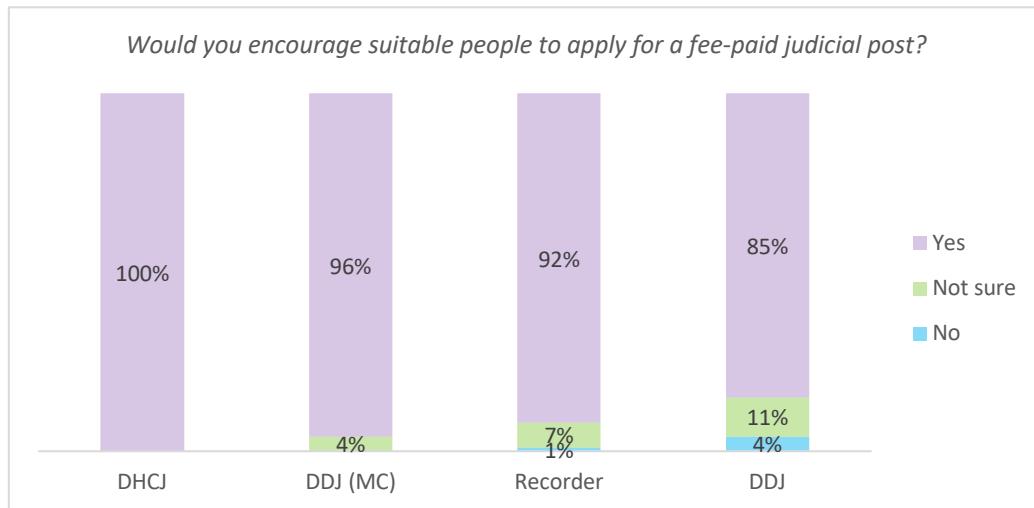
<i>The reasons I would not consider applying to join the salaried judiciary are</i>	Fee-paid 2022 JAS	Fee-paid 2024 JAS
Lack of sitting flexibility I have now as fee-paid		48%
Lack of personal control over working time	49%	47%
Uncertainty over where I'd be required to sit	47%	45%
Judicial appointments process	39%	39%
Reduction in income	30%	35%
Isolation of the job	32%	32%
Poor quality of physical work environment	27%	30%
Ability to sit as many days as I want as fee-paid		24%
Too much out of hours work required to do the job	23%	23%
Lack of variety in the work	17%	21%
Feeling of being an employee or civil servant	25%	20%
Lack of administrative support	18%	18%
Loss of travel expenses	14%	16%
Being required to do work outside my expertise	16%	14%
Increase in litigants in person	12%	14%
Lack of respect for judicial office holders	12%	11%
Too few opportunities for promotion	11%	11%
Experience of changes to pension entitlements	11%	9%

Note: Multiple options could be selected

Recommending the fee-paid judiciary

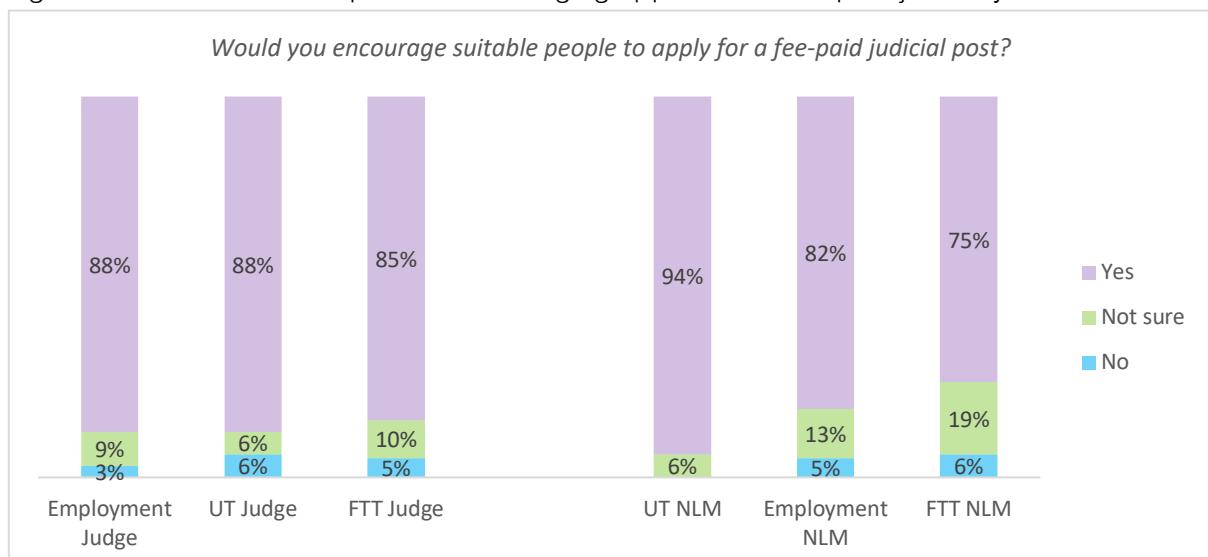
Fee-paid judicial office holders were asked if they would encourage suitable people to apply to join the fee-paid judiciary. Virtually all fee-paid judges in the courts judiciary, regardless of post, said they would encourage suitable people to apply to join the fee-paid judiciary.

Figure 10.12: Courts fee-paid on encouraging applicants to fee-paid judiciary



There was a similar result for fee-paid office holders in the tribunals judiciary, regardless of whether they were judges or NLMs, where almost all regardless of post would encourage others to join the fee-paid judiciary.

Figure 10.13: Tribunals fee-paid on encouraging applicants to fee-paid judiciary

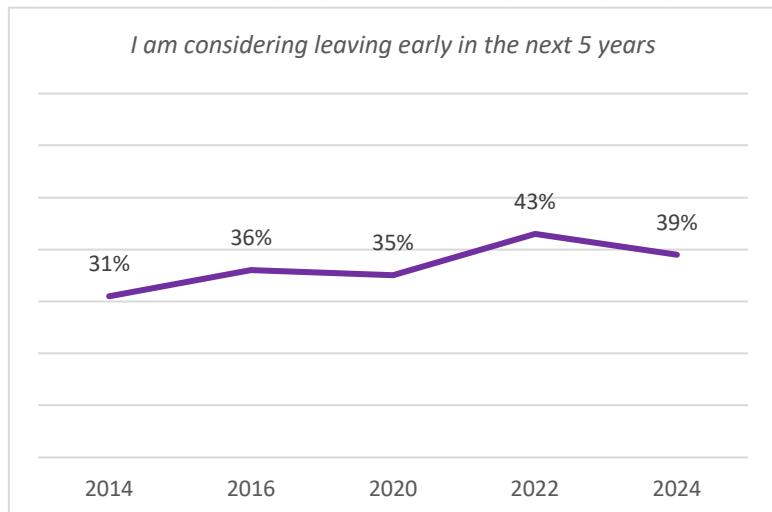


Chapter 11 Retention

Leaving the salaried judiciary early

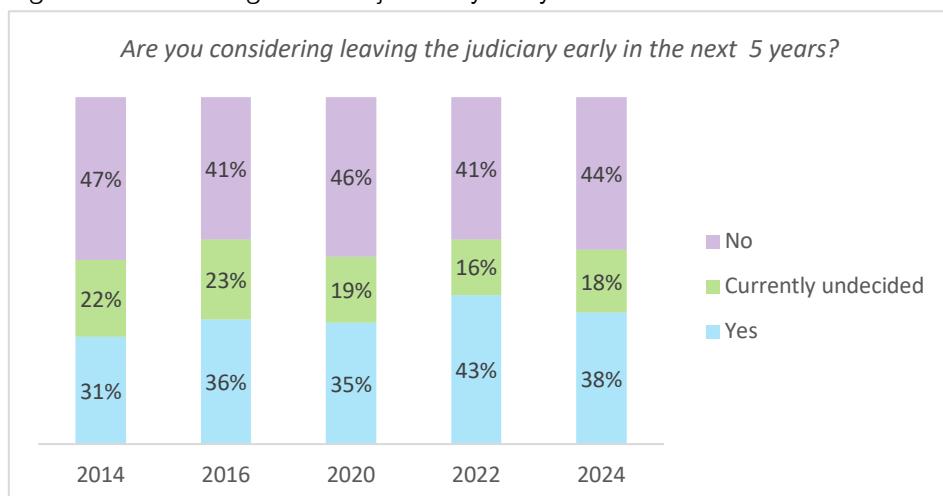
In each JAS over the last decade, all salaried judges have been asked whether they were considering leaving early before compulsory retirement in the next 5 years. Over the decade only a minority of salaried judges said they were considering leaving the judiciary early. Overall the proportion of judges saying this has increased from 31% 2014 to 39% 2024, but the proportion has fallen in the last 2 years from 43% in 2022 to 39% in 2024.

Figure 11.1: Salaried judges considering leaving early 2014-24



From 2014 to 2024 there has been an increase in salaried judges saying they intend to leave the judiciary early in the next 5 years. This reflects a greater certainty amongst salaried judges that they will leave early in the next 5 years, with a decrease both in those who are currently undecided and those who said they do not intend to leave early.

Figure 11.2: Leaving salaried judiciary early 2014-2024



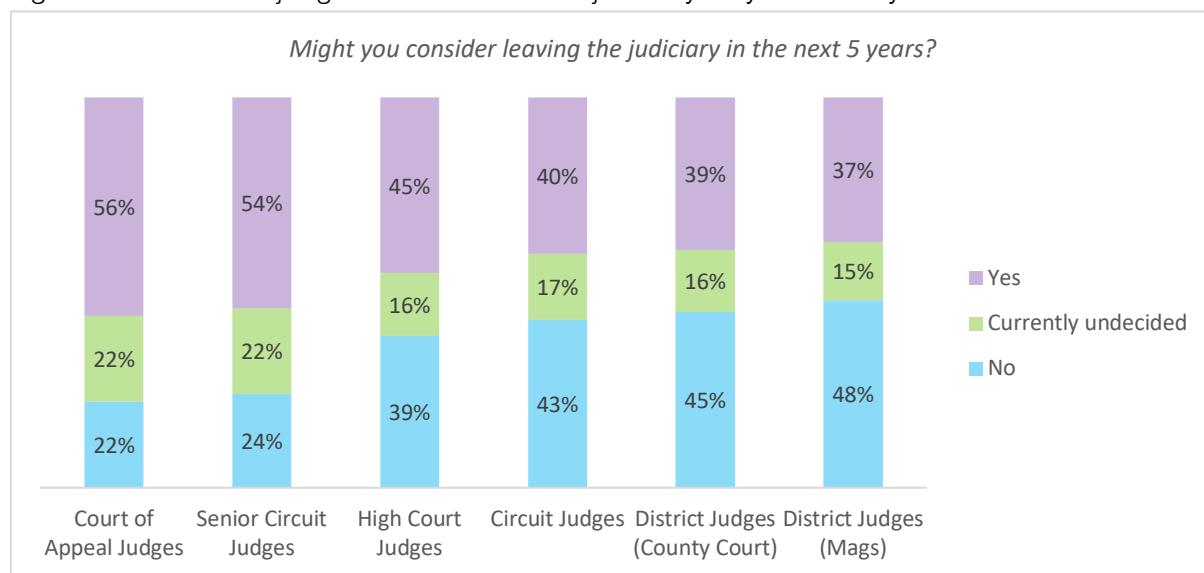
The total number of salaried judges (in both the courts and tribunals combined) projected to leave the in the next 5 years is 790, of which 699 are those that plan to leave early and 91 are those that will reach compulsory retirement age in the next 5 years. If this is also combined with those who are currently undecided about leaving early in the next 5 years (327), there is a potential for 1117 salaried judge sin the courts that could leave the judiciary in the next 5 years.

Table 11.1: Numbers of salaried judges projected to leave the judiciary in next 5 years

Salaried judiciary	Intending to leave early in the next 5 years	Will reach compulsory retirement in next 5 years	Total leaving in the next 5 years	Currently undecided about leaving early	Total potentially leaving in the next 5 years
Courts judges	547	70	617	235	852
Tribunal judges	152	21	173	92	265
Totals	699	91	790	327	1117

When broken down by judicial post, it is perhaps not surprising that salaried courts judges in more senior posts (Court of Appeal, Senior Circuit and High Court Judges) were more likely to say they intended to leave the judiciary early within the next 5 years.

Figure 11.3: Whether judges in courts salaried judiciary may leave early



The total number of salaried courts judges intending to leave early within the next 5 years is 547. Combining this with those salaried judges in the courts who will reach compulsory retirement age within the next 5 years, this makes a total of 617 salaried courts judges who are expected to leave the judiciary in the next 5 years. If this is also combined with those who are

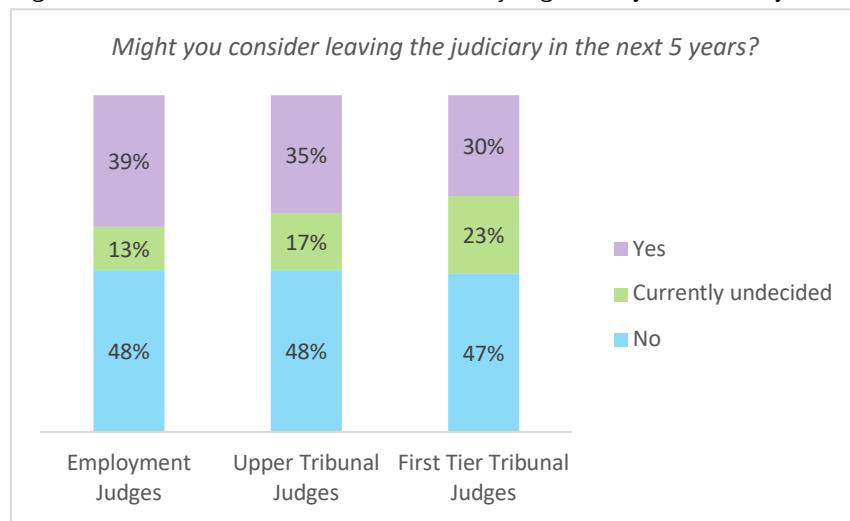
currently undecided about leaving early in the next 5 years (235), there is a potential for 852 salaried judges in the courts to leave the judiciary in the next 5 years.

Table 11.2: Numbers of salaried courts judges who may leave judiciary in next 5 years

Salaried court post	Intending to leave early in the next 5 years	Will reach compulsory retirement in next 5 years	Totals expected to leave in next 5 years	Currently undecided about leaving early	Total potentially leaving in the next 5 years
District Judges (Mags)	41	3	44	16	60
District Judges (County)	156	11	167	65	232
Circuit Judges	222	32	254	94	348
Senior Circuit Judges	37	4	41	15	56
High Court Judges	45	6	51	17	68
Court of Appeal judges	18	9	27	7	34
Other salaried judges	28	5	33	21	54
Total	547	70	617	235	852

For the salaried **tribunal** judiciary, almost half within each judicial post are either considering leaving early or are currently undecided.

Figure 11.4: Whether tribunals salaried judges may leave early



The total number of salaried tribunal judges intending to leave early within the next 5 years is 152. Combining this with those salaried judges in tribunals who will reach compulsory retirement age within the next 5 years (21), this makes a total of 173 salaried tribunal judges who are expected to leave the judiciary in the next 5 years. If this is also combined with those who are

currently undecided about leaving early in the next 5 years (92), there is a potential for 265 salaried judges in the tribunals to leave the judiciary in the next 5 years.

Table 11.3: Numbers of salaried tribunal judges who may leave judiciary in next 5 years

Salaried tribunal post	Intending to leave early in the next 5 years	Will reach compulsory retirement in next 5 years	Total leaving in the next 5 years	Currently undecided about leaving early	Total potentially leaving in the next 5 years
First Tier Tribunal Judges	76	11	87	57	144
Employment Judges	59	6	65	29	94
Upper Tribunal Judges	17	4	21	6	27
Total	152	21	173	92	265

Factors prompting early departure

In 2024, the factors most likely to prompt salaried judges to leave the judiciary early were an increase in workload (70%), limits on pay awards (63%), further demands for out of hours working (58%), stressful working conditions (50%) and a reduction in administrative support (44%). The largest change from 2022 is a substantial fall in the percentage of judges saying a reduction in pension benefits would make them more likely to leave (down from 73% in 2022 to 48% in 2024).

Table 11.4: Factors increasing likelihood of salaried judges leaving judiciary early

Which of the following factors would make you more likely to leave the judiciary early before your compulsory retirement age?	Salaried 2022	Salaried 2024
Increase in workload	75%	70%
Reduction in pension benefits	73%	48%
Limits on pay awards	72%	63%
Further demands for out of hours working	62%	58%
Stressful working conditions	67%	50%
Reduction in administrative support	62%	44%
Requirement to sit in a location too far from home	49%	43%
Lack of respect for the judiciary by government	46%	43%
Personal health issues	38%	28%
Inability to move to salaried part-time working	31%	27%
Increase in litigants in person	30%	27%
Lack of promotion	30%	23%
Lack of stimulating work	31%	20%

Introduction of online courts/too much remote working	36%	19%
Lack of effective leadership of the judiciary	27%	19%
Inability to work more flexible hours	23%	19%
Attacks on the judiciary by the media	18%	17%
Personal security concerns	11%	16%
Remote hearings	24%	16%
Court closures	21%	11%
Uncertainty over the future of my part of the judiciary	12%	5%

Note: Multiple options could be selected

Factors encouraging judges to remain

There were three main factors that would make salaried judges more likely to stay in the judiciary until their compulsory retirement age: higher remuneration (79%), better administrative support (58%) and a reduction in workload (50%). Large proportions of salaried judges also said an appointment to a higher judicial post (42%), the opportunity to work part-time (38%) and increased flexibility in working hours (35%) and an opportunity for a sabbatical (34%) would make them more likely to stay in the judiciary until their compulsory retirement age.

Table 11.5: Factors encouraging salaried judges to remain in judiciary

Which of the following factors would make you more likely to stay in the judiciary until your compulsory retirement age?	Salaried 2022	Salaried 2024
Higher remuneration	82%	79%
Better administrative support	63%	58%
Reduction in workload	47%	50%
Appointment to a higher post	42%	42%
Opportunity to work part-time	42%	38%
Increased flexibility in working hours	39%	35%
Opportunity for sabbatical	38%	34%
Greater respect for the work judges do	38%	28%
Reduction in litigants in person	28%	28%
Support for dealing with stressful working conditions	27%	20%
Better security for judges	13%	20%
Better leadership of the judiciary	24%	18%
Greater variation in work	21%	16%
Having more leadership responsibilities	14%	11%
Increase in remote working	16%	10%
Greater certainty over the future of my part of the judiciary	15%	8%

Note: Multiple options could be selected

Chapter 12 Judicial Wellbeing

Since its inception a decade ago in 2014, the UK Judicial Attitude Survey has enabled judges to share their experiences and views on aspects of their work as a judge that affect their wellbeing. Initially this covered working conditions, case workload and judges' views of belonging and satisfaction in their work. But it has expanded over the last decade to address other aspects of judicial wellbeing. This chapter covers judges' experiences of bullying, harassment and discrimination; their awareness of judicial expected behaviour; and their views on recent compulsory inclusion training for all judges. The next chapter (13) deals with judicial stress, which is also directly relevant to judicial wellbeing.

Bullying, harassment and discrimination

In the 2022 JAS, judges were asked for the first time whether they had experienced bullying, harassment or discrimination in the last 2 years in their role as a judge. These questions were asked again in 2024 with some additional questions, which has made it possible to see whether these judicial experiences are higher, lower or the same compared with previous years and to understand more fully the nature of judges' experiences of bullying, harassment and discrimination.

Statement of Expected Behaviour

In January 2023, the judiciary introduced a "Statement of Expected Behaviour", which sets out the standards of behaviour expected from all judicial office holders in and outside the hearing room with each other, staff and court users. The 2024 JAS explored the extent to which judicial office holders were aware of and had read this Statement.

Inclusion training

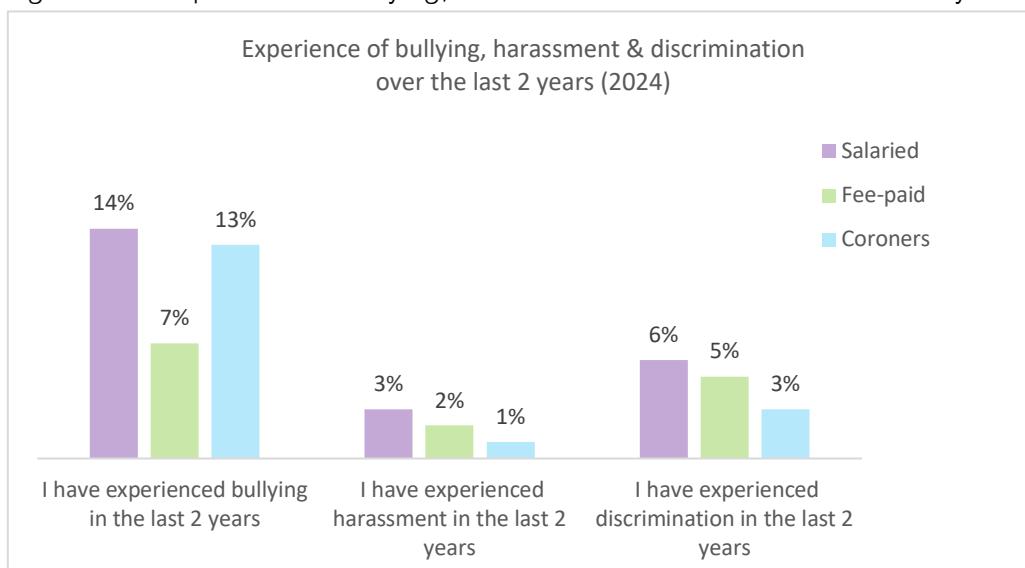
Since the 2022 JAS, all members of the salaried and fee-paid courts and tribunals judiciary have been required to undertake inclusion training through the Judicial College delivered by facilitators trained by the consultancy firm Half the Sky. This training had specific learning outcomes, and the 2024 JAS explored the extent to which judges who had undertaken the training felt these learning outcomes had been achieved.

Experience of bullying, harassment and discrimination in the last 2 years (2024)

The majority of salaried judges, fee-paid judicial office holders and coroners said they had not experienced bullying, harassment or discrimination in their work as a judge in the last 2 years. But amongst those who had experienced bullying, harassment or discrimination in the last 2 years, this was more prevalent amongst salaried judges and coroners than fee-paid judicial office holders:

- 14% of salaried judges, 13% of coroners and 7% of fee-paid office holders said they had experienced bullying;
- 3% of salaried judges, 2% of fee-paid officeholders and 1% of coroners said they had experienced harassment;
- 6% of salaried judges, 5% of fee-paid office holders and 3% of coroners said they had experienced discrimination.

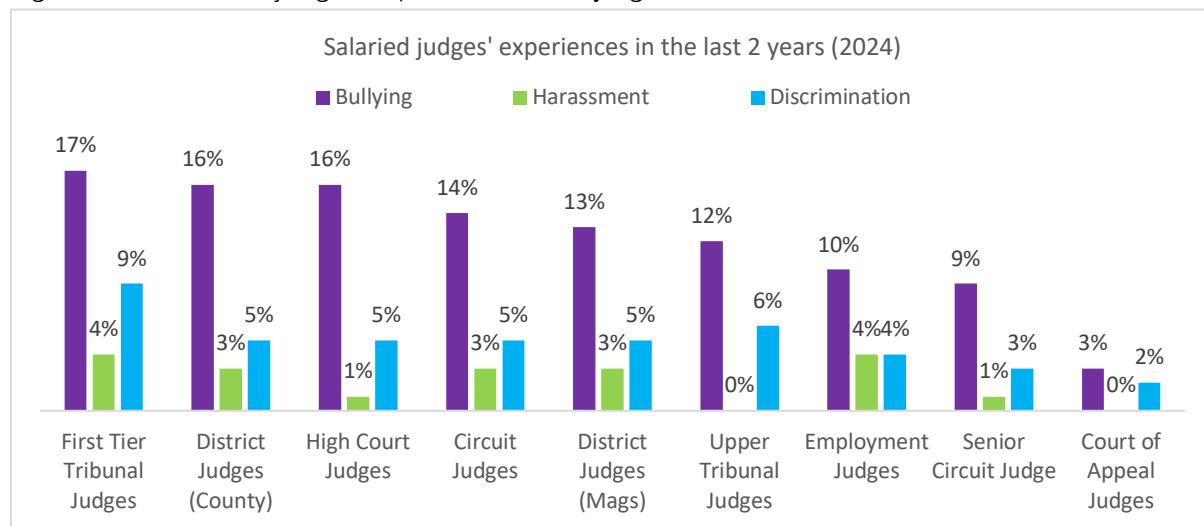
Figure 12.1: Experience of bullying, harassment & discrimination over last 2 years



Experience over the last 2 years by post

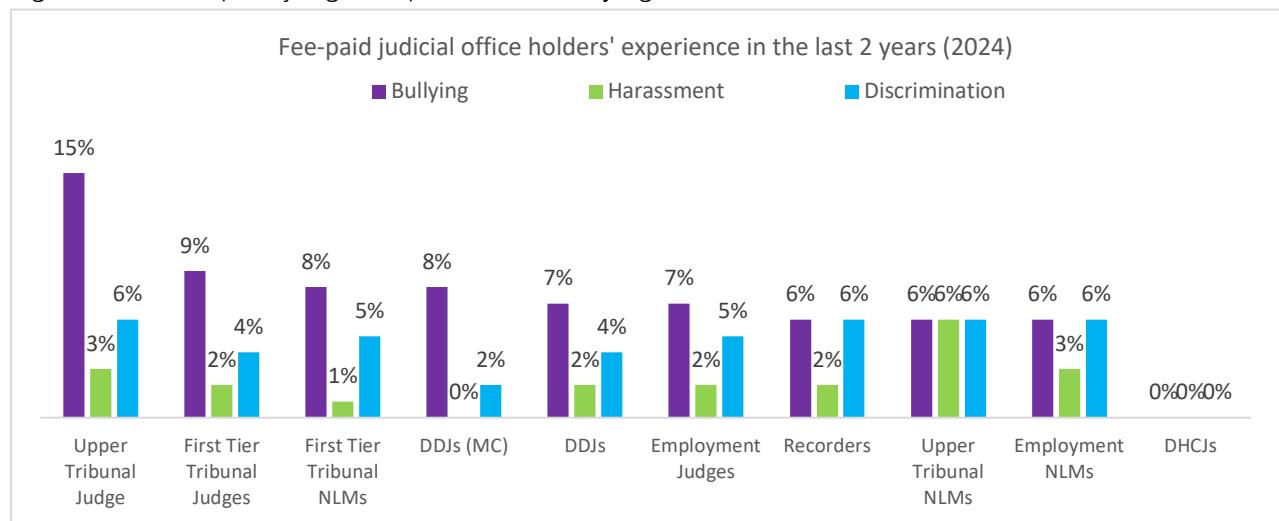
Salaried judges in each judicial post said they had experienced more bullying than harassment or discrimination. First Tier Tribunal judges had the highest levels of experience of bullying (17%) and discrimination (9%).

Figure 12.2: Salaried judges experience of bullying, harassment & discrimination



Fee-paid judicial office holders in almost all judicial posts said they had experienced more bullying than harassment or discrimination. The exceptions are Upper Tribunal NLMs that had an equal proportion (6%) saying they had experienced bullying, harassment and discrimination; and Recorders and Employment NLMs that had an equal proportion (6%) saying they had experienced bullying and discrimination. Upper Tribunal Judges had the highest proportion saying they had experienced bullying (15%).

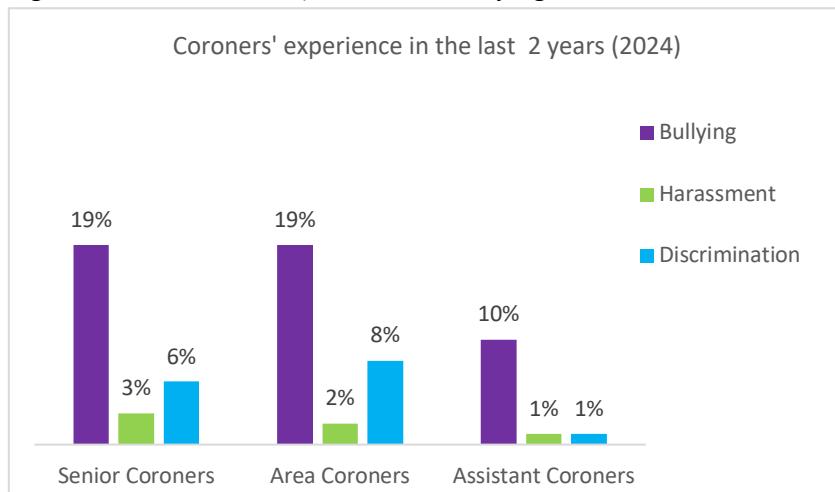
Figure 12.3: Fee-paid judges experience of bullying, harassment & discrimination



Coroners

The 2024 JAS is the first time coroners have been asked about their experiences of bullying, harassment and discrimination. Coroners said they had experienced more bullying than harassment or discrimination. Senior and Area Coroners had the highest proportions saying they had experienced bullying and discrimination. Very small proportions of Senior, Area and Assistant Coroners reported experiencing harassment in the last 2 years.

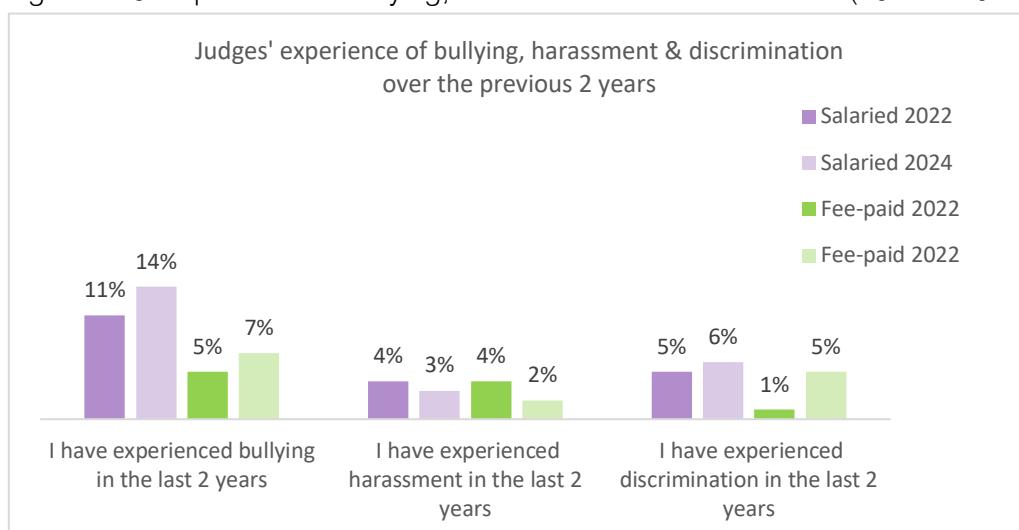
Figure 12.4: Coroner experience of bullying, harassment & discrimination



Change since 2022

Since 2022, when salaried and fee-paid judges were first asked about this, there has been an increase in the proportion of judges saying they have experienced bullying and discrimination but a decrease the proportion of judges saying they have experienced harassment.

Figure 12.5: Experience of bullying, harassment and discrimination (2022 to 2024)

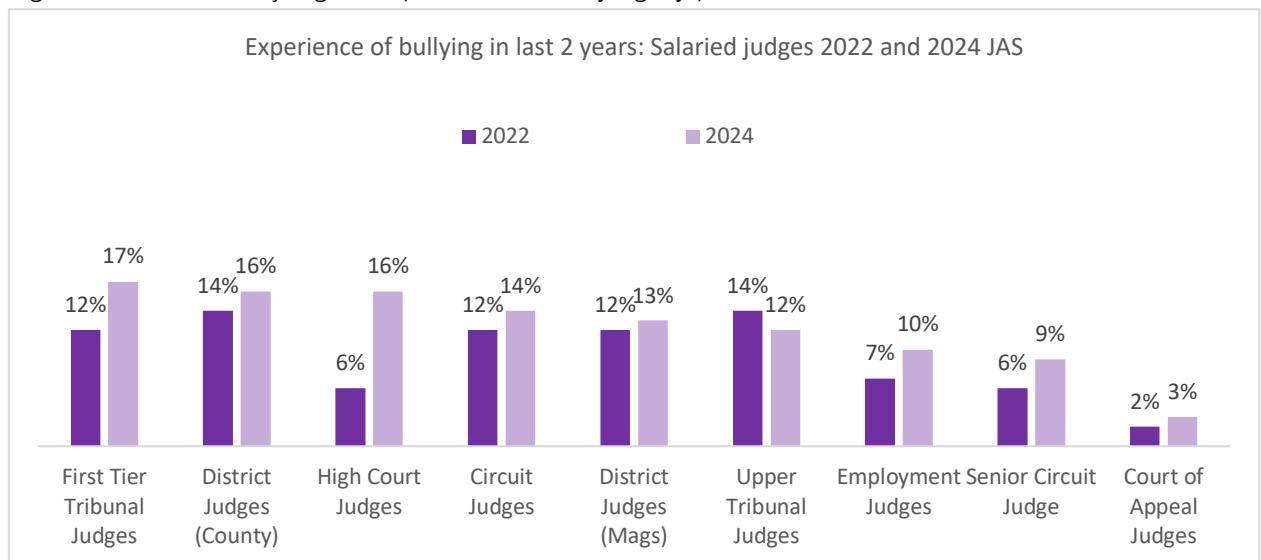


Note: Coroners were not surveyed previously on this

Bullying

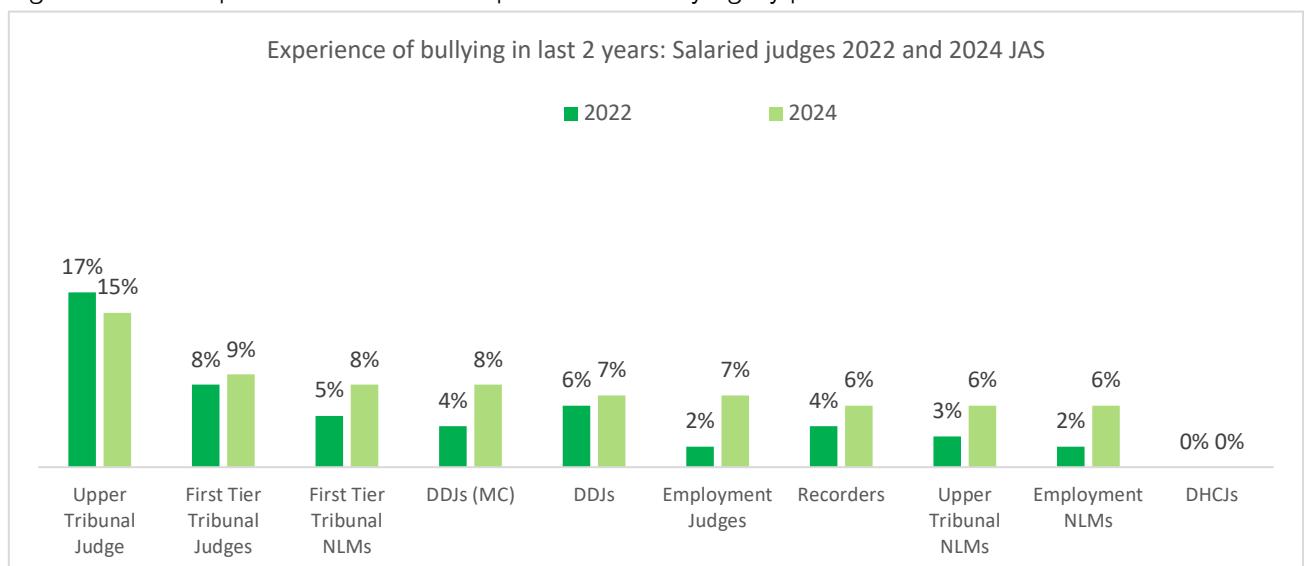
Salaried judges: There has been an increase in bullying experienced from 2022 to 2024 across all judicial posts except Upper Tribunal Judges. The largest proportions of judges saying they had experienced bullying were First Tier Tribunal Judges, District Judges (County) and High Court (17%-16%).

Figure 12.6: Salaried judges' experience of bullying by post



Fee-paid judicial office holders: There has been an increase in those experiencing bullying from 2022 to 2024 across all judicial posts except Upper Tribunal Judges and Deputy High Court Judges. Upper Tribunal Judges reported the highest level of bullying (15%)

Figure 12.7: Fee-paid office holders' experience of bullying by post



Nature of bullying

The types of the bullying experienced most often by judges and coroners is similar:

- Undermining of work and overbearing leadership are the most prevalent for salaried judges, fee-paid judges and coroners.
- Ridiculing or demeaning language and being excluded from discussions are the next most prevalent types of bullying experienced by salaried and fee-paid judges.
- Amongst coroners, consistent unproductive criticism and exclusion from discussions are the next most prevalent types of bullying experienced.

Table 12.1: The nature of the bullying experienced

What was the nature of the bullying you experienced?	Salaried n=260	Fee-paid n=277	Coroners n=44
Undermining of my work	48%	48%	73%
Overbearing leadership	46%	47%	46%
Ridiculing or demeaning language	43%	41%	30%
Exclusion from discussions	29%	18%	34%
Consistent unproductive criticism	22%	14%	39%
Implicit or explicit threats	16%	6%	16%
Subjected to malicious rumours	10%	4%	23%
Deliberately being given inappropriate work	8%	4%	9%
Treatment on social media (e.g., excluded from online groups, comment on social media)	4%	2%	4%
Violence (threatened or actual)	4%	1%	4%

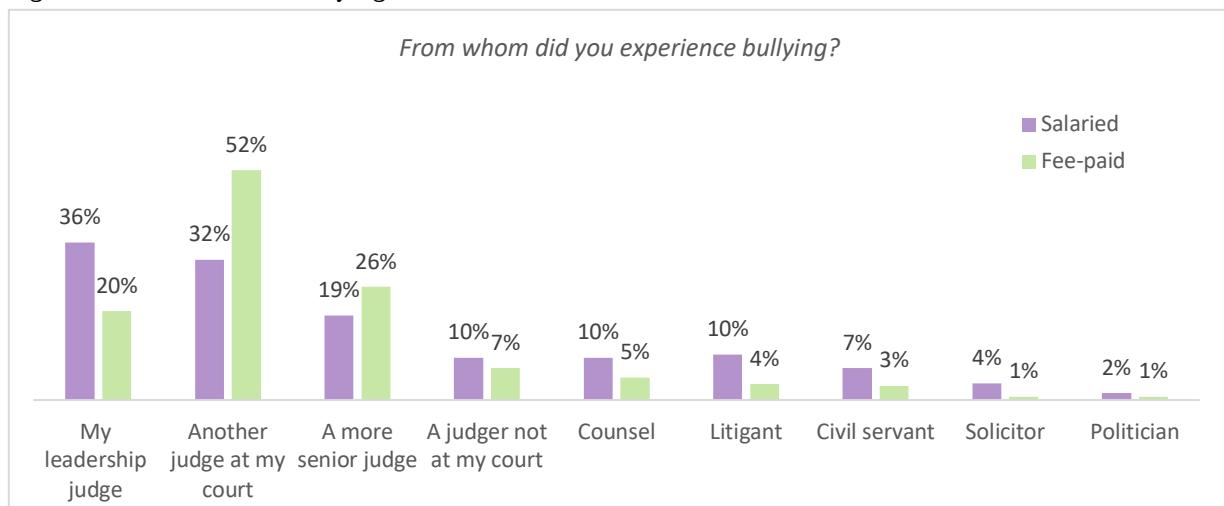
Note: Multiple options could be selected; n=the total number of judges answering the question

Sources of bullying

The JAS asked those who reported experiencing bullying in the last 2 years: *If you did experience any bullying in the last 2 years, from whom did you experience it?*

- For the minority of salaried judges (14%) who said they had experienced bullying in the last 2 years, 36% said they experienced this from their own leadership judge, 32% from another judge at their court/tribunal, 19% from a more senior judge.
- For the minority of fee-paid judicial office holders (7%) who said they had experienced bullying in the last 2 years, 52% said they had experienced this from another judicial office holder at their court/tribunal, 26% from a more senior judicial office holder and 20% from their own leadership judge.
- For the minority of coroners (13%) who said they had experienced bullying in the last 2 years, 44% said they experienced this from their own leadership judge and 25% from a local authority official.

Figure 12.8: Source of bullying, harassment or discrimination



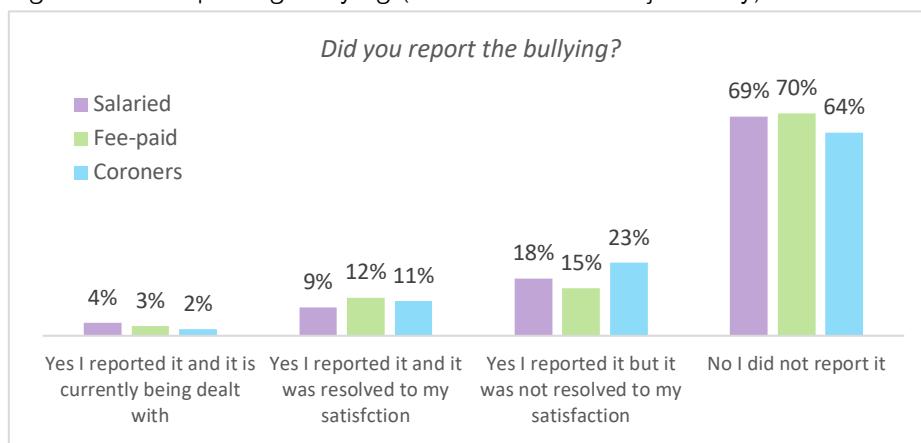
Note: Multiple options could be selected

Reporting bullying

The JAS also asked those who reported experiencing bullying in the last 2 years: *If you did experience any bullying in the last 2 years, did you report it?*

- Over two-thirds of all judges and just under two-thirds of coroners that said they had experienced bullying in the last 2 years did not report this: 69% of salaried judges, 70% of fee-paid judicial office holders and 64% of coroners.
- Of those who did report bullying more were not satisfied than satisfied with the way the complaint was resolved.

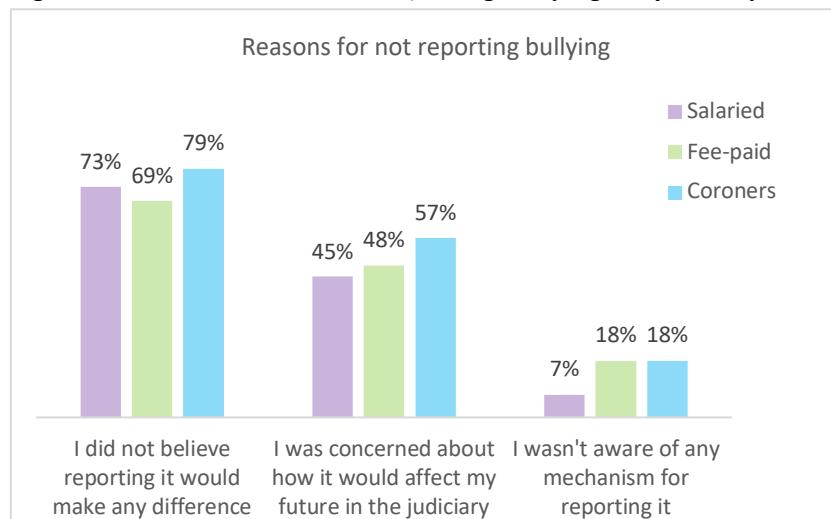
Figure 12.9: Reporting bullying (all members of the judiciary)



Reasons for not reporting bullying

While most salaried and fee-paid judges and coroners were aware of how to report bullying, most did not do so. The reason most did not report the bullying was because they did not believe it would make a difference to do so, and half were concerned that to do so would affect their future in the judiciary and coroners service.

Figure 12.10: Reasons for not reporting bullying (all judiciary)



Note: Multiple options could be selected

Services used to resolve the bullying

Most of those who experienced bullying used other ways of resolving the problem other than existing services; this most often included colleagues, mentors, family and friends. Amongst existing services used most often were Judicial HR for salaried judges, nominated judge for fee-paid office holders and support from a judge with welfare responsibilities for coroners

Table 12.2: Use of mechanisms to resolve bullying (all judiciary)

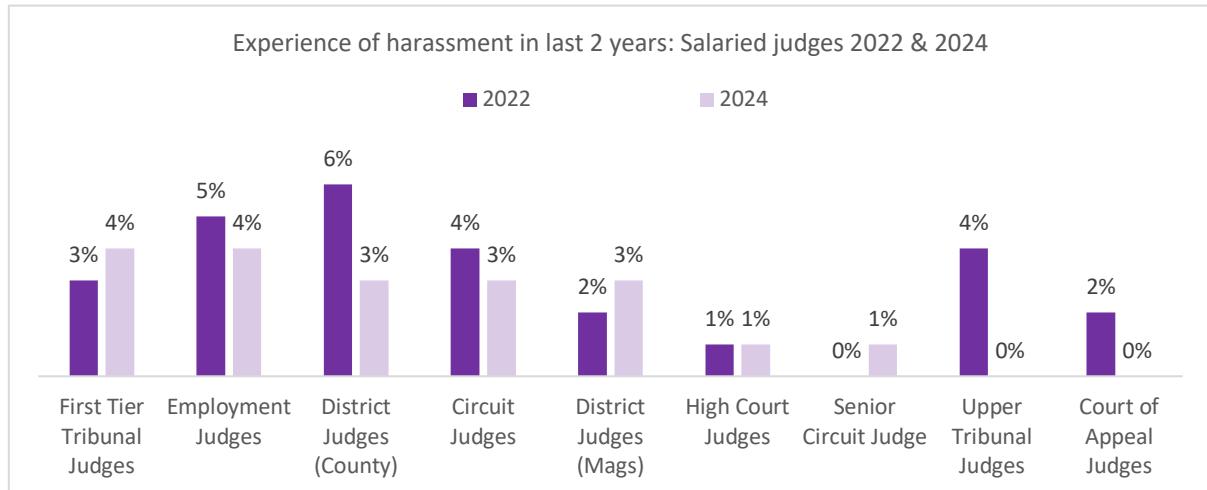
Did you use any of the following to resolve the problem?	Salaried n=75	Fee-paid n=78	Coroners n=10
Judicial HR	35%	13%	0%
Nominated judge	24%	27%	0%
Support from judge with responsibility for welfare	19%	20%	50%
Judicial Helpline	7%	5%	10%
LawCare	4%	1%	10%
Mediation service	1%	3%	0%
Other	47%	49%	50%

Note: Multiple options could be selected; n=total number answering the question

Harassment

Salaried judges: In most instances the low levels of harassment salaried judges said they experienced in 2022 have fallen further in 2024.

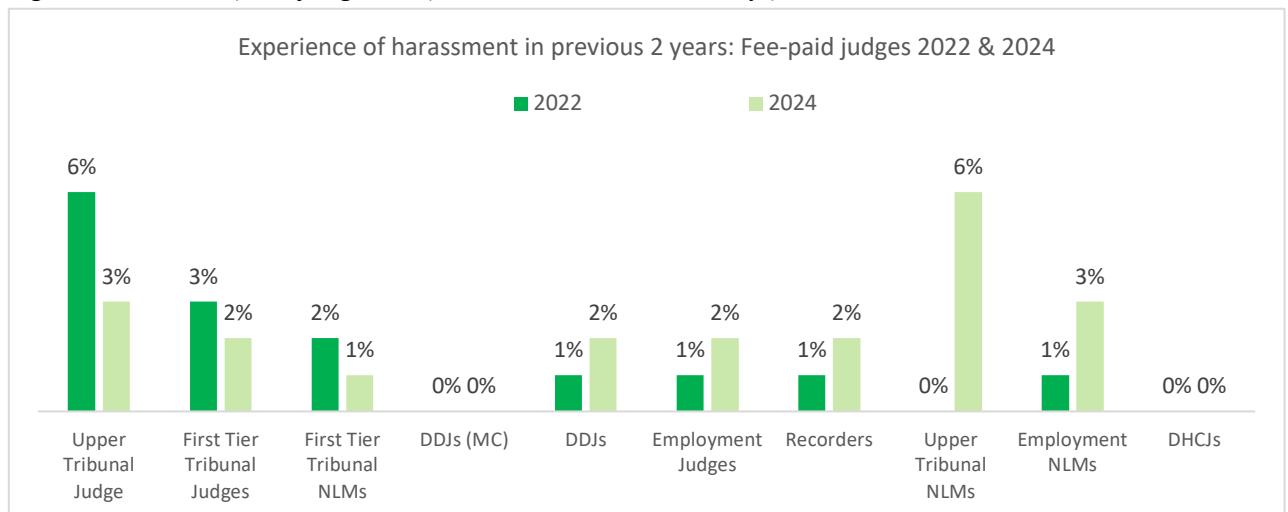
Figure 12.11: Salaried judges' experience of harassment by post 2022 & 2024 JAS



Note: Multiple options could be selected

Fee-paid judicial office holders: The low levels of harassment fee-paid judges said they experienced in 2022 have remained, but in some instances (Upper Tribunal NLMs, Employment NLMs, Employment Judges, DDJs and Recorders) the proportion of fee-paid judicial office holders reporting experiencing harassment have increased since 2022.

Figure 12.12: Fee-paid judges' experience of harassment by post 2022 & 2024 JAS



Nature of the harassment

Most judges who said they had experienced harassment in the last 2 years said it was on the basis of sex, race or disability, although there were reports of harassment on all other factors.

Table 12.3: Nature of the harassment experienced

On what basis did the harassment occur?	Salaried n=52	Fee-paid n=60	Coroners n=4
Sex	38%	35%	33%
Race (inc. colour, nationality, ethnic or national origin)	31%	28%	33%
Disability	19%	33%	0%
Religion or belief	13%	12%	0%
Age	10%	13%	0%
Being married or in a civil partnership	8%	0%	0%
Sexual orientation	6%	5%	33%
Gender reassignment	4%	3%	0%
Being pregnant or on maternity leave	2%	2%	0%

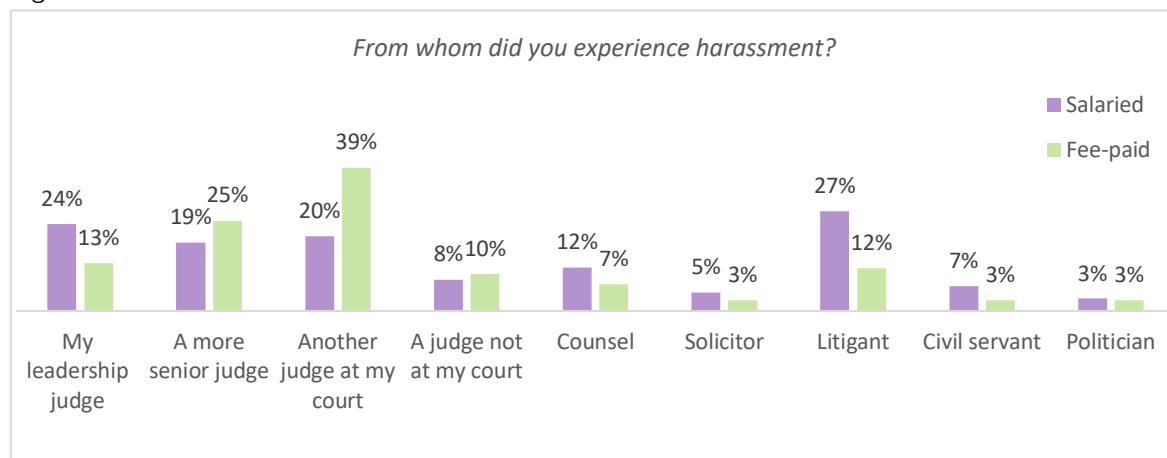
Note: Multiple options could be selected; n=total number answering the question

Sources of harassment

The JAS asked those who reported experiencing harassment in the last 2 years: *If you did experience any harassment in the last 2 years, from whom did you experience it?*

- For salaried judges: 27% said they experienced harassment from a litigant, 24% from their leadership judge, 20% from a judge at their court/tribunal and 19% from a senior judge.
- For fee-paid judicial office holders: 39% said they had experienced harassment from another judicial office holder at their court/tribunal, 25% from a more senior judicial office holder and 13% from their own leadership judge.

Figure 12.13: Source of harassment

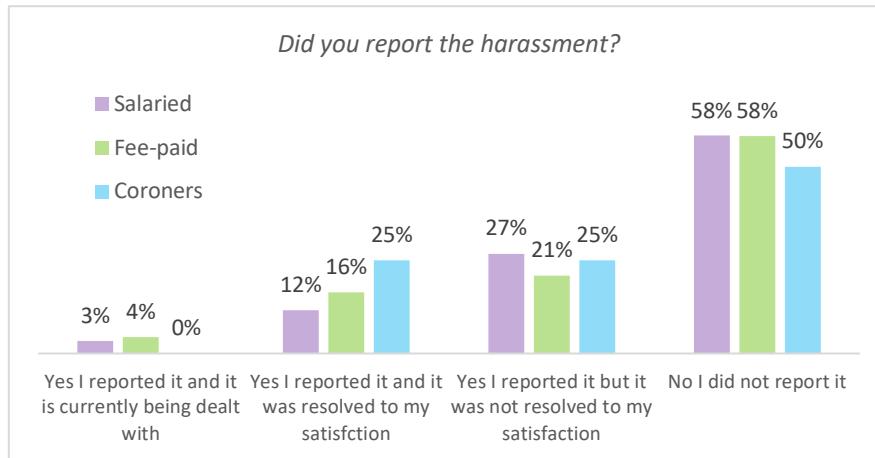


Note: Multiple options could be selected

Reporting harassment

The JAS also asked those who reported experiencing harassment in the last 2 years: *If you did experience any harassment in the last 2 years, did you report it?* At least half of all judges and coroners who said they had experienced harassment in the last 2 years did not report this. Of those judges who did report harassment, more were not satisfied than satisfied with the way the complaint was resolved. For coroners, half were satisfied and half were not.

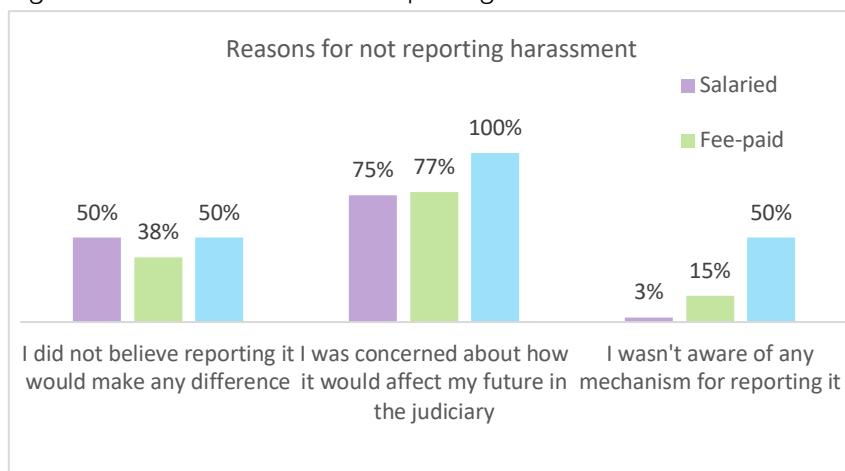
Figure 12.14: Whether harassment was reported and satisfaction with handling



Reasons for not reporting harassment

While most judges were aware of how to report harassment, half of coroners who had experienced harassment said they were not aware of a mechanism for reporting it. Most salaried and fee-paid judges and all coroners who did not report harassment did not do so because they were concerned how it would affect their future in the judiciary and coroners service. Many salaried and fee-paid judges and coroners who experienced harassment also did not do so because they did not believe that reporting it would make a difference.

Figure 12.15: Reasons for not reporting harassment



Note: Multiple options could be selected

Services used to resolve the harassment

Most of those who experienced harassment used other ways of resolving the problem other than existing services; this most often included colleagues, mentors, family and friends.

Amongst existing services used most often were support from a judge with welfare responsibilities, Judicial HR and a nominated judge.

Table 12.4: Mechanism used to resolve the harassment

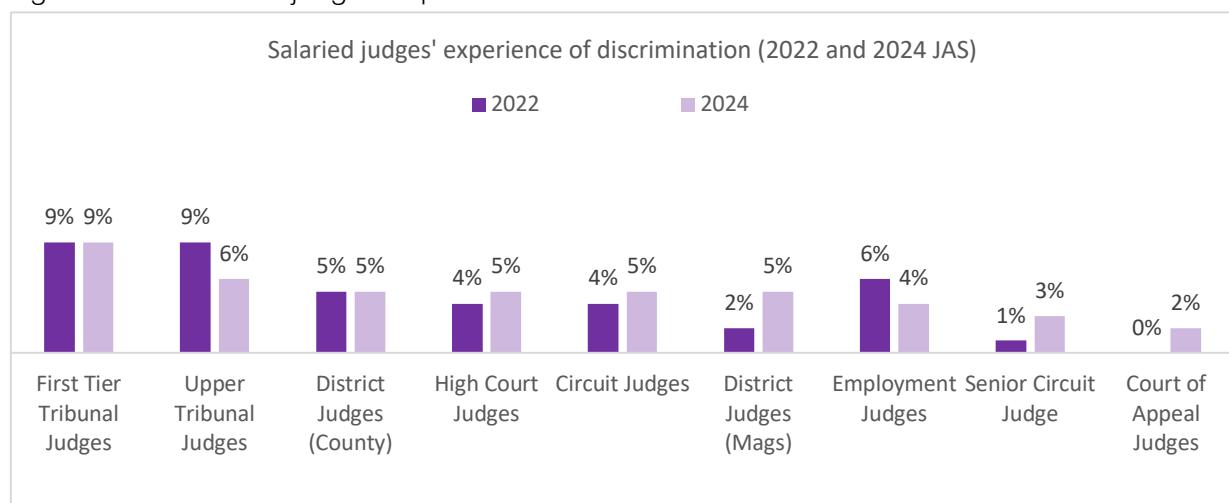
<i>Did you use any of the following to resolve the problem?</i>	Salaried n=19	Fee-paid n=23
Support from a judge with responsibility for welfare	37%	22%
Judicial HR	37%	13%
Nominated judge	21%	35%
Mediation service	5%	0%
Judicial Helpline	5%	4%
LawCare	0%	0%
Other	58%	48%

Note: Multiple options could be selected; n=total number answering the question

Discrimination

Salaried judges: There has not been a substantial change from 2022 to 2024 in salaried judges' experience of discrimination by post. The largest proportions of reports of discrimination were from First Tier Tribunal Judges and Upper Tribunal Judges, with small increases for almost all other salaried judicial posts.

Figure 12.16: Salaried judges' experience of discrimination 2022 and 2024 JAS



Fee-paid judicial office holders: There has been an increase in the experience of discrimination for fee-paid judicial office holders in 5 posts (DDJs, Employment Judges and NLMS, Recorders and Upper Tribunal NLMs) and a fall in two posts (FTT judges and DDJ-MCs).

Figure 12.17: Fee-paid experience of discrimination 2022 and 2024 JAS



Nature of the discrimination

Similar to judges' responses to the harassment question, the most prevalent experiences of discrimination are those based on sex, race, disability and age.

Table 12.5: Basis of discrimination experienced

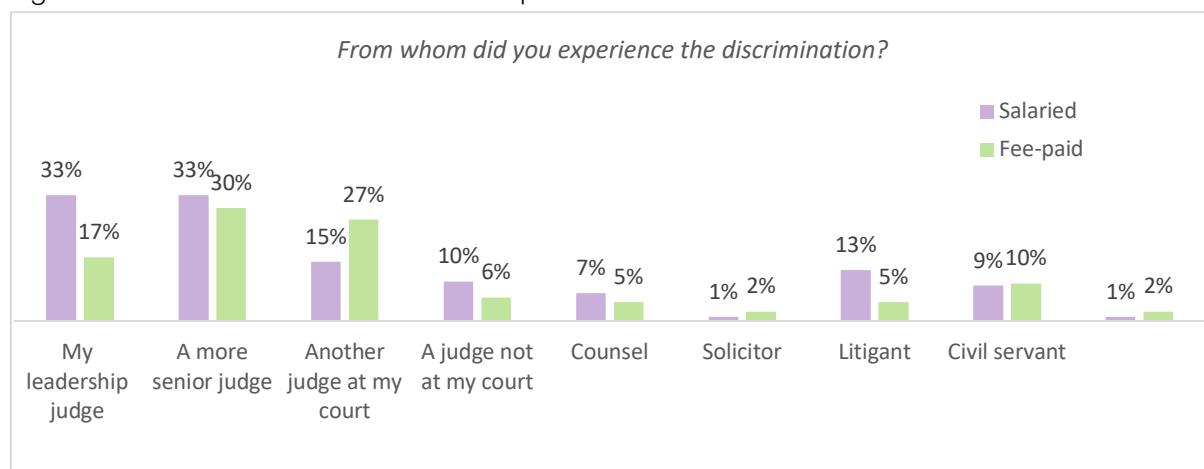
On what basis did the discrimination occur?	Salaried n=96	Fee-paid n=155	Coroners n=11
Sex	48%	26%	64%
Race (inc. colour, nationality, ethnic or national origin)	28%	23%	27%
Disability	24%	47%	0%
Age	13%	21%	0%
Religion or belief	7%	6%	0%
Sexual orientation	5%	2%	18%
Being married or in a civil partnership	2%	0%	0%
Gender reassignment	1%	0%	0%
Being pregnant or on maternity leave	1%	2%	0%

Note: Multiple options could be selected; n=total number answering the question

Sources of discrimination

The JAS asked those who reported experiencing discrimination in the last 2 years: *If you did experience any discrimination in the last 2 years, from whom did you experience it?* For salaried judges who said they experienced discrimination: 33% said they experienced this from their own leadership judge, 33% from a more senior judge and 27% from another judge at their court/tribunal. For fee-paid judicial office holders who said they experienced discrimination: 30% said they had experienced this from a more senior judicial office holder, 27% from another judicial office holder at their court/tribunal, 17% from their own leadership judge.

Figure 12.18: Source of discrimination experienced

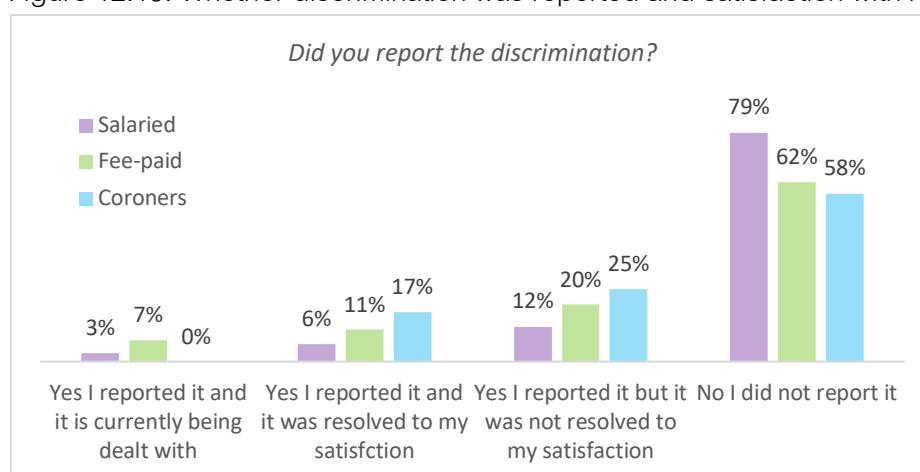


Note: Multiple options could be selected

Reporting discrimination

The JAS also asked those who reported experiencing discrimination in the last 2 years whether they reported it. Most judges and coroners who said they had experienced discrimination in the last 2 years did not report this. Of those judges who did report discrimination, more were not satisfied than satisfied with the way the complaint was resolved.

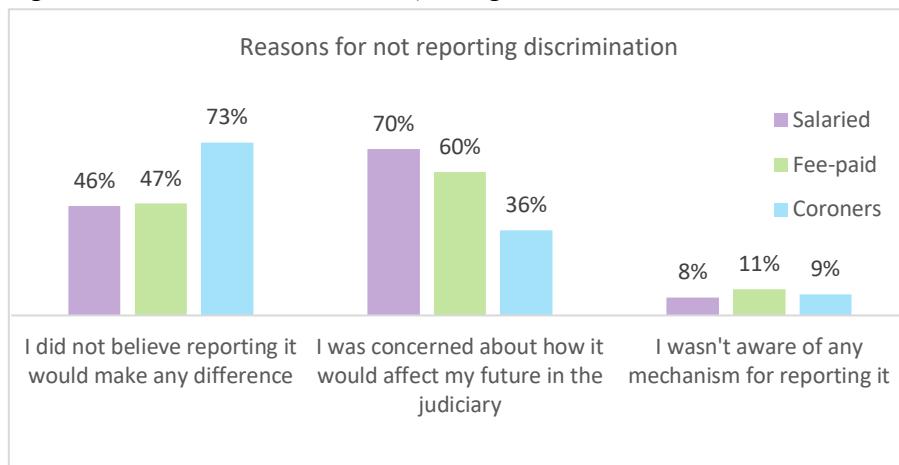
Figure 12.19: Whether discrimination was reported and satisfaction with handling



Reasons for not reporting discrimination

Almost all salaried and fee-paid judges and coroners were aware of how to report discrimination. But most salaried and fee-paid judges who did not report said it was because they were concerned that it would affect their future in the judiciary. While most coroners who did not report discrimination did not do so because they did not feel it would make a difference.

Figure 12.20: Reasons for not reporting discrimination



Note: Multiple options could be selected

Support to resolve discrimination

Most of those who experienced discrimination used other ways of resolving the problem other than existing services; this most often included colleagues, mentors, family and friends.

Amongst existing services used most often were Judicial HR, a nominated judge and support from a judge with welfare responsibilities,

Table 12.6: Mechanisms used to resolve discrimination

Did you use any of the following to resolve the problem?	Salaried n=16	Fee-paid n=54
Judicial HR	38%	22%
Nominated judge	25%	28%
Support from a judge with responsibility for welfare	25%	17%
Judicial Helpline	13%	2%
Mediation service	6%	4%
LawCare	0%	2%
Other	63%	52%

Note: Multiple options could be selected; n=total number answering the question

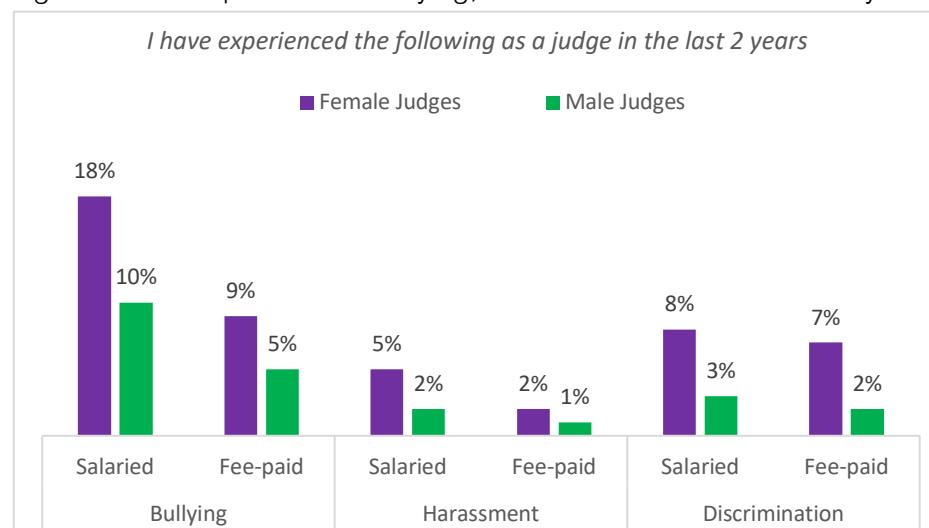
Members of the judiciary more likely to experience bullying, harassment or discrimination¹⁷

A more detailed analysis shows that certain judges are disproportionately more likely to say that they had experienced bullying, harassment and discrimination in the last 2 years. This includes female judges, judges who are from another ethnic group other than White, judges who have a disability, judges from specific religious groups, sexual orientations and gender identities.

Sex

Female judges disproportionately said they experienced bullying, harassment and discrimination in their work as a judge in the last 2 years in comparison to male judges. Almost twice as many female judges than male judges said they experienced bullying regardless of whether they were salaried or fee-paid. Twice as many female judges than male judges (salaried and fee-paid) said they had experienced harassment in the last 2 years. Three times as many fee-paid female judges and almost 3 times as many salaried female judges said they had experienced discrimination in comparison with male judges over the last 2 years.

Figure 12.21: Experience of bullying, harassment & discrimination by sex

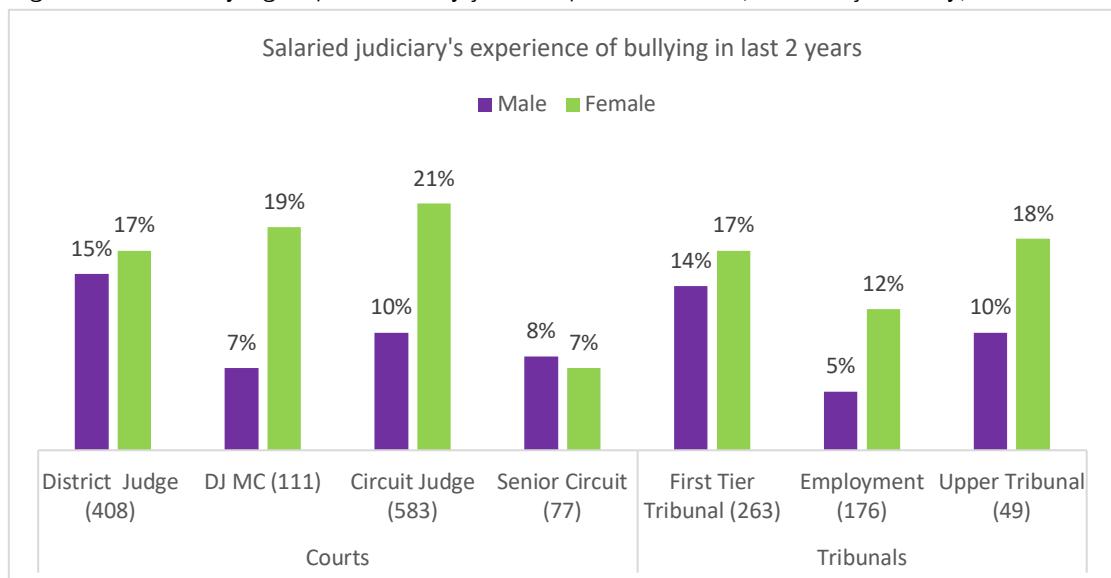


Experience of bullying in the last 2 years by sex and judicial post

This analysis is confined to those judicial posts with the larger number of judges overall thereby preventing any risk of individuals being identified. For all salaried judicial posts except one (Senior Circuit Judges) and for all fee-paid posts except one (DDJ-MC), female judges reported higher rates of bullying in the last 2 years compared with male judges.

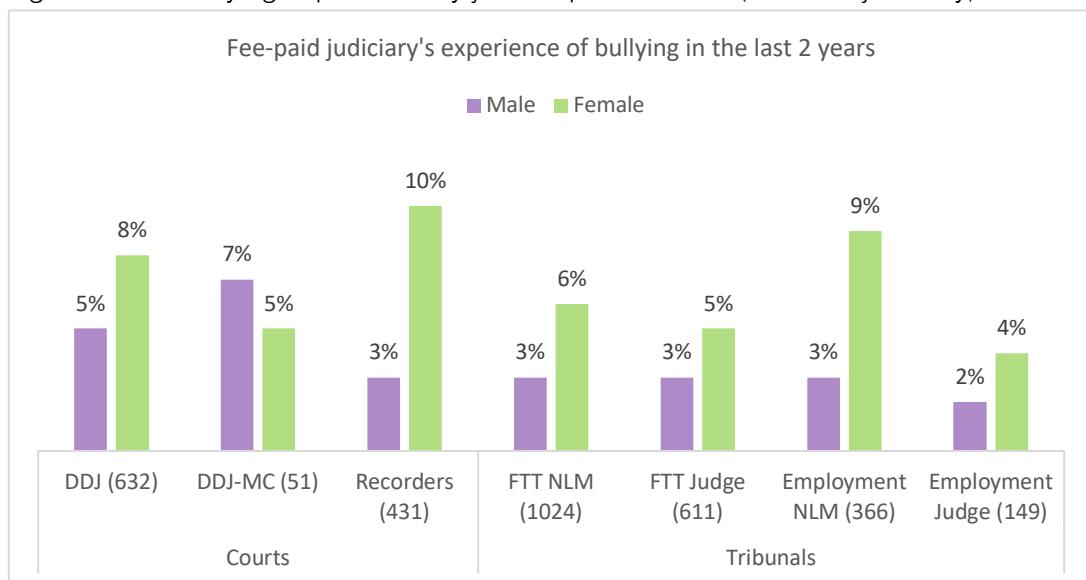
¹⁷ In this section if individual percentages and numbers are not reported it is because the numbers of judges from specific groups or in individual judicial posts are small, and reporting numbers would therefore carry a risk of identifying individuals.

Figure 12.22: Bullying experience by judicial post and sex (salaried judiciary)



Note: Numbers in brackets indicate the total number in each post reporting bullying in the last 2 years

Figure 12.23: Bullying experience by judicial post and sex (tribunals judiciary)



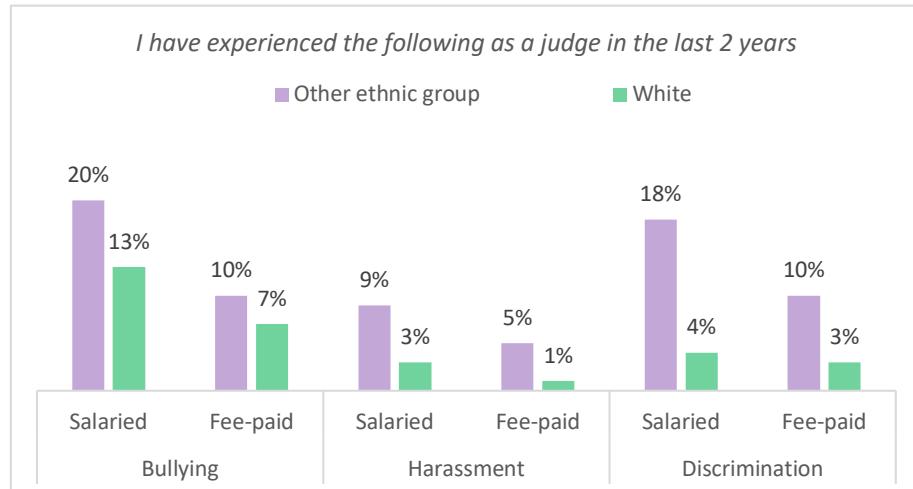
Note: Numbers in brackets indicate the total number in each post reporting bullying in the last 2 years

Ethnicity

A similar pattern was found in relation to ethnic group. Judges who self-identified as belonging to another ethnic group than White disproportionately said they experienced bullying, harassment and discrimination in their work as a judge in the last 2 years compared with judges who self-identified as White. Twice as many judges from another ethnic group than White judges said they experienced bullying. Up to four times as many judges from another ethnic group than White judges said they had experienced harassment. Almost 5 times as many

judges from another ethnic group than White judges said they had experienced discrimination in the last 2 years.

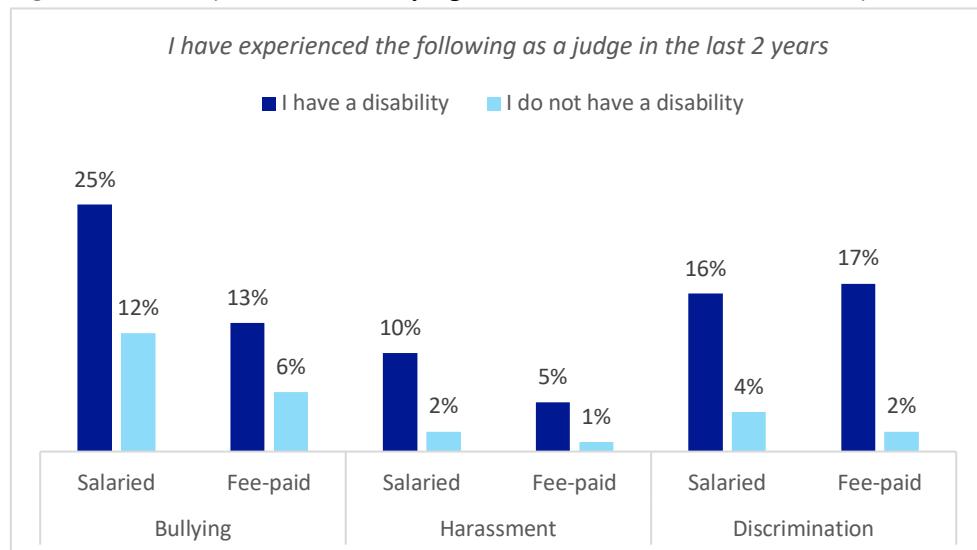
Figure 12.24: Experience of bullying, harassment & discrimination by ethnicity



Disability

A similar pattern was found in relation to disability. Judges who said they had a disability disproportionately said they experienced bullying, harassment and discrimination in their work as a judge in the last 2 years compared with judges who said they did not have a disability. Twice as many judges with a disability said they had experienced bullying than those judges without a disability. Five times as many judges with a disability said they had experienced harassment compared with judges without a disability. Four times as many salaried judges with a disability and 8 times as many fee-paid judges with a disability said they had experienced discrimination compared with those without a disability.

Figure 12.25: Experience of bullying, harassment & discrimination by disability



Religion, sexual orientation and gender identity

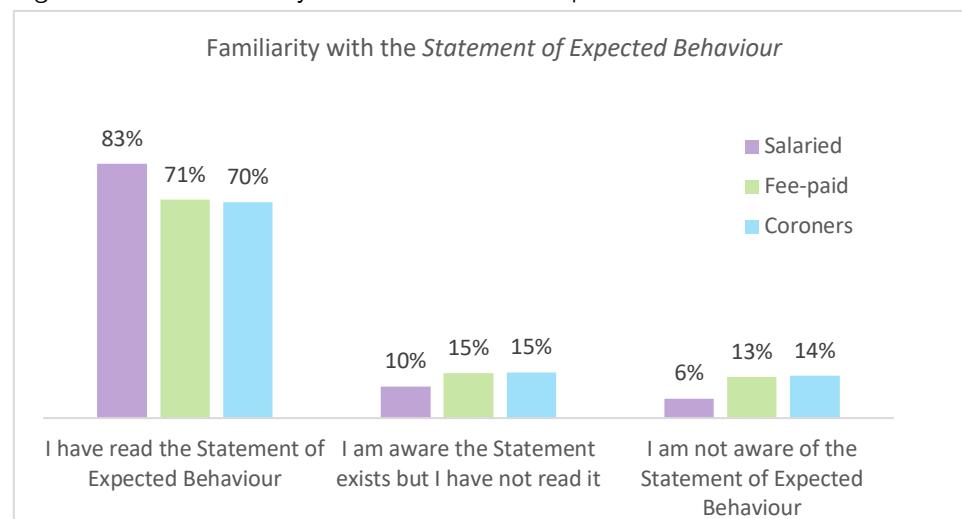
A further analysis of how religion, sexual orientation and gender identity related to reports of bullying, harassment and discrimination showed the following:

- Hindu, Muslim and Sikh judges reported higher levels of bullying, harassment and discrimination than judges of other religions or no religion
- Gay, lesbian and bisexual judges reported higher levels of bullying, harassment and discrimination than heterosexual judges.
- Those with a gender identity different from that registered at birth reported higher levels of bullying, harassment and discrimination than other judges.

Familiarity with the Statement of Expected Behaviour

In January 2023, the judiciary introduced a “Statement of Expected Behaviour” which sets out the standards of behaviour expected from all judicial office holders in and outside the hearing room with each other, staff and court users. The 2024 JAS explored the extent to which judicial office holders were aware of and had read this Statement. Almost all salaried judges, fee-paid judicial office holders and coroners are now aware of the Statement of Expected Behaviour and have read the statement. Only small proportions (6-14%) are not yet aware of the Statement.

Figure 12.26: Familiarity with Statement of Expected Behaviour



There is a consistently higher familiarity with the Statement of Expected Behaviour (SEB) amongst salaried judges (both courts and tribunals) than fee-paid office holders.

Figure 12.27: Courts salaried judges' awareness of SEB

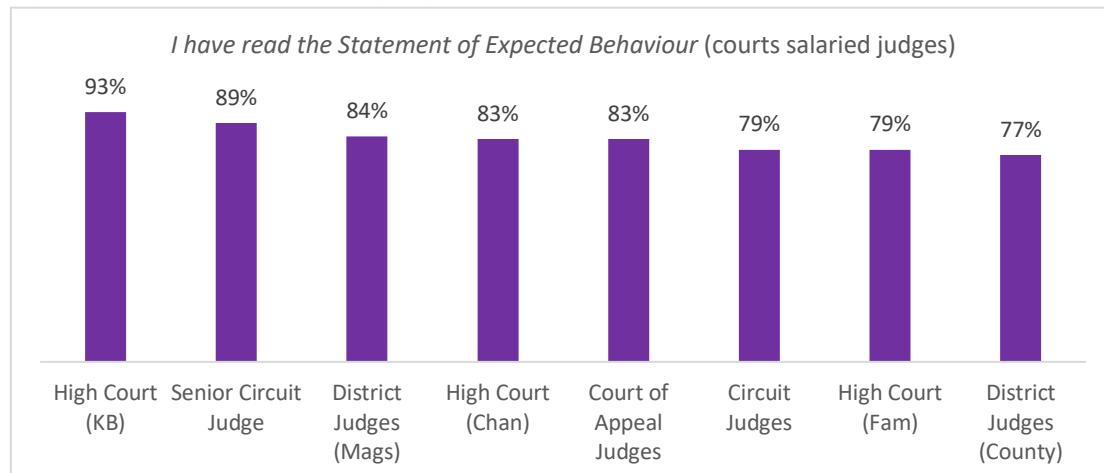


Figure 12.28: Courts fee-paid awareness of SEB

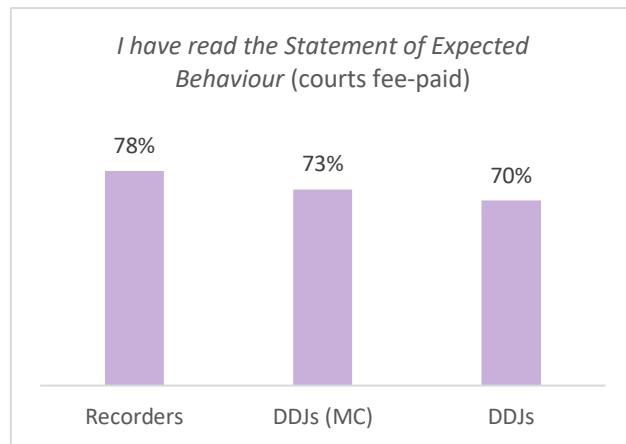


Figure 12.29: Tribunal salaried awareness of SEB

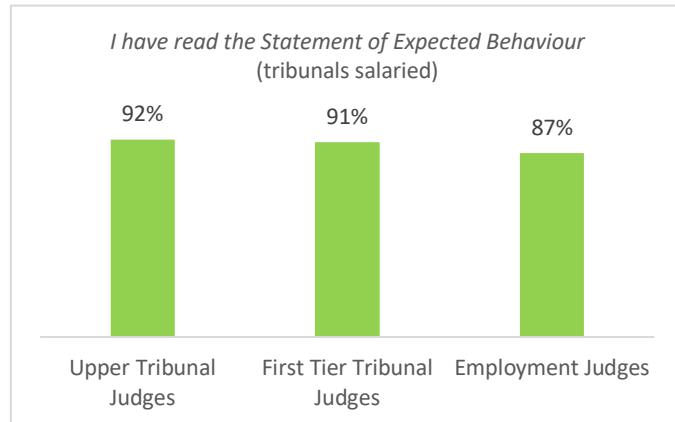
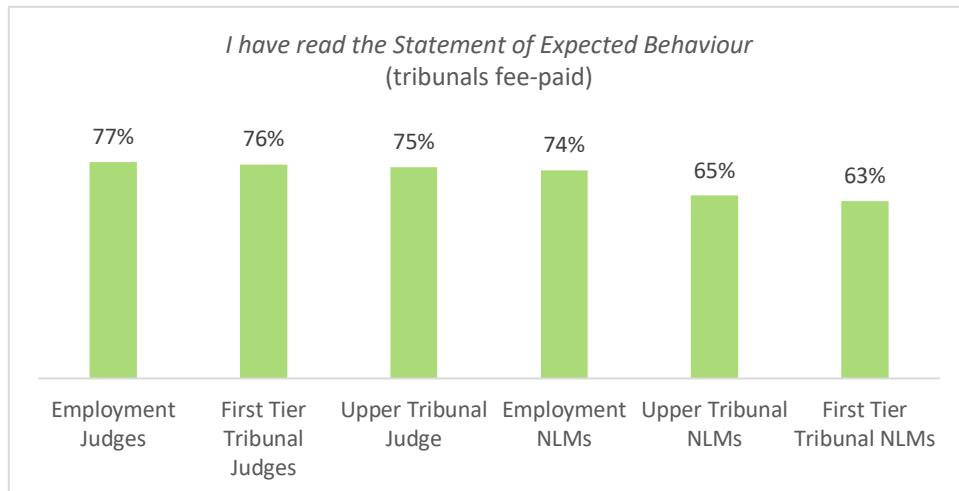


Figure 12.30: Tribunals fee-paid awareness of SEB



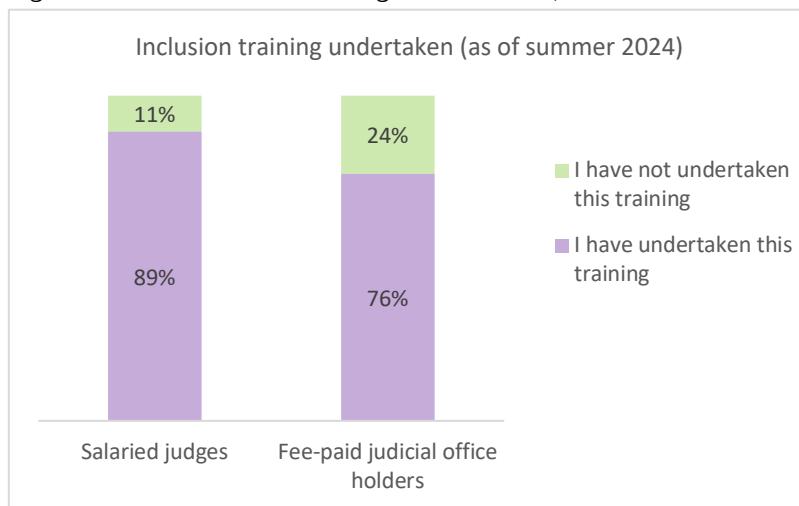
Inclusion training (2022-24)

Since the 2022 JAS was run, all members of the courts and tribunals judiciary (but not coroners Service) have been required to undertake a programme of inclusion training. This training had specific learning outcomes, and the 2024 JAS explored how many judges had undertaken the training by summer 2024 and the extent to which judges who had undertaken the training felt these learning outcomes had been achieved.

Training undertaken

By June 2024 most salaried judges (89%) and fee-paid judicial office holders (76%) had undertaken the inclusion training.

Figure 12.31: Inclusion training undertaken (all courts & tribunals)



Learning outcomes achieved

The largest proportions of judges (salaried and fee-paid) that undertook the inclusion training said the specific learning outcomes set for the inclusion training were partially achieved. A larger proportion of salaried judges said the learning outcomes were not achieved at all than said they were fully achieved. Whereas a larger proportion of fee-paid judges said the learning outcomes were fully achieved than said they were not achieved at all.

Figure 12.32: Salaried judges' assessment of inclusion training

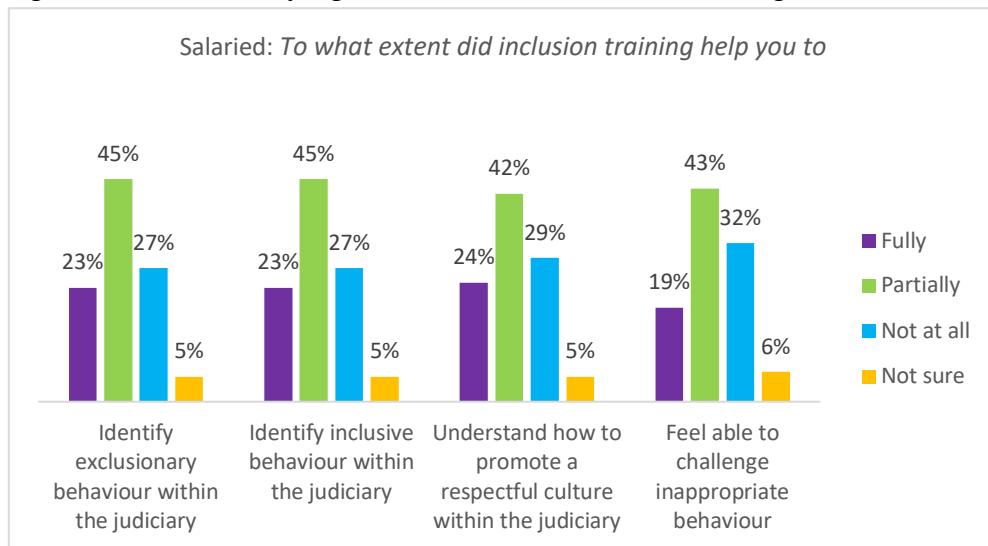
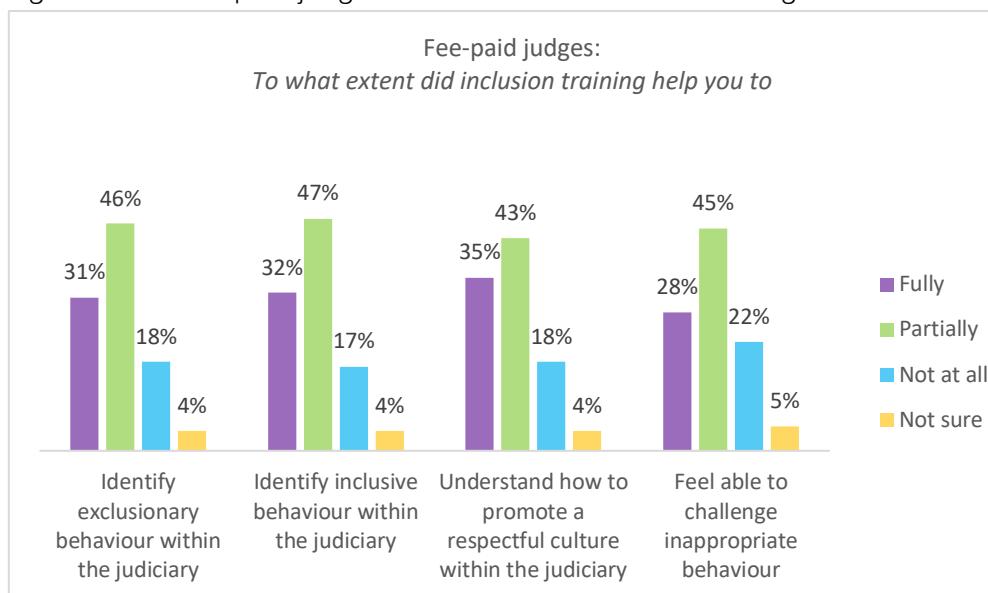


Figure 12.33: Fee-paid judges' assessment of inclusion training



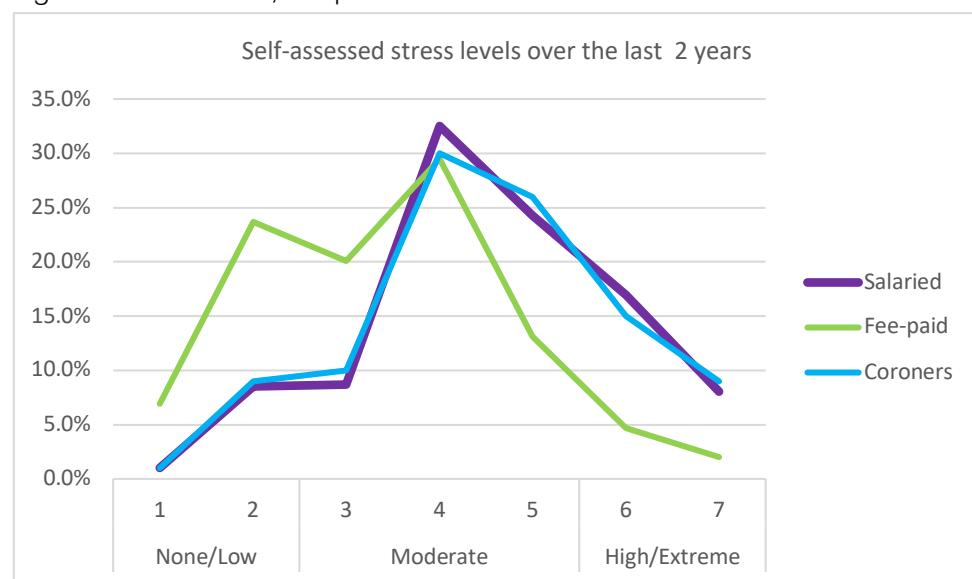
Chapter 13 Judicial stress

There is growing recognition internationally of the unique aspects of the judicial role that can create high levels of stress and lead to problems with judicial wellbeing. In the 2024 UK JAS, specific questions were included for the first time on judges' levels and sources of stress, their physical and mental health and sick days taken as a result of stress. This chapter provides an analysis of the results of this first examination of judicial stress in the UK.

Self-assessment of stress levels over the last 2 years

In the 2024 JAS all members of the judiciary were asked: *How much stress connected with your job as a judicial office holder have you experienced over the past 2 years?* Only 1% of salaried judges, 6% of fee-paid judicial office holders and 0.6% of coroners reported experiencing no stress connected to their job as a judge (rating 1). The highest stress levels were reported by salaried judges and coroners, with much lower proportions of fee-paid judges reporting stress levels at the extreme end of the range (ratings 6 and 7).

Figure 13.1: Salaried, fee-paid and Coroner self-assessed stress levels



Within the salaried judiciary and coroners, Senior Coroners reported the highest stress levels (46% in the extreme stress range), followed by Circuit Judges and High Court (Family) Judges (32% with extreme stress), High Court (KB) Judges (28% extreme stress), and Senior Circuit Judges (27%). Almost a quarter of Area Coroners, District Judges and DJMCs, First Tier Tribunal and Upper Tribunal Judges also reported extreme stress levels due to their work in the last 2 years. Amongst fee-paid office holders, the highest rates of self-declared stress were amongst First Tier Tribunal Judges and Upper Tribunal Judges with both at 10% high/extreme stress rating.

In the following Figures the number of judges in each judicial post self-identifying as in the high/extreme stress level categories (6&7) are shown in brackets.

Figure 13.2: Salaried courts judiciary with high/extreme stress levels (6&7)

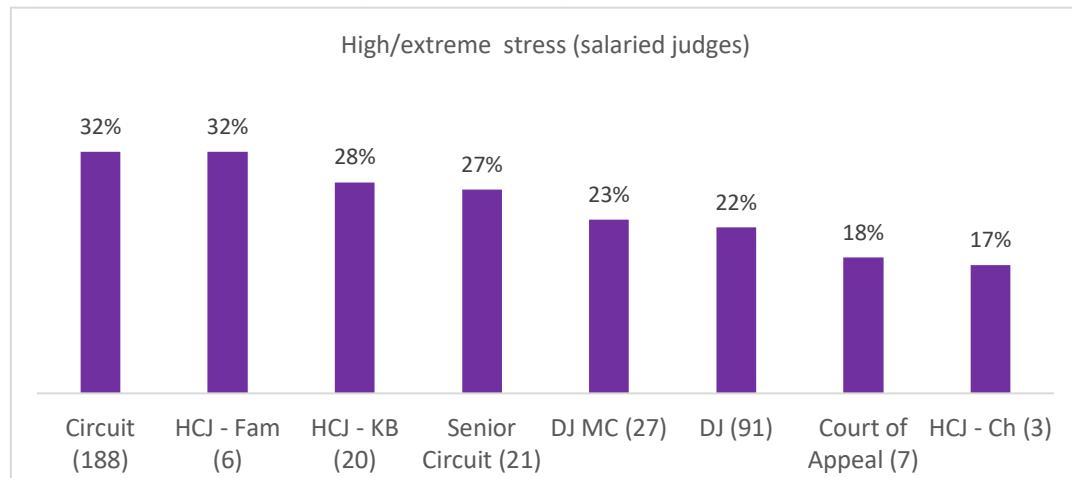


Figure 13.3: Salaried tribunals with high/extreme stress levels (6&7)

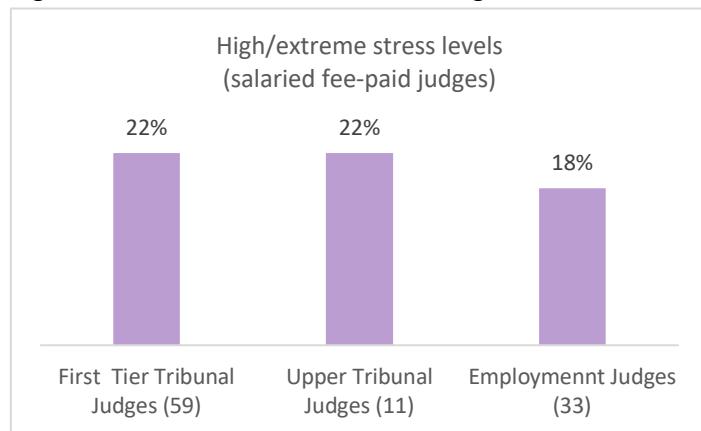
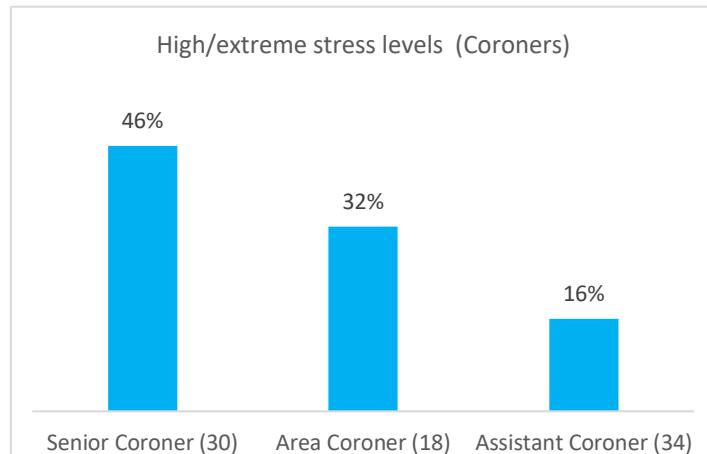


Figure 13.4: Coroners with high/extreme stress levels (6&7)



Stress symptoms

Salaried and fee-paid judicial office holders' self-declaration of stress symptoms shows a clear and consistent pattern. Both had very high levels of sleep disturbances (77% and 65%) irritability (57% and 41%), headaches (52% and 43%) and muscle tension (43% and 37%) reported by all who took part in the 2024 JAS.

Table 13.1: Stress symptoms for salaried, fee-paid and coroners

Stress symptoms	Salaried (n=1635)	Fee-paid (n=2331)	Coroners (n=272)
Sleep disturbances	77%	65%	79%
Irritability	57%	41%	51%
Headaches	52%	43%	47%
Muscle tension	43%	37%	36%
Lack of concentration	37%	30%	34%
Burnout	30%	20%	38%
Increased sense of isolation	29%	20%	28%
Intolerance of others	27%	14%	26%
Altered socialising habits	26%	17%	25%
Stomach upsets	25%	20%	31%
Anger	23%	12%	18%
Feelings of guilt	21%	16%	17%
Altered eating habits	21%	17%	25%
Drinking or smoking more	19%	12%	18%
Blurred vision	16%	10%	8%
Loss of compassion	14%	9%	13%
Chest pains	12%	7%	15%
Loss of objectivity	7%	4%	7%

Note: Multiple options could be selected; n=total number of judiciary in each category

Factors contributing to judicial stress

The most prevalent factors contributing to judicial stress for **salaried judges** relate to 3 things: time, inherent aspects of judicial work and technology. The most frequently cited stress factors are judges' lack of personal time due to judicial workload (58%) and difficulties achieving a reasonable work-life balance (53%). Other prevalent factors involve core judicial functions: managing trials (41%) and evidence judges have to deal with (35%). Two other factors are much more recent technology-based stress factors: amount of screen time for judicial work (49%) and dealing with online technology for their work (39%).

For **coroners** the 2 main stress factors were the same as for salaried judges: lack of personal time due to workload and difficulties achieving a reasonable work-life balance. Concerns about managing how inquests proceed was the third highest stress factor followed by concerns over letting families in inquests down. There were some differences in the factors contributing to judicial stress for fee-paid JOHs and coroners.

For **fee-paid judicial office holders** (JOHs) the most frequently cited stress factor was last minute changes to their judicial schedule (43%) followed by technology factors: dealing with online technology (33%) and the amount of screen time in the job (30%).

Table 13.2: Factors contributing to judicial stress

Factors contributing to judicial stress	Salaried (n=1856)	Fee-paid (n=3013)	Coroners (n=317)
Lack of personal time due to judicial workload	58%	27%	46%
Difficulties in achieving a reasonable work-life balance	53%	26%	51%
Amount of screen time in my job	49%	30%	21%
Managing how trials/hearings proceed	41%	26%	43%
Dealing with online technology for judicial work	39%	33%	19%
Types of evidence I have to deal with	35%	21%	26%
Last minute changes to my judicial work schedule	33%	43%	21%
Concerns over the impact of my judicial decisions	25%	24%	24%
Losing contact with colleagues/friends	24%	7%	18%
Scrutiny of my work	19%	10%	17%
Concerns over my personal safety	16%	7%	13%
Leadership responsibilities	12%	1%	9%
Concerns over interpreting the law	10%	16%	29%
Workplace conflict with others	10%	4%	13%
Isolation of the job			28%
Lack of professional support network			23%
Dealing with media coverage of inquests			10%
Concerns about letting families down			30%
Sole focus of death in coronial work			16%
Criticisms for delay in releasing the body			7%

Note: Multiple options could be selected; n=total number in each category

Judges with the highest stress levels

Beyond the analysis above of the proportions of judges in different judicial posts reporting the highest stress levels (6 & 7), a further analysis revealed that those reporting the highest stress levels were more likely to be:

- those also reporting that their workload over the last 12 months was too high
- those reporting bullying, harassment or discrimination
- female judges
- those with disabilities who requested workplace adjustments that have not been implemented satisfactorily.

Self-assessment of physical and mental health

As part of the new section of the 2024 JAS on judicial stress, all members of the judiciary were asked to rate their current overall physical and current overall mental health on a scale of 1 (Poor) to 7 (Excellent). There was a similar general distribution of responses on physical health for salaried, fee-paid and coroner members of the judiciary. But for mental health, more fee-paid members of the judiciary (61%) rated their mental health as 6 or 7 (Excellent) than salaried judges (47%) or coroners (48%).

Table 13.3: Self-assessment of physical and mental health (salaried, fee-paid and coroners)

Self-assessed rating		Physical health			Mental health		
		Salaried	Fee-paid	Coroners	Salaried	Fee-paid	Coroners
Poor	1	1%	0%	0%	1%	1%	0%
	2	3%	1%	1%	4%	2%	3%
	3	6%	5%	7%	9%	4%	9%
	4	14%	10%	13%	16%	11%	19%
	5	25%	24%	24%	22%	22%	22%
	6	34%	39%	30%	27%	34%	29%
	7	18%	20%	26%	20%	27%	19%
Excellent							

There were some correlations between work factors and judges' self-assessment of their mental health. More salaried judges without any personal security concerns rated their mental health as excellent (58%) compared with those who had in-court security concerns (37%), out of court security concerns (34%) and social media (39%). More judges who said their workload was manageable rated their mental health as excellent (62%) compared with judges who said their workload was too high (34%). Bullying was also negatively related to judges' assessment of their mental health: 15% of those who reported bullying in the last 2 years rated their mental health as poor (rating of 1 or 2), whereas only 3% of those that did not experience bullying reported their mental health as poor.

Sick days taken

Judges were asked whether they had taken any sick days over the last 2 years as a result of stress associated with their judicial work. A total of 538 members of the judiciary (245 salaried judges, 272 fee-paid judicial office holders and 21 coroners) said they had taken sick days in the last 2 years due to stress from their work. That was a higher proportion of salaried judges (12.8%) than fee-paid JOHs (7%) and coroners (6%).

Table 13.4: Numbers of judiciary taking sick days due to stress

Judicial group	Members of the judiciary having to take sick days for stress in last 2 years	% of judicial group
Salaried judges	245	12.8%
Fee-paid judicial office holders	272	7%
Coroners	21	6%
total	538	

For salaried judges the proportion of judges affected varied considerably by post. The highest proportion of judges who said they had to take sick days due to stress were Senior Circuit Judges (18%) and Upper Tribunal Judges (18%).

Table 13.5: Salaried judges taking sick days due to stress

Salaried judicial post	Judges having to take sick days for stress in last 2 years
Senior Circuit Judges	18%
Upper Tribunal Judges	18%
District Judges	15%
First Tier Tribunal Judges	15%
Circuit Judges	13%
District Judges (MC)	10%
Employment Judges	9%
High Court (KB)	7%
High Court (Chancery)	6%
High Court (Family)	5%
Court of Appeal	5%

For coroners, a larger proportion of Senior Coroners had to take sick days due to the stress of their jobs than Area or Assistant Coroners.

Table 13.6: Coroners taking sick days due to stress

Coroner post	Coroners having to take sick days for stress in last 2 years
Senior Coroners	12%
Area Coroners	6%
Assistant Coroners	5%

For fee-paid office holders in the courts, DDJs (County and Mags) had the largest proportion of judges taking sick days due to the stress of the job. For fee-paid office holders in the tribunals larger proportions of Judges in all 3 main tribunals had to take sick days due to stress of the job in the last 2 years compared to NLMs.

Table 13.7: Fee-paid judiciary taking sick days due to stress

Fee-paid judicial post	JOHs having to take sick days for stress in last 2 years
Courts	
Deputy District Judges	10%
Deputy District Judges (MC)	10%
Recorders	6%
Deputy High Court Judges	4%
Tribunals	
First Tier Tribunal Judges	9%
Employment Judges	9%
Upper Tribunal Judges	7%
First Tier Tribunal NLMs	7%
Employment NLMs	3%
Upper Tribunal NLMs	0%

Support services for judges

There are a number of support services available to members of the judiciary to help deal with a range of sources of stress, from work-related issues to personal issues such as bereavement or

caring responsibilities. The 2024 JAS asked all judges whether they had used any of the available support services and if so whether they had found them helpful.

For those salaried judges who sought the assistance of support services to deal with stress in their job, most had a conversation with their leadership judge (41%), but coroners were most likely to have a conversation with a coroner colleague (74%) or a leadership coroner (55%). The other sources of support were rarely used. Salaried judges said that the most helpful support services they accessed to help with stress were a conversation with a leadership judge, an external support service and a conversation with a welfare judge or colleague. A majority of salaried judges who used the service also found counselling through the Judicial Assistance Provider helpful. Some services are hardly used and are not rated as very helpful when they are used: e.g., Mediation service, LawCare website.

Table 13.8: Judiciary's use of support services and helpfulness of services

Judicial Support Services	Judges using any support service		
	Salaried	Fee-paid	Coroners
	Used (Helpful)	Used (Helpful)	Used (Helpful)
Conversation with my leadership judge	41% (77%)	15% (80%)	55% (87%)
Judicial College e-learning on managing stress and building resilience	16% (34%)	6% (41%)	9% (29%)
Judicial College e-learning on mindful judging and guided meditation	12% (25%)	5% (38%)	7% (32%)
Counselling through the Judicial Assistance Provider	10% (60%)	2% (46%)	2% (17%)
External support service	10% (74%)	6% (72%)	8% (71%)
Judicial Helpline	8% (50%)	4% (51%)	3% (22%)
Conversation with a welfare judge/colleague	7% (62%)	3% (48%)	74% (96%)
Guidance on support for judges experiencing anxiety	6% (18%)	3% (22%)	
Guidance on support for judges with caring responsibilities	5% (26%)	2% (25%)	
Guidance to support judges going through a bereavement	4% (40%)	2% (24%)	
Stress support tool	4% (36%)	3% (41%)	
LawCare website	2% (19%)	2% (32%)	3% (30%)
Mediation service	2% (12%)	1% (16%)	
Support from my local authority			27% (23%)

Note: Multiple options could be selected

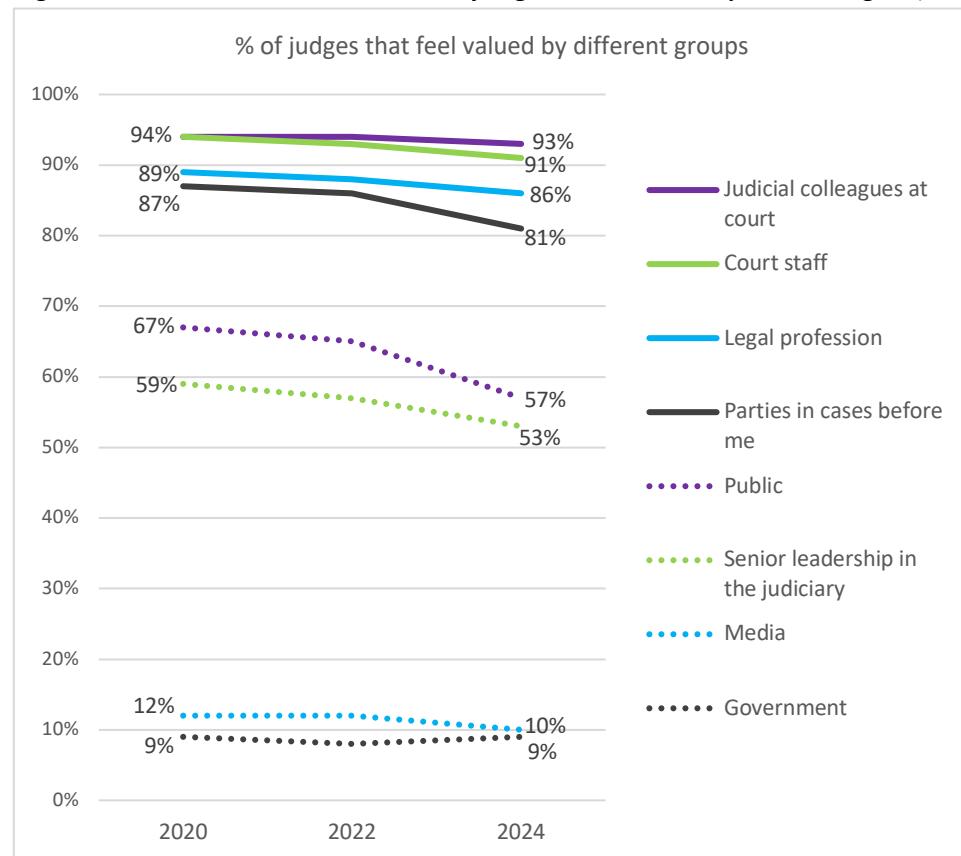
Chapter 14 Respect in the judicial workplace

This chapter covers the extent to which all members of the judiciary feel valued by different groups and feel included and treated with respect by others in the judiciary. For fee-paid judicial office holders it also explores how welcome they are made to feel at their court or tribunal and the extent to which they receive important information about their court or tribunal before they sit.

Trends in feeling valued 2020-2024

Since 2020, all salaried judges have been asked the extent to which they felt valued by a number of different groups¹⁸. There has been no change from 2020-2024 in the groups salaried judges feel most and least valued by. Judicial colleagues, court staff, the legal profession and parties in cases before judges are the groups salaried judges consistently feel most valued by. A majority of judges also feel valued by the public and senior judicial leadership but not to the same extend as the 4 groups above. The media and the government are the groups most salaried judges do not feel valued by.

Figure 14.1: Extent to which salaried judges feel valued by different groups

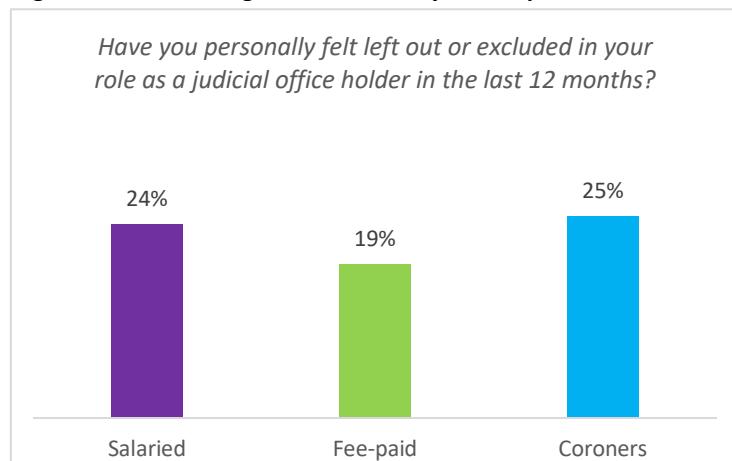


¹⁸ In 2014 and 2016 judges were only asked if they felt valued by these groups (not the extent to which they felt valued), so direct comparisons with 2014 and 2016 are not possible.

Being left out or excluded

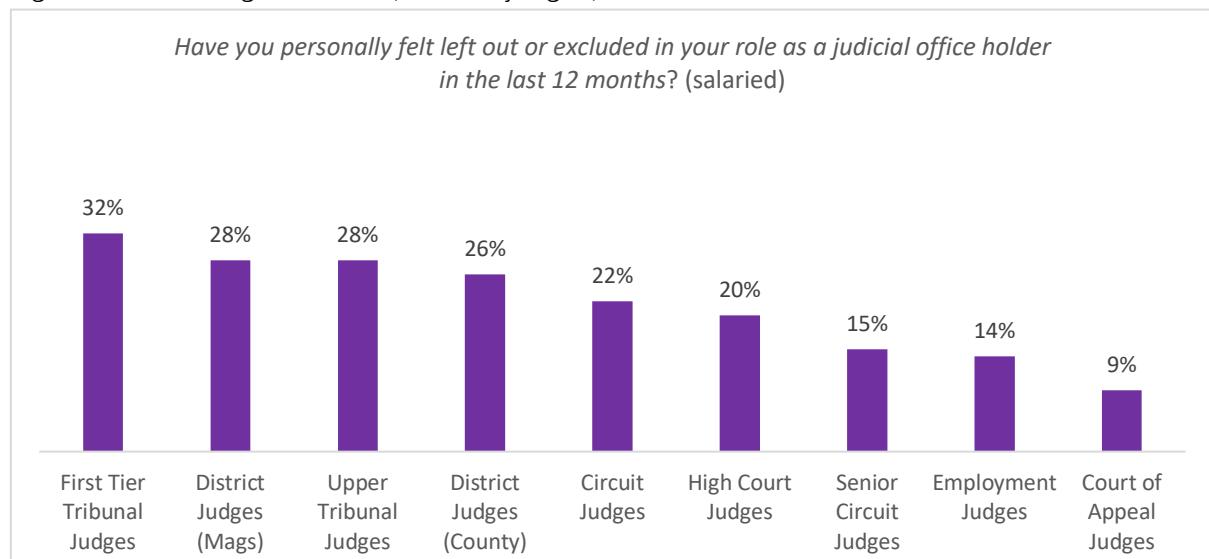
For the first time in 2024 the JAS asked all members of the judiciary: *Have you personally felt left out or excluded in your role as a judicial office holder in the last 12 months?* There were higher rates of feeling excluded amongst salaried judges (24%) and coroners (25%) than fee-paid office holders (19%).

Figure 14.2: Feeling excluded (all judiciary)



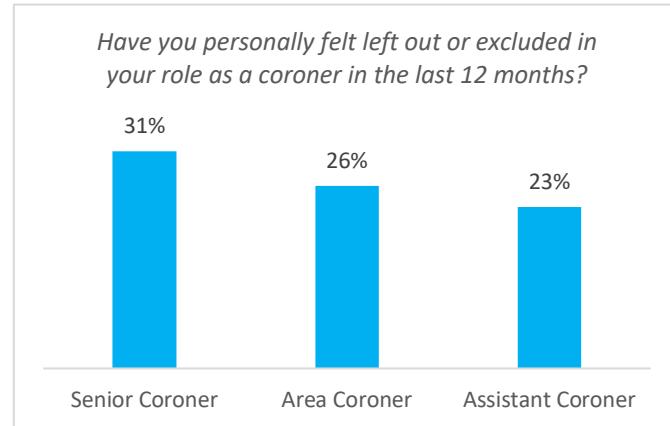
Amongst salaried judges, between a third and a quarter of all First Tier Tribunal Judges, DJMCs, Upper Tribunal Judges and District Judges (County) all said they had felt left out or excluded in their judicial role in the last 12 months.

Figure 14.3: Feeling excluded (salaried judges)



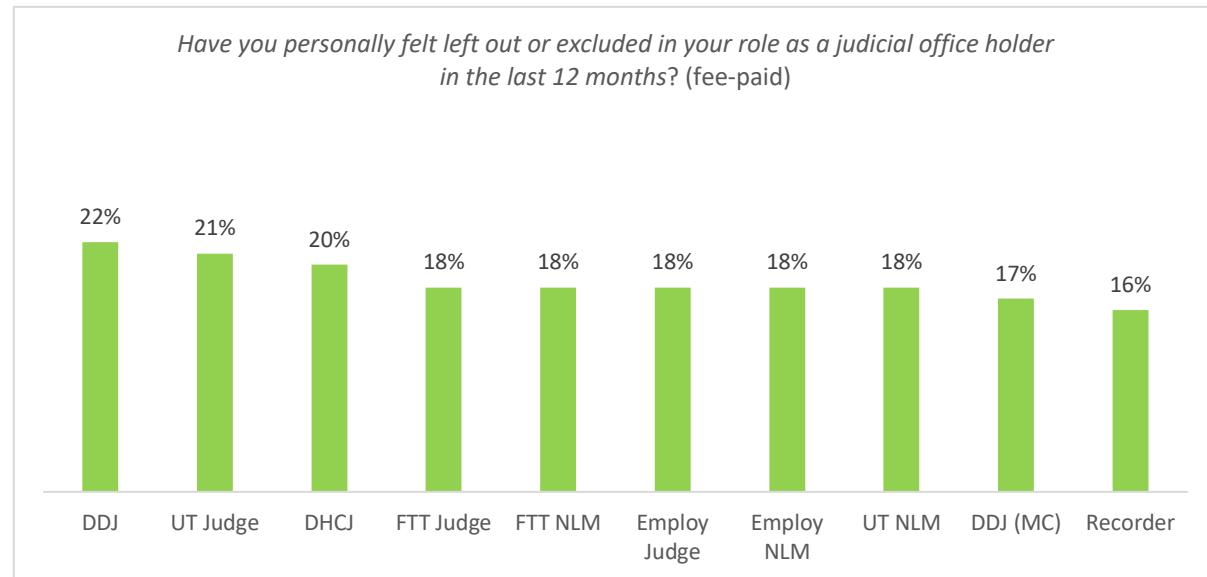
Amongst coroners, a larger proportion of Senior Coroners said they had been left out or excluded in their coronial role in the last 12 months (31%) than Area and Assistant Coroners, although coroners had a higher proportion across all posts saying they felt left out or excluded compared to other members of the judiciary.

Figure 14.4: Feeling excluded (coroners)



Overall there were fewer reports from fee-paid office holders of feeling left out or excluded on their judicial role over the last 12 months, with the highest rates of being excluded reported by DDJs, Upper Tribunal Judges and Deputy High Court Judges.

Figure 14.5: Feeling excluded (fee-paid judiciary)



Basis of being left out or excluded as a judge

The reasons members of the judiciary gave most frequently for being made to feel left out or excluded were not being included in communications, not being listened to in meeting and having information withheld about their judicial role.

Table 14.1: Basis of being left out or excluded

<i>On what basis did you feel left out or excluded?</i>	Salaried (of the 24% left/out excluded)	Coroners (of the 25% left out/ excluded)	Fee-paid (of the 19% left out/ excluded)
Not being included in communications	51%	59%	32%
Not being listened to in meetings	36%	30%	17%
Having information withheld from me about my job	29%	35%	17%
Being undermined in front of colleagues or staff	25%	23%	14%
Being excluded or made to feel unwelcome from social activities	19%	11%	17%
Being the subject of jokes or having offensive jokes told in my presence	6%	5%	5%

Note: Multiple options could be selected

Being treated with respect

To understand the left out/excluded results, it can be helpful to look at the extent to which members of the judiciary feel they are treated with respect by other judges. The JAS asked about whether judges felt treated with respect by: judicial colleagues at their court, their immediate leadership judge and senior leadership of the judiciary.

Figure 14.6: Feeling treated with respect by members of the judiciary



Working with judicial colleagues

Judges were also asked about how members of the judiciary work together at their court of tribunal. Although most feel they are treated with respect by people they work with and that the people at their court or tribunal work well together and support each other, between 15-20% of the judiciary (salaried, fee-paid and coroners) did not feel this way or are not sure.

Figure 14.7: Working well at court/tribunal

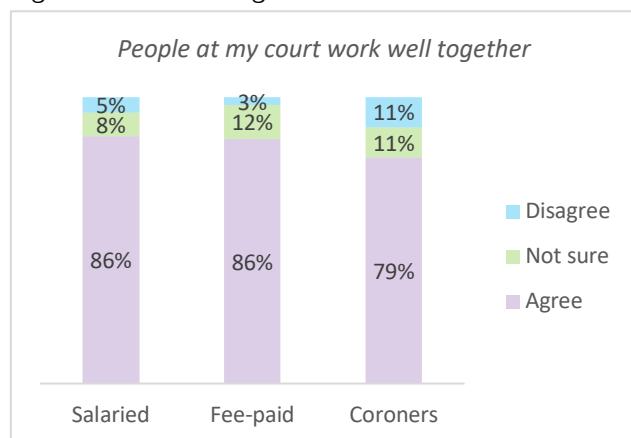


Figure 14.8: Supporting each other

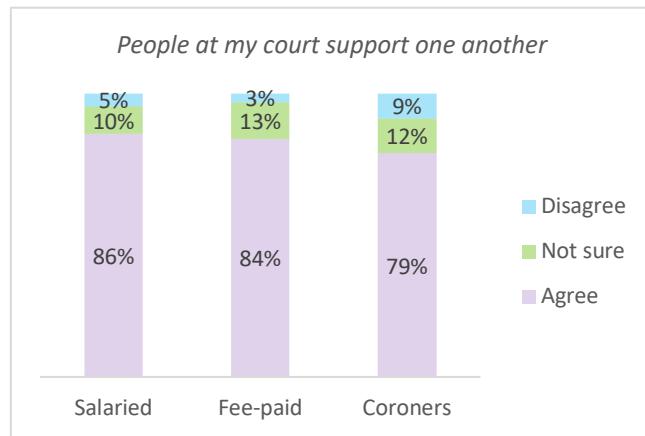
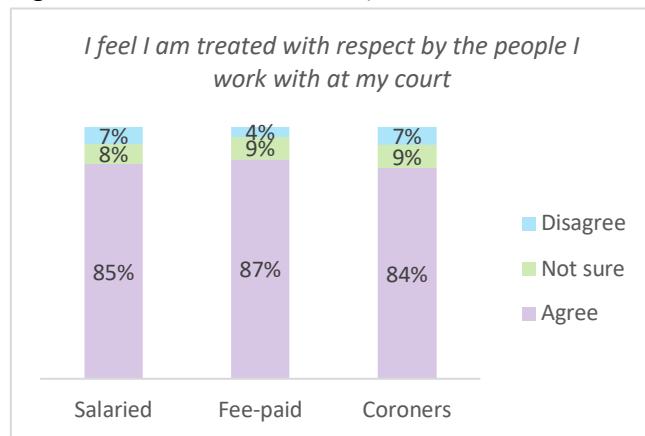


Figure 14.9: Treated with respect at court



Inclusive work environment and valuing individual differences

When statements about the nature of the judicial work environment were posed in a negative way, a similar pattern emerged. Most members of the salaried, fee-paid and coronial judiciary did not agree that their work environment was not very inclusive and disagreed that individual differences were not valued at their court or tribunal. However, larger proportions of the salaried, fee-aid and coronial judiciary (between 30%-40%) did agree with these statements or said they were not sure.

Figure 14.10: Court environment not very inclusive

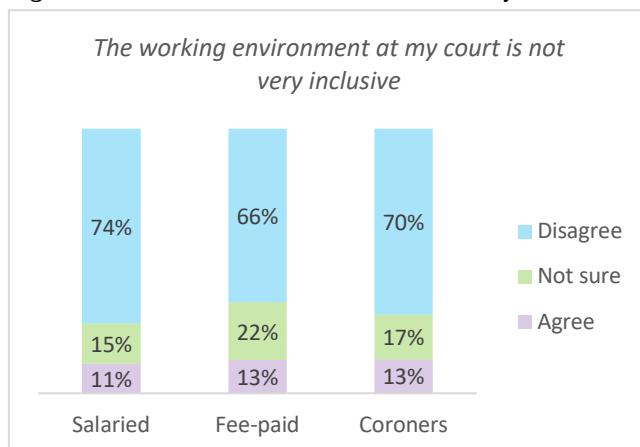
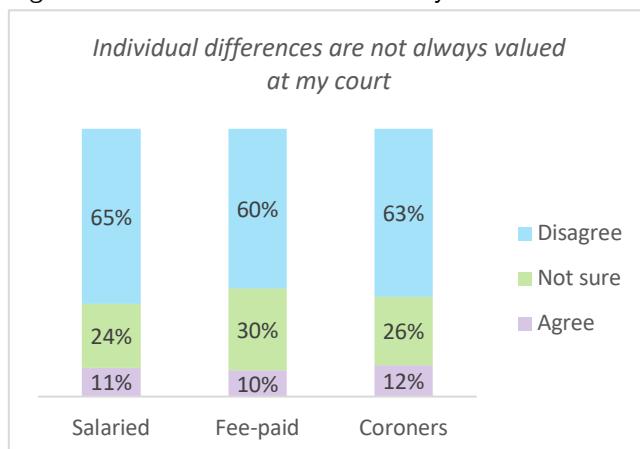


Figure 14.11: Differences not always valued



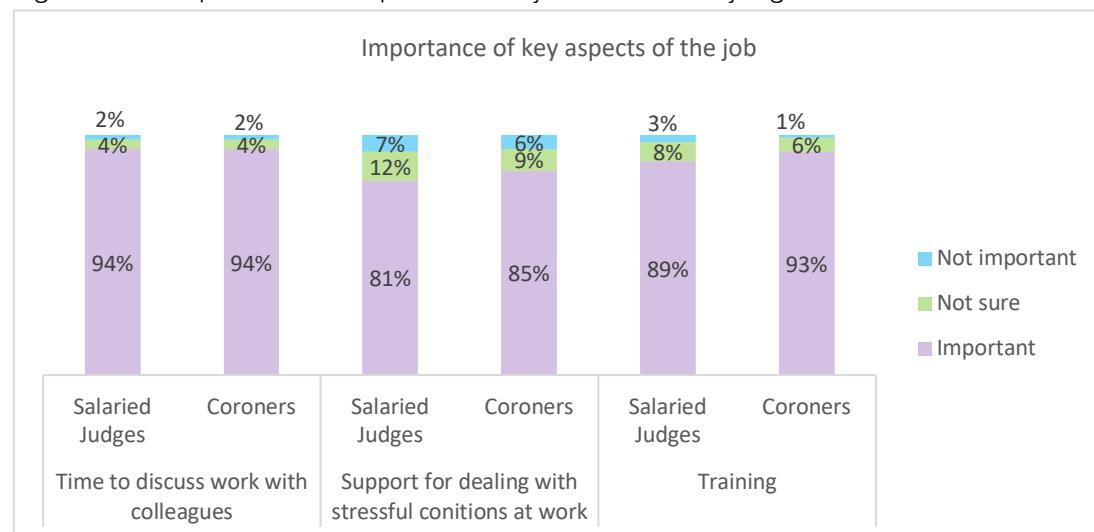
Chapter 15 Training and personal development

This chapter explores judges' view about the aspects of their job as a judge and opportunities that are most valued and how available these currently are to them. This includes an assessment of the judicial training currently available to members of the judiciary and whether judges would like more or less of certain types of judicial training.

Important aspects of the job

Almost all salaried judges in the courts and tribunals and coroners said that time to discuss work with colleagues, support for dealing with stressful conditions at work and training were all important aspects of their jobs.

Figure 15.1: Importance of aspects of the job for salaried judges and coroners



When asked to rate the availability of these three aspects of their judicial role, only the availability of training was rated as excellent or good by a majority of salaried judges and coroners. Just under half of salaried judges and coroners said the time to discuss work with colleagues was excellent or good. Only 28% of salaried judges and 35% of coroners said that support for dealing with stressful conditions at work was excellent or good.

Figure 15.2: Time to discuss work with colleagues

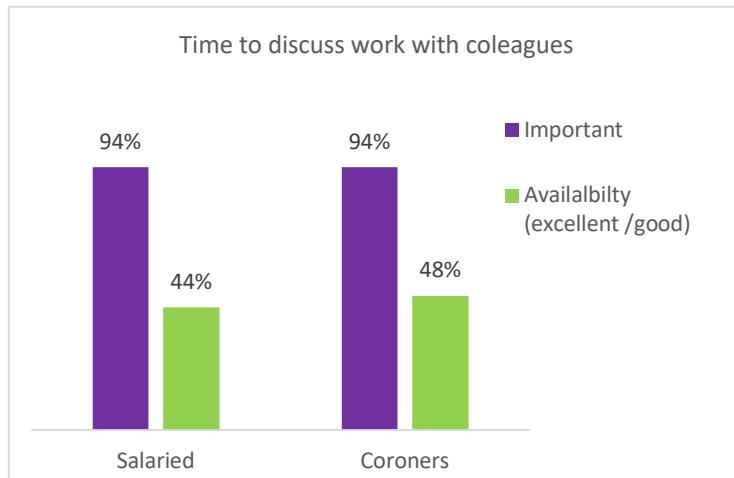
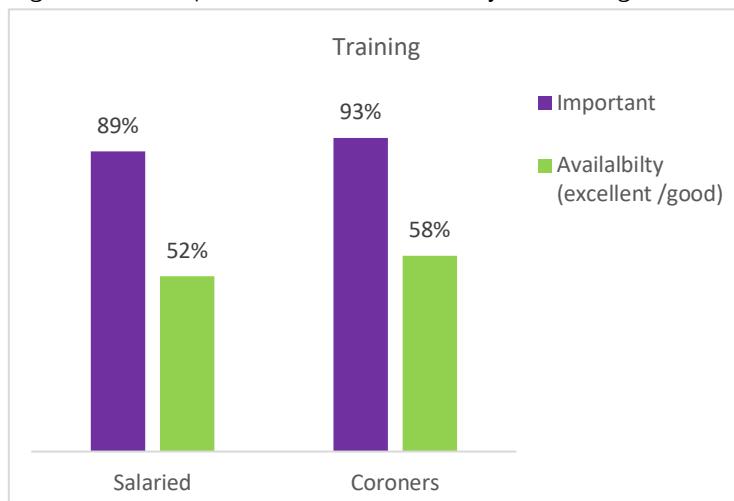


Figure 15.3: Support for stressful work conditions



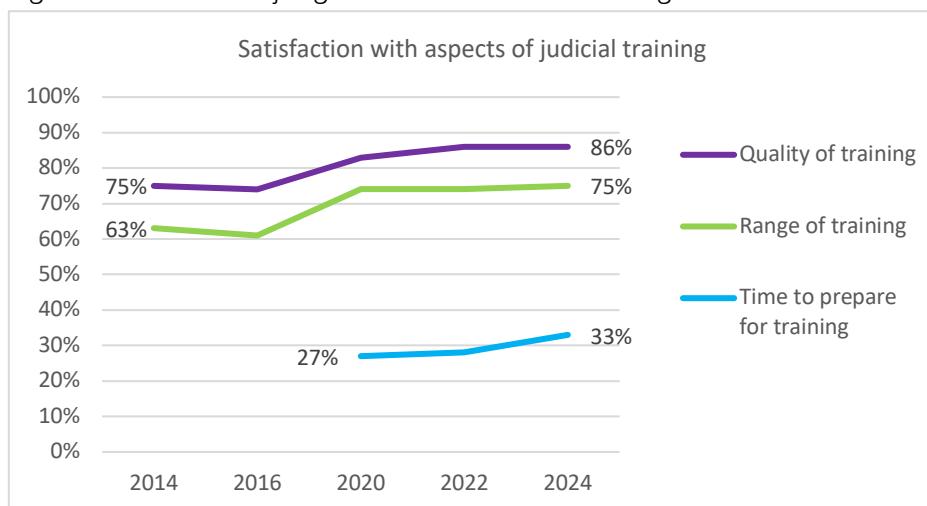
Figure 15.4: Importance and availability of training



Training trends 2014-2024

Over the last decade, a majority of salaried judges have consistently said they are satisfied with both the range and quality of training, and judges' satisfaction with both has increased from 2014 to 2024. Since it was first asked in 2020 only a small minority of judges have been satisfied with the time available to them to prepare for training, although satisfaction with this has increased slightly from 2020 (27%) to 2024 (33%).

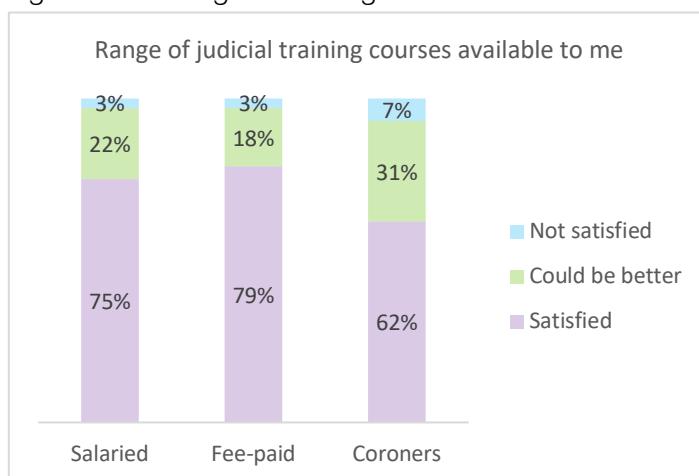
Figure 15.5: Salaried judges' satisfaction with training 2014--2024



Views about judicial training 2024

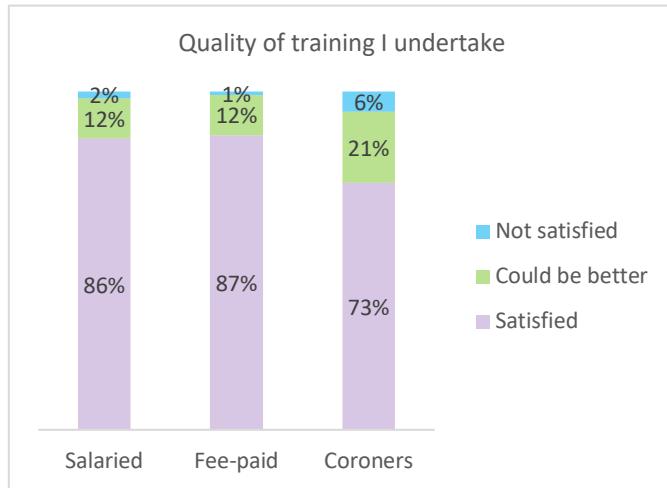
A majority of salaried, fee-paid and coroner office holders said they were satisfied with the range of judicial training course available to them, although over a third (38%) of coroners and a quarter of salaried judges (25%) said the range could be better or were not satisfied.

Figure 15.6: Range of training



A majority of salaried, fee-paid and coroner office holders said they were satisfied with the quality of judicial training they undertake, although over a quarter (27%) of coroners said the quality of the training could be better or were not satisfied.

Figure 15.7: Quality of training



Two questions explored the time set aside for training. A majority of salaried, fee-paid and coroners said they were satisfied with the number of training courses they are required to attend each year, although over a quarter (27%) of salaried judges said this could be improved or they were not satisfied. A majority of all fee-paid office holders and coroners said they were satisfied with the time they have to prepare for training courses, but a majority of salaried judges (67%) said they were either not satisfied with this at all (27%) or it could be improved (40%).

Figure 15.8: Time for training (days per year and preparation time)



Interest in types of training

A majority of salaried judges, fee-paid office holders and coroners would like more 1-day courses at or near their court or tribunal. A majority of coroners (74%) and almost half of the salaried (46%) and fee-paid judiciary (47%) would also like more specialist courses for their specific part of the judiciary. A majority of coroners would like more general judicial skills courses (64%) and online training courses (56%), but almost half of the salaried judiciary would like fewer online courses (47%).

Table 15.1: Interest in types of training and annual number of days for training

<i>To what extent would you like more or less of the following in your coroner training?</i>	Salaried	Fee-paid	Coroners
Residential training courses over several days	I would like more	36%	26%
	Current amount is right	53%	63%
	I would like fewer	11%	12%
1-day courses at or near my court/tribunal	I would like more	55%	50%
	Current amount is right	38%	46%
	I would like fewer	7%	4%
Online training courses	I would like more	19%	33%
	Current amount is right	39%	47%
	I would like fewer	42%	20%
Specialist courses for my part of the judiciary	I would like more	46%	47%
	Current amount is right	52%	52%
	I would like fewer	2%	1%
General judicial skills courses	I would like more	38%	36%
	Current amount is right	57%	61%
	I would like fewer	5%	4%
Current number of days I'm expected to undertake training per year	I would like more	40%	30%
	Current amount is right	56%	68%
	I would like fewer	4%	3%

In many cases, there were some substantial differences in views by judicial post about the amount and types of training judges would like.

Current number of days I'm expected to undertake training per year

- Amongst salaried judges, District Judges, DJMCs, Circuit Judges and Senior Circuit Judges had the highest proportions of judges saying they would like an increase in the number of training days per year they are expected undertake training.

- Amongst fee-paid office holders, Employment NLMs, Upper Tribunal NLMs and Deputy District Judges had the highest proportions saying they would like an increase in the number of training days per year.
- Amongst coroners, almost half (47%) of Area Coroners and over a third (36%) of Assistant Coroners said they would like more training days per year.

Residential training courses over several days

- Amongst salaried judges, District Judges, Circuit Judges and Senior Circuit Judges had the highest proportions of judges saying they would like an increase in residential training courses over several days.
- Amongst fee-paid office holders judges, Deputy District Judges had the highest proportions saying they would like an increase in residential training courses over several days.
- Amongst coroners, a quarter of Assistant Coroners and Senior Coroners would like an increase in residential training courses over several days.

1-day courses at or near my court/tribunal

- Amongst salaried judges, District Judges, DJMCs, Circuit Judges and Senior Circuit Judges had the highest proportions of judges saying they would like an increase in 1-day training courses at or near their court.
- Amongst fee-paid office holders, Deputy District Judges and Recorders had the highest proportions saying they would like an increase in 1-day training courses at or near their court.
- Amongst coroners, Areas Coroners had the highest proportions saying they would like an increase in 1-day training courses at or near their court.

Online training courses

- Amongst salaried judges, District Judges, Circuit Judges and Senior Circuit Judges had the highest proportions of judges saying they would like fewer online training courses.
- Amongst fee-paid office holders, First Tier Tribunal Judges had the highest proportions of judges saying they would like fewer online training courses; while Upper Tribunal NLMs and DDJ(MC)s had the highest proportions of judges saying they would like more online training courses.
- Amongst coroners, Assistant Coroners had the highest proportions saying they would like more online courses, while Senior Coroners had the highest proportions saying they would like fewer online courses.

Specialist courses for my part of the judiciary

- Amongst salaried judges, District Judges, Senior Circuit Judges and High Court (Chancery) Judges had the highest proportions of judges saying they would like more specialist courses.
- Amongst fee-paid office holders, DDJs and DDJ(MC)s had the highest proportions saying they would like more specialist courses.
- Three-quarters of all coroners regardless of post would like more specialist courses.

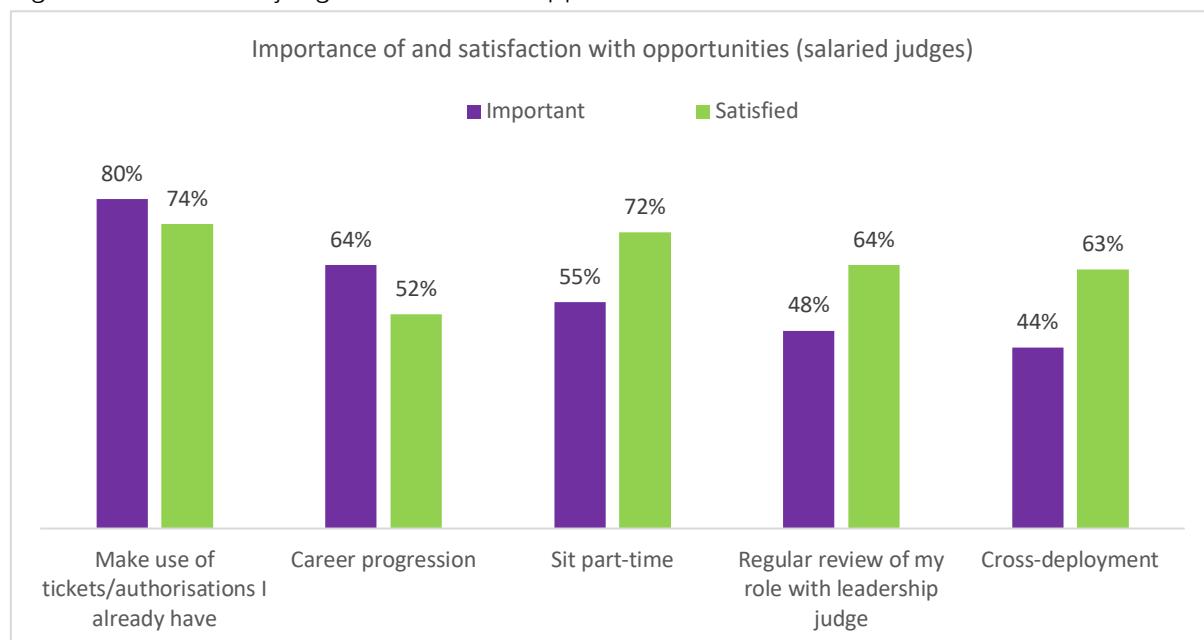
General judicial skills courses

- Amongst salaried judges, First Tier Tribunal Judges, District Judges and DJMCs had the highest proportions of judges saying they would like more general judicial skills courses.
- Amongst fee-paid office holders, Upper Tribunal NLMs, Upper Tribunal Judges and DDJs had the highest proportions saying they would like more general judicial skills courses.
- Amongst coroners, Senior Coroners had the highest proportions saying they would like more general judicial skills courses.

Opportunities for salaried judges

A majority of salaried judges said that the most important opportunities were to be able to make use of the tickets/authorisations they already have (80% said it was important and 74% were satisfied with these opportunities), career progression (64% said it was important and 53% were satisfied) and to sit part-time (55% said it was important and 72% were satisfied).

Figure 15.9: Salaried judges' views about opportunities



For two of these opportunities, making use of the tickets/authorisations that already have and career progression, there was little difference in importance amongst different judicial posts, with a majority of judges in all posts (except for Court of Appeal Judges) saying these opportunities were important to them. But for other opportunities the importance varied considerably by salaried judicial post.

- The opportunity for regular personal review of their judicial role with someone in a leadership position was important only to a majority of High Court (Family), High Court (KB), First Tier Tribunal and Upper Tribunal Judges.
- The greatest variation amongst different salaried judicial posts was in the importance of cross deployment opportunities and the opportunity to sit part-time.

Cross deployment

Cross deployment opportunities are important only to a large majority of First Tier Tribunal, Upper Tribunal and High Court (KB) Judges. A majority of the High Court (KB) Judges are satisfied with the cross deployment opportunities they currently have. But for Upper Tribunal Judges and especially First Tier Tribunal Judges there is a large gap between the proportion of

those judges for whom cross deployment is important and their satisfaction with the availability of opportunities for cross deployment.

Figure 15.10: Importance of cross deployment

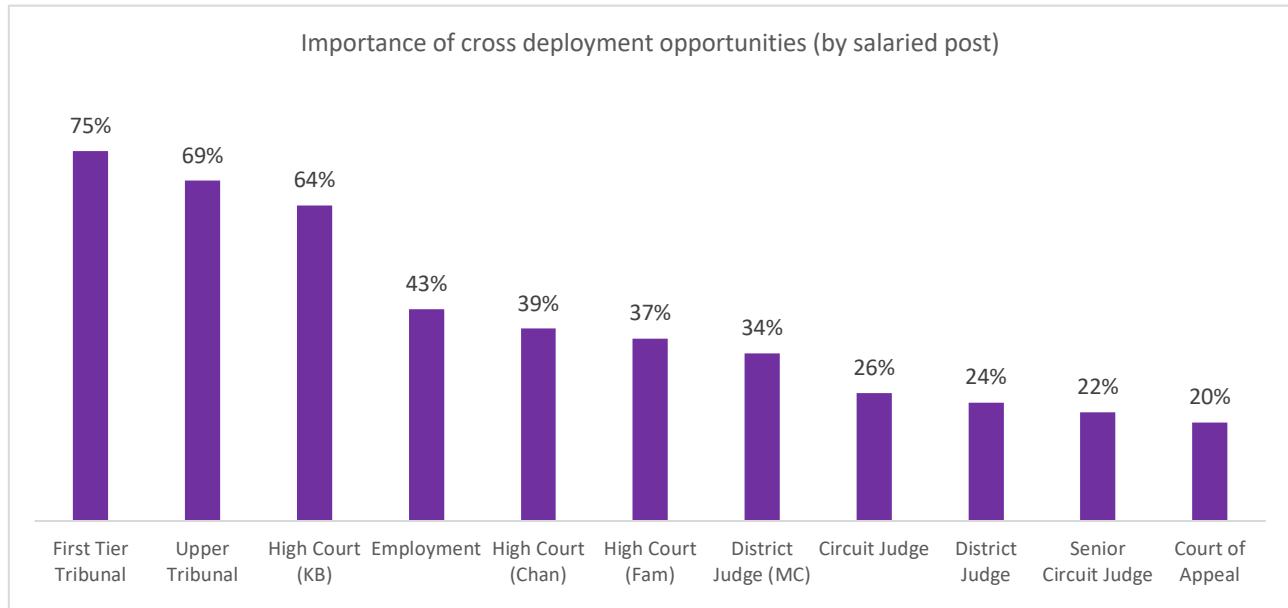
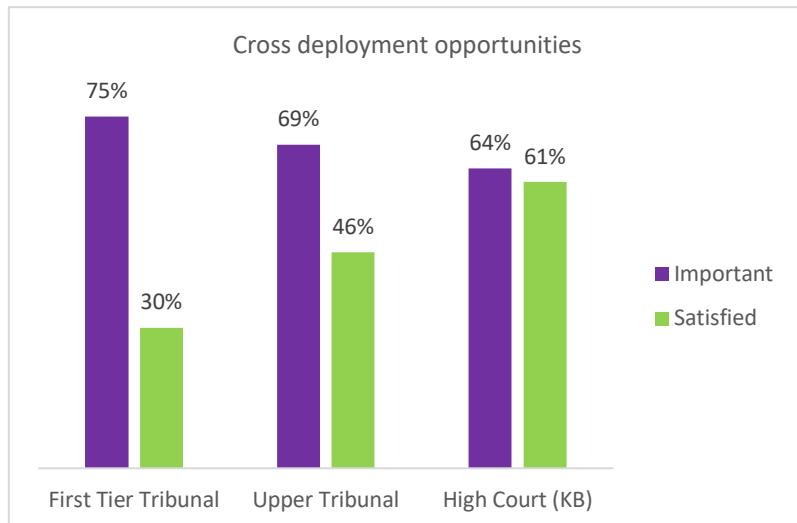


Figure 15.11: Satisfaction with cross deployment



Opportunity to sit part-time

The opportunity to sit part-time is important only to a large majority of tribunal judges (First Tier Tribunal, Employment and Upper Tribunal Judges) and District Judges in both the County and Magistrates' Courts. For judges in all of these judicial posts, the level of satisfaction they have with their opportunities to sit part-time generally matches the extent to which sitting part-time is important to them.

Figure 15.12: Importance of sitting part-time

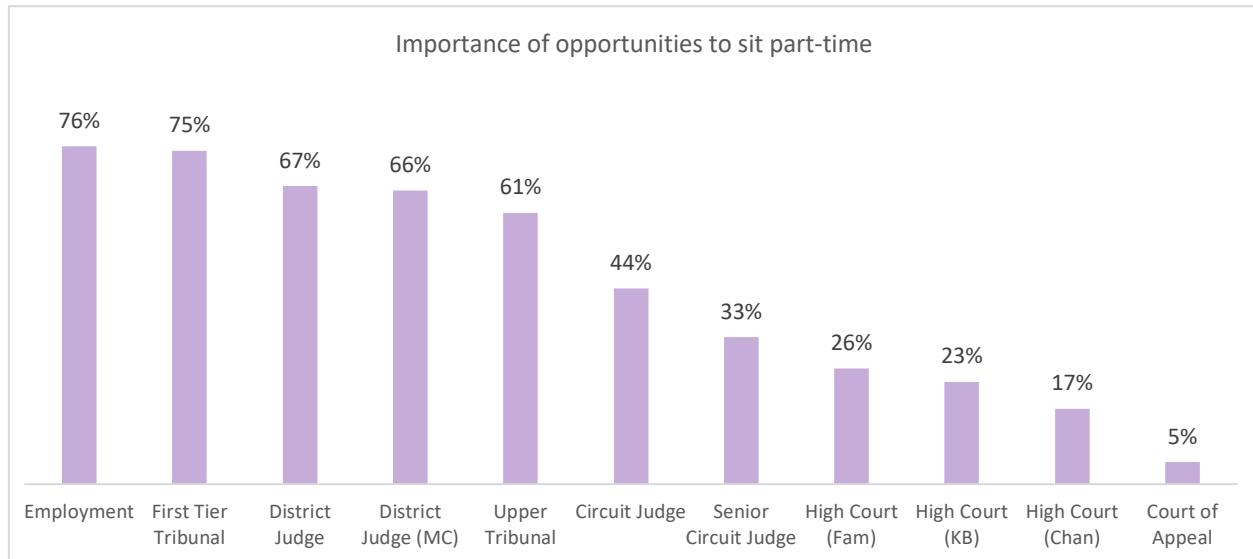
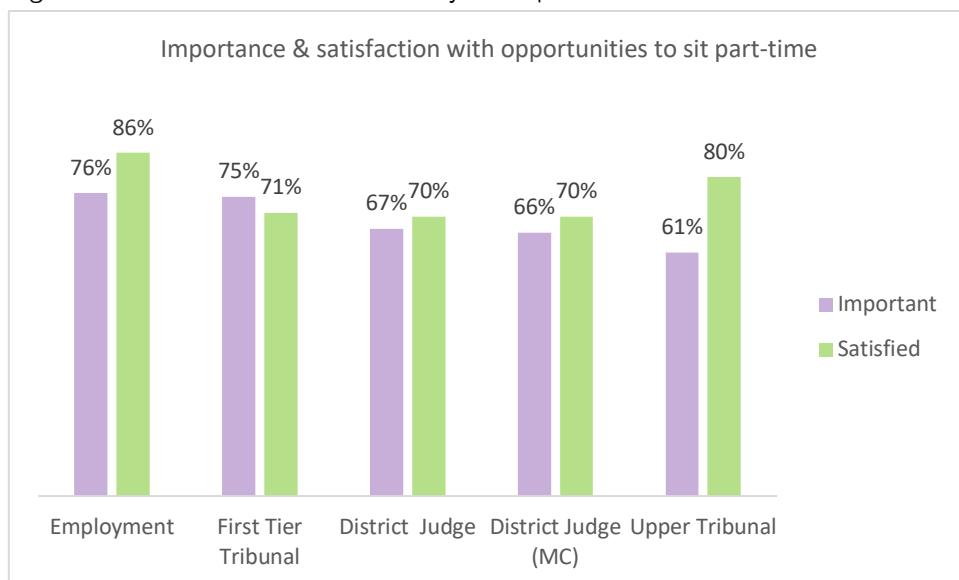


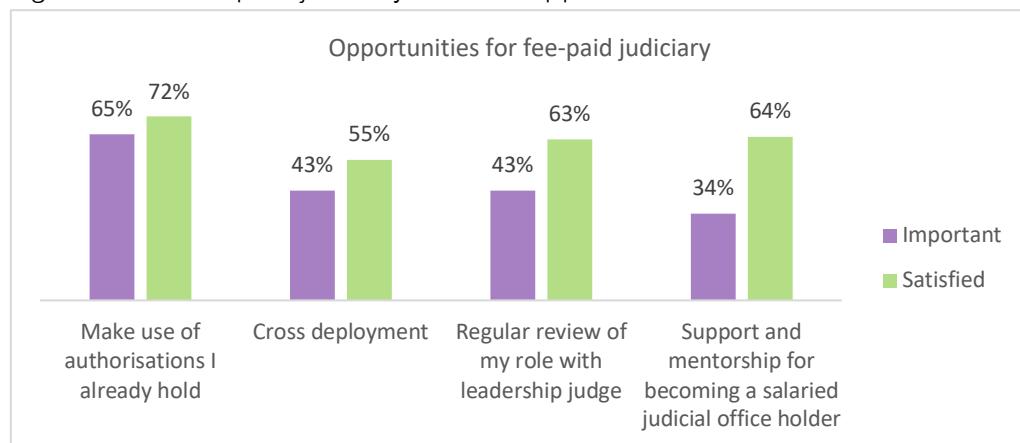
Figure 15.13: Satisfaction with ability to sit part-time



Fee-paid office holder opportunities

The one opportunity a majority of fee-paid office holders said was important to them was the opportunity to make use of the authorisations that they already hold (65% said it was important to them and 72% were satisfied with the availability of this opportunity). Only a minority of fee-paid office holders said the following were important: the opportunity for cross deployment, for a regular review of their role with a leadership judge and support and mentorship for becoming a salaried office holder. And for each of these opportunities more fee-paid office holders were satisfied with the availability of these opportunities than said the opportunities were important.

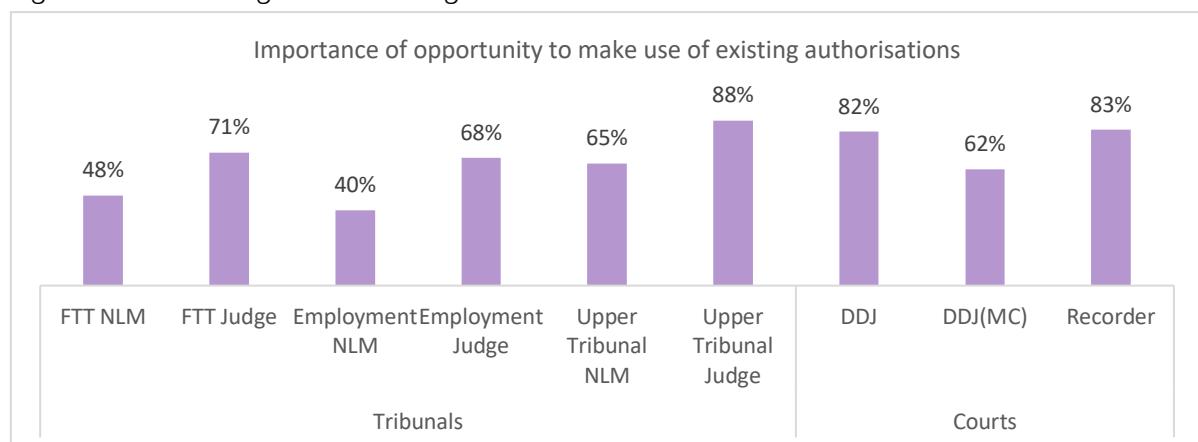
Figure 15.14: Fee-paid judiciary's view of opportunities



Making use of existing authorisations

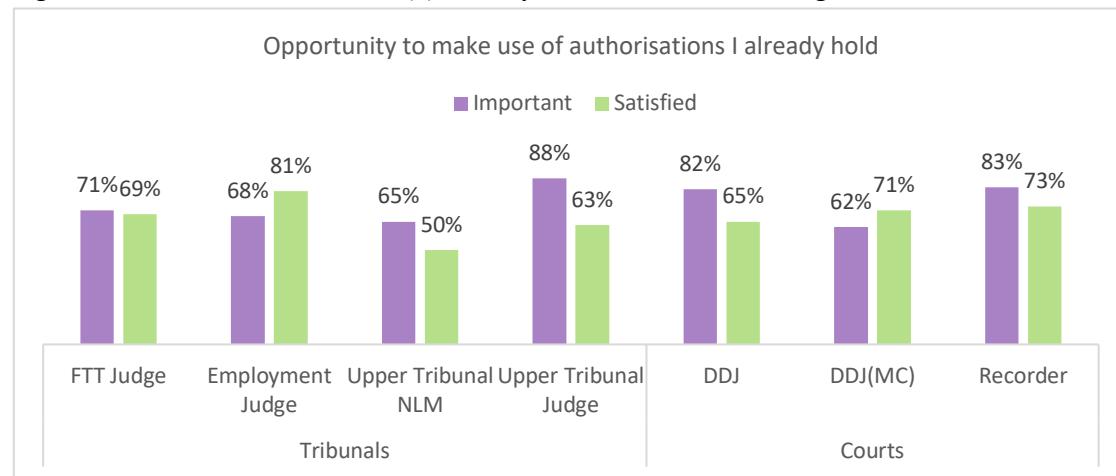
There were some substantial differences between members of the judiciary in different fee-paid posts in terms of how important it is to them to be able to make use of the authorisations they already hold. In all three types of tribunals, tribunal Judges are more likely than NLMs to value the opportunity to make use of the authorisations they already hold. In courts, a majority of fee-paid judges in all three different judicial posts said the opportunity to use their existing authorisations is important to them.

Figure 15.15: Making use of existing authorisations



For those tribunal and courts judiciary posts where a majority of office holders said the opportunity to use their existing authorisations was important, in some instance a similar or greater proportion of judges said they were satisfied with these opportunities: FTT Judges, Employment judges and DDJ(MC)s. But for Upper Tribunal NLMs and Judges, DDJs and Recorders, more said the opportunity is important to them than said they are satisfied with the opportunities they have to use their existing authorisations.

Figure 15.16: Satisfaction with opportunity to make use of existing authorisations



Coroners

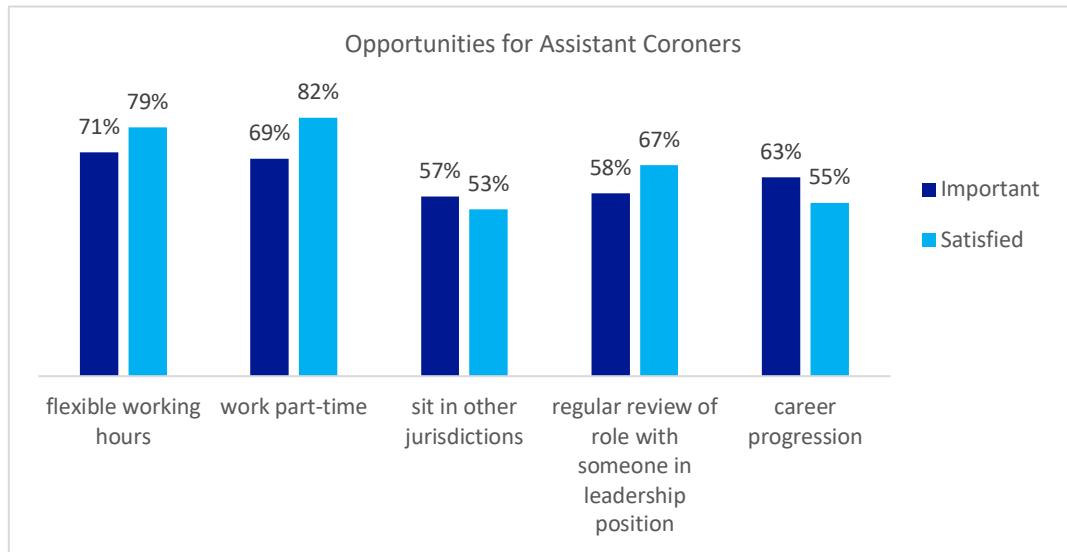
Only one opportunity, for flexible working hours, is important for a majority of Senior Coroners. Two opportunities, for flexible working hours and for career progression, are important for a majority of Area Coroners. All five opportunities are important for a majority of Assistant Coroners: for flexible working hours, to work part-time, to sit in other jurisdictions, for regular review of their coroner role with someone in a leadership position and for career progression.

Table 15.2: Importance of opportunities for coroners

Opportunities	% saying the opportunity is important		
	Assistant Coroner	Area Coroner	Senior Coroner
Opportunities for flexible working hours	71%	68%	65%
Opportunities to work part-time	69%	30%	41%
Opportunities to sit in other jurisdictions	57%	43%	32%
Opportunities for regular personal review of my coroner role with someone in a leadership position	58%	48%	41%
Opportunities for career progression	63%	74%	47%

Assistant Coroners' satisfaction with most opportunities exceeds the proportion of Assistant Coroners that feel the opportunity is important. With the opportunity to sit in other jurisdictions and career progression, Assistant Coroners' satisfaction is slightly lower than its importance. For Area Coroners, while 74% said the opportunity for career progression was important to them, only 43% were satisfied with their opportunities for career progression.

Figure 15.17: Assistant Coroner satisfaction with opportunities



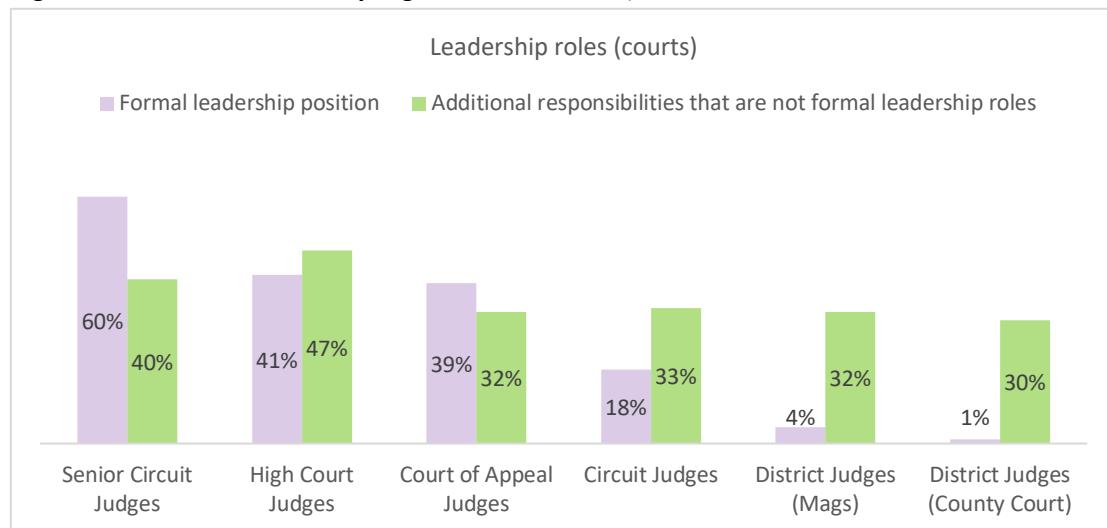
Chapter 16 Leadership

This section applies only to salaried judges and coroners. It examines the distribution and allocation of leadership roles amongst salaried judges and explores views about the role and performance of leadership judges.

Holding leadership roles and responsibilities

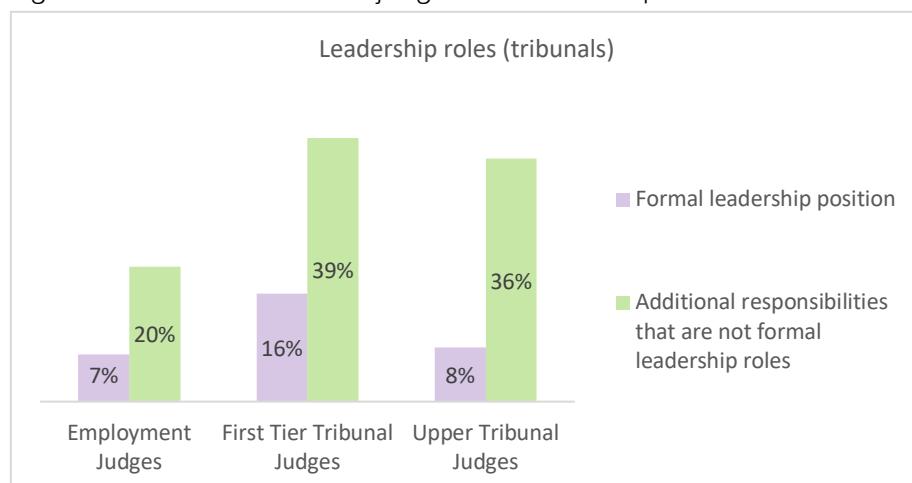
Amongst salaried judges in the courts judiciary, Senior Circuit Judges, High Court Judges and Court of Appeal Judges had the highest percentage of formal leadership roles. But a third or more of judges in all posts had additional responsibilities that are not formal leadership roles, with almost half of High Court Judges (47%) having these additional responsibilities.

Figure 16.1: Salaried courts judges with leadership roles (formal and information)



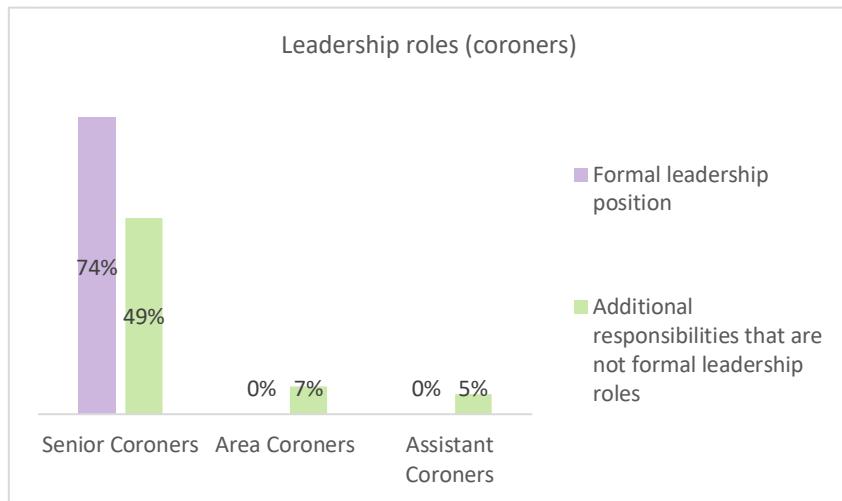
In contrast to the courts judiciary, salaried judges in the tribunals judiciary mostly have additional responsibilities that are not formal leadership roles

Figure 16.2: Salaried tribunal judges with leadership roles



Amongst coroners, only Senior Coroners hold formal leadership roles, most do (74%) and almost half (49%) also have additional responsibilities that are not formal leadership roles. Very few Area or Assistant Coroners have any informal leadership responsibilities.

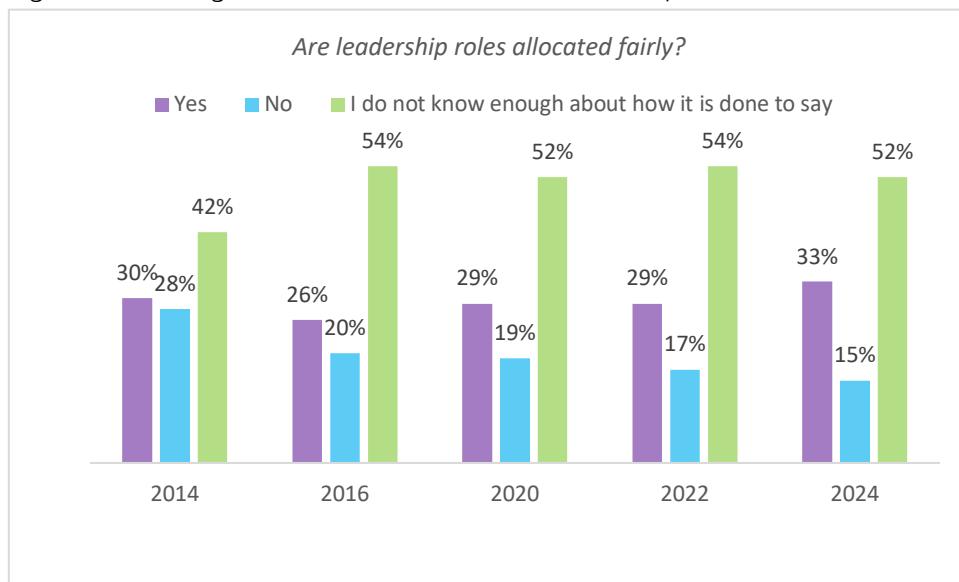
Figure 16.3: Coroners with leadership roles



Allocation of leadership roles

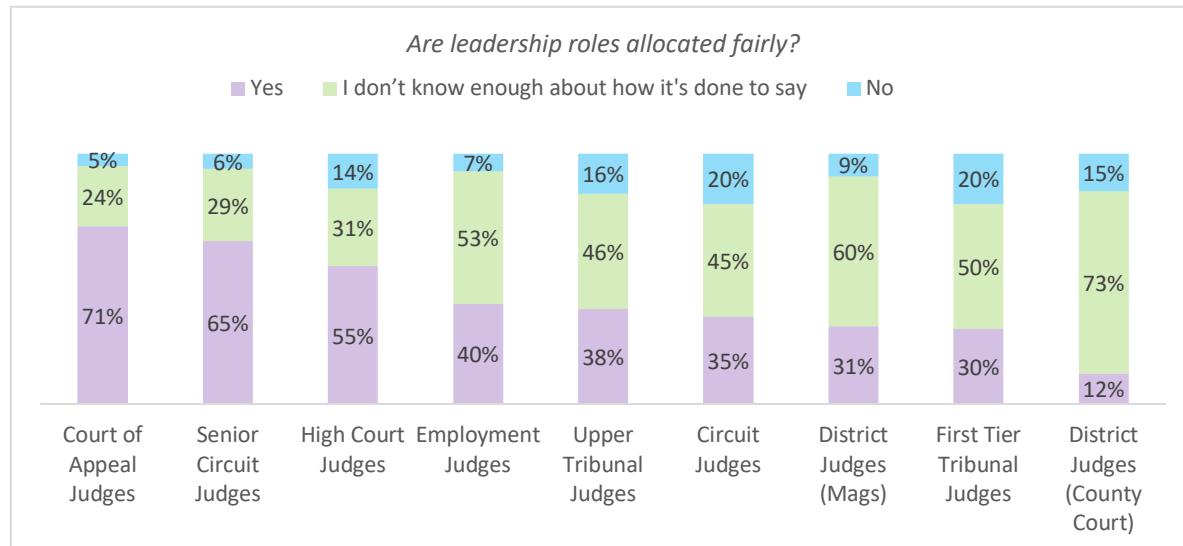
There continues to be a majority of salaried judges who say they do not know enough about how leadership roles are allocated to say whether the allocation is done fairly. A decade ago this was 42% and it is now 52%.

Figure 16.4: Judges' view of the fairness of leadership role allocation 2014-24



There are only 3 posts where a majority of judges said that leadership roles are allocated fairly, and those are the posts with the largest proportion of judges holding formal leadership roles: Court of Appeal, Senior Circuit Judges and High Court Judges.

Figure 16.5: Judges' view of the fairness of leadership role allocation 2024



Leadership judges/coroners view of their leadership roles

Almost all leadership judges in the courts and tribunals and leadership coroners get a sense of fulfilment/achievement in carrying out their leadership responsibilities, and feel that promoting diversity and inclusivity is an appropriate role for them. But most leadership judges and coroners do not always feel they have sufficient time to carry out these responsibilities.

Table 16.1: Leadership judges' views of their role

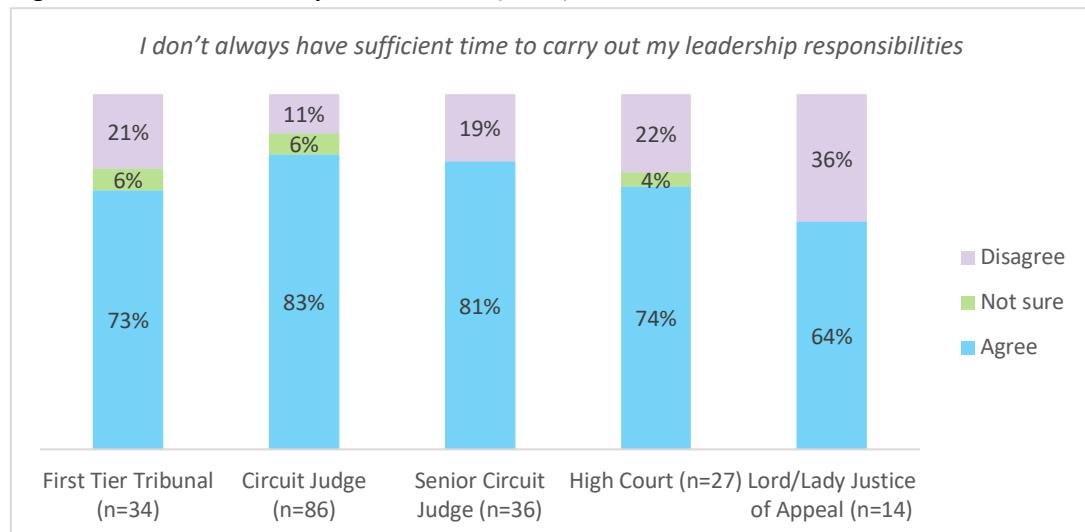
Leadership judges' views of their role	Leadership Judges	Leadership Coroners
I get a sense of fulfilment/achievement from carrying out my leadership responsibilities	Agree	91%
	Not sure	5%
	Disagree	4%
I feel the senior judiciary/Chief Coroner value the role I play as a leader	Agree	72%
	Not sure	16%
	Disagree	12%
I receive the necessary information from the senior judiciary/Chief Coroner that I need to carry out my leadership role effectively	Agree	60%
	Not sure	21%
	Disagree	19%
I feel I have been given appropriate training for my role as a leader	Agree	44%
	Not sure	22%
	Disagree	34%
Promoting diversity and inclusivity amongst the judges I am responsible is an appropriate part of my leadership role	Agree	86%
	Not sure	9%
	Disagree	5%

Leadership judges' views of their role		Leadership Judges	Leadership Coroners
I don't always feel that my judicial/coroner colleagues value the role I play as a leader	Agree	33%	24%
	Not sure	12%	20%
	Disagree	55%	56%
I don't always understand clearly what I am expected to do as a leader	Agree	24%	15%
	Not sure	10%	31%
	Disagree	66%	54%
I don't always have sufficient time to carry out my leadership responsibilities	Agree	77%	69%
	Not sure	22%	8%
	Disagree	1%	23%

Time to carry out leadership responsibilities

A large majority of all judges holding a leadership position regardless of their jurisdiction said they did not always have sufficient time to carry out their leadership responsibilities. But Circuit Judges (83%) and Senior Circuit Judges (81%) had the highest proportions saying they did not have sufficient time to carry out their leadership responsibilities, followed by High Court Judges (74%).

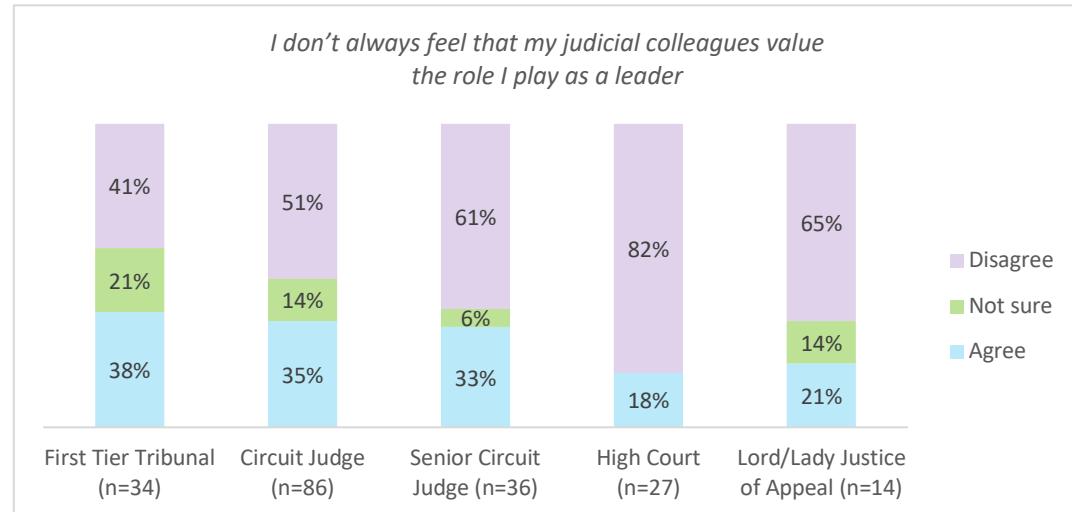
Figure 16.6: Time to carry out leadership responsibilities



Colleagues valuing the leadership role

First Tier Tribunal Judges as well as Circuit and Senior Circuit Judges were more likely to say that they didn't always feel their colleagues valued them as leaders.

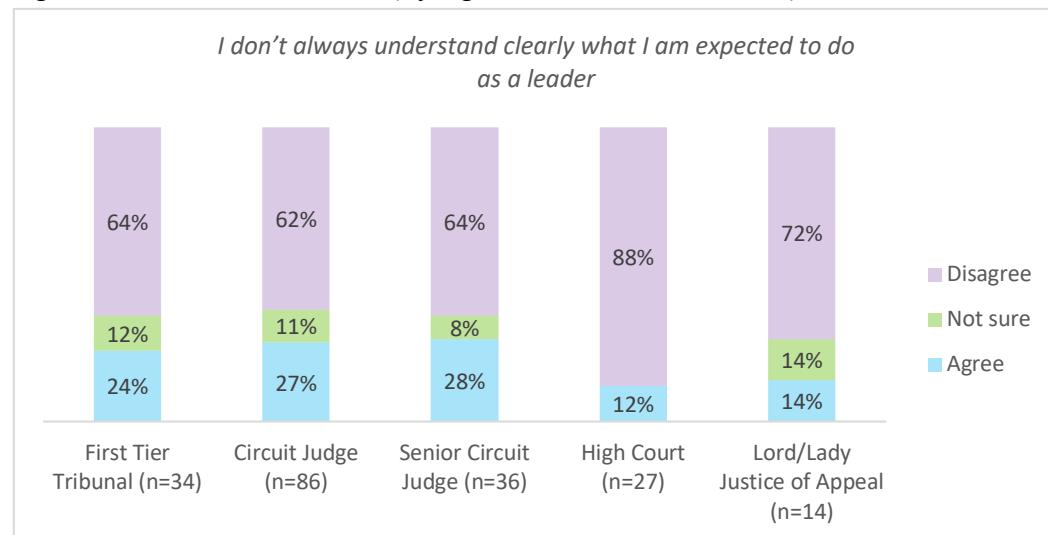
Figure 16.7: Whether colleagues value their leadership role



Understanding what is expected

A quarter of Senior Circuit Judges, Circuit judges and First Tier Tribunal Judges who hold leadership positions said they did not always understand clearly what they are expected to do as a leader.

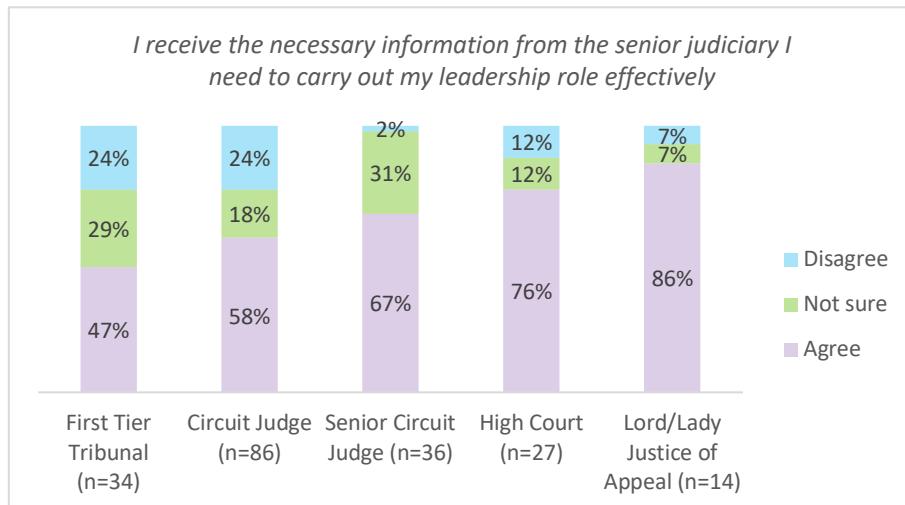
Figure 16.8: Whether leadership judges understand what is expected of them



Receiving the necessary information

Only a minority of First Tier Tribunal Judges (47%) and just over half of Circuit Judges (58%) who hold leadership roles said they receive the necessary information from the senior judiciary to carry out their leadership role effectively.

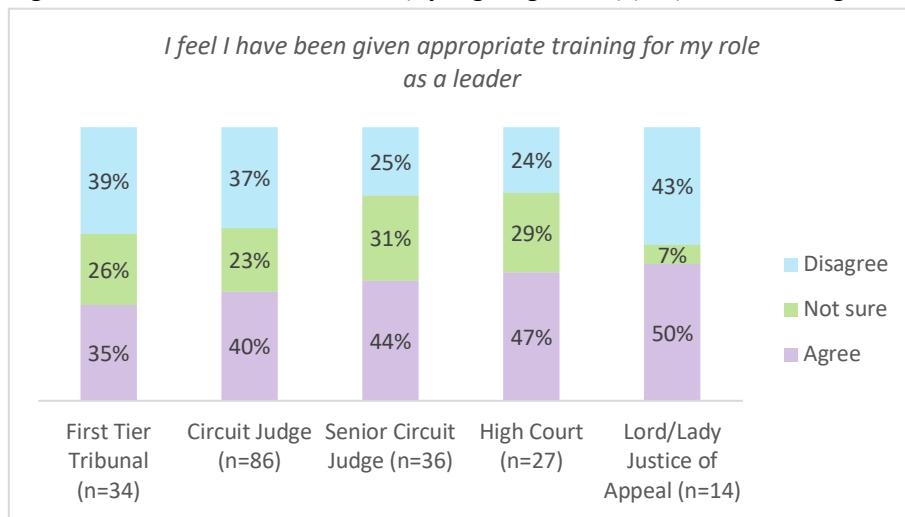
Figure 16.9: Whether necessary information is provided by senior judges



Receiving appropriate training

Only a minority of leadership judges across a range of salaried judicial posts said they had been given appropriate training for the leadership role.

Figure 16.10: Whether leadership judges given appropriate training



n=total number of leadership judges in each post answering the question

Salaried judges' views of their immediate leadership judges

Most salaried judges feel that their immediate leadership judge treats them fairly and that they receive good support from their leadership judge.

Figure 16.11: Being treated fairly by the immediate leadership judge

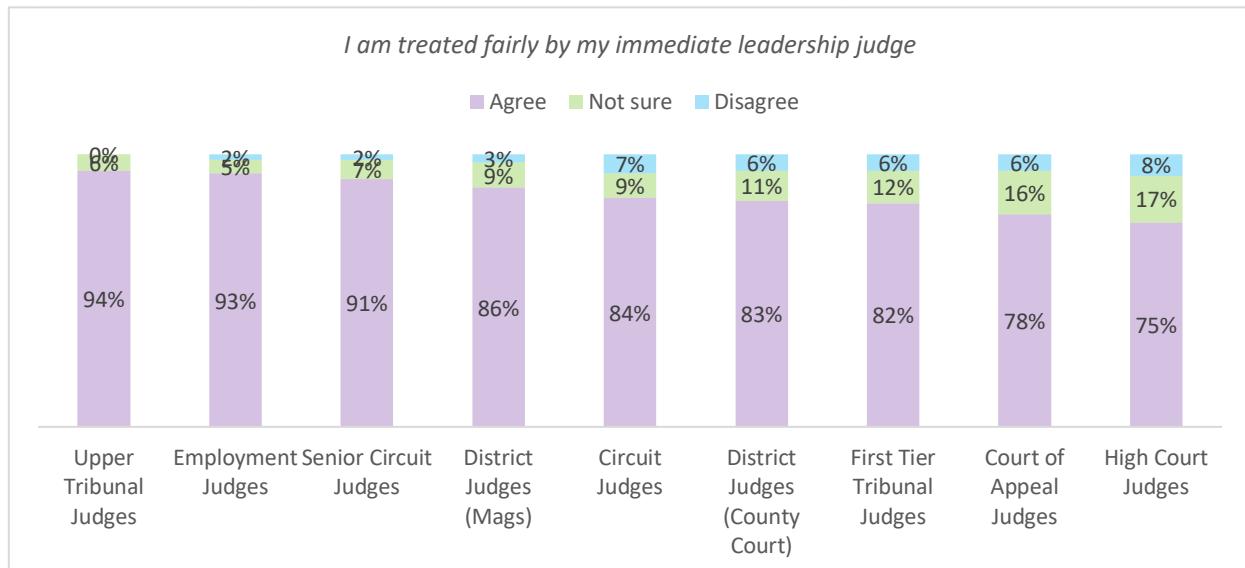
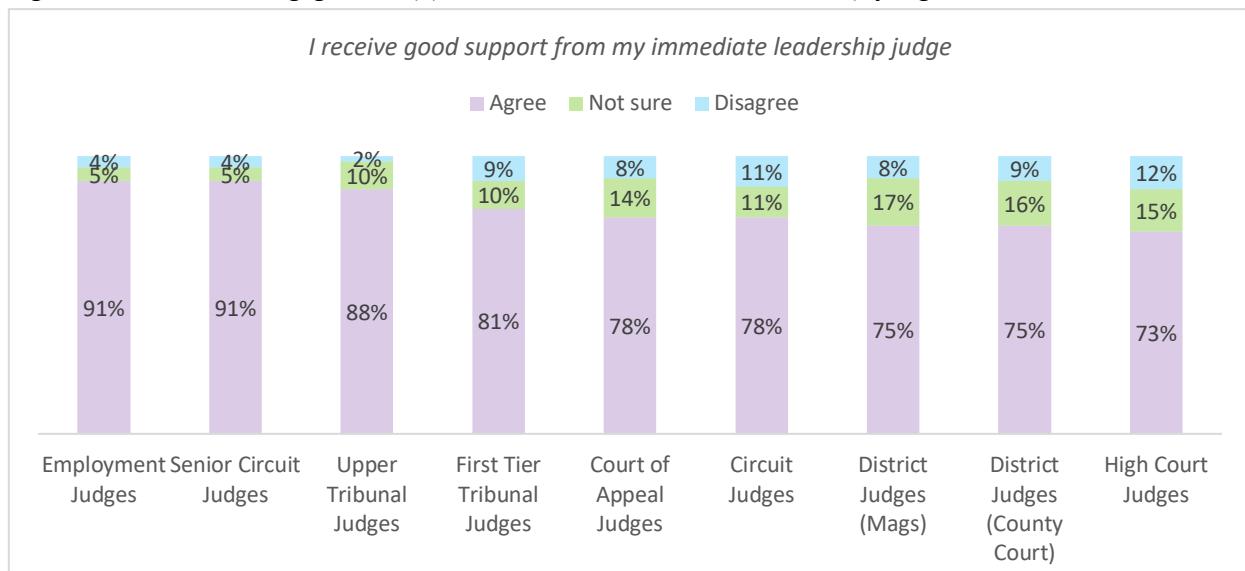
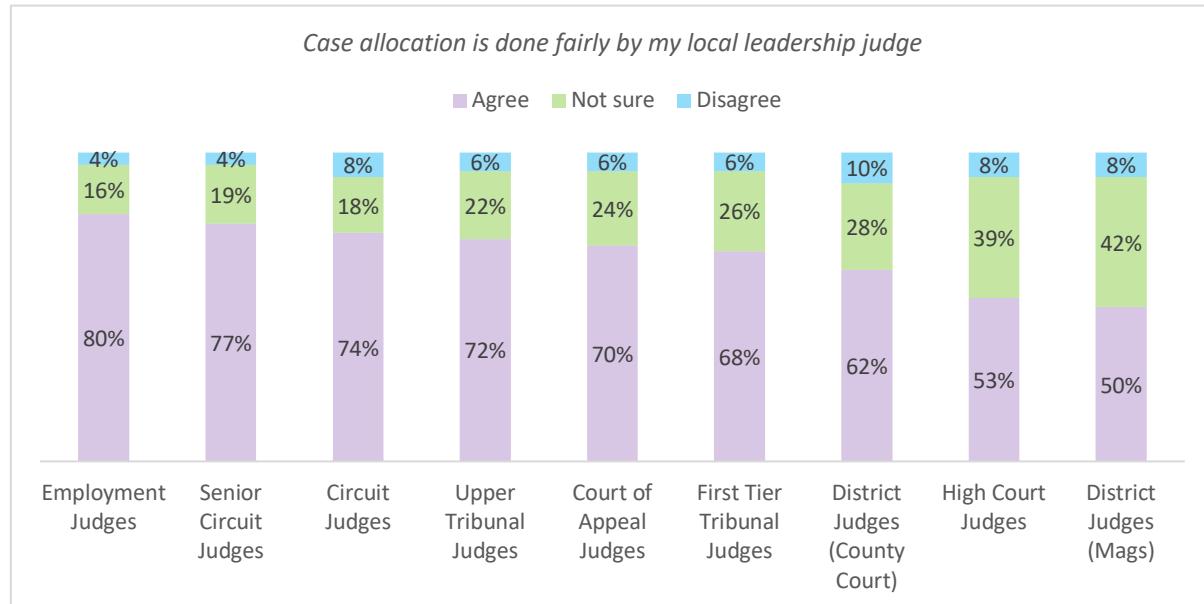


Figure 16.12: Receiving good support from the immediate leadership judge



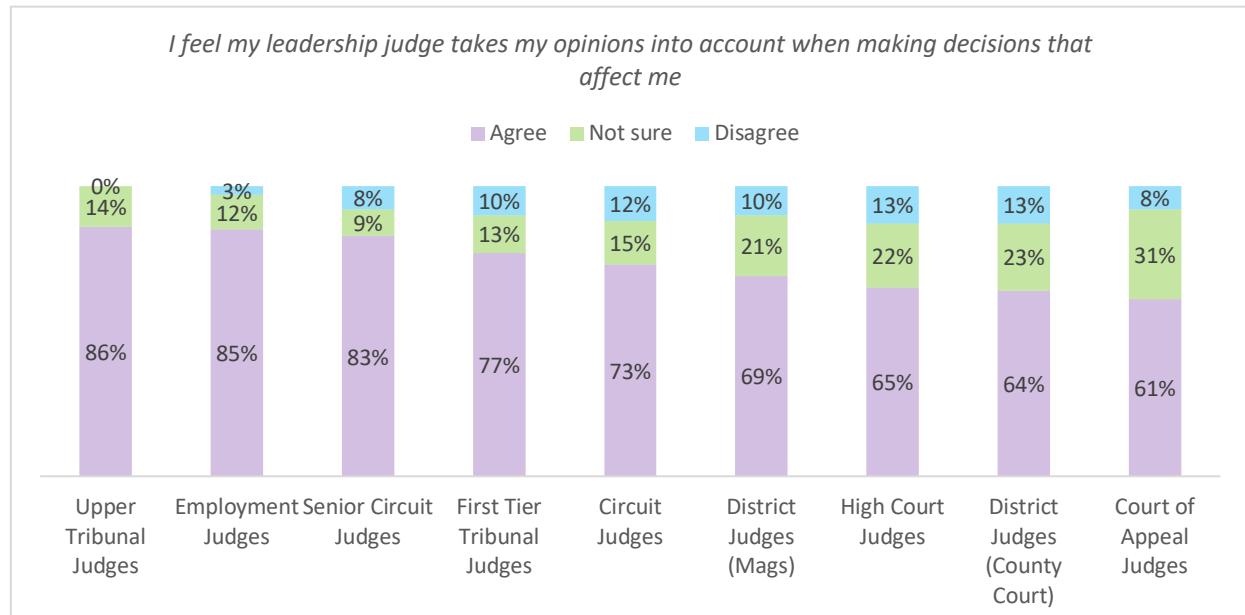
A majority of judges in all judicial posts feel that case allocation is done fairly by their leadership judge, although only half of DJMCs (50%) and just over half of High Court Judges (53%) said this.

Figure 16.13: Whether case allocation is done fairly by the local leadership judge



A majority of judges in all posts said they felt that their leadership judge takes their opinions into account when making decisions that affect them, but this ranged from 86% of Upper Tribunal Judges to 61% of Court of Appeal Judges.

Figure 16.14: Whether judges' opinions are taken into account by leadership judges



There were variable views on whether judges would like their leadership judge to help them evaluate how they are performing. The highest amounts agreeing were amongst High Court Judges (60%) and the lowest amongst DJMCs (39%). While a majority of judges in most judicial posts would like to discuss career development with their immediate leadership judge, only a minority of DJMCs (47%) would like to do so.

Figure 16.15: Whether judges want their leadership judge to evaluate judges' performance

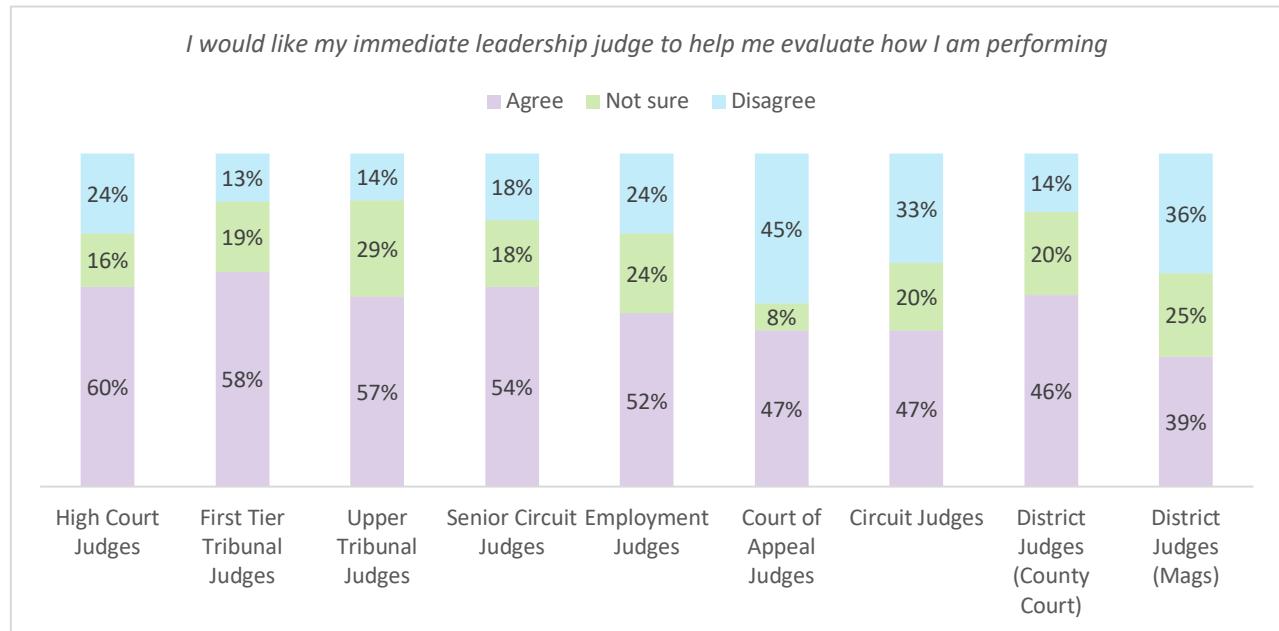
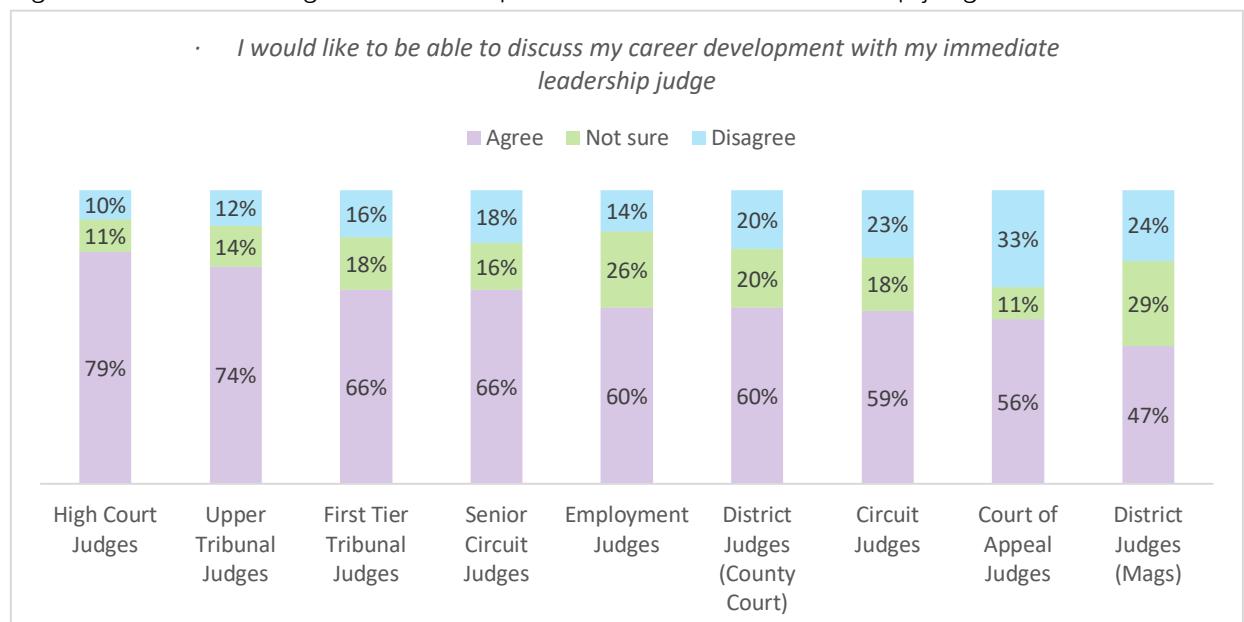
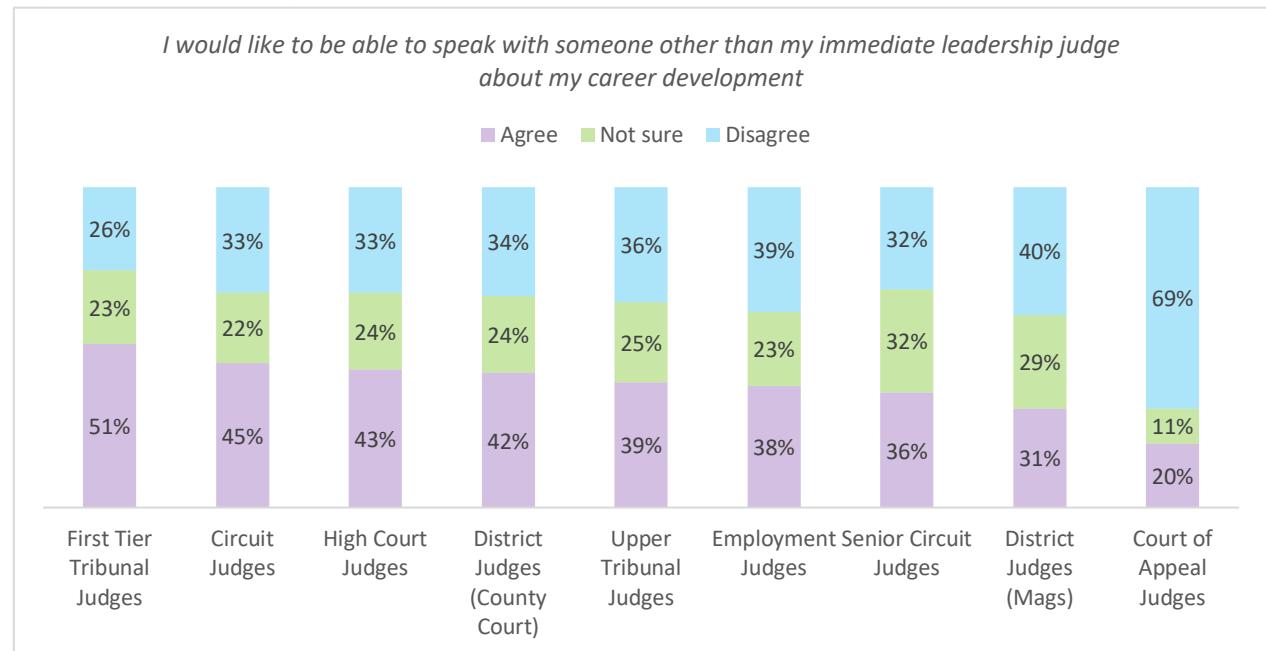


Figure 16.16: Discussing career development with immediate leadership judge



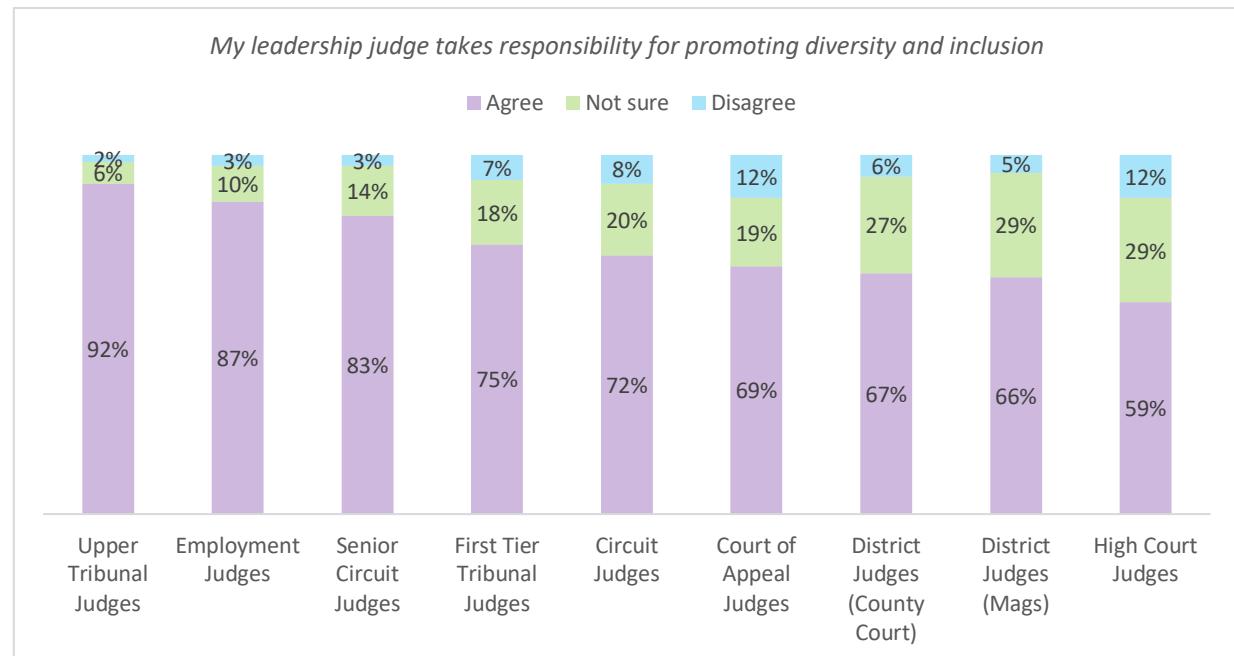
Only a majority (51%) of First Tier Tribunal Judges said they would like to be able to speak with someone other than their immediate leadership judge about their career development

Figure 16.17: Speaking with someone else about career development



A majority of judges in all judicial posts said that their leadership judge takes responsibility for promoting diversity and inclusion at their court or tribunal, but it was highest amongst Upper Tribunal Judges (92%) and lowest amongst High Court Judges (59%)

Figure 16.18: Whether leadership judges take responsibility for diversity and inclusion



Chapter 17 Tenure in the judiciary and professional background

This chapter provides information by judicial post on: tenure in current post, whether judges holding multiple judicial posts, non-judicial work for fee-paid judicial office holders, professional background and any fee-paid judicial experience before taking up a salaried judicial post.

Tenure in current post

Table 17.1: Tenure in current post (salaried courts)

Years in current post	District Judge (County)	District Judge (MC)	Circuit Judge	Senior Circuit Judge	HC (Chan)	HC (Fam)	HC (KB)	LJ
< 1 year	11%	1%	13%	12%	0%	11%	3%	4%
1-5 years	41%	42%	31%	43%	65%	26%	44%	52%
6-10 years	29%	27%	35%	29%	25%	37%	48%	30%
11-14 years	11%	18%	12%	11%	10%	26%	5%	11%
15-20 years	6%	9%	8%	6%	0%	0%	0%	2%
> 20 years	1%	4%	1%	0%	0%	0%	0%	0%

Table 17.2: Tenure in current post (fee-paid courts)

Years in current post	DDJ	DDJ (MC)	Recorder
Less than 1 year	12%	13%	8%
1-5 years	58%	49%	49%
6-10 years	4%	4%	13%
11-14 years	7%	9%	8%
15-20 years	6%	7%	9%
More than 20 years	13%	18%	12%

Table 17.3: Tenure in current post (salaried tribunals)

Years in current post	First Tier Tribunal	Employment Judge	Upper Tribunal
Less than 1 year	13%	9%	23%
1-5 years	52%	56%	15%
6-10 years	17%	5%	34%
11-14 years	8%	13%	13%
15-20 years	6%	11%	8%
More than 20 years	5%	6%	8%

Table 17.4: Tenure in current post (fee-paid tribunals)

Years in current post	First Tier Tribunal NLM	First Tier Tribunal Judge	Employment NLM	Employment Judge	Upper Tribunal NLM	Upper Tribunal Judge
< 1 year	8%	1%	0%	2%	15%	47%
1-5 years	32%	43%	37%	60%	50%	21%
6-10 years	21%	9%	2%	4%	5%	13%
11-14 years	20%	16%	15%	13%	10%	8%
15-20 years	7%	11%	16%	7%	5%	5%
> 20 years	12%	20%	30%	15%	15%	5%

Table 17.5: Tenure in current post (coroners)

Years in current post	Assistant Coroner	Area Coroner	Senior Coroner
Less than 1 year	9%	22%	6%
1-5 years	53%	62%	24%
6-10 years	18%	15%	30%
11-14 years	11%	0%	25%
15-20 years	5%	0%	10%
More than 20 years	5%	2%	6%

Currently holding any other judicial post(s)

Figure 7.1: Judges holding any other judicial post (courts)

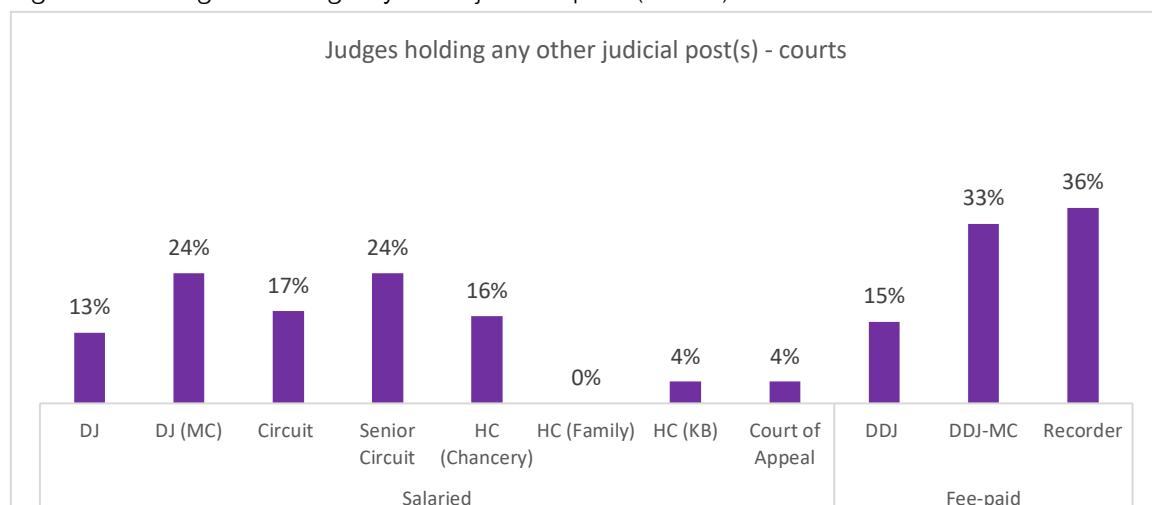


Figure 7.2: Judges and NLMs holding any other judicial post (tribunals)

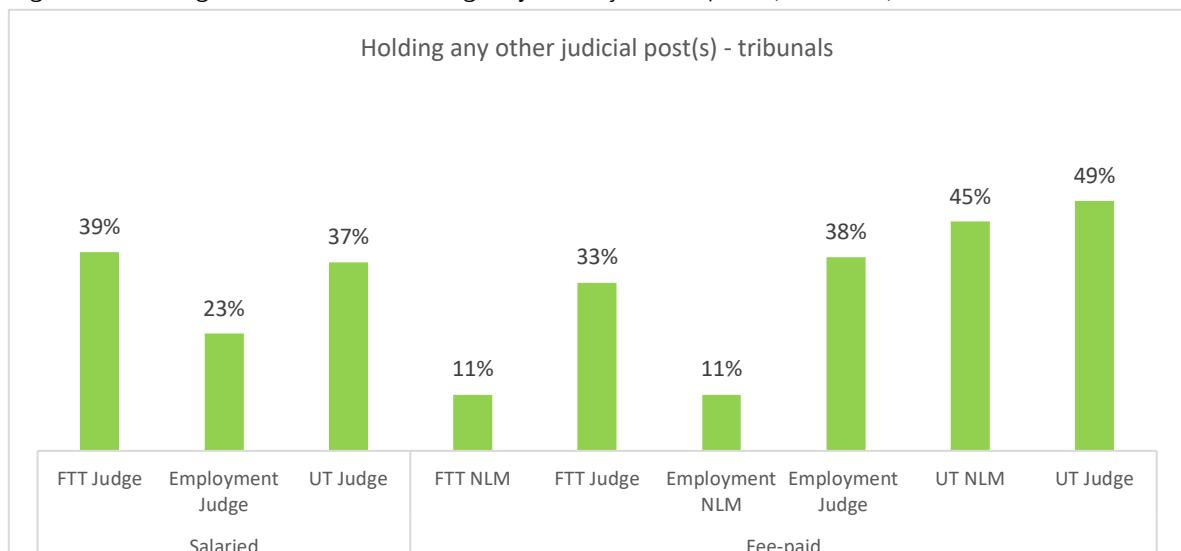
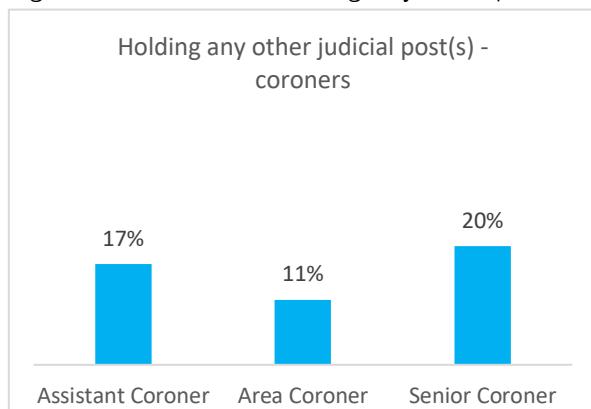


Figure 7.3: Coroners holding any other post



Professional background

Figure 7.4: Fee-paid judiciary non-judicial work

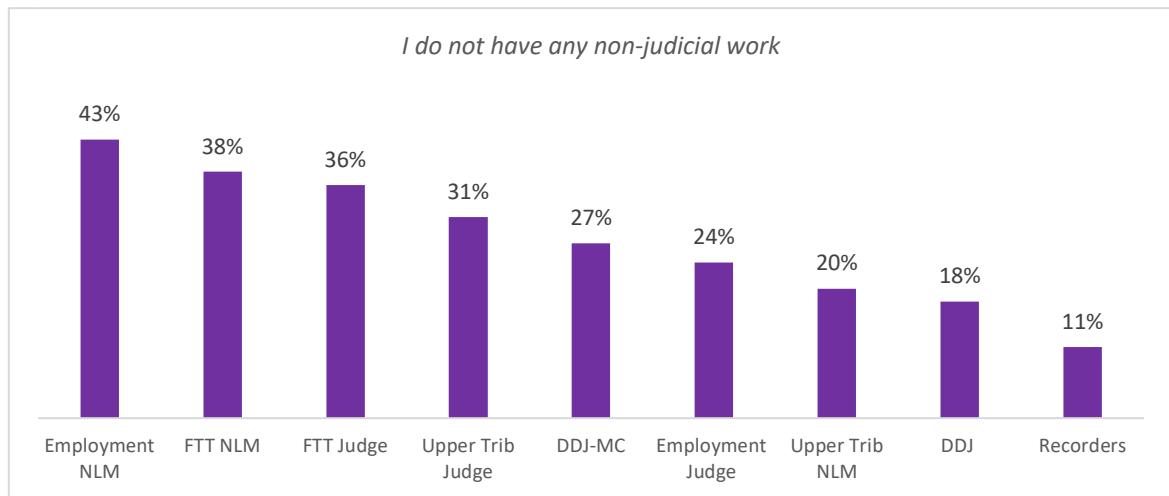
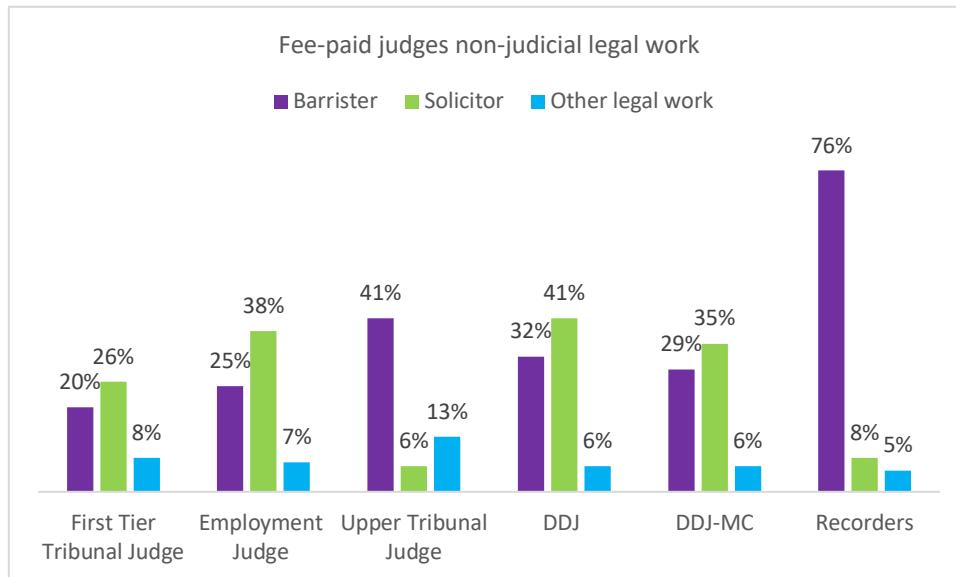


Figure 7.5: Fee-paid judges non-judicial legal work



Salaried judiciary: work before joining the salaried judiciary

Table 17.6: Courts salaried judiciary previous work

Before being appointed what type of work did you do?	District Judge	District Judge (MC)	Circuit Judge	Senior Circuit Judge	HC (Chan)	HC (Fam)	HC (KB)	LJ
Barrister	34%	28%	84%	87%	83%	100%	96%	100%
Solicitor	66%	63%	16%	12%	17%	0%	3%	0%
Employed barrister	3%	7%	3%	0%	0%	0%	0%	0%
Legal academic	4%	3%	1%	4%	0%	0%	0%	0%
Legal executive	1%	0%	0%	0%	0%	0%	0%	0%
Other legal work	4%	10%	1%	1%	0%	0%	6%	0%
Other non-legal work	1%	0%	1%	0%	0%	0%	1%	0%

Table 17.7: Tribunals salaried judiciary previous work

Before being appointed to the judiciary what type of work did you do?	First Tier Tribunal Judge	Employment Judge	Upper Tribunal Judge
Barrister	30%	30%	38%
Solicitor	58%	68%	45%
Employed barrister	10%	4%	11%
Legal academic	6%	6%	13%
Legal executive	1%	0%	0%
Other legal work	9%	5%	6%
Other non-legal work	2%	3%	2%

Table 17.8: Coroners previous legal work

Before being appointed to the coroners service what type of work did you do?	Assistant Coroner	Area Coroner	Senior Coroner
Barrister	41%	41%	30%
Solicitor	51%	61%	67%
Employed barrister	5%	12%	5%
Legal academic	1%	0%	3%
Legal executive	1%	0%	0%
Other legal work	4%	2%	3%
Other non-legal work	5%	4%	6%

Fee-paid role before salaried post

Table 17.9: Did you hold a fee-paid judicial post before becoming a salaried judge?

	District Judge	District Judge (MC)	Circuit Judge	Senior Circuit Judge	HC (Chan)	HC (Fam)	HC (KB)	LJ
Yes	97%	97%	96%	96%	89%	95%	95%	98%
No	3%	3%	4%	4%	11%	5%	5%	2%

Table 17.10: Fee-paid before salaried post (tribunals)

	First Tier Tribunal Judge	Employment Judge	Upper Tribunal Judge
No	25%	23%	19%
Yes	75%	77%	81%

Date of first appointment to the judiciary

Table 17.11: Salaried courts judiciary date of first appointment

<i>When were you first appointed to the salaried judiciary?</i>	District Judge	District Judge (MC)	Circuit Judge	Senior Circuit Judge	HC (Chan)	HC (Fam)	HC (KB)	LJ
Before 1 April 1995	0%	0%	0.3%	0%	0%	0%	0%	0%
1 April 1995-1999	1%	0%	1%	0%	0%	0%	3%	0%
2000-2004	3%	5%	3%	6%	5%	0%	1%	7%
2005-2009	6%	9%	13%	19%	20%	5%	6%	27%
2010-2014	17%	21%	21%	39%	5%	37%	17%	51%
2015-2019	30%	26%	37%	25%	20%	37%	51%	13%
2020-2022	25%	30%	15%	8%	40%	11%	16%	0%
2023-2024	19%	10%	9%	2%	10%	11%	6%	2%

Table 17.12: Salaried tribunals judiciary date of first appointment

<i>When were you first appointed to the salaried judiciary?</i>	First Tier Tribunal Judge	Employment Judge	Upper Tribunal Judge
Before 1 April 1995	0%	0%	2%
1 April 1995-1999	1%	2%	6%
2000-2004	7%	6%	7%
2005-2009	7%	14%	7%
2010-2014	13%	13%	20%
2015-2019	19%	31%	46%
2020-2022	41%	13%	4%
2023-2024	13%	21%	7%

Table 17.13: First appointed to a coroners post

<i>When were you first appointed to a coroners post?</i>	Assistant Coroner	Area Coroner	Senior Coroner
Before 1 April 1995	2%	0%	1%
1 April 1995-1999	1%	0%	7%
2000-2004	5%	2%	8%
2005-2009	6%	9%	37%
2010-2014	12%	25%	21%
2015-2019	26%	35%	17%
2020-2022	26%	27%	8%
2023-2024	22%	2%	0%

Table 17.14: Fee-paid tribunals judiciary date of first appointment

<i>When were you first appointed to the fee-paid judiciary?</i>	First Tier Tribunal NLM	First Tier Tribunal Judge	Employment Tribunal NLM	Employment Judge	Upper Tribunal NLM	Upper Tribunal Judge
Before 1 April 1995	4%	4%	9%	4%	0%	3%
1 April 1995-1999	5%	7%	12%	7%	0%	3%
2000-2004	7%	14%	15%	12%	25%	5%
2005-2009	7%	10%	12%	6%	0%	13%
2010-2014	22%	19%	16%	15%	10%	16%
2015-2019	21%	16%	25%	4%	5%	8%
2020-2022	25%	18%	12%	44%	30%	18%
2023-2024	8%	12%	0%	10%	30%	34%

Table 17.15: Fee-paid courts judges date of first appointment

<i>When were you first appointed to the fee-paid judiciary?</i>	Deputy District Judge	Deputy District Judge (MC)	Recorder
Before 1 April 1995	4%	0%	2%
1 April 1995-1999	5%	9%	6%
2000-2004	7%	9%	10%
2005-2009	4%	7%	10%
2010-2014	8%	9%	11%
2015-2019	18%	16%	27%
2020-2022	42%	38%	25%
2023-2024	12%	11%	10%

Chapter 18 Demographics of the judiciary

This chapter provides important information on the demographics of members of the judiciary, covering age, sex, ethnicity, disability (including whether any reasonable adjustments have been requested in the last 2 years), secondary and higher education, religion, sexual orientation, gender identity.

The high response rate to the JAS means these results provide a strong indication of the demographic characteristics of judges and judicial office holders currently in post, including in relation to a number of demographic characteristics that are often not reported in official statistics on the judiciary.

Age

The single largest proportion of judicial office holders whether salaried, fee-paid or coroners are in the age group 50-59. Coroners have the largest proportion of younger judges, with 39% that are 49 or younger, while fee-paid office holders have the largest proportion of older members with a quarter (26%) that are 66 or older.

Table 18.1: Age of judiciary (salaried, fee-paid and coroner)

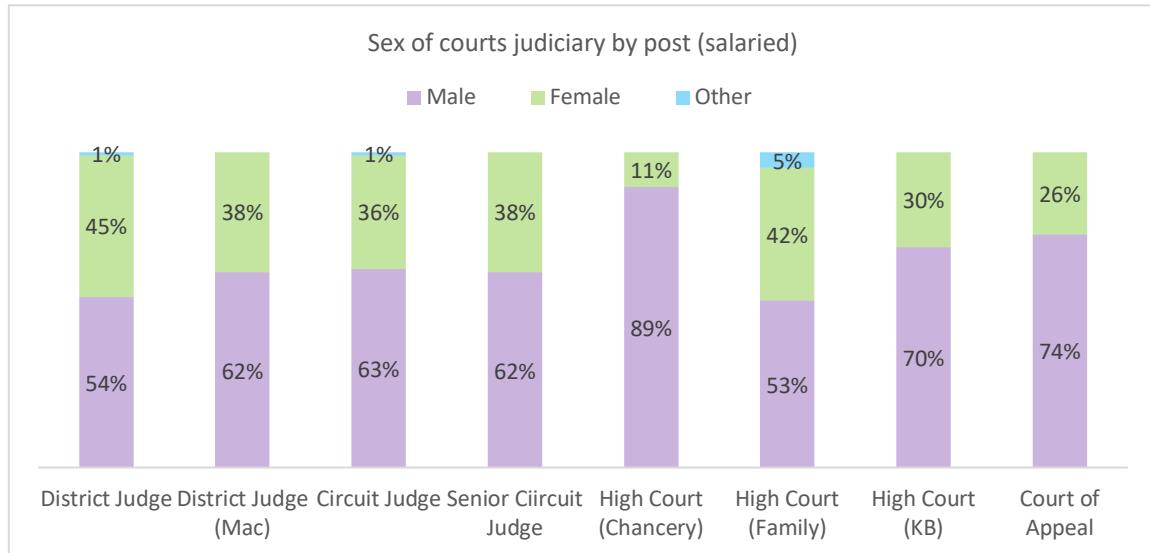
Age group	Salaried (n=1846)	Fee-paid (n=3635)	Coroners (n=325)
Under 35	0%	1%	1%
35-39	2%	5%	6%
40-49	19%	23%	32%
50-59	43%	26%	35%
60-65	25%	20%	15%
66-69	10%	15%	5%
70 and over	2%	11%	5%

n=the total number in each group answering the question

Sex

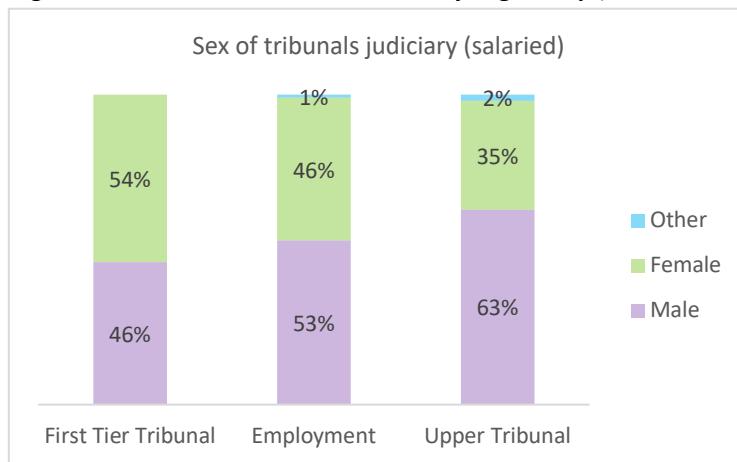
Female judges remain a minority in salaried courts judicial posts, with the largest proportion found amongst District Judges (45%) and the lowest proportion amongst High Court Chancery Judges (11%).

Figure 18.1: Sex of salaried courts judges by post



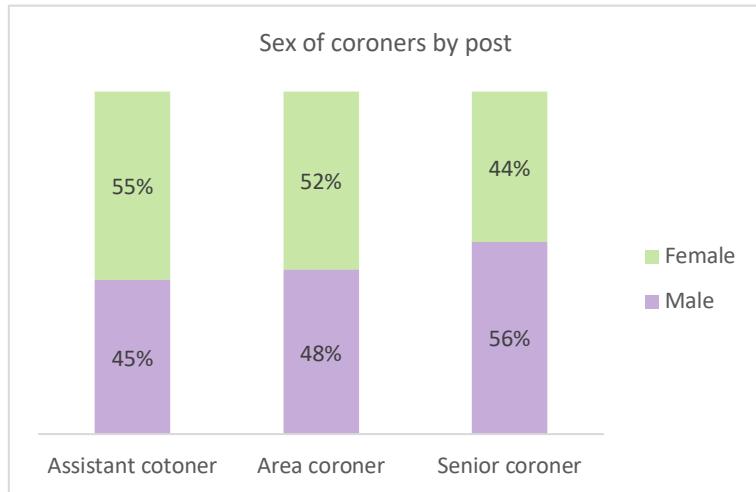
For salaried tribunal judges, the largest proportion of female judges is found amongst First Tier Tribunal Judges where they now make up a majority (54%), and the lowest proportion of female judges is amongst Upper Tribunal Judges (35%).

Figure 18.2: Sex of salaried tribunal judges (by post)



There are now more female than male Assistant Coroners (55%) and Area Coroners (52%), while female coroners remain in the minority of Senior Coroners (44%).

Figure 18.3: Sex of coroners (by post)



Fee-paid courts judiciary

Amongst the fee-paid courts judiciary, male judges comprise the majority of 3 main posts. Amongst the fee-paid tribunals judiciary, females make up a majority of all fee-paid First Tier Tribunals posts (both NLMs and judges) and Employment NLMs and Judges, but females remain a minority in both fee-paid Upper Tribunal posts (NLMS and Judges).

Figure 18.4: Sex of fee-paid courts judges

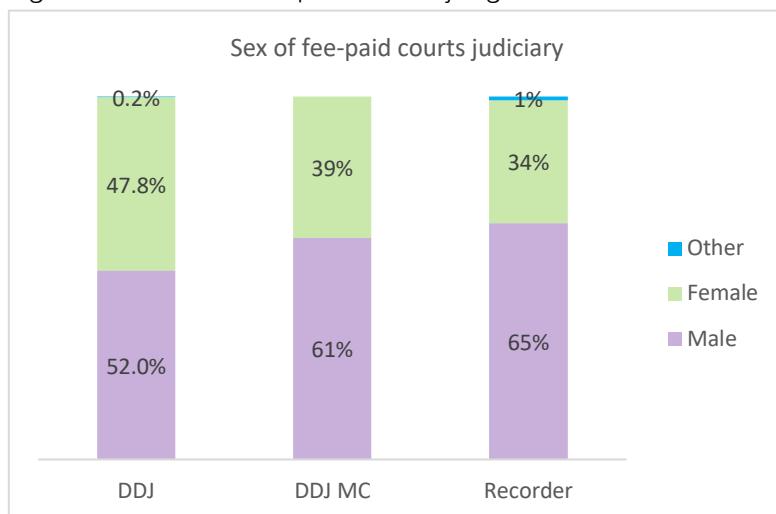
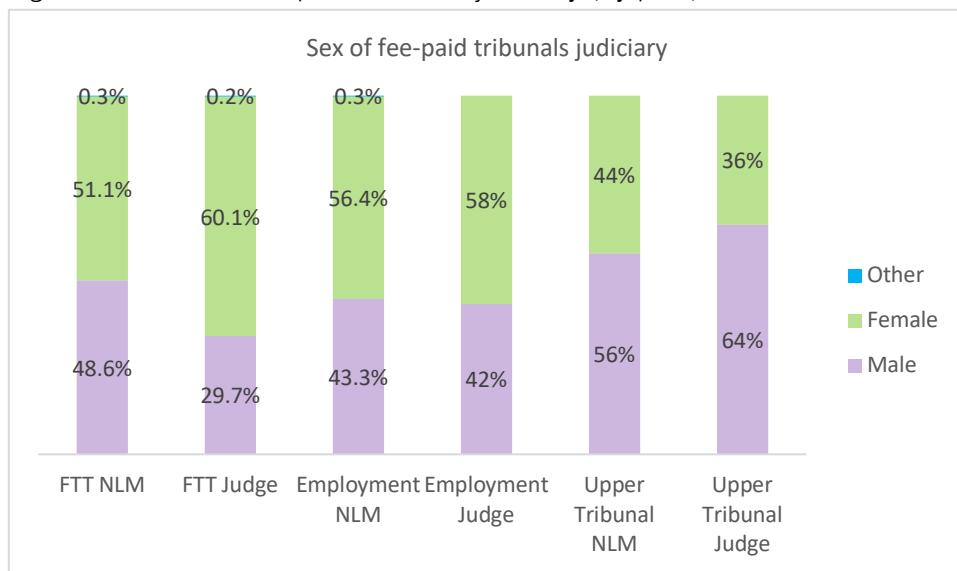


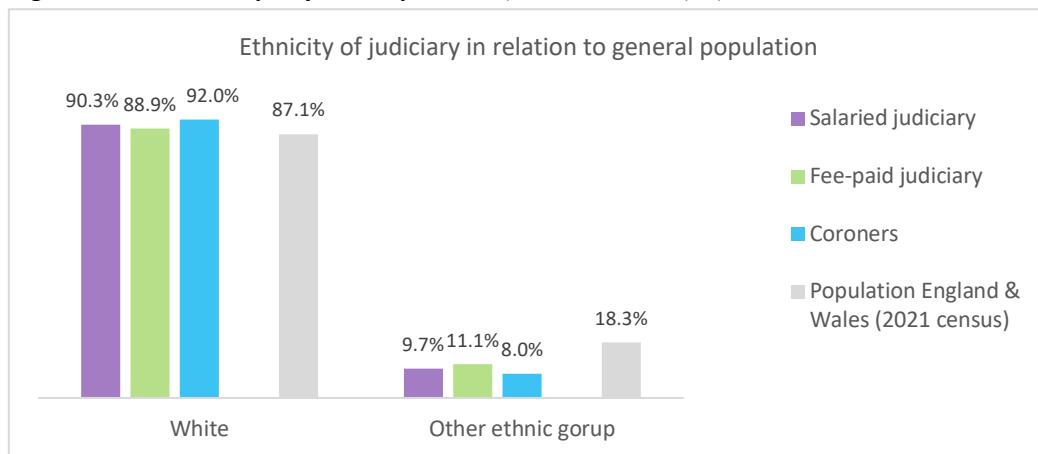
Figure 18.5: Sex of fee-paid tribunals judiciary (by post)



Ethnicity

In the most recent census (2021) the distribution of ethnic groups in England and Wales was 87.1% White and 18.3% belonging to a range of other ethnic groups.

Figure 18.6: Ethnicity of judiciary in comparison to the population

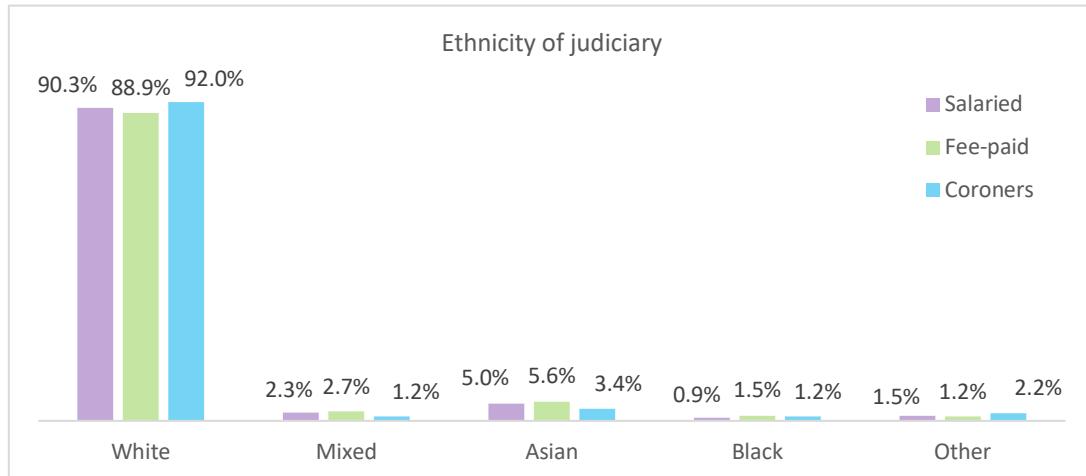


According to the 2021 census, those other ethnic groups are distributed within the population of England and Wales as follows:

- 9.3% Asian
- 4.0% Black
- 2.9% Mixed
- 2.1% Other

The distribution of specific ethnic groups within the salaried and fee-paid judiciary and coroners service is shown below, with the fee-paid judiciary closest to being representative of the population.

Figure 18.7: Ethnicity of the salaried, fee-paid and coroner judiciaries



A further breakdown of ethnicity by post in all 3 parts of the judiciary are shown below with the analysis presented according to the 2 main categories of “White” and “Other ethnic group”

Figure 18.8: Ethnicity of salaried courts judiciary by post



Figure 18.9: Ethnicity of salaried tribunals judiciary by post

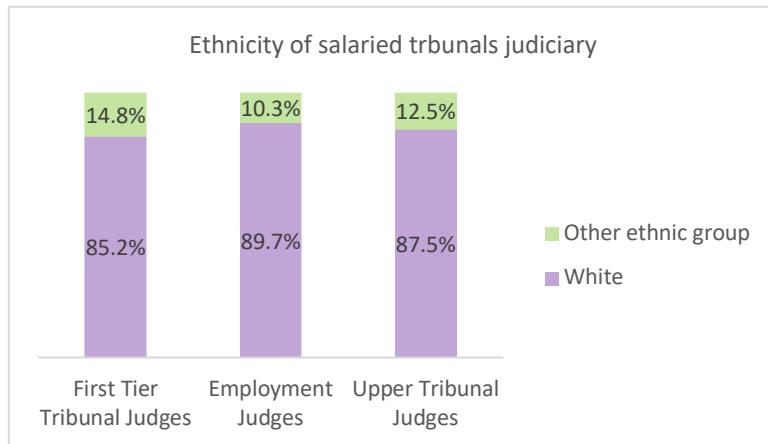


Figure 18.10: Ethnicity of coroners by post

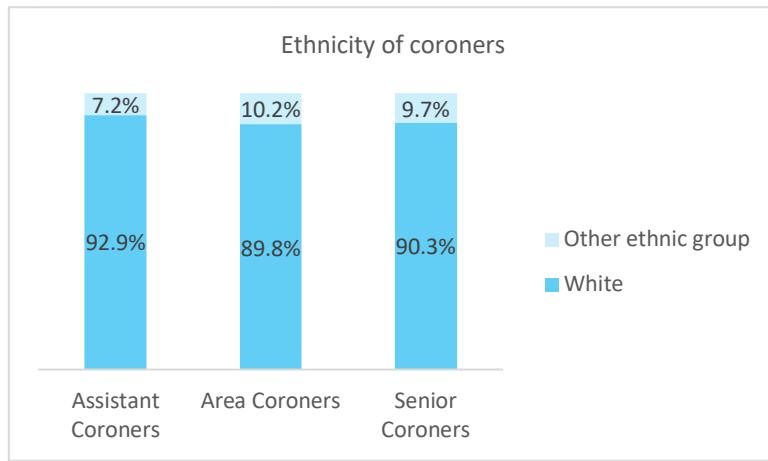
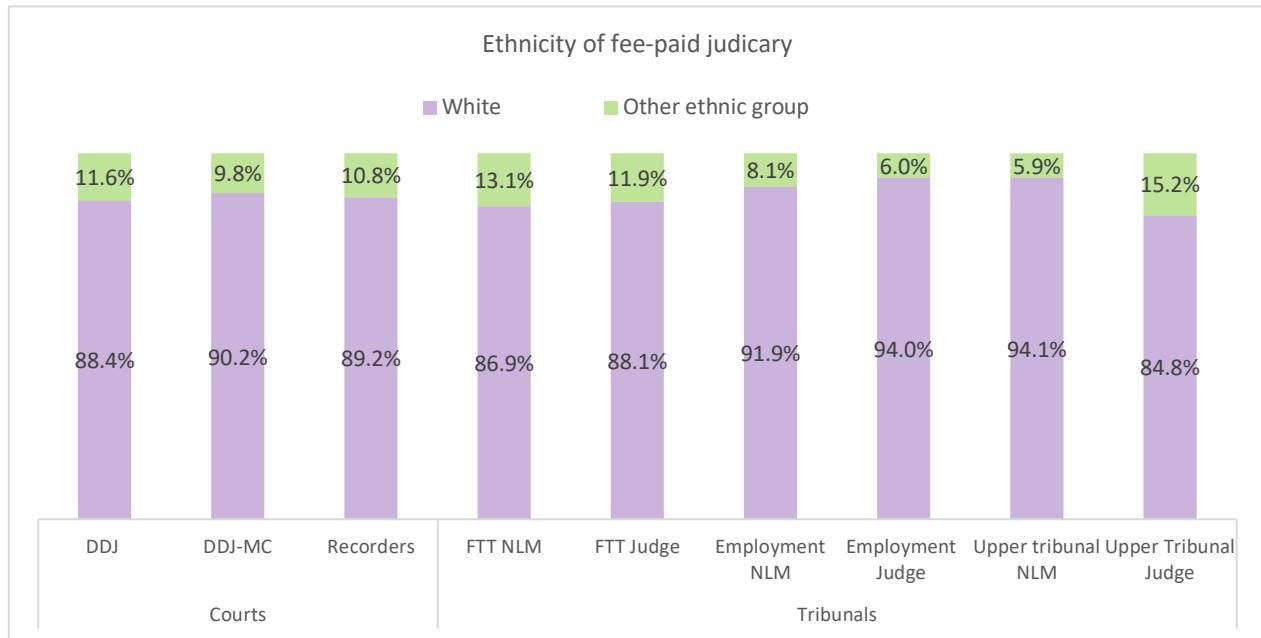


Figure 18.11: Ethnicity of fee-paid judiciary by post



Disability

A small proportion of judicial office holders across the salaried, fee-paid and coroners judiciary consider themselves to have a disability. Most of these judicial office holders have not requested any workplace adjustments in the last 2 years. Approximately two-thirds of those that have requested such workplace adjustments are satisfied with them. Coroners are the exception and their requests may go to local authorities not the judiciary.

Figure 18.12: Disability in the judiciary (self-identified)

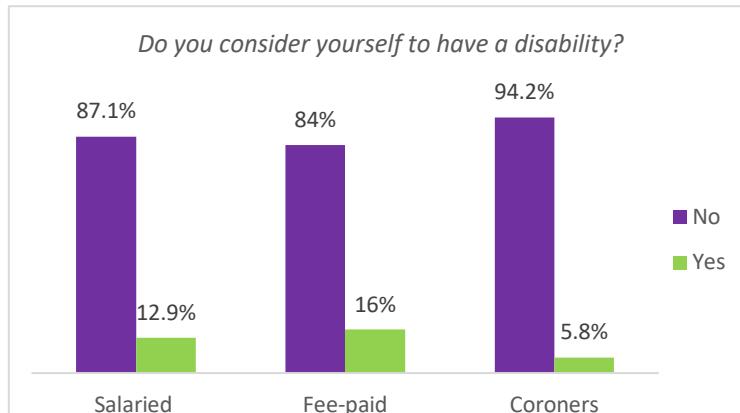


Figure 18.13: Whether adjustments requested

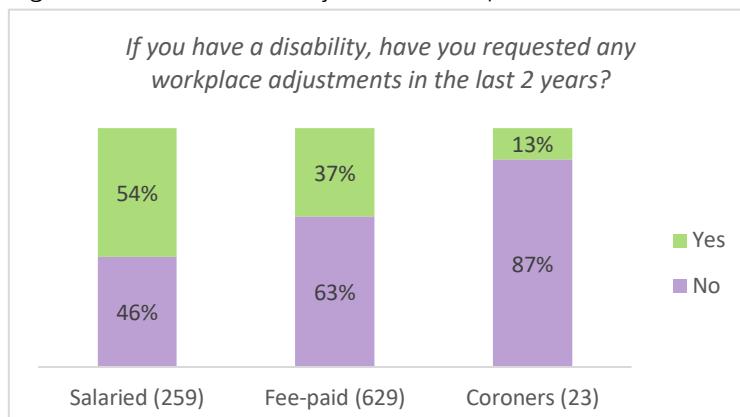
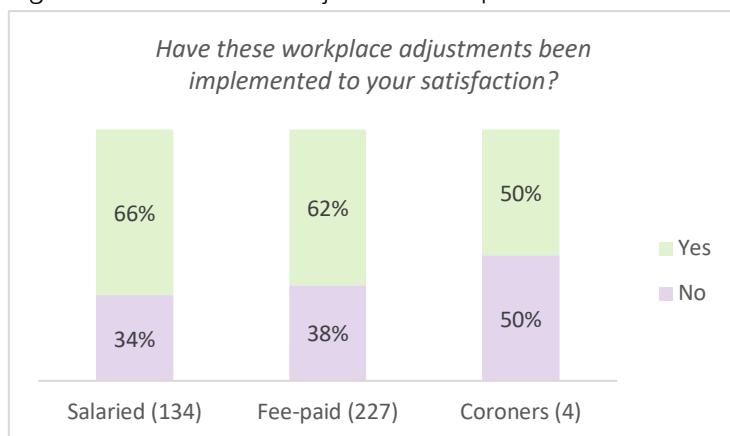


Figure 18.14: Whether adjustments implemented



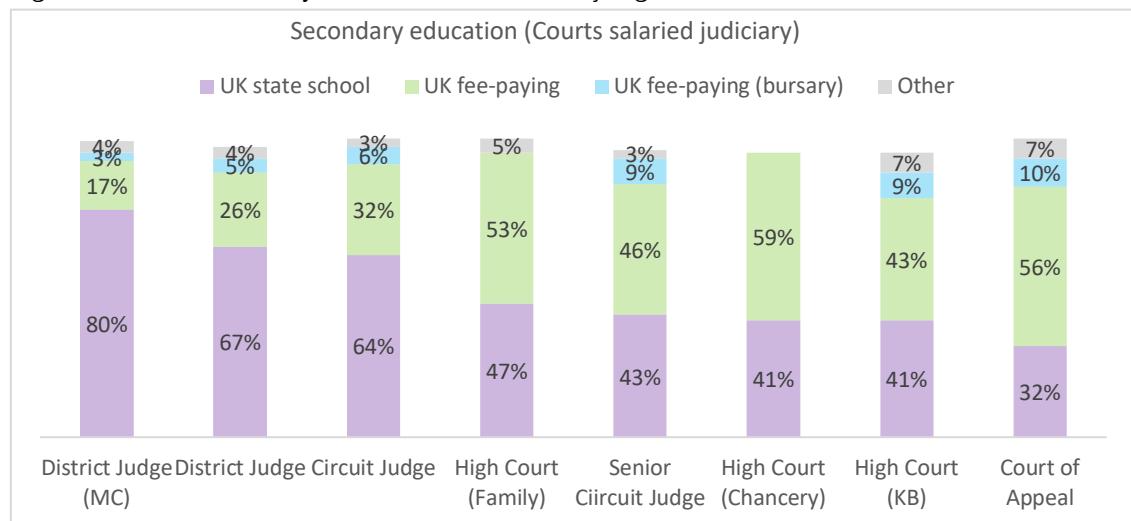
Secondary Education

Previous research¹⁹ has highlighted the over-representation in the senior judiciary of those who attended independent fee-paying schools in their secondary education.

Table 18.2: Secondary education of the judiciary

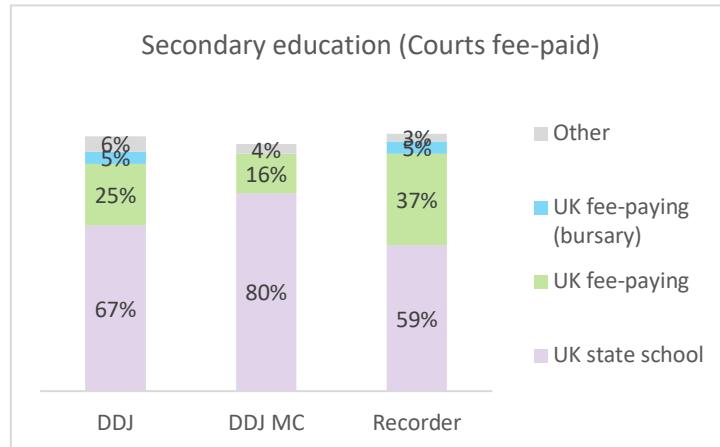
Type of secondary education	Salaried judiciary	Fee-paid judiciary	Coroners
UK state school	65.0%	67.7%	74.7%
UK independent/fee-paying school	28.7%	23.9%	22.2%
UK independent/fee-paying (full bursary)	5.5%	4.7%	1.2%
School outside UK	2.1%	5.5%	3.4%
Other	2.0%	1.7%	0.6%

Figure 18.15: Secondary education of salaried judges



Note: %s may add up to more than 100% due to multiple types of secondary schools attended

Figure 18.16: Secondary education of fee-paid courts judges



¹⁹ [Elitist Britain 2019](#) by the Sutton Trust

Figure 18.17: Secondary education of coroners

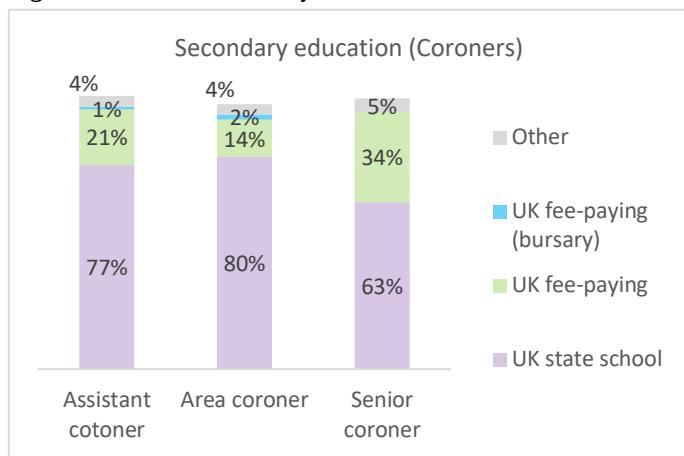


Figure 18.18: Secondary education of salaried tribunal judges

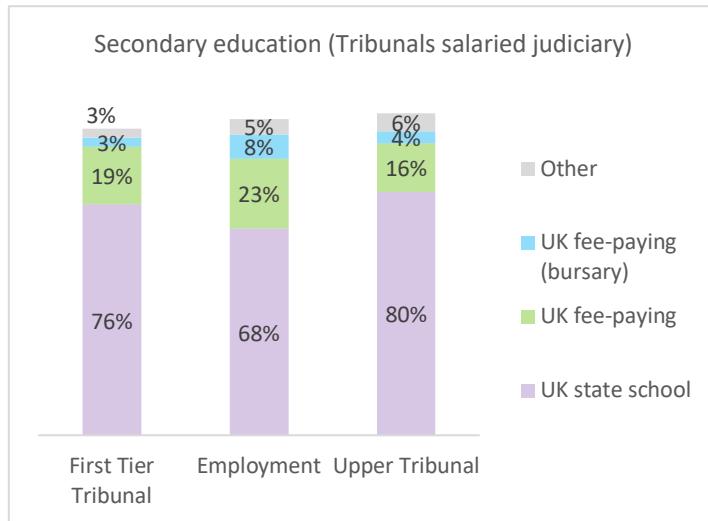
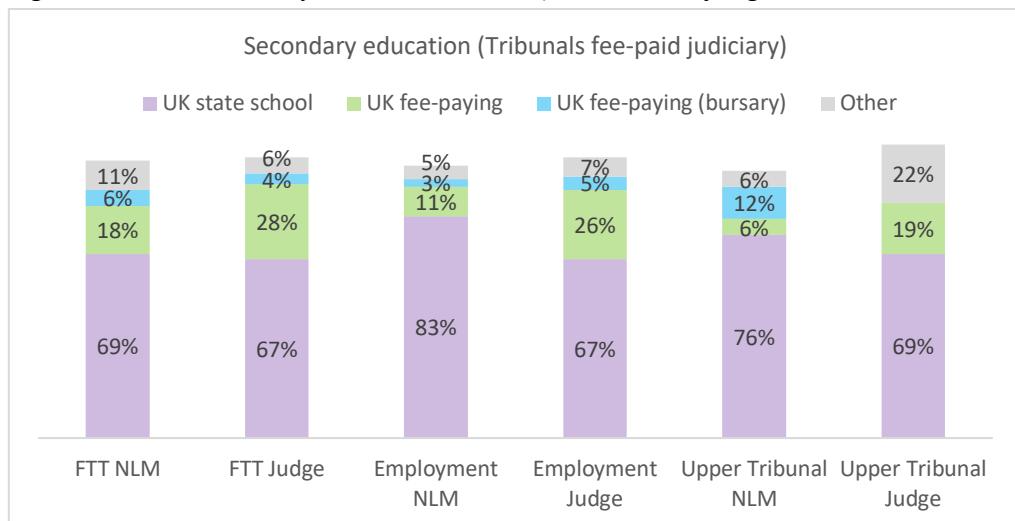


Figure 18.19: Secondary education on fee-paid tribunal judges and NLMs



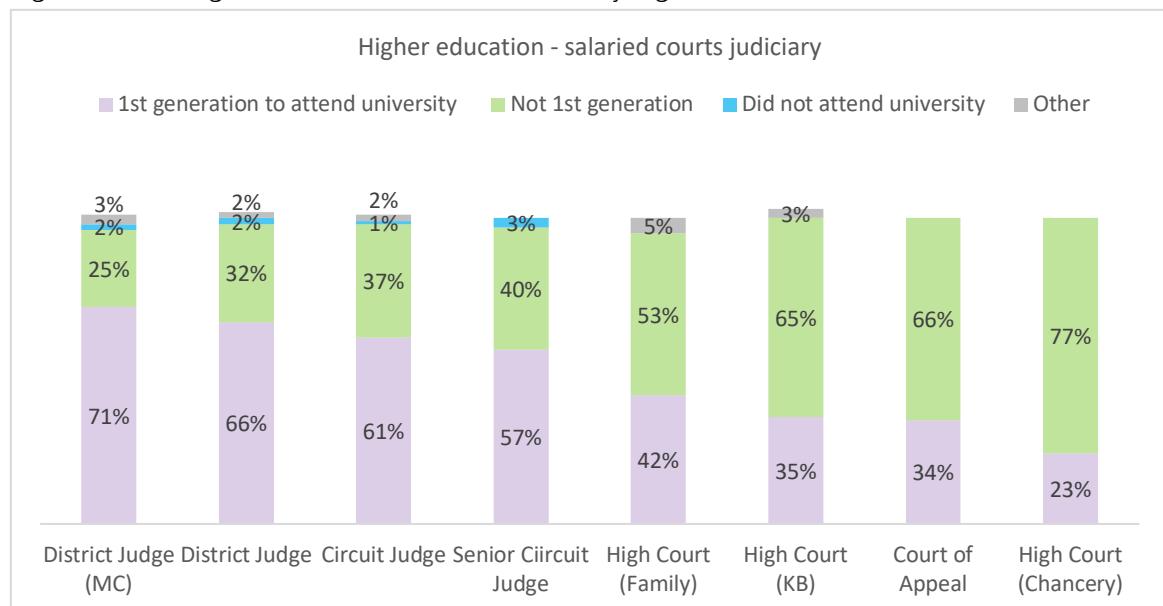
Higher Education

Recent work on social mobility has looked at the proportion of any group that is the first in their family to attend university as a measure of social mobility²⁰. It is not a universally agreed measure and it is affected by the age of respondents and the introduction of government policies to increase university access.

Table 18.3: Higher education of the judiciary

Type of higher education	Salaried judiciary	Fee-paid judiciary	Coroners
Part of the 1st generation of my family to go to university	59.6%	54.3%	61.3%
Not part of the 1st generation of my family to go to university	38.4%	38.0%	35.7%
Did not attend university	1.1%	5.3%	2.4%
Other	1.7%	3.5%	0.9%

Figure 18.20: Higher education of salaried court judges



²⁰ See for example the Nuffield Foundation research project 'First in family': higher education choices and labour market outcomes: <https://www.nuffieldfoundation.org/project/first-in-family-higher-education-choices-and-labour-market-outcomes-2>

Figure 18.21: Higher education of fee-paid courts judges

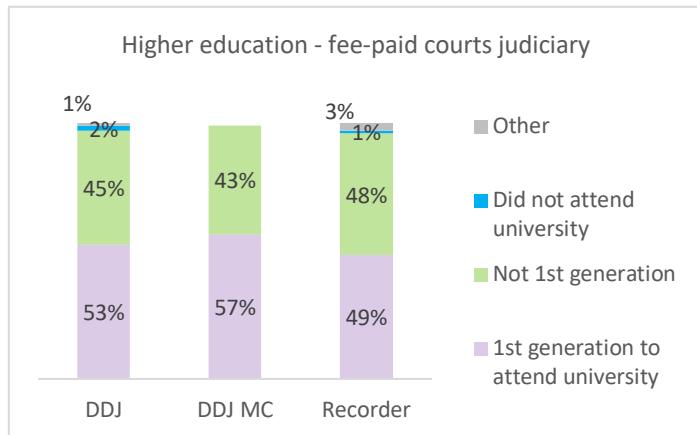


Figure 18.22: Higher education of coroners

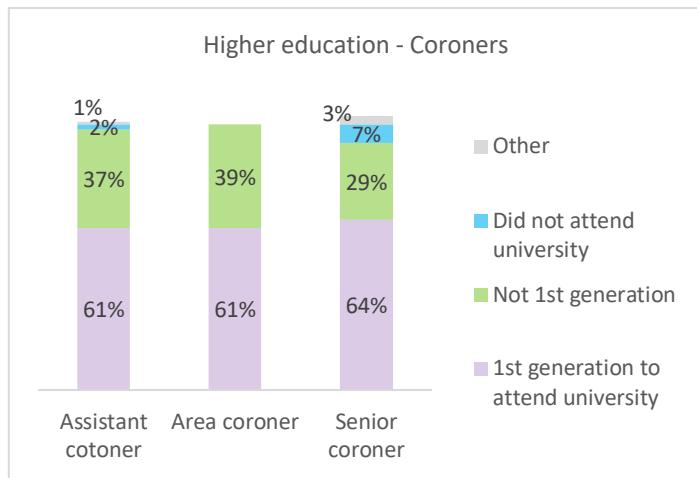


Figure 18.23: Higher education of salaried tribunals

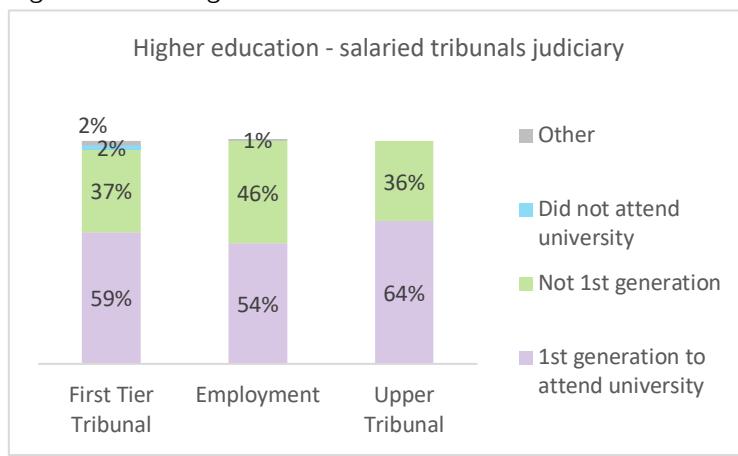
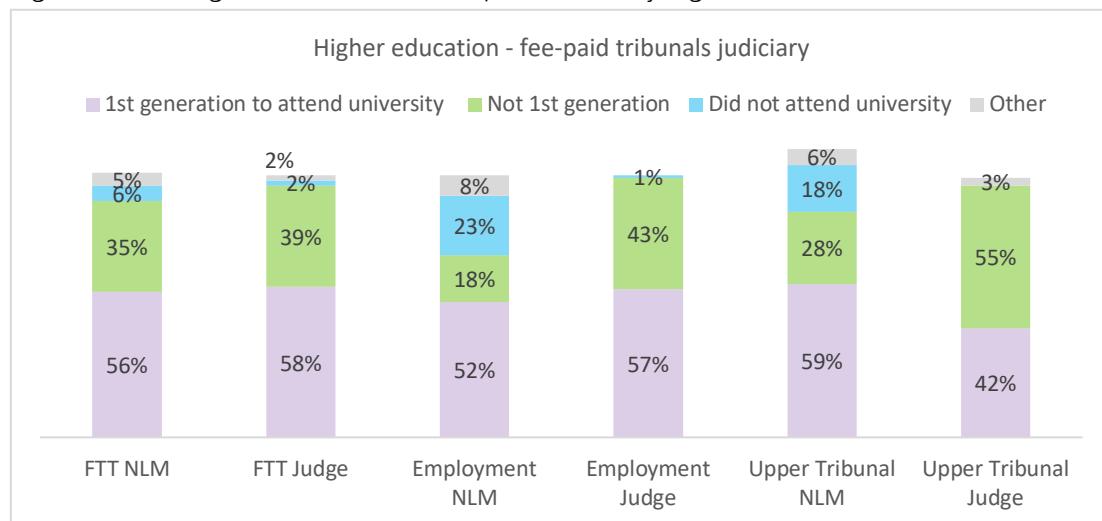


Figure 18.24: Higher education of fee-paid tribunal judges and NLMs

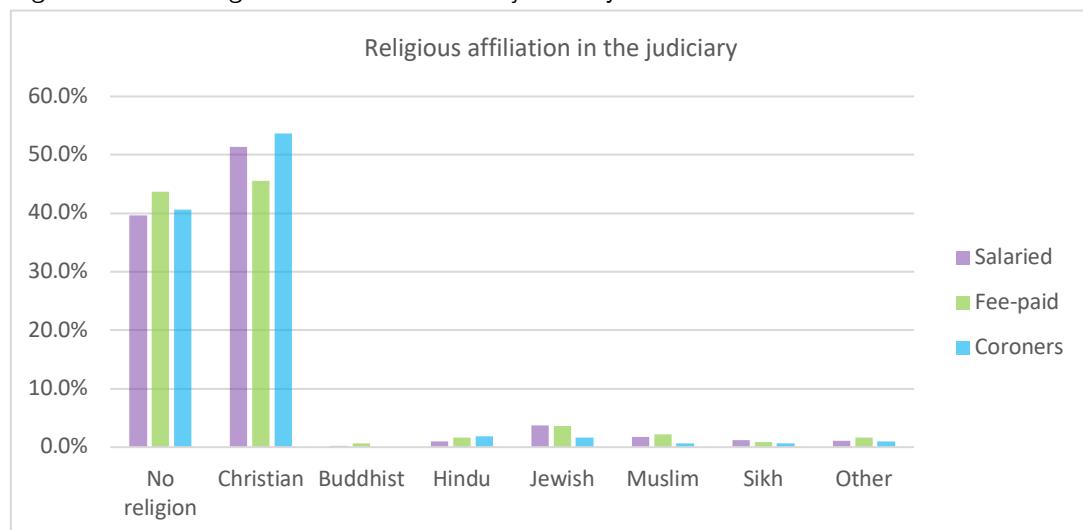


New background characteristics examined in the 2024 JAS

The 2024 JAS introduced 3 additional background questions covering religion, sexual orientation and gender identity. The following presents an analysis of respondents in each of these 3 categories. A further breakdown of results by individual judicial post is not provided because the limited number of judges in some of the categories would risk identifying individuals.

Religion

Figure 18.25: Religious affiliations of the judiciary



The specific percentages in each category are provided in the table below alongside results of the 2021 census for England and Wales and responses to the question on religion.

Table 18.4: Religious affiliations in the salaried, fee-paid in coroner judiciary

	No religion	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other
Salaried	39.6%	51.4%	0.2%	1.0%	3.7%	1.8%	1.2%	1.1%
Fee-paid	43.7%	45.6%	0.7%	1.6%	3.6%	2.2%	0.9%	1.6%
Coroners	40.6%	53.7%	0.0%	1.9%	1.6%	0.6%	0.6%	1.0%
2021 census	37.2%	46.2%	0.5%	1.7%	0.5%	6.5%	0.9%	0.6%

Sexual orientation

Table 18.5: Sexual orientation in the salaried, fee-paid in coroner judiciary

	Heterosexual/ straight	Gay or lesbian	Bisexual	Other
Salaried judiciary (n=1778)	92.7%	4.6%	1.6%	1.0%
Fee-paid judiciary (n=3485)	92.4%	4.2%	2.2%	1.2%
Coroners (n=308)	94.2%	4.5%	1.3%	0.3%

It is not possible to make direct comparisons with England and Wales census data on sexual orientation. The question on sexual orientation on the 2021 census was voluntary, and the ONS reported the results as: 89.4% identified as straight or heterosexual, 3.2% identified with an LGB+ orientation (“Gay or Lesbian”, “Bisexual” or “Other sexual orientation”) and the remaining 7.5% did not answer the question.²¹

Gender Identity

Table 18.6: Gender identity in the salaried, fee-paid in coroner judiciary

	Same as registered at birth	Trans woman	Trans man	Non- binary	Other
Salaried judiciary (n=1796)	99.7%	0.1%	0.0%	0.0%	0.2%
Fee-paid judiciary (n=3549)	99.6%	0.0%	0.0%	0.1%	0.3%
Coroners (n=314)	99.7%	0.3%	0.0%	0.0%	0.3%

It is not possible to make any comparison between these results and any population data from England and Wales, as the ONS has requested that the gender identity estimates from Census 2021 are no longer accredited official statistics.²²

²¹ See ONS release “Sexual orientation, England and Wales: Census 2021”:

<https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualorientationenglandandwales/census2021#:~:text=In%20total%2C%2044.9%20million%20people>,

²² See ONS letter to the OSR on Census 2021 gender identity estimates (12 September 2024):

<https://www.ons.gov.uk/news/statementsandletters/onslettertotheosrcencensus2021genderidentityestimates>

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