

# 2022 UK JUDICIAL ATTITUDE SURVEY

Salaried judges and fee-paid judicial office holders in  
**Scotland**

Professor Cheryl Thomas KC  
UCL Judicial Institute  
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# 2022 UK Judicial Attitude Survey: Scotland

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## Executive Summary

### The UK Judicial Attitude Survey (JAS)

- The UK Judicial Attitude Survey (JAS) is the only known continuous survey of the working lives of judges anywhere in the world. It is conducted by the UCL Judicial Institute on behalf of the Lord President of Scotland, Lord Chief Justice of England and Wales, Lady Chief Justice of Northern Ireland and the Senior President of Tribunals.
- 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”.
- This is the fourth running of the JAS, preceded by earlier surveys in 2020, 2016 and 2014. The earlier surveys covered the salaried judiciary, and in 2022 the JAS was extended to include all fee-paid judges for the first time.
- In 2022, the response rate to the survey in Scotland was 83% for the salaried judges and 41% for the fee-paid judiciary.

### Key trends from 2014-2022 for salaried judges in Scotland

- From 2014 to 2022, salaried judges have consistently said they feel a strong personal attachment to being a member of the judiciary and feel they provide an important service to society. Salaried judges in Scotland are increasingly satisfied with the challenge of the job, the variety of work they have and the sense of achievement they have in their job.
- Since 2014, there has been a substantial fall in the proportion of salaried judges saying working conditions are “worse” than they were in previous years. The one working condition consistently rated the highest by salaried judges from 2014-2022 has been their personal work space. Salaried judges’ internet access at court and the quality of their personal IT equipment has also increased since 2014.
- The working conditions consistently rated the lowest by salaried judges from 2014-2022 have been the morale of court staff and court security. From 2020 to 2022, the proportions of judges rating the morale of court staff, court security, the amount of administrative support and the physical quality of court buildings as excellent or good have all fallen.
- Since 2016 salaried judges have reported fewer concerns about their personal safety in court, out of court and on social media.
- Judges’ satisfaction with the range and quality of training has fallen from 2014 to 2022.
- From 2016 to 2020 there was a substantial fall in judges who said they had a loss of net earnings in the previous 2 years; but in 2022 there was an increase in judges who had a loss of net earnings. From 2014 to 2020 an increasing proportion of salaried judges said they are paid a reasonable salary for the work they do, but this fell back slightly in 2022.
- Salaried judges who said their morale or the morale of judges they work with was affected by the judicial salary issue fell from 2016 to 2022.
- From 2014 to 2022 there has been an increase in the proportion of salaried judges saying they are considering leaving the judiciary early.
- From 2020 to 2022, salaried judges consistently reported feeling most valued by judicial colleagues at court, court staff, the legal profession and parties that appear before them; a majority said they felt valued by the public and senior leadership in the judiciary; hardly any salaried judges said they felt valued by the media or the UK government.

## Results of the 2022 JAS Scotland (for both the salaried and fee-paid judiciary)

### Being a member of the judiciary

- Almost all judges in Scotland said they feel a strong personal attachment to being a member of the judiciary and feel they provide an important service to society, but salaried judges felt this attachment more strongly than fee-paid office holders.
- More salaried judges (55%) than fee-paid judicial office holders (35%) felt that members of the judiciary in 2022 were respected by society less than they were in 2020
- Only 17% of salaried judges and 17% of fee-paid office holders in Scotland felt valued by the UK government.

### Working conditions

- Over half (59%) of salaried judges said that working conditions were worse in 2022 than they were in 2020, much more than fee-paid judicial office holders (38%).
- Fee-paid judicial office holders rated the amount and quality of administrative support, the morale of court staff, and the physical quality, maintenance and security of the buildings they work in higher than salaried judges.
- The most important working conditions for fee-paid judicial office holders were a flexible working pattern (86%), training opportunities (84%) and opportunities to sit more than the minimum number of days (85%).
- Almost every salaried judge said that the time to discuss work with colleagues (93%) and training (90%) were important working conditions for them, and three-quarters of salaried judges (77%) also said that support for dealing with stressful conditions at work was important.

### Welfare, inclusion and respect

- Almost every judge, whether salaried or fee-paid, feels respected by their judicial colleagues at the court where they work, and a majority of salaried and fee-paid judges feel respected by their immediate leadership judge and senior leadership in the judiciary.
- Salaried judges expressed greater concerns for their personal safety as a result of their judicial work compared with fee-paid office holders.
- Salaried judges are much more familiar with the welfare support available to them than fee-paid judicial office holders.

### Bullying, harassment and discrimination

- In the JAS 2022, 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. The overwhelming majority of both salaried judges (89%) and fee-paid judicial office holders (94%) said they had not experienced bullying, harassment or discrimination in their work as a judge in the last 2 years.
- Amongst those who had experienced bullying, harassment or discrimination in the last 2 years, this was more prevalent amongst salaried judges than fee-paid judicial office holders.
- Almost all judges that said they had experienced bullying, harassment or discrimination in the last 2 years did not report this: 84% of salaried judges and 73% of fee-paid judicial office holders said they did not report their experience.

## **Salary, pay and pensions**

- Salaried judges are divided over whether they feel they are paid a reasonable salary for the work they do.
- Almost three-quarters of salaried judges (72%) said they had a loss of net earnings over the last 2 years.
- The largest proportion of salaried judges (40%) had earned more than their judicial salary prior to their appointment to the salaried judiciary.
- A majority of fee-paid judicial officeholders in Scotland feel they are paid a reasonable rate for a day's work (58%) and the amount of time required to do their work outside of sitting hours is reasonable (54%).
- A majority of fee-paid office holders (63%) do not rely heavily on expenses.
- Almost half (40%) of fee-paid judicial office holders do not do any non-judicial work. Of those that do, 29% earn more in their non-judicial work than their judicial daily rate, while 20% earn less than their judicial daily rate.

## **Digital working**

- Just over half of salaried judges (54%) did not feel that the increase in remote hearings had been beneficial to their work, and a majority (53%) said they were finding the switch to working on screens challenging. In contrast, almost half (46%) of fee-paid judicial office holders felt remote hearings had been beneficial to their work and a majority (61%) said they did not find the switch to working on screens challenging.
- A majority of salaried judges (56%) said they did not find the change from paper to digital working more efficient for hearings, while 41% of fee-paid office holders said they did find the change from paper to digital work more efficient for hearings.
- Salaried judges were consistently more likely than fee-paid judicial office holders to feel that remote hearings had a negative effect across a range of aspects of hearings.
- For salaried judges, the largest perceived negative effect of remote hearings was on the interactions between parties (72%), quality of advocacy (66%), way parties behave during hearings (67%), ability of others to observe hearings (69%) and resolution of cases (58%).

## **Job satisfaction and training**

- Most judges, whether salaried or fee-paid, are satisfied with the sense of achievement in their job, the variety of work and challenge of the job, although fee-paid office holders have higher levels of satisfaction than salaried judges in all three areas.
- The opportunities that are most important for salaried judges are to be able to use their legal knowledge and experience across a range of specialisms (87%) and to gain new skills and broaden their legal knowledge and range of work (83%).
- The most important opportunity for fee-paid office holders was to expand their knowledge of a specialist area of work (83%).
- Fee-paid judicial office holders have a higher level of satisfaction with the range of training courses available (62%) than salaried judges (51%), with 45% of salaried judges saying that the range of training courses could be better.

## **Change**

- The one change in the judiciary that both salaried and fee-paid judges are most concerned about is the loss of respect for the judiciary by government (86% for salaried judges and 64% for fee-paid).

## Joining and leaving the judiciary

### *Fee-paid judiciary*

- Almost half of fee-paid judicial office holders either are not interested in applying for a salaried post (30%) or are too close to retirement to do so (15%), while a further 29% said that there were no salaried posts available.
- A majority of fee-paid judicial office holders said the reasons they would consider applying to become a salaried judge are pension, public service, challenge of the work, job security, salary, intellectual satisfaction and the chance to contribute to justice being done. The main reasons fee-paid judges would not consider applying for a salaried post are the lack of personal control over their working time, the judicial appointments process, isolation of the job and uncertainty over where they would be required to sit.
- The overwhelming majority of fee-paid judicial office holders said they would encourage suitable people to apply to join the fee-paid judiciary.

### *Salaried judiciary*

- Senators of the Inner House (71%) had the largest proportion of judges that said they were considering leaving the judiciary early in the next 5 years.
- The factors most likely to prompt salaried judges to leave the judiciary early were a reduction in pension benefits (70%), limits on pay awards (68%), stressful working conditions (59%), increase in workload (59%) and further demands for out of hours working (55%).
- Two main factors would make salaried judges more likely to stay in post until compulsory retirement age: higher remuneration (83%) and appointment to a higher judicial post (53%).

### **Leadership**

- The proportion of judges saying they do not think leadership roles are allocated fairly has continued to fall since 2014; this has resulted in an increase in the proportion of judges saying they do not know enough about how leadership roles are allocated to say whether or not it is done fairly (53%).
- A majority of salaried judges in Scotland said they receive good support from and are treated fairly by their immediate leadership judge, feel their leadership judge takes their opinions into account when making decisions that affect them, allocates cases fairly and takes responsibility for promoting diversity and inclusion at their court.



## Part 1: The UK Judicial Attitude Survey

### 1.1 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 continuous survey of the working lives of judges anywhere in the world.

The aim of the JAS is to assess the attitudes and experiences of serving judges in key areas including the experience of being a judge, morale, working conditions, welfare, remuneration, training and personal development, retention and leadership. 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”<sup>1</sup>

This is the fourth running of the JAS, preceded by earlier Judicial Attitude Surveys in 2020<sup>2</sup>, 2016<sup>3</sup> and 2014<sup>4</sup>. In previous surveys the target group for the JAS was all serving *salaried* judges in Scotland, England and Wales, Northern Ireland and the UK non-devolved tribunals. In 2022 the JAS was expanded to include all *fee-paid* judicial office holders in both the courts and tribunals judiciary.

This report provides the findings for salaried judges and fee-paid judicial office holders in the Scottish courts judiciary and devolved tribunals judiciary<sup>5</sup>. Judges in Scotland make up 8% of all judges in the UK<sup>6</sup>. The report presents results by distinguishing between the views of salaried and fee-paid judges in Scotland.

Like its predecessors, the JAS 2022 was run as an online survey conducted by the Judicial Institute of University College London (UCL JI) via the web-based survey tool Opinio. The survey was led by Professor Cheryl Thomas KC, Co-Director of the UCL JI. A Working Group comprised of representatives from various judicial associations assisted Professor Thomas in the design of the 2022 questionnaire. Vanessa Cheung and Trisevgeni Papakonstantinou of the UCL Department of Experimental Psychology provided expert data analysis for the report.

The survey was voluntary and all participants remained completely anonymous. The survey ran from 14 June through the end of August 2022. All salaried and fee-paid judicial office holders in Scotland were invited to take part in the survey through the Judicial Hub and through communications from the Lord President and the Sheriffs’ and Summary Sheriffs’ Association inviting judges to contribute to the survey.

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<sup>1</sup> 37<sup>th</sup> Annual Report on Senior Salaries, Senior Salaries Review Body (2015)

<sup>2</sup> 2020 UK Judicial Attitude Survey: Scotland, Cheryl Thomas (2021)

<sup>3</sup> 2016 UK Judicial Attitude Survey: Scotland, Cheryl Thomas (2016)

<sup>4</sup> 2014 Judicial Attitude Survey: Scotland, C. Thomas (2015)

<sup>5</sup> Findings for the salaried and fee-paid judiciary in England & Wales and UK Tribunals and the salaried and fee-paid judiciary in Northern Ireland have been reported separately.

<sup>6</sup> England & Wales courts judiciary and UK (non-devolved) tribunals judiciary comprise 86% of all judicial office holders in the UK; Northern Ireland judges comprise 6% of all judicial office holders in the UK.

## 1.2 The contents of the UK Judicial Attitude Survey (Scotland)

The survey included 47 questions on the salaried judiciary version of the survey and 41 questions in the fee-paid judiciary version of the survey, both of which covered the following general subject areas:

- working conditions
- judicial welfare
- bullying, harassment and discrimination
- salary and pensions
- digital working
- job satisfaction, opportunities and training
- change and communication within the judiciary
- future planning
- being a member of the judiciary
- joining the judiciary
- leadership

Many of the questions from the 2014, 2016 and 2020 JAS were repeated in the 2022 JAS, which has enabled an assessment to be made of how if at all judicial attitudes may have changed over this time period. This longitudinal analysis applies only to the salaried judiciary in Scotland as the 2014, 2016 and 2020 surveys were only run with the salaried judiciary. A few questions from the 2020 JAS were phrased differently to increase clarity following a review of the 2020 JAS, and several new questions were added to the 2022 JAS covering changes taking place within the judiciary since 2020, including the increase in remote hearings which has continued following the pandemic.

In addition, the survey covered a number of demographic questions covering:

- age
- disability
- ethnicity
- education
- gender
- caring responsibilities
- financial dependents
- professional background
- tenure in current post
- tenure in the judiciary

## 1.3 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. This continued in 2022. Amongst salaried judges in Scotland there was close to universal participation (83%) and a higher response rate than in the previous JAS in 2020. The importance of this high response rates lies in the ability of the JAS to authoritatively reflect the views of virtually all salaried judges in Scotland, producing a survey with an exceptionally high level of reliability.

**Table 1.1: JAS Salaried Judges - response rates 2022 and 2020**

Salaried Post	Total in post	Responses	2022 response rate	2020 response rate
Senators: Inner House	12	11	92%	60%
Senators: Outer House	24	21	88%	84%
Sheriffs Principal	5	5	100%	79%
Sheriffs	112	92	82%	79%
Summary Sheriffs	43	34	79%	82%
<b>totals</b>	<b>196</b>	<b>163</b>	<b>83%</b>	<b>79%</b>

It was anticipated that it would be more difficult to achieve the same extremely high response amongst fee-paid judicial office holders in the 2022 JAS, given the part-time nature of these judicial offices. The fee-paid JAS in Scotland had an overall response rate of 41% (Table 1.2). But the response rate varied considerably by post: almost all Part Time Sheriffs (90%) completed the survey, while it was completed by only 37% of Part Time Summary Sheriffs and 38% of Tribunal Members (the largest group of fee-paid judicial office holders).

**Table 1.2: JAS Fee-Paid Judicial Office Holders – response rates 2022**

Fee-paid Post	Total in post	Responses	Response rate
Part Time Sheriffs	39	35	90%
Part Time Summary Sheriffs	19	7	37%
Tribunal Members	495	187	38%
<b>totals</b>	<b>553</b>	<b>229</b>	<b>41%</b>

#### 1.4 How the results are presented

Part 2 of the report presents some key longitudinal trends from 2014 – 2022 for *salaried* judges only. This part of the report is able to track trends in salaried judges’ attitudes because all of the previous JASs (in 2014, 2016 and 2020) were conducted only with salaried judges. Part 2 highlights any changes in salaried judges’ view over the last 8 years on job satisfaction, working conditions and resources, training, salary and pension, future plans and feeling valued by different groups in society. Part 3 presents the results of the 2022 JAS. Here the results for salaried and fee-paid judicial office holders are compared and results are also broken down by individual judicial post for both the salaried and fee-paid judiciary where these are relevant. 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 for all salaried and fee-paid members of the judiciary and all courts and tribunals judiciary.

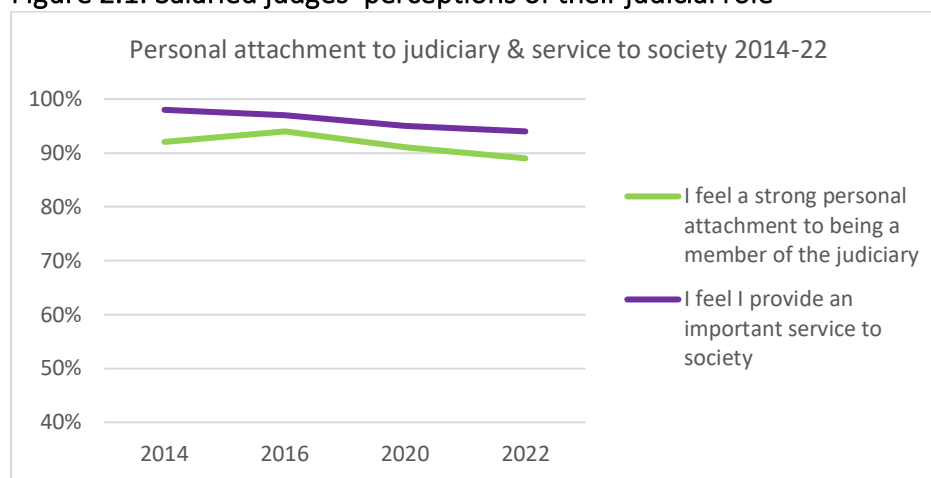
## Part 2: UK JAS trends 2014-2022 for the Scottish salaried judiciary

This section presents some key longitudinal trends from 2014 – 2022 for salaried judges in Scotland. It tracks changes in salaried judges' view over the last 8 years in relation to judicial role perceptions, job satisfaction, working conditions and resources, training, salary and pension, future plans and feeling valued by different groups in society.

### 2.1 Perceptions of their judicial role

From 2014 to 2022, almost all salaried judges in Scotland have consistently said they feel a strong personal attachment to being a member of the judiciary, and almost all salaried judges have consistently said they feel they provide an important service to society.

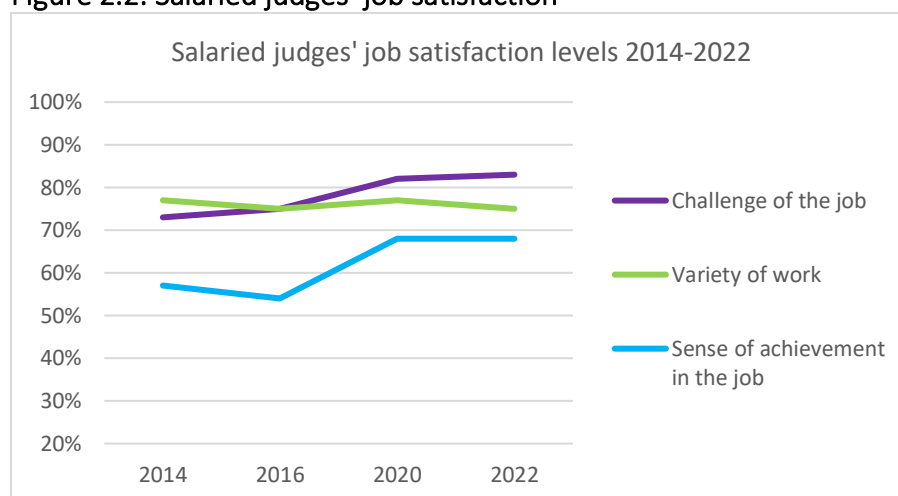
Figure 2.1: Salaried judges' perceptions of their judicial role



### 2.2 Job satisfaction trends

From 2014 to 2022 an increasing majority of salaried judges have felt satisfied with the sense of achievement in their job as a judge and the challenge of the job. The majority of salaried judges in Scotland have also been satisfied with the variety of work in this period.

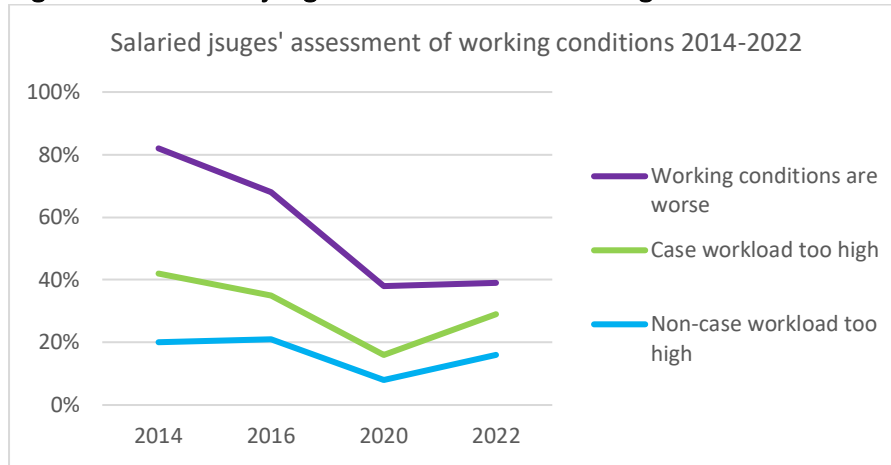
Figure 2.2: Salaried judges' job satisfaction



### 2.3 Working conditions trends

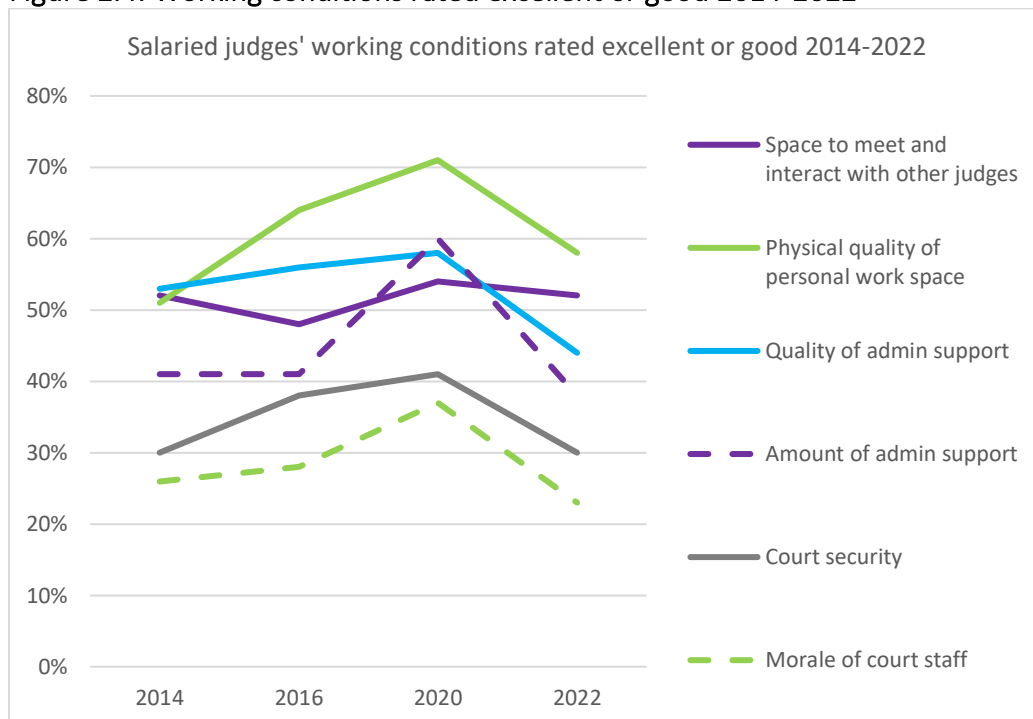
Since 2014, there has been a substantial fall in those saying working conditions are “worse”; there has been an increase in the proportion of judges saying their case workload was too high and an increase in judges saying their non-case workload is too high.

Figure 2.3: Salaried judges’ assessment of working conditions



The working conditions consistently rated the highest by salaried judges from 2014-2022 has been their personal work space. The working conditions consistently rated the lowest by salaried judges from 2014-2022 have been the morale of court staff and the amount of administrative support they have. Salaried judges’ rating of the quality of administrative support as excellent or good increased substantially in 2020, but fell back again in 2022. The proportion of salaried judges rating court security as excellent or good increased substantially from 2014-2020 but dipped in 2022.

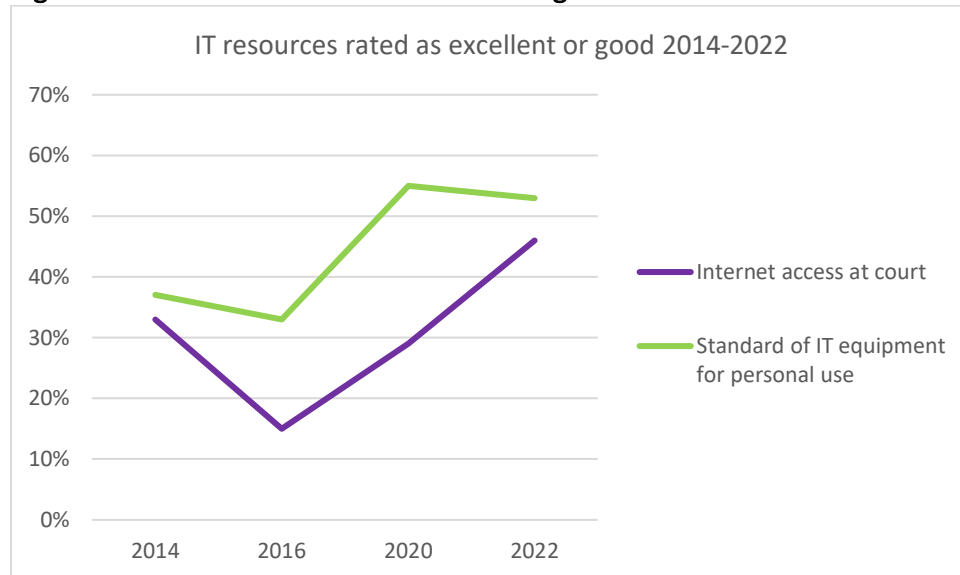
Figure 2.4: Working conditions rated excellent or good 2014-2022



## 2.4 IT resources trends

After an initial fall from 2014 to 2016 in the quality of internet access at court and the standard of IT equipment provided to salaried judges in Scotland for their personal use, salaried judges' assessment of the quality of both markedly increased in 2020 and 2022.

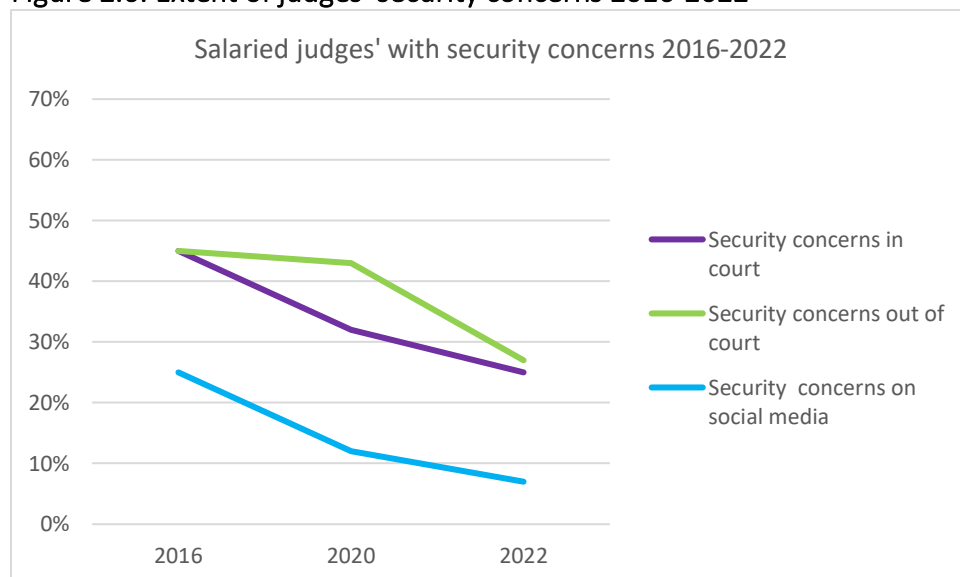
Figure 2.5: IT resources rated excellent or good 2014-2022



## 2.5 Trends in personal safety concerns

Since 2016 when salaried judges were first asked about their concerns for their personal safety, there has been a substantial fall in those saying they have personal safety concerns in court, out of court or on social media.

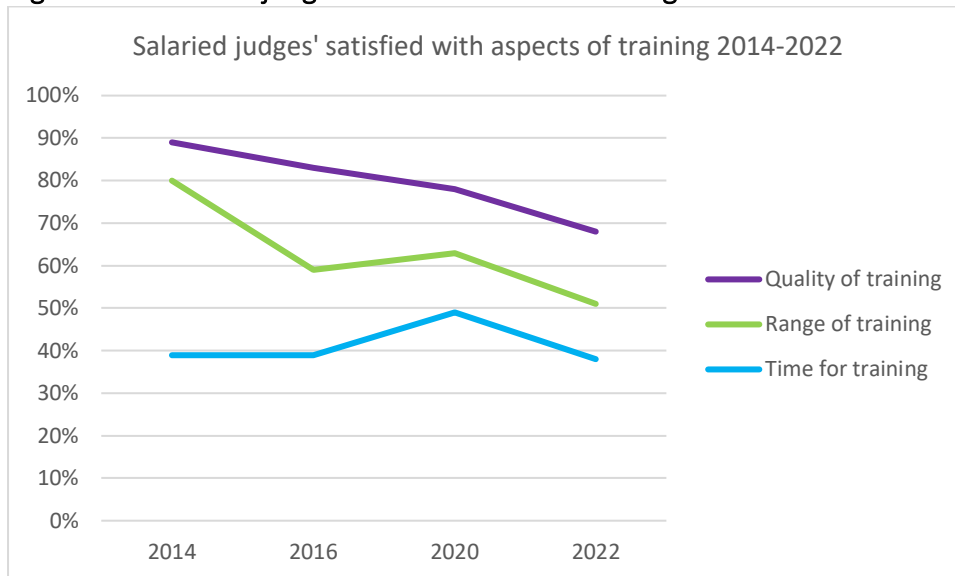
Figure 2.6: Extent of judges' security concerns 2016-2022



## 2.6 Training trends

Judges' satisfaction with the range and quality of training in Scotland has fallen from 2014 to 2022, and their satisfaction with the time they have for training has fallen from 2020-2022.

Figure 2.7: Salaried judges' satisfaction with training 2014--2022

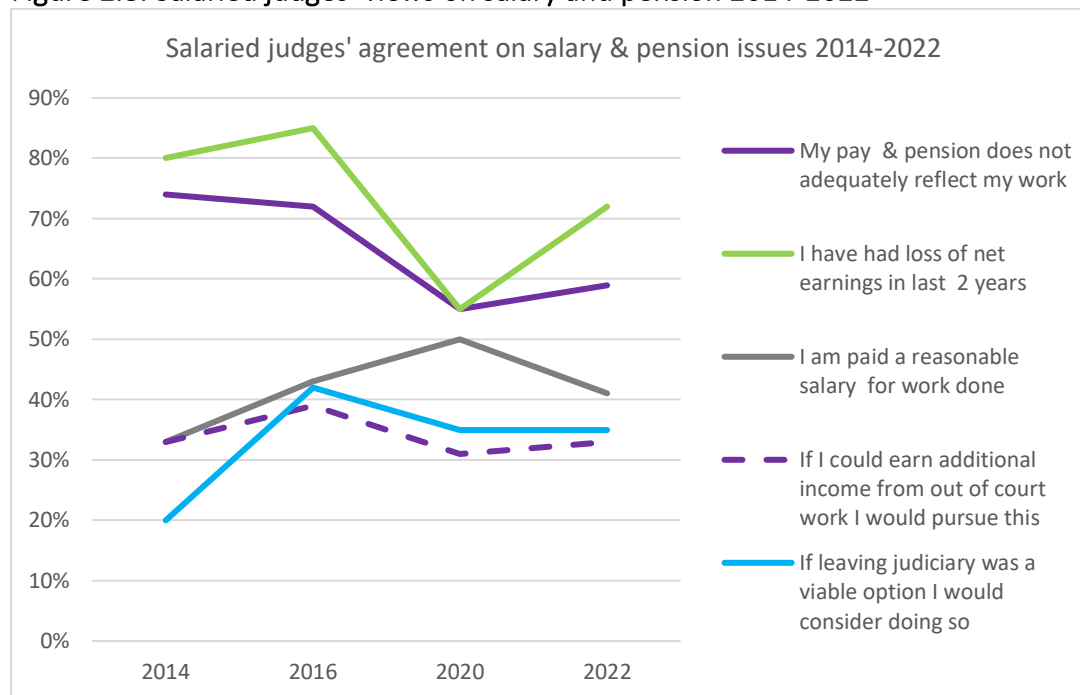


## 2.7 Salary and pension trends

In relation to salary and pension, from 2014 to 2022:

- The proportion of salaried judges that said they are paid a reasonable salary for the work they do increased from 2014 to 2020, but fell back again in 2022.
- There was a substantial decrease in 2020 in judges who said they had a loss of net earnings in the previous 2 years, but this increased again in 2022.
- There was a steady fall in judges saying their pay and pension entitlement does not adequately reflect the work they have done and will do before retirement
- From 2014 to 2016, there was a sharp increase in the proportion of salaried judges that said they would leave the judiciary if it was a viable option, but this has plateaued off since 2016.
- There has not been much change from 2014 to 2022 in the proportion of salaried judges that would pursue out of court paid work if that was permitted.

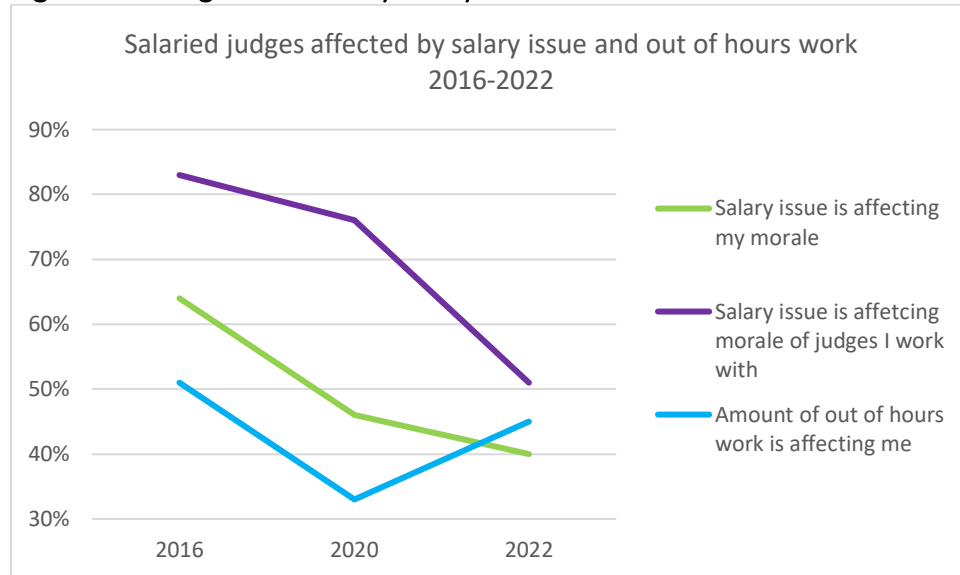
Figure 2.8: Salaried judges' views on salary and pension 2014-2022





Since 2016 (when it was first asked), there has been a continued decrease in judges saying the salary issue was affecting their morale and the morale of judges with whom they work. There was a sharp fall from 2016 to 2020 in salaried judges who said they were affected by the amount of out of hours work required to do the job, but this trend was reversed in 2022 with an increasing proportion of salaried judges in Scotland saying they are affected by the amount of out of hours work required to do the job.

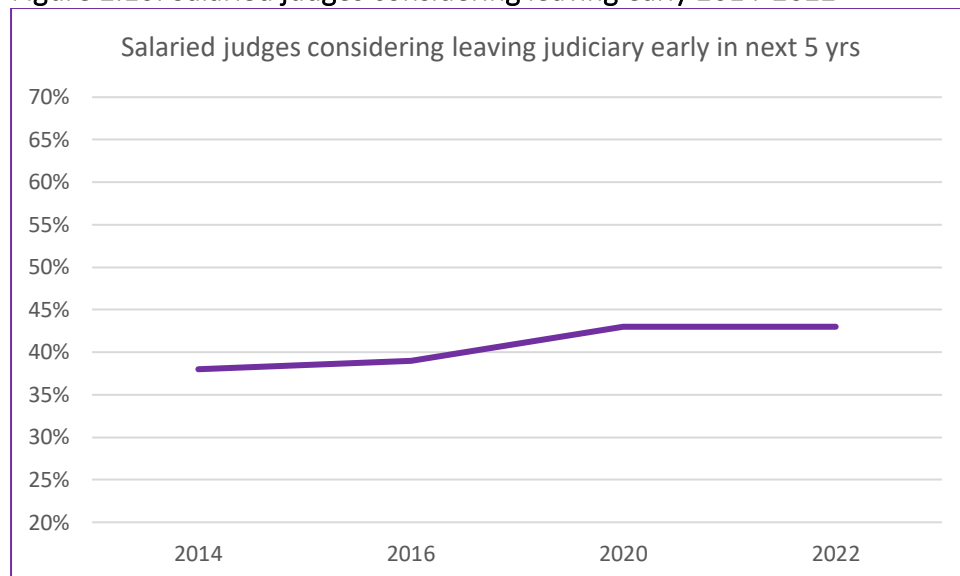
**Figure 2.9: Judges affected by salary issue and out of hours work 2016-2022**



### 2.8 Trends in intentions to leave the salaried judiciary early

The proportion of judges saying they are considering leaving the judiciary early has gradually increased from 2014 to 2022.

**Figure 2.10: Salaried judges considering leaving early 2014-2022**

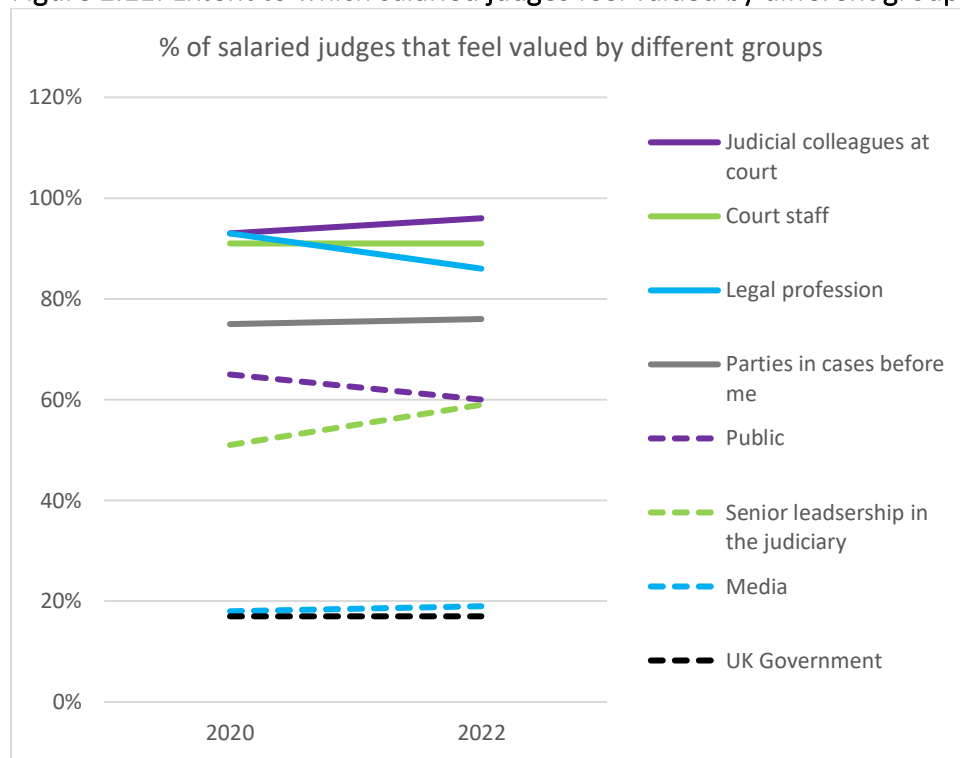


## 2.9 Trends in feeling valued

Since 2020, all salaried judges have been asked *the extent to which* they felt valued by a number of different groups (in 2014 and 2016 judges were only asked if they felt valued by these groups, so direct comparisons with 2014 and 2016 are not possible). There has been little change from 2020-2022 in the groups salaried judges feel most and least valued by.

Judicial colleagues, court staff, legal profession, parties in cases are the groups salaried judges in Scotland consistently feel most valued by, and there has been no real change in this since 2020. The public and the senior judicial leadership are the groups most salaried judges feel valued by but not to the same extent as the 4 groups above. The media and the UK government are the groups most salaried judges do not feel valued by, and there has been no real change in this since 2020.

Figure 2.11: Extent to which salaried judges feel valued by different groups



## Part 3: 2022 JAS results for Scotland (salaried and fee-paid judiciary)

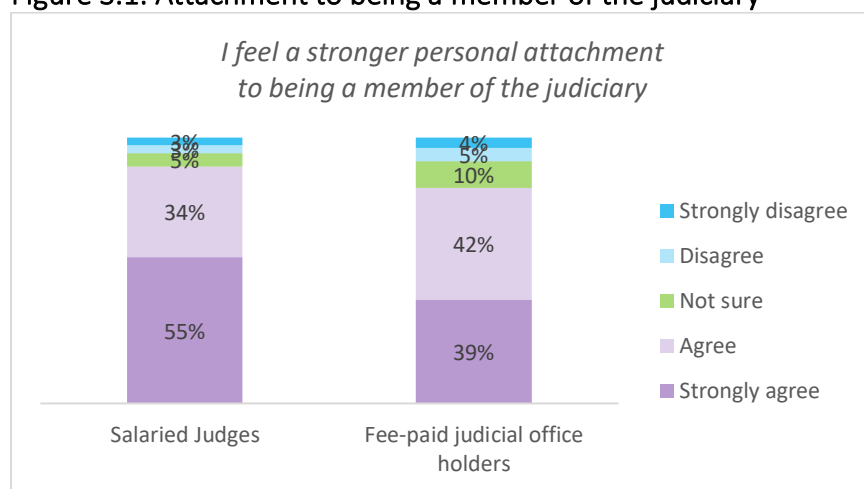
### 3. Being a member of the judiciary

This section covers judges' personal attachment to being a member of the judiciary, their belief in their contribution to society, their perception of societal respect for the judiciary and the extent to which judges feel valued by different groups in society.

#### 3.1 Identity and belonging

There was very little overall difference between the salaried and fee-paid judiciaries' views on being a member of the judiciary. Almost all judges (89% of salaried and 81% of fee-paid) feel a strong personal attachment to being a member of the judiciary. But salaried judges felt this attachment more strongly (55%) than fee-paid judicial office holders (39%).

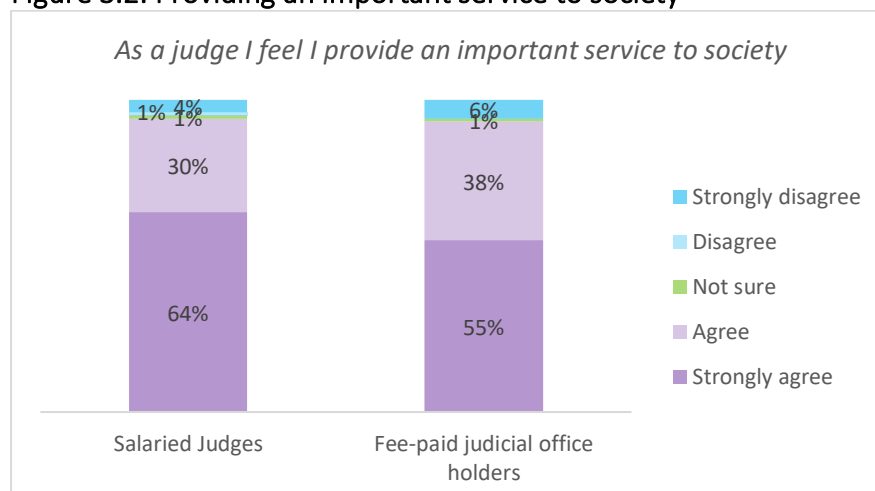
Figure 3.1: Attachment to being a member of the judiciary



#### 3.2 Contribution to society

There was very little difference between the salaried and fee-paid judiciaries' views on the extent to which they provide an important service to society: 94% of the salaried and 93% of the fee-paid judiciary feel they provide an important service to society. But again salaried judges felt this more strongly (64%) than fee-paid judicial office holders (55%).

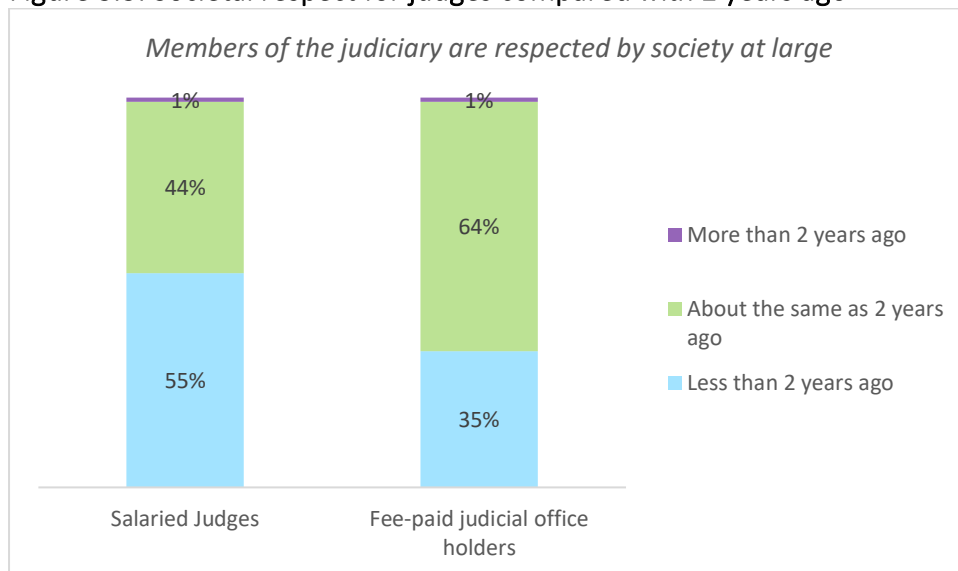
Figure 3.2: Providing an important service to society



### 3.3 Societal respect for judges

A larger proportion of salaried judges (55%) than fee-paid judicial office holders (35%) felt that members of the judiciary in 2022 were respected by society less than they were in 2020.

Figure 3.3: Societal respect for judges compared with 2 years ago



### 3.4 Feeling valued

In 2022, both the salaried and fee-paid judiciary were asked *the extent to which* they felt valued by a number of different groups. The results for salaried and fee-paid judiciaries were largely identical. A majority of both the salaried and fee paid judiciary said they felt valued by judicial colleagues, court staff, the legal profession, parties in cases before them, the public and senior leadership in the judiciary. A minority felt valued by the Scottish government, the media or UK government.

Figure 3.4: Extent to which salaried judges feel valued by different groups

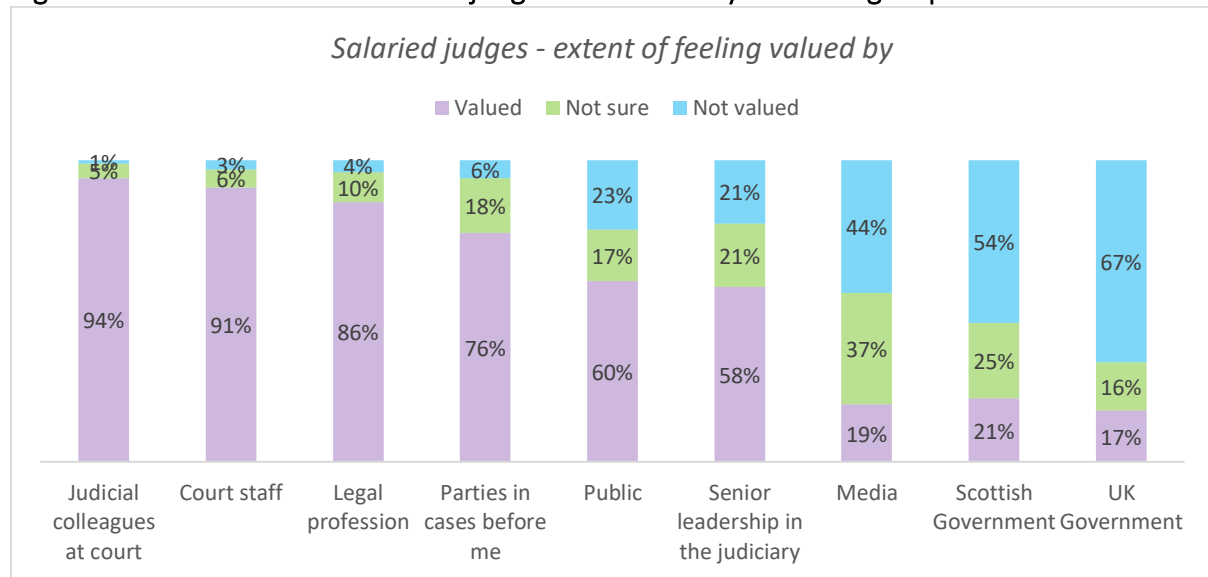
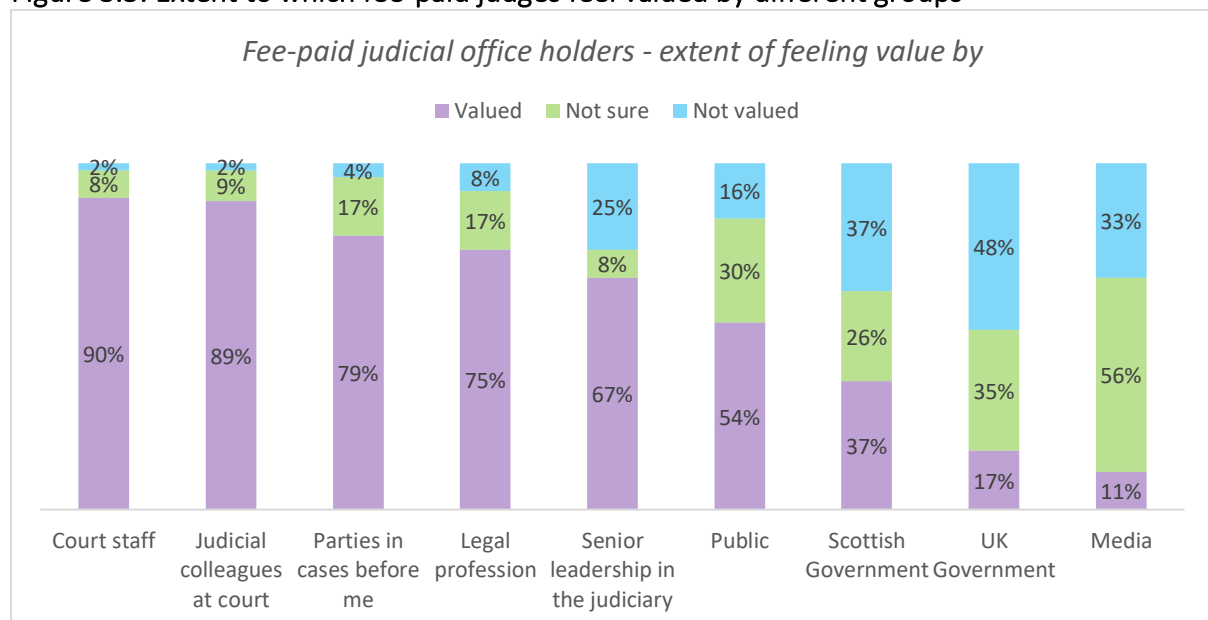


Figure 3.5: Extent to which fee-paid judges feel valued by different groups



## 4. Working conditions

This section covers judicial assessment of working conditions in 2022 in general as well as a range of specific working conditions such as case and non-case workload, administrative support, court staff morale, physical working conditions, security and personal safety, the Inclusive nature of the work environment and the importance of different working conditions for the salaried and fee-paid judiciary.

### 4.1 Working conditions compared with 2 years ago

Over half (59%) of salaried judges said that working conditions were worse in 2022 than they were in 2020, while only just over a third (38%) of fee-paid judicial office holders felt working conditions were worse in 2022. A quarter (25%) of salaried judges said working conditions were significantly worse in 2022, far more than fee-paid office holders (7%).

Figure 4.1: Working conditions compared with 2 years ago

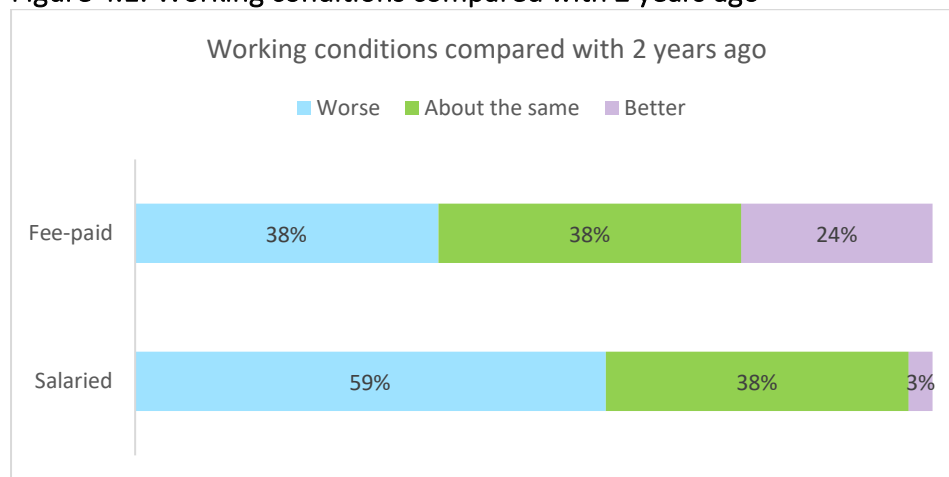
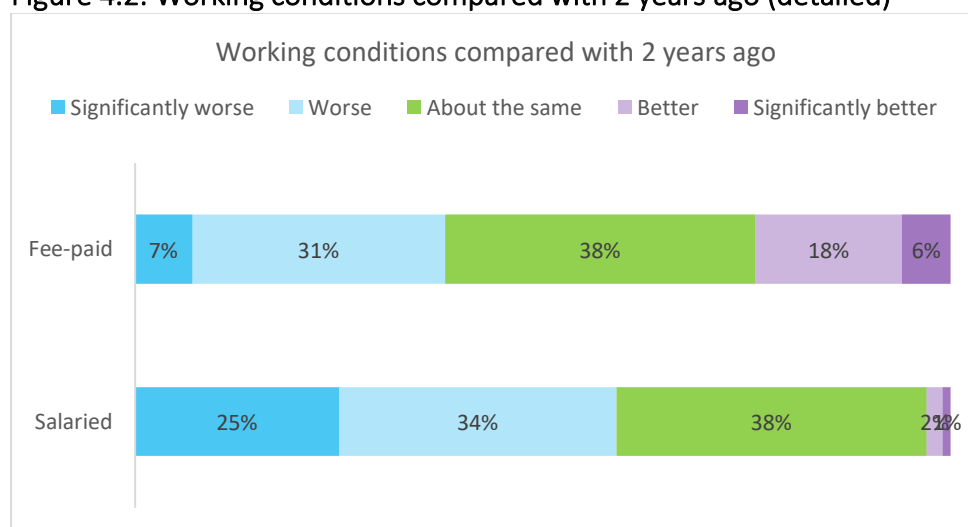


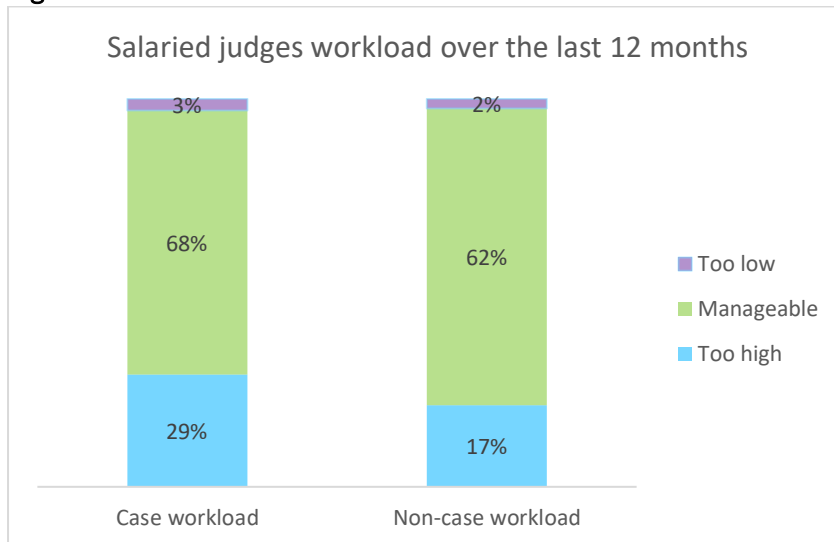
Figure 4.2: Working conditions compared with 2 years ago (detailed)



## 4.2 Salaried judges' workload

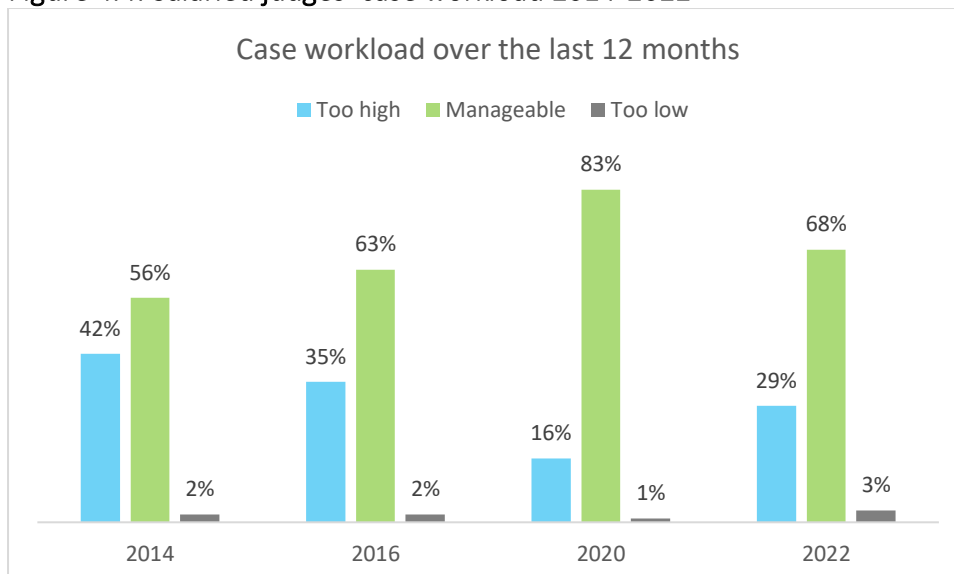
Most salaried judges assessed their case workload and non-case workload as manageable.

Figure 4.3: Case & non-case workload over last 12 months



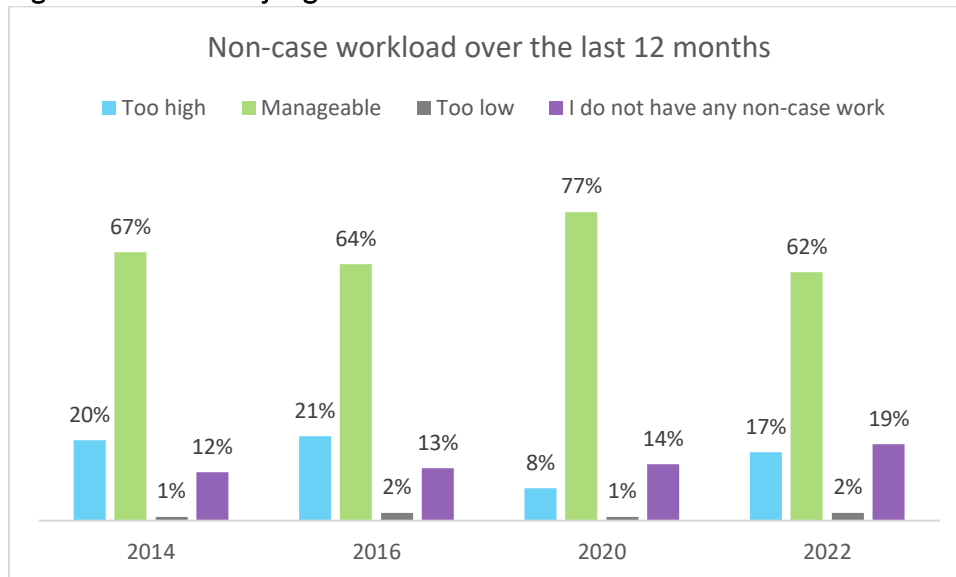
For salaried judges, the proportion saying their case workload was too high fell from 2014-2020 (42% to 16%), but rose again in 2022 (to 29%).

Figure 4.4: Salaried judges' case workload 2014-2022



In 2022, there was an increase in salaried judges saying their non-case workload is too high (from 8% in 2020 to 17% in 2022).

**Figure 4.5: Salaried judges’ assessment of their non-case workload 2014-2022**

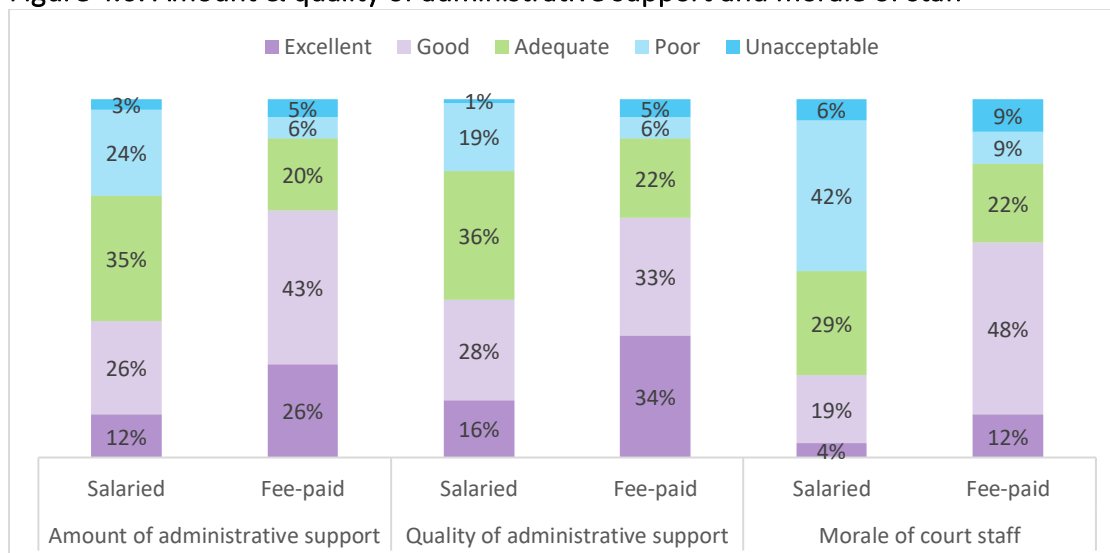


### 4.3 Assessment of specific working conditions

#### *Amount and quality of administrative support and morale of staff*

Fee-paid judicial office holders rated the amount and quality of administrative support and the morale of court staff higher than salaried judges.

**Figure 4.6: Amount & quality of administrative support and morale of staff**

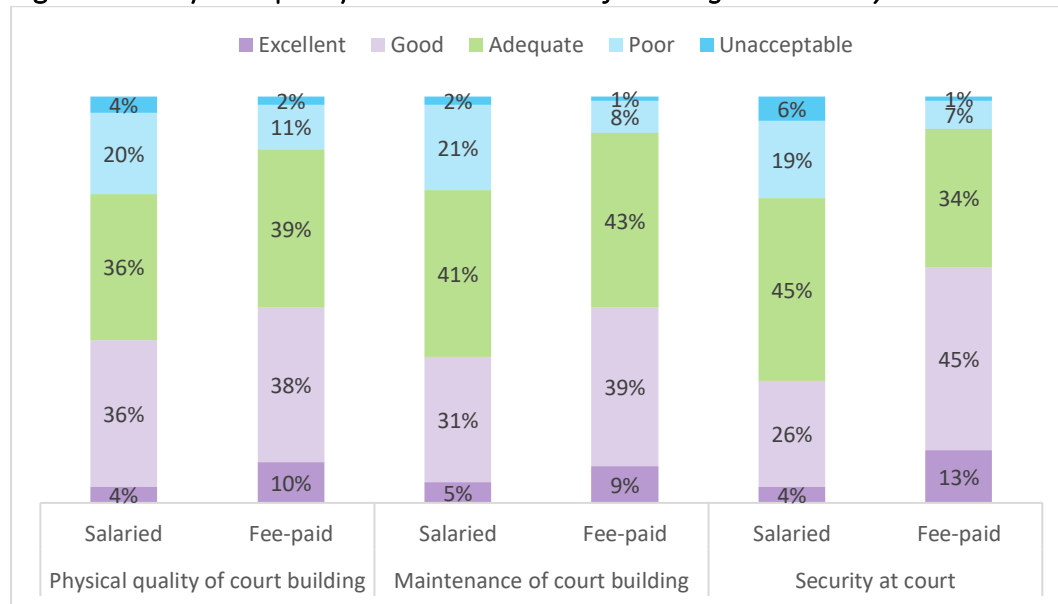




*Physical quality of court/tribunal building, maintenance of court/tribunal building, security at court*

- Fee-paid judicial office holders had higher ratings for all three of these working conditions compared to salaried judges.

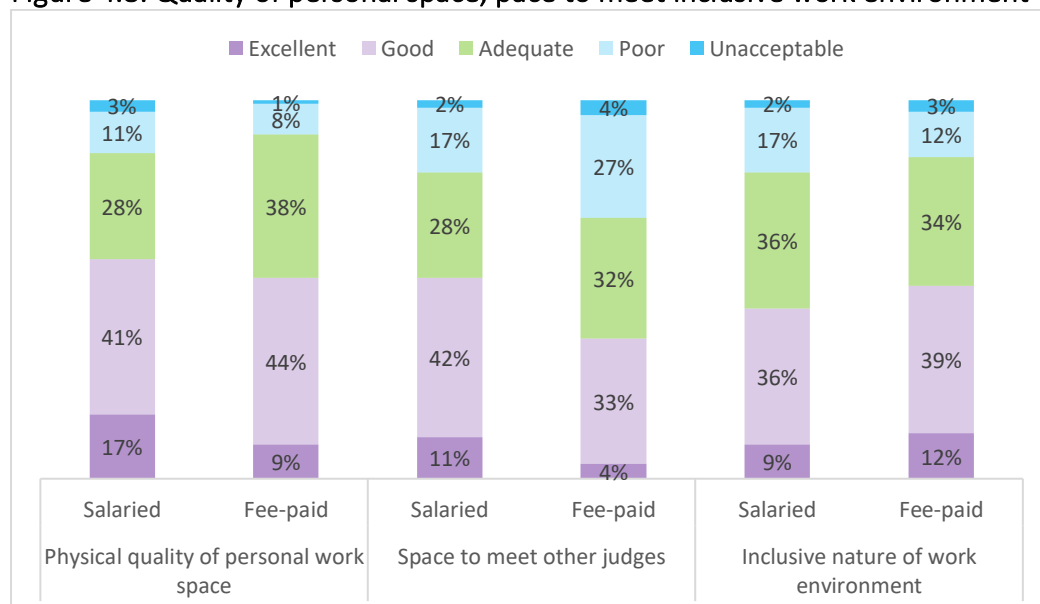
**Figure 4.7: Physical quality and maintenance of building and security at court**



*Physical quality of personal work space, space to meet other judges and the inclusive nature of work environment*

- More salaried judges than fee paid judicial office holders rated the physical quality of their personal work space and the space to meet other judges as excellent or good.
- Salaried judges and fee-paid office holders had almost identical ratings for the inclusive nature of their work environment, with almost all saying it was either excellent, good or adequate.

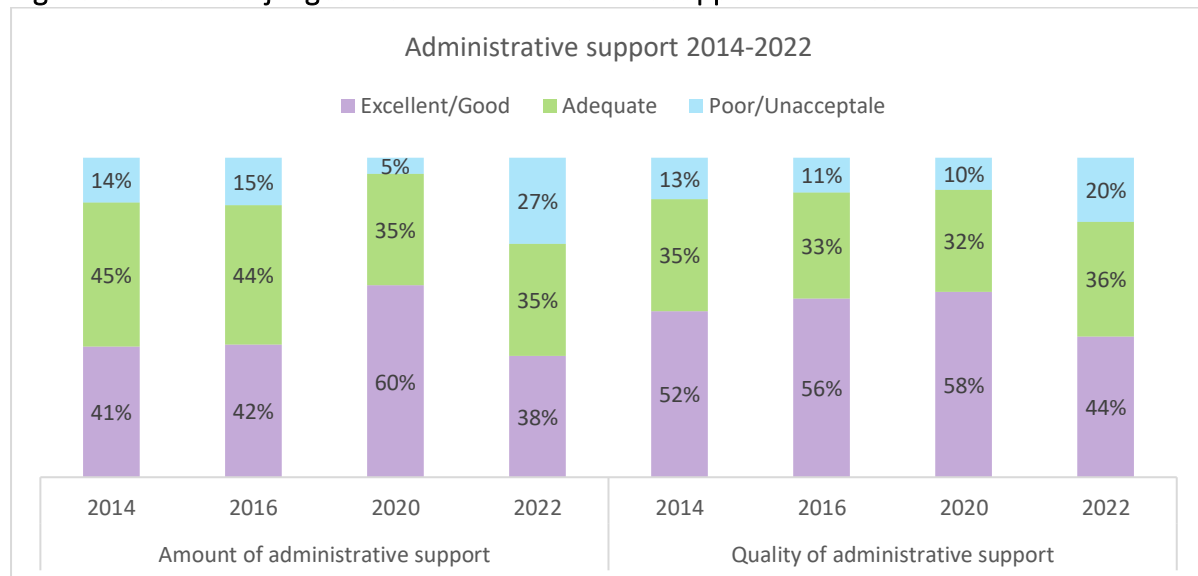
**Figure 4.8: Quality of personal space, pace to meet Inclusive work environment**



### 4.3.1 Salaried Judges changing views of working conditions 2014-2022

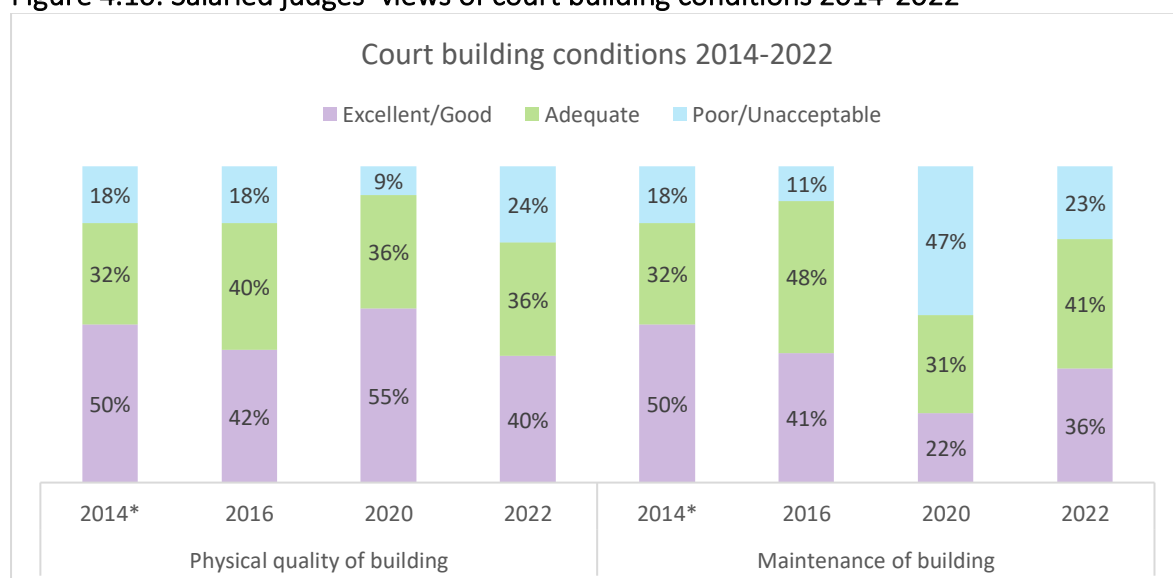
Salaried judges’ assessment of the amount and quality of administrative support progressively improved from 2014-2020 but decreased below 2014 levels in 2022.

Figure 4.9: Salaried judges’ views of administrative support 2014-2022



There was an increase from 2014-2020 in salaried judges’ positive assessment of the physical quality of the court/tribunal buildings they worked in, but this dropped back in 2022. There was a sharp increase in judges’ assessment the maintenance of their buildings as poor/unacceptable in 2020, but this improved in 2022.

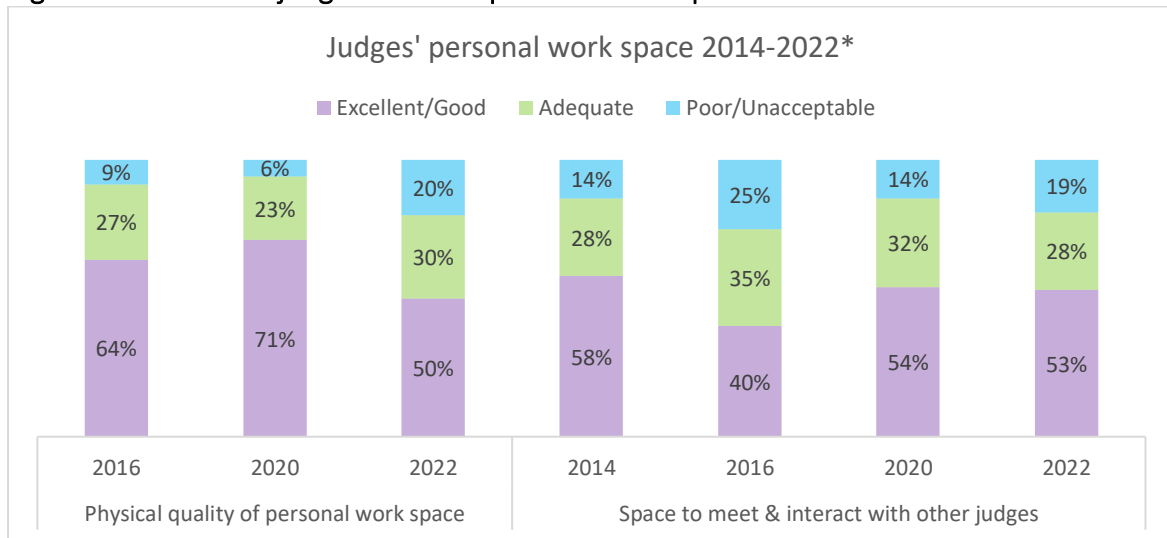
Figure 4.10: Salaried judges’ views of court building conditions 2014-2022



Note: In the 2014 JAS, there was a single question asking judges to assess their “physical environment” defined as the physical quality and maintenance of their main court or tribunal building.

Salaried judges' assessment of their personal work space improved from 2016 to 2020, but declined in 2022. From 2014-2022, a majority of salaried judges have said that the space they have to meet and interact is excellent, good or adequate.

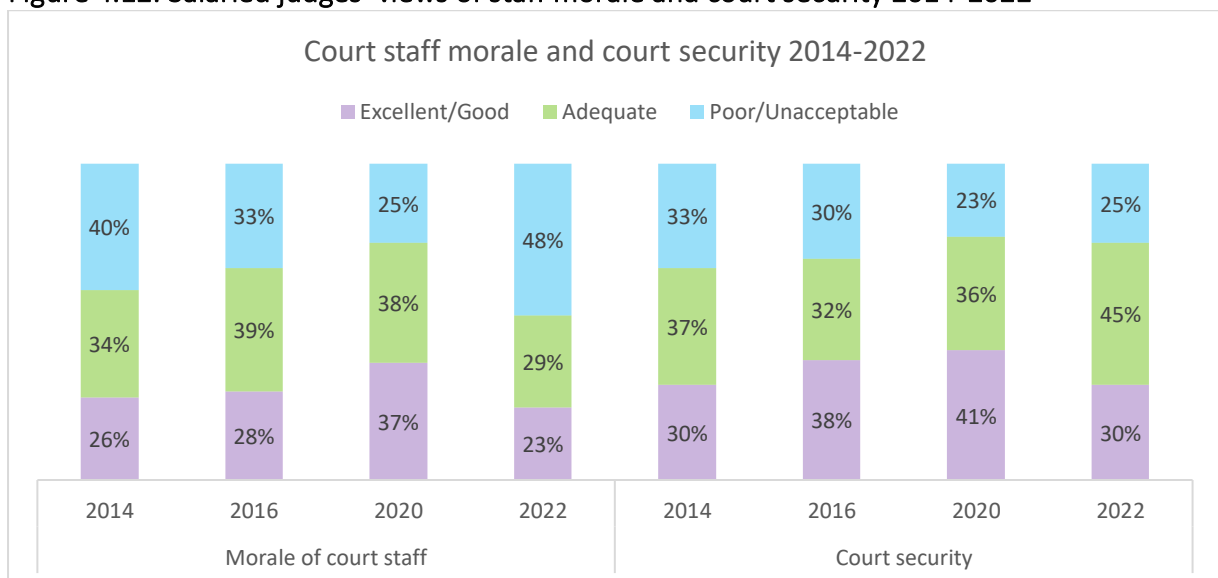
**Figure 4.11: Salaried judges' views of personal work space 2014-2022**



NOTE: In the 2014 JAS, judges were not asked to rate the physical quality of their personal work space.

Salaried judges' view of court staff morale showed steady improvement from 2014-2020, but fell back in 2022. Salaried judges' assessment of court security improved from 2014-2020, but declined in 2022.

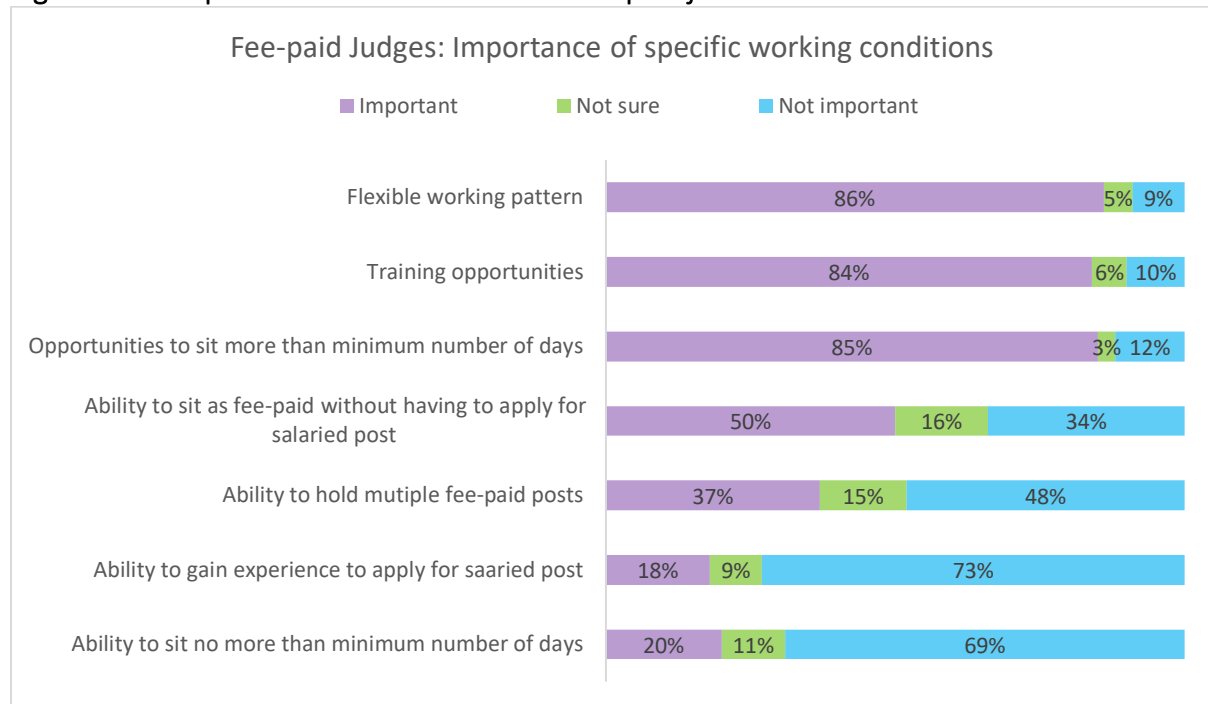
**Figure 4.12: Salaried judges' views of staff morale and court security 2014-2022**



#### 4.4 Importance of different working conditions (fee-paid judicial office holders)

The most important working conditions for fee-paid judicial office holders were a flexible working pattern (86%), training opportunities (84%) and opportunities to sit more than the minimum number of days (85%). Half of all fee-paid office holders said that the ability to sit as a fee-paid judge without having to apply for a salaried post was important to them.

Figure 4.13: Importance of work factors for fee-paid judicial office holders



#### 4.5 Importance and availability of working conditions (salaried judges)

For almost all salaried judges, the time to discuss work with colleagues, training and support for dealing with stressful conditions at work were important. For each of these working conditions, the proportion of salaried judges that rated the availability of these working conditions as either excellent, good or adequate did not meet the proportion of judges that said these conditions were important.

Figure 4.14: Importance and availability of working conditions



## 5. Welfare, inclusion and respect

As well as covering judges' assessment of their personal security, this section covers some new areas explored with judges in the 2022 JAS. These include the extent to which all members of the judiciary feel treated with respect by others in the judiciary and their awareness of the welfare support available to them. For fee-paid judicial office holders it 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.

### 5.1 Respect

Almost every judge, whether salaried or fee-paid, feels respected by their judicial colleagues at the court where they work. A majority of both salaried and fee-paid judges feel respected by their immediate leadership judge and senior leadership in the judiciary, but more fee-paid judges than salaried judges feel respected by these two groups.

Figure 5.1: Whether judges feel treated with respect

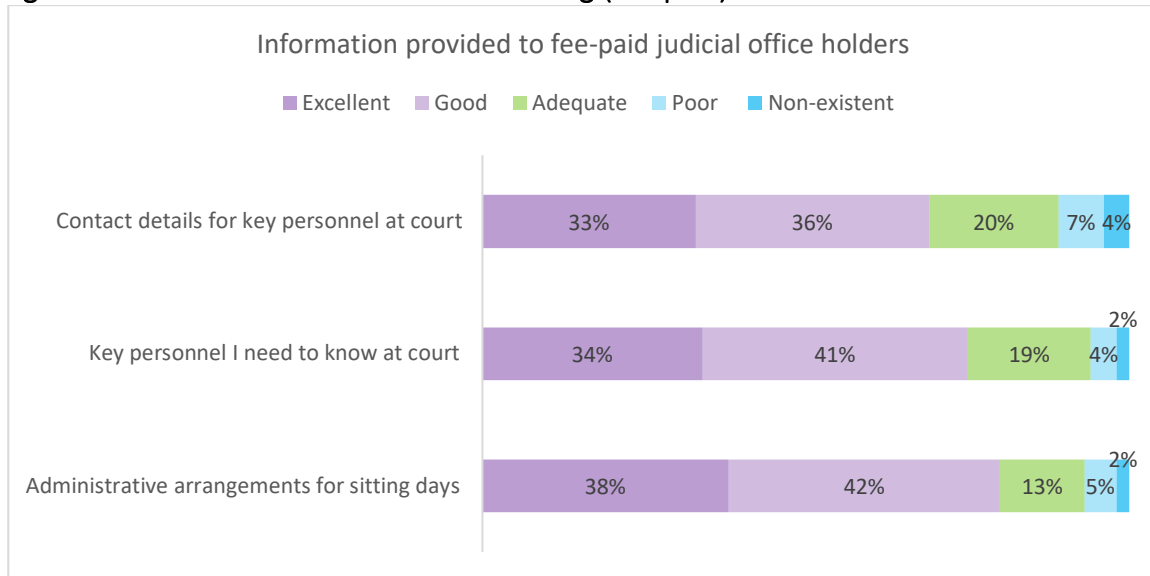


### 5.2 Inclusion and information provided (fee-paid)

Amongst fee-paid judicial office holders who may not sit regularly or may sit at different courts or tribunals, receiving relevant information before sitting can be important. Most said this information was either excellent, good or adequate (Figure 5.2):

- 93% said the information on administrative arrangements for sitting days was excellent, good or adequate;
- 94% said the information provided on key personal at court/tribunal was excellent, good or adequate;
- 89% said the contact details for key personnel at court/tribunal were excellent, good or adequate.

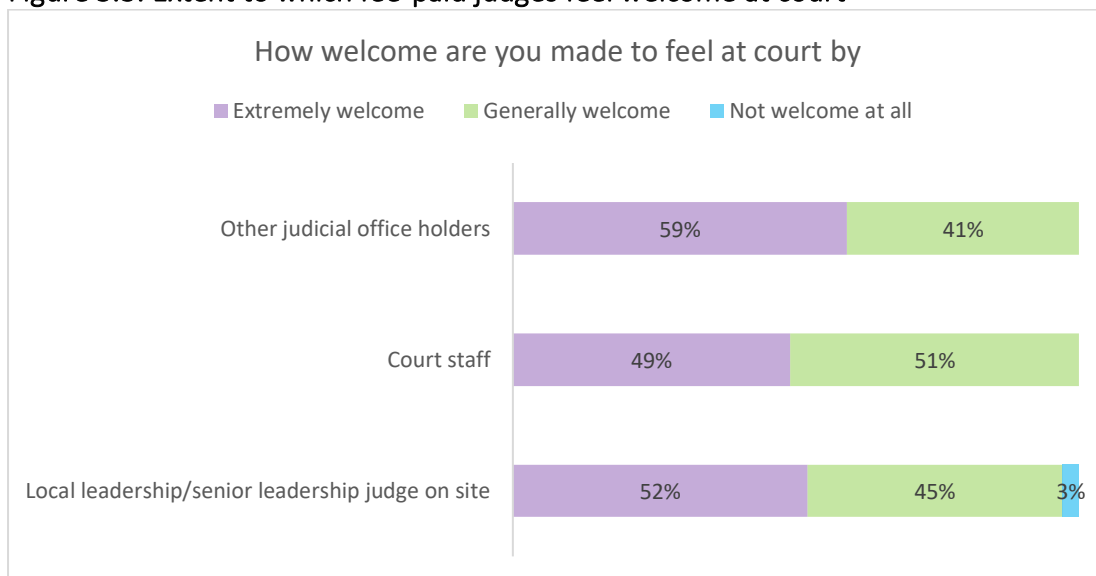
**Figure 5.2: Information received before sitting (fee-paid)**



### 5.3 Feeling welcome (fee-paid)

Virtually all fee-paid judicial office holders said that they are made to feel extremely or generally welcome by other judicial office holders at court/tribunal (100%); by court staff (100%) and by local leadership or senior leadership judges on site (97%).

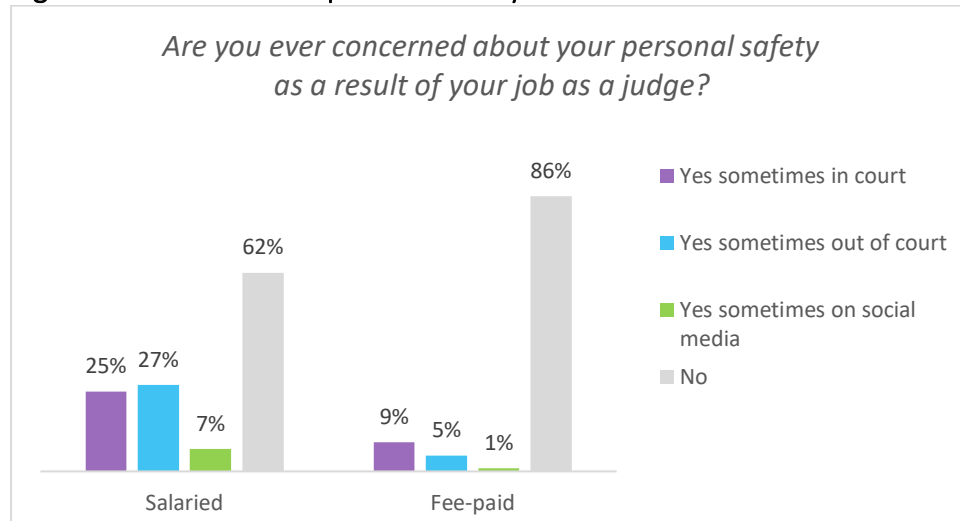
**Figure 5.3: Extent to which fee-paid judges feel welcome at court**



## 5.4 Personal safety

Salaried judges expressed greater concerns for their personal safety as a result of their judicial work compared with fee-paid office holders. This may be a consequence of the greater amount of time salaried judges spend sitting as a judge.

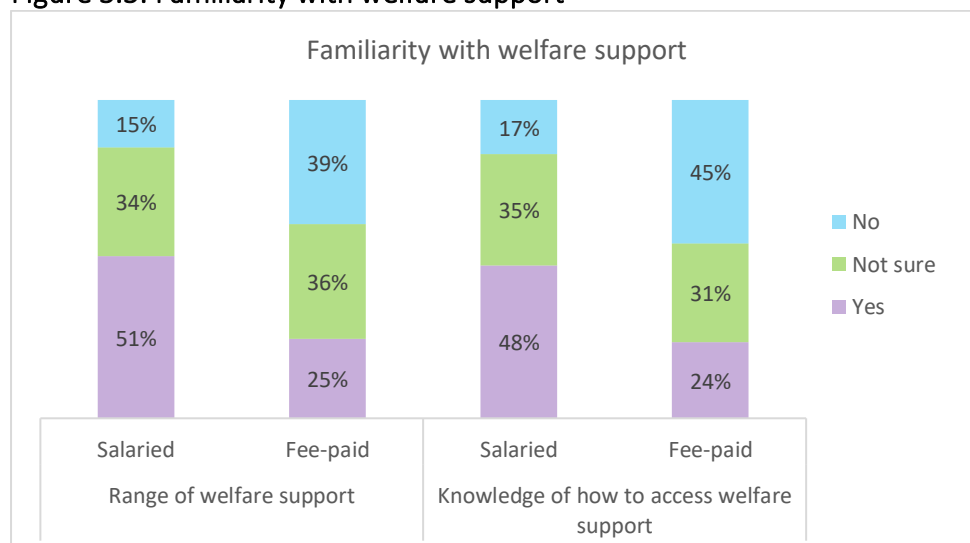
**Figure 5.4: Concerns for personal safety**



## 5.5 Welfare support

Salaried judges are much more familiar with the welfare support available to them than fee-paid judicial office holders. While 51% of salaried judges were familiar with the range of welfare support available, only 25% of fee-paid office holders were aware of this support. And while 48% of salaried judges knew how to access welfare support, only 24% of fee-paid office holders knew this and 45% did not.

**Figure 5.5: Familiarity with welfare support**



## 6. Bullying, harassment and discrimination

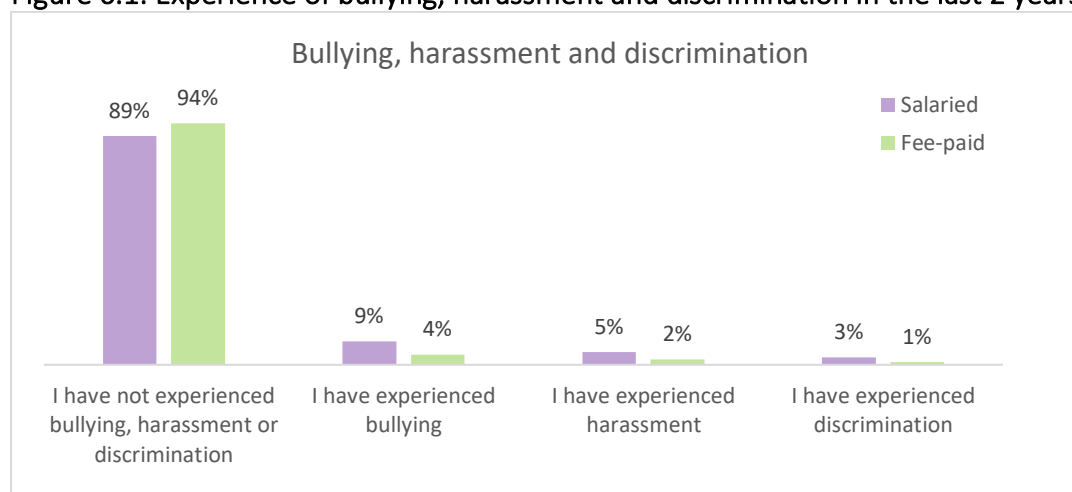
In the 2022 JAS, judges were asked for the first time whether they had experienced bullying, harassment or discrimination in the last 2 years in their role as a judge. This means there is no earlier JAS data to compare these results with to indicate whether these judicial experiences are higher or lower now than in previous years.

### 6.1 Experience of bullying, harassment and discrimination in the last 2 years

The overwhelming majority of both salaried judges (89%) and fee-paid judicial office holders (94%) said they had not experienced bullying, harassment or discrimination in their work as a judge in the last 2 years. Amongst those who had experienced bullying, harassment or discrimination in the last 2 years, this was more prevalent amongst salaried judges than fee-paid judicial office holders (Figure 6.1):

- 9% of salaried judges (13 in number) and 4% of fee-paid office holders (9) said they had experienced bullying;
- 5% of salaried judges (8) and 2% of fee-paid officeholders (4) said they had experienced harassment;
- 3% of salaried judges (5) and 1% of fee-paid office holders (2) said they had experienced discrimination.

Figure 6.1: Experience of bullying, harassment and discrimination in the last 2 years

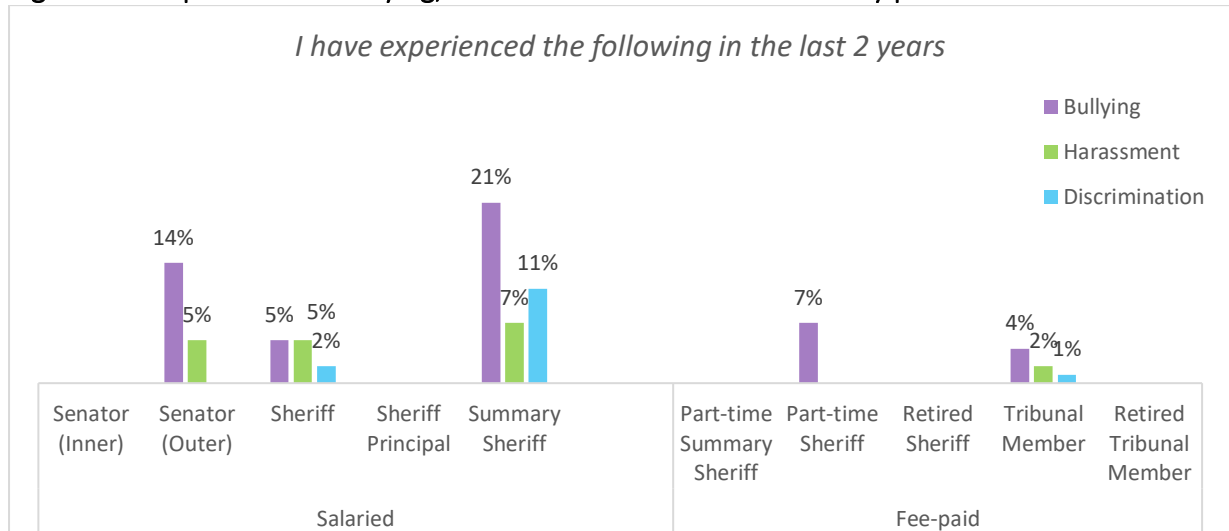


#### 6.1.1 Experience of bullying, harassment and discrimination by post (Figure 6.2):

- Amongst salaried judges, 6 Summary Sheriffs (21%), 3 Senators of the Outer House (14%) and 4 Sheriffs (5%) reported experiencing *bullying* in the last 2 years. Amongst fee-paid judicial office holders, 1 Part-time Sheriff (7%) and 7 Tribunal Members (4%) reported experiencing bullying.
- Amongst salaried judges, 3 Summary Sheriffs (7%), 1 Senator of the Outer House (5%) and 4 Sheriffs (5%) reported experiencing *harassment* in the last 2 years. Amongst fee-paid judicial office holders, 4 Tribunal Members (2%) reported experiencing harassment.
- Amongst salaried judges, 3 Summary Sheriffs (11%) and 3 Sheriffs (2%) reported experiencing *discrimination* in the last 2 years. Amongst fee-paid judicial office holders, 2 Tribunal Members (1%) reported experiencing discrimination.



Figure 6.2: Experience of bullying, harassment and discrimination by post

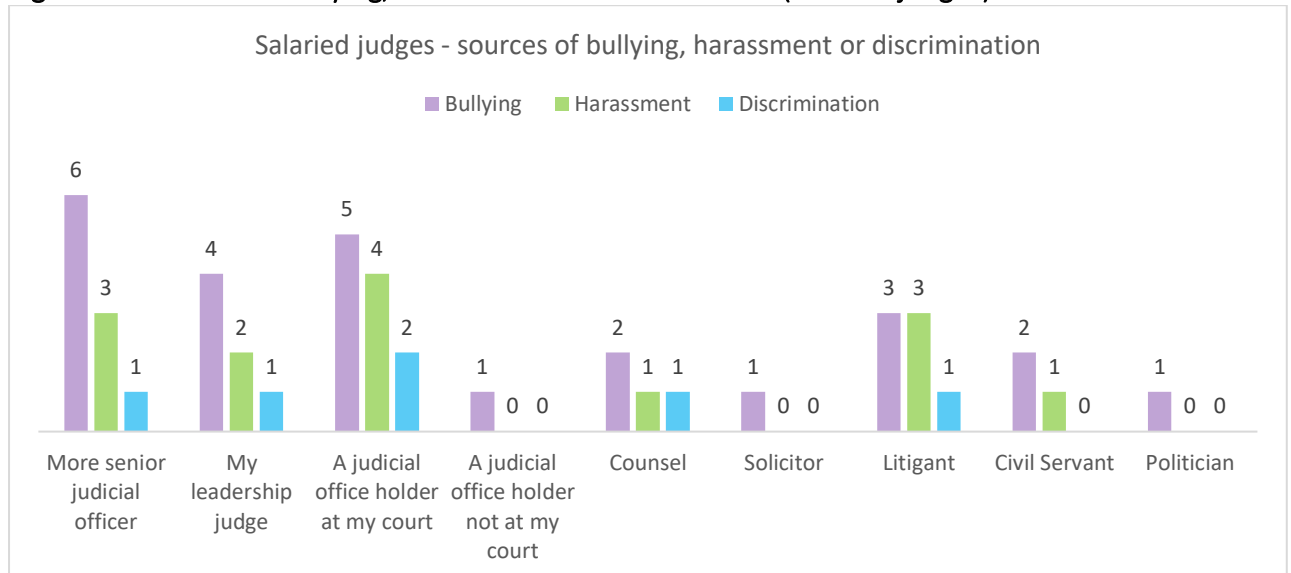


## 6.2 Sources of bullying, harassment or discrimination

The 2022 JAS asked those who reported experiencing bullying, harassment or discrimination in the last 2 years: *If you did experience any bullying, harassment or discrimination in the last 2 years, from whom did you experience it?*

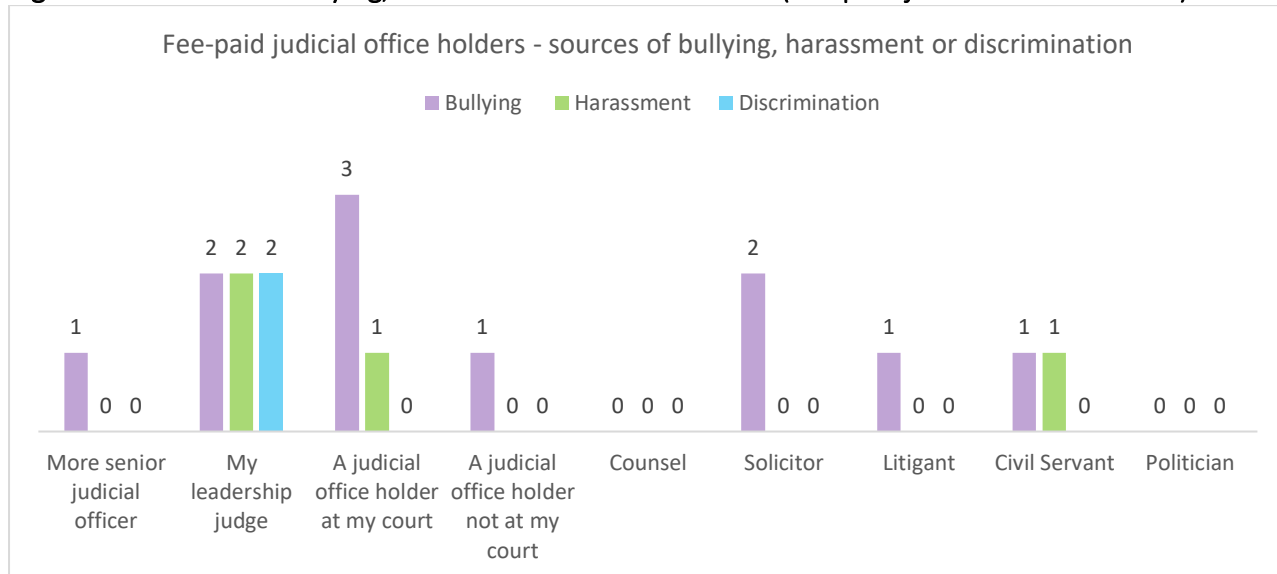
- For the minority of salaried judges who said they had experienced bullying, harassment or discrimination in the last 2 years, Figure 6.3 indicates from whom the judges said they experienced this and the number of judges reporting this.

Figure 6.3: Source of bullying, harassment or discrimination (salaried judges)



- For the minority of fee-paid judicial office holders who said they had experienced bullying, harassment or discrimination in the last 2 years, Figure 6.4 indicates from whom the judges said they experienced this and the number of judicial office holders reporting this.

Figure 6.4: Source of bullying, harassment or discrimination (fee-paid judicial office holders)

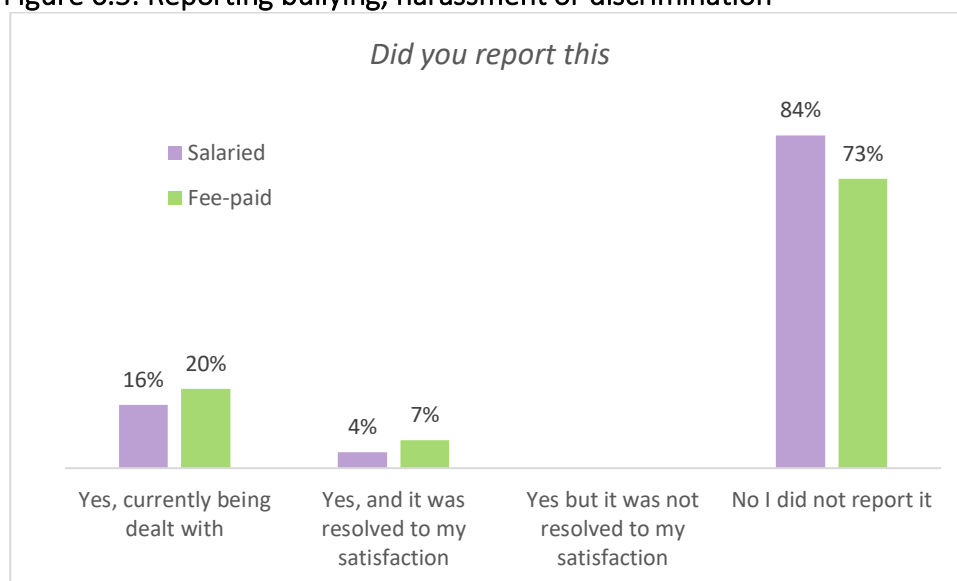


### 6.3 Reporting bullying, harassment or discrimination

The 2022 JAS also asked those who reported experiencing bullying, harassment or discrimination in the last 2 years: *If you did experience any bullying, harassment or discrimination in the last 2 years, did you report it?* This means the results in Figure 6.5 are derived from the minority of judges who indicated that they had experienced bullying, harassment or discrimination in the last 2 years.

- Most salaried judges (84%) and fee-paid judicial office holders (73%) that said they had experienced bullying, harassment or discrimination in the last 2 years did not report this.
- Of those who did report bullying, harassment or discrimination, they were all currently having their reports dealt with or were satisfied with the way the complaint was resolved. None said their reports were not resolved to their satisfaction.

Figure 6.5: Reporting bullying, harassment or discrimination



## 7. Salary, pay and pensions

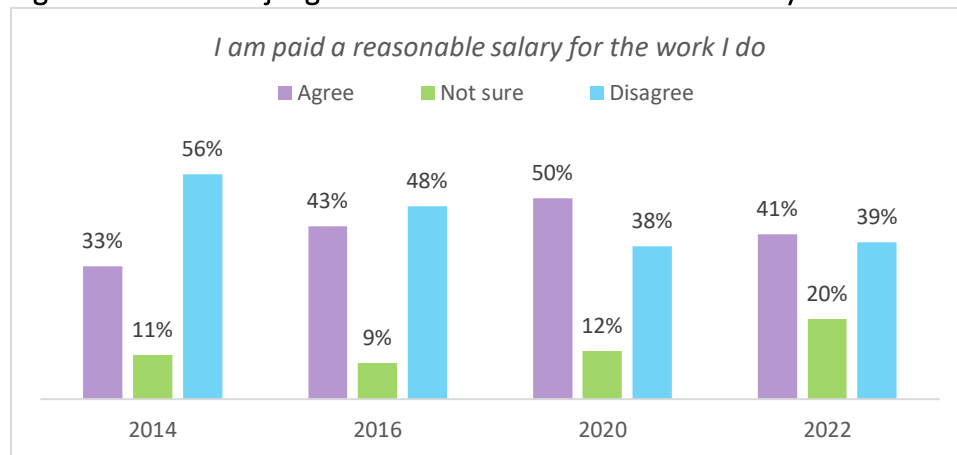
This section deals with remuneration and pensions for salaried judges and fee-paid judicial office holders separately. Salaried judges have been surveyed in the JAS about their salary and pension since 2014, and this has enabled results of the 2022 JAS to be compared with previous JAS findings on salary and pensions. In contrast, the 2022 JAS presents the first findings on fee-paid judicial office holders' views about their pay and pension.

### 7.1 Salary and pensions (salaried judges)

#### *I am paid a reasonable salary for the work I do 2014-2022*

- From 2014 to 2020, Scottish salaried judges were increasingly saying that they are paid a reasonable salary for the work they do, but this reversed in 2022.

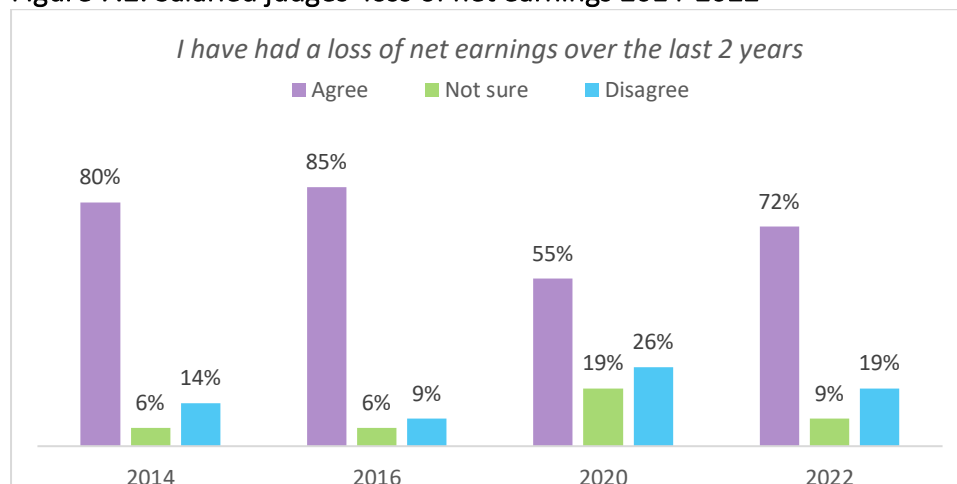
**Figure 7.1: Salaried judges' views on reasonableness of salary 2014-2022**



#### *I have had a loss of net earnings over the last 2 years (2014-2022)*

- From 2016 to 2020 there was a sharp fall in proportion of Scottish judges saying they had a loss of net earnings in the previous 2 years, but this was reversed in 2022 when the proportion of judges having a loss of net earners increased from 55% to 72%.

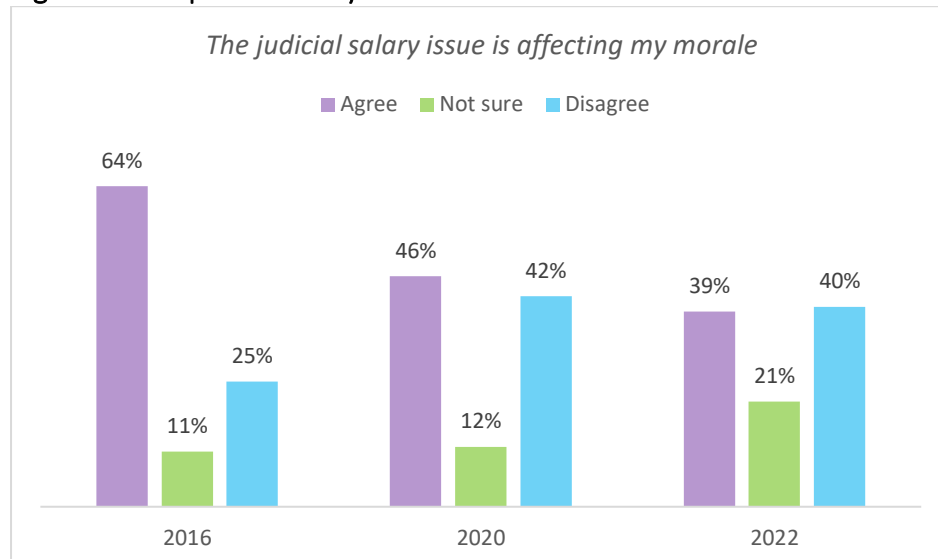
**Figure 7.2: Salaried judges' loss of net earnings 2014-2022**



*The judicial salary issue is affecting my morale (2016-2022)*

- Morale on the judicial salary issue has steadily improved from 2016 (when it was first asked). In 2016, 64% of Scottish salaried judges said the salary issue was affecting their morale; this fell to 39% in 2022.

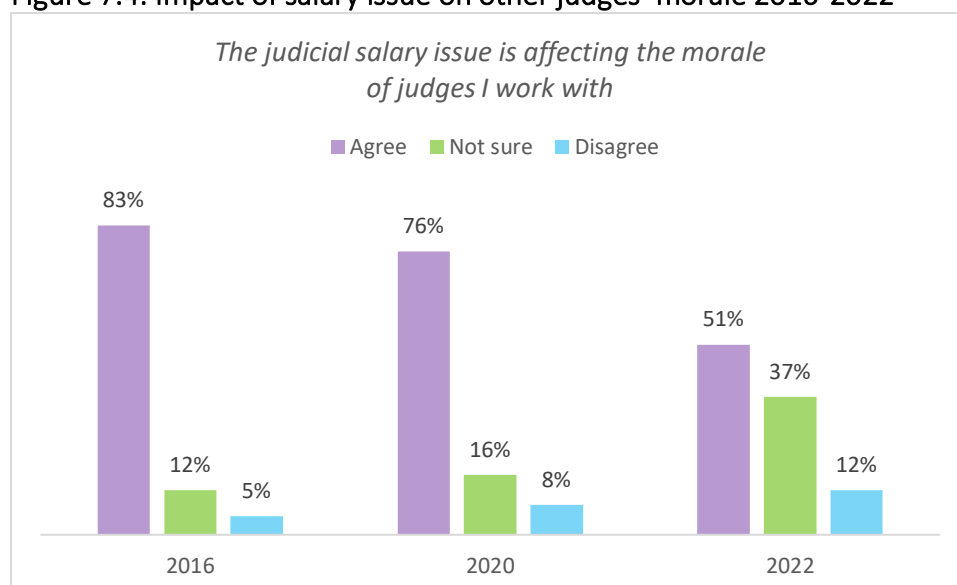
**Figure 7.3: Impact of salary issue on morale 2016-2022**



*The judicial salary issue is affecting the morale of judges I work with (2016-2022)*

- Since 2016 (when it was first asked), there has been a continued decrease in judges saying the salary issue was affecting the morale of judges they work with; that continued in 2022 but there was an increase in judges saying they were not sure about this.

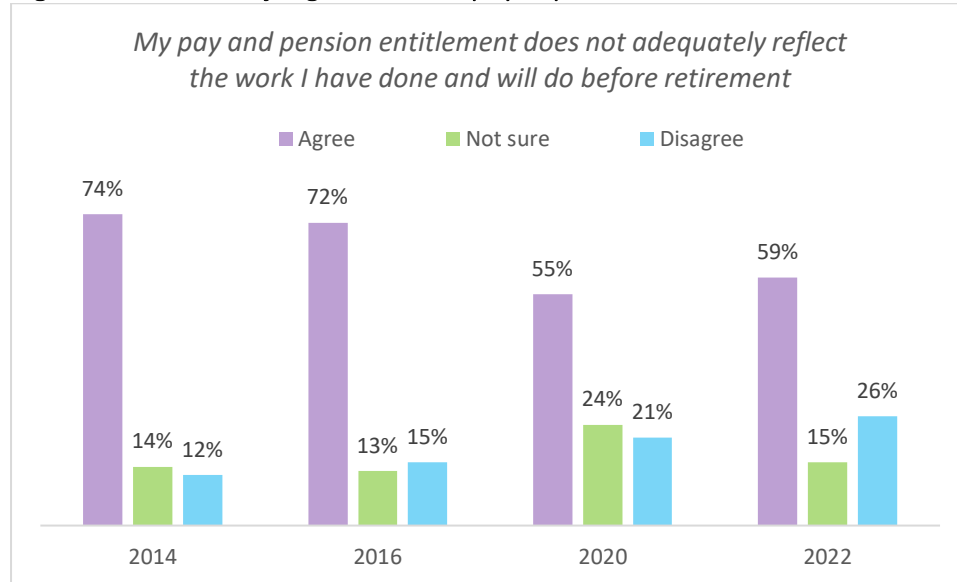
**Figure 7.4: Impact of salary issue on other judges' morale 2016-2022**



*My pay and pension entitlement does not adequately reflect the work I have done and will do before retirement (2014-2022)*

- The proportion of judges agreeing with this statement has fallen since 2014. It was lowest in 2020 (55%) and rose slightly in 2022 with 59% of salaried judges saying their pay and pension entitlement does not adequately reflect their work.

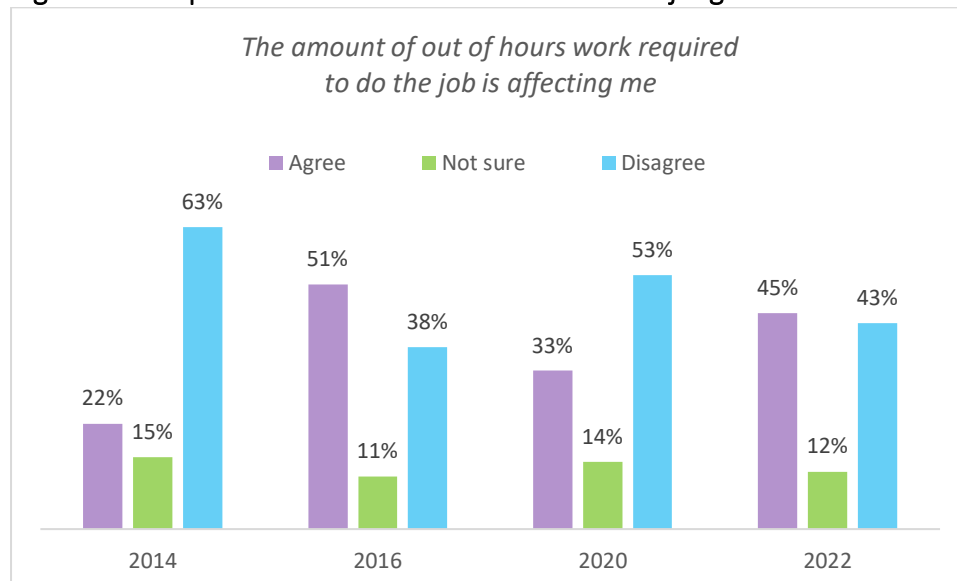
**Figure 7.5: Salaried judges’ view on pay & pension entitlement 2014-2022**



*The amount of out of hours work required to do the job is affecting me (2014-2022)*

- In 2014 only a small minority of judges said that out of hours work was affecting them (22%). This rose to a majority (51%) in 2016 but fell back to 33% in 2020. In 2022 it rose to 45% with the salaried judiciary divided now about the impact of out of hours work.

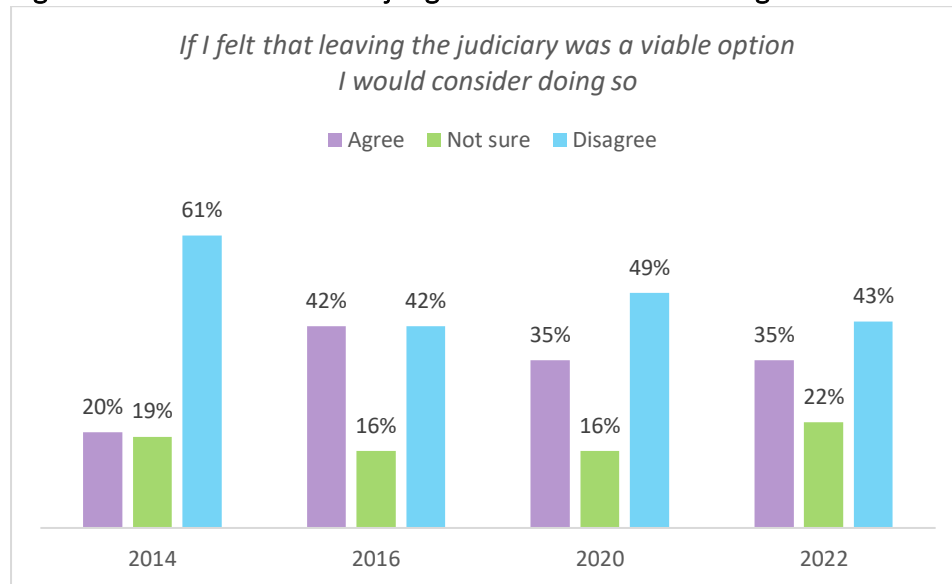
**Figure 7.6: Impact of out of hours work on salaried judges 2014-2022**



*If I felt that leaving the judiciary was a viable option I would consider doing so (2014-2022)*

- There was a substantial increase from 2014 to 2016 in judges saying they would consider leaving the judiciary if it was a viable option (from 20%-42%). This fell to 35% in 2020 and remained at that level in 2022; salaried judges now have divided views on this issue.

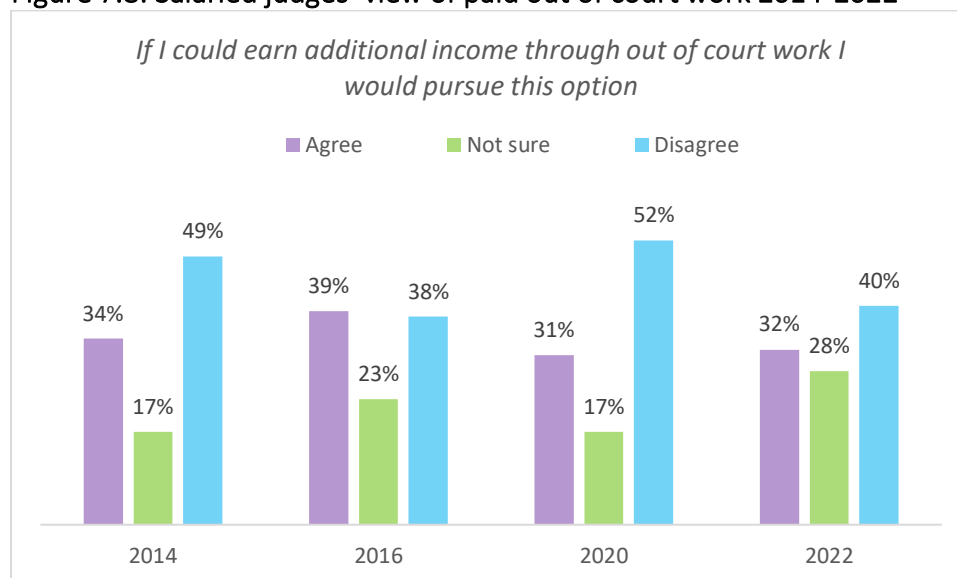
**Figure 7.7: Whether salaried judges would consider leaving 2014-2022**



*If I could earn additional income through out of court work I would pursue this option (2014-2022)*

- There has been a continued split in views amongst judges on this issue since 2014, with salaried judges now only slightly more likely to say they would not pursue paid out of court work if this was permitted (40%) compared with those that would pursue paid out of court work (32%).

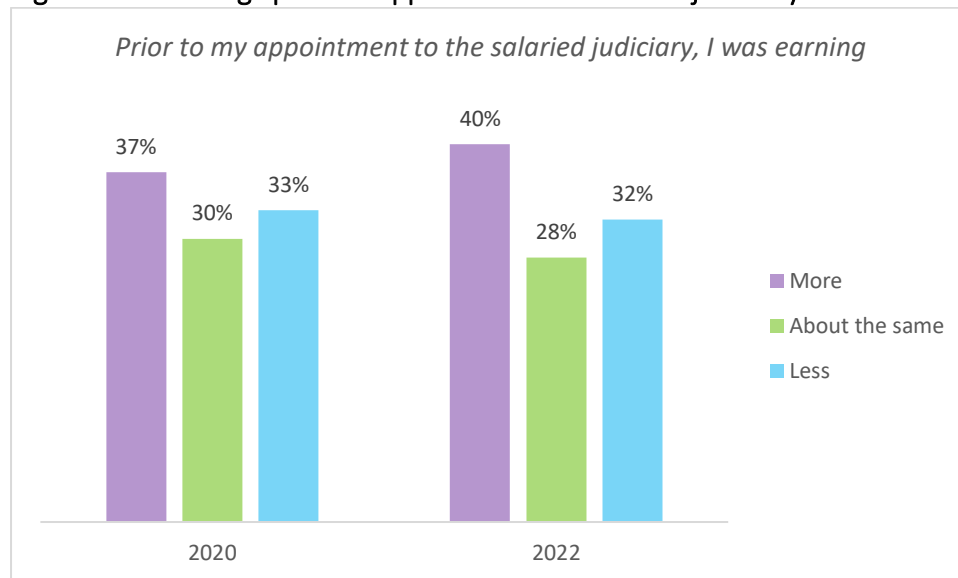
**Figure 7.8: Salaried judges' view of paid out of court work 2014-2022**



## 7.2 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. In both 2020 and 2022, there was a relatively equal distribution of judges who were earning more, less and about the same than their judicial salary prior to their appointment to the salaried judiciary, but in 2022 the largest proportion of judges (40%) had been earning more prior to their appointment to the salaried judiciary.

Figure 7.9: Earnings prior to appointment to salaried judiciary: 2020 -2022

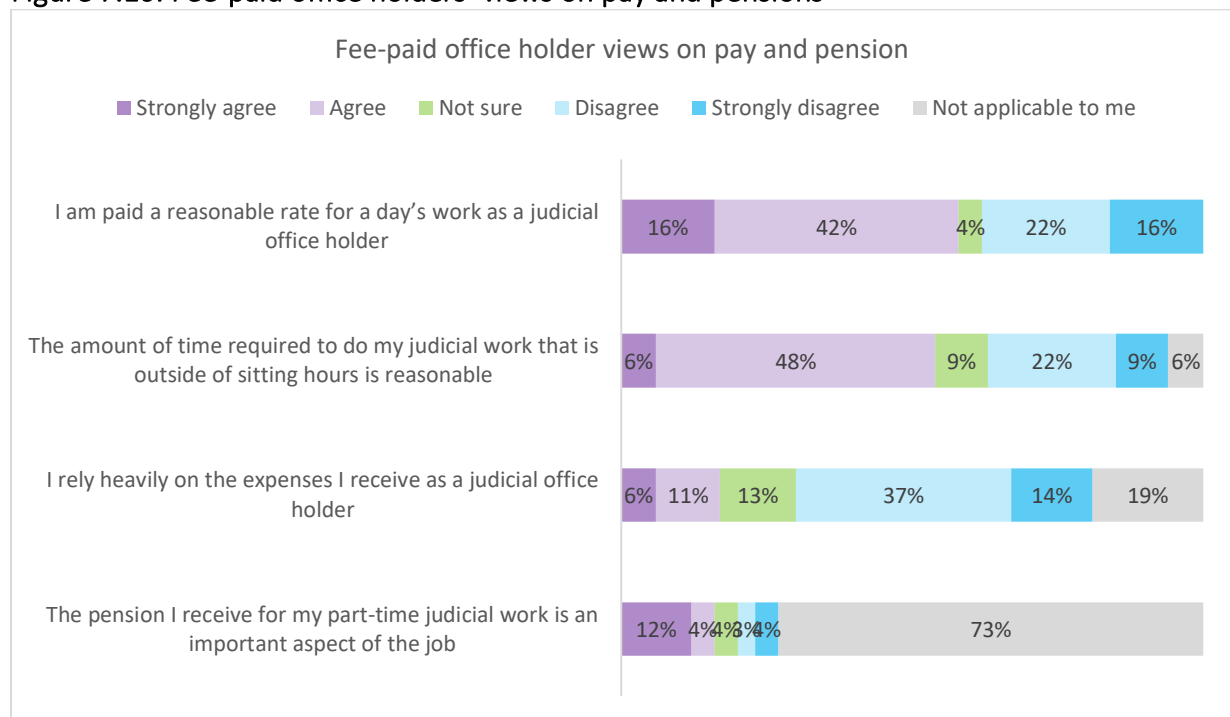


### 7.3 Pay and pensions (fee-paid judicial office holders)

The 2022 JAS was able to assess fee-paid judicial office holders' views about their pay and pensions for the first time (Figure 7.10).

- A majority of fee-paid judicial officeholders in Scotland feel they are paid a reasonable rate for a day's work (58%) and the amount of time required to do their work outside of sitting hours is reasonable (54%).
- A majority do not rely heavily on expenses (51% of all fee-paid office holders that answered the question - or 63% of those who said this question was applicable to them).
- Most fee-paid office holders (73%) said that the pension question was not applicable to them; of those for whom the pension question was applicable, a majority (60%) said the pension they receive for their part-time judicial work is an important aspect of the job for them.

Figure 7.10: Fee-paid office holders' views on pay and pensions

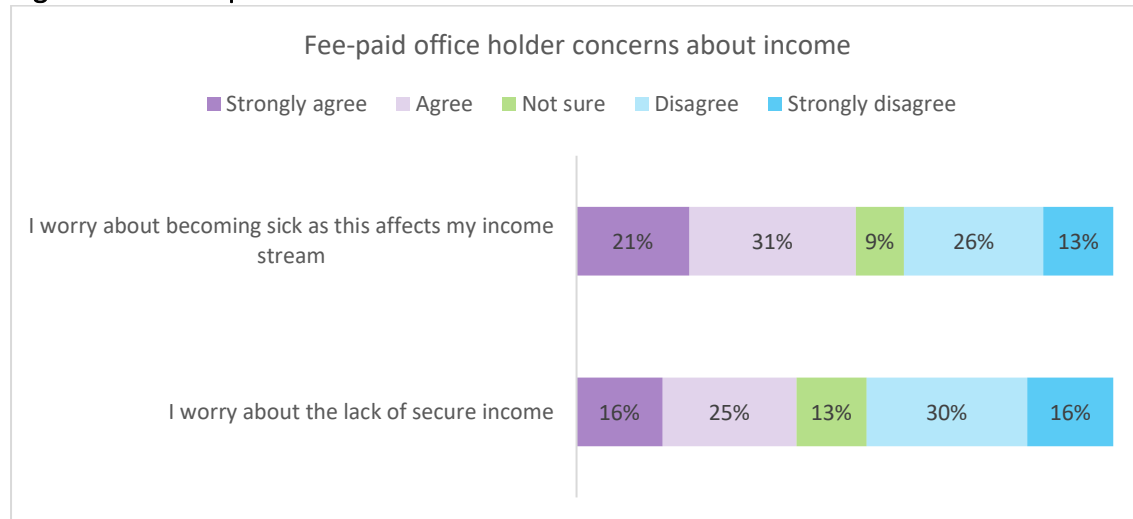




## 7.4 Concerns over income

Fee-paid judicial office holders are divided in their concerns about the lack of a secure income (41% worry about this, 46% do not) and about the impact on their income if they become sick (52% worry about this, 39% do not) (Figure 7.11).

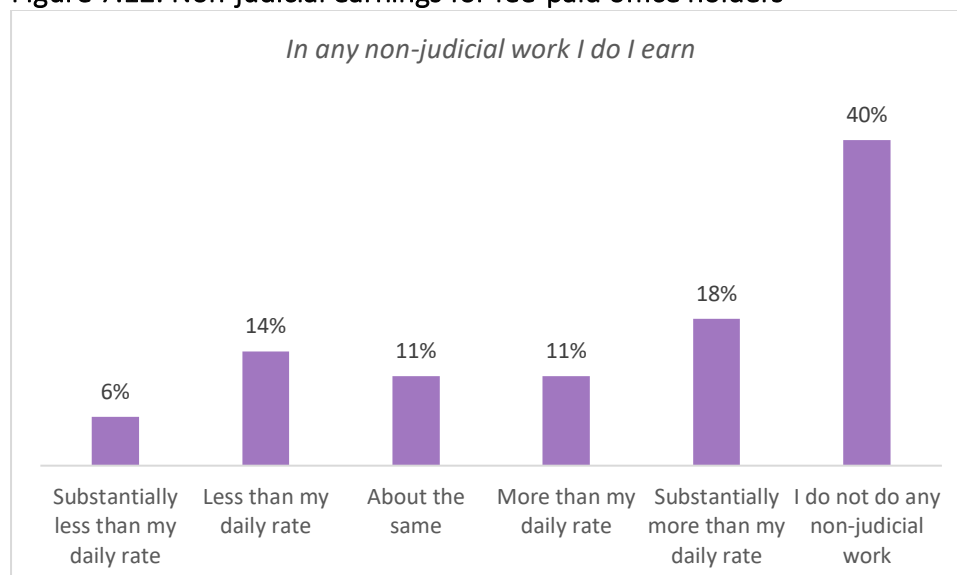
Figure 7.11: Fee-paid office holders' concerns over income



## 7.5 Fee-paid earnings in any non-judicial work done

Almost half (40%) of fee-paid judicial office holders do not do any non-judicial work. Of those that do, 29% earn more in their non-judicial work than their judicial daily rate, while 20% earn less than their judicial daily rate.

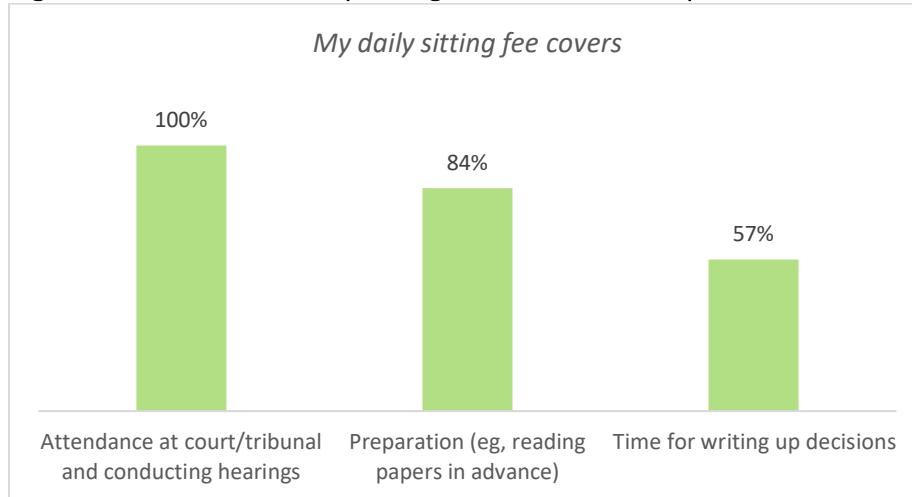
Figure 7.12: Non-judicial earnings for fee-paid office holders



## 7.6 Daily sitting fee

All (100%) of fee-paid judicial office holders said their daily sitting fee covered attendance at court and conducting hearings. Almost all said the daily sitting fee covered case preparation, but only just over half (57%) said it covered time for writing up decisions.

Figure 7.13: What the daily sitting fee covers for fee-paid office holders



## 8. Digital working

This section covers the Scottish judiciary’s views on working digitally, IT resources, technical support for working digitally and the impact of remote hearings on cases, parties and themselves.

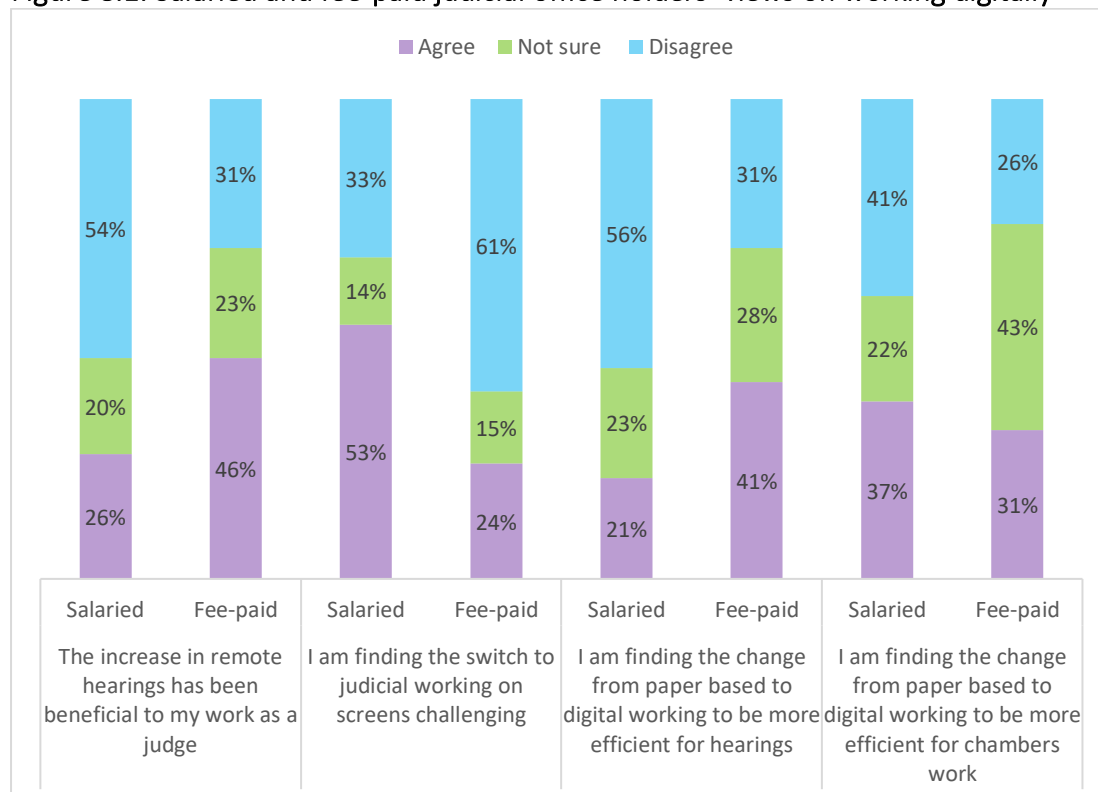
### 8.1 Views on working digitally

Just over half of all salaried judges (54%) did not feel that the increase in remote hearings had been beneficial to their work, and a majority (53%) said they were finding the switch to working on screens challenging. In contrast, almost half (46%) of fee-paid judicial office holders felt remote hearings had been beneficial to their work and a majority (61%) said they did not find the switch to working on screens challenging.

A majority of salaried judges (56%) said they did not find the change from paper to digital working more efficient for hearings, while 41% of fee-paid office holders said they did find the change from paper to digital work more efficient for hearings.

Both salaried and fee-paid judges were divided in their view about whether the change from paper to digital working was more efficient for chambers work.

**Figure 8.1: Salaried and fee-paid judicial office holders’ views on working digitally**



## 8.2 Assessment of IT resources

The salaried and fee-paid judiciary in Scotland were asked to assess a range of IT resources.

### *Standard of IT equipment for personal use*

- Two-thirds of fee-paid judicial office holders (64%) said this was either poor or non-existent while most salaried judges (85%) said it was either excellent, good or adequate.

### *Internet access at court*

- Close to half of all salaried judges (46%) said this was excellent or good but only a quarter of fee-paid office holders said it was excellent or good (26%).

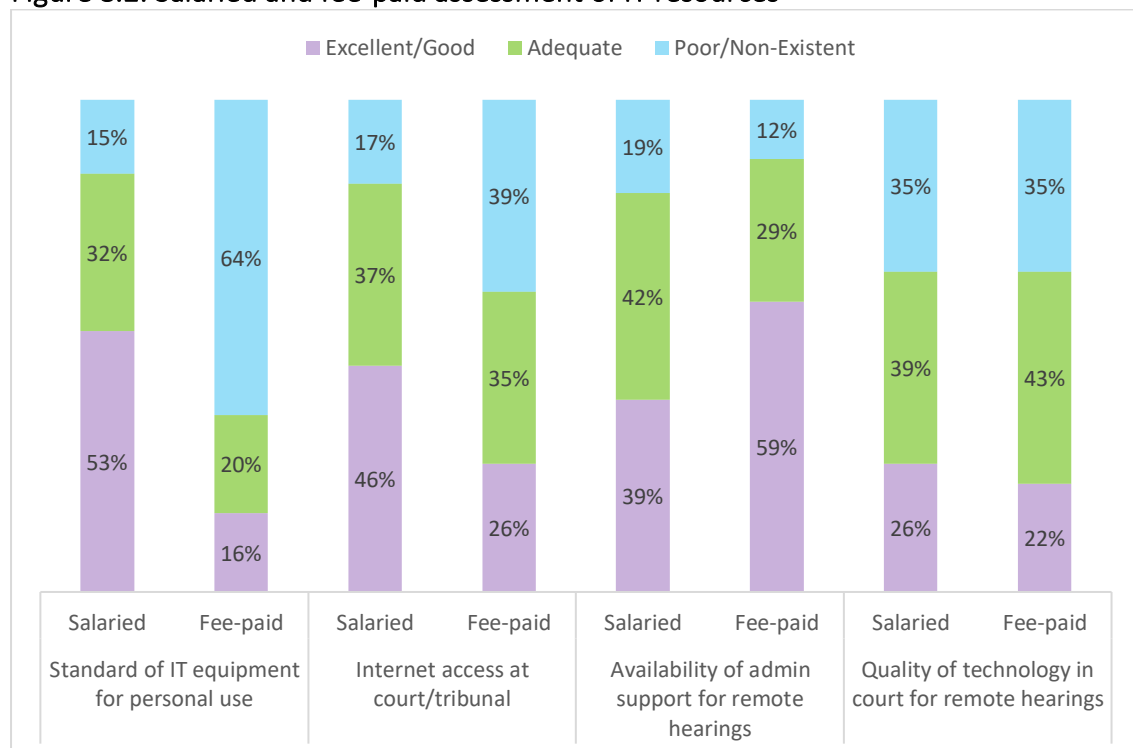
### *Availability of administrative support for remote hearings*

- Only a third of salaried judges (39%) said this was excellent or good, but over half (59%) of fee-paid office holders said this was excellent or good.

### *Quality of technology in court for remote hearings*

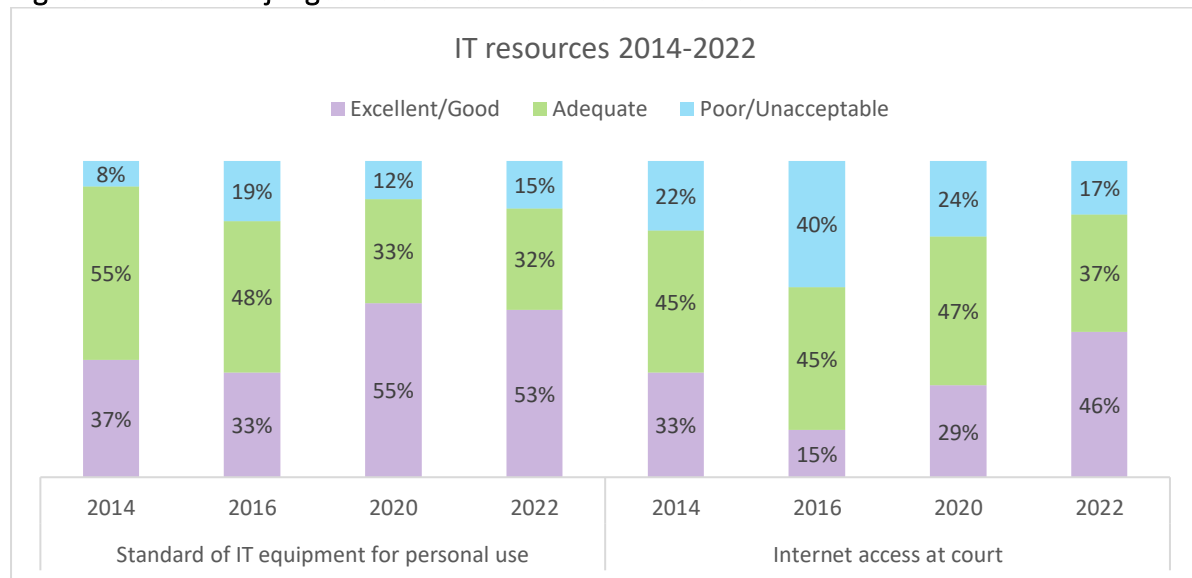
- The largest proportion of both salaried judges and fee-paid office holders said this was adequate.

**Figure 8.2: Salaried and fee-paid assessment of IT resources**



The standard of IT equipment for their personal use rated as excellent/good by salaried judges has increased from 2014-2022, with a majority now rating it as excellent/good. While only 15% of salaried judges rated the IT access at court as excellent/good in 2016, this rose to 46% in 2022.

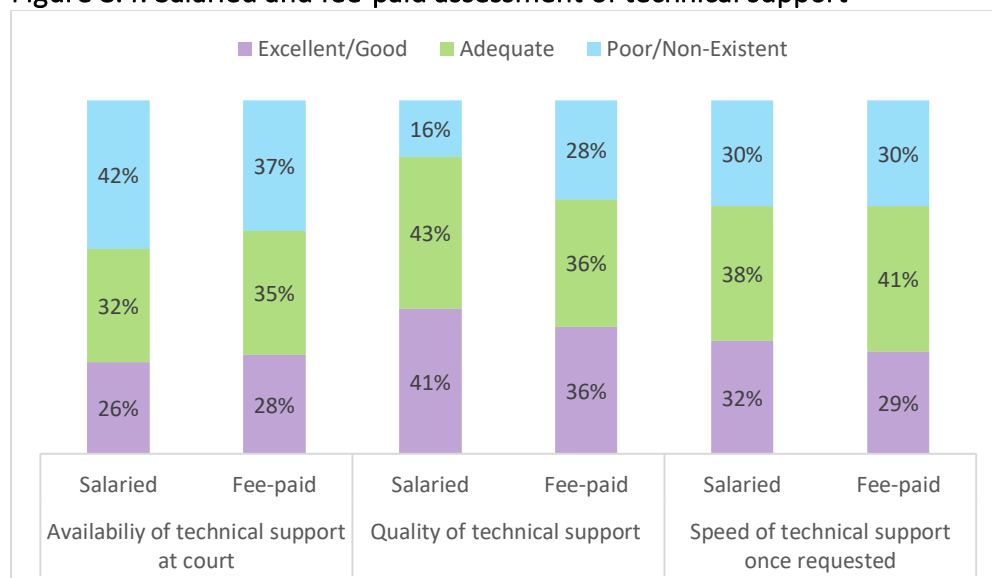
**Figure 8.3: Salaried judges' assessment of IT resources 2014-2022**



### 8.3 Technical support

Only a minority of both salaried and fee-paid judges said the availability, quality and speed of technical support was poor or non-existent. In all instances the largest proportion of both salaried and fee-paid judges said these aspects of technical support were adequate.

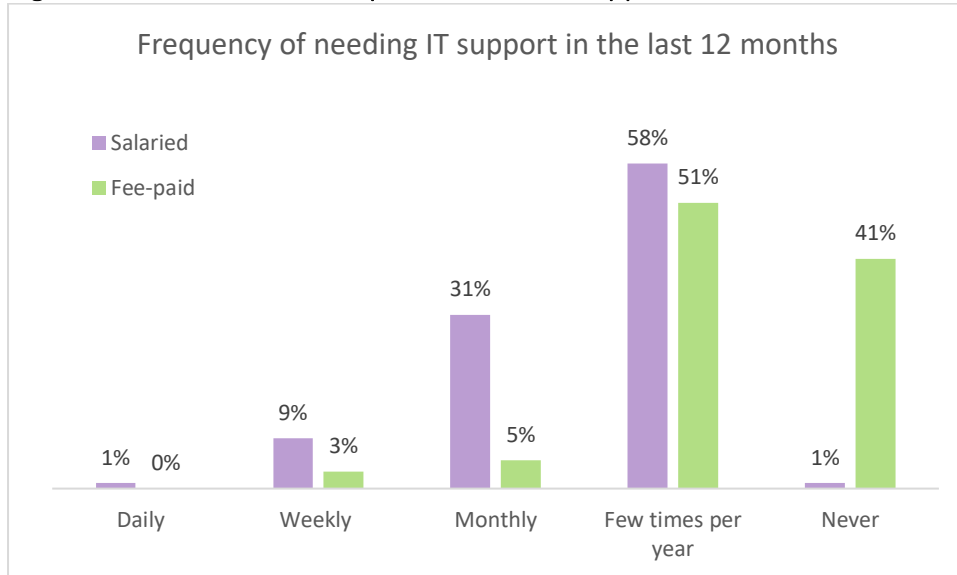
**Figure 8.4: Salaried and fee-paid assessment of technical support**



### 8.3.1 Frequency of needing technical support

Most judges, whether salaried or fee-paid, needed IT support a few times a year. It may be expected that a higher proportion of salaried judges, who sit more frequently than fee-paid office holders, would have more frequent needs for IT support (31% monthly, 9% weekly).

Figure 8.5: Salaried and fee-paid need for IT support

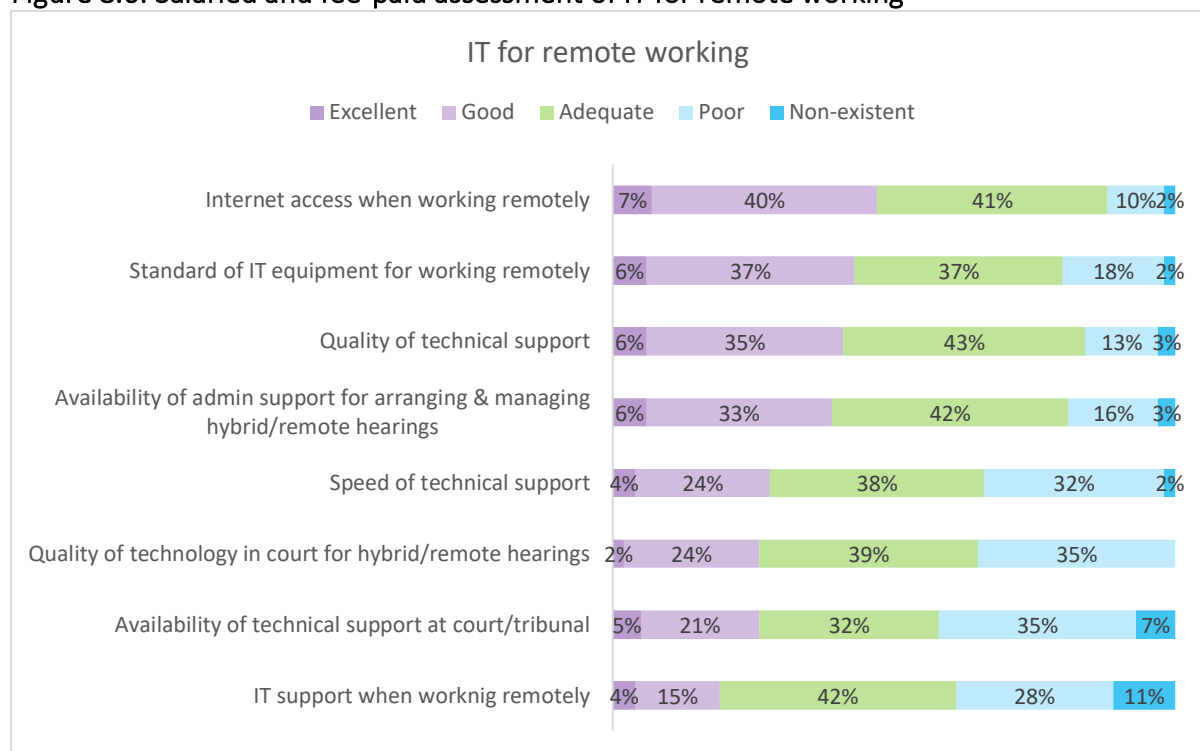


## 8.4 IT for working remotely

The IT resources for working remotely that were rated most highly were internet access, the standard of IT equipment, the quality of technical support and the availability of administrative support for arranging and managing hybrid/remote working. Over three-quarters of the judiciary rated this as excellent/good/adequate in 2022.

The IT resources for working remotely that had the largest rating as poor/non-existent were IT support when working remotely, availability of technical support at court, the quality of technology at court for hybrid/remote hearings and the speed of technical support.

**Figure 8.6: Salaried and fee-paid assessment of IT for remote working**

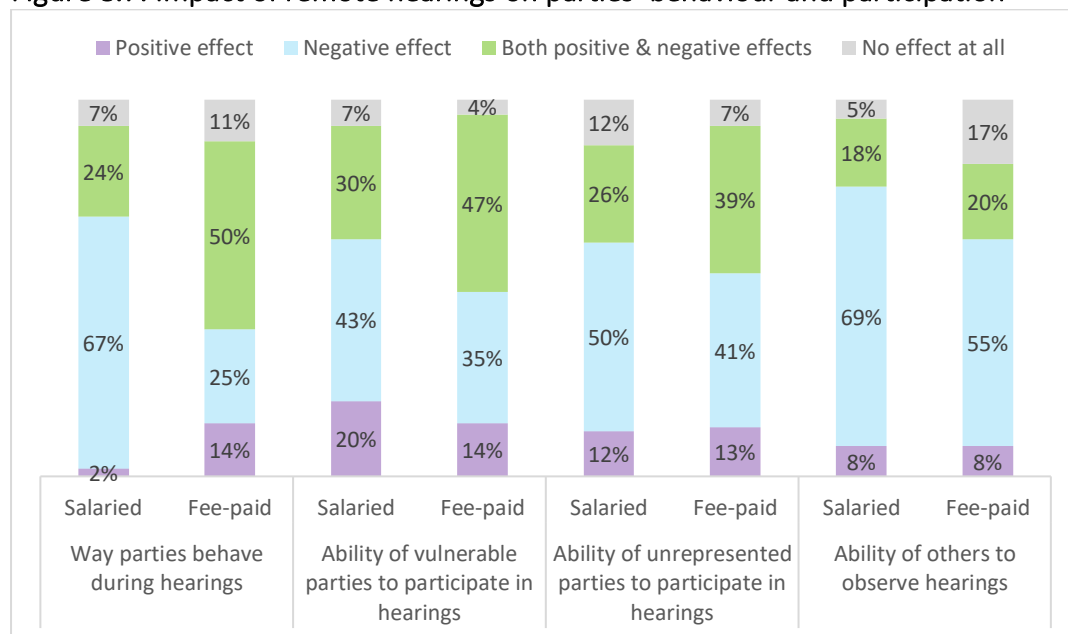


## 8.5 Impact of remote hearings

Following the increase in the use of remote hearings across the judiciary from 2020, the 2022 JAS asked members of both the salaried and fee-paid judiciary in Scotland for their views of the impact of remote hearings on a range of aspects of court and tribunal cases.

- Salaried judges were consistently more likely than fee-paid judicial office holders to feel that remote hearings had a negative effect across a range of aspects of hearings.
- For salaried judges, the largest negative effect of remote hearings was on the interactions between parties (72%), quality of advocacy (66%), way parties behave during hearings (67%), the ability of others to observe hearings (69%) and the resolution of cases (58%).

**Figure 8.7: Impact of remote hearings on parties' behaviour and participation**



**Figure 8.8: Impact of remote hearings on completion of hearings**

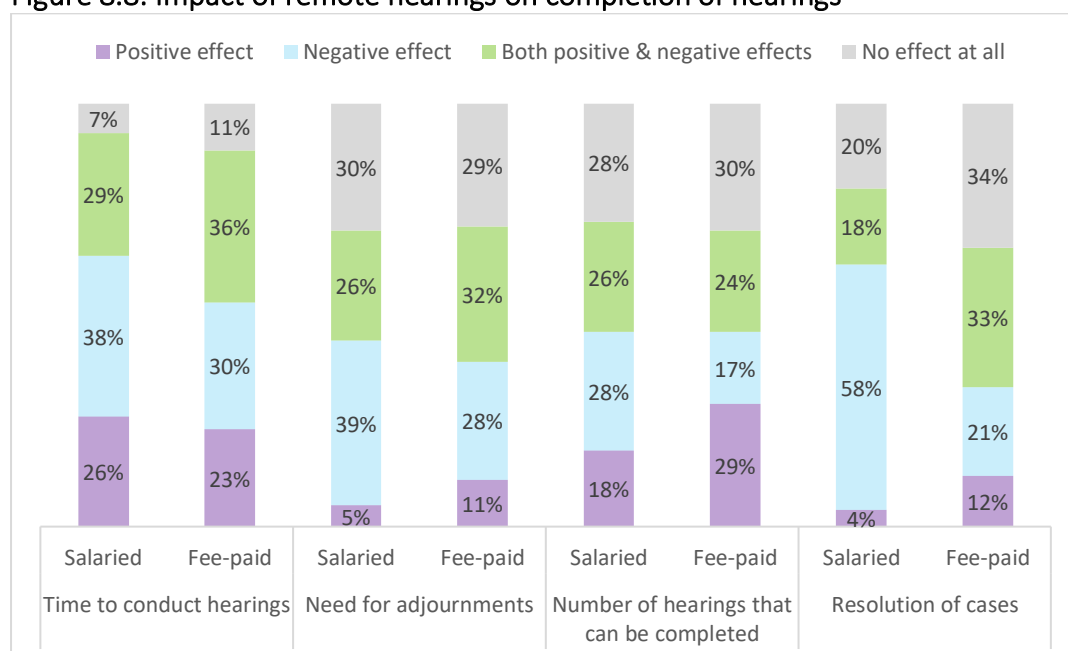
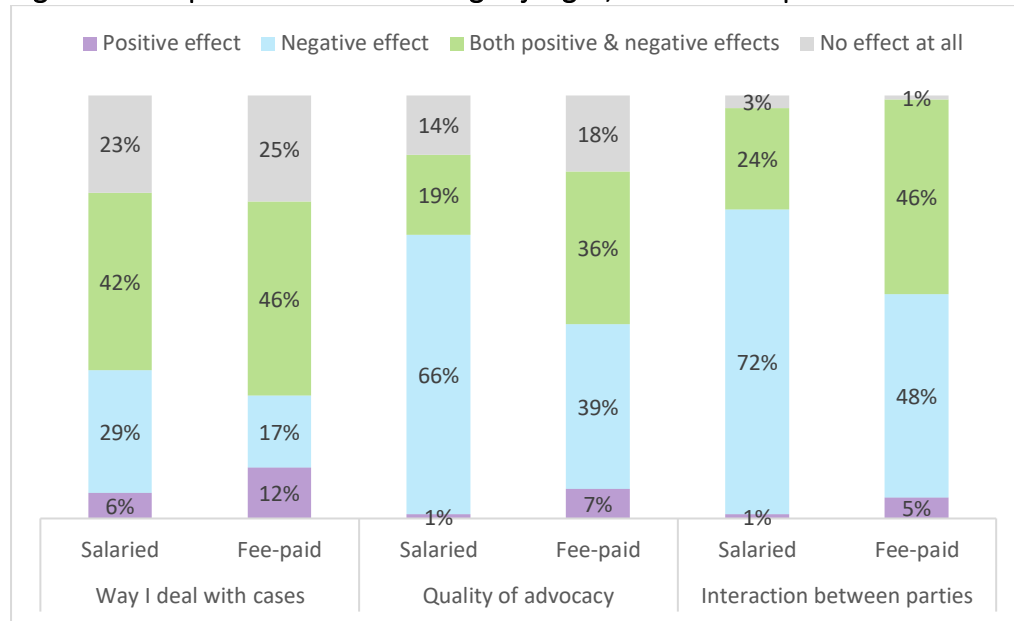




Figure 8.9: Impact of remote hearings - judges, counsel and parties' actions



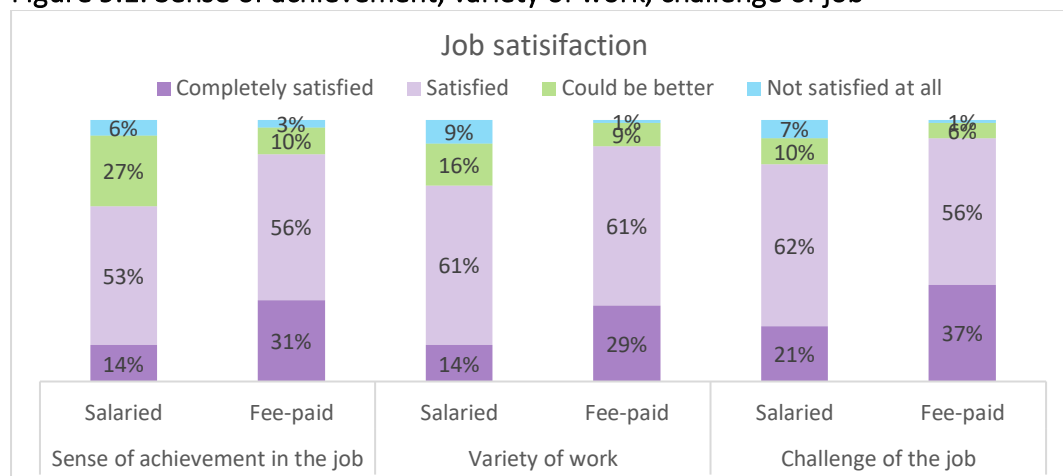
## 9. Job satisfaction, opportunities & training

This section compares salaried judges' and fee-paid judicial office holders' views on how satisfied they are with aspects of their job and their assessment of the training they receive. It also examines which opportunities are most important to the salaried and fee-paid judiciary and how available those opportunities are to them.

### 9.1 Satisfaction with aspects of the judicial role

Most judges in Scotland, whether salaried or fee-paid, are satisfied with their sense of achievement, the variety of work and challenge of the job, although fee-paid office holders have higher levels of satisfaction than salaried judges in all three areas.

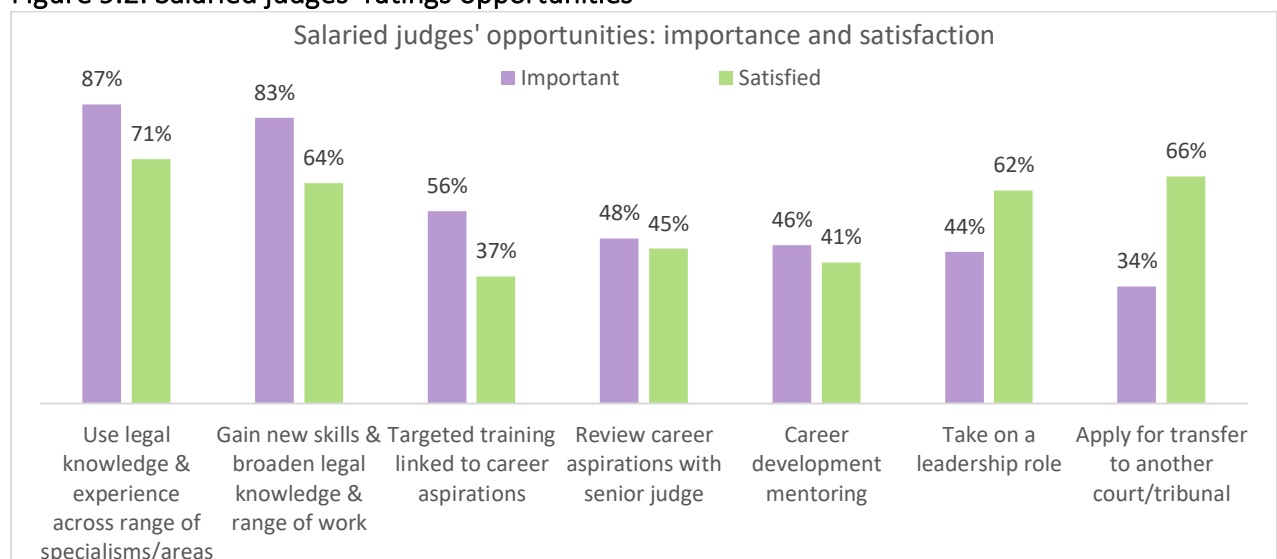
Figure 9.1: Sense of achievement, variety of work, challenge of job



### 9.2 Opportunities for salaried judges

The most important opportunities for salaried judges are to be able to use their legal knowledge and experience across a range of specialisms (87%) and to gain new skills and broaden their legal knowledge and range of work (83%). A majority of judges are satisfied with these opportunities but at lower proportions than those who say it is important.

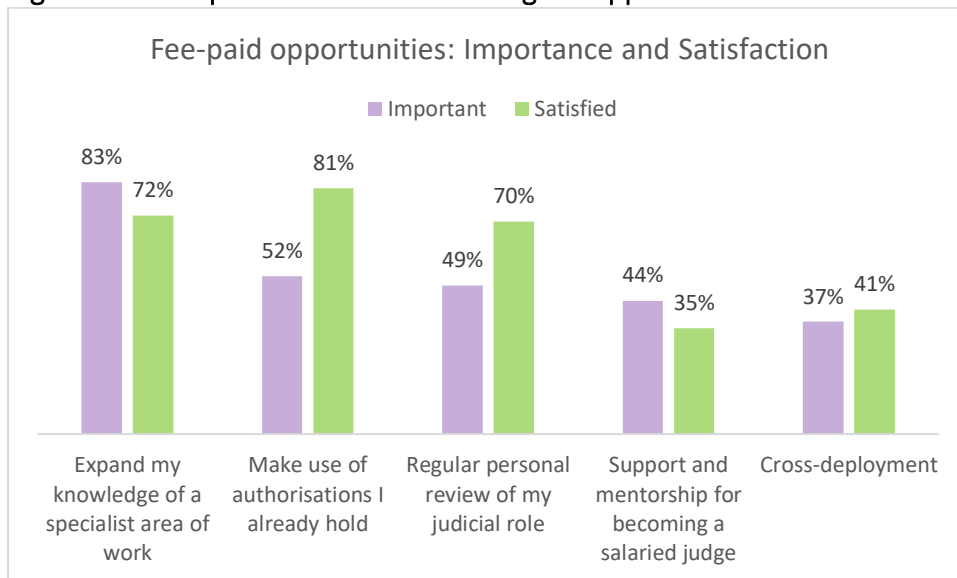
Figure 9.2: Salaried judges' ratings opportunities



### 9.3 Opportunities for fee-paid judicial office holders

The most important opportunities for fee-paid office holders were to expand their knowledge of a specialist area of work (83%) and to make use of the authorisation they already have (52%). The level of satisfaction of fee-paid office holders with specific opportunities generally matches (and sometimes exceeds) the level of importance of these opportunities to them.

Figure 9.3: Fee-paid office holders' ratings of opportunities

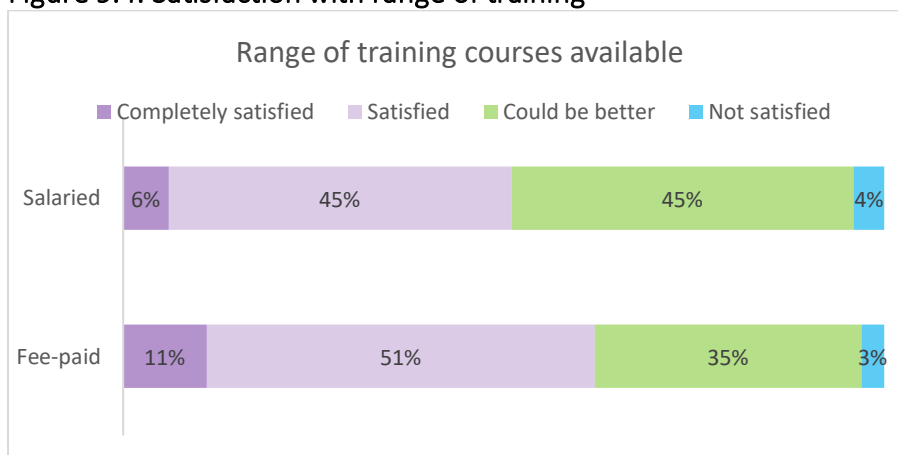


### 9.4 Satisfaction with training

#### 9.4.1 Range of training courses available

Fee-paid judicial office holders have a higher level of satisfaction with the range of training courses available (62%) than salaried judges (51%), with 45% of salaried judges saying that the range of training courses could be better.

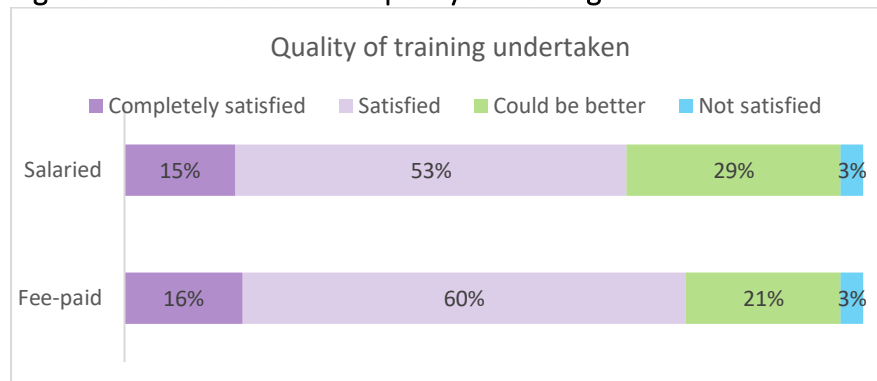
Figure 9.4: Satisfaction with range of training



### 9.4.2 Quality of training undertaken

While a majority of both salaried and fee-paid judges are satisfied with the quality of training, fee-paid judicial office holders have a higher level of satisfaction (76%) than salaried judges (68%).

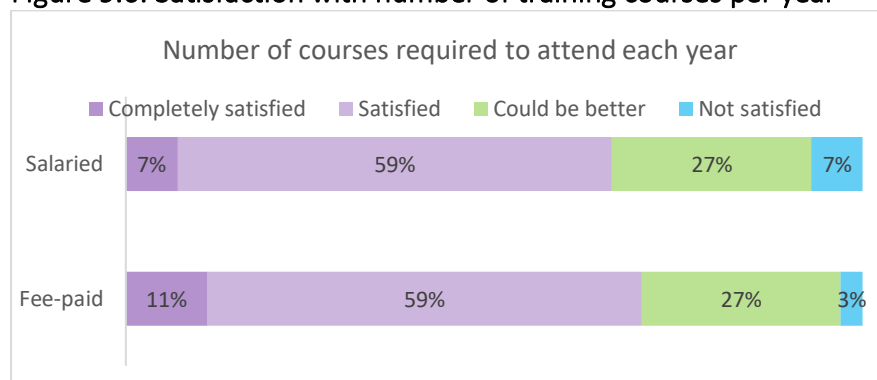
Figure 9.5: Satisfaction with quality of training



### 9.4.3 Number of training courses judges are required to attend each year

Most fee-paid (70%) and salaried judges (66%) are satisfied with the number of training courses they are required to attend each year.

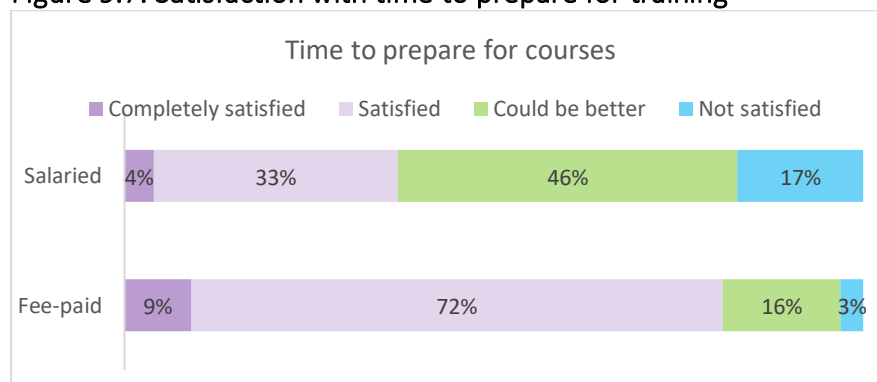
Figure 9.6: Satisfaction with number of training courses per year



### 9.4.4 Time to prepare for training courses

While almost all fee-paid judicial office holders (81%) are satisfied with the time they have to prepare for training courses, only a minority of salaried judges are satisfied (37%).

Figure 9.7: Satisfaction with time to prepare for training



*Range, quality and time for training 2014-2022 (Scottish salaried judges)*

- Salaried judges’ satisfaction with the range and quality of training has steadily decreased from 2014 to 2022.
- Satisfaction with the time for training has remained fairly constant from 2014 to 2022, but there was a change in the question from “time for training” in 2014/2016 to “time to prepare for training” in 2020/2022 which may have impacted on those results.

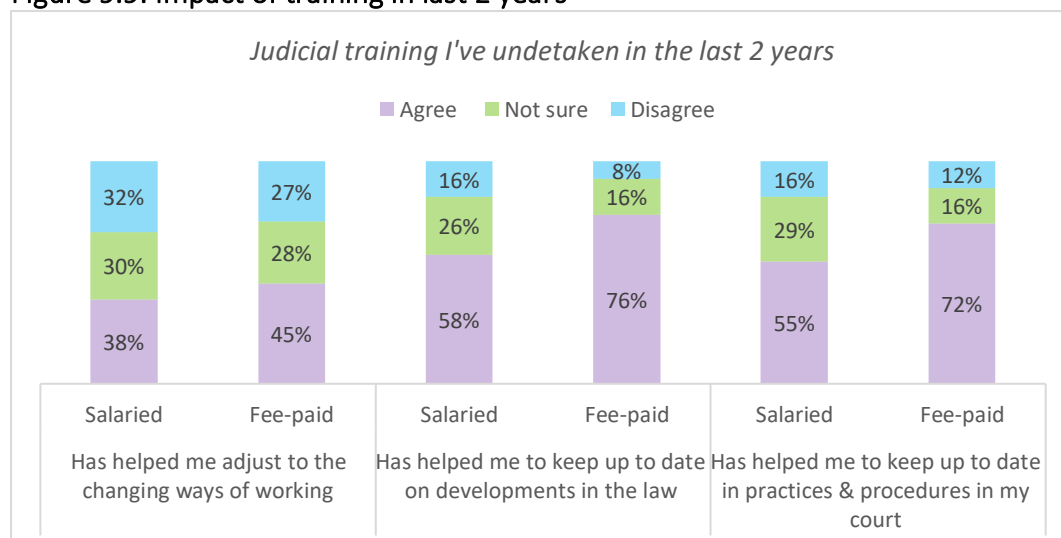
**Figure 9.8: Salaried judges’ satisfaction with aspects of training 2014-2022**



**9.5 Impact of training in the last 2 years**

Only a minority of both salaried (38%) and fee-paid office holders (45%) in Scotland said that the training they have undertaken in the last 2 years has helped them to adjust to the changing ways of working. Much larger proportions of fee-paid office holders said that the recent training had helped them keep up to date on changes in the law (76%) compared with salaried judges (58%). This was also the case with the proportion of fee-paid office holders that said the training in the last 2 years had helped them keep up to date on practices and procedures in court (72%) compared with salaried judges (55%).

**Figure 9.9: Impact of training in last 2 years**



## 10. Change and communications

This section covers both the Scottish salaried and fee-paid judiciary's views about change in the judiciary, as well as the information and communications they receive about this change and other aspects of their working lives.

### 10.1 Judicial views about change

The one change in the judiciary that both salaried and fee-paid judges are most concerned about is the loss of respect for the judiciary by government (86% for salaried judges and 64% for fee-paid). Staff reductions, fiscal constraints and loss of experienced judges were among the changes salaried judges were most concerned about (and were not included in the fee-paid part of the survey). Salaried judges were much more concerned than fee-paid office holders about the increase in litigants in person. But both the salaried and fee-paid judiciary were concerned about the reduction in face-to-face hearings and attacks on the judiciary in the media.

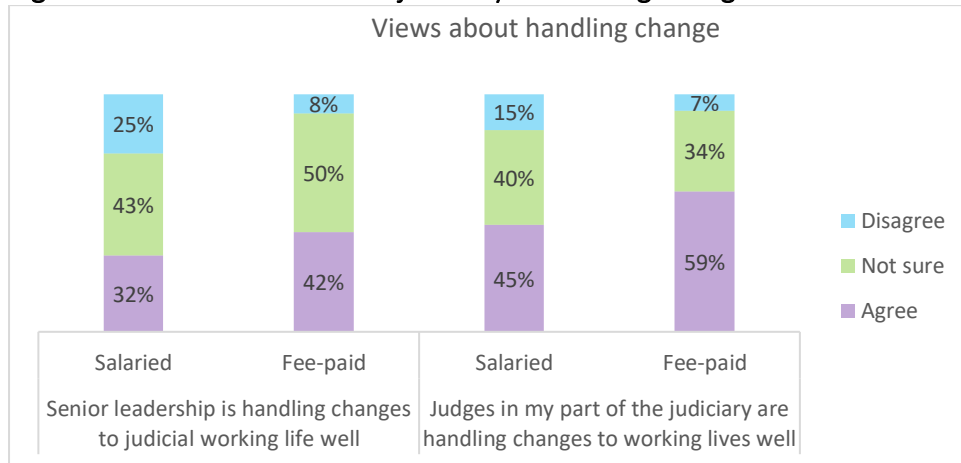
**Table 10.1: Levels of concern about specific changes in the judiciary**

<i>How concerned are you about each of these changes in the judiciary?</i>	Extremely & somewhat concerned	
	Salaried	Fee-paid
Loss of respect for judiciary by government	86%	64%
Staff reductions	85%	
Fiscal constraints	85%	
Loss of experienced judges	78%	
Increase in litigants in person	76%	30%
Reduction in face-to-face hearings	75%	64%
Attacks on the judiciary in the media	75%	59%
Loss of judicial independence	68%	47%
Low judicial morale	62%	40%
Stressful working conditions	61%	
Inability to attract the best people into the judiciary	59%	
Personal safety for judges	46%	31%

### 10.2 Handling change

The largest proportion of both fee-paid (50%) and salaried judges (43%) are not sure whether the senior leadership in the judiciary is handling changes to judicial working life well. Salaried judges are divided between those who feel that judges in their part of the judiciary are handling changes to working life well (45%) and those who are not sure about this (40%); whereas a majority of fee-paid judicial office holders (59%) felt that their part of the judiciary was handling changes to working life well.

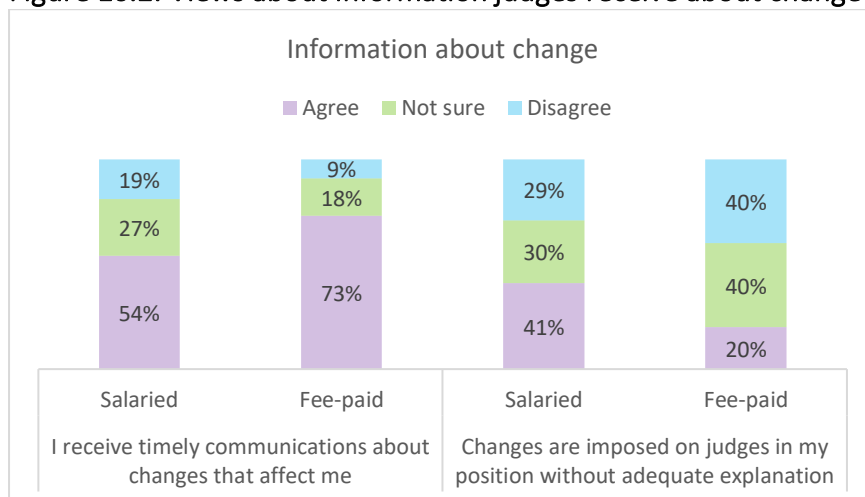
**Figure 10.1: Views about how judiciary is handling change**



### 10.3 Information received about change

A majority of both fee-paid and salaried judges said that they receive timely communications about changes that affect them, although more fee-paid judges agreed (73%) than salaried judges (54%). Both fee-paid and salaried judges were divided in their views about whether changes are imposed on judges in their position without adequate explanation. Fee-paid judges were most likely to disagree with the view that changes are imposed on them without adequate explanation (40%) or say they were not sure (40%), while salaried judges were more likely to say that changes are imposed on them without adequate explanation (41%) or say they were not sure (31%)

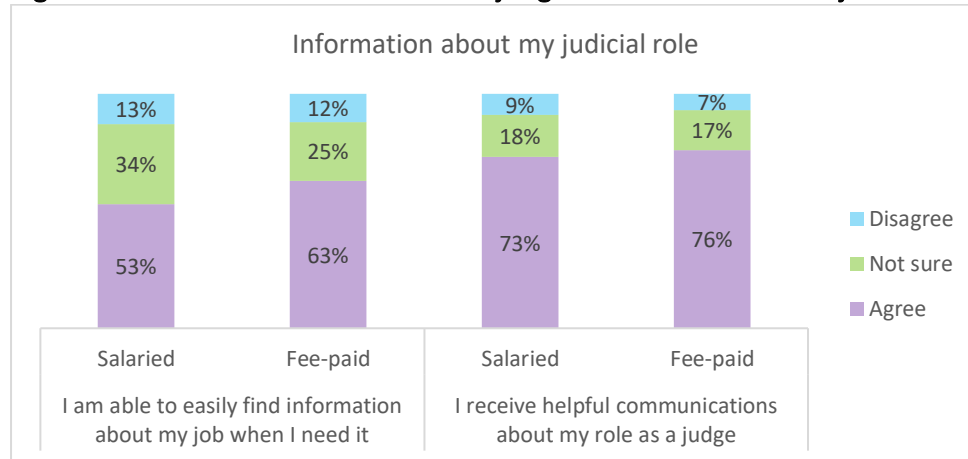
**Figure 10.2: Views about information judges receive about change**



## 10.4 Information received about my judicial role

A majority of both fee-paid and salaried judges in Scotland said that they are able to easily find information about their job when they need it, although more fee-paid judges agreed with this (63%) than salaried judges (53%). Most fee-paid (76%) and salaried judges said they receive helpful communications about their role as a judge.

Figure 10.3: Views about information judges receive about their judicial role





## 11. Joining and leaving the judiciary

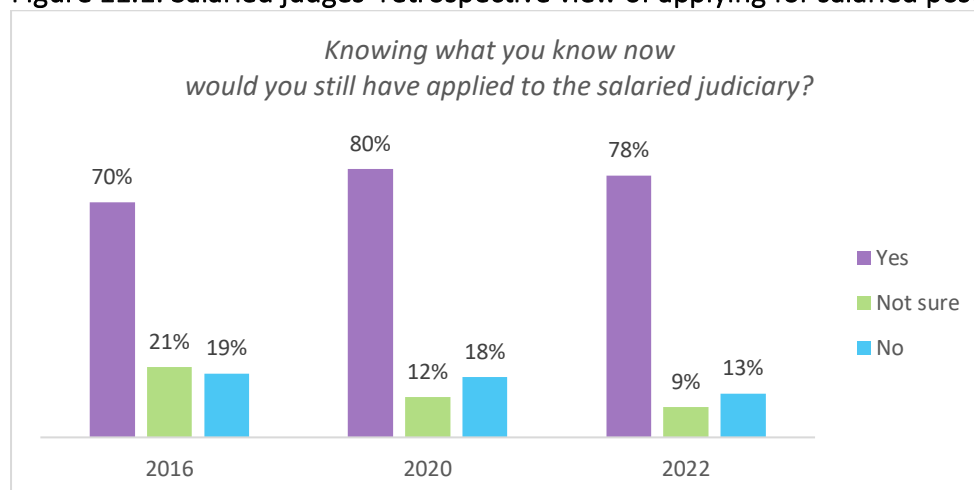
This section looks first at both salaried and fee-paid judges' views about joining the salaried judiciary. It then explores fee-paid judicial office holders' views about recommending that others join the fee-paid judiciary. In the final section it examines salaried judges' intentions and motivations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

### 11.1 Joining the salaried judiciary

#### 11.1.1 Retrospective views on joining the salaried Judiciary

All salaried judges were asked: *Knowing what you know now about your job as a judge would you still have applied to join the salaried judiciary?* There has been an increase since 2016 in the proportion of salaried judges who said that, knowing what they know now about the job of a salaried judge, they would still have applied, rising from 70% in 2016 to 80% in 2020 and 78% in 2022.

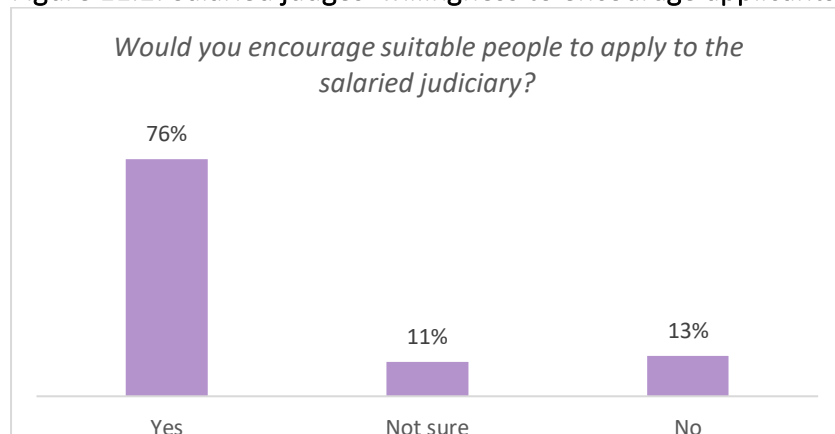
Figure 11.1: Salaried judges' retrospective view of applying for salaried post



#### 11.1.2 Whether judges would encourage people to apply to join the salaried judiciary

Most salaried judges (76%) would encourage suitable people to apply to join the salaried judiciary.

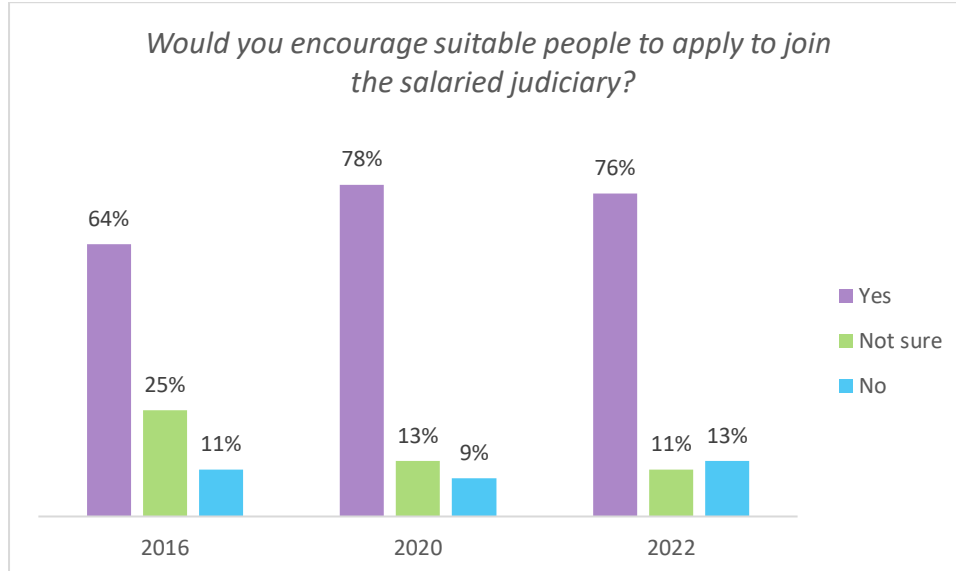
Figure 11.2: Salaried judges' willingness to encourage applicants



*Would you encourage suitable people to apply to join the salaried judiciary? 2016-2022*

- Overall there has been an increase from 2016 in the proportion of salaried judges in Scotland who said they would encourage suitable people to apply to join the salaried judiciary (from 64% to 76%).

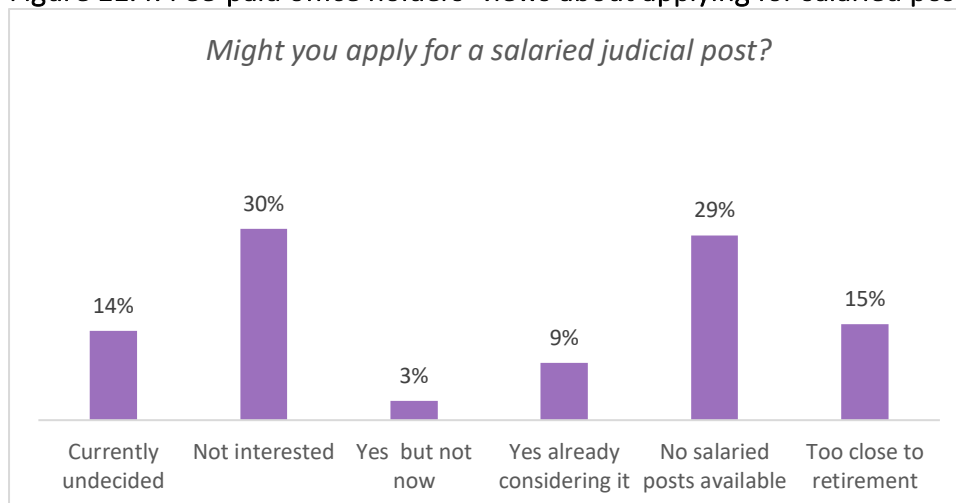
**Figure 11.3: Salaried judges' willingness to encourage applicants 2016-2022**



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

Almost half of fee-paid judicial office holders in Scotland either are not interested in applying for a salaried post (30%) or are too close to retirement to do so (15%), and almost a third (29%) said that there were no salaried posts available. Only a small proportion (9%) are already considering applying for a salaried post, although a further 14% said they were currently undecided.

**Figure 11.4: Fee-paid office holders' views about applying for salaried post**



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

**Table 11.1: Reasons fee-paid judiciary would apply for a salaried post**

<i>The reasons I would consider applying to join the salaried judiciary are</i>	%
Pension	67%
Public service	61%
Challenge of the work	58%
Job security	58%
Salary	56%
Intellectual satisfaction	54%
Chance to contribute to justice being done	51%
Sense of collegiality	30%
Less pressurised environment than practice	14%
Respect in the community	12%
Administrative support	12%
Prestige of the job	12%

The main reasons fee-paid judges would not consider applying for a salaried post are the lack of personal control over their working time, the judicial appointments process, isolation of the job and uncertainty over where they would be required to sit (Table 11.2).

**Table 11.2: 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>	%
Lack of personal control over working time	46%
Judicial appointments process	29%
Isolation of the job	27%
Uncertainty over where I'd be required to sit	27%
Feeling of being an employee or civil servant	20%
Lack of variety in the work	16%
Reduction in income	16%
Being required to do work outside my expertise	16%
Too much out of hours work required to do the job	12%
Lack of respect for judges	11%
Rigid hierarchical work environment	10%
Experience of changes to pension entitlements	8%
Poor quality of physical work environment	8%
Increase in litigants in person	6%
Lack of administrative support	4%
Loss of travel expenses	3%

### 11.3 Joining the fee-paid judiciary

#### Whether the fee-paid judiciary would encourage people to join the fee-paid judiciary

The overwhelming majority of fee-paid judicial office holders said they would encourage suitable people to apply to join the fee-paid judiciary.

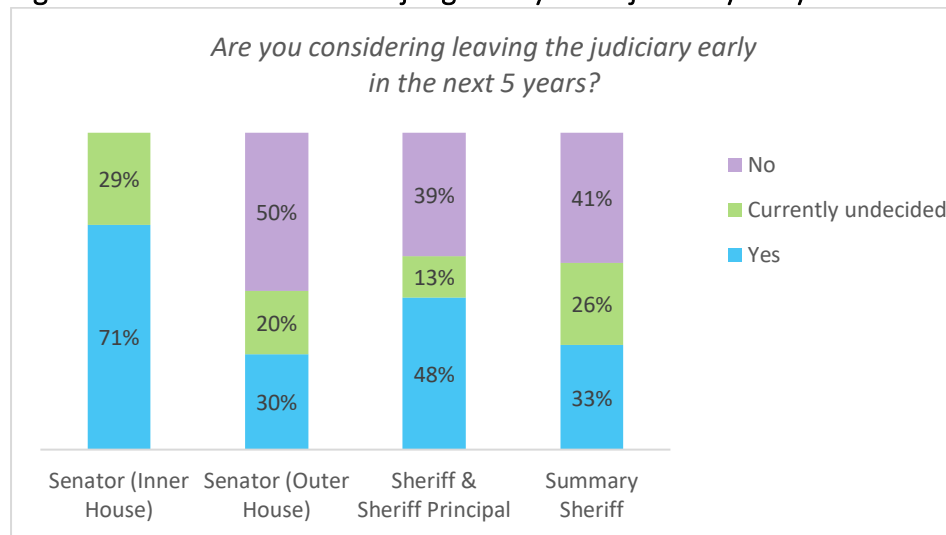
Figure 11.5: Fee-paid willingness to encourage applicants to fee-paid judiciary



## 11.4 Leaving the salaried judiciary early

All salaried judges were asked whether they were considering leaving early before compulsory retirement in the next 5 years. The results varied by judicial post, with Senators of the Inner House having the largest proportion of judges that said yes (71%), Senators of the Outer House having the largest proportion that said no (50%), and Sheriffs, Sheriffs Principals and Summary Sheriffs being fairly evenly divided in their intentions.

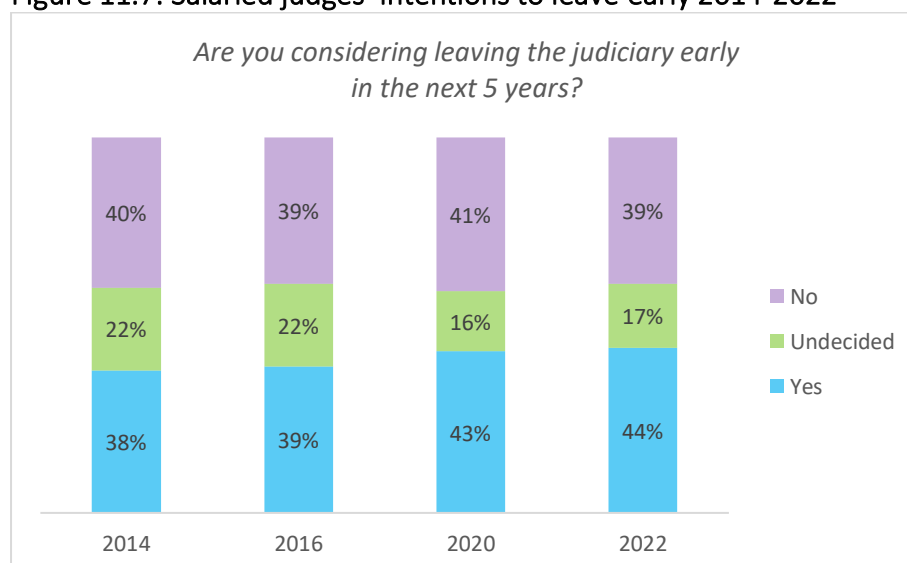
**Figure 11.6: Whether salaried judges may leave judiciary early**



### 11.4.1 Trends from 2014 to 2022

The proportion of judges saying they are considering leaving the salaried judiciary early has increased from 2014 to 2022 from 38% to 44%, with a decrease in those who are not sure from 22% to 17%.

**Figure 11.7: Salaried judges' intentions to leave early 2014-2022**



## 11.5 Factors prompting early departure

The factors most likely to prompt salaried judges to leave the judiciary early were a reduction in pension benefits (70%) and limits on pay awards (68%). A majority also said increases in workload, stressful working conditions, further demands for out of hours working and a reduction in administrative support would make them more likely to leave the judiciary early.

**Table 11.3: Factors increasing likelihood of salaried judges leaving judiciary early**

<i>Which of the following factors would make you more likely to leave the judiciary early before your compulsory retirement age?</i>	<i>%</i>
Reduction in pension benefits	70%
Limits on pay awards	68%
Increase in workload	59%
Stressful working conditions	59%
Further demands for out of hours working	55%
Reduction in administrative support	52%
Lack of respect for the judiciary by government	47%
Introduction on online courts	43%
Requirement to sit in a location too far from home	40%
Personal health issues	39%
Lack of stimulating work	34%
Lack of promotion	33%
Increase in litigants in person	33%
Remote hearings	30%
Inability to move to salaried part-time working	25%
Attacks on the judiciary by the media	23%
Lack of effective leadership of the judiciary	21%
Inability to work more flexible hours	16%
Uncertainty over the future of my part of the judiciary	12%
Court closures	8%
Personal security concerns	8%

## 11.6 Main factors encouraging judges to remain

There was one main factor that would make salaried judges in Scotland more likely to stay in the judiciary until their compulsory retirement age, which was higher remuneration (83%). Just over half (52%) of all salaried judges in Scotland also said appointment to a higher judicial post would make them more likely to stay in the judiciary until their compulsory retirement age (Table 11.4).

**Table 11.4: Factors encouraging salaried judges to remain in judiciary**

<i>Which of the following factors would make you more likely to stay in the judiciary until your compulsory retirement age?</i>	<i>%</i>
Higher remuneration	83%
Appointment to a higher post	53%
Better administrative support	49%
Opportunity for sabbatical	46%
Opportunity to work part-time	41%
Increased flexibility in working hours	39%
Reduction in workload	38%
Greater respect for the work judges do	37%
Reduction in litigants in person	31%
Greater variation in work	29%
Support for dealing with stressful working conditions	28%
Better leadership of the judiciary	22%
Having more leadership responsibilities	19%
Change of work location	17%
Better security for judges	14%
Greater certainty over the future of my part of the judiciary	13%
Increase in remote working	11%

## 12. Leadership

This section on leadership applies only to the salaried judiciary in Scotland. It first examines the distribution and allocation of leadership roles amongst salaried judges. It then explores salaried judges' views about the role and performance of leadership judges.

### 12.1 Holding leadership roles and responsibilities

While most salaried judges said they held some informal leadership roles (78%), just under a third (30%) held formal leadership roles. When viewed by judicial post (Figure 12.2), Senators of the Inner House hold the highest proportion of formal leadership roles (36%) and Senators of the Outer House hold the highest proportion of informal leadership roles (43%).

Figure 12.1: Current formal & informal leadership roles

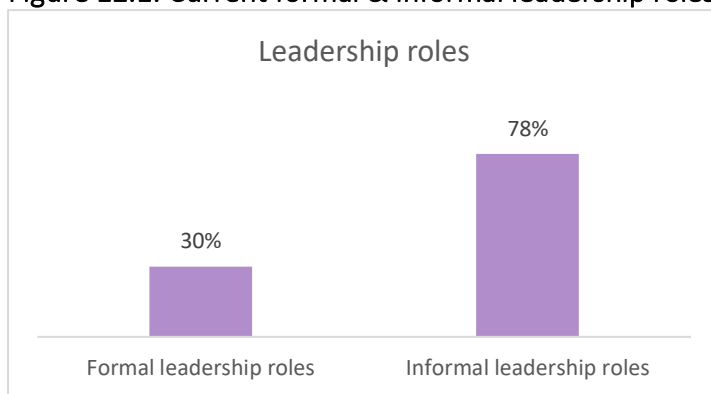
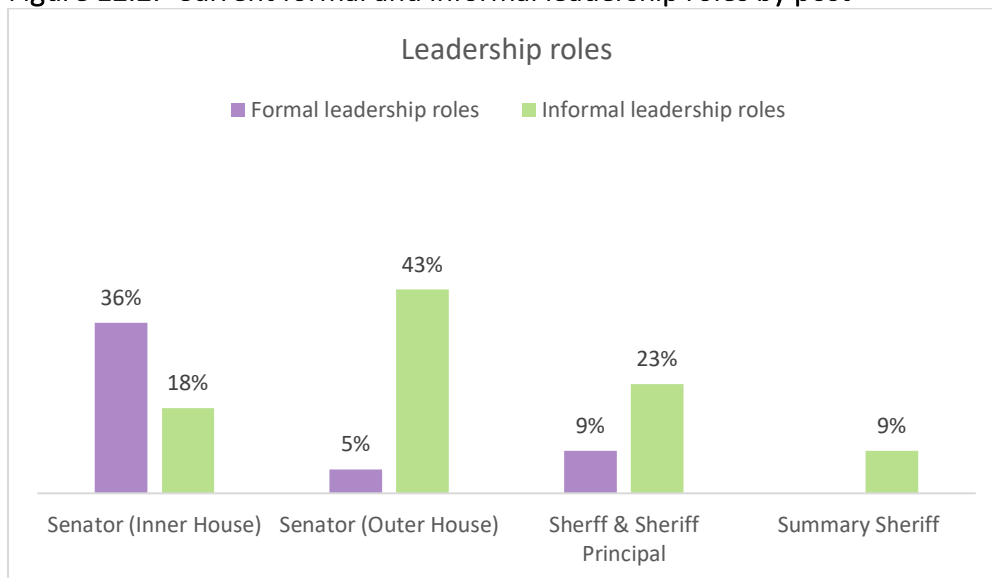


Figure 12.2: Current formal and informal leadership roles by post





## 12.2 Willingness to take on a leadership role

There was no change from 2020 in the extent to which salaried judges in Scotland are interested and willing to take on leadership roles (Table 12.1).

- Half of all salaried judges (57%) are interested in taking on a leadership role, but for 11% of these judges there are no leadership roles available in their jurisdiction and 11% would only be interested if they felt leadership roles were properly rewarded.
- A quarter (24%) are not interested in taking on more leadership responsibilities.
- A quarter (23%) of judges might be interested in a leadership role in the future.

**Table 12.1: Willingness to take on leadership responsibilities**

<i>Are you interested in taking on more leadership responsibilities?</i>	2020 JAS	2022 JAS
Yes	35%	35%
Yes, but none are currently available in my jurisdiction	15%	11%
Yes, I would be interested if roles were properly rewarded	22%	11%
No, a leadership role is not for me	8%	12%
No, I have (or have had) enough leadership responsibilities already	13%	12%
Not at the present time but possibly in future	14%	23%
Not sure	7%	3%

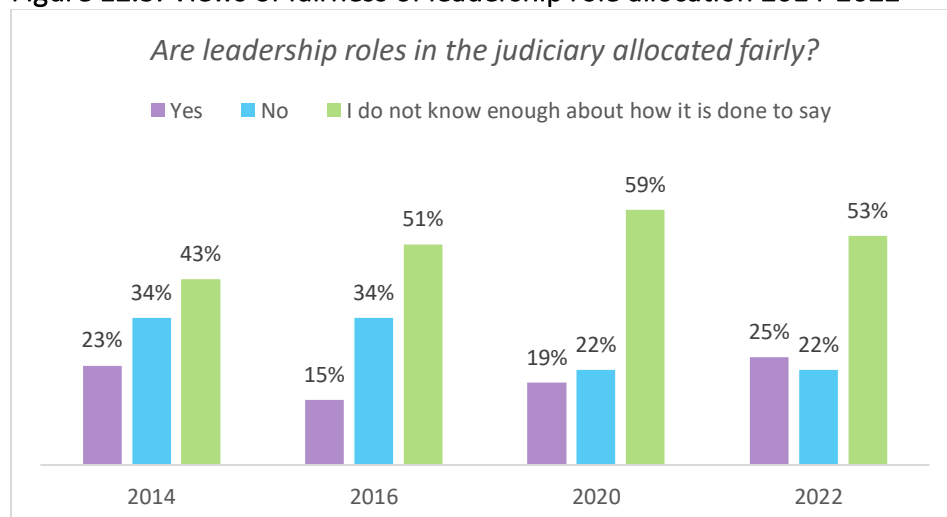
## 12.3 Allocation of leadership roles

### 12.3.1 Fairness of leadership role allocation

In each JAS since 2014, salaried judges have been asked: *Do you feel that leadership roles are allocated fairly?*

- The proportion of judges in Scotland saying they do not think leadership roles are allocated fairly has continued to fall since 2014; this has resulted in an increase in the proportion of judges saying they do not know enough about how leadership roles are allocated to say whether or not it is done fairly (Figure 12.3).

**Figure 12.3: Views of fairness of leadership role allocation 2014-2022**

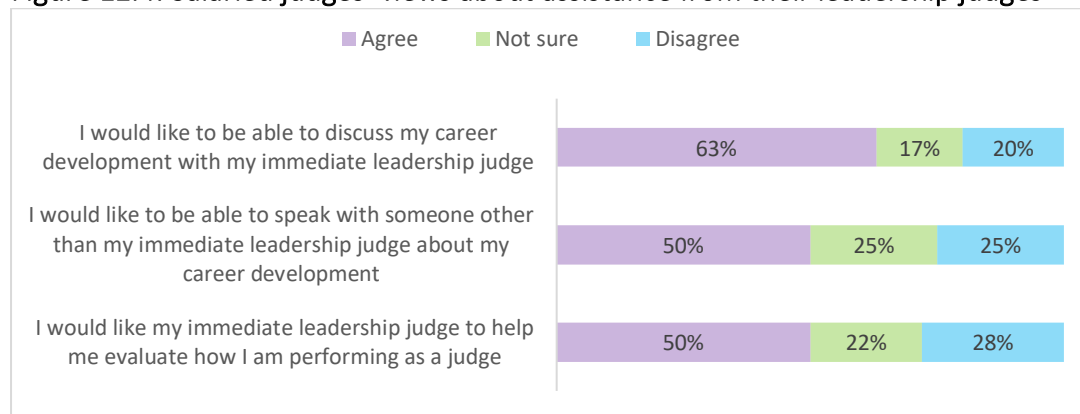


## 12.4 Leadership judges

### 12.4.1 Personal development and leadership judges

- Almost two-thirds of salaried judges in Scotland (63%) would like to discuss their career development with their immediate leadership judge, while half (50%) would like to discuss their career development with someone other than their immediate leadership judge.
- Half (50%) would also like their immediate leadership judge to help them evaluate how they are performing as a judge.

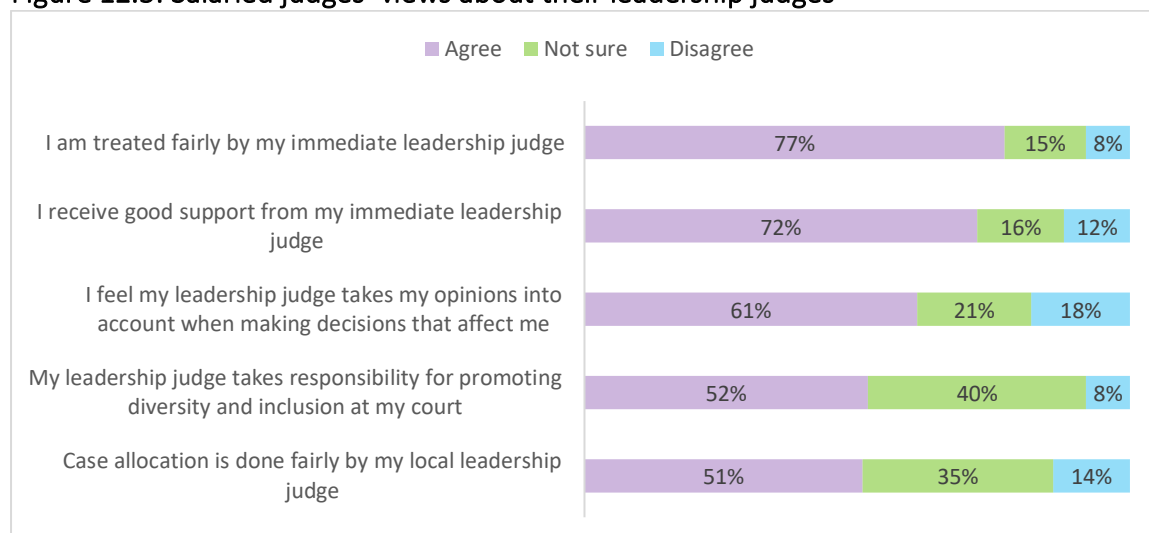
Figure 12.4: Salaried judges' views about assistance from their leadership judges



### 12.4.2 Treatment by and performance of immediate leadership judges

- Most salaried judges in Scotland feel they are treated fairly by their immediate leadership judge (77%) and feel they receive good support from their immediate leadership judge (72%).
- A majority (61%) feel their leadership judge takes their opinion into account when making decisions that affect them.
- Just over half of all salaried judges feel their leadership judge takes responsibility for promoting diversity and inclusion at their court and feel that case allocation is done fairly by their local leadership judge (51%).

Figure 12.5: Salaried judges' views about their leadership judges



### 13. Survey respondents and demographic trends

This section provides information on the demographic characteristics of both the salaried and fee-paid judiciary. The high response rate to the JAS, especially for the salaried judiciary, 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.

#### 13.1 Gender<sup>7</sup>

When both the salaried and fee-paid judiciary are combined, males comprise 59.3% of the judiciary and females 40.7% (Figure 13.1). Within the salaried judiciary, males make up a much larger proportion of judges (72.1%) compared with females (27.9%) while the fee-paid judiciary is close to parity between men and women (Table 13.1).

Figure 13.1: Gender of judiciary (all combined)

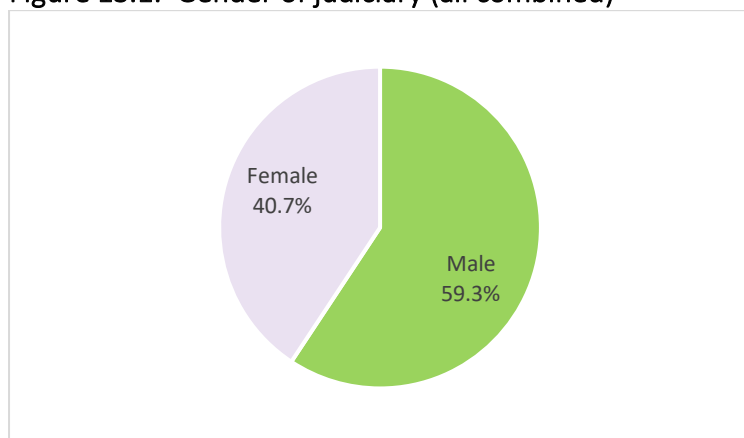


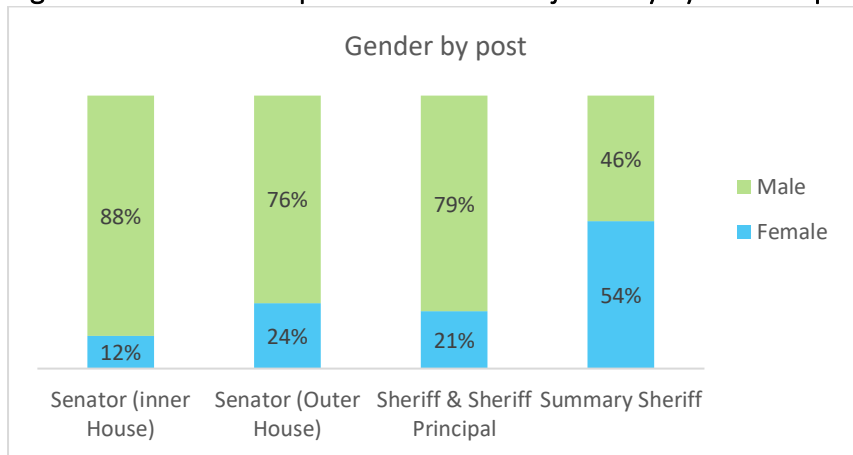
Table 13.1: Gender in salaried & fee-paid judiciary

	Salaried Judges	Fee-paid Judicial Office Holders
Male	72.1%	50.5%
Female	27.9%	49.5%
Other	0%	0%

<sup>7</sup> All those who participated in the JAS were asked to indicate whether they identified as female, male or any other group. Participants were not required to answer this or any other question in the survey.

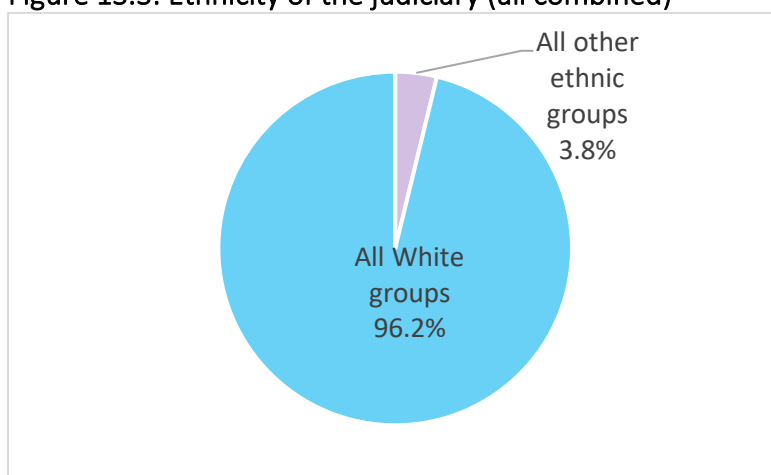
Within the salaried judiciary, there are substantial differences in representation by judicial post (Figure 13.2). While women make up 54% of Summary Sheriffs, they comprise less than a quarter of judges in other salaried judicial posts.

**Figure 13.2: Gender representation in the judiciary by salaried post**

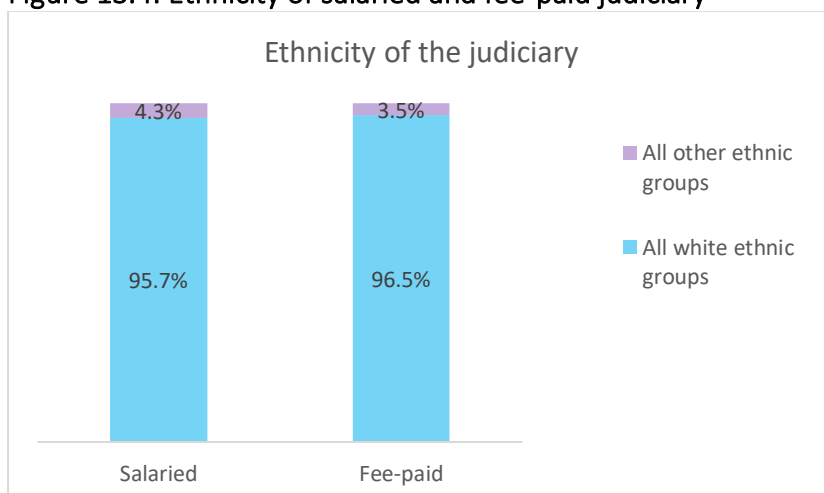


### 13.2 Ethnicity

**Figure 13.3: Ethnicity of the judiciary (all combined)**



**Figure 13.4: Ethnicity of salaried and fee-paid judiciary**

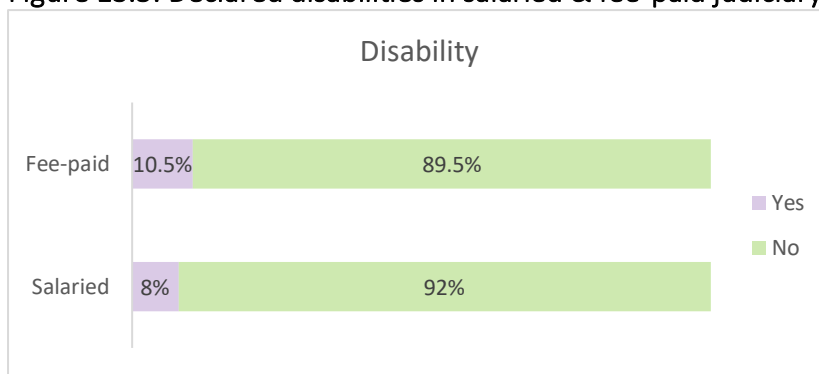


**Table 13.2: Breakdown of ethnicity in salaried and fee-paid judiciary**

	White	Asian	Black	Mixed	Other
Salaried Judges	95.7%	1.4%	0.0%	0.7%	2.2%
		4.3%			
Fee-paid Office Holders	96.5%	1.0%	0.5%	0.5%	1.5%
		3.5%			

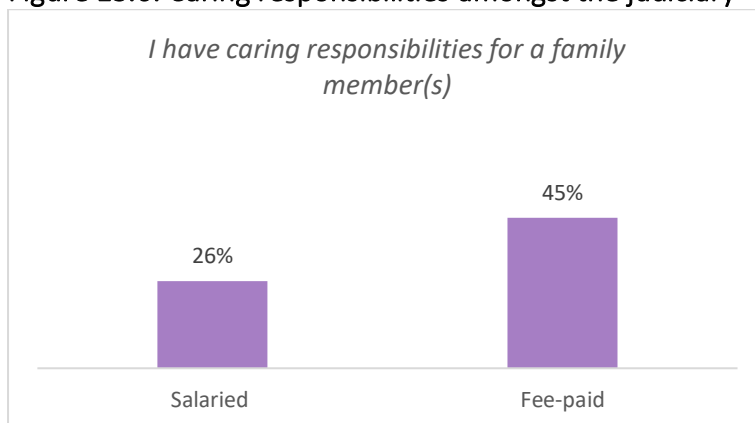
### 13.3 Disability

**Figure 13.5: Declared disabilities in salaried & fee-paid judiciary**



### 13.4 Caring responsibilities

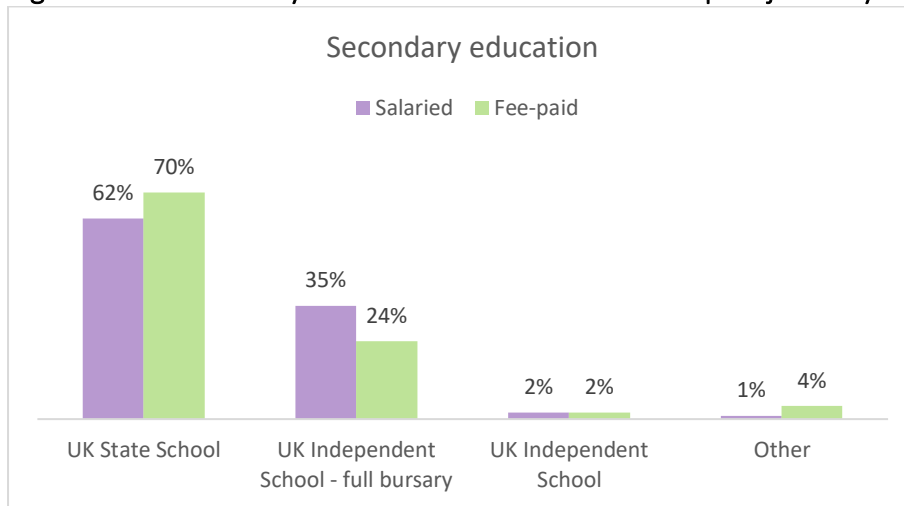
**Figure 13.6: Caring responsibilities amongst the judiciary**



## 13.5 Education

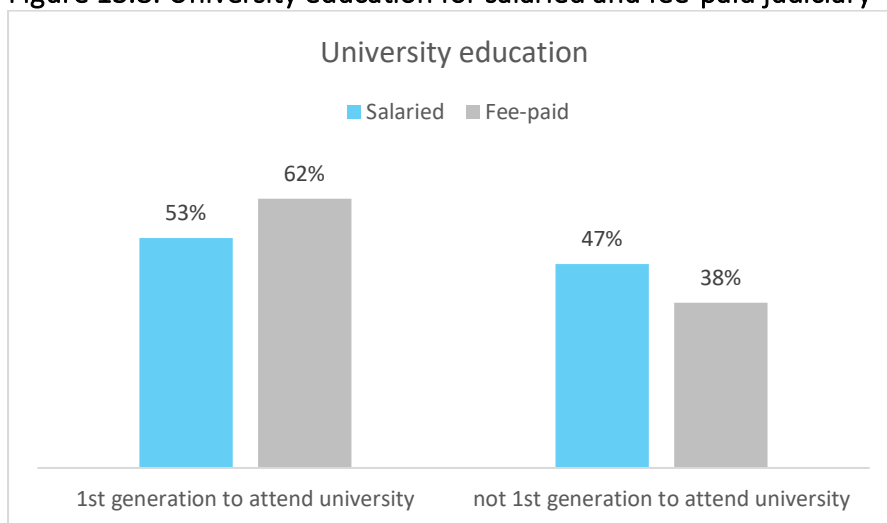
### 13.5.1 Secondary education

Figure 13.7: Secondary education for salaried and fee-paid judiciary



### 13.5.2 University education

Figure 13.8: University education for salaried and fee-paid judiciary



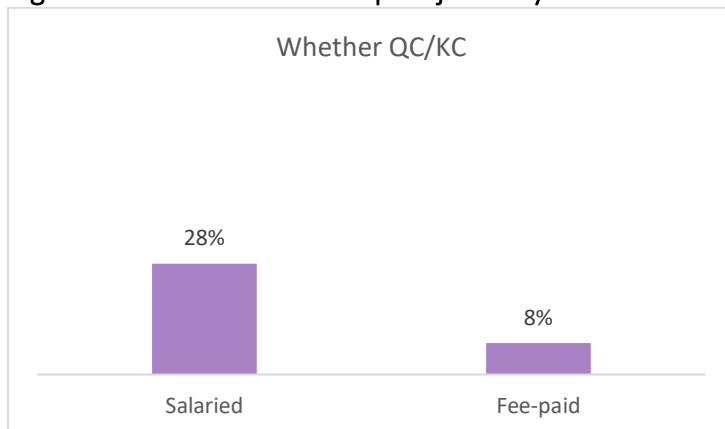
### 13.6 Professional background

Figure 13.9: Professional background of salaried and fee-paid judiciary



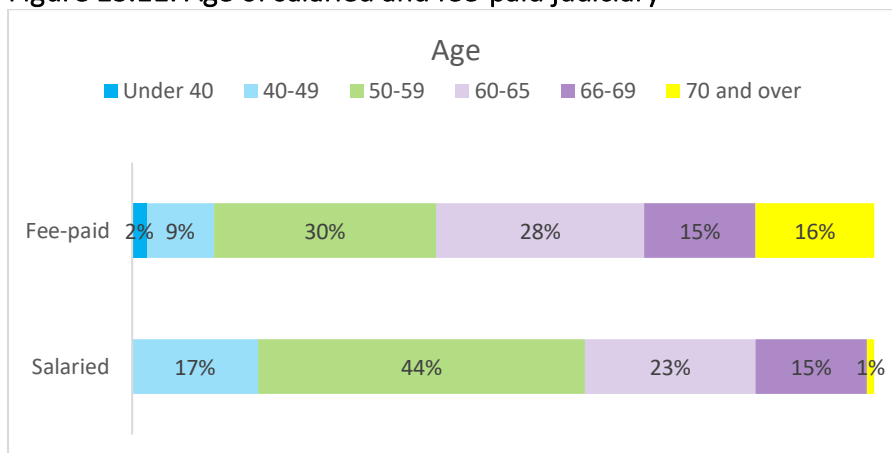
### 13.7 King's Counsel

Figure 13.10: Salaried & fee-paid judiciary with silk



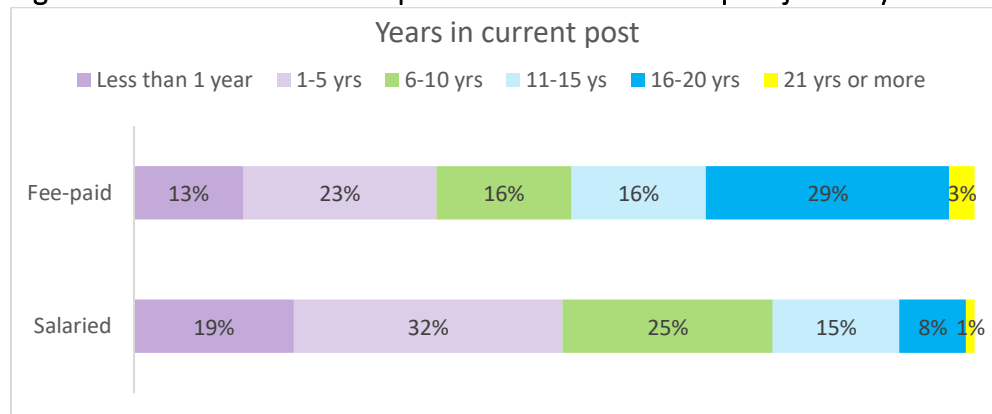
### 13.8 Age

Figure 13.11: Age of salaried and fee-paid judiciary



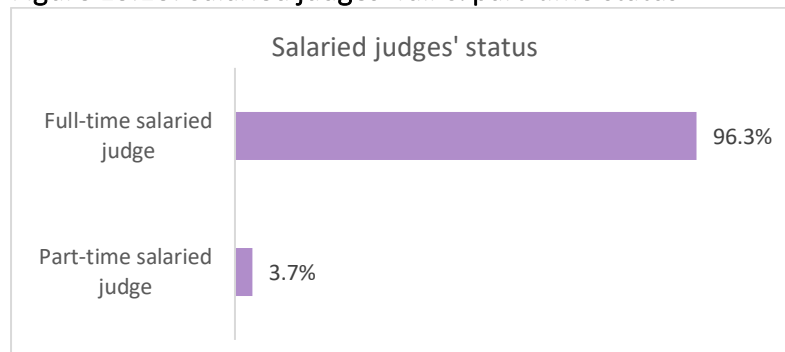
### 13.9 Tenure in current post

Figure 13.12: Years in current post for salaried and fee-paid judiciary



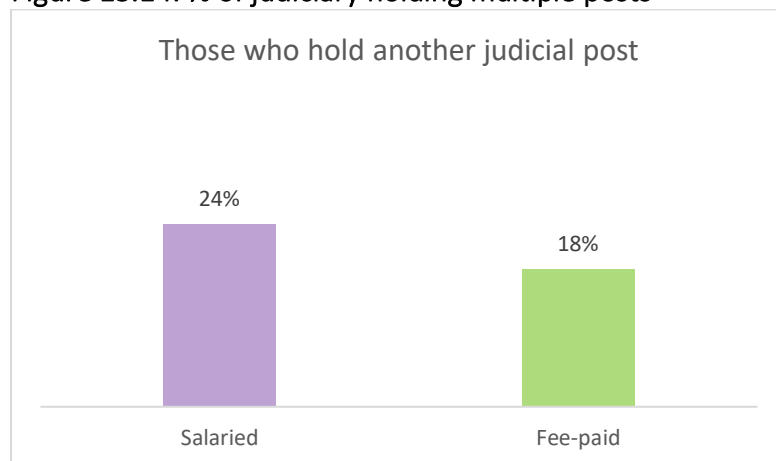
### 13.10 Salaried judges' full and part-time status

Figure 13.13: Salaried judges' full & part-time status



### 13.11 Holding other judicial posts

Figure 13.14: % of judiciary holding multiple posts



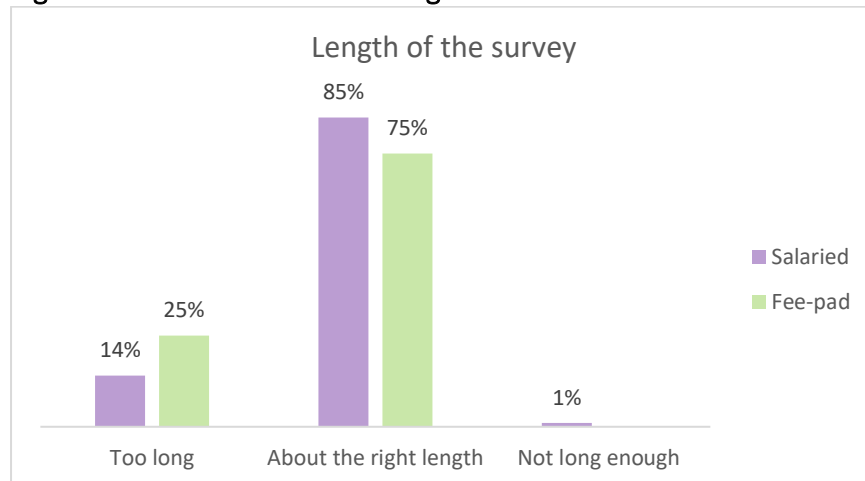


## 14. Judges' views about the JAS

### 14.1 Length of the survey

Most judges in Scotland, whether salaried or fee-paid, felt the 2022 JAS was about the right length.

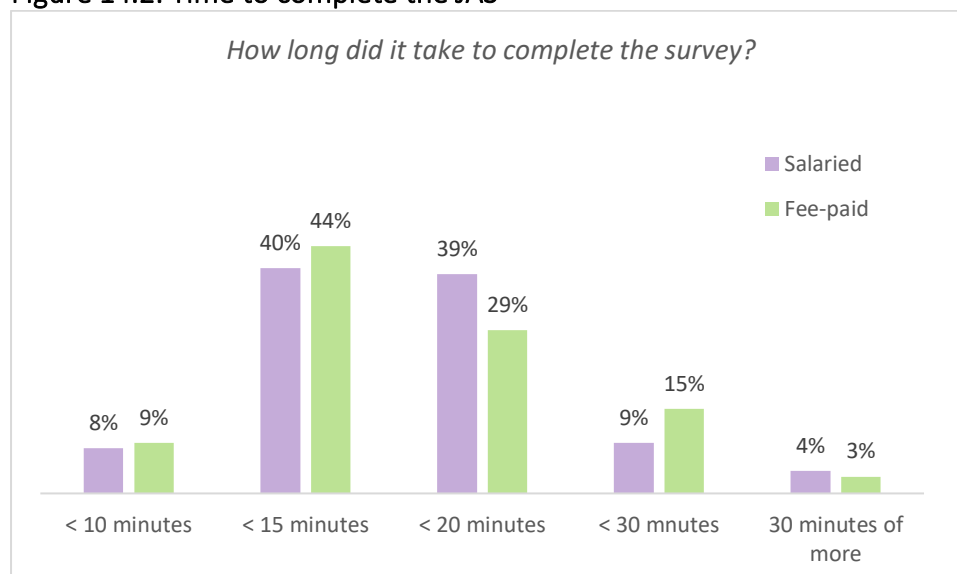
Figure 14.1: Views about the length of the JAS



### 14.2 Time to complete the survey

The largest proportions of both salaried judges and fee-paid judicial office holders took between 10 to 15 minutes to complete the survey.

Figure 14.2: Time to complete the JAS



# Judicial Attitude Survey 2022

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## 2022 Judicial Attitude Survey

The Judicial Institute of University College London (UCL JI) runs the **UK Judicial Attitude Survey (JAS)** on behalf of the Lord President of Scotland, the Lord Chief Justice of England and Wales, the Lady Chief Justice of Northern Ireland and the Senior President of Tribunals. This **survey is by judges for judges**. It has been developed in consultation with the Judicial Welfare Committee of the Judicial Council for Scotland.

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

This is the fourth time the JAS has been run. It was run first in 2014, then in 2016, 2020 and now this year. It has had a 99% response rate in the past, which means this is the survey that produces the **most reliable evidence about the state of the judiciary**. There have been **changes in the judiciary since 2020**. It is important to understand the impact of these changes on all judges, and by completing this survey you will be ensuring that judges' views are taken into account in important decisions about the future of the judiciary.

### Changes to the JAS since 2020

This current survey includes many of the same questions judges were asked in 2014, 2016 and 2020, which will help to assess any changes in judicial attitudes over the last few years. But this survey also includes **a number of new questions**, including questions about the move to **hybrid/remote working** since the pandemic.

### Confidentiality

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

**Thank you for taking the time to do the survey, which should take about 10-15 minutes.**

### Use of the Survey

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

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

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

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Start

# Judicial Attitude Survey 2022

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## Your Judicial Post

### 1. Are you:

**PLEASE NOTE: If you are a FEE-PAID judge or non-legal tribunal member please go to the version of this survey that is designed specifically for you at: [Fee-Paid JAS](#)**

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

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

*(If you have multiple posts please select what you consider is your main post and you can provide details of any further judicial posts in Question 5 below)*

- Summary Sheriff
- Sheriff
- Sheriff Principal
- Senator of the College of Justice (Outer House)
- Senator of the College of Justice (Inner House)
- Other (please specify in the box below)

### 3. How long have you been in your **CURRENT** judicial post (ie, the post you indicated in Question 2)?

- Less than 1 year
- 1-5 years
- 6-10 years
- 11-15 years
- 16-20 years
- 21 years or more

### 4. When were you **FIRST** appointed to the **SALARIED** judiciary?

- Before 1 April 1995
- 1 April 1995 - 1999
- 2000 - 2004
- 2005 - 2009
- 2010 - 2014
- 2015 - 2019
- 2020 - 2022

### 5. Do you currently hold any other judicial post in addition to the main judicial post you have indicated in Question 2 above?

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

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# Judicial Attitude Survey 2022

## Working Conditions

6. How would you rate the overall working conditions in your job as a judge now compared with 2 years ago (in early 2020 before the pandemic)?
- Significantly better
  - Better
  - About the same
  - Worse
  - Significantly worse
  - Not applicable (I was not a judge in early 2020)

Please feel free to provide any further comments

7. How would you assess your case workload over the last 12 months?
- Too high
  - Manageable
  - Too low

8. How would you assess your judicial workload that does **not** include your casework over the last 12 months?
- Too high
  - Manageable
  - Too low
  - I do not have any judicial work outside of my casework

9. Please provide an assessment of the following working conditions at the main court or tribunal where you work:

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

Please feel free to provide any further comments

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

	Important	Not sure	Not important
Time to discuss work with colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support for dealing with stressful conditions at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further comments

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

	Excellent	Good	Adequate	Poor	Non-existent
Time to discuss work with colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support for dealing with stressful conditions at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further comments

# Judicial Attitude Survey 2022

## Judicial Welfare

12. In the last 2 years have you been concerned about your personal security as a result of your judicial role?

(Please select as many options as apply to you)

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

Please feel free to provide any further comments

13. Do you feel you are treated with respect as a judge by the following?

	Yes	Not sure	No	Not applicable to me
Judicial colleagues at my court or tribunal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My immediate leadership judge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Senior leadership in the judiciary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further comments

14. To what extent are you familiar with the following aspects of judicial welfare support?

	Yes	Not sure	No	Not applicable to me
I am aware of the range of welfare support available to me as a judge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know how to access this welfare support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further comments

15. If you have used any of the following support services for judges in the last 2 years, please indicate how helpful the service was for you:

If you have not used any of the following support services in the last 2 years, please skip this question by clicking the NEXT button at the bottom of this page.

	Helpful	Not sure	Not helpful
Information on the judicial hub	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
LawCare	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Counselling services provided by NHS Rivers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further comments

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# Judicial Attitude Survey 2022

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## Bullying, Harassment and Discrimination

The questions in this section of the survey are about any personal experience of bullying, harassment or discrimination you may have had in your work as a judge in the last 2 years.

These 3 things are defined as:

- **Bullying** is behaviour from a person or group that is unwanted and makes you feel uncomfortable, fearful, disrespected, ridiculed or upset.
- **Harassment** is bullying or unwanted behaviour, because of or about a protected characteristic, that violates dignity and/or creates an intimidating, hostile, degrading humiliating or offensive environment (the full legal definition of harassment can be found within the Equality Act 2010).
- **Discrimination** is being treated differently or unfairly due to a protected characteristic under the Equality Act 2010.

**PLEASE NOTE: Like all the questions in the survey, you are not required to answer this question and any answers you do provide are completely anonymous. It is not possible to trace any response to this survey back to any individual.**

16. **Have you personally experienced bullying, harassment or discrimination in your work as a judge in the last 2 years?**

- Yes I have experienced bullying in the last 2 years
- Yes I have experienced harassment in the last 2 years
- Yes I have experienced discrimination in the last 2 years
- No I have not experienced bullying, harassment or discrimination in the last 2 years [If you answered NO please skip to the next section of survey by clicking the NEXT button at the bottom of this page]

Please feel free to provide any further comments

17. **From whom did you experience this?**

*Please select as many options as apply to you.*

- A more senior judicial office holder (other than my leadership judge)
- My leadership judge
- Another judicial office holder at my court/tribunal
- A judicial officer holder not at my court/tribunal
- Counsel
- Solicitor
- Litigant
- Civil servant
- Politician
- Other (please feel free to specify in the box below)

18. **Did you report this to anyone?**

- Yes and it is currently being dealt with
- Yes and it was resolved to my satisfaction
- Yes but it was not resolved to my satisfaction
- No [If you answered NO please feel free to say in the box below why you did not report it; but you are not required say and you should not identify any individual in a comment]

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# Judicial Attitude Survey 2022

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## Salary and Pensions

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

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

Please feel free to provide any further comments

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

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

Please feel free to provide any further comments

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# Judicial Attitude Survey 2022

## Digital Working

21. Please share your views on the following aspects of working digitally as a judge:

	Agree	Not sure	Disagree
The increase in remote hearings has been beneficial to my work as a judge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am finding the switch to judicial working on screens challenging	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am finding the change from paper based to digital working to be more efficient for hearings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am finding the change from paper based to digital working to be more efficient for Chambers Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further comments

22. Please provide an assessment of the following IT resources available to you at the main court or tribunal where you work and when working remotely:

	Excellent	Good	Adequate	Poor	Non-existent
Standard of IT equipment provided for you personally to use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Internet access in your court or tribunal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Availability of administrative support for arranging and managing hybrid/remote hearings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of the technology in court for hybrid/remote hearings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Availability of technical support for you at your court or tribunal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of technical support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Speed of technical support once requested	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Standard of IT equipment available to you for working remotely	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Internet access when working remotely	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
IT support when working remotely	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further details

23. How often in the last 12 months have you needed IT support in order to do your job as a judge?

- Daily
- Weekly
- Monthly
- A few times during the year
- Never

Please feel free to provide any further comments

24. In your experience, what effect(s) do you feel the use of hybrid/remote hearings has on the following?

	Positive effect	Negative effect	Both positive & negative effects	No effect at all
the interaction between parties	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
the quality of advocacy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
the time it takes to conduct hearings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
the way I deal with a case as a judge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
the way parties behave during hearings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
the need for adjournments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
the number of hearings that can be completed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
the resolution of cases	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
the ability of vulnerable parties to participate in hearings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
the ability of unrepresented parties to participate in hearings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
the ability of others to observe hearings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further comments



# Judicial Attitude Survey 2022

## Job Satisfaction, Opportunities and Training

25. How satisfied are you with the following aspects of your work as a judge?

	Completely satisfied	Satisfied	Could be better	Not satisfied at all
Sense of achievement in the job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Variety of work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Challenge of the job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

26. To what extent are the following opportunities important to you?

	Important	Not sure	Not important
Opportunities to use your legal knowledge and experience across a range of specialisms/areas of work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities to gain new skills and broaden your legal knowledge and range of work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities to apply for transfer to another court or tribunal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities to take on a leadership role	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities for review of your career aspirations with a senior judge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities for career development mentoring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities for targeted training linked to your career aspirations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further comments

27. To what extent are you satisfied with the following aspects of the judicial role?

	Completely satisfied	Satisfied	Could be better	Not satisfied at all
Opportunities to use your legal knowledge and experience across a range of specialisms/areas of work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities to gain new skills and broaden your legal knowledge and range of work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities to apply for transfer to another court or tribunal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities to take on a leadership role	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities for review of your career aspirations with a senior judge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities for career development mentoring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities for targeted training linked to your career aspirations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further comments

28. To what extent are you satisfied with the following aspects of judicial training?

	Completely satisfied	Satisfied	Could be better	Not satisfied at all
Range of judicial training courses available to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of the judicial training I undertake	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Number of training courses I am required to attend each year	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Time to I have to prepare for training courses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further comments

29. The judicial training I have undertaken in the last 2 years:

	Agree	Not sure	Disagree
has helped me to adjust to the changing ways of working in the last 2 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
has helped me to keep up to date on developments in the law	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
has helped me to keep up to date in practice and procedures in my court/tribunal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further comments

# Judicial Attitude Survey 2022

## Change and Communications

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

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

Please feel free to provide any further comments

31. Please share your views on the communications you receive about change in the judiciary:

	Agree	Not sure	Disagree
The senior leadership in the judiciary is handling changes to judicial working life well	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Judges in my part of the judiciary are handling changes to our working lives well	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I receive timely communications about changes in the judiciary that affect me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that changes are imposed on judges in my position without adequate explanation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am able to easily find information about my job as a judge when I need it	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I receive helpful communications about my role as a judge (ie, information on the judicial hub and direct emails about your judicial role)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further comments

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# Judicial Attitude Survey 2022

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## Future Planning

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

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

33. On 1 April 2022, what was your age in YEARS and MONTHS?

On 1 April 2022 my age was  years and  months.

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

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

- Increase in workload
- Lack of promotion
- Limits on pay awards
- Reduction in pension benefits
- Lack of respect for the judiciary by government
- Reduction in administrative support
- Further demands for out of hours working
- Introduction of online courts
- Lack of stimulating work
- Increase in litigants in person
- Lack of effective leadership of the judiciary
- Stressful working conditions
- Inability to move to salaried part-time working
- Remote hearings
- Requirement to sit in a location too far from home
- Attacks on the judiciary by the media
- Court closures
- Personal health issues
- Inability to work more flexible hours
- Uncertainty over the future of my part of the judiciary
- Personal security concerns
- Other (please specify in the box below)

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

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

- Appointment to a higher post
- Change of work location
- Higher remuneration
- Better administrative support
- Reduction in workload
- Increased flexibility in working hours
- Greater variation in work
- Better leadership of the judiciary
- Having more leadership responsibilities
- Greater certainty over the future of my part of the judiciary
- Support for dealing with stressful working conditions
- Opportunity for sabbatical
- Opportunity to work part-time
- Reduction in litigants in person
- Better security for judges
- Increase in remote working
- Greater respect for the work judges do
- Other (please specify in the box below)

# Judicial Attitude Survey 2022

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## Being a Member of the Judiciary

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

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

Please feel free to provide any further comments

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

Strongly Disagree    Disagree    Not sure    Agree    Strongly Agree

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

Strongly Disagree    Disagree    Not sure    Agree    Strongly Agree

39. Members of the judiciary are respected by society at large:

- Less than they were 2 years ago
- About the same as they were 2 years ago
- More than they were 2 years ago

Please feel free to provide any further comments

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# Judicial Attitude Survey 2022

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## Joining the judiciary

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

- Yes
- No
- Not sure

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

- Yes
- No
- Not sure

42. The reasons I would encourage suitable people to apply to join the salaried judiciary are:

*(Please select as many options as reflect your view)*

- Challenge of the work
- Sense of collegiality
- Job security
- Intellectual satisfaction
- Salary
- Public service
- Respect in the community
- Pension
- Administrative support
- Less pressurised environment than practice
- Prestige of the job
- Chance to contribute to justice being done
- Other (please specify in the box below)

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

*(Please select as many options as reflect your view)*

- Isolation of the job
- Lack of variety in the work
- Lack of respect for judges
- Experience of changes to pension entitlements
- Lack of personal control over working time
- Reduction in income
- Lack of administrative support
- Poor quality of physical work environment
- Feeling of being an employee or civil servant
- Judicial appointments process
- Too much out of hours work required to do the job
- Lack of support from the senior judiciary
- Rigid hierarchical work environment
- Too few opportunities for promotion
- Increase in litigants in person
- Other (please specify in the box below)

# Judicial Attitude Survey 2022

## Leadership

44. Please indicate if you currently:

*(Please tick as many answers as apply to you)*

- hold a formal leadership position in the judiciary (e.g., President of Scottish Tribunals, Sheriff Principal, President of Sheriff Appeal Court, Administrative Judge, etc)?
- undertake any additional responsibilities as a judge that are not formal leadership roles (e.g., Judicial Institute for Scotland duties, Judicial Council Committee Chair, etc.)?

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

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

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

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

If you answered No please feel free to provide reasons why

47. The following explore your views of your immediate leadership judge(s). *This refers to the judge who issues you directions of an administrative nature such as a Sheriff Principal, Administrative judge or one of the senior judicial leaders.*

	Strongly Agree	Agree	Not sure	Disagree	Strongly Disagree
I would like my immediate leadership judge to help me evaluate how I am performing as a judge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would like to be able to discuss my career development with my immediate leadership judge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would like to be able to speak with someone other than my immediate leadership judge about my career development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Case allocation is done fairly by my local leadership judge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I receive good support from my immediate leadership judge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am treated fairly by my immediate leadership judge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel my leadership judge takes my opinions into account when making decisions that affect me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My leadership judge takes responsibility for promoting diversity and inclusion at my court/tribunal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further comments

# Judicial Attitude Survey 2022

## General Information

48. Before being appointed to the judiciary what type of legal engagement were you in?  
(Please tick as many answers as apply to you)

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

49. Before your appointment to the salaried judiciary, were you appointed a QC?

- No
- Yes

50. Are you:

- Male
- Female
- Other

51. What is your age group?

- Under 35
- 35-39
- 40-44
- 45-49
- 50-54
- 55-59
- 60-62
- 63-65
- 66-67
- 68-69
- 70 or over

52. Do you have any of the following?

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

53. Do you have a disability?

- No
- Yes [If you answered YES, please feel free to indicate in the box below (1) whether you have asked for any reasonable adjustments to be made and (2) whether these have been satisfactorily implemented]

54. This question asks about your education experience:

(Please tick as many boxes as apply to you)

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

55. What is your ethnic group?

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

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# Judicial Attitude Survey 2022

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## The Survey

56. This survey was:

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

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

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

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# Judicial Attitude Survey 2022

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Thank you for taking part in the 2022 Judicial Attitude Survey. Your answers have now been received.

Your participation has been extremely valuable and very much appreciated.

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# Judicial Attitude Survey 2022

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## 2022 Judicial Attitude Survey

The Judicial Institute of University College London (UCL JI) runs the **UK Judicial Attitude Survey (JAS)** on behalf of the Lord President of Scotland, the Lord Chief Justice of England and Wales, the Lady Chief Justice of Northern Ireland and the Senior President of Tribunals. This **survey is by judges for judges**. It has been developed in consultation with senior Scottish fee-paid judicial office holders.

### **First JAS for FEE-PAID Judges: why it is important for you to take part in this survey**

This is the first UK Judicial Attitude Survey for fee-paid judicial office holders. The most recent JAS for salaried judges in 2020 had a 99% response rate, which means that it produced the **most reliable evidence about the state of the judiciary**. By completing this survey you will be ensuring that the **views of fee-paid judicial office holders are taken into account** in important decisions about the future of the judiciary. This survey includes many of the same questions being asked of salaried judges in the 2022 JAS, which will help to assess any differences in views between fee-paid and salaried judicial office holders. But this survey also includes **questions tailored specifically to the work of fee-paid judicial office holders**.

### **Confidentiality**

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

**Thank you for taking the time to do the survey, which should take about 10-15 minutes.**

### **Use of the Survey**

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

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

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

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Start

# Judicial Attitude Survey 2022

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## Your Judicial Post

1. Please indicate the **main Fee-Paid post** you currently hold:

*(If you have multiple posts please select what you consider is your main fee-paid post and you can provide details of any further judicial posts in Question 4 below)*

- Part-time Sheriff
- Part-time Summary Sheriff
- Tribunal Member
- Tribunal Member (retired)
- Sheriff (retired)
- Senator of the College of Justice (Inner House) (retired)
- Senator of the College of Justice (Outer House) (retired)
- Other (please specify in box below)

2. How long have you been in your **CURRENT main fee-paid post** (ie, the post you indicated in Question 1)?

- Less than 1 year
- 1-5 years
- 6-10 years
- 11-15 years
- 16-20 years
- 21 years or more

3. When were you **FIRST** appointed to a **FEE-PAID** judicial post?

- Before 1 April 1995
- 1 April 1995 - 1999
- 2000 - 2004
- 2005 - 2009
- 2010 - 2014
- 2015 - 2019
- 2020 - 2022

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

*(This can include UK-wide judicial posts as well as Scottish judicial posts)*

- No
- Yes - please specify in the box below

5. As a fee-paid judicial office holder:

- I am solely reliant on fee-paid judicial work for my income
- I am mostly reliant on fee-paid judicial work but have other source(s) of income
- I am not reliant on fee-paid judicial work and have other source(s) of income

Please feel free to provide any further comments

6. In the last 12 months, how many days in total did you sit as a fee-paid judicial office holder (combining any fee-paid posts you have)?

- Less than 10
- 10-20
- 21-40
- 41-60
- 61-80
- 81-100
- 101-150
- More than 150

7. How many total days a year would you like to be able to sit as a fee-paid judicial office holder?

- Less than 10
- 10-20
- 21-40
- 41-60
- 61-80
- 81-100
- 101-150
- More than 150

# Judicial Attitude Survey 2022

## Working Conditions

8. How would you rate the overall working conditions in your job as a judicial office holder now compared with 2 years ago (in early 2020 before the pandemic)?

- Significantly better
- Better
- About the same
- Worse
- Significantly worse
- Not applicable (I was not a judge in early 2020)

9. When remote working as a judicial office holder, do you feel your daily fee covers:

- More work than when I am not working remotely
- The same amount of work as when I am not working remotely
- Less work than when I am not working remotely

Please feel free to provide any further comments

10. Please provide an assessment of the following working conditions at the main court or tribunal where you work:

	Excellent	Good	Adequate	Poor	Unacceptable	Not applicable to me
Amount of administrative support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of administrative support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Morale of court or tribunal staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physical quality of the building	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Maintenance of the building	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Security at your court or tribunal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physical quality of your personal work space	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Space to meet and interact with other judicial office holders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Inclusive nature of the work environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

	Important	Not sure	Not important
Ability to sit no more than the minimum number of days	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ability to hold multiple fee-paid judicial posts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ability to gain experience to allow me to apply for a salaried judicial post	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ability to sit as a fee-paid judicial office holder without having to eventually apply for a salaried post	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities to sit more than the minimum number of days	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Training opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Flexible work pattern	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further comments

12. Please rate the information you receive in advance of your sittings at your court/tribunal:

	Excellent	Good	Adequate	Poor	Non-existent	Not applicable to me
Administrative arrangements for my sitting days	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Key personnel I need to know at the court/tribunal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Contact details for key personnel at the court/tribunal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further comments

13. How welcome are you made to feel by the following colleagues at your main court or tribunal centre?

	Extremely welcome	Generally welcome	Not welcome at all	Not applicable to me
Local leadership judge or other senior leadership judge on site	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other judicial office holders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Court or tribunal staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further comments

# Judicial Attitude Survey 2022

## Judicial Welfare

14. In the last 2 years have you been concerned about your personal security as a result of your judicial role?

(Please select as many options as apply to you)

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

Please feel free to provide any further comments

15. Do you feel you are treated with respect as a judicial office holder by the following?

	Yes	Not sure	No	Not applicable to me
Judicial colleagues at my court or tribunal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My immediate leadership judge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Senior leadership in the judiciary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further comments

16. To what extent are you familiar with the following aspects of judicial welfare support?

	Yes	Not sure	No	Not applicable to me
I am aware of the range of welfare support available to me as a judge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know how to access this welfare support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further comments

17. If you have used any of the following support services for judges in the last 2 years, please indicate how helpful the service was for you:

If you have not used any of the following support services for judges in the last 2 years, please skip this question by clicking the NEXT button at the bottom of this page.

	Helpful	Not sure	Not helpful
Information on the judicial hub	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
LawCare	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Counselling services provided by NHS Rivers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further comments

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# Judicial Attitude Survey 2022

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## Bullying, Harassment and Discrimination

The questions in this section of the survey are about any personal experience of bullying, harassment or discrimination you may have had in your work as a judicial office holder in the last 2 years.

These 3 things are defined as:

- **Bullying** is behaviour from a person or group that is unwanted and makes you feel uncomfortable, fearful, disrespected, ridiculed or upset.
- **Harassment** is bullying or unwanted behaviour, because of or about a protected characteristic, that violates dignity and/or creates an intimidating, hostile, degrading humiliating or offensive environment (the full legal definition of harassment can be found within the Equality Act 2010).
- **Discrimination** is being treated differently or unfairly due to a protected characteristic under the Equality Act 2010.

**PLEASE NOTE: Like all the questions in the survey, you are not required to answer this question and any answers you do provide are completely anonymous. It is not possible to trace any response to this survey back to any individual.**

18. In the last 2 years, have you personally experienced bullying, harassment or discrimination in your work as a judicial office holder?

- Yes I have experienced bullying in the last 2 years
- Yes I have experienced harassment in the last 2 years
- Yes I have experienced discrimination in the last 2 years
- No I have not experienced bullying, harassment or discrimination in the last 2 years [If you answered NO, please skip to the next section of the survey by clicking the NEXT button at the bottom of this page]

Please feel free to provide any further comments

19. From whom did you experience this?

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

- A more senior judicial office holder (other than my leadership judge)
- My leadership judge
- A judicial office holder at my court or tribunal
- A judicial office holder not at my court or tribunal
- Counsel
- Solicitor
- Litigant
- Civil servant
- Politician
- Other (please feel free to specify in the box below)

20. Did you report it?

- Yes and it is currently being dealt with
- Yes and it was resolved to my satisfaction
- Yes but it was not resolved to my satisfaction
- No [If you said NO please feel free to say in the box below why you did not make a report, but you are not required to say and you should not identify any individual in a comment]

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# Judicial Attitude Survey 2022

## Pay and Pensions

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

	Strongly agree	Agree	Not sure	Disagree	Strongly disagree	Not applicable to me
I am paid a reasonable rate for a day's work as a judicial office holder	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The pension I receive for my part-time judicial work is an important aspect the job for me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I rely heavily on the expenses I receive when I work as a judicial office holder	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The amount of time required to do my judicial work that is outside of sitting hours is reasonable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I worry about the lack of secure income	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I worry about becoming sick as this affects my income stream	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further comments

22. In any non-judicial work I do, I earn:

- Substantially less than my day rate for my judicial work
- Less than my day rate for my judicial work
- About the same as my day rate for my judicial work
- More than my day rate for my judicial work
- Substantially more than my day rate for my judicial work
- Not applicable to me - I do not do any non-judicial work

Please feel free to provide any further comments

23. What work does your daily sitting fee cover?

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

- Preparation (eg, reading papers in advance)
- Attendance at court/tribunal and conducting hearings
- Time for writing up decisions

Please feel free to provide any further comments

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## Judicial Attitude Survey 2022

### Digital Working

24. Please share your view of the following aspects of working digitally as a judicial office holder:

	Agree	Not sure	Disagree
The increase in remote hearings has been beneficial to my work as a judicial office holder	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am finding the switch to judicial working from screens challenging	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am finding the change from paper-based to digital working more efficient for hearings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am finding the change from paper based to digital working more efficient for Chambers Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further comments

25. Please provide an assessment of the following IT resources available to you at the main court or tribunal where you work and when working remotely:

	Excellent	Good	Adequate	Poor	Non-existent
Standard of IT equipment provided for you personally to use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Internet access in your court or tribunal building	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Availability of administrative support for arranging and managing hybrid/remote hearings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of the technology in court for hybrid/remote hearings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Availability of technical support for you at your court or tribunal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of technical support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Speed of technical support once requested	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Standard of IT equipment available to you for working remotely	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Internet access when working remotely	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
IT support when working remotely	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further comments

26. How often in the last 12 months have you needed IT support in order to do your job as a judicial office holder?

- Daily  
 Weekly  
 Monthly  
 A few times during the year  
 Never

27. In your experience, what effect(s) do you feel the use of hybrid/remote hearings has on the following?

	Positive effect	Negative effect	Both positive & negative effects	No effect at all
the interaction between parties	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
the quality of advocacy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
the time it takes to conduct hearings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
the way I deal with a case as a judicial office holder	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
the way parties behave during hearings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
the need for adjournments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
the number of hearings that can be completed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
the resolution of cases	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
the ability of vulnerable parties to participate in hearings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
the ability of unrepresented parties to participate in hearings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
the ability of others to observe hearings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further comments



# Judicial Attitude Survey 2022

## Job Satisfaction and Training

28. How satisfied are you with the following aspects of your work as a judicial office holder?

	Completely satisfied	Satisfied	Could be better	Not satisfied at all
Sense of achievement in the job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Variety of work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Challenge of the job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

29. To what extent are the following important to you in your judicial role?

	Important	Not sure	Not important	Not applicable to me
Opportunities to make use of the authorisations I already hold	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cross deployment opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities for regular personal review of my judicial role with someone in a leadership position	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support and mentorship for becoming a salaried judicial office holder	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunity to expand my knowledge of a specialist area of work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further comments

30. To what extent are you satisfied with the following aspects of your judicial role?

	Completely satisfied	Satisfied	Could be better	Not satisfied at all	Not applicable to me
Opportunities to make use of the authorisations I already hold	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cross deployment opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities for regular personal review of my judicial role with someone in a leadership position	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support and mentorship for becoming a salaried judicial office holder	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunity to expand my knowledge of a specialist area of work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further comments

31. To what extent are you satisfied with the following aspects of judicial training?

	Completely satisfied	Satisfied	Could be better	Not satisfied at all
Range of judicial training courses available to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of judicial training I undertake	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Number of training courses I am required to attend each year	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Time I have to prepare for training courses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further comments

32. The judicial training I have undertaken in the last 2 years:

	Agree	Not sure	Disagree
has helped me adjust to the changing ways of working in the last 2 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
has helped me to keep up to date on changes in the law	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
has helped me to keep up to date on changes in practice and procedures in my court/tribunal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further comments

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# Judicial Attitude Survey 2022

## Change and Communications

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

	Not concerned at all	Only slightly concerned	Not sure	Somewhat concerned	Extremely concerned
Increase in litigants in person	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Loss of respect for the judiciary by government	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personal safety for judges	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Low judicial morale	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Attacks on the judiciary in the media	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reduction in face-to-face hearings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Loss of judicial independence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further comments

34. Please share your views about change in the judiciary and the communications you receive as a judicial office holder:

	Agree	Not sure	Disagree
The senior leadership in the judiciary is handling change in judicial working life well	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Judicial office holders in my part of the judiciary are handling changes to our working lives well	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I receive timely communications about changes in the judiciary that affect me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that changes are imposed on judicial office holders in my position without adequate explanation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am able to easily find information about my job as a judicial office holder when I need it	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I receive helpful communications about my judicial role (ie, information on the judicial hub and direct emails about your judicial role)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide any further comments

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# Judicial Attitude Survey 2022

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## Joining the Salaried Judiciary

35. Might you consider applying for a salaried judicial post?

- Yes I am already considering this
- Yes but not at this point in my career
- I am currently undecided about this
- No I am not interested in a salaried judicial post
- There are no salaried posts available in my jurisdiction
- I am too close to retirement age to consider this
- Other (please specify in the box below)

36. The reasons I would consider applying to join the salaried judiciary are:

*(Please select as many options as reflect your view)*

- Challenge of the work
- Sense of collegiality
- Job security
- Intellectual satisfaction
- Salary
- Public service
- Respect in the community
- Pension
- Administrative support
- Less pressurised environment than practice
- Prestige of the job
- Chance to contribute to justice being done
- Other (please specify in the box below)

37. The reasons I would not consider applying to join the salaried judiciary are:

*(Please select as many options as reflect your view)*

- Isolation of the job
- Lack of variety in the work
- Lack of respect for judges
- Experience of changes to pension entitlements
- Lack of personal control over working time
- Reduction in income
- Lack of administrative support
- Poor quality of physical work environment
- Feeling of being an employee or civil servant
- Judicial appointments process
- Too much out of hours work required to do the job
- Rigid hierarchical work environment
- Too few opportunities for promotion
- Increase in litigants in person
- Loss of travel expenses
- Uncertainty over where I'd be required to sit
- Being required to do work outside of my area of expertise
- Other (please specify in the box below)

# Judicial Attitude Survey 2022

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## Being a Member of the Judiciary

38. As a judicial office holder, to what extent do you feel valued by the following groups?

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

Please feel free to provide any further comments

39. As a judicial office holder I feel I provide an important service to society.

Strongly Disagree  Disagree  Not sure  Agree  Strongly Agree

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

Strongly Disagree  Disagree  Not sure  Agree  Strongly Agree

41. Members of the judiciary are respected by society at large:

- Less than they were 2 years ago
- About the same as they were 2 years ago
- More than they were 2 years ago

Please feel free to provide any further comments

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# Judicial Attitude Survey 2022

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## Recommending others to join the fee-paid judiciary

42. Would you encourage suitable people to apply for a Fee-paid judicial post?

- Yes
- No
- Not sure

43. The reasons I would encourage suitable people to apply for a Fee-paid judicial post are:

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

- Challenge of the work
- Intellectual satisfaction
- Public service
- Respect in community
- Chance to contribute to justice being done
- Prestige of the job
- Variety of the work
- Flexibility in sitting time
- Chance to consider whether a salaried judicial post is right for them
- Other (please specify in the box below)

44. The reasons I would discourage suitable people from applying for a Fee-paid judicial post are:

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

- Rate of pay
- Pension issues
- Not enough sitting days available
- Too many sitting days required
- Lack of control over location where sitting
- Lack of administrative support
- Lack of sense of belonging to the rest of the judiciary
- Other (please specify in the box below)

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# Judicial Attitude Survey 2022

## General Information

45. What is your current non-judicial employment?  
(Please tick as many answers as apply to you)

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

46. Have you been appointed a QC?

- No
- Yes

47. Are you:

- Male
- Female
- Other

48. What is your age group?

- Under 35
- 35-39
- 40-44
- 45-49
- 50-54
- 55-59
- 60-62
- 63-65
- 66-67
- 68-69
- 70 or over

49. Do you have any of the following?

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

50. Do you have a disability?

- No
- Yes (if you answered Yes, please feel free to indicate in the box below (1) whether you have asked for any reasonable adjustments to be made and (2) whether these have been satisfactorily implemented)

51. This question asks about your education experience:

(Please tick as many boxes as apply to you)

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

52. What is your ethnic group?

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

# Judicial Attitude Survey 2022

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## The Survey

53. This survey was:

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

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

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

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# Judicial Attitude Survey 2022

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Thank you for taking part in the 2022 Judicial Attitude Survey. Your answers have now been received.

Your participation has been extremely valuable and very much appreciated.

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