



Best Practices in training of judges and prosecutors

Category of practice: **Training Needs Assessment (TNA)**

Type of practice: **Promising Practice**

Country: **England**

April, 2014

Title of practice	Mental Health Tribunal Whole Programme Assessment
<i>Key features:</i>	<p>The Mental Health Tribunal (MHT) in England (Wales has its own mental health tribunal) offers an annual choice-based programme of training events to its Judicial Office Holders ('JOHs'), covering a range of relevant topics. All JOHs are required to attend two days training every year. MHT's training programme is regularly reviewed by its National Training Committee (NTC), and its contents are modified to enable new topics to be addressed. Detailed evaluation of each training event is appropriate and is carried out with the aid of an online questionnaire that is completed by attending JOHs. This single-course evaluation of all sessions (and of the extent to which the objectives of the individual course have been achieved) is then analysed by the NTC.</p> <p>It was, however, recognised that this routine and event-focused feedback process, although an essential element of quality assurance and an important means of facilitating feedback to the NTC, provided too little information about the success of the <i>overall</i> programme in meeting members' needs, and what changes, if any, might be needed to address any shortfalls in style and substance in the current programme and the approach to training.</p> <p>As a consequence, in 2012 the Mental Health Tribunal organised an evaluation of its entire training programme (the jurisdiction includes over 1000 judicial office holders). This involved the use of an online questionnaire and data analysis designed a) to review the existing training provided to members of the jurisdiction and, b) to enhance the content and quality of training to be provided in the future. Although individual training courses were already evaluated in a structured way, the programme leaders wanted to drill further down and create an opportunity to take a wider view of how and what training is provided across the Tribunal.</p>

	<p>Some questions addressed practical matters; others questions addressed JOHs' preferred course formats (e.g. whether training events should be offered to all members of MHT or whether some courses should be targeted at specific specialist member groups); and other questions addressed issues such as the style, pace, level, balance, and perceived quality of the overall programme.</p>
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<p><i>Other comments</i></p>	<p>The questionnaire produced an excellent response, and as a result of the findings the Tribunal training team are in the process of adjusting aspects of the whole programme to reflect the views of their members. This is therefore still to be considered as a PROMISING PRACTICE.</p>

Source: Pilot Project - European Judicial Training: "Lot 1 – Study on best practices in training judges and prosecutors", carried out by the European Judicial Training Network (EJTN)