

2024 UK Judicial Attitude Survey

Judiciary of Scotland

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2024 UK Judicial Attitude Survey: Scotland

	page
Table of Contents	1
Executive summary	2
Part I: The Survey	8
1 UK Judicial Attitude Survey	8
Part II: UK Judicial Attitude Survey 2014-2024 (Scotland, England & Wales and Northern Ireland)	13
2 Ten-year trends for the 3 UK judiciaries	13
Part III: 2024 Judicial Attitude Survey results for Scotland	19
3 Being a member of the judiciary	19
4 Working conditions	26
5 Judicial IT & digital working	36
6 Safety, security and other judicial concerns	42
7 Salaried judiciary: pay and pension	45
8 Fee-paid judiciary: pay, pension and expenses	52
9 Retention and recruitment	58
10 Judicial wellbeing	65
11 Judicial stress	74
12 Respect in the judicial workplace	79
13 Training and personal development	82
14 Leadership	89
15 Judicial tenure and professional background	94
16 Demographics of the Scottish judiciary	96

Executive summary

UK Judicial Attitude Survey

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

- It is the only known recurring survey of the working lives of judges currently running in any jurisdiction.
- The aim of the JAS is to assess the attitudes, experiences and intentions of serving judges in key areas including the experience of being a judge, working conditions, remuneration, retention, recruitment, wellbeing, leadership, training and personal development.
- This is the fifth time the JAS has been run over a 10-year period (2014-2024).
- The 2024 JAS encompasses all salaried and fee-paid judicial office holders in Scotland, Northern Ireland and England and Wales. This includes members of the judiciary in the courts and tribunals.
- The JAS is a highly reliable indicator of the experiences, attitudes and intentions of judges in the UK, with almost all members of the judiciary in all jurisdictions taking part.

10-year trends across the UK judiciary (Northern Ireland, England & Wales and Scotland)

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

- For a decade a majority of salaried judges in all 3 jurisdictions have repeatedly experienced a loss of net earnings at two-year intervals.
- Throughout the decade a majority of judges have said that their pay and pension entitlement does not adequately reflect the work they have done and will do before they retire.
- Over the decade only a minority of judges in all 3 jurisdictions have ever agreed that they are paid a reasonable salary for the work they do.
- There has been an increase in salaried judges in all 3 UK jurisdictions that would leave the judiciary if it was a viable option and an increase in salaried judges planning to leave the judiciary early within 5 years.
- Morale over judicial salary is not as low as it was a decade ago, but it is still an issue for most judges in Scotland and England and Wales and has worsened in the last 2 years in Northern Ireland.

2024 Judicial Attitude Survey Key Findings for Scotland

This report provides detailed results for the Scottish judiciary. Almost all judges in Scotland took part in the 2024 survey, 96% of all salaried judges and 79% of all fee-paid judges taking part in the 2024 JAS.

Being a member of the judiciary

- Almost all salaried and fee-paid members of the Scottish judiciary are satisfied with the sense of achievement they get from the job (82-93%), the variety of their work (79-90%) and the challenge of the job (89-94%).
- Almost every salaried judge (88%) and fee-paid office holder (91%) in Scotland feels they provide an important service to society. Almost all salaried (82%) and fee-paid (84%) judicial office holders also feel a strong personal attachment to being a member of the judiciary,
- A majority (55%) of judges in Scotland said members of the judiciary were respected less by society than they were 2 years ago, and 81% of judges in Scotland are concerned about the loss of respect for the judiciary by government.
- Judicial colleagues, court staff, the legal profession and parties in cases before judges are the groups Scottish judges feel most valued by. A majority also feel valued by the public and senior judicial leadership. The media, the UK government and the Scottish government are the groups very few salaried judges feel valued by.

Working conditions

- A third (35%) of salaried judges in Scotland said that their overall working conditions were worse in 2024 than they were in 2022, while a quarter (23%) of fee-paid judicial office holders felt working conditions were worse in 2024.
- While a third of salaried judges (34%) in Scotland said their case workload was too high, only 8% of fee-paid office holders said their case workload was too high and most (80%) said it was manageable.
- In the last two years in Scotland judges' concerns for their personal security in court, out of court and on social media have all increased, but only a minority of the judiciary (32%) rated security at court as excellent or good and only a minority were satisfied with the support they received once they raised any security concerns.
- Only a minority of Summary Sheriffs, Part-time Summary Sheriffs, Sheriffs and Tribunal Members rated that physical quality and maintenance of the main building in which they work as excellent or good.

Judicial IT and digital working

- While most salaried judges in Scotland (70%) said the standard of IT equipment they have been given for their personal use was excellent or good, 55% of fee-paid office holders said it was poor or non-existent.
- Over half of all salaried judges (57%) in Scotland said the internet access at their court was excellent or good, but 46% of fee-paid office holders said it was poor or non-existent.
- A majority of both salaried and fee-paid judicial office holders in Scotland said that the availability of support to arrange and manage hybrid/remote hearings was excellent or good.
- The majority of Scottish salaried and fee-paid judges said that they were spending about the right amount of time in remote hearings, but over a quarter of fee-paid judges said they were spending too much time in remote hearings.

Pay and pension: salaried judges

- Over the decade from 2014 to 2024 a majority of Scottish judges have said their pay and pension does not adequately reflect the work they have done and will do before retirement and they have had a loss of net earnings in the previous 2 years.
- While a majority of Senators (both Outer and Inner) said they are paid a reasonable salary for the work they do, only 17% of Sheriffs Principals and 40% of Sheriffs agreed
- A majority of Senators of both the Outer House and Inner House were earning substantially more and a majority of Sheriffs Principal were earning more prior to their appointment to the salaried bench. But a majority of Summary Sheriffs were earning less than their judicial salary before taking up the post.
- All Sheriffs Principal (100%) said that the judicial salary issue was affecting the morale of judges they work with and a majority of Sheriffs (51%) also said this. But other judicial posts were divided or unsure about this.
- Over the decade only a minority of salaried judges in Scotland have said that they would consider leaving the judiciary if this was a viable option, although this proportion has increase from 20% in 2014 to 32% in 2024.

Pay and sitting days: fee-paid judiciary

- Almost half (40%) of fee-paid judicial office holders in Scotland do not do any non-judicial work. Of those that do, 34% earn more in their non-judicial work than their judicial daily rate, while 17% earn less than their judicial daily rate.
- Part-time Summary Sheriffs are most reliant on their fee-paid judicial work for their income, with almost a third (31%) completely reliant on fee-paid judicial work.

- Two-thirds of Part-time Summary Sheriffs rely on expenses from their judicial work, whereas only a minority of Part-time Sheriffs and Tribunal Members do.
- The proportion of fee paid office holders in Scotland who said they feel they are paid a reasonable rate for a day's work has fallen to a minority from 58% in 2022 to 45% in 2024.

Judicial stress

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

- While UK judges have a deep commitment to and high levels of satisfaction with their work, they are also experiencing high levels of stress.
- Large proportions of Scottish judges reported stress symptoms over the last 2 years associated with their work as a judge. The most prevalent symptoms were sleep disturbances (67%), irritability (60%) and headaches (42%).
- Judges in certain post in Scotland reported higher levels of extreme stress: over two-thirds of Sheriffs Principal (67%) and a third of Senators of the Outer House (33%) reported extreme levels of stress.
- The factors most often attributed to stress by Scottish judges are: lack of personal time due to judicial workload (51%), managing trials (44%) and difficulties achieving a reasonable work-life balance (44%).
- A total of 39 members of the judiciary in Scotland reported having to take sick days in the last 2 years due to the stress of judicial work.

Respect in the judicial workplace

- Most salaried judges in Scotland feel there is a good working environment at their court or tribunal (that people work well together and support each other).
- Most fee-paid judges in Scotland said they are made to feel welcome by colleagues and staff at the courts/tribunals in which they work.
- But 41% of Summary Sheriffs, 38% of Senators of the Outer House and 34% of Sheriffs said they have felt left out or excluded in their role as a judge in the last year (primarily by not being included in communications, not listened to in meetings or undermined in front of colleagues/staff).

Bullying, harassment & discrimination

- Only small proportions of both salaried judges and fee-paid judicial office holders in Scotland said they had experienced bullying 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.

The highest rates were for bullying, with 19% of salaried judges and 6% of fee-paid office holders saying they had experienced bullying in the last 2 years.

- For those who had experienced bullying, harassment or discrimination, most said they experienced this from another member of the judiciary.
- Almost all judges in Scotland who said they had experienced bullying, harassment and discrimination did not report it. This was primarily because they felt that reporting it would not make a difference and would have an adverse effect on their future in the judiciary.

Retention

- The proportion of Scottish salaried judges saying they are considering leaving the judiciary early has fallen in recent years from 43% in 2020-22 to 36% in 2024. Senators of the Outer House have the largest proportion of judges that said they intend to leave early (45%) and Summary Sheriffs have the largest proportion of judges saying they will not leave early (64%).
- The total number of salaried courts judges in Scotland intending to leave early within the next 5 years is 42. If this is also combined with those who have to retire by 2029 the total is 64, and if those who are currently undecided are included the total is 94.
- The factors making judges in Scotland most likely to leave are increases in workload, limits on pay awards and further demands for out of hours working. Higher remuneration, appointment to a higher post and increased flexibility in working hours would make judges more likely to remain.

Recruitment

- 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% in 2016 to 81% in 2024.
- Only a small proportion (19%) of fee-paid judicial office holders in Scotland are interested in applying for a salaried post either now or in the future. The factors making them most likely to apply are pension, salary, public service, challenge of the work, intellectual satisfaction and job security. The lack of sitting flexibility in a salaried post and that they can sit as many days as they want as a fee-paid judge was the main factor that would make them less likely to apply for a salaried post.
- Most current fee-paid judicial office holders in Scotland (79%) would recommend suitable people to apply for a fee-paid post.

Judicial training and opportunities

- Almost all salaried judges in Scotland said that time to discuss work with colleagues (89%), training (88%) and resources to assist with judicial work (86%) were all important aspects of their jobs. But a lower proportion of judges said these opportunities were available to them.
- A majority of salaried judges in Scotland are satisfied with both the range (58%) and quality (84%) of training, and the number of courses they are required to take each year (77%), while 48% are satisfied with the time available to them to prepare for training.
- A majority of salaried judges in Scotland would like more specialist courses for their specific part of the judiciary (55%).
- Almost all salaried judges in Scotland said that the most important opportunities were to use their legal knowledge and experience across a range of specialisms and areas of work (87%) and to gain new skills and broaden their legal knowledge and range of work (82%). The proportion of judges who were satisfied with these opportunities was slightly lower than the proportion that said the opportunities were important.
- Three-quarters (73%) of Scottish fee-paid office holders said the most important opportunity for them was to expand their knowledge of a specialist area of work and 71% were satisfied with this.

Leadership

- Almost half of all salaried judges in Scotland (46%) are interested in taking on a leadership role, but for 8% 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 majority of salaried judges in Scotland (55%) say that they do not know enough about how leadership roles are allocated to say whether it is fair or not.
- Most Scottish judges feel they are treated fairly by their immediate leadership judges (81%) and that they receive good support from them (73%). A majority (59%) feel their leadership judge takes their opinions into account when making decisions that affect them, but almost a third (31%) disagreed.

Part I The UK Judicial Attitude Survey

Chapter 1 The survey

The UK Judicial Attitude Survey (JAS) is a longitudinal survey conducted with all serving judges in the UK. It is the only known recurring survey of the working lives of judges currently running in any jurisdiction¹. The aim of the JAS is to assess the attitudes, experiences and intentions of serving judges in key areas including the experience of being a judge, morale, working conditions, wellbeing, remuneration, retention, leadership, training and personal development.

The Senior Salaries Review Body (SSRB) regards the regular running of the JAS as essential, calling it “a comprehensive evidence base from which to draw conclusions about judicial motivation and morale ... and a base from which to measure change against in future”² This is the fifth running of the JAS, preceded by earlier Judicial Attitude Surveys in 2022³, 2020⁴, 2016⁵ and 2014⁶. 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 judiciary⁷. Judges in Scotland make up 6% of all judges in the UK⁸. The report presents results by distinguishing between the views of salaried and fee-paid judges in Scotland.

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

² 37th Annual Report on Senior Salaries, Senior Salaries Review Body (2015)

³ 2022 UK Judicial Attitude Survey: Scotland, Cheryl Thomas (2023)

⁴ 2020 UK Judicial Attitude Survey: Scotland, Cheryl Thomas (2021)

⁵ 2016 UK Judicial Attitude Survey: Scotland, Cheryl Thomas (2016)

⁶ 2014 Judicial Attitude Survey: Scotland, Cheryl Thomas (2015)

⁷ 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.

⁸ England & Wales courts judiciary, coroners and UK (non-devolved) tribunals judiciary comprise 89% of all judicial office holders in the UK; Northern Ireland judges comprise 5% of all judicial office holders in the UK.

Like its predecessors, the 2024 JAS was run as an online survey conducted by the Judicial Institute of University College London (UCL JI)⁹. It was run via the web-based survey tool Qualtrics. The survey was led by Professor Cheryl Thomas KC, Director of the UCL Judicial Institute, and a Working Group comprised of representatives from various judicial associations assisted Professor Thomas in the design of the 2024 questionnaire.

The survey was voluntary and all judicial participants remained completely anonymous from the point of data collection¹⁰. The survey ran from 13 June 2024 through 19 July 2024. 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.

This Report

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

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

The survey included 55 questions on the salaried judiciary version of the survey, 53 questions in the fee-paid judiciary version of the survey. Many of the questions from the 2014, 2016, 2020 and 2022 JAS were repeated in the 2024 salaried JAS and many questions from the 2022 fee-paid JAS were repeated. This has enabled an assessment to be made of how, if at all, judicial

⁹ Copies of the survey can be accessed on the UCL Judicial Institute website: : <https://www.ucl.ac.uk/judicial-institute/research/judicial-attitude-survey>

¹⁰ Anonymity of survey participants was assured at the point of data collection in Qualtrics, see: <https://www.qualtrics.com/support/survey-platform/survey-module/survey-options/survey-protection/#AnonymizingResponses>

attitudes and experiences may have changed over the last decade for salaried judges and any changes in fee-paid judicial office holder attitudes from 2022 to 2024.

A few questions from the 2022 JAS were phrased differently in 2024 to increase clarity following a review of the 2022 JAS. Several new questions were added to the 2024 JAS, including a new section on judicial health and stress which reflects a growing international focus and study of the unique aspects of stress factors in judicial working life¹¹.

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

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

Scotland 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 rates¹². This continued in 2024. Amongst salaried judges in Scotland almost every judge (96%) took part. 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.

¹¹ See “Judges and Stress: An Examination of Outcomes Predicted by the Model of Judicial Stress” Charles P. Edwards et al, *Judicature*, Vol. 102 No. 3 (2018); “The privilege and the pressure: judges’ and magistrates’ reflections on the sources and impacts of stress in judicial work” Schrever et al, *Psychiatry, Psychology and Law*, Volume 30, Issue 3 (2024)

¹² Survey industry data indicates that the average response rate to internal workplace surveys like the JAS is between 25%-33%.

Table 1.1: Scotland salaried Judges response rates 2024

Salaried Post	Total in post	Responses 2024	2024 JAS response rate
Senators: Inner House*	12	12	100%
Senators: Outer House	21	21	100%
Sheriffs Principal	6	6	100%
Sheriffs	122	117	96%
Summary Sheriffs	40	37	88%
totals	201	193	96%

* includes Lord President, Lord Justice Clerk and the President of Scottish Tribunals

It was anticipated that it would be more difficult to achieve the same extremely high response amongst fee-paid judicial office holders in the 2024 JAS, given the part-time nature of these judicial offices. However, the fee-paid JAS in Scotland had a high overall response rate of 79% (Table 1.2), including 100% of all Part-time Summary Sheriffs.

Table 1.2: Scotland fee-paid judicial office holder response rates 2024

Fee-paid post	Total in post	Responses 2024	2024 JAS response rate
Part Time Sheriffs**	28	20	71%
Part Time Summary Sheriffs	11	11	100%
Tribunal Members	409	324	79%
totals	448	355	79%

**including chamber presidents

How the results are presented

Key trends for the UK judiciary 2014-2024

The first results chapter presents key trends in the experiences and views of **salaried** judges in the three UK jurisdictions (Scotland, England & Wales and Northern Ireland) over the 10-year period 2014-2024. All the previous Judicial Attitude Surveys (in 2014, 2016, 2020 and 2022) were conducted with salaried judges in the three jurisdictions (fee-paid judicial office holders were only surveyed once before in 2022). This has enabled not just a comparison of judicial views on core issues at periodic times across the last 10 years, but also enables a comparison of judicial views between the three UK judiciaries. The focus in this chapter is on salary and

pension, recruitment, retention, retirement and morale. These are issues which may be of particular relevance for the Senior Salaries Review Body (SSRB), which makes recommendations to the government on pay awards for all salaried judicial office holders in the three UK jurisdictions.

Results of the 2024 JAS for Scotland

The remainder and main body of the report presents the findings for members of the judiciary in Scotland. Some chapters present key trends over the decade from 2014 – 2024 for salaried judges only in Scotland, and each chapter presents the 2024 results for salaried judges and fee-paid judicial office holders on specific topics. Not all judicial posts are included in these breakdowns. This is because the number of individuals in some judicial posts in Scotland is small, and if results of the 2024 Judicial Attitude Survey were broken down by individual judicial post this may not ensure the anonymity of all judges taking part in the survey. But the results for all judges are included where the results are reported in the aggregate for all salaried or all fee-paid members of the judiciary. At the end of the report a demographic profile of the Scottish judiciary is also presented.

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

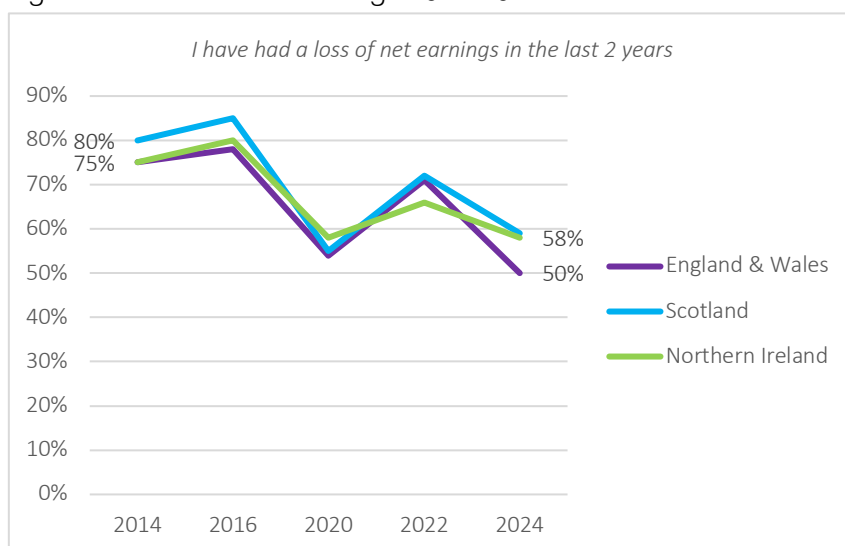
Chapter 2 Ten-year trends for the 3 UK judiciaries

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

Loss of net earnings

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

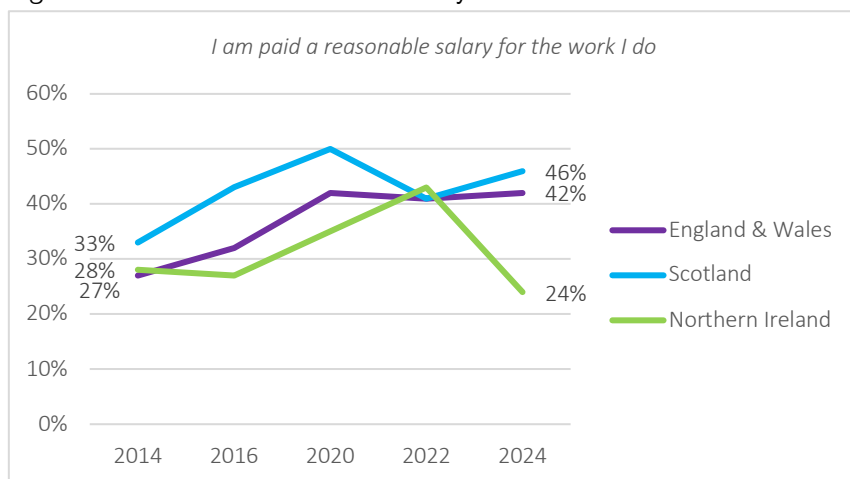
Figure 2.1: Loss of net earnings 2014-2024



Reasonableness of salary

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

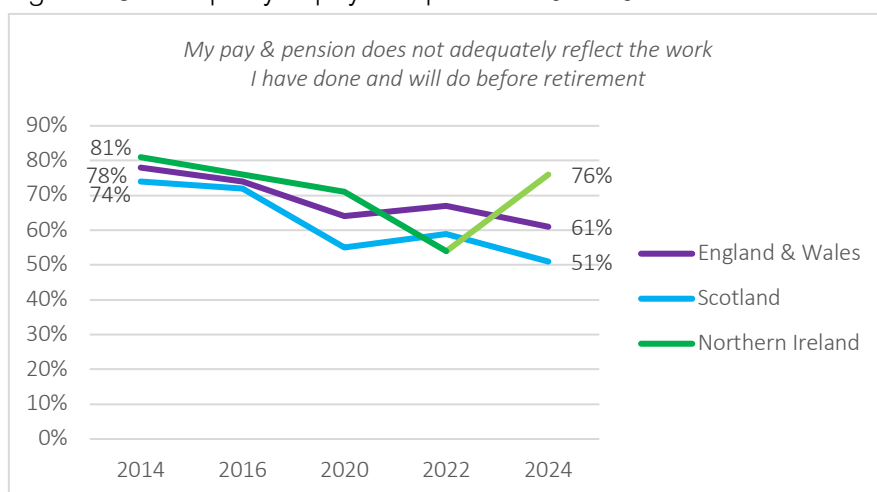
Figure 2.2: Reasonableness of salary 2014-2024



Pay and pension combined

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

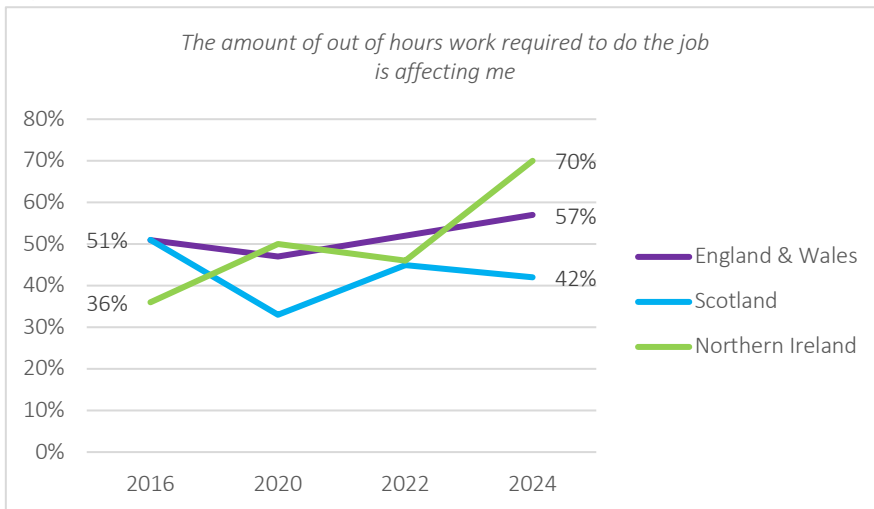
Figure 2.3: Adequacy of pay and pension 2014-2024



Out of hours work

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

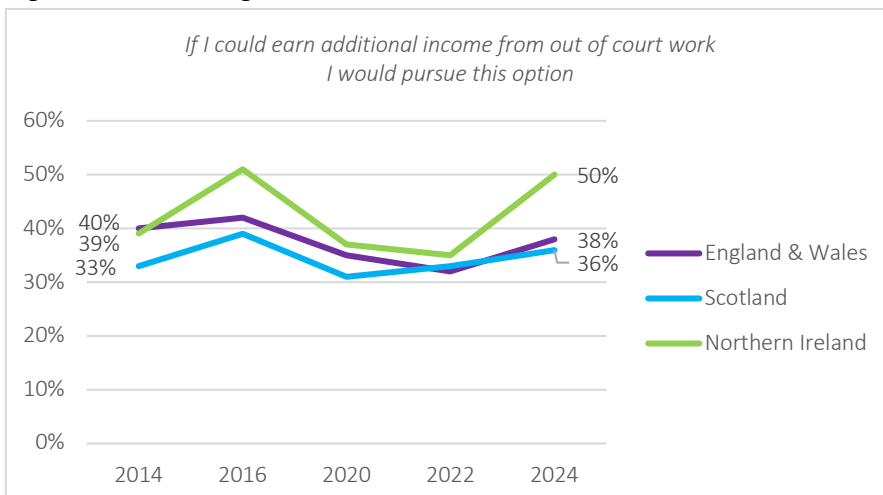
Figure 2.4: Amount of out of hours work 2014-2024



Possibility of outside earnings

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

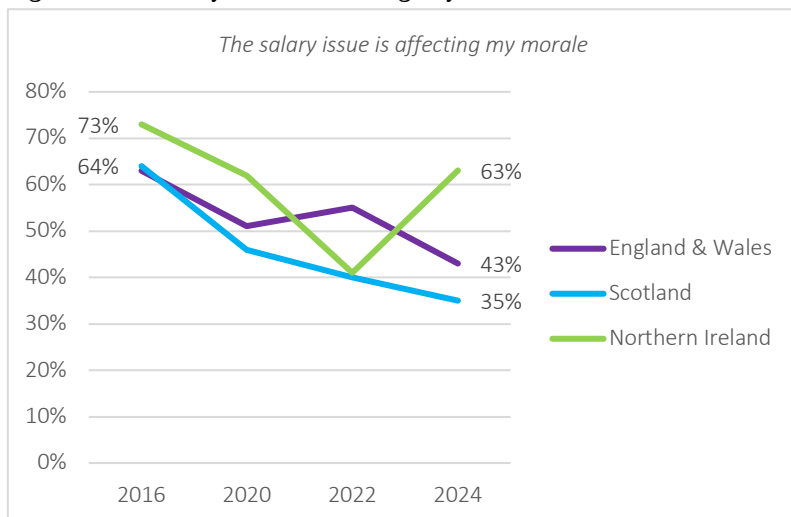
Figure 2.5: Pursuing out of court work 2014-2024



Effect of salary issue on morale

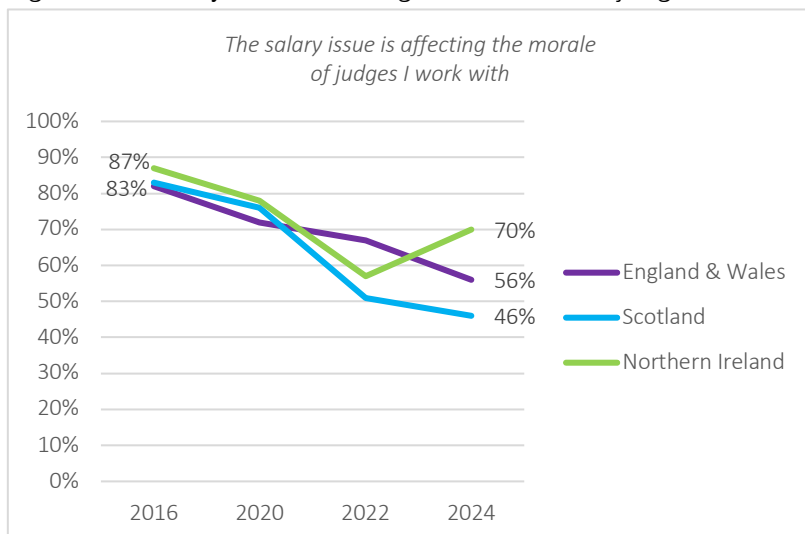
Ten years ago, a majority of all salaried judges in all 3 jurisdictions said that the salary issue was affecting their morale. Over the decade these proportions fell to under half in England & Wales and Scotland. But in Northern Ireland a majority of salaried judges continue to say that the salary issue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

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



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

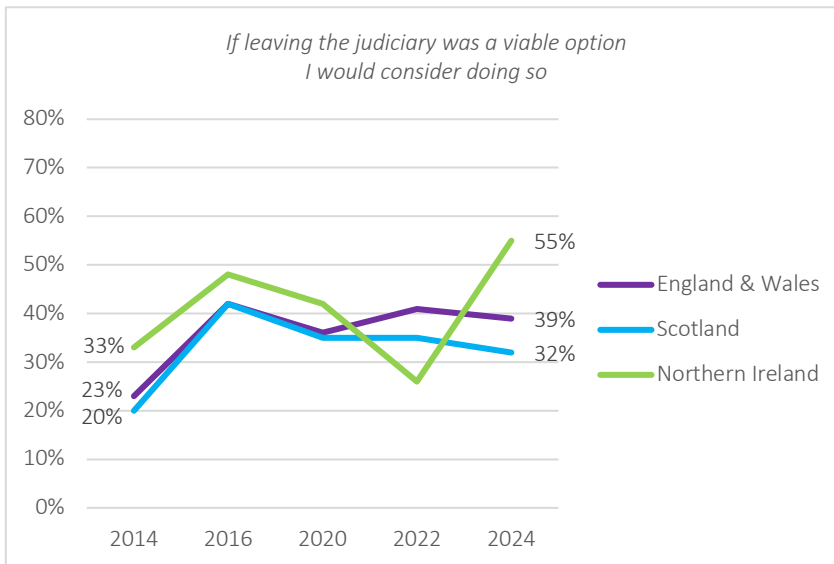
Figure 2.7: Salary issue affecting morale of other judges 2014-2024



Retention

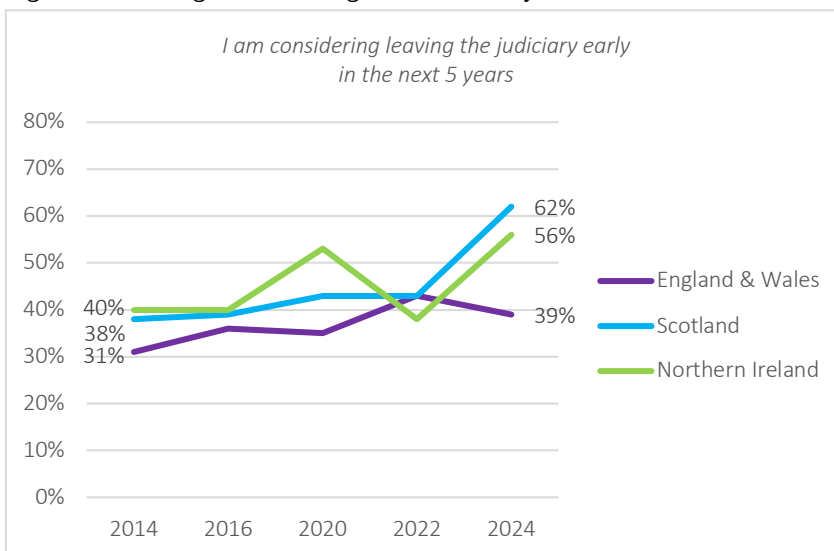
In 2014 only a minority of salaried judges in all 3 UK jurisdictions said that if leaving the judiciary was a viable option they would consider doing so. Over the decade the proportion increased in all 3 jurisdictions. In 2024 it remains a minority in England & Wales and Scotland, but is now over half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

Figure 2.8: Leaving judiciary if viable option 2014-2024



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

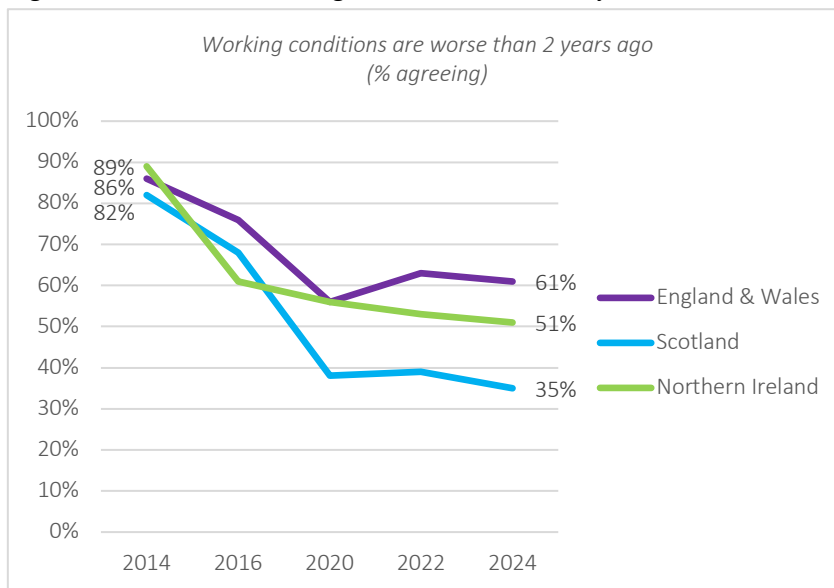
Figure 2.9: Judges intending to leave early 2014-2024



Working conditions

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

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



Part III: 2024 Judicial Attitude Survey Results for Scotland

The remainder of this report provides results of the 2024 JAS for members of the judiciary in Scotland.

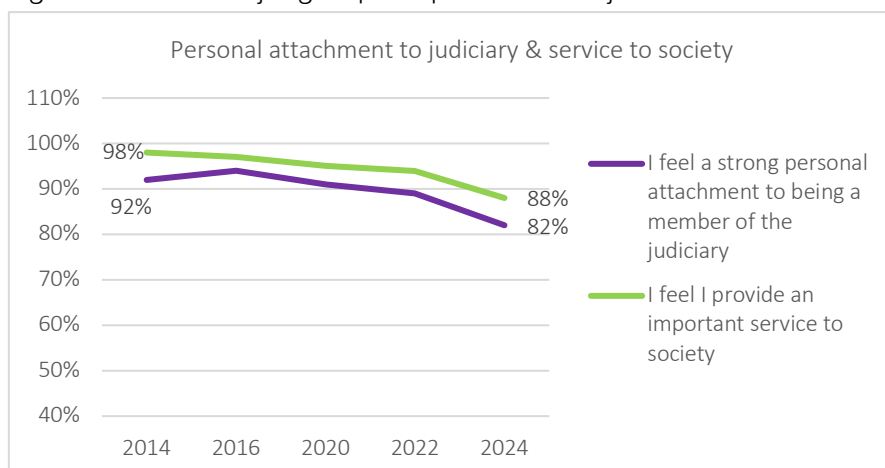
Chapter 3 Being a member of the judiciary

This chapter covers Scottish 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 in Scotland feel valued by different groups in society.

Trends about being a judge 2014 - 2024

From 2014 to 2024, almost all salaried judges 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. However, the proportion of judges holding these views has fallen by 10 percentage points over the last decade.

Figure 3.1: Salaried judges' perceptions of their judicial role 2014-2024



Service to society and attachment to being a member of the judiciary

In 2024 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: 88% of the salaried and 91% of the fee-paid judiciary feel they provide an important service to society. And in 2024 almost all salaried and fee-paid judges had a strong personal attachment to being a member of the judiciary: 82% salaried judges and 84% of fee-paid office holders.

Figure 3.2: Providing an important service to society

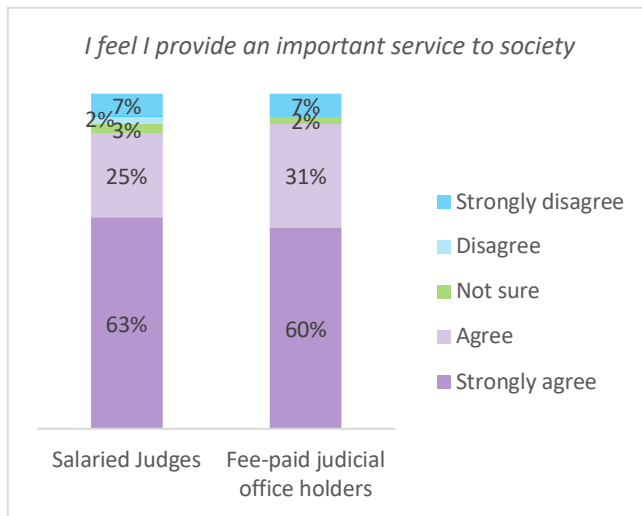
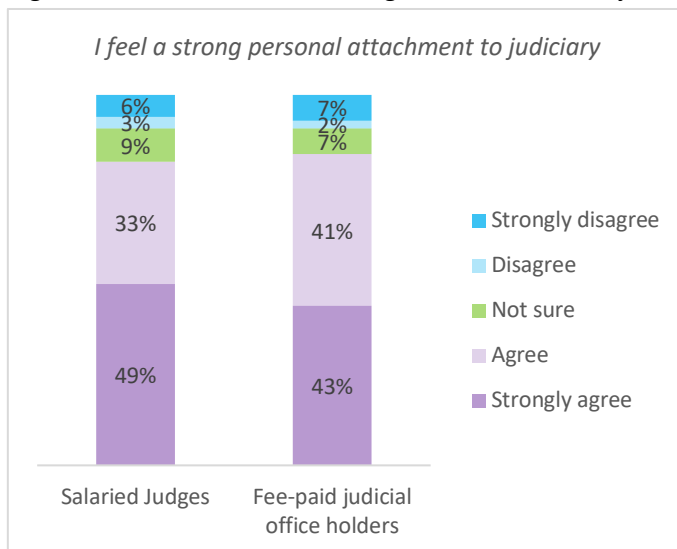


Figure 3.3: Attachment to being a member of the judiciary

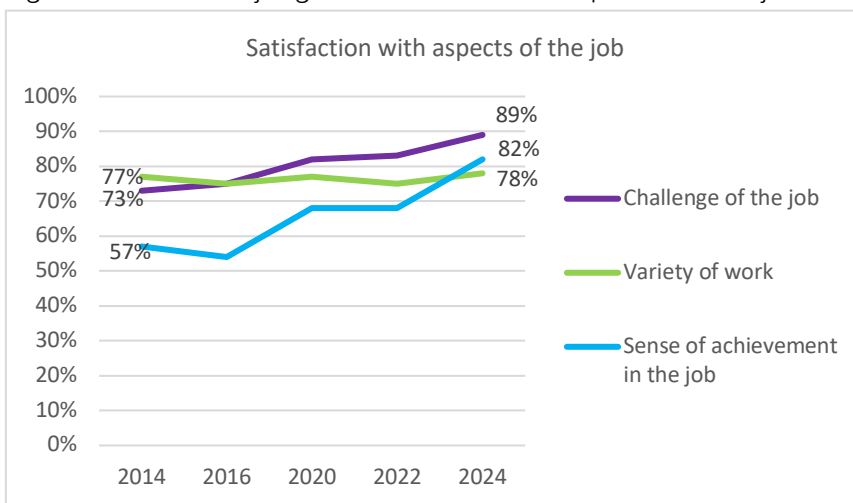


Job satisfaction

Trends for salaried judges 2014-2024

From 2014 to 2024, most salaried judges have consistently felt satisfied with the challenge of the job, the variety of work they have and the sense of achievement they have in their job. In all three instances judicial satisfaction levels have increased over the decade. The most marked increase has been judges' sense of achievement in their work, which rose 25 percentage points from 57% to 82%. Satisfaction with the challenge of the job also increased 15 percentage points from 73% to 89%.

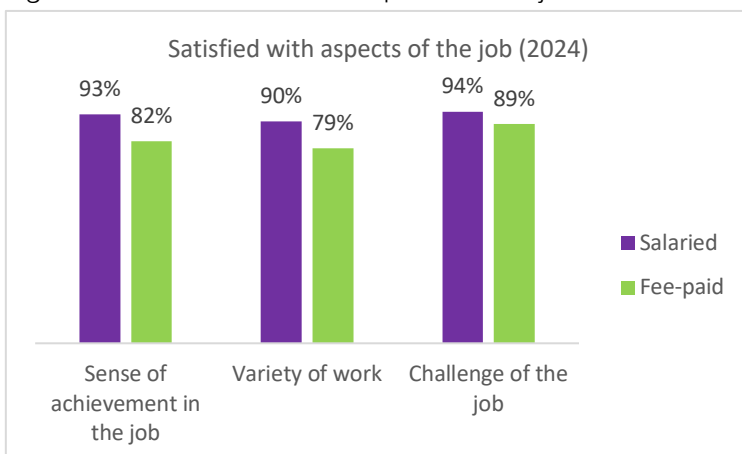
Figure 3.4: Salaried judges' satisfaction with aspects of their job



Job satisfaction 2024

In 2024 salaried and fee-paid judicial officer holders continued to have high satisfaction levels with key aspects of their job: sense of achievement, challenge and variety of work. Salaried judges had slightly higher levels of satisfaction in all three areas than fee-paid office holders.

Figure 3.5: Satisfaction with aspects of the job 2024

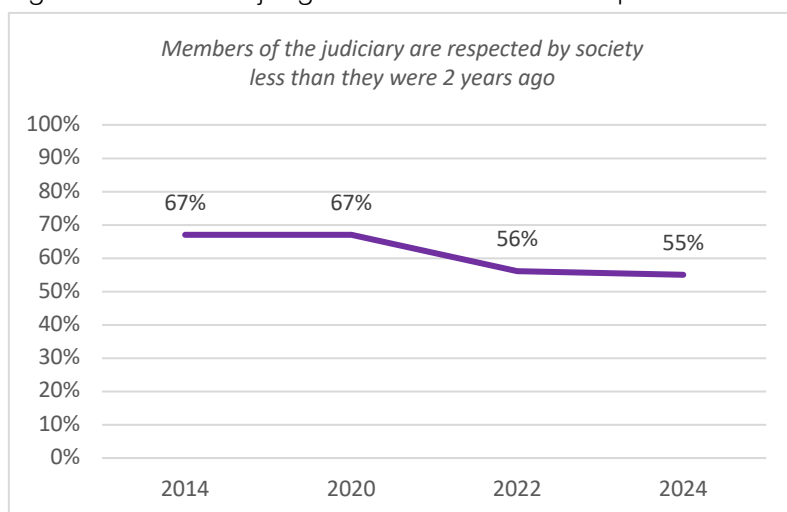


Societal respect

Trends for salaried judges 2014-2024

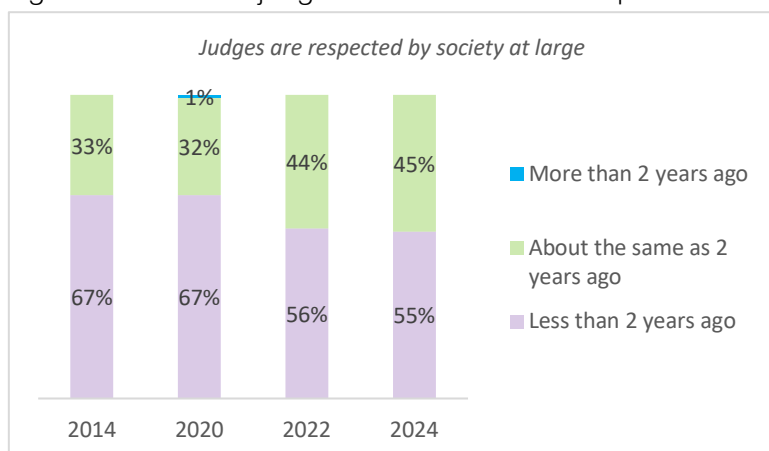
The extent to which salaried judges feel respected by society has not changed substantially since 2014, although the proportion of judges saying they are respected less than in previous years has declined. In 2014, 67% of judges said members of the judiciary were respected less than they were 2 years before and a decade later 55% of judges said the same thing, although this still represents the majority of judges.

Figure 3.6: Salaried judges' views on societal respect



Throughout the decade virtually no salaried judges in Scotland felt they were respected more by society at large than they had been in previous years; instead the second largest proportion of judges said societal respect was about the same as it was in the previous 2 years.

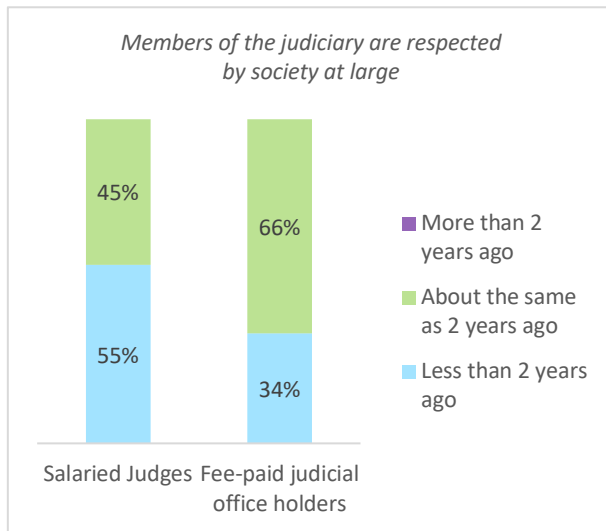
Figure 3.7: Salaried judges' views on societal respect



Societal respect for judges 2024

A larger proportion of salaried judges (55%) than fee-paid judicial office holders (34%) felt that members of the judiciary in 2024 were respected by society less than they were in 2022. No judges, either salaried or fee-paid, felt that the judiciary was respected more by society than it was 2 years ago.

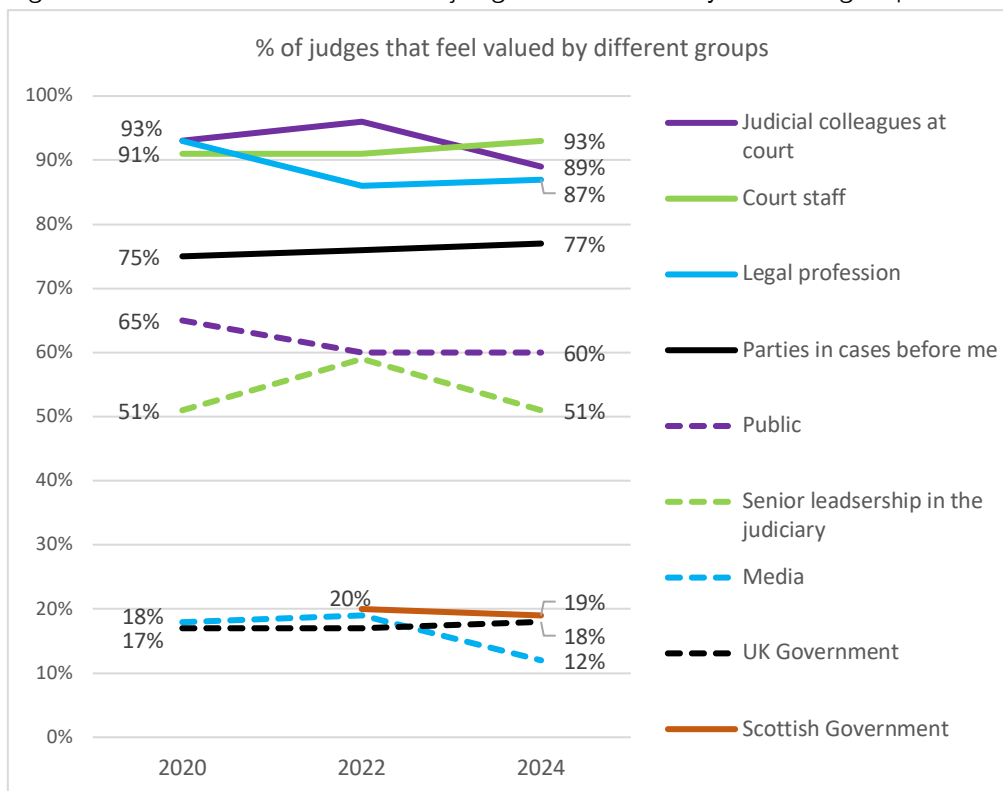
Figure 3.8: Societal respect compared with 2022



Trends in feeling valued

Since 2020, all salaried judges have been asked *the extent to which* they felt valued by a number of different groups¹³. There has been no change from 2020-2024 in the groups salaried judges feel most and least valued by. Judicial colleagues, court staff, the legal profession and parties in cases before judges are the groups salaried judges consistently feel most valued by. A majority of judges also feel valued by the public and senior judicial leadership but not to the same extent as the 4 groups above. The media, the UK government and the Scottish government¹⁴ are the groups very few salaried judges feel valued by.

Figure 3.9: Extent to which salaried judges feel valued by different groups



Feeling valued 2024

A majority of both the salaried and fee paid judiciary said they felt valued by staff at their court/tribunal, judicial colleagues, the legal profession, parties in cases before them, the public, senior leadership in the judiciary and other judges from the courts judiciary and tribunals judiciary. Just under half said they felt valued by the Judicial Office of Scotland. Only a small minority felt valued by the Scottish government, the media or UK government.

¹³ In 2014 and 2016 judges were only asked if they felt valued by these groups (not the extent to which they felt valued), so direct comparisons with 2014 and 2016 are not possible.

¹⁴ Judges were only specifically asked about the Scottish Government from 2022 onwards.

Figure 3.10: Extent to which salaried judges feel valued by different groups

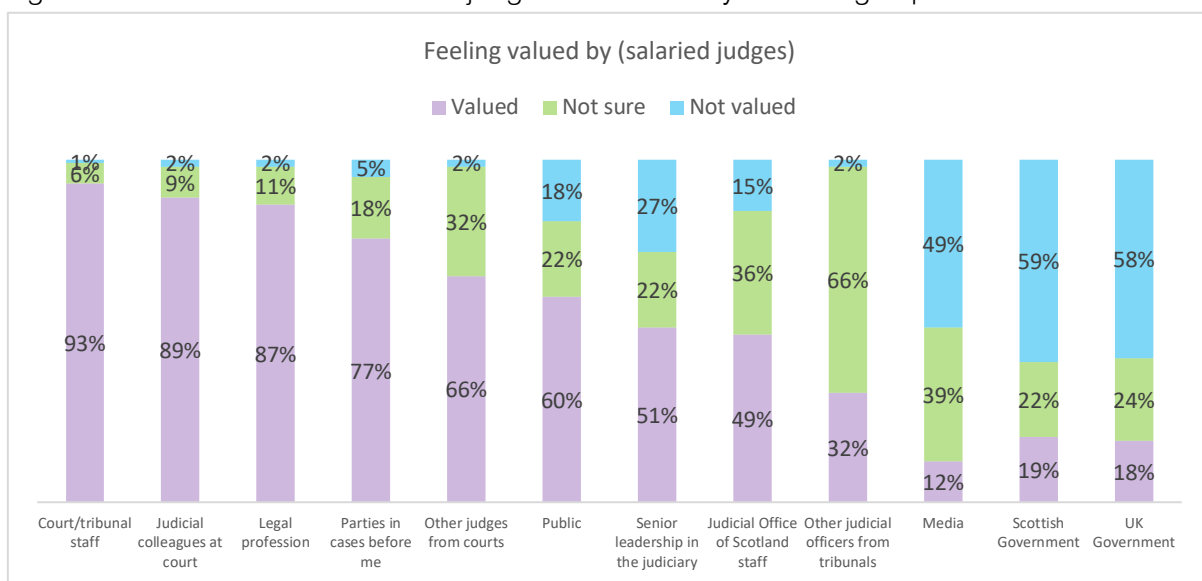
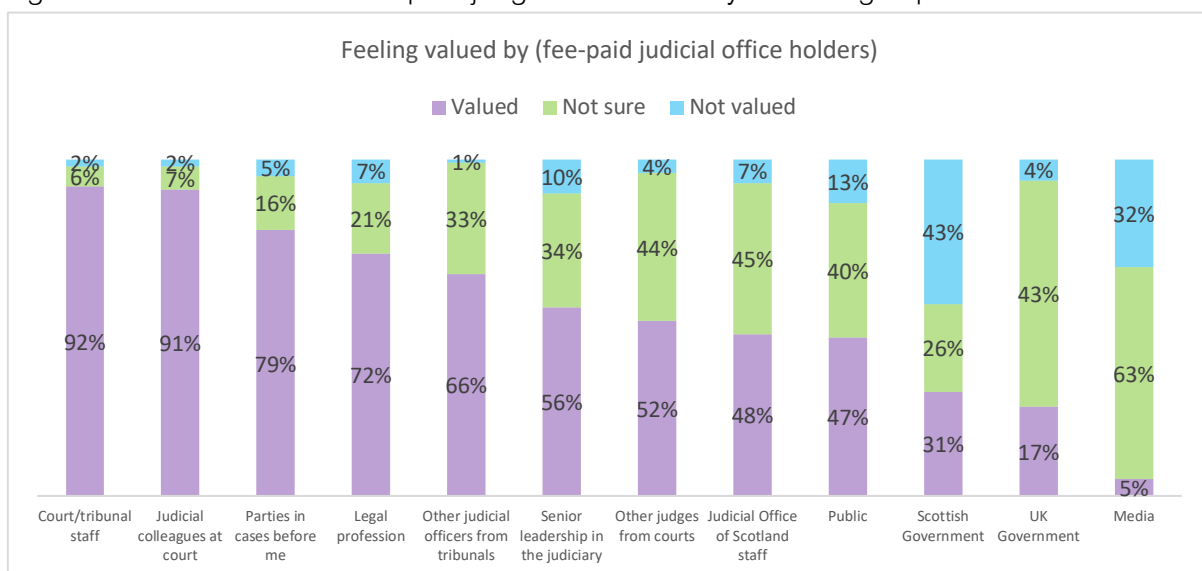


Figure 3.11: Extent to which fee-paid judges feel valued by different groups



Chapter 4 Working conditions

This chapter covers the experiences and views of both the salaried and fee-paid judiciaries in Scotland on overall working conditions in the last two years, their caseload, any non-case workload, building conditions, judicial space, staff support and morale.

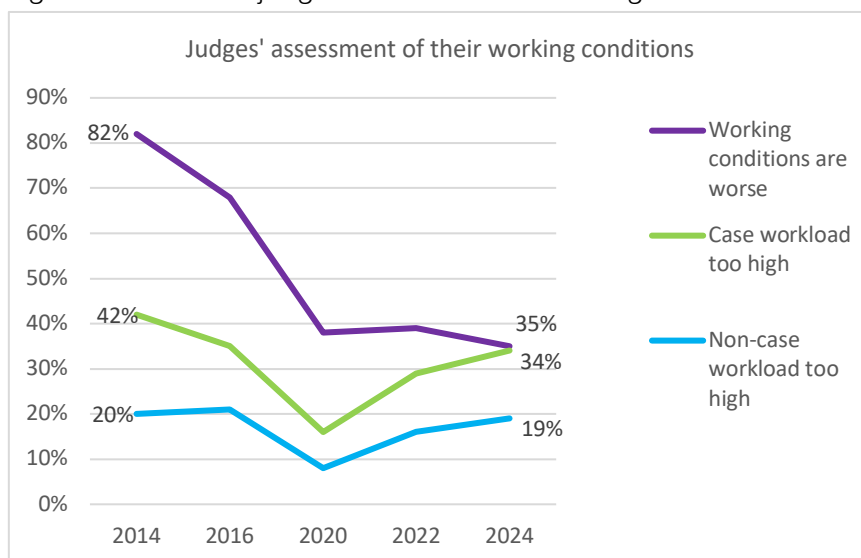
Working conditions trends for the salaried judiciary (2014-2024)

Overall working conditions: Over the decade the proportion of salaried judges saying their working conditions are worse than they were in previous years has fallen sharply from 82% in 2014 to 35% in 2024.

Case workload: Over the decade there has been a fall in the proportion of salaried judges who say their case workload is too high, from 42% in 2014 to 34% in 2024.

Non-Case workload: Over the decade the proportion of judges saying their non-case workload was too high has fluctuated but at 19% in 2024 is almost the same as it was in 2014 (20%).

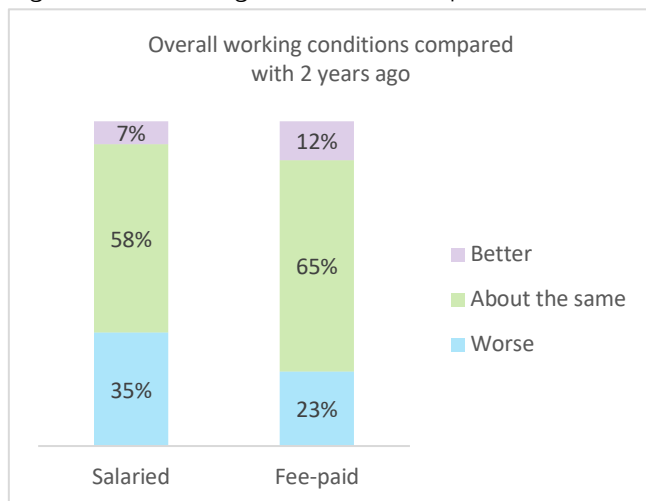
Figure 4.1: Salaried judges' assessment of working conditions 2014-2024



Working conditions 2024

In 2024 a third (35%) of salaried judges said that working conditions were worse in 2024 than they were in 2022, while only a quarter (23%) of fee-paid judicial office holders felt working conditions were worse in 2024.

Figure 4.2: Working conditions compared with 2022

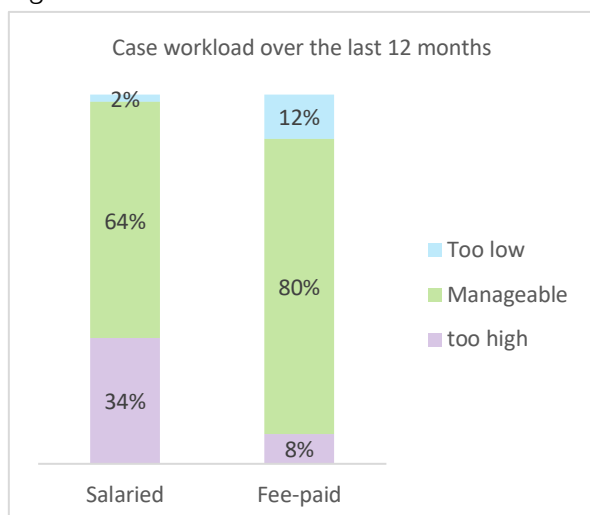


Salaried judges' workload

Case workload 2024

In 2024 there were substantial differences in case workload for the salaried and fee-paid judiciary. While a third of salaried judges (34%) said their case workload was too high, only 8% of fee-paid office holders said their case workload was too high and most (80%) said it was manageable.

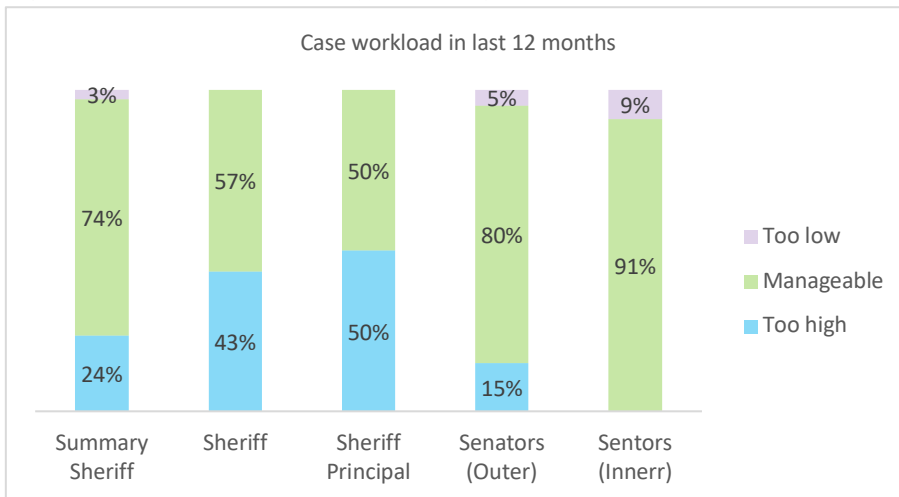
Figure 4.3: Case workload over last 12 months



Case workload by post 2024

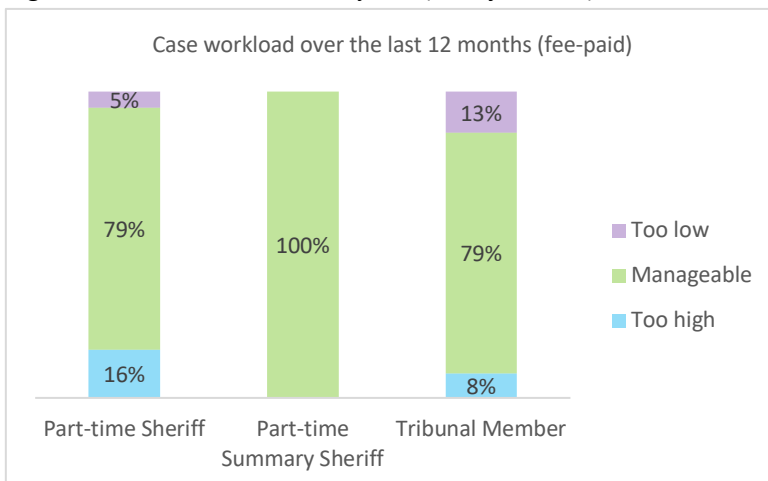
There were clear differences in case workload by salaried post. While half of Sheriffs Principal (50%) and almost half of Sheriffs (43%) said their case workload over the last 12 months was too high, no Senators of the Outer House said their case workload was too high, only 15% of Senators of the Inner House and 24% of Summary Sheriffs said their case workload was too high.

Figure 4.4: Case workload by salaried judicial post



Whereas most fee-paid office holders regardless of post said their case workload over the last 12 months was manageable.

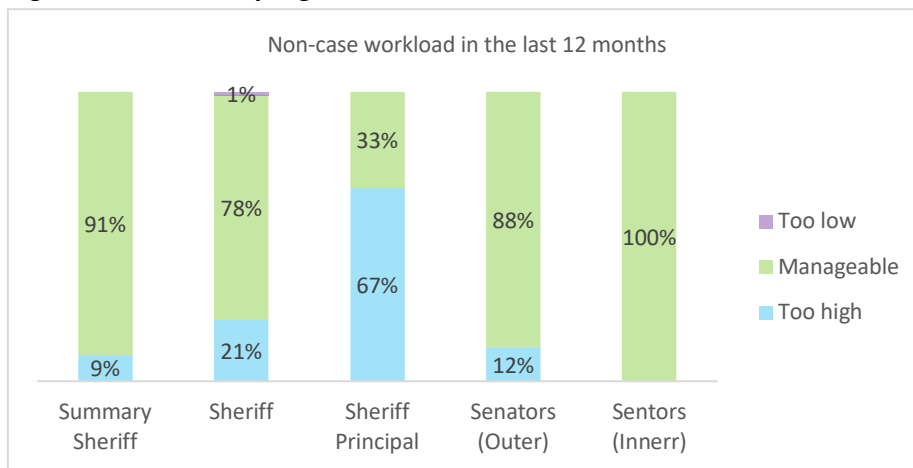
Figure 4.5: Case workload by fee-paid judicial post



Non-case workload 2024

Only salaried judges in the courts were asked about their non-case workload as fee-paid office holders tend not to have workloads outside of their cases. In 2024 there was a marked difference in non-case workload between salaried judicial posts, with over two-thirds of Sheriffs Principal (67%) saying their non-case workload was too high, but only small proportions of other judicial posts and no Senators of the Outer House saying their non-case workload was too high and all saying their non-case workload was manageable.

Figure 4.6: Salaried judges' non-case workload 2024



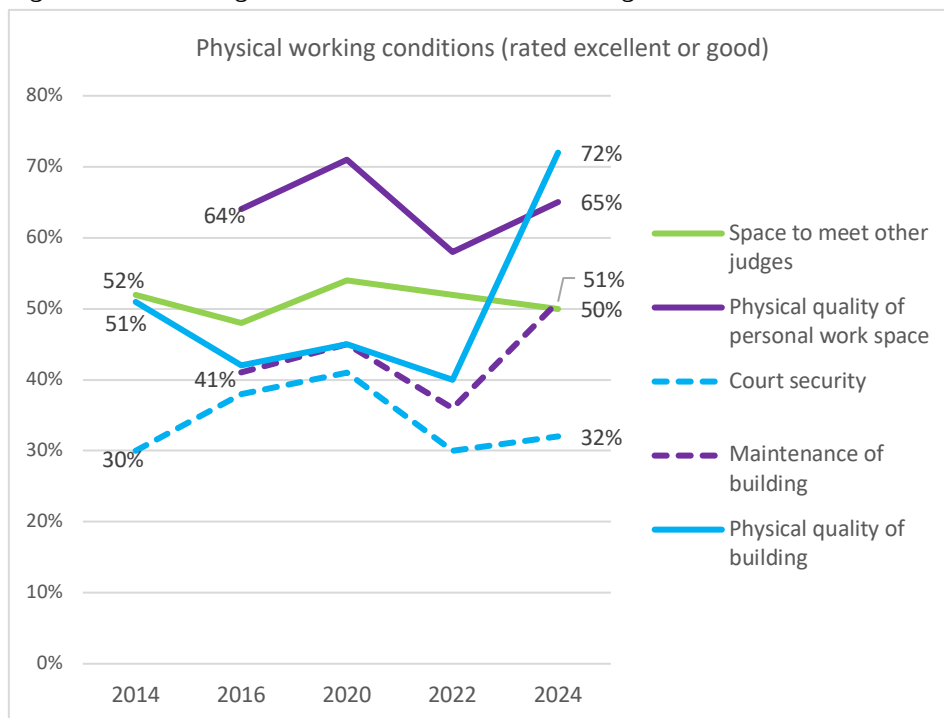
Assessment of specific working conditions

Building conditions and space

Building conditions trends 2014-2024

Judges' assessments of two physical aspects of their working conditions have improved substantially over the decade: the physical quality and maintenance of the buildings in which they work. The proportion of judges who rated the physical quality of the buildings in which they work as excellent or good increased from 51% in 2014 to 72% in 2024. Judges' assessment of the maintenance of their buildings also increased from 41% in 2016 (when it was first asked) to 51% in 2024. Judges have consistently rated the physical quality of their personal work space highest over the decade, followed by the space judges have to meet and interact with other judges. In contrast court security is consistently rated the lowest with not more than 32% of judges rating it excellent or good in the period 2014 -2024

Figure 4.7: Building conditions rated excellent or good 2014-2024

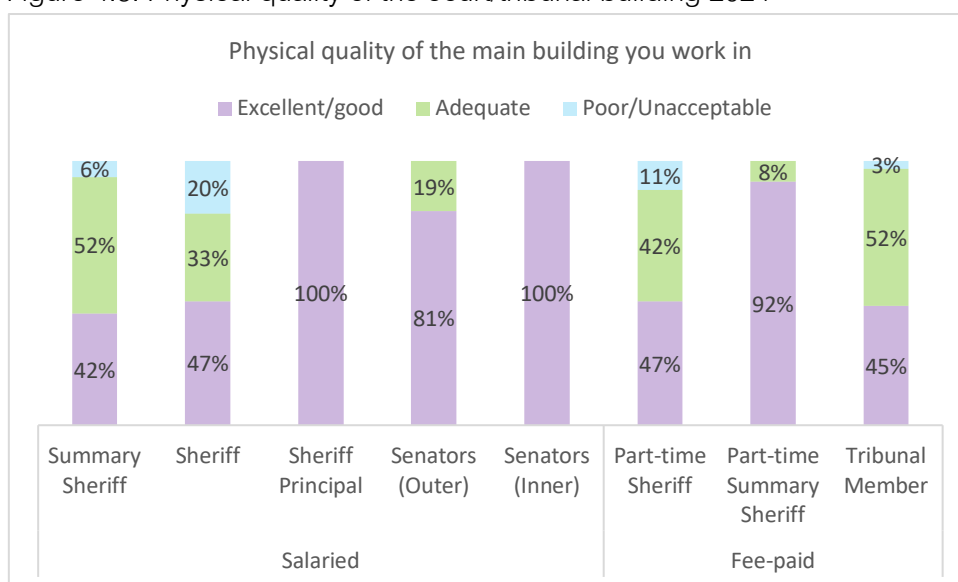


Building conditions 2024

Physical quality of court and tribunal buildings

Under half of Summary Sheriffs, Part-time Summary Sheriffs, Sheriffs and Tribunal Members rated that physical quality of the main building in which they work to be excellent or good.

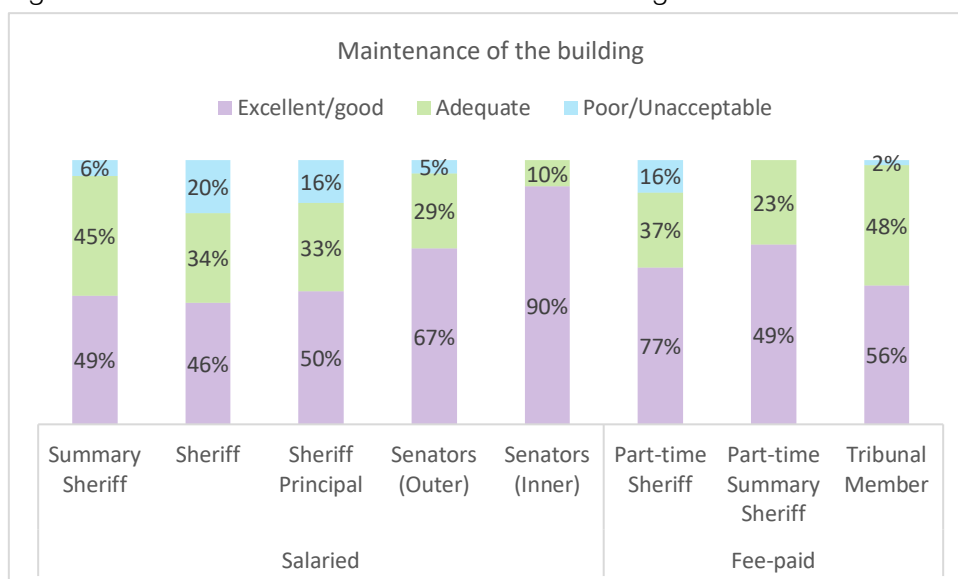
Figure 4.8: Physical quality of the court/tribunal building 2024



Maintenance of buildings

Under half of Summary Sheriffs, Part-time Summary Sheriffs and Sheriffs said that the maintenance of their court buildings was excellent or good, 16%-20% of Sheriffs and Sheriffs Principal saying the maintenance was poor or unacceptable.

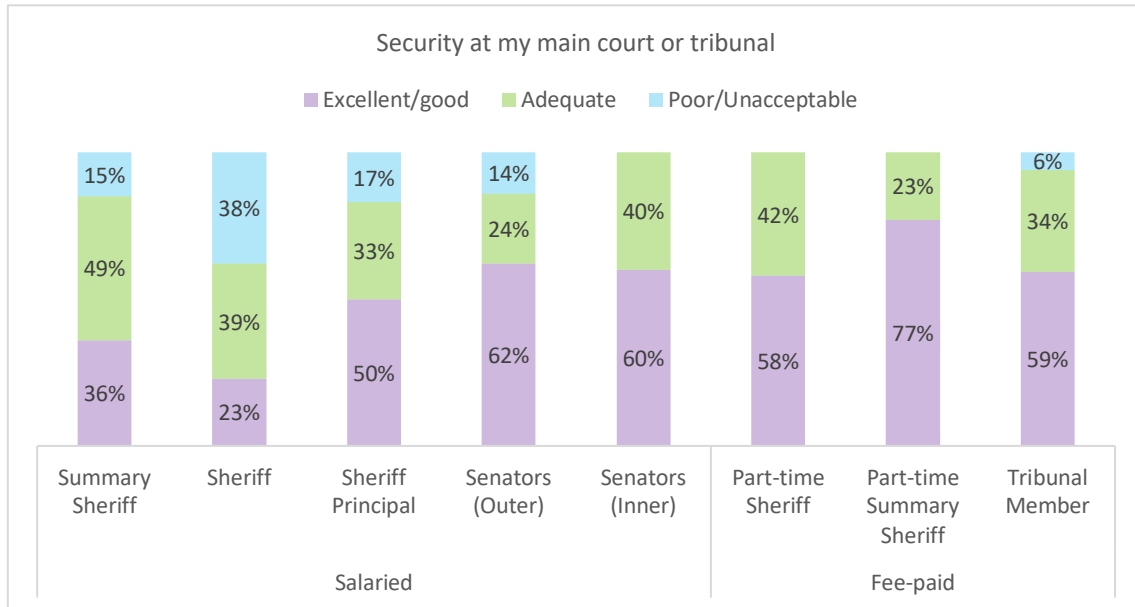
Figure 4.9: Maintenance of the court/tribunal building 2024



Security at my court or tribunal

Only 23% of Sheriffs and 36% of Summary Sheriffs said the security at their courts was excellent or good, with 36% of Sheriffs saying it was poor or unacceptable.

Figure 4.10: Security at courts and tribunals 2024

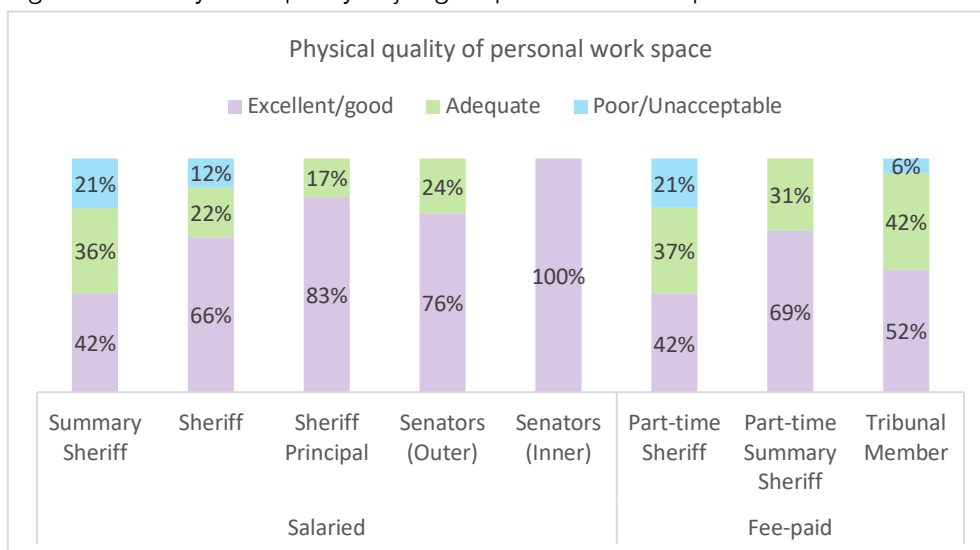


Judicial space

Physical quality of judges' work space

All judges except for Summary Sheriffs and Part-time Sheriffs said that the physical quality of their personal work space with excellent or good.

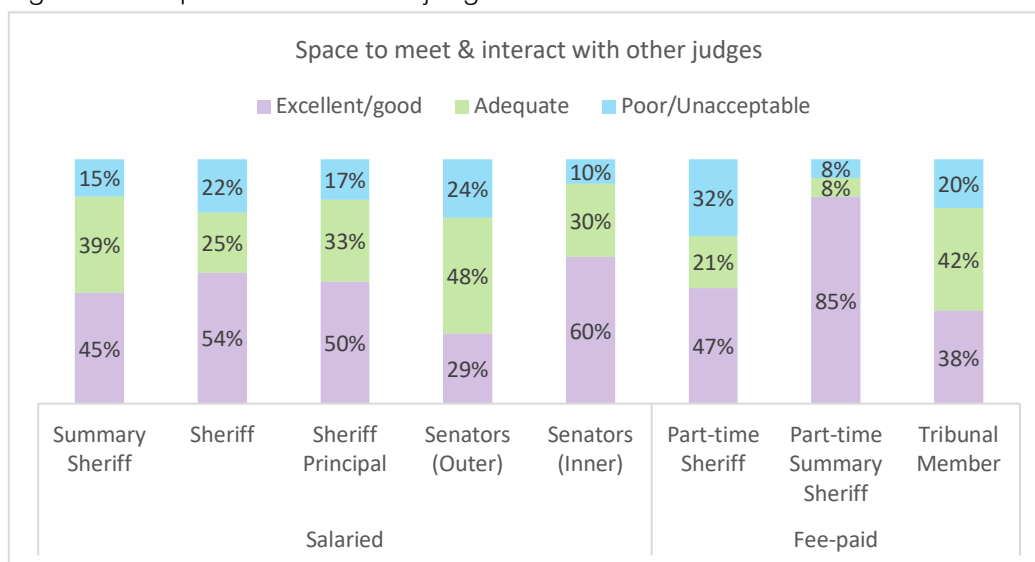
Figure 4.11: Physical quality of judges' personal work space



Space to meet and interact with other judges

Some substantial proportions of judges said that the space they have to meet and interact with other judges is poor or unacceptable, most notably Senators of the Outer House (24%), Sheriffs (22%) and Part-time Sheriffs (32%).

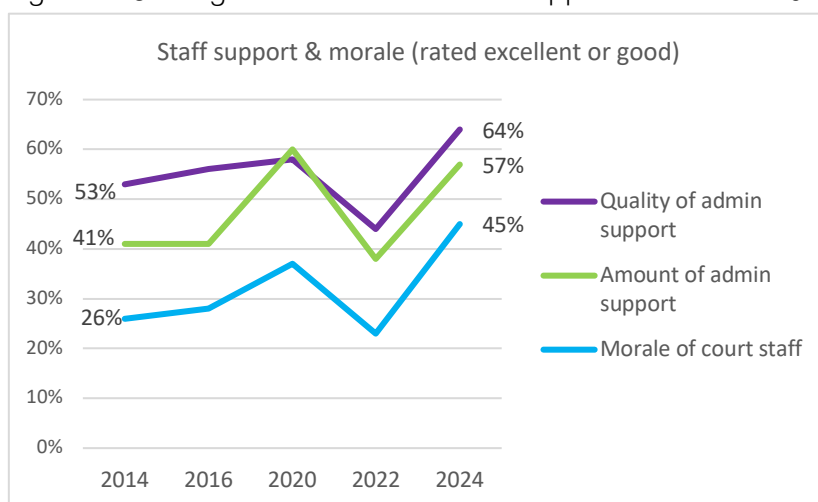
Figure 4.12: Space to meet other judges 2024



Staff support and morale trends 2014-2024

Even though judges' assessment of the quality and amount of administrative support and staff morale has fluctuated over the last decade, for all 3 working conditions the proportion of judges that rated them excellent or good is higher in 2024 than it was in 2014. The most marked increase has been in judges' assessment of staff morale; in 2014 only 26% of judges said this was excellent or good but by 2024 this has increased to 45%.

Figure 4.13: Judges' assessment of staff support and morale 2014-24

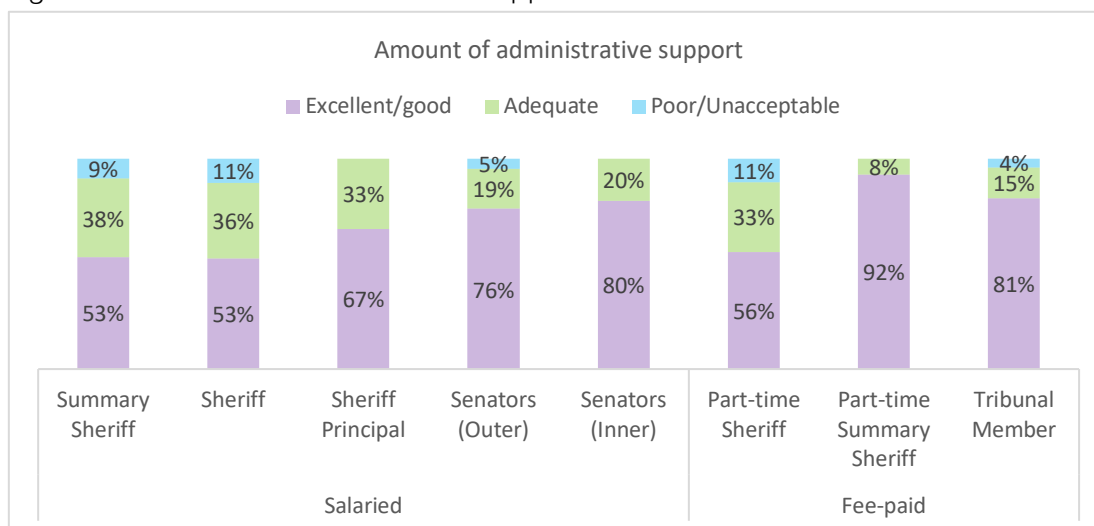


Staff support and morale 2024

Amount of administrative support

A majority of judges in all judicial posts said that the amount of administrative support they received was excellent or good.

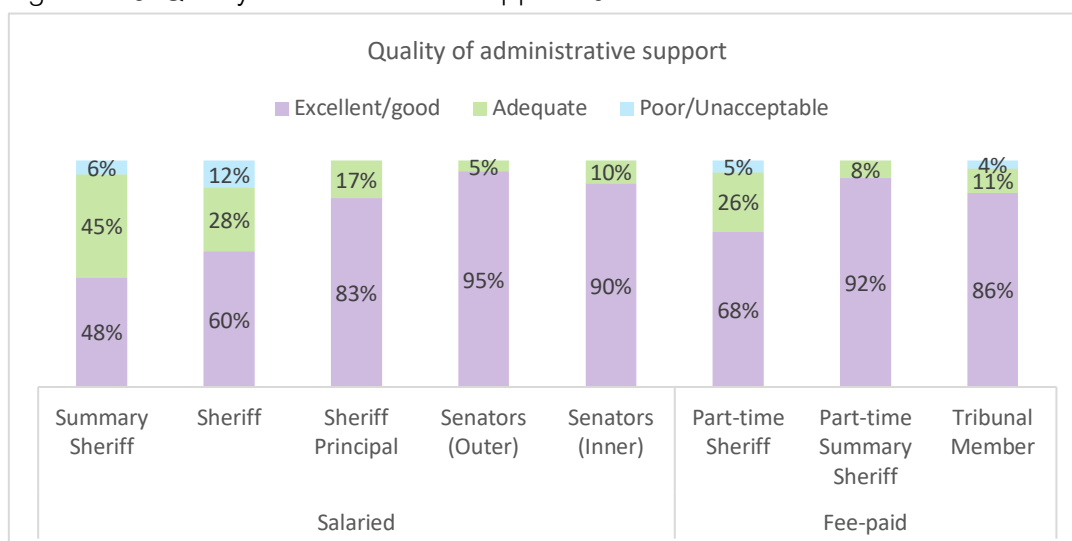
Figure 4.14: Amount of administrative support 2024



Quality of administrative support

A majority of judges in all judicial posts said that the quality of the administrative support they receive was excellent or good, except for Summary Sheriffs where only 48% said it was excellent or good.

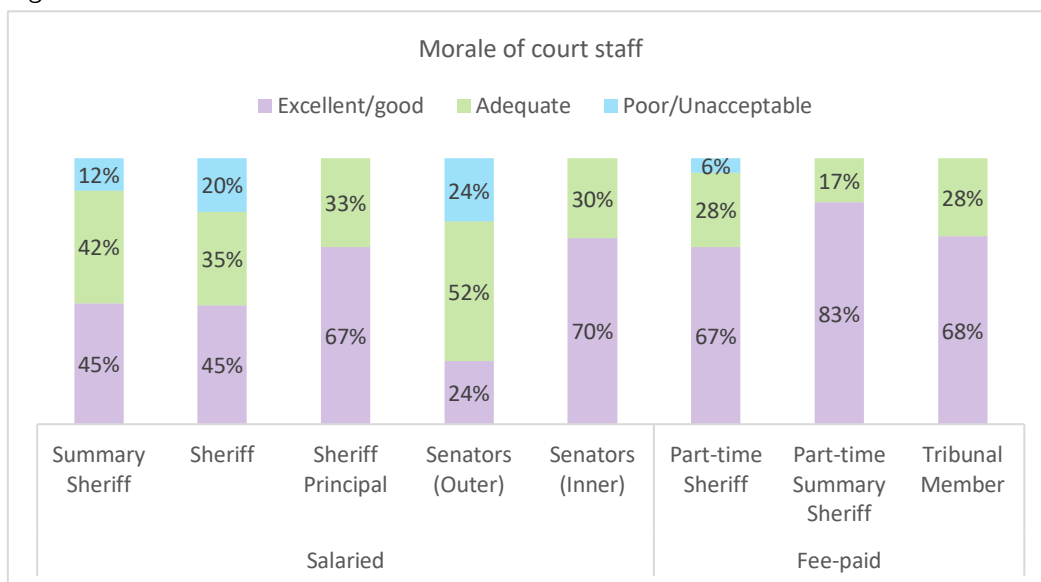
Figure 4.15: Quality of administrative support 2024



Morale of court staff

Only 24% of Senators of the Outer House said that the morale of their court staff was excellent or good, and 24% said it was poor or unacceptable. And only a minority of Summary Sheriffs and Sheriffs said that the morale of their court staff was excellent or good, with 20% of Sheriffs saying it was poor or unacceptable.

Figure 4.16: Morale of court and tribunal staff 2024



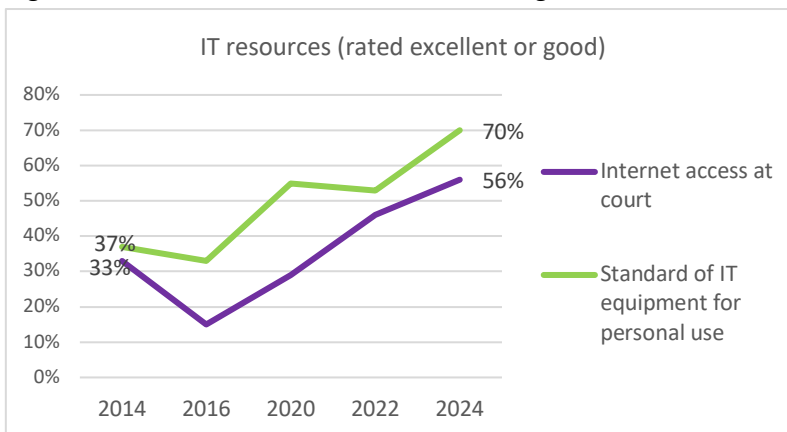
Chapter 5 Judicial IT and digital working

This chapter covers the availability and quality of IT resources and IT support at courts and tribunals in Scotland, as well as the use of remote hearings.

IT resources trends 2014 - 2024

Judges' assessments of the quality of internet access at court and the standard of IT equipment provided to judges for their personal use have increased substantially over the decade. The proportion of judges rating internet access as excellent or good has increased from 33% in 2014 to 56% in 2024. The IT equipment for judges' personal use rated excellent or good increased from 37% in 2014 to 70% in 2024.

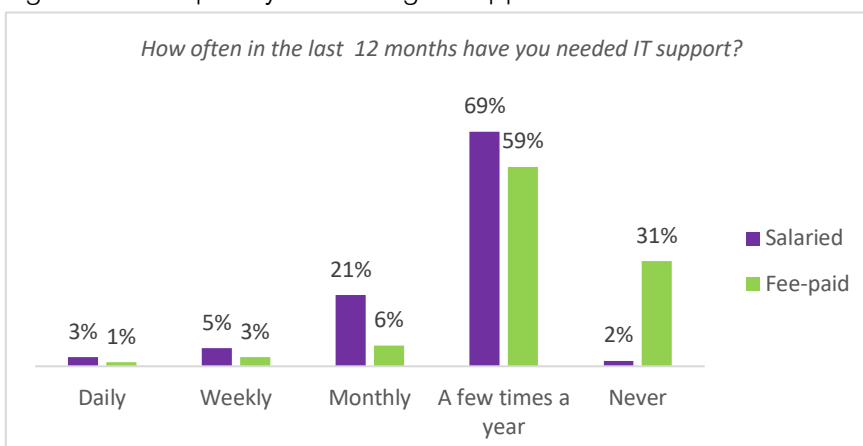
Figure 5.1: IT resources rated excellent or good 2014-2024



Frequency of needing IT support

Most judges needed IT support a few times a year over the last 12 months.

Figure 5.2: Frequency of needing IT support



But a third of Sheriffs Principal, Senators of the Inner House and Summary Sheriffs needed IT support on a monthly basis.

Table 5.1: Salaried judges need for IT support

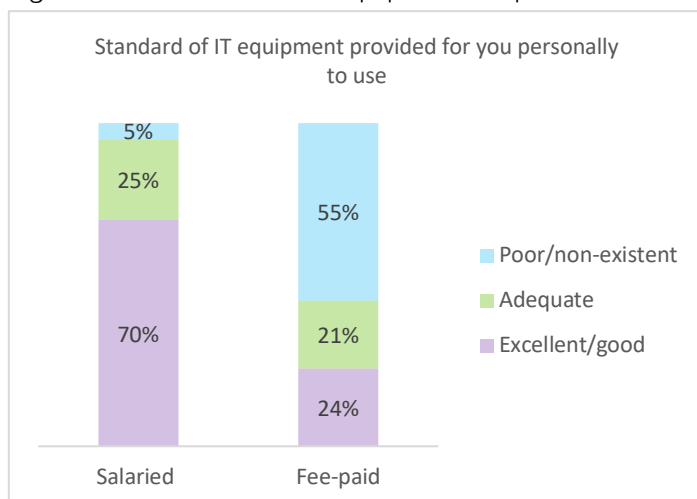
Need for IT support in the last 12 months	Summary Sheriff	Sheriff	Sheriff Principal	Senators (Outer)	Senators (Inner)
Daily	0%	3%	0%	5%	10%
Weekly	3%	8%	0%	0%	0%
Monthly	30%	17%	33%	24%	30%
A few times a year	64%	72%	67%	67%	60%
Never	3%	1%	0%	5%	0%

Assessment of specific IT resources

Standard of IT equipment for personal use

While most salaried judges (70%) said the standard of IT equipment they have been given for their personal use was excellent or good, 55% of fee-paid office holders said it was poor or non-existent.

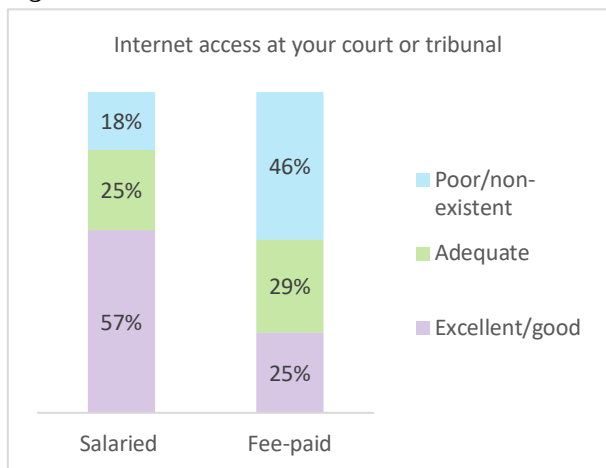
Figure 5.3: Standard of IT equipment for personal use



Internet access at courts and tribunals

Over half of all salaried judges (57%) said the internet access at their court was excellent or good, but only a quarter (25%) of fee-paid office holders said it was excellent or good and 46% said it was poor or non-existent.

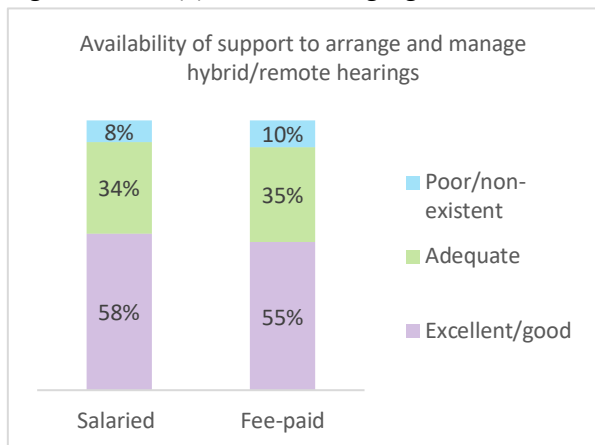
Figure 5.4: Internet access



Availability of support to arrange and manage hybrid/remote hearings

A majority of both salaried and fee-paid judicial office holders said that the availability of support to arrange and manage hybrid/remote hearings was excellent or good.

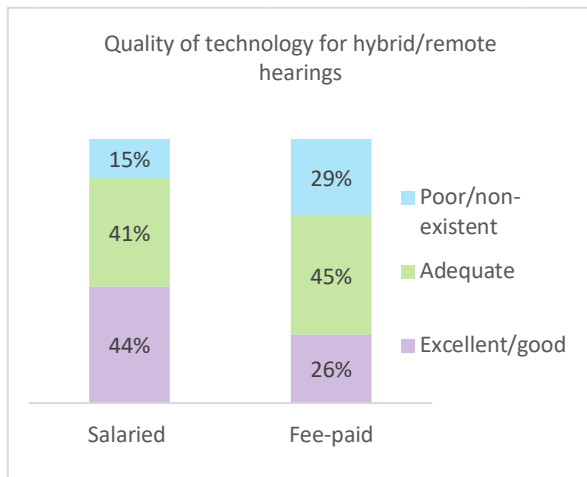
Figure 5.5: Support for managing remote hearings



Quality of the technology for hybrid/remote hearings

While only a small proportion of salaried judges (15%) said the quality of the technology for hybrid/remote hearings was poor or non-existent, 29% of fee-paid office holders said it was poor or non-existent for them. For both groups the largest proportion said it was adequate.

Figure 5.6: Technology for remote hearings



Technical support

While the majority of both salaried and fee-paid judges said the quality of technical support with excellent or good, only a minority rated the availability of technical support as excellent or good, And the speed of the technical support once it was requested was rated as excellent or good by 59% of salaried judges and 49% of fee-paid office holders.

Figure 5.7: Availability of technical support

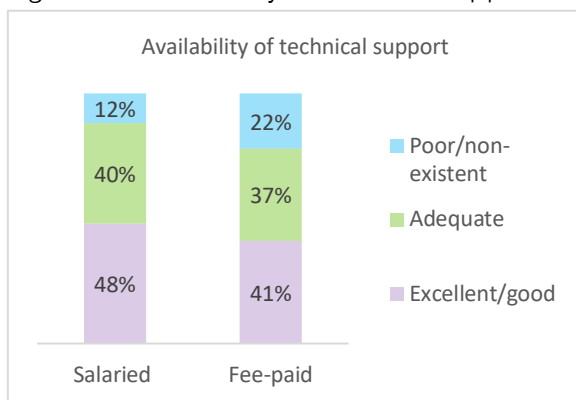


Figure 5.8: Quality of technical support

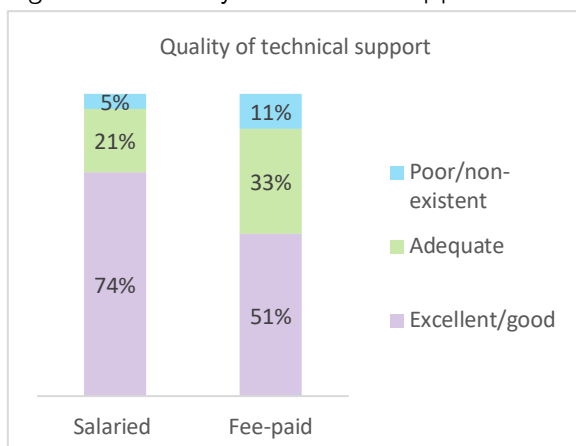
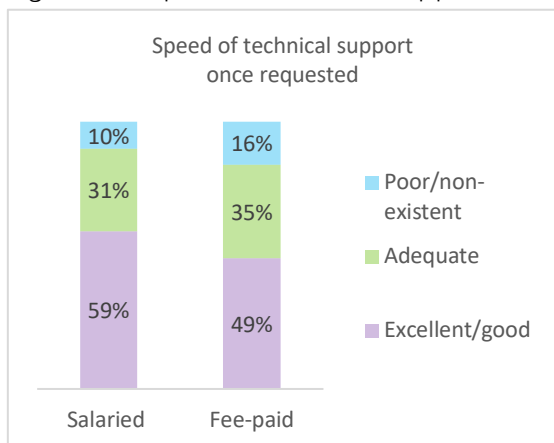


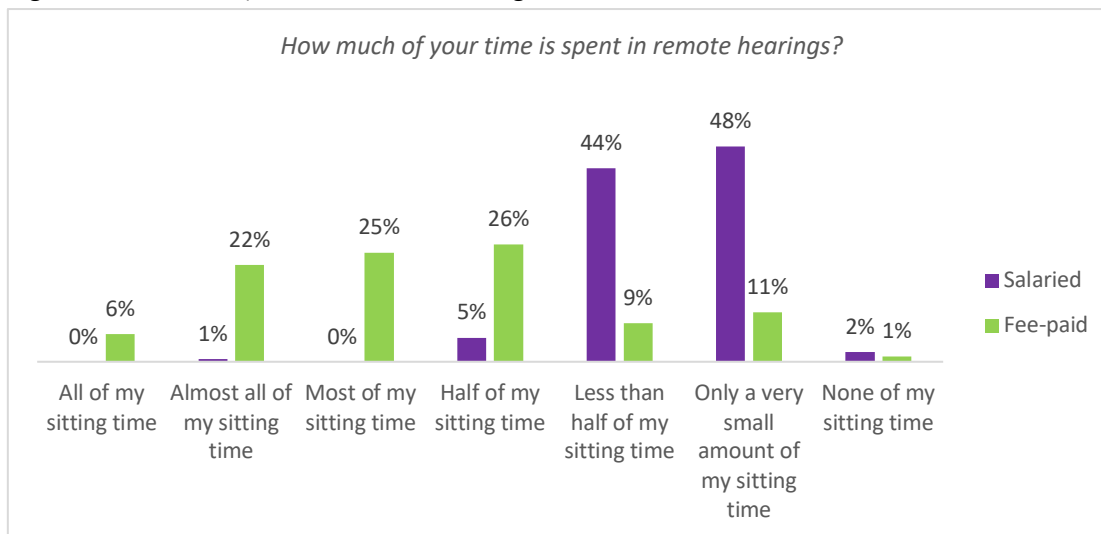
Figure 5.9: Speed of technical support



Time spent in remote hearings

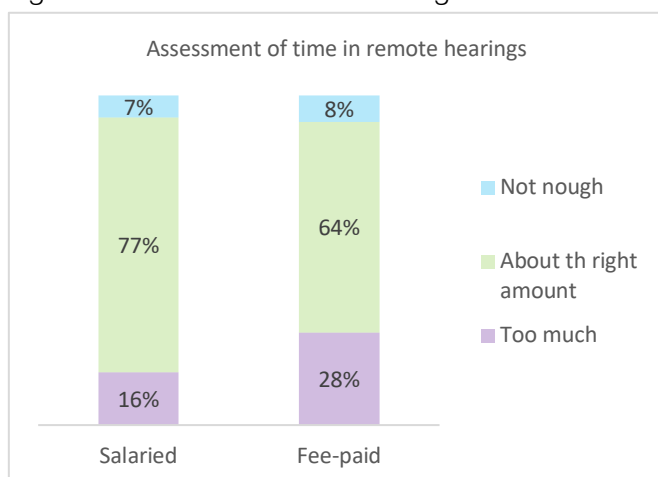
Almost all salaried judges said that they spent either less than half of their time or only a very small amount of their time in remote hearings, whereas 79% of fee-paid office holders said they are spending half or more of their time in remote hearings.

Figure 5.10: Time spent in remote hearings



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

Figure 5.11: Time in remote hearings



When examined by individual judicial post, the largest proportions of judges that said they were spending too much time in remote hearings were Tribunal Members (29%), Part-time Sheriffs (26%), Summary Sheriffs (19%) and Sheriffs (18%).

Table 5.2: Time spent in remote hearings (by salaried post)

<i>How would you assess the amount of time you spend in remote hearings?</i>	Summary Sheriff	Sheriff	Sheriff Principal	Senators (Outer)	Senators (Inner)
Too much	19%	18%	0%	15%	0%
About the right amount	78%	73%	100%	80%	100%
Not enough	3%	9%	0%	5%	0%

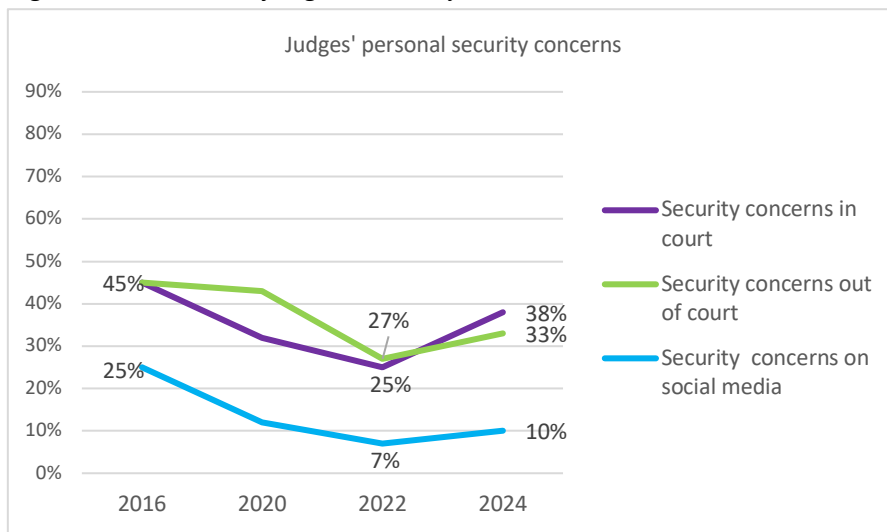
Table 5.3: Time spent in remote hearings (by fee-paid post)

<i>How would you assess the amount of time you spend in remote hearings?</i>	Part-time Sheriff	Part-time Summary Sheriff	Tribunal Member
Too much	26%	8%	29%
About the right amount	63%	84%	63%
Not enough	11%	8%	8%

Chapter 6 Safety, security and other judicial concerns

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

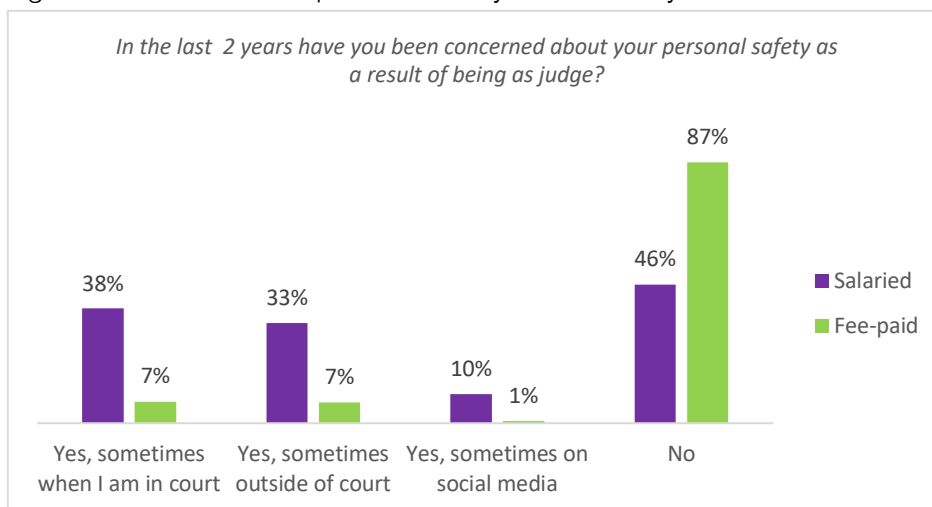
Figure 6.1: Extent of judges' security concerns 2016-2024



Personal safety 2024

Salaried judges expressed greater concerns for their personal safety as a result of their judicial work compared with fee-paid office holders, a third or more salaried judges concerned about their personal safety both in court (38%) and out of court (33%).

Figure 6.2: Concerns for personal safety in the last 2 years

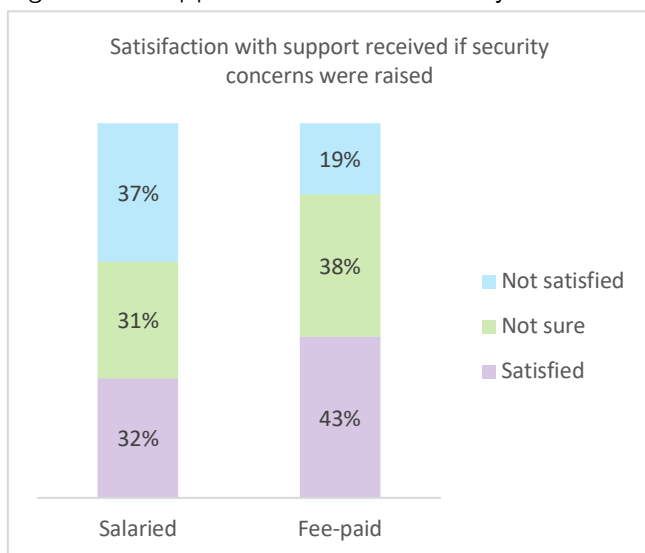


Note: Multiple options could be selected

Satisfaction with support received if personal security concerns were raised

Only a minority of both salaried and fee-paid members of the judiciary were satisfied with the support they received once they raised any security concerns. Over a third (37%) of salaried judges were not satisfied with the support they received to deal with any security concerns that they raised.

Figure 6.3: Support received for security



Overall concerns of judges

Half (50%) of all salaried judges in Scotland are extremely concerned about loss of respect for the judiciary by the government (81% concerned), and almost three-quarters are concerned about attacks on the judiciary in the media (74%), increase in litigants in person (73%) and financial constraints (71%).

Table 5.4: Changes Scottish judges are concerned about 2024

<i>To what extent are you concerned about the following changes in the judiciary?</i>	“extremely concerned”	“extremely” or “somewhat concerned”
Loss of respect for the judiciary by government	50%	81%
Attacks on judiciary in media	31%	74%
Increase in litigants in person	31%	73%
Financial constraints	31%	71%
Loss of experienced judges	27%	70%
Loss of judicial independence	25%	63%
Staff reductions	19%	65%
Low judicial morale	22%	61%
Personal safety for judges	21%	61%

Stressful working conditions	19%	61%
Reduction in face-to-face hearings	19%	52%
Inability to attract best people to judiciary	15%	48%
Deteriorating conditions at my court building	9%	45%
Court/tribunal closures	4%	33%

Note: Multiple options could be selected

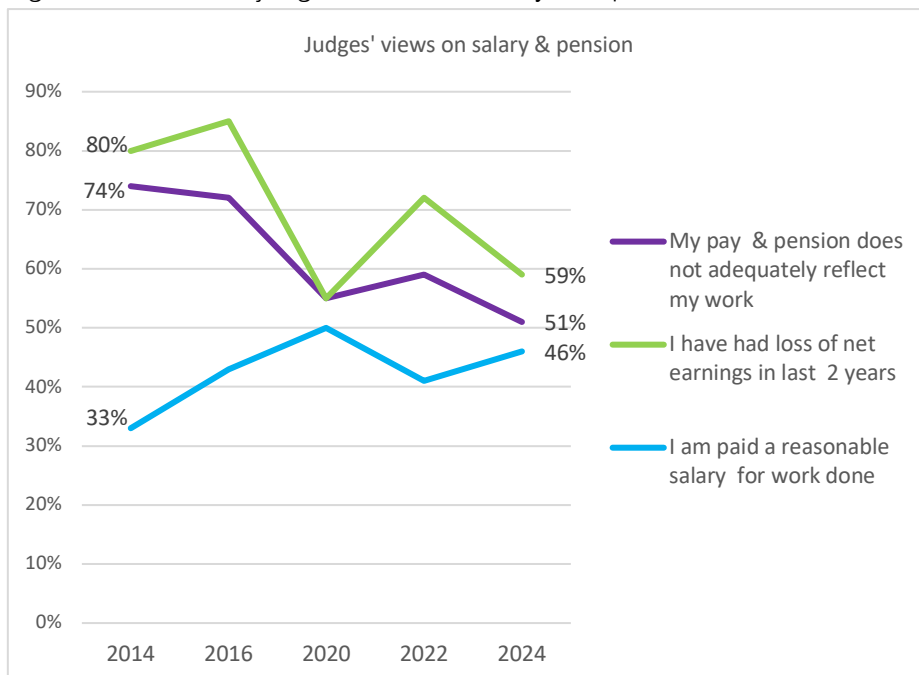
Chapter 7 Pay and pensions

This chapter deals with remuneration and pensions for salaried judges. Salaried judges have been surveyed in the JAS about their salary and pension since 2014, and this has enabled results of the 2024 JAS to be compared with previous JAS findings on salary and pensions.

Salary and pension trends

Throughout the decade from 2014 to 2024 a majority of judges have said their pay and pension does not adequately reflect the work they have done and will do before retirement and that they have experienced a loss of net earnings in the last 2 years. But in both instances the proportion of judges holding these views has decreased substantially from 2014 to 2024. In 2014 80% of judges said they had a loss of net earnings in the previous 2 years whereas in 2024 this had fallen to 59%. In 2014 74% of judges said their pay and pension does not adequately reflect the work they have done and will do before retirement, whereas in 2024 this had fallen to 51%. Over the same 10 years, there has also been an increase in the proportion of judges that feel they are paid a reasonable salary for the work they do (from 33% in 2014 to 46% in 2024).

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

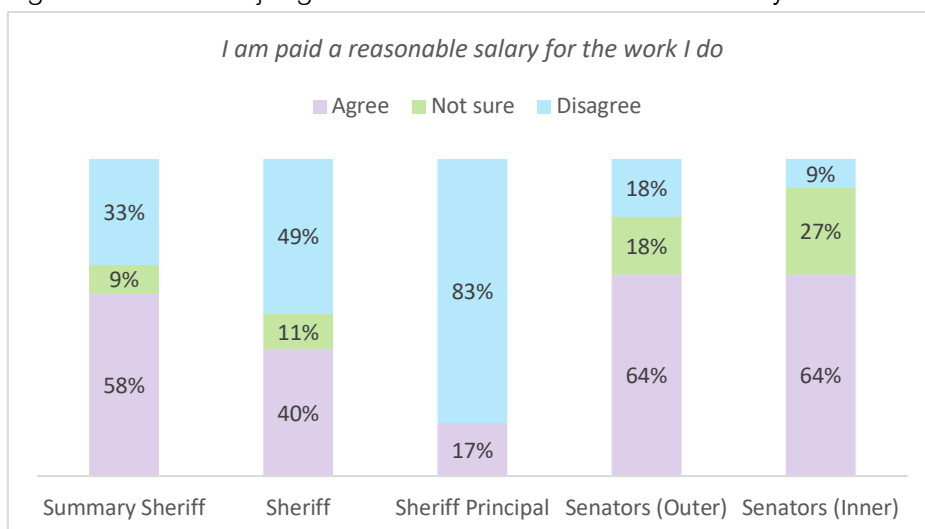


Salary and pensions 2024

I am paid a reasonable salary for the work I do

While a majority of Senators (both Outer and Inner) said they are paid a reasonable salary for the work they do, only 17% of Sheriffs Principals and 40% of Sheriffs agreed.

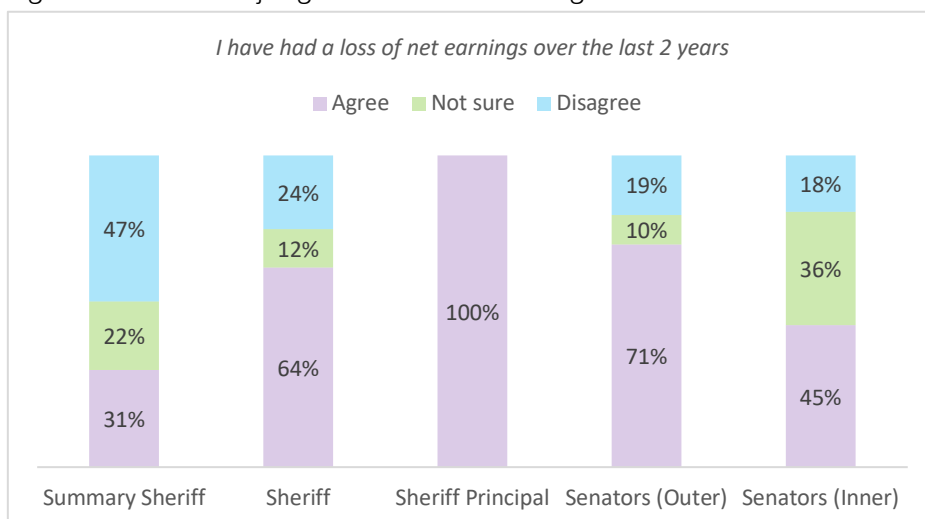
Figure 7.2: Salaried judges' views on reasonableness of salary



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

All Sheriffs Principal (100%), most Senators of the Outer House (71%) and a majority of Sheriffs (64%) said they had had a loss of net earnings in the previous 2 years.

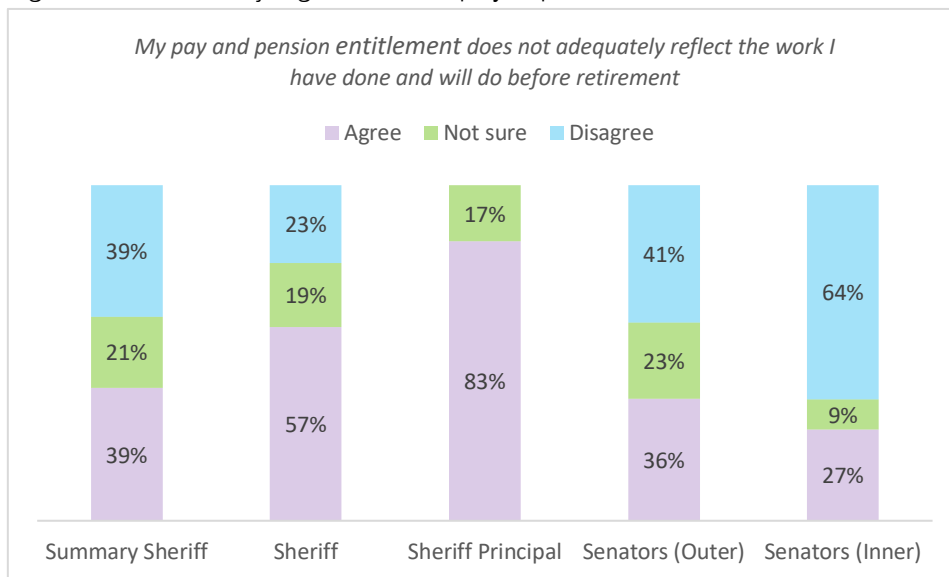
Figure 7.3: Salaried judges' loss of net earnings



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

Only a majority of Senators of the inner House said that their pay and pension entitlement adequately reflected the work they have done and will do before retirement. Senators of the Outer House and Summary Sheriffs were divided on this issue, while a majority of Sheriffs and Sheriffs Principal do not feel that their pay and pension entitlement adequately reflected the work they have done and will do before retirement.

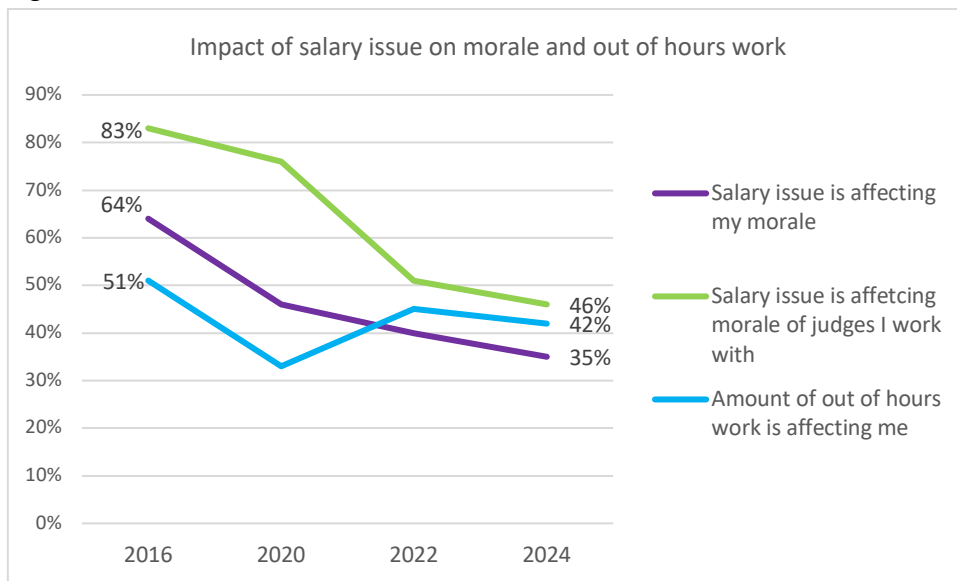
Figure 7.4: Salaried judges' view on pay & pension entitlement



Salary and judicial morale: Since 2016 (when it was first asked), there has been a continued decrease in judges saying the salary issue was affecting their own morale (falling from 64% in 2016 to 35% in 2024) and the morale of judges with whom they work (falling from 83% in 2016 to 46% in 2024).

Out of hours work: There has been an overall fall from 2016 to 2024 in the proportion of salaried judges that said they were affected by the amount of out of hours work required to do the job (from 51% in 2016 to 42% in 2024).

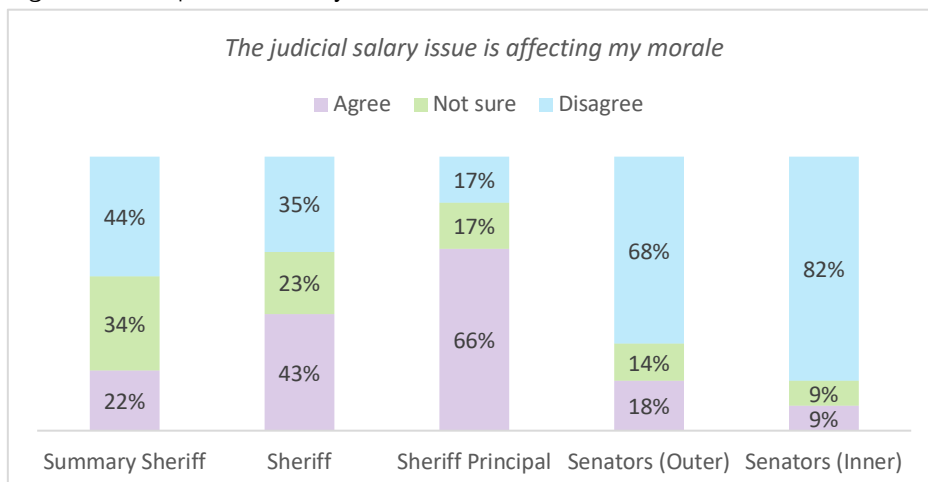
Figure 7.5: Morale and out of hours work 2016-2024



Salary, morale and out of hours work 2024

The judicial salary issue is affecting my morale

Figure 7.6: Impact of salary issue on morale

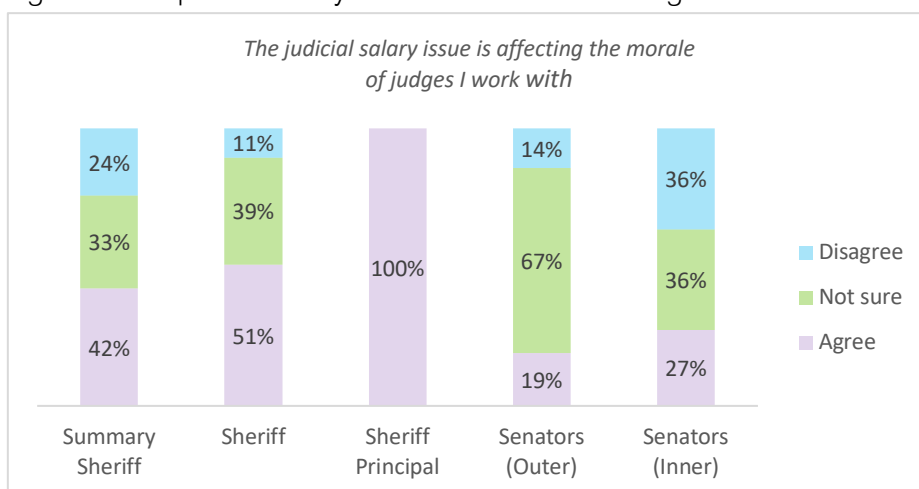


Only a majority of Sheriffs Principal (66%) said that the judicial salary issue was affecting their morale. A majority of Senators of both the Outer and Inner House said the salary issue was not affecting their morale.

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

All Sheriffs Principal (100%) said that the judicial salary issue was affecting the morale of judges they work with and a majority of Sheriffs (51%) also said this. But other judicial posts were divided or unsure about this.

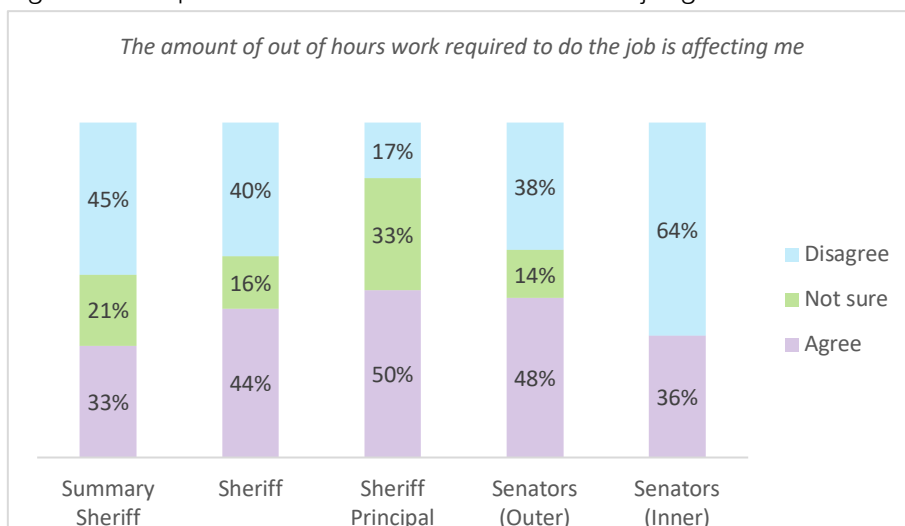
Figure 7.7: Impact of salary issue on morale of colleagues



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

Half of Sheriffs Principal (50%) and almost half of Senators of the Outer House (48%) and Sheriffs (44%) said that the amount of out of hours work was affecting them. A majority of Senators of the Inner House (64%) said that out of hours work was not affecting them.

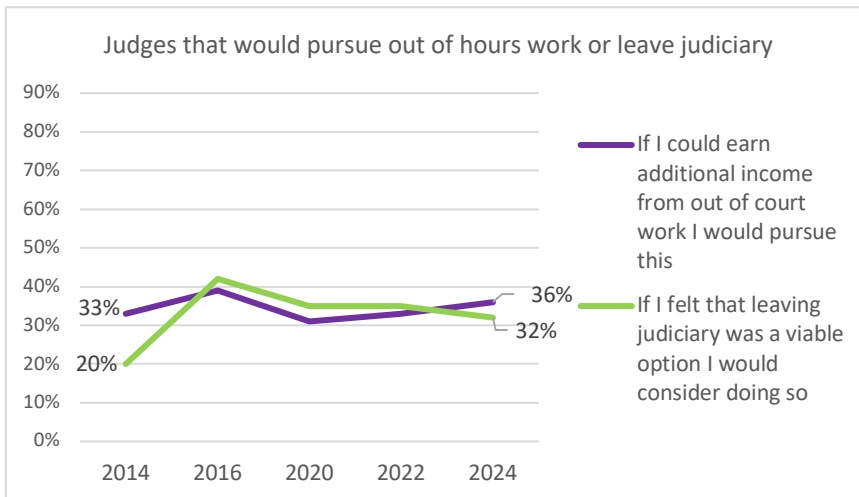
Figure 7.8: Impact of out of hours work on salaried judges



The possibility of leaving the judiciary or pursuing out of court work

Over the decade only a minority of salaried judges have said that they would consider leaving the judiciary if this was a viable option, although this proportion has increase from 20% in 2014 to 32% in 2024. There has been little change over the decade in the proportion of judges that would pursue out of court work if they could earn additional income this way, from 33% in 2014 to 36% in 2024.

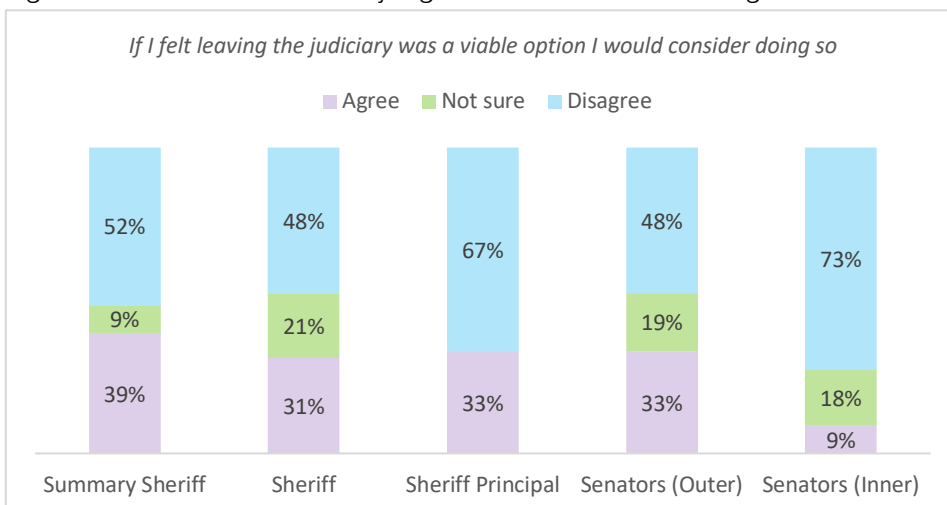
Figure 7.9: Judges that would pursue out of hours work or leave judiciary



Leaving the judiciary or earning extra income 2024

Summary Sheriffs, Sheriffs and Senators of the Outer House were divided over whether they would consider leaving the judiciary if it was a viable option, but a majority of Senators of the Inner House and Sheriffs Principal said they would not consider leaving the judiciary if it was a viable option.

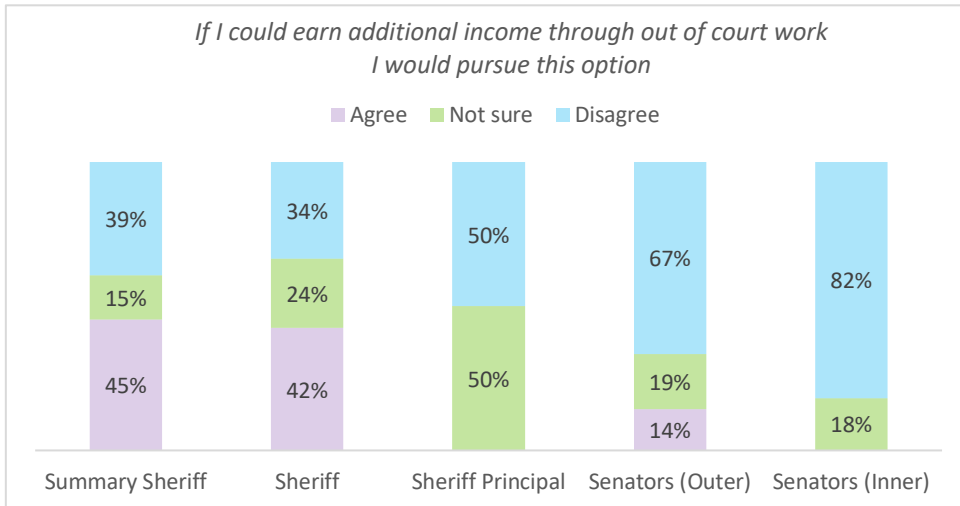
Figure 7.10: Whether salaried judges would consider leaving



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

Summary Sheriffs, Sheriffs and Sheriffs Principal were divided over whether they would pursue out of court work to earn additional income, but a majority of Senators of the Inner House (82%) and Outer House (67%) said they would not pursue out of court work.

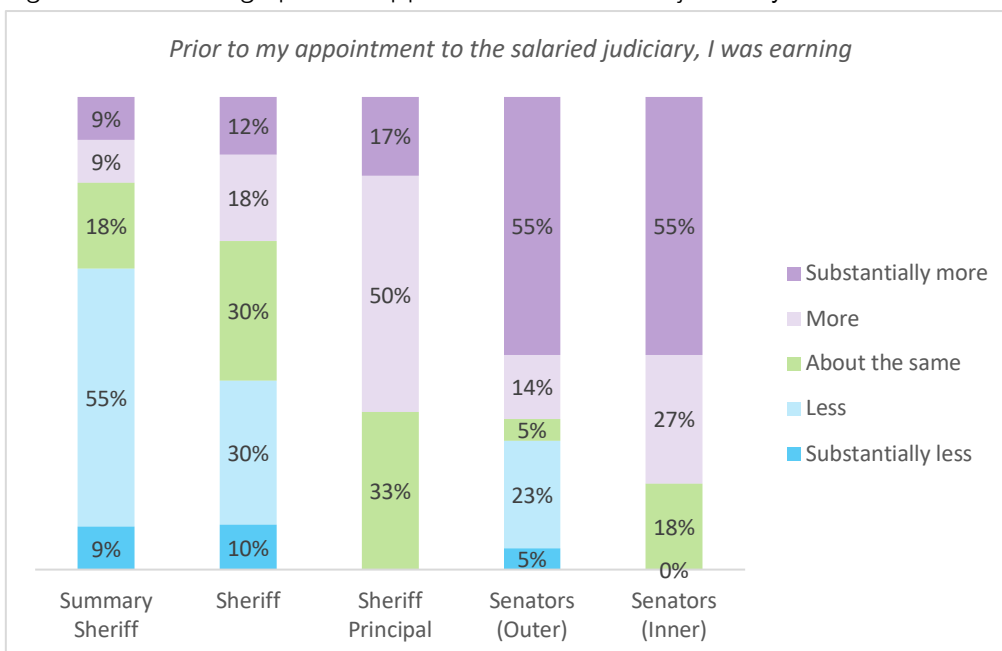
Figure 7.11: Salaried judges' view of paid out of court work



Salaried judges' earnings prior to appointment

A majority of Senators of both the Outer House and Inner House were earning substantially more and a majority of Sheriffs Principal were earning more prior to their appointment to the salaried bench. But a majority of Summary Sheriffs were earning less than their judicial salary before taking up the post.

Figure 7.12: Earnings prior to appointment to salaried judiciary

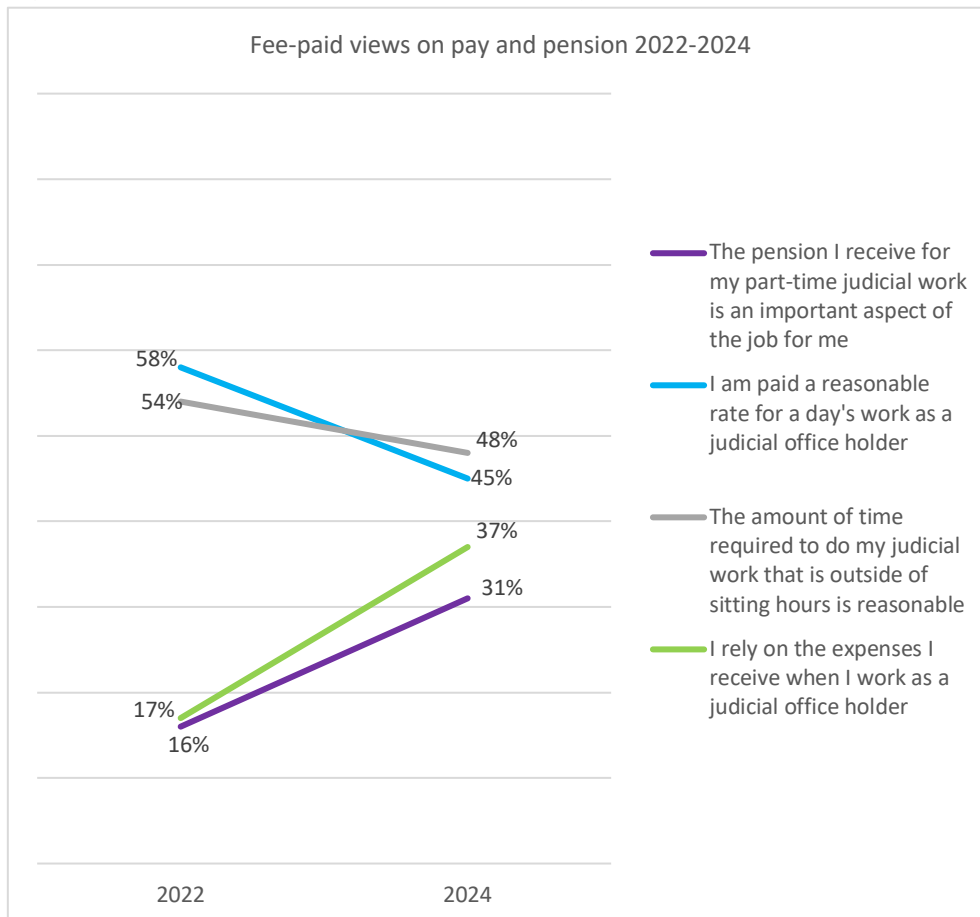


Chapter 8 Pay, pension and expenses (fee-paid judiciary)

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

- The largest change since 2022 is the increase in fee-paid judicial office holders that now say they rely on the expenses they receive from their judicial work (up to 37% in 2024 from 17% in 2022).
- The proportion of fee paid office holders that said they feel they are paid a reasonable rate for a day's work has fallen to a minority from 58% in 2022 to 45% in 2024.

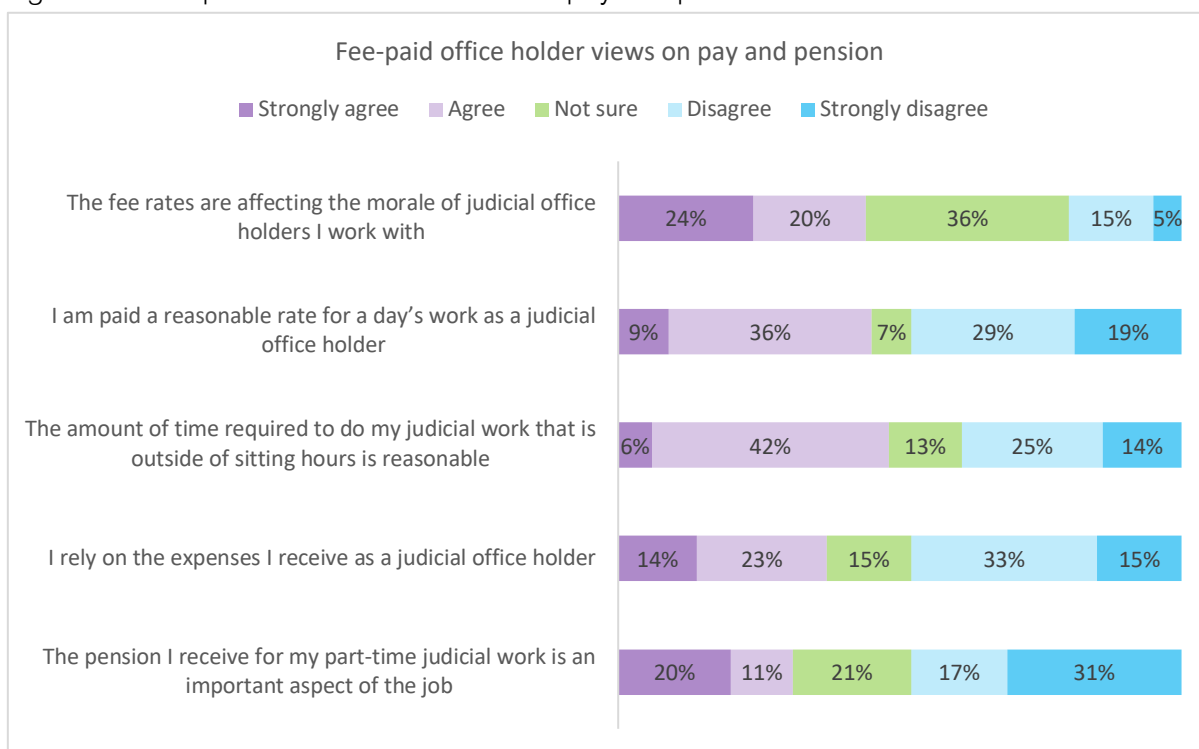
Figure 8.1: Fee-paid office holder views on pay and pension 2022-24



Fee-paid views on pay and pension 2024

Fee-paid office holders are divided in their views about their pay, pensions and work required outside of sitting time. A clearer picture emerges if the responses are broken down by judicial post.

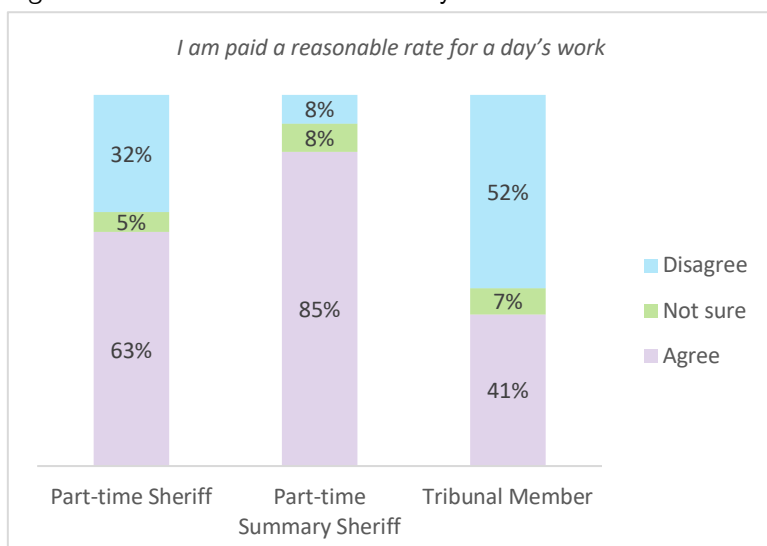
Figure 8.2: Fee-paid office holders' views on pay and pensions



I am paid a reasonable rate for a day's work as a judicial office holder

While a majority of Part-time Summary Sheriffs and Part-time Sheriffs said they are paid a reasonable rate for a day's work, less than half of Tribunal Members agreed with this.

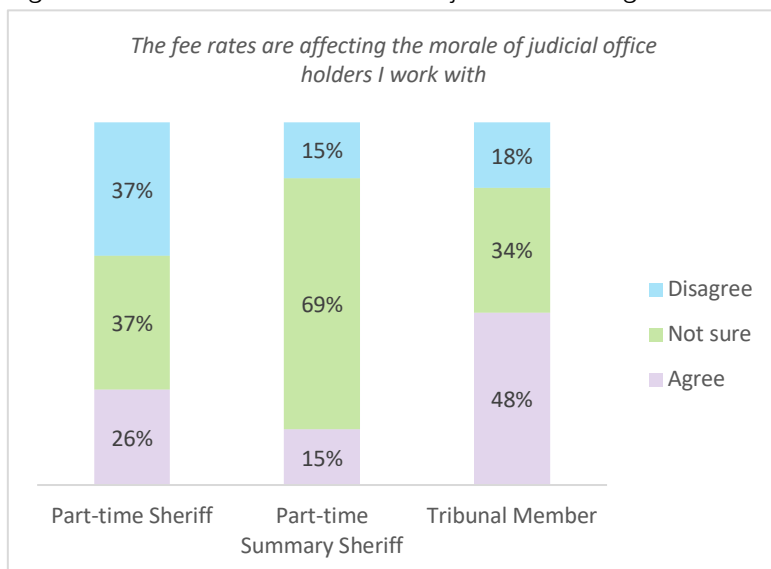
Figure 8.3: Reasonableness of daily rate



The fee rates are affecting the morale of judicial office holders I work with

Almost half of all Tribunals Members said that the fee rates were affecting the morale of other judicial office holders with whom they work.

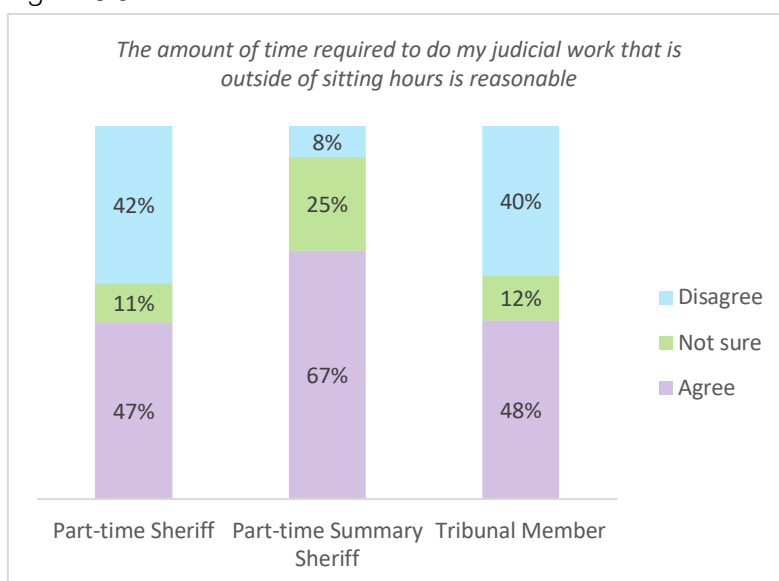
Figure 8.4: Fee rates and morale of judicial colleagues



The amount of time required to do my judicial work that is outside of sitting hours is reasonable

Two-thirds of Part-time Summary Sheriffs and almost half of Part-time Sheriffs and Tribunals Members said that the amount of time required to do their judicial work that is outside their regular sitting hours was affecting them.

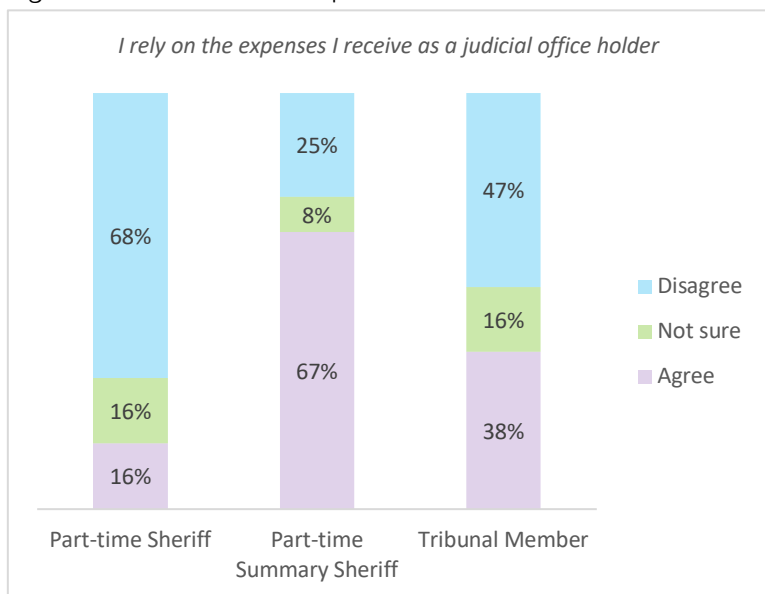
Figure 8.5: Reasonableness of out of hours work



I rely on the expenses I receive as a judicial office holder

Two-thirds of Part-time Summary Sheriffs rely on expenses from their judicial work, whereas only a minority of Part-time Sheriffs and Tribunal Members do.

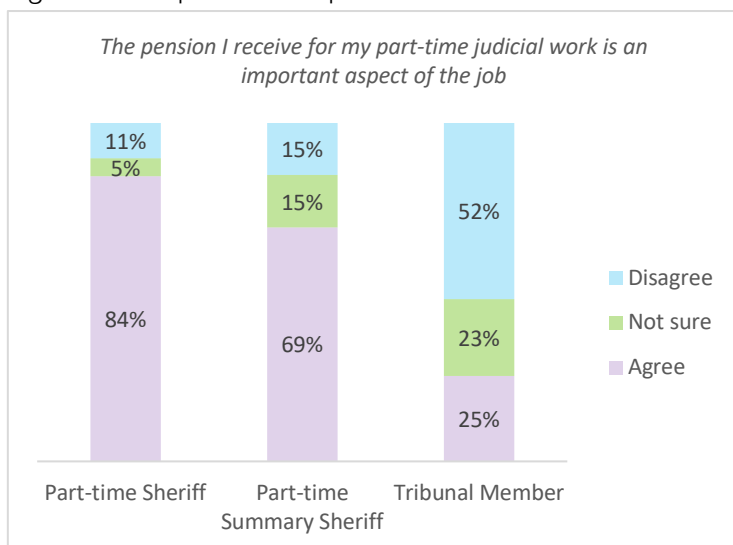
Figure 8.6: Reliance on expenses



The pension I receive for my part-time judicial work is an important aspect of the job

Most Part-time Sheriffs (84%) and Part-time Summary Sheriffs (69%) said the pension for their judicial work is an important aspect of the job for them, whereas it was only important for a minority of Tribunal Members.

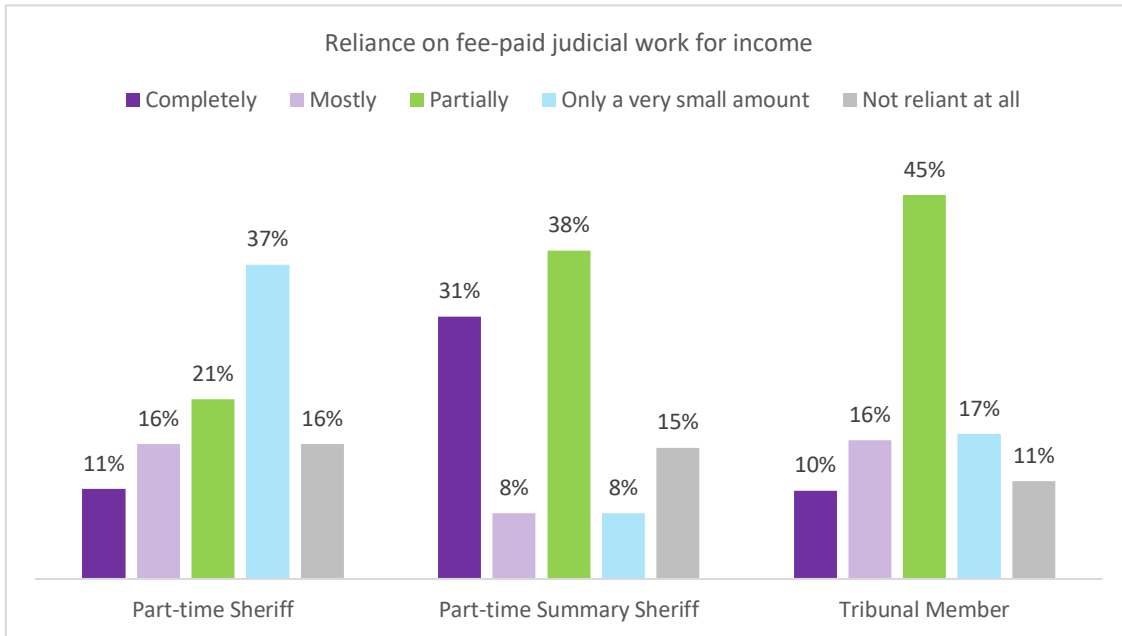
Figure 8.7: Importance of pension



Reliance on fee-paid judicial work for income

Part-time Summary Sheriffs are most reliant on their fee-paid judicial work for their income, with almost a third (31%) completely reliant on fee-paid judicial work.

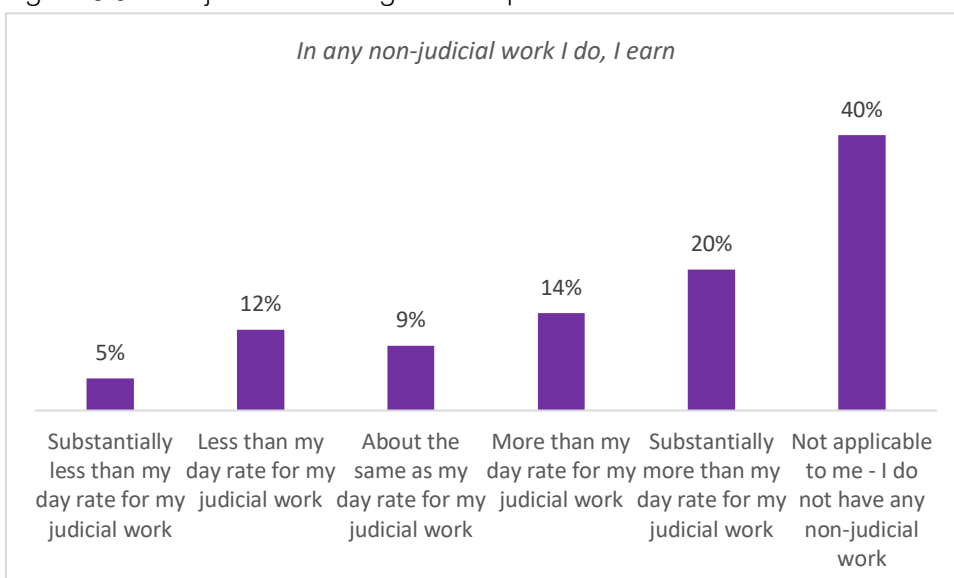
Figure 8.8: Financial reliance on judicial work



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, 34% earn more in their non-judicial work than their judicial daily rate, while 17% earn less than their judicial daily rate.

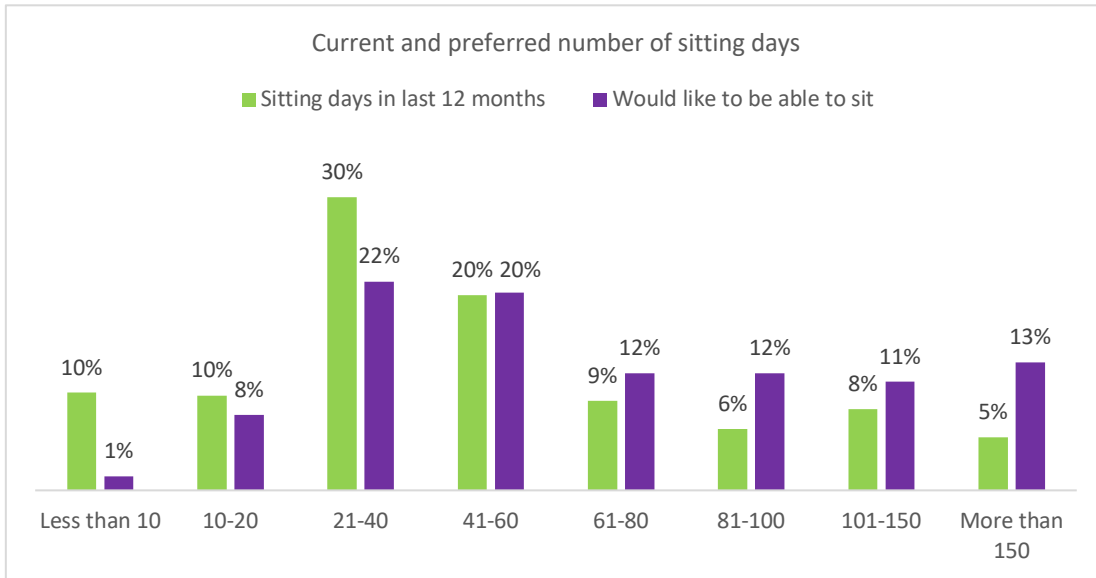
Figure 8.9: Non-judicial earnings for fee-paid office holders



Sitting Days

Fee-paid office holders as a whole are currently sitting fewer days than they would like. In the previous 12 months 50% of fee-paid office holders sat for less than 41 days. But 68% would like to sit 41 days or more,

Figure 8.10: Sitting days (actual and preference)



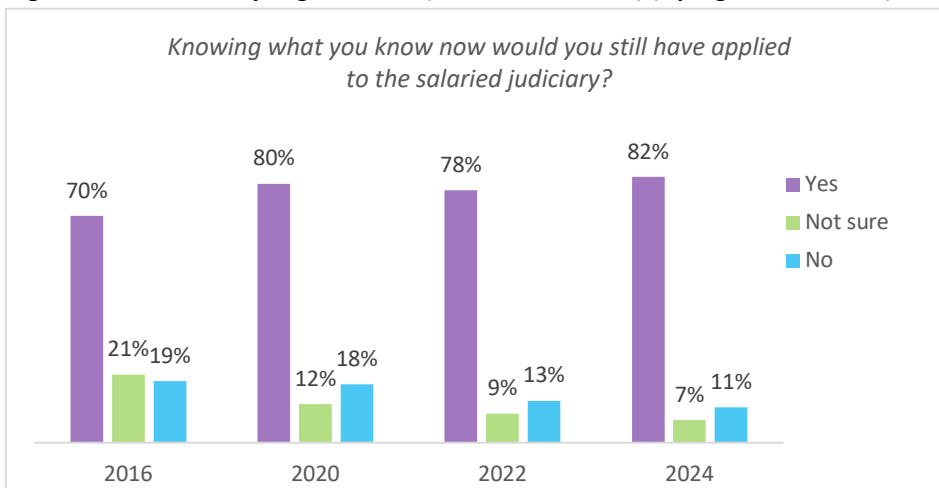
Chapter 9 Recruitment and retention

This chapter 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.

Joining the salaried judiciary

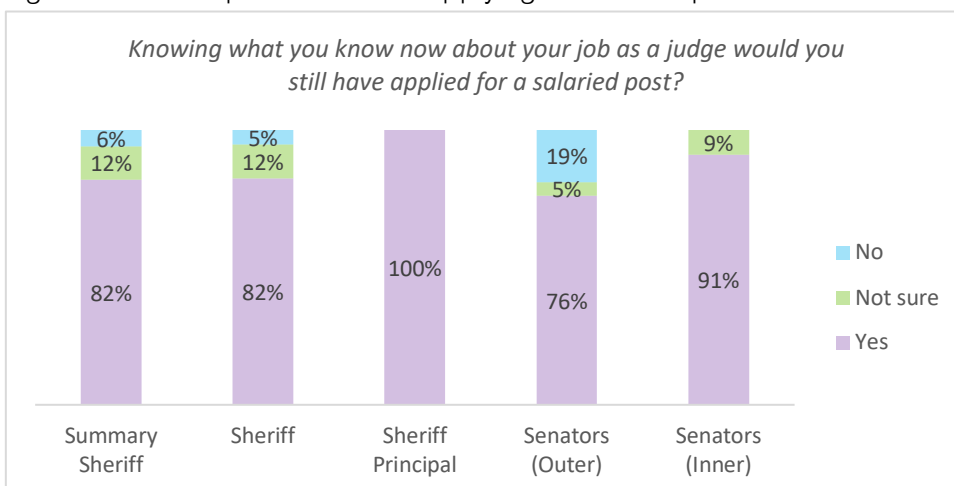
All salaried judges were asked: *Knowing what you know now about your job as a judge would you still have applied to join the salaried judiciary?* There has been an increase since 2016 in the proportion of salaried judges who said that, knowing what they know now about the job of a salaried judge, they would still have applied, rising from 70% in 2016 to 82% in 2024.

Figure 9.1: Salaried judges' retrospective view of applying for salaried post



By judicial post 2024

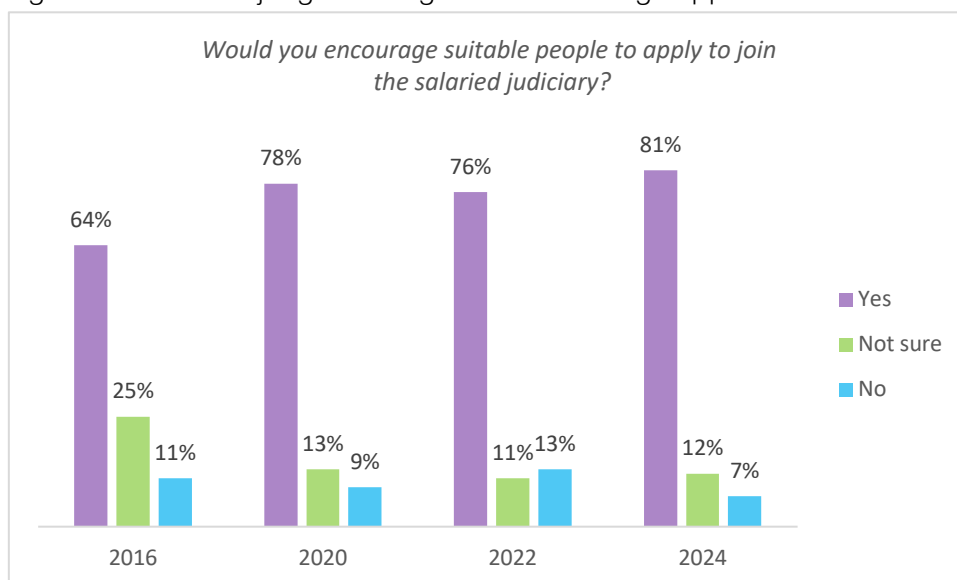
Figure 9.2: Retrospective view on applying for salaried post



Whether judges would encourage people to apply to join the salaried judiciary 2016-2024

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% in 2016 to 81% in 2024.

Figure 9.3: Salaried judges' willingness to encourage applicants 2016-2024



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

Only a small proportion (19%) of fee-paid judicial office holders in Scotland are interested in applying for a salaried post either now or in the future. Over half either are not interested in applying for a salaried post (23%) or there are no salaried posts available (26%). A quarter (26%) are either already retired or too close to retirement to apply.

Table 9.1: Fee-paid office holders' views about applying for salaried post

Views on applying for a salaried judicial post	Fee-paid
Yes, I am currently applying	1%
Yes, I am already considering this	9%
Yes, but not at this time	9%
I am currently undecided	8%
No, I am not interested in a salaried judicial post	23%
There are no salaried judicial posts available to me	26%
I have applied before	5%
I am too close to retirement to consider this	11%
Not applicable to me - I am already retired	15%

Note: Multiple options could be selected

Reasons fee-paid would consider applying for a 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, salary, public service, challenge of the work, intellectual satisfaction and job security.

Table 9.2: Reasons fee-paid judiciary would apply for a salaried post

<i>The reasons I would consider applying to join the salaried judiciary are</i>	Fee-paid
Pension	71%
Salary	62%
Public service	62%
Challenge of the work	58%
Intellectual satisfaction	53%
Job security	52%
Chance to contribute to justice being done	49%
Sense of collegiality	32%
Less pressurised environment than practice	20%
Prestige of the job	19%
Administrative support	14%
Respect in the community	11%

Note: Multiple options could be selected

Reasons not to consider applying for a salaried post

The main reasons fee-paid judges would not consider applying for a salaried post are the lack of sitting flexibility in a salaried post and that they can sit as many days as they want as a fee-paid judge, 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 9.3: Reasons fee-paid judiciary would not apply for a salaried post

<i>The reasons I would not consider applying to join the salaried judiciary are</i>	Fee-paid
Lack of the sitting flexibility I have as a fee-paid judicial office holder	42%
Lack of personal control over working time	36%
I can sit as many days as I want as a fee-paid judicial office holder	33%
Judicial appointments process	31%
Reduction in income	23%
Uncertainty over where I'd be required to sit	26%
Too much out of hours work required to do the job	17%
Isolation of the job	16%

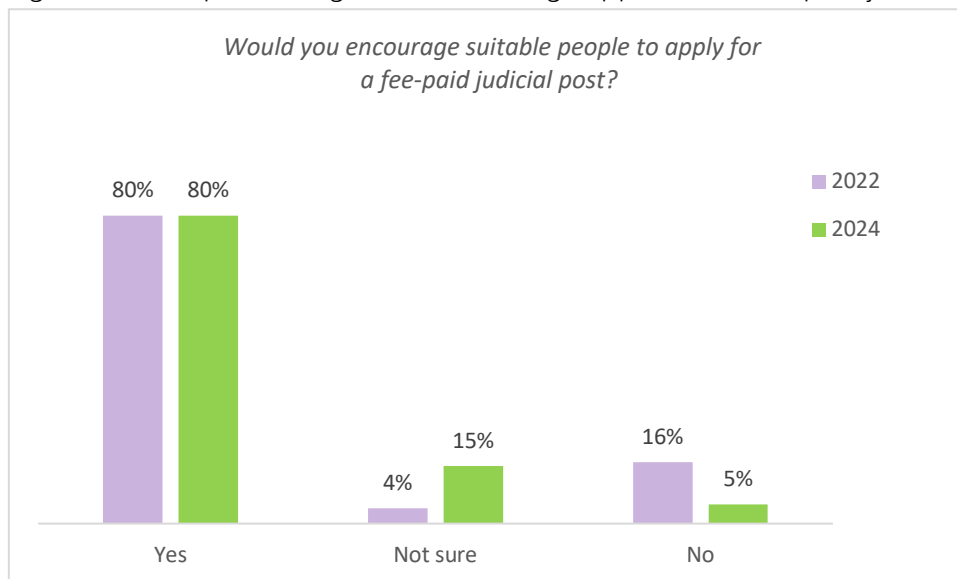
Feeling of being an employee or civil servant	15%
Being required to do work outside my expertise	13%
Increase in litigants in person	8%
Poor quality of physical work environment	7%
Lack of respect for judges	7%
Lack of variety in the work	6%
Lack of administrative support	3%
Loss of travel expenses	3%
Experience of changes to pension entitlements	2%

Note: Multiple options could be selected

Recommending the fee-paid judiciary

The overwhelming majority (80%) of fee-paid judicial office holders said they would encourage suitable people to apply to join the fee-paid judiciary and this has remained the same since 2022.

Figure 9.4: Fee-paid willingness to encourage applicants to fee-paid judiciary

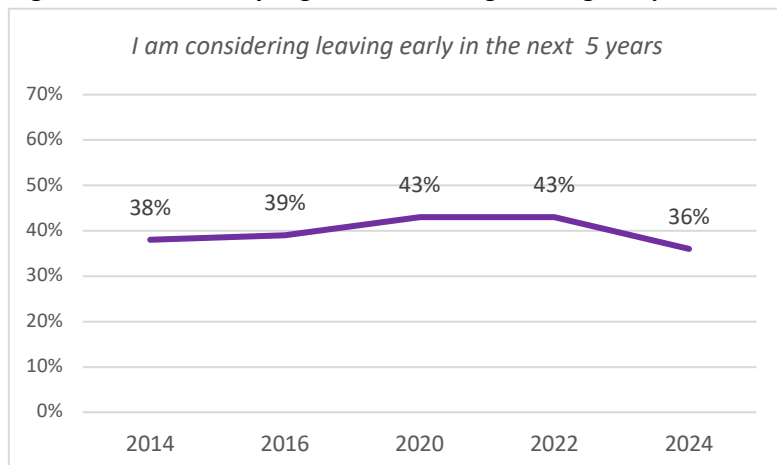


Leaving the salaried judiciary early

Trends in intentions to leave the salaried judiciary early

The proportion of Scottish salaried judges saying they are considering leaving the judiciary early has decreased slightly over the decade from 38% in 2014 to 36% in 2024, but the proportion has fallen in recent years from 43% in 2020 and 2022 to 36% in 2024.

Figure 9.5: Salaried judges considering leaving early 2014-2024



2024

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 Outer House having the largest proportion of judges that said yes (45%) and Summary Sheriffs being having the largest proportion of judges saying no (64%).

Figure 9.6: Whether salaried judges may leave judiciary early (by post)

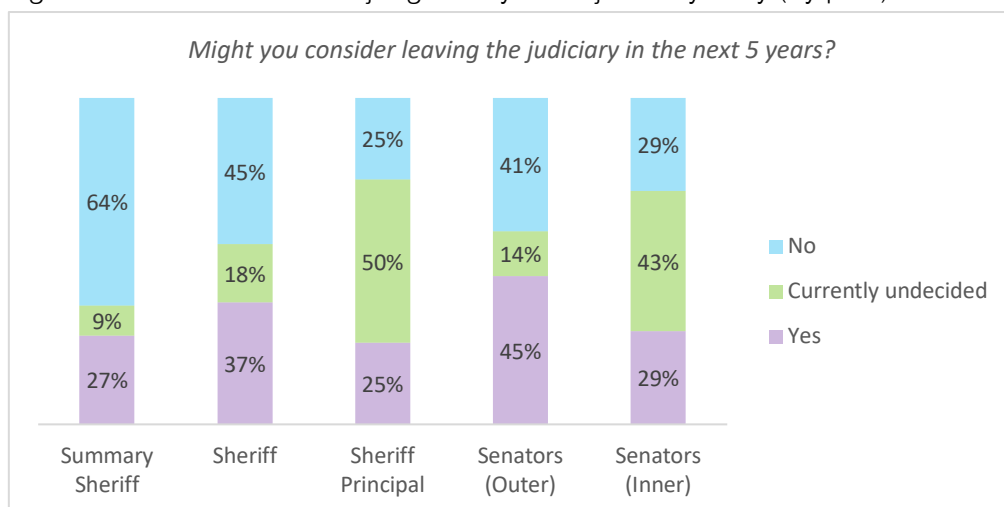


Table 9.4 provides a projection for the total number of judges in each salaried post that will or could leave the judiciary within the next 5 years.

Table 9.4: Judges' intentions on leaving the judiciary early

Salaried court post	Intending to leave early in the next 5 years	Will reach compulsory retirement in next 5 years	Totals expected to leave in next 5 years	Currently undecided about leaving early	Total potentially leaving in the next 5 years
Summary Sheriff	9	0	9	3	12
Sheriff	40	6	46	19	65
Sheriff Principal	1	2	3	2	5
Senators (Outer House)	10	0	10	3	13
Senators (Inner House)	2	4	6	3	9
Total	42	12	64	30	94

Factors prompting early departure

The factors most likely to prompt salaried judges to leave the judiciary early were limits on pay awards, increases in workload and further demands for out of hours working. The biggest difference from 2022 was the reduction in the proportion of judges that said a reduction in pension benefits would encourage them to leave early (from 70% in 2022 to 46% in 2024).

Table 9.5: Factors increasing likelihood of salaried judges leaving judiciary early

Which of the following factors would make you more likely to leave the judiciary early before your compulsory retirement age?	2022	2024
Limits on pay awards	68%	60%
Increase in workload	59%	52%
Further demands for out of hours working	55%	48%
Reduction in pension benefits	70%	46%
Lack of respect for the judiciary by government	47%	39%
Stressful working conditions	59%	36%
Requirement to sit in a location too far from home	40%	33%
Personal health issues	39%	30%
Increase in litigants in person	33%	29%
Inability to work more flexible hours	16%	28%
Lack of effective leadership of the judiciary	21%	21%
Reduction in administrative support	52%	20%
Lack of stimulating work	34%	20%
Lack of promotion	33%	17%

Inability to move to salaried part-time working	25%	17%
Personal security concerns	8%	16%
Attacks on the judiciary by the media	23%	16%
Remote hearings	30%	16%
Too much remote working	43%	13%
Uncertainty over the future of my part of the judiciary	12%	3%
Court/tribunal closures	8%	3%

Note: Multiple options could be selected

Main factors encouraging judges to remain

There was little change from 2022 in the factors encouraging salaried judges to remain in the judiciary until retirement age. The main factor that would make salaried judges in Scotland more likely to stay in the judiciary until their compulsory retirement age was higher remuneration (84%). Just under half of all salaried judges in Scotland also said appointment to a higher judicial post (45%) and greater flexibility in working hours (41%) as well as the opportunity to work part-time (40%) would make them more likely to stay in the judiciary until their compulsory retirement age.

Table 9.6: Factors encouraging salaried judges to remain in judiciary

Which of the following factors would make you more likely to stay in the judiciary until your compulsory retirement age?	2022 JAS	2024 JAS
Higher remuneration	83%	84%
Appointment to a higher post	53%	45%
Opportunity to work part-time	41%	40%
Increased flexibility in working hours	39%	41%
Opportunity for sabbatical	46%	37%
Reduction in workload	38%	37%
Reduction in litigants in person	31%	31%
Better administrative support	49%	26%
Greater respect for the work judges do	37%	23%
Support for dealing with stressful working conditions	28%	23%
Having more leadership responsibilities	19%	20%
Better leadership of the judiciary	22%	19%
Greater variation in work	29%	18%
Change of work location	17%	16%
Better security for judges	14%	16%
Greater certainty over the future of my part of the judiciary	13%	9%
Increase in remote working	11%	9%

Note: Multiple options could be selected

Chapter 10 Judicial wellbeing

Since its inception a decade ago in 2014, the UK Judicial Attitude Survey has enabled judges to share their experiences and views on aspects of their work as a judge that affect their wellbeing. Initially this covered working conditions, case workload and judges' views of belonging and satisfaction in their work. But it has expanded over the last decade to address other aspects of judicial wellbeing. This chapter covers Scottish judges' experiences of bullying, harassment and discrimination; their awareness of judicial expected behaviour; and their views on recent compulsory inclusion training for all judges. The next chapter (11) deals with judicial stress, which is also directly relevant to judicial wellbeing.

Bullying, harassment and discrimination

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

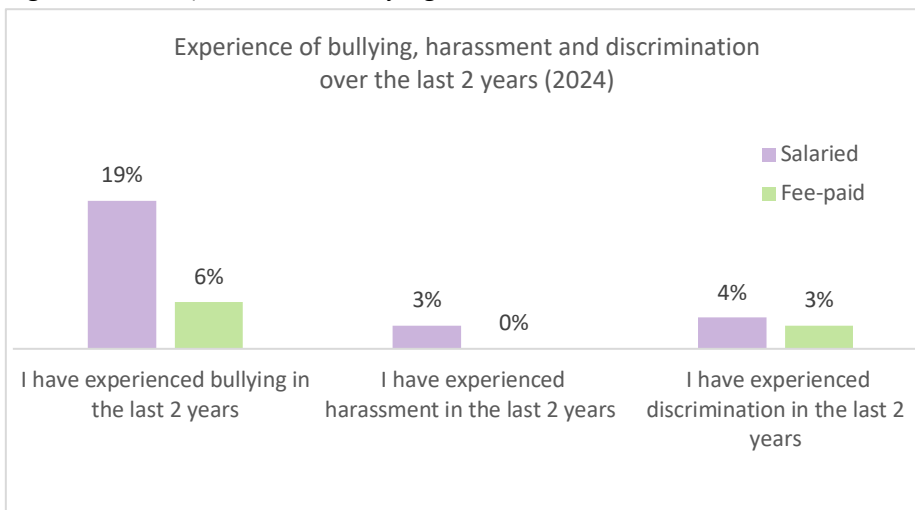
Guidance on judicial ethics in Scotland

The "Statement of Principles of Judicial Ethics for the Scottish Judiciary" sets out the standards of behaviour expected from all judicial office holders in and outside the hearing room with each other, staff and court users. It was framed in 2010 and has been revised in 2013, 2015 and most recently in Feb 2024. The 2024 JAS explored the extent to which judicial office holders were aware of and had read this Statement.

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

Only small proportions of both salaried judges and fee-paid judicial office holders said they had experienced bullying 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. The highest rates were for bullying, with 19% of salaried judges and 6% of fee-paid office holders saying they had experienced bullying in the last 2 years.

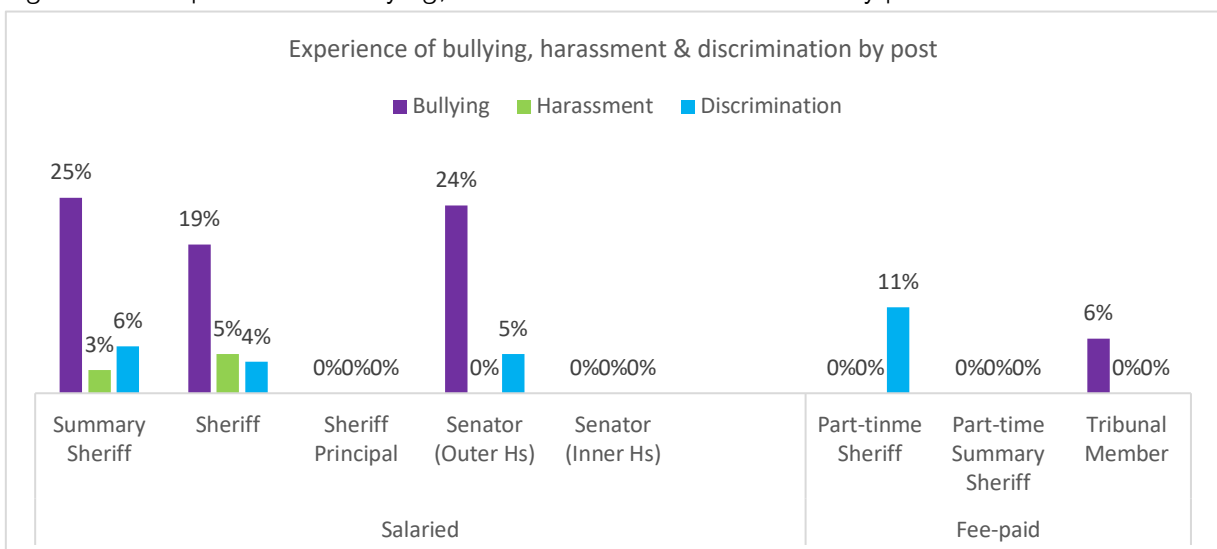
Figure 10.1: Experience of bullying, harassment and discrimination



Experience over the last 2 years by post

Amongst salaried judges, Summary Sheriffs, Sheriff and Senators of the Outer House said they had experienced bullying. While amongst fee-paid office holders, only Tribunal Members said they experienced bullying.

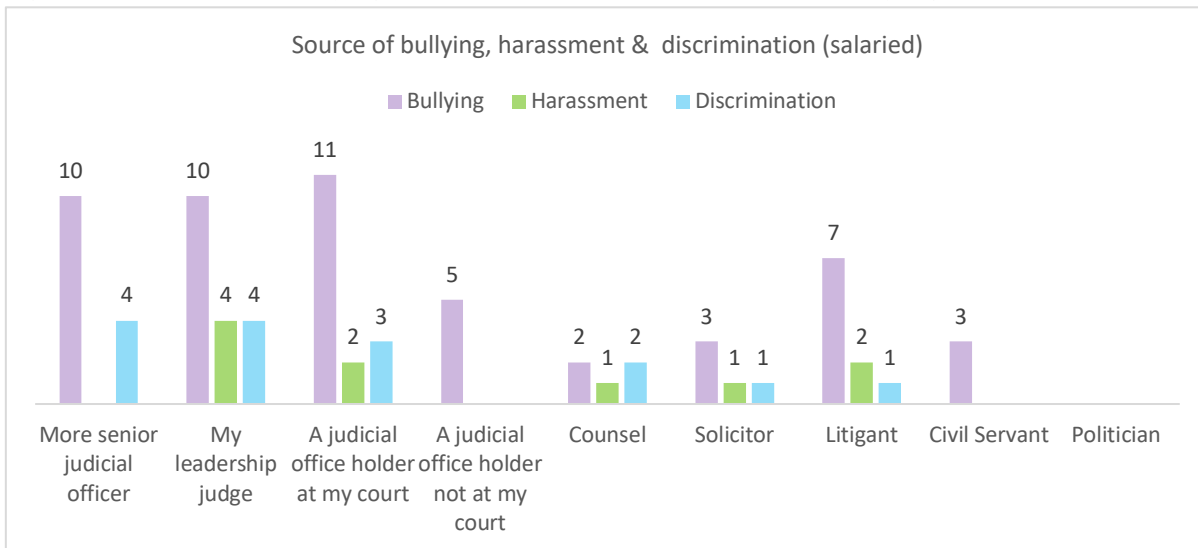
Figure 10.2: Experience of bullying, harassment and discrimination by post



Sources of bullying, harassment and discrimination

For the minority of salaried judges who said they had experienced bullying, harassment or discrimination in the last 2 years, Figure 10.3 indicates from whom the judges said they experienced this and the number of judges reporting this.

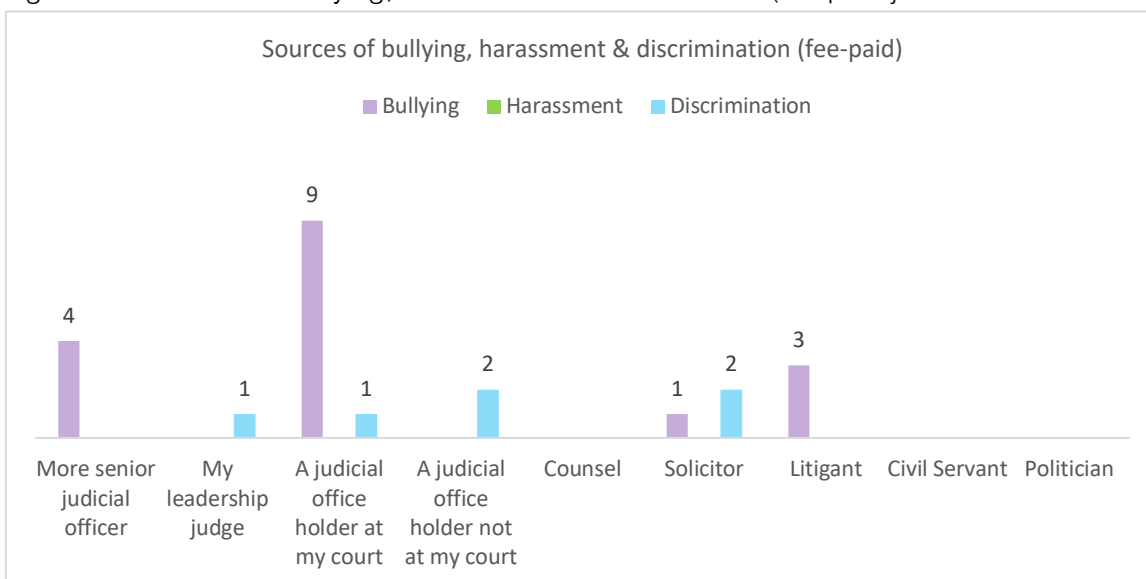
Figure 10.3: Source of bullying, harassment or discrimination (salaried judges)



Note: Multiple options could be selected

For the minority of fee-paid judicial office holders who said they had experienced bullying, harassment or discrimination in the last 2 years, Figure 10.4 indicates from whom the judges said they experienced this and the number of judicial office holders reporting this.

Figure 10.4: Source of bullying, harassment or discrimination (fee-paid judicial office holders)



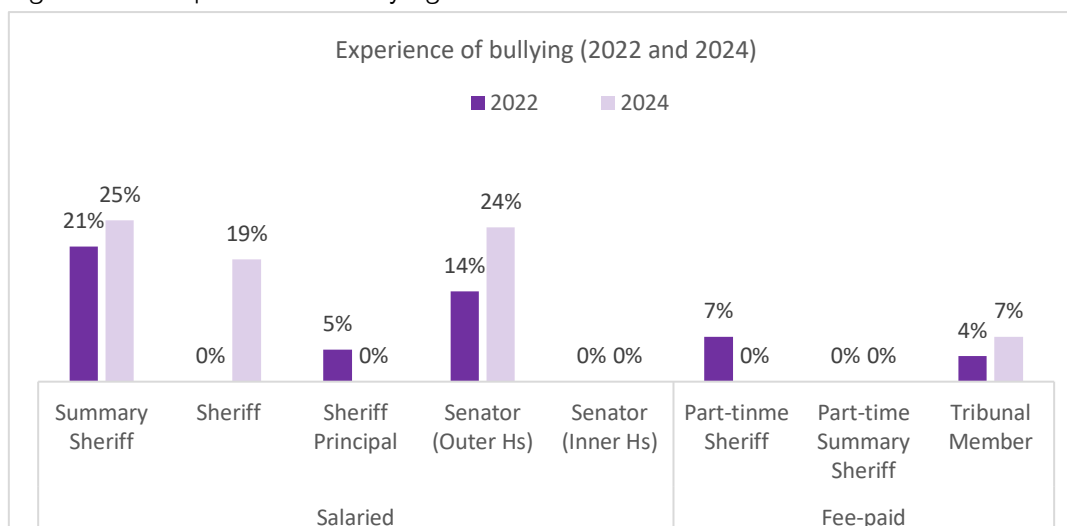
Note: Multiple options could be selected

Bullying

Trends from 2022-2024

Since 2022, there has been an increase in bullying experienced by Sheriffs, Senators of the Outer House and Summary Sheriffs.

Figure 10.5: Experience of bullying 2022-24



Nature of bullying

Overbearing leadership is the most prevalent form of bullying for both salaried and fee-paid judges. Undermining of work and ridiculing or demeaning language are the next most prevalent types of bullying experienced.

Table 10.1: The nature of the bullying experienced

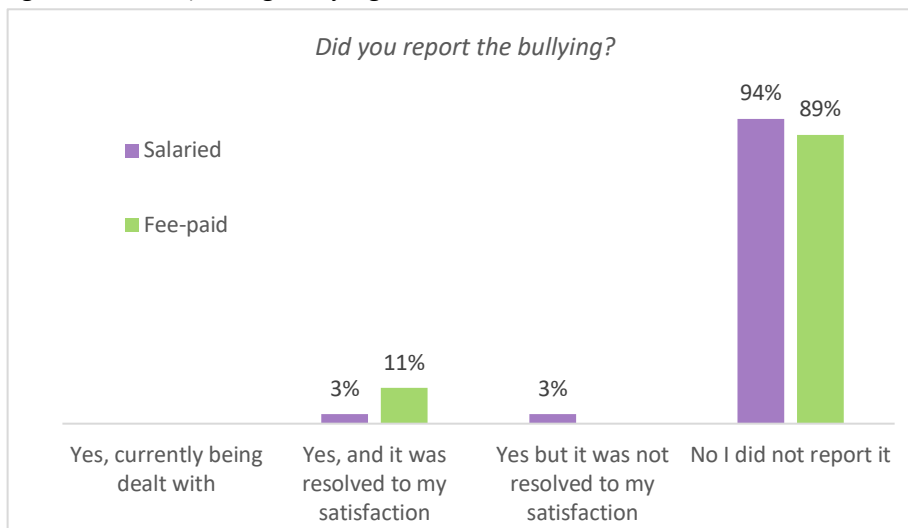
	Salaried n=33	Fee-paid n=17
<i>What was the nature of the bullying you experienced?</i>		
Overbearing leadership	49%	71%
Ridiculing or demeaning language	46%	18%
Undermining of my work	39%	41%
Implicit or explicit threats	30%	12%
Exclusion from discussions	27%	12%
Consistent unproductive criticism	24%	24%
Subjected to malicious rumours	15%	12%
Deliberately being given inappropriate work	12%	0%
Treatment on social media (e.g., excluded from online groups, comment on social media)	6%	0%
Violence (threatened or actual)	9%	0%

Note: Multiple options could be selected

Reporting bullying

The JAS also asked those who reported experiencing bullying in the last 2 years: *If you did experience any bullying in the last 2 years, did you report it?* Almost all members of the judiciary that said they had experienced bullying in the last 2 years did not report this: 94% of salaried judges, 89% of fee-paid judicial office holders.

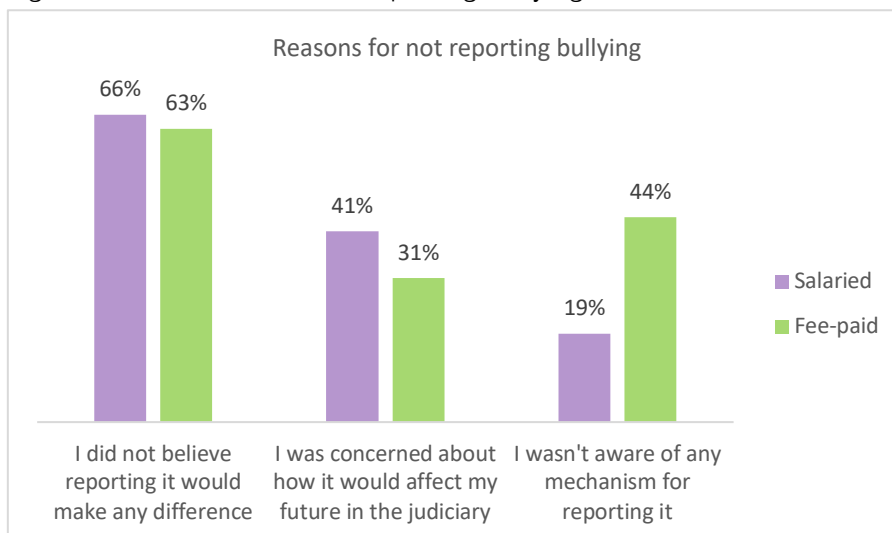
Figure 10.6: Reporting bullying, harassment or discrimination



Reasons for not reporting bullying

While most salaried judges were aware of how to report bullying, many fee-paid office holders were not (44%). The reason most did not report the bullying was because they did not believe it would make a difference to do so and they were concerned that to do so would affect their future in the judiciary.

Figure 10.7: Reasons for not reporting bullying



Note: Multiple options could be selected

Harassment

No fee-paid judicial office holders reported any harassment. Amongst salaried judges, 6 reported harassment.

Nature of the harassment

Of the small number of judges who said they had experienced harassment in the last 2 years, most said it was on the basis of sex, although there were reports of harassment on religion, age disability and race.

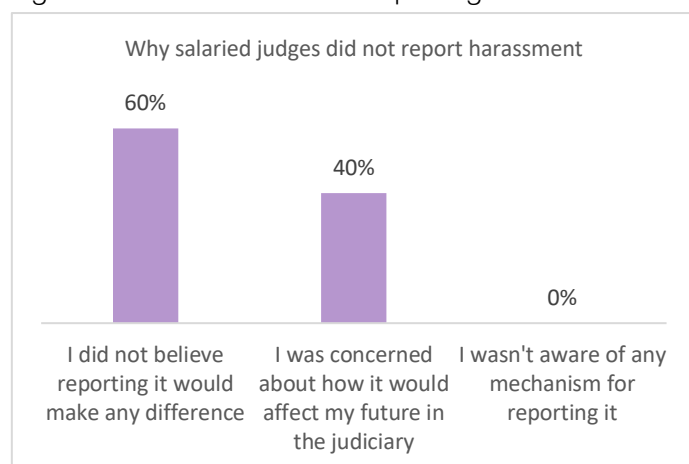
Table 10.2: Nature of the harassment experienced

<i>On what basis did the harassment occur?</i>	Salaried (n=6)
Sex	67%
Religion or belief	33%
Age	33%
Disability	19%
Race (inc. colour, nationality, ethnic or national origin)	17%
Being married or in a civil partnership	0%
Sexual orientation	0%
Gender reassignment	0%
Being pregnant or on maternity leave	0%

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

Of those salaried judges who said they experienced harassment over the last 2 years, most (83%) did not report it because they did not believe it would make a difference to do so and they were concerned that to do so would affect their future in the judiciary.

Figure 10.8: Reasons for not reporting harassment



Note: Multiple options could be selected

Discrimination

Nature of the discrimination

Amongst the small number of salaried and fee-paid judges reporting discrimination over the last 2 years, this was based on sex, age, race, disability and race.

Table 10.3: Basis of discrimination experienced

<i>On what basis did the discrimination occur?</i>	Salaried n=8	Fee-paid n=8
Sex	75%	9%
Race (inc. colour, nationality, ethnic or national origin)	0%	27%
Disability	12%	27%
Age	25%	36%
Religion or belief	12%	18%
Sexual orientation	0%	0%
Being married or in a civil partnership	0%	0%
Gender reassignment	0%	0%
Being pregnant or on maternity leave	0%	0%

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

In most instances the discrimination was not reported by either salaried or fee-paid judges because they did not believe it would make a difference to do so and they were concerned that to do so would affect their future in the judiciary.

Figure 10.9: Reporting discrimination

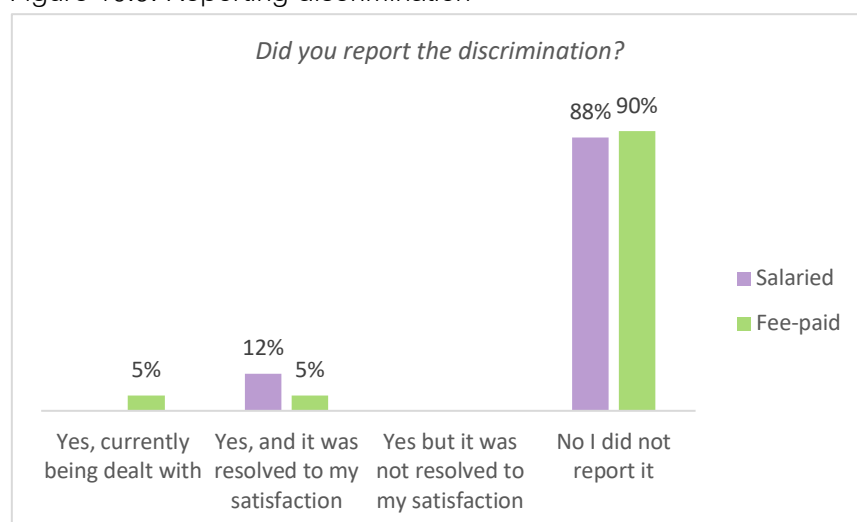
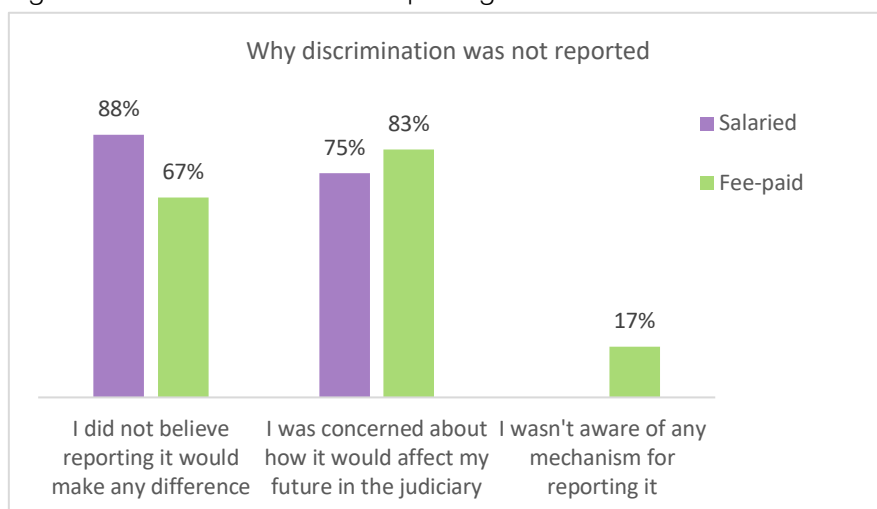


Figure 10.10: Reasons for not reporting discrimination



Note: Multiple options could be selected

Use of support services to resolve bullying, harassment or discrimination

None of the judicial office holders that said they experience bullying, harassment or discrimination in the last 2 years used any of the available support services to resolve the problem. The “Other” supports used included support from colleagues, Sheriffs' Association, friends and colleagues in the administrative staff.

Table 10.4: Mechanisms used to resolve discrimination

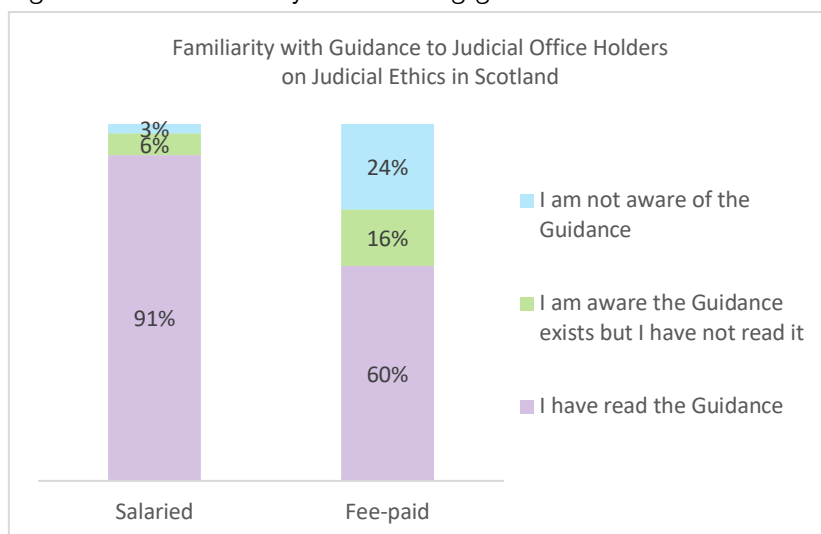
<i>Did you use any of the following to resolve the problem?</i>	Salaried n=2	Fee-paid n=3
Mediation service	0	0
Nominated judge	0	0
Support from a judge with responsibility for welfare	0	0
Judicial Office of Scotland	0	0
Judicial Support Service (e.g. Employee Assistance Programme)	0	0
LawCare	0	0
Other	2	3

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

Familiarity with the Statement of Principles of Judicial Ethics for the Scottish Judiciary

The “Statement of Principles of Judicial Ethics for the Scottish Judiciary” sets out the standards of behaviour expected from all judicial office holders in and outside the hearing room with each other, staff and court users. There is greater awareness of the Statement amongst salaried judges (91% have read it) than fee-paid office holders (60% have read it).

Figure 10.11: Familiarity with existing guidance



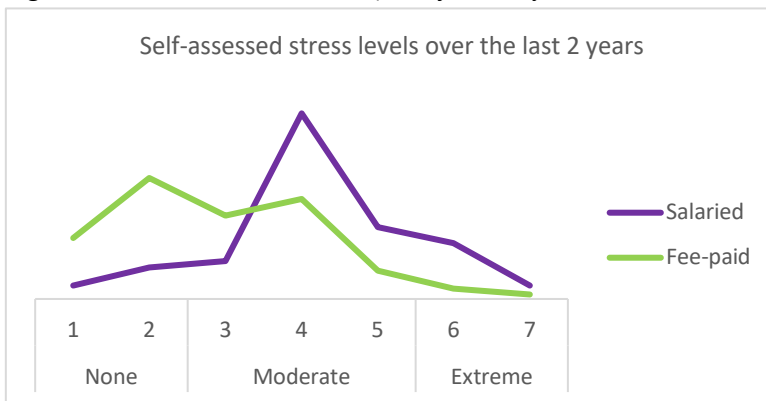
Chapter 11 Judicial stress

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

Self-assessment of stress levels over the last 2 years

In the 2024 JAS all members of the judiciary were asked: *How much stress connected with your job as a judicial office holder have you experienced over the past 2 years?* The highest stress levels were reported by salaried judges, with much lower proportions of fee-paid judges reporting stress levels at the extreme end of the range (6&7).

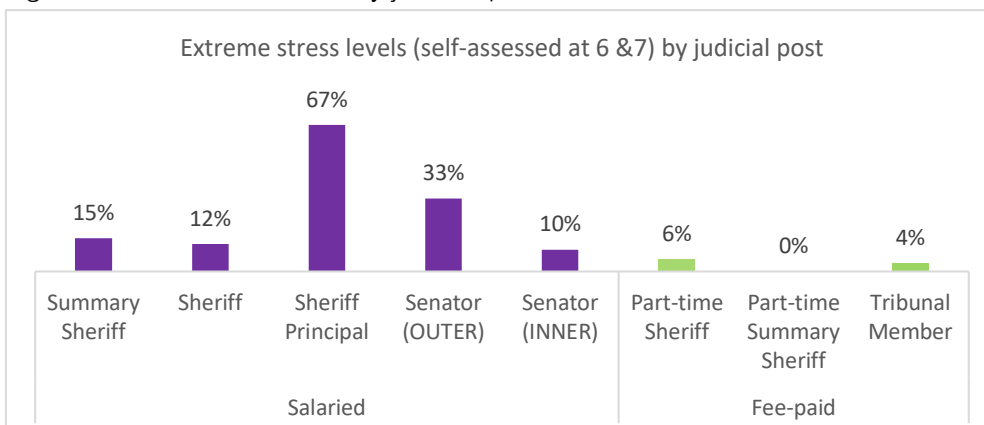
Figure 11.1: Salaried and fee-paid judiciary self-assessed stress levels



Judicial posts with high/extreme levels of stress

When examined by individual judicial posts, over two-thirds of Sheriffs Principal (67%) and a third of Senators of the Outer House (33%) reported extreme levels of stress

Figure 11.2: Extreme stress by judicial post



Stress symptoms

Salaried and fee-paid judicial office holders' self-declaration of stress symptoms shows a clear and consistent pattern. Both had very high levels of sleep disturbances (67% and 65%) irritability (60% and 35%), headaches (42% and 34%) and muscle tension (40% and 30%) reported by all who took part in the 2024 JAS.

Table 11.1: Stress symptoms

Stress symptoms	Salaried	Fee-paid
Sleep disturbances	67%	65%
Irritability	60%	35%
Headaches	42%	34%
Muscle tension	40%	30%
Lack of concentration	28%	29%
Burnout	24%	18%
Increased sense of isolation	38%	17%
Intolerance of others	22%	11%
Altered socialising habits	28%	14%
Stomach upsets	21%	22%
Anger	20%	9%
Feelings of guilt	21%	14%
Altered eating habits	24%	18%
Drinking or smoking more	13%	12%
Blurred vision	15%	9%
Loss of compassion	9%	8%
Chest pains	9%	4%
Loss of objectivity	3%	2%

Note: Multiple options could be selected

Factors contributing to judicial stress

The most prevalent factors contributing to judicial stress for **salaried judges** relate to 3 things: time, inherent aspects of judicial work and technology. The most frequently cited stress factors are judges' lack of personal time due to judicial workload (51%), managing trials (44%) and difficulties achieving a reasonable work-life balance (44%). Other prevalent factors include last minute changes to work schedules (37%) and the types of evidence judges have to deal with (34%).

For **fee-paid judicial office holders** the most frequently cited stress factor was dealing with online technology (30%), difficulties achieving a reasonable work life balance (30%) and last minute changes to their judicial schedule (29%).

Table 11.2: Factors contributing to judicial stress


Factors contributing to judicial stress	Salaried	Fee-paid
Lack of personal time due to judicial workload	51%	23%
Managing how trials/hearings proceed	45%	23%
Difficulties in achieving a reasonable work-life balance	44%	30%
Last minute changes to my judicial work schedule	37%	29%
Types of evidence I have to deal with	34%	27%
Losing contact with colleagues/friends	32%	9%
Concerns over the impact of my judicial decisions	30%	27%
Scrutiny of my work	29%	10%
Amount of screen time in my job	29%	23%
Dealing with online technology for judicial work	23%	30%
Adverse media/social media comments about judicial decisions	19%	5%
Concerns over interpreting the law	19%	18%
Concerns over my personal safety	17%	2%
Workplace conflict with others	14%	9%
Leadership responsibilities	5%	3%

Note: Multiple options could be selected

Self-assessment of physical and mental health

As part of the new section of the 2024 JAS on judicial stress, all members of the Scottish judiciary were asked to rate their current overall physical and current overall mental health on a scale of 1 (Poor) to 7 (Excellent). For physical health, close to the same proportion of salaried (57%) and fee-paid (59%) judges rated their health as 6 or 7 (Excellent). But for mental health, more fee-paid members of the Scottish judiciary rated their health as 6 or 7 (Excellent) (60%) than salaried judges (59%).

Table 11.3: Self-assessment of physical/mental health by Scottish judges

Self-assessed rating		Physical health		Mental health	
		Salaried	Fee-paid	Salaried	Fee-paid
Poor  Excellent	1	1%	1%	0%	2%
	2	1%	2%	3%	0%
	3	5%	3%	4%	2%
	4	11%	12%	12%	9%
	5	25%	22%	21%	18%
	6	33%	41%	33%	36%
	7	24%	18%	26%	33%

Sick days taken

A total of 29 members of the judiciary said they had to take sick days due to stress in the last 2 years: 16 salaried judges and 23 fee-paid judicial office holders said they had taken sick days in the last 2 years due to stress from their work.

Table 11.4: Sick days taken in last 2 years

Judicial post	Number of judges having to take sick days for stress in last 2 years
Salaried	
Summary Sheriff	7
Sheriff	8
Sheriff Principal	0
Senator (Outer)	1
Senator (Inner)	0
Fee-paid	
Part-time Summary Sheriff	1
Part-time Sheriff	1
Tribunal Member	21
total	39

Support services used and helpfulness of services

For those members of the Scottish judiciary who sought the assistance of support services to deal with stress in their job, almost all relied on information available on the Judicial Hub. The other sources of support were rarely used. Most of those who relied on the information provided on the Judicial Hub said this was helpful. Some services are hardly used and are not rated as very helpful when they are used: e.g., LawCare website.

Table 11.5: Use and helpfulness of judicial support services

Judicial Support Services	Judicial use and helpfulness of support services	
	Salaried Used (Helpful)	Fee-paid Used (Helpful)
Information on the Judicial Hub	73% (79%)	40% (72%)
Employee Assistance Programme (EAP) provided by NHS Rivers	11% (47%)	4% (11%)
Ergonomic Workplace Assessment	13% (38%)	4% (25%)
LawCare	9% (13%)	3% (0%)

Note: Multiple options could be selected

Chapter 12 Respect in the judicial workplace

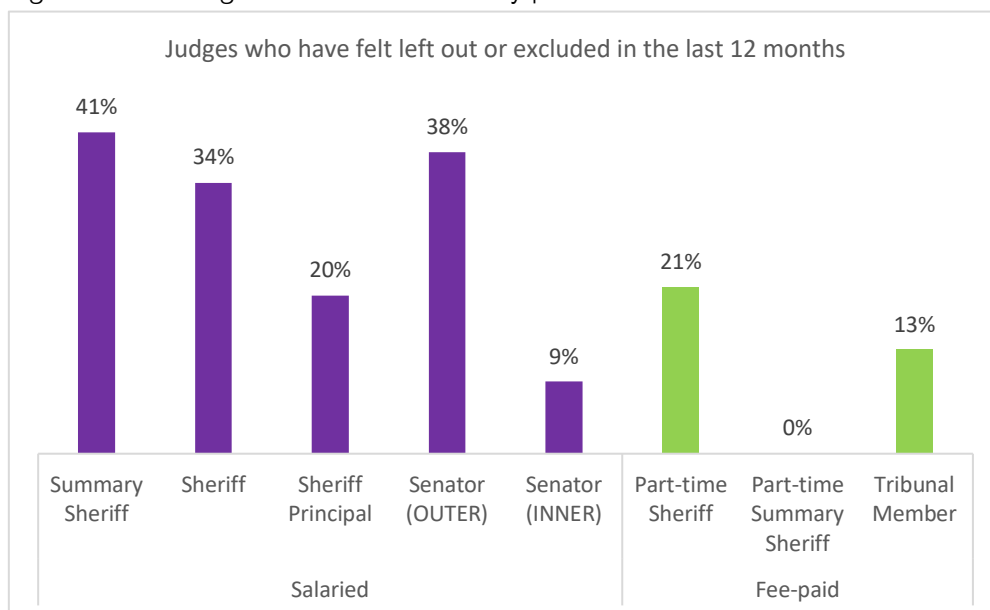
This chapter covers the extent to which all members of the judiciary feel treated with respect by others in the judiciary. For fee-paid judicial office holders it also explores how welcome they are made to feel at their court or tribunal and the extent to which they receive important information about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

Being left out or excluded

For the first time in 2024 the JAS asked all members of the judiciary: *Have you personally felt left out or excluded in your role as a judicial office holder in the last 12 months?*

There were higher rates of feeling excluded amongst salaried judges than fee-paid office holders. Amongst salaried judges, those who reported the highest incidents of being left out or excluded in the last year were Summary Sheriffs (41%), Senators of the Outer House (38%) and Sheriffs (34%). Amongst fee-paid members of the judiciary the highest rates of feeling left out or excluded were with Part-time Sheriffs (21%)

Figure 12.1: Being left out or excluded by post



Basis of being left out or excluded as a judge

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

Table 12.1: Basis of feeling left out or excluded

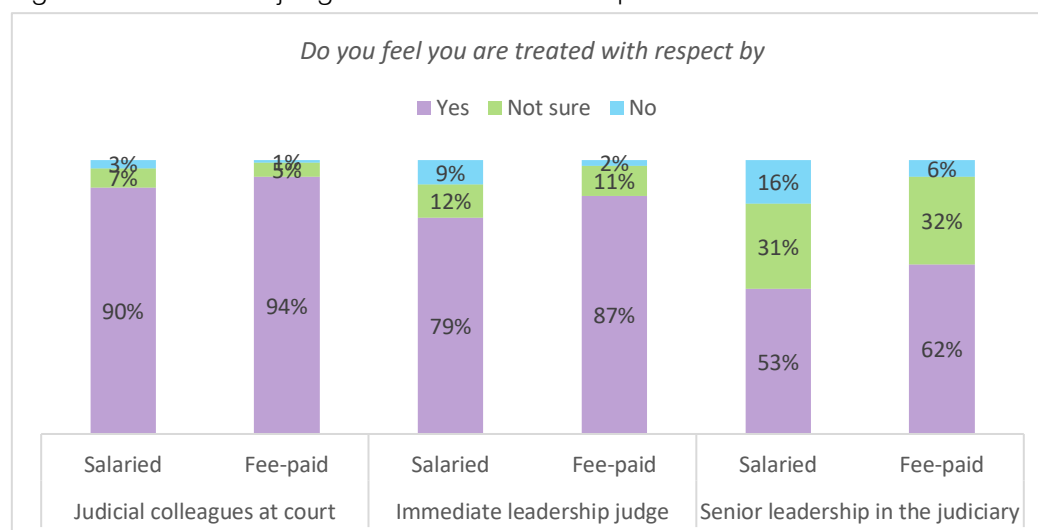
<i>On what basis did you feel left out or excluded?</i>	Salaried	Fee-paid
Not being included in communications	40%	16%
Not being listened to in meetings	30%	38%
Being undermined in front of colleagues or staff	28%	19%
Having information withheld from me about my job	25%	14%
Being excluded or made to feel unwelcome from social activities	12%	3%
Subject of jokes or having offensive jokes told in my presence	12%	3%

Note: Multiple options could be selected

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.

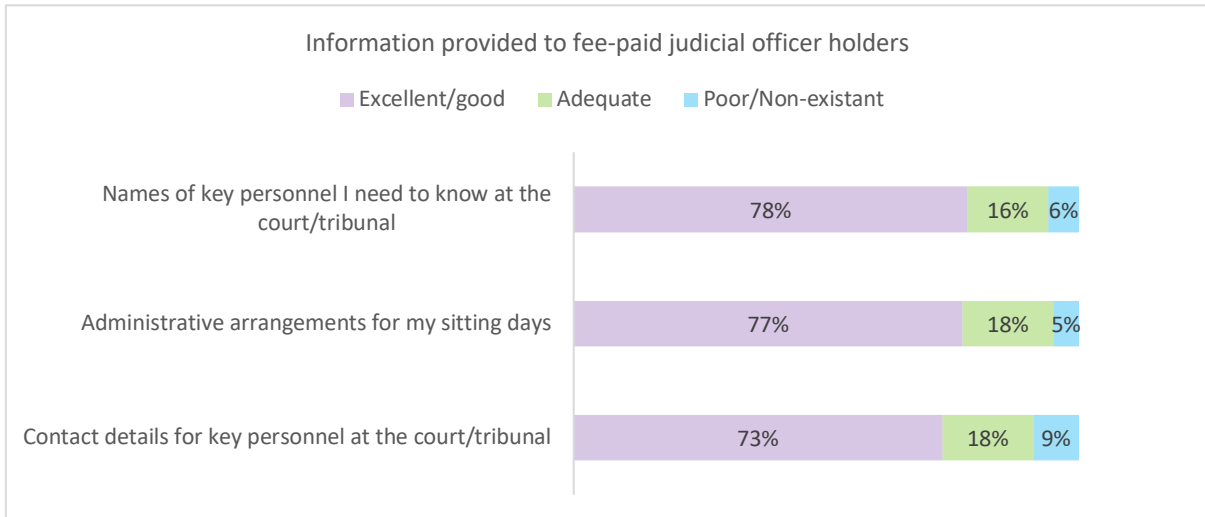
Figure 12.2: Whether judges feel treated with respect



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 or good.

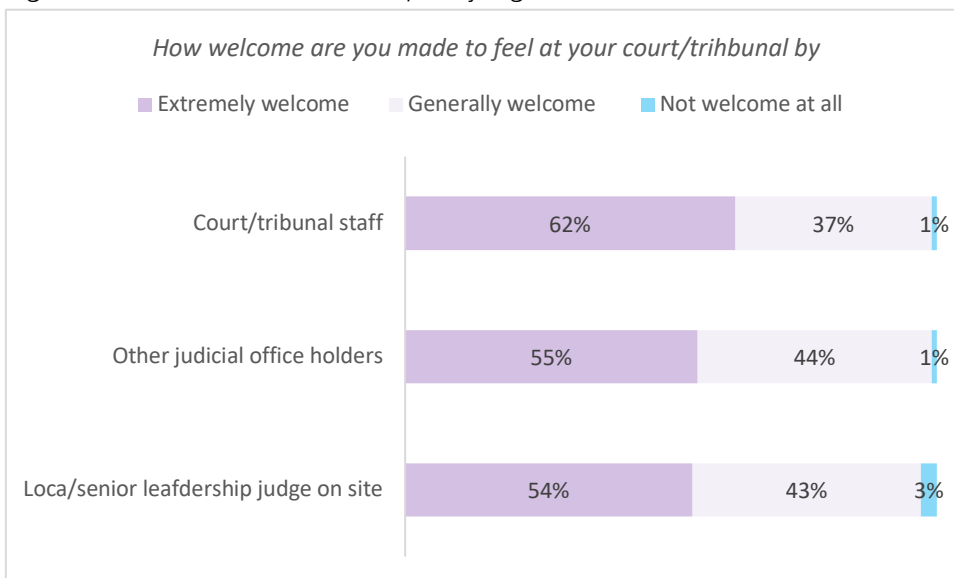
Figure 12.3: Information received before sitting (fee-paid)



Feeling welcome (fee-paid)

Virtually all fee-paid judicial office holders said that they are made to feel extremely or generally welcome by court staff (99%), by other judicial office holders (99%) and by local or senior leadership judges on site (97%).

Figure 12.4: Extent to which fee-paid judges feel welcome at court



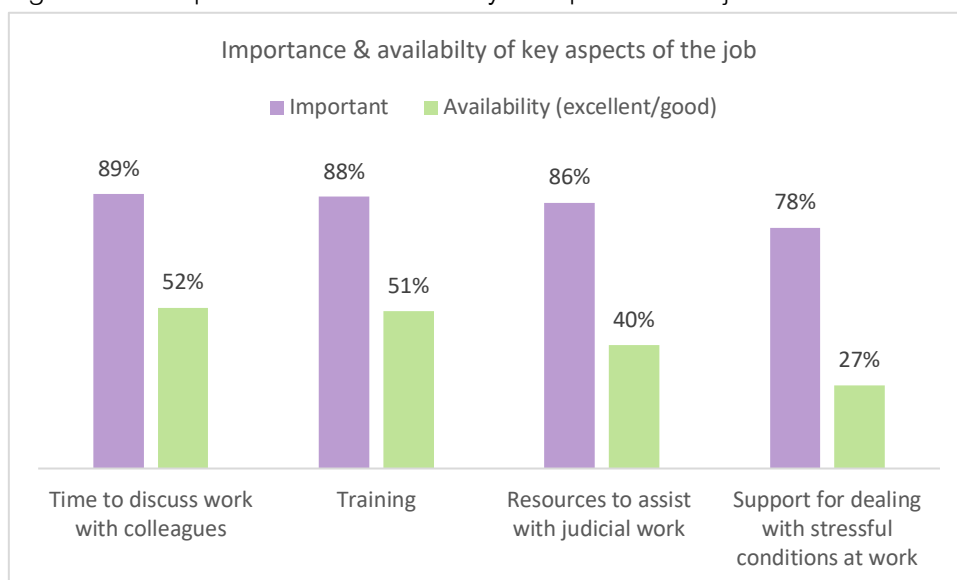
Chapter 13 Training and personal development

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

Important aspects of the job and their availability

Almost all salaried judges said that time to discuss work with colleagues, support for dealing with stressful conditions at work, training and resources to assist with judicial work (e.g., typing services and other administrative support) were all important aspects of their job.

Figure 13.1: Importance and availability of aspects of the job

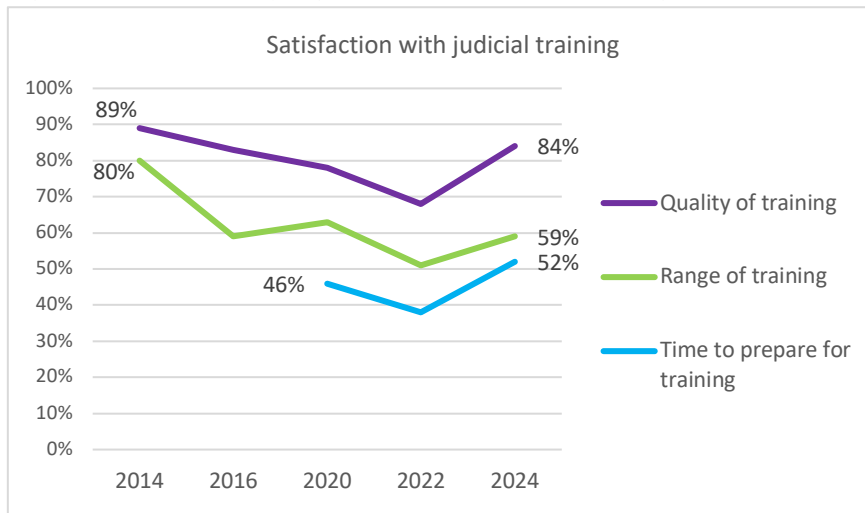


When asked to rate the availability of these three aspects of their judicial role, only the availability of training and time to discuss work with colleagues were rated as excellent or good by a majority of salaried judges. Only 27% of salaried judges said that support for dealing with stressful conditions at work was excellent or good, and 40% said that resources to assist with judicial work were excellent/good.

Training trends 2014-2024

While there had been a decline in judges' satisfaction with the range and quality of training from 2014 to 2022, this trend was reversed in 2024 with satisfaction levels increasing for both aspects of training. The decline from 2020 to 2022 in judicial satisfaction with the time judges are given to prepare for training was also reversed in 2024, with a majority (52%) now saying they are satisfied with this.

Figure 13.2: Salaried judges' satisfaction with training 2014--2024

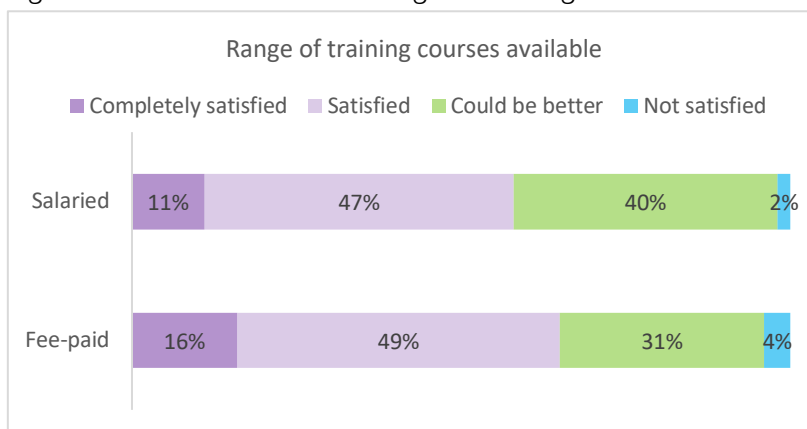


Satisfaction with training 2024

Range of training courses available

Fee-paid judicial office holders have a higher level of satisfaction with the range of training courses available (65%) than salaried judges (58%), with 40% of salaried judges saying that the range of training courses could be better.

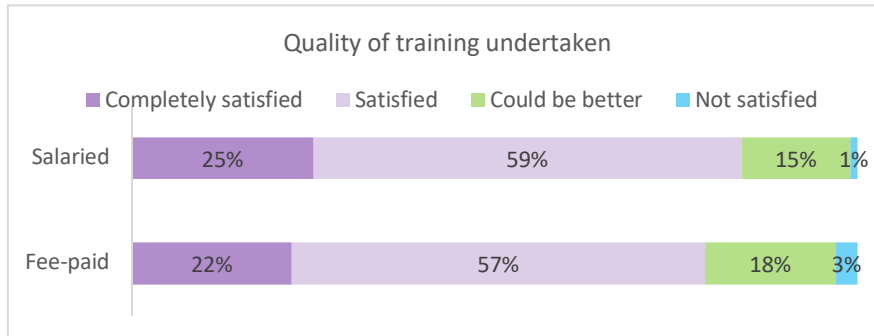
Figure 13.3: Satisfaction with range of training



Quality of training undertaken

A majority of both salaried (84%) and fee-paid (79%) judges are satisfied with the quality of training.

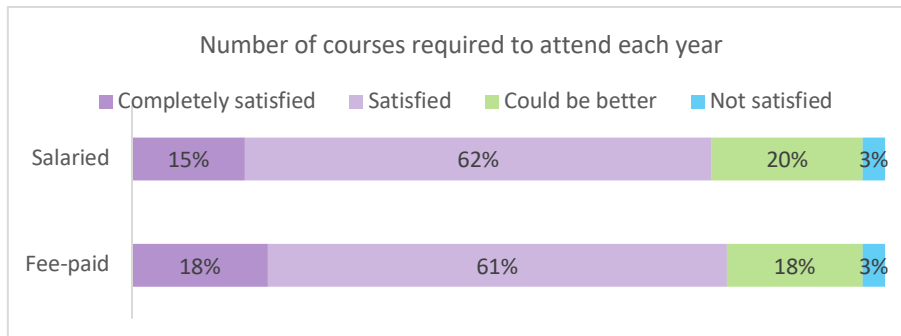
Figure 13.4: Satisfaction with quality of training



Number of training courses judges are required to attend each year

Most fee-paid (79%) and salaried judges (77%) are satisfied with the number of training courses they are required to attend each year.

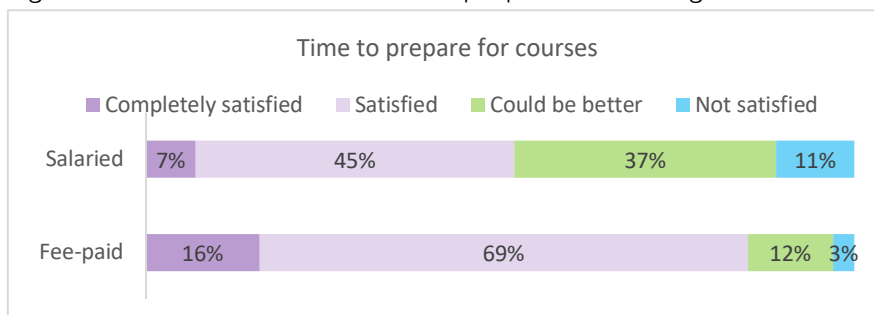
Figure 13.5: Satisfaction with number of training courses per year



Time to prepare for training courses

While almost all fee-paid judicial office holders (85%) are satisfied with the time they have to prepare for training courses, almost half (48%) of salaried judges say it needs improvement.

Figure 13.6: Satisfaction with time to prepare for training



Interest in types of training

A majority of salaried judges (55%) and almost half of fee-paid office holders (49%) would like more specialist courses for their specific part of the judiciary.

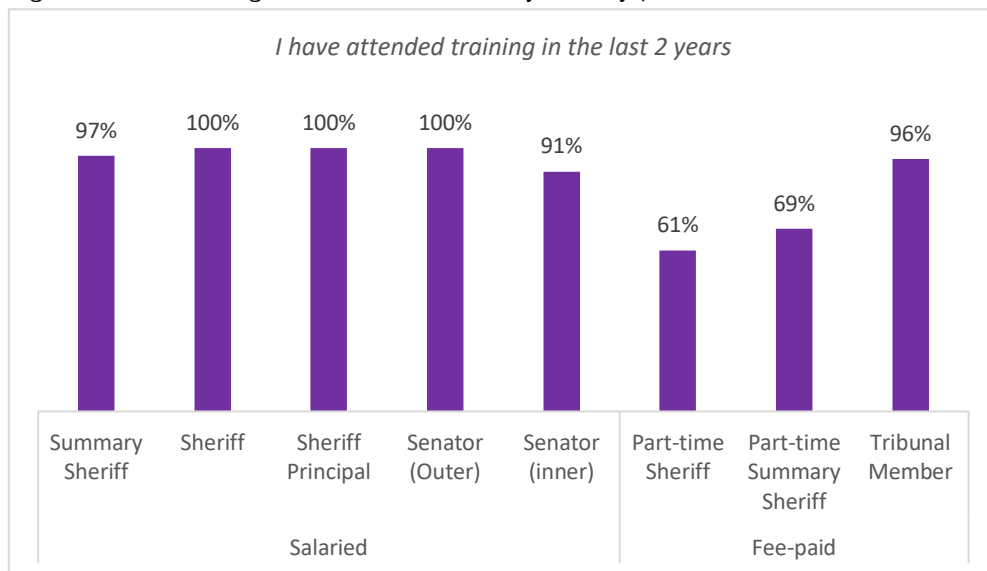
Table 13.1: Training preferences

<i>To what extent would you like more or less of the following in your judicial training?</i>		Salaried	Fee-paid
In-person training courses over several days	I would like more	38%	24%
	Current amount is right	58%	59%
	I would like fewer	4%	17%
1-day courses	I would like more	38%	41%
	Current amount is right	60%	57%
	I would like fewer	2%	2%
Online training courses	I would like more	31%	33%
	Current amount is right	50%	51%
	I would like fewer	19%	16%
Specialist courses for my part of the judiciary	I would like more	55%	49%
	Current amount is right	44%	50%
	I would like fewer	1%	1%
General judicial skills courses	I would like more	41%	39%
	Current amount is right	58%	59%
	I would like fewer	1%	2%
Current number of days I'm expected to undertake training per year	I would like more	29%	26%
	Current amount is right	68%	69%
	I would like fewer	3%	5%

Training attended in the last 2 years

Almost all salaried judges regardless of post have attended judicial training in the last 2 years. Amongst fee-paid judges 61% of Part-time Sheriffs and 69% of Part-time Summary Sheriffs has attended training courses in the last 2 years.

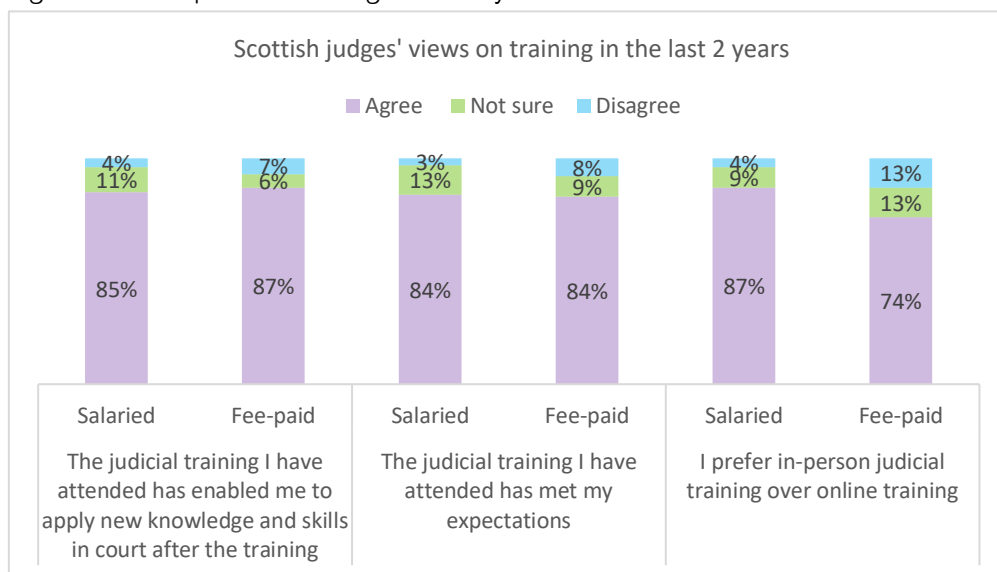
Figure 13.7: Training attendance in last 2 years by post



Impact of training in the last 2 years

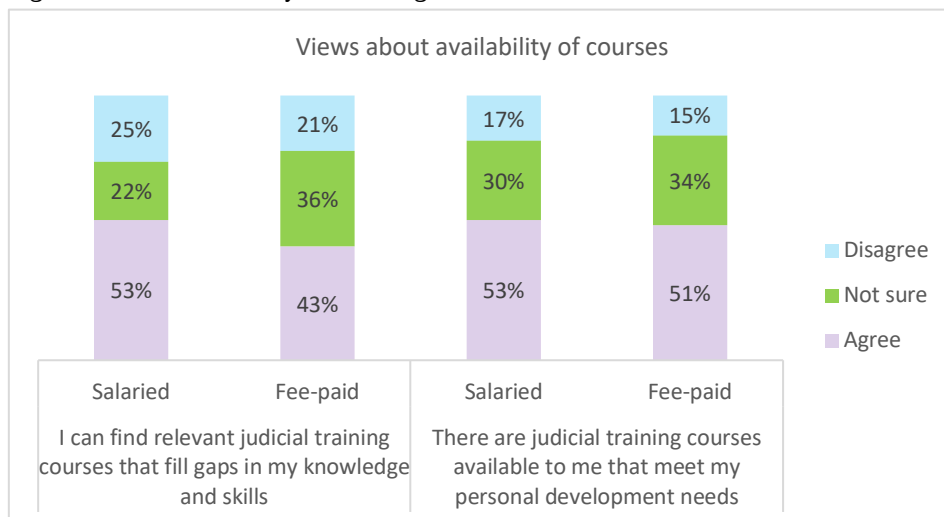
Almost all judges who had undertaken training in the last 2 years said that this training had met their expectations and it had subsequently enabled them to apply new knowledge and skills in their judicial work. Almost all judges whether salaried or fee-paid also said they preferred in-person to online training.

Figure 13.8: Impact of training in last 2 years



Both salaried and fee-paid members of the judiciary were less certain about whether there are training courses available to them that meet their personal development needs and whether they can find courses that fill gaps in their knowledge and skills.

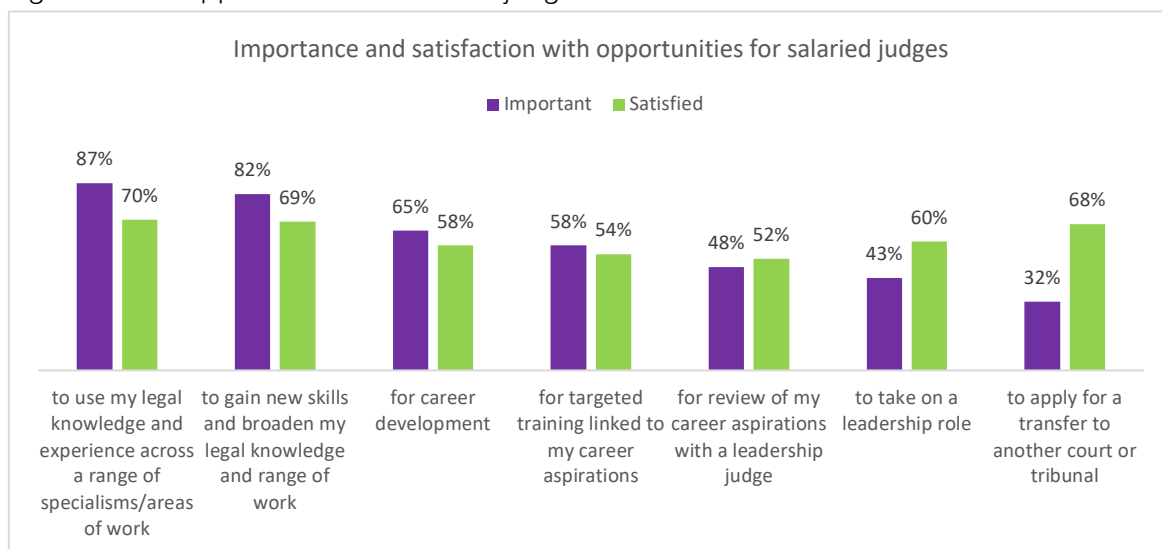
Figure 13.9: Availability of training courses



Opportunities for salaried judges

Almost all salaried judges said that the most important opportunities were to use their legal knowledge and experience across a range of specialisms and areas of work (87%) and to gain new skills and broaden their legal knowledge and range of work (82%). The proportion of judges who were satisfied was slightly lower than the proportion of judges that said the opportunities were important. A majority also said career development (65%) and targeted training linked to their career aspirations (58%) were important

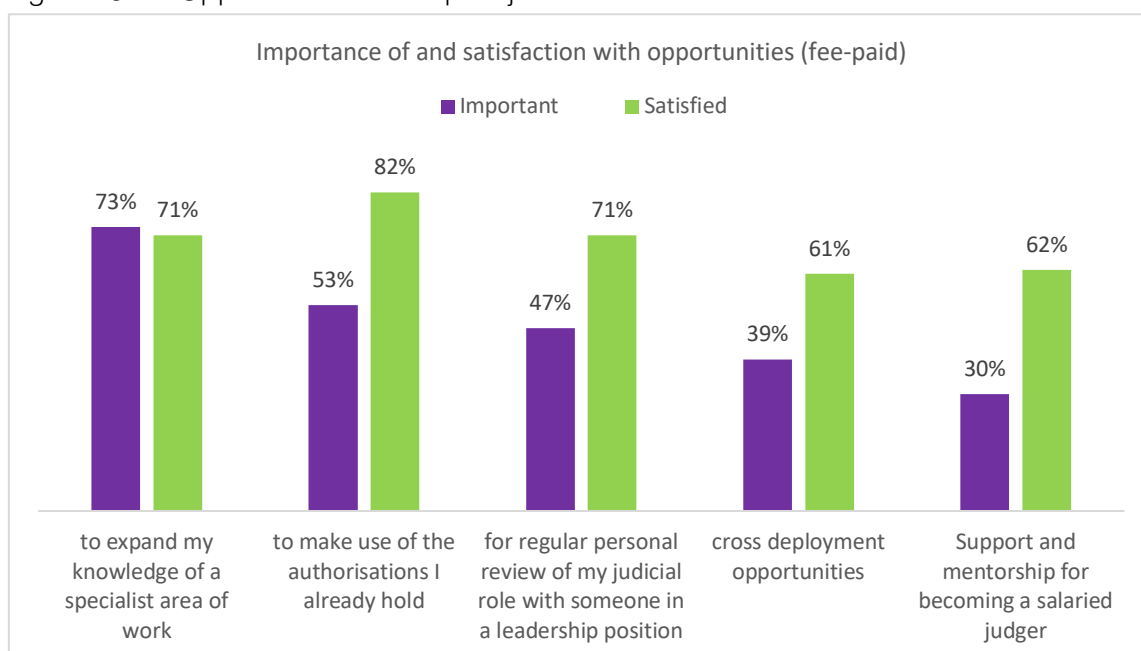
Figure 13.10: Opportunities for salaried judges



Fee-paid office holder opportunities

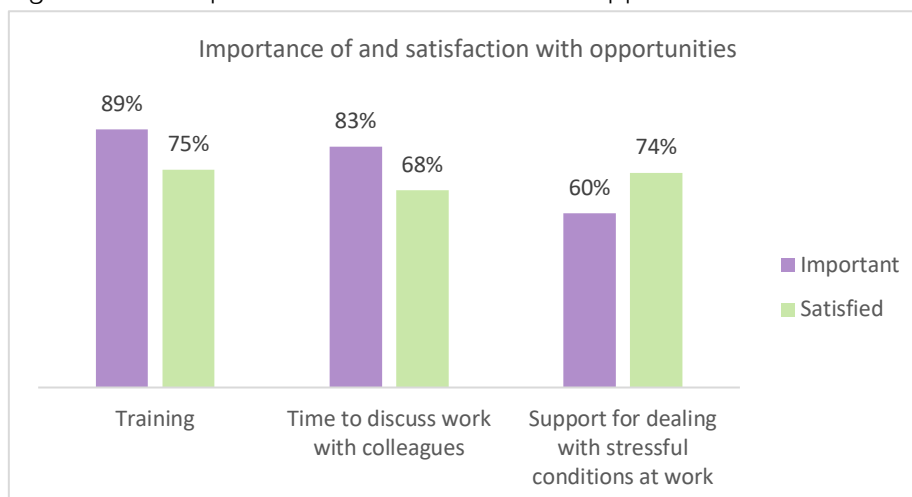
Three-quarters of fee-paid office holders said it was important to them to expand their knowledge of a specialist area of work: Just over half (53%) also said that the opportunity to make use of the authorisations they already hold was important to them and 82% were satisfied with this opportunity.

Figure 13.11: Opportunities for fee-paid judicial office holders



Training and time to discuss work with colleagues are important to almost all fee-paid office holders, but slightly fewer were satisfied with the availability of these opportunities. A majority (60%) also said support for dealing with stressful conditions at work is important, and 74% were satisfied with its availability.

Figure 13.12: Importance and satisfaction with opportunities



Chapter 14 Leadership

This chapter 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.

Holding leadership roles and responsibilities

Only a small minority of all salaried judges hold either formal (8%) or informal (21%) leadership roles. When viewed by judicial post, Sheriffs Principal (100%) and Senators of the Inner House (70%) hold the highest proportion of formal leadership roles, and Senators of the Outer House hold the highest proportion of informal leadership roles (38%).

Figure 14.1: Current formal & informal leadership roles

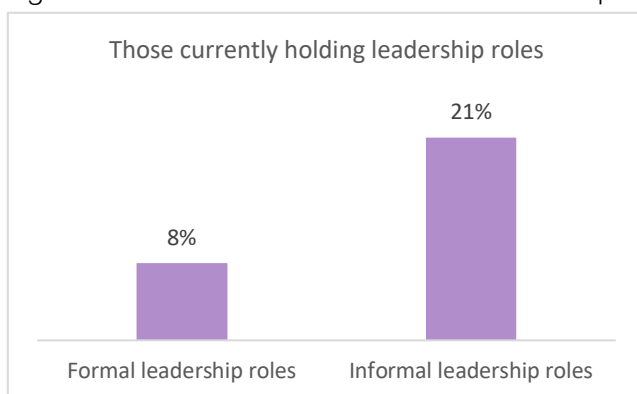
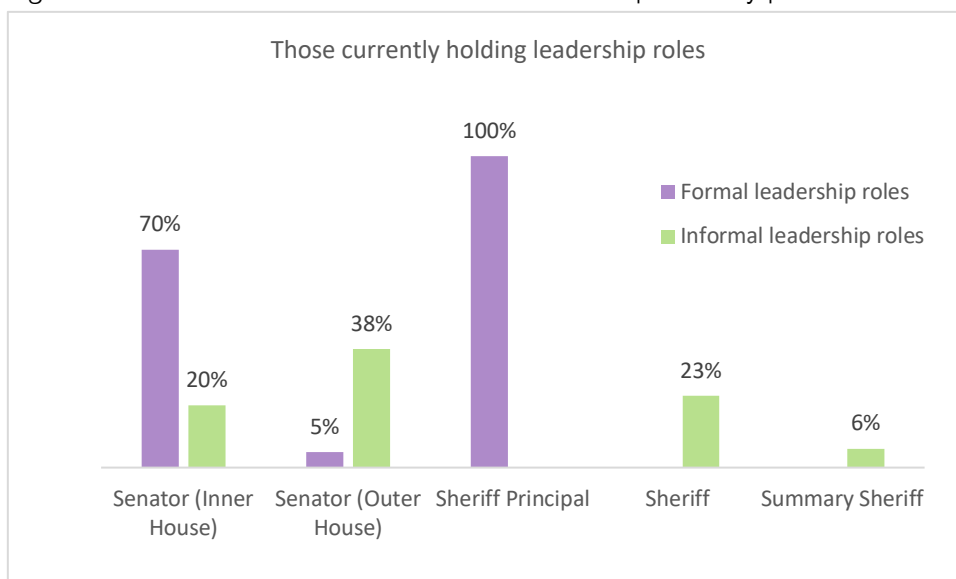


Figure 14.2: Current formal and informal leadership roles by post



Willingness to take on a leadership role

Almost half of all salaried judges (46%) are interested in taking on a leadership role, but for 8% 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%) of judges might be interested in a leadership role in the future.

Table 14.1: Willingness to take on leadership responsibilities

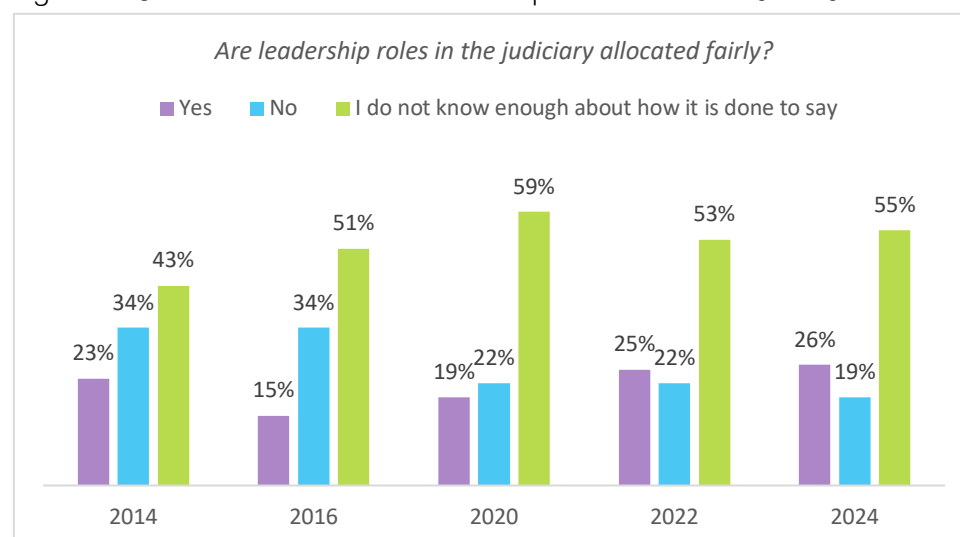
<i>Are you interested in taking on more leadership responsibilities?</i>	Salaried judges
Yes	27%
Yes, but none are currently available in my jurisdiction	8%
Yes, I would be interested if roles were properly rewarded	11%
No, a leadership role is not for me	13%
No, I have (or have had) enough leadership responsibilities already	10%
No, I am currently in a renewable leadership role and will not seek to renew this	1%
Not at the present time but possibly in future	24%
Not sure	7%

Note: Multiple options could be selected

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 14.3: Views of fairness of leadership role allocation 2014-2022



Frequency of contact with immediate leadership judges

For those judges who have contact with an immediate leadership judge, this tends to occur either monthly or quarterly. Those who said “Other” did not have or have any contact with an immediate leadership judge.

Table 14.2: Frequency of meetings with immediate leadership judges

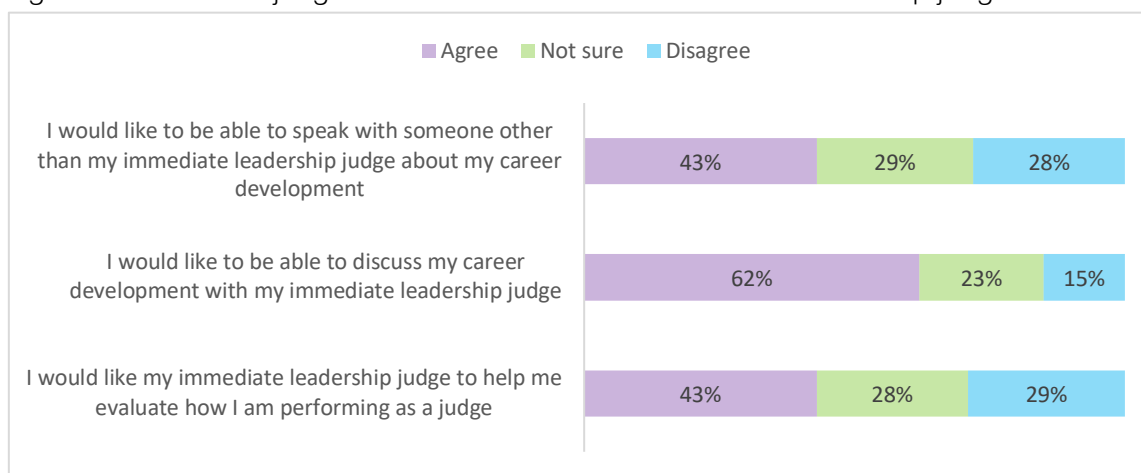
Frequency of meeting immediate leadership judge	Summary Sheriff	Sheriff	Sheriff Principal	Senator (Outer)	Senator (Inner)
Daily	3%	3%	0%	0%	30%
Weekly	6%	23%	0%	0%	60%
Fortnightly	21%	5%	0%	0%	0%
Monthly	24%	18%	17%	16%	10%
Quarterly	18%	22%	33%	16%	0%
Other	27%	29%	50%	68%	0%

Leadership judges

Personal development and leadership judges

Almost two-thirds of salaried judges in Scotland (65%) are satisfied with the support and communication they receive from their immediate leadership judges. Almost two-thirds (62%) would like to discuss their career development with their immediate leadership judge, while under half (43%) would also like their immediate leadership judge to help them evaluate how they are performing as a judge.

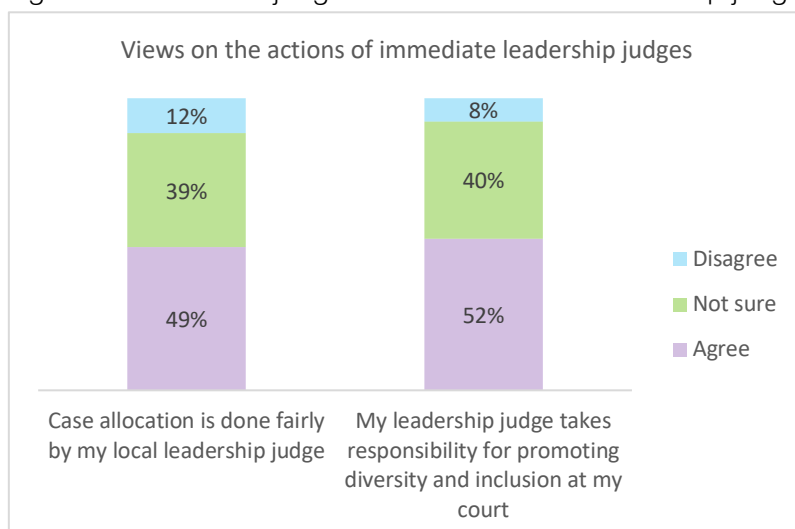
Figure 14.4: Salaried judges' views about assistance from their leadership judges



Policy actions of immediate leadership judges

Just over half of all salaried judges (52%) feel their leadership judge takes responsibility for promoting diversity and inclusion at their court and just under half (49%) feel that case allocation is done fairly by their local leadership judge.

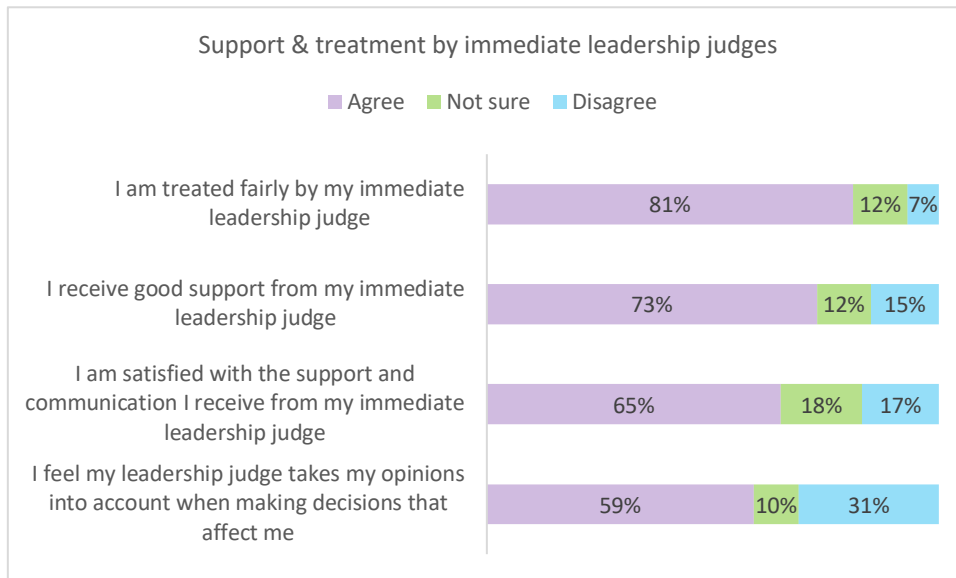
Figure 14.5: Salaried judges' views about their leadership judges



Support and treatment by immediate leadership judges

Most judges feel they are treated fairly by their immediate leadership judges (81%) and that they receive good support from them (73%). Two thirds (65%) are satisfied with the support and communications they receive. Over half (59%) feel their leadership judge takes their opinions into account when making decisions that affect them, but almost a third (31%) did not.

Figure 14.6: Support and treatment by leadership judges



Chapter 15 Tenure in judiciary and professional background

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

Tenure in current post

Table 15.1: Tenure in current post

Time in current post	Salaried	Fee-paid
Less than 1 year	19%	3%
1-5 years	45%	24%
6-10 years	20%	26%
11-14 years	9%	10%
15-20 years	5%	34%
More than 20 years	2%	3%

When first appointed to judiciary

Table 15.2: Date of first appointment to the judiciary

Date of 1 st appointment	When 1st appointed to a fee-paid post	
	Salaried	Fee-paid
Before 1 April 1995	1%	1%
1 April 1995-1999	2%	4%
2000-2004	4%	8%
2005-2009	8%	30%
2010-2014	16%	9%
2015-2019	32%	28%
2020-2022	23%	15%
2023-2024	14%	5%

Whether holding other judicial post(s)

Table 15.3: Holding other judicial posts

Whether holding any other judicial post(s)	Salaried	Fee-paid
Yes	16%	17%
No	84%	83%

Figure 15.1: Prior posts & current full-time status (salaried)

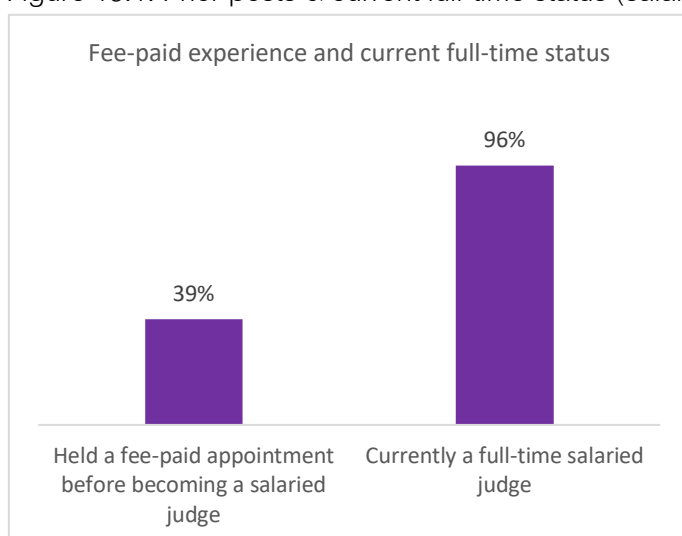


Table 15.4: Work prior to salaried appointment

Type of work undertaken before appointment to the salaried judiciary	Salaried Judges
Solicitor	43%
Advocate	40%
Solicitor advocate	26%
Employed barrister	8%
Other legal work	5%
Legal academic	2%
Other non-legal work	1%
Legal executive	0%

Note: Multiple options could be selected

Table 15.5: Fee-paid current non-judicial work

Type of current non-judicial work	Fee-paid courts judges
I do not have any non-judicial work	43%
Non-legal work	24%
Solicitor	16%
Barrister	5%
Employed lawyer	4%
Solicitor advocate	2%
Legal academic	2%
Legal executive	0%
Other	16%

Note: Multiple options could be selected

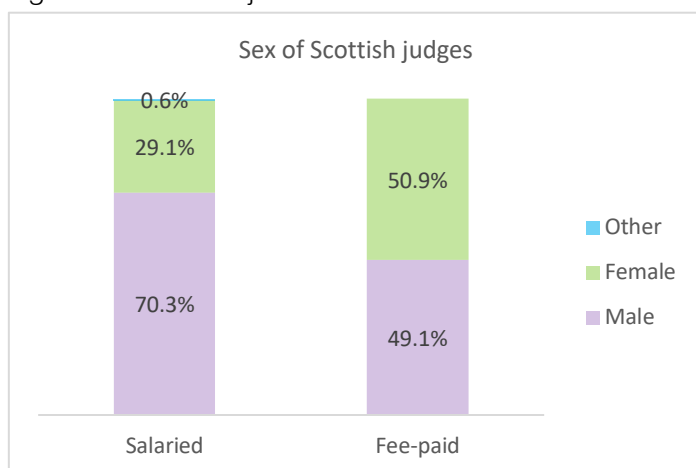
Chapter 16 Demographics of the Scottish judiciary

This chapter provides important information on the demographics of members of the judiciary, covering age, sex, ethnicity, disability (including whether any reasonable adjustments have been requested in the last 2 years), secondary and higher education, religion, sexual orientation, gender identity. The high response rate to the JAS means these results provide a strong indication of the demographic characteristics of judges and judicial office holders currently in post, including in relation to a number of demographic characteristics that are often not reported in official statistics on the judiciary.

Sex

There are slightly more female fee-paid judges (50.9%) than male fee-paid judges (49.1%), but women are under-represented in the salaried judiciary (29.1% to 70.3% male salaried judges).

Figure 16.1: Sex of judicial office holders



Ethnicity

Scottish judges, whether salaried or fee-paid, are overwhelmingly white.

Table 16.1: Ethnicity Scottish of judicial office holders

Ethnic group	Salaried	Fee-paid
White - Scottish/English/Welsh/Northern Irish/British	93%	91%
White - Irish	3%	2%
White - Other	1%	3%
All other ethnic groups	3%	4%

Age

The single largest proportion of judicial office holders whether salaried and fee-paid members of the judiciary are in the age group 50-59 and there are a larger proportion of fee-paid judges 66 or older (33%) than salaried judges (15%).

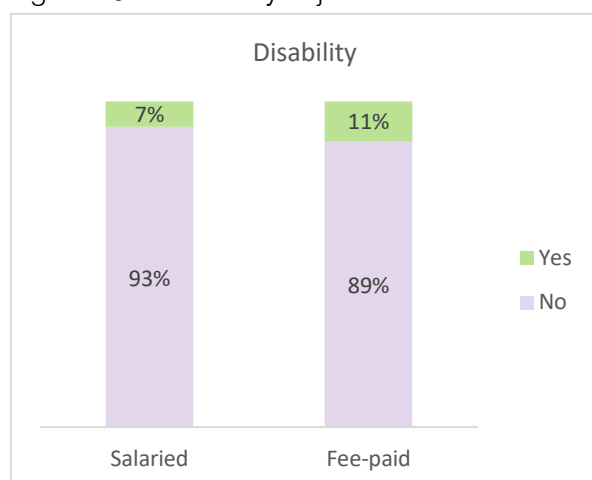
Table 16.2: Age of judicial office holders

Age of Scottish judges (June-July 2024)	Salaried	Fee-paid
Under 35	0%	1%
35-39	1%	1%
40-49	19%	12%
50-59	44%	27%
60-65	21%	26%
66-69	10%	17%
70 and over	5%	16%

Disability

There are more fee-paid judges with a disability than salaried judges.

Figure 16.2: Disability of judicial office holders



Secondary education

The majority of both salaried and fee-paid judges in Scotland attend a UK state secondary school, but a larger proportion of salaried judges (32%) than fee-paid (20%) attended a fee-paying secondary school.

Table 16.3: Secondary education of Scottish judicial office holders

Secondary education	Salaried	Fee-paid
I attended a UK state school	70%	77%
I attended a UK independent/fee-paying school	32%	20%
I attended a UK independent/fee-paying school with a full bursary	1%	1%
I attended school outside the UK	1%	4%
Other	0%	1%

Note: Multiple options could be selected

Higher education

A majority of both salaried (51%) and fee-paid (55%) judges were part of the first generation in their family to attend university.

Table 16.4: Higher education of judicial office holders

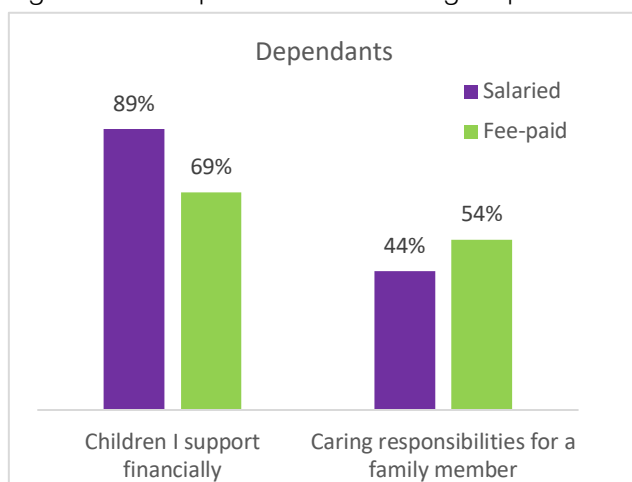
Higher education	Salaried	Fee-paid
I was part of the first generation of my family to attend university	51%	55%
I was not part of the first generation of my family to attend university	43%	37%
I did not attend University	0%	6%
Other	1%	2%

Note: Multiple options could be selected

Dependants

More salaried judges (89%) than fee-paid judges (69%) have children they support financially, while more fee-paid judges (54%) than salaried judges (44%) have caring responsibilities for a family member.

Figure 16.3: Dependants and caring responsibilities



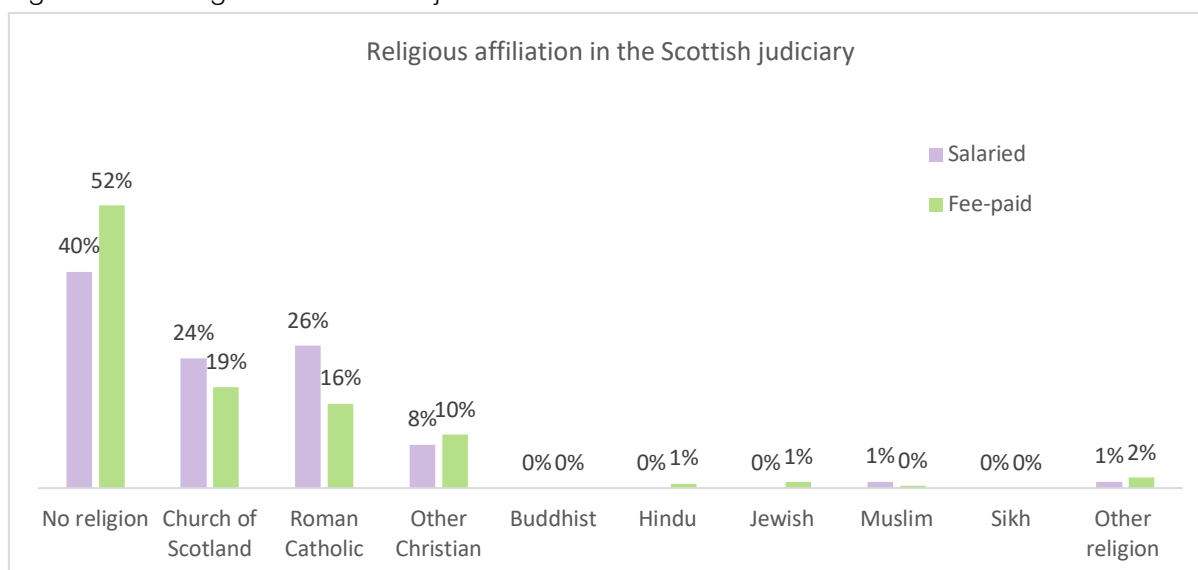
New background characteristics examined in the 2024 JAS

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

Religion

Scotland census 2022 reported the results for religion in Scotland as¹⁵: 51.1% no religion; 20.4% Church of Scotland; 13.3% Roman Catholic; 5.1% Other Christian; 2.2% Muslim.

Figure 16.4: Religious affiliation of judicial office holders



¹⁵ See: <https://www.scotlandscensus.gov.uk/2022-results/scotland-s-census-2022-ethnic-group-national-identity-language-and-religion/>

Sexual orientation

It is not possible to make direct comparisons with 2022 Scotland census data on sexual orientation. Scotland census 2022 reported the results as: 87.8% identified as straight or heterosexual, 4% identified with an LGB+ orientation (“Gay or Lesbian”, “Bisexual” or “Other sexual orientation”) and the remaining 8.2% did not answer the question.¹⁶

Table 16.5: Sexual orientation of judicial office holders

	Heterosexual/ straight	Gay or lesbian	Bisexual	Other
Salaried judiciary (n=175)	96.0%	1,1%	1.1%	1.7%
Fee-paid judiciary (n=261)	92.7%	5.0%	1.9%	0.4%

n=total number of judges answering

Gender Identity

It is not possible to make direct comparison between these results and any population data from Scotland, although Scotland census 2022 reported that 0.44% of people in Scotland aged 16 or over reported being trans or having a trans history and almost half of trans people in Scotland identify as ‘non-binary’.¹⁷

Table 16.6: Gender identity of judicial office holders

	Same as registered at birth	Trans woman	Trans man	Non- binary	Other
Salaried judiciary (n=174)	99.4%	0%	0%	0%	0.6%
Fee-paid judiciary (n=264)	99.6%	0%	0%	0%	0.4%

¹⁶ See Scotland census release “Scotland’s census 2022 -Sexual orientation and trans status or history”:

<https://www.scotlandscensus.gov.uk/2022-results/scotland-s-census-2022-sexual-orientation-and-trans-status-or-history/>

¹⁷ See “Non-binary people’s experiences in Scotland: evidence review”:

<https://www.ons.gov.uk/news/statementsandletters/onslettertotheosroncensus2021genderidentityestimates>

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