



International Judicial Mentoring Programme (I-JUMP)



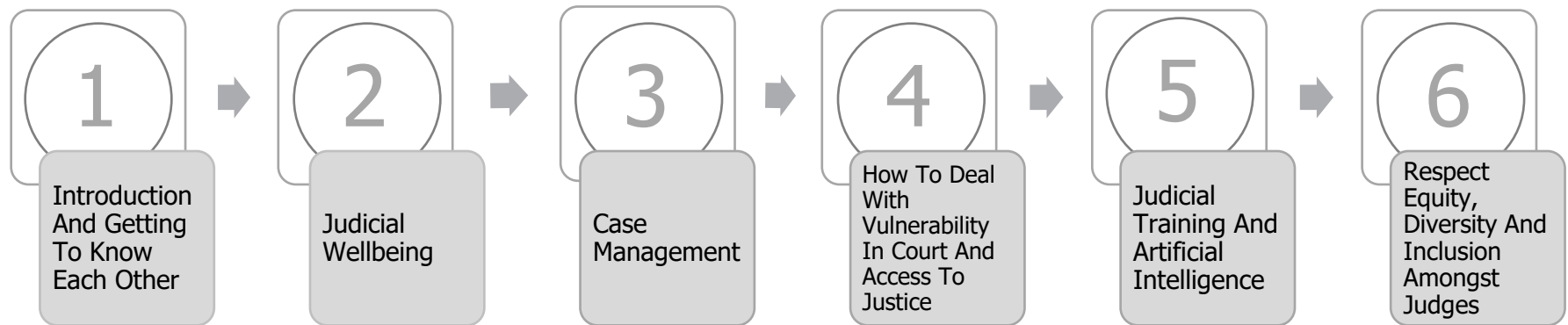
Dame Bobbie Cheema-Grubb IOJT October 2024



What is I-JUMP?

- I-JUMP is an International Judicial Mentoring Peer to Peer Programme. The aim of the programme is to create mutual support between judges, with both sides benefiting equally from the opportunity to share experiences and judicial practices.
- Following a successful pilot in 2023, the scheme is being rolled out on a yearly basis.
- Open to Judges from England & Wales, matched with judges from international jurisdictions.
- Each country has a nominated Lead Judge, responsible for providing the mentors and ensuring the programme proceeds smoothly. These judges are usually responsible for or involved in judicial training, and/or senior judges.
- It is an example of collaboration across jurisdictions.
- Mentoring arrangements take place over six sessions, with one per month.
- Resource packs are collated and provided every month.

International Judicial Mentoring Programme (I-JUMP) –outline of the scheme's design



International Judicial Mentoring Programme (I-JUMP) – Session One

Cross-refer materials in the
Resources package

Session One

Introductions and getting to know each other.

This session is an opportunity
to meet and facilitate an
introduction.

This primary focus of this
initial session is to establish a
rapport and learn about each
other as well as confirming
how you will work together
during the programme:

- Why did we want to take part in the programme
- What would we like to get from this peer to peer mentoring
- What are the main challenges facing the judiciary in our countries.
- A bit of background about ourselves (professional/judicial career history)

International Judicial Mentoring Programme (I-JUMP) – Session Two

Cross-refer materials in the
Resources package

Session Two **Judicial Well-being**

- What do you have in your routine that helps you manage the pressure of judicial work?
- Is the topic of judicial well-being given the prominence it deserves? Is the position getting better?
- Work related stress can be debilitating but collegiality helps, have we had experiences we can share?
- Secondary trauma arising from the cases we hear – is this understood?
- Coping strategies and potential resources. What support is available? Could it be improved?
- What leave provisions (parental/sickness/dependants) are available to you? Do you feel able to use these?



International Judicial Mentoring Programme (I-JUMP) – Session Three

Cross-refer materials in the
Resources package

Session Three **Case Management**

- How is case-management achieved in our systems?
- Are cases listed at the discretion of judges or court staff or is there a docket where judges are allocated cases from the start of the action and stay responsible throughout until the case is resolved?
- Is there a significant back-log in the courts where we work?
- How long does it take for cases to be heard?
- Do we feel under pressure as a result of the level of outstanding cases?
- How does this impact on our day-to-day work? Share examples of issues we have faced and how we cope?
- Does your jurisdiction use a digital case management system? If so, has this assisted case management or has it presented challenges? What support has been given to the implementation of the systems.

International Judicial Mentoring Programme (I-JUMP) – Session Four

Cross-refer materials in the
Resources package

Session Four **How To Deal With Vulnerability In Court And Access To Justice**

- What experiences do we have of managing vulnerable witnesses or defendants in court?
- Are there tips and tool which have helped?
- How do you handle a litigant in person?
- How does our court system make allowances for children as witnesses or defendants
- What statute/constitutional support is there for access to justice?

International Judicial Mentoring Programme (I-JUMP) – Session Five

Cross-refer materials in the
Resources package

Session Five **Judicial Training And Artificial Intelligence**

- What training have we had and have we enjoyed it
- What system of judicial training is there in our jurisdiction
- Is there induction and on-going continual refresher training, is there a ticketing system
- Do judges train judges using syndicates or are lectures and talks usually deployed.
- Any areas we would like more training for our particular work.
- How will Artificial Intelligence change our legal landscape.

International Judicial Mentoring Programme (I-JUMP) – Session Six

Cross-refer materials in the
Resources package

Session Six **Respect, Equity, Diversity And Inclusion Among Judges**

- Are there judiciary-wide strategies in place?
- Have we experienced bullying or exclusions?
- Do we have techniques we can share for enhancing inclusion amongst our colleagues?
- Reflect on I-JUMP and Evaluation of the scheme.

Why Peer to Peer Mentoring?

“Mentoring is a learning relationship, involving the sharing of skills, knowledge, and expertise between a mentor and mentee through developmental conversations, experience sharing, and role modelling. The relationship may cover a wide variety of contexts and is an inclusive two-way partnership for mutual learning that values differences.”

Key features of a peer-to-peer mentoring relationship

- A two-way relationship
- Mutual trust and authority
- Judges will have had many similar experiences
- A fresh look at an issue from a peer may be more readily received
- A sense of collegiality across national boundaries

How did we start?

Based on a reverse diversity mentoring scheme in SE circuit 2020

Wrote a **Scheme outline** – aimed to engage judges who were keen in but had experienced no previous international engagement

Proposed Pilot to Lead Judge for International Engagement Lord Justice Dingemans and the Chancellor of the High Court

This is a **training initiative** because mentoring is training: in this case it is mutual

Obtained **administrative support** from the Judicial Office (LCJ's civil service)

Assembled a **steering group** of four judges, lead for IT and support

Arranged pilot: application form, sought international partners.

Induction event for all mentors who could attend, on-line

Feedback, audit and roll-out I

The IJUMP Pilot ran from **September 2023 to February 2024**

Within England and Wales, judges from across tribunals and courts, at all levels, who had experience in international training, were invited to take part in the pilot. From the UK **23 judges were selected as the UK judicial peers** (16 court judges and 7 tribunal judges were involved).

Lead judges from the following countries identified **23 judges from their jurisdiction** for the pilot: **Zambia –Jamaica –Trinidad and Tobago, and Sierra Leone**

After the pilot a **celebratory event** took place for all jurisdictions, on-line.

Feedback was positive. Some issues were identified eg technology for meetings

The steering group did **an audit and a SWOT analysis**

97% of participants recommended the scheme, especially the positive impact on welfare and job-satisfaction of the interactions, both in E&W and elsewhere. Many wanted to continue contact and/or take part again.

The **2024 roll out** was approved by the senior judiciary.

I-JUMP Celebratory Event



Feedback, audit and roll-out II

“It was overwhelmingly positive, although I suspect I was fortunate in the choice of Mentor I was given. The experience was informative and engaging and gave me a sense of connection with the judiciary in Zambia.”

“The pilot has been fantastic. My partner mentor and I formed a great friendship which extended beyond just work.”

“It was a welcome change at the end of a busy working day. It was good to feel part of a global judicial family.”

“I found it a very positive and enriching experience, particularly with another woman with whom to share our relative experiences of our role and the positives and negatives of each very different jurisdiction.”

“Very beneficial. The importance of having a confidant with whom I was able to share experiences and discuss various issues with.”

“This programme exceeded my expectations and surpassed the objectives of the pilot. It is an absolutely fantastic idea, and I will encourage all judicial officers and Judges to participate.”



Peer to Peer Mentoring

- Peer Mentoring is based on the approach of judges working with other judges (usually in the same role) with a focus on discussing their immediate working circumstances.
- The objective of the Peer Mentoring approach is to create a platform where judges can openly discuss the challenges they are encountering in a neutral and supportive setting. It presents an opportunity to engage in meaningful conversations with another judge, allowing them to explore and navigate their concerns.
- It is important to reiterate the confidentiality of the sessions and to ensure that the mentor partners are entirely comfortable with the issues raised to be discussed. No mentor should feel under pressure to share personal views on topics they do not feel comfortable discussing.

Acting as a Peer Mentor judge: What is involved?

- Willingness and ability to meet with your judicial peer.
- To listen to them and to understand any issues they may have.
- Be open to sharing knowledge or experience, to help each other progress.

Mentoring Skills



To share your own knowledge and experience on a subject



Ability to ask appropriate questions



Build rapport at your introductory meeting and onwards



Demonstrate commitment – to your sessions and preparing appropriately for them



Offer constructive non-judgemental advice



Consider how you would like to offer and receive feedback

YOUR UNDIVIDED ATTENTION IS THE BEST GIFT YOU CAN GIVE....

6 KEY ACTIVE LISTENING SKILLS



1. PAY ATTENTION.



2. WITHHOLD
JUDGEMENT.



3. REFLECT.



4. CLARIFY.



5. SUMMARIZE.



6. SHARE.



Center for Creative Leadership®



Peer Mentoring Top Tips I...

Be curious – This should be a wonderful opportunity to learn about how others do our job

Be humble – We do not get it all right and your peer judge may be a much better judge than you are.

Try not to talk over your peer – Doing so on Teams is one of my principal faults and I have to consciously endeavour to avoid so doing.

Take your time – You have an hour so you don't need to rush.

Park things if necessary – It is better to return to a topic of mutual interest than to deal with it superficially because you have not had time to think it through.

Share experiences honestly – Telling people about things you have got wrong can be a lot more helpful than suggesting you always get it right.

Make it personal – Everyone likes to know about your human side, but avoid 'over sharing' as that may be uncomfortable for some.

Say 'thank you' – You will be receiving every bit as much as you are giving, so thanking your peer for taking the time to talk is a good thing.

What Is Involved In Being An I-JUMP Peer Mentor?

- **How will the scheme work in practice?**
 - Getting in contact
 - Arranging sessions
- **What actions to take and when?**
 - Read the resources
 - Arrange catch ups on scheme
- **Approach sessions with an open mind and share experiences and perspectives that will help you both.**

Peer Mentoring Top Tips II...

Be mindful of remote communication – Technology is fantastic, especially after covid, but sometimes it fails. Be prepared for intermittent breaks in communication during your session and be ready to adapt where possible.

Be flexible - Find the appropriate communication that works for you both and maintain that communication. If something happens which means you can not meet as planned, be sure to your mentee know and keep the communication going between you to rearrange.

Make it personal – this is a fantastic opportunity to get to know a judge from another jurisdiction but be mindful to avoid 'over sharing' as that may be uncomfortable for some.

Be mindful of the theme of the topic session but don't be constrained by it – whilst you should focus on each topic theme, you are also able to discuss other topics in addition to this.

Use the resource documents as a source of material– whilst these are a helpful source of information, there is no expectation you read all of it in detail before your meeting. Discuss with your partner before the next session which materials you would like to focus on. We know time is precious so do not feel you have to have read and digested all of the material prior to the session.

Take your time – You have an hour, so you don't need to rush.

Preparing For Your Meetings...

1. Explore the similarities and differences between your perspectives and experiences.
2. Aim to identify what areas of your respective experience might be helpful for your peer mentor to understand more about?
3. Are there specifics that you can elaborate on?
4. Keep open minded and be inquisitive about your peer's experience in this area.

Things To Consider...

- **Establishing boundaries**

Are there things you shouldn't/don't want to discuss (and how do you approach that?)

- **Offer and accept constructive feedback**

Be constructive in your comments and be open minded to alternative ways of doing things and different perspectives.

- **Logistical issues** (including scheduling and commitment).



Statement of Mutual Expectations

The I-JUMP programme is envisaged to last over from September 2024 to February 2025. There will be an hour session held each month remotely and a programme will be provided to suggest topics of discussion. By agreeing to take part, you will be committing to arranging each monthly session with your peer.

It is important that in order to be able develop relationships as part of this project, the usual principles of mutual respect and trust between judiciaries be maintained. Nothing should be discussed or promoted at the meetings that could bring our position or respective jurisdictions into disrepute and participants should adhere to the Bangalore principles when conducting the sessions.

Judicial office holders must also be able to speak freely to discuss issues or challenges faced in the course of our judicial appointments without fear of those discussions being shared outside of the sessions.

These sessions will take place remotely. Participants must note that confidentiality must therefore be maintained at all times and under no circumstances must the meetings be recorded, reported or the details discussed be shared outside of the meeting. Participants also need to be mindful of the potential risk that because of the remote nature of the meetings, there is a risk, beyond the control of the mentees, that the communications can be monitored or intercepted.

Details of the meetings must not be shared on social media.

By taking part in this programme, you will be agreeing to the above.



**Judicial
Office**

Key Points of Contact

Any questions or issues throughout the I-JUMP scheme please contact the Lead Judges from your country as the first point of contact.

In England & Wales these are HHJ Martin Picton, Tribunal Judge Michelle Brewer and District Judge (Magistrates Court) Michelle Smith.

If you have any questions in relation to arrangements, please contact Jasmit Soni on international@judiciary.uk

Next Steps in the roll out (were to be...)

- Following on from the launch event you will be provided with the scheme design and programme list, resources support packs and the presentation.
- Peer matching will take place in September ready for an October start.
- Next contact will be from the International Team, when you will receive the name of your Peer Judge.
- Once you have received confirmation of your match, please make contact with your Peer Judge and introduce yourselves and arrange your first session which should be scheduled for October 2024.
- At the end of six-month period, following completion of the sessions, you will all be invited to a closing event in March 2025.

Where we are now....

- October 2024 the International Training Committee has launched 64 mentoring pairs involving judges from 16 countries across the world.
- The 128 judges come from..
- Albania, Belize, Czech Republic, Jamaica, Kenya, Malaysia, Montenegro, Nigeria, Sierra Leone, South Korea, Tanzania, Trinidad & Tobago, The Gambia, Ukraine, Zambia and the United Kingdom.
- We are supported by the lead judges in each country.
- This may well be the broadest international judicial peer to peer mentoring scheme in the world. We are delighted that both Justice Nigel Mutuna and Justice Awa Bah's jurisdictions are on the list, and I am very grateful for their support.



Judicial Office

If you were listening, thank you. Please feel free to contact me

Mrs Justice Bobbie Cheema-Grubb DBE

Judge in Charge of the Terrorism List

The High Court, London

Email: BaileyRose.King@justice.gov.uk

