

# JUDICIAL PENSION BOARD EQUALITY, DIVERSITY AND INCLUSION POLICY

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## DOCUMENT HISTORY

Version	Date	Paragraphs/Pages Amended	Author
1	13/12/2024	Final version for publication	DCo
1.1	10/03/2026	<ul style="list-style-type: none"><li>• MoJ statistics updated to include 2025 link and figures.</li><li>• Recruitment and appointment of board members – updated to reflect the current process.</li></ul>	ED

## Equality, Diversity and Inclusion Policy

This policy sets out our beliefs and our approach to embed, develop and monitor equality, diversity and inclusion (EDI) within the Judicial Pension Board (JPB). This policy is subject to annual review and takes account of [The Pensions Regulator's emerging guidance](#).

### Why EDI matters to the board

The JPB is made up of an Independent Chair, equal numbers of Employer and Member Representatives, and up to three independent members.

#### *Recruitment and appointment of board members:*

- The Independent Chair is appointed by the Scheme Manager.
- Employer Representatives are appointed by the Independent Chair, with the approval of the Scheme Manager.
- Judicial Representative Members are appointed by the Heads of Jurisdiction for the Judiciary.
- Independent Members are selected through the Public Appointment process. The Chair of the JPB participates in the public appointment process by reviewing applications and sitting on the interview panel.

There is no automatic presumption of reappointment, and each case must be considered on its own merits, considering several factors including, but not restricted to, the diversity of the current JPB and its balance of skills and experience.

The public sector equality duty (PSED) is required to be taken into consideration in the context of the public appointments process. Appointments must follow the principles set out in the [Governance Code on Public Appointments](#). This states that:

To be truly effective public bodies must bring together a mix of people with different skills, experience and backgrounds to serve on their boards. It is therefore important that departments design and implement public appointments processes with diversity in mind. This should include:

- Ensuring that job specifications focus on key skills necessary for the role in question and are written in plain English, avoiding jargon.
- Emphasising ability over previous experience in job specifications and selection processes.
- Providing information to Ministers about the diversity, skills and experience of the existing board at the start and end of each recruitment campaign.
- In addition to advertising all public appointments on the Cabinet Office Public Appointments website, considering other ways of raising awareness amongst different groups and networks.

Appointments should reflect the diversity of the society in which we live, and appointments should be made taking account of the need to appoint boards which include a balance of skills and backgrounds. In addition, diversity and inclusion are important to good governance and decision-making, and therefore in achieving good outcomes for savers<sup>1</sup>.

### **Diversity of the board**

The JPB undertake an annual assessment of the diversity of the board to ensure we are regularly reviewing the demographics of the board and to benchmark progress.

### **JPB support functions – the Ministry of Justice (MoJ)**

We recognise our support teams are key providers of insights and guidance upon which the JPB makes recommendations. It is therefore important to understand how the MoJ recruits and retains a diverse and inclusive workforce. The JPB receive information and training on the relevant activities being undertaken in MoJ to achieve this and the board have sight of the breakdowns by demographic characteristics, earnings, grade and location of staff in MoJ.

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<sup>1</sup> [Equality, Diversity and Inclusion Strategy | The Pensions Regulator](#)

## **MoJ Civil Servant statistics 2025**

[Civil Service statistics](#) headline statistics on the UK Civil Service workforce, broken down by Civil Service department with further breakdowns of demographic characteristics, earnings, grade, and location of civil servants as of 31 March 2025.

## **Being inclusive to the JPB**

Beyond regular diversity monitoring and following best practice for recruitment that have been documented in this policy, it is also important to make sure that documentation is accessible to all, and this starts with accessible content. When producing a document of any kind, we need to ensure that, by law, we do not disadvantage or exclude anyone. Ensuring our documents can be read and understood by everyone, including people with disabilities or impairments, is a legal requirement under the Equality Act 2010. Guidance on how to create accessible documents/papers is shared with all staff in Pension Operations. An effort is being made to undertake training to understand accessibility requirements and continue to improve the accessibility of communications sent to board members. MoJ Senior Management Team are currently finalising a Communications Strategy to be shared with members of Pension Operations to ensure consistency.

As best practice, the MoJ secretariat team will aim to gather accessible documents, as standard practice. To support all members of the board, the team will also ensure that accessibility requirements for current, and future new, members are gathered and regularly updated, to ensure that all needs are being met.

## **Being inclusive to our members**

We need to ensure that our communications, products and services recognise, respect and take account of the differing needs of the various members saving for retirement with us. Our approach must remain dynamic so that we can adapt to the changing needs and expectations of our members.

We appreciate that members have different needs, and these should be recognised, respected, and accommodated in our communications. The JPB have been provided the factors which XPS, the administrator of the Judicial Pension Schemes, take into account when developing new standard XPS member communications, including awareness of different reading ages, numeracy level and financial capabilities, giving members choice on how they receive their communications and conducting member surveys and using the results to shape future communication.