



December 2021

We have had an incredible year here at JUSTICE.

Despite the continuing challenges presented by Covid-19, we have published [three working party reports](#); submitted many [consultations](#) and [briefings](#) in response to the Government's heavy legislative programme; run an extensive online events programme; and announced our new [Chief Executive](#).

We hope you enjoy this update on our latest roles, and current job opportunities.

As we continue to work towards a fairer and more accessible justice system in 2022, we hope that you will consider [joining us as a member](#) or [supporting us](#) in other ways.

We're hiring!

Development Administrator

We're looking for a Development Administrator to provide administrative support to the Development team to help maximise income growth from fundraising, membership and events.

This post offers an excellent opportunity for a bright and motivated person to gain membership, events, and fundraising experience working in a small but busy legal charity environment. The successful candidate will have excellent written and oral communication skills; a proactive approach; and be able to use their own initiative to work independently as well as part of a team.

[Find out more about the role.](#)

JUSTICE Scotland Fellow

We are looking for a JUSTICE Scotland Fellow. This part-time role is based in Scotland.

The successful applicant will work closely with our legal staff and Scottish members to support the work of JUSTICE Scotland. The Fellowship will provide the opportunity to develop research and drafting skills, to engage with litigation and law-making processes in Scotland, and to be part of a small, friendly and committed staff.

[Find out more about the Fellowship.](#)

Human Rights Act

JUSTICE is very concerned by the [Government's plans to introduce a new bill of rights](#). The Human Rights Act is a carefully crafted and balanced piece of legislation. Replacing it with a new bill of rights will jeopardise the protection of rights in the UK and weaken access to justice.

Parliament already “has the last word on the law of the land in this country”. The HRA ensures that is the case, enabling courts to give effect to and protect individuals’ rights whilst maintaining Parliamentary sovereignty. We don’t want to lose this.

Replacing the HRA with a bill of rights is not only unnecessary but risks considerable uncertainty and lack of clarity as to the operation of the changes, to the detriment of individuals, organisations, and public bodies.

We will be responding to the Government consultation and will update our members throughout the process. We will be hosting a [members’ event](#) about the HRA in early 2022 – bookings will open in the New Year.

The Covid-19 Inquiry

The Government has announced [Baroness Heather Hallett](#) as the chair of the public inquiry into the response to the Covid-19 pandemic.

JUSTICE welcomes the Government’s announcement and confirmation that there will be a process of public engagement and consultation before the terms of reference are finalised.

The Chair of JUSTICE’s [When Things Go Wrong](#) Working Party, **Sir Robert Owen**, has previously [written to the Prime Minister](#) highlighting our recommendations and calling for a public consultation on the inquiry’s terms of reference. This is crucial if the inquiry is going to gain the public’s trust.

Survivors and those bereaved have often been let down by a system plagued by institutional defensiveness. It is crucial that the same does not occur with the Covid-19 inquiry, which must be both effective and reflect the needs of all those impacted by Covid-19.

The Scottish Government yesterday announced the Chair, [Hon. Lady Poole QC](#), and terms of reference of the Scottish Covid-19 public inquiry. These terms of

reference were informed by public engagement and allow time for a period of reflection by the Chair – in our view critical to ensuring public confidence in the inquiry, its effectiveness, and for lessons to be learnt.

Nationality and Borders Bill

JUSTICE and the Public Law Project have produced an addendum briefing on Report stage amendments to the Nationality and Borders Bill and their impact on fair and accessible justice processes. Read it and our earlier briefing [here](#).

On 7 December we held a webinar titled *Barriers and Threats to Access to Justice in the Immigration and Asylum System*. This event provided an update on our 2018 report [Immigration and Asylum Appeals – a Fresh Look](#), as well as discussing impact that legislation such as the Home Office's New Plan for Immigration, the Nationality and Borders Bill, and the Judicial Review and Courts Bill will have on the way immigration and asylum decisions are made and challenged.

Chaired by **Sonali Naik QC** (Garden Court Chambers), speakers included **Bella Sankey** (Director, Detention Action), **Adrian Berry** (Barrister, Garden Court Chambers; Patron, ILPA), **Alison Pickup** (Director, Asylum Aid), and **Jawaid Luqmani** (Solicitor, Luqmani Thompson & Partners). You can watch the event [here](#).

Judicial Selection statistical analysis

The Ministry of Justice has published its “deep dive” statistical analysis of candidate progression through the judicial selection process. You can read it [here](#).

It shows that Black, Asian and Minority Ethnic candidates and solicitor candidates are less likely to be successful in legal exercises than white candidates and barristers respectively. The difference is statistically and practically significant and cannot be explained by other factors.

More must be done to ensure that the processes used to appoint our judiciary do not discriminate against Black, Asian and Minority Ethnic candidates or favour barristers over solicitors.

We have published two recent reports which have made suggestions on how to [improve judicial diversity](#).

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