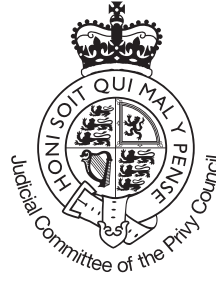




The Supreme Court and Judicial Committee of the Privy Council

Annual Report and Accounts 2023–2024





The Supreme Court and Judicial Committee of the Privy Council

Annual Report and Accounts 2023–2024

Annual Report presented to Parliament pursuant to Section 54(1) of the Constitutional Reform Act 2005.

Accounts presented to the House of Commons pursuant to Section 6(4) of the Government Resources and Accounts Act 2000.

Accounts presented to the House of Lords by Command of His Majesty.

Ordered by the House of Commons to be printed on 22 October 2024.



© Crown copyright 2024

This publication is licensed under the terms of the Open Government Licence v3.0 except where otherwise stated. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence/version/3

Where we have identified any third-party copyright information you will need to obtain permission from the copyright holders concerned.

This publication is available at www.gov.uk/official-documents

Any enquiries regarding this publication should be sent to us at enquiries@supremecourt.uk

ISBN: 978-1-5286-5146-2

E03185602

Printed on paper containing 40% recycled fibre content minimum.

Printed in the UK by HH Associates Ltd. on behalf of the Controller of His Majesty's Stationery Office.

Designed by Domarn Creative.

Cover image: Students take part in a Moot competition final in Courtroom 1. Courtesy of Jon Lingwood.

Contents

PERFORMANCE REPORT

Overview	4
By the President of the Supreme Court	4
Introduction	6
By the Chief Executive	6
A financial year in the UKSC and the JCPC	8
Section 1	11
Justices and their work	11
About us: who we are and what we do	12
Retirement	12
New appointment	13
2023-24 Justices' public engagement work	13
Justices' public engagements attended throughout the UK	16
Justices' international work	17
Section 2	23
The work of the UKSC and JCPC	23
UKSC Jurisdiction	24
JCPC Jurisdiction	25
Life of a Case	27
Case summaries	43
Section 3	49
Our performance	49
Delivery of 2023-24 Business Plan and our Strategic Priorities	50
Annual Report on Sustainability 2023-24	62
Our people	70
Diversity, Inclusion & Belonging	70
Staff Engagement	73
Sickness Absence	74
Staff turnover and redeployment	74
Staff composition	75

Engaging with the Media	77
Welcoming visitors, education and outreach	79
Improving diversity and access to our programmes	82
Complaints	83
Our vision, priorities and values for 2024-25	84
Management commentary	88
Section 4	93
Governance and Accountability Report	93
Statement of Accounting Officer’s Responsibilities	94
Governance Statement by the Chief Executive	95
Remuneration and staff report	107
Civil Service pensions	113
Parliamentary Accountability Report	116
Section 5	123
The Certificate and Report of the Comptroller and Auditor General to the House of Commons	123
Section 6	131
Financial Statements	131
Statement of Comprehensive Net Expenditure	132
Statement of Financial Position	133
Statement of Cash Flows	134
Statement of Changes In Taxpayers’ Equity	135
Notes to the Departmental Resource Accounts	136
Annex	151
Jurisdictions where the JCPC is the final court of appeal	152



Overview

By the President of the Supreme Court

The Right Hon. The Lord Reed of Allermuir



I am pleased to introduce the Annual Report and Accounts of the Supreme Court of the United Kingdom (UKSC) for 2023-24. The report sets out the progress we have made over the year towards the Court's strategic priorities.

Those strategic priorities are set out at [UKSC and JCPC Business plan 2023-26 \(supremecourt.uk\)](https://www.supremecourt.uk). They are part of a three-year business plan which takes a longer-term view of the Court, its opportunities and aims. This last year has been the first of the three years and considerable progress has been made, which I will turn to shortly.

In terms of the Court's core business, we have continued to process and consider permission to appeal applications (PTAs), hearings and judgments, and have maintained the greater efficiency in processing PTAs that I mentioned last year. Over the year, we considered 250 PTAs. We have delivered 51 UKSC judgments (up from 38 last year) and 39 (down from 60 last year) judgments in the Judicial Committee of the Privy Council (JCPC).

Among the judgments were some cases of particular public interest. In November 2023, the Court gave its judgment on the 'Rwanda' case, as it is often called. We were able to expedite that case, given its importance, and reduce the time from hearing to judgment to five weeks. Other important judgments over the year helped to settle the legal position on the period of time in which people can bring claims for the unlawful selling of payment protection insurance (PPI), to clarify the law concerning the liability of doctors to relatives where medical negligence results in the death of a patient, and to establish the time within which claims can be brought by coastal communities in respect of pollution caused by oil spills at sea.

The Court continued to hear international disputes, reflecting the high level of confidence in the UK judiciary and the UK's position as a trusted place to seek justice. Alongside other cases, the Court was able to settle a dispute about whether a principle of private international law known as the revenue rule prevented the Danish tax authority from reclaiming tax refunds it had paid to non-residents of Denmark. This meant that the claims could proceed to a trial in the Commercial Court.

Two significant JCPC cases from the Cayman Islands attracted considerable attention. The first was the settling of a dispute arising from the Bernie Madoff Ponzi scheme between the operator of an investment fund, which had invested in funds associated with Madoff, and its professional service providers, who acted as administrator and custodian in respect of those investments. In the second case, the JCPC considered whether a dispute between the shareholders of a chain of Chinese convenience stores should be resolved by the courts or by arbitration.

In July 2023, St Lucia notified the UK government that it wished to cease having the JCPC as its final court. It has been an honour to serve the people of St Lucia as their apex court and we wish them all the very best for the future.

Lord Kitchin retired from the Court in September 2023 after five years of exemplary work with us. He has been replaced by Lady Simler, who joins the Court after a distinguished career as a barrister and judge. I am delighted to welcome her to the Court.

Her appointment increases the gender diversity of the Justices but we recognise that there is much more to do in terms of attracting and appointing a broader representation of judges, both here and in the wider judiciary. Over the last year we have continued to deliver our [judicial diversity and inclusion strategy 2021-2025 \(supremecourt.uk\)](#).

Among others, there have been two notable events over the last year which will help in the delivery of that strategy. In September the Court hosted a webinar in partnership with the Law Society of England and Wales for solicitors considering a judicial career. With speakers including a member of the Court - Lady Rose, First-tier Tribunal Judge Mulready, and Lubna Shuja, the then President of the Law Society of England & Wales, the event gave valuable advice and tips on the application and appointment process for aspiring judges.

Secondly, in November 2023 the Court held an event in partnership with the Black Talent Charter to provide practical advice for black lawyers and senior leaders within the legal community to assist them in progressing their careers and reach senior positions within the law. The hybrid event was attended by a wide audience both in-person and online.

The Court has also continued to engage widely with courts across the world to build relations and to explain how our system works. There is considerable interest in our work from abroad and over the year we have undertaken four formal bilateral meetings – with Japan, Germany, France and the Netherlands. We have also had meetings with 28 other countries who have visited the Court in London and the Justices have been invited to 16 countries to visit and speak with their judicial counterparts overseas.

Throughout the year, the Court has also undertaken extensive engagement with our users and stakeholders as we continue with our Change Programme to modernise the way we work. The Court's CEO, Vicky Fox, will say more about this in her introduction but the Change Programme has prioritised listening to the views and needs of people who file cases at the Court and use our website. I am grateful to the many people who gave their time to help us understand how we can update our systems to make interacting with the Court easier.

This last year has been a busy and important one for the Court. I look forward to next year when the Supreme Court will mark its 15th anniversary.

Introduction

By the Chief Executive

Vicky Fox



Throughout 2023-24, the Court administration has continued to deliver an excellent service to all those who use the Court, the Justices, people who visit the Court both from the UK and overseas and those who are interested in the Court's work. We have balanced providing a high-quality business as usual service while we have been undertaking a broad Change Programme which will prepare us well for the future and improve the service we offer to Court users and the public. I will say more about that below.

Shaping all our work is our vision to be a world leading Court. This is underpinned by our business plan. We have completed year one of a three-year plan which will run until 2026. The plan sets out our five strategic priorities and focuses the Court on delivering the best possible service. The priorities are:

- Serving the public
- Providing a world class service
- Focusing on our people
- Engaging outwards
- Diversity, inclusion and belonging

These priorities, and the progress we have made against them are detailed throughout this Annual Report (pages 50 to 61) and our plans for Year Two are set out on pages 84 to 88.

Serving the public is a real focus for us because we want the public to trust what we do and understand the Court's role in applying the law as an essential part of a healthy democracy. I am pleased to report that visitor numbers to the Court are increasing and that we are offering a variety of tour options that are informative and accessible. All visitors are very welcome to walk around the building, visit our exhibition centre, watch a case and visit the café. Our website continues to be widely used, with over six million individual page views over the last year. Our social media channels are all growing the numbers of followers as we try to present the Court's work in an interesting and engaging way tailored to our different audiences. The Court has continued to deliver a comprehensive educational outreach programme. With three strands aimed at schools, universities and aspiring lawyers, we have engaged with over 6,000 students over the year and we have had excellent feedback from students who have shown high levels of interest and enthusiasm for the programmes.

The Court has maintained strong relationships with Parliament, Select Committees and government. We have worked particularly closely with the Ministry of Justice on their public consultation on Supreme Court fees. And we work with the Foreign, Commonwealth and Development Office on the extensive international engagement that Lord Reed mentions in his foreword, as well as promoting the UK as a legal centre of excellence.

We have also been engaging widely with Court users. We put court users at the heart of everything we do, making excellent customer service a priority. As well as our ongoing fora to hear their views and comments on the Court, we have been consulting them as we deliver our Change Programme. The users we have spoken to have given us excellent feedback on what they would like to see in the new system and how we can make their interactions with the Court as seamless as possible. We are using that feedback to refine the case management system and the websites and these will be publicly available in the coming months.

We are over a year into the programme and are creating a new case management system which will allow all Court users to file papers electronically, make payments online and track the progress of their case automatically. There will also be a direct feed from the case management system to our two new websites – one for the Supreme Court and one for the Judicial Committee of the Privy Council. This will allow automated updates on case details on the website, making information available in a more timely and accessible way. Through the Change Programme, we will be able to provide a modern, excellent service that not only helps our court users but enhances the reputation of the UK as a global legal centre, contributing to the UK's legal economy.

Alongside my colleagues, I am utterly committed to continuing to put diversity, inclusion and belonging at the centre of how we work. Our third annual Bridging The Bar internship continues to be a highlight in our annual calendar and was an enriching and valuable experience for interns, Justices and staff.

In June 2023 the Court became a signatory to the Black Talent Charter (BTC). The BTC is an organisation that seeks to build equity for black professionals and is led by senior black professionals, offering organisations collaborative and innovative evidence-based solutions. We will be working with them and other representative organisations to play our role in improving diversity in the legal community.

One of the Court's strategic priorities is focusing on our people, and this is because we know that we will only achieve our vision through them. This year we have invested in a significant learning and development programme as part of our Change Programme. Through our People Strategy we support people to develop and deliver well so that they can make a meaningful difference for our Justices, court users and visitors. We continue to build an inclusive culture so that every member of staff is valued, respected and able to flourish. As part of this, we celebrate a very broad range of holidays, festivals and awareness weeks and enjoy hearing from colleagues about their lived experiences and what their beliefs mean to them. We also have external speakers, including from the Black Talent Charter and the Holocaust Educational Trust attend our all-staff meetings. I am proud of the progress we are making and the recognition from our annual staff survey that shows that motivation, employee involvement and a sense of achievement each have positive scores of over 80%.

The Court has had a successful year, and I would like to thank the dedicated and hard-working team who have made that possible. The great progress we have made over the last year is a credit to them. One of our most important measures of success is the feedback we receive from our people. I am delighted that we have an overall engagement score of 73% in our annual staff survey – an increase on last year's responses. The year ahead offers us another opportunity to make the Court an even better place to work.

I hope this report is an interesting and insightful summary of the Court's activities. The Court's doors are open and I hope we can welcome you here in person.

A financial year in the UKSC and the JCPC

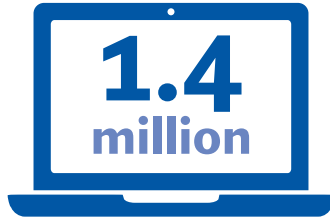
Number of **judgments**:

90



Number of UKSC and JCPC **website users**:

1.4 million



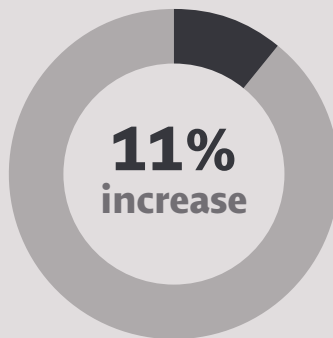
Students from schools, colleges and universities who participated in tours:

6,088



Number of **visitors to UKSC**:

58,288



11% increase



16.7% increase

Number of **tours (in-person and virtual)**:

401



Number of **live and on-demand views**:

726,760



53.8% increase

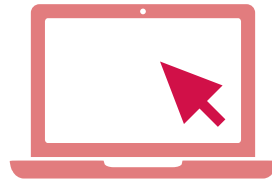
Individual publication **titles available:**

40,961



Library internal **queries dealt with:**

391



X (formerly **Twitter**) followers:

293.3k



Instagram followers:

17.4k



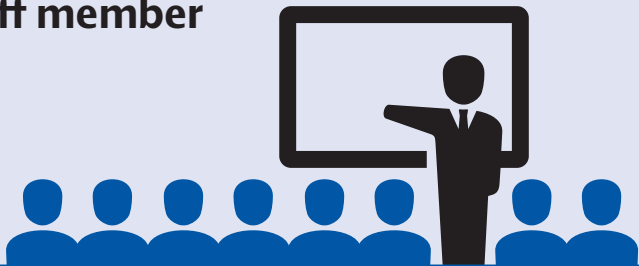
LinkedIn followers:

50,020

Number of days spent on **training activities by staff:**

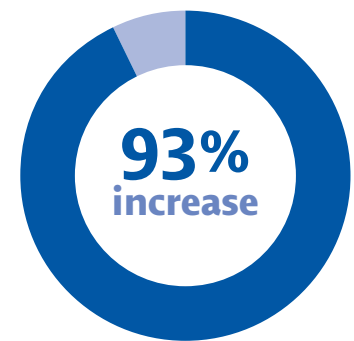
6.5 days

per staff member



Percentage of waste sent to landfill:

0%

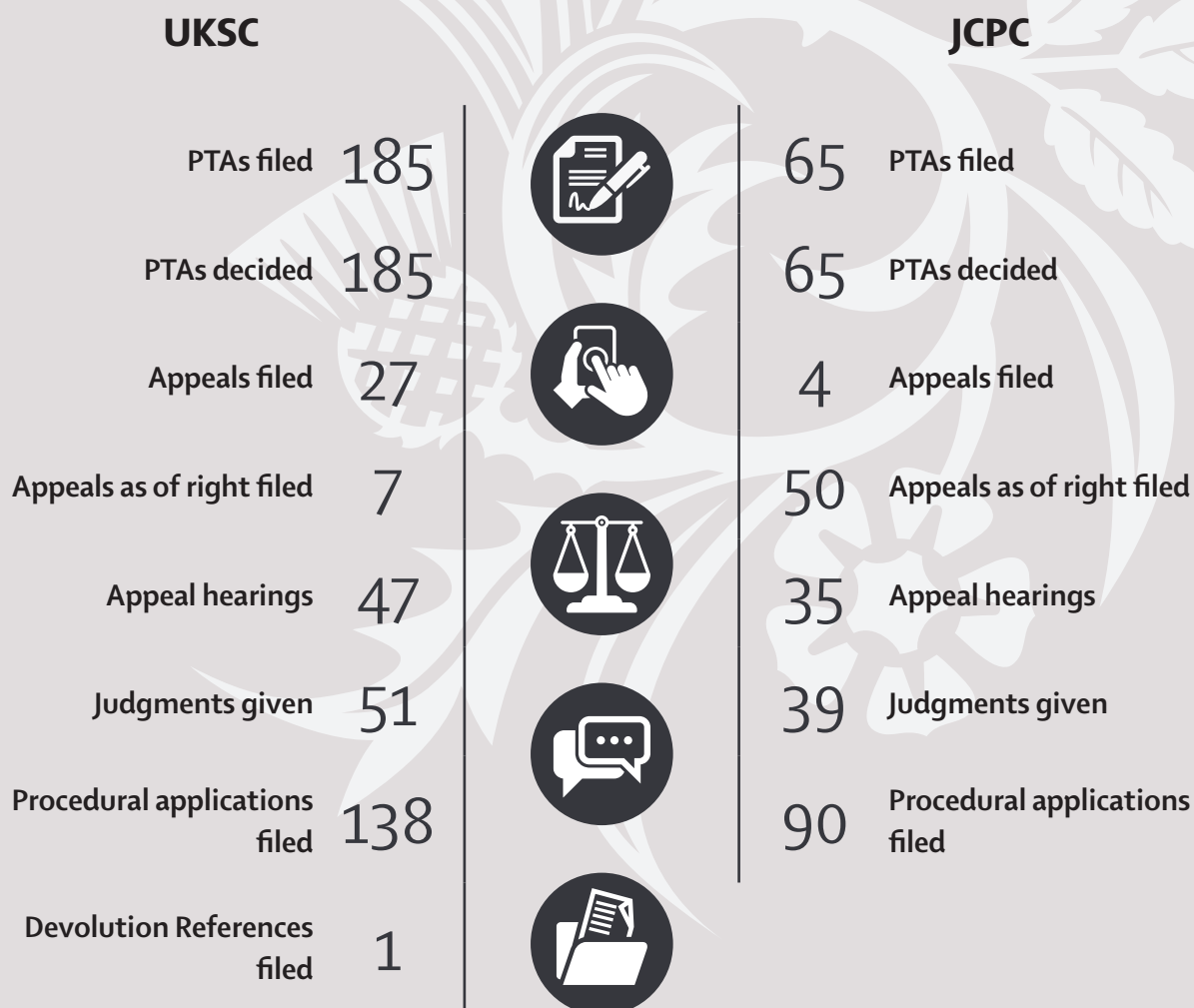


YouTube views:

272.7k

A financial year in the UKSC and JCPC

Overview of work delivered in the Court in 2023–24



Section 1

Justices and their work



The Justices of the UKSC after the swearing in of Lady Simler in November 2023.

About us: who we are and what we do

The UK Supreme Court is the final court of appeal in the United Kingdom, deciding arguable points of law of general public importance arising from civil cases throughout the UK and from criminal cases in England and Wales, Northern Ireland and, in a limited number of cases, from Scotland.

The UKSC also hears cases to determine devolution issues relating to the powers of the devolved administrations, Parliaments, and Assembly.

The JCPC is a separate court from the UKSC and is the final court of appeal for the British Overseas Territories, Crown Dependencies, as well as Commonwealth countries which have retained procedures for appeal to His Majesty in Council, or in the case of the Republics, to the Judicial Committee. The JCPC also has jurisdiction in some Church of England, regulatory and maritime areas.

The role of the Court's administration is to provide an environment which enables the Justices to carry out their duties in an effective, visible and accessible way.

Retirement

Lord Kitchin retired as a Supreme Court Justice in September 2023.

A valedictory ceremony was held at the end of Trinity Term in Court One of the Supreme Court and livestreamed on our website. On his retirement Lord Kitchin was appointed to the Supplementary Panel of the Supreme Court.

Lord Reed paid tribute saying:

"We come together this morning to mark Lord Kitchin's forthcoming retirement from the Supreme Court at the end of September, to celebrate his achievements as a lawyer and a judge, and to thank him for the immense contribution that he has made to the law, and to the Court."

Lord Reed concluded his remarks by saying:

"We are very pleased that David will be joining our supplementary panel, and will continue to sit on the court from time to time. Nevertheless, we will miss him. He has been a wonderful and very popular colleague: always meticulously prepared, always open to considering other points of view, never seeking to browbeat, always good humoured, and above all, always committed to doing what is right."

- Watch the valedictory ceremony for Lord Kitchin at: <https://www.youtube.com/watch?v=OCpmLL3285E>



New appointment

Lady Simler was previously a Lady Justice of Appeal and was sworn in as a member of the UKSC and JCPC on Tuesday 14th November 2023 in a ceremony in Courtroom One in front of friends, family and members of the legal community.

On Lady Simler's appointment to the Supreme Court. Lord Reed said:

"I am delighted to welcome Lady Justice Simler as a Justice to the Supreme Court.

She will bring exceptional experience and ability to the Court following a distinguished career as a barrister and Judge. Her experience in employment law, tax, public law and criminal law will be highly valuable to the Supreme Court and will further strengthen us as a world-leading Court."



- Watch Lady Simler's swearing-in ceremony at: https://www.youtube.com/watch?v=sxPgh0_OcR8

2023-24 Justices' public engagement work

In addition to their work in hearing and deciding cases, the Justices are committed to enhancing public understanding of the role of the Court and its work.

Their activities have included delivering speeches, talks and lectures, as well as attending conferences, bilateral engagements, and judicial exchanges. These activities have been supplemented by writing journal articles, participating in media and academic interviews, featuring in webinars and podcasts, and holding appointments at universities.

Lord Reed was the keynote speaker for the Aberdeen Law Project's annual lecture at the University of Aberdeen in April 2023. In July 2023, he participated in the Lady Oliver Mooting Cup Final in London and took part in a "Fireside Chat" event at the Court for the Canadian Institute of Advanced Legal Studies. In September 2023, Lord Reed chaired a session at the Commonwealth Magistrates and Judges Association annual conference in Cardiff. Following his trip to Japan in November, Lord Reed attended the Japanese Embassy's Lawyers Reception in February 2024 where he gave opening remarks.

Lord Hodge had the honour of being Lord High Commissioner to the General Assembly of the Church of Scotland, and in May 2023 he represented The King for a week at Holyrood, Edinburgh. In June 2023, he presided on the Universities Committee of the Privy Council in an appeal relating to the Rhodes Professorship at the University of Oxford and gave an address to the officials of the Scotland Office in Edinburgh. In July 2023, as Chair of an expert working group, he sent a report to the Scottish Government recommending legislation on digital assets in Scots law. He gave a lecture to De Montfort University, Leicester in November 2023.

Lord Lloyd-Jones attended the Law Society for India reception and the IBC dinner at Lincoln's Inn in June 2023. In October 2023, he gave the John Thomas Lecture in Cardiff. In January 2024, he attended a reception at the French Embassy, he took part in the Chapter of Westminster Abbey visit, and represented the Supreme Court at the Franco-British Lawyers Society's reception at the House of Lords. In March 2024, he delivered a speech at Goodenough College and participated in the Times moot finals.

Lord Briggs gave a lecture on 'Liability for Mental Health' at Chichester University in January 2024.

Lord Kitchin judged the Oxford University Intellectual Property Moot in March 2023. In May 2023, he attended a lecture on Science and the Law at the Royal Society.

Lord Sales attended a seminar on private law at Cambridge in April 2023. The same month he gave a lecture to the Professional Negligence Bar Association at Inner Temple on the subject of 'Assumption of Responsibility.' In May 2023 he judged The Times Legal Essay and attended the awards dinner. In May he also chaired a panel at a conference on commercial law at University College London. In June 2023, he delivered a lecture on the recent human rights jurisprudence of the court to the Scottish Public Law Group in Edinburgh. In November 2023, he attended the State Opening of Parliament and chaired a lecture for arbitration specialists in London. In the latter part of the month, he delivered a lecture on retained EU law to the UK Association of European Lawyers and a lecture on statute law and tort to the Personal Injury Bar Association. In December he delivered a paper on Equity and Contract Law at a conference at King's College London, followed by speaking at a supporters' event for the charity Support Through Court. In early 2024, he attended a conference on public law in Oxford. In February he chaired the Current Legal Problems lecture at University College London on Fictions in Public Law.

Lord Hamblen attended the British Maritime Law Association autumn seminar in London in November, where he took part in a panel discussion. In December Lord Hamblen met Judge Cécile Brahic Lambrey from the Cour de Cassation as part of the Franco British Irish Judicial Cooperation Committee (FBIJCC) exchange programme at the Supreme Court.

Lord Leggatt spoke at the Sikhs in Law Association launch event held at the Supreme Court in April 2023. Lord Leggatt attended the Commercial Law Conference at University College London in May. In July he spoke to the Young Muslim Leadership Programme at the Court. In October Lord Leggatt took part in the Franco-British Lawyers Society meeting that took place in Paris. In December he attended the Diversity and Community Judicial Event at the Royal Courts of Justice. In January Lord Leggatt attended the Inaugural Jonathan Morgan lecture at the Faculty of Law, University of Cambridge.

Lord Burrows chaired a session of the Unjust Enrichment Seminar at University College London Faculty of Law in March. Also in March, Lord Burrows gave the Toulson Lecture at the University of Surrey entitled “Precedent and Overruling in the UK Supreme Court” and a lecture to the University of Liverpool.

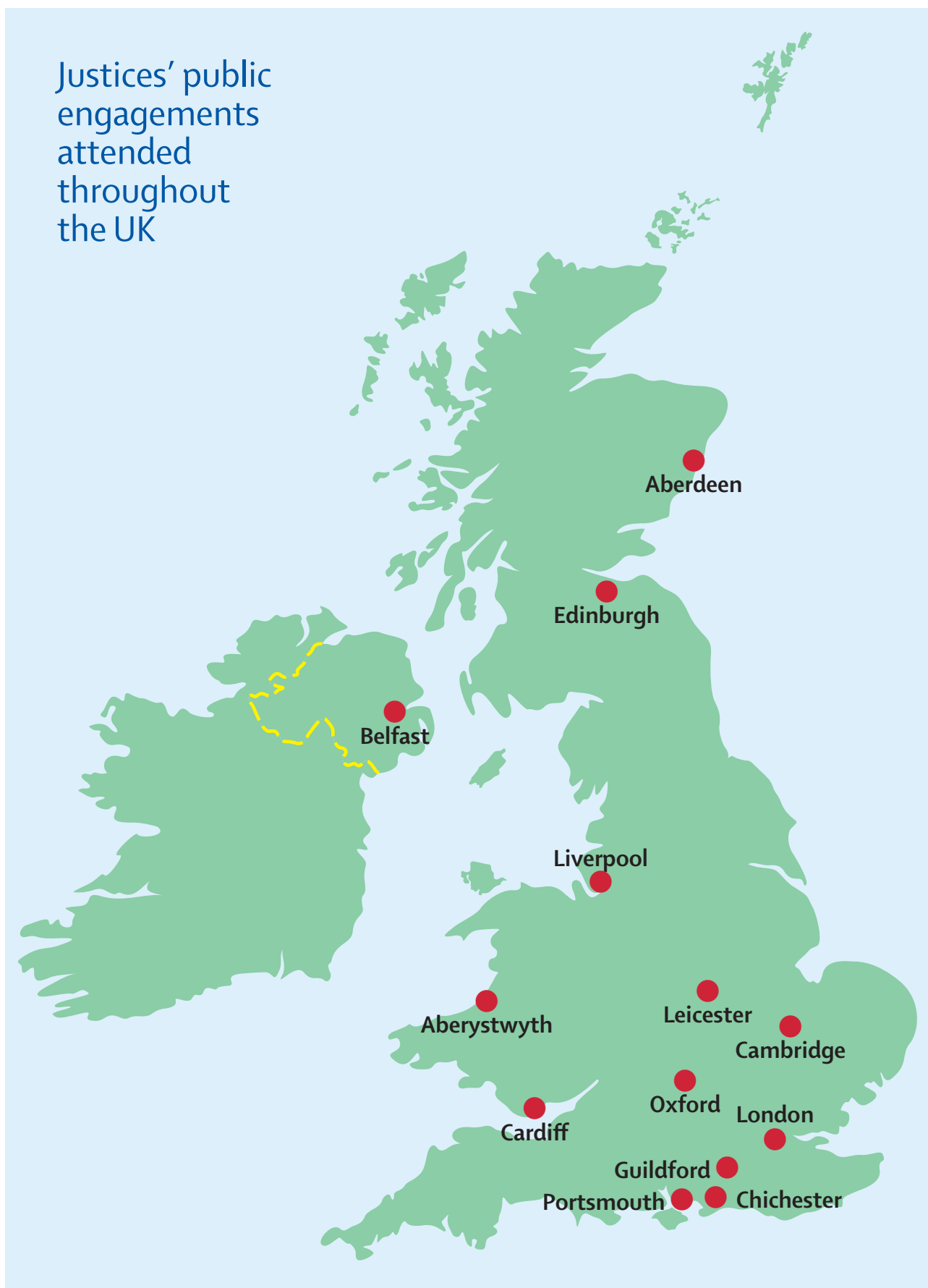
Lord Stephens gave a speech online in March to the Leader’s Club on ‘Judging in the modern age’. In October he attended the Northern Ireland Medico-Legal Society talk and AGM in Belfast. In January he attended the Alliance for Lawyers at Risk event in London.

Lady Rose gave a talk to retired members of the Government Legal Department in London. In July Lady Rose gave a lecture entitled Judicial Fact Finding: Art or Science as part of the Canadian Institute Cambridge Lectures. In November Lady Rose gave the closing speech at the Pro Bono Week launch and also spoke at the start of the Pro Bono Connect event, London. In December she spoke to Newnham College students in Cambridge and also gave the 2023 BACFI Denning Lecture entitled ‘On the Job? The Law on Status in a Gig Economy’. In February Lady Rose attended a UK Association of Jewish Lawyers and Jurists event that took place at the Faculty of Laws, University College London. Also, in February Lady Rose gave the Queen’s Lecture at Queen’s College, Cambridge entitled ‘The Judicial Committee of the Privy Council: relic of empire or useful body?’ and the Neill Law Lecture at Old Souls College Oxford entitled ‘The Sordid Controversies of Litigants? Why and When Facts Matter’. In March Lady Rose spoke at the Newnham College, Cambridge International Women’s Day Formal. She also spoke to the Politics Society at Portsmouth High School. Lady Rose took part in the Office of Parliamentary Counsel (OPC) away day in London as the keynote speaker, also in March, and judged the Gray’s Inn Moot Competition semi-final at Gray’s Inn, London.

Lord Richards attended the Times Legal Essay Awards and the Royal Society Seminar at the end of June. He attended the Japanese British Lawyers Association reception at the Japanese Embassy in October. He chaired the lecture given by Prof Sarah Patterson at University College London in November. Lord Richards was part of the group for the visit of the Chapter of Westminster in January. In February, he attended the South Westminster Legal Advice Centre reception at the Supreme Court, judged the moot for BPP University, London, then a lecture in Cambridge.

Lady Simler took part in the Chapter of Westminster Abbey Visit in January. In February she attended the Association of Jewish Lawyers lecture at University College London and addressed the Girls Hub Human Rights Festival event held at the Supreme Court. In March, Lady Simler attended the International Women’s Day breakfast held by the Ministry of Justice in London. Her first Ask a Justice session was with King Edward VI College, Dudley.

Justices' public engagements attended throughout the UK



Justices' international work

International Engagement:

International engagement continues to form an important part of the UK Supreme Court's work. Through the forging of strong relationships with courts, international judicial organisations and legal professionals from across the world, we strive to promote the rule of law internationally and share good practice. In total, the Justices have taken part in 26 inward international visits, 16 outward international visits, and 4 bilateral exchanges during this financial year. In doing so, we have strengthened existing relations and built new connections across the globe.

Examples of Bilateral Exchanges:

Bilateral Exchange with the Federal Constitutional Court of Germany (Bundesverfassungsgericht)

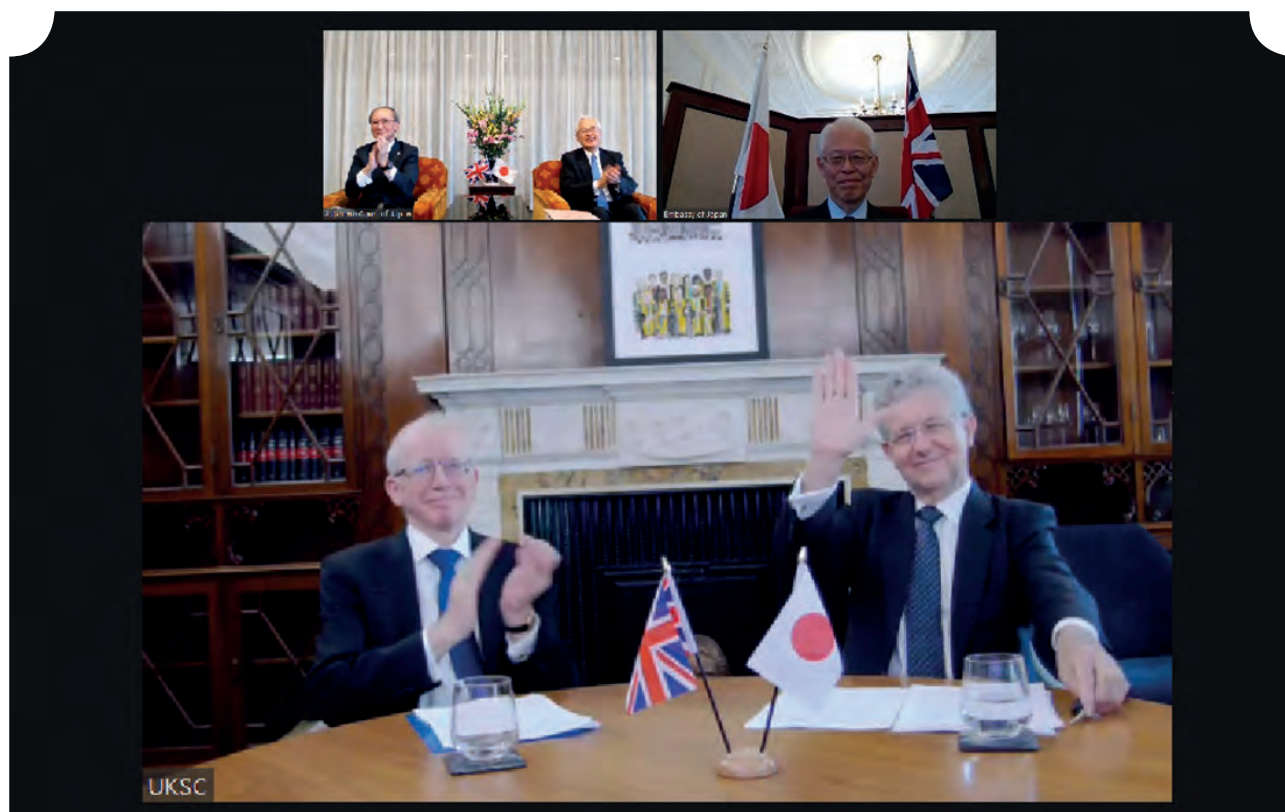
In April 2023, four Justices travelled to Karlsruhe, Germany for a bilateral exchange with the Federal Constitutional Court of Germany. Topics of discussion included climate change, assisted suicide, the relationship between the European Convention on Human Rights and the European Court of Human Rights and national law and courts, as well as the digitalisation of Courts.



Delegations of the UK Supreme Court and the Federal Constitutional Court of Germany, 3-5 April 2023.

Virtual Bilateral Exchange with the Supreme Court of Japan

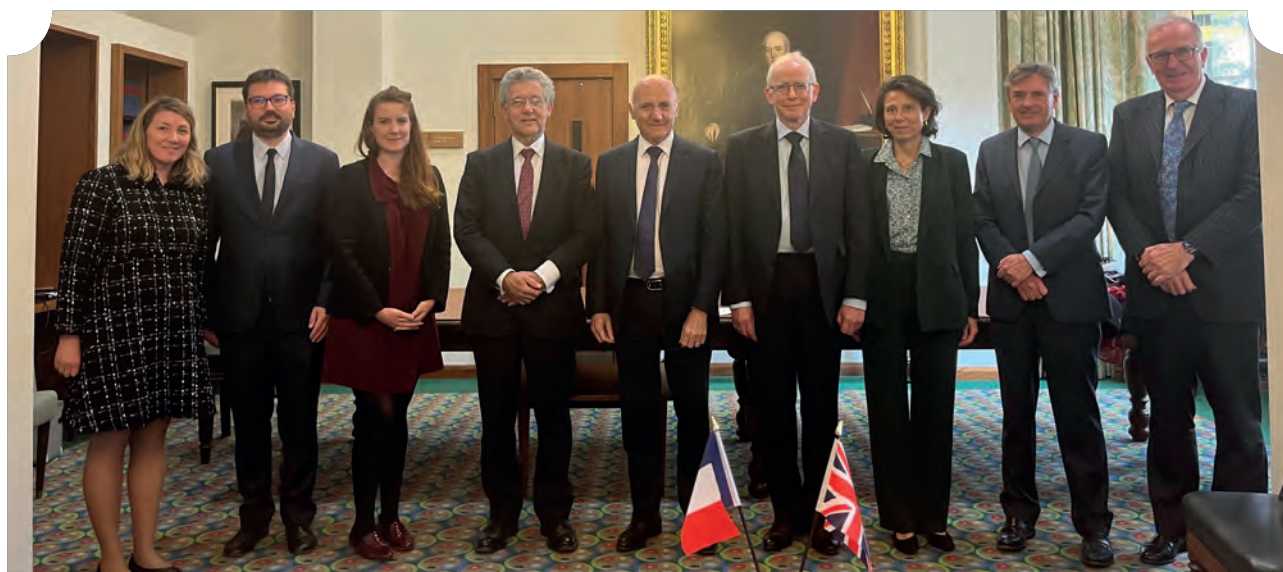
In July 2023, Lord Reed and Lord Hodge took part in a virtual bilateral exchange with Chief Justice Tokura and Justice Nagamine of the Supreme Court of Japan. They discussed digitalisation and the strengthening of judicial relations between the United Kingdom and Japan.



The UK & Japanese delegations close the virtual meeting, 18th July 2023.

Bilateral Exchange with the Cour de cassation

In October 2023, the UK Supreme Court welcomed a delegation from the Cour de cassation. The meeting coincided with the Opening of the Legal Year giving the delegation an opportunity to attend the ceremony held at Westminster Abbey. Roundtable discussions focused on judicial transparency, outreach, and digitisation and technology in courts.



Delegations from the Supreme Court of the United Kingdom and the Cour de cassation, 2-3 October 2023.

Bilateral Exchange with the Supreme Court of the Netherlands (Hoge Raad der Nederlanden)

In March 2024, the UK Supreme Court welcomed a delegation from the Supreme Court of the Netherlands. Discussions took place on the use of technology in courts and the legal profession, the effect of Strasbourg jurisprudence on domestic jurisprudence, and maintaining the legitimacy of the judiciary.



Delegations at the Bilateral Exchange between the Supreme Court of the United Kingdom and the Supreme Court of the Netherlands, 7-8 March 2024.

Lord Reed's visit to the Supreme Court of Japan

In November 2023, Lord Reed was invited to Tokyo as a guest of the Supreme Court of Japan. Lord Reed took part in a variety of activities during his visit including discussions with Chief Justice Tokura as well as other senior figures in the legal community, observing hearings at the Intellectual Property High Court and the Tokyo District Court, and attending a lecture at the University of Tokyo School of Law.

Lord Reed also gave a lecture at the Supreme Court of Japan on the subject of Oral Hearings in the United Kingdom: Past, Present and Future. The lecture was followed by a one-hour Q&A moderated by Judge Yao, President of the Legal Training Institute of Japan. The full text of Lord Reed's speech has been published on our website.

During his visit Lord Reed was also granted an audience with Emperor Naruhito. During their meeting, Lord Reed and His Majesty discussed his visit as well as the Emperor's time studying at Oxford.

Lord Reed said of the visit:

"My visit to Japan as the guest of the Chief Justice was an invaluable opportunity to strengthen the relationship between our judiciaries and our countries. It was a valuable opportunity to share views and expertise on common issues affecting the law. I was very honoured to meet the Emperor. I am grateful to all those who were involved in supporting my visit, and those who took part in my busy programme of meetings and other activities."



Lord Reed and Chief Justice Tokura.

Other international work:

The UK Supreme Court has continued to cultivate an active programme of engagement with judges, lawyers and government officials from across the world. Visits included arranging meetings on topics of interest with Justices, Judicial Assistants and UKSC staff. Regular topics of discussion included judicial transparency, outreach, livestreaming, digitalisation and artificial intelligence (AI).

We continue to coordinate nationally to strengthen our reputation abroad. We work closely with colleagues in the Judicial Office, the Foreign, Commonwealth & Development Office (the FCDO), and the Ministry of Justice to arrange successful international visits.

Examples of the Justices' international engagements:

Lord Reed visited the Cour de cassation in Paris to meet with First President Christophe Soulard in July 2023. In September 2023, he and Lord Sales attended the Global Constitutionalism Seminar at Yale Law School. In September 2023, he attended the Commonwealth Magistrates' and Judges' Association conference in Cardiff. In November 2023, he took part in the Network of the Presidents of Supreme Judicial Courts in Vienna. He visited the Supreme Court of Japan in Tokyo in November 2023. In January 2024, he attended the Cour de cassation's Opening of the Legal Year in Paris.

Lord Hodge attended the European Court of Human Rights' Opening of the Legal Year in Strasbourg in January 2024.

Case study

Judicial Assistant exchange visit to Washington, DC by Emma Kate Cooney, Judicial Assistant to Lord Stephens

In March 2024, eleven UKSC Judicial Assistants spent one week in Washington, DC to gain an insight into the United States' legal system. The visit formed part of wider exchange programme organised in partnership with the American Inns of Court and which also sees six US law clerks visit the UK Supreme Court each autumn.

At the beginning of the visit to Washington, the Judicial Assistants spent two days at the US Supreme Court. We attended oral argument in two cases. In the first, the Secretary of Health and Human Services asked the Court to reverse lower court rulings which held that two Native American tribes were entitled to funds to cover the costs of implementing their health care programmes. The second was an appeal by a Department of Defense employee against a decision to furlough him.

Spending time at the US Supreme Court was a particular highlight for the Judicial Assistants. A unique feature of US Supreme Court appeals is the brevity of oral argument. Each appeal typically involves one hour of oral argument during which each party's advocate has two minutes of protected speaking time before the Justices put questions to them. This contrasts with the UK Supreme Court where hearings typically last for between one and four days. Another feature of the US Supreme Court's appeals process is that all nine Justices hear each appeal which contrasts with the UK Supreme Court where an appeal is typically heard by five of the twelve Justices. The Judicial Assistants were given the opportunity to discuss the commonalities and differences between the UK and US systems with US Supreme Court Justice Neil Gorsuch, with his law clerks and with law clerks for Justice Ketanji Brown Jackson.

Other highlights of the exchange included meeting judges from both federal and state courts at both the trial and appellate levels in Washington, Virginia and Pennsylvania, which gave a good overview of how the US judicial system operates in practice.

In addition to spending time in different courts, the Judicial Assistants visited the US Department of Justice and Capitol Hill, as well as receiving a briefing from Georgetown University Law School on the use of moot courts to prepare for US Supreme Court hearings.

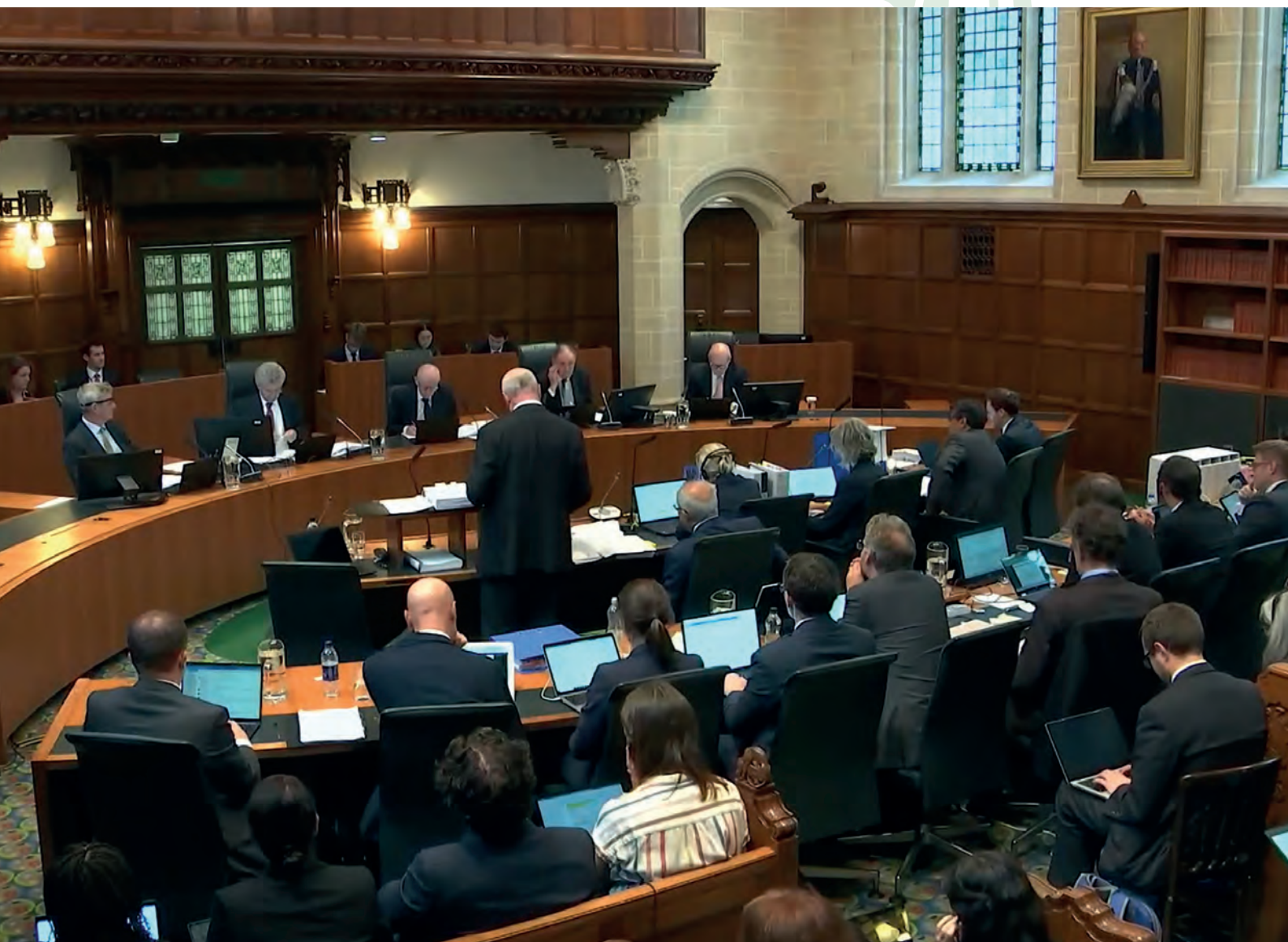
Overall, the programme equipped the Judicial Assistants with invaluable knowledge about the US legal system and continued a tradition of engaging with US counterparts in valuable comparative discourse about the two common law systems. We are very grateful to the American Inns of Court for arranging such an interesting and varied programme, and to the Pegasus Scholarship Trust for supporting the exchange.



Emma Kate Cooney

Section 2

The work of the UKSC and JCPC



UKSC Justices hear a case in Courtroom 1.

Technical phrases and abbreviations used in this section:

Appeal as of right	An appeal where permission to appeal is not required or has been granted by a lower court
CJEU	Court of Justice of the European Union
Jurisdiction	This refers to the courts or countries from which the UKSC or JCPC can accept cases
Legal year	The legal year is divided into 4 'terms' which run from October to July.
Michaelmas	October to December
Hilary	January to Easter
Easter	Easter to May
Trinity	June to July
Practice directions	Practical guidance about procedures which supplement the rules
Procedural application	An application made while a case is ongoing, such as for an extension of time to file documents
PTA	(Application for) permission to appeal to the UKSC or JCPC: required where the lower court has refused permission to appeal to UKSC or JCPC
Registry	The team in the Court which processes cases

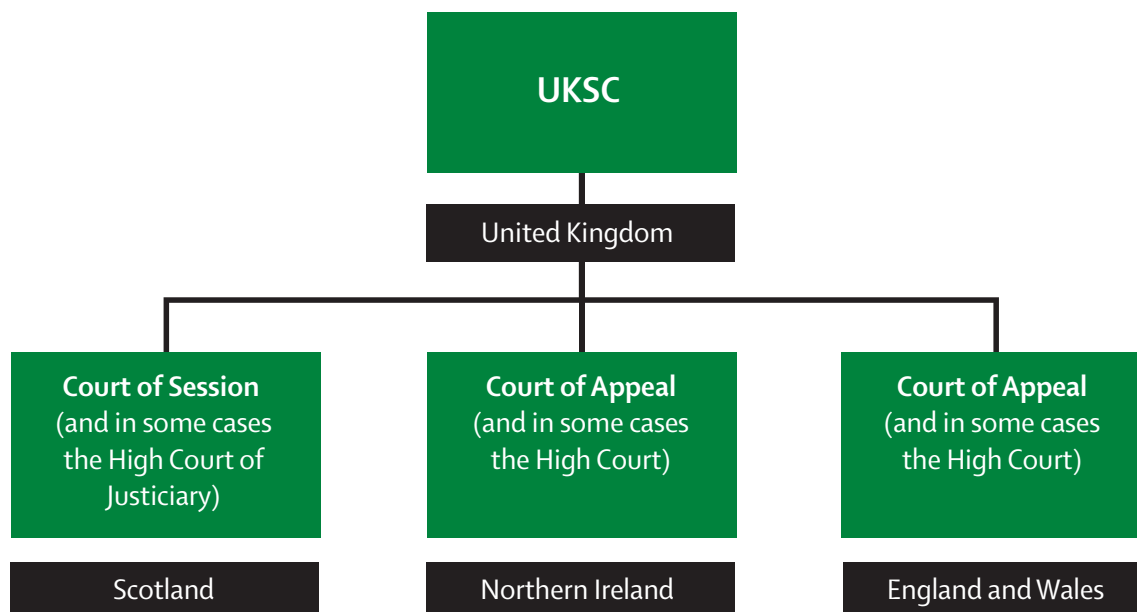
UKSC Jurisdiction

The UK Supreme Court hears civil appeals from England and Wales, Scotland and Northern Ireland; and criminal appeals from England and Wales, Northern Ireland and in certain circumstances from Scotland. The UKSC's jurisdiction is set out more fully here:

www.supremecourt.uk/procedures/practice-direction-01.html

The UKSC generally only hears appeals that raise an arguable point of law of general public importance, or cases involving devolution (see below). The UKSC hears appeals from the following courts in each part of the United Kingdom:

Jurisdiction of the UKSC



JCPC Jurisdiction

The JCPC is the court of final appeal for the UK Overseas Territories and Crown Dependencies and for those Commonwealth countries that have retained the procedure for appealing to His Majesty in Council or, in the case of republics, to the JCPC itself. The JCPC also has jurisdiction in a number of areas such as appeals from the Disciplinary Committee of the Royal College of Veterinary Surgeons, certain maritime disputes and some Church of England matters.

Information about the different JCPC jurisdictions can be found in JCPC Practice Direction 1: www.jcpc.uk/procedures/practice-direction-01.html and in Annex 1 to this report.

The JCPC applies the law of the country or territory from which a case comes. The JCPC therefore plays an important role in the development of law in the various jurisdictions and the impact of its decisions extends far beyond the parties involved in any given case. Cases often involve constitutional questions and/or the fundamental rights and freedoms of the inhabitants of the country or territory.

Rules and Practice Directions

The UKSC has its own Rules and Practice Directions (practical guidance about procedures which supplement the rules) and it must interpret and apply the rules with a view to securing that the Court is “accessible, fair and efficient, and that unnecessary disputes over procedural matters are discouraged”. The UKSC’s Rules and Practice Directions can be found here:

www.supremecourt.uk/procedures/rules-of-the-court.html and here:
<https://www.supremecourt.uk/procedures/practice-directions.html>

The JCPC's procedures are very similar to those of the UKSC. The JCPC Rules and Practice Directions can be found here: www.jcpc.uk/procedures/rules-of-the-committee.html and here: www.jcpc.uk/procedures/practice-directions.html

We keep our procedures under regular review, monitoring their impact on Court users and aiming where possible to make accessing the court easier. We also apply rules flexibly where possible, again so that Court users' experience is as smooth as possible. We welcome feedback from users – both through our user groups, and from other Court users and interested citizens. We flag changes to Practice Directions at user group meetings and on our website. There will be a wholesale review of the Rules and Practice Directions across both Courts flowing from the Change Programme, and these will be highlighted and tested with users at an early stage. These changes will account for digital filing methods already in place, as well as additional updates as the Case Management Portal is rolled out.

Devolution

The UKSC has a particular jurisdiction relating to devolution issues which is set out here: www.supremecourt.uk/procedures/practice-direction-10.html

This year, one reference to the UKSC has been made under the devolution jurisdiction. One PTA involving devolution issues was filed this year but has not yet been determined.

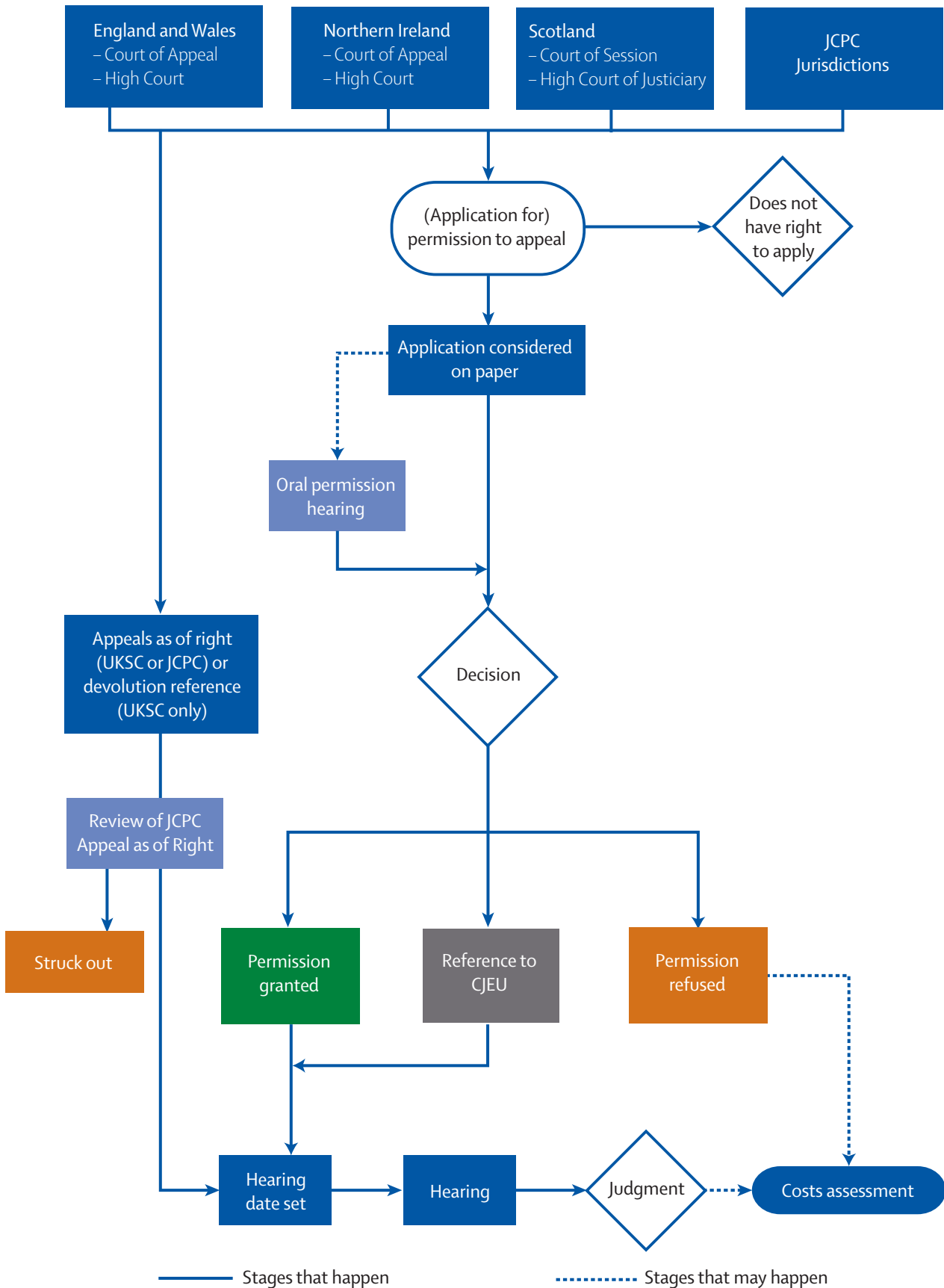
Permission to appeal (“PTA”)

In most UKSC cases an appellant requires permission to appeal before they can bring a case to the UKSC, and these applications are generally decided on paper by a panel of three justices.

In the JCPC, many appeals are appeals as of right. This is because the right of appeal to the JCPC is often set out in the country's constitution or in legislation. The JCPC may also grant a PTA itself. Usually half of the appeals heard are appeals as of right, with the rest having been granted permission by the JCPC.



Life of a Case



UKSC work filed 2019-24

	PTAs	Appeals as of right	Appeal*	Devolution References	Procedural applications	Bills of costs
2019-20	232	10	70	0	170	63
2020-21	217	7	42	0	133	55
2021-22	211	9	31	2	76	46
2022-23	153	2	70	2	116	60
2023-24	185	7	27	1	138	52

JCPC work filed 2019-24

	PTAs	Appeals as of right	Appeal*	Procedural applications	Bills of costs
2019-20	58	57	10	67	15
2020-21	58	34	5	35	8
2021-22	80	44	16	65	17
2022-23	71	41	12	100	24
2023-24	65	50	4	90	23

* Appeals where the UKSC or the JCPC have granted permission to appeal and the appellant indicates that they wish to proceed with the appeal. The JCPC figure includes one Mission and Pastoral Measure where the JCPC granted permission to appeal. PTAs In 2023–24 the UKSC decided 185 PTAs. Permission to appeal was granted in 38** of these, giving a ‘grant rate’ of 21%. In 2023-24 the JCPC decided 65 PTAs. Permission to appeal was granted in 6*** of these, giving a ‘grant rate’ of 9%.

** 30 granted, 7 granted in part and 1 granted with permissions.

*** 5 granted and one granted in part.

UKSC PTA results 2019-24

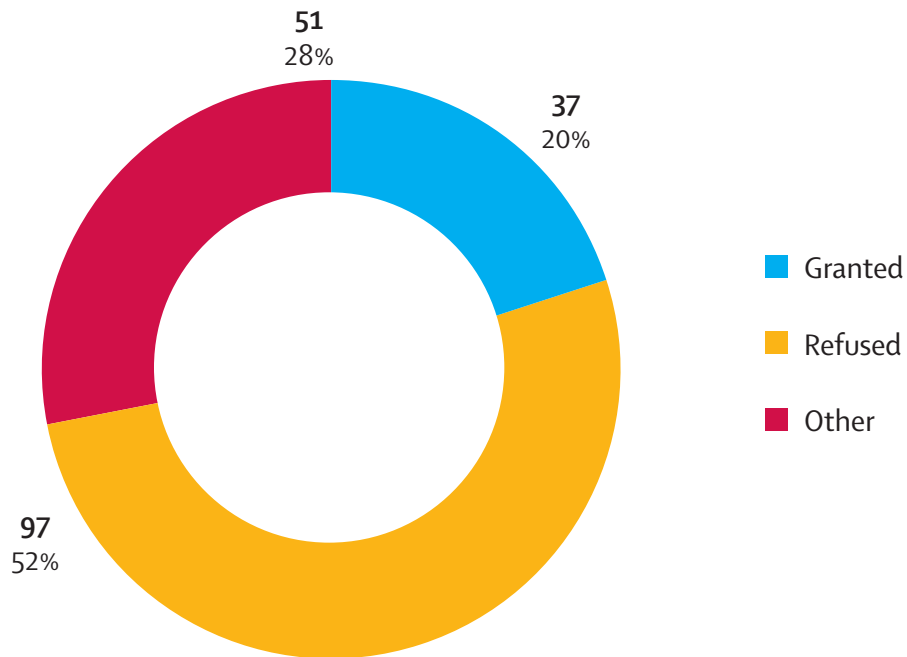
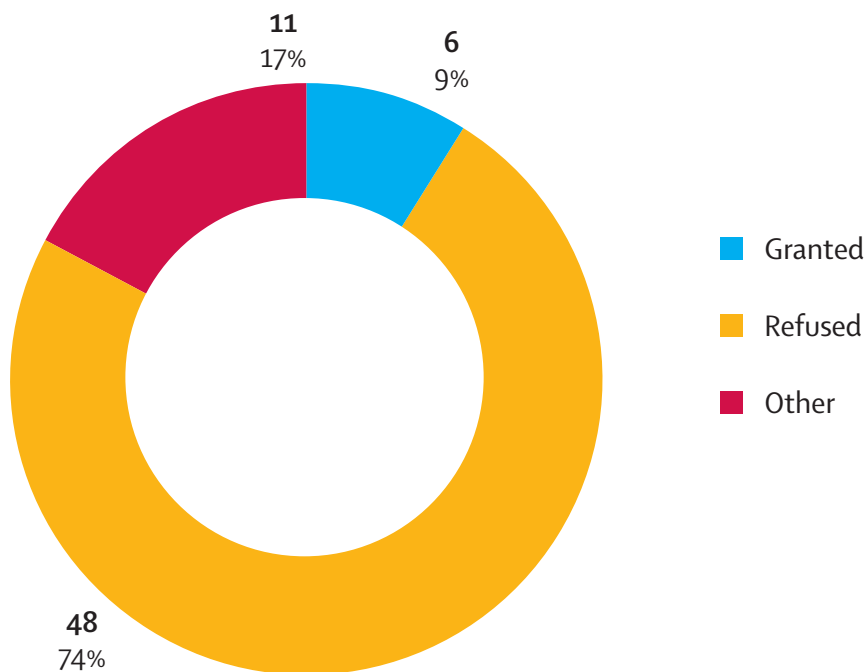
	Other	Refused	Granted
2019-20	6	158	76
2020-21	2	121	48
2021-22	8	150	42
2022-23	7	196	70
2023-24	51	97	37*

*29 granted, 7 granted in part, 1 granted with permissions

JCPC PTA results 2019-24

	Other	Refused	Granted
2019-20	2	52	11
2020-21	0	28	9
2021-22	3	55	20
2022-23	2	86	13
2023-24	11	48	6*

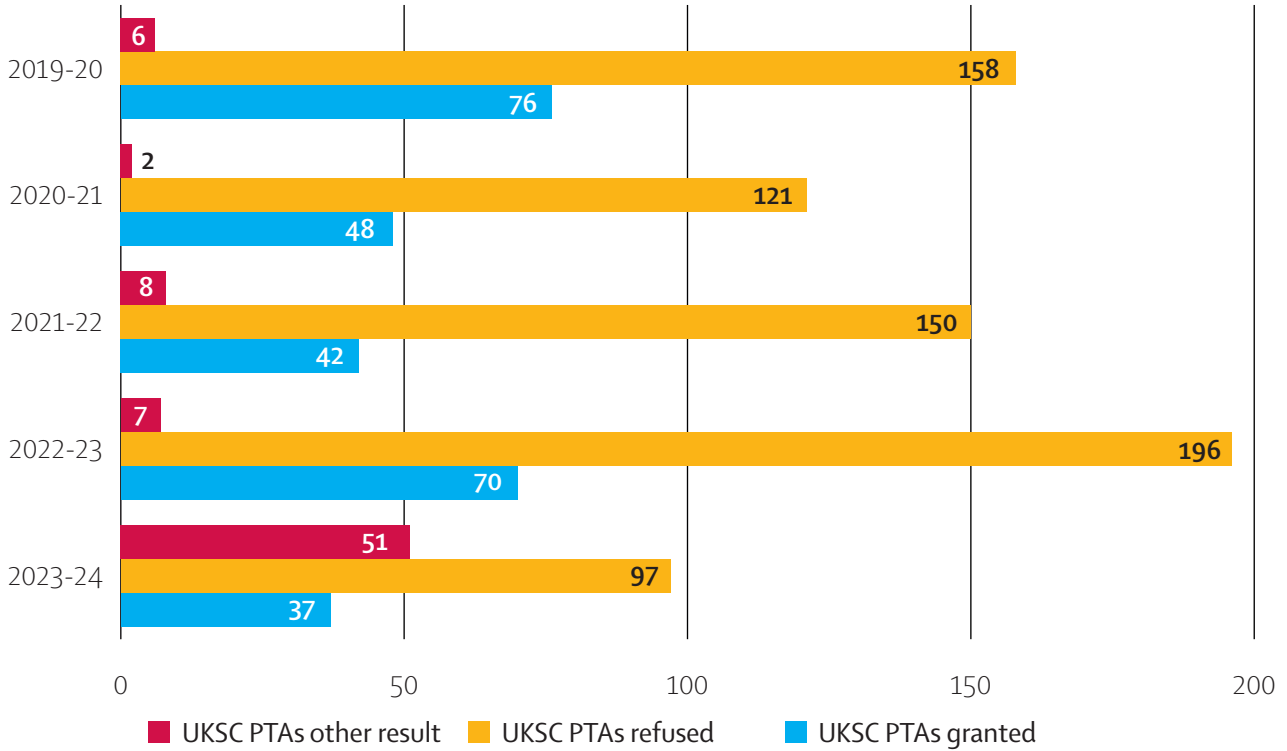
*5 granted, 1 granted in part

UKSC PTA results 2023-24**JCPC PTA results 2023-24**

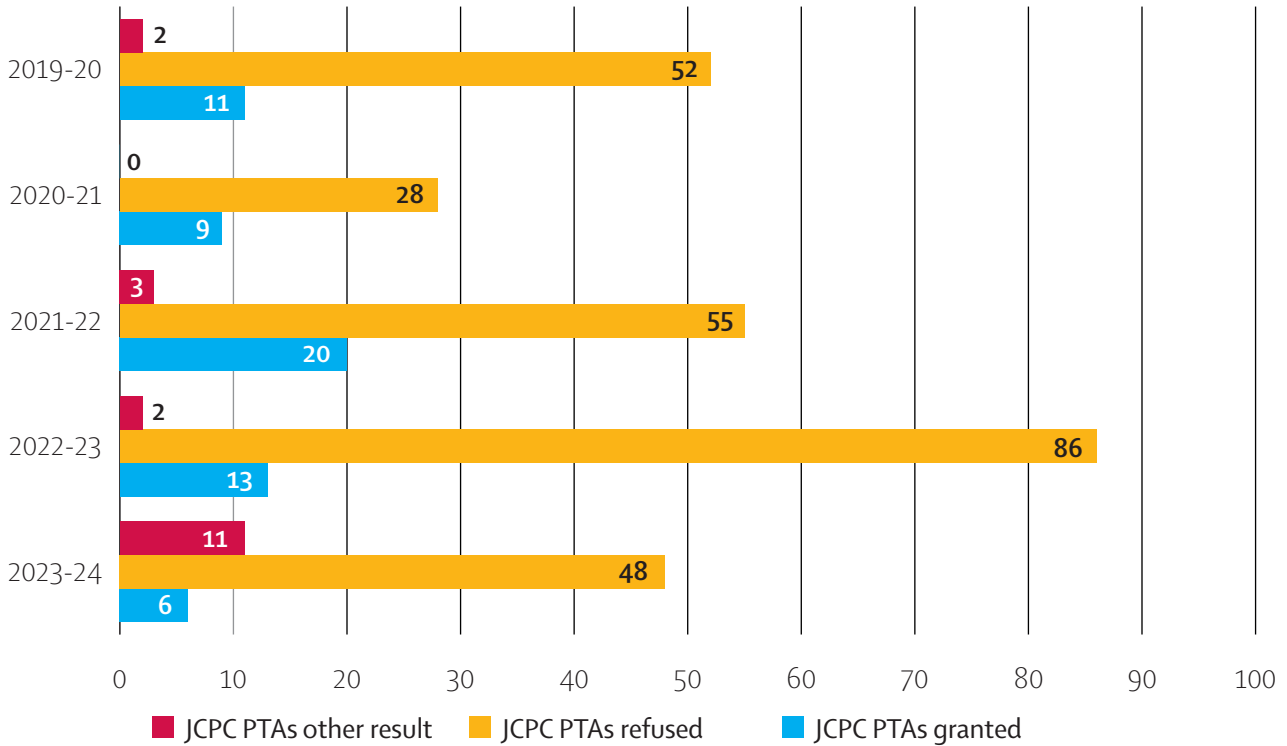
“Other” includes PTAs which were withdrawn or struck out for failure to comply with the Rules and Practice Directions.

Comparison with previous years:

UKSC PTA results: 2019-24



JCPC PTA results 2019-24



Appeals and judgments

Once permission to appeal has been granted, or an appeal as of right is filed (and subject to the Appeal as of Right review for relevant JCPC cases), we aim to set a hearing date within nine months. Wherever possible, we try to arrange hearings on a date convenient for all parties.

Size of panels hearing cases

Both the UKSC and JCPC usually sit with panels of five justices, but for particularly difficult or important appeals they can sit in panels of seven, nine or, exceptionally, eleven. The criteria for sitting in a larger panel are here: www.supremecourt.uk/procedures/panel-numbers-criteria.html

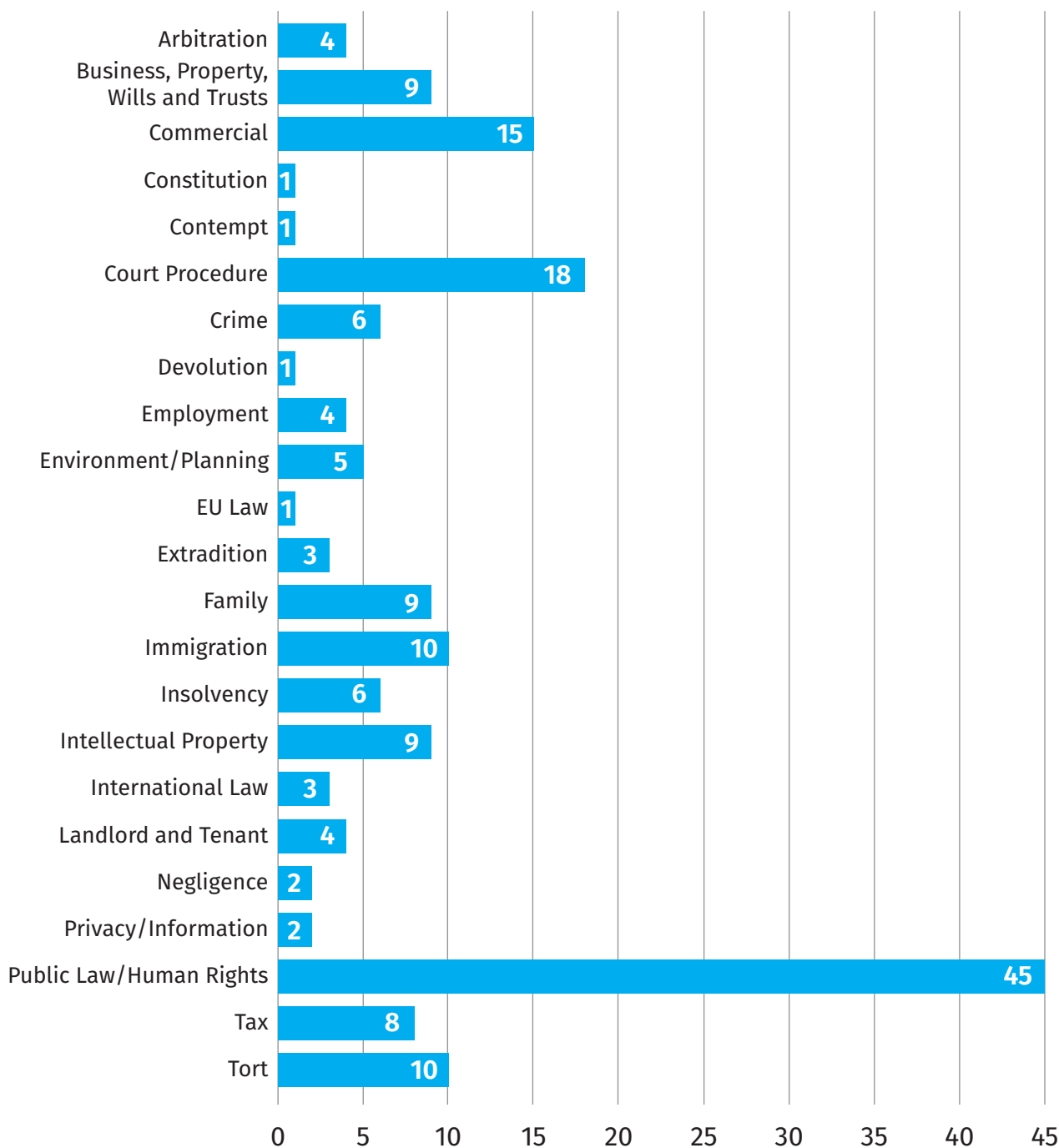
Four UKSC cases (two hearings) were before panels of seven in 2023–24:

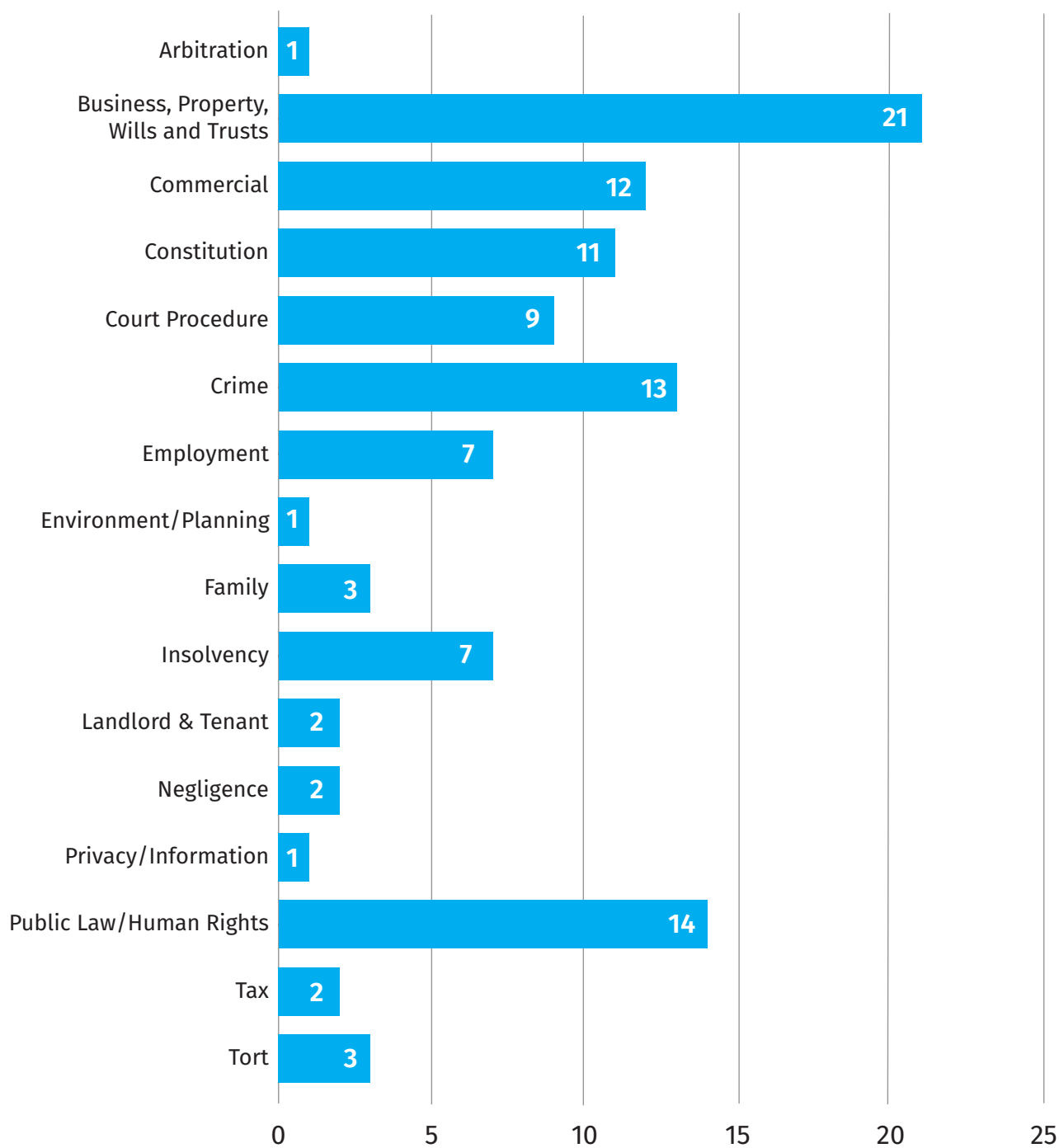
- Paul and another (Appellants) Royal Wolverhampton NHS Trust (Respondent) (UKSC 2022/0038), Polmear and another (Appellants) v Royal Cornwall Hospitals NHS Trust (Respondent) (UKSC 2022/0044), Purchase (Appellant) v Ahmed (Respondent) (UKSC 2022/0049) – neutral citation for these cases [2024] UKSC 1
- QX (Respondent) v Secretary of State for the Home Department (Appellant) (UKSC 2022/0181)

Judgments in 2023–2024

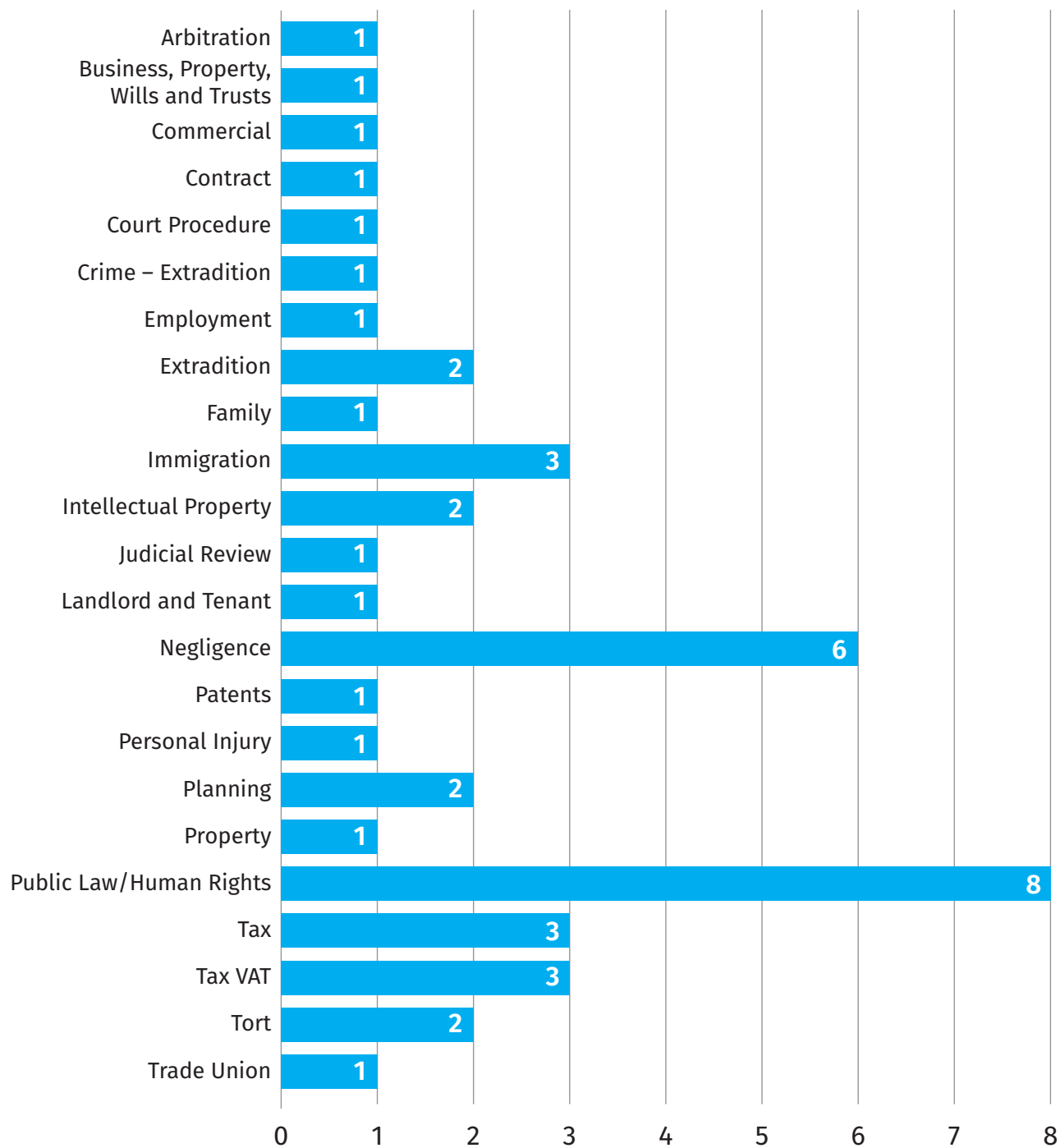
The UKSC and JCPC publish all their decided cases as soon as judgments have been handed down. Judgments are handed down/promulgated as soon as possible after completion, with time provided for law reporters attached to the court and the parties' own legal teams to check drafts and for the justices to consider any proposed amendments. Judgments are not always unanimous. There were 8 dissenting judgments (where one or more Justices disagree with the decision of the majority).

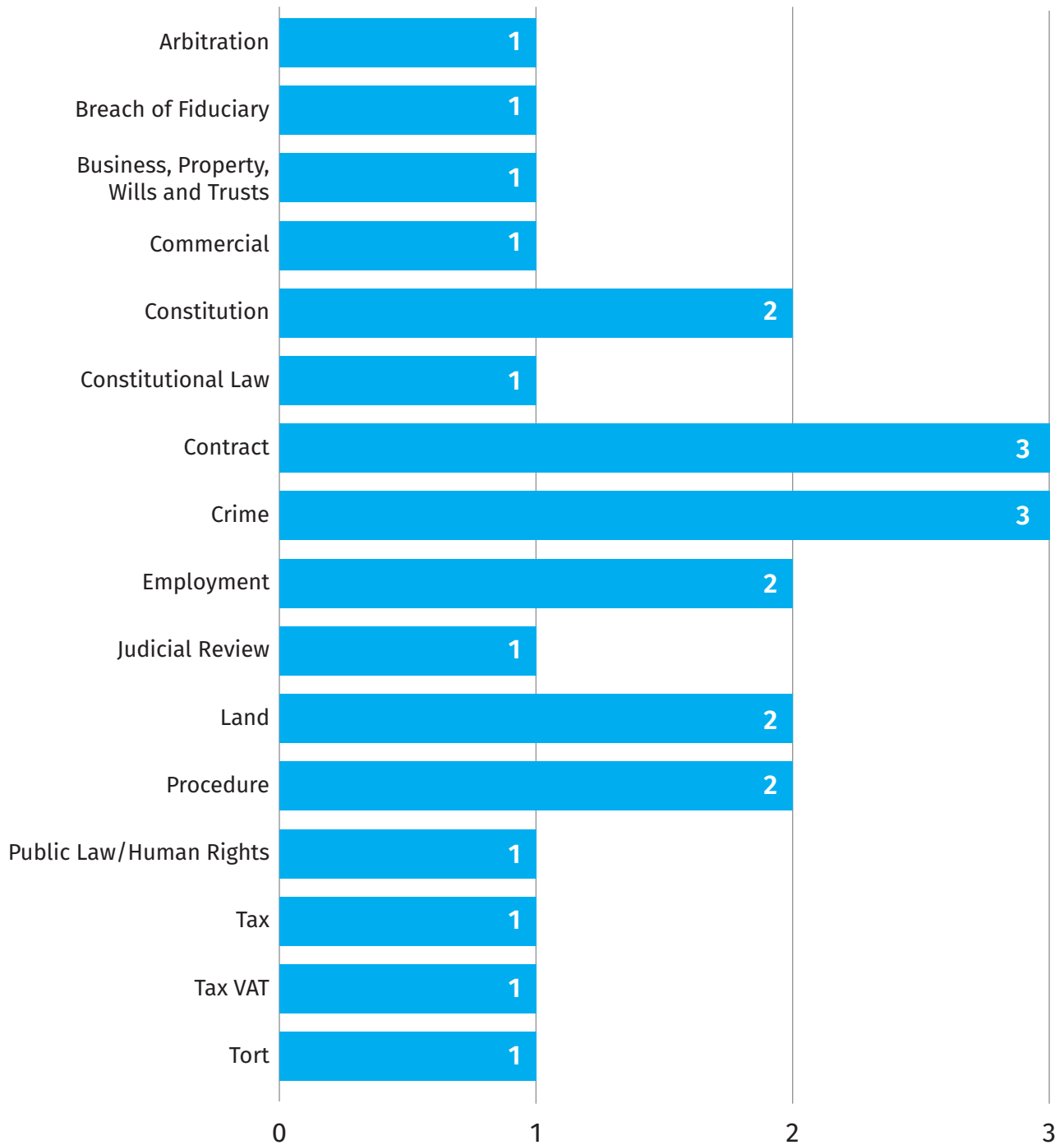
UKSC cases filed in 2023-24 by subject



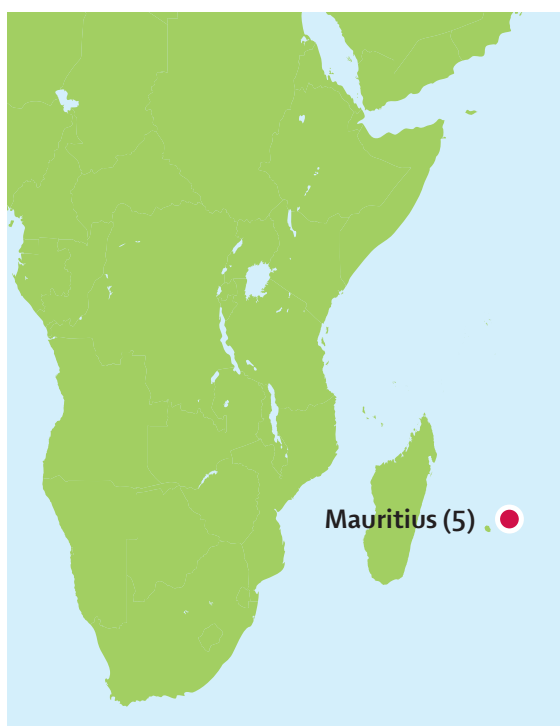
JCPC cases filed in by subject

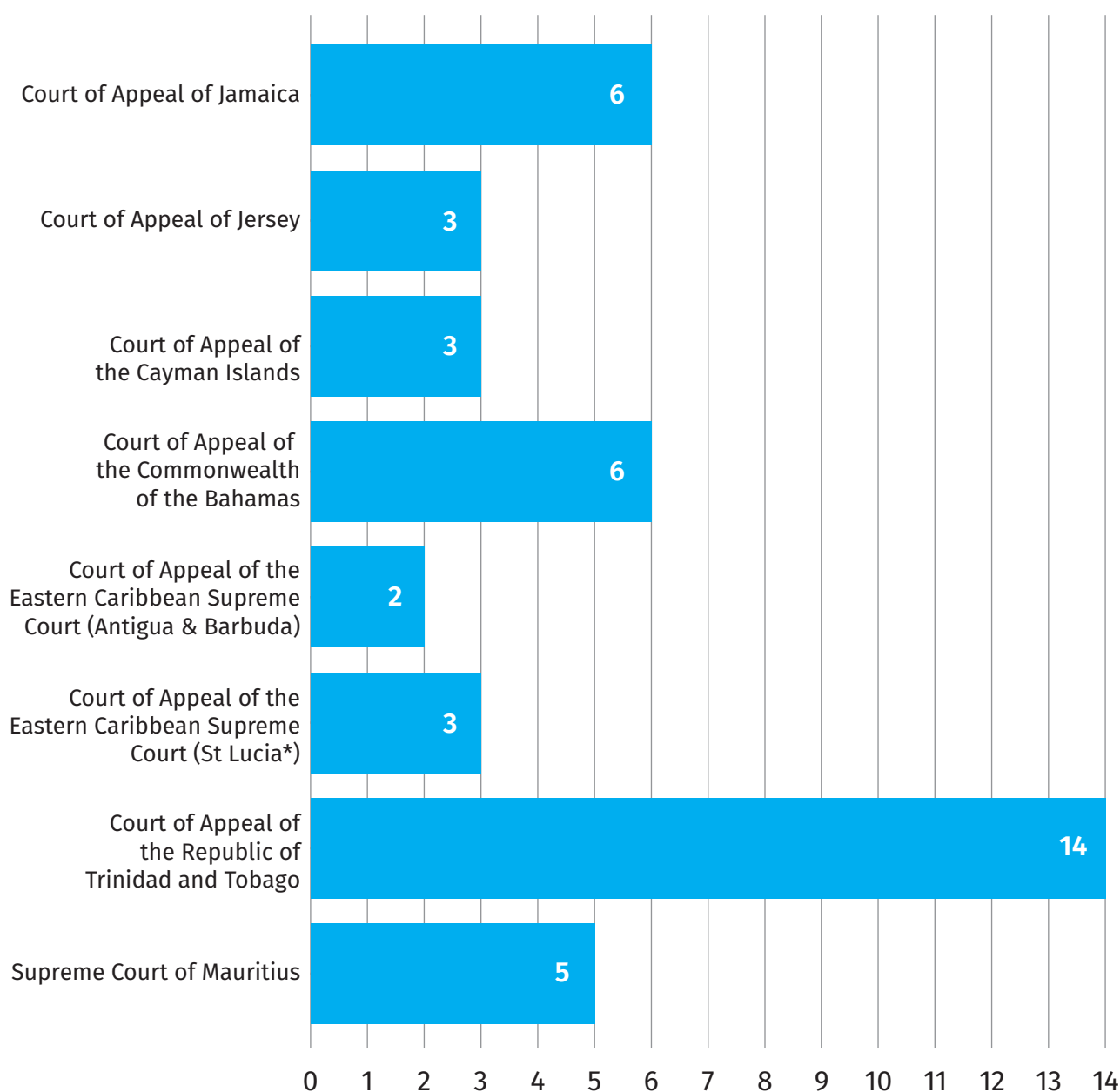
UKSC judgments by subject



JCPC judgments by subject

JCPC cases filed by jurisdiction 2023-24





NOTE * St Lucia ceased using the JCPC as its final court of appeal in July 2023.

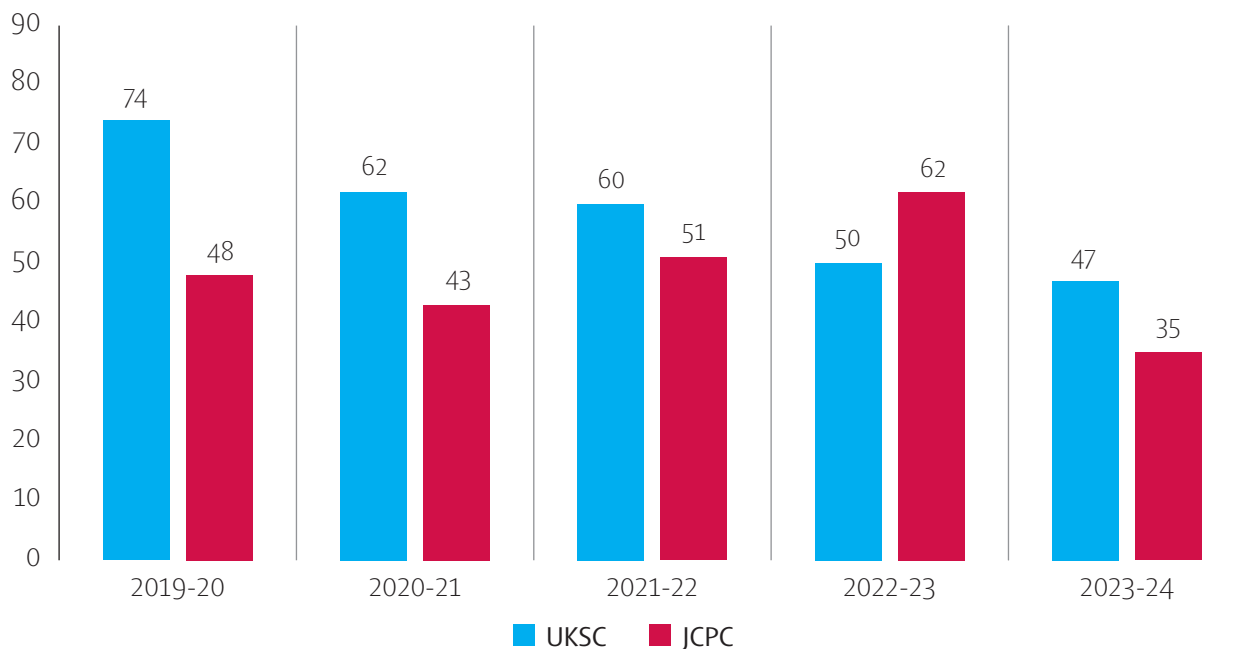
Costs

Both the UKSC and the JCPC offer the chance for parties to have their legal costs assessed. Where an order is made against a party that it must pay the other side's legal costs and the parties cannot agree how much those costs are, the costs can be assessed, either on the papers or in the case of large or complex matters, at a hearing in front of one or two costs officers. The pool of costs officers are appointed by the President and always include the Senior Costs Judge for England and Wales and two other Costs Judges. More details about the UKSC costs procedures can be found here: www.supremecourt.uk/procedures/practice-direction-13.html and JCPC procedures here: www.jcpc.uk/procedures/practice-direction-08.html.

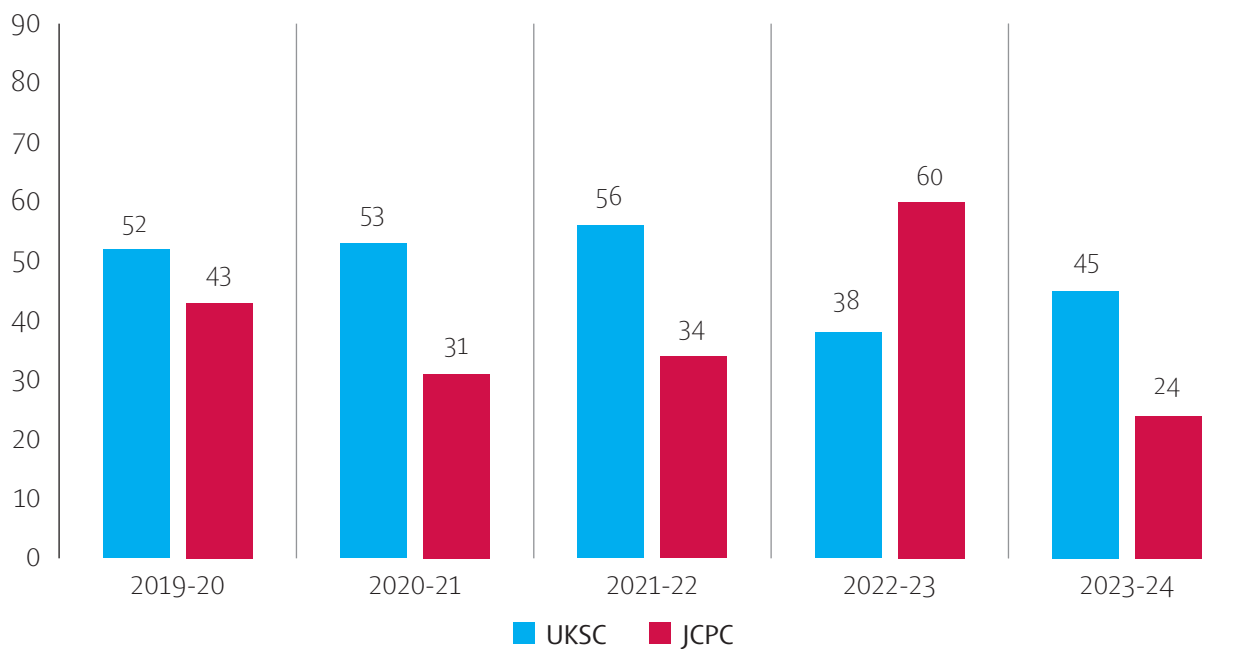
In this reporting year 75 bills of costs were filed, and 49 paper assessments were carried out.

Comparisons with previous years

Number of appeals heard 2019-24



Judgments given 2019-24



Visiting Justices

The UKSC and the JCPC are committed to widening the number of Judges sitting on cases. This provides a more diverse bench and also helps to reinforce the good relationship that we have with the appellate courts. In 2023-2024 we welcomed 9 judges from the other jurisdictions who sat with the Justices on both UKSC and JCPC cases.

From the Court of Appeal in Northern Ireland

- Sir Declan Morgan, former Lord Chief Justice of Northern Ireland, sat on the case of *R (on the application of Wang and another) (Respondent) v Secretary of State for the Home Department*.

From the Court of Session (Scotland)

- Lord Boyd, a Senator of the College of Justice sat on the case of *John Mussington and another (Appellants) v Development Control Authority and 2 Others (Respondents) (Antigua and Barbuda)*.
- Lord Carloway, Lord President of the Court of Sessions sat on the linked cases of *Paul & another (Appellants) v Royal Wolverhampton Hospital NHS Trust (Respondent) and Polmear and another (Appellants) v Royal Cornwall Hospitals NHS Trust (Respondent) and also on the case of Purchase (Appellant) v Ahmed (Respondent)*.

From the Court of Appeal in England and Wales

- Lord Burnett, former Lord Chief Justice of England and Wales sat on the cases of *R (On the application of Iman) (Respondent) v London Borough of Croydon (Appellant), Bertino (Appellant) v Public Prosecutor's Office, Italy (Respondent) and Merticariu (Appellant) v Judecatoria Arad, Romania (Respondent)*
- Baroness Carr DBE, Lady Chief Justice of England and Wales sat on the case of *Surendra Dayal (Appellant) v Pravind Kumar Jugnauth and 7 Others (Respondents) (Mauritius)*
- Sir Tim Holroyde, Lord Justice of Appeal sat on the case of *Mohamad Jiaved Ruhumatally (Appellant) v The State and another (Respondents) (Mauritius)*
- Sir Kim Lewison, Lord Justice of Appeal sat on the case of *Alphamix Ltd (Appellant) v The District Council of Riviere du Rempart (Respondent) (Mauritius)*
- Sir Rabinder Singh, Lord Justice of Appeal sat on the case of *Attorney General of Trinidad and Tobago (Respondent) v Vijay Maharaj Substituted on behalf of the Estate of Satnarayan Maharaj for Satnarayan Maharaj and another (Trinidad and Tobago)*
- Sir Nicholas Underhill, Lord Justice of Appeal sat on the case of *Stanford Asset Holdings Ltd and another (Appellants) v AfrAsia Bank Ltd (Respondent) (Mauritius)*



Lord Boyd of Duncansby

It was an honour be invited to sit in the Judicial Committee of the Privy Council in a case from Antigua and Barbuda. The issue for the Board was whether the appellants had standing to challenge the grant of a development permit for the construction of an airstrip on the island of Barbuda. As a young counsel I had built up a practice in planning law, so the issue was of particular interest to me.

Following the hearing I was asked to write the judgment. The first ground of appeal was based on the relevance of the Supreme Court case of *Walton v Scottish Ministers*, and it was pleasing to be able to apply a Scottish case to the issue before us. It was a thoroughly enjoyable experience and a great privilege to have the opportunity to contribute to the work of the Privy Council. My colleagues on the Board were very welcoming and the staff could not have been more supportive and helpful.



Sir Declan Morgan

I was invited to sit in the Supreme Court case of *R (on the application of Wang and another) v Secretary of State for the Home Department*. The case related to the Tier 1 Migrant Visa Scheme and concerned the interpretation of the relevant rules in respect of the control of money. It was well argued by counsel and provoked a thorough discussion on deliberation. I appreciated the welcoming approach of my fellow panel members.

As always, the support from staff was first class. All my needs were catered for, and I was grateful for the good-humoured manner in which I was made to feel comfortable during the hearing.



Lord Justice Singh

I was asked to sit in the Judicial Committee of the Privy Council on an appeal from Trinidad and Tobago. The main issue was whether the Sedition Act 1920, which is a pre-independence law, is consistent with the 1976 Constitution of the Republic of Trinidad and Tobago. The High Court had held that it is not, but the Court of Appeal allowed the Respondent's appeal and held that it is.

We agreed unanimously that the appeal should be dismissed, and I was asked to write the judgment of the Board. At the hearing it became clear that the two broad issues which arose were:

- (1) whether the Sedition Act is an "existing law" within the meaning of section 6 of the Constitution and is therefore protected from judicial review on the ground of incompatibility with sections 4 and 5, which protect fundamental rights such as the right to freedom of expression; and
- (2) whether the Act is unconstitutional on the ground that it is incompatible with section 1 of the Constitution, which provides that the Republic of Trinidad and Tobago shall be "a sovereign democratic state."

Since the Sedition Act had its origins in colonial times and is similar to legislation in many other countries, the Board had to consider a large number of authorities from many parts of the Commonwealth and beyond. These included a decision of the Board in 1940, in which it had been held that the words of similar legislation in what was then the Gold Coast were clear and unambiguous, so that there was no warrant for imposing a gloss of an intention to incite violence. In distinguishing that case, I said that there was much to be said for the proposition that, applying the principle of legality, the true interpretation of the Act is that there is an implied requirement that there must be an intention to incite violence or disorder.

The Board held that the Sedition Act is an "existing law" and is therefore protected from judicial review on the ground of incompatibility with sections 4 and 5 of the Constitution. The Board also held that the Sedition Act was not incompatible with section 1 of the Constitution, although it confirmed that section 1 does have operative effect and is not merely declaratory.

It was an honour to sit in the Judicial Committee, especially as this case concerned a constitutional issue of a kind which would not arise in the Court of Appeal of England and Wales, which is where I usually sit. It appears that I am the first person of Indian origin to have sat in the Judicial Committee since 1950. I hope that there will be further opportunities for people of colour to sit in the Judicial Committee in the future.

Case study

Change Programme Update March 2024

We are now over a year into full-scale delivery of our Change Programme which will transform users' experience with the Court, enabling us to provide a world-leading service which is user-friendly and modern.

The vision of the Programme is to transform the UKSC and JCPC into modern, world-leading courts which are customer-centric, open, transparent, inclusive and efficient, with increased levels of public awareness and trust. It includes the delivery of a new case management system, new websites for UKSC and JCPC, updating our processes and developing new ways of working. All this work is informed by our ongoing user research with over 230 users engaged so far to ensure their needs are understood and that the user is at the heart of the Programme.

We have built a significant part of our new case management system and this includes all the functionality needed for the Permission to Appeal and Full Appeal journey for professional users of the UKSC and the JCPC. The system has already been tested by 55 Court users across six rounds of testing. Feedback from this is continually being addressed to refine and enhance features. Further functionality to support users including Litigants-in-Person will continue to be designed, built, and extensively tested in the coming months.

The design and technical build of both websites is also complete. An array of informative new content has been created and existing content has been fully updated. Further features will be developed over the coming months. User testing will commence along with our ongoing user research to ensure the websites meet user needs and are ready to be launched alongside the case management system.



Hannah Male

Case summaries

UKSC

Appeals heard by the UKSC raise an arguable point of law of general public importance. The following examples highlight the breadth and significance of the cases decided this year.

Jalla and another v Shell International Trading and Shipping Company and another [2023] UKSC 16

This appeal concerned whether failure to clean up oil washed up on the appellants' land following a major oil spill constituted a continuing private nuisance.

The appellants, Mr Jalla and Mr Chujor, alleged that Shell was responsible for a major 2011 spill at the Bonga oil field. They alleged that the oil damaged their property on the Nigerian shoreline and sued Shell in the tort of private nuisance. Later, the appellants sought to amend their claim. Under applicable limitation rules, they could only do so if the nuisance caused by the oil spill was continuing (i.e. the cause of action was constantly accruing).

The Supreme Court unanimously held that the oil spill was not a continuing nuisance. Rather, it was a discrete event, and the appellants' cause of action was complete once their property had been damaged. The continued presence of oil on the appellants' property was insufficient to establish a continuing nuisance, so the appellants had run out of time to amend their claim.

Read the judgment: <https://www.supremecourt.uk/cases/uksc-2021-0050.html>

R (on the application of Officer W80) v Director General of the Independent Office for Police Conduct and others [2023] UKSC 24

This case concerned the correct test for self-defence in police disciplinary proceedings.

A police officer shot and killed an unarmed man, Jermaine Baker. The officer's account was that he acted in self-defence because he believed Mr Baker was reaching for a firearm. An Independent Police Complaints Commission investigation concluded that the officer's belief that he was in imminent danger was honestly held, but unreasonable. The Independent Office for Police Conduct ("IOPC") directed the Metropolitan Police to commence misconduct proceedings.

The officer brought a judicial review on grounds that the IOPC had misunderstood the law. He argued that the relevant test in disciplinary proceedings was the criminal law test of self-defence, which looks to whether a belief was honestly held, rather than the civil law test, which considers whether an honest but mistaken belief is reasonable.

The Supreme Court dismissed the officer's appeal, unanimously holding that the relevant test for disciplinary proceedings is the civil law test.

Read the judgment: <https://www.supremecourt.uk/cases/uksc-2020-0208.html>

Philipp v Barclays Bank UK Plc [2023] UKSC 25

This appeal concerned the scope of the duty owed by banks to protect their customers from attempts to misappropriate customer funds. Generally, banks must not execute payment instructions made by third parties on a customer's behalf if the banks reasonably believe that the instruction is given to misappropriate the customer's money. This appeal questioned whether this duty extends to instances where the customer, after being induced by a fraudster, directly authorises the bank (through an authorised push payment) to transfer funds to an account held by the fraudster.

The Supreme Court held that banks did not owe this extended duty. Under their contracts with customers, banks must comply with all customer instructions irrespective of their wisdom. Banks must only investigate instructions if given by third parties on a customer's behalf. Where the customer directly authorises a payment induced by a fraudster, therefore, the bank is required to comply with it and the customer has no claim against the bank for doing so.

Read the judgment: <https://www.supremecourt.uk/cases/uksc-2022-0075.html>

Chief Constable of the Police Service of Northern Ireland and another v Agnew and others (Northern Ireland) [2023] UKSC 33

Over 3,300 police officers and 350 civilian employees in Northern Ireland brought claims to recover underpaid holiday pay. Their employer agreed that they had been underpaid but disputed how far back in time the claims could extend.

The Court unanimously held that both the police officers and civilian staff were entitled to recover for a "series" of underpayments. Provided that the final underpayment in the series was made in the three months prior to them issuing a claim, they could claim for the whole series. The Court decided that each unlawful underpayment was linked by the common fault that holiday pay had been incorrectly calculated. Importantly, a gap of more than three months between deductions does not necessarily bring a series to an end.

Read the judgment: <https://www.supremecourt.uk/cases/uksc-2019-0204.html>

R (on the application of AAA (Syria) and others) v Secretary of State for the Home Department [2023] UKSC 42

In this appeal, the Supreme Court was required to decide whether the Home Secretary's Rwanda policy was lawful. The policy provided for certain asylum seekers to be sent to Rwanda where their claims would be decided by the Rwandan authorities. If their claims were successful, they would be granted asylum in Rwanda. The appeal was concerned only with the lawfulness of the Rwanda policy, not with any aspect of the political debate surrounding it.

The Supreme Court held unanimously that the policy was unlawful because there were substantial grounds for believing that asylum seekers would face a real risk of ill-treatment by reason of refoulement to their country of origin if they were removed to Rwanda. Asylum seekers are protected from refoulement by a number of Acts of Parliament. This means that they cannot be returned, directly or indirectly, to a country where their life or

freedom would be threatened on account of their race, religion, nationality, membership of a particular social group or political opinion, or they would be at real risk of torture or inhuman or degrading treatment.

Read the judgment: <https://www.supremecourt.uk/cases/uksc-2023-0093.html>

Independent Workers Union of Great Britain v Central Arbitration Committee and another [2023] UKSC 43

This case concerned a group of Deliveroo riders who had joined an independent trade union (“the IWGB”). Deliveroo refused to recognise the union for collective bargaining purposes. The IWGB applied to the Central Arbitration Committee (“the CAC”) which can order an employer to recognise a union, but only if those represented are “workers” within the meaning of the relevant legislation.

The CAC analysed the relationship between the riders and Deliveroo and concluded they were not “workers” under the legislation. The IWGB brought a judicial review on grounds that this construction of the domestic legislation violated the riders’ rights under article 11 of the European Convention on Human Rights.

The Supreme Court unanimously dismissed the IWGB’s appeal. On the facts of the case, the riders did not have an employment relationship with Deliveroo for the purposes of article 11, which is needed for the trade union provisions of that article to apply.

Read the judgment: <https://www.supremecourt.uk/cases/uksc-2021-0155.html>

R (on the application of Imam) v London Borough of Croydon [2023] UKSC 45

Ms Imam qualified for housing assistance as a homeless person. She was provided with temporary accommodation that was not suitable for her needs as a wheelchair user. The local authority accepted that it was in breach of its statutory duty but resisted a mandatory order that would require it to offer Ms Imam suitable alternative accommodation by reference to its lack of financial resources.

The Supreme Court held that a public authority cannot be absolved from complying with a binding legal obligation conferred on it by Parliament by reason of unparticularised claims that the resources available to it are insufficient. However, public law remedies are discretionary and the Supreme Court gave guidance as to how such discretion should be exercised in this kind of case. The case was remitted to the High Court to consider further evidence and proposals by the parties.

Read the judgment: <https://www.supremecourt.uk/cases/uksc-2022-0102.html>

Wolverhampton City Council and others v London Gypsies and Travellers and others [2023] UKSC 47

This appeal concerns injunctions obtained by local authorities to prevent Gypsies and Travellers from camping unlawfully on land in the authority's area of responsibility, without permission. The Supreme Court was asked to decide whether courts have the power to grant injunctions against "newcomers", i.e. persons who are unknown and unidentified as at the date of grant of the injunction, and who have not yet performed, or threatened to perform, the unlawful acts which the injunction prohibits.

The Supreme Court held that courts have the power to grant newcomer injunctions. However, courts should only grant newcomer injunctions in circumstances where there is a compelling need to protect civil rights or enforce public law that is not adequately met by any other available remedies. In addition, newcomer injunctions should only be made subject to procedural safeguards designed to protect newcomers' rights, and to ensure that they may seek and obtain a fair hearing.

Read the judgment: <https://www.supremecourt.uk/cases/uksc-2022-0046.html>

Thaler v Comptroller-General of Patents, Designs and Trademarks [2023] UKSC 49

Dr Thaler filed two applications for patents for inventions which he claimed had been made by a machine called DABUS, acting autonomously and powered by artificial intelligence. Dr Thaler maintained that he was entitled to be granted the patents because he owned DABUS.

The issues were: (i) whether the term "inventor" in the Patents Act 1977 extends to a machine; (ii) whether Dr Thaler was entitled to be granted the patents as the owner of the machine; and (iii) whether the Comptroller was entitled to treat the applications as withdrawn.

The Supreme Court unanimously dismissed Dr Thaler's appeal. Lord Kitchin giving the judgment concluded that the term inventor does not extend to a machine such as DABUS, and that Dr Thaler was not entitled to apply for the patents on the basis that he owned DABUS. The Comptroller was therefore entitled to treat the applications as withdrawn.

Read the judgment: <https://www.supremecourt.uk/cases/uksc-2021-0201.html>

Paul v Royal Wolverhampton NHS Trust; Polmear v Royal Cornwall Hospitals NHS Trust; Purchase v Dr Ahmed [2024] UKSC 1

In this appeal, the appellants asked the Supreme Court to extend the category of cases compensating negligently inflicted psychiatric illness to include those where the claimant suffered such illness by discovering or witnessing the death or injury of a close family member from a disease that proper treatment would have prevented. Typically, the law only compensates such injury if it is caused by witnessing an accident (or its immediate aftermath) caused by a defendant's negligence, in which a close family member was killed, injured or placed in imminent peril.

The Supreme Court refused to do so. Unlike cases involving accidents, the proposed extension was not a justifiable exception to the general rule that the law does not compensate individuals for the effect on them of the death or injury of another, however severe. This was because, among other things, potential claims would not be limited in time and space to the wrongful act, as there usually would be no discrete event (like an accident) causing injury and the harm could arise days, months or years after the negligent treatment.

Read the judgment: <https://www.supremecourt.uk/cases/uksc-2022-0038.html>

JCPC

FamilyMart China Holding Co Ltd v Ting Chuan (Cayman Islands) Holding Corporation (Cayman Islands) [2023] UKPC 33

This appeal concerned an arbitration clause in a shareholders' agreement. Ting Chuan and FMHC, which jointly own a company called China CVS, had agreed a shareholders' agreement which included a clause that any disputes arising under the agreement be resolved by arbitration. On 12 October 2018, FMHC petitioned to wind up China CVS on the basis of alleged misconduct by Ting Chuan. Ting Chuan argued that the dispute should be resolved by arbitration.

The JCPC found that the question of whether China CVS should be wound up was not arbitrable. That question is in the exclusive jurisdiction of the court. However, the other issues raised by FMCH (i.e. whether FMCH had lost trust and confidence in Ting Chaun and their relationship had irretrievably broken down) were arbitrable. As these issues underlie the winding up petition, the JCPC stayed the petition so that they could first be resolved in arbitration.

Read the judgment: <https://www.jcpc.uk/cases/jcpc-2020-0055.html>

Surendra Dayal v Pravind Kumar Jugnauth and others (Mauritius) [2023] UKPC 37

This appeal arose out of the general election to the Mauritius National Assembly held on 7 November 2019. Mr Dayal, Mr Jugnauth, Mrs Luchoomun and Mr Sawmynaden were candidates in the same constituency. Mr Jugnauth, Mrs Luchoomun and Mr Sawmynaden were elected and the party to which they belonged formed the government. Mr Dayal was not elected and sought to challenge the result, alleging that certain promises made during the election campaign constituted bribery, and that catering and entertainment provided at an event constituted treating. The Supreme Court of Mauritius dismissed the petition on all grounds.

The JCPC dismissed the appeal. The purpose of the relevant legislation is to prevent corrupt practices, such as the buying of votes. Based on its findings of fact, the Supreme Court of Mauritius was entitled to conclude there had been no bribery or treating, and that the activity complained of was normal election campaigning.

Read the judgment: <https://www.jcpc.uk/cases/jcpc-2023-0006.html>

Renraw Investments Limited and others v Real Time Systems Limited (Trinidad & Tobago) [2023] UKPC 39

The appellant sought to recover c. TT\$1.5 million from the respondents, who included Jack Austin Warner, a former Vice President of FIFA. The appellant argued this money had been a loan, whereas the respondents argued the money was a gift provided to finance a political party, the United National Congress, in respect of its 2007 general election campaign. The judge found the money was a loan and ordered the money to be repaid. The Court of Appeal set aside the judge's order finding that the judge had made material errors and by a majority that his remarks about campaign finance showed apparent bias.

The JCPC allowed the appellant's appeal. Firstly, the JCPC concluded the judge had not made any of the errors identified by the Court of Appeal. In relation to one error, the JCPC found the Court of Appeal had impermissibly preferred its own view as to the probabilities, which was not a sufficient basis for interfering with the judge's conclusion. Secondly, after considering all the circumstances, the JCPC found no apparent bias.

Read the judgment: <https://www.jcpc.uk/cases/jcpc-2021-0013.html>

Primeo Fund (in official liquidation) v Bank of Bermuda (Cayman) Ltd and another (Cayman Islands) [2023] UKPC 40

Primeo raised funds from customers and invested them in a vehicle used by Bernard Madoff to carry on his fraudulent multi-billion-dollar Ponzi scheme. The respondents, as administrator and custodian in respect of those investments, breached their contractual duties towards Primeo.

The JCPC held firstly that Primeo suffered loss caused by the respondents when Madoff diverted Primeo's investments into the Ponzi scheme. However, all such losses had been mitigated in the relevant period as Primeo received funds back from the Madoff vehicle as part of the operation of the Ponzi scheme. Secondly, Primeo's rights of action against the respondents arising prior to 20 February 2007 and based on their own fault were time-barred. On the other hand, none of Primeo's strict liability claims against HSBC as custodian were time-barred. Thirdly, the defence of contributory negligence was not available to HSBC because it had made a strict contractual promise not tied to an exercise of reasonable care, whereas a reduction of 50% in damages should apply to the claim against the Bank of Bermuda.

Read the judgment: <https://www.jcpc.uk/cases/jcpc-2019-0089.html>

Shawn Campbell and others v The King (No 2) (Jamaica) [2024] UKPC 6

The appellants appealed against their convictions for murder. On the final day of a 64-day trial, the judge was informed that a member of the jury had attempted to bribe the other members of the jury. One juror had already been discharged for unrelated reasons and, in Jamaica, a trial for murder cannot continue with fewer than eleven jurors. The judge therefore had to decide whether to bring the trial to an end, or to continue with all the remaining jurors. After questioning the jury forewoman, the judge decided to proceed with summing up and gave a direction to the jury reminding them of their function. By a 10:1 majority, the jury returned guilty verdicts for the four appellants. The juror accused of bribery was immediately arrested and later convicted of attempting to pervert the course of justice.

The JCPC concluded that the appeals should be allowed and the appellants' convictions quashed, and that the case should be remitted to the Court of Appeal of Jamaica to decide whether to order a retrial. Allowing the allegedly corrupt juror to remain on the jury was fatal to the safety of the convictions.

Read the judgment: <https://www.jcpc.uk/cases/jcpc-2022-0049.html>

Section 3

Our performance



UKSC staff during the Staff Away Day in September 2023.

Delivery of 2023-24 Business Plan and our Strategic Priorities

Below are the Court's key activities and progress against delivery, all of which have been delivered whilst managing the risks identified and covered in more detail in section 4 of this report.

The following tables set out what our key strategic priorities were and how we performed throughout 2023–24.

Key: ■ Delivered ■ Underway ■ Not completed

Where areas are marked as amber, these deliverables are in progress. Some deliverables have taken longer than planned or have been delayed due to in-year changes to our priorities.



Strategic Priority 2023-24 – Serving the public

Deliverable	Update on progress	RAG
Providing a new website so that people will be able to interact with the Court in a seamless and digital way.	Design and build of the new website is well underway and all milestones for delivery have been met. As the website development and provision is part of the Court's wider Change Programme the RAG status reflects the delivery of work and milestones planned for 2023-24. The overall Programme is due to be completed following the launch of the key activities, including the website by March 2025. Extensive user testing has been completed and the new design and layout has been well received.	■
Providing services which recognise the diverse nature of all our users and offering an experience which supports access to services and information about the Court quickly and easily	<p>We improved our response times in corresponding with litigants in person, advising about the Court's jurisdiction and tailoring responses to individual circumstances such as responding in hard copy when required. We also began proactively asking Court users if they require any reasonable adjustments before attending Court.</p> <p>We worked to design a new case management portal which will be available 24 hours per day, thereby increasing accessibility to our customers around the world. The accessibility of all portal pages was at the forefront of the design process.</p>	■
Providing high quality information about all hearings (including skeleton arguments) to increase knowledge, understanding and awareness of our cases and the rule of law.	In addition to the current offering, which includes the judgment and press summary, we are working to broaden this and the Change Programme will deliver case documents online. This will be statements of facts and issues and written cases to be published on the website together with a case summary. This will improve access to information about each case and make following a case (whether online or in person) easier.	■

Deliverable	Update on progress	RAG
Continuing to deliver fully accessible tours, including those in British Sign Language and the continued use of sunflower lanyards to enable us to support individual access needs for people with hidden disabilities.	Our partner AccessAble delivered the third access audit of the building and we updated the Court's guide on the AccessAble website and worked with the buildings team to introduce some improvements to the Court. This year we have delivered 2 British Sign Language tours to the Jewish Deaf Association. The attendees on these tours had multiple disabilities. We continued to offer sunflower lanyards and raise awareness for people with disabilities.	Green
Developing a package of educational information and activities to enable us to engage effectively with students and to ensure that we include those with special educational needs	We worked with two London Special Educational Needs schools and developed a slide show to introduce the pupils to the Court, in advance of the visit. We also devised a session for the SEN pupils which was a success with the schools requesting a follow up online sessions which was delivered too.	Green
Increasing accessibility to information by providing The National Archives with all appropriate records including video footage of hearings	We worked with The National Archives to continue completing the archive of judgments available on the Find Case Law service. All JPCPC judgments are now present on the service and we are close to completing the archive of UKSC judgments. We are also now able to transfer press summaries to this service so that these can be provided in an accessible HTML format. We are continuing to work with the National Archives in respect of our historic video footage transfers.	Yellow



Strategic Priority 2023-24 – Providing a world class service

Deliverable	Update on progress	RAG
Delivering our Change Programme which focuses on the needs of internal and external users providing services which are customer-focused and digital.	The Change Programme continues to progress at pace with many major milestones now complete. The Programme currently has an Amber RAG status. This means that, subject to ongoing mitigation of delivery risks, we remain on track to deliver all of the deliverables to an excellent standard, within planned timescales and budget.	Yellow
Reviewing and where appropriate refining the processes put in place following the governance review in 2022.	All Boards and Committees reviewed their terms of reference in 2023-24 and made changes where these were identified. A full Board Effectiveness Review was agreed and will be launched and reported on in the next reporting period.	Green

Deliverable	Update on progress	RAG
<p>Tendering and contracting for the catering, broadcasting and cleaning contracts which support the physical Court and enhance its unique status in the heart of Westminster.</p>	<p>All contracts were successfully procured to deliver best value for the taxpayer, protect and enhance the unique status of the Court and in line with central government greening and sustainability commitments.</p>	
<p>Continuing to maintain the Court's Grade II* listed building and start to define its longer-term sustainability aims.</p>	<p>We continued to maintain both the mechanical and electrical plant and fabric of the building utilising our business focused PPM (Planned Preventative Maintenance) scheduling, statutory compliance audits and reactive helpdesk trackers. We were fully up to date and compliant with our statutory tasks and inspections. Our PPM regime has not fallen below a 95% completion figure in any month and we have averaged over 97% completion rates throughout the year.</p> <p>We continue to strive to reduce our energy usage and carbon footprint. This year, both our electricity and gas usage is at an all-time low, using less energy in than even during the pandemic.</p> <p>We are now members of the bids sustainability steering group and keep up to date with project SWANs (South Westminster Area Network) progress and this will be paramount to the long-term aims we set out for ourselves.</p>	
<p>Continuing to support the work by the Ministry of Justice to review the Court's fees and their structure for implementation in 2024-25. We will do this whilst safeguarding equal and fair access to our services.</p>	<p>The new fee structure was approved by Parliament and came into force on 1 April. Careful planning and research was undertaken to ensure that the new fee structure was fair and retained access to justice for all relevant groups. New help with fees guidance was disseminated by the Court.</p>	

Deliverable	Update on progress	RAG
<p>Implementing the Court's IT and Digital Strategy to ensure the digital goals of the Court are delivered, as well as providing the digital tools and infrastructure to ensure our staff can deliver an excellent service to all our users, internal and external.</p>	<p>Great strides have been made in the implementation of our IT and Digital Strategy, marking significant progress towards achieving the digital goals set for the Court. We have successfully deployed advanced tools and robust infrastructure, empowering our staff to deliver an exceptional customer experience. This positive momentum underscores our commitment to leveraging technology effectively, ensuring seamless operations and enhancing accessibility for all staff and justices.</p>	<p>Green</p>
<p>Creating and implementing the Court's data strategy using data effectively to support our vision to be a world leading court, improve performance and efficiency, promote transparency and provide access to justice.</p>	<p>We have delivered data protection compliance training to all staff to embed understanding of correct data protection breach procedures. We have worked with individual teams where exposure to higher degrees of risk in some areas of their operations had been identified. Refresher training was delivered and improvements made to the processes in question. Other compliance activity has been supported through delivering FOI training to all team leads. Change Programme activity has also included work to improve the internal management processes to be applied to documents and other correspondence submitted to the Court.</p>	<p>Green</p>
<p>Providing a work environment which encourages collaborative and flexible working.</p>	<p>We were awarded the Smarter Working Accreditation in May 2023 to recognise how effectively we use the space in the building and support flexible working. Our Flexible Working Policy supports the Civil Service guidance for staff to be in the office at least 60% of the working week. Remote working is supported to encourage a good work/life balance, subject to the needs of the Court.</p>	<p>Green</p>
<p>Developing robust controls and arrangements for the management of all information held by the Court.</p>	<p>We continued to appraise all our legacy data storage areas and we plan to continue working to consolidate all of these into our SharePoint environment over the coming year. Our Information Asset Register has been reviewed and updated.</p>	<p>Green</p>



Strategic Priority 2023-24 – Focusing on our people



Deliverable	Update on progress	RAG
<p>Introducing and delivering year one of our People Strategy which sets out how we will value and engage with our staff and support and develop them through every stage of their time at the Court.</p>	<p>We launched our People Strategy to drive forward improvements linked to the business plan with a focus on the employee lifecycle from initial applications to join the Court to working with us and leaving. This has included changing the ways we recruit, policy updates, a refreshed section for people related policies on the intranet and reviews of our Performance Management process.</p>	<p>Green</p>
<p>Reviewing and updating our policies and procedures to ensure that high quality and current guidance is in place.</p>	<p>We updated a number of UKSC policies including our Whistleblowing and Pay Policies, and have reviews planned throughout 2024 to update all key policy documents.</p>	<p>Yellow</p>
<p>Equipping all our staff with the skills and knowledge to do their job well and proactively engage with the Change Programme. This will include:</p> <ul style="list-style-type: none"> – developing ways of working through the digital transformation of the Court’s administration, e.g. case management platforms and tools such as SharePoint – embracing continuous improvement and change through emotional resilience and agility. 	<p>We upskilled our staff by providing monthly training and development throughout 2023/24 to cover technical and behavioural skills and knowledge. Sessions have included preparation for change, keeping a positive mindset, time management, managing ambiguity through to technical skills such as using Power Pages and writing content for the new website.</p>	<p>Green</p>

Deliverable	Update on progress	RAG
<p>Upskilling and developing our managers to lead change and make real improvements to the way we work together. This will include the development of leadership competencies that enable our staff to grow their leadership style, foster an inclusive environment through change and enable consistent change leadership over the long term.</p>	<p>As part of the Change Programme Upskilling Programme, we invested in our managers by holding off-site development days that can focus on creating a consistency in understanding and support a culture of collaboration. These sessions have covered Leading Others, People Policies, Leading Self and Developing Others. We continued to invest in our managers and recognise the importance in adapting to new ways of working. We also introduced a new competency framework in March 2024 and offered training and support on performance management to encourage greater understanding of regular feedback throughout the reporting year. Our staff survey demonstrated that management effectiveness was at 80%.</p>	<p>Green</p>
<p>Further developing a culture that is open and aligned to our staff values.</p>	<p>The Upskilling sessions supported our business priorities and has helped develop our staff to understand the importance to make improvements to the delivery of our services putting the user at the heart of everything we do. Our staff values help us promote a dedicated, collaborative, accountable and aspiring team that are proud to work at the Court.</p>	<p>Green</p>
<p>Providing support and services, including wellbeing and healthcare, as well as proactively supporting the delivery of our diversity, inclusion and belonging commitments.</p>	<p>We continued to support our staff and focus on looking out for each other through external organisations such as the Business Disability Forum, Benenden Healthcare, The Charity for Civil Servants, The Employers Forum on Domestic Abuse, and signposted staff as necessary to help groups and specialist organisations. We also encouraged internal volunteers contributing with personal reflections through intranet stories and at our weekly All Staff Meetings and celebrated differences by openly talking about what matters to individuals.</p>	<p>Green</p>
<p>Developing proactive ways to attract and retain the best talent to the Court to create an inclusive organisation and culture across the Court.</p>	<p>We were able to award the highest pay award possible in 2023. This was 5% to UKSC Pay Bands D & E and 4.5% to all other UKSC pay bands and help support a culture of recognition and appreciation. Flexibility within teams and allowing different working patterns have helped contributed to an inclusive workplace by supporting good work/life balances.</p>	<p>Yellow</p>



Strategic Priority 2023-24 – Engaging outwards

Deliverable	Update on progress	RAG
<p>Continuing our international work, including supporting the Justices to attend and host international bilateral meetings, welcoming international delegations to the Court and attending international legal conferences.</p>	<p>We continued to engage with courts internationally and have participated in 4 bilateral meetings throughout the course of the year. We have also organised a range of international visits at the Court to build relations and share best practice. In addition, we continue to participate in engagements overseas to promote the rule of law and the UK as a centre of legal excellence.</p> <p>In total, we welcomed 31 inward international delegations and engaged with judges and other legal professionals from 38 countries around the world.</p>	<p>Green</p>
<p>Implementing the communications strategy that will further build trust and awareness of the Court, its Justices, judgments and commitment to diversity and inclusion.</p>	<p>Throughout the year we provided a comprehensive service to the press and the public, highlighting judgments and the work of the Court and JCPC. We welcomed the press into the Court, and were active in promoting an accurate narrative of our work, and countering misinformation. We utilised social media to inform the public of the Court's work and educational focus, and piloted education programmes for new audiences.</p>	<p>Green</p>
<p>Working collaboratively with JCPC jurisdictions to increase awareness of the Court's work.</p>	<p>We engaged regularly with JCPC jurisdictions throughout the year via twice yearly user group meetings, which can be attended via Teams, and the annual JCPC newsletter. We also worked with JCPC users on the testing and research of the portal and website being developed in the Change Programme.</p> <p>We continued to offer and publicise Webex hearings to improve access to justice at a low cost.</p> <p>We also invited colleagues from the Foreign, Commonwealth and Development Office (FCDO) working in JCPC jurisdictions to visit the Court in order to increase their understanding of its work, processes and role.</p>	<p>Green</p>
<p>Continuing to deliver the Court's stakeholder engagement work to build and strengthen relationships and share best practice.</p>	<p>Over the course of the year, we continued to engage with a broad range of stakeholders, in government, Parliament, the legal profession and beyond. This work helps to promote a better understanding of the court's role and work.</p>	<p>Green</p>

Deliverable	Update on progress	RAG
<p>Providing events including webinars, seminars and visits for Members of Parliament, civil servants, and House of Commons staff to increase understanding and awareness of the work of the Court.</p>	<p>We gave tours to 589 civil servants from a wide range of departments including Cabinet Office; Government Legal Department; Treasury; Education; HMRC and MoJ. We participated in Parliament Week giving tours to the Crown Prosecution Service and Serious Fraud Office.</p>	
<p>Reviewing the Concordat between the Supreme Court and the Ministry of Justice.</p>	<p>We continue to work with the Ministry of Justice to review the Concordat which provides a framework for our cooperation. This work is progressing and will be finalised in the next reporting year.</p>	



Strategic Priority 2023-24 – Diversity, inclusion and belonging

Deliverable	Update on progress	RAG
<p>Delivering the third year of the Action Plan which supports the UKSC Diversity, Inclusion and Belonging Policy (introduced in 2021) as well as continuing to proactively support staff in wellbeing, diversity, and inclusion. This includes:</p> <ul style="list-style-type: none"> – Reviewing all recruitment policies, procedures, and practices to support attracting a wide range of candidates. – Continuing with the Court’s reverse mentoring scheme. – Building our links to cross government networks, including the Civil Service’s race, disability, carer and professions networks. – Developing and delivering an annual programme of diversity & inclusion events. 	<p>The Diversity, Inclusion and Belonging Strategy has helped embed a culture that recognises the value in difference and the importance of learning from each other and celebrating diversity in every aspect of what we do. We have continued with our membership of the Business Disability Forum and progressed with work on accessibility for all interactions with the Court. Recruitment panels are made up of a diverse selection of staff that reflect our organisation. We have trialled a new contextual recruitment system for the Judicial Assistants, recruitment campaign and worked with organisations such as Bridging the Bar to encourage applications from under-represented groups. The Reverse-Mentoring Scheme was relaunched in 2023 and guidance provided for those participating to get the most from the opportunity. Our diversity calendar is shared at the start of each month and our Diversity Forum events have continued to be popular and thought provoking, including themes on identity and social mobility.</p>	<p>RAG</p>

Deliverable	Update on progress	RAG
<p>Delivering the second and third year of the Judicial Diversity and Inclusion Strategy (introduced in 2022). Through this we will:</p> <ul style="list-style-type: none"> – Support the progression of underrepresented groups into judicial roles. – Support an increase in the number of well qualified applicants from underrepresented groups for the role of Justice. – Proactively promote the Court’s support for diversity and inclusion to the legal profession and the public. 	<p>We continued to make progress in delivering on the objectives set out in the strategy. The Court became a signatory of the Black Talent Charter and hosted an event that focused on advancing black talent in the legal profession. We also hosted our third cohort of Bridging the Bar Interns, giving aspiring lawyers from under represented groups an opportunity to spend time with Justices and Judicial Assistants whilst learning more about the work of the Supreme Court. In addition, we hosted a careers webinar for aspiring solicitor judges in partnership with the Law Society. The Court also continues to be a member of the Business Disability Forum.</p>	<p style="text-align: center;">RAG</p>
<p>Implementing the next phase of the Court’s Visitor Access Strategy which will include the production of an Access video.</p>	<p>The Visitor Access Strategy aims to improve access to the Court. This year the education team produced an access video, designed for visitors with accessibility needs, that gives information about the Court’s buildings, facilities and services. You can find it on our website or YouTube.</p>	<p style="text-align: center;">RAG</p>
<p>Reviewing the art displayed at the Court, making changes which enable a more accurate and modern representation of society and the diversity of the people we serve.</p>	<p>We carried out an initial review of the artwork in the Court, looking at the work in terms of its relevance to the Supreme Court. We received a donation of a portrait of Margaret Kidd KC. Kidd was the first female member of the Faculty of Advocates in 1923 and the first woman appointed King’s Counsel (KC) in 1948.</p>	<p style="text-align: center;">RAG</p>

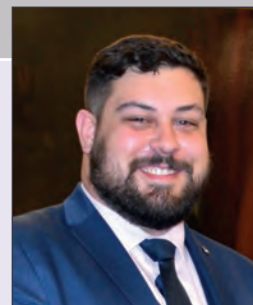
Case study

Improving the user experience through IT

Over the last year the IT team have made several improvements to our systems alongside making a bigger commitment to reducing the Court's carbon footprint and reducing waste. This year the IT team has:

1. Implemented a new WI-FI systems across the court to enhance visitor experiences, with faster speeds and more stable connections throughout the building while also adding better coverage throughout.
2. Continued to offset its carbon footprint by recycling equipment, toners, and printers through certified electrical recycling companies and toner recycling schemes with Xerox.
3. Alongside recycling the IT team has also signed up to the Xerox and Print relief scheme set to contribute to the reforestation of global forests around the world by planting a tree for each tree worth of paper used, under the slogan "you use one, we plant one".
4. Made improvements to the hearing loop system within the court rooms to better assist visitors with hearing difficulties. These improvements have made the audio that comes through the hearing loop system sound clearer and crisper to users.

IT is at the heart of the Court's work. Through these improvements we have not only improved the day-to-day experience of Court users and staff, but are playing our part to ensure access to justice.



Ghazie Kadi

Case study**Fast Stream leadership development programme**

Jack Sheridan joined the Supreme Court as part of the Civil Service Fast Stream. The Fast Stream is a leadership development programme training future leaders and managers of the Civil Service.

Fast Streamers move around Civil Service departments, gaining experience in different roles and departments for a year at a time.

Jack joined the Court in September 2023 and will move to his next posting in September 2024. On his role at the Court Jack says:

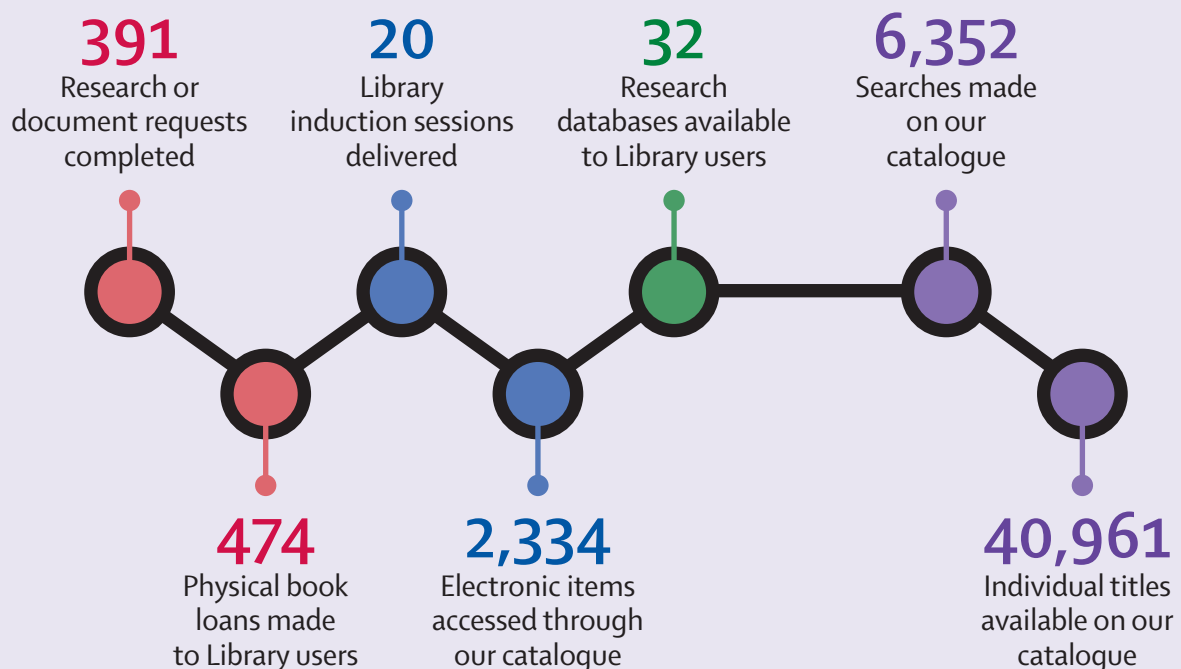


Jack Sheridan

“The Supreme Court is my first posting on the Civil Service Fast Stream. The Court has given me a unique opportunity to gain experience in a wide range of finance areas, develop my accounting and finance skills, whilst completing my accounting qualification.

“Working in a small department has also allowed me to make contributions to work beyond my role, including the Change Programme.

“My role has been a fantastic introduction to the Civil Service. I have been able to develop professional relationships with colleagues at all levels and skills that I can carry forward into future postings in the Civil Service.”

Key stats from the Library in 2023–24

Annual Report on Sustainability 2023-24

As a non-ministerial department located on a single site, the UK Supreme Court does not have the footprint of larger departments within the UK Government. Nonetheless the Court is committed to playing its part when it comes to sustainability and has put a series of measures in place to abide by the 2021-25 Government Greening Commitments (GGCs) which set the benchmark on actions to be taken by Government departments to reduce their impact on the environment. These measures have been achieved by relevant members of staff within the department being proactive in working towards sustainability as well as working closely with the Courts contractors and suppliers.

Task Force for Climate-Related Financial Disclosures (TCFD)

The Court has reported on climate-related financial disclosures consistent with HM Treasury's TCFD-aligned disclosure application guidance, which interprets and adapts the framework for the public sector in the UK.

- Governance Oversight of climate-related risks and opportunities sits with our UKSC Board and Audit and Risk Assurance Committee (ARAC). UKSC Board discusses sustainability and climate change as required.
- Climate change is not currently identified as a risk in the UKSC risk register, but it forms part of our longer-term futures work to ensure that climate related issues inform strategy and plans.

Sustainability Performance and Measures

This section of the report aims to give an in-depth overview of how the UK Supreme Court has performed both in the 2023-24 period and since the 2017-18 baseline came into play by illustrating each sustainability metric the Court is measured on. The table below gives an indication of the relevant GGC targets and the performance of the UKSC as compared with these targets in the form of a RAG rating before delving into further detail. The Court will seek to take the results of the 2023-24 performance and address the areas where targets have not been met, these will be set out in the 2024-25 ambitions at the end of this section.

RAG RATINGS: Overall GGC performance 2023-24 (against the updated 2017-18 baseline)

Requirement by 2025	2023-24 performance	RAG status	Comments
Reduce greenhouse gas emissions by 41%	35% reduction in greenhouse gas emissions		The Court will aim to reach the 41% figure in 2024-25
Reduce overall waste by 15%	58.4% reduction in overall waste produced compared to 2022-23.		13,075kg of waste was produced by the Court in 2023-24, compared to 31,435kg in 2023-23
Landfill waste to be less than 5%	0%		This has been achieved through work with the Court's waster management providers who operate a zero waste to landfill policy
Increase recycling to at least 70%	65% of Waste Recycled		The Court aims to reach the 70% figure in the 2024-25 financial year.
Reduce paper use by 50%	89% reduction in paper usage		178 reams used in 2023 compared with 2017
Reduce water consumption by at least 8%	1765 M ³ used in 23-24 vs 5,589 M ³ in 2017-18		68% reduction compared to 2017-2018 baseline

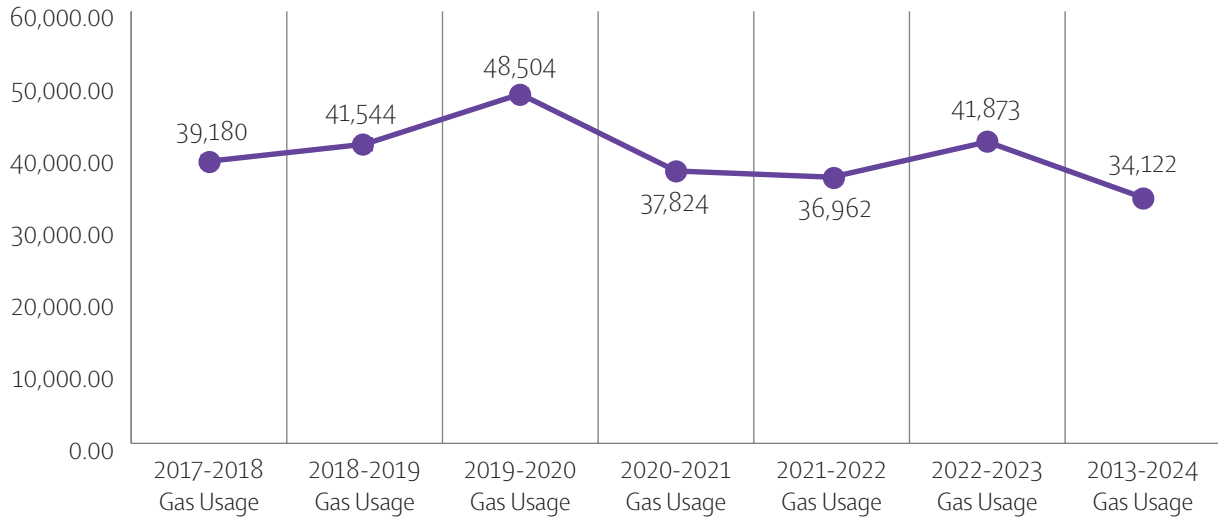
Greenhouse gas emissions

The Court has continued to monitor its greenhouse gas emissions and has made efforts to reduce the amount of gas, electricity and water used year on year when compared with the 2017-18 baseline. As the charts in this section will demonstrate, the 2020-21 period which coincided with the pandemic period saw a notable decline in the emissions produced due to increased WFH and virtual Court hearings taking place. The Court has managed to continue to make reductions in emissions in the following years even as footfall in the building in the form of staff and visitors has gradually risen back towards pre pandemic levels.

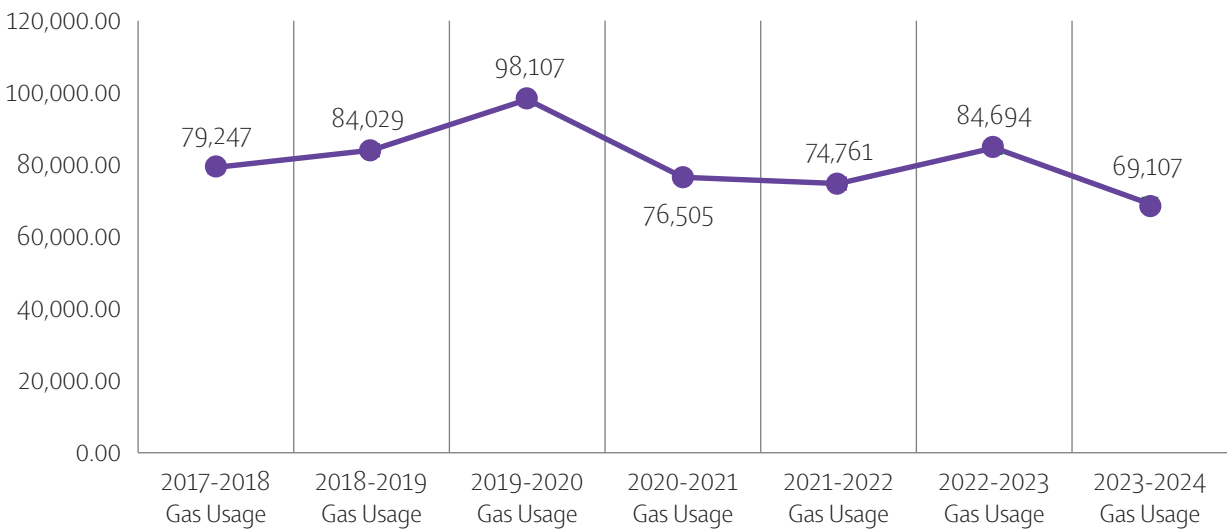
Gas Usage

The chart accompanying this section outlines the Courts gas usage from the 2017-18 baseline to 2023-24. The Court continues to work towards a 41% reduction in gas emissions from the baseline.

Total Gas m³



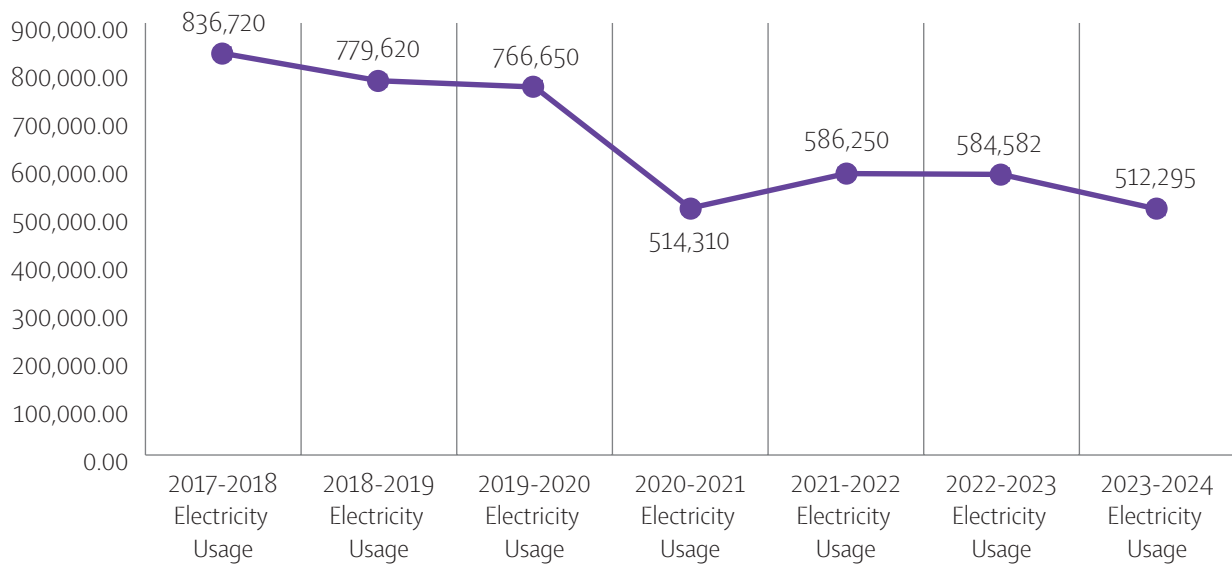
Total Gas CO₂ kg



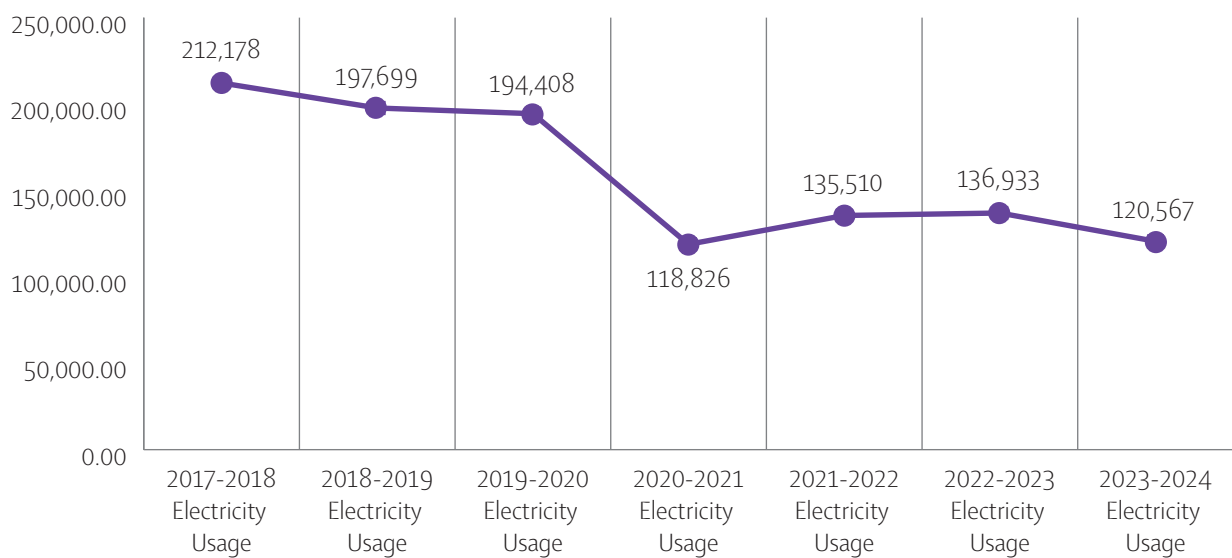
Electricity Usage

As of 2023-24 the Court has achieved:

Total Electric kWh



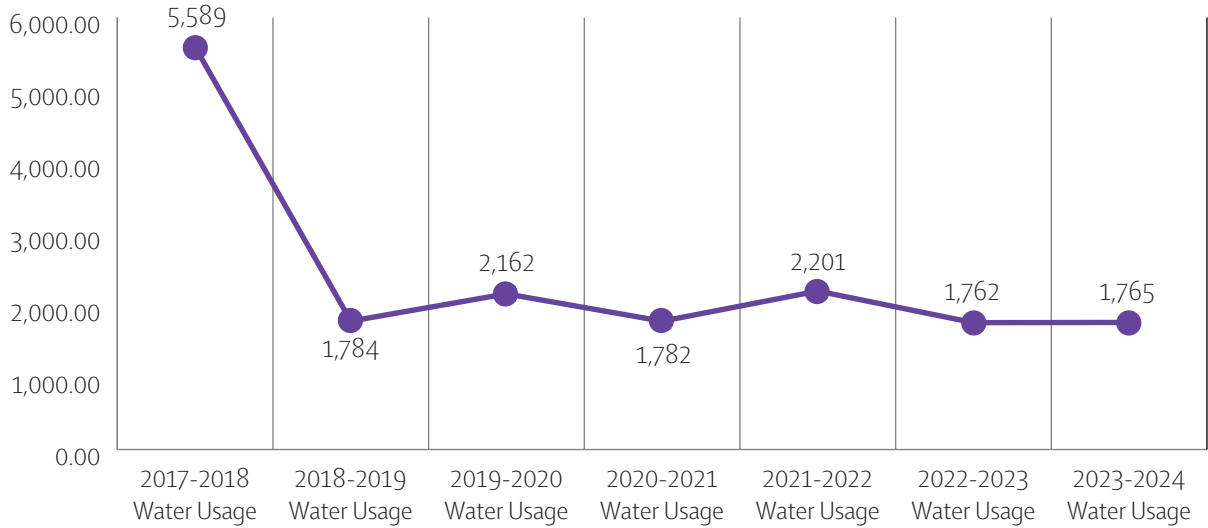
Total Electric CO₂ kg



Water Consumption

All water usage is monitored to give an accurate measure of the Courts annual consumption. The GGC target is that we reduce water consumption by at least 8% from our baseline.

Total Water Usage m³

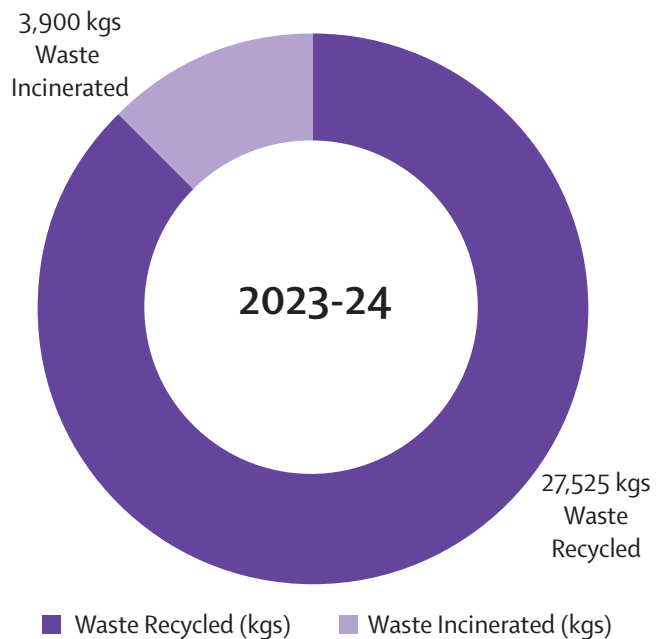


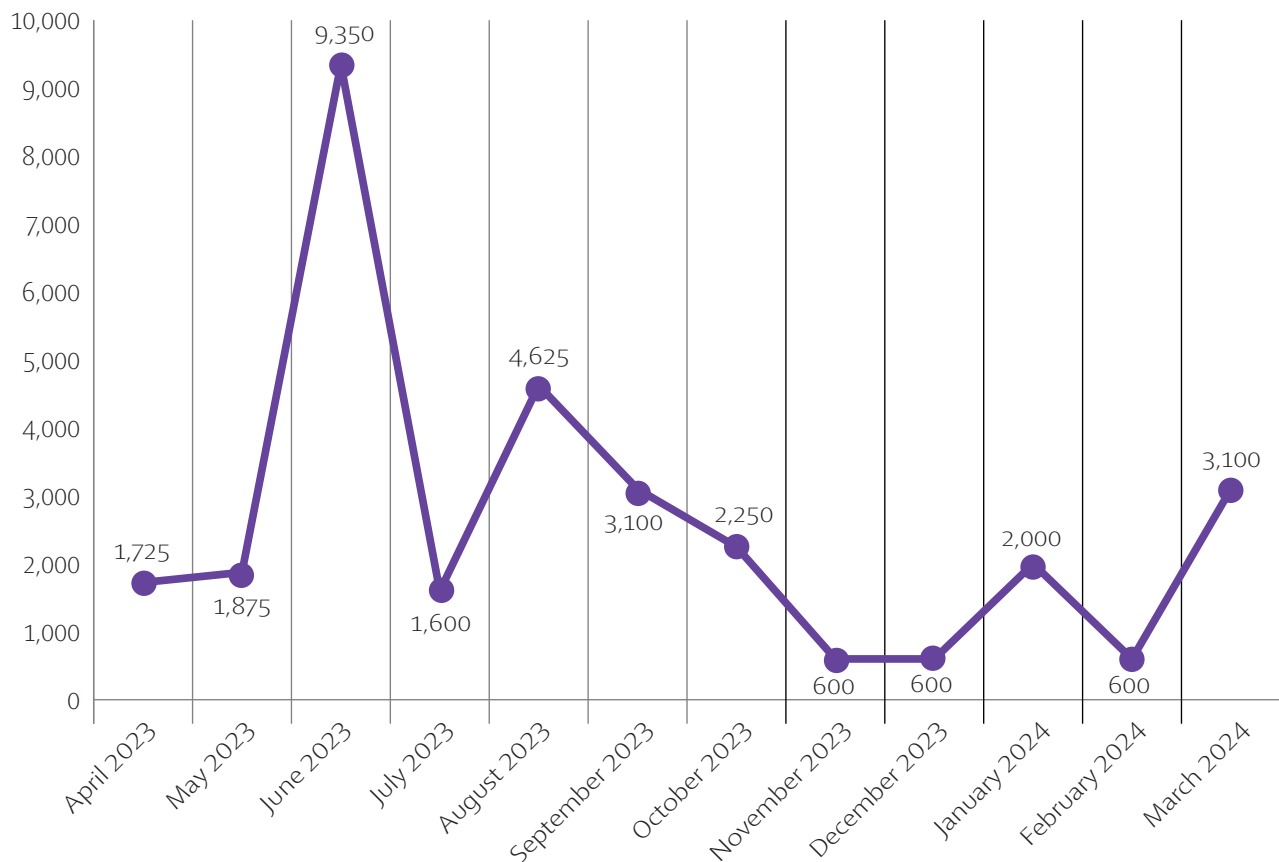
Waste minimisation and management

The UKSC's cleaning contractors continue to supply the Court with its waste management services. The GGC targets on recycling state that a department should seek to achieve a 70% recycling rate. In the period 2023-24 the Court.

The Court also continues to achieve its target of sending 0% of waste to landfill. The bulk of this again has been achieved through work with the Court's waste management providers who operate a zero waste to landfill policy and train their respective cleaning team to correctly segregate and dispose of waste. Once the Court's waste is disposed of, it is either recycled or incinerated if not possible, to create electricity.

Additionally, in the 2023-24 period the Court worked with their suppliers to take advantage of a reuse scheme that collects and disposes all surplus electronic equipment without it going to landfill which is further expanded upon in a case study in this section.



Total Waste Produced kg**Case study****Collection of IT waste – Reuse and recycling of electronic equipment**

The UKSC has taken steps to comply with waste, electrical and electronic equipment (WEEE) regulations which aim to reduce the amount of electrical and electronic equipment sent to landfill. In the 2023-24 period the UKSC used a certified supplier to dispose of a large amount of IT waste that had accumulated at the Court over several years. This ranged from monitors to televisions, mobile phones and all accompanying batteries.

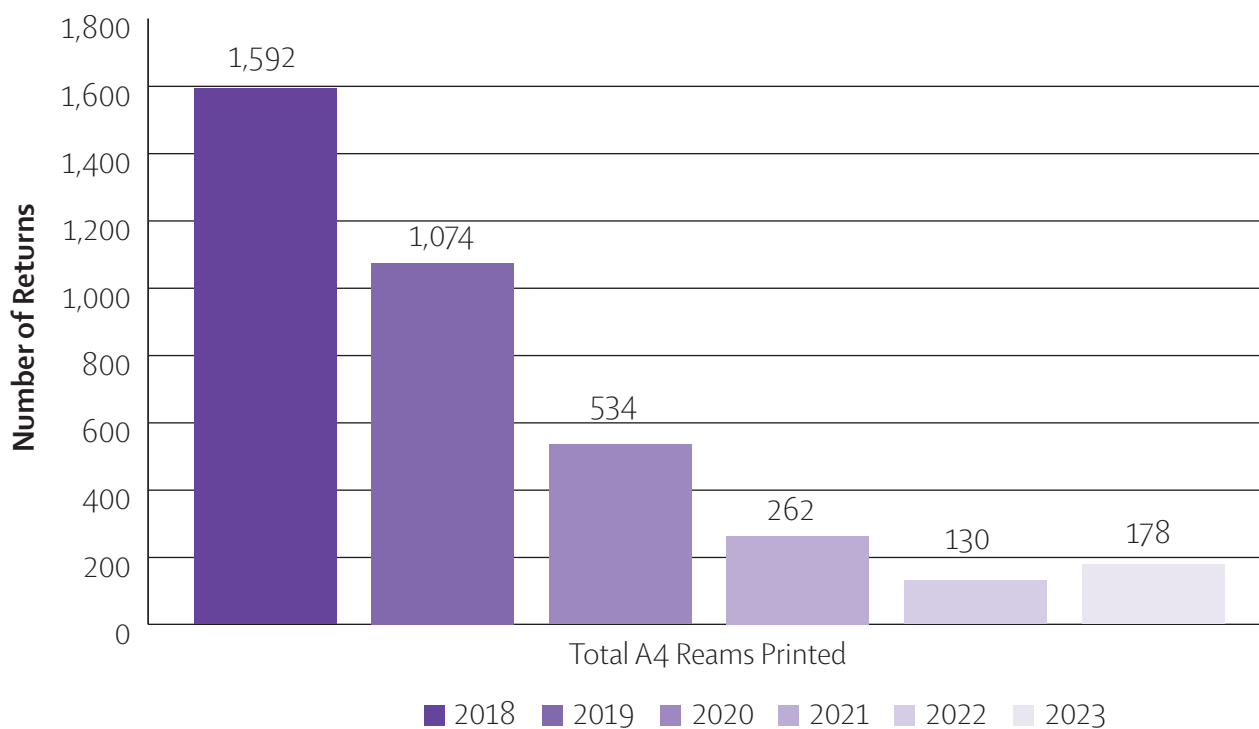
None of the waste collected by the supplier went to landfill. The collected equipment was processed using the best available treatment, recovery and recycling techniques (BATRRRT) as recommended by DEFRA. The suppliers also confirmed that the dismantling, recovery and recycling of equipment and component parts would be carried out in accordance with the WEEE directive and all other current environmental legislation.

In total, 350kg of waste was recycled and 412 kg of equipment was reused.

Paper usage

The UKSC has achieved the target of reducing its paper use by at least 50% from a 2017 to 2018 baseline as it continues to move to using electronic forms of correspondence

- This has been achieved due to increased use of new technology.
- In 2023/24 the UKSC used 178 reams of paper



Procuring sustainable products and services

The Court has taken steps to ensure that sustainability is a part of its procurement and contract management. From an environmental perspective, sustainable procurement is defined as a process whereby organisations meet their needs for goods, services, works and utilities in a way that minimises damage to the environment and helps achieve long-term environmental benefits for the organisation, society and the economy.

Through our use of Crown Commercial Service frameworks we have sought to develop a clearer understanding of the link between the GGC requirements and our procurements and contracts by specifying such requirements in relevant tenders. For example, in the tender for our cleaning contract, we specified the need to provide information to the UKSC on the methods of disposal of waste. Those bidding were asked to show clear evidence of using disposal methods which are environmentally preferable. We have similar arrangements in the procurement of our catering contract in which we stressed the importance of issues relating to the protection of the environment, “food-miles” and local sourcing when tendering the contract.

We also work with our cleaning contractors to ensure that we as a Court adhere to the Government Buying Standards for cleaning contractors set out by DEFRA. All products used by our cleaning contractors comply with the mandatory standards for cleaning products with a list of products bought and used routinely shared with us as the client. Additionally, all cleaning operatives are trained to meet the appropriate health and safety standards in carrying out the service. Similarly, we ensure compliance with the government buying standards for catering providers. Our supplier ensures that staff are trained to ensure best practice in terms of food waste minimisation. Catering staff also ensure that surplus food that is fit for consumption is distributed for consumption rather than sent for disposal as waste.

2024-25 ambitions

The Court remains determined to meet all GGC targets for the upcoming year. As illustrated in the RAG rating table at the start of this section, the Court is on course to meet the majority of set targets. Two areas where work does remain relate to greenhouse gas emissions and recycling targets.

On greenhouse gas emissions the Court has identified the potential to reduce its electricity usage and by installing new dry air coolers on the site in the 2024-2025 period. These have the potential to reduce electricity usage in the summer months by up to two thirds which would put the Court in a position to meet the 41% reduction in greenhouse gas emissions target.

The recycling rate has seen a slight drop off on recycling to 65% from a previous high of 88% in the year 2023-24. The Court will work with its cleaning contractors to ensure that it reaches the 70% target for 2024-25, as this target has recently been achieved it should be attainable.

Our people

On 31 March 2024 the Court employed 61 staff (58.4 Full Time Equivalents). Our new staff include eleven Judicial Assistants (JAs) on fixed term contracts from September 2023 to August 2024, and one temporary member of staff providing maternity cover. We have several staff with flexible working patterns such as staff working compressed hours, part time hours and job sharing.

We have expanded the Court to support our exciting Change Programme with one additional fixed term position created to provide support for the Change Programme.

The Court recruited 13 new starters (11 Judicial Assistants and one Civil Service Fast Streamer) in total from 1 April 2023 to 31 March 2024.

We launched our People Strategy at the start of the year to support improvements throughout the employee lifecycle from recruitment to leaving.

Diversity, Inclusion & Belonging

The Diversity, Inclusion and Belonging Strategy for 2021-25, linked to the Judicial Diversity and Inclusion Strategy, is in its third year.

www.supremecourt.uk/docs/uksc-diversity-inclusion-and-belonging-strategy-2021.pdf

www.supremecourt.uk/docs/uksc-judicial-diversity-and-inclusion-strategy.pdf

This Strategy is helping the Court to realise our vision to be a true reflection of the society we live in, to respect our differences and support equal opportunity for everyone. We want every single member of staff to feel a sense of belonging at the Court, to know that everyone can contribute their views and that these will be valued.

The Strategy sets out how we intend to deliver on this ambition and builds on the good work we have done previously. It also shares the Civil Service ambition to be recognised as one of the UK's most inclusive employers and supports the actions and activities that deliver the Civil Service Diversity and Inclusion Strategy.

The Strategy focuses on becoming a Court that truly reflects our diverse society in every way possible by:

- Creating and maintaining a culture of respect for diversity, inclusion and belonging.
- Attracting, developing, retaining and fully engaging staff, making the most of our unique backgrounds and differences.
- Taking responsibility for creating that inclusive environment and working with respect and empathy for colleagues and everyone else that we work with.
- Challenging all inappropriate behaviour and feeling supported when we do.
- Regular events for staff including training and forum events.



An extra day of learning and development has been allocated to all staff to focus solely on Diversity & Inclusion (D&I). The aim of this is to share knowledge amongst teams and across the Court so each member of staff has responsibility for their own D&I development.



The D&I forum events progressed to specialist topics, led by staff (at all levels) with knowledge and research on the subject matter. Listening circles were formed in a safe and supportive environment so sensitive topics could be discussed to raise awareness and to learn.

Forum Event on Identity

In December 2023 we arranged a panel discussion regarding identity and what matters to form our own personal identity. The discussion explored very different backgrounds and supported an inclusive environment where people could truly be themselves by sharing very personal and often surprising elements of identity.



The annual calendar continued to mark significant awareness days and religious events for our staff, as highlighted below:

LGBTQ+ History Month 2024 was celebrated by a presentation for all our staff on Figures from Trans History, by one of our Judicial Assistants, and intranet articles around the theme of Medicine Under the 'Scope.



An in-house webinar was delivered by a member of staff who had studied learning disabilities and learning difficulties. Conditions such as Dyslexia, Dyspraxia and ADHD were discussed, to explain the difference between a difficulty and disability.



Black History Month is celebrated annually with intranet articles to share the themes and a UK Supreme Court playlist, created by a Personal Assistant, so everyone adds their favourite songs from black artists and enjoys an eclectic mix of music across the decades.

Baby Loss Awareness Month was sensitively explained by a touching account from one of our Registrars who shared her lived experience in an intranet article.



The Holocaust Education Trust honoured the Court with guest speakers from their organisation to mark Holocaust Memorial Day for the second year.



Eight new Bridging the Bar interns joined the Court for the third year of the programme. The scheme is targeted at under-represented groups at the Bar, with the purpose of encouraging lawyers to aim for an ambitious career in the Law, and to break down any pre-conceived ideas about the Court and the Justices, linking with the aspirations in the [Court's Diversity & Inclusion Strategy](#)



South Asian History Month was marked by a Sri Lankan lunchtime event, organised by the Assistant Director of Corporate Services, and a large group of staff enjoyed a feast from a local restaurant.



World Menopause Day is promoted annually with links to external staff networks, like Supporting the Workplace in Menopause that host sessions for all staff, including managers. This year, the Court's Menopause Champion organised an all staff webinar in collaboration with Benenden Health. This was widely promoted through awareness articles on the intranet and at staff meetings.



Pride Month is marked yearly and in 2023 the Court held a Pride Quiz for all staff. This was informative and fun, keeping with the theme of Pride. There is also a Pride Playlist where staff can add their favourite songs and listen to the collaborative collection.



The theme of #InspiringInclusion was used to create collaborative pieces with a variety of women across the Court. These were posted on our social media sites and also internally via the intranet.

Reverse Mentoring 2024 – relaunch of the Reverse Mentoring Programme, following feedback, included new staff participation as mentors to the senior leaders within the Court.

Visual Impairment Awareness Training – this training was delivered to staff to support the UKSC Visitor Access Strategy and enhance awareness for all. It covered all the common eye conditions and shared strategies to help and understand someone with a visual impairment disability.

Staff Engagement



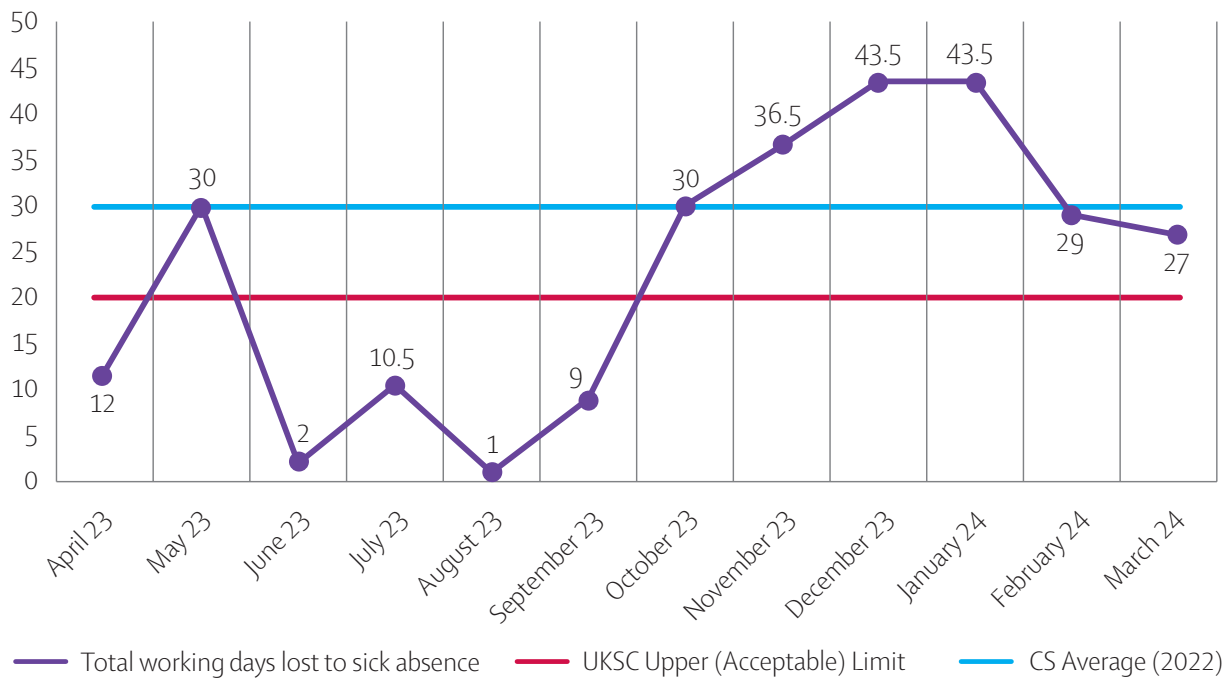
In November 2023, we completed our 14th annual staff engagement survey and achieved a 92% response rate. The overall engagement score increased to 73%. Following on the results from the previous year, the Court prioritised improving communication and providing better resources to our staff and both these areas had significantly improved scores from 2022. The culture at the Court supporting diversity, inclusion and belonging was reflected in the scores and further demonstrated with engagement in social activities organised by our new Social Committee. The results of the survey were presented at one of our regular all staff meetings and then considered in more

depth at the January 2024 Management Board meeting. We have developed an action plan to understand the responses in relation to the Change Programme and assess what the Court needs to do to ensure further improvements, aligned to our People Strategy.

Sickness Absence

In 2023-24 the Court experienced a number of short-term sickness absences, as well as some long-term sickness absences that were managed appropriately (see data in the table below). The Court has on average reported a sickness absence rate that is lower than the CS average of 7.2 days at 4.5 days absence per member of UKSC staff. The Court has a robust support system in place to support staff to keep well and recover quickly, assisting in a smooth return to work process. Contingency plans have been in place to cover absences effectively as needed throughout the year.

UKSC Staff Monthly Sick Absence Monitoring – Past 12 months

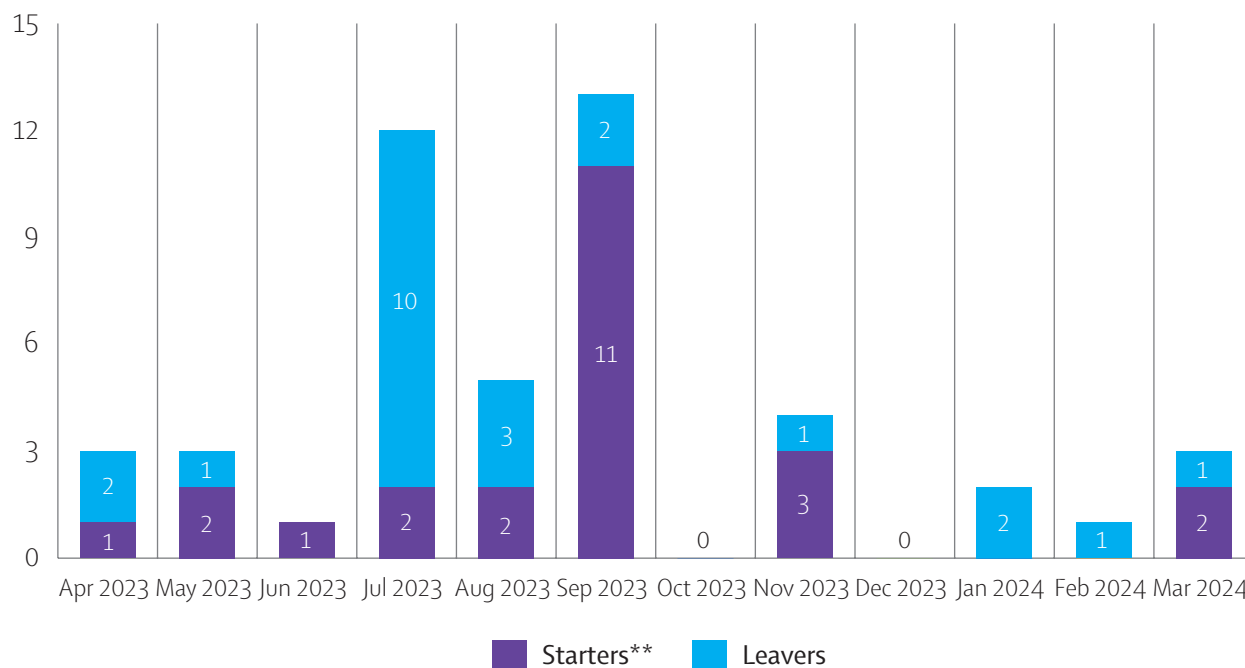


Staff turnover and redeployment

Excluding staff employed on fixed term contracts, the UKSC had 12 leavers in 2023-24, indicating a staff turnover percentage of 20%.

No UKSC staff were loaned out in 2023-24, but we have received a member of staff on loan from another government department. We have also ‘hosted’ one fast streamer in the finance department since September 2023.

We developed an action plan to understand the responses in relation to the Change Programme and assess what the Court needed to do to ensure further improvements, aligned to our People Strategy. This includes supporting greater collaboration across teams and understanding of different roles through workshops and actively promoting the work of business areas in Staff Meetings and training sessions. The development of our staff and engagement with the Change Programme was prioritised so everyone could recognise what was required for the organisation to improve on its past performance. For our managers, we arranged successful Leadership Sessions to focus on consistency of approach and adapting to new ways of working.

Monthly starters/leavers

Staff turnover was lower than last year, with a total of 22 staff leaving the Court, including 10 Judicial Assistants (JAs) employed on fixed term contracts that finished in July 2023. We appointed eleven new JAs who started in September 2023 to support the Justices in researching cases, preparing speeches and bench memos and assisting with our education and outreach programme.

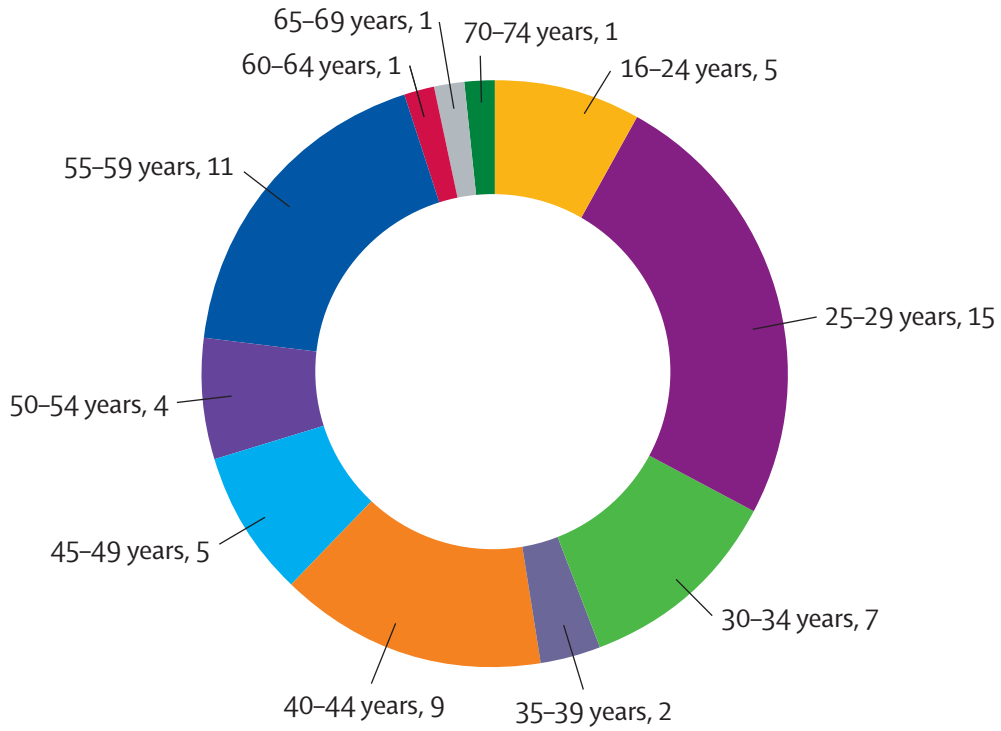
Other recruitment included new roles such as Operations Manager, Registry, Registry Support Officer and Change Programme Manager.

Staff composition

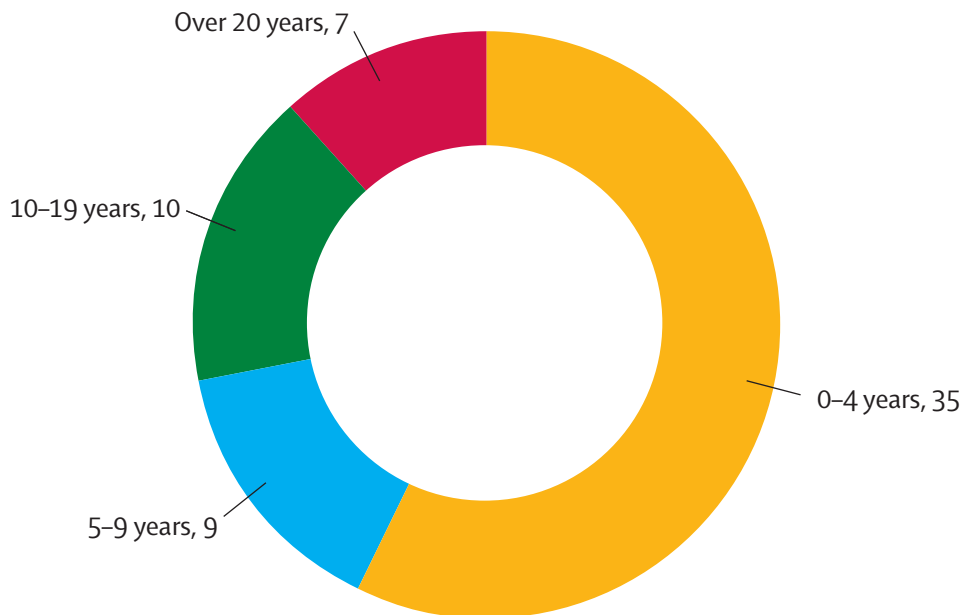
The table below shows the split by gender for staff employed by UKSC at the end of 31st March 2024.

Gender	UKSC Staff	2023-2024
Female	30	32
Male	31	41
TOTAL	61	73

Staff age distribution:



Service distribution:



Case study**Court staff create a new social committee by Maura Kalthoff, Events and Communications Manager**

In April 2023, Court staff launched the UKSC Social Committee as a forum to plan events both inside and outside the Court. One of our key goals was to make things happen which would give staff opportunities to connect.

The Committee, which is currently composed of seven members of staff from across the Court, meets monthly to plan both large and small events. We aim to offer some form of event once a month, and past events have included:

- Picnics in St. James's Park
- A dosa lunch to celebrate South Asian Heritage month
- Termly table tennis tournaments
- Two quiz nights
- An Easter egg hunt
- Gaming sessions

We have also supported the organisation and promotion of events by teams within the Court, such as the annual Great Legal Bake which is organised by the HR team.

Having informal opportunities to socialise with colleagues has had a positive impact on engagement between teams around the Court, allowing new and existing staff to get to know each other better both personally and professionally.

We're looking forward to providing more events in the 2024-25 financial year to promote staff wellbeing.



Maura Kalthoff

Engaging with the Media

The communications team continues to enjoy good working relationships with members of the media, keeping them up to date with the work of the Court in an accurate, timely and accessible manner. This year many journalists visited us at the Court, either for embargoed judgment hand-downs, live reporting outside the Court building, or watching our hearings and judgments live.

Our press summaries continue to be a valued resource by journalists, providing them with a succinct summary of the judgment. Where possible, we continue to offer an embargoed copy of judgments to members of the

media shortly before the hand-down. This allows the journalists time to digest the material before going live with the story and helps to ensure more accurate reporting of the Court's work.

There has been widespread media coverage of many judgments throughout the year, with particularly prominent ones including:

- R (on the application of AAA (Syria) and others) v Secretary of State for the Home Department
- Independent Workers Union of Great Britain (Appellant) v Central Arbitration Committee and another (Respondents)
- TUI UK Ltd (Respondent) v Griffiths (Appellant)
- Paul and another (Appellants) v Royal Wolverhampton NHS Trust (Respondent)

High profile cases have their unique requirements. In the case of R (on the application of AAA (Syria) and others) v Secretary of State for the Home Department we welcomed a large number of reporters outside and inside the court, on social media, calls, and emails.

On the day on the hand-down, 29 reporters from 17 media outlets joined us inside the court, spread over two courtrooms.

There were at least 5 live broadcasts outside the court for the whole day including; Sky News, GB News, BBC, Aljazeera, and ITV. Camera crews were crowding the entrance of the Court from 7am.

The Communications team liaise closely with the Press, who help to publicise the Court. We understood that the case of R (on the application of AAA (Syria) and others) v Secretary of State for the Home Department, would likely be the first time that many reporters had worked with the Court. To facilitate the process, we gave all journalists paper copies of the judgment hand-down, Lord Reed's separate hand-down remarks, and the Press summary.

This year, the communications team have also been focusing on improving our social media, especially focusing on creatively promoting our wider work in terms of welcoming visitors, engaging with schools and universities, and informing the wider public on issues such as impersonation scams.

Videography has played a large part in increasing our engagement. This year we produced several videos including one taking viewers through the improvements the Court has made to the accessibility of the building and another promoting our Judicial Assistant recruitment with our current JAs answering commonly asked questions on the role.



Lady Hale, Lady Simler, Lady Arden, and Lady Rose after the swearing in of Lady Simler on 14 November 2024.

Welcoming visitors, education and outreach

This year, the UKSC welcomed **58,288** visitors to the building.

Our education and outreach programmes inspire and engage students of all ages, across the UK, with the work and role of the UKSC and the JCPC. In addition to offering in-person tours, we have continued to offer virtual tours and sessions of our educational programmes. These were developed during the pandemic and have enabled us to reach out to schools further afield in all four nations of the UK.

The number of in-person tours has increased again this year. Overall, **6,088** students have attended **295** free educational tours. In addition, there have been **106** tours given to members of the public and overseas groups.

We are in the fourth year of an extended five-year access strategy. This year the education team produced an access video designed for visitors with accessibility needs which gives information about the Court's buildings, facilities and services.

We offered three British Sign Language (BSL) interpreted tours during the year.



University of Chester Moot February 2024.

12

Moots (mock trials in the education programme) delivered in person

“The experience has been of exceptional value for the students. Given the majority of our students are from a widening participation background, it has been a massive aspiration raiser.”

University of Chester

“It was a fantastic day. The students were absolutely bowled over by the experience.”

Aberystwyth University

“We had no problems throughout the whole experience and found the application process accessible, the terms and conditions clear, and the tour and moot themselves were a great experience which all of our students appreciated.”

BPP

Ask a Justice

This programme was first piloted in 2018, and is open to all schools in the UK. It aims to give the schools that may face barriers to travelling to the Supreme Court in London, an opportunity to talk with Supreme Court Justices and learn more about the work of the Court. **Since its inception, 63 schools have participated in Ask a Justice sessions; in each session 10 students ask a Justice questions**, online from their classroom.

This year 13 schools have participated in the programme with schools from England, Wales Scotland and Northern Ireland.

Ask a Justice – 11 state schools:

3 from multiple areas of deprivation **England (27.2%)**; 1 other areas in **England (9.1%)**; 5 **Wales (45.5%)**; 1 **Scotland (9.1%)** and 1 **Northern Ireland (9.1%)**

Free school meals:

54% higher than average free school meals; **36% average** free school meals; **10% below average** free school meals

One of the schools that took part was **Sirius Academy, Hull** whose students asked questions of Lord Reed, President of the Supreme Court. The session was a great success with the teacher, **Rick Rhodes feeding back:**
“Thank you so much for speaking with our students today. In the short time since the conclusion of the session we have already witnessed the impact, particularly on those students whom you addressed directly.

I cannot over-emphasise the beneficial nature of events such as this and my gratitude for your time and willingness to speak with our students.”

Rick Rhodes, Sirius Academy, Hull



Sophie, student said: *“Before speaking to Lord Reed I was worried that my background may be an obstacle to my succeeding in a legal career. His advice made me realise that it’s not about where you come from, it’s about hard work, intelligence and dedication, and that my background is not something that can prevent my achievement. This has given me so much confidence, and made me realise that a career in Law is possible.”*

Amelie, student reflected that: *“Speaking to Lord Reed was so interesting, he was so down to earth, he spoke in our terms, made us understand what he does, and what the court does. He gave us an insight that we would only get in the Ask a Justice programme, so a big thank you for the opportunity.”*

Improving diversity and access to our programmes

In 2023-24, the education team maintained positive trends in widening participation in education programmes and made positive steps to increase access for those across the UK.

We offer a free tours programme for schools, colleges, and universities in the UK. This year 236 tours of the Supreme Court were conducted for a range of ages from primary students to postgraduate university students. Virtual tours were offered during the pandemic, and these have remained available, and 13 schools and universities opted to have a session delivered online.

Additionally, in 2023-24 as part of the Court's Visitor Access Strategy, an offering for young people with additional needs was piloted. Students from College Park School, Westminster which caters for pupils with autism and complex learning difficulties received a differentiated workshop and tour of the Supreme Court. A follow up virtual session was also delivered providing students with an opportunity to ask questions and consolidate learning. Staff provided the following feedback: *"We were impressed at how the Supreme Court had catered for the pupils' communication level"*.

The Ask a Justice programme involves each Justice responding to questions from students across the UK. The programme is delivered virtually allowing for schools and colleges across the four nations to participate. Targeted promotion and prioritisation of applications from schools and colleges unable to easily conduct a visit to the Court has resulted in diverse geography of participating schools.

The notable number of applications from Wales resulted in the delivery of a session in both Welsh and English. Students from Ysgol Gymraeg Ystalyfera were able to conduct their session with Lord Lloyd Jones and his Judicial Assistant bilingually.

We continued to improve access to our Debate Day programme. The Debate Day programme can be delivered virtually or in-person and provides students the opportunity to receive coaching from a qualified lawyer in preparation for a debate. This year nine out of ten schools opted to visit the Court in-person. Again, schools from areas of multiple deprivation and a higher number of pupils receiving free school meals were given priority. Half of all participating schools had a higher-than-average number of pupils receiving free school meals.

Complaints

The Court deals with two types of complaints:

- Level 1: complaints made in person/at the point where the complaint arose (these typically involve issues with visitor experiences);
- Level 2: formal complaints made in accordance with the Court's Judicial or administrative complaints policies. Those with an issue to raise can make a written complaint which is investigated by the Complaints and Data Protection Team. If the person complaining is dissatisfied, they can ask for an internal review of the way the complaint was handled.

The Court does not record Level 1 complaints, which are resolved at the point of contact. Anyone not satisfied with an outcome can make a formal complaint (Level 2).

In 2023-24 the UKSC dealt with 9 Level 2 complaints. Of these, 5 were not upheld, 1 was partially upheld and 3 were resolved through other administrative processes.

Anyone who remains dissatisfied after the investigation and review stage can complain to the Parliamentary and Health Ombudsman. The Court is not aware of any such complaints being made in 2023-24.

Our vision, priorities and values for 2024-25

Our Vision

We will be a world leading court.

This means we will

- Deliver the highest quality judgments.
- Deliver an excellent, efficient service to our users and Justices, through our highly skilled staff who live our values and are equipped with high-quality tools and training.
- Serve the public by ensuring that our work is visible and accessible and that our role in applying the law is understood as an essential part of a healthy democracy.
- Ensure our culture and building are fully inclusive, respecting and valuing the diversity of our court users, visitors, Justices and staff.
- Build strong relationships with Parliament, the Government, the devolved institutions and the courts in all the jurisdictions in the UK.
- Enhance the international reputation of the UK as a global legal centre

Our Priorities and Deliverables



Serving the Public

We will support the Justices to uphold the rule of law and maintain the Court's independence. We will continue to put the public and our users at the heart of everything we do.

We will be transparent and accessible to enhance the public's understanding of the role and work of the Court. We want to welcome even more visitors to the Court this year, offering a unique and historic location to visit as we start to mark the Court's 15th anniversary. We will continue to offer a range of activities and resources to give students at every stage of their educational journey a strong understanding of the rule of law and its role in a healthy democracy.

This will be achieved by:

- Marking the 15th anniversary of the Supreme Court through a series of public events throughout the UK.
- Increasing understanding of the role of the Court in UK society through an exhibition of the Court's significant cases over the last 15 years.
- Continuing to deliver the Court's Change Programme which will provide new and improved ways of interacting with the Court, ensuring we recognise the diverse nature of all our users through new, accessible websites that support access to services and information quickly and easily.

- Increasing access to high-quality information about current and past hearings (including facts and issues about a case and decisions made in lower courts) to increase knowledge and understanding of the work of the Court and the rule of law.
- Delivering an expanding programme of activities with schools, colleges, and universities to show the work of the Court and inspire the next generation of lawyers and judges.
- Exploring different strategies to make historic video footage more readily available and exploring providing transcripts of hearings from 2025 onwards.



Providing a world class service

We have successfully completed the first year of our wide-ranging Change Programme. The aim of the Programme is to transform the Court into a modern, world-leading court which is customer-centric, open, transparent, inclusive and efficient, with increased levels of public awareness and trust.

We will continue to put Court users at the heart of everything we do, providing a modern and excellent service to users which is both customer-focused and digital.

We will continue to support the Justices and the Court to be as efficient and effective as possible, ensuring value for money in all activities.

This will be achieved by:

- Launching two new websites: one for the Supreme Court and one for the Judicial Committee of the Privy Council which will provide a more digital and accessible way of getting information about, and communicating with, the Court.
- Launching the Court's new case management system which will provide a responsive, user led digital service for Court users. This will be supported by our highly skilled Court staff who will continue to provide support and an excellent service.
- Developing, consulting and putting in place new Rules and Practice Directions for the Supreme Court and Judicial Committee of the Privy Council to introduce new rules which reflect a more digital way of working, the introduction of the case management system and implementing statutory requirements.
- Exploring the feasibility of the Supreme Court sitting outside of London in 2025 which continues our commitment to make the work of the Court accessible.
- Considering the evolving AI landscape and its ongoing development within the legal profession, developing the Court's response.



Focusing on our people

How we support, engage, and develop our people is central to achieving our vision of becoming a world leading court and making the Supreme Court a great place to work. Our staff engagement survey results in 2023 strongly demonstrate not only our people's commitment to the Court's purpose but also that they feel valued and supported. We will continue to invest in our people, so that they are supported to develop and are highly skilled. It is through their commitment, skills and passion that we will continue to deliver an excellent service to the Justices, Court users and the public.

This will be achieved by:

- Continuing to create individual development journeys in 2024-25.
- Delivering the second year of our People Strategy. Specifically in year 2 we will be:
 - reviewing the Court's HR policies and arrangements to ensure they are current, represent best practice and provide a high-quality framework for colleagues working at the Court.
 - reviewing the employee lifecycle from recruitment to exit, ensuring that we provide the right induction, support and development to perform highly, to leave well, and to be set up for future success, either in the Civil Service or beyond.
 - embedding a refined approach to performance management.
- Continuing to ensure that colleagues have the right tools and equipment to undertake their roles, which will include the introduction of a new telephony system.
- As part of the Change Programme, we will continue to provide learning and development in behavioural skills such as change management, role specific technical skills such as how to use the new case management software, and leadership development. This is essential for the successful delivery of the Programme, giving colleagues the skills and confidence to embrace the new tools, technologies and ways of working.



Engaging outwards

As we enter the second year of the Business Plan we will remain outward looking, continue to build new international connections and strengthen long-standing relationships. These connections enable us to exchange different perspectives on the law, share best practice and maintain the UK's role in the international community. We will continue to act as a champion for the UK's commitment to the rule of law.

We will continue to engage with and maintain good relationships with courts across the UK, Parliaments, and governments to increase mutual understanding and awareness of our respective roles in the constitution and to demonstrate our shared commitment to the rule of law. We will support the Justices to share their knowledge and experience whilst also promoting the reputation of the Court and the legal system in the UK.

This will be achieved by:

- Working with Parliament to contribute to new MPs' induction following a general election, and providing events including webinars and tours for MPs, civil servants and House of Commons staff to increase understanding and awareness of the work of the Court.
- Hosting the House of Lords Constitution Committee.
- Increasing understanding of the rule of law and the role of the Court by hosting and leading events and exhibitions, including an exhibition on the most significant cases heard at the Court in its first 15 years.
- Continuing our international work, including supporting the Justices to attend and host international bilateral meetings, welcoming international delegations to the Court and attending international legal conferences.
- Continuing to deliver the Court's stakeholder engagement work to build and strengthen relationships and share best practice.
- Working collaboratively with JCPC jurisdictions to increase awareness of the Court's work.



Diversity, inclusion and belonging

This priority remains at the centre of our work. Ensuring a diverse and inclusive environment, where everyone is respected and valued underpins everything we do. We are ambitious in our aspirations but recognise that securing meaningful and long-lasting change takes time.

We are committed to providing fair and open access to justice for everyone. We recognise, respect and value diversity, serving the interests of people from all sections of society. Accessibility is also important to our work. We have a building that is physically accessible and continuously strive to improve the ways everyone can access the Court. We will continue to improve our support to visitors who are neurodiverse or have disabilities, including people who have a hidden disability, are deaf, hard of hearing, blind or partially sighted.

We will work with others to ensure that we continue to learn and develop a diverse and inclusive environment where everyone feels valued and that they belong.

This will be achieved by:

- Delivering the final year of our Action Plan which supports the UKSC Diversity, Inclusion and Belonging Strategy. This will include:
 - continuing to deliver an annual programme of events to raise awareness of and celebrate different national and worldwide events.
 - continuing with the D&I Working Group and hold regular meetings to challenge ourselves and adapt our action plan accordingly.
 - engaging and defining the next phase of the Court's approach to Diversity, Inclusion and Belonging.

- Delivering the third year of the Judicial Diversity and Inclusion Strategy. Through this we will:
 - support the progression of underrepresented groups into judicial roles.
 - support an increase in the number of well qualified applicants from underrepresented groups for the role of Justice.
 - proactively promote the Court’s support for diversity and inclusion to the legal profession and the public.
- Reviewing the art displayed at the Court, making changes which enable a more accurate and modern representation of society and the diversity of the people we serve.

Management commentary

Financial Position and Results for the Year Ended 31 March 2024

Financial Position (Statement of Financial Position)

The Court’s activities are financed mainly by Supply voted by Parliament, contributions from various jurisdictions and financing from the Consolidated Fund.

The UKSC’s Statement of Financial Position consists primarily of assets transferred from the Ministry of Justice (MoJ) at the inception of the UKSC on 1 October 2009. These were Property, Plant and Equipment and Intangible Assets totalling £30m. Of this, £29m represents Land and Buildings with the remainder being Office Equipment, Furniture and Fittings, Robes and Software Licenses. The current value of land and buildings is £38.4m.

A liability of £36m was also transferred from MoJ. This represents the minimum value of the lease payments for the UKSC building until March 2039.

There have been no substantial movements (apart from the revaluation of land and building) in the Gross Assets and Liabilities since the date of the transfer from the MoJ.

Results for the Year (Statement of Comprehensive Net Expenditure)

The Statement of Comprehensive Net Expenditure represents the net total resources consumed during the year. The results for the year are set out in the Statement. These consist of:

Net Operating Costs amounted to £5.9m (2022-23, £5.0m)

Justices and staff costs of £8.3m (2022-23, £7.4m)

Other Administration Costs of £0.2m (2022-23, £0.2m)

Other Programme Costs of £5.6m (2022-23, £5.5m)

Operating Income of £8.3m (2022-23, £8.1m)

The UKSC employed an average 60 full-time equivalent (FTE) staff during the year ended 31 March 2024 (2022-23, 56). There was also an average of 12 Justices (2022-23, 12) who served during the same period.

Accommodation and finance costs account for about 55% of non-Justice or staff-related expenditure (2022/23, 54%). Depreciation charges, library, IT costs, and broadcasting costs were responsible for the majority of other non-staff-related expenditure.

The UKSC had operating income of £8.3m which was used to support the administration of justice. Out of this:

- £7.1m was received by way of contribution from the UK jurisdictions (£6.37m from HMCTS, £0.48m from the Scottish Government and £0.24m from Northern Ireland Courts and Tribunals Service).
- £1.1m was received through court fees during the year (£0.72m in the UKSC and £0.39m in the JCPC).
- £0.072m was received from wider market initiatives such as event hire and tours.

Comparison of Outturn against Estimate (Statement of Parliamentary Supply)

Supply Estimates are a request by the UKSC to Parliament for funds to meet expenditure. When approved by the House of Commons, they form the basis of the statutory authority for the appropriation of funds and for HM Treasury to make issues from the Consolidated Fund. Statutory authority is provided annually by means of Supply and Appropriation Acts. These arrangements are known as the 'Supply Procedure' of the House of Commons.

The UKSC is accountable to Parliament for its expenditure. Parliamentary approval for its spending plans is sought through Supply Estimates presented to the House of Commons.

The Statement of Parliamentary Supply provides information on how the Court has performed against the Parliamentary and HM Treasury control totals against which it is monitored. This information is supplemented by Note 1 to the Statement of Parliamentary Supply, which represents resource outturn in the same format as the Supply Estimate.

In the year ended 31 March 2024, the UKSC met all its control totals. At £5.9m, the net resource outturn was £3.3m less than the 2023-24 Estimate of £8.8m. £1m of this reported variance was due to non-utilisation of the RAME provision for diminution in the value of the building. The remaining element of this variance was £2.3m due to savings made against RDEL budget, and changes arising because of implementing IFRS 16 (accounting for leases).

A reconciliation of resource expenditure between Estimates, Accounts and Budgets can be found below.

Reconciliation of Resource Expenditure between Estimates, Accounts and Budgets	2023-24
	£
Net Resource Outturn (Estimates)	2,418
Adjustments to additionally include: non-voted expenditure in the SCNE	3,447
Net Operating Cost (Accounts)	5,866
Adjustments to additionally include: Resource consumption of non-departmental public bodies	0
Resource Budget Outturn (Budget) of which	5,866
Departmental Expenditure Limits (DEL)	5,866
Annually Managed Expenditure (AME)	0

Statement of Cash Flows

The Statement of Cash Flow provides information on how the UKSC finances its ongoing activities. The main sources of funds are from the Consolidated Fund.

The Statement of Cash Flow shows a net cash outflow from operating activities of £4.4m.

Pensions Costs

Details about the UKSC's pensions costs are included in the notes to the accounts. Details of UKSC's pension policies and schemes, and the pension benefits for UKSC Board members, are included in the remuneration and staff report.

Staff turnover and redeployment

Excluding fixed term contracts, the UKSC had 12 leavers in 2023-24, indicating a staff turnover percentage of 20%.

No UKSC staff were loaned out in 2023-24. We 'hosted' one Fast Streamer in the finance department between September 2023 and March 2024.

Data incidents

No recorded breaches concerning protected personal data were reported to the Information Commissioner's Office.

Principal risks and uncertainties

The key risks and uncertainties facing the Court are detailed in its risk register and on pages 104-105 of the Governance and Accountability Report.

Payment within 10 working days

The UKSC seeks to comply with the Better Payments Practice Code for achieving good payment performance in commercial transactions. Further details regarding this are available on the website www.payontime.co.uk

Under this Code, the policy is to pay bills in accordance with the contractual conditions or, where no such conditions exist, within 30 days of receipt of goods and services or the presentation of a valid invoice, whichever is the later.

However, in compliance with the guidance issued for Government Departments to pay suppliers within 10 working days, the UKSC achieved 94% prompt payment of invoices within 10 working days. The average payment time of invoices from suppliers during the year was 5 days.

Trend Analysis

The Trend Analysis shows RDEL (including depreciation), CDEL, RAME, CAME spend over the previous 5 years (including current year), which are based on the Supply Estimate (baseline) with future projections based on Spending Review 2021 settlements.

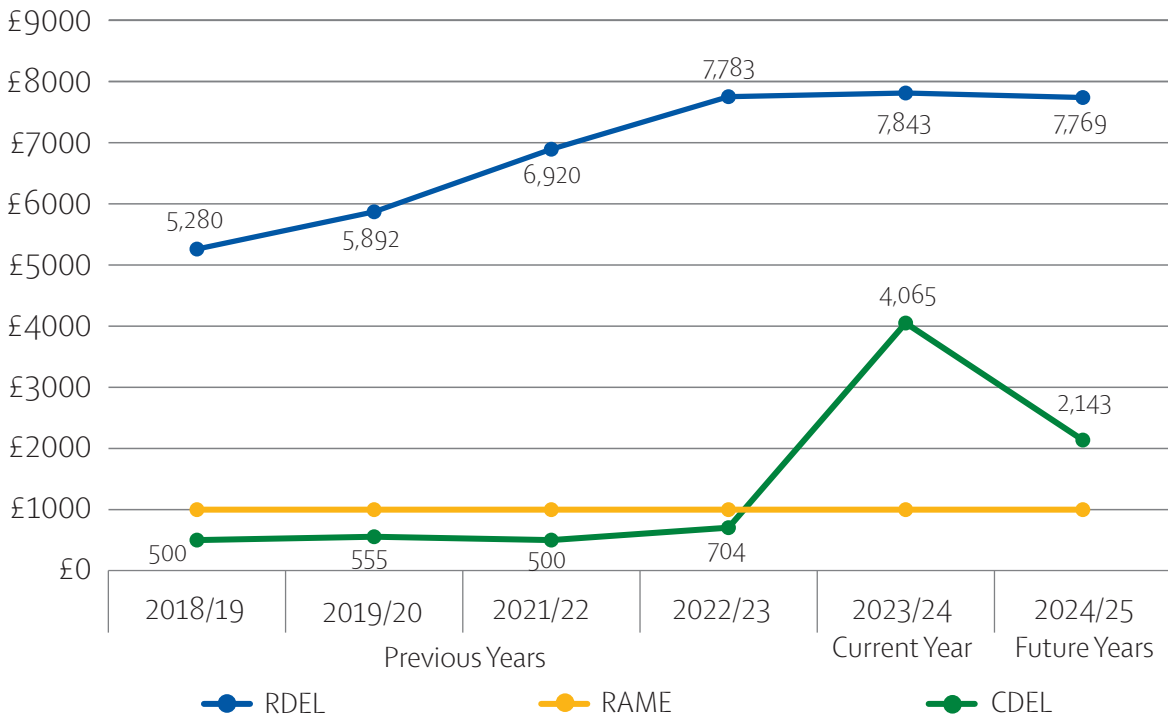
The information in the trend analysis ties to common core tables, where further breakdowns are provided.

The RDEL uplift from 2021-22 is due to inflationary costs on our accommodation, rates and contracts, and pay awards for staffing as agreed in our Spending Review 2021 settlement, and have remained relatively static across 2022-23 and 2023-24.

The CDEL uplift from 2022-23 to 2023-24 is due to the start of the UKSC Change Programme, which will transform and modernise our Court over a two-year period so that we meet the needs of our users including Justices and staff. The transformation will include the delivery of a new case management system and websites and updating processes and ways of working. Most of the work was undertaken in 2023-24, and covered the system design and build, and is expected to go live during 2024-25.

RAME remains stable and relates to the Expenditure arising from diminution in value of assets.

Trend Analysis showing RDEL (including depreciation), RAME, CDEL (figures shown in £000)



Auditors

The financial statements are audited by the Comptroller and Auditor General (C&AG) in accordance with the Government Resource and Accounts Act 2000. He is the head of the National Audit Office. He and his staff are wholly independent of the UKSC, and he reports his findings to Parliament.

The audit of the financial statements for 2023-24, resulted in an audit fee of £57.5k. This fee is included in non-cash item costs, as disclosed in Note 3 to these accounts. The C&AG did not provide any non-audit services during the year.

Other Elements of the Management Commentary

Information on the Management Board and committees, information assurance, data protection and sustainability are contained in the Our Performance and Controls, Governance and Accountability Report sections of this report.

Vicky Fox
 Chief Executive and Accounting Officer
 15th October 2024

Section 4

Governance and Accountability Report



UK Supreme Court library

Statement of Accounting Officer's Responsibilities

Under the Government Resources and Accounts Act 2000, HM Treasury has directed the UK Supreme Court (the Department) to prepare, for each financial year, resource accounts (the Accounts) detailing the resources acquired, held or disposed of during the year and the use of resources by the Department during the year.

The Accounts are prepared on an accruals basis and must give a true and fair view of the state of affairs of the Department and of its income and expenditure, Statement of Financial Position and cash flows for the financial year.

In preparing the Accounts, the Accounting Officer is required to comply with the requirements of the Government Financial Reporting Manual and to:

- observe the Accounts Direction issued by HM Treasury, including relevant accounting and disclosure requirements, and apply suitable accounting policies on a consistent basis;
- make judgements and estimates on a reasonable basis;
- state whether applicable accounting standards as set out in the Government Financial Reporting Manual have been followed, and disclose and explain any material departures in the Accounts;
- prepare the accounts on a going concern basis, and;
- confirm that the Annual Report and Accounts as a whole is fair, balanced and understandable, and take personal responsibility for the Annual Report and Accounts and the judgments required for determining it is fair, balanced and understandable.

HMT has appointed the Chief Executive as Accounting Officer for the Department. The responsibilities of an Accounting Officer, including responsibility for the propriety and regularity of the public finances for which the Accounting Officer is answerable, for keeping proper records and for safeguarding the Department's assets, are set out in *Managing Public Money* published by HM Treasury.

As the Accounting Officer, I have taken all the steps that I ought to have taken to make myself aware of any relevant audit information and to establish that the Department's auditors are aware of that information. So far as I am aware, there is no relevant audit information of which the auditors are unaware. I also confirm that the Annual Report and Accounts as a whole is fair, balanced and understandable.

Governance Statement by the Chief Executive

As Chief Executive, and within the directions given by the President, I work with the UK Supreme Court (UKSC) Board and the Management Board, which consider both the strategic and the day-to-day administrative direction of the Court respectively.

The UKSC Board meets on a quarterly basis and supports me in focusing on our strategic priorities and provides scrutiny of my duties in carrying out the non-judicial functions of the Court. The UKSC Board is chaired by a Non-Executive Director. The Management Board meets on a monthly basis and monitors the operational performance of the administration. The Management Board is chaired by myself and its members constitute the Executive Team.

The Audit and Risk Assurance Committee is an advisory body that supports me and the Management Board in its responsibilities for risk management, control and governance. The Remuneration Committee is an advisory body that supports me and the Management Board in its responsibilities for staff pay, terms and conditions and performance management.

The Director of Corporate Services and Change, as Senior Responsible Officer for the Change Programme, works with the Change Board. The Change Board meets monthly and oversees the delivery of the Programme and manages the contract relationship with external contractors. The Change Board is chaired by the Director of Corporate Services and Change.

Our Non-Executive Directors play a valuable role at the Court. I would like to thank and pay tribute to Tim Slater for all his advice and support to the UKSC during his time as a Non-Executive Director. Tim's term came to an end in July 2023. Jane Furniss was appointed as our Non-Executive Director in September 2023.

As Accounting Officer, and working with my management team, I have responsibility for maintaining effective governance in all parts of the organisation as well as a solid system of internal controls that supports the achievement of UKSC policies, aims and objectives whilst safeguarding the public funds and assets for which I am personally accountable.

The UKSC takes a three-lines-of-defence approach to assurance which makes clear the key UKSC management functions, roles and responsibilities.

The three lines are:

- first line of defence: operational day-to-day management
- second line of defence: management oversight and internal review
- third line of defence: independent review

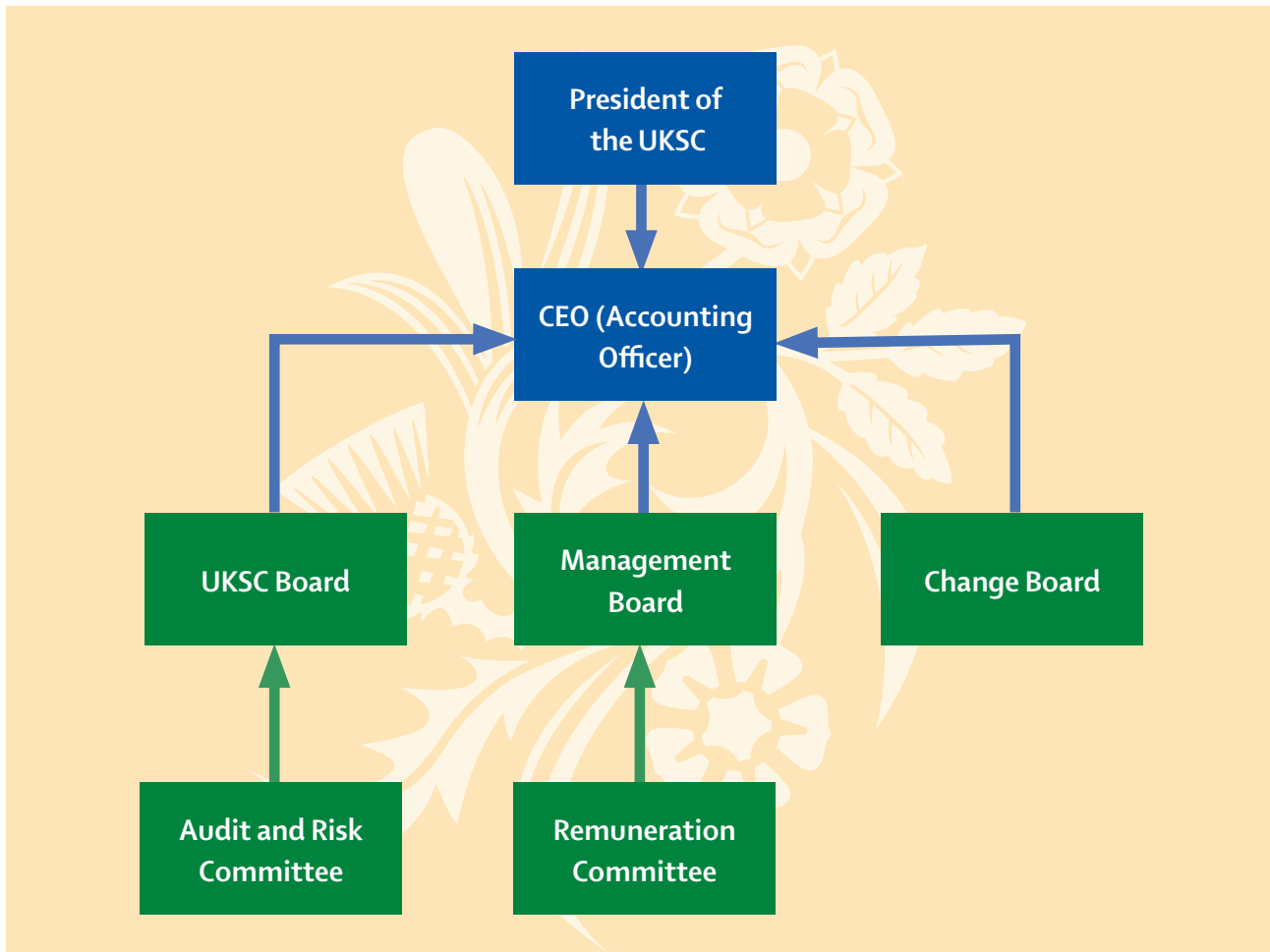
We continue to review and continuously improve the assurance around the activities we undertake. The UKSC promotes a supportive risk environment culture which encourages openness and transparency. Our policy is updated on an annual basis to ensure the risk management framework and approach to risk tolerance is clearly defined and remains effective with a particular focus on risk tolerance and embedding risk management in leadership and decision-making.

Risks are managed at two levels within the UKSC. There is an established process whereby risks and issues are escalated to the corporate risk register which is reviewed by the UKSC Board quarterly, by the Management Board monthly, and by the Audit and Risk Assurance Committee three times a year.

On a day-to-day basis, senior managers are responsible for ensuring risk management is in place across their business area by providing leadership and direction and ensuring the management of risk is seen as good governance and embedded in all our activities.

The Governance Framework

The UKSC has in place control processes to provide me, as Accounting Officer, with assurance over financial and operational risks. This governance framework is commensurate with the size of the organisation and complements our approach to risk management. The framework and the processes are subject to continuous improvement and review to ensure that they remain current, effective, and relevant.



HM Treasury corporate governance in central government departments – code of good practice

This code applies to the UKSC and the UKSC has adopted key principles as best practice. Governance arrangements for the organisation are overseen by the Audit and Risk Assurance Committee and the UKSC Board, as well as by the Executive Team on a day-to-day basis. We remain compliant with material requirements with the exception of the Nominations Committee. Instead, the Accounting Officer, following advice from the Remuneration Committee, considers the performance, talent, development and succession planning of the UKSC's leadership.

UK Supreme Court Board	
Terms of Reference	These were agreed in September 2022. The Board meets quarterly and has met five times in 2023-24.
Roles and Responsibilities	The Board has responsibility for providing advice, support to and scrutiny of the Chief Executive and management on strategy, performance, and governance of the UKSC and seeks to assure itself of the proper management of the UKSC by the Chief Executive.
Chair	Iain Lanaghan, Lead Non-Executive Director
Issues	<ul style="list-style-type: none"> ● Discussed the Risk Register at each meeting. ● Discussed performance of each administrative business area at each meeting. ● Received updates from the Change Board, Management Board, and Audit and Risk Assurance Committee at each meeting. ● Considered the strategic priorities of the UKSC.
Management Board	
Terms of Reference	These were agreed in September 2022, with minor amendments agreed in November 2023. The Board meets monthly and has met eleven times in 2023-24.
Roles and Responsibilities	The Board assists the Chief Executive in the running of the administration by overseeing and monitoring the delivery of the business plan and performance, and by providing collective leadership of the administration. The Board supports the Chief Executive in their statutory responsibilities as an Accounting Officer.
Chair	Vicky Fox, Chief Executive.
Issues	<ul style="list-style-type: none"> ● Received regular updates on the performance of each administrative business area. ● Received regular updates on the Risk Register and the progress of the Change Programme. ● Discussed teams' delivery against their Outcome Delivery Plans and the business plan. ● Monitored the operational and financial performance of the UKSC. ● Discussed and reviewed operational policies and guidance, including the Commercial Policy, the People Strategy, the Whistleblowing Policy and the Menopause Policy.

Change Board	
Terms of Reference	These were agreed in December 2022. The Board meets monthly and has met twelve times in 2023-24.
Roles and Responsibilities	The Board sits alongside the UKSC Board and reviewed in March 2024 with one addition to membership for 2024-25 and is focused solely on the delivery of the Change Programme.
Chair	Sam Clark, Director of Corporate Services and Change (Senior Responsible Officer for the Change Programme)
Issues	<ul style="list-style-type: none"> ● Monitored the risk exposure of the Change Programme and appropriate mitigation. ● Managed the contract relationship with the external contractors appointed to assist with the Programme. ● Managing the upskilling strategy to enable staff to take full advantage of incoming technology ● Managing programme scope including authorising changes in scope from the original Final Business case. ● Authorising use of contingency funds where appropriate. ● Addressing escalations from Design Authority around key decisions on programme deliverables.
Audit and Risk Assurance Committee	
Terms of Reference	These were agreed in September 2022. The Committee meets quarterly and has met four times in 2023-24.
Roles and Responsibilities	The Committee is a committee of the UKSC and reviewed in year with no changes Board and supports the Chief Executive, as Accounting Officer, and the Management Board in their responsibilities for risk management, control and governance, and production of the annual report and accounts.
Chair	Iain Lanaghan, Lead Non-Executive Director
Issues	<ul style="list-style-type: none"> ● Discussed the financial position of the UKSC at each meeting. ● Discussed the Risk Register at each meeting. ● Discussed adequacy of management response to issues identified by audit activity, including external audit's management letter. ● Delegated authority to approve the 2022-23 Annual Report and Accounts.
Remuneration Committee	
Terms of Reference	These were reviewed in July 2023 and amended to include a new Chair. The Committee meets annually and met once in 2023-24.
Roles and Responsibilities	The Committee is a committee of the UKSC Board and supports the Chief Executive and the Management Board in their responsibilities for staff pay, terms and conditions and performance management.
Chair	Tim Slater, Non-Executive Director (left in July 2023) / Jane Furniss, Non-Executive Director (started September 2023).
Issues	<ul style="list-style-type: none"> ● Discussed and agreed the staff pay award for 2023-24. ● Discussed and agreed a one-off cost of living payment in 2023-24. ● Discussed and agreed the performance-related pay strategy for 2023-24.

UKSC Board Membership and Declaration of Interests

There are seven members of the UKSC Board who are senior members of the Executive Team and Non-Executive Directors. In addition to Non-Executive Directors, the work of the Audit and Risk Assurance Committee is supported by three independent members representing the court jurisdictions in the United Kingdom.

The UKSC Executive Team can be found here:

www.supremecourt.uk/about/executive-team.html

and the UKSC Non-Executive Directors can be found here:

<https://www.supremecourt.uk/about/non-executive-directors.html>

UKSC Board members are asked to declare any personal, business, or related party interests that may, or may be perceived by a reasonable member of the public to, influence their judgments in performing their obligations to the organisation. The below table outlines any declared interests:

Name (Role)	Interests
Vicky Fox (Chief Executive)	Director – Vapstar Ltd Trustee – New North London Synagogue (ended June 2023)
Sam Clark (Director of Corporate Services and Change)	None
Laura Angus (Registrar)	None
Celia Cave (Registrar)	None
Sanj Bhumber (Finance Director)	None
Iain Lanaghan (Non-Executive Director)	Board Member and Chair of the Audit and Risk Committee – Scottish Water Non-Executive Director and Chair of the Audit and Risk Assurance Committee – Defence Equipment & Support (ended 30 June 2023) Non-Executive Director and Chair of the Audit and Risk Assurance Committee – North Sea Transition Authority Non-Executive Director – Scottish Water Business Stream Holdings Ltd Non-Executive Director – Scottish Water Horizons Holdings Ltd Iain M Lanaghan (occasional consultancy)

Name (Role)	Interests
Julie Nerney (Non-Executive Director – Started March 2023)	Managing Director and 100% Shareholder – Julie Nerney Ltd Shareholder – SomeoneWho Limited Interim Managing Director – Direct Rail Services Ltd Co-Chair – Getting on Board Trustee – NEBOSH Business Mentor (voluntary position) – Prince’s Trust Shareholder – Eargym Ltd
Jane Furniss (Non-Executive Director) – Started September 2023	Lay Commissioner – Judicial Appointments Commission (ended December 2023) Chair – Capital Appeal Overgate Hospice Trustee – Cumberland Lodge Board Mentor – Critical Eye
Tim Slater (Non-Executive Director) – Left July 2023	Director – Futures Housing Group Ltd Director – Futures Homeway Ltd Director – Futures Homescape Ltd Director – Futures Finance Ltd Director – Futures Treasury plc

Attendance at Board Meetings

The below table outlines the attendance of members of the Executive Team, Non-Executive Directors and Independent Members at the Boards and Committees which they are entitled to attend. Attendance is provided as a measure of how many meetings a member attendance out of the maximum number they were entitled or invited to attend.

Table of Attendance

Name (Role)	UKSC Board	Management Board	Change Board	Audit & Risk Assurance Committee	Remuneration Committee
Vicky Fox (Chief Executive)	5/5	9/11	11/13*	4/4*	1/1
Sam Clark (Director of Corporate Services and Change)	5/5	10/11	12/13	3/4*	
Laura Angus (Registrar)	2/5	11/11	8/13		
Ceilia Cave (Registrar) – Maternity Leave from November 2023	3/3	7/7	6/6		

Name (Role)	UKSC Board	Management Board	Change Board	Audit & Risk Assurance Committee	Remuneration Committee
Sanj Bhumber (Finance Director)	5/5	11/11	13/13	4/4*	1/1
Vicky Challacombe (Assistant Director of Corporate Services) – Left February 2024		8/9			
Scot Marchbank (Head of Communications) – Left March 2024		10/11			
Rebecca Fry (Head Judicial Assistant)		8/11			
Pejman Ghasemzadeh (Head of IT and Digital Strategy)		10/11			
Chris Maile (Head of HR)		10/11	11/13		1/1
Iain Lanaghan (Non-Executive Director)	5/5		2/2**	4/4	1/1
Julie Nerney (Non-Executive Director)	3/5		11/13		
Jane Furniss (Non-Executive Director) – Joined September 2023	3/3		4/6	2/3	
Tim Slater (Non-Executive Director) – Left July 2023	2/2			1/1	1/1
Sarah Wallace (Independent Member for England and Wales)				1/4	
Noel Rehfisch (Independent Member for Scotland)				4/4	
Glyn Capper (Independent Member for Northern Ireland)				3/4	

* Regular attendee as opposed to substantive member.

** Observer as opposed to substantive member or regular attendee.

Quality of Information and Board Effectiveness

The UKSC ensures the UKSC Board, the Management Board, the Change Board and sub-committees receive good quality management information, analysis and sound advice to facilitate informed decisions and to give effective advice to the Chief Executive as Accounting Officer. During 2023-24, the finance team provided a comprehensive board secretariat service to the Boards and its committees to ensure the effective and efficient administration of the Board and its activities.

The Boards were provided with high-quality board papers prior to each meeting to aid informed decision making. The papers were structured to ensure risks and resource implications were highlighted and to ensure sufficient engagement and challenge during discussions. The structure and content of the performance-related agenda items has been reviewed and improved to meet emerging requirements over the course of the year.

Terms of References for all Boards were reviewed in 2023-24. A full Board Effectiveness Review took place during the year and the actions will be delivered in 2024-25.

Health and safety

I continue to be supported in my role as Accounting Officer by the Security and Safety Committee for all health, safety and security matters. The Committee is overseen by the Audit and Risk Committee but accountable to the Chief Executive. The Chair, the Director of Corporate Services and Change, provides a report to the Management Board and ARAC after each meeting, with at least three meetings taking place each year, or more often if required.

Throughout 2023-24, the Committee continued to develop policies, arrangements and procedures to protect and keep safe colleagues and visitors to the Court, whilst putting in place mitigation to manage the Court's security and safety corporate risk. The Committee has led continuous improvements in our fire and incident control and business continuity arrangements by reviewing and updating those arrangements, promoting increased awareness across the Court and testing our responses regularly. This was an area identified by colleagues in the 2022-23 staff engagement survey and the approach taken has seen colleagues' confidence grow in security and safety procedures with a 6% increase to 84% in colleagues believing that UKSC provides the right kinds of support and resources to help staff to manage their health and safety risks at work and 5% increase to 89% for I know where to go for support regarding health and safety issues. There is more work to be done to increase overall visibility, of security & safety and that will continue to be a priority area for 2024-25.

Risk management and risk assessment 2023-24

The UKSC Risk Strategy was introduced in 2019 and is reviewed annually and is embedded across the organisation. It conforms to the Orange Book government standard. The Strategy sets out how the UKSC should manage the risks associated with the delivery of our strategic priorities and objectives as well as supporting the organisation to manage risks associated with the delivery of business-as-usual activities.

Management Board reviewed the risks for 2023-24 to identify the risks to our strategic priorities and objectives and to consider what controls and mitigation would need to be in place to manage those risks. We use a scoring methodology for impact and likelihood to determine the level of risk.

The strategy provides a 'very high, high, medium and low' risk rating which ensures we assess our risks in a consistent way and focuses resources on the most significant risks to delivery. Through this process of reviewing the risks in light of the strategic priorities and objectives, the risks were either refocused or new risks were identified.

The UKSC Board reviewed the risk register quarterly, the Management Board reviewed the risk register monthly, and the Audit and Risk Assurance Committee regularly reviewed the risks including what should be included in specific risks which has led to more targeted, individual attention being given to the risks.

The 2023-24 Risk Register opened with one very high risk, one high risk and four medium risks. At the end of the year, and following a risk review, the Risk Register closed with four medium risks.



2023-24 Risk Register

Risk theme	Strategic priorities	Key activities to manage the risk	Risk movement
Financial Sustainability – The UKSC does not effectively manage its financial allocation to deliver business as usual or change.	1, 2, 5	The UKSC has received funding as part of Spending Review 2021 and has managed the current year's budget. Future years budgets up to 2024-25 have also been agreed as part of the Spending Review 2021 settlement.	This risk continued from the 2022-23 Risk Register at medium and moved to low over the year. This risk was closed at the end of 2023-24.
Internal Relationships – The UKSC does not effectively manage internal relationships.	3	The UKSC held a staff survey which showed an increased engagement score. Communications between management and staff have become clearer and more open and timely. The Chief Executive met with all teams to surface issues and feedback into planned activity to address and mitigate them	This risk continued from the 2022-23 Risk Register at medium and moved to low over the year. This risk was closed during the year.
People and Planning – The UKSC does not have the right specialist knowledge or resources to support our business objectives.	1, 2, 3, 4	An upskilling programme has been launched and delivered to improve the skills and capabilities of all staff. A new People Strategy has been launched and is on track, with key activities including a review of recruitment processes and performance management.	This risk continued from the 2022-23 Risk Register at medium and remains at medium. This risk will continue onto the 2024-25 Risk Register.
Change – The UKSC does not effectively manage the Change Programme to deliver to time and to budget and Programme benefits – quantitative and qualitative – are not realised.	1, 3, 4	Agreed a changed funding profile with HM Treasury to enable greater delivery of Change Programme outcomes in this financial year. User research and testing, with both internal and external stakeholders, has started to ensure the Change Programme benefits Court users.	This risk continued from the 2022-23 Risk Register at medium and remains at medium. This risk will continue onto the 2024-25 Risk Register.

Risk theme	Strategic priorities	Key activities to manage the risk	Risk movement
Cyber Security – The UKSC does not manage cyber security and ensure appropriate measures are in place.	1, 3, 4	Additional controls have been established in response to GIAA recommendations. A new IT and Digital Strategy has been agreed detailing additional cyber security arrangements for the Court.	This risk continued from the 2022-23 Risk Register at very high and moved to medium over the year. This risk will continue onto the 2024-25 Risk Register.
Safety and Security – The UKSC does not manage security and safety effectively.	1, 3, 4	The Safety and Security Committee has been refreshed in order to more effectively monitor risks and issues. Security and safety policies and approach have been fundamentally reviewed and a new approach to risk assessment has been introduced, focussing on key high risk areas.	This risk continued from the 2022-23 Risk Register at high and moved to medium over the year. This risk will continue onto the 2024-25 Risk Register.

Current control challenges

Throughout 2023-24, the UKSC had appropriate governance in place to mitigate control challenges and issues.

Internal Audit and annual audit opinion

There were no significant findings from the internal audits undertaken by the Government Internal Audit Agency. The UKSC has received a Moderate audit opinion from the Government Internal Audit Agency which is an acceptable level of assurance on the adequacy and effectiveness of the system of governance, risk management and internal control.

Managing the risk of fraud, bribery and corruption

The UKSC has a zero tolerance of fraud, bribery and corruption. We have in place clear policies and procedures which are commensurate with the size of the department and ensure that we take a continuous improvement approach to managing risks in this area. The Counter Fraud, Bribery and Corruption Policy was reviewed and updated in 2022-23 which outlines the responsibilities of the Accounting Officer, senior management and staff on how to identify and respond to fraud. This includes fraud with deliberate intent to acquire money or goods dishonestly through the falsification of records or documents. This Policy was approved by the Management Board, who are charged with governance regarding management's processes for identifying and responding to the risks of fraud. A presentation was also given to all staff about this Policy to ensure that staff clearly understand the processes for identifying and responding to the risks of fraud and the management view on business practices and ethical behaviour.

There were no reported incidents of fraud, bribery or corruption in the financial year 2023-24.

Whistleblowing Policy

The UKSC Whistleblowing Policy was reviewed in 2022 and updated in 2023. The Policy allows staff to raise any concerns confidentially regarding the conduct of others in relation to any potential suspected fraud, security or risk of personal data disclosure. Two Non-Executive Directors are the named nominated officers who will take forward any required investigation, with alternative routes outlined and explained. Further awareness and bitesize learning sessions were made available to all staff to ensure understanding of the policy and where staff should go if any concerns were identified. No concerns have been raised in this reporting period.

Information assurance

The Policy itself was updated to refresh and enhance the approach and controls in place. Training on new aspects of the Policy was offered to all staff to ensure consistent application across the team.

All staff have received information assurance training throughout the year. All staff and new starters are required to complete an annual training course on information security and data protection to ensure our staff have an up-to-date understanding of their responsibilities to manage information appropriately. This assessment includes considering how the UKSC:

- secures its internet connections
- secures devices and software
- controls access to data and services
- protects from viruses and other malware
- keeps devices and software up to date

The assessors were content that clear processes exist to ensure any information security breaches are identified promptly and reported appropriately.

It was noted that there were no reported successful incidents. The UKSC will continue to monitor and review the measures we have in place to ensure that they are kept up to date and under constant review. The IT team continued to work with the National Cyber Security Centre (NCSC) and the Government Digital Service to ensure we keep our system as safe as is possible.

A number of recommendations have been put forward following a Government Internal Audit Agency review of Cyber Security and all have been actioned.

Remuneration and staff report

Service contracts

The Constitutional Reform and Governance Act 2010 requires Civil Service appointments to be made on merit on the basis of fair and open competition. The Recruitment Principles published by the Civil Service Commission specify the circumstances when appointments may be made otherwise. Unless otherwise stated below, the officials covered by this report hold appointments which are open-ended. Early termination of employment, other than for misconduct or poor performance, may result in the individual receiving compensation as set out in the Civil Service Compensation Scheme. Further information about the work of the Civil Service Commission can be found at:

<https://civilservicecommission.independent.gov.uk/>

Remuneration policy

The remuneration of senior civil servants is set by the Prime Minister following independent advice from the Review Body on Senior Salaries. The Review Body also advises the Prime Minister from time to time on the pay and pensions of Members of Parliament and their allowances; on Peers' allowances; and on the pay, pensions and allowances of Ministers and others whose pay is determined by the Ministerial and other Salaries Act 1975.

In reaching its recommendations, the Review Body has regard to the following considerations:

- the need to recruit, retain and motivate suitable able and qualified people to exercise their different responsibilities;
- regional/local variations in labour markets and their effects on the recruitment and retention of staff;
- government policies for improving the public services including the requirement on departments to meet the output targets for the delivery of departmental service;
- the funds available to departments as set out in the government's departmental expenditure limits;
- the Government's inflation targets.

The Review Body takes account of the evidence it receives about wider economic considerations and the affordability of its recommendations. Further information about the work of the Review Body can be found at:

<https://www.gov.uk/government/organisations/review-body-on-senior-salaries>

Judicial salaries are decided following the recommendation of the Senior Salaries Review Body (SSRB) and are a matter of public record. The SSRB provides independent advice to the Lord Chancellor on the remuneration of the UK Judiciary. The Justices' pay is paid out from the Consolidated Fund, and the UKSC have no control over Justices' pay and pension policy.

Staff/Justices numbers and related costs (Audited)

Staff/Justices costs comprise:	2023-24					2022-23
	Permanent			Others		Total
	Justices	Front line staff	Administrative staff	Judicial assistants	Total	
	£000	£000	£000	£000	£000	
Wages and salaries	3,029	1,585	367	449	5,430	4,675
Social security costs	403	166	42	47	657	593
Apprentice Levy	15	0	0	0	15	13
Supplementary Judges	31	0	0	0	31	163
Other pension costs	1,555	390	97	60	2,103	1,790
Sub-Total	5,033	2,141	506	556	8,236	7,234
Inward secondments	0	49	0	0	49	85
Agency staff	0	16	0	0	17	89
Voluntary exit costs	0	0	0	0	0	0
Total	5,033	2,206	506	556	8,302	7,408
Less: recoveries in respect of outward secondments	0	0	0	0	0	0
Total net costs	5,033	2,206	506	556	8,302	7,408

Judicial Pension Scheme (JPS) (Audited)

The JPS 2022 was introduced on 1 April 2022. It is an unfunded multi-employer defined benefit scheme which prepares its own Accounts, but for which UKSC is unable to identify its share of the underlying assets and liabilities. Details can be found in the Resource Accounts of the Judicial Pension Scheme at:

<https://www.gov.uk/official-documents>

Judicial pension contributions are paid by the UKSC. Contributions to the JPS is at a rate of 51.35% (2021-22, 51.35%) with individual contributions set at 4.26% unless the Judicial Office Holder is entitled to set their rate at 3% for the first three years of the scheme. The amount of these contributions is included in the table shown above. Although the JPS 2022 is a defined benefit scheme, in accordance with FReM 6.2, UKSC accounts for the scheme as a defined contribution scheme and recognises employer contributions payable as an expense in the year they are incurred.

Principal Civil Service Pension Scheme (PCSPS) and the Civil Service and Other Pension Scheme (CSOPS)

The Principal Civil Service Pension Schemes (PCSPS) and the Civil Service and Other Pension Scheme (CSOPS) – known as ‘Alpha’ – are unfunded multi-employer defined benefit schemes, therefore, the UKSC is unable to identify its share of the underlying assets and liabilities. Details can be found in the resource accounts of the Cabinet Office (Civil Superannuation):

www.civilservicepensionscheme.org.uk/about-us/resource-accounts

The PCSPS closed to new members on 31 March 2015. On 1 April 2015, most existing civil servants moved to the Alpha scheme and, from that date, all newly appointed civil servants became members of that scheme. Following the McCloud judgment, all civil servants moved to the Alpha scheme on 1 April 2022. Those staff that were previously in the PCSPS between specified dates prior to April 2015 will have options at retirement to decide how their service from 1 April 2015 to 31 March 2022 should be treated. Annual pension statements explaining these choices will start from 2024.

For 2023-24, employer’s contributions totalling £515,325 were payable to the Civil Service pension arrangements, (2022-23, £447,059) at one of four rates in the range of 26.6% to 30.3% (2022-23, 26.6% to 30.3%) of pensionable pay, based on salary bands. The scheme’s actuary reviews employer contributions every four years following a full scheme valuation. The contribution rates are set to meet the costs of the benefits accruing during 2023-24, to be paid when the member retires and not the benefits paid during this period to existing pensioners.

Employees can opt to open a partnership pension account, this is a stakeholder pension with an employer contribution that provides greater flexibility for those employed on a fixed term basis. Employers’ contributions of £42,114 (2022-23, £36,912) were paid to the appointed stakeholder pension provider. Employer contributions are age-related and range from 8% to 12%, (2022-23, 8% to 14.75%) of pensionable pay. Employers also match employee’s contributions up to 3% of pensionable pay. Contributions due to the partnership pension providers at the balance sheet date were £0 (2022-23, £0). Contributions prepaid at that date were £0 (2022-23, nil). There were no early retirements on ill health grounds in 2023-2024.

Full details about the Civil Service pension arrangements and the partnership pension account can be found at the following websites:

<https://www.civilservicepensionscheme.org.uk/>

<https://www.legalandgeneral.com/workplace/c/csp-partnership/>

Salary and pension entitlements for Directors

Full details of the remuneration and pension interest of the UKSC Board are detailed below and are subject to audit.

Single total figure of remuneration (Audited)

Name	Title	Salary (£'000)		Performance Related Pay (£'000)		Pension Benefits (£'000)		Total (£'000)	
		2023-24	2022-23	2023-24	2022-23	2023-24	2022-23	2023-24	2022-23
Vicky Fox	Chief Executive	115-120	110-115	0-5	0-5	42	7	160-165	120-125
Sam Clark	Director of Corporate Services and Change	75-80	70-75	0-5	0-5	24	1	105-110	75-80
Laura Angus*	Registrar (job-share)	40-45	35-40	0-5	-	18	21	85-90	60-65
Ceilia Cave* (started 1st April 2023)	Registrar (job-share)	55-60	-	0-5	-	23	-	80-85	-
Sanj Bhumber (left 7th June 2024)	Finance Director	70-75	65-70	0-5	0-5	47	5	120-125	70-75
Iain Lanaghan	Non-Executive Director	5-10	0-5	-	-	-	-	5-10	0-5
Julie Nerney	Non-Executive Director	5-10	0-5	-	-	-	-	5-10	0-5
Jane Furniss (started 1st September 2023)	Non-Executive Director	0-5	-	-	-	-	-	0-5	-
Tim Slater (left 31st July 2023)	Non-Executive Director	0-5	5-10	-	-	-	-	0-5	5-10

* These directors are part-time and therefore the bands shown in the salary and total columns represent the amounts actually paid. For Laura Angus, the full-time equivalent band in 2023-24 for salary is £65,000 – £70,000 (2023-24, £60,000 – £65,000) and total remuneration is £85,000 – £90,000 (2023-24, £80,000 – £85,000). For Ceilia Cave, the full-time equivalent band in 2023-24 for salary is £65,000 – £70,000 and total remuneration is £90,000 – £95,000.

Salary

'Salary' includes gross salary; overtime; reserved rights to London weighting or London allowances; recruitment and retention allowances; private office allowances and any other allowance to the extent that it is subject to United Kingdom taxation. This report is based on accrued payments made by the Department and thus recorded in these accounts. The Non-Executive Directors supply their services under the terms of a contract and are remunerated monthly. There are no entitlements to pension or other contributions from the UKSC.

Benefits in kind

There were no benefits in kind.

Bonuses

Bonuses are based on performance levels attained and are made as part of the appraisal process. Bonuses relate to the performance in the year in which they become payable to the individual.

Fair pay disclosures (Audited)

In 2023-24, the banded remuneration (excluding pension benefits) of the highest paid director in the UKSC was £115,000 – £120,000 (2022-23, £110,000 – £115,000).

Table 1 shows the annual percentage change from the previous year in total salary and performance-related pay of highest paid director and employees. Table 2 outlines the ratio of the highest paid director's remuneration to the remuneration of employees at the lower quartile, median and upper quartile. Table 3 outlines the lower quartile, median and upper quartile values for total staff remuneration and the salary component of remuneration.

Total remuneration includes salary, consolidated and non-consolidated performance-related pay, and benefits-in-kind. It does not include severance payments, employer pension contributions and the cash equivalent transfer value of pensions. All references to employees exclude the highest paid director, except where otherwise stated.

Table 1	Annual percentage change from 2022-23 in the total salary and performance-related pay of the highest paid director and employees	
	Total amount of salary and allowances	Total amount of performance-related pay
	%	%
Highest paid director	4.44	0.00
Employees	6.51	7.17

Table 2 Ratio between the highest paid director's total remuneration and the total remuneration of employees at the lower quartile, median and upper quartile			
Financial Year	Lower quartile	Median	Upper quartile
2023-24	3.75:1	3.02:1	2.85:1
2022-23	3.97:1	3.16:1	2.86:1

Table 3 Total remuneration of employees at the lower quartile, median and upper quartile, and the corresponding salary component						
	Lower quartile		Median		Upper quartile	
	2023-24	2022-23	2023-24	2022-23	2023-24	2022-23
Salary	£	£	£	£	£	£
Salary component	27,786.76	27,884.45	37,832.53	34,262.12	39,205.66	37,835.39
Total remuneration	31,368.54	28,349.24	38,905.35	35,612.12	41,229.25	39,301.51

The median total remuneration for 2023-24 was £38,905 (2022-23, £35,612) and the ratio of the highest paid director's total remuneration to the total remuneration of the median employee was 3.02:1 (2022-23, 3.16:1).

The change in the pay ratios for the lower quartile and median employees, and the percentage increase in the salary and allowances of employees as a whole, can be attributed to a non-consolidated cost of living support payment of £1,500 to all non-SCS members of staff who were existing civil servants on 1 April 2023 and to an increase in the number of staff receiving specialist and temporary responsibility allowances. These changes are not attributable to any changes to the remuneration of the highest paid director or to the UKSC's employment ratio. The UKSC believes the median pay ratio remains consistent with the pay, reward and progression policies of the UKSC.

In 2023-24, 0 (2022-23, 0) employees received remuneration in excess of the highest paid director. Full-time equivalent remuneration of all employees, including the highest paid director, ranged from £21,051.09 – £117,500 (2022-23, £23,649 – £112,500). The percentage change in the total remuneration of the highest paid director from 2022-23 was 4.44%. The average percentage change in overall employee remuneration from 2022-23 was 6.52%.

Exit packages (Audited)

No payments were made as part of an exit package in 2023-24 (2022-23, £6,000).

Pension benefits (Audited)

Name	Title	Accrued pension at pension age as at 31/03/2024 and related lump sum (£'000)	Real increase in pension and related lump sum at pension age (£'000)	CETV at 31/03/2024 (£'000)	CETV at 31/03/2023 (£'000)	Real increase in CETV
Vicky Fox	Chief Executive	45 – 50 plus a lump sum of 65 – 70	2.5 – 5 plus a lump sum of 0	891	778	27
Sam Clark	Director of Corporate Services and Change	23 – 30 plus a lump sum of 70 – 75	0 – 2.5 plus a lump sum of 0	573	510	13
Laura Angus	Registrar (job-share)	0 – 5	0 – 2.5	25	12	10
Ceilia Cave	Registrar (job-share)	0 – 5	0 – 2.5	16	0	12
Sanj Bhumber	Finance Director	30 – 35	2.5 – 5	536	461	31

Civil Service pensions

For information on the Civil Service pension arrangements, please refer to 'Principal Civil Service Pension Scheme (PCSPS) and the Civil Service and Others Pension Scheme (CSOPS)' on page 109.

Cash equivalent transfer values

A cash equivalent transfer value (CETV) is the actuarially assessed capitalised value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member's accrued benefits and any contingent spouse's pension payable from the scheme. A CETV is a payment made by a pension scheme or arrangement to secure pension benefits in another pension scheme or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme. The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension scheme, not just their service in a senior capacity to which disclosure applies.

The figures included the value of any pension benefit in another scheme or arrangement which the member has transferred to the Civil Service pension arrangements. They also include any additional pension benefit accrued to the member as a result of their buying additional pension benefits at their own cost. CETVs are worked out in accordance with The Occupational Pension Schemes (Transfer Values) (Amendment) Regulations 2008 and do not take account of any actual or potential reduction to benefits resulting from Lifetime Allowance Tax which may be due when pension benefits are taken.

Real increase in CETV

This reflects the increase in CETV that is funded by the employer. It does not include the increase in accrued pension due to inflation, contributions paid by the employee (including the value of any benefits transferred from another pension scheme or arrangement) and uses common market valuation factors for the start and end of the period.

Staff composition

The table below shows the split by gender identity for staff employed by the UKSC at the end of 31 March 2023.

	2023-24					2022-23	
	Justices	Staff	Non-SCS Board Members	SCS 1 Board Members	SCS 2 Board Members	Justices and Staff	Justices and Staff
Female	2	30	2	1	1	32	32
Male	10	31	1	-	-	41	35
Non-Binary	-	-	-	-	-	-	1
TOTAL	12	61	3	1	1	73	68

Off-payroll engagements and consultancy costs

There were zero off-payroll engagements in 2023-24 (2022-23, zero). The UKSC incurred £3,613k in consultancy costs in 2023-24 (2022-23, £234k). The UKSC used consultancy in 2023-24 for delivering the journey to transform the Court into a modern, world leading court as part of the Change Programme, to deliver new outward facing services (websites) and internal infrastructure (case management). Due to the delivery of assets, this consultancy cost is capitalised.

Trade union facility time

The Trade Union (Facility Time Publication Requirements) Regulations 2017 came into force on 1 April 2017. These Regulations place a legislative requirement on relevant public sector employers to collate and publish, on an annual basis, a range of data on the amount and cost of facility time within the financial year by relevant union officials. There was one employee who was a relevant union official in 2023-24. The relevant union official did not spend any time on paid union activities in 2023-24 (2022-23, nil).

Table 1 sets out the number of employees (actual and full time equivalent) who were relevant union officials in 2023-24. Table 2 sets out the percentage of working hours employees who were relevant union officials spent on facility time. Table 3 sets out the total cost of facility time as a percentage of the total staff pay bill (excluding Judicial and agency pay). All tables have prior-year comparisons.

Table 1			Number of employees who were trade union officials in 2023-24	
	Total number		Full time equivalent	
2023-24	1		1	
2022-23	0		0	

Table 2					Percentage of working time spent on facility time			
	Number of employees							
	0%	1 – 50%	51 – 99%	100%				
2023-24	-	1	-	-				
2022-23	-	-	-	-				

Table 3				Percentage of pay bill spent on facility time		
	Total cost of facility time	Total pay bill (excluding Judicial and agency pay)	Percentage of pay bill spent on facility time			
	£'000	£'000	%			
2023-24	0.272	3,251	0.01			
2022-23	0	2,827	0			

Parliamentary Accountability Report

In addition to the primary statements prepared under IFRS, the Government Financial Reporting Manual (FReM) requires the UKSC to prepare a Statement of Outturn Against Parliamentary Supply (SoPS) and supporting notes. The SoPS and related notes are subject to audit, as detailed in the Certificate and Report of the Comptroller and Auditor General to the House of Commons.

The SoPS is a key accountability statement that shows, in detail, how an entity has spent against their Supply Estimate. Supply is the monetary provision (for resource and capital purposes) and cash (drawn primarily from the Consolidated fund), that Parliament gives statutory authority for entities to utilise. The Estimate details supply and is voted on by Parliament at the start of the financial year.

Should an entity exceed the limits set by their Supply Estimate, called control limits, their accounts will receive a qualified opinion.

The format of the SoPS mirrors the Supply Estimates, published on GOV.UK, to enable comparability between what Parliament approves and the final outturn.

The SoPS contain a summary table, detailing performance against the control limits that Parliament have voted on, cash spent (budgets are compiled on an accruals basis and so outturn won't exactly tie to cash spent) and administration.

The supporting notes detail the following: Outturn by Estimate line, providing a more detailed breakdown (note 1); a reconciliation of outturn to net operating expenditure in the SOCNE, to tie the SoPS to the financial statements (note 2); a reconciliation of outturn to net cash requirement (note 3).

Statement of Outturn Against Parliamentary Supply for the year ended 31 March 2024

Summary of Resource and Capital Outturn 2023-24

Request for resources	SoPs Note	2023-24						2022-23	
		Estimate			Outturn			Outturn	
		Voted	Non-Voted	Total	Voted	Non-Voted	Total	Voted Outturn compared with Estimate: saving/ (excess)	Total
		£000	£000	£000	£000	£000	£000	£000	£000
Departmental Expenditure Limit									
– Resource	1.1	4,773	3,070	7,843	2,418	3,447	5,865	2,355	5,029
– Capital	1.2	4,065	–	4,065	3,908	–	3,908	157	608
Annually Managed Expenditure									
– Resource	1.1	1,000	–	1,000	–	–	–	1,000	–
Total Budget		9,838	3,070	12,908	6,326	3,447	9,773	3,512	5,637
Non Budget		–	–	–	–	–	–	–	–
Total		9,838	–	–	6,326	–	9,773	3,512	5,637
Total Resource		5,773	3,070	8,843	2,418	3,447	5,865	3,355	5,029
Total Capital		4,065	–	4,065	3,908	–	3,908	157	608
Total		9,838	3,070	12,908	6,326	3,447	9,773	3,512	5,637

Figures in the areas outlined in thick line cover the voted control limits voted by Parliament.

Refer to the Supply Estimates guidance manual, available on gov.uk, for detail on the control limits voted by Parliament.

Net cash requirement 2023-24

	SoPS Note	2023-24			2022-23
		Estimate	Outturn	£000 Outturn compared with Estimate: saving/(excess)	Outturn
	2	7,388	6,963	425	3,724

Administration Costs 2023-24

		2023-24			2022-23
		Estimate	Outturn	£000 Outturn compared with Estimate: saving/(excess)	Outturn
	1.1	1,115	629	486	700

Although not a separate voted limit, any breach of the administration budget will also result in an excess vote.

Figures in the areas outlined in thick line cover the voted control limits voted by Parliament. Refer to the Supply Estimates guidance manual, available on gov.uk, for detail on the control limits voted by Parliament.

Explanations of variances between Estimate and Outturn

Explanations of variances between Estimates and Outturn are given in Note 1 and in the Management Commentary.

SOPS Note 1: Net Outturn**SOPS 1.1 Analysis of resource outturn by Estimate line**

								2023-24	2022-23	
							Outturn	Estimate	Outturn	
	Administration			Programme			Net Total compared to			
	Gross £000	Income £000	Net £000	Gross £000	Income £000	Net £000	Total £000	Net Total £000	Estimate £000	Total £000
Spending in Departmental Expenditure Limits (DEL)										
Voted Expenditure										
A – United Kingdom Supreme Court	701	(72)	629	9,986	(8,197)	1,789	2,418	4,773	2,356	2,005
Non-voted expenditure:										
B – United Kingdom Supreme Court Non-Voted	0	0	0	3,447	0	3,447	3,447	3,070	(377)	3,024
Annually Managed Expenditure										
Voted Expenditure										
A – United Kingdom Supreme Court	0	0	0	0	0	0	0	1,000	1,000	0
Total Spending in DEL	701	(72)	629	13,433	(8,197)	5,236	5,865	8,843	2,978	5,029

Administration budgets capture any expenditure not included in programme budgets. They are controlled to ensure that as much money as practicable is available for front line services. Programme budgets capture expenditure on front line services.

SOPS 1.2 Analysis of capital outturn by Estimate line

				2023-24		2022-23
	Outturn			Estimate		Outturn Net £000
	Gross £000	Income £000	Net £000	Net Total £000	Net Total compared to Estimate £000	
Spending in Departmental Expenditure Limits (DEL)						
Voted Expenditure						
A – United Kingdom Supreme Court	3,908	–	3,908	4,065	157	608
Total Spending in DEL	3,908	0	3,908	4,065	157	608

SOPS Note 2: Reconciliation of Outturn to Net Operating Expenditure

The total resource outturn in the SOPS is the same as net operating expenditure in the SoCNE therefore no reconciliation is required

SOPS Note 3: Reconciliation of Net Resource Outturn to Net Cash Requirement

		2023-24			2022-23
	SoPS Note	Estimate £000	Outturn £000	Net total outturn compared with Estimate: saving/ (excess) £000	Outturn £000
Resource Outturn	1.1	8,843	5,865	2,978	5,029
Capital Outturn	1.2	4,065	3,908	157	608
Accruals to cash adjustments					
Adjustments to remove non-cash items:					
Depreciation		(2,450)	(1,223)	(1,227)	(1,228)
Other non-cash items			(58)	58	(59)
Adjustments to reflect movements in working balances:					
Increase/(Decrease) in receivables		–	(121)	121	(216)
(Increase)/Decrease in payables		–	(102)	102	541
Changes in payables falling due after more than one year		–	–	–	–
Change in IFRS 16 Lease liability		–	2,141	(2,141)	2,072
Removal of non-voted budget items:					
Non-Voted Expenditure		(3,070)	(3,447)	377	(3,024)
Net cash requirement		7,388	6,963	425	3,724

As noted in the introduction to the SoPS above, outturn and the Estimates are compiled against the budgeting framework, not on a cash basis. Therefore, this reconciliation bridges the resource and capital outturn to the net cash requirement.

Parliament accountability disclosures

The following sections are subject to audit.

Losses and Special Payments

No losses payments have been incurred (2023-24, nil). There were no special payments incurred last financial year (2022-23, nil) that requires separate disclosure in accordance with the principles of Managing Public Money.

Fees and Charges

	2023-24			2022-23		
	£000	£000	£000	£000	£000	£000
	Income	Full Cost	Surplus/ (Deficit)	Income	Full Cost	Surplus/ (Deficit)
Total Court Fees	(1,106)	14,062	(12,956)	(1,246)	13,068	(11,822)
Wider Market Initiatives	(73)	73	0	(49)	49	0
	(1,179)	14,135	(12,956)	(1,295)	13,117	(11,822)

These are provided for fees' & charges' purposes & not for IFRS 8.

The UKSC does not recover its full cost of operations from Court fees as this might impede access to justice.

Any changes to the UKSC fee structure is dependent on the Lord Chancellor (MOJ) for the laying of the necessary fees orders in Parliament and the consultation exercise that should precede it.

The deficit is covered by the Spending review settlements with HMT.

The Fees and Charges disclosure reflects the full cost for criminal and civil cases, as the number of criminal applications received were immaterial.

The UKSC continues to monitor the number of criminal applications and will take the necessary steps where there is a material change, to ensure full compliance with the cost allocation and charging requirements set out in HM Treasury and Office of Public Sector Information guidance.


Conclusion

I am satisfied that we have effective governance, risk management and assurance arrangements in place as set out in this report.

Our arrangements are subject to regular review at a variety of levels: internally through our governance arrangements; through our Non-Executive Board Members and independent Members: and through external audit. This meets the changing needs of the court and the environment in which we operate.

I agree there are no significant control issues within the UKSC and the JCPC at the current time and we strive to continually improve our arrangements to ensure that any matters which do come to light are responded to proportionately and effectively.

Signed on behalf of the UKSC by:



Vicky Fox

Chief Executive and Accounting Officer

15th October 2024

Section 5

The Certificate and Report of the Comptroller and Auditor General to the House of Commons



A view of the exterior facade of the UK Supreme Court looking toward the south.

Opinion on financial statements

I certify that I have audited the financial statements of the Supreme Court of the United Kingdom for the year ended 31 March 2024 under the Government Resources and Accounts Act 2000.

The financial statements comprise the Supreme Court of the United Kingdom's:

- Statement of Financial Position as at 31 March 2024;
- Statement of Comprehensive Net Expenditure, Statement of Cash Flows and Statement of Changes in Taxpayers' Equity for the year then ended; and
- the related notes including the significant accounting policies.

The financial reporting framework that has been applied in the preparation of the financial statements is applicable law and UK adopted international accounting standards.

In my opinion, the financial statements:

- give a true and fair view of the state of the Supreme Court of the United Kingdom's affairs as at 31 March 2024 and its net expenditure for the year then ended; and
- have been properly prepared in accordance with the Government Resources and Accounts Act 2000 and HM Treasury directions issued thereunder.

Opinion on regularity

In my opinion, in all material respects:

- the Statement of Outturn against Parliamentary Supply properly presents the outturn against voted Parliamentary control totals for the year ended 31 March 2024 and shows that those totals have not been exceeded; and
- the income and expenditure recorded in the financial statements have been applied to the purposes intended by Parliament and the financial transactions recorded in the financial statements conform to the authorities which govern them.

Basis for opinions

I conducted my audit in accordance with International Standards on Auditing (UK) (ISAs UK), applicable law and Practice Note 10 *Audit of Financial Statements and Regularity of Public Sector Bodies in the United Kingdom (2022)*. My responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of my certificate.

Those standards require me and my staff to comply with the Financial Reporting Council's *Revised Ethical Standard 2019*. I am independent of the Supreme Court of the United Kingdom in accordance with the ethical requirements that are relevant to my audit of the financial statements in the UK. My staff and I have fulfilled our other ethical responsibilities in accordance with these requirements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Conclusions relating to going concern

In auditing the financial statements, I have concluded that the Supreme Court of the United Kingdom's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work I have performed, I have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Supreme Court of the United Kingdom's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

My responsibilities and the responsibilities of the Accounting Officer with respect to going concern are described in the relevant sections of this certificate.

The going concern basis of accounting for the Supreme Court of the United Kingdom is adopted in consideration of the requirements set out in HM Treasury's Government Financial Reporting Manual, which requires entities to adopt the going concern basis of accounting in the preparation of the financial statements where it is anticipated that the services which they provide will continue into the future.

Other information

The other information comprises information included in the Annual report, but does not include the financial statements and my auditor's certificate and report thereon. The Accounting Officer is responsible for the other information.

My opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in my certificate, I do not express any form of assurance conclusion thereon.

My responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or my knowledge obtained in the audit, or otherwise appears to be materially misstated.

If I identify such material inconsistencies or apparent material misstatements, I am required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact.

I have nothing to report in this regard.

Opinion on other matters

In my opinion the part of the Remuneration and Staff Report to be audited has been properly prepared in accordance with HM Treasury directions issued under the Government Resources and Accounts Act 2000.

In my opinion, based on the work undertaken in the course of the audit:

- the parts of the Accountability Report subject to audit have been properly prepared in accordance with HM Treasury directions issued under the Government Resources and Accounts Act 2000;

- the information given in the Performance and Governance and Accountability Reports for the financial year for which the financial statements are prepared is consistent with the financial statements and is in accordance with the applicable legal requirements.

Matters on which I report by exception

In the light of the knowledge and understanding of the Supreme Court of the United Kingdom and its environment obtained in the course of the audit, I have not identified material misstatements in the Performance, and Governance and Accountability Reports.

I have nothing to report in respect of the following matters which I report to you if, in my opinion:

- adequate accounting records have not been kept by the Supreme Court of the United Kingdom or returns adequate for my audit have not been received from branches not visited by my staff; or
- I have not received all of the information and explanations I require for my audit; or
- the financial statements and the parts of the Governance and Accountability Report subject to audit are not in agreement with the accounting records and returns; or
- certain disclosures of remuneration specified by HM Treasury's Government Financial Reporting Manual have not been made or parts of the Remuneration and Staff Report to be audited is not in agreement with the accounting records and returns; or
- the Governance Statement does not reflect compliance with HM Treasury's guidance.

Responsibilities of the Accounting Officer for the financial statements

As explained more fully in the Statement of Accounting Officer's Responsibilities, the Accounting Officer is responsible for:

- maintaining proper accounting records;
- providing the C&AG with access to all information of which management is aware that is relevant to the preparation of the financial statements such as records, documentation and other matters;
- providing the C&AG with additional information and explanations needed for his audit;
- providing the C&AG with unrestricted access to persons within the Supreme Court of the United Kingdom from whom the auditor determines it necessary to obtain audit evidence;
- ensuring such internal controls are in place as deemed necessary to enable the preparation of financial statements to be free from material misstatement, whether due to fraud or error;
- preparing financial statements which give a true and fair view, in accordance with HM Treasury directions issued under the Government Resources and Accounts Act 2000;
- preparing the annual report, which includes the Remuneration and Staff Report, in accordance with HM Treasury directions issued under the Government Resources and Accounts Act 2000; and

- assessing the Supreme Court of the United Kingdom’s ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Accounting Officer anticipates that the services provided by the Supreme Court of the United Kingdom will not continue to be provided in the future.

Auditor’s responsibilities for the audit of the financial statements

My responsibility is to audit, certify and report on the financial statements in accordance with the Government Resources and Accounts Act 2000.

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a certificate that includes my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Extent to which the audit was considered capable of detecting non-compliance with laws and regulations, including fraud

I design procedures in line with my responsibilities, outlined above, to detect material misstatements in respect of non-compliance with laws and regulations, including fraud. The extent to which my procedures are capable of detecting non-compliance with laws and regulations, including fraud is detailed below.

Identifying and assessing potential risks related to non-compliance with laws and regulations, including fraud.

In identifying and assessing risks of material misstatement in respect of non-compliance with laws and regulations, including fraud, I:

- considered the nature of the sector, control environment and operational performance including the design of the Supreme Court of the United Kingdom’s accounting policies;
- inquired of management, Supreme Court of the United Kingdom’s head of internal audit and those charged with governance, including obtaining and reviewing supporting documentation relating to the Supreme Court of the United Kingdom’s policies and procedures on:
 - identifying, evaluating and complying with laws and regulations;
 - detecting and responding to the risks of fraud; and
 - the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations including the Supreme Court of the United Kingdom’s controls relating to the Supreme Court of the United Kingdom’s compliance with the Government Resources and Accounts Act 2000 and Managing Public Money;

- inquired of management, the Supreme Court of the United Kingdom’s head of internal audit and those charged with governance whether:
 - they were aware of any instances of non-compliance with laws and regulations;
 - they had knowledge of any actual, suspected, or alleged fraud,
- discussed with the engagement team regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

As a result of these procedures, I considered the opportunities and incentives that may exist within the Supreme Court of the United Kingdom for fraud and identified the greatest potential for fraud in the following areas: revenue recognition, posting of unusual journals, complex transactions and bias in management estimates. In common with all audits under ISAs (UK), I am required to perform specific procedures to respond to the risk of management override.

I obtained an understanding of the Supreme Court of the United Kingdom’s framework of authority and other legal and regulatory frameworks in which the Supreme Court of the United Kingdom operates. I focused on those laws and regulations that had a direct effect on material amounts and disclosures in the financial statements or that had a fundamental effect on the operations of the Supreme Court of the United Kingdom. The key laws and regulations I considered in this context included Government Resources and Accounts Act 2000, Managing Public Money, Supply and Appropriation (Main Estimates) Act 2023, employment law and pensions legislation.

Audit response to identified risk

To respond to the identified risks resulting from the above procedures:

- I reviewed the financial statement disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described above as having direct effect on the financial statements;
- I enquired of management, the Audit and Risk Committee and in-house legal counsel concerning actual and potential litigation and claims;
- I reviewed minutes of meetings of those charged with governance and the Board; and internal audit reports;
- in addressing the risk of fraud through management override of controls, I tested the appropriateness of journal entries and other adjustments; assessed whether the judgements on estimates are indicative of a potential bias; and evaluated the business rationale of any significant transactions that are unusual or outside the normal course of business.

I communicated relevant identified laws and regulations and potential risks of fraud to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

A further description of my responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of my certificate.

Other auditor's responsibilities

I am required to obtain appropriate evidence sufficient to give reasonable assurance that the Statement of Outturn against Parliamentary Supply properly presents the outturn against voted Parliamentary control totals and that those totals have not been exceeded. The voted Parliamentary control totals are Departmental Expenditure Limits (Resource and Capital), Annually Managed Expenditure (Resource and Capital), Non-Budget (Resource) and Net Cash Requirement.

I am required to obtain sufficient appropriate audit evidence to give reasonable assurance that the expenditure and income recorded in the financial statements have been applied to the purposes intended by Parliament and the financial transactions recorded in the financial statements conform to the authorities which govern them.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control I identify during my audit.

Report

I have no observations to make on these financial statements.

Gareth Davies

Comptroller and Auditor General
16 October 2024

National Audit Office
157-197 Buckingham Palace Road
Victoria
London
SW1W 9SP



Section 6

Financial Statements



Law Reports in the UK Supreme Court library

Statement of Comprehensive Net Expenditure

for the year ended 31 March 2024

		2023-24	2022-23
	Note	£000	£000
Income from sale of goods and services	4	(8,197)	(8,038)
Other operating income	4	(73)	(49)
Total operating income		(8,270)	(8,087)
Staff costs	2	8,302	7,408
Purchases of goods and services	3	4,610	4,480
Depreciation and amortisation charges	3	1,223	1,228
Total Expenditure		14,135	13,116
Net Operating Expenditure for the year ended 31 March		5,865	5,029
Other Comprehensive Net Expenditure			
Net (gain)/loss on revaluation of property, plant and equipment		788	(1,056)
Total Comprehensive Net Expenditure for the year ended 31 March		6,653	3,973

The notes on pages 136 to 149 form part of these accounts.

Statement of Financial Position

as at 31 March 2024

		as at 31 March 2024	as at 31 March 2023
	Note	£000	£000
Non-current assets:			
Property, plant and equipment	5	39,551	41,283
Intangible assets	6	3,853	235
Total non-current assets		43,404	41,518
Current assets:			
Inventories		1	1
Trade and other receivables	8	959	1,079
Cash and cash equivalents	9	91	58
Total current assets		1,051	1,138
Total assets		44,455	42,656
Current liabilities:			
Trade and other payables	10	(1,339)	(1,194)
Lease liabilities	10	(2,223)	(2,154)
Total current liabilities		(3,562)	(3,348)
Total assets less current liabilities		40,893	39,308
Non-current liabilities:			
Lease liabilities	10	(40,552)	(42,781)
Total non-current liabilities		(40,552)	(42,781)
Total assets less liabilities		341	(3,473)
Taxpayers' equity and other reserves			
General fund		(24,040)	(28,642)
Revaluation reserve		24,381	25,169
Total equity		341	(3,473)

The notes on pages 136 to 149 form part of these accounts.

The Accounting Officer authorised these financial statements for issue.



Vicky Fox

Chief Executive and Accounting Officer

15th October 2024

Statement of Cash Flows

for the year ended 31 March 2024

		2023-24	2022-23 (restated)
	Note	£000	£000
Cash flows from operating activities			
Net operating expenditure		(5,865)	(5,029)
Adjustment for non-cash transactions	3	1,281	1,287
Impact of IFRS 16 adoption		0	(686)
Interest payments against leases		427	439
(Increase)/Decrease in trade and other receivables		121	216
Increase/(Decrease) in current trade payables		(264)	155
less movements in payables relating to items not passing through the SCNE		(112)	(51)
Net Cash outflow from operating activities		(4,412)	(3,670)
Cash flows from investing activities			
Purchase of property, plant and equipment	5	(290)	(374)
Purchase of intangible assets	6	(3,209)	(234)
Net cash outflow from investing activities		(3,499)	(608)
Cash flows from financing activities			
From the Consolidated Fund (Supply)		7,074	3,775
From the Consolidated Fund (non-Supply)		3,447	3,024
Capital payments against leases		(2,150)	(2,065)
Interest payments against leases		(427)	(439)
Net cash inflow from financing activities		7,944	4,295
Net increase/(decrease) in cash and cash equivalents in the period before adjustment for receipts and payments to the Consolidated Fund	9	33	17
Cash and cash equivalents at the beginning of the period	9	58	41
Cash and cash equivalents at the end of the period		91	58

The 2022-23 comparative figure for 'Capital payments against leases' has been restated to remove lease payments of £686k which occurred during 2021-22 and should not therefore have been shown as cash flows from financing activities during 2021-22. An additional adjustment has been added in the 2022-23 comparative amounts for 'Cash flows from operating activities' to account for the impact on working capital of the lease prepayment.

The notes on pages 136 to 149 form part of these accounts.

Statement of Changes In Taxpayers' Equity

for the year ended 31 March 2024

		General Fund	Revaluation Reserve	Total Reserves
	Note	£000	£000	£000
Balance as at 31 March 2022		(30,420)	23,962	(6,458)
Prior period Adjustment		–	–	–
Balance at 1 April 2022		(30,420)	23,962	(6,458)
Net Parliamentary Funding – drawn down		3,775		3,775
Net Parliamentary Funding – deemed		262		262
Consolidated Fund Standing Services		3,024		3,024
Supply (payable)/receivable adjustment		(313)		(313)
Net Operating cost for the year		(5,029)		(5,029)
Non-Cash Adjustments				
Non-cash charges – external auditors remuneration	3	59		59
Movement in Reserves				
Movement in Revaluation Reserve	5		1,056	1,056
Fixed Asset Adjustment	5		151	151
Balance at 31 March 2023		(28,642)	25,169	(3,473)
Balance as at 1st of April 2023		(28,642)	25,169	(3,473)
Net Parliamentary Funding – drawn down		7,074		7,074
Net Parliamentary Funding – deemed		313		313
Consolidated Fund Standing Services		3,447		3,447
Supply (payable)/receivable adjustment		(425)		(425)
Excess Vote – Prior Year		–		–
CFERs payable to the Consolidated Fund		–		–
Net Operating cost for the year		(5,865)		(5,865)
Non-Cash Adjustments				
Non-cash charges – external auditors remuneration	3	58		58
Movement in Revaluation Reserve	5	–	(788)	(788)
Balance at 31 March 2024		(24,040)	24,381	341

The notes on pages 136 to 149 form part of these accounts.

Notes to the Departmental Resource Accounts

1 Statement of Accounting Policies

1.1 Basis of Preparation

The financial statements have been prepared in accordance with the 2023-24 Government Financial Reporting Manual (FReM) issued by HM Treasury. The accounting policies contained in the FReM apply the International Financial Reporting Standards (IFRS) as adapted or interpreted for the public sector context. Where the FReM permits a choice of accounting policy, the accounting policy which is judged to be most appropriate to the particular circumstances of the Supreme Court of the United Kingdom (UKSC) for the purpose of giving a true and fair view has been selected. The particular policies adopted by the Supreme Court of the United Kingdom are described below. They have been applied consistently in dealing with items which are considered material to the accounts.

1.2 Accounting Convention

These accounts have been prepared on an accrual basis under the historical cost convention modified to account for the revaluation of property, plant and equipment, intangible assets and inventories.

1.3 Going Concern

The financial statements for the UK Supreme Court (UKSC) have been prepared under the basis that the Department will continue as a going concern. Financial provisions for its operations are included in the 2021 Spending Review, which outlined the budgets from 2021-22 through to 2024-25. Additionally, Parliament has authorised funding for 2024-25 as per the Central Government Main Supply Estimates for 2024-25. The Constitutional Reform Act 2005 defines the purpose and role of the Supreme Court, and there are no plans to abolish the Court. Therefore, the UKSC will continue to operate and fulfil its commitments, obligations, and objectives.

1.4 Property Plant and Equipment

The minimum level for the capitalisation of Property, Plant & Equipment is £5,000.

i. Land & Building

The UKSC Land & Building were deemed to be specialised operational properties and fair value was arrived at using Direct Replacement Cost methodology. This was based on the assumption that the property could be sold as part of the continuing enterprise in occupation. On the basis of the above assumption, Fair value for such assets under the FReM is the equivalent of Existing Use Value according to guidance from the Royal Institution of Chartered Surveyors (RICS). The year end valuation was carried out by the Valuation Office Agency (VOA), using professionally qualified valuers, who are also members of the RICS; using 31 March 2024 as valuation date. The VOA and its staff are independent of the UK Supreme Court. The Revaluation Surplus balance at year end was £24M; with £1,330K decrease in the land value and an increase of £542k in the building value during the financial year.

ii. Other Plant & Equipment

These were valued at depreciated cost. The Department has decided not to apply Modified Historic Costs Accounting for Other Plant & Equipment as the adjustments would be immaterial.

1.5 Intangible Fixed Assets

Computer software licences with a purchased cost in excess of £5,000 (including irrecoverable VAT and delivery) are capitalised at cost. Assets under construction relate to content management and website development costs and are not amortised but are assessed for impairment annually.

1.6 Depreciation and Amortisation

Freehold land and assets in the course of construction are not depreciated. All other assets are depreciated from the month following the date of acquisition. Depreciation and amortisation is at the rates calculated to write-off the valuation of the assets by applying the straight-line method over the following estimated useful lives.

Property, Plant and Equipment:

Building	40 years
Office Equipment	3-7 years
Furniture and fittings	4-7 years
Robes	50 years

Intangible assets:

Computer software and software licences	7 years
-----------------------------------------	---------

1.7 Inventory

Closing stocks of gift items for re-sale are held at the lower of cost and net realisable value. Cost of consumables stores held by the Department are not considered material and are written off in the operating cost statement as they are purchased.

1.8 Operating Income

The UKSC has three distinct streams of income, namely: 1) contributions from His Majesty's Courts and Tribunals Service, the Scottish Government and the Northern Ireland Courts Service 2) Wider Market Initiatives which includes fees from courtroom hire, tours and from justices sitting in other jurisdictions and sale of gift items; and 3) Court fees.

The contributions are fixed income payments paid quarterly. The contributions are for the ongoing operation of the court and are recognised in full in the year to which the funding relates.

For the Wider Market Initiatives, contracts are issued for courtroom hire and the income is recognised in the financial period of the event. Similarly, income from tours, justices sitting in other jurisdictions and sales of gift items are recognised when the performance obligation has been fulfilled. Court fees are charged at the point

they are accepted through the defined system of processing cases. The condition under which fees are paid are based on legislation and regulation.

Therefore for all streams, income is recognised under Revenue from Contracts and Customers (IFRS 15).

1.9 Pensions

UKSC employees are covered by the provisions of the Principal Civil Service Pension Scheme (PCSPS) and the Civil Service and Other Pension Scheme (CSOPS), which are multi-employer defined benefit schemes. UKSC's share of any assets and liabilities are not separately identifiable and accordingly UKSC accounts for the pension schemes in the same manner as defined contribution schemes, recognising contributions payable for the year.

1.10 Value Added Tax

The net amount of Value Added Tax (VAT) due to or from His Majesty's Revenue and Customs is shown as a receivable or payable on the Statement of Financial Position. Irrecoverable VAT is charged to the Statement of comprehensive net expenditure, or if it is incurred on the purchase of a fixed asset it is capitalised in the cost of the asset.

1.11 Significant Accounting Estimates and Assumption

Other than the valuation of the Land and Building, there are no significant estimates or accounting judgements used in the preparation of these accounts.

1.12 Third Party Assets

The UKSC holds, as custodian, certain assets belonging to third parties. These assets are not recognised in the Statement of Financial Position and are disclosed within note 13 as the UKSC or HM Government does not have a direct beneficial interest in them.

1.13 International Financial Reporting Standard (IFRS) 17: Insurance Contracts

Adoption of IFRS 16 became effective from 1 April 2022, following an initial deferral by the FReM.

IFRS 16 introduces a comprehensive lessee accounting model for lease arrangements. Under this framework, the UKSC assesses at the inception of a contract, whether the arrangement is, or contains, a lease. A contract is considered a lease if it involves the exchange of consideration for the right to use an asset. The FReM extends this definition to encompass contracts with nil consideration. Once identified as a lease, the UKSC recognizes a right-of-use asset and a corresponding liability on the date when the asset becomes available for use.

The distinction between a finance lease and an operating lease hinge on whether substantially all the risks and rewards of ownership are transferred to the UKSC. If this criterion is met, the lease is classified as a finance lease; otherwise, it's treated as an operating lease.

For finance leases, the lease liability is initially measured at the present value of lease payments over the lease term, net of any irrecoverable value-added tax. The discount rate used is either the rate implicit in the lease (if readily determinable) or, if not, the HM Treasury discount rates as outlined in the Public Expenditure System papers. As part of the adoption of IFRS 16, it was determined that it was no longer possible to evidence the previous discount rate, and therefore the HMT rate has been applied at 0.95% to get the present value from our future cash flow of lease liability from previous rates used (6.7% 2021/22). The difference between the carrying amount of the right-of-use asset and lease liability shall be included as part of the adjustment to the opening balances of taxpayers' equity (or other component of equity, as appropriate) per IFRS 16 (C5(b)).

Concurrently, right-of-use assets are recognised at the same amount as the lease liability, adjusted for any payments made or accrued before the lease commencement, incentives received, and costs incurred in obtaining the lease or any disposal costs at the lease's termination.

After initial recognition, the lease liability is adjusted based on payments made and interest incurred, while the right-of-use asset is depreciated over the lease term or the asset's useful life, whichever is shorter. If an extension option is likely to be exercised, its period is included in the lease term.

The accounting model applied to operating leases involves the use of the fair value model, unless cost is a reasonable proxy for fair value, in which case the cost model is employed. In cases where neither the cost nor fair value models are appropriate, the asset is measured using a revaluation model.

The UKSC currently only has one lease that does falls under IFS16, the lease for the land and building. All other contracts have no lease component; therefore, no exemptions have been applied.

This lease is represented on the balance sheet as a right-of-use asset and a lease liability. The value of the asset at 31 March 2024 is £38.4M.

2 Staff/Justices related costs

	2023-24	2022-23
	Total £000	Total £000
Staff/Justices Costs comprise:		
Wages and salaries	5,430	4,675
Social Security costs	657	593
Apprentice Levy	15	13
Supplementary Judges	31	163
Other pension costs	2,103	1,790
Sub Total	8,236	7,234
Inward secondments	49	85
Agency staff	17	89
Voluntary exit costs	0	0
Total	8,302	7,408
Less recoveries in respect of outward secondments	0	0
Total Net Costs	8,302	7,408

No salary costs have been capitalised. Judicial Salaries and Social Security costs are paid directly from the Consolidated Fund while the Pension costs are paid for by the UKSC. Further details are provided in the Remuneration and Staff Report from pages 107-113.

3 Purchases of Goods and Services

	Note	2023-24	2022-23
		£000	£000
Accommodation Costs		2,291	2,117
Finance Costs		927	946
Library Costs		308	404
IT Costs		265	217
Publicity & Communications		94	142
Broadcasting Costs		240	229
Repairs & Maintenance		163	124
Recruitment & Judicial Appointment Costs		41	39
Transportation Costs		45	42
Other Staff Costs		79	71
Hospitality & Events		5	7
Printing, Postage, Stationery & Publications		26	17
Internal Audit & Governance Expenses		27	26
Other Costs		27	14
International Judicial Travel		14	26
Sub Total		4,552	4,421
Non-cash items:			
Depreciation	5	1,223	1,228
Amortisation	6	-	-
External Auditors' Remuneration*		58	59
Total Non-Cash		1,281	1,287
Total Costs		5,833	5,708

* No remuneration has been received by the external auditors in respect of non-audit services.

4 Income

Operating income, analysed by classification and activity, is as follows:	2023-24	2022-23
	£000	£000
Contribution from HMCTS	(6,373)	(6,075)
Contribution from Scottish Government	(478)	(478)
Contribution from Northern Ireland Courts and Tribunals Service	(239)	(239)
Total Contributions	(7,090)	(6,792)
Court Fees – UKSC	(715)	(783)
Court Fees – JCPC	(392)	(463)
Wider Market Initiatives	(73)	(49)
Total Income	(8,270)	(8,087)

5 Property Plant and Equipment

2023-24	Land	Building	Office Equipment	Furniture and Fittings	Robes	Total
	£000	£000	£000	£000	£000	£000
Cost or Valuation						
At 1 April 2023	18,100	22,001	2,538	3,649	155	46,443
Additions	-	-	117	173	-	290
Revaluations	(1,330)	(364)	-	-	-	(1,694)
Disposals	-	-	-	(10)	-	(10)
Reclassification			19	(19)		-
At 31 March 2024	16,770	21,637	2,674	3,793	155	45,029
Depreciation						
At 1 April 2023	-	-	(2,180)	(2,938)	(42)	(5,160)
Charged in year	-	(906)	(134)	(180)	(3)	(1,223)
Revaluations	-	906	-	-	-	906
Disposals	-	-	-	-	-	-
At 31 March 2024	-	-	(2,314)	(3,118)	(45)	(5,478)
Carrying amount at 31 March 2024	16,770	21,637	360	675	110	39,551

Right of Use Assets

Owned	1,145
Right of Use Assets	38,407
On-balance sheet	39,551
PFI contracts	-

Land and Building is Right of Use Asset. Office equipment, furniture and fittings & robes are owned for both 2023-24 and 2022-23.

2022-23						Total
	Land	Building	Office Equipment	Furniture and Fittings	Robes	
	£000	£000	£000	£000	£000	
Initial adoption of IFRS 16 on 1 April 2022						
Cost or Valuation						
At 1 April 2022	18,700	20,429	2,512	3,378	155	45,174
Additions	-	77	26	271	-	374
Revaluations	(600)	809	-	-	-	209
Disposals	-	-	-	-	-	-
Donations	-	-	-	-	-	-
At 31 March 2023	18,100	22,001	2,538	3,649	155	46,443
Depreciation						
At 1 April 2022	-	-	(2,001)	(2,740)	(39)	(4,780)
Charged in year	-	(848)	(179)	(198)	(3)	(1,228)
Revaluations	-	848	-	-	-	848
Disposals	-	-	-	-	-	-
At 31 March 2023	-	0	(2,180)	(2,938)	(42)	(5,160)
Net book value at 31 March 2023	18,700	20,429	511	638	116	40,394
Carrying amount at 31 March 2023	18,100	22,001	358	711	113	41,283
Right of Use Assets						
Owned						1,182
Right of Use Assets						40,101
On-balance sheet						41,283
PFI contracts						-

6 Intangible non-current assets

Intangible fixed assets comprise software licences, content management and website development costs. All intangible assets are owned by the UKSC for both 2023-24 and 2022-23

2023-24	Purchased software licences	Asset Under Construction
	£000	£000
Cost or valuation		
At 1 April 2023	210	234
Additions	–	3,618
Revaluations	–	–
Impairment	–	–
Donations	–	–
At 31 March 2024	210	3,852
Amortisation		
At 1 April 2023	(209)	–
Charged in year	–	–
Revaluations	–	–
Impairment	–	–
At 31 March 2024	(209)	–
Net book value at 31 March 2024	1	3,852

2022-23	Purchased software licences	Asset Under Construction
	£000	£000
Cost or valuation		
At 1 April 2022	210	–
Additions	–	234
Revaluations	–	
Impairment	–	–
Donations	–	–
At 31 March 2023	210	234
Amortisation		
At 1 April 2022	(209)	–
Charged in year	–	–
Impairment	–	–
At 31 March 2023	(209)	–
At 31 March 2022	(209)	–
Net book value at 31 March 2023	1	234

7 Financial Instruments

As the cash requirements of the Department are met through the Estimates process, financial instruments play a more limited role in creating and managing risk than would apply to a non-public sector body of a similar size. The Department does not hold any financial instruments.

8 Trade and other receivables

	2023-24	2022-23
	£000	£000
Amounts falling due within one year:		
Trade Receivables	11	2
VAT Recoverable	357	206
Staff Receivables	9	4
Prepayment & Accrued Income	582	867
Total	959	1,079

9 Cash and Cash Equivalents

	2022-23	2021-22
	£000	£000
Balance at 1 April	58	41
Net changes in cash and cash equivalent balances	33	17
Balance at 31 March	91	58
The following balances at 31 March were held at:		
Government Banking Service (RBS)	91	58
Balance at 31 March	91	58

10 Trade and other payables and finance lease liabilities

	2023-24	2022-23
	£000	£000
Analysis by type		
Amounts falling due within one year		
Other taxation and social security	(125)	(111)
Trade payables	(289)	(427)
Amounts issued from the Consolidated Fund for supply but not spent at year end	(425)	(313)
Accruals and Deferred Income	(500)	(343)
Lease liabilities	(2,223)	(2,154)
Total	(3,562)	(3,348)
Amounts falling due after more than one year		
Lease liabilities	(40,552)	(42,781)
Total	(44,114)	(46,129)

11 Commitments under leases

Total future minimum lease payments under leases are given in the table below for each of the following periods.

	2023-24	2022-23
	£000	£000
Obligations under leases comprise:		
Land and Building		
Not later than 1 year	2,629	2,565
Later than 1 year and not later than 5 years	11,191	10,953
Later than 5 years	32,426	35,328
Sub-total	46,246	48,846
Less: Interest Element	(3,471)	(3,911)
Net Total	42,775	44,935

12 Related-Party Transactions

None of the Non-Executive Board Members, President, key managerial staff or related parties have undertaken any material transactions with UKSC during the year other than the pay information disclosed in the Remuneration Report.

UKSC had a number of significant transactions with the Ministry of Justice and His Majesty's Revenue and Customs.

13 Third Party Assets

In all civil cases where an appeal lay to the House of Lords under the provisions of the Appellate Jurisdiction Act 1876, Appellants must provide security for the costs of such appeals. This payment was made to the House of Lords Security Fund Account which recorded the receipt, payment and disposition of the lodgements for each financial year. The balance on this Security Fund Account was transferred to the Supreme Court on 1st October 2009 and is now operated as the Supreme Court Security Fund Account. No interest is paid on the lodgements, nor are any fees deducted. Security Fund monies are payable to the relevant party, usually on the issue of the Final Judgement or Taxation of the Bill of Costs.

Securities held on behalf of third parties are not included in UKSC's Statement of Financial Position.

	2023-24	2022-23
	£000	£000
Balance as at 01 April	430	157,174
Add; receipts – Lodgements by Appellants	175	–
Less: Repayments to Appellants/ Respondents	–	(156,744)
Balance as at 31 March	605	430

14 Events after the reporting period date

In accordance with the requirements of IAS 10 'Events after the Reporting Period', events are considered up to the date on which the financial statements are authorised for issue, which is interpreted as the date of the certificate and report of the Comptroller and Auditor General. There are no subsequent events to report.



Annex

Jurisdictions where the JCPC is the final court of appeal



Annex

Jurisdictions where the JCPC is the final court of appeal

Anguilla
Antigua and Barbuda
Ascension
Bahamas
Bermuda
British Antarctic Territory
British Indian Ocean Territory
Cayman Islands
Cook Islands and Niue
Falkland Islands
Gibraltar
Grenada
Guernsey
Isle of Man
Jamaica
Jersey
Kiribati
Mauritius
Montserrat
Pitcairn Islands
Saint Christopher and Nevis
St Helena
St Vincent and the Grenadines
Sovereign Base Areas of Akrotiri and Dhekelia
Trinidad and Tobago
Tristan da Cunha
Turks and Caicos Islands
Tuvalu
Virgin Islands

United Kingdom

Royal College of Veterinary Surgeons
Church Commissioners
Arches Court of Canterbury
Chancery Court of York
Prize Courts
Court of the Admiralty of the Cinque Ports
Power to refer any matter to the Judicial Committee under section 4 of the Judicial Committee Act 1833.

Brunei

Civil Appeals from the Court of Appeal to the Sultan and Yang di-Pertuan for advice to the Sultan.

ISBN : 978-1-5286-5146-2

E03185602