


ENM

ÉCOLE  
NATIONALE  
DE LA  
MAGISTRATURE

2


3

ESSENTIALS



For over 60 years, France's National School for the Judiciary, the *École nationale de la magistrature* (ENM), has been training future and serving judges and prosecutors. For over 60 years, the ENM has constantly been changing as society and the justice system change. With sites in Paris and Bordeaux open to a broad range of trainees and with a rich and diverse body of faculty members, it epitomises the fact that the job of justice is a shared job.

With a prestigious history and unfailingly committed teams to draw on, the School is well prepared to take up the challenges announced in 2022 in 2023.



# Addressing challenges

2021 was my first year as Director of the *École nationale de la magistrature*, the ENM. It was a year of observation, reflection and some first decisions. But 2021 was also the year of the “Call of the 3000” and the launch of the *États généraux de la justice* consultation, two events that have garnered a considerable amount of media attention and brought the issues around the training of judges and prosecutors under the spotlight.

The ENM has occupied a central place among France’s judicial institutions ever since it was created. It is, therefore, entirely logical that the report that came out of the *États généraux de la justice* process, entitled “Rendre justice aux citoyens” (Doing justice by citizens), which was submitted to the French President on 8 July 2022, suggests some changes to the training of judges and prosecutors, even while it stresses the excellence of that training. It is up to us, collectively, to seize upon these suggestions to contribute to building the justice of tomorrow, the justice that will bring us closer to the nation’s citizens.

Whether it is training judges and prosecutors in team management, individualising the judge/prosecutor’s training or anticipating the digital transformation of court processes, these are the challenges that we must meet as of today. Strengthening the team around the judge or prosecutor, a concept that was one of the strongest to come out of the *États généraux de la justice*, in fact, poses two challenges for the ENM. The first is that of the training of “juristes assistants”, the judicial assistants who will be key members of this team; the second is that of training future and serving judges and prosecutors to lead these new, expanded and more diverse teams.

Another major challenge that appeared in 2022, and which will filter through the next few years,

is without question that of numbers: the increase in the number of members of the judiciary, with 1,500 new judges and prosecutors planned over the next five years, obliges us to cope. The ENM has a duty to step up whilst maintaining the excellence of its training of judges and prosecutors.



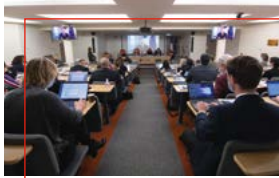
**NATHALIE RORET,**  
Director of the ENM

For the School, this matter of numbers poses multiple challenges in terms of logistics and human resources. It will become a practical issue at the start of the 2023 academic year, with the recruitment of over 200 extra judges and prosecutors. A large-scale real estate project is already in the offing with a view to opening a second training site in Bordeaux in 2024. At the same time, to guarantee the quality of our teaching and our methods during these transformations, a teaching support department has been set up: our teams of teaching judges and prosecutors have been enriched with educational advisors whose role is to contribute to developing innovation in teaching.

2023 will be the year of a new international strategy for the ENM. This strategy covers the period 2023-2027 and aims to make the ENM a global player in judicial training. The School thus wishes to continue its commitment to strengthening an international judicial community and promoting the rule of law and standards in judicial training, two subjects for which it is already widely recognised.

With its 60-year-long history, the commitment of its teams to the jobs ahead and the rich dialogue that it leads with all the players in the justice system, the School can be relied upon to rise to the challenges on its horizon. ■

# A year's events



**24 JANUARY**

## LAUNCH OF THE NEW EUROPEAN JUDICIAL STUDIES CYCLE

Under the auspices of the French Presidency of the Council of the European Union (PFUE), the cycle was inaugurated notably by Clément Beaune, Secretary of State for European Affairs.

**19 APRIL**

## TALK BY PIERRE MOSCOVICI

The President of the French Court of Auditors talks to trainees about how justice as a public service can be improved and his plans for financial courts.



**30 MARCH**

## THE 2020 YEAR GROUP CHOOSE THEIR POSTS



**10 FEBRUARY**

## SWEARING IN

The 2022 intake of trainee judges and prosecutors swear their oath in the presence of the Keeper of the Seals, Minister of Justice, and the President and Chief Prosecutor of the Court of Cassation.

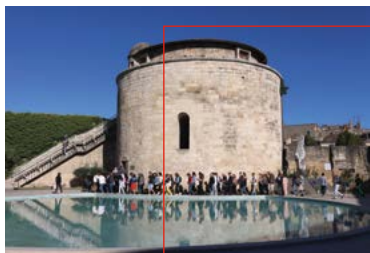


**17 MAY**

## ANGLE DROIT TALK ON "LAW & FICTION" WITH NOVELIST KARINE TUILL

**30 SEPTEMBER**

WELCOMING A NEW  
TYPE OF TRAINEE:  
"JURISTES ASSISTANTS"

**17 SEPTEMBER**

EUROPEAN  
HERITAGE DAYS

Over 3,000 visitors visited the ENM.

**21-22 JUNE**

TRIP TO A SCHOOL IN  
OLORON-SAINTE-MARIE AS PART  
OF A SCHEME TO ENCOURAGE  
PUPILS TO APPLY FOR SELECTIVE  
HIGHER EDUCATION COURSES

**13 OCTOBER**

CONFERENCE ENTITLED "VIRTUAL  
REALITY, A NEW TOOL FOR THE  
JUSTICE SYSTEM?"

The Secretary of State or the Social and Solidarity  
Economy and Associations, Marlène Schiappa,  
was shown the ENM's virtual reality system  
during her visit.

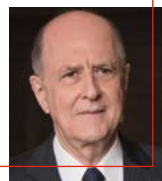
**23 NOVEMBER**

CLOSING EVENT OF THE JUDICIAL  
MANAGERS TRAINING PLAN

**14 DECEMBER**

PRESENTATION OF THE ÉTATS  
GÉNÉRAUX REPORT

Jean-Marc Sauvé, President of the *États Généraux  
de la Justice* committee, presented the committee's  
conclusions to the trainee judges and prosecutors.



# A School at the centre of the challenges facing the judicial institutions

At the end of 2021, the Ministry of Justice announced its target for the increase in the number of judges and prosecutors for the next five years. At the same time, in 2022, the *États généraux de la Justice* identified the challenges the School could start to work on to accompany the transformation of judicial institutions.

## Helping build the justice of tomorrow

Initiated in October 2021, the aim of the *États généraux de la justice* consultation was to improve the operation of the justice system, considered slow and detached from the concerns of ordinary French people\*. The report that came out of the process made recommendations on a number of structural areas, including the training of judges and prosecutors. The ENM has thus identified a number of areas to work on:

- **train the members of the court team:** already tasked with training court experts, conciliators and prosecutor's delegates. Since September 2022, the ENM has also been training "juristes assistants" (judicial assistants), a new position whose role is to assist judges and prosecutors so that they can refocus on their essential missions;
- **create a training pathway for judges and prosecutors:** by offering in-service training adapted to individual needs, the ENM will be giving serving judges and prosecutors the possibility of following an individual pathway, acquiring the skills they have identified as useful, specialising or preparing for a change of position;
- **accompany the digital transformation of the justice system:** the ENM is in a position to play a central role in the digital acculturation of judges and prosecutors and in the development of teaching and learning methods by integrating the digital ecosystem into the court system starting at the School.

## Training 1,500 extra judges and prosecutors in five years

On 13 December 2021, Éric Dupond-Moretti, Keeper of the Seals, Minister of Justice, announced the creation of 200 extra training places for judges and prosecutors, bringing the number of trainees

### ↑ FOCUS

#### ÉTATS GÉNÉRAUX DE LA JUSTICE

Almost 50,000 citizens and professionals took part in this consultation exercise, and over a million individual and collective contributions were recorded. The *États généraux de la justice* committee's report submitted to the French President on 8 July 2022 took positions on different reforms that could provide a response to the aims of reinforcing the judicial system and repositioning it at the heart of civic life.



**10 February.**  
The 2022 intake swears the oath in the presence of the Keeper of the Seals, Minister of Justice.

recruited in 2022 for 2023 entry to almost 380. This record of the largest intake in the School's history will quickly be beaten: over 470 trainee judges and prosecutors are set to be recruited for the 2024 year group. **The target set for the next five years is an increase in judiciary numbers of 1,500**, namely an average of 300 extra new judges and prosecutors taking up their positions in the courts every year (on top of the replacement of those retiring). To cope with this challenge, every department and teaching team at the ENM is already organising to recruit, receive and train these extra judges and prosecutors under the best possible conditions.

### Organising to meet this challenge

The main challenge for the School is to maintain and even strengthen the high level of excellence in the training of future judges and prosecutors.



**26**  
POSTS

to be created at the ENM starting in 2023: training coordinators, project officers and administrative officers

To achieve that, it is already consolidating its teams and reinforcing its staff. A huge undertaking has begun organising the competitive entrance exams, correcting thousand of extra exam papers, implementing the logistics to receive the extra trainees, providing them with IT equipment and organising teaching, talks and placements.

The in-service training delivered in Paris and in the regions will also need to be adapted to the new circumstances. It will have to make room for these new recruits in the training cycles and sessions, as at least five days a year of in-service training has been a mandatory requirement for judges and prosecutors since 2008. ■

\* Institut Paul Delouvrier survey, December 2020.

# A School at the centre of the judicial community

Lawyers, psychologists, prison officers, police officers, researchers, heads of court registries, support workers and even former prisoners are some of the guest lecturers regularly invited to speak to trainee judges and prosecutors as well as on in-service training courses for serving judges and prosecutors. The aim is threefold: to broaden the scope of the training pathway, to foster dialogue and familiarise trainees with the professional ecosystem they will be working in.

Starting from initial training, the ENM works to create the ties that will unite future judges and prosecutors, after their training, with other professionals in the judicial community. It is the same desire that, from 2019 onwards, saw the development of co-built in-service training projects. At the same time, since 2022, certain modules of the core course followed by the senior civil service grades in their initial training have been integrated into the course: the ENM has, furthermore, co-steered the production of a module on the Values of the Republic and the civil service.

## Activating new interactions

In keeping with this desire to reinforce interprofessional links, the School hosts trainee lawyers for six months on practical or individual educational project placements, which they spend in total immersion at the School, taking the same courses as the trainee judges and prosecutors. This scheme, which has now been extended to the specialist professional training department (DFPS)

starting from 2023, fosters mutual enrichment of professionals' courses. Other partnerships are also being set up, in particular between the ENM and the National School of Court Clerks (ENG), two institutions that have long maintained close ties. Trainee court clerks and trainee judges and

prosecutors take part in joint simulations of court hearings and hearings in judges' chambers.

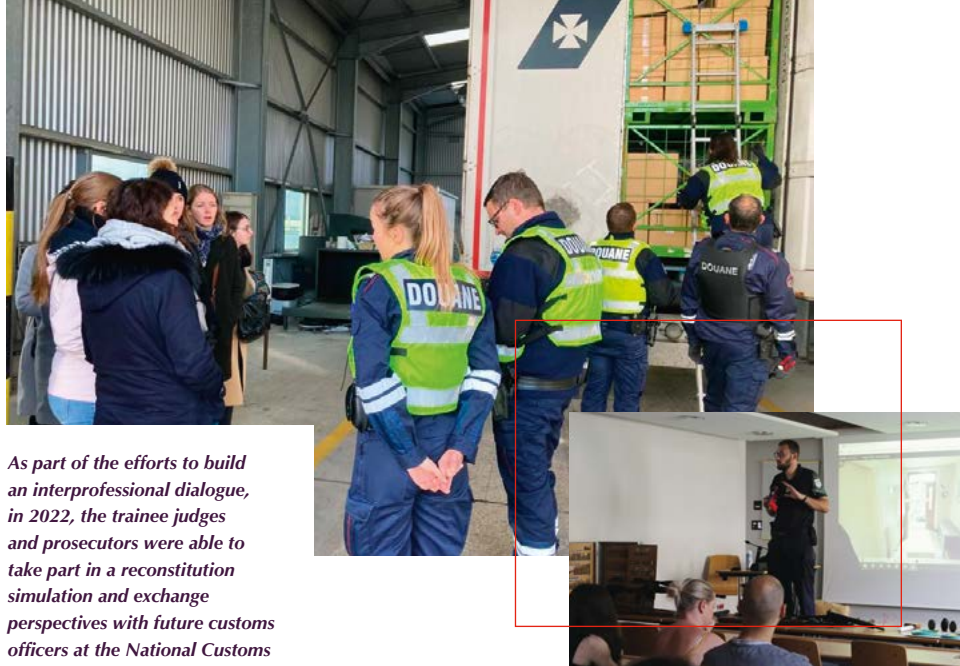
The French Association of Company Lawyers (AFJE) and the Paris Bar School (EFB) have set up a joint training course with the ENM: it is designed to nurture an in-depth inter-professional dialogue between serving judges, prosecutors, lawyers and company lawyers. Several training sessions have also been organised with the

EFB on topics such as ethics or relations between the justice system and the press. In November 2022, a training course on the legal issues around non-fungible tokens (NFTs) was attended by 430 judges, prosecutors, lawyers, company lawyers and other legal professionals.



**700**  
GUEST LECTURERS

invited to the  
ENM every year



*As part of the efforts to build an interprofessional dialogue, in 2022, the trainee judges and prosecutors were able to take part in a reconstitution simulation and exchange perspectives with future customs officers at the National Customs Training School in de Tourcoing.*

## Continuing to bring in new specialised target audiences

Since 1 January 2023, the ENM has begun training a ninth target group: “honorary lawyers carrying out judicial duties as judges in Departmental criminal courts”. Professional ethics, the functioning and organisation of the criminal courts, sentencing law: a very wide range of topics is covered in the two days.

This new task for the DFPS comes in addition to its running of the initial training course for the new *juristes assistants* (judicial assistants). 194 of them, newly appointed, were invited to this first training session, which took place in Paris on 30 September 2022. For the 901 judicial assistants who took up their posts on 1 September 2022, the School has designed a dedicated digital document space.

## Opening up to others and to society

As well as the exchanges with other justice professionals, the ENM has affirmed its wish to open up to civil society, the representatives of the State and to the general public. In 2022, several events with different senior figures were organised for the trainee judges and prosecutors as well as for judges and prosecutors on in-service training. As part of this initiative, the ENM had the pleasure

of welcoming former French President François Hollande (by video conference), former Prime Minister Bernard Cazeneuve, President of the Court of Auditors Pierre Moscovici, Commissioner General for Sustainable Development Thomas Lesueur and Thierry Marx, business leader and Michelin-starred chef. The School also organised a number of public events such as European Heritage Days, *La Nuit du Droit* and a talk by novelist Karine Tuil. ■

## FOCUS



### TRAINING COURSES FOR OTHER LEGAL PROFESSIONALS

As the multi-disciplinary approach is an essential part of the ENM's educational strategy, in 2023, the in-service training department will be offering over 300 training sessions, with the great majority open to different audiences.

Similarly, the DFPS opens 90% of its sessions to other professions, such as commercial court clerks, court-appointed creditors' representatives and lawyers.

# A School at the centre of a changing world

The ENM is one of the oldest judicial training schools in the world. With its long history and strong reputation, it provides training for serving and future foreign judges and prosecutors. It also builds international cooperation projects with many partners. This international outreach is officially part of the School's mission on an equal footing with its task of training French judges and prosecutors.

**22 February.** *Nathalie Roret introduces the conference on the Initial Training of Justice System Professionals Serving the Rule of Law organised by the ENM with the DG Justice of the European Commission—one of the PFUE events.*



organisation of eleven events and actions, it was able to address a varied range of subjects: the Charter of Fundamental Rights of the European Union, the trafficking of endangered species and the defence of freedom of expression in Europe. **Highlights of this European sequence included the organisation in Bordeaux of the conference on the “Initial Training of Justice System Professionals Serving the Rule of Law” in partnership with the European Commission and the General Assembly of the European Judicial Training Network at the Sorbonne.**

## Judges and prosecutors on the international stage

The integration of European and international law, as well as cooperation and mutual assistance, are subjects that require a high level of technical



**150**

PARTICIPANTS

at the conference on  
the training of justice system  
professionals organised as part  
of PFUE events

## PFUE events organised by the ENM

Between January and June 2022, the ENM seized the opportunity presented by the French Presidency of the Council of the European Union to promote its training model and take inspiration from the experiences of its European counterparts. Through the

knowledge on the part of French judges and prosecutors, which they acquire from their initial training onwards. The ENM designs and implements, alone or with partner countries, **training projects on topical themes and subjects of common interest.**

This is the case of the “Evidence for Environment” project on the issue of cross-border environmental crime, in which the ENM has taken part. Funded by the European Commission and implemented in partnership with Belgium, Spain, Italy and Bulgaria, this project has trained 64 judicial actors of 12 European nationalities in the mutual assistance tools available in such European cases. In fact, aware of the role that judges and prosecutors play in preserving environmental public order, the ENM is developing more and more training courses in the field of environmental law.

## A new international strategy

Built to tie in with the strategies of the Ministry of Justice, and the Ministry of Europe and Foreign Affairs, the ENM’s international strategy for 2023-2027, which was adopted by the School’s Board of Administration in November 2022, is a new step in the School’s commitment on the international stage. It renews its commitment to technical cooperation and makes the most of the experience gained in this area over several years now. With this strategy, the ENM has set the structural objectives of its actions, set out the themes that it wishes to develop and identified the priority geographical zones. It is intended to enable the School to determine a specific position for itself, which has so far led it to believe that only an international strategy is “about authorising the future”. ■

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\*“All politics is about authorising the future”,  
Denis de Rougemont, *L’avenir est notre affaire*, 1977.

## FOCUS



### CAPACITY BUILDING FOR OUR COUNTERPARTS OVERSEAS

As a central player in the construction of judicial training in France’s partner countries, the ENM has contributed to the reinforcement and modernisation of numerous training institutes. Since 2016, it has supported several of its counterparts:

- in Algeria, Djibouti, Georgia, Morocco and Tunisia as part of the European Neighbourhood Policy or the European Union’s foreign policy more widely;
- in Ivory Coast, Madagascar, Mozambique and the Democratic Republic of the Congo, as part of the French strategy;

- in Abu Dhabi and Ecuador, funded by the partner countries themselves.



**4 July 2022.** *Hosting a Vietnamese delegation for the renewal of the cooperation agreement.*

# Innovating teaching methods

To train tomorrow's judges and prosecutors as well as today's, the ENM has placed educational innovation at the centre of its plans.

This reflection on teaching methods being closely linked to that of the integration of new technologies, the School is introducing the most appropriate tools to enhance its courses.

To adapt the training to the everyday realities of judges and prosecutors and to offer new teaching formats were two of the School's objectives in 2022. Mission accomplished: the ENM has developed training techniques based on *micro-learning* and collective intelligence which it has applied in its initial and in-service courses. Its teams have also proved their capacity for innovation in the ways they have used new technologies to enhance the sharing of knowledge.

## Creativity at the heart of training methods

By applying these new methods, the ENM teams have developed a mobile app called "*Manuel de survie – Maître de stage*", a survival manual for placement supervisors. One way for the ENM to meet the requirement to train placement supervisors, as well as possible, is by also preparing for the coming increase in the number of trainee judges and prosecutors on placement in the courts. Invented and thought through at a hackathon, this new *micro-learning* format offers a variety of very short training sequences: tips, quizzes, games, practical case studies, personal accounts, illustrative videos, etc. A practical tool that judges and prosecutors can use when they are confronted with a new situation or something they are unsure of.

Another example of innovation: the *serious game* developed as part of the JustGreen PFUE 2022, which is a simulation of an international investigation in the field of the fight against the trafficking of endangered species. This tool presents content in an attractive, interactive way and the French, Spanish and Italian judges, prosecutors and investigators that tried it out particularly appreciated the experience. Finally, the community of training centre directors met in December 2022 at an open forum to draw on their collective intelligence to identify good practices and priority projects: the themes the forum worked on, the meetings and workshops were co-built by and with the participants.

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### A NEW ENTITY: THE TEACHING SUPPORT DEPARTMENT

The ENM has considerably increased the resources it puts into instructional engineering: its e-training department has now become the teaching support department (SAP). The aim: to reflect on the training offer and develop hybrid teaching methods. Two new educational advisors will be taking up their posts, one in Bordeaux and one in Paris, in June 2023. The SAP is continuing its online training missions and creating multimedia resources for the learning platform.



**13 October.** 31 judges, prosecutors and lawyers tried out virtual reality at the conference “Virtual reality, a new tool for the justice system?”

## Innovating technologies facilitating learning

Mobile apps, online learning platforms, distance learning, videos, podcasts, even virtual reality: the palette of tools used by the ENM has been expanded considerably. All these systems are already in use by teaching staff and learners, as was demonstrated at the in-service training conference on “Virtual reality, a new tool for the justice system?” organised on 13 October in partnership with the Prisons Directorate (DAP). Using virtual reality headsets, the lawyers, judges and prosecutors tried out the system, which could become a training tool in the future. The new technology could be useful in training dedicated to domestic violence, for example.

More surprisingly, judges and prosecutors are learning to code: an in-service course entitled “Justice and digital technology”, offered by the School as a distance learning course, allows judges and prosecutors to learn the basics of programming applied to legal subjects. Following on from the beginner’s course launched in 2021, an advanced level was added in 2022. ■

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#### ALGORITHMS SERVING JUSTICE

With the support of the ENM, Étienne Vergès and Caroline Vial, professor and lecturer, respectively, in private law at the University of Grenoble Alpes, have been working on the impact of algorithms on judicial decision-making. The experiment involved submitting a case containing algorithmic data to trainer and trainee judges and prosecutors. Would they be seen as truths by the trainees? Would they be wary of them or would they ignore them?



#### FOR MORE INFORMATION

Read the interview with Étienne Vergès and Caroline Vial (in French): [bit.ly/algorithms-justice](https://bit.ly/algorithms-justice)

# Accompanying change

Supporting judges and prosecutors throughout their careers is one of the ENM's essential missions. That is why it is committed to meeting the needs of all its target groups whilst taking account of the changes that are affecting society, such as issues connected to the ecological transition.

## Supporting judges and prosecutors through professional changes

As the judge or prosecutor is not just a legal scholar, the School offers a range of courses covering technical and legal know-how as well as soft skills. Created in 2022, the advanced cycle in administration and management (CAGEM) allows future manager-judges and prosecutors to develop technical and people skills in management, communication and governance.

Decentralised in-service training courses are also part of the renewed support offer for judges and prosecutors. These sessions are organised locally by the regional training coordinators or judges and prosecutors delegated to training duties and provide participants with content that is directly relevant to their local ecosystem.

## Better support for trainees taking up their first post

Since 2022, the Directorate of Judicial Services (DSJ) at the Ministry of Justice and the ENM have offered a tutoring scheme for young judges and prosecutors taking up their first posts. The fruit of a successful experimental buddy scheme run at the Court of Appeal of Besançon, [this online course provides peer support from more experienced judges and prosecutors](#). In September 2022, the course "Being a tutor in the court"\* went online on the ENM's learning platform. This module contains, among other things, personal accounts, a feature called "view of an expert", as well as tools and methods that are easy to put into practice.

## Amplifying our OSR actions

Accompanying change also means contributing to better practices in terms of Organisations' Social Responsibility (OSR). The School's ambition is to establish a project structured around OSR, which concerns all the staff and target audiences of the ENM. [About a hundred actions in favour of sustainable development and quality of working](#)

### AGENDA 2030, AN AGENDA FOR THE ENM

Agenda 2030 is an ENM charter containing several dozen ecological commitments that can be implemented in the short, medium and long term. In June 2022, the School organised a day of exchanges and debates with Thomas Lesueur, Commissioner General for Sustainable Development, as well as numerous awareness-raising workshops. In addition, all trainee judges and prosecutors take part in a workshop named "Fresque du climat" as part of the joint common core with the senior civil service schools. They then become "fresqueurs" and ambassadors raising awareness of ecological issues.

life (QWL) are currently underway. Progress is measured by an annual survey.

Because the ENM cares about the health of the trainee judges, prosecutors and staff, in 2022, the School set up an experimental custom e-health service, which trainees can use, in particular during their court placements when they are too far away to see their own GP.

In addition, the ENM continues to work on making its buildings accessible and offers training courses on disability. Awareness-raising events like Duo Day continue and enjoy growing success. ■



FOR MORE INFORMATION

\*Find the module on [bit.ly/tutor-module](https://bit.ly/tutor-module)



**16 June.**

*In-service training session on “Cybercrime and digital evidence” at the Paris site.*

# Building the future

To nurture young people's ambitions and ensure our future judges and prosecutors are a better reflection of our society: that is the aim of several equal opportunities schemes and partnerships promoted by the ENM.

## Attracting new candidates

Because the physical distance from opportunities often discourages educational ambition, in June 2022, the ENM inaugurated a series of interventions as part of the national "Cordées de la réussite" scheme aimed at promoting equal opportunities. The aim is to intervene as early as possible with schoolchildren to combat the phenomenon of self-censorship in pupils' thinking about the careers open to them. Two events were organised, and junior high school pupils from rural schools in Pyrénées-Atlantiques and Lot-et-Garonne, members of the "Territoire éducatif rural" scheme, were able to talk to students from the ENM Talent Prepa class, the ENM, the Law Clinic at the University of Bordeaux, the ALIÉNOR lawyers' school and the national notaries' training school in Bordeaux.

Other initiatives are being taken in the same vein. In September 2022, the fourth edition of the Start'U scheme provided an opportunity for 80 new grant-holding students or former pupils of high schools in disadvantaged areas to discover the legal and judicial professions. From 2023 onwards, a similar scheme, a partnership with the higher education preparatory classes at Lycée Camille Julian in Bordeaux, is making it possible for high school pupils to meet trainee judges and prosecutors.

## Supporting diversity in our recruitment

The Talent Prepa classes are helping to diversify the recruitment of trainee judges and prosecutors and are a mark of the ENM's proactive policy in favour of equal opportunities. Open to deserving and grant-holding students from Urban Policy priority neighbourhoods or rural revitalisation zones, these classes have enabled over 170 students to enter the ENM since the first class was opened.

After Paris in 2008, Bordeaux and Douai in 2009 and Orléans and Lyon in 2021, the ENM is still reinforcing its commitment and will be opening a sixth class in Besançon at the beginning of the 2023/24 academic year. This new class brings the total number of places available to 100 each year.



**21 June.** "Cordées de la réussite" event with pupils from four junior high schools at Barétous school in Arette (Pyrénées-Atlantiques).



### 7 September

*Small groups of new first-year law students talk to trainee judges and prosecutors from the 2022 intake and training coordinators on how to get into the ENM, the course and the placements in courts.*

In these classes, the students benefit from tutoring by judges and prosecutors, individualised learning support and an initial professional acculturation, which in particular involves a placement at a court. Since 2021, the students in the classes have also

been awarded an ENM diploma in “Legal Culture and Judicial Practices”, which is equivalent to a master’s degree: it ensures the students have something to show for their year even if they do not get into the ENM. ■

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## ↑ FOCUS

### OPENING UP TO OTHER SCHOOLS

For several years now, the ENM has been a member of the Network of Civil Service Schools (RESP), which develops and supports cooperation between the major French civil service higher education institutions. This enables trainee judges and prosecutors and ENM staff to take part each year in numerous exchanges, training sessions and inter-school meetings.

In 2022, the RESP schools reinvented the “Inter-School Sessions”. These are week-long events where students from the different schools collaborate on concrete topics with the aim of producing an action plan based on an interprofessional approach. It was the same spirit of openness that led the representatives of the 2022 year group of trainees to approach their counterparts at the National Civil Service Institute (INSP) and the National Institute for Territorial Studies (INET) with the aim of forging new ties.

# Who are we?

Through its specific missions, the ENM plays a role in linking know-how and softer skills, judges and prosecutors and other actors in the judicial and legal worlds, the practice of justice and the understanding of society at large.

Being a judge or prosecutor, today or tomorrow, means combining multiple types of know-how. Judges and prosecutors are not isolated; they have to work with many others, be they the users of the justice system, lawyers, partners or judicial civil servants. Being a judge or prosecutor means being open to the world, connected and in touch with our social, cultural and economic environment. Being a judge or prosecutor means being in direct contact with society; this French society that our learners come from that is constantly moving, being stirred up, doubting itself even.

## A unique School

Created in 1958, the ENM is the only school that trains judges and prosecutors. It is responsible for recruiting and providing the initial training of future judges

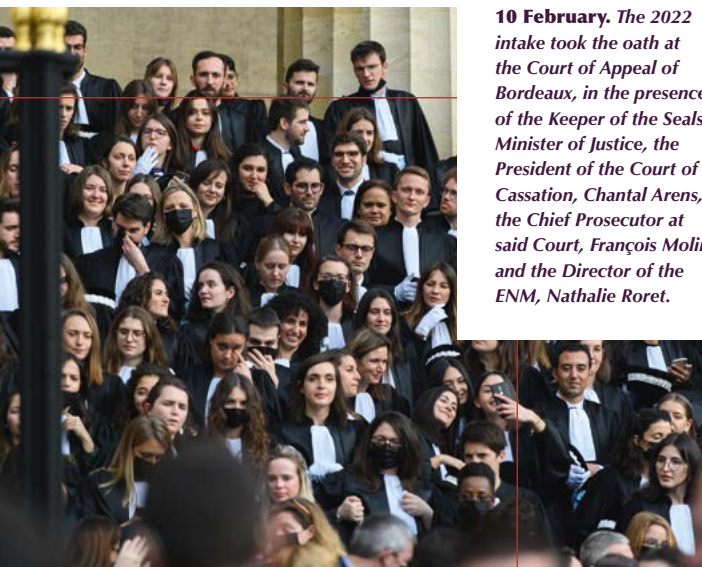
and prosecutors, as well as providing in-service training for serving judges and prosecutors and also for foreign judges and prosecutors. Two missions that it carries out on its two sites in Bordeaux and Paris. For several years, it has also been providing training for other groups performing duties in the courts or contributing to judicial activities.

## Our five main activities

- Initial and in-service training of French judicial personnel.
- Training of personnel who are not members of the judiciary, but who work in the court system or collaborate closely with the judicial system.
- The initial and in-service training of foreign future and serving judges and prosecutors.
- European and international cooperation, in particular through the dissemination of legal and judicial knowledge and the development of foreign legal systems.
- Research, in particular in the field of comparative judicial practice.

## Our governance

The ENM is headed by a director, who was appointed on 7 October 2020 by a Presidential decree after the submission of a report by the Keeper of the Seals, Minister of Justice. Nathalie Roret, a lawyer, is the first woman to head the School and the first not to be a judge or prosecutor herself. Governance is exercised collectively by a management board made up of judges and prosecutors on secondment and professionals from non-judicial fields. The Director organises the School's missions under the mandate entrusted to her by the Board of Administration, whose Chair and Vice-Chair are the President and the Chief Prosecutor of the Court of Cassation, respectively. ■



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## THE ENM IN FIGURES

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**1**  
SCHOOL,  
2 sites

**11,952**  
TRAINEE JUDGES AND  
PROSECUTORS SINCE 1958,  
year when the Centre national  
d'études judiciaires opened

**248**  
STAFF  
MEMBERS

**48**  
TRAINERS  
including 13 regional  
coordinators

**206**  
DIRECTORS  
of placement centres

**217**  
FOREIGN PARTICIPANTS  
IN AIAKOS,  
the international exchange  
programme of the European  
Judicial Training Network

**75**  
PARTNER COUNTRIES  
concerned  
by international  
cooperation schemes

**3,614**  
ENTRANTS  
for the competitive  
exam in 2022

**5,305**  
TRAINEES ENROLLED  
on specialist professional courses  
in 2021: 3,907 lay judges  
and 1,398 judicial  
auxiliaries

**325**  
TRAINEE JUDGES/  
PROSECUTORS  
in the 2022 intake

**6**  
PREPA  
TALENT CLASSES  
in Besançon,  
Bordeaux, Douai,  
Lyon, Orléans and Paris

**31**  
MONTHS' TRAINING  
70% on placement for trainee judges and  
prosecutors, 90% on placement for those  
admitted on the direct integration and  
complementary entrance exam schemes

**OVER 45,000**  
REFERENCE  
DOCUMENTS  
available to trainee  
judges/prosecutors at the ENM  
resource centre

**OVER 700**  
GUEST/EXTERNAL  
LECTURERS  
every year

**OVER 600**  
IN-SERVICE  
TRAINING ACTIONS  
per year as part of  
14 regional cycles

**9**  
DIFFERENT TARGET  
GROUPS trained by the  
specialist professional  
training department

**OVER 9,000**  
SERVING FRENCH JUDGES  
AND PROSECUTORS  
take an in-service  
training course every year

**ENM coordination:** Communication department

**Editorial and graphic design, production:**

ANIMAL  PENSANT

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