

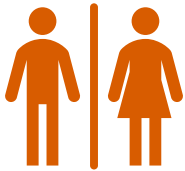


## Northern Ireland Judicial Appointments Commission Equality Monitoring - 2020-21, 2021-22 and 2022-23

Click to return to beginning/point of origin.

Click on **Icons** e.g. to go to Analysis of Characteristic

**174** appointments made from **1,145** applications in respect of **40** legal, medical and lay recruitment schemes



Females made up **51.7%** of those applying and **58.6%** of those recommended for appointment.



Applications: **57.8%** Catholic, **30.5%** Protestant and **11.7%** Other/Neither/Not Indicated. Of those recommended for appointment **52%** Catholic, **35.4%** Protestant and **12.6%** Other/Neither/Not Indicated.



Those aged 40 or under made up **25.6%** of those applying, those aged 41-50 **32.3%** and **42.1%** were 51 or above. Of those recommended for appointment **17.8%** were 40 or under, **27.6%** aged 41-50 and **54.6%** were aged 51 or above.



**2.4%** of applications came from applicants not identifying as White and they made up **0.6%** of those recommended for appointment.



**6.5%** of applications came from applicants identifying as having a disability and they made up **2.9%** of those recommended for appointment.



The east coast of Northern Ireland (Antrim, Belfast and Down) provided the majority of applicants **73%** (by residence) and **63%** (by business location) and the majority of recommendations for appointment, **75.6%** and **63.8%** respectively.



## ***Analysis of Data***

The purpose of the report is to provide NIJAC's diversity data which it has not had an opportunity to formally publish as part of the respective Annual Reports & Accounts for the years 2020-21, 2021-22 and 2022-23 due to the absence of an Executive.

The Analysis of Data and attached annexes provide information regarding NIJAC's applicant pools and recommendations for appointment in respect of the years 2020-21 (**Annex 1**), 2021-22 (**Annex 2**) and 2022-23 (**Annex 3**) ('the period under review'). In providing these figures we also set them in the context of historical data (Northern Ireland Statistics & Research Agency ('NISRA') Report 2007<sup>1</sup>, NISRA Report 2011<sup>2</sup>, NISRA Report 2021<sup>3</sup>, the make-up of the judiciary as of 1 September 2023<sup>4</sup> and the available Census data from 2011<sup>5</sup> and 2021<sup>6</sup>).

The analysis is set in the context of four distinct dates indicating the make-up of the existing judiciary at given points in time; the historical position (1/4/07 and 1/4/11), a point in time during the period under review (1/4/21), the present position (1/9/23) and the available general and specific population data from the Census 2021.

NIJAC is statutorily required<sup>7</sup> to report on five principal characteristics<sup>8</sup> in relation to how '*reflective of the community*' are the applicant pool it attracts and the recommendations for appointment that it makes<sup>9</sup>. These characteristics are; Gender, Community Background, Age, Ethnic Origins and the part of Northern Ireland (if any) with which the individuals applying for judicial office regard themselves as most closely associated.

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<sup>1</sup> NISRA: The Judiciary in Northern Ireland: 2007 Equity Monitoring Report

<sup>2</sup> NISRA: The Judiciary in Northern Ireland: 2011 Equity Monitoring Report

<sup>3</sup> NISRA: The Judiciary in Northern Ireland: 2021 Equity Monitoring Report

<sup>4</sup> NIJAC's own data

<sup>5</sup> NI Census 2011 (NISRA - <https://www.nisra.gov.uk/statistics/census/2011-census>)

<sup>6</sup> NI Census 2021 (NISRA - <https://www.nisra.gov.uk/statistics/census/2021-census>)

<sup>7</sup> Justice (Northern Ireland) Act 2002 (as amended): Sch 2 s5 (3)

<sup>8</sup> All figures (in all metrics) expressed as percentages have been rounded to the nearest single decimal point. Where this results in a cumulative total of 99.9% no change has been made. Exact numeric figures are provided in Annexes 1-3 covering the individual period under review years.

<sup>9</sup> Those offices listed in Schedule 1 to the Justice (NI) Act 2002



NIJAC has historically also monitored and reported<sup>10</sup> Disability as a characteristic and that data is included in this report. Those six characteristics constitute the substance of the report.

It is important for the reader to note that the existing judiciary data relates to the total number of occupied judicial offices and not the number of judicial office holders.

There are a number of instances where the holder of one office is by courtesy of that role also the holder of another (or more than one other) judicial office and there are other instances where one individual holds more than one judicial office through success in more than one appointment scheme<sup>11</sup>.

No data has been altered to remediate any impact this may have on the breakdown of the judiciary.

NIJAC has made an increasing number of appointments as the three-year period has progressed with 49 individual recommendations being made in 2020-21, 60 in 2021-22 and 65 in 2022-23. The 174 recommendations across the period under review have been made from 1,145 applications submitted in relation to 40 separate appointment schemes.

The number of appointment schemes is similar to the preceding three-year periods (the average over the 3 preceding comparable periods was 40.6 appointment schemes per three-year period).

During the period under review there was a comparable number of recruitment schemes but a 50% increase in the number of vacancies which those schemes were tasked to fill<sup>12</sup>.

The 40 separate recruitment schemes were broken down into 16 recruitment schemes for appointments to the courts and 24 recruitment schemes for legal, medical and lay appointments to the tribunals within Northern Ireland.

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<sup>10</sup> Through its Annual Report & Accounts

<sup>11</sup> In total there are 31 judicial office holders who hold 79 separate judicial offices between them.

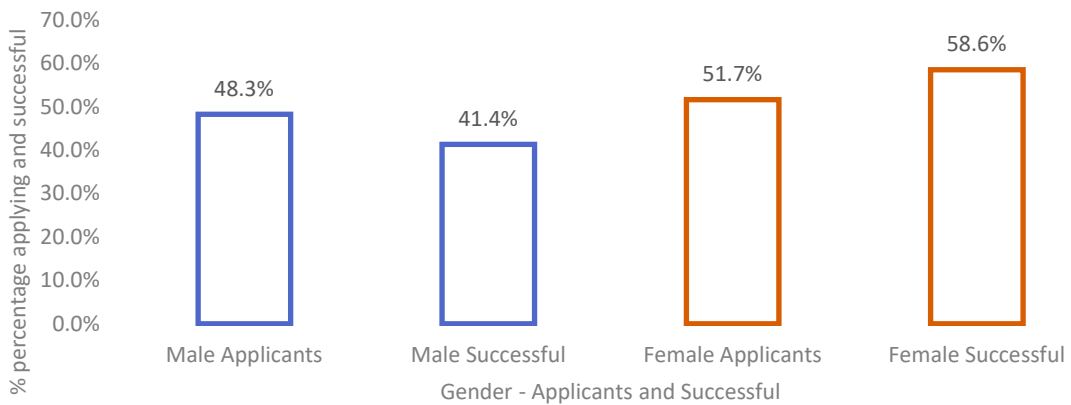
<sup>12</sup> It should be noted that the creation of the Victim's Payments Board in 2021 has had a significant impact on this figure. A total of 70 appointments have been made to that Board in the subject time period.



## Gender

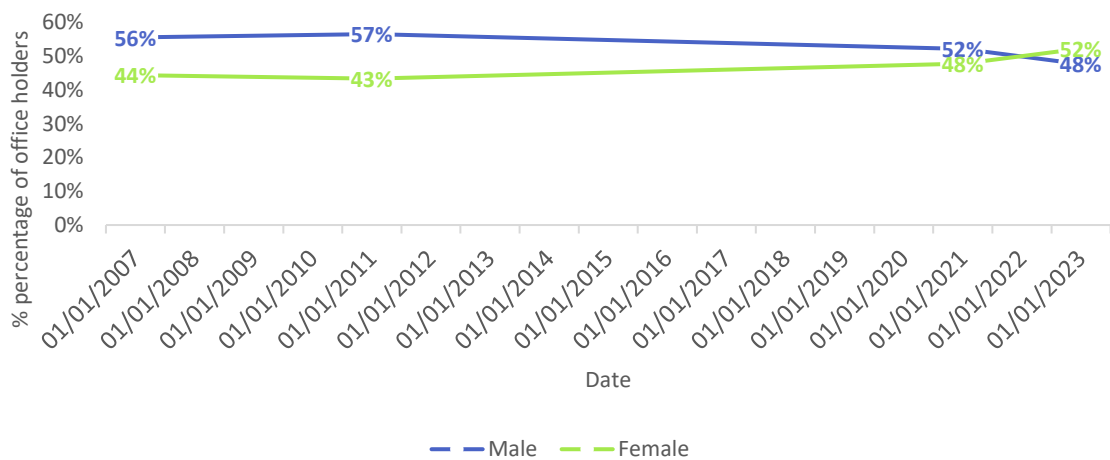
Of the 1,145 applications made during the period under review a small majority (51.7%) came from females, increasing to 58.6% of those recommended for appointment.

Gender of those applying and those successful during 2020-21 to 2022-23



In 2007 there was a majority of males (55.6%) in Judicial Office. By 2011 that majority was 56.6% and by 2021 this majority had reduced to 52.2%. As of September 2023<sup>13</sup> the gender breakdown of the judiciary in Northern Ireland is 52.3% female and 47.7% male.

GENDER COMPOSITION OF THE NORTHERN IRELAND JUDICIARY OVER TIME



<sup>13</sup> NIJAC analysis of data 1/9/23.



The 2021 Census results for Northern Ireland show a general population majority of females of 50.81%. Within that broader breakdown the 2021 Census also identifies that the 'Professional Occupations'<sup>14</sup> group shows a female majority of 56.5%.

This historic data indicates that judicial office has seen a steadily increasing proportion of female office holders since 2011 which has now (as of September 2023) resulted in female judicial office holders (across all offices) becoming the majority. This 2023 percentage is broadly in keeping with the general population and the specified group in 'Professional Occupations'. Therefore, the pattern of applications and recommendations for appointment of females over the last 12 years is in keeping with the general shift in applicant and appointee numbers.

It is also in keeping with the increasing proportion of females with the Legal Profession which as of the 2021 Census stood at 56%. This figure had specific importance as 71% of the 1,145 applications (813 in total) during the period under review were from legal professionals.

However, it remains important to note that the percentage of females in salaried senior judicial roles (Court of Judicature and County Court) sits at 21.2% and therefore attracting female applicants to senior judicial offices remains a priority for NIJAC.

### ***Community Background***

Of the 1,145 applications during the period under review 57.8% have been from Catholic applicants, 30.5% from Protestant applicants and 11.7% from applicants who identify as having an 'Other' background, 'Neither' background, or who have 'Not Indicated' their background (Other/Neither/Not Indicated).

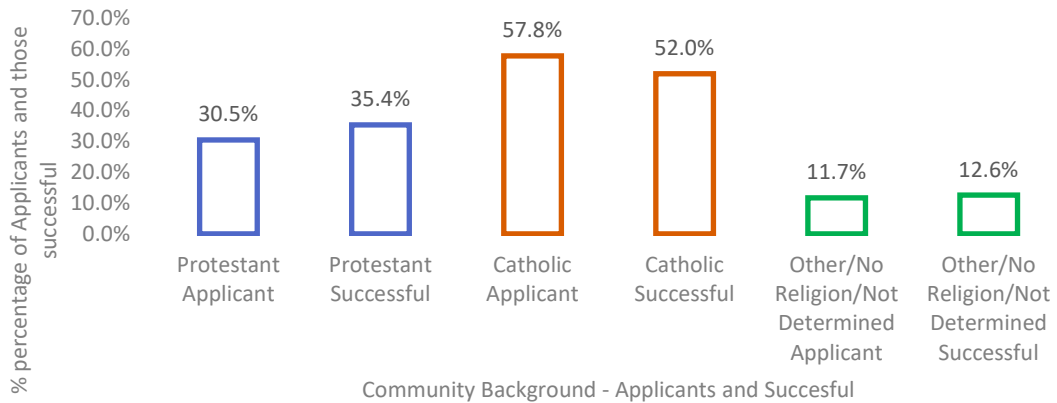
Of the 174 recommendations for appointment 52% have been of Catholic applicants, 35.4% of Protestant applicants and 12.6% of applicants who identified as Other/Neither/Not Indicated.

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<sup>14</sup> As defined by Office for National Statistics: Standard Occupational Classification 2020.



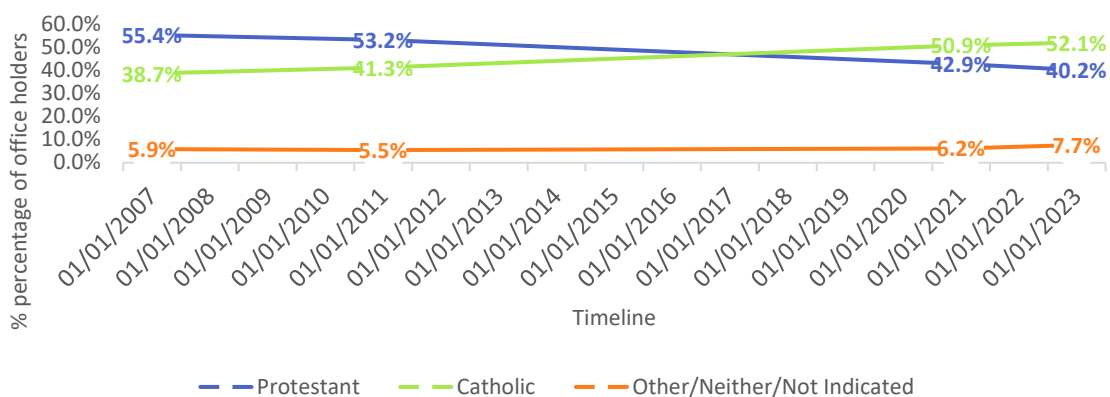
## Community Background of those applying and those successful during 2020-21 to 2022-23



On 1 April 2007 the religious breakdown of the existing judiciary was 38.7% from a Catholic background, 55.4% from a Protestant background and 5.9% who identified as Other/Neither/Not Indicated. By 1 April 2011 the religious breakdown of the existing judiciary was 41.3% from a Catholic background, 53.2% from a Protestant background and 5.5% who identified as Other/Neither/Not Indicated. By 1 April 2021 the religious breakdown of the existing judiciary was 50.9% from a Catholic background, 42.9% from a Protestant background and 6.2% of applicants who identified as Other/Neither/Not Indicated.

As of September 2023 the community background breakdown of the judiciary in Northern Ireland is 52.1% Catholic, 40.2% Protestant and 7.7% Other/No Religion/Not Determined.

## RELIGIOUS COMPOSITION OF NORTHERN IRELAND JUDICIARY OVER TIME



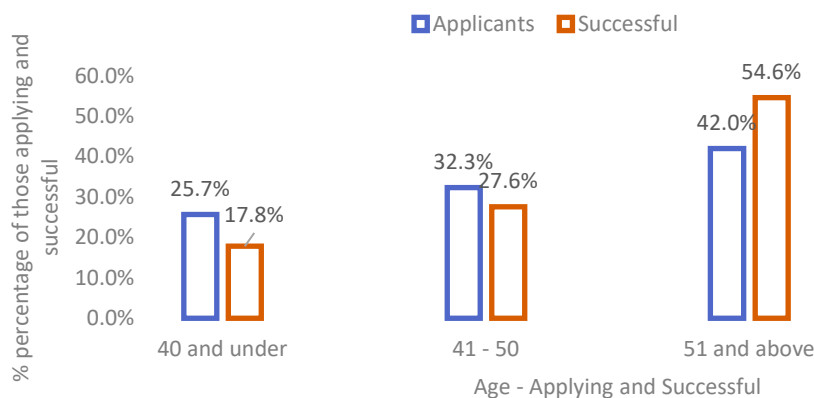


This compares with the 2021 Census results<sup>15</sup> for the Northern Ireland general population showing proportions of 45.7% Catholic, 43.5% Protestant and 10.8% Other/No Religion. Within the Legal Professionals portion of the community these proportions are 57.6% Catholic, 36.2% Protestant and 6.2% Other/No Religion.

## Age

Of the 1,145 applicants in the period under review 25.6% were under 40, 32.3% between 41 and 50 and 42.1% were 51 or above. Of the recommendations for appointment made 17.8% were of those aged 40 and under, 27.6% between 41 and 50 and 54.6% were aged 51 or above.

Age of those applying and those successful during 2020-21 to 2022-23

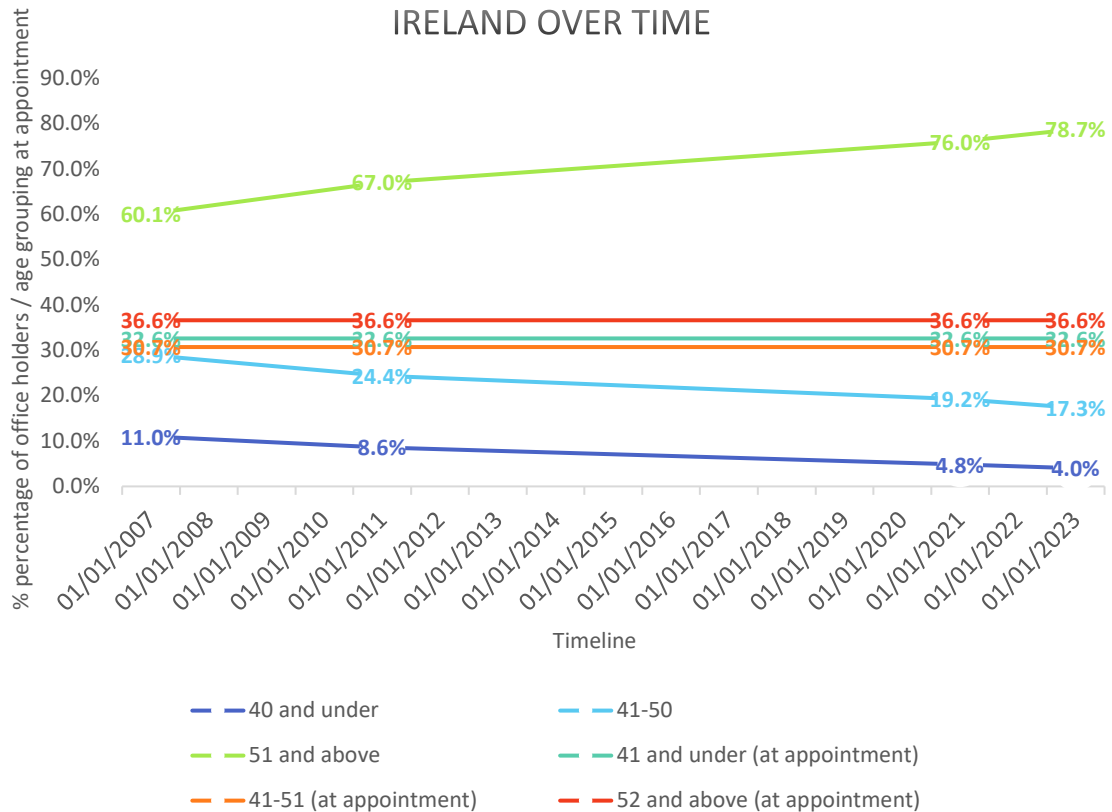


In 2007 11% of existing judicial office holders were aged 40 and under, 28.9% were aged 41 to 50 and 60.1% were aged 51 and above. By 2011 there were reductions in the percentages of both those 40 and under and those aged 41-50 (to 8.6% and 24.4% respectively). By 2021 those percentages had reduced further to 4.8% and 19.2% respectively. As of September 2023 those percentages now stand at 4% who are 40 and under, 17.3% aged between 41 and 50 and 78.3% are aged 51 and above.

<sup>15</sup> All figures in this paragraph based on Census Classification by 'Religion or Religion Brought Up In'



## AGE DISTRIBUTION OF THE JUDICIARY OF NORTHERN IRELAND OVER TIME



Given the breakdown those recommended for appointment in the period under review the overall judiciary figure should be considered in the context of ‘ageing effect’<sup>16</sup>, whereby the composition of the subject population changes over time due to their ageing.

Given the impact of ageing effect, it is also important to consider the age at which judicial officers have been appointed. This analysis shows that of all the existing judiciary, 32.6% were first appointed when they were 40 or under, 30.7% between 41 and 50 and 36.6% were aged 51 and above when originally appointed.

This indicates that across all judicial offices recommendations for appointment have been made at broadly similar rates across the three age groupings and that the period under review has shown a departure from that collective pattern, toward older applicants, both in terms of those applying and those being recommended for appointment.

<sup>16</sup> For example a judicial office holder recommended for appointment at the age of 39 in 2011 is now (in 2023) aged 51 and has moved up from the lowest age bracket to the highest in the data comparison.

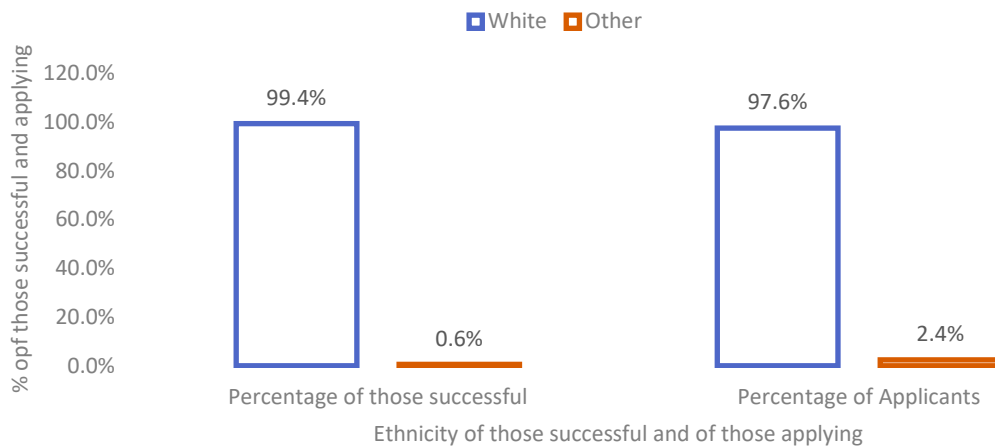




## Ethnic Origin

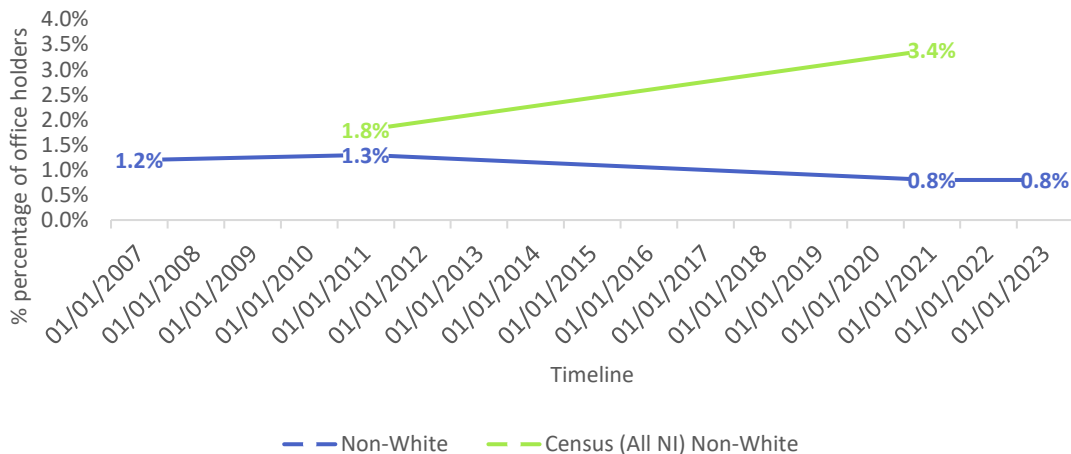
Of the 1,145 applications during the period under review 97.6% have been from applicants identifying as White and 2.4% from applicants identifying as other. Of the 174 recommendations for appointment during the period under review 99.4% have been of applicants identifying as White and 0.6% of applicants identifying as other.

### Ethnicity of those successful and applying for judicial office between 2020-21 and 2022-23



On 1 April 2007 the Ethnic Origin breakdown of the existing judiciary was 98.8% identifying as White and 1.2% identifying as Other. By 1 April 2011 1.3% identified as Other. By 1 April 2021 0.8% identified as Other which remains the case as of 1 September 2023.

### ETHNIC ORIGIN COMPOSITION OF NORTHERN IRELAND JUDICIARY OVER TIME



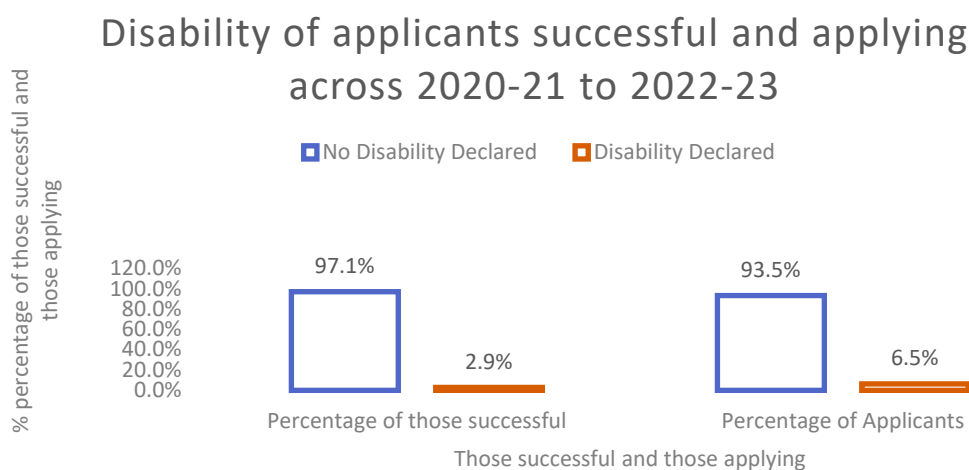


By comparison the Census in 2011 recorded an overall population figure of 1.8% Other and the 2021 Census a figure of 3.4% Other. Within the 'Professional Occupations' grouping the 2021 Census recorded the proportion of Other within that population at 4.8% and 1.8% within the 'Legal Professionals' sub-group of 'Professional Occupations'.

## **Disability**

Of the 1,145 applications during the period under review 6.5% were from applicants identifying as having a disability.

Of the 174 recommendations for appointment during the period under review 2.9% were from applicants identifying as having a disability.



On 1 April 2007 the Disability breakdown of the existing judiciary was 95.4% identifying as not having a disability and 4.6% identifying as having a disability. By 1 April 2011<sup>17</sup> 4.3% identified as having a disability. By 1 April 2021<sup>18</sup> 3.7% identified as having a disability. As of 1 September 2023 these figures<sup>19</sup> now stand at 96.2% identifying as not having a disability and 3.8% identifying as having a disability.

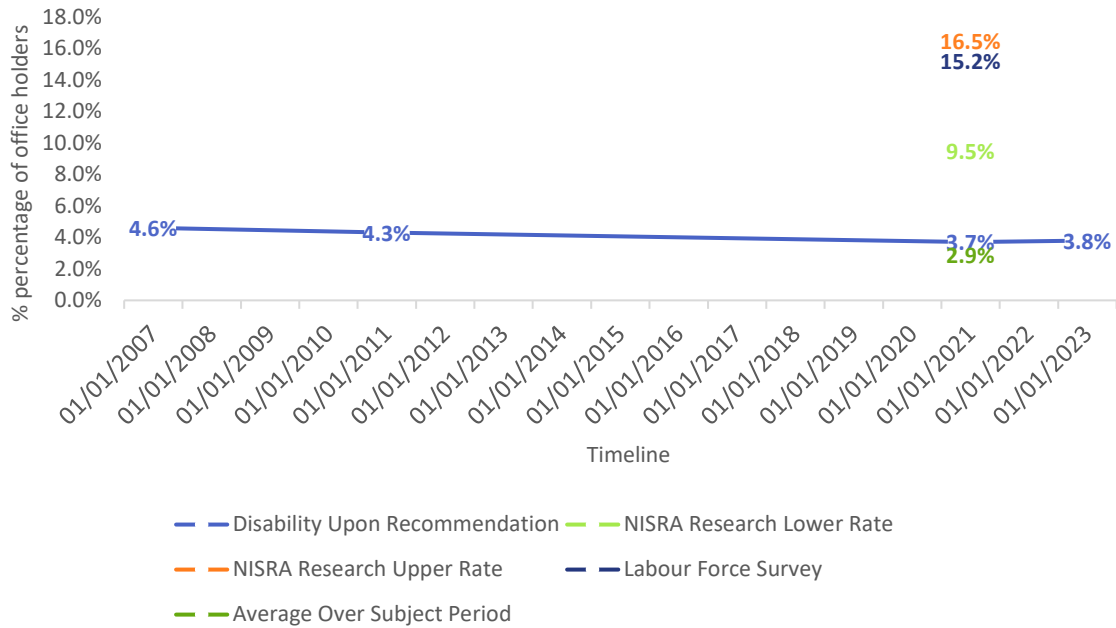
<sup>17</sup> The Judiciary in NI: 2011 Equity Monitoring Report (NI Statistics and Research Agency – 2011)

<sup>18</sup> The Judiciary in NI: 2021 Equity Monitoring Report (NI Statistics and Research Agency – 2021)

<sup>19</sup> NIJAC's own analysis as of 1/9/23



## DISABILITY COMPOSITION OF THE NORTHERN IRELAND JUDICIARY (ON APPOINTMENT) OVER TIME(INC. 2021 NISRA REPORT AND LABOUR FORCE SURVEY RESULTS)



In 2022 NIJAC commissioned research into its disability data on the existing judiciary by the Northern Ireland Statistics and Research Agency (NISRA) <sup>20</sup> in acknowledgement that many disabilities are acquired through lifetime and therefore may not have been declared at the date of appointment to the judiciary.

NISRA conducted a survey of existing judicial office holders as part of their research. Following their research NISRA reported that the level of disability within the entire NI judiciary was likely to be in the range of a lower rate of 9.5% and an upper rate of 16.5%<sup>21</sup>.

By comparison, the NISRA report stated that data from the July – September 2021 Labour Force Survey<sup>22</sup> showed that 15.2 % of the economically active population (aged 16-64 year with a Degree or equivalent level of qualification – a broadly comparable group) had a disability.

<sup>20</sup> The resulting report ‘The Judiciary in Northern Ireland, Disability Survey 2022’ (NI Statistics and Research Agency) provides the data referred to.

<sup>21</sup> The NISRA research and the survey it included were anonymous and therefore NIJAC were not able to update their existing data against individual office holders, hence the current data reported above for 2023 does not reflect the actual likely rate of disability as revealed by the NISRA Research and the Survey included within it

<sup>22</sup> NISRA <https://www.nisra.gov.uk/publications/topic/labour-force-survey-151?page=2>



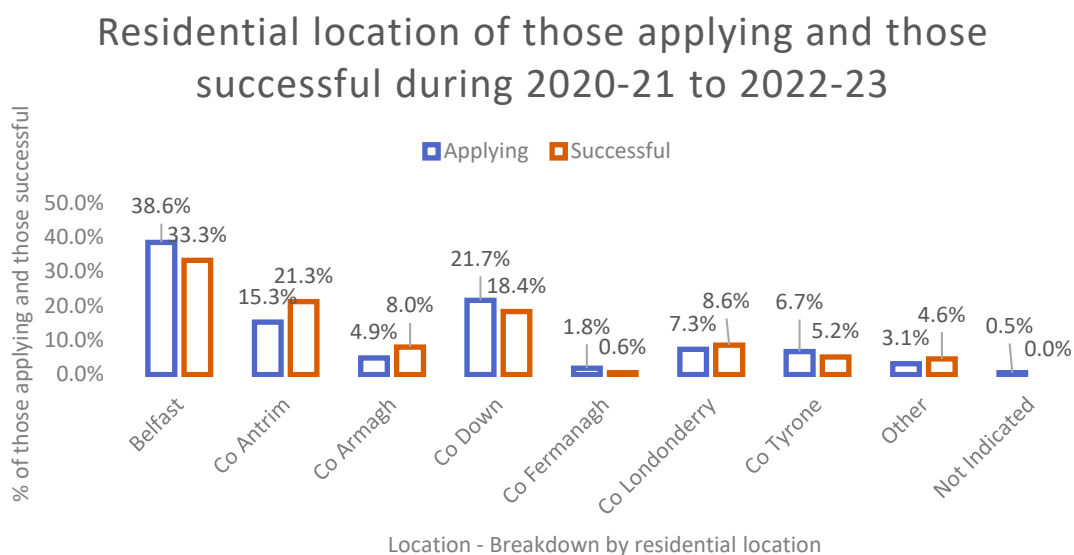
This indicates that the ‘true’ rate of disability within the existing NI judiciary is likely to be broadly reflective of that of a comparable grouping within Northern Ireland.

### ***Location in NI with which they are most closely associated***

This characteristic is based upon two identifiable metrics of applicants, their residential postcode and their primary business postcode<sup>23</sup>.

#### ***Residential***

Of the 1,145 applications during the period under review 38.6% resided in Belfast, 15.3% in Co. Antrim, 4.9% in Co. Armagh, 21.7% in Co. Down, 1.8% in Co. Fermanagh, 7.3% in Co. Londonderry, 6.7% in Co. Tyrone, 3.1% outside of Northern Ireland and 0.5% of applicants did not declare a residential postcode. Of the 174 recommendations for appointment during the period under review the residential locations of appointees were 33.3% from Belfast, 21.3% from Co. Antrim, 8% from Co. Armagh, 18.4% from Co. Down, 0.6% from Co. Fermanagh, 8.6% from Co. Londonderry, 5.2% from Co. Tyrone and 4.6% from outside of Northern Ireland.



On 1 April 2007 the residential locations of the existing judiciary were 31.7% from Belfast, 13.6% from Co. Antrim, 6.4% from Co. Armagh, 19.3% from Co. Down,

<sup>23</sup> NIJAC has historically always defined Belfast as a distinct entity in this data, the Co. Antrim and Co. Down figures do not include their respective Belfast data.



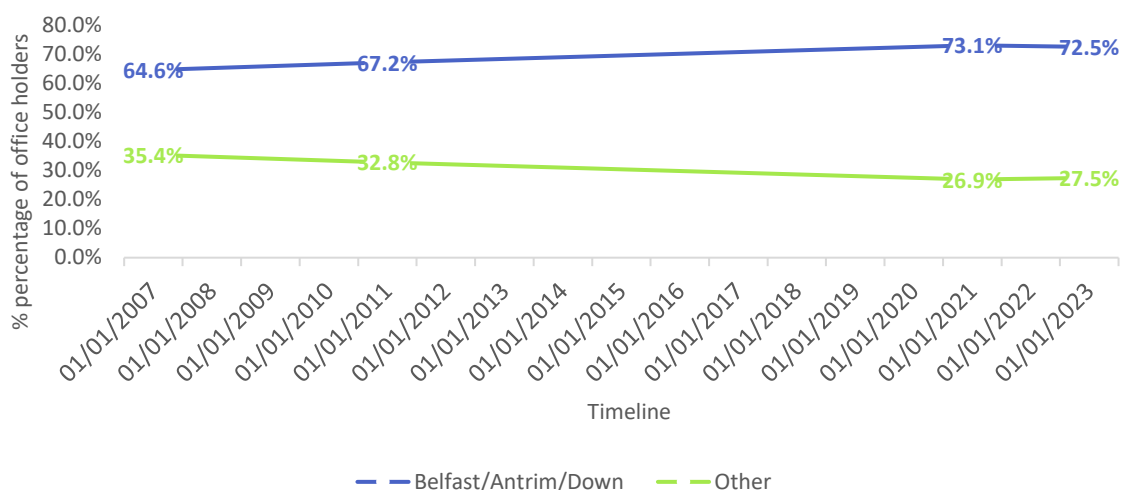
4.3% from Co. Fermanagh, 8.3% from Co. Londonderry, 6.8% from Co. Tyrone and 9.6% from outside of Northern Ireland.

By 1 April 2011 the residential locations of the existing judiciary were 34.5% from Belfast, 13.6% from Co. Antrim, 5.2% from Co. Armagh, 19.1% from Co. Down, 4.1% from Co. Fermanagh, 8.7% from Co. Londonderry, 7.6% from Co. Tyrone and 7.2% from outside of Northern Ireland. By 1 April 2021 the residential locations of the existing judiciary were 38.3% from Belfast, 16.3% from Co. Antrim, 4.5% from Co. Armagh, 18.5% from Co. Down, 1.9% from Co. Fermanagh, 8.5% from Co. Londonderry, 6.1% from Co. Tyrone and 5.9% from outside of Northern Ireland.

As of 1 September 2023 those figures now stand at 37.9% from Belfast, 17.3% from Co. Antrim, 4.3% from Co. Armagh, 17.3% from Co. Down, 1.8% from Co. Fermanagh, 8.8% from Co. Londonderry, 6.9% from Co. Tyrone and 5.9% from outside of Northern Ireland.

For the purposes of a simple comparison the individual figures per area have been presented graphically using an 'East/West' split with 'East' containing Belfast, Co. Antrim and Co. Down. This 'East' area contains 63.2% of the Northern Ireland population as per the Census 2021.

COMPOSITION OF THE NORTHERN IRELAND JUDICIARY BY RESIDENTIAL LOCATION (AT APPOINTMENT) OVER TIME



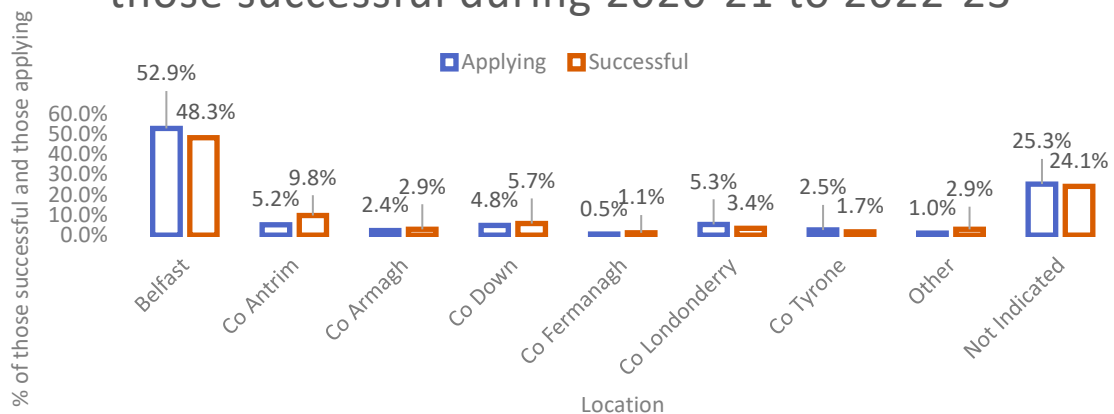
### Business

Of the 1,145 applications during the period under review 53% identified Belfast as their business postcode, 5.2% Co. Antrim, 2.4% Co. Armagh, 4.8% Co. Down, 0.5%



Co. Fermanagh, 5.3% Co. Londonderry, 2.5% Co. Tyrone, 1% outside of Northern Ireland and 25.3% did not declare their business location<sup>24</sup>. Of the 174 recommendations for appointment during the period under review the business locations of appointees were 48.3% from Belfast, 9.8% from Co. Antrim, 2.9% from Co. Armagh, 5.7% from Co. Down, 1.1% from Co. Fermanagh, 3.4% from Co. Londonderry, 1.7% from Co. Tyrone, 2.9% from outside of Northern Ireland and 24.1% had not declared their business location.

### Business location of those applying and those successful during 2020-21 to 2022-23



On 1 April 2007 the business locations (on appointment) for the existing judiciary were 43.1% from Belfast, 8.6% from Co. Antrim, 5.8% from Co. Armagh, 9.5% from Co. Down, 3.7% from Co. Fermanagh, 7.7% from Co. Londonderry, 5.2% from Co. Tyrone and 16.4% outside of NI/not declared.

By 1 April 2011 the business locations were 46.4% Belfast, 8.4% Co. Antrim, 4.6% Co. Armagh, 9.2% Co. Down, 3.6% Co. Fermanagh, 7.7% Co. Londonderry, 5.6% Co. Tyrone and 14.5% outside of Northern Ireland/not declared. By 1 April 2021 this was 49% Belfast, 7.7% Co. Antrim, 2.7% Co. Armagh, 6.5% Co. Down, 1.8% Co. Fermanagh, 5.7% Co. Londonderry, 4.2% Co. Tyrone and 22.4% outside of Northern Ireland/not declared.

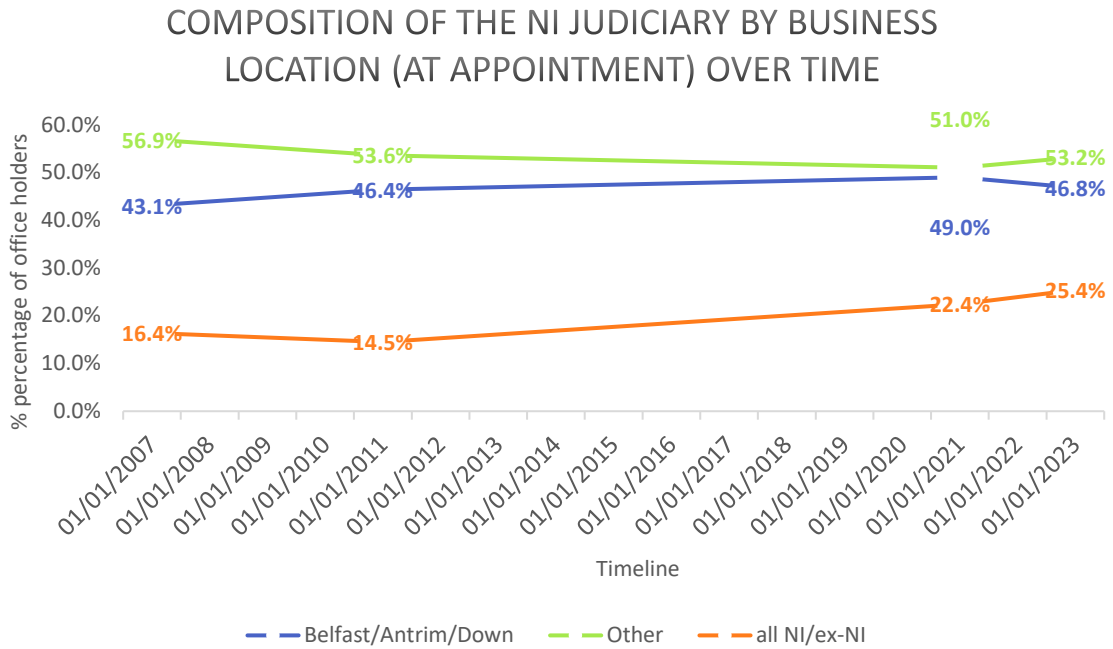
As of 1 September 2023 these figures<sup>25</sup> stand at 46.8% Belfast, 8% Co. Antrim, 2.5% Co. Armagh, 5.8% Co. Down, 1.8% Co. Fermanagh, 5.6% Co. Londonderry,

<sup>24</sup> While the detailed reasons for such a high return for non-declared cannot be specifically ascertained it is likely to be caused in part by the peripatetic nature of working across a range of the courts and tribunal locations in NI and also a consequence of new working approaches resulting from the Covid-19 pandemic.

<sup>25</sup> NIJAC's own analysis of 1/9/23



4.3% Co. Tyrone and 25.4% outside of Northern Ireland/not declared. As with the 'Residence' figure above this data has been simplified into an 'East/West' split. In 2021 the 'East' area was responsible for c.70% of NI Gross Domestic Product.





## **Annex 1 – Data for the Period 01/04/20 – 31/03/21.**

During the reporting period the Commission made 49 recommendations for appointment (Courts 9; Tribunals 40) –

4 High Court Judges (15 applications received); 1 District Judge (51 applications received); 2 Coroners<sup>26</sup> (75 applications received) and 2 Coroners (Fee Paid)<sup>27</sup>.

1 Chairman of the Care Tribunal (24 applications received), 2 Adjudicators (Medical) of the Criminal Injuries Compensation Appeals Panel (5 applications received), 1 (Consultant Psychiatrist) Medical Member of the Review Tribunal (2 applications received), 10 Legal Members of the Review Tribunal (97 applications received), 10 Legal Members of the Victims Payments Board<sup>28</sup> (40 applications received), 10 Ordinary Members of the Victims Payments Board (23 applications received) and 6 Medical Members of the Victims Payments Board (8 applications received).

**Note – all % are rounded to 1 decimal point**

<b>Gender</b>	Male	Female	<b>Total</b>
<b>Recommendations</b>	21	28	<b>49</b>
%	42.9%	57.1%	<b>100.0%</b>
<b>Applicant Pools</b>	165	175	<b>340</b>
%	48.5%	51.5%	<b>100.0%</b>

<b>Community Background</b>	Protestant	Roman Catholic	Neither
<b>Recommendations</b>	17	28	4
%	34.7%	57.1%	8.2%
<b>Applicant Pools</b>	92	215	33
%	27.1%	63.2%	9.7%

<b>Age on Appointment / Application</b>	35 and under	36-40	41-45	46-50	51-55	56-60	Over 60
<b>Recommendations</b>	0	10	5	9	6	9	10
%	0.0%	20.4%	10.2%	18.4%	12.2%	18.4%	20.4%
<b>Applicant Pools</b>	26	61	69	57	56	36	35
%	7.6%	17.9%	20.3%	16.8%	16.5%	10.6%	10.3%

<sup>26</sup> One of which is a fixed term three-year contract

<sup>27</sup> Appointed under Section 2 of the Coroners Act (Northern Ireland) 1959. These are dual appointments.

<sup>28</sup> Appointments to the Victims Payments Board were short-term interim appointments. Applications were open to a cadre of existing Judicial Officer Holders only.





<b>Ethnic Origin</b>	White	Other
<b>Recommendations</b>	49	0
%	100%	0%
<b>Applicant Pools</b>	333	7
%	97.9%	2.1%

<b>Disability</b>	No Disability Declared	Disability Declared
<b>Recommendations</b>	48	1
%	98.0%	2.0%
<b>Applicant Pools</b>	327	13
%	96.2%	3.8%

#### **Personal Geographic Location**

<b>Location</b>	<b>Recommendations</b>	<b>%</b>	<b>Applicant Pool</b>	<b>%</b>
Belfast	21	42.9%	145	42.6%
Co Antrim	5	10.2%	43	12.6%
Co Armagh	6	12.2%	19	5.6%
Co Down	10	20.4%	79	23.2%
Co Fermanagh	0	0.0%	3	0.9%
Co Londonderry	4	8.2%	24	7.1%
Co Tyrone	1	2.0%	18	5.3%
Other	2	4.1%	9	2.6%

#### **Business Geographic Location**

<b>Location</b>	<b>Recommendations</b>	<b>%</b>	<b>Applicant Pool</b>	<b>%</b>
Belfast	25	6.1%	234	68.8%
Co Antrim	4	8.2%	14	4.1%
Co Armagh	2	4.1%	7	2.1%
Co Down	3	6.1%	8	2.4%
Co Fermanagh	0	0.0%	0	0.0%
Co Londonderry	1	2.0%	17	5.0%
Co Tyrone	1	2.0%	6	12.2%
Other	1	2.0%	4	8.2%
Not indicated	12	24.5%	50	14.7%



## **Annex 2 - Data for the Period 01/04/21 – 31/03/22.**

During the reporting period the Commission made 60 recommendations for appointment (Courts 13; Tribunals 47) –

5 Coroners (75 applications received)\*, 4 County Court Judges (45 applications received), 1 Deputy District Judge (Magistrates' Courts) (PRA), 1 Deputy Statutory Officer (PRA), 2 District Judges (50 applications received).

12 Disability Qualified Members of the Appeal Tribunals (51 applications received), 13 Medical Members of the Appeal Tribunals (26 applications received), 1 Deputy President of the Pensions Appeals Tribunal (1 application received), 1 Legal Member of the Pensions Appeal Tribunals (25 applications received), 1 Consultant Psychiatrist Medical Member of the Review Tribunal (1 application received) 5 Medical Members of the Review Tribunal (14 applications received) and 14 Medical Members of the Victims Payments Board (32 applications received).

\*3 dual appointments

**Note – all % are rounded to 1 decimal point**

<b>Gender</b>	Male	Female	<b>Total</b>
<b>Recommendations</b>	25	35	<b>60</b>
%	41.7%	58.3%	<b>100%</b>
<b>Applicant Pools</b>	161	159	<b>320</b>
%	50.3%	49.7%	<b>100%</b>

<b>Community Background</b>	Protestant	Roman Catholic	Not Declared
<b>Recommendations</b>	22	29	9
%	36.7%	48.3%	15%
<b>Applicant Pools</b>	98	175	47
%	30.6%	54.7%	14.7%

<b>Age on Appointment / Application</b>	35 and under	36-40	41-45	46-50	51-55	56-60	Over 60
<b>Recommendations</b>	4	6	9	3	8	15	15
%	6.7%	10%	15%	5%	13.3%	25%	25%
<b>Applicant Pools</b>	31	48	50	46	58	47	40
%	9.7%	15%	15.6%	14.4%	18.1%	14.7%	12.5%



<b>Ethnic Origin</b>	White	Other
<b>Recommendations</b>	60	0
%	100%	0%
<b>Applicant Pools</b>	312	8
%	97.5%	2.5%

<b>Disability</b>	No Disability Declared	Disability Declared
<b>Recommendations</b>	59	1
%	98.3%	1.7%
<b>Applicant Pools</b>	296	24
%	92.5%	7.5%

#### **Personal Geographic Location**

<b>Location</b>	<b>Recommendations</b>	<b>%</b>	<b>Applicant Pool</b>	<b>%</b>
Belfast	21	35%	130	40.6%
Co Antrim	9	15%	44	13.8%
Co Armagh	4	6.7%	16	5%
Co Down	9	15%	62	19.4%
Co Fermanagh	0	0%	2	0.6%
Co Londonderry	7	11.66%	22	6.9%
Co Tyrone	5	8.3%	23	7.2%
Other	5	8.3%	19	5.9%
Not indicated	0	0%	2	0.6%

#### **Business Geographic Location**

<b>Location</b>	<b>Recommendations</b>	<b>%</b>	<b>Applicant Pool</b>	<b>%</b>
Belfast	25	41.7%	175	54.7%
Co Antrim	4	6.7%	21	6.6%
Co Armagh	3	5%	13	4.1%
Co Down	4	6.7%	18	5.6%
Co Fermanagh	1	1.7%	2	0.6%
Co Londonderry	4	6.7%	17	5.3%
Co Tyrone	1	1.7%	8	2.5%
Other	3	5%	7	2.2%
Not indicated	15	25%	59	18.4%



### **Annex 3 – Data for the Period 01/04/22 – 31/03/23.**

During the reporting period the Commission made 65 recommendations for appointment (Courts 14; Tribunals 51) –

3 Coroners\*, 2 County Court Judges (37 applications received), 2 Deputy County Court Judges (PRA), 1 Deputy Statutory Officer (PRA), 2 Deputy District Judge (Magistrates' Courts) (83 applications received), 2 High Court Judges (7 applications received), 1 High Court Judge (PRA), 1 Master (King's Bench and Appeals) (35 applications received)

2 Disability Qualified Members of the Appeal Tribunals (51 applications received), 1 Generalist Medical Members of the Appeal Tribunals (26 applications received), 1 ITFET Employment Judge (PRA), 1 ITFET President (5 applications received), 1 ITFET Vice President (8 applications received), 2 Medical Members of the Pensions Appeal Tribunals (14 applications received), 1 Consultant Psychiatrist Medical Member of the Review Tribunal (1 application received), 1 SENDT President (13 applications received), 22 Legal Members of the Victims' Payments Board (127 applications received), 19 Ordinary Members of the Victims Payments Board (78 applications received).

\*All 3 dual appointments

**Note – all % are rounded to 1 decimal point**

<b>Gender</b>	Male	Female	<b>Total</b>
<b>Recommendations</b>	26	39	<b>65</b>
%	40%	60%	<b>100%</b>
<b>Applicant Pools</b>	227	258	<b>485</b>
%	46.8%	53.2%	<b>100%</b>

<b>Community Background</b>	Protestant	Roman Catholic	Not Declared/Neither
<b>Recommendations</b>	23	34	9
%	33.8%	52.3%	13.9%
<b>Applicant Pools</b>	159	272	54
%	32.8%	56.1%	11.1%

<b>Age on Appointment / Application</b>	35 and under	36-40	41-45	46-50	51-55	56-60	Over 60
<b>Recommendations</b>	1	10	14	8	13	6	13
%	1.5%	15.4%	21.5%	12.3%	20%	9.2%	20%
<b>Applicant Pools</b>	45	83	72	76	73	63	73
%	9.3%	17.1%	14.8%	15.7%	15.1%	13%	15.1%



<b>Ethnic Origin</b>	White	Other
<b>Recommendations</b>	64	1
%	98.5%	1.5%
<b>Applicant Pools</b>	473	12
%	97.5%	2.5%

<b>Disability</b>	No Disability Declared	Disability Declared
<b>Recommendations</b>	62	3
%	95.4%	4.6%
<b>Applicant Pools</b>	448	37
%	92.4%	7.6%

#### **Personal Geographic Location**

<b>Location</b>	<b>Recommendations</b>	<b>%</b>	<b>Applicant Pool</b>	<b>%</b>
Belfast	16	24.6%	167	34.4%
Co Antrim	23	35.4%	88	18.1%
Co Armagh	4	6.2%	21	4.3%
Co Down	13	20%	107	22.3%
Co Fermanagh	1	1.5%	16	3.3%
Co Londonderry	4	6.2%	38	7.8%
Co Tyrone	3	4.6%	36	7.4%
Other	1	1.5%	8	1.6%
Not indicated	0	0%	4	0.8%

#### **Business Geographic Location**

<b>Location</b>	<b>Recommendations</b>	<b>%</b>	<b>Applicant Pool</b>	<b>%</b>
Belfast	34	52.3%	197	40.6%
Co Antrim	9	13.9%	24	4.9%
Co Armagh	0	0%	7	1.4%
Co Down	3	4.6%	29	6%
Co Fermanagh	1	1.5%	4	0.8%
Co Londonderry	1	1.5%	27	5.6%
Co Tyrone	1	1.5%	15	3.1%
Other	1	1.5%	1	0.2%
Not indicated	15	23.1%	181	37.3%