

The Judiciary in Northern Ireland

2014

Equity Monitoring Report



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Executive Summary

Overall Composition

Professional standing and age

For appointment to a judicial office in the Courts or Tribunals, there is a statutory requirement that appointees should have a specified number of years professional standing (typically at least 5 years). As professional standing is closely related to age, analysis based on age can be used as an indicator when detailed information based on professional standing is not available. It is important to note that the representation of females and Catholics is higher among legal professionals in younger age-groups than in older age-groups.

While almost one quarter (24.4%) of those legal professionals deemed to have at least the minimum requirement of professional standing were aged 40 or under, only 2.8% of judicial office holders in the Courts and 1.5% of staff holding legal positions in Tribunals were in this age category. This would indicate that judicial office holders are generally older and therefore have much longer professional experience than required by statute. Over four fifths of judicial office holders in the Courts were aged 50 years or over (83.8%). This compares with 25.8% in the legal profession generally.

Gender

As the representation of females among legal professionals is much lower in older age categories, female representation among judicial office holders might therefore be expected to be lower than in the legal profession generally.

Female representation in the Courts (22.5%) was lower than in the legal profession generally (39.3%). However, when adjustment was made for the age profile of judicial office holders in the Courts, female representation would be expected to be 23.1%, which is in line with the actual representation of 22.5%.

For those holding legal positions in Tribunals, female representation (42.0%) was approximately what might be expected (39.3%). When adjustment was made for age, female representation would be expected to be much lower (24.0%) given the age profile of judicial office holders in Tribunals.

Community Background

In terms of community background, over half of judicial office holders in the Courts were Protestant (55.6%); higher than in the legal professions generally (38.4%). However, when adjustment was made for the age profile of judicial office holders in the Courts, Protestant representation would be expected to be 47.3%.

Catholic representation among those holding legal positions in Tribunals (58.0%) was approximately the same as in the legal profession generally (57.1%). Catholic representation which was adjusted to take account of the age profile would be expected to be (49.9%).

Disability and Ethnicity

The proportion of judicial office holders who had declared a disability ranged from 2.3% among Lay Magistrates to 4.6% among those in Tribunals. Minority ethnic representation among Lay Magistrates was 1.1%, while for Tribunal members it was 2.9%. No judicial office holders in the Courts were from a minority ethnic background. As the numbers involved are small, care should be taken when drawing inferences from the data.

Executive Summary

Tribunals (Non-Legal) and Lay Magistrates

The majority of those holding non-legal positions in Tribunals were male (54.4%) while the majority of Lay Magistrates were female (56.8%). In terms of community background the majority of Lay Magistrates (57.4%) was Protestant and those holding non-legal positions in Tribunals (53.9%) were Catholic. The proportion of Lay Magistrates aged 40 years or under (8.0%) was higher than among judicial office holders in the Courts (0.7%) and staff holding legal (1.5%) and non-legal (12.0%) positions in Tribunals.

Recruitment Schemes

Applicant Pools

Both the gender and community background compositions of applicants for judicial office in the Courts was in line with what would be expected. Over one third of applications for judicial office in the Courts were from candidates in the 41-49 age category (41.1%), compared with an expected proportion of 22.6% (based on the available candidate pool).

For schemes appointing non-legal members of Tribunals, the proportion of applicants who were female (42.2%) was slightly lower than expected (47.2%) and Protestant representation (54.9%) was slightly higher than expected (48.1%). There was also a higher than expected number of applications from those aged 50 and over (43.1% vs 28.2%).

Short-listing Stage

Given the applicant pool for judicial appointment in the Courts, both female and male representation at short-listing stage was in line with what was expected from the applicant pool. Both Protestant and Catholic representation at short-listed stage was also in line with what was expected. Across all age groups the short-listed candidates was also in line with what was expected from the age profile of the applicants.

For non-legal appointments to Tribunals, male representation among short-listed applicants, (52.4%) was lower than expected, (57.8%). The Catholic representation of shortlisted candidates (37.8%) was slightly higher than expected, (30.4%). The age profile of shortlisted candidates was almost identical to what was expected from the applicant pool.

Appointment Stage

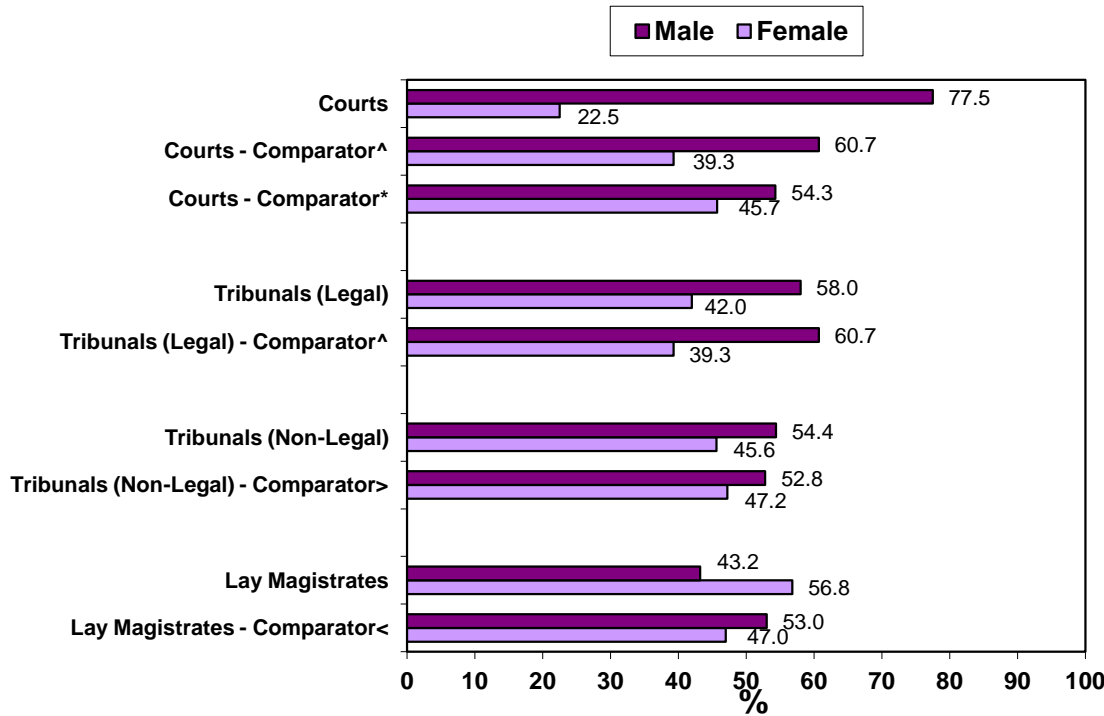
For judicial appointments to the Courts, the proportion of appointees who were female (25.0%) was lower than expected, (35.1%) given the gender profile of shortlisted candidates. However, due to small numbers this equates to one extra male appointee. In terms of community background, Protestant representation at appointee stage, (50.0%) was higher than expected (40.4%) from the proportions at the short-listing stage, however, again due to small numbers this equates to one extra Protestant appointee. A lower proportion (16.7%) than expected (35.1%) of appointees to the Courts was aged 50 or over.

For non-legal appointments to tribunals, the number of male and female appointees, the number of Protestant and Catholic appointees and the age profile of appointees was in line with anticipated numbers predicted from the shortlisted candidates.

1 About this report

- The aim of this report is to provide equity monitoring information on the judiciary in Northern Ireland at 1 April 2014. In addition, monitoring information on the outcomes of the various stages of judicial appointment schemes in the period 1st April 2013 to 31st March 2014 is presented.
- Information was obtained from two sources. Equity monitoring information was taken from a database managed by staff in the NI Judicial Appointments Commission. Information on the applicant pools for the judicial appointment schemes was taken from summarised information provided by the NI Judicial Appointments Commission.
- Where appropriate the information was contextualised using data relating to the legal professions – information on Solicitors on Roll supplied by the Law Society and on Barristers supplied by the Bar Library. However, this information was limited to gender and so to obtain information relating to age or community background, data from the 2011 Census was employed.
- For the overall composition figures, the judicial offices have been grouped into four categories, relating to judicial office holders in the Courts, Tribunal members (both Legal and Non-Legal) and Lay Magistrates. Since the gender and community background compositions for different age bands are different, the external comparators have been adjusted to reflect the age profile of judicial office holders in the Courts or in Tribunals to better contextualise the overall composition. More detailed compositional information relating to classification of the judicial offices into eight categories is provided in Appendix A.
- In terms of appointments to judicial office, seven schemes in the Courts were considered. A further four schemes for non-legal members of tribunals was considered. A total of 311 applications were received and 58 appointments made, twelve of which were legal appointments. Three stages in the recruitment schemes were considered – application, short-listing and appointment. Each scheme was considered individually and results aggregated.
- For each Scheme, at each stage the actual composition was compared with what would be expected, if candidates from each group were equally likely to apply and were equal in terms of merit. The results were then aggregated. It should be noted that potential candidates in younger age-groups are less likely to apply. This impacts upon not only age comparisons, but also gender and community background comparisons, due to different gender or community background compositions for different age bands.

2 Overall Composition: Gender



Notes

[^]Legal Professionals data based on data for Solicitors on Roll supplied by Law Society and for Barristers supplied by Bar Library, each with 7 or more years post-qualification experience.

^{*}Legal Professionals data based on SOC groups 2412 (Barristers and Judges), 2413 (Solicitors) and 2419 (Legal Professionals NEC), economically active aged 25-69 at 2011 Census.

[>]Weighted combination of Medical Professionals based on SOC 2211 (Medical Practitioners) aged 25-69 from 2011 Census and the economically active population aged 25-69 from 2011 Census.

[<]Lay Magistrates comparator based on the economically active population aged 25-69 from 2011 Census.

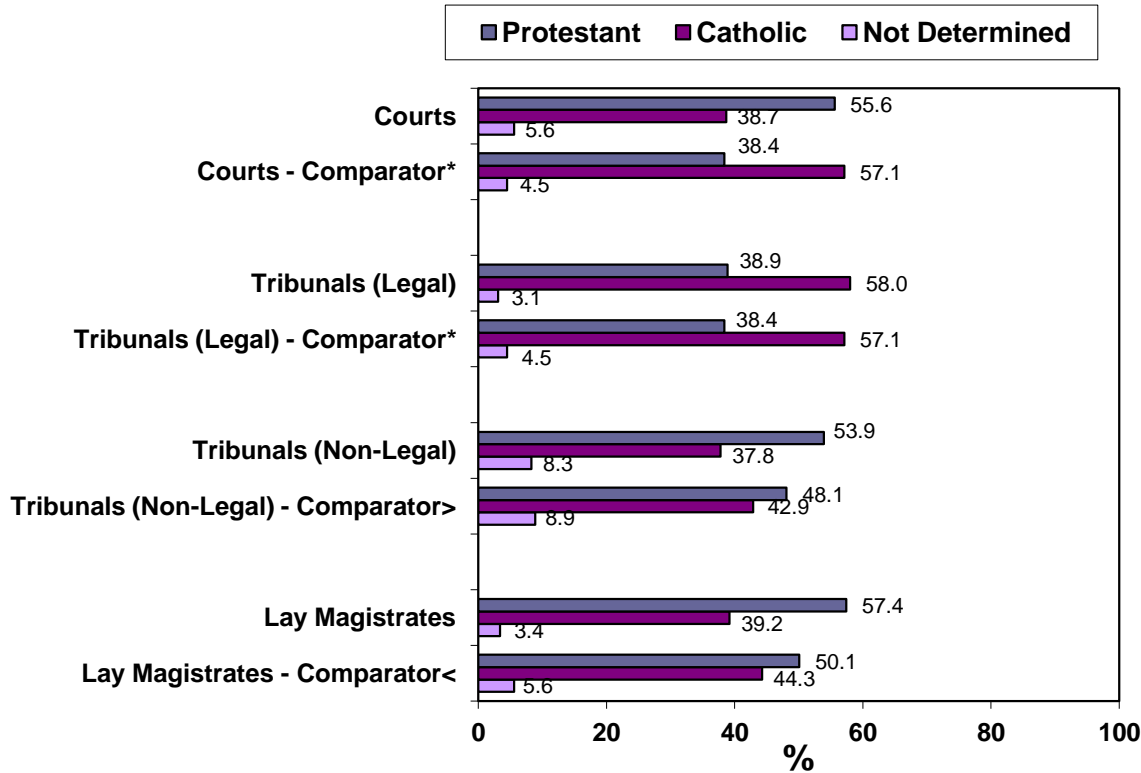
Summary

- Almost one in four judicial office holders in the Courts were female (22.5%). This proportion was lower than for members of the legal professions eligible to apply for judicial office (39.3%). When adjustment was made for the age profile of judicial office holders in the Courts, female representation would be expected to be (23.1%).

- Female representation among those holding legal positions in Tribunals (42.0%) was higher than for legal professionals eligible to apply for judicial office (39.3%). When adjustment was made for the age profile of those holding legal positions in Tribunals, female representation would be expected to be (24.0%).

- A majority of those holding non-legal positions in Tribunals were male (54.4%). The opposite is true for Lay Magistrates where the majority were female (56.8%).

2 Overall Composition: Community Background



Summary

- Over half of judicial office holders in the Courts were Protestant (55.6%). While this proportion was higher than in the legal professions generally (38.4%), when adjustment was made for the age profile of judicial office holders in the Courts, Protestant representation would be expected to be (47.3%).
- Catholic representation among those holding legal positions in Tribunals (58.0%) was almost identical to the legal profession generally (57.1%). Adjustment in accordance with the age profile of those holding legal positions in Tribunals yielded an expected Catholic representation of 49.9%.
- The majority of those holding non-legal positions in Tribunals (53.9%) and Lay Magistrates (57.4%) were Protestant.

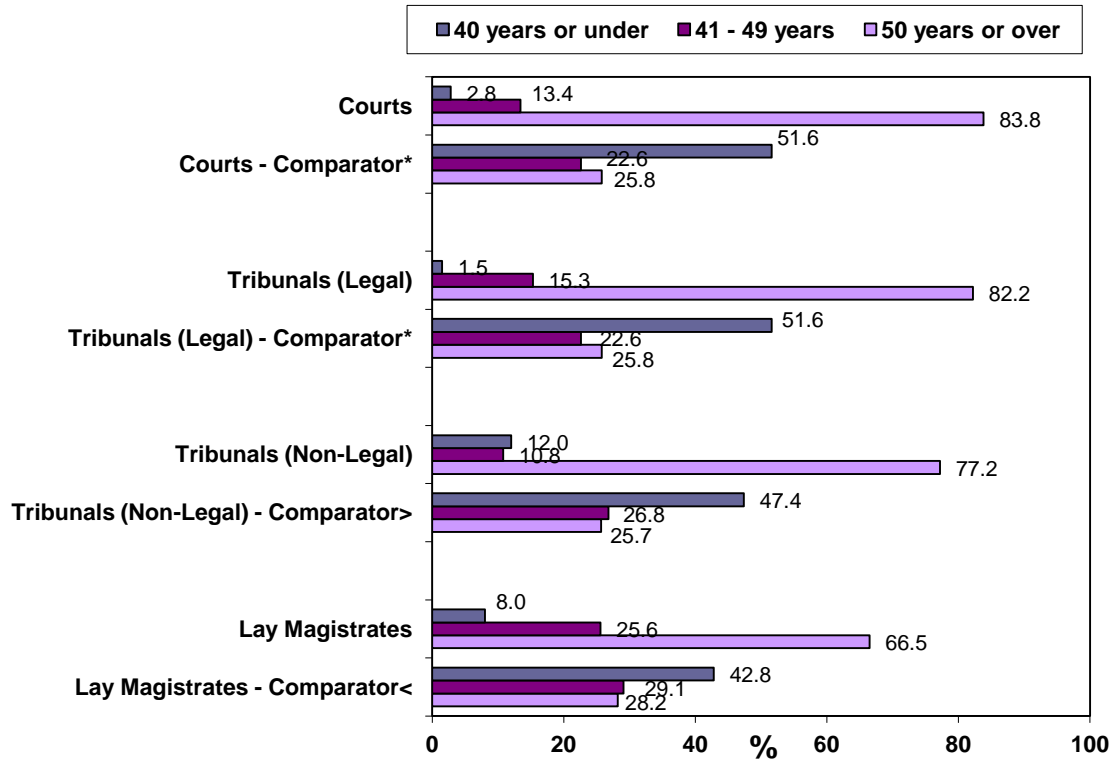
Notes

* Legal Professionals data based on SOC groups 2412 (Solicitors and Lawyers), 2413 (Judges and Coroners) and 2419 (Legal Professionals NEC) aged 25-69 economically active at 2011 Census.

>Weighted combination of Medical Professionals based on SOC 2211 (Medical Practitioners) aged 25-69 from 2011 Census and the economically active population aged 25-69 from 2011 Census.

<Lay Magistrates comparator based on the economically active population aged 25-69 from 2011 Census.

2 Overall Composition: Age



Notes

* Legal Professionals data based on SOC groups 2412 (Solicitors and Lawyers), 2413 (Judges and Coroners) and 2419 (Legal Professionals NEC) aged 25-69 economically active at 2011 Census.

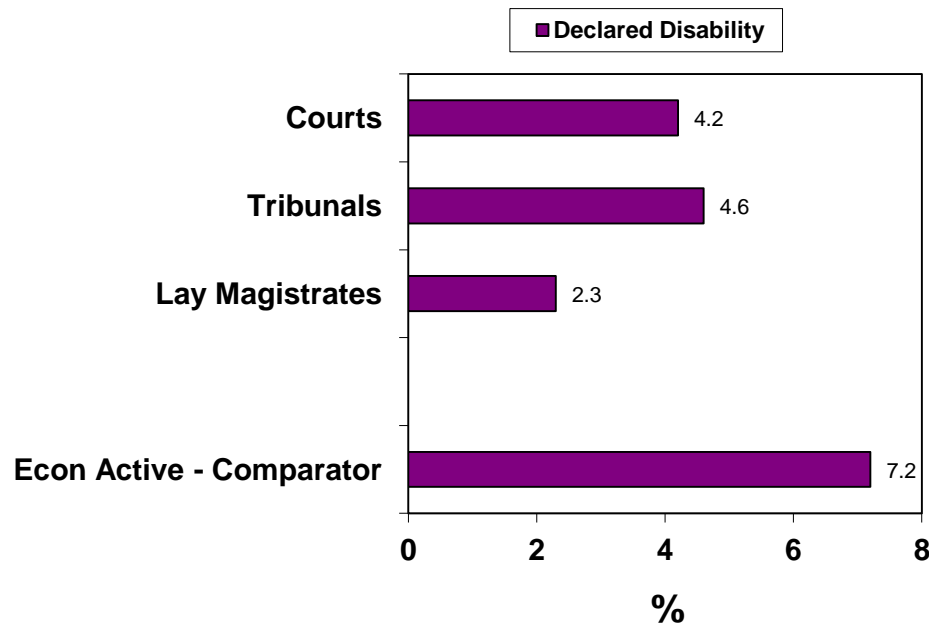
>Weighted combination of Medical Professionals based on SOC 2211 (Medical Practitioners) aged 25-69 from 2001 Census and the economically active population aged 25-69 from 2011 Census.

<Lay Magistrates comparator based on the economically active population aged 25-69 from 2011 Census.

Summary

- The overwhelming majority of judicial office holders in the Courts were aged 50 years or over (83.8%). This compares with 25.8% in the legal profession generally.
- Staff aged 50 years and over and holding legal positions in Tribunals (82.2%), were in a similar proportion to those in the Courts (83.8%).
- As with judicial office holders in the Courts and staff holding legal positions in Tribunals, the majority of those holding non-legal positions in Tribunals were also aged 50 years or over (77.2%).
- The proportion of Lay Magistrates aged 40 years or under (8.0%) was higher than among judicial office holders in the Courts (2.8%) and staff holding legal positions in Tribunals (1.5%).

2 Overall Composition: Declared Disability



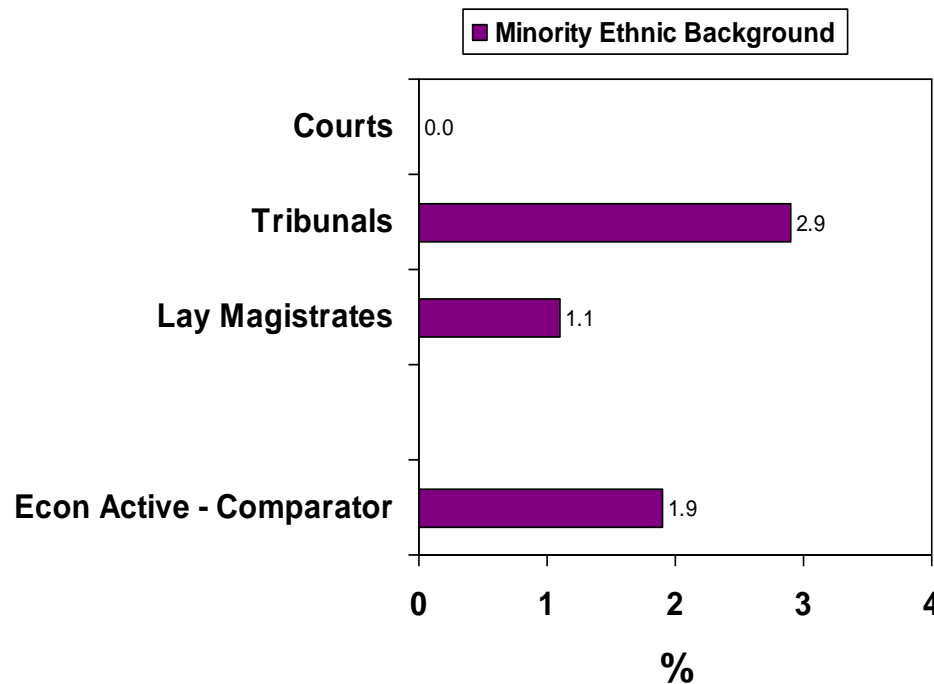
Summary

- The proportion of judicial office holders who had declared a disability ranged from 2.3% among Lay Magistrates to 4.6% among those in the Tribunals.
- As the numbers involved are small, care should be taken when drawing inferences from the data.

Notes

Comparator based on the economically active population aged 25-69 from 2001 Census.

2 Overall Composition: Ethnicity



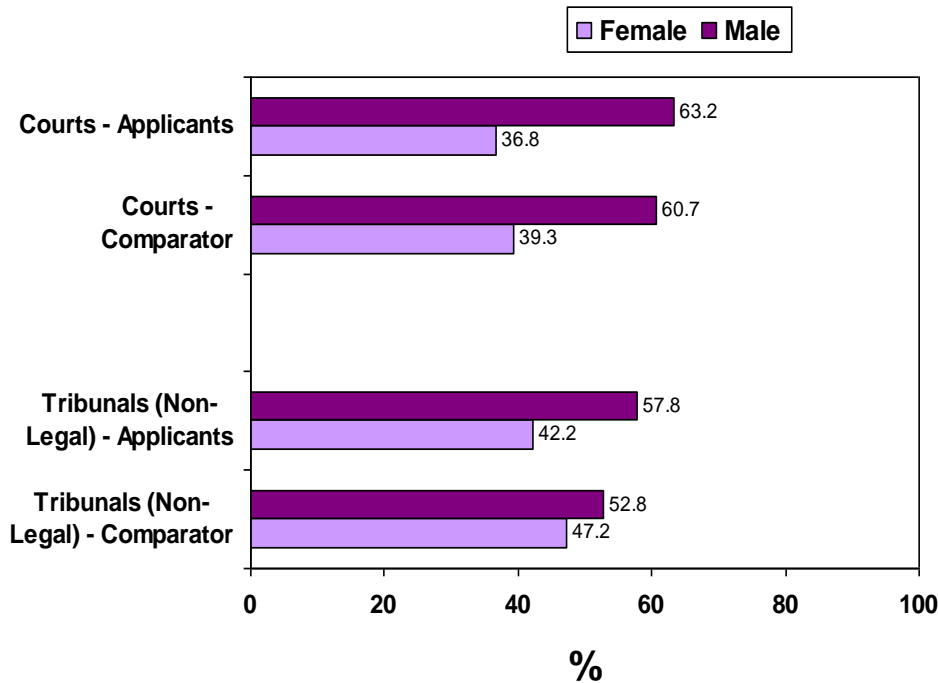
Summary

- No judicial office holders in the Courts were from a minority ethnic background.
- The minority ethnic representation among Lay Magistrates was 1.1%, while for Tribunal members it was 2.9%.
- As the numbers involved are small, care should be taken when drawing inferences from the data.

Notes

Comparator based on the economically active population aged 25-69 from 2011 Census.

3 Applicant Pool for Schemes: Gender



Summary

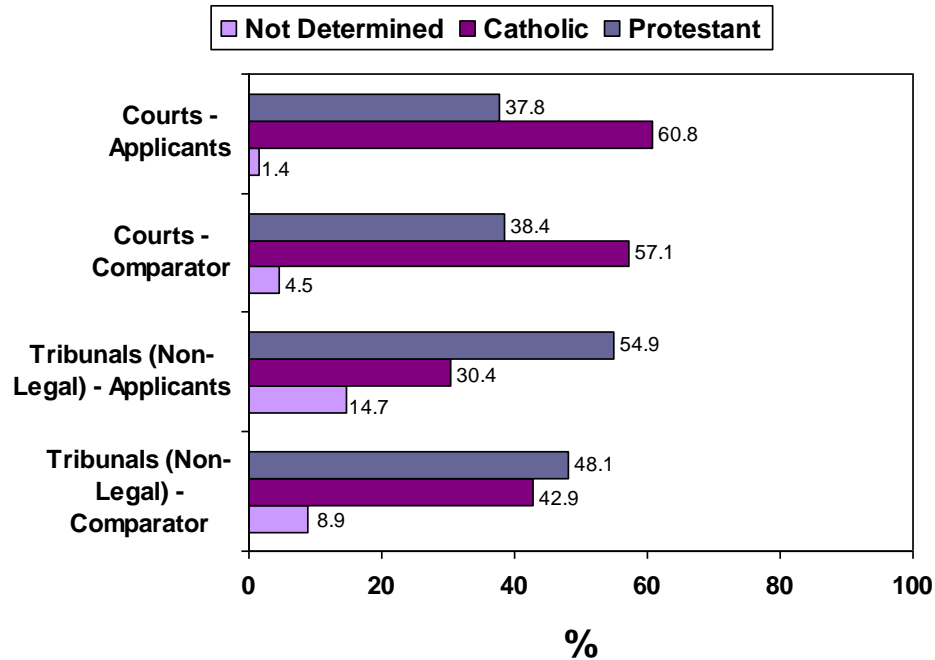
- For each scheme, the gender composition of the applicant pool was compared with what might be expected based on the eligible pool if males and females were equally likely to apply. These results were then aggregated to obtain the expected compositions reported in the chart. It should be noted, however, that female representation is lower in the older age-bands, from which more applications might be expected.
- For appointment to judicial office, representation among female applicants (36.8%) was approximately what was expected (39.3%).
- For non legal appointments to Tribunals, representation from female applicants (42.2%) was slightly lower than expected (47.2%).

Notes

Legal Professionals data based on data for Solicitors on Roll supplied by Law Society and for Barristers supplied by Bar Library, each with the required post-qualification experience.

Medical Professionals based on SOC 2211 (Medical Practitioners) aged 25-69 from 2011 Census. NIVT Ordinary Member comparator based on the economically active population aged 25-69 from 2011 Census.

3 Applicant Pool for Schemes: Community Background



Summary

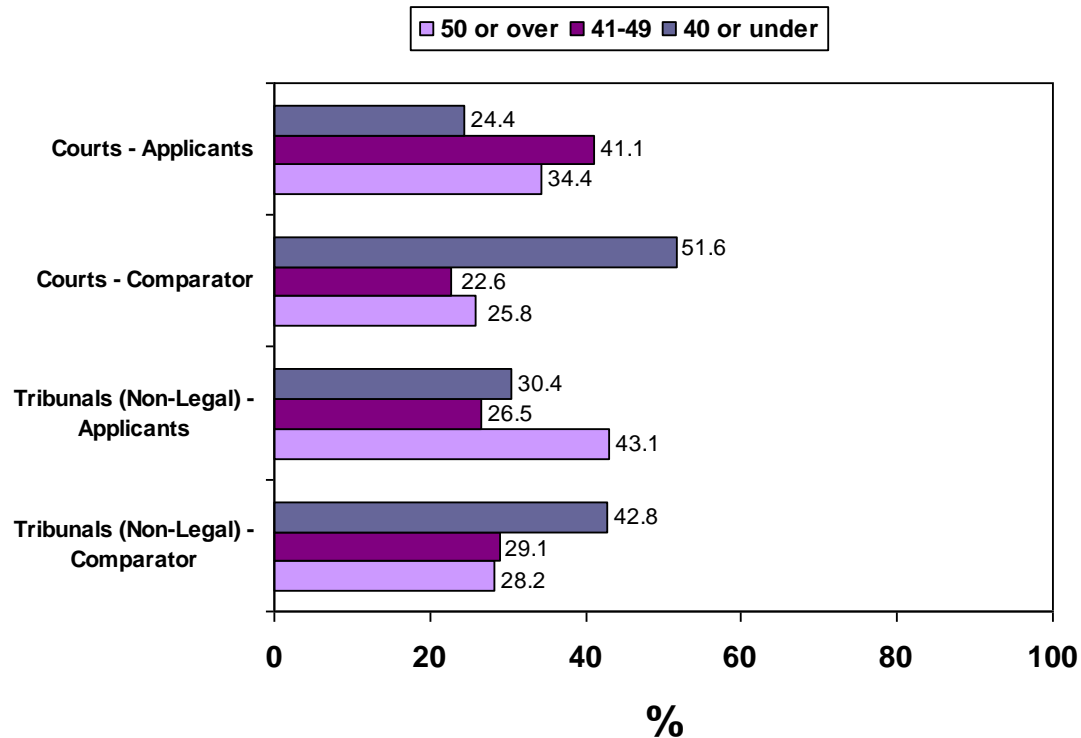
- For each Scheme, the community background composition of the applicant pool was compared with what might be expected based on the eligible pool if potential candidates from each community background were equally likely to apply. These results were then aggregated to obtain the expected compositions reported in the chart. It should be noted, however, that Catholic representation is lower in the older age-bands, from which applications might be expected.
- For appointments to judicial office in the Courts, the community background composition of applicants was in line with what was expected.
- For non-legal appointments to Tribunals, Protestant representation among applicants (54.9%) was higher than would be expected (48.1%).

Notes

Legal Professionals data based on SOC groups 2412 (Barristers and Judges), 2413 (Solicitors) and 2419 (Legal Professionals NEC), economically active aged 25-69 at 2011 Census.

Non-legal Tribunal comparator is the weighted combination of Medical Professionals based on SOC 2211 (Medical Practitioners) aged 25-69 from 2011 Census and the economically active population aged 25-69 from 2011 Census.

3 Applicant Pool for Schemes: Age



Summary

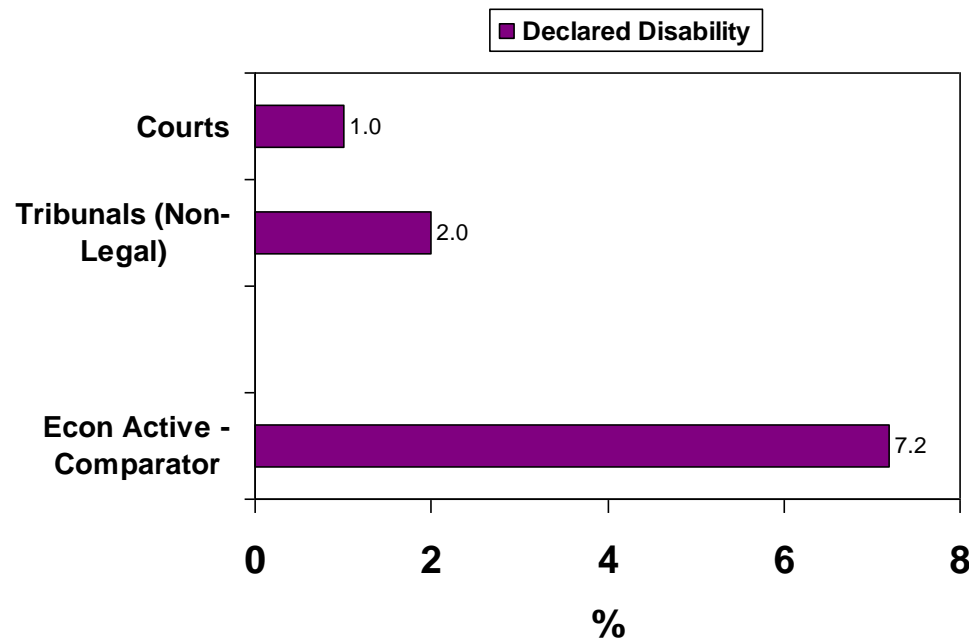
- For each Scheme, the age composition of the applicant pool was compared with what might be expected based on the eligible pool if potential candidates from each age-group were equally likely to apply. These results were then aggregated to obtain the expected compositions reported in the chart.
- For appointments to judicial office in the Courts, the proportion of applicants aged 41-49 (41.1%) was almost twice what was expected (22.6%).
- For non-legal appointments to Tribunals, the proportion of applicants aged 50 or over (43.1%) was higher than expected (28.2%).

Notes

Legal Professionals data based on SOC groups 2412 (Solicitors and Lawyers), 2413 (Judges and Coroners) and 2419 (Legal Professionals NEC) aged 25-69 economically active at 2011 Census.

Non-Legal comparators calculated from a weighted combination of Medical Professionals based on SOC 2211 (Medical Practitioners) aged 25-69 from 2011 Census and the economically active population aged 25-69 from 2011 Census.

3 Applicant Pool for Schemes: Declared Disability



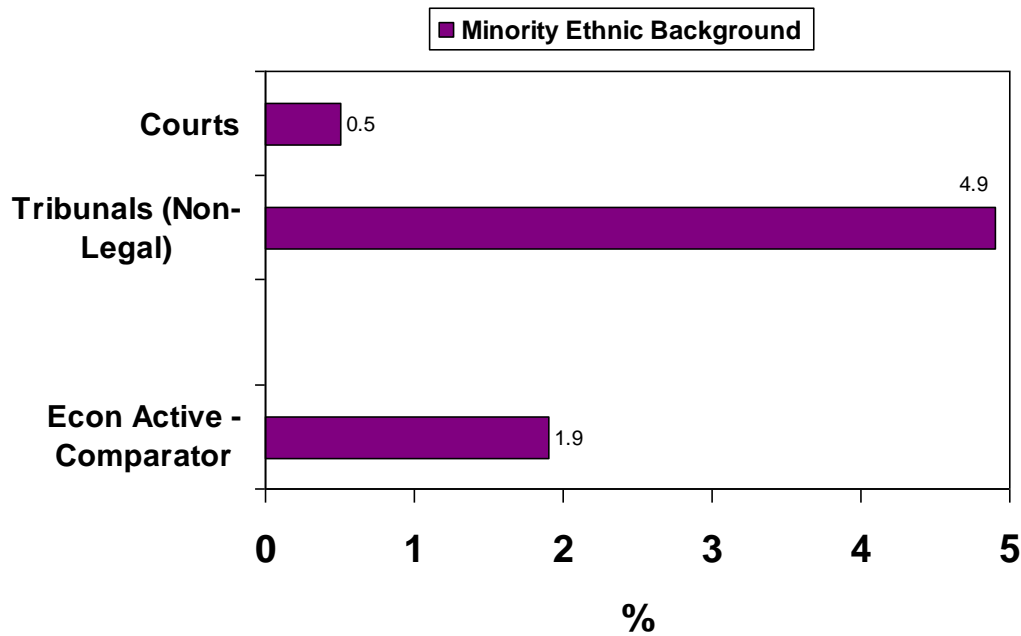
Summary

- The proportion of applicants for non-legal appointment to Tribunals who had declared a disability was 2.0%. Of the applicants who applied for appointment as a judicial office holder in the Courts 1.0% declared a disability, a smaller proportion than found in Tribunals.
- As the numbers involved are small, care should be taken when drawing inferences from the data.

Notes

Comparator based on the economically active population aged 25-69 from 2001 Census.

3 Applicant Pool for Schemes: Ethnicity



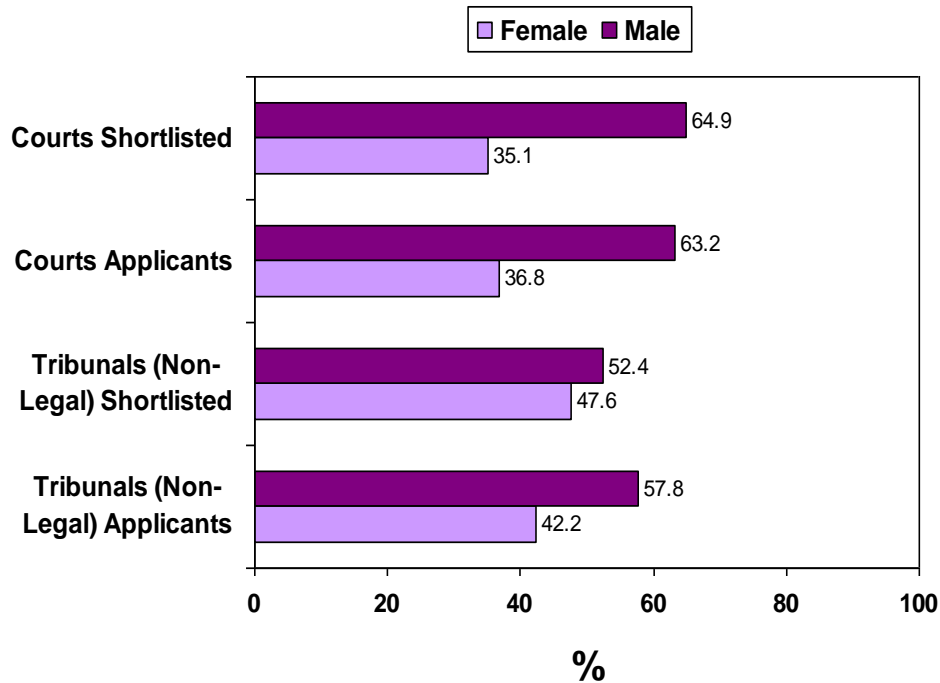
Summary

- Of the applicants who applied for appointment as a judicial office holder in the Courts 0.5% were from a minority ethnic background. Whereas, the proportion of applicants for non-legal appointment to Tribunals from a minority ethnic background was 4.9%.
- As the numbers involved are small, care should be taken when drawing inferences from the data.

Notes

Comparator based on the economically active population aged 25-69 from 2011 Census.

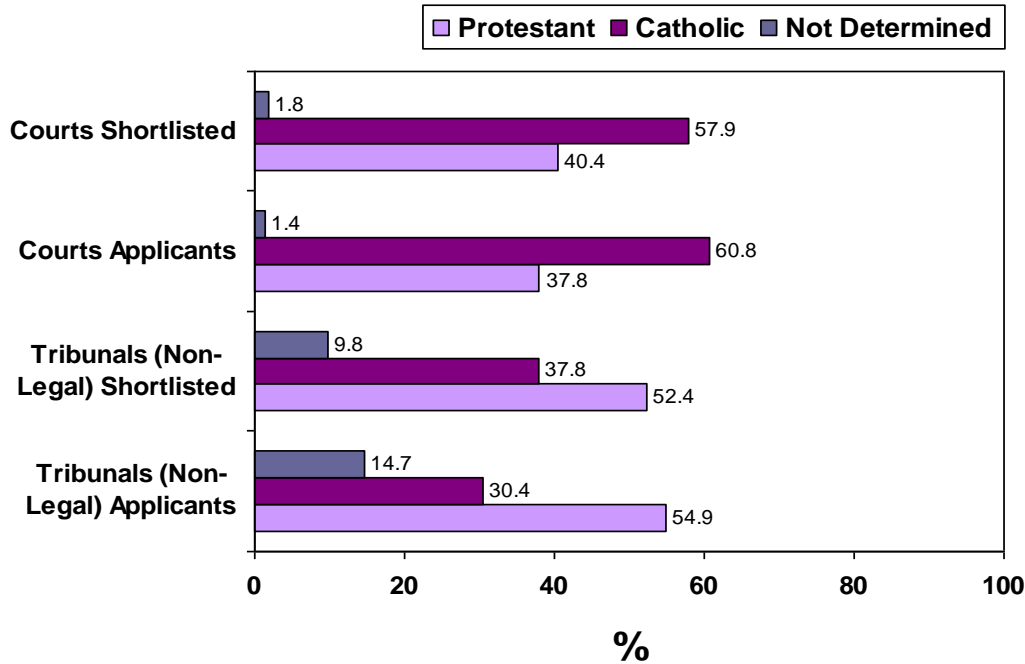
4 Shortlisting Stage for Schemes: Gender



Summary

- For each Scheme, the gender composition of the shortlisted pool was compared with what might be expected if males and females were equal in terms of merit. These results were then aggregated to obtain the expected compositions reported in the chart.
- Female representation among shortlisted candidates for appointments to judicial office in the Courts (35.1%) was approximately what was expected (36.8%).
- Male representation among shortlisted candidates (52.4%) for non-legal appointments to Tribunals was slightly lower than anticipated from the non-legal tribunal applicants (57.8%).
- Over all, in terms of gender, the representation among shortlisted candidates for both judicial appointments and non-legal appointments to tribunals is broadly similar to what would be expected.

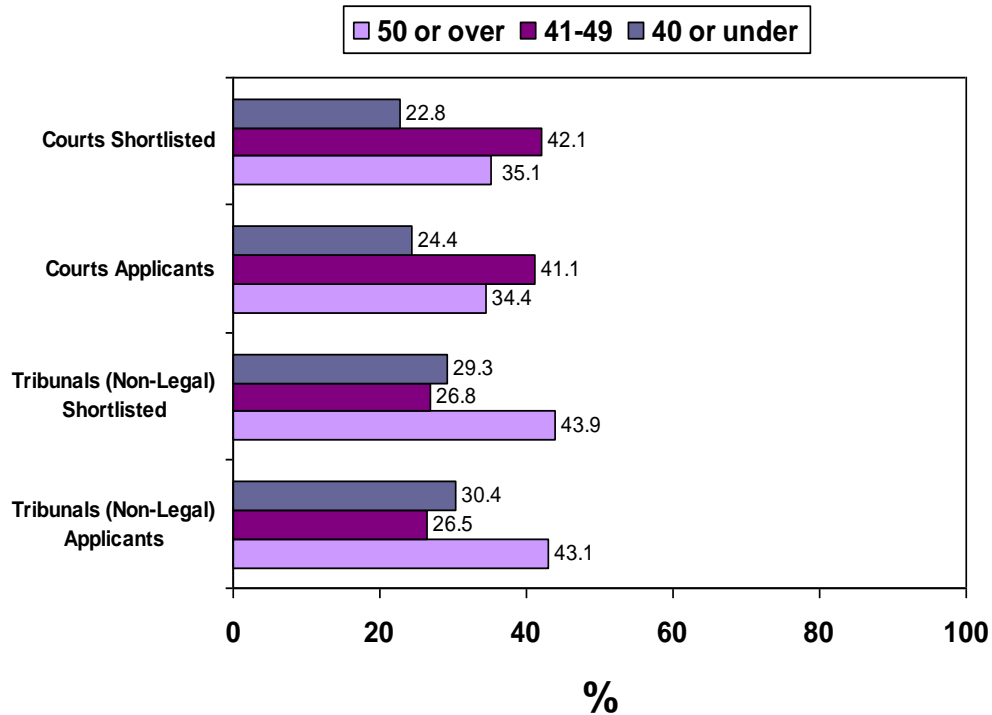
4 Shortlisting Stage for Schemes: Community Background



Summary

- For each Scheme, the community background composition of the shortlisted pool was compared with what might be expected if candidates from each community background were equal in terms of merit. These results were then aggregated to obtain the expected compositions reported in the chart.
- For judicial appointments to the Courts, the overall Protestant representation among shortlisted candidates (40.4%) was similar to the expected representation (37.8%).
- For non-legal appointments to Tribunals, the Catholic representation of shortlisted candidates (37.8%) was slightly higher than anticipated (30.4%).
- For both types of schemes (judicial appointments and non-legal appointments to Tribunals) the actual representation of shortlisted candidates was similar to the expected representation.

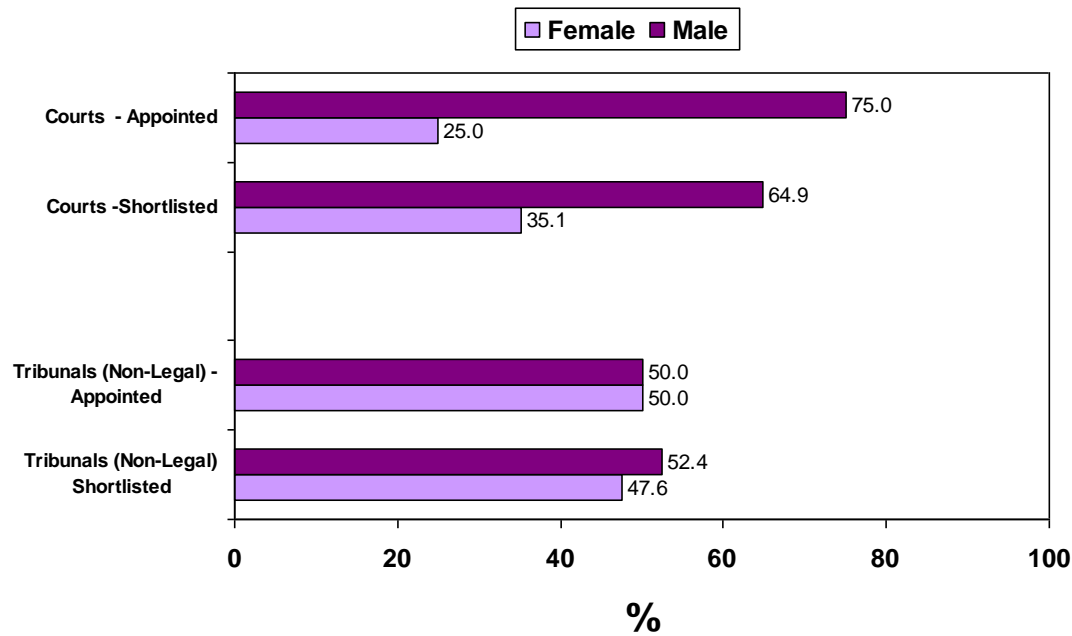
4 Shortlisting Stage for Schemes: Age



Summary

- For each Scheme, the age composition of the shortlisted pool was compared with what might be expected, if candidates from each age group were equal in terms of merit. These results were then aggregated to obtain the expected compositions reported in the chart.
- For a judicial appointment in the Courts, the age composition of the shortlisted candidates was very similar to what was expected across all age groups. Almost 1 in 4 shortlisted candidates (22.8%) for judicial appointments in the Courts were aged 40 or under which was almost identical to what was expected from the applicant pool (24.4%).
- In non-legal appointments to Tribunals, the age profile was an almost perfect match across all age groups to what was expected, differing by less than a percentage point in all but one age group.

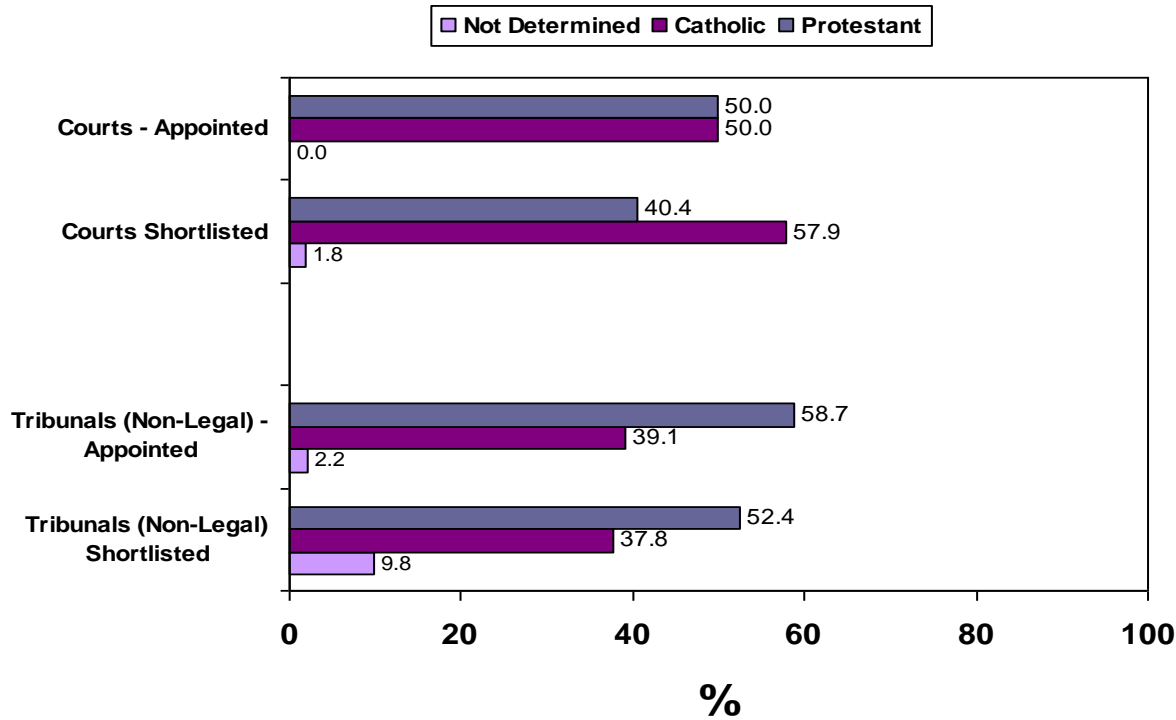
5 Appointment Stage for Schemes: Gender



Summary

- For each Scheme, the gender composition of appointees was compared with what might be expected, based on if males and females were equal in terms of merit. These results were then aggregated to obtain the expected compositions reported in the chart.
- For judicial appointments in the Courts, a lower proportion of appointees were female (25%) than expected (35.1%). However, as the number of appointees is small, the difference between the actual and the expected equates to only one extra male appointee.
- For non-legal appointments to Tribunals, the gender composition of appointees was broadly in line with what was expected.

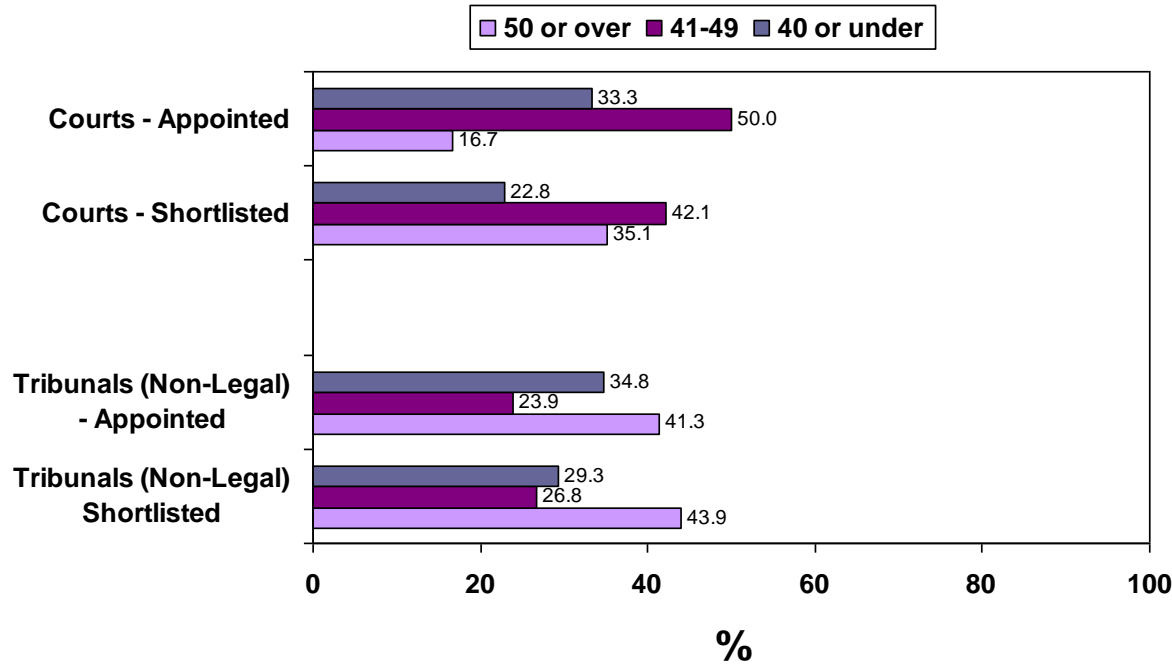
5 Appointment Stage for Schemes: Community Background



Summary

- For each Scheme, the community background composition of appointees was compared with what might be expected, if each group was equal in terms of merit. These results were then aggregated to obtain the expected compositions reported in the chart.
- For judicial appointments to the Courts, the community background profile of appointees was slightly higher for Protestants (50.0%) than expected (40.4%). However, as with gender, the number of appointees was small and the difference between actual and expected equates to only one extra Protestant appointee.
- For non-legal appointments to Tribunals, Catholic representation among the appointed candidates (39.1%) was broadly similar to what was expected (37.8%) from the pool of shortlisted candidates.

5 Appointment Stage for Schemes: Age



Summary

- For each Scheme, the age composition of appointees was compared with what might be expected, if each group was equal in terms of merit. These results were then aggregated to obtain the expected compositions reported in the chart.
- For judicial appointments in the Courts, a higher proportion of appointees came from the 40 or under age group (33.3%) than expected (22.8%). In addition, the proportion of appointees who were aged 41 – 49 (50%) was higher than the proportion of shortlisted candidates (42.1%). Due to higher proportions in the two age groups, the proportion of appointees over the age of 50 was less than half what was expected. Due to small numbers of appointees, however, this difference equates to only two appointees.
- For non-legal appointments to Tribunals, age proportions of appointees were broadly similar to the age profile of shortlisted candidates.

6 Actual and Expected Appointees for Courts – Table 1

Legal Standing	Applications	Expected Appointees	Actual Appointees	Difference (Actual - Expected)
Barrister	89	5.6	9	3.4
Legal Other	4	0.20	0	-0.20
Solicitor	116	6.1	3	-3.1

Summary

- For each legal Scheme, the legal standing of appointees was compared with what might be expected, if each group was equal in terms of merit. These results were then aggregated to obtain the expected compositions reported in the table.
- For judicial appointments in the Courts, the proportion of actual appointees was slightly higher for Barristers than what was expected.

6 Actual and Expected Appointees for Courts and Tribunals (Legal) Schemes – Table 2

Employment Status	Applications	Expected Appointees	Actual Appointees	Difference (Actual - Expected)
Barrister JOH	2	0.3	0	-0.3
Independent Barrister	54	3.1	5	1.9
Independent Barrister & Fee Paid JOH	9	0.5	1	0.5
Independent Barrister QC	4	0.8	2	1.2
Public Sector Barrister	13	0.7	1	0.3
Public Sector Barrister & Fee Paid JOH	7	0.2	0	-0.2
Solicitor JOH	6	0.2	0	-0.2
Solicitor Private Practice	73	3.9	1	-2.9
Solicitor Private Practice & Fee Paid JOH	8	0.4	1	0.6
Solicitor Public Sector	26	1.4	1	-0.4
Solicitor Public Sector & Fee Paid JOH	3	0.2	0	-0.2
Legal Other	4	0.2	0	-0.2

Summary

- For each legal Scheme, the Employment Status of appointees was compared with what might be expected, if each group was equal in terms of merit. These results were then aggregated to obtain the expected compositions reported in the table.
- This table has been produced for illustrative purposes only. Due to the high level of disaggregation differences between 'actual' and 'expected' values should be treated with caution.

Appendix A: Overall Composition by the eight judicial groupings

- Group 1:** Supreme Court - Lord Chief Justice, Lord Justices of Appeal, High Court Judges & Temporary judges of High Court
- Group 2:** County Court Judges; deputy County Court Judges; Chief Social Security and Child Support Commissioner; Social Security and Child Support Commissioner & deputies
- Group 3:** District Judges (Magistrates' Courts) and deputies
- Group 4:** District Judges & deputies; Masters; Coroners and deputies; Deputy Statutory Officer; Official Solicitor
- Group 5:** Industrial Tribunals & Fair Employment Tribunal (President FT, Vice President FT, Chairman FT, Chairman FP)
- Group 6:** Appeal Tribunals (President of Appeal Tribunals FT, Legal Chairman FT, Legal Member FP, Financial Member FP, Medical Consultant Member FP, Medical General Member FP, Expert Member FP)
- Group 7:** Special Educational Needs Disability Tribunal (President FP, Chairman FP); Mental Health Review Tribunal (Chairman FP, Deputy Chairman FP, Legal FP, Medical FP, Experienced FP); Lands Tribunal (President FP, Member FT); Pensions Appeal Tribunal (President FP, Deputy President FP, Legal Member FP, Medical Member FP, Service Member FP); Northern Ireland Valuation Tribunal (President FP, Legal FP, Ordinary Member FP, Valuation FP); National Security Certificates Appeal Tribunals (Chairman FP, Deputy Chairman FP, Legal FP, Lay FP); Charity Tribunal (President FP, Legal Member FP, Ordinary Member FP); Health and Safety Appeal Tribunals (Legal Chairman FP); Care Tribunal (Chairman FP); Reserve Forces Appeal Tribunals (Chair of the Reserve Forces Re-Instatement Committee FP); Northern Ireland Traffic Penalty Tribunal (Adjudicator FP); Criminal Injuries Compensation Appeals Panel for NI (Chairman FP, Adjudicator: Legal FP, Medical FP, Lay FP)
- Group 8:** Lay Magistrates FP

Notes: FT - Full time FP - Fee paid

Gender

	Male		Female		Total
	No.	%	No.	%	No.
Group 1	15	100.0	0	0.0	15
Group 2	46	82.1	10	17.9	56
Group 3	34	75.6	11	24.4	45
Group 4	15	57.7	11	42.3	26
Group 5	10	43.5	13	56.5	23
Group 6	105	48.2	113	51.8	218
Group 7	92	70.2	39	29.8	131
Group 8	76	43.2	100	56.8	176
Total	393	57.0	297	43.0	690

Appendix A: Overall Composition by the eight judicial groupings

Community Background

	Protestant		Catholic		Not Determined		Total
	No.	%	No.	%	No.	%	No.
Group 1	7	46.7	7	46.7	1	6.7	15
Group 2	34	60.7	15	26.8	7	12.5	56
Group 3	21	46.7	24	53.3	0	0.0	45
Group 4	17	65.4	9	34.6	0	0.0	26
Group 5	9	39.1	13	56.5	1	4.3	23
Group 6	109	50.0	94	43.1	15	6.9	218
Group 7	63	48.1	60	45.8	8	6.1	131
Group 8	101	57.4	69	39.2	6	3.4	176
Total	361	52.3	291	42.2	38	5.5	690

Age

	40 years or under		41-49 years		50 years or over		Total
	No.	%	No.	%	No.	%	No.
Group 1	0	0.0	0	0.0	15	100.0	15
Group 2	0	0.0	2	3.6	54	96.4	56
Group 3	4	8.9	11	24.4	30	66.7	45
Group 4	0	0.0	6	23.1	20	76.9	26
Group 5	0	0.0	3	13.0	20	87.0	23
Group 6	28	12.8	22	10.1	168	77.1	218
Group 7	3	2.3	21	16.0	107	81.7	131
Group 8	14	8.0	45	25.6	117	66.5	176
Total	49	7.1	110	15.9	531	77.0	690

Appendix A: Overall Composition by the eight judicial groupings

Declared Disability

	Declared Disabled		Total
	No.	%	No.
Group 1	0	0.0	15
Group 2	3	5.3	56
Group 3	2	5.0	45
Group 4	1	4.0	26
Group 5	0	0.0	23
Group 6	10	4.9	218
Group 7	7	5.2	131
Group 8	4	2.2	176
Total	27	3.9	690

Ethnicity

	White		Other		Total
	No.	%	No.	%	No.
Group 1	15	100.0	0	0.0	15
Group 2	56	100.0	0	0.0	56
Group 3	45	100.0	0	0.0	45
Group 4	26	100.0	0	0.0	26
Group 5	23	100.0	0	0.0	23
Group 6	213	97.7	5	3.0	218
Group 7	129	98.5	2	1.9	131
Group 8	174	98.9	2	1.7	176
Total	681	98.7	9	1.3	690

Appendix A: Overall Composition by the eight judicial groupings

Working Pattern

	Fee Paid		Part-Time Salaried		Salaried		Total
	No.	%	No.	%	No.	%	No.
Group 1	1	6.7	0	0.0	14	93.3	15
Group 2	35	62.5	0	0.0	21	37.5	56
Group 3	24	53.3	2	4.4	19	42.2	45
Group 4	12	46.2	0	0.0	14	53.8	26
Group 5	14	60.9	0	0.0	9	39.1	23
Group 6	216	99.1	0	0.0	2	0.9	218
Group 7	130	99.2	0	0.0	1	0.8	131
Group 8	176	100.0	0	0.0	0	0.0	176
Total	608	88.1	2	0.3	80	11.6	690

Appendix B: Overall Composition by Geographical Information

	Business Location		Personal Location	
	No.	%	Total	%
Belfast	324	47.0	256	37.1
Co Antrim	59	8.6	91	13.2
Co Armagh	26	3.8	34	4.9
Co Derry	50	7.2	57	8.3
Co Down	54	7.8	126	18.3
Co Fermanagh	21	3.0	23	3.3
Co Tyrone	39	5.7	51	7.4
GB	11	1.6	11	1.6
Republic of Ireland	33	4.8	1	0.1
Not Indicated	73	10.6	39	5.7
Province Wide	0	0.0	1	0.1
Total	690	100.0	690	100.0

Overall Composition

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	89	62.7	63	44.4
Co Antrim	3	2.1	13	9.2
Co Armagh	3	2.1	6	4.2
Co Derry	7	4.9	5	3.5
Co Down	8	5.6	31	21.8
Co Fermanagh	2	1.4	1	0.7
Co Tyrone	0	0.0	7	4.9
GB	6	4.2	11	7.7
Republic of Ireland	11	7.7	0	0.0
Not Indicated	5	3.5	5	3.5
Province Wide	8	5.6	0	0.0
Total	142	100.0	142	100.0

Courts

Appendix B: Overall Composition by Geographical Information

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	182	48.9	158	42.5
Co Antrim	40	10.8	57	15.3
Co Armagh	11	3.0	16	4.3
Co Derry	22	5.9	30	8.1
Co Down	24	6.5	54	14.5
Co Fermanagh	9	2.4	13	3.5
Co Tyrone	1	0.3	29	7.8
GB	23	6.2	0	0.0
Republic of Ireland	0	0.0	0	0.0
Not Indicated	49	13.2	15	4.0
Province Wide	11	3.0	0	0.0
Total	372	100.0	372	100.0

Tribunals

	Business Location		Lay Magistrates	
	No.	%	No.	%
Belfast	53	30.1	35	19.9
Co Antrim	16	9.1	21	11.9
Co Armagh	12	6.8	12	6.8
Co Derry	21	11.9	22	12.5
Co Down	22	12.5	41	23.3
Co Fermanagh	9	5.1	9	5.1
Co Tyrone	0	0.0	15	8.5
GB	10	5.7	0	0.0
Republic of Ireland	0	0.0	1	0.6
Not Indicated	19	10.8	19	10.8
Province Wide	14	8.0	1	0.6
Total	176	100.0	176	100.0

Lay Magistrates

Appendix B: Overall Composition by Geographical Information

Group 1

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	12	80.0	8	53.3
Co Antrim	1	6.7	2	13.3
Co Down	0	0.0	5	33.3
Province Wide	2	13.3	0	0.0
Total	15	100.0	15	100.0

Group 2

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	35	62.5	28	50.0
Co Antrim	0	0.0	4	7.1
Co Armagh	2	3.6	1	1.8
Co Derry	2	3.6	2	3.6
Co Down	2	3.6	8	14.3
Co Tyrone	1	1.8	2	3.6
Not Indicated	2	3.6	1	1.8
GB	10	17.9	10	17.9
Province Wide	2	3.6	0	0.0
Total	56	100.0	56	100.0

Appendix B: Overall Composition by Geographical Information

Group 3

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	23	51.1	16	35.6
Co Antrim	2	4.4	5	11.1
Co Armagh	0	0.0	2	4.4
Co Derry	3	6.7	2	4.4
Co Down	5	11.1	12	26.7
Co Fermanagh	2	4.4	0	0.0
Co Tyrone	4	8.9	4	8.9
GB	1	2.2	1	2.2
Not Indicated	3	6.7	3	6.7
Province Wide	2	4.4	0	0.0
Total	45	100.0	45	100.0

Group 4

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	19	73.1	11	42.3
Co Antrim	0	0.0	2	7.7
Co Armagh	1	3.8	3	11.5
Co Derry	2	7.7	1	3.8
Co Down	1	3.8	6	23.1
Co Fermanagh	0	0.0	1	3.8
Co Tyrone	1	3.8	1	3.8
Not Indicated	0	0.0	1	3.8
Province Wide	2	7.7	0	0.0
Total	26	100.0	26	100.0

Appendix B: Overall Composition by Geographical Information

Group 5

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	19	82.6	12	52.2
Co Antrim	0	0.0	2	8.7
Co Armagh	1	4.3	1	4.3
Co Derry	0	0.0	1	4.3
Co Down	0	0.0	4	17.4
Co Tyrone	1	4.3	1	4.3
Not Indicated	2	8.7	2	8.7
Total	23	100.0	23	100.0

Group 6

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	84	38.5	80	36.7
Co Antrim	30	13.8	36	16.5
Co Armagh	8	3.7	12	5.5
Co Derry	15	6.9	18	8.3
Co Down	17	7.8	31	14.2
Co Fermanagh	9	4.1	10	4.6
Co Tyrone	15	6.9	19	8.7
Not Indicated	34	15.6	12	5.5
Province Wide	6	2.8	0	0.0
Total	218	100.0	218	100.0

Appendix B: Overall Composition by Geographical Information

Group 7

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	79	60.3	66	50.4
Co Antrim	10	7.6	19	14.5
Co Armagh	2	1.5	3	2.3
Co Derry	7	5.3	11	8.4
Co Down	7	5.3	19	14.5
Co Fermanagh	1	0.8	3	2.3
Co Tyrone	7	5.3	9	6.9
Republic of Ireland	0	0.0	0	0.0
Not Indicated	13	9.9	1	0.8
Province Wide	5	3.8	0	0.0
Total	131	100.0	131	100.0

Group 8

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	53	30.1	35	19.9
Co Antrim	16	9.1	21	11.9
Co Armagh	12	6.8	12	6.8
Co Derry	21	11.9	22	12.5
Co Down	22	12.5	41	23.3
Co Fermanagh	9	5.1	9	5.1
Co Tyrone	10	5.7	15	8.5
Republic of Ireland	0	0.0	1	0.6
Not Indicated	19	10.8	19	10.8
Province Wide	14	8.0	1	0.6
Total	176	100.0	176	100.0