

The Judiciary in Northern Ireland

2016

Equality 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 two fifths (39.8%) of those legal professionals deemed to have at least the minimum requirement of professional standing were aged under 40, only 2.8% of judicial office holders in the Courts and 8.7% 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 (82.5%). 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 (24.5%) was lower than in the legal profession generally (45.7%). However, when adjustment was made for the age profile of judicial office holders in the Courts, female representation would be expected to be 22.3%, which is closer to the actual representation of 24.5%. For those holding legal positions in Tribunals, female representation (42.3%) was approximately what might be expected (45.7%). When adjustment was made for age, female representation would be expected to be much lower (26.4%) 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 (54.5%); 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 47.7%.

Catholic representation among those holding legal positions in Tribunals (63.1%) was approximately the same as in the legal profession generally (57.1%). Catholic representation, when adjusted to take account of the age profile, would be expected to be 50.6%.

Disability and Ethnicity

The proportion of judicial office holders who had declared a disability ranged from 1.3% among Lay Magistrates to 4.2% among those in Courts. Minority ethnic representation among Lay Magistrates was 1.3%, while for Tribunal members it was 1.9%. 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 (54.0%) while the majority of Lay Magistrates were female (58.4%). In terms of community background the majority of Lay Magistrates (57.7%) were Protestant as were those holding non-legal positions in Tribunals (54.9%). The proportion of staff aged 40 years or under holding non-legal (12.1%) positions in Tribunals was greater than that of those in legal Tribunal positions (8.7%). The proportion of judicial office holders in the Courts aged 40 or under was 2.8% and among Lay Magistrates it was 4.0%.

Recruitment Schemes

Applicant Pools

The gender composition of applicants for judicial office in the Courts was broadly in line with what would be expected. In terms of community background, the proportion of Catholic applicants for Court positions and for non-legal positions in Tribunals, was higher than expected. Similarly, the proportion of Protestants who applied for legal Tribunal positions was slightly higher than expected. Over one third of applications for judicial office in the Courts were from candidates in the 41-49 age category (38.1%), 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 (48.8%) was similar to that expected (47.2%). Catholic representation among applicants for non-legal members of Tribunals (47.5%) was slightly higher than expected (42.9%). Almost two thirds of applications for non-legal positions in Tribunals were from those aged 50 and over (65.0%), which was higher than expected (25.7%).

Short-listing Stage

Female representation of the those shortlisted for judicial appointment in the Courts (59.4%) was greater than their representation in the applicant pool (48.6%). Conversely, male representation was higher in the applicant pool (51.4%) than in those shortlisted (40.6%). Both Protestant and Catholic representation at the short-listed stage was also generally in line with what would be expected, especially for Courts and non-legal Tribunal positions. For legal positions in Tribunals, Protestants accounted for 43.2% of applicants but only represented 33.3% of those shortlisted. Across age groups, the proportions aged 50 or over who were shortlisted was greater than their representation in the applicant pool for all 3 scheme types.

Appointment Stage

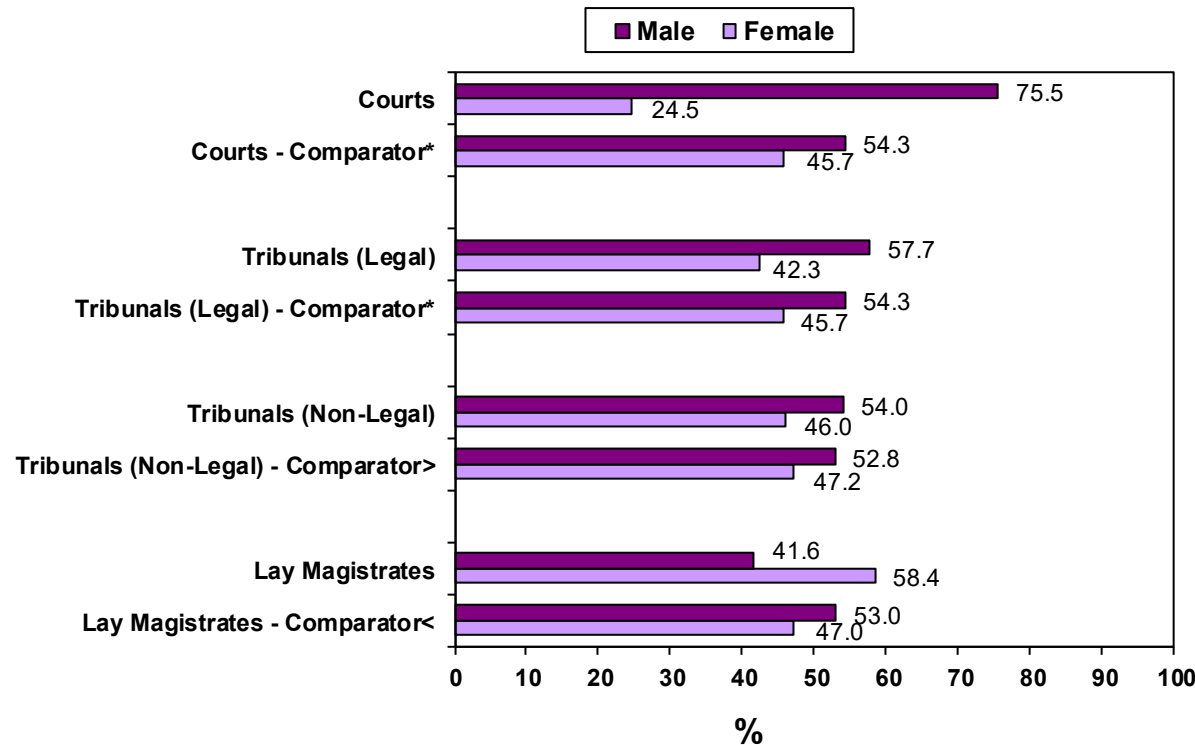
Two thirds (66.7%) of those appointed to Courts positions were female which was slightly higher than their representation amongst those shortlisted (59.4%). This was similar for the non-legal appointments to Tribunals where females accounted for 55.6% of those shortlisted and 66.7% of those appointed. For legal positions in Tribunals, male representation amongst appointees (60.0%) was higher than their representation among those shortlisted (46.7%).

A higher proportion of Catholics were appointed to Court positions (77.8%) than were shortlisted (65.6%). Protestant representation among appointees to legal (60.0%) and to non-legal (66.7%) positions in Tribunals was greater than their representation of those shortlisted (33.3% for Legal positions, 50.0% for non-legal positions).

1 About this report

- The aim of this report is to provide equality monitoring information on the judiciary in Northern Ireland at 1 April 2016. In addition, monitoring information on the outcomes of the various stages of judicial appointment schemes in the period 1st April 2015 to 31st March 2016 is presented.
- Information was obtained from two sources. Equality 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 relevant professions – 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, five schemes in the Courts were considered. A further five schemes for legal members of tribunals and two schemes for non-legal members were considered. A total of 222 applications were received and 20 appointments made, 14 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 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.

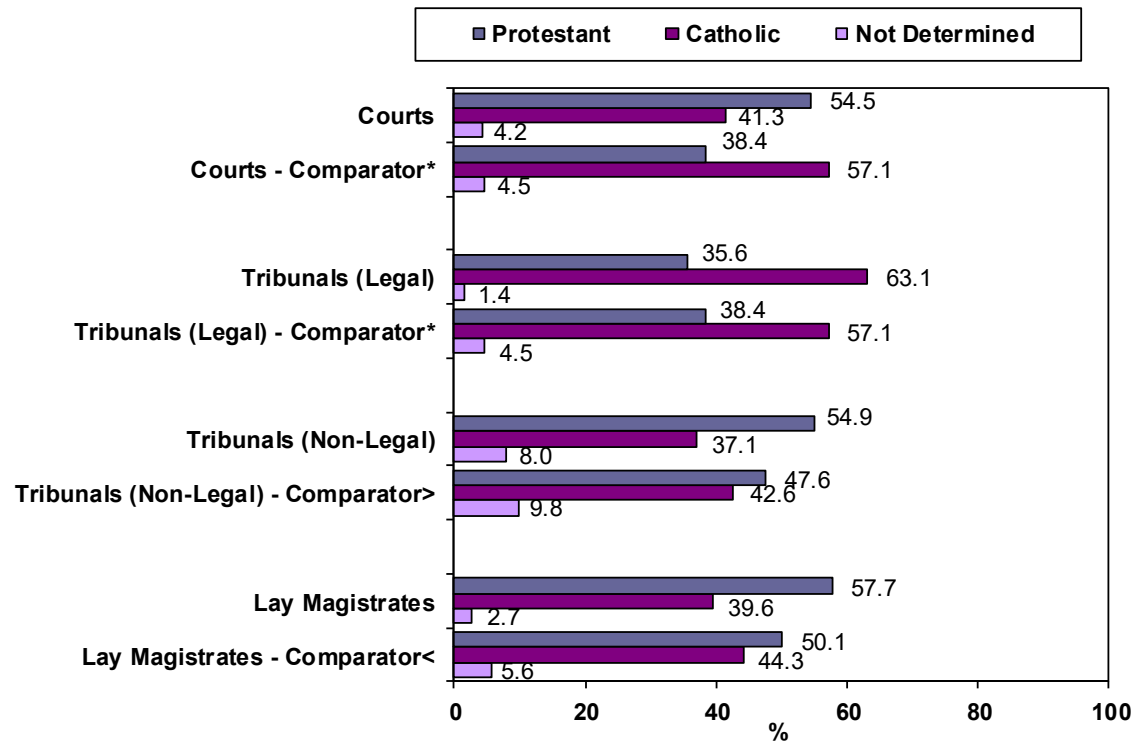
Summary

- Almost one in four judicial office holders in the Courts were female (24.5%). This proportion was lower than for members of the legal professions eligible to apply for judicial office (45.7%). When adjustment was made for the age profile of judicial office holders in the Courts, female representation was close to the expected figure (22.3%).

- Female representation among those holding legal positions in Tribunals (42.3%) was lower than for legal professionals eligible to apply for judicial office (45.7%). When adjustment was made for the age profile of those holding legal positions in Tribunals, female representation would be expected to be (26.4%).

- A majority of those holding non-legal positions in Tribunals were male (54.0%). The opposite is true for Lay Magistrates where the majority were female (58.4%).

2 Overall Composition: Community Background



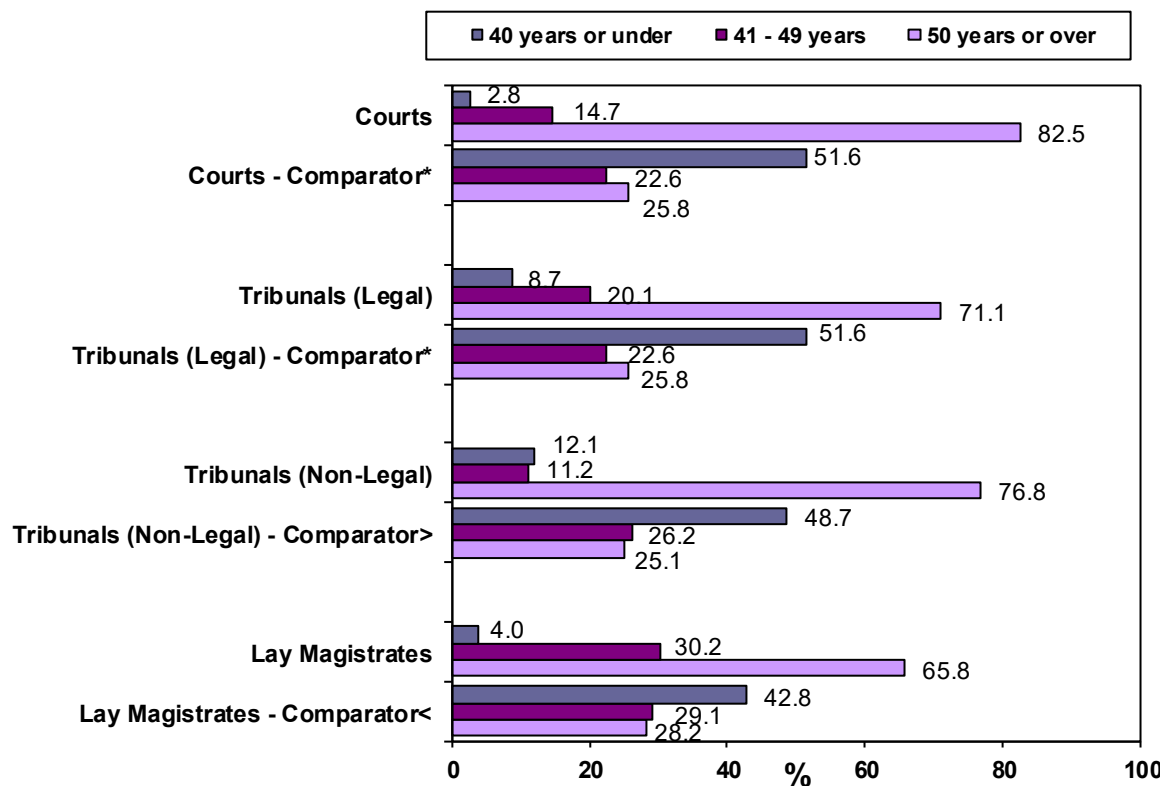
Summary

- Over half of judicial office holders in the Courts were Protestant (54.5%). 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 47.7%.
- Catholic representation among those holding legal positions in Tribunals (63.1%) was similar 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 50.6%.
- The majority of those holding non-legal positions in Tribunals (54.9%) and Lay Magistrates (57.7%) were Protestant.

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.
 >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



Summary

- The overwhelming majority of judicial office holders in the Courts were aged 50 years or over (82.5%). This compares with 25.8% in the legal profession generally.
- Staff aged 50 years and over and holding legal positions in Tribunals (71.1%), like the courts, were also an overwhelming majority at more than double the comparator of 25.8%.
- 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 (76.8%).
- The proportion aged 40 years or under was highest (12.1%) for those in non-legal Tribunal positions and was lowest (2.8%) for office holders in the Courts.

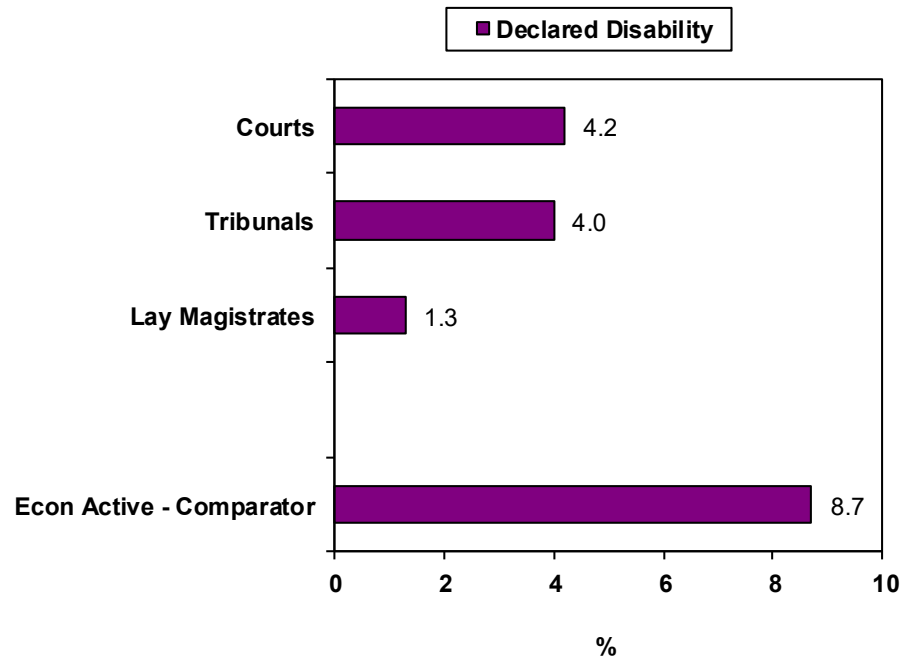
Notes

*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.

>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.

2 Overall Composition: Declared Disability



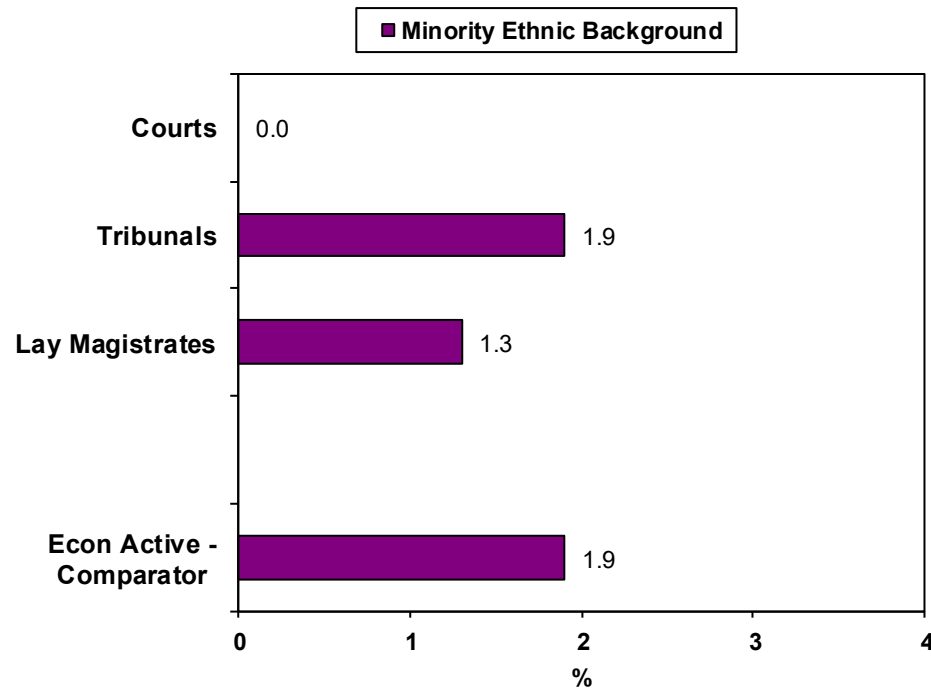
Summary

- The proportion of judicial office holders who had declared a disability ranged from 1.3% among Lay Magistrates to 4.2% among those in the Courts.
- 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 25-74 from 2011 Census.

2 Overall Composition: Ethnicity



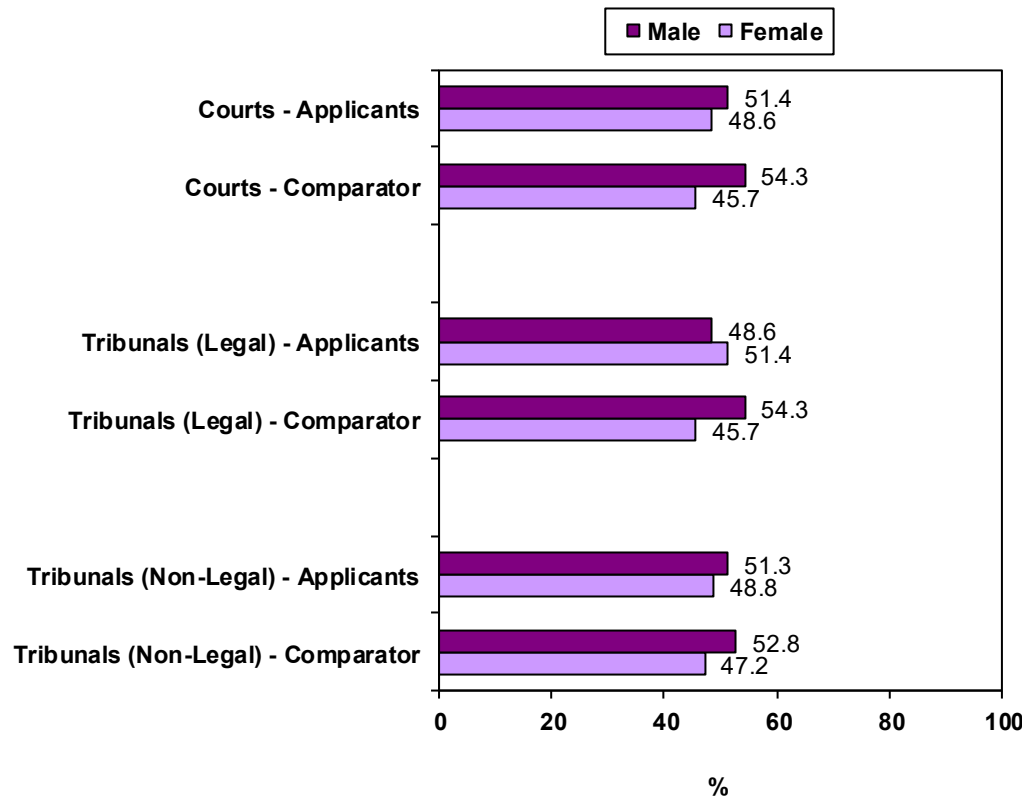
Summary

- No judicial office holders in the Courts were from a minority ethnic background.
- The minority ethnic representation among Lay Magistrates was 1.3%, while for Tribunal members it was 1.9%.
- 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

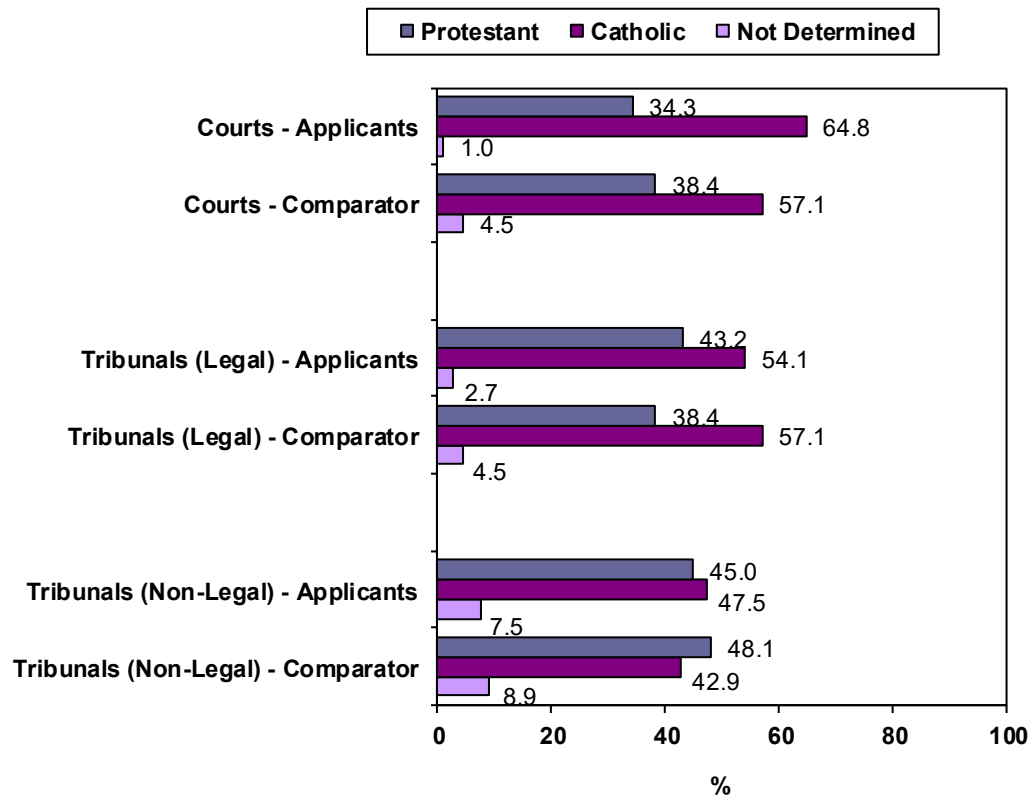
- For each scheme, the gender composition of the applicant pool was compared with what might be expected based on the eligible pool if males and females were equally likely to apply. These results were then aggregated to obtain the expected compositions reported in the chart. It should be noted, however, 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 (48.6%) was slightly higher than what was expected (45.7%).
- Similarly, the female representation among applicants for legal and non-legal Tribunal positions was also slightly higher than would be expected.

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.

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

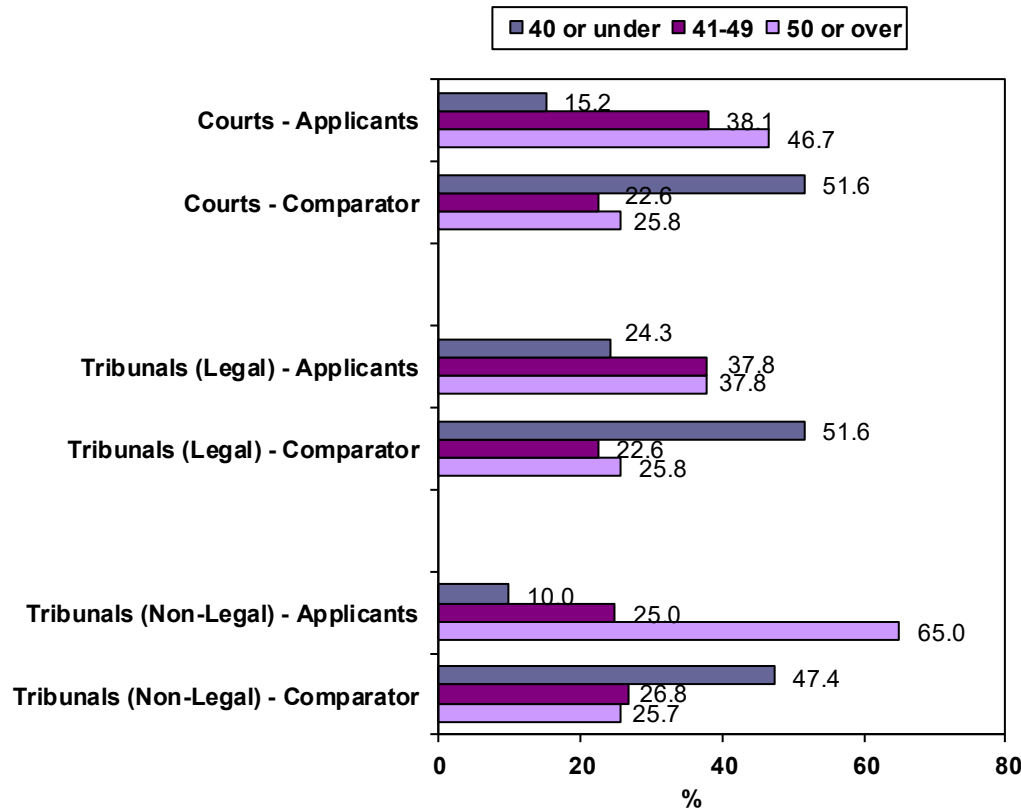
- For each Scheme, the community background composition of the applicant pool was compared with what might be expected based on the eligible pool if potential candidates from each community background were equally likely to apply. These results were then aggregated to obtain the expected compositions reported in the chart.
- For appointments to judicial office in the Courts, applications from Catholics (64.8%) were slightly higher than what would be expected (57.1%). The opposite was therefore true for applications from Protestants.
- For legal and non-legal appointments to Tribunals, the level of applications from the two community backgrounds was broadly similar to what would have been expected.

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

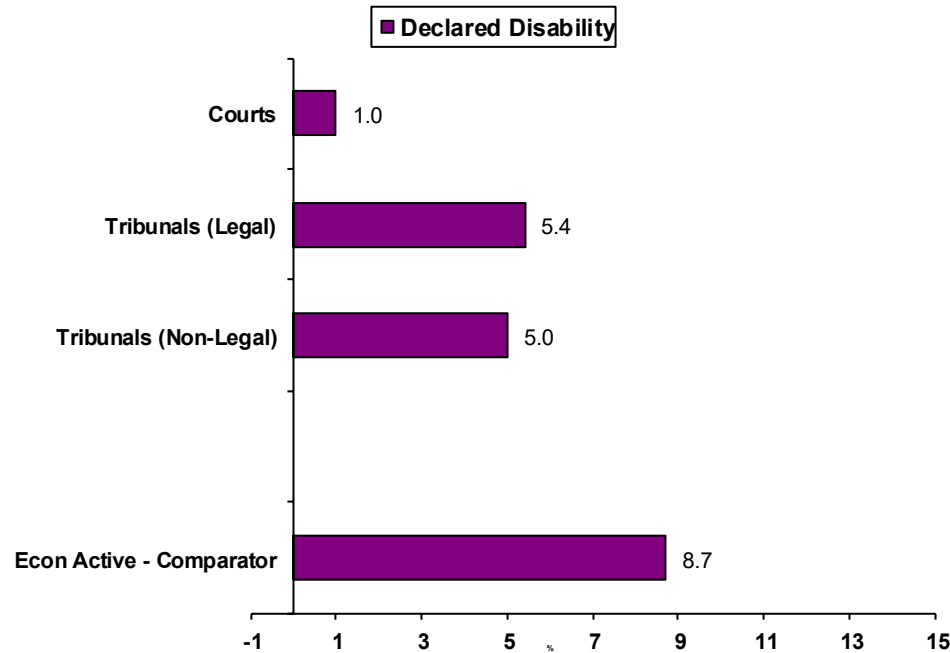
- For each Scheme, the age composition of the applicant pool was compared with what might be expected based on the eligible pool if potential candidates from each age-group were equally likely to apply. These results were then aggregated to obtain the expected compositions reported in the chart.
- For appointments to judicial office in the Courts, the proportion of applicants aged 50 or over (46.7%) was nearly twice what would be expected (25.8%).
- For non-legal appointments to Tribunals, the proportion of applicants aged 50 or over (65.0%) was 2 ½ times greater than expected (25.7%).

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 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



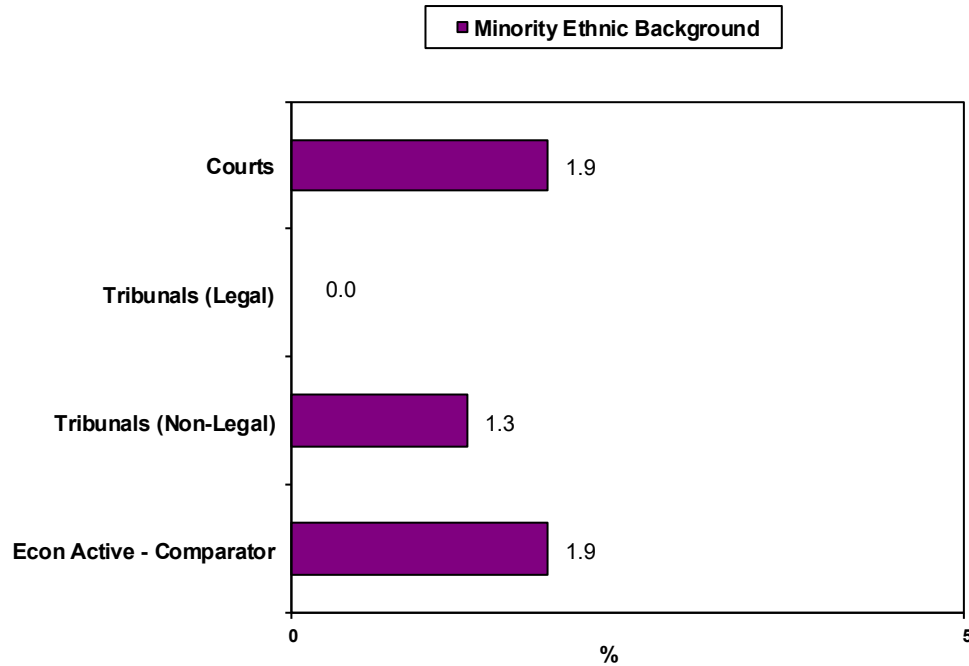
Summary

- Of the applicants who applied for appointment as a judicial office holder in the Courts, 1.0% declared a disability, a smaller proportion than applied for legal (5.4%) or non-legal (5.0%) positions in Tribunals.
- The proportion of applicants with a disability for all the Courts or Tribunal positions was lower than the level of persons with a disability in the comparative economically active population.
- 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 25-74 from 2011 Census.

3 Applicant Pool for Schemes: Ethnicity



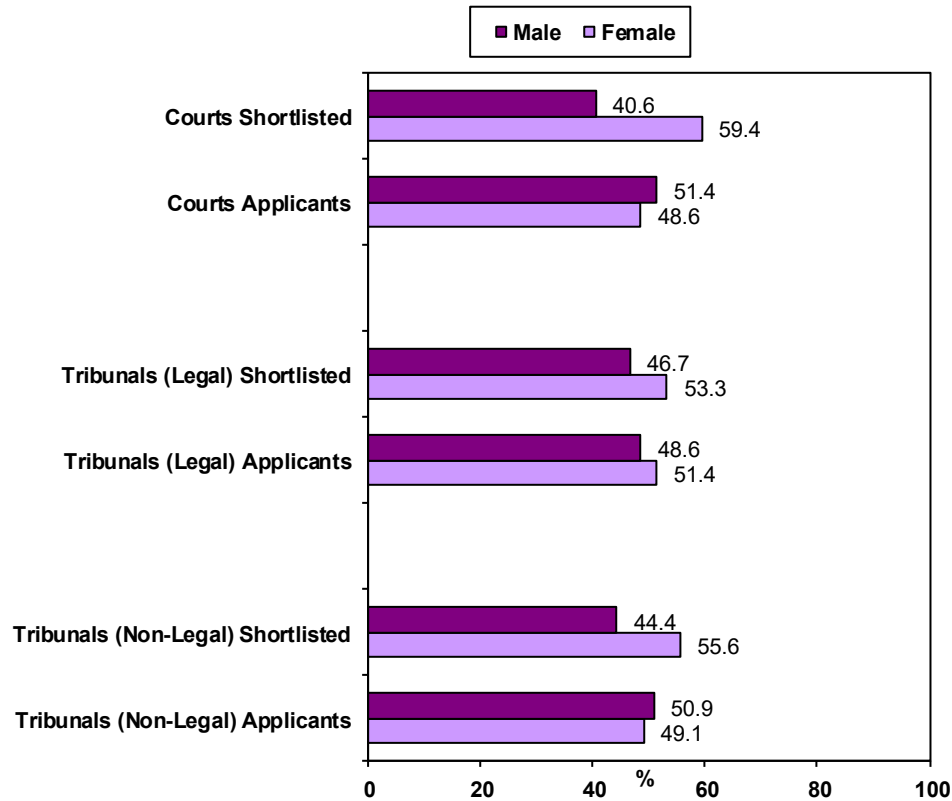
Summary

- None of the applicants who applied for appointment for a legal position in the Tribunals was from a ethnic background compared to 1.9% who applied for Court positions and 1.3% who applied for non-legal Tribunal positions
- 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.

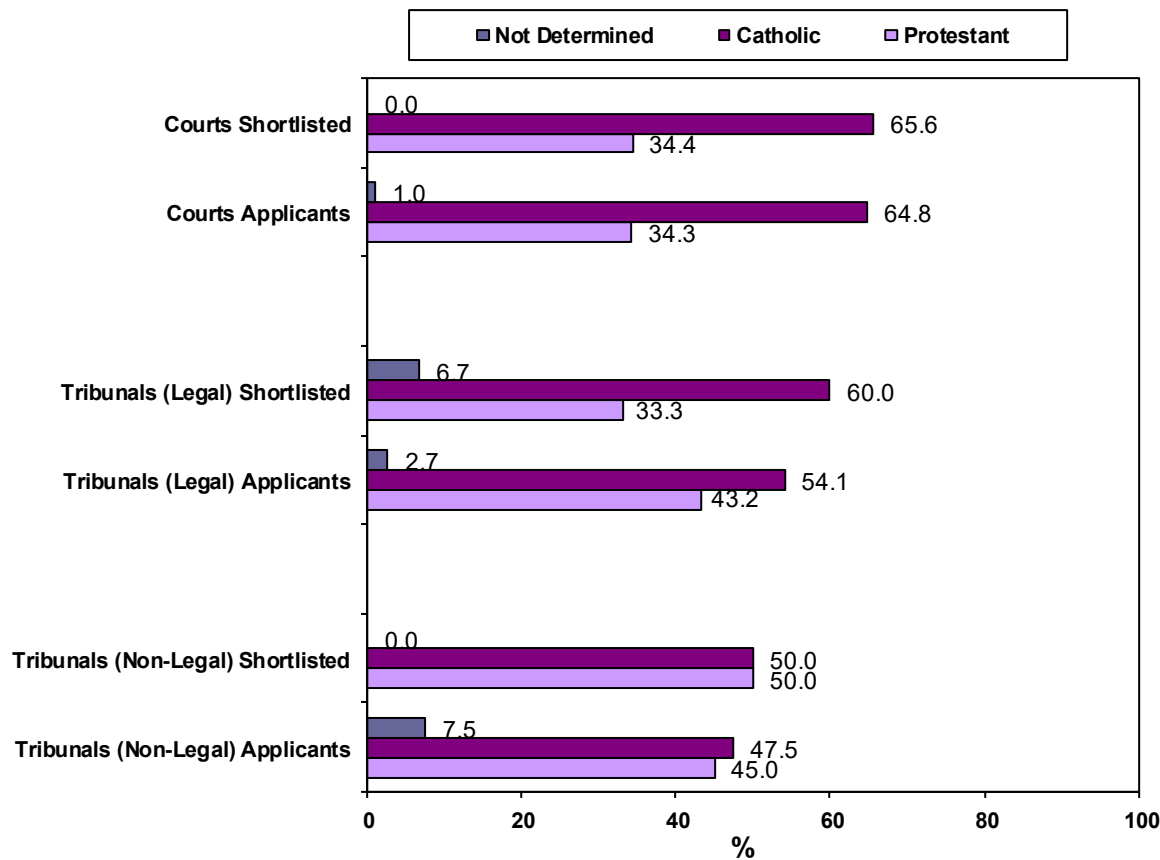
4 Shortlisting Stage for Schemes: Gender



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.
- Female representation among shortlisted candidates for appointments to judicial office in the Courts (59.4%) exceeded what was expected (48.6%).
- Similarly, the proportion of females shortlisted for non-legal Tribunal positions (55.6%) was greater than their representation in the applicant pool (49.1%).
- Male and female representation among shortlisted candidates for legal appointments to Tribunals was similar to their respective composition of the applicant pool.

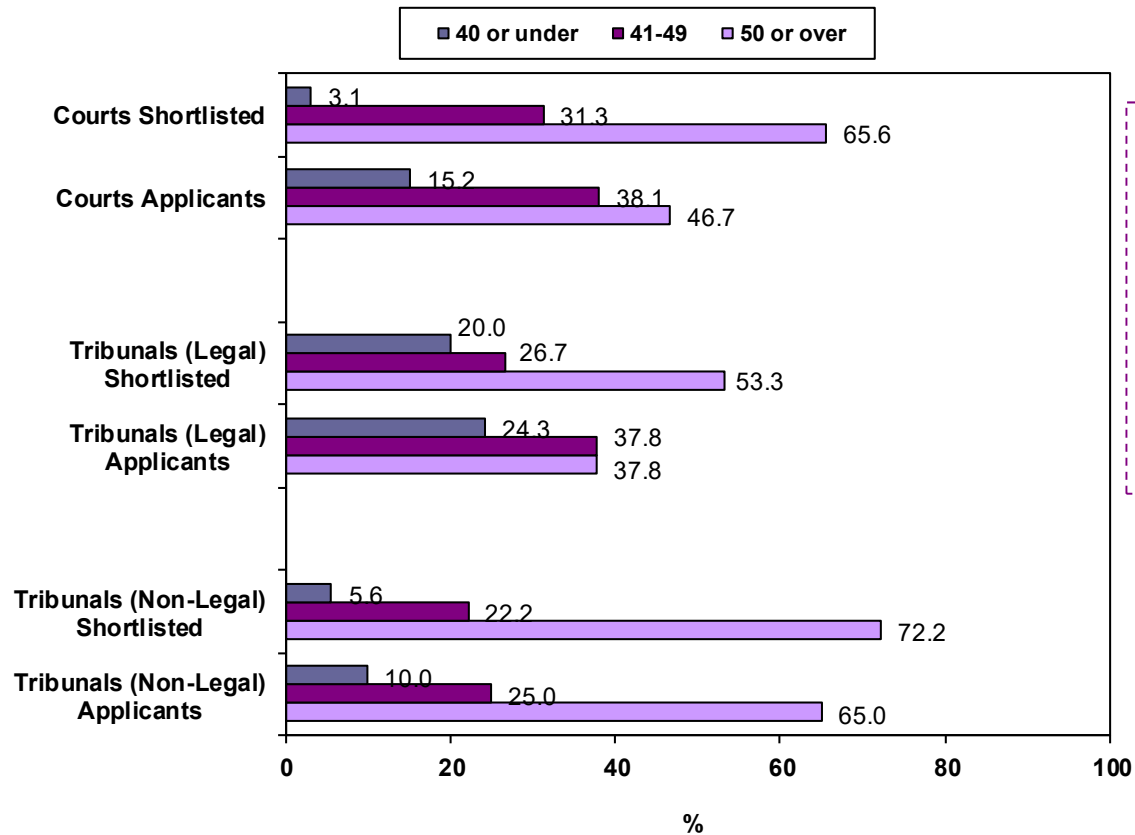
4 Shortlisting Stage for Schemes: Community Background



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.
- For judicial appointments to the Courts, the overall Protestant (34.4%) and Catholic (65.6%) representation among shortlisted candidates was similar to their respective representation of applicants.
- Similarly, the proportions of Protestants and Catholics shortlisted for non-legal positions in Tribunals was similar to their composition in the applicant pool.
- For legal appointments to Tribunals the actual representation of shortlisted Protestant candidates (33.3%) was lower than expected (43.2%).

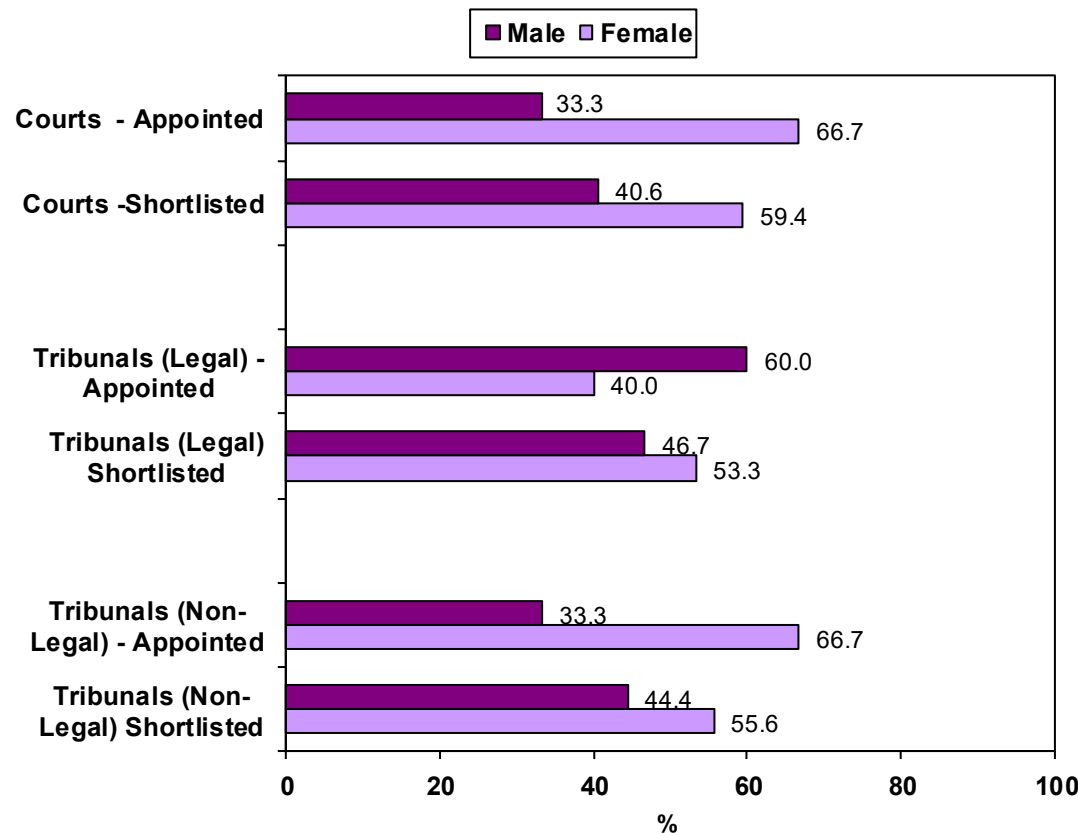
4 Shortlisting Stage for Schemes: Age



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.
- The proportion of those aged 50 or over who were shortlisted was higher than expected across all 3 Schemes.

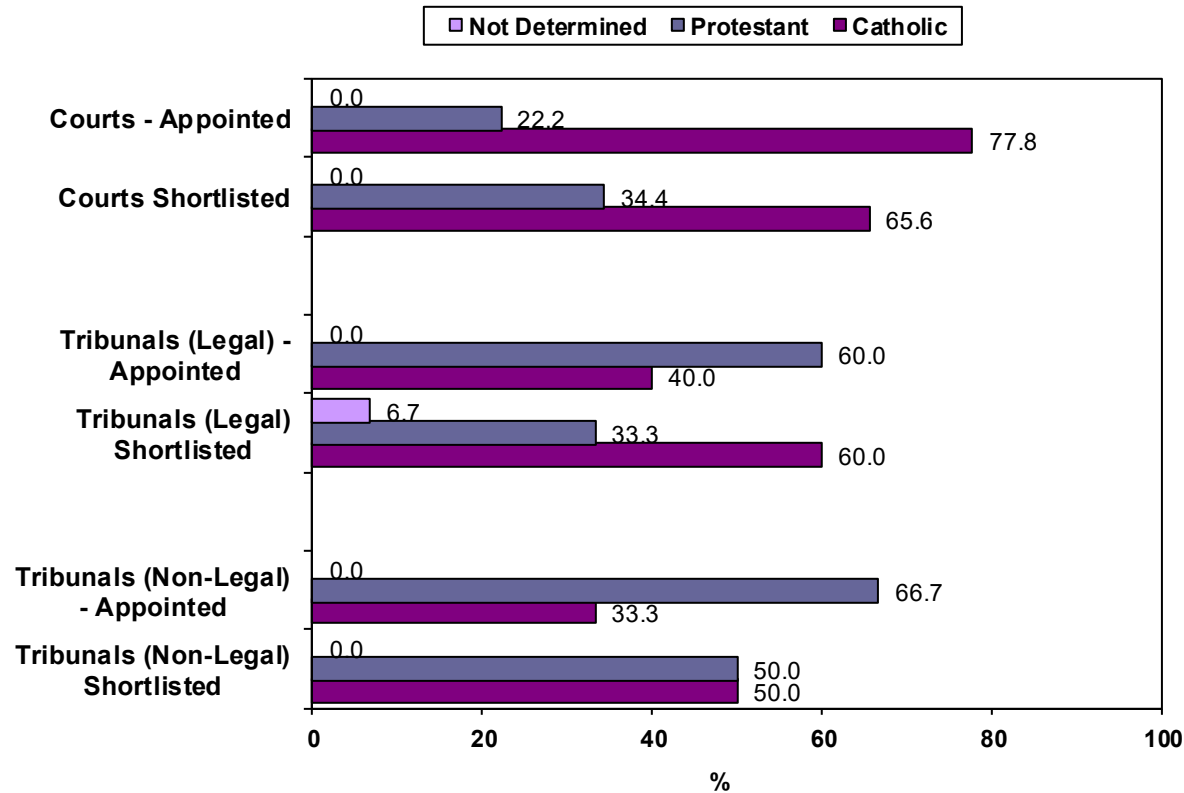
5 Appointment Stage for Schemes: Gender



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.
- A greater proportion of females were appointed (66.7%) to Court positions than were shortlisted (59.4%) .
- Conversely, a greater proportion of males were appointed to Legal positions in Tribunals (60.0%) than were shortlisted (46.7%). Likewise, 66.7% of appointees to non-legal Tribunal positions were male compared to 55.6% of those shortlisted.

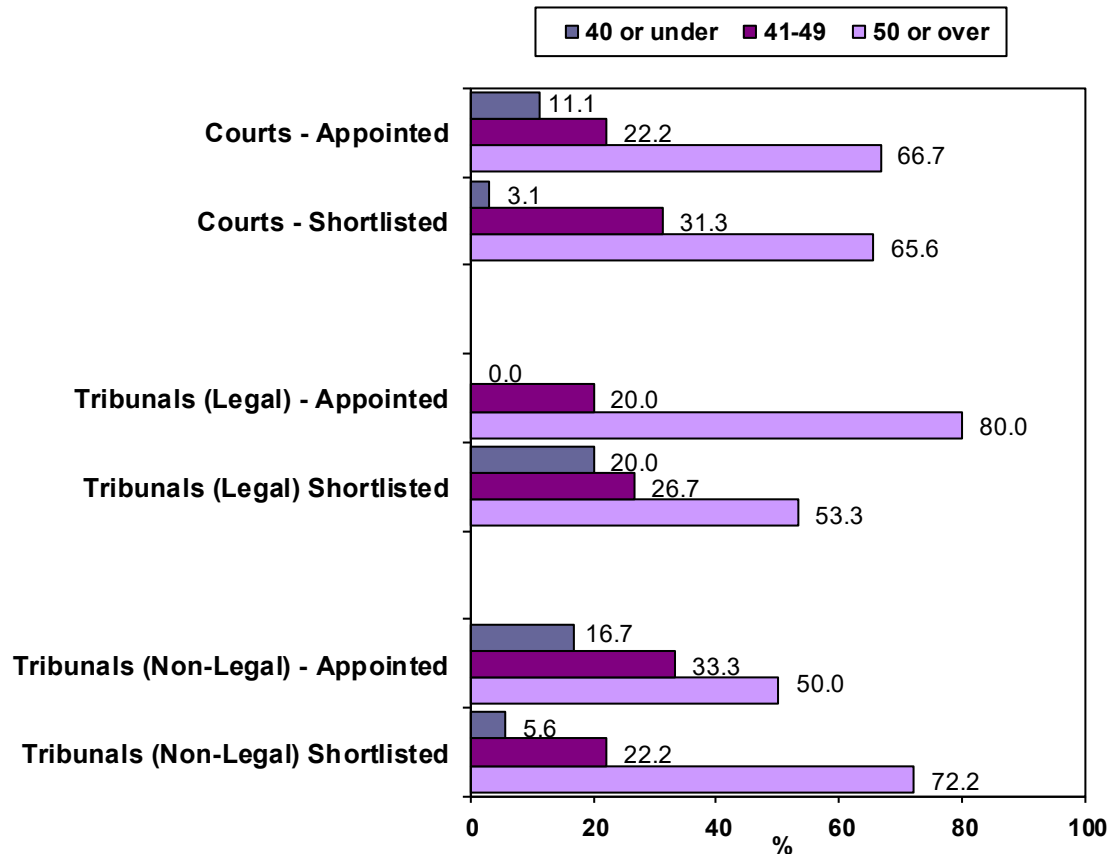
5 Appointment Stage for Schemes: Community Background



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.
- For judicial appointments to the Courts, the community background profile of appointees was higher for Catholics (77.8%) than expected (65.6%). There were no appointments from applicants whose community background was Not Determined.
- For legal appointments to Tribunals, Protestant representation among the appointed candidates (60.0%) was higher than what was expected (33.3%) 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.
- For judicial appointments in the Courts, the proportion of appointees who were aged 50 or over (66.7%) was similar to their composition of those shortlisted (65.6%).
- For legal appointments to Tribunals, the proportion of appointees aged 50 or over (80.0%) was greater than that of those shortlisted (53.3%). The opposite was the case for non-legal appointments to Tribunals where 50.0% were aged 50 or over compared with 72.2% of those shortlisted belonging to that age group.

6 Actual and Expected Appointees for Courts & Tribunals (Legal) Schemes – Table 1

Legal Standing	Applications	Expected Appointees	Actual Appointees	Difference (Actual - Expected)
Barrister	56	7.6	9	1.4
Legal Other	11	1.0	1	0.0
Solicitor	75	5.4	4	-1.4

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 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	0.7	0	-0.7
Independent Barrister	26	1.9	1	-0.9
Independent Barrister & Fee Paid JOH	9	0.6	1	0.4
Independent Barrister QC	10	2.6	5	2.4
Public Sector Barrister	2	0.1	0	-0.1
Public Sector Barrister & Fee Paid JOH	5	0.3	1	0.7
Solicitor JOH	4	0.4	0	-0.4
Solicitor Private Practice	32	1.8	1	-0.8
Solicitor Private Practice & Fee Paid JOH	10	0.6	1	0.4
Solicitor Public Sector	18	0.9	0	-0.9
Solicitor Public Sector & Fee Paid JOH	10	0.6	1	0.4
Legal Barrister - Independent QC	1	1.0	1	0.0
Legal Solicitor - breakdown unknown	1	1.0	1	0.0
Legal Barrister - other	1	0.5	0	-0.5
Legal Other	11	1.0	1	0.0

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:** Court of Judicature - Lord Chief Justice, Lord Justices of Appeal, High Court Judges & Temporary judges of High Court
- Group 2:** County Court Judges; deputy County Court Judges; Social Security and Child Support Commissioners (Chief Social Security and Child Support Commissioner; Social Security and Child Support Commissioner & deputies)
- Group 3:** District Judges (Magistrates' Courts) and deputies FP
- Group 4:** District Judges & deputies FP; Masters; Coroners; Deputy Statutory Officer FP; 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, Disability Qualified 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	2	11.8	15	88.2	17
Group 2	10	19.6	41	80.4	51
Group 3	11	25.0	33	75.0	44
Group 4	12	38.7	19	61.3	31
Group 5	11	52.4	10	47.6	21
Group 6	115	52.0	106	48.0	221
Group 7	40	30.5	91	69.5	131
Group 8	87	58.4	62	41.6	149
Total	288	43.3	377	56.7	665

Appendix A: Overall Composition by the eight judicial groupings

Community Background

	Protestant		Catholic		Not Determined		Total
	No.	%	No.	%	No.	%	No.
Group 1	8	47.1	6	35.3	1	5.9	17
Group 2	30	58.8	16	31.4	5	9.8	51
Group 3	21	47.7	23	52.3	0	0.0	44
Group 4	19	61.3	10	32.3	0	0.0	31
Group 5	8	38.1	12	57.1	1	4.8	21
Group 6	105	47.5	105	47.5	14	6.3	221
Group 7	63	48.1	62	47.3	5	3.8	131
Group 8	86	57.7	64	43.0	4	2.7	149
Total	340	51.1	298	44.8	30	4.5	665

Age

	40 years or under		41-49 years		50 years or over		Total
	No.	%	No.	%	No.	%	No.
Group 1	0	0.0	2	11.8	15	88.2	17
Group 2	0	0.0	2	3.9	49	96.1	51
Group 3	3	6.8	10	22.7	31	70.5	44
Group 4	1	3.2	7	22.6	23	74.2	31
Group 5	0	0.0	3	14.3	18	85.7	21
Group 6	36	16.3	27	12.2	158	71.5	221
Group 7	4	3.1	25	19.1	102	77.9	131
Group 8	6	4.0	45	30.2	98	65.8	149
Total	50	7.5	121	18.2	494	74.3	665

Appendix A: Overall Composition by the eight judicial groupings

Declared Disability

	Declared Disabled		Total
	No.	%	No.
Group 1	0	0.0	17
Group 2	4	7.8	51
Group 3	2	4.5	44
Group 4	1	3.2	31
Group 5	0	0.0	21
Group 6	7	3.2	221
Group 7	7	5.3	131
Group 8	2	1.3	149
Total	23	3.5	665

Ethnicity

	White		Other		Total
	No.	%	No.	%	No.
Group 1	17	100.0	0	0.0	17
Group 2	51	100.0	0	0.0	51
Group 3	44	100.0	0	0.0	44
Group 4	31	100.0	0	0.0	31
Group 5	21	100.0	0	0.0	21
Group 6	215	97.3	6	2.7	221
Group 7	130	99.2	1	0.8	131
Group 8	147	98.7	2	1.3	149
Total	656	98.6	9	1.4	665

Appendix A: Overall Composition by the eight judicial groupings

Working Pattern

	Fee Paid		Part-Time Salaried		Salaried		Total
	No.	%	No.	%	No.	%	No.
Group 1	3	17.6	0	0.0	14	82.4	17
Group 2	29	56.9	0	0.0	22	43.1	51
Group 3	24	54.5	2	4.5	18	40.9	44
Group 4	15	48.4	0	0.0	16	51.6	31
Group 5	12	57.1	0	0.0	9	42.9	21
Group 6	219	99.1	0	0.0	2	0.9	221
Group 7	130	99.2	0	0.0	1	0.8	131
Group 8	149	100.0	0	0.0	0	0.0	149
Total	581	87.4	2	0.3	82	12.3	665

Appendix B: Overall Composition by Geographical Information

Overall Composition

	Business Location		Personal Location	
	No.	%	Total	%
Belfast	332	49.9	259	38.9
Co Antrim	50	7.5	81	12.2
Co Armagh	23	3.5	33	5.0
Co Londonderry	52	7.8	128	19.2
Co Down	18	2.7	19	2.9
Co Fermanagh	43	6.5	52	7.8
Co Tyrone	36	5.4	48	7.2
GB	11	1.7	10	1.5
Republic of Ireland	0	0.0	1	0.2
Not Indicated	71	10.7	33	5.0
Province Wide	29	4.4	1	0.2
Total	665	100.0	665	100.0

Courts

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	94	65.7	67	46.9
Co Antrim	2	1.4	15	10.5
Co Armagh	4	2.8	7	4.9
Co Londonderry	7	4.9	28	19.6
Co Down	2	1.4	1	0.7
Co Fermanagh	7	4.9	5	3.5
Co Tyrone	6	4.2	7	4.9
GB	9	6.3	9	6.3
Republic of Ireland	0	0.0	0	0.0
Not Indicated	6	4.2	4	2.8
Province Wide	6	4.2	0	0.0
Total	143	100.0	143	100.0

Appendix B: Overall Composition by Geographical Information

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	105	70.5	78	52.3
Co Antrim	4	2.7	10	6.7
Co Armagh	5	3.4	8	5.4
Co Londonderry	4	2.7	23	15.4
Co Down	2	1.3	4	2.7
Co Fermanagh	5	3.4	10	6.7
Co Tyrone	11	7.4	13	8.7
GB	1	0.7	0	0.0
Republic of Ireland	0	0.0	0	0.0
Not Indicated	11	7.4	3	2.0
Province Wide	1	0.7	0	0.0
Total	149	100.0	149	100.0

Tribunals

	Business Location		Lay Magistrates	
	No.	%	No.	%
Belfast	47	31.5	32	21.5
Co Antrim	13	8.7	15	10.1
Co Armagh	9	6.0	9	6.0
Co Londonderry	18	12.1	37	24.8
Co Down	9	6.0	8	5.4
Co Fermanagh	17	11.4	18	12.1
Co Tyrone	9	6.0	14	9.4
GB	0	0.0	0	0.0
Republic of Ireland	0	0.0	1	0.7
Not Indicated	14	9.4	14	9.4
Province Wide	13	8.7	1	0.7
Total	149	100.0	149	100.0

Lay Magistrates

Appendix B: Overall Composition by Geographical Information

Group 1

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	15	88.2	11	64.7
Co Antrim	1	5.9	2	11.8
Co Down	0	0.0	4	23.5
Province Wide	1	5.9	0	0.0
Total	17	100.0	17	100.0

Group 2

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	33	64.7	26	51.0
Co Antrim	0	0.0	4	7.8
Co Armagh	2	3.9	1	2.0
Co Londonderry	2	3.9	2	3.9
Co Down	1	2.0	7	13.7
Co Tyrone	1	2.0	2	3.9
Not Indicated	2	3.9	1	2.0
GB	8	15.7	8	15.7
Province Wide	2	3.9	0	0.0
Total	51	100.0	51	100.0

Appendix B: Overall Composition by Geographical Information

Group 3

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	22	50.0	15	34.1
Co Antrim	1	2.3	6	13.6
Co Armagh	0	0.0	2	4.5
Co Londonderry	3	6.8	2	4.5
Co Down	5	11.4	12	27.3
Co Fermanagh	2	4.5	0	0.0
Co Tyrone	4	9.1	4	9.1
GB	1	2.3	1	2.3
Not Indicated	4	9.1	2	4.5
Province Wide	2	4.5	0	0.0
Total	44	100.0	44	100.0

Group 4

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	24	77.4	15	48.4
Co Antrim	0	0.0	3	9.7
Co Armagh	2	6.5	4	12.9
Co Londonderry	2	6.5	1	3.2
Co Down	1	3.2	5	16.1
Co Fermanagh	0	0.0	1	3.2
Co Tyrone	1	3.2	1	3.2
Not Indicated	0	0.0	1	3.2
Province Wide	1	3.2	0	0.0
Total	31	100.0	31	100.0

Appendix B: Overall Composition by Geographical Information

Group 5

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	17	81.0	10	47.6
Co Antrim	0	0.0	2	9.5
Co Armagh	1	4.8	1	4.8
Co Londonderry	0	0.0	1	4.8
Co Down	0	0.0	4	19.0
Co Tyrone	1	4.8	1	4.8
Not Indicated	2	9.5	2	9.5
Total	21	100.0	21	100.0

Group 6

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	89	40.3	83	37.6
Co Antrim	25	11.3	33	14.9
Co Armagh	8	3.6	13	5.9
Co Londonderry	14	6.3	17	7.7
Co Down	18	8.1	34	15.4
Co Fermanagh	7	3.2	9	4.1
Co Tyrone	16	7.2	20	9.0
Not Indicated	38	17.2	12	5.4
Province Wide	6	2.7	0	0.0
Total	221	100.0	221	100.0

Appendix B: Overall Composition by Geographical Information

Group 7

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	85	64.9	67	51.1
Co Antrim	10	7.6	16	12.2
Co Armagh	1	0.8	3	2.3
Co Londonderry	5	3.8	11	8.4
Co Down	9	6.9	25	19.1
Co Fermanagh	0	0.0	1	0.8
Co Tyrone	4	3.1	6	4.6
GB	2	1.5	1	0.8
Republic of Ireland	0	0.0	0	0.0
Not Indicated	11	8.4	1	0.8
Province Wide	4	3.1	0	0.0
Total	131	100	131	100

Group 8

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	47	31.5	32	21.5
Co Antrim	13	8.7	15	10.1
Co Armagh	9	6.0	9	6.0
Co Londonderry	17	11.4	18	12.1
Co Down	18	12.1	37	24.8
Co Fermanagh	9	6.0	8	5.4
Co Tyrone	9	6.0	14	9.4
GB	0	0.0	0	0.0
Republic of Ireland	0	0.0	1	0.7
Not Indicated	14	9.4	14	9.4
Province Wide	13	8.7	1	0.7
Total	149	100	149	100