

# The Judiciary in Northern Ireland

# 2020

# 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 2.2% of judicial office holders in the Courts and 8.0% 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. Approximately four fifths of judicial office holders in the Courts were aged 50 years or over (79.9%). 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 (34.2%) 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 23.1%. For those holding legal positions in Tribunals, female representation (49.3%) was approximately what might be expected (45.7%). When adjustment was made for age, female representation would be expected to be much lower (25.6%) given the age profile of judicial office holders in Tribunals.

### Community Background

In terms of community background, the proportion of judicial office holders in the Courts which were Protestant and Catholic were roughly the same (47.8% and 46.7% respectively; the respective proportions of Protestants and Catholics in the legal professions generally were 38.4% and 57.1%, respectively). However, when adjustment was made for the age profile of judicial office holders in the Courts, Protestant and Catholic representation would be expected to be 47.7% and 48.4% respectively. Catholic representation among those holding legal positions in Tribunals (66.7%) was slightly higher than in the legal profession generally (57.1%). Catholic representation, when adjusted to take account of the age profile, would be expected to be 49.5%.

### Disability and Ethnicity

The proportion of judicial office holders who had declared a disability ranged from 1.6% among Lay Magistrates to 5.6% among those in Tribunals. Minority ethnic representation among Lay Magistrates was 1.6%, while for Tribunal members it was 1.7%. 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 proportions of males and females in both legal and non-legal Tribunals were similar whereas the majority of Lay Magistrates were female (60.5%). In terms of community background the majority of Lay Magistrates (57.3%) were Protestant as were those holding non-legal positions in Tribunals (47.9%). The proportion of staff aged 40 years or under holding non-legal positions (7.4%) in Tribunals was similar to that of those in legal Tribunal positions (8.0%). The proportion of judicial office holders in the Courts aged 40 or under was 2.2% and among Lay Magistrates it was 0.8%.

## **Recruitment Schemes**

### **Applicant Pools**

The female proportion of applicants for judicial office in the Courts (29.5%) was lower than what would be expected. In terms of community background, the proportion of Catholic applicants for Court positions (52.5%) was lower than expected (57.1%) and for legal positions in Tribunals (65.8%), was also higher than expected (57.1%). One out of four applications for judicial office in the Courts were from candidates in the 41-49 age category (24.6%), 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 (48.4%) was higher than expected (47.2%). Catholic representation among applicants for non-legal members of Tribunals (38.7%) was a little lower than expected (42.9%). Almost half of applications for non-legal positions in Tribunals were from those aged 50 and over (49.5%), which was almost double the expected amount (25.7%).

### **Short-listing Stage**

Female representation of the those shortlisted for judicial appointment in the Courts (29.5%) was the same as their representation in the applicant pool (29.5%). Male representation was also the same for those shortlisted (70.5%) as it was in the applicant pool (70.5%). In terms of community background, for Courts positions, Protestants accounted for 41.0% of applicants compared to 45.5% of those shortlisted, while for legal membership of Tribunals Catholics represented 61.9% of shortlisted candidates compared with 65.8% of applicants. For non-legal Tribunals there were fewer candidates aged 40 and under (21.5%) than would be expected from the proportion of applicant under 40 (28.0%). The composition of shortlisted candidates aged 41 and over was broadly similar to that of the applicant pool, however the proportion of 41-49 year olds who were shortlisted for legal positions in Tribunals (40.5%) was higher than expected from the age composition of the applicant pool (33.6%).

### **Appointment Stage**

The gender composition of appointees was roughly similar to the gender composition of the shortlisted candidates. Candidates aged 41 -49 and those aged 50 and over were equally likely to be appointed in the Courts, while candidates aged 41-49 and 40 or under were equally likely to be appointed as legal members of tribunals.

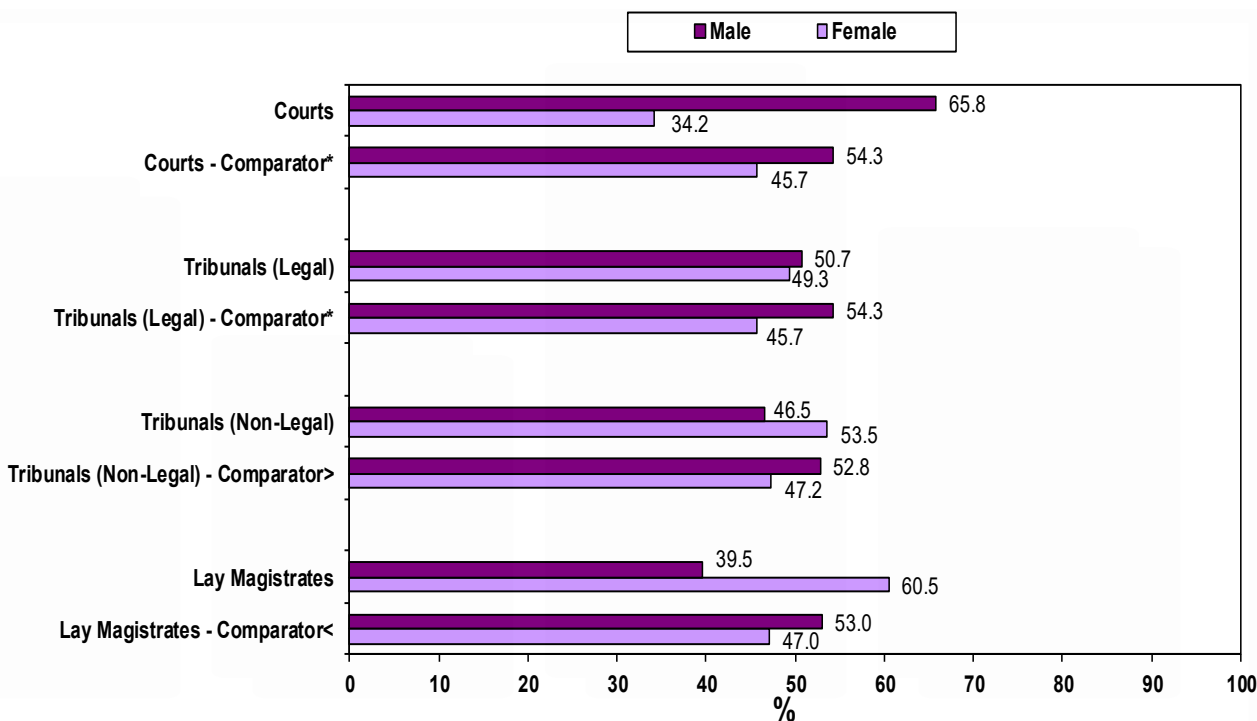
# 1

## About this report

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- The aim of this report is to provide equality monitoring information on the judiciary in Northern Ireland at 1 April 2020. In addition, monitoring information on the outcomes of the various stages of judicial appointment schemes in the period 1<sup>st</sup> April 2019 to 31<sup>st</sup> March 2020 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, two schemes in the Courts were considered. A further five schemes for legal members of tribunals and five schemes for non-legal members were considered. A total of 303 applications were received and 59 appointments made, 25 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.

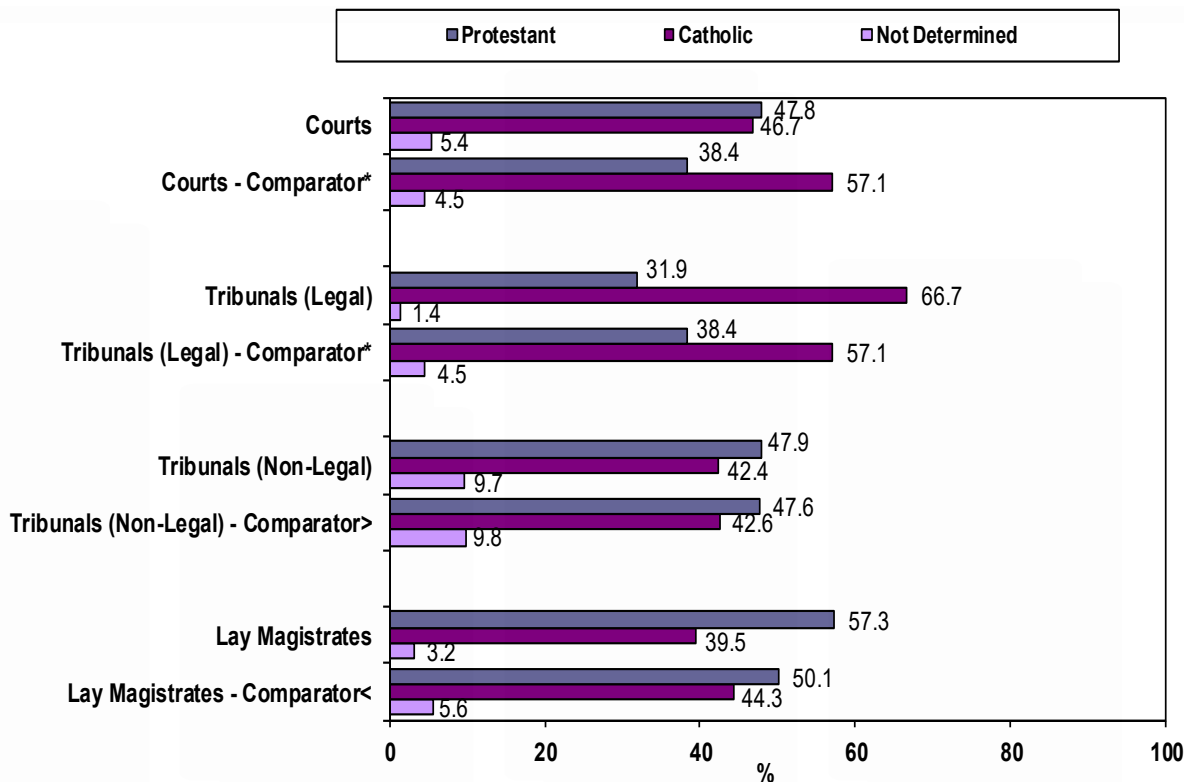
>Weighted combination of Medical Professionals based on SOC 2211 (Medical Practitioners) aged 25-69 from 2011 Census and the economically active population aged 25-69 from 2011 Census.

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

### Summary

- More than a third of all judicial office holders in the Courts were female (34.2%). 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 higher than the expected figure (23.1%).
- The proportion of males and females who were holding Legal positions in Tribunals was similar to their expected composition. When adjustment was made for the age profile of those holding legal positions in Tribunals, female representation would be expected to be 25.6%.
- A majority of those holding non-legal positions in Tribunals were female (53.5%). The same is true for Lay Magistrates where the majority were female (60.5%).

## 2 Overall Composition: Community Background



### 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.

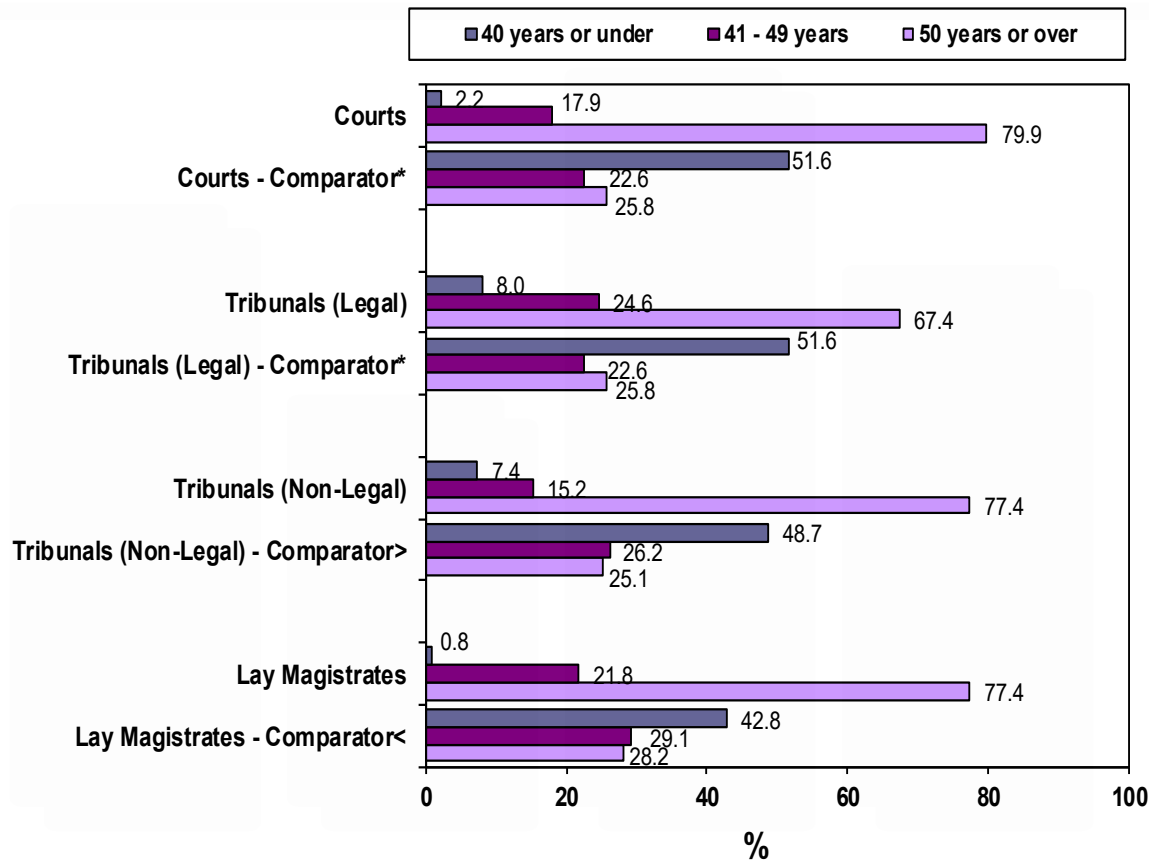
>Weighted combination of Medical Professionals based on SOC 2211 (Medical Practitioners) aged 25-69 from 2011 Census and the economically active population aged 25-69 from 2011 Census.

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

### Summary

- There are roughly equal proportions of Protestant and Catholic judicial office holders in the Courts (47.8% and 46.7% respectively). While the proportion of Protestants 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 (66.7%) was slightly higher than 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 49.5%.
- The composition of non-legal positions in Tribunals was similar to what would be expected. Amongst Lay Magistrates, there was a higher representation of Protestants (57.3%) than would be expected (50.1%).

## 2 Overall Composition: Age



### Summary

- The overwhelming majority of judicial office holders in the Courts were aged 50 years or over (79.9%). This compares with 25.8% in the legal profession generally.
- Staff aged 50 years and over and holding legal positions in Tribunals (67.4%), like the courts, were also an overwhelming majority at more than double the comparator of 25.8%.
- Similarly, the majority of those holding non-legal positions in Tribunals were also aged 50 years or over (77.4%).
- The proportion aged 40 years or under was highest for those in legal Tribunal positions (8.0%) and was lowest (0.8%) for Lay Magistrates.

#### Notes

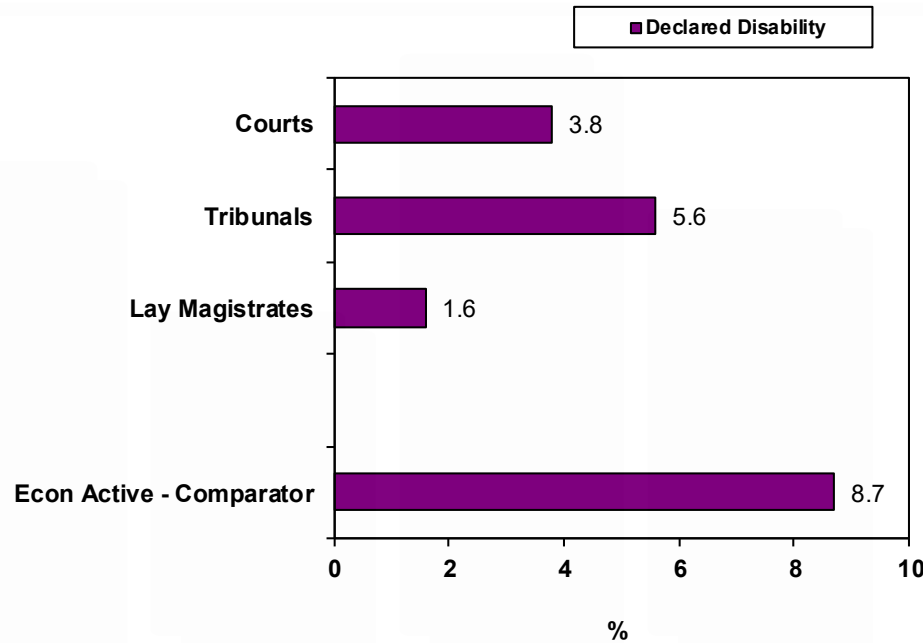
\*Legal Professionals data based on SOC groups 2412 (Barristers and Judges), 2413 (Solicitors) and 2419 (Legal Professionals NEC), economically active aged 25-69 at 2011 Census.

>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



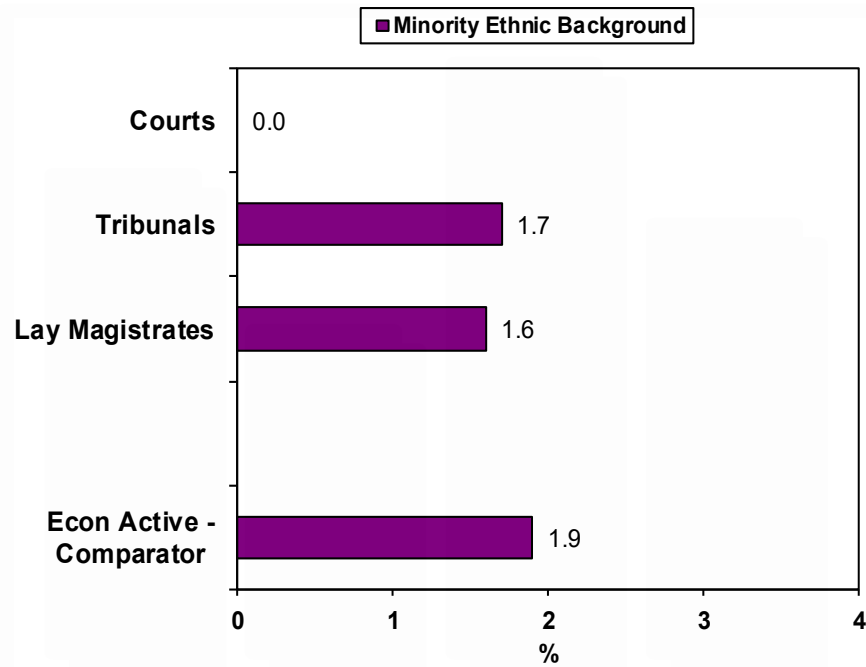
### Summary

- The proportion of judicial office holders who had declared a disability ranged from 1.6% among Lay Magistrates to 5.6% 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 25-74 from 2011 Census.

# 2 Overall Composition: Ethnicity



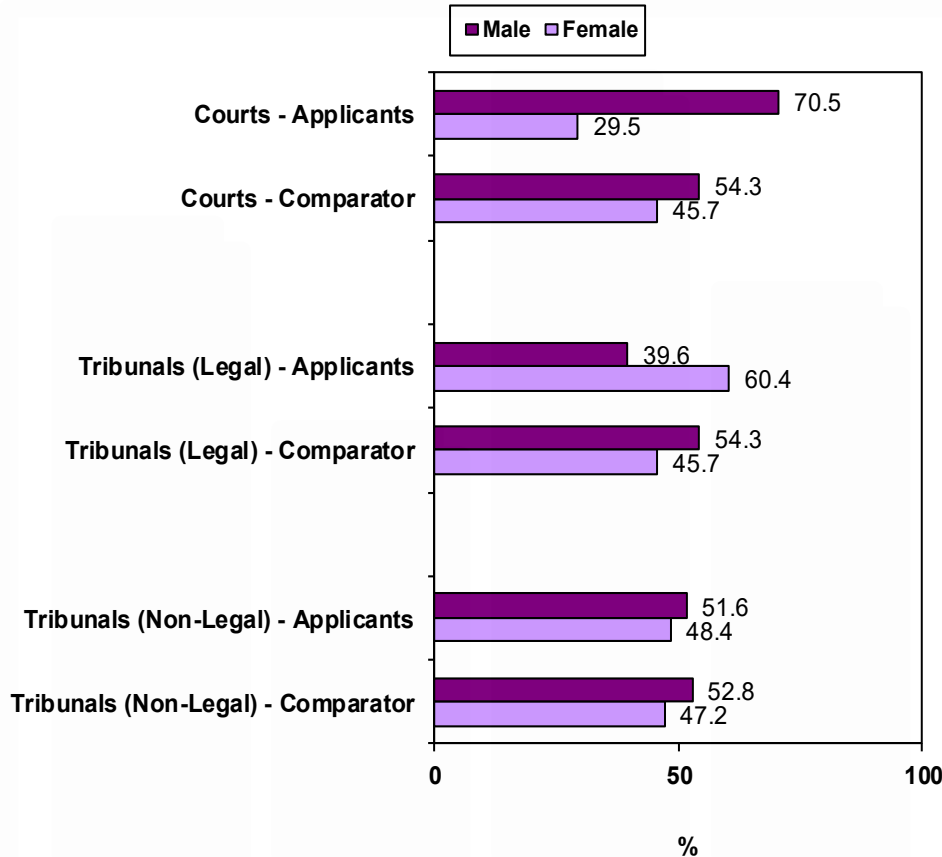
### Summary

- No judicial office holders in the Courts were from a minority ethnic background.
- The minority ethnic representation among Lay Magistrates was 1.6%, while for Tribunal members it was 1.7%.
- 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**

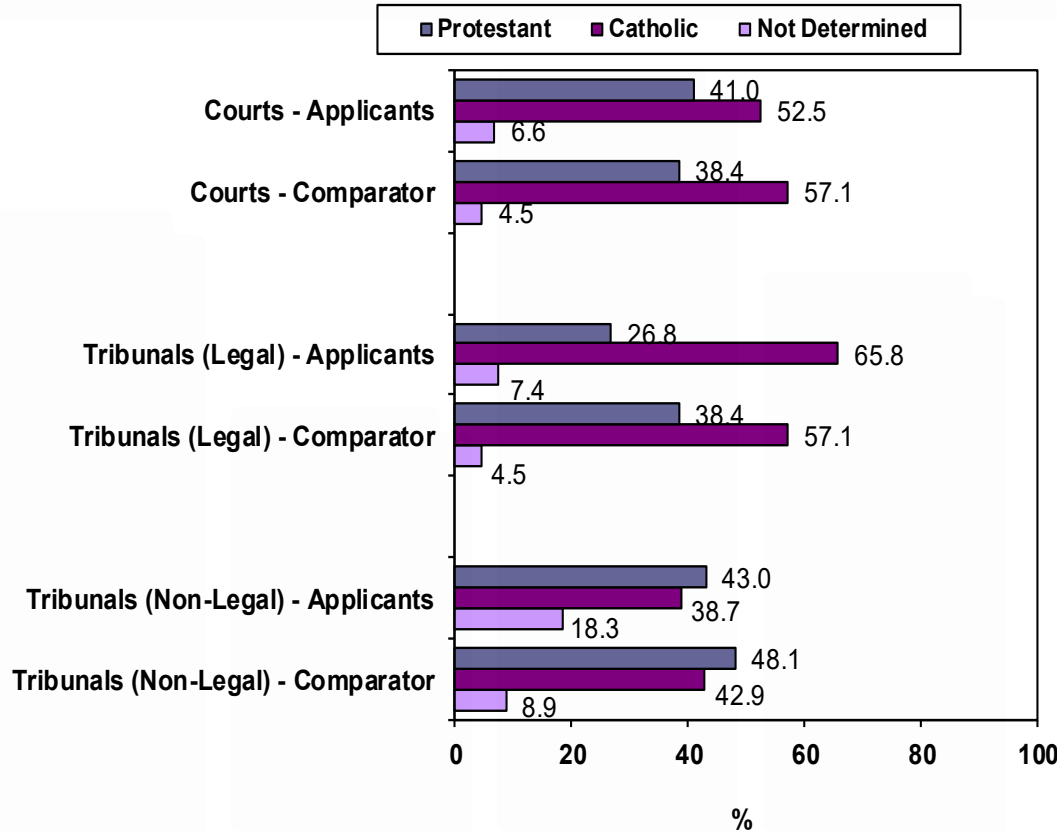
- For each scheme, the gender composition of the applicant pool was compared with what might be expected based on the eligible pool if males and females were equally likely to apply. These results were then aggregated to obtain the expected compositions reported in the chart. It should be noted, however, that female representation is lower in the older age-bands, from which more applications might be expected.
- For appointment to judicial office, the proportion of female applicants (29.5%) was lower than would be expected (45.7%).
- For legal Tribunal positions, the proportion of applications from females (60.4%) was higher than expected (45.7%).

**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: Community Background



**Summary**

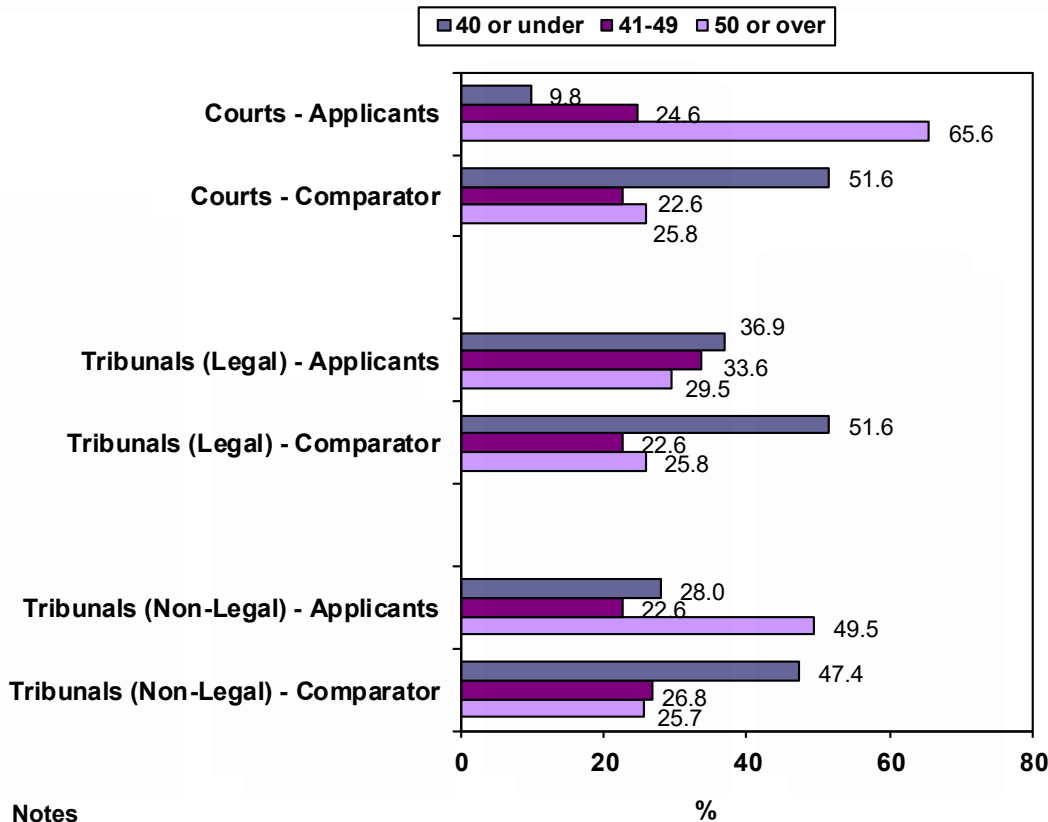
- For each Scheme, the community background composition of the applicant pool was compared with what might be expected based on the eligible pool if potential candidates from each community background were equally likely to apply. These results were then aggregated to obtain the expected compositions reported in the chart.
- For all schemes the level of applications from the two community backgrounds was broadly similar to what would have been expected from the census comparator.

**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



**Notes**

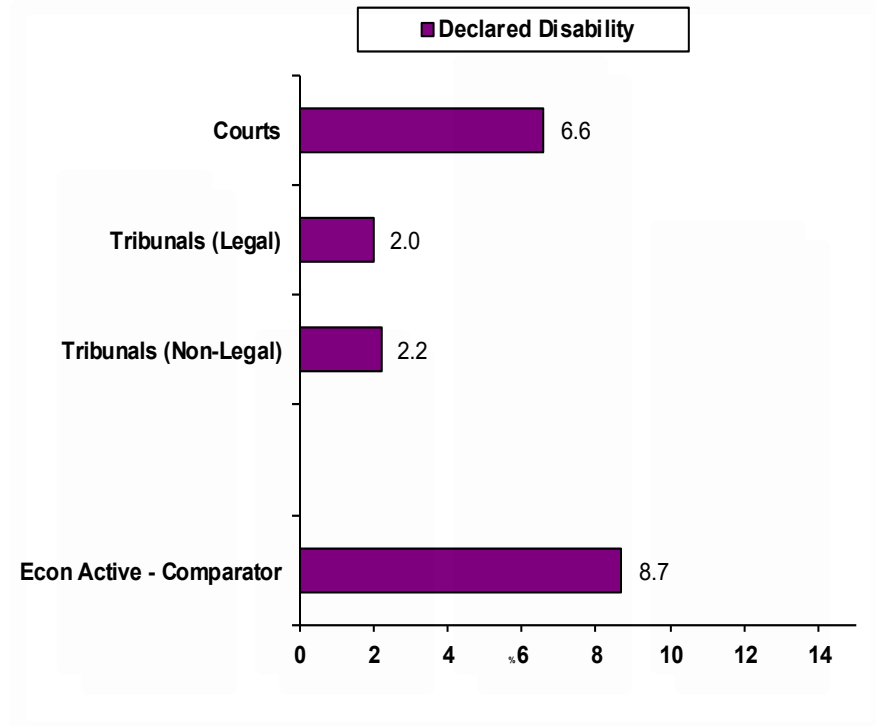
\*Legal Professionals data based on SOC groups 2412 (Barristers and Judges), 2413 (Solicitors) and 2419 (Legal Professionals NEC) , economically active aged 25-69 at 2011 Census.

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.

## 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 (65.6%) was more than double what would be expected (25.8%). The number of persons aged 41-49 who applied for Court positions (24.6%) was roughly what would be expected (22.6%).
- For non-legal appointments to Tribunals, the proportion of applicants aged 50 or over (49.5%) was almost double the level expected (25.7%).

# 3 Applicant Pool for Schemes: Declared Disability



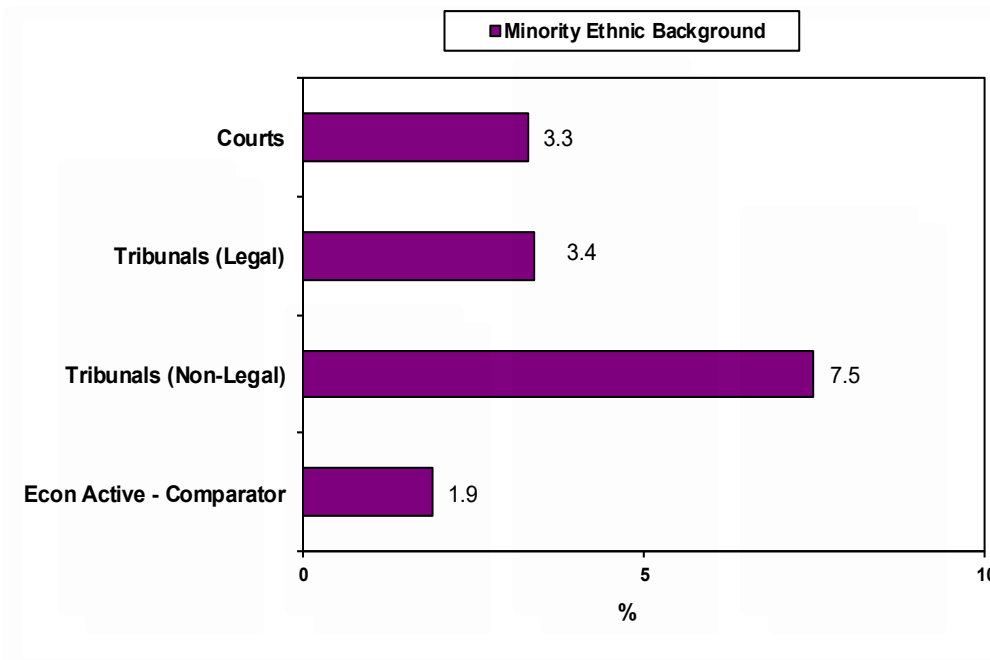
## Summary

- Of the applicants who applied for appointment as a judicial office holder in the Courts, 6.6% declared a disability, a larger proportion than applied for legal (2.0%) or non-legal (2.2%) 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



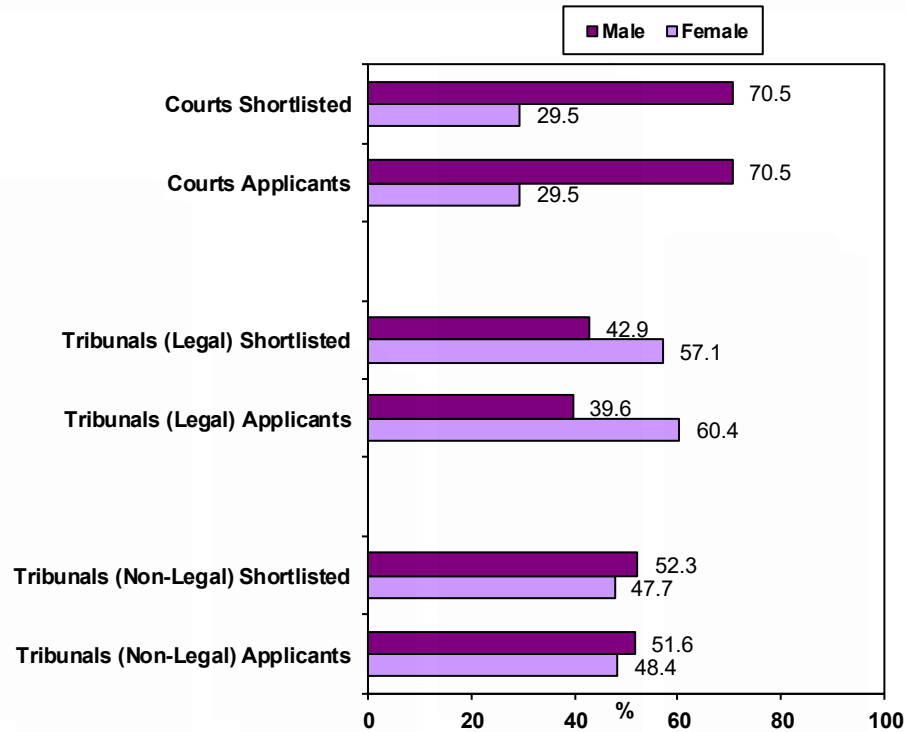
**Summary**

- The proportions of ethnic minorities in each applicant group were higher than was expected from the economically active comparison.
- 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

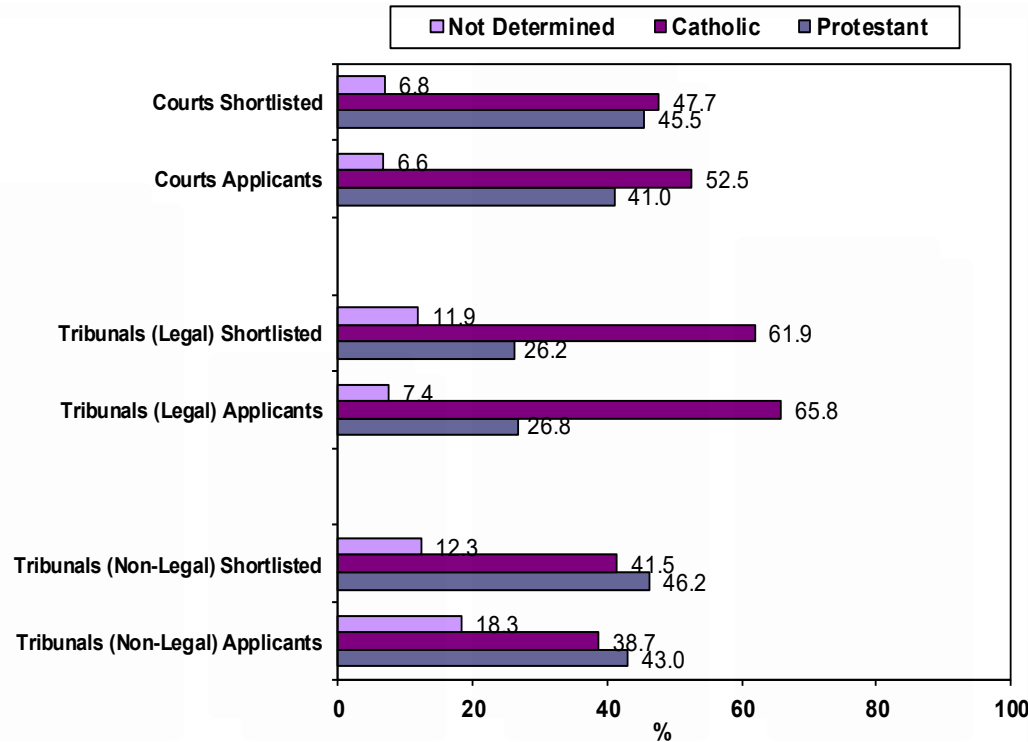


## Summary

- For each Scheme, the gender composition of shortlisted candidates was compared with the gender composition of those who applied. This allows inferences to be drawn about how fair the shortlisting process is based on the pool of applicants.
- Male and female representation among shortlisted candidates for appointments to judicial office in the Courts (70.5% and 29.5% respectively), was exactly what would be expected given the proportion of males in the applicant pool.
- The proportion of males and females who were shortlisted for legal and non-legal Tribunal positions was also similar to their representation in the applicant pool.



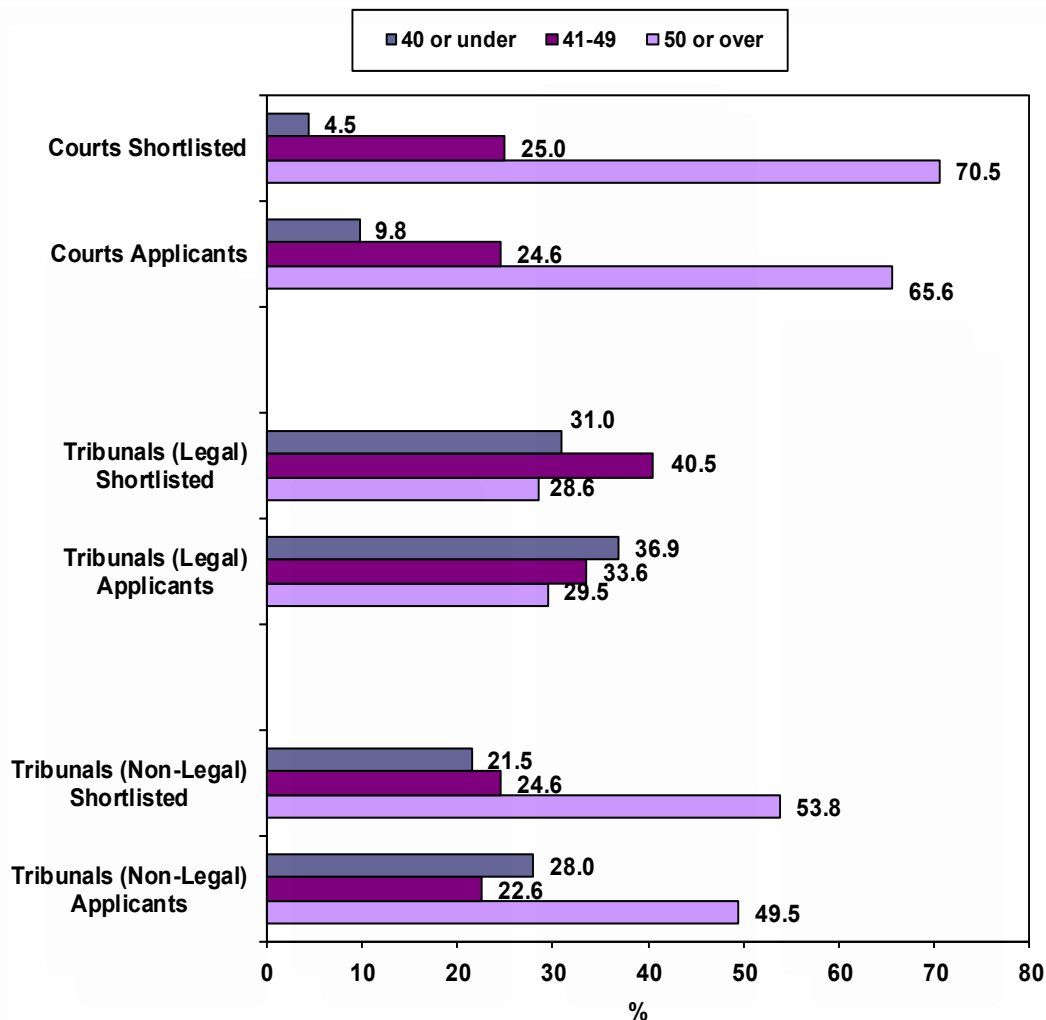
# 4 Shortlisting Stage for Schemes: Community Background



### Summary

- For each Scheme, the community background composition of shortlisted candidates was compared with the community background composition of those who applied. This allows inferences to be drawn about how fair the shortlisting process is based on the pool of applicants.
- For all categories of competition, the proportions of shortlisted applicants was broadly similar to those of the applicant pool

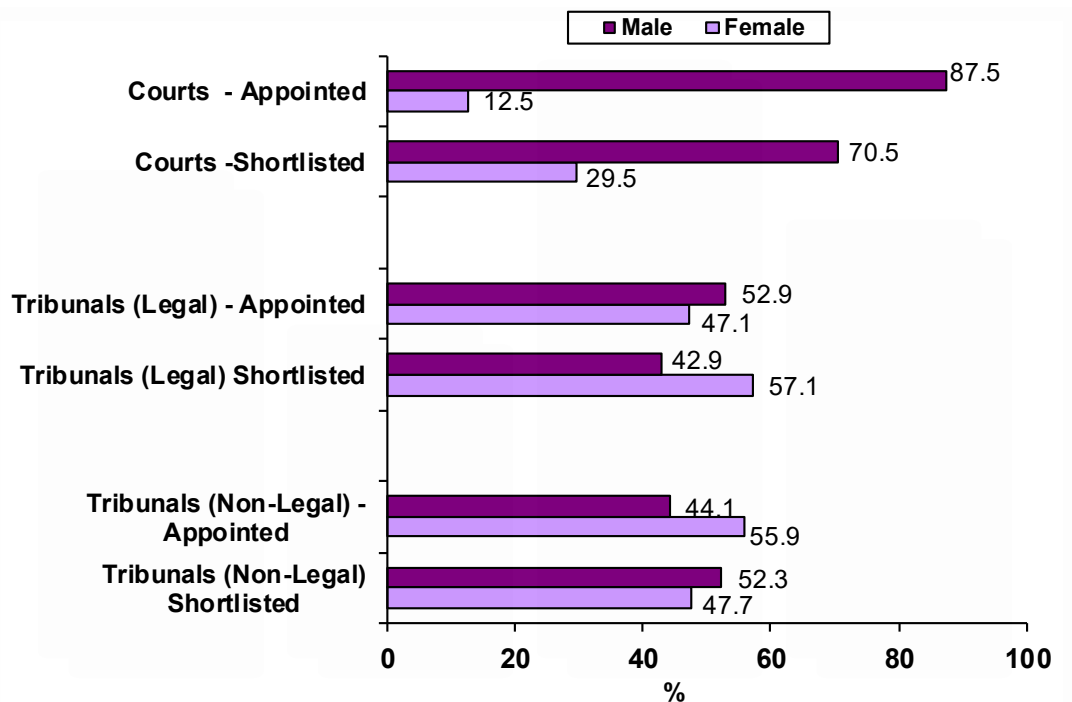
# 4 Shortlisting Stage for Schemes: Age



### Summary

- For each Scheme, the age composition of shortlisted candidates was compared with the age composition of those who applied. This allows inferences to be drawn about how fair the shortlisting process is based on the pool of applicants.
- The proportion of those aged 50 or over who were shortlisted (70.5%) was slightly higher than expected (65.6%) for Court positions. The proportion of 41-49 year olds who were shortlisted for Legal positions in Tribunals (40.5%) was higher than the same group in the applicants pool (33.6%).
- The age profile of those shortlisted for non legal positions in Tribunals was broadly similar to the age profile of applicants, with slightly less people aged 40 and under shortlisted (21.5%) than were in the applicant pool (28.0%) .

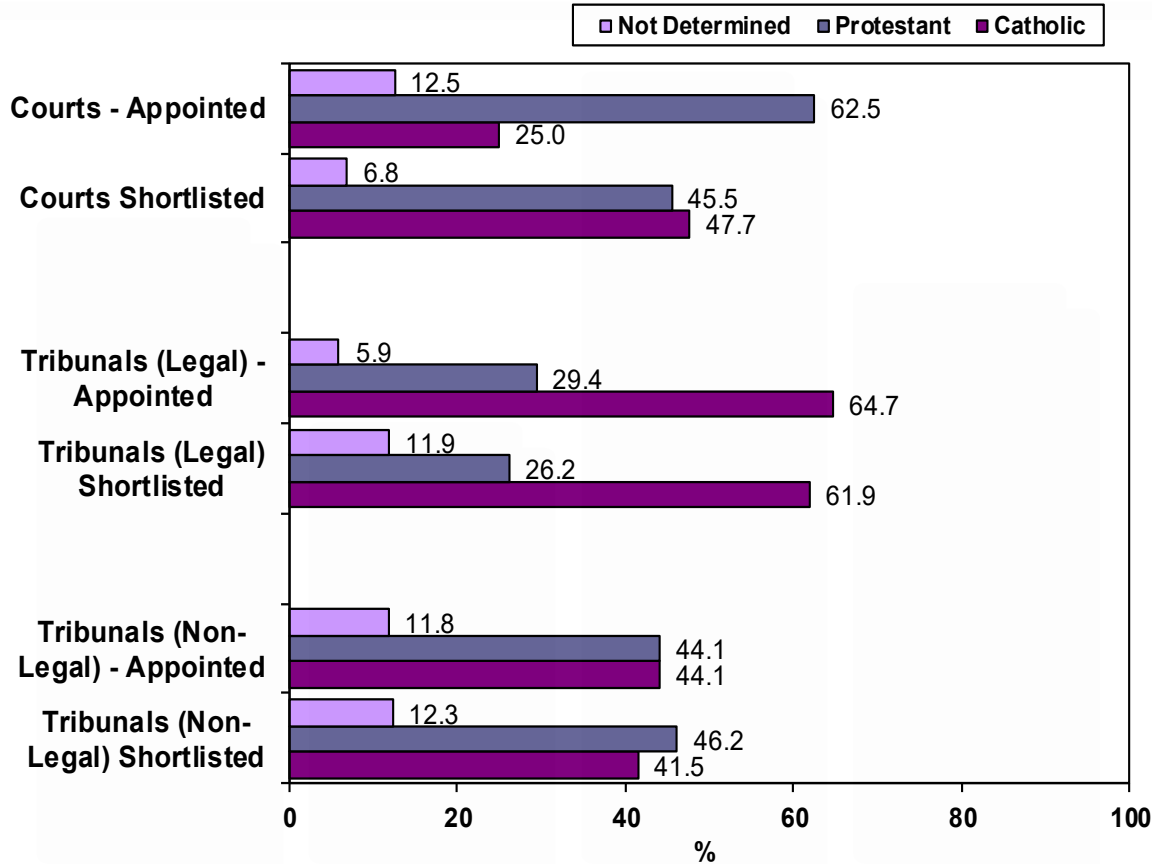
# 5 Appointment Stage for Schemes: Gender



### Summary

- For each Scheme, the gender composition of appointees was compared with the gender composition of those who were shortlisted. This allows inferences to be drawn about how fair the appointment process is based on the pool of shortlisted candidates.
- The composition of appointees to both legal and non-legal positions in Tribunals was the inverse of what would be expected from the composition of shortlisted candidates.

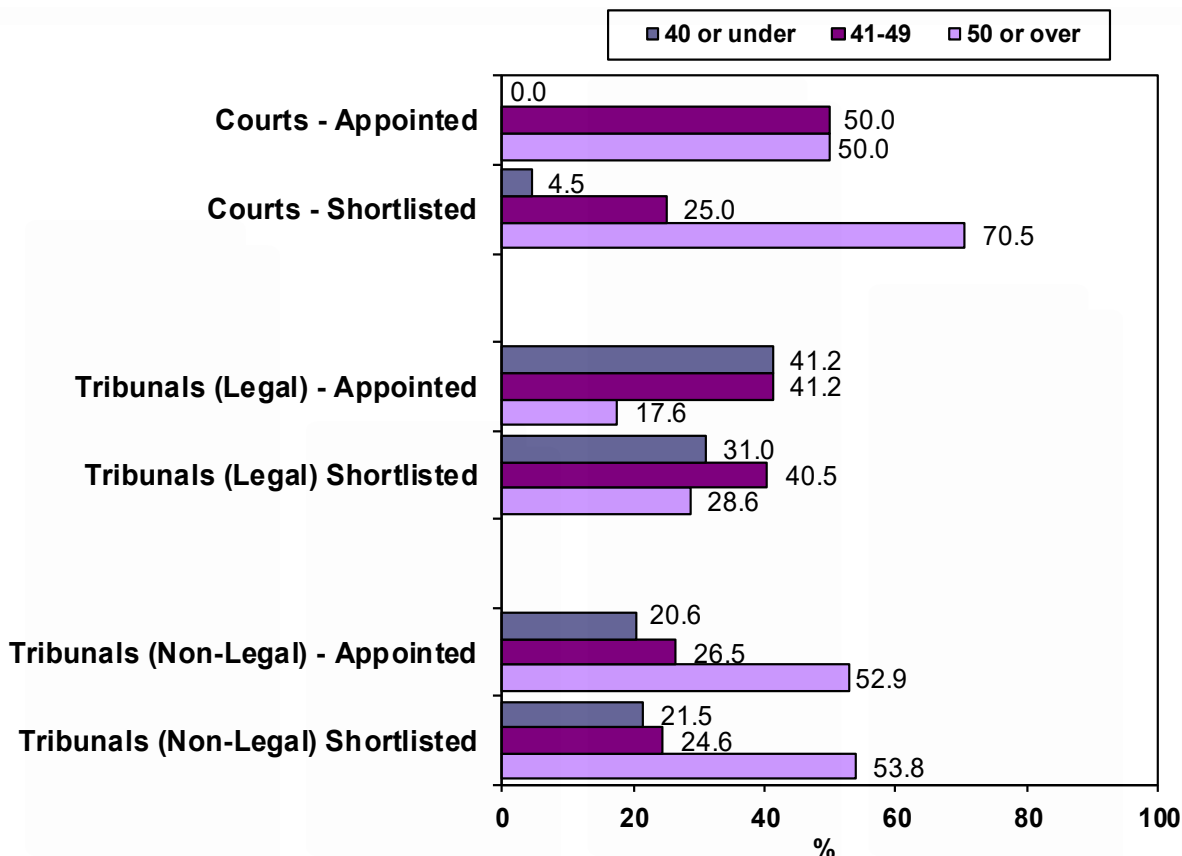
# 5 Appointment Stage for Schemes: Community Background



### Summary

- For each Scheme, the community background composition of appointees was compared with the community background composition of those who were shortlisted. This allows inferences to be drawn about how fair the appointment process is based on the pool of shortlisted candidates.
- The proportion of Protestants appointed to positions in Courts (62.5%) was more than the composition of those shortlisted (45.5%).
- The composition of those appointed to both legal and non-legal Tribunal positions was broadly similar to the composition of those shortlisted.

# 5 Appointment Stage for Schemes: Age



## Summary

- For each Scheme, the age composition of appointees was compared with the age composition of those who were shortlisted. This allows inferences to be drawn about how fair the appointment process is based on the pool of shortlisted candidates.
- There were too few appointments to positions in the Courts to allow for meaningful analysis.
- There were more people aged 40 or under appointed to positions in legal tribunals (41.2%) than there were in the shortlisted applicants (31.0%). Conversely, there were fewer people aged 50 or over (17.6%), appointed to the same positions than in the shortlisted group (28.6%)
- The composition of appointees to non-legal positions in Tribunals was broadly similar to the composition of shortlisted candidates for the same position.

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

Legal Standing	Applications	Expected Appointees	Actual Appointees	Difference (Actual - Expected)
Barrister	75	9.4	10	0.6
Legal Other	15	1.6	2	0.4
Solicitor	119	13.8	13	-0.8

### Notes

One applicant for Temp HCJ had an unknown legal standing, as a result, the actual vs expected values don't sum.

### 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 & legal positions in Tribunals, the proportion of actual appointees was slightly lower for Solicitors than expected. The numbers involved are small and care should be taken when interpreting these findings

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

Employment Status	Applications	Expected Appointees	Actual Appointees	Difference (Actual - Expected)
Independent Barrister	33	3.7	1	-2.7
Independent Barrister & Fee Paid JOH	10	1.2	2	0.8
Independent Barrister QC	15	2.4	6	3.6
Independent Barrister QC & Fee Paid JOH	2	0.3	0	-0.3
Barrister JOH	2	0.2	0	-0.2
Public Sector Barrister	9	0.9	1	0.1
Public Sector Barrister & Fee Paid JOH	4	0.6	0	-0.6
Solicitor JOH	6	0.6	1	0.4
Solicitor Private Practice	46	5.7	4	-1.7
Solicitor Private Practice & Fee Paid JOH	15	1.9	0	-1.9
Solicitor Public Sector	44	4.7	8	3.3
Solicitor Public Sector & Fee Paid JOH	8	1.0	0	-1.0
Legal Solicitor - breakdown unknown	0	0.0	0	0.0
Legal Other	15	1.6	2	0.4

## 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.

### Notes

One applicant for Temp HCJ had an unknown legal standing, as a result, the actual vs expected values don't sum.

## 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.
<b>Group 1</b>	16	84.2	3	15.8	19
<b>Group 2</b>	33	73.3	12	26.7	45
<b>Group 3</b>	31	73.8	11	26.2	42
<b>Group 4</b>	20	60.6	13	39.4	33
<b>Group 5</b>	9	40.9	13	59.1	22
<b>Group 6</b>	96	42.1	132	57.9	228
<b>Group 7</b>	87	58.0	63	42.0	150
<b>Group 8</b>	49	39.5	75	60.5	124
<b>Total</b>	<b>341</b>	<b>51.4</b>	<b>322</b>	<b>48.6</b>	<b>663</b>



# Appendix A: Overall Composition by the eight judicial groupings

## Community Background

	Protestant		Catholic		Not Determined		Total
	No.	%	No.	%	No.	%	No.
Group 1	8	42.1	10	52.6	1	5.3	19
Group 2	21	46.7	17	37.8	7	15.6	45
Group 3	16	38.1	26	61.9	0	0.0	42
Group 4	20	60.6	13	39.4	0	0.0	33
Group 5	8	36.4	13	59.1	1	4.5	22
Group 6	95	41.7	118	51.8	15	6.6	228
Group 7	68	45.3	73	48.7	9	6.0	150
Group 8	71	57.3	49	39.5	4	3.2	124
<b>Total</b>	<b>307</b>	<b>46.3</b>	<b>319</b>	<b>48.1</b>	<b>37</b>	<b>5.6</b>	<b>663</b>

## Age

	40 years or under		41-49 years		50 years or over		Total
	No.	%	No.	%	No.	%	No.
Group 1	0	0.0	4	21.1	15	78.9	19
Group 2	0	0.0	2	4.4	43	95.6	45
Group 3	1	2.4	9	21.4	32	76.2	42
Group 4	0	0.0	5	15.2	28	84.8	33
Group 5	0	0.0	5	22.7	17	77.3	22
Group 6	23	10.1	40	17.5	165	72.4	228
Group 7	7	4.7	35	23.3	108	72.0	150
Group 8	1	0.8	27	21.8	96	77.4	124
<b>Total</b>	<b>32</b>	<b>4.8</b>	<b>127</b>	<b>19.2</b>	<b>504</b>	<b>76.0</b>	<b>663</b>

# Appendix A: Overall Composition by the eight judicial groupings

## Declared Disability

	Declared Disabled		Total
	No.	%	No.
Group 1	0	0.0	19
Group 2	4	8.9	45
Group 3	1	2.4	42
Group 4	1	3.0	33
Group 5	0	0.0	22
Group 6	13	5.7	228
Group 7	8	5.3	150
Group 8	2	1.6	124
<b>Total</b>	<b>29</b>	<b>4.4</b>	<b>663</b>

## Ethnicity

	White		Other		Total
	No.	%	No.	%	No.
Group 1	19	100.0	0	0.0	19
Group 2	45	100.0	0	0.0	45
Group 3	42	100.0	0	0.0	42
Group 4	33	100.0	0	0.0	33
Group 5	22	100.0	0	0.0	22
Group 6	224	98.2	4	1.8	228
Group 7	148	98.7	2	1.3	150
Group 8	122	98.4	2	1.6	124
<b>Total</b>	<b>655</b>	<b>98.8</b>	<b>8</b>	<b>1.2</b>	<b>663</b>

# A

## Appendix A: Overall Composition by the eight judicial groupings

### Working Pattern

	Fee Paid		Part-Time Salaried		Salaried		Total
	No.	%	No.	%	No.	%	No.
Group 1	7	36.8	0	0.0	12	63.2	19
Group 2	24	53.3	0	0.0	21	46.7	45
Group 3	24	57.1	1	2.4	17	40.5	42
Group 4	18	54.5	0	0.0	15	45.5	33
Group 5	14	63.6	0	0.0	8	36.4	22
Group 6	226	99.1	0	0.0	2	0.9	228
Group 7	149	99.3	0	0.0	1	0.7	150
Group 8	124	100.0	0	0.0	0	0.0	124
<b>Total</b>	<b>586</b>	<b>88.4</b>	<b>1</b>	<b>0.2</b>	<b>76</b>	<b>11.5</b>	<b>663</b>

# Appendix B: Overall Composition by Geographical Information

	Business Location		Personal Location	
	No.	%	Total	%
Belfast	304	45.9	241	36.3
Co Antrim	51	7.7	110	16.6
Co Armagh	18	2.7	29	4.4
Co Down	48	7.2	123	18.6
Co Fermanagh	13	2.0	14	2.1
Co Londonderry	39	5.9	54	8.1
Co Tyrone	31	4.7	47	7.1
GB	17	2.6	17	2.6
Not Indicated	122	18.4	26	3.9
Province Wide	20	3.0	1	0.2
Republic of Ireland	0	0.0	1	0.2
<b>Total</b>	<b>663</b>	<b>100.0</b>	<b>663</b>	<b>100.0</b>

## Overall Composition

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	109	59.2	91	49.5
Co Antrim	5	2.7	24	13.0
Co Armagh	1	0.5	5	2.7
Co Down	7	3.8	30	16.3
Co Fermanagh	2	1.1	1	0.5
Co Londonderry	7	3.8	10	5.4
Co Tyrone	7	3.8	8	4.3
GB	12	6.5	14	7.6
Not Indicated	31	16.8	1	0.5
Province Wide	3	1.6	0	0.0
Republic of Ireland	0	0.0	0	0.0
<b>Total</b>	<b>184</b>	<b>100.0</b>	<b>184</b>	<b>100.0</b>

## Courts

# Appendix B: Overall Composition by Geographical Information

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	157	44.2	124	34.9
Co Antrim	33	9.3	72	20.3
Co Armagh	12	3.4	20	5.6
Co Down	26	7.3	61	17.2
Co Fermanagh	4	1.1	7	2.0
Co Londonderry	17	4.8	28	7.9
Co Tyrone	17	4.8	27	7.6
GB	5	1.4	3	0.8
Not Indicated	79	22.3	13	3.7
Province Wide	5	1.4	0	0.0
Republic of Ireland	0	0.0	0	0.0
<b>Total</b>	<b>355</b>	<b>100.0</b>	<b>355</b>	<b>100.0</b>

## Tribunals

	Business Location		Lay Magistrates	
	No.	%	No.	%
Belfast	38	30.6	26	21.0
Co Antrim	13	10.5	14	11.3
Co Armagh	5	4.0	4	3.2
Co Down	15	12.1	32	25.8
Co Fermanagh	7	5.6	6	4.8
Co Londonderry	15	12.1	16	12.9
Co Tyrone	7	5.6	12	9.7
GB	0	0.0	0	0.0
Not Indicated	12	9.7	12	9.7
Province Wide	12	9.7	1	0.8
Republic of Ireland	0	0.0	1	0.8
<b>Total</b>	<b>124</b>	<b>100.0</b>	<b>124</b>	<b>100.0</b>

## Lay Magistrates

# Appendix B: Overall Composition by Geographical Information

## Group 1

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	10	52.6	14	73.7
Co Antrim	1	5.3	1	5.3
Co Down	0	0.0	3	15.8
Not Indicated	8	42.1	0	0.0
GB	0	0.0	1	5.3
<b>Total</b>	<b>19</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>

## Group 2

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	30	66.7	22	48.9
Co Antrim	0	0.0	4	8.9
Co Armagh	1	2.2	1	2.2
Co Down	1	2.2	4	8.9
Co Fermanagh	0	0.0	0	0.0
Co Londonderry	1	2.2	2	4.4
Co Tyrone	1	2.2	2	4.4
GB	10	22.2	10	22.2
Not Indicated	1	2.2	0	0.0
Province Wide	0	0.0	0	0.0
Republic of Ireland	0	0.0	0	0.0
<b>Total</b>	<b>45</b>	<b>100</b>	<b>45</b>	<b>100</b>

# Appendix B: Overall Composition by Geographical Information

## Group 3

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	22	52.4	15	35.7
Co Antrim	1	2.4	8	19.0
Co Armagh	0	0.0	1	2.4
Co Down	4	9.5	10	23.8
Co Fermanagh	2	4.8	0	0.0
Co Londonderry	3	7.1	2	4.8
Co Tyrone	4	9.5	4	9.5
GB	1	2.4	1	2.4
Not Indicated	4	9.5	1	2.4
Province Wide	1	2.4	0	0.0
<b>Total</b>	<b>42</b>	<b>100.0</b>	<b>42</b>	<b>100.0</b>

## Group 4

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	28	84.8	17	51.5
Co Antrim	0	0.0	4	12.1
Co Armagh	0	0.0	3	9.1
Co Down	1	3.0	5	15.2
Co Fermanagh	0	0.0	1	3.0
Co Londonderry	2	6.1	1	3.0
Co Tyrone	2	6.1	2	6.1
Not Indicated	0	0.0	0	0.0
Province Wide	0	0.0	0	0
<b>Total</b>	<b>33</b>	<b>100.0</b>	<b>33</b>	<b>100</b>

# Appendix B: Overall Composition by Geographical Information

## Group 5

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	16	72.7	10	45.5
Co Antrim	0	0.0	3	13.6
Co Armagh	1	4.5	2	9.1
Co Londonderry	1	4.5	5	22.7
Not Indicated	4	18.2	2	9.1
<b>Total</b>	<b>22</b>	<b>100.0</b>	<b>22</b>	<b>100.0</b>

## Group 6

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	79	34.6	70	30.7
Co Antrim	25	11.0	51	22.4
Co Armagh	8	3.5	13	5.7
Co Down	20	8.8	36	15.8
Co Fermanagh	4	1.8	7	3.1
Co Londonderry	13	5.7	17	7.5
Co Tyrone	15	6.6	22	9.6
GB	4	1.8	3	1.3
Not Indicated	55	24.1	9	3.9
Province Wide	5	2.2	0	0.0
<b>Total</b>	<b>228</b>	<b>100.0</b>	<b>228</b>	<b>100.0</b>



# Appendix B: Overall Composition by Geographical Information

## Group 7

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	81	54.0	67	44.7
Co Antrim	11	7.3	25	16.7
Co Armagh	3	2.0	5	3.3
Co Down	6	4.0	28	18.7
Co Fermanagh	0	0.0	0	0.0
Co Londonderry	5	3.3	16	10.7
Co Tyrone	2	1.3	5	3.3
GB	2	1.3	2	1.3
Not Indicated	38	25.3	2	1.3
Province Wide	2	1.3	0	0.0
Republic of Ireland	0	0.0	0	0.0
<b>Total</b>	<b>150</b>	<b>100</b>	<b>150</b>	<b>100</b>

## Group 8

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	38	30.6	26	21.0
Co Antrim	13	10.5	14	11.3
Co Armagh	5	4.0	4	3.2
Co Down	15	12.1	32	25.8
Co Fermanagh	7	5.6	6	4.8
Co Londonderry	15	12.1	16	12.9
Co Tyrone	7	5.6	12	9.7
GB	0	0.0	0	0.0
Not Indicated	12	9.7	12	9.7
Province Wide	12	9.7	1	0.8
Republic of Ireland	0	0	1	0.8
<b>Total</b>	<b>124</b>	<b>100</b>	<b>124</b>	<b>100</b>