

# The Judiciary in Northern Ireland

# 2021

# 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 legal 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 6.2% of judicial office holders in the Courts and 6.2% of legally qualified judicial office holders 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 (78.8%). 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 (38.5%) 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 24.5%. For those holding legal positions in Tribunals, female representation (48.1%) was approximately what might be expected (45.7%). When adjustment was made for age, female representation would be expected to be much lower (25.7%) 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 who were Protestant was lower than the proportion who were Catholic (41.6% and 51.3% respectively). This broadly reflected the proportions of Protestants and Catholics in the legal professions generally; 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 47.1% and 49.1% respectively. Catholic representation among those holding legal positions in Tribunals (70.5%) was 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 1.8% among Lay Magistrates to 4.5% among those in Tribunals. Minority ethnic representation among Lay Magistrates was 1.8%, while for Tribunal members it was 1.0%. 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 (62.3%). In terms of community background the majority of Lay Magistrates (55.3%) were Protestant as were those holding non-legal positions in Tribunals (47.8%). This is in contrast to Legal Tribunals where the majority was Catholic (70.5%). The proportion of staff aged 40 years or under holding non-legal positions (5.0%) in Tribunals was similar to that of those in legal Tribunal positions (6.2%). The proportion of judicial office holders in the Courts aged 40 or under was 6.2% and among Lay Magistrates it was 0%.

## **Recruitment Schemes**

### **Applicant Pools**

The gender proportions of applicants for judicial office in the Courts (48.9% Female and 51.1% Male) was similar to what would be expected. In terms of community background, the proportion of Catholic applicants for Court positions (63.3%) was higher than expected (57.1%) and for legal positions in Tribunals (67.7%), was also higher than expected (57.1%). More than one in three applications for judicial office in the Courts were from applicants in the 41-49 age category (35.6%), compared with an expected proportion of 22.6% (based on the proportions of available applicants gathered from the census comparators).

For schemes appointing non-legal members of Tribunals, the proportion of applicants who were female (58.0%) was higher than expected (47.2%). Catholic representation among applicants for non-legal members of Tribunals (48.1%) was higher than expected (42.9%). Almost three quarters of applications for non-legal positions in Tribunals were from those aged 50 and over (71.0%), which was almost triple the expected amount (25.7%).

### **Short-listing Stage**

Female representation of those shortlisted for judicial appointment in the Courts (53.8%) was similar to their representation in the applicant pool (48.9%). Male representation was also similar for those shortlisted (46.2%) as it was in the applicant pool (51.1%). In terms of community background, for Courts positions, Protestants accounted for 28.9% of applicants compared to 15.4% of those shortlisted, while for legal membership of Tribunals Catholics represented 76.6% of shortlisted applicants compared with 67.7% of applicants. For non-legal Tribunals there were more shortlisted applicants aged 41-50 (20.3%) than would be expected from the proportion of applicants in the same age bracket (14.5%). The composition of shortlisted applicants aged 50 and over was broadly similar to that of the applicant pool, however the proportion of 50+ year olds who were shortlisted for legal positions in Tribunals (36.2%) was higher than expected from the age composition of the applicant pool (28.0%).

### **Appointment Stage**

The proportion of Male Court appointees (80.0%) was significantly higher than would be expected from the proportion of Males shortlisted (46.2%). Protestant (40.0%) and Catholic (40.0%) applicants were equally likely to be appointed in the Courts, as were applicants aged 41-49 and 50+ (both 40.0%). The proportion of females appointed to Legal positions in Tribunals (76.2%) was higher than what would be expected from the shortlisted applicants (57.4%), while the composition of Non-Legal Tribunal appointments was roughly the same as the composition of the shortlisted applicant pool.

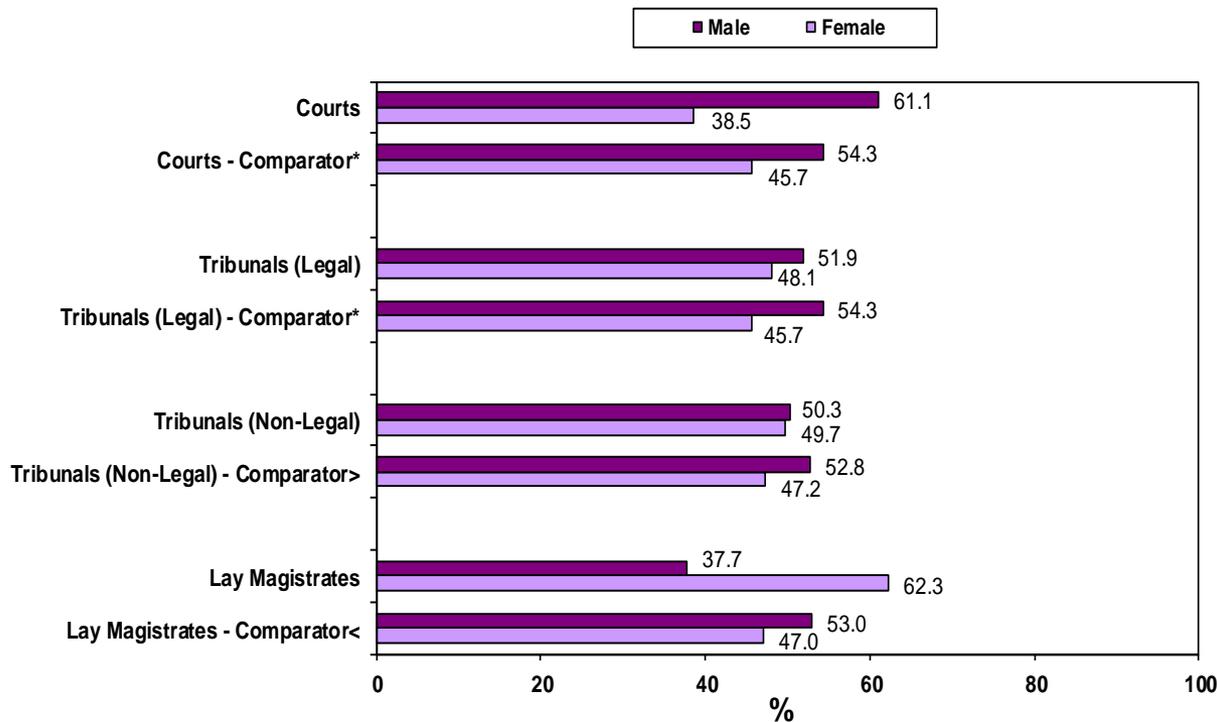
# 1

## 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 2021. In addition, monitoring information on the outcomes of the various stages of judicial appointment schemes in the period 1<sup>st</sup> April 2020 to 31<sup>st</sup> March 2021 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, three schemes in the Courts were considered. A further three schemes for legal members of tribunals and four schemes for non-legal members were considered. A total of 382 applications were received and 54 appointments made, 26 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 applicants 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 applicants 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.

Note Gender information was missing for 1 person

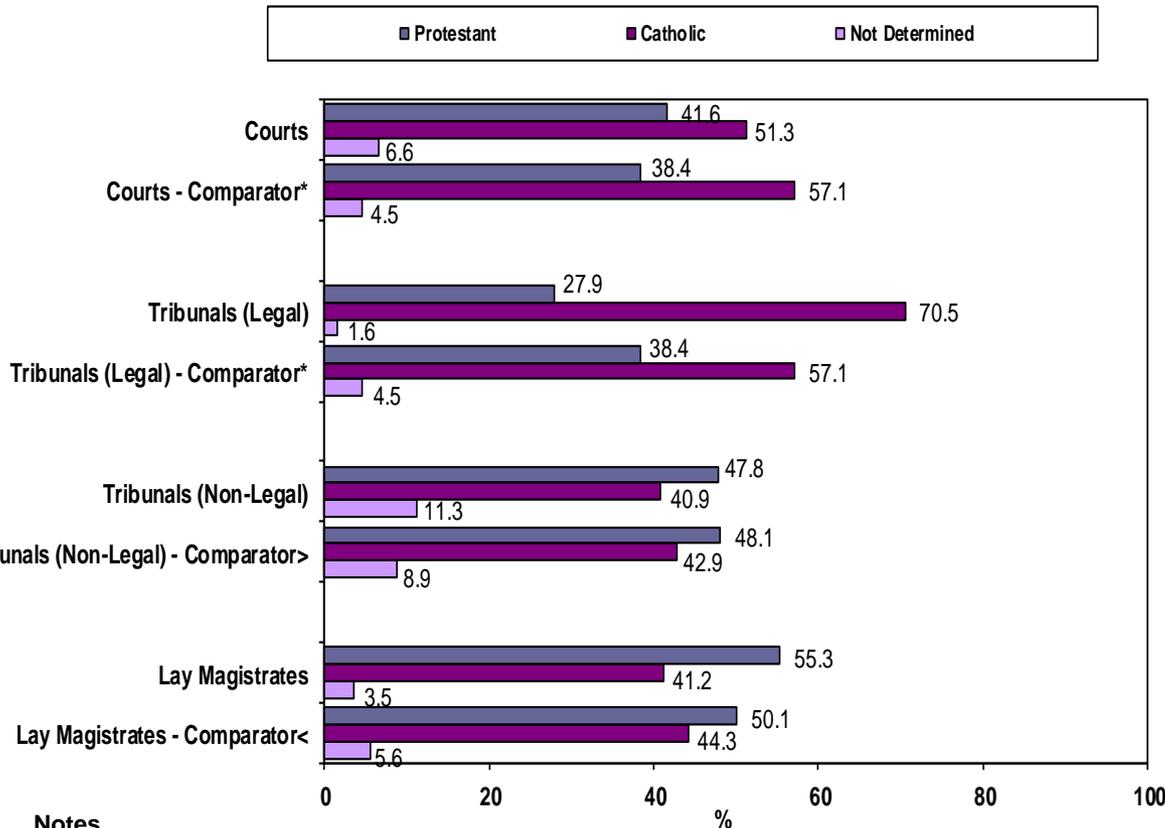
### Summary

- More than a third of all judicial office holders in the Courts were female (38.5%). 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 higher than the expected figure (24.5%).

- 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 25.7%.

- The proportions of males and females holding non-legal positions in Tribunals were approximately the same (male - 50.3%, female - 49.7%). The majority of Lay Magistrates were female (62.3%) which is the inverse of what would be expected (53.0% male).

## 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.

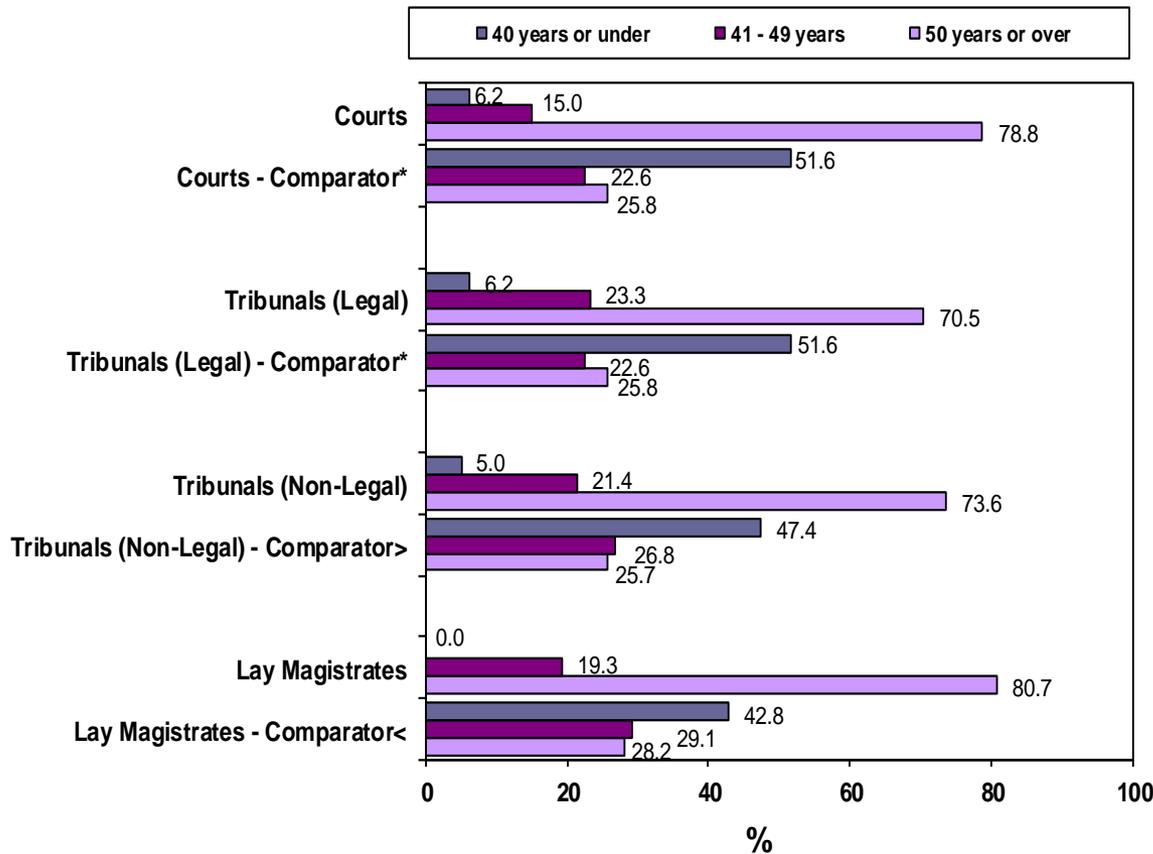
<Lay Magistrates comparator based on the economically active population aged 25-69 from 2011 Census.

Note Community Background information was missing for 1 person

### Summary

- The proportions of Protestant and Catholic judicial office holders in the Courts was broadly equal to what would be expected from the legal professions generally. When adjustment was made for the age profile of judicial office holders in the Courts, Protestant representation (41.6%) was lower than it would be expected to be 47.1%.
- Catholic representation among those holding legal positions in Tribunals (70.5%) was 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 slightly higher representation of Protestants (55.3%) than would be expected (50.1%).

## 2 Overall Composition: 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.

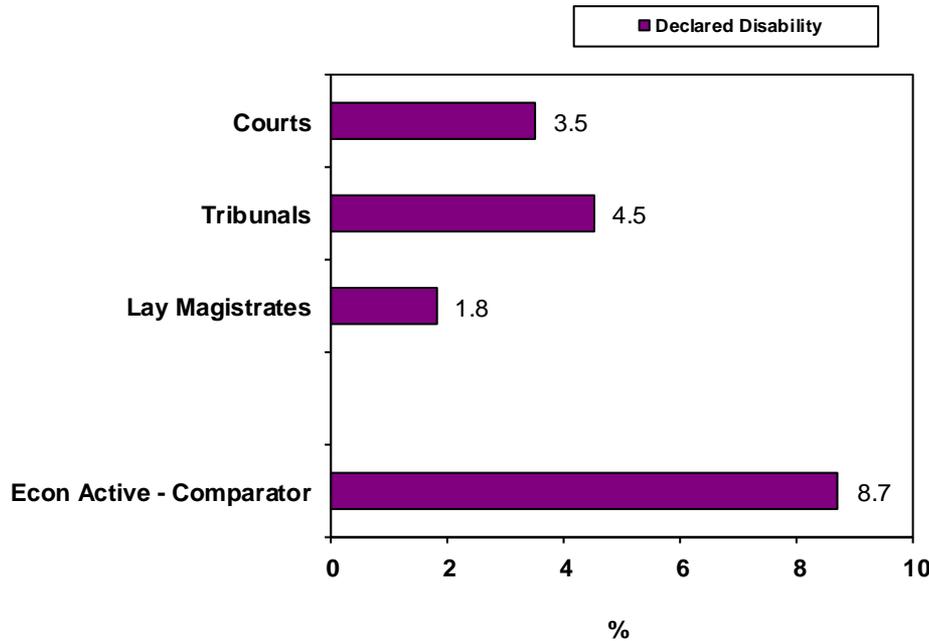
>Weighted combination of Medical Professionals based on SOC 2211 (Medical Practitioners) aged 25-69 from 2001 Census and the economically active population aged 25-69 from 2011 Census.

<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 (78.8%). This compares with 25.8% in the legal profession generally.
- Those aged 50 years and over and holding legal positions in Tribunals (70.5%), 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 (73.6%).
- The proportion aged 40 years or under was highest for those in Courts and Legal Tribunal positions (6.2%) and was lowest (0%) for Lay Magistrates.

# 2 Overall Composition: Declared Disability



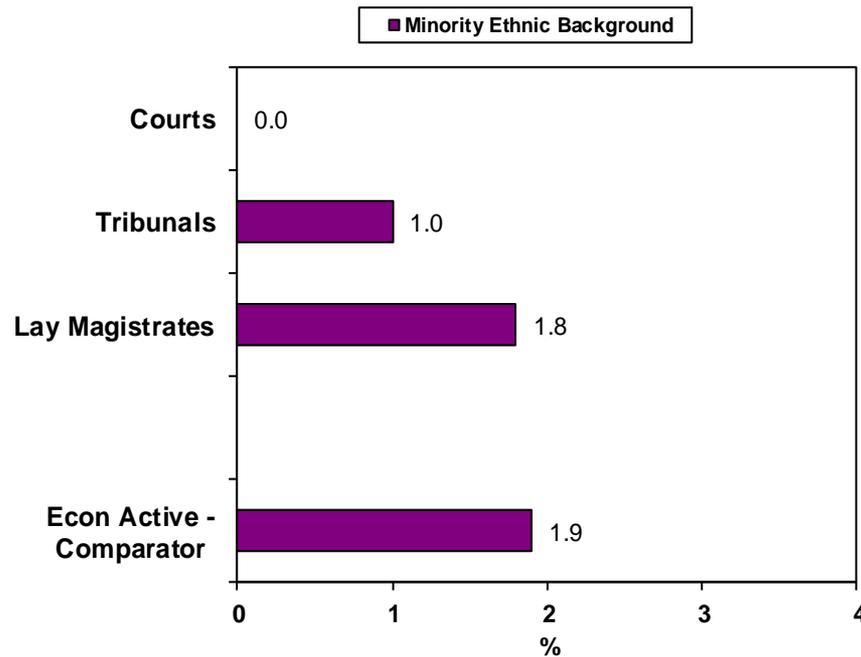
### Summary

- The proportion of judicial office holders who had declared a disability ranged from 1.8% among Lay Magistrates to 4.5% 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

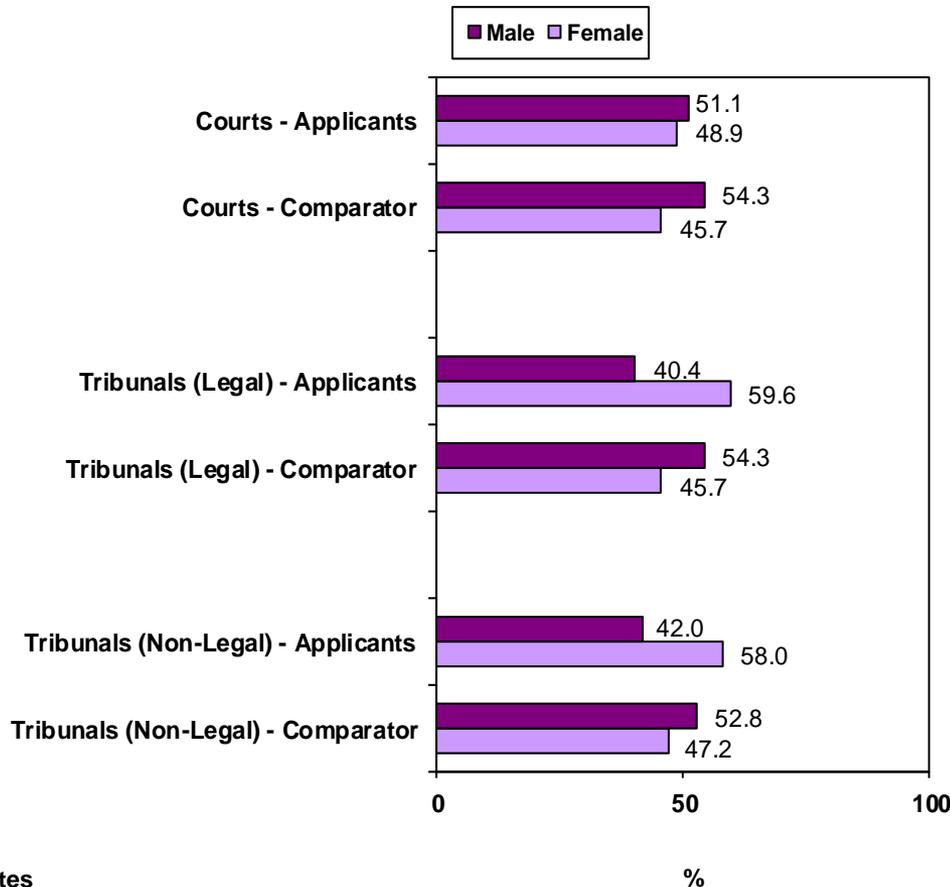
- No judicial office holders in the Courts were from a minority ethnic background.
- The minority ethnic representation among Lay Magistrates was 1.8%, while for Tribunal members it was 1.0%.
- As the numbers involved are small, care should be taken when drawing inferences from the data.

**Notes**

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

<sup>Note</sup> Ethnicity information was missing for 1 person

# 3 Applicant Pool for Schemes: Gender



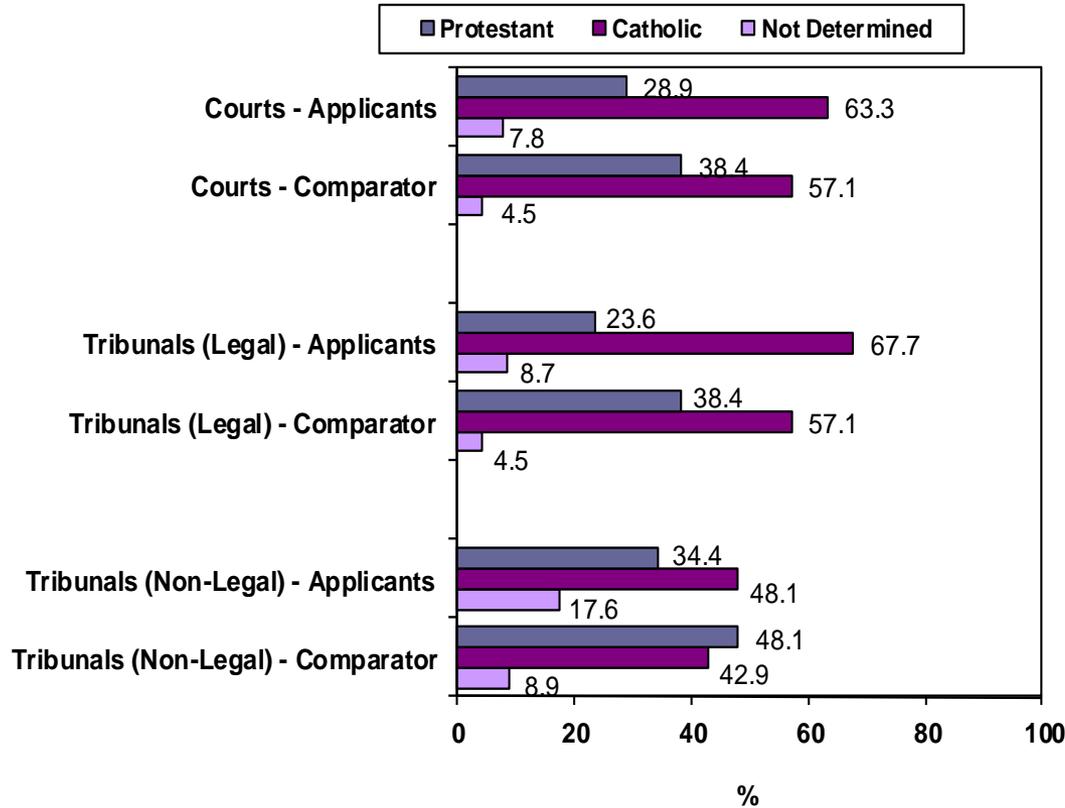
**Summary**

- 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 male and female applicants was about what would be expected.
- For legal Tribunal positions, the proportion of applications from females (59.6%) was higher than expected (45.7%). This was also the case for Non-legal Tribunals (58.0% - female applicants, 47.2% - expected female 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 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**

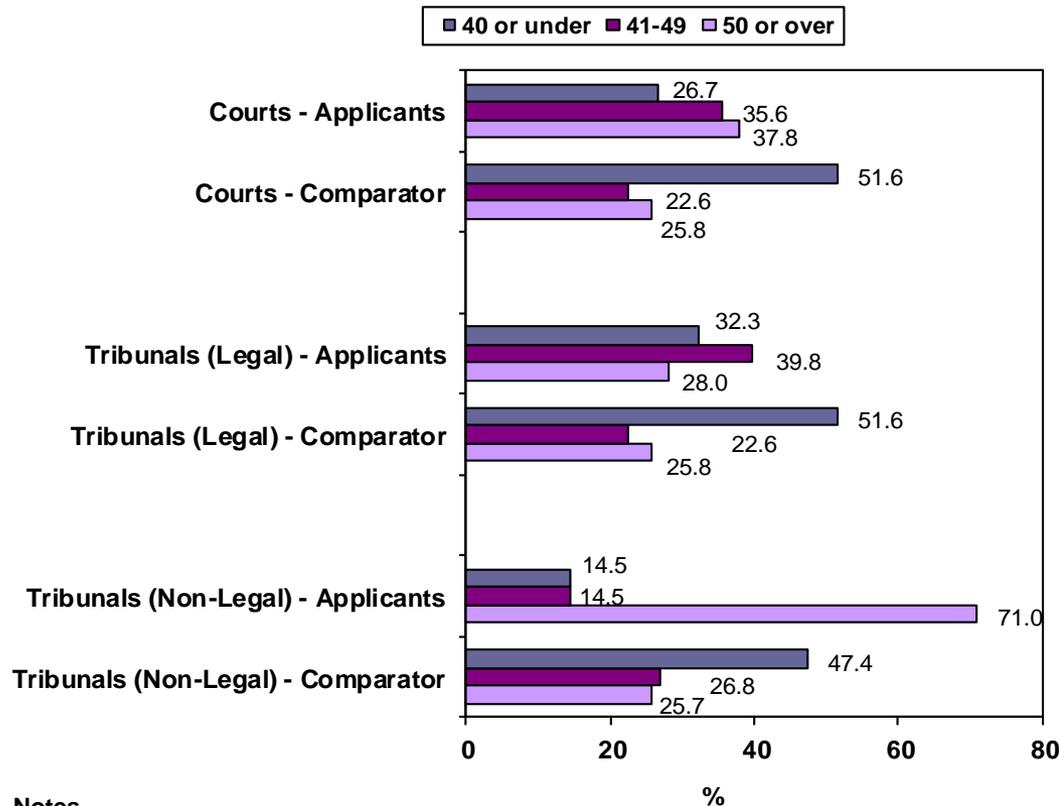
- For each Scheme, the community background composition of the applicant pool was compared with what might be expected based on the eligible pool if potential applicants from each community background were equally likely to apply. These results were then aggregated to obtain the expected compositions reported in the chart.
- For all schemes, the level of applications from those with a Protestant community background was lower than would have been expected from the census comparator. The level of applications from those with both Catholic and Non Determined community backgrounds was larger than would be expected based on 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**

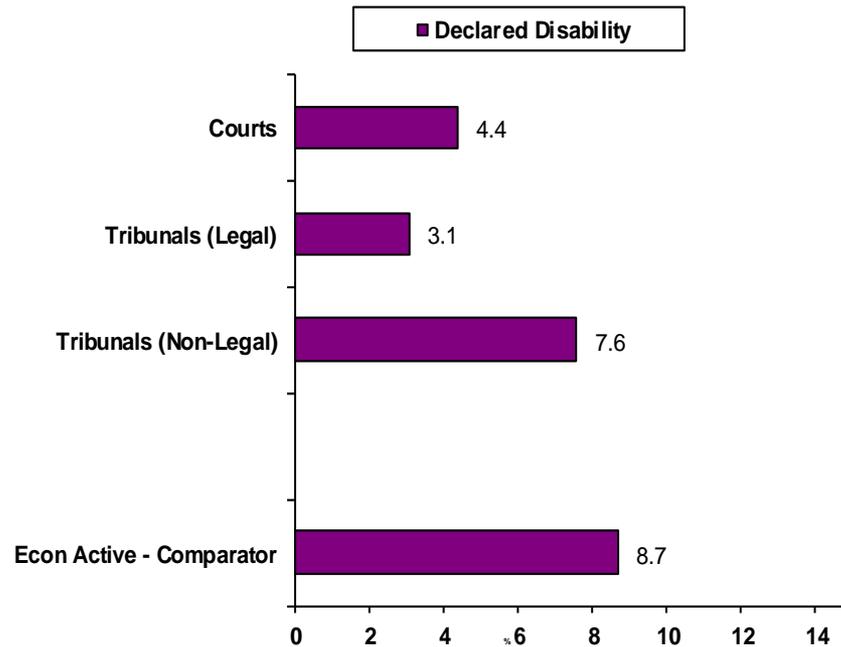
\*Legal Professionals data based on SOC groups 2412 (Barristers and Judges), 2413 (Solicitors) and 2419 (Legal Professionals NEC) , economically active aged 25-69 at 2011 Census.

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 applicants 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 40 or under (26.7%) was just over half what would be expected (51.6%). The number of persons aged 41-49 and 50 or over who applied for Court positions (35.6% and 37.8% respectively) were both higher than what would be expected (22.6% and 25.8% respectively).
- For non-legal appointments to Tribunals, the proportion of applicants aged 50 or over (71.0%) was almost triple the level expected (25.7%).

### 3 Applicant Pool for Schemes: Declared Disability



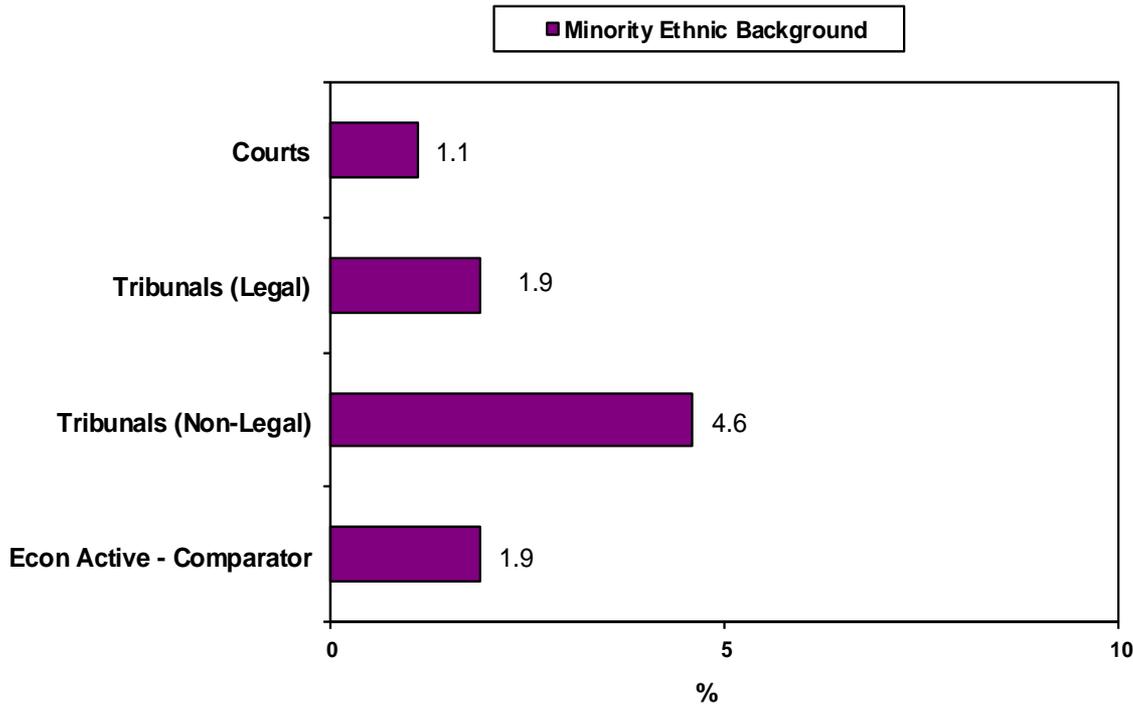
#### Summary

- Of the applicants who applied for non-legal positions in Tribunals, 7.6% declared a disability, a larger proportion than applied for legal tribunal positions (3.1%) or appointments for judicial office holders in the Courts (4.4%).
- The proportion of applicants with a disability for all 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



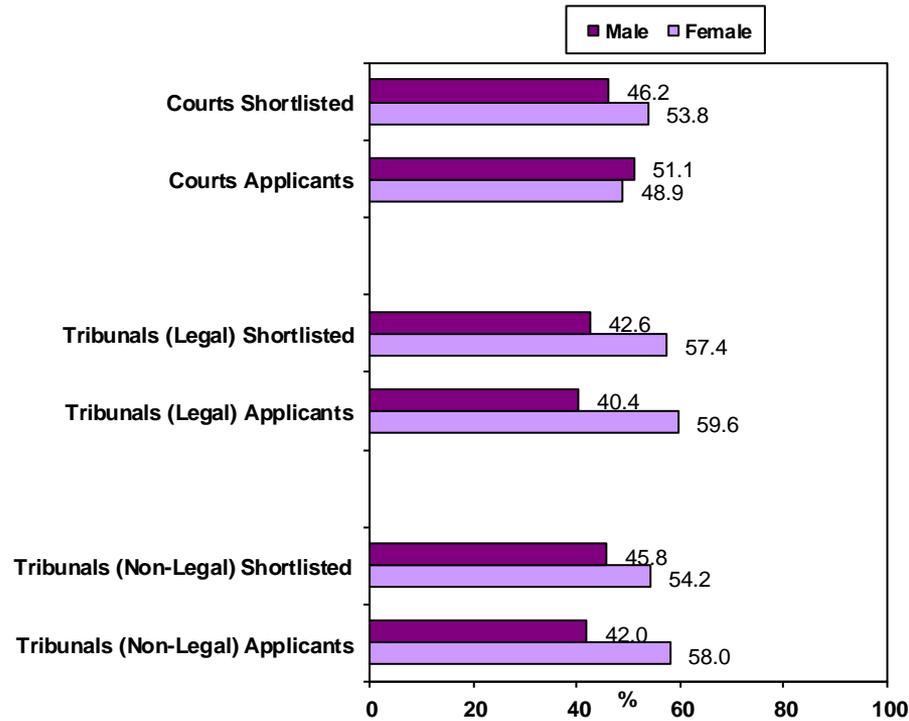
#### Summary

- The proportions of ethnic minorities in each applicant group other than the courts were the same or 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.

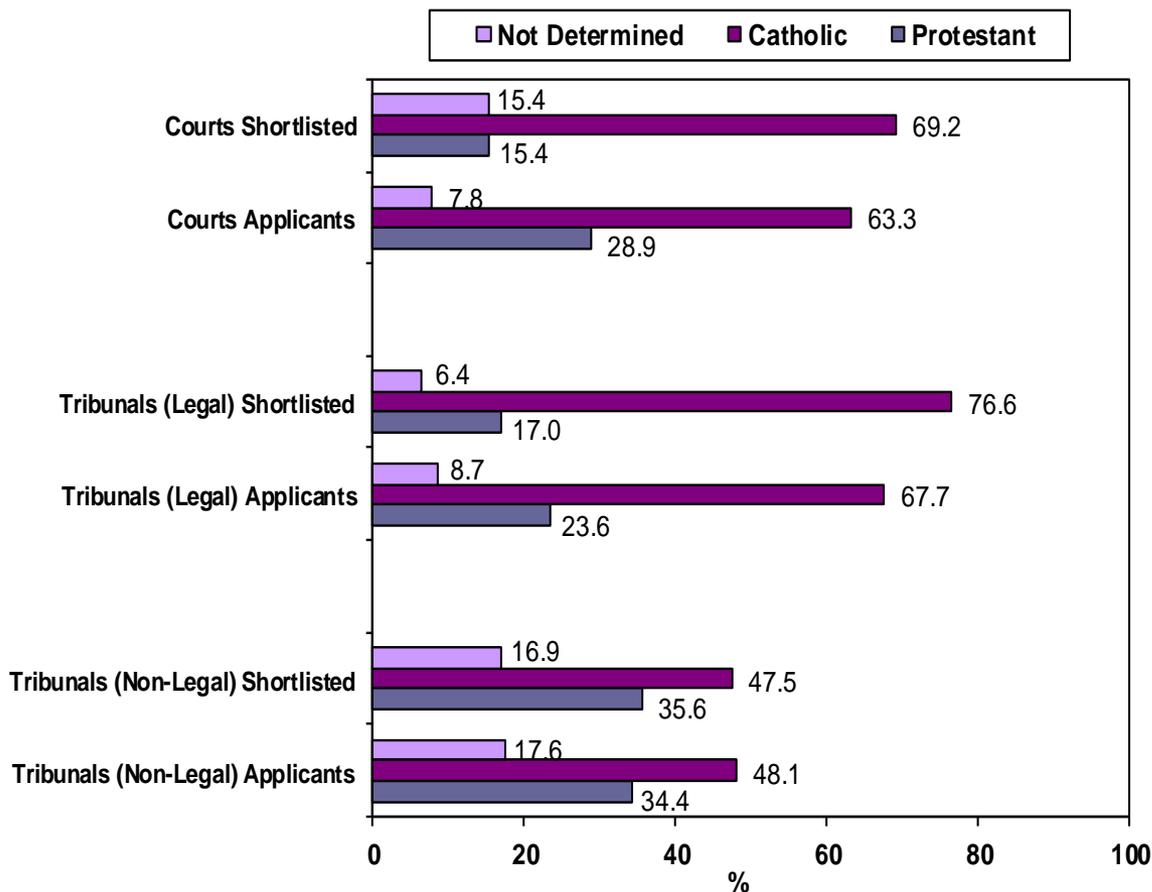
# 4 Shortlisting Stage for Schemes: Gender



## Summary

- For each Scheme, the gender composition of shortlisted applicants 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 applicants for appointments to judicial office in the Courts (46.2% and 53.8% respectively), was the reverse of what would be expected given the proportion of males in the applicant pool.
- The proportions of males and females who were shortlisted for legal and non-legal Tribunal positions were similar to their representation in the applicant pool.

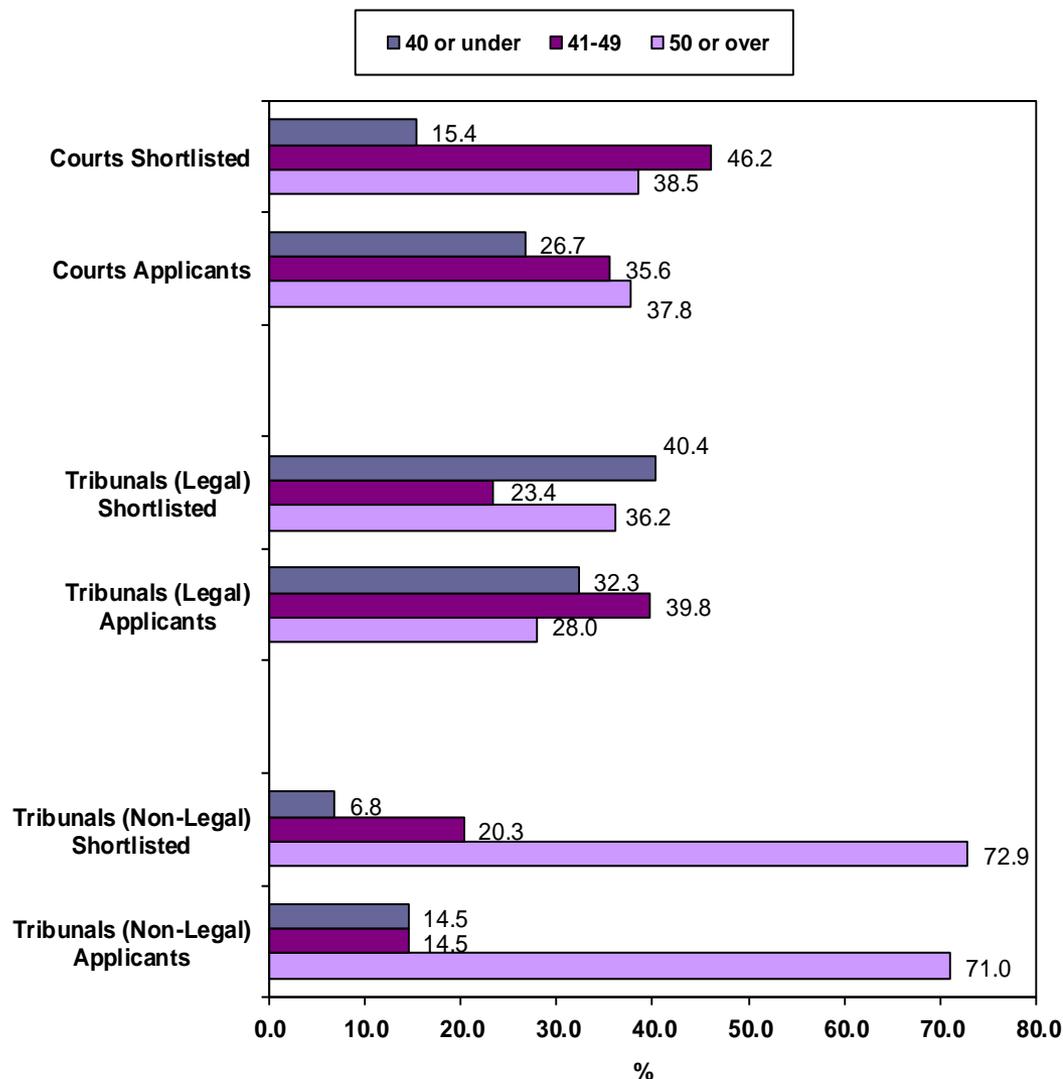
# 4 Shortlisting Stage for Schemes: Community Background



## Summary

- The community background of applicants shortlisted for judicial appointments in the courts varied from what would have been expected based on census comparators. Just over half of the expected proportion from a Protestant community background were shortlisted (15.4 % of those shortlisted compared to 28.9% of applicants). The proportion of those shortlisted with a non determined community background (15.4%) was almost twice that expected (7.8%)
- The proportion of those shortlisted for legal tribunal positions from a Catholic community background was higher than expected (76.6% of those shortlisted compared to 67.7% of applicants). Whilst the proportions of those from Protestant or non determined community backgrounds was lower than expected (17.0% compared to 23.6%).
- For non-legal tribunal positions, the proportions of shortlisted applicants was broadly similar to those of the applicant pool.

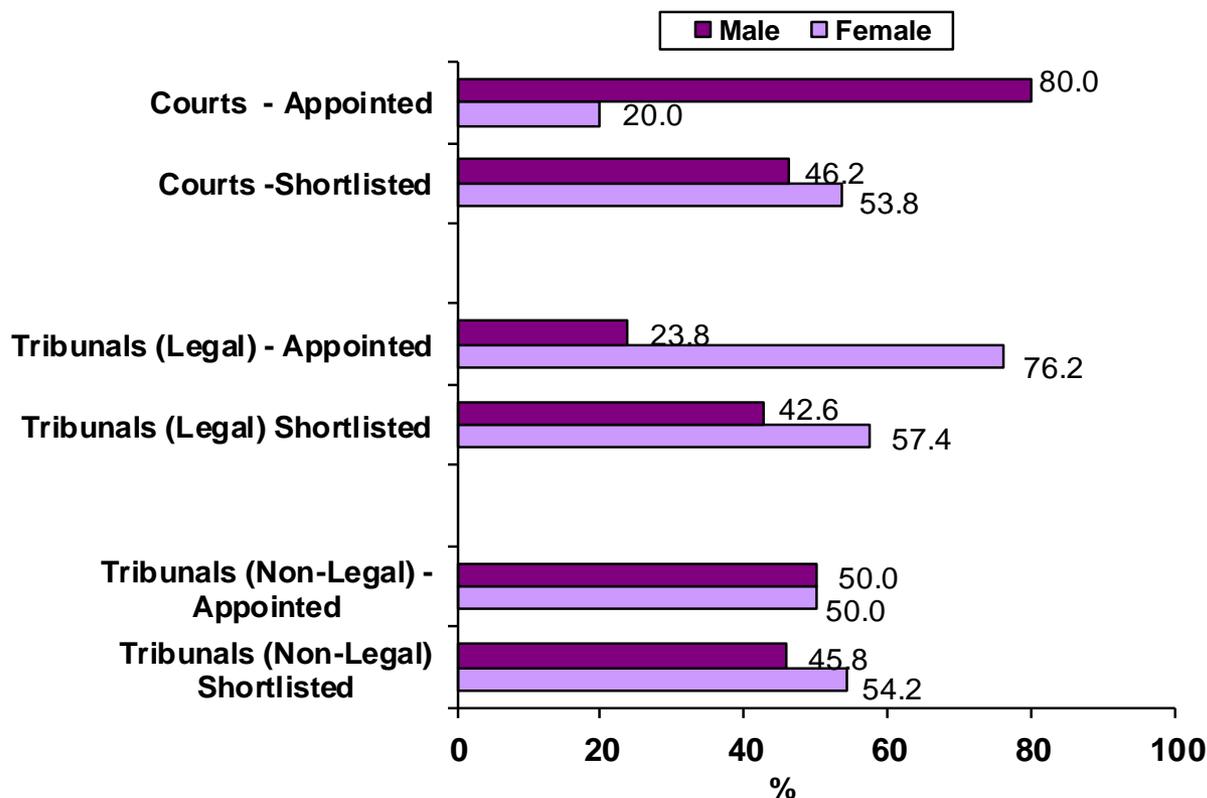
# 4 Shortlisting Stage for Schemes: Age



### Summary

- For each Scheme, the age composition of shortlisted applicants 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 41-49 who were shortlisted (46.2%) was higher than expected (35.6%) for Court positions. The proportion of 41-49 year olds who were shortlisted for Legal positions in Tribunals (23.4%) was lower than the same group in the applicants pool (39.8%).
- The age profile of those shortlisted for non legal positions in Tribunals was broadly similar to the age profile of applicants, with slightly more people aged 41-49 shortlisted (20.3%) than were in the applicant pool (14.5%) .

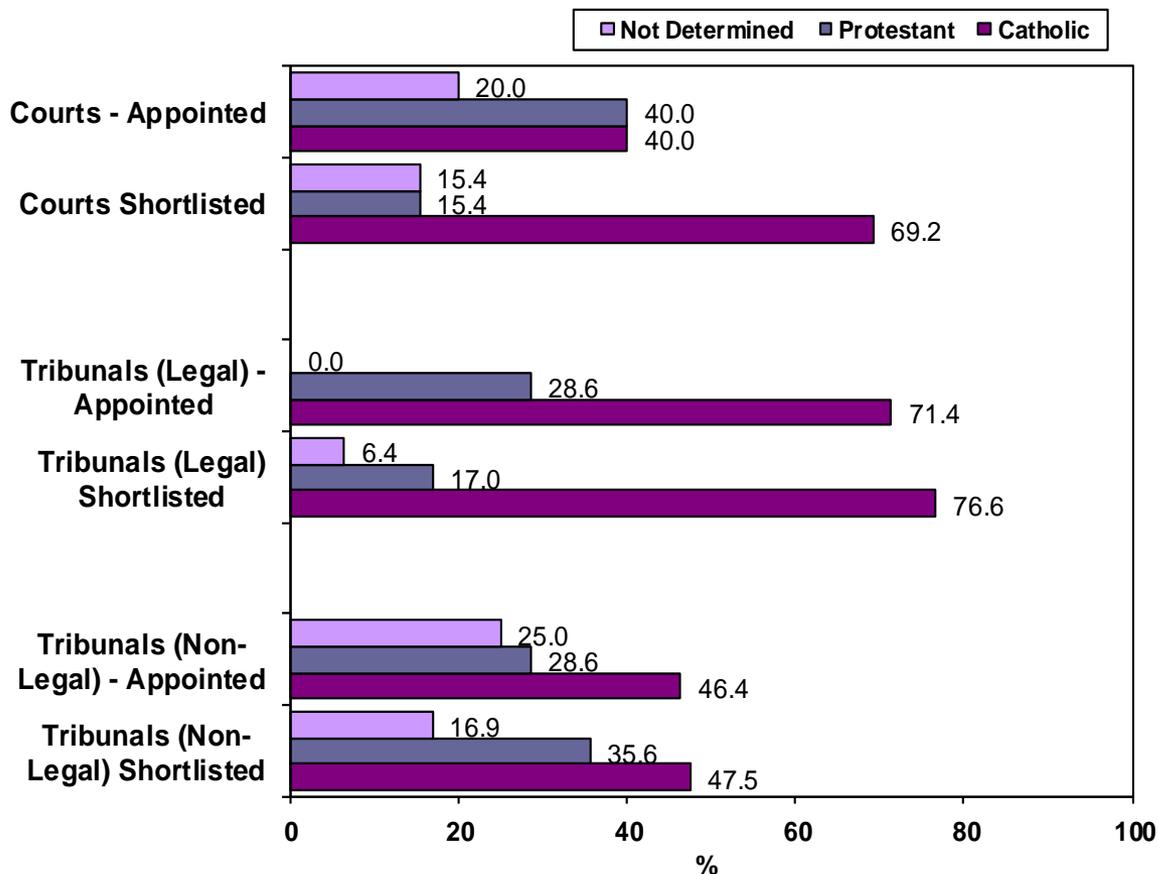
# 5 Appointment Stage for Schemes: Gender



### 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 applicants.
- The composition of appointees Courts positions skewed much more towards males (80.0%) than what would be expected from the proportion of males in the shortlisted applicants (46.2%).
- There were a higher number of females appointed to Legal positions in Tribunals (76.2%) than would be expected from the proportion of females in the shortlisted applicant pool (57.4%)

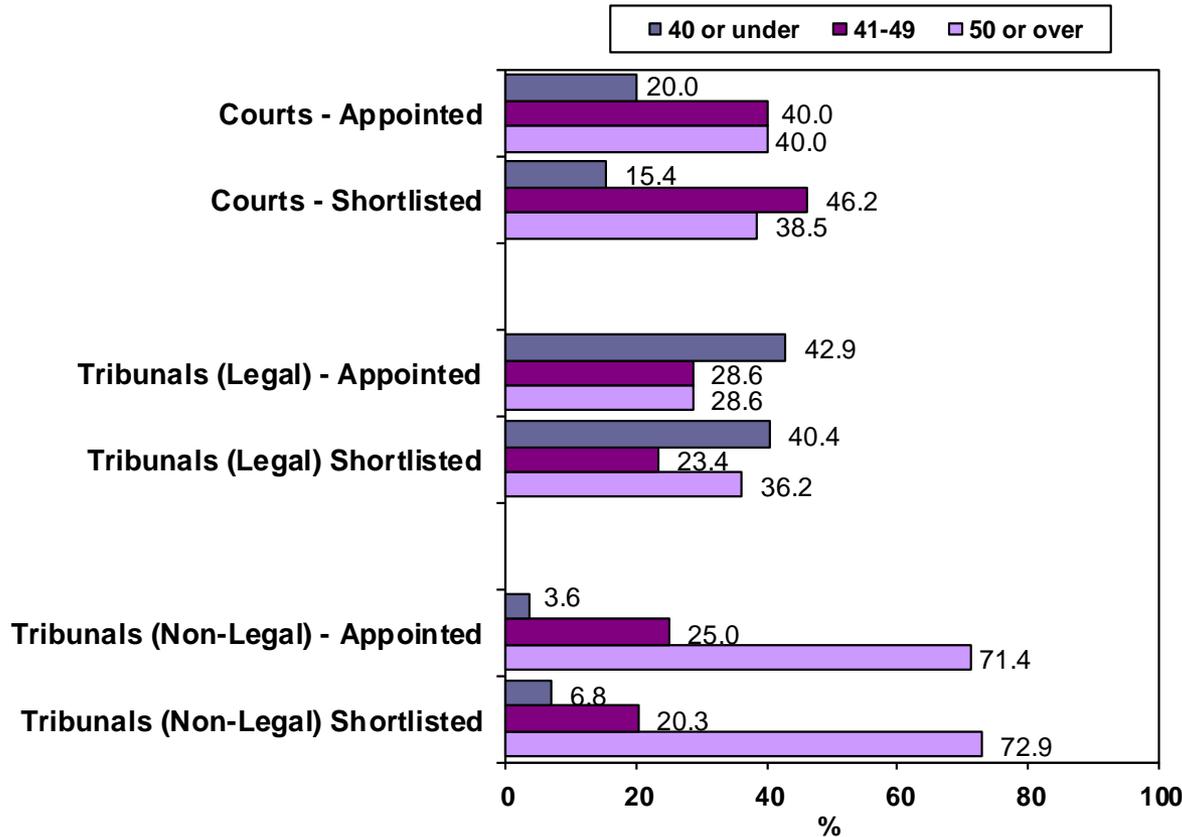
# 5 Appointment Stage for Schemes: Community Background



### 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 applicants.
- The proportion of Catholics appointed to positions in Courts (40.0%) was less than the composition of those shortlisted (69.2%).
- The proportion of Catholics appointed to both legal and non-legal Tribunal positions was broadly similar to the composition of those shortlisted. The proportion of protestants appointed to legal positions in tribunals was greater than expected (28.6% compared to 17.0% of shortlisted applicants), whilst the proportion of Protestants appointed to non-legal positions in tribunals was smaller than expected (28.6% compared to 35.6% of shortlisted applicants).

# 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 applicants.
- There were too few appointments to positions in the Courts to allow for meaningful analysis.
- There were fewer people aged 50 or over appointed to positions in legal tribunals (28.6%) than there were in the shortlisted applicants (36.2%).
- The composition of appointees to non-legal positions in Tribunals was broadly similar to the composition of shortlisted applicants 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      | 77           | 9.2                 | 11                | 1.8                            |
| Legal Other    | 12           | 0.9                 | 1                 | 0.1                            |
| Solicitor      | 158          | 15.4                | 14                | -1.4                           |

### Notes

Four applicants 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           | 2.5                 | 3                 | 0.5                            |
| Independent Barrister & Fee Paid JOH      | 19           | 2.9                 | 3                 | 0.1                            |
| Independent Barrister QC                  | 7            | 1.7                 | 1                 | -0.7                           |
| Independent Barrister QC & Fee Paid JOH   | 4            | 0.9                 | 2                 | 1.1                            |
| Barrister JOH                             | 1            | 0.0                 | 0                 | 0.0                            |
| Public Sector Barrister                   | 8            | 0.5                 | 1                 | 0.5                            |
| Public Sector Barrister & Fee Paid JOH    | 5            | 0.8                 | 1                 | 0.2                            |
| Solicitor JOH                             | 8            | 1.4                 | 3                 | 1.6                            |
| Solicitor Private Practice                | 49           | 4.0                 | 0                 | -4.0                           |
| Solicitor Private Practice & Fee Paid JOH | 26           | 3.4                 | 3                 | -0.4                           |
| Solicitor Public Sector                   | 51           | 3.6                 | 6                 | 2.4                            |
| Solicitor Public Sector & Fee Paid JOH    | 24           | 3.0                 | 2                 | -1.0                           |
| Legal Solicitor - breakdown unknown       | 0            | 0.0                 | 0                 | 0.0                            |
| Legal Other                               | 12           | 0.9                 | 1                 | 0.1                            |

## 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

Four applicants 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); 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); Victims' Payment Board (Legal FP, Medical FP, Ordinary FP)
- Group 8:** Lay Magistrates FP

Notes: FT - Full time FP - Fee paid

## Gender

|                | Male       |             | Female     |             | Total      |
|----------------|------------|-------------|------------|-------------|------------|
|                | No.        | %           | No.        | %           | No.        |
| <b>Group 1</b> | 17         | 85.0        | 3          | 15.0        | 20         |
| <b>Group 2</b> | 27         | 69.2        | 12         | 30.8        | 39         |
| <b>Group 3</b> | 31         | 75.6        | 10         | 24.4        | 41         |
| <b>Group 4</b> | 23         | 62.2        | 14         | 37.8        | 37         |
| <b>Group 5</b> | 8          | 36.4        | 14         | 63.6        | 22         |
| <b>Group 6</b> | 79         | 47.0        | 89         | 53.0        | 168        |
| <b>Group 7</b> | 100        | 53.8        | 86         | 46.2        | 186        |
| <b>Group 8</b> | 43         | 37.7        | 71         | 62.3        | 114        |
| <b>Total</b>   | <b>328</b> | <b>52.3</b> | <b>299</b> | <b>47.7</b> | <b>627</b> |

Note Gender information was missing for 1 person

# Appendix A: Overall Composition by the eight judicial groupings

## Community Background

|              | Protestant |             | Catholic   |             | Not Determined |            | Total      |
|--------------|------------|-------------|------------|-------------|----------------|------------|------------|
|              | No.        | %           | No.        | %           | No.            | %          | No.        |
| Group 1      | 8          | 40.0        | 11         | 55.0        | 1              | 5.0        | 20         |
| Group 2      | 15         | 38.5        | 17         | 43.6        | 7              | 17.9       | 39         |
| Group 3      | 16         | 39.0        | 25         | 61.0        | 0              | 0.0        | 41         |
| Group 4      | 22         | 59.5        | 15         | 40.5        | 0              | 0.0        | 37         |
| Group 5      | 7          | 31.8        | 14         | 63.6        | 1              | 4.5        | 22         |
| Group 6      | 65         | 38.7        | 92         | 54.8        | 11             | 6.5        | 168        |
| Group 7      | 73         | 39.2        | 98         | 52.7        | 15             | 8.1        | 186        |
| Group 8      | 63         | 55.3        | 47         | 41.2        | 4              | 3.5        | 114        |
| <b>Total</b> | <b>269</b> | <b>42.9</b> | <b>319</b> | <b>50.9</b> | <b>39</b>      | <b>6.2</b> | <b>627</b> |

Note Community Background information was missing for 1 person

## Age

|              | 40 years or under |            | 41-49 years |             | 50 years or over |             | Total      |
|--------------|-------------------|------------|-------------|-------------|------------------|-------------|------------|
|              | No.               | %          | No.         | %           | No.              | %           | No.        |
| Group 1      | 0                 | 0.0        | 3           | 15.0        | 17               | 85.0        | 20         |
| Group 2      | 0                 | 0.0        | 2           | 5.1         | 37               | 94.9        | 39         |
| Group 3      | 1                 | 2.4        | 6           | 14.6        | 34               | 82.9        | 41         |
| Group 4      | 1                 | 2.6        | 3           | 7.9         | 34               | 89.5        | 38         |
| Group 5      | 0                 | 0.0        | 5           | 22.7        | 17               | 77.3        | 22         |
| Group 6      | 13                | 7.7        | 38          | 22.6        | 117              | 69.6        | 168        |
| Group 7      | 15                | 8.1        | 41          | 22.0        | 130              | 69.9        | 186        |
| Group 8      | 0                 | 0.0        | 22          | 19.3        | 92               | 80.7        | 114        |
| <b>Total</b> | <b>30</b>         | <b>4.8</b> | <b>120</b>  | <b>19.1</b> | <b>478</b>       | <b>76.1</b> | <b>628</b> |

# Appendix A: Overall Composition by the eight judicial groupings

## Declared Disability

|              | Declared Disabled |            | Total      |
|--------------|-------------------|------------|------------|
|              | No.               | %          | No.        |
| Group 1      | 0                 | 0.0        | 20         |
| Group 2      | 3                 | 7.7        | 39         |
| Group 3      | 1                 | 2.4        | 41         |
| Group 4      | 1                 | 2.6        | 38         |
| Group 5      | 0                 | 0.0        | 22         |
| Group 6      | 8                 | 4.8        | 168        |
| Group 7      | 8                 | 4.3        | 186        |
| Group 8      | 2                 | 1.8        | 114        |
| <b>Total</b> | <b>23</b>         | <b>3.7</b> | <b>628</b> |

## Ethnicity

|              | White      |              | Other    |            | Total      |
|--------------|------------|--------------|----------|------------|------------|
|              | No.        | %            | No.      | %          | No.        |
| Group 1      | 20         | 100.0        | 0        | 0.0        | 20         |
| Group 2      | 39         | 100.0        | 0        | 0.0        | 39         |
| Group 3      | 41         | 100.0        | 0        | 0.0        | 41         |
| Group 4      | 37         | 100.0        | 0        | 0.0        | 37         |
| Group 5      | 22         | 100.0        | 0        | 0.0        | 22         |
| Group 6      | 168        | 100.0        | 3        | 1.8        | 168        |
| Group 7      | 186        | 100.0        | 0        | 0.0        | 186        |
| Group 8      | 114        | 100.0        | 2        | 1.8        | 114        |
| <b>Total</b> | <b>627</b> | <b>100.0</b> | <b>5</b> | <b>0.8</b> | <b>627</b> |

Note Ethnicity information was missing for 1 person

# Appendix A: Overall Composition by the eight judicial groupings

## Working Pattern

|              | Fee Paid   |             | Part-Time Salaried |            | Salaried  |             | Total      |
|--------------|------------|-------------|--------------------|------------|-----------|-------------|------------|
|              | No.        | %           | No.                | %          | No.       | %           | No.        |
| Group 1      | 5          | 25.0        | 0                  | 0.0        | 15        | 75.0        | 20         |
| Group 2      | 20         | 51.3        | 0                  | 0.0        | 19        | 48.7        | 39         |
| Group 3      | 23         | 56.1        | 1                  | 2.4        | 17        | 41.5        | 41         |
| Group 4      | 24         | 63.2        | 0                  | 0.0        | 14        | 36.8        | 38         |
| Group 5      | 13         | 59.1        | 0                  | 0.0        | 9         | 40.9        | 22         |
| Group 6      | 166        | 98.8        | 0                  | 0.0        | 2         | 1.2         | 168        |
| Group 7      | 185        | 99.5        | 0                  | 0.0        | 1         | 0.5         | 186        |
| Group 8      | 114        | 100.0       | 0                  | 0.0        | 0         | 0.0         | 114        |
| <b>Total</b> | <b>550</b> | <b>87.6</b> | <b>1</b>           | <b>0.2</b> | <b>77</b> | <b>12.3</b> | <b>628</b> |

# Appendix B: Overall Composition by Geographical Information

|                     | Business Location |              | Personal Location |              |
|---------------------|-------------------|--------------|-------------------|--------------|
|                     | No.               | %            | Total             | %            |
| Belfast             | 292               | 48.9         | 240               | 38.3         |
| Co Antrim           | 46                | 7.7          | 102               | 16.3         |
| Co Armagh           | 16                | 2.7          | 28                | 4.5          |
| Co Down             | 39                | 6.5          | 116               | 18.5         |
| Co Fermanagh        | 11                | 1.8          | 12                | 1.9          |
| Co Londonderry      | 34                | 5.7          | 53                | 8.5          |
| Co Tyrone           | 25                | 4.2          | 38                | 6.1          |
| England             | 0                 | 0.0          | 1                 | 0.2          |
| GB                  | 14                | 2.3          | 14                | 2.2          |
| Not Indicated       | 107               | 17.9         | 20                | 3.2          |
| Province Wide       | 13                | 2.2          | 0                 | 0.0          |
| Republic of Ireland | 0                 | 0.0          | 1                 | 0.2          |
| Scotland            | 0                 | 0.0          | 2                 | 0.3          |
| <b>Total</b>        | <b>597</b>        | <b>100.0</b> | <b>627</b>        | <b>100.0</b> |

## Overall Composition

Notes: Business Location information is missing for 35 individuals.  
Personal Location information is missing for 1 individual.

|                | Business Location |             | Personal Location |             |
|----------------|-------------------|-------------|-------------------|-------------|
|                | No.               | %           | No.               | %           |
| Belfast        | 125               | 20.9        | 108               | 17.2        |
| Co Antrim      | 7                 | 1.2         | 29                | 4.6         |
| Co Armagh      | 2                 | 0.3         | 8                 | 1.3         |
| Co Down        | 7                 | 1.2         | 41                | 6.5         |
| Co Fermanagh   | 2                 | 0.3         | 1                 | 0.2         |
| Co Londonderry | 8                 | 1.3         | 15                | 2.4         |
| Co Tyrone      | 6                 | 1.0         | 8                 | 1.3         |
| England        | 0                 | 0.0         | 1                 | 0.2         |
| GB             | 11                | 1.8         | 11                | 1.8         |
| Not Indicated  | 50                | 8.4         | 2                 | 0.3         |
| Province Wide  | 3                 | 0.5         | 0                 | 0.0         |
| Scotland       | 0                 | 0.0         | 1                 | 0.2         |
| <b>Total</b>   | <b>221</b>        | <b>37.0</b> | <b>225</b>        | <b>35.9</b> |

## Courts

# Appendix B: Overall Composition by Geographical Information

|                | Business Location |             | Personal Location |             |
|----------------|-------------------|-------------|-------------------|-------------|
|                | No.               | %           | No.               | %           |
| Belfast        | 132               | 22.1        | 109               | 17.4        |
| Co Antrim      | 27                | 4.5         | 59                | 9.4         |
| Co Armagh      | 9                 | 1.5         | 16                | 2.6         |
| Co Down        | 19                | 3.2         | 47                | 7.5         |
| Co Fermanagh   | 3                 | 0.5         | 6                 | 1.0         |
| Co Londonderry | 11                | 1.8         | 22                | 3.5         |
| Co Tyrone      | 12                | 2.0         | 18                | 2.9         |
| England        | 0                 | 0.0         | 0                 | 0.0         |
| GB             | 3                 | 0.5         | 3                 | 0.5         |
| Not Indicated  | 46                | 7.7         | 7                 | 1.1         |
| Scotland       | 0                 | 0.0         | 1                 | 0.2         |
| <b>Total</b>   | <b>262</b>        | <b>43.9</b> | <b>288</b>        | <b>45.9</b> |

## Tribunals

|                     | Business Location |             | Personal Location |             |
|---------------------|-------------------|-------------|-------------------|-------------|
|                     | No.               | %           | No.               | %           |
| Belfast             | 35                | 5.9         | 23                | 3.7         |
| Co Antrim           | 12                | 2.0         | 14                | 2.2         |
| Co Armagh           | 5                 | 0.8         | 4                 | 0.6         |
| Co Down             | 13                | 2.2         | 28                | 4.5         |
| Co Fermanagh        | 6                 | 1.0         | 5                 | 0.8         |
| Co Londonderry      | 15                | 2.5         | 16                | 2.6         |
| Co Tyrone           | 7                 | 1.2         | 12                | 1.9         |
| GB                  | 0                 | 0.0         | 0                 | 0.0         |
| Not Indicated       | 11                | 1.8         | 11                | 1.8         |
| Province Wide       | 10                | 1.7         | 0                 | 0.0         |
| Republic of Ireland | 0                 | 0.0         | 1                 | 0.2         |
| <b>Total</b>        | <b>114</b>        | <b>19.1</b> | <b>114</b>        | <b>18.2</b> |

## Lay Magistrates

# Appendix B: Overall Composition by Geographical Information

## Group 1

|               | Business Location |              | Personal Location |              |
|---------------|-------------------|--------------|-------------------|--------------|
|               | No.               | %            | No.               | %            |
| Belfast       | 11                | 55.0         | 15                | 75.0         |
| Co Antrim     | 1                 | 5.0          | 1                 | 5.0          |
| Co Down       | 1                 | 5.0          | 3                 | 15.0         |
| Not Indicated | 7                 | 35.0         | 0                 | 0.0          |
| England       | 0                 | 0.0          | 1                 | 5.0          |
| <b>Total</b>  | <b>20</b>         | <b>100.0</b> | <b>20</b>         | <b>100.0</b> |

## Group 2

|                     | Business Location |            | Personal Location |            |
|---------------------|-------------------|------------|-------------------|------------|
|                     | No.               | %          | No.               | %          |
| Belfast             | 26                | 66.7       | 18                | 46.2       |
| Co Antrim           | 0                 | 0.0        | 4                 | 10.3       |
| Co Armagh           | 1                 | 2.6        | 1                 | 2.6        |
| Co Down             | 1                 | 2.6        | 4                 | 10.3       |
| Co Fermanagh        | 0                 | 0.0        | 0                 | 0.0        |
| Co Londonderry      | 1                 | 2.6        | 2                 | 5.1        |
| Co Tyrone           | 1                 | 2.6        | 2                 | 5.1        |
| GB                  | 8                 | 20.5       | 8                 | 20.5       |
| Not Indicated       | 1                 | 2.6        | 0                 | 0.0        |
| Province Wide       | 0                 | 0.0        | 0                 | 0.0        |
| Republic of Ireland | 0                 | 0.0        | 0                 | 0.0        |
| <b>Total</b>        | <b>39</b>         | <b>100</b> | <b>39</b>         | <b>100</b> |

# Appendix B: Overall Composition by Geographical Information

## Group 3

|                | Business Location |              | Personal Location |              |
|----------------|-------------------|--------------|-------------------|--------------|
|                | No.               | %            | No.               | %            |
| Belfast        | 22                | 53.7         | 15                | 36.6         |
| Co Antrim      | 1                 | 2.4          | 8                 | 19.5         |
| Co Armagh      | 0                 | 0.0          | 1                 | 2.4          |
| Co Down        | 4                 | 9.8          | 10                | 24.4         |
| Co Fermanagh   | 2                 | 4.9          | 0                 | 0.0          |
| Co Londonderry | 3                 | 7.3          | 2                 | 4.9          |
| Co Tyrone      | 3                 | 7.3          | 3                 | 7.3          |
| GB             | 1                 | 2.4          | 1                 | 2.4          |
| Not Indicated  | 4                 | 9.8          | 1                 | 2.4          |
| Province Wide  | 1                 | 2.4          | 0                 | 0.0          |
| <b>Total</b>   | <b>41</b>         | <b>100.0</b> | <b>41</b>         | <b>100.0</b> |

## Group 4

|                | Business Location |              | Personal Location |            |
|----------------|-------------------|--------------|-------------------|------------|
|                | No.               | %            | No.               | %          |
| Belfast        | 32                | 86.5         | 22                | 59.5       |
| Co Antrim      | 0                 | 0.0          | 4                 | 10.8       |
| Co Armagh      | 0                 | 0.0          | 3                 | 8.1        |
| Co Down        | 1                 | 2.7          | 5                 | 13.5       |
| Co Fermanagh   | 0                 | 0.0          | 1                 | 2.7        |
| Co Londonderry | 2                 | 5.4          | 1                 | 2.7        |
| Co Tyrone      | 1                 | 2.7          | 1                 | 2.7        |
| GB             | 0                 | 0.0          | 0                 | 0.0        |
| Not Indicated  | 1                 | 2.7          | 0                 | 0          |
| <b>Total</b>   | <b>37</b>         | <b>100.0</b> | <b>37</b>         | <b>100</b> |

# Appendix B: Overall Composition by Geographical Information

## Group 5

|               | Business Location |              | Personal Location |              |
|---------------|-------------------|--------------|-------------------|--------------|
|               | No.               | %            | No.               | %            |
| Belfast       | 15                | 68.2         | 10                | 45.5         |
| Co Antrim     | 0                 | 0.0          | 3                 | 13.6         |
| Co Armagh     | 1                 | 4.5          | 2                 | 9.1          |
| Co Down       | 1                 | 4.5          | 5                 | 22.7         |
| Not Indicated | 5                 | 22.7         | 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        | 60                | 41.7         | 58                | 34.5         |
| Co Antrim      | 18                | 12.5         | 38                | 22.6         |
| Co Armagh      | 5                 | 3.5          | 9                 | 5.4          |
| Co Down        | 14                | 9.7          | 26                | 15.5         |
| Co Fermanagh   | 3                 | 2.1          | 6                 | 3.6          |
| Co Londonderry | 8                 | 5.6          | 12                | 7.1          |
| Co Tyrone      | 10                | 6.9          | 13                | 7.7          |
| GB             | 2                 | 1.4          | 2                 | 1.2          |
| Not Indicated  | 24                | 16.7         | 4                 | 2.4          |
| Province Wide  | 0                 | 0.0          | 0                 | 0.0          |
| <b>Total</b>   | <b>144</b>        | <b>100.0</b> | <b>168</b>        | <b>100.0</b> |

# Appendix B: Overall Composition by Geographical Information

## Group 7

|                | Business Location |            | Personal Location |            |
|----------------|-------------------|------------|-------------------|------------|
|                | No.               | %          | No.               | %          |
| Belfast        | 91                | 50.6       | 79                | 42.5       |
| Co Antrim      | 14                | 7.8        | 30                | 16.1       |
| Co Armagh      | 4                 | 2.2        | 8                 | 4.3        |
| Co Down        | 4                 | 2.2        | 35                | 18.8       |
| Co Fermanagh   | 0                 | 0.0        | 0                 | 0.0        |
| Co Londonderry | 5                 | 2.8        | 20                | 10.8       |
| Co Tyrone      | 3                 | 1.7        | 7                 | 3.8        |
| GB             | 3                 | 1.7        | 3                 | 1.6        |
| Not Indicated  | 54                | 30.0       | 2                 | 1.1        |
| Province Wide  | 2                 | 1.1        | 0                 | 0.0        |
| Scotland       | 0                 | 0.0        | 2                 | 1.1        |
| <b>Total</b>   | <b>180</b>        | <b>100</b> | <b>186</b>        | <b>100</b> |

## Group 8

|                     | Business Location |            | Personal Location |            |
|---------------------|-------------------|------------|-------------------|------------|
|                     | No.               | %          | No.               | %          |
| Belfast             | 35                | 30.7       | 23                | 20.2       |
| Co Antrim           | 12                | 10.5       | 14                | 12.3       |
| Co Armagh           | 5                 | 4.4        | 4                 | 3.5        |
| Co Down             | 13                | 11.4       | 28                | 24.6       |
| Co Fermanagh        | 6                 | 5.3        | 5                 | 4.4        |
| Co Londonderry      | 15                | 13.2       | 16                | 14.0       |
| Co Tyrone           | 7                 | 6.1        | 12                | 10.5       |
| GB                  | 0                 | 0.0        | 0                 | 0.0        |
| Not Indicated       | 11                | 9.6        | 11                | 9.6        |
| Province Wide       | 10                | 8.8        | 0                 | 0.0        |
| Republic of Ireland | 0                 | 0          | 1                 | 0.9        |
| <b>Total</b>        | <b>114</b>        | <b>100</b> | <b>114</b>        | <b>100</b> |