









The Judiciary in Northern Ireland

2013

Equity Monitoring Report



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Executive Summary

Overall Composition

Professional standing and age

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

While almost one quarter (23.5%) of those legal professionals deemed to have at least the minimum requirement of professional standing were aged 40 or under, only 0.7% of judicial office holders in the Courts and 5.1% of staff holding legal positions in Tribunals were in this age category. This would indicate that judicial office holders are generally older and therefore have much longer professional experience than required by statute. Over four fifths of judicial office holders in the Courts were aged 51 years or over (85.3%). This compares with 31.3% in the legal profession generally.

Gender

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

Female representation in the Courts (22.1%) was lower than in the legal profession generally (37.5%). However, when adjustment was made for the age profile of judicial office holders in the Courts, female representation would be expected to be 25.7%, not 37.5% which is in line with the actual representation of 22.1%.

For those holding legal positions in Tribunals, female representation (41.9%) was much higher than might be expected (28.8%) given the age profile of judicial office holders in Tribunals.

Community Background

In terms of community background, over half of judicial office holders in the Courts were Protestant (55.1%); higher than in the legal professions generally (44.4%). However, when adjustment was made for the age profile of judicial office holders in the Courts, Protestant representation would be expected to be 48.8%; which is also lower than the actual representation of 55.1%.

Catholic representation among those holding legal positions in Tribunals (55.9%) was higher than in the legal profession generally (53.0%), and also higher than the representation which might be expected having taken account of the age profile (48.6%).

Disability and Ethnicity

The proportion of judicial office holders who had declared a disability ranged from 2.2% among Lay Magistrates to 4.7% among those in Tribunals.

Minority ethnic representation among Lay Magistrates was 1.1%, while for Tribunal members it was 2.0%. 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 majority of those holding non-legal positions in Tribunals were male (55.3%) while the majority of Lay Magistrates were female (57.4%). In terms of community background the majority of Lay Magistrates (58.5%) was Protestant and those holding non-legal positions in Tribunals (55.9%) were Catholic. The proportion of Lay Magistrates aged 40 years or under (10.9%) was higher than among judicial office holders in the Courts (0.7%) and staff holding legal (5.1%) and non-legal (6.8%) positions in Tribunals.

Recruitment Schemes

Applicant Pools

The community background compositions of applicants for judicial office in the Courts was in line with what would be expected, while the composition of female applicants (42.5%) was higher than expected (35.4%). Over one third of applications for judicial office in the Courts were from candidates in the 41-50 age category (35.8%), compared with an expected proportion of 33.4% (based on the available candidate pool).

For schemes appointing legal members of Tribunals, the proportion of applicants aged 40 or under (23.1%) was lower than what would be expected (35.2%). The percentage of female applicants (43.6%) was higher than expected (37.5%) and Protestant representation among applicants (20.5%) was lower than expected (44.4%).

For schemes appointing non-legal members of Tribunals, the proportion of female applicants (10.9%) was a quarter of what was expected (43.4%). Catholic representation (21.7%) was also lower than anticipated (39.5%). The proportion of applicants aged 51 or over (67.4%), was over double the proportion expected, based on the same age category in the applicant pool (24.9%).

Short-listing Stage

Given the applicant pool for judicial appointment in the Courts, female representation at short-listing stage (30.4%) was lower than expected, (42.5%) and Protestant representation, (43.5%) was higher than expected, (40.6%). The age composition of short-listed candidates was higher in the 51 or over age category, (65.2%) than expected from the composition of applicants (33.0%).

For legal appointments to Tribunals, female representation among short-listed applicants, (33.3%) was lower than expected, (43.6%). Similarly, the Catholic representation of shortlisted candidates (66.7%) was lower than expected, (74.4%). For non-legal appointments to Tribunals, gender, community background and age representation was broadly in line with expected values.

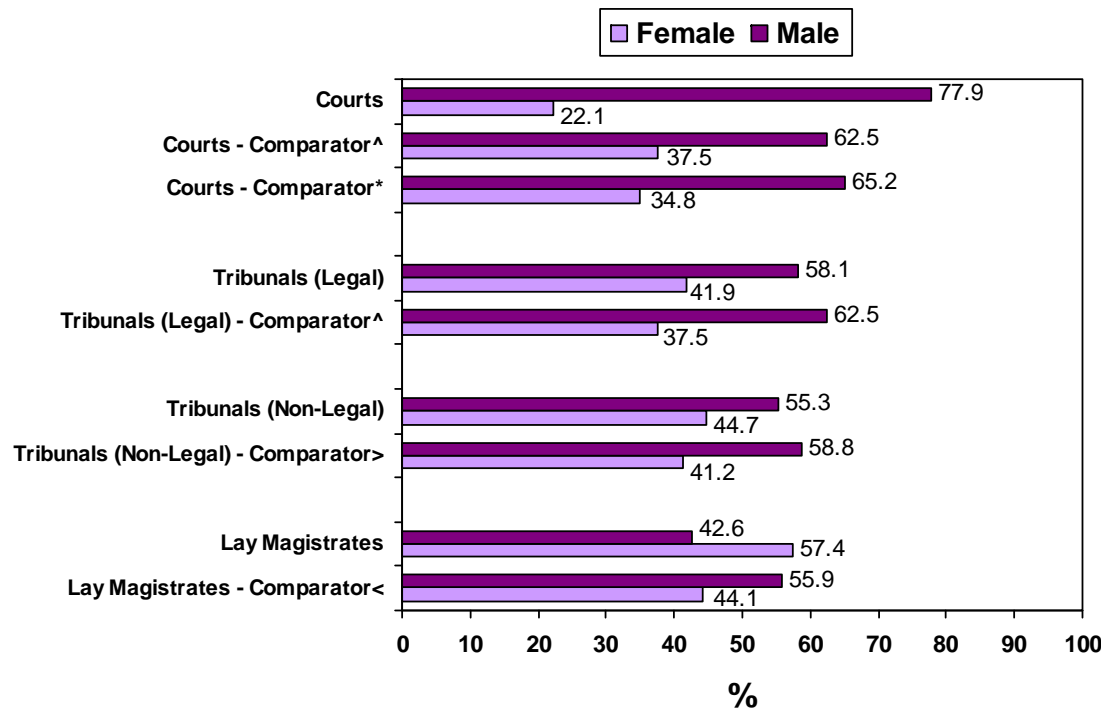
Appointment Stage

For judicial appointments to the Courts and legal members of Tribunals, the proportion of appointees who were female (14.3%) was lower than expected, (31.0%) given the gender profile of shortlisted candidates. In terms of community background, Catholic representation at appointee stage, (57.1%) was higher than expected from the proportions at the short-listing stage, (51.7%). A higher (85.7%) than expected (72.4%) proportion of appointees came from the 51 or over age category. For non-legal appointments to tribunals, there was a lower representation of Catholic appointees (14.3%) than expected from the short-listed candidates, (27.3%). A higher proportion of non-legal appointees came from the 51 or over age-group (100%) than expected (68.2%), which resulted in the other age categories falling below what was expected. However, the number of appointments was relatively small and such small changes can have a large effect on percentages.

1 About this report

- The aim of this report is to provide equity monitoring information on the judiciary in Northern Ireland at 1 April 2013. In addition, monitoring information on the outcomes of the various stages of judicial appointment schemes in the period 1st April 2012 to 31st March 2013 is presented.
- Information was obtained from two sources. Equity monitoring information was taken from a database managed by staff in the NI Judicial Appointments Commission. Information on the applicant pools for the judicial appointment schemes was taken from summarised information provided by the NI Judicial Appointments Commission.
- Where appropriate the information was contextualised using data relating to the legal professions – information on Solicitors on Roll supplied by the Law Society and on Barristers supplied by the Bar Library. However, this information was limited to gender and so to obtain information relating to age or community background, data from the 2001 Census was employed. For age comparisons, account has been taken of the time lapse since the Census, so for example professionals aged 25-29 at the time of the Census, were taken to be 35-39 at 1 April 2013.
- 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 and three schemes for Tribunal members were considered. A further three schemes for non-legal members of tribunals was considered. A total of 191 applications were received and 14 appointments made, three of which were legal appointments. Three stages in the recruitment schemes were considered – application, short-listing and appointment. Each scheme was considered individually and results aggregated.
- For each Scheme, at each stage the actual composition was compared with what would be expected, if candidates from each group were equally likely to apply and were equal in terms of merit. The results were then aggregated. It should be noted that potential candidates in younger age-groups are less likely to apply. This impacts upon not only age comparisons, but also gender and community background comparisons, due to different gender or community background compositions for different age bands.

2 Overall Composition: Gender



Notes

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

*Legal Professionals data based on SOC groups 2411 (Solicitors and Lawyers, Judges and Coroners) and 2419 (Legal Professionals NEC) aged 25-69 at 2001 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 2001 Census.

<Lay Magistrates comparator based on the economically active population aged 25-69 from 2001 Census.

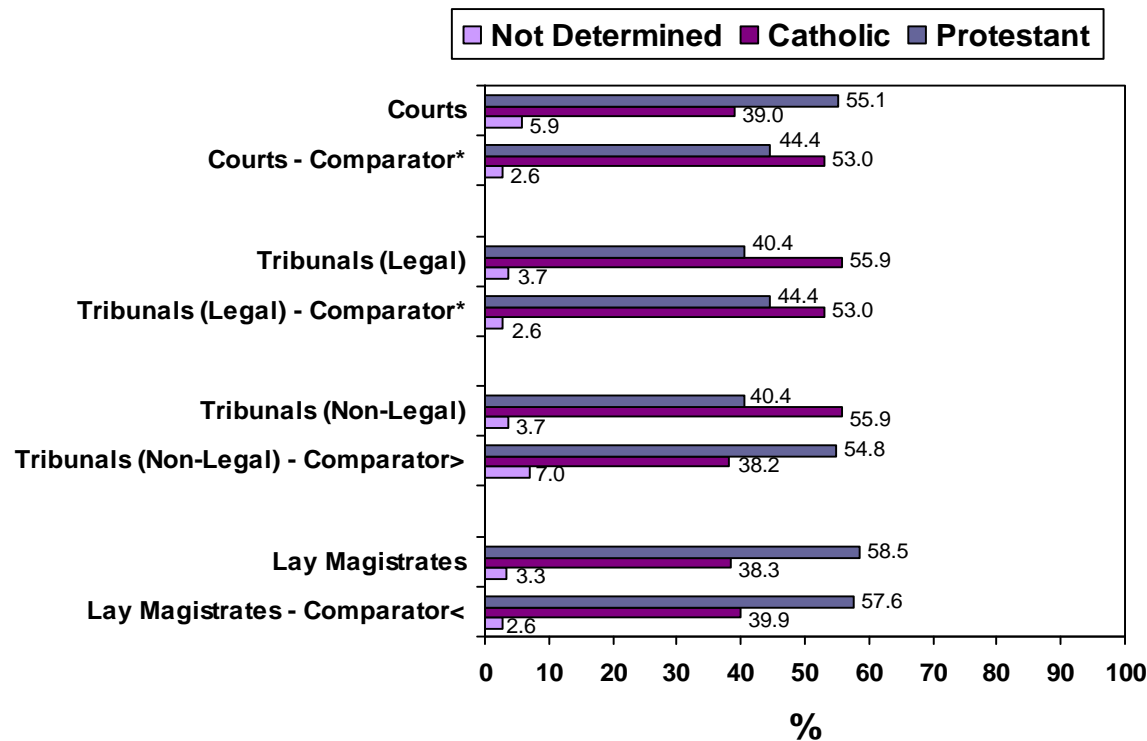
Summary

- Almost one in four judicial office holders in the Courts were female (22.1%). This proportion was lower than for members of the legal professions eligible to apply for judicial office (37.5%). When adjustment was made for the age profile of judicial office holders in the Courts, female representation would be expected to be (25.7%).

- Female representation among those holding legal positions in Tribunals (41.9%) was higher than for legal professionals eligible to apply for judicial office (37.5%). When adjustment was made for the age profile of those holding legal positions in Tribunals, female representation would be expected to be (28.8%).

- A majority of those holding non-legal positions in Tribunals were male (55.3%). The opposite is true for Lay Magistrates where the majority were female (57.4%).

2 Overall Composition: Community Background



Summary

- Over half of judicial office holders in the Courts were Protestant (55.1%). While this proportion was higher than in the legal professions generally (44.4%), when adjustment was made for the age profile of judicial office holders in the Courts, Protestant representation would be expected to be (48.8%).
- Catholic representation among those holding legal positions in Tribunals (55.9%) was higher than in the legal profession generally (53.0%). Adjustment in accordance with the age profile of those holding legal positions in Tribunals yielded an expected Catholic representation of 48.6%.
- A majority of those holding non-legal positions in Tribunals were Catholic (55.9%). The opposite is true for Lay Magistrates where the majority were Protestant (58.5%).

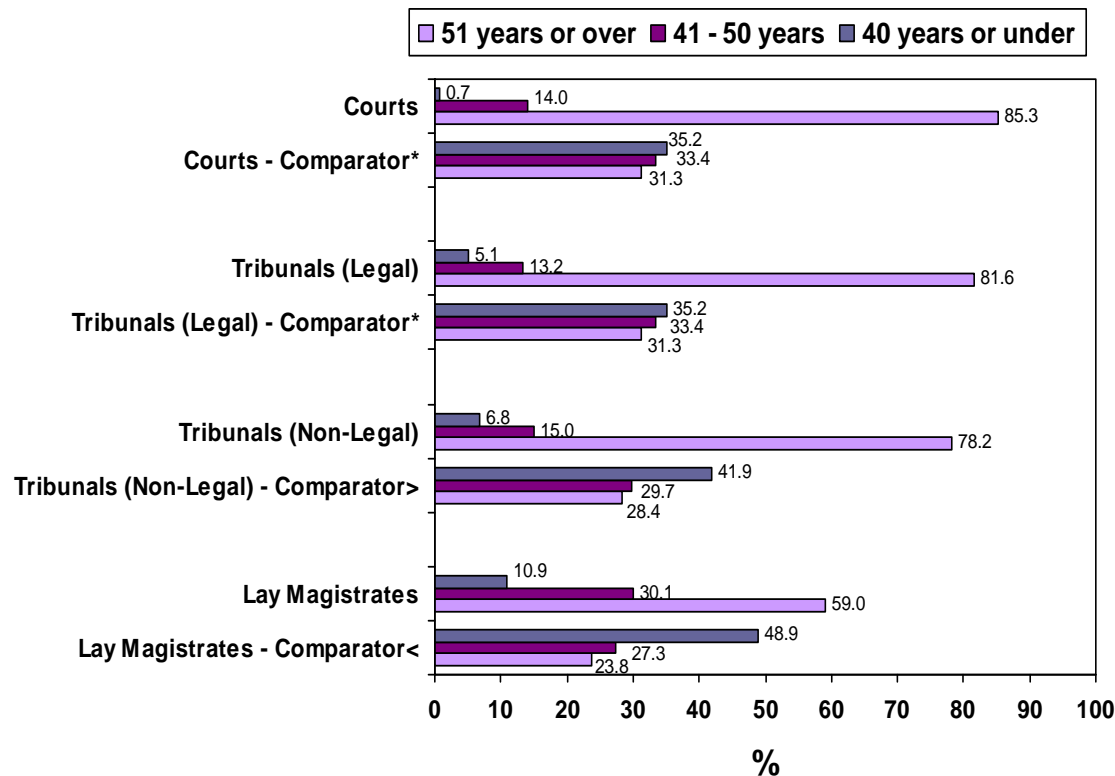
Notes

*Legal Professionals data based on SOC groups 2411 (Solicitors and Lawyers, Judges and Coroners) and 2419 (Legal Professionals NEC) aged 25-69 economically active at 2001 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 2001 Census.

<Lay Magistrates comparator based on the economically active population aged 25-69 from 2001 Census.

2 Overall Composition: Age



Summary

- Over four fifths of judicial office holders in the Courts were aged 51 years or over (85.3%). This compares with 31.3% in the legal profession generally.
- Four fifths of staff holding legal positions in Tribunals were also aged 51 years or over (81.6%), compared with 31.3% in the legal profession generally.
- As with judicial office holders in the Courts and staff holding legal positions in Tribunals, the majority of those holding non-legal positions in Tribunals were also aged 51 years or over (78.2%).
- The proportion of Lay Magistrates aged 40 years or under (10.9%) was higher than among judicial office holders in the Courts (0.7%) and staff holding legal (5.1%) and non-legal (6.8%) positions in Tribunals.

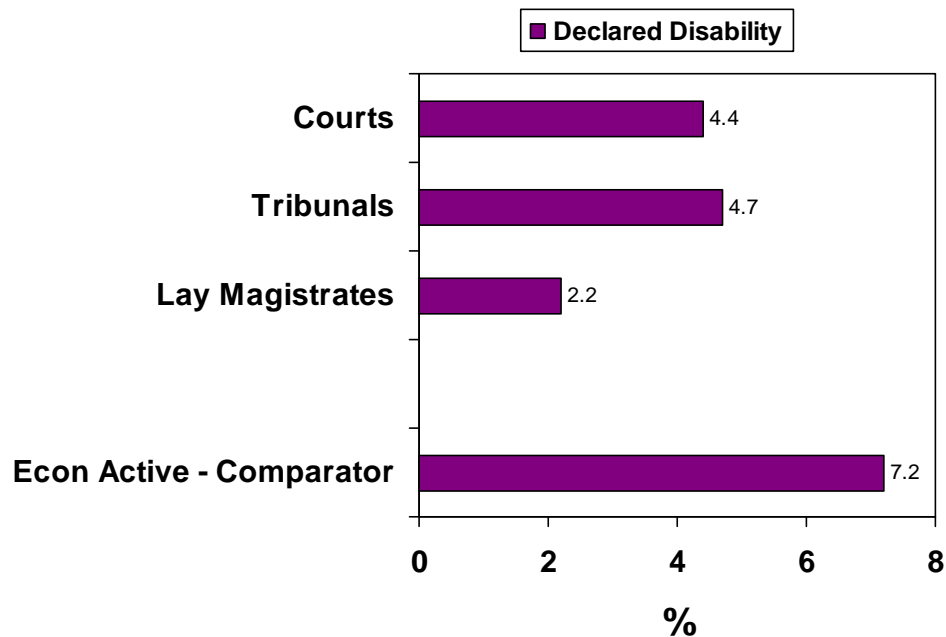
Notes

*Legal Professionals data based on SOC groups 2411 (Solicitors and Lawyers, Judges and Coroners) and 2419 (Legal Professionals NEC) aged 25-69 economically active at 2001 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 2001 Census.

<Lay Magistrates comparator based on the economically active population aged 25-69 from 2001 Census.

2 Overall Composition: Declared Disability



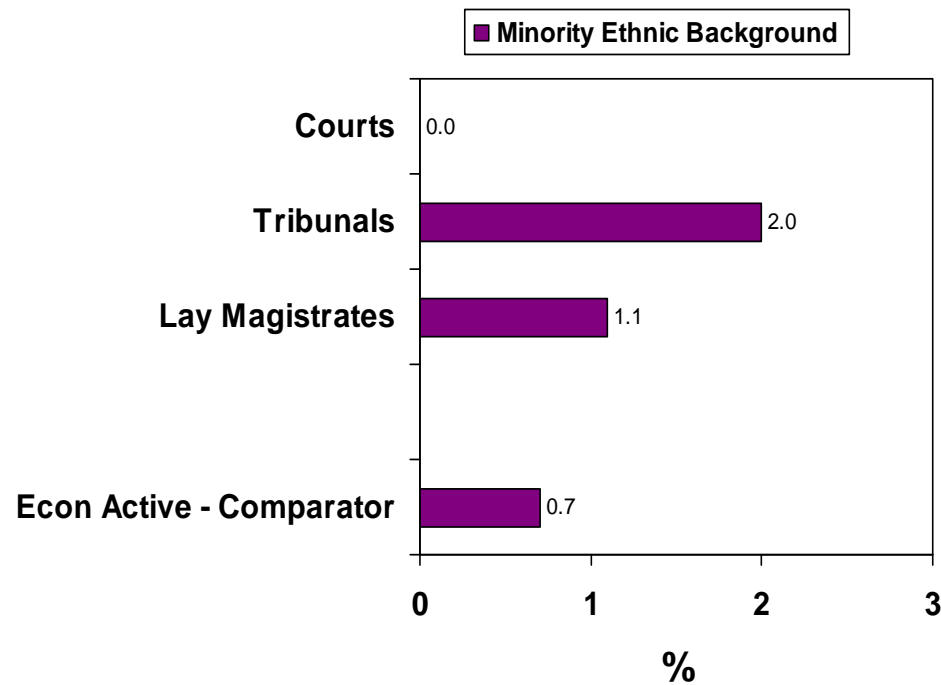
Summary

- The proportion of judicial office holders who had declared a disability ranged from 2.2% among Lay Magistrates to 4.7% among those in the Tribunals.
- As the numbers involved are small, care should be taken when drawing inferences from the data.

Notes

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

2 Overall Composition: Ethnicity



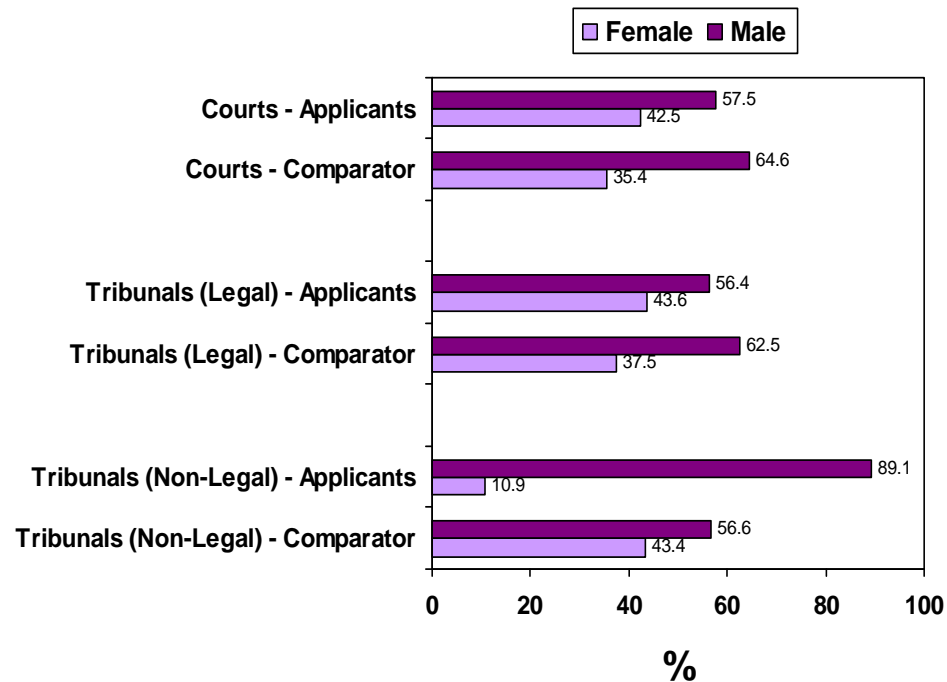
Summary

- No judicial office holders in the Courts were from a minority ethnic background.
- The minority ethnic representation among Lay Magistrates was 1.1%, while for Tribunal members it was 2.0%.
- 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 2001 Census.

3 Applicant Pool for Schemes: Gender



Summary

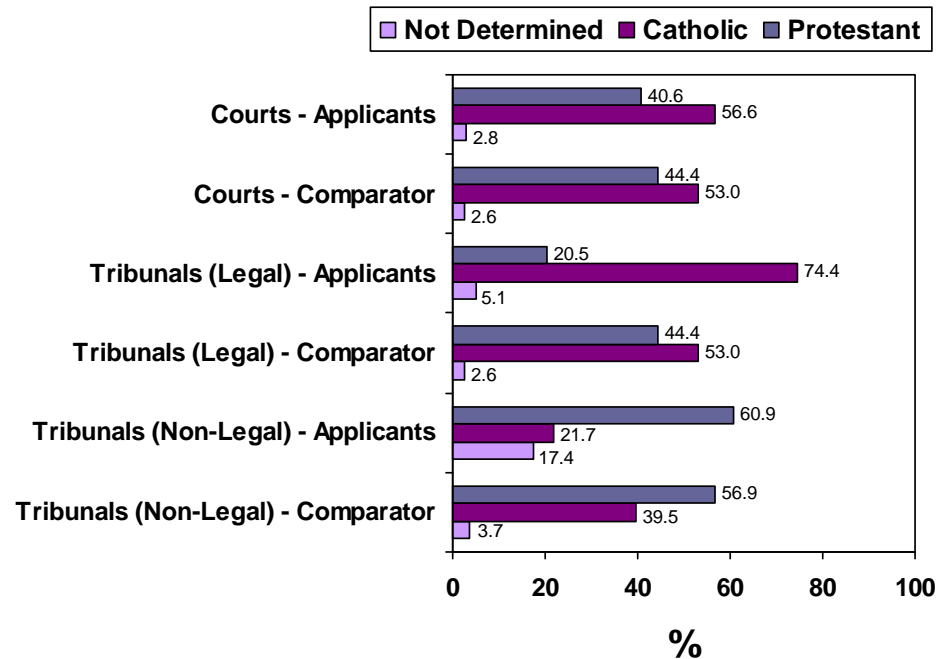
- For each scheme, the gender composition of the applicant pool was compared with what might be expected based on the eligible pool if males and females were equally likely to apply. These results were then aggregated to obtain the expected compositions reported in the chart. It should be noted, however, that female representation is lower in the older age-bands, from which more applications might be expected.
- For appointment to judicial office, representation among female applicants (42.5%) was higher than expected (35.4%).
- For legal appointments to Tribunals, representation from female applicants (43.6%) was higher than expected (37.5%). However for non-legal appointments to Tribunals representation among female applicants (10.9%) showed the biggest disparity and fell well below the expected 43.4%.

Notes

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

Medical Professionals based on SOC 2211 (Medical Practitioners) aged 25-69 from 2001 Census. NIVT Ordinary Member comparator based on the economically active population aged 25-69 from 2001 Census.

3 Applicant Pool for Schemes: Community Background



Summary

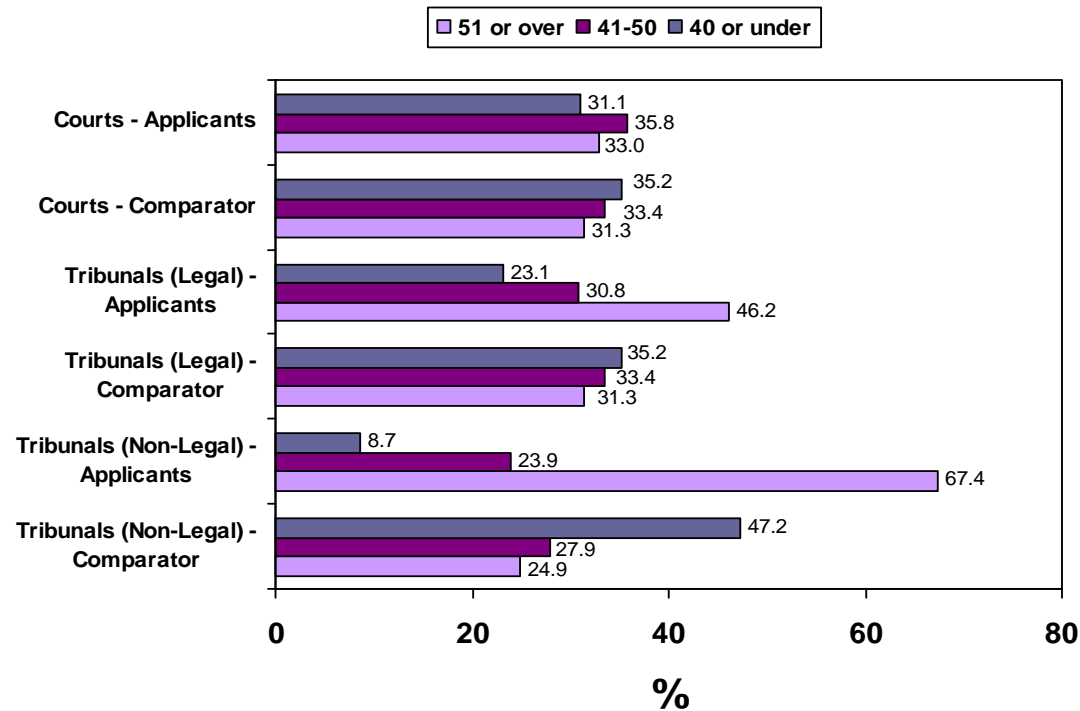
- For each Scheme, the community background composition of the applicant pool was compared with what might be expected based on the eligible pool if potential candidates from each community background were equally likely to apply. These results were then aggregated to obtain the expected compositions reported in the chart. It should be noted, however, that Catholic representation is lower in the older age-bands, from which applications might be expected.
- For appointments to judicial office in the Courts, the community background composition of applicants was in line with what was expected.
- For legal appointments to Tribunals, Catholic representation among applicants (74.4%) was higher than would be expected (53.0%). However, non-legal appointments to Tribunals, Catholic representation among applicants (21.7%) was about half of what was expected, (39.5%).

Notes

Legal Professionals data based on SOC groups 2411 (Solicitors and Lawyers, Judges and Coroners) and 2419 (Legal Professionals NEC) aged 25-69 economically active at 2001 Census.

Medical Professionals based on SOC 2211 (Medical Practitioners) aged 25-69 from 2001 Census. NIVT Ordinary Member comparator based on the economically active population aged 25-69 from 2001 Census.

3 Applicant Pool for Schemes: Age



Summary

- For each Scheme, the age composition of the applicant pool was compared with what might be expected based on the eligible pool if potential candidates from each age-group were equally likely to apply. These results were then aggregated to obtain the expected compositions reported in the chart.
- For appointments to judicial office in the Courts, the proportion of applicants aged 41-50 (35.8%) was broadly in line with what was expected (33.4%).
- For legal appointments to Tribunals, the proportion of applicants aged 51 or over (46.2%) was higher than expected (31.3%).
- For non-legal appointments to Tribunals, the proportion of applicants aged 51 or over (67.4%) was over twice as many as would be expected, (24.9%), while those in the 40 or under age category (8.7%) were represented by a small fraction of the percentage expected, (47.2%).

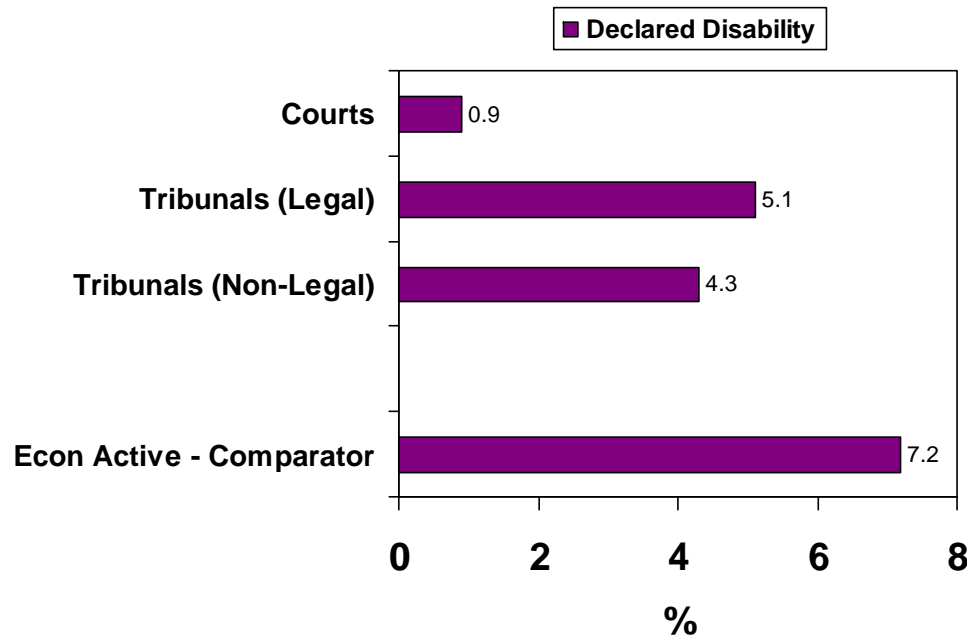
Notes

Legal Professionals data based on SOC groups 2411 (Solicitors and Lawyers, Judges and Coroners) and 2419 (Legal Professionals NEC) aged 25-69 economically active at 2001 Census.

Medical Professionals based on SOC 2211 (Medical Practitioners) aged 25-69 from 2001 Census.
 NIVT Ordinary Member comparator based on the economically active population aged 25-69 from 2001 Census.

The comparison from census is in parentheses as follows: 40 or under (25-34) 41-50 (35-44) 51+ (45-69).

3 Applicant Pool for Schemes: Declared Disability



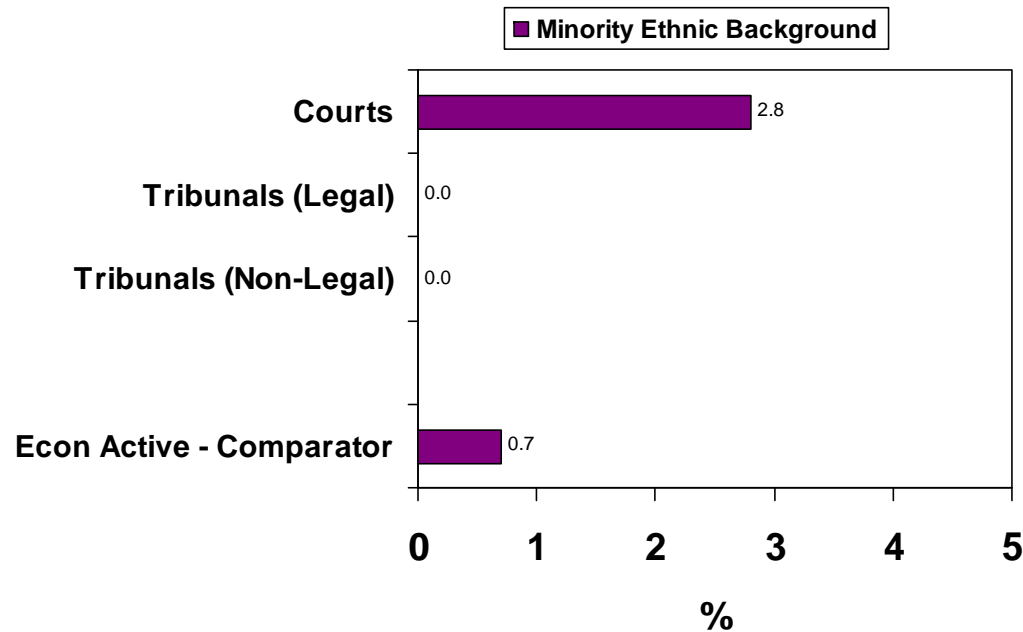
Summary

- The proportion of applicants for legal appointment to Tribunals who had declared a disability was 5.1%, while for non-legal members it was 4.3%. Of the applicants who applied for appointment as a judicial office holder in the Courts 0.9% declared a disability, a much smaller proportion than found in Tribunals.
- As the numbers involved are small, care should be taken when drawing inferences from the data.

Notes

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

3 Applicant Pool for Schemes: Ethnicity



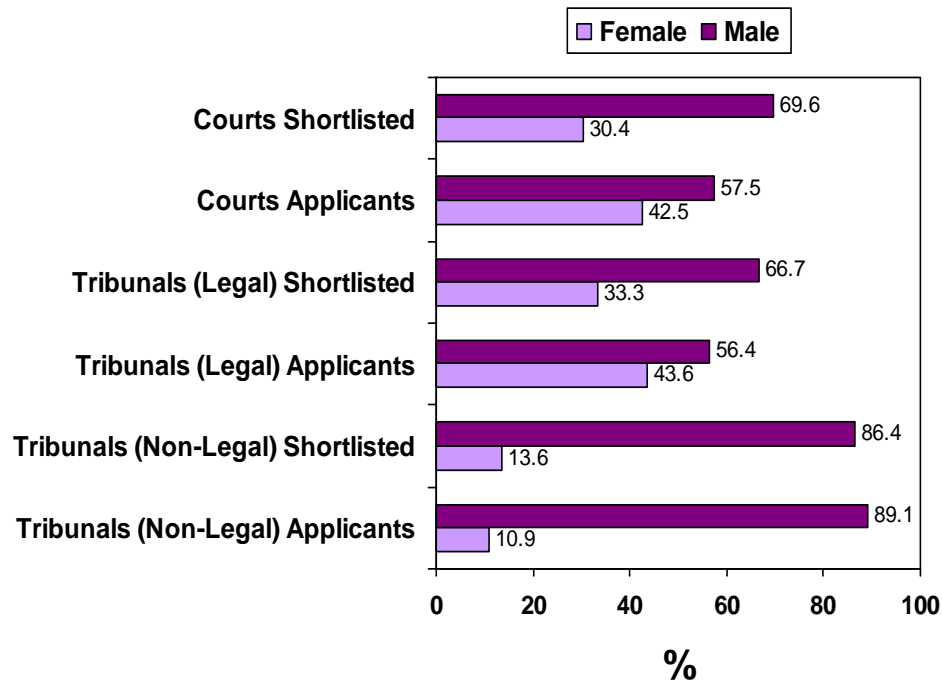
Summary

- Of the applicants who applied for appointment as a judicial office holder in the Courts 2.8% were from a minority ethnic background. Whereas, the proportion of applicants for legal and non-legal appointment to Tribunals from a minority ethnic background was 0.0%.
- 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 2001 Census.

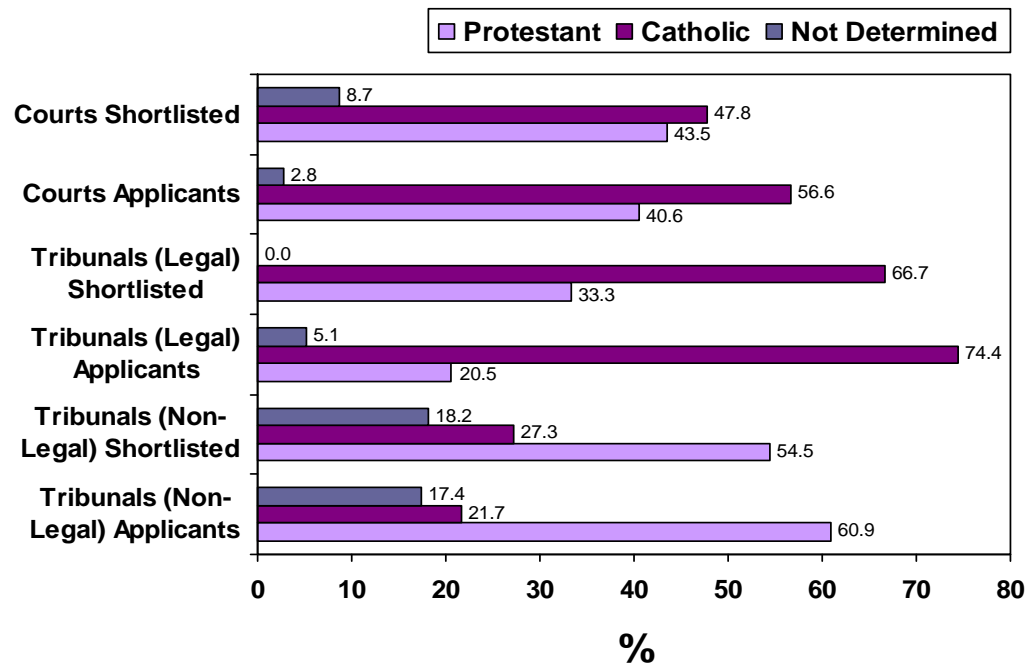
4 Shortlisting Stage for Schemes: Gender



Summary

- For each Scheme, the gender composition of the shortlisted pool was compared with what might be expected if males and females were equal in terms of merit. These results were then aggregated to obtain the expected compositions reported in the chart.
- Female representation among shortlisted candidates for appointments to judicial office in the Courts (30.4%) was lower than expected (42.5%).
- Male representation among shortlisted candidates (66.7%) for legal appointments to Tribunals was higher than anticipated from the legal tribunal applicants (56.4%).
- Female representation among shortlisted candidates for non-legal appointments to Tribunals (13.6%) was broadly similar to female representation at applicant stage(10.9%).

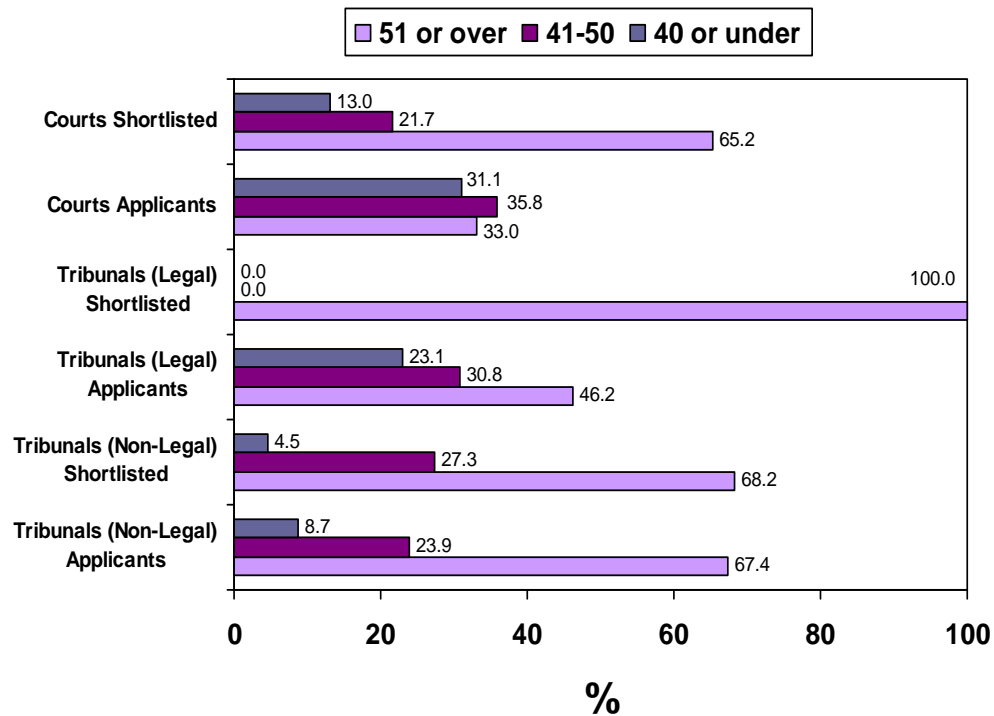
4 Shortlisting Stage for Schemes: Community Background



Summary

- For each Scheme, the community background composition of the shortlisted pool was compared with what might be expected if candidates from each community background were equal in terms of merit. These results were then aggregated to obtain the expected compositions reported in the chart.
- For judicial appointments to the Courts, the overall Protestant representation among shortlisted candidates (43.5%) was similar to the expected representation (40.6%).
- For legal appointments to Tribunals, the Catholic representation of shortlisted candidates (66.7%) was lower than anticipated (74.4%).
- For schemes relating to non-legal appointments to Tribunals, the community background profile of shortlisted candidates was broadly similar to what was expected.

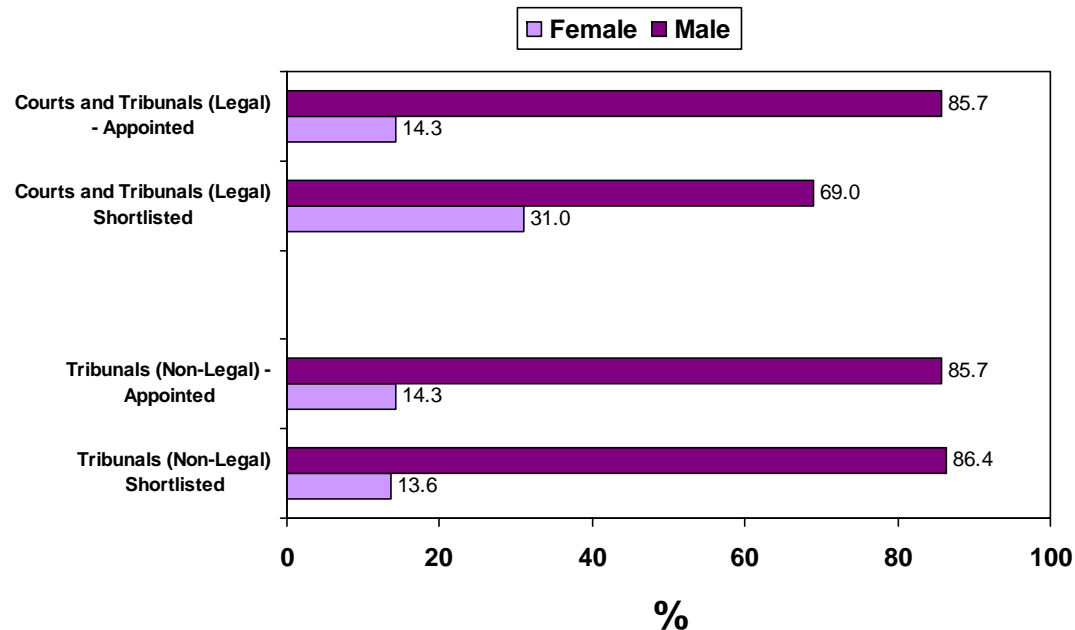
4 Shortlisting Stage for Schemes: Age



Summary

- For each Scheme, the age composition of the shortlisted pool was compared with what might be expected, if candidates from each age group were equal in terms of merit. These results were then aggregated to obtain the expected compositions reported in the chart.
- For a judicial appointment in the Courts, the age composition of the shortlisted candidates was higher in the 51 or over age category (65.2%) than expected from the composition of the applicants (33.0%).
- In legal appointments to Tribunals, the age profile did not resemble the expected proportions at all and instead was dominated by candidates in the 51 or over category only.
- For shortlisted candidates for non-legal appointments to Tribunals, the proportion of shortlisted candidates was broadly in line with what was expected.

5 Appointment Stage for Schemes: Gender



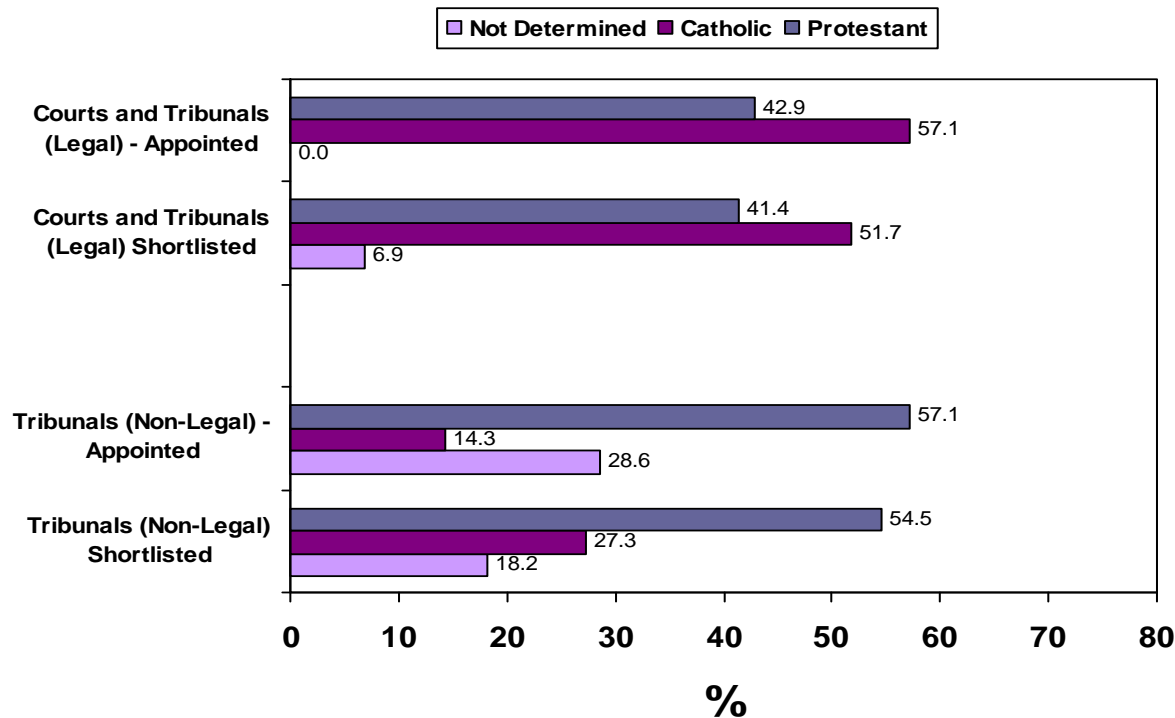
Summary

- For each Scheme, the gender composition of appointees was compared with what might be expected, based on if males and females were equal in terms of merit. These results were then aggregated to obtain the expected compositions reported in the chart.
- For judicial appointments in the Courts and Tribunals (Legal), a lower proportion of appointees were female (14.3%) than expected (31.0%).
- For non-legal appointments to Tribunals, the gender composition of appointees was broadly in line with what was expected.

Notes

Due to small numbers, appointments to Courts and legal membership of Tribunals were combined.

5 Appointment Stage for Schemes: Community Background



Summary

- For each Scheme, the community background composition of appointees was compared with what might be expected, if each group was equal in terms of merit. These results were then aggregated to obtain the expected compositions reported in the chart.

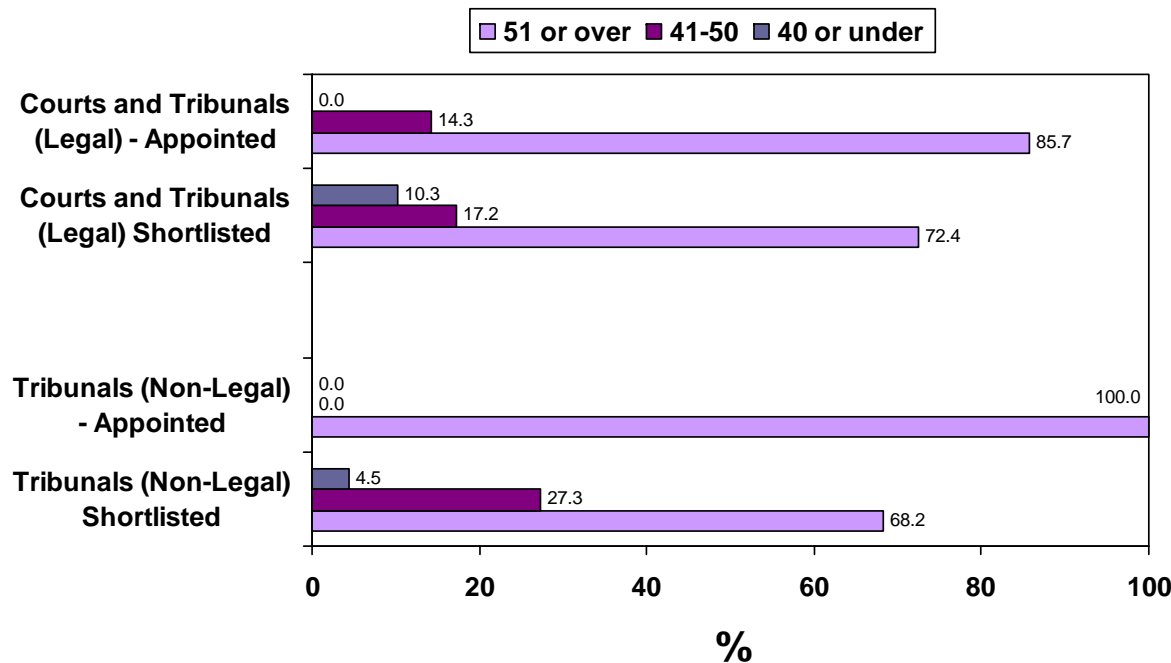
- For judicial appointments to the Courts and legal members of Tribunals, the community background profile of appointees was broadly similar to expected from the available shortlisted candidates, except in the Not Determined category which decreased by 6.9% between the shortlisted and appointed stages.

- For non-legal appointments to Tribunals, Catholic representation among the appointed candidates (14.3%) was almost half of what was expected (27.3%) from the pool of shortlisted candidates.

Notes

Due to small numbers, appointments to Courts and legal membership of Tribunals were combined.

5 Appointment Stage for Schemes: Age



Summary

For each Scheme, the age composition of appointees was compared with what might be expected, if each group was equal in terms of merit. These results were then aggregated to obtain the expected compositions reported in the chart.

For judicial appointments in the Courts and Tribunals (Legal), a higher proportion of appointees came from the 51 or over age-group (85.7%) than expected (72.4%). The opposite is true for those aged 41 to 50 with 14.3% appointed compared to an expected proportion of 17.2%.

For non-legal appointments to Tribunals, the same pattern occurs, however in this case the 51 or over age category actually dominates with the other age categories not being represented at all amongst the appointed candidates.

Notes

Due to small numbers, appointments to Courts and legal membership of Tribunals were combined.

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

Legal Standing	Applications	Expected Appointees	Actual Appointees	Difference (Actual - Expected)
Barrister	43	1.95	2	0.05
Legal Other	12	0.20	0	-0.20
Solicitor	90	4.84	5	0.16

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 and Tribunals (Legal), the proportion of actual appointees was in line with what was expected.

Notes

Due to the small number of total legal appointments (7), judicial appointments to the Courts and Tribunals (Legal) have been combined rather than presented individually.

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

Employment Status	Applications	Expected Appointees	Actual Appointees	Difference (Actual - Expected)
Barrister JOH	4	0.3	0	-0.3
Independent Barrister	19	0.4	0	-0.4
Independent Barrister & Fee Paid JOH	8	0.5	0	-0.5
Independent Barrister QC	4	0.6	2	1.4
Public Sector Barrister	5	0.1	0	-0.1
Public Sector Barrister & Fee Paid JOH	3	0.0	0	0.0
Solicitor JOH	6	1.1	1	-0.1
Solicitor Private Practice	44	1.0	0	-1.0
Solicitor Private Practice & Fee Paid JOH	9	0.3	1	0.7
Solicitor Public Sector	24	0.4	1	0.6
Solicitor Public Sector & Fee Paid JOH	7	2.1	2	-0.1
Legal Other	12	0.2	0	-0.2

Summary

For each legal Scheme, the Employment Status of appointees was compared with what might be expected, if each group was equal in terms of merit. These results were then aggregated to obtain the expected compositions reported in the table.

This table has been produced for illustrative purposes only. Due to the high level of disaggregation differences between 'actual' and 'expected' values should be treated with caution.

Appendix A: Overall Composition by the eight judicial groupings

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

Notes: FT - Full time FP - Fee paid

Gender

	Male		Female		Total
	No.	%	No.	%	No.
Group 1	14	100.0	0	0.0	14
Group 2	47	82.5	10	17.5	57
Group 3	31	77.5	9	22.5	40
Group 4	14	56.0	11	44.0	25
Group 5	11	45.8	13	54.2	24
Group 6	88	48.1	95	51.9	183
Group 7	94	69.6	41	30.4	135
Group 8	78	42.6	105	57.4	183
Total	377	57.0	284	43.0	661

Appendix A: Overall Composition by the eight judicial groupings

Community Background

	Protestant		Catholic		Not Determined		Total
	No.	%	No.	%	No.	%	No.
Group 1	7	50.0	6	42.9	1	7.1	14
Group 2	32	56.1	18	31.6	7	12.3	57
Group 3	20	50.0	20	50.0	0	0.0	40
Group 4	16	64.0	9	36.0	0	0.0	25
Group 5	10	41.7	13	54.2	1	4.2	24
Group 6	87	47.5	81	44.3	15	8.2	183
Group 7	64	47.4	61	45.2	10	7.4	135
Group 8	107	58.5	70	38.3	6	3.3	183
Total	343	51.9	278	42.1	40	6.1	661

Age

	40 years or under		41-50 years		51 years or over		Total
	No.	%	No.	%	No.	%	No.
Group 1	0	0.0	0	0.0	14	100.0	14
Group 2	0	0.0	3	5.3	54	94.7	57
Group 3	1	2.5	9	22.5	30	75.0	40
Group 4	0	0.0	7	28.0	18	72.0	25
Group 5	0	0.0	4	16.7	20	83.3	24
Group 6	13	7.1	28	15.3	142	77.6	183
Group 7	8	5.9	17	12.6	110	81.5	135
Group 8	20	10.9	55	30.1	108	59.0	183
Total	42	6.4	123	18.6	496	75.0	661

Appendix A: Overall Composition by the eight judicial groupings

Declared Disability

	Declared Disabled		Total
	No.	%	No.
Group 1	0	0.0	14
Group 2	3	5.3	57
Group 3	2	5.0	40
Group 4	1	4.0	25
Group 5	0	0.0	24
Group 6	9	4.9	183
Group 7	7	5.2	135
Group 8	4	2.2	183
Total	26	3.9	661

Ethnicity

	White		Other		Total
	No.	%	No.	%	No.
Group 1	14	100.0	0	0.0	14
Group 2	57	100.0	0	0.0	57
Group 3	40	100.0	0	0.0	40
Group 4	25	100.0	0	0.0	25
Group 5	24	100.0	0	0.0	24
Group 6	178	97.3	5	3.5	183
Group 7	133	98.5	2	1.8	135
Group 8	181	98.9	2	1.9	183
Total	652	98.6	9	1.8	661

Appendix A: Overall Composition by the eight judicial groupings

Working Pattern

	Fee Paid		Part-Time Salaried		Salaried		Total
	No.	%	No.	%	No.	%	No.
Group 1	1	7.1	0	0.0	13	92.9	14
Group 2	36	63.2	0	0.0	21	36.8	57
Group 3	19	47.5	2	5.0	19	47.5	40
Group 4	10	40.0	0	0.0	15	60.0	25
Group 5	15	62.5	0	0.0	9	37.5	24
Group 6	181	98.9	0	0.0	2	1.1	183
Group 7	134	99.3	0	0.0	1	0.7	135
Group 8	183	100.0	0	0.0	0	0.0	183
Total	579	87.6	2	0.3	80	12.1	661

Appendix B: Overall Composition by Geographical Information

	Business Location		Personal Location	
	No.	%	Total	%
Belfast	317	48.0	243	36.8
Co Antrim	53	8.0	83	12.6
Co Armagh	28	4.2	32	4.8
Co Derry	50	7.6	54	8.2
Co Down	57	8.6	124	18.8
Co Fermanagh	21	3.2	24	3.6
Co Tyrone	36	5.4	48	7.3
GB	10	1.5	10	1.5
Republic of Ireland	0	0.0	1	0.2
Not Indicated	56	8.5	41	6.2
Province Wide	33	5.0	1	0.2
Total	661	100.0	661	100.0

Overall Composition

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	84	61.8	63	46.3
Co Antrim	3	2.2	11	8.1
Co Armagh	3	2.2	6	4.4
Co Derry	8	5.9	6	4.4
Co Down	9	6.6	28	20.6
Co Fermanagh	2	1.5	1	0.7
Co Tyrone	5	3.7	6	4.4
GB	10	7.4	10	7.4
Republic of Ireland	0	0.0	0	0.0
Not Indicated	4	2.9	5	3.7
Province Wide	8	5.9	0	0.0
Total	136	100.0	136	100.0

Courts

Appendix B: Overall Composition by Geographical Information

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	177	51.8	144	42.1
Co Antrim	33	9.6	51	14.9
Co Armagh	13	3.8	14	4.1
Co Derry	21	6.1	26	7.6
Co Down	23	6.7	49	14.3
Co Fermanagh	10	2.9	14	4.1
Co Tyrone	21	6.1	27	7.9
GB	0	0.0	0	0.0
Republic of Ireland	0	0.0	0	0.0
Not Indicated	33	9.6	17	5.0
Province Wide	11	3.2	0	0.0
Total	342	100.0	342	100.0

Tribunals

	Business Location		Lay Magistrates	
	No.	%	No.	%
Belfast	56	30.6	36	19.7
Co Antrim	17	9.3	21	11.5
Co Armagh	12	6.6	12	6.6
Co Derry	21	11.5	22	12.0
Co Down	25	13.7	47	25.7
Co Fermanagh	9	4.9	9	4.9
Co Tyrone	10	5.5	15	8.2
GB	0	0.0	0	0.0
Republic of Ireland	0	0.0	1	0.5
Not Indicated	19	10.4	19	10.4
Province Wide	14	7.7	1	0.5
Total	183	100.0	183	100.0

Lay Magistrates

Appendix B: Overall Composition by Geographical Information

Group 1

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	11	78.6	7	50.0
Co Antrim	1	7.1	2	14.3
Co Down	0	0.0	5	35.7
Province Wide	2	14.3	0	0.0
Total	14	100.0	14	100.0

Group 2

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	38	66.7	30	52.6
Co Antrim	0	0.0	3	5.3
Co Armagh	2	3.5	1	1.8
Co Derry	2	3.5	2	3.5
Co Down	2	3.5	9	15.8
Co Tyrone	0	0.0	1	1.8
Not Indicated	1	1.8	1	1.8
GB	10	17.5	10	17.5
Province Wide	2	3.5	0	0.0
Total	57	100.0	57	100.0

Appendix B: Overall Composition by Geographical Information

Group 3

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	17	42.5	16	40.0
Co Antrim	2	5.0	4	10.0
Co Armagh	0	0.0	2	5.0
Co Derry	4	10.0	3	7.5
Co Down	6	15.0	8	20.0
Co Fermanagh	2	5.0	0	0.0
Co Tyrone	4	10.0	4	10.0
Not Indicated	3	7.5	3	7.5
Province Wide	2	5.0	0	0.0
Total	40	100.0	40	100.0

Group 4

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	18	72.0	10	40.0
Co Antrim	0	0.0	2	8.0
Co Armagh	1	4.0	3	12.0
Co Derry	2	8.0	1	4.0
Co Down	1	4.0	6	24.0
Co Fermanagh	0	0.0	1	4.0
Co Tyrone	1	4.0	1	4.0
Not Indicated	0	0.0	1	4.0
Province Wide	2	8.0	0	0.0
Total	25	100.0	25	100.0

Appendix B: Overall Composition by Geographical Information

Group 5

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	20	83.3	12	50.0
Co Antrim	0	0.0	2	8.3
Co Armagh	1	4.2	1	4.2
Co Derry	0	0.0	1	4.2
Co Down	0	0.0	5	20.8
Co Tyrone	1	4.2	1	4.2
Not Indicated	2	8.3	2	8.3
Total	24	100.0	24	100.0

Group 6

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	74	40.4	66	36.1
Co Antrim	25	13.7	29	15.8
Co Armagh	9	4.9	9	4.9
Co Derry	14	7.7	16	8.7
Co Down	15	8.2	22	12.0
Co Fermanagh	9	4.9	11	6.0
Co Tyrone	13	7.1	17	9.3
Not Indicated	18	9.8	13	7.1
Province Wide	6	3.3	0	0.0
Total	183	100.0	183	100.0

Appendix B: Overall Composition by Geographical Information

Group 7

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	83	61.5	66	48.9
Co Antrim	8	5.9	20	14.8
Co Armagh	3	2.2	4	3.0
Co Derry	7	5.2	9	6.7
Co Down	8	5.9	22	16.3
Co Fermanagh	1	0.7	3	2.2
Co Tyrone	7	5.2	9	6.7
Republic of Ireland	8	5.9	0	0.0
Not Indicated	13	9.6	2	1.5
Province Wide	5	3.7	0	0.0
Total	135	100.0	135	100.0

Group 8

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	56	30.6	36	19.7
Co Antrim	17	9.3	21	11.5
Co Armagh	12	6.6	12	6.6
Co Derry	21	11.5	22	12.0
Co Down	25	13.7	47	25.7
Co Fermanagh	9	4.9	9	4.9
Co Tyrone	10	5.5	15	8.2
Republic of Ireland	0	0.0	1	0.5
Not Indicated	19	10.4	19	10.4
Province Wide	14	7.7	1	0.5
Total	183	100.0	183	100.0