



**NIJAC**

*Northern Ireland Judicial  
Appointments Commission*

## ***Survey of views about Judicial Appointments: 2007***



*Northern Ireland*  
**Statistics &  
Research**  
agency



**HR**  
Consultancy  
Services



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## **Executive Summary**



## **Executive Summary**

### **Background**

One of the key objectives in NIJAC's Business Plan for 2006/07 was 'to develop and implement a research programme relating to the judiciary, specifically relating to gender issues'. The main purpose of the present research was to consider diversity issues (and in particular, gender) affecting the judiciary and the judicial appointments process in Northern Ireland.

### **Methodology**

The Northern Ireland Statistics and Research Agency (NISRA) administered a postal survey of solicitors, barristers and judicial office holders in April 2007. Some 1,104 questionnaires were completed, representing a response rate of 31%. This was higher than the response rates to similar surveys in Scotland and the Republic of Ireland. The profile of respondents matched the profile of the target population in terms of professional status, gender and community background.

### **Respondents' prior links to the legal profession**

Before qualifying, some two thirds of respondents had no links with the legal profession. A higher proportion of females than males had no such links; in particular, a higher proportion of females than males had not had a parent in the profession. By contrast, the proportions of those from Protestant and Roman Catholic community backgrounds<sup>1</sup> who had no prior links with the profession were almost equal.

### **Main areas of work**

The most common main areas of work of full-time judicial office holders prior to taking up office were Common Law, Criminal Law, and Administrative and Public Law. Judicial office holders were much more likely than solicitors and barristers to report these as their main areas of work. There were many differences in respect of gender and community background. For example, males were more likely than females, and Roman Catholics were more likely than Protestants, to report Common Law or Criminal Law as a main area of work.

### **Previous applications for judicial office**

Only a relatively small minority of respondents (15%, not counting full-time judicial office holders) reported that they had applied for judicial office. About two-fifths of respondents who had applied reported that they had been successful, and there were no statistically significant differences, in terms of gender or community background, in the reported success rates.

### **Future applications for judicial office**

Those below High Court level were asked if they would consider applying for judicial office/higher judicial office in the future: 40% of respondents reported that they would consider doing so, whilst 33% reported that they would not (with the remaining 27% undecided). Solicitors were much more likely than barristers to say they would not consider applying. Males were more likely than females, and Protestants were more likely than Roman Catholics to say they would not consider applying. A large majority of respondents indicated that they would not consider applying unless they had far in excess of the minimum experience required.

There was substantial variation among professional groups in the level of knowledge of the work involved across the range of judicial offices. Knowledge of the work was particularly limited among solicitors. The measures which respondents were most likely to identify as potentially encouraging them to consider applying for judicial office (or higher judicial office) were better guidance/training on the competence requirements, flexible

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<sup>1</sup> Subsequent references in this Executive Summary to 'Protestants' and 'Roman Catholics' refer to those who reported that they had these community backgrounds.

## **Executive Summary**

working options, practical information about the nature of the work, better guidance/training on the appointments process, and the availability of part-time salaried posts. Only a small proportion of respondents identified changes related to the appointments process, or changes to the eligibility criteria.

### **The appointments process**

There was a considerable lack of knowledge of how the appointments process operated, particularly among solicitors and females. The aspects of the appointments process which respondents were most likely to identify as off-putting were the interview process, the application forms, and the requirement to identify consultees. Females were more likely than males to find the requirement to identify consultees off-putting. A higher proportion of Protestants than Roman Catholics found the application forms off-putting.

### **Factors believed to contribute to the successful outcome of an application**

Respondents were asked to rate a number of factors in terms of the type of influence they believed they would have on the outcome of an application for judicial office. Most respondents believed that the following work-related factors would have a positive influence: being senior counsel, having higher court experience, experience as a deputy or part-time judicial office holder, being a barrister, and being on a Government civil panel or engaged as Prosecution Counsel. A majority of respondents believed that the following non work-related factors would have a positive influence: being known to the senior judiciary, being in the right social networks, being aged 41-50 or over 50, and working in the Greater Belfast area. The only factor that a majority of respondents believed would be a negative influence was being aged 30-40.

Perceptions of the influence of various factors differed markedly by the characteristics of respondents. For example, 38% of solicitors thought that being a solicitor would have a negative influence, but only 5% of barristers thought this; 24% of males thought that being male would have a positive influence, compared with 68% of females; and 2% of Protestants, compared with 25% of Roman Catholics, believed that having a Protestant community background would have a positive influence.

Most respondents believed that community background would have no influence, but fewer than half believed that gender would have no influence.



## Introduction



# Introduction

## Terms of Reference

The Northern Ireland Judicial Appointments Commission (NIJAC) was established on 15 June 2005. One of the key objectives in the Commission's Business Plan for 2006/07 was:-

*'to develop and implement a research programme relating to the judiciary, specifically relating to gender issues'.*

In order to progress this objective, NIJAC commissioned the Human Resource Consultancy Services Branch (HRCS) of the Northern Ireland Statistics and Research Agency (NISRA) to undertake a survey of the judiciary. The main purpose of the research was to consider gender issues affecting the judiciary and the judicial appointments process in Northern Ireland.

## Background

In recent years, there has been an increasing awareness of the potential benefits of greater diversity in judicial appointments. In the past year, literature studies and research commissioned by the Commission for Judicial Appointments in England and Wales have contributed to thinking in this area. The statement issued by the Lord Chancellor on 13 July 2005 'Increasing the diversity of the Judiciary' which outlined the steps he was proposing to take to increase the diversity of the judiciary was welcomed as a positive step with the potential to achieve a judiciary more reflective of society. The Lord Chancellor said:-

*'It is critical that the judiciary is reflective of the society it serves, in order that the public can have full confidence in the justice system. Judicial diversity is a priority because it makes a real and positive difference to the administration of justice..... It will also assure the public that the judicial office holders have a real understanding of the problems facing people from all sectors of society with whom they come into contact.'*

In Northern Ireland there has been comparable recognition of the benefits of greater judicial diversity. The Lord Chief Justice, in his speech at the inauguration of NIJAC in June 2005 said:-

*'...we have a statutory duty to engage in a programme of action to secure as far as is reasonably practicable, appointments that make the judiciary reflective of the community in Northern Ireland. We must therefore address frankly the under-representation of women in some tiers of the judiciary.'*

While the Commissioner for Judicial Appointments for Northern Ireland stated in his Annual Report for 2004/05 that there had in the previous year been an increase in the diversity of those appointed to judicial office, he acknowledged that:-

*'The increase has been from a low base and the makeup of the judiciary in terms of gender, and in particular the senior judiciary, is significantly different to that of the society which it serves.'*

As part of its efforts to pursue the diversity debate, the Commissioner for Judicial Appointments for Northern Ireland commissioned Dermot Feenan of the School of Law, University of Ulster to undertake research into the proportion of women applying for Silk and judicial office in Northern Ireland and to make recommendations in order to address the under-representation of women in Silk and judicial office. The report of his research findings was published in June 2005. This research consisted of a broad ranging review

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including a number of first-hand assessments of the experience of lawyers working in different parts of the legal system. The research identified a range of factors which women were more likely to cite than men for not applying for judicial office or Silk. These included caring for children, uncertainty about the appointment criteria, limited opportunities in certain areas of practice (such as criminal defence work), lack of self-confidence, lack of encouragement from professional bodies, and concerns about inconvenience of sitting times and travel.

### Other research<sup>1</sup>

Diversity is a broad concept covered widely in a number of academic disciplines in this country, but generally not law. Relatively few diversity studies have any direct bearing on the judiciary.

The Courts and Diversity Programme (CAD) under the direction of the Research Unit of the Department for Constitutional Affairs (DCA) is specifically aimed at examining whether direct or indirect discrimination against ethnic minorities exists in the court system. However, while this programme considers the judiciary from the point of view of the diverse users of the legal system, the one area it does not encompass is diversity in relation to the appointment of judges themselves.

The CAD research projects all highlight the fact that there has been virtually no examination of the concept of diversity in the judicial system in this country, no agreed methodologies for studying the issue or conceptual theories of diversity in the legal system in the United Kingdom.

There are major structural and policy reasons for the lack of examination of judicial diversity and its effects in England and Wales. First, the issue of judicial diversity has been the subject of policy debate for a far shorter time here than elsewhere. Second, the appointment process has been so secretive as to make analysis of the factors affecting the appointment (or lack of appointment) of ethnic minority and women judges extremely difficult if not impossible to examine in any systematic and valid academic way.

In April 2006 a new Judicial Appointments Commission (JAC) was established in England and Wales. The introduction of this system is an attempt to make the appointment system more transparent, by removing the discretion the Secretary of State (Lord Chancellor) had over appointments and it also appears to be a direct move to increase judicial diversity. The JAC has been charged with a statutory duty to have regard to the need to encourage diversity in the selection of candidates for appointment. The concern over the lack of judicial diversity in England and Wales extends beyond questions of diversity and ethnicity to the concern that the judiciary are drawn from a very narrow social sector.

The widest academic examination of judicial diversity has been in the United States, where most of the empirical work has been carried out over a number of decades.

A crucial aspect of the judicial profession affecting judicial diversity is not just the extent to which diverse applicants are appointed but also the extent to which the profession is seen as one which provides equal opportunities for career progression. Several studies in continental Europe have explored the status and career ambitions of male and female judges. In the Netherlands half of all judges are recruited in the same way as judges in England and Wales are recruited – from experienced legal professionals after substantial

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<sup>1</sup> This section consists of edited extracts from Dr Cheryl Thomas “Judicial Diversity in the United Kingdom and Other Jurisdictions”, The Commission for Judicial Appointments, London, November 2005.

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period of time in practice. A study of career progression, expectations and ambitions of Dutch judges found that female representation was highest at the lowest levels of the career ladder, and every step on the judicial ladder took more time for women than for men. While male and female judges both indicated that the next-highest level of the judiciary was their next target, men often mentioned even higher levels as their ambition, but women only referred to those highest positions as ones they were not aiming to achieve. In addition, while men and women both saw family responsibilities as relevant to their career ambitions, men gave this as a reason for their desire to get promoted, while women saw family responsibilities as reasons for not wanting promotion.

Recent research commissioned by the European Union Social Affairs Commission found very similar trends in Italy, France and Spain, perhaps a somewhat surprising result given that women now outnumber men as new judicial appointees and constitute almost half of all judges in these countries. In Italy, 40% of the current judiciary and more than 60% of new judicial appointees are women. However, the largest percentage of women in the judiciary are found in the lower ranks. Both male and female judges in Italy are attracted to the judiciary by the independence of the profession and the desire to serve the public and influence society. However, the social aspect of the profession is dominant for women judges whereas the prestige and career prospects are again the dominant factors for male judges (most female judges actually answered 'of no importance' to the career factor). In response to questions about what makes the work of a judge satisfying, women said that they appreciate the possibility of being able to reconcile work and family, the flexible work hours and the stability of the job more than men, while men said they found the prestige, responsibilities, salary and continuing a family tradition in the judiciary as the most satisfying aspects of the position.

## Introduction

## Methodology





## Methodology

### Questionnaires

The survey questionnaire (see Appendix 1) was produced by the Research Steering Group, with input from Professor Kate Malleson and NISRA. Prior to being finalised the questionnaire was piloted by NISRA with a number of solicitors, barristers and judges.

NISRA was responsible for the administration of the survey. The questionnaire was issued to all solicitors and the majority of the judges by external post to their home address; the name and address labels for these groups were provided by The Judicial Appointments Commission for Northern Ireland. The other judges, and barristers, received their questionnaires through the internal mail system. NISRA provided the Chief Executive of the Bar Library with unlabelled survey packs for him to make the necessary arrangements to have these issued.

### Timing of survey

The survey was issued to recipients on 16 April 2007 and had a closing date of 27 April 2007<sup>2</sup>. All survey recipients were provided with a pre-paid business reply envelope for return of the survey.

### Sample details and response rates

The survey questionnaire was issued to 3,583<sup>3</sup> recipients. Some 1,104 completed questionnaires were returned, a response rate of 31%. This response rate compares favourably with that achieved in a similar study<sup>4</sup> commissioned by in the Law Society of Scotland and the Equal Opportunities Commission Scotland (24%<sup>5</sup>: described in the report as ‘a high response to a postal survey’). It also compares favourably with the response rate achieved in a survey of legal professionals in the Republic of Ireland<sup>6</sup> (23%).

Tables A – D compare respondents with the known target population. They generally show a close match between the characteristics of the achieved sample and those of the target population. The biggest difference is in the age profile: those aged 45 and over constitute 43% of respondents, as compared to 31% of the target population (according to the 2001 Census). However, even this difference is not sufficiently large to require any sort of adjustment to the dataset (e.g. by weighting) prior to analysis.

*Table A Comparison of achieved sample and target population – professional status*

	<b>Achieved sample</b>	<b>Target population<sup>7</sup></b>
Solicitor	80%	80%
Barrister	15%	18%
Full-time judicial office holder	5%	2%

<sup>2</sup> For a subset of 60 barristers who were issued their questionnaires late, the closing date was extended to 4 May.

<sup>3</sup> This excludes a small number of questionnaires issued to those who it is now known had retired.

<sup>4</sup> “Women in the Legal Profession in Scotland” M. MacMillan, N. McKerrell, A. McFadyen, Glasgow Caledonian University, November 2005. ISBN 1 84206 168 2

<sup>5</sup> Calculated using the number of members holding Practising Certificates as at 31 October 2005.

<sup>6</sup> “Gender InJustice” I. Bacik, C. Costello, E. Drew, Trinity College Dublin Law School, 2003. ISBN 0-9534979-1-7

<sup>7</sup> Source: NIJAC/LSNI/Bar

## Methodology

*Table B Comparison of achieved sample and target population - gender*

	<b>Achieved sample</b>	<b>Target population<sup>8</sup></b>
Male	55%	59%
Female	45%	41%

*Table C Comparison of achieved sample and target population – community background*

	<b>Achieved sample</b>	<b>Target population<sup>9</sup></b>
Protestant	43%	44%
Roman Catholic	52%	53%
Neither/Not stated	5%	3%

*Table D Comparison of achieved sample and target population – age group*

	<b>Achieved sample</b>	<b>Target population<sup>10</sup></b>
Under 35	29%	35%
35-44	27%	33%
45+	43%	31%

### Survey findings

Throughout this report the results for each question are provided both at overall level and also by profession (solicitor; barrister; judicial office holder\*), by gender and by community background (Protestant; Roman Catholic). In order to protect the anonymity of the small number of respondents who reported their community background as 'neither Protestant nor Roman Catholic' (n=33), the results for this respondent group, whilst included in the overall figures, are not presented as a separate category in their own right.

The personal background details of respondents have been detailed in Appendix 2.

\* (This category comprises full-time judicial office holders only)

<sup>8</sup> Source: NIJAC/LSNI/Bar

<sup>9</sup> Source: 2001 Census

<sup>10</sup> Source: 2001 Census

## **Section 1:**

### **Professional Status of Respondents**



## Section 1: Professional Status of Respondents

### 1.1 Professional Status of Respondents

Of the 1,104 respondents to the survey, 887 (80%) were solicitors, 161 (15%) were barristers and 56 (5%) were full-time judicial office holders.

#### (a) Solicitors

##### Year admitted to the Roll of Solicitors

Of the 887 solicitors who responded to the survey, 837 reported the year that they had been admitted to the Roll of Solicitors (Table 1.1). Almost six out of ten respondents in this group (58%) reported that they had been admitted in the year 1990 or later. Only a small minority (3%) reported that they had been admitted prior to 1970.

Gender differences on this were such that female respondents were much less likely to report that they had been admitted to the Roll of Solicitors prior to 1980 (5%) than male respondents (32%) and they were much more likely to report that they had been admitted since 1990 (75% vs 42% of males).

Table 1.1 Year admitted to the Roll of Solicitors by gender

Year admitted	Overall	Male	Female
Prior to 1970	3%	6%	<0.5%
1970 – 1979	15%	26%	4%
1980 – 1989	23%	26%	20%
1990 – 1999	30%	23%	36%
2000 or later	28%	19%	39%
<b>Total number of respondents</b>	<b>837</b>	<b>423</b>	<b>401</b>

##### Current position

When asked to indicate their current position, just over three quarters of solicitors (76%) reported that they were currently employed in private practice (Table 1.2). A further 16% were employed in public service, 3% were in other legal employment and 4% reported that they were not currently practising.

Male respondents were more likely (84%) than female respondents (68%) to report that they were currently employed in private practice. Female respondents, on the other hand, were more likely (24%) than male respondents (9%) to report that they were currently employed in public service.

Table 1.2 Current position by gender

Current position	Overall	Male	Female
Private practice	76%	84%	68%
Public service	16%	9%	24%
Other legal employment	3%	3%	4%
Not currently practising	4%	4%	4%
<b>Total number of respondents</b>	<b>858</b>	<b>441</b>	<b>403</b>

## Section 1: Professional Status of Respondents

### Private practice

Of the 654 solicitors who reported that they worked in private practice, 54% were equity partners, 35% were assistants and 12% were in salaried positions (Table 1.3).

Here again gender differences were marked. Male respondents were much more likely than female respondents to report that they were equity partners (72% compared with 28% of females). Female respondents, on the other hand, were much more likely than male respondents to report that they were an assistant in private practice (58% compared with 18% of male respondents).

Table 1.3 Private practice: Type of position held by gender

Type of position held	Overall	Male	Female
Equity Partner	54%	72%	28%
Salaried	12%	10%	14%
Assistant in private practice	35%	18%	58%
<b>Total number of respondents</b>	<b>654</b>	<b>370</b>	<b>274</b>

### Public service

Of the 140 respondents who reported that they worked in public service, the vast majority (89%) reported that they were legal officers. Just over one in ten (11%) reported that they were a Head of Department (Table 1.4).

Male respondents were almost three times more likely (20%) than female respondents (7%) to report that they were a Head of Department.

Table 1.4 Public service: Type of position held by gender

Type of position held	Overall	Male	Female
Head of Department	11%	20%	7%
Legal officer	89%	80%	93%
<b>Total number of respondents</b>	<b>140</b>	<b>40</b>	<b>98</b>

### Other legal employment

Of the 28 respondents who reported that they were in other legal employment, 14 (or 50%) reported that they were employed by a private sector company (Table 1.5).

Table 1.5 Other legal employment: Type of position held by gender

Type of position held	Overall	Male	Female
Private sector company	50%	50%	50%
Voluntary sector	14%	-	25%
Other	36%	50%	25%
<b>Total number of respondents</b>	<b>28</b>	<b>12</b>	<b>16</b>

## Section 1: Professional Status of Respondents

### (b) Barristers

Of the 161 barristers who responded to the survey, 142 (88%) reported that they were Junior Counsel and 19 (12%) reported that they were Senior Counsel (Table 1.6). All female respondents were Junior Counsel. This compared with 82% of males who were Junior Counsel and 18% who were Senior Counsel.

Table 1.6 *Barristers: Current status by gender*

<b>Current status</b>	<b>Overall</b>	<b>Male</b>	<b>Female</b>
Junior Counsel	88%	82%	100%
Senior Counsel	12%	18%	-
<b>Total number of respondents</b>	<b>161</b>	<b>106</b>	<b>53</b>

#### Junior Counsel: Year of Call

Only a small proportion of the respondents who were Junior Counsel (7%) reported that they had been called to the Bar prior to 1980 (Table 1.7). Over two thirds of respondents (69%) reported that they had been called since the year 1990.

Table 1.7 *Junior Counsel: Year of call by gender*

<b>Year of call to Bar</b>	<b>Overall</b>	<b>Male</b>	<b>Female</b>
Prior to 1980	7%	9%	4%
1980 – 1989	24%	31%	12%
1990 – 1999	34%	33%	35%
2000 or later	35%	27%	50%
<b>Total number of respondents</b>	<b>140</b>	<b>86</b>	<b>52</b>

#### Senior Counsel: Year of Call

Of the 19 respondents who were Senior Counsel (all male), 18 reported their year of call to the Bar. The largest proportion of these respondents (8 or 44%) reported that they had been called to the Bar between 1970 and 1979 (Table 1.8).

The years in which Senior Counsel respondents were called to the Inner Bar are detailed in Table 1.9. Only a small number of respondents (i.e. 3 or 16%) reported that they had been called to the Inner Bar prior to 1980. Over half (10 of the 19 or 53%) reported that they had been called since 1990.

Table 1.8 *Senior Counsel: Year of call to Bar*

<b>Year of call to Bar</b>	<b>%</b>
Prior to 1970	33%
1970 – 1979	44%
1980 or later	22%
<b>Total number of respondents</b>	<b>18</b>

Table 1.9 *Senior Counsel: Year of call to Inner Bar*

<b>Year of call to Inner Bar</b>	<b>%</b>
Prior to 1980	16%
1980 – 1989	32%
1990 – 1999	26%
2000 or later	26%
<b>Total number of respondents</b>	<b>19</b>

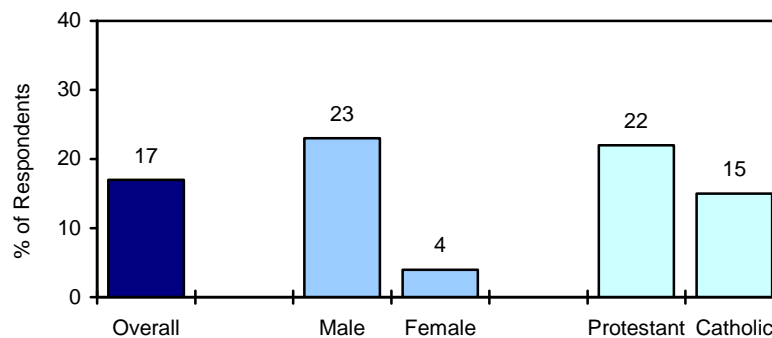
## Section 1: Professional Status of Respondents

### Government Civil Panels

Overall, fewer than one fifth of respondents who were barristers (17%) reported that they were on a Government civil panel (Figure 1.1). Male respondents of barrister status were much more likely (23%) than female respondents (4%) to report being on such a panel.

Community background differences in the proportion of respondents who reported being on Government civil panels were not statistically significant.

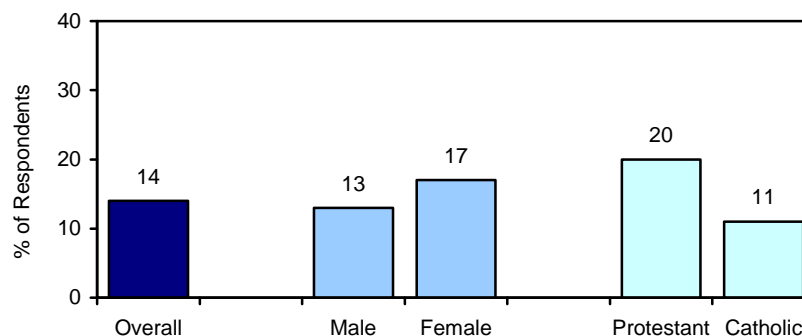
*Figure 1.1 Proportion of respondents on a Government civil panel by gender and by community background*



### Prosecution Counsel

Overall, 14% of barristers reported that they were engaged as Prosecution Counsel. Gender and community background differences in the proportion of respondents engaged as Prosecution Counsel were not statistically significant (Figure 1.2).

*Figure 1.2 Proportion of respondents engaged as Prosecution Counsel by gender and by community background*





## Section 1: Professional Status of Respondents

### (c) Judicial Office Holders

Full-time judicial office holders were asked which branch of the profession they practised in before being appointed as a full-time judicial office holder. A majority of the group (54%) had been a barrister: 29% reported that they had been Junior Counsel and 25% reported that they had been Senior Counsel (Table 1.10).

Some 58% of male and 47% of female respondents reported that they had been a barrister prior to being appointed as a full-time judicial office holder. None of the female respondents compared with just over one third of the male respondents (36%) reported that they had been Senior Counsel prior to being appointed as a full-time judicial office holder.

Table 1.10 Branch of profession in which respondents practised before being appointed as a full-time judicial office holder

Professional Status	Overall	Male	Female
Solicitor	45%	42%	53%
Barrister	54%	58%	47%
<i>Junior Counsel</i>	29%	22%	47%
<i>Senior Counsel</i>	25%	36%	-
<b>Total number of respondents</b>	<b>51</b>	<b>36</b>	<b>15</b>

### Government civil panels/Prosecution Counsel

Of the 56 full-time judicial office holders who responded to the survey, 18 (32%) reported that prior to appointment as a full-time judicial office holder, they had been on a Government civil panel or engaged as Prosecution Counsel.

Eleven (20%) had been on a Government civil panel and ten (18%) had been engaged as Prosecution Counsel.

## **Section 1: Professional Status of Respondents**

**Section 2:**  
**Career History**

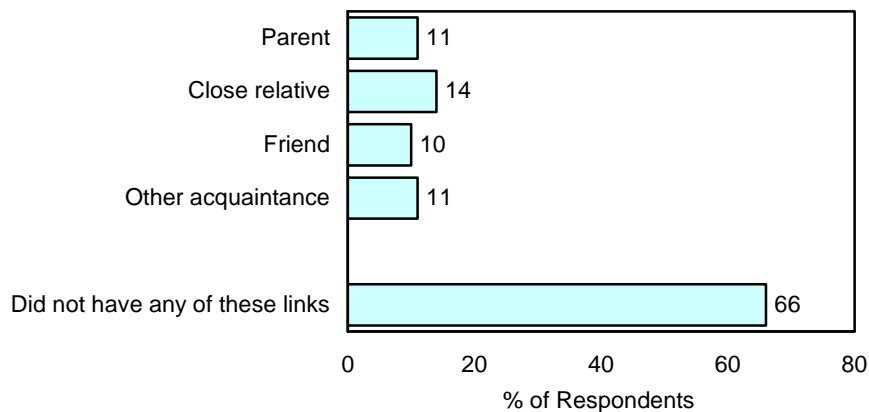


## Section 2: Career History

### 2.1 Links with the legal profession

Survey respondents were asked to identify from a list any close links they had with the legal profession prior to qualifying. Almost two thirds of respondents (66%) reported that they did not have any of the specified links (Figure 2.1). The proportion of respondents who reported that they had a specific link with the profession prior to qualifying ranged from 10% reporting that they had a friend in the profession to 14% reporting that they had a close relative in the profession.

Figure 2.1 Links with the legal profession prior to qualifying (%)



The profile of response on this question was similar across all professional groups (Table 2.1).

Table 2.1 Links with the legal profession prior to qualifying by profession

	Overall	Solicitor	Barrister	Judicial Office Holder
Parent	11%	11%	15%	14%
Close relative	14%	13%	17%	14%
Friend	10%	10%	14%	7%
Other acquaintance	11%	11%	9%	11%
Did not have any of these links	66%	66%	66%	63%
<b>Total number of respondents</b>	<b>1,087</b>	<b>873</b>	<b>158</b>	<b>56</b>

## Section 2: Career History

Table 2.2 shows the response profile for this question by gender and by community background.

By gender, male respondents were just over twice as likely (15%) as female respondents (7%) to report that they had a parent in the profession. Female respondents, on the other hand, were more likely (69%) than male respondents (63%) to report that they had no close links with the profession prior to qualifying.

By community background, the only link where a significant difference was recorded was that relating to a close relative in the profession. Respondents with a Roman Catholic community background were twice as likely (18%) as those with a Protestant community background (9%) to report that, prior to qualifying, they had a close relative in the profession.

*Table 2.2 Links with the legal profession prior to qualifying by gender and by community background*

	Overall	Gender		Community background	
		M	F	P	RC
Parent	11%	15%	7%	11%	11%
Close relative	14%	15%	13%	9%	18%
Friend	10%	11%	10%	11%	10%
Other acquaintance	11%	10%	12%	12%	9%
Did not have any of these links	66%	63%	69%	66%	65%
<b>Total number of respondents</b>	<b>1,087</b>	<b>596</b>	<b>477</b>	<b>466</b>	<b>570</b>

### 2.2 Moves during career

Survey respondents were asked if they had ever made any of a range of specific types of move during their career. Just over two thirds of respondents (68%) reported that they had not made any of the specified moves (Table 2.3). The types of move most frequently cited were those from solicitor in private practice to employed/in-house solicitor (reported by 17% of respondents), from other employment/profession to solicitor in private practice (reported by 7% of respondents) and from employed/in-house solicitor to solicitor in private practice (reported by 5% of respondents).

#### By profession

Just over one fifth of solicitors (21%) reported that they had moved from the position of a solicitor in private practice to that of an employed/in-house solicitor. The other more frequently cited moves for solicitors were from other employment/profession to solicitor in private practice (9%) and from employed/in-house solicitor to solicitor in private practice (6%).

Among barristers, the more frequently cited moves were from barrister to employed/in-house barrister (reported by 13% of barristers) and from other employment/profession to barrister (reported by 10% of barristers).

For judicial office holders, the most frequently cited move was from solicitor in private practice to employed/in-house solicitor (reported by 11% of solicitors).

## Section 2: Career History

Table 2.3 Moves made at any stage during career by profession

	Overall	Solicitor	Barrister	Judicial Office Holder
Solicitor to barrister	1%	<0.5%	3%	-
Solicitor in private practice to employed/in-house solicitor	17%	21%	1%	11%
Employed/in-house solicitor to solicitor in private practice	5%	6%	1%	4%
Employed/in-house solicitor to barrister	<0.5%	<0.5%	-	-
Barrister to solicitor	2%	2%	1%	6%
Barrister to employed/in-house barrister	2%	-	13%	7%
Employed/in-house barrister to barrister	<0.5%	-	2%	-
Other employment/profession to solicitor in private practice	7%	9%	1%	4%
Other employment/profession to barrister	2%	1%	10%	6%
Other employment/profession to employed/in-house barrister/solicitor	1%	1%	1%	-
Have not made any of these moves	68%	67%	73%	67%
<b>Total number of respondents</b>	<b>1,043</b>	<b>833</b>	<b>156</b>	<b>54</b>

### By gender/community background

Female respondents were almost twice as likely (23%) as male respondents (12%) to report that they had moved from being a solicitor in private practice to an employed/in-house solicitor (Table 2.4). This was the only move where there was a significant gender difference.

By community background, the profile of moves recorded for respondents with a Protestant community background was similar to that recorded for respondents with a Roman Catholic community background.

## Section 2: Career History

Table 2.4 Moves made at any stage during career by gender and by community background

	Overall	Gender		Community background	
		M	F	P	RC
Solicitor to barrister	1%	1%	1%	<0.5%	1%
Solicitor in private practice to employed/in-house solicitor	17%	12%	23%	16%	17%
Employed/in-house solicitor to solicitor in private practice	5%	5%	5%	6%	5%
Employed/in-house solicitor to barrister	<0.5%	<0.5%	<0.5%	<0.5%	<0.5%
Barrister to solicitor	2%	2%	1%	1%	2%
Barrister to employed/in-house barrister	2%	2%	2%	3%	2%
Employed/in-house barrister to barrister	<0.5%	<0.5%	<0.5%	<0.5%	<0.5%
Other employment/profession to solicitor in private practice	7%	9%	6%	7%	7%
Other employment/profession to barrister	2%	3%	2%	1%	3%
Other employment/profession to employed/in-house barrister/solicitor	1%	1%	2%	2%	1%
Have not made any of these moves	68%	70%	65%	68%	69%
<b>Total number of respondents</b>	<b>1,043</b>	<b>572</b>	<b>458</b>	<b>452</b>	<b>543</b>

### 2.3 Main areas of work

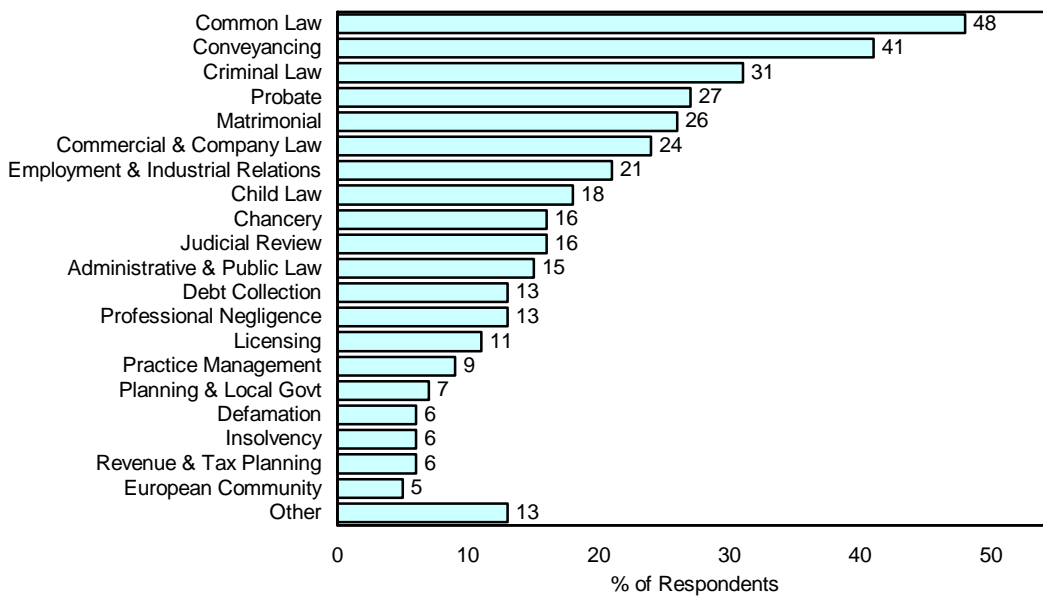
Survey respondents were asked to identify from a pre-defined list their main areas of work. Respondents working in a full-time judicial office capacity were asked to respond to this question in respect of their work prior to taking up full-time judicial office.

The two areas of work which respondents were most likely to report involvement in were Common Law (reported by 48% of respondents) and Conveyancing (reported by 41% of respondents) (Figure 2.2).



## Section 2: Career History

Figure 2.2 Main areas of work (%)



### By profession

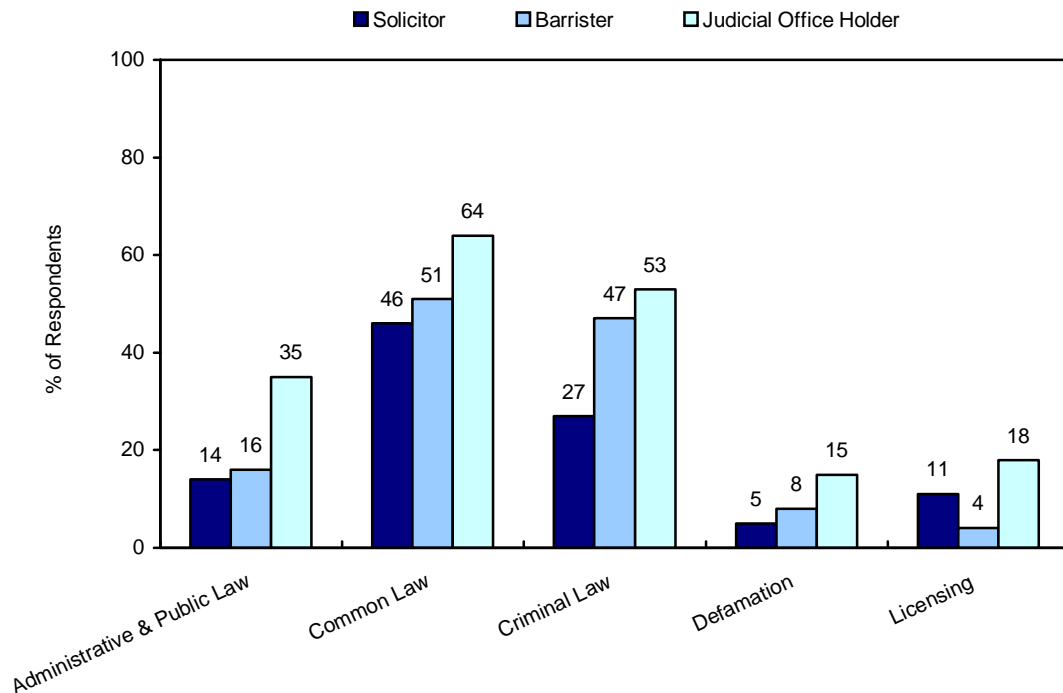
There were some significant differences by profession in the main areas of work reported by respondents (Table 2.5). Judicial office holders, for example, were much more likely than those in solicitor and barrister positions to report their main areas of work to be Administrative and Public Law, Common Law, Criminal Law, Defamation, and Licensing (Figure 2.3).

Table 2.5 Main areas of work by profession

	Overall	Solicitor	Barrister	Judicial Office Holder
Administrative and Public Law	15%	14%	16%	35%
Chancery	16%	15%	21%	20%
Child Law	18%	16%	30%	22%
Commercial and Company Law	24%	25%	18%	29%
Common Law	48%	46%	51%	64%
Conveyancing	41%	49%	1%	27%
Criminal Law	31%	27%	47%	53%
Debt Collection	13%	16%	1%	11%
Defamation	6%	5%	8%	15%
Employment and Industrial Relations	21%	21%	16%	31%
European Community	5%	5%	3%	7%
Insolvency	6%	7%	4%	5%
Judicial Review	16%	16%	18%	27%
Licensing	11%	11%	4%	18%
Matrimonial	26%	25%	29%	31%
Planning and Local Government	7%	6%	8%	11%
Practice Management	9%	11%	1%	11%
Probate	27%	31%	4%	25%
Professional Negligence	13%	10%	24%	22%
Revenue and Tax Planning	6%	7%	1%	4%
Other	13%	14%	6%	7%
<b>Total number of respondents</b>	<b>1,084</b>	<b>869</b>	<b>160</b>	<b>55</b>

## Section 2: Career History

**Figure 2.3** *Work areas more frequently reported by full-time judicial office holders than by solicitors or barristers (%)*



### By gender

Gender differences were statistically significant across most of the listed work areas (Table 2.6). The areas where the largest percentage differences were recorded are illustrated graphically in Figures 2.4 and 2.5. The most marked difference was in respect of Common Law (reported by 58% of males compared with 35% of females).

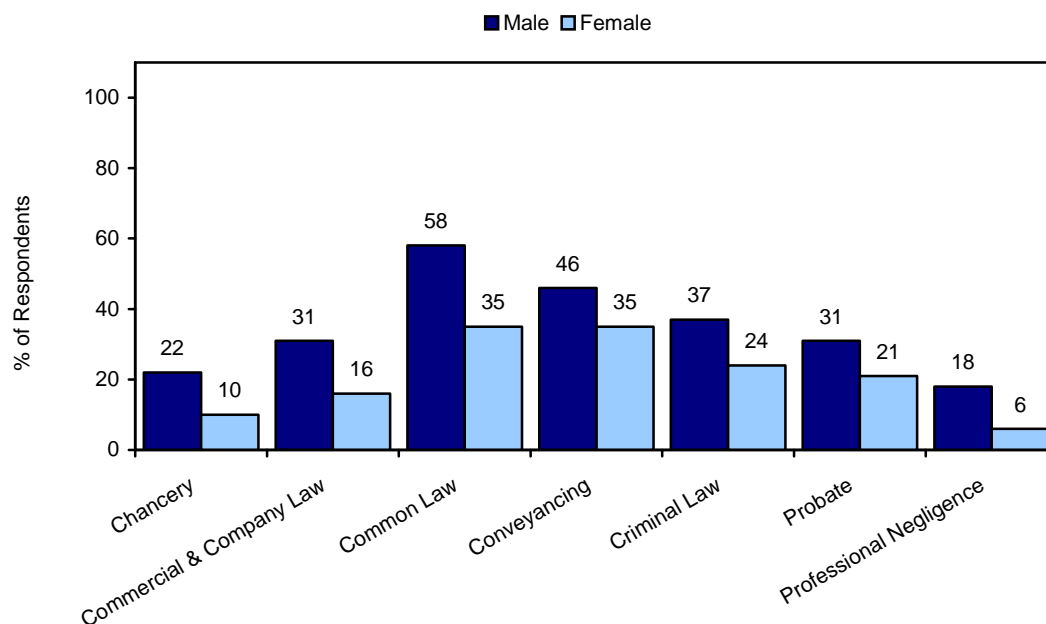
Only two areas, Child Law and Matrimonial, were more frequently reported by females than males.

## Section 2: Career History

Table 2.6 Main areas of work by gender and by community background

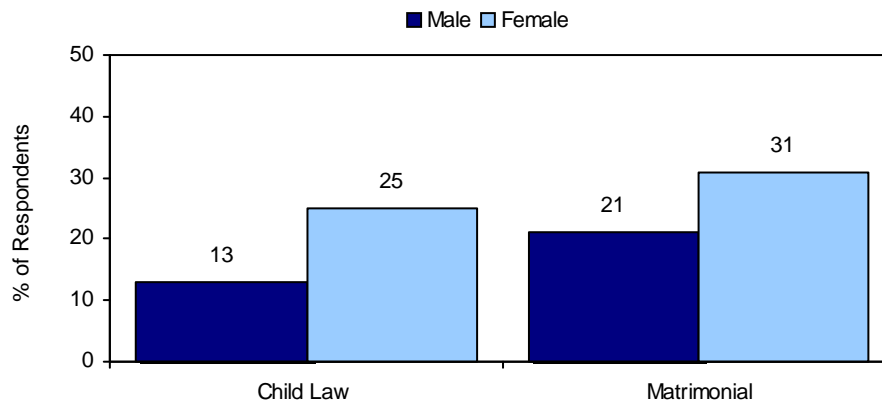
	Overall	Gender		Community background	
		M	F	P	RC
Administrative and Public Law	15%	16%	13%	14%	15%
Chancery	16%	22%	10%	20%	14%
Child Law	18%	13%	25%	13%	24%
Commercial and Company Law	24%	31%	16%	30%	20%
Common Law	48%	58%	35%	42%	54%
Conveyancing	41%	46%	35%	46%	38%
Criminal Law	31%	37%	24%	22%	39%
Debt Collection	13%	15%	11%	14%	13%
Defamation	6%	8%	3%	6%	6%
Employment and Industrial Relations	21%	22%	19%	20%	21%
European Community	5%	5%	5%	5%	4%
Insolvency	6%	8%	5%	8%	5%
Judicial Review	16%	18%	13%	14%	18%
Licensing	11%	14%	6%	9%	12%
Matrimonial	26%	21%	31%	22%	29%
Planning and Local Government	7%	8%	5%	7%	6%
Practice Management	9%	13%	6%	10%	10%
Probate	27%	31%	21%	30%	25%
Professional Negligence	13%	18%	6%	14%	12%
Revenue and Tax Planning	6%	8%	4%	10%	3%
Other	13%	11%	14%	14%	11%
<b>Total number of respondents</b>	<b>1,084</b>	<b>592</b>	<b>480</b>	<b>463</b>	<b>570</b>

Figure 2.4 Main work areas more frequently reported by male than by female respondents (%)



## Section 2: Career History

Figure 2.5 Gender differences for Child Law and Matrimonial (%)



### By community background

Significant community background differences were recorded for a number of the work areas (Table 2.6). Respondents with a Protestant community background were more likely than those with a Roman Catholic community background to report that they worked in Chancery, Commercial and Company Law, Conveyancing, Probate and Revenue and Tax Planning. Respondents with a Roman Catholic community background, on the other hand were more likely than respondents with a Protestant community background to report that they worked in Child Law, Common Law, Criminal Law and Matrimonial.

## Section 2: Career History

### 2.4 Area of work to which you allocate the majority of your time

In addition to identifying their main areas of work, survey respondents were asked to identify that one area of work to which they allocated the majority of their time. A number of respondents (n=117) gave a multiple response to this question and therefore did not answer the specific question addressed. These respondents have been excluded from the analysis of this question.

The three areas of work that respondents were most likely to report that they allocated the majority of their time to were Conveyancing (reported by 25% of respondents), Common Law (reported by 21% of respondents) and Criminal Law (reported by 17% of respondents) (Table 2.7).

Table 2.7 *Area of work to which respondents allocated the majority of their time by profession*

	<b>Overall</b>	<b>Solicitor</b>	<b>Barrister</b>	<b>Judicial Office Holder</b>
Administrative and Public Law	2%	2%	1%	2%
Chancery	1%	1%	1%	-
Child Law	5%	3%	14%	10%
Commercial and Company Law	6%	7%	2%	6%
Common Law	21%	20%	26%	23%
Conveyancing	25%	31%	-	6%
Criminal Law	17%	13%	40%	23%
Debt Collection	1%	1%	-	-
Defamation	<0.5%	<0.5%	-	-
Employment and Industrial Relations	4%	4%	4%	4%
European Community	<0.5%	<0.5%	-	-
Insolvency	<0.5%	<0.5%	-	-
Judicial Review	2%	1%	3%	6%
Licensing	<0.5%	<0.5%	-	-
Matrimonial	5%	5%	6%	8%
Planning and Local Government	1%	1%	1%	2%
Practice Management	<0.5%	<0.5%	-	-
Probate	2%	2%	-	-
Professional Negligence	2%	2%	1%	-
Revenue and Tax Planning	<0.5%	<0.5%	-	-
Other	6%	7%	1%	8%
<b>Total number of respondents</b>	<b>987</b>	<b>796</b>	<b>143</b>	<b>48</b>

## Section 2: Career History

### By profession

Table 2.8 shows for each profession the five areas of work to which respondents allocated the majority of their time. For solicitors, Conveyancing was most frequently cited (31%) followed by Common Law (20%). For barristers, on the other hand, Criminal Law was most frequently cited as the area to which they allocated the majority of their time (40%) followed by Common Law (26%). For full-time judicial office holders, Common Law and Criminal Law were the two areas respondents were most likely to report allocating the majority of their time to (both reported by 23% of respondents).

Table 2.8 Top 5 areas of work to which respondents allocated the majority of their time by profession

Profession	Work Area	
<b>Overall:</b>	1	Conveyancing (25%)
	2	Common Law (21%)
	3	Criminal Law (17%)
	4	Commercial and Company Law (6%)
	Equal 5 <sup>th</sup>	Matrimonial (5%) Child Law (5%)
<b>Solicitor:</b>	1	Conveyancing (31%)
	2	Common Law (20%)
	3	Criminal Law (13%)
	4	Commercial and Company Law (7%)
	5	Matrimonial (5%)
<b>Barrister:</b>	1	Criminal Law (40%)
	2	Common Law (26%)
	3	Child Law (14%)
	4	Matrimonial (6%)
	5	Employment and Industrial Relations (4%)
<b>Judicial Office Holder:</b>	Equal 1 <sup>st</sup>	Common Law (23%) Criminal Law (23%)
	3	Child Law (10%)
	4	Matrimonial (8%)
	Equal 5 <sup>th</sup>	Commercial and Company Law (6%) Conveyancing (6%) Judicial Review (6%)

## Section 2: Career History

### By gender and community background

Table 2.9 provides a detailed breakdown by gender and by community background of the areas of work to which respondents allocated the majority of their time.

*Table 2.9 Area of work to which respondents allocated the majority of their time by gender and by community background*

	Overall	Gender		Community background	
		M	F	P	RC
Administrative and Public Law	2%	2%	3%	2%	2%
Chancery	1%	1%	2%	2%	1%
Child Law	5%	1%	9%	3%	6%
Commercial and Company Law	6%	7%	5%	9%	4%
Common Law	21%	23%	18%	18%	22%
Conveyancing	25%	28%	21%	32%	20%
Criminal Law	17%	20%	14%	12%	22%
Debt Collection	1%	1%	-	1%	<0.5%
Defamation	*	*	*	*	*
Employment and Industrial Relations	4%	3%	5%	3%	4%
European Community	*	*	*	*	*
Insolvency	*	*	*	*	*
Judicial Review	2%	2%	1%	1%	2%
Licensing	*	*	*	*	*
Matrimonial	5%	2%	9%	4%	6%
Planning and Local Government	1%	1%	1%	1%	<0.5%
Practice Management	*	*	*	*	*
Probate	2%	1%	2%	3%	1%
Professional Negligence	2%	2%	2%	1%	2%
Revenue and Tax Planning	*	*	*	*	*
Other	6%	5%	7%	7%	5%
<b>Total number of respondents</b>	<b>987</b>	<b>533</b>	<b>442</b>	<b>423</b>	<b>516</b>

\* Fewer than 5 cases.

## Section 2: Career History

### By gender

The five areas of work which male and female respondents were most likely to report allocating the majority of their time to are detailed in Table 2.10. The three most frequently cited areas for both male and female respondents were Conveyancing, followed by Common Law and then Criminal Law. For male respondents Commercial and Company Law and Employment and Industrial Relations were ranked 4<sup>th</sup> and 5<sup>th</sup> respectively. For female respondents, on the other hand, Child Law and Matrimonial were in joint 4<sup>th</sup> position.

Table 2.10 Top 5 areas of work to which respondents allocated the majority of their time by gender

Gender	Work Area	
<b>Overall:</b>	1	Conveyancing (25%)
	2	Common Law (21%)
	3	Criminal Law (17%)
	4	Commercial and Company Law (6%)
	Equal 5 <sup>th</sup>	Matrimonial (5%) Child Law (5%)
<b>Male:</b>	1	Conveyancing (28%)
	2	Common Law (23%)
	3	Criminal Law (20%)
	4	Commercial and Company Law (7%)
	5	Employment and Industrial Relations (3%)
<b>Female:</b>	1	Conveyancing (21%)
	2	Common Law (18%)
	3	Criminal Law (14%)
	Equal 4 <sup>th</sup>	Child Law (9%) Matrimonial (9%)



## Section 2: Career History

### By community background

While Conveyancing, Common Law and Criminal Law featured among the top three areas of work for respondents with both a Protestant and a Roman Catholic community background, the rank ordering on this varied across both groups (Table 2.11).

Conveyancing was most frequently identified by respondents with a Protestant community background (32%) followed by Common Law (18%) and then Criminal Law (12%). For respondents with a Roman Catholic background, on the other hand, Common Law and Criminal Law came equal first (both mentioned by 22% of respondents) followed by Conveyancing (mentioned by 20% of respondents).

Table 2.11 Top 5 areas of work to which respondents allocated the majority of their time by community background

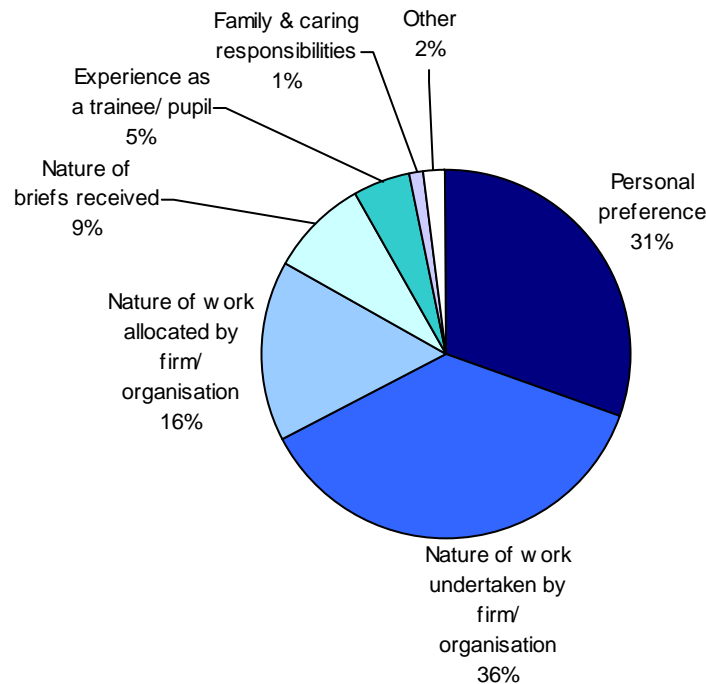
Community background	Work Area	
<b>Overall:</b>	1	Conveyancing (25%)
	2	Common Law (21%)
	3	Criminal Law (17%)
	4	Commercial and Company Law (6%)
	Equal 5 <sup>th</sup>	Matrimonial (5%) Child Law (5%)
<b>Protestant:</b>	1	Conveyancing (32%)
	2	Common Law (18%)
	3	Criminal Law (12%)
	4	Commercial and Company Law (9%)
	5	Matrimonial (4%)
<b>Roman Catholic:</b>	Equal 1 <sup>st</sup>	Common Law (22%) Criminal Law (22%)
	3	Conveyancing (20%)
	Equal 4 <sup>th</sup>	Child Law (6%) Matrimonial (6%)

## Section 2: Career History

### 2.5 Primary reason for undertaking main area of work

Survey respondents were asked to identify from a list of options the primary reason for undertaking their main area of work. Here again, respondents who answered the question incorrectly by giving a multiple response to this question have been excluded from the analysis. The two reasons most frequently cited by respondents for undertaking their main area of work were the nature of the work undertaken by the firm/organisation (reported by 36% of respondents) and personal preference (reported by 31% of respondents) (Figure 2.6).

Figure 2.6 Primary reason for undertaking main area of work (%)



#### By profession

By profession, there were some differences in the primary reasons identified by respondents for undertaking their main area of work (Table 2.12). For solicitors the two most frequently cited reasons were the nature of the work undertaken by the firm/organisation (41%) and personal preference (31%). For barristers, on the other hand, the predominant reason identified was the nature of the briefs received (52%) followed by personal preference (31%). Finally, for judicial office holders, the two most frequently cited reasons were personal preference (36%) followed by the nature of the work undertaken by the firm/organisation (30%).

## Section 2: Career History

Table 2.12 Primary reason for undertaking main area of work by profession

	Overall	Solicitor	Barrister	Judicial Office Holder
Personal preference	31%	31%	31%	36%
Nature of work undertaken by firm/organisation	36%	41%	8%	30%
Nature of work allocated by firm/organisation	16%	18%	2%	8%
Nature of briefs received	9%	1%	52%	18%
Experience as a trainee/pupil	5%	5%	6%	-
Family and caring responsibilities	1%	1%	-	2%
Other	2%	1%	1%	6%
<b>Total number of respondents</b>	<b>1,012</b>	<b>820</b>	<b>142</b>	<b>50</b>

### By gender

The two most frequently cited reasons for both male and female respondents were the nature of the work undertaken by the firm/organisation (reported by 40% of males and 32% of females) and personal preference (reported by 35% of males and 27% of females) (Table 2.13). The biggest percentage difference in the main reason offered by male and female respondents was recorded for the nature of the work allocated by the firm/organisation (reported by 23% of females and 9% of males).

### By community background

By community background, a similar response profile was recorded for respondents with a Protestant community background and for those with a Roman Catholic community background (Table 2.13). For both respondent groups the predominant reasons given for undertaking their main area of work were personal preference (reported by 34% of those with a Protestant community background and by 29% of those with a Roman Catholic community background) and the nature of the work undertaken by the firm/organisation (reported by 34% of those with a Protestant community background and by 38% of those with a Roman Catholic community background).

Table 2.13 Primary reason for undertaking main area of work by gender and by community background

	Overall	Gender		Community background	
		M	F	P	RC
Personal preference	31%	35%	27%	34%	29%
Nature of work undertaken by firm/organisation	36%	40%	32%	34%	38%
Nature of work allocated by firm/organisation	16%	9%	23%	15%	16%
Nature of briefs received	9%	11%	8%	7%	10%
Experience as a trainee/pupil	5%	3%	7%	7%	4%
Family and caring responsibilities	1%	<0.5%	2%	1%	1%
Other	2%	2%	1%	2%	2%
<b>Total number of respondents</b>	<b>1,012</b>	<b>554</b>	<b>447</b>	<b>435</b>	<b>528</b>

## Section 2: Career History

**Section 3:**  
**Judicial Office**



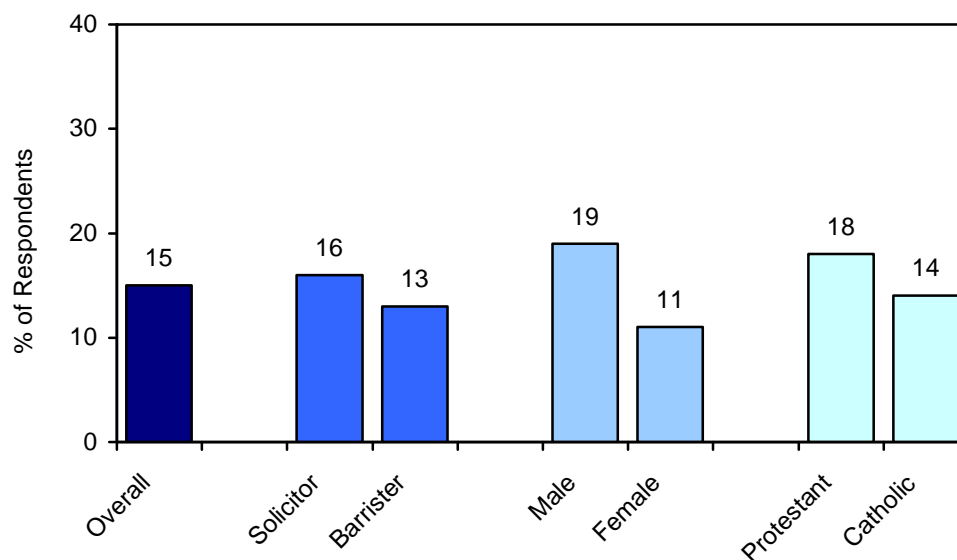
## Section 3: Judicial Office

### 3.1 Application for judicial office/higher judicial office

Judicial office includes both full-time and part-time posts. The majority of those holding part-time posts will also be practising members of the profession.

Excluding full-time judicial office holders, 15% of respondents reported that they had previously applied for judicial office/higher judicial office. While there was little difference between the application rates by profession (16% of solicitors had applied compared with 13% of barristers), differences by gender were statistically significant (Figure 3.1). Male respondents were much more likely (19%) than female respondents (11%) to report that they had previously applied for judicial office.

*Figure 3.1 Proportion of respondents (other than full-time judicial office holders) who had applied for judicial office by profession, by gender and by community background*

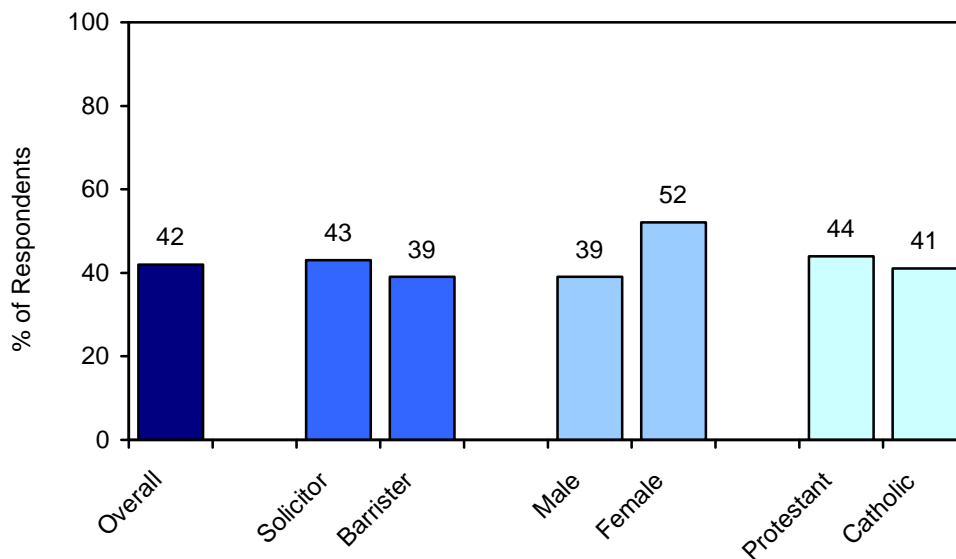


### 3.2 Success rates

Figure 3.2 shows the success rates of respondents (other than full-time judicial office holders) who had applied for judicial office/higher judicial office. While there were some differences in the success rates recorded by profession, by gender and by community background, these were not statistically significant.

### Section 3: Judicial Office

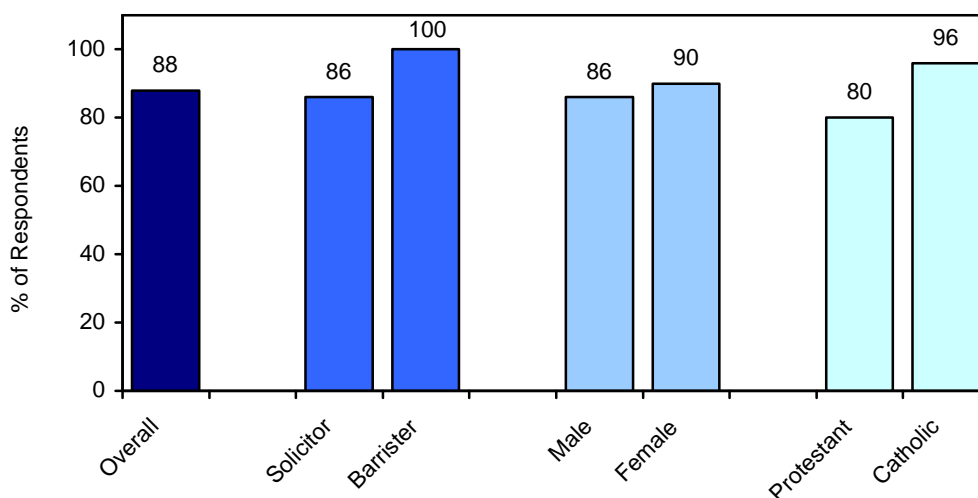
Figure 3.2 Success rates by profession, by gender and by community background for respondents other than full-time judicial office holders (%)



#### 3.3 Proportion of respondents who currently hold judicial office

Of respondents (other than full-time judicial office holders) who reported that they had previously applied for judicial office/higher judicial office and been successful, the vast majority (88%) reported that they currently held judicial office (Figure 3.3). There were no significant differences across respondent groups in the proportion of respondents who reported that they currently held judicial office.

Figure 3.3 Proportion of respondents (other than full-time judicial office holders) who reported that they currently held judicial office





## Section 3: Judicial Office

### 3.4 Judicial positions held

#### By profession

The vast majority of solicitors who reported that they currently held judicial office were employed in part-time fee paid posts in the Tribunals (85%) (Table 3.1). Some 18% held part-time fee paid posts in the County Court and 5% held part-time fee paid posts in the Magistrates' Court.

The greatest proportion of barristers were employed in part-time fee paid posts in the Tribunals (50%) with a further 33% holding part-time fee paid posts in the County Court and 17% holding part-time fee paid posts in the Magistrates' Court.

Full-time judicial office holders were most likely to report that they held full-time salaried posts in the High Court (including Masters) (40%). After the High Court, this group were most likely to report that they held full-time salaried posts in the Magistrates' Court (23%) and in the County Court (including District Judge) (21%). A further 12% reported that they held full-time salaried posts in the Tribunals and 2% reported that they held full-time salaried posts in the Coroners' Court.

Table 3.1 Judicial positions<sup>1</sup> currently held by profession

	Overall	Solicitor	Barrister	Judicial Office Holder
Full-time salaried post – High Court (including Masters)	19%	-	-	40%
Full-time salaried post – County Court (including District Judge)	10%	-	-	21%
Full-time salaried post – Magistrates' Court	11%	-	-	23%
Full-time salaried post – Coroners' Court	1%	-	-	2%
Full-time salaried post – Tribunals	6 %	-	-	12%
Part-time salaried post – Magistrates' Court	1%	-	-	2%
Part-time fee paid post – County Court (including District Judge)	11%	18%	33%	2%
Part-time fee paid post – Magistrates' Court	9%	5%	17%	12%
Part-time fee paid post – Tribunals	45%	85%	50%	7%
<b>Total number of respondents</b>	<b>89</b>	<b>40</b>	<b>6</b>	<b>43</b>

1. The percentages in most columns do not add to 100 because some respondents reported that they held more than one post. However, the data need to be treated with caution: full-time salaried Judiciary do not receive fees for sitting as deputies or on tribunals.

#### By gender

When asked to specify the nature of their current judicial position, both male and female respondents were most likely to report that they held part-time fee paid posts in the Tribunals (37% and 62% respectively) (Table 3.2). The other main areas for male respondents were full-time salaried positions in the High Court (including Masters) (25%), full-time salaried positions in the Magistrates' Court (15%), part-time fee paid posts in the County Court (15%) and part-time fee paid posts in the Magistrates' Court (13%).

For females, the other main areas of work were full-time salaried posts in the County Court (including District Judge) (14%) and full-time salaried posts in the Tribunals (14%).

## Section 3: Judicial Office

Table 3.2 Judicial positions<sup>1</sup> currently held by gender and by community background

	Overall	Gender		Community Background	
		M	F	P	RC
Full-time salaried post – High Court (including Masters)	19%	25%	7%	20%	18%
Full-time salaried post – County Court (including District Judge)	10%	8%	14%	9%	5%
Full-time salaried post – Magistrates' Court	11%	15%	3%	11%	13%
Full-time salaried post – Coroners' Court	*	*	*	*	*
Full-time salaried post – Tribunals	6%	2%	14%	5%	8%
Part-time salaried post – Magistrates' Court	*	*	*	*	*
Part-time fee paid post – County Court (including District Judge)	11%	15%	3%	16%	8%
Part-time fee paid post – Magistrates' Court	9%	13%	-	9%	10%
Part-time fee paid post – Tribunals	45%	37%	62%	34%	58%
<b>Total number of respondents</b>	<b>89</b>	<b>60</b>	<b>29</b>	<b>44</b>	<b>40</b>

1. The percentages in each column do not add to 100 because some respondents reported that they held more than one post. However, the data need to be treated with caution: full-time salaried Judiciary do not receive fees for sitting as deputies or on tribunals.

\* Fewer than 5 cases.

### By community background

Both respondent groups were most likely to report that they held part-time fee paid posts in the Tribunals (reported by 58% of respondents with a Roman Catholic community background and by 34% of those with a Protestant community background) (Table 3.2). The other two positions most frequently reported by respondents with a Protestant community background were full-time salaried posts in the High Court (including Masters) (20%) and part-time fee paid posts in the County Court (including District Judge) (16%). For respondents with a Roman Catholic community background full-time salaried posts in the High Court (including Masters) and full-time salaried posts in the Magistrates' Court were the other more frequently cited positions (reported by 18% and 13% of respondents respectively).

### 3.5 Intention to make future applications for judicial office/higher judicial office

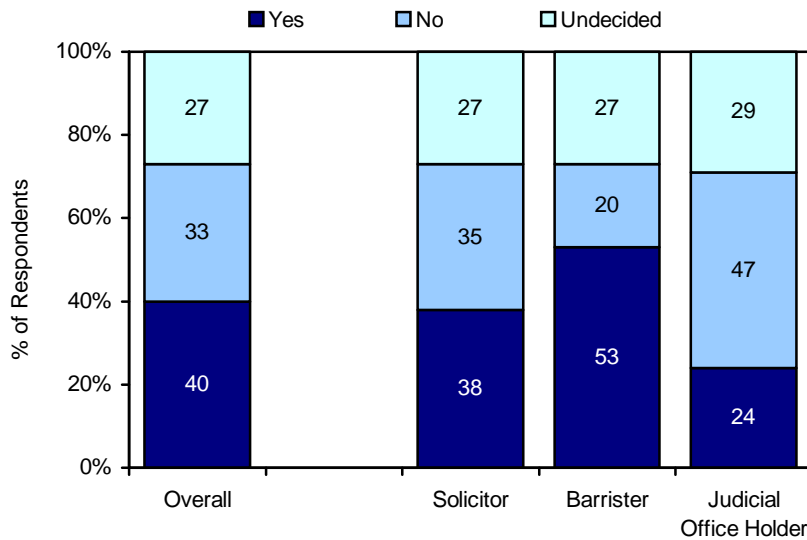
Survey respondents below High Court level were asked if they would consider applying for judicial office/higher judicial office in the future. Overall 40% of respondents reported that they would consider doing so and a further 27% reported that they were undecided (Figure 3.5). The remaining 33% of respondents reported that they would not consider making a future application for judicial office/higher judicial office.

## Section 3: Judicial Office

### By profession

Respondents who were solicitors were much more likely to report that they would not consider making an application in the future (35%) than those who were barristers (20%).

Figure 3.5 Would you consider applying for judicial office/higher judicial office in the future? - By profession (%)



### By gender

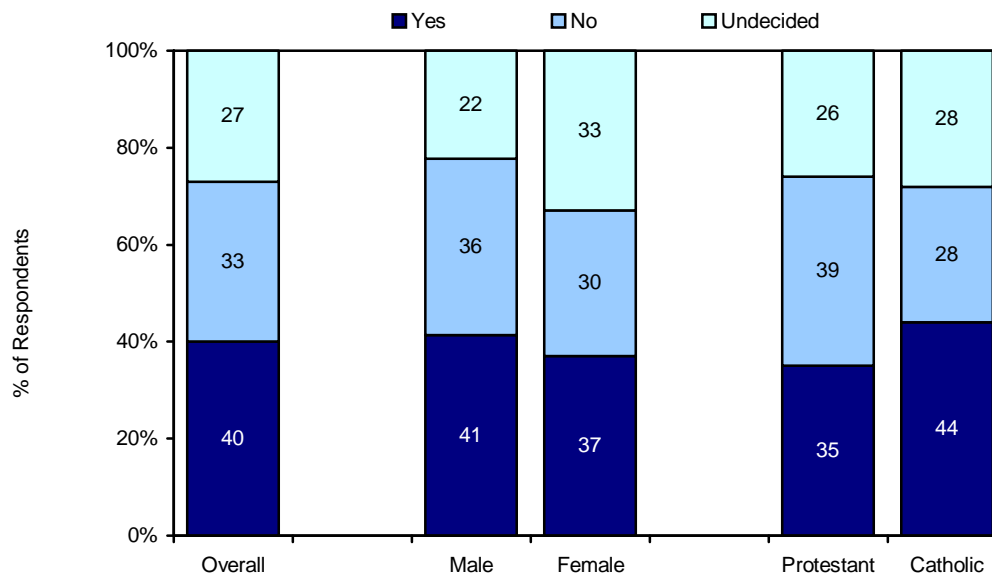
Male respondents were more likely (36%) than female respondents (30%) to report that they would not consider applying for judicial office/higher judicial office in the future (Figure 3.6). Female respondents were much more likely (33%) than male respondents (22%) to report that they were undecided.

### By community background

Those with a Protestant community background were much more likely (39%) than those with a Roman Catholic community background (28%) to report that they would not consider applying for judicial office/higher judicial office in the future (Figure 3.6).

## Section 3: Judicial Office

Figure 3.6 Would you consider applying for judicial office/higher judicial office in the future? - By gender and by community background (%)



### 3.6 Posts respondents might consider applying for

Survey respondents who reported that they would consider applying for judicial office/higher judicial office in the future and those who reported that they were undecided on this were asked which type of post they might consider applying for. There was varied response to this question with the most popular response by a notable margin being full-time salaried position in the County Court (46%) (Table 3.3). The other more popular choices were full-time salaried posts in the Magistrates' Court (38%), part-time fee paid posts in the County Court (also 38%), and part-time salaried posts in the Magistrates' Court (36%). Respondents were least likely to envisage themselves applying for a full-time salaried post in the Coroners' Court (18%).

#### By profession

Respondents from both branches of the profession, and judicial office holders, were most likely to report that they might consider applying for a full-time salaried post in the County Court (mentioned by 43% of solicitors, by 60% of barristers and by 63% of judicial office holders) (Table 3.3).

For solicitors the next more popular choices were a part-time fee paid post in the Tribunals (41%) followed by a part-time fee paid post in the County Court (39%). For barristers a full-time salaried post in the High Court was the second most popular choice (57%) followed by a full-time salaried post in the Magistrates' Court (44%). Finally, for judicial office holders the other more popular choices were a full-time salaried post in the High Court (32%) and a part-time fee paid post in the County Court (21%).

### Section 3: Judicial Office

Table 3.3 *Posts respondents might consider trying for in the future by profession*

	<b>Overall</b>	<b>Solicitor</b>	<b>Barrister</b>	<b>Judicial Office Holder</b>
Full-time salaried post – High Court (including Masters)	35%	30%	57%	32%
Full-time salaried post – County Court (including District Judge)	46%	43%	60%	63%
Full-time salaried post – Magistrates' Court	38%	38%	44%	5%
Full-time salaried post – Coroners' Court	18%	20%	12%	-
Full-time salaried post – Tribunals	29%	33%	13%	-
Part-time salaried post – Magistrates' Court	36%	36%	41%	5%
Part-time fee paid post – County Court (including District Judge)	38%	39%	38%	21%
Part-time fee paid post – Magistrates' Court	32%	31%	41%	-
Part-time fee paid post – Tribunals	35%	41%	14%	-
<b>Total number of respondents</b>	<b>647</b>	<b>509</b>	<b>119</b>	<b>19</b>

#### By gender

Male respondents were most likely to state that they might consider applying for a full-time salaried post in the County Court (54%) (Table 3.4). The other more frequently cited preferences for male respondents were a part-time fee paid post in the County Court (43%), a full-time salaried post in the Magistrates' Court (37%) or a similar position in the High Court (36%). The preferences most frequently cited by female respondents, on the other hand, included a part-time salaried post in the Magistrates' Court (41%), a full-time salaried post in the Magistrates' Court (40%), a part-time fee paid post in the Tribunals (38%) and a full-time salaried post in the County Court (37%).

#### By community background

A full-time salaried post in the County Court was the most frequently cited preference for both respondents with a Protestant community background (49%) and for those with a Roman Catholic community background (45%) (Table 3.4). For those with a Protestant community background, the other top preferences were a full-time salaried post in the High Court (40%) and a part-time fee paid post in the County Court (38%). For respondents with a Roman Catholic community background, the other top preferences were for a full-time salaried post in the Magistrates' Court (40%), a part-time salaried post in the Magistrates' Court (39%) and a part-time fee paid post in the County Court (also reported by 39% of respondents).

## Section 3: Judicial Office

Table 3.4 Posts respondents might consider trying for in the future by gender and by community background

	Overall	Gender		Community Background	
		M	F	P	RC
Full-time salaried post – High Court (including Masters)	35%	36%	34%	40%	31%
Full-time salaried post – County Court (including District Judge)	46%	54%	37%	49%	45%
Full-time salaried post – Magistrates' Court	38%	37%	40%	36%	40%
Full-time salaried post – Coroners' Court	18%	18%	17%	21%	16%
Full-time salaried post – Tribunals	29%	28%	30%	28%	29%
Part-time salaried post – Magistrates' Court	36%	31%	41%	33%	39%
Part-time fee paid post – County Court (including District Judge)	38%	43%	32%	38%	39%
Part-time fee paid post – Magistrates' Court	32%	34%	31%	29%	36%
Part-time fee paid post – Tribunals	35%	33%	38%	37%	34%
<b>Total number of respondents</b>	<b>647</b>	<b>336</b>	<b>300</b>	<b>258</b>	<b>360</b>

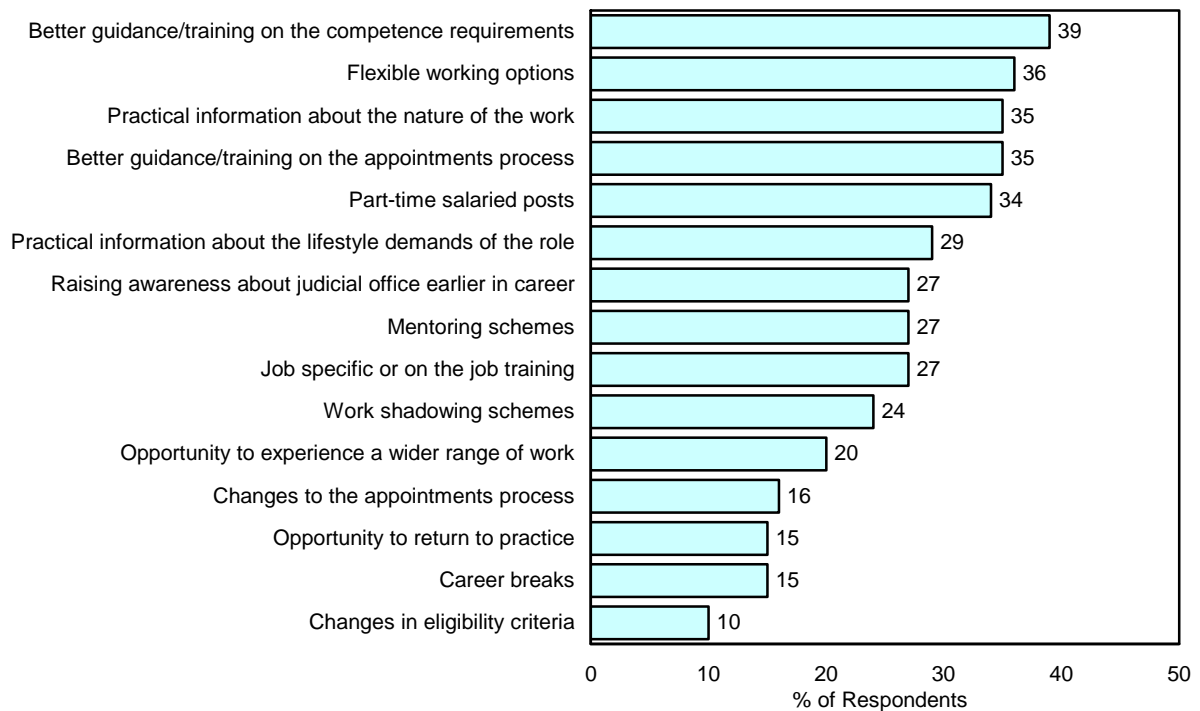
### 3.7 Measures which might encourage respondents to apply for judicial office/higher judicial office

Survey respondents below High Court level who reported that they would consider applying for judicial office/higher judicial office in the future and those who reported that they were undecided on this were asked to indicate from a pre-defined list which measures, if any, might encourage them to consider applying for judicial office/higher judicial office.

The measures which respondents identified as being most likely to encourage them included better guidance/training on the competence requirements (reported by 39% of respondents), flexible working options (36%), practical information about the nature of the work (35%), better guidance/training on the appointments process (35%) and part-time salaried posts (34%) (Figure 3.7). Only a small proportion of respondents identified measures related to the actual appointments process: 16% of respondents reported that they might be encouraged to apply if there were changes to the appointments process and 10% if there were changes to the eligibility criteria.

## Section 3: Judicial Office

**Figure 3.7** Measures that might encourage respondents to apply for judicial office/higher judicial office in the future (%)



### By profession

Better guidance/training on the competence requirements, flexible working options, better guidance/training on the appointments process and part-time salaried posts featured among the top five most frequently cited measures across all three professional groups (Table 3.5).

For solicitors, the most frequently cited measure was better guidance/training on the competence requirements (reported by 40% of respondents) followed by practical information about the nature of the work (39%).

For barristers the two most frequently cited measures were better guidance/training on the appointments process (37%) and better guidance/training on the competence requirements (also reported by 37%).

Finally, for judicial office holders, three measures - changes to the appointments process, better guidance/training on the competence requirements and job specific or on the job training - were equally likely to fall in top position (all reported by 25% of respondents).

### Section 3: Judicial Office

Table 3.5 Top 5 measures which might encourage respondents to apply for judicial office/higher judicial office by profession

<b>Profession</b>		
<b>Overall:</b>	1	Better guidance/training on the competence requirements (39%)
	2	Flexible working options (36%)
	Equal 3 <sup>rd</sup>	Practical information about the nature of the work (35%)
		Better guidance/training on the appointments process (35%)
	5	Part-time salaried posts (34%)
<b>Solicitor:</b>	1	Better guidance/training on the competence requirements (40%)
	2	Practical information about the nature of the work (39%)
	3	Flexible working options (37%)
	4	Part-time salaried posts (36%)
	5	Better guidance/training on the appointments process (35%)
<b>Barrister:</b>	Equal 1 <sup>st</sup>	Better guidance/training on the appointments process (37%)
		Better guidance/training on the competence requirements (37%)
	3	Flexible working options (34%)
	4	Part-time salaried posts (29%)
	Equal 5 <sup>th</sup>	Changes to the appointments process (22%)
		Practical information about the lifestyle demands of the role (22%)
<b>Judicial Office Holder:</b>	Equal 1 <sup>st</sup>	Changes to the appointments process (25%)
		Better guidance/training on the competence requirements (25%)
		Job specific or on the job training (25%)
	Equal 4 <sup>th</sup>	Part-time salaried posts (21%)
		Flexible working options (21%)
		Better guidance/training on the appointments process (21%)
		Opportunity to experience a wider range of work (21%)



## Section 3: Judicial Office

### By gender

The same measures appeared in the top five positions for both male and female respondents albeit in a different rank order (Table 3.6). All of these measures were mentioned by a much higher proportion of females than males.

For both respondent groups better guidance/training on the competence requirements was the most frequently cited measure (reported by 28% of male respondents and by 50% of female respondents). The availability of part-time salaried posts was the second most frequently cited measure for male respondents (27%) compared with the fifth most frequently cited measure for female respondents (42%).

Table 3.6 *Top 5 measures which might encourage respondents to apply for judicial office/higher judicial office by gender*

<b>Gender</b>		
<b>Overall:</b>	1	Better guidance/training on the competence requirements (39%)
	2	Flexible working options (36%)
	Equal 3 <sup>rd</sup>	Practical information about the nature of the work (35%)
		Better guidance/training on the appointments process (35%)
	5	Part-time salaried posts (34%)
<b>Male:</b>	1	Better guidance/training on the competence requirements (28%)
	2	Part-time salaried posts (27%)
	Equal 3 <sup>rd</sup>	Flexible working options (25%)
		Better guidance/training on the appointments process (25%)
	5	Practical information about the nature of the work (23%)
<b>Female:</b>	1	Better guidance/training on the competence requirements (50%)
	2	Practical information about the nature of the work (47%)
	3	Flexible working options (46%)
	4	Better guidance/training on the appointments process (45%)
	5	Part-time salaried posts (42%)

### By community background

The measures respondents with a Protestant community background were most likely to suggest might encourage them to apply for judicial office/higher judicial office were practical information about the nature of the work (37%), part-time salaried posts (36%) and better guidance/training on the competence requirements (34%) (Table 3.7).

By contrast, the measures respondents with a Roman Catholic community background were most likely to identify were better guidance/training on the competence requirements (42%), flexible working options (41%) and better guidance/training on the appointments process (40%).

### Section 3: Judicial Office

Table 3.7 Top 5 measures which might encourage respondents to apply for judicial office/higher judicial office by community background

Community background		
Overall:	1	Better guidance/training on the competence requirements (39%)
	2	Flexible working options (36%)
	Equal 3 <sup>rd</sup>	Practical information about the nature of the work (35%)
		Better guidance/training on the appointments process (35%)
	5	Part-time salaried posts (34%)
Protestant:	1	Practical information about the nature of the work (37%)
	2	Part-time salaried posts (36%)
	3	Better guidance/training on the competence requirements (34%)
	4	Flexible working options (31%)
	5	Better guidance/training on the appointments process (28%)
Roman Catholic:	1	Better guidance/training on the competence requirements (42%)
	2	Flexible working options (41%)
	3	Better guidance/training on the appointments process (40%)
	4	Part-time salaried posts (35%)
	5	Practical information about the lifestyle demands of the role (34%)

## Section 3: Judicial Office

### 3.8 Extent to which various aspects of judicial office appeal to respondents

Survey respondents were asked to indicate the extent to which various aspects of judicial office appealed to them. The aspects of judicial office which were most likely to be identified by respondents as appealing 'to a large extent' were the interesting nature of the work (57%), the public service/making a difference aspect of the work (48%) and the pension arrangements (47%) (Figure 3.8, Table 3.8). Only 8% of respondents reported that the 'status/prestige' associated with judicial office appealed to them 'to a large extent'.

Figure 3.8 Extent to which various aspects of judicial office appealed to respondents (%)

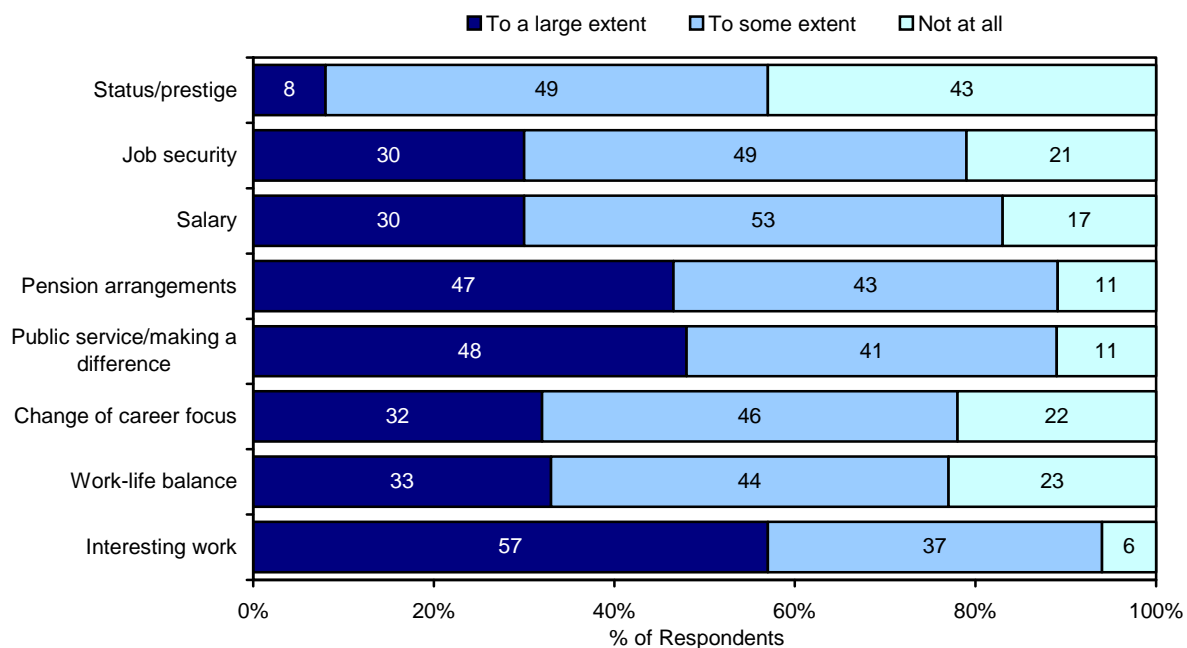


Table 3.8 Extent to which various aspects of judicial office appealed to respondents

	Total number of respondents	To a large extent	To some extent	Not at all
Status/prestige	916	8%	49%	43%
Job security	915	30%	49%	21%
Salary	939	30%	53%	17%
Pension arrangements	943	47%	43%	11%
Public service/making a difference	929	48%	41%	11%
Change of career focus	922	32%	46%	22%
Work-life balance	927	33%	44%	23%
Interesting work	954	57%	37%	6%
Other	14	93%	7%	-

## Section 3: Judicial Office

### By profession

By profession, significant differences in the response profile were recorded for job security, salary, work-life balance and the interesting nature of the work (Table 3.9).

- *Job security*: Respondents who were solicitors were much less likely to rate job security as appealing 'to a large extent' (27%) than barristers (42%) or judicial office holders (45%).

- *Salary*: Respondents who were solicitors were more likely to rate this aspect of judicial office/higher judicial office as appealing 'to a large extent' (31%) than barristers (25%) or judicial office holders (29%).

- *Work-life balance*: Respondents who held full-time judicial office were more likely to rate this aspect of judicial office as appealing 'to a large extent' (60%) than solicitors (31%) or barristers (36%).

- *Interesting work*: Here again respondents who held full-time judicial office were much more likely to rate this aspect of judicial office/higher judicial office as appealing 'to a large extent' (79%) than solicitors (57%) or barristers (51%).

Table 3.9 Extent to which various aspects of judicial office appeal by profession

	Profession	Total number of respondents	To a large extent	To some extent	Not at all
Status/prestige	Solicitor	745	8%	49%	44%
	Barrister	137	11%	50%	39%
	Judicial Office Holder	34	-	50%	50%
Job Security	Solicitor	743	27%	51%	22%
	Barrister	139	42%	43%	14%
	Judicial Office Holder	33	45%	39%	15%
Salary	Solicitor	766	31%	54%	15%
	Barrister	139	25%	50%	24%
	Judicial Office Holder	34	29%	44%	26%
Pension arrangements	Solicitor	765	45%	43%	12%
	Barrister	142	51%	41%	8%
	Judicial Office Holder	36	56%	42%	3%
Public service/making a difference	Solicitor	755	47%	41%	12%
	Barrister	140	54%	40%	6%
	Judicial Office Holder	34	59%	35%	6%
Change of career focus	Solicitor	747	31%	48%	22%
	Barrister	142	36%	43%	21%
	Judicial Office Holder	33	52%	27%	21%
Work-life balance	Solicitor	752	31%	47%	22%
	Barrister	140	36%	36%	28%
	Judicial Office Holder	35	60%	17%	23%
Interesting work	Solicitor	771	57%	37%	6%
	Barrister	144	51%	43%	6%
	Judicial Office Holder	39	79%	21%	-
Other	Solicitor	12	92%	8%	-
	Barrister	2	100%	-	-
	Judicial Office Holder	-	-	-	-

## Section 3: Judicial Office

### By gender

The extent to which the various aspects of judicial office appealed to male and female respondents is detailed in Table 3.10. For most aspects (i.e. all but status/prestige and change of career focus), the proportion of female respondents who responded 'to a large extent' was higher than the proportion of males who responded accordingly. The biggest percentage difference was recorded in respect of salary: 43% of females compared with just 19% of males reported that this appealed 'to a large extent'. The other aspects of judicial office which elicited the biggest differences were pension arrangements (reported by 54% of females compared with 40% of males), job security (reported by 37% of females and 24% of males) and the interesting nature of the work (reported by 63% of females compared with 51% of males).

Table 3.10 Extent to which various aspects of judicial office appealed to respondents by gender

	Gender	Total number of respondents	To a large extent	To some extent	Not at all
Status/prestige	Male	488	8%	45%	47%
	Female	416	8%	53%	39%
Job Security	Male	487	24%	50%	26%
	Female	416	37%	49%	15%
Salary	Male	500	19%	56%	25%
	Female	427	43%	49%	7%
Pension arrangements	Male	502	40%	46%	15%
	Female	429	54%	39%	7%
Public service/making a difference	Male	498	48%	39%	13%
	Female	419	49%	42%	9%
Change of career focus	Male	495	32%	42%	26%
	Female	415	32%	51%	17%
Work-life balance	Male	497	31%	43%	26%
	Female	418	35%	45%	19%
Interesting work	Male	511	51%	41%	8%
	Female	431	63%	33%	4%
Other	Male	13	92%	8%	-
	Female	1	100%	-	-

## Section 3: Judicial Office

### By community background

With the exception of status/prestige, respondents with a Roman Catholic community background were more likely than those with a Protestant community background to report that the various aspects of judicial office appealed to them 'to a large extent' (Table 3.11). The biggest percentage differences between the proportion of each respondent group who responded accordingly were recorded for the interesting nature of the work (reported by 61% of those with a Roman Catholic community background compared with 52% of those with a Protestant community background), pension arrangements (reported by 51% of those with a Roman Catholic community background compared with 43% of those with a Protestant community background) and salary (reported by 34% of those with a Roman Catholic community background compared with 27% of those with a Protestant community background).

Table 3.11 *Extent to which various aspects of judicial office appealed to respondents by community background*

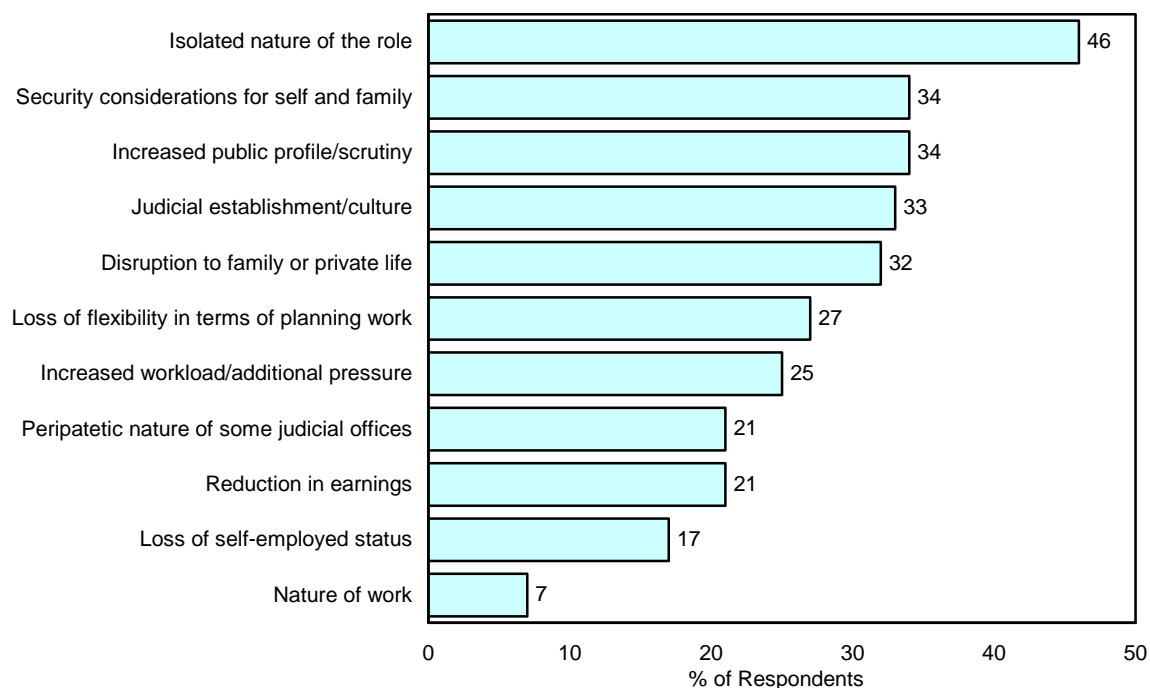
	<b>Community Background</b>	<b>Total number of respondents</b>	<b>To a large extent</b>	<b>To some extent</b>	<b>Not at all</b>
Status/prestige	Protestant	<b>399</b>	8%	52%	40%
	Roman Catholic	<b>475</b>	8%	47%	45%
Job Security	Protestant	<b>397</b>	28%	48%	24%
	Roman Catholic	<b>476</b>	32%	50%	18%
Salary	Protestant	<b>408</b>	27%	53%	21%
	Roman Catholic	<b>488</b>	34%	53%	13%
Pension arrangements	Protestant	<b>415</b>	43%	45%	12%
	Roman Catholic	<b>484</b>	51%	39%	10%
Public service/making a difference	Protestant	<b>407</b>	47%	42%	12%
	Roman Catholic	<b>479</b>	50%	40%	10%
Change of career focus	Protestant	<b>399</b>	30%	47%	23%
	Roman Catholic	<b>480</b>	34%	46%	20%
Work-life balance	Protestant	<b>403</b>	30%	46%	25%
	Roman Catholic	<b>482</b>	36%	43%	21%
Interesting work	Protestant	<b>416</b>	52%	41%	7%
	Roman Catholic	<b>496</b>	61%	34%	5%
Other	Protestant	<b>6</b>	100%	-	-
	Roman Catholic	<b>6</b>	83%	17%	-

## Section 3: Judicial Office

### 3.9 Aspects of judicial office that do not appeal by profession

In addition to being asked the extent to which various aspects of judicial office appealed to them, survey respondents were also asked to indicate from a list those aspects of judicial office that did not appeal to them. The greatest proportion of respondents (46%) reported that the isolated nature of the role did not appeal to them (Figure 3.9). The other aspects most frequently identified as not appealing were security considerations for self and family (34%), increased public profile/scrutiny (34%), judicial establishment/culture (33%) and disruption to family or private life (32%).

Figure 3.9 Aspects of judicial office that did not appeal to respondents (%)



#### By profession

Across all three professional groups, the isolated nature of the role was the one aspect of judicial office that was most likely to be identified as not appealing (reported by 61% of barristers, 44% of solicitors and 39% of judicial office holders) (Table 3.12).

Those aspects of judicial office where there were significant differences in response across the professional groups are shown in Figure 3.10. For four of the six aspects of judicial office included here, the percentage of respondents who considered the aspect as not appealing was higher for the barrister than for the solicitor and judicial office holder respondent groups. These differences were especially marked for loss of flexibility in terms of planning work (reported by 40% of barristers compared with 25% of solicitors and 18% of judicial office holders), the isolated nature of the role (reported by 61% of barristers compared with 44% of solicitors and 39% of judicial office holders) and loss of self-employed status (reported by 36% of barristers compared with 14% of solicitors and 12% of judicial office holders).

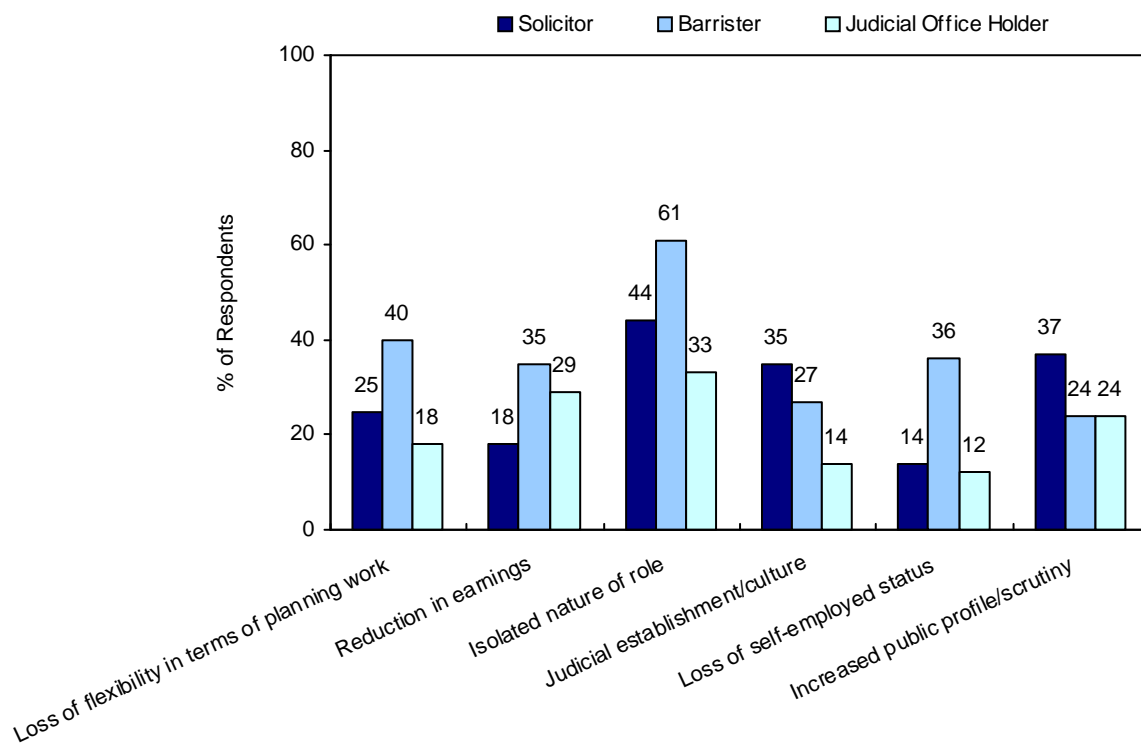
The difference recorded in respect of the other two aspects of judicial office - judicial establishment/culture and increased public profile/scrutiny – was such that these were more likely to be reported as unappealing to solicitors than to barristers or judicial office holders.

### Section 3: Judicial Office

Table 3.12 Aspects of judicial office/higher judicial office that did not appeal to respondents by profession

	Overall	Solicitor	Barrister	Judicial Office Holder
Loss of flexibility in terms of planning work	27%	25%	40%	18%
Peripatetic nature of some judicial offices	21%	22%	20%	12%
Increased workload/additional pressures	25%	25%	21%	22%
Reduction in earnings	21%	18%	35%	29%
Nature of work	7%	7%	9%	-
Isolated nature of role	46%	44%	61%	33%
Security considerations for self and family	34%	34%	37%	33%
Judicial establishment/culture	33%	35%	27%	14%
Loss of self employed status	17%	14%	36%	12%
Increased public profile/scrutiny	34%	37%	24%	24%
Disruption to family or private life	32%	32%	33%	20%
Other	2%	2%	2%	-
<b>Total number of respondents</b>	<b>1,097</b>	<b>887</b>	<b>161</b>	<b>49</b>

Figure 3.10 Aspects of judicial office where there were significant differences by profession (%)





## Section 3: Judicial Office

### By gender

For all but two of the 11 aspects of judicial office addressed in this question (nature of work and security considerations for self and family), there were significant gender differences in response (Table 3.13).

There were three aspects of judicial office that male respondents were more likely than female respondents to identify as unappealing. These were the loss of flexibility in terms of planning work (reported by 29% of males compared with 23% of females), reduction in earnings (reported by 26% of males and 15% of females) and loss of self employed status (reported by 23% of males compared with 9% of females) (Figure 3.11).

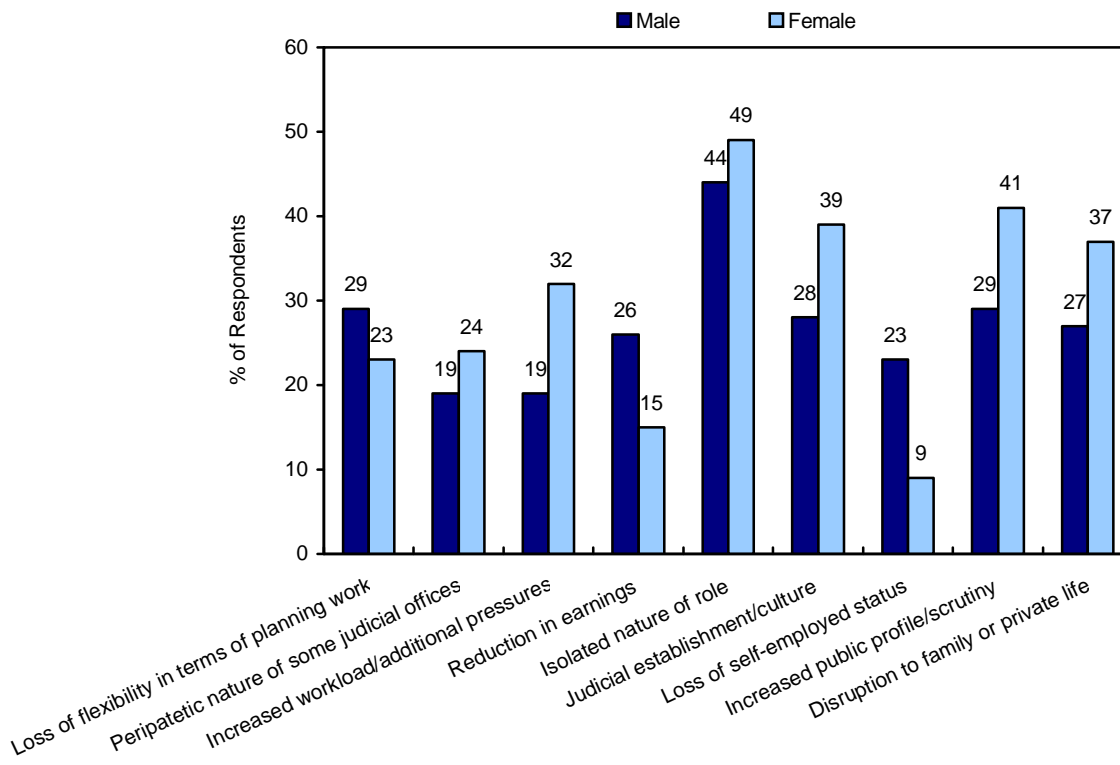
All other aspects of judicial office were more likely to be reported by females than by males as unappealing. Those aspects where the largest percentage differences were recorded were increased workload/additional pressures (reported by 32% of females compared with 19% of males), increased public profile/scrutiny (reported by 41% of females and 29% of males), judicial establishment/culture (reported by 39% of females and 28% of males) and disruption to family or private life (reported by 37% of females and 27% of males).

Table 3.13 *Aspects of judicial office that did not appeal by gender and by community background*

	Overall	Gender		Community background	
		M	F	P	RC
Loss of flexibility in terms of planning work	27%	29%	23%	26%	26%
Peripatetic nature of some judicial offices	21%	19%	24%	24%	20%
Increased workload/additional pressures	25%	19%	32%	24%	26%
Reduction in earnings	21%	26%	15%	24%	19%
Nature of work	7%	7%	6%	7%	6%
Isolated nature of role	46%	44%	49%	45%	48%
Security considerations for self and family	34%	32%	37%	27%	41%
Judicial establishment/culture	33%	28%	39%	29%	37%
Loss of self employed status	17%	23%	9%	15%	17%
Increased public profile/scrutiny	34%	29%	41%	29%	38%
Disruption to family or private life	32%	27%	37%	26%	36%
Other	2%	2%	2%	1%	2%
<b>Total number of respondents</b>	<b>1,097</b>	<b>597</b>	<b>484</b>	<b>472</b>	<b>574</b>

### Section 3: Judicial Office

Figure 3.11 Aspects of judicial office that did not appeal where there were significant gender related differences (%)



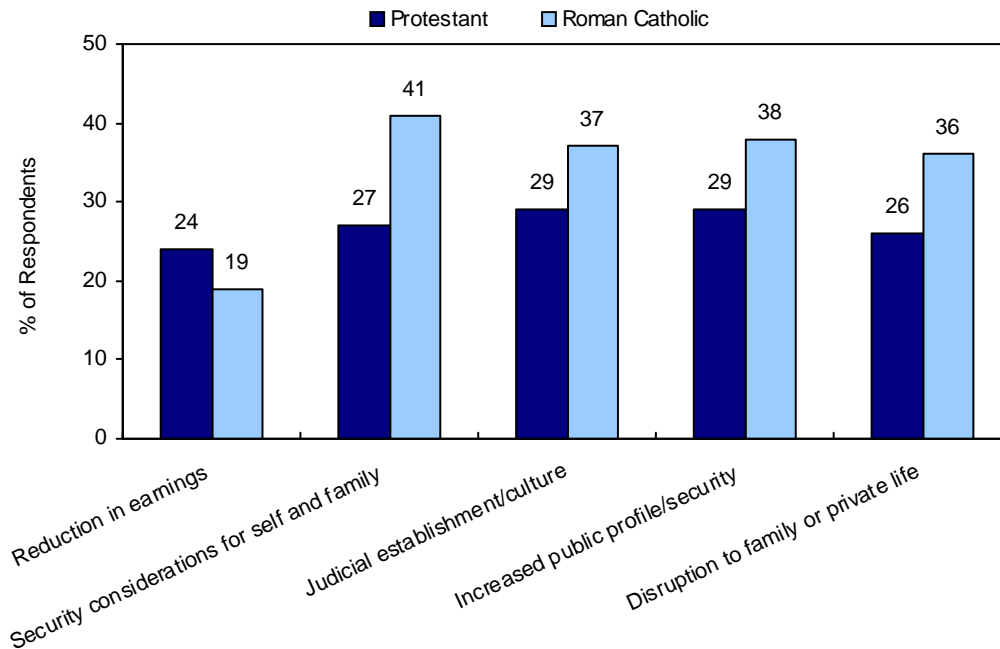
#### By community background

Differences by community background were significant for five of the 11 aspects considered (Table 3.13). In four instances the differences were such that respondents with a Roman Catholic community background were more likely than those with a Protestant community background to report the specific aspect of judicial office as not appealing. (Figure 3.12) This difference was most pronounced for security considerations for self and family: 41% of respondents with a Roman Catholic community background reported that this aspect of judicial office did not appeal to them compared with 27% of respondents with a Protestant community background.

Of the five aspects of judicial office where there was a significant difference, reduction in earnings was the only aspect reported as not appealing by a higher proportion of respondents with a Protestant community background (reported by 24% of this respondent group compared with 19% of the Roman Catholic respondent group) (Figure 3.12).

## Section 3: Judicial Office

Figure 3.12 Aspects of judicial office that did not appeal where there were significant community background differences (%)



### 3.10 Knowledge of work involved across the range of judicial offices

Survey respondents were asked if they knew enough about the work involved across the range of judicial offices. Overall, one third of survey respondents (33%) reported that they did know enough (Figure 3.13).

#### By profession

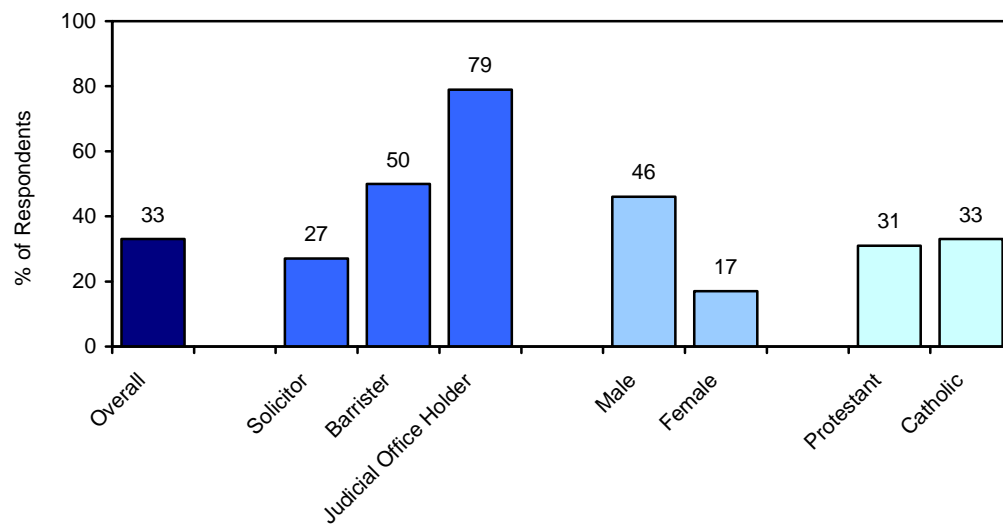
Respondents in full-time judicial office posts were most likely to report that they knew enough (79%) followed by barristers (50%). Respondents in solicitor positions were least likely to report that they knew enough (27%).

#### By gender and by community background

Male respondents were much more likely (46%) than female respondents (17%) to report that they knew enough about the work involved across the range of judicial offices. Similar proportions of respondents with Protestant and Roman Catholic community backgrounds reported that they had sufficient knowledge in this area (31% and 33% respectively).

### Section 3: Judicial Office

Figure 3.13 *Proportion of respondents who reported that they knew enough about the work involved across the range of judicial offices by profession, by gender and by community background*



## **Section 4:**

### **Appointments Process: Influence of Work-Related Factors**



## Section 4: Appointments Process: Influence of Work-Related Factors

### 4.1 Perceived influence of factors on the successful outcome of an application for judicial office

Respondents were asked to rate a number of factors in terms of the type of influence they believed they would have on the outcome of an application for judicial office. The factors fell under three main headings:- Work-related factors, Biographical factors and Other factors.

Rather than present an exhaustive breakdown of the results for each factor by profession, by gender and by community background, only those differences which were statistically significant are outlined in this section of the report. A complete breakdown of the results for this question can be found in Appendix 3.

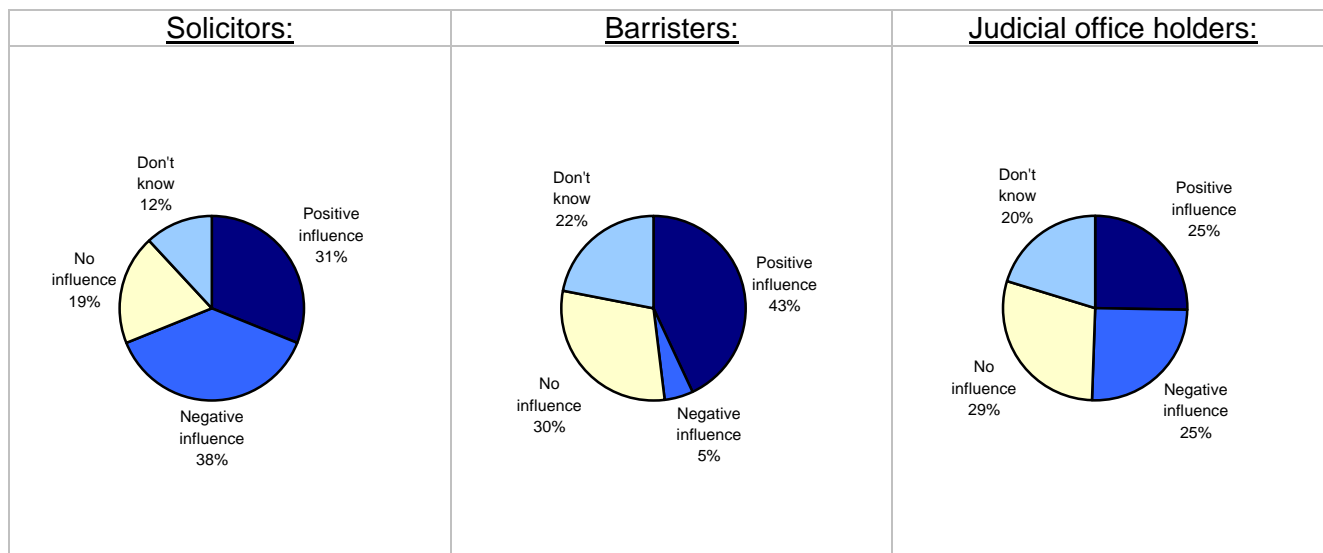
#### (a) Being a solicitor

Overall, approximately one third of survey respondents (32%) perceived that 'Being a solicitor' would have a positive influence on the outcome of an application for judicial office, a similar proportion (33%) perceived that this would have a negative influence, 21% thought it would have no influence and 14% did not have definitive view on this and opted for the 'don't know' response option.

#### By profession

Barristers were much more likely to perceive 'Being a solicitor' as having a positive influence (43%) than were solicitors (31%) or judicial office holders (25%) (Figure 4.1). Solicitors, on the other hand, were much more likely to perceive this factor as having a negative influence (38%) than either barristers (5%) or judicial office holders (25%).

Figure 4.1 Perceived influence of 'Being a solicitor' by profession

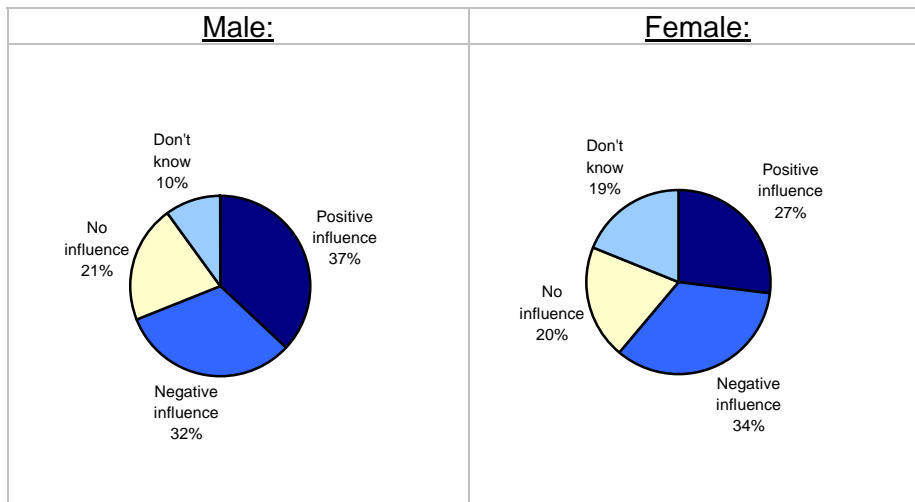


#### By gender

Gender differences on this were statistically significant (Figure 4.2). Male respondents were much more likely (37%) than female respondents (27%) to perceive that 'Being a solicitor' would have a positive influence on the outcome of an application for judicial office.

## Section 4: Appointments Process: Influence of Work-Related Factors

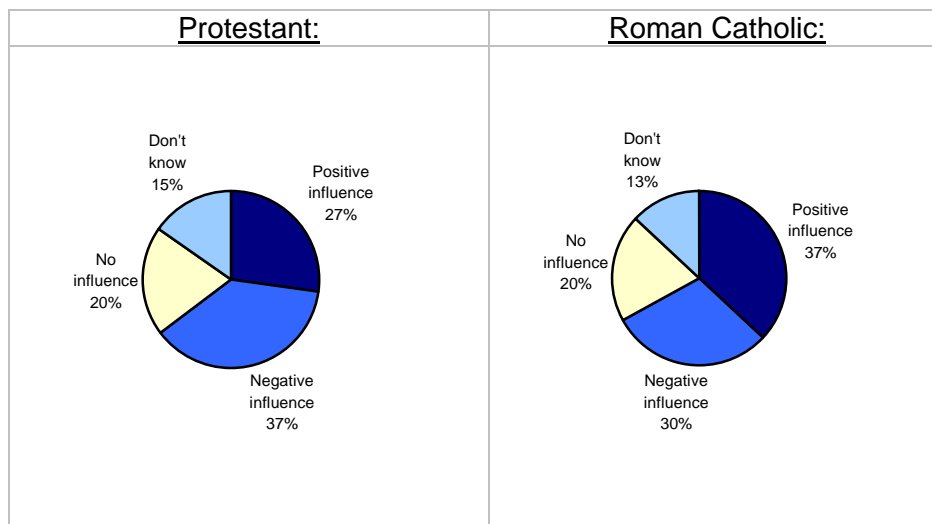
Figure 4.2 Perceived influence of 'Being a solicitor' by gender



### By community background

Respondents with a Roman Catholic community background were more likely (37%) than those with a Protestant community background (27%) to perceive 'Being a solicitor' as having a positive influence (Figure 4.3). Respondents with a Protestant community background, on the other hand, were more likely (37%) than those with a Roman Catholic community background (30%) to perceive this factor as having a negative influence.

Figure 4.3 Perceived influence of 'Being a solicitor' by community background





## Section 4: Appointments Process: Influence of Work-Related Factors

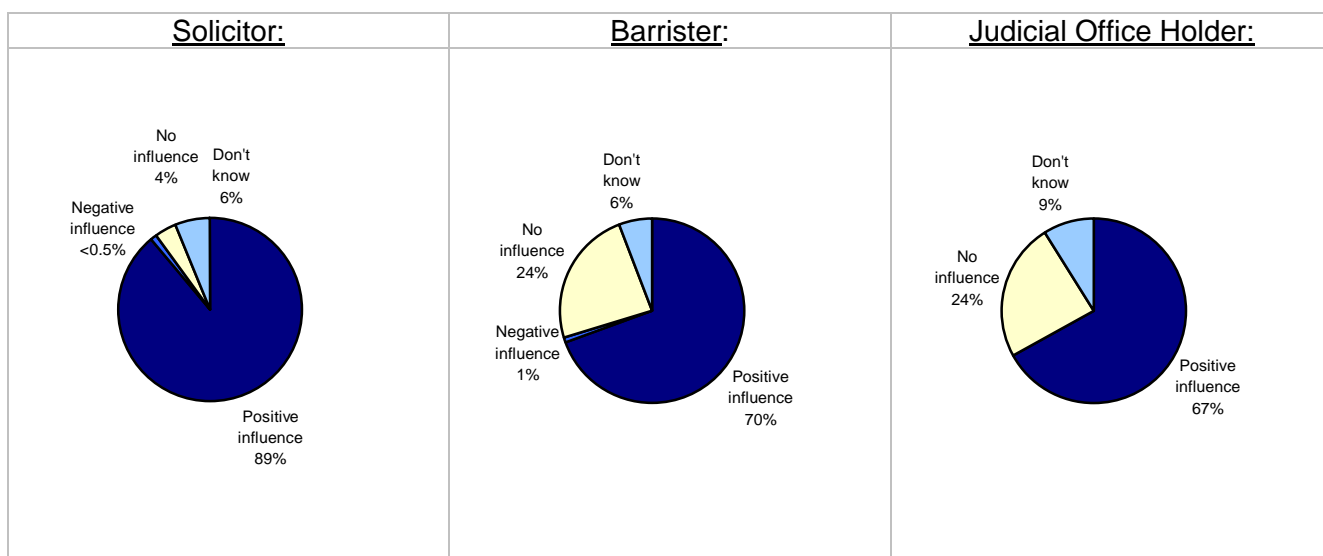
### (b) Being a barrister

The vast majority of survey respondents (85%) perceived that 'Being a barrister' would have a positive influence on the outcome of an application for judicial office. A further 8% of respondents considered that this would have no influence. Only a negligible proportion of respondents (0.4%) perceived that being a barrister would have a negative influence.

#### By profession

Solicitors were much more likely to perceive 'Being a barrister' as having a positive influence on the successful outcome of an application for judicial office (89%) than barristers (70%) or judicial office holders (67%) (Figure 4.4). In addition, only 4% of solicitors compared with 24% of both barristers and judicial office holders perceived this factor as having no influence.

Figure 4.4 Perceived influence of 'Being a barrister' by profession



### (c) Representing plaintiffs

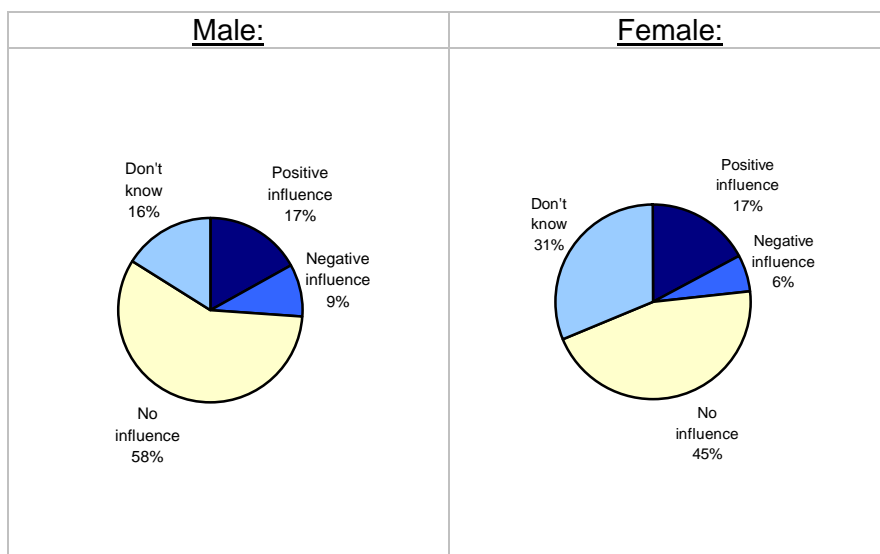
The greater proportion of respondents (53%) perceived 'Representing plaintiffs' as having no influence on the outcome of an application for judicial office. A further 17% of respondents considered this to have a positive influence while 8% considered it to have a negative influence. The remaining 22% of respondents opted for the 'don't know' response option.

#### By gender

Male respondents were more likely (58%) than female respondents (45%) to perceive 'Representing plaintiffs' as having no influence on the successful outcome of an application for judicial office (Figure 4.5). Female respondents, however, were about twice as likely (31%) as male respondents (16%) to opt for the 'don't know' response option.

## Section 4: Appointments Process: Influence of Work-Related Factors

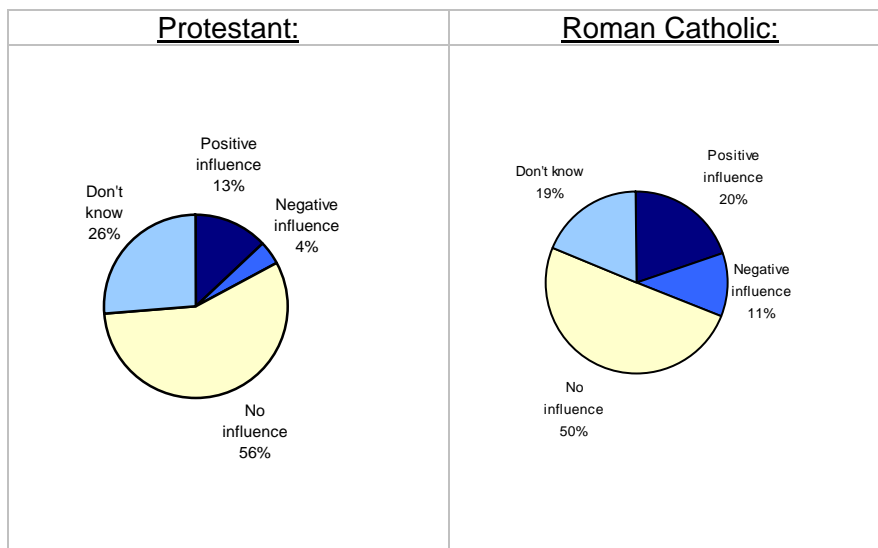
Figure 4.5 Perceived influence of 'Representing plaintiffs' by gender



### By community background

Respondents with a Roman Catholic community background were more likely to consider that 'Representing plaintiffs' would have a positive influence (20%) than respondents with a Protestant community background (13%) (Figure 4.6).

Figure 4.6 Perceived influence of 'Representing plaintiffs' by community background



### (d) Representing respondents

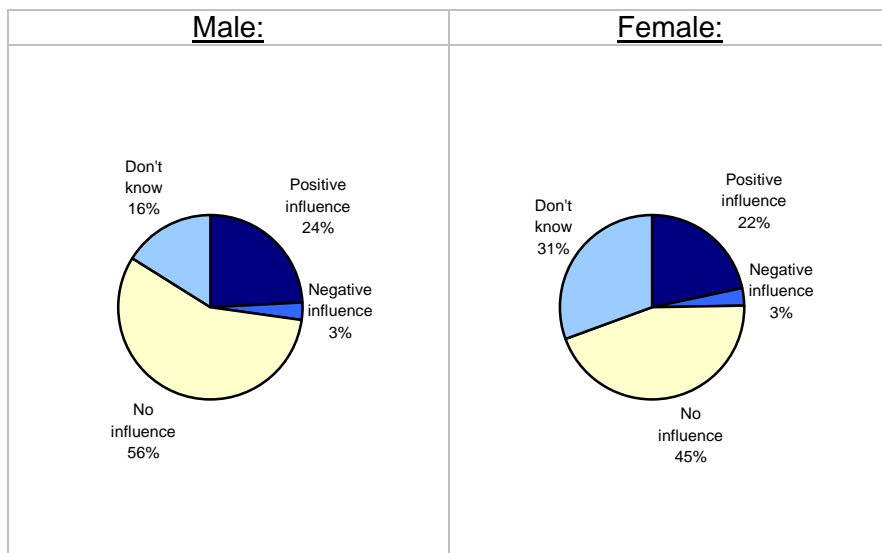
Just over half of survey respondents (51%) expressed the view that 'Representing respondents' would have no influence on the outcome of an application for judicial office. The proportion of respondents who considered this factor to have a positive influence was, however, relatively high at 23% as was the proportion who opted for the 'don't know' response option (also 23%). Only a small proportion of respondents (3%) perceived that 'representing respondents' would have a negative influence.

## Section 4: Appointments Process: Influence of Work-Related Factors

### By gender

Male respondents were much more likely (56%) than female respondents (45%) to perceive 'Representing respondents' as having no influence on the successful outcome of an application for judicial office (Figure 4.7). Here again, however, female respondents were about twice as likely (31%) as male respondents (16%) to opt for the 'don't know' response option.

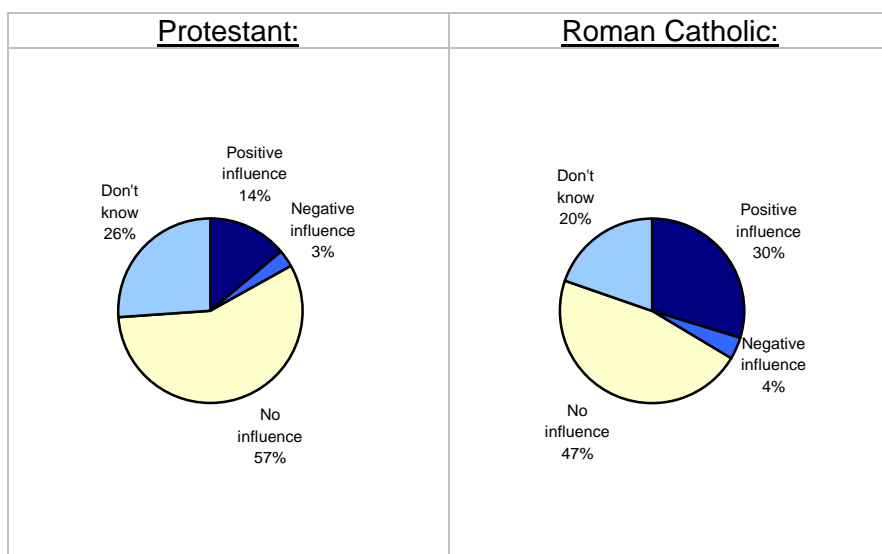
Figure 4.7 Perceived influence of 'Representing respondents' by gender



### By community background

Respondents with a Roman Catholic community background were about twice as likely (30%) as those with a Protestant community background (14%) to perceive 'Representing respondents' as having a positive influence on the outcome of an application for judicial office (Figure 4.8).

Figure 4.8 Perceived influence of 'Representing respondents' by community background



## Section 4: Appointments Process: Influence of Work-Related Factors

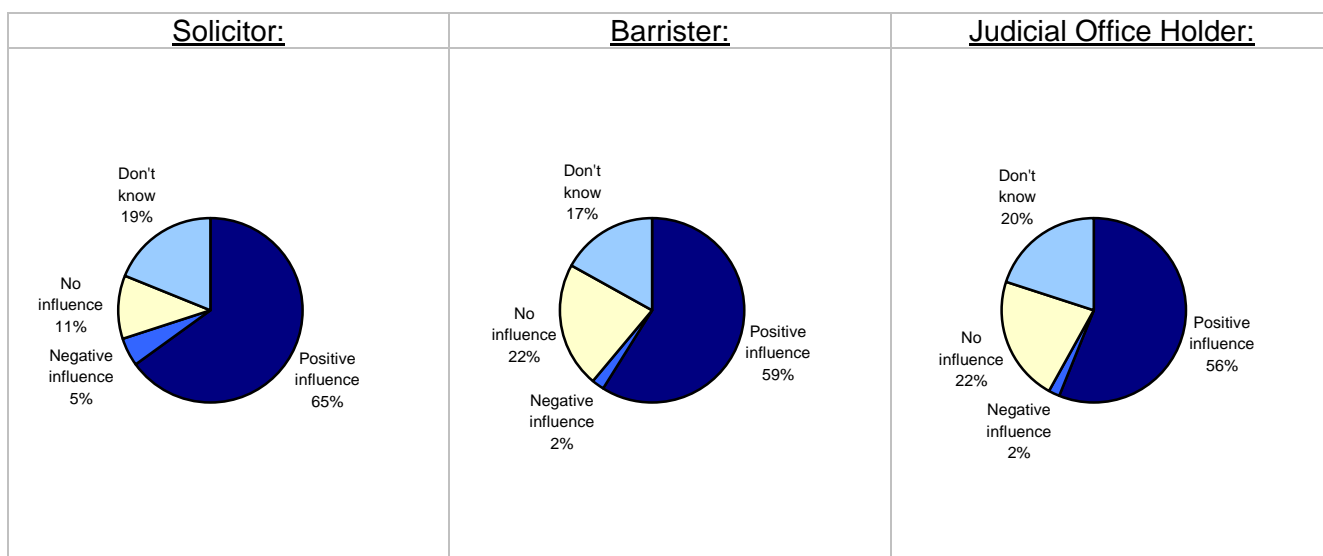
### (e) Being on a Government civil panel or engaged as Prosecution Counsel

Overall, almost two thirds of survey respondents (64%) perceived that 'Being on a Government civil panel or engaged as Prosecution Counsel' would have a positive influence. Only a small minority of respondents (4%) perceived that this would have a negative influence. A further 13% of respondents considered that this factor would have no influence and the remaining 19% of respondents opted for the 'don't know' response option.

#### By profession

Solicitors were much more likely (65%) than barristers (59%) or judicial office holders (56%) to perceive that this factor would have a positive influence on the outcome of an application for judicial office (Figure 4.9). They were less likely to perceive this factor to have no influence (11% compared with 22% of both barristers and judicial office holders).

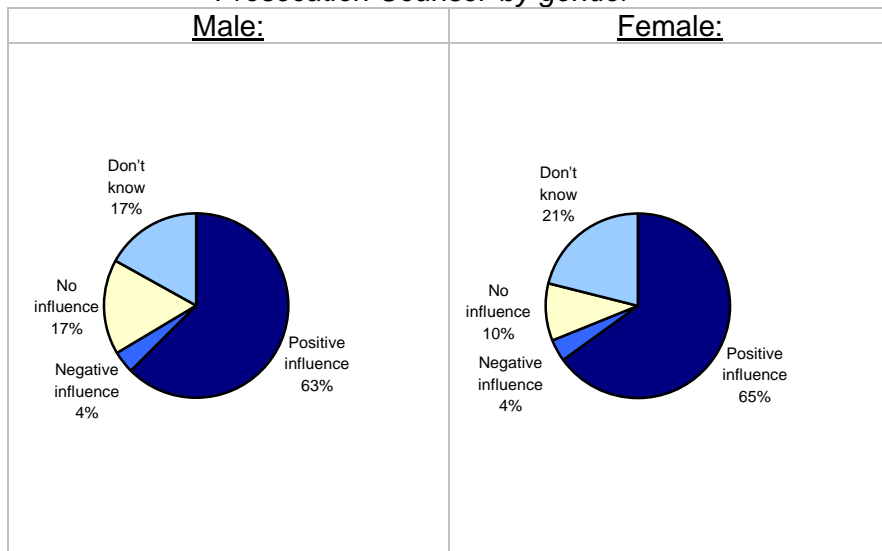
Figure 4.9 Perceived influence of 'Being on a Government civil panel or engaged as Prosecution Counsel' by profession



#### By gender

Male respondents were more likely (17%) than female respondents (10%) to perceive 'Being on a Government civil panel or engaged as Prosecution Counsel' as having no influence on the outcome of an application (Figure 4.10).

Figure 4.10 Perceived influence of 'Being on a Government civil panel or engaged as Prosecution Counsel' by gender

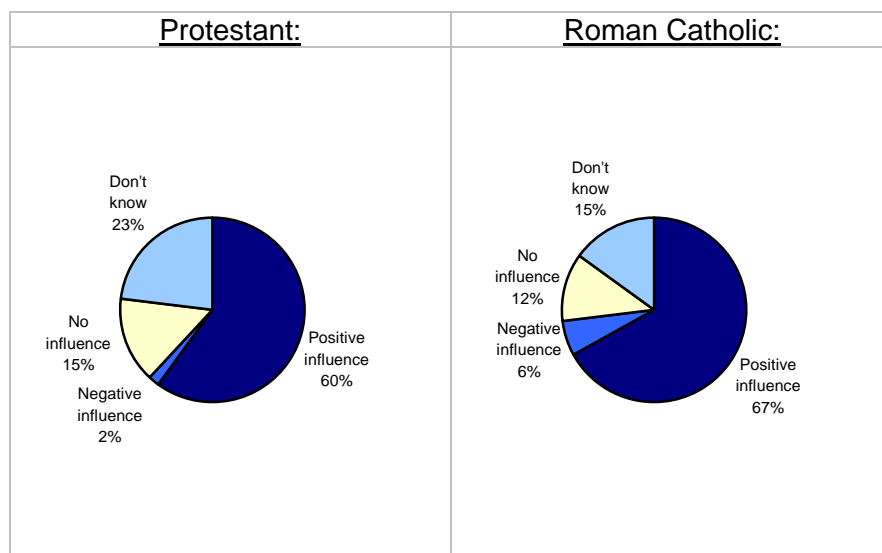


## Section 4: Appointments Process: Influence of Work-Related Factors

### By community background

Respondents with a Roman Catholic community background were more likely (67%) than those with a Protestant community background (60%) to perceive this as a positive influence (Figure 4.11). Those with a Protestant community background were more likely (23%) than those with a Roman Catholic community background (15%) to opt for the 'don't know' response option.

Figure 4.11 Perceived influence of 'Being on a Government civil panel or engaged as Prosecution Counsel' by community background



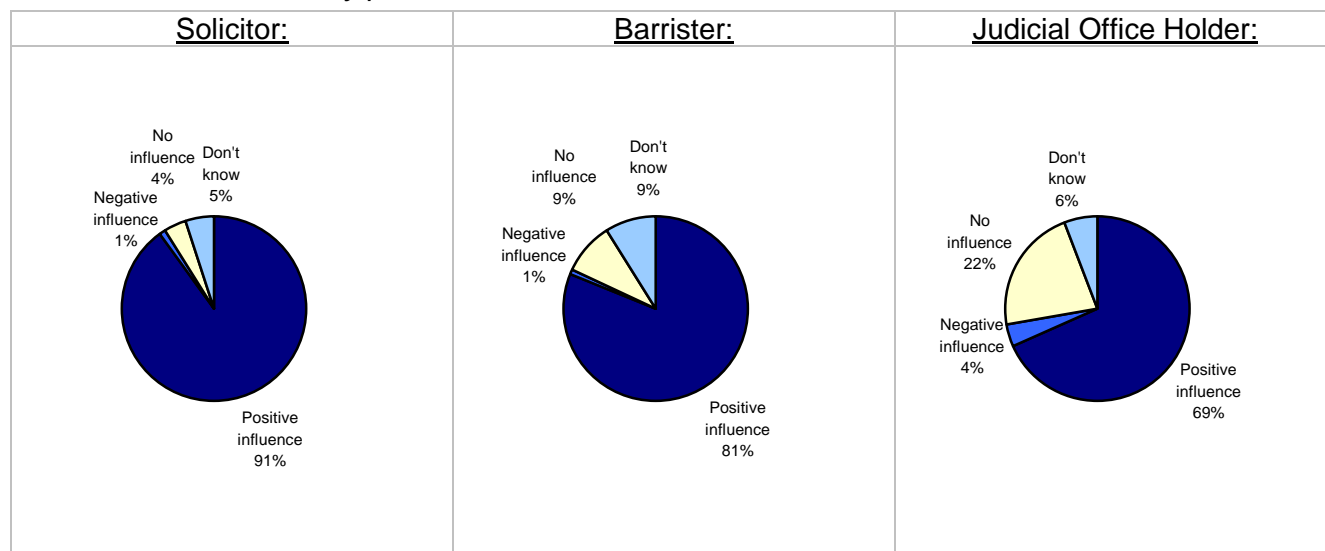
### (f) Experience as a deputy or part-time judicial office holder

'Experience as a deputy or part-time judicial office holder' was seen to be a positive factor by the vast majority of survey respondents (88%). Only a small proportion of respondents (1%) believed that this might be a negative influence.

### By profession

There was a significant difference across professional groups in the proportion of respondents who perceived that 'Experience as a deputy or part-time judicial office holder' would have a positive influence (Figure 4.12). This was much higher for solicitors (91%) and barristers (81%) than for than judicial office holders (69%).

Figure 4.12 Perceived influence of 'Experience as a deputy or part-time judicial office holder' by profession



## Section 4: Appointments Process: Influence of Work-Related Factors

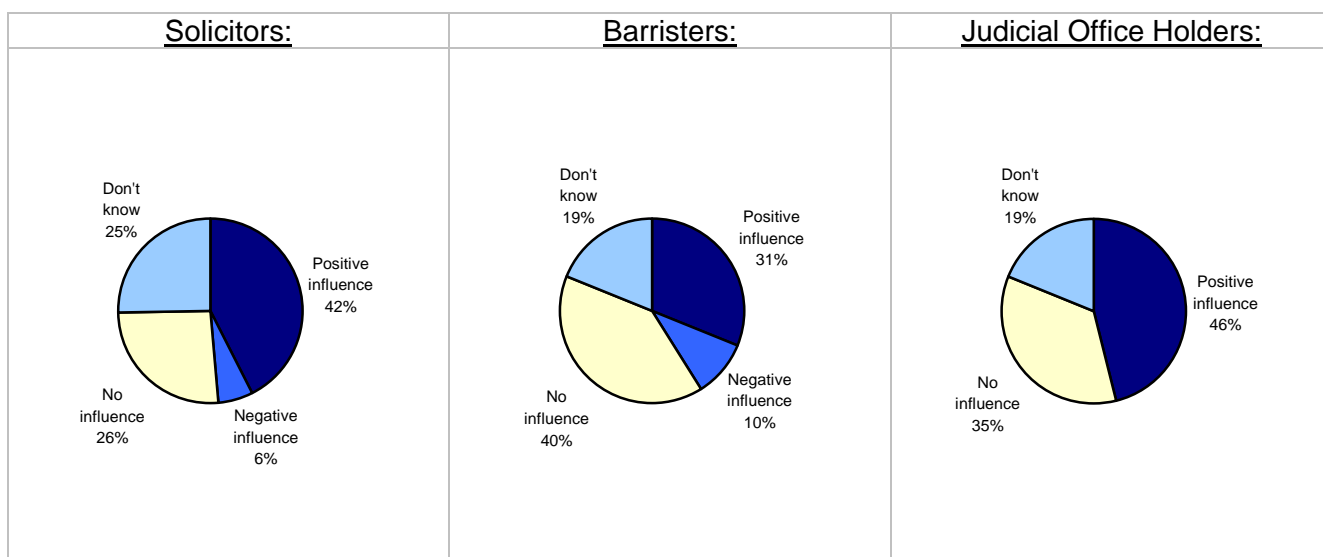
### (g) Specialising in criminal law

Respondents were divided in their response to this question. While the greatest proportion of respondents considered that 'Specialising in criminal law' would have a positive influence on the outcome of an application for judicial office (41%), sizeable proportions considered it to have no influence (29%) or opted for the 'don't know' response option (24%).

#### By profession

Barristers were much less likely to perceive this factor as a positive influence (31%) than either solicitors (42%) or judicial office holders (46%) (Figure 4.13). In addition, solicitors were much less likely to perceive this factor as having no influence (26%) than were barristers (40%) or judicial office holders (35%).

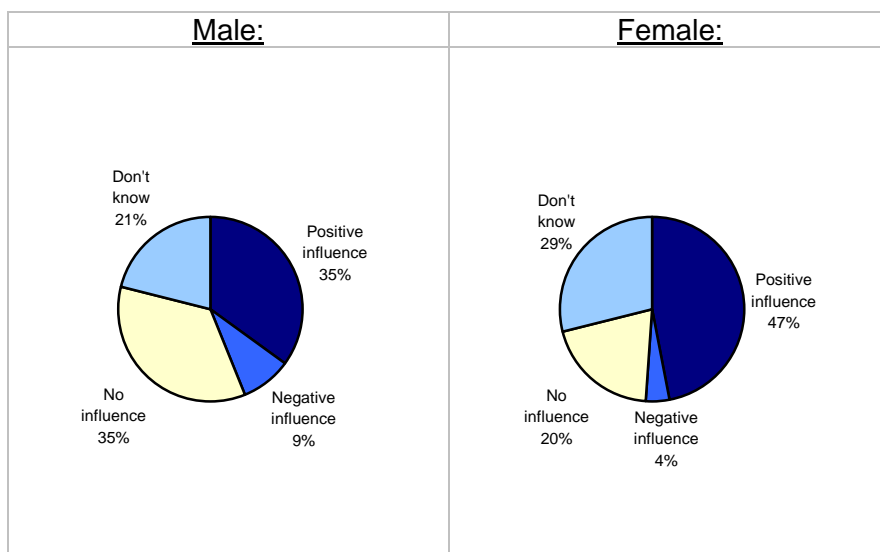
Figure 4.13 Perceived influence of 'Specialising in criminal law' by profession



#### By gender

Female respondents were much more likely (47%) than male respondents (35%) to perceive that 'Specialising in criminal law' would have a positive influence on the outcome of an application for judicial office (Figure 4.14). They were less likely to perceive that this would have no influence (20% compared with 35% of male respondents).

Figure 4.14 Perceived influence of 'Specialising in criminal law' by gender

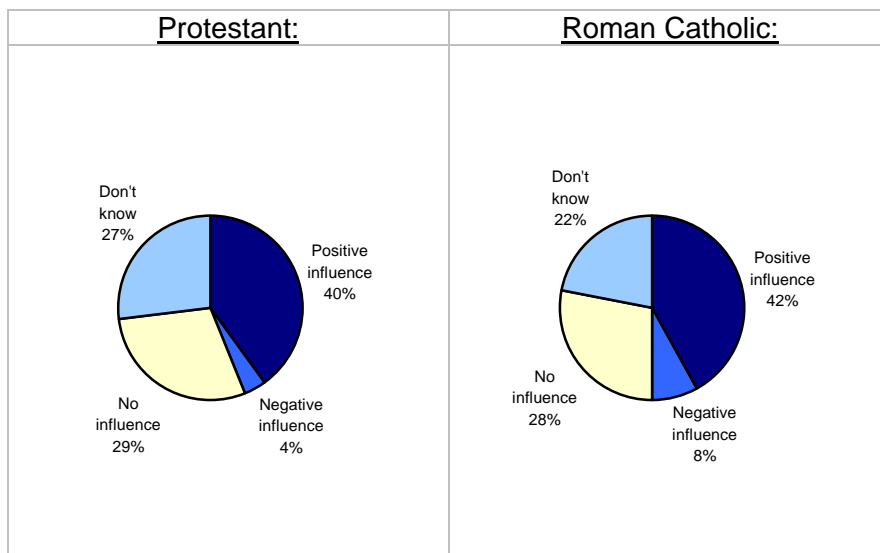


## Section 4: Appointments Process: Influence of Work-Related Factors

### By community background

Respondents with a Protestant community background were more likely (27%) than those with a Roman Catholic community background (22%) to report that they did not know what kind of influence 'Specialising in criminal law' would have on the outcome of an application for judicial office (Figure 4.15). Those with a Roman Catholic community background were more likely to perceive this factor to have a negative influence (8% compared with 4% of those with a Protestant community background).

Figure 4.15 Perceived influence of 'Specialising in criminal law' by community background



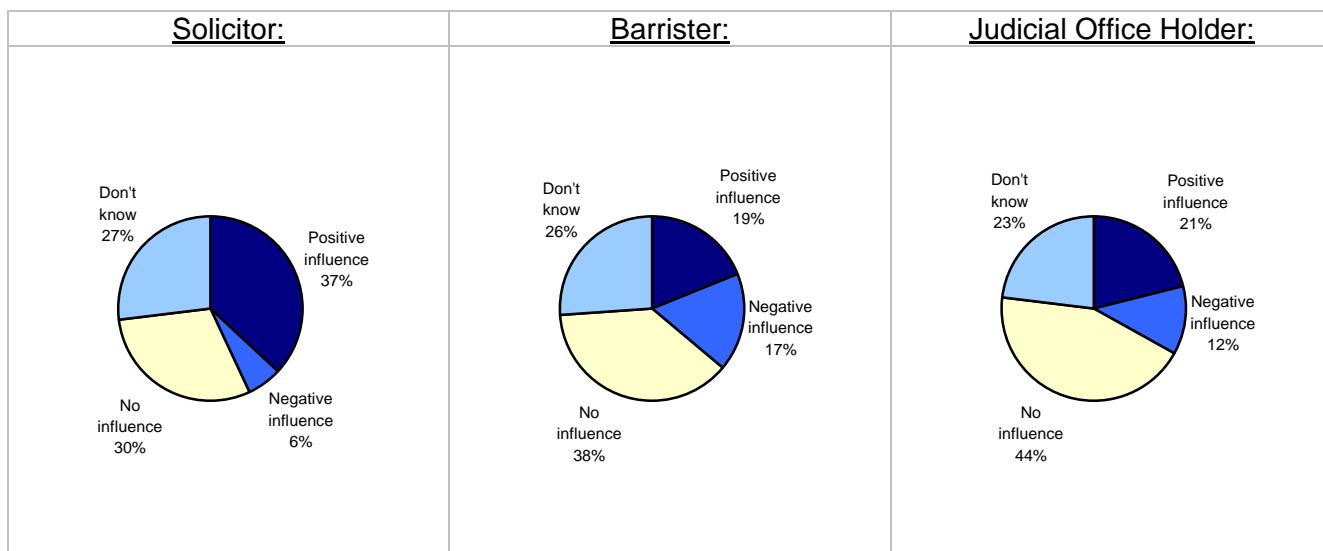
### (h) Specialising in family law

Overall 34% of respondents perceived that 'Specialising in family law' would have a positive influence, 8% perceived that this would have a negative influence, 32% perceived that it would have no influence and 27% opted for the 'don't know' response option.

### By profession

Solicitors were much more likely to perceive 'Specialising in family law' as having a positive influence (37%) than either barristers (19%) or judicial office holders (21%) (Figure 4.16). Conversely, they were less likely to perceive this as having a negative influence (6% compared with 17% of barristers and 12% of judicial office holders).

Figure 4.16 Perceived influence of 'Specialising in family law' by profession

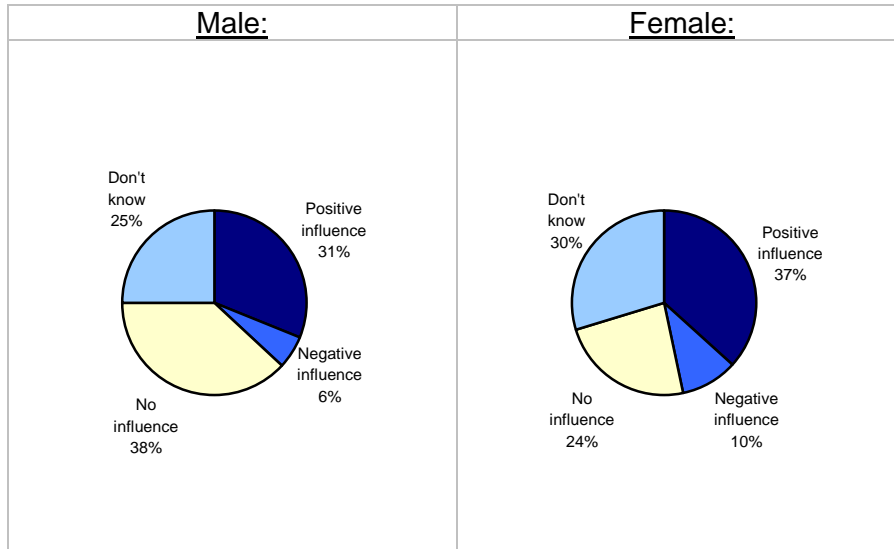


## Section 4: Appointments Process: Influence of Work-Related Factors

### By gender

Female respondents were more likely (37%) than male respondents (31%) to perceive 'Specialising in family law' as having a positive influence and they were less likely to perceive this as having no influence (24% compared with 38% of males) (Figure 4.17).

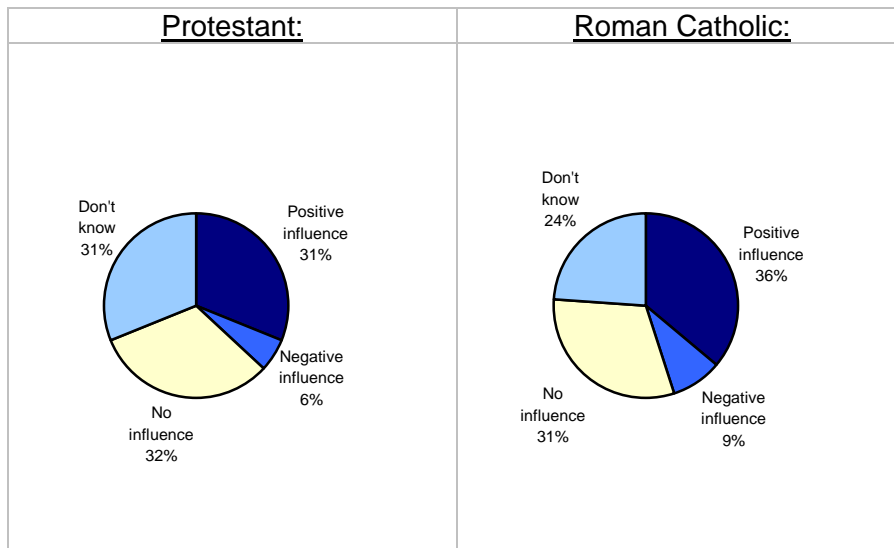
Figure 4.17 Perceived influence of 'Specialising in family law' by gender



### By community background

Respondents with a Roman Catholic community background were more likely (36%) than those with a Protestant community background (31%) to perceive that 'Specialising in family law' would have a positive influence (Figure 4.18). They were less likely (24%) than those with a Protestant community background (31%) to opt for the 'don't know' response option.

Figure 4.18 Perceived influence of 'Specialising in family law' by community background





## **Section 5:**

### **Appointments Process: Influence of Biographical Factors**



## Section 5: Appointments Process: Influence of Biographical Factors

### 5.1 Biographical factors

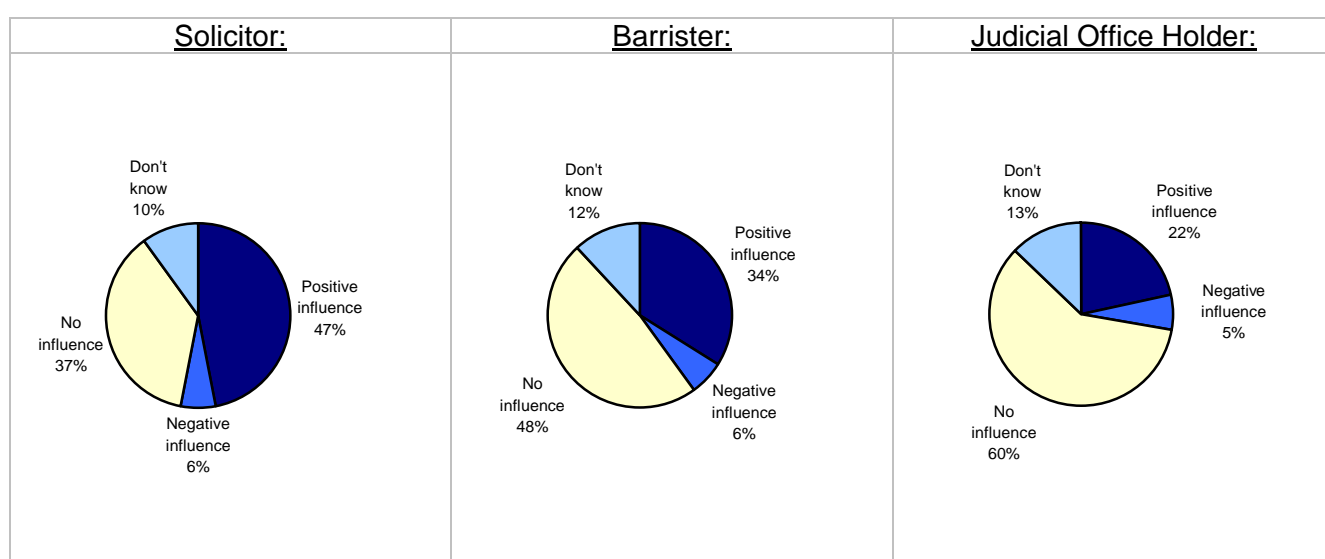
#### (a) Being male

Overall 44% of respondents considered that 'Being male' would have a positive influence on the outcome of an application for judicial office, 40% considered that this would have no influence, 6% considered it would have a negative influence and 11% opted for the 'don't know' response option.

#### By profession

The proportion of respondents who perceived 'Being male' to be a positive influence varied significantly across professional groups: 47% of solicitors perceived this to be a positive factor compared with 34% of barristers and 22% of judicial office holders (Figure 5.1).

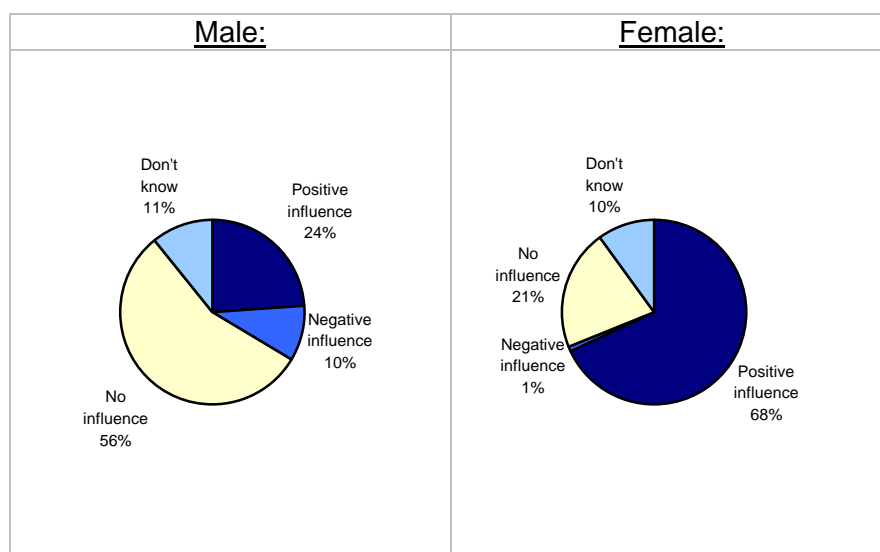
Figure 5.1 Perceived influence of 'Being male' by profession



#### By gender

Female respondents were much more likely (68%) than male respondents (24%) to perceive 'Being male' as having a positive influence on the outcome of an application for judicial office (Figure 5.2).

Figure 5.2 Perceived influence of 'Being male' by gender

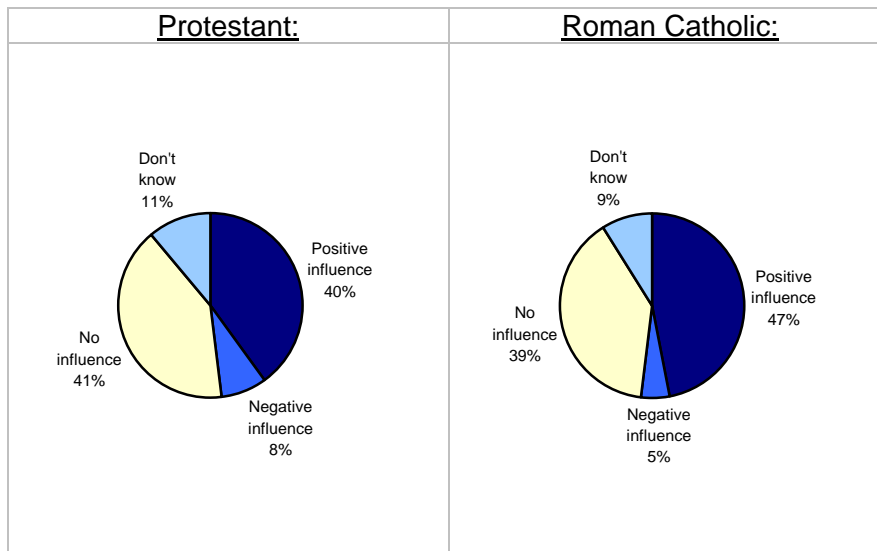


## Section 5: Appointments Process: Influence of Biographical Factors

### By community background

Respondents with a Roman Catholic community background were more likely (47%) than those with a Protestant community background (40%) to perceive 'Being male' as a positive factor (Figure 5.3).

Figure 5.3 Perceived influence of 'Being male' by community background



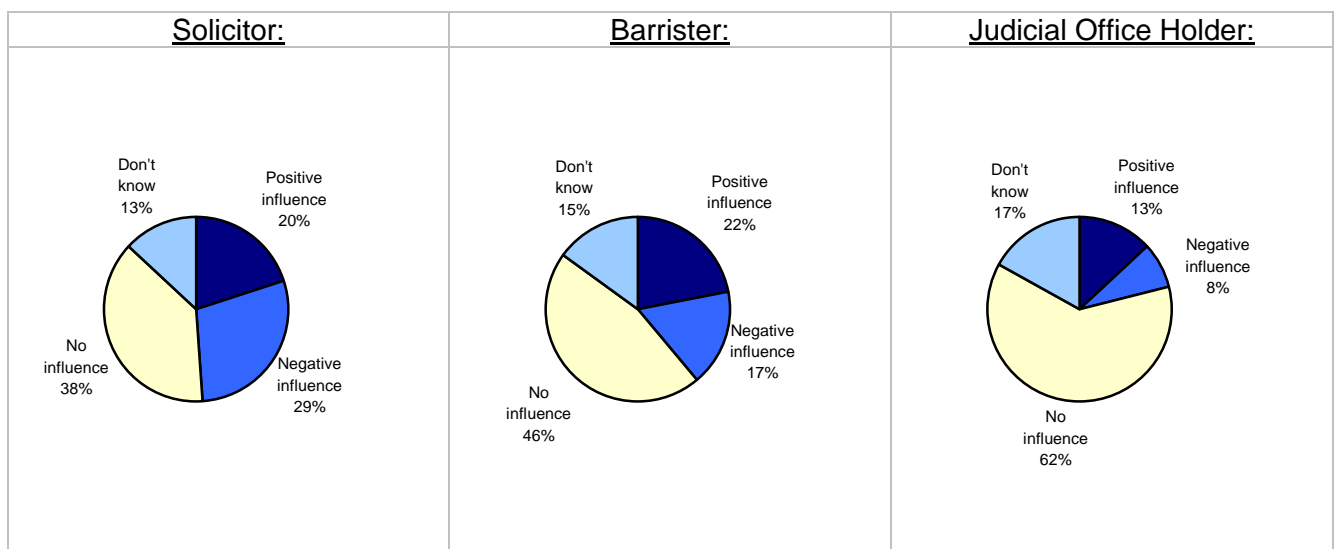
### (b) Being female

The greatest proportion of survey respondents (40%) considered that 'Being female' would have no influence on the outcome of an application for judicial office. The proportion of respondents who considered that this would have a negative influence was, however, slightly higher (26%) than the proportion who considered it to have a positive influence (20%).

### By profession

Respondents in judicial office positions were much more likely to perceive 'Being female' as having no influence (62%) than were solicitors (38%) or barristers (46%) (Figure 5.4).

Figure 5.4 Perceived influence of 'Being female' by profession

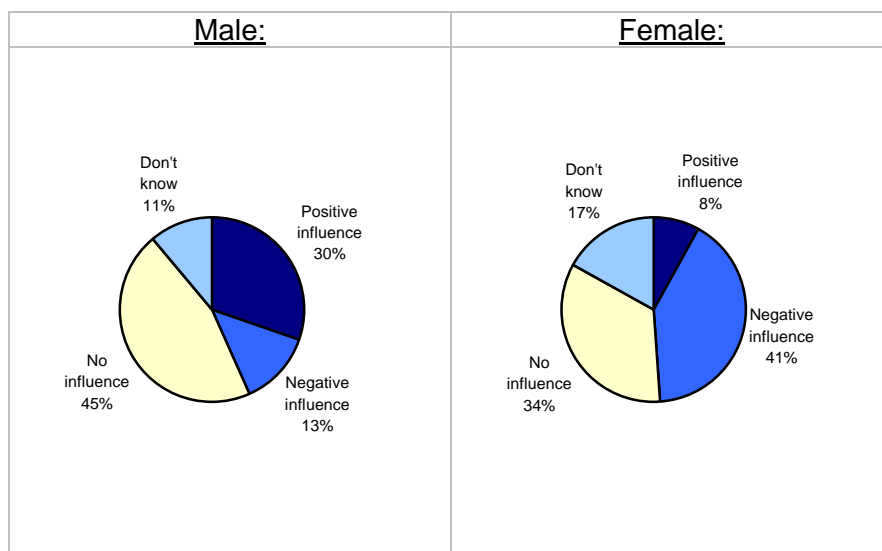


## Section 5: Appointments Process: Influence of Biographical Factors

### By gender

Male respondents were much more likely (30%) than female respondents (8%) to perceive that 'Being female' would have a positive influence (Figure 5.5). Conversely they were much less likely to report that this would have a negative influence (13% compared with 41% of females).

Figure 5.5 Perceived influence of 'Being female' by gender



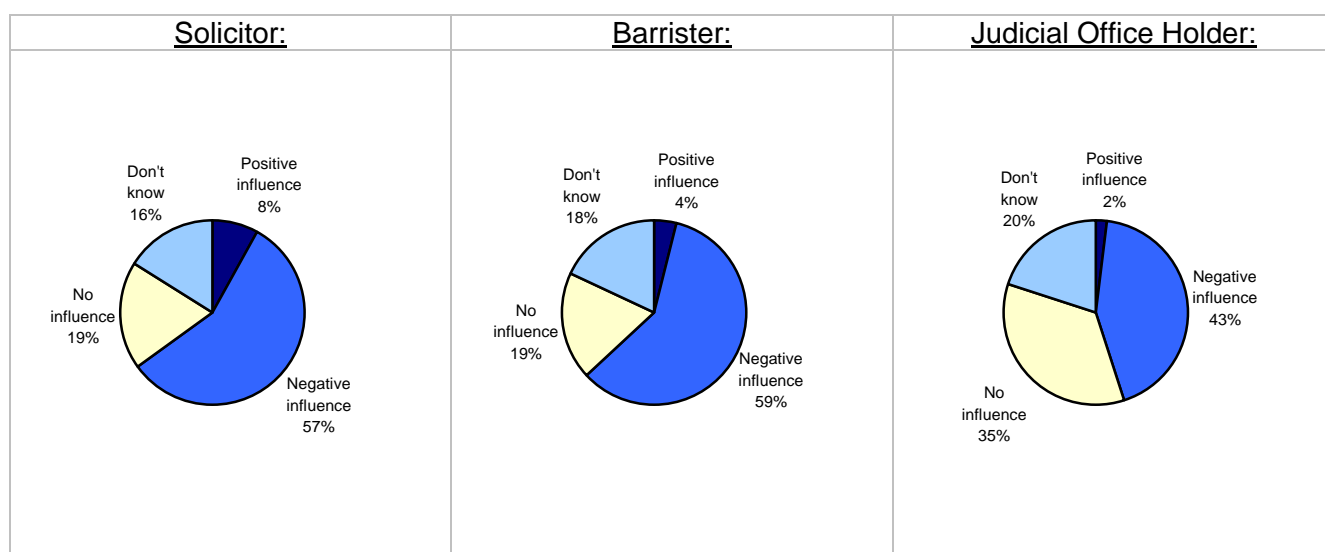
### (c) Being aged 30-40

The greater proportion of survey respondents (57%) perceived that 'Being aged 30-40' would have a negative influence on the outcome of an application for judicial office. A much smaller proportion of respondents (7%) perceived that this would have a positive influence. The remaining respondents either perceived this to have no influence (20%) or declined to give a definitive view on this by opting for the 'don't know' response option (16%).

### By profession

Respondents in judicial office positions were much less likely to consider that this would be a negative factor (43%) than were solicitors (57%) or barristers (59%) (Figure 5.6).

Figure 5.6 Perceived influence of 'Being aged 30-40' by profession



## Section 5: Appointments Process: Influence of Biographical Factors

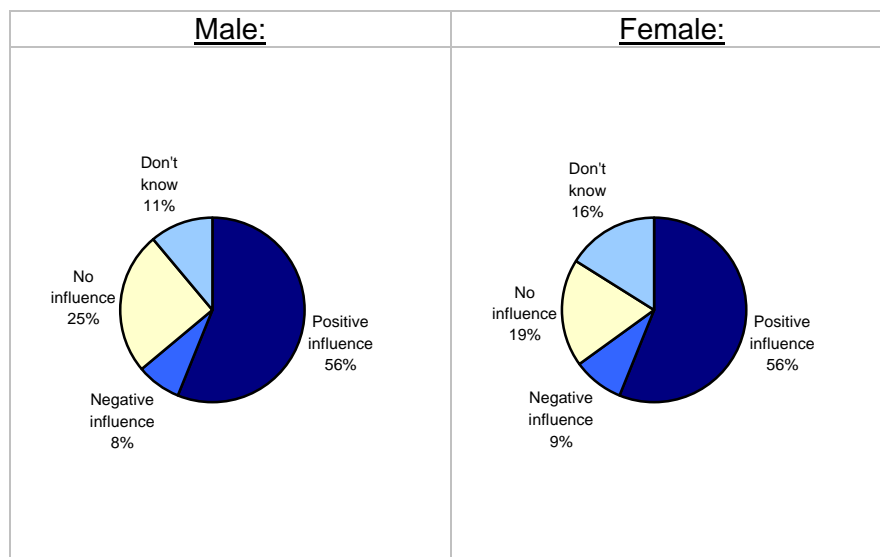
### (d) Being aged 41-50

Overall 56% of respondents considered that 'Being aged 41-50' would have a positive influence on the outcome of an application for judicial office, 9% considered that this would have a negative influence, 23% considered that it would have no influence and 13% opted for the 'don't know' response option.

#### By gender

Gender differences on this were such that male respondents were more likely than female respondents to consider that this would have no influence (25% vs 19%) (Figure 5.7).

Figure 5.7 Perceived influence of 'Being aged 41-50' by gender



### (e) Being aged over 50

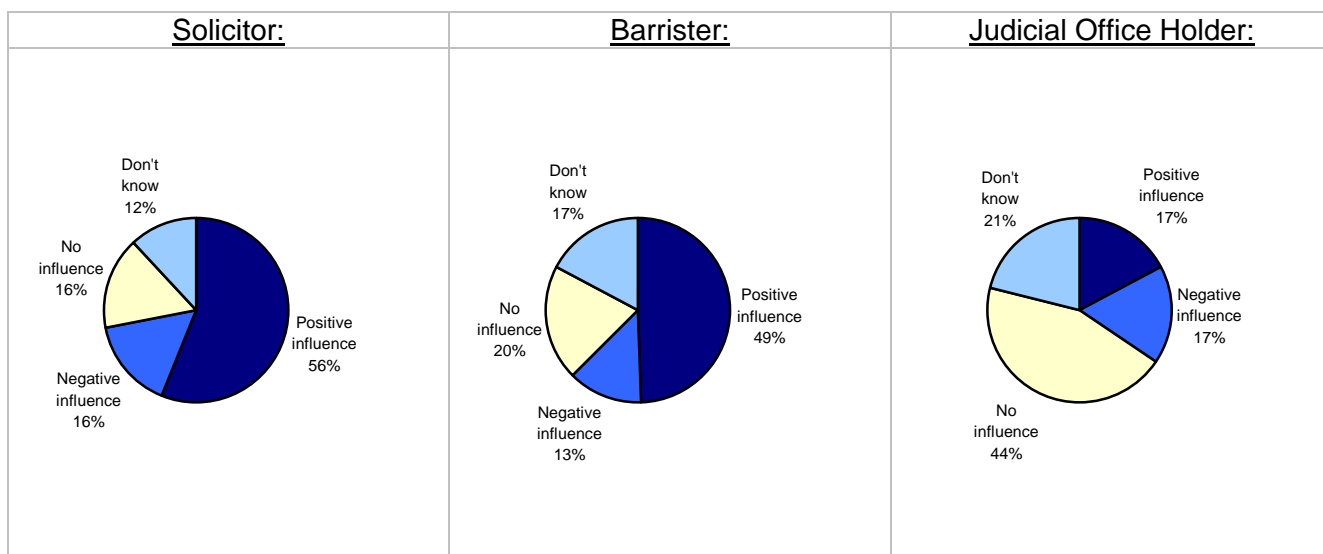
The greater proportion of survey respondents (53%) considered 'Being aged over 50' as a positive influence, 16% perceived this as a negative influence, 18% considered that it would have no influence and 13% reported that they did not know what type of influence it would have.

#### By profession

Respondents in full-time judicial office positions were much less likely to perceive this to be a positive influence (17%) than were solicitors (56%) or barristers (49%) and they were much more likely to suggest that this would have no influence (44% compared with 16% of solicitors and 20% of barristers) (Figure 5.8).

## Section 5: Appointments Process: Influence of Biographical Factors

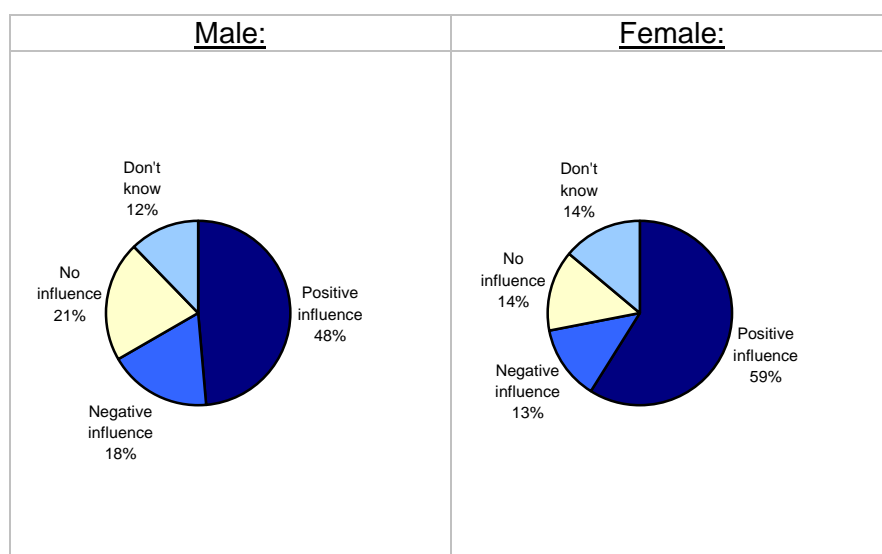
Figure 5.8 Perceived influence of 'Being aged over 50' by profession



### By gender

Female respondents were more likely (59%) than male respondents (48%) to consider that 'Being aged over 50' would have a positive influence on the outcome of an application for judicial office (Figure 5.9). Male respondents, on the other hand, were more likely (21%) than female respondents (14%) to perceive that this would have no influence.

Figure 5.9 Perceived influence of 'Being aged over 50' by gender



### (f) Having a Protestant community background

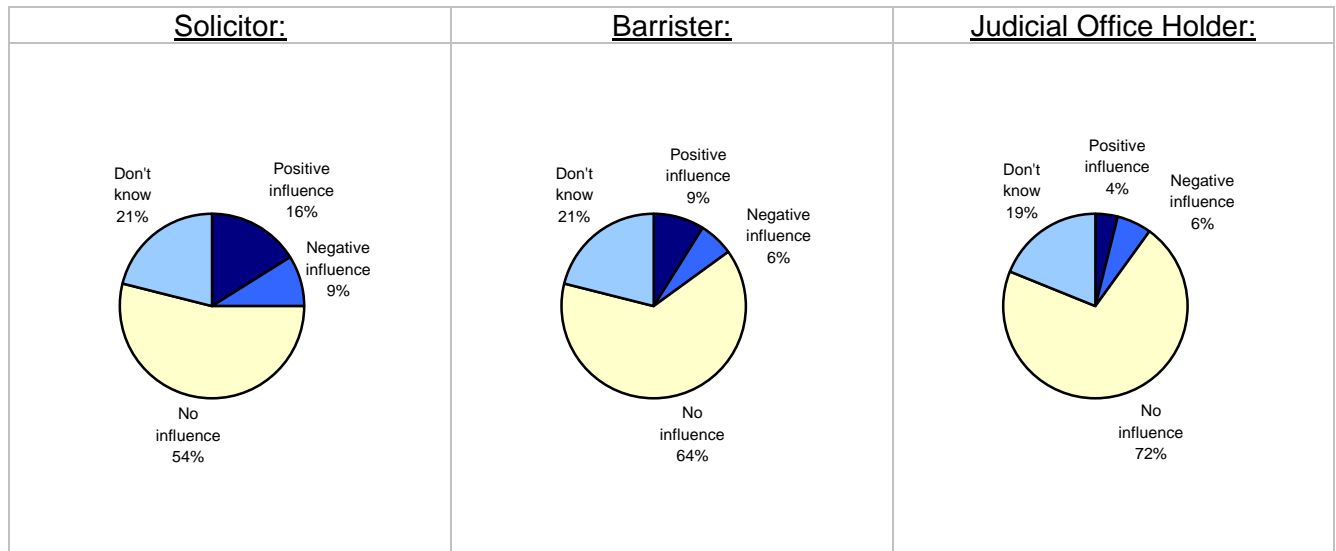
Over half of survey respondents (56%) perceived that 'Having a Protestant community background' would not have any influence on the successful outcome of an application for judicial office. A further 15% considered that it would have a positive influence and 9% considered that it would have a negative influence. The remaining 21% of respondents opted for the 'don't know' response option.

## Section 5: Appointments Process: Influence of Biographical Factors

### By profession

Full-time judicial office holders were more likely to report that 'Having a Protestant community background' would have no influence (72%) than either barristers (64%) or solicitors (54%) (Figure 5.10).

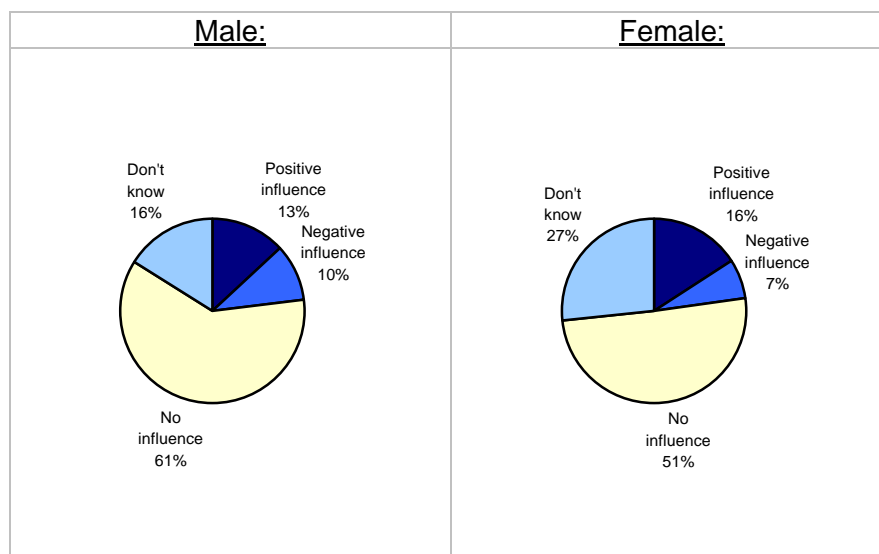
Figure 5.10 Perceived influence of 'Having a Protestant community background' by profession



### By gender

Male respondents were more likely (61%) than female respondents (51%) to report that 'Having a Protestant community background' would have no influence on the successful outcome of an application for judicial office (Figure 5.11). However, the proportion of respondents who opted for the 'don't know' response option was much higher for females (27%) than for males (16%).

Figure 5.11 Perceived influence of 'Having a Protestant community background' by gender



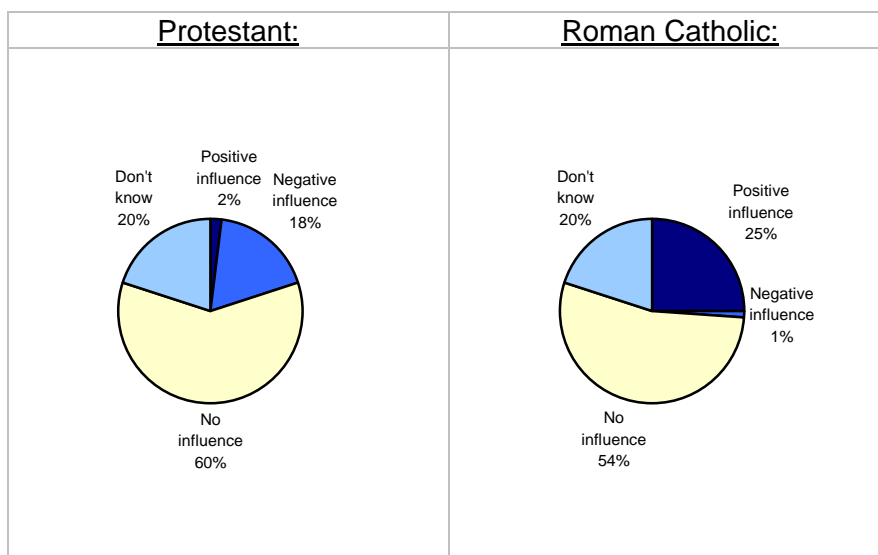


## Section 5: Appointments Process: Influence of Biographical Factors

### By community background

Respondents with a Protestant community background were more likely (60%) than those with a Roman Catholic community background (54%) to perceive that 'Having a Protestant community background' would have no influence (Figure 5.12). Respondents with a Roman Catholic background, on the other hand, were much more likely to report this factor to have a positive influence (25% compared with just 2% of those with a Protestant community background).

Figure 5.12 Perceived influence of 'Having a Protestant community background' by community background



### (g) Having a Catholic community background

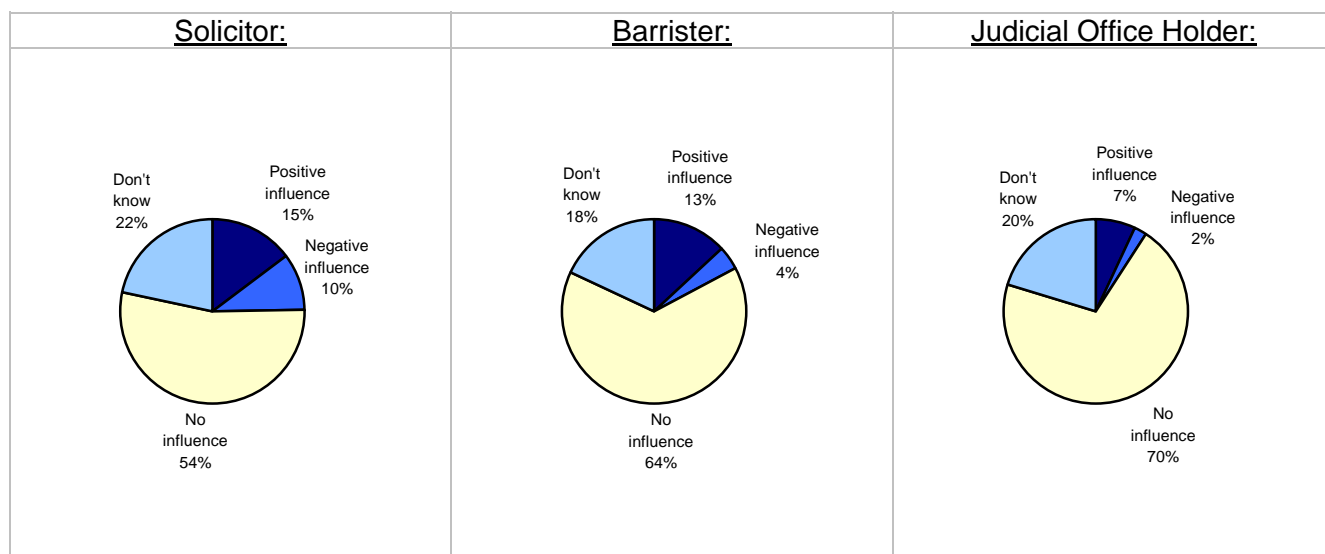
Almost six out of ten respondents (56%) agreed that 'Having a Catholic community background' would have no influence on the successful outcome of an application for judicial office. Fourteen percent of respondents considered that this would have a positive influence and 9% considered that it would have a negative influence. Over one in five respondents (21%) reported that they did not know what type of influence this would have.

### By profession

Respondents who held judicial office were more likely to report that 'Having a Catholic community background' would have no influence (70%) than were barristers (64%) or solicitors (54%) (Figure 5.13)

## Section 5: Appointments Process: Influence of Biographical Factors

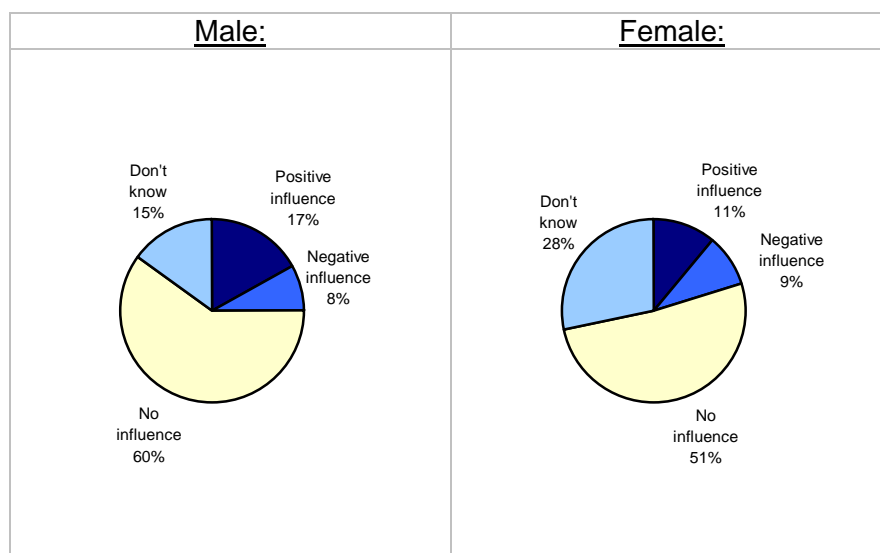
Figure 5.13 Perceived influence of 'Having a Catholic community background' by profession



### By gender

Male respondents were more likely (60%) than female respondents (51%) to report that 'Having a Catholic community background' would have no influence on the successful outcome of an application for judicial office (Figure 5.14). They were less likely to opt for the 'don't know' response option (15% compared with 28% of female respondents).

Figure 5.14 Perceived influence of 'Having a Catholic community background' by gender

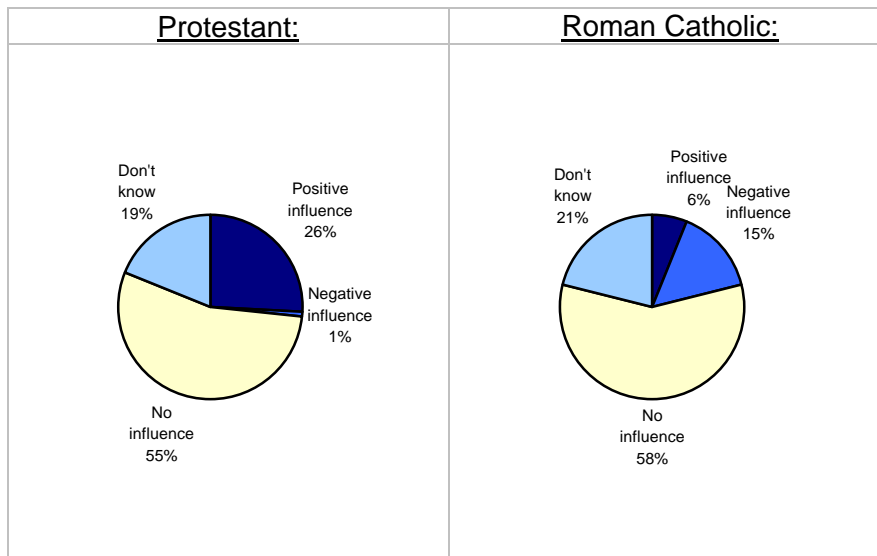


### By community background

Respondents with a Protestant community background were much more likely (26%) than those with a Roman Catholic community background (6%) to perceive 'Having a Catholic community background' as having a positive influence on the successful outcome of an application for judicial office and they were much less likely to perceive this as having a negative influence (1% compared with 15% of those with a Roman Catholic community background) (Figure 5.15).

## Section 5: Appointments Process: Influence of Biographical Factors

Figure 5.15 Perceived influence of 'Having a Catholic community background' by community background



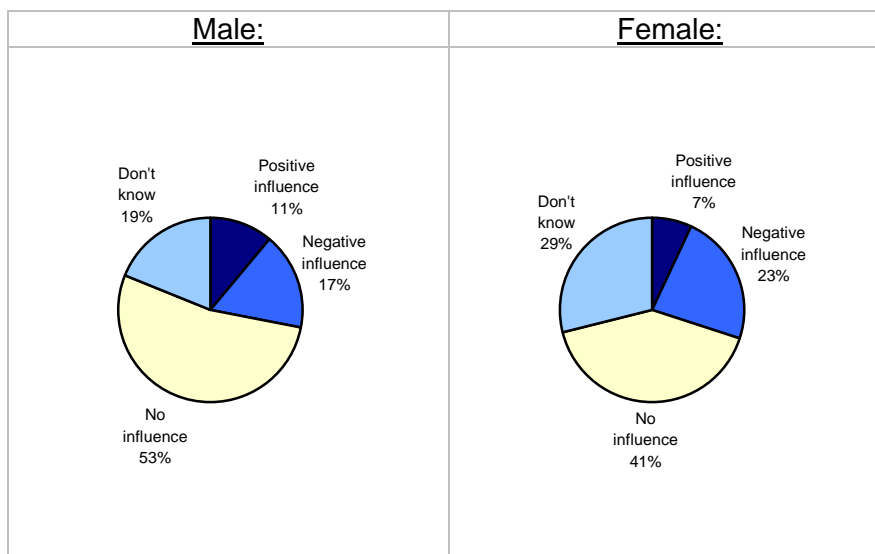
### (h) Having a disability

The greatest proportion of survey respondents (48%) perceived that 'Having a disability' would have no influence on the outcome of an application for judicial office. Nine percent of respondents perceived that this would have a positive influence and 20% perceived that it would have a negative influence. The remaining 23% of respondents opted for the 'don't know' response option.

#### By gender

Male respondents were more likely than female respondents to perceive 'Having a disability' as having no influence (53% vs 41%) but female respondents were more likely (29%) than male respondents (19%) to opt for the 'don't know' response option (Figure 5.16).

Figure 5.16 Perceived influence of 'Having a disability' by gender

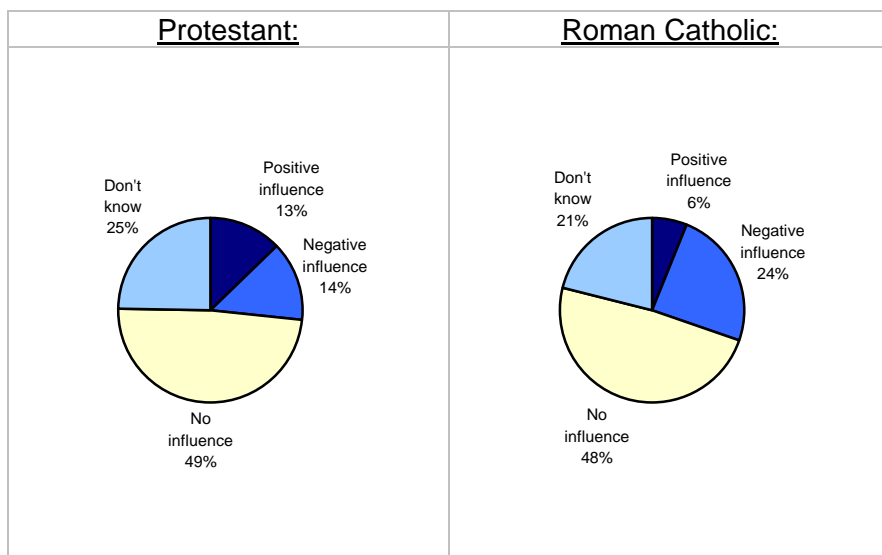


## Section 5: Appointments Process: Influence of Biographical Factors

### By community background

Respondents with a Roman Catholic community background were more likely (24%) than those with a Protestant community background (14%) to report that 'Having a disability' would have a negative influence on the successful outcome of an application (Figure 5.17). Conversely, they were less likely to perceive this as having a positive influence (6% compared with 13% of those with a Protestant community background).

Figure 5.17 Perceived influence of 'Having a disability' by community background



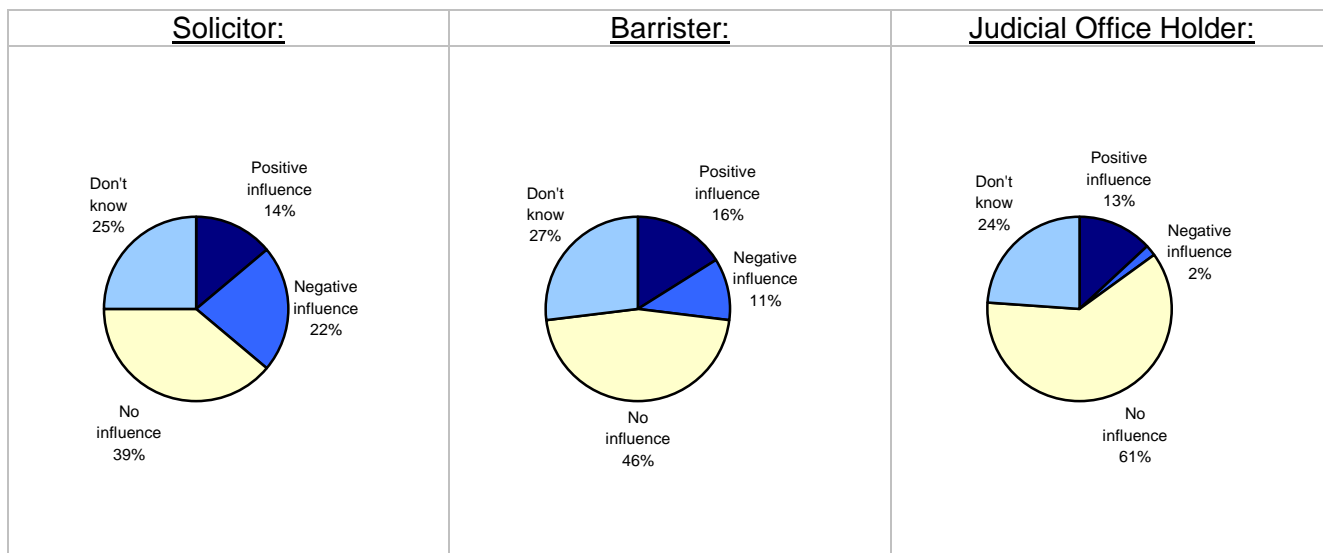
### (i) Being from a minority ethnic group

The greatest proportion of survey respondents (42%) perceived that 'Being from a minority ethnic group' would have no influence on the outcome of an application for judicial office. Fourteen percent of respondents perceived this to have a positive influence and 19% perceived it to have a negative influence. The remaining 25% of respondents did not give a definitive response on this, instead opting for the 'don't know' response option.

### By profession

Respondents who held full-time judicial office were much more likely to perceive 'Being from a minority ethnic group' as having no influence on the outcome of an application for judicial office (61%) than either barristers (46%) or solicitors (39%) (Figure 5.18).

Figure 5.18 Perceived influence of 'Being from a minority ethnic group' by profession

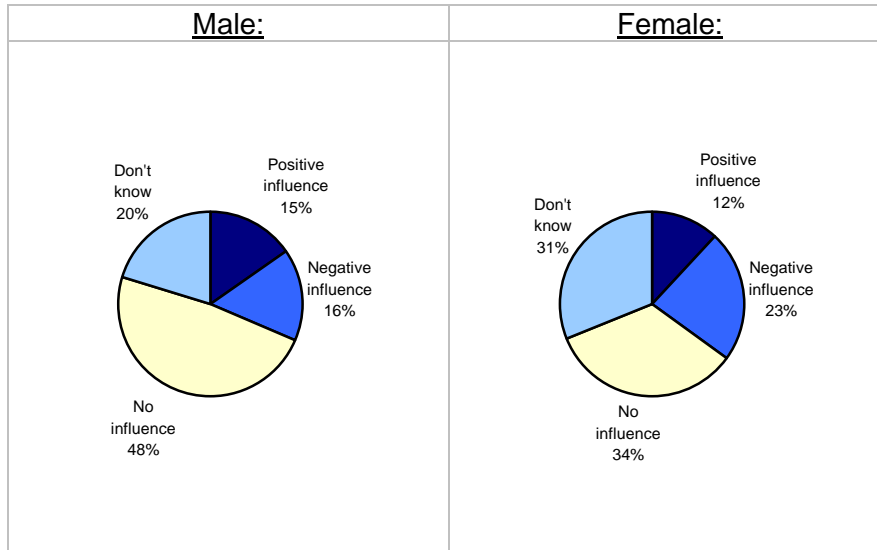


## Section 5: Appointments Process: Influence of Biographical Factors

### By gender

Male respondents were much more likely (48%) than female respondents (34%) to perceive 'Being from a minority ethnic group' as having no influence (Figure 5.19). Female respondents, however, were much more likely to opt for the 'don't know' response option (31% vs 20% of male respondents).

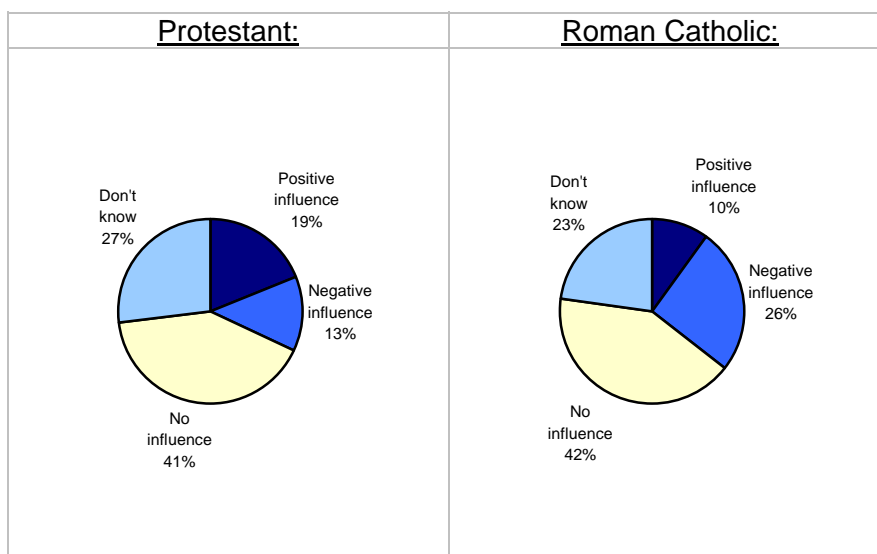
Figure 5.19 Perceived influence of 'Being from a minority ethnic group' by gender



### By community background

Respondents with a Roman Catholic community background were twice as likely (26%) as those with a Protestant community background (13%) to perceive 'Being from an ethnic minority group' as having a negative influence on the outcome of an application (Figure 5.20). Respondents with a Protestant community background, on the other hand, were almost twice as likely (19%) as those with a Roman Catholic community background (10%) to perceive this factor as having a positive influence.

Figure 5.20 Perceived influence of 'Being from a minority ethnic group' by community background



## Section 5: Appointments Process: Influence of Biographical Factors

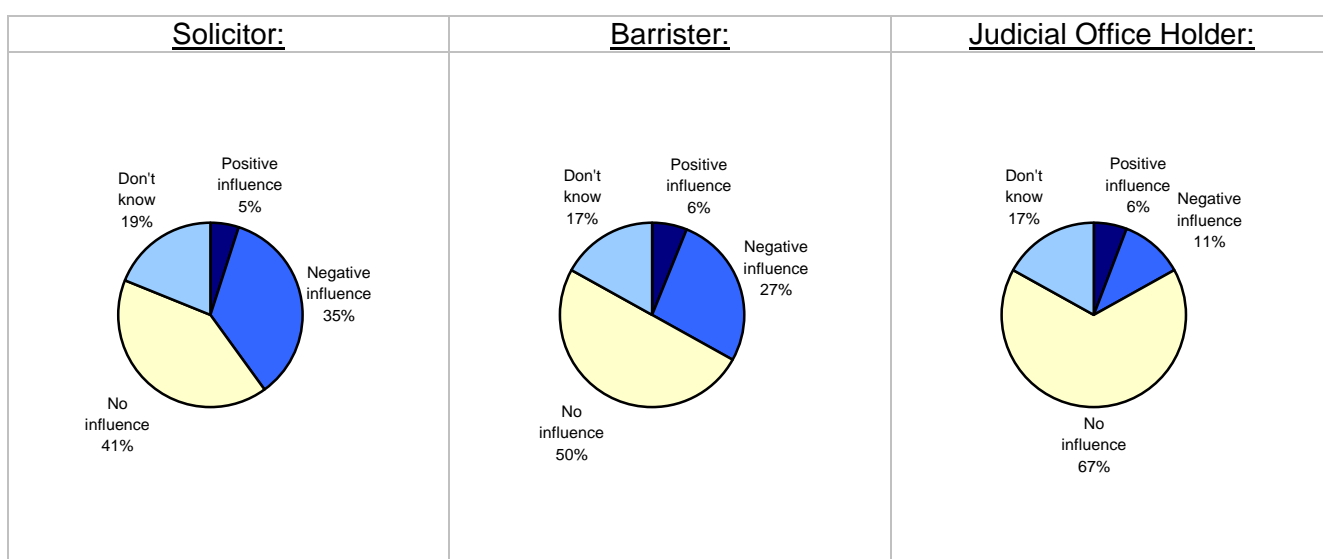
### (j) Being from a working class background

The greatest proportion of respondents (43%) considered that 'Being from a working class background' would have no influence on the outcome of an application for judicial office. The proportion of respondents who thought that this would have a negative influence was much higher (33%) than the proportion who thought it would have a positive influence (5%). Eighteen percent of respondents reported that they did not know what kind of influence this would have.

#### By profession

Judicial office holders were much more likely to perceive 'Being from a working class background' as having no influence (67%) than solicitors (41%) or barristers (50%). They were much less likely to suggest that this would have a negative influence (11% compared with 35% of solicitors and 27% of barristers) (Figure 5.21).

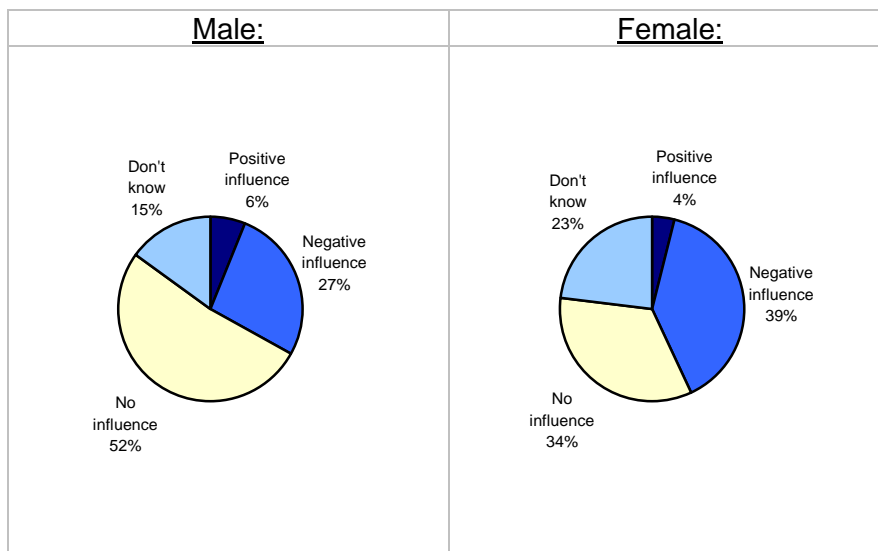
Figure 5.21 Perceived influence of 'Being from a working class background' by profession



#### By gender

Male respondents were much more likely (52%) than female respondents (34%) to perceive 'Being from a working class background' as having no influence (Figure 5.22). Female respondents, on the other hand, were more likely (39%) than male respondents (27%) to perceive this to have a negative influence.

Figure 5.22 Perceived influence of 'Being from a working class background' by gender

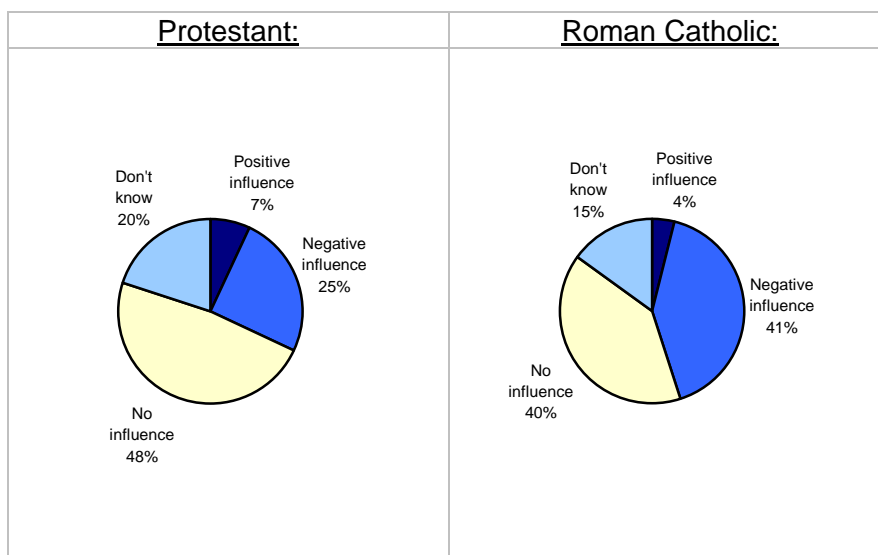


## Section 5: Appointments Process: Influence of Biographical Factors

### By community background

Respondents with a Roman Catholic community background were much more likely (41%) than those with a Protestant community background (25%) to perceive that 'Being from a working class background' would have a negative influence on the outcome of an application for judicial office (Figure 5.23). They were less likely to consider that this would have no influence (40% compared with 48% of respondents with a Protestant community background).

Figure 5.23 Perceived influence of 'Being from a working class background' by community background



### (k) Being from a middle/upper class background

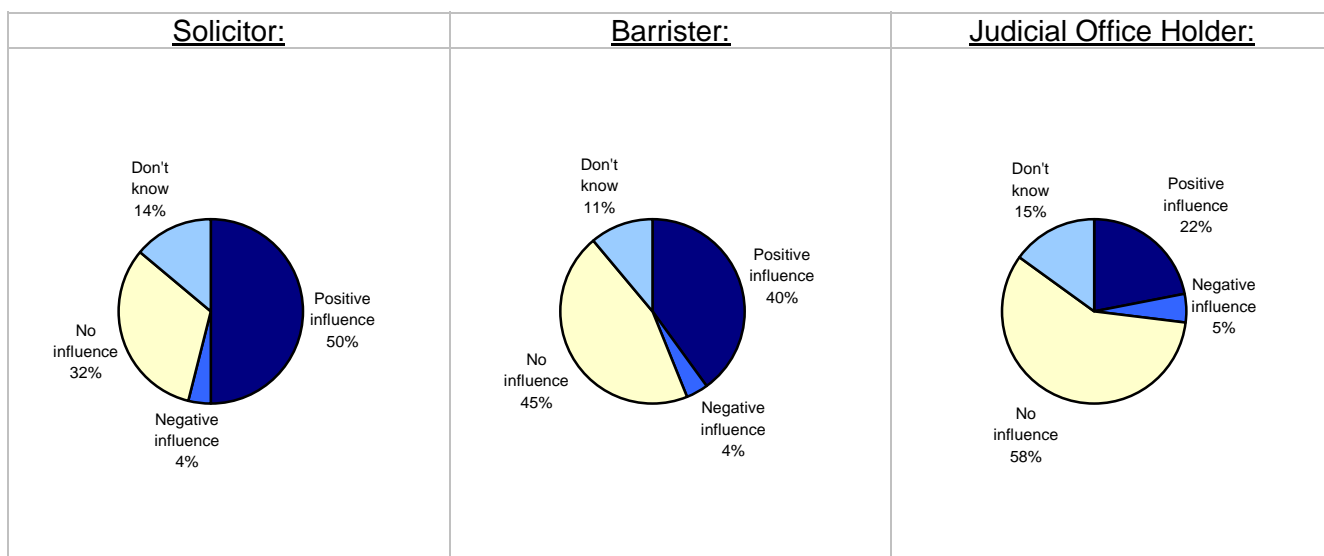
Respondents were much more likely to suggest that 'Being from a middle/upper class background' would have a positive (47%) as opposed to a negative (4%) influence on the outcome of an application for judicial office. Over one third of respondents (36%) believed that this would have no influence and 13% reported that they did not know what type of influence this would have.

### By profession

Respondents in full-time judicial office positions were more likely (58%) than solicitors (32%) or barristers (45%) to perceive 'Being from a middle/upper class background' as having no influence on the outcome of an application for judicial office (Figure 5.24). They were less likely to perceive this factor as having a positive influence (22% compared with 40% of barristers and 50% of solicitors).

## Section 5: Appointments Process: Influence of Biographical Factors

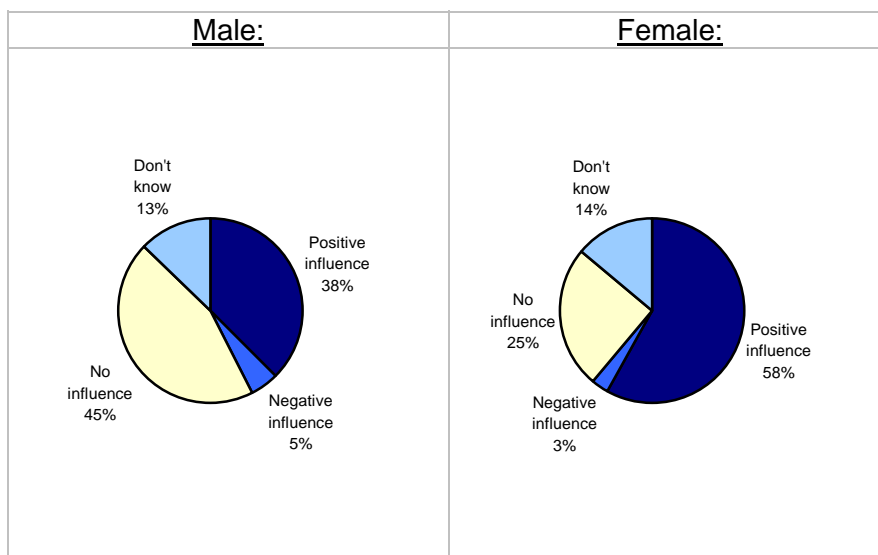
Figure 5.24 Perceived influence of 'Being from a middle/upper class background' by profession



### By gender

Female respondents were much more likely (58%) than male respondents (38%) to perceive 'Being from a middle/upper class background' as having a positive influence on the outcome of an application (Figure 5.25). Male respondents, on the other hand, were more likely (45%) than female respondents (25%) to perceive this to have no influence.

Figure 5.25 Perceived influence of 'Being from a middle/upper class background' by gender



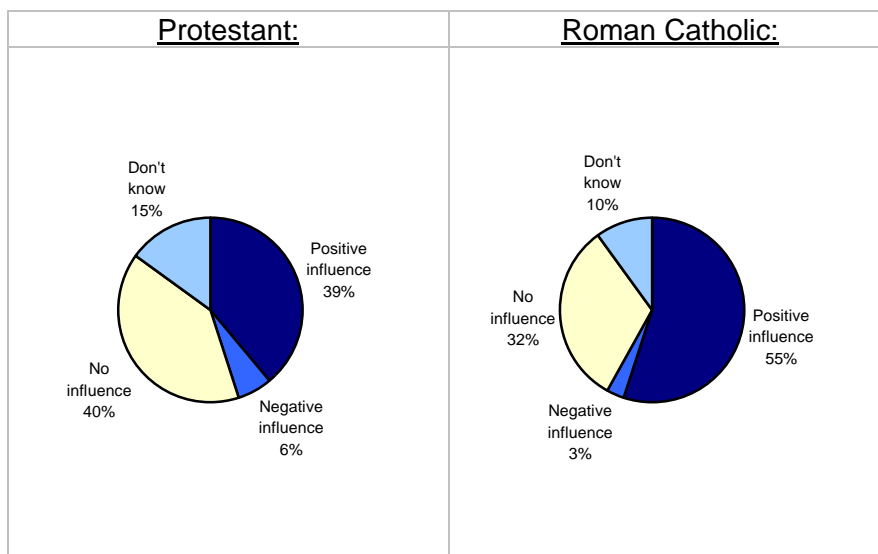
### By community background

Respondents with a Roman Catholic community background were more likely (55%) than those with a Protestant community background (39%) to perceive 'Being from a middle/upper class background' as having a positive influence on the outcome of an application for judicial office and they were much less likely to consider that this would have no influence (32% compared with 40% of respondents with a Protestant community background) (Figure 5.26).



## Section 5: Appointments Process: Influence of Biographical Factors

Figure 5.26 Perceived influence of 'Being from a middle/upper class background' by community background



## **Section 5: Appointments Process: Influence of Biographical Factors**

## **Section 6:**

### **Appointments Process: Influence of Other Factors**



## Section 6: Appointments Process: Influence of Other Factors

### 6.1 Other factors

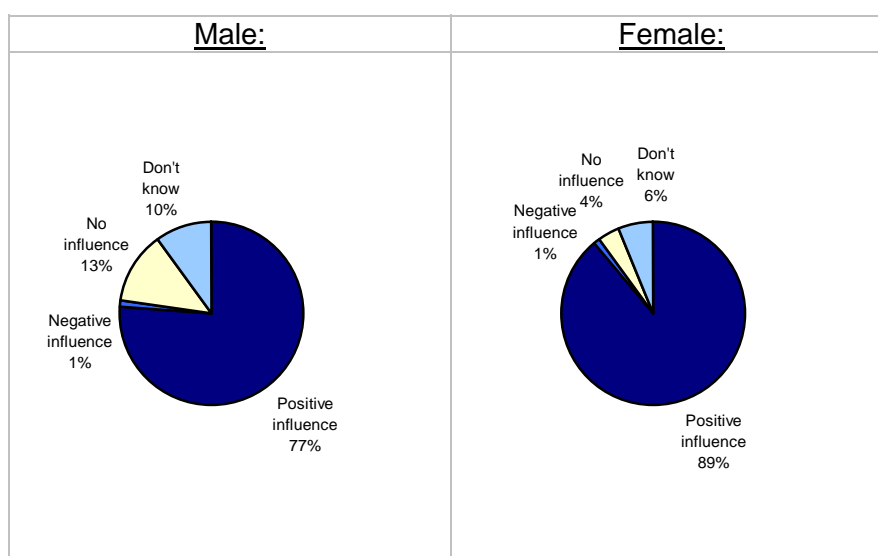
#### (a) Being known by the senior judiciary

The vast majority of survey respondents (82%) perceived that 'Being known by the senior judiciary' would have a positive influence on the outcome of an application for judicial office. The proportion who believed this to have a negative influence was negligible at 1%. Just fewer than one in ten respondents (9%) believed this would have no influence and a similar proportion (8%) reported that they did not know what type of influence this would have.

##### By gender

Female respondents were more likely (89%) than male respondents (77%) to perceive 'Being known by the senior judiciary' as having a positive influence and they were less likely to perceive this as having no influence (4% compared with 13% of male respondents) (Figure 6.1).

Figure 6.1 Perceived influence of 'Being known by the senior judiciary' by gender



#### (b) Working in the Greater Belfast area

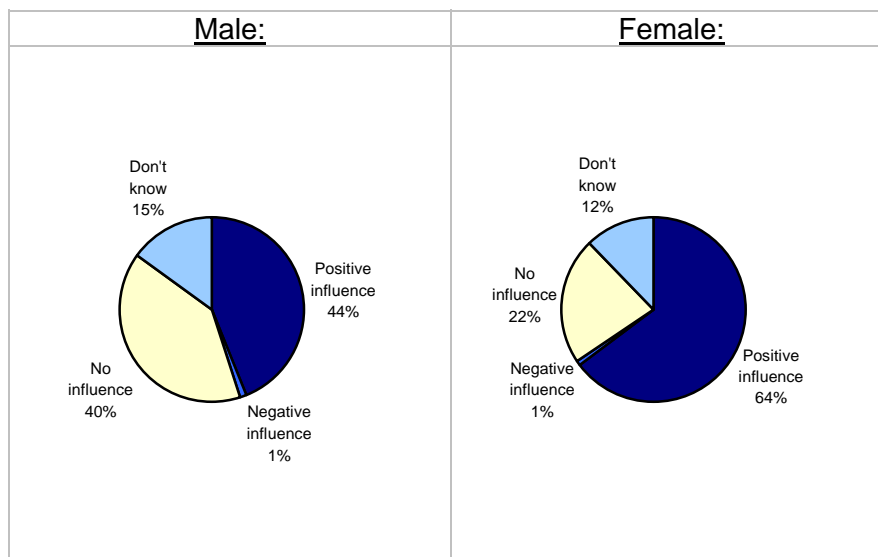
Just over half of respondents (53%) perceived that 'Working in the Greater Belfast area' would have a positive influence on the outcome of an application for judicial office. The proportion who perceived this to have a negative influence was negligible at 1%. Thirty two percent of respondents perceived that this would have no influence and 14% reported that they did not know what kind of influence this would have.

##### By gender

Female respondents were more likely (64%) than male respondents (44%) to perceive 'Working in the Greater Belfast area' as having a positive influence on the outcome of an application for judicial office and they were less likely to perceive this factor to have no influence (22% compared with 40% of male respondents) (Figure 6.2).

## Section 6: Appointments Process: Influence of Other Factors

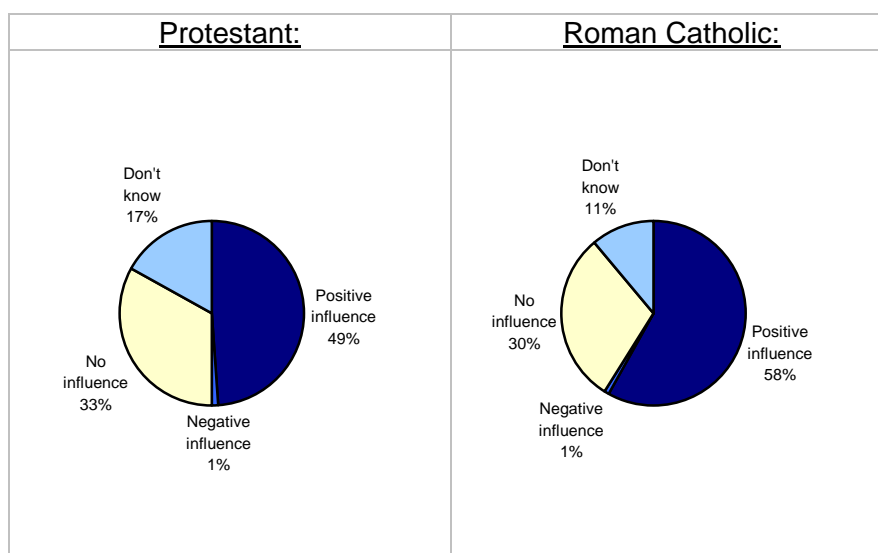
Figure 6.2 Perceived influence of 'Working in the Greater Belfast area' by gender



### By community background

Respondents with a Roman Catholic community background were more likely (58%) than those with a Protestant community background (49%) to perceive 'Working in the Greater Belfast area' as having a positive influence and they were less likely to opt for the 'don't know' response option (11% compared with 17% of respondents with a Protestant community background) (Figure 6.3).

Figure 6.3 Perceived influence of 'Working in the Greater Belfast area' by community background



## Section 6: Appointments Process: Influence of Other Factors

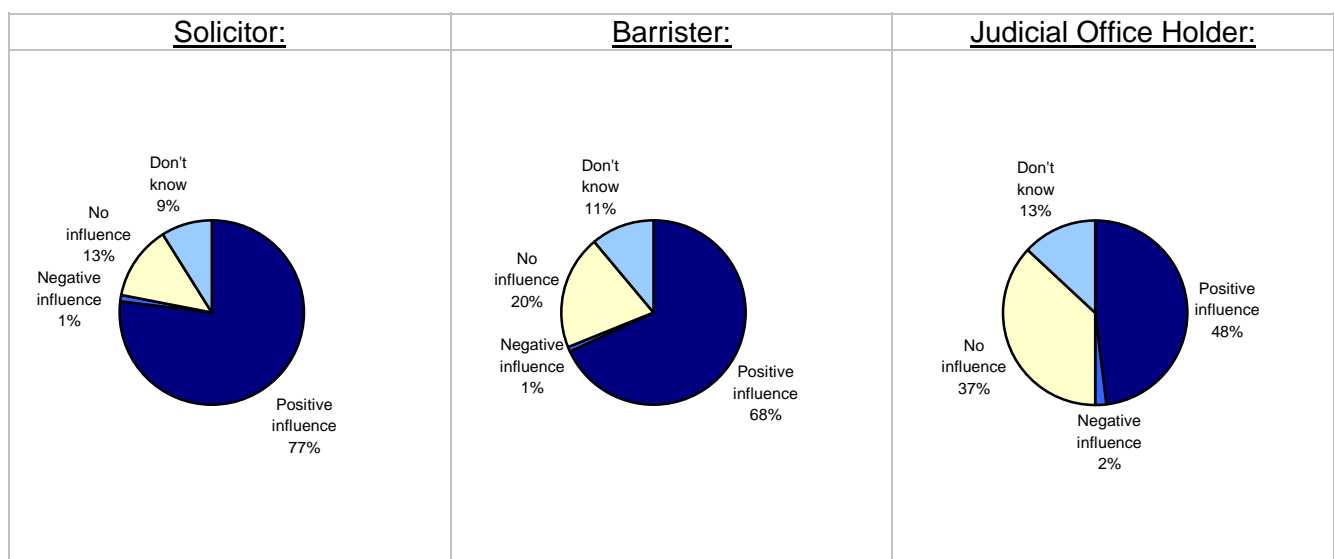
### (c) Being in the right social networks

Almost three quarters of survey respondents (74%) perceived that 'Being in the right social networks' would have a positive influence on the outcome of an application for judicial office and a further 15% perceived that it would have no influence. Only 1% of respondents believed this to have a negative influence and 10% reported that they didn't know what type of influence this would have.

#### By profession

Respondents who held full-time judicial office positions were much less likely (48%) than solicitors (77%) or barristers (68%) to consider that 'Being in the right social networks' would have a positive influence on the outcome of an application for judicial office and they were much more likely to consider that this would have no influence (37% compared with 13% of solicitors and 20% of barristers) (Figure 6.4).

Figure 6.4 Perceived influence of 'Being in the right social networks' by profession

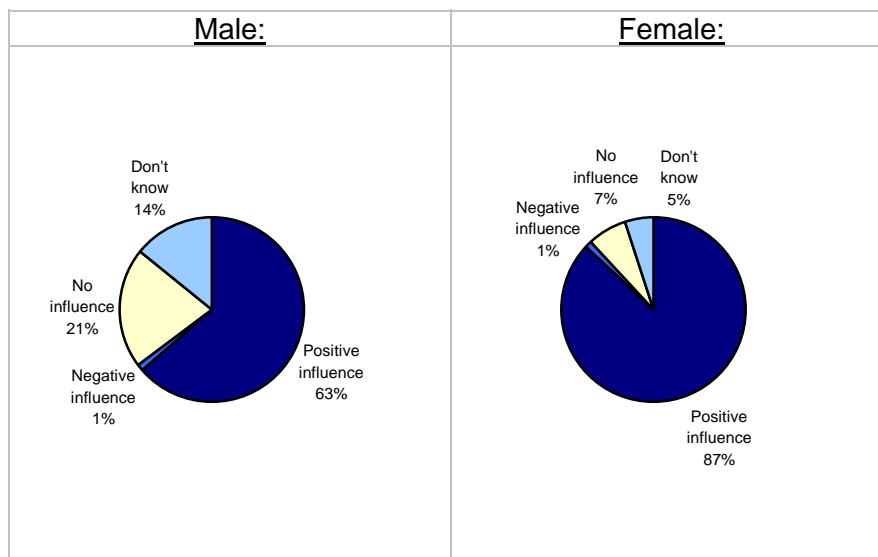


#### By gender

Female respondents were much more likely (87%) than male respondents (63%) to perceive 'Being in the right social networks' as having a positive influence on the outcome of an application for judicial office (Figure 6.5). Only 7% of female respondents compared with 21% of male respondents perceived this to have no influence.

## Section 6: Appointments Process: Influence of Other Factors

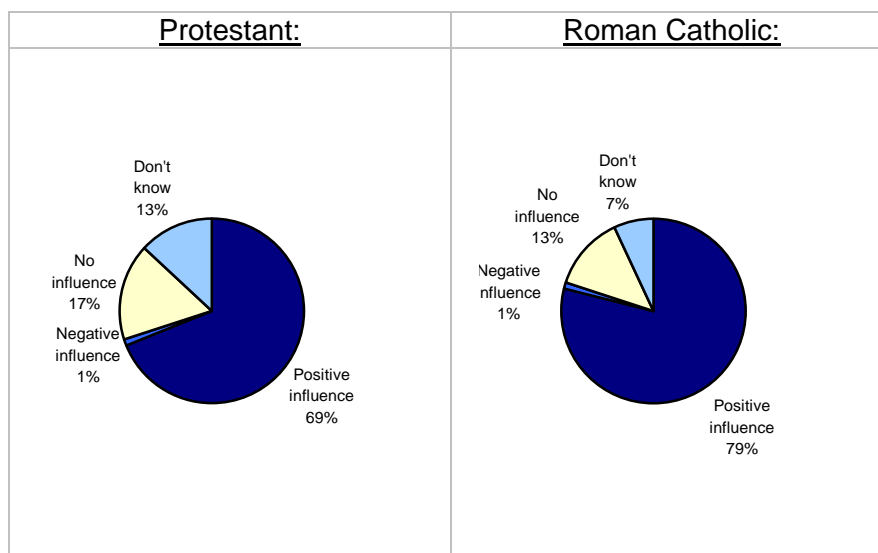
Figure 6.5 Perceived influence of 'Being in the right social networks' by gender



### By community background

Respondents with a Roman Catholic community background were more likely (79%) than those with a Protestant community background (69%) to perceive 'Being in the right social networks' as having a positive influence (Figure 6.6).

Figure 6.6 Perceived influence of 'Being in the right social networks' by community background





## **Section 7:**

### **The Appointments Process: Factors influencing Application**



## Section 7: The Appointments Process: Factors influencing Application

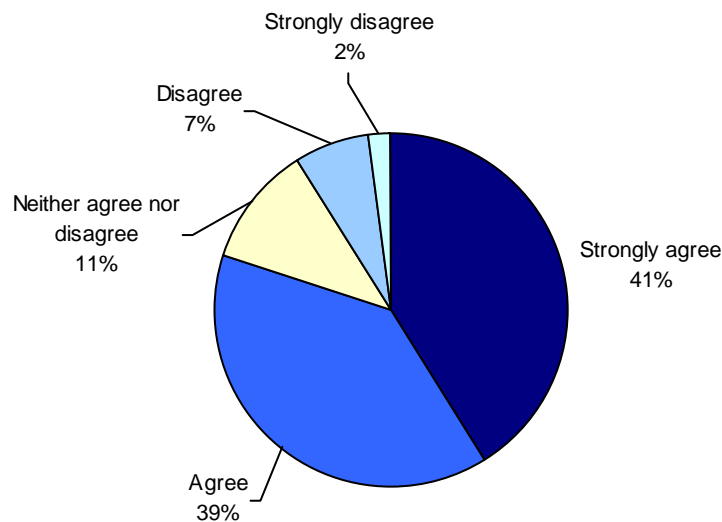
### 7.1 The Appointments Process

Survey respondents were asked to indicate the strength of their agreement with the statement:-

*'I would not consider applying for judicial office unless I had far in excess of the minimum experience required to do the job (currently 7 years for most offices and 10 years for higher offices).'*

Overall 80% of respondents agreed (i.e. responded either 'Strongly agree' or 'Agree') with this statement, 9% disagreed (i.e. responded either 'Disagree' or 'Strongly disagree') and 11% of respondents did not express a definitive view, opting for the 'Neither agree nor disagree' response option (Figure 7.1).

**Figure 7.1** *Level of agreement with the statement 'I would not consider applying for judicial office unless I had far in excess of the minimum experience required to do the job (currently 7 years for most offices and 10 years for higher offices)'*

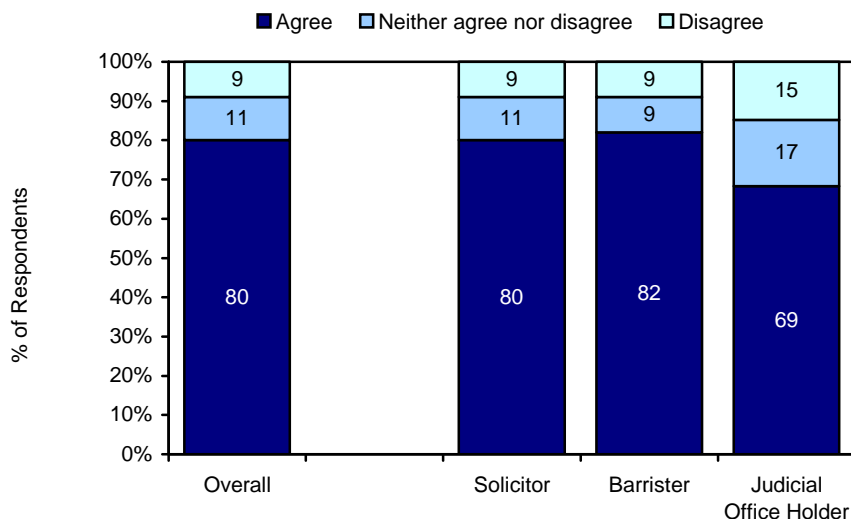


#### **By profession**

Figure 7.2 shows the extent of agreement on this statement across all three professional groups. Differences between the response profile across the three respondent groups were not statistically significant. The proportion of respondents who agreed with this statement was high across all three professional groups, ranging from 69% for the judicial office holders to 82% for barristers.

## Section 7: The Appointments Process: Factors influencing Application

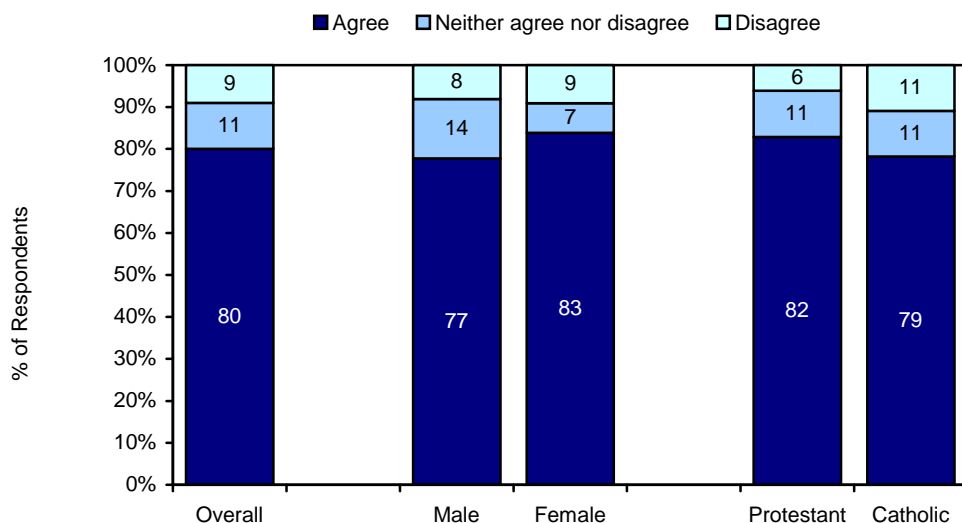
**Figure 7.2** Level of agreement with the statement 'I would not consider applying for judicial office unless I had far in excess of the minimum experience required to do the job (currently 7 years for most offices and 10 years for higher offices)' – By profession (%)



### By gender/community background

Figure 7.3 shows the extent of agreement on this question by gender and by community background. The gender difference was such that female respondents were more likely to express agreement with the statement (83%) than male respondents (77%). The community background difference recorded was not statistically significant.

**Figure 7.3** Level of agreement with the statement 'I would not consider applying for judicial office unless I had far in excess of the minimum experience required to do the job (currently 7 years for most offices and 10 years for higher offices)' – By gender and by community background (%)



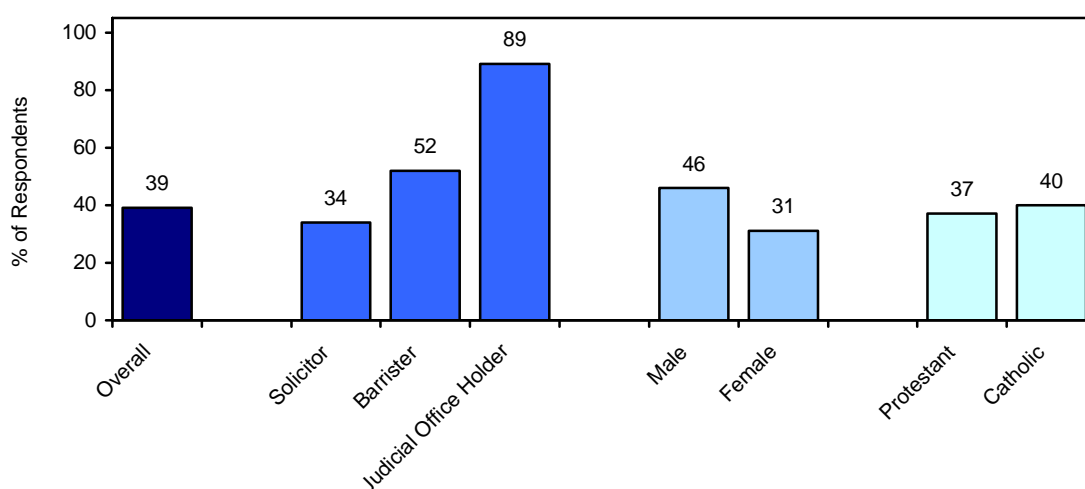
## Section 7: The Appointments Process: Factors influencing Application

### 7.2 Knowledge of how the appointments process operates

Overall just under four out of ten respondents (39%) reported that they knew how the appointments process operated. However, the proportion of respondents who reported knowledge of the process varied across respondent groups (Figure 7.4).

Respondents in full-time judicial office positions were much more likely to report knowledge of the process (89%) than were barristers (52%) or solicitors (34%). Gender differences on this were statistically significant with more males (46%) than females (31%) reporting knowledge of the process. Community background differences between the proportions of respondents expressing knowledge of the process were not statistically significant (37% of those with a Protestant community background compared with 40% of those with a Roman Catholic community background).

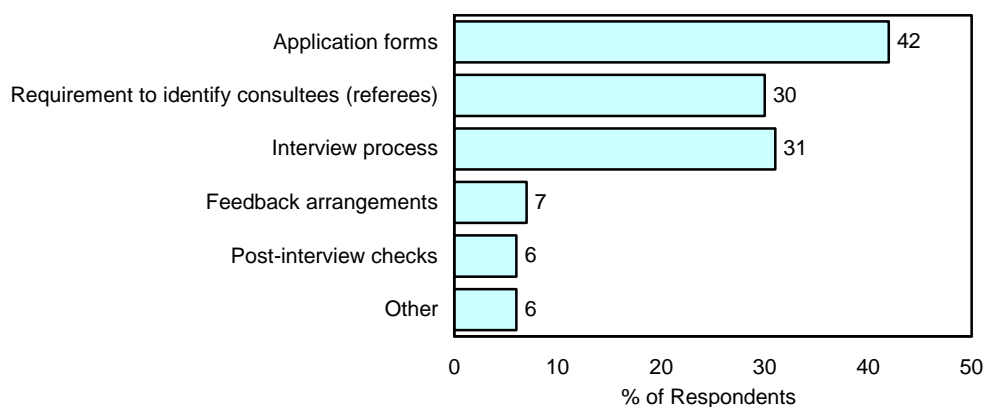
Figure 7.4 Proportion of respondents reporting knowledge of how the appointments process operates by profession, by gender and by community background



### 7.3 Aspects of the appointments process that respondents would find off-putting

Survey respondents were asked to identify from a list those aspects of the appointments process which they would find off-putting. The aspects which respondents were most likely to identify as off-putting were the application forms (reported by 42%), the requirement to identify consultees (reported by 30%) and the interview process (reported by 31%) (Figure 7.5).

Figure 7.5 Aspects of the appointments process that respondents would find off-putting (%)



## Section 7: The Appointments Process: Factors influencing Application

### By profession

Respondents who held full-time judicial office were much more likely (63%) than either solicitors (37%) or barristers (45%) to report that they would find the application forms off-putting (Table 7.1). Judicial office holders were also more likely to report that they would find the interview process off-putting (47% compared with 28% of solicitors and 29% of barristers). The proportion of respondents who reported that they would find the other aspects of the process off-putting (i.e. the requirement to identify consultees, the feedback arrangements and the post-interview checks) did not vary significantly across the professional groups.

Table 7.1 *Aspects of the appointments process which respondents would find off-putting by profession*

	<b>Overall</b>	<b>Solicitor</b>	<b>Barrister</b>	<b>Judicial Office Holder</b>
Application forms	42%	37%	45%	63%
Requirement to identify consultees (referees)	30%	32%	22%	31%
Interview process	31%	28%	29%	47%
Feedback arrangements	7%	6%	10%	12%
Post-interview checks	6%	7%	5%	6%
Other	6%	5%	2%	14%
<b>Total number of respondents</b>	<b>418</b>	<b>287</b>	<b>82</b>	<b>49</b>

### By gender/community background

Female respondents were more likely (40%) than male respondents (24%) to report that they would find the requirement to identify consultees (referees) off-putting (Table 7.2). Male respondents, on the other hand, were more likely (9%) than female respondents (1%) to report that they would find the post-interview checks off-putting.

By community background, the only aspect of the appointments process where there was a significant effect was that relating to the application form. Respondents with a Protestant community background were much more likely to report that they would find this aspect of the process off-putting (46%) than respondents with a Roman Catholic community background (36%).

Table 7.2 *Proportion of respondents who reported that they would find various aspects of the appointments process off-putting by gender and by community background*

	<b>Overall</b>	<b>Gender</b>		<b>Community background</b>	
		<b>M</b>	<b>F</b>	<b>P</b>	<b>RC</b>
Application forms	42%	43%	40%	46%	36%
Requirement to identify consultees (referees)	30%	24%	40%	29%	30%
Interview process	31%	30%	31%	30%	30%
Feedback arrangements	7%	9%	5%	7%	8%
Post-interview checks	6%	9%	1%	5%	8%
Other	6%	6%	4%	4%	7%
<b>Total number of respondents</b>	<b>418</b>	<b>267</b>	<b>144</b>	<b>171</b>	<b>224</b>

## **Conclusions**





## Conclusions

The evidence from this survey indicates that only a relatively small minority of members of the legal profession has ever applied for judicial office. Among respondents, a substantial minority of these applicants have been successful, and there were no statistically significant differences, in terms of gender or community background, in the reported success rates. However, these findings can give only a very broad impression and are not a substitute for systematic monitoring of equality of opportunity. The perceptions of males and females (and to a lesser extent those with Protestant and with Roman Catholic community backgrounds) on the influence of gender and community background on an application for judicial office differ considerably. Fewer than half of respondents perceived that being male or being female would have no influence, though over half perceived that having a Protestant or Roman Catholic community background would have no influence.

Certain work-related factors were reported by a large majority as having a positive influence, especially being senior counsel, having higher court experience, experience as a deputy or part-time judicial office holder, and being a barrister. The non work-related factors reported by a large majority as having a positive influence were being known to the senior judiciary, and being in the right social networks.

A very substantial proportion of the profession would consider applying for judicial office in the future, though a large majority of respondents indicated that they would not consider applying unless they had far in excess of the minimum experience required.

The extent of reported knowledge about the work involved across the range of judicial offices varied markedly across the professional groups, with only a minority of solicitors reporting they knew enough. The measures which respondents were most likely to identify as potentially encouraging them to consider applying for judicial office (or higher judicial office) were better guidance/training on the competence requirements, flexible working options, practical information about the nature of the work, better guidance/training on the appointments process, and part-time salaried posts.

A substantial minority of respondents reported that they knew how the appointments process operated. Barristers were more likely than solicitors, and males were more likely than females, to report that they had this knowledge. The aspects of the appointments process which respondents were most likely to identify as off-putting were the interview process, the application forms, and the requirement to identify consultees. Females were more likely than males to find the requirement to identify consultees off-putting. A higher proportion of those from a Protestant than from a Roman Catholic community background found the application forms off-putting.

## Conclusions

## **Appendix 1:**

Survey Questionnaire



## Survey of Views about Judicial Appointments

### SECTION 1: PROFESSIONAL STATUS

**Q1 What is your professional status?**

- ☐ Solicitor ..... *Go to Question 2*
- ☐ Barrister..... *Go to Question 3*
- ☐ Full-time Judicial Office Holder.....*Go to Question 5*

---

#### ***Question 2 - To be answered by Solicitors only***

**Q2(a) In what year were you admitted to the Roll of Solicitors?**

\_\_\_\_\_

**(b) Please indicate which of the following best describes your current position**

***Private practice***

- ☐ *Equity*
- ☐ *Salaried*
- ☐ *Assistant in private practice*

***Public service***

- ☐ *Head of department*
- ☐ *Legal officer*

***Other legal employment***

- ☐ *Private sector company*
- ☐ *Voluntary sector*
- ☐ *Other (please specify)* \_\_\_\_\_

- ☐ *Not currently practising*

**(c) In what year did you take up this position?**

\_\_\_\_\_

***Go to Question 7***

**Questions 3 and 4 - To be answered by Barristers only**

**Q3 What is your current status?**

☐ Junior Counsel

Year of call \_\_\_\_\_

☐ Senior Counsel

Year of call to Bar \_\_\_\_\_

Year of call to Inner Bar \_\_\_\_\_

**Q4(a) Are you on any of the Government civil panels?**

☐ Yes

☐ No

**(b) Are you engaged as Prosecution Counsel?**

☐ Yes

☐ No

**Go to Question 7**

---

**Questions 5 and 6 - To be answered by full-time Judicial Office Holders only**

**Q5 In which branch of the profession did you practise before being appointed as a full-time Judicial Office Holder?**

☐ Solicitor

Year admitted \_\_\_\_\_

☐ Junior Counsel

Year of call \_\_\_\_\_

☐ Senior Counsel

Year of call to Bar \_\_\_\_\_

Year of call to Inner Bar \_\_\_\_\_

**Q6 Prior to your first appointment as a full-time Judicial Office Holder:**

**(a) Were you on any of the Government civil panels?**

☐ Yes

☐ No

**(b) Were you engaged as Prosecution Counsel?**

☐ Yes

☐ No

**Go to Question 7**

## SECTION 2: CAREER HISTORY

**Q7** Prior to qualifying did you have any of the following links with the legal profession? (Tick all that apply)

- ☐ Parent
- ☐ Close relative
- ☐ Friend
- ☐ Other acquaintance
- ☐ Did not have any of these links

**Q8** Have you ever made any of the following moves at any stage during your career? (Tick all that apply)

- ☐ Solicitor to Barrister
- ☐ Solicitor in private practice to employed/In-house Solicitor
- ☐ Employed/In-house Solicitor to Solicitor in private practice
- ☐ Employed/In-house Solicitor to Barrister
- ☐ Barrister to Solicitor
- ☐ Barrister to employed/In-house Barrister
- ☐ Employed/In-house Barrister to Barrister
- ☐ Other employment/profession to Solicitor in private practice
- ☐ Other employment/profession to Barrister
- ☐ Other employment/profession to employed/In-house Barrister/Solicitor
- ☐ Have not made any of these moves

**Q9(a)** What are your main areas of work? (Tick all that apply)

**Note: If you are a full-time Judicial Office Holder you should respond in respect of your work prior to taking up full-time judicial office.**

- |   |                          |  |                          |
|---|--------------------------|--|--------------------------|
| (1) Administrative and Public Law .....                                   | <input type="checkbox"/> | (11) European Community.....             | <input type="checkbox"/> |
| (2) Chancery.....   | <input type="checkbox"/> | (12) Insolvency .....                    | <input type="checkbox"/> |
| (3) Child Law .....   | <input type="checkbox"/> | (13) Judicial Review .....               | <input type="checkbox"/> |
| (4) Commercial and Company Law .....                                      | <input type="checkbox"/> | (14) Licensing .....                     | <input type="checkbox"/> |
| (5) Common Law (e.g. Contract, Sale of Goods, Personal Injury etc.) ..... | <input type="checkbox"/> | (15) Matrimonial.....                    | <input type="checkbox"/> |
| (6) Conveyancing .....  | <input type="checkbox"/> | (16) Planning and Local Government ..... | <input type="checkbox"/> |
| (7) Criminal .....  | <input type="checkbox"/> | (17) Practice Management .....           | <input type="checkbox"/> |
| (8) Debt Collection.....  | <input type="checkbox"/> | (18) Probate.....                        | <input type="checkbox"/> |
| (9) Defamation.....   | <input type="checkbox"/> | (19) Professional Negligence.....        | <input type="checkbox"/> |
| (10) Employment and Industrial Relations .....                            | <input type="checkbox"/> | (20) Revenue and Tax Planning .....      | <input type="checkbox"/> |
| (21) Other (please specify) _____   |                          |  |                          |

**(b)** Which of the work areas listed at (a) do you allocate the majority of your time to? For example, if you allocate the majority of your time to work in the criminal area, write '7' in the space below.

**Note: If you are a full-time Judicial Office Holder you should respond in respect of your work prior to taking up full-time judicial office.**

I allocate the majority of my time to:

Number

\_\_\_\_\_

(c) What is your primary reason for undertaking this main area of work?

**Note: If you are a full-time Judicial Office Holder you should respond in respect of your work prior to taking up full-time judicial office.**

(Tick one box only)

- ☐ *Personal preference*
- ☐ *Nature of work undertaken by firm/organisation*
- ☐ *Nature of work allocated by firm/organisation*
- ☐ *Nature of briefs received*
- ☐ *Experience as a trainee/pupil*
- ☐ *Family and caring responsibilities*
- ☐ *Other (please specify) \_\_\_\_\_*

Q10(a) What is the first part of your current home postal code (e.g. BT1, BT5, BT30)?

BT \_\_\_\_\_

(b) What is the first part of your current business postal code (e.g. BT1, BT5, BT30)?

BT \_\_\_\_\_

(c) If, as a barrister, you work on a peripatetic basis, please tick the box below

☐

(d) If, as an existing judicial office holder, you work on a peripatetic basis, please tick the box below

☐



**If you are presently at or above High Court level, please go to Q12**

**Q11(a) Have you ever applied for judicial office/higher judicial office?**

- ☐ Yes **Answer part (b)**  
☐ No **Go to Question 14**

**(b) Have any of your applications been successful?**

- ☐ Yes **Answer part (c)**  
☐ No **Go to Question 14**

**(c) Do you currently hold judicial office?**

- ☐ Yes **Answer Question 12**  
☐ No **Go to Question 13**

**Q12 Please indicate which of the following judicial positions you hold and the year/s appointed**

	<b>Year appointed</b>
<input type="checkbox"/> Full-time salaried post - High Court (including Masters) .....	_____
<input type="checkbox"/> Full-time salaried post - County Court (including District Judge).....	_____
<input type="checkbox"/> Full-time salaried post - Magistrates' Court.....	_____
<input type="checkbox"/> Full-time salaried post - Coroners' Court.....	_____
<input type="checkbox"/> Full-time salaried post - Tribunals.....	_____
 <input type="checkbox"/> Part-time salaried post - Magistrates' Court.....	 _____
 <input type="checkbox"/> Part-time fee paid post - County Court (including District Judge).....	 _____
<input type="checkbox"/> Part-time fee paid post - Magistrates' Court.....	_____
<input type="checkbox"/> Part-time fee paid post - Tribunals.....	_____

**Q13 In what year did you first become a judicial office holder?**

\_\_\_\_\_

**If you are presently at or above High Court level, please go to Q18**

**Q14(a) Would you consider applying for judicial office/higher judicial office in the future?**

- ☐ Yes **Answer part (b)**  
☐ No **Go to part (c)**  
☐ Undecided **Answer parts (b) and (c)**

**(b) Please indicate which, if any, of the following posts you might consider applying for in the future (Tick all that apply)**

- ☐ Full-time salaried posts - High Court (including Masters)  
☐ Full-time salaried posts - County Court (including District Judge)  
☐ Full-time salaried posts - Magistrates' Court  
☐ Full-time salaried posts - Coroners' Court  
☐ Full-time salaried posts - Tribunals
- ☐ Part-time salaried posts - Magistrates' Court
- ☐ Part-time fee paid posts - County Court (including District Judge)  
☐ Part-time fee paid posts - Magistrates' Court  
☐ Part-time fee paid posts - Tribunals

**(c) Please indicate from the list below which measures, if any, might encourage you to consider applying for judicial office/higher judicial office (Tick all that apply)**

- ☐ Opportunity to return to practice  
☐ Changes to eligibility criteria  
☐ Part-time salaried posts  
☐ Flexible working options  
☐ Career breaks  
☐ Practical information about the nature of the work  
☐ Changes to the appointments process  
☐ Raising awareness about judicial office earlier in career  
☐ Mentoring schemes  
☐ Work shadowing schemes  
☐ Better guidance/training on the appointments process  
☐ Better guidance/training on the competence requirements  
☐ Practical information about the lifestyle demands of the role  
☐ Opportunity to experience a wider range of work  
☐ Job specific or on the job training  
☐ Other (please specify) \_\_\_\_\_
- ☐ None of these

**Q15** Please indicate the extent to which the following aspects of judicial office/higher judicial office appeal to you

*Please answer all parts of this question*

	<i>To a large extent</i>	<i>To some extent</i>	<i>Not at all</i>
a) Status/prestige .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Job security .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Salary .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) Pension arrangements .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) Public service/making a difference .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f) Change of career focus .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g) Work-life balance.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h) Interesting work .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i) Other (please specify) .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Q16** Please indicate from the list below those aspects of judicial office/higher judicial office that do not appeal to you (Tick all that apply)

- ☐ *Loss of flexibility in terms of planning work*
- ☐ *Peripatetic nature of some judicial offices*
- ☐ *Increased workload/additional pressure*
- ☐ *Reduction in earnings*
- ☐ *Nature of work*
- ☐ *Isolated nature of role*
- ☐ *Security considerations for self and family*
- ☐ *Judicial establishment/culture*
- ☐ *Loss of self employed status*
- ☐ *Increased public profile/scrutiny*
- ☐ *Disruption to family or private life*
- ☐ *Other (please specify) .....*

**Q17** Do you feel you know enough about the work involved across the range of judicial offices?

- ☐ Yes
- ☐ No

## SECTION 4: THE APPOINTMENTS PROCESS

**Q18** Please indicate whether in general you believe each of the factors listed below contribute positively, negatively or not at all to the successful outcome of an application for judicial office

*Please answer all parts of this question*

### Work-related factors

	Positive influence	Negative influence	No influence	Don't know
a) Being a solicitor .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Being a barrister .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Being senior counsel .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d) Representing plaintiffs .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e) Representing respondents.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f) Being on a Government civil panel or engaged as Prosecution Counsel .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g) Experience as a deputy or part-time judicial office holder.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h) Specialising in criminal law .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i) Specialising in family law .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j) Having higher court experience .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### Biographical factors

	Positive influence	Negative influence	No influence	Don't know
k) Being male.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l) Being female.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m) Being aged 30-40 .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n) Being aged 41-50 .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o) Being aged over 50 .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
p) Having a Protestant community background .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
q) Having a Catholic community background.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
r) Having a disability.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
s) Being from a minority ethnic group .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
t) Being from a working class background .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
u) Being from a middle/upper class background.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### Other factors

	Positive influence	Negative influence	No influence	Don't know
v) Being known by the senior judiciary.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
w) Working in the Greater Belfast area .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
x) Being in the right social networks .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
y) Other (please specify) .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Q19** Please indicate the extent of your agreement with the following statement:-

*'I would not consider applying for judicial office unless I had far in excess of the minimum experience required to do the job (currently 7 years for most offices and 10 years for higher offices)'*

Strongly agree

☐

Agree

☐

Neither agree nor  
disagree

☐

Disagree

☐

Strongly disagree

☐

**Q20** Do you know how the appointments process operates?

☐ Yes **Answer Question 21**

☐ No **Go to Question 22**

**Q21** Please indicate below any aspects of the appointments process which you would find off-putting (Tick **all** that apply)

☐ Application forms

☐ Requirement to identify consultees (referees)

☐ Interview process

☐ Feedback arrangements

☐ Post-interview checks

☐ Other (please specify) \_\_\_\_\_

## SECTION 5: PERSONAL BACKGROUND

**Q22(a)** Do you work:-

☐ Full-time **Go to part (c)**

☐ Part-time **Answer parts (b) and (c)**

**(b)** Which of the following best describes your work pattern?

☐ Reduced hours

☐ Job-share

☐ Term-time (school)

**(c)** Do you have the option of working flexibly from home?

☐ Yes

☐ No

**Q23** How many hours on average do you work each week?

\_\_\_\_\_

**Q24** Please indicate your approximate annual earnings, before tax

☐ Under £25,000

☐ £25,000 - £49,999

☐ £50,000 - £99,999

☐ £100,000 - £149,999

☐ £150,000 - £199,999

☐ £200,000 - £249,999

☐ £250,000 - £499,999

☐ £500,000+

**Q25 Have you ever availed of any of the following?**

- ☐ *Part-time working*
- ☐ *Career break of up to six months*
- ☐ *Career break of more than six months*
- ☐ *One or more periods of maternity/paternity leave*  
(Please indicate number of periods of maternity/paternity leave taken \_\_\_\_\_ )
- ☐ *Have not availed of any of these*

**Q26 Are you**

- ☐ *Male*
- ☐ *Female*

**Q27 What is your age?**

- |  |  |
|--|--|
| <input type="checkbox"/> <i>Under 30</i> | <input type="checkbox"/> <i>45-49</i>      |
| <input type="checkbox"/> <i>30-34</i>    | <input type="checkbox"/> <i>50-54</i>      |
| <input type="checkbox"/> <i>35-39</i>    | <input type="checkbox"/> <i>55-59</i>      |
| <input type="checkbox"/> <i>40-44</i>    | <input type="checkbox"/> <i>60 or over</i> |

**Q28 What is your marital or civil partnership status?**

- ☐ *Single, that is, never married nor been in a civil partnership*
- ☐ *Married and living with husband/wife*
- ☐ *In a civil partnership*
- ☐ *Separated from husband/wife/civil partner*
- ☐ *Marriage/civil partnership dissolved*
- ☐ *Spouse/civil partner deceased*

**Q29a) Do you have dependent children?**

- ☐ *Yes    Answer part (b)*
- ☐ *No    Go to Question 30*

**b)Please indicate the number of dependent children you have in each of the following age groups:**

*Under 5 years*    \_\_\_\_\_

*5-11 years*    \_\_\_\_\_

*12-18 years*    \_\_\_\_\_

*Over 18 years*    \_\_\_\_\_

**Q30 Do you have significant caring responsibilities for dependants other than children (e.g. an elderly relative, an adult with a disability)?**

- ☐ *Yes*
- ☐ *No*

**Q31 To which of the following ethnic groups do you belong?**

- ☐ *White*
- ☐ *Chinese*
- ☐ *Irish Traveller*
- ☐ *Indian*
- ☐ *Pakistani*
- ☐ *Bangladeshi*
- ☐ *Black Caribbean*
- ☐ *Black African*
- ☐ *Black Other*
- ☐ *Other mixed ethnic group (please specify)* \_\_\_\_\_
- ☐ *Other ethnic group (please specify)* \_\_\_\_\_

**Q32 What is your community background?**

- ☐ *I have a Protestant community background*
- ☐ *I have a Roman Catholic community background*
- ☐ *I have neither a Protestant nor a Roman Catholic community background*

**Q33 Disability is defined as a physical or mental impairment which has a substantial and long-term adverse effect on an individual's ability to carry out normal day-to-day activities**

**Do you consider that you have such a disability?**

- ☐ *Yes*
- ☐ *No*

**Q34 Are there any other additional comments you would like to make about judicial appointments?**

**Contd.**

**Thank you for taking the time to complete this questionnaire.**

**Please return your completed questionnaire in the pre-paid envelope provided.**

**The closing date for receipt of returns is Friday 27 April 2007.**



## **Appendix 2:**

Respondent Profile: Personal Details



Question 10(a): What is the first part of your current home postal code?

Postcodes and broad description of area covered	Overall	Solicitor	Barrister	Judicial Office Holder	Gender		Community Background		
					M	F	P	RC	N
BT1-15 (BELFAST)	44%	42%	60%	30%	43%	45%	41%	47%	44%
BT16, 18-24,30-31,33 (CASTLEREAGH, ARDS, N DOWN, DOWN)	17%	15%	16%	35%	17%	16%	23%	10%	31%
BT17,26-29,36-39,41 (LISBURN, ANTRIM, CARRICKFERGUS, NEWTOWNABBEY)	13%	14%	9%	22%	13%	13%	15%	11%	25%
BT25,32,34-35,60-67 (SOUTH)	10%	11%	8%	*	9%	12%	9%	12%	-
BT40,42-44,51-57 (NORTH EAST)	6%	7%	3%	*	7%	5%	8%	5%	-
BT45-49, 81-82(NORTH WEST)	5%	5%	4%	*	5%	6%	3%	7%	-
BT68-80, 92-94 (WEST)	5%	7%	-	*	6%	4%	3%	8%	-
Total number of respondents	<b>1065</b>	<b>855</b>	<b>156</b>	<b>54</b>	<b>579</b>	<b>474</b>	<b>459</b>	<b>560</b>	<b>32</b>

\* fewer than five cases.

Question 10(b): What is the first part of your current business postal code?

	Overall	Solicitor	Barrister	Judicial Office Holder	Gender		Community Background		
					M	F	P	RC	N
BT1-15 (BELFAST)	67%	61%	96%	79%	66%	68%	68%	64%	81%
BT16, 18-24,30-31,33 (CASTLEREAGH, ARDS, N DOWN, DOWN)	6%	7%	*	*	6%	7%	8%	5%	*
BT17,26-29,36-39,41 (LISBURN, ANTRIM, CARRICKFERGUS, NEWTOWNABBEY)	5%	6%	*	*	4%	6%	5%	4%	*
BT25,32,34-35,60-67 (SOUTH)	8%	10%	*	*	9%	7%	7%	10%	*
BT40,42-44,51-57 (NORTH EAST)	4%	5%	*	*	5%	4%	5%	4%	*
BT45-49, 81-82(NORTH WEST)	5%	6%	*	*	5%	5%	3%	6%	*
BT68-80, 92-94 (WEST)	5%	6%	*	*	6%	4%	4%	6%	*
Total number of respondents	1020	826	152	42	550	460	438	538	31

\* fewer than five cases.

Question 22(a): Do you work:-

	Overall	Solicitor	Barrister	Judicial Office Holder	Gender		Community Background		
					M	F	P	C	N
Full-time	88%	86%	94%	#	95%	80%	86%	90%	82%
Part-time	12%	14%	6%	*	5%	20%	14%	10%	18%
Total number of respondents	1074	862	158	54	586	478	459	565	33

\* fewer than five cases.

# figure withheld.

Question 22(b): Which of the following best describes your work pattern?

	Overall	Solicitor	Barrister	Judicial Office Holder	Gender		Community Background		
					M	F	P	RC	N
Reduced hours	94%	94%	#	*	100%	91%	#	89%	100%
Job-share/ Term-time (school)	6%	6%	*	-	-	9%	*	11%	-
Total number of respondents who work part-time	127	117	#	*	32	94	65	55	6

\* fewer than five cases.

# figure withheld.

Question 22(c): Do you have the option of working flexibly from home?

	Overall	Solicitor	Barrister	Judicial Office Holder	Gender		Community Background		
					M	F	P	C	N
Yes	36%	30%	76%	*	39%	32%	34%	37%	45%
No	64%	70%	24%	#	61%	68%	66%	63%	55%
Total number of respondents	1041	836	153	52	562	470	445	551	31

\* fewer than five cases.

# figure withheld.

Question 23: How many hours on average do you work each week?

	Overall	Solicitor	Barrister	Judicial Office Holder	Gender		Community Background		
					M	F	P	RC	N
Less than 30	8%	9%	4%	*	5%	11%	8%	7%	*
30 – 34	5%	5%	6%	*	2%	9%	6%	4%	*
35 – 39	10%	11%	6%	9%	6%	16%	9%	11%	*
40 – 44	23%	24%	11%	25%	19%	27%	20%	25%	22%
45 – 49	14%	16%	6%	9%	14%	14%	14%	14%	*
50 – 54	18%	19%	18%	11%	22%	13%	20%	17%	16%
55 – 59	4%	4%	5%	*	5%	3%	5%	3%	*
60 – 64	12%	9%	24%	25%	17%	6%	14%	11%	*
65 or over	6%	3%	20%	11%	9%	1%	4%	7%	*
Total number of respondents	1049	846	150	53	570	469	450	552	32

\* fewer than five cases.

Question 24: Please indicate your approximate annual earnings, before tax?

	Overall	Solicitor	Barrister	Judicial Office Holder	Gender		Community Background		
					M	F	P	RC	N
Under £25,000	10%	10%	10%	-	5%	16%	10%	10%	*
£25,000 - £49,999	38%	44%	19%	*	23%	56%	36%	40%	41%
£50,000 - £99,999	25%	24%	21%	50%	30%	18%	25%	26%	16%
£100,000 - £149,999	12%	10%	17%	31%	17%	7%	14%	11%	*
£150,000 - £199,999	6%	5%	10%	13%	11%	1%	6%	6%	*
£200,000 - £249,999	3%	2%	8%	*	5%	1%	4%	2%	*
£250,000 - £499,999	4%	4%	10%	-	7%	*	5%	4%	*
£500,000+	1%	*	3%	*	2%	-	1%	*	-
Total number of respondents	1063	856	155	52	577	476	456	561	32

\* fewer than five cases.

Question 25: Have you ever availed of any of the following?

	Overall	Solicitor	Barrister	Judicial Office Holder	Gender		Community Background		
					M	F	P	RC	N
Part-time working	14%	16%	9%	*	5%	25%	15%	13%	22%
Career break of up to 6 months	3%	2%	4%	*	2%	4%	2%	3%	*
Career break of more than 6 months	4%	4%	4%	*	3%	5%	5%	3%	*
One or more periods of maternity/paternity leave	18%	20%	13%	11%	3%	36%	17%	20%	19%
None of these	71%	69%	81%	81%	88%	52%	72%	71%	66%
Total number of respondents	1058	849	156	53	574	481	466	551	32

\* fewer than five cases.



Question 26: Are you:-

	Overall	Solicitor	Barrister	Judicial Office Holder	Community Background		
					P	RC	N
Male	55%	52%	67%	70%	57%	54%	48%
Female	45%	48%	33%	30%	43%	46%	52%
Total number of respondents	1088	873	159	56	474	570	33

Question 27: What is your age?

	Overall	Solicitor	Barrister	Judicial Office Holder	Gender		Community Background		
					M	F	P	RC	N
Under 30	15%	15%	21%	-	8%	25%	13%	18%	*
30 - 34	14%	14%	17%	-	11%	18%	15%	14%	*
35 - 39	15%	16%	15%	*	10%	20%	14%	16%	*
40 - 44	12%	13%	11%	*	11%	15%	10%	15%	*
45 - 49	15%	16%	14%	14%	17%	13%	15%	15%	24%
50 - 54	11%	11%	12%	16%	16%	6%	12%	11%	*
55 – 59	8%	6%	7%	39%	13%	2%	11%	6%	*
60 or over	8%	8%	4%	21%	14%	2%	10%	7%	*
Total number of respondents	1090	877	157	56	601	485	476	570	33

\* fewer than five cases.

Question 28: What is your marital or civil partnership status?

	Overall	Solicitor	Barrister	Judicial Office Holder	Gender		Community Background		
					M	F	P	RC	N
Single, that is, never married nor been in a civil partnership	23%	23%	#	#	17%	30%	20%	26%	19%
Married and living with husband/wife	72%	71%	71%	89%	79%	63%	76%	70%	66%
In a civil partnership	1%	1%	-	-	*	*	*	*	*
Separated from husband/wife/civil partner	2%	2%	*	-	2%	2%	3%	1%	*
Marriage/civil partnership dissolved	2%	2%	-	*	1%	2%	1%	2%	*
Spouse/partner deceased	1%	1%	-	-	*	*	*	*	*
Total number of respondents	1086	873	157	56	600	482	474	569	32

\* fewer than five cases.

# figure withheld.

## Question 29: Do you have dependent children?

	Overall	Solicitor	Barrister	Judicial Office Holder	Gender		Community Background		
					M	F	P	C	N
Yes	53%	53%	52%	52%	57%	47%	50%	55%	52%
No	47%	47%	48%	48%	43%	53%	50%	45%	48%
Total number of respondents	<b>1088</b>	<b>873</b>	<b>159</b>	<b>56</b>	<b>600</b>	<b>486</b>	<b>474</b>	<b>570</b>	<b>33</b>

## Question 29b: Number of dependent children aged under 5

	Overall	Solicitor	Barrister	Judicial Office Holder	Gender		Community Background		
					M	F	P	C	N
One	23%	25%	14%	*	17%	32%	23%	23%	*
Two	11%	10%	17%	*	8%	14%	8%	13%	*
Three or more	2%	2%	6%	*	2%	2%	*	3%	*
None/not stated	64%	63%	63%	#	72%	52%	67%	61%	71%
Total number of respondents with dependent children	<b>572</b>	<b>460</b>	<b>83</b>	<b>29</b>	<b>344</b>	<b>226</b>	<b>236</b>	<b>315</b>	<b>17</b>

\* fewer than five cases.

# figure withheld.

Question 29b: Number of dependent children aged 5-11

	Overall	Solicitor	Barrister	Judicial Office Holder	Gender		Community Background		
					M	F	P	C	N
One	20%	20%	16%	#	18%	22%	16%	22%	*
Two	16%	18%	#	*	14%	19%	15%	18%	*
Three or more	3%	3%	*	*	3%	3%	2%	3%	*
None/not stated	61%	58%	72%	72%	65%	56%	67%	57%	65%
Total number of respondents with dependent children	572	460	83	29	344	226	236	315	17

\* fewer than five cases.

# figure withheld.

Question 29b: Number of dependent children aged 12-18

	Overall	Solicitor	Barrister	Judicial Office Holder	Gender		Community Background		
					M	F	P	C	N
One	20%	18%	22%	31%	23%	14%	22%	17%	35%
Two	16%	16%	#	*	17%	15%	14%	17%	*
Three or more	6%	6%	*	*	7%	5%	6%	6%	*
None/not stated	59%	59%	57%	52%	54%	66%	58%	60%	41%
Total number of respondents with dependent children	572	460	83	29	344	226	236	315	17

\* fewer than five cases.

# figure withheld.

Question 29b: Number of dependent children aged over 18

	Overall	Solicitor	Barrister	Judicial Office Holder	Gender		Community Background		
					M	F	P	C	N
One	16%	14%	17%	31%	21%	8%	17%	15%	*
Two	10%	8%	#	#	13%	#	12%	8%	*
Three or more	3%	3%	*	*	5%	*	3%	4%	*
None/not stated	71%	74%	69%	34%	62%	85%	68%	73%	71%
Total number of respondents with dependent children	<b>572</b>	<b>460</b>	<b>83</b>	<b>29</b>	<b>344</b>	<b>226</b>	<b>236</b>	<b>315</b>	<b>17</b>

\* fewer than five cases.

# figure withheld.

Question 30: Do you have significant caring responsibilities for dependants other than children (e.g. an elderly relative, an adult with a disability)?

	Overall	Solicitor	Barrister	Judicial Office Holder	Gender		Community Background		
					M	F	P	C	N
Yes	11%	10%	11%	16%	11%	10%	11%	10%	24%
No	89%	90%	89%	84%	89%	90%	89%	90%	76%
Total number of respondents	<b>1079</b>	<b>865</b>	<b>158</b>	<b>56</b>	<b>597</b>	<b>479</b>	<b>467</b>	<b>568</b>	<b>33</b>

Question 31: To which of the following ethnic groups do you belong?

	Overall	Solicitor	Barrister	Judicial Office Holder	Gender		Community Background		
					M	F	P	RC	N
White	99%	99%	99%	100%	99%	99%	100%	99%	#
Chinese	#	#	-	-	*	*	*	*	*
Irish Traveller	-	-	-	-	-	-	-	-	-
Indian	-	-	-	-	-	-	-	-	-
Pakistani	-	-	-	-	-	-	-	-	-
Bangladeshi	-	-	-	-	-	-	-	-	-
Black Caribbean	-	-	-	-	-	-	-	-	-
Black African	-	-	-	-	-	-	-	-	-
Black Other	-	-	-	-	-	-	-	-	-
Other mixed ethnic group	*	*	*	-	*	*	*	*	*
Other ethnic group	*	*	*	-	*	*	*	*	*
Total number of respondents	1090	874	160	56	597	485	475	572	33

\* fewer than five cases.

# figure withheld.

Question 32: What is your community background?

	Overall	Solicitor	Barrister	Judicial Office Holder	Gender	
					M	F
Protestant	44%	44%	38%	56%	46%	42%
Roman Catholic	53%	53%	58%	#	52%	55%
Neither Protestant nor Roman Catholic	3%	3%	3%	*	3%	4%
Total number of respondents	1085	871	159	55	592	485

\* fewer than five cases.

# figure withheld.

Question 33: Do you consider that you have a disability?

	Overall	Solicitor	Barrister	Judicial Office Holder	Gender		Community Background		
					M	F	P	C	N
Yes	2%	2%	*	*	2%	2%	3%	2%	*
No	98%	98%	#	#	98%	98%	97%	98%	#
Total number of respondents	1075	863	157	55	589	479	471	564	33

\* fewer than five cases.

# figure withheld.





### **Appendix 3:**

Influence of work-related, biographical and other factors on the outcome of an application for judicial office by profession, by gender and by community background: Detailed tables



## Appendix 3

Table A3.1 Perceived influence of work-related factors on the successful outcome of an application for judicial office: all respondents.

	Total number of respondents	Positive influence	Negative influence	No influence	Don't know
<i>Work-related factors</i>					
Being a solicitor	1,062	32%	33%	21%	14%
Being a barrister	1,049	85%	<0.5%	8%	6%
Being senior counsel	1,056	93%	1%	2%	4%
Representing plaintiffs	1,049	17%	8%	53%	22%
Representing respondents	1,045	23%	3%	51%	23%
Being on a Government civil panel or engaged as Prosecution Counsel	1,043	64%	4%	13%	19%
Experience as a deputy or part-time judicial office holder	1,058	88%	1%	5%	5%
Specialising in criminal law	1,044	41%	7%	29%	24%
Specialising in family law	1,036	34%	8%	32%	27%
Having higher court experience	1,062	89%	<0.5%	5%	6%

## Appendix 3

Table A3.2 Perceived influence of work-related factors on the successful outcome of an application for judicial office: by profession.

	Profession	Total number of respondents	Positive influence	Negative influence	No influence	Don't know
<b>Work-related factors</b>						
<b>Being a solicitor</b>	<i>Solicitor</i>	<b>859</b>	31%	38%	19%	12%
	<i>Barrister</i>	<b>152</b>	43%	5%	30%	22%
	<i>Judicial Office Holder</i>	<b>51</b>	25%	25%	29%	20%
<b>Being a barrister</b>	<i>Solicitor</i>	<b>841</b>	89%	<0.5%	4%	6%
	<i>Barrister</i>	<b>153</b>	70%	1%	24%	6%
	<i>Judicial Office Holder</i>	<b>55</b>	67%	-	24%	9%
<b>Being senior counsel</b>	<i>Solicitor</i>	<b>844</b>	92%	1%	2%	5%
	<i>Barrister</i>	<b>158</b>	96%	1%	3%	1%
	<i>Judicial Office Holder</i>	<b>54</b>	89%	-	6%	6%
<b>Representing plaintiffs</b>	<i>Solicitor</i>	<b>839</b>	18%	9%	51%	22%
	<i>Barrister</i>	<b>157</b>	11%	6%	59%	23%
	<i>Judicial Office Holder</i>	<b>53</b>	9%	2%	64%	25%
<b>Representing respondents</b>	<i>Solicitor</i>	<b>837</b>	24%	4%	50%	22%
	<i>Barrister</i>	<b>155</b>	21%	-	54%	25%
	<i>Judicial Office Holder</i>	<b>53</b>	15%	-	62%	23%
<b>Being on a Government civil panel or engaged as Prosecution Counsel</b>	<i>Solicitor</i>	<b>831</b>	65%	5%	11%	19%
	<i>Barrister</i>	<b>157</b>	59%	2%	22%	17%
	<i>Judicial Office Holder</i>	<b>55</b>	56%	2%	22%	20%
<b>Experience as a deputy or part-time judicial office holder</b>	<i>Solicitor</i>	<b>846</b>	91%	1%	4%	5%
	<i>Barrister</i>	<b>158</b>	81%	1%	9%	9%
	<i>Judicial Office Holder</i>	<b>54</b>	69%	4%	22%	6%
<b>Specialising in criminal law</b>	<i>Solicitor</i>	<b>836</b>	42%	6%	26%	25%
	<i>Barrister</i>	<b>154</b>	31%	10%	40%	19%
	<i>Judicial Office Holder</i>	<b>54</b>	46%	-	35%	19%
<b>Specialising in family law</b>	<i>Solicitor</i>	<b>829</b>	37%	6%	30%	27%
	<i>Barrister</i>	<b>155</b>	19%	17%	38%	26%
	<i>Judicial Office Holder</i>	<b>52</b>	21%	12%	44%	23%
<b>Having higher court experience</b>	<i>Solicitor</i>	<b>847</b>	87%	1%	5%	7%
	<i>Barrister</i>	<b>159</b>	94%	-	4%	2%
	<i>Judicial Office Holder</i>	<b>56</b>	91%	-	2%	7%

## Appendix 3

Table A3.3 Perceived influence of work-related factors on the successful outcome of an application for judicial office: by gender.

	Gender	Total number of respondents	Positive influence	Negative influence	No influence	Don't know
<b>Work-related factors</b>						
<b>Being a solicitor</b>	Male	577	37%	32%	21%	10%
	Female	472	27%	34%	20%	19%
<b>Being a barrister</b>	Male	565	85%	<0.5%	10%	5%
	Female	471	86%	<0.5%	6%	7%
<b>Being senior counsel</b>	Male	571	92%	1%	3%	4%
	Female	471	93%	1%	2%	5%
<b>Representing plaintiffs</b>	Male	568	17%	9%	58%	16%
	Female	467	17%	6%	45%	31%
<b>Representing respondents</b>	Male	567	24%	3%	56%	16%
	Female	464	22%	3%	45%	31%
<b>Being on a Government civil panel or engaged as Prosecution Counsel</b>	Male	567	63%	4%	17%	17%
	Female	462	65%	4%	10%	21%
<b>Experience as a deputy or part-time judicial office holder</b>	Male	574	87%	1%	7%	6%
	Female	470	90%	1%	4%	5%
<b>Specialising in criminal law</b>	Male	569	35%	9%	35%	21%
	Female	461	47%	4%	20%	29%
<b>Specialising in family law</b>	Male	562	31%	6%	38%	25%
	Female	460	37%	10%	24%	30%
<b>Having higher court experience</b>	Male	576	90%	1%	5%	5%
	Female	472	88%	<0.5%	4%	8%

## Appendix 3

Table A3.4 Perceived influence of work-related factors on the successful outcome of an application for judicial office: by community background.

	Community background	Total number of respondents	Positive influence	Negative influence	No influence	Don't know
<b>Work-related factors</b>						
<b>Being a solicitor</b>	<i>Protestant</i>	<b>455</b>	27%	37%	20%	15%
	<i>Roman Catholic</i>	<b>558</b>	37%	30%	20%	13%
	<i>Neither</i>	<b>33</b>	30%	18%	30%	21%
<b>Being a barrister</b>	<i>Protestant</i>	<b>453</b>	85%	<0.5%	9%	6%
	<i>Roman Catholic</i>	<b>548</b>	86%	1%	7%	6%
	<i>Neither</i>	<b>32</b>	78%	-	16%	6%
<b>Being senior counsel</b>	<i>Protestant</i>	<b>456</b>	94%	1%	2%	4%
	<i>Roman Catholic</i>	<b>552</b>	92%	1%	3%	5%
	<i>Neither</i>	<b>32</b>	97%	-	-	3%
<b>Representing plaintiffs</b>	<i>Protestant</i>	<b>452</b>	13%	4%	56%	26%
	<i>Roman Catholic</i>	<b>550</b>	20%	11%	50%	19%
	<i>Neither</i>	<b>31</b>	13%	6%	52%	29%
<b>Representing respondents</b>	<i>Protestant</i>	<b>451</b>	14%	3%	57%	26%
	<i>Roman Catholic</i>	<b>547</b>	30%	4%	47%	20%
	<i>Neither</i>	<b>31</b>	23%	-	52%	29%
<b>Being on a Government civil panel or engaged as Prosecution Counsel</b>	<i>Protestant</i>	<b>450</b>	60%	2%	15%	23%
	<i>Roman Catholic</i>	<b>545</b>	67%	6%	12%	15%
	<i>Neither</i>	<b>32</b>	66%	3%	12%	19%
<b>Experience as a deputy or part-time judicial office holder</b>	<i>Protestant</i>	<b>456</b>	89%	1%	4%	6%
	<i>Roman Catholic</i>	<b>554</b>	88%	1%	6%	5%
	<i>Neither</i>	<b>32</b>	84%	3%	3%	9%
<b>Specialising in criminal law</b>	<i>Protestant</i>	<b>448</b>	40%	4%	29%	27%
	<i>Roman Catholic</i>	<b>548</b>	42%	8%	28%	22%
	<i>Neither</i>	<b>32</b>	37%	6%	37%	19%
<b>Specialising in family law</b>	<i>Protestant</i>	<b>445</b>	31%	6%	32%	31%
	<i>Roman Catholic</i>	<b>544</b>	36%	9%	31%	24%
	<i>Neither</i>	<b>31</b>	32%	10%	32%	26%
<b>Having higher court experience</b>	<i>Protestant</i>	<b>459</b>	90%	<0.5%	4%	5%
	<i>Roman Catholic</i>	<b>555</b>	87%	1%	5%	7%
	<i>Neither</i>	<b>32</b>	91%	-	3%	6%

## Appendix 3

Table A3.5 Perceived influence of biographical factors on the successful outcome of an application for judicial office: all respondents.

	Total number of respondents	Positive influence	Negative influence	No influence	Don't know
<b><i>Biographical factors</i></b>					
Being male	1,060	44%	6%	40%	11%
Being female	1,047	20%	26%	40%	14%
Being aged 30-40	1,032	7%	57%	20%	16%
Being aged 41-50	1,048	56%	9%	23%	13%
Being aged over 50	1,049	53%	16%	18%	13%
Having a Protestant community background	1,059	15%	9%	56%	21%
Having a Catholic community background	1,055	14%	9%	56%	21%
Having a disability	1,051	9%	20%	48%	23%
Being from a minority ethnic group	1,049	14%	19%	42%	25%
Being from a working class background	1,053	5%	33%	43%	18%
Being from a middle/upper class background	1,055	47%	4%	36%	13%

## Appendix 3

Table A3.6 Perceived influence of biographical factors on the successful outcome of an application for judicial office: by profession.

	Profession	Total number of respondents	Positive influence	Negative influence	No influence	Don't know
<b>Biographical factors</b>						
<b>Being male</b>	<i>Solicitor</i>	<b>847</b>	47%	6%	37%	10%
	<i>Barrister</i>	<b>158</b>	34%	6%	48%	12%
	<i>Judicial Office Holder</i>	<b>55</b>	22%	5%	60%	13%
<b>Being female</b>	<i>Solicitor</i>	<b>838</b>	20%	29%	38%	13%
	<i>Barrister</i>	<b>156</b>	22%	17%	46%	15%
	<i>Judicial Office Holder</i>	<b>53</b>	13%	8%	62%	17%
<b>Being aged 30-40</b>	<i>Solicitor</i>	<b>825</b>	8%	57%	19%	16%
	<i>Barrister</i>	<b>156</b>	4%	59%	19%	18%
	<i>Judicial Office Holder</i>	<b>51</b>	2%	43%	35%	20%
<b>Being aged 41-50</b>	<i>Solicitor</i>	<b>834</b>	56%	10%	22%	12%
	<i>Barrister</i>	<b>158</b>	58%	5%	22%	15%
	<i>Judicial Office Holder</i>	<b>56</b>	48%	2%	32%	18%
<b>Being aged over 50</b>	<i>Solicitor</i>	<b>840</b>	56%	16%	16%	12%
	<i>Barrister</i>	<b>157</b>	49%	13%	20%	17%
	<i>Judicial Office Holder</i>	<b>52</b>	17%	17%	44%	21%
<b>Having a Protestant community background</b>	<i>Solicitor</i>	<b>846</b>	16%	9%	54%	21%
	<i>Barrister</i>	<b>159</b>	9%	6%	64%	21%
	<i>Judicial Office Holder</i>	<b>54</b>	4%	6%	72%	19%
<b>Having a Catholic community background</b>	<i>Solicitor</i>	<b>843</b>	15%	10%	54%	22%
	<i>Barrister</i>	<b>158</b>	13%	4%	64%	18%
	<i>Judicial Office Holder</i>	<b>54</b>	7%	2%	70%	20%
<b>Having a disability</b>	<i>Solicitor</i>	<b>841</b>	10%	20%	47%	23%
	<i>Barrister</i>	<b>157</b>	8%	20%	48%	24%
	<i>Judicial Office Holder</i>	<b>53</b>	4%	13%	58%	25%
<b>Being from a minority ethnic group</b>	<i>Solicitor</i>	<b>837</b>	14%	22%	39%	25%
	<i>Barrister</i>	<b>158</b>	16%	11%	46%	27%
	<i>Judicial Office Holder</i>	<b>54</b>	13%	2%	61%	24%
<b>Being from a working class background</b>	<i>Solicitor</i>	<b>840</b>	5%	35%	41%	19%
	<i>Barrister</i>	<b>159</b>	6%	27%	50%	17%
	<i>Judicial Office Holder</i>	<b>54</b>	6%	11%	67%	17%
<b>Being from a middle/upper class background</b>	<i>Solicitor</i>	<b>841</b>	50%	4%	32%	14%
	<i>Barrister</i>	<b>159</b>	40%	4%	45%	11%
	<i>Judicial Office Holder</i>	<b>55</b>	22%	5%	58%	15%



## Appendix 3

Table A3.7 Perceived influence of biographical factors on the successful outcome of an application for judicial office: by gender.

	Gender	Total number of respondents	Positive influence	Negative influence	No influence	Don't know
<b>Biographical factors</b>						
<b>Being male</b>	Male	579	24%	10%	56%	11%
	Female	467	68%	1%	21%	10%
<b>Being female</b>	Male	573	30%	13%	45%	11%
	Female	460	8%	41%	34%	17%
<b>Being aged 30-40</b>	Male	557	8%	56%	21%	15%
	Female	461	6%	57%	18%	18%
<b>Being aged 41-50</b>	Male	568	56%	8%	25%	11%
	Female	466	56%	9%	19%	16%
<b>Being aged over 50</b>	Male	568	48%	18%	21%	12%
	Female	467	59%	13%	14%	14%
<b>Having a Protestant community background</b>	Male	578	13%	10%	61%	16%
	Female	468	16%	7%	51%	27%
<b>Having a Catholic community background</b>	Male	579	17%	8%	60%	15%
	Female	462	11%	9%	51%	28%
<b>Having a disability</b>	Male	571	11%	17%	53%	19%
	Female	466	7%	23%	41%	29%
<b>Being from a minority ethnic group</b>	Male	571	15%	16%	48%	20%
	Female	464	12%	23%	34%	31%
<b>Being from a working class background</b>	Male	574	6%	27%	52%	15%
	Female	465	4%	39%	34%	23%
<b>Being from a middle/upper class background</b>	Male	576	38%	5%	45%	13%
	Female	465	58%	3%	25%	14%

## Appendix 3

Table A3.8 Perceived influence of biographical factors on the successful outcome of an application for judicial office: by community background.

	Community background	Total number of respondents	Positive influence	Negative influence	No influence	Don't know
<b>Biographical factors</b>						
<b>Being male</b>	<i>Protestant</i>	<b>458</b>	40%	8%	41%	11%
	<i>Roman Catholic</i>	<b>554</b>	47%	5%	39%	9%
	<i>Neither</i>	<b>32</b>	37%	3%	41%	19%
<b>Being female</b>	<i>Protestant</i>	<b>453</b>	22%	23%	41%	14%
	<i>Roman Catholic</i>	<b>547</b>	19%	29%	39%	13%
	<i>Neither</i>	<b>31</b>	16%	19%	39%	26%
<b>Being aged 30-40</b>	<i>Protestant</i>	<b>442</b>	7%	56%	20%	17%
	<i>Roman Catholic</i>	<b>543</b>	8%	58%	20%	15%
	<i>Neither</i>	<b>31</b>	-	39%	26%	35%
<b>Being aged 41-50</b>	<i>Protestant</i>	<b>452</b>	53%	9%	24%	13%
	<i>Roman Catholic</i>	<b>548</b>	60%	9%	20%	11%
	<i>Neither</i>	<b>32</b>	31%	-	37%	37%
<b>Being aged over 50</b>	<i>Protestant</i>	<b>452</b>	53%	13%	20%	14%
	<i>Roman Catholic</i>	<b>550</b>	55%	18%	16%	11%
	<i>Neither</i>	<b>32</b>	44%	9%	19%	28%
<b>Having a Protestant community background</b>	<i>Protestant</i>	<b>455</b>	2%	18%	60%	20%
	<i>Roman Catholic</i>	<b>555</b>	25%	1%	54%	20%
	<i>Neither</i>	<b>33</b>	6%	6%	36%	52%
<b>Having a Catholic community background</b>	<i>Protestant</i>	<b>454</b>	26%	1%	55%	19%
	<i>Roman Catholic</i>	<b>554</b>	6%	15%	58%	21%
	<i>Neither</i>	<b>31</b>	10%	-	32%	58%
<b>Having a disability</b>	<i>Protestant</i>	<b>453</b>	13%	14%	49%	25%
	<i>Roman Catholic</i>	<b>551</b>	6%	24%	48%	21%
	<i>Neither</i>	<b>31</b>	10%	20%	26%	45%
<b>Being from a minority ethnic group</b>	<i>Protestant</i>	<b>453</b>	19%	13%	41%	27%
	<i>Roman Catholic</i>	<b>549</b>	10%	26%	42%	23%
	<i>Neither</i>	<b>31</b>	13%	6%	45%	35%
<b>Being from a working class background</b>	<i>Protestant</i>	<b>453</b>	7%	25%	48%	20%
	<i>Roman Catholic</i>	<b>553</b>	4%	41%	40%	15%
	<i>Neither</i>	<b>31</b>	-	13%	42%	45%
<b>Being from a middle/upper class background</b>	<i>Protestant</i>	<b>454</b>	39%	6%	40%	15%
	<i>Roman Catholic</i>	<b>554</b>	55%	3%	32%	10%
	<i>Neither</i>	<b>31</b>	32%	-	32%	35%

### Appendix 3

Table A3.9 Perceived influence of other factors on the successful outcome of an application for judicial office: all respondents.

	Total number of respondents	Positive influence	Negative influence	No influence	Don't know
<b>Other factors</b>					
Being known by the senior judiciary	1,070	82%	1%	9%	8%
Working in the greater Belfast area	1,062	53%	1%	32%	14%
Being in the right social networks	1,069	74%	1%	15%	10%
Other	26	92%	8%	-	-

Table A3.10 Perceived influence of other factors on the successful outcome of an application for judicial office: by profession.

	Profession	Total number of respondents	Positive influence	Negative influence	No influence	Don't know
<b>Other factors</b>						
Being known by the senior judiciary	Solicitor	856	83%	1%	8%	8%
	Barrister	159	82%	-	10%	8%
	Judicial Office Holder	55	78%	-	16%	5%
Working in the greater Belfast area	Solicitor	848	55%	1%	30%	14%
	Barrister	159	48%	1%	38%	13%
	Judicial Office Holder	55	32%	2%	44%	16%
Being in the right social networks	Solicitor	856	77%	1%	13%	9%
	Barrister	159	68%	1%	20%	11%
	Judicial Office Holder	54	48%	2%	37%	13%
Other	Solicitor	18	100%	-	-	-
	Barrister	6	67%	33%	-	-
	Judicial Office Holder	2	100%	-	-	-

Table A3.11 Perceived influence of other factors on the successful outcome of an application for judicial office: by gender.

	Gender	Total number of respondents	Positive influence	Negative influence	No influence	Don't know
<b>Other factors</b>						
Being known by the senior judiciary	Male	583	77%	1%	13%	10%
	Female	473	89%	1%	4%	6%
Working in the greater Belfast area	Male	579	44%	1%	40%	15%
	Female	469	64%	1%	22%	12%
Being in the right social networks	Male	583	63%	1%	21%	14%
	Female	472	87%	1%	7%	5%
Other	Male	15	100%	-	-	-
	Female	11	82%	18%	-	-

## Appendix 3

Table A3.12 Perceived influence of other factors on the successful outcome of an application for judicial office: by community background.

	Community background	Total number of respondents	Positive influence	Negative influence	No influence	Don't know
<b>Other factors</b>						
<b>Being known by the senior judiciary</b>	<i>Protestant</i>	<b>459</b>	81%	1%	9%	9%
	<i>Roman Catholic</i>	<b>562</b>	83%	1%	9%	7%
	<i>Neither</i>	<b>33</b>	79%	-	9%	12%
<b>Working in the greater Belfast area</b>	<i>Protestant</i>	<b>457</b>	49%	1%	33%	17%
	<i>Roman Catholic</i>	<b>557</b>	58%	1%	30%	11%
	<i>Neither</i>	<b>32</b>	41%	-	44%	16%
<b>Being in the right social networks</b>	<i>Protestant</i>	<b>457</b>	69%	1%	17%	13%
	<i>Roman Catholic</i>	<b>563</b>	79%	1%	13%	7%
	<i>Neither</i>	<b>33</b>	70%	-	9%	21%
<b>Other</b>	<i>Protestant</i>	<b>12</b>	92%	8%	-	-
	<i>Roman Catholic</i>	<b>14</b>	93%	7%	-	-
	<i>Neither</i>	<b>-</b>	-	-	-	-