

The Judiciary in Northern Ireland

2011

Equity Monitoring Report



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Executive Summary

Overall Composition

Professional standing and age

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

While more than a third (35.2%) of those legal professionals deemed to have at least the minimum requirement of professional standing were aged 40 or under, only 3.1% of judicial office holders in the Courts and 11.2% of staff holding legal positions in Tribunals were in this age category. This would indicate that judicial office holders are generally older and therefore have much longer professional experience than required by statute. Four fifths of judicial office holders in the Courts were aged 51 years or over (80.0%). This compares with 31.3% in the legal profession generally.

Gender

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

Female representation in the Courts (25.4%) was lower than in the legal profession generally (37.5%). However, when adjustment was made for the age profile of judicial office holders in the Courts, female representation would be expected to be 24.9%, not 37.5%; which is in line with the actual representation of 25.4%.

For those holding legal positions in Tribunals, female representation (41.3%) was much higher than might be expected (30.0%) given the age profile of judicial office holders in Tribunals.

Community Background

In terms of community background, over half of judicial office holders in the Courts were Protestant (52.3%); higher than in the legal professions generally (44.4%). However, when adjustment was made for the age profile of judicial office holders in the Courts, Protestant representation would be expected to be 49.5%; still lower than the actual representation of 52.3%.

Catholic representation among those holding legal positions in Tribunals (55.2%) was higher than in the legal profession generally (53.0%), and also higher than the representation which might be expected having taken account of the age profile (50.2%).

Disability and Ethnicity

The proportion of judicial office holders who had declared a disability ranged from 3.0% among Lay Magistrates to 5.4% among those in the Courts.

Minority ethnic representation among Lay Magistrates was 1.0%, while for Tribunal members it was 2.0%. No judicial office holders in the Courts were from a minority ethnic background. As the numbers involved are small, care should be taken when drawing inferences from the data.

Executive Summary

Tribunals (Non-Legal) and Lay Magistrates

The majority of those holding non-legal positions in Tribunals were male (55.3%) while the majority of Lay Magistrates were female (54.2%). In terms of community background the majority of both Lay Magistrates (59.1%) and those holding non-legal positions in Tribunals (56.8%) were Protestant. The proportion of Lay Magistrates aged 40 years or under (16.7%) was higher than among judicial office holders in the Courts (3.1%) and staff holding legal (11.2%) and non-legal (2.0%) positions in Tribunals.

Recruitment Schemes

Applicant Pools

Both the gender and community background compositions of applicants for judicial office in the Courts were in line with what would be expected. Over two fifths of applications for judicial office in the Courts were from candidates in the 41-50 age category (41.9%), compared with an expected proportion of 33.4% (based on the available candidate pool).

For schemes appointing legal members of Tribunals, the proportion of applicants aged 40 or under (26.2%) was noticeably lower than expected (35.2%). While the gender composition of applicants was in line with what would be expected, Protestant representation among applicants (31.0%) was lower than expected (44.4%).

For schemes appointing non-legal members of Tribunals, both the gender and community background compositions of applicants were in line with what would be expected. Two thirds of applicants were aged 51 or over (66.0%), this compares with 24.9% in this age category in the expected pool.

Shortlisting Stage

Given the applicant pool for judicial appointment in the Courts, both the gender composition and age profile of shortlisted candidates were both broadly in line with what would be expected. However, the representation of Catholics among shortlisted candidates (40.7%) was lower than what would be expected (54.1%).

For legal appointments to Tribunals, the gender, age and community background profiles of shortlisted candidates were broadly in line with the expected proportions. For non-legal appointments to Tribunals, female representation among shortlisted candidates (50.0%) was higher than the expected proportion (41.5%), while the community background profile was broadly in line with the expected values. The proportion of shortlisted candidates aged 51 or over (60.7%) was lower than expected (66.0%).

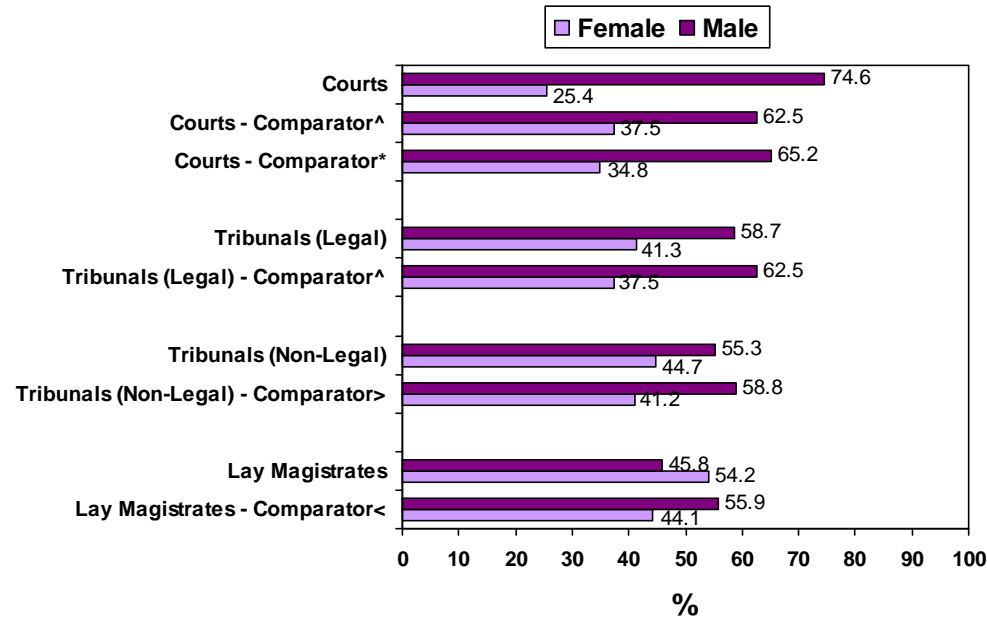
Appointment Stage

For judicial appointments to the Courts and legal members of Tribunals, the proportion of appointees who were male (73.3%) was higher than expected (65.7%) given the gender profile of shortlisted candidates. In terms of community background, the composition of appointees was broadly in line with what was expected based on the shortlisted candidates. A higher (46.7%) than expected (38.6%) proportion of appointees came from the 51 or over age category. For non-legal appointments to tribunals both the community background and gender profiles of appointees were broadly in line with the expected proportions. A higher proportion of non-legal appointees came from the 51 or over age-group (81.8%) than expected (60.7%). However, it must be borne in mind that the number of appointments was relatively small and so small changes can have a large effect on percentages.

1 About this report

- The aim of this report is to provide equity monitoring information on the judiciary in Northern Ireland at 1 April 2011. In addition, monitoring information on the outcomes of the various stages of judicial appointment schemes in the period 1st April 2010 to 31st March 2011 is presented.
- Information was obtained from two sources. Equity monitoring information was taken from a database managed by staff in the NI Judicial Appointments Commission. Information on the applicant pools for the judicial appointment schemes was taken from summarised information provided by the NI Judicial Appointments Commission.
- Where appropriate the information was contextualised using data relating to the legal professions – information on Solicitors on Roll supplied by the Law Society and on Barristers supplied by the Bar Library. However, this information was limited to gender and so to obtain information relating to age or community background, data from the 2001 Census was employed. For age comparisons, account has been taken of the time lapse since the Census, so for example professionals aged 25-29 at the time of the Census, were taken to be 35-39 at 1 April 2011.
- For the overall composition figures, the judicial offices have been grouped into four categories, relating to judicial office holders in the Courts, Tribunal members (both Legal and Non-Legal) and Lay Magistrates. Since the gender and community background compositions for different age bands are different, the external comparators have been adjusted to reflect the age profile of judicial office holders in the Courts or in Tribunals to better contextualise the overall composition. More detailed compositional information relating to classification of the judicial offices into eight categories is provided in Appendix A.
- In terms of appointments to judicial office, two schemes in the Courts and seven schemes for Tribunal members were considered. A total of 285 applications were received and 26 appointments were made. Three stages in the recruitment schemes were considered – application, shortlisting and appointment. Each competition was considered individually and results aggregated.
- For each competition, at each stage the actual composition was compared with what would be expected, if candidates from each group were equally likely to apply and were equal in terms of merit. The results were then aggregated. It should be noted that potential candidates in younger age-groups are less likely to apply. This impacts upon not only age comparisons, but also gender and community background comparisons, due to different gender or community background compositions for different age bands.

2 Overall Composition: Gender



Notes

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

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

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

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

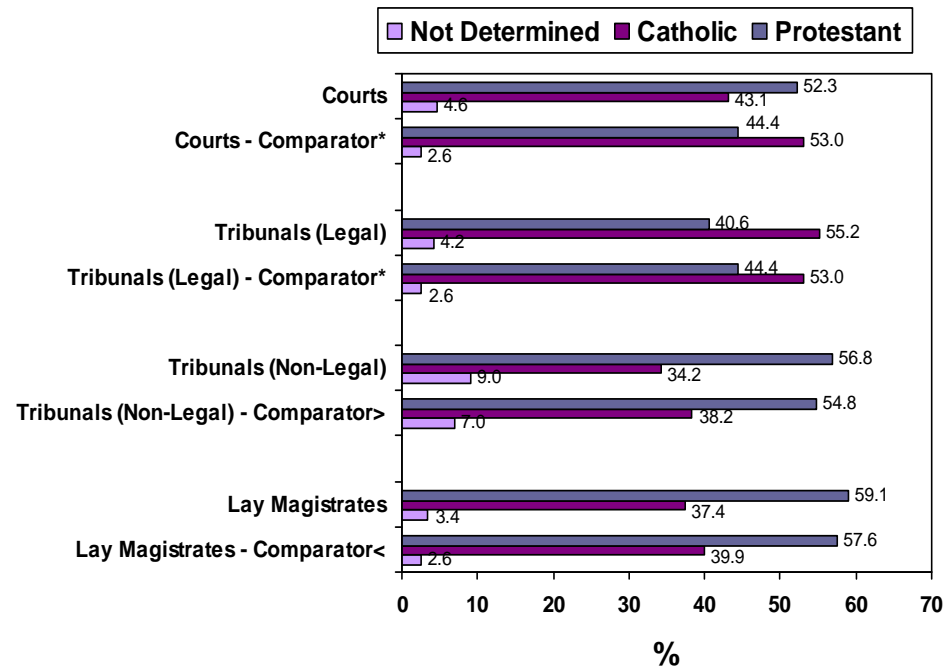
Summary

- Approximately one in four judicial office holders in the Courts were female (25.4%). While this proportion was lower than for members of the legal professions eligible to apply for judicial office (37.5%). When adjustment was made for the age profile of judicial office holders in the Courts, female representation would be expected to be 24.9%.

- Female representation among those holding legal positions in Tribunals (41.3%) was higher than for legal professionals eligible to apply for judicial office (37.5%). When adjustment was made for the age profile of those holding legal positions in Tribunals, female representation would be expected to be 30.0%.

- A majority of those holding non-legal positions in Tribunals were male (55.3%). The opposite is true for Lay Magistrates where the majority were female (54.2%).

2 Overall Composition: Community Background



Summary

- Over half of judicial office holders in the Courts were Protestant (52.3%). While this proportion was higher than in the legal professions generally (44.4%), when adjustment was made for the age profile of judicial office holders in the Courts, Protestant representation would be expected to be 49.5%.

- Catholic representation among those holding legal positions in Tribunals (55.2%) was higher than in the legal profession generally (53.0%). Adjustment in accordance with the age profile of those holding legal positions in Tribunals yielded an expected Catholic representation of 50.2%.

- The majority of those holding non-legal positions in Tribunals (56.8%) and Lay Magistrates (59.1%) were Protestant.

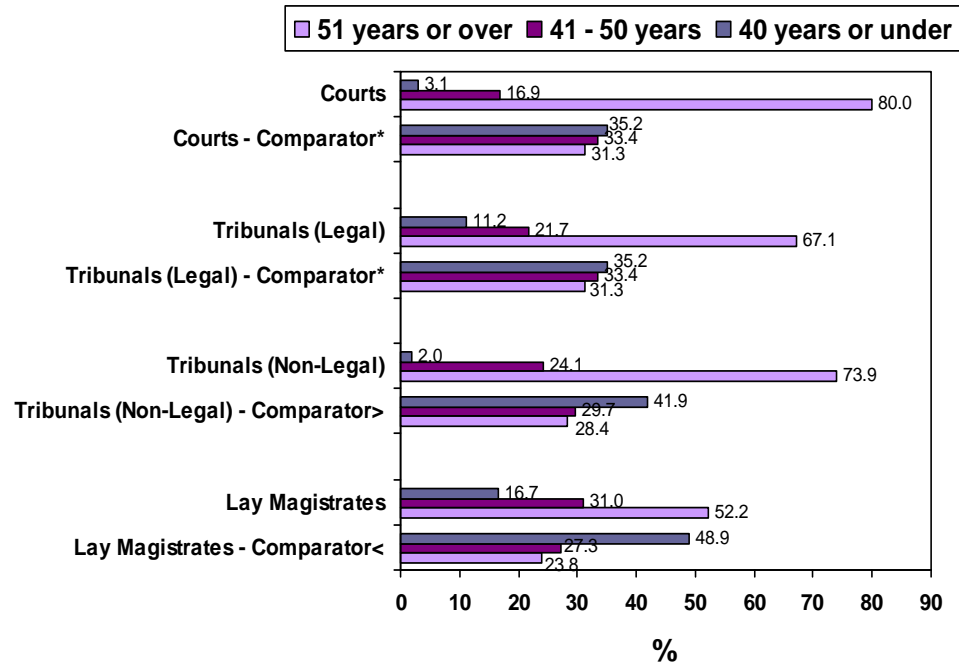
Notes

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

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

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

2 Overall Composition: Age



Summary

- Four fifths of judicial office holders in the Courts were aged 51 years or over (80.0%). This compares with 31.3% in the legal profession generally.
- Over two thirds of staff holding legal positions in Tribunals were aged 51 years or over (67.1%), compared with 31.3% in the legal profession generally.
- As with judicial office holders in the Courts and staff holding legal positions in Tribunals, the majority of those holding non-legal positions in Tribunals were also aged 51 years or over (73.9%).
- The proportion of Lay Magistrates aged 40 years or under (16.7%) was higher than among judicial office holders in the Courts (3.1%) and staff holding legal (11.2%) and non-legal (2.0%) positions in Tribunals.

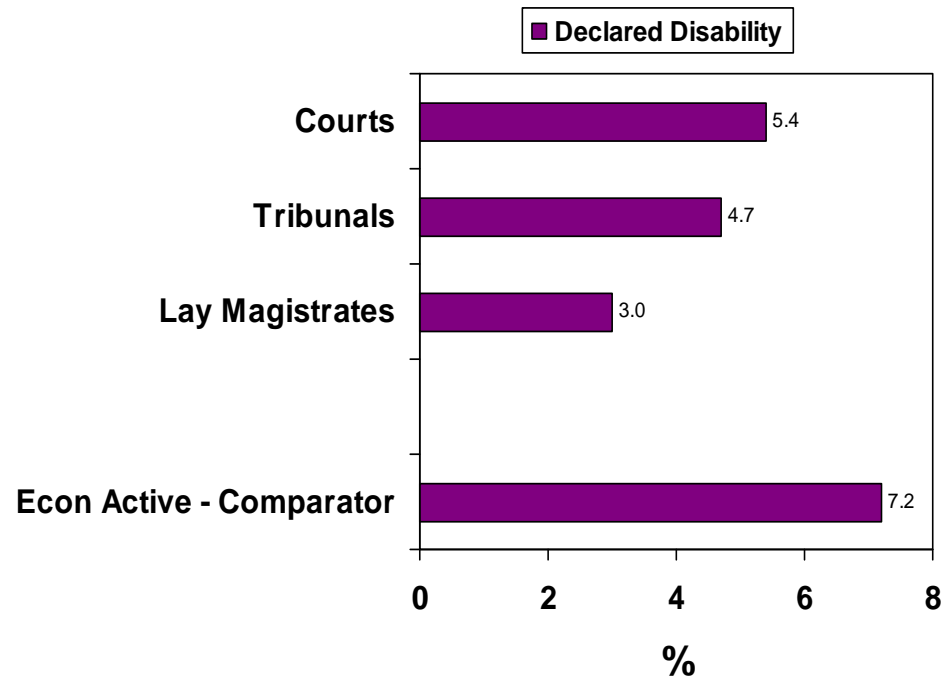
Notes

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

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

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

2 Overall Composition: Declared Disability



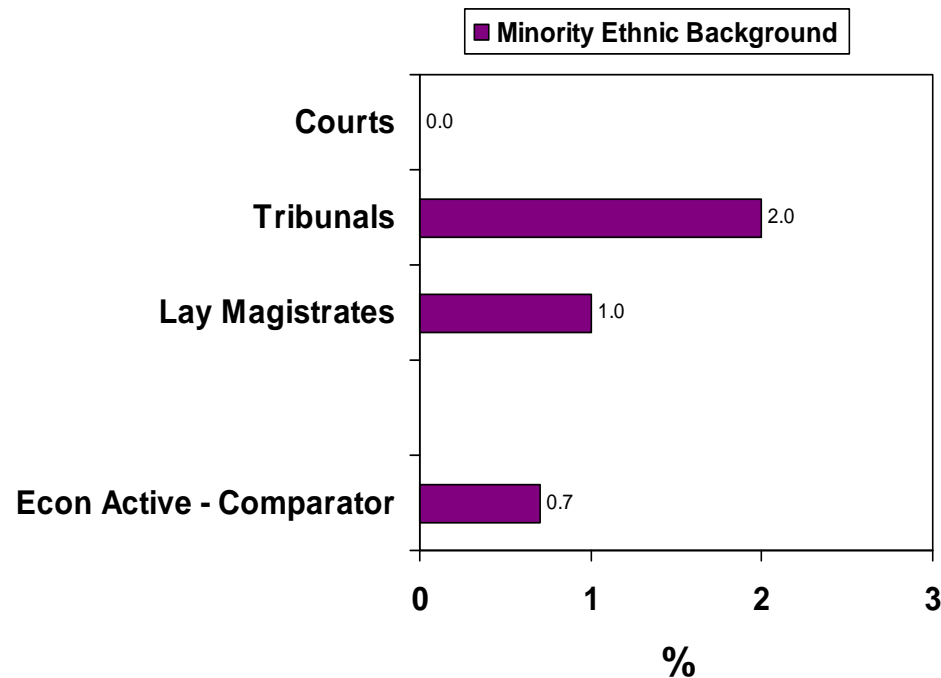
Summary

- The proportion of judicial office holders who had declared a disability ranged from 3.0% among Lay Magistrates to 5.4% among those in the Courts.
- As the numbers involved are small, care should be taken when drawing inferences from the data.

Notes

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

2 Overall Composition: Ethnicity



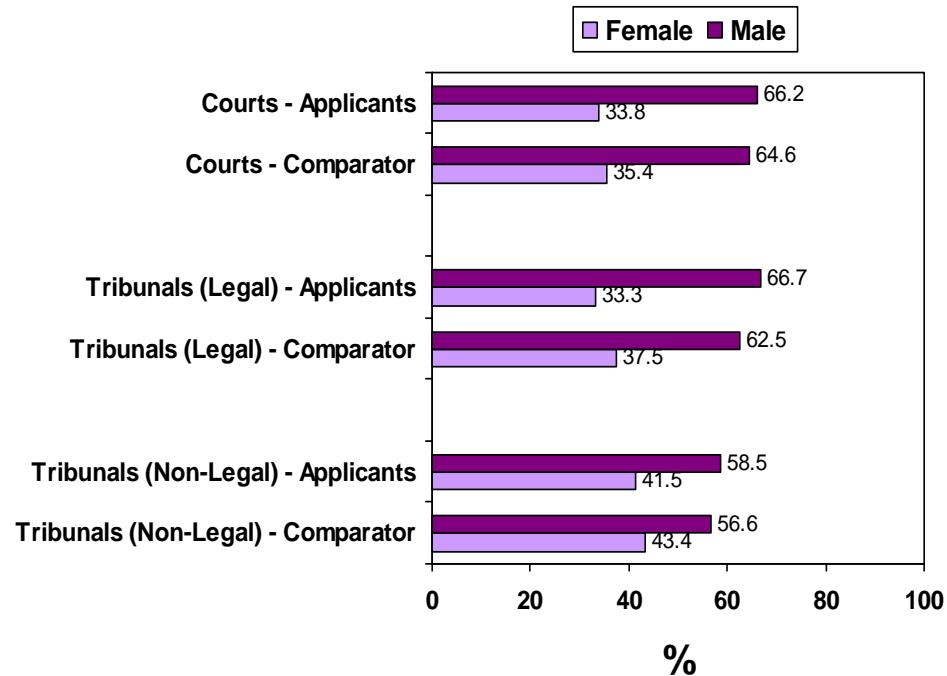
Summary

- No judicial office holders in the Courts were from a minority ethnic background.
- The minority ethnic representation among Lay Magistrates was 1.0%, while for Tribunal members it was 2.0%.
- As the numbers involved are small, care should be taken when drawing inferences from the data.

Notes

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

3 Applicant Pool for Schemes: Gender



Summary

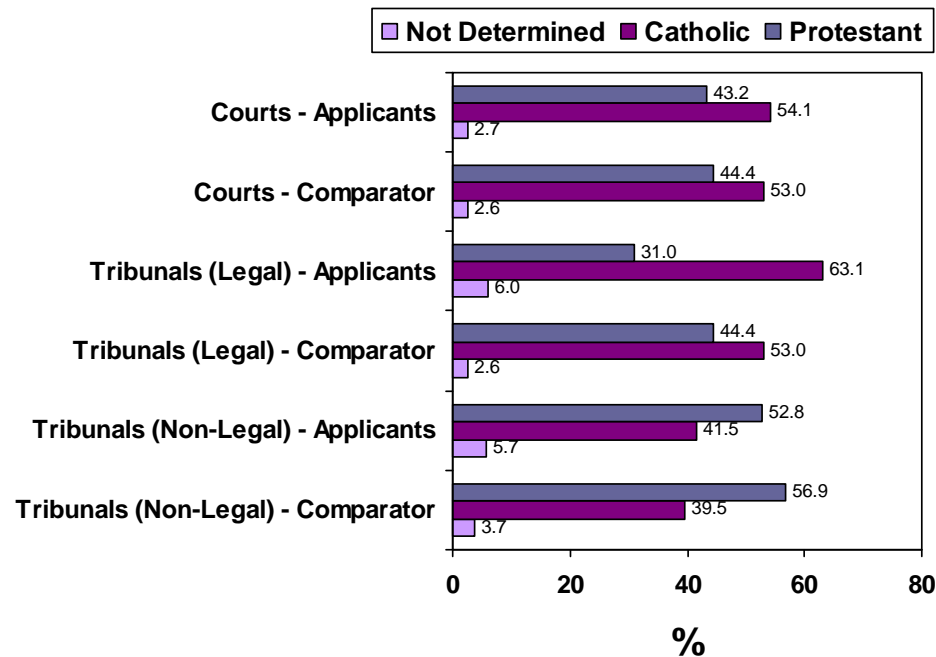
- For each competition, the gender composition of the applicant pool was compared with what might be expected based on the eligible pool if males and females were equally likely to apply. These results were then aggregated to obtain the expected compositions reported in the chart. It should be noted, however, that female representation is lower in the older age-bands, from which more applications might be expected.
- For appointment to judicial office, the gender composition of applicants was in line with what would be expected.
- Likewise, for both legal and non-legal appointments to Tribunals, the gender composition of applicants was broadly in line with the expected proportions.

Notes

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

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

3 Applicant Pool for Schemes: Community Background



Summary

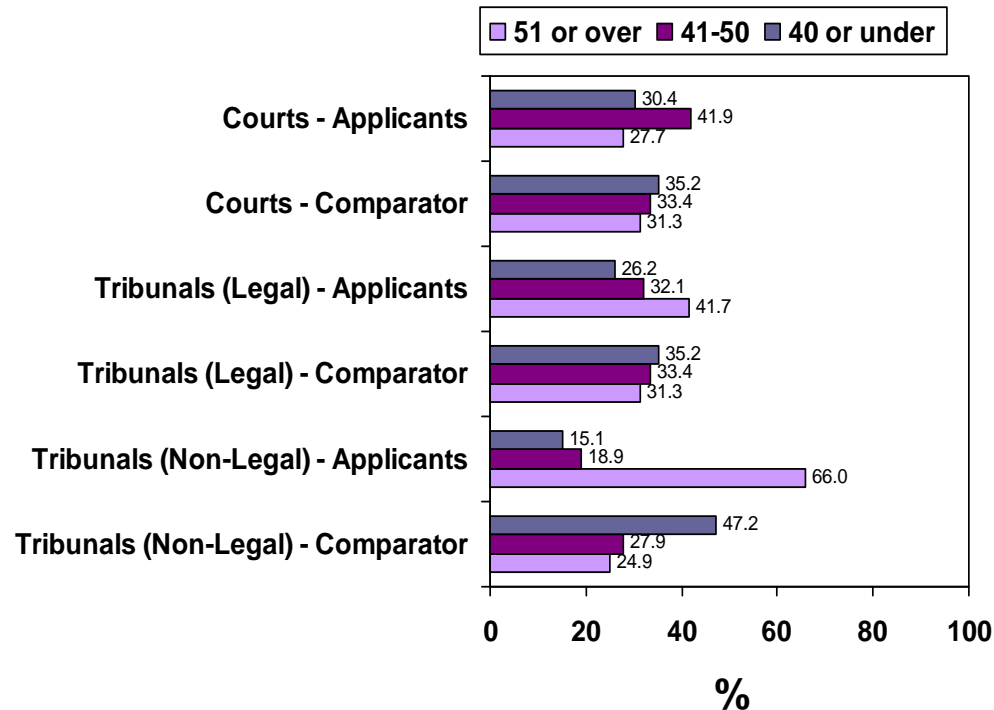
- For each competition, the community background composition of the applicant pool was compared with what might be expected based on the eligible pool if potential candidates from each community background were equally likely to apply. These results were then aggregated to obtain the expected compositions reported in the chart. It should be noted, however, that Catholic representation is lower in the older age-bands, from which applications might be expected.
- For appointments to judicial office in the Courts, the community background composition of applicants was in line with what was expected.
- For legal appointments to Tribunals, Catholic representation among applicants (63.1%) was higher than would be expected (53.0%).
- For non-legal appointments to Tribunals, the community background composition of applicants was broadly in line with the expected proportions.

Notes

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

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

3 Applicant Pool for Schemes: Age



Notes

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

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

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

Summary

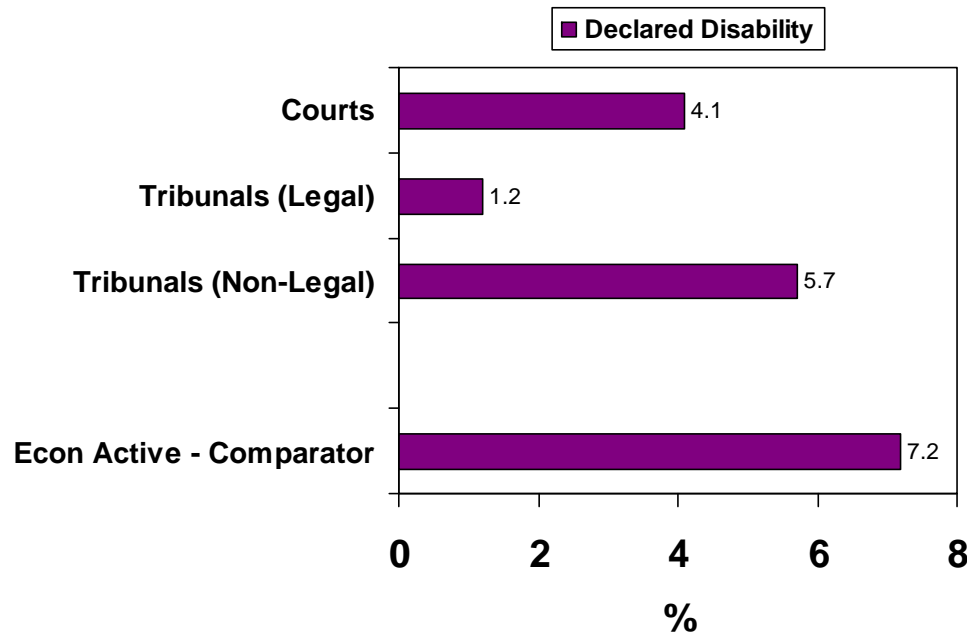
For each competition, the age composition of the applicant pool was compared with what might be expected based on the eligible pool if potential candidates from each age-group were equally likely to apply. These results were then aggregated to obtain the expected compositions reported in the chart.

For appointments to judicial office in the Courts, the proportion of applicants aged 41-50 (41.9%) was higher than expected (33.4%), while the proportion of applicants aged 40 or under (30.4%) was lower than expected (35.2%).

For legal appointments to Tribunals, the proportion of applicants aged 40 or under (26.2%) was noticeably lower than expected (35.2%).

For non-legal appointments to Tribunals, the proportion of applicants aged 51 or over (66.0%) was noticeably higher than expected (24.9%).

3 Applicant Pool for Schemes: Declared Disability



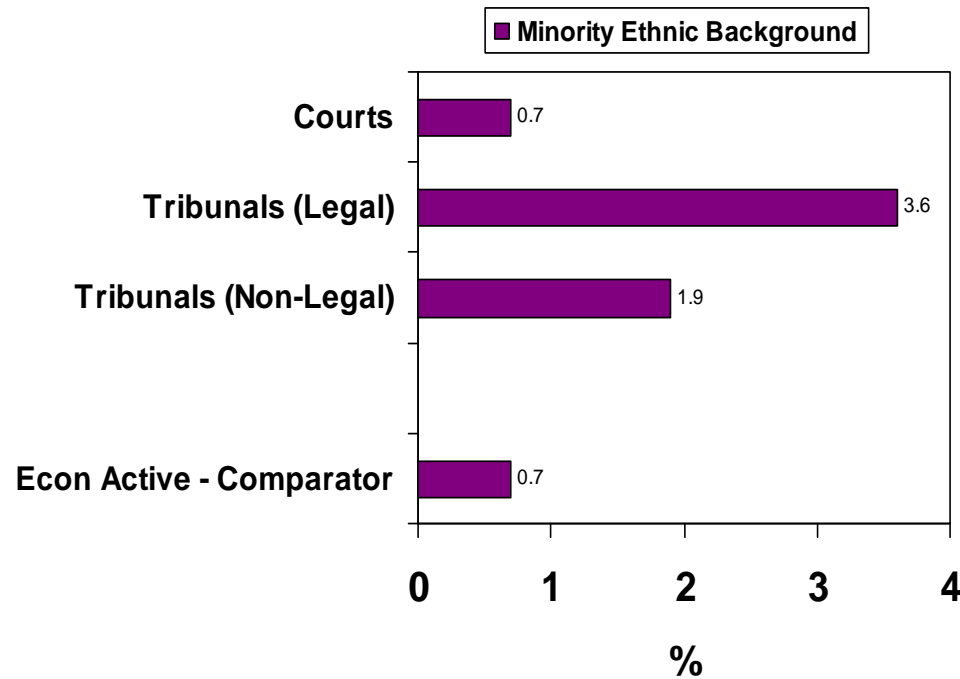
Summary

- The proportion of applicants for legal appointment to Tribunals who had declared a disability was 1.2%, while for non-legal members it was 5.7%. Of the applicants who applied for appointment as a judicial office holder in the Courts 4.1% declared a disability.
- As the numbers involved are small, care should be taken when drawing inferences from the data.

Notes

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

3 Applicant Pool for Schemes: Ethnicity



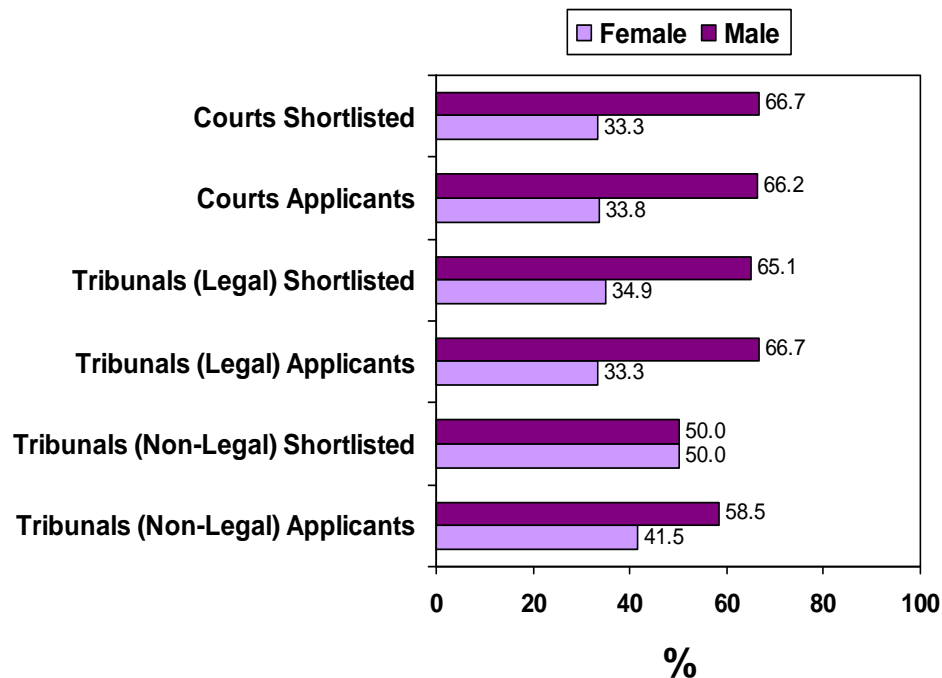
Summary

- Of the applicants who applied for appointment as a judicial office holder in the Courts 0.7% were from a minority ethnic background. The proportion of applicants for legal appointment to Tribunals from a minority ethnic background was 3.6%, while for non-legal members it was 1.9%.
- As the numbers involved are small, care should be taken when drawing inferences from the data.

Notes

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

4 Shortlisting Stage for Schemes: Gender



Summary

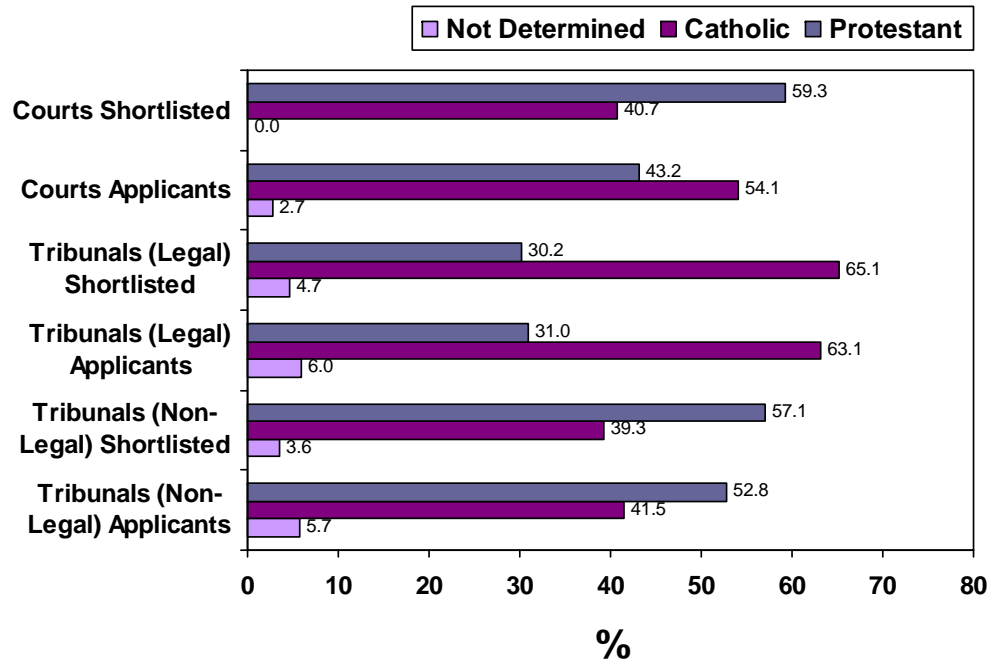
For each competition, the gender composition of the shortlisted pool was compared with what might be expected if males and females were equal in terms of merit. These results were then aggregated to obtain the expected compositions reported in the chart.

Female representation among shortlisted candidates for appointments to judicial office in the Courts (33.3%) was broadly in line with what was expected (33.8%).

Likewise, for legal appointments to Tribunals, female representation among shortlisted candidates (34.9%) was broadly in line with what was expected (33.3%).

Female representation among shortlisted candidates for non-legal appointments to Tribunals (50.0%) was higher than expected (41.5%).

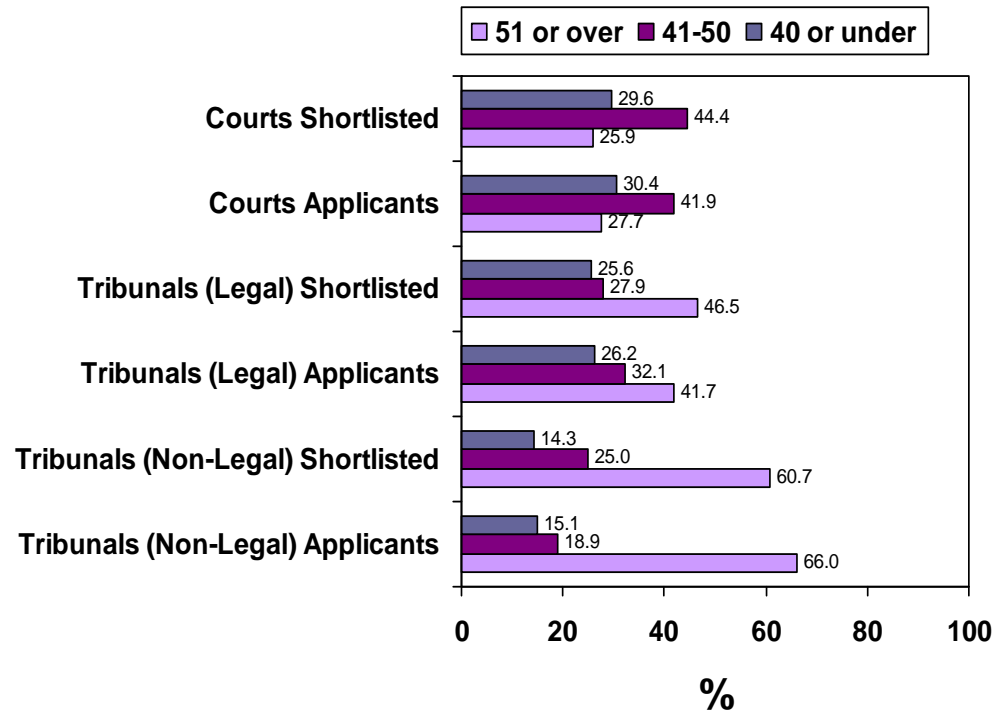
4 Shortlisting Stage for Schemes: Community Background



Summary

- For each competition, the community background composition of the shortlisted pool was compared with what might be expected if candidates from each community background were equal in terms of merit. These results were then aggregated to obtain the expected compositions reported in the chart.
- For judicial appointments to the Courts, the overall Protestant representation among shortlisted candidates (59.3%) was noticeably higher than the expected proportion (43.2%).
- For legal appointments to Tribunals the community background profile of shortlisted candidates was broadly in line with the expected proportions.
- For schemes relating to non-legal appointments to Tribunals, the community background profile of shortlisted candidates was broadly in line with what was expected.

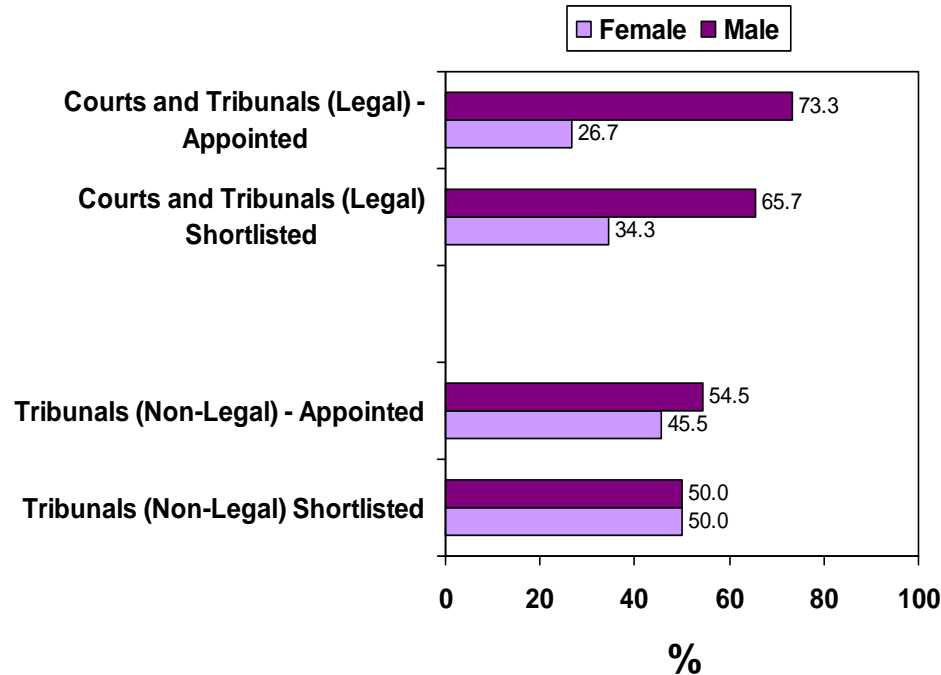
4 Shortlisting Stage for Schemes: Age



Summary

- For each competition, the age composition of the shortlisted pool was compared with what might be expected, if candidates from each age group were equal in terms of merit. These results were then aggregated to obtain the expected compositions reported in the chart .
- For shortlisted candidates for a judicial appointment in the Courts, the age composition of the shortlisted candidates was broadly in line with what was expected.
- Similarly, for shortlisted candidates for legal appointments to Tribunals, the age profile of shortlisted candidates was broadly in line with the expected proportions.
- For shortlisted candidates for non-legal appointments to Tribunals, the proportion of shortlisted candidates aged 51 or over (60.7%) was lower than expected (66.0%).

5 Appointment Stage for Schemes: Gender



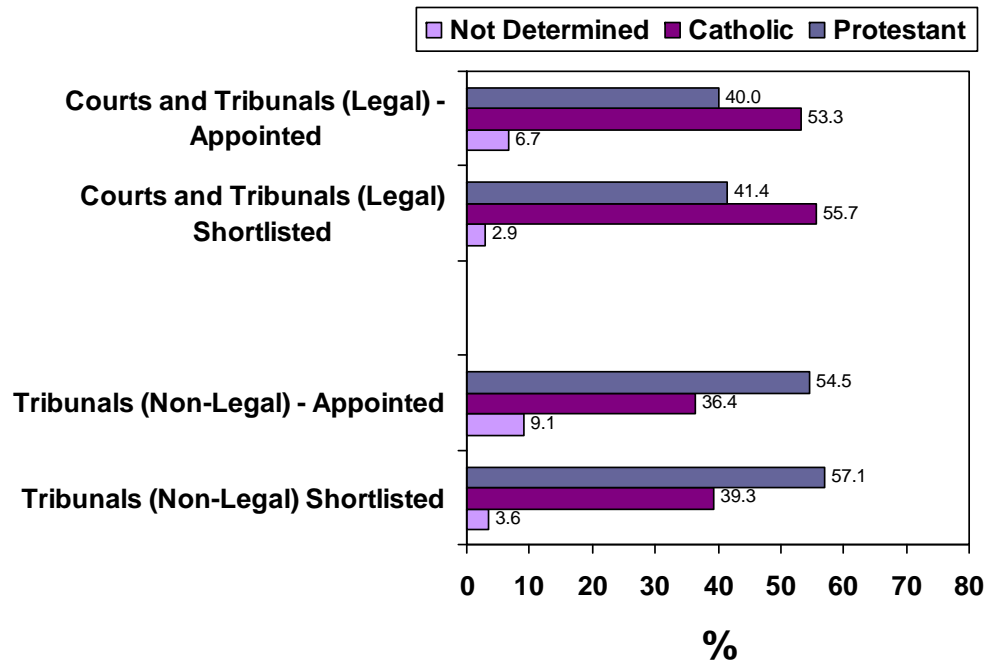
Summary

- For each competition, the gender composition of appointees was compared with what might be expected, based on if males and females were equal in terms of merit. These results were then aggregated to obtain the expected compositions reported in the chart.
- For judicial appointments in the Courts and Tribunals (Legal), a lower proportion of appointees were female (26.7%) than expected (34.3%).
- For non-legal appointments to Tribunals, the gender composition of appointees was broadly in line with what was expected.

Notes

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

5 Appointment Stage for Schemes: Community Background



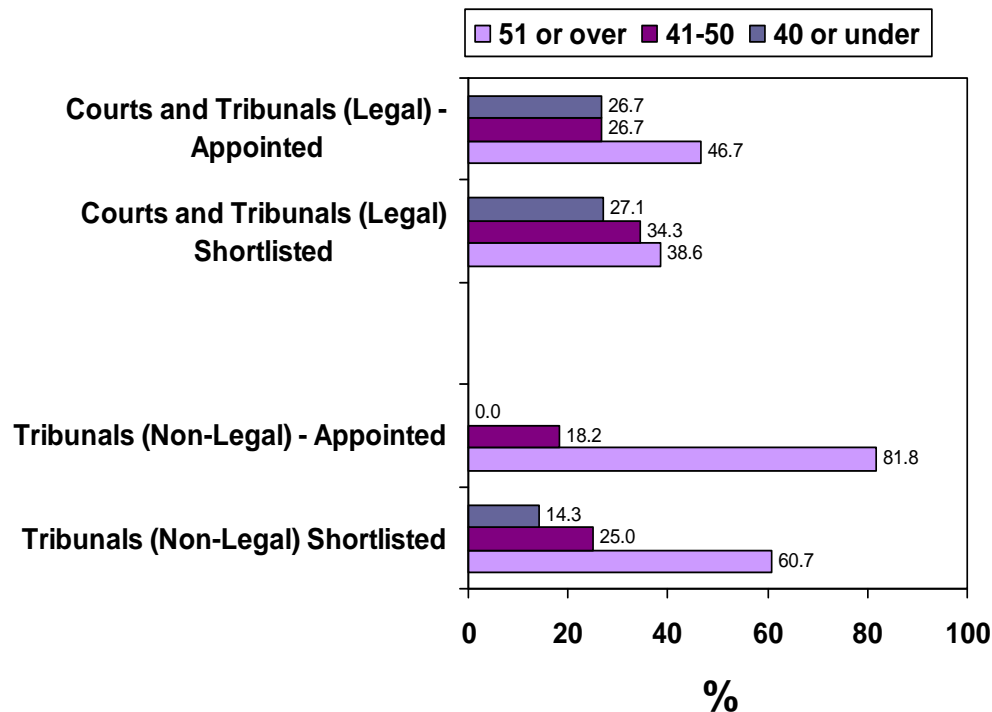
Summary

- For each competition, the community background composition of appointees was compared with what might be expected, if each group was equal in terms of merit. These results were then aggregated to obtain the expected compositions reported in the chart.
- For judicial appointments to the Courts and legal members of Tribunals, the community background profile of appointees is broadly in line with the expected proportions.
- For non-legal appointments to Tribunals, the community background profile of appointees was broadly in line with what was expected.

Notes

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

5 Appointment Stage for Schemes: Age



Summary

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

For judicial appointments in the Courts and Tribunals (Legal), a higher proportion of appointees came from the 51 or over age-group (46.7%) than expected (38.6%). The opposite is true for those aged 41 to 50 with 26.7% appointed compared to an expected proportion of 34.3%.

For non-legal appointments to Tribunals, a higher proportion of appointees came from the 51 or over age-group (81.8%) than expected (60.7%).

Notes

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

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

Legal Standing	Applications	Expected Appointees	Actual Appointees	Difference (Actual - Expected)
Barrister	77	4.9	7	2.1
Legal Other	6	0.4	1	0.6
Solicitor	149	9.8	7	-2.8

Summary

- For each legal competition, the legal standing of appointees was compared with what might be expected, if each group was equal in terms of merit. These results were then aggregated to obtain the expected compositions reported in the table.
- For judicial appointments in the Courts and Tribunals (Legal), a lower proportion of appointees came from a Solicitor background than expected. The opposite is true for those whose legal standing was as a Barrister.

Notes

Due to the small number of total appointments (15), judicial appointments to the Courts and Tribunals (Legal) have been combined rather than presented individually.

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

Employment Status	Applications	Expected Appointees	Actual Appointees	Difference (Actual - Expected)
Barrister JOH	2	0.3	0	-0.3
Independent Barrister	10	1.1	1	-0.1
Independent Barrister & Fee Paid JOH	9	0.8	2	1.2
Independent Barrister QC	2	0.2	1	0.8
Independent Barrister QC & Fee Paid JOH	1	0.0	0	0.0
Public Sector Barrister	2	0.3	0	-0.3
Public Sector Barrister & Fee Paid JOH	2	0.1	0	-0.1
Solicitor JOH	10	1.0	0	-1.0
Solicitor Private Practice	25	2.0	0	-2.0
Solicitor Private Practice & Fee Paid JOH	17	1.8	0	-1.8
Solicitor Public Sector	7	0.4	0	-0.4
Solicitor Public Sector & Fee Paid JOH	16	1.6	5	3.4
Legal Other	6	0.4	1	0.6

Summary

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

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

Notes

Employment Status data was not collected for the Deputy District Judge (Magistrates Courts) competition so this competition is excluded from the analysis above.

Appendix A: Overall Composition by the eight judicial groupings

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

Notes: FT - Full time FP - Fee paid

Gender

	Male		Female		Total
	No.	%	No.	%	No.
Group 1	13	100.0	0	0.0	13
Group 2	38	77.6	11	22.4	49
Group 3	31	75.6	10	24.4	41
Group 4	15	55.6	12	44.4	27
Group 5	13	46.4	15	53.6	28
Group 6	87	48.9	91	51.1	178
Group 7	94	69.1	42	30.9	136
Group 8	93	45.8	110	54.2	203
Total	384	56.9	291	43.1	675

Appendix A: Overall Composition by the eight judicial groupings

Community Background

	Protestant		Catholic		Not Determined		Total
	No.	%	No.	%	No.	%	No.
Group 1	6	46.2	6	46.2	1	7.7	13
Group 2	26	53.1	19	38.8	4	8.2	49
Group 3	19	46.3	21	51.2	1	2.4	41
Group 4	17	63.0	10	37.0	0	0.0	27
Group 5	11	39.3	16	57.1	1	3.6	28
Group 6	90	50.6	74	41.6	14	7.9	178
Group 7	70	51.5	57	41.9	9	6.6	136
Group 8	120	59.1	76	37.4	7	3.4	203
Total	359	53.2	279	41.3	37	5.5	675

Age

	40 years or under		41-50 years		51 years or over		Total
	No.	%	No.	%	No.	%	No.
Group 1	0	0.0	0	0.0	13	100.0	13
Group 2	0	0.0	2	4.1	47	95.9	49
Group 3	2	4.9	12	29.3	27	65.9	41
Group 4	2	7.4	8	29.6	17	63.0	27
Group 5	1	3.6	9	32.1	18	64.3	28
Group 6	3	1.7	48	27.0	127	71.3	178
Group 7	16	11.8	22	16.2	98	72.1	136
Group 8	34	16.7	63	31.0	106	52.2	203
Total	58	8.6	164	24.3	453	67.1	675

Appendix A: Overall Composition by the eight judicial groupings

Declared Disability

	Declared Disabled		Total
	No.	%	No.
Group 1	0	0.0	13
Group 2	4	8.2	49
Group 3	2	4.9	41
Group 4	1	3.7	27
Group 5	0	0.0	28
Group 6	10	5.6	178
Group 7	6	4.4	136
Group 8	6	3.0	203
Total	29	4.3	675

Ethnicity

	White		Other		Total
	No.	%	No.	%	No.
Group 1	13	100.0	0	0.0	13
Group 2	49	100.0	0	0.0	49
Group 3	41	100.0	0	0.0	41
Group 4	27	100.0	0	0.0	27
Group 5	28	100.0	0	0.0	28
Group 6	173	97.2	5	2.8	178
Group 7	134	98.5	2	1.5	136
Group 8	201	99.0	2	1.0	203
Total	666	98.7	9	1.3	675

Appendix A: Overall Composition by the eight judicial groupings

Salaried/ Fee Paid/ Part-Time Salaried

	Fee Paid		Part-Time Salaried		Salaried		Total
	No.	%	No.	%	No.	%	No.
Group 1	0	0.0	0	0.0	13	100.0	13
Group 2	28	57.1	0	0.0	21	42.9	49
Group 3	20	48.8	2	4.9	19	46.3	41
Group 4	11	40.7	0	0.0	16	59.3	27
Group 5	19	67.9	0	0.0	9	32.1	28
Group 6	176	98.9	0	0.0	2	1.1	178
Group 7	134	98.5	0	0.0	2	1.5	136
Group 8	203	100.0	0	0.0	0	0.0	203
Total	591	87.6	2	0.3	82	12.1	675

Appendix B: Overall Composition by Geographical Information

Overall Composition

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	313	46.4	232	34.4
Co Antrim	57	8.4	92	13.6
Co Armagh	31	4.6	35	5.2
Co Derry	52	7.7	59	8.7
Co Down	62	9.2	129	19.1
Co Fermanagh	24	3.6	28	4.1
Co Tyrone	38	5.6	51	7.6
Province Wide	35	5.2	1	0.1
Republic of Ireland	0	0.0	2	0.3
Not Indicated	63	9.3	46	6.8
Total	675		675	

Courts

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	79	60.8	56	43.1
Co Antrim	4	3.1	14	10.8
Co Armagh	3	2.3	6	4.6
Co Derry	10	7.7	8	6.2
Co Down	9	6.9	26	20.0
Co Fermanagh	2	1.5	2	1.5
Co Tyrone	5	3.8	8	6.2
Province Wide	8	6.2	0	0.0
Not Indicated	10	7.7	10	7.7
Total	130		130	

Appendix B: Overall Composition by Geographical Information

Tribunals

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	172	50.3	137	40.1
Co Antrim	35	10.2	53	15.5
Co Armagh	13	3.8	14	4.1
Co Derry	18	5.3	25	7.3
Co Down	25	7.3	51	14.9
Co Fermanagh	12	3.5	16	4.7
Co Tyrone	22	6.4	28	8.2
Province Wide	12	3.5	0	0.0
Republic of Ireland	0	0.0	1	0.3
Not Indicated	33	9.6	17	5.0
Total	342		342	

Lay Magistrates

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	62	30.5	39	19.2
Co Antrim	18	8.9	25	12.3
Co Armagh	15	7.4	15	7.4
Co Derry	24	11.8	26	12.8
Co Down	28	13.8	52	25.6
Co Fermanagh	10	4.9	10	4.9
Co Tyrone	11	5.4	15	7.4
Province Wide	15	7.4	1	0.5
Republic of Ireland	0	0.0	1	0.5
Not Indicated	20	9.9	19	9.4
Total	203		203	

Appendix B: Overall Composition by Geographical Information

Group 1

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	10	76.9	5	38.5
Co Antrim	1	7.7	3	23.1
Co Armagh	0	0.0	0	0.0
Co Derry	0	0.0	0	0.0
Co Down	0	0.0	4	30.8
Co Fermanagh	0	0.0	1	7.7
Co Tyrone	0	0.0	0	0.0
Province Wide	2	15.4	0	0.0
Not Indicated	0	0.0	0	0.0
Total	13		13	

Group 2

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	33	67.3	25	51.0
Co Antrim	0	0.0	5	10.2
Co Armagh	2	4.1	1	2.0
Co Derry	3	6.1	3	6.1
Co Down	2	4.1	8	16.3
Co Fermanagh	0	0.0	0	0.0
Co Tyrone	0	0.0	1	2.0
Province Wide	2	4.1	0	0.0
Not Indicated	7	14.3	6	12.2
Total	49		49	

Appendix B: Overall Composition by Geographical Information

Group 3

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	17	41.5	15	36.6
Co Antrim	3	7.3	4	9.8
Co Armagh	0	0.0	2	4.9
Co Derry	4	9.8	3	7.3
Co Down	6	14.6	9	22.0
Co Fermanagh	2	4.9	0	0.0
Co Tyrone	4	9.8	5	12.2
Province Wide	2	4.9	0	0.0
Not Indicated	3	7.3	3	7.3
Total	41		41	

Group 4

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	19	70.4	11	40.7
Co Antrim	0	0.0	2	7.4
Co Armagh	1	3.7	3	11.1
Co Derry	3	11.1	2	7.4
Co Down	1	3.7	5	18.5
Co Fermanagh	0	0.0	1	3.7
Co Tyrone	1	3.7	2	7.4
Province Wide	2	7.4	0	0.0
Not Indicated	0	0.0	1	3.7
Total	27		27	

Appendix B: Overall Composition by Geographical Information

Group 5

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	22	78.6	13	46.4
Co Antrim	0	0.0	4	14.3
Co Armagh	1	3.6	1	3.6
Co Derry	0	0.0	1	3.6
Co Down	1	3.6	5	17.9
Co Fermanagh	1	3.6	2	7.1
Co Tyrone	1	3.6	0	0.0
Province Wide	0	0.0	0	0.0
Not Indicated	2	7.1	2	7.1
Total	28		28	

Group 6

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	69	38.8	58	32.6
Co Antrim	25	14.0	27	15.2
Co Armagh	9	5.1	9	5.1
Co Derry	12	6.7	14	7.9
Co Down	17	9.6	26	14.6
Co Fermanagh	10	5.6	11	6.2
Co Tyrone	14	7.9	19	10.7
Province Wide	7	3.9	0	0.0
Republic of Ireland	0	0.0	1	0.6
Not Indicated	15	8.4	13	7.3
Total	178		178	

Appendix B: Overall Composition by Geographical Information

Group 7

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	81	59.6	66	48.5
Co Antrim	10	7.4	22	16.2
Co Armagh	3	2.2	4	2.9
Co Derry	6	4.4	10	7.4
Co Down	7	5.1	20	14.7
Co Fermanagh	1	0.7	3	2.2
Co Tyrone	7	5.1	9	6.6
Province Wide	5	3.7	0	0.0
Not Indicated	16	11.8	2	1.5
Total	136		136	

Group 8

	Business Location		Personal Location	
	No.	%	No.	%
Belfast	62	30.5	39	19.2
Co Antrim	18	8.9	25	12.3
Co Armagh	15	7.4	15	7.4
Co Derry	24	11.8	26	12.8
Co Down	28	13.8	52	25.6
Co Fermanagh	10	4.9	10	4.9
Co Tyrone	11	5.4	15	7.4
Province Wide	15	7.4	1	0.5
Republic of Ireland	0	0.0	1	0.5
Not Indicated	20	9.9	19	9.4
Total	203		203	