

The Judiciary in Northern Ireland

2017

Equality Monitoring Report



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Executive Summary

Overall Composition

Professional standing and age

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

While two fifths (39.8%) of those legal professionals deemed to have at least the minimum requirement of professional standing were aged under 40, only 2.6% of judicial office holders in the Courts and 7.0% of staff holding legal positions in Tribunals were in this age category. This would indicate that judicial office holders are generally older and therefore have much longer professional experience than required by statute. Over four fifths of judicial office holders in the Courts were aged 50 years or over (83.1%). This compares with 25.8% in the legal profession generally.

Gender

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

Female representation in the Courts (25.3%) was lower than in the legal profession generally (45.7%). However, when adjustment was made for the age profile of judicial office holders in the Courts, female representation would be expected to be 21.7%, which is a little lower than the actual representation of 25.3%.

For those holding legal positions in Tribunals, female representation (41.5%) was broadly in line with what might be expected (45.7%). When adjustment was made for age, female representation would be expected to be much lower (25.7%) given the age profile of judicial office holders in Tribunals.

Community Background

In terms of community background, over half of judicial office holders in the Courts were Protestant (53.2%); higher than in the legal professions generally (38.4%). However, when adjustment was made for the age profile of judicial office holders in the Courts, Protestant representation would be expected to be 48.0%.

Catholic representation among those holding legal positions in Tribunals (64.1%) was a little higher than in the legal profession generally (57.1%). Catholic representation which was adjusted to take account of the age profile would be expected to be (50.1%).

Disability and Ethnicity

The proportion of judicial office holders who had declared a disability ranged from 1.4% among Lay Magistrates to 5.8% among those in Courts. Minority ethnic representation among Lay Magistrates was 1.4%, while for Tribunal members it was 2.2%. 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 (53.6%) while the majority of Lay Magistrates were female (60.0%). In terms of community background the majority of Lay Magistrates (58.6%) were Protestant as well as those holding non-legal positions in Tribunals (54.9%). The representation of staff aged 40 years or under holding non-legal positions in tribunals (11.6%) was higher than those holding legal positions in Tribunals (7.0%). Both were higher than among judicial office holders in the Courts (2.6%) and Lay Magistrates (2.1%).

Recruitment Schemes

Applicant Pools

Gender compositions of applicants for judicial office in the Courts was in line with what would be expected. The community background composition of applicants was broadly in line with what would be expected. Over two fifths of applications for judicial office in the Courts were from candidates in the 41-49 age category (42.3%), compared with an expected proportion of 22.6% (based on the available candidate pool).

For schemes appointing non-legal members of Tribunals, the proportion of applicants who were female (46.4%) was a little lower than expected (52.8%). The community background profile was broadly in line with the expected profile. Almost half of applications for non-legal positions in Tribunals were from those aged 50 and over (48.2%), which was higher than the expected 25.7%.

Short-listing Stage

Given the applicant pool for judicial appointment in the Courts and legal appointments to Tribunals, male representation after short-listing was higher than in the applicant pool. For these schemes the community background profile of shortlisted candidates was broadly in line with that of applicants. Candidates aged 40 or under were less likely to be successful at the shortlisting stage, while candidates aged 50 or over were more likely to be shortlisted.

For non-legal appointments to Tribunals, Catholic representation of shortlisted candidates (31.8%) was lower than expected, (42.9%). Candidates aged 50 or over were less likely than expected to be shortlisted.

Appointment Stage

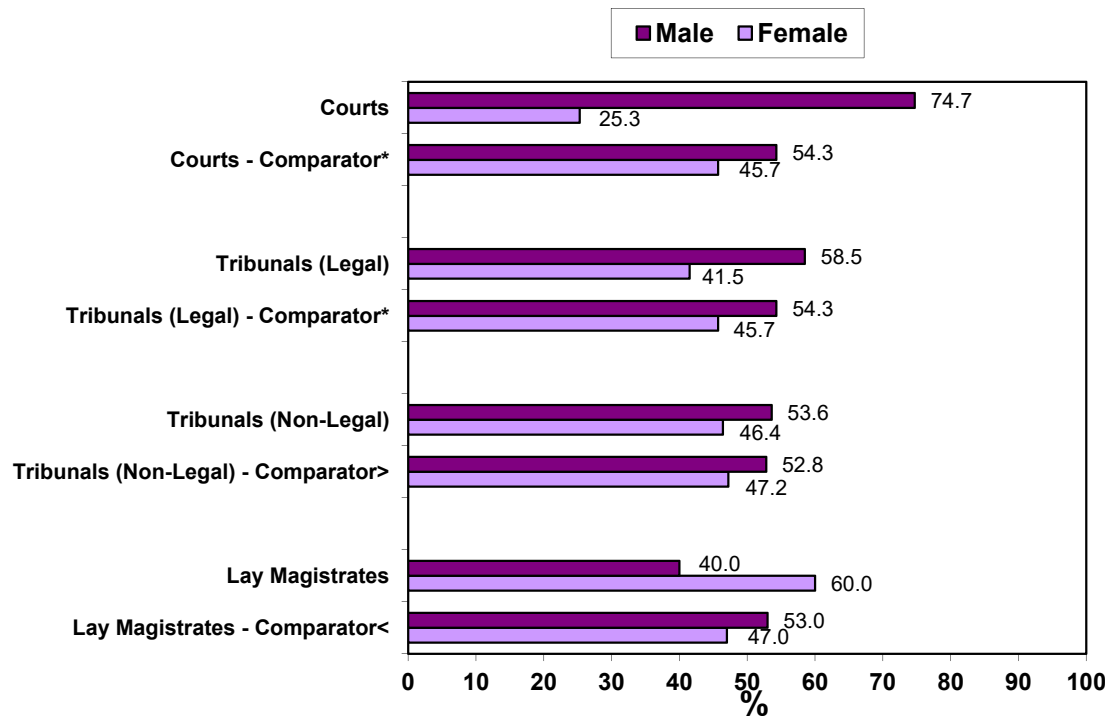
Female representation among appointments to the judicial office in the Courts (57.1%) was much higher than among shortlisted candidates (33.3%). For both judicial appointments in the Courts and legal appointments to Tribunals, Protestant representation among appointees was lower than expected. For judicial appointments in the Courts and for legal appointments to Tribunals, the proportion of appointees aged 50 or over was higher than among shortlisted candidates.

For non-legal appointments to tribunals, the proportion of appointees aged 40 or under (50.0%) was higher than the anticipated numbers expected from the shortlisted candidates (27.3%).

1 About this report

- The aim of this report is to provide equality monitoring information on the judiciary in Northern Ireland at 1 April 2017. In addition, monitoring information on the outcomes of the various stages of judicial appointment schemes in the period 1st April 2016 to 31st March 2017 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 relevant professions – data from the 2011 Census was employed.
- For the overall composition figures, the judicial offices have been grouped into four categories, relating to judicial office holders in the Courts, Tribunal members (both Legal and Non-Legal) and Lay Magistrates. Since the gender and community background compositions for different age bands are different, the external comparators have been adjusted to reflect the age profile of judicial office holders in the Courts or in Tribunals to better contextualise the overall composition. More detailed compositional information relating to classification of the judicial offices into eight categories is provided in Appendix A.
- In terms of appointments to judicial office, three schemes in the Courts were considered. A further four schemes for legal members of tribunals and three schemes for non-legal members were considered. A total of 318 applications were received and 20 offers of appointment made, 14 of which were legal appointments. Three stages in the recruitment schemes were considered – application, short-listing and appointment. Each scheme was considered individually and results aggregated.
- For each Scheme, at each stage the actual composition was compared with what would be expected, if candidates from each group were equally likely to apply and were equal in terms of merit. The results were then aggregated. It should be noted that potential candidates in younger age-groups are less likely to apply. This impacts upon not only age comparisons, but also gender and community background comparisons, due to different gender or community background compositions for different age bands.

2 Overall Composition: Gender



Notes

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

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

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

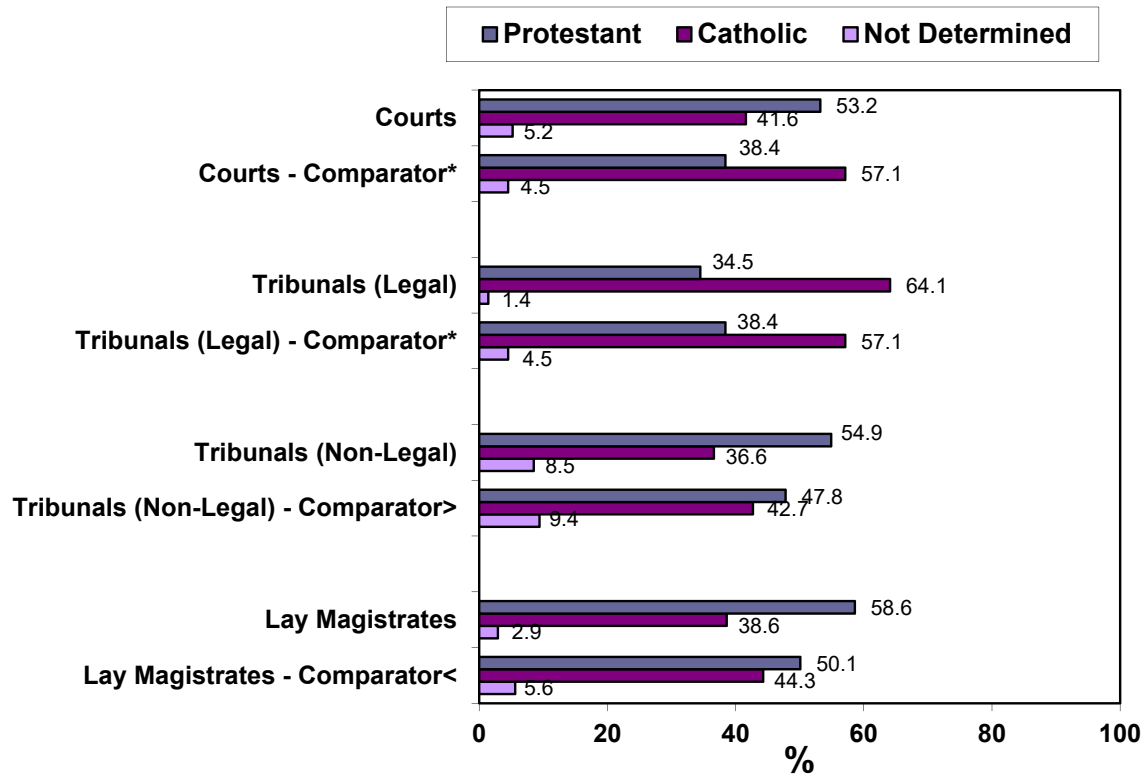
Summary

- One in four judicial office holders in the Courts were female (25.3%). This proportion was lower than for members of the legal professions eligible to apply for judicial office (45.7%). When adjustment was made for the age profile of judicial office holders in the Courts, female representation was a little higher than the expected figure (21.7%).

- Female representation among those holding legal positions in Tribunals (41.5%) was lower than for legal professionals eligible to apply for judicial office (45.7%). When adjustment was made for the age profile of those holding legal positions in Tribunals, female representation would be expected to be (25.7%).

- A majority of those holding non-legal positions in Tribunals were male (53.6%). The opposite is true for Lay Magistrates where the majority were female (60.0%).

2 Overall Composition: Community Background



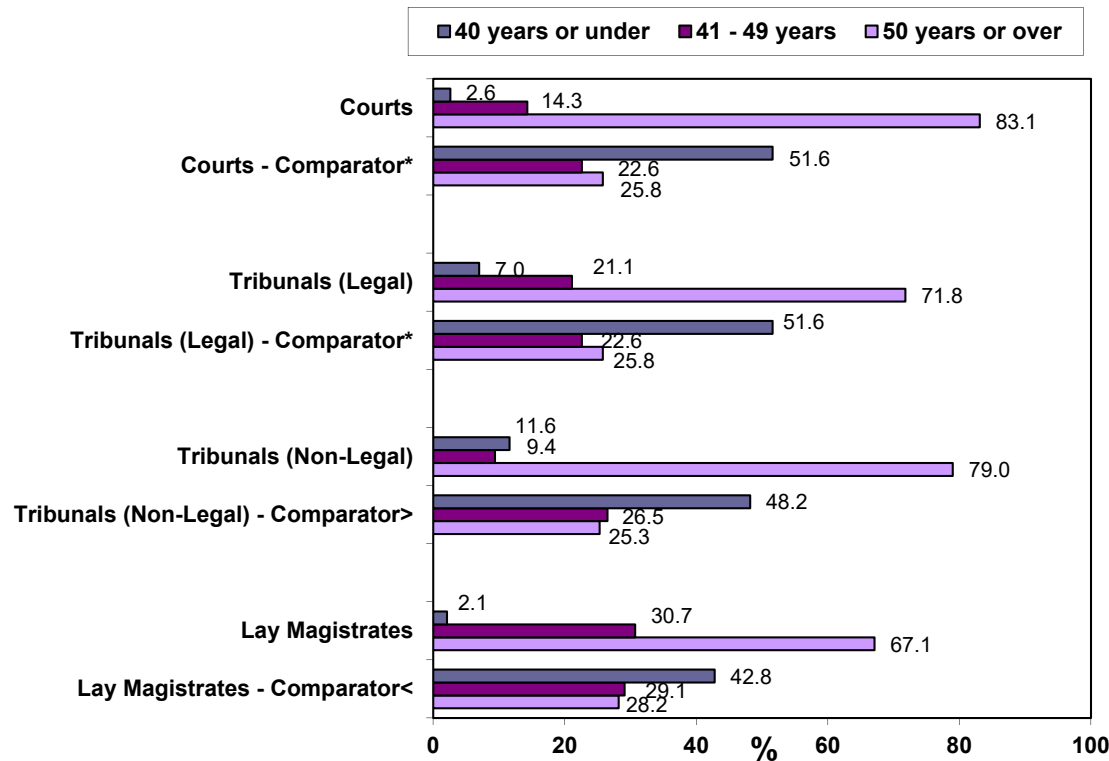
Summary

- Over half of judicial office holders in the Courts were Protestant (53.2%). While this proportion was higher than in the legal professions generally (38.4%), when adjustment was made for the age profile of judicial office holders in the Courts, Protestant representation would be expected to be 48.0%.
- Catholic representation among those holding legal positions in Tribunals (64.1%) was a little higher than in the legal profession generally (57.1%). Adjustment in accordance with the age profile of those holding legal positions in Tribunals yielded an expected Catholic representation of 50.1%.
- The majority of those holding non-legal positions in Tribunals (54.9%) and Lay Magistrates (58.6%) were Protestant.

Notes

*Legal Professionals data based on SOC groups 2412 (Barristers and Judges), 2413 (Solicitors) and 2419 (Legal Professionals NEC), economically active aged 25-69 at 2011 Census.
 >Weighted combination of Medical Professionals based on SOC 2211 (Medical Practitioners) aged 25-69 from 2011 Census and the economically active population aged 25-69 from 2011 Census.
 <Lay Magistrates comparator based on the economically active population aged 25-69 from 2011 Census.

2 Overall Composition: Age



Notes

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

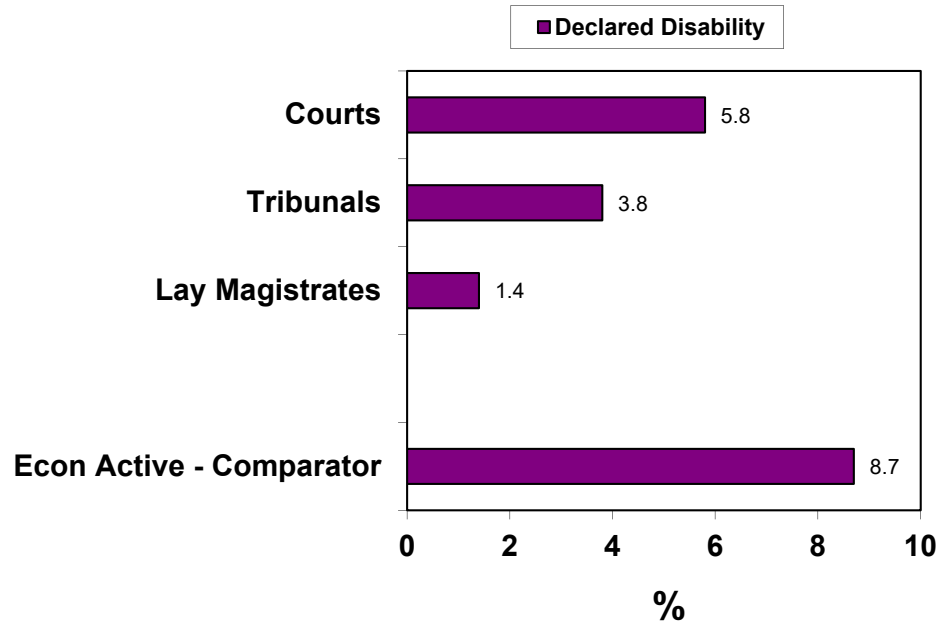
>Weighted combination of Medical Professionals based on SOC 2211 (Medical Practitioners) aged 25-69 from 2001 Census and the economically active population aged 25-69 from 2011 Census.

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

Summary

- The overwhelming majority of judicial office holders in the Courts were aged 50 years or over (83.1%). This compares with 25.8% in the legal profession generally.
- Staff aged 50 years and over and holding legal positions in Tribunals (71.8%), like the courts, were also an overwhelming majority at more than double the comparator of 25.8%.
- As with judicial office holders in the Courts and staff holding legal positions in Tribunals, the vast majority of those holding non-legal positions in Tribunals were also aged 50 years or over (79.0%).
- The proportion of Lay Magistrates aged 40 years or under (2.1%) was lower than among judicial office holders in the Courts (2.6%). However staff holding legal positions in tribunals represented a higher proportion of 40 years or under (7.0%) which was also true for non-legal positions (11.6%).

2 Overall Composition: Declared Disability



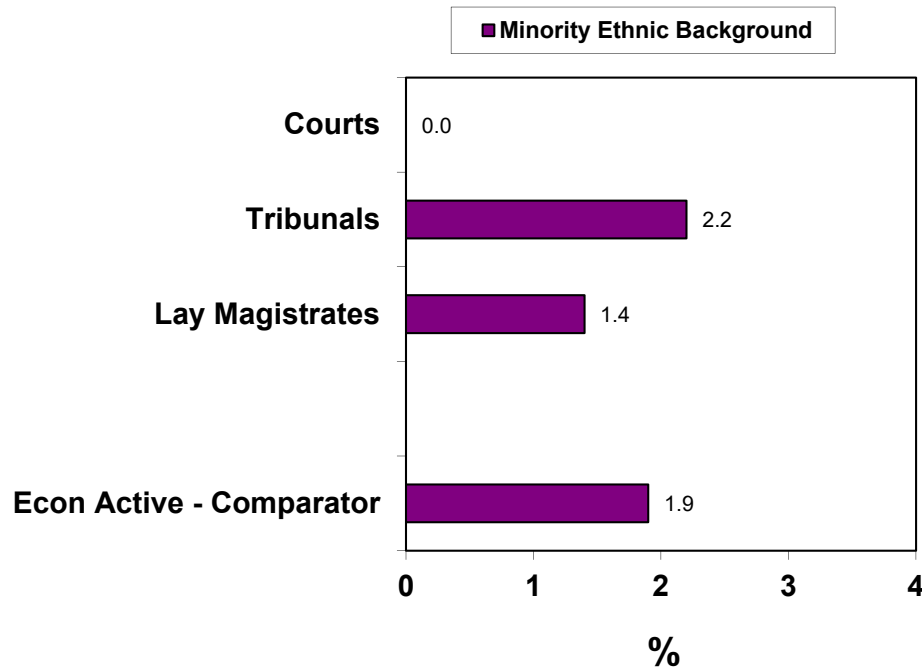
Summary

- The proportion of judicial office holders who had declared a disability ranged from 1.4% among Lay Magistrates to 5.8% 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 25-74 from 2011 Census.

2 Overall Composition: Ethnicity



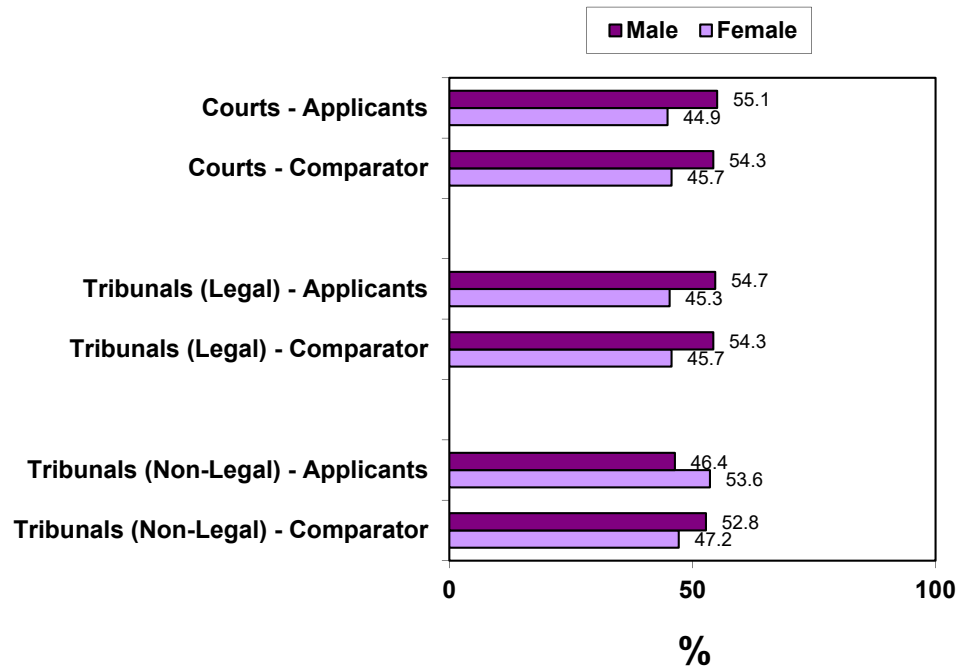
Summary

- No judicial office holders in the Courts were from a minority ethnic background.
- The minority ethnic representation among Lay Magistrates was 1.4%, while for Tribunal members it was 2.2%.
- As the numbers involved are small, care should be taken when drawing inferences from the data.

Notes

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

3 Applicant Pool for Schemes: Gender



Summary

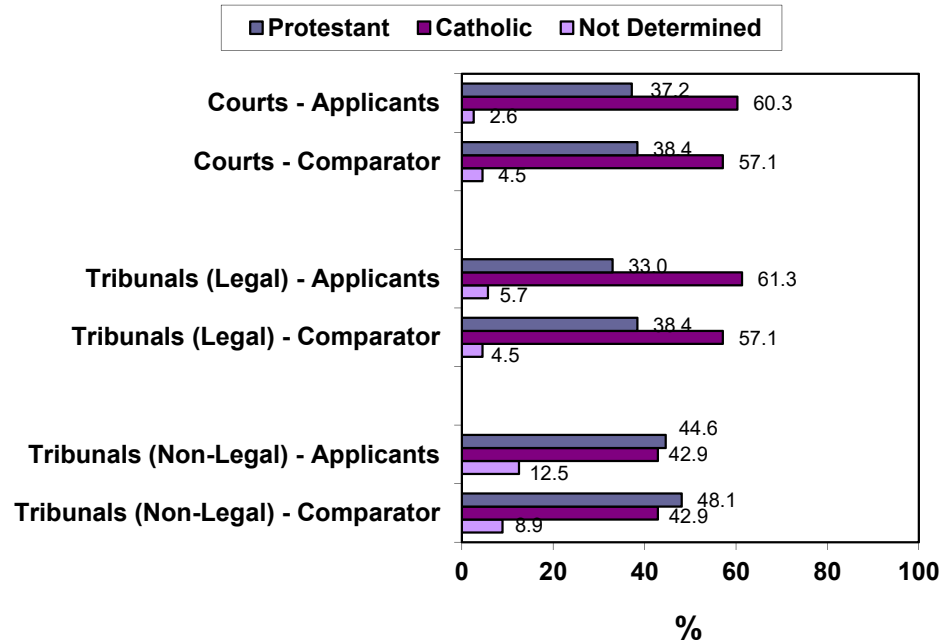
- For each scheme, the gender composition of the applicant pool was compared with what might be expected based on the eligible pool if males and females were equally likely to apply. These results were then aggregated to obtain the expected compositions reported in the chart. It should be noted, however, that female representation is lower in the older age-bands, from which more applications might be expected.
- For appointment to judicial office, representation among male applicants (55.1%) was similar to what was expected (54.3%).
- For non legal appointments to Tribunals, representation from female applicants (53.6%) was higher than expected (47.2%).

Notes

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

Medical Professionals based on SOC 2211 (Medical Practitioners) aged 25-69 from 2011 Census. NIVT Ordinary Member comparator based on the economically active population aged 25-69 from 2011 Census.

3 Applicant Pool for Schemes: Community Background



Summary

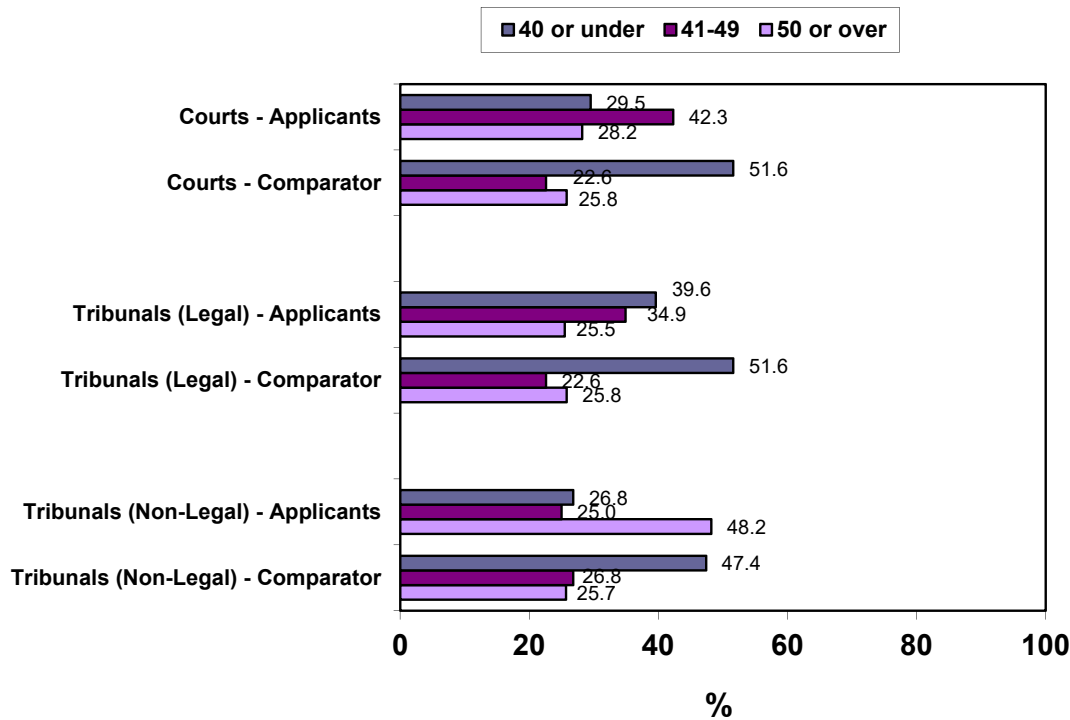
- For each Scheme, the community background composition of the applicant pool was compared with what might be expected based on the eligible pool if potential candidates from each community background were equally likely to apply. These results were then aggregated to obtain the expected compositions reported in the chart.
- For appointments to judicial office in the Courts, applications from Protestants (37.2%) was similar to what was expected (38.4%). The was also true for applications from Catholics.
- For non-legal appointments to Tribunals, Protestant representation among applicants (44.6%) was similar to what would be expected (48.1%).

Notes

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

Non-legal Tribunal comparator is the weighted combination of Medical Professionals based on SOC 2211 (Medical Practitioners) aged 25-69 from 2011 Census and the economically active population aged 25-69 from 2011 Census.

3 Applicant Pool for Schemes: Age



Summary

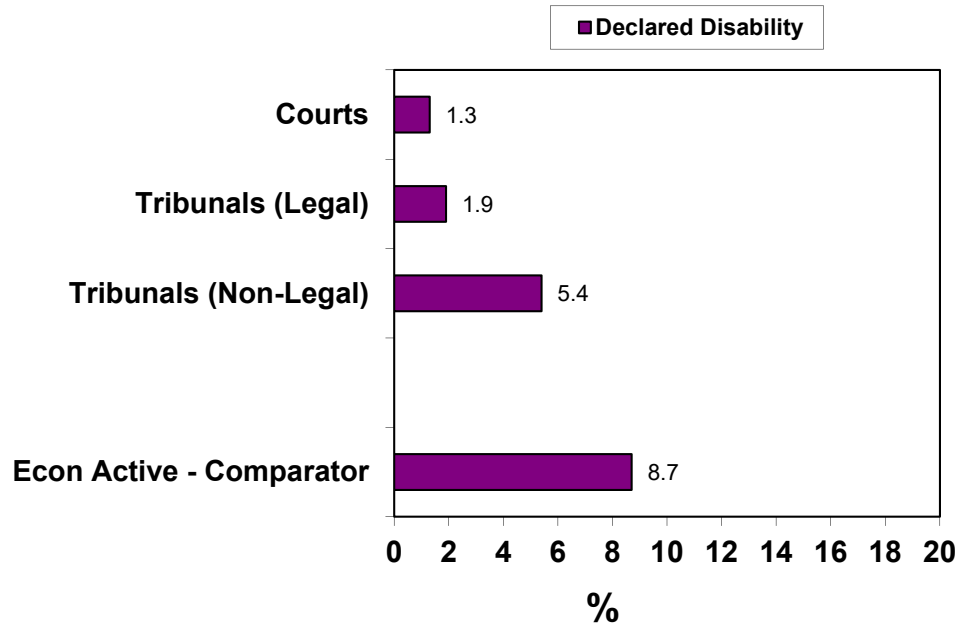
- For each Scheme, the age composition of the applicant pool was compared with what might be expected based on the eligible pool if potential candidates from each age-group were equally likely to apply. These results were then aggregated to obtain the expected compositions reported in the chart.
- For appointments to judicial office in the Courts, the proportion of applicants aged 40 or under (29.5%) was lower than expected (51.6%).
- For non-legal appointments to Tribunals, the proportion of applicants aged 50 or over (48.2%) was almost double the expected proportion (25.7%).

Notes

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

Non-Legal comparators calculated from a weighted combination of Medical Professionals based on SOC 2211 (Medical Practitioners) aged 25-69 from 2011 Census and the economically active population aged 25-69 from 2011 Census.

3 Applicant Pool for Schemes: Declared Disability



Summary

- The proportion of applicants who had declared a disability ranged from 1.3% in the Courts to 5.4% for non-legal appointments to Tribunals. The equivalent proportion for applicants to legal appointments in Tribunals was 1.9%. All applicant proportions were lower than the comparator figure of 8.7%.
- As the numbers involved are small, care should be taken when drawing inferences from the data.

Notes

Comparator based on the economically active population aged 25-74 from 2011 Census.

3 Applicant Pool for Schemes: Ethnicity



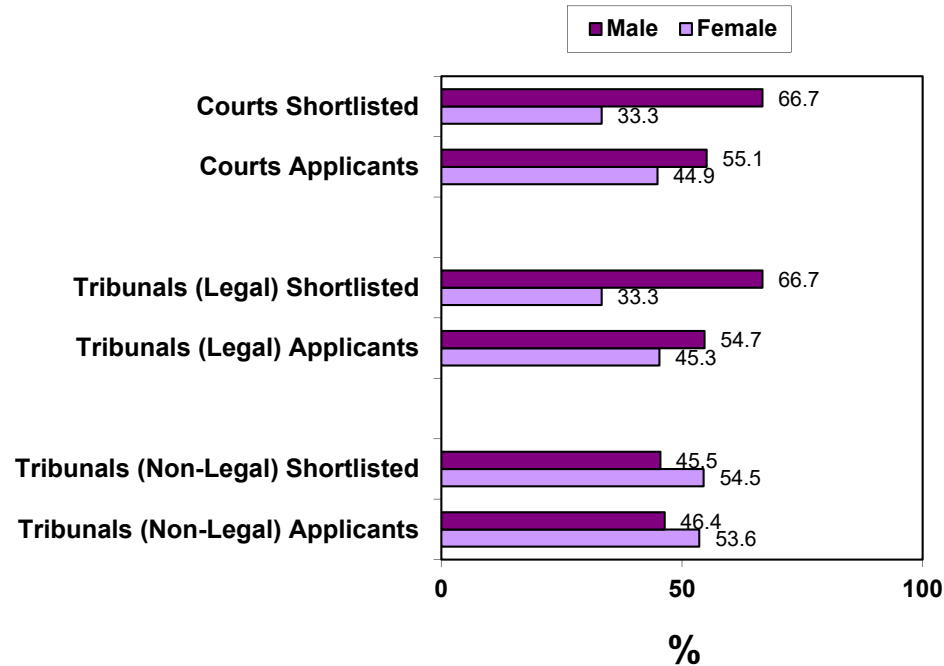
Summary

- Small proportions of applicants to positions in the Courts or legal positions in Tribunals were from a minority background. In contrast, the proportion of applicants for non-legal appointment to Tribunals from a minority ethnic background was 14.3%.
- As the numbers involved are small, care should be taken when drawing inferences from the data.

Notes

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

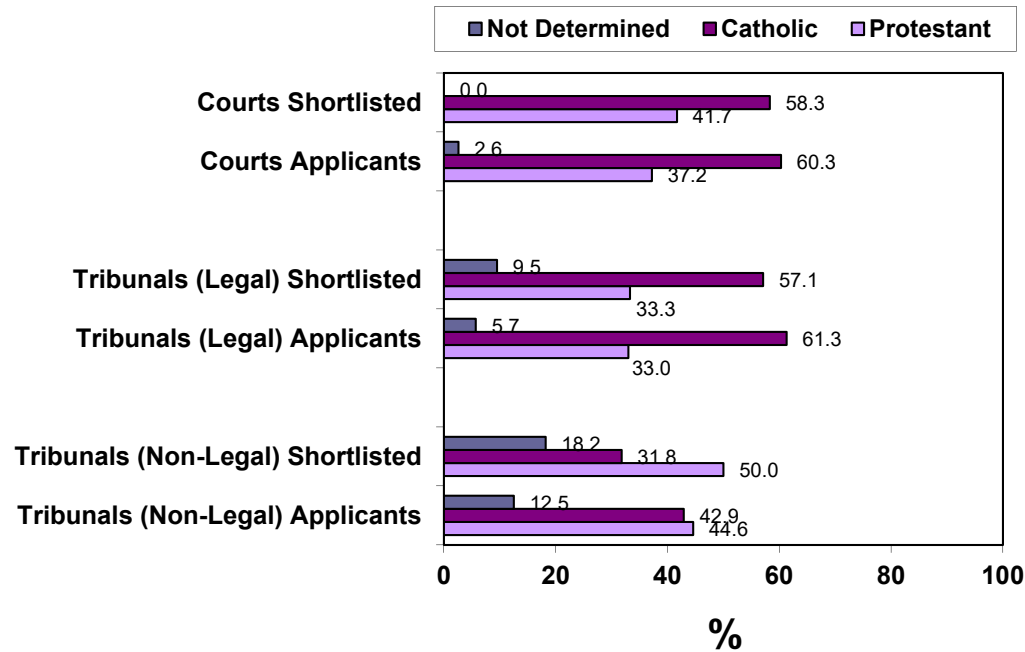
4 Shortlisting Stage for Schemes: Gender



Summary

- Female representation among shortlisted candidates for appointments to judicial office in the Courts (33.3%) was lower than among applicants (44.9%).
- Male representation among shortlisted candidates (66.7%) for legal appointments to Tribunals was higher than among applicants (54.7%).
- In terms of schemes for non-legal members of Tribunals, the gender profile of shortlisted candidates was very similar to that of applicants.

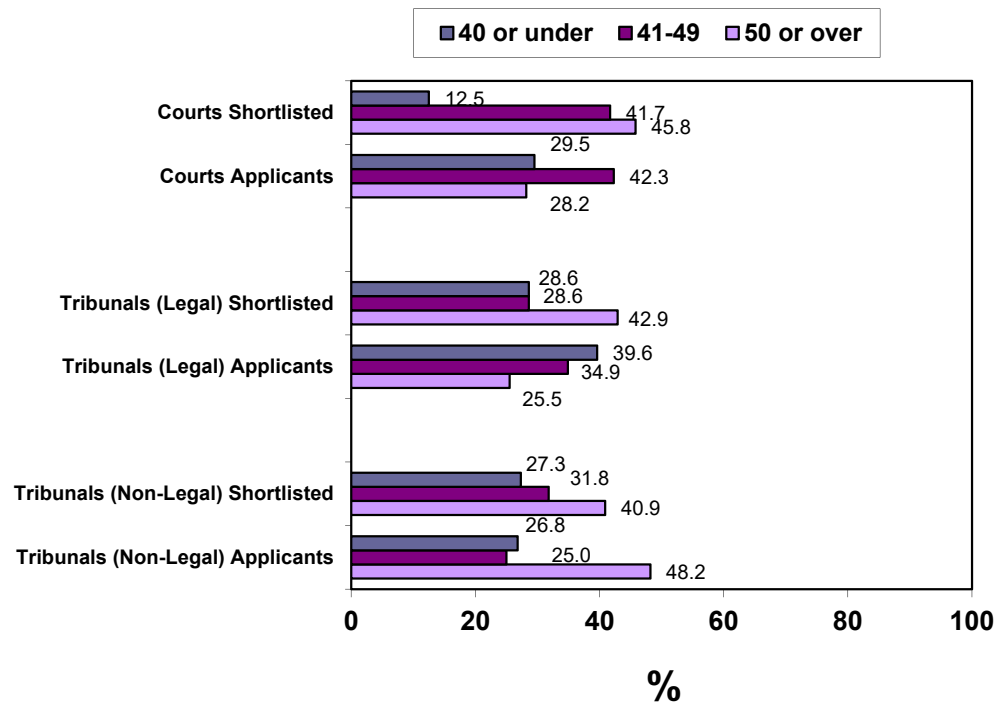
4 Shortlisting Stage for Schemes: Community Background



Summary

- For judicial appointments to the Courts, the overall Catholic representation among shortlisted candidates (58.3%) was similar to that for applicants (60.3%).
- For legal appointments to Tribunals the actual representation of shortlisted candidates was broadly similar to the expected representation, with Catholic representation highest in both.
- For non-legal appointments to Tribunals, the Catholic representation among shortlisted candidates (31.8%) was lower than among applicants (42.9%).

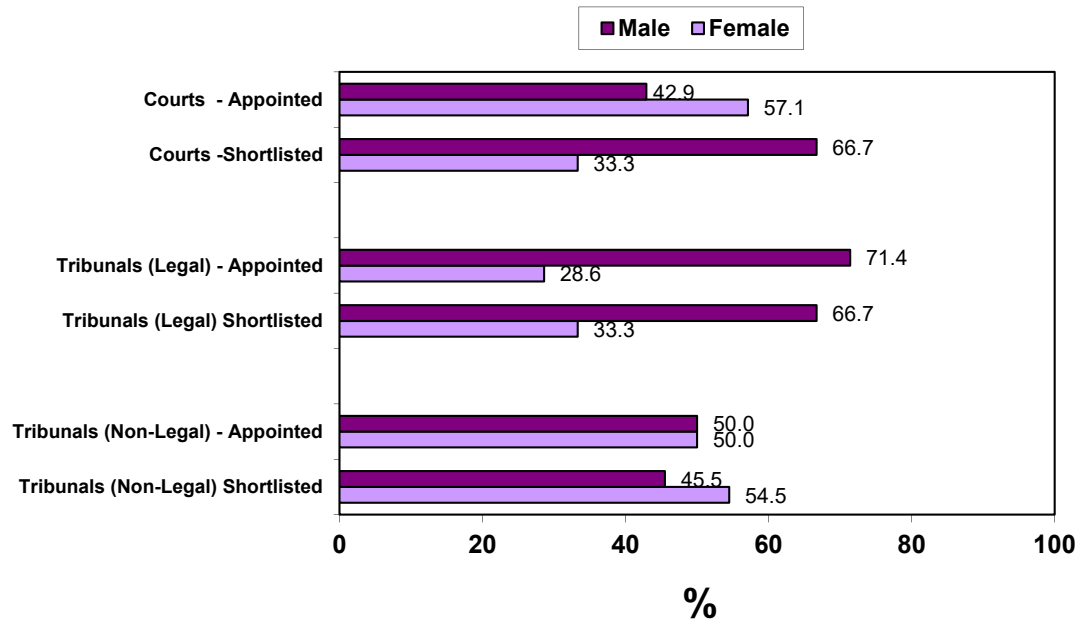
4 Shortlisting Stage for Schemes: Age



Summary

- For judicial appointments in the Courts, shortlisted candidates in the 40 or under age category (12.5%) was much lower than among applicants (29.5%). Conversely, the proportion of shortlisted candidates aged 50 or over (45.8%) was higher than among applicants (28.2%).
- For legal appointments in Tribunals, the proportion of shortlisted candidates aged 50 or over (42.9%) was higher than among applicants (25.5%).
- In non-legal appointments to Tribunals, candidates aged 50 or over represented 48.2% of applicants but 40.9% of those shortlisted.

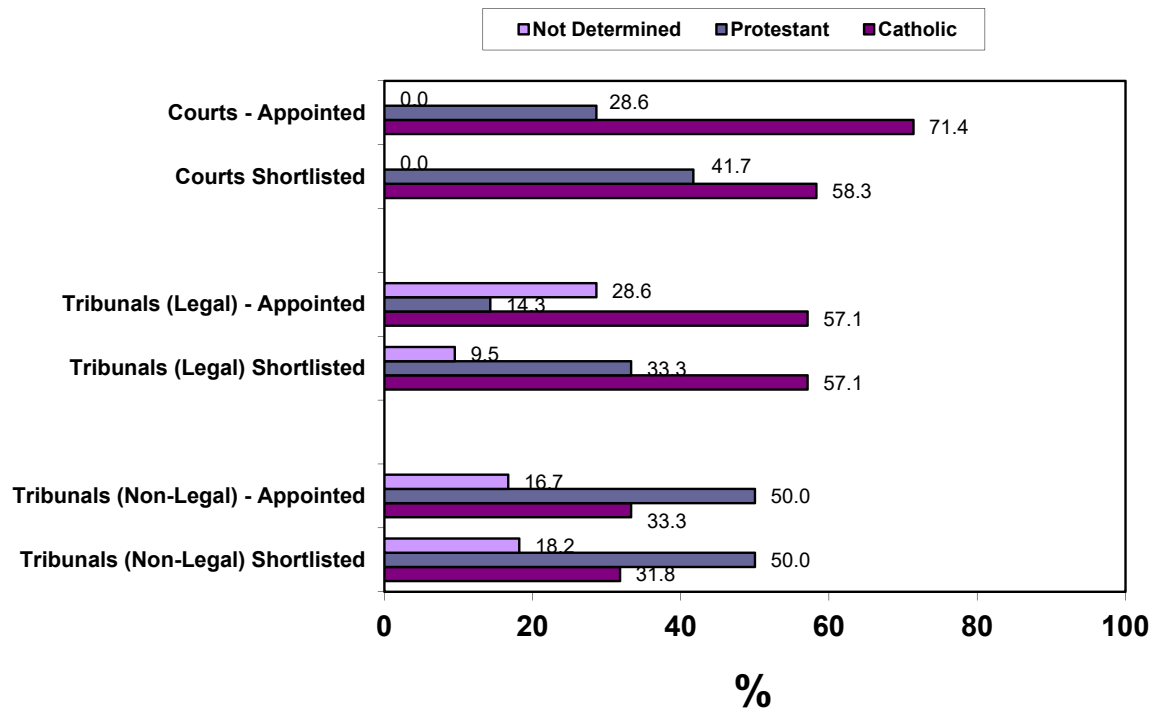
5 Appointment Stage for Schemes: Gender



Summary

- Females made up 57.1% of appointees, which compares with 33.3% of shortlisted candidates.
- For legal appointments to Tribunals, the gender profile of appointees was similar to that of shortlisted candidates.
- For non-legal appointments to tribunals, 50.0% of appointees were male, compared with 45.5% of shortlisted candidates. The number of appointments was small.

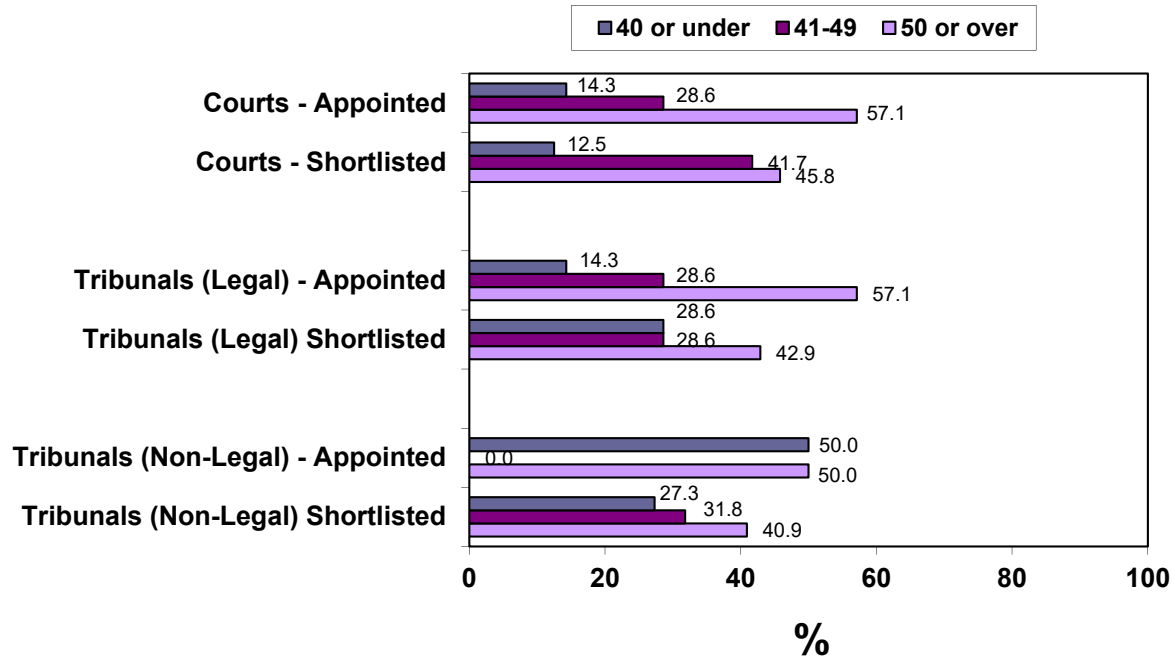
5 Appointment Stage for Schemes: Community Background



Summary

- For judicial appointments to the Courts, the proportion of appointees who were Catholic (71.4%) compares with 58.3% for shortlisted candidates. The number of appointees was small.
- For legal appointments to Tribunals, Protestant representation among the appointed candidates (14.3%) was lower than for shortlisted candidates (33.3%). The converse was true for candidates whose community background was not determined.
- For non-legal appointments to Tribunals, the community background profile of appointees was similar to that of shortlisted candidates.

5 Appointment Stage for Schemes: Age



Summary

- For judicial appointments in the Courts, the proportion of appointees aged 50 or over (57.1%) was higher than the equivalent proportion of shortlisted candidates (45.8%).
- For legal appointments to Tribunals, the proportion of appointees aged 50 or over (57.1%) higher than among shortlisted candidates (42.9%).
- For non-legal appointments to Tribunals, 50.0% of appointees were aged 40 or under. This compares with 27.3% of shortlisted candidates.

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

| Legal Standing | Applications | Expected Appointees | Actual Appointees | Difference (Actual - Expected) |
|----------------|--------------|---------------------|-------------------|--------------------------------|
| Barrister | 94 | 4.9 | 6 | 1.1 |
| Legal Other | 22 | 2.0 | 1 | -1.0 |
| Solicitor | 146 | 7.1 | 7 | -0.1 |

Summary

- For each legal Scheme, the legal standing of appointees was compared with what might be expected, if each group was equal in terms of merit. These results were then aggregated to obtain the expected compositions reported in the table.
- For judicial appointments in the Courts, the number of barristers appointed was slightly higher for than expected.

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 | 1 | 1.0 | 1 | 0.0 |
| Independent Barrister | 58 | 2.3 | 1 | -1.3 |
| Independent Barrister & Fee Paid JOH | 15 | 0.6 | 2 | 1.4 |
| Independent Barrister QC | 5 | 0.3 | 0 | -0.3 |
| Independent Barrister QC & Fee Paid JOH | 1 | 0.1 | 1 | 0.9 |
| Public Sector Barrister | 4 | 0.1 | 0 | -0.1 |
| Public Sector Barrister & Fee Paid JOH | 10 | 0.5 | 1 | 0.5 |
| Solicitor JOH | 4 | 1.2 | 2 | 0.8 |
| Solicitor Private Practice | 63 | 2.3 | 1 | -1.3 |
| Solicitor Private Practice & Fee Paid JOH | 15 | 0.6 | 3 | 2.4 |
| Solicitor Public Sector | 54 | 1.8 | 0 | -1.8 |
| Solicitor Public Sector & Fee Paid JOH | 10 | 1.3 | 1 | -0.3 |
| Legal Other | 21 | 1.0 | 0 | -1.0 |
| JOH | 1 | 1.0 | 1 | 0.0 |

Summary

- For each legal Scheme, the Employment Status of appointees was compared with what might be expected, if each group was equal in terms of merit. These results were then aggregated to obtain the expected compositions reported in the table.
- This table has been produced for illustrative purposes only. Due to the high level of disaggregation differences between 'actual' and 'expected' values should be treated with caution.

Appendix A: Overall Composition by the eight judicial groupings

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

Notes: FT - Full time FP - Fee paid

Gender

| | Male | | Female | | Total No. |
|----------------|------------|-------------|------------|-------------|--------------|
| | No. | % | No. | % | |
| Group 1 | 15 | 88.2 | 2 | 11.8 | 17 |
| Group 2 | 44 | 78.6 | 12 | 21.4 | 56 |
| Group 3 | 32 | 74.4 | 11 | 25.6 | 43 |
| Group 4 | 24 | 66.7 | 12 | 33.3 | 36 |
| Group 5 | 9 | 47.4 | 10 | 52.6 | 19 |
| Group 6 | 103 | 47.5 | 114 | 52.5 | 217 |
| Group 7 | 91 | 68.9 | 41 | 31.1 | 132 |
| Group 8 | 56 | 40.0 | 84 | 60.0 | 140 |
| Total | 374 | 56.7 | 286 | 43.3 | 660 |

Appendix A: Overall Composition by the eight judicial groupings

Community Background

| | Protestant | | Catholic | | Not Determined | | Total |
|--------------|------------|-------------|------------|-------------|----------------|------------|------------|
| | No. | % | No. | % | No. | % | No. |
| Group 1 | 8 | 47.1 | 8 | 47.1 | 1 | 5.9 | 17 |
| Group 2 | 31 | 55.4 | 18 | 32.1 | 7 | 12.5 | 56 |
| Group 3 | 20 | 46.5 | 23 | 53.5 | 0 | 0.0 | 43 |
| Group 4 | 23 | 63.9 | 13 | 36.1 | 0 | 0.0 | 36 |
| Group 5 | 6 | 31.6 | 12 | 63.2 | 1 | 5.3 | 19 |
| Group 6 | 103 | 47.5 | 100 | 46.1 | 14 | 6.5 | 217 |
| Group 7 | 63 | 47.7 | 63 | 47.7 | 6 | 4.5 | 132 |
| Group 8 | 82 | 58.6 | 54 | 38.6 | 4 | 2.9 | 140 |
| Total | 336 | 50.9 | 291 | 44.1 | 33 | 5.0 | 660 |

Age

| | 40 years or under | | 41-49 years | | 50 years or over | | Total |
|--------------|-------------------|------------|-------------|-------------|------------------|-------------|------------|
| | No. | % | No. | % | No. | % | No. |
| Group 1 | 0 | 0.0 | 1 | 5.9 | 16 | 94.1 | 17 |
| Group 2 | 0 | 0.0 | 5 | 8.9 | 51 | 91.1 | 56 |
| Group 3 | 3 | 7.0 | 8 | 18.6 | 32 | 74.4 | 43 |
| Group 4 | 1 | 2.8 | 8 | 22.2 | 27 | 75.0 | 36 |
| Group 5 | 0 | 0.0 | 3 | 15.8 | 16 | 84.2 | 19 |
| Group 6 | 30 | 13.8 | 27 | 12.4 | 160 | 73.7 | 217 |
| Group 7 | 6 | 4.5 | 21 | 15.9 | 105 | 79.5 | 132 |
| Group 8 | 3 | 2.1 | 43 | 30.7 | 94 | 67.1 | 140 |
| Total | 43 | 6.5 | 116 | 17.6 | 501 | 75.9 | 660 |

Appendix A: Overall Composition by the eight judicial groupings

Declared Disability

| | Declared Disabled | | Total |
|--------------|-------------------|------------|------------|
| | No. | % | No. |
| Group 1 | 0 | 0.0 | 17 |
| Group 2 | 5 | 8.9 | 56 |
| Group 3 | 2 | 4.7 | 43 |
| Group 4 | 1 | 2.8 | 36 |
| Group 5 | 0 | 0.0 | 19 |
| Group 6 | 8 | 3.7 | 217 |
| Group 7 | 7 | 5.3 | 132 |
| Group 8 | 2 | 1.4 | 140 |
| Total | 25 | 3.8 | 660 |

Ethnicity

| | White | | Other | | Total |
|--------------|------------|-------------|-----------|------------|------------|
| | No. | % | No. | % | No. |
| Group 1 | 17 | 100.0 | 0 | 0.0 | 17 |
| Group 2 | 56 | 100.0 | 0 | 0.0 | 56 |
| Group 3 | 43 | 100.0 | 0 | 0.0 | 43 |
| Group 4 | 36 | 100.0 | 0 | 0.0 | 36 |
| Group 5 | 19 | 100.0 | 0 | 0.0 | 19 |
| Group 6 | 211 | 97.2 | 6 | 2.8 | 217 |
| Group 7 | 130 | 98.5 | 2 | 1.5 | 132 |
| Group 8 | 138 | 98.6 | 2 | 1.4 | 140 |
| Total | 650 | 98.5 | 10 | 1.5 | 660 |

Appendix A: Overall Composition by the eight judicial groupings

Working Pattern

| | Fee Paid | | Part-Time Salaried | | Salaried | | Total |
|--------------|------------|-------------|--------------------|------------|-----------|-------------|------------|
| | No. | % | No. | % | No. | % | No. |
| Group 1 | 3 | 17.6 | 0 | 0.0 | 14 | 82.4 | 17 |
| Group 2 | 34 | 60.7 | 0 | 0.0 | 22 | 39.3 | 56 |
| Group 3 | 23 | 53.5 | 2 | 4.7 | 18 | 41.9 | 43 |
| Group 4 | 21 | 58.3 | 0 | 0.0 | 15 | 41.7 | 36 |
| Group 5 | 12 | 63.2 | 0 | 0.0 | 7 | 36.8 | 19 |
| Group 6 | 215 | 99.1 | 0 | 0.0 | 2 | 0.9 | 217 |
| Group 7 | 131 | 99.2 | 0 | 0.0 | 1 | 0.8 | 132 |
| Group 8 | 140 | 100.0 | 0 | 0.0 | 0 | 0.0 | 140 |
| Total | 579 | 87.7 | 2 | 0.3 | 79 | 12.0 | 660 |

Appendix B: Overall Composition by Geographical Information

Overall Composition

| | Business Location | | Personal Location | |
|---------------------|-------------------|--------------|-------------------|--------------|
| | No. | % | Total | % |
| Belfast | 333 | 50.5 | 258 | 39.1 |
| Co Antrim | 50 | 7.6 | 84 | 12.7 |
| Co Armagh | 22 | 3.3 | 33 | 5.0 |
| Co Londonderry | 42 | 6.4 | 50 | 7.6 |
| Co Down | 48 | 7.3 | 123 | 18.6 |
| Co Fermanagh | 17 | 2.6 | 18 | 2.7 |
| Co Tyrone | 34 | 5.2 | 46 | 7.0 |
| GB | 16 | 2.4 | 14 | 2.1 |
| Republic of Ireland | 0 | 0.0 | 1 | 0.2 |
| Not Indicated | 71 | 10.8 | 32 | 4.8 |
| Province Wide | 27 | 4.1 | 1 | 0.2 |
| Total | 660 | 100.0 | 660 | 100.0 |

Courts

| | Business Location | | Personal Location | |
|---------------------|-------------------|--------------|-------------------|--------------|
| | No. | % | No. | % |
| Belfast | 101 | 65.6 | 71 | 46.1 |
| Co Antrim | 2 | 1.3 | 17 | 11.0 |
| Co Armagh | 3 | 1.9 | 7 | 4.5 |
| Co Londonderry | 7 | 4.5 | 6 | 3.9 |
| Co Down | 7 | 4.5 | 28 | 18.2 |
| Co Fermanagh | 2 | 1.3 | 1 | 0.6 |
| Co Tyrone | 7 | 4.5 | 8 | 5.2 |
| GB | 13 | 8.4 | 13 | 8.4 |
| Republic of Ireland | 0 | 0.0 | 0 | 0.0 |
| Not Indicated | 6 | 3.9 | 3 | 1.9 |
| Province Wide | 6 | 3.9 | 0 | 0.0 |
| Total | 154 | 100.0 | 154 | 100.0 |

Appendix B: Overall Composition by Geographical Information

| | Business Location | | Personal Location | |
|---------------------|-------------------|--------------|-------------------|--------------|
| | No. | % | No. | % |
| Belfast | 188 | 51.4 | 156 | 42.6 |
| Co Antrim | 35 | 9.6 | 53 | 14.5 |
| Co Armagh | 10 | 2.7 | 18 | 4.9 |
| Co Londonderry | 19 | 5.2 | 27 | 7.4 |
| Co Down | 25 | 6.8 | 61 | 16.7 |
| Co Fermanagh | 7 | 1.9 | 10 | 2.7 |
| Co Tyrone | 19 | 5.2 | 25 | 6.8 |
| GB | 3 | 0.8 | 1 | 0.3 |
| Republic of Ireland | 0 | 0.0 | 0 | 0.0 |
| Not Indicated | 51 | 13.9 | 15 | 4.1 |
| Province Wide | 9 | 2.5 | 0 | 0.0 |
| Total | 366 | 100.0 | 366 | 100.0 |

Tribunals

| | Business Location | | Lay Magistrates | |
|---------------------|-------------------|--------------|-----------------|--------------|
| | No. | % | No. | % |
| Belfast | 44 | 31.4 | 31 | 22.1 |
| Co Antrim | 13 | 9.3 | 14 | 10.0 |
| Co Armagh | 9 | 6.4 | 8 | 5.7 |
| Co Londonderry | 16 | 11.4 | 17 | 12.1 |
| Co Down | 16 | 11.4 | 34 | 24.3 |
| Co Fermanagh | 8 | 5.7 | 7 | 5.0 |
| Co Tyrone | 8 | 5.7 | 13 | 9.3 |
| GB | 0 | 0.0 | 0 | 0.0 |
| Republic of Ireland | 0 | 0.0 | 1 | 0.7 |
| Not Indicated | 14 | 10.0 | 14 | 10.0 |
| Province Wide | 12 | 8.6 | 1 | 0.7 |
| Total | 140 | 100.0 | 140 | 100.0 |

Lay Magistrates

Appendix B: Overall Composition by Geographical Information

Group 1

| | Business Location | | Personal Location | |
|---------------|-------------------|--------------|-------------------|--------------|
| | No. | % | No. | % |
| Belfast | 15 | 88.2 | 11 | 64.7 |
| Co Antrim | 1 | 5.9 | 2 | 11.8 |
| Co Down | 0 | 0.0 | 4 | 23.5 |
| Province Wide | 1 | 5.9 | 0 | 0.0 |
| Total | 17 | 100.0 | 17 | 100.0 |

Group 2

| | Business Location | | Personal Location | |
|----------------|-------------------|--------------|-------------------|--------------|
| | No. | % | No. | % |
| Belfast | 35 | 62.5 | 26 | 46.4 |
| Co Antrim | 0 | 0.0 | 5 | 8.9 |
| Co Armagh | 2 | 3.6 | 2 | 3.6 |
| Co Londonderry | 1 | 1.8 | 2 | 3.6 |
| Co Down | 1 | 1.8 | 6 | 10.7 |
| Co Tyrone | 1 | 1.8 | 2 | 3.6 |
| GB | 12 | 21.4 | 12 | 21.4 |
| Not Indicated | 2 | 3.6 | 1 | 1.8 |
| Province Wide | 2 | 3.6 | 0 | 0.0 |
| Total | 56 | 100.0 | 56 | 100.0 |

Appendix B: Overall Composition by Geographical Information

Group 3

| | Business Location | | Personal Location | |
|----------------|-------------------|--------------|-------------------|--------------|
| | No. | % | No. | % |
| Belfast | 21 | 48.8 | 15 | 34.9 |
| Co Antrim | 1 | 2.3 | 6 | 14.0 |
| Co Armagh | 0 | 0.0 | 1 | 2.3 |
| Co Londonderry | 3 | 7.0 | 2 | 4.7 |
| Co Down | 5 | 11.6 | 12 | 27.9 |
| Co Fermanagh | 2 | 4.7 | 0 | 0.0 |
| Co Tyrone | 4 | 9.3 | 4 | 9.3 |
| GB | 1 | 2.3 | 1 | 2.3 |
| Not Indicated | 4 | 9.3 | 2 | 4.7 |
| Province Wide | 2 | 4.7 | 0 | 0.0 |
| Total | 43 | 100.0 | 43 | 100.0 |

Group 4

| | Business Location | | Personal Location | |
|----------------|-------------------|--------------|-------------------|--------------|
| | No. | % | No. | % |
| Belfast | 28 | 77.8 | 17 | 47.2 |
| Co Antrim | 0 | 0.0 | 4 | 11.1 |
| Co Armagh | 1 | 2.8 | 4 | 11.1 |
| Co Londonderry | 3 | 8.3 | 2 | 5.6 |
| Co Down | 1 | 2.8 | 6 | 16.7 |
| Co Fermanagh | 0 | 0.0 | 1 | 2.8 |
| Co Tyrone | 2 | 5.6 | 2 | 5.6 |
| Province Wide | 1 | 2.8 | 0 | 0.0 |
| Total | 36 | 100.0 | 36 | 100.0 |

Appendix B: Overall Composition by Geographical Information

Group 5

| | Business Location | | Personal Location | |
|----------------|-------------------|--------------|-------------------|--------------|
| | No. | % | No. | % |
| Belfast | 16 | 84.2 | 10 | 52.6 |
| Co Antrim | 0 | 0.0 | 2 | 10.5 |
| Co Armagh | 1 | 5.3 | 1 | 5.3 |
| Co Londonderry | 0 | 0.0 | 0 | 0.0 |
| Co Down | 0 | 0.0 | 4 | 21.1 |
| Not Indicated | 2 | 10.5 | 2 | 10.5 |
| Total | 19 | 100.0 | 19 | 100.0 |

Group 6

| | Business Location | | Personal Location | |
|----------------|-------------------|--------------|-------------------|--------------|
| | No. | % | No. | % |
| Belfast | 87 | 40.1 | 81 | 37.3 |
| Co Antrim | 24 | 11.1 | 33 | 15.2 |
| Co Armagh | 8 | 3.7 | 13 | 6.0 |
| Co Londonderry | 14 | 6.5 | 16 | 7.4 |
| Co Down | 18 | 8.3 | 33 | 15.2 |
| Co Fermanagh | 7 | 3.2 | 9 | 4.1 |
| Co Tyrone | 16 | 7.4 | 20 | 9.2 |
| Not Indicated | 37 | 17.1 | 12 | 5.5 |
| Province Wide | 6 | 2.8 | 0 | 0.0 |
| Total | 217 | 100.0 | 217 | 100.0 |

Appendix B: Overall Composition by Geographical Information

Group 7

| | Business Location | | Personal Location | |
|----------------|-------------------|--------------|-------------------|--------------|
| | No. | % | No. | % |
| Belfast | 87 | 65.9 | 67 | 50.8 |
| Co Antrim | 11 | 8.3 | 18 | 13.6 |
| Co Armagh | 1 | 0.8 | 4 | 3.0 |
| Co Londonderry | 5 | 3.8 | 11 | 8.3 |
| Co Down | 7 | 5.3 | 24 | 18.2 |
| Co Fermanagh | 0 | 0.0 | 1 | 0.8 |
| Co Tyrone | 3 | 2.3 | 5 | 3.8 |
| GB | 3 | 2.3 | 1 | 0.8 |
| Not Indicated | 12 | 9.1 | 1 | 0.8 |
| Province Wide | 3 | 2.3 | 0 | 0.0 |
| Total | 132 | 100.0 | 132 | 100.0 |

Group 8

| | Business Location | | Personal Location | |
|---------------------|-------------------|--------------|-------------------|--------------|
| | No. | % | No. | % |
| Belfast | 44 | 31.4 | 31 | 22.1 |
| Co Antrim | 13 | 9.3 | 14 | 10.0 |
| Co Armagh | 9 | 6.4 | 8 | 5.7 |
| Co Londonderry | 16 | 11.4 | 17 | 12.1 |
| Co Down | 16 | 11.4 | 34 | 24.3 |
| Co Fermanagh | 8 | 5.7 | 7 | 5.0 |
| Co Tyrone | 8 | 5.7 | 13 | 9.3 |
| Republic of Ireland | 0 | 0.0 | 1 | 0.7 |
| Not Indicated | 14 | 10.0 | 14 | 10.0 |
| Province Wide | 12 | 8.6 | 1 | 0.7 |
| Total | 140 | 100.0 | 140 | 100.0 |