



Judicial Selection and Recommendations for Appointment Statistics, April to September 2011

Judicial Appointments Commission

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Introductory Note

This bulletin has been prepared by the Programming and Performance Team of the Judicial Appointments Commission (JAC). It presents statistics on selection exercises and recommendations for the appointment of judges completed between 1 April and 30 September 2011.

This is the fifth bi-annual set of statistics on completed selection exercises and recommendations for appointment to be published by JAC.

The statistics are used to monitor, evaluate and develop the diversity of JAC selections for judicial office.

The **Main Findings** include a description of the progression of each diversity group¹, through the three diversity monitoring stages² of selection exercises.

The **Commentary** includes an overview of each selection exercise by diversity group covering the eligible pool³, the number of eligible and shortlisted applicants, and the number of applicants recommended for appointment including percentage point⁴ differences. It also includes the corresponding proportions for each of the three diversity monitoring stages of selection exercises.

The tables in **Annex A** supplement the commentary. They contain absolute numbers and proportions of applications, shortlisted candidates and selected candidates segmented by group. The tables also show each group as a proportion of the total number at each stage of the selection exercise, and as a proportion at previous stages, showing how each group has progressed through the exercise.

All the diversity statistics in this report are based on self-declared information applicants have provided on the non-compulsory JAC Application Monitoring Form. Some applicants have chosen not to declare their diversity group, so these applicants have been placed in the “Incomplete” group in the tables in **Annex A**.

The charts in **Annex B**, where appropriate, display information pictorially.

The **Background** lists each post covered by a selection exercise included in this report.

Information about data sources, statistical revisions, any forthcoming changes, stages in the selection process, description of posts and symbols and conventions used in this bulletin are given in the **Explanatory Notes**.

¹ Each diversity group refers to: gender, ethnic background, professional background and disability status of eligible applicants.

² The three diversity monitoring stages refer to: eligible applications received; shortlisted applicants; and recommendation for appointment.

³ Eligible pool refers to: the approximation of the number of people who are able to meet the job-specific entry requirements laid down for that particular judicial post.

⁴ Percentage point is the difference between two percentages.

The JAC, in consultation with the relevant data suppliers (Bar Council, Law Society, Judicial Office etc) is currently working on updating and refining the estimates of the eligible pool for future Official Statistics bulletins.

Any feedback, questions or requests for further information about this statistical bulletin can be directed to the appropriate **Contact** given at the end of this report.

Background

This bulletin provides statistics relating to the following four selection exercises run by the JAC which were completed between 1 April and 30 September 2011:

- District Judge (Magistrates' Courts);
- Circuit Judge;
- Lawyer Chairman of the Residential Property Tribunal Service; and
- Salaried Judge of the Upper Tribunal, Immigration and Asylum Chamber.

There were also two small exercises which were completed during this six-month period. Both these exercises had less than ten recommendations for appointment. For the purpose of this report their figures have been grouped together in order to protect applicant confidentiality and to provide more meaningful counts and results. It should be noted that if any individual was an eligible applicant for more than one of these exercises, then they will be counted in these statistics more than once.

- *Salaried Employment Judge, Employment Tribunals; and*
- *Regional Employment Judge, Employment Tribunals.*

More information about these posts and the selection exercises can be found in the **Explanatory Notes** section near the end of this report.

Main Findings

District Judge (Magistrates' Courts) (Table 1)

- The eligible pool was made-up of 19 per cent women, five per cent of people from Black and Minority Ethnic (BME) backgrounds and 40 per cent solicitors.

As candidates progressed from application to recommendation for appointment the proportion of:

- female applicants increased from 40 per cent to 47 per cent and male applicants decreased from 56 per cent to 50 per cent, the remaining applicants did not declare their gender; and
- applicants from BME backgrounds decreased from 13 per cent to zero per cent, and White applicants increased from 80 per cent to 97 per cent, the remaining applicants were either from Any other ethnic background or did not declare their ethnicity.

Circuit Judge (Table 2)

- The eligible pool was made-up of 20 per cent women, four per cent of people from BME backgrounds and 37 per cent solicitors.

As candidates progressed from application to recommendation for appointment the proportion of:

- female applicants increased from 25 per cent to 37 per cent, and male applicants decreased from 75 per cent to 63 per cent; and
- BME applicants decreased from nine per cent to zero per cent, and White applicants increased from 86 per cent to 100 per cent. Four per cent of eligible applicants were either from Any other ethnic background or did not declare their ethnicity.

Lawyer Chairman of the Residential Property Tribunal Service (Table 3)

- The eligible pool was made-up of 37 per cent women, eight per cent of people from BME backgrounds and 86 per cent solicitors.

As candidates progressed from application to recommendation for appointment the proportion of:

- female applicants decreased from 43 per cent to 32 per cent, and male applicants increased from 53 per cent to 61 per cent, the remaining applicants did not declare their gender; and
- BME applicants increased from 16 per cent to 21 per cent, and White applicants decreased from 78 per cent to 71 per cent, the remaining

applicants were either from Any other ethnic background or did not declare their ethnicity.

Salaried Judge of the Upper Tribunal, Immigration and Asylum Chamber (Table 4)

- The eligible pool was made-up of 20 per cent women, four per cent of people from BME backgrounds and 37 per cent solicitors.

As candidates progressed from application to recommendation for appointment the proportion of:

- female applicants increased from 28 per cent to 33 per cent, and male applicants decreased from 70 per cent to 67 per cent. Some two per cent of eligible applicants did not declare their gender; and
- BME applicants decreased from 30 per cent to 17 per cent, and White applicants increased from 67 per cent to 75 per cent, the remaining applicants were either from Any other ethnic background or did not declare their ethnicity.

Commentary

In this section, the results of each of the six selection exercises which were completed between 1 April and 30 September 2011 are presented.

Descriptions of each of the posts can be found in the **Explanatory Notes** section. Tables of data can be found in **Annex A** immediately following this section. **Annex B** provides some summary charts of the main results.

District Judge (Magistrates' Courts) (Table 1 and Chart 1)

Eligible pool

The eligible pool for this selection exercise contained around 3,800 people; the male female split was 81 per cent to 19 per cent. Around five per cent of the eligible pool were from a BME background. Some 40 per cent of the eligible pool were solicitors and the rest were barristers. The disability status of the eligible pool was not available.

Of the 403 eligible applicants in this selection exercise, 81 were shortlisted and 30 of these were recommended for appointment. This represented 20 per cent of the eligible applicants being shortlisted and 37 per cent of these being recommended for appointment.

Gender

Of the 403 eligible applicants in this selection exercise 40 per cent were women and 56 per cent were men. Of the 81 eligible applicants shortlisted there were 40 men, 40 women and one applicant who did not declare their gender. Some 30 shortlisted applicants were recommended for appointment, made-up of 15 men, 14 women and one applicant who did not declare their gender.

Ethnicity

Fifty four, 13 per cent, of the eligible applicants were from a BME background and 80 per cent were White. Going through the selection process, the proportion of shortlisted applicants from a BME background fell to five per cent and those from a White background rose to 91 per cent. At the final stage there were no applicants from a BME background who were recommended for appointment, 29 were White and one did not declare their ethnicity.

Professional background

Nearly half of the eligible applicants were solicitors and 28 per cent were barristers. This split did not change once the applicants had been shortlisted. In the final stage, out of the 30 applicants recommended for appointment, the proportion of solicitors recommended for appointment fell 13 percentage points to 37 per cent and the proportion of barristers

remained steady at 27 per cent. This amounted to 11 solicitors and eight barristers, with the remaining 11 being either from Other professional background or applicants who did not declare their professional background.

Disability status

Sixteen eligible applicants were disabled, representing four per cent of the total applicants. This proportion fell to one per cent of the shortlisted applicants. At the final stage there were no disabled applicants who were recommended for appointment.

Circuit Judge (Table 2 and Chart 2)

Eligible pool

The eligible pool for this selection exercise contained around 3,600 people; the male female split was 80 per cent to 20 per cent. Around four per cent of the eligible pool were from a BME background. Some 37 per cent of the eligible pool were solicitors and the rest were barristers. The disability status of the eligible pool was not available.

In this selection exercise of the 274 eligible applicants, 153 were shortlisted and 30 were recommended for appointment. This represented 56 per cent of the applicants being shortlisted and 20 per cent of these being recommended for appointment.

Gender

Of the 274 eligible applicants for this selection exercise, three quarters were men (205) and one quarter women (69). Of the 153 that were successfully shortlisted 27 per cent were women. Thirty of these applicants were recommended for appointment, of which 37 per cent were women, representing 11 applicants.

Ethnicity

Around nine per cent of the eligible applicants were from a BME background, representing 26 applicants, and 86 per cent of the applicants were White. Of the 153 shortlisted applicants eight were from a BME background, representing five per cent, and the rest were White or from Any other ethnic background. Of the 30 applicants recommended for appointment all were from a White background.

Professional background

Some 49 per cent of the eligible applicants were barristers and nine per cent were solicitors. Once shortlisted the proportion of barristers out of the 153 shortlisted increased to 57 per cent and that of solicitors decreased to six per cent. Of the 30 recommended for appointment no solicitors were successful, 19 were barristers, amounting to 63 per cent, one was a salaried judicial office holder, six were from Other professional background and four did not declare their professional background.

Disability status

In this exercise 12 applicants declared they were disabled, representing four per cent of the eligible applicants. Of the shortlisted applicants eight were disabled, five per cent of the shortlisted applicants. However, none of the disabled applicants progressed to the final stage of this selection exercise. All recommendations for appointment were non-disabled applicants.

Lawyer Chairman of the Residential Property Tribunal Service (Table 3 and Chart 3)

Eligible pool

The eligible pool for this selection exercise contained around 91,000 people; the male female split was 63 per cent to 37 per cent. Around eight per cent of the eligible pool were from a BME background. Some 86 per cent of the eligible pool were solicitors and the rest were barristers. The disability status of the eligible pool was not available.

In this selection exercise of the 244 eligible applicants 76 were shortlisted, 31 per cent, and of these 28 were recommended for appointment, representing 37 per cent.

Gender

Of the 244 eligible applications 53 per cent were men, 43 per cent were women and five per cent did not declare their gender. This represented 129 men, 104 women and 11 applicants who did not declare their gender. Once shortlisted these proportions remained the same. However, of the 28 people recommended for appointment 61 per cent were men, 32 per cent were women and seven per cent did not declare their gender. This amounted to 17 men and nine women, with two applicants not declaring their gender.

Ethnicity

The proportions of White and BME applicants varied throughout the three stages of this selection exercise. Of the 244 eligible applicants, 78 per cent were White and 16 per cent were BME, representing 190 White and 38 BME applicants. The remaining 16 applicants were either from Any other ethnic background or did not declare their ethnicity. Of the 76 shortlisted applicants the proportion of White applicants rose to 82 per cent and that of the BME candidates fell to 13 per cent. However, with 28 applicants successfully passing to the final stage of the exercise, the proportion of White applicants recommended for appointment was 71 per cent, with 21 per cent of those recommended being BME applicants. This amounted to 20 White applicants and six BME applicants being recommended for appointment, with two applicants not declaring their ethnicity.

Professional background

Of the 244 eligible applicants, 62 per cent were solicitors and 19 per cent were barristers. This amounted to 151 solicitors and 47 barristers with the remaining 46 applicants being from the other professional backgrounds listed. Of those shortlisted, 59 per cent were solicitors and 30 per cent were barristers. Of the 28 applicants that were recommended for appointment, 14 were solicitors, 11 were barristers, one was from Other professional background and two did not declare their professional background.

Disability status

Throughout the three stages of the selection exercise the proportion of disabled applicants remained steady at seven per cent. Of the eligible applicants 17 were disabled, six were shortlisted and two were recommended for appointment.

Salaried Judge of the Upper Tribunal, Immigration and Asylum Chamber (Table 4 and Chart 4)

Eligible pool

The eligible pool for this selection exercise contained around 3,600 people; the male female split was 80 per cent to 20 per cent. Around four per cent of the eligible pool were from a BME background. Some 37 per cent of the eligible pool were solicitors and the rest were barristers. The disability status of the eligible pool data was not available.

Of the 64 eligible applicants, 29 were shortlisted in this selection exercise and 12 of these were recommended for appointment. This represented 45 per cent of the eligible applicants being shortlisted and 41 per cent of these being recommended for appointment.

Gender

In this selection exercise, 18 of the 64 eligible applicants were women, amounting to 28 per cent, and 70 per cent were men, with one applicant not declaring their gender. These proportions remained steady for the shortlisting stage of the exercise. In the final stage of the exercise, of the 12 applicants recommended for appointment, a third were women.

Ethnicity

Nineteen out of the 64 eligible applicants, some 30 per cent, were from a BME background and 67 per cent were from a White background. This represented 43 White applicants, 19 from a BME background with one each from Any other ethnic background and Incomplete. Out of the 29 applicants shortlisted, three were from a BME background, representing ten per cent, 83 per cent were White, representing 24, with the remaining two coming from Any other ethnic background and Incomplete. At the final stage of this selection exercise two applicants were from a BME background, nine were White and one was from Any other ethnic background.

Professional background

This appointment required applicants to have either previous service in a judicial office or substantial immigration and asylum experience. It was desirable for applicants to have both.

Disability

Of the 64 eligible applicants three were disabled, amounting to five per cent of the eligible applicants. No disabled applicants were shortlisted.

Grouped, small selection exercises (Table 5)

This subsection relates to the two small selection exercises which were completed during this six-month period. Both these exercises had less than ten recommendations for appointment. For the purpose of this report their figures have been grouped together in order to protect applicant confidentiality and to provide more meaningful counts and results. It should be noted that if any individual was an eligible applicant for more than one of these exercises, then they will be counted in these statistics more than once.

Eligible pool

Two small selection exercises were grouped; consequently there was no eligible pool.

Gender

Of the 60 eligible applicants in this group of two small selection exercises, 25 were men, 33 were women and the remaining two did not declare their gender. This represented 42 per cent, 55 per cent and three per cent respectively. Twenty-one of the 37 shortlisted applicants were women and 14 were men, representing 57 per cent and 38 per cent respectively. Six out of the ten applicants recommended for appointment were women.

Ethnicity

Twenty-three per cent of the eligible applicants were from a BME background and 68 per cent of them were White, representing 14 and 33 applicants respectively. The other five applicants were from Any other ethnic background or did not declare their gender. At the shortlisted stage five out of the 37 shortlisted applicants were from a BME background, amounting to 14 per cent. At the final stage, out of ten applicants recommended for appointment, one was from a BME background and the rest were White.

Professional background

Twenty-one of the 60 eligible applicants were solicitors, representing 35 per cent, six were barristers, ten per cent, and the remaining 33 were from the other professional backgrounds listed. Of the 37 shortlisted applicants, 14 were solicitors, representing 38 per cent of the total shortlisted. Four out of ten applicants recommended for appointment were solicitors, one was a barrister and the remaining five were from the other professional backgrounds listed.

Disability status

Five of the 60 eligible applicants were disabled, representing eight per cent of the applicants. Four out of the 37 applicants that were shortlisted were disabled. None of these were recommended for appointment.

Annex A – Tables

Judicial Selection and Recommendations for Appointment Statistics, England and Wales, April to September 2011

| Table number | Title | Eligible pool statistics available |
|--------------|--|------------------------------------|
| 1 | District Judge (Magistrates' Courts) | Yes |
| 2 | Circuit Judge | Yes |
| 3 | Lawyer Chairman of the Residential Property Tribunal Service | Yes |
| 4 | Salaried Judge of the Upper Tribunal, Immigration and Asylum Chamber | Yes |
| 5 | Grouped, small selection exercises | No |
| | <i>Salaried Employment Judge, Employment Tribunals</i> | |
| | <i>Regional Employment Judge, Employment Tribunals</i> | |

Table 1
District Judge (Magistrates' Courts)

Eligible pool¹ and applicants' progress from applications received to recommendations for appointment

| Group | Size of eligible pool | | Eligible applications | | Shortlisted applicants | | | Recommendations for appointment | | | |
|---------------------------------|-----------------------|--|-----------------------|---|------------------------|---|---|---------------------------------|--|---|---|
| | Number | As a percentage of total eligible pool | Number | As a percentage of total eligible applications received | Number | As a percentage of total shortlisted applicants | As a percentage of eligible applications received from each group | Number | As a percentage of total recommendations for appointment | As a percentage of shortlisted applicants in each group | As a percentage of eligible applications received from each group |
| Gender | | | | | | | | | | | |
| Men | 3,093 | 81% | 225 | 56% | 40 | 49% | 18% | 15 | 50% | 38% | 7% |
| Women | 727 | 19% | 163 | 40% | 40 | 49% | 25% | 14 | 47% | 35% | 9% |
| Incomplete | - | - | 15 | 4% | 1 | 1% | 7% | 1 | 3% | (100%) | 7% |
| Ethnic background | | | | | | | | | | | |
| White | 2,770 | 73% | 323 | 80% | 74 | 91% | 23% | 29 | 97% | 39% | 9% |
| BME | 195 | 5% | 54 | 13% | 4 | 5% | 7% | 0 | 0% | (0%) | 0% |
| Any other | 855 | 22% | 9 | 2% | 2 | 2% | (22%) | 0 | 0% | (0%) | (0%) |
| Incomplete | - | - | 17 | 4% | 1 | 1% | 6% | 1 | 3% | (100%) | 6% |
| Professional background | | | | | | | | | | | |
| Solicitor | 1,536 | 40% | 199 | 49% | 41 | 51% | 21% | 11 | 37% | 27% | 6% |
| Barrister | 2,284 | 60% | 112 | 28% | 24 | 30% | 21% | 8 | 27% | 33% | 7% |
| ILEX | - | - | 1 | 0% | 0 | 0% | (0%) | 0 | 0% | - | (0%) |
| Salaried judicial office holder | - | - | 5 | 1% | 0 | 0% | (0%) | 0 | 0% | - | (0%) |
| Other | - | - | 36 | 9% | 9 | 11% | 25% | 5 | 17% | (56%) | 14% |
| Incomplete | - | - | 50 | 12% | 7 | 9% | 14% | 6 | 20% | (86%) | 12% |
| Disability status | | | | | | | | | | | |
| Candidate with disability | n/a | n/a | 16 | 4% | 1 | 1% | 6% | 0 | 0% | (0%) | 0% |
| Candidate without disability | n/a | n/a | 387 | 96% | 80 | 99% | 21% | 30 | 100% | 38% | 8% |
| Total | 3,820 | 100% | 403 | 100% | 81 | 100% | 20% | 30 | 100% | 37% | 7% |

Source:

Law Society, Judicial Office, Bar Council and Judicial Appointments Commission (Equitas database reference number 00483)

Note:

¹ Eligible pool figures are estimates and from a previously published exercise

Due to rounding percentages may not add to 100%

() Indicates a percentage calculated from a denominator of 10 or less

- Not applicable

n/a Not available

Table 2
Circuit Judge

Eligible pool¹ and applicants' progress from applications received to recommendations for appointment

| Group | Size of eligible pool | | Eligible applications | | Shortlisted applicants | | | Recommendations for appointment | | | |
|---------------------------------|-----------------------|--|-----------------------|---|------------------------|---|---|---------------------------------|--|---|---|
| | Number | As a percentage of total eligible pool | Number | As a percentage of total eligible applications received | Number | As a percentage of total shortlisted applicants | As a percentage of eligible applications received from each group | Number | As a percentage of total recommendations for appointment | As a percentage of shortlisted applicants in each group | As a percentage of eligible applications received from each group |
| Gender | | | | | | | | | | | |
| Men | 2,869 | 80% | 205 | 75% | 112 | 73% | 55% | 19 | 63% | 17% | 9% |
| Women | 737 | 20% | 69 | 25% | 41 | 27% | 59% | 11 | 37% | 27% | 16% |
| Ethnic background | | | | | | | | | | | |
| White | 2,746 | 76% | 237 | 86% | 142 | 93% | 60% | 30 | 100% | 21% | 13% |
| BME | 139 | 4% | 26 | 9% | 8 | 5% | 31% | 0 | 0% | (0%) | 0% |
| Any other | 721 | 20% | 6 | 2% | 3 | 2% | (50%) | 0 | 0% | (0%) | (0%) |
| Incomplete | - | - | 5 | 2% | 0 | 0% | (0%) | 0 | 0% | - | (0%) |
| Professional background | | | | | | | | | | | |
| Solicitor | 1,342 | 37% | 24 | 9% | 9 | 6% | 38% | 0 | 0% | (0%) | 0% |
| Barrister | 2,264 | 63% | 134 | 49% | 87 | 57% | 65% | 19 | 63% | 22% | 14% |
| ILEX | - | - | 0 | 0% | 0 | 0% | - | 0 | 0% | - | - |
| Salaried judicial office holder | - | - | 50 | 18% | 27 | 18% | 54% | 1 | 3% | 4% | 2% |
| Other | - | - | 22 | 8% | 10 | 7% | 45% | 6 | 20% | (60%) | 27% |
| Incomplete | - | - | 44 | 16% | 20 | 13% | 45% | 4 | 13% | 20% | 9% |
| Disability status | | | | | | | | | | | |
| Candidate with disability | n/a | n/a | 12 | 4% | 8 | 5% | 67% | 0 | 0% | (0%) | 0% |
| Candidate without disability | n/a | n/a | 262 | 96% | 145 | 95% | 55% | 30 | 100% | 21% | 11% |
| Total | 3,606 | 100% | 274 | 100% | 153 | 100% | 56% | 30 | 100% | 20% | 11% |

Source:

The Law Society, Judicial Office, Bar Council and Judicial Appointments Commission (Equitas database reference number 00465)

Note:

¹ Eligible pool figures are estimates and from a previously published exercise

Due to rounding percentages may not add to 100%

() Indicates a percentage calculated from a denominator of 10 or less

- Not applicable

n/a Not available

Table 3

Lawyer Chairman of the Residential Property Tribunal Service

Eligible pool¹ and applicants' progress from applications received to recommendations for appointment

| Group | Size of eligible pool | | Eligible applications | | Shortlisted applicants | | | Recommendations for appointment | | | |
|---------------------------------|-----------------------|--|-----------------------|---|------------------------|---|---|---------------------------------|--|---|---|
| | Number | As a percentage of total eligible pool | Number | As a percentage of total eligible applications received | Number | As a percentage of total shortlisted applicants | As a percentage of eligible applications received from each group | Number | As a percentage of total recommendations for appointment | As a percentage of shortlisted applicants in each group | As a percentage of eligible applications received from each group |
| Gender | | | | | | | | | | | |
| Men | 57,639 | 63% | 129 | 53% | 40 | 53% | 31% | 17 | 61% | 43% | 13% |
| Women | 33,415 | 37% | 104 | 43% | 33 | 43% | 32% | 9 | 32% | 27% | 9% |
| Incomplete | - | - | 11 | 5% | 3 | 4% | 27% | 2 | 7% | (67%) | 18% |
| Ethnic background | | | | | | | | | | | |
| White | 83,807 | 92% | 190 | 78% | 62 | 82% | 33% | 20 | 71% | 32% | 11% |
| BME | 7,247 | 8% | 38 | 16% | 10 | 13% | 26% | 6 | 21% | (60%) | 16% |
| Any other | - | - | 4 | 2% | 0 | 0% | (0%) | 0 | 0% | - | (0%) |
| Incomplete | - | - | 12 | 5% | 4 | 5% | 33% | 2 | 7% | (50%) | 17% |
| Professional background | | | | | | | | | | | |
| Solicitor | 77,909 | 86% | 151 | 62% | 45 | 59% | 30% | 14 | 50% | 31% | 9% |
| Barrister | 13,145 | 14% | 47 | 19% | 23 | 30% | 49% | 11 | 39% | 48% | 23% |
| ILEX | - | - | 10 | 4% | 0 | 0% | 0% | 0 | 0% | - | 0% |
| Salaried judicial office holder | - | - | 1 | 0% | 0 | 0% | (0%) | 0 | 0% | - | (0%) |
| Other | - | - | 14 | 6% | 3 | 4% | 21% | 1 | 4% | (33%) | 7% |
| Incomplete | - | - | 21 | 9% | 5 | 7% | 24% | 2 | 7% | (40%) | 10% |
| Disability status | | | | | | | | | | | |
| Candidate with disability | n/a | n/a | 17 | 7% | 6 | 8% | 35% | 2 | 7% | (33%) | 12% |
| Candidate without disability | n/a | n/a | 227 | 93% | 70 | 92% | 31% | 26 | 93% | 37% | 11% |
| Total | 91,054 | 100% | 244 | 100% | 76 | 100% | 31% | 28 | 100% | 37% | 11% |

Source:

Law Society, Judicial Office, Bar Council and Judicial Appointments Commission (Equitas database reference number 00485)

Note:

1 Eligible pool figures are estimates and from a previously published exercise

Due to rounding percentages may not add to 100%

() Indicates a percentage calculated from a denominator of 10 or less

- Not applicable

n/a Not available

Table 4
Salaried Judge of the Upper Tribunal, Immigration and Asylum Chamber

Eligible pool¹ and applicants' progress from applications received to recommendations for appointment

| Group | Size of eligible pool | | Eligible applications | | Shortlisted applicants | | | Recommendations for appointment | | | |
|---------------------------------|-----------------------|--|-----------------------|---|------------------------|---|---|---------------------------------|--|---|---|
| | Number | As a percentage of total eligible pool | Number | As a percentage of total eligible applications received | Number | As a percentage of total shortlisted applicants | As a percentage of eligible applications received from each group | Number | As a percentage of total recommendations for appointment | As a percentage of shortlisted applicants in each group | As a percentage of eligible applications received from each group |
| Gender | | | | | | | | | | | |
| Men | 2,869 | 80% | 45 | 70% | 20 | 69% | 44% | 8 | 67% | 40% | 18% |
| Women | 737 | 20% | 18 | 28% | 8 | 28% | 44% | 4 | 33% | (50%) | 22% |
| Incomplete | - | - | 1 | 2% | 1 | 3% | (100%) | 0 | 0% | (0%) | (0%) |
| Ethnic background | | | | | | | | | | | |
| White | 2,746 | 76% | 43 | 67% | 24 | 83% | 56% | 9 | 75% | 38% | 21% |
| BME | 139 | 4% | 19 | 30% | 3 | 10% | 16% | 2 | 17% | (67%) | 11% |
| Any other | 721 | 20% | 1 | 2% | 1 | 3% | (100%) | 1 | 8% | (100%) | (100%) |
| Incomplete | - | - | 1 | 2% | 1 | 3% | (100%) | 0 | 0% | (0%) | (0%) |
| Professional background | | | | | | | | | | | |
| Solicitor | 1,342 | 37% | 8 | 13% | 3 | 10% | (38%) | 0 | 0% | (0%) | (0%) |
| Barrister | 2,264 | 63% | 7 | 11% | 2 | 7% | (29%) | 0 | 0% | (0%) | (0%) |
| ILEX | - | - | 0 | 0% | 0 | 0% | - | 0 | 0% | - | - |
| Salaried judicial office holder | - | - | 26 | 41% | 12 | 41% | 46% | 8 | 67% | 67% | 31% |
| Other | - | - | 16 | 25% | 7 | 24% | 44% | 1 | 8% | (14%) | 6% |
| Incomplete | - | - | 7 | 11% | 5 | 17% | (71%) | 3 | 25% | (60%) | (43%) |
| Disability status | | | | | | | | | | | |
| Candidate with disability | n/a | n/a | 3 | 5% | 0 | 0% | (0%) | 0 | 0% | - | (0%) |
| Candidate without disability | n/a | n/a | 59 | 92% | 27 | 93% | 46% | 12 | 100% | 44% | 20% |
| Incomplete | n/a | n/a | 2 | 3% | 2 | 7% | (100%) | 0 | 0% | (0%) | (0%) |
| Total | 3,606 | 100% | 64 | 100% | 29 | 100% | 45% | 12 | 100% | 41% | 19% |

Source:
Law Society, Judicial Office, Bar Council and Judicial Appointments Commission (Equitas database reference number 00490)

Note:
¹ Eligible pool figures are estimates and from a previously published exercise
Due to rounding percentages may not add to 100%
() Indicates a percentage calculated from a denominator of 10 or less
- Not applicable
n/a Not available

Table 5
Grouped, small selection exercises¹

Applicants' progress from applications received to recommendations for appointments

| Group | Eligible applications received | | Shortlisted applicants | | | Recommendations for appointment | | | |
|---------------------------------|--------------------------------|---|------------------------|---|---|---------------------------------|--|---|---|
| | Number | As a percentage of total eligible applications received | Number | As a percentage of total shortlisted applicants | As a percentage of eligible applications received from each group | Number | As a percentage of total recommendations for appointment | As a percentage of shortlisted applicants in each group | As a percentage of eligible applications received from each group |
| Gender | | | | | | | | | |
| Men | 25 | 42% | 14 | 38% | 56% | 4 | (40%) | 29% | 16% |
| Women | 33 | 55% | 21 | 57% | 64% | 6 | (60%) | 29% | 18% |
| Incomplete | 2 | 3% | 2 | 5% | 100% | 0 | (0%) | (0%) | (0%) |
| Ethnic background | | | | | | | | | |
| White | 41 | 68% | 28 | 76% | 68% | 9 | (90%) | 32% | 22% |
| BME | 14 | 23% | 5 | 14% | 36% | 1 | (10%) | (20%) | 7% |
| Any other | 3 | 5% | 3 | 8% | 100% | 0 | (0%) | (0%) | (0%) |
| Incomplete | 2 | 3% | 1 | 3% | 50% | 0 | (0%) | (0%) | (0%) |
| Professional background | | | | | | | | | |
| Solicitor | 21 | 35% | 14 | 38% | 67% | 4 | (40%) | 29% | 19% |
| Barrister | 6 | 10% | 4 | 11% | 67% | 1 | (10%) | (25%) | (17%) |
| Salaried judicial office holder | 6 | 10% | 3 | 8% | 50% | 2 | (20%) | (67%) | (33%) |
| Other | 10 | 17% | 7 | 19% | 70% | 1 | (10%) | (14%) | (10%) |
| Incomplete | 17 | 28% | 9 | 24% | 53% | 2 | (20%) | (22%) | 12% |
| Disability status | | | | | | | | | |
| Candidate with disability | 5 | 8% | 4 | 11% | 80% | 0 | (0%) | (0%) | (0%) |
| Candidate without disability | 55 | 92% | 33 | 89% | 60% | 10 | (100%) | 30% | 18% |
| Total | 60 | 100% | 37 | 100% | 62% | 10 | (100%) | 27% | 17% |

Source:

Law Society, Judicial Office, Bar Council and Judicial Appointments Commission (Equitas database reference numbers 00440 and 00501)

Note:

¹ Two selection exercises were small (less than ten recommendations for appointment) so they were grouped to protect applicant confidentiality; consequently there was no eligible pool

Due to rounding percentages may not add to 100%

() Indicates a percentage calculated from a denominator of 10 or less

Annex B – Charts

Comparisons of the proportions and absolute numbers of applicants at each stage of the selection exercises, England and Wales, April to September 2011

| Chart number | Title |
|--------------|--|
| 1 | Comparisons of the proportions and absolute numbers of male and female applicants at each stage of the District Judge (Magistrates' Courts) selection exercise |
| 2 | Comparisons of the proportions and absolute numbers of male and female applicants at each stage of the Circuit Judge selection exercise |
| 3 | Comparisons of the proportions and absolute numbers of applicants from different ethnic backgrounds at each stage of the Lawyer Chairman of the Residential Property Tribunal Service selection exercise |
| 4 | Comparisons of the proportions and absolute numbers of applicants from different ethnic backgrounds at each stage of the Salaried Judge of the Upper Tribunal, Immigration and Asylum Chamber selection exercise |

Chart 1 Comparisons of the proportions and absolute numbers of male and female applicants at each stage of the District Judge (Magistrates' Courts) selection exercise

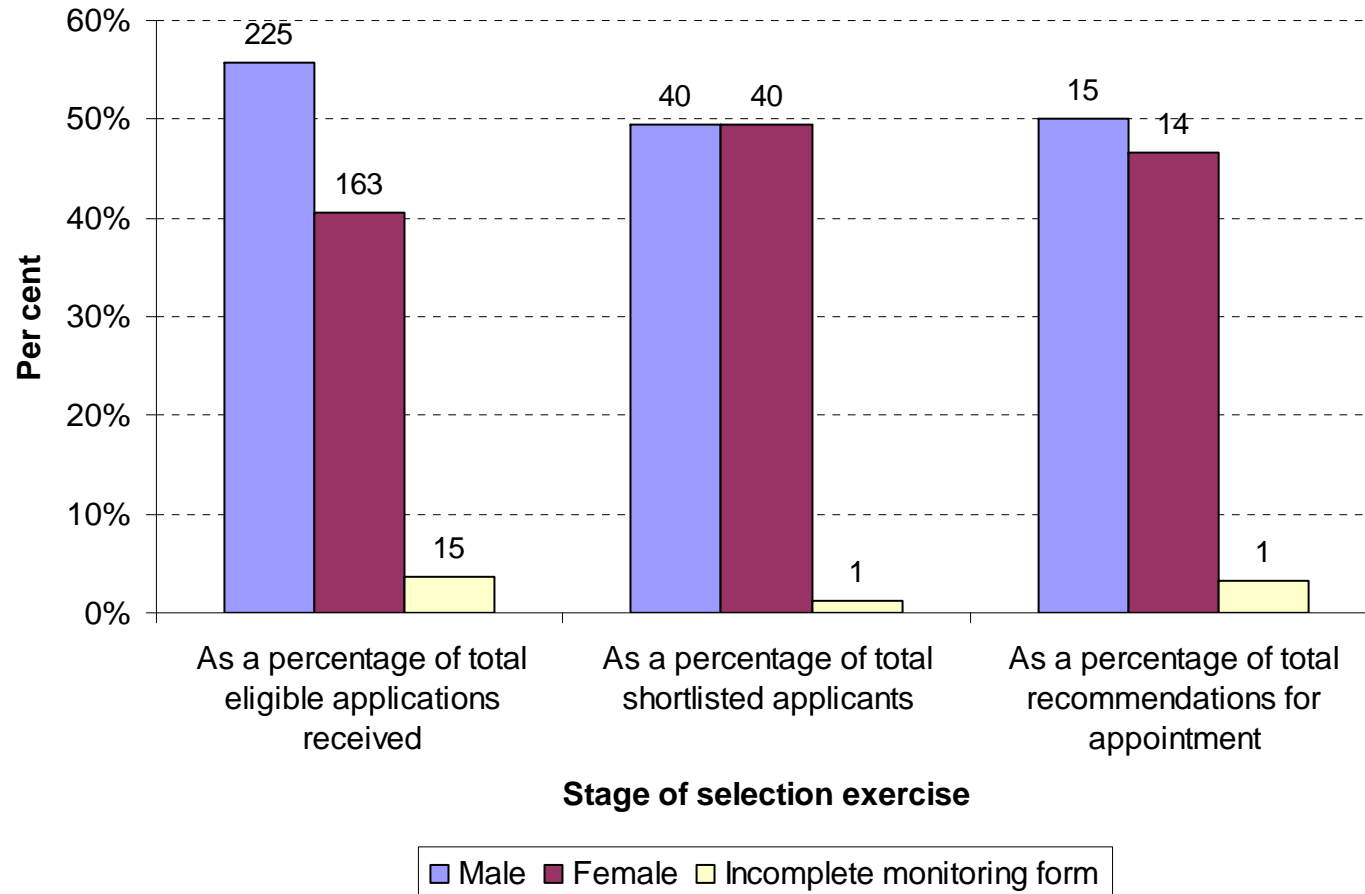


Chart 2 Comparisons of the proportions and absolute numbers of male and female applicants at each stage of the Circuit Judge selection exercise

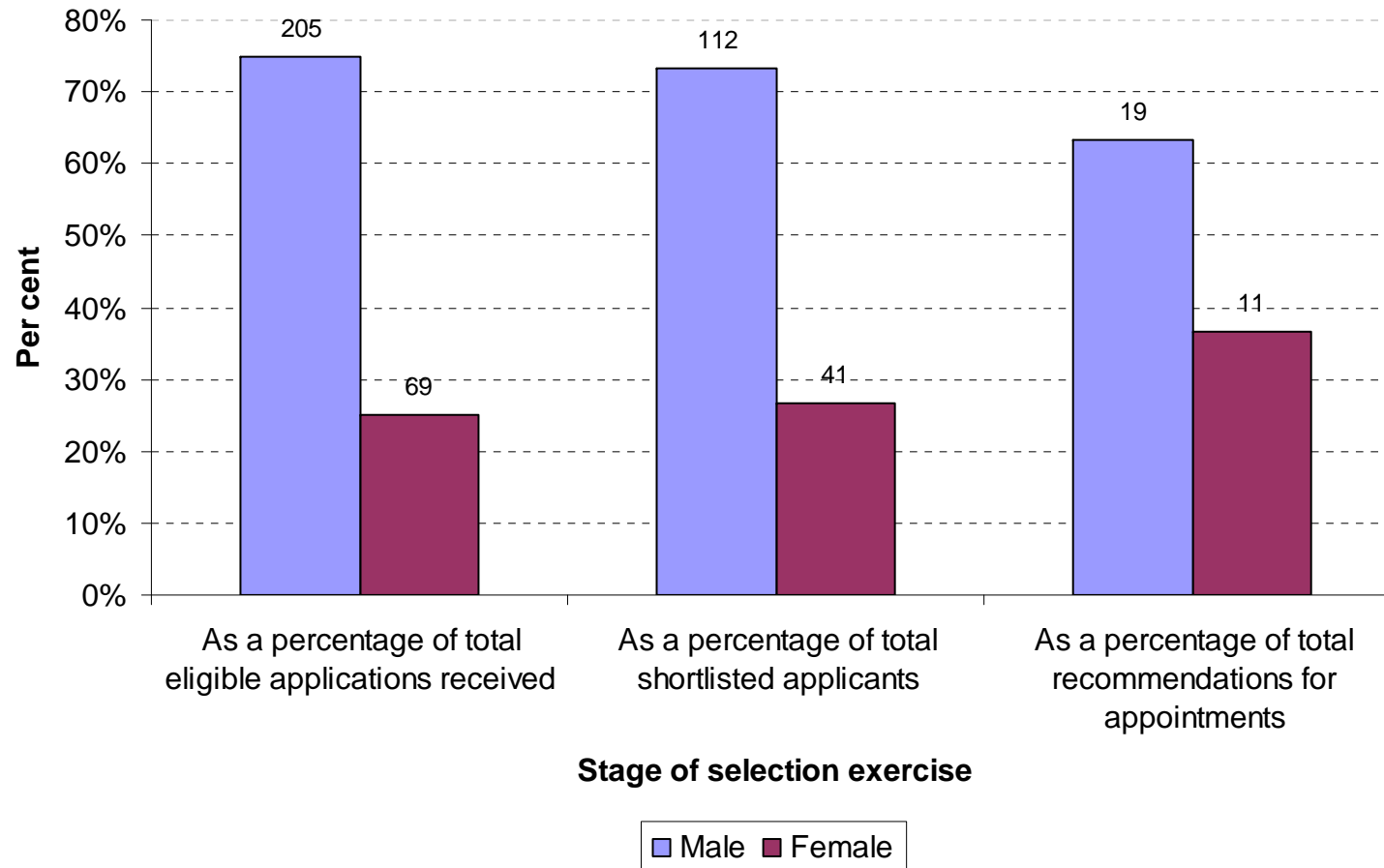


Chart 3 Comparisons of the proportions and absolute numbers of applicants from different ethnic backgrounds at each stage of the Lawyer Chairman of the Residential Property Tribunal Service selection exercise

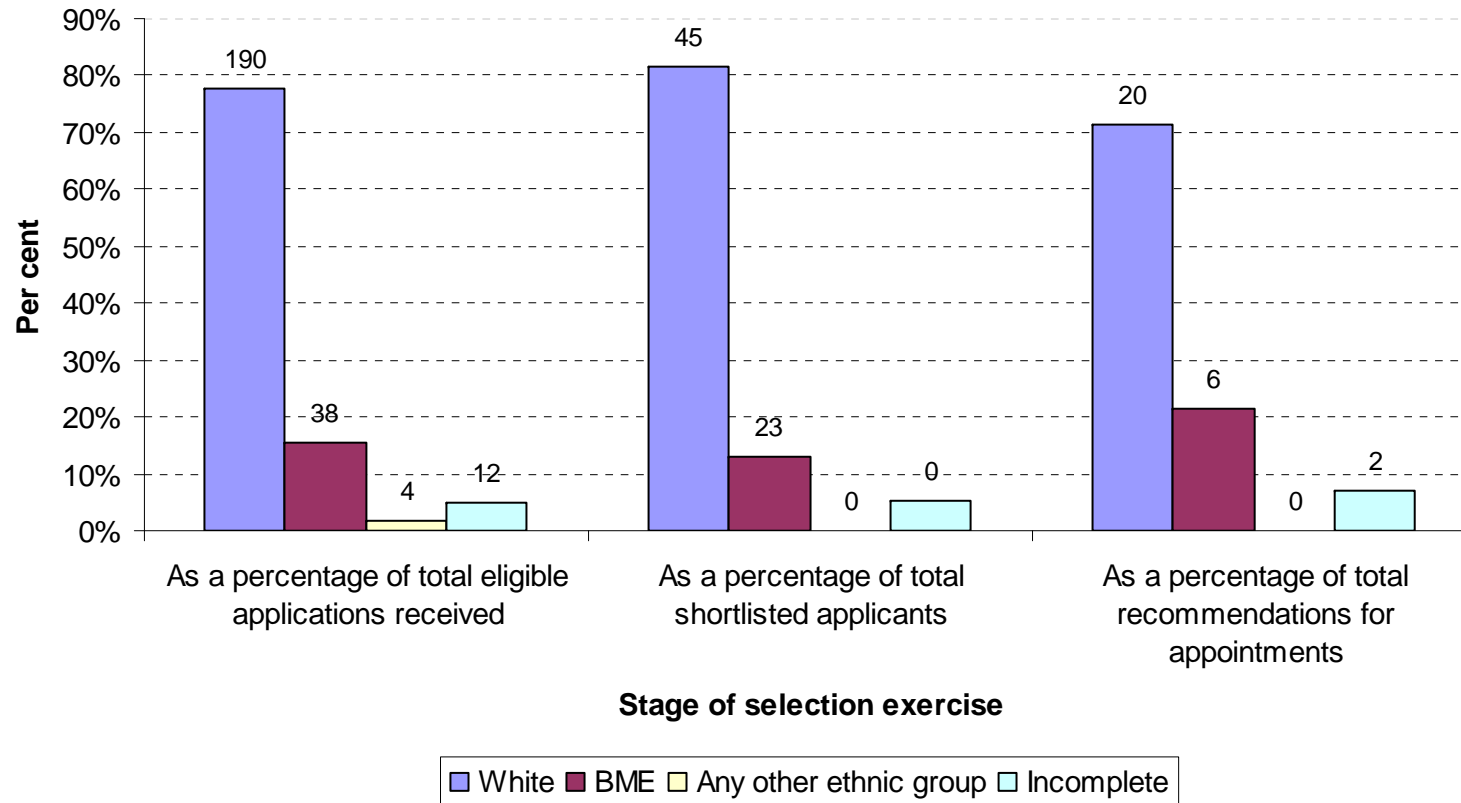
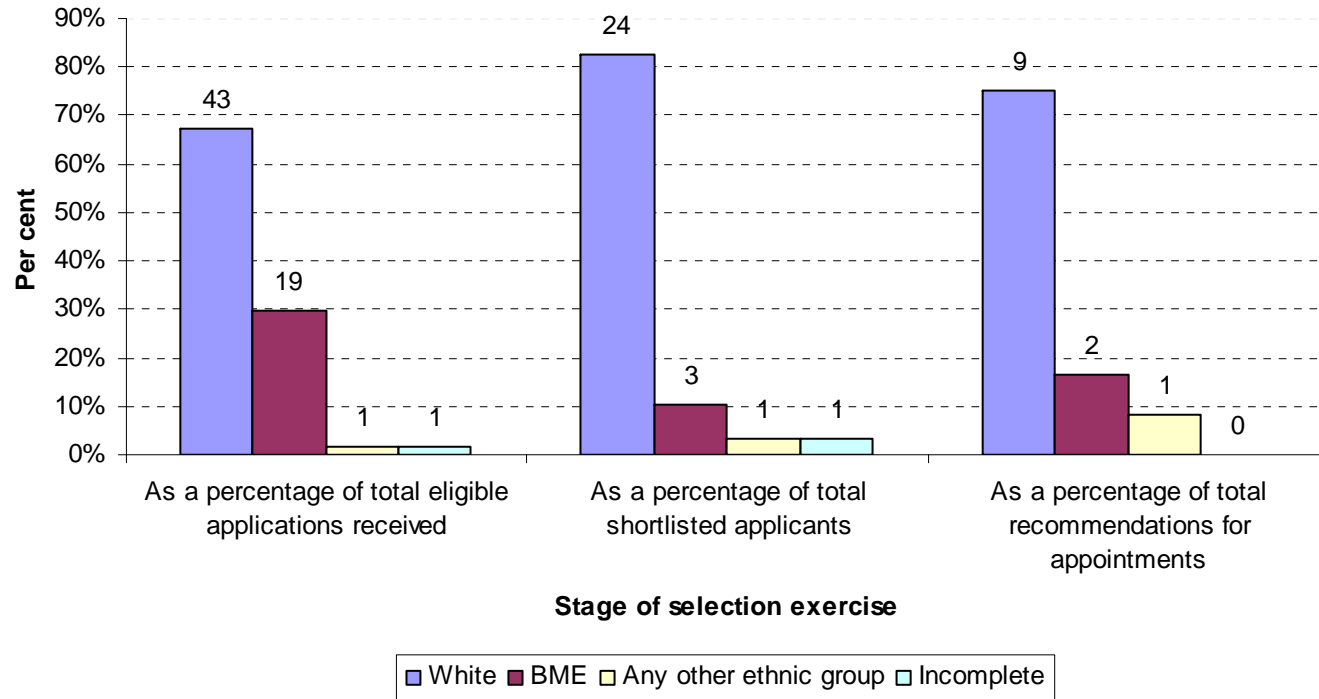


Chart 4 Comparisons of the proportions and absolute numbers of applicants from different ethnic backgrounds at each stage of the Salaried Judge of the Upper Tribunal, Immigration and Asylum Chamber selection exercise



Explanatory Notes

Data sources

The main source of data for details of applicants for this report was the Equitas database, which is maintained by the Ministry of Justice. It contains records of all the completed selection exercises and data from the non-compulsory JAC Application Monitoring Form.

Unless otherwise stated the selection exercises reported on in this bulletin commenced in 2011.

The report also draws data from the Law Society, Bar Council and Judicial Office publications to derive data for the eligible pools of potential applicants. The Judicial Office provides data on serving judicial office holders. The Law Society and Bar Council provide data on solicitors and barristers who are on the Roll (solicitors) and have been called to the Bar (barristers).

Revisions

The quality assured statistics in this bulletin are provisional and are therefore liable to revision to take account of any late amendments to the administrative databases from which these statistics were sourced. The standard process for revising the published statistics to account for these late amendments is to publish them in the next edition of this bulletin.

This, and previous bulletins, along with downloadable Excel tables, are available from the JAC website: <http://jac.judiciary.gov.uk/about-jac/823.htm>

Forthcoming changes

1. From the next bulletin⁵ onwards, the date at which an exercise will be considered to be “complete” for the purpose of being included in the Official Statistics bulletins will be the date that recommendation(s) for appointment for each selection exercise are sent to the Lord Chancellor. This will improve the timeliness of the statistics reported on.
2. The JAC, in consultation with the relevant data suppliers (Bar Council, Law Society, Judicial Office etc) is currently working on updating and refining the estimates of the eligible pool for future Official Statistics bulletins.

⁵ Presenting statistics for the period October 2011 to March 2012 and published in June 2012.

Glossary of terms

A glossary of terms used in this bulletin is available from the JAC website: <http://jac.judiciary.gov.uk/about-jac/823.htm>

Stages in the selection process

There are three stages in each selection process at which the diversity of applicants is officially recorded; application; shortlisting; and recommendation for appointment. In general, around two to three times as many applicants as there are vacancies are shortlisted, using either a qualifying test or a paper sift. Those shortlisted are invited to a selection day involving an interview and, in the case of entry level positions, a role play.

The Commissioners of the JAC, sitting as the Selection and Character Committee (SCC) make the selection decision based on a report of the selection day, references, self assessment and the result of statutory consultation with the judiciary. The SCC then makes recommendations to the Lord Chancellor.

Further information on the selection process is available on the JAC website: <http://jac.judiciary.gov.uk/selection-process/352.htm>

Description of posts in this bulletin

For each of these posts for England and Wales the selection process is determined by the JAC under the Constitutional Reform Act 2005 (CRA), and is set out on the JAC website:

<http://jac.judiciary.gov.uk/selection-process/selection-exercises/past-exercises.htm>

District Judge (Magistrates' Courts) (commenced in 2010)

Holders of this office are appointed by the Lord Chancellor under section 22(1) of the Courts Act 2003, as amended by paragraph 38(2) of Schedule 10 of the Tribunals, Courts and Enforcement (TCE) Act 2007.

The JAC was asked to select 30 candidates for future appointment under section 94 of the CRA to sit in one, or both, of the Crime or Family Proceedings Courts.

Shortlisting was by qualifying test. Those shortlisted were invited to a selection day.

Circuit Judge (commenced in 2010)

Holders of this office are appointed by the Lord Chancellor under section 16(3) of the Courts Act 1971.

The JAC was asked to select 30 candidates for immediate appointment under section 87 of the CRA, across England and Wales. Initially 49

candidates were asked for and this was revised downwards by the Lord Chancellor.

Shortlisting was by qualifying test. Those shortlisted were invited to a selection day.

Lawyer Chairman of the Residential Property Tribunal Service

Holders of this office are appointed by the Lord Chancellor under Schedule 10 of the Rent Act 1977.

The JAC was asked to select 28 candidates for immediate appointment under section 87 of the CRA.

Shortlisting was by qualifying test. Those shortlisted were invited to a selection day which included an interview and role play.

Salaried Judge of the Upper Tribunal, Immigration and Asylum Chamber

Holders of this office are appointed by the Lord Chancellor under section 5, paragraph 1 of Schedule 3 of the TCE Act 2007.

The JAC was asked to select nine candidates for immediate appointment under section 87 of the CRA and a list of three candidates for future appointment under section 94.

Shortlisting was by paper sift. Those shortlisted were invited to a selection day which included an interview and role play.

Salaried Employment Judge, Employment Tribunals (commenced in 2010)

Holders of this office are appointed by the Lord Chancellor under Regulation 8(3)(a) of the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2004, as amended by the Employment Tribunals (Constitution and Rules of Procedure) (Amendment) Regulations 2008.

The JAC was asked to select eight candidates, initially 14.5 candidates were asked for, for immediate appointment under section 87 of the CRA.

Shortlisting was by qualifying test. Those shortlisted were invited to a selection day which included an interview and a presentation.

Regional Employment Judge, Employment Tribunals

Holders of this office are appointed by the Lord Chancellor under Regulation 6(1) of the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2004, as amended by Schedule 1 to the Tribunals, Courts and Enforcement Act 2007 (Transitional and Consequential Provisions) Order 2008.

The JAC was asked to select two candidates for immediate appointment under section 87 of the CRA.

Shortlisting was by paper sift. Those shortlisted were invited to a selection day which included an interview and presentation.

Symbols and conventions

0 = Nil

n/a = Not available

- = Not applicable

() = Indicates a percentage calculated from a denominator of 10 or less

Contacts

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General information about the Judicial Appointments Commission is available from: <http://jac.judiciary.gov.uk/about-jac/about-jac.htm>