



**JUDICIAL APPOINTMENTS COMMISSION**

**RESULTS OF SELECTION  
EXERCISES**

**1 APRIL 2008 – 31 MARCH 2009**

Aggregate table for all selections made in 2008-09 (24 exercises)										Results of Selection Exercises			
Stage of Exercise	Gender		%	Ethnic Background		%	Disabled people		%	Professional Background			%
Eligible Pool	Men		-	BME		-	Disabled people		-	Solicitor		-	
	Women		-				People not disabled / Incomplete		-	Barrister		-	
Eligible Applicants	Men	2434	69	White	2937	83	Disabled people	155	4	Solicitor	1286	37	
	Women	1080	31	BME	430	12	People not disabled / Incomplete	3363	96	Barrister	1354	38	
	Incomplete	4	0	Any other	37	1				Salaried Judicial Post Holder – former Solicitor	176	5	
				Incomplete	114	4				Salaried Judicial Post Holder – former Barrister	108	3	
										Salaried Judicial Post Holder – former multiple backgrounds	8	0	
										Other/ Unknown	586	17	
Shortlisting	Men	959	73	White	1185	90	Disabled people	50	4	Solicitor	273	21	
	Women	350	27	BME	95	7	People not disabled / Incomplete	1259	96	Barrister	580	44	
	Incomplete	0	0	Any other	7	1				Salaried Judicial Post Holder – former Solicitor	103	8	
				Incomplete	22	2				Salaried Judicial Post Holder – former Barrister	49	4	
										Salaried Judicial Post Holder – former multiple backgrounds	4	0	
										Other/ Unknown	300	23	
Selections Made	Men	321	71	White	418	93	Disabled people	11	2	Solicitor	76	17	
	Women	128	29	BME	24	5	People not disabled / Incomplete	438	98	Barrister	239	53	
	Incomplete	0	0	Any other	2	0				Salaried Judicial Post Holder – former Solicitor	24	5	
				Incomplete	5	2				Salaried Judicial Post Holder – former Barrister	17	4	
										Salaried Judicial Post Holder – former multiple backgrounds	0	0	
										Other/ Unknown	93	21	

Aggregate table for all selections made in 2008-09 (24 exercises)

324	Fee paid Legal Members of the Charity Tribunal	2007-2008
325	Fee paid Ordinary Members of the Charity Tribunal	2007-2008
328	Social Security and Child Support Commissioner-Salaried	2007-2008
332	Fee paid Legally Qualified Member, Pensions Appeal Tribunal for England and Wales	2007-2008
336	Senior Immigration Judge, Asylum and Immigration Tribunal	2007-2008
337	Designated Immigration Judge for the Asylum and Immigration Tribunal	2007-2008
340	Salaried Legally Qualified Member – Mental Health Review Tribunal	2008
345	District Judge Rhyl	2008
349	Recorder (Northern, North Eastern, Wales Circuits)	2008
351	High Court	2008
355	President of the Social Entitlement Chamber and President of the Health, Education and Social Care Chamber	2008
356	Senior Circuit Judges in Birmingham	2008
360	Regional Chairman of the Social Security and Child Support Appeal Tribunal	2008
362	Circuit Judge Exercise	2008
365	Part time Salaried President of the Valuation Tribunal for England	2008
367	Deputy District Judge (Magistrates' Courts)	2008
370	Queen's Bench Masters, Admiralty Registrar and Bankruptcy Registrar	2008
371	Salaried President of the Employment Tribunal (England and Wales)	2008
380	Recorders Midland Circuit	2008
382	Salaried Judge of the First Tier Tax Chamber	2008
384	Fee paid Non Legal Member of the First Tier Tax Chamber	2008
385	Fee paid Judge of the First Tier Tax Chamber	2008
395	Fee paid Appointed Person, Trade Marks Registry	2008
396	Assistant Judge Advocate General	2008

Aggregate table for all Legal Salaried posts in England and Wales 2008-09 (13 exercises)										Results of Selection Exercises			
Stage of Exercise	Gender		%	Ethnic Background		%	Disabled people		%	Professional Background			%
Eligible Pool	Men		79	BME		5	Disabled people		-	Solicitor		40	
	Women		21				People not disabled / Incomplete		-	Barrister		60	
Eligible Applicants	Men	749	75	White	864	87	Disabled people	49	5	Solicitor	279	28	
	Women	245	25	BME	99	10	People not disabled / Incomplete	948	95	Barrister	446	45	
	Incomplete	3	0	Any other	14	1				Salaried Judicial Post Holder – former Solicitor	122	12	
				Incomplete	20	2				Salaried Judicial Post Holder – former Barrister	87	9	
										Salaried Judicial Post Holder – former multiple backgrounds	8	0	
										Other/ Unknown	55	6	
Shortlisting	Men	377	75	White	453	90	Disabled people	19	4	Solicitor	105	21	
	Women	124	25	BME	41	8	People not disabled / Incomplete	482	96	Barrister	260	52	
	Incomplete	0	0	Any other	4	1				Salaried Judicial Post Holder – former Solicitor	74	15	
				Incomplete	3	1				Salaried Judicial Post Holder – former Barrister	39	8	
										Salaried Judicial Post Holder – former multiple backgrounds	4	1	
										Other/ Unknown	19	4	
Selections Made	Men	123	76	White	155	96	Disabled people	6	4	Solicitor	25	15	
	Women	39	24	BME	6	4	People not disabled / Incomplete	156	96	Barrister	101	62	
	Incomplete	0	0	Any other	1	0				Salaried Judicial Post Holder – former Solicitor	19	12	
				Incomplete	0	0				Salaried Judicial Post Holder – former Barrister	13	8	
										Salaried Judicial Post Holder – former multiple backgrounds	0	0	
										Other/ Unknown	4	3	

The figures presented in this release reflect the total number of selections. In one case, the same individual was selected for two posts, and each selection has been counted separately (exercise 370).

**Eligible Pool:** These figures represent the information available on the composition of the pool of fee paid judicial office holders in England and Wales. The BME figures include 'any other' ethnic group, and exclude 'unknown' (approximately 20–21 per cent). They relate to Deputy District Judges, Deputy Masters, Deputy Registrars, Deputy Costs Judges, and Recorder figures and are published at: <http://www.judiciary.gov.uk/keyfacts/statistics/index.htm> as at 1 April 2008.

Aggregate table for all Legal Salaried Posts in England and Wales 2008-09 [13 exercises]

328	Social Security and Child Support Commissioner-Salaried	2007-2008
336	Senior Immigration Judge, Asylum and Immigration Tribunal	2007-2008
337	Designated Immigration Judge for the Asylum and Immigration Tribunal	2007-2008
340	Salaried Legally Qualified Member – Mental Health Review Tribunal	2008
345	District Judge Rhyl	2008
351	High Court	2008
355	President of the Social Entitlement Chamber and President of the Health, education and Social Care Chamber	2008
356	Senior Circuit Judges in Birmingham	2008
360	Regional Chairman of the Social Security and Child Support Appeal Tribunal	2008
362	Circuit Judge Exercise	2008
370	Queen's Bench Masters, Admiralty Registrar and Bankruptcy Registrar	2008
371	Salaried President of the Employment Tribunal (England and Wales)	2008
396	Assistant Judge Advocate General	2008

Aggregate table for all fee paid legal posts 2008-2009 (7 exercises)										Results of Selection Exercises		
Stage of Exercise	Gender		%	Ethnic Background		%	Disabled people		%	Professional Background		%
Eligible Pool	Men		65	BME		7	Disabled people		-	Solicitor		85
	Women		35				People not disabled / Incomplete		-	Barrister		15
Eligible Applicants	Men	1381	66	White	1704	81	Disabled people	87	4	Solicitor	984	47
	Women	713	34	BME	297	14	People not disabled / Incomplete	2008	96	Barrister	901	43
	Incomplete	1	0	Any other	20	1				Salaried Judicial Post Holder – former Solicitor	54	3
				Incomplete	74	4				Salaried Judicial Post Holder – former Barrister	21	1
										Salaried Judicial Post Holder – former multiple backgrounds	0	0
										Other/ Unknown	135	6
Shortlisting	Men	388	72	White	490	91	Disabled people	19	4	Solicitor	159	29
	Women	153	28	BME	40	7	People not disabled / Incomplete	522	96	Barrister	318	59
	Incomplete	0	0	Any other	2	0				Salaried Judicial Post Holder – former Solicitor	29	6
				Incomplete	9	1				Salaried Judicial Post Holder – former Barrister	10	2
										Salaried Judicial Post Holder – former multiple backgrounds	0	0
										Other/ Unknown	25	4
Selections Made	Men	140	70	White	182	90	Disabled people	2	1	Solicitor	48	24
	Women	61	30	BME	15	7	People not disabled / Incomplete	199	99	Barrister	138	69
	Incomplete	0	0	Any other	1	0				Salaried Judicial Post Holder – former Solicitor	5	2
				Incomplete	3	2				Salaried Judicial Post Holder – former Barrister	4	2
										Salaried Judicial Post Holder – former multiple backgrounds	0	0
										Other/ Unknown	6	2

**Eligible Pool:** Derived from data supplied by the Law Society (July 2007) and the Bar Council (March 2008) for minimum 7 years' professional qualification. The BME figures include 'any other' ethnic group, and exclude 'unknown' (approximately 12-13 per cent).

Aggregate table for all fee paid legal posts 2008-2009 [7 exercises]

324	Fee paid Legal Members of the Charity Tribunal	2007-2008
332	Fee paid Legally Qualified Member, Pensions Appeal Tribunal for England and Wales	2007-2008
349	Recorder (Northern, North Eastern, Wales Circuits)	2008
367	Deputy District Judge (Magistrates' Courts)	2008
380	Recorder (Midland Circuit)	2008
385	Fee paid Judge of the First Tier Tax Chamber	2008
395	Fee paid Appointed Person, Trade Marks Registry	2008

**00340: Salaried Legally Qualified Member of the Mental Health Review Tribunal 2008**

**Selection Exercise Results**

Stage of Exercise	Gender %			Ethnic Background %			Disabled people %			Professional Background %		
Eligible Pool	Men		79	BME		5	Disabled people		-	Solicitor		40
	Women		21				People not disabled / Incomplete		-	Barrister		60
Eligible Applicants	Men	128	58	White	181	82	Disabled people	9	4	Solicitor	141	64
	Women	94	42	BME	31	14	People not disabled / Incomplete	213	96	Barrister	53	24
	Incomplete	0	0	Any other	3	1				Salaried Judicial Post Holder-Former Solicitor	4	2
				Incomplete	7	3				Salaried Judicial Post Holder-Former Barrister	3	1
										Salaried Judicial Post Holder-Former multiple backgrounds	0	0
										Other/Unknown	21	9
Shortlisting	Men	47	58	White	72	89	Disabled people	1	1	Solicitor	60	74
	Women	34	42	BME	8	10	People not disabled / Incomplete	80	99	Barrister	15	19
	Incomplete	0	0	Any other	0	0				Salaried Judicial Post Holder-Former Solicitor	0	0
				Incomplete	1	1				Salaried Judicial Post Holder-Former Barrister	1	1
										Salaried Judicial Post Holder-Former multiple backgrounds	0	0
										Other/Unknown	5	6
Selections Made	Men	11	50	White	21	95	Disabled people	0	0	Solicitor	16	73
	Women	11	50	BME	1	5	People not disabled / Incomplete	22	100	Barrister	4	18
	Incomplete	0	0	Any other	0	0				Salaried Judicial Post Holder-Former Solicitor	0	0
				Incomplete	0	0				Salaried Judicial Post Holder-Former Barrister	0	0
										Salaried Judicial Post Holder-Former multiple backgrounds	0	0
										Other/Unknown	2	9

**Eligible Pool:** These figures represent the information available on the composition of the pool of fee paid judicial office holders in England and Wales. The BME figures include 'any other' ethnic group, and exclude 'unknown' (approximately 20 –21 per cent). They relate to Deputy District Judges, Deputy Masters, Deputy Registrars, Deputy Costs Judges, and Recorder figures and are published at: <http://www.judiciary.gov.uk/keyfacts/statistics/index.htm> as at 1 April 2008.

**Minimum Entry Requirements:** For full details of the minimum entry requirements for this post that are summarised below, please see published material about this selection exercise.

**Statutory Minimum Entry Requirements:** (a) The statutory requirement for applicants is set out as in section 1 of schedule 2 to the Mental Health Act 1983.

**Non-statutory Minimum Entry Requirements:** The Lord Chancellor normally expects applicants (a) to have served in a fee paid capacity for at least 2 years or to have completed 30 sitting days (b) to hold a 7 year general qualification within the meaning of section 71 of the Courts and Legal Services Act 1990.

## 00349: Recorder (Northern, North Eastern, Wales Circuits) 2008-2009

## Selection Exercise Results

Stage of Exercise	Gender		%	Ethnic Background		%	Disabled people		%	Professional Background			%
Eligible Pool	Men		69	BME		6	Disabled people		-	Solicitor		85	
	Women		31				People not disabled / Incomplete		-	Barrister		15	
Eligible Applicants	Men	318	73	White	387	89	Disabled people	9	2	Solicitor	89	20	
	Women	115	27	BME	36	8	People not disabled / Incomplete	424	98	Barrister	301	70	
	Incomplete	0	0	Any other	3	1				Salaried Judicial Post Holder – former solicitor	30	7	
				Incomplete	7	2				Salaried Judicial Post Holder – former barrister	5	1	
										Salaried Judicial Post Holder – former multiple backgrounds	0	0	
										Other/ Unknown	8	2	
Shortlisting	Men	163	74	White	201	91	Disabled people	4	2	Solicitor	42	19	
	Women	57	26	BME	15	7	People not disabled / Incomplete	216	98	Barrister	152	69	
	Incomplete	0	0	Any other	1	0				Salaried Judicial Post Holder – former solicitor	20	9	
				Incomplete	3	1				Salaried Judicial Post Holder – former barrister	2	1	
										Salaried Judicial Post Holder – former multiple backgrounds	0	0	
										Other/ Unknown	4	2	
Selections Made	Men	52	68	White	69	91	Disabled people	0	0	Solicitor	7	9	
	Women	24	32	BME	5	7	People not disabled / Incomplete	76	100	Barrister	64	84	
	Incomplete	0	0	Any other	1	1				Salaried Judicial Post Holder – former solicitor	4	6	
				Incomplete	1	1				Salaried Judicial Post Holder – former barrister	0	0	
										Salaried Judicial Post Holder – former multiple backgrounds	0	0	
										Other/ Unknown	1	1	

**Eligible Pool:** Derived from data supplied by the Law Society (July 2007) and the Bar Council (March 2008) for minimum 10 years' professional qualification. The BME figures include 'any other' ethnic group, and exclude 'unknown' (approximately 12-13 per cent).

**Minimum Entry Requirements:** For full details of the minimum entry requirements for this post that are summarised below, please see published material about this selection exercise.

**Statutory Minimum Entry Requirements:** 10 year Crown Court or 10 year County Court qualification within the meaning of section 71 of the Courts and Legal Services Act 1990.

**Non-statutory Minimum Entry Requirements:** Appointees to the seven Chancery posts needed to be suitable for early s.9 (1) authorisation to hear High Court Chancery matters, if not already authorised. Appointees to the twelve Family posts needed to be suitable for early authorisation to hear Public Law Cases, if not already authorised.

00351: High Court 2008										Selection Exercise Results		
Stage of Exercise	Gender		%	Ethnic Background		%	Disabled people		%	Professional Background		%
Eligible Pool	Men		79	BME		5	Disabled people		-	Solicitor		40
	Women		21				People not disabled / Incomplete		-	Barrister		60
Eligible Applicants	Men	118	91	White	124	96	Disabled people	3	2	Solicitor	11	9
	Women	11	9	BME	2	2	People not disabled / Incomplete	126	98	Barrister	85	66
	Incomplete	0	0	Any other	2	2				Salaried Judicial Post Holder – former solicitor	7	5
				Incomplete	1	1				Salaried Judicial Post Holder – former barrister	24	19
										Salaried Judicial Post Holder – former multiple backgrounds	2	1
										Other/ Unknown	0	0
Shortlisting	Men	39	87	White	45	100	Disabled people	1	2	Solicitor	1	2
	Women	6	13	BME	0	0	People not disabled / Incomplete	44	98	Barrister	39	88
	Incomplete	0	0	Any other	0	0				Salaried Judicial Post Holder – former solicitor	2	4
				Incomplete	0	0				Salaried Judicial Post Holder – former barrister	2	4
										Salaried Judicial Post Holder – former multiple backgrounds	1	2
										Other/ Unknown	0	0
Selections Made	Men	17	77	White	22	100	Disabled people	1	5	Solicitor	0	0
	Women	5	23	BME	0	0	People not disabled / Incomplete	21	95	Barrister	20	90
	Incomplete	0	0	Any other	0	0				Salaried Judicial Post Holder – former solicitor	1	5
				Incomplete	0	0				Salaried Judicial Post Holder – former barrister	1	5
										Salaried Judicial Post Holder – former multiple backgrounds	0	0
										Other/ Unknown	0	0

Some percentages may not sum up to 100% due to rounding.

**Eligible Pool:** These figures represent the information available on the composition of the pool of fee paid judicial office holders in England and Wales. The BME figures include 'any other' ethnic group, and exclude 'unknown' (approximately 20–21 per cent). They relate to Deputy District Judges, Deputy Masters, Deputy Registrars, Deputy Costs Judges, and Recorder figures and are published at <http://www.judiciary.gov.uk/keyfacts/statistics/index.htm> as at 1 April 2008.

**Minimum Entry requirements:** For full details of the minimum entry requirements for this post, summarised below, please see published material about this selection exercise.

**Statutory Minimum Entry Requirements:** (a) A 10 year High Court qualification within the meaning of section 71 of the Courts and Legal Services Act 1990 or (b) to have held the office of Circuit Judge for at least 2 years.

**Non-Statutory Minimum Entry Requirements:** The Lord Chancellor expects applicants to normally have served as a fee paid or salaried judicial office-holder for at least 2 years, or to have completed at least the minimum required fee paid sittings (i.e. 30 days).

00362: Circuit Judge Exercise 2008 including a further four selections following an additional request											Selection Exercise Results	
Stage of Exercise	Gender		%	Ethnic Background		%	Disabled people		%	Professional Background		%
Eligible Pool	Men		79	BME		5	Disabled people		-	Solicitor		40
	Women		21				People not disabled / Incomplete		-	Barrister		60
Eligible Applicants	Men	256	76	White	304	90	Disabled people	18	5	Solicitor	40	12
	Women	81	24	BME	29	9	People not disabled / Incomplete	319	95	Barrister	200	59
	Incomplete	0	0	Any other	1	0				Salaried Judicial Post Holder – former Solicitor	50	15
				Incomplete	3	1				Salaried Judicial Post Holder – former Barrister	26	8
										Salaried Judicial Post Holder – former multiple backgrounds	3	1
										Other/ Unknown	18	5
Shortlisting	Men	205	76	White	248	92	Disabled people	10	4	Solicitor	27	10
	Women	64	24	BME	19	7	People not disabled / Incomplete	259	96	Barrister	169	63
	Incomplete	0	0	Any other	1	0				Salaried Judicial Post Holder – former Solicitor	38	14
				Incomplete	1	0				Salaried Judicial Post Holder – former Barrister	21	8
										Salaried Judicial Post Holder – former multiple backgrounds	2	1
										Other/ Unknown	12	4
Selections Made	Men	67	80	White	81	97	Disabled people	3	4	Solicitor	5	6
	Women	17	20	BME	2	2	People not disabled / Incomplete	81	96	Barrister	67	80
	Incomplete	0	0	Any other	1	1				Salaried Judicial Post Holder – former Solicitor	5	6
				Incomplete	0	0				Salaried Judicial Post Holder – former Barrister	5	6
										Salaried Judicial Post Holder – former multiple backgrounds	0	0
										Other/ Unknown	2	2

Some percentages may not sum up to 100% due to rounding. The figures given for eligible applicants and those shortlisted include both those who applied for this exercise, and those taken from an existing list, drawn up under s94 of the Constitutional Reform Act 2005.

**Eligible Pool:** These figures represent the information available on the composition of the pool of fee paid judicial office holders in England and Wales. The BME figures include 'any other' ethnic group, and exclude 'unknown' (approximately 20–21 per cent). They relate to Deputy District Judges, Deputy Masters, Deputy Registrars, Deputy Costs Judges, and Recorder figures and are published at: <http://www.judiciary.gov.uk/keyfacts/statistics/index.htm> as at 1 April 2008.

**Minimum Entry Requirements:** For full details of the minimum entry requirements for this post that are summarised below, please see published material about this selection exercise.

**Statutory Minimum Entry Requirements:** (a) 10 year Crown Court or County Court qualification within the meaning of section 71 of the Courts and Legal Services Act 1990 (b) be a Recorder or

(c) has served at least three years in the offices listed in Part IA of schedule 2.

**Non-Statutory Minimum Entry Requirements:** The Lord Chancellor expects that, before being considered for appointment, individuals must normally have served as a fee paid judicial office holder for at least 2 years or to have completed 30 sitting days in a fee paid capacity.

## 00367: Fee paid Deputy District Judge (Magistrates' Courts) 2008 - 2009

## Selection Exercise Results

Stage of Exercise	Gender		%	Ethnic Background		%	Disabled people		%	Professional Background		%
Eligible Pool	Men		65	BME		7	Disabled people		-	Solicitor		85
	Women		35				People not disabled / Incomplete		-	Barrister		15
Eligible Applicants	Men	496	61	White	632	77	Disabled people	36	4	Solicitor	511	63
	Women	321	39	BME	141	17	People not disabled / Incomplete	781	96	Barrister	221	27
	Incomplete	0	0	Any other	13	2				Salaried Judicial Post Holder – former Solicitor	3	0
				Incomplete	31	4				Salaried Judicial Post Holder – former Barrister	6	1
										Other/ Unknown	76	9
Shortlisting	Men	40	63	White	58	92	Disabled people	2	3	Solicitor	40	63
	Women	23	37	BME	3	5	People not disabled / Incomplete	61	97	Barrister	18	29
	Incomplete	0	0	Any other	1	2				Salaried Judicial Post Holder – former Solicitor	0	0
				Incomplete	1	2				Salaried Judicial Post Holder – former Barrister	0	0
										Other/ Unknown	5	8
Selections Made	Men	15	58	White	22	85	Disabled people	0	0	Solicitor	18	69
	Women	11	42	BME	3	11	People not disabled / Incomplete	26	100	Barrister	6	23
	Incomplete	0	0	Any other	0	0				Salaried Judicial Post Holder – former Solicitor	0	0
				Incomplete	1	4				Salaried Judicial Post Holder – former Barrister	0	0
										Other/ Unknown	2	8

Some percentages do not add up to 100% due to rounding.

**Eligible Pool:** Derived from data supplied by the Law Society (July 2007) and the Bar Council (March 2008) for minimum 7 years' professional qualification. The BME figures include 'any other' ethnic group, and exclude 'unknown' (approximately 12-13 per cent).

**Minimum Entry Requirements:** For full details of the minimum entry requirements for this post that are summarised below, please see published material about this selection exercise.

**Statutory Minimum Entry Requirements:** A 7 year general qualification within the meaning of section 71 of the Courts and Legal Services Act 1990.

00380: Recorder (Midland Circuit) 2008 including a further selection following an additional request											Selection Exercise Results	
Stage of Exercise	Gender		%	Ethnic Background		%	Disabled people		%	Professional Background		%
Eligible Pool	Men		69	BME		6	Disabled people		-	Solicitor		85
	Women		31				People not disabled / Incomplete		-	Barrister		15
Eligible Applicants	Men	263	72	White	300	82	Disabled people	22	6	Solicitor	67	18
	Women	103	28	BME	54	15	People not disabled / Incomplete	344	94	Barrister	249	68
	Incomplete	0	0	Any other	1	0				Salaried Judicial Post Holder – former Solicitor	15	4
				Incomplete	11	3				Salaried Judicial Post Holder – former Barrister	8	2
										Salaried Judicial Post Holder – former multiple backgrounds	0	0
										Other/ Unknown	27	7
Shortlisting	Men	132	75	White	156	89	Disabled people	11	6	Solicitor	29	16
	Women	44	25	BME	15	9	People not disabled / Incomplete	165	94	Barrister	120	68
	Incomplete	0	0	Any other	0	0				Salaried Judicial Post Holder – former Solicitor	8	5
				Incomplete	5	3				Salaried Judicial Post Holder – former Barrister	8	5
										Salaried Judicial Post Holder – former multiple backgrounds	0	0
										Other/ Unknown	11	6
Selections Made	Men	51	77	White	62	94	Disabled people	0	0	Solicitor	5	8
	Women	15	23	BME	3	5	People not disabled / Incomplete	66	100	Barrister	53	80
	Incomplete	0	0	Any other	0	0				Salaried Judicial Post Holder – former Solicitor	1	2
				Incomplete	1	2				Salaried Judicial Post Holder – former Barrister	4	6
										Salaried Judicial Post Holder – former multiple backgrounds	0	0
										Other/ Unknown	3	5

**Eligible Pool:** Derived from data supplied by the Law Society (July 2007) and the Bar Council (March 2008) for minimum 10 years' professional qualification. The BME figures include 'any other' ethnic group, and exclude 'unknown' (approximately 12-13 per cent).

**Minimum Entry Requirements:** For full details of the minimum entry requirements for this post that are summarised below, please see published material about this selection exercise.

**Statutory Minimum Entry Requirements:** 10 years' Crown Court or 10 years' County Court qualification within the meaning of section 71 of the Courts and Legal Services Act 1990.

**Non-statutory Minimum Entry Requirements:** Six appointees to Civil posts had to have, or to be suitable for, early s 9(1) authorisation to hear general Queen's Bench cases, as well as Technology and Construction and/or Chancery cases. The five Family/Civil Recorders were expected to be suitable for early authorisation to hear Private Law cases.

## 00384: Fee paid non legal members of the First Tier Tax Chamber 2008

## Selection exercise results

Stage of Exercise	Gender		%	Ethnic Background		%	Disabled people		%	Professional Background			%
Eligible Pool	Men		52	BME		12	Disabled people		-	Solicitor		-	
	Women		48				People not disabled / Incomplete		-	Barrister		-	
Eligible Applicants	Men	173	77	White	207	92	Disabled people	8	4	Solicitor	0	0	
	Women	51	23	BME	9	4	People not disabled / Incomplete	216	96	Barrister	0	0	
	Incomplete	0	0	Any other	1	0				Salaried Judicial Post Holder – former Solicitor	0	0	
				Incomplete	7	3				Salaried Judicial Post Holder – former Barrister	0	0	
										Salaried Judicial Post Holder – former multiple backgrounds	0	0	
										Other/ Unknown	224	100	
Shortlisting	Men	168	77	White	201	93	Disabled people	8	4	Solicitor	0	0	
	Women	49	23	BME	9	4	People not disabled / Incomplete	209	96	Barrister	0	0	
	Incomplete	0	0	Any other	1	0				Salaried Judicial Post Holder – former Solicitor	0	0	
				Incomplete	6	3				Salaried Judicial Post Holder – former Barrister	0	0	
										Salaried Judicial Post Holder – former multiple backgrounds	0	0	
										Other/ Unknown	217	100	
Selections Made	Men	53	71	White	73	97	Disabled people	1	1	Solicitor	0	0	
	Women	22	29	BME	1	1	People not disabled / Incomplete	74	99	Barrister	0	0	
	Incomplete	0	0	Any other	0	0				Salaried Judicial Post Holder – former Solicitor	0	0	
				Incomplete	1	1				Salaried Judicial Post Holder – former Barrister	0	0	
										Salaried Judicial Post Holder – former multiple backgrounds	0	0	
										Other/ Unknown	75	100	

Some percentages may not sum up to 100% due to rounding.

**Eligible Pool:** Approximated from Office for National Statistics Labour Force Survey Oct-Dec 2007 – for people of working age (males 16 – 64, females 16 – 59) in England and Wales. The BME figures include 'any other' ethnic group.

**Minimum Entry Requirements:** For full details of the minimum entry requirements for this post that are summarised below, please see published material about this selection exercise.

**Statutory Minimum Entry Requirements:** The statutory requirement for applicants is set out as in paragraph 2 (1) schedule 2 of the Tribunals, Courts and Enforcement Act 2007.

**Non-Statutory Minimum Entry Requirements:** The Lord Chancellor normally expects applicants to have had at least 3 years experience in (a) direct experience of appeals in tax and tax related matters (b) direct experience of specific businesses including accountancy practices.

00385: Fee paid Judge of the First Tier Tax Chamber 2008										Selection Exercise Results		
Stage of Exercise	Gender		%	Ethnic Background		%	Disabled people		%	Professional Background		%
Eligible Pool	Men		63	BME		8	Disabled people		-	Solicitor		86
	Women		37				People not disabled / Incomplete		-	Barrister		14
Eligible Applicants	Men	94	70	White	116	86	Disabled people	5	4	Solicitor	88	65
	Women	41	30	BME	15	11	People not disabled / Incomplete	130	96	Barrister	27	20
	Incomplete	0	0	Any other	1	1				Salaried Judicial Post Holder – former Solicitor	1	1
				Incomplete	3	2				Salaried Judicial Post Holder – former Barrister	0	0
										Other/ Unknown	19	14
Shortlisting	Men	20	57	White	32	91	Disabled people	0	0	Solicitor	20	57
	Women	15	43	BME	3	9	People not disabled / Incomplete	35	100	Barrister	10	29
	Incomplete	0	0	Any other	0	0				Salaried Judicial Post Holder – former Solicitor	0	0
				Incomplete	0	0				Salaried Judicial Post Holder – former Barrister	0	0
										Other/ Unknown	5	14
Selections Made	Men	8	53	White	13	87	Disabled people	0	0	Solicitor	9	60
	Women	7	47	BME	2	13	People not disabled / Incomplete	15	100	Barrister	6	40
	Incomplete	0	0	Any other	0	0				Salaried Judicial Post Holder – former Solicitor	0	0
				Incomplete	0	0				Salaried Judicial Post Holder – former Barrister	0	0
										Other/ Unknown	0	0

**Eligible Pool:** Derived from data supplied by the Law Society (July 2007) and the Bar Council (March 2008) for minimum 5 years' professional qualification. The BME figures include 'any other' ethnic group, and exclude 'unknown' (approximately 12-13 per cent).

**Minimum Entry Requirements:** For full details of the minimum entry requirements for this post that are summarised below, please see published material about this selection exercise.

**Statutory Minimum Entry Requirements:** (a) The statutory requirement for applicants is set out as in paragraph 1(1) of schedule 2 to the Tribunals, Courts and Enforcement Act 2007 (b) a 5 year general qualification (c) be an advocate or solicitor in Scotland for at least 5 years' standing or (d) be a barrister or solicitor in Northern Ireland for at least 5 years' standing or (e) have gained knowledge in law that makes the person as suitable for appointment as if the person satisfies any of the paragraphs (b) to (d).

Aggregate table for all small exercises run in 2008-09 (16 exercises)										Results of Selection Exercises			
Stage of Exercise	Gender		%	Ethnic Background		%	Disabled people		%	Professional Background			%
Eligible Pool	Men		-	BME		-	Disabled people		-	Solicitor		-	
	Women		-				People not disabled / Incomplete		-	Barrister		-	
Eligible Applicants	Men	588	69	White	686	80	Disabled people	45	5	Solicitor	339	40	
	Women	263	31	BME	113	13	People not disabled / Incomplete	810	95	Barrister	218	25	
	Incomplete	4	0	Any other	12	1				Salaried Judicial Post Holder – former Solicitor	66	8	
				Incomplete	44	5				Salaried Judicial Post Holder – former Barrister	36	4	
										Salaried Judicial Post Holder – former multiple backgrounds	3	0	
										Other/ Unknown	193	23	
Shortlisting	Men	145	71	White	172	85	Disabled people	13	6	Solicitor	54	27	
	Women	58	29	BME	23	12	People not disabled / Incomplete	190	94	Barrister	57	28	
	Incomplete	0	0	Any other	3	1				Salaried Judicial Post Holder – former Solicitor	35	17	
				Incomplete	5	2				Salaried Judicial Post Holder – former Barrister	15	7	
										Salaried Judicial Post Holder – former multiple backgrounds	1	0	
										Other/ Unknown	41	20	
Selections Made	Men	47	75	White	55	87	Disabled people	6	10	Solicitor	16	25	
	Women	16	25	BME	7	11	People not disabled / Incomplete	57	90	Barrister	19	30	
	Incomplete	0	0	Any other	0	0				Salaried Judicial Post Holder – former Solicitor	13	21	
				Incomplete	1	2				Salaried Judicial Post Holder – former Barrister	7	11	
										Salaried Judicial Post Holder – former multiple backgrounds	0	0	
										Other/ Unknown	8	13	

The figures presented in this release reflect the total number of selections. In one case, the same individual was selected for two posts, and each selection has been counted separately (exercise 370).

Aggregate table for all small exercises run in 2008-09 not released separately (16 exercises)

324	Fee paid Legal Members of the Charity Tribunal	2007-2008
325	Fee paid Ordinary Members of the Charity Tribunal	2007-2008
328	Social Security and Child Support Commissioner-Salaried	2007-2008
332	Fee paid Legally Qualified Member, Pensions Appeal Tribunal for England and Wales	2007-2008
336	Senior Immigration Judge, Asylum and Immigration Tribunal	2007-2008
337	Designated Immigration Judge for the Asylum and Immigration Tribunal	2007-2008
345	District Judge Rhyl	2008
355	President of the Social Entitlement Chamber and President of the Health, education and Social Care Chamber	2008
356	Senior Circuit Judges in Birmingham	2008
360	Regional Chairman of the Social Security and Child Support Appeal Tribunal	2008
365	Part-time Salaried President of the Valuation Tribunal for England	2008
370	Queen's Bench Masters, Admiralty Registrar and Bankruptcy Registrar	2008
371	Salaried President of the Employment Tribunal (England and Wales)	2008
382	Salaried Judge of the First Tier Tax Chamber	2008
395	Fee paid Appointed Person, Trade Marks Registry	2008
396	Assistant Judge Advocate General	2008

Aggregate table of exercises run in 2008-09 for legal posts, all of which had non-statutory minimum entry requirements (15 exercises)										Results of Selection Exercises			
Stage of Exercise	Gender		%	Ethnic Background		%	Disabled people		%	Professional Background			%
Eligible Pool	Men		-	BME		-	Disabled people		-	Solicitor		-	
	Women		-				People not disabled / Incomplete		-	Barrister		-	
Eligible Applicants	Men	889	72	White	1045	85	Disabled people	58	5	Solicitor	430	35	
	Women	345	28	BME	137	11	People not disabled / Incomplete	1179	95	Barrister	514	42	
	Incomplete	3	0	Any other	16	1				Salaried Judicial Post Holder – former Solicitor	125	10	
				Incomplete	39	3				Salaried Judicial Post Holder – former Barrister	89	7	
										Salaried Judicial Post Holder – former multiple backgrounds	8	0	
										Other/ Unknown	71	6	
Shortlisting	Men	398	75	White	481	91	Disabled people	21	4	Solicitor	120	23	
	Women	132	25	BME	42	8	People not disabled / Incomplete	509	96	Barrister	269	51	
	Incomplete	0	0	Any other	4	1				Salaried Judicial Post Holder – former Solicitor	75	14	
				Incomplete	3	1				Salaried Judicial Post Holder – former Barrister	39	7	
										Salaried Judicial Post Holder – former multiple backgrounds	4	1	
										Other/ Unknown	23	25	
Selections Made	Men	132	76	White	166	96	Disabled people	8	5	Solicitor	30	17	
	Women	41	24	BME	6	3	People not disabled / Incomplete	165	95	Barrister	106	61	
	Incomplete	0	0	Any other	1	1				Salaried Judicial Post Holder – former Solicitor	19	11	
				Incomplete	0	0				Salaried Judicial Post Holder – former Barrister	13	8	
										Salaried Judicial Post Holder – former multiple backgrounds	0	0	
										Other/ Unknown	5	3	

The figures presented in this release reflect the total number of selection. In one case, the same individual was selected for two posts and each selection has been counted separately (exercise 370).

Aggregate table of exercises for legal posts selected in 2008-09, all of which had non-statutory minimum entry requirements (15 exercises)

324	Fee paid Legal Members of the Charity Tribunal	2007-2008
328	Social Security and Child Support Commissioner-Salaried	2007-2008
336	Senior Immigration Judge, Asylum and Immigration Tribunal	2007-2008
337	Designated Immigration Judge for the Asylum and Immigration Tribunal	2007-2008
340	Salaried Legally Qualified Member – Mental Health Review Tribunal	2008
345	District Judge Rhyl	2008
351	High Court	2008
355	President of the Social Entitlement Chamber and President of the Health, education and Social Care Chamber	2008
356	Senior Circuit Judges in Birmingham	2008
360	Regional Chairman of the Social Security and Child Support Appeal Tribunal	2008
362	Circuit Judge Exercise	2008
365	Part-time Salaried President of the Valuation Tribunal for England	2008
370	Queen's Bench Masters, Admiralty Registrar and Bankruptcy Registrar	2008
371	Salaried President of the Employment Tribunal (England and Wales)	2008
396	Assistant Judge Advocate General	2008

Aggregate table for all exercises run in 2008-09 without non-statutory minimum entry requirements (5 exercises)										Results of Selection Exercises		
Stage of Exercise	Gender		%	Ethnic Background		%	Disabled people		%	Professional Background		%
Eligible Pool	Men		-	BME		-	Disabled people		-	Solicitor		-
	Women		-				People not disabled / Incomplete		-	Barrister		-
Eligible Applicants	Men	701	63	White	875	79	Disabled people	48	4	Solicitor	700	63
	Women	410	37	BME	180	16	People not disabled / Incomplete	1064	96	Barrister	290	26
	Incomplete	1	0	Any other	15	1				Salaried Judicial Post Holder – former Solicitor	6	1
				Incomplete	42	4				Salaried Judicial Post Holder – former Barrister	6	1
										Salaried Judicial Post Holder – former multiple backgrounds	0	0
										Other/ Unknown	110	10
Shortlisting	Men	86	63	White	122	90	Disabled people	2	1	Solicitor	82	60
	Women	50	37	BME	9	7	People not disabled / Incomplete	134	99	Barrister	39	29
	Incomplete	0	0	Any other	1	1				Salaried Judicial Post Holder – former Solicitor	0	0
				Incomplete	4	3				Salaried Judicial Post Holder – former Barrister	0	0
										Salaried Judicial Post Holder – former multiple backgrounds	0	0
										Other/ Unknown	15	11
Selections Made	Men	31	60	White	43	83	Disabled people	0	0	Solicitor	34	65
	Women	21	40	BME	7	13	People not disabled / Incomplete	52	100	Barrister	16	31
	Incomplete	0	0	Any other	0	0				Salaried Judicial Post Holder – former Solicitor	0	0
				Incomplete	2	4				Salaried Judicial Post Holder – former Barrister	0	0
										Salaried Judicial Post Holder – former multiple backgrounds	0	0
										Other/ Unknown	2	4

Aggregate table for all posts selected in 2008-09 without non-statutory minimum entry requirements (5 exercises)

332	Fee paid Legally Qualified Member, Pensions Appeal Tribunal for England and Wales	2007-2008
367	Deputy District Judge (Magistrates' Courts)	2008
382	Salaried Judge of the First Tier Tax Chamber	2008
385	Fee paid Judge of the First Tier Tax Chamber	2008
395	Fee paid Appointed Person, Trade Marks Registry	2008

## **Explanatory notes**

These results cover selection exercises for the High Court and below, run by the JAC between 1 April 2008 and 31 March 2009.

### **Eligible pool**

The figure for the eligible pool show the diversity composition of that eligible pool and thus this includes proportions relating to gender, ethnic and professional backgrounds.

The eligible pool figures are derived from the figures supplied by the Bar Council and the Law Society, the Office for National Statistics Labour Force Survey and the Judiciary of England and Wales. Due to the nature of the data available (for example there is no data on the diversity profile of the Tribunals judiciary), eligible pool figures can be no more than a general guide. For some requirements, for example, 'direct experience of appeals in tax and tax related matters such as Income Taxes, Capital Taxes, VAT and Customs and Excise' there is no available information from which to compile an eligible pool.

The figures for the eligible pool represent the diversity breakdown for legal posts of those with the required number of years' qualified experience or, as appropriate, fee paid courts judges.

### **Eligible applicants**

The figure is the number of people from the eligible pool who applies for that post. Diversity figures are derived from the data supplied by the candidates in the application form. The figure for the eligible applicants will include applicants who do not meet the discretionary non-statutory criteria (if there are applicants of that type in the selection exercise) as their eligibility against these criteria is considered later in the process.

### **Shortlisted applicants**

Shortlisting of candidates is operated according to the respective assessment method in place for that particular exercise. In accordance with the JAC policy, this will typically take the form of a sifting using the application form and references or a qualifying test. Consequently, the figure reflects the number of people from eligible applicant who passes successfully any of the above-mentioned shortlisting stages.

### **Selections**

The figure is the number of people selected following successful interview and/or role-play(s) (where applicable).

### **Statutory requirements**

Those are laid down by Parliament for most judicial posts and relate to the Post-Qualifying years of experience for that particular exercise. For instance to apply for a Recordership, one must have a 10 year Crown or County Court qualification.

### **Non-Statutory minimum entry requirements**

These are additional requirements specified by the Lord Chancellor and may be as follows:

‘The Lord Chancellor expects that, before being considered for appointment, individuals must normally have served as a fee paid judicial office holder for at least 2 years or to have completed 30 sitting days in a fee paid capacity.’

### **Fee paid or Salaried legal experience**

This refers to someone holding a judicial post for which a fee or a salary is paid.

### **“Incomplete” and “any other”**

The figure is derived from the application form where the applicant could not define specifically their background or partially completes the form.