

D01/09 News release

9 February 2010

**RECORDER SOUTH EAST AND FEE PAID EMPLOYMENT TRIBUNAL
JUDGE STATISTICS PUBLISHED**

Diversity statistics for two of the most popular selection exercises for fee paid roles run by the Judicial Appointments Commission (JAC) last year are among a six month set of statistics published today.

Fee paid positions are often seen as the first rung on the judicial 'career' ladder, where lawyers stay in their main jobs, and work as a judge for between 15 and 30 days a year.

982 lawyers applied for 128 posts as fee paid Recorders on the South East Circuit and 624 lawyers applied for 36 posts as fee paid Employment Tribunal Judges.

In the Recorder exercise:

- 31 per cent of applicants, 28 per cent of shortlisted candidates and 37 per cent of those selected were women.
- 14 per cent of applicants, 12 per cent of shortlisted candidates and 13 per cent of those selected were from a black or minority ethnic (BME) background.
- 23 per cent of applicants, 11 per cent of shortlisted candidates and 11 per cent of those selected were solicitors.
- 3 per cent of applicants, 3 per cent of shortlisted candidates and 3 per cent of those selected were disabled people.

- In the fee paid Employment Tribunal Judge exercise:
- 40 per cent of applicants, 47 per cent of shortlisted candidates and 54 per cent of those selected were women.
- 13 per cent of those who applied, 7 per cent of shortlisted candidates and 6 per cent of those selected were from a BME background.
- 72 per cent of applicants, 83 per cent of shortlisted candidates and 75 per cent of those selected were solicitors.
- 6 per cent of applicants, 7 per cent of shortlisted candidates and 6 per cent of those selected were disabled people.

Baroness Prashar, Chairman of the Judicial Appointments Commission, said:

“Judicial appointment continues to be very competitive with the number of high quality candidates coming forward remaining strong.

“Our selection process is open and fair and we select only the most talented from those who apply. Diversity and merit go together, because if the best candidates from all backgrounds apply, we can select the most able to recommend to the Lord Chancellor for appointment.

“The legal profession is becoming more diverse. These figures show that the judiciary is beginning to change.

“BME candidates have done particularly well in the Recorder South East exercise, where they performed better than their numbers in the eligible pool and I am pleased to see our first applications from ILEX Fellows seeking to become Employment Tribunal Judges.

“We are doing more than ever to encourage a wide range of candidates from across the legal profession. We run candidate seminars, provide good quality and accessible information (including a video on our website), and work closely with the legal profession, the Judiciary and the Government.

“Together we are removing misconceptions and myths and highlighting the wide range of different judicial opportunities, and in some cases different working patterns, now available. We know there is more work to be done to encourage solicitors to apply for some posts, and we are working with the Law Society and others to make that happen.”

“We want others to help by removing the barriers outside our control. Solicitors say they want more encouragement from their firms. Women say they want more opportunities for part-time working.”

The statistics published today cover selection exercises completed between April and September 2009. This is the first set of Official Statistics published by the JAC under the Code of Practice for Official Statistics.

The statistics, which shows the proportion of applications relative to the eligible pool and the progression from one stage of the selection process to the next is available on our website <http://www.judicialappointments.gov.uk/>

No reliable data currently exists to allow for comparisons with selections made prior to the establishment of the JAC, and long term trends to be accurately analysed. We would like there to be, so we are working with the Ministry of Justice Statistical Unit to develop this.

For further information contact Stephen Ward, 020 3334 0329.

Editors Notes

1. The Ministry of Justice Head of Statistics has confirmed the statistics published today have been produced in accordance with the rules and standards laid down in the Statistics Act 2008 and the Code of Practice for Official Statistics.
2. The JAC came into existence in April 2006 with a statutory duty to select solely on merit and to have regard to the need to encourage diversity in the range of people applying for appointment.

3. The JAC exercises can not be compared directly year on year, because each year the exercises we are asked to run by the Ministry of Justice are different, with a different pool of eligible candidates.
4. All previous JAC selection exercise data has been published in tables on the JAC website. We will publish the diversity data for selection exercises completed April 2009 to March 2010 on our website in summer 2010.
5. The statistics published today cover the following completed selection exercises between April to September 2009:
 - Fee Paid Judge of Employment Tribunal (England and Wales)
 - Salaried Judge of the Employment Tribunal (England and Wales)
 - Salaried Judge of the First-tier Tribunal (Social Entitlement Chamber)
 - Recorder (South Eastern Circuit)
 - Grouped small selection exercises –
 - Fee Paid Deputy Chairman of the Copyright Tribunal (England, Wales and Scotland)
 - Appointed Person, Trade Marks Registry (United Kingdom)
 - Fee Paid Vice President of the Valuation Tribunal for England and Wales (Non-legal role)
 - President of the War Pension and Armed Forces Compensation Chamber and President of the Land Chamber (England and Wales)
 - Regional Judge of the Employment Tribunal (England and Wales)
 - Deputy President of the First-tier Tribunal (Health, Education and Social Care Chamber) (England and Wales)
 - Senior Circuit Judges (Resident Judge) - Western Circuit, Bristol, Winchester/Salisbury
 - Senior Circuit Judges (Resident Judge) – Birmingham