



## **Judicial Selection and Recommendations for Appointment Statistics, April 2015 to March 2016**

**Judicial Appointments Commission  
Statistics Bulletin**

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## Introduction

This bulletin presents statistics on applications, shortlisting and recommendations for the appointment of judges in selection exercises that were completed between 1 April 2015 and 31 March 2016.

The statistics are used to monitor and evaluate the diversity of applications and Judicial Appointments Commission (JAC) recommendations for judicial office.

There are several stages in each selection exercise when the diversity of applicants is officially monitored: application, shortlisting (consists of 1 or more stages) and recommendation for appointment. The **Results** section includes an overview of each diversity characteristic<sup>1</sup>.

To maintain confidentiality and to ensure candidates may not be personally identified, exercises for posts with fewer than 10 recommendations are amalgamated and presented as a grouped exercise. We are currently reviewing the disclosure policy; please send any views to [judicial.statistics@justice.gsi.gov.uk](mailto:judicial.statistics@justice.gsi.gov.uk) with the subject line 'JAC statistics disclosure policy'

Recommendations can take two forms. In most cases, recommendations are for immediate appointment, which takes place following the recommendation (section 87 of the Constitutional Reform Act). In some cases, the JAC is requested to identify candidates for possible future appointments (section 94 of the Constitutional Reform Act). Results from both forms of recommendations where available are presented in the tables which accompany this bulletin.

This is the second bulletin to be published since the implementation of the Equal Merit Provision policy. This policy enables the JAC to select a candidate for the purpose of increasing judicial diversity where two or more candidates are considered to be of equal merit. The policy has applied to selection exercises launched since 1 July 2014. It is used at the final decision-making stage of the selection process and only where:

- two or more candidates are judged by the Commission to be of equal merit when assessed against the advertised requirements for a specific post; and
- there is clear under-representation on the basis of race or gender (determined by reference to national census data and judicial diversity data from the Judicial Office).

The diversity statistics in this report are based on self-declared information that applicants have provided on the JAC Diversity Monitoring Form. This information is not considered in the selection process unless the Equal Merit Provision is applied at the final stage in line with Commission policy. Completion of the Diversity Monitoring Form is voluntary. Some applicants choose not to declare their diversity characteristics and are reported under the separate heading of "Prefer not to disclose"; others do not complete the form correctly – these applicants are grouped together and included in the 'Incomplete' group.

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<sup>1</sup> Characteristics covered in this report include gender, ethnic background, professional background, disability status, age of applicants, religious belief and sexual orientation.

## **Changes to reporting**

Diversity statistics for senior appointments are included in this publication for the first time, following digitisation of paper records. The JAC is responsible for running selection exercises for posts up to and including the High Court. It is also asked to convene panels that recommend candidates for appointment to other senior posts such as Lord Chief Justice, Heads of Division, Senior President of Tribunals and Lords Justices of Appeal. The President and members of the UK Supreme Court are selected under a separate process set out in the Constitutional Reform Act 2005.

Courts and tribunals posts are also broken down by fee-paid and salaried for the first time. Salaried roles can be full or part time. Salaried judicial office holders are required to give up legal practice on appointment. Fee-paid positions, including tribunal appointments, Recorders, and deputy district judges, are part-time roles. Office holders will sit for a number of days a year, which varies depending on the type of appointment. Fees are paid according to the number of sittings or days worked. However, the role is subject to many of the same terms and conditions as a salaried judicial office holder. Fee-paid judicial office holders can continue their legal practice.

## **Action taken to improve diversity**

The JAC uses quality assurance checks throughout the selection process to ensure proper procedures are followed, standards are maintained and all stages of selection are free from bias. This includes:

- reviewing selection exercise materials, and observing dry-runs of role plays and interviews
- monitoring the progression of candidate groups at key stages in the selection process
- carrying out equality impact assessments on all changes to the selection process and
- making reasonable adjustments for candidates who need them

The JAC also participates in outreach activity to encourage a diverse range of candidates to apply. In 2015 and 2016, alongside its partners in the legal professions and the Judicial Office, the JAC participated in outreach events around the country, several of which were targeted at under-represented groups.

The JAC also works with other organisations to break down barriers and improve judicial diversity. The JAC continues to chair the Judicial Diversity Forum, a group of organisations responsible for monitoring progress on implementing the recommendations of the 2010 Advisory Panel on Judicial Diversity.

## **Related statistics – Judicial Office**

Statistics on the diversity of current judicial office holders including magistrates are published by the Judicial Office at <https://www.judiciary.gov.uk/publication-type/statistics/>.

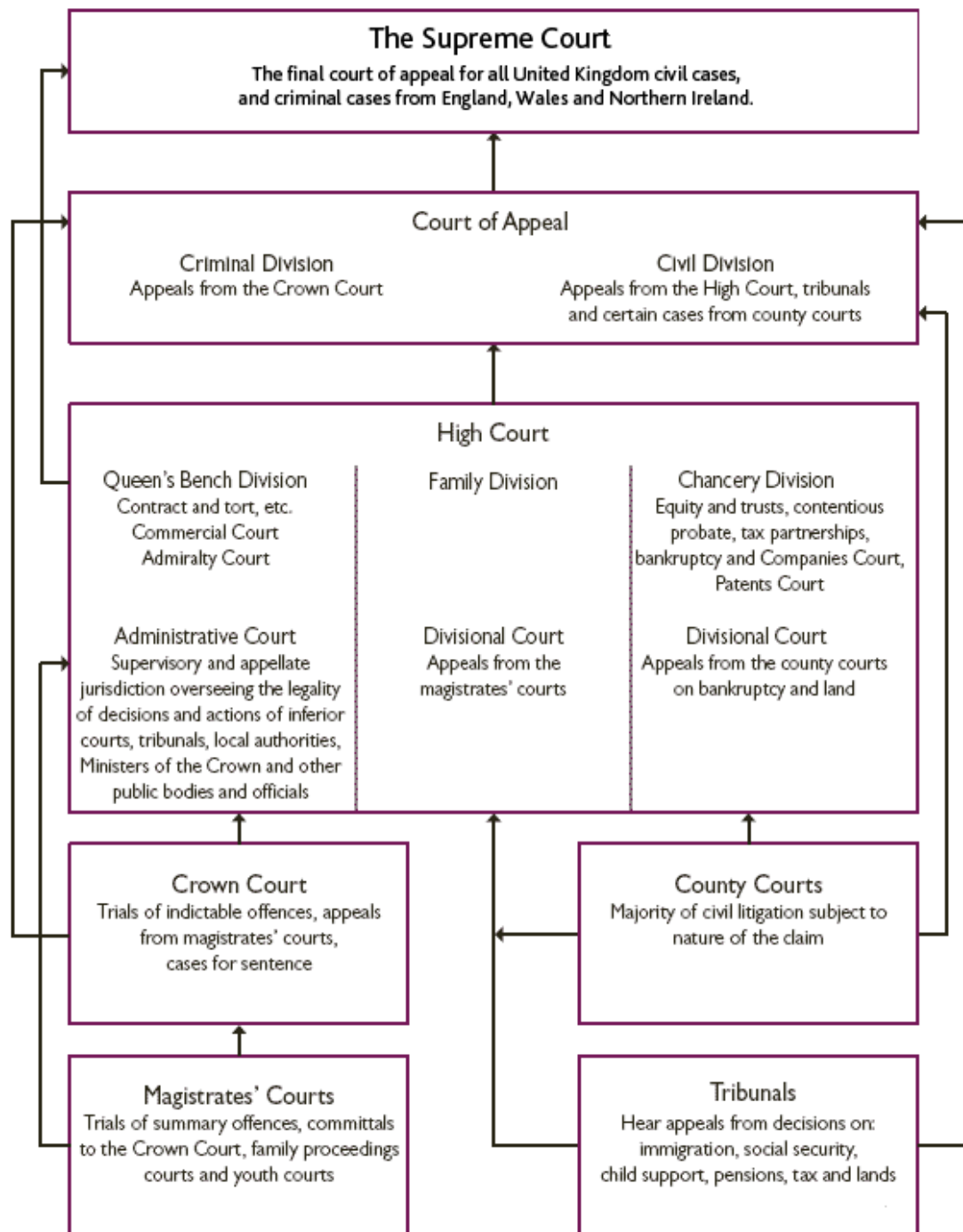
## Further Information

Further information about data sources, statistical methodological revisions, any forthcoming changes and stages in the selection process is provided in the Definitions and Measurement document that accompanies this statistical bulletin.

Following a consultation in November 2015, this publication is now released on an annual basis rather than 6-monthly. The next release is due in June 2017. The consultation response is published at

<https://jac.judiciary.gov.uk/news/jac-statistics-consultation-response>

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



## Key Findings

This annual bulletin presents statistics on recommendations for judicial posts made between 1 April 2015 and 31 March 2016.

Statistics relating to the diversity of applicants and recommendations are presented for the following posts:

- Circuit Judge
- Recorder
- District Judge
- District Judge (Magistrates' Court)
- Valuation Tribunal Chairmen and Members
- Deputy High Court Judge
- Grouped small Court selection exercises (7 exercises)
- Grouped small Tribunal selection exercises (9 exercises)

Exercises with fewer than 10 recommendations have been grouped according to whether they were for court or tribunal posts to maintain candidate confidentiality.

Please note that results for High Court Judge 2015 will be reported in the April 2016 to March 2017 bulletin which will be published in June 2017 as the exercise closed after March 2016.

**Table i. Applications, shortlisted candidates and recommendations for appointments for all exercises completed in April 2015 to March 2016 and senior judicial exercises (2012–2015)**

		Applications	Shortlisted	Recommended for immediate appointment (s87)	Recommended to a list (s94)
<b>Courts</b>	Salaried	627	331	129	19
	Fee-paid	1,603	293	125	3
	<b>Total</b>	<b>2,230</b>	<b>624</b>	<b>254</b>	<b>22</b>
<b>Tribunals</b>	Salaried	51	19	4	-
	Fee-paid <sup>1</sup>	158	105	50	-
	<b>Total</b>	<b>209</b>	<b>124</b>	<b>54</b>	<b>-</b>
<b>April 2015 - March 2016 Total</b>		<b>2,439</b>	<b>748</b>	<b>308</b>	<b>22</b>
<b>Senior judicial exercises (2012-15)</b>		<b>74</b>	<b>51</b>	<b>21</b>	<b>-</b>

1. The Valuation Tribunal Chairmen and Members exercise is classed as fee-paid however chairmen and members are lay volunteers

7 candidates withdrew after submitting their application and 43 candidates withdrew following shortlisting

34 applicants were ineligible for these exercises and have been removed from the totals

123 applicants opted not to share their diversity data and have been removed from the totals

In total, the 22 exercises completed in April 2015 to March 2016 attracted 2,439 applicants, of whom 2,230 applied for court posts and 209 applied for tribunal posts. A total of 308 recommendations for immediate appointment were made for during this period, of which 254 were for court posts and 54 were for tribunal posts.

**Figure 1. Diversity breakdown for overall applications, shortlisted candidates and recommendations for appointment for exercises completed in April 2015 to March 2016**



Diversity statistics for senior judicial exercises completed in 2012–2015 are being presented for the first time in this bulletin. A total of 74 applications were received for the following posts:

- Court of Appeal 2012
- Lord Chief Justice 2013
- President of the Queen’s Bench Division 2013
- Court of Appeal 2014–15
- Senior President of Tribunals 2015

A total of 21 recommendations were made to the above posts; results are presented for the Court of Appeal 2012 exercise and as there were fewer than 10 recommendations made for each of the remaining posts, they have been grouped to maintain candidate confidentiality.

#### *Female candidates*

When considering all 22 exercises completed in April 2015 to March 2016, 38% (922) of all applicants, 36% (270) of the shortlisted candidates and 45% (140) of recommended candidates were women. The proportions of female applicants were largely similar to the proportions of women in the posts’ respective eligible pools. The only exception was the Circuit Judge exercise; 42% of the eligible pool were women, whereas 14% of applicants and 25% of candidates recommended for immediate appointment were women.

The largest proportion of female applicants in this period was for District Judge where women represented 49% (93) of applicants and 60% (32) of the recommendations for immediate appointment. This is the highest proportion of recommended candidates who were women for this post to date; in 2013 53% (29) of recommendations were women.



### *Candidates from a Black, Asian and Minority Ethnic (BAME) background*

Overall, 16% (387) of all applicants, 10% (72) of the shortlisted candidates and 9% (28) of recommended candidates declared they were from a BAME background. The proportion of applicants who declared they were from BAME backgrounds was equal to or greater than the proportion in the eligible pool in 4 of the legal posts. The proportion of applicants who declared they were from a BAME background for the Circuit Judge (8%) was smaller than the proportion in the eligible pool (11%).

The exercise with the highest success rate for candidates from a BAME background was for the Valuation Tribunal Chairmen and Members posts, where they represented a total of 9 (27%) of the total 33 recommendations for immediate appointment.

### *Candidates with a professional background of solicitor*

In the 17 exercises for legal posts, candidates with a professional background of solicitor represented 13% (296) of applicants, 7% (45) of the shortlisted candidates and 4% (10) of recommendations for immediate appointment. These figures should be interpreted with caution as a large number of applicants in the Circuit Judge, Recorder and District Judge exercises did not complete this section of the diversity monitoring form.

In the exercises with a higher form completion rate, the proportion of candidates with a professional background of solicitor decreased through the process from application to recommendation in District Judge (Magistrates' Court) exercise (43% to 24%) and in the Deputy High Court Judge exercise (34% to 5%).

### *Disability*

Candidates who declared a disability represented 4% (89) of all applicants, 3% (22) of the shortlisted candidates and 3% (9) of recommendations for immediate appointment. The proportions of recommended candidates who had declared a disability across all exercises ranged from 0% to 6%, however due to small numbers these figures should be interpreted with care. Eligible pool information on disability is not available to make comparisons.

### *Age*

When considering all exercises completed in April 2015 to March 2016, 41% (993) of all applicants, 40% (298) of the shortlisted candidates and 46% (142) of candidates recommended for immediate appointment were aged 45 and under. People aged 46 and over represented 58% (1,426) of all applicants, 60% (450) of the shortlisted candidates and 54% (166) of candidates recommended for immediate appointment.

Out of the 6 larger exercises, 5 attracted higher proportions of applications from the 46 and over age group, particularly in the Circuit Judge exercise where 85% (201) applicants were aged 46 and over. Eligible pool information on age is not available to make comparisons.

### *Sexual orientation and religious belief*

To protect candidate confidentiality, information relating to sexual orientation and religious belief has been presented as an aggregate across all exercises completed in April 2015 to March 2016 and senior judicial exercises completed in 2012–15.

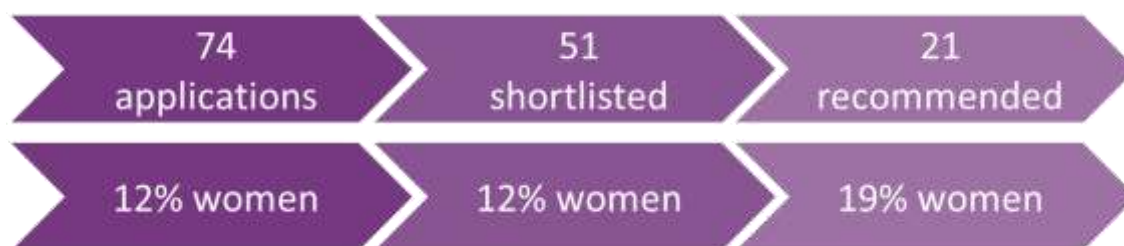
Out of the total 2,513 applications received, 4% (89) of applicants, 4% (32) of shortlisted candidates and 5% (18) of candidates recommended for immediate appointment identified themselves as gay, lesbian or bisexual. There were 166 (7%) applicants who either declined to respond or did not provide a completed answer.

When considering religious belief, out of the 2,513 applications received, 2,082 (83%) provided a response. The highest proportion for reported religion was Church of England (32%, 806) and 19% (474) reported no religion. Out of the total 329 candidates recommended for immediate appointment, 34% (111) reported their religion as Church of England, 19% (63) reported no religion and 19% (64) either declined to respond or did not provide a completed answer.

### *Senior judicial exercises*

The senior judicial exercises completed in 2012–15 attracted a total of 74 applicants, 51 of whom were shortlisted and 21 recommended for immediate appointment.

**Figure 2. Total applications, shortlisted candidates and recommendations for appointment for senior judicial exercises completed in 2012–15 with proportions of women at each stage**



Out of the total 74 applicants, 12% (9) were women. Women represented 12% (6) of the shortlisted candidates and 19% (4) of the recommendations to post. There were no applicants who declared to be from a BAME background, however 4% (3) of applicants did not provide this information.

The majority of candidates who applied for these posts did not declare a disability, the remaining 4% (3) did not provide this information. All applicants were aged 46 and over, 5% (4) of whom were aged 46-55.

In the Court of Appeal 2012 exercise, 64% (23) of applicants were salaried judicial office holders and 6% (2) were barristers. This information was not collected in the other senior judicial exercises run during this period.

## Results

### Selection Exercises

Between 1 April 2015 and 31 March 2016, there were 2,439 applicants, 748 shortlisted candidates and 308 recommendations made for immediate appointment. Diversity characteristics of applicants are presented for 6 exercises (5 legal and 1 non-legal) with 10 or more recommendations (accompanying Tables 1-6). Of the total applications, 2,230 were for court posts, of which 624 candidates were shortlisted, 254 recommended for immediate appointment (s87) and 22 recommended to a reserve list (s94). There were 209 applicants for tribunal posts, of which 124 candidates were shortlisted and 54 recommended for immediate appointment (s87).

Exercises with fewer than 10 recommendations have been grouped according to whether they are for tribunal or court posts to maintain candidate confidentiality and have been presented in Table *ii*. These exercises led to a total of 21 and 16 recommendations for immediate appointment respectively (see Tables 7 and 8).

This bulletin also reports diversity characteristics at each stage in the recruitment process for senior judicial exercises that ran during 2012–2015 (accompanying tables 9-10). During this time, there were 74 applications for senior roles, of which 51 candidates were shortlisted and 21 were recommended for immediate appointment.

Five of the exercises presented in this report have been run in previous years, the results of which have been provided in Excel Table 12 for comparative purposes.

Summary tables by diversity characteristics are presented within this report.

### *Equal Merit Provision*

This is the second bulletin to be published since the implementation of the Equal Merit Provision policy took effect for exercises launched after 1 July 2014. In line with the policy 14 out of the 308 recommendations reported in this bulletin were made following the application of the provision.

**Table ii. Grouped small selection exercises completed in April 2015 to March 2016**

<b>Selection Exercise</b>	<b>No. of applications received</b>	<b>No. of recommendations made</b>
<b>Tribunals</b>		
Fee-paid Appointed Person, Appeal Tribunal, Trademarks	23	3
Fee-paid Appointed Person, Design Tribunal	24	3
Regional Salaried Medical Member of the FtT, SEC	14	2
Regional Employment Judge, Wales	7	1
Salaried Judge of the FtT HESC, SEND	23	1
Deputy Regional Valuer	7	-
Fee-paid Valuer Chairman FtT Property Chamber, Residential Property	9	3
Fee-paid Valuer Members FtT Property Chamber, Residential Property	23	7
Deputy Chairman of the Copyright Tribunal	8	1
<b>Total</b>	<b>138</b>	<b>21</b>
<b>Courts</b>		
Specialist Circuit Judge - Mercantile	13	1
Senior Circuit Judge - Resident Judge	4	1
Costs Judge	10	3
Queen's Bench Master	10	1
Deputy Queen's Bench Master	28	4
Deputy Chancery Masters	30	4
Deputy Bankruptcy Registrars	33	2
<b>Total</b>	<b>128</b>	<b>16</b>

## Eligible pool

Eligible pool information is provided for the 5 legal exercises completed in April 2015 to March 2016 with 10 or more recommendations (Tables 1-4 and 6). Comparisons with the eligible pool are made where relevant to provide additional context. Four different eligible pools were referred to for these exercises:

- For the Circuit Judge and Deputy High Court Judge exercises, (Tables 1 and 6) the eligible pool consisted of 105,267 potential candidates who have 7 years' experience as a solicitor or barrister. Of this pool, 42% were women, 11% declared they were from a BAME background, and 85% were from a professional background of solicitor.
- For the Recorder exercise (Table 2), the eligible pool consisted of 94,314 potential candidates who have 7 years' experience as a solicitor or barrister. Of this pool, 40% were women, 9% declared they were from a BAME background, and 89% were from a professional background of solicitor. Whilst the eligibility criteria are the same as the above exercises, this eligible pool is based on an earlier snapshot of the pool due to the exercise being run earlier in the reporting period.
- For the District Judge and District Judge (Magistrates' Court) exercises (Tables 3 and 4), the eligible pool consisted of solicitors, barristers and fellows of CILEx with 5 or more years of legal experience. This accounted for 111,576 potential candidates, of whom 44% were women, 10% declared they were from a BAME background, and 85% were from a professional background of solicitor.

It is not possible to calculate an eligible pool for the grouped exercises due to differences in the eligibility criteria between posts. Eligible pool data are not available for the Valuation Tribunal Chairmen and Members post as it is a non-legal exercise, or for the senior judicial exercises.

## Female candidates

Table *iii* shows the proportion of candidates recommended for immediate appointment to posts who were women in April 2015 to March 2016 and senior judicial posts in 2012–2015, with comparisons to eligible pools and previous exercises where available. The completion rate for gender in the Circuit Judge exercise was low (63%) and therefore any comparisons should be made with caution.

The proportion of applicants who were women was equal to or greater than the proportion of women in the eligible pool in 3 out of the 5 legal posts. A smaller proportion of female candidates applied for the Circuit Judge and Deputy High Court Judge than were represented in the eligible pools for the posts.

Generally the proportion of female candidates increased through the process from application to recommendation. Decreases in proportions from application to recommendation can be seen in the Valuation Tribunal Chairmen and Members (45% to 42%).

Women were proportionately more successful in the Recorder exercise than in previous years; in the previous exercise run in 2011, 35% of the recommendations were women whereas in 2015 this increased to 56%. An increase was also seen in the District Judge exercise; in the previous exercise run in 2013, 53% of recommendations were women whereas in 2015, this increased to 60%.

The proportion of recommendations for the District Judge (Magistrates' Court) that were women has increased in each exercise since 2007/08 from 38% to 47%, where it has remained stable over the last two exercises. Fewer women applied for the Circuit Judge 2015 exercise than in previous years – 14% of applicants compared to 31%. The proportion of recommendations for Circuit Judge posts that were women has declined from 42% in 2014 to 25% in 2015.

The post with the largest proportion of female applicants in 2015/16 was District Judge (49%) and 32 (60%) of the 53 recommendations were women. This is the highest proportion of recommended candidates who were women for this post to date; in 2013 53% (29) of recommendations were women.

In the small Court exercises, 27% (34) of applicants and 38% (6) of recommended candidates were women. In comparison, for small Tribunal posts women represented 30% (42) of applicants and 24% (5) of recommendations to post.

### *Senior judicial exercises*

The Court of Appeal exercise run in 2012 attracted a total of 36 applicants, 14% (5) of whom were women. Of the 10 recommendations made for this post, 30% (3) were women.

In the smaller senior judicial exercises, there were 38 applicants in total and 11% (4) of these were women. One out of the 11 recommended candidates for immediate appointment to these posts was female.

**Table *iii*. Candidates recommended for immediate appointment who were women (1 April 2015 to 31 March 2016)**

Exercise	Total number of applications	Total number of recommendations for immediate appointment	Proportion of eligible pool who were women <sup>1</sup>	Number and proportion of applicants who were women	Number and proportion of recommended candidates who were women	Proportion of recommended candidates in past exercises who were women
<u>April 2015 - March 2016</u>						
Circuit Judge	236	53	42%	33 (14%)	13 (25%)	8% - 48%
Recorder	1,178	96	40%	475 (40%)	54 (56%)	20% - 56%
District Judge	189	53	44%	93 (49%)	32 (60%)	34% - 60%
District Judge (Magistrates' Court)	165	17	44%	78 (47%)	8 (47%)	38% - 47%
Valuation Tribunal Chairmen and Members <sup>2</sup>	71	33	..	32 (45%)	14 (42%)	..
Deputy High Court Judge	334	19	42%	135 (40%)	8 (42%)	..
Small Tribunal exercises <sup>1</sup>	138	21	..	42 (30%)	5 (24%)	..
Small Court exercises <sup>1</sup>	128	16	..	34 (27%)	6 (38%)	..
<u>Senior judicial exercises (2012-15)</u>						
Court of Appeal 2012 <sup>1</sup>	36	10	..	5 (14%)	3 (30%)	..
Small senior judicial exercises <sup>1</sup>	38	11	..	4 (11%)	1 (9%)	..

1. Proportions in the eligible pool may differ due to eligibility criteria and when the exercise was run

2. Eligible pool information is not available

- zero

.. not available

## **Candidates from a Black, Asian and Minority Ethnic background**

Table iv shows the number of candidates recommended for immediate appointment who declared they were from a BAME background in each exercise, with eligible pool comparisons for the 5 legal posts.

The proportion of applicants who declared they were from BAME backgrounds was equal to or greater than the proportion in the eligible pool in 4 of the legal posts. The proportion of applicants from a BAME background for the Circuit Judge (8%) was smaller than the proportion in the eligible pool (11%).

The proportion of candidates who declared they were from a BAME background decreased through the process from application to recommendation in all 6 reported exercises. This decrease can also be seen in the grouped tribunal and court exercises.

Candidates who declared they were from a BAME background were most successful in the Valuation Tribunal Chairmen and Members exercise, where they represented 27% (9) of the recommendations for immediate appointment.

BAME candidates were proportionately more successful in the District Judge (Magistrates' Court) exercise than in previous years; in a similar sized exercise that was run in 2012, BAME candidates represented 7% of recommendations in comparison to the 18% of recommended candidates in the 2015 exercise. Similarly, BAME candidates were more successful in the District Judge 2015 exercise, where 8% of recommendations were from a BAME background compared to 2% in 2013.

A decline in the proportion of recommended BAME candidates can be seen in the Circuit Judge exercise since 2012, where 9% of the recommended candidates declared they were from a BAME background compared to 6% in 2015. This is however a small increase from the 4% of recommendations made in the Circuit Judge 2014 exercise.

When comparing the Recorder 2015 exercise to the exercise run in 2011, 5% of recommended candidates were from a BAME background in 2015 compared to 8% in 2011.

In the small Court exercises, BAME candidates represented 16% (20) applicants and 6% (1) recommendations to post. In the small Tribunal exercises, candidates who declared they were from a BAME background represented 13% (18) of applicants and 5% (1) of recommendations for immediate appointment.

### *Senior judicial exercises*

None of the candidates who applied for the senior judicial posts in 2012–2015 declared they were from a BAME background.



**Table iv. Candidates recommended for immediate appointment who declared they were from a BAME background (1 April 2015 to 31 March 2016)**

Exercise	Total number of applications	Total number of recommendations for immediate appointment	Proportion of eligible pool who were from a BAME background <sup>1</sup>	Number and proportion of applicants who were from a BAME background	Number and proportion of recommended candidates who were from a BAME background	Proportion of recommended candidates from a BAME background in past exercises
<u>April 2015 - March 2016</u>						
Circuit Judge	236	53	11%	18 (8%)	3 (6%)	0% - 9%
Recorder	1,178	96	9%	168 (14%)	5 (5%)	4% - 8%
District Judge	189	53	10%	28 (15%)	4 (8%)	0% - 8%
District Judge (Magistrates' Court)	165	17	10%	40 (24%)	3 (18%)	0% - 18%
Valuation Tribunal Chairmen and Members <sup>2</sup>	71	33	..	22 (31%)	9 (27%)	..
Deputy High Court Judge	334	19	11%	73 (22%)	2 (11%)	..
Small Tribunal exercises <sup>2</sup>	138	21	..	18 (13%)	1 (5%)	..
Small Court exercises <sup>2</sup>	128	16	..	20 (16%)	1 (6%)	..
<u>Senior judicial exercises (2012-15)</u>						
Court of Appeal 2012 <sup>2</sup>	36	10	..	-	-	..
Small senior judicial exercises <sup>2</sup>	38	11	..	-	-	..

1. Proportions in the eligible pool may differ due to eligibility criteria and when the exercise was run

2. Eligible pool information is not available

- zero

.. not available

## **Candidates from a professional background of solicitor**

Table v shows the proportion of recommended candidates for immediate appointment from a professional background of solicitor in each exercise, with eligible pool and past exercise comparisons where available for the 5 legal exercises and grouped small exercises. Comparisons for the Circuit Judge, Recorder and District Judge exercises cannot be made due to the large number of applicants who did not complete this section of the diversity monitoring form.

There were smaller proportions of applicants and recommended candidates with a professional background of solicitor than in the respective eligible pools for the District Judge (Magistrates' Court) and Deputy High Court Judge exercises.

Compared to previous exercises, a smaller proportion of recommended candidates had professional background of solicitor in the District Judge (Magistrates' Court) exercise (24% compared to 53% in 2012).

The proportion of candidates with a professional background of solicitor decreased through the process from application to recommendation in both exercises; 43% to 24% in the District Judge (Magistrates' Court) exercise and 34% to 5% in the Deputy High Court Judge exercise.

In the small Court exercises, solicitors represented 23% (30) of applicants and 13% (2) recommendations for immediate appointment. The representation of solicitors in the small Tribunal exercises was similar, where 22% (30) applicants and 10% (2) of recommendations were solicitors.

### *Senior judicial exercises*

None of the candidates who applied for the senior judicial posts in 2012–2015 had the professional background of solicitor.

**Table v. Candidates recommended for immediate appointment with a professional background of solicitor (1 April 2015 to 31 March 2016)**

Legal exercises	Total number of applicants	Total number of recommendations for immediate appointment	Proportion of eligible pool who were solicitors <sup>1</sup>	Number and proportion of applicants who were solicitors	Number and proportion of recommended candidates who were solicitors	Proportion of recommended candidates who were solicitors in past exercises
<u>April 2015 - March 2016</u>						
Circuit Judge	236	53	85%	10 (4%)	-	0% -6%
Recorder <sup>2</sup>	1,178	96	89%	34 (3%)	1 (1%)	0% - 13%
District Judge <sup>3</sup>	189	53	85%	8 (4%)	-	0% - 80%
District Judge (Magistrates' Court)	165	17	85%	71 (43%)	4 (24%)	24% - 95%
Deputy High Court Judge	334	19	85%	113 (34%)	1 (5%)	..
Small Tribunal exercises <sup>4</sup>	138	21	..	30 (22%)	2 (10%)	..
Small Court exercises <sup>4</sup>	128	16	..	30 (23%)	2 (13%)	..
<u>Senior judicial exercises (2012-15)</u>						
Court of Appeal 2012 <sup>4</sup>	36	10	..	-	-	..
Small senior judicial exercises <sup>4</sup>	38	11	..	..	..	..

1. Proportions in the eligible pool may differ due to eligibility criteria and when the exercise was run

2. 89% of applicants did not complete the section of the diversity monitoring form relating to current professional role

3. 92% of applicants did not complete the section of the diversity monitoring form relating to current professional role

4. Eligible pool information is not available

- zero

.. not available

## **Candidates with a disability**

Table vi shows the proportion of recommended candidates for immediate appointment who declared a disability, and past exercise comparisons where available (due to low numbers, trends over time may be subject to random fluctuation). Eligible pool information is not available for disability.

The proportion of candidates with a declared disability remained stable or increased through the process from application to recommendation in 3 out of the 5 exercises. None of the recommended candidates in the District Judge (Magistrates' Court) declared a disability.

When comparing to previous exercises, the Recorder exercise saw a decrease of recommended candidates who declared a disability from 6% in 2011 to 4% in 2015, however this proportion is larger in comparison to 2008 and 2009 (1% and 3% respectively). A decrease can also be seen in the Circuit Judge exercise where 2% of recommendations declared a disability compared to 4% in 2012.

Candidates with a declared disability were more successful compared to the previous exercise for the District Judge (4% of recommendations compared to 2% in 2013), however this is lower than the 7% of recommended candidates in 2006/07 and 2011.

In the small Tribunal exercises, 4% (5) of applicants declared a disability however none went on to be recommended for immediate appointment. There were no applicants in the small Court exercises who declared a disability.

### *Senior judicial exercises*

None of the candidates who applied for the senior judicial posts in 2012–15 declared a disability.

**Table vi. Candidates recommended for immediate appointment who declared a disability (1 April 2015 to 31 March 2016)**

Exercise	Total number of applicants	Total number of recommendations for immediate appointment	Number and proportion of applicants who declared a disability	Number and proportion of recommended candidates who declared a disability	Proportion of recommended candidates in previous exercises who declared a disability
<u>April 2015 - March 2016</u>					
Circuit Judge	236	53	4 (2%)	1 (2%)	0% - 6%
Recorder	1,178	96	41 (3%)	4 (4%)	1% - 6%
District Judge	189	53	10 (5%)	2 (4%)	0% - 7%
District Judge (Magistrates' Court)	165	17	9 (5%)	-	0% - 7%
Valuation Tribunal Chairmen and Members <sup>1</sup>	71	33	4 (6%)	2 (6%)	..
Deputy High Court Judge	334	19	16 (5%)	-	..
Small Tribunal exercises <sup>1</sup>	138	21	5 (4%)	-	..
Small Court exercises <sup>1</sup>	128	16	-	-	..
<u>Senior judicial exercises (2012-15)</u>					
Court of Appeal 2012 <sup>1</sup>	36	10	-	-	..
Small senior judicial exercises <sup>1</sup>	38	11	-	-	..

1. Eligible pool information is not available

- zero

.. not available

**Table vii. Candidates recommended for immediate appointment by age (1 April 2015 to 31 March 2016)**

Exercise	Total number of applicants	Total number of recommendations for immediate appointment	Number and proportion of applicants aged 45 and under	Number and proportion of applicants aged 46 and over	Number and proportion of recommended candidates aged 45 and under	Number and proportion of recommended candidates aged 46 and over
<u>April 2015 - March 2016</u>						
Circuit Judge	236	53	34 (14%)	201 (85%)	9 (17%)	44 (83%)
Recorder	1,178	96	597 (51%)	572 (49%)	65 (68%)	31 (32%)
District Judge	189	53	77 (41%)	112 (59%)	22 (42%)	31 (58%)
District Judge (Magistrates' Court)	165	17	79 (48%)	84 (51%)	11 (65%)	6 (35%)
Valuation Tribunal Chairmen and Members	71	33	29 (41%)	42 (59%)	18 (55%)	15 (45%)
Deputy High Court Judge	334	19	100 (30%)	232 (69%)	5 (26%)	14 (74%)
Small Tribunal exercises	138	21	40 (29%)	96 (70%)	7 (33%)	14 (67%)
Small Court exercises	128	16	37 (29%)	87 (68%)	5 (31%)	11 (69%)
<u>Senior judicial exercises (2012-15)</u>						
Court of Appeal 2012	36	10	-	36 (100%)	-	10 (100%)
Small senior judicial exercises	38	11	-	37 (97%)	-	10 (91%)

Percentages may not add to 100% due to a small number of incomplete applications

- zero

.. not available

## Candidates by age

Table *vii* compares the proportion of recommended candidates for immediate appointment in 2 age brackets: those aged 45 or under, and those aged 46 and over. Eligible pool and previous exercise comparison data are not available by age.

Out of the 6 larger exercises, 5 attracted higher proportions of applications from the 46 and over age group. Applicants from the 45 and under age group represented 51% (597) of the Recorder applicants. The Circuit Judge exercise had the smallest proportion of applicants aged 45 and under, where they represented 14% (34) of applicants.

In the small Tribunal exercises, candidates aged 46 and over represented 70% (96) of applicants and 67% (14) of recommendations for immediate appointment. Similarly in the small Court exercises, candidates aged 46 and over represented 68% (87) applicants and 69% (11) recommendations for immediate appointment.

### *Senior judicial exercises*

All applicants for the senior judicial selection exercises run in 2012–2015 were aged 46 and over.

## Sexual orientation

*All exercises completed in April 2015 to March 2016 and senior judicial exercises (Table 11)*

In order to protect the confidentiality of applicants, these results have been grouped across all exercises. In the absence of eligible pool information, the UK Integrated Household Survey (2014)<sup>2</sup> has been used as an approximation for sexual orientation proportions in the general population and compared with the results from the diversity monitoring. This was necessary as the 2011 Census did not include a question on sexual orientation.

Of the 2,513 applicants in the exercises presented in this bulletin, 4% (89) identified themselves as gay, lesbian or bisexual, compared to 2% of respondents in the Household Survey. The majority (90%) identified themselves as heterosexual, 5% preferred not disclose this information and 1% did not provide a completed answer. This is in line with previous results.

Of the 799 shortlisted candidates, 4% (32) identified themselves as gay, lesbian or bisexual and 5% (18) of the 329 recommended candidates for immediate appointment identified themselves as gay, lesbian or bisexual.

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<sup>2</sup><http://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/integratedhouseholdsurvey/2015-10-01> provides details of the survey

## Religious belief

*All exercises completed in April 2015 to March 2016 and senior judicial exercises (Table 11)*

The 2011 Census included a question regarding religious belief<sup>3</sup> and, in the absence of eligible pool information, has been used as an approximation to compare with the results from the diversity monitoring form.

Compared to the results of the Census;

- fewer applicants reported their religion as Christian (51% compared to 59%)
- fewer applicants reported their religion as Muslim (4% compared to 5%)
- more applicants reported their religion as Jewish (4% compared to 0.5%)
- applicants were less likely to report they had no religion (19% compared to 25%)
- more applicants declined or did not provide a completed answer (17% compared to 7%)

Table *viii* shows the proportion of candidates at each stage of the recruitment process broken down by religious belief.

**Table *viii*. Candidates recommended for immediate appointment in April 2015 to March 2016 by religious beliefs**

	2011 Census	Applications	Shortlisted	Recommended
Church of England, Roman Catholic or Other Christian	59%	1,285 (51%)	422 (53%)	170 (52%)
Muslim	5%	92 (4%)	15 (2%)	7 (2%)
Hindu	1.5%	45 (2%)	14 (2%)	8 (2%)
Jewish	0.5%	104 (4%)	34 (4%)	11 (3%)
Sikh	0.8%	47 (2%)	8 (1%)	3 (1%)
Buddhist	0.4%	6 (0.2%)	1 (0.1%)	1 (0.3%)
Other religion	0.4%	29 (1%)	12 (2%)	2 (1%)
No religion	25%	474 (19%)	158 (20%)	63 (19%)
Declined/Incomplete	7%	431 (17%)	135 (17%)	64 (19%)

<sup>3</sup> <http://www.ons.gov.uk/ons/rel/census/2011-census/key-statistics-for-local-authorities-in-england-and-wales/rpt-religion.html> provides details of the Census results.



## Explanatory Notes

For a description of the methodology used to create these statistics, please see the 'Definitions and Measurement' document published alongside this bulletin.

## Glossary of Terms

A glossary of terms used in this bulletin is available from the JAC website:  
[https://jac.judiciary.gov.uk/sites/default/files/sync/basic\\_page/glossary\\_of\\_terms\\_0.pdf](https://jac.judiciary.gov.uk/sites/default/files/sync/basic_page/glossary_of_terms_0.pdf)

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<https://jac.judiciary.gov.uk/about-jac>